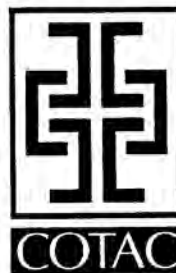


Newsletter

NUMBER 2



COTAC
CONFERENCE
ON TRAINING IN
ARCHITECTURAL
CONSERVATION

INTRODUCTION

"There is a tide in the affairs of men which, taken at the flood, leads on to a fortune." Are we right to feel that this expresses how things are with the Centres which make up our Network?

When Richard Davies got our grant from the Department of National Heritage only two centres were named in his proposed experimental network: what is now the Building Crafts and Conservation Trust at Dover and the National Historic Building Crafts Institute at Lincoln. None of us knew what was then developing at Lambeth, Birmingham, Bournemouth and Plymouth. We did not envisage the range of centres that would be creating new courses; developing basic building conservation skills through NVQ Level 3 for craftsmen and women, to level 4 for Master crafts-persons, Higher National Diploma for the Conservation of Decorative Finishes, a first degree course in building conservation science, and postgraduate diplo-

mas and Masters degrees in architectural conservation. And we certainly did not envisage that almost all of these courses would be the first of their kind in the United Kingdom. It was undoubtedly the best of good luck that so much enthusiasm was being released from Birmingham to Plymouth at the same time as COTAC was given the opportunity to develop a countrywide network of conservation training centres.

A lot has happened since the last Newsletter, for instance the exhibition stand at RESTOREX, designed and built by students from our centres, the seminar on the final day of that exhibition and the international conference "Training in the Conservation



Restoring a lectern for a local Lambeth church.

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CHAIRMAN: Dame Jennifer Jenkins DBE VICE-CHAIRMAN: Donald Insall OBE, FSA, RWA, FRIBA, FRTPI, SP Dip. (Hons.)
DIRECTOR: Richard Davies Dip. Arch., (Hons.) RIBA HON. TREASURER: Stephen Bond MA, ARICS, Grad. Dip. Cons. AA

and Restoration of Historic Buildings" in Birmingham. All of these events which are reported elsewhere in this edition demonstrated the enthusiasms and capabilities of the Network clients, tutors and students alike. Special thanks are due to Lambeth College, Lincolnshire College of Art and Design, Boumemouth University and South Birmingham College for the work they put in to organising our participation in RESTOREX and again to South Birmingham College for the Conference. We shall certainly use the experience gained this year to mount what we hope will be another interesting programme in 1994.

We hope that you like the format for the second issue, displaying the new logo designed by Anne Osborn a student from Lincoln. A number of photographs are included this time and we wish to have more in future, so please send us any that you feel suitable, particularly practical conservation training in action. We will also welcome contributions on any conservation or related topics for future issues.

The Network continues to develop and the first of a regular programme of meetings has been held to plan future events and cooperative ventures. Discussions are in progress in a number of localities with a view to feasibility of establishing additional centres. Graham Lee took over from Maurice Mendoza as Project Manager at the beginning of April. Maurice continues involvement with the project as consultant and Assistant Secretary of COTAC, officially now for one day per week, the reality being considerably more. Since the last issue we bid farewell to Colin Walters a voluntary worker who assisted with various tasks at Keysign House. We shall miss his quiet efficiency and excellent administrative abilities and wish him well for the future. We are pleased to welcome John Taylor to the central team, working on a part time basis. Recently retired from the army, John is an engineer, with a strong interest in conservation and his support and assistance are greatly appreciated. We are pleased also to welcome Historic Scotland to membership of the Conference and its representative Ingal Maxwell, the Director, Technical Conservation, Research and Education, has kindly contributed an article on conservation materials to this issue. The Centre "in focus" this time is Lambeth and in particular their project to develop conservation training courses derived from a long running programme of short courses.

Maurice Mendoza gives an update on progress with the formation and establishment of the Heritage Building Contractors Group (UK) and Richard Davies a review of the Hungarian dele-

gation's recent visit to a number of Network Centres. A summary of the courses currently available through the Centres are included and we will be pleased subject to space to publish details of other organisations' relevant courses, conferences, seminars and events.

The development of building conservation courses for craftsmen and women at NVQ Levels 3 and 4 has entailed defining, for the first time, competencies and standards for this specialised area of building craft work. This has involved COTAC in a central role of bringing together the industry lead bodies of the Construction Industry Training Board (CITB) and the Construction Industry Standing Conference (CISC), with the Council for Occupational Standards and Qualifications in Environmental Conservation (COSQUEC); engaging the willing interest of City and Guilds Institute and the enthusiastic involvement of administrators and tutors from the Centres in the Network. We have obtained the agreement of the Training, Enterprise and Education Department that CITB and CISC will take the lead in the further development of building conservation NVQs initiated by COSQUEC and the proposal is to work through a joint Building Conservation Consortium made up of CITB, CISC, and COSQUEC. The new consortium is to be chaired by COTAC "since it represents all the bodies with a major interest in building conservation, training and qualifications". That some of the Centres were far-sighted enough to perceive the need for advanced craft education in building conservation has been the driving force behind this sensible cooperation between lead bodies.

We now come to the testing time for our colleagues who have been planning and preparing new courses to start in this academic year. Our best wishes and hopes go to Peter Hillman at Lambeth College, Colin Stott at South Birmingham College and Professor John Ashurst at Boumemouth University. Also, our hopes for the future go to Alex MacLaren in his newly habitable tower at Kings Gate, Dover Castle and for the experimental short courses BCCT is planning at Kent Training Centre. If care and enthusiasm could be guarantors of success then we are in for an excellent year. We should take as our guide the lines written by Sir Henry Wootton as long ago as 1624 which said "In *Architecture* as in all other *Operative Arts* the end must direct the *Operation*. The end is to build well. Well building hath three Conditions: *Commodity, Firmness and Delight.*"

Graham Lee and Maurice Mendoza, September 1993

PROJECT TO DEVELOP TRAINING FOR BUILDING SKILLS IN CONSERVATION AND RESTORATION, SEPTEMBER 1992 - MARCH 1993, AT LAMBETH COLLEGE

INTRODUCTION

The aim of the project was to develop high quality training programmes for small and medium size building companies and self-employed craftspeople who wish to specialise in building conservation and restoration or enhance existing skills. It will offer the opportunity for increasing their competitiveness, profitability and quality in managing within this field. Lambeth College, the Vauxhall Centre, in 1979-80 developed the first modules in restoration training for craftspeople in plastering and masonry. These formed part of the Construction Industry Training Board's (CITB) initial portfolio of short modular courses and are still on offer. They benefit from a CITB grant to participating companies and have been well supported since their inception. In recent years there has been a steady increase in the demand for a more systematic and thorough programme of training modules and courses in the conservation and restoration of historic buildings. Through a six month development project Lambeth College have evaluated the likely scale of this demand both home and abroad, with others produced a framework which aims to satisfy all levels and are now delivering an expanded range of training modules. Based on these experiences the college applied successfully for a PICKUP business development grant and is running a mastercraftsperson course from September 1993.

BACKGROUND

Construction accounts for about 6% of the value of goods and services produced by the British economy and a similar proportion of employment. As a result of the current recession, there has been a dramatic reduction in new building projects in both commercial and residential sectors. The boom years of the late 1980s and the recession of the 1990s has left a legacy of an over-supply of commercial property, which will suppress activity in this sector even when the economy begins to expand.

In contrast, the recession has had less effect on the refurbishment and repair sector which has now expanded to over 50% of the work carried out in the industry.

Partly this must be a consequence of the growing concern about the environment. There is far greater attention being given to the need to restore existing building stock both to preserve our heritage and to protect the delicate balance of communities. The greater influence of housing associations in providing and managing social housing projects is likely to sustain this growing demand for building restoration.

