

# ACTION PLAN





# LEADING THE INDUSTRY

**The Scottish Contractors Group brings together a number of organisations in Scotland to provide a strong collective voice for the contracting supply chain within the construction industry.**

The SCG represents the interests of not only the major contractors across Scotland, but also leading Scottish trade associations and many small and mid-sized contractors who provide services across the industry. A key part of the SCG's work is to highlight the economic contribution construction can make both locally and nationally.



## IMAGE OF CONSTRUCTION

Construction is a diverse sector which offers a huge range of job opportunities: anyone, whatever they want to be, can find a rewarding lifelong career. The industry needs to actively compete to recruit and retain a workforce capable of delivering the wide range of projects required across the world.

SCG will focus on inspiring young people and those looking for a change of career to choose construction whilst at the same time motivating the workforce to stay within the industry.

## THE INDUSTRY'S SKILLS NEEDS

With an increasing demand for construction projects, it is essential that the industry knows what skills are required and when and where they will be needed. A comprehensive training and qualifications structure capable of delivering the necessary skills together with an integrated relationship between the education system and employers is critical.

SCG will ensure that the outcome of construction training and qualifications delivered by or on behalf of the industry meets the needs of employers and that sufficient employment and apprenticeship opportunities are available to maintain a skilled and professional workforce.

## EFFECTIVE PRE-QUALIFICATION

Clients and contractors require assurance that the construction supply chain on their projects is competent. Companies also need to provide information in order to operate effectively. The industry needs to establish an efficient and effective means of fulfilling these requirements which will release valuable resources to improve productivity and output.

SCG will develop and implement a solution to the current bureaucratic and repetitive process of pre-qualification that meets the needs of clients and other stakeholders and is beneficial to the construction supply chain.





## HEALTH AND SAFETY PERFORMANCE

Continuously improving the management of safety and the impact of its activities on workers' health is essential for any world class industry. A consistent approach to recognised standards across construction will enhance performance, facilitate a more efficient use of resources, and allow the industry to focus on eliminating, reducing and managing risks at all stages of a project.

SCG will identify where common standards would significantly improve health and safety performance and it will take the opportunity to address some long-standing customs to eliminate waste and demonstrate the value of sharing best practice in reducing accidents and ill health.



## FAIR PAYMENT PRACTICES

Fair and transparent payment practices are essential for a successful construction industry with a strong and sustainable supply chain capable of meeting its clients' needs. Determining appropriate business models that deliver outstanding performance and productivity will enable businesses of all sizes to confidently deliver an excellent level of service each and every time and will result in first-class projects.

SCG will bring together the contracting supply chain to consider what best payment practice in construction looks like and present appropriate business models that will result in a thriving construction industry capable of delivering the necessary infrastructure and built environment across Scotland.



## OUR VISION

One organisation providing a strong collective voice offering influential and dynamic leadership, creating the conditions for supply chains to thrive and improving the delivery of construction projects for the benefit of the Scottish economy.

## OUR MISSION

### The SCG will:

- ▶ Provide **leadership** for a vibrant and diverse industry
- ▶ Demonstrate the **importance of Scottish construction** to the UK
- ▶ Improve the **image** of the industry
- ▶ Enable the **right skills** in the right place at the right time
- ▶ Facilitate **collaboration** within the supply chain
- ▶ Develop and implement **best practice**

# THE IMPORTANCE OF CONSTRUCTION

**Scottish construction is a £21.4bn industry contributing to 9% of Scotland's GDP. It employs over 170,000 people, about 1 in 10 of the Scottish working population, and through its supply chain generates significant additional jobs, growth and prosperity.**

But construction's impact is wider than the economy: it is essential to the function of everyday life. It enables manufacturers to produce and deliver their products, schools and universities to teach and hospitals to operate and provides offices to work in and homes which put a roof over people's heads.

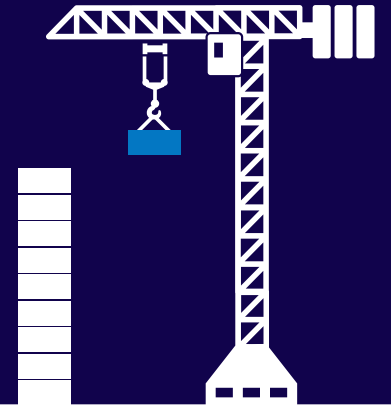
Quite simply, construction is what everything else relies on.

## DELIVERING CHANGE

**Construction is faced with a number of long-standing issues that require a bold new approach in order to tackle them.**

By bringing the supply chain together, the Scottish Contractors Group is ideally positioned to promote collaboration and provide industry-wide solutions for the benefit of everyone. Agreeing and implementing best practice can drive a lasting culture shift that will improve productivity, deliver growth and make the industry fit for purpose.

Contributes almost 10% of GDP



Employs 1 in 10 of the working population



£3 return for every £1 invested





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