

ceca
SOUTHERN

ANNUAL REVIEW 2025

CECA SOUTHERN MEMBERSHIP

CECA SOUTHERN MEMBERS 2025



CECA SOUTHERN ASSOCIATE MEMBERS 2025



www.ceca.co.uk/our-members

CECA SOUTHERN CHAIR

Better Together

As always, another interesting year in construction has just flown by. Nothing stays the same, as everyone tries to do that bit better and that bit more than they did in previous years.

As members of the Civil Engineering Contractors Association, and specifically in the Southern Region, we are all required to do more for society than we ever have, demonstrating best value propositions against industry benchmarks that have often been set some time in the past. Rightly, society expects to benefit when teams of workers come to an area to deliver a project, even if that project alone in its very being does just that.

On social media we see lots of examples of member organisations going that extra mile to help those who need it most. However, at the same time, we must ensure we deliver against those contract deadlines and all statutory requirements against which our performance is measured. Much is asked and expected of us, and we do rise to that challenge, but it has to be recognised that as commercial organisations we must make a fair return on our investments, our training and our outputs. Twenty years ago we focussed on deadlines, health and safety and a bit of the environment.

Nowadays we must take action on mental health and wellbeing, sustainability in all its forms and many other important topics to deliver our projects, whilst not lessening our attention on the original matters. Coming at a time when procurement activities seem to take longer, we are more involved in ECI/ECE type advice, so never has there been a greater need for support for our people and the employment of people from more diverse backgrounds. Be that demographically or educationally diverse, and for our customers to recognise, facilitate and accommodate the differing profile this engagement of suitable resource will require.



At the same time, members have to consider their business strategy and how that aligns with government strategy. For too long some skill sets focussed on a single market but we have seen that some markets are very susceptible to government policy. Therefore, such focus, often driven by wider industry to achieve supply chain efficiencies, comes with risk as government strategy changes or if the government itself changed where the increasing polarisation within UK politics may lead to significant changes in direction.

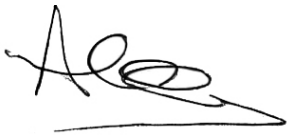
As member organisations we must develop the capability to ideally predict and to follow these changes and be ready for them with the appropriate skill sets and competence. The market has collectively helped shape the characteristics of the wider supply chain and as an industry we now need to develop better ways of transitioning and mentoring that valuable and skilled resource to deliver our government's 10-year national strategic pipeline aspirations. Above all, as members, we should support each other during such times, being open to new ideas and different companies doing the work.

We must be collaborative, working together in each other's best interests. This year in CECA Southern we started engagement sessions between member organisations to allow each to help the other. We have also initiated discussions with the Association of Consulting Engineers, to help us understand each other better so we can work better together, in the common interests of each Association's members and ultimately those of the customers we serve.

Whilst some areas of the traditional market remain fairly depressed, as alluded to above, new areas or even resurgent areas of opportunity are opening up. Spend on water, sewerage and flood defence will increase with new reservoirs planned in our area, spend on energy, natural resource, nuclear, hydro will continue to increase to satisfy the nation's energy demand, defence spending is also set to increase in a global sense. Other traditional markets have opportunity too, perhaps slightly different to previous years but, by adapting as civil engineers know only too well how to do, there is work for every member organisation out there.

Within CECA we have a new Director of Policy & Public Affairs, Ben Goodwin, who is keen to make a difference, and within CECA Southern we remain indebted to David Allen, Executive Director, Leone Donnelly and the wider team for their continued commitment to the member activities. We also wish to thank both Paul Santer and Linda Evans for their service to CECA South West over many years as they retire.

Through CECA's five Core Pillars we are determined to raise the profile of what we do and be there for all member organisations, large & small. The construction industry needs to be a place that is accessible to all, irrespective of background, in order that we can meet the needs of the future together.



CECA Southern Chair Alan Cox



Over **300** member companies



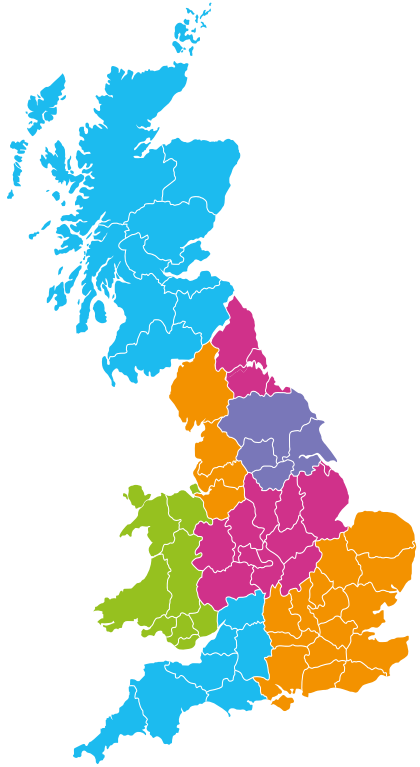
Over **250,000 people** employed by members



Representing c. **80% of civil engineering activity** in the UK



Member activity equates to over **£35 billion** per annum



THE CECA SOUTHERN TEAM



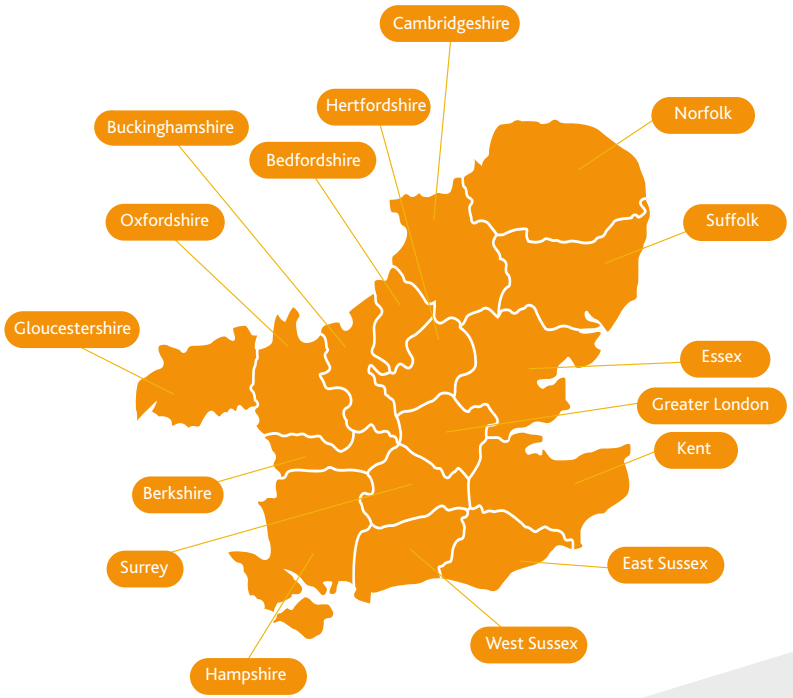
Above - the CECA Southern Team. L to R: Training Coordinator & Office Administrator Lucy Hudson; Finance & Office Administrator Kerry Milne; CECA Southern Executive Director David Allen; and Executive PA Leone Donnelly.

