

BEST: Built Environment Sustainability Training

10th October 2013

Lara Hopkinson

ESDGC Manager

BEST seeks to:

- enable a transition to a lower carbon, **sustainable** built environment sector
- through the funding, development and provision of new training courses

BEST seeks to:

- unite stakeholders with responsibilities for skills in:
 - Energy
 - Water
 - Waste
 - Construction



Partners



Programme Lead:

Welsh School of Architecture,
Cardiff University



Joint Sponsors:



Funding



- Funding: European Social Fund
 - *Priority 3 Improving Skill Levels & the Adaptability of the Workforce*
 - *Theme 2 Skills For Knowledge Economy: Higher Level Skills*
- Training project budget: Maximum £5,747,000
- Intervention rate: Up to 50%

BEST seeks to create:

- 10 year strategy
&
- Training delivery roadmap

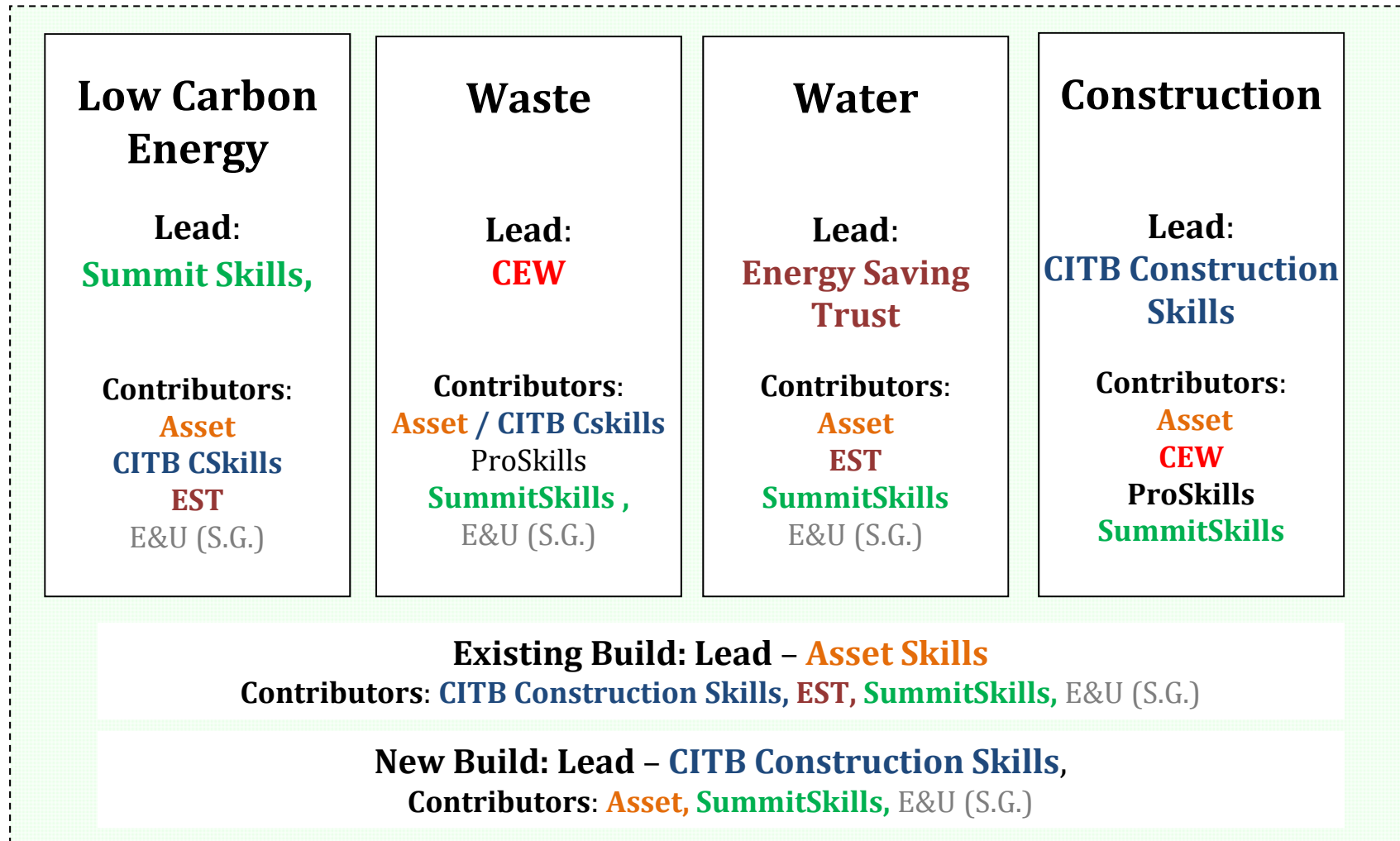
for built environment sustainability education
to better equip businesses, employees and training
providers in Wales

