

CANOLFAN TYWI



TYWI CENTRE

Conference Report

The Future of Heritage Construction in Wales

Training .Collaboration . Mainstreaming

Llandudno - 20th - 21st March 2015 and Cardigan - 11th September 2015



Conference Report

The Future of Heritage Construction in Wales

Training . Collaboration . Mainstreaming

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EXECUTIVE SUMMARY

Two Conferences were organised by the Tywi Centre to celebrate the success of their lottery funded project '*Foundations in Heritage: building core heritage building skills in the workplace in West Wales*' and to discuss key issues emerging from the evaluation findings. The events brought together diverse stakeholders representing the backbone of the heritage building industry in Wales. Builders, commissioners, funders, businesses and students were all able to share experiences, knowledge and understandings to address key issues and identify ways forward.

A passion for old buildings and heritage building skills permeated the conferences. This is what drives the industry with an energy that, if harnessed, could raise the profile and status of the sector. Coherent messages, consistency and a united and co-ordinated effort is needed to change the landscape of training and skills, and to lobby for support and investment.

This report outlines the main areas that emerged as priorities for further discussion and action. The themes that emerged, the discussions that took place and the challenges and priorities for future action are summarised below:

1. Awareness raising and promotion.

With two thirds of building stock classed as 'old' in Wales, there is a need for a much greater understanding of the nature of heritage buildings, the specialist skills required to sustain them, the importance of appropriate building methods and materials, and knowledge about how to find trained crafts people. This means that information must be provided to, and awareness raised amongst:-

- Professionals and trades people, including architects, construction firms, electricians and plumbers.
- Educators - particularly FE colleges but also schools, universities and careers advisors.
- Local government, commissioners, planners, specifiers and others procuring building works.
- Home owners, property managers, estate agents, and others with a stake in old buildings.

It is important to ensure energy efficiency and contemporary design and lifestyles are included in the way heritage is communicated and in debates on the future of heritage. Better understanding of appropriate methods and good practice will in turn help create new markets for skills and materials. This means creating a coherent and identifiable identity for the sector and the networks and structures to enable it to collaborate for mutual benefit and communicate with a unified voice.

2. Education and training

Engagement with education at every level is essential for the future of the industry, from teaching children to appreciate the value of craft skills, to ensuring that postgraduate courses for architects incorporate heritage skills. Should all construction courses include heritage modules (mainstreaming)? Should there be dedicated heritage courses? Or both?

Ideas emerging from the conferences included: outreach activities in schools, developing innovative teaching materials, making links with existing curricula, using digital media and exploring interactive, games based e-learning. Mapping the links and integration of heritage across curriculum at all

levels is a way forward. The examples set by skilled crafts people can be inspiring and help broaden the diversity of people who take up heritage skills training (as demonstrated by the Foundations in Heritage Bursary Scheme) and thus enrich the industry and broaden its scope.

A key area for discussion is the future funding of heritage skills training, and dedicated, quality apprenticeships, supported by construction companies and those procuring works.

Small companies are at a disadvantage with the introduction of the Framework for Co-investment in Skills, with only those registered with CITB currently benefiting from training grants. This poses challenges as many heritage building works are not eligible.

3. Procurement and commissioning.

Choices made by those procuring heritage building works (or works which include a heritage element) can be critical, and provide an important opportunity for encouraging skills development and quality heritage work in the sector. For example, a tender that requires evidence of a company's good practice around training and apprenticeships, or engaging small specialist heritage contractors within the supply chain, would enable the commissioner to demonstrate its commitment to community benefit.

Smaller businesses and sole traders can be disadvantaged in the open market and face many practical barriers to winning contracts. Training and guidance could usefully focus on business skills such as understanding procurement, how to become a preferred provider and the practicalities of developing consortia for joint bidding. Practical help with writing tenders, developing marketing materials and other business needs may best be met through external pooled support - rather than expecting those running businesses to develop further and specific skills.

A suggestion is to work with Constructing Excellence Wales to develop a pilot scheme to improve local government procurement and use of community benefit clauses.

4. Cross cutting themes and actions moving forward.

Linking heritage to other broader agendas means developing working relationships with related sectors such as tourism, hospitality, urban and rural regeneration, economic development, and those engaging with the renewable energy and low carbon agendas. Locating 'friends' in other sectors can make critical connections with architects, designers, tourism coordinators and green activists for example who could all be part of the mix. An all Wales strategy for heritage is required to pull together the need for action around awareness, education, skills, business development, and linking the case for investment with the broad political agenda of ensuring Welsh businesses are more competitive.

The conferences evidenced support for a pan industry group for Wales, and the benefit of continuing to meet annually to keep the conversation about challenges, resolutions, ideas and the future of heritage building a dynamic one. Roles and responsibilities need to be agreed to take this forward; the Wales Traditional Building Forum (WTBF), The Tywi Centre, Cadw, CITB, and all who attended the conferences are part of this picture.

Acknowledgements

The Tywi Centre wishes to thank the following in making the events a success: the Heritage Lottery Fund; event presenters; site visit hosts; St George Hotel; Cardigan Castle; Royal Commission on the Ancient and Historical Monuments of Wales for use of photos, and the event facilitators.

Background

There are 497,000 pre-1919 buildings in Wales, of which approximately 30,000 are listed buildings. Heritage building skills are essential to repair, conserve, maintain and restore this building stock. The use of modern methods and techniques often has detrimental effects on buildings that range from a loss of the aesthetic value to structural deterioration. This is happening due to a lack of knowledge, awareness and the loss of a skilled workforce. Skills that were commonplace prior to 1919 and which are essential to the appropriate repair and maintenance of older buildings are being lost.

The Tywi Centre has established itself as a centre for excellence for heritage training and information, specialising in Heritage Building. It is part of Carmarthenshire County Council (CCC), and sits within the Planning Department; it is located in Llandeilo and many projects, funded primarily through the Heritage Lottery Fund and the European Rural Development Programme, have contributed to the Centre developing a staff with the experience and expertise to take a lead in Heritage skills and training in Wales.

A successful initiative at the Tywi Centre is the Foundations in Heritage Bursary Scheme, which is now in its fourth year. This is a one-year training course leading to an NVQ3 in traditional carpentry, lime plastering or stonemasonry. The project addresses an identified skills gap and has increased the capacity of the heritage construction sector through training 55 people between September 2011 and November 2015. Trainees learn alongside skilled craftspeople; most working with a number of employers in order to gain the experience necessary for the NVQ portfolio as well as receiving comprehensive training at the Tywi Centre. Training and assessment arrangements were separated in the third year and the Construction Industry Training Board (CITB) became involved in delivering the Scheme and in training a small group of assessors.

Findings from the project evaluation showed that the training was of an exceptionally high standard and went from strength to strength over the project duration; it exceeded expectations. Heritage construction employers became more enthusiastic and committed over time as they could see the benefits to themselves, the trainees and the industry. Recommendations included:

- disseminating the success of this model widely;
- developing the training and possibly considering higher levels;
- continuing the partnership with CITB and working with specifiers (including architects, surveyors, planning and conservation officers);
- a possible expansion to include satellite centres and new partnerships for funding;
- widening the remit to include synergies with other agendas such as regeneration.

The evaluation report highlighted the need to ensure that inclusivity remained a priority, that is, to ensure equality of opportunity particularly for underrepresented groups including women and local people. The need for the centre to continue improving and the need to move heritage building skills

towards the mainstream construction agenda were seen as priorities for the future. Mainstreaming means the inclusion of heritage skills on generic construction courses and also its inclusion on the construction agenda in discussions at all levels from policy to the practice of maintaining and repairing old buildings.