About CECA Southern

The CECA Southern regional office services 90 member and associated member companies located throughout the wider Southern region. We bring a range of benefits and support to our valued membership at local level.

CECA Southern delivers activities and events which provide business and social opportunities to enable members to network at a national and local level. We support your business every step of the way and deliver a vast array of services designed to give you the very best from your membership of CECA.

The Southern office, based in Chichester, works closely with five other regional offices throughout England, as well as both CECA Scotland and CECA Wales, while CECA's policy office at the heart of Westminster provides an overview and influences government on behalf of members and the civil engineering industry.



CECA SOUTHERN LTD DIRECTORS

CECA Southern Ltd governs both CECA Southern and CECA South West. The Directors for CECA Southern Ltd for the administrative year 2025-26 are:

Chair

Alan Cox

Vice Chair

Kevin Valentine, Knights Brown

Directors

Samantha Barratt, Barhale Ltd

John Breheny, Breheny Civil Engineering Ltd

Brian Crofton, Jackson Civil Engineering Ltd

Trevor Dodds

Simon Hyams, Clancy

John Kinirons, Murphy

Andy Pritchard, Tilbury Douglas *(SW representative)*

Tim Stedman, Four-Tees Engineers Ltd

Hugo Wrampling Pounsett, Four-Tees Engineers Ltd (NextGen Chair (co-opted))

CECA Southern Executive Director

David Allen

ceca CORE PILLARS

CECA has produced its Core Pillars model which defines the key objectives on which CECA will deliver for its members in the future, as depicted below:



CECA POLICY

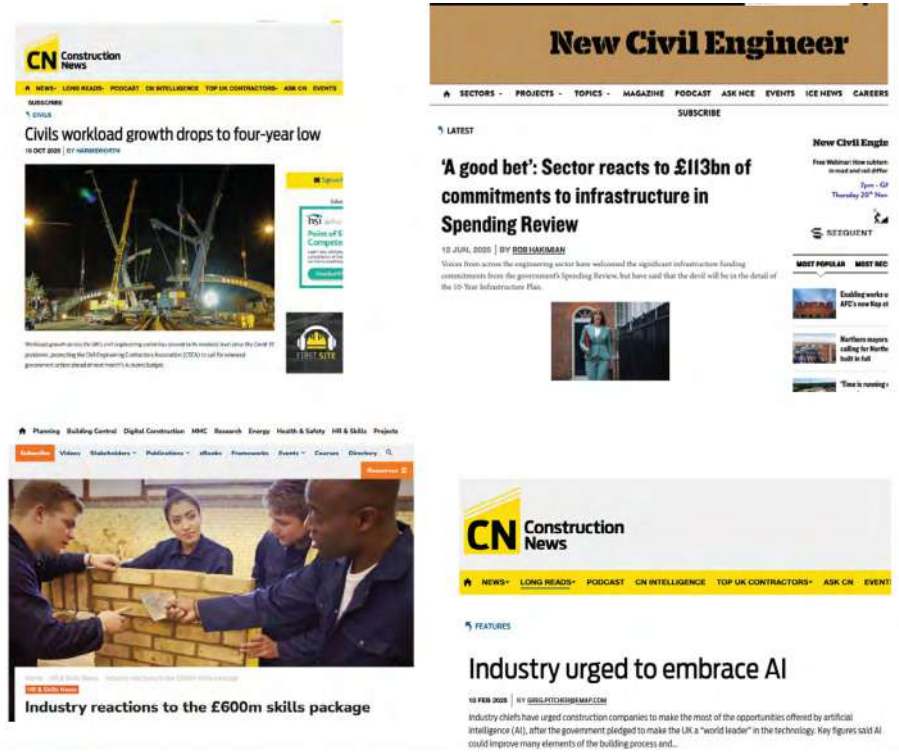


Above: CECA's new Director of Policy & Public Affairs Ben Goodwin, who joined the Association in September

The CECA Policy Office in London embraced change in 2025 under the new leadership of Policy & Public Affairs Director Ben Goodwin, and also undertook an office move from its long-standing base in Birdcage Walk to pastures new in Millbank Tower.

CECA's Policy Team delivered a substantial programme of work in 2025, ensuring that the voice of civil engineering contractors was heard clearly in Westminster, Whitehall, and across the wider infrastructure policy landscape. Throughout the year, the team combined formal consultation work, direct engagement with policymakers, member briefings, industry leadership, and evidence-gathering to advance CECA's priorities on behalf of members.

A core achievement in 2025 was the breadth and quality of CECA's policy and lobbying activity. During the year, CECA submitted evidence or formal responses to five major consultations and inquiries. These included **HM Treasury's consultation on reform to Landfill Tax**, where CECA highlighted the risk that punitive costs and unintended consequences could undermine infrastructure delivery; **the Department for Business and Trade's consultation on late payments**, linked closely to CECA's long-standing work on retentions and fair payment; and the



Above: CECA continued to lead the news agenda in 2025, publishing 35 press notices and generating 135 press mentions - an increase year-on-year compared to the previous 12 months

UK Government's consultation on **streamlining infrastructure planning**, where CECA argued for faster, clearer and more predictable processes for major schemes. CECA also contributed to the House of Commons Transport Committee inquiry into street works by utility companies, and jointly with ACE submitted evidence to the APPG for Project Delivery inquiry into improving national infrastructure delivery.

