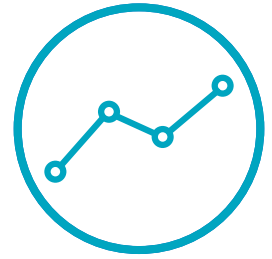




PUBLISHED JANUARY 2021

# Performance Report

**2020-21**



# Executive Summary

## Performance Update April – December 2020:

The full Performance Report provides detailed progress on the commitments we have made in the Skills Stability Plan to support the industry.

Below is a snapshot of CITB's progress, taken from the full report.

Current Performance  Monthly Target

<p><b>We are supporting construction to bring in the skills that it needs by providing careers information, engaging with schools throughout the UK and by investing in onsite hubs to prepare new entrants to join the industry.</b></p>	<ul style="list-style-type: none"> <li>- Further improvements to the Go Construct website have increased the number of <b>new visitors to 254,088</b>, which is 43% higher than our target. An increasing amount of content is appearing on page one of Google, with some pages ranking higher than Wikipedia</li> <li>- We concluded the outreach efforts to onboard our existing community of Construction Ambassadors to join our new Construction and Build Environment (CBE) scheme established with STEM Learning. <b>Some 67% of Ambassadors have joined to date.</b> We are now looking to expand the programme, reaching out to the 6,000+ existing STEM Ambassadors identified with a construction association to join the new CBE scheme</li> <li>- We're maintaining investment in the proven onsite skills hub model through running a <b>second phase of the Construction Skills Fund (CSF)</b>. The first phase of CSF completed in April 2020 delivering 13,317 participants (above the 13,000 target), and whilst progress has been slowed by COVID-19, the second phase hubs are now operational and back to training in order to provide employers with site-ready workers</li> <li>- Based on that success we are also <b>expanding the provision of onsite hubs</b>, with an expectation that the sites already agreed in England and Wales will operate in the first quarter of 2021 (if they haven't already done so)</li> <li>- We're supporting the <b>CLC's Talent Retention Scheme</b>, a collaborative, Government-funded initiative to place workers and learners who have lost their existing roles with new employers. To date the scheme has registered over 1,300 individuals and 764 companies have offered vacancies</li> <li>- Despite a slow start due to the pandemic, our <b>mental health project with the Lighthouse Club</b> is now gaining momentum. Alternative methods of group training have enabled the project to continue regardless of lockdown restrictions and demand for this course is extremely high. So far, we have trained 246 new instructors and 2,344 mental health first aiders.</li> </ul>	<p><b>New Users to Go Construct</b></p> <p>Current: <b>254,088</b> Target: <b>178,181</b></p> <p><b>Active Ambassadors Transitioned to STEM</b></p> <p>Current: <b>67%</b></p> <p><b>Mental Health First Aiders Trained</b></p> <p>Current: <b>2,344</b> Target: <b>2,160</b></p>
<p><b>We are helping companies access and undertake training to keep their workforces skilled and productive, with a specific focus on responding to the immediate challenges of the COVID-19 pandemic.</b></p>	<ul style="list-style-type: none"> <li>- We've <b>maintained direct funding to employers</b> for training and skills development through the Skills and Training Fund, and Leadership and Management Fund. Uptake of the micro and small employer Skills and Training Fund has increased significantly, while applications for the medium Skills and Training Fund are slow, as more companies are focussing on BAU training:             <ul style="list-style-type: none"> <li>- Approved 718 applications to the Skills and Training Fund for small employers to the value of £2.9m</li> <li>- Approved 62 applications to the Skills and Training Fund for medium-sized employers to the value of £1m</li> <li>- Approved 37 applications to the Leadership and Management Development Fund to the value of £2.56m</li> </ul> </li> <li>- We're continuing to <b>deliver CITB Apprenticeships</b> with achievement rates only slightly lower than last year despite COVID-19 - and we're building capacity for apprenticeship placements via a £1m investment in the Shared Apprenticeship Scheme. We've also continued our displaced apprentices support, helping to get apprentices who recently lost their job back to work, with 50% of displaced apprentices now back with an employer</li> <li>- We're continuing to support employers to retain apprentices through apprenticeship grants, with <b>20,635 apprentices supported</b> through £36.1m of apprenticeship grants to date - including £3.4m in advanced payments to support 2,000 employers in the immediate wake of COVID-19. We're also providing £3.5m of travel and subsistence funding, with an average of 2,567 apprentices supported each month</li> <li>- We're encouraging employers of all sizes to upskill their workforces through <b>short-duration and qualification grants</b>, with £13.1m in grants paid to date, despite access challenges caused by the pandemic</li> <li>- We're investing <b>£900k in 32 programmes</b> to support new entrants to specialist occupations, and have invested £70k to complete the first CISRS scaffolding training facility in Wales which is now operational in Swansea</li> <li>- We're <b>contributing £2.4m to support the running of 86 Training Groups</b> that help employers access local training.</li> </ul>	<p><b>Skills and Training Fund for Small and Micro-Sized Businesses</b></p> <p>Current: <b>£5.3m</b> Target: <b>£6.3m</b></p> <p><b>Skills and Training Fund for Medium-Sized Businesses</b></p> <p>Current: <b>£1m</b> Target: <b>£2.5m</b></p> <p><b>Leadership and Management Development Fund</b></p> <p>Current: <b>£2.56m</b> Target: <b>£3m</b></p> <p><b>Total Construction Apprentices Supported</b></p> <p>Current: <b>20,635</b> Target: <b>20,744</b></p>
<p><b>We are working with industry to define competence and set underlying training standards, whilst supporting employers to determine their own training needs.</b></p>	<ul style="list-style-type: none"> <li>- The <b>strategic review of competence</b> is complete. An executive summary is being shared with Nation Councils this month. The conclusions of this work lead us directly into the development of competence frameworks as part of the 'Setting the Bar' recommendations</li> <li>- Work towards the 2020-21 target for standards development is progressing well in spite of the challenges presented by COVID-19. So far, 383 standards have been researched, progressed and finalised, with 238 left to finalise in the last quarter (Jan-Mar). The year-end total has decreased by 134, as many of these are being deactivated or moved (with stakeholder approval) to incorporate them into the National Occupational Standards review. Positive uptake of standards by employers continues, with 80% of standards developed having a grant claim against a target of 100%</li> <li>- We have completed the <b>National Occupational Standards (NOS) review</b>. All planned NOS have been updated and sent to Awarding Organisations so they can start creating and updating qualifications</li> <li>- Following the release of our free COVID-19 Site Safety Plus course, over <b>10,500</b> delegates have successfully completed the course.</li> </ul>	<p><b>Standards Researched, Progressed and Developed</b></p> <p>Current: <b>383</b> Target: <b>464</b></p>