The Conferences

Having developed a reputation over the past five years as a Centre for Excellence in Heritage Building skills and Training, the Tywi Centre decided to draw on its networks and partnerships and hold conferences to address the issues of:

- Mainstreaming
- Training and skills development
- Collaboration, networking and partnership working

These three areas have been identified as the key challenges for the heritage construction industry, and the conferences aimed to bring a range of stakeholders together to celebrate the considerable achievements made to date and discuss the issues in the context of clarifying future directions. A two day conference was held in North Wales, in Llandudno, on Friday March 20th - Saturday 21st 2015 and a one day event in Cardigan Castle on Friday 11th September. Both events included presentations, workshop activities and site visits.

Careful consideration was given to the planning and facilitation of the conferences. Alyson Jenkins, who carried out the evaluation, was appointed to plan the programme with the Centre. Alyson was unable to facilitate the event at Llandudno and further planning and facilitation was undertaken by Karen Morton of the Capability Company¹ who is an experienced and skilled facilitator. Alyson and Karen together facilitated the Cardigan event.

For more information contact the Tywi Centre; they can also provide presentation slides.²

Delegates

All current and previous trainees from the Bursary Scheme were invited to the conferences, as well as all building contractors who had worked with the Scheme as placement providers. Trainers and Construction Industry Training Board (CITB) staff, organisations linked with the project such as Cadw, The National Trust and St. Fagans were also invited. Bringing a diverse group of people together was a strength; people who would not normally have the occasion or opportunity to, came together to discuss the future of the sector in Wales. Delegates represented a wide range of interests from trainees, to newly qualified craftspeople to commissioners, owners of large companies, sole traders and established contractors, colleges and statutory bodies. People were allocated seats to ensure that tables and discussion groups consisted of a mix of delegates. This range ensured interesting and wide-ranging discussions reflecting the different perspectives.

Please see Appendix 1 for a full list of delegates

¹<http://www.thecapabilitycompany.com/>

²<http://www.tywicentre.org.uk/English/Pages/default.aspx>



Delegates: Included current and past heritage construction trainees (pictured)

The Programmes

A range of interesting and inspiring speakers addressed the themes of Mainstreaming Heritage Building; Training and Education; Collaboration, Networking and Partnership Working. Short presentations were combined with small group discussions and time was allocated for question and answer sessions with the speakers. Workshop activities were designed to stimulate discussions, to act as starting points for thinking about the issues from the perspective of the individuals, the companies and the industry. The events both finished with open space discussions which allowed a number of themes to be explored simultaneously, and which focussed ideas that had emerged and noted future actions.

There was a 'restoration pillar' at Llandudno so that delegates could stick notes under headings as themes and issues emerged. In Cardigan people were encouraged write on post-its, and scribes were asked to record key discussion points.

See Appendix 2 for the programmes

Presentations

Introduction

Nell Hellier, the Tywi Centre Manager, introduced both conferences with a talk about the Centre and the purpose of the events.

How do we keep Heritage Construction on Wales's Construction Agenda?

- Billy Davies, Tree & Sons. A small family run heritage construction company (Llandudno)
- Mark Bowen, Managing Director, Andrew Scott's. A large construction and civil engineering company (Llandudno)
- Andrew Davies, Towy Projects (Cardigan)
- Joan Tamlyn, Business Development Manager, John Weaver (Contractors) Ltd. (Cardigan)

How do we make Heritage Skills Training Sustainable?

- Gareth Williams, Qualifications and Careers Manager, CITB Wales. The Construction Industry Training Board (Llandudno)
- Mark Bodger, Strategic Partnership Director for Wales, CITB - The Construction Industry Training Board (Cardigan)
- Mike Jervis, Head of Construction, Coleg Llandrillo - a Further Education (FE) college in North Wales (Llandudno)
- Gerald Naylor, Coleg Sir Gâr - FE College, South West Wales (Cardigan)
- Cathie Clarke, General Manager, National Heritage Training Group (NHTG) - a UK-wide organisation that supports the sector (Llandudno and Cardigan)

Collaboration & Shared Approaches

- Paul Cantrill, Business Advisor, Wales Cooperative Centre. The national body for co-operatives and social businesses in Wales (Llandudno). Paul was unable to be at the Cardigan event and Karen Morton presented his slides.
- Catherine Miles, Snowdonia Active. A directory or portal supporting and showcasing local providers in North West Wales (Llandudno)
- Trevor Francis, Chairperson, Welsh Traditional Buildings Forum (Cardigan)

After Dinner Speaker at Llandudno - Matthias Garn³, a master mason and carver from Dresden in Germany who now lives and works in York, spoke after dinner on Friday evening. His talk was inspirational, for the students in particular. It raised issues about the culture and benefits of taking the time to develop the highly specialist skills of a master craftsman and the status of such skills in the UK. Matthias gave the example of the German Journeymen who travel for years, offering their services to perfect their skills.

³<http://www.matthiasgarn.com/>



Gwrych Castle

Site Visits

These took place in North Wales on the afternoon of Friday 20th March. All delegates attended. After the event in Cardigan there was a tour of the castle.

- Colwyn Bay Townscape Heritage Initiative, courtesy of Judi Greenwood, Colwyn Bay Townscape Heritage Initiative Project Manager, Conwy County Borough Council.
- Gwrych Castle, courtesy of Gwrych Castle Trust.
- Cardigan Castle, courtesy of Cadwgan Trust.

Activities

To explore areas of work and aspirations

(this activity took place in Llandudno only)

Photos were used to explore the types of buildings and projects people were working on and the clients that people were working for. Delegates also identified and discussed barriers to taking on particular projects. The photo-set showed a wide variety of buildings ranging from derelict copper works in Swansea to manor houses, chapels and industrial terraces.

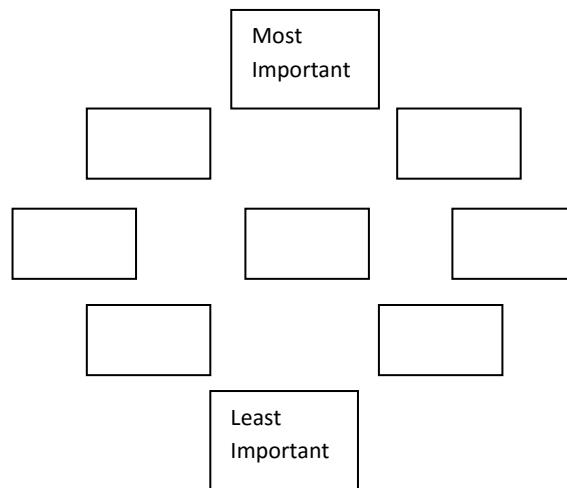
Delegates worked in groups and identified the types of work they did: restoration, renovation or new build. If they did not work on certain buildings the reasons were discussed along with possible signposting. Key questions were: 'Would you like to do work you currently don't?' and 'if so what are the barriers - what stops you?' Discussion points were captured on post-its and flipcharts and are included in the overall findings.

What are the Priorities?

This was a diamond ranking exercise. Delegates worked in groups and were given a set of 10 cards. Nine cards had statements written on them and one was blank for groups to write their own statement if they chose. The facilitator stressed the importance of recording discussions that arose on drivers, trends, consensus and debate. The order of priorities was recorded.

