



CONSTRUCTION INDUSTRY TRAINING BOARD

Business Plan

2024-25



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CEO introduction



To empower and enable the construction industry to succeed, both now and in the future, is a challenge both I and my team relish.

The 2024-25 Business Plan represents a pivotal step in our ongoing commitment to transform the skills landscape of the construction industry in Great Britain.

It is one of several detailed documents we will launch this year that will outline our plans to support employers to recruit and train the workforce they need, now and in the future.

Our Strategic Intent document will illustrate our long-term approach, while our Strategic Plan will set our four-year course. This Business Plan is built on their foundations and provides the framework for how we begin this crucial journey.

Alongside our Nation Plans, these publications will provide the detail of a clear, straightforward, and honest approach to addressing the skills challenges facing the industry.

Our overarching goal is clear – to usher in a new era for the industry by addressing both immediate challenges and long-term objectives.

The three parts of our Plan address the skills system, focusing on putting the foundations in place so employers and individuals can access the right training, in the right place and at the right time for them:

- **INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION**
- **DEVELOP A TRAINING AND SKILLS SYSTEM TO MEET CURRENT AND FUTURE NEEDS**
- **SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE.**

We are developing new Competence Frameworks to cover more occupations. These Frameworks will define the knowledge, skills, experience, and behaviours needed to carry out specific job activities to a transferable industry standard.

And we are committed to attracting more people to become trainers and assessors to enable the training system to address the skills shortage. We will fund training courses for assessors and trainers to upskill additional people through the National Construction College (NCC) and National Specialist Accreditation Centre (NSAC). →

→ We will expand initiatives, such as the Industry Impact Fund, fostering innovation in increasing productivity, diversity, recruitment, and retention. Our commitment to supporting SMEs remains steadfast, with targeted efforts to make training affordable, high-quality, and accessible.

As we unfold our plans, sustainability and helping the industry transition to a net zero future remains a top priority. Our dynamic Net Zero Action Plan lays out the comprehensive support available, and we will lead from the front by increasing investment on the NCC estate and our new green fleet as part of our drive towards decarbonisation.

Our performance delivering this Business Plan will be judged against a new strategic measurement framework. This will provide the ability to track progress against our vision and mission and identify where we need to adjust our plans to improve our performance to deliver for the construction industry.

Regarding the recent ITB Review, led by Mark Farmer, we have shared with the Review team our analysis of the challenges and opportunities for the future in developing skills and training interventions for the industry. We look forward to seeing the final Report, outlining the outcome of the Review, and the Minister's comments on its recommendations, in due course, and will ensure that we reflect its conclusions, where appropriate, in the drafting of our new Strategy and Strategic Plan.

CITB, as the employer-led and funded skills and standards body for the construction industry, stands at the forefront of ensuring a skilled, competent, and inclusive workforce. We recognise the evolving landscape of the industry and are committed to fostering collaboration and partnerships to overcome challenges and leverage opportunities.

This collaboration with stakeholders, employers, and further education colleges and other training providers is paramount. We will continue to work closely with national governments, our Nation Councils, Prescribed Organisations, Federations, and Training Provider Network, to tailor our interventions and meet the unique needs of employers and learners in England, Scotland, and Wales.



TIM BALCON
Chief Executive



About CITB

The Construction Industry Training Board is the employer-led and funded skills and standards body for the construction industry in Great Britain.

A statutory corporation, charity, and non-departmental public body, sponsored by the Department for Education, our work supports industry to attract, develop and retain the construction workforce. We maintain construction training standards and keep Britain building safely.

Our Purpose is to support the construction industry to have a skilled, competent, and inclusive workforce, now and in the future.



The three pillars of our Plan

This year we will take forward plans which will begin transforming the skills system for the construction industry, focusing on priorities set by employers.

Our 2023 Industry Consultation identified that 'getting more trained people into industry' is the main priority for CITB, closely followed by making sure that good quality, relevant training is available at the right time and place; and then by improving the skills of those already in the workforce.

