



Nation Plan: Wales

2025-26



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

2025-26 is a year full of promise for the construction industry in Wales. The Welsh Government has announced hundreds of millions to support the development of thousands of new affordable homes.

To support its ambitions, the Welsh Government also committed to maintaining the apprenticeship budget at £143.9 million for 2025-26, matching the previous year’s allocation and reflecting a long-term commitment to workforce development.

At CITB, we’re poised to directly support the Welsh construction industry to take advantage of these opportunities. This Wales Nation Plan outlines our plans to support employers to recruit, train and develop the workforce they need, now and in the future in Wales.

It is underpinned by our 2025-29 Strategic Plan which outlines how we will invest over £1 billion over the course of the Strategic Plan to support the industry. Furthermore, our 2025-26 Business Plan sets out the practical steps we will take, including working with

the Welsh Government to evolve the Welsh skills and training system to support construction training provision, and the continuation of the Travel to Train grant for apprentices who need to travel and stay at accommodation away from home when training.

We will be laser focused on delivering these Plans with the confidence of having been backed by industry, with over two-thirds of employers supporting our 2026-29 Levy plans, which will increase the Levy Exemption and Reduction thresholds.

So far this year, we’ve already launched the Training Provider Network (TPN) - a single network of approved, quality assured training providers across England, Scotland and Wales - and we’ve committed to doubling the size of our New Entrant Support Team (NEST).



INTRODUCTION

THE THREE PILLARS

- Inspire and enable diverse and skilled people into construction
- Develop a training and skills system to meet current and future needs
- Support the industry to train, develop and retain its workforce

WORKING WITH OUR PARTNERS

MEASURING SUCCESS

Additionally, following the conclusion of the ITB Review, which found that the role of the ITBs should be strengthened, we will be working closely with ECITB on specific areas such as infrastructure across Great Britain, increasing trainers, clean energy jobs and skills passporting.

We're also working with industry and training providers to develop Competence Frameworks, defining the core competence requirements for individuals across the construction industry to ensure the industry is operating safely and effectively. Furthermore, we're working with industry to also develop Sector Skills Plans to help address the specific skills needs of sectors within the construction industry.

To keep pace with Government targets, we need to expand the local, skilled workforce in the construction industry. This Plan provides the detail of a clear, straightforward approach to addressing the skills challenges facing the industry in Wales.

The three pillars of our Plan address the skills system, focusing on putting the foundations in place so employers and individuals can access the right training, in the right place and at the right time for them.



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The three pillars of our Plan

Our [Strategic Plan 2025-29](#), launched earlier this year, sets out how CITB will support employers to recruit, train and retain the workforce they need, now and in the future.

We engaged with construction employers, training providers, and stakeholders to form our Strategic Plan, which is shaped around three pillars. Our ultimate aim is to deliver a competent and productive workforce to eradicate the skills gap, and this Nation Plan for Wales sets out how the three pillars will inform our work in Wales for 2025-26.

WELSH LANGUAGE COMMITMENT STATEMENT

Wales is a dual language country where services and resources are made available bilingually to the public in Wales. The CITB Welsh Language Policy will ensure that the organisation will make constant progress towards achieving our main commitment - that Welsh should be treated no less favourably than the English language. We will ensure that we promote and encourage the use of the language which will have a positive impact not only on our Welsh employers and stakeholders but for the people of Wales as a whole.

1 INSPIRE AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

Our work will help industry attract new talent from a wider and more diverse pool of talent.

2 DEVELOP A TRAINING AND SKILLS SYSTEM TO MEET CURRENT AND FUTURE NEEDS

The skills system is critical to employers and industry’s ability to train. It needs to evolve to meet the construction industry’s current and future needs.

3 SUPPORT THE INDUSTRY TO TRAIN, DEVELOP AND RETAIN ITS WORKFORCE

The skills challenges will not be solved by new entrants alone - we must ensure we retain more of the construction workforce. Through CITB funding, we will support our employers with their workforce development needs that will upskill our current workforce, maximise the productivity return of the existing workforce, and help support retention in the industry.

