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Construction Skills Development:

Formal versus Informal System?

Dr. Paul Chan & Robert Moehler

School of the Built Environment

Northumbria University

Contact: +44 (0) 191 227 4301

Robert.Moehler@unn.ac.uk

Personal Profile

- ➡ Researcher – Regional skills development capacity analysis
- ➡ Previously:
- ➡ Project Engineer & Human Resources (PepsiCo International) & Civil Engineer (Federal Institute of Material Research and Testing)
- ➡ Major interests: How we develop skills at the workplace, and how we design skills systems

What we wanted to find out?

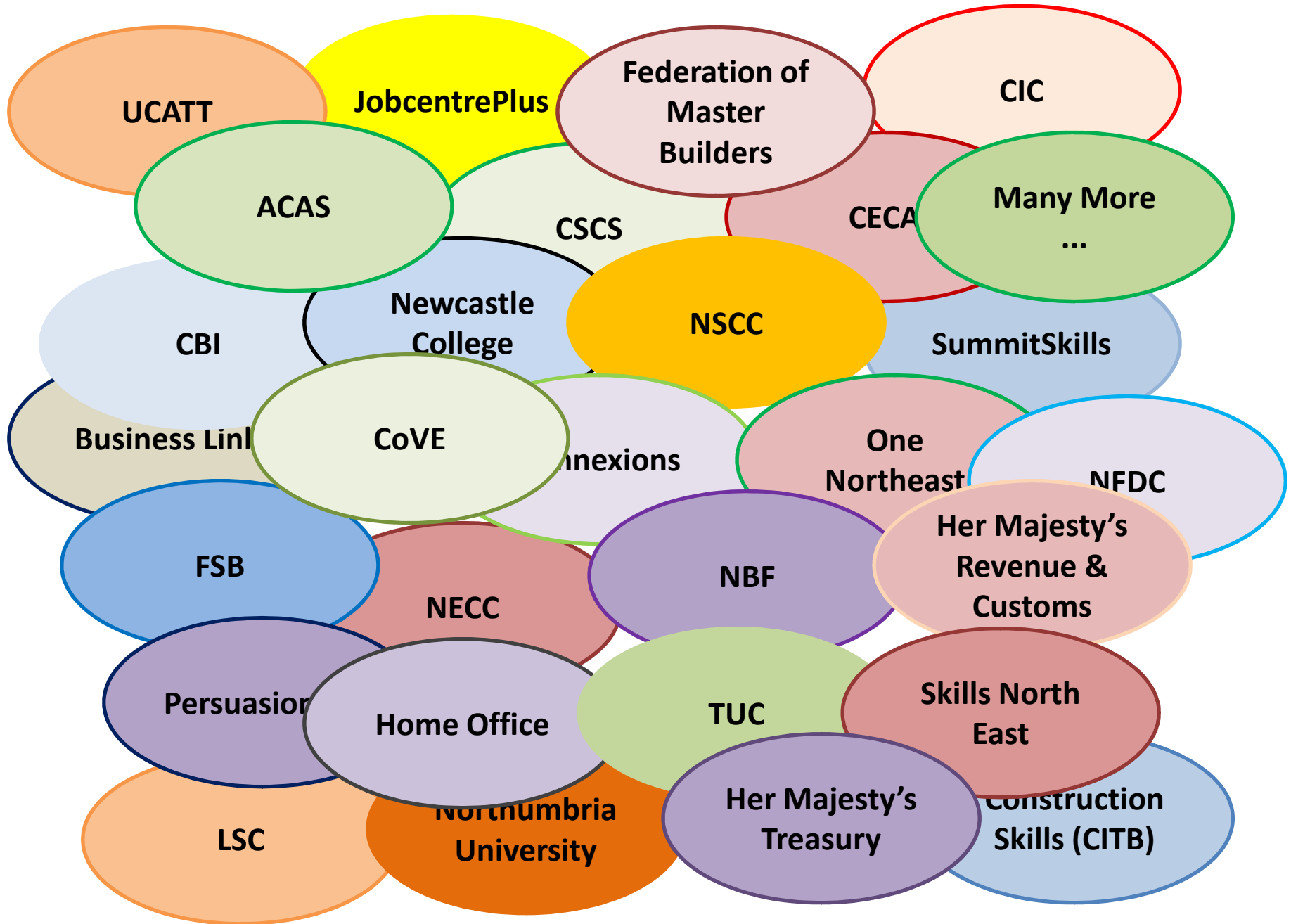
- ➡ Who develops skills for whom?
- ➡ How do we develop skills?
- ➡ What skills matter?
- ➡ Who is involved in skills development?
- ➡ On what basis are decisions made regarding skills development?

