



NASC[®]

Training in the
scaffolding industry
REPORT 2024

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Forward

As we delve into the findings of the comprehensive survey conducted by NASC earlier this year, I am pleased to present an insightful analysis of the training and employment landscape as a snapshot in Q1 of 2024 within the scaffolding and access industry. This survey, which received 103 responses from 97 different organizations, provides a robust and representative sample of the industry's diverse demographic, encompassing a wide range of company sizes and geographic locations.

The responses, which constitute approximately 36% of NASC's contractor membership and some non-members, offer a credible reflection of the current state of training and employment within our sector. This substantial participation underscores the relevance and importance of the feedback collected.

One of the key highlights from the survey is the revelation of nearly 2000 job vacancies across four primary scaffold job roles. Interestingly, the largest demand was for Part 2 scaffolders, followed by trainees, labourers, and advanced scaffolders. This finding indicates a significant opportunity and need for targeted training programs to address these gaps and support the growth of our skilled workforce.

The analysis of post-course satisfaction provides a nuanced view of the industry's training efficacy. While larger organizations generally reported higher satisfaction levels, the feedback also emphasized the need for enhanced course content, including leadership skills, mental health awareness, and hazard-specific training. Notably, there is a call for more immediate feedback from training providers on delegates' strengths and weaknesses, which could significantly enhance the effectiveness of the training.

The survey also sheds light on regional disparities in training accessibility and satisfaction. For instance, while respondents in the Midlands and South West & South Wales reported shorter waiting times and higher satisfaction levels, those in London & South East and Scotland & Northern Ireland experienced longer waits and greater dissatisfaction. Addressing these regional variations is crucial for ensuring equitable training opportunities across the country.

Furthermore, the survey indicates a clear preference for maintaining the current course duration among the majority of respondents, although a significant proportion also advocated for shorter courses. This feedback, combined with the insights into higher-level training needs for directors and managers, highlights the diverse requirements of our industry and the necessity for adaptable training solutions.

The qualitative feedback on support for labourers and trainees underscores the importance of personalized and continuous support, with best practices including additional onsite training, regular assessments, and health and safety briefings. These insights are invaluable for developing comprehensive support frameworks that can enhance trainee performance and satisfaction.

In summary, the findings from this survey provide a rich tapestry of data that will inform the future direction of training and education within the scaffolding industry. NASC's commitment to utilising this information through its new Training and Education Committee will be pivotal in addressing the identified gaps and enhancing the overall training landscape.

I extend my gratitude to all the participants for their invaluable contributions, the Public Affairs and ESG committee who reviewed and fed into the report and look forward to seeing the positive impact of these insights on our industry's future.

Sarah Klieve

Chair of the Public Affairs and
ESG Committee NASC

1. Overall summary of response to survey

Sarah Klieve

Total number of responses - by region; by country; by size of organisation; proportion of total membership; in relation to overall membership profile – representative sample – establishing “credibility” of findings.

Earlier in 2024 the NASC issued a survey to members and the wider industry to gather information on opinions and perceptions of training in the scaffolding industry.

A total of 103 responses were received from 97 different organisations.

Feedback has been received from Companies representing the full range of sizes of member companies and all geographical regions.

Turnover Brackets

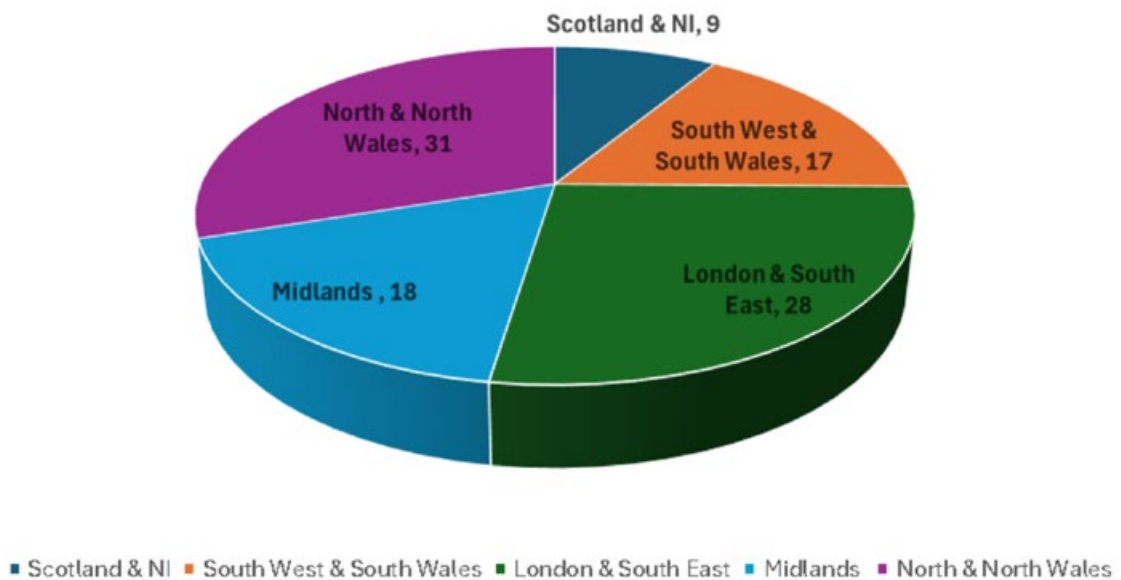
Turnover Bracket	No of responses	% of total
£0.00 - £100,000	6	5.9%
£100,001 - £500,000	3	2.9%
£500,001 - £1,000,000	7	6.9%
£1,000,001 - £5,000,000	48	47.1%
£5,000,001 - £7,000,000	16	15.7%
£7,000,001 - £10,000,000	7	6.9%
£10,000,001 - £15,000,000	4	3.9%
£15,000,001 - £20,000,000	4	3.9%
£20,000,001 +	7	6.9%
	102*	

*1 response did not declare turnover

94 of the responses were from Contractor members.
(1 each from Design, Information and Training members; 3 x Services & ancillary products; 3 x not specified).

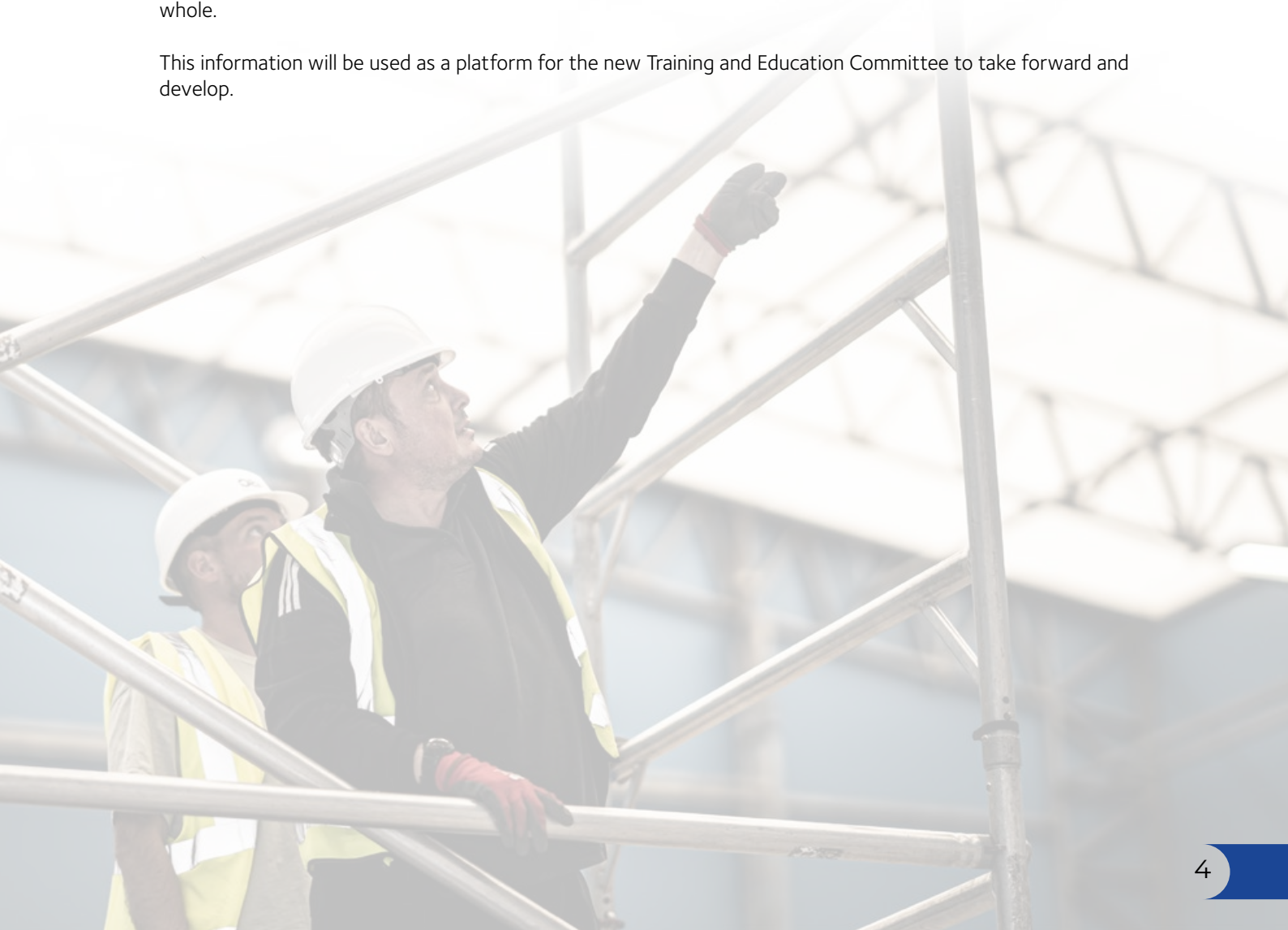
Obviously it is the Contractor section of the membership of the NASC that this survey is most relevant to so the fact that over 90% of responses were from this cohort supported the relevance of the feedback supplied.
Responses were returned from all geographical regions of the membership.