It focuses on tackling the greatest challenges facing construction and building on the strides forward we have already made. The three pillars of our Plan are to:

1

INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

Our work will help reduce the skills shortage by increasing support for employers to recruit, building more alternative routes into industry, and helping employers to retain and upskill their existing workforce.

2

DEVELOP A TRAINING AND SKILLS SYSTEM TO MEET CURRENT AND FUTURE NEEDS

The skills system is critical to employers and industry's ability to train. It needs to evolve to meet construction's current and future needs. To do this we will establish an industry-owned definition of competence and identify alternative industry entry routes.

3

SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE

CITB will anticipate and respond to current and future training needs by investing in existing workforce training that works for industry and rebalancing our funding for employers in line with industry priorities, providing incentives for employers to train and upskill their workforce. Simultaneously we will overcome barriers to training as well as directly addressing gaps by building closer partnerships with further education colleges and training providers, helping to improve the quality and accessibility of training.

SKILLS AND TRAINING SYSTEM

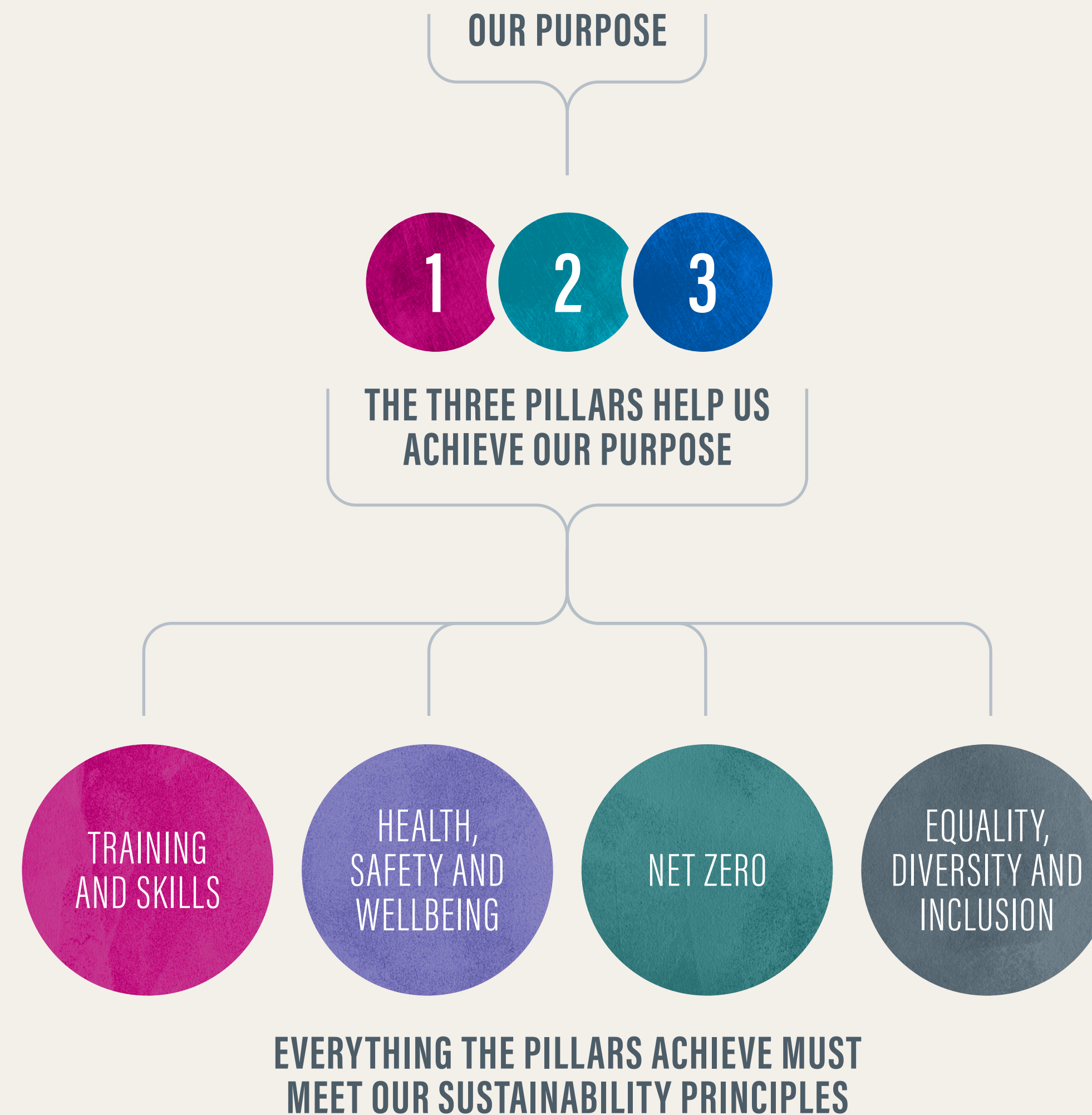


THE THREE PILLARS OF OUR PLAN

Sustainability in the construction industry is key to the success of our Plan and, therefore, is embedded in our three pillars. The **four key areas** of sustainability are: training and skills; health, safety, and wellbeing; net zero; and equality, diversity, and inclusion.

Addressing these through our activity supports our wider aim of reducing the skills shortage - the number of people working in construction, and the skills gap - the volume and type of skills for construction.

We will achieve this through funding industry led projects to change the way industry works; for example, through our Industry Impact Fund, supporting initiatives led by Levy registered companies to scalable and sustainable interventions to increase productivity across the industry. In addition, we will continue to provide low cost or free to access training addressing sustainability challenges through our current Fairness, Inclusion and Respect (FIR) programme and new EDI commission, with specific focus on supporting SMEs with recruitment challenges.



CITB BUSINESS PLAN 2024-25

