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## CITB COMMISSION

# PATHWAYS INTO CONSTRUCTION

**Employers:** improve routes into construction with CITB's biggest fund



CITB's biggest funding commission, a **£5m** commitment to help under-represented groups into training and construction jobs, will launch on 29 October 2018.

**CITB's Pathways into Construction** will connect employers with people who don't traditionally enter construction. It will also benefit those who are not in training or employment and want to enter the sector, but find it hard to do so.

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## PATHWAYS TO CONSTRUCTION: RESEARCH THEMES

The fund follows CITB research on these themes: Post-16 routes into construction | Work readiness | Under-represented young people (16-24) | Pre-employment interventions.

This fund and research summary focusses on: **Post-16 routes into construction.**

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## RESEARCH FINDINGS

CITB's report into Post-16 routes into construction found that:

- Only **22%** of employers engage with colleges to support their recruitment needs, **26%** to support their training needs. Half of employers who engage with further education (FE) colleges reported that they don't collaborate on course content
- The smaller the firm, the less likely they will offer college courses to their employees. Some **62%** of respondents with 50+ employees offered FE or college courses within the last three years – compared to **17%** with fewer than 10 employees
- The majority of employers said they have a limited understanding of the Apprenticeship Levy and T-levels.

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## HOW TO APPLY FOR PATHWAYS TO CONSTRUCTION FUNDS



### APPLICATION WINDOW:

12 November 2018 –

21 January 2019.

Expressions of interest will open  
from Monday 29 October 2018.

Following our Pathways into Construction research, CITB will welcome funding applications from organisations that will help one or more of these five groups into construction jobs.

- Young people not in education, training or work, where existing networks are already in place
- The long-term unemployed (those out of work for over a year)
- Pre-employment with a focus on service leavers who left the military at least 12 months ago
- Women wishing to join construction
- Full-time learners (construction diploma students).

To apply for funds visit [www.citb.co.uk/funding/](http://www.citb.co.uk/funding/)

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## POST-16 ROUTES INTO CONSTRUCTION: WHAT WORKS?

CITB's latest Construction Skills Network (CSN) skills forecast shows there are big career opportunities in the construction sector. It estimates that 158,000 construction jobs will be created across the UK between now and 2022.

Our research found that interviewees generally felt that construction opportunities were there to be taken - but that not enough work-ready young people were available to take them.

Our report also found that while employers and training providers have become 'fatigued' by the range of policy reforms to the skills system, employers are cautiously optimistic that, if implemented correctly, reforms such as the Apprenticeship Levy, new apprenticeship Standards and the new T-level could increase the number of work-ready young people entering industry. Working with colleges and shaping course content would also enhance routes into construction and work readiness.

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## FUND BENEFITS

Construction has a huge amount to offer young people with over 150 different career pathways and well-paid roles.

**Benefits of CITB's Pathways into Construction fund will include:** increased job and training opportunities for those on the margins of construction; improved social mobility for the target groups; enhanced industry diversity and, with Brexit on the horizon, the fund will boost employers' pool of domestic talent.



## ABOUT THE REPORT

The research that informs the report's findings and recommendations consisted of:



A literature review and desk research.



Fifteen qualitative interviews with representatives from construction employers and trade bodies.



A roundtable discussion.



Over 330 quantitative interviews with construction employers.

For more information visit [www.citb.co.uk/research-insight/](http://www.citb.co.uk/research-insight/)

