

Consultation Online Platform

Seeking Employers views on CITB ten key areas



See below the 10 Key areas we are asking Levy registered employers to give their feedback on via the Consultation Online Platform. For each question the employer can chose from the following answers:

Please tell us to what extent this area should be a priority for CITB

- CITB shouldn't invest in this area
- CITB should do more
- CITB should do as outlined
- CITB should do less

Three-year investment plan - ten areas: seeking your views

CITB exists to help address construction industry skills challenges. CITB helps more people to consider a career in construction. We also work to identify the skills gaps and training needs of employers so that we can help to make sure those needs are met by high-quality training and drive up the standards of that training.

From 2021-24 we will support the industry to attract new people into construction and support the sector to develop. We'd like to hear from you regarding the ten areas of action that we will operate in to understand your view on where we should be prioritising our investment and activity. We want to understand where you think we should be doing more or less than we have proposed here. We have shown the percentage of Planned Investment in each area and also the level of investment this represents over three years.

1. CITB will work with construction employers to make construction more attractive to potential entrants and the people who influence them (4% of Planned Investment / £24m over three years). Only 27% of young people are open to considering a career in construction and 71% find the sector unappealing. CITB will improve perceptions of careers in construction by running national campaigns, supporting work with schools and running careers events.

2. CITB will work with construction employers to deliver inspiring experiences (1% of Planned Investment / £6m over three years). Currently, construction provides fewer site experiences than competing industries; this can be a critical factor in people's career decisions. CITB will support employers to make a broader range of site experiences available to inspire potential entrants.

3. CITB will work with construction employers to ensure that people considering a career have access to the information they require and can access clearer pathways into the industry (4% of Planned Investment / £24m over three years). CITB will provide clear information on all key construction careers and how to enter them through the national Go Construct website. We will establish clearer routes to enable talented people to join from all potential entrant groups.

4. CITB will support employers to recruit the quantity and quality of people needed (8% of Planned Investment / £49m over three years). CITB will actively enable more people to join the construction industry. We will enable:

- 4,800 more Apprentices to join by supporting learners to start and complete their courses through our National Apprenticeship Service
- 5,100 more entrants to join from further education by improving employment skills
- 12,500 more entrants from all groups to join via work placement hubs.

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5. CITB will support employers to make workplaces more attractive and inclusive (<1% of Planned Investment / £1m over three years). We will support employers to embrace cultural change in their working and business practices to help them attract and retain people from a range of backgrounds.

6. CITB will work with construction employers to identify the current and emerging skills gaps that will affect their businesses (5% of Planned Investment / £33m over three years). CITB will provide research, tools and support for leaders and managers to identify skills needed in their own businesses in the short and long term.

7. CITB will work with construction employers to define the training and development needed to fill their skills gaps (6% of Planned Investment / £39m over three years). CITB will ensure employers have clarity on the training available and will give employers information to help them to determine whether skills gaps should be met through training or through recruitment.

8. CITB will work with construction employers to improve access to quality training and development when and where it is needed (62% of Planned Investment / £392m over three years). CITB will provide grants and funding to enable employers to invest in apprenticeships and ongoing training, and to qualify their workforces. CITB's funding programmes will ensure providers offer training that tackles industry's priority skills gaps. The largest examples are:

- Apprenticeship grants – 31% of total investment
- Short-duration training grants for training courses – 13% of total CITB investment
- Targeted funds for firms of different sizes to invest in training such as leadership and management, in order to grow and transform their businesses – 5% of total CITB investment.

9. CITB will work with construction employers to take an active role in improving the quality of training (8% of Planned Investment/ £48m over three years). CITB will ensure grant supported training is delivered to an agreed standard. Employers will be able to see what training people have had and feed back to CITB on the quality of training. CITB will increase Apprenticeship completion rates by improving provider performance.

10. CITB will work with construction employers to maintain workforce competence in order to drive quality and productivity onsite (3% of Planned Investment / £20m over three years). CITB will ensure standards and qualifications are continuously maintained to reflect industry and regulatory needs. This will help employers to establish and maintain the ongoing competence of their workforce.