

# SW REGION SECTOR SUMMARY

## SUMMIT SKILLS

### SECTOR FOOTPRINT

Summit Skills is the Sector Skills Council for Building Services Engineering. Building Services Engineering covers the designing, installing, commissioning and maintaining systems for: heating, lighting, refrigeration, air conditioning, ventilation, plumbing, energy efficiency and micro generation ([www.summitskills.org.uk](http://www.summitskills.org.uk)).

It includes the following industries:

- Electro technical
- Heating and Ventilating
- Refrigeration Air Conditioning
- Plumbing.

Sector Skills Agreement is due March 2008

### SUMMIT SKILLS LABOUR MARKET

*Sources: SummitSkills Stage 1 Sector Needs Analysis for the South West, Construction Skills/Experian data for South West 07, SW SLIM Sector Balance Sheet, June 2008, NESS 07 data SWLSC.*

#### Sector size & business unit size

- The sector is represented by 5,850 companies, a growth of 20% between 2000 and 2005
- Over 12,500 individuals are employed in the SW with 20% of the workforce self employer
- The Electro technical industry employs the largest amount of individuals, with 58% working in the trade. Plumbing contractors share 24% of the sector and Heating and Ventilation contractors are currently employing 12% of the sector. Refrigeration Air Conditioning and Special Operatives, including Building Services Engineers, complete the sector, employing 7% of the workforce.
- 23% of firms report employing migrant workers but this is set to increase as 70% of employers expect the sector to grow
- Summit Skills is expecting the Sector to grow over the next five years, and there is a clear need for training, with over 1000 work placements needed each year to match the skills requirements

#### Profile of workforce

- The sector is predominantly male with three quarters of those working in the sector male.
- Summit Skills is the most aged of the SSC with just short of half (48%) of workforce aged 50 and over compared to an average for the region as a whole of 30%.
- 83% of firms employ no women outside of admin roles.
- 30% of the workforce are managers and a further 20% skilled trades.

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### Vacancies & recruitment

- Employing establishments within Summit Skills in the SW reported 450 vacancies in 2007, accounting for 1% of the total number of vacancies in the region.
- Of those vacancies 51% were hard-to-fill, significantly higher than the overall average for the SW of 35%.
- In 2007 there were 160 vacancies that were as a result of skills shortage accounting for 36% of all vacancies. Skills shortage vacancies also account for 71% of all hard-to-fill vacancies, higher than the SW average of 62%.
- 21% of Summit Skills establishments in the SW reported skills gaps amongst their existing workforce, higher than the regional average of 16%.

### Qualifications in the workforce

- Delivery of NVQ2 in Electrical Installation has stopped in England as the qualification no longer meets minimum or legal standards, L3 is the minimum level for employment in the sector
- Summit Skills recommend the NVQ should only be funded as part of a full framework apprenticeship or as part of a higher level NVQ.
- 30% of the workforce are qualified to Level 4+.
- Only 12% are qualified to below Level 2, less than the 15% seen for the region as a whole.
- 68% of Summit Skills establishments in the SW provided on or off the job training in the 12 months prior to the NESS07 survey, on par with the average for all industries as a whole in the SW (68%).

### KEY DRIVERS AND ISSUES

Summit Skills has mapped out gaps following the first two stages of the Horizon project which sets out the key issues affecting the sector and the proposed solutions to address them. The following priorities have been identified for the sector:

- **Professional Image & Competence** – a positive image of the sector is promoted to attract and develop a skilled and sustainable workforce
- **Communication & Information** – a one stop knowledge centre for all skills and development needs
- **Training Provision** – proactive, timely high quality provision that meets the sector's fast changing needs
- **Funding** – flexible funding to support the skills needed to develop business and the workforce
- **Management & Leadership** – ensure the sector has the skills to plan and develop profitable and competitive businesses.

### New technologies

Renewables within the energy sector is a major growth area in the economy due to the decline of fossil fuels. The emerging technology surrounding renewables and the new skills which need development fall cross a number of SSCs including SummitSkills. As part of the

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Sector Skills analysis, ECOTEC (2005) identified key occupations within the renewables industry sub-industries, and the SSCs with joint responsibility for their development.

For more details on the issues and proposal of the South West visit [www.horizon-ssa.org.uk/In-your-area/291](http://www.horizon-ssa.org.uk/In-your-area/291).

## **NSAS/COVES /14-19 DIPLOMA/HE (NATIONAL SKILLS ACADEMIES AND CENTRES OF VOCATIONAL EXCELLENCE)**

### **National Skills Academies (NSA)**

Building Services is included in the National Skills Academy for Construction. (NSAfc) – Summit Skills involved in working group for NSAfc in the SW

### **CoVE**

Clarkson Evans CoVE in Electrical Installation in Gloucester.

