



Thomas
& Adamson

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Granton Waterfront - Traditional Skills Audit


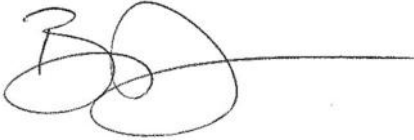


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1 Executive Summary

This report provides an assessment of the local availability of historic building skills required to deliver the four projects at Granton Waterfront comprising Granton Castle Walled Garden, Granton Lighthouse, Granton Station and Madelvic House.

The historic construction skills that have been identified as being required to deliver these projects are stonework, slate roofing, leadwork, cast iron rainwater goods, lime plasterwork and joinerwork.

This study has been undertaken through consultation with local tradespeople specialising in historic trades, local colleges and training facilities, and local conservation architects. A questionnaire was issued to assess the level of skilled labour currently operating in the local market, the availability of training in historic trades, and the level of professional resource to design the works.

The results noted below demonstrate that, within the local area, there is a traditional skills shortage relating to stonemasons, leadworkers, roofers and slaters, and lime plasterers, all of which are historic trades required for the Granton Waterfront redevelopment.

Furthermore, opportunities for training and apprenticeships are limited and the availability of unskilled labour to undertake further training is low.

2 Introduction

This report has been prepared to assist with the City of Edinburgh Council's Heritage and Place Programme backed project at Granton Waterfront. The project comprises works to four listed buildings and structures which include Granton Castle Walled Garden, Granton Lighthouse, Granton Station and Madelvic House.

Thomas and Adamson were appointed by the City of Edinburgh Council to undertake a traditional construction skills audit within the local area to identify the project needs, provide analysis on the level of historic construction skill resource available in the local market, and to identify any shortfall of skills and training availability that currently exists. For the purposes of this exercise, and from discussions with the City of Edinburgh Council, Thomas and Adamson have defined "local", as within Edinburgh and the Lothians.

Thomas and Adamson issued questionnaires to local tradespeople and companies who specialise in historic construction and conservation work to assess the level of resource available, any ongoing training within the organisations, the age of the workforce, and gaps within specific trades.

Alongside this, T&A issued questionnaires to local conservation accredited architects who specialise in works to historic properties to gauge the level of professional resource available.

A summary of the findings of the questionnaires, together with our own knowledge of the local sub-contractor and labour market, is contained in the sections below to provide analysis on the level of skilled resource available.

A review of the training courses and opportunities currently available has also been undertaken and a summary of the findings is contained in the sections below.

3 Project Skills Required

From our review of the project information provided by the City of Edinburgh Council the following traditional skills/trades have been identified as required for each of the properties:

- Stonework
- Slate roofing
- Leadwork
- Cast iron rainwater goods
- Lime plasterwork
- Joinerwork (sash and case windows, decorative timber)

More generic and modern skills and trades will also be required to deliver these projects however this study has only focused on those relating to the historic nature of the properties.

4 Project Skills Resources

- 4.1 A total of 58nr local companies who specialise in the trades listed in section 3 were contacted to confirm their interest in completing the questionnaire. From that list, 34nr confirmed interest. This comprised 20nr stonemasons, 13nr roofers, 3nr plasterers and 1nr joiner. Several of the companies carried multiple disciplines.

The level of response was disappointing and despite reminders and prompts from T&A only 6nr completed questionnaires were returned.

There are however some common themes among the responses which would indicate that the information, although limited, is representative of the conditions within the wider market.

The responses are contained in Appendix A of this report and are summarised in the following sections.

- 4.2 The companies who responded to the questionnaire are made up of 2nr sole traders, 1nr micro company (0-9 employees) and 3nr small companies (10-49 employees), 5nr of whom act as both main and sub-contractors and 1nr who acts as main contractor only.

From our investigations into the companies currently operating in the local market the majority are smaller in size and there are few, if any, who employ a large workforce.

- 4.3 The traditional trades carried by the respondents can be summarised as follows:

- 5nr respondents carry stonemasons
- 3nr respondents carry roofers
- 2nr respondents carry joiners/carpenters
- 3nr respondents carry cast ironworkers / plumbers
- 3nr respondents carry leadworkers
- 3nr respondents carry bricklayers
- 2nr respondents carry plasterers

Although the sample size is limited, the trades carried by those who did respond does correlate with the trades identified as required for the proposed works at Granton Waterfront.

- 4.4 The contractors were asked which skills were most difficult to source. Stonemasons was the most frequent response given by 4nr of the respondents. Leadworkers and renderers were also named, with one of the respondents saying they had experienced difficulty sourcing all the trades listed in section 4.3 above.

