

# Northumbria Research Link

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# 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?

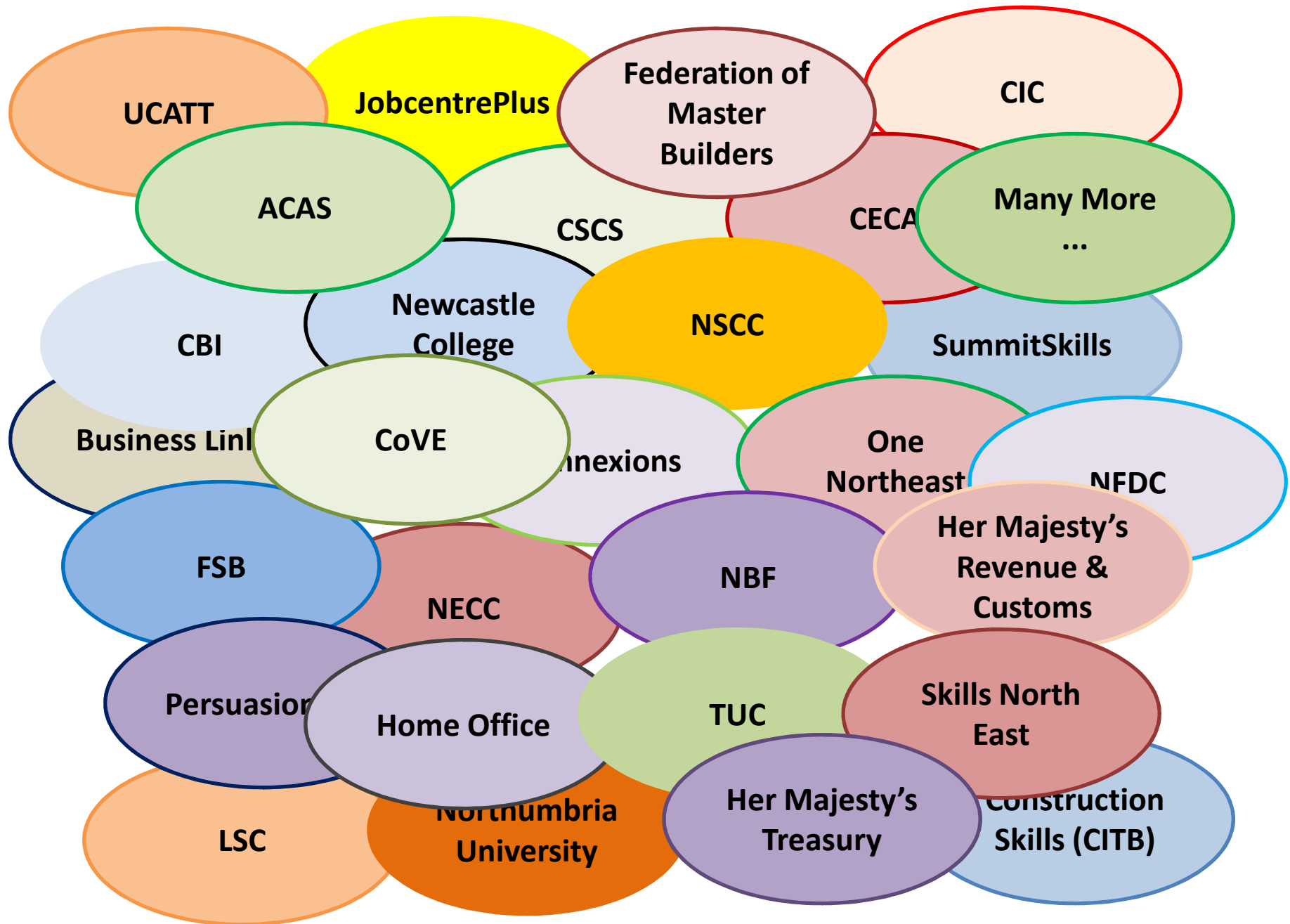
- ➡ Who develops skills for whom?
- ➡ How do we develop skills?
- ➡ What skills matter?
- ➡ Who is involved in skills development?
- ➡ On what basis are decisions made regarding skills development?