9 statements on Skills and Training

9 statements on Mainstreaming and Collaboration



Open Space Forum

This was a forum where issues were identified by the participants and written on large boards. One person took a lead and gathered others interested in that theme around them; they then discussed the issue and recorded the main priorities and action points.



The Conwy Room, St George's Hotel

The Themes

The analysis included the content of the presentations, the results of the activities and it identifies themes and concerns from the discussions that took place. It also includes points raised during the question and answer sessions and the notes and comments from delegates.

Mainstreaming

Key points:-

- Everyone who works in or with the construction industry or in construction skills and training should know about and understand heritage methods and materials. This means that construction courses at all levels contain elements that develop knowledge and skills for working on heritage buildings, and that everyone from electricians to architects have some awareness and understanding of heritage buildings.
- Sustaining the built heritage of Wales touches on many other critical agendas, such as skills for economic growth, regeneration, conservation, environmental sustainability and tourism, and these connections must be demonstrated and articulated.
- Keeping heritage in the forefront of mainstream construction should be a priority.
- Advisory bodies, CITB and others could do more to promote this through mass and social media.
- Specifiers, conservation officers, the Welsh Government, Cadw, National Trust, Conservation Trusts and Local Authorities all need to recognize the importance of this cross-cutting agenda.

The Presentations

Nell Hellier, the Tywi Centre Manager. Her presentation focused on the need to address the challenges faced by the heritage construction sector. This included looking at the conditions for change, long-term goals and the actions necessary to achieve outcomes leading to the realisation of these goals. A Theory of Change⁴ model (*See Appendix 3*) was used which showed clearly that the Tywi Centre and the industry in Wales is developing and growing with the numbers of new entrants into the industry having increased over last few years. The aim is to lead to an ongoing availability of heritage skills and information. However, stimulating demand for heritage skills is still an important area to focus on. Mainstreaming (including heritage building knowledge within generic construction and related training) is an issue that underpins much of the discussion about skills and training and networking and collaboration.

Mark Bowen from Andrew Scott Ltd. outlined how his company was able to act as a bridging principal contractor combining knowledge of traditional building methods with modern management techniques and modern construction. The company forms a conduit between the specialist supply chain, craftsmen and the client on larger projects. Andrew Scott are committed to supporting the up-skilling of trainees and their existing workforce to take a more active and informed role in managing heritage projects. They are also committed to ensuring a fully qualified supply chain of specialist contractors on restoration and conservation projects. Developing a skilled workforce is vital if heritage construction is to be part of the mainstream construction agenda in Wales.

Is Heritage Construction a market, a sector, a vocation, or an ideology? These were interesting questions posed by **Billy Davies of Tree and Sons**, and the answer might be that it is all four. Billy spoke of the challenges facing a small traditional skills contractor and the need to exploit the passion and smart thinking that exists in the industry to develop consortia bidding. Innovation and training are important factors in developing the workforce. Modules in a 3 year apprenticeship were seen as a start (but not quite good enough) but the heritage bursary scheme and the Specialist Apprentice Programme (SAP) run by the Tywi Centre was a key development.

Joan Tamlyn from John Weaver Contractors outlined the company's approach and commitment to heritage through their conservation division. She stressed the importance of supporting apprentices and investing in people. John Weaver is a large company that works on prestigious projects such as the refurbishment of the Guildhall in Swansea and Llanelly House, with a range of clients in South Wales including museums, Cadw, local authorities and the Duchy of Cornwall. They aim to take on 3 heritage apprentices each year, and allocate apprentices to their conservation and historical projects. Joan stressed their commitment to growing and promoting conservation and heritage construction. Challenges in the sector were identified and these include: public funding, the complex and often costly needs of conservation and historical projects, the quality of technical information and specifications, the need for collaboration between designers, Cadw and external bodies and the extra time requirements of such projects.

⁴http://en.wikipedia.org/wiki/Theory_of_change

An interview between **Andrew Davies of Towy Projects** and Nell Hellier was an interesting format replacing a presentation. Andrew spoke of his company which has grown over the years, due mainly to word of mouth recommendations. The company works on a large range of projects from small domestic ones to large listed building work. Changes in the sector were discussed and how Andrew gained his skills through the experience of working on projects. Tywi Bursary Scheme students have been trained at Towy Projects and Andrew was supportive and keen to continue training people; he referred to the lack of succession in the industry and how long it took to learn a craft properly. Managing the extra time required for heritage work, and clients with little relevant knowledge were issues that impacted on their business. Being a relatively small company meant they were not able to apply for large contracts.

Summary of the Discussions

Raising awareness emerged as one of the biggest challenges. In order to mainstream heritage building a significant amount of work needs to be done to raise the profile of the sector and all aspects of its work. This has to be done with decision and policy makers, commissioners, procurement bodies, government, both national and local, with specifiers, other trades, in short with all people, groups, organisations and institutions that work on, live in or use old buildings as well as with the general public.

Influencing the purchasers was important in mainstreaming heritage building methods and materials. Those who own pre 1919 buildings, not only listed ones, should be aware of appropriate materials and construction and maintenance methods, which means educating homeowners, property managers and estate agents.

Through embedding or integrating heritage skills and information onto construction courses at all levels, mainstreaming becomes possible. This was seen as an education issue; it is about ensuring people understand *why* heritage building is important. This should be done at all levels of education, including primary and secondary schools.

Including heritage at NVQ levels 1 and 2 for construction and related trades was something that many felt was a necessary step and working with FE colleges on this is central to mainstreaming skills. A critical mass is needed to make it financially viable to introduce heritage qualifications into FE colleges and this was recognised as a barrier, particularly with cuts to the FE sector.

Using appropriate materials and techniques is one way of looking at heritage building and some people felt that the use of language and labels such as 'heritage' and 'traditional' could have a negative impact on mainstreaming and raising awareness.

Are the sector specialists fulfilling a niche purpose and market, or are they part of mainstream construction with a specialism? This was an interesting question that remained without an answer.

Mainstreaming needs a variety of approaches. It requires collaboration, networking and building capacity. Raising the status of the sector is linked to the issue of raising awareness and the Tywi Centre is making progress in these areas. Its continued momentum, supported by the sector, is seeing results.

Everyone in the heritage sector needs to understand the importance of promoting and marketing heritage building and skills and increasing the appreciation of old buildings, materials and appropriate maintenance and construction techniques.



Discussions at Cardigan

Training and Skills

The Presentations

Three presentations addressed the question - How Do We Make Traditional Building Skills Training Sustainable?

Cathie Clarke the general manager at NHTG⁵(National Heritage Training Group) echoed many of the discussions around the importance of fostering awareness of local culture and connecting with economic regeneration and development to meet social and physical needs. She spoke of the important role NHTG played in raising awareness of the range of qualifications available and the need to open the eyes of decision makers to the skills gap. The guiding principles of NHTG are:

1. fostering awareness of local culture and connecting with economic and community regeneration
2. improved understanding between owners, planners and property managers
3. high standards of design, management, supervision and workmanship
4. the need to appoint knowledgeable, qualified and experienced sector professionals, contractors and craftspeople
5. identifying, safeguarding and accessing sources of traditional building materials on a sustainable basis, at regional and local level

⁵<http://www.the-nhtg.org.uk/>

6. devising and maintaining best practice models for this sector including approaches that protects against or mitigates the effects of climate change
7. working towards a CSCS carded workforce
8. encouraging all heritage funding agencies to insist on appropriately carded contractors and craftspeople to carry out all work on grant-aided heritage projects
9. promoting and maintaining a balanced approach between natural and built heritage legislation and its implementation
10. supporting the development of integrated education and training

Whilst these were ideals, the practicalities were also considered, such as committing to slightly higher prices to include skills training in heritage projects at the preliminary stage, and demanding heritage CSCS Cards as a benchmark.

