

# Harmondsworth Barn, Middlesex

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## Short description of the project

English Heritage is piloting a new approach to incorporating skills and training into works contracts as part of the repair of the magnificent Grade I listed Harmondsworth Barn in Middlesex.

Works and training contracts are a hot topic of interest to the sector. A similar approach has been used in mainstream construction via adding community and social benefits into construction contracts. But the heritage sector hasn't really got to grips with this approach.

However, some examples are coming though with All Souls, Bolton and Heron Corn Mill, Cumbria, both of which are due to start on site this year. The repair of the Orangery, Tyntesfield (which won an English Heritage Angels Award) also used a similar approach to delivering a range of skills and training opportunities. However, this is the first time English Heritage have used this approach on one of their sites.

This concept of incorporating skills and training opportunities into works contracts to stimulate demand, supply and training in traditional buildings skills has been identified as a key action in the NHTG, CITB and English Heritage skills research reports since 2005. Combining training into work contracts offers the following opportunities:

- Address skills gaps and shortages identified in labour market intelligence research reports.
- Address decline in trainee/apprenticeship opportunities identified in labour market intelligence research reports.
- Stimulate demand, supply and training in traditional buildings skills and increase the uptake of training and qualifications.
- Give public access to conservation in action and promote links with Friends of Harmondsworth Barn.

## What has the project achieved, or difference has it made?

A range of training opportunities are being included in the contract documents for the selected contractor to deliver, including:

- An on-site placement under the HLF funded Traditional Building Skills bursary scheme.
- Promoting on-site assessment and training for the project workforce leading to Level 3 Diplomas in Heritage Skills and Heritage Skills CSCS cards.
- Tours of the site led by the contractor for the public, students, craftspeople and professionals.
- Public open days during the project lead by Friends of Harmondsworth Barn.

## What is the future of the project?

There is a great deal of interest in the sector in this approach to incorporating skills and training into works contracts (they have been identified as a key action in the LMI research reports since 2005 – so will be shared widely with the sector to:

- Promote best practice among existing contractors in ensuring their workforce is trained and qualified.
- Sharing best practice e.g. working with local students, demonstrations etc.
- Increase up-take of training and qualifications, primarily Level 3 Diploma in Heritage Skills leading to the Heritage Skills CSCS card.
- Share best practice and encourage take-up of model by other clients.
- Interest has increased in this topic as including skills and training to projects can increase funding opportunities.

Success at Harmondsworth means this approach is now being taken up at the Audley End Phase II project.



Construction students from Buckinghamshire University Technical College on a scaffold tour with the Site Foreman © Owlsworth IJP

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