

What's the difference between the CITB Levy and the Apprenticeship Levy?



The Government Apprenticeship Levy and the CITB Levy are **not** like for like.

The Government Apprenticeship Levy is a mechanism where funds to cover Apprenticeship training costs are generated from large employers directly, rather than from general taxation. The levy is collected by HMRC, and is only designed to cover training fees.

THE APPRENTICESHIP LEVY

A tax paid by all UK employers with an annual pay bill of more than **£3 million**.

They pay **0.5%** on their payroll over £3 million and in England this is used to fund apprenticeship training.

The CITB Levy is raised through Levy-registered employers and is used for many purposes.

This includes:

- Supporting employers with the costs of having an apprentice, such as wages, travel, mentoring etc.
- Supporting training and development through grants and funding
- Apprenticeship grants of up to £14,500. For every eligible apprentice, employers receive a £2,500 attendance grant per year and a further £3,500 per achievement
- Qualifications up to £8,625. Grant value based on a six-year qualification with achievement
- Short duration training grants up to £120 per person for each course, plus plant achievements up to a value of £410 Grant values for courses vary by tier applied to the standard
- Skills and Training Fund (allows small firms to apply for funding of up to 10,000, medium firms up to £25,000), and Leadership and Management Fund for large businesses.

The CITB Levy supports the British construction industry to develop the skilled workforce it needs.



Careers: Helping talented people join construction and retaining those we have





Training and Development: Ensuring access to high-quality training provision

GOALS FOR THIS YEAR	OUR WORK TOWARDS 2021-25 STRATEGIC GOALS	WORKING WITH EMPLOYERS AND PARTNERS TO...
Develop new and more effective routes between colleges, apprenticeships and jobs, comparing different models across GB.	Expand the most effective routes between colleges and jobs and make sure they are in place for future year groups.	Get more talented students into jobs
Support apprentices through the Shared Apprenticeship Scheme, Talent Retention Scheme, Traineeships and the Kickstart Scheme.	Protect funding for apprenticeships, especially for smaller firms and travel and subsistence in remote areas. Improve apprenticeship completion rates through better, more diverse recruitment.	Protect apprenticeships
Begin to address 'top 10' in-demand skill areas through targeted use of Grants Scheme and funding. Protect niche provision through funding support.	Unlock benefits of better digital skills using results of our commission on the subject. Support skills development towards meeting Net Zero, such as retrofitting buildings to boost energy efficiency.	Target training provision gaps
Grow remote delivery of training courses.	Deliver core skills efficiently across GB, including through Training Groups. Expand the amount of e-learning available free at the point of access.	Modernise training delivery



Standards and Qualifications: Putting standards in place to increase confidence and make training more transferable

GOALS FOR THIS YEAR	OUR WORK TOWARDS 2021-25 STRATEGIC GOALS	WORKING WITH EMPLOYERS AND PARTNERS TO...
Help SMEs identify skills needs.	Provide free tools for businesses to analyse their skills and training needs. Decide on leadership and management training and qualifications support.	Help leaders and managers pinpoint skill needs and identify the right training
Share clear evidence and information on future skill needs and priorities.	Ensure standards are in place to support new technologies and approaches. Continue using Grants Scheme to fund training backed by approved standards.	Set competence standards
Agree a common framework for measuring competence. Populate for key safety critical occupations such as installers, and for digital skills Provide guidance about how to progress into and through the top 10 most in-demand skill areas.	Working with employers, partners and nations governments to ensure that apprenticeships are fit for purpose. Agree the approach to developing and maintaining competence in the workforce.	Influence skills policy Map out clear progression routes

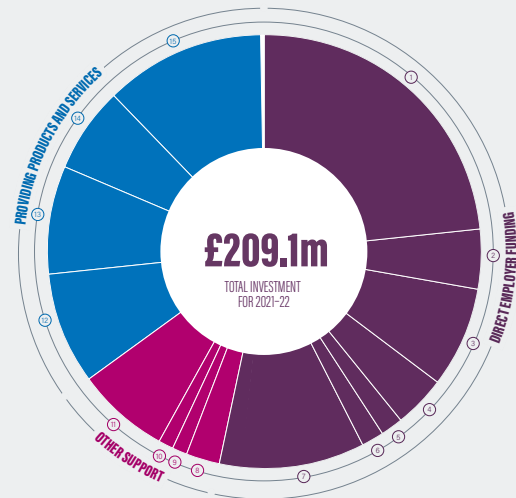
How we invest your Levy: 1-year GB view

SOURCES OF INCOME

£148.8m	Levy Cash Received * Full Levy Assessment for the financial year £95.6m	£191.5m	TOTAL INCOME
£42.7m	Products and Services income	£17.8m	BALANCE FROM RESERVES
£4.2m	Direct training delivery (NCC)	£209.1m	TOTAL INVESTMENT FOR 2021-22
£13.2m	Apprenticeships		
£25.3m	Product income		

ALLOCATION OF INVESTMENT AND COSTS

£116.1m	DIRECT EMPLOYER FUNDING	£23.9m	OTHER SUPPORT
① £51.7m	Apprenticeship Grants	⑧ £5.2m	Employer Support Services - Engagement
② £13.1m	Qualification Grants	⑨ £2.4m	Standards, Qualifications and Verification
③ £18.4m	Short Duration Training Grants	⑩ £2.2m	Skills and Employment Policy and Research
④ £8m	Skills & Training Fund for Small and Micro Businesses	⑪ £14.1m	Apprenticeships
⑤ £3.5m	Skills & Training Fund for Medium-Sized Businesses	£69.1m	PROVIDING PRODUCTS AND SERVICES
⑥ £3m	Leadership & Management Development	⑫ £17.5m	Direct training delivery (NCC)
⑦ £18.4m	Funded Activity	⑬ £13.2m	Apprenticeships
		⑭ £13.5m	Other Products and Services
		⑮ £24.9m	Cost of Administering, Levy, Grants and All Funding Schemes



How CITB supports construction

We **SUPPORT** the development of people to construct a better Britain through our **TRAINING AND DEVELOPMENT** and **STANDARDS AND QUALIFICATIONS** priorities.

Our role is to ensure training and assessment meets your needs, so that Standards and Qualifications used in construction training will be consistent and assured.

We'll make sure training is high quality and accessible, helping employers bring in workers and access training to meet their immediate needs. We do this through grants, funding, and products and services like the Health Safety & Environment (HSE) test, Construction Training Register and Training Directory.

We **ATTRACT** people to join construction through our **CAREERS** priority.

Our aim is that you'll see a wider talent pool. We'll improve the way we talk about careers in construction, widen the appeal of joining beyond traditional groups, structure work experience and work-ready initiatives, initiatives, give more support to Apprenticeships, and improve the conversion rate from Further Education into employment.

We can't do this alone – employers will need to play their part by promoting their companies and providing the vacancies that convert attraction into employment.

Our priorities are underpinned by our wide-ranging research programme, which deepens our understanding of construction's challenges. Through partnerships with local and national Government we help guide investment in construction skills as a priority.

Our range of funding supports employers of all sizes to invest in Apprenticeships and qualifications; supports smaller employers to invest in company-specific training; and invests in industry-wide programmes to address big issues such as recruitment and digital skills.

Through our work, we aim to help British construction have a recognised, world-class, innovative approach to developing its workforce to deliver quality in the built environment.