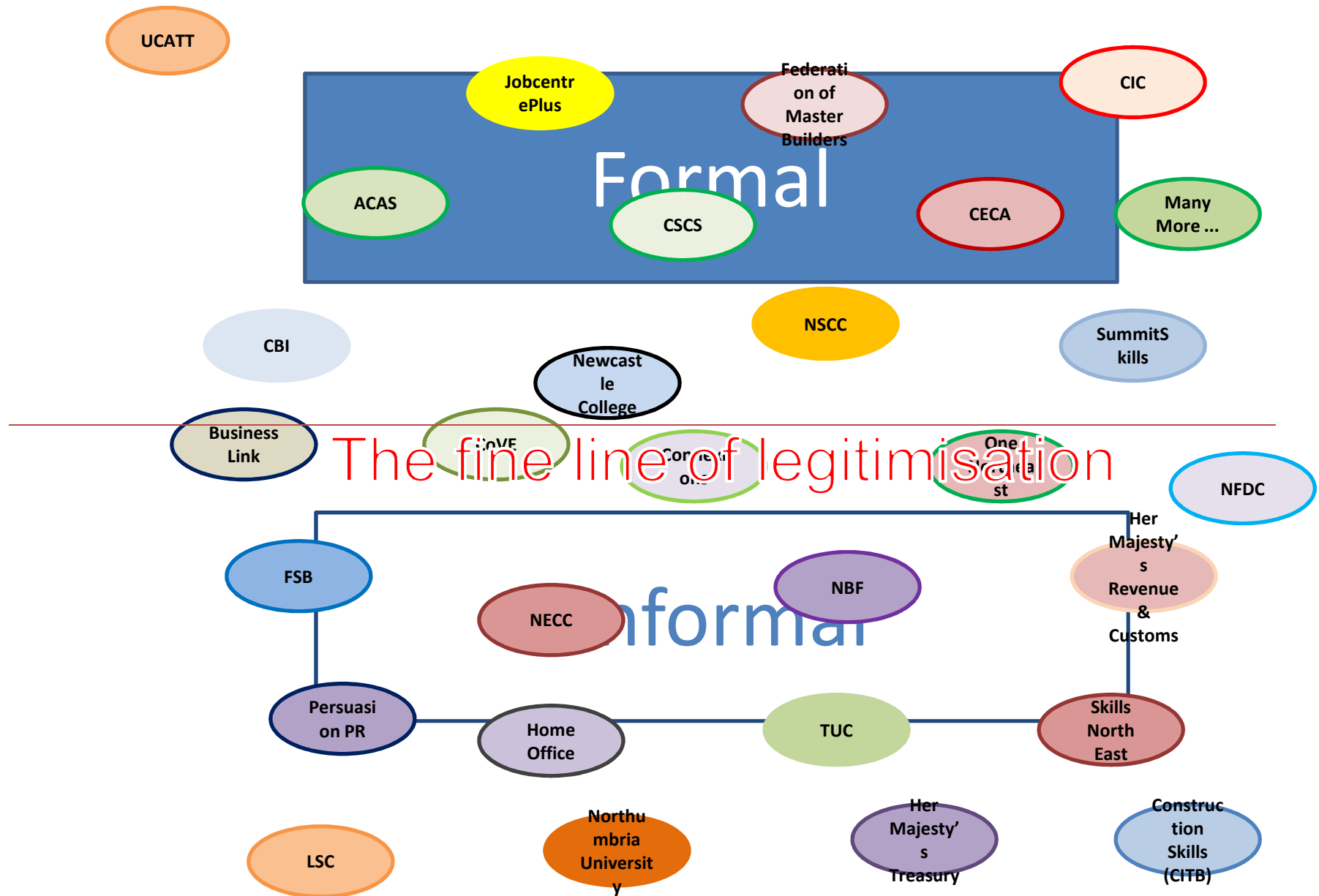
Aims and Objectives

- ➡ Who develops skills for whom?
- ➡ How do we develop skills?
- ➡ What skills matter?
- ➡ Who is involved in skills development?
- ➡ On what basis are decisions made regarding skills development?