Responses by geographical region



The total number of responses as a percentage of the total membership, in conjunction with the size and geographical location of the member companies who participated has given a broad insight into some of the key strengths, weaknesses and areas of concern in regards to Training and Employment issues being faced by the membership as a whole.

This information will be used as a platform for the new Training and Education Committee to take forward and develop.



2. A review of the number of vacancies

Sarah Klieve

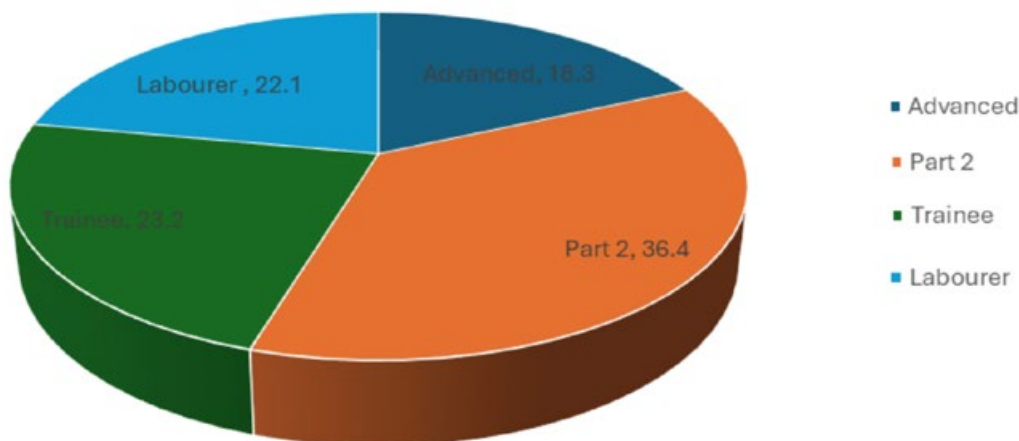
A review of the number of vacancies – considering type of vacancy – in relation to size of organisation (turnover or number of employees)

Overall the report identified just under 2000 job vacancies across the 4 scaffold job roles – Advanced, Part 2, Trainee and Labourer. 9 responses were non-specific so couldn't be included in the figures e.g. Thousands; Variable; dependent on client; 50 plus.

NOTE- There appears to be some inconsistency in reporting of values in terms of it looks like some companies have reported the total for the year whereas others possibly reported total at the time of request – this possibly needs further clarification moving forward

Based on percentages the largest number of vacancies were for Part 2 scaffolders, followed by Trainees, then Labourers and then Advanced Scaffolders.

Percentage split of vacancies by job role



Total number of vacancies reported	No of responses
0 & N/A	8
1 - 5	13
6 - 10	23
11 - 15	11
16 - 20	12
21 - 24	5
25-30	7
31 - 40	5
41 - 50	5
51+	6
Hundreds / Thousands	1
Varies	7
	103

All sizes of Company (in turnover terms) reported job vacancies across all 4 types of role. The number of vacancies was seen to be roughly proportional to the size of the company in turnover terms.

4 of the non-contractor response reported no vacancies which is understandable.

Only 4 Contractor members reported that they had no vacancies in 2023 – all other companies reported vacancies available ranging from 1 to thousands.

3. Analysis of post course satisfaction

Anthony Houghton

Analysis of post course satisfaction – with consideration of organisational size and region; in conjunction with more detailed information in the general feedback section

Turnover Bracket	Data Comments
£20,000,001 +	<p>Feedback within this turnover bracket was mostly positive, 28% of respondents were 'Very Satisfied' with the process of arranging and booking scaffolding operative courses.</p> <p>Some commentary from respondents suggested the integration of leadership skills given the importance of teamwork in scaffolding. Additionally, respondents felt that courses can lack specific skills and hazard information, such as hand-arm vibration.</p>
£15,000,001 - £20,000,000	<p>Respondents show mostly high levels of satisfaction, 40% are very satisfied with training processes and 20% just 'somewhat dissatisfied'. Comments and suggestions made within this turnover bracket included additional integration of training in mental health and the dangers of substance abuse within scaffolding operative training programmes.</p>
£10,000,001 - £15,000,000	<p>33% of respondents were 'very positive' regarding the process of arranging and booking scaffolding operatives courses. However, the majority of member responses were 'neutral'.</p> <p>Suggestions from members within this turnover bracket included concern that 18 months between COTS and Part 1 is not long and that the entry level courses could offer beginners more skills to build upon before Part 1 courses are taken.</p>
£7,000,001 - £10,000,000	<p>Members from within this turnover bracket had lower levels of satisfaction than those in upper brackets, however, 56% of respondents said that they are satisfied with the training processes on offer.</p> <p>Commentary from respondents included a desire for feedback from training providers on the delegates strengths and weaknesses. Additionally, an increase on the minimum 6 months experience periods was recommended.</p>
£5,000,001 - £7,000,000	<p>Nearly 70% of respondents stated that they were at least satisfied or above with the process of arranging and booking scaffolding operative courses.</p> <p>Suggestions among members within this turnover bracket included 18 month trainee card expiry being too short for some individuals. Additionally, there is a desire for more training centres or funding available to the provision of internal training.</p>

Turnover Bracket	Data Comments
<p>£1,000,001 - £5,000,000</p>	<p>Within the largest respondent group, this turnover bracket expressed dissatisfaction at a rate of just 8%. 35% of members responded as very satisfied or extremely satisfied with the training processes on offer.</p> <p>Some commentary from members was critical of the requirements of NVQ portfolios and the relevance of questions. It was also suggested that a skills-based assessment for experienced scaffolders that join NASC members with no formal qualifications so that they can earn exemption from experience period requirements in the training programme and more readily earn CISRS Cards that reflect their ability.</p> <p>There is also some desire among respondents for more apprenticeship availability and that all courses should cover mental health and the dangers of substance abuse within their learning material.</p>
<p>£500,001 - £1,000,000</p>	<p>Again, this turnover bracket also showed a tendency toward satisfaction in the process of arranging and booking training courses with 56% responding 'satisfied' or better.</p> <p>Member responses included a desire to receive feedback from training providers on the strengths and weaknesses of their delegates and an increase in training centre availability.</p>
<p>£100,001 - £500,000</p>	<p>Within this turnover bracket, satisfaction was generally neutral with 33% very satisfied and 33% somewhat dissatisfied.</p> <p>Shorter waiting times for courses were suggested and a comment was made about potentially providing school leavers with a foundation course in promoting scaffolding understanding and the construction industry before they enter the workforce.</p>
<p>£0.00 - £100,000</p>	<p>33% of respondents were 'very positive' regarding the process of arranging and booking scaffolding operatives courses. However, the majority of member responses were 'neutral'.</p> <p>Suggestions from members within this turnover bracket included concern that 18 months between COTS and Part 1 is not long and that the entry level courses could offer beginners more skills to build upon before Part 1 courses are taken.</p>

