

British Automatic Fire Sprinkler Association

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UK Water Mist Seminar 2016

Protecting people, property and the environment

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Qualifications, Training, Development and Partnerships

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Protecting people, property and the environment

British Automatic Fire Sprinkler Association (BAFSA)

- **Established in 1974, BAFSA is the UK's trade association for the fire sprinkler industry.**
- **Members install more than 85% of the sprinkler and watermist installations in the UK.**
- **Works closely with government, fire and rescue services, building control officers, insurers, architects and town planners**
- **Represented on a range of government sponsored bodies and is involved in participating in the decision making process in respect of fire safety legislation, codes of practice and technical standards.**

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A Vision for the future

Shared Vision of the future

- **Nationally recognised vocational qualifications**
- **Recognised entry into the industry**
- **Defined career pathways allowing individuals to aspire to the various opportunities this industry can provide.**
- **Apprenticeships**
- **An increased pool of competent and talented individuals across all disciplines i.e. installation, service, design, management**

BAFSA Achievements

- **Labour Market Intelligence Survey (LMI) informing a BAFSA Skills and Qualification Strategy**
- **Developed Structure, Specification, Unit content and an Assessment Strategy for an approved Level 2 National Qualification (Certificate in Fire Sprinkler Installation) to be delivered at two BAFSA preferred training providers.**
- **Collaborated with NPTC to produce an upskilling award**
- **Established a BAFSA Skills & Qualifications webpage**

National Occupational Standards

- During 2011 BAFSA helped draft the first UK government funded National Occupational Standard (NOS) for Mechanical Fire Protection.
- Intended as a high level strategic overview of the individual competencies required to fulfil the tasks within the UK workplace.
- Are concerned with what people can do and how well they should do it, (performance) not just what they know (Knowledge). A free management tool available from BAFSA website.
- In January 2012 the NOS Standard was published with any future qualification being mapped against these NOS.

National Occupational Standards

- Are: -**
- ✓ Specifications of competence in employment.
 - ✓ Benchmarks for occupational performance.
 - ✓ Statements of industry good practice.
 - ✓ A tool for specifying and measuring workplace competence.

- Are not: -**
-  Training courses
 -  Qualifications

National Occupational Standards

Each standard specifies -

- **the relevant technical, planning and problem solving skills;**
- **the ability to work with others (i.e. comms and team skills); and**
- **the skills that enhance flexibility in employment and opportunities for progression.**

**Supported by the essential knowledge and understanding
and the contexts in which competence is expected**

National Occupational Standards

115 Uses

- **Training design**
- **Development of qualifications**
- **Writing job descriptions**
- **Specifying competencies**
- **Benchmarking and performance reviews**

National Occupational Standards

Workplace Activity (Element of Competence)

With

**Performance + Knowledge + Range
Statement**

**They are the Yard-Stick to measure workplace
performance (Remember the 115 uses!)**

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National Occupational Standards

Performance Criteria =

What you need to do

and

How well you must do it

National Occupational Standards

Knowledge Criteria

What you need to know

and

Understand

In order to perform competently

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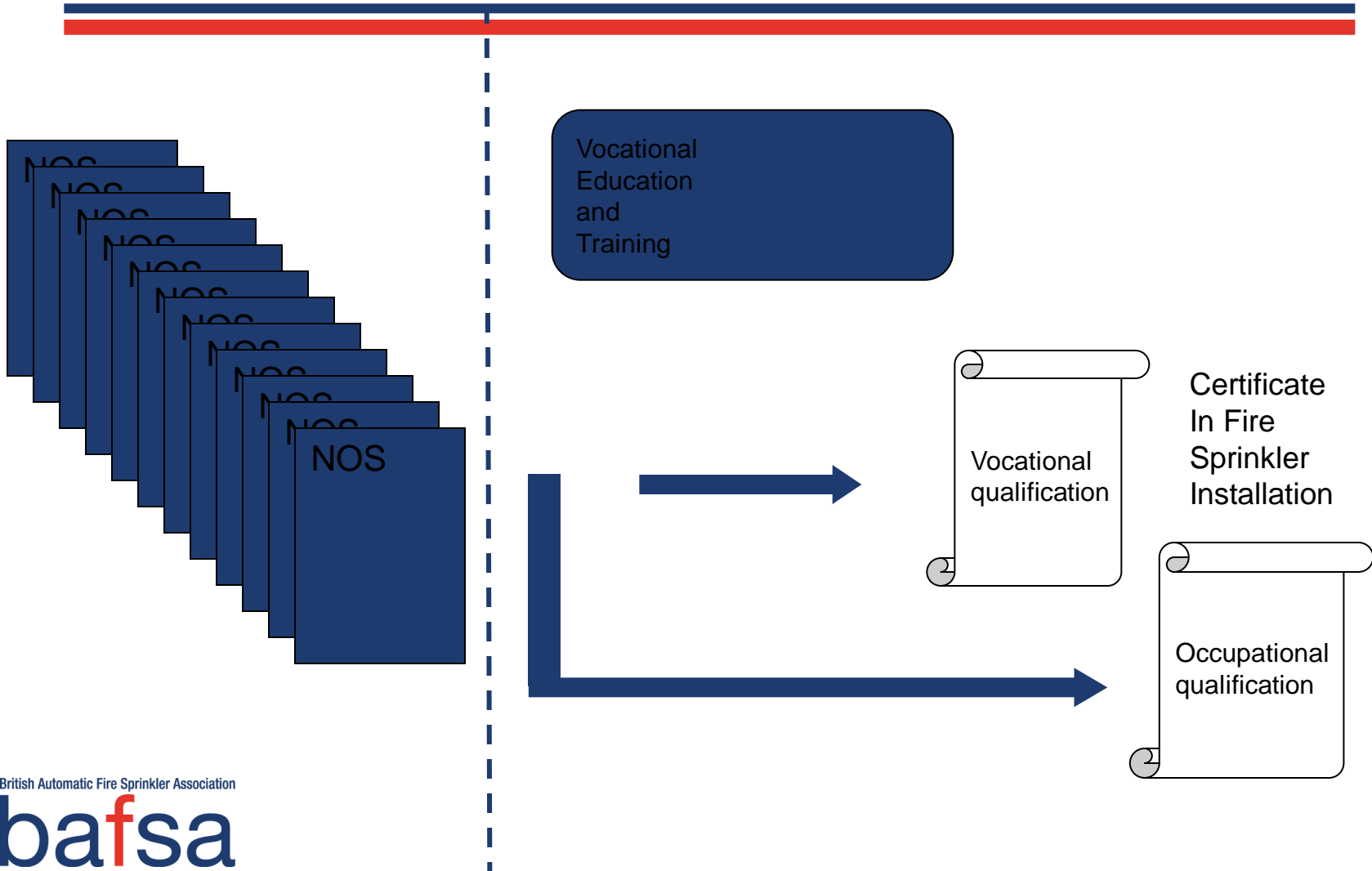
National Occupational Standards