Inform and enable diverse and skilled people into construction

Pages 8 – 11

Construction needs a stronger pipeline of talent to work towards closing the skills shortage and our interventions aim to remove the barriers to attracting new talent.

Our Plan focuses on attracting a broader range of people into our industry and providing more direct help to employers to recruit and retain the people they need, now and in the future.

Our approach for construction's people pipeline supports new entrants and helps employers improve business sustainability by boosting productivity, reducing the need for more workers to address the skills shortage.

1 INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

2

3

1 Inform and enable diverse and skilled people into construction

OUR APPROACH

PROVIDE FREE TO ACCESS, SELF-SERVICE, DIGITAL CAREERS INFORMATION AND SIGNPOSTING TO ALL POTENTIAL ENTRANTS, AND SUPPORT INDIVIDUALS INTERESTED IN STARTING A CAREER IN CONSTRUCTION THROUGH LOCAL NETWORKS OF EMPLOYERS AND TRAINING PROVIDERS.

DIRECTLY DELIVER APPRENTICESHIPS TO MAINTAIN QUALITY AND ACHIEVEMENT RATES, SUPPORTING AN INCREASE IN THE NUMBER OF APPRENTICES IN SUSTAINED EMPLOYMENT.

PARTNER WITH THIRD PARTIES, INCLUDING DWP, CHARITIES AND HM PRISON SERVICE, TO SUPPORT INDIVIDUALS INTO TRAINING AND EMPLOYMENT.

OUR PLANS FOR 2024-25

We will continue to provide free to access self-service digital careers information through our Go Construct website which offers both information and inspiration to new entrants across construction and built environment careers.

We will expand Go Construct by adding a service that will link people directly to local support and opportunities.

We will continue partnering with third parties in the education careers sector to help employers to engage with interested individuals, for example young people in further education to join the construction industry when they have completed their qualification.

We will continue to expand the SkillBuild programme to pilot improvements and create materials to support engagement of young people as well as teaching and assessment materials.

Maintain direct provision and managed contracts in Scotland of apprenticeships through our National Construction College (NCC).

NCC will continue to provide support to industry by delivering an expanded range of quality Apprenticeships and other training programmes in areas of greatest need.

Develop partnership agreements with relevant organisations at national and local level to reach a wider range of potential entrants.