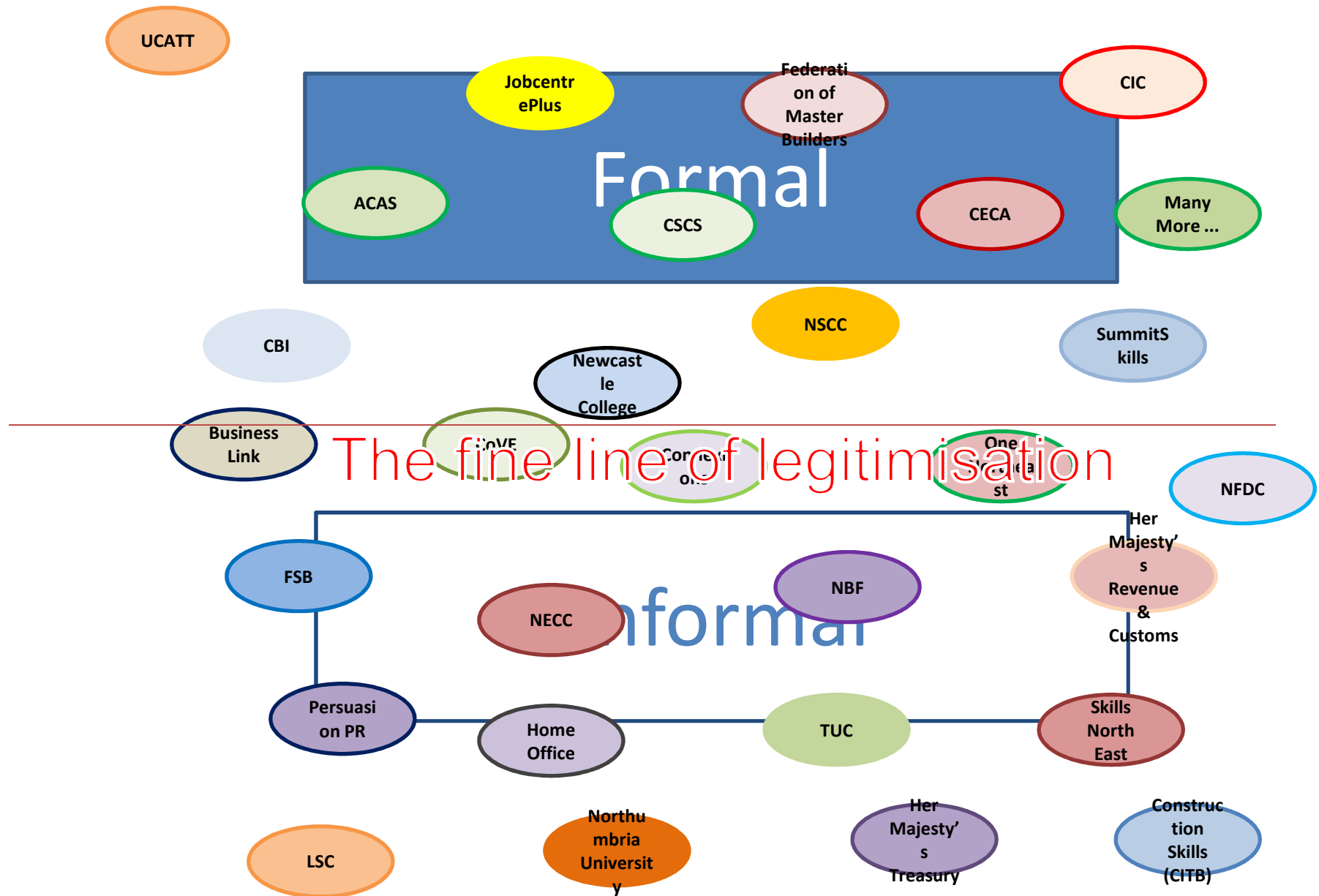
# Aims and Objectives