When asked the reasons they were aware of, the lack of training courses at Edinburgh College, with particular reference to stonemasonry is highlighted as one reason.

- 4.5 The responses are similar to the question of which trades are most in demand and what skills gaps are needed to address the operations of the contractor's business. The list of trades/skills given are stonemasons, leadworkers, roofers/slaters, lime plasterers and renderers. All of which are skills which have been identified as required for the Granton Waterfront projects as shown in section 3 above.

- 4.6 The contractors were asked to confirm what proportion of their work relates to historic structures. The responses range from between 70 - 90% of the workload. Further to that, they confirmed that there is a high level of confidence in the workload available in the next 2-3 years, particularly as investment in refurbishing of existing properties continues to grow.

With the current cost of financing projects being at a recent high, clients are more likely to invest in existing properties rather than demolish and re-build. This will put an even higher demand on traditional skills, especially in Edinburgh which has a large stock of historic properties. The responses show that current workload remains high, as does confidence in future workload.

With the skillsets identified in section 3 named as being in demand and with limited resource in the market, the strain on the availability of labour with traditional skills is likely to continue and potentially deteriorate. This will impact on pricing levels and programme durations.

- 4.7 The proportion of the existing workforce likely to retire in the next five years, averages at 10% from the companies surveyed. The proportion of young workers under the age of thirty is higher and averages at approximately 21%. This is positive and indicates that there is existing resource available to continue to meet the demand as people leave the industry.

There will however need to be new people entering the industry and attaining the required skills.

- 4.8 The contractors were asked to comment on what training and upskilling they are finding difficult to source. The lack of training courses and teachers is given by 3 of the respondents, along with a general lack of labourers who were interested in training to become a skilled tradesperson.

One contractor gave the example of the rise of private taxi and delivery companies which has been a drain on unskilled labour in the last five years and, in order to attract new talent, has started to advertise general labouring positions with the opportunity to receive in house training on any trade they take an interest in.

- 4.9 The responses on apprenticeships are mixed. When asked if they were likely to recruit an apprentice in the next two years only 2nr contractors said yes, although one caveated by saying more funding would need to be available. Three contractors are

unsure and said it was a possibility, with one of those advising they already had two apprentices on their books, and one contractor said they are not looking to take anyone on.

- 4.10 Asked if they were more likely to recruit an apprentice if they had undertaken pre-apprenticeship training, two contractors responded that they would, one contractor said possibly depending on candidate, and three contractors said no, it would not make them more likely to recruit.

Of those who responded no, the reasons provided are that previous apprentice quality has been poor and training is better undertaken by themselves, however the same contractor reiterated that more funding should be made available for companies to train their own staff in house.

Along with the responses showing surprise and concern that Edinburgh College no longer trains stonemasons, this would indicate that most of the respondents feel that they are best placed to train apprentices with the possibility of doing so alongside established college courses with defined learning outcomes.

- 4.11 Thomas and Adamson have recently completed a market intelligence report not related to the Granton Waterfront project. As part of that report several larger main contractors were contacted and asked to identify and provide commentary on any issues they are currently experiencing and the challenges they are facing in the current market.

As with the respondents to the questionnaire, the issue of labour availability was raised as a significant concern by the majority of the main contractors involved. The impact of both the Covid pandemic and Brexit has resulted in a shortage of skilled labour. The recovery from Covid saw a backlog of tenders coming to the market which has been a significant draw on the available resource. Following Brexit there has been an exodus of skilled foreign labour away from the UK and the levels of labour resource have not recovered from this.

As both public and private sector clients are focusing more heavily on refurbishment and repurposing of existing properties in order to meet the Scottish Government's requirements to minimise carbon load the challenges on securing traditional trades such as stonemasons, roofers and plasters are compounded, coupled with the fact that very few colleges and universities are offering training courses for these trades.

- 4.12 Together with the skilled labour, availability the level of professional resource existing in the local market has also been assessed as part of this audit. Thomas and Adamson contacted 11nr conservation accredited architecture practices currently operating within Edinburgh. A questionnaire was issued to each and 3nr responses were returned. Copies of the responses are contained in Appendix B to this report.

Of the architectural practices who returned the questionnaire between 75 - 100% of their workload relates to historic structures. On the whole, the outlook is positive with all respondents confirming that the training and further education opportunities to develop staff are adequate, and 2nr of the respondents have staff currently undergoing further training to become conservation accredited.

Further to this, the outlook on the current workload and future opportunities is positive across all the respondents who stated that the level of refurbishment to historic properties is consistent and likely to increase in the coming years.

On the whole the existing level of trained architects along with those currently undergoing further training, and the level of current and pipeline work appears to be in a reasonably strong position and there were no concerns raised by any of the practices.

