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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.

2022-2023



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

1. Responding to the skills demand

2. Building the capacity and capability of training provision

3. Future skill needs

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



OUR WORK

We will DELIVER

- See Your Site 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 2022 to engage female students in Years 8 and 9. Women are still underrepresented in the industry and the events provide the opportunity to inspire the next generation of women in construction.

- We will target an increase in See Your Site participants from both schools and colleges.
- Three Women into Construction events are planned, with the aim of engaging between 60 and 100 school children at each event.

OUTCOME

OUR WORK

We will FACILITATE

- Participation in Build UK's Open Doors initiative, which offers interactive site tours to those interested in joining the industry.
- National Apprenticeship Week events to attract, inform and inspire the next generation of construction apprentices.

- Build on the success of previous Open Doors events which were delivered virtually and in person due to the pandemic.
- A series of targeted National Apprenticeship Week events for those who are already studying construction qualifications.

OUTCOME

OUR WORK

We will ENCOURAGE

- More individuals working in construction to become Go Construct STEM Ambassadors. This, in turn, will increase educational engagement to highlight the wide range of careers available in construction.
- The CSR Champion Network – a forum for sharing best practice in social value across Wales. Members will come from a range of construction companies of different sizes and offer opportunities for collaboration. The forum will also help develop solutions to meet 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.
- More students to choose a career in construction by taking up relevant GCSE, AS and A Level qualifications. We will achieve this through greater structured engagement between industry and education providers. Industry links to schools will be strengthened through the provision of 'guest' teachers, site visits and interactive classroom activities. We will encourage employers to develop support materials to enhance classroom learning.
- Work experience and taster opportunities through our Onsite Hubs. We will provide full-time learners with vital hands-on experience to facilitate a smooth progression onto an apprenticeship.
- 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.

- Encourage an additional 30 STEM Ambassadors to sign up to the Go Construct STEM Ambassador scheme, with an ongoing target of 20 new STEM Ambassadors every year. Provide four Wales-specific CPD sessions to engaged and potential Ambassadors.
- We aim to keep at least 15 employers engaged in the network, with four engagements taking place every year. Increase the number of companies accessing CITB products, supporting our events and delivering improved social value.
- Increase the number of entries to skills competitions by 10% across Wales.
- Promote the Construction Virtual Environment Resource Training project to schools.
- Four training providers delivering Traineeship pilots in site carpentry, with 40 learners taking part.

OUTCOME

Our goal for the next year: A sufficient and diverse supply of new entrants to meet the needs of the industry.

RESPONDING TO THE SKILLS DEMAND

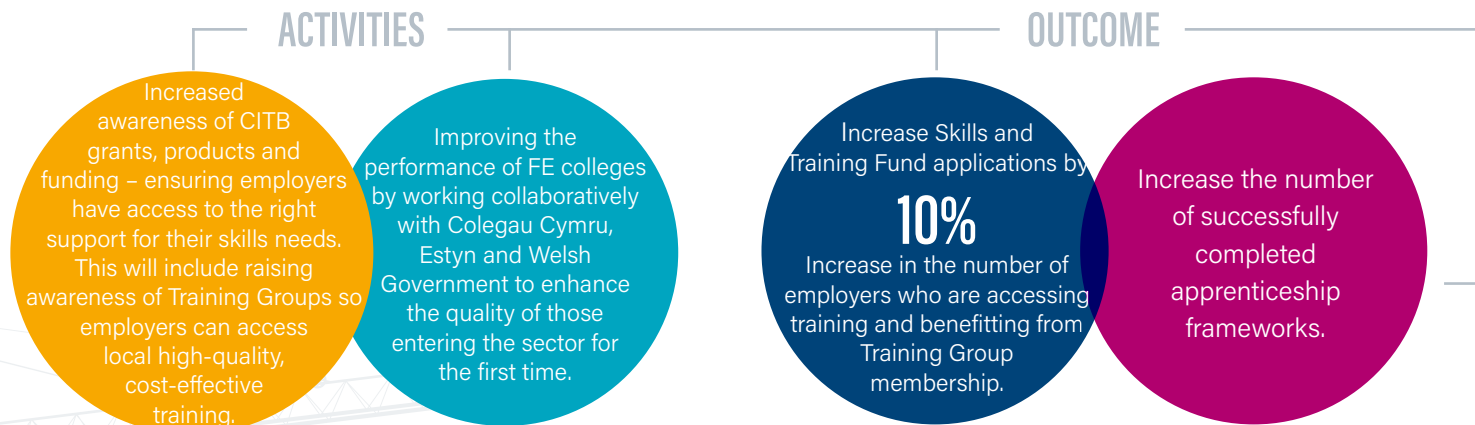
Our goal for the next year

To Improve how the training and development system works in construction, so more companies can access the high-quality training they need and reduce the level of skills gaps.