Yet the industry has insufficient men and women with skills in

building conservation and restoration and many building companies lack the expertise to manage such work. The industry's reputation for training is not good. What little is done has tended to focus on the skills needed for new-build work. As a consequence of the restructuring of methods of contracting, the large scale use of sub-contracting and the growth in self-employment, the demand for training generally has been on the decline. These issues are highlighted in a recent report prepared for the employment department "Future Skill Needs of the Construction Industry" (1991). One consequence of the growth in subcontracting is that there are a large number of small businesses run by people who often lack the necessary business and management skills. However in addition to the need for training to support the development of enterprise skills, it seems to us that there is a need for a comprehensive training programme which enables craftspeople to learn traditional skills, how to use established and modern materials and to provide an understanding of the philosophy which underpins conservation and restoration as well as new work. Similarly there seems to be a need for training to update managers and building professionals in costing, project management, quality monitoring/ assurance in the context of heritage and conservation issues. Thus one stage in our project was an investigation into the types of training offered in this country/Europe and the scale of demand. The findings confirmed that adequate provision is not available, and that if this matter is not addressed, the skills shortage amongst craftspeople and professionals will become critical.

One recent response to the demand for recognised qualifications in this field, has been the development, by City and Guilds and the COTAC Network, of a mastercraftsperson's qualification equivalent to NVQ Level 4 which intends to provide for top quality craft skills. Our aim at Lambeth College will be to offer progression to a conservation degree course if so required.

A key element in all conservation training is access to and participation in live projects in order to develop or test hands on experience. Negotiations are taking place with English Heritage, Lauderdale House Society, and the Friends of Nunhead Cemetery for the acquisition of conservation and restoration work, which will provide on-site training facilities in a realistic and historical context. Our early discussions have convinced us that there is a great deal of enthusiasm from potential clients. They see this as a means of supporting our ideas, which is especially useful at a time when there are many historic buildings requiring restoration. Clearly there is a growing awareness and commitment among them of the need for training. Negotiations have progressed to the stage of defining contractual responsibilities of all interested parties. Both projects are eligible for grant aid from English Heritage.

OBJECTIVES AND OUTCOMES FROM THE PROJECT

Six main objectives were set for the project and these are listed here followed by their outcomes and our conclusions:

- 1** A market profile will have been produced which identifies the number and characteristics of building contractors who operate in the field of conservation and restoration work in south-east London.
- 2** Training Needs Analysis will have been completed for at least eight companies together with detailed training strategies and action plans.
- 3** A number of training modules will have been designed to meet commonly perceived needs which are flexible and capable of delivery via a range of methods.
- 4** A number of training modules will have been delivered in accordance with the main aim of the project and the effectiveness of the training will have been evaluated.
- 5** New sources of funding for further development of training courses, building work and training grants will have been identified and negotiations will be in process.
- 6** College staff will have been fully involved in the design, promotion and delivery of training courses and have developed skills in Training Needs Analysis, Costing, Pricing and Marketing.

— OBJECTIVE 1 —

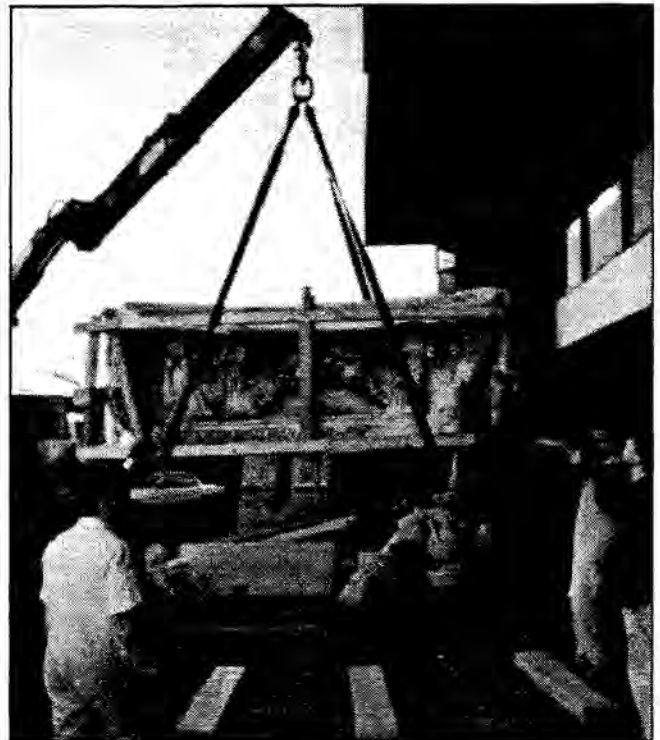
Produce a Market Profile of Contractors in Conservation

Outcome

Initial research into the relevant types of contractors/specialists to be approached was arrived at by means of discussion with a number of key institutions and interested parties within the field of conservation and restoration i.e.:- The Building Employers' Confederation (BEC), COTAC, English Heritage, College Staff, Existing Employers who support the College through training, a College data base of attendance at RESTOREX '92 exhibition, The Housing Corporation and Inner London Local Authorities. In addition to those known by reputation a further selection of small and medium enterprises and individual operatives in south east London was made on the criteria of company advertising literature and all were sent a mail shot. This included a comprehensive package of information consisting of an introductory letter describing the PICKUP offer, the rationale on training for conservation and restoration, and a short portfolio of courses available. Those companies and individuals known personally by the college were contacted by telephone. Discussions took place with the project's steering committee about widening the catchment area. This was agreed and training is now being provided for companies as far afield as Northamptonshire and as close as Battersea. On completion of this part of the project a total of 256 companies and individuals had been contacted.

Conclusions

Despite the fact that the construction industry is in deep recession, the response was very encouraging in a number of ways i.e. the concept for training in building conservation and restoration was unreservedly recognised by all who responded



Unloading large cove detail from cupola at "The Grange", Hampshire.

and the opportunity for updating and enhancing skills was seen by those already involved in conservation and restoration as a positive step forward.

As a general observation it seems to us that in this recessionary climate individual operatives are more likely to take up training places immediately, whereas companies are apprehensive in committing time and funds to training.

— OBJECTIVE 2 —

Training Needs Analysis for Companies

Outcome

At the time of writing, only three Training Needs Analyses(TNA) have been carried out. In the event the companies /individuals which accepted our offer were already committed to a training strategy, knew what they required, had highlighted their strengths/weaknesses and knew what area they would like to expand into.

Conclusions

It appears that TNA could be of great use to companies which have not analyzed their training requirements. This would be particularly useful to those employing people in lower skill areas.

— OBJECTIVE 3 —

Design Training Modules

Outcome

The portfolio of short courses has proved to be extremely useful as the basis for course development. Negotiations are taking place with two companies for plastering restoration which involves the development of special training requirements for both organisations. Such experience provides the opportunity to define and deliver courses meeting commonly perceived needs.

At present all training modules are being held at the college but the idea of delivering training in the workplace has been discussed with all clients and was favourably received. Companies with their own craft-based workshops provide the greatest potential. A note of caution should be added here. Discreet inspection of the premises should be made to ensure that health and safety regulations are being adhered to. The idea of delivery training in the client companies premises will involve them in a considerable amount of organisation.

Conclusions

The concept of flexibility in training was well received in terms of both the timing and duration of elements of the course, and of the content. The opportunity for companies/individuals to influence these factors must be built in, particularly if the short course mode of delivery is to become a permanent feature within the curriculum. To achieve this we will need to have staff with flexible timetables, perhaps employing more visiting lecturers. However we must also recognise the advantages of using permanent staff for this method of delivery, and of the need to allow more flexibility in the programming of their internal college work.

— OBJECTIVE 4 —

Training Modules Delivered and Evaluated

Outcome

From January to April 1993 courses were held in the following subjects; Decorative Paint Effects, Stone Cleaning/Marble

Polishing, Stone Restoration, French Polishing, Plastering Restoration and Plastering Decorative Effects. Courses varied from 5 x one day, through 10 x one day to one full week long. A total of 22 students participated in these modules. Final evaluation of new modules had not yet been completed at the time of writing.

