

Attendees: Chair: Dale Turner (Skanska), Ben Stone (Kier), Mandy Messenger (Advante), Julia Barrett (Willmott Dixon), Graham Edgell (Morgan Sindall), Marcus Bennett (CITB), Andrew Spencer (Galliford Try), Aled Williams (UCEM), Dan Evans (Speedy Services), Ian Heptonstall (Action Sustainability), Sophie Coyle (Action Sustainability)

1. Review of actions

Sophie talked through the actions which were either complete, in progress or being discussed as part of the agenda and provided an overview of the current progress against the set KPI's.

Feedback:

- The School need to develop a sales strategy on the specific areas of the built environment they are going to focus on to increase growth. How we market the School should also be considered, to adapt the business case depending on the type of individual or organisation we're speaking to. A Board sub-group should be developed to lead on this with Ian and Paul.
- Graham and Andrew have spoken to Algeco and IKO respectively and they are both reviewing their School Partnership at Board level.

Actions:

- Paul and Ian to develop the School growth strategy and present this back to a sub-group of Board members.
- Mandy volunteered to be on the sub-group.
- Other Board members to confirm if they want to be a part of this sub-group to further develop the strategy.
- Sophie to reach out to Board members for two volunteers to join a meet the board session for potential new Partners in January 2026.

2. Urgent matters arising – CITB funding & budget implications

As of 11 November, CITB informed us that they do not have the budget to continue the 2-year extension on the FIR programme, which has significant impact on discussions around business planning as it leaves the School with a potential funding gap next year of £335,000 (8% of our total budget). The group discussed options to address this.

Agreed:

- All Board members agreed that FIR is a key priority and should continue as a topic on the School.
- Partners should not be charged an additional amount to fund the FIR programme, as this may be a disincentive for some.
- Scenario 1, making the business case to CITB with a letter from CITB levy payers and Board members, should be the first priority.
- Scenario 2, applying for additional funding via the CITB Impact Fund, should be explored as a second option.
- A third contingency option should also be developed, looking at how efficiencies can be made within the existing School budget to allow a reduced FIR programme to be run.
- A final option would be to explore additional funding options for the School outside the Partners to support with this funding gap and wider School growth e.g. via trade associations, funding bodies, financial institutions.
- FIR should be linked to topics such as Social Value and Modern Slavery. The marketing of the programme is important.

- Agreed to a 4-5% increase on the Partner fees for FY26/27. Ian to communicate this to all Partners with their monetised Partner Value and messaging should demonstrate the business case and value add of the School.

Actions:

- Ian to draft a letter from Partners to CITB. This should be signed off by Board Partners who are CITB levy payers.
- Ian to speak to CITB about opportunities to apply for FIR funding via the Impact Fund.
- Ian and Sophie to develop contingency plan for the School business plan to enable continued delivery of FIR training.
- Ian and Sophie to agree pricing for each Partner level and wording for the communication and then reach out to all Partners to inform them of costs for next FY.

3. Enhancing the School offer

Ian talked through the proposal to develop a set of amended levels to provide solutions for Partners to better address their needs. A set of six programmes were outlined, and the Board were asked to consider and agree a way forward for the upper levels of Partnership, with the standard level (Level 1) to remain the same, provisionally called the Knowledge Programme in the Board deck.

Current industry challenges were also discussed, including the skills gap and forecasting of future industry work. This can help shape where the School should focus and it's messaging. Suggested it would be useful for the Board to hear from National Infrastructure and Service Transformation (NISTA) on their forecast of projects to inform future decision making.

Agreed:

- To grow the Partnership, there should be a focus on engaging with clients who could roll out supplier development programmes e.g. Defence Estates Optimisation Programme, NHS Smart Hospitals, Utilities, Sizewell, airports.
- The School should explore similar organisations such as Energy & Utility Skills and Royal Society for the Prevention of Accidents (ROSPA) who provide skills support to industry.
- The School to investigate turnstile access control apps who Willmott Dixon use for operative on-boarding and access control for onsite staff.
- The Carbon Calculator is now having impact. It's important that for the reporting programme we use the convening power at Tier 1 to agree a collaborative approach to carbon metrics. This requires a common standard which Partners can then adhere to for their supply chain to simplify the ask.
- It was agreed that the School team are closer to day to day of what Partner 'needs' are and the team should come back with a paper summarising the new options, market testing, investment requirements and roll out plans.

Actions:

- Marcus to invite Lee from NISTA to present at an upcoming Board meeting.
- Ian and School team to develop the recommended product offer for the School and present back to the Board for final agreement.

4. AOB

- There will be two spaces on the School Board to replace Anna and Mandy. Candidates should be decision makers with commercial influence. Representatives from finance, government or utilities sector would be priority additions to the current Board.
- Agreed that Ian and Elaine would lead on the management/people topic development outside of the Board meeting.

Actions:

- Ian and Sophie to develop a list of suggested new candidates and circulate to the Board.
- Ian and Elaine to meet to discuss management/people topic.

Next meeting:

Tuesday 27th January 2025, 10am – 1pm

Skanska Offices, 51 Moorgate, London, EC2R 6BH