

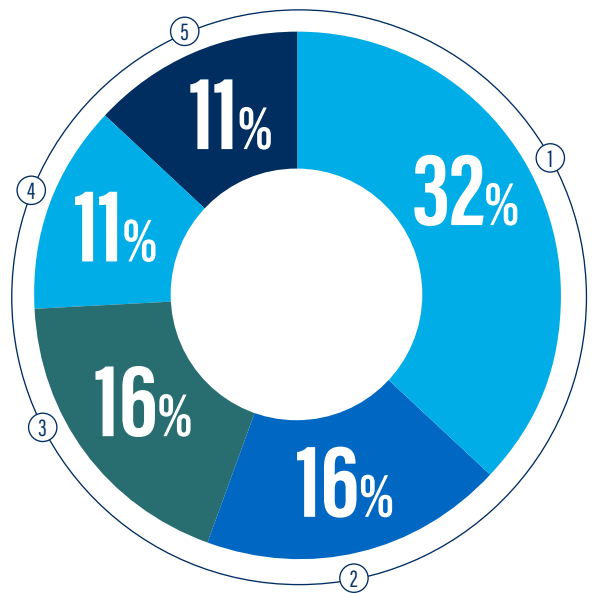
Employer Tracker (ESR): April 2021

Provides a view from CITB Levy registered companies on industry skills, training and CITB's corporate performance

Since 1997 CITB has actively asked employers through the ESR for their thoughts on the skills issues facing construction to inform decisions about what the industry values and needs, as well as evaluating CITB's performance to support employers and the industry. The Employer Tracker has evolved over time to reflect changes in objectives and services provided and is now run twice a year.

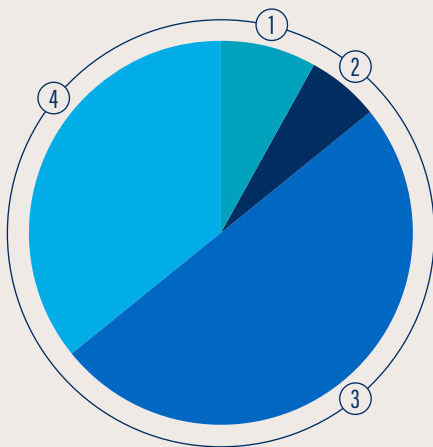
Important SKILLS issues employers believe the construction industry will face in the next year or so

- ① **32%** Skilled labour shortage / Skills shortage
- ② **16%** Lack of young people coming into industry
- ③ **16%** Lack of apprentices
- ④ **11%** General labour shortage
- ⑤ **11%** Training issues - access to training



COMPETENCE

How do employers ensure their workforce is competent?*



- ① **8%** A valid CSCS card
- ② **6%** A valid CSCS for their occupation
- ③ **49%** A valid CSCS and experience relevant to the activity they are carrying out
- ④ **35%** Other

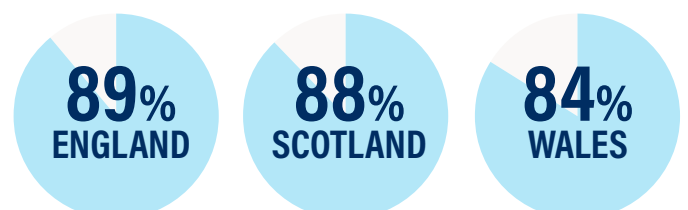
Extent employers believe their workforce is competent to meet the current and future needs of their business*

89% (1.7%)
Highly + Above average (Not at all + Below average))

Employer size



Nation



*Key Performance Indicator for CITB. Please note: numbers may not sum up to 100% due to rounding. Neutral responses are not shown here, however are included in overall percentages.

