

**Rail Forum**  
East Midlands



# **Development of a High Level Skills Strategy for the Construction of HS2 in the East Midlands**

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## The Brief

- A desk top exercise to consider the employment and skills requirements for the construction of HS2 in the East Midlands
  - Construction
  - Railway Systems
  - Rolling Stock Manufacture
- Support the Emerging HS2 Strategy submission
- Propose key themes for intervention

## A Few Key Points to Note

- Number of jobs associated with construction of HS2 'fluid'
- Much is still unknown
- Rail systems are a very small part of the overall project
- Construction of phase 1 starts 2017; for the East Midlands to capitalise on jobs, we need to act now so that local people can work on phase 1
- East Midlands has specific expertise - particularly in rolling stock
- Other regions and major cities are already pushing their rail industry hard

## Emerging Strategic Themes: Inspiring Young People

HS2 provides an opportunity to '**raise the game**' in our local schools and to **drive ambition and aspiration**; the recommendation is to work in partnership with the industry for maximum benefit. Specifically:

- Developing a programme of activities that ensures **all primary and secondary** schools in the East Midlands benefit from **some type of 'HS2 outreach activity'**
- Work with the rail industry locally to develop an '**Inspirational Teachers**' programme
- Support the regional UTCs and Studio schools to attract the **best young people**
- Support both FE and HE to secure funding to attract learners onto rail programmes and to encourage learners to consider rail as a career
- Identify ways on which to build upon the successful Glen Parva Young Offenders Institute Trackwork programme
- Identify the wider opportunities to **showcase the types of jobs that HS2 will bring**

## Emerging Strategic Themes: Building FE Capability

In order for local people to be prepared for the jobs that will be on offer it is vital that our local colleges are able to both **deliver HS2 relevant qualifications** and have **strong links to the new National College for High Speed Rail (NCHSR)** in Doncaster and Birmingham.

- Ensure East Midlands colleges work **collaboratively** to provide **complementary and relevant curricula** that will deliver the skills needed by HS2
- Carry out more detailed work to look at the volumes of construction workers required, not just for HS2, but more widely and map this to current FE capacity
- Support the **development of specialist facilities in a small number of colleges** to deliver rail specific qualifications and apprenticeships
- Support the development of the Derby College **BIM Academy**
- Consider the development of an **Institute of Technology** to lead on rail provision for the region.

## Emerging Strategic Themes: Harnessing the Power of our Universities

The region benefits from a broad range of universities including some with **world-wide reputations** and others that have **strong links with local employers**. Our recommendations are to:

- Support the **creation of a Rail Research and Innovation Centre** at one or more other regional universities further **reinforcing the region as a 'centre of rail excellence'**
- Work with industry bodies to encourage **greater employer and university collaboration** on specific research projects and work placements
- Ensure our universities are involved with the **development of new degree level rail and construction apprenticeships**

**NB: Since the completion of this work, the Rail Supply Group has identified three 'lead' university clusters to form the basis of future Centres of Excellence in Rail. These include Nottingham and Loughborough.**

## Emerging Strategic Themes: Support for Individuals

Local people deserve the **best and tailored support** to ensure they can benefit from the jobs that will be on offer from HS2. Our recommendations are to:

- Develop **specific incentives for young people and the long term unemployed** in the most hard to reach, deprived communities to study for qualifications and develop the skills that will help them to become 'HS2 ready'
- Provide a **dedicated and specific mechanism** that links local people to future job opportunities with HS2 and their supply chain
- Support **co-ordinated industry effort** to attract local armed forces leavers into the rail industry including helping to secure funding for retraining where appropriate
- Consideration also needs to be given to how the region can **retain its infrastructure workforce in the period prior to the start of works on HS2**

## Emerging Strategic Themes: Ensuring Our Businesses Are Ready

The majority of jobs associated with the construction of HS2 will be **created in the supply chain of consultancies, contractors and rolling stock manufacture**, rather than with HS2 itself. Our recommendations are to:

- **Update the 2009 Planes, Trains and Automobiles Report** to include rail infrastructure and to cover the whole East Midlands
- Provide **opportunities for regional employers to learn about and understand the expectations and requirements of HS2**
- Investigate the potential to offer a **Leadership and Management 'HS2 Readiness' module** through the newly launched Encsite 2 programme or through the LEP Growth Hubs
- Provide a **dedicated and specific mechanism that links local employers to the trained people** with the skills they need



## The Staveley Depot Opportunity

The planned depot at Staveley will be an **infrastructure maintenance depot**. Based on published HS2 views it is likely to:

- Operate 24/7 with most maintenance activity occurring at night
- House specialist rail vehicles used for monitoring and maintaining the infrastructure
- Use sophisticated technology for asset condition monitoring and data gathering to inform maintenance strategy.

Bearing in mind the potential to use the site as a 'construction hub' during the construction phase, thought could be given to developing a specialist national facility for rail and major infrastructure construction that could then serve future projects such as HS3, major road building programmes, airport expansion etc.