

NATION PLAN: WALES



FOLLOWING OUR BUSINESS PLAN, OUR WALES PLAN SETS OUT WHAT ACTIVITIES CITB WILL FOCUS ON IN WALES TO DELIVER THE ORGANISATION'S PRIORITIES OVER THE COMING YEAR.



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

1
Improving
construction's
people pipeline

2
Delivering an
efficient training
supply

3
Creating
defined training
pathways

“Construction is an exciting industry that is constantly changing and developing. The opportunities for people entering the industry are incredibly diverse, and people already in the industry are able to upskill for new and future challenges and technologies. I’m pleased to see CITB focusing on supporting training in ways that meet employers needs locally, and I welcome the commitment in Wales to improving awareness of the sector to the next generation. I’m also encouraged by the collaborative work being done in Wales to develop degree level construction apprenticeships. This and other initiatives led by CITB are a step in the right direction to addressing the skill gaps the industry currently faces.”

Mark Bowen, Managing Director,
Andrew Scott Ltd.

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

1

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE





Over the coming year in Wales, we will deliver:

- See Your Site, which provides an insight into life on a construction site for students. It helps young people make the best career choices for them and has been expanded to include those studying in schools as well as Further Education (FE) colleges.
- Women into Construction events during July 2023 to engage female students in Years 7, 8 and 9. The events provide an opportunity to inspire the next generation of women in construction and address the gender imbalance.

Outcome

Women into Construction events will be delivered in the South East, South West and North Wales, aiming to reach **125** school children across 3 events.

We will target a **10%** increase in See Your Site participants from both schools and colleges, achieving over 270 attendees across all events.





We will facilitate:

- Participation in Build UK’s Open Doors initiative, which provides interactive insights into working in construction for young people and career changers.
- National Apprenticeship Week events to attract, inform and inspire the next generation of construction apprentices.

Outcome

Continue the
**SUCCESS
ACHIEVED**
with previous Open Doors events,
especially increasing attendance
among schools delivering the
WJEC Built Environment GCSE
or A Level.

A series of targeted
National Apprenticeship Week
events for those who are already
studying construction qualifications,
with a target of reaching over
800 LEARNERS.

We will encourage:

- More construction workers to become Go Construct STEM Ambassadors. We’ll also actively encourage an increase in Welsh speaking STEM Ambassadors, ensuring provision can be delivered bilingually wherever possible.
- The expansion of the CSR Champion Network. A forum for sharing best practice across Wales, members come from construction companies of all sizes to collaborate, share best practice and explore innovative ways of meeting social value targets.

- The promotion of excellence through skills competitions such as SkillBuild, helping to raise aspirations and enhance the skills development of construction students.
- Cooperative partnerships between schools, further education providers and industry to enhance the delivery of construction-focused GCSEs, AS and A Levels. We’ll encourage interactive school engagement, attendance at industry insight events and opportunities to visit FE provision.
- Continued uptake of curriculum linked support resources aimed at younger students, such as [Go Educate](#) and [Go Engage](#), to pique interest in the sector at a younger age
- Work experience and taster opportunities through our Onsite Experience hubs. We will provide full-time learners with vital hands-on experience to facilitate a smooth progression onto an apprenticeship or full time role.
- The take-up of Traineeships in colleges. Traineeships will be a new assured learning opportunity for learners that require additional support and insight before entering the sector.

Outcome

**GROW
THE NUMBER**
of Go Construct STEM Ambassadors
in Wales to 55, through delivering
quarterly STEM Ambassador training
sessions. We’ll also provide four
Wales-specific CPD sessions
to engaged and potential
Ambassadors.

**20
LEARNERS**
taking part in Site Carpentry
Traineeships, delivered by
four learning providers.

Increase
the number
of entries to skills
competitions by
10%.

Grow
the Corporate Social
Responsibility (CSR)
Network to
62 MEMBERS,
with quarterly engagements covering
bespoke topics. Build in annual
reviews, assessing how the
network is helping employers
achieve their social
value targets.

2

DELIVERING AN EFFICIENT TRAINING SUPPLY





In Wales, we will deliver:

- A complete solution for specialist niche apprenticeship training. In response to employer demand, the current apprenticeship offer will be maintained and supported by the niche contract.
- Two New Entrant Support Advisors to provide dedicated support for employers and new entrants to the industry. They will help employers build an understanding of the new apprenticeship process, as well as support the apprentice to become competent and achieve their qualifications.

Outcome

Ensure employers have a greater understanding of the **WELSH** apprenticeship frameworks.

Successfully delivering **20** niche apprenticeships.

We will facilitate:

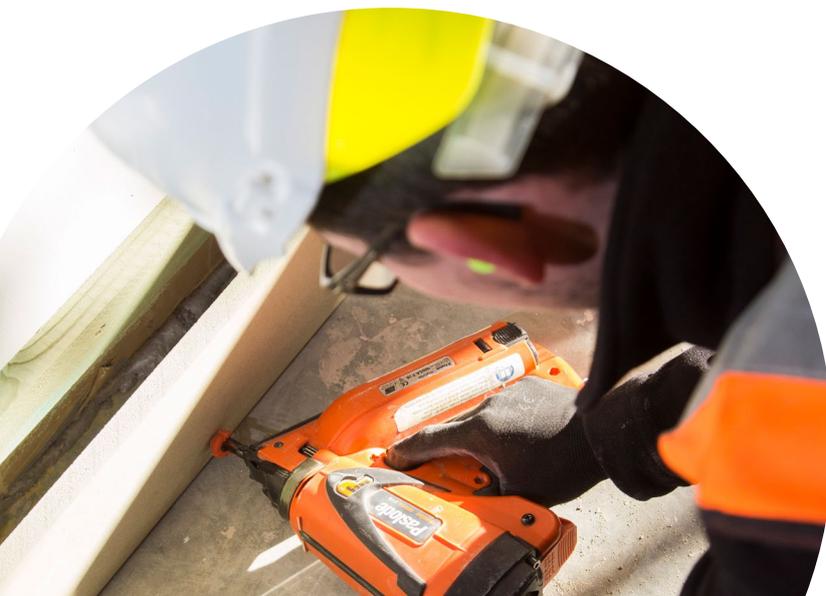
- The development of provision in previously niche areas, working closely with learning providers to maximise opportunities for work-based learning provision.
- Increased awareness of CITB grants, products and funding, including the Employer Network and Training Groups. This will ensure employers can access high quality, cost-effective training that meets their skills needs.

