



## **Kevin Gilbert EngTech MIHIE**

### **Works Manager, CORMAC, Cornwall County Council (CCC)**

Kevin has worked hard to rise up through the ranks with CCC. He first went to CCC on leaving school at 15, for six months work experience, after which the County had no work to offer him or his fellows on placement. But two years later - 1979 he saw, applied for, and got a vacancy on a general patching gang; in 1982 he moved to the works gang for kerbs and pipes and in 1985 joined the carriageway marking gang. In 1988 he finally "took control" as a Charge Hand. His early experience has given him some authority in his work, because the workforce knows him as a man "who can do any of the jobs required of them, within reason, and to a high standard". This respect has stayed with Kevin, after his secondment to management services in 1993, and promotion to Works Manager in 1995. His next move was to recognise that his lack of formal educational qualifications would be a barrier to further personal progress, and he undertook the work to go for Eng Tech. Achieving this was a great boost as he formally became recognised "as part of the profession". He had spent many years helping to bring on people working for him, and much enjoyed - and enjoys - seeing people grow in confidence and competence when given encouragement and a helping hand. Kevin decided it was time to encourage himself to go forward, and in 2004 joined IHIE to go ahead for IEng. He had already become the first person to get NVQ3 for Highway Maintenance, and being ready to for IEng, found IHIE's website "second to none" as a source of guidance and advice. He acknowledges the help he has had from registered engineers, especially IHIE's Peter Dipper, and seen IEng as a gateway to future opportunities.

Kevin notices that there is no obvious route from schools into Civil Engineering, and often not via further education, and so CCC pursues a policy of "growing our own". There is a question mark, if not a concern, over where future skilled people will come from into the profession, in the numbers required.

On IHIE's local activities, Kevin finds the South West Branch particularly helpful and active and has a very warm regard for it since he received the Brian Sefton-Smith award for the 'best professional review report' of the year.

And he is an ace at snooker, too - helping to raise £2,500 for St Johns Ambulance in an amateur pro game, defeating a (heavily handicapped) Jimmy White!