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Keeping History Afloat



TRAINING PLAN Part One October 2010



National Historic Ships

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Cover Photograph: Young Volunteer working on Box Boat 337. Courtesy of the National Waterways Museum

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PART ONE: WHERE WE ARE NOW

Based in the Heritage Boatyard at the National Waterways Museum in Ellesmere Port, this two-year project will develop a training programme in traditional boat-building and conservation skills. This will be done through the delivery of three work-based 18-month training placements. The project will be managed by The National Waterways Museum and The Waterways Trust working with National Historic Ships.

1. THE PARTNERSHIP'S COMMITMENT TO TRAINING

The Keeping History Afloat (KHA) project is managed by a partnership of The Waterways Trust and National Historic Ships, working closely with the Heritage Boatyard Steering Group.

The Waterways Trust is a national charity which works to enrich people's lives through waterways. It works closely with local, regional and national partners to develop, fund and implement waterways-based projects which deliver a range of outcomes to communities. With the support of the **Boat Museum Society** and an expanding body of volunteers, the Trust runs the National Waterways Museum at Ellesmere Port where the project is based. The **Heritage Boatyard** here aims to conserve the museum's national collection of historic boats, train young people in traditional skills and help to create a vibrant museum.

The Boat Museum Society can its origins to 1971 when a group was formed of waterway enthusiasts who were very concerned that the old working craft of the canals and rivers would completely disappear as the nature of the waterway system changed from freight transport to leisure use. The first public exhibition, staffed entirely by Society volunteers, was opened for the summer of 1976. As the museum developed and expanded it became a fully professional organisation. It is now the National Waterways Museum operated by the Waterways Trust which also runs museums at Gloucester and Stoke Bruerne.

The Advisory Committee on **National Historic Ships** was set up with the specific remit to advise the Secretary of State for Culture, Media & Sport, HLF and other funding bodies on ship preservation in the UK. One of National Historic Ships' key aims is to promote the availability of conservation skills and training through the Shipshape Network, as well as encouraging opportunities for people to develop and maintain traditional ship building and repairing skills.

1.1 Heritage Boatyard- Delivering Skills

The Heritage Boatyard sits within the auspices of the National Waterways Museum. The project is operated as a cost centre overseen by the Heritage Boatyard Partnership, which comprises The National Waterways Museum, the Boat Museum Society, West Cheshire College and National Historic Ships, all of whom have signed up to a Memorandum of Understanding.

The Heritage Boatyard has a management structure, with defined roles and responsibilities for key processes, set out among its volunteers and staff. It holds regular management meetings and is supported by the management teams of both the National Waterways Museum and The Waterways Trust. The museum provides for all the overheads and administration associated with the work of the Heritage Boatyard as well as the time of its senior management team.

The Chief Executive of the Trust chairs the Partnership and regular support is provided by key management team members of the museum including the Collections I Manager, who acts as the Projects co-ordinator .

A key aim for the boatyard is to develop into a training centre which teaches people, especially young persons, a range of craft and heritage skills and introduces them to the opportunities that exist in industries connected with heritage and conservation and not just those restricted to boats.

This has not only meant developing all the systems and processes required for safe working but also developing the skills within the volunteer team in terms of mentoring and passing on their own skills and experience.

An important step has also been the recruitment of an experienced Boatyard Supervisor who has joined the boatyard with all the requisite skills and can work with the Boatyard Maintenance Officer to support both the volunteers and trainees.

A significant partner in terms of developing skills is West Cheshire College, which has recognised that heritage skills training provides opportunities for individual trainees as well as the local community.

The yard will continue to deliver basic transferable skills training to Future Job Fund Trainees and will also continue developing the skill set of the diverse range of volunteers that participate.

The Boatyard aims to develop further higher level skills in the sector by offering high quality training in both practical boat building skills and the principles underpinning the conservation of inland waterways craft. Specifically the Heritage Boatyard aims to become a provider of quality accredited training with a specific objective to develop QCF modules. The Boatyard's training objectives can be summarised as:

- A minimum of 3 trainees on-site between 2011 and 2013 for 25-35 hours each
- Develop QCF accredited units in Heritage Boat Skills in conjunction with National Historic Ships; these will be used nationally at other institutions once accreditation has been achieved
- Develop and host a minimum of 10 Master Classes of 1-2 days duration on heritage boat conservation techniques
- Develop the skills of a growing body of volunteers

During 2010/11 the Heritage Boatyard will work with partners, particularly West Cheshire College and National Historic Ships to define its training in detail and to set out a plan for developing and delivering high quality training programmes.

1.2 The Shipshape Network

The Shipshape Network is the UK-wide network for ship preservation - home to the National Directory of Skills & Services and a communications framework for everyone with an interest in our maritime heritage.

The Shipshape Network is supported and initiated by National Historic Ships - the official voice for historic vessels in the UK. The Network is a nationwide project to bring together historic and high value vessel owners, skilled craftsmen, businesses, heritage organisations, training bodies and all those with an interest in Britain's maritime heritage and ship preservation.

The Network offers a marketing framework and working tool for the sector; providing a dedicated website for users to share information about their maritime projects or conservation schemes.

At the heart of the Network is the National Directory of Skills & Services - an online database giving contact details for practitioners who have worked on boat projects of all types and sizes.

National Historic Ships has also set up four regional networks - Solent, Thames Estuary, Bristol Channel and Mersey. These have been chosen because they already have a natural concentration of skills and historic vessels, or disused facilities at which a ship preservation site might be founded.

The Shipshape Network is about making contacts and forging partnerships. It will provide opportunities by working together which would not be possible on an individual basis.