Phases of work

Key stages

- Phase 1 (to July 2013):
 - Development of skills needs analyses
 - Proposals for current training needs
- Phase 2 (to July 2015):
 - Procurement and pilot delivery of training
 - Monitoring & Reporting on the above

Structure



Objectives

- Strengthen the **knowledge base**, supporting the knowledge economy.
- Focus upon up-skilling the **existing** workforce
- Redress **gender imbalance** issues
- Support uptake & promotion of females entering/gaining occupational qualifications

Objectives

- Ensure that the strategy, courses & skills delivered are **evidenced and relevant**
- Increase capacity for **forward planning** in skills for the sector.
- Collaborate with existing projects/organisations & **avoid duplication**

Objectives

- Respond to the need for **advanced qualifications**
- Focus on **higher level / professional skills** Level 4 & Above
- **Enable skills development & progression** from typical L2 craft skills/qualifications towards L3, L4
- Delivered in a **flexible and accessible** manner e.g. distance, blended and e-learning.

Learning on the Move

Start @ work



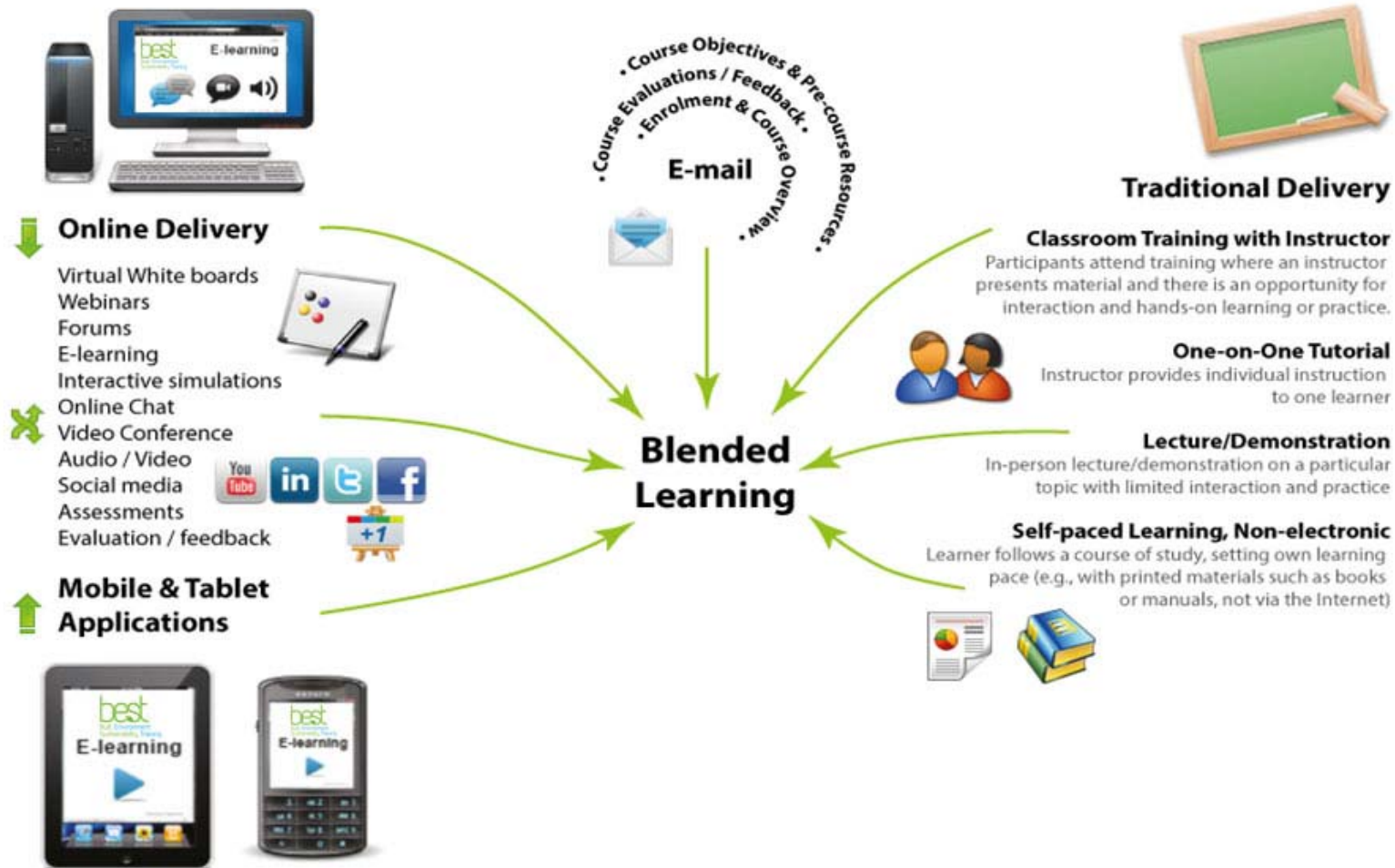
Continue
on the move



Finish @ home



Blended Learning



Objectives

- Through a central Education for Sustainable Development and Global Citizenship role:
 - Investigate **existing delivery** of the ESDGC agenda within Wales
 - Research **best practice** from wider UK and international delivery
 - Ensure training **embeds agenda** within new courses
 - Suggest **modifications** to existing courses

Objectives

- Through a central Equality and Diversity role:
