Practical Heritage Conservation
Craft Skills Development and training

The Retention & Development of Traditional Craft Skills in England

John Fidler  RIBA FRICS Intl Assoc AIA
Staff Consultant *Preservation Technology*
Simpson Gumpertz & Heger Inc., Los Angeles
The retention & development of traditional building crafts and associated conservation and restoration skills
England’s Historic Environment

Avebury, Wiltshire
England’s *Historic Environment* of ancient monuments, listed buildings and conservation areas

- 36,000 ancient monuments
- 475,000 listed buildings
- 9,000 conservation areas
- 16 World Heritage Sites
- 4 million pre-1919 houses

Represents approx 4% of the country’s total building stock
Skill Sets for Conservation

- Stone masonry
- Bricklaying
- Carpentry & joinery
- Plastering
- Slating & tiling
- Lead, zinc & copper sheet working
- Steeplejacks
- Stained glass working
- Thatching
- Dry stone walling
- Flint knapping
- Cob & Adobe walling
- Blacksmithing
- Painting & decorating
- Paving
Special skills of ancient monuments and archaeological sites conservation

- Rough racking
- Deep tamping
- Grouting
- Pinning and stitching
Carpentry and joinery plus timber preservation and engineering
New conservation techniques

- Cintec anchors
- Cathodic protection
- Micro-stitching
Limited knowledge & experience of repairing transitional construction of 1890s – 1940s period and of façade maintenance & repair.
New Craft Skills to Conserve 20th C Heritage

- Cathodic protection of reinforcing steel
- Re-alkalization of concrete
- Anti-carbonation coatings
- Corrosion inhibitors for steel
- Concrete patch repair systems

Centre Point, London
Future conservation skills?

Metropolitan Cathedral of Christ the King, Liverpool
Size of the UK conservation, repair, maintenance & improvements (CRMI) segment of the construction industry

- 2.25 m people in UK construction of which 1.56 m in trades
- CRMI: 49% of all UK construction
- Conservation: worth $4 billion (6% of total RMI expenditure)
- Traditional crafts employ 36,500 people (2.4% of workforce)
- Employers mostly small-medium sized enterprises
- Clients: national and local government, English Heritage, National Trust, Higher Education, Church of England, private owners, developers etc
Skills shortages

Traditional building skills for conservation and restoration work are often acquired through a combination of apprenticeships, post-training experience and continuing development.

**Skill shortages have several effects:**
- Increase wage/recruitment costs and tender prices
- Import of cheap skilled/unskilled foreign labour
- Limit work and contractor choice
- Constrain business development
- Result in shell companies using subcontract labour
- Delay work programmes
- Result in poor service
- And poor standards of conservation
Skills shortages II

The consequences of skill shortages include:

- A low level of new recruits to the industry, confounded by a reducing younger population
- An ageing and thus retiring workforce
- An increasing workload trend
- Low instance of organised training
- Low profit margins so limited investment in training
- Low pay / poor working conditions and lack of respect
- Increased legislation and regulations
Overview of the UK problems by 2002/3:

- Conservation community talking to itself
- Lack of joined-up thinking between conservation, education and employment departments in Government
- Lack of industry ownership of quality problems
- Lack of strategic foresight and planning
- Lack of coordination of craft training delivery
- No specialist track for training in CRMI traditional crafts
- No strategic share of existing funds available for training
- Smaller trades “out-of-scope” to training systems
Craft skills training outside the UK’s Further Education (16-22 yrs) system

- English Heritage Conservation Training Centre transferred to West Dean college
- Carpenters Co London Building Craft College
- SPAB *William Morris* Craft Scholarships
- Scottish Lime Centre & BBLF member events
- Prince of Wales Craft Scholarships
- Bursledon Brickworks (Hants CC)
- Cressing Temple (Essex CC)
Seeking Solutions

English Heritage drivers:

Heritage Lottery Fund driver:
*Sustaining our Living Heritage* (2002)

- English Heritage to provide vision and lead partnerships with others
- Enabling rather than regulating approach
- Developing an integrated strategy
- Promoting/sustaining essential skills
Action plan 2003 -

- English Heritage: a catalyst for action
- Co-ordinating a national response
- Partnering national sector skills councils: CITB-Construction Skills & LANTRA – organizations with £250m budgets for training
- Formulation of the National Heritage Training Group (NHTG) as a “sector skills development group”
CITB-ConstructionSkills

- CITB: a 1947 Education Act Training Board
- ConstructionSkills: a sector skills council and part of a network of 15 x SSCs under the umbrella of Skills for Business reporting to the UK Government Department for Education & Skills
- Covers England & Wales with sister organizations in Scotland & N Ireland
- Budget of £249m of which £152.3m from employers’ levy and rest from grants and income
- 75,200 employers pay the levy and registered companies with turn-over below £64,000 are exempt from paying the levy
National Heritage Training Group