NB. The data in this report covers the months April – December.



## Finance Overview

Levy collection has continued to be stronger than anticipated through the pre-Christmas lockdown and we now expect to receive £131m by the end of March 2021, £57.2m more than the Skills Stability Plan.

Grants and funding are running about 5% under the plan and we believe this is a consequence of restricted training availability due to social distancing required in training centres and employees (both for training and for administering the claims) being on furlough. At the end of December, we expected the total for the year to be £5.9m higher than the Skills Stability Plan, but the New Year lockdown may cause further delays in claims. The additional Levy income received will put us in a strong position to fund grants and programmes as we move into 2021-22.

Apprenticeship activity has been higher than we expected at the start of the year, so both grants and direct support costs in that area are higher than anticipated.

NB. The figures on the executive summary and the rest of this update reflect the money allocated, whereas on this table, it is the payments made to date.

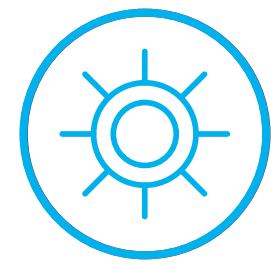
### SOURCES OF INCOME

SOURCE OF INCOME	FULL YEAR		
	FORECAST	STABILITY PLAN	VARIANCE
Levy	131.0	73.8	57.2
Construction Skills Fund	13.1	12.4	0.7
Products and Services Income	48.1	41.5	6.6
Balance (To)/From Reserves	10.2	59.4	-49.2
<b>TOTAL INCOME</b>	<b>202.3</b>	<b>187.1</b>	<b>15.2</b>

