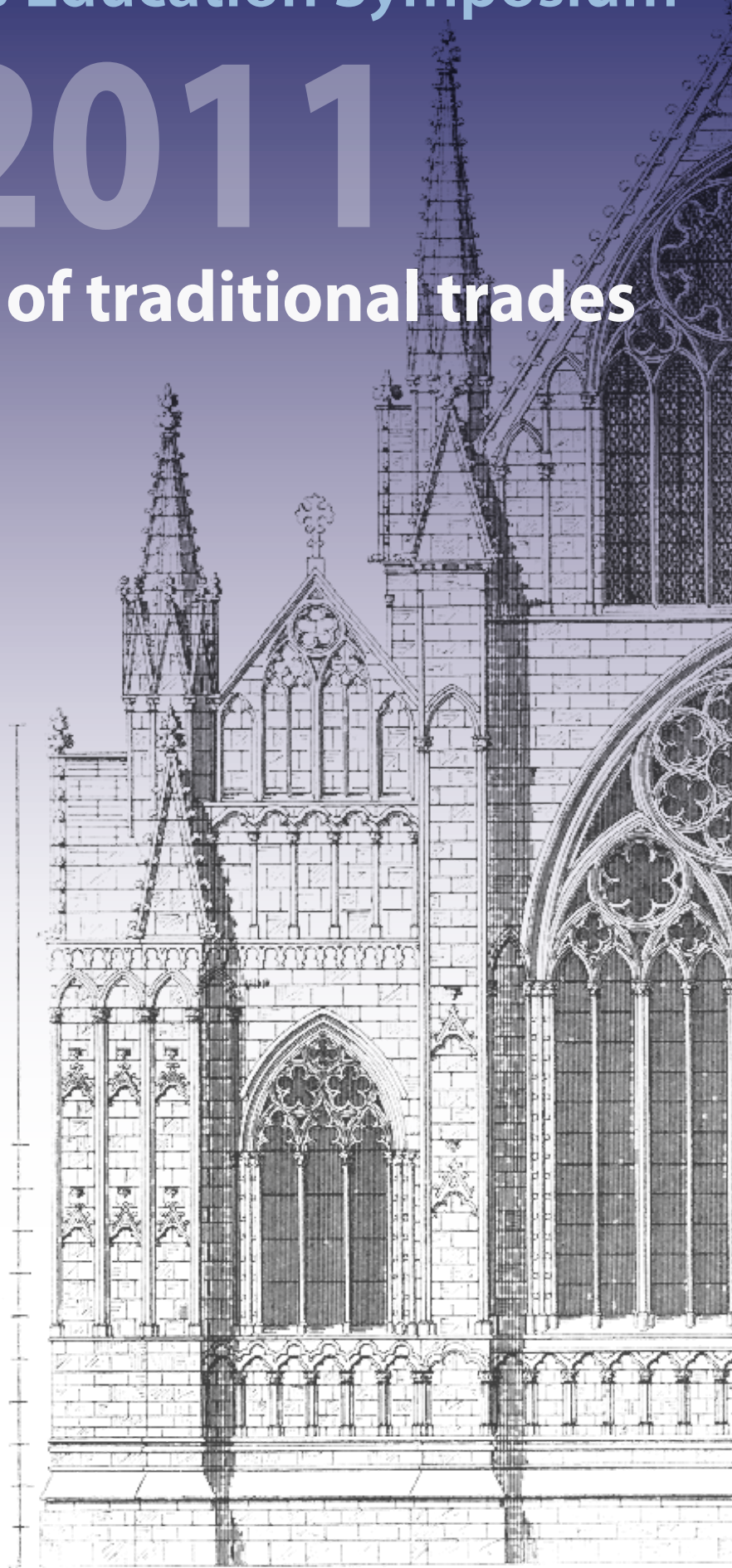


International Trades Education Symposium

# ITES 2011

1,000 years of traditional trades

May 19-20, 2011





Preservation Trades Network  
PO Box 151  
Burbank, Ohio 44214-0151  
Phone: 866-853-9335  
Fax: 866-853-9336  
E-Mail: [info@PTN.org](mailto:info@PTN.org)

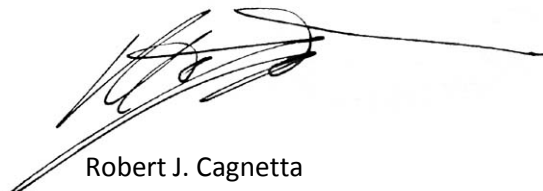
May 2011

Welcome to the 4th International Trades Education Symposium (ITES) 2011 and the "1,000 Years of Traditional Trades" here in Lincoln, England. The intent of the ITES is to build the capacity of international programs and craftspeople, where building trades, education providers and design professionals come together to discuss and present the successes of trades training and educational efforts. The event is held every 2 years at a new venue, alternating each event from the US and other international locations. This year's event is particularly exciting, where on Saturday, Lincoln will be hosting a major international traditional craft skills event at Lincoln Castle, alongside a Taste of Lincolnshire in Castle Square; featuring a Farmers Market selling locally source fresh produce.

The concept of the ITES began in 2002, where a number of international PTN members participated in the private, non-profit Quinque Foundation's "International Preservation/Conservation Forum, Setting an Agenda for the 21st Century" at Salve Regina University in Newport, RI. Following the event, PTN resolved to undertake an assessment of trade education and soon recognized the need for greater collaboration. Since then, the ITES has developed into a comprehensive examination and dissemination of the trades and trade practices worldwide, where architects, conservators, design professionals, trades practitioners, and educators all participate in an informational exchange—both philosophical and technical—that has a direct impact on the long-term conservation of the built heritage.

There is no doubt that those conserving our built environment must be skilled in traditional materials, tools, and techniques, as well as knowledgeable of preservation methodologies and conservation. Throughout the world, stakeholders in cultural heritage conservation are working to strengthen existing programs and build new models for educating the next generation of craftspeople. The ITES strengthens individuals and organizations by exchanging successes, resources and ideas. The ITES invigorates, excites and encourages all of us to persevere to that common goal of impacting that one child or that one adult, so they can share the passion of conserving our built environment.

So thank you for attending the 2011 4th International Trades Education Symposium and being a valuable contributor towards the cultivation and sustainability of trades education and training.



