

Steel Framed Systems Competence Framework



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How to read this document

This document aims to outline the Competence Standard set out by the Sector Group. The elements in the above menu are the Competence Framework elements.

Routes to Competence:

Read this document from the bottom to the top. It contains 3 swim lanes which show the routes for a new entrant, someone who has some skills, knowledge, experience and behaviours (SKEB) as well as an experienced worker.

Functional Map:

This shows the grouping of functions together to show competencies for a specific role. This will be used to form the basis of any new qualification structures in the future. It may look very similar to existing competence qualification structures as the groups of functions are likely to be the same. It is the finer detail found in the Trade Specific Competencies that will outline the next level of detail.

Core Trade Competencies:

These are the common requirements for this trade more generally.

Trade Specific Competencies:

These are the functions themselves, when put together with other functions they become the competence requirements for a particular role. Use the Knowledge and Skill tabs (where applicable) to reveal or conceal additional details within sections

Experience:

Requirements set out by the Sector Group. These will form part of any checks carried out to validate competence initially as well as what is required for revalidation purposes. This could be a number of CPD hours that an individual is expected to undertake, observation of fire or safety critical installation activities on an annual basis or requirements that in the future would be required to trigger a construction card scheme card.

Behaviours:

Based on those found in BS8670-1:2024 the behaviours are what is expected from individuals working in this role. It is felt that most of these would be monitored by an employer on an ongoing basis, some might be added to competence qualifications where they can be demonstrated during the time served on an apprenticeship for example.

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Background

In the report, Building a Safer Future, Dame Judith Hackitt spoke of the industry's approach to competence as being "fragmented, encompassing a range of disciplines and different competence frameworks even within one discipline and without reference to other interacting disciplines".

The Building Safety Act 2022, together with supporting secondary legislation, has introduced a new regulatory regime, which requires the engagement of everyone working in the built environment, not just those involved in Higher-Risk Buildings (HRBs).

Regulations define competence as having the appropriate **skills, knowledge, experience** and **behaviours (SKEB)**, and requires all individuals carrying out any design, construction or refurbishment work to be competent to undertake the role to which they are appointed.

Organisations must also demonstrate that they have the 'organisational capability', and it is a legal requirement for anyone appointing an individual or organisation to ensure that they meet the requirements.

In October 2024, the Industry Competence Steering Group (ICSG) was formally launched as the updated structure to the Competence Steering Group (CSG). Made up of 15 different working groups, representing all of Construction and the Built Environment, with the agreed goal of creating competence frameworks. Sector Lead Group 10 in the Industry Competence Steering Group represents Installation and Maintenance and this work has taken place in conjunction with that programme of work.





ICSG Working Groups

In September 2020, The CSG released Setting the Bar – a new competence regime for building a safety future which included recommendations from WG2 (pages 54 – 60) Under the move from the CSG to the ICSG WG2 has become SLG10.

Since the publication of this report WG2 (now SLG10) has focussed on delivering its recommendation that the industry should adopt a framework for all the installer roles working on in- scope buildings that can also be applied to other project types. The frameworks should consist of:

- Accredited third party certification of companies
- Level 2 or 3 qualifications for individuals
- A card scheme such as, but not limited to, the CSCS
- CPD refresher training and the maintenance of individual skills
- All installers have a core knowledge of fire safety in buildings – training to be standardised and made mandatory.

A requirement identified within the Setting the Bar report was to identify any SKEB needed for working within a Higher-Risk Building (HRB). Whilst developing the competence frameworks, the working groups noted that there is very little difference between work carried out in a non-HRB and an HRB, however, where there are differences, these have been identified within the competence frameworks.

In 2024 SLG10 scaled up its initial pilot programme into the format on the previous page, grouping the work into five workstreams: Envelope, Engineering Services, Interiors, Civils and Structures.

