

RMI SECTOR SKILLS PLAN

HERITAGE AND TRADITIONAL BUILD

17 September 2026



ABOUT CITB

CITB is the industry training board for the construction sector in England, Scotland, and Wales. As an executive non-departmental public body sponsored by the Department for Work and Pensions, CITB is responsible for helping the industry attract talent and develop a skilled, competent, and inclusive workforce. It operates independently in managing its budget and activities and is accountable to Government ministers and Parliament. CITB's strategic aims include enabling people to enter construction, developing a responsive training and skills system, and supporting employers to train and upskill their workforce.

To address specific skills challenges across the sector, CITB has developed Sector Skills Plans – industry-owned action plans shaped by stakeholders and employers. These plans target sub-sectors such as homebuilding and infrastructure. Each plan outlines tailored interventions and receives dedicated investment, with CITB committing £3.8 million between the RMI Sector Skills Plans for Domestic Retrofit and Heritage and Traditional Build. These initiatives aim to align workforce supply with industry demand, improve training quality, and support the delivery of national priorities.

For more information, visit www.citb.co.uk

ABOUT NFB

Founded in 1878, the National Federation of Builders (NFB) is the UK's longest-established professional association for builders, contractors and housebuilders. Our vision is an industry that is fit for the future, productive, purpose-driven and professional. Our mission is to support members through change, provide trusted services, deliver relentless advocacy and uphold the highest standards.

The NFB's priority areas reflect the practical challenges and opportunities facing the sector. These include competence and building safety, digital and artificial intelligence, responsible business, decarbonisation and procurement.

The NFB is deeply committed to championing heritage and traditional build work and skills and has a dedicated Heritage and Traditional Build group, an annual Heritage and Traditional Build conference, publishes a Heritage and Traditional Build magazine, operates a Heritage Approved Contractor Mark and now hosts a National Heritage Skills Forum.

To find out more, visit www.builders.org.uk

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Front cover image: Salford Cathedral following the '[Restoring the Glory](#)' project, picture credit: Alex J. Wright. **Rear cover image:** York Minster, picture credit: Ian Kelsall via Pixabay.



CHAIR'S FOREWORD

You don't need to know much or indeed anything about construction to understand the importance of heritage and traditional buildings to the social, cultural, religious and educational fabric of our country. Why? Because when you think about it, much of our lives and some of our happiest memories are made in heritage and traditionally built buildings. Whether that is your local pub, where you got married, the school, college or university you went to, the local castle on the hill, your favourite museum or the place you call home. The list is endless.

Heritage and traditionally built buildings are special. And because they are special, they require specialist skills and knowledge to be properly looked after – whether repairing, maintaining, improving, retrofitting or renovating. That is why this plan exists. To try and help to ensure that we have a sufficient and competent pool of heritage and traditional build workers and companies, to preserve our past and protect those buildings' future.

When the concept of Sector Skills Plans was first announced by CITB, it did not include heritage and traditional build as a specific plan. The NFB made representations to CITB and to the organisation's great credit, the decision was taken to split the RMI plan into two distinct parts – Domestic Retrofit *and* Heritage and Traditional Build. Since then, some two years ago, a group of passionate and dedicated individuals have worked tirelessly to start a movement of change, one aimed at ensuring continuous improvement in the skills development of the heritage and traditional build workforce.

You'll see from this plan that it is not a detailed step-by-step guide to solving all of the challenges we have identified, far from it. This plan sets the scene for future action. It highlights themed areas where action is a priority and I am pleased to say, that when this plan is published, a number of excellent initiatives will also be announced to support it.

I would like to thank all those who have joined us on this journey so far and all those who I hope will join this journey into the future. It is a privilege to have chaired this group. I would especially like to thank Kelly Britton and Charlotte Redmond who have helped drive this plan forward every step of the way, they really do represent the best of CITB.

James M. Butcher

Deputy Chief Executive, National Federation of Builders
Chair, RMI Sector Skills Plan: Heritage and Traditional Build

September 2026

INTRODUCTION

The *RMI Sector Skills Plan: Heritage and Traditional Build* acts as a framework, both for the direction of funding under CITB's Sector Skills Plan Investment Fund between 2026 and 2029, but also as a wider call-to-action for other stakeholders in the skills landscape.