 - Deliver tailored funded support for business development
 - Enable adoption of equality and inclusion policies in relevant industry in the convergence area
 - Support changes in practice to enable business:
 - to employ the best people from the widest pool of talent
 - Retain a happy and productive workforce

Objectives

- Through a central Communications and Business Engagement role:
 - Assistance in raising awareness of training courses to relevant audiences
 - Supporting production of communications relating to training courses
 - Advertising through a wide variety of media including web, social media and trade press

Targets

Total participants:	560
Gaining qualifications:	250
Employers assisted:	240
Adoption / improvement of Equality & Diversity strategies & systems:	125

Ten-Year Strategy

- Inform and support future training for the built environment sectors
- Developed from the Skills Needs Analyses
- Including further research
- Draft to be created by December 2013
- BEST to stage consultation workshops on the strategy

Questions to audience

In small groups, please consider:

1. What do you consider to be YOUR training needs in the short term?
2. Do these vary from the needs for your contractors / in-house support teams?
3. How can BEST support you?

Legacy

BEST aims to leave a lasting legacy on the training and up-skilling in sustainable practises of the existing workforce in the Welsh Built Environment sector, not least through its 10-year strategy, but also through commissioning new pilot training courses.

These courses aim to set Wales apart and create a precedent for their development in neighbouring nations.