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PILLAR ONE

Inspire and enable diverse and skilled people into construction

Construction needs a strong pipeline of talent.
Our interventions will help remove barriers
and inspire the very best talent.



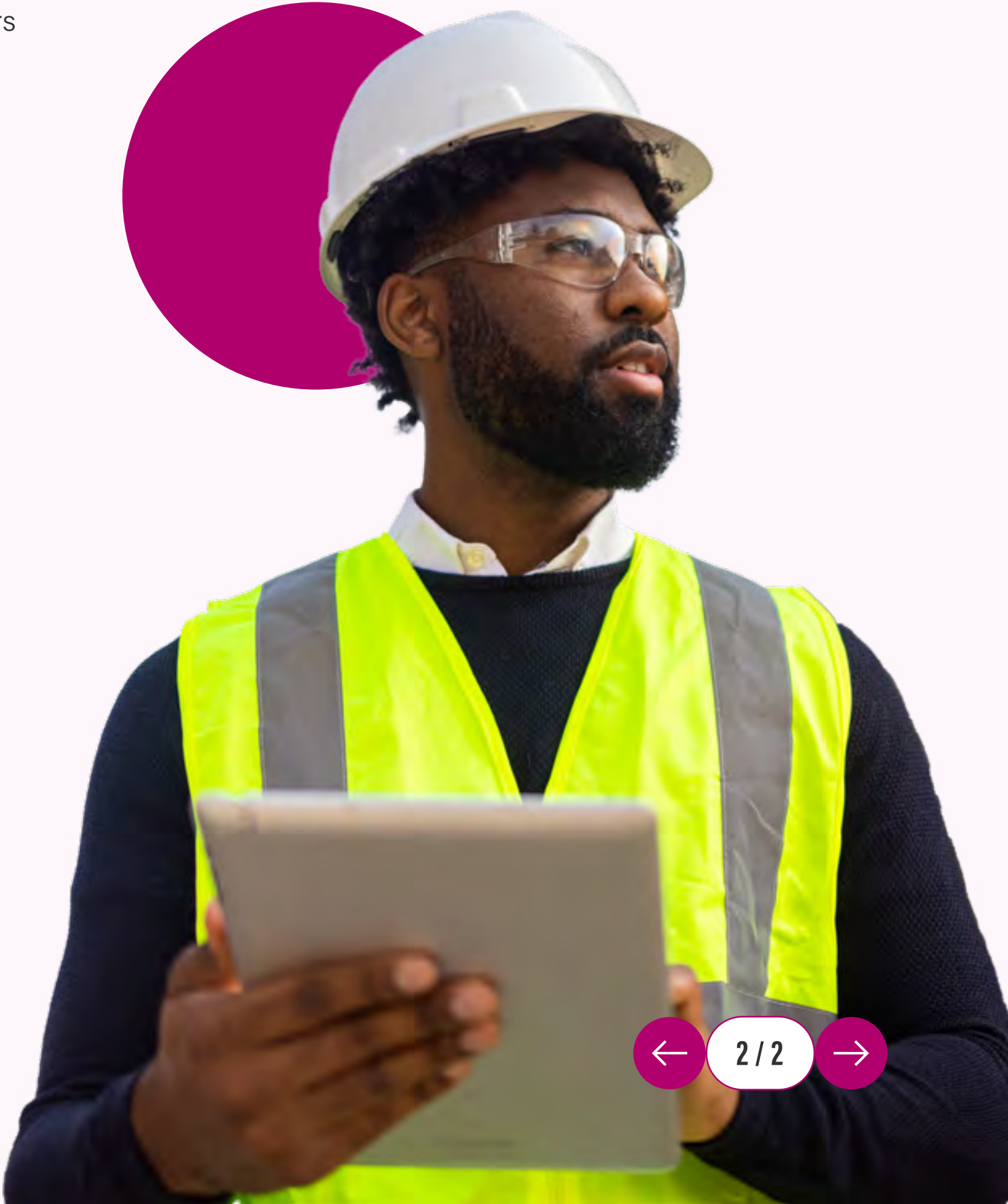
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Support the industry to train, develop and retain its workforce