### ALLOCATION OF INVESTMENT AND COST

	NINE MONTHS TO 31/12/2020			FULL YEAR		
	ACTUAL	STABILITY PLAN	VARIANCE	FORECAST	STABILITY PLAN	VARIANCE
<b>DIRECT EMPLOYER FUNDING</b>						
Apprenticeship Grants	37.8	33.9	3.9	54.7	43.6	11.1
Qualification Grants	7.9	8.0	-0.1	9.4	11.2	-1.8
Short Duration Training Grants	4.9	7.8	-2.9	11.5	11.3	0.2
Skills & Training Fund for Small and Micro Businesses	3.4	5.7	-2.3	7.2	8.0	-0.8
Skills & Training Fund for Medium-Sized Businesses	0.3	2.6	-2.3	0.5	3.5	-3.0
Leadership & Management Fund for Large Businesses	0.1	2.1	-2.0	1.3	3.0	-1.7
Funded Activity	6.9	4.2	2.6	11.7	9.7	2.0
	<b>61.2</b>	<b>64.4</b>	<b>-3.1</b>	<b>96.2</b>	<b>90.3</b>	<b>5.9</b>
<b>OTHER SUPPORT</b>						
Employer Support Services - engagement	3.6	4.1	-0.5	4.9	5.4	-0.5
Construction Skills Fund	8.8	9.6	-0.8	12.4	12.8	-0.4
Standards, Qualifications and Verification	1.6	2.0	-0.4	2.2	2.8	-0.6
Skills and Employment Policy and Research	1.9	2.1	-0.1	2.6	2.4	0.2
	<b>15.9</b>	<b>17.8</b>	<b>-1.9</b>	<b>22.2</b>	<b>23.4</b>	<b>-1.2</b>
<b>PROVIDING PRODUCTS AND SERVICES</b>						
Direct Training Delivery (NCC)	12.5	12.1	0.4	19.2	18.7	0.5
Apprenticeships	24.3	21.6	2.6	35.1	25.5	9.6
Other Products and Services	8.3	7.4	1.0	12.1	10.7	1.4
Cost of Administering Levy, Grants, and Funding Schemes	16.3	17.3	-1.0	17.4	18.4	-1.0
	<b>61.4</b>	<b>58.4</b>	<b>2.9</b>	<b>83.9</b>	<b>73.4</b>	<b>10.5</b>
<b>TOTAL EXPENDITURE</b>	<b>138.5</b>	<b>140.6</b>	<b>-2.1</b>	<b>202.3</b>	<b>187.1</b>	<b>15.2</b>

All figures in £m.



## Spotlight: Apprenticeships

### Informed decision making:

From the advent of COVID-19 retaining apprentices has been our immediate priority.

### Our commitment to industry:

We're protecting and building capacity by maintaining current apprenticeship grant rates and supporting non-grant-eligible employers to take on apprentices short-term. We have supported displaced apprentices to find new employers.

### Delivering on our commitment:

We're maintaining our support for apprenticeships and improving completion rates:

- Investing £46.3m in direct employer funding through apprenticeships, including £3.4m in advanced grant payments
- Investing £3.5m in travel and subsistence for apprenticeships, especially in rural areas and for specialist trades where provision is not in every locality
- Investing £1m (of Welsh Government funding, Skills Development Scotland apprenticeship income, Education Skills and Funding Agency funding, and Levy) in supporting apprentices to complete their entire programme with more than one employer, reducing pressure on existing employers and building more capacity should it be required for displaced apprentices
- Retaining new entrants by using new vacancies in CITB Apprenticeships for displaced apprentices and supporting all apprentices frequently through a dedicated team to find new employment.

### Our progress:

The offer to claim grants for apprentices in advance has seen **£3.4m paid to c2,000 employers**. As of 31 December 2020, apprenticeship grants have supported 20,635 apprentices, which is slightly below our target of 20,744 (nation data for these grants is based on the trainee-stated location, not the usual employer location):

- England: £25.2m total grant spend
- Scotland: £7.8m total grant spend
- Wales: £3.1m total grant spend

We've been able to maintain our investment in travel and subsistence for apprenticeships:

- England: on average, 416 apprentices supported each month from June
- Scotland: on average, 2,104 apprentices supported each month from June
- Wales: on average, 47 apprentices supported each month from June

The Shared Apprenticeships Scheme has been accessed by more than 300 employers:

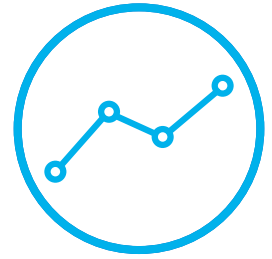
- England: 187 apprentices currently supported
- Scotland: 27 apprentices currently supported
- Wales: 99 apprentices currently supported.

### Working with industry:

- While further lockdowns have meant delays in achievement for apprentices, this should not reduce it longer term
- The current displacement rate of CITB apprentices is 2.5%, with **50% of those displaced now back in an apprenticeship** within the sector. We are working with 58 displaced CITB apprentices to seek new roles through:
  - Support via established Skills Development Scotland, Welsh Government or ESFA programmes
  - Shared Apprenticeship Scheme
  - Talent Retention Scheme
  - Natural employer recruitment.
- There is no significant displacement for apprentices supported through travel and subsistence currently
- Starts and recruitment are ongoing with continuing impact of COVID-19 which has reduced starts by around 50%
- Because of the advanced grant payments, we are currently over budget against what we said in the Skills Stability Plan, but we are currently seeing a reduction of this overspend and continue to monitor recovery closely.

