

# Scottish Stone Industry Project Team Research Report 1



**Construction Industry Training Board**  
**April 2001**

4 Edison Street  
Hillington  
Glasgow G52 4XN

## Survey of stonemasonry training in Scotland

### 1. Background

This survey was undertaken by the Construction Industry Training Board ([CITB](#)), to determine the level of training within the stone industry in Scotland in 2001. A questionnaire was issued to 100 employers in Scotland, who had a direct interest in the working of stone. Only 13 employers returned the questionnaire, of whom 3 indicated that the survey was not applicable to them.

### 2. Report summary

The response to the survey was disappointing at 13% of companies issued with a form returning any information. The following points can be drawn from the responses:

**2.1** The 10 companies providing information employ 143 stonemasons in Scotland. CITB Research would indicate this is about 50% of the workforce.

**2.2** 10% (14 no.) of the workforce are due to retire in the next five years. This is a high figure and must be a concern for the industry.

**2.3** The response on the qualifications held by the workforce would indicate that, at least, 50% (63 no.) hold a qualification. This figure could be close to 90% if it is assumed that 124 employees have either a City & Guilds certificate or an SVQ, but not both. This could be considered a very positive position.

**2.4** The number of apprentices (37 no.) is high in relation to 143 craftsmen. This would indicate there is one apprentice to every 4 stonemasons. This can be considered to be a positive position.

**2.5** Virtually all employers with apprentices indicated they are all following a route leading to their obtaining an SVQ in Stonemasonry.

**2.6** It is interesting to note that 60% of employers in the survey employ Technicians. The number of Technicians (18 no.) represents one Technician to 8 Stonemasons.

**2.7** Only three employers have indicated the use of Computing Aided Design.

**2.8** The response to the question '*Do you require any upskilling for your existing workforce*' is challenging, with 7 out of 10 companies indicating this need. The responses are set out in Section 3.

**2.9** The number of apprentices being sought by the ten employers is positive at 16.

### 3. Detailed answers

The full questionnaire is shown in Appendix A

*Table 1. Detailed answers to questions*

<b>Question number</b>	<b>Respondent</b>	<b>Detail of response to question</b>
<b>7.2</b>	<i>Do you use computers (CAD) for work with Stone? If 'Yes', please specify</i>	
	B/H H	<ul style="list-style-type: none"> <li>• Advanced Level Auto CAD</li> <li>• Certificate in Advanced Auto CAD</li> </ul>
<b>9.</b>	<i>Do you require any upskilling training for your existing workforce? If you answered 'Yes', please list courses you consider would be helpful</i>	
	B	<ul style="list-style-type: none"> <li>• Design &amp; Drawing etc.</li> </ul>
	B	<ul style="list-style-type: none"> <li>• Fixing of Cladding</li> </ul>
	C	<ul style="list-style-type: none"> <li>• CAD etc.</li> </ul>
	D	<ul style="list-style-type: none"> <li>• H&amp;S Best Practice</li> </ul>
	D	<ul style="list-style-type: none"> <li>• Advanced Banker Masonry (as run by the Orton Trust in Northamptonshire)</li> </ul>
	G	
	H	<ul style="list-style-type: none"> <li>• Would need to be held in Orkney College</li> </ul>
	J	<ul style="list-style-type: none"> <li>• Conservation Stonework</li> </ul>
	I	<ul style="list-style-type: none"> <li>• CAD Upskilling</li> </ul>
	I	<ul style="list-style-type: none"> <li>• Technology of preparing and using basic lime mortar</li> <li>• Preparing hydraulic lime mortars and repointing traditional rubble masonry with lime mortar</li> <li>• Conservation Masonry</li> </ul>
<b>12.</b>	<i>Do you have any comments on the training provision for the craft of Stone Masonry?</i>	
	B	<ul style="list-style-type: none"> <li>• More training in building</li> </ul>
	D	<ul style="list-style-type: none"> <li>• More clearly defined separation of training between Banker &amp; Fixer Masons</li> </ul>
	E	<ul style="list-style-type: none"> <li>• Small company cannot afford to spend time training young people</li> </ul>
	H	<ul style="list-style-type: none"> <li>• Delicately balanced and dependent on amount of reinvestment in building maintenance</li> </ul>
	J	<ul style="list-style-type: none"> <li>• Member of Scottish Practitioner Group</li> <li>• Encourage industry to train more apprentices</li> <li>• Glasgow and Edinburgh have excellent training facilities but need more trainees</li> </ul>
	J	

## 4. Conclusions

1. The survey has produced some very positive information on the commitment to training by the 10 companies who completed the survey.
2. There is a training and upskilling need, which CITB will undertake to address on behalf of the industry.