In Wales, we will:

- Continue providing free, self-service digital careers information through our bilingual Go Construct website and Go Construct Careers, our new online platform designed to connect construction employers with the next generation of skilled workers
- Provide over 800 full-time learners with the opportunity to learn about how construction works in practice through our partner-delivered industry insight events, including Open Doors, See Your Site, National Apprenticeship Week and women into construction events
- Continue to deliver NEST interventions to support over 300 employers to recruit apprentices and other new entrants through assisting with all their recruitment requirements, including accessing grants and securing suitable training provision
- Improve the Go Construct STEM Ambassador programme by developing materials to engage young people and work in partnership with local network partners and stakeholders in Wales to improve the reach and effectiveness of construction careers promotion in both Welsh and English
- Facilitate and support National Apprenticeship Week, working closely with Welsh Government, Medr, further education colleges, employers, and wider stakeholders to promote construction as a career of choice
- Promote and facilitate four women into construction events across Wales, including a Welsh language event
- Continue to promote and support the SkillBuild competitions in Wales
- Facilitate our Social Value Network for the sharing of best practice in delivering social value outputs
- Continue to fund and support our three Onsite Experience hubs in Wales to provide practical work experience and gateway opportunities to adults looking to gain employment in construction
- Continue to support the development and implementation of a CITB national engagement strategy, supported by local engagement teams to encourage and support ex-offenders, military service leavers and NEETs into a career in construction.



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PILLAR TWO

Develop a training and skills system to meet current and future needs

The current skills system does not work as effectively as it could for the construction industry. We will work with national Governments to ensure that construction skills are prioritised in new policies and initiatives.



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In Wales, we will:

- Ensure all National Occupational Standards, short duration standards, NVQs and apprenticeships in Wales are up to date and fit for purpose. We will engage with Medr to ensure this work is aligned, where possible, to the development of Competence Frameworks
- Continue working with industry to agree and continually update a single, industry-owned, definition of competence for all construction roles, with Routes to Competence and skills, knowledge, experience and behaviour statements that enable flexible development of skills and capabilities and support employers/individuals to identify progression opportunities and role-specific competence requirements
- Continue to work closely with Medr, Qualification Wales, colleges, training providers, and employers, exploring potential changes to apprenticeship qualifications with the aim of improving starts, retention, and outcomes from the programme
- Support the review of National Occupational Standards and safety critical elements by way of employer participation and input
- Monitor and review the implementation of the digital qualification into the Apprenticeship Framework for its appropriateness, effectiveness and impact
- Monitor and review the impact of the pilot to integrate essential skills into the Apprenticeship Framework
- Review the industry take-up of digital training and qualifications for its effectiveness and impact
- Develop new Level 4 and Level 5 Apprenticeship Frameworks for civil engineering and quantity surveying
- Continue working with training providers and further education colleges on developing new provision not previously available in Wales, such as formworks, steel reinforcement, and concrete occupations, to meet current and future needs.



