Construction Skills Development: Formal versus Informal System?

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Personal Profile

- Researcher – Regional skills development capacity analysis
- Previously:
  - Project Engineer & Human Resources (PepsiCo International) & Civil Engineer (Federal Institute of Material Research and Testing)
- Major interests: How we develop skills at the workplace, and how we design skills systems
What we wanted to find out?

- Who develops skills for whom?
- How do we develop skills?
- What skills matter?
- Who is involved in skills development?
- On what basis are decisions made regarding skills development?
Aims and Objectives

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❖ How do we develop skills?
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❖ On what basis are decisions made regarding skills development?
Formal

Jobcentre Plus
ACAS
CSCS
CECA
CIC

Newcastle College

SummitS kills

The fine line of legitimisation

Informal

Business Link

NECC

Persuasion PR

Home Office

TUC

NFDC

Skills North East

Construction Skills (CIFB)

Her Majesty’s Revenue & Customs

Her Majesty’s Treasury

Northumbria University

Her Majesty’s Treasury

UCATT

CBI

ACAS

Many More...

CIC

SummitS kills

LSC

Business Link

Converse

InVE

Cor

One Northea

NFDC

Her Majesty’s Revenue & Customs

TUC

Skills North East

Construction Skills (CIFB)
An Example

- Sector Skills Council (Construction Skills)
- Business Link North Tyneside
- SME
- Local University
- Local College
- LSC
- Her Majesty’s Treasury
Formal processes

Informal processes

Organisation

Public Policy

External forces
14-19 Diploma + Initiatives for young people

Various reviews (e.g. Leitch, Fox) and New Standards

Workplace learning (on-the-job)

Competition (with other training providers; within UK and beyond)
Short-term training courses (e.g. IT course)

Learning on-the-job

Government policy on targeting worklessness (New Deals)

Migrant worker employment
Back to the Start...

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 feather How do we develop skills?
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 feather On what basis are decisions made regarding skills development?