



Energy Training for Construction Workers for Low Energy Buildings

BUILD Up Skills QualiBuild



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1.0 Executive Summary

The QualiBuild project is part of the EU's Build Up Skills programme which is aimed at up-skilling the construction work-force across Europe, particularly with regard to energy efficiency in building construction. The Build Up Skills Ireland (BUSI) project which preceded the QualiBuild Project identified the need for enhancing the knowledge of construction workers in Ireland and of those who train them. A key finding was that *'at operative and craft level, all workers involved in building construction and renovation will require training'*. It also identified the need to develop a mechanism or register, through which those with the required knowledge and skills could be identified and acknowledged by others in the construction sector, or those who would require their services.

The QualiBuild project which was a response to the BUSI review, was, therefore, primarily focused on three key areas. First, the design and piloting of a training programme – Foundation Energy Skills (FES) - for construction workers to upskill their knowledge in energy efficiency and associated construction techniques. Second, the development of a course to train-the-trainer and upskill those charged with delivering the FES programme. Finally, the development and piloting of a skills register for construction workers. While these were the three key elements of the project other important elements relate to future national roll-out, communication and promotion.

To create a credible national register one must first know what such a register usual looks like, what information they contain and how they are managed. This report (meeting Deliverable D4.1) addresses this issue. A detailed review of all of the Irish registration bodies in the broad area of the construction industry in Ireland has been completed and a comparison matrix developed. Although the review was primarily at national level, it did review a number of EU examples and one from outside of the EU also for comparison. This has been presented to the consortium and also to the Steering Committee for review. The analysis was then presented as part of industry-focused workshops in seven locations in Ireland and feedback received.

This work forms the basis of the development of the Construction Worker Skills Register, presented in report D4.2, which is now available to all construction craft workers with access to the internet.

2.0 Task 4.1 Review Existing Registration Systems

2.1 Aim/Purpose of report

A detailed review of all of the Irish registration bodies in the broad sense of the construction industry in Ireland has been completed and a comparison matrix developed. This has been presented to the consortium and also to the Steering Committee for review. Although the review was primarily at national level, it did however look at a number of EU examples and one from outside of the EU also for comparison.

Work package 4 is primarily focused on the suitability and inclusion of having a Registration of Craftworkers in Ireland. The current numbers involved in the Industry total approximately 60,000 people and to date there are but a few registers for this cohort, mainly in electrical and plumbing/heating only.

2.2 Objectives

The objectives of this work package are to

- Review all the national existing Registration Systems
- Develop a suitable and appropriate Registration System model
- Consult at national level the proposed registration
- Pilot the proposed model developed
- Explore the future development opportunities of the register

2.3 Scope of document

This report deals with the registration system only but is produced with the complete background awareness of the work taking place within the other work packages and also the awareness of the evolving Building Control Act that is impacting hugely on the current Industry. The registration system development is very much an integral part therefore of not just the QualiBuild programme but on the overall Construction Industry and has been the subject of many discussions and meetings in trying to resolve some key challenges.

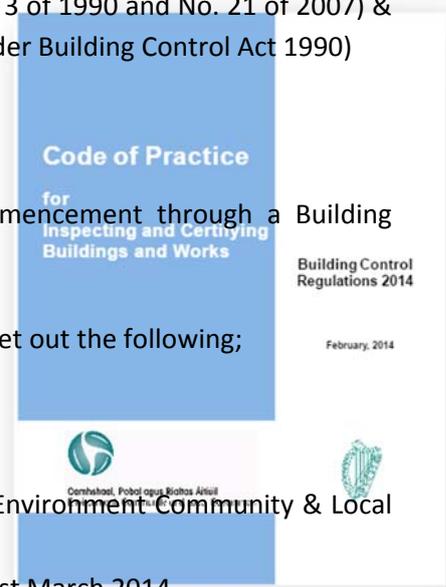
2.4 National perspective

The following information is important in placing the challenges faced (in work package 4) in perspective and gives the national view and outlook of the current Construction Industry and also, and perhaps more importantly the future of the Industry but, remembering where we have come from also.

2.5 Evolution of the Irish Building Control System

- Dublin Corporation etc Bye-laws (Prescriptive) 1880. (Ceased to have effect after 31 May 1992)
- 1990: Building Control Act, 1991: Building Regulations and Building Control Regulations

- 1992: Commencement of Current Regulatory regime
- 1997: Regulations revised/consolidated
- 2007 Building Control Act – Registration of Titles
- Strengthening the Building Control System from the Department of Environment, Community & Local Government (DoECLG) in April 2012
- Covered by the Building Control Acts of 1990 and 2007 (No. 3 of 1990 and No. 21 of 2007) & (S.I. No. 9 of 2014 –Activating Certificates of Compliance under Building Control Act 1990)
- Technical Framework for Building Control Authorities
- Future emphasis to be placed on:
 - Registration of Builders and Contractors
 - Electronic lodgement of design drawings at Commencement through a Building Control Management System (BCMS)
 - Register of Approved Certifiers;
- Building Control (Amendment) Regulations 2013 [BC (A) R] set out the following;
 - Appointment of Competent Builders
 - CIRI Registration Number for Registered Builders
 - Code of Practice for Inspecting and Certifying
- S.I. No. 80 of 2013 signed into law by the Minister for the Environment Community & Local Government,
- Later Superseded by S.I. 9 of 2014 and came into effect on 1st March 2014.
- The Supporting COP issued February 2014 Statutory Instrument S.I. No. 105 of 2014



2.6 Present Construction Sector

- The sector employs 96,300 people directly, accounting for 5.2 percent of total employment, and indirect employment of circa 48,000
- The sector is fragmented, as is the case globally and occupationally diverse.
- The majority of employees are involved in construction trades (c. 60 percent) with the remainder occupied across a range of other professional services and other activities.