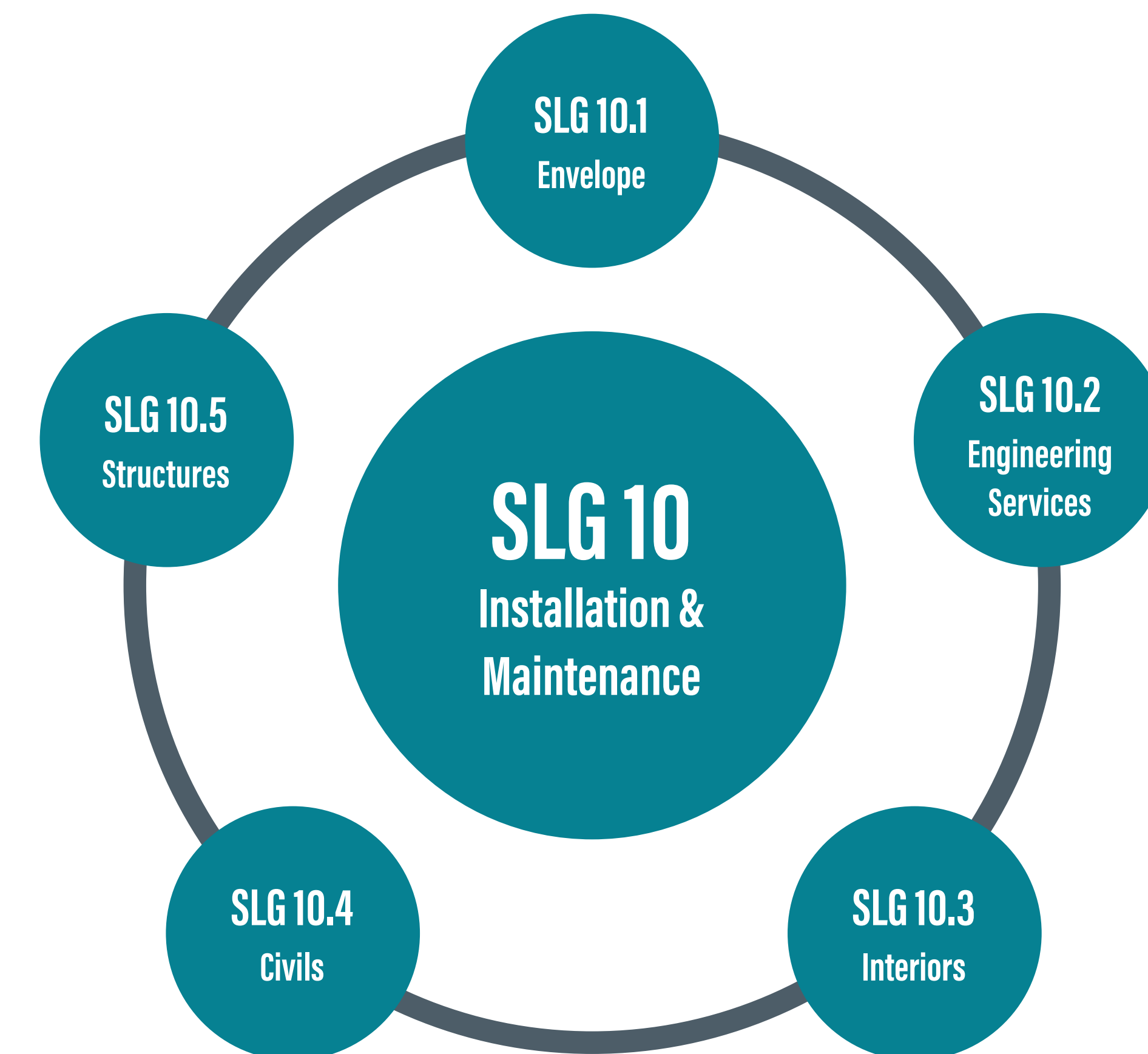
CITB provides Developer support to all roles within its scope order, facilitating the Sector Group’s work and allowing them to concentrate on defining the competence requirements with support and guidance to document the requirements set for the frameworks.

In this role CITB can support the standardisation of statements contained within the Competence Frameworks, sharing best practice between the groups. This working relationship also allows CITB to plan in any Implementation Plan actions that have been identified and that fall under its responsibility. This allows for faster implementation of the Competence Frameworks.