4. Review of the centres

Chris Hilton

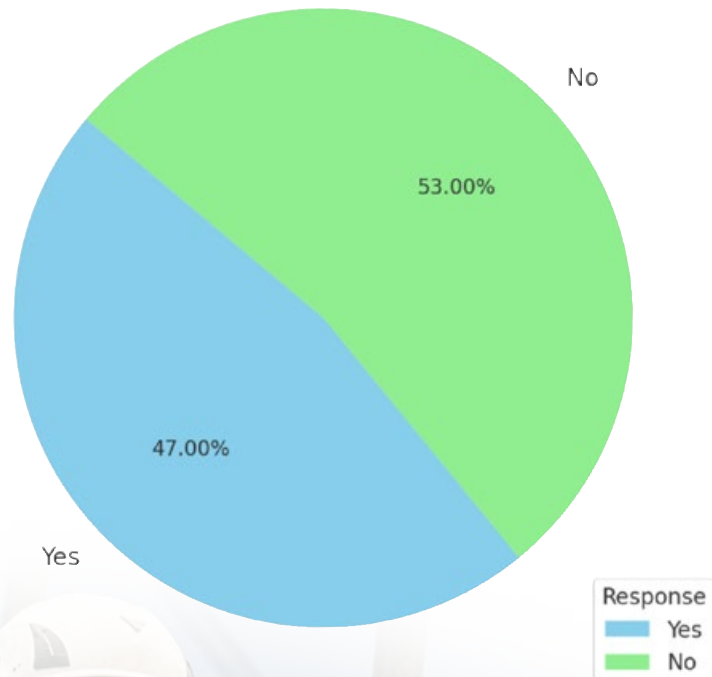
Review of the centres – consideration of regional variations – including the feedback on the booking process and waiting times; feedback on multiple centre use and reasons why used.

Are you having to wait?

Centre - Are you having to wait?	Overall
Yes	47%
No	53%

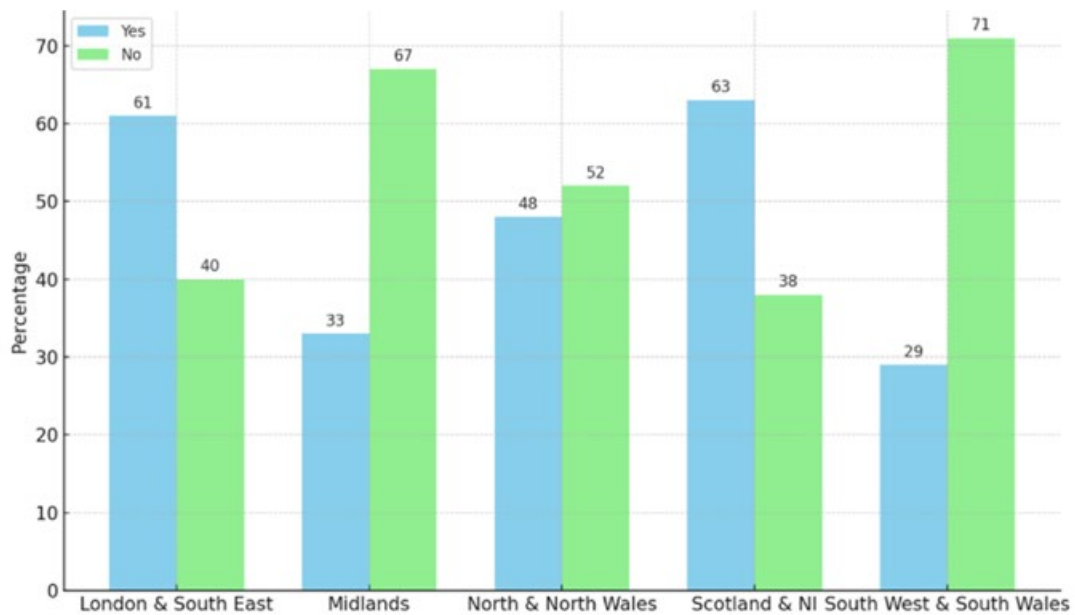
The results of the survey “Are you having to wait?” show that:

- 53% of respondents answered “No”, indicating they are not having to wait.
- 47% of respondents answered “Yes”, indicating they are having to wait.



Are you having to wait? By region

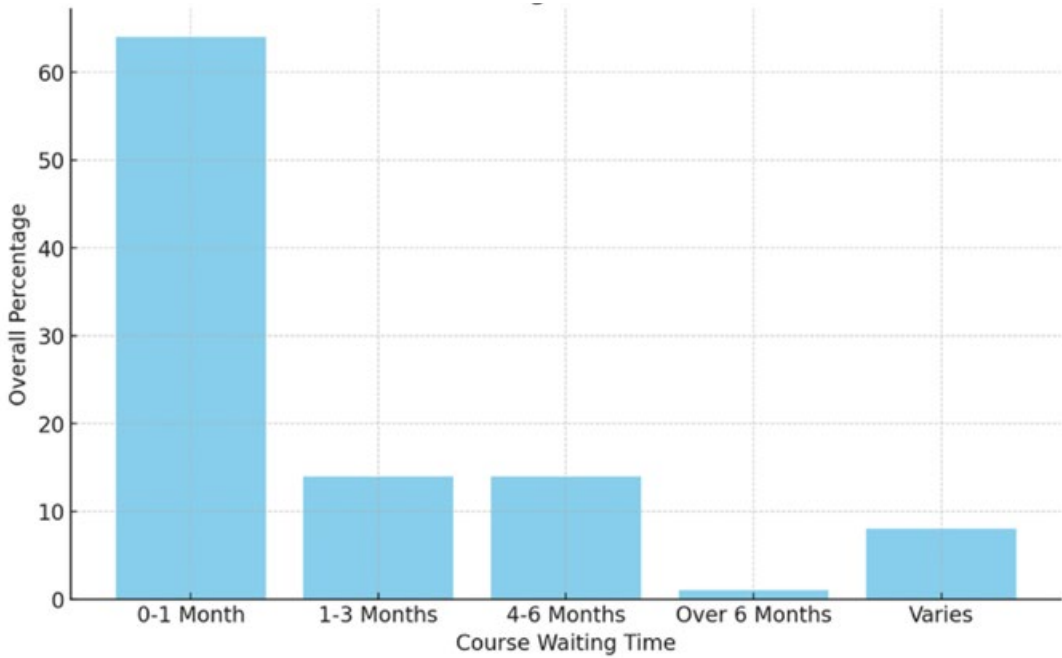
By Region	London & South East	Midlands	North & North Wales	Scotland & Northern Ireland	South West & South Wales
Yes	61%	33%	48%	63%	29%
No	40%	67%	52%	38%	71%



- In London & South East and Scotland & NI, the majority of respondents are experiencing a wait (61% and 63%, respectively).
- In the Midlands, North & North Wales, and South West & South Wales, the majority of respondents are not experiencing a wait, with the Midlands having the highest percentage of “No” responses at 67%, followed by South West & South Wales at 71%, and North & North Wales at 52%.