Keeping History Afloat has researched using the Shipshape Network site as an exchange site for trainers and trainees. It requires additional funding and would involve the development of pages to support:

- The recruitment of trainees
- A resource for all course reading materials
- A resource for updating resource course work and reading
- A site for trainees to use as a forum
- A site for trainers to use as a forum

Shipshape Network: <http://www.shipshapenetwork.org.uk/>

1.3 National Historic Ships

National Historic Ships is the supporting body behind the Shipshape Network. With its governing Advisory Committee, it was established in 2006 as a non-departmental public body reporting to the Department of Culture, Media and Sport

with a specific remit to advise the Secretary of State and other public bodies on ship preservation and funding priorities.

It is the successor to the National Historic Ships Committee, which emerged from a seminar held in 1991 to discuss the problems facing the preservation of historic ships and vessels in the UK and the evident neglect of this important part of our heritage.

National Historic Ships carries a wide remit, looking not only at the immediate issues concerning historic vessels in the UK, but also addressing questions relating to the support infrastructure for historic ships, their potential for contributing in the wider economic, social and community context, and by maintaining a watch list of vessels abroad with potential UK significance.

1.3.1 The National Registers

National Historic Ships manages the **National Register of Historic Vessels** and the **National Archive of Historic Vessels**.

There are currently over 1,000 vessels on the National Register of Historic Vessels (NRHV) and over 400 vessels on the National Archive of Historic Vessels. The databases include details of designer, builder, dimensions, construction, propulsion, service history, current location and ownership, as well as images of many of the vessels.

The registers provide an authoritative assessment of the significance of historic vessels. The database can also be used to identify and prioritise vessels that should be preserved, provide guidance to decision-makers on the allocation of funding, and give an early warning of ships 'at risk'. The database can also be a useful research tool, although confidential information about ownership etc. is always kept secure.

National Historic Ships has also developed a database of builders who have constructed vessels on the NRHV. At the moment it includes details - where known - of builders who constructed three or more vessels, but this will eventually be expanded to be more comprehensive. This database offers opportunity for developing the knowledge infrastructure for vessel conservation and restoration.

National Historic Ships: www.nationalhistoricships.org.uk

1.4 Headley Trust

In 2008 the Headley Trust awarded a grant of £50,000 to National Historic Ships of which a proportion was to go towards funding the development of a new website and other web-based services as major communication tools, and a separate amount to support training initiatives designed to re-capture and develop traditional boat-building skills. The new website was launched in June 2009 and has since attracted acclaim from a wide spread of users. The planned second stage of the web development programme, a national network entitled *Shipshape Network* through which links between practitioners in vessel conservation and repair work will be forged, was launched in June 2010 with its own dedicated (but

linked) website. Set up on a geographical basis, the first regional networks are *Shipshape Solent*, *Shipshape Mersey*, *Shipshape Thames Estuary*, and *Shipshape Bristol Channel*.

Work has now been proceeding to make effective use of the Headley training grant. In 2010 the following was developed:

- the production of *Conserving Historic Vessels* the intended definitive UK training manual for those working in the conservation, repair, restoration, or replication of historic vessels. Fully illustrated and running to some 200 pages, this manual sets down the principles and standards through which historic vessels will be supported and as such will become the reference book for work of this kind not only in the UK but also internationally. The fundamental principles contained in the manual will be supported by technical papers accessible on the National Historic Ships' website, which can be updated on a regular basis as skills and conservation science develop.
- establishing the skills accreditation programme *Keeping History Afloat*
- development of a youth skills project based on a replica work boat being built at the Lyme Regis training centre,
- commencement of a programme to develop a skilled volunteer group to sail the recently restored Cornish Lugger *Ripple* and sister craft,
- and work on an inner city youth project based on traditional vessels in Bristol.

1.5 Commitment to training through publication of training resources

The United Kingdom is fortunate in possessing a magnificent collection of historic ships and boats, distributed widely throughout these islands, reflecting our rich maritime history and the many innovations in marine technology and design that have been produced here over the past few centuries.

National Historic Ships has published three volumes to support the sector under the umbrella title *Understanding Historic Vessels*. These volumes aim to help vessel owners both to understand their vessels and to preserve the information about the vessel for the future. They will provide an invaluable tool for trainees and offer a step by step guide to Conservation, Recording and Deconstruction.

The first volume, *Recording Historic Vessels*, sets out how to go about creating a record which ensures that the quintessential characteristics of the vessel concerned are captured. It also offers guidance on how to preserve this record in a safe, effective and accessible way.

There are also occasions where vessels cannot survive: they are too dilapidated or do not have the significance to merit the cost of conservation, or there is no one willing to take on the project. Yet the information they hold may be important, and to lose such vessels without saving this information would be to miss an irremediable opportunity to broaden our knowledge and to hold that knowledge for future generations.

The second volume, *Deconstructing Historic Vessels* provides guidance on the options for what to do when a vessel can no longer be saved after every effort has been made to find an alternative solution for her.

The first two volumes of the series *Understanding Historic Vessels* are available in digital form only and can be downloaded at:

<http://www.nationalhistoricalships.org.uk/pages/recording-and-deconstruction-of-historic-vessels.html>

The third volume, *Conserving Historic Vessels* was launched in October 2010, as a more detailed guide. This guide is the core conservation text for Keeping History Afloat Trainees. It is in hard copy form and is supplemented by the online bibliography and resource section referred to above which gives users access to a range of in-depth technical papers, many of which are now out-of-print and unavailable elsewhere.

The book is the culmination of extensive research on the part of the Advisory Committee on National Historic Ships and their appointed consultants, with detailed input from key groups and individuals within the sector as part of a widespread consultation exercise carried out earlier this year. *Conserving Historic Vessels* is intended as the base manual for vessel owners, funding bodies, heritage organisations and maritime associations both at home and abroad. It will also be the core text for the series of new accredited modules in historic vessel conservation techniques, which will be developed as part of this Keeping History Afloat project.