The concern raised is the level of skilled labour availability with joiners, decorators, plasterers and leadworkers given as examples of trades they have had difficulty sourcing.

5 Project Skills Supply

- 5.1 Several responses to questionnaires make reference to the lack of training courses at Edinburgh College, particularly in relation to stonemasonry.

Edinburgh College were contacted as part of this study to confirm the courses they were currently offering and the number of spaces available. At the time of calling in early October 2023 there was no availability on any courses until the next academic year and the list of courses that would be offered had not yet been prepared. The curriculum review is due to take place in January next year when the academic staff meet to assess which courses will run in the next academic year starting Autumn 2024.

In the most recent academic year commencing in Autumn 2023 pre-apprenticeship courses were available for joinery, plumbing, and painting & decorating. No traditional or historic trades courses were offered in the most recent year and from the courses that were offered only approximately 16 spaces were available for each course due to workshop capacity.

Edinburgh College advised that in previous years courses have been available for stonemasonry, plastering and roofing however due to staff leaving the College and not being replaced they have not been offered in recent years.

- 5.2 The Scottish Lime Centre Trust (SLCT), a not-for-profit organisation established to promote the repair of Scotland's traditional and historic buildings, does offer a wide variety of courses relating to traditional buildings skills such as stonemasonry, slate roofing, traditional joinerwork and lime plastering. This is undoubtedly a valuable resource and the learning outcomes of the courses contribute towards Scottish Qualification Authority accredited certificates.

However, the courses are short term, typically 1-2 days in person training with follow on distance learning, and the costs of courses range from £200 - £600.

Funding is available from Historic Environment Scotland, however at the time of writing applications are closed and no funding available.

SLCT offer bursaries if certain criteria are met by the applicant which include being a student/apprentice within the built environment, being an employer/company with less than 5 employees or a sole trader and being unemployed.

- 5.3 Historic Environment Scotland (HES) offer training and apprenticeships in traditional and conservation skills however at the time of writing there are no vacancies available.

The Engine Shed is HES's dedicated building conservation centre and, similar to the Scottish Lime Centre Trust, offers a range of courses and events dedicated to traditional skills. The learning outcomes are however less well defined than those offered by the SLCT and do not appear to provide the SQA accredited qualification.

The Engine Shed has a partnership with Forth Valley College to offer apprenticeships in stonemasonry. At the time of writing no spaces were available and with the college being located in Falkirk may not be considered a local resource.

- 5.4 The Apprenticeship Scot website currently has no listings for apprenticeships within the construction sector in the local area.

6 Summary of Skills Position

It can be seen from the questionnaire responses that the availability of traditional construction skills is an issue each of the contractors and architects has experienced. The skills that have been cited as an issue correspond with the skills that will be required to deliver the proposed Granton Waterfront projects.

While the skills availability remains an issue, this is compounded by a strong demand for traditional skills in the market at present, and an expectation that the outlook for the coming years is positive and workload is likely to increase.

Not all companies who responded to the questionnaire are looking to recruit apprentices at present but those that would be willing to do so have encountered challenges with the number and quality of applicants in the market.

Several of the companies felt they would be better placed to train their own staff however the lack of training opportunities at local colleges was also referred to several times throughout the responses.

Private companies undoubtedly have a responsibility to train staff to secure the future of their own businesses and profession. However, an over reliance on the private sector will come with challenges, particularly in periods of economic downturn if no funding is provided.

A defined qualification alongside working with a private company would seem to offer the most benefit to gain the skills required. However, there is a shortage of college and training spaces available with Edinburgh College at present offering no courses for traditional construction skills and a lack of apprenticeship courses being offered elsewhere.

The other courses available are limited in space, potentially cost prohibitive depending on employment status, not local depending on interpretation, and the topics and learning outcomes / qualifications vary between each course and organisation.

The professional resource available has been found to be adequate and no concerns were raised by any of the conservation accredited architects who responded to the questionnaire.



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Appendix A

Contractor Questionnaire

Responses

Please note that the responses to the Traditional Skills Audit Questionnaire will be shared with Historic Environment Scotland to support strategic planning and programme development and delivery. All responses will be treated as anonymous, and no company details will be provided.