Course waiting time distributon

Course Waiting Time	Overall
0-1 Month	64%
1-3 Months	14%
4-6 Months	14%
Over 6 Months	1%
Varies	8%

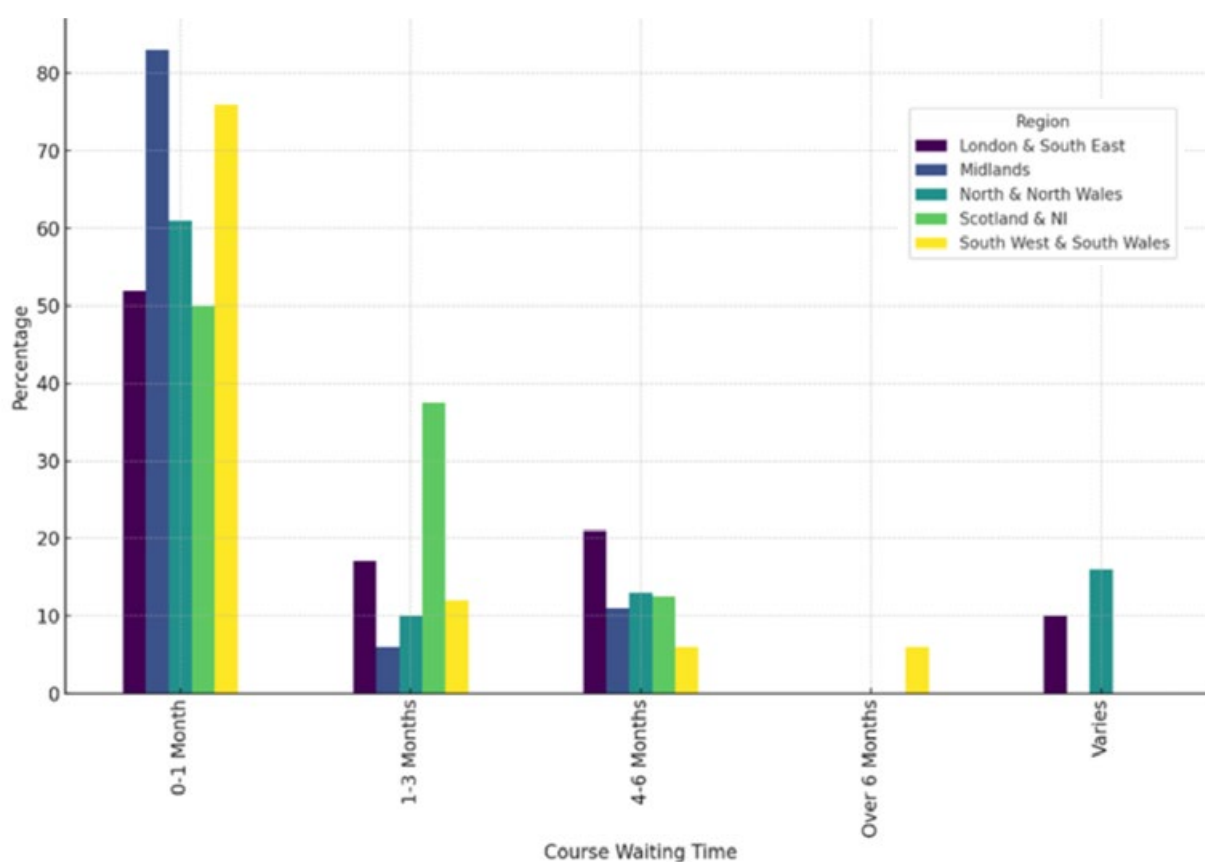


The bar chart visually represents the distribution of the waiting times, showing a clear dominance of the 0-1 month category.

- The majority of the courses (64%) have a waiting time of 0-1 month.
- Both 1-3 months and 4-6 months waiting times have the same percentage (14%).
- Only 1% of the courses have a waiting time of over 6 months.
- A small portion (8%) of the courses have varying waiting times.

Course waiting time distributon by region

By Region	London & South East	Midlands	North & North Wales	Scotland & Northern Ireland	South West & South Wales
0-1 Month	52%	83%	61%	50%	76%
1-3 Months	17%	6%	10%	37.5%	12%
4-6 Months	21%	11%	13%	12.5%	6%
Over 6 Months	0%	0%	0%	0%	6%
Varies	10%	0%	16%	0%	0%

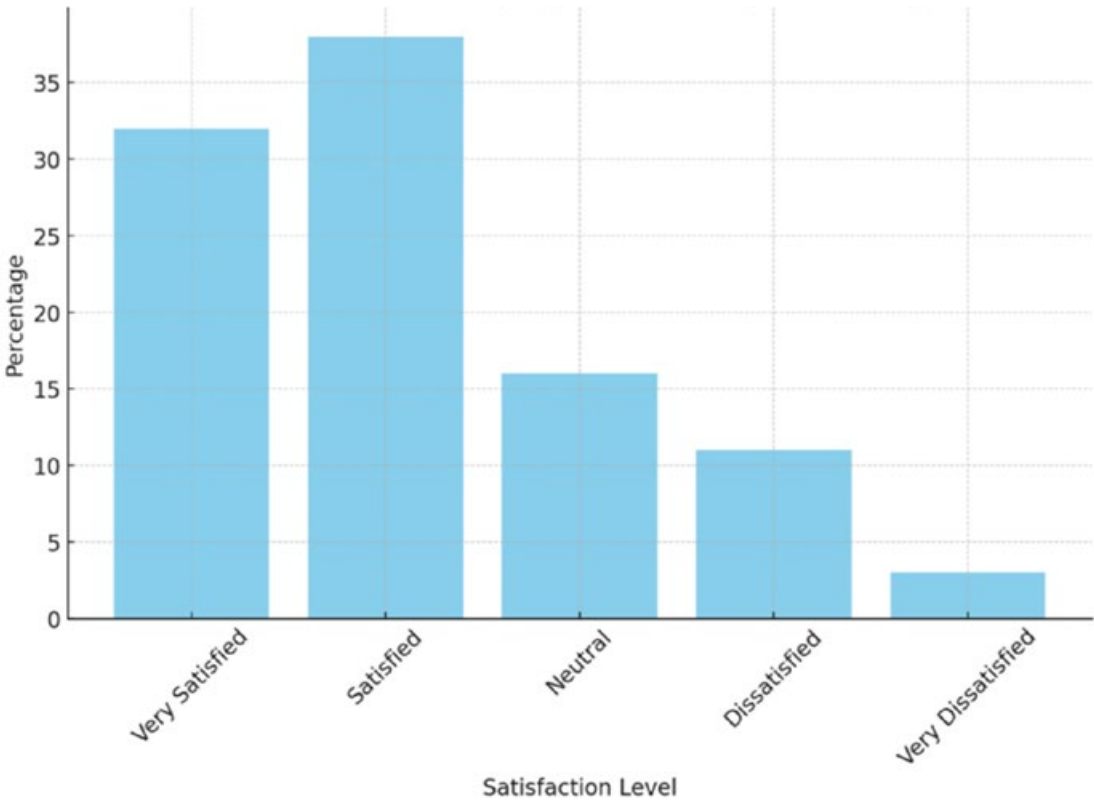


The bar chart visually represents the distribution of course waiting times across different regions, showing the dominance of the 0-1 month category in most regions.

- **0-1 Month Waiting Time:** The Midlands has the highest percentage (83%), indicating a very short waiting time for the majority of courses. The South West & South Wales region also shows a high percentage (76%).
- **1-3 Months Waiting Time:** Scotland & NI has the highest percentage (37.5%) in this category, indicating a moderate waiting time for many courses.
- **4-6 Months Waiting Time:** North & North Wales shows a notable percentage (13%), indicating some courses have this waiting period.
- **Over 6 Months Waiting Time:** Only the South West & South Wales region has a percentage (6%), indicating a few courses with a long waiting period.
- **Varies:** The North & North Wales region has the highest percentage (16%), indicating variability in course waiting times.

