

## Training for life

The Association of Brickwork Contractors strives to promote, encourage and improve technical knowledge and education of persons in – or training to be in – the brickwork contracting industry so as to improve the overall standards of employment, quality and health and safety.

Training and education is not just a requirement for new employees but is seen as an on-going requirement to keep employees in touch with the latest developments in brickwork and health and safety and, by providing work experience placements for school pupils and teachers, as a means of encouraging new entrants into the industry.

Member Companies are registered with the Construction Industry Training Board (CITB) and fully endorse the Board's apprenticeship initiative. Additionally, they support the Construction Skills Certification Scheme (CSCS) – which provides immediate evidence of health and safety awareness training – and aspire towards full Scheme membership across the industry.

This leaflet provides more detail on the Association of Brickwork Contractors' approach to supporting its Members and potential Members, their clients and staff in training and education.

## About the Association

The Association of Brickwork Contractors was formed by twelve of the UK's leading brickwork contractors to promote the role of the bricklayer and the brickwork contractor.

The Association focuses on four key areas:

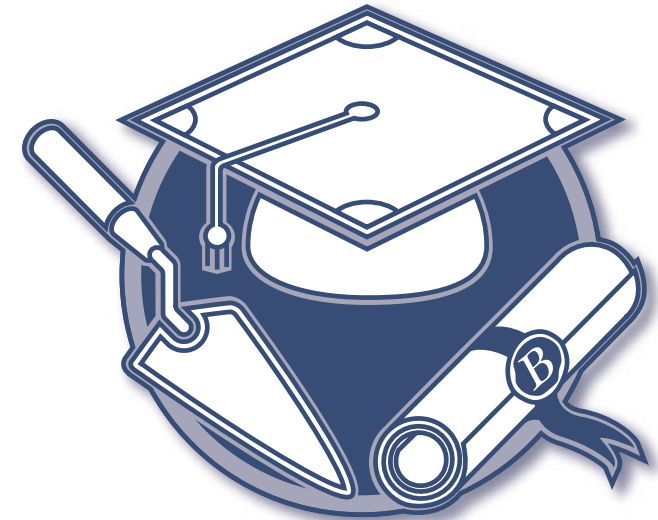
- Quality of Work
- Employment
- Health and Safety
- Training and Education

Membership of the Association is open to all brickwork contractors and subcontractors who use brick and who subscribe to these objectives. If, after reading this leaflet, you would like to know more about membership, please contact the Association.



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The objectives of the Association of Brickwork Contractors are supported by the Brick Development Association, the Better Brickwork Alliance, and the Construction Industry Training Board.



*The Association of Brickwork Contractors believes the highest levels of bricklayer training and education underpin all major advancements in quality, employment conditions and health and safety in the brickwork industry.*



## Qualifications! It's laying one brick on top of another – how difficult can it be?

Talk about construction and bricklaying is the first job that comes to mind. Less obvious is understanding the wide variety of tools and materials bricklayers use and the skills needed to create ornamental walls and vaulted arches. There is a wide variety of training programmes in brick laying, from General National Vocational Qualification (GNVQ) in schools, more specialised NVQs through colleges, and Master Craftsman recognition through various Guilds.



Member Companies recognise the importance of mixing on-the-job experience with formal training. On-the-job, the brick

layer gains a rapid understanding of brick laying basics, health and safety requirements and quality goals while formal training provides the technical groundwork of different bricks and mortars, specialist skills beyond the day-to-day job and an insight into how bricklaying is changing.

A fully qualified workforce is the goal of the Association – and should be every bricklayer's goal; qualifications open up better employment prospects with improved conditions of employment.

## Safety and workmanship are paramount in brickwork contracting: the CSCS scheme is the future for our industry and can only help to improve standards in both.

The CSCS card is an individual identification and registration card that shows the holder is considered to be competent at his or her job, lists any relevant certificates and also shows that the holder has undergone health and safety awareness training or testing. All are essential to Member Companies.

Getting a CSCS card demands the achievement of an NVQ Level 2 or 3. It recognises skills, competence and qualifications and creates improved health and safety awareness; it also contributes to on-going training by identifying where skills need to be improved or updated. On-site assessment is another way for experienced workers to gain this qualification.

The CSCS card-carrying brick layer has improved employment prospects.

Through its Members, the Association is aiming for a 100% qualified workforce to ensure ever increasing quality levels and a continuously improving industry safety record, providing a firm foundation for progressive employment.



## There was a time when the only way to get a real job was to serve an apprenticeship.

Then – and now! Members recognise the importance in the Modern Foundation and Advanced Apprenticeship schemes in providing the industry with a stream of trained craftsman.

The modern Apprenticeship provides an effective, high-quality, work-based route to the bricklaying skills Members are looking for, and the apprentice the opportunity to gain a recognised, career-building qualification while working in a real job.

Experienced craftsmen pass on hard-won knowledge to the next generation, ensuring continuity of a Member's quality standards and health and safety benchmarks.

Brick is a fundamental characteristic of British urban landscape; skilled bricklayers bring brick alive. Association Members strive to create a learning environment for all skill levels – the newcomer, the part-qualified apprentice and the experienced worker. Only in this way can Members stand out from other brickwork contractors and ensure brick continues to make a positive, sustainable contribution to the built environment.