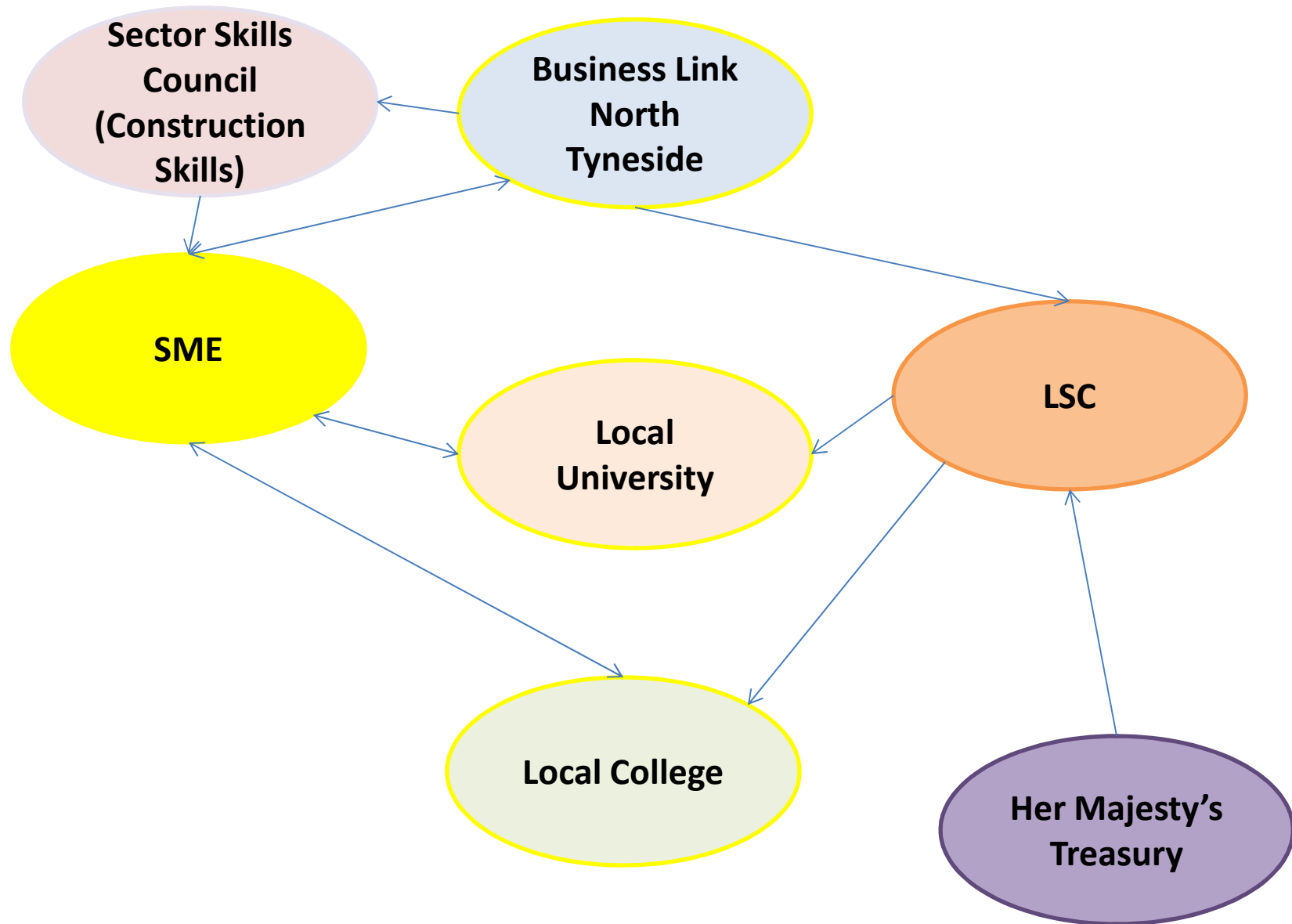
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