— OBJECTIVE 5 —

Start Negotiations on New Funding Sources

Outcome

Various grant funds have been obtained or applied for from PETRA, Council of Europe through COTAC, from PICKUP and ICI. Discussions have also taken place with the South Thames Training and Enterprise Council (STTEC) on three fronts; the provision for TEC funding of an Employment Training course for unemployed operatives and others with suitable proven work experience at post-Advanced Craft Level (NVQ 3+), funds for developing these courses and European curriculum development funding. The former two elements have been included in the Lambeth College corporate submission to the TEC for development funding in 1993-94.

The last item has been the subject of discussions with the European Officer at the TEC for European Curriculum Development and work placement, who will consider our proposals with the next round of applications.

— OBJECTIVE 6 —

College Staff Involvement and Training

Outcome

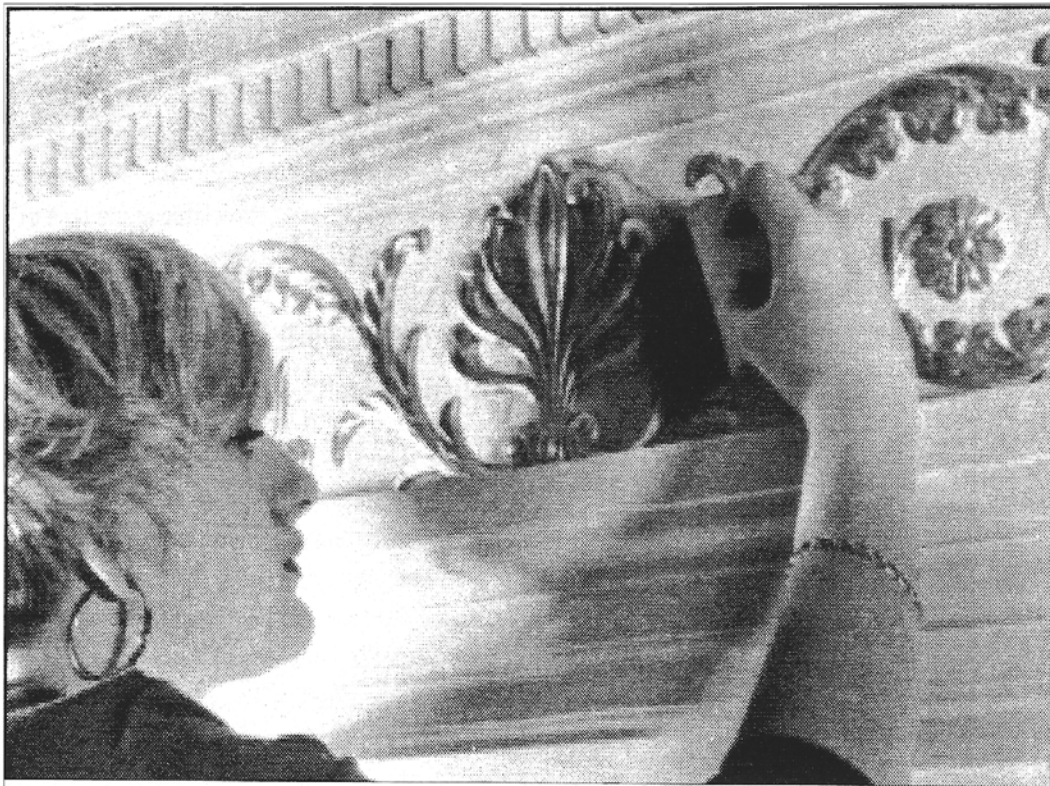
All staff involved in the delivery of training modules encompassed within this project were consulted or directly involved in negotiations. Staff accompanied the project manager on visits and this proved particularly advantageous, when technical craft problems were discussed.

In consultation the college staff, the enterprise training team and the South Thames TEC decided that a discount policy could be provided in some cases, through funds allocated from the South Thames TEC. The amount of discount was calculated on the following factors; employment status, length of course, number of trainees on the course, travel costs to the student, specialist material requirements and the requirement for a module that had not been previously delivered, e.g. french polishing.

SKILLS AUDIT AND IN SERVICE EDUCATION AND TRAINING (INSET)

Outcome

An INSET programme of seminar and skills audit within the faculty of construction was delivered and undertaken. The seminar was on The Philosophy of Conservation by Philip Venning, Secretary of The Society for the Protection of Ancient Buildings and set the scene for carrying out the skills audit. The aim of the



Gilding to overdoor sample in the College workshop.

initial seminar was to ensure that staff had a better understanding of the finer nuances of conservation and that a truer picture could emerge of skill deficiencies as a result. For example the brickwork staff highlighted the fact that they required skill updating in tuck pointing and gauged brickwork arches. This has now taken place by means of an expert practitioner who has been contacted through SPAB.

Conclusions

It is extremely important to involve staff from the start in order that a positive training environment can be created for all those involved in the module. Consultation at every stage is important as is feedback on implementation.

As mentioned in the Conclusion to Objective 3, it is essential that a flexible approach is adopted for programming internal and external teaching resources. The success of the project so far could only have been achieved through the cooperation and flexibility of all staff involved.

FUTURE PLANS

The college is fully committed to the provision of a new conservation and restoration course for craftspersons running on both a full and part-time basis, commencing September 1993. Successful candidates will be certificated, through the City and Guilds/COTAC Mastercraftspersons qualification. The development work for this qualification is in its final stages and will be in place from September 1993 and further work will start immediately through COTAC on preparing a submission to NCVQ for accreditation at Level 4.

A local network of three centres has been formed which consists of Lambeth College, South Bank University and the City and Guilds School, Kennington in order to develop as a joint venture a BA Hons degree in Conservation and Restoration of the Built Environment. The target is to start the course in September 1993. The new South London Network can provide a formidable array of expertise and facilities. Funding will be through a franchise formula administered by the South Bank University.

The short course portfolio is now well established and will form a permanent feature within the curriculum on offer.

Continuing Professional Development (CPD) is as yet an untapped market. Various professions including architects and surveyors are in the process of making mandatory their requirements for approximately 37 hours a year. Our short course portfolio of Conservation and Restoration will form the basis of our CPD offer to the professional bodies tailored to suit specific requirements. Research through the RIBA CPD unit has highlighted the fact that architects are particularly interested in "hands-on" activities.

Much of our initial research into Conservation and Restoration brought us in contact with European centres. Through PETRA and COTAC's Council of Europe bids it is hoped that we will be able to strengthen our ties in a European network of conservation and restoration centres. We are working with COTAC at present to this end. The college has been successful in obtaining a PETRA II bid for a preparatory visit to a European member state and three centres in Spain have been targeted. All have shown great interest in possible liaisons. A PETRA II I a bid for the development of joint training modules has been made and approved.

Peter Hillman, Project Manager, September 1993



Professor Elizabeth Esteve-Coll, Director of the Victoria and Albert Museum, gives the opening address at Lincolnshire College of Art and Design Summer Show in June. Mr Dereck Hawker, the Principal, is on her right.



Example of students' conservation and restoration work exhibited in the splendid surroundings of the Chapter House, Lincoln Cathedral.

HUNGARIAN DELEGATION VISITS UK CONSERVATION CENTRES

We may soon have a chance to test the hypothesis that training can be a catalyst for a whole range of positive links with other countries. The visit of the three-person delegation from Hungary in May was also a fair test for the COTAC network in that it demonstrated the range of skills on offer in the UK as well as of our ability for co-operation between centres.

The delegation was made up of the Hungarian representative on the Council of Europe's Heritage, Craft and Conservation Committee, the Head of the Department of Conservation in the Ministry of Culture and Education and a representative of the Foundation for Development of Architecture. The aim of the delegation was to form a view of the general legislative context, of work standards and of the training mechanisms for conservation in both the UK and France.