Alongside these formal submissions, the Policy Team played an important role in shaping the wider debate on infrastructure investment and delivery. The policy team kicked off the year by running a well-received conference on Artificial Intelligence

in Construction, accompanied by a landmark report on this important new technology (see right). CECA prepared **Budget** and **Spending Review** submissions to HM Treasury and ensured that members were briefed promptly on Budget announcements on the day they were made. The team also produced guidance for members on major structural developments in infrastructure policy, including the **10-Year Infrastructure Strategy** and the creation of the **National Infrastructure and Service Transformation Authority**. At the same time, CECA engaged directly with HM Treasury, the Infrastructure and Projects Authority, and the National Infrastructure Commission on the future project pipeline and long-term funding needs of the sector.



Above: you can download CECA's Artificial Intelligence in UK Construction report at:

https://bit.ly/4szLQGz

Another notable achievement was the Policy Team's success in convening senior decision-makers and creating opportunities for direct dialogue between members and policymakers. In 2025, CECA held policy roundtables with **APPG for Skills Chair Lauren Edwards MP** and **UK Government construction champion Mike Reader MP**, as well as a high-level discussion with **Adam Simmons, Director of Strategic Planning at National Highways**, on the Third Road Investment Strategy.

Members also benefited from a roundtable with **Institute for Government economist Dan Haile**, examining the business implications of the Budget. CECA further demonstrated its convening power through its industry engagement role at **The Big Construction Debate** at Labour Party Conference, bringing together ministers, MPs, council leadership and industry stakeholders to discuss the future of infrastructure delivery.

Throughout the year, CECA's member groups and committees remained highly active, including the Roads Group, Highways Maintenance Group, Environment Committee, Health, Safety and Wellbeing Group, Energy Group, Flood and Marine Group, Procurement Group, and the Chairman's Strategic Forum.

These structures acted as an engine room for policy development, enabling CECA to test ideas, gather intelligence, and ensure that consultation responses and lobbying positions reflected the real conditions facing contractors across the country. Topics covered ranged from RIS3 and highways maintenance contracts to the Procurement Act, decarbonisation, net zero, and sector-specific market conditions.

In addition, the Policy Team contributed strongly to cross-industry leadership. CECA both supported and led **Construction Leadership Council** workstreams on retentions and late payment, on the **Zero Diesel Routemap**, and on competence frameworks for groundworks, highways, and maintenance roles.

The team also briefed members on major policy developments in **roads funding, nuclear and energy policy, water regulation, rail reform, and the National Wealth Fund**, helping firms to understand an increasingly complex external environment. Taken together, these achievements show a Policy Team operating with growing authority, strong member backing, and a clear strategic purpose. In a year of significant change for infrastructure policy, CECA ensured that members' concerns were represented at the highest levels, while also equipping firms with the intelligence, analysis and practical support needed to respond to emerging challenges and opportunities. The result was a highly active and effective year in which CECA strengthened its role as the leading voice of contractors in national policy debate.

CLIENTS, POLICY & WORKLOAD - Creating Work Opportunities

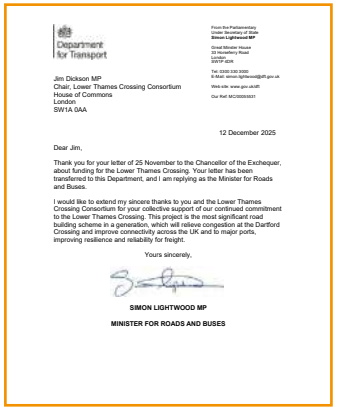
CECA Southern has engaged with key clients and public/private sector bodies throughout the year to influence thinking and decision-making on infrastructure investment in the South.



Left: David Allen regularly attends the EHA4 framework user group meetings. This group looks at future pipeline opportunities, share safety moments, and stage collaborative events planned to increase the social value that EHA provides to the region. In the picture Maria Day, Framework Manager for the EHA Alliance, is seen fielding questions.



Above: On 25 February David Allen attended a Construction Roundtable at Portcullis House with Mike Reader MP, the Government's Construction Champion, to draw together insights and experiences from SMEs & the infrastructure supply chain to aid Government policy & strategy.



Department for Transport

From the Parliamentary Under Secretary of State
Simon Lightwood MP

Great Minster House
33 Horseferry Road
London
SW1P 4DR

Tel: 0300 330 3000
E-Mail: simon.lightwood@dft.gov.uk

Web site: www.gov.uk/dft

Our Ref: MC/0009/0021

Jim Dickson MP
Chair, Lower Thames Crossing Consortium
House of Commons
London
SW1A 0AA

12 December 2025

Dear Jim,

Thank you for your letter of 25 November to the Chancellor of the Exchequer, about funding for the Lower Thames Crossing. Your letter has been transferred to this Department, and I am replying as the Minister for Roads and Buses.

I would like to extend my sincere thanks to you and the Lower Thames Crossing Consortium for your collective support of our continued commitment to the Lower Thames Crossing. This project is the most significant road building scheme in a generation, which will relieve congestion at the Dartford Crossing and improve connectivity across the UK and to major ports, improving resilience and reliability for freight.

Yours sincerely,

SIMON LIGHTWOOD MP

MINISTER FOR ROADS AND BUSES



Above: CECA was pleased to attend a Parliamentary Reception on 9 April hosted by Jim Dickson MP, on behalf of the Lower Thames Crossing Consortium that consists of businesses across the infrastructure, construction & logistics supply chain. Minister for Roads & Buses Simon Lightwood MP formally responded to the Consortium, reaffirming the Government's commitment to the project.



Above: CECA spoke at a reception in the Houses of Parliament in support of Opportunity East - Luton Rising, exploring how key infrastructure development in Luton will support economic growth across the East of England.



CECA Southern has regular contact with the Chamber, promoting their monthly newsletters and webinars to members. David Allen attended the Suffolk Chamber Supply Chain Engagement Webinar on 16 July, featuring a presentation by Ashley Shorey-Mills, Supply Chain Engagement Director at Suffolk Chamber of Commerce.



Labour Party Conference - The Big Construction Debate. On Tuesday 30 September David Allen joined leaders from across the UK construction industry and parliamentarians at the Labour Party Conference in Liverpool for the 'Big Construction Debate', a high-profile discussion on how the sector can deliver the skills, homes, and infrastructure needed to drive economic growth and deliver net zero.