The plan has been developed by a dedicated team of volunteers, supported by CITB employees, through the plan's Sector Skills Advisory Group (SSAG) made up of client organisations, construction employers, key stakeholders, trade associations, local government officials, those involved in delivering training and many more.

Through numerous 'roundtable' style meetings, desktop research and testimonials from the sector, the SSAG has identified five key themed areas of focus for the plan:

1. Workforce and sector awareness
2. Sector leadership and pipeline visibility
3. Training provision
4. Net zero and climate change
5. Procurement

The *RMI Sector Skills Plan: Heritage and Traditional Build* aims to amplify and build on existing successes with a view to scale-up models of good practice, pilot interventions to test new activity and develop potential solutions to challenges across the sector. The SSAG is clear that CITB cannot and should not lead all this work, it will adopt a blended partnership approach. While CITB is providing the impetus for action by backing the plan with funded investment, it is hoped that this will encourage further action and investment by a wide range of stakeholders, creating a legacy of heritage and traditional build skills leadership, commitment and collaboration.

Given that the vast majority of the heritage and traditional build supply chain is made up of very small companies (1 to 9 employees)¹, this plan will seek to ensure that actions are targeted to engaging SMEs and ensuring that SMEs benefit from the interventions that are funded.

The publication of this plan is only the beginning. Intervention ideas (funded and non-funded) will be invited throughout the duration of the plan, to help meet the challenges within the key themes identified. The plan aligns with and supports the delivery of CITB's strategic plan² as well as the Construction Skills Mission Board's key areas of focus³:

- Confidence to employ and invest
- Clear new entrant pathways
- Access to provision and support to train
- Funding that works
- Reliable and rewarding careers

¹ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/>

² <https://www.citb.co.uk/about-us/plans-and-performance/strategic-plan>

³ <https://www.constructionleadershipcouncil.co.uk/wp-content/uploads/2025/06/CLC-Press-Release-26-June-2025-Construct-Skills-Mission-Board.pdf>

SECTOR CHALLENGE: SETTING THE SCENE

The heritage and traditional building sector is the part of the construction industry concerned with work on buildings that pre-date 1919. These buildings include homes, commercial properties, public buildings, places of worship, many listed buildings, much of those situated in conservation zones and scheduled monuments.

Specialist heritage and traditional build construction work is worth over £7bn in gross value added (GVA) to the English economy every year, representing around a half of the total direct GVA of the wider heritage sector and the biggest constituent contribution to the £44.9bn of GVA that the heritage sector contributes in total⁴. When all construction work on pre-1919 buildings is considered (not just specialist works), that value rises to an estimated £29.96bn in 2026 alone.

The heritage and traditional building sector and workforce encounters many of the same challenges that other parts of the construction industry do, but in some cases more acutely and in other cases has its own distinct issues that need to be overcome. The challenges identified in this plan come from a mixture of desk research and first-hand accounts from major construction clients, heritage stakeholders and bodies, local authorities, training providers and most importantly, employers themselves.

Much like the construction industry at large, the heritage and traditional building sector suffers both skills shortages and skills gaps. It also has an aging workforce. Historic England has found that more than 40% of the workforce is over 45, compared to 32% who are below 35⁵.

Despite the fact that construction makes up the largest constituent part of the wider heritage sector employment⁶, the group has found that there is a real lack of formal career pathway in heritage construction, both for new entrants and for those progressing. There is no one-stop shop window specifically for heritage construction and employers tend to recruit and promote staff based on experience alone.

And even if employers did want to invest in qualifications and training, there is a shrinking provision problem. For example, of the 79 heritage construction related qualifications on the Ofqual Register of Regulated Qualifications, a staggering 48 are no longer available to learners⁷.

The SSAG's own analysis has shown a postcode lottery of training provision, with huge disparities between nations, regions and local areas. The group has heard that the economic case for heritage and traditional build courses is more challenging compared to other construction courses and this is creating a vicious cycle of decline in offering.