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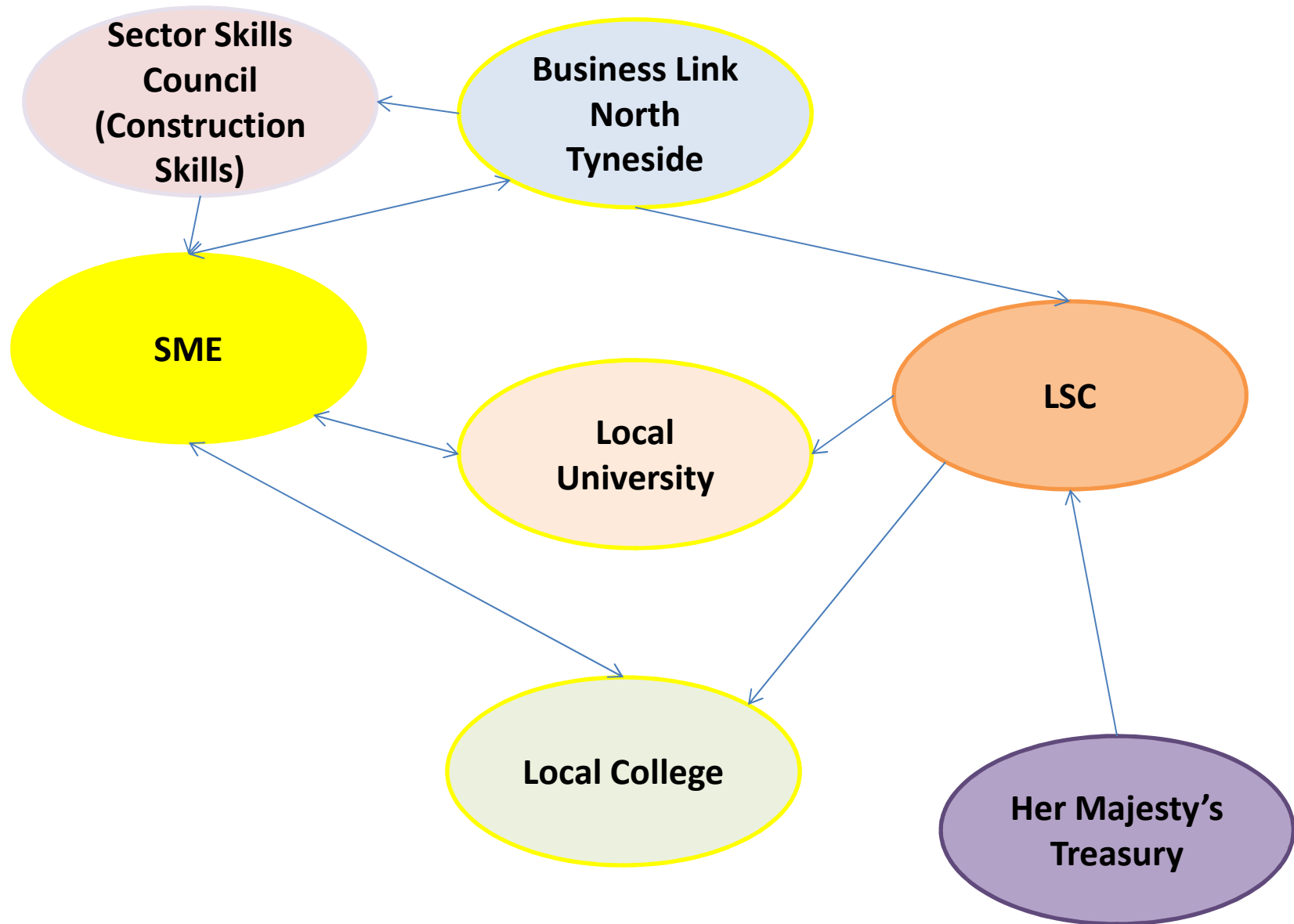