Above: What a great turnout at our meeting with Kent County Council on 1 October! The meeting helped members get a better understanding of Kent CC's future infrastructure delivery plans, as set out in their recently-launched Major Capital Programme Team Commercial Schemes Brochure.



Above: On 28 October David Allen attended a private reception hosted by the Mayor for Cambridgeshire & Peterborough, Paul Bristow, in London. The event provided an opportunity for informal networking, alongside a conversation with Mayor Bristow, who was joined by leading figures from the development, housing, planning, and public sectors to discuss the future of growth in Cambridgeshire & Peterborough.



Above: David Allen attended a Network Rail Southern Region Supplier Event on 18 November, with NWR representatives including Regional Managing Director Dave Hooper, Regional Finance Director Liz Baldwin, the Southern Integrated Delivery Director along with their Head of Sourcing, Zeeshan Sadiq, and others from the Region's senior leadership team.



Above: The Build Forward Alliance, supported by CECA Southern, a number of its members, and key South coast contractors were pleased to host a panel at the 2025 South Coast CPS Conference. Kevin Valentine from Knights Brown, and current CECA Southern Vice-Chair, represented the BFA during a lively panel session engaging with clients, project managers, and contractors from across the region.



Above: On 26 & 27 November the CECA Southern Team attended the National Civils Show at ExCeL London. The show provided a great opportunity to network with member companies and other stakeholders involved in the industry. CECA Southern Director David Allen delivered a presentation on the key challenges in the industry and CECA's Director of Policy & Public Affairs Ben Goodwin presented on the recently-delivered Budget.

Right: On 4 December CECA Southern held our inaugural SME / Tier 1 engagement event in London, where CECA member SMEs engaged with Tier 1 contractors to get a better understanding of future tangible work opportunities in the region.

Members valued this event and requested that we roll it out again, so watch this space - and if you are a Tier 1 contractor and would like to get involved, please get in touch! Thanks to ***ConstructionLine*** *for helping to showcase this excellent example of the industry coming together to work for the common good and to deliver for customers.*

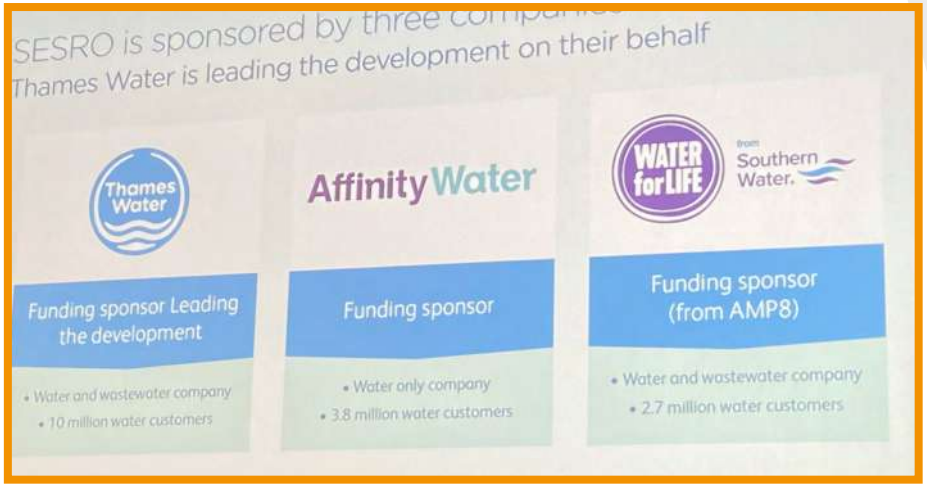




Above: The Environment Agency attended the CECA Southern Members' Meeting in March to present to members on the Collaborative Delivery Framework 2 (CDF2).



Above: The AWE attended the CECA Southern Members' meeting in March to discuss opportunities arising from their significant planned investment in infrastructure.



Above and below: Thames Water - Mohit Farmah, Head of Procurement, Supply Chain & Digital, attended the CECA Southern Members' meeting in June to talk about their Strategic Resource Options (SRO) projects.

David Allen attended the Thames Water SESRO Market Engagement Event in March, regarding the earthworks scope for the proposed Reservoir Project. The South East Strategic Reservoir Option (SESRO) is a Nationally Significant Infrastructure Project (NSIP) located to the south-west of Abingdon in Oxfordshire. It is jointly promoted and developed by Thames Water, Affinity Water, and Southern Water, demonstrating a collaborative effort within the industry to address long-term water supply resilience.





*Above: **Kieron Moore, Asset Development Director at Stansted Airport**, addresses CECA Southern members at our Members' Meeting on 25 September.*





*Above: **Jon Loveday, Director for Infrastructure Enterprise & Growth**, and **Rea Robey, Deputy Director**, both from the **National Infrastructure & Service Transformation Authority (NISTA)**, presented at the CECA Southern meeting on 25 September in London.*

Transport for London

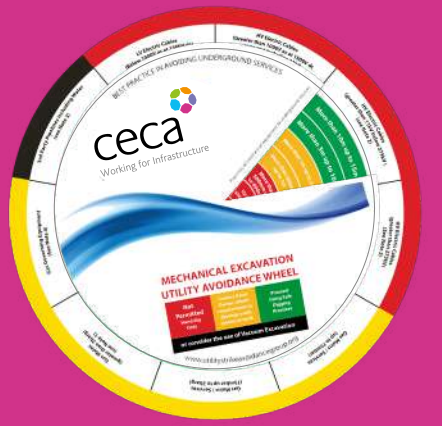


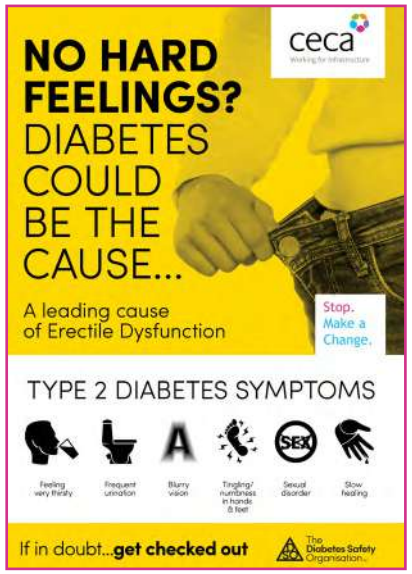
*Left and above: **London Transport Director of Capital Delivery Scott Haxton**, and his colleague, the **Director Capital Delivery-Systems Nick Fairholme**, both spoke to CECA Southern members at meetings in 2025.*

HEALTH, SAFETY & WELLBEING
- Creating A Safer Workplace

Reintroducing the CECA Mechanical Excavation Utility Avoidance Wheel

CECA re-launched the Mechanical Excavation Utility Avoidance Wheel, a practical tool developed by CECA to support safe digging. The updated device offers a simple guide to help assess the best approach when working near underground utilities. The wheel is designed to assist with decision-making during excavation work, helping to ensure safety and reduce risk of damaging utilities. It is an important resource for ensuring that all necessary precautions are taken when planning & carrying out excavation projects.