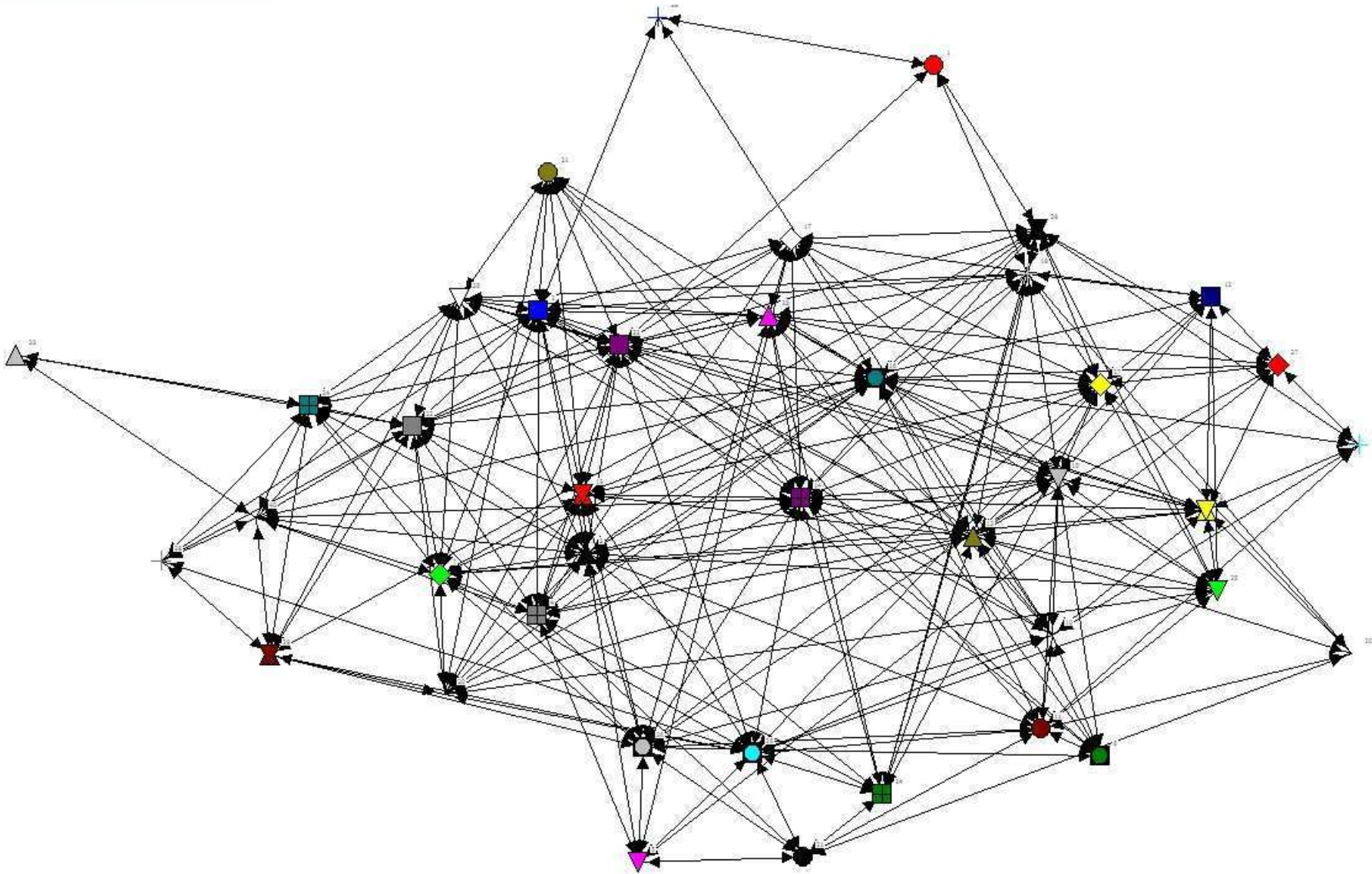