These qualifications are ultimately designed for use nationally, allowing trainees across the country to acquire specialist knowledge, grounded in standards set out in the publication.

2. TRAINING CURRENTLY BEING OFFERED BY PARTNERS

2.1 The Heritage Boatyard Training 2010

Three young people, recruited locally, worked in the boatyard during early 2010 for a six-month period under the Government's Future Jobs Fund and in September 2010 another three commenced a further six-month period of training. Importantly the Future Jobs Fund was designed to meet the needs of a hard to reach group of 18-25 year-olds, who were finding it difficult to access the job market .

The boatyard training programme is designed to give those on the scheme every opportunity to integrate and learn about mainstream employment while enjoying acquiring new skills. The results of these work-based training schemes have been used to develop this Training Plan.

The Boatyard offers real work-based training to students and the acquisition of highly specialised skills that will be in demand in the future. Most of these skills; light engineering, construction, joinery, painting and mechanics are also transferrable to other heritage occupations and provide significant development opportunities for students. In return, students are able to see the results of their work in terms of improvements to the site and to the collection, with the consequent pride involved in contributing to the history and heritage of their own area.

2.2 The Boatyard Facilities

The boatyard is a working yard with the facilities to carry out a range of conservation work on a variety of inland waterway craft. The yard is in a secure area within the museum site and is under 24-hour CCTV. During museum opening times the yard is open and available for visitors to see conservation work in action.

There is a range of external and internal areas which provide all the facilities that are required to offer a highly professional boat repair and conservation service. Externally there is covered space for up to eight full length narrow boats to be held in the water, which presents a significant advantage, allowing work to take place all year round, no matter the weather and to be able to offer fast emergency work, should this be required. Out of the water, there is hard standing to accommodate up to three full length boats of varying widths and additional space for smaller craft. Portable covers provide shelter, so again work can be carried out in all weathers.

On the museum site there are two dry-docking facilities. One area by the Toll House is suitable for short-term work but as it is part of the navigation, cannot be used for long periods. The Victoria Arm offers a second dry-docking facility which, with some work, could be available for long-term work.

There is a range of dedicated and well equipped workshops that are used for conservation work as well as training and education. These include:

- a large woodworking shed with a range of trade equipment such as a planing machine, circular saw, band saw and work benches.
- The metal working shop has welding equipment, drilling machines, power hacksaws and profilers.
- A paint shop provides a dust-free environment for sign-writing and general painting.

All the workshops, where appropriate, are provided with safety stop buttons on equipment, heating and ventilation to allow working in all conditions and weathers and to ensure that staff, volunteers and students can work comfortably and safely.

A recent addition has been a purpose built classroom and amenity facilities within the boatyard, which enhances the ability for the boatyard to offer modern and effective education. This includes a training room with audio/visual equipment and a toilet and washroom block for staff, volunteers and students

The museum is home to a substantial archive of documents, drawings, manuals and photographs covering a wide range of historical craft. This provides a valuable resource to guide and inform the conservation, training and interpretation work of the Heritage Boatyard.

2.3 The Boatyard training in the context of the Museum

There are several new initiatives already underway at the museum, which support the link with the work of the Heritage Boatyard. For example, the museum provides a base for the Waterways Action Squad, the Waterways Trust's youth volunteering programme which currently recruits and supports 16-25 year old volunteers to get involved in waterways across the North-West. There are also further plans for a Youth Activity Programme which will empower young people to help deliver a programme of activities in and around the National Waterways Museum including music and arts events, traditional waterway crafts workshops and healthy living projects.

As already explained above, nationally, the Boatyard has established links with National Historic Ships, and both bodies share the aim of promoting and enhancing the provision of traditional boat building skills across the UK while also seeking new ways to preserve the national collection of inland waterways craft.

Regionally, the National Waterways Museum works closely with regional agencies such as Renaissance North West and Cheshire West and Chester local authority. The Boatyard itself has developed close links with West Cheshire College a lead provider of learning in the area. The Heritage Boatyard will continue to build on these partnerships at a local, regional and national level as it seeks to become a centre of excellence.

Through its development of training, particularly for young people, the Heritage Boatyard is helping to meet government objectives in workforce development and improved provision for young people.

2.4 Volunteer network and training

There is a vibrant community of volunteers working at the Boatyard. At the National Waterways Museum volunteers;

- become part of an enthusiastic community of people
- spend time in a unique and historic, waterside setting
- learn about fascinating histories and stories
- work in a sociable and friendly environment
- use their skills and knowledge in new and rewarding ways
- hone or learn new skills.

Volunteers help out in many different ways

- looking after the Historic Boat Collection and engines
- helping catalogue, care for and interpret the collections
- steering boats around the basin and locks
- working in Porters' Row to help bring the cottages to life
- helping with housekeeping and decorating at the Museum
- supporting school visits to the Museum
- taking guided tours round the museum
- researching enquiries in the archive
- helping in the shop or café
- gardening in the vegetable plot and around the site

The Keeping History Afloat project will enable a sharing of training between volunteers and trainees and provide trainees with a wealth of experiences. The potential to offer accreditation for volunteers as assessors of the Trainees in particular units of learning will be explored during the coming six months.

Photograph: Waterways Action Squad volunteer Anthony gained full time employment with The Waterways Trust through the Future Jobs Fund scheme



Case study: Volunteer Boats Maintenance team

The Boat Maintenance team assists the Boat Maintenance Officer in the general maintenance and restoration of the historic fleet at Ellesmere Port.

We have a large number of different boats, some are all wood construction and others metal. They are historic craft, registered on the National Register of Historic Vessels, with some forming part of the National Historic Fleet. Each of them in their own way is important and by looking after them we are conserving our heritage and giving future generations the chance to see these boats. There are plenty of opportunities to learn and apply traditional boat building techniques and to get involved in boat handling and engine operation.