Diabetes Safety Organisation

CECA continues to support the Diabetes Safety Organisation and we recognise the significant impact type 2 diabetes is having on our industry. We are committed to raising awareness and helping members to implement preventative measures.

Diabetes can affect concentration and reaction times, posing serious risks on construction sites where precision and alertness are crucial. By promoting awareness on diabetes safety, healthy lifestyle choices, regular health screenings, and providing education on managing diabetes, we aim to mitigate incidents and accidents. Learning the facts about diabetes safety in the workplace could save a life.

diabetessafety.org

Supporting Mental Health in Construction: Partnering with Mates in Mind

*In 2025 the CECA Southern Lunch and Awards event supported **Mates in Mind** - a leading UK charity focused on raising awareness and improving mental health across the construction sector.*

The charity works to break the silence around mental health and provide clear, practical support for individuals and organisations.

We recognise the importance of promoting a culture where mental well-being is prioritised alongside physical safety.

By supporting Mates in Mind, we hope to contribute to lasting change in our industry.

www.matesinmind.org



CECA Southern Mock Trial: Operatives Working In & Around Plant

On 16 December CECA members stepped into the criminal courts with an interactive Mock Trial that brought health and safety law to life.

Delegates acted as the jury, hearing witness evidence in a prosecution involving an individual site manager and a company following an incident where an employee was struck by a moving vehicle. The discussion and debate before verdicts were reached were excellent. After lunch, delegates took on the role of judge, working through sentencing guidelines to determine sentences for both the individual and the company. This provided a powerful insight into the real consequences of health and safety failures at work and how the HSE bring cases to trial. Thank you to Partners **Colin Moore** and **Matthew Breakell** of **DAC Beachcroft** and everyone who attended and contributed to such an engaging session.





Stop. Make a Change. 2025

In 2025, CECA's flagship health, safety & wellbeing campaign *Stop. Make a Change* ran throughout the whole month of October.

The campaign focussed on providing free resources and webinars, concentrating on suicide prevention, mental health, menopause, manopause, and encouraging participants to take 'time to talk' about issues that affect us all, wherever we work in the industry.

In 2025, our partner organisations were **Mates in Mind**, the **Lighthouse Charity**, and **Andy's Man Club**.

Thanks to all those members who took part in the campaign. CECA will be compiling a 'lessons learned' analysis to inform the 2026 campaign, and members will be kept informed of the issues we plan to focus on this year.

#ANDYSMANCLUB

lighthouse
The Construction Charity

Mates in Mind

SUSTAINABILITY & SOCIAL VALUE -
Creating a Better Environment for All

CECA Environment Group

During a transition period owing to the retirement of CECA's long-serving Civil Engineering Director Peter Crosland, CECA Southern administered the CECA Environment Group for part of 2025. The Group is now looked after by CECA's recently-appointed Sector Groups Manager Kate Lloyd (katelloyd@ceca.co.uk).

The Group has set up a number of sub-groups to work on particular areas of focus. These are: Carbon Reduction for SMEs - with a remit to update CECA's guidance on this topic; chromium awareness; how members and their employees should be interacting and reporting invasive non-native species; and minimising avoidable waste in construction. In June the Group was held at Stephenson House, which offered members the opportunity to view the HS2 site from the roof at Euston (see pictures below and left).



Image courtesy of HS2.



Best Practice for Social Value Responses Workshop

CECA Southern has run two half-day training sessions for members free of charge. This interactive workshop equips individuals to meet the challenges of creating compelling high-scoring social value responses.



SUPPLY CHAIN SUSTAINABILITY SCHOOL

Supply Chain Sustainability School

The Supply Chain Sustainability School is a free, award-winning platform offering training and useful resources to embed sustainability across supply chains in the built environment.

CECA works to promote the benefits of the Supply Chain Sustainability School and freely available learning resources.

www.supplychainschool.co.uk

Impart

impart.co.uk

CECA Southern Lunch & Awards Event 2025

We were delighted to welcome so many members and guests to our Annual Lunch and Awards Event which took place at The Brewery, London on Friday 27 June. Our flagship event brought together 400 people for the biggest networking event of the CECA Southern calendar.



Thank you to our headline sponsor:

MegaTech Projects Ltd



And thank you to all our sponsors:

bam

Barhale

BLANCHARD WELLS

Clancy

EGNYTE

FTE

Jackson

KNIGHTS BROWN

MURPHY

Tony Gee



CAREERS & RECRUITMENT - Creating a Talent Pipeline

CECA Southern Annual Awards 2025

The **CECA Southern Awards** aim to showcase some of our remarkable people that include both new rising stars, as well as those that have already been shining a positive but sometimes unrecognised light on our industry. Winners were announced at the CECA Southern Annual Lunch & Awards event on 27 June 2025 and received an inscribed memento and cash prize of £500. The Highly Commended winners received a cash prize of £250.



Above: the 2025 CECA Southern Award Winners, pictured with CECA Southern Chair Alan Cox.

CECA Southern would like to congratulate all those who entered the awards, where the standard of entry was higher than ever. We look forward to returning to the Brewery for the 2026 Annual Lunch in the summer.

Our 2025 Award Winners were:

- Most Promising Industrial Placement – Hubert Bochorski (Jackson Civil Engineering)
- Most Promising Apprentice Level 2-3 – James Turnock (Barhale)
- Most Promising Apprentice Level 4-7 – Viktorija Pucinska (Barhale)
- *Highly Commended* Most Promising Apprentice Level 4-7 – Owen Moye (Breheny Civil Eng)
- Most Promising Trainee Quantity Surveyor – Rosie Bevans (Murphy)
- Most Promising Trainee Civil Engineer – Lucy Hopkins (Barhale)
- Outstanding Contribution – George Rowe (MegaTech Projects) & Tom Lawrence (Knights Brown)
- Workplace Wellbeing Initiative – Murphy 'PSA Testing'
- *Highly Commended* Workplace Wellbeing Initiative – Jackson Civil Engineering 'Time to Talk Podcast'

Congratulations also to all those nominated for the CECA Southern Awards.