Looking out for new initiatives and being well informed through the NHTG newsletter for example were seen as important and for the future a Craft Skills Register; Mobile Training Centre and a Specialist Recruitment Consultancy were raised as ideas to support development of the sector.

At Cardigan Cathie informed the conference of the Traditional Building Toolkit and broke the recent news CITB was no longer going to fund the NHTG. The future was very uncertain. Cathie outlined the range of services the group provides and it is unsure how these will be continued.

An FE College View was put forward by **Mike Jervis from Llandrillo College**. He addressed the following questions:

- Can heritage skills training at level 2 be part of mainstream delivery?
- Capacity and demand: is there enough in heritage?
- Are current Accredited Heritage Skills courses fit for purpose?
- What will the Heritage look like in the future if we do nothing?

He looked at the present business climate in the UK, the structures and barriers including National Occupational Standards (NOS); industry structure; micro-business and access to training. He then discussed whether the issues could be addressed through engaging micro-business in needs analysis and the NOS, social clauses, enterprise partners, shorter industry bespoke courses, and EU funding?

Gerald Naylor from Coleg Sir Gar posed some questions relating to Vocational Education and Training. Points included:

- The lack of a coherent pan-industry voice
- Energy conservation viewed as more important than building conservation
- The word heritage being misunderstood
- Lack of suitable courses and qualifications locally – a critical mass issue
- Retiring workforce with loss of traditional skills and knowledge
- Lack of knowledge about materials & equipment and how buildings work
- Government funding priorities
- Insufficient design and specifier training
- Client ignorance

Solutions that are in place included:

- Introductory skills & knowledge in all first year construction programmes
- Up-skilling current workforce initiatives
- Foundation Degree in Heritage & Construction
- Integration of existing buildings into all FE and HE courses - already started with HNC
- New CIOB level 3 Certificate in Supervising Existing Buildings
- ABC Award in Heritage in all their level 2 apprenticeships

Other actions could include:

- Revise building craft apprenticeship frameworks to incorporate traditional skills and knowledge
- Newly developed CIOB Higher Apprenticeship in Site Supervision includes supervising existing buildings & structures
- Proposed National Training Facility for Wales will investigate, develop and offer heritage training in partnership with existing providers
- Identify and promote best practice amongst all VET (Vocational Education and Training) providers of heritage provision
- Work more closely with the CITB in developing solutions to address traditional skills and knowledge gaps

Gareth Williams from CITB Wales' presentation looked at the Heritage Skills Integration Project whose purpose is to establish ways to help increase the number of skilled operatives with relevant heritage skills qualifications to meet the requirements of the built heritage sector; understand the requirements and needs of level 2 skilled people for qualification pathway options; utilise existing mainstream qualifications as the entry point for heritage qualifications; and integrate heritage occupational pathways into identified existing level 2 qualifications.

The background was a concern regarding relatively low up-take of the Level 3 NVQ Diploma in Heritage Skills, the insufficient critical mass for heritage bodies to mandate CSCS Heritage Skills (Gold) Cards and employers reluctant to invest in training and qualifications with no apparent benefit. He made the point that level 3 NVQ Diploma in Heritage Skills is suitable for people working predominantly on older buildings, but not generally attractive to skilled mainstream practitioners. Ofqual and some Awarding Organisations are increasingly looking to review and in some cases remove qualifications where up-take continues to be low.

The CSCS (Construction Skills Certification Scheme) Heritage cards⁶ are not a stand-alone element but are needed in order to increase the critical mass required by the UK heritage bodies and to help to stimulate wider client demand. Achieving critical mass in the current climate is difficult. A level 2 Heritage Skills Qualification Pathways is proposed to help address this issue and provide improved career pathways whilst the level 3 Diploma remains in place. Gareth echoed the other speakers in talking about the need for engagement and consultation with employers, federations and trade associations, sector technical experts, heritage bodies, national working groups, and awarding bodies.

⁶ <http://www.the-nhtg.org.uk/training-quals/heritage-cscs-cards/>

At Cardigan **Mark Bodger**, Strategic Partnership Director for Wales, CITB, raised questions and issues for a range of stakeholders:

Clients

- Which clients demand a heritage skills trained workforce?
- Does it feature on any client's procurement scoring criteria?

Providers

- Won't put courses on unless there is a proven demand.
- Need to see a positive return on their floor-space, whilst being mindful of local needs.

Funders

- Regularly cull courses and schemes that have a small demand from their funding lists.
- There is a move to co-investment where there is an expectation that employers will cover more of the training cost in certain circumstances.

Individuals

- What makes heritage skills an attractive career path?
- Is it a guarantee to wealth, riches and happiness?
- Does being trained in heritage skills lead to long term employment or an increased continuity of work?
- Does it provide greater job satisfaction?

Activity

The results of the diamond ranking exercise focusing on skills and training showed a degree of consistency and consensus in the priorities identified by delegates.

Higher priorities

- *Raising awareness in schools of heritage building and the full range of construction career opportunities is an important way to ensure the growth of the heritage industry.*
- *The public needs to be educated about how to look after their old buildings.*
- *Architects and specifiers, estate agents and others who have influence do not generally understand old buildings - this challenge should be part of an education and training strategy.*
- *Heritage education and training should be included in all Level 1 and 2 construction related courses in FE colleges.*
- *A return to 'traditional' apprenticeship models for training should be advocated.*

Other priorities

- *Promoting ecological building materials to improve the energy efficiency of old buildings is an important aspect of training and education in the heritage construction industry.*

- *Teaching all non-heritage builders about how to use appropriate materials and techniques will have a considerable impact on the heritage construction industry.*

Summary of the Discussions

Working with schools to raise awareness of heritage construction was seen as very important; young people and teachers need to know it is an option. Careers services in schools have been cut and so this takes on an urgency. People were unsure as to how this could be done.

Raising awareness with the public is important and also with specifiers, decision makers, planners and building control; also educating those involved in the new and emerging green, energy efficient, low carbon field in the use of appropriate building methods and measures. Should there be a campaign? It was felt a strategic approach was needed and clear leadership from a coordinating body that needs to be identified and there was a role for marketing and lobbying.

A Welsh brand was advocated - creating an identity and promoting it widely. There was a great deal of consensus around this issue.

Frustration was expressed about the limitations of current training programmes and systems, particularly with funding limited to CITB registered companies with questions raised about CITB and their role in promoting heritage skills training. There was a real willingness to work together to maximise what can be done with limited resources.

It takes a long time to become a Master stonemason or craftsperson, but it is enormously rewarding. This is a key message that needs to be communicated, particularly to young people considering their future careers, and to those commissioning and funding training.

Working with FE Colleges emerged as an important priority for mainstreaming as well as training and skills. Courses are under threat due to small numbers, and this needs to be addressed. A national heritage skills strategy was needed in order to influence the training of all construction trades. The question was raised as to whether working with FE colleges was the most appropriate and effective means to achieve this. Certain skills will always remain specialist and these needs to be acknowledged. The time it takes to master skills and a craft is more than colleges can offer.

Modern construction methods currently taught in colleges contradict the heritage approach, so heritage contractors are effectively 'fighting against the textbooks' (one current textbook advises repairing lath and plaster with plasterboard).