The duties include inspection of boats and their engines and involve a wide range of tasks from the simple removal of rainwater from the hull, general preparation and painting of woodwork and minor engine maintenance. This is mainly an outdoor job and can involve physical work. Safety is very important, as is being able to work in a team. Ideally, the volunteer will have trades background or be a competent at DIY.

2.5 Shipshape Network training resources development

National Historic Ships, through the Shipshape Network, has published three volumes of work to support best practice in vessel conservation (see 1.2 above). These demonstrate a genuine commitment to training the workforce. In addition, the Shipshape Network offers a valuable web database of skills and resources available for historic vessel conservation across the UK.

3. EXISTING SKILLS SHORTAGES

There is currently no formal training available in the UK for historic vessel conservation which also looks at the application of the skills learned to conservation techniques. Whilst both partners are providing structured training in key aspects of traditional boat-building skills, this is not accredited and is 'entry level' training. National Historic Ships is not a direct training provider, although it offers low level funding for training.

There are currently two dedicated boatbuilding centres – the International Boatbuilding & Training College (IBTC), Lowestoft and the Boatbuilding Academy, Lyme Regis. These offer a range of courses in traditional boatbuilding techniques.

IBTC runs a 47 week practical boatbuilding course with intakes four times a year, averaging 6-10 students per course while the Boatbuilding Academy offers two 38 week boatbuilding courses per year, with an average of 12 students on each. Whilst these courses train skilled boatbuilders, the fees are high (circa £12,000 to £15,000) but people feel they are good value as they finish with a completed boat. They also gain City and Guilds qualifications.

There are only limited places available and these are the only two sites offering training of this kind across the UK, with no training centre provided for conservation of inland waterways craft.

Several colleges offer courses in related subjects, but as with the centres mentioned above, these are classroom based and do not offer training in the workplace. A small number of private boatyards offer workplace training, but not as part of a structured programme.

3.1 Survey of vessel owners

In July 2008, a survey of vessel owners on the National Register of Historic Vessels (NRHV) was carried out by National Historic Ships. Forms were sent to all owners and ten free tickets to the Excel London Boat Show were offered as an incentive for returning these. In total, 109 completed forms were received.

The purpose of the survey was to obtain a clear picture of; the skills and facilities in regular use by vessel owners, those which are no longer obtainable in the UK, materials located abroad, recommendations of companies/individuals offering services to the sector, opinions on existing training opportunities and knowledge of other marine directories. All information on types of facilities/skills used and any recommendations were entered into a database as they were received. Other data was added to a spreadsheet which was used as a basis for further research and to create a picture of the overall condition of supporting services for the sector.

Based on the number of surveys returned, the following key points should be noted:

- 54.5% reported difficulty in sourcing the skills/facilities they needed, which included: riveting, welding, wooden boatbuilding and timber supply
- 22.9% had sourced the materials/skills they required from abroad
- 42.5% were aware of existing training facilities at some level

The survey returns clearly established that there is a general lack of awareness amongst vessel owners concerning maritime training facilities in the UK. Interest in undergoing training was widespread, with particular emphasis on such subjects as:

- Steam Boiler Management
- Marine Diesel Care and Operation
- Rebuilding of early engines
- Blacksmiths
- Shipwrights
- Commercial operation of historic vessels
- Electrics
- Health & Safety for historic vessels
- Hull Cleaning & Repair techniques
- Traditional restoration of wooden hulls and decks
- Welding
- Surveying
- Rigging
- Sail making and Canvas Work
- Timber sourcing - selection and installation
- Boat construction pre 1940
- Documentary maritime research
- Riveted steel shipbuilding repairs and construction.
- Marine Conservation

The difficulty is twofold; courses in related subjects are already running, but these do not always specifically target the historic vessel sector, and, in addition, vessel owners are not receiving information about the existence of such courses. The full Audit Report is provided as **Appendix One**.

3.2 Marine Sector Overview from SEMTA

While not fully relevant to the maritime heritage sector, it is worth noting the sector overview from SEMTA (The Sector Skills Council for Science, Engineering and Manufacturing Technologies). The overview demonstrates a need for a skilled marine workforce. The marine sector covers shipbuilding and repair, boat building and repair, and marine equipment manufacture. Together these industries have an estimated 56,000 direct employees and contribute more than £1.9bn to GDP.

Key Facts

Shipbuilding and Ship Repair including Submarines:

- The sector employs 24,000 people at 800 sites and up to 50,000 as contract labour.

- The merchant shipyards in the UK are expanding their business in ship repair and refit.
- A market in converting former naval and fishing craft into superyachts is developing.

Boatbuilding and Boat Repair:

- Yacht building is a thriving high-export sector.
- UK yacht builders compete against strong international players and strive to win an increasing share of a growing world market.
- Some UK powerboat builders export more than 90% of production.

Marine Equipment

- The UK has a number of world-class marine equipment manufacturers seeking to strengthen their position in export markets.
- UK suppliers of marine equipment and services for large vessels have an annual turnover of £1.7bn of which 62% is exported. This market comprises commercial seagoing vessels, warships, naval auxiliaries, larger yachts and large workboats.

Future

There are new and growing opportunities and serious challenges for companies in the sector to increase productivity and become more competitive.

The worldwide leisure marine industry is expanding and the UK is well placed to benefit from this. The skills required to utilise cutting-edge technology alongside superb craftsmanship are key to winning a greater market share for the UK.

People and Skills

The sector needs multi-disciplined craftspeople to provide specific technical skills at Level 3 and above. Upskilling Level 2 employees through training in new technology and business processes is key to getting the higher-level skills employers need.

3.3 Skills Gap and Inland sector

The skills gap in the wider maritime context is clearly demonstrated by the work of the National Historic Ships' team and elsewhere in this document. However it is in the Inland sector that these shortages are particularly severe. The number of real experts skilled in this field is low. The majority of these are in the 55 years+ age group with only a very few younger examples.