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The Industry Competence Steering Group (ICSG)





Fire Safety in Buildings

Following the recommendations in the Building a Safer future report, a group of Industry Experts met to design and build the content for a Fire Safety in Buildings training course for all installers to undertake. CITB funded the creation of the course and it is now a free to access training resource which sits on the eLearning platform on the CITB website.

[Fire Safety in Buildings Free Online Training Course](#)



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Competence Frameworks

The following documents that make up the Competence framework:

- 1. The SKEB Statements** - outlining the **S**kills, **K**nowledge, **E**xperience and **B**ehaviours (SKEB) required to obtain competence in the occupation(s).
- 2. A Route to Competence** - showing the path (or paths) to obtaining, and then maintaining, individual competence in the occupation(s).
- 3. An Implementation Plan** - identifying what practical steps are required (as well as a timeframe) to allow every individual in scope to the competence framework to come into compliance with its requirements.

The Competence frameworks have been written in line with BS8670-1:2024 Competence frameworks for building safety which outlines the key components of a Competence Framework.

These include:

- **What Competence is defined as**
- **What Validation and Revalidation looks like**
- **How to maintain and develop Competence over time**
- **Limits of Competence**

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Competence Framework Key Definitions

BS8670-1:2024 Defines the key elements of Competence Frameworks as follows:

Competence: application of skills, knowledge, experience and behaviour to achieve a defined outcome

Skills: ability to perform an activity or task consistently with a specific intended outcome

Knowledge: assimilation of facts, theories and practices in relation to a given role, function, activity or task

Experience: participation in relevant activities or observation of facts and events leading to acquisition or improvement of knowledge and skills

Behaviours: observable things that an individual does or does not do

Validation: formal process of assessing an individual's competence against a sector-specific competence framework

Revalidation: formal process of reassessing an individual's competence against a sector-specific framework on a periodic basis to check that competence has been maintained

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Sector Overview

Steel Frame System Competence Framework Development

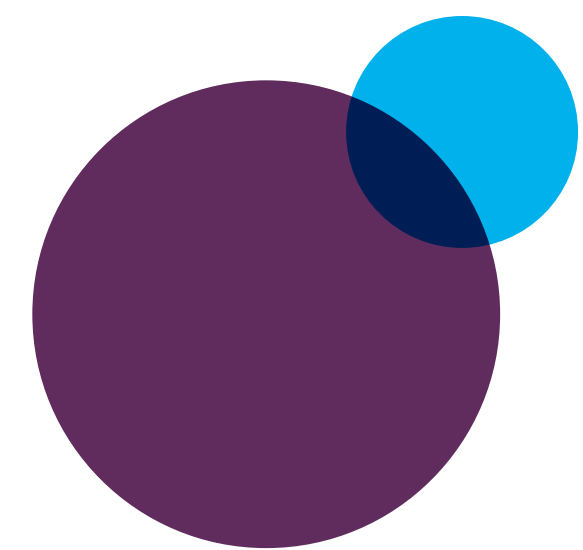
The development of the Steel Frame System (SFS) Competence Framework aims to establish a structured, standardised approach for assessing and ensuring the competencies of installers working in the Steel Frame System sector. The framework serves to address the growing demand for high-quality and safe installations, promoting the development of skilled professionals who meet industry standards.

The framework outlines key competencies required for the Steel Frame System process, including installation, health and safety, training and qualification landscape and any re-validation requirements. It is designed to guide training programs, qualifications, employers, workers, regulatory bodies across the industry. This competency model is intended to reduce risks associated with poor installation practices, improve building performance, and ensure compliance with relevant regulations and standards.

Key components of the framework include:

- 1. Routes to Competence:** Identification of the recognised routes to achieving competence.
- 2. Competency Levels:** Clear definitions of the Skills, Knowledge, Experience & Behaviours required for each function and role of the Steel Frame System process.
- 3. Technical Skills:** A comprehensive understanding of materials, techniques, and equipment used in Steel Frame Systems.
- 4. Health and Safety:** Emphasis on safety standards to minimise accidents and ensure safe working environments.
- 5. Sustainability and Efficiency:** Incorporating best practices for energy efficiency, sustainability, and the long-term performance of Steel Frame Systems.