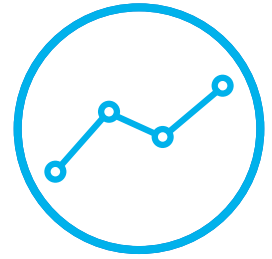
**50%**  
of displaced CITB apprentices  
now back in an apprenticeship

**20,365**  
apprentices supported through  
apprenticeship grant as of  
31 Dec 2020 (99.5% of target)



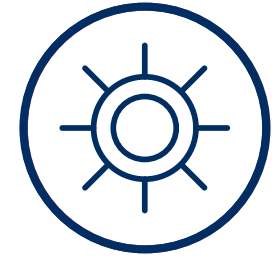
## Activities: Table of Careers activities

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<b>Go Construct</b>	Improve the image of the industry to attract talent and help those wanting to enter construction through various routes by improving access to construction careers information.	Investing £300,000 in developing and improving the Go Construct website to deliver more engaging and more visible careers information, advice and guidance. Increasing awareness further through social media campaigning.	<p>Go Construct continues to exceed against four out of five targets. Further improvements to the website have increased the number of <b>new website visitors to 254,088</b>, which is 43% higher than our target. An increasing amount of content is appearing on page one of Google, with some pages ranking higher than Wikipedia. This helps increase our visibility and reach, making sure more of our target audiences get access to the careers information, advice and guidance they need.</p> <p>Work to develop reliable, engaging and accurate resources with our trusted partners continues. We have a new partner section within the educational resources area of the website, showcasing some of the best construction careers resources available for teachers to use in their virtual classrooms. We have also recently added the Go Construct 'Educate' and 'Engage' programmes to our resources section, enabling teachers to download an entire series of lesson plans and projects, all aligning to the new Welsh curriculum.</p> <p>We are below target on the number of people clicking through from Go Construct to related websites, for example the National Apprenticeship Service. Audience journey mapping is underway to better target the correct audience and improve our results in 2021.</p>
<b>Construction Ambassadors</b>		Collaborating with STEM Learning to merge Go Construct Construction Ambassadors with STEM Ambassadors.	<p>We concluded the outreach efforts to onboard our existing community of Construction Ambassadors to join the new Construction and Build Environment (CBE) scheme established with STEM Learning. <b>67% of Ambassadors have joined to date.</b> We are now looking to expand the programme, reaching out to the 6,000+ existing STEM Ambassadors identified with a construction association to join our new CBE scheme.</p> <p>With no face-to-face engagement opportunities available, we have focused our efforts to develop digital resources for our Ambassadors. This will allow virtual engagement to continue through any COVID-19 restrictions, providing consistent messaging for our younger audiences. Provided with the latest construction careers messaging, tools and materials, our community of Ambassadors will further increase their reach and influence amongst young people and show them what it's like to work in construction.</p>
<b>Construction Skills Fund (phase 1)</b>	Support the delivery of training and experiences onsite for people who are long-term unemployed or making a career change to enter the industry.	Investing £20m of DfE funding and £597,000 of Levy in 26 onsite training hubs.	<p>The Construction Skills Fund is a programme funded by Government that runs in England. The first phase of the programme ran from September 2018 to March 2020. It provided experiences of construction on live construction sites. In the first phase, <b>13,317 learners passed the training</b> and emerged employment and site-ready, surpassing the target of 13,000. Over 5,000 of these learners are new to construction having previously worked in other sectors, and 7,000 are from groups which have traditionally been under-represented in the industry – including women, disabled people and ethnic minorities.</p> <p>The impact of COVID-19 on the jobs market and restrictions on site has impeded our ability to place these learners into sustained employment (i.e. for at least 3 months/84 days). The programme finishes with 24% of learners in sustained employment, slightly short of our original target of 30%.</p>



## Activities: Table of Careers activities

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<p><b>Construction Skills Fund (phase 2)</b></p>	<p>Maintain support for onsite training hubs which have been most successful in recruiting people who are long-term unemployed or making a career change to enter the industry.</p>	<p>Investing £7.5m of DfE funding and £300,000 of Levy in continuing support for 14 onsite training hubs.</p>	<p>The programme was extended with funding available from April 2020 up to March 2021. This has <b>trained a further 2,627 participants</b> to a level recognised as employment and site-ready, with 96 already in sustained employment.</p> <p>Another lockdown has posed new challenges to the hubs, with restrictions surrounding in-person training and what the hubs are able to do on site. We have agreed new guidelines with the Department for Education (DfE) around virtual interventions and how hubs can report on those instead of traditional training. Unsurprisingly, we are currently behind target, but are doing all we can to support the hubs and work with DfE to achieve the ambitious targets of 6,000 trained individuals and at least 50% of these learners into sustained employment by June 2021.</p>
<p><b>Onsite experience hubs</b></p>	<p>Increase the number of employment-ready and site-ready individuals.</p>	<p>Expand the provision of onsite experience hubs based on the successful model of the Construction Skills Fund hubs.</p>	<p>We are building on the established model of the CSF programme to introduce onsite experience hubs across England and Wales. The 13 hubs in England and Wales, approved for funding in early 2020, have either <b>commenced operation or will be doing so in the first quarter of 2021</b>. Between now and the end of the programme in mid-2024, these hubs will deliver:</p> <ul style="list-style-type: none"> <li>- Over 9,500 onsite experiences</li> <li>- Over 7,100 people achieving employment and site-ready status</li> <li>- At least 3,500 people achieving sustained employment (i.e. a minimum of 3 months/84 days), 1,200 of whom will be people with protected characteristics.</li> </ul>
<p><b>Mental health</b></p>	<p>Work with The Lighthouse Club to train mental health first aiders and instructors.</p>	<p>Protecting the £50k Levy investment to deliver practical training and support to increase awareness of mental health best practice within the industry.</p>	<p>Despite a slow start due to the pandemic, the mental health project is now gaining momentum. Alternative methods of group training have enabled the project to continue regardless of lockdown restrictions and demand for this course is extremely high. So far, we have trained <b>246 new instructors and 2,344 mental health first aiders</b> against cumulative targets of 216 and 2,160 respectively.</p>