Satisfaction with the process of arranging and booking scaffolding operative courses

On a scale of 1 (negative) to 10 (very positive), how satisfied are you with the process of arranging and booking scaffolding operative courses?	Overall
Very Satisfied	32%
Satisfied	38%
Neutral	16%
Dissatisfied	11%
Very Dissatisfied	3%

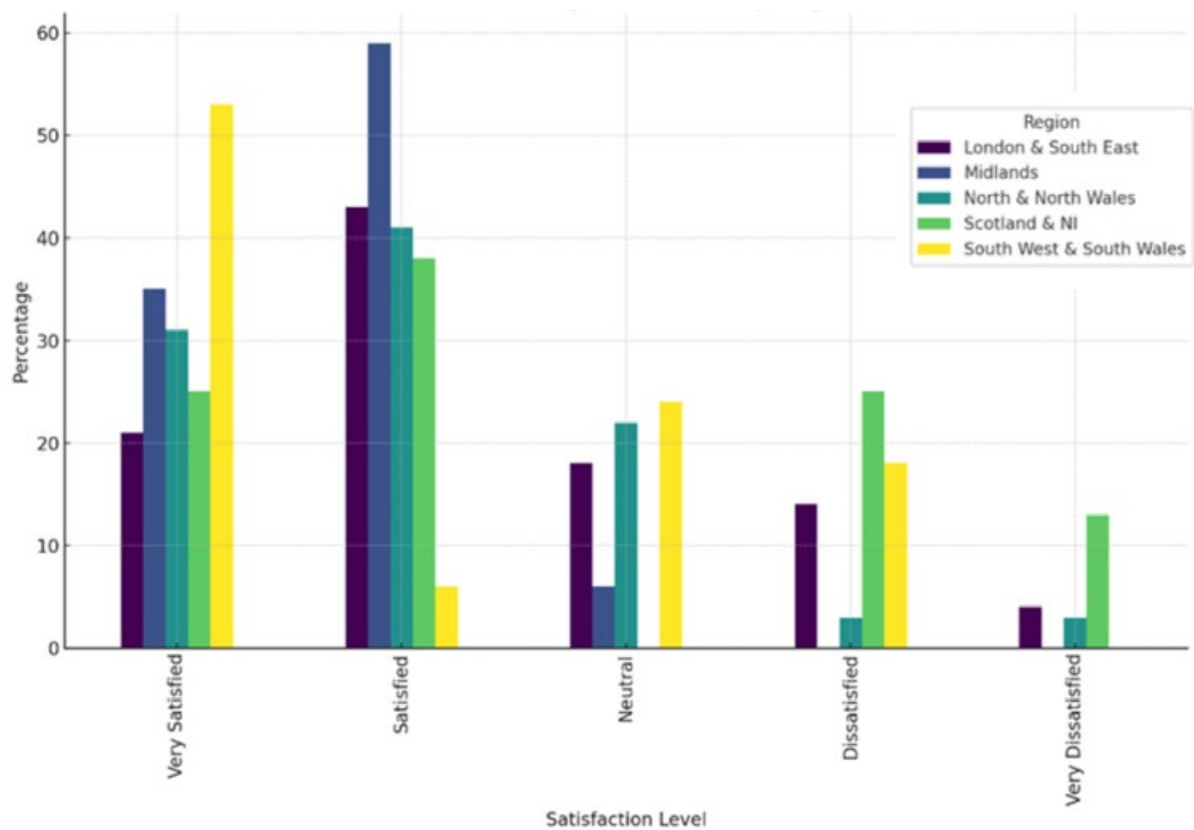


The bar chart visually represents the distribution of satisfaction levels, showing a clear trend towards positive satisfaction (Satisfied and Very Satisfied) with a smaller proportion expressing dissatisfaction.

- The majority of respondents are either **Satisfied (38%)** or **Very Satisfied (32%)** with the process of arranging and booking scaffolding operative courses.
- **Neutral** satisfaction level accounts for 16%, indicating some indifference or mixed feelings.
- **Dissatisfied** respondents constitute 11%, while only 3% are **Very Dissatisfied**, indicating a relatively small proportion of strong dissatisfaction.

Courses booking satisfaction by region

By Region	London & South East	Midlands	North & North Wales	Scotland & Northern Ireland	South West & South Wales
Very Satisfied	21%	35%	31%	25%	53%
Satisfied	43%	59%	41%	38%	6%
Neutral	18%	6%	22%	0%	24%
Dissatisfied	14%	0%	3%	25%	18%
Very Dissatisfied	4%	0%	3%	13%	0%



The majority of respondents are satisfied with the process of arranging and booking scaffolding operative courses. The combined percentage of those who are Very Satisfied and Satisfied exceeds 50% in all regions, with particularly high satisfaction levels in the Midlands and South West & South Wales regions.

- **Very Satisfied:** The South West & South Wales region has the highest percentage (53%), indicating a high level of satisfaction. The Midlands also shows a relatively high percentage (35%).
- **Satisfied:** The Midlands leads in this category with 59%, followed by London & South East with 43%.
- **Neutral:** The North & North Wales region has the highest percentage (22%), indicating mixed feelings or indifference.
- **Dissatisfied:** Scotland & NI has the highest percentage (25%), indicating some dissatisfaction with the booking process.
- **Very Dissatisfied:** Scotland & NI shows a notable percentage (13%), indicating strong dissatisfaction among a portion of respondents.

5. Review of courses booked

Anthony Houghton

Review of courses booked – by type of course – in relation to regions and organisational size – in relation to overall CISRS information on card holders across the industry. See if any historical data available – in particular in relation to Apprentices.

Turnover Bracket	Data Comments
£20,000,001 +	<p>Respondents in this bracket invested in over 500 training courses. These respondents are effectively utilising apprenticeship availability and approximately 1 in 3 courses of courses booked by respondents were enrolment of apprentices. Over 70% of all training booked was either Apprenticeships or COTS courses.</p> <p>Respondents in this category show a strong trend towards development of entry-level operatives and on average, enrolled 25 apprentices each. Only 13% of all courses booked are for Part 1.</p>
£15,000,001 - £20,000,000	<p>With turnover between £15m and £20m, over 50% of all courses booked are COTS courses. Respondents are, on average, enrolling 4 delegates for apprenticeships every year which is 47% of all courses booked excluding COTS.</p> <p>Respondents show a very slight preference for “traditional” training routes with a marginally higher rate of Part 1, Part 2 and advanced courses being booked over apprenticeship enrolment.</p>
£10,000,001 - £15,000,000	<p>1 in 3 courses of all training booked by respondents in this category are COTS courses. Within this turnover bracket, respondents show significant investment in their skilled workforce with 13% of all courses booked being Advanced Scaffolders courses</p> <p>Respondents in this turnover bracket show a firm preference for ‘traditional’ training routes and lower apprenticeship utilisation at 12% of all courses booked. On average, each respondent is enrolling 7 delegates for Part 2 courses each year.</p>
£7,000,001 - £10,000,000	<p>Within this turnover bracket, Respondents demonstrate strong demand for COTS courses with 49% of all courses booked.</p> <p>Respondents indicated a strong preference for ‘traditional’ training routes and low apprenticeship enrolment at 7% of all training courses booked. Investment in developing skills in scaffolding is significant by respondents in this bracket, 1 in 3 courses booked are for Part 1 and Part 2 Courses.</p>
£5,000,001- £7,000,000	<p>With turnovers between £5m and £7m, the demand for all course types are more balanced than respondents in higher turnover brackets. COTS courses are the most in-demand course at 28%.</p> <p>Respondents show a tendency to develop their workforce in ‘traditional’ training routes. 22% of courses are for Part 1, compared with 16% of delegates enrolled for apprenticeships.</p>