Robert J. Cagnetta  
PTN President

*The Preservation Trades Network (PTN) is founded on the principle that conservation of the built environment is fundamentally dependent on the quality, availability and viability of the skilled trades.*  
[www.PTN.org](http://www.PTN.org) / [www.IPTW.org](http://www.IPTW.org)



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**Schedule**

## **Thursday 19<sup>th</sup> – Symposium Schedule**

- 08.15 – 09.00 Registration – Tea/Coffee in Reception area, The Lawn, Lincoln
- 09.00 – 09.30 Opening Remarks and Welcome
- 09.30 – 10.10 Edith Platten - *Teaching a New Culture of Building; The Prince's Foundation Residential Summer School and Building Crafts Apprenticeship Programme*
- 10.10 – 10.30 Clara Willett - *Innovation, Diversity and Flexibility: work-based learning for traditional building skills*
- 10.30 – 10.45 Tea/Coffee Refreshments
- 10.45 – 11.30 Anne-Françoise Cannella - *The importance of the sensitization of young people to heritage skills*
- 11.30 – 12.15 Thomas Russack - *Restorer of Streets with Dwellings*
- 12.30 – 13.15 Lunch – Speaker Simeon Warren - *Approaches to Trade Education Across the Pond*
- 13.15 – 14.00 Cathie Clarke - *Courses, Creativity & Connections*
- 14.00 – 14.45 Robin Wood - *The skills transfer in the smaller crafts and trades and their relationship to the built heritage/ Kesurokai skills exchange between Japanese and European timber framers*
- 15.00 – 15.15 Tea/Coffee Refreshments
- 15.15 – 16.00 John C. Moore - *Expanding the Future Workforce to Better Utilize our Built Heritage*
- 16.00 – 16.45 Andie Harris - *Historic Buildings and Training - Getting More for Less*
- 16.45 – 17.30 Round Table Discussions and Finish

## **Friday 20<sup>th</sup> - Symposium Schedule**

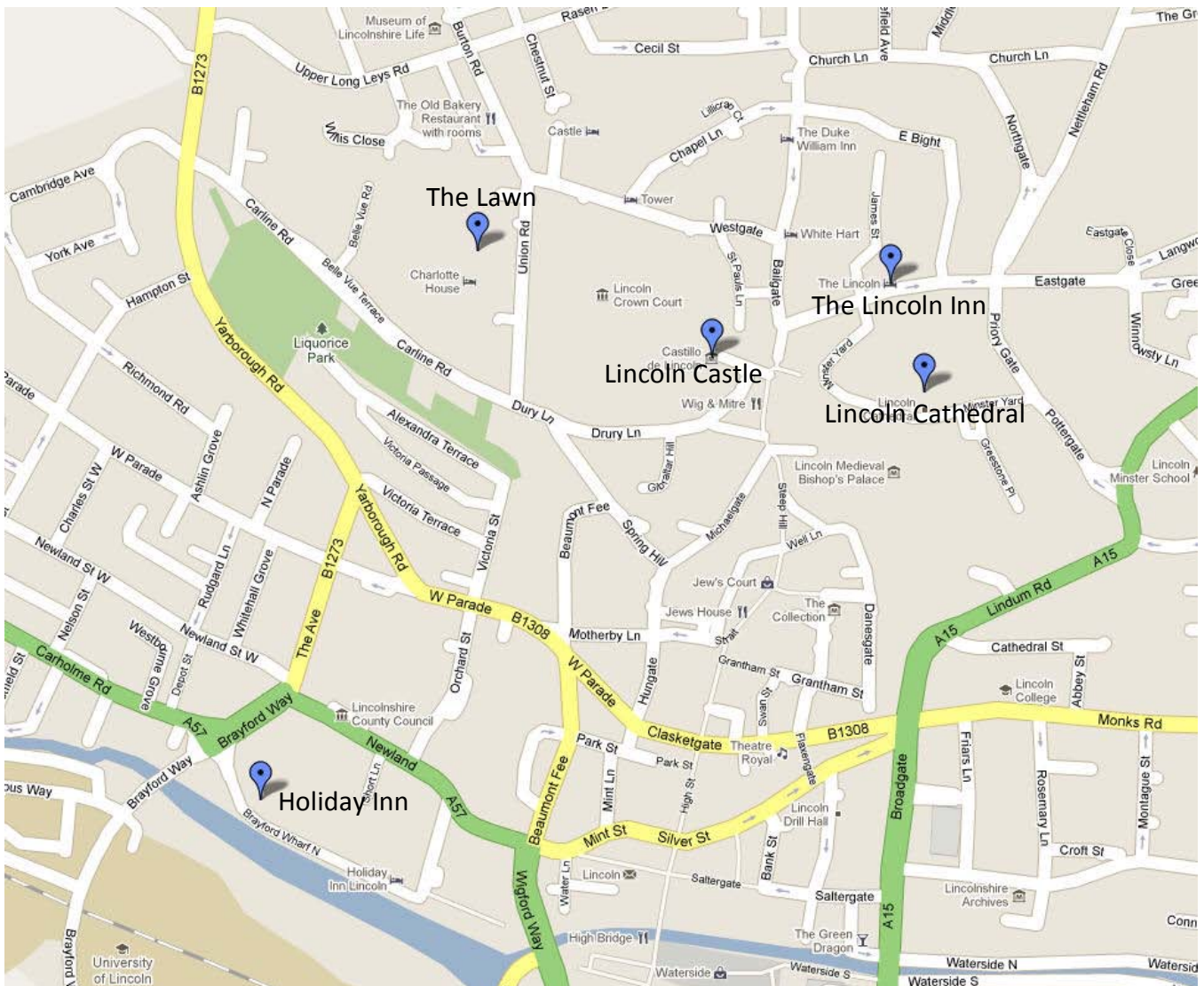
- 08.45 – 09.00 Arrival - Welcome Tea/Coffee Reception Area
- 09.00 – 09.45 Bill Hole - *Is Craft Education Obsolete?*
- 09.45 – 10.30 Steve Hartley - *Higher Education in Crisis; Teaching Historic Preservation Trades on Diminishing Budgets*
- 10.30 – 10.45 Tea/Coffee Refreshments
- 10.45 – 11.30 H. Thomas Küpper - *Professional Amateurs; the Past and the Future*



**Schedule**

- 11.30 – 12.15 Jeff Orton - *Plasterwork repairs and training, its future*
- 12.30 – 13.15 Lunch
- 13.15 – 14.00 Frances Cambrook - *Set in Stone? New Approaches to Developing Stonemasonry Skills in England*
- 14:00 – 14.45 Gerard Lynch - *An Historical Overview of Building Crafts, Cultural Changes and their place in British Society*
- 15.00 – 15.15 Tea/Coffee Refreshments
- 15.15 – 16.00 John Edwards - *Heritage Craft Skills in the UK - New Ideas!*
- 16.00 – 17.30 Round Table Discussions and Finish

**Location Map**





### ***Set in Stone? New Approaches to Developing Stonemasonry Skills in England***

Mrs. Frances Cambrook  
Associate Director,  
Foundation Degree Forward  
United Kingdom

This paper reflects on an innovative programme of training for Cathedral stonemasons in England. The Cathedrals Workshops Fellowship (CWF) is a partnership of eight Anglican cathedrals that maintain in-house stone workshops and undertake the training and development of stonemason apprentices on a rolling programme. The five-year apprenticeships incorporate college-based training leading to the award of a National Vocational Qualification (NVQ) at Level 3. Further development has traditionally taken place in-house, under the supervision of the Master Mason, but without further formal learning or qualifications.

