

Training Partnership Overview



In 1999 the Chartered Institute of Building (CIOB) entered into a pilot Training Partnership with a large house building company. This partnership required the commitment of the Plc board directors, directors, managers and all site and technical staff with the aim of having a fully trained professional workforce by 2001.

The success of the scheme was due to the total commitment of the company from the chief executive to the most junior member of site staff.

This was the forerunner of the Training Partnerships now in existence and proved that with time and commitment the training requirements of construction personnel can be achieved.

What are Training Partnerships?

Training Partnerships are a joint venture between a company and the CIOB with the common aim of having a fully trained workforce throughout the industry.

They are specifically tailored to match the requirements of the staff of the company concerned, and all staff identified as being part of the training programme can be catered for regardless of their age, experience or qualifications.

How do they work?

- A meeting is held between the company and the CIOB to discuss the Training Partnership and the benefits to the company and staff. A Training Partnership Agreement is signed. This is the visible commitment by the company and the Institute to work together to achieve the goals of the partnership.
- Personnel who are to take part in the scheme are asked to complete a CIOB training assessment form, which gives brief details of qualifications and experience. This form is assessed by the CIOB to determine the most appropriate training route for the individual to progress their career and acts as a formal membership application form.
- A spreadsheet is produced showing all relevant staff and an outline of their individual training action plan.
- The CIOB will help the company source the required training either in-house or through external providers.
- Staff eligible for CIOB membership are encouraged to apply to the Institute.
- Upon completion of the training the employee may be able to upgrade their CIOB membership.



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Benefits to individuals

- Recognition of experience and qualifications.
- Recognition of professionalism through membership of the Institute.
- Personal satisfaction in either proving job competence (through the NVQ/SNVQ route) or gaining a professional qualification (and being able to use designatory letters after your name).
- Enhanced work performance and job satisfaction.

Who can apply and who is included?

Whilst the CIOB is proud to have some of the largest construction companies onboard, Training Partnerships are open to companies of all sizes.

Generally the partnership encompasses all technical, supervisory and managerial staff working within a construction remit. People from all backgrounds are considered, regardless of experience or qualifications currently held.

How long does the partnership last?

The CIOB is not looking for 'a quick fix' rather the development of a professional relationship over a long period.

The process does not have a strict timetable, allowing companies and individuals to work at their own pace and always recognising the need for companies to meet their own corporate deadlines and requirements.

The CIOB is always there, however, to offer gentle encouragement where required.

Construction Skills Certification Scheme (CSCS)

With the introduction of CSCS cards in 2001 all personnel working on construction sites must have the appropriate card before they can operate. Full details may be obtained from the scheme administrators on +44 (0)8704 178 777 or visit www.cscs.uk.com.

Funding

There is no cost for the Training Partnership or the process. Investment is only required for membership, examination fees and any training resources identified within the production of the Training Plan.

In the UK, Construction skills may provide funding for training within the industry for employees working for a company that is 'in-scope'. They can provide advice to companies considering entering a Training Partnership.