Access

Employers can access the right construction related training when needed*

82%

Very confident + Fairly confident

16%

Not at all confident + Not very confident

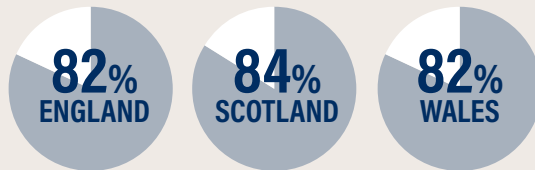
2%

Don't know

Employer size



Nation



*Key Performance Indicator for CITB

Quality

The quality of construction related training you access is of a high standard*

82%

Very confident + Fairly confident

12%

Not at all confident + Not very confident

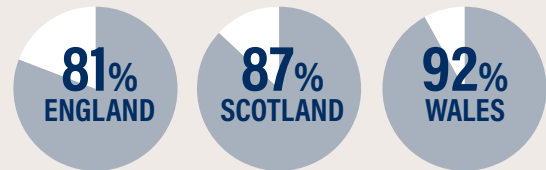
5%

Don't know

Employer size



Nation



*Key Performance Indicator for CITB

IMPORTANCE OF LEVY, GRANT & FUNDING SYSTEM IN MAINTAINING THE LEVEL AND QUALITY OF TRAINING

TO INDUSTRY*

↑ UP 3% PTS VS OCT 20
↑ UP 2% PTS VS LAST YEAR

73%

Very important + Quite important

10%

Completely unimportant + Unimportant

3%

Don't know

Employer size



Nation



*Key Performance Indicator for CITB

TO FIRM*

↔ SAME AS OCT 20
↑ UP 2% PTS VS LAST YEAR

57%

Very important + Quite important

27%

Completely unimportant + Unimportant

2%

Don't know

Employer size



Nation



*Key Performance Indicator for CITB

Please note: Neutral responses are not shown here, however are included in overall percentages.

EMPLOYER AWARENESS OF CITB'S WORK



CAREERS

↑ UP 2% PTS VS OCT 20

Presenting construction as attractive to potential entrants with opportunities and routes to join

33%

STANDARDS & QUALIFICATIONS

↑ UP 1% PTS VS OCT 20

That support careers training and development

45%

TRAINING & DEVELOPMENT

↑ UP 1% PTS VS OCT 20

Ensuring employers can access high quality training needed to develop their workforce in current and emerging skills

51%

	IMPORTANCE Very important + fairly important (Completely unimportant + fairly unimportant)	SUCCESS Very successful + Successful (Not at all successful + not successful)
Inspire talented people to join the construction sector	80% (7%) ↑ UP 4% PTS VS OCT 20 ↑ UP 7% PTS VS LAST YEAR 2% DON'T KNOW	27% (25%) ↓ DOWN 3% PTS VS OCT 20 ↔ SAME AS LAST YEAR 15% DON'T KNOW
Ensure employers can recruit from a sufficient talent pool*	79% (8%) ↑ UP 4% PTS VS OCT 20 ↑ UP 8% PTS VS LAST YEAR 3% DON'T KNOW	28% (27%) ↓ DOWN 1% PTS VS OCT 20 ↑ UP 2% PTS VS LAST YEAR 16% DON'T KNOW
Help employers develop and maintain a competent workforce	84% (6%) ↑ UP 3% PTS VS OCT 20 ↑ UP 6% PTS VS LAST YEAR 1% DON'T KNOW	37% (23%) ↓ DOWN 2% PTS VS OCT 20 ↑ UP 1% PTS VS LAST YEAR 12% DON'T KNOW
Ensure the quality of qualifications meets employer needs*	87% (5%) ↑ UP 3% PTS VS OCT 20 ↑ UP 9% PTS VS LAST YEAR 1% DON'T KNOW	42% (21%) ↓ DOWN 2% PTS VS OCT 20 ↑ UP 1% PTS VS LAST YEAR 11% DON'T KNOW
Ensure employers can identify the training and development that is needed	85% (5%) ↑ UP 3% PTS VS OCT 20 ↑ UP 4% PTS VS LAST YEAR 1% DON'T KNOW	39% (22%) ↓ DOWN 1% PTS VS OCT 20 ↑ UP 1% PTS VS LAST YEAR 12% DON'T KNOW
Help employers access the right training when they need it*	88% (5%) ↑ UP 3% PTS VS OCT 20 ↑ UP 6% PTS VS LAST YEAR 2% DON'T KNOW	41% (24%) ↓ DOWN 2% PTS VS OCT 20 ↓ DOWN 1% PTS VS LAST YEAR 12% DON'T KNOW

*Key Performance Indicator for CITB

Please note: Neutral responses are not shown here, however are included in overall percentages.