CWF has designed an in-house training programme to formalise and standardise the later stages of stonemasonry apprentices' training and gain recognition for the higher level skills acquired by their apprentices. Through Foundation Degree Forward's Employer Based Training Accreditation (EBTA) scheme the pilot Level 4 programme was validated in 2009, and the University of Gloucestershire was chosen by CWF as their higher education delivery partner.

The programme commenced delivery in January 2010 with seven students from 5 of the participating Cathedrals, four of whom progressed to Level 5 in February 2011, with a view to achieving the award of a Foundation degree. A second cohort of ten apprentices commences their studies in September 2011.

Student feedback on the pilot year was broadly positive and the cohort, though small, has emerged as a cohesive, supportive group of highly motivated learners. There has been an unforeseen and beneficial impact on the Cathedral staff involved in delivering and supporting the programme, in terms of their own professional development.

This paper identifies the practical and pedagogic challenges inherent in such a development and explores the potential for wider adoption of a work-based, employer/provider partnership approach to the delivery of traditional trade/craft training in the 21st century.



**Frances Cambrook** is Associate Director of Foundation Degree Forward (fdf), a government-funded organisation which exists to support employer-driven higher level workplace training, particularly targeted on adult employees, part-time modes and apprenticeship progression routes. Frances joined fdf in September 2006.

A sociologist by first training, she completed her Masters in Information Studies in 1995. Specialising in conservation and heritage, Frances was appointed as a Research Fellow at Bournemouth University in 1998, where she established and managed an oral history research unit and also taught on undergraduate and postgraduate programmes in Heritage Conservation and Museums Management until 2002.

An internal move into academic partnership working followed, and Frances spent 4 years working with the university's partner colleges, supporting Further Education (FE) staff in developing their research profiles in the context of Higher Education (HE) practice, supporting the development of the first Foundation degrees, and



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managing the quality assurance of HE programmes delivered in the partner colleges.

Since joining fdf Frances has established close working links with key sector stakeholders nationally and locally, and has worked with a wide range of both private and public sector employers in support of the higher level workforce development agenda. She has actively promoted fdf's Employer Based Training Accreditation (EBTA) service, leading one of the scheme's pilot projects in 2007. Drawing on her background and academic interest in the heritage sector and traditional craft skills in particular, Frances leads fdf's work nationally in the built and cultural heritage sectors.

### ***The Importance of the Sensitization of Young People to Heritage Skills***

Mrs. Anne-Françoise Cannella

Director

Institut du Patrimoine Wallon (Institute for Walloon Heritage)

Belgium

For more than ten years, the training center of heritage skills of "la Paix-Dieu" has insured the mission of conservation and transmission of know-how in the field of the built heritage. Various activities of sensitization, information and training are organised for a wide and diversified public, from the youngest to the most specialized. Next to advanced training courses for the professionals of the construction sector, also through international cooperation projects, and a university program in preservation and restoration of cultural heritage, our classes of awakening in the heritage and its crafts, intended for the teenagers, benefit today from a European recognition. Each year, about one thousand of young people have the opportunity to attend programs on the site of our ancient Cistercian abbey of la Paix-Dieu and learn about various skills.

With other training centers through Europe, la Paix-Dieu has also undertaken a reflection on the strategies to be set up for craftspeople engaged in the maintenance and conservation of old built and built heritage which are facing new challenges. Indeed, further education and heritage training for future generations of craftspeople will have to adopt a European perspective. The major preoccupations concern: the acquisition of skills, the recognition of these skills, the opening of markets for all and the budgets dedicated to the sector. In this will to mutualize the skills, we are now working on the creation of a European Foundation which would be the heiress of the European Foundation for Skills Heritage which had been created (in particular by Dr. Elbert and Mr. Therond), in the 80s, from the Council of Europe.



**Anne-Françoise Cannella** is a specialist in art history and archaeology and has realized her doctoral thesis to the Royal Institute of the Artistic heritage (Bruxelles). She began her career by working for various small associations in defense of popular heritage. She specialized in the ancient techniques through the study of manuscripts of recipes, and is the author of *Gemmes, verre coloré, fausses pierres précieuses au Moyen Âge*. She has been on the staff of the Walloon Heritage Institute, a public corporation of the Walloon Region of Belgium, since 2003 and became Director in 2006. In 2005, she created the center of information and documentation of the training center of la Paix-Dieu. She is a member of ICOMOS.



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### ***Courses, Creativity and Connections***

Mrs. Cathie Clarke

UK Midlands Heritage/Traditional Skills Coordinator

East Midlands Centre for constructing the Built Environment

United Kingdom

It's not enough to create more training opportunities to address the issue of diminishing numbers of skilled craftsmen and women. Interesting opportunities must be identified and capitalised upon, and a wide portfolio of techniques must be employed to enthuse and encourage everyone about the relevance, value and importance of these skills. Networking is particularly important. It can be the main artery for feeding employment opportunities to skilled people in this sector. It is of course, a natural extension of work gained through "word of mouth" and personal recommendation, but, as a skill in itself, craftspeople can often find it challenging and frightening.

The Low Carbon, Sustainability agenda provides a fantastic opportunity for the heritage sector and skills development, as the need to retrofit existing buildings becomes more important. Traditional skills and new skills for renewable technologies need to be promoted together in a homogenous way which allows the most appropriate solutions to be found for buildings to make them fit for purpose and fit for the future.

Regular newsletters, events, websites and social media all have a role to play to engage with craftsmen, contractors, professionals, local government, clients, communities, learners & volunteers — all of whom are involved at one level or another in the care, repair and maintenance of pre 1919 buildings — to take more interest in, and have a greater understanding of, the traditional built environment.