Traditional Skills Audit Questionnaire:

Company Information									
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:								
	Sole Trader		Micro (0-9)	X	Small (10-49)		Medium (50-249)		Large (250+)
	Other (please specify)								
2.	Do you act as a lead or sub-contractor or both? Response:Both								
Workforce & Skills									
3.	What traditional trades or skills do you currently carry internally within your company? Please mark X on relevant category:								
	Stonemason	X	Roofer		Joiner/ Carpenter		Plumber		
	Leadworker		Bricklayer		Cast iron		Plasterer		
	Other (please specify)								
4.	What skilled trades are you finding most difficult to source and are you aware of any reasons for this? Response: Time served stonemasons								
5.	What 3 skills do you think will be most in demand in your area over the coming years? Response: Masons, Slaters, Leadworkers								
6.	What skills gaps do you currently need to address for the operations of your business? Response: Reliable time served masons								
7.	What upskilling/training are you finding difficult to source and are you aware of any reasons for this? Response:								
8.	Roughly what percentage of your workforce do you expect will retire over the next 5 years? Response: 30%								
9.	What percentage of your workforce are under the age of 30? Response: 30%								
10.	Are you likely to recruit an apprentice over the next 2 years?								



	Response: Unsure at this moment							
11.	Are you more likely to recruit an apprentice if they undertook pre-apprenticeship training in school or college? Response: Yes							
12.	If you have responded no to either (or both) questions 10 and 11 above, can you please tell us why this is? Response:							
13	If you have or have taken on apprentices in the past, where are you likely to source these from? Please mark X on relevant category:							
	School/ Education	Further	Word of mouth	X	Advertising	Social Media		
	Other (please specify)							
14.	Do you have any further comments or suggestions around skills training or apprenticeships? Response: Very surprised Edinburgh College has stopped training apprentice masons							
Your Work & Contracts								
15.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 70%							
16.	Over the past 3 years have you been involved with thermally upgrading or retrofitting an historic building or structure? Response: No							
17.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: Confident in our marketplace. Wealthy clients.							
18.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this? Response: No							
19.	What conservation accredited architects do you have experience of working with, if any? Response: Steve Newsom							



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Traditional Skills Audit Questionnaire:

Company Information										
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:									
	Sole Trader		Micro (0-9)		Small (10-49)	X	Medium (50-249)		Large (250+)	
	Other (please specify)									
2.	Do you act as a lead or sub-contractor or both? Response: We typically and preferably work as the Lead contractor on most projects however, we sometimes work as a sub-contractor to management contractors whereby most of the scope of works is not external restoration.									
Workforce & Skills										
3.	What traditional trades or skills do you currently carry internally within your company? Please mark X on relevant category:									
	Stonemason	x	Roofer	x	Joiner/ Carpenter	x	Plumber		x	
	Leadworker	x	Bricklayer	x	Cast iron	x	Plasterer		x	
				Other (please specify)						
4.	What skilled trades are you finding most difficult to source and are you aware of any reasons for this? Stone mason Response: Edinburgh college has stopped providing stone masonry apprenticeships, furthermore St Marys cathedral has also stopped providing training to apprentices which has significantly limited the opportunity to young people interested in working in this field. It is no longer possible in Edinburgh to obtain a city and guilds									
5.	What 3 skills do you think will be most in demand in your area over the coming years? Response: Stone mason Lead worker Slater									
6.	What skills gaps do you currently need to address for the operations of your business? Response: Lack of opportunities to acquire skills. With the termination of stone masonry apprenticeships through verified city and guilds centres in Edinburgh. We have had to take on the responsibility within our company to preserve the skillset and pass knowledge on to the younger generation. We have incorporated an internal apprenticeship where each City and guilds gold card holder is paired with an apprentice for 4 years. Each apprentice follows structured training, gaining experience with									



	all types of stone masonry and our aim is to increase the number of stone masons available to both our business and the sector in the future.							
7.	<p>What upskilling/training are you finding difficult to source and are you aware of any reasons for this?</p> <p>Response: We do not think upskilling/training is a major issue. One other major issue being able to hire people who have relevant site experience in the role of general labourer. With the rise of uber, Deliveroo and other opportunities for low skill individuals to work self-employed, we have noticed in the last 5 years that there has been a significant dip in the talent pool for these low skilled tasks. This also correlates with the amount of applicants applying whom do not have driving licences. In order to attract applicants, we have started advertising all general labouring positions with the opportunity to upskill and become a skilled tradesperson in whichever trade they gravitate towards most.</p>							
8.	<p>Roughly what percentage of your workforce do you expect will retire over the next 5 years?</p> <p>Response: 10%</p>							
9.	<p>What percentage of your workforce are under the age of 30?</p> <p>Response: 40%</p>							
10.	<p>Are you likely to recruit an apprentice over the next 2 years?</p> <p>Response: Yes</p>							
11.	<p>Are you more likely to recruit an apprentice if they undertook pre-apprenticeship training in school or college?</p> <p>Response: Not necessarily, the most important thing for us is that the candidate shows a willingness to learn and is reliable. These two traits give us the confidence to allocate resources to training the individual.</p>							
12.	<p>If you have responded no to either (or both) questions 10 and 11 above, can you please tell us why this is?</p> <p>Response:</p>							
13	<p>If you have or have taken on apprentices in the past, where are you likely to source these from? Please mark X on relevant category:</p>							
	School/ Education	Further		Word of mouth	x	Advertising		Social Media