There is a risk that by including a 'sprinkling' of modules on heritage construction within mainstream construction courses the quality of heritage training will become diluted and insufficient. Who would deliver all the heritage training if it were to become a compulsory component of current mainstream courses? Are there enough qualified trainers/lecturers out there? If funding is provided to include heritage modules within modern construction courses, this should not replace funding for existing or new specialist heritage construction training.

Using existing or retired specialist contractors as trainers on FE and other courses brings the benefit of ensuring existing skills are retained, and inspiring the next generation.

Heritage basics should be included on mainstream college courses at levels 1 and throughout the Qualifications Framework, up to Higher Education courses such as architecture, planning and engineering. Work with the Royal Society of Architects was suggested and promoting on-site experience for architects with heritage builders. Architects receive only one lesson on heritage! It would be useful to influence university curricula in this regard.

Training for specifiers was seen as important as was offering training to all trades and up skilling the existing mainstream and heritage builders through a programme of Continued Professional Development (CPD).

The NVQ was not felt, by many, to be good enough. A different qualification is needed and we could perhaps look at training models from Germany and other countries. A new form of apprenticeship such as the journeymen model in Germany and France could be used as template.

A skills needs analysis in the sector was suggested to update the NHTG review of 2007.

There was a consensus that there was *not* a need for an NVQ4 in Wales in heritage craft skills.

There was concern about what happens once HLF funding for the Tywi Centre bursary schemes end next year and the impact this could have.

Heritage training facilities for Wales was suggested, possibly coordinated by CITB. This centre could fund specialist groups and draw in new funding.

Networking and Collaboration

The Presentations

Paul Cantrill from the Wales Cooperative Centre outlined the characteristics of a robust consortium which should have a clear purpose and membership, stated values and a set of rules. A consortium may also need a plan with objectives and a business model. Consortia have relationships, both internal and external and need management arrangements. Investment of time and money is necessary.

The potential for collaborative bidding for projects was discussed along with the strategic rationale for it which included: securing funding; winning competitive tendering; anticipating the changes to the funding landscape; developing new revenue streams; accessing new markets through a more comprehensive offer; consolidating geographic markets to provide a local offer with transparency of intent; to fill a market gap/meet market need; to create a coordinated approach to service delivery to develop new assets; to develop joint business/projects and to influence policy.

Conditions necessary for a successful consortium include the recognition of the need to collaborate in the first instance then identifying the right partners and an understanding of partners' capabilities, strengths and complementary skills. Other elements to success are: trust, having similar values, ethos, style and quality standards, maintaining a non-competitive environment, a commitment to

sharing, excellent communication between members, simple processes, clearly set boundaries and clarity about roles, shared workloads, maintaining momentum and honouring agreements were other key elements to successful consortiums.

The Joint Bidding Guide developed by Welsh Government, Wales Co-operative Centre and Wales Council for Voluntary Action (WCVA) was outlined. This is aimed at both private sector businesses and social enterprises and is a practical toolkit to aid the success of consortia bids. Guidance for both the supply and the buy side are available and there is an online resource⁷.

Catherine Miles from Snowdonia Active explained how the organisation began their operations as a result of the foot and mouth crisis in 2001. It is a model of how disparate businesses with disparate aims can work together in a region. They have a web portal and act as directory; they bring together people who would not normally be competitors in order to maximise business potential. An example was a fish and chip shop linking with mountain walking enterprises. The message was that dialogue must be across the whole heritage construction sector, and beyond: lateral thinking and synergy with other sectors and agendas would be beneficial. Through working together the heritage industry could have a stronger voice to advocate change in the industry and promote a stronger future.

Trevor Francis, the chair of WTBF - the Welsh Traditional Building Forum, formerly, the Welsh Traditional and Sustainable Building Skills Advisory Group (WTSBSAG) was founded and funded by CITB (Construction Skills) and supported by many private, public organisations, large and small. It is intended to be a pan-Wales, fully inclusive organisation. The presentation outlined the work of the group, which is to act as a body to promote the development of skills and provide support through education, advocacy on national construction committees and information sharing. WTBF has a website which includes a directory of skilled craftspeople, courses and information on looking after old buildings as well as links to other organisations and events. Trevor spoke about the knowledge and skills involved in appropriately maintaining and restoring old buildings and the large number of such buildings in Wales as well as the inappropriate and often catastrophic use of modern materials and techniques.

Activity

There was more variation in priorities amongst the delegates in the ranking exercise on Collaboration and Networking than in the Training and Skills exercise.

Higher priorities

- *Creating a lobbying body for heritage building in Wales, one that can work across the political spectrum: lobbying for funding, for education and skills and generally more recognition of the sector.*
- *Through networking the industry will be better able to engage with other agendas such as regeneration and tourism.*

⁷ www.wales.gov.uk/jointbidding

Other priorities

- *A strategy to engage with specifiers and planners needs to be included in any networking activities and on the agenda of any group or organisation.*
- *Tenders can be written collaboratively - we can put in bids together for work. This will be an advantage: more resources, more and wider pool of expertise and experience and also more financial backing and security. It is important to keep money in Wales.*

Summary of the Discussions

It was felt that networking and collaboration are essential to meet the future aims of the sector.

People felt there was a need for a formal body in Wales to lead and coordinate marketing, communications and lobbying to raise the profile of Heritage Building, and provide a unified voice for the sector.

Many find it hard to make time to attend meetings, and therefore different ways of working together and networking should be explored. Most people were keen to have an annual conference, and there was a suggestion that the public be invited. People wanted actions to emerge from these events and to be kept informed as to how these were being followed up.

The Wales Traditional Sustainability Building Skills Advisory Group (now WTBF) was seen by some as a high priority and by others as a low one. It was seen as a useful organisation by those who knew about it, but many others had not heard of it. There is some work to be done in clarifying its role and raising its profile. It has the potential to bring people within the industry together and to represent them and ensure wider public knowledge of appropriate maintenance and repair of old buildings.

Existing collaborations with colleges vary, with some being excellent. The models of excellence should be looked at.

The sector should work with or communicate with careers advisers, skills gateway and the job centres.

Greater collaboration with the Welsh Government, particularly Cadw, would help develop best practice, cross sector working, marketing and brand development in particular. Should Cadw be sponsoring or funding this event annually?

Communicating with and developing relationships with commissioners and those procuring work is essential, particularly to ensure that they understand the heritage assets of Wales more comprehensively, and the way that those assets should be looked after.

More than one centre in Wales was suggested, possibly one in each region or even county. Many felt that a physical centre(s) was not essential.

There was a need for a common brand - NHTG for example.

A website portal for collaboration across all building sectors in Wales not just heritage, also a portal to share and inform about best practice was advocated. There is a role for an IT coordinator / specialist to collate all best practice and information. A considerable amount of advice and guidance exists and there is a need to put it on a one-stop website; social media could also be employed. Is this a role for WTBF?

NHTG have a training database - could this be used more? Who will take on the roles that this group has been fulfilling in the future?

Networking and collaborating between those in the heritage building industry is vital and needs to be carefully considered as it can be done to meet different aims from shared funding bids, working together and sharing best practice and for lobbying and awareness raising purposes.

Creating consortia for tendering and extending business opportunities is different from building a network to influence, to promote heritage building and support its practitioner; therefore different approaches, strategies and techniques may be needed for these. A cooperative of heritage building companies would allow them to tender as one and enable them to compete with big companies and remove the need for an intermediary agency.