2.7 Construction Industry Federation (CIF)

The Construction Industry Federation (CIF) was invited by the DoECLG to submit proposals, relating to a voluntary registration process for builders and contractors. The proposal put forward, developed and operated by the CIF is the Construction Industry Register Ireland (CIRI). This comprises the following;

- Construction Industry Registration Board
- Complaints and Appeals Committee
- Executive and Administration Office

The register is designed for all construction practitioners and will include annual registration, included are;

- Main contractors and builders who deliver overall projects
- Specialist contractors and sub-contractors who deliver overall projects and/ or elements of projects
- Other trades who may be engaged by other contractors, sub-contractors or by domestic clients

3.0 Task 4.2 Registration System Model Development

A working model was developed from the completion of Task 4.1 which was presented to the management committee. This model was also used as a discussion topic during our national consultation process. In conjunction with this a document entitled ‘Registration System for Craftworkers-Addressing the key questions’ (Appendix A) has been produced and presented to the consortium. This document deals with the following key questions;

- Why should craftworkers need to register?
- What advantages do registration systems have?
- What would be seen as a reasonable cost for registration?
- What role should employers play in registration?
- For what period of time should a person stay on a registration list before it becomes renewable?.
- What are the minimum entry requirements necessary for craftworkers to meet, before registration?
- Who should manage the proposed registration system?
- By what means should registration occur?
- Identify suitable CPD programmes.
- How do we deal with non-officially certified craftworkers currently working in the areas in industry?
- How can one distinguish/differentiate between registered and nonregistered craftworkers on site?
- Are there implications for industry partners?

A further SWOT analysis (Appendix B) addressed the following questions which informed the final decisions on the proposed model developed;

1. What are the **strengths** of existing registration systems applicable to the proposed registration system?

2. What if any are the **weaknesses** of some or all of the existing systems?
3. Are there **opportunities** for registered craftworkers, outside of that already identified?
4. Does registration pose any **threats** to Industry/Organisations/Bodies or Individuals?

3.1 Proposed model

A proposed model in Figure’s 1 and 2 was developed and presented to the management committee. The following figures show partial screenshots of the proposal, which was successfully used at the national consultation events as a form of engagement and explanation of the register and can be further scrutinised in Appendix C.

Construction Industry, registration systems (Internatinal & non EU)													
	Organisation	Numbers	Year set up	Title	For whom	Legislation (Act/Regulation)	Method	Process	Quality Assurance	Code of Conduct	Attendance	CPD/online /hours	Is registr Renewabl and peritme
Group Proposal	APC	30000 plus	2015	Association of Professional Craftworkers	all craftworkers in the Construction Industry	Not directly, but possibly in the future	Online and (hard copy for first time). Renewable online only	Applicatio n sent for validation or verification	Inspectors able to visit courses being delivered	Yes. For trainers and registered personnel	No	Yes. 10 hours per annum	Yes. Ann
	APCI			Professional Craftworkers Association of Ireland									
	PCAI			Professional Craftworkers Association Ireland									

Figure 1 - Screenshot of partial proposed model

Attendance	CPD/online /hours	Is registration Renewable (Y/N and	cost involved (approx)	interviews	Entry requirements	work experience	Managem ent of system	Audits	Consumer protection	Recognitio n on site	Award	Ethics	Membership	Route
No	Yes. 10 hours per annum	Yes. Annually	150.00 175.00 1100.00 Free option	Possible	1. National Craft Certificate 2. Junior & Senior Trade Certificate 3. City & Guilds 4. Other recognised qualifications from UK, EU and worldwide	Yes- experience guidance procedure	Board. Executive and regional structure	Independent audits	Website listing of professionals Dispute resolution mechanism	Identification card	Dated Identity card	?	Apprentice Specialist area Full craftworker RPEL/RPL	2 identifiable routes a) Qualified and b) Nonqualified

Figure 2 - Screenshot of partial proposed model

The proposed model was presented on a large poster rollout at all of the events as seen in Figure 3. This provided an opportunity for the delegates to gather around and delve in more detail, into the issues involved or concerns that were envisaged. Finally I believe that we have defined what a registration system for construction workers should have at its core or philosophy and the mechanisms that are required to achieve and implement such a register.



Figure 3. Large poster of proposed model, being presented to delegates at the Sligo workshop.

3.2 Key Challenges for Registrations

There are many challenges facing the Construction Industry since the collapse of the sector and it is now quite a different sector since that collapse in 2008 with a large emphasis on ‘Lean Construction’ and this in a time of very stringent Building Control regulations therefore the Industry could be said to be in a ‘state of flux’ presently. There are also the following challenges;

- Many individuals have left the sector to gain employment/retrain in other sectors, through emigration, or through retirement.
- Overall, this points to a significant skills drain as expertise is lost to the sector and skills are not being maintained.
- The sector employs 96,300 people directly, accounting for 5.2 percent of total employment, and indirect employment of circa 48,000
- The sector is fragmented, as is the case globally and occupationally diverse.
- The majority of employees are involved in construction trades (c. 60 percent) with the remainder occupied across a range of other professional services and other activities.

- The sector is comprised of over 40,500 enterprises, with the vast majority (96.7 percent) engaging less than 10 people. This is a significant challenge for the sector

3.3 Common Factors across all Registers

The full proposal can be further interrogated in Appendix C with a full list of the common headings identified for all of the existing registers.

- Legislative powers
- CPD requirement
- Entry requirements
- Consumer protection
- Recognition on site
- For whom
- Cost
- Duration of membership
- Website
- Different avenues of entry
- Code of conduct
- Numbers

3.4 Proposed Model

Having analysed the full review a directly relevant list was drawn up for the QualiBuild register. The following additional elements and drivers also had to be taken into account in the proposed model

- Cost
- Minimum entry requirements
- Management structure
- Dated identity card
- Different routes of entry
- National register
- Association of craft workers- Title/s
- Voluntary to mandatory
- Annual renewal

- CPD requirement
- Code of Conduct

The following key areas are currently being further developed within the registration system proposal. This drilling down into the finer details of the above headings is necessary to get a full understanding of the management of a national register.

3.5 Entry to the Register

- Craft qualifications
- Categories of construction worker e.g. G.O or craft specific
- Practical experience of working in construction,
- Completion of the FET training
- Knowledge and understanding of the construction regulations.
- Adherence to Code of Ethics and Member Obligations
- Commitment to CPD /ongoing training and development for renewal of registration
- An acceptable record

3.6 Quality Assurance Checks

Commitment that registered members:

- Only undertake works that they are competent to undertake and complete to a high quality of workmanship.
- Registered people to be competent to undertake the works for which they are engaged and know the limits of their expertise
- Adhere to delivered construction drawings where appropriate
- Understanding and cooperation with any inspection programmes in place both on-site and nationally
- When necessary, registered people may have to certify that the work carried out meets with the Building Regulations.