Work collaboratively with employers and providers through local networks to link people from different backgrounds to suitable opportunities in construction. →

INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

ENCOURAGE EMPLOYERS' TAKE UP OF APPRENTICESHIPS AND OTHER ENTRY ROUTES.

Continue to deliver NESTs (New Entrant Support Teams) GB wide to support employers to recruit apprentices, by supporting employers with all their recruitment requirements accessing grants and securing suitable training provision. Also supporting employers to retain apprentices until successful achievement by providing ongoing mentoring support and training.

PROVIDE GRANTS TO EMPLOYERS WHO OFFER APPRENTICESHIPS AND OTHER NEW ENTRANT ROUTES.

CITB will maintain substantial apprenticeship grants for new entrants, including attendance grants of £2,500 annually per apprentice and an achievement grant of £3,500 per apprentice.

The Into Work grant, which pays employers £500 for completing work experience opportunities to learners on further education (FE) courses, will be expanded to include additional FE courses and we will increase the number of individuals eligible for grant support per employer. A secondary grant of £1,000 will be paid if the same learner progresses to at least three-months sustained employment with the employer.

Additional CITB support is available for employers through the NEST to help with the mentoring of new entrants to support their retention.

CONTINUATION OF EXISTING ROUTES INTO INDUSTRY.

We will continue to support the existing CITB Hubs, which provide a one-stop recruitment solution for construction employers. The Hubs link employers, training providers, local authorities, LEPs, community agencies, and other partners, to enable the development of employment and site-ready people from local communities into sustained employment.

In 2024, we will increase the number of people starting jobs and staying in sustained employment via our Hubs.

SUPPORT INDIVIDUALS TO OVERCOME BARRIERS PREVENTING THEM TAKING UP ENTRY ROUTES INTO CONSTRUCTION.

Support learners and employers with the cost of travel and accommodation through the Travel to Train grant to overcome the barriers that some learners face with their necessity to travel.

We will take action to improve all our products and services following an external EDI (Equality/Equity, Diversity and Inclusion) review to identify and remove barriers. →

INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

FUND INDUSTRY-LED PROJECTS TO LEAD CHANGE IN THE WAY INDUSTRY WORKS.

Our Industry Impact Fund helps employers to design and test new solutions to address a variety of challenges facing the industry. As well as continuing to support employers in current areas of productivity and EDI, we are expanding the Fund to include recruitment and retention.

PROVIDE TRAINING TO ADDRESS SUSTAINABILITY AND PRODUCTIVITY.

Expand support for free-to-access training for employers on productivity and fairness, inclusion, and respect (FIR), by developing materials focused on SMEs.

Through our partnership with the Supply Chain Sustainability School, we will provide training and guidance to help small businesses recruit people from diverse backgrounds and communities.

We continue to support the Get It Right Initiative (GIRI), working with major contractors to improve productivity by reducing waste and error rates on site. The GIRI programme provides both training for existing operatives and training for employees as GIRI trainers and assessors, to ensure productivity benefits can be sustained in the longer term.

PARTNER WITH THIRD PARTIES IN THE EDUCATION CAREERS SECTOR TO PROVIDE RELEVANT CAREERS INFORMATION AND SUPPORT MATERIALS.

Closer working with STEM Ambassadors and local network partners to improve the reach and effectiveness of construction careers promotions.

Improve the quality and availability of careers materials to ensure they are suitable for a range of different audiences.



The Hub is here to help people find a footing in the construction industry. It gives learners site-ready experience and qualifications employers are crying out for."

RICHARD THORPE

Onsite Construction Hub Manager, Leicester City Council

CITB BUSINESS PLAN 2024-25

Develop a training and skills system to meet current and future needs

Pages 12 – 13

The current skills system does not work as effectively as it could for the construction industry.

There is an over-reliance on apprenticeships to achieve the required numbers of new entrants and it is not easy for employers or individuals to identify alternative training or assessment routes.

