**WORK PACKAGE 4 – CAPACITY BUILDING**

**WG 3: Innovative ways of learning key competences**

**TEMPLATE FOR COLLECTION OF GOOD PRACTICES**

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| **Name of the best practice** | BCTG Construct |
| **Country** | Scotland |
| **Descripción** | BCTG Construct are creating a blended learning programme that supports the construction industry to increase productivity, reduce inefficiencies and close the technical skills gap by offering supervisors an anytime, anywhere learning experience. |
| **Who is involved? How were they motivated to participate?** | BCTG Construct is a consortium of educators, industrialists, and designers who aim to transform the way that construction-based training programmes are delivered in the UK. |
| **Benefits** | The online platform is currently freely accessible to everyone. Content and functionality has been continuously reviewed during user testing and the platform has been further promoted to increase industry uptake.  **Impact on Understanding, learning and participation – Course participants**  Our platform offers bespoke content co-created by industry and academia and targeted specifically at supervisors. Supervisors are able to access the platform anytime and from anywhere which will help to develop their understanding and knowledge of key areas and ultimately allows them to perform better in their job.  **Impact on Commerce & the Economy – Construction Companies**  Upskilled workers in the construction industry can for example lead to an increase in productivity, cost savings and a safer work environment with less accidents. This will benefit companies that rely on these employees. Often SMEs could previously not afford to send employees on expensive training courses away from site. Our online platform removes this limitation and hopes to directly impact the commercial performance of these companies.  **Impact on the Environment – Sustainable Construction**  Multiple modules on our platform focus or touch on topics like sustainability and circular construction. By promoting these topics we hope to impact the construction industry and promote uptake of greener methods and production of less waste.  **Impact on Health & Wellbeing – Supervisors and Supervised Workers**  With our Health & Safety module specifically we are aiming to impact Health and Wellbeing not only of our course participants but also all other workers on the sites they are supervising.  *Evaluation of online training platform is available from Ashbrook Research & Consultancy.* |
| **Challenges and how they were overcome** | **Securing Funding to Support Development**  This project is funded by the Construction Industry Training Board (CITB). Funding was awarded in 2017 for 18 months. The total awarded value was £333,563 based on £160,387 matched funding provided by the three project partners, BCTG, Junction-18 and City of Glasgow College. The project officially was launched at the beginning of August 2017 and ended in April 2019 after a three month extension to the original duration.  **Finding Suitable Sources of Support & Knowledge, in line with Current Industry Trends**  BCTG members and members of the project steering group were supported by experts from the construction industry, who contributed significantly across all areas of the project, including research and content delivery.  **Providing Construction Supervisors with Quality Training Opportunities**  The project team had to identify the key barriers to providing supervisors in the construction industry with quality training opportunities. These include the time necessary to attend courses, the cost of provision and the lack of relevant accredited training. The project addressed these issues by creating an anytime anywhere learning experience that is accessible both online on any smart device as well as offline in book form and at a minimal cost.  **Creating the Right Skills, for a 21st Century Workforce**  The project team identified 20 of the most important skill gaps as identified by members of the construction industry. These skills can be grouped into three categories: *Construction based* skills (e.g. Groundworks, Quality Management), *Personal* Qualities (e.g. Health & Safety, Project Management) and *Future/Digital Skills* (e.g. Smart Materials, Building Information Modelling). Each skill gap was used as the basis for one of the online modules developed in the later stages of the project.  **Creating High Quality Learning Materials**  Together with our partners at Junction-18 we developed a bespoke online platform that is now hosting our teaching content. We supplemented the learning material with a number of animations and video case studies creating a multimedia learning experience.  This platform is set up to be as accessible as possible and targets supervisors from all different backgrounds. Progress is easily saved allowing users to jump in and out of a module as time allows.  The content created for this platform was designed with blended learning approaches in our mind, allowing for easy adaption for classroom delivery or other teaching activities. By addressing the 20 most urgent skill gaps the sector is currently facing we hope to impact the overall work environment and knowledge base of the industry in a positive way. |
| **Step by step for the implementation of the good practice (transferability to other VET college)** | For the Network of Network project, implementation of the above practice consists of three stages;  *Identify>Align>Implement.*  **Identify:** Partners who would like to use this practice should start by identifying the companies they’d like to work with and reach out to them to help identify their supervisor employees.  **Align:** As the programme covers a range of skills, across three categories, partners can align the most suitable elements to their domestic situation.  **Implement**: The online platform is currently freely accessible to everyone [here](https://bctghub.j18cloud.com/Identity/Account/Login?ReturnUrl=%2F). |
| **Target group** | Supervisors currently working in the Construction Industry. |