**Cathie Clarke** joined EMCBE as Project Manager for Skills in January 2009. She worked with a regional committee to submit a funding application to English Heritage for Heritage Craft Skills Coordination work across the East Midlands. Through a series of well-supported events, seminars and newsletters, she has helped many craftspeople to attain certification and accreditation and raised awareness of heritage skills training throughout all sectors across the region. In September 2010 she succeeded in accessing further English Heritage funding to extend her work into the West Midlands and is now considered one of the most pro-active, well-informed and effective regions in England.

Prior to this, she worked as Project Coordinator for College of the Peak; a Heritage Skills Training Centre in Derbyshire, and before then, spent 3 years as the Project Manager for LEADER+ (European funding scheme) for the Peak District.

At College of the Peak, Cathie was responsible for fund management, reporting, financial management and project monitoring. She promoted the work of the College of the Peak across Derbyshire and the wider East Midlands region and was centrally involved with a number of promotional events including the Annual Heritage Skills Fair (held in partnership with the National Stone Centre). She raised significant corporate funding from Tarmac UK and was responsible for promoting and developing CPD training in the Heritage Sector within Derbyshire.



### ***Heritage Craft Skills in the UK – New Ideas!***

Mr. John Edwards  
Senior Buildings Surveyor  
English Heritage  
United Kingdom

With the oldest building stock in the western world, with more than 20% being traditionally built with solid walls you may expect the UK building industry to have developed the necessary expertise to maintain them properly, but research suggests otherwise. Traditional building craft skills are at risk of dying out and initiatives aimed at increasing the numbers of crafts people with the required skills has had limited success so other additional initiatives are being developed which are aimed at up skilling thousands rather than hundreds. Despite the fact that new construction comprises just over half of the building industries output, new construction comprises 100% of training and assessment. Change is needed and a feasibility study is taking place that will hopefully see all craft training containing some element of building maintenance and repair. This will be a major shift that will highlight to those entering the industry, that there is a difference between construction and building maintenance repair and therefore explain the difference between a new building and a traditional building.

Whilst the above will go some way towards the supply of crafts skills, its success will be limited if the demand for them is not properly addressed. Although the problem is being highlighted, there is little else happening to address this problem. Some initiatives are being developed, but these are at an embryonic stage. However, without commitment and support from the mainstream elements of professional institutions as well as education establishments, initiatives to address the demand for appropriate craft skills will simply not work.

There are many challenges that need to be faced and the biggest challenge of all is climate change. But if we can't address the expertise and skill issues surrounding the basic maintenance and repair of one in five of the UK's building stock, then how well equipped will we be to deal with climate change issues? On the other hand, if the UK building industry does equip itself with the knowledge, expertise and skill to properly deal with traditional buildings per se, then perhaps we can then worry less about the expertise and skill deployed on our Listed buildings.



**John Edwards** MA, DipBldgCons, CEnv, FCIQB, FRICS, IHBC

John first undertook non-destructive surveying techniques and environmental monitoring of buildings in 1981. John has since worked on many different types of buildings including Castles, Cathedrals and grand country houses, industrial, office and retail as well as domestic scaled buildings within the UK and beyond. John was Cardiff Castle Surveyor to the Fabric until 2008 and until recently was a lead tutor in the postgraduate conservation programme at the University of Reading, College of Estate Management. John is qualified in architectural conservation and building conservation at postgraduate level as well as RICS accredited in building conservation. John currently holds a senior professional position within the Conservation Department at English Heritage where he has a national remit. Amongst his wide range of responsibilities, John represents English Heritage at BSI and in the development of European Standards; latterly he has been involved in the European Standard on condition surveys, the British Standard on the cleaning and surface repair of buildings as well as the possible revision of BS7913: 1998: The Principles of the Conservation of Historic Buildings. In addition John leads on professional and craft skills, development, training and education which includes the validation of Master Craft Courses at West Dean College.





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### ***Higher Education in Crisis: Teaching Historic Preservation Trades on Diminishing Budgets***

Mr. Stephen Hartley

Instructor

Savannah Technical College Historic Preservation Program

United States

Education in the United States is in a state of crisis. Declining budgets, coupled with rising enrollment has forced many schools to make painful choices in respect to programs. This session will examine how historic preservation programs can continue to provide hands on technical training on diminished budgets through the use of outside party work agreements, volunteer events, and collaboration with local non-profit organizations. The session will also examine how inter-departmental projects can expose various students to the traditional crafts. Using case studies from Savannah Technical College and other schools, it will examine how collaboration can be beneficial to schools, students, and local organizations dedicated to the preservation of our built heritage through marketing, program exposure, as well as building connections with local craftsman and companies. This session will offer insight on how preservation programs can alleviate their budget concerns while simultaneously assisting local preservation minded organizations with necessary projects or maintenance, as well as bringing greater exposure to not only their programs, but traditional building trades as a whole. By addressing budgetary concerns, this session will examine the most pressing matter facing historic preservation programs in our current academic environment.



**Stephen Hartley** received in B.A. in History from Coastal Carolina University and his M.F.A. in Historic Preservation from the Savannah College of Art and Design (SCAD). He has 17 years experience in building restoration working on over forty historic properties and sites in Georgia, South Carolina and his native Philadelphia, winning awards from Historic Savannah Foundation for his work. He is formerly an adjunct Historic Preservation Professor at both the Savannah College of Art and Design and Armstrong Atlantic State University, teaching Introduction to Historic Preservation, Building Assessment Strategies, and Conservation

Science. He is the founder and Department Head of Savannah Technical College's Historic Preservation and Restoration Program, the first in the state of Georgia offering Diplomas and Associate Degrees in hands on historic preservation skills. His specialties include stained glass, lime mortar, as well as decorative ironwork. He currently serves on the Advisory Boards for Historic Savannah Foundation's Education Committee, as well as the Savannah-Chatham School District's Early College Historic Preservation Program as well as being a peer reviewer for the Association for Preservation Technology.

### ***Historic Buildings and Training - Getting More for Less***

Ms. Andie Harris

Learning and Skills Manager

North of England Civic Trust

United Kingdom

Historic Buildings are vital in providing a 'sense of place' for those who live, work and visit. Spending on new build versus conservation is disproportionate and in today's climate there is less funding available for vital works to historic buildings. Funding for Level 3 NVQ's such as the Heritage Skills NVQ's has now been stopped with employers expected to foot the bill. We have to spend the little money available for works procured on historic buildings more wisely - a case of more for less. This can be done by incorporating appropriate training as part of the schedule of works so future generations of crafts and professionals can learn the skills required to maintain



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and restore historic structures. This process is currently being piloted in the North East with the Heritage Skills Initiative incorporating training into the grants and procurement process of English Heritage and Natural England. This session will explain how the pilot works, some initial outcomes from it and the wider possibilities for sharing best practice with other organisations and groups.