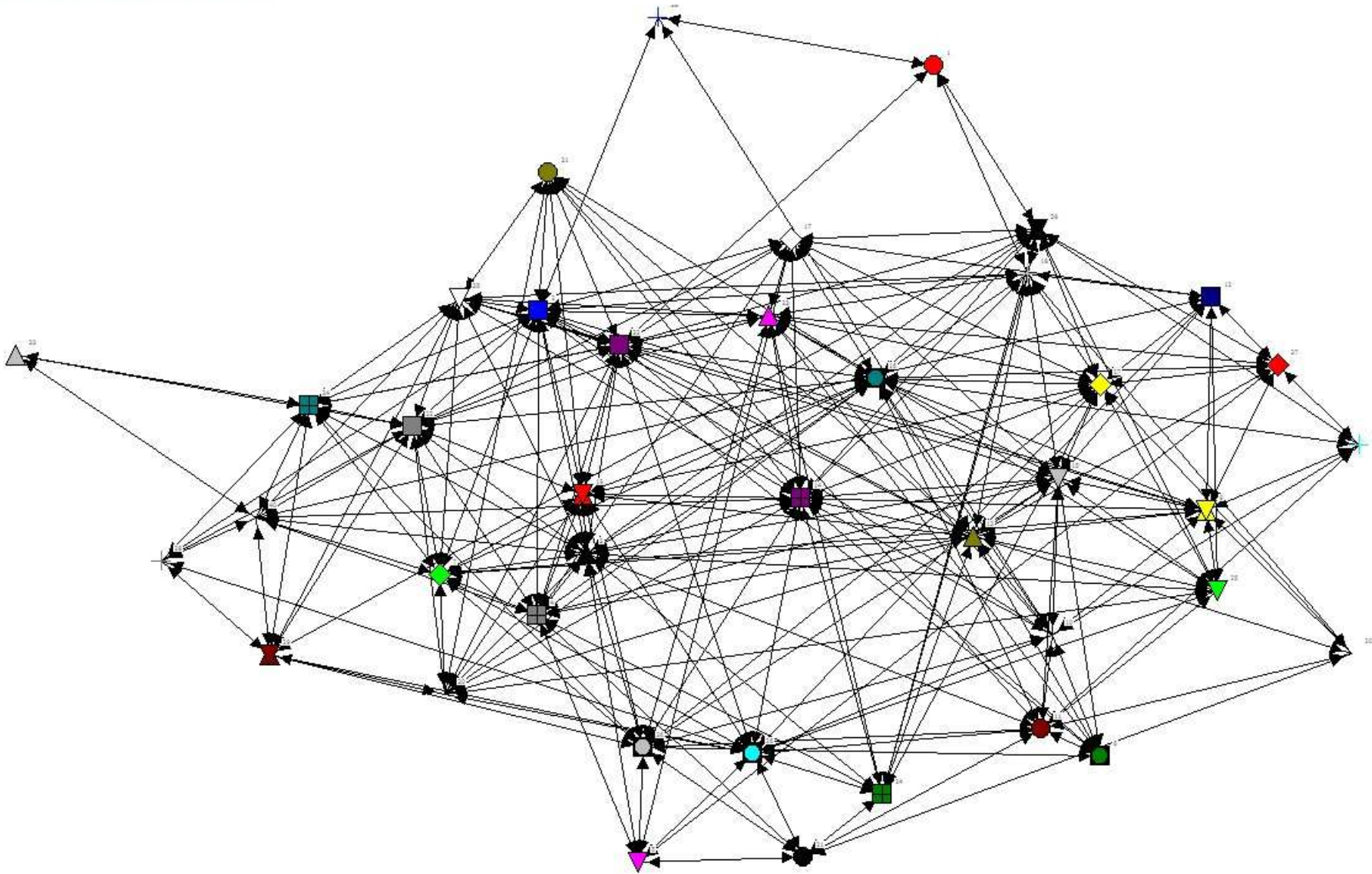


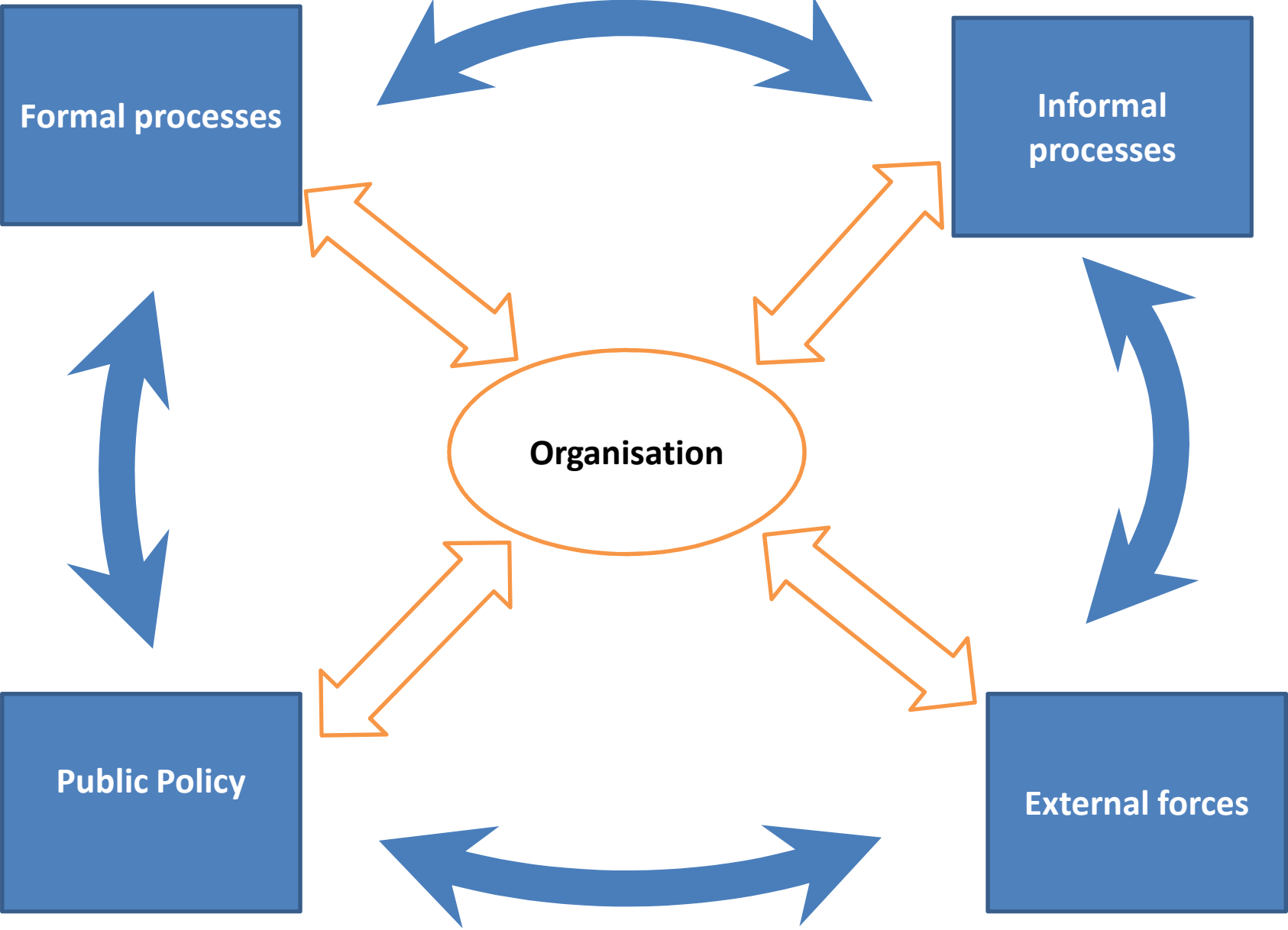