3.7 Consumer Protection

- Written quotations submitted to clients/contract
- For 'small works', full amounts or day rates given to client in advance
- Provide guarantees as to quality of workmanship in accordance with the contract
- Commitment to be on time
- Commitment to start and finish dates
- Commitment to use the materials quoted
- Commitment to appropriate behaviour on site
- Commitment to use materials as per manufacturer's instructions
- Commitment to respect others materials, equipment, systems, property etc..
- Commitment to explain the implications of their work on others
- Commitment to respect and uphold the QualiBuild logo and registration number
- Commitment to the promotion of 'Quality in Building' to their peers and apprentices

An elected board will be appointed to endorse the registration system and its processes; this could comprise members from Education, relevant Government agencies, Trade representatives from the different trade areas, SME's and private trainers. There will also be a requirement for an appeals and complaints committee whose decisions should be binding, to oversee such procedures

3.8 Member Information

- Name and address of Registered Member including craft area
- Contact Details updated
- Regional location
- If a Company- Registration No
- Website where applicable
- Period of time in business
- Qualifications in chronological order
- Specific trade area e.g. fitted kitchens, painter etc...
- Other non-craft area qualifications
- Testimonials where necessary
- Experience and competence skills

3.9 Member Obligations

- Code of Ethics to include:
 - Regulatory and Legal Compliance
 - Integrity and Disciplinary Compliance
- CPD Requirements annually or every two years to be confirmed
- FET completion

3.10 Challenges

Because of its non-statutory nature currently there is no ‘stick’ to say this is the law and it is the only way of being compliant and this is probably the greatest challenge

- Scale of the target (60,000+)
- Why register –what does it add?
- Making the Public aware of the significance of QualiBuild
- Credible registration process to be developed with the management structure in place
- Inspection and Monitoring process needs to be fully developed and coherent.

Task 4.0 Registration System Consultation

4.1 Desktop study

A robust desktop study took place prior to any consultation occurring around the country. The desktop study sought to identify contact details for the maximum number of construction workers nationally and collate their details to a central database. As this is a national project the key objectives identified for this section were to;

- Maximise the number of construction workers to be notified at regional/national level.
- Identify the key stakeholder cohorts i.e. industry, trainers, educational, government, etc.
- Identify key contacts in these bodies/organisations
- Seek permission to notify their members of the consultation workshops
- Develop a comprehensive database of contacts nationally

The methodology used to achieve these objectives was as follows;

4.2 Objective 1: Maximise the number of construction workers to be notified;

This involved the breaking down of the industry sectors into coherent and more manageable groupings making it easier to identify a lead person in each grouping that could reach out to large numbers in their organisations or under their remit.

4.3 Objective 2: Identify the key stakeholder cohorts i.e. industry, trainers, educational, government, professional bodies etc.

Some categories have different or a number of registers for example FAS/Solas have registers for Safe Pass and a host of Construction Skills Certification Schemes (CSCS) skills. This involved the identification of the different categories of construction workers that may be attached to a particular grouping including that of employer. The following information in Table 1 is a list of the main registration systems examined, however for the final consultation database the additional Table 2 was also consulted;

Table 1

No.	Category	Registration body
1	Electrical	AECI
2		RECI
3		TEEU
4		ECSSA
5	Engineering	EI
6		CABE
7		CIBSE
8	Surveying	SCSI
9		Building Surveyors
10	FAS/Solas	CSCS
11		Safe Pass
12	Architecture	RIAI
13	Independent	IGBC
14		CIOB
15	Construction related	MPDI
16		National Guild of Master Craftsmen
17		RGII
18		CSAI
19		Passive House
20		Professional tradesmen Limited
21		CIRI
22		OFTEC
23		CIPHE
24		HSA
25		CITA
26	ICW & BI	

27	NSAI	Registered cavity wall installers
28		Registered external insulation installers
29	SEAI	BER assessors
30		Registered Contractors
31	Individual Organisations	IBCI
32		ITFMA
33		NICER
34		AIEA

Table 1. Recognised registration databases examined

Table 2

35	Private Trainers	national
36	Manufacturers	national
37	Builders Providers	national
38	Educational Bodies	Solas
39		Institutes of Technology
40		Further Education Colleges
41	Construction	Companies
42		Individual contacts
43	Trade Unions	ICTU
44	Government Departments	relevant

Table 2. Additional 'non-registration' categories contacted

The examination and critiquing process can be further interrogated in Appendix C under all of the following headings;

- Organisation
- Numbers
- Year set up
- Title

- For whom
- Legislation
- Method
- Process
- Quality Assurance
- Code of Conduct
- Attendance
- CPD
- Registration renewal
- Cost
- Entry requirement
- System management
- Audits
- Consumer protection
- Recognition on site
- Award
- Ethics
- Membership
- Route

4.4 Objective 3: Identify key contacts in these bodies/organisations/departments

Initial information sheets about the register, were used as a source of introduction to all of the categories identified (Appendix B) and these were subsequently followed up with phone calls, emailing and sometimes visiting offices to get the contact person or a person responsible for forwarding information to their respective members. After the intervening contact period a further letter followed with the consultation workshop schedule (Appendix C) of events and information on how to register. Registration occurred in two ways 1) via the website at www.qualibuild.ie link and 2) by return email. The significance of using the website was that it provided added value to the overall project as it brought people through the QualiBuild website and raised greater awareness. On the days leading up to the events a further letter was sent to consolidate the existing registered members and to encourage others to register also (Appendix D).

The 5 workshops were hosted in November and December with one pilot event having taken place in DIT at the end of October to help in finalising the questions to be addressed. The locations for the events followed on from Pillar 1 consultation events as it was felt that this was advantageous for the following reasons

- we already had some known contacts in the regions
- all the locations have an Institute of Technology
- all have relatively large populations
- good geographical distribution as shown in Figure 4.