Collaborating on bids and procuring was problematic. Delegates could see how it was in their advantage but struggled to see a way forward because collaborations were difficult to do in practice, even though there would be advantages in winning tenders. Leadership is an issue.

Some felt that collaborating with mainstream construction companies was impossible due the different ethos, ways of working, quality issues and time scales, but there may be merit in looking at links with Alliance for Sustainable Buildings Materials (ASBP).

Is it feasible to have a Wales Newsletter for the sector? Could it be bullet points and links in an email? Or is it worth exploring other possibilities? One of the key functions of this would be to alert people to opportunities for work or funding.

A strategy to engage with specifiers and planners needs to be included in networking activities and on the agenda of any co-ordinating group. This was felt by some to be a priority, and linking with England and Scotland at different levels was advocated.

People did not feel as if owners of old buildings (listed and non-listed) needed to have an education and information network, as such.



Table discussions at Llandudno

Moving Forward - Conclusions from the Conferences

The Conferences

Bringing people together was excellent; the mix of delegates from apprentices, trainers, employers, commissioners and statutory organisations gave rise to interesting discussions as people expressed and shared their different interests and perspectives. Organising activities so that groups were comprised of a mix of interests worked well, ensuring wide ranging discussions. The combination of speakers and activities also worked well and the guest speaker and site visits were appreciated and enjoyed by delegates. An evaluation questionnaire was sent out and the responses analysed to inform future events.

The presence of this broad cross-section of industry representatives at the Conferences enables the Tywi Centre to be confident that the conclusions drawn from discussions and activities are representative of the heritage industry in Wales.

Future events could look more closely at where current stakeholders have broader influence with regard to educational and commissioning policy and practice, and examples of training and initiatives from European countries should be looked at.

Priorities

Public Education

There is a shared ambition to raise awareness of the importance of old buildings and the work needed to repair and maintain them using appropriate materials and methods. This will stimulate greater demand for traditional building skills and consequently increase the viability of running training courses. The issue of raising awareness permeated the conferences. This included awareness through education for:-

- Those delivering and designing training and skills in colleges and higher education
- Local government - for example, with regards to listed structures and their protection
- Specifiers
- Planners
- Home owners (who need to understand appropriate materials and methods, timescales and costs).
- Commissioners and tender writers
- Contractors such as electricians
- Career advisers

The need to better articulate the wide range of 'value added' that is linked with heritage building was expressed. Distribution of Information Packs which are statutory and linked to purchasing traditional buildings (conservation management plans in their own right) was one suggestion.

Working with the Education Sector

Working with the education sector from primary schools to postgraduate courses was strongly advocated. How do we educate the client, the purchaser, and the designers? How do we begin engaging with the Higher Education sector to influence courses such as architecture degrees? These questions need to be addressed.

Ideas included outreach activities, and the development of imaginative teaching materials linked to curriculum requirements across topic areas, such as sustainable development and environment and maths. For example: linking maths with structures; asking children to find out about their own homes would improve understanding about buildings and the materials they are made of' an 'App' for heritage building, similar to 'minecraft' with the 'reward' being to build something that is robust could be developed.

The need to understand *why* the heritage approach to building was important preceded other actions. This starts with educating young children about houses: materials and methods and also the possibilities of becoming a master craftsman, and the benefits of developing a very specific skill.

It was felt that exploring the situation and possibilities within the FE framework could be useful. Embedding heritage training and education within FE Colleges would assist in engaging the next generation of construction workers in the opportunities available in the heritage sector.

Skills - Training and Apprenticeships

Training the suppliers of materials and building products and those involved in procurement, as well as increasing apprenticeships and training more trainers was advocated. Apprenticeships need to be longer but there are constraints on colleges. Loss of quality as a result of short courses was a big concern. Quality over quantity was emphasised.

With the Welsh Government Framework for Co-investment in Skills⁸ in place, the need for companies to contribute to apprenticeship schemes seems inevitable. This is across all areas and at all levels up to Foundation Degrees. Small companies are possibly unfairly disadvantaged in this.

The role of CITB and particularly its grants and apprenticeship scheme needs to be better understood within the heritage sector. Greater support and advocacy from CITB would help to improve the perceived lack of inclusivity, and could help the smaller organisations to benefit from funding for training. Only those companies registered with CITB can currently benefit from training grants and there are limits to registering with CITB: a company has to be in-scope and employ at least one person (i.e. not a sole trader). Particularly within the heritage industry this poses some challenges as many heritage building works undertaken are not eligible i.e. they are carried out by Cadw or St Fagans (not in scope) or by sole traders. Currently companies not registered with CITB cannot participate in the bursary scheme.

A suggestion was to work with colleges to develop the curriculum to include heritage, however ensuring quality through the use of specialised trainers is essential. Advertising courses to a wider audience and raising their profile was important.

The retired workforce could be going into schools and colleges. Coleg Sir Gar will be promoting professionals into the classroom in the future.

Teaching modern and traditional skills alongside each other right from the beginning was advocated.

Communications, Marketing and Lobbying

To achieve all of the above, it will be important to consider how the work of the sector is communicated and marketed to ensure a better understanding of the field, its achievements and ambitions and how it links in with other agendas.

Raising awareness and communicating with a unified voice to ensure coherent key messages underpin all developments needs to be looked at strategically.

Raising the profile of the sector and influencing decision makers, clients and funders is vital. Employing people with expertise might be more expedient and effective than developing the skills internally. Examples of good practice locally and globally should be looked at, particularly the use of social media.

⁸<http://gov.wales/docs/dcells/publications/141120-framework-for-co-investment-in-skills-en.pdf>

It is vital that the dissemination of good practice is taken seriously. There are those who are skilled communicators and those who are adept at using social media to inform and promote heritage building; the sector must take this forward. The Tywi Centre could take a lead or co-ordinate this. Ideas include a YouTube channel and greater use of twitter and Facebook. Making links with campaigning journalists is an action to move this forward.

Training/skills and education (knowledge and understanding) are often seen as separate. However discussions showed that this is a false dichotomy and that there are benefits in taking a more holistic approach. People, at all levels need to have some understanding of basic principles: to understand the reasons why heritage is important, why this approach is appropriate and sustainable.

Creating a coherent, identifiable and strong identity for the sector is important, aligning heritage requirements with considerations such as energy efficiency and modern living; making it relevant to contemporary construction and priorities.

Word of mouth is the most common way of getting work for small heritage building companies, and it would be good to be part of a more strategic marketing approach that promotes and communicates messages from the sector as a whole.

An overarching strategic approach is needed to address the many challenges and opportunities identified at the conference. Who will take the lead with this?

The point was made that the status of professions in construction is low, and this needs to be tackled.

Two thirds of building stock in Britain is classed as "old" not just pre 1919. It is not niche - it is mainstream. The words 'heritage' and 'traditional' are misunderstood; it can include sensitive and sustainable building as well.

An all Wales strategy for Heritage Building, a cohesive plan for the future of the sector could be developed. It would be a holistic and all encompassing strategy.

Business - Funding, Procurement and Commissioning

Funding mechanisms to support the development and delivery of heritage qualifications within mainstream training organisations need to be identified. Likewise business and procurement skills need to be identified, in companies and across the sector. There is a balance between investing in developing these skills within a single company compared to creating a pool of expertise for the sector to support bid and tender writing. These are specialist skills and take time to develop. It is difficult for small and micro businesses to dedicate the time to learn about tendering processes and to complete applications. It is suggested that identifying people with this particular expertise is needed and a mechanism for supporting small business and up-skilling professionals is explored. The Wales Cooperative Centre does have this supporting mandate.