This part of our Plan is crucial for supporting new entrants to join the industry and for upskilling the existing workforce. Our Industry Consultation identified 'creating additional entry pathways' as an important priority to address the skills shortage, while 'developing a more flexible system of skills development' was seen as a crucial factor in improving provision.

To address this, CITB will focus on agreeing an industry-owned definition of competence and further develop a tool to record its achievement. This will be used as the foundation to build effective alternative routes into construction, and over time, a more flexible, modular skills system designed with the structure of the industry and the needs of construction employers in mind.

2 Develop a training and skills system to meet current and future needs

OUR APPROACH

LEAD THE WORK WITH INDUSTRY TO AGREE AND CONTINUALLY UPDATE A SINGLE, INDUSTRY-OWNED DEFINITION OF COMPETENCE FOR ALL CONSTRUCTION ROLES, WITH TRAINING PATHWAYS THAT ENABLE FLEXIBLE DEVELOPMENT OF SKILLS AND CAPABILITIES.

WORK WITH INDUSTRY AND CARD SCHEMES TO MOVE TOWARDS A MORE FLEXIBLE RECOGNITION OF SKILLS AND CAPABILITIES, ALIGNED TO COMPETENCE FRAMEWORKS.

LEAD COLLABORATION ACROSS STANDARDS SETTING BODIES, NATIONAL GOVERNMENTS, IFATE IN ENGLAND AND THE EQUIVALENTS IN SCOTLAND AND WALES, AWARDING ORGANISATIONS, REGULATORS, AND OTHER SKILLS BODIES TO ACHIEVE CONSISTENCY AND ALIGNMENT OF COMPETENCE FRAMEWORKS WITH APPRENTICESHIPS AND OTHER QUALIFICATIONS.

DRIVE INNOVATION IN THE LEARNING AND ASSESSMENT METHODOLOGIES USED TO SUPPORT SKILLS DEVELOPMENT.

OUR PLANS FOR 2024-25

Develop new Competence Frameworks to cover more occupations, meaning that we will have additional frameworks in place covering industry's skills demands. Competence Frameworks will define the Knowledge, Skills, Experience and Behaviours (KSEB) needed to carry out specific job activities to a transferable industry standard.

Develop and test the first set of alternative pathways. These will comprise structured training and assessment programmes that will sit alongside apprenticeships to bring additional and more diverse new entrants to a transferable level of competence.

Publish and maintain qualification and training maps for priority occupations, including bricklaying, carpentry and joinery. This information will support employers/individuals to identify progression opportunities and competence requirements for a specific role.

Continue our Standards Setting Body role to ensure all National Occupational Standards, Short Duration Standards, NVQs/SVQs and apprenticeships in Scotland and Wales are up to date and fit for purpose. This work will be aligned, wherever possible, to the development of Competence Frameworks.

Develop the CITB Construction Training Register, so that it records skills and capabilities aligned with competence, enabling both individuals and employers to track achievement and transfer skills.

Collaborate with ECITB, industry and card scheme operators to support employers' ability to evidence, record, and share details of the capabilities and life-long learning of their workforce.

Work closely with stakeholders to ensure entry routes deliver the skills industry needs.

Work closely with national Governments to make sure Government funding is aligned to industry skill needs.

Identify effective training and assessment methodologies that minimise the barriers to training and qualifications for learners and employers and help to reduce the trainer and assessor shortage.

CITB BUSINESS PLAN 2024-25

Support the industry to train and develop its workforce

Pages 14 – 17

With a strong pipeline of work and new demands that come with a rapidly changing and modernising industry, we will invest in the existing workforce and make sure that training provision works for industry.

Training must be affordable, high quality, and accessible for all, developing the competence of individuals and improving the skills base of businesses. Our work will particularly focus on improving the accessibility of training for small and medium-sized enterprises (SMEs).

Our Industry Consultation identified 'making sure that good quality, relevant training is available at the right time and right place' as a high industry priority. About a third of respondents said this was the most important issue to address, with improving quality and addressing gaps in provision as the most critical areas for improvement. Respondents also asked us to rebalance financial support and incentives by investing more in the occupational training that helps workers to gain competence, whilst continuing our support for essential skills and development.

