

## Funding Changes Dec 2025 FAQs

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## General questions

### Why are these changes being made? / Why is CITB removing grants and funding for training that industry needs?

CITB has seen a 36% increase in demand for our services over the last four years. Over this same period, we have not raised the Levy rate, meaning that we are supporting more unique employers with the same amount of Levy. While it is positive that we are supporting more employers, we cannot continue to fund training at the same rate. Consequently, at current levels, demand for CITB support will exceed Levy income. Without action, CITB risks being unable to support any of these programmes.

### Do the changes impact apprenticeship grants?

No, apprenticeship grants remain as they are.

### Are these changes permanent?

Yes, they are permanent changes and how we will operate going forwards.

### Why is CITB not providing longer notice for these changes?

We want to apologise for the short notice for some of these changes. This was done to avoid a surge in grant claims that would put our ability to support employers at risk. We had planned to transition our funding model gradually, giving employers time to adjust. The pace of demand growth means we need to act faster than we intended – and faster than we would have liked.

### Do these changes mean an effective reduction in overall financial support from CITB for the industry?

No. Our Strategic Plan 2025-29 laid out our intention to invest over £1 billion across the lifetime of the Strategic Plan and this remains the case. How this funding is allocated is what is changing, not the amount.

### CITB money belongs to Levy payers so we should say how it can be used.

Employer Networks are how employers can have their say. If an Employer Network Steering Group feels that certain types of training should be prioritised over others, then they are able to make this recommendation to CITB. Whilst some consistencies are needed – such as the level of funding – these have all been endorsed by employer representative bodies, such as the Industry Funding Committee and the CITB Board.

### Is CITB running out of money?

No. However, at current levels, demand for CITB support will exceed Levy income. Without action, CITB risks being unable to support any of these programmes.

### Why didn't we ask industry to pay more Levy? / Why didn't we tell people during Consensus we were going to change our funding?

The Levy Proposals need to balance the cost of the Levy to industry with the support CITB can provide. Since Consensus there has been higher than expected uptake for some grants and funding, which means our expected profile of spending has changed. We will still provide the same level of total investment (aligned to the Levy Proposals), but we need to change how this is spent from 2026-27 onwards.

## Can newly registered employers access funding as soon as they are registered?

The Grants Scheme rules remain unchanged. These state that employers can apply for grant from the date of registration. For the first 18-month period following registration, any grant applications submitted by newly registered employers will be subject to additional verification checks at CITB's discretion to ensure the grant application is valid and made in accordance with the Grants Scheme policy.

For support via Employer Networks, where an employer is newly registered and has not yet completed the Levy Return cycle, they will be subject to additional verification checks (such as provision of payroll evidence) prior to being able to request funded training.

## Where can I find out about alternative sources of funding?

Our Customer Engagement teams in your area can support by signposting to alternative funding sources in local areas.

## Will training providers be updated about these changes?

Yes, all Training Provider Network members will receive an email informing them of the changes. ATOs and ITCs that are not yet members of the Training Provider Network will also receive an email. Other training providers that are not within these groups will be able to read about the changes on the CITB website.

## Will there be a clear, documented complaints policy?

CITB's complaints procedure can be accessed [here](#).

## Do these changes remove the requirements of the training standards published on the CITB website and do you see this having any impact on the Training Provider Network?

The training standards will remain on the website. They have been developed so we're able to support training providers to deliver training outcomes to a consistent level of quality. We have no intention at the moment to remove those standards, so we will still be expecting training providers to continue to deliver quality training against these short course training standards. As we are moving some of our funding to be available via Employer Networks, we will continue to direct training organised via Employer Networks through members of the Training Provider Network.

## Will the 52-week claim window remain? This would mean employers can claim grant for any eligible training delivered up to 7 January 2026, with claim submission possible until 6 January 2027.

The 52-week rule is still in place for grant-eligible training.

## How does this impact On Site Assessment and Training (OSAT) learners?

OSAT learners are typically undertaking short period qualifications which are not changing.

## Short course training questions

### Will scaffolding, MEWPs and plant training continue to be an automatic grant which the training providers process?

Yes. Where the standards are automatic these can only be uploaded by the training provider. All the new novice/advanced plant standards can only be uploaded by the training

provider, too (with more being converted to this format in future phases). We intend to fully switch off the employer upload route from 1 April 2026.