The events were hosted as follows;

Title	Date	Location
Pilot programme	20/11/2014	DIT, Dublin
Consultation workshop	24/11/2014	Crowne Plaza Hotel, Dundalk
Consultation workshop	25/11/2014	Tower Hotel, Waterford
Consultation workshop	26/11/2014	Clarion Hotel, Cork
Consultation workshop	29/11/2014	Clarion Hotel, Sligo
Consultation workshop	03/12/2014	Strand Hotel, Limerick
Consultation workshop	04/12/2014	DIT, Dublin

Table 3 Schedule for consultation workshops

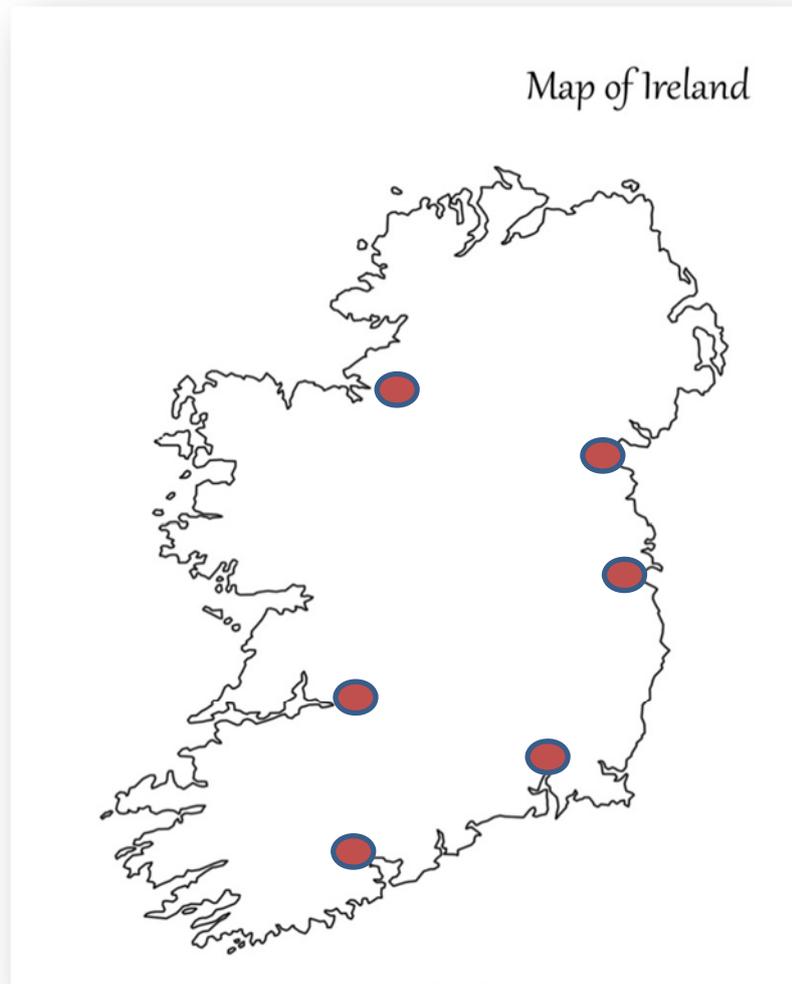


Figure 4. Map of Ireland showing geographical locations for the events.

4.5 Objective 4. Seek permission to notify their members of the consultation workshops

Due to the Freedom of Information Act, it was not possible to access or forward information from some registers without written consent and in most cases it was a case of the work package 4 information pack, being sent to the departments and they in turn would have forwarded this information to their members.

The management, setting up and maintenance of registration systems will be discussed with two of our EU partners also, i.e., UK and Sweden.

4.6 Objective 5. Develop a comprehensive database of contacts nationally

This provided a valuable source for correspondence in relation to the workshop confirmation and is a very useful database

5.0 Engagement & Reports

5.1 Presence at events

Following on from the consultation workshops the QualiBuild Registration system was requested to be presented at the annual Irish Building Control Institute (IBCI) conference in Killarney and it was very positively received at the conference which took place on the 25th and 26th of March 2015.

5.2 Stakeholder engagement

From Tables 1 and 2 it can be seen that a very robust engagement of stakeholders has taken place. As with any consultation and engagement process, there will be mitigating circumstances which will not allow all to correspond or be present at events and this was also the case in our consultation workshops whereby people would have liked to attend but couldn't get off work or were away or too busy etc. Our workshops were organised not to fall on the same days where possible and to avoid a Friday date, we conducted one of our workshops on a Saturday in the Sligo venue.

5.3 Key questions addressed

The agenda followed a similar pattern in all of the workshops (Appendix E) with short presentations from three of the consortium members. The main focus of the workshops was to get the views of the construction workers and the two key questions were discussed sometimes with groups working independently and others through open forum. The groups were then asked to discuss two key questions

- 1. Do we need a system of registration to ensure quality in Construction?*
- 2. How should a register of construction workers be set up, managed and financed?*

All comments were noted on flipcharts for later scrutiny and evaluation. Feedback evaluation sheets were given to all delegates for course evaluation (Appendix F)

5.4 Reporting from workshops/Key findings

All of the workshop findings have been summarised in the following points as there was considerable overlap of findings at the different events and therefore it was felt unnecessary to list all of the items from each event.

Delegates discussed the

- importance of accreditation of the training courses
- merits of having different streams of cpd requirements and concurred that there should be a technical, quality and personal development strand whereby the total cpd requirement of for example 10 points would have to be met by a combination of cpd from each of the three with some delegates arguing that at least 50% of the requirement should be from outside of his/her key discipline area.
- Delegates believed that the register could/should be used to encourage a greater level of cpd requirement and that this could be linked to the wage structure of a company. This is an important point as it strongly links training to job prospects and indeed wages.
- Some delegates believed that up to a figure of €100.00 was reasonable particularly if it was shown that some of the fee could be used to develop/subsidise the cpd requirements.
- It was strongly believed that there should be some incentive to encourage people on to the register and give something back maybe in three years' time in the form of free cpd etc.
- Delegates believed that cross-trades training is required as this would improve the level of understanding and awareness of other areas.
- It was felt that teamwork and communications ought to be further developed and that the cpd training could definitely help.
- It was thought that it would be difficult to ascertain the quality or indeed the quantity of training provided by on-site tool box talks, but it was believed that this should become the remit of construction managers through their own management procedures.