The framework is intended for use by industry professionals, training providers, and regulatory bodies to create a consistent and accountable approach to competency in Steel Frame System. By ensuring that installers meet the framework's requirements, the industry can improve the quality of Steel Frame System projects and support regulatory compliance.



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Sector Overview

Development Process

The development process involved extensive consultation and collaboration through a series of working group meetings with SLG10.1 Installation and Maintenance (previously WG2 Installers), FED/ASSOCIATION and other significant federations/associations representation, employers, manufacturers, training providers and CITB. An online survey and webinar were also available to present the Competence Framework and offer an opportunity to review, provide feedback, support and validate the framework development.

Thorough analysis of current working practices and known issues and challenges was carried out to produce the framework and identify actions that need to be addressed.

The working groups were conducted in a very cooperative, open and friendly manner with all participating getting the opportunity to contribute to the discussions and work being done in relation to the SKEB.



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Sector Overview

Outcomes and Findings

The following significant actions have been identified and will be addressed as part of an implementation plan:

- Develop short duration training courses - Create a suite of short-duration training standards to support continuous professional development and the Fit for the Future plan.
- Development of National Occupational Standards and subsequent vocational qualification's
- Develop an English and Welsh Apprenticeship
- Develop a Scottish Apprenticeship
- Introduce Fire Safety in Building training as a mandatory competence requirement

Given the absence of National Occupational Standards (NOS), Apprenticeships and any formal recognised route to competence within this sector, the working group combined their extensive skills and knowledge within this occupation to develop the functions for the Competence Framework.

This Competence Framework will then be the foundation in developing any future training and qualifications.

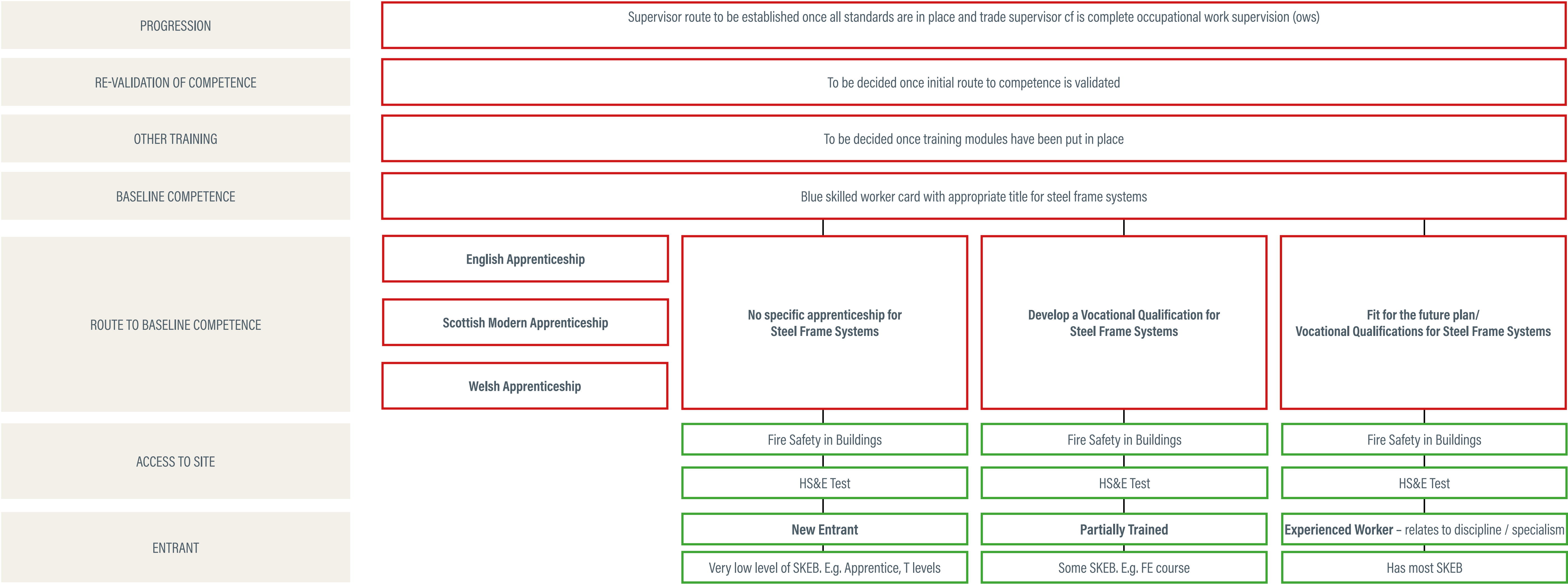
The working group have also identified Experience and Behaviour requirements. When adapted either individually or through an organisation, these are designed to promote a culture of self-development, responsibility and reinforce positive values.





