

Summary of the Client-Based Approach to developing and implementing an Employment and Skills Strategy on construction projects in Scotland

Contractor and Developer Guidance



The National Skills Academy for Construction Client-Based Approach for use in Scotland provides a toolkit to deliver employment, apprenticeships and training to public sector and other procuring clients through their construction projects. A guide has also been created for contractors and developers to assist in the formulation of their response to the employment and skills requirements contained in a client's tender documents.



The 14 employment and skills areas include:

- Work experience
- Curriculum support activities
- Graduates
- Apprentices
- Subcontract Training Plans
- N/SVQs
- Employment
- Supervisor training
- Leadership training
- Advanced health and safety

The guidance includes:

- what to expect from a procuring client's tender documents;
- the documents required to respond to such tenders;
- early contractor procurement and suggested methods of ensuring that employment and skills requirements are flowed through the supply chain;
- template clauses for use in subcontracts;
- engagement with the client and supply chain during the pre-construction phase;
- practical advice on the implementation during construction; and
- ongoing monitoring of the employment and skills requirements.

The guidance also provides benchmarks which clients may expect a contractor/developer to meet through the delivery of the project or framework. They are set against a variety of contract value bands across the following project types:

Construction

- Residential
- Retail, sports, leisure, and entertainment
- Highways and roads
- Infrastructure (excluding highways)
- Factories and warehouses
- Education - schools, universities
- Health – hospitals, clinics
- Offices and commercial
- Regeneration
- Refurbishment/Scottish Quality Housing Standard
- Water supply and waste disposal
- Off-site structures

Repairs and maintenance

- Housing
- Non-housing
- Highways – structural, maintenance, routine cyclical and routine structures

Guidance and advice

The guidance is supported by advice available from its authors, CITB-ConstructionSkills and Trowers & Hamblins LLP including development and implementation workshops and customising the generic legal documents to suit particular project conditions.

Similar guides have been created for use by Scottish public sector clients and other procuring bodies.

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