1 2 3 **SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE**

3 Support the industry to train and develop its workforce

OUR APPROACH

ENABLE FUNDING DECISIONS TO BE EMPLOYER-LED, ENSURING OUR INVESTMENTS RESPOND TO BUSINESS NEED AND LONGER-TERM INDUSTRY PRIORITIES.

OUR PLANS FOR 2024-25

Expand coverage of our local Employer Networks to cover the breadth of Great Britain. Employer Networks set their own funding priorities to meet local skills needs and make it easier for small businesses to access the training they need.

Improve the connection of CITB support with employers' training needs by working with employers and stakeholders to produce Sector Skills Plans. We will continue to work with the Homebuilding Sector Skills Partnership to implement the skills priorities that the homebuilding sector have identified in their Sector Plan. In 2024-25, the Infrastructure Sector Skills Partnership will begin delivering vital work to meet the skills needs of employers in the Infrastructure sector. In 2024-25, we will launch Sector Skills Plans for the Repair, Maintenance, and Improvement (RMI) sector as well as the Commercial, Public, and Industrial sectors.

WORK IN PARTNERSHIP WITH THE TRAINING PROVIDER NETWORK TO ENSURE COVERAGE, QUALITY, AND RELEVANCE OF TRAINING AND ASSESSMENT PROVISION.

Begin building a network of training providers that will act as the focus for delivery of CITB support for employers. During 2024-25, we will work extensively with training providers and stakeholders to set out how the Training Provider Network will operate and to promote the benefits of the Network with providers, stakeholders, and employers.

The Training Provider Network, which will be fully established in 2026, will offer flexible, high-quality training that meets employers' needs.

ADDRESS THE TRAINER AND ASSESSOR SHORTAGES BY SUPPORTING EXPERIENCED WORKERS TO TAKE UP OPPORTUNITIES IN TRAINING AND ASSESSMENT.

Funding additional training courses for assessors and trainers through the National Construction College and National Specialist Accreditation Centre.

Working with the Department for Education, to raise awareness of trainer and assessor opportunities among the experienced and approaching retirement workforce.

Expand the Industry Impact Fund to support and fund solutions to increase trainer and assessor numbers, and to encourage industry collaboration with training providers.

Offer additional support for trainer and assessor training programmes through our existing Grants Scheme.

Build the foundations of alternative training routes with a view to addressing the skills shortage longer term. This will mean identifying more flexible and innovative approaches that make trainer and assessor roles accessible to a wider range of occupationally competent people. →

SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE

TACKLE EMERGING AND FUTURE SKILLS PRIORITIES, INVESTING IN DIRECT PROVISION WHERE TRAINING SUPPLY DOES NOT MEET THE DEMAND.

CITB grant will enable Novus to implement several leadership programmes to equip managers with the tools for today and tomorrow... it is essential that we progress in this space."

MATT PITT

People Director, Novus Solutions

Work with our stakeholders and Employer Networks to identify gaps in training supply, where local or national skills needs are not being met, and take immediate action to address these gaps. We will enhance our funding for the Specialist Applied Programme (SAP) to improve the accessibility of training for smaller groups of learners.

Extending our work with ECITB and other stakeholders to support delivery of the Government's National Infrastructure Pipeline. A published programme of work will formalise collaboration around workforce planning and targeted interventions to address shortfalls in training supply.

Develop initiatives to address new and changing areas of need, such as digital, net zero and productivity. We will set out clear priorities for CITB investment in these areas and expand the coverage of our Industry Impact Fund to increase awareness and support for employers in relation to digital skills and net zero.

Work in partnership to tackle high skill demand areas, such as Cladding, Nuclear, Rail and Highways sectors.

Grow our direct training provision through the NCC, by increasing capability and capacity and via commissions in areas where skills gaps cannot be met by existing suppliers. →



SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE

SUPPORT EMPLOYERS TO IDENTIFY THE TRAINING THEIR WORKFORCE NEEDS AND THE VALUE OF THAT TRAINING TO THEIR BUSINESS.