	Other (please specify)	From within our company, we love to hire and review young unskilled candidates that show promise and have a desire to learn a specific trade
14.	<p>Do you have any further comments or suggestions around skills training or apprenticeships?</p> <p>Response:</p> <p>We have recently contacted CIOB to request becoming a training centre for Stone masonry. We believe with the lack of opportunities available, the only option for attracting talent for the future is for established and experienced companies to utilise their in-house knowledge and pass this on before all the skill has eventually retired.</p>	
Your Work & Contracts		
15.	<p>Roughly what percentage of your work involves working on historic buildings or historic structures?</p> <p>Response: 90%</p>	
16.	<p>Over the past 3 years have you been involved with thermally upgrading or retrofitting an historic building or structure?</p> <p>Response: Yes</p>	
17.	<p>How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this?</p> <p>Response: 75%</p> <p>During uncertain financial times, it can be a major concern re potential future leads. However, we take confidence in the fact that most of our work is restoration and conservation. When times are tough, people may be unlikely to purchase new homes/commercial properties however, if their building is in a state of disrepair, there is no option but to carry out maintenance the works because if they do not, their building becomes unsafe or open to the elements. We have a lot of clients who manage commercial buildings whereby their respective clients hold repair and maintenance leases, this means that budgets are always allocated to these premises. An analogy that springs to mind is that of a car dealer vs mechanic, during financial booms, car dealers most likely have great business years due to excess spending power however, due downturns mechanics also have great business years due to the need to carryout repairs to keep existing vehicles road worthy.</p>	
18.	<p>Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this?</p> <p>Response: We have a strong passion for conservation and restoration, and this will always be our business priority and target market. The only secondary target market we are working on is that of new builds, where the client and architect wish to incorporate traditional skills and materials.</p>	
19.	<p>What conservation accredited architects do you have experience of working with, if any?</p> <p>Response: LDN</p>	



	<p>MORRIS AND STEEDMAN MILL ARCHITECTS AUSTIN SMITH LORD</p>
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Traditional Skills Audit Questionnaire:

Company Information										
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:									
	Sole Trader		Micro (0-9)		Small (10-49)	X	Medium (50-249)		Large (250+)	
	Other (please specify)									
2.	Do you act as a lead or sub-contractor or both? Response: We are mainly lead but do sub contract if busy or for other trades required.									
Workforce & Skills										
3.	What traditional trades or skills do you currently carry internally within your company? Please mark X on relevant category:									
	Stonemason		Roofer	X	Joiner/ Carpenter		Plumber			
	Leadworker	X	Bricklayer		Cast iron		Plasterer			
	Other (please specify)									
4.	What skilled trades are you finding most difficult to source and are you aware of any reasons for this? Response: Lead worker, not many in Edinburgh skilled on this and only a few companies do it									
5.	What 3 skills do you think will be most in demand in your area over the coming years? Response: Lead, Skilled roofers, Flat Roofers									
6.	What skills gaps do you currently need to address for the operations of your business? Response: find it very hard to find compident roofers, even time served (CITB) are not as good as previous.									
7.	What upskilling/training are you finding difficult to source and are you aware of any reasons for this? Response: Not many shorter courses to upskill labourers to new skills									
8.	Roughly what percentage of your workforce do you expect will retire over the next 5 years? Response: We haver a younger workforce so zero									
9.	What percentage of your workforce are under the age of 30? Response: 15%									