**Andie Harris** is an education, training and recruitment professional with over fifteen years experience. She is the Learning and Skills Manager at the North of England Civic Trust managing the Heritage Skills Initiative across the North East, Cumbria and North Yorkshire along with the recent Heritage Lottery Funded Engineering Heritage Skills Initiative bursaries.

Andie also works as a mentor and associate monitor for the Heritage Lottery Fund Skills for the Future programme, is the North East Regional Heritage Skills Co-ordinator for National Heritage Training Group and works with English Heritage and Natural England on including training opportunities within their grants and procurement process. Promoting an accredited professional and craft workforce, Andie ensures that the Initiatives provide and promote opportunities to learn about, partake in and gain accreditation for skills learnt in the heritage sector. Andie is a Churchill Fellow (2009) and has a degree in Heritage Management a Post-Graduate Certificate in Education, CIPD qualifications in both Recruitment and Training and an MA in Historic Environment Conservation.

### ***Is Craft Education Obsolete?***

Mr. Bill Hole

Professor

College of the Redwoods Construction Technology Program

United States

The business of career-technical education in California schools has changed dramatically over the last 40 years. Today, most young students never encounter formal hands-on trade classes in their public schooling experience. Green Building is driving funding opportunities, motivating vocational education to train a new generation of Green Collar workers. Two generations ago the United States of America was the world's leader in manufacturing; today it lacks a viable population of skilled tradesmen or the hands-on programs. California has committed massive funding to becoming the greenest state in the USA. Unfortunately, as historic preservation advocates now race to maintain and salvage existing buildings under the auspices of "sustainability", they discover that trades education programs have disappeared, and skill levels low.

This paper proposes a new kind of economically justifiable and cost-effective trades education built upon:

Re-use: Limiting environmental impact by preserving existing venerable structures; auditing real value of historic structures based on carbon offsets hidden in the existing building materials;

Cultural history: Recognizing the historic narratives of old structures and their usefulness in conveying the community's values, culture and past to future generations;

Training into the future: Modifying traditional preservation craft trade curriculum to incorporate green jobs training dovetails clean energy grant funding with education costs.

The author has, for twenty years, taught construction courses and has directed a two-year Associate in Arts



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degree in Historic Preservation and Restoration Technology at the College of the Redwoods, a lone program among the 110 community colleges in California.



**Bill Hole** has been working with his hands in various trades for thirty years. House painting, boat building, custom carpentry, concrete, structural steel, machine tool, cabinet and millwork, and stained glass all developed his craft skills for teaching new home construction at College of the Redwoods in Eureka, California since 1991. He started a Historic Preservation and Restoration Technology certificate program (HPRT) in 1996 and in 2002 developed a hands-on Associate of Science Historic Preservation and Restoration Technology program (still unique on the West Coast). He thrives on teaching people the successful use of tools, preservation techniques/craft, sustainable building practices, and critical thinking skills

that are fundamental to building conservation and recycling our historic resources. "Preservation is about community working together to sustain pride of ownership".

### ***Session 1 — Professional Amateurs: the Past***

Mr. H. Thomas Küpper

Team Leader (Glazing)

Lincoln Cathedral Works Department

United Kingdom

The first paper goes to examine the emergence and the work of the “Professional Stained Glass Amateur” during the height of the 19th century Gothic Revival in England. The talk will explore the Victorian amateur artists who often came from very influential backgrounds. With funds ready at their disposal these persuasive individuals set upon eagerly and often without any formal approval procedure removing or enthusiastically adding to the existing fabric of a church by decorating the architecture in the way of white washing and stenciling the walls or by placing their own stained glass windows within historic church buildings.

The talk will in particular focus on the stained glass windows by the Rev. Augustus and Rev Frederick Heathcote Sutton. Being very wealthy and well educated the Sutton brothers have both placed over 25 of their own amateur windows into Lincoln Cathedral and their work can indeed be classed as ?Professional Amateuism?. During their working life the Sutton’s also collaborated with important professional stained glass artists such as C.E. Kempe and his influence resulted in a change of the Suttons own style and a better understanding of their amateur craftsmanship. The paper will also look at the role of the 19th century architects such as A.W. Pugin and G. F. Bodley and the sometimes fraught relationship the professional architect had with these amateurs.

The presentation will then move to a close by broadly exploring the conservation of amateur stained glass windows and the need of treating these artefacts very differently from the commercially produced windows made by professional studios. Not only in a practical sense with their complex restoration demands but also in terms of ethnology. Many amateur windows are now considered very much part of our social history giving us a glimpse into church decorations in the 19th Century using public creativity and amateur art/handy work.

### ***Session 2 — Professional Amateurs: the Future?***

The second presentation will raise the issue of awareness by not only preserving valuable historic artefacts such as stained glass windows but more importantly the training in, and preserving of, traditional craft skills. Lifelong learning has been the main drive in the past two decades enabling individuals to grow in their personal continuous professional development (CPD). The emphasis of CPD during that time has mostly been placed on



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academic teachings resulting in the decline of traditional hands-on training to quite an alarming level. Recruitment of a skilled labour force is a real challenge for many British and American organisations working in the heritage and building sector, constantly struggling to source trained and experienced crafts people who can confidently carry out traditional manual processes. It has become ever more important these days to invest in traditional craft skills for the future, engaging the training sector in vocational hands-on training in order to build up a sustainable pool of core skills from which the industry can draw upon in years to come. There is still time to readdress the balance, but if we fail to act now to rectify the demise of skills, we may soon run the danger of countries such as Britain or the USA turning into nations of “Professional Amateurs”.

With the new and exciting developments of a Heritage Skills Centre (HSC) in the castle grounds due to open in 2012, offering a vocational core training programme of teaching traditional hands-on stained glass and masonry one of the aims is to explore appropriate short heritage training courses especially designed for teaching American students who want to learn all about British and European stained glass and masonry craft skills.



