Training the Workforce

Brian Downes, Chair IAT Education Committee

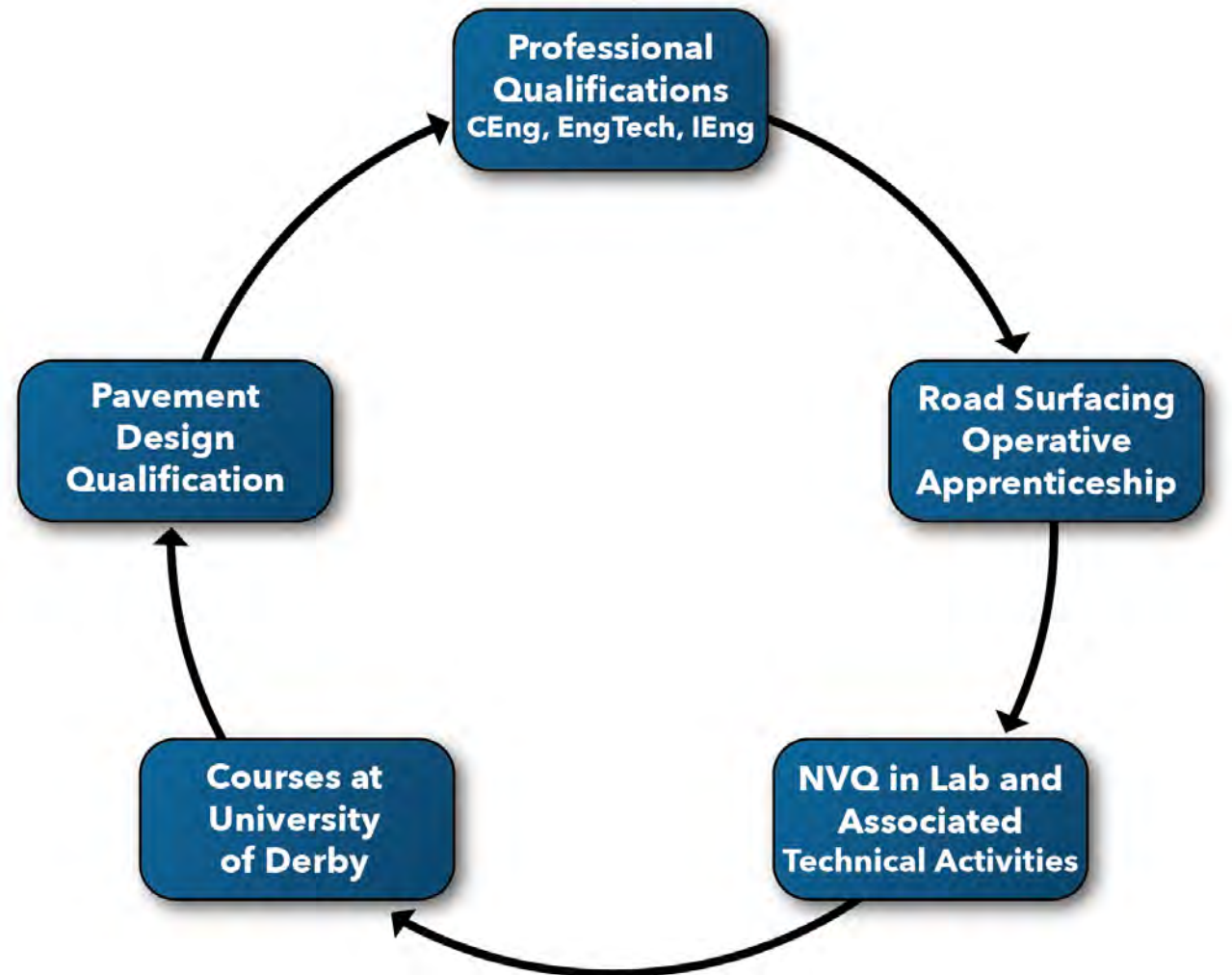# What are the benefits of training the workforce?

- Industry recognition and replication – transferable qualifications

- Improved quality and decision making – Drives skills base

- More sustainable workforce with potential for career development progression route from apprenticeship to degree qualification. Flexible for individual's requirements

- Increased job enrichment – personal development with defined career paths

What is the IAT's role?

- A catalyst for establishing and developing "common" Educational standards with an industry focus.

- Establishment and development of strategic alliances with industry partners

Strategic Alliances with Academic Organisations

- University of Derby (UOD)
- Mineral Products Qualifications Council (MPQC)
- Preston College/PTS
- Engineering Council/CIHT

Road Building Apprenticeship

What's involved in the content?

- A unique solution to deliver practical and basic academic training to a new generation of road builders.

- Providing high quality training and experience to enable apprentices to learn to operate major items of Plant and equipment such as Pavers, Road Rollers and Pavers.

Where we are in terms of delivery?

- Following several appeals for increased funding the Institute for Apprenticeships has confirmed the level of funding at £ 9,000. We intend to run a pilot for up to 15 apprentices and seeking companies to support the programme.

Level 3 Diploma NVQ in Laboratory and Associated Technical Activities

- A collaboration between public, private and industry organisations (Preston College, PTS & IAT) to deliver a bespoke course for this critical specialist role. Providing both theoretical/ academic knowledge with practical experience in a fully equipped laboratory.

- Provides an NVQ Level 3 qualification for technicians involved in on-site testing of asphalt roads.

- Enables the Technician to obtain their CSCS card upon completion of the course.

University of Derby Courses

- **Higher Apprenticeship** - The Higher Apprenticeship in Mineral Products Technology combines practical skill development with higher education qualifications. Prepares apprentices for their first supervisory role

- **Foundation Degree** - Builds upon and develops their technical knowledge, the legislative framework, including safety requirements and contractual procedures relevant to this demanding area of the construction industry.

- **One Year Diploma** - It enables a fast track solution to develop the skills and knowledge of the legislative framework, including safety, technical requirements and contractual procedures relevant to this demanding area of the construction industry.

- **M.Phil & Honours** - These qualifications is designed specifically for the mineral products industry to prepare its leaders and managers for the future. A range of subjects to specialise in to Honours degree level. A new Partnering Contract is being developed to widen the opportunities for qualifications at this higher level

Professional Qualification in Pavement Design

- A working group established which includes Highways England and various pavement design specialist to establish a nationally recognised qualification for Design Engineers in Pavement Design.

- Although the course is in the early stages of development this is a high priority for the IAT.

Professional Qualifications

- The IAT have a collaborative agreement with the CIHT.

- This arrangement offers a route for CEng, EngTech and IEng for IAT members, who reach the required academic qualification and experience.

Summary

- The need to train and develop the workforce is essential to ensure a professional and sustainable workforce for the future.

- All qualifications will be required to be accredited to a nationally recognised educational or professional body.

- Working with its strategic partners the IAT will continue to act as the catalyst to develop the courses for the requirements of the industry and its members.

Thank you for listening