Design, develop, and test a new Training Needs Analysis (TNA) service for small businesses. The service will help employers to make informed decisions about the training they need.

The TNA service will be available and tested through local Employer Networks in 2025.

Enhanced workforce planning, undertaken in collaboration with ECITB and others, will provide a high-level view of the training needed to address current skills gaps and help businesses to plan future workforce needs.

DEVELOP AN EXTENDED OFFER OF E-LEARNING AND ALTERNATIVE WAYS OF PROVIDING DIRECT ACCESS TO INFORMATION AND LEARNING FOR BOTH BUSINESSES AND INDIVIDUALS.

Expand the free to access online learning offer through the Supply Chain Sustainability School to update identified training programmes and learning materials.

Review our high-volume areas of training to assess their feasibility for online learning delivery.



The Homebuilding Sector Skills Plan is the result of industry coming together to determine the investment required to deliver the high-quality homes communities need."

STEWART BASELEY

Executive Chairman, Home Builders Federation



Working with our partners

Collaboration and partnering are essential to address the skills challenges facing the industry.

Challenges such as the widening skills gap need a collaborative approach, bringing together employers, the wider construction industry, and Government to identify both current and future issues, develop solutions, and share learning.

EMPLOYERS

We will continue to work with employers in all three nations to encourage and support skills and training uptake. Alongside the initiatives planned for this year, employers will be able to access CITB in the following ways:

CUSTOMER ENGAGEMENT TEAM

Our team of **advisers** are available to all our customers, to help them with the big things that matter and the small things that make a difference. CITB Advisers can provide advice, guidance, and support for accessing CITB training, grants, funding, and apprenticeships. They can signpost to other sources of support, help and advice, including local partners and networks, for example, Local Enterprise Partnerships, Growth Hubs, and other local initiatives.

NEW ENTRANT SUPPORT TEAM

Last year, we introduced our New Entrant Support Team in England and we will be extending the Team's coverage to Scotland and Wales this year. They support employers, particularly small and medium enterprises, and disengaged Levy registered businesses, accessing funding and in the process of hiring an apprentice. They provide comprehensive apprenticeship support for employers and can help source an applicant, access funding, and find a suitable training provider.

GRANTS AND FUNDING

CITB provides **grants** for construction industry employers who provide training for their workforce. The Grants Scheme helps the industry maintain high standards, making sure people are being trained in the right skills for the industry to thrive. Grants cover day-to-day training, including short courses, qualifications, and apprenticeships. We have allocated over £100m to grants for the year ahead.

In addition to our Grant Scheme for training, we also provide **funding** for specific projects. Employers can access funding to support high quality training and development experiences for their employees. Our Skills and Training Fund and Industry Impact Fund are open for applications, and over £10m has been allocated for funded projects this year.



Nation Councils

Our Nation Councils are a key part of our governance and ensure we have a feedback loop from employers in all three nations to our Board at every meeting. This makes sure that we collaborate and consult with industry to meet the needs of employers in England, Scotland, and Wales.

Our annual Nation Plans complement this Business Plan. These Plans are supported by our Nation Councils and include specific interventions and projects for each nation in line with our three priorities. Specific projects continue to be targeted at a national level, where appropriate, to respond to differing needs and challenges.

Prescribed Organisations and Federations

Our strong and positive working partnerships with Prescribed Organisations and Federations are key to achieving our Plan, and they will continue to play an important role in the development and review of standards.

We will continue to work with Prescribed Organisations focusing collaborative work on the following priority areas:

- **CONTINUALLY IMPROVING COMMUNICATION AND ENGAGEMENT WITH REGISTERED EMPLOYERS**
- **TRAINING GROUPS AND THE FUTURE OF EMPLOYER NETWORKS**
- **APPRENTICESHIPS AND NEW ENTRANTS**
- **SPECIALIST SKILLS**
- **NET ZERO**

We will also continue our work with Federations to address their skills and recruitment challenges, utilising our grant, funding and specialist offers to best effect.