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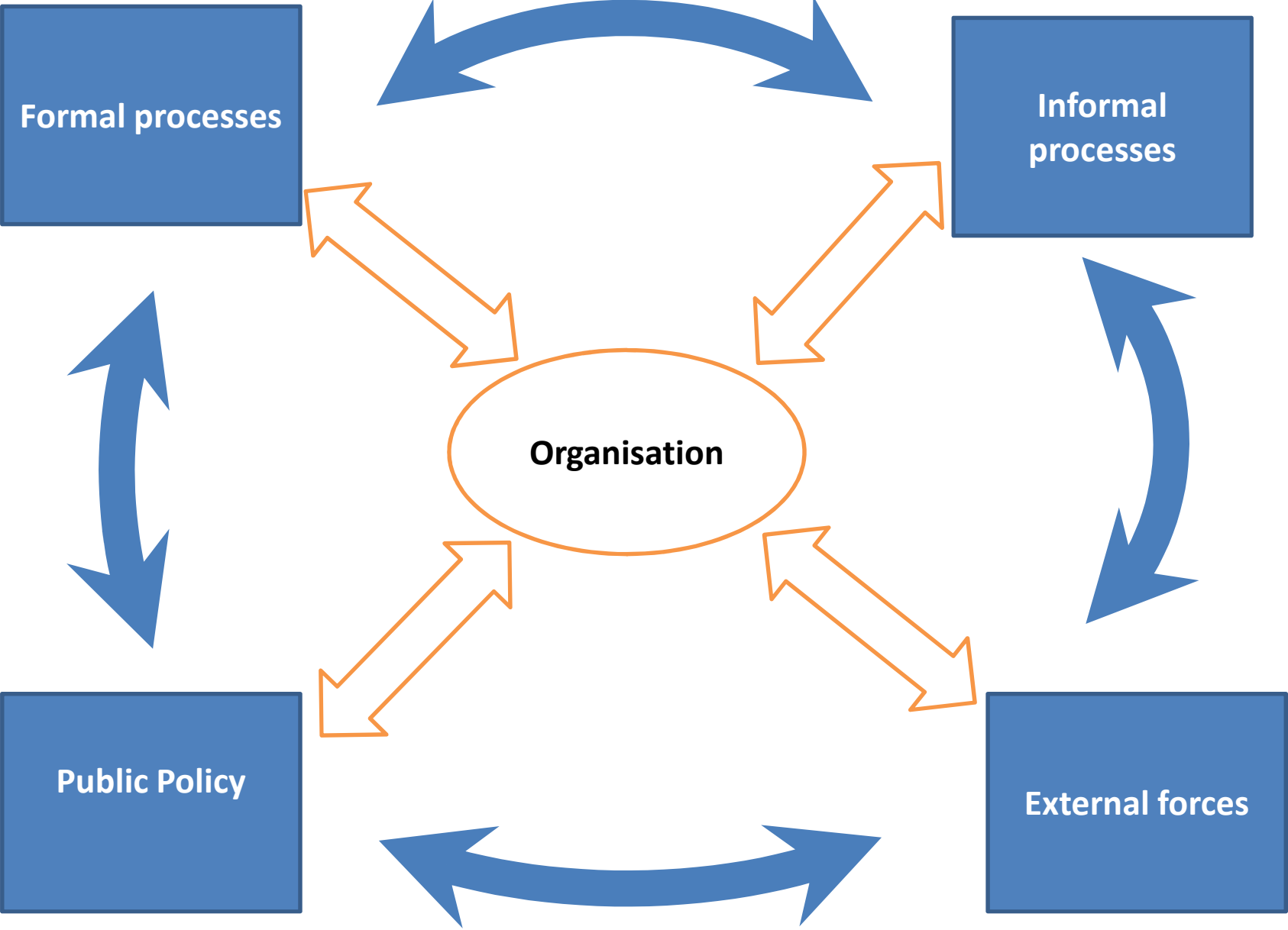