In four days we were able to cover a fair range of conservation activity. The delegation was introduced to the work of English Heritage including the Ancient Monuments Laboratory and the Picture and Metalwork Conservation Studios. They saw SPAB training in action through their visit to the St Pancras Project. In York they saw Peter Burman's conservation training at the Institute of Advanced Architectural Studies and were hosted by Peter Johnson of Anelay Ltd who explained the aims of the Heritage Contractors Group (UK) as well as demonstrating conservation work in progress at Harewood House. At Leicester the delegates heard of the plans for the rehabilitation of the city centre site now occupied by De Montfort University as well as seeing the work of the post graduate conservation

course students. Lincolnshire College of Art provided an insight into decoration and the conservation of historic surfaces as well as a visit to the cathedral.

The concept of a first degree in building conservation was explained at Bournemouth University along with the other courses such as archaeology and management of cultural heritage. With Kevin Stubbs they also visited other partners in the local network at Bursledon Brickworks and the new English Heritage training centre at Fort Brockhurst.

Inevitably the complexities of the educational scene in London were difficult to explain but Peter Hillman was able to give a full account of the current development of the City and Guilds Mastercraft Diploma as well as an outline of the plans for future courses at Lambeth College and the University of the South Bank.

We have now received the initial report by the delegation of their visit to France and the UK. Clearly our Hungarian colleagues are going to select what they consider to be the best or the most appropriate in both systems when it comes to making recommendations to their government on the reconstruction of their national education and training systems for conservation. Work on a new legislative framework has already begun and we look forward to opportunities for further input from the UK to this debate as well as a chance to develop longer term co-operative links between training centres.

Richard Davies, September 1993

CRAFT SKILLS AND TRADITIONAL MATERIALS

To undertake appropriate conservation work, effective specifying must combine a full knowledge and understanding of relevant building materials with craft work expertise and skill. Today, many aspects of this combination are having to be re-learned as we go about determining how best to care for our built heritage.

Over the last decade or so, much has been done to promote and develop craft training programmes to provide the necessary workforce capable of measuring up to the demanding task, and the increasing awareness of the sensitivities involved is gratifying. But this is only part of the equation. Over the centuries, a wide range of indigenous materials have been used in building construction and much has to be re-discovered with regard to the evolution of traditional mixes and working techniques which were adopted. Underlying this is the question of whether or not the materials are still available.

Evidence is currently emerging to suggest that we are specifying compromise components due to the lack of locally supplied traditional materials. Inevitably, this is having a bearing on the appearance and quality of the finished product. It also raises a number of issues which will have to be increasingly addressed if we are serious about the need to acknowledge regional variations in appearance and constructional techniques in conservation work.

Since the turn of the century a major reduction has occurred in the number of operating building stone quarries. Agricultural changes have altered growth patterns and greatly reduced thatching options, and imposed standards and centralised manufacturing processes have all but eliminated the local variations in mortar mixes, wall construction and roof materials. With such compromises there is also a risk to the effective development of any sophisticated craft skill training programme. Inevitably, they will become less effective in creating the necessary awareness on how to handle, work and fix traditional elements and substances.

The two factors must remain in tandem, and a greater degree of understanding needs to be developed on how we can overcome what has become a major conservation issue – the shortage of appropriate traditional building materials. In an attempt to resolve this dilemma there is an urgent need to quantify and establish realistic projections of current and likely future demand for such materials, and to integrate this information with the planned training profile of craft workers.

In Scotland, some efforts are being made to try and resolve this complex equation. In recent years modern quarrying technology has been used to re-open a number of sites to allow a limited, but effective, extraction of matching stone for a few sensitive conservation schemes. In addition, a start has been made to determine whether or not it will be feasible to resurrect a Scottish slate quarry, with a view to satisfying some future demand. Discussions are also about to commence to ascertain how associated research material and information can be more effectively promoted in the established, and developing, training programmes.

Historic Scotland is charged with safeguarding and promoting the built heritage of Scotland. As research work into building conservation is concluded, it is the intention to widely promote and disseminate the findings. Where sufficient information exists this will be supported by the preparation of pragmatically orientated practitioner's guides, specifically designed to assist those involved in the writing of conservation work specifications. Details of these will be reported on as and when they become available.

Ingal Maxwell

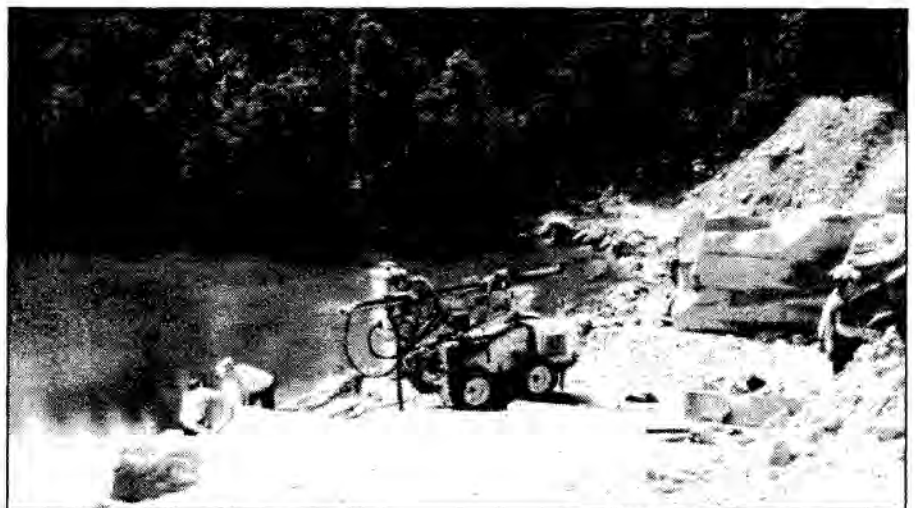
Director, Technical Conservation, Research and Education

Historic Scotland

September 1993

Locharbriggs Quarry, Dumfries. 'Tamrock' mobile machine in operation.

Courtesy J M MacDonald; Stirling Stone



PROJECT COORDINATOR BOUNCED OVER STAND! OR — RESTOREX FROM THE LINCOLN CENTRE POINT OF VIEW

It is an old adage that you can never afford to excuse yourself from a committee meeting – or for that matter, to miss the first half hour of one! Remember the old story that “the absent have no friends”? I made that mistake on 25th January 1993, when I had been invited to Lambeth College to attend a brainstorming session with other, newly-recruited members of the COTAC Network Project – because somebody had muttered something about “RESTOREX”.