Turnover Bracket	Data Comments
<p>£1,000,001 - £5,000,000</p>	<p>This turnover bracket represents the largest sample size of all respondent businesses. Respondents reported over 400 courses for the year, of which over 160 were COTS courses and 61 delegates were enrolled for Apprenticeships.</p> <p>Amongst 'traditional' training courses, respondents reported strong demand for Part 2 courses when investing in their workforce. 1 in 5 of all courses booked were Part 2.</p>
<p>£500,001 - £1,000,000</p>	<p>This turnover bracket shows the lowest demand for COTS Courses amongst all turnover brackets at 27%. However, investment in upskilling experienced operatives within this group of respondents was significant; more Part 2 courses were booked by respondents than COTS courses. 28% of respondents enrolled at least one Apprentice and 11% of all courses booked were for Apprenticeships.</p>
<p>£100,001 - £500,000</p>	<p>On average, each respondent within this turnover bracket booked 3 COTS courses, enrolled 1 Apprentice and booked 1 Advanced course. Respondents showed investment in their workforce more evenly across all skill levels than those in higher turnover brackets.</p> <p>COTS courses were most in-demand at 39% of all courses booked.</p>
<p>£0.00 - £100,000</p>	<p>Respondents within this category reported 30% of all courses booked being COTS courses and 1 in 9 courses were for Advanced Scaffolder Courses. There is low apprenticeship utilisation in this bracket with 84% of respondents not enrolling an Apprentice over the year.</p> <p>Most respondents in this category demonstrated dissatisfaction at the process of arranging and booking scaffolding operative courses.</p>



6. Qualitative review of feedback regarding support given to labourers and trainees

Gary Coote

Qualitative review of feedback regarding support given to labourers and trainees – trends / patterns / best practice – any regional variations – potential implications for further development

Analysing feedback on support for labourers and trainees: Trends, Patterns, and implications

Providing effective support for labourers and trainees is crucial to ensure they can reach optimal performance. Qualitative feedback has allowed us to explore how each company prepares their trainees for training and how they support them throughout and after their course. The following report will discuss the trends, patterns, best practices and regional development identified within the qualitative feedback, and further suggest implications for further development.

Trends and Patterns

After analysing the responses, we collated recurring themes of how companies support labourers and trainees before their courses.

Information and Communication

- Q/A
- Briefings
- Induction
- Product familiarisation
- Information from the college

Additional training

- Additional training
- Onsite training
- Yard training
- Practical training
- COTS Courses

Personalised Support

- Regular meetings
- One to ones
- Supported learning
- Support on training course
- Getting to know them – discussing personal/ medical issues
- Checking in

Mentoring

- Mentoring
- Road map
- Discussing career opportunities

Supplementary Training Resources

- BASE cards provided
- Industry publications
- Providing more information on the courses
- Revision booklets
- Explaining principles
- Notice boards
- Toolbox talks

Health and safety

- Health checks
- Health and safety

Skill development

- Basic skills
- Experience
- Awareness
- Checking competencies

Evaluation and Feedback

- Assessment
- Reviews

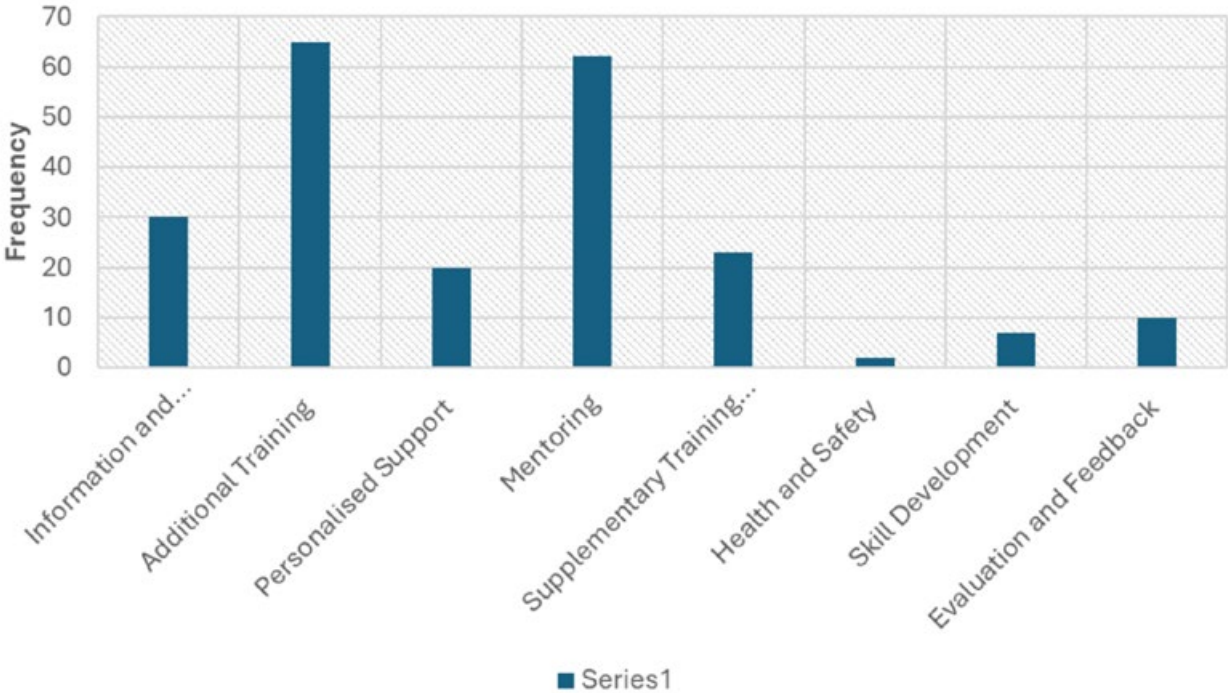
With 8 different themes highlighted, there are many ways that individuals can be supported prior to and during their courses. However, some are being implemented more than others.

Among the responses the most mentioned theme was additional training at 30% of all responses and the least mentioned was health and safety with only 1%. The charts over page give a visual representation of these figures.

Frequency of themes mentioned



Frequency of themes mentioned



Regional Variations

12.62% of companies reported that they were dissatisfied with the skills, behaviours and knowledge the operatives leave with after attending the course, there is no correlation between the dissatisfaction and region of company.

Implications for Further Development

The qualitative data shows what support is currently provided for the trainees but also highlights areas where improvement is needed.

To further the applicability of the results, the number of training centers in the areas of those who are dissatisfied could be investigated, to see if there is a link between lower number and level of dissatisfaction. From a first glance at this we could not see a link.

Conclusion

Although courses can be altered to ensure maximum satisfaction, the support provided to trainees before and after the courses can help maximise the skills and knowledge obtained.



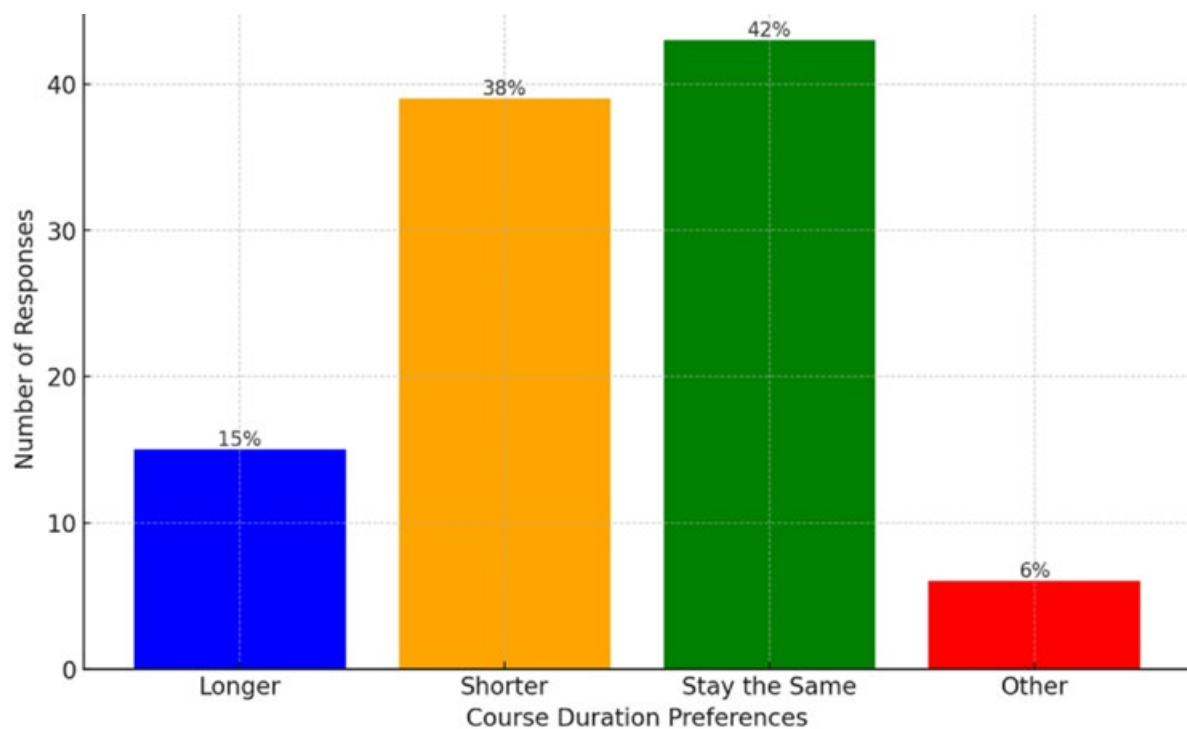
7. Summary of feedback on course duration