All of the existing practitioners will be involved in supporting this project in some way because collectively it is realised that unless urgent action is taken there will not be the skilled craftsmen in the future to look after the total historic national inland waterways fleet.

4. EXISTING COURSES AND SKILLS

4.1 Existing courses

Training is currently on offer from a variety of sources; the two specialist boatbuilding colleges mentioned above, academies/skills centres, boatyard apprenticeships, and companies set up in support of major vessel restorations.

All these courses are for maritime skills development. There is a significant gap for training in Inland Waterways craft restoration and conservation. However, the skills for such training do exist at the Museum and boatyard.

The following sites have been listed as examples of different types of existing training:

Universities/Colleges

- Glasgow College of Nautical Studies
Offers qualifications in marine engineering and marine operations.
- City College Plymouth
Provides marine apprenticeship programmes covering engineering (to include fabrication and welding), carpentry/joinery/outfitting and FRP/Composites. Well-equipped workshops on three sites employing highly skilled, experienced, qualified staff. Bespoke and short courses can also be accommodated in consultation with employers to establish their needs.

Academies/Skills Centres

- (IBTC) International Boatbuilding Training College
- The Boatbuilding Academy Ltd, Lyme Regis
- The Rural Skills Centre
Courses available in blacksmithing and ornamental ironwork, forge work, welding and fabrication, as well as sheet metal work, abrasive wheels certification, operation of power tools, chainsaws etc, health and safety plus risk assessment training and first aid courses.
- Marine Skills Centres: Plymouth, Poole & Falmouth
The Marine Skills Centres address the real needs of the large number of small and micro-businesses that make up the sector by providing innovative, dedicated and demand-led marine training services and facilities. Marine South West, using public funds, principally South West Regional Development Agency grants, supplies each centre's training equipment and meets ongoing facilities, marketing and other overhead costs for an agreed period.

Boatyard Apprenticeships

- T Nielsen & Company, Gloucester Docks

One of the few shipbuilding companies offering industry recognised apprenticeships, with their apprentices receiving traditional four year training.

- Butler & Co. (Butler Traditional Boats Ltd).
This yard has four highly trained shipwrights / boatbuilders on site, each with an apprentice training alongside.

Training in association with major vessel restorations

- Pioneer Sailing Trust
The Pioneer Skills Centre is a boatyard established to provide young people with the opportunity to learn boat building and restoration skills. Work is focused on the restoration of historic sailing vessels. Boatyard tuition and services are implemented and supervised by two highly qualified and experienced shipwrights.
- The *Royal Yachting Association (RYA)*
run a few specialist short courses, in addition to their Yachtmaster and seamanship qualifications. Of particular interest, as supplementary courses for the historic vessel owner are shore-based courses in Diesel Engine Maintenance and First Aid.

Other Organisations

As the demand for training intensifies, other organisations have been set up to support this need:

- Train to Gain: Skills South East Ltd.
The Learning and Skills Council's Train to Gain service provides impartial, independent advice on training to businesses across England. It can help businesses improve their productivity and competitiveness by ensuring that employees have the right skills to do the best job. Train to Gain gives you access to a Skills Broker who will carry out a needs analysis of training within your business and help you assess what skills your business has now and what you will need in the future.
- Marine Regional Resource Centre
The centre is based at City College's Maritime Technology Centre (MTC) at Woolston, Southampton. The MTC is centrally located at the heart of marine activity and the presence of the RRC will have a significant impact on marine businesses. The RRC is a working partnership consisting of Southampton City College, the Centre of Vocational Excellence (CoVE) for Engineering Practice & Productivity and Solent University. The three partners bring together a wealth of expertise, providing pioneering industry-driven training for companies, current students and tutors across the whole of the southeast region. This pool of expertise is available for all marine based engineering, design & manufacturing companies throughout the southeast region.
- Hampshire County Council Museums and Archives Service

Hampshire County Council Museums and Archives Service has been awarded £360,500 from the Heritage Lottery Fund to provide bursaries in heritage skills training. Aimed specifically at restoration and conservation practitioners in the industrial and transport heritage sector these bursaries will offer applicants the chance to enhance their skills and experience. The scheme is open equally to volunteers and paid staff.

Whilst these organisations are working to source and provide various aspects of marine training, the courses are not aimed specifically at historic vessels. The Headley Trust (which is a funding partner for the scheme) recognises the need for more traditional apprenticeships to be established and has supported development of training and skills through it's support of this project.

4.2 Using the skills that currently exist

Section 4.1 identified the training and skills that currently exist and the people who have those skills. The Keeping History Afloat project intends to draw on and develop this resource.

As National Historic Ships is a national body it has access and contact with the organisations listed above and is able to use the Shipshape Network to facilitate dialogue and skills sharing across the sector.

The networking ability has enabled KHA to develop a programme of placements and masterclasses as part of this 18 month training plan that harnesses the skills and people identified in 4.1. The preparation of the training plan has entailed discussions with key trainers and providers to ensure 'buy in' to the scheme and to plan masterclass sessions and placements with experts (see Part Two for full details).

A core fact is that the UK skills in inland boat restoration are housed, in the main, at the National Waterways Museum and Boatyard. The boatyard contains a wealth of expertise in boat restoration and conservation.

The project will allow us to use the skills the boatyard team has to train the trainees and also to harness those skills formally through accreditation of the trainers as assessors. By the end of the project we plan to have gained between three and five 'accredited assessor' qualifications for our team. This will allow the boatyard to be the recognised organisation for assessing and training in inland boats restoration and conservation.