There are many barriers to tendering for small businesses. It is often necessary to have a principle contractor to take responsibility because issues such as insurance are complex and PQQ's can be difficult for SME's.

Contracts are being given to large companies and those operating outside Wales. It was felt that commissioners should prioritise the smaller local business. Big companies win contracts, then subcontract to small companies - to their disadvantage. This problem can be addressed through structures, skills and business expertise in Wales so that Welsh businesses are more competitive. Investment is needed for this; it is a political issue that needs to be raised with government.

There is a tendency for the cheapest tender to win. It is important to lobby and educate local authorities as to their critical stewardship role, and how this links with procurement. Practical training outcomes should be built into specifications to add weight to this benefit. A Training Toolkit has been developed by NHTG to help with this.

Developing business skills courses and also sharing good practice and skills should be looked at. There is a need to support companies to get onto the preferred suppliers lists with Welsh and local Government. Entrepreneurship, project management, and financial management are some of the skills needed in companies but it is a question of how much employees should be trained to develop these or would it be more effective to buy-in expertise?

Different models of operating were discussed and many noted the positive aspects of the one used by the Gwrych Trust⁹, who, employ consultants who then put the money back into the trust.

Procurement is a big issue that needs collaboration with others involved in building such as plumbers and electricians and also collaboration between heritage building companies and consultancies.

Creating a market through awareness raising is a priority. This involves working with homeowners, ensuring that they know about traditional methods and materials, and that they have access to trained craftspeople.

Other elements within the procurement process which are part of community benefit requirement could include not just taking on an apprentice but could be open days, site visits, workshops, tours of sites etc.

What is CADW's role with local authorities and procurement?

Strategic Integration - Linking to other agendas - the Big Picture

It is important to make the connections between heritage building and the interests of tourism, hospitality and urban, rural and economic regeneration. The importance of the impact of traditional buildings on the wider landscape is generally not recognised i.e. when individual old buildings are left to decay or are adapted in an inappropriate way entire traditional landscapes can be lost and this will affect tourism and inward investment.

Stronger and more visible links with the Renewable Energy and Low Carbon agendas should be made.

⁹<http://www.gwrychtrust.co.uk/>

WTBF could be a body that takes on many of these issues. It could take a strategic role in finding out the main issues and concerns in Wales and turning them into positive actions.

Working with Constructing Excellence Wales to develop a pilot scheme around local government contracts and local government suppliers was suggested. They are already doing a lot of work on community benefit clauses.

Roles, Responsibilities and Relationships

What is the role of WTBF and the Tywi Centre in taking these agendas forward? The gap left by NHTG now needs to be considered and also the role of CITB in Wales and their priorities and relationship with the sector.

What can Cadw do? Could they make other trades aware of Heritage buildings' maintenance requirements; provide more engagement and training such as talks on current projects; do more to promote the use of appropriate building materials and repairs; ensure all listed buildings officers and conservation officers sing from the same hymn sheet; insist upon a carded workforce for heritage building works; fund an annual building contractors network event? They need to be at the centre of all conversations.

Greater collaboration between people working in the industry and CITB should be encouraged. This will enable the industry to express their support for the development of appropriate training initiatives such as the Level 2 pathways, and to identify ways in which CITB can better assist the smaller heritage industry contractors.

Is there merit in creating a Welsh or an international institute of heritage building training?

What is the role of the church commissioners as major stewards of old buildings?

Miscellaneous

CSCS cards were often mentioned with disagreement as to their value. How do we start moving towards making a Heritage Card a requirement for working on large heritage projects?

WTBF should raise its profile and produce more information which is accessible and visible.

Use of terminology and language is important. Heritage, Traditional, Sustainable, Ecological - these are all used and at times interchangeably. Each word or term has different connotation and conjures up different images, understanding and conceptions. It is recommended that this be considered at future events.

There is a concern about the quality of those coming out of colleges. Mark Bodger stated that he hoped Wales, in terms of funding apprenticeships would prioritise quality not quantity. Quality of training is an issue.



Questions and Answers at Cardigan

Next Steps

There needs to be a way of co-ordinating the range of stakeholders to create shared strategies and actions to promote and sustain the sector. This may be the role of an existing organisation or new consortium, but the leadership role must be picked up urgently. Other priority tasks include:-

- coordinating clear messages to promote awareness
- raising the profile of the sector with the public, funders, and anyone with an interest in old buildings
- lobbying for specialist training, lobbying for mainstreaming of heritage and for financial support
- ensuring connections are made with other sectors, such as tourism and the green agenda
- making the case to government and other funders that the preservation of old buildings in Wales is a significant economic consideration
- Working with decision makers to ensure heritage is factored into further education priorities and that there is investment in it
- developing an education strategy building on the recommendations above
- developing work around procurement, engaging with specifiers and planners to a) ensure accurate and knowledgeable specifications b) use tendering as a tool to encourage training and apprenticeships c) identify the community benefit from smart procurement.
- ensuring business support for heritage skills through training in tendering and creating consortia and in supply chains
- exploring possibilities to pool resources to buy-in tender writers and other business support
- mapping where heritage understanding is located across all formal and informal training and learning opportunities; where, in existing curricula, more information could be included
- benchmarking against how heritage skills are promoted and developed in other countries

An annual cross sector gathering of stakeholder is recommended, to review these actions and discuss ongoing developments.

APPENDICES

Appendix 1

Dydd Gwener 20^{fed} & dydd Sadwrn 21^{ain} Mawrth 2015
Friday 20th & Saturday 21st March 2015

Gwesty'r St Georges Hotel, The Promenade, Llandudno, Conwy LL30 2LG

RHESTR MYNYCHWYR • DELEGATE LIST

ENW • NAME	CWMNI • ORGANISATION
James Arblaster	
Richard Baddeley	Colwyn Bay Townscape Heritage Initiative
Mark Baker	Gwrych Castle Preservation Trust
Carol Banbury	Heritage 2000
Jake Basford	Gwrych Castle Preservation Trust
Kaz Bentham	
Mark Bowen	Andrew Scott
David Bruno	Just Lime Ltd
Sam Buckley	Stormflex
Helena Burke	Canolfan Tywi Centre
Paul Cantrill	Wales Cooperative Centre
John Chambers	
Cathie Clarke	National Heritage Training Group
Steve Cleeton	
Adam Cogan-John	
Orion Cotton	
Mike Curry	Phillips & Curry Ltd
Tracy Curry	Phillips & Curry Ltd
Billy Davies	Tree & Sons
Peter Ekins	Wales National Roofing Training Group
Jill Fairweather	Cadw
Alan Flood	E I Flood & Sons
Bill Flood	E I Flood & Sons
Stan Flood	E I Flood & Sons
Matthias Garn	Matthias Garn Master Mason & Partner
Judi Greenwood	Colwyn Bay Townscape Heritage Initiative
Nell Hellier	Canolfan Tywi Centre
Harry Higgins	
Mike Higgins	Trowel Works
Fran Hughes	
Lesley Hughes	Wales National Roofing Training Group
Alyson Jenkins	Facilitator
Nico Jenkins	
Rhys Jenvey	
Mike Jervis	Coleg Llandrillo College
Daniel Jones	
Elgan Jones	SPAB
Stephen Jones	Cadw
Richard Jordan	Heritage Crafts and Building Skills Centre Ltd
Dave Jump	Cyngor Sir Ynys Môn / Anglesey County Council