## **KEY EMPLOYERS**

Summit Skills works closely with the following Trade Associations:

- Electrical Contractors Association
- Heating and Ventilation Contractors Association
- Association of Plumbing and Heating Contractors
- The Institute of Plumbing and Heating Engineering

Employers involved in partnership around Skills and Training are:

- Premier Plumbing, Bristol
- P&R Hurst, Yeovil,
- Haden and Young, Bristol
- Mitie Engineering, Exeter
- Clarkson and Evans Ltd, Gloucester

## **LOCAL AND REGIONAL PROJECTS/NETWORKS**

- Summit Skills is part of the Built-Environment Alliance of Sector Skills Councils (SSCs), through which key messages are communicated, as this SSC footprint aligns closely with Construction Skills, Asset Skills and Energy & Utility Skills
- Summit Skills is in partnership with Construction Skills and Business Link for Train to Gain Consortium
- Summit Skills is in partnership with the Construction Skills Observatory Network
- The LSC, RDA, SummitSkills and REGEN SW are working together on micro generation in the South West

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## SUMMARY OF SUPPLY

Source: LSC IPOL data (ILR extract)

Analysis of further education and work based data by Sector Skills Council footprint is not yet available for 2006/07. The data presented below relates to Train to Gain activity which can, in most cases, be attributed to a specific sector.

| Summit skills Starts 06/07 |                                                   |    |
|----------------------------|---------------------------------------------------|----|
| Starts                     | Certificate in Basic Plumbing Studies             | 1  |
|                            | Certificate in Electro technical Technology       | 2  |
|                            | NVQ in Electrical and Electronics Servicing       | 37 |
|                            | NVQ in Electro technical Services                 | 8  |
|                            | NVQ in Mechanical Engineering Services - Plumbing | 11 |
| Total Starts               |                                                   | 59 |

## SUMMARY OF DEMAND

Stage 3 of the Sector Skills Agreement, assessment of current supply, highlights that many of the courses/qualifications delivered in colleges are not giving students the skills they need to enter the industry; this is especially prevalent in the plumbing sub-sector. There is also a plethora of Non Economically Valued (NEV) qualifications in the system. The SSC is developing its Sector Qualification Strategy, which will support the need for all courses to include NVQ and a relevant technical certificate, and to recommend that the LSC no longer funds a raft of courses/ qualifications which are not economically valued by employers (NEVs).

### Preferred Qualifications (Sept 07)

| Plumbing Qualifications                                           |                         |                    |
|-------------------------------------------------------------------|-------------------------|--------------------|
| Title                                                             | End Accreditation - QCA | Aims Reference No. |
| <b>NVQ Qualifications</b>                                         |                         |                    |
| NVQ in Plumbing                                                   |                         | 100/3284/8         |
| NVQ in Plumbing                                                   |                         | 100/3285/x         |
| <b>Technical Certificate</b>                                      |                         |                    |
| Certificate in Basic Plumbing Studies                             |                         | 10033567           |
| Certificate in Plumbing Studies                                   |                         | 10033579           |
| Heating & Ventilating Qualifications                              |                         |                    |
| Title                                                             | End Accreditation - QCA | Aims Reference No. |
| <b>NVQ Qualifications</b>                                         |                         |                    |
| NVQ in Heating & Ventilating Domestic Installation                |                         | 100/3375/0         |
| NVQ in Heating & Ventilating Domestic Installation                |                         | 100/3376/2         |
| NVQ in Heating & Ventilating Industrial & Commercial Installation |                         | 100/3375/0         |

All information and data contained in this sector summary is accurate up to 31May 2008

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|                                                                                                       |                                |                           |
|-------------------------------------------------------------------------------------------------------|--------------------------------|---------------------------|
| NVQ in Heating & Ventilating Industrial & Commercial Installation                                     |                                | 100/3376/2                |
| NVQ in Heating & Ventilating Ductwork Installation                                                    |                                | 100/3375/0                |
| NVQ in Heating & Ventilating Ductwork Installation                                                    |                                | 100/3376/2                |
| NVQ in Maintenance of System Components (Service & Maintenance)                                       |                                | 100/3371/3                |
| NVQ in Rectification of Systems (Service & Maintenance)                                               |                                | 100/3372/5                |
| NVQ in Mechanical Engineering Services - Heating and Ventilating ( Maintenance of Systems Components) |                                |                           |
| NVQ in Thermal Insulation                                                                             |                                |                           |
| <b>Technical Certificate</b>                                                                          |                                |                           |
| Certificate in Heating and Ventilation Installation                                                   |                                | 10035126                  |
| Certificate in Heating and Ventilating - Maintenance of System Components                             |                                | 10035138                  |
| Certificate in Heating and Ventilation Installation                                                   |                                | 1003514X                  |
| Certificate in Heating and Ventilating - Rectification of Systems                                     |                                | 10035151                  |
| <b>Refrigeration and Air Conditioning Qualifications</b>                                              |                                |                           |
| <b>Title</b>                                                                                          | <b>End Accreditation - QCA</b> | <b>Aims Reference No.</b> |
| <b>NVQ Qualifications</b>                                                                             |                                |                           |
| NVQ in Small Commercial Refrigeration and Air Conditioning                                            |                                | 100/3373/7                |
| NVQ in Refrigeration and Air Conditioning (I/C Air Conditioning)                                      |                                | 100/3374/9                |
| NVQ in Refrigeration and Air Conditioning (Ammonia Refrig Systems)                                    |                                | 100/3374/9                |
| NVQ in Refrigeration and Air Conditioning (Non-ammonia Refrig Systems)                                |                                | 100/3374/9                |
| <b>Technical Certificate</b>                                                                          |                                |                           |
| Certificate in Small Commercial Refrigeration and Air Conditioning Systems                            |                                | 10035102                  |
| Certificate in Complex Commercial Refrigeration and Air Conditioning Systems                          |                                | 10035114                  |
| <b>Electrotechnical Qualifications</b>                                                                |                                |                           |
| <b>Title</b>                                                                                          | <b>End Accreditation - QCA</b> | <b>Aims Reference No.</b> |
| <b>NVQ Qualifications</b>                                                                             |                                |                           |
| NVQ in Installing Electrotechnical Systems                                                            | ( Only EAL 31/1/08)            | 100/2895/x                |
| NVQ in Electrotechnical Services - Installation (Buildings & Structures)                              |                                | 100/2854/7                |
| NVQ in Electrotechnical Services - Electrical Maintenance                                             |                                | 100/2854/7                |
| NVQ in Electrotechnical Services - Installing Instrumentation & Ass Equip                             |                                | 100/2854/7                |
| NVQ in Electrotechnical Services - Installing Highway Electrical Systems                              |                                | 100/2854/7                |
| NVQ in Electrotechnical Panel Building                                                                |                                | 100/2853/5                |
| NVQ in Electrical Machine Rewind & Repair                                                             |                                | 100/2852/3                |
| NVQ Electrotechnical Services (Installation - Buildings &                                             |                                | 100/4720/7                |