The fine line of legitimisation



# An Example







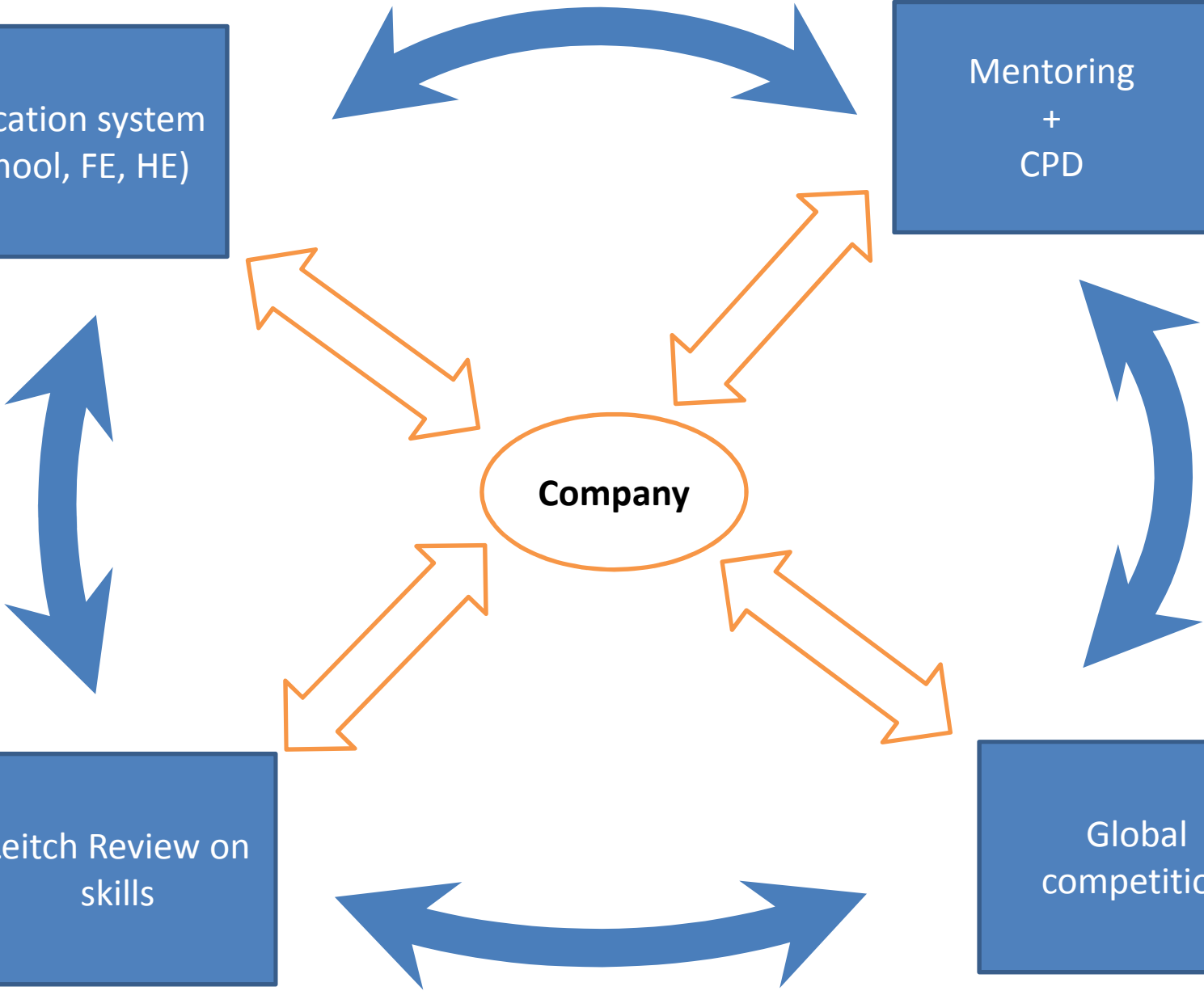
Education system  
(school, FE, HE)