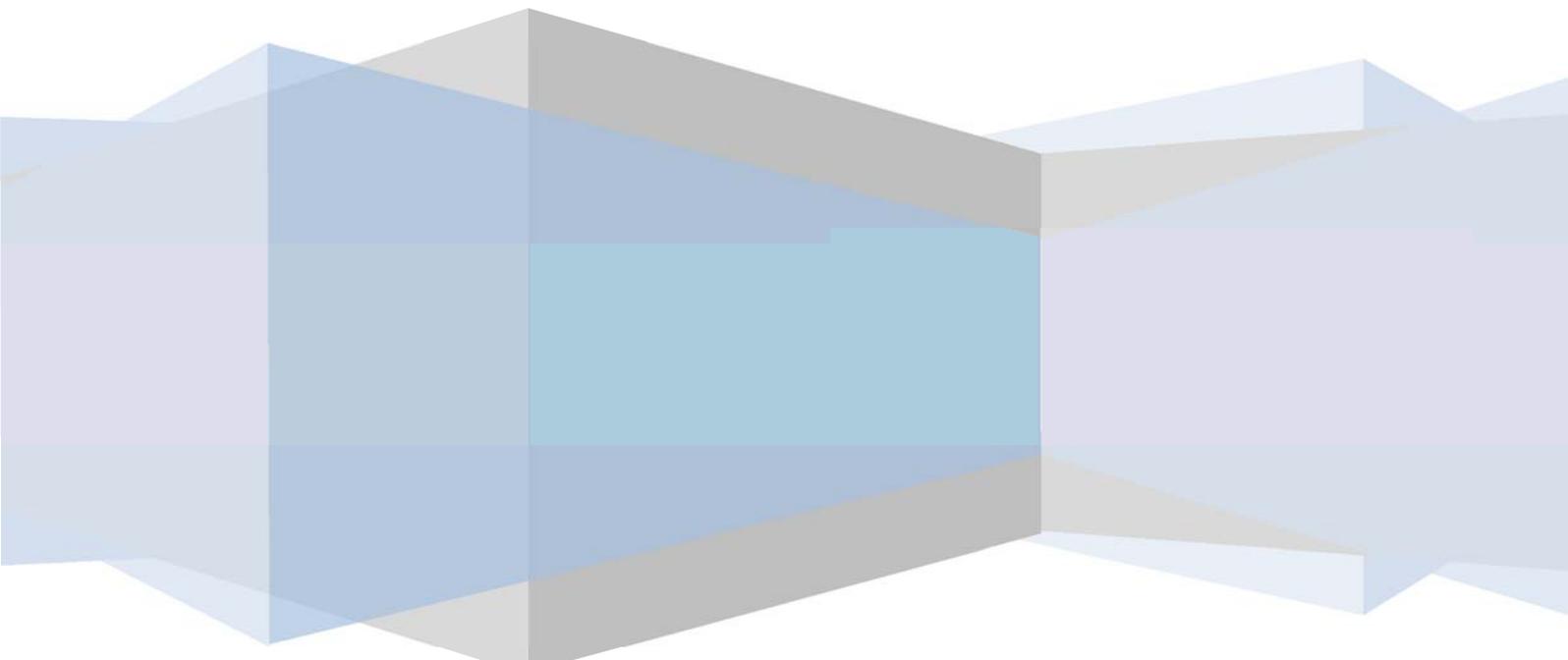
- The costs were discussed, with delegates believing that an affordable cost of between €50.00 to €150.00 was realistic; however it was believed that the skills areas should pay a % higher than their General Operatives' companions.
- Some delegates enquired as to whether there could be some tax allowance for training.
- Also in relation to cost ,one delegate asked for it to be affordable and beneficial, this is important as it identifies an 'added value' for completing some training, however it was believed by most that it should be concise, straight and unambiguous.
- When payment by unemployed workers was discussed, it was believed that there could be some free options developed whereby people could contribute in other ways.
- Delegates were of the view that there needs to be a thorough listing of cpd (existing and required) developed and that there is some form of standard that these will be delivered to and this could be strongly linked to the CIRI cpd, however a delegate noted that one of the existing problems is that some cpd's have different weightings when presented to different audiences.
- Delegates believed that Solas were best placed nationally to provide the management of the IT, information and financing of a register.
- In relation to the management executive, it was believed that there should be representation from education, professions, industry, trades representatives and unions.
- Delegates believed that it was difficult to see how the register would gain traction without legislative powers.
- It was believed that 12-15 cpd points are a recommendation for craft skills with up to 10 points being sufficient for General Operatives.

Appendix A. Registration System for Craft-workers – Addressing the key questions

Dublin Institute of Technology

Registration System for Craft-workers – Addressing the key questions

Timothy O’Leary



Key questions

- Why should craftworkers need to register?
 - To ensure a level of quality assurance
 - To provide client security of satisfaction in knowing that a level of required standard will be met.
 - It is seen to promote best practice.
 - For the promotion of their own competence and ability.
 - Craftworkers may become more employable with better employment opportunity.
 - For self-employed craftworkers there is the potential for reduced fees ie, insurance costs, better deals on equipment and services, e.g accountancy and tax returns.
 - To give employers confidence of the craftworkers competence and ability.
 - To raise the level of those craftworkers who are underperforming, to see and meet the required standards.
 - To enable craftworkers to have greater awareness to have access to up-to-date information and training.

Finally the purpose of the register is to ensure that anyone using the term carpenter, electrician, plumber etc has the required relevant and updated qualifications training and experience that will deem them to be competent craftworkers.