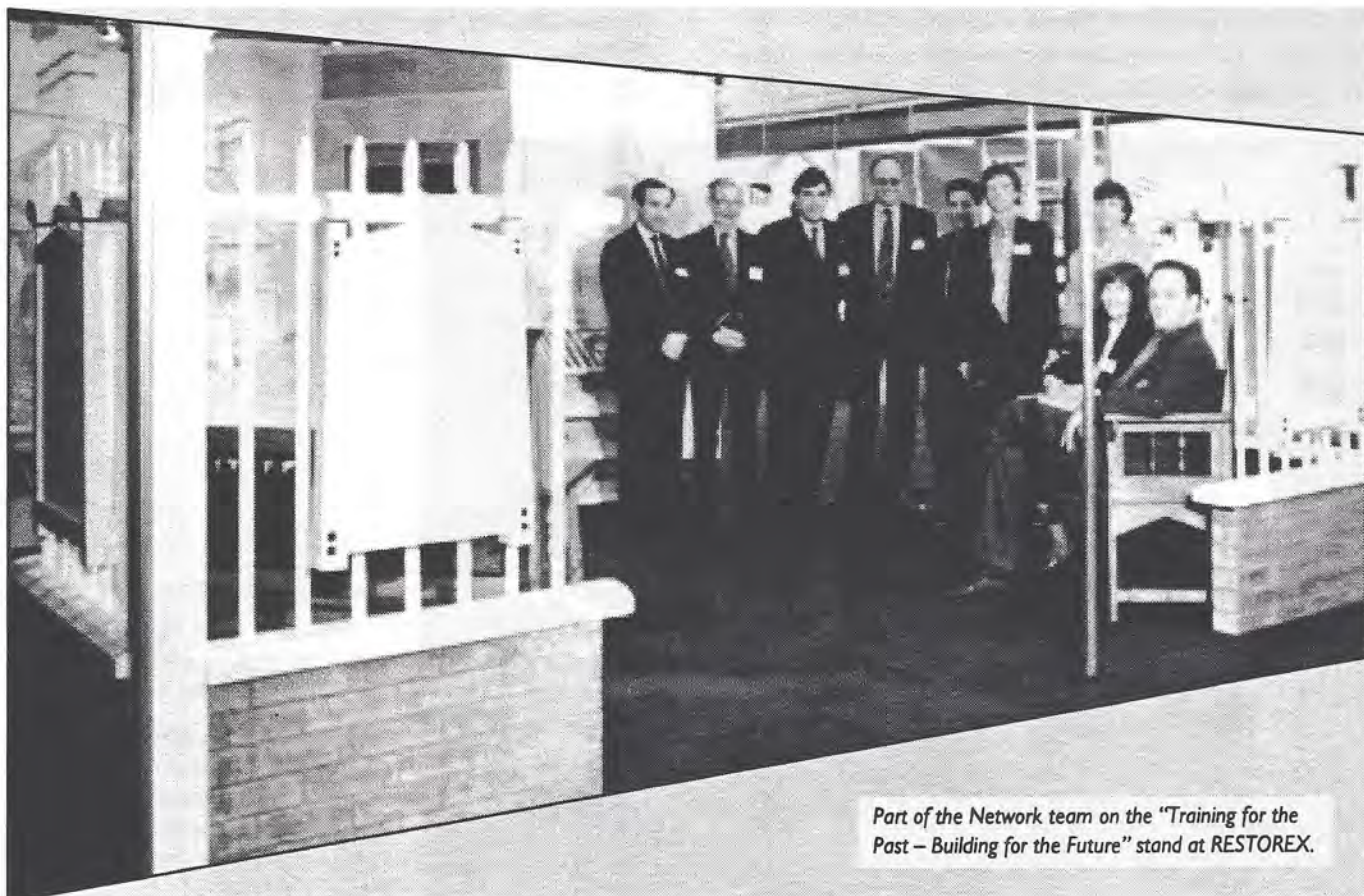
As I walked into the room, embarrassed by my delayed arrival having accompanied a group of students on an ancient coach for their first visit to Leadenhall Market (an earlier Lincolnshire College of Art & Design decorative project), I was greeted by the usual round of beaming smiles and the announcement that my students had unanimously been elected the designers of the COTAC Network Project stand at the forthcoming exhibition!

As the meeting progressed, the time-worn advice flooded back into my stunned brain along with the equally numbing thought that the students were only 2 weeks into the second term of a brand-new Higher National Diploma course and none of us round that table, let alone me, had the slightest idea about

their capabilities to achieve this, very, live project to the startlingly short deadline of the third week in April. I then remembered that there was the little matter of the Easter holiday beforehand, so the effective deadline was the end of March.

Back in Lincoln I broke the news to the course teaching team, whose silence was momentarily deafening. But not for long, as simultaneously everyone exclaimed what an exciting opportunity it would prove to be, not only for those students who chose to involve themselves closely, but also for the chance to advertise the existence of the Historic Decorative Crafts course to a far wider audience. We did all hesitate a second at the reminder that it is not, after all, a course about designing scenery but exists to teach decorative paint finishes, gilding and woodworking but redoubled our efforts to plan at the prospect of using our part of the stand to display precisely those skills and techniques to their best advantage.

The agonising days of the early planning passed all too quickly and it was suddenly 10 days later when I was due to reappear in another Lambeth College meeting room accompanied by three nervous students armed with their rolled-up plans and presenta-



Part of the Network team on the “Training for the Past – Building for the Future” stand at RESTOREX.

tion ideas. It transpired they did not know London and I had had to go on to an earlier meeting, leaving them with a highlighted map of the Tube. "Just like a treasure hunt", they said. Fortunately, they arrived in time for the end of the previous presentation on a totally unrelated subject and observed for themselves an audience's difficulty when the speaker will not throw his voice across the room. It was a great deal more effective than all my admonitions to speak slowly and clearly and they acquitted themselves handsomely. They must have done, because everyone including our sponsors from ICI happily accepted their proposals. It was only when we got back to Lincoln that the tutor teaching Measured Drawing pointed out to us on the exhibition plans that we had missed the existence of a substantial pillar one metre out from the back wall and decidedly off-centre stage.

The planning started again and continued for far too long until the next meeting of the Network members which took place in Lincoln on 8th March. We had to finalise our proposals as we were running out of time and at the last minute an ingenious solution was proposed to adopt the pillar within the design and use the gap behind it for storage, which in the event proved a welcome asset.

Then the real work started for seven students in particular. They used every spare minute to plane wood, construct joints, work rush seats, execute more oak graining techniques than had previously been known to man, gild and paint on glass and timber, glue veneers and false tenons, decorate gesso patterns, not to mention painting the backdrop canvases, as well as faxing working drawings to our long-suffering colleagues at the other Centres.

Everybody was looking forward to a well-earned Easter break and confidently assured me that we were well on stream for the completion of the construction and assembly of 2 settles in the Arts and Crafts style, the painting of 2 lengths of canvas back-

drop depicting the School of Art in Bedford Park, London and, last but not least, a humble piece of MDF painted and grained to represent a well-weathered Arts & Crafts front door. In the end, nobody hesitated when it came to the last day of term and the project was quite obviously not complete, but merely set to with a will to ensure that the last drop of paint was dry by the end of Maundy Thursday. We lived on a nightly diet of fish and chips, pausing only long enough in the workshop each evening to fortify ourselves for the next stage in the work; I haven't touched any since.

Immediately after Easter, the local removal firm arrived to collect the component parts of the display to transport them direct to Olympia, where our Network colleagues toiled throughout Sunday, 18th April alongside three of the Lincoln students to put together the work of all four colleges taking part. By the end of Monday, the stand was ready and I think it would be fair to say that all the staff members from Lambeth College, South Birmingham College, and Bournemouth University as well as ourselves gained as much pleasure and satisfaction from the successful coordination and teamwork of the project as from the finished results of the exhibition stand itself. It provided us all with our first example of how the COTAC Network Project can work to promote the cause of building conservation as well the benefit of the participating colleges.

And the fate of the stand itself? Well, the oak-grained door and the settles remain proudly on display in our workshops at Witham Park bearing testimony to our ambitions only one short year ago that here, in Lincoln, we would set up a course to teach the traditional skills of surface decoration and woodworking to qualify willing students to use those acquired talents in a specialised industry eager to regenerate such historic skills and techniques.

Zibby Garnett 1 September 1993



Mr Tony Baldry MP, Parliamentary Under Secretary of State for Housing and Planning at DoE, on the COTAC Network stand with Mrs Zibby Garnett of Lincolnshire College of Art and Design, and Mr Tony Prior, RESTOREX organiser.

TRAINING FOR THE PAST - BUILDING FOR THE FUTURE IS OUR TRAINING ON THE RIGHT TRACK? Seminar at Olympia, 22 April 1993

COTAC linked with Lambeth College to arrange a seminar during the RESTOREX/REFURBEX exhibition at Olympia earlier this year. The title "Training for the Past - Building for the Future. Is our Training on the Right Track?" was derived from the Project to establish a Network of centres in this country, offering training in conservation.

The purpose of the seminar was two-fold, to increase the strengths of the Network and in particular encourage the involvement of employers and those concerned with qualification and accreditation of training and secondly to report on progress with the Lambeth College Project to develop conservation courses.