The calibre of entry was incredibly high across all categories and we wish to thank everyone who supported the event, in particular those taking the time to support their incredible people by submitting them for awards:

- *Reka Mezei (Balfour Beatty)*
- *Hugo Wrampling-Pounsett (Four-Tees Engineers)*
- *Keerthana Shaji (BAM)*
- *Matthew Barber (Jackson CE)*
- *Ashwin Rayat (BAM)*
- *Callum Taylor (Knights Brown)*
- *Louis Atkins (BAM)*
- *Georgia Watts (Knights Brown)*
- *Rhys Brown (BAM)*
- *Tom Lewis (Knights Brown)*
- *Bilal Abbasi (Barhale)*
- *Sam Rai (Knights Brown)*
- *Aaron Sparks (Breheny CE)*
- *Ashleigh Connelly (Murphy)*
- *Laoise Robertson (Browne)*
- *Chloe Harris (Murphy)*
- *Rugile Valiukaite (Browne)*
- *James McKenna (Octavius)*
- *Khaleem Hussain (Clancy)*
- *Gary Etienne (Octavius)*
- *Josh Dallas (Clancy)*
- *Lewis Moores (Octavius)*





Above: CECA Southern Executive Director David Allen (middle), with CECA Southern Chair Alan Cox and CECA Southern Immediate Past Chair Samantha Barratt (Barhale)



Local Skills Improvement Plans

CECA Southern is supporting the **Oxfordshire and Berkshire LSIP** initiative to better integrate the needs of industry with the funding, education, training and recruitment processes.

CECA Southern Executive Director David Allen has a seat on the Construction & Built Environment WDP (Workforce Development Panel), which is also made up of universities, colleges, private training providers, apprentices, graduates, contractors, subcontractors and industry/trade bodies.

LOCAL SKILLS IMPROVEMENT PLAN

LSIP BERKSHIRE
SHAPING THE FUTURE WORKFORCE

LSIP OXFORDSHIRE
SHAPING THE FUTURE WORKFORCE



Thames Valley Chamber of Commerce - Talent Pipeline & Essential Skills Forum

David Allen, CECA Southern Executive Director, attended the Talent Pipeline and Essential Skill Forum on 10 February. The session generated meaningful insight into workforce readiness, skills alignment and shared sector solutions.

These conversations will directly strengthen the development of the forthcoming LSIPs. The draft LSIP 2.0 is expected to be published in May, setting the direction for the next three years.