- What advantages do registration systems have?
 - Access to up-to-date regulations, standards and changes occurring in the industry.
 - Accessibility for the client or employer to check on registered members list.
 - It gives an indication/assurance of a particular or a minimum acceptable standard of quality or professionalism to potential clients or employers.
- What would be seen as a reasonable cost for registration?
 - Minimum cost of €50 per year.
 - Mid-range value of €100 per year.
 - Standard national agreed daily rate for craftworkers payable per year.
 - Apprentice rate as it is extremely important to get apprentices in on the registration system, it is thus envisaged that a flat rate of say €25 per year as an introductory level registration fee would suffice for apprentices.
- What role should employers play in registration?
 - To employ only people from the registered list of craftworkers.
 - To ensure as an employer that all of their staff are registered members.
 - To keep an up-to-date record of their registered list of craftworkers.
 - To promote the idea of their workforce been fully registered craftworkers.
- For what period of time should a person stay on a registration list before it becomes renewable?.

Number of years before renewal	Advantages	Disadvantages
1	Continuous engagement	Danger of seen as ‘money maker’
	Steady funding mechanism	Availability of up to date CPD s nationwide
	Regular updating of information	Limited new material nationwide
2	Less financial outlay for members	A sense of disengagement
	CPDs can be spread over two years	Possibility of not working with up-to-date material or required standards
3	Less financial burden	A definite sense of this engagement
		Much greater possibility of workers not been up-to-date with standards
4	none	Lack of up-to-date training and awareness
		Disengaged from current industry standards
		Disengaged from craftworkers community

Figure 1. Advantages and disadvantages of years of renewal

- What are the minimum entry requirements necessary for craftworkers to meet, before registration?

Overall we see two main bands of craftworkers namely ‘qualified’ and ‘non-qualified’ and it is absolutely essential that both of these strands are incorporated into any registration system proposed. One of the major difficulties /failings of the built environment as a whole is the disparate and fragmented nature of the industry therefore nobody working in the skills craft area should be omitted. There may however, the classifications of skilled craftworkers within the registration system.

Classification of Craft-workers for registration purposes	
Qualified	Non-qualified
1 National Craft certificate	People employed as craftworkers without recognised qualifications
2 Junior and senior trades certificate	
3 City and Guilds of London	
4 Other recognised craft qualifications –UK	
5 Equivalent Craft qualifications -EU level	
6 Worldwide craft qualifications	

Figure 2. Two strand classification of craftworkers

- Who should manage the proposed registration system?

Management of registration system proposed		
Organisation	Advantages	Disadvantages
Institutes of Technology	Already involved in student management	Lack of resources
	Good expertise in student registration management	Possible lack of commitment from higher management
	Direct links to possible progression routes	Leaning against current government policy of moving all training and further education to the Educational Training Boards (ETPBs) and Vocational Education Committees (VECs)
	Direct links to CPD provision for registered candidates	HEA funding mechanism to be extended
Solas	Well-established current recognised national training providers	Past inability to make change quickly
	Good experience of managing registration systems in the Construction Industry	Past lack of motivation to keep craft education progressive relevant and at the cutting edge.
	Very well resourced	
	Better national distribution of offices	
	Craft training and further education in Solas domain. from the government perspective.	
Others	Specific purpose definition	Little experience in managing national registration system
	Management body set up with clear defined and targeted outcomes	Initial funding and resources for setup could be high unless it comes under the umbrella of another registration system.

Figure 3. Management of the proposed structure

- By what means should registration occur?

The following image depicts the proposed registration setup. It is important however to realise that of equal importance is the very necessary awareness campaign which is required. This may be in the form of information leaflets and other awareness campaigns. The process will therefore be from information to form filling with certification to validation