## Spotlight: CSF and onsite experience hubs

### Informed decision making:

Following the success of phase 1 of the Construction Skills Fund in England, which surpassed its target for the number of beneficiaries deemed employment and site-ready, the Department for Education (DfE) granted further funding to extend the programme into a phase 2. Based on this success, we are launching the onsite experience commission in England and Wales.

### Our commitment to industry:

We have committed to increase the number of employment and site-ready individuals, including by maintaining support for existing onsite training hubs which have been most successful in recruiting people who are long-term unemployed or making a career change to enter the industry.

### Delivering on our commitment:

We're investing in the recruitment and development of site-ready workers by continuing to support and expanding our network of successful onsite experience hubs:

- Investing £7.5m of DfE funding and £300,000 of Levy in continuing support for 14 onsite training hubs through Construction Skills Fund phase 2
- Expanding the provision of onsite experience hubs based on the successful model of the Construction Skills Fund hubs.

### Our progress:

Over 13,000 employment and site-ready individuals have been accessible to employers via phase one of the Construction Skills Fund since 2018, through work experiences that lead directly to employment opportunities or onwards to potential apprenticeship or further study in construction. The hubs help with immediate needs, such as replacing the labourers that previously came in from the EU and those lost to redundancies caused by COVID-19, and longer term needs such as more skilled workers and workers from under-represented groups.

The Construction Skills Fund programme was extended into a phase 2 with funding available from April 2020 up to March 2021. This has **trained a further 2,672 participants** to a level recognised as employment and site ready.

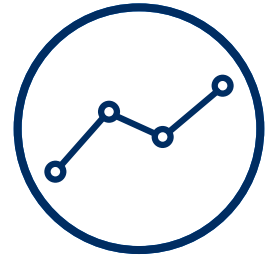
We are building on the established model of the CSF programme to introduce onsite experience hubs across England and Wales, and the 13 hubs approved for funding in early 2020 have either commenced operation or will be doing so in the first quarter of 2021.

### Working with industry:

- Between now and the end of the programme in mid-2024, onsite experience hubs are targeting delivery of:
  - Over 9,500 onsite experiences
  - Over 7,100 people achieving employment and site-ready status
  - 3,500 people achieving at least 3 months of sustained employment, 1,200 of whom will be people who have protected characteristics.

**13,317**  
individuals trained  
in CSF phase one  
to employment and  
site-readiness

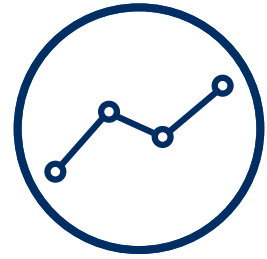
**13**  
onsite experience hubs  
open in England and Wales  
by end Q1