When it comes to the UK's net zero ambitions, heritage and traditional building will have to play an important role. Around 20% of homes in the UK were built before 1919 meaning that our national effort to retrofit domestic properties for energy efficiency will require substantial input from the heritage and traditional build supply chain. In 2024, the Heritage Alliance estimated that this would mean we would need to double the number of 'conservation-skilled retrofitters' and warned that the wrong approach would 'do more harm than good'⁸.

⁴ <https://historicengland.org.uk/research/heritage-counts/heritage-and-economy/economic-value/>

⁵ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

⁶ <https://historicengland.org.uk/research/heritage-counts/heritage-and-economy/economic-value/>

⁷ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

⁸ <https://www.theheritagealliance.org.uk/wp-content/uploads/2023/07/Heritage-Manifesto-2023.pdf>

Finally, and because the heritage construction supply chain is made up of smaller companies, the group heard widespread anecdotal evidence that a diverse supply chain is hard to achieve due to the real or perceived barriers of procurement practices. This is hampering the ability of major heritage clients to source organisations to fulfil the work they require and also the growth potential of the supply chain due to missed work potential.

WORKFORCE AND SECTOR AWARENESS

The wider heritage sector employs nearly 300,000 people and 43% of those work in heritage specialist construction⁹. However, when considering all construction work on pre-1919 buildings, whether heritage specialist or not, the total workforce grows to just over 190,000¹⁰.

Given the UK's net zero ambitions, the poorer state of condition (comparative to newer stock) of pre-1919 homes, the backlog of works required to historic places¹¹ and the existence of major national heritage projects (such as Parliament's Restoration and Renewal programme¹²), the need for a competent heritage and traditional build workforce is as acute as ever.

For example, research published by Grosvenor estimates that there is a shortage of around 105,000 FTE workers a year needed just to retrofit heritage and traditional buildings to meet 2050 net zero targets¹³.

Historic England report¹⁴ that in England, 1 in 5 heritage specialist contractors report having skills gaps (the difference between the skills employees require and those that they have) and 25% report having skills shortage (difficulty recruiting people with the skills required). 1 in 6 heritage construction companies say they have turned down work due to a lack of skills and knowledge availability and 76% think it is going to get worse in the coming years.

Sector demographics also show the issues associated with an aging workforce. Figures suggest that 43% of the workforce who carry out work on pre-1919 buildings are aged above 45. By contrast, only 32% are aged below 35 and only 14% of employees are aged between 16 and 24. The SSAG has heard evidence the number of new entrants joining the industry will not be sufficient to replace the numbers leaving. This poses a challenge about awareness of career opportunities in the sector and the effectiveness of promotional activity.

⁹ <https://www.gov.uk/government/publications/heritage-sector-economic-estimates-methodology/heritage-sector-economic-estimates-methodology>

¹⁰ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

¹¹ <https://historicengland.org.uk/listing/heritage-at-risk/>

¹² <https://www.parliament.uk/about/living-heritage/building/restoration-and-renewal-programme/>

¹³ https://www.grosvenor.com/getattachment/77042425-b1cc-4c45-b338-5193a1c93d32/Heritage-and-Carbon_Final_Digital_DPS.pdf

¹⁴ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

Workforce and sector awareness: identified challenges

- Occupational skills shortages and skills gaps
- Aging workforce
- Lack of attractiveness and appeal of sector to new entrants
- Lack of clarity on routes into heritage and traditional building careers
- Challenges in regard to health and safety awareness and adherence in some parts of the sector

Proposed actions (short to medium term)

- A review of Go Construct with additions of:
 - a. Heritage specific content both in terms of highlighting heritage in existing job profiles and
 - b. Creating heritage-specific careers information at point of access
- Development of more heritage skills competitions to champion the sector and expose more people already in industry to heritage skills e.g. SkillBuild competition
- Development of Competence Frameworks and Skills, Knowledge, Experience and Behaviours (SKEB) statements for heritage and traditional build related occupations

Proposed actions (medium to long term)

