Insert Sector Name

Competence Framework – Strategy

Date of issue: insert

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# Background

In her report, [Building a Safer Future](https://assets.publishing.service.gov.uk/media/5afc50c840f0b622e4844ab4/Building_a_Safer_Future_-_web.pdf), Dame Judith Hackitt spoke of the industry’s approach to competence as being “fragmented, encompassing a range of disciplines and different competence frameworks even within one discipline and without reference to other interacting disciplines”.

The Building Safety Act 2022, together with supporting secondary legislation, has introduced a new regulatory regime, which requires the engagement of everyone working in the built environment, not just those involved in [Higher-Risk Buildings](https://www.gov.uk/government/collections/guidance-on-the-criteria-for-being-a-higher-risk-building) (HRB).

Regulations define competence as having the appropriate **skills**, **knowledge**, **experience** and **behaviours (SKEB)**, and requires all individuals carrying out any design, construction or refurbishment work to be competent to undertake the role to which they are appointed.

Organisations must also demonstrate that they have the ‘organisational capability’, and it is a legal requirement for anyone appointing an individual or organisation to ensure that they meet the requirements.

In October 2024, the Industry Competence Steering Group (ICSG) was formally [launched](https://www.constructionleadershipcouncil.co.uk/wp-content/uploads/2024/12/ICSG-announcement-v7.pdf) as the updated structure to the Competence Steering Group. Made up of 15 different working groups, representing all of Construction and the Built Environment, with the agreed goal of creating competence frameworks. Sector Lead Group 10 in the Industry Competence Steering Group represents Installation and Maintenance and is nicknamed the Super Sector Programme.

For information on the Regulator, the Regulations, the Industry Competence Steering Group and Sector Lead Group 10, we suggest reviewing the Construction Leadership Council’s Competence Page: [www.constructionleadershipcouncil.co.uk](https://www.constructionleadershipcouncil.co.uk/workstream/people-and-skills/competence/)

This report aims to create a strategy, and provide background for, the creation of an agreed competence framework for the insert sector name sector.

# Sector Overview:

*Use this space to outline the background and any relevant history to the Competence Framework. Note any key reports or documents that were referred to and note any key decisions made and why. This document allows a reader to understand the journey that the development of the Competence Framework took and allows you the opportunity to detail that journey for anyone picking up the Competence Framework for the first time.*

(text in *italics* is to demonstrate an example of information and should not be used)

*A lot of this initial information can be pulled from the Questionnaire document:*

|  |  |
| --- | --- |
| Installer Sector | ***Example: Fire Stopping Specialists*** |
| Super Sector | *Envelope – but also with significant involvement and interfaces with Structures, Interiors and Engineering Services* |
| Super Sector Function | *Cladding – but also with significant involvement and interfaces with other functions, both inside and outside Envelope* |
| Approx. no. enterprises (including extent of HRB involvement) | *Approximately 500 specialist businesses, nearly all of which are likely to have at least some involvement with HRBs. Many fire stopping specialist businesses will also carry out other forms of passive and even active fire protection work.* |
| Approx. no. individuals (including extent of HRB involvement) | *Estimated to be around 50,000 workers, of which 10%/ 5,000 approx. are thought to be regularly involved with HRBs. Most operatives do the complete range or almost complete range of firestopping. Some businesses have 100% direct labour, but most use a mixture of direct labour and subcontract labour.* |

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| Organisational capability/ competence arrangements |  |

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| --- | --- |
| Framework owners | *Sector competence framework group, established and supported by the Association of Specialist Fire Protection (ASFP), but also with wider sector representation, including input from the Federation of Interior Specialists (FIS), British Woodworking Federation (BWF) and Institution of Fire Engineers (IFE).* |
| Contact(s) |  |
| Broader sector consultation and endorsement | *[Public consultation c. June 2023.]* |

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| Sector scope (+ any exclusions) | *Seventeen separate fire stopping categories set out below. No exclusions?*   1. *Flexible (non-mechanical) cavity barriers* 2. *Small cavity barriers* 3. *Pipe collars/ pipe wraps* 4. *High pressure exerting sealants* 5. *Ablative coated batt and mastic systems* 6. *Sealant / mastic coatings* 7. *Fire resistant mortars* 8. *Pre-formed elastomeric seals (linear joint seals)* 9. *Bags/pillows/cushions* 10. *Plugs/blocks* 11. *Curtain wall seals (slab edge details in non structural curtain walling)* 12. *Cavity barriers (open state and closed state) within external rainscreen / façade systems* 13. *Stone wool mineral fibre components* 14. *Aerosol applied fire resisting foam* 15. *Applicator applied expanding fire resisting sealant* 16. *Cable transit systems* 17. *Socket fillers and light fitting covers.* |
| Applicable SIC code(s) | *No readily applicable SIC code(s) available. Possible that businesses in the sector categorised under any one of a number of residual codes – including, for example:*   * *4339: Other building completion and finishing* * *4399: Other specialised construction activities n.e.c.* |

