

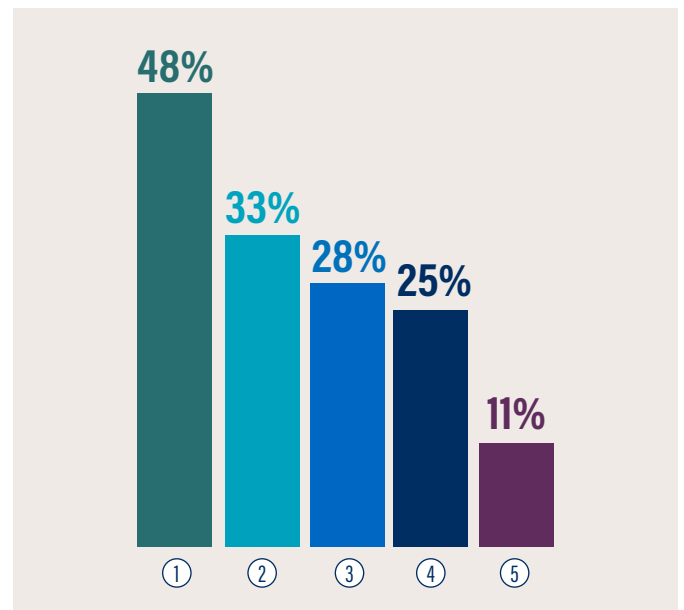
Employer Tracker (ESR): April 2023

Provides a view from CITB Levy registered companies on industry skills, training and CITB's corporate performance.

Since 1997 CITB has actively asked employers for their thoughts on the skills issues facing construction to inform decisions about what the industry values and needs as well as evaluating CITB's performance to support employers and the industry. The Employer Tracker has evolved over time to reflect changes in objectives and services provided and is now run biannually.

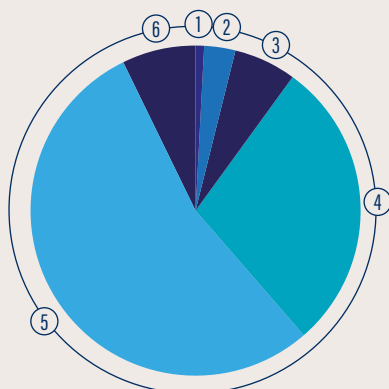
Important SKILLS issues employers believe the construction industry will face in the next year or so

- ① **48%** Skilled labour shortage / Skills shortage
- ② **33%** Lack of young people coming into industry
- ③ **28%** Lack of apprentices
- ④ **25%** General labour shortage
- ⑤ **11%** Loss of experienced workers



COMPETENCE

How do employers ensure their workforce is competent?



- ① **1%** Registered Competent Person Scheme
- ② **3%** Valid industry approved card
- ③ **6%** Valid industry approved card for their occupation
- ④ **28%** Valid industry approved card and experience
- ⑤ **53%** Appropriate experience, training or can pass regular reviews
- ⑥ **7%** Other

Extent employers believe their workforce is competent to meet the current and future needs of their business

85% Highly + Above average
3% Not at all + Below average

Employer size



Nation



Please note: numbers may not sum up to 100% due to rounding. Neutral and don't know responses are not shown here, however are included in overall percentages.

TRAINING

Access

Employers can access the right construction related training when needed

78%

Very confident + Fairly confident

17%

Not at all confident + Not very confident

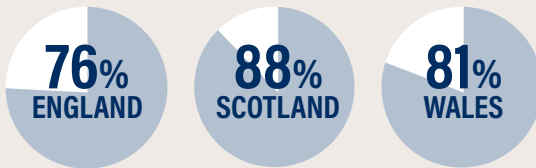
5%

Don't know

Employer size



Nation



Quality

The quality of construction related training you access is of a high standard

77%

Very confident + Fairly confident

14%

Not at all confident + Not very confident

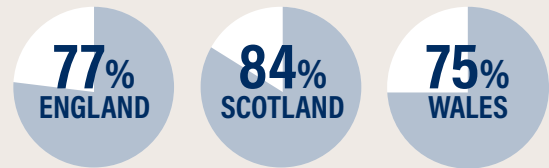
9%

Don't know

Employer size



Nation



Importance of Levy, Grant & funding system in maintaining the level and quality of training

TO INDUSTRY

71%

Very important + Quite important

↑ UP 2% PTS VS NOVEMBER '22
↑ UP 5% PTS VS LAST YEAR

9%

Completely unimportant + Unimportant

5%

Don't know

Employer size



Nation



TO FIRM

54%

Very important + Quite important

↑ UP 6% PTS VS NOVEMBER '22
↑ UP 7% PTS VS LAST YEAR

27%

Completely unimportant + Unimportant

3%

Don't know

Employer size



Nation



EMPLOYER AWARENESS OF CITB'S WORK

CAREERS

↔ SAME AS NOVEMBER '22

Presenting construction as attractive to potential entrants with opportunities and routes to join