### For employers with open Skills and Training Funds, how do they spend that money if grants can't be applied? / How do companies evidence against open Skills and Training Funds? Will they be honoured?

We will honour any grant amount that's been deducted from a Skills and Training Fund agreement. The process will be managed (at the completion stage) via the Funding team and we will communicate what that process looks like once available.

### Do the specialist course exceptions relate to any of the Specialist Applied-skills Programmes (SAP) which consist of short duration courses?

We recognise the importance of short course training which forms part of a SAP. We are currently working on an approach to making payments for these short courses and it is probable we will need to administer this differently after January 2026.

## Employer Networks and booking questions

### I've already booked training that I expected to be supported through Employer Networks at the existing rate. Will I now need to pay the new rate?

Any training you have already booked via Employer Networks prior to the announcement on 8 December will be honoured at the existing rates. Anything booked after 8 December but completed before 7 January will be honoured at the current rates.

### The Employer Network booking route takes too long and is not responsive to employer needs.

Employer Networks aim to book all training requests within ten days of receipt, and wherever possible will accommodate last-minute requests. However, we'd always recommend employers engage with their adviser to plan their training needs ahead of time.

Employer Networks have been an incredibly successful initiative that has helped CITB engage with more employers. Employer Networks help employers navigate the skills and training system. They have already supported over 10,000 learners and more than 1,000 employers between April – September 2025. In the financial year 2024-25, they supported over 4,000 businesses and nearly 51,000 learners.

### The Employer Networks restrict which training providers we can use, and this is unfair.

To date, Employer Networks have allowed employers to request their preferred training provider. However, we have been clear on our future intention to transition funding for training via Training Provider Network members. Employer Networks will be moving toward this approach, so we would encourage any training provider who is not yet a member to apply. Employers can encourage their preferred training providers to apply, and we will be happy to share contact details of our Provider Network Relationship team.

### First aid is mandatory training for construction companies, so why are you withdrawing the funding?

CITB must ensure that our Levy reinvestment is managed responsibly and achieves the greatest impact possible across the industry. First aid training is popular with employers, but it is mandatory so must happen regardless of our funding. We must also prioritise funding for training that supports entry into the industry, upskilling or improved productivity.

### Will training like manual handling and fire marshal training be eligible for Employer Networks funding?

As long as this meets the scope requirements then it can be funded via Employer Networks. At present, manual handling would be able to be funded via Employer Networks. Employer Networks will be able to fund a broader range of training where employers feel funds should be prioritised.

### Will non grant eligible courses still be funded by the Employer Networks on a case-by-case basis?

Yes. Anything that doesn't fall under what was previously short course training can still be funded as long as it is not out of scope and we will look at these as the requests come in. What's really important is that local advisers are working with employers to help them identify what their most important training and skills needs are and how we can support them.

### Will the short courses remaining in the Grants Scheme not be funded via Employer Networks?

There will be one route to funding for CITB-supported training. Training supported via the Grants Scheme is not fundable through the Employer Networks route. Any in-scope training that sits outside of CITB's Grants Scheme can be supported via Employer Networks.

### How will CITB manage the high-cost, bespoke leadership and management training requests? / Will providers still be able to deliver bespoke and in-house training through the Employer Networks funding route?

Requests for bespoke training will be considered on a case-by-case basis, and consideration given to value for money and added value for your business needs, availability and suitability of existing training.

### Will there be a list of courses that are eligible for funding?

Employer Networks will continue to offer flexibility in terms of what training can be funded. A full list of course exceptions can be found on [our website](#). For any training requirements we recommend speaking to your [local adviser](#).

### Will there still be an Employer Networks cap and how much will it be?

Yes, there will be an Employer Networks cap in order to ensure the fund can be accessed by employers fairly. The cap will be determined in readiness for the next financial year.

### Will the three-month booking rule stay in place?

For training funded via Employer Networks, we encourage employers to plan ahead, but prioritise training planned for the next three months as anything booked further ahead tends to change. This will remain as a way of managing bookings without creating additional administrative work.

