

# The Skills Revolution Quietly Taking Place

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**An unexpected and complex effect of the pandemic has been the misalignment of skills and jobs - there are reports of severe staff shortages across wide swathes of industry including the glass and glazing industries.**

In anticipation of this and to offset a skills shortage that already existed within the sector, the Glass and Glazing Federation (GGF) together with its associate organisation Fenestration Self-Assessment (FENSA), has been working to provide specific solutions for all companies within glazing.

## Training Hub & Academy

The GGF Training Hub, together with its counterpart the FENSA Training Academy, are now live and providing opportunities designed to train newcomers to the glass and glazing industries, in addition to upskilling the industry's workforce. The intention is to offset one of the most serious issues facing employers today. Both schemes are co-ordinated by training partner Total Support Training.

A range of courses are available with details available through the GGF and FENSA websites. These include everything from short courses to NVQs, with an updated Building Regulations course being run that takes into account the changes that come into force from 15 June 2022. This provides an essential insight to understanding the changes that are included in the



revised Building Regulations, which is especially important as installations are expected to comply from and including those installed from that date.

## Remote learning hub

A great deal of time and research has been committed to provide GGF Members and FENSA Approved Installers with a new online training section that will deliver technical knowledge in keeping with modern blended learning techniques.

A key benefit of this new platform is that it will preclude much of the knowledge-based training currently required to be taught by employers. It is designed to provide assistance to people at any stage in their career path and not just those new to the industry.

The aim is to build a resource learning library and of list of training contacts to cover the industry's needs for both labour and skill required to achieve net zero targets that benefits GGF Members and FENSA Approved Installers of all sizes.

## Skilled Pathways Scheme

Launched in September 2021, the Pilot Scheme for the GGF Apprenticeship Scheme, which commences from early April with the first cohort of apprentices, has been an immediate success.

However, following direction from the Department for Education the GGF has been informed that the Enterprise Act of 2016 protects the words 'apprenticeship' and 'apprentice' and there is

a restriction on their usage when the apprenticeship itself isn't government accredited. The GGF Apprenticeship Scheme will therefore now be known as the GGF Skilled Pathways Scheme. It does not affect the content of the scheme in any way and we will continue to deliver a high quality, accredited, training programme for members.

There are now two areas on the GGF Training Hub relating to Skilled Pathways. The 'Scheme for Companies' is for any GGF member who wishes to find out more about how the GGF can help them attract new workers to the industry.

There is also a 'New to Glass' section of the site which is open to individuals wishing to join the glass and glazing industry and learn more about how it can provide them with a fulfilling and rewarding trade for life. This is open to anyone considering the glass and glazing industry. [i](#)

For more information on FENSA, including details of how to join, visit: [www.fensa.org.uk](http://www.fensa.org.uk)