- SSAG to 'deep dive' with specialist organisations representing specific trades to identify interventions that can help to tackle the shortages in specific trades / areas of competence
- Support for initiatives that encourage multi-skilling and upskilling to help plug skills gaps
- Working with partners and stakeholders to develop and outline career pathways
- Desktop research to identify if there is any specific link between health and safety incidents and heritage and traditional building work and what might explain this if there is
- Promote CITB health and safety offering and work with major heritage clients to pilot H&S awareness and training to reduce incidents or risk
- Cross-sector scheme to develop heritage ambassadors to promote the sector and its careers

SECTOR LEADERSHIP AND PIPELINE VISIBILITY

The heritage and traditional build skills sector is not as well served by representative bodies as it could be or by co-ordination between key stakeholders at a national level. The number of specialist training groups serving the sector has decreased and there are only a handful of associations who cater to the heritage and traditional build construction supply chain. This lack of leadership and co-ordination means that the skills needs of the sector are not well presented or articulated, good practice is difficult to share and learn from and the skills and training challenges the sector is facing are not being targeted in a co-ordinated approach.

This plan intends to provide the impetus to create a lasting legacy of leadership, co-ordination and networking so that the sector is better equipped to both articulate the issues it faces and to collectively address them. In addition, providing a horizon view as to the work pipeline will ensure that there is the data to inform such leadership.

Research by Historic England¹⁵ has shown that there is a clear disconnect between the amount of work that heritage and traditional build construction clients have planned for the future and the amount of work that the construction supply chain is expecting, despite 60% of the supply chain wanting to expand their work. This is in part contributing to a deficit of around 105,000 FTE workers who are required per year to meet our national retrofitting targets. In addition, the number of pre-1919 homes in poor condition is three times worse than non-heritage housing stock. This shows a clear demand for work but it is not currently being met by the supply chain due to a lack of investment in skills and growth.

Historic England's research finds that the disconnect between the need for work and the investment in growth and skills made by the supply chain is unmatched and concludes that a clear pipeline of work would help the supply chain, as well as training providers to respond to the challenge and help supply and demand move closer to equilibrium. This position is reiterated by CITB's Industry Picture report¹⁶ which highlights "having a clear and visible commitment to a funded pipeline of projects is crucial to sustain workforce growth".

¹⁵ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

¹⁶ <https://www.citb.co.uk/funding-support/business-support/analysis-and-forecasting/industry-picture>

Sector leadership and pipeline visibility: identified challenges

- Need for long term cross sector co-ordination and collaboration on heritage and traditional building skills needs
- Lack of clarity on future pipeline of heritage and traditional building work, reducing incentive or confidence to invest in skills
- The economic, social, ethical and cultural case for heritage and traditional building skills is not properly made

Proposed actions (short to medium term)

- Feasibility study in respect of publishing UK-wide, nations and regional heritage and traditional build work pipeline
- Funding pool to support innovative and bespoke regional heritage careers (post 16) training and skills initiatives focused on areas with greatest skills needs
- Development of Competence Framework Skills, Knowledge, Experience and Behaviours (SKEB) statements for Heritage sector

Proposed actions (medium to long term)

- Approach Heritage Alliance to bring together major heritage construction stakeholders to create a position statement detailing the full economic, social, ethical and cultural case for heritage and traditional build skills investment, drawing comparisons to traditional metrics and highlighting flaws
- Position statement to be presented to Government/s to show why heritage sector skills investment or interventions should be considered in the context of what it truly offers
- Investigation as to the viability of joint working between CITB and other heritage interested stakeholders, building on historic precedents such as the previous CITB-Historic England-CADW-HES partnership agreement¹⁷
- Creation of legacy organisations and networks to provide an ongoing forum of exchange to lead efforts to address the skills challenges faced by the sector

¹⁷ <https://historicengland.org.uk/content/docs/education/cadw-hes-he-citb-strategic-skills-partnership-agreementpdf/>

TRAINING PROVISION

Training in the heritage and traditional build sector is plagued by a number of challenges. The SSAG has heard evidence that there is a cultural preference for experience over training when recruiting or promoting people, a lack of availability of training courses and qualifications, a postcode lottery of provision and a poor economic case comparative to other construction courses.