Chris Hilton

Summary of feedback on course duration – assess against regions / size of organisations

Course Duration - Overall	No of responses	
Longer	15	15%
Shorter	39	38%
Stay the Same	43	42%
Other	6	6%

Survey Results: Course duration preferences



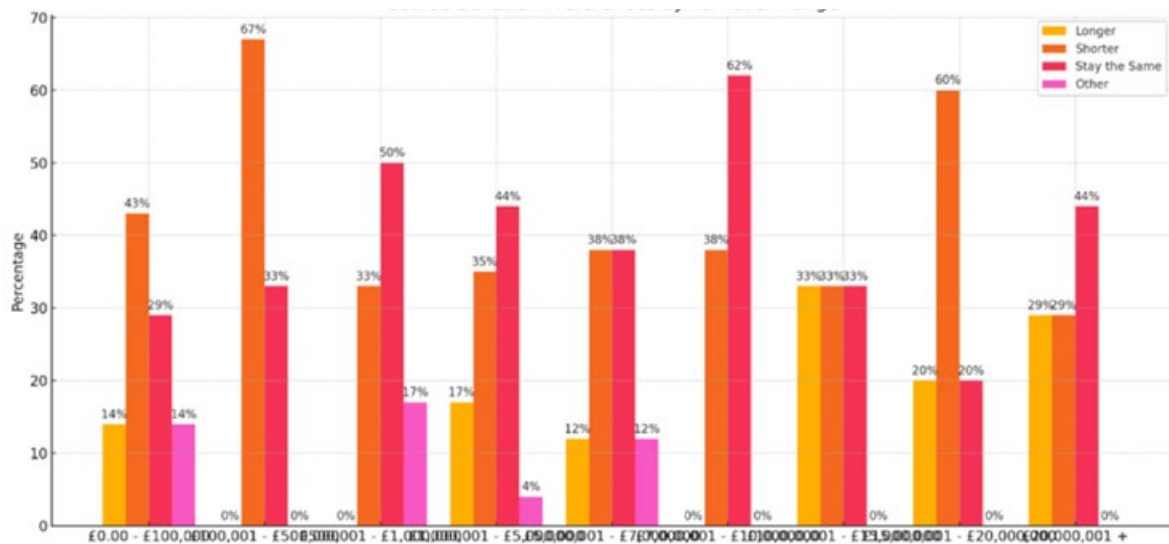
Majority Preference: The majority of respondents (42%) prefer the course duration to stay the same. **Close Second:** A significant proportion (38%) of respondents prefer a shorter course duration, indicating a substantial number of participants feel that the current duration might be too long.

Smaller Groups: Only a small group of respondents prefer a longer course duration (15%) or had other preferences (6%).

Course duration preferences by turnover range

By Turnover	£0.00	£100,001	£500,001	£1,000,001	£5,000,001	£7,000,001	£10,000,001	£15,000,001	£20,000,001
	- £100,000	- £500,000	- £1,000,000	- £5,000,000	- £7,000,000	- £10,000,000	- £15,000,000	- £20,000,000	- +
Longer	14%	0%	0%	17%	12%	0%	33%	20%	29%
Shorter	43%	67%	33%	35%	38%	38%	33%	60%	29%
Stay the Same	29%	33%	50%	44%	38%	62%	33%	20%	44%
Other	14%	0%	17%	4%	12%	0%	0%	0%	0

- For turnover ranges of £0.00 – £100,000, £100,001 – £500,000, and £15,000,001 – £20,000,000, the majority preference is for a shorter duration.
- For turnover ranges of £500,001 – £10,000,000, the majority preference is to stay the same.
- The preference for a longer duration is generally low across all turnover ranges, with some higher percentages in the £10,000,001 – £15,000,000 and £20,000,001+ categories.



The chart above visualises the preferences for course duration based on different turnover ranges. Here are the key insights:

1. Shorter Duration Preference:

- Highest in the £100,001 – £500,000 turnover range (67%).
- Also high in the £15,000,001 – £20,000,000 range (60%).

2. Stay the Same Preference:

- Dominates in the £7,000,001 – £10,000,000 turnover range (62%).
- High in the £500,001 – £1,000,000 range (50%).

3. Longer Duration Preference:

- Noticeable in the £10,000,001 – £15,000,000 range (33%).
- Also present in the £20,000,001+ range (29%).

4. Other Preferences:

- Significant only in the £500,001 – £1,000,000 turnover range (17%).

Variation Across Turnover Ranges:

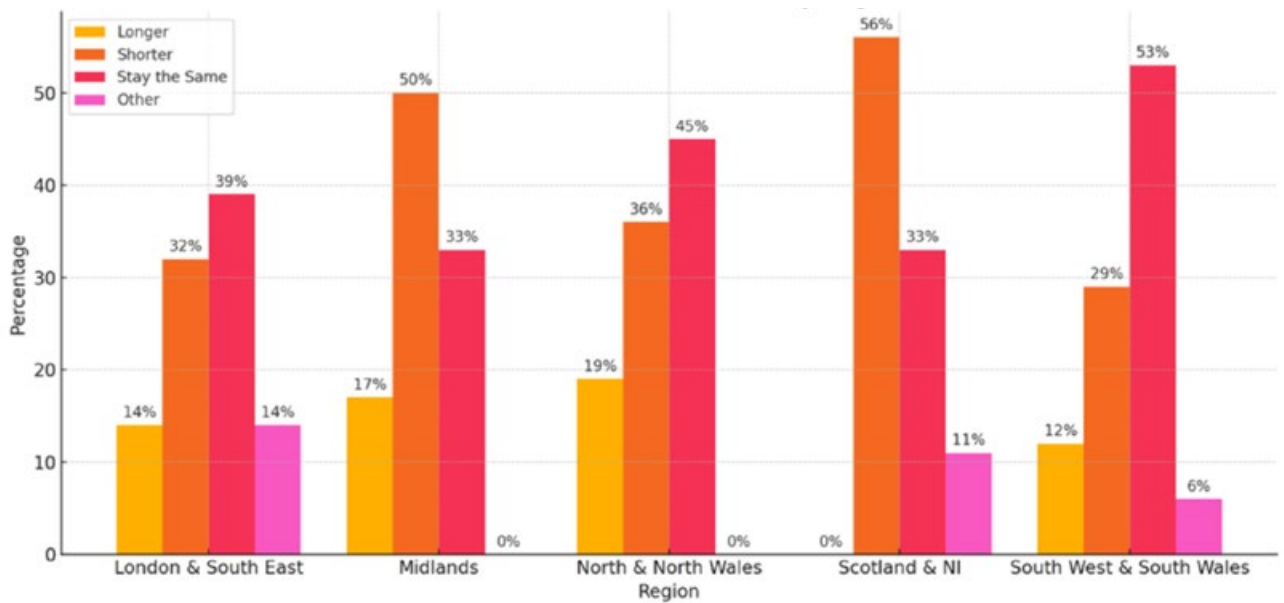
- Companies with lower turnover (< £100,000 and £100,001 – £500,000) show a higher preference for shorter durations.
- Companies with mid-range turnover (£500,001 – £7,000,000 and £7,000,001 – £10,000,000) show a higher preference for the status quo (stay the same).