Routes to Competence

- To Develop
- Actions needed
- Developed



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Functional Map

Introduction

Training Pathways for Steel Frame Systems (SFS)

PURPOSE

The purpose of this work, the Route to Competence (RtC) and Skills, Knowledge, Experience and Behaviour (SKEB) statements is to highlight the current standard and qualification landscape for Steel Frame Systems Sector.

Through consultation with sector experts, this will help clarify, if there is, already in place, the necessary structure to train and qualify the workforce and maintain and monitor levels of competence. Building regulations and industry best practice knowledge guidelines were followed throughout consultation.

SCOPE

The scope of the document provides an 'As Is' view of the current Competence requirements and Training Pathways.

DEFINITIONS

SKEB Skills, Knowledge, Experience and Behaviours; **VQ** Vocational Qualification – NVQ and SVQ; **COSVR XXX** Specific National Occupational Standards; **RQF** Regulated Qualification Framework (England)

FUNCTIONAL MAP

The current competencies required as agreed by industry under National Occupational Standards (NOS) development and review.

EXPERIENCE

Information that can be evidenced to confirm level of experience.

BEHAVIOURS

Core behavioural statements originating from the BSI Flex 8670 document which sets out core building safety competence criteria. Demonstration of behaviours should form part of all competency assessment activity.

CORE CONSTRUCTION COMPETENCIES

These skills and knowledge statements are derived from a standard set of competencies that underpin all construction roles. **The Core Construction competencies have undergone a format revision and are currently draft versions pending a collective review by industry.

CORE TRADE COMPETENCIES

Trade relevant generic skills and knowledge statements applicable for all roles of Steel Frame Systems installer..

TRADE SPECIFIC COMPETENCIES

Each function likely to be undertaken by this occupation has been developed by the working group combining their extensive skills and knowledge within this sector. Continuous review of trade specific competencies will remain an iterative process across all nations.

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Functional Map

Core Construction Competencies

FUNCTIONAL MAP ACTIVITIES		INSTALLER	INSTALLER SUPERVISOR	TRAINING	RE-VALIDATION
CORE CONSTRUCTION COMPETENCIES					
CC001	Conform to general workplace health, safety and welfare	✓	✗		
CC002	Conform to productive working practices	✓	✗		
CC003	Move, handle and store resources	✓	✗		
FSiB	Fire safety in buildings	✓	✗	eLearning link	

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Functional Map

Trade Specific Competencies

FUNCTIONAL MAP ACTIVITIES		INSTALLER	INSTALLER SUPERVISOR
CORE TRADE COMPETENCIES			
SFS001	Steel Framed Systems	✓	✓
TRADE SPECIFIC COMPETENCIES			
SFS002	Installing Steel Framed Systems	✓	✓
SFS003	Install Sheating Boarding	✓	✓
SFS004	Application of Breather Membranes	✓	✓
SFS005	Installation of External Installation	✓	✓