More than half (55%) of heritage specialist contractors have not offered some form of training in the last five years and 72% of contractors say they prefer informal ‘on-the-job’ training to formal routes¹⁸. This method of training means there is a reliance on having sufficiently trained or experienced people already in the workforce able to hand down knowledge and skills. This approach is increasingly becoming riskier because, as previously identified, the aging workforce and low rate of new entrants means there may not be either experienced people to hand down skills nor those to hand them on to. This preferred method of training also compounds the problems already experienced by formal training provision, as the demand for it is suppressed, disincentivising investment or supply of training and qualification provision. As demand for work on pre-1919 building increases (including demand for retrofit), this may constrain the amount of time available for training in-house¹⁹, worsening skills gaps even further.

Stakeholders believe it is difficult to find relevant training and that while there are pockets of high-quality and highly valued provision, this is not readily accessible due to low numbers of courses. Mainstream construction courses do not also seemingly include much content specifically aimed at pre-1919 buildings. There are 98 apprenticeship standards approved for delivery in the construction and built environment sector. Of these, five explicitly reference heritage trades in the titles. Heritage related content is included in other standards but, from the perspective of new entrants, this may be less obvious.

Historic research²⁰ (2008) by the now defunct National Heritage Training Group, found that of the companies working in the sector, 89% of contractors considered themselves general construction companies and 87% did not hold formal qualifications relating to traditional buildings. They identified significant challenges in finding heritage awareness training aligned to CITB standards.

As there is limited evidence of demand for formal training, the SSAG heard that training providers do not perceive high demand for accredited courses and are unlikely to boost their supply. The current training infrastructure, therefore, does not appear to have the capacity to handle any surge in demand from new entrants to the heritage construction sector.

¹⁸ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

¹⁹ *ibid*

²⁰ <https://historicengland.org.uk/content/docs/research/traditional-building-craft-skills-england-review-2008/>

Training provision: identified challenges

- Apprenticeship and training provision: viability, the poor economic case and the 'postcode lottery'
- Lack of available qualifications and training options

Proposed actions (short to medium term)

- Bursary pilot to encourage individuals (*non-apprentices*) to undertake heritage and traditional build related qualifications and training where training is not readily available within a local radius
- SSAG 'deep dive' with colleges and training providers to understand why:
 1. Courses are not offered
 2. Courses have been withdrawn
 3. Staffing shortages (if any)
- Action to incentivise, support and improve offer and availability of training

Proposed actions (medium to long term)

- Mapping of existing training provision; geography and quals vs. actual offering
- Analysis of the existing training provision vs. that required to achieve alternative routes to competence to identify areas where intervention may be required
- Publication of a heritage and traditional build training register or guide showing what is available, the locality and what funding it attracts (owned by CITB/ TPN*)

*CITB Training Provider Network

NET ZERO AND CLIMATE CHANGE

The UK is committed to achieving net zero of carbon emissions by 2050²¹ and delivering on this target will require a significant improvement in the energy efficiency of heritage and traditional building stock. However, the SSAG has heard that the heritage construction supply chain is not actively pursuing this work.

Research²² shows that only 2% of heritage specialist contractors' revenues derive from retrofit, indicating that the supply chain is not systematically cross or upskilling to undertake this work and does not have much of an appetite to do so. When it comes to confidence, 66% of contractors say they cannot comment on the suitability of training provision for retrofit (suggesting they have not engaged with it) and only 37% think they have the skills and knowledge needed to retrofit effectively. The evidence shows scope for expanding the amount of retrofit undertaken by heritage specialist contractors – both those who are already skilled to do so and those who have not yet engaged with upskilling to do so.

On the other hand, the SSAG heard evidence that there is concern that not all retrofitters have the necessary knowledge and understanding of heritage and traditional buildings to sympathetically undertake retrofit works, and that current retrofit training does not sufficiently cover the unique needs of pre-1919 buildings²³. As previously mentioned, the Heritage Alliance has already warned that achieving net zero means we need to double the number of 'conservation-skilled retrofitters' and warned that the wrong approach would 'do more harm than good'²⁴. A number of SSAG stakeholders and clients also raised concern that the changing climate would mean new skills and knowledge would be needed to adapt pre-1919 buildings to the needs of changing climatic pressures.