## Activities: Table of Training and Development activities

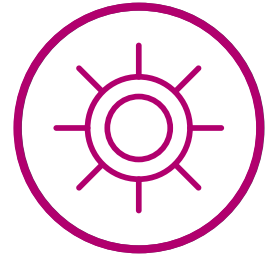
Activity	Our commitment to industry	Delivering on our commitment	Our progress
<b>Skills and Training Fund for micro and small-sized businesses</b>	Support employers through this crisis to meet their training needs, restart activity and adapt to new ways of working.	Protecting £8m investment supporting skills retention and development throughout the supply chain and supporting a wider range of activity.	<p>This year the fund is supporting a wider range of activity, with a greater emphasis on innovation, and leadership and management training. So far, <b>718 applications have been approved</b> to the value of £2.9m. 86 Training Groups have also been supported to deliver training through this fund, with an additional £2.4m allocated to support this demand.</p> <p>We have been providing support to help applicants submit their bids following a change to the application process when the fund launched in April. The number of applications submitted increased after the summer and we have now been able to utilise previous underspend from this fund and the medium Skills and Training Fund to approve more applications in the areas employers need it most.</p> <p>We are continuously monitoring these numbers to see whether we need to further promote the funds to employers or not.</p>
<b>Skills and Training Fund for medium-sized businesses</b>		Protecting £3.5m investment in the Skills and Training Fund for medium-sized employers, with coverage of management and leadership training.	<p><b>62 applications have been approved</b> to the value of £1m. We were hoping to reach 109 approved applications by December to achieve our year-end target of 150. The impact of COVID-19 has meant that more employers have been focused on BAU activity, rather than upskilling their existing staff, so this has led to fewer applications than anticipated. We are utilising underspend in this fund to support the increased demand on the micro and small Skills and Training Fund to make sure employers get the immediate help they need.</p>
<b>Leadership and Management Development Fund for large businesses</b>		Protecting £3m investment in the Leadership and Management Development Fund to support large businesses to specifically increase capabilities in these areas.	<p>From a budget of £3m, <b>funding of £2.56m has been awarded to 37 large construction companies</b> for the development of leadership, management or supervisory skills of their staff. This has decreased slightly, as one company declined funding at the contract stage.</p> <p>The projects supported are a good mix of sectors and approaches with a number of the programmes involving supply chains. As well as providing immediate support this year, this programme will enable us to establish how the Grants Scheme can support training in this area in the future.</p>
<b>Scaffolding training support</b>	Support scaffolding apprenticeship delivery in the north of Scotland and enable industry in Wales and the local area to access accredited scaffolding training.	Investing £70,000 to complete the first CISRS scaffolding training facility in Wales.	<p>The Scottish scaffolding intervention (originally £45,000 investment) has been paused but will restart this year. CITB's National Construction College Scotland is yet to be divested, so we have been able to support the project aims with internal resource in the interim period.</p> <p>This has allowed us to reinvest the funding to bring the Welsh scaffolding project based at Swansea into operation much sooner, therefore growing capacity for scaffolding training across GB. Accreditation has been awarded and the <b>Swansea facility is now operational</b>. Equipment sterilisation and additional PPE is in place to make sure training is as safe as possible. There are now seven short, medium and apprenticeship courses in total, with 54 learners across the three different types of courses.</p>
<b>Training Groups</b>	Maximise training spend efficiency at employer Training Groups.	Contributing £2.4m towards the administration of 88 training groups across England, Scotland and Wales.	<p>Throughout the year, we have continued to support Training Groups (TGs). As a result of our reduced Levy income, we needed to adjust the levels of Admin and Support funding we were able to offer, and made these adjustments based on levels of activity information received from all TGs. This means that overall our Admin and Support funding costs reduced to £1.8m. The provision of this funding, albeit at a reduced level, has allowed the Training Group network to <b>continue to offer advice</b> and guidance to their members throughout the multiple lockdowns and other restrictions.</p> <p>The majority of TGs have now accessed funds for training and are supporting members with their immediate training needs. However, we have not yet met our target for the number of employers supported via TGs in Scotland. This is largely due to the lockdown in Scotland over the summer, but we expect the number to increase in this quarter now TGs are active again.</p>





## Activities: Table of Training and Development activities

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<b>Apprenticeship travel and subsistence</b>	Support retention and achievement of apprentices travelling greater distances for training.	Investing £3.5m in travel and subsistence for apprenticeships, especially in rural areas and for specialist trades where provision is not in every locality.	<p>We've been able to maintain this investment, so all employers who need to access travel and subsistence can do so, and apprentices receiving this support continue to show <b>higher rates of retention and achievement</b>. Since June we have seen on average:</p> <p>England</p> <ul style="list-style-type: none"> <li>- 416 apprentices supported each month</li> </ul> <p>Scotland</p> <ul style="list-style-type: none"> <li>- 2,104 apprentices supported each month</li> </ul> <p>Wales</p> <ul style="list-style-type: none"> <li>- 47 apprentices supported each month</li> </ul> <p>Despite COVID-19, there has been no significant disruption for the apprentices receiving this support and they are still on track to complete their programmes as normal. The January lockdown may cause a delay on final achievement results, but we're working with colleges to assess the full impact. Travel and subsistence remains vital in supporting this group.</p>
<b>Shared Apprenticeship Scheme</b>	Build capacity for more apprenticeship placements and increase retention by supporting non-grant-eligible employers to take on apprentices short-term.	Investing £1m (of Welsh Government funding, Skills Development Scotland apprenticeship income, Education Skills and Funding Agency funding and Levy) in supporting apprentices to complete their entire programme with more than one employer, reducing pressure on existing employers and building more capacity should it be required for displaced apprentices.	<p>More achievements are starting to come through across England, Scotland and Wales (35, 4 and 9 respectively) as we get closer to the year end. There are <b>even more new employers engaged in England taking us above our forecasted target</b> – this is an unexpected but positive demonstration of employer support for Shared Apprenticeship Schemes. Employer numbers in Scotland and Wales remain steadily on target.</p> <p>An increase in employers using this scheme reduces the pressure on existing employers and builds capacity for more placements, if they are required for apprentices who may have lost their previous apprenticeship following the effects of the coronavirus pandemic.</p> <p>England</p> <ul style="list-style-type: none"> <li>- 187 apprentices currently supported</li> </ul> <p>Scotland</p> <ul style="list-style-type: none"> <li>- 27 apprentices currently supported</li> </ul> <p>Wales</p> <ul style="list-style-type: none"> <li>- 99 apprentices currently supported</li> </ul>
<b>SAP / ESP (specialist course payments)</b>	Increase new entrants in specialist occupations where apprenticeship standards do not exist.	Investing up to £900,000 in 32 structured training programmes, designed in conjunction with the relevant industry sectors, for new entrants to become competent workers.	<p><b>168 SVQ/NVQ specialist qualifications</b> have been achieved by industry employees so far. This is a substantial increase from 74 in November, but still only represents 40% of our year-end target. Activity dropped significantly in December; the demand for this training is heavily impacted by the lockdowns and further COVID-19 restrictions. We continue to work with each provider to discuss alternative, virtual delivery methods.</p> <p>Following initial funding cuts, our Strategic Plan confirms these commissions will continue to be supported in 2021 and beyond.</p>