10.	<p>Are you likely to recruit an apprentice over the next 2 years?</p> <p>Response: We have had some bad experiences with apprentices, We may take one on. We currently have two on the books</p>																		
11.	<p>Are you more likely to recruit an apprentice if they undertook pre-apprenticeship training in school or college?</p> <p>Response: Yes 100%</p>																		
12.	<p>If you have responded no to either (or both) questions 10 and 11 above, can you please tell us why this is?</p> <p>Response:</p>																		
13	<p>If you have or have taken on apprentices in the past, where are you likely to source these from? Please mark X on relevant category:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">School/ Education</td> <td style="width: 15%;">Further</td> <td style="width: 15%;"></td> <td style="width: 15%;">Word of mouth</td> <td style="width: 10%; text-align: center;">X</td> <td style="width: 15%;">Advertising</td> <td style="width: 15%;"></td> <td style="width: 15%;">Social Media</td> <td style="width: 10%;"></td> </tr> <tr> <td colspan="4">Other (please specify)</td> <td colspan="5">Mainly friends or family requests</td> </tr> </table>	School/ Education	Further		Word of mouth	X	Advertising		Social Media		Other (please specify)				Mainly friends or family requests				
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14.	<p>Do you have any further comments or suggestions around skills training or apprenticeships?</p> <p>Response:</p>																		
Your Work & Contracts																			
15.	<p>Roughly what percentage of your work involves working on historic buildings or historic structures?</p> <p>Response: We do a high number of tenements in Edinburgh, but have also done churches. Unsure of %</p>																		
16.	<p>Over the past 3 years have you been involved with thermally upgrading or retrofitting an historic building or structure?</p> <p>Response: We have done some insulation jobs internally to church of Scotland.</p>																		
17.	<p>How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this?</p> <p>Response: We have busy periods but roofing in Edinburgh is a very competitive market with a high number of companies</p>																		
18.	<p>Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this?</p> <p>Response: We would like to diversify a little and move more towards green</p>																		
19.	<p>What conservation accredited architects do you have experience of working with, if any?</p>																		



	Response: None but happy to be contacted by any
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Traditional Skills Audit Questionnaire:

Company Information									
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:								
	Sole Trader		Micro (0-9)		Small (10-49)	*	Medium (50-249)		Large (250+)
	Other (please specify)								
2.	Do you act as a lead or sub-contractor or both? Response: Main Contractor Only								
Workforce & Skills									
3.	What traditional trades or skills do you currently carry internally within your company? Please mark X on relevant category:								
	Stonemason	*	Roofer	*	Joiner/ Carpenter	*	Plumber	*	
	Leadworker	*	Bricklayer		Cast iron	*	Plasterer	*	
					Other (please specify)		Stone Restorers		
4.	What skilled trades are you finding most difficult to source and are you aware of any reasons for this? Response: All of the above								
5.	What 3 skills do you think will be most in demand in your area over the coming years? Response: All of the above								
6.	What skills gaps do you currently need to address for the operations of your business? Response: All of the above								
7.	What upskilling/training are you finding difficult to source and are you aware of any reasons for this? Response: Generally a lack of available labour.								
8.	Roughly what percentage of your workforce do you expect will retire over the next 5 years? Response: 10%								
9.	What percentage of your workforce are under the age of 30? Response: 10%								



10.	Are you likely to recruit an apprentice over the next 2 years? Response: Subject to candidate																		
11.	Are you more likely to recruit an apprentice if they undertook pre-apprenticeship training in school or college? Response: No																		
12.	If you have responded no to either (or both) questions 10 and 11 above, can you please tell us why this is? Response: From experience we feel work training is best taken from the outset by ourselves.																		
13	If you have or have taken on apprentices in the past, where are you likely to source these from? Please mark X on relevant category:																		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">School/ Education</td> <td style="width: 15%;">Further</td> <td style="width: 15%;"></td> <td style="width: 15%;">Word of mouth</td> <td style="width: 10%; text-align: center;">*</td> <td style="width: 15%;">Advertising</td> <td style="width: 15%;"></td> <td style="width: 15%;">Social Media</td> <td style="width: 10%;"></td> </tr> <tr> <td colspan="4">Other (please specify)</td> <td colspan="5"></td> </tr> </table>	School/ Education	Further		Word of mouth	*	Advertising		Social Media		Other (please specify)								
School/ Education	Further		Word of mouth	*	Advertising		Social Media												
Other (please specify)																			
14.	Do you have any further comments or suggestions around skills training or apprenticeships? Response: No																		
Your Work & Contracts																			
15.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 75%																		
16.	Over the past 3 years have you been involved with thermally upgrading or retrofitting an historic building or structure? Response: No																		
17.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: Very confident																		
18.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this? Response: No																		
19.	What conservation accredited architects do you have experience of working with, if any? Response: Numerous, within the Edinburgh area.																		



Please note that the responses to the Traditional Skills Audit Questionnaire will be shared with Historic Environment Scotland to support strategic planning and programme development and delivery. All responses will be treated as anonymous, and no company details will be provided.