31%

STANDARDS & QUALIFICATIONS

↑ UP 2% PTS VS NOVEMBER '22

That support careers training and development

42%

TRAINING & DEVELOPMENT

↑ UP 2% PTS VS NOVEMBER '22

Ensuring employers can access high quality training needed to develop their workforce in current and emerging skills

47%

	IMPORTANCE Very important + fairly important (Completely unimportant + fairly unimportant)	SUCCESS Very successful + Successful (Not at all successful + not successful)
Raise the profile of construction careers	78% (8%) ↓ DOWN 4% PTS VS NOVEMBER '22 ↓ DOWN 9% PTS VS LAST YEAR	32% (27%) ↑ UP 5% PTS VS NOVEMBER '22 ↑ UP 6% PTS VS LAST YEAR
Ensure employers can recruit from a sufficient talent pool	77% (9%) ↔ SAME AS NOVEMBER '22 ↓ DOWN 5% PTS VS LAST YEAR	29% (28%) ↑ UP 7% PTS VS NOVEMBER '22 ↑ UP 3% PTS VS LAST YEAR
Help employers develop and maintain a competent workforce	80% (7%) ↓ DOWN 1% PTS VS NOVEMBER '22 ↓ DOWN 8% PTS VS LAST YEAR	37% (24%) ↑ UP 6% PTS VS NOVEMBER '22 ↑ UP 5% PTS VS LAST YEAR
Ensure the quality of training meets employers needs	84% (6%) ↓ DOWN 2% PTS VS NOVEMBER '22 ↓ DOWN 8% PTS VS LAST YEAR	43% (22%) ↑ UP 7% PTS VS NOVEMBER '22 ↑ UP 7% PTS VS LAST YEAR
Ensure employers can identify the training and development that is needed	81% (6%) ↓ DOWN 1% PTS VS NOVEMBER '22 ↓ DOWN 7% PTS VS LAST YEAR	40% (23%) ↑ UP 8% PTS VS NOVEMBER '22 ↑ UP 5% PTS VS LAST YEAR
Help employers access the right training when they need it	85% (6%) ↓ DOWN 2% PTS VS NOVEMBER '22 ↓ DOWN 7% PTS VS LAST YEAR	42% (24%) ↑ UP 8% PTS VS NOVEMBER '22 ↑ UP 6% PTS VS LAST YEAR

Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

Employers Satisfaction with the overall service CITB has provided

TO INDUSTRY

↑ UP 7% PTS VS NOVEMBER '22
↑ UP 5% PTS LAST YEAR

46%

23%

5%

Completely satisfied + Fairly satisfied

Completely dissatisfied + Fairly dissatisfied

Don't know

Employer size



Nation



TO FIRM

↑ UP 2% PTS VS NOVEMBER '22
↑ UP 6% PTS VS LAST YEAR

32%

17%

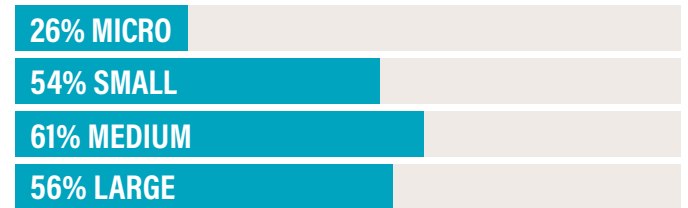
36%

Completely satisfied + Fairly satisfied

Completely dissatisfied + Fairly dissatisfied

No dealings in last 12 months + Don't know

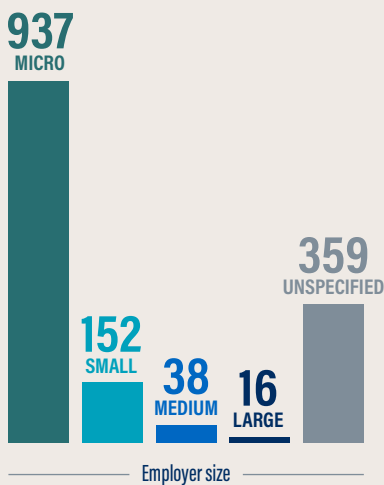
Employer size



Nation



Breakdown of respondents



Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

TEAM Telemarketing conducted 1,502 Telephone interviews 9th January to 13th March 2023 with a representative sample of Levy registered employers. Interviewers will ensure the participant is someone of authority and the most knowledgeable about skills issues in construction and the skills and training within their company.