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|                                                                      |                                |                           |
|----------------------------------------------------------------------|--------------------------------|---------------------------|
| Structures)                                                          |                                |                           |
| NVQ Electrotechnical Services (Structured Cabling)                   |                                | 100/4720/6                |
| NVQ in Electrotechnical Services (Highway Electrical)                |                                | 100/3104/2                |
| NVQ in Installing and Commissioning Electrotechnical Systems & Equip |                                | 100/3564/3                |
| NVQ in Electrotechnical Services (Structured Cabling)                |                                | 10047190                  |
| Installing Highway Electrical Systems ( Surface Protection)          |                                |                           |
| <b>Technical Certificate</b>                                         |                                |                           |
| CG 2360-05 Electrical Installation Part 1 (Theory) **                |                                | 00220626                  |
| CG 2360-06 Electrical Installation Part 1 (Theory and Practice) **   |                                | 00220627                  |
| CG 2360-07 Electrical Installation Part 2 (Theory)**                 |                                | 00220628                  |
| CG 2360-03 Electrical Installation Course C**                        |                                | 00104064                  |
| CG 2360-04 Electrical Installation Supplementary Studies **          |                                | 00104065                  |
| CG 2360-08 Electrical Installation Part 2 (Theory and Practice)**    |                                | 00220629                  |
|                                                                      |                                |                           |
| <b>Electronic &amp; Electrical Servicing</b>                         |                                |                           |
| <b>Title</b>                                                         | <b>End Accreditation - QCA</b> | <b>Aims Reference No.</b> |
| <b>Main Qualifications</b>                                           |                                |                           |
| NVQ in Electrical & Electronics Servicing                            |                                | 1004226x                  |
| NVQ in Electrical & Electronics Servicing                            |                                | 10042271                  |
| NVQ in Electrical & Electronics Servicing                            |                                | 10048959                  |
| NVQ in Electrical & Electronic                                       |                                | 10049514                  |
| NVQ in Electrical & Electronic Servicing                             |                                | 10048960                  |

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| Sub-Industry  | Occupation                                                                                                                                                    | SSC with Joint Responsibility                                                                                |
|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Biomass       | Team Leaders, Rate of Burn Technologists, Electrical/ Instrumentation Technician; mathematical modelling within IT skills                                     | Energy & Utility Skills<br>Lantra (Supply Chain)<br>SEMTA<br>SummitSkills                                    |
| Hydroelectric | Engineers-mechanical, electrical, electronic; Civil Engineers (Construction): low skilled manual workers<br>Electricians; electricians with                   | ConstructionSkills<br>Energy & Utility Skills<br>SummitSkills<br><br>Energy & Utility Skills                 |
| Photovoltaic  | design skills                                                                                                                                                 | SummitSkills                                                                                                 |
| Solar         | Carpenters, Plumbers, Electricians; electricians with design skills.                                                                                          | ConstructionSkills<br>Energy & Utility Skills<br>SummitSkills                                                |
| Geothermal    | Electrical engineers, Electricians, electricians with design skills, Electronic technicians; pipe and systems laying; mathematical modelling within IT skills | ConstructionSkills<br>Energy & Utility Skills<br>SummitSkills                                                |
| Heat Pumps    | Heat Pump Installersplumbers and electricians                                                                                                                 | Energy & Utility Skills<br>SummitSkills                                                                      |
| Wind          | Service engineers, Fabrication engineers, Structural Engineers, Site engineers (large scale)                                                                  | AssetSkills ,ECITB<br>ConstructionSkills<br>Wardens, Installation<br>Energy & Utility Skills<br>SummitSkills |