Courses

- CPD Short Courses
- Developed to Level 3, 4 and above
 - Some limited delivery at Level 2
- Geographically accessible
 - Participants must live and/or work in the Convergence Areas
- Flexible delivery models

Accreditation

- Quality Assured Lifelong Learning (QALL)
- Submission to the Credit and Qualification Framework for Wales (CQFW)
- Enables credits to be received for training

Summary of courses 1

Working title of training package	Theme(s)	Summary description
Sustainability in the built environment	ALL	The package of training courses will comprise short “courses” to introduce potential participants to the BEST Programme and help them to understand what the issues and opportunities are for the built environment sector with regards to sustainability.
Responsible retrofit of older and traditional buildings	Construction	This package of training courses is being developed to address the identified gap in workers with the knowledge, understanding and skills to retrofit Wales’ existing domestic and commercial buildings. Some of the units and courses offered as part of this package will be developed in partnership with CADW and the CITB National Specialist Team
	Existing Build	
Supporting sustainability through Building Information Modelling (BIM)	Construction	The package of training will include a series of stand-alone units that will increase knowledge and understanding of how a BIM approach to construction and facilities management can lead to more sustainable buildings.
	Energy	
	Waste	In keeping with the ethos of BIM, where possible generic units that can be delivered to a mixed audience will be developed. Other units will be developed to meet specific audiences e.g. facilities managers, Building Services Engineers.
	Existing Build	
New Build	The units will be developed in collaboration with the Wales BIM Hub and will align with the draft learning outcomes framework. Units will draw on information and materials made available by Joint Sponsors.	

Summary of courses 2

Working title of training package	Theme(s)	Summary description
Sustainability training for Architects	Construction	This package of training will provide accredited CPD for architects.
	Waste	It will be designed in collaboration with RSAW (and other identified organisations) to meet the requirements for compulsory CPD for architects in Wales. However; through the BEST programme, the training will be made available to a wider audience.
	Existing Build	
	New Build	
Renewable energy for all	Energy	This package of training is being designed to support small and medium sized Building Services Engineering (BSE) companies to expand their business into new markets available in the energy sector. e.g. the repair and of small-scale renewable technologies
Sustainable solutions to waste	Waste	This package of training courses is being developed to support the waste industry to develop sustainable approaches to reducing and managing waste in line with the Welsh Government's policies and targets as set out in Towards Zero Waste.
Maximising potential: approaches to water efficiency and conservation	Water	This package of training is being developed to build knowledge and understanding of sustainable approaches to water management both in terms of water efficiency and water conservation.
		The training will target those professions who have an opportunity to influence the design, development and retrofit of buildings to ensure greater water efficiency within domestic and commercial buildings.
Ensuring quality: Training to deliver the BEST Programme	ALL	The BEST Programme Board will design and develop a series of train the trainer units which will primarily support individuals and organisations delivering training courses developed through the BEST Programme.



Contact Us



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BEST – Built Environment Sustainability Training

10th October 2013

Natasha Owens

Equality & Diversity Officer

Support for Contractors

- Companies of any size, predominantly SMEs
- Based in the convergence areas of Wales
- Working in the Built Environment or 'allied profession'



Support in Practice

- Review of company policies and working practices, plus advice on any suggested improvements and implementing change
- Advice on flexible working
- Access to our bespoke on-line Respect and Inclusion training course (available early 2014)