Traditional Skills Audit Questionnaire:

Company Information									
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:								
	Sole Trader	X	Micro (0-9)		Small (10-49)		Medium (50-249)		Large (250+)
	Other (please specify)								
2.	Do you act as a lead or sub-contractor or both? Response: BOTH								
Workforce & Skills									
3.	What traditional trades or skills do you currently carry internally within your company? Please mark X on relevant category:								
	Stonemason	X	Roofer		Joiner/ Carpenter		Plumber		
	Leadworker		Bricklayer	X	Cast iron		Plasterer		
				Other (please specify)					
4.	What skilled trades are you finding most difficult to source and are you aware of any reasons for this? Response: RENDERERS – STONE RESTORERS								
5.	What 3 skills do you think will be most in demand in your area over the coming years? Response: STONE CLEANING. RENDERING. RESTORATION								
6.	What skills gaps do you currently need to address for the operations of your business? Response: RENDERERS								
7.	What upskilling/training are you finding difficult to source and are you aware of any reasons for this? Response: RESTORERS. NO TEACHERS								
8.	Roughly what percentage of your workforce do you expect will retire over the next 5 years? Response: NIL								
9.	What percentage of your workforce are under the age of 30? Response: NIL								
10.	Are you likely to recruit an apprentice over the next 2 years?								



	Response: NO						
11.	Are you more likely to recruit an apprentice if they undertook pre-apprenticeship training in school or college? Response: NO						
12.	If you have responded no to either (or both) questions 10 and 11 above, can you please tell us why this is? Response: APPRENTICE QUALITY IS POOR						
13	If you have or have taken on apprentices in the past, where are you likely to source these from? Please mark X on relevant category:						
	School/ Further Education		Word of mouth		Advertising		Social Media
	Other (please specify)						
14.	Do you have any further comments or suggestions around skills training or apprenticeships? Response:						
Your Work & Contracts							
15.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 75%						
16.	Over the past 3 years have you been involved with thermally upgrading or retrofitting an historic building or structure? Response: NO						
17.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: VERY. CONSTANT EROSION						
18.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this? Response: YES, MORE CLEANING OF PAINT AND FAILED REPAIRS						
19.	What conservation accredited architects do you have experience of working with, if any? Response: MANY.						

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Traditional Skills Audit Questionnaire:

Company Information										
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:									
	Sole Trader	<input checked="" type="checkbox"/>	Micro (0-9)		Small (10-49)		Medium (50-249)		Large (250+)	
	Other (please specify)									
2.	Do you act as a lead or sub-contractor or both? Response: Both									
Workforce & Skills										
3.	What traditional trades or skills do you currently carry internally within your company? Please mark X on relevant category:									
	Stonemason	<input checked="" type="checkbox"/>	Roofer		Joiner/ Carpenter		Plumber			
	Leadworker		Bricklayer	<input checked="" type="checkbox"/>	Cast iron	<input checked="" type="checkbox"/>	Plasterer			
				Other (please specify)						
4.	What skilled trades are you finding most difficult to source and are you aware of any reasons for this? Response: Stonemasons Too many people going self employed									
5.	What 3 skills do you think will be most in demand in your area over the coming years? Response: Stonemasons Dry stone wallers Lime workers									
6.	What skills gaps do you currently need to address for the operations of your business? Response: Stonemasons Dry stone wallers Lime workers									
7.	What upskilling/training are you finding difficult to source and are you aware of any reasons for this? Response: Dry stone walling No training in area									
8.	Roughly what percentage of your workforce do you expect will retire over the next 5 years? Response: 10%									
9.	What percentage of your workforce are under the age of 30? Response: 30%									
10.	Are you likely to recruit an apprentice over the next 2 years?									



	Response: Yes if more funding is available								
11.	Are you more likely to recruit an apprentice if they undertook pre-apprenticeship training in school or college? Response: No there just needs to be more funding to companies to train								
12.	If you have responded no to either (or both) questions 10 and 11 above, can you please tell us why this is? Response:								
13	If you have or have taken on apprentices in the past, where are you likely to source these from? Please mark X on relevant category:								
	School/ Education	Further	<input checked="" type="checkbox"/>	Word of mouth	<input checked="" type="checkbox"/>	Advertising		Social Media	
	Other (please specify)								
14.	Do you have any further comments or suggestions around skills training or apprenticeships? Response: Make more funding available to companies to increaese amount of apprentices								
Your Work & Contracts									
15.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 90%								
16.	Over the past 3 years have you been involved with thermally upgrading or retrofitting an historic building or structure? Response: Yes								
17.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: Very confident, there is far more work than we can handle due to lack of investment in old buildings.								
18.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this? Response: No								
19.	What conservation accredited architects do you have experience of working with, if any? Response: GLM, Benjamin Tyndal, Smith & Garrett, Simpson Brown								



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Appendix B

Conservation Architect Questionnaire Responses



Please note that the responses to the Traditional Skills Audit Questionnaire will be shared with Historic Environment Scotland to support strategic planning and programme development and delivery. All responses will be treated as anonymous, and no company details will be provided.