## Spotlight: Introducing standards to fill skills gaps

### Informed decision making:

Drawing on the findings of the Competence in Construction report (Pye Tait, 2014) and informed by ongoing consultations with stakeholders, we are evaluating how competence in the sector might be best measured and managed in order to best support industry's focus on delivering a competent and adaptable workforce.

### Our commitment to industry:

We have committed to performing a full review of routes to competence this year to help the industry understand the competencies that are needed. We are working closely with employers to agree how competence models should move beyond their current focus on initial competence and keep pace better with changes in how the industry works, such as building in definitions of competence that meet the growing need for digital skills.

### Delivering on our commitment:

We are meeting our commitment to support the achievement of more effective and continuous competence assurance by:

- Continuing engagement with Nation Councils, Government, UK NOS Governance Group and awarding organisations to develop our thinking
- Collating recommendations for a future industry process for developing and recording components of competence
- Developing an overarching framework that could help identify what contributes towards a healthy, safe and productive workplace.

### Working with industry:

Future activities will be developed with the aims of:

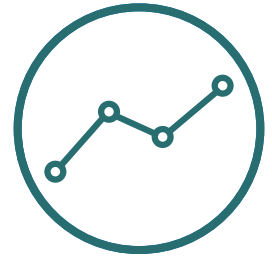
- Increasing employers' use of existing training and competence assessment products to support ongoing competence
- Increasing employers' awareness of potential changes to Government and industry attitudes to competence
- Improving recognition amongst employers of the importance of a continuous, managed approach to competence
- Improving confidence amongst employers that their direct and indirect workforce continue to be competent.

### Our progress:

Since the publication of the Skills Stability Plan in June:

- The **strategic review of competence** is complete. An executive summary is being shared with Nation Councils. The conclusions of this work lead us directly into the development of competence frameworks as part of the 'Setting the Bar' recommendations
- Work towards the 2020-21 target for standards development is progressing well in spite of the challenges presented by COVID-19. So far, 383 standards have been researched, progressed and finalised, with 238 left to finalise in the last quarter (Jan-Mar). The year-end total has decreased by 134, as many of these are being deactivated or moved (with stakeholder approval) to incorporate them into the National Occupational Standards review. The purpose of the standards and quality-assured approach allows employers to rely on the training conducted, using the standards created and the approved training network. Positive uptake of standards by employers continues, with 80% of standards developed having a grant claim against a target of 100%
- We have completed the **National Occupational Standards (NOS) review**. All planned NOS have been updated and sent to Awarding Organisations so they can start creating and updating qualifications
- Our work to support the sector to implement the enhanced competence regime described in '**Setting the Bar**' report includes the below:
  - Contribution to the BSI Overarching Standard for Individual Competence
  - Contribution to working group 2 on 'Installers', beginning the task of preparing competence frameworks for those Installer Roles where CITB is the standard setting body e.g. Carpentry and Joinery
  - Development of a draft training standard for the minimum level of fire safety knowledge required by all Installers. This was open for consultation between December and January and feedback is currently being reviewed to inform a final version and implementation plan
- Plans are already underway to **review older standards** to ensure they remain fit for purpose; the team will start the cyclical reviews later this year.