WE WILL DELIVER



WE WILL FACILITATE



Developing the capacity and capability of our

TRAINING PROVISION

Our goal for the next year

Employers have the right products and services to be able to train their workforce, now and in the future.

WE WILL:

Work with industry to agree new construction apprenticeship frameworks for New Apprenticeship Pathways for delivery from September 2022.

OUTCOME

CITB grant funding and Welsh Government funding rates agreed for New Apprenticeship Pathways.

Make sure Welsh employers have the opportunity to contribute to the development of safety critical occupations through reviews of National Occupational Standards.

The impact of the UK Safety Critical Occupations work suitably reflects Welsh employers' views.

OUTCOME

WE WILL FACILITATE:

New digital qualifications as an employer requirement in the new construction apprenticeship framework, which will include a 30-hour guided learning digital qualification.

OUTCOME

Apprentices will be better prepared to utilise digital skills in the workplace.

Development of the Industrial Building Treatment Apprenticeship Framework to meet the needs of green skills, net zero and retrofitting requirements.

OUTCOME

Professionalise Industrial Building Treatment and improve the competence of the workforce and the overall quality of work delivered.

Incorporate Welsh employers and stakeholders in the development and revisions of training Standards, such as plant standards.

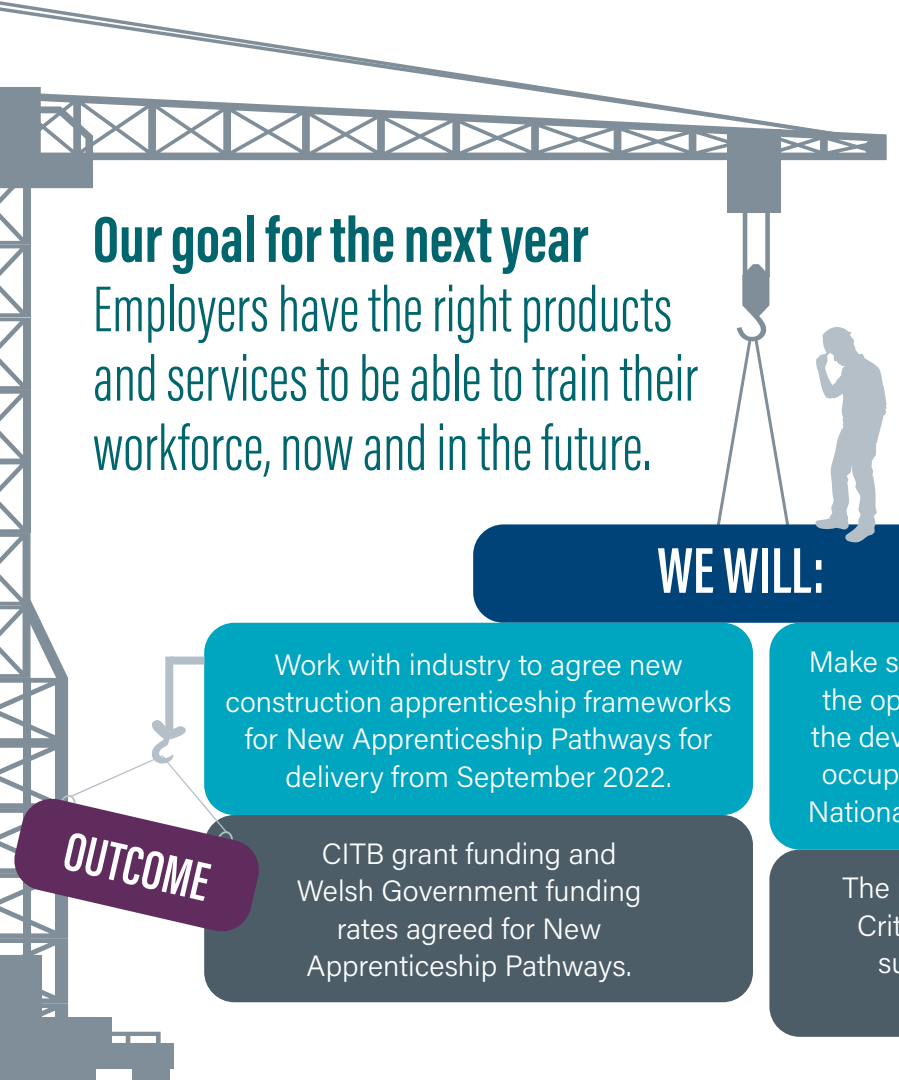
OUTCOME

New and revised training Standards which reflect the needs of Welsh employers.

SHAPING THE FUTURE

by supporting non-technical skills and training development

OF CONSTRUCTION



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, Awarding Bodies such as Qualifications Wales, WJEC, City and Guilds and EAL to ensure standards and qualifications are available to meet employers' needs in Wales.



SHAPING THE FUTURE
OF CONSTRUCTION

by supporting non-technical skills and training development