Key Takeaways

- Smaller Companies (Lower Turnover):** Prefer shorter courses.
- Mid-Sized Companies:** Tend to prefer keeping the course duration the same.
- Larger Companies:** Mixed preferences with some inclination towards longer durations.

Courses duration preferences by region

By Region	London & South East	Midlands	North & North Wales	Scotland & Northern Ireland	South West & South Wales
Longer	14%	17%	19%	0%	12%
Shorter	32%	50%	36%	56%	29%
Stay the Same	39%	33%	45%	33%	53%
Other	14%	0%	0%	11%	6%



Key Takeaways

- **Scotland & NI** and the **Midlands** show a strong preference for shorter courses.
- **The South West & South Wales** region has a notable preference for keeping courses the same.
- The preference for longer courses is generally low across all regions, with the highest percentage in the **North & North Wales** region (19%).
- **London & South East** and **Scotland & NI** have significant “Other” preferences.

8. Summary of findings on Director / Manager higher level course requirements

Danny Dwyer

Summary of findings on Director / Manager higher level course requirements. Would you be interested in a higher level course open to Directors and Managers?

Of the 103 companies to respond 69% responded favorably to interest in Higher level courses for Directors and managers.

The spread of the responses was consistent by turnover and location as highlighted in the graphs below.

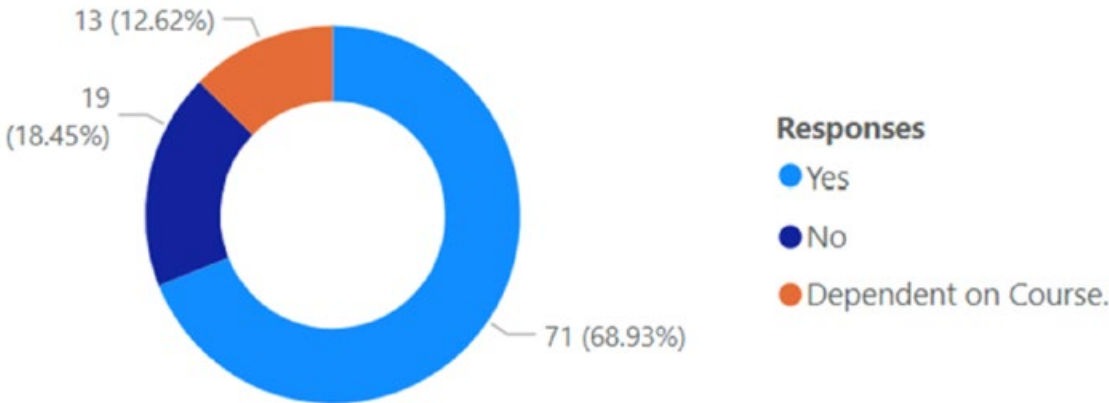
At present there are no bespoke training or qualifications directed at manager or director level for the scaffolding industry.

CISRS provides Supervisor/ Manager training. The 5 day CISRS Scaffolding Manager/Supervisor course is aimed at personnel providing first line supervision for scaffolding contractors (i.e Contract Managers, Supervisors, Foremen and non-working Charge- Hands). There are no other courses which are bespoke to the scaffolding industry.

Alternatives which could be explored are an NVQ Level 6 in site management however this is more focused on general construction practices. This is comparable to a Bachelor’s degree in construction management.

From a safety perspective IOSH offer the ‘Managing Safely’ and ‘Leading Safely’ courses which inform candidates of their responsibilities in relation to legislation and how this is implemented in the business.

Interest for higher level course – Directors & Managers



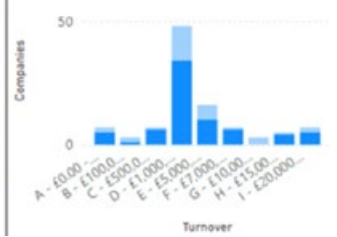
Interest in higher level courses recognised by turnover

Interest for Higher Level Course - Directors & Managers



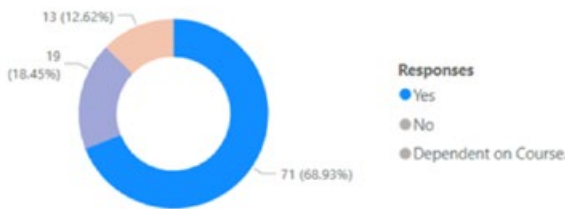
Turnover	Companies
A - £0.00 - £100,000	5
B - £100,001 - £500,000	1
C - £500,001 - £1,000,000	6
D - £1,000,001 - £5,000,000	34
E - £5,000,001 - £7,000,000	10
F - £7,000,001 - £10,000,000	6
H - £15,000,001 - £20,000,000	4
I - £20,000,001+	5
Total	71

Companies by Turnover



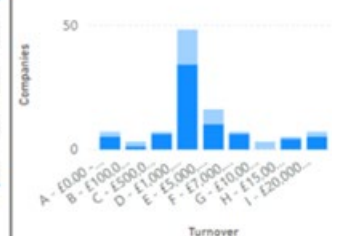
Turnover spread of respondents

Interest for Higher Level Course - Directors & Managers



Turnover	Companies
A - £0.00 - £100,000	5
B - £100,001 - £500,000	1
C - £500,001 - £1,000,000	6
D - £1,000,001 - £5,000,000	34
E - £5,000,001 - £7,000,000	10
F - £7,000,001 - £10,000,000	6
H - £15,000,001 - £20,000,000	4
I - £20,000,001+	5
Total	71

Companies by Turnover



9. Qualitative review of feedback regarding general feedback and suggestions

All

Qualitative review of feedback regarding general feedback and suggestions – again assessed in relation to any regional or organisational size considerations.

Sarah Klieve -

46 of the responses returned supplied additional comments / information in the “general feedback / suggestions section. Detailed and considered responses were provided by many of these and will be reviewed further by the Training and Education Committee.

A number of responses identified specific geographical issues in regard to access to training centres or course availability. Also the lack of assistance with travel for operatives where distances to centres were further. A number identified member concerns with the quality of practical skill and knowledge that operatives had on completion of courses, also identifying concerns with the timings between cards including the stipulation that the Trainee card can only be renewed once.

Some made reference to additions / amendments to course content – including review of on-line options; inclusion of mental health, environment and sustainability & substance abuse; increasing management and supervision training at an earlier stage; review of portfolio content.

A need to address the specific issues of recruitment and training for under 18's was identified by several responses, also the need to actively promote scaffolding as a desirable and viable career choice for school leavers

Gary Coote - Training

Lots of the feedback was to do with our training, specifically the amount and proximity of the training centres. Training centres need to increase accessibility for all areas, many companies have to send trainees a long distance to these training centres after long waiting times; by increasing centres we can decrease the wait times and the distance travelled. Areas highlighted as needing closer training centres in the feedback are Leeds and South/West Midlands and South/East Anglia.

16–18-year-old gap

Many responses addressed the 16–18-year-old age gap and how we can begin to close this gap. A common response is working within schools.

It would be beneficial to work with schools and colleges to show young people how to get into scaffolding and ways they can progress and grow within the scaffolding industry. An ideal way to do this would be going into schools and doing talks, going to careers and post 16 fairs, speaking to careers advisors and giving them all the correct information they need to give these options to the children.

When thinking about post 16 career and education opportunities, young people are shown many different courses in other trades such as plumbing, brick laying etc, but there are no foundation courses at local colleges for scaffolding. This was mentioned in the feedback and should be investigated.

Social Media

Increasing social media presence, the majority of young people are avid users of social media so it is the best way to get their attention. Tiktok is used as the new google for young people, so to increase our posting and advertisement on here would capture the attention of young people. Tiktok is also great to show people what sort of things they would be doing in the industry and a common trend at the moment is ‘day in the life videos’ which would allow potential trainees and apprentices to see what they would be doing and see if it appeals to them.

These short videos can also be fun and entertaining and are an easy way to disperse information about the trainee and apprenticeship schemes in a way that young people understand and are not as overwhelming as scrolling through pages and pages of information on our websites.

“Setting the Standard for Scaffolding”

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