Net zero and climate change: identified challenges

- The path to net zero, climate change and climate adaption
- Skills gaps and (un)willingness to work in regard to retrofit for energy efficiency

Proposed actions (short to medium term)

- Identification and promotion of list of existing training courses that are appropriate for retrofitters to undertake to improve their base knowledge of work on historic, heritage and traditional buildings
- Identification, promotion and funding (CITB existing products) of relevant climate adaption courses

Proposed actions (medium to long term)

- Collaboration with *RMI Sector Skills Plan: Domestic Retrofit* to understand how heritage contractors who do not typically offer retrofit works can upskill or multi-skill to be able to offer retrofit services to heritage clients

²¹ <https://commonslibrary.parliament.uk/research-briefings/cbp-9888/>

²² <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

²³ *ibid*

²⁴ <https://www.theheritagealliance.org.uk/wp-content/uploads/2023/07/Heritage-Manifesto-2023.pdf>

PROCUREMENT

The SSAG has heard evidence from employers and clients that the difference in size between small supply chain businesses and large heritage clients is creating challenges with procurement processes. The procurement process can act as a barrier, or at least be seen as a barrier, to the efficient matching of demand and supply, with the supply chain saying that they feel the procurement process can deter them from applying for work or stop them altogether.

This view has been backed by qualitative research with stakeholder respondents to Historic England (2024)²⁵ citing typical organisation size (SMEs) ‘as a barrier to bidding for large scale projects such as the Palace of Westminster renovation’, and further reported ‘contractors note that work on large-scale projects may be too difficult for SMEs to win, partly because procurement can be time-consuming and challenging from their perspective’.

Accordingly, the SSAG will look to attempt to investigate and overcome these barriers to increase the efficiency of the market, this will include helping SMEs to achieve and evidence their organisational capability and their staff’s competency.

Procurement: identified challenges

- Procurement practices as a potential barrier to diverse supplier network

Proposed actions (short to medium term)

- Focused SSAG discussion with a select group of large heritage client procurement teams to identify what they perceive as the blockers to greater SME involvement in their procurement
- Work with clients to see what can be done with the procurement teams to improve this at their end

Proposed actions (medium to long term)

- Identify training for SMEs that helps to improve the areas where they are consistently missing the mark in procurement
- Run a pilot programme with one or two clients, with a referral programme or pro-active advertisement of the training prior to tendering
- Assisting the heritage construction sector to improve its organisational capability and individual competency such that it can better compete with larger organisations

²⁵ <https://historicengland.org.uk/images-books/publications/skills-needs-analysis-2024-repair-maintenance-retrofit-traditional-pre1919-buildings/skills-needs-analysis-2024-report/>

INVESTMENT AND INTERVENTIONS

For a full list of current interventions that have been initiated under this plan, please visit the following webpage: <https://www.citb.co.uk/about-us/partnerships-and-initiatives/sector-skills-plans/rmi-sector-skills-plan>

If you are interested in making a funding application for an intervention that supports the aims of the plan, please ensure that you first read the Sector Skills Plan Investment page on the following webpage. You will also find the Terms of Funding, Terms of Bidding and Guidance Notes which should all be read prior to making an application: <https://www.citb.co.uk/about-us/partnerships-and-initiatives/sector-skills-plans/sector-skills-plan-investment>

ACKNOWLEDGEMENTS

The Chair and CITB would like to thank all those individuals and organisations who have participated in the Sector Skills Advisory Group for their invaluable time, insight and contributions. For a full list of current members, please visit: <https://www.citb.co.uk/about-us/partnerships-and-initiatives/sector-skills-plans/rmi-sector-skills-plan>

CONTACT

If you are interested in joining the Sector Skills Advisory Group or would like to speak to the team to find out more about the plan, please contact the CITB representative in the first instance:

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