Traditional Skills Audit Questionnaire:

Company Information									
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:								
	Sole Trader		Micro (0-9)	X	Small (10-49)		Medium (50-249)		Large (250+)
	Other (please specify)								
Workforce & Skills									
2.	What proportion of your workforce is trained as a conservation architect? Response: Principal only								
3.	Are any of your current employees undergoing training / further education to become a qualified conservation architect? Response: No								
4.	Are any of your employees likely to undertake training / further education to become a qualified conservation architect in the next 2 years? Response: No								
5.	Is the availability of training / further education opportunities adequate to develop staff to meet current demand? Response: Yes								
Your Work & Contracts									
6.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 75%								
7.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: Fairly confident. Only a low turnover of small projects is required to sustain the practice.								
8.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this? Response: Yes. For example, significant proportion of current annual workload derives from regular inspections of church properties. Many of these will be closing and falling out of ecclesiastical use.								



9.	<p>When working on historic properties what skilled trades (e.g. stonemasons, leadworkers, roofers) are you finding most difficult to source and are you aware of any reasons for this?</p> <p>Response: Skilled joiners with workshop facilities, skilled and timeserved painters. Construction industry is generally short of tradesmen and this situation worsened after Brexit and Covid</p>
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Please note that the responses to the Traditional Skills Audit Questionnaire will be shared with Historic Environment Scotland to support strategic planning and programme development and delivery. All responses will be treated as anonymous, and no company details will be provided.

Traditional Skills Audit Questionnaire:

Company Information										
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:									
	Sole Trader		Micro (0-9)		Small (10-49)	X	Medium (50-249)		Large (250+)	
	Other (please specify)									
Workforce & Skills										
2.	What proportion of your workforce is trained as a conservation architect? Response: 43.5% (We have 10 Conservation Accredited architects – 7 at advanced level.)									
3.	Are any of your current employees undergoing training / further education to become a qualified conservation architect? Response: 2 architects with the relevant experience									
4.	Are any of your employees likely to undertake training / further education to become a qualified conservation architect in the next 2 years? Response: 2 architects who will have the relevant experience within the next two years.									
5.	Is the availability of training / further education opportunities adequate to develop staff to meet current demand? Response: Yes									
Your Work & Contracts										
6.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 90%									
7.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: We are confident that we have enough current work and other potential projects in the pipeline to keep us occupied. We also work across Great Britain and Northern Ireland.									
8.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this? Response: Recently, we have been working internationally – in Saudi Arabia and shortly in Kuwait.									



9.	<p>When working on historic properties what skilled trades (e.g. stonemasons, leadworkers, roofers) are you finding most difficult to source and are you aware of any reasons for this?</p> <p>Response: We have good working relationships with trusted traditional crafts people like stonemasons and leadworkers. The Building Conservation Directory, the Scottish Lime Centre and the Society for the Protection of Ancient Buildings (SPAB) have lists of traditional trades people.</p>
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Traditional Skills Audit Questionnaire:

Company Information									
1.	What is the size of your business/ company based on number of employees? Please mark X on relevant category:								
	Sole Trader		Micro (0-9)		Small (10-49)	x	Medium (50-249)		Large (250+)
	Other (please specify)								
Workforce & Skills									
2.	What proportion of your workforce is trained as a conservation architect? Response: 5x Conservation Accredited Architects								
3.	Are any of your current employees undergoing training / further education to become a qualified conservation architect? Response: We have employees currently undergoing training with a number of heritage organisations including Historic Environment Scotland and The Scottish Lime Centre Trust. We offer time within working hours to prepare applications for Conservation Accreditation plus we pay the fees for the application.								
4.	Are any of your employees likely to undertake training / further education to become a qualified conservation architect in the next 2 years? Response: Yes								
5.	Is the availability of training / further education opportunities adequate to develop staff to meet current demand? Response: Yes								
Your Work & Contracts									
6.	Roughly what percentage of your work involves working on historic buildings or historic structures? Response: 100%								
7.	How confident are you in the level of work available in your area over the next 2-3 years. Can you please provide reason/s for your views on this? Response: We work all over the UK. The key challenges are costs and skills shortages.								
8.	Do you expect a change in the type of work you are currently undertaking over the next 5-10 years in relation to historic buildings and structures? If yes, can you please provide reason/s for your views on this?								



	Response: An increase in Modernist Buildings and Retrofit.
9.	<p>When working on historic properties what skilled trades (e.g. stonemasons, leadworkers, roofers) are you finding most difficult to source and are you aware of any reasons for this?</p> <p>Response: Decorative lime plasterwork. Leadworkers approved by the Lead Contractors Association. Retrofit works generally.</p>



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