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PILLAR THREE

Support the industry to train, develop and retain its workforce

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In Wales, we will:

- Promote the recently launched CITB TPN, that will provide easy to access training that is responsive to industry needs through quality assured providers
- Through the Construction Leadership Council People and Skills Committee, identify emerging skills needs and create training solutions, deliverable through the TPN
- Develop additional pathways, based on Competence Frameworks, to offer flexible and funded options for employers looking to upskill their workforce, and map all construction training provision across GB, targeting investment to support gaps and areas of growth
- Ensure our three Welsh Employer Networks provide over £1 million of funded-at-source training that meets the skills needs of local industry
- Continue to work with industry on implementing our Sector Skills Plans with a specific goal of bringing new pilot civils training provision into Wales
- Rebalance grant and funding incentives to encourage employers to upskill their workforce to competence and develop a training register, holding detailed records of individuals' competence achievements and training
- Continue to promote and deliver our new mentoring standard for employers who take on an apprentice
- Encourage employers to develop innovative training solutions and bid for support through our Industry Impact Fund
- Our CITB Advisers will continue to support companies through training and skills conversations, as well as providing grant and funding support.



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Working with our partners

Collaboration and partnership are essential to address the skills challenges facing the construction industry. We will be working closely with our partners and stakeholders in Wales.

EMPLOYERS

We will continue to work with employers throughout Wales to encourage and support skills and training uptake. Alongside the initiatives planned for this year, employers will be able to access CITB in the following ways:

CUSTOMER ENGAGEMENT TEAM

Our team of advisers are available to all our customers to help them with the big things that matter and the small things that make a difference. CITB Advisers can provide advice, guidance, and support for accessing CITB training, grants, funding, and apprenticeships. They can signpost to other sources of support, help and advice, including local partners and networks, for example, Careers Wales, Business Wales, Regional Skills Partnerships (RSPs), hubs, Training Groups, colleges, and other local initiatives.

NEST

Now into the second year of operation, our NEST in Wales supports employers, particularly small and medium enterprises (SMEs), and disengaged Levy-registered businesses to access funding for new entrants. They provide comprehensive apprenticeship support for employers and can help source an applicant, access funding and find a suitable training provider.



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GRANTS AND FUNDING

CITB provides grants and funding for construction industry employers who provide training to their workforce. In addition to our Grants Scheme for training we also provide funding support for industry specific projects and training, including through our flagship support via Employer Networks, the Industry Impact Fund, and the Leadership and Management Fund for large businesses - making it easier for more employers to access training when and where they need it.

NATION COUNCILS

Our Nation Council is one way we collaborate and consult with industry to help us make sure that our work meets the needs of employers in Wales.

Our annual Nation Plans complement our GB Business Plan. These Plans are supported by our Nation Councils and include specific interventions and projects for each nation in line with our three priorities. Specific projects continue to be targeted at a national level, where appropriate, to respond to differing needs and challenges.

PRESCRIBED ORGANISATIONS AND FEDERATIONS

Our strong and positive working partnerships with Prescribed Organisations and Federations are key to achieving our Plan, and they will continue to play an important role in the development and review of standards.

We will continue to work with Prescribed Organisations focusing collaborative work on the following priority areas:

- Apprenticeships and new entrants
- Specialist skills
- Continually improving communication and engagement with Levy-registered employers
- Employer Networks and the TPN
- Net zero.

MEDR AND WELSH GOVERNMENT

We will also continue our work with the Welsh Government, Medr and RSPs to ensure industry skills challenges are understood and built into skills strategies and funding is available as appropriate.



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Streamlining how we measure success

We will measure our performance in delivering this Plan against three key outcome measures aligned to our purpose. They will also be used to measure our progress against the ambitions set out in our Strategic Plan.

This measurement system will provide the ability to track progress against our vision and purpose and will identify where we need to adjust our plans to improve our performance to deliver for the construction industry.

Our measures are aligned with industry’s priorities of:

- 1

Getting more trained people into industry (which is the main priority for CITB)
- 2

Making sure that good quality, relevant training is available at the right time and place
- 3

Improving the skills of those already in the workforce.

- 5%

increase in the number of new entrants to the industry.
- 6%

increase in the number of employers supported to train and upskill their workforce.
- 2%

increase in the number of individuals supported to train and upskill.

These measures are underpinned by robust performance management and a more detailed impact measurement framework.

You can read more about our measures by viewing our [Business Plan](#).