

NATION PLAN: ENGLAND



CITB'S NATION COUNCILS FOR ENGLAND, SCOTLAND AND WALES PLAY A KEY ROLE IN SHAPING THE FUTURE OF CONSTRUCTION ACROSS GREAT BRITAIN.



They provide key strategic advice so the CITB Board can better meet industry's skills needs. This England Nation plan complements our [Business Plan](#) which was published in April and set out how we will invest over £253m to empower construction employers on skills and training across the UK.

Our Nations and Business Plan align and reflect CITB's purpose, which is to "support the construction industry to have a skilled, competent and inclusive workforce, now and in the future." To maximise our purpose, we are focussing on three priorities in 2023-24.

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

Our new skills forecast shows that just under 191,800 extra workers are needed annually, in England, to meet demand between now and 2027 (the UK-wide figure is 225,000). This explains why construction needs a strong People Pipeline, to supply employers with fresh recruits to get their jobs done.

CREATING DEFINED TRAINING PATHWAYS

A skills system where training pathways are defined and flexible, with achievements validated through the Construction Training Register, is one of our top objectives. Standards and training pathways help ensure people with the right skills join the construction industry and that existing workers have the right skills, knowledge and behaviours to do their jobs well.

DELIVERING AN EFFICIENT TRAINING SUPPLY

An effective training supply will support the skills demands of the construction industry. To make this work, CITB will provide financial incentives to support businesses to carry out more training. We will collaborate with providers in England to ensure good quality training is available when and where it is needed.

Our work in England, and across the UK in the year ahead, has huge potential. Exciting initiatives for 2023-24 include:

- Changes to the Grants Scheme
- Our new Employer Network Pilots
- The new Industry Impact Fund
- Our New Entrant Support Team's work to increase apprenticeship take-up in small firms.

Each of these ventures will bring positive change in 2023-24.

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IMPROVING CONSTRUCTION'S PEOPLE PIPELINE





Our activities

In 2023-24 we will attract new entrants in a variety of ways, including:

GO CONSTRUCT

CITB will promote the website as the authoritative voice on construction and built environment careers. The brand will help transform negative perceptions of the construction industry.

SKILLBUILD

We aim to increase competitors to SkillBuild – the UK's construction Olympics - by 5%, engaging more apprentices and trainees.

GO CONSTRUCT STEM AMBASSADOR PROGRAMME

Ambassadors share their experiences of working in construction with young people. There are over 700 ambassadors across GB. We intend to increase this to over 1,000 in the year ahead.

TALENTVIEW CONSTRUCTION

Talentview is the place for new entrants to find first jobs, apprenticeships and work experience.

We will support three key routes into industry through:

APPRENTICESHIPS

We will continue supporting employers offering apprenticeships through the Apprenticeship Attendance and Achievement Grants. Support with accommodation and travel costs is also available through Travel to Train

Our New Entrant Support Team help small and micro construction employers navigate the world of apprenticeships. From supporting with job descriptions and adverts applying for CITB funding, they will take the hassle out of hiring apprentices.

WORK EXPERIENCE AND TASTERS

These opportunities, in partnership with industry, will help new entrants get a feel for construction.

ONSITE EXPERIENCE HUBS

There are nine hubs in England. CITB will collaborate with providers to set new entrants on a pathway to well-paid jobs.

We will help retain construction employees through:

FAIRNESS, INCLUSION AND RESPECT (FIR)

We are funding the current FIR programme through the Supply Chain Sustainability School's (SCSS) suite of free workshops and masterclasses. We are working with SCSS to reach 490 new businesses and 1,100 unique individuals through the CITB FIR commission. Improving inclusivity is one of the first outcomes we are looking to support with our new Industry Impact Fund.

MENTAL HEALTH

We are developing a web platform to support more accessible to SMEs. We are also establishing a commission to support apprentices' mental health. This is being developed with Samaritans, the Lighthouse Club, Mates in Mind, Optima and SCSS.



OUR GOALS



FOUR PERCENT

increase in the number of people accessing CITB careers support

Deliver
12,500
taster experiences

381

CITB apprenticeship starts delivered at the National Construction College (NCC) in England

2,073

individuals supported into employment from Further Education

FIFTEEN PERCENT

increase in people in sustained employment for 6 months through Onsite Experience Hubs

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CREATING DEFINED TRAINING PATHWAYS





Our activities

We will:

Continue our ongoing cycle of **updating standards**, to ensure training delivers the skills industry needs now and in the longer term. By the end of 2024, we will complete the five-year cyclical review of all standards, ensuring they provide accurate, up-to-date information for training and qualifications.