5. CHALLENGES TO BE MET THROUGH THE SCHEME

Part Two of this training plan provides full detail of the programme including a full risk assessment for the scheme. The following section is an overview of themes covered in the risk assessment. Over and above these work-based challenges the challenges of ensuring funding is in place and that agreed match-funding from Headley Trust is maximised to allow for dissemination of learning are key.

5.1 Recruitment and retention

It is important that information on the training initiative is widely circulated to ensure we get a strong cohort of applications. This will be done in a variety of ways:

- Shipshape Network website: www.shipshapenetwork.org.uk
- Chester and West Cheshire contacts and website: <http://www.cheshirewestandchester.gov.uk/>
- Through West Cheshire College web site: <http://www.west-cheshire.ac.uk/>
- on the Heritage Boatyard publications and web sites: <http://www.boatmuseumsociety.org.uk/tlc-project.html>
- using mailing lists for Shipshape Network and National Historic Ships' contact databases (reaches over 1,000 people)
- Local, regional and national press coverage
- Local Job Centres
- Heritage organisations – e.g. Museum Association, Heritage Alliance, MAG newsletter
- Disadvantaged groups – e.g. NEETS
- Local higher education centres – e.g. secondary schools, colleges etc.
- Local library noticeboards

Potential candidates will apply through a CV and Covering Letter (**Appendix Nine: Recruitment pack**). A selection panel will select a shortlist for interview. A commitment to the course, a passion for boat conservation and building and a track record of showing stamina are core competencies. We aim to recruit three trainees and to minimise the risk of one or more of the trainees dropping out over the course of 18 months we identified:

- A requirement to ensure rigour at recruitment stage to attempt to secure passionate and engaged trainees
- A system of mentoring and support for trainees to develop a strong bond, ownership and loyalty between trainees and the project
- Units of learning that can be completed within a six month period so trainees are gaining skills that can be accredited throughout the course, not just at the end
- Payment for trainees as an incentive to continue.

5.2 Development of accreditation - background

Following the introduction of the Qualifications and Credit Framework (QCF) all qualifications will need to be moved into the QCF by the end of 2010. The QCF

will introduce a standard currency for learner achievement across the qualification system through the award of credit. This means that existing titles, such as NVQ, will no longer appear on the QCF or on certificates issued by awarding organisations.

We are at a time of flux, which allows for gaps in the training market to be addressed. Keeping History Afloat is keen to develop a training programme that can build on current accredited qualifications and develop new qualifications for the UK.

National Occupational Standards (NOS) define the competences which apply to job roles or occupations in the form of statements of performance, knowledge and the evidence required to confirm competence. They cover the key activities undertaken within the occupation in question under all the circumstances the job holder is likely to encounter.

The units are developed from the National Occupational Standards (NOS) with industry awarding organisations and providers and are stored in a database. Once a National Occupational Standards (NOS) has been registered it goes through a process of evaluation to gain a Qualifications and Credit Framework (QCF) unit status. Once this has been achieved QCF units are drawn together in *Rules of Combination* to form an accredited course.

The units can then be viewed on the National Database for Accredited Qualifications (NDAQ) website: www.accreditedqualifications.org.uk

This database will be closed in October 2010 and replaced by the Register of Regulated Qualifications.

Skills for Business also holds a database of national occupational standards NOS: <http://www.ukstandards.org.uk/>. It provides a detailed description of each NOS and its learning objectives.

The NOS database shows all NOS units. The qualifications database shows QCF units (that have arisen from the NOS units) and the accredited qualifications arising from the combination of units.

5.3 Accreditation pathways for Keeping History Afloat

There are five accredited courses in existence which relate to this project:

- City & Guilds Level 2 Certificate in Boat Building, Maintenance and Support
- City & Guilds Level 3 Certificate in Boat Building, Maintenance and Support
- NVQ Level 3 in Heritage Skills (Construction) Keeping History Afloat option
- EDI Level 2 Certificate in Cultural Heritage (QCF)
- EDI Level 3 Diploma in Cultural Heritage (QCF Conservation)

The NVQ in Heritage Skills will convert to a QCF in the coming months.

Keeping History Afloat intends to offer the following qualifications to each trainee:

- NVQ Level 3 in Heritage Skills (Construction) Keeping History Afloat option
 - EDI Level 3 Diploma in Cultural Heritage (QCF Conservation)
- Plus a
- City & Guilds Level 3 Certificate in Boat Building, Maintenance and Support

There is a gap in current accredited provision of training and that is units that relate to conservation / restoration of historic vessels. Our research therefore has proven that while there are currently two level 3 qualifications, they do not allow a 'Historic Vessel conservation' option.

The aspiration is to develop National Occupational Standards (NOS) for historic vessel conservation, to seek accreditation for these NOS and to gain approval for these units to become options on a new Level 3 qualification in Historic Vessel Conservation.

Discussions with Creative and Cultural Skills have highlighted that prior to developing any additional accreditation the plan will require an awarding body prepared to offer any qualification developed - this awarding body would need to start early dialogue with Creative and Cultural Skills to present the rationale for development. Qualifications are undergoing rationalisation during 2010 and a strong rationale needs to be argued for any proposed new qualifications. Creative and Cultural Skills has not budgeted any time or resources for new courses in 2010. The earliest it will be able to support the work is April 2011.

5.3.1 Accrediting the assessors

An exciting and challenging area has emerged during the planning work. The boatyard has, as a resource, experts in historic vessel conservation and restoration. They are a valuable resource and will allow the project to deliver highly skilled trainees. Any work the trainees undertake that is to be assessed prior to qualification, requires assessment by accredited assessors, however there are no accredited assessors in the historic vessel restoration/ conservation field. This means that the project will include a plan for accreditation of the assessors, thus providing a resource of trained and accredited assessors for the sector.

The project is working with Paul Valentine Young Adult Skills Coordinator Cheshire West and Chester Council to ensure that the assessors obtain accredited assessor status.

