



Funding changes

FAQs

- Why are these changes being made? / Why is CITB removing grants and funding for training that industry needs?
 - CITB has seen a 36% increase in demand for our services over the last four years. Over this same period, we have not raised the Levy rate, meaning that we are supporting more unique employers with the same amount of Levy. While it is positive that we are supporting more employers, we cannot continue to fund training at the same rate
 - Consequently, at current levels, demand for CITB support will exceed Levy income. Without action, CITB risks being unable to support any of these programmes.
- Why is CITB not providing longer notice for these changes?
 - We want to apologise for the short notice for some of these changes. This was done to avoid a surge in grant claims that would put our ability to support employers at risk. We had planned to transition our funding model gradually, giving employers time to adjust. The pace of demand growth means we need to act faster than we intended – and faster than we would have liked.
- I've already booked training that I expected to be supported through Employer Networks at the existing rate. Will I now need to pay the new rate?
 - Any training already booked by 8 December 2025, or completed before 7 January 2026 will be honoured at existing rates
 - For training booked by 8 December 2025 but taking place between 8 January to 31 March 2026, evidence of this is required to secure current grant rate.
- Do these changes mean an effective reduction in overall financial support from CITB for the industry?
 - No. Our Strategic Plan 2025-29 laid out our intention to invest over £1 billion across the lifetime of the Strategic Plan and this remains the case. How this funding is allocated is what is changing, not the amount.
- Is CITB running out of money?

- No. However, at current levels, demand for CITB support will exceed Levy income. Without action, CITB risks being unable to support any of these programmes.
- The Employer Network booking route takes too long and is not responsive to employer needs.
 - Employer Networks aim to book all training requests within ten days of receipt, and wherever possible will accommodate last-minute requests. However, we'd always recommend employers engage with their adviser to plan their training needs ahead of time. Employer Networks have been an incredibly successful initiative that has helped CITB engage with more employers. Employer Networks help employers navigate the skills and training system. They have already supported over 10,000 learners and more than 1,000 employers between April – September 2025. In the financial year 2024-25, they supported over 4,000 businesses and nearly 51,000 learners.
- The Employer Networks restrict which training providers we can use, and this is unfair.
 - To date, Employer Networks have allowed employers to request their preferred training provider. However, we have been clear on our future intention to transition funding for training via Training Provider Network members. Employer Networks will be moving toward this approach, so we would encourage any training provider who is not yet a member to apply. Employers can encourage their preferred training providers to apply, and we will be happy to share contact details of our Provider Network Relationship team.
- Is it fair that large employers, who pay the most in Levy, are having grants and funding cut?
 - Large employers will still be able to access significant support for high-quality training programmes. In 2024, large employers paid 31% of total Levy income while accessing 30% of total grant, demonstrating the equitable way in which CITB allocates funding. These changes are being implemented to ensure we're delivering the greatest value for the greatest number of employers
 - Large employers have provided feedback that the Employer Networks model does not work for them. We've listened to this feedback and have made some changes, including exploring how the current Leadership and Management Fund for large employers can be broadened in scope.
- First aid is mandatory training for construction companies, so why are you withdrawing the funding?
 - CITB must ensure that our Levy reinvestment is managed responsibly and achieves the greatest impact possible across the industry. First aid training is popular with employers, but it is mandatory so must happen regardless of our funding. We must also prioritise funding for training that supports entry into the industry, upskilling or improved productivity.

- Qualification grants are important to ensure we can train and develop our staff – why are they being cut?
 - Due to the significant increase in demand for our services, we needed to make changes to what courses are funded and how. Without action, we risk not being able to provide support through our programmes
 - Qualifications will continue to be supported with an achievement grant of £600.
- The removal of attendance grant for long qualifications will make it difficult for us to continue to train and support progression.
 - We appreciate this is a change for employers at a challenging time. We want to assure you we are here to support you – to find out how, please contact your [local CITB engagement adviser](#).
- Where can I find out about alternative sources of funding?
 - Our Customer Engagement teams in your area can support by signposting to alternative funding sources in local areas.
- Will training providers be updated about these changes?
 - Yes, all Training Provider Network members will receive an email informing them of the changes. ATOs and ITCs that are not yet members of the Training Provider Network will also receive an email. Other training providers that are not within these groups will be able to read about the changes on the CITB website.
- Will there be a clear, documented complaints policy?
 - CITB's complaints procedure can be accessed [here](#).
- Will providers still be able to deliver bespoke and in-house training through the Employer Network funding route?
 - Requests for bespoke training will be considered on a case-by-case basis, and consideration given to value for money and added value for your business needs, availability and suitability of existing training.
- Will there be a list of courses that are eligible for funding?
 - Employer Networks will continue to offer flexibility in terms of what training can be funded. A full list of courses can be found on our website. For any training requirements we recommend speaking to your [local adviser](#).
- Will the three-month booking rule stay in place?
 - For training funded via Employer Networks, we encourage employers to plan ahead, but prioritise training planned for the next three months as anything booked further ahead tends to change. This will remain as a way of managing bookings without creating additional administrative work.
- CITB money belongs to Levy payers so we should say how it can be used.

- o Employer Networks are how employers can have their say. If an Employer Network Steering Group feels that certain types of training should be prioritised over others, then they are able to make this recommendation to CITB. Whilst some consistencies are needed – such as the level of funding – these have all been endorsed by employer representative bodies, such as the Industry Funding Committee and the CITB Board.