We will produce qualification and training pathways for 20% of the industry's additional skills demands. We will produce **nine qualification and training pathways**, starting with occupations that include a high volume of the industry's workforce:

- Bricklaying
- Carpentry and Joinery
- Plastering
- Painting and Decorating
- Wall and Floor Tiling
- Insulation and Building Treatments
- Roofing
- Site Supervision
- Site Management

In terms of T Levels, CITB will, as part of a two-year pilot, work with employers, Government and colleges to develop and deliver an accelerated pathway to support learners. Bricklaying and Carpentry & Joinery will be delivered in 2023-24. The remaining role pathways will be added in 2024-25.

To support industry, CITB will continue working with the Construction Leadership Council and facilitating sector groups to agree competence frameworks for:

1.
Cladding
Occupations
(Rainscreen)

2.
Roofing
Occupations

3.
Interior Systems
(Drylining)

4.
Associated Industrial
Services
(Passive Fire)



OUR GOALS



TWENTY PERCENT
of industry skills demand covered
by agreed competence and
training pathways



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DELIVERING AN EFFICIENT TRAINING SUPPLY



Our activities

We will:

- Expand our network of recognised training providers. This will help employers find quality provision.
- Continue to provide essential core skills training. Core skills training, such as the CITB Health, Safety and Environment (HS&E) test. More than 355,000 passed their HS&E test last year.
- Increase training at the National Construction Colleges in Bircham Newton and Erith by 7%. We will also support programmes designed to address shortages in trainers and assessors.

Continue to invest in Leadership and Management training

CITB has commissioned training providers to deliver training for up to 37,000 leadership and management modules in England. The Leadership & Management Direct Delivery commission will provide free-of-charge training to front-line managers, site supervisors and site managers.

We have supplemented the management training support we provide to SMEs, through the Skills and Training fund, by introducing a special Leadership and Management fund to support large employers to develop and deliver Leadership and Management programmes for their businesses.

This will benefit up to 255 large employers in England along with the suppliers and sub-contractors of these employers.



Empowering employers

CITB will empower employers to determine their local skills needs through Training Groups and other employer networks. In August 2022 we announced an £800,000 investment in a new Employer Network pilot, a radical new venture that will improve the way industry receives funding for training. This work will continue in 2023-24.

In England we aim to support 1,300 employers and over 15,000 individuals. Our aim is to expand their use across industry to test new concepts following a full evaluation and review of success and recommendations. We will also work to understand how we can champion and tailor support for smaller firms.



OUR GOALS



**FIVE
PERCENT**

increase in CITB training support
accessed by employers

**FOUR
PERCENT**

increase in individuals trained
or supported

FUNDING, GRANTS, AND WORKING WITH GOVERNMENT & STAKEHOLDERS





FUNDING

The new fund launching this year is the £3m Industry Impact Fund. The fund will focus on innovative ideas and enable employers to invest in solutions to address productivity, equality, diversity and inclusivity challenges.

GRANTS

CITB provides grants for construction industry employers who provide training for their workforce. We have allocated over £100m in grants for the year ahead. We have doubled the grant rates for short courses. Employers can now receive either £60, £140 or £240 for short courses achieved from 1 April 2023.

WORKING WITH GOVERNMENT & STAKEHOLDERS

Projects include supporting the development of new apprenticeship models, T Levels, and ongoing Government qualifications reviews. We will also raise employer awareness in England of the Government's Free Courses for Jobs adult training offer, Construction Skills Bootcamps and the new Lifelong Loan Entitlement to support the upskilling of the construction workforce. In addition, we will collaborate with Employer Representative Bodies across England to develop Local Skills Improvement Plans that ensure local training provision meets the industry's skills needs.

Our work will strive to meet Government priorities, including better provision of training for people aged sixteen and over, supporting and championing skills development, and promoting diversity. We will also urgently address the skills needed to remediate and mitigate unsafe cladding on mid and high-rise residential buildings.

To ensure employers' voices are represented, we will work closely with our Prescribed Organisations on all three construction priorities to benefit the entire industry. We will continue to work contribute to the Construction Skills Delivery Group, the Infrastructure and Projects Authority, Government Departments and the Construction Leadership Council.

ACCESSING CITB SUPPORT

Our team of CITB Engagement Advisers can provide guidance and support for accessing CITB training, grants and funding. In addition, they can signpost to other sources of support, for example Local Enterprise Partnerships, Growth Hubs and other local initiatives.

Our team of advisers are available to help customers with the big things that matter and the small things that make a difference. We had approximately 40,000 engagements in 2022-23. In 2023-24, our focus will continue to be on supporting smaller employers to train.

“The fund will focus on innovative ideas and enable employers to invest in solutions to address productivity, equality, diversity and inclusivity challenges.”