John Lovell	
Ceri Loxton	The Natural Building Centre
Sarah Martin	
Jamie McNamara	Canal & River Trust
Catherine Miles	Snowdonia Active
Joe Moriarty	Just Lime Ltd
Karen Morton	Facilitator
Kelly Murray	
Luke O'Hanlon	
Neal O'Leary	Cadw
Mandy Perriman	Third Response
Bertie Playle	
Chris Plummer	Canolfan Tywi Centre
Ruth Rees	Canolfan Tywi Centre
Ross Richardson-Davies	
Gareth Roberts	Georgian Group Cymru
Andy Rowlands	Wales National Roofing Training Group
Kibby Schaefer	Matthias Garn Master Mason & Partner
Ned Scharer	The Natural Building Centre
Tom Smith	
David Somerfield	Heritage 2000
Gwyn Toutt	
Nigel Vaughan-Parry	
Morien Vernon-Jones	
Paul Walters	Just Lime Ltd
Helen Whitear	Adfer Ban a Chwm
Gill Wickenden-Bell	
Janet Wilding	St Fagans Natural History Museum
Damian Williams	Timeless Trowel
Gareth Williams	CITB
Ieuan Williamson	
Gary Wise	
Daniel Wyn Davies	
Gareth Wyn Roberts	

Dydd Gwener 11^{eg} Medi 2015 • Friday 11th September 2015

Castell Aberteifi • Cardigan Castle

RHESTR MYNYCHWYR • DELEGATE LIST

ENW • NAME	CWMNI • ORGANISATION
Adam Cogan-John	Just Lime Ltd
Alan Jones	Pembrokeshire Thatch and Carpentry Services
Alyson Jenkins	Facilitator
Andrew Davies	Towy Projects
Andy Galienne Smith	Heritage Building Maintenance
Andy Rowlands	Wales National Roofing Training Group
Angela Hughes	Canolfan Tywi Centre
Cathie Clarke	National Heritage Training Group
Ceri Loxton	The Natural Building Centre
Chris Knipe	Bursary Student

Chris Wright	The Lime Company of West Wales Ltd
Dan Jones	Bursary Student
Daniel Lawrence	Bursary Student
Dave Howells	Coleg Sir Gar
David Fitzsimon	Pembrokeshire County Council
David Somerfield	Heritage 2000
Gary Wise	
Gerald Naylor	Coleg Sir Gâr
Gill Wickenden-Bell	
Helen Whitear	ABC
Helena Burke	Canolfan Tywi Centre
Huw Francis	Taliesin Conservation
Jamie Fowler	Bursary Student
Janet Wilding	St Fagans National History Museum
Jill Fairweather	Cadw
Joan Tamlyn	John Weaver (Contractors) LTD
Joe Moriarty	Just Lime Ltd
John Munro	The Traditional Building Skills Company Ltd
Julian Baker	Bursary Student
Karen Morton	The Capability Company: Facilitator
Lesley Hughes	Wales National Roofing Training Group
Mark Bodger	CITB Cymru Wales
Max Hollins	Heritage Building Maintenance
Nell Hellier	Canolfan Tywi Centre
Nigel Gervis	Ty Mawr Lime Ltd
Paul Walters	Just Lime Ltd
Poppy Potter	
Richard Chandler	The Lime Company of West Wales Ltd
Rory Thomas-Stone	Bursary Student
Sam Hale	Ty Mawr Lime Ltd
Taran Booth	Taliesin Conservation
Teresa Phillips	CITB
Terry Edwards	John Weaver (Contractors) LTD
Tom Duxbury	Canolfan Tywi Centre
Tom Smith	
Trevor Francis	Welsh Traditional Buildings Forum

Appendix 2

THE FUTURE OF HERITAGE CONSTRUCTION IN WALES

★ TRAINING • COLLABORATION • MAINSTREAMING ★

Friday 20th – Saturday 21st March 2015

St George's Hotel, Llandudno

PROGRAMME OF EVENTS

FRIDAY 20 th MARCH 2015	
9:00am	Registration & coffee
9:45am	Practicalities and Introductions
	Tywi Centre - Introduction Nell Hellier, Manager, Tywi Centre Alyson Jenkins, Project Evaluator
	Session 1 – How do we keep Heritage Construction on Wales's Construction Agenda Billy Davies, Tree & Sons Mark Bowen, Managing Director, Andrew Scott's
	Table Activity 1 To explore areas of work and aspirations in taking the industry forward
11:25am	Break
11:45am	Feedback
	Session 2 - How do we make Heritage Skills Training Sustainable? Gareth Williams, Qualifications and Careers Manager, CITB Wales Mike Jervis, Head of Construction, Coleg Llandrillo Cathie Clarke, General Manager, National Heritage Training Group
	Q&A Session – all the morning speakers to take questions
1:05pm	Buffet Lunch
2:00pm	Site Visits <ul style="list-style-type: none">Colwyn Bay Townscape Heritage Initiative, courtesy of Judi Greenwood, Colwyn Bay Townscape Heritage Initiative Project Manager, Conwy County Borough CouncilGwrych Castle, courtesy of Gwrych Castle Trust
Approx 6pm	Delegates return
8:00pm	Dinner with Guest Speaker - Matthias Garn, Master Mason and Carver

SATURDAY 21st MARCH	
9:15am	Welcome back
	Session 3 - Collaboration & Shared Approaches Paul Cantrill, Business Advisor, Wales Cooperative Centre Catherine Miles, Snowdonia Active
	Q&A session
	Table Discussions
11:00am	Coffee
11:20am	Open space forum This is a forum where issues are identified by the participants - somebody takes a lead and gathers others interested in that theme to discuss and record actions
12:00pm	Summary feedback from the whole conference Tension, issues, positives, moving forward
12:30pm	Lunch
1:30pm	Moving forward gathering - actions to take forward from the conference. Session for delegates who wish to commit time and energy to the process
2:30pm	Close

THE FUTURE OF HERITAGE CONSTRUCTION IN WALES

★ TRAINING • COLLABORATION • MAINSTREAMING ★

FRIDAY 11th SEPTEMBER 2015

CARDIGAN CASTLE, CARDIGAN

PROGRAMME

9am	Registration & Tea / Coffee
9:45am	Practicalities and Introductions : Alyson Jenkins / Karen Morton Tywi Centre - Introduction Nell Hellier, Manager, Tywi Centre
10am	How do we keep Heritage Construction on Wales's Construction Agenda Andrew Davies, Towy Projects Joan Tamlyn, Business Development Manager, John Weaver (Contractors) Ltd How do we make Heritage Skills Training Sustainable? Speaker from Construction Industry Training Board (CITB) Gerald Naylor, Coleg Sir Gâr Cathie Clarke, General Manager, National Heritage Training Group
11:15am	Break
11:35am	Feedback
	Q&A Session – all the morning speakers to take questions
12:15pm	Table Activity 1 To examine the training and skills development priorities
1pm	Buffet Lunch
2pm	Collaboration & Shared Approaches Paul Cantrill, Business Advisor, Wales Cooperative Centre Trevor Francis, Chairperson, Welsh Traditional Buildings Forum
2:30pm	Table Activity 2 To examine the delegates priorities around collaboration and networking
3:15pm	Open space forum This is a forum where issues are identified by the participants - somebody takes a lead and gathers others interested in that theme to discuss and record actions
3.45pm	Tea / Coffee
4pm	Summary & Close
4:30pm	Tour of Cardigan Castle

Appendix 3 - Theory of Change Model