Outcome

The introduction of **APPRENTICESHIP** provision for Roofing, Groundworks and Floorlaying.

Increase the number of employers accessing support and training via Employer Networks and Training Groups by **10%**.

The introduction of Demolition **SAP DELIVERY.**



3

CREATE DEFINED TRAINING PATHWAYS

Our goal for the next year is to work with employers so they have the right products and services to be able to train their workforce, now and in the future.





To achieve this, we will:

- Work with Welsh Government, employers, industry stakeholders and universities to develop degree level Construction Apprenticeships in Civil Engineering, Surveying and Construction Management.
- Monitor the implementation of the digital qualification, reviewing its effectiveness, appropriateness, and measure the impact felt by industry.
- Incorporate Welsh employers and stakeholders into the development and revisions of training standards, ensuring they're well represented among working groups for competence frameworks.
- Work with employers to support the implementation of the Industrial Building Treatment Apprenticeship Framework to meet the needs of green skills, net zero and retrofitting requirements.

Outcome

NEW AND REVISED

training standards which reflect the changing needs of Welsh employers.

RAISE AWARENESS

and improve understanding of the digital qualification among industry.

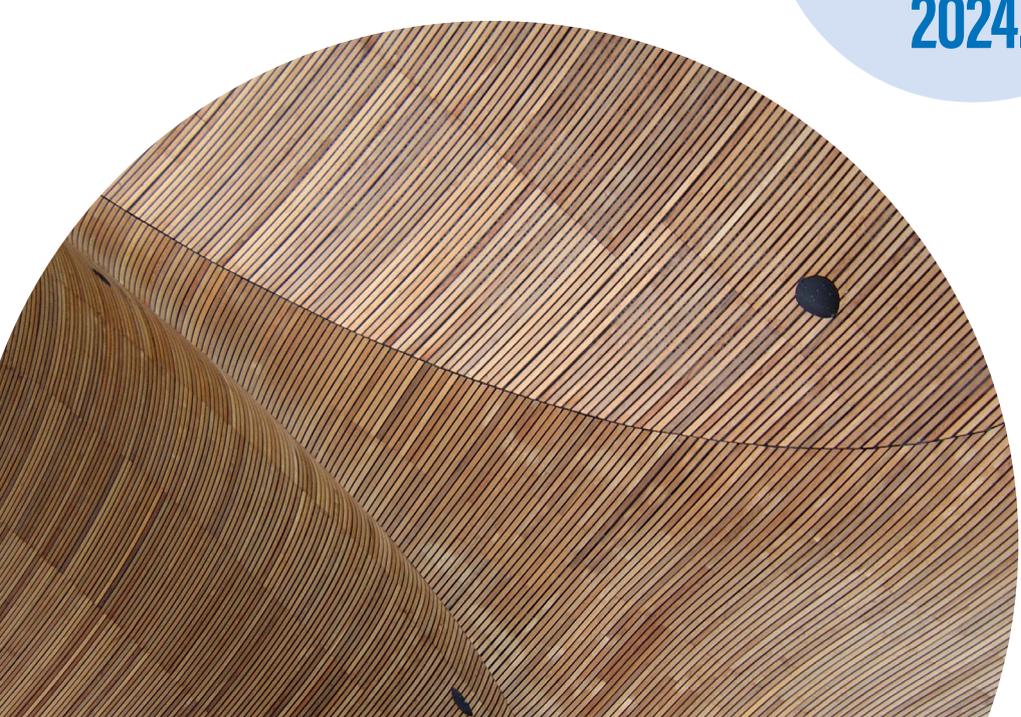
Employers are ready and well prepared for the

LAUNCH

of the Industrial Building Treatment Apprenticeship Framework.

Progress the development work to ensure Degree Apprenticeships are ready for delivery from

SEPTEMBER 2024.



WORKING WITH OUR PARTNERS IN WALES

We will work constructively with our partners in Wales over the next year. The challenges we are looking to address as part of our work, such as the skills gap, need a collaborative approach, bringing together a range of stakeholders and policy makers to identify current and future issues, develop solutions and share learning.





We will:

- Work to upskill staff in Careers Wales and the Department for Work and Pensions (DWP) with industry knowledge to ensure construction is prioritised in their work.
- Work alongside the Welsh Government and Regional Skills Partnerships to ensure construction is a priority sector for skills funding.
- Collaborate with the Welsh Government, Qualifications Wales, WJEC, City and Guilds, and EAL to ensure standards and qualifications are available to meet employers' needs in Wales.
- Provide opportunities for industry to directly engage with the Welsh Government through the Welsh Construction Forum.