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## Appendix A: Survey Questionnaire

Covering letter for questionnaire

Dear Sirs,

### **STONEMASONRY TRAINING IN SCOTLAND**

We have been asked by the Scottish Stone Liaison Group to undertake a survey of the current and future skill needs of our industry in Scotland.

I would appreciate if you could complete the attached survey form and return to me at the address shown, or by fax. The closing date for returns is **Friday, 27 April 2001**, and after this date the survey will be compiled and issued.

I also attach a leaflet from the Scottish Lime Centre giving details of a programme of courses for Stonemasons in 2001.

I can but thank you in anticipation of your response.

Yours faithfully,

**D.M. Fergus**  
**Scottish Manager**

***Construction Industry Training Board***  
***Survey of skills in craft of stonemasonry***

Table 2. Questionnaire used for survey of skills in craft of stonemasonry

Number	Question	Answer
1.	How many stonemasons do you employ?	_____ no.
2.	How many of these are due to retire within the next 5 years?	_____ no.
	Please indicate type of qualifications held:	
3.	a. City & Guilds	_____ no.
	b. SVQ	_____ no.
	c. SCORE	_____ no.
	d. CSCS	_____ no.
	e. Other	_____ no.
	How many stonemasonry apprentices do you employ?	_____ no.
4.	Year 1	_____ no.
	Year 2	_____ no.
	Year 3	_____ no.
	Year 4	_____ no.
5.	Are all your apprentices working towards a Scottish Vocational Qualification (SVQ) in Stone Masonry?	Yes / No
6.	How many technicians do you employ (planners/estimators etc.) in relation to stone work	_____ no.
7.	Do you use computers (CAD) for work with stone?	Yes / No
7.1	Have any achieved any recognised CAD qualification?	Yes / No
	If 'Yes' please specify:	
7.2	_____	
	_____	
8.	Do you require any upskilling training for your existing workforce?	Yes / No
9.	If you answered 'Yes' to Q8, please list courses you consider would be helpful	
	_____	
	_____	
10.	How many New Entrants would you be prepared to recruit into the craft of Stone Masonry during the year 2001.	_____ no.
11.	Would you be prepared to take part in a review of the training programme for Stone Masonry?	Yes / No

<b>12.</b>	Do you have any comments on the training provision for the craft of Stone Masonry?
	<hr/> <hr/> <hr/>

**Name:**

\_\_\_\_\_

**Company:**

\_\_\_\_\_

**Address:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Post code:**

\_\_\_\_\_

**Tel:**

\_\_\_\_\_

**Fax:**

\_\_\_\_\_

*Please fax response to:*

**D.M. Fergus**  
**Scottish Manager**  
**Construction Industry Training Board**  
**4 Edison Street**  
**Glasgow G52 4XN**

**Fax: 0141 810 5632**

## **Appendix B: List of companies who provided information**

*Listed in alphabetical order*

- EBS Construction Limited, Glasgow
- Historic Scotland, Fort George
- Hunter & Clark Limited, Glasgow
- Hutton Stone Co. Limited, Berwick-upon-Tween
- Laing Traditional Masonry, Lhanbryde
- M & E Stonemasons, Condorrat
- James Sked Construction, Lesmahagow
- Andrew Tait & Son Limited, Kirkwall, Orkney
- Tradstocks Limited, Stirling
- W & JR Watson, West Calder

*Companies who provided nil returns:*

- William Avelay Limited, York
- Restore-A-Stone Limited, Glasgow
- Slessor Troup, Inch, Aberdeenshire

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