**H. Thomas Küpper** was born in 1963 and was raised and educated in Bad Neuenahr-Ahrweiler in one of the most beautiful wine growing regions in Germany. At the age of 20 he left Germany and spent most of his early adult life travelling around Great Britain. In 1989 he attended a summer school in stained glass whilst living in the Lake District in the North West of England and soon found himself busy making leaded lights and coloured glass windows for the domestic market. Being interested in restoration and conservation he had the

opportunity to work for various parish churches in the area restoring mainly 19th and 20th Century ecclesiastical stained glass windows. After selling his stained glass business in the Lake District he moved for a brief spell to Germany where he worked for a large commercial glazing firm. In 1993 he returned to Britain and began his employment working for the Dean and Chapter of Lincoln Cathedral. Being on the bench for a number of years he decided to embark on some further personal professional development and in 2001 gained his Post Graduate Diploma from DeMontfort University in the conservation of Historic Objects. Two years later he completed an MA in the same studies writing his dissertation examining the effects of manganese browning on medieval glass. Since 1999 he has been Team Leader of the Lincoln Cathedral Glazing Department heading a team of conservators and craftspeople restoring the historical windows of the cathedral and in the diocese. He is involved in vocational training and education and has presented a number of professional papers in Britain and the USA on conservation related topics.

### ***An Historical Overview of Building Crafts, Cultural Changes and their place in British Society***

Dr. Gerard Lynch

Historic Brickwork Consultant

United Kingdom

Reaching back to civilised antiquity, the building crafts are repositories of a long and noble artistic and technical heritage. Jealously protected through their craft guilds and encouraged within coveted apprenticeships, they fostered all artisans with an intuitive regard for the intrinsic possibilities of their respective materials, realised by coordinated and highly developed crafting skills in combination with the trained eye. These traditions, and their benefits in developing fully rounded craftsmen, through the formal actions of professionals and bureaucrats working within construction — yet outside of the crafts and craft education, have largely been neglected over the last generation. These have consistently viewed traditional apprenticeships as outdated, expensive and unnecessary in modern construction with its wholesale pursuit of the simple, functional designs that only demands basic knowledge for “fixing” skills; a seriously misguided policy that has systematically reduced all the



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crafts to almost a semi-skilled status. Such people had, and continue to have, no empathetic understanding of why the building trades mattered and how society needs and benefits from their quality craftsmanship.

How did such a paradigm shift occur within both the building trades and society's perception of them? This paper explores some of the complex reasons behind this and the consequences of the collective failure of the building trades to demand the historic right to control their own destiny; ensuring quality of education and training; and its effects on the preservation work on traditionally constructed buildings.



**Dr Gerard Lynch** is an internationally acclaimed and highly respected historic brickwork consultant, master bricklayer, educator and author. He is the author of *Gauged Brickwork A Technical Handbook* (Gower 1990, revised 2006 Donhead), *Brickwork: History: Technology and Practice* (volumes 1 and 2) (Donhead 1994). Also various peer-reviewed papers and articles on aspects of his craft, which have received wide praise for their content and have led in the revival of interest for traditional historic building practices and their re-interpretation. In 2004 he was invited to be a Keynote Speaker at the International Preservation Trades Workshops (IPTW) in Alabama 2004, and received much praise for his opening speech "Putting Value back into Craft Education and Training". In 2005 he addressed, as Keynote Speaker, the "International Trades Education Initiative" (ITEI) in Ohio. In September 2006 Gerard was Keynote Speaker at the Kentucky Historic Preservation Conference for the Kentucky Heritage Council. He was awarded the title of Kentucky Colonel, the Commonwealth's highest honor for his significant contribution to craft education and training. Dr. Lynch is a recipient of the Askins Achievement Award and member of the Board of Directors of the Preservation Trades Network.

### ***Expanding the Future Workforce to Better Utilize our Built Heritage***

Mr. John C. Moore

Assistant Professor / Program Coordinator

West Kentucky Community & Technical College

United States

The current economic climate in the United States has contributed to a slowdown in new construction projects. This has presented an opportunity to reassess our nation's existing housing and light commercial stock — much of which is in disrepair or vacant — as an affordable alternative for providing both residential and small business spaces. As new residents and businesses recognize the benefits of living and working in designated historic neighborhoods there will be a pressing need for more tradespeople who possess a combination of both modern and traditional building skills, and who are conversant with the Secretary of the Interior's Standards for Preservation and Rehabilitation of Historic Buildings.

The shift in our economy away from a manufacturing base to a service-based economy has contributed to a decreased commitment to traditional trades education and training programs. The author, therefore, proposes utilizing the existing Construction Technology Carpentry curriculum, at West Kentucky Community & Technical College, as a foundation to develop an embedded Historic Preservation Certificate, working in partnership with the Kentucky State Historic Preservation Office, and drawing from the expertise and advice offered by the respected members of the Preservation Trades Network. Modifications to the current curriculum are envisaged by the author to include adding key preservation and rehabilitation courses that reintroduce the necessary research and training needed to preserve and maintain our built environment, and enlisting the cooperation of the school's general education departments to complete a well rounded approach to the delivery of high quality



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historic preservation and rehabilitation education.



**John Moore**, born in Detroit, Michigan, received a Bachelor of Fine Arts in Visual Arts from Wayne State University. In 1977 he moved to Brooklyn, NY and began doing carpentry work converting empty commercial lofts into artists' living and studio spaces. In Brooklyn he discovered his passion for woodworking and particularly the challenges encountered while working on older urban dwellings. In 1983 he moved to rural western Kentucky and operated a small residential building company. Living in Graves County Kentucky he has had the opportunity to restore and rehab older homes in the area as well as taking on new construction projects. He has earned the degree of Master of Science in Career and Technical Education and in 2005 accepted a position at West Kentucky Community & Technical College

in Paducah, KY where he teaches carpentry and is the coordinator for the Construction Technology Program. He is currently working with the College and the Kentucky Heritage Council to develop courses for preservation trades training.

### ***Plasterwork repairs and training, its future?***

Mr. Jeff Orton

Master Craftsman

Worshipful Company of Plaisterers

United Kingdom

This session will explore plasterwork repairs carried out during the 1992/93 refurbishment of the Crown Courts in the grounds of Lincoln Castle. From mid April 1992 to mid February 1993 many repairs were undertaken by Jeff Orton and his team in the employment of Trumpers Ltd, plastering contractors of Birmingham under the direction of the Architect in charge, Mr Stafford Holmes of The Rodney Melville Partnership. Over the summer months 10 plasterers were engaged in the repair work, it all being undertaken in the same traditional manner as when the building was first erected in the 1820's.