OXFORDSHIRE LOCAL SKILLS IMPROVEMENT PLAN

Supported by Department for Education

LSIP OXFORDSHIRE

THAMES VALLEY CHAMBER OF COMMERCE GROUP

BERKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

Supported by Department for Education

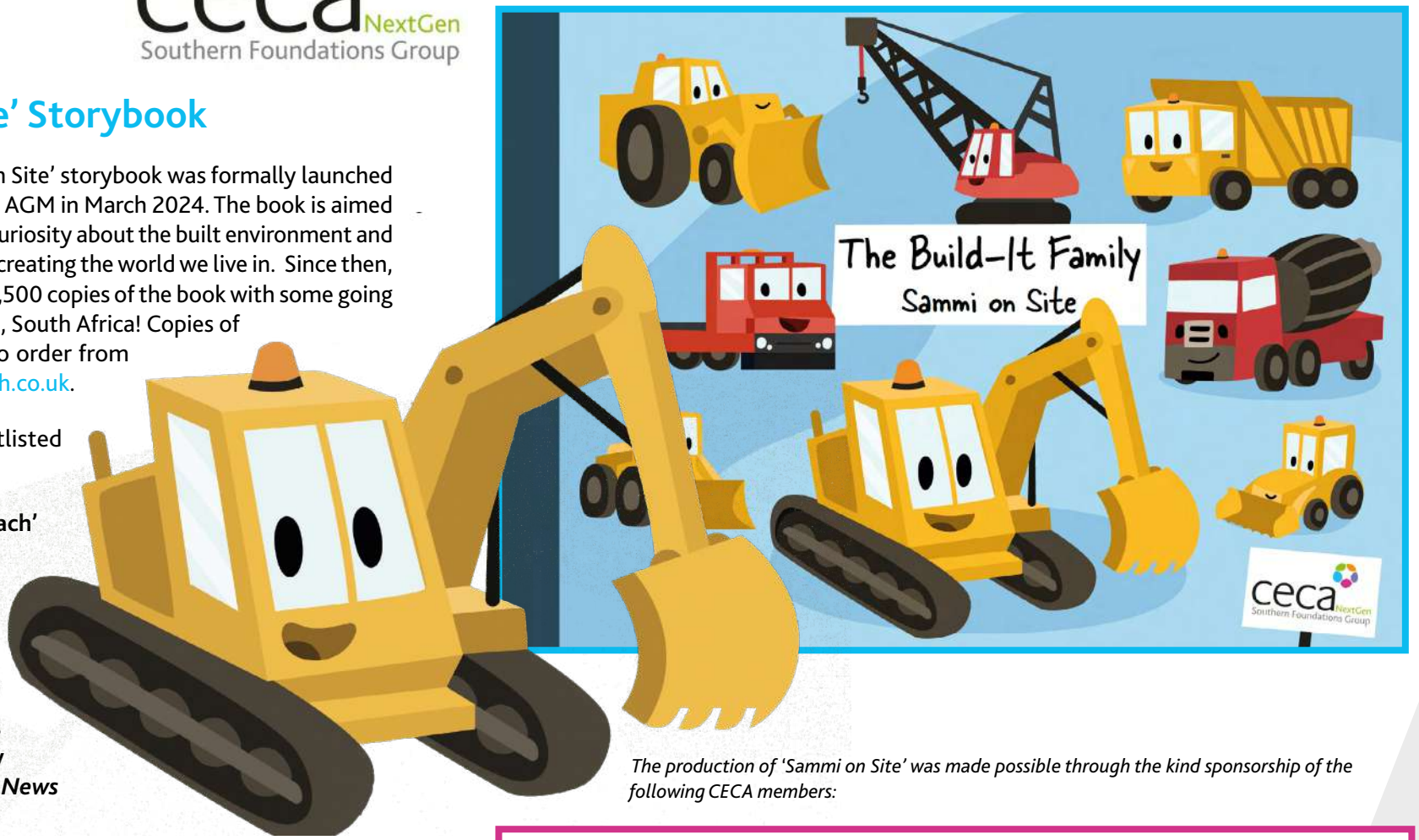
LSIP BERKSHIRE

THAMES VALLEY CHAMBER OF COMMERCE GROUP

ceca NextGen
Southern Foundations Group

‘Sammi On Site’ Storybook

The NextGen’s ‘Sammi on Site’ storybook was formally launched at the CECA Southern Ltd AGM in March 2024. The book is aimed at 5-8 year olds to ignite curiosity about the built environment and the role of engineering in creating the world we live in. Since then, we have sold more than 3,500 copies of the book with some going as far away as Cape Town, South Africa! Copies of the book are available to order from leonedonnelly@cecasouth.co.uk.



The storybook was shortlisted for two Awards:

- **‘Excellence in Outreach’ category of the Inspiring Women in Construction & Engineering Awards**
- **‘Outreach Initiatives of the Year’ category for the *Construction News* Workforce Awards**

“We wrote this book to show the many jobs and roles in the industry. We love our jobs and hope this book can ignite curiosity about the built environment and the role of civil engineering in creating the world we live in.”

- Riana Hattrell, Charlie White, Anna Cox, Monica Chandran, & Josh Maney - authors of ‘Sammi on Site.’

The production of ‘Sammi on Site’ was made possible through the kind sponsorship of the following CECA members:

bam nuttall · Barhale · Clancy · Jackson · Knights Brown · Murphy World-Class Infrastructure · Tilbury Douglas

CECA NextGen Southern Foundations Group

The **CECA NextGen Southern Foundations Group** brings together young civil engineers, technicians and construction personnel who work for civil engineering contractors in the Southern region. The Group promotes the civil engineering and construction industry to current and future generations and engages with like-minded engineering and construction professionals and companies who wish to attract young people into our industry.

Our thanks to **Hugo Wrampling-Pounsett (Four-Tees Engineers)** who successfully chaired the group in 2025 and congratulations to **Ryan George (Jones Bros)** who is the new Group Chair for 2026, along with **Megan Opie (Barhale)** as the new Vice Chair.

The NextGen group have also developed a new strategy for the short to long term development of the group to help individuals deliver outreach activities with less onus on the individual.



Seawork 2025

CECA Southern NextGen Chair, **Hugo Wrampling-Pounsett** (Four Tees Engineers), **Henry Jones** (BAM), and **Sophie (VolkerWessels)** attended the Seawork Expo. The Group had a stand in the careers fair section of the exhibition which was open not only to students but all visitors to the event. To get the students thinking about coastal engineering, CECA NextGen were able to borrow Southsea Coastal Schemes' wave tank for the day, providing practical demonstrations of how coastal defences work and how they impact on the coastal environment in which they are situated.







Henry Jones Takes the Plunge for Mates In Mind

We are very proud of Henry Jones (left) of CECA Southern NextGen Foundations Group who, on 10 August, jumped out of an aeroplane to support **Mates in Mind**, our charity for this year's CECA Southern Awards & Lunch Event. Huge congratulations for taking this massive leap and welcome back to Earth.



Havant Thicket Reservoir Site Visit

The third quarter NextGen meeting was hosted by Vice Chair, Ryan George, on 15 August at the Havant Thicket Reservoir site. The event was complemented by a short project talk and site tour, attended by Hugo Wrampling-Pounsett, Kerry Collins, and Lucy Verrinder.

Ryan's presentation provided an overview of the scheme and highlighted its importance in protecting the environment, while also securing long-term drinking water supply. In his role as Earthworks Project Manager, Ryan was able to offer NextGen members valuable insight into the complexities and challenges of delivering a project of this scale and significance.

The session concluded with a guided tour of the site, safely conducted from a pickup truck, where attendees were shown a range of ongoing activities, including clay fill engineering and placement, sand filter drainage installation, and culvert construction works. Hosting meetings on live project sites is a theme Ryan is keen to continue into 2026, providing a valuable feedback mechanism and learning opportunity for NextGen members who give their time to support CECA and the NextGen Group.

Stephenson Academy, Milton Keynes Careers Fair - October 2025

Josh Maney (Barhale) and Grace Johnson (Clancy) attended the careers fair at Stephenson Academy on 15 October 2025, helping to inspire the next generation to consider a career in civil engineering.



SKILLS & TRAINING
- Creating a Skilled Workforce

To meet member demand, an enhanced high-quality training programme of free, or significantly discounted, training courses was offered to CECA Southern members.





Above: The 2025 CECA Southern & CECA South West Management Development Programme Cohort undertook a series of six management development workshops with the opportunity to gain a Level 6 or Level 7 vocational qualification in construction, with guidance from Bob Bilborough and Geoff Hart.

Our Trainers:

2020 safety solutions

GMH PLANNING

citb

Impart

Robert Bilbrough Associates Ltd.

AJ training

DAC BEACHCROFT

CITB Skills & Training Conference

CECA Southern attended the CITB Skills Conference in London on 6 February.

Pictured left: CECA Southern Executive Director David Allen, with Margaret Evans, Customer Engagement Manager, CITB Scotland.





NEC People Conference

CECA was a sponsor for the **NEC People Conference** in London on 17 June organised and led by our NEC training partner, Glenn Hide from GMH Planning. David Allen, CECA Southern Executive Director, took to the stage addressing delegates with some of our engagement with government and our recommendations to them. He also gave an overview of current contractor challenges being seen around procurement, bonds and retention. Other key speakers discussed the Lower Thames Crossing, Project 13, overarching industry issues, the legal perspective around some key NEC clauses and industry considerations, taming commercial chaos, defects, and disallowed costs. A mock adjudication was followed by 'Z Clause of the Year' and a question time panel to close. A great event for all who attended. Pictured above: David Allen and CECA South West Director Paul Santer, who along with CECA SW Administrator Linda Evans, is retiring in 2026 - everyone at CECA Southern wishes Paul & Linda well for the future.