What do they mean to you?



National Occupational Standards

NOS v Qualification



BAFSA Skills & Development Committee

- On the back of the NOS Development a BAFSA Skills & Development Committee was formed with a remit:
- *‘To develop vocational qualifications and training to ensure competency for persons working within the sector’*
- First formal meeting took place in November 2012.
- 13 regular members including installers, manufacturers, suppliers, training providers and certification bodies.
- Industry Qualifications, an Awarding Organisation working with BAFSA.

Labour Market

Information & Intelligence (LMI)

- **Commissioned by BAFSA in 2014 to produce a report reflecting the current state of training, qualifications and the general state of the sector**
- **It analysed the sector in terms of number and type of employers, composition of workforce**
- **Size and occupational breakdown, hard to fill vacancies**
- **The results provided an assessment of current skills and labour market needs**

LMI Key Findings

Workforce

- **Relatively old – the majority 54% aged 40 or older**
- **Only 12% is aged 16 – 24**
- **Only 38% of organisations recruited anyone aged under 24 in the past 12 months**
- **53% of organisations reported having ‘hard to fill vacancies’**
- **Stakeholders predict a ‘gradual ‘increase in their workload**

LMI Key Findings

Skills and Qualifications

- **Less than 50% of organisations have provided training to a recognised qualification**
- **Significant skills gaps were identified. These included installation.**
- **Knowledge was being lost as older workers left and no skilled replacements**
- **It identified that formal qualifications were required for engineers and installers**
- **Only half of organisations required sub contractors to provide evidence of any recognised training**

BAFSA Skills & Qualification Strategy

- **Work with employers and providers to develop Skills and Qualifications which ensure our work force are able to deliver what is expected.**
- **Provide skills development opportunities for those already in the sector and also those considering a role in the sector.**
- **Ensure employers have a workforce equipped with the skills they need.**
- **Ensure employers make the most of the competency of their work force to maximise business opportunities.**

Development of a National Qualification (Level 2)

Qualification Structure

- Initially intended for those working in the sector aged 18 +
- To be delivered by BAFSA preferred training providers, through blended learning in workplace and classroom (approx 340 hours over 12 months, day or block release)
- Demonstrating competence in :
 - Health & Safety
 - Awareness of regulations
 - Communication & customer care
 - Fire Sprinkler installation and handover
 - Managing resources
 - Productive working relationships

Certificate in Fire Sprinkler Installation

Qualification content

- **Introducing existing practitioners to the skills and knowledge required for installing Automatic Fire Sprinklers**
- **5 technical Learning Outcomes:**
 - **Preparing the work environment**
 - **Cold Water Supply Regulations**
 - **Installing Fire Sprinkler Systems**
 - **Confirming installation meets specification**
 - **Maintenance checks**

Development of a National Qualification Assessment Strategy

Assessment Strategy

- **Primary source of evidence should be naturally occurring workplace activity or simulation providing conditions that match realistic working environments.**
- **Worked with IQ (BAFSA preferred Awarding Organisation) to establish a robust method of external quality control.**
- **Established criteria for Assessors, Internal Verifiers and External (hold verifiable, relevant industry experience – typically 5 years)**

Domestic Fire Safety (Wales) Measure Upskilling Award

Award in the installation of Automatic Fire Sprinklers

- **Developed by BAFSA Skills & Development Committee in partnership with Neath Port Talbot College**
- **Awarded by Agored (Cymru)**
- **Delivering a qualification for the Active Fire Industry**
- **Mapped to National Occupational Standards (industry statements of competence, performance and knowledge)**

Developing Career Pathways

A career development framework that aims to support career-long learning and professional development by recognising education and training undertaken.

This framework will be developed by BAFSA members and be freely available from the BAFSA website to those who work within the mechanical fire industry i.e. fire sprinklers and to those considering a career in this varied sector.

Future development

What's next?

Ensuring that the workforce is competent to deliver what is expected from it and encourage recruitment to the sector

- **BAFSA/IQ Skills Card**
- **Traineeships**
- **Scholarships**
- **Level 3 qualifications**
- **Leadership & Management qualifications**
- **Training Passport**
- **Mentoring Scheme**
- **Course Accreditation**

BAFSA

Thank you for listening.

Any questions ?

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