An Example







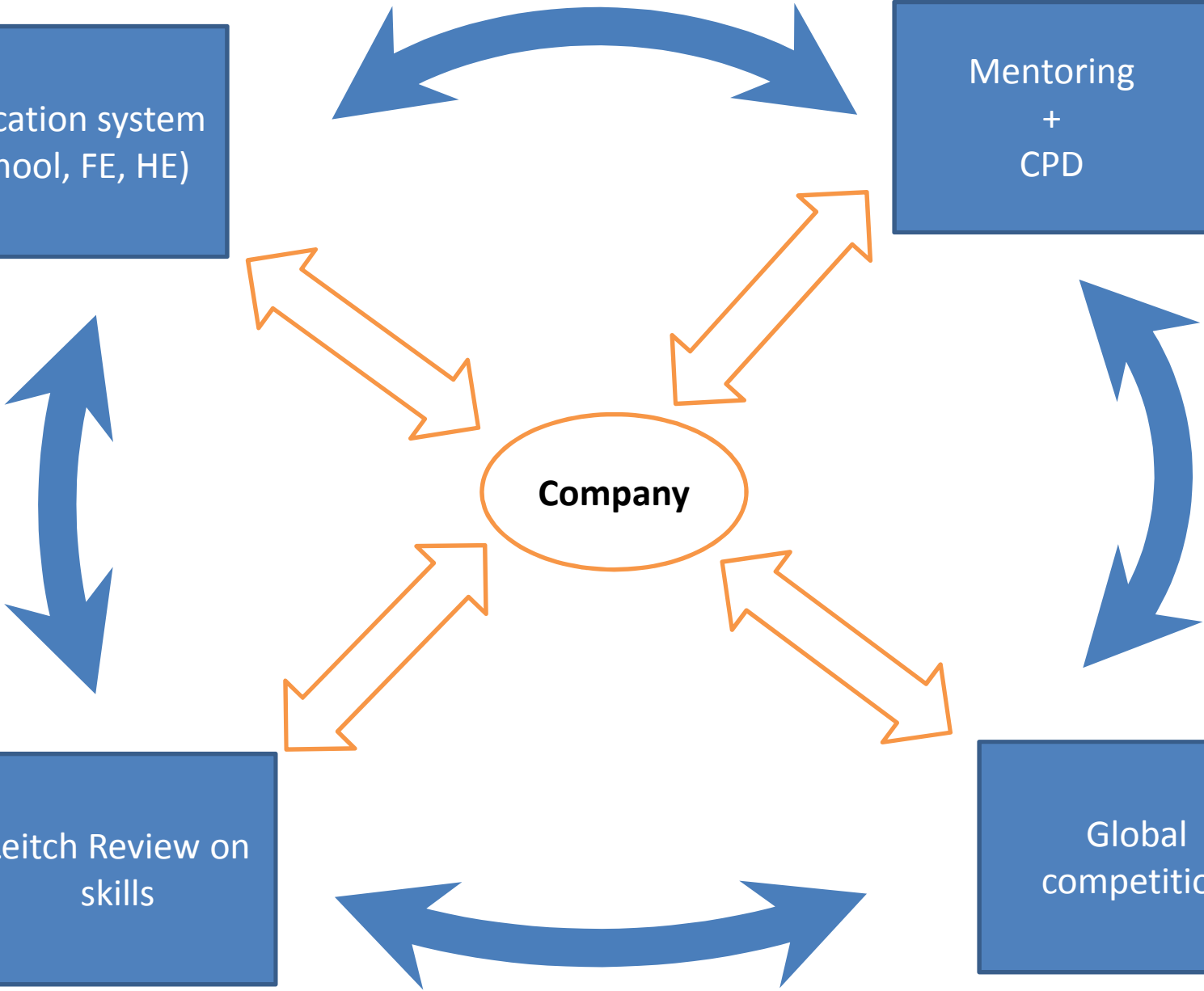
Education system
(school, FE, HE)

