

NATION PLAN: SCOTLAND





FOLLOWING OUR BUSINESS PLAN, OUR SCOTLAND PLAN SETS OUT WHAT ACTIVITIES CITB WILL FOCUS ON IN SCOTLAND TO DELIVER THE ORGANISATION'S PRIORITIES OVER THE COMING YEAR.

The Scotland Plan, like our Business Plan, focuses on three key priorities for the industry:

1

Improving
construction's
people pipeline

2

Delivering an
efficient training
supply

3

Creating
defined training
pathways



You can find more detail on these challenges by visiting our [Business Plan](#).

1

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE





Over the coming year in Scotland, we will deliver:

- Construction careers information to a greater audience through Go Construct. Alongside transforming negative perceptions of construction, it will directly link to other Scottish career platforms such as My World of Work.
- Financial support for employers offering apprenticeships, both in Attendance and Achievement Grants, as well as covering costs for accommodation and travel where required through Travel to Train.
- Continued recruitment and support for Modern Apprentices via our managing agency. With a particular focus on highly skilled craft occupations, we'll make sure Scottish employers have the skills they need, now and in the future.
- A more open, inclusive working environment where employees can get the mental health support they need.

Outcome

FIVE PERCENT
increase in the number of visits to Go Construct.

Approximately **£30M** investment into Scottish apprenticeships, via direct funding and Skills Development Scotland contract value.

THREE PERCENT
increase in Scottish apprenticeship completion rates.

1,500 CITB apprenticeship starts via our managed agency contract.

Creation of a **WEB PLATFORM** to make mental health support accessible to SMEs, as well as a commission to support apprentices' mental health as they begin their journey into construction.





We will facilitate:

- A greater awareness of Fairness, Inclusion and Respect (FIR) initiatives within construction. We'll fund the Supply Chain Sustainability School's free workshops and masterclasses, helping industry to upskill on diversity and inclusivity. We are leading by example by embedding FIR within all our initiatives.

Outcome

Reaching
490
new businesses and 1,100 unique individuals through the CITB FIR commission, encouraging businesses to foster fairness, inclusion and respect in the workplace.



We will encourage:

- The promotion of excellence through skills competitions such as SkillBuild, helping to raise aspirations and enhance the skills development of construction students.
- More construction workers to become Go Construct STEM Ambassadors. We'll also aim to develop localised review and feedback mechanisms to assess the impact of STEM Ambassador engagement events in schools.
- Work experience and taster opportunities to grow the industry's talent pool. We'll support industry to provide potential new recruits with a feel for construction through school tasters or work experience, through our Engagement Team and our tasters commissions.

Outcome

Increase the number of SkillBuild competitors by
5%.

Grow the number of active STEM Ambassadors from
700 to 1,000 (GB), aiming for 600 engagements throughout the year.

4% increase in the number of taster opportunities available.

2

DELIVERING AN EFFICIENT TRAINING SUPPLY





In Scotland, we will deliver:

- A network of recognised training providers to help employers find training provision suitable for all their needs.
- Significant investments at the National Construction College (NCC) to develop our facilities and the quality of training delivered. We'll focus the curriculum on unmet demand to increase capacity for the industry, building on the 36% rise in the number of people trained last year.
- Solutions to the shortages in trainers and assessors – without them, it is not possible to meet employers' demand for training.
- Improvements to the quality of leadership and management skills across construction, particularly within SMEs. This will initially focus on onsite managers and supervisors through free-of-charge training via the Leadership & Management Direct Delivery commission.

Outcome

Expansion of our quality provider network, working in partnership with the training provider and college networks to ensure training is accessible and up to date with new skills needs.

Increase the number of people trained through the NCC at Inchinnan by **7%.**

A series of support programmes designed to address shortages in the number of trainers and assessors.

Delivery of Institute of Leadership & Management (ILM) **LEVEL 3** training qualifications to site supervisors and managers across Scotland.

“Several of our businesses have successfully accessed the Skills and Training fund in 2022. We found the application administration process easy to navigate and regular milestone checks helped keep us on target. The fund enabled us to address skills shortages, retrain employees and develop them within their role. It was very flexible towards the various learning needs for our employees, and we will be utilising the funds again.”

Gerry McLaughlin, Training and Compliance Manager.
Robertson Group





We will facilitate:

- Increased awareness of CITB grants, products and funding, including the Employer Networks and Training Groups. This will ensure employers can access high quality, cost-effective training that's suitable for their skills needs.

Outcome

A new
**EMPLOYER
NETWORK PILOT**
delivered in partnership with
employers in Dundee and
Angus.

**“The skills and training funding
is hugely helpful in ensuring that our
employees have access to a wide range of
training to maintain their skill levels and continue
to work in a safe manner.**

**“It is particularly helpful to us operating in Shetland,
where the additional costs of bringing trainers to the
islands would otherwise make it economically prohibitive.
We all have a commitment to ensure our workforce is
trained to a high level, and the industry as a whole is
regarded as well trained and highly skilled.”**

DITT Construction LTD



3

CREATE DEFINED TRAINING PATHWAYS

Our goal for the next year is to put the right standards, frameworks and training place to make sure skilled people join construction and those already in industry have the right skills, knowledge and behaviours to do their jobs well.





To achieve this, we will:

- Make sure there are clear, agreed industry standards in place, underpinning the training available through our Construction Training Directory and the National Occupational Standards that support SVQs.
- Clearly set out the routes to competence that cover the qualification and training pathways learners can follow in each occupation.
- Develop competence frameworks that clearly set out the skills, knowledge and behaviours needed in each occupation.
- Collaborate with Skills Development Scotland's review of apprenticeships, making sure they deliver the skills industry needs and prepares individuals well for a future in construction.

Outcome

Produce
NINE
training and qualification
pathways, covering approximately
20%
of Scotland's additional
skills demand.

Agree
FOUR NEW
competence frameworks, as
well as beginning work on fire
safety priority occupations.

Complete the
FIVE-YEAR
cyclical review of all
standards by the end of 2024,
ensuring they're accurate
and up to date.



WORKING WITH OUR PARTNERS IN SCOTLAND

We will be customer-focused and work constructively with our partners in Scotland over the next year. Challenges such as the widening skills gap require a collaborative approach, bringing together employers, training providers, Governments and the wider industry to identify both current and future issues, develop solutions and share learning.





We will:

- Work with the Scottish Government to update the standards which underpin Modern Apprenticeship Frameworks.
- Contribute to the Construction Industry Leadership Group, Construction Leadership Forum and Construction Skills Delivery Group alongside our partners.
- Lead the Climate Emergency Skills Action Plan Sub-Group on Heat Carbonisation to support the Scottish Government to meet net zero targets.
- Ensure construction skills are accounted for in the Scottish Government's commitment to Community Wealth Building.
- Maintain strong, positive relationships with Scottish Prescribed Organisations and Federations to ensure employers of all sizes are well represented to meet our collective goals.