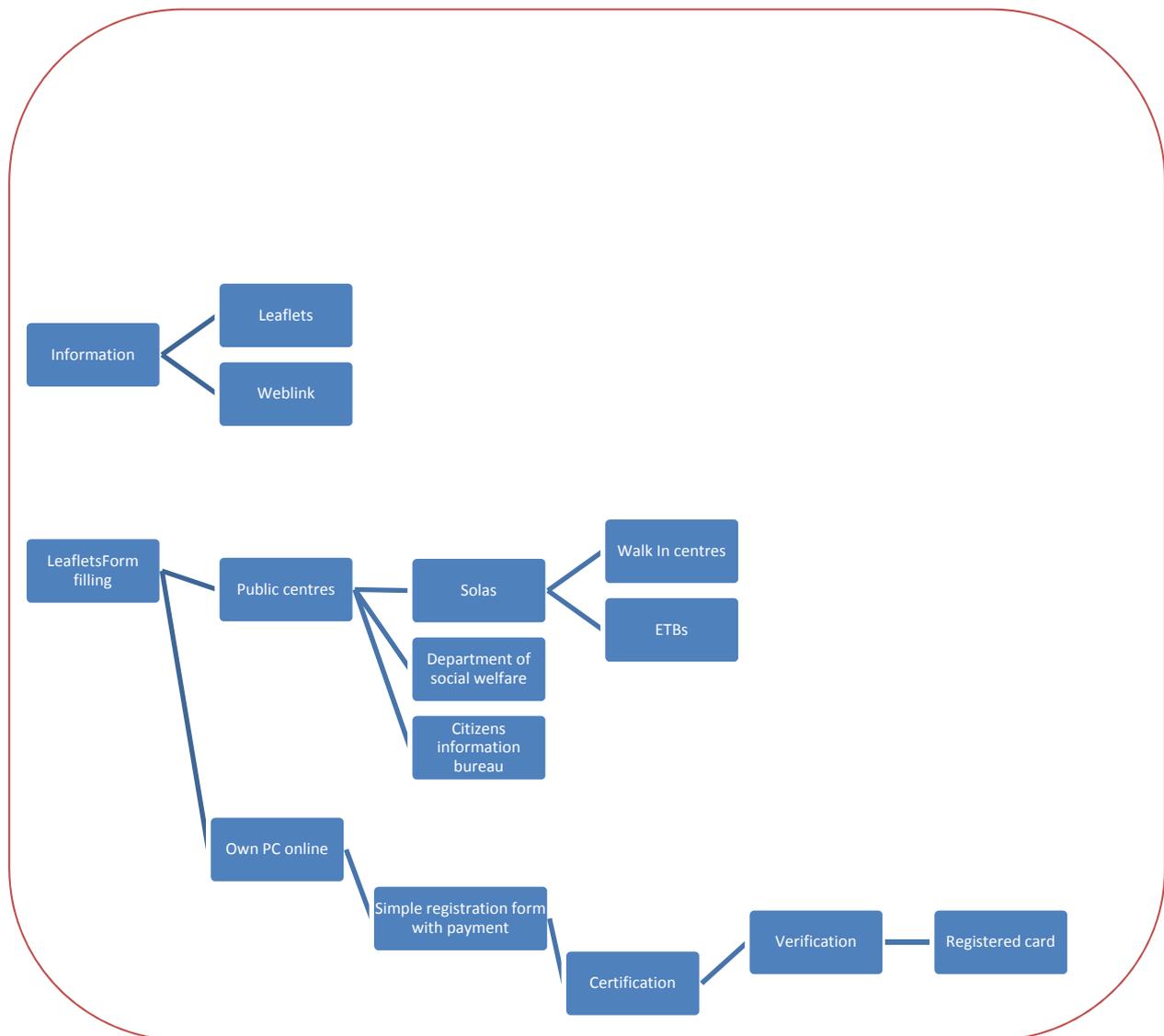


Figure 4. The registration process

- Identify suitable CPD programmes.

The following is a non-exhaustive list of possible CPD programmes that are relevant to all craftspeople to help them maintain up-to-date knowledge and information on standards and regulations

- Trade specific programs
- General awareness programs.
- Legislative programme such as the latest standards, codes of practices and regulations.
- Technical programs such as programs in new materials, methods of installation, new government or EU directives or energy efficiency measures.
- Ethical programs in areas such as social responsibility, environmental significance and cultural areas such as conservation.
- Applied Sustainability modules for example consequences of poor planning, waste management awareness, corporate responsibility for employers and environmental awareness.

These structured CPD programmes could be generally classified under the four pillars mentioned above that is Legislative, Technical, Ethical and Sustainability.

- How do we deal with non-officially certified craftworkers currently working in the areas in industry?.

It is imperative that the proposed registration should capture everybody involved in skills both on and off site. The justification for this is that for any missing group, there is the risk of real quality being sabotaged due to the proverbial weakest link. The main criteria therefore is to

- Have all included in the process.
- Identified the total numbers involved.
- Provide details (to be included in information awareness leaflets) on how to progress.
- Identify routes that allows craftworkers to progress to certified craftworker status, which may include
 - assessments (practical and theory)
 - a minimum number of CPT points
 - interview process for a gap analysis
 - and or combination of the above.
- How can one distinguish/differentiate between registered and nonregistered craftworkers on site?

The outcome of the member been from an approved registration scheme should have two distinguishable characteristics from the present disparaged non-registration system, bought from the tangible and intangible prospective.

- The registered person will carry on their possession a registration card that will be clearly marked with the status of this individual in his or her respective area of expertise. It will also have the person's photograph, expiry date and unique registration number.
- The less tangible area, but equally important is in the professional approach, attitude and response to the needs of the client.
- Are there implications for industry partners?

There is a possibility of existing registration groups seeing this new umbrella group as

- Conflicting with their philosophy and taking away from their own status.
- Somehow giving a feeling of being micromanaged.
- Taking away some of their members and potential revenue stream

Appendix B. SWOT analysis

SWOT Analysis

What are the **strengths** of existing registration systems applicable to the proposed registration system?

- Improved professional standards
- Free unlimited access to knowledge portal
- Discounts to CPD events.
- Professional recognition.
- Networking opportunities
- Discounts for professional fees.
- Discounts for tools and equipment

What if any are the **weaknesses** of some or all of the existing systems?

- No dispute resolution mechanism.
- No robust auditing system.
- No mandatory Insurances necessary.
- No legislative enforcement.

Are there **opportunities** for registered craftworkers, outside of that already identified?

- Recognition of qualifications in other EU countries, allowing mobility of workers across all countries.
- Job opportunity potential is enhanced
- Opportunity to exchange ideas through networking and forums
- Opportunity for business development.

Does registration pose any **threats** to Industry/Organisations/Bodies or Individuals?

- Over specialisation can lead to lack of “joined up” thinking often leading to poor overall building performance.
- Poor workmanship by individuals leading to an undermining of the value of the registration system
- Registered workers losing faith in the professionalism of the body due to perception of irrelevancy and inadequacy.

Appendix C. Construction Industry Registration proposal

Construction Industry registration systems (Internatinal & non EU)																									
Organisation	Numbers	Year set up	Title	For whom	Legislation (Act/Regulation)	Method	Process	Quality Assurance	Code of Conduct	Attendance	CPD/online hours	Is registration Renewable	Cost involved	Interventions	Entry requirements	work experience	Management of system	Audits	Consumer protection	Recognition on site	Award	Ethics	Membership	Route	
Group Proposal	APC	30000 plus	2015	Association of Professional Craftworkers	all craftworkers in the Construction Industry	Not directly, but possibly in the future	Online and (hard copy for first time). Renewable online only	Application sent for validation or verification	Inspectors able to visit courses being delivered	Yes. For trainers and registered personnel	No	Yes. 10 hours per annum	Yes. Annually	€50.00 €75.00 €100.00 Free option	Possible	1. National Craft Certificate 2. Junior & Senior Trade Certificate 3. City & Guilds 4. Other recognised qualifications from UK, EU and worldwide	Yes-experience guidance procedure	Board, Executive and regional structure	Independent audits	Website listing of professionals Dispute resolution mechanism	Identification card	Dated Identity card	?	Apprentice Specialist area Full craftworker RPEL/RPL	2 identifiable routes a) Qualified and b) Nonqualified
	APCI																								
	PCAI																								

Construction Industry, registration systems (Internatinal & non EU)													
Organisation	Numbers	Year set up	Title	For whom	Legislation (Act/Regulation)	Method	Process	Quality Assurance	Code of Conduct	Attendance	CPD/online hours	Is registration Renewable	
Group Proposal	APC	30000 plus	2015	Association of Professional Craftworkers Association of Professional Craftworkers Ireland Professional Craftworkers Association Ireland	all craftworkers in the Construction Industry	Not directly, but possibly in the future	Online and (hard copy for first time). Renewable online only	Application sent for validation or verification	Inspectors able to visit courses being delivered	Yes. For trainers and registered personnel	No	Yes. 10 hours per annum	Yes.
	APCI												
	PCAI												