The talk will focus on the technical aspects of the work carried with use of well documented photographs of the project start to finish. However, what is of great concern is that could a similar team be put together today? Let alone in the future, due to the lack of training.



**Jeff Orton** served a full plastering apprenticeship from 1963-1968 with a traditional family firm, and gained a "First Class" in the Craft level City and Guilds, followed by a "Distinction" in the Advanced Craft City and Guilds Final Examination in Plasterwork. He is registered with the Worshipful Company of Plaisterers (CRP) of which he is a freeman, and is also an Associate of the Plaisterers Company (APC) who now publish a Directory of skilled Plasterer's. In 1981 he attended the San Servolo Architectural Conservation Course for

Craftsmen in Venice, achieving the grade "Excellent" in the final examination. This European Centre is now situated in the small city of Thiene, which is north of Vicenza, he has completed three annual weeks training for the students there. He is a member and past chairman of the Plasterers Craft Guild, which was established 60 years ago, to pursue the ideal of craft excellence within the plastering trade; through education and the ongoing development of skills in the industry. He is also a member of the Society for the Protection of Ancient Buildings (SPAB), who towards the end of 2010 awarded him The William Morris Craft Fellowship "Queen Mother Memorial Medal" For Conspicuous Service To The Crafts. In addition he is a committee member of the Building Limes Forum. From 1987 until early 2005, he worked with Trumpers Ltd, of Birmingham, and in 1993/94 for St



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Blaise Ltd, of Dorset. Repairing and reinstating plasterwork in historic buildings, for The National Trust, English Heritage etc, as well as for private clients.

In the last few years he has given demonstrations for the National Trust, English Heritage, Building Limes Forum, the S.P.A.B., York University etc, and annually gives demonstrations and lectures at the Weald & Downland Open Air Museum and West Dean College both in Sussex. Also he has been involved with the National Heritage Training Group, part of Construction Skills. At the beginning of 2009 he paid a visit to the American College of the Building Arts in Charleston, South Carolina and towards the end of 2009 along with his son Henry they were involved in a training project on the island of St Helena in the South Atlantic.

Unfortunately in late October 2005 he had a bad fall from a scaffold and has not been able to work since then. But he is still committed to encouraging a better understanding of traditional plastering skills through lectures, demonstrations, training, etc all on a voluntary basis.

### ***Teaching a New Culture of Building: The Prince's Foundation's Residential Summer School and Building Crafts***

Apprenticeship Programmes

Mrs. Edith Platten

Education Manager

The Prince's Foundation for the Built Environment

United Kingdom

The Prince's Foundation for the Built Environment is a charity established by The Prince of Wales which exists to improve the quality of people's lives by teaching and practising timeless and ecological ways of planning, designing and building. The Foundation recognises that the decline in traditional skills poses a real danger to the heritage sector, new building and construction, and our connection to our shared cultural heritage. We believe that if we can understand and apply time-tested principles, building once more in a sustainable way, we will reap improvements in public health, in livelier and safer streets and in a more affordable lifestyle for families and individuals. Focusing on these key elements, Edith Platten will give a presentation on our annual Summer School and our Building Craft Apprenticeship programme emphasising the need for hands on training and to work in a broad, holistic building context alongside other building professionals.



**Mrs. Edith Platten** is Education Manager for The Prince's Foundation for the Built Environment. Edith manages The Prince's Foundation's diverse and growing Education Programme, which includes The Prince of Wales's Building Crafts Apprentices programme, the annual Residential Summer School, the Prince of Wales's Graduate Fellowship in Sustainable Architecture and Urbanism, and The Prince's Rebuilding Communities programme in New Orleans and Jamaica. These programmes are part of The Prince's Foundation's ongoing mission to help people build communities that are beautiful, long lasting and healthy for people and the planet. They play a key role in sharing the learning gained from The Prince's Foundations wide range of research and development projects. The Prince of Wales's Building Crafts Apprentices programme offers talented, enthusiastic and

committed craftspeople the opportunity to enhance their vocational skills with the design knowledge, work experience and coaching necessary to succeed in a career in the traditional building sector, while the annual Residential Summer School helps participants develop an in-depth knowledge of traditional building and repair techniques and how these have been, and can be, applied in the 21st century. The Prince of Wales's Graduate Fellowship programme seeks to train the next generation of designers to respond to global climate change and



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urbanisation challenges, while The Prince of Wales's Rebuilding Communities Programme in New Orleans and Jamaica empowers local people with the skills to regenerate and rebuild these communities in a way that honours and compliments the existing character of these regions. Edith has worked at PFBE for over 5 years and sits on the Academic Board overseeing all education matters within PFBE.

### ***Restorer of Streets with Dwellings***

Mr. Thomas Russack

Masonry Preservation Instructor

Abyssinian Development Corp.

United States

Mr Russack will provide a presentation and explanation of advancements at the Abyssinian Development Corp's Workforce Development Youthbuild Program as it has evolved from that which was presented at the 2009 International Trades Education Symposium. The following will be discussed:

- The Masonry Preservation training program has incorporated sustainability into its curriculum by adding scholastic and hands-on training that includes:
- Practicing building energy conservation via masonry facade repairs
- Practicing cold fluid applied roofing membrane installations for green roofs and learning about green roofs via seminars with practical application
- Learning about building adaptability and re-use as it relates to masonry restoration
- Making hypatufa planters to understand urban ecology and re-use of concrete
- Touring a LEED Green Certified building

Explaining how the Masonry Preservation program has grown internationally by hosting a stone carving workshop featuring masons from Historic Scotland and having students undertake training at the Shaker Village Restoration Project through The World Monument Fund. The program has also proceeded with student advancements by:

- Having a student accepted (and presently attending) the American College of Building Arts masonry preservation program
- Having students qualify for acceptance into Williamson Free School of Mechanical Trades
- Continuing to provide students with full time employment in NYC restoration companies

The presentation will also describe ADC's progress to provide training in the carpentry and electrical trades along with assisting in the development of a neighborhood recycling center. These programs have evolved into the following "green" programs featuring:

- Building Conservation
- Materials Conservation
- Wind powered Energy
- Weatherization
- Mention will be made of the Masonry Preservation Instructor earning the qualification of LEED Green Associate and being awarded a grant from the U.S. Parks Department's Historic Preservation Division to develop a training manual for teaching urban youth about building conservation.