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| --- | --- |
| Relevant roles | *Apprentice/ Trainee, Skilled operative, Team leader, Site supervisor, Manager / technical supervisor, Construction supervisor, Construction site manager, Contracts manager, Project manager, Technical specialist.* |
| Applicable SOC code(s) | *No readily applicable SOC code(s) available. Possible that individuals in the sector categorised under any one of a number of residual codes – including, for example:*   * *5319: Construction and building trades n.e.c.* * *5330: Construction and buildings trades supervisors* |

|  |  |
| --- | --- |
| Building operations/ work in scope (+ any exclusions) | *All buildings: both HRBs and non-HRBs. Commercial new build and RMI; industrial new build and RMI; domestic new build and RMI.* |
| Geographical coverage | *Whole UK + Channel Islands and Isle of Man. In practice, however, roll out across all jurisdictions is likely to take some time, as set out in Sector Implementation Plan – see further below.* |

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| Related sectors and/or scope overlaps | *Fire stopping is widely recognised as both a specialist installer discipline in its own right and as a generic function carried out by many other installer disciplines. Industry estimates are that non-specialists install between half and two-thirds of fire stopping.*  *The Fire Stopping Specialist sector competence framework group has already established constructive dialogue with other relevant installer sector groups, and this engagement will continue and grow further, in order to ensure a sufficiently consistent approach to fire stopping competence, whether undertaken by specialists or non-specialist installers.* |

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| --- | --- |
| Relevant regulatory/ statutory regime(s) for individual competence assessment |  |

| **Criteria** | **RAG status**  **(at start)** | **RAG status**  **(at end)** | **Detail** | **Further notes** |
| --- | --- | --- | --- | --- |
|  | | | | |
| **Competence levels and standards** | | | | |
|  |  |  |  |  |
| Roles, functions, activities and tasks |  |  |  |  |
| Skills, knowledge, experience and behaviours |  |  |  |  |
|  |  |  |  |  |
| Limits of competence |  |  |  |  |
|  |  |  |  |  |
| **Routes to competence** | | | | |
|  |  |  |  |  |
| Prior learning requirements |  |  |  |  |
| Initial validation |  |  |  |  |
|  |  |  |  |  |
| Safety awareness (including fire safety in buildings) |  |  | [*Fire Safety In Buildings Free Online Training Course*](https://ecourses.citb.co.uk/learningprograms/viewprogram/id,23) *is available free to everyone to access.*  *Is there anything else beyond that your sector needs specifically – any training for fire &/or safety critical elements?* |  |
|  |  |  |  |  |
| Maintaining competence |  |  | *How will your installers maintain their competence over time? This could be through mandatory courses that they have to renew regularly, it could be through a set number of CPD hours. These things can be used to ‘trigger’ the renewal of a card scheme card when it is up for renewal.* | *Consider the HGV industry model, to maintain a CPC licence a driver must undertake 35 hours of training every 5 years. This is often undertaken in modules spread out over that timeframe.* |
| Periodic revalidation |  |  | *How often do your installers need to re- confirm that they are competent? Every 5 years? And what does the revalidation requirements look like?* |  |
|  |  |  |  |  |
| Checking competence |  |  | *How are you going to deem the installer competent in the first instance? And then on an ongoing basis?* |  |
|  |  |  |  |  |
| **Implementation** | | | | |
|  |  |  |  |  |
| Estimated current (Jan 2025) level of sector alignment with competence framework |  |  |  |  |
| Comprehensiveness of sector ‘Fit for the Future’ plan |  |  |  |  |

# Current Route to Competence Diagram

Include image of current Route to Competence.

# Competence Framework

Link to the following documents that make up the Competence frameworks:

1. SKEB Statements - listing the skills, knowledge, experience and behaviours (SKEB) required to obtain competence in the occupation(s).
2. A route to competence - showing the path (or paths) to obtaining, and then maintaining, individual competence in the occupation(s).
3. An implementation plan - identifying what further practical steps are required (as well as a timeframe) to allow every individual in scope to the competence framework to come into compliance with its requirements.

# APPENDIX A – Questionnaire

# APPENDIX B – Participating organisations