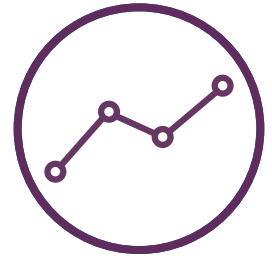
**383**  
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## Activities: Grants Scheme

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<b>Apprenticeship grants</b>	Maintaining current apprenticeship grant rates and provide targeted travel and subsistence support to apprentices to improve completion rates.	Investing £52m in direct employer funding through apprenticeships, including £3.4m in advanced grant payments for industry to support the retention of employees.	<p>Employers were offered the ability to claim grants for apprentices in advance. This has seen a £300k increase year-on-year spend across Great Britain, with <b>£3.4m paid to c2,000 employers</b> to support them and their apprentices.</p> <p>As of 31 December 2020, apprenticeship grants have supported 20,635 apprentices, which is slightly below our target of 20,744 by this point of the year.</p> <p>England*</p> <ul style="list-style-type: none"> <li>- £26.4m total grant spend</li> </ul> <p>Scotland</p> <ul style="list-style-type: none"> <li>- £8.2m total grant spend</li> </ul> <p>Wales</p> <ul style="list-style-type: none"> <li>- £3.2m total grant spend</li> </ul>
<b>Qualification grants</b>	Encouraging employers to upskill their workforce.	Investing £11.2m in working collaboratively with key stakeholders to support the access to approved short-period qualifications.	<p>There has been a reduction in claims to date due to national restrictions and difficulties around completing courses. We have also seen very low uptake of advanced craft and work experience, which significantly affects this grant. Changes to the work experience claim cap for large employers will increase grant spend in this area but this may be delayed until the next financial year due to how bulk claims work.</p> <p>The number of <b>qualification grant claims paid to date (31 December 2020) is 7,805</b>, which is below the target of 12,132.</p> <p>England*</p> <ul style="list-style-type: none"> <li>- £6.6m total grant spend</li> </ul> <p>Scotland</p> <ul style="list-style-type: none"> <li>- £800k total grant spend</li> </ul> <p>Wales</p> <ul style="list-style-type: none"> <li>- £500k total grant spend</li> </ul>
<b>Short duration training grants</b>	Encouraging employers to improve knowledge and skills within their business.	Investing £11.3m in supporting employers to undertake short duration training aligned to approved construction-related standards.	<p><b>5,512 employers have claimed support for over 143,153 achievements.</b> This has already exceeded our target for the financial year of supporting 4,600 employers with short duration grants, although the number of achievements claimed is about 20,000 below our target to date.</p> <p>England</p> <ul style="list-style-type: none"> <li>- £6.1m total grant spend</li> </ul> <p>Scotland</p> <ul style="list-style-type: none"> <li>- £450k total grant spend</li> </ul> <p>Wales</p> <ul style="list-style-type: none"> <li>- £304k total grant spend</li> </ul>

\*Nation data for these grants is based on the trainee-stated location, not the usual employer location



## Activities: Other

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<b>CITB Apprenticeship starts and achievements</b>	Retain new entrants through CITB Apprenticeships.	Using new vacancies for displaced apprentices to retain new entrants and supporting all apprentices frequently through remote contact.	Further lockdowns have meant delays in achievements for apprentices. Whilst the <b>same number of apprentices will achieve</b> , there are delays which will impact on measured achievement rates. Recruitment and new starts are ongoing, with the continued impact of COVID-19 reducing starts by around 50%.
<b>Displaced apprenticeships project</b>	Retain new entrants during period of increased disruption.	Support a dedicated team within CITB Apprenticeships to find new employment for displaced apprentices at an individual level.	<p>The current displacement rate is 2.5% (the percentage of CITB apprentices who have lost their employment because of COVID-19), with <b>50% of those displaced now back in an apprenticeship</b> within the sector. Seven displaced apprentices have now achieved their apprenticeship and have been removed from our data, 27 have found jobs outside the sector and 58 are continuing to work with us to find new roles.</p> <p>We are continuing to support these apprentices with placements sought through:</p> <ul style="list-style-type: none"> <li>- Support via established Skills Development Scotland, Welsh Government or ESFA programmes</li> <li>- Shared Apprenticeship Schemes</li> <li>- Talent Retention Scheme</li> <li>- Natural employer recruitment</li> </ul>
<b>Talent Retention Scheme</b>	Work with partners to support the retention of skills in the industry.	Support the Construction Leadership Council's Talent Retention Scheme, helping displaced individuals to match to vacancies and showcase their experience and expertise.	<p>This scheme will help to keep trained, skilled workers in the industry following redundancies and job losses caused by COVID-19. <b>Over 1,300 individuals have been registered to date and 764 companies</b> have offered vacancies through the scheme, with 807 vacancies live on the site (currently 89% in England, 4% in Scotland and 3% in Wales).</p> <p>We continue to work with our network to raise awareness of the Talent Retention Scheme and direct people (where appropriate) to the portal from other activities.</p>