

## Greater Emphasis on Multi-skilled/ Interdisciplinary Workforce

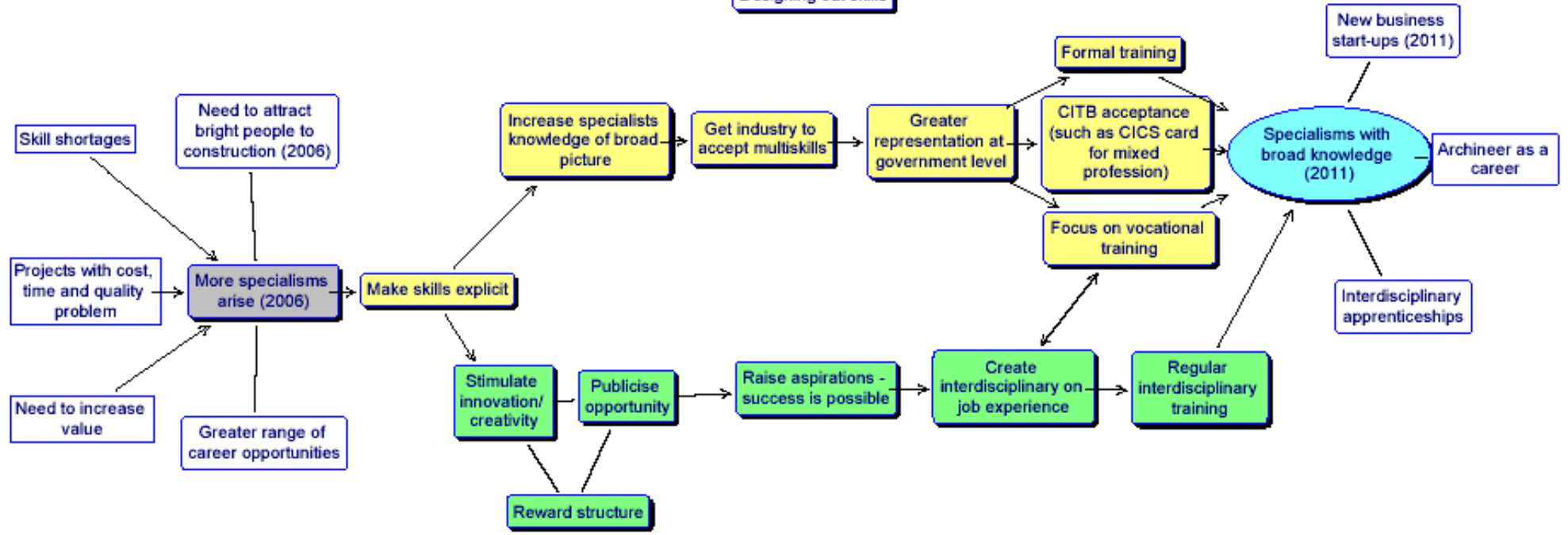
Multi-skilling can be described in at least 3 layers; labour (e.g. bricklayers, joiners, plasterboard-fixers), technical (e.g. estimators), and managerial. The goal is to develop specialists with a broad knowledge. An example for this scenario is the development of a rather specialist designer (i.e. archineer; halfway between architect and engineer). Skills shortages, projects with cost, time and quality problems, and the need to increase value are issues that could be drivers for change today.

Multi-skilling is an efficiency issue as the need is to drive down costs and increase value and efficiency. More specialisms arising is a current event / trend. The first step in one scenario is to make skills explicit, meaning to take engineers alongside others in order to build the project so they can see what skills are required for the job below them. This can occur in all sorts of way. Following this is getting the industry to accept the fact that this mixed trades / professions scenario would be acceptable, and building this into formal training, including CITB acceptance (to issue CICS card for this mixed profession). The ultimate outcome is a mixed architect and engineer or bricklayer and joiner, becoming a reality.

Supporting activities should include stimulating innovation and creativity, raising awareness and aspirations, and creating interdisciplinary job experience and training. These should go simultaneously with the main scenario.



Designing out skills




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driver
goal
main scenario
orphan
overlap
related issue
supporting scen