The training plan allows for a consultant to work with Keeping History Afloat to develop the potential for training units accreditation and for assessor accreditation.

5.4 Political climate

The current climate is a challenge and the effect this will have is as yet not fully known. In particular the cumulative effect of cutting of funding that supports the network of organisations in vocational learning is very heavy. We aim to work with the Sector Skills Councils to ensure that there is opportunity to develop national occupational standards (NOS) that are cross themed, linking the boat building suite with the heritage construction suite and cultural heritage suite Diplomas. This Training plan allows us to work with Creative and Cultural Skills during 2011 to ensure that our work is appropriate and valued for and by the heritage boat building and conservation sector.

5.5 Management of the training programme

The management team overview is provided as Appendix Twelve.



Volunteer undertaking engine repairs.
Courtesy of the National Waterways Museum.

6. GOOD PRACTICE

Part Two of the training plan provides full detail of the programme and good practice initiatives. The following section is an overview of themes covered in Part Two.

6.1 Masterclass development

The master classes are a core component of the training and are ultimately intended to be linked directly to the accredited modules as a practical learning device. They will be used to supplement trainees learning in specific areas. They will support student's learning by offering hands on training in key areas.

A number of topics have been researched to date with individuals listed as potential speakers (see Part Two: Section 2.1.2 for a full list of these).

The classes will serve a variety of functions:

- Develop understanding in a particular topic/ skill
- Link to specific NOS units and provide support in obtaining the desired learning objectives
- Offer opportunities for networking
- Offer the potential to visit other sites
- Offer the potential for volunteers at the Boatyard to learn.

6.2 Placements

The course will include at least three one/ two week long placements. The following sites have agreed to take trainees on placement:

- *Windermere Steamboat Museum*
- This Museum will offer trainees the opportunity to work on a unique collection of leisure vessels which are listed on the National Register of Historic Vessels and grant aided by NHMF.
- *Harker's Yard, Pioneer Skills Centre, Essex*
Managed by the Pioneer Sailing Trust, this training centre maintains the sailing smack *Pioneer*, as well as restoring other historic vessels and building craft from new.
- *Project Boleh, Portsmouth*
Run by the Boleh Trust, this project is working on the restoration of *Boleh*, a junk yacht listed on the NRHV.
- *Brinklow Boat Services*
BBS is a well-established yard with a high reputation for restoring historic inland craft. The yard can offer working experience with both metal and wood.

6.3 Accreditation of assessors

Working with our partners in Chester and West Cheshire we plan to develop accredited assessors in the field of historic vessel conservation and restoration thereby providing a legacy of accredited assessors for the sector.

6.4 The Shipshape Network

We have researched using the Shipshape Network site as an Exchange site for trainers and trainees. We are currently researching the potential and cost of setting it up as pages that can support:

- The recruitment of trainees
- A resource for all course reading materials
- A resource for updating resource course work and reading
- A site for trainees to use as a forum
- A site for trainers to use as a forum

6.5 Trainee network.

The Biodiversity Project Team at Chester Zoo have researched the potential to set up a network for trainees in the North West. The network would include: National Waterways Museum, ; Chester Zoo; National Museums Liverpool ; Chester Renaissance /; Stockport Council and Cumbria Wildlife Trust.

The object of the network will be twofold:

- to connect the trainees from the 6 projects within the North West region, creating a North West cohort. This will provide a way for them to share experiences, voice any concerns they may have, help with post-project support and offer a means of basic socialising. They will manage themselves as a group, our involvement would be limited to checking if the trainees want their details to be included on a contact list initially, and then to share the list with all the NW HLF projects for everyone to distribute to their trainees. We will develop a Blogger group site to aid trainee information exchange.
- to bring North West organisations together. To share good practice and to act as a sounding board for training issues.

We anticipate that the network of trainers and trainees idea will be developed during 2010.

7. METHODS USED TO WRITE THE TRAINING PLAN

7.1 Methods employed to write the plan

The work involved in developing the training plan commenced with the partners developing a brief for a consultant to oversee the training plan progress. A brief for the work was developed and tenders were invited (Appendix Five).

After an application and interview process Cara MacMahon was recruited to develop the plan. The work commenced in August 2010.

The work entailed:

- Market research
- Research into accreditation and the National Occupational Standards
- Development of evidence of training units that currently exist
- Gap analysis of training provision
- Consultation with Skills Sector Councils
- Consultation with regional partners to explore the potential to develop a network
- Development of master class providers through consultation with experts
- Development of placement providers through consultation with boatyards.

A chart of the work plan is provided as **Appendix Two**.

7.2 People consulted

The development of the training plan involved some key tasks as described in 6.1 above. People consulted and a bibliography are contained in **Appendix Three**

7.3 Lessons from past activities

The project has evolved through a desire to secure training for a workforce in historic vessel conservation. All our work highlights that the skills are currently held by people who are getting older and that there is a real danger that key skills will be lost if younger people are not trained.

From past training and the training currently occurring at the boatyard, we are aware that retention can be an issue so we are keen to ensure we recruit trainees that will last the course.

We are aware that continuous monitoring and evaluation will ensure we learn from the work and that we can offer information to funders and partners that will help develop training and skills improvement for the sector in years to come.

We are also aware that it is crucial to have 'ownership' of the project by those people who will be involved in delivery. We have ensured that the staff, volunteers, partners and potential partners have been involved and engaged in the planning process.

8. NATIONAL AND REGIONAL CHANGES

8.1 Context

England is in a time of flux with major reorganisation of many strategic organisations across the country. It is helpful to consider these changes in relation to the Training plan.