EMPLOYERS SATISFACTION WITH THE OVERALL SERVICE CITB HAS PROVIDED

TO INDUSTRY*

↓ DOWN 2% PTS VS OCT 20
↓ DOWN 4% PTS VS LAST YEAR

41%

Completely satisfied + Fairly satisfied

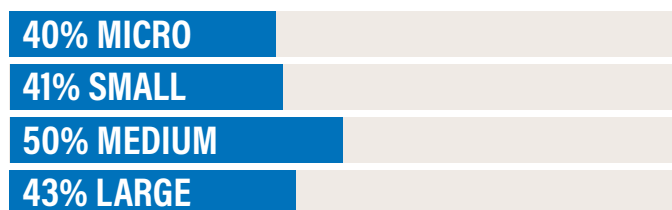
19%

Completely dissatisfied + Fairly dissatisfied

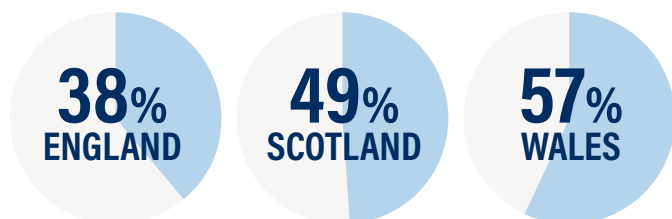
17%

Don't know

Employer size



Nation



TO FIRM*

↓ DOWN 2% PTS VS OCT 20
↔ SAME AS LAST YEAR

33%

Completely satisfied + Fairly satisfied

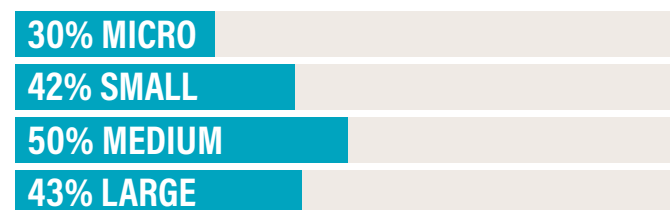
24%

Completely dissatisfied + Fairly dissatisfied

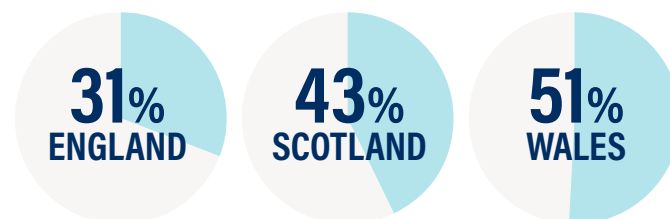
1%

Don't know

Employer size



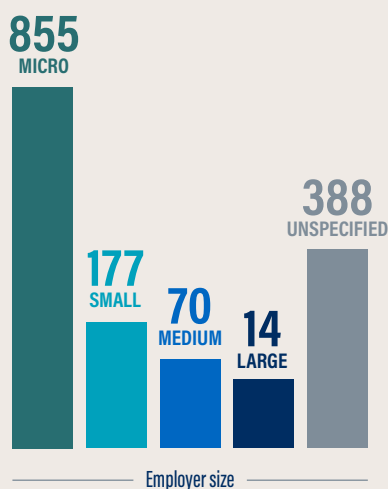
Nation



*Key Performance Indicator for CITB

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Breakdown of respondents



Please note: Neutral responses are not shown here, however are included in overall percentages.

BMG Research conducted 1,504 Telephone interviews 8th February to 25th March 2021 with a representative sample of Levy registered employers. Interviewers will ensure the participant is someone of authority and the most knowledgeable about skills issues in construction and the skills and training within their company.