Maurice Mendoza as chairman, set the tone for the day with a lively introduction and guided proceedings along to time throughout.

Colin Stott, Assistant Principal, South Birmingham College opened the presentations by giving a perspective of conservation training on behalf of further and higher education establishments, concentrating on craft level and comparing his own early experiences to those that apply now. He cited the successful national training centres established in Europe and confirmed his view these should be replicated in this country as perhaps "Centres of Excellence". He stressed the need for a national framework of qualifications and the benefit of partnerships with industry, government, lead bodies and abroad which were developing thanks to the COTAC Network.

Dennis Lillie, Marketing Director of Dove Brothers and Oliver Longley Managing Director of James Longley builders told of their experiences in the conservation industry, particularly the effects of the recession on their ability to train employees, the threat from Europe and their In Company training systems.

Paul Kitcher, Project Operations Manager, South Thames Training and Enterprise Council (TEC) explained the TEC's mission to encourage partnerships between industry, local government, communities, education, and the voluntary sector. He went on to explain some of the particular difficulties in his geographical area which covers four diverse London boroughs, high unemployment, low education levels and an increasing refugee problem. Many people are entering training programmes with low or wrong expectations, i.e. to receive allowances. There are two main programmes: Youth Training Credits for 16/17 year olds to obtain NVQs and Training for Work, adult training for long term unemployed. The Department is requiring ever higher volumes, hence shorter and shorter courses are necessary. A Training Credit Card scheme is proposed by 1995 and the TEC is considering offering trainee-

ships for up-skilling. He suggested that Training for Work problems are best solved by partnerships - e.g. with employers, colleges and local authorities.

THE LEAD BODIES: Ray Plumb, Project Manager, Construction Industry Training Board (CITB) explained that CITB is in a unique position offering three services to the construction and allied industries, firstly as a Lead Industry Body (LIB), secondly as an Awarding Body on its own/jointly with others e.g. City and Guilds and thirdly as a Training Provider. They have been heavily involved in the development of NVQs across most occupational disciplines and 62 have been fully accredited to date. As an Awarding Body they are responsible for supporting, recording, registering, publishing, assessment, quality control and issuing of certificates. CITB has always developed and provided training schemes for the industry and this will continue. Any developments from level 3 upwards will be in conjunction with CISC and the Management Charter Initiative (MCI).

This provided an ideal introduction to Richard Larcombe, Development Director, Construction Industry Standing Conference (CISC) who explained the key role held by CISC in partnership with the other Lead Bodies, CITB and COSQUEC, working towards the new qualifications of NVQs/SVQs in building conservation. He quoted from MSC 1981 that British industry needs a workforce that is highly skilled, technically competent, versatile, adaptable and mobile, incorporating standards of a new kind which are explicit, agreed, widely accessible, flexible, progressive and testable. These standards should be output based reflecting performance, be set by employers for industry's needs, enable assessment to take account of underpinning knowledge/understanding and be the basis for broadening and enriching existing qualifications.

Cathy Wills, Consultant with David Matthews Associates, represented the Council for Occupational Standards and Qualifications (COSQUEC) the lead body for environmental conservation. This covers the areas of landscape, archaeology, resource management, waste, recycling, pollution and building conservation. A working group was established in late 1990 with representatives from employers, professions and trainers, to establish what is meant by conservation, restoration, refurbishment, renovation and repair of buildings. Some of this work overlaps that of COTAC, CISC and CITB. Their remit was to develop standards of competence etc. They had limited exposure in the market place and funding problems, so that they were forced to put matters on hold through much of 1993 but have now reorganised and have a commitment to developing qualifications.

Takumba Ria Lawal is Training Manager with Womens Education in Building (WEB), the largest women's training workshop in Europe, which has premises under Westway and an enthusiastic group of trainees and trainers. They are funded through the European Social Fund (ESF) and local authorities, take women aged 25 and over from all London Boroughs and specialise in six trades: Plastering, Bricklaying, Carpentry and Joinery, Electrical Installation, Plumbing, Painting and Decorating. WEB training forms a springboard for women by doing their first year craft training, leaving them competent at basic level 2 and able to go on level 3 at other training establishments such as Lambeth College. Their experience is that if women are trained and pointed in the right direction, they will persevere. They are accredited as a centre for skills testing by City & Guilds and have taken into consideration most difficulties associated with women entering into this male-dominated area including a budget for child care.

Peter Hillman, Project Manager, Lambeth College gave a review of the Conservation Courses Project that he has run and which is included in detail as the Centre in focus in this issue.

Mrs Jane Shaman, Director of Conservation, English Heritage (EH) explained that the Conservation Section operates at two levels Craft and Professional using in house resources to train staff. It provides advice on Statutory, Planning and Repair works, giving ample opportunity to develop views on the competence of other organisations. No overview for competence of professionals and of the industry to cope, has been carried out to date and whilst some good firms exist there are an increasing number operating with little experience. Much front line responsibility for control of this falls on local authorities and they are having difficulties. For the future, EH Strategy identifies that, it can give some help with training but not how. Conservation is multi-disciplinary requiring a team effort which means that training must be right across the whole range. Some institutions are addressing this but not all and the tradition for professionals has been basic awareness training. This is not sufficient for dealing with detailed conservation of historic buildings and could perhaps be aided by CPD, although this would only be adequate for refresher purposes. More specialised knowledge is available from a number of good courses, but there are gaps, e.g. conservation officers, where no consistent policy or job specification exists. The role of the conservation officer needs formerly defining and a core curriculum established. This would enable courses to be developed at many good institutions.

This led into a talk from Michael King, Education Officer, Association of Conservation Officers about an unevenness in the number of officers across the country - Hampshire leads in this respect, while Cumbria has none. They claim to be general-

ists and as such present no threat to other professionals, acting as field workers for EH between councils, owners and repairers. The Association was formed 1981 for promotion of the preservation of the built environment and on recognition that officers had varying degrees of training. They are drawn from a number of professions; archaeologists, planners, engineers, surveyors, craft trades, and art historians and see themselves as part of a team.

Linda Watson, Conservation Course Co-ordinator, Plymouth University, School of Architecture stated that there is a need to educate all professionals from architects to highway engineers with an awareness of conservation. To achieve this a constant lobbying of all institutions will be required in a general campaign. There is a need to create a demand for people to do the job.

Richard Davies, Hon. Secretary of COTAC and former Director of Technical Services, English Heritage talked about the international perspective of conservation and why it is important. We have an international (particularly European) architectural culture. Understanding this gives the historical perspective for the development of our architectural styles. We can learn from others, export our knowledge and defend ourselves against foreign competition through a knowledge of their standards. There are a number of important organisations including the EC which are increasingly influencing how we operate in this country. The Council of Europe sees conservation of our built heritage as one of the fundamental issues leading towards a common European culture. ICOMOS, which covers all parts of the world and the UK branch of which has been enormously influential through publication of its book on recording and generation of guidelines on training for architectural conservation. ICCROM based in Rome is the centre of the only truly international network for conservation with official support of member governments, UNESCO and UNDP. It provides a comprehensive library and records on conservation methodology, creates links for research and supports or encourages world class or regional training centres. The primary aim is to stay ahead by developing UK standards and through creation of co-operative networks within and between the various disciplines in the UK, be able to defend our standards and market ourselves abroad. We need to develop links overseas and obtain the maximum benefit from international support agencies.

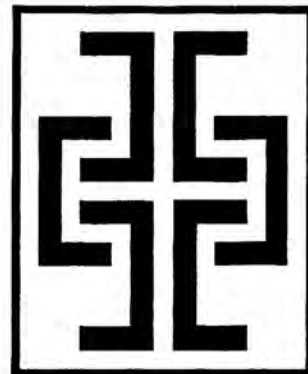
Maurice Mendoza provided a succinct summary of proceedings as an introduction to the Open Forum and general discussion.