Streamlining how we measure success

We will measure our performance in delivering this Plan against **three key outcome measures** aligned to our Purpose.

They will also be used to measure our progress against the ambitions set out in our Strategic Plan.

This simpler measurement system will provide the ability to track progress against our vision and mission and identify where we need to adjust our plans to improve our performance to deliver for the construction industry. All our activities and interventions will contribute towards the achievement of at least one of the three measures highlighted on the right.

These measures are underpinned by robust performance management and a more detailed impact measurement framework. Our measures are also aligned with industry's priorities of: 'getting more trained people into industry', which is the main priority for CITB; 'making sure that good quality, relevant training is available at the right time and place'; and 'improving the skills of those already in the workforce'.



INCREASE IN THE NUMBER
OF NEW ENTRANTS TO
THE INDUSTRY



INCREASE IN THE NUMBER OF
EMPLOYERS SUPPORTED TO TRAIN
AND UPSKILL THEIR WORKFORCE



INCREASE IN THE NUMBER OF
INDIVIDUALS SUPPORTED TO
TRAIN AND UPSKILL



Investing in our business



We have an ambition for the National Construction College to become a beacon provider of construction skills training and to recover our 'Outstanding' Ofsted rating.

To achieve this, we are investing in creating additional training and assessor capability and capacity across the College's three sites to deliver an increase in the variety and volume of in-scope Levy funded and commercial training opportunities to the industry.

This year we will be investing nearly £30m in our National Construction College buildings, infrastructure, and plant, with sustainability at the forefront of improving the Colleges' estates and facilities. Work will commence this year with a focus on our site in Erith, including demolitions and preparatory work at our other two sites, Bircham and Inchinnan, where needed. This investment will improve the experience of learners and apprentices, a commitment we made when we chose to retain these three National Construction College sites in 2021.

We will also be investing around £10m in new technology to enable and better support employers and training providers engaging with CITB, learners' interaction with the curriculum, and to make our internal operations and processes more effective and efficient.

WE WILL BE
INVESTING NEARLY
£30m IN OUR NCC

WE WILL BE
INVESTING AROUND
£10m IN NEW
TECHNOLOGY

Finances

	2023-24 £m	2024-25 £m	2025-26 £m	2026-27 £m
LEVY INCOME	196.1	202.8	205.2	200.0
NON LEVY INCOME	51.5	49.3	46.8	46.4
USE OF RESERVES	10.1	15.0	4.7	9.8
TOTAL INCOME	257.7	267.1	256.7	256.2
APPRENTICESHIPS	72.7	69.5	69.8	73.4
QUALIFICATIONS	16.3	16.1	15.3	14.8
SHORT COURSES	27.9	23.3	26.5	19.1
TOTAL GRANT	116.9	108.9	111.6	107.2
EMPLOYER & INDUSTRY SUPPORT FUNDING	11.0	17.2	7.5	5.6
FUNDED INTERVENTIONS	18.7	25.8	27.9	32.2
TOTAL EMPLOYER FUNDING	146.6	151.9	147.0	145.1
ENGAGEMENT TEAMS	10.9	14.0	14.5	15.0
PRODUCT MANAGEMENT	19.0	20.9	24.3	24.8
NCC	22.7	25.3	21.9	22.2
APPRENTICESHIPS	20.6	18.5	14.5	14.8
STRATEGY & POLICY	4.9	4.9	5.0	5.1
RUNNING THE BUSINESS	33.0	31.6	29.4	29.2
TOTAL NON FUNDING EXPENDITURE	111.1	115.1	109.7	111.1
TOTAL EXPENDITURE	257.7	267.1	256.7	256.2

TOTAL INCOME
2024-25 vs 2023-24
▲ 3.6%
£9.4m

TOTAL INCOME 2024-25:

£267.1m

TOTAL GRANT 2024-25:

£108.9m

TOTAL EMPLOYER FUNDING 2024-25:

£151.9m

TOTAL EXPENDITURE 2024-25:

£267.1m