

PUBLISHED JULY 2022

Nation Plan: England

Following our Business Plan, our England Plan sets out what activities CITB will focus on in England to deliver the organisation's priorities over the coming year.

2022-2023



The England Plan, like our Business Plan, focuses on addressing three key challenges for the industry:

1. Responding to the skills demand

2. Building the capacity and capability of training provision

3. Future skill needs

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



CHALLENGE

Promoting construction careers information to young people

CITB will:

- Promote the Go Construct and Talentview Construction platforms to new entrants and careers' influencers. Use feedback to improve user experience and increase traffic to linked portals and sites.
- Engage with employers and partners to increase the number and geographic coverage of STEM Ambassadors, alongside improving the breadth of resources available for them to use.
- Work with the Construction Leadership Council (CLC) to grow the uptake of both the Talent Retention Scheme (TRS) and Talentview Construction.
- Launch a comprehensive 'Work Experience offer'. Shaped by the current and future skills needs of the industry, we will work with training providers, colleges, and employers to help deliver a range of work experience and taster opportunities.
- Engage with, promote and provide support to employers surrounding the role of work experience in new entrant recruitment.
- Support the Department for Education (DfE) to develop and secure a wide availability of Occupational Traineeships in: Bricklaying, Carpentry and Joinery, Dry Lining, Painting and Decorating.

- **10%** increase in the number of people visiting Go Construct
- **5%** increase in apprenticeship starts 1% increase in apprenticeship completion rates
- **1,000** apprentices matched to roles through Talentview Construction
- **4,000** taster opportunities available
- **200** learners starting Occupational Traineeships with employers

MEASURE

CHALLENGE

Routes to getting people into construction roles

- We will continue to work alongside local employers across England to effectively convert onsite experience opportunities into jobs and apprenticeships through our network of Onsite Experience Hubs.
- We will continue to actively engage with the Department for Work and Pensions (DWP) and DfE to support and promote the range of schemes available within the Government's Plan for Jobs programme.
- We will make sure work experience opportunities continue to be widely available for people to find out if a career in construction is right for them.
- We will work with employers to provide direct support where it will have the biggest impact on apprentice achievements. This includes:
 - Helping find the best apprentice for their vacancies
 - Advising on the right Apprenticeship Standard for their business
 - Securing access to quality training provision.

- **5,400** onsite hub experiences delivered
- **5,160** people either site ready or started a new job

MEASURE

CHALLENGE

Retaining the skilled workforce already in construction

CITB will continue to:

- Work with the Civil Engineering Contractors Association (CECA), Supply Chain Sustainability School and other partners to embed the Fairness, Inclusion and Respect (FIR) programme throughout the supply chain.
- Promote our suite of Mental Health Awareness tools and materials to our customers and partners.

Our goal for the next year: A sufficient and diverse supply of new entrants to meet the needs of the industry.

ACTIVITIES

RESPONDING TO THE SKILLS DEMAND

Our goal for the next year

To improve how the training and development system works in construction, so that more companies can access the high-quality training they need and reduce the level of skills gaps.

SUPPORT EMPLOYERS

MEASURES

We will support employers to identify their training and skills needs.

Help employers access the training they need through grants and funding, while delivering a simpler customer solution for accessing funding.

Grow and develop Training Groups and 'Local Networks' to support access to funding for SMEs, in addition to local or sector-specific training solutions for employers.

Signpost employers to standardised, quality assured training delivered by third party providers.

3% INCREASE

in the number of employers accessing CITB training support

DEVELOP HIGH QUALITY TRAINING FOR KEY INDUSTRY SKILLS

MEASURES

Develop accessible and high-quality eLearning where it is needed and appropriate.

Directly deliver cost-effective, exemplary training at our National Construction College (NCC).

Continue to implement interventions and commissions focusing on the first four priority skills areas: Brickwork, Drylining, Cladding, Retrofit (Insulation).

This will include extra grant support, additional work experience opportunities, upskilling, CPD and 'finishing schools', incentivised apprenticeships, Occupational Traineeships, and developing the wider training infrastructure.

3% INCREASE

in the number of individuals trained or supported

Developing the capacity and capability of our

TRAINING PROVISION

Our goal for the next year

Employers have the right products and services to be able to train their workforce now and in the future.

DEVELOPING BEHAVIOURAL SKILLS

We will roll out a package of Leadership and Management funding to support industry to develop first line managers and supervisors.

MEASURE

2,000 Leadership and Management Modules accessed by Small and Medium Enterprises

We will continue our work with the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual to ensure the new Apprenticeship Standards are fit for purpose and respond to current and future needs.

DEVELOPING FUTURE QUALIFICATIONS

We will effectively engage employers in the development of training standards and National Occupational Standards reviews.

We will work alongside Government and industry partners to prepare construction for T Levels.

SHAPING THE FUTURE
OF CONSTRUCTION

by supporting non-technical skills and training development



Addressing the skills needs of the future

- We will support employers to become proficient in digital skills at all levels by increasing awareness and uptake of CITB-funded digital commissions. The impact of these investments will be maximised by sharing insights and working closely with our industry partners.
- Using evidence from our research into net zero and its impact on construction, we will establish how CITB can support in relation to the growing need for decarbonisation, offsite construction and retrofit.
- We will continue to update standards as part of a cyclical review process. This will reflect new skills needs surrounding net zero, digitalisation and behavioural competencies, while ensuring suitable training is readily available to upskill the workforce.



Competence transition

We will continue support the development of 10 Competence Frameworks for priority 'Installer' occupations.



Cladding Occupations (Rainscreen)

Roofing Occupations

Interior Systems (Dry Lining)

Associated Industrial Services (Passive Fire)

NET ZERO ACTION PLAN PUBLISHED BY SEPTEMBER 2022

MEASURE

5 COMPETENCY FRAMEWORKS AGREED WITH INDUSTRY

MEASURE

SHAPING THE FUTURE OF CONSTRUCTION

by supporting non-technical skills and training development

A silhouette illustration at the bottom of the page showing various construction activities: workers on a site, a tractor, and a crane.