FUNCTIONAL MAP ACTIVITIES	INSTALLER	INSTALLER SUPERVISOR
TRADE SPECIFIC COMPETENCIES		
Confirm work activities and resources for the work		✓
Develop and maintain good working relationships		✓
Confirm the occupational method of work		✓
Implement and maintain health, safety, environmental and welfare practices		✓
Co-ordinate and organise work operations		✓
Monitor progress against work schedules		✓
Allocate and monitor the use of plant, machinery, equipment or vehicles		✓
Confirm work meets contractual, industry and manufacturers' standards		✓
Implement procedures to support team performance		✓
Co-ordinate and confirm the dimensional requirements of the work		✓



Core Construction Competencies

Conform to general health, safety and welfare (CC001)

Function: Conform to general health, safety and welfare
Refs: COSVR641 Conform to general health, safety and welfare

Description: This function in the context of your occupation and work environment, is about awareness of relevant current statutory requirements and official guidance; responsibilities, to self and others, relating to workplace health, safety and welfare; personal behaviour and security in the workplace.

SKILLS

You must be able to:

Workplace health, safety and welfare

Comply with all workplace health, safety and welfare legislation requirements at all times

Avoid risk by complying with given information relating to the following:

- induction
- briefings
- application of prior training (safe use of health and safety control equipment)

Adhere to statutory requirements and/or safety notices and warning signs displayed in the workplace or on equipment

Recognition of hazards

Recognise hazards, associated with the workplace and report them in accordance with organisational procedures

Recognise hazards created by changing circumstances, that have not been previously controlled, and report them in accordance with organisational procedures

Organisational policies and procedures

Accept responsibility for, and comply with, organisational policies and procedures in order to contribute to health, safety and welfare

Show personal behaviour which demonstrates active responsibility for general workplace health, safety and welfare

KNOWLEDGE

Comply with organisational policies and procedures relating to the following:

- consideration of others
- interpretation of given instructions to maintain safe systems of work
- contributing to discussions (offer and provide feedback)
- maintaining quality working practices
- contributing to the

maintenance of workplace welfare facilities

- storage and use of equipment provided to keep people safe
- disposal of waste and/or consumable items

Security arrangements

Comply with and support organisational procedures for maintaining the security of the workplace:

- during the working day
- on completion of the day's work
- from unauthorised personnel (other operatives and/or the general public)
- from theft

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Core Construction Competencies

Conform to productive working practices (CC002)

Function: Conform to productive working practices

Refs: COSVR642 Conform to productive working practices in the workplace

Description: This function in the context of your occupation and work environment, is about productive communication with line management, colleagues and customers, interpreting information, planning and carrying productive work practices, working with others or as an individual.

SKILLS

KNOWLEDGE

You must be able to:

Communicate with others

Communicate with line management, colleagues or customers to ensure work is carried out productively
Respect the needs of others when communicating

Follow procedures

Interpret and follow organisational procedures and use appropriate resources to plan the sequence of work in order to conform to productive work practices and maintain records
Complete documentation as required by the organisation

Work Relationships

Maintain good work relationships
Work productively with line management, colleagues, customers, or other people
Apply the principles of equality and diversity



Core Construction Competencies

Move, handle and store resources (CC003)

Function: Move, handle or store resources
Refs: COSVR643 move, handle or store resources

Description: This function in the context of your occupation and work environment, is about interpreting information, adopting safe and healthy working practices, selecting aids or equipment to move, handle or store occupational resources and moving, handling and storing occupational resources to maintain useful condition.

SKILLS

KNOWLEDGE



You must know and understand:

Interpretation of Information

why organisational procedures have been developed and how they are implemented

types of information, their source and how they are interpreted in relation to:

- technical
- product and regulatory
- oral
- written
- graphical presentation

the importance of reporting and rectifying inappropriate information

how to obtain information to use and store lifting aids and equipment

Safe Work Practices

information for relevant, current legislation and official guidance and how it is applied

the types of fire extinguishers and how and when they are used in relation to water, CO₂, foam, powder

how emergencies should be responded to in accordance with organisational authorisation and personal skills in relation to:

- fires, spillages, injuries
- emergencies relating to occupational activities

the organisational security procedures for tools, equipment and personal belongings in relation to:

- | | |
|-----------|--------------------|
| operative | company |
| site | customer |
| workplace | the general public |
| vehicles | |

how to report risks and hazards identified by the following:

- methods of work
- manufacturers' technical information
- statutory regulations
- official guidance

the accident reporting procedures and who is responsible for making the report

why, when and how health and safety control equipment identified by the principles of prevention should be used in relation to:

- collective protective measures
- personal protective equipment (PPE)
- respiratory protective equipment (RPE)
- local exhaust ventilation (LEV)

how to comply with environmentally responsible work practices to meet current legislation and official guidance

the organisational procedure when dealing with potential accidents, health hazards and the environmental impact whilst working:

- below ground level
- in confined spaces
- at height
- with tools and equipment
- with materials and substances
- moving and storing materials by manual handling and mechanical lifting



Core Trade Competencies

Steel Frame Systems (SFS001)

Description: These core trade functions contain all the common competencies including: interpreting information, adopting safe, healthy and environmentally responsible work practices, selecting and using materials, components, tools and equipment, minimising damage, and working within the allocated time, in accordance with organisational requirements which are equal to or exceed current statutory and legislative requirements.

SKILLS

KNOWLEDGE



You must be able to:

- Interpret project drawings, specifications, schedules, method statements and manufacturers' specifications to plan the installation or repair of steel framed systems
- Carry out the works to ensure overall quality of installation is to industry standard making sure tolerances are achieved
- Review risk assessments and method statements to identify areas requiring control measures before commencing work
- Select the appropriate hand and power tools, and associated equipment

- Safely operate tools and equipment:
- access equipment
 - MEWPs
 - nail guns
 - screw gun
 - circular saws
 - cutting equipment
 - measuring equipment
 - lasers
- Work safely around and with plant and machinery
- Identify and use appropriate PPE for the task



Trade Specific Competencies

Installing Steel Framed Systems (SFS002)

Description: This activity is about the installation of steel framed systems to form external and internal walls

SKILLS



You must be able to:

- Comply with project drawings, specifications, and manufacturers specifications to set out head and base tracks by using gridlines and datums, ensuring that they have sufficient bearing throughout/across levels
- Install Z bars as necessary as shown on project specific drawings and manufacturers' 'specifications
- Install hot roll post in accordance with the manufacturers' specifications using correct fixings
- Comply with specified drawings to:
- install studs in their designated positions

KNOWLEDGE



- Form openings by:
- creating lintels
 - jamb
 - cills
 - install cleats
- Identify and install compound details
- Ensure deflection detail is installed correctly and takes into account manufactures' specifications
- Install various types of fixings for their specific purposes, contributing to the overall integrity and safety of installations, ensure that all fixings are correctly installed according to the provided drawings and manufacturers' specifications



Trade Specific Competencies

Install Sheathing Boarding (SFS003)

Description: This activity is about the installation of sheathing boards to steel framed systems to form the external envelope of a building.

SKILLS

KNOWLEDGE



You must be able to:

- Accurately set out and align boarding materials in adherence to specified measurements
- Understand the importance of accurate:
- spacing
 - levelling
 - boarding pattern and orientation
 - securing of boards
- Contributing to the overall quality and safety of the installation

- Cut and size board in accordance to manufacturers specification to allow accurate:
- installation
 - alignment
 - fixing
- Install or repair boards in accordance with the manufacturers' specifications using:
- correct fixings
 - position
 - patterns
 - orientation



- Prepare surfaces to receive and apply joint treatment
- Techniques to manufacturers' specifications for:
- tape
 - joint filler
- Carefully form and install the deflection and slab edge details in accordance with manufactures specification
- Ensure appropriate gap has been left to allow for deflection in accordance to manufactures' specification
- Ensure fixings do not impede deflection detail



Trade Specific Competencies

Application of Breather Membranes (SFS004)

Description: This activity is about the application of breather membranes to boarded steel framed systems

SKILLS



You must be able to:

Comply with manufacturers specifications to install or repair membrane by demonstrating work skills to:

- measure
- mark out
- pattern
- lift
- position
- adjust
- fix

KNOWLEDGE



Identify and apply joint treatments to manufacturers' specifications including:

- staple
- adhesive
- tape
- sealant

Accurately form perimeter, opening and penetration detailing by:

- cutting
- forming
- fixing
- sealing

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Trade Specific Competencies

Installation of External Insulation (SFS005)

Description: This activity is about the installation of steel framed systems to form external and internal walls

SKILLS



You must be able to:

Comply with the manufacturers' specifications to install or repair insulation efficiently by demonstrating work skills to:

- measure
- mark out
- lift
- position
- adjust
- fix
- apply joint treatment
- fix brick tie channel if applicable

KNOWLEDGE



For insulation types:

- slab
- friction fit
- board

Install various types of fixings for their specific purposes, contributing to the overall integrity and safety of installations, ensure that all fixings are correctly installed according to the provided drawings and manufacturers' specifications

Install fixings to the correct pattern in accordance with the manufacturers' specifications. Using the correct locations horizontally and vertically



Experience

You must be able to demonstrate (through the gathering of evidence):

- Provide evidence of projects worked on

Testimony from the client/customer of the role performed on site

Job description and role from the employer

Benchmark skills by showing current CV and evidence of previous work

Current CV
- Photographic or videographic evidence

Transferable skills from Drylining/cladding NVQ

Provide evidence of transferable Qualifications

Provide and maintain evidence of Training (non-qualification, manufacturers training and systems specific training)
- Keep up to date with changes to manufacturers specification and installation guides

Health and safety - checked once installer starts -certs/training matrix

CSCS

MEWPS training - check validity latest accredited card



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Behaviours

Quality Focus:

Pay attention to detail to achieve high-quality work to current industry standards with an understanding of impact of defects.

Awareness and consideration of other trades.

Provide protection to adjacent finishes to avoid possible damage.

The differing requirements for live site environment compared to an occupied environment fitout.

Maintain a clean and tidy workspace.

Positive and mature attitude:

Conscientious and professional including appearance.

Take responsibility for personal judgements and actions.

Be aware of the limits of personal competence and know when to seek advice from others.

Show respect for all individuals, regardless of background.

Upholding ethical standards, including

- honesty
- integrity
- fairness
- inclusion
- respect
- transparency in all aspects of role.

Respect lines of communication.

Willing to ask questions to clarify queries.

Always report problems as soon as they arise.

Comply with rules, regulations and instructions, and identify and report conflicts.

Teamwork:

Work as part of a larger construction team.

Collaborate effectively with other tradespeople members of public and residence.

Communicate well to achieve project goals.

Demonstrate good customer service.

Be polite, approachable, and responsive to client needs.

Protect members of public and site from noise, dust and other inconveniences.

Tailor method of communicating and information to various audiences and their competence level.

The differing requirements for live site environment compared to an occupied environment fitout.

Time Management:

Be dependable and punctual

Manage time and resources effectively to meet project deadlines and maximise productivity.

Attention to Sustainability:

Have an awareness of sustainability and environmental considerations when using resources and carrying out processes

Continuous Learning:

Identify personal development needs and take action to meet those needs through learning and development opportunities.

Keep up to date with best practice, new technology, techniques, and materials.

Digital Skills:

Be open to new ideas and technologies and show a willingness to adapt to rapidly changing digital technologies and industry practices.

Retrofit:

Keep up to date with the latest retrofit technologies, methodologies, and best practices and work with others to achieve retrofit goals and objectives.

Safe Working:

Be aware of and comply with all statutory and site-specific safety requirements and take personal responsibility for your actions and the safety of others.

Demonstrate awareness of manual and mechanical handling when working with SFS components to prevent accidents

Challenge unsafe behaviours and activities, and report where necessary.



References/Glossary

The Competence Framework page hosted by the CLC:
[Competence – Construction Leadership Council](#)

Details of the new ICSG Structure:
[Industry Competence Steering Group – Construction Leadership Council](#)

CITB Competence Framework page:
[Competence Frameworks - CITB](#)

The BSI Competence Programme pages:
[Raising Competency Across the Built Environment | BSI](#)