A full transcript of proceedings is available free on request from: Graham Lee, Project Manager, National Conservation Training Network, COTAC, Room 329, Keysign House, 429 Oxford Street, London W1R 2HD.

NEW IMAGE FOR COTAC

Students on the Graphic Design course at Lincolnshire College of Art and Design were invited to prepare proposals for a logo for the COTAC Network Project with the winning entry to be used on all stationery and promotional material.

The brief required a building conservation/training/network theme, in a picture/artwork and or lettering style with simplicity and economy of reproduction being key factors for selection. Other considerations were colour, range of sizes, fonts used to be from a readily available range, possible



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links to the COTAC acronym and the logo to be suitable for future use as a logo for the Conference as a whole.

The students were required to complete their designs within strict time constraints and be ready to present to the client just as if they were working in a commercial organisation.

On the 4 March 1993 Graham Lee had the pleasant but difficult task of choosing from over a dozen alternatives which had already been selected from a larger range by Tim Fabian lecturer in charge of the course. Eventually Anne Osborn's design, as used on this newsletter was picked as best reflecting the network theme, being simple, would reproduce well and had the necessary classical and traditional overtones reflecting the role of COTAC.

Launch of the logo was timed to coincide with the RESTOREX/REFURBEX exhibition and COTAC

seminar held at Olympia in April. Anne is seen here on the Network stand at the exhibition being presented with her award of £50 in a small ceremony by Maurice Mendoza Assistant Secretary of COTAC.

The design has been so successful that it was unanimously adopted for use across the whole of the organisation by the members of the Conference at the biannual meeting at the end of April.

Our thanks to all the students for the time and trouble they took in participating in the competition, to Tim Fabian and Zibby Garnett for their organisation and Anne Osborn for a splendid winning design.

Graham Lee September 1993



Mr Maurice Mendoza, Assistant Secretary of COTAC, presents her prize to Ms Anne Osborn, winning student from Lincolnshire, for her design of the COTAC Network logo.

THE HERITAGE BUILDING CONTRACTORS GROUP (UK)

In June 1991 the French Association of Historical Monument Restoration Firms (Groupement Français des Entreprises de Restauration de Monuments Historiques) organised a European symposium of firms specialising in the restoration of buildings of major importance. This was a major two-day conference held under the aegis of the Council of Europe in the Parliamentary Assembly at Strasbourg. It was well attended, most of the participants coming from French firms and organisations and it was the French who provided most of the Speakers. There were representatives from a few English contractors and participants from English Heritage and major amenity societies. Our numbers, however, were tiny compared with those of the French. Those of us who attended came away with a distinct impression that the French were out for business in the repair of historic buildings and monuments wherever they could find it within Europe. The French Association had already produced a publicity brochure in English. The other feature of the symposium was the support given to the meeting by the organs of the French Government: especially prominent were officials of the Ministry of Culture and of Monuments Historiques.

Managers of those English firms who had attended the conference were concerned to ensure that the organs of the United Kingdom Government should play a part in advancing the interests of the United Kingdom construction industry in a manner similar to that of the French. It was also clear that there were opportunities for the advancement of British interests in the countries of Eastern Europe, particularly those countries such as Czechoslovakia (as it then was) and Hungary where there were historic buildings and towns needing repair and capable of development.

To advance the cause with those government departments which have responsibilities for the built heritage and for the construction industry, it was necessary to have some organized body which could put the case for those building contractors specialising in historic building repair. With the help of COTAC and the Society for the Protection of Ancient Buildings, preliminary meetings were held in 1992 to find out whether there was sufficient support among building contractors for the formation of an organised group which would represent their interests to government, its agencies, and abroad. There was support for such a group. The representatives of those firms who attended the early meetings decided that their needs and interests were

specialised and pressing enough to warrant their forming an association to promote them. They therefore appointed a working party from among their number to consider the objectives of such an association and how it should be established and managed.

The title decided on for the association is the Heritage Building Contractors Group (UK) and it now has some 24 specialist contractors in membership. Most of the members are medium-sized private companies of high craft competence, some multi-trade, some single trade. The membership includes some larger public companies and some highly specialised and respected firms that are the subsidiaries of major contractors.

Formal accreditation of those firms which have applied for membership of the Group is now taking place. A significantly important element in that accreditation is that there should be direct employment of skilled craftsmen within the firm and that each firm should undertake the training of skilled craftsmen. There is, therefore, a bond of interest between the members of the Group and the training conservation centres in our Network. Formal establishment of the Group, including the approval of its draft constitution and the election of its managing committee is planned to take place at a general meeting being held on the 3rd November this year. Thereafter it should be possible to develop regularised associations between the academic institutions in our Network and appropriately placed contractors, so that the contractors would be open to consultation on the appropriate content of curricula and, where possible, provide work placements.

So far the contractors in the Group have evinced some concern about the length of courses contemplated at NVQ Levels 3 and 4, on the grounds that it is difficult, particularly in these hard times, to spare skilled craftsmen for such lengthy training. Most of them, however, have indicated a real interest in short courses that would add to the knowledge and capabilities of their already skilled craftsmen. This is a matter on which some formal exchange of views would be useful to both sides and perhaps we should bear this in mind as one of the possible subjects to be covered in a future Network conference.

Maurice Mendoza
September 1993

BIRMINGHAM INTERNATIONAL CONFERENCE

Training for Skills in Historic Building Conservation and Restoration 14-15 June 1993

South Birmingham College joined forces with COTAC to organise a highly successful conference. The event also celebrated the first full year of partnership between the two organisations and marked the halfway stage in a two-year programme devised by the College to develop craft training courses specifically designed to meet the needs of this highly specialised sector of the construction industry.

The City of Birmingham made available the banqueting suite of the Council House which provided a most appropriate setting, and the Deputy Lord Mayor, Councillor Peter J Boswell, MBE, who has a particular interest in conservation, greeted the delegates and provided the opening address.

The first day was devoted to an overview of training, the state of the industry and specific needs, as well as presentations by representatives from Italy and Germany about conservation in their countries.

Roy Swanston, Director of Research and Professional Services for English Heritage, not only delivered a stirring keynote speech, but also acted as Chairman for the day, and ensured the programme went according to plan. Two sessions for questions and discussion ensured that delegates had the opportunity to input valuable comments.

A dinner for delegates attending both days provided not only a pleasant conclusion to a successful day, but also an opportunity to develop links which are already providing new partnerships and initiatives.

Day two, ably chaired by Maurice Mendoza, also had guest speakers from partners abroad, including Portugal, Canada, and America, with a presentation by the Regional Manager for Euroform, advising on future bids.

In addition, speakers from the College reported on the difficulties, rewards, and achievements experienced during the first year of the project, and outlined the programme evolved for the trainees. It is pleasing to report that the three groups are now fully subscribed, and raring to go.

The final input was provided by representatives of the project's industrial partners, David Linford, Chairman and Managing Director of Linford Bridgeman, and Richard Sapcote, Director of William Sapcote, without whose help and considerable assistance we would have been unable to provide the staff training programme.

The conference concluded with three working groups, each tasked with setting objectives for future development of the COTAC network. In the near future, all delegates will be invited to renew their commitment to the network by attending a seminar in their Region to further develop the objectives identified.

The major challenges arising from the conference may be summarised as follows:

1. The number of potential entrants to the industry has diminished, both through demographic decline, the trend towards staying in full-time education, and lack of recognition by society of the value of the industry.
2. A reduction in the time provided to train new entrants, largely due to the pressures applied by the establishment to achieve NVQ targets via financial rewards to training providers, and the low rewards for individual trainees.
3. The failure of the new NVQ system to recognise the specialist training requirements for the repair and maintenance sectors of the industry, and for conservation and restoration, despite a clear demand from the industry.
4. In general, an overall lack of provision for specialised training from craft to professional level, and the need to establish recognised Regional Centres providing such specialised training.