New Entrant Programme - Practical Skills Week

CECA Southern and South West members attended a five-day residential course at the CITB National Construction College at Bircham Newton. The programme of practical and technical workshops are aimed at apprentices, graduates and technicians to help them develop a basic understanding of site skills.

The recruitment of graduates and undergraduates into the infrastructure sector is seen as vital for introducing the skills of talented individuals to our businesses. However, many new entrants enter the industry lacking some of the knowledge, skills and awareness to support their ongoing professional development and enable them to perform at the highest level on site.



Schedule of Dayworks Masterclass Webinar



Following the launch of the new CECA Dayworks Schedules in 2025, CECA Southern hosted an exclusive webinar masterclass with Peter Crosland, former CECA Civil Engineering Director, and one of the authors of the Dayworks.This comprehensive session explored the origins and evolution of the CECA Dayworks, offering vital context for their real-world application.

CECA NEC Bulletins

Training and development support is a key part of CECA's core offer for its membership and working in conjunction with GMH Planning it has delivered a programme of training events around the NEC Form of Contract across several CECA UK regions.

In addition to this training, a series of monthly NEC Contract Bulletins are produced for both Contractors and Subcontractors to improve practical awareness on key topics within the NEC.

The coverage, whilst not exhaustive, is intended as a general overview on some of the contractual principles to increase a wider understanding in support of more sustainable outcomes. These bulletins are based on the latest NEC4 family of contracts, but the same principles and rules would apply where parties are engaged under an NEC3 form of contract.

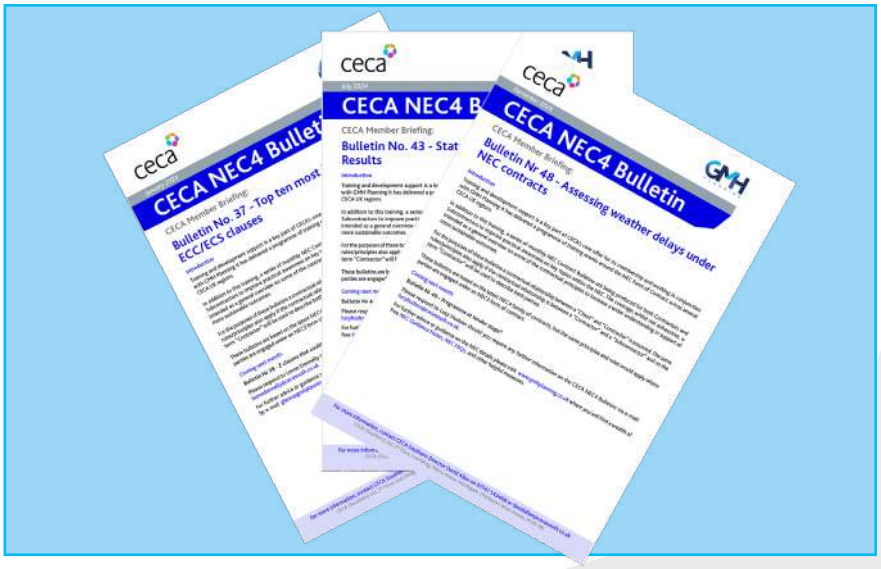
You can read the archive of CECA NEC Bulletins here:
www.ceca.co.uk/southern/nec4-bulletins

CECA NEC Webinar Series

CECA has teamed up with NEC experts Glenn Hide at GMH Planning and Ben Walker at Gather to bring you a series of CECA NEC Webinars that take a deeper dive into some of our most popular CECA NEC Bulletins and take a closer look at some topics of interest around the NEC forms of contract. These webinars offer practical insights you can start using immediately.



You can watch recordings of the CECA NEC webinars on the CECA Southern page:
www.ceca.co.uk/southern/nec-webinars



CECA Southern's 2025 At A Glance

2025 was another busy, constructive and forward-looking year for CECA Southern, as we continued to support members, strengthen industry relationships and champion the vital role of civil engineering in delivering the infrastructure on which the South of England depends. Across the year, CECA Southern worked to ensure that members were not only represented, but also informed, connected and equipped to respond to an evolving market.

Our activities reflected the breadth of the sector itself. Through a varied programme of member meetings, networking events, training, client engagement and industry representation, CECA Southern brought together contractors, clients, policymakers and supply-chain partners in support of a stronger and more collaborative infrastructure community. These forums provided valuable opportunities to share intelligence, discuss future workloads, explore policy and procurement issues, and hear directly from major clients and stakeholders about emerging priorities.

Alongside this outward-facing engagement, CECA Southern remained focused on delivering practical value for members. Support on contract issues, training and professional development, health and safety, and wider business challenges continued to form a central part of our work in 2025. In a period when the operating environment remained complex, this practical support helped members build capability, improve confidence and remain alert to both risks and opportunities.

The year also demonstrated the importance of CECA Southern as a convening voice for the sector. Whether through flagship events, technical workshops, regional meetings or awards activity, the association provided opportunities not only to exchange information, but to celebrate achievement, recognise talent and reinforce the value of partnership across the industry. This work matters because successful infrastructure delivery depends on more than projects alone: it depends on relationships, shared understanding and a collective commitment to high standards.

The highlights and figures set out here provide a snapshot of CECA Southern's work over the past year. Together, they show an organisation that continues to advocate for its members, respond to industry change and create opportunities for meaningful engagement across the region. Above all, they reflect CECA Southern's continuing commitment to supporting members and helping build a stronger, better connected civil engineering sector.

90
member & associated companies served

400
attendees at Annual Lunch & Awards

1,000+
people trained across CECA Southern programmes

6,000+
training hours delivered in 2025

25
full-day NEC4 workshops held

12
NEC Bulletins issued to support members

8
one-day management courses delivered

3,500+
copies sold of 'Sammi on Site' storybook

Key Sectors within the industry


Roads


Rail


Comms


Water


Environment


Highways


Houses


Energy

ceca

Working for Infrastructure

CECA Southern
Metro House
Northgate
Chichester
West Sussex
PO19 1BE

T. 01243 538863
E. davidallen@cecasouth.co.uk

www.ceca.co.uk

CECA Southern

Cover image credit: Guildford Sewage Treatment Works for Thames Water – courtesy of BAM