Benefits to the RSL

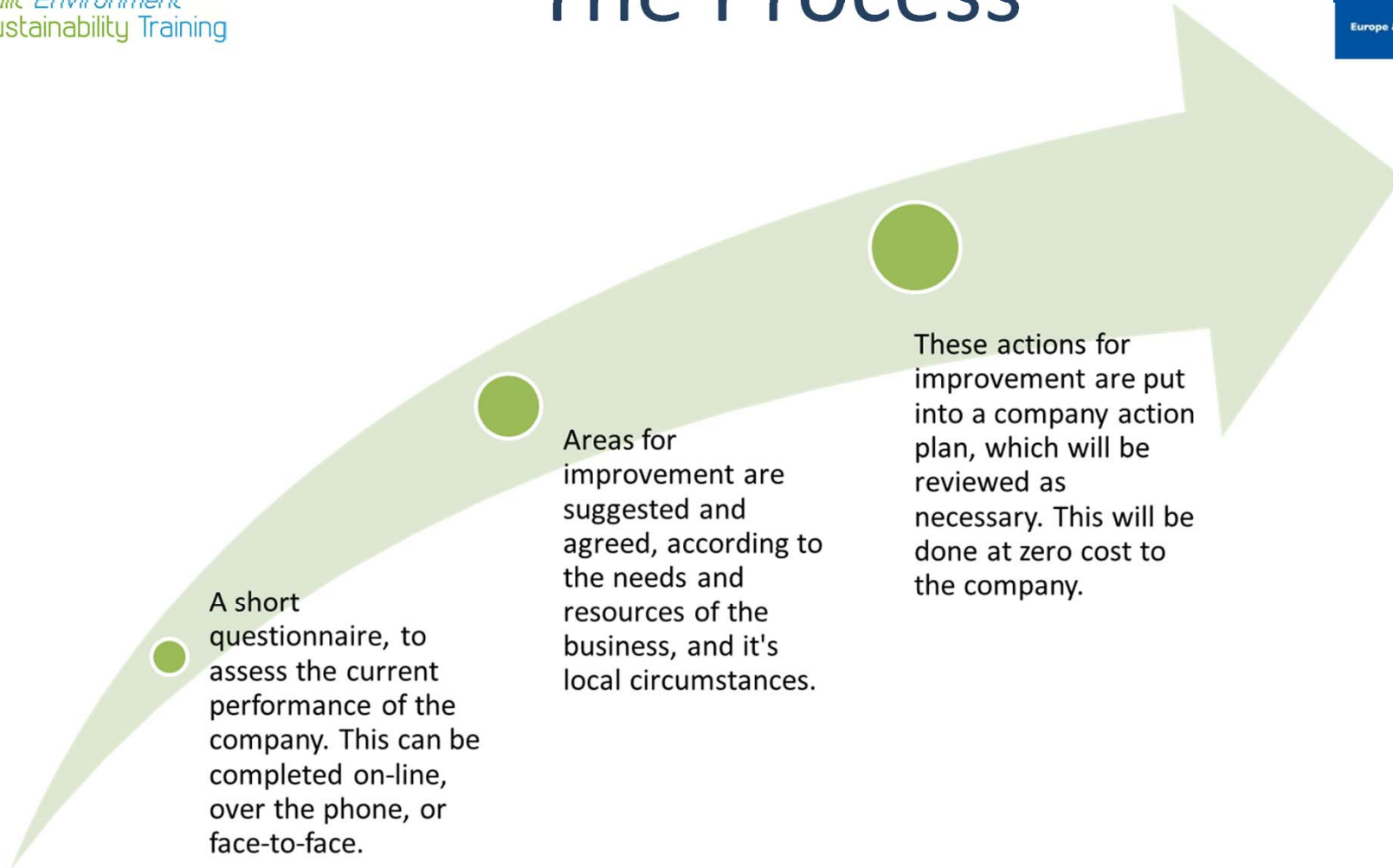
- R&M – a significant point of customer interaction.
- Help you ensure you meet **regulatory requirements** when contracting out repairs and maintenance function.

‘Our activities and services...are free from discrimination and promote equality of opportunity’.

‘We deliver maintenance programmes efficiently and effectively’.

‘We provide an efficient and effective responsive repairs service which meets the requirements of our tenants’.

The Process



Case Studies

- Currently working with 4 SMEs in Wales
- Developed a staff handbook
- Policy review
- Developing bespoke training material

Testimonial

‘The Best programme helped our business with bespoke Human Resources material and training, ensuring we stay ahead with our business matters. With some elements of HR and Employment Law being complex, Natasha worked hard to deliver...I’d recommend the BEST programme to any organisation, big or small’.

Director, Concepta Energy Ltd

Feedback

- Do you already provide Equal Opportunities training or guidance to contractors?
- Do you think this support is needed, if so how can we encourage participation?

Thank you for listening

Natasha Owens

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