

## 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.

### Will there be a review of the operational costs of CITB itself to ensure that there is maximum amount of grant funds available for Levy payers?

CITB is always looking to operate efficiently and keeps its corporate costs to a minimum. These costs are met first from the surplus on CITB's commercial income before the application of the Levy. CITB has delivered in excess of the Government's minimum 5% efficiency target year-on-year, and plans to continue to do so.

### 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.

## Constant shifts between underspend and overspend create uncertainty and reduces employer trust. To what extent are recent grant reductions a reactive response to overspend rather than a strategically planned reform? Levy payers bear the financial and operational impact of these swings so how does CITB ensure policy stability for employers planning multi-year training programmes, and how do they assess the impact of this instability on employer confidence and long-term investment in skills and competence development?

CITB recognises the concerns around stability and employer confidence. A high proportion of CITB's support has been provided via demand-led grants. As more companies engage with our services and products, we need to work differently to ensure we can support as many employers as possible. As a result, CITB is moving away from open-ended grant claims towards budget-controlled funding models, such as Employer Networks and Sector Skills Plans, which provide greater predictability.

These changes were made quickly to protect priority funding, particularly apprenticeships and new entrant training, and to ensure CITB remains financially sustainable while continuing to support industry needs.

## 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 CITB reintroduce the Skills and Training Fund to help SMEs?

No, the Skills and Training Fund will not be reintroduced. The primary route for support is now via Employer Networks.

## 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.

### How did the Into Work grant pilot work? What lessons were learned from that project that you will take forward (or otherwise). I'm particularly thinking about the Government announcement for work placements initiative and how this might be managed and supported with employers?

This is a pilot that we ran for a couple of years. There was some limited uptake and it provided useful insights about how to support employers to take on trainees and help young people progress from further education. We are now working with Government on a larger scale industry placement scheme, which aims to strengthen the link between colleges, training and employment.

The focus is on ensuring learners gain the right experience and have a clear route into jobs, supported through closer working with providers and partners, including the Department for Education (DfE). This approach will help shape a more effective, long-term system for skills and employment in England. Customers in all three nations are welcome to contact the Customer Engagement or NEST teams for support in their local areas, as well as advice or guidance on work experience and taking on new entrants.

### Can I watch recordings of the Q&A webinars?

You can watch the employer and training provider webinar recordings on the [CITB YouTube channel](#).

### Are training brokers – those who do not directly provide training – going to be able to join the TPN? Has there been any further development or comment from the Leadership Group?

This is currently being explored by the TPN Leadership Group. A communication will be made once a conclusion has been reached.

How are you ensuring that the Leadership Group is remaining impartial regarding the inclusion of training brokers, considering that one of the country's largest training brokers is on the Leadership Group? How can you assure TPN members, who have the burden of all of the costs e.g. audits, memberships etc and the admin burden, that we are being protected and getting the "benefits" of being part of the scheme?

From the outset, the establishment of the Training Provider Network Leadership Group membership has been on the basis of members representing industry. The role of brokers is currently being explored by the TPN Leadership Group and a communication will be made once a conclusion has been reached. The Leadership Group members remain impartial, focused on industry need and the skills system.

**Are ATOs going to be automatically enrolled in the TPN? Will we get some kind of notification of this?**

Existing ATOs will not automatically be enrolled as a TPN member. Since launch, we have been inviting existing ATOs to attend a series of webinars, this work is continuing until the end of January 2026. If by this time you have not received an invitation to attend a webinar, please contact our Training Provider Relationship Management team on [tpnenquiries@citb.co.uk](mailto:tpnenquiries@citb.co.uk)

**Is there a fee for ATOs to become TPN members?**

Currently there is no fee to become a TPN member. Details of other fees that a training provider working with CITB might incur can be found on the [CITB website](#).

## 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 scaffolding short duration courses, will the funding change from 70% to 50% in January?**

No, scaffolding is remaining within the Grants Scheme and will stay as per current grant tiers. The list of short courses continuing in the Grants Scheme is available on the [CITB website](#).

**Any short courses that are not on the health and safety courses list – are they therefore funded by Employer Networks at 50%?**

Yes, from 8 January 2026 short courses will be funded by Employer Networks, aside from a selection of plant, scaffolding and some specialist courses. The list of short courses continuing in the Grants Scheme is available on the [CITB website](#).



As you are still funding lots of plant training and you have removed all short courses except for specialist training, is locating utility services and safe digging practices not classed as specialist training? Is there a list of short course funded specialist training available?

The list of short courses continuing in the Grants Scheme is available on the [CITB website](#).

For the plant operations short courses that are still covered, will the achievement grant still be £600?

The grant amount varies depending on what training you are undertaking. The full list is available on the [CITB website](#).

Does all of plant operations remain unchanged (i.e. are test grants still paid on categories with no standard, or will grants only be paid against the standards)?

This relates to the plant project that is still ongoing and eventually all standards will be replaced with the new format. In the meantime, where the new standards have not yet been developed the grant will be available for the test elements. The list of short courses continuing in the Grants Scheme is available on the [CITB website](#).

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.

Can you give an overview of what changes are being made for short courses running on 8 January and after? Will these companies get any funding and if so, how much?

