

Consensus and the CITB Levy Order your industry, shared responsibility



WHAT AND WHEN IS CONSENSUS?

Every three years, CITB must consult with construction industry employers on its **proposals to deliver skills and training to the construction industry using Levy funding.** 'Consensus' is the final stage of this consultation process, where employers are asked the Consensus question: "Do you agree that the Levy Proposals are necessary to encourage adequate training in the construction industry?" **Consensus is not itself a vote on the future of CITB, it is a say on how CITB will generate Levy over the next three years.**

The next Consensus will be in the summer of 2021, considering Levy Proposals for assessments we raise in 2022–25.



A SHARED RESPONSIBILITY FOR THE CONSTRUCTION INDUSTRY

It is CITB's responsibility to develop and implement proposals for the benefit of the whole construction industry. It is the responsibility of each employer and Prescribed Organisation* to carefully consider if, in their view, the Levy Proposals will deliver the training needed for the benefit of the whole construction industry now and into the future.

It is important that an employer does not focus solely on the impact of the proposals on their particular organisation or sector.

***Prescribed Organisation**

A Prescribed Organisation is an organisation that represents employers likely to be Levy payers and has the authority to represent the views of those employers.

REASONABLY PRACTICABLE STEPS

To fund the work of CITB, Government may pass a three-year Levy Order which allows CITB to generate the required funds by raising a Levy on construction industry employers in England, Scotland and Wales. Before Government can do this, CITB must consult with industry to satisfy Government that the majority of employers (i.e. more than 50%) by number and value likely to pay the Levy consider the CITB Proposals 'necessary to encourage adequate training in the industry.'

The Levy Order sets out the rules for raising and collecting the Levy, including:

- 1 Which employers will be liable to pay
- 2 How the Levy is calculated
- 3 When it must be paid



[*Strategic Plan 2021-25](#)

WHO DESIGNS THE LEVY PROPOSALS?

A group of industry representatives and external specialists, supported by CITB, form the Levy Strategy Committee (LSC), which is convened in advance of the next Levy Order. The group meet to discuss, debate, develop and recommend Levy Proposals that will enable CITB to deliver its future plans*. Its recommendations are tested with CITB's Nation Councils. When the proposals are agreed, the LSC submits its recommendations to the CITB Board for consideration and approval.



CONSULTATION

If the Board approves the recommended Levy Proposals, CITB then consults with the construction industry the year before the next Levy Order is required. For the 2022 Levy Order, consultation will take place in 2021. CITB engages with industry to explain the Levy Proposals and capture industry feedback. This includes providing information through CITB's Nation Councils, the CITB website, direct communication, online surveys and employer forums.

After consultation, any issues or concerns raised by industry are carefully considered by the LSC and any changes considered necessary are then made to the Levy Proposals before the LSC submits the final recommendations to the Board for approval. Once approved, the next stage is known as Consensus.



How CITB supports construction

We **SUPPORT** the development of people to construct a better Britain through our **TRAINING AND DEVELOPMENT** and **STANDARDS AND QUALIFICATIONS** priorities.

Our role is to ensure training and assessment opportunities are accessible to employers and of the right quality to meet industry's needs. This means working with you so that standards and qualifications used in construction training are consistent and assured.

We'll make sure training is high quality and accessible, helping employers bring in workers and access training to meet their immediate needs. We do this through grants, funding, Training Groups and products and services like the Health Safety & Environment (HSE) test, Construction Training Register and Training Directory.

We **ATTRACT** people to join construction through our **CAREERS** priority.

Our aim is that you'll see a wider talent pool. We'll improve the way we talk about careers in construction, widen the appeal of joining beyond traditional groups, structure work experience and work-ready initiatives to reach a wider pool of people, give more support to apprenticeships, and improve the conversion rate from further education into employment.

We can't do this alone – employers will need to play their part by promoting their companies and providing the vacancies that convert attraction into employment.

Our priorities are underpinned by our wide-ranging research programme, which deepens our understanding of construction's challenges. Through partnerships with local and national Government we help guide investment in construction skills as a priority.

Our range of funding supports employers of all sizes to invest in apprenticeships and qualifications; supports smaller employers to invest in company-specific training; and invests in industry-wide programmes to address big issues such as recruitment and digital skills.

Through our work, we aim to help British construction have a recognised, world-class, innovative approach to developing its workforce to deliver quality in the built environment.

CONSENSUS

Employers likely to pay Levy under the Levy Proposals may be asked to provide their views on the Levy Proposals.

CITB uses the information contained in the most recent Levy Returns to determine whether or not an employer is represented by a Prescribed Organisation.

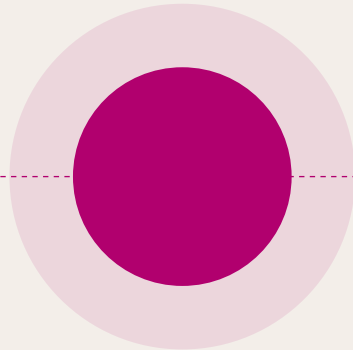
CITB currently consults with 14 Prescribed Organisations during Consensus. Details of these organisations can be found on the CITB website.



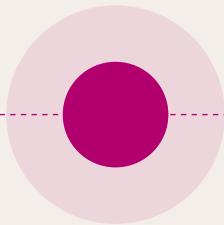
IN MARCH 2020:



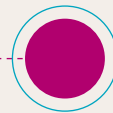
Over 75,000 construction employers were on the Levy register



Nearly 33,000 were liable to pay the Levy



Of these 33,000 Levy payers,
around 7,000 declared they
are represented by one of the
Prescribed Organisations



Approximately 4,000
unrepresented employers
will take part in the
telephone survey

REASONABLY PRACTICABLE STEPS

A Prescribed Organisation must take 'reasonably practicable steps' to draw to the attention of their members the Levy Proposals and give those members sufficient time and opportunity to provide feedback to the Prescribed Organisation. This enables the Prescribed Organisation to make a considered response on behalf of its members. CITB then captures the responses through a formal request to each of the Prescribed Organisations.

CITB provides the Prescribed Organisations with some general guidance to ensure that the requirements are met. Prescribed Organisations must as a minimum:

- 1 Ask their likely Levy paying members the Consensus question
- 2 Only seek the views of those employers likely to be Levy payers based on the Levy Proposals
- 3 Draw their Levy paying members' attention to the Levy Proposals and Consensus question
- 4 Give likely Levy paying members at least one month to respond to the Consensus question
- 5 Evidence how they have captured the views of their likely Levy paying members.





THE CONSENSUS QUESTION

During Consensus, CITB asks the Prescribed Organisations and a sample of the unrepresented employers:

“Do you agree that the Levy Proposals are necessary to encourage adequate training in the construction industry?”

This question is asked on a strict ‘YES/NO’ basis, and any employer who responds ‘DON’T KNOW’ would be recorded as ‘NO’.

THE CONSENSUS OUTCOME

Once the results of Consensus are collected, CITB submits the results to the Department for Education and they are published to the construction industry once the Secretary of State confirms that the requirements for the Consensus process has been carried out in line with the Industrial Training Act. If the results show that a majority of employers by both number and Levy value support the Levy Proposals, Government will make a new Levy Order.

If Consensus does not demonstrate sufficient industry support for the Levy Proposals, then Government (including the Scottish and Welsh Governments) will review the position with CITB and consider further options that will best protect training and skills development in the industry including the making of a default order.