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**Tom Russack** is a third-generation New York City bricklayer with 40 years experience in the construction trades. As the Senior Project Associate (Manager) for Rand Engineering & Architecture, P.C. he has worked on numerous Landmark and historic buildings in Manhattan. Mr. Russack is a LEED Green Associate with a Master's Degree in Historic Preservation. He is currently the Masonry Preservation Instructor for the Abyssinian Development Corporation's Workforce "YouthBuild" Development

Program in Harlem, NYC. His Master's thesis "The Development Of An Introductory Preservation Masonry Program For High School Age Students" is the basis of the masonry preservation training curriculum and a forthcoming textbook for urban conservation entitled: "Masonry, History, Integrity".

### ***Approaches to Trades Education Across the Pond***

Mr. Simeon Warren

Dean

American College of the Building Arts

United States



**Simeon Warren** is the Dean of the American College of the Building Arts, and Chair of the Stone Carving Department. As a stone carver he learned his trade at Weymouth College, gaining an Advanced Craft Certificate in Masonry from the City and Guilds of London Institute. His first professional position was as an apprentice at Lincoln Cathedral, later becoming Deputy Yard Foreman at Wells Cathedral, where he worked on the central tower. He has also produced stone for a number of historic buildings including Buckingham Palace and The Houses of Parliament. At Glasgow School of Art he received a Fine Arts Degree in

Environmental Art, which allows him to create more contemporary conceptual work. Simeon serves on the Board of Directors of PTN.

### ***Innovation, Diversity and Flexibility: Work-Based Learning for Traditional Building Skills***

Ms. Clara Willett

Manager

Traditional Building Skills Bursary Scheme

United Kingdom

Innovation, Diversity and Flexibility: these are not words that are generally used about the construction industry! However, the Heritage Lottery Fund Bursaries programme set out to offer grants for schemes to provide training opportunities with these measures as part of their values. Recent research highlighted significant shortfalls in traditional building skills throughout the United Kingdom. In response to this, several leading organisations joined together in partnership, not only help address this situation, but to encourage a more diverse workforce.

Financed by the Heritage Lottery Fund, English Heritage, The National Trust, Cadw, ConstructionSkills and the National Heritage Training Group, the Traditional Building Skills Bursary Scheme provides bursaries for work-based training in traditional building skills. To date, over 100 individuals have benefitted from these placements throughout England and Wales and around 80% of these people continue working in the built heritage sector. Trainees work and learn alongside experienced craftspeople for a period of time, often gaining a recognised vocational qualification, but always gaining valuable knowledge and experience. This presentation will outline the Scheme and discuss the benefits and weaknesses of work-based training using case studies.



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**Clara Willett's** first experience of architectural conservation was building ha-ha walls at Stowe Landscape Gardens. After a degree in Art History and a Post-Graduate Diploma in stone conservation, she worked as a stone conservator in private practice, working on a wide variety of projects from Coadestone lions to prehistoric stone circles. She joined the Building Conservation Research Team as an Architectural Conservator at English Heritage in 2003. Since 2006, she has been managing the Traditional Building Skills Bursary Scheme.

### ***Skills Transfer in the Smaller Crafts and Trades and Their Relationship to the Built Heritage***

Mr. Robin Wood

Chair

Heritage Crafts Association

United Kingdom

Traditionally heritage in the UK has meant the built heritage. There is increasing awareness internationally of the importance of intangible heritage as recognised by the UNESCO 2003 convention. This paper will look at one aspect of intangible heritage, traditional crafts and trades, how they relate to the built heritage and skills transfer issues and potential solutions within the sector.

Many heritage buildings are inextricably linked with traditional crafts, a cutlery factory in Sheffield, a silver manufacturer in Birmingham, a shipyard in Faversham, a pottery in Farnham. Preserving the fabric of the buildings is only part of the heritage value of these sites and currently much of the intangible heritage associated with the continuation of the trades is unprotected. This paper will look at innovative ways of skills transfer in the smaller crafts including examples of successful online and informal skills transfer.

The authors own craft of foot powered bowl turning peaked 1000 years ago, when everyone in Europe ate from wooden bowls, and died out in 1958. The author through self directed learning rediscovered the lost skills and via the internet, You Tube and forums has helped others in Japan, USA, Sweden and across Europe learn the skills.

### ***Kesurokai Skills Exchange between Japanese and European Timber Framers***

Kesurokai (planing together) is the name of an organisation formed to pass woodworking skills and share knowledge in Japan. It was the initiative of master temple carpenter Sugimura San. Sugimura San's last apprentice was a German Hannes Schnelle who upon his return to Germany organised the first European Kesurokai in 2005 bringing Japanese traditional carpenters to work alongside European carpenters on a joint project sharing skills and knowledge of their different traditions and tools. This was repeated in 2007 with a 3 week project building a torii or traditional temple gateway. In 2010 a group of 30 European carpenters and woodworkers traveled to Japan and we built two small timber frames side by side, a traditional European frame and a tea house. The project was documented on the Kesurokai blog <http://nicolawood.typepad.co.uk/> by Dr Nicola Wood an specialist in transmitting craft knowledge <http://www.nicolawood.net/transmitting.htm>



**Robin Wood** trained first in conservation forestry managing ancient landscapes. Whilst working at Hatfield Forest a medieval hunting forest he was reintroducing medieval forestry practices but the small diameter timber produced no longer had a market. This led to researching medieval woodland crafts and the lost art of wooden bowl turning on a foot powered lathe.



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Eventually he gave up the day job and has spent the last 15 years turning over 20,000 wooden bowls and plates. He has made replicas for museums and heritage attractions from the Tower of London, Dover Castle and Hampton Court Palace to the Globe Theatre and film props for Ridley Scott's Robin Hood.

Research into the history of the craft led to publication of the definitive work "The Wooden Bowl" published by Stobart Davies in 2005 along with papers in archaeological publications such as "turned woodware from the Mary Rose" in "Before the Mast" 2005

Awareness that there were serious skills issues in the sector led to him setting up the Heritage Crafts Association in 2008 a national charity of which he is chair. The objectives are to support and promote heritage crafts as a fundamental part of our living heritage.



The Preservation Trades Network (PTN) is a 501(c)3 non-profit membership organization founded to provide education, networking and outreach for the traditional building trades. PTN was established on the principle that conservation of the built environment is fundamentally dependent on the work of skilled people in all of the traditional building trades who preserve, maintain and restore historic buildings, and build architectural heritage for the future.

**Preservation Trades Network**

PO Box 151

Burbank, Ohio 44214-0151

Phone: (866) 853-9335

Fax: (866) 853-9336

Email: [info@PTN.org](mailto:info@PTN.org)

[www.PTN.org](http://www.PTN.org)