CPD/online hours	Is registration Renewable (Y/N and)	Cost involved (approx)	Interviews	Entry requirements	work experience	Management of system	Audits	Consumer protection	Recognition on site	Award	Ethics	Membership	Route
Yes. 10 hours per annum	Yes. Annually	€50.00 €75.00 €100.00 Free option	Possible	1. National Craft Certificate 2. Junior & Senior Trade Certificate 3. City & Guilds 4. Other recognised qualifications from UK, EU and worldwide	Yes-experience guidance procedure	Board, Executive and regional structure	Independent audits	Website listing of professionals Dispute resolution mechanism	Identification card	Dated Identity card	?	Apprentice Specialist area Full craftworker RPEL/RPL	2 identifiable routes a) Qualified and b) Nonqualified

Appendix D. Information follow up and registration procedure



‘Control your own destiny or someone else will’. -Jack Welch

Quality Building- Construction Workers Registration System

Have your say!

It is recognised that to achieve low energy buildings that those currently working in, or new workers entering to the construction sector, will require new energy related skills and competencies.

One of the main aims of QualiBuild (Build Up Skills) is to promote awareness of low energy building and place ‘quality building’ at the forefront of all construction activity.

To address this need, Intelligent Energy Europe is funding an EU wide initiative called **QualiBuild** (Build Up Skills) which is focusing on addressing key issues such as a) the placing of all construction workers on a national register b) Energy Training for the construction workforce and c) awareness of low energy buildings and best practices associated with them.

A series of workshop events will be based around one of these key tasks namely ‘**Quality Building- Construction Workers Registration System**’. These workshops are designed to allow discussion on the structure, format and implementation of such a system.

But

We need your valued input and would really appreciate if you could attend at just one, of our free workshop events around the country where we will discuss the merits of having a registration system for all construction workers.

These half day events will provide construction workers with the opportunity to shape their own destiny and the future of the Industry. As a part of this project we will be holding half day participatory workshops in the following locations and on the following dates;

- Dundalk-Crowne Plaza Hotel..... Monday November 24th 2014
- Waterford- Towers Hotel..... Tuesday November 25th 2014
- Cork-Clarion Hotel..... Wednesday November 26th 2014
- Sligo-Clarion Hotel.....Saturday November 29th 2014
- Limerick- LIT.....Wednesday December 3rd 2014
- Dublin- DIT Grangegorman..... Thursday December 4th 2014

Next Steps

- Please register for one of these free events on www.Qualibuild.ie or alternatively send your intention to attend to timothy.oleary@dit.ie
- Even though we have tried to reach as many people as possible nationally, we would appreciate you letting colleagues in the Industry know of these events also.

Finally I would like to take this opportunity to thank you and look forward to welcoming you and your colleagues at any one of these free events near you.

Kind regards

Tim O'Leary



Co-funded by the Intelligent Energy Europe
Programme of the European Union



Appendix E. Follow on letters post registration

Dear Construction Industry colleagues

I would like to draw your attention to an EU funded project that is looking at the quality and training of our national construction workforce in meeting our EU 2020 targets. The project title is **QualiBuild** and is a follow on to the earlier (Build Up Skills Ireland) which some of you may be already familiar with it and indeed previously attended the event in Sligo in 2012. As part of this project we are looking at exploring the possibility of having a 'national register of construction workers' and we would greatly value your participation at one of these **free half day events** planned for around the country, including **Sligo**, as per the attached document.

- I can now confirm in the attached document the dates and venues for our Industry consultation events where all people working in construction can have their input into how the Industry can progress and prosper in the future.
- I would be most grateful if you could forward the attached letter to any colleagues or friends working in the Industry, notifying them of this **free half day event** at one of the six locations and dates around Ireland.
- The topic for discussion will be '**A National Registration System for Construction Workers**'.
- You can register either, online at our www.qualibuild.ie website or email your intention to attend one of the events directly to me at timothy.oleary@dit.ie

I would like to take this opportunity to thank you for promoting this project and look forward to seeing you and your colleagues at one of our events.

Kind regards

Tim O' Leary

timothy.oleary@dit.ie

Appendix F. Delegate feedback form



Co-funded by the Intelligent Energy Europe Programme of the European Union

As part of QualiBuild, we value your input into the programme and hope you can assist by filling in this form with your suggestions and recommendations.

Feedback- Registration Workshops

1. Meeting	No					Yes
Was the Workshop well organised?	1	2	3	4	5	
Were the topics relevant to you?	1	2	3	4	5	
Was most of the information presented new to you?	1	2	3	4	5	

Comments on the Program

2. Speakers	No					Yes
Overall, were the speakers informative?	1	2	3	4	5	
Were the speakers prepared?	1	2	3	4	5	
Was the material presented understandable?	1	2	3	4	5	
Were the questions and discussion handled to your satisfaction?	1	2	3	4	5	

Comments on the speakers

3. Will you use the knowledge and information gained from participating at this workshop in your work?

Yes No Somewhat Not at all

4. Is it likely to change your current work practices? Yes No

5. Would you like to find out more on the following? Please tick.

Registration CIRI Foundation Energy Course Train the Trainer Course

6. Please complete the following.

What is your Profession?	Which of the following organisations do you represent?
Building Construction Worker	Public Authorities
Planner	Social Housing Organisation
Architect	Architects, Engineers, Surveyors Associations
Environmental Engineer	Construction Organisations
Mechanical/Electrical Engineer	Professionals involved in low energy build/renovation
Construction Supervisor/Project Manager	Building Industry providers and installers
Energy Management	Energy Management Agency
Energy Assessor/Auditor	Academic and Training Institution
Quantity Surveyor	Other (please specify)
Energy Researcher	
Academic Lecturer	
Specialised Trainer	
Student (what is course of study)	
Other (please specify)	

7. If you are a Building Construction Worker please state your profession. ie glazier, blocklayer

8. If you have any overall comments, feedback and realistic suggestion, please list these below? Use back of sheet if necessary.

9. Please provide your email address

Thank you for attending and taking the time to complete this form.

