

Homebuilding Access Training 2025 Commission LIVE Launch Event 3rd July 2025

Frequently Asked Questions & Useful Information

- Interested providers will need to access the opportunity on Delta and may need to register: <https://www.delta-esourcing.com/>
- Please find the link to the Invitation to Tender on Delta here: <https://www.delta-esourcing.com/respond/SGV2U58UBJ>

3rd July 2025:

Q1. What is the required GLH of the 4–6 week course?

A1. No requirement for GLH has been set. To meet timescales and concept testing, the pilot specification is asking providers to deliver an existing course; and as such we have wanted to provide flexibility on learning hours. Provider applications will be assessed to understand what is being delivered – as part of the scoring criteria.

Q2. Will a preference be given to providers who are able to offer more than one of the priority areas? And can the 50 learners be split across different areas?

A2. The 50 learners can be split across the different areas. No preference will be given to providers who are able to offer more than one of the priority areas.

Q3. Is there additional success criteria beyond 50 completions and a CSCS card?

A3. The pilot must deliver a 4 to 6 week training programme to 50 learners to be completed by the end of the 3rd month of the contract term. The provider must include a mix of both cohorts – New Entrants and Existing Labourers in their delivery to test the concept accordingly. The commission specification will detail the KPI's for the pilot, which are confined to the enrolment and completion of the 50 learners. The successful provider will be required to complete a final report which will need to detail successes and improvements identified. This will contribute to the overall pilot insights which will allow CITB to assess the feasibility, practicality, and potential impact before committing to a wider roll-out of the Homebuilding Access Training programme.

Q4. Do the learners have to be unemployed, or can they be employed within a construction company?

A4. The definitions for both new entrant and existing Labourers will be in the contract. New entrants can be unemployed.

Q.5. Is it 50 in total or 50 for each priority?

A.5. It is 50 learners in total with a split of 15 new entrants and 35 existing labourers; to ensure both cohorts are tested in the pilot.

Q.6. Will the 35 existing learners be expected to leave a site for the programme duration? Without pay?

A.6. This will be dependent upon the providers existing programme that will be delivering during the pilot. There may already be successful approaches in place that ensures

time away from site can be mitigated as much as possible and delivery to the existing learners is as efficient as possible.

Q.7. Is there an expectation that learners will achieve any trade qualification?

A.7. No there is not an expectation that they will have achieved a qualification at the end of this. They will have achieved the informal course content delivered by the successful course provider. As one of the considerations for the long term programme we are developing, pending the outcome of the pilot, is working with CSCS to see if the course content that's delivered in the final programme can be surfaced on a Labourers Card in some way so that there is a record of achievement and a clear communication of what the individual has achieved. We've not tried to put this in place for this pilot but it is something we would be interested in understanding as part of the final evaluation.

Q.8. Do the labourers have to be employed?

A.8. Yes, they have to be existing labourers.

Q.9. If they can be employed and are working for a CITB employer, can the employer claim the grant per learner completion?

A.9. If the course being delivered for the pilot is currently grant eligible then potentially they would be able to claim grant.

Q.10a. Can this programme be provided to 50 learners who then start work as self employed with our partner contractor?

A.10a. This would only be applicable for the new entrant cohort.

Q.10b. Can this programme be delivered completely online? or class room based training is mandatory?

A.10b. We are not specifying method of delivery as mandatory in the commission specification. As part of our scoring mechanism to evaluate the bids, we will be assessing whether the proposed delivery approach is suitable and effective for the target cohorts identified for the pilot. Therefore, if a provider has evidence that the methodology of an existing course is successful please ensure this is included in the bid.

Q.11. Is there a minimum timeframe that Labourers have to be employed previously? Can we recruit from agencies?

A.11. We haven't considered in our discussions so far a minimum timeframe for labourers having been previously employed, so agencies can be suitable. We haven't specified either way. Ultimately we are testing the concept at this point so will be fine for agencies.

Q.12. Is there a set amount of expected learning hours to be undertaken?

A.12. See response to Q1

Q.13. Am I correct in thinking that the training duration will be 4-6 weeks but delivered over a 3 month window?

A.13. Yes, expectation that all learners complete training by end of third month of contract. Due to the restricted timeframes of the pilot, it is important that cohorts are ready to

commence training when contract starts. Providers will need to demonstrate in their project plan when cohorts will be onboarded to allow them to finish the training in the timeframe.

Q.14. So at the end of course there is no recognised achievement? that helps gain employment at present i.e. a qualification

A.14. No, for the purposes of this pilot the outcome for the learner will be a course achievement, not a formal qualification. However, this is being considered as part of the development work currently in progress on the Access Training Standard and any subsequent roll-out.

The concept for the Access Training programme has been developed following feedback from industry that providing Labourers with an additional set of skills and knowledge would make them more efficient and increase overall productivity of homebuilding teams or if they are new entrants they would have additional skills and knowledge beyond the core Labourer skillset.

To note; there is no expectation that by the end of the course learners are fully-fledged skilled operatives in any of the four priority occupations.

Q.15. What funding will be available to assist with wage costs from the Labourer's employers perspective?

A.15. There is no funding to assist with Labourers wage costs.

Q.16. Can the course be delivered remotely or mix of classroom and remotely?

A.16. There is no requirement for location of course delivery. Providers will need to specify details of their course content and delivery in their proposals.

Q.17. We have course content which covers four occupations. We have delivered this course in the past for our partner employer. Would CITB expect to own our delivery content if we make use of this funding?

A.17. No, CITB will not expect to own any delivery content which is used for the pilot.

Q.18. Is it ok for new entrants to secure employment for attendance on the programme? or do they need to start unemployed and stay unemployed through the programme?

A.18. While we would like to see any employment opportunities realised, we appreciate that the pilot is being run over a short timeframe and therefore we would accept either. The final report for the pilot provides an opportunity for any successes to be recorded and these will feed into the evaluation which will determine the wider Access Training roll-out.

Q.19. Is there way to supply learners with a CITB card that would make learners more attractive to employers?

A.19. Pilot requires any new entrants to obtain a CSCS Labourer card.

Q.20. Can this course to be linked the CSCS card for labourer and SSSTS?

A.20. See response to Q19