Consisting of building employers, trade federations, trade unions, conservation regulators, conservation grant-making bodies, British Association of Construction Heads (BACH), Guild of Trades Trainers, Trade Livery Companies, private colleges, qualification authorities, conservation amenity groups and delivering:

- National and Regional labour/skills *Foresight* mapping
- Assessing employer’s training plans
- Developing *Centres of Vocational Excellence* (CoVEs)
- Provision and training of trainers
- Recruitment campaigns
- Careers advice
Feb 03: *Craft Summit* funded by English Heritage and NHTG founded

David Lindford, chairman of the Heritage Building Contractors Group appointed first Chairman of NHTG

CITB/EH funding of NHTG Exec Director and Assistant posts

Autumn 03: first *Business Plan* launched

Formation of ACT: the Alliance of Conservation Trainers (ie public, private & charitable providers *not in FE Colleges*) and liaison with BACH

Autumn 04: CITB-EH discuss signing 5 year *Sector Skills Agreement*
The NHTG Business Plan ~
*Building on the Past: training for the future*

- Integrating relevant stakeholders with the NHTG
- Filling the information gaps to take the sector’s skills and training issues forward
- Developing a 5-Year Training Plan for England, Northern Ireland, Wales and Scotland
- Big launch - wide media coverage
- Seeking collaborative partnerships
Labour and skills mapping research

- Count of Historic Building stock
- Count of Labour Force
- Demand Assessment (Value and skills)
- Assessment of Skill shortages
- Assessment of Training Provision
- Gap Analysis
- Forecasting & Planning
Research results

- National labor crisis for thatchers & dry stone walling masons
- 8k skilled craftspeople needed right away for the 2006/7 workload, more for future years
- 35-45 year olds missing from the workforce – the pension time-bomb
- No training for the trainers
- No funding for training apprentices after 22 years of age
- Cathedral stone yards “out of scope”
Careers Advice and Recruitment Campaign:

Initial research in schools & colleges -

Student ambitions for life age 14:
- Sex
- Alcohol
- Money
- Saving the planet:-
  - Saving the natural environment
  - Looking after cultural heritage

Student ambitions for Further Education

When asked at age 22
- Improve career prospects
- Learn new skills
- Enable career change
- Boost salary
- Get a better education
- Start own business
Student Recruitment Campaign

Trav got the whole pub plastered.

If you're interested in a career and NVQs in construction – or if you're a construction employer looking for new recruits – call us FREE on 0808 100 0055.


Dave restored the faith at Salisbury.

As a stonemason at Salisbury Cathedral, Dave's work will live on long after he's gone. If you like the look of a job contributing to history, consider construction. You may be surprised at the ways you can begin to build a career in one of the biggest, most rewarding industries we know.

Straight after school you can start as a site apprentice working towards an NVQ or NVQ plus. After a year or two, you can move on to Level 2. Further qualifications are possible. Maybe you're already a student starting to look for an employer?

Call us FREE on 0808 100 0055 to find out just how much you could gain from a career in construction.
Maintaining historic parks and gardens

• CoVES
• Bursary schemes

• Taster courses for schools
• Shared facilities
• Proxy employers
• Internships
• NVQs for heritage gardening
Expanding Career Paths

- GCSEs in construction
- 16 - 25 year olds
- 25+ career changers
- women
- ethnic minorities
- EU workers (EFL)
- 65+ delayed retirements
- pilots for long term unemployed

and routes from/to:

- labourer
- apprentice
- journeyman
- master craftsperson
- conservator
- site supervision
- management
- consultant
Fitting the parts together

- NHTG’s collaborative action plan unlocked funding from national, regional and local government sources such as from The Sector Skills Council, Regional Development Agencies and the Learning and Skills Council

- The plan justified demands for *Centres of Vocational Excellence* in Further Education Colleges

- The plan focussed needs for new National Vocational Qualifications and specialist trade competency certificates

- CITB helped support training from apprenticeships right through to Life Long Learning
Training Trainers
Research, policy, standards & guidance
Improvements in Qualifications

- NVQ level 3 in heritage conservation skills
- Master Craftsman grade through OSAT
- Routes to supervisory and management grades
Establishing an Alliance of Conservation Trainers (ACT)

- Co-ordinate specialist conservation training providers outside Further Education colleges

- Act as specialist conservation-based quality control “ginger group” to the National Heritage Training Group
Used “supply chain demand” to require a skilled workforce

Pre-tender qualification criteria to require contractors to actively use Construction Safety Card Scheme cards and CITB Training Plans for their workforce

English Heritage / Heritage Lottery Fund grant conditions imposed on building owners requiring them only to hire contractors possessing and using CITB Training Plans for their workforce
Any Questions?