Following the general election in May 2010, Regional Development Agencies (RDAs) will be abolished. Local Enterprise Partnerships - strategic economic partnerships between private, public and voluntary sectors - are the Government's suggested replacements for Regional Development Agencies. The region is therefore in changing times with all existing policies under review. However the commitment to training the workforce and offering opportunities to support a vibrant and employed community remains at the core of government and regional policy. The comprehensive spending review will be published on 20th October 2010. England will then enter a period (November 2010 - March 2011) of change. Some organisations will be abolished, some will merge, some will change structure and new systems will be setup.

The net effect will mean a change in local, regional and national operations for supporting development and work force training. A key concern for Keeping History Afloat is to safeguard the Heritage Lottery Fund grant and to work with regional and local partners to ensure effective recruitment so that the targets for this training plan are met.

The following section provides a snap shot of changes proposed that have a bearing on the project.

8.2 Advisory Committee on National Historic Ships

On 26th July the Department of Culture, Media and Sport announced that the Advisory Committee on National Historic Ships would be declassified during 2010/11 so that it could continue to provide its existing functions as an independent body. The organisation is working with the DCMS to review its options for change of governance and a revised funding structure.

8.3 Heritage Lottery Fund

The future of this fund and the structure for delivery of its work strands is currently under review.

8.4 North West Regional Development Agency (NWDA)

The North West Regional Development Agency is to be abolished. Sub regions have been offered the opportunity to bid for Local Enterprise Partnership (LEP) status. This means that five sub regional partnerships that currently exist within the regional development agency will consider seeking LEP status.

8.5 The Cheshire & Warrington Enterprise Commission (CWEC)

The Cheshire & Warrington Enterprise Commission CWEC (formerly Cheshire & Warrington Economic Alliance) is the Sub Regional Partnership for economic

development in Cheshire and Warrington. CWEC is one of five sub regional partnerships (SRPs) in the Northwest (under NWDA) working with partners to help deliver the Northwest Regional Economic Strategy (RES). As the designated SRP, it is the conduit for economic development strategies, activity and funding across Cheshire and Warrington.

The concept remains that *'By 2014 Cheshire and Warrington will strengthen its position as a top five performing UK sub region where everyone can access opportunity in work and will enjoy a high quality of life'*

Ellesmere Port is part of the Deeside Hub which is identified in the CWEC Sub Regional Action Plan as a priority area for investment to improve employability and access to jobs.

Growth targets envisaged in the CWEC LEP submission include:

- Over 20,000 new jobs created with a key focus on manufacturing and exports
- A rise in population of around 100,000 involving the need for 70,000 new homes
- A £10billion-plus increase in GVA (a measure of economic output) to around £30billion through acceleration growth of new businesses and start-ups.

The result of the LEP bids will be announced post 20th Oct 2010. If successful, Cheshire and Warrington will establish a partnership in shadow form from February 2011, to be operational from March 2011.

8.6 Cheshire West and Chester and the Local Area Agreement 2009 - 2011

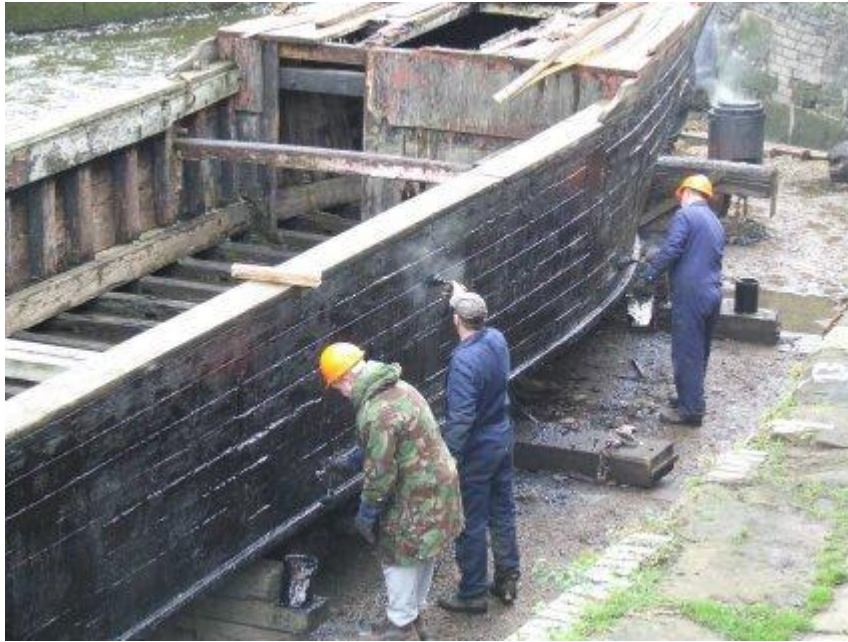
Ellesmere Port is in the Cheshire and West Cheshire local authority area. Cheshire West and Chester is an all purpose (unitary) council serving 328,000 people over an area of 350 square miles.

The corporate Plan 'Making it happen' runs until 2011. As a statutory requirement, the plan allows for the set up of an overarching Local Strategic Partnership "West Cheshire Together" for the area of Cheshire West and Chester. "West Cheshire Together" meets on a quarterly basis to oversee effective partnership working, key challenges for the area, delivery of Sustainable Community Strategy (SCS) outcomes and achievement of Local Area Agreement (LAA) targets. The plan also set up five new Area Partnership Boards for:

- Ellesmere Port
- Chester
- Northwich and Rural North
- Winsford and Rural East
- Rural West

Cheshire West and Chester Local Area Agreement (LAA) 2009 - 2011 sets out a wide range of designated (national indicators) and non-designated (local) improvement targets for the Borough. The proposed KHA training supports NI 163 and NI164:

- NI 163 Proportion of population aged 19-64 for males and 19-59 for females qualified to level 2 or higher;
- NI 164 Proportion of population aged 19-64 for males and 19-59 for females qualified to level 3 or higher.



Volunteers and staff work on blacking the Chalk Barge.
Courtesy of the National Waterways Museum