

CRAFT Case Study 2017

Competence Route of Attainment in a Fabrication Trade

(CRAFT)

British Constructional Steelwork (BCSA) Limited is the national organisation for the steel construction industry: its Member companies undertake the design, fabrication and erection of steelwork for all forms of construction in building and civil engineering. Industry Members are those principal companies involved in the direct supply to all or some Members of components, materials or products. Corporate Members are clients, main contractors, professional offices, educational establishments etc which support the development of national specifications, quality, fabrication and erection techniques, overall industry efficiency and good practice.

The principal objectives of the Association are to promote the use of structural steelwork; to assist specifiers and clients; to ensure that the capabilities and activities of the industry are widely understood and to provide members with professional services in technical, commercial, contractual, certification and health and safety matters. The Association's aim is to influence the trading environment in which member companies have to operate in order to improve their profitability.

Some BCSA members have found it difficult to establish an appropriate training course and provider, other members have followed existing courses that are not the most suitable but are a 'close fit' which leaves them with an apprentice that needs to be further developed into the steelwork fabrication role. This case study gives details of how the BCSA CRAFT Scheme can be used to develop those new to the industry and provides information and techniques for internal training to meet a programme developed by the industry.

There is a wide range of benefits to individual employers, the sector and the constructional steelwork industry as a whole from taking on apprentices/trainees. There is also no funding available to support employers through an appropriate apprenticeship programme for those that require a bespoke training package as the funding is only available to those where high numbers of apprentices are available to attract the attention of training providers.

BCSA CRAFT Scheme is an industry approved training programme, developed by the industry and is able to offer demonstrable career opportunities to attract new entrants into the industry and can be used where no local training provider or facilities are available for the employer to assist with the development of the trainee and can be used to establish internal practical training over a set period of time and it will provide an industry standard of competence that can be achieved through workplace coaching and validation.

What are the benefits of the CRAFT Scheme?

Apprenticeships are a great way to grow your business. This is because apprentices:

- Enables SME employers to liaise with local schools to offer a training scheme that leads to good employment prospects.
- Apprentices are 'work ready', so they immediately provide a SME employer with an individual who can produce quality work, productively and safely.

- Help to build a stronger sense of teamwork by providing existing and more experienced employees with the opportunities to share and pass on their skills and knowledge.
- Enable progression planning to help address the issue of an ageing workforce.
- Contribute towards the ongoing quality of delivery by the company which results from having a competent and fully qualified workforce.
- Demonstrate a company's commitment to training and the development of their workforce.