### Will employers need to sign a new Employer Networks agreement to reflect the changes in employer contribution?

Employers do not need to sign a funding agreement to access financial support via Employer Networks. An [Employer Networks policy statement](#) is available on the CITB website which applies to employers accessing funding via Employer Networks.



## For the new contributions, 30% and 50% through the Employer Networks, is there a defined list of courses these rates apply to?

There will not be a list of training that is available via Employer Networks, as these offer a more flexible approach allowing employers to prioritise training in areas they need. However, there are guidelines that will help identify what is fundable via Employer Networks. This will include:

- Training must be construction specific or demonstrably contributing to the productivity or efficiency of a construction operation
- First aid will not be fundable
- Out-of-scope training will not be fundable
- Training that is otherwise supported via the CITB Grants Scheme will not be fundable.

However, the list of health and safety short courses that will be funded via Employer Networks at the relevant subsidy rate is available on the [CITB website](#).

## Should employers contact their local adviser to book training?

Employers should speak to their local adviser about their training and skill needs so their adviser can help identify how CITB can support them in the best way. Employers should not contact the Employer Networks Booking team directly with training requests. For any exempted standards that remain in the Grants Scheme, these can be booked directly with training providers that are eligible to provide this training.

## How have CITB calculated the average market rate for the health and safety courses?

We have calculated this based on course costs paid via the Employer Networks. We have grouped courses by duration/content into two groups and applied an average rate. We have grouped the courses to ensure we have enough reliable data to set an average rate and also to limit complexity. We will monitor course costs on an ongoing basis and will update the methodology as we gather more data.

## Does this mean that any training carried out through an Approved Training Organisation (ATO) and the Training Provider Network (TPN) will not be funded?

ATOs currently support delivery of short course training, that then links to the upload of the achievement, which then triggers a grant payment. The vast majority of these short courses will still be funded by Employer Networks, apart from the exempted standards. It is just being funded in a different way, so the achievement of an Employer Networks funded short course will no longer trigger a grant payment.

## Will this impact how employers book courses with the National Construction College (NCC) for short duration courses?

We are working with NCC to ensure that this process remains as straightforward for employers as possible. For now, employers can continue to engage with NCC Account Managers or the NCC booking system as normal, and we will ensure that the NCC and Employer Networks teams are sharing information about Employer Networks fundable short courses. For exempted standards, bookings can continue in the usual way.

## Qualification grant questions

### Qualification grants are important to ensure we can train and develop our staff – why are they being cut?

Due to the significant increase in demand for our services, we needed to make changes to what courses are funded and how. Without action, we risk not being able to provide support through our programmes. Qualifications will continue to be supported with an achievement grant of £600.

### The removal of attendance grant for long qualifications will make it difficult for us to continue to train and support progression.

We appreciate this is a change for employers at a challenging time. We want to assure you we are here to support you – to find out how, please contact your [local CITB engagement adviser](#).

### What is the reason for withdrawing Level 7 funding? / Why are we changing the support for long period qualifications when we have a skills shortage?

Changes to qualification grant support are being made so we can support as many employers as possible with upskilling and targeting areas of skills shortage.

## Large employer questions

### Is it fair that large employers, who pay the most in Levy, are having grants and funding cut?

Large employers will still be able to access significant support for high-quality training programmes. In 2024, large employers paid 31% of total Levy income while accessing 30% of total grant, demonstrating the equitable way in which CITB allocates funding. These changes are being implemented to ensure we're delivering the greatest value for the greatest number of employers.

Large employers have provided feedback that the Employer Networks model does not work for them. We've listened to this feedback and have made some changes, including exploring how the current Leadership and Management Fund for large employers can be broadened in scope.

### If large employers cannot access the Grants Scheme or Leadership and Management Fund, will all their support be through the new large employer offer from April 2026?

Yes. By and large, large employers will access support through the new large employer offer from the 1 April 2026. However, they will still be able to access support through the Grants Scheme for the relevant courses that sit within it. Any of the training remaining in the Grants Scheme is available to all employers irrespective of size. And between now and the 31 March 2026, large employers can still continue to use Employer Networks for additional support as well.

### If a large employer books Employer Networks supported training before 31 March 2026, can the training take place after 31 March, or must it be delivered before 1 April 2026?

For large employers, training must be completed by 31 March 2026.