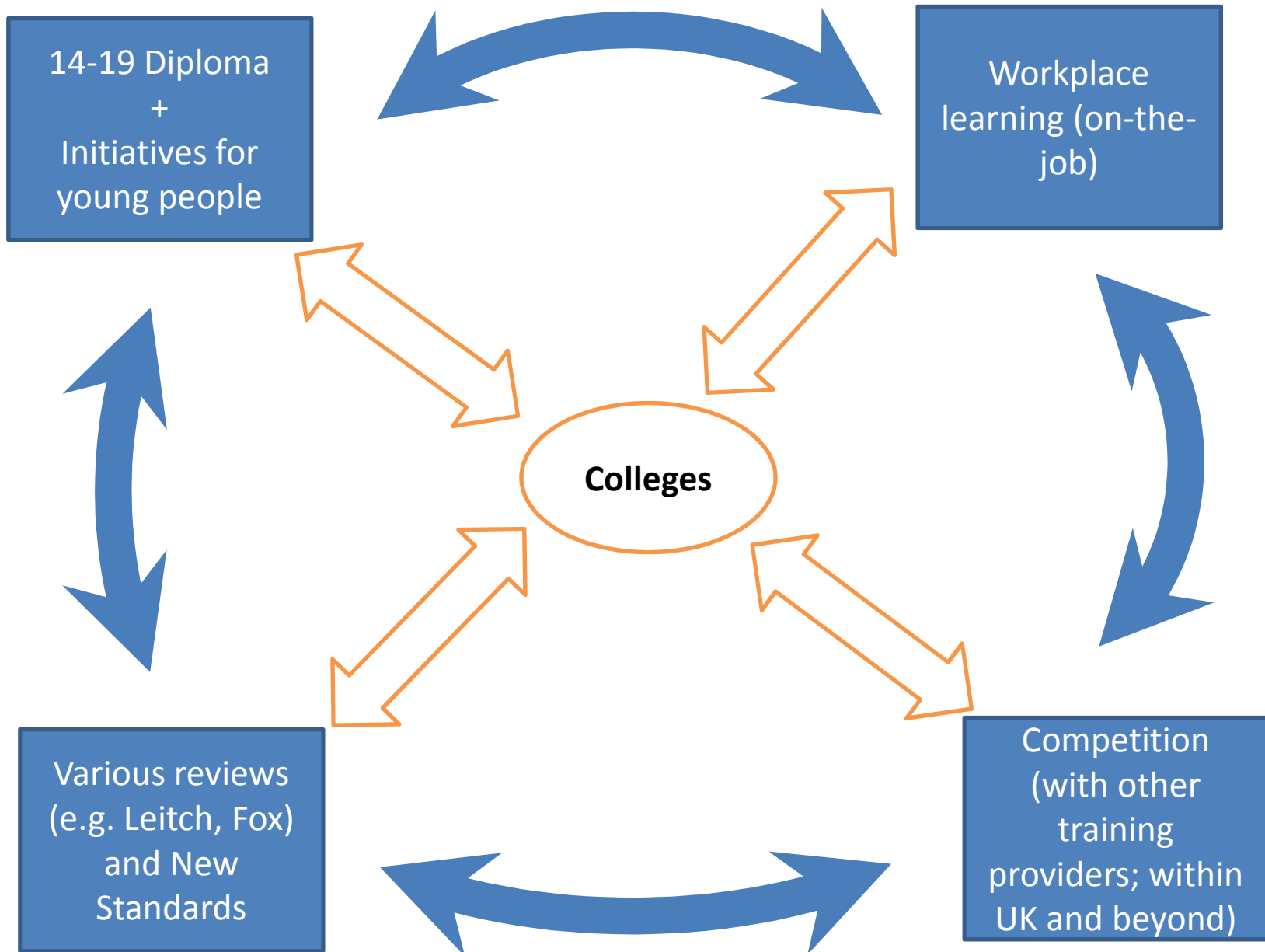
Mentoring  
+  
CPD

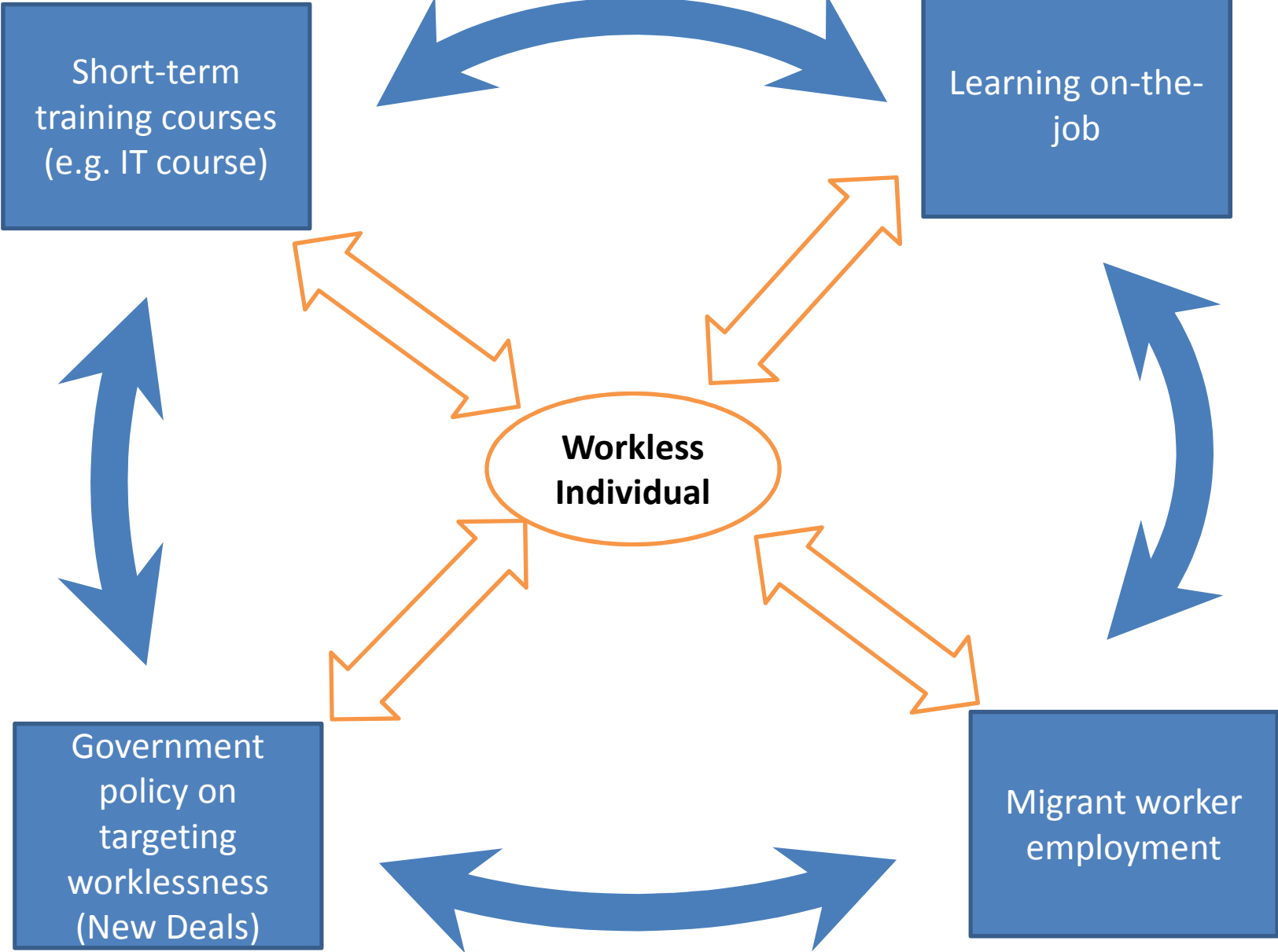
Company

Leitch Review on  
skills

Global  
competition







# Back to the Start...

- 👉 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?