It should be noted that similar concerns were expressed by our international speakers in relation to their own countries.

Finally, a full report of the conference will be sent shortly to each delegate, but a full copy will be available on request to anyone interested.

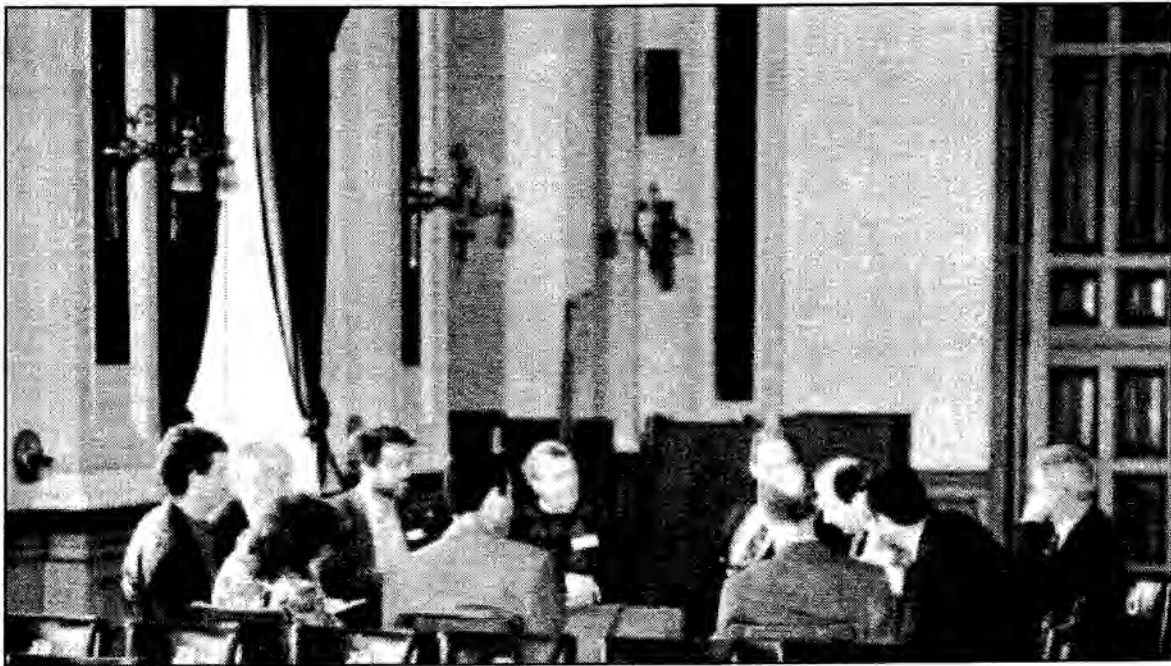
We would also wish to express our sincere thanks to all those who attended, as speakers, organisers or delegates and made the event such a success. We look forward to meeting colleagues at the development seminars and at the conference next year.

Full report from: Bryan Headford, South Birmingham College, Cole Bank Road, Hall Green, Birmingham B28 8ES. Telephone: 021-778 2311.

*Colin Stott, Assistant Principal
6 September 1993*



The Deputy Lord Mayor, Councillor Peter Boswell, MBE, provides the opening address to Conference accompanied by, from the left, Maurice Mendoza of COTAC, Lady Mayoress, Mr Alan Birks, Principle of South Birmingham College, and Mr Roy Swanston, Director of Research and Professional Services for English Heritage.



Delegates at the Birmingham Conference in working group session in the splendid surroundings of the Banqueting Suite of the Council House, kindly made available by the City Council.

COURSES AVAILABLE FROM NETWORK MEMBERS

BOURNEMOUTH JOINT CENTRE

Bridging Certificate for Studies in Conservation – 12 weeks.

HND in Practical Archaeology – 2 years full time.

DipHE/BSc(Hons) in Archaeology, Building Conservation Technology (NEW),
Heritage Conservation, Environmental Protection – Dip 2 years full time; BSc 1 further
year on Dip.

MSc/PGDip in Archaeology and Development, Architectural Stonework
Conservation, Coastal Zone Management, Water Environment – All taught 1 year
courses.

Other short courses at Joint Centre member locations:

Project Management in Archaeology, at Kingston Maurward.

Various stone restoration and conservation courses at Weymouth College
Conservation Unit.

Timber-frame repair, charcoal burning, gauged brickwork, cleaning leadwork, at
Weald and Downland Museum.

Lime courses at the Lime Centre at Morestead near Winchester.

Contact

Mrs K Barker, Co-ordinator,
Joint Centre for Heritage
Conservation and Management,
Bournemouth University,
Department of Conservation
Sciences,
Dorset House,
Talbot Campus,
Fern Barrow,
Poole,
Dorset BH12 5BB

Telephone: 0202 524111

Fax: 0202 595255

BUILDING CRAFTS AND CONSERVATION TRUST

Conservation Seminars – 1 day

Contact:

Mr A McLaren, Chief Executive,
Building Crafts & Conservation Trust,
Kings Gate,
Dover Castle,
Dover, Kent CT16 1HU

Telephone: 0304 225066

LAMBETH COLLEGE

Short Courses in the following: Restoration of Plasterwork, Restoration of Masonry, Stained Glass and Leaded Light work, Traditional Leadwork, Graining and Marbling techniques, Decorative Paint effects, Trompe L'Oeil, Oil and Glass Gilding, Restoration skills for masons and joiners – lengths vary from one full week to one day per week for 5–10 weeks.

The Mastercrafts courses are now available in a number of major craft skills – one year full time, three years part time.

Entry requirements – Advanced Craft Certificate, or NVQ Level 3 or substantial industrial experience.

Contact:

Mr P Hillman,
Restoration & Conservation Project
Manager,
Vauxhall Centre,
Lambeth College,
Belmore Street, Wandsworth Road,
London SW8 2JY

Telephone: 071-498 1234

Fax: 071-720 7518

LINCOLNSHIRE COLLEGE OF ART AND DESIGN managing: NATIONAL HISTORIC BUILDING CRAFTS INSTITUTE

BA(Hons) Conservation and Restoration – 3 years full time.

Btec HND Historic Decorative Crafts – 2 years full time.

Btec National Diploma Conservation and Restoration Studies – 2 years full time.

Short courses of varying length available at intervals: traditional cabinet making, gilding, surface decoration, graining and marbling.

Contact:

Mrs Z Gamett, Project Co-ordinator,
National Historic Building Crafts
Institute,
Witham Park, Waterside South
Lincoln LN5 7JL

Telephone and Fax: 0522 569104

PLYMOUTH UNIVERSITY

PgDip/MA – Architectural Conservation – 1–5 years part time.

CPD – various.

Contact:

Mrs L Watson,
Conservation Course Co-ordinator,
Plymouth School of Architecture,
Hoe Centre,
Plymouth, Devon PL1 2AR

Telephone: 0752 233600

Fax: 0752 233634

SOUTH BIRMINGHAM COLLEGE

NVQ Level 3 equivalent – Restoration and Conservation in Brickwork, Carpentry, Plasterwork – 1 year full time.

Contact:

Mr C Stott, Assistant Principal,
South Birmingham College,
(Formerly Hall Green College),
Cole Bank Road,
Birmingham B28 8ES

Telephone: 021-778 2311

Fax: 021-702 2441

CONFERENCES, SEMINARS AND OTHER EVENTS

Careers in the Environment

NATIONAL CONFERENCE WORKSHOP

13 October 1993 and 16 November 1993

Organised by London Guildhall University to be held at BP Britannic Tower

COSTS:

£50 + VAT each event

Conference and Workshop booked together: £95 + VAT

Further information from Monica Hale
Faculty of Human Sciences, London Guildhall University
Calcutta House, Old Castle Street, London E1 7NT
Telephone: 071-320 1126 Fax: 071-320 1121

