



The Scottish Civils Training Group (SCTG) officially started in January 2017 after becoming independent from CITB and encompassing the previously serviced training group, Scottish Civil Engineering Contractors Training Group.

Our principles are as follows:

- Arrange and deliver training specific to the civil engineering sector.
- Support member companies and their supply chain by providing training to their requirements.
- Use targeted funding to support our industry's priorities by bidding for funding where opportunities exist.
- Raise the standard and quality of civil engineering training throughout educational & training establishments in Scotland.
- Support industry initiatives in careers projects and events.

In 2018 we fully utilised our allocated CITB funding to:

- subsidise delivery of courses,
- carry out a research programme into civils sector degree qualifications and training.
- the development and delivery of new innovative civils courses such as the Civils Specific Leadership & Supervisory course & Temporary Works Design – Below Ground.
- Provided training/workshops in building communities on site and mental health, raising awareness of the issue at all levels of our industry.

Priorities for 2019 and beyond.

- Continue to support the training & qualifications of individuals working for our member companies.
- Seek to continuously improve quality and provision of training and assessment in our sector.
- Be an influencing body re sector standards and qualifications.
- Address skills gaps on behalf of our sector.
- Improve overall breadth of training made available for our members in Scotland.
- Seek relevant assistance from and offer assistance to: outside bodies such as the Civil Engineering Contractors Association (Scotland) and CITB, to align with their strategic priorities.
- Propose a partnership with CECA Scotland to offer their members free/heavily discounted group membership which will offer a wider geographic spread of training and increase current levels of engagement, including economies of scale with attractive discounts from training providers.
- Increase our marketing to member companies by investing in and improving the group website to automatically generate email training reminders on a regular basis

Through our Group Training Officers (GTO's), SCTG will be able to assist individual and member companies' own resources (or lack of), by way of carrying out due diligence quality checks on training providers, whilst embracing CECA & CITB strategic priorities for the industry. This will ensure that beneficiaries, such as individuals, will only receive training that is of value to them. Stakeholders, such as Employers, Clients, Trade Bodies and CITB will also benefit and have enhanced reputations from this quality approach that will assist the wider industry.



GTO's will monitor feedback to ensure quality standards are maintained by training providers. Also monitoring the alignment of funding principles, set out in the training framework agreement, to ensure they continue to be met. Where quality shortfalls are identified SCTG will intervene to ensure members needs continue to be met.

Keeping abreast of wider income streams, SCTG will seek financial support from other market developments to lever better value for money for our members. By negotiating special discounted rates through economies of scale we are able to add value and offer members highly competitive prices for their training and assessment needs. As a minimum SCTG seek to ensure, for SCTG members, that training providers reduce their standard market rates as a minimum, by 10% for the benefit of members. Further carefully managed discounts from SCTG, based on CITB grants received, will ensure the most competitive market leading prices are available, providing excellent value for money for member companies.

We will achieve this by providing regulatory and specialist sector specific training driven by members requirements. We will seek to partner with other Scottish training groups to work smarter and offer member companies a platform for sharing the more popular non-sector specific courses, together with specialist training/assessment. We will develop civils courses not previously available.

At the start of each year, we will provide all member companies with a statement describing the exact amount of discount they have received as a benefit of being members.

At the commencement of each new year we will carry out surveys assessing members training needs to ensure we provide training to meet our industry's demand. Based on such evidence desired outcomes will be identified and relevant activities proposed by GTO's for committee approval. We will follow up on recommendations from the research conducted on graduate programmes, work with various partners including Skills Development Scotland and Scottish Qualifications Authority to positively influence Scottish degree courses, where appropriate.

We will aim to partner with other Scottish training groups to organise and deliver careers activities and will include this in any funding application.

This is a rolling three-year plan which will be reviewed annually.