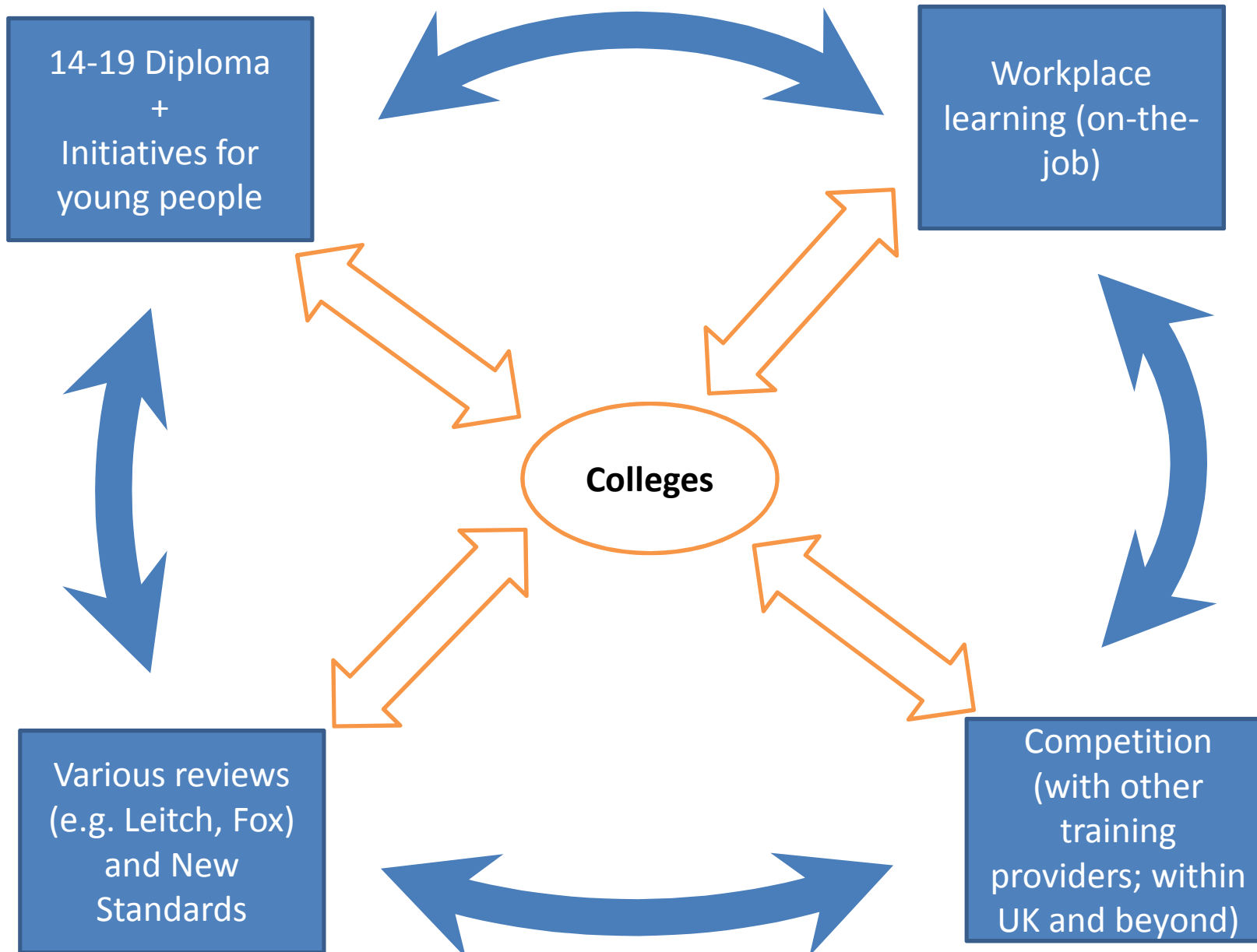
Mentoring
+
CPD

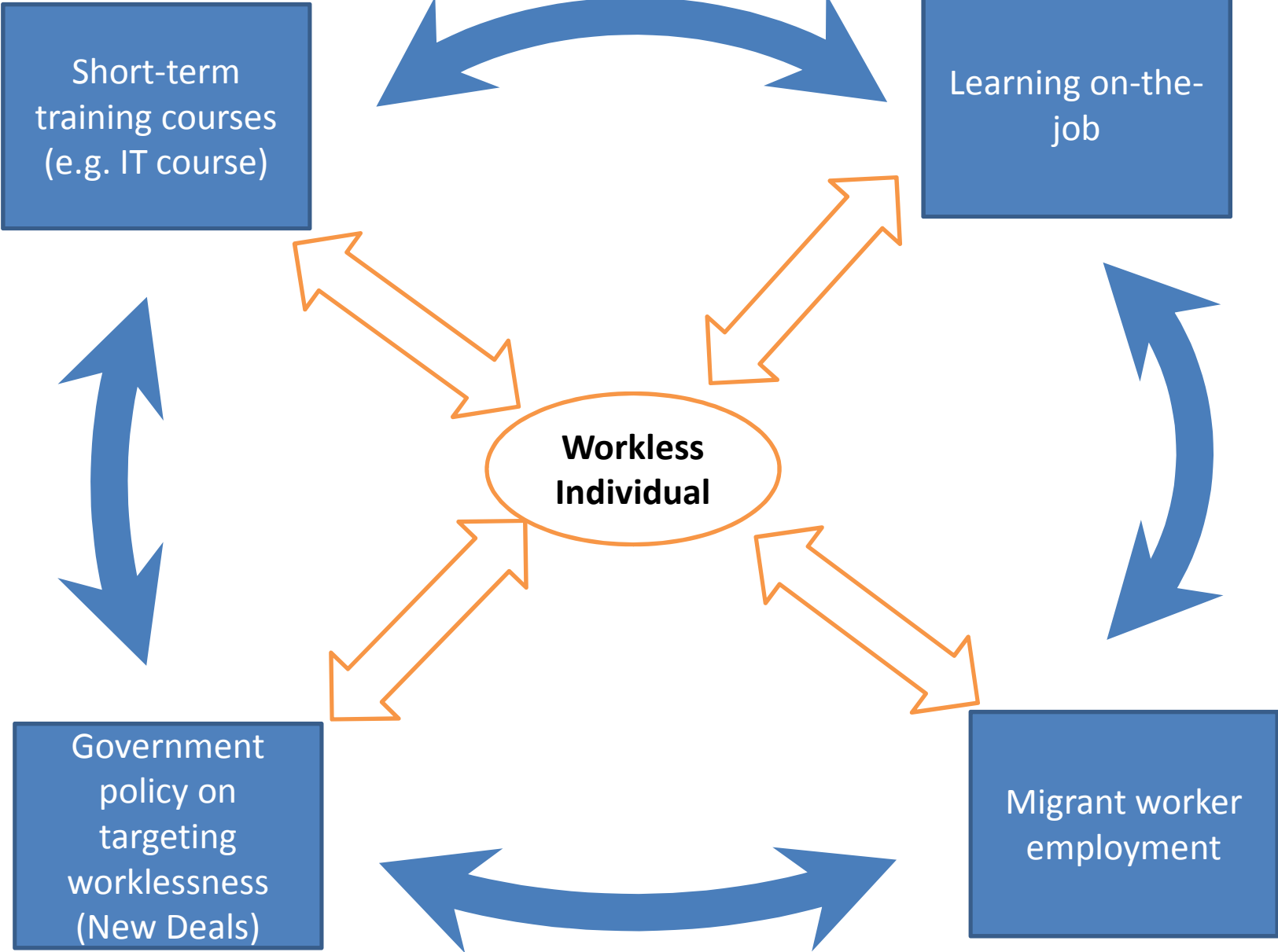
Company

Leitch Review on
skills

Global
competition







Back to the Start...

- 👉 Who develops skills for whom?
- 👉 How do we develop skills?
- 👉 What skills matter?
- 👉 Who is involved in skills development?
- 👉 On what basis are decisions made regarding skills development?