Short course for achievements from 8 January 2026 onwards that will be supported via the Grant Scheme are predominately for plant, scaffolding and some specialist courses. The details of this are on the [CITB website](#). Everything else that was previously in the short course list will transition and only be available through Employer Networks, with achievements from 8 January 2026 being funded at 50%. In addition, large employers will move to have their own separate fund from 1 April 2026.

After 8 January 2026, can we still apply for grants for past courses that were completed before this date?

Yes, grant will still be available as long as the training took place before 8 January 2026 and is applied for within 52 weeks of the achievement date.

Is there a cut off window for employers working with training providers to have their grant claims submitted for training completed before the cut off?

Yes, the cut off is 7 January 2026. For achievements up until 7 January 2026, the current grant rates will apply for short courses (and the usual 52-week rule remains).

Previously I've put employees through the NVQ process, receiving the qualification grant and applying for the remaining funding through the Skills and Training Fund. Is there any way to recoup the full value of the training at approx. £1,500-£2,000? As far as I'm aware now that the Skills and Training Fund is no longer available, I can only access the qualification grant at £600.

The £600 achievement grant continues to be available. If the learner requires training to support them to prepare for the assessment this may be available as individual short courses which are fundable via Employer Networks.

What are future plans for grants remaining in the short duration stream? Plant standards have been reviewed in the past and had been rolling out every six months. This has been paused, presumably pending these announcements.

Will this be resumed and if so how and when will changes be communicated?

The plant project has been delayed rather than paused, purely because of the availability of the working group and the complexity. The plant project is continuing, with the next phase intending to launch in April 2026. The plant short courses will continue to evolve, and those revised standards will remain within the Grants Scheme. You can find a list of courses on the [CITB website](#).

Does the stopping of short course grants, which were invaluable for supporting businesses committed to training and development, go against the grain of the CITB Levy process? / We mainly apply for short courses, which we won't get anything back. Could you not have just reduced the amount companies receive, rather than cut it completely?

Whilst most of the short courses will no longer be funded via the Grants Scheme, support will continue to be available through the Employer Networks route instead which allows us to move to a more controlled, budget-led approach.

We are a small employer and rely on short courses – many provided by our external H&S provider. We can no longer claim anything but still have to pay Levy which feels like it is supporting bigger organisations.

Support for short courses will still be available, just how it is accessed is changing and will now be available via Employer Networks.

Would all short course grants now need to be claimed through the Employer Networks or can we/the training provider still claim directly from CITB?

In order to access Employer Network funding to support short course training, a booking will need to be made via the Employer Networks. Only those courses that are remaining in the Grants Scheme, such as plant, scaffolding and some specialist courses, will be able to be reported by the training provider (which would then trigger a grant payment).

Can training providers still deliver plant training following the new standards directly for employers or do they need to go through the Employer Networks for all bookings? If the course does not fall under the new standards, can we still upload these courses for grant or can these be booked through Employer Networks i.e. loading shovel/slinger with excavator etc.?

For plant training that is remaining within the Grants Scheme, employers can book these courses directly with their preferred training provider. Employer Network funding will not be available for any courses remaining within the Grants Scheme.

For the short courses, training providers submit the information for most of their CITB-registered clients. Will the client now need to do this themselves?

No, we would always encourage the training provider to report the achievement on behalf of the employer. Some employers prefer to report the achievement themselves, as long as the standard permits that, that can continue to happen.

Will training providers still continue to log achievements when they are no longer claiming grant? If so, will there still be a ten working day deadline? / Do training providers still need to input attendance on the CTR?

Yes, training providers should continue to upload achievements. This ensures that the information is accessible through the CTR and provides important information on training taking place. We do not foresee any changes to uploads and timings, if you need support on how to upload achievements, our Training Provider Relationship Managers and Product Specialists are on hand to advise and support, please contact us on [tpenquiries@citb.co.uk](mailto:tpenquiries@citb.co.uk)

With the new process, will the courses that are eligible for grant still be claimed in the same process via either a bulk or individual upload through the CITB portal, or will this process change?

For the courses being retained in the Grants Scheme, yes. Courses can be uploaded via the training provider or an employer upload via the portal, but there are some standards that can only be uploaded by the training provider themselves. It depends on the particular activity, but all of those various upload routes will still be available.

Can training providers still claim short duration grants for customers up until 31 March as long as they were booked before 8 December? Also how do training providers provide evidence they were booked before 8 December?

Yes, in those circumstances the grant will be honoured. The application form and evidence requirements will be added to the CITB website shortly. We will endeavour to keep this process as simple as possible and will be asking for one application per employer that includes evidence (such as booking date confirmation) that the eligible training was booked prior to 8 December 2025 and took place before 31 March 2026.

If you are honouring the funding for courses booked before the change as outlined on a "case by case basis" are you expecting the ATOs to manage when bookings were made and only submit "bulk uploads" for bookings made before that date? Is this now their responsibility to filter out the booking date for the bulk upload or are you advising all customers to apply for their own grants and you will ask for evidence of booking date? Who is picking up this additional administrative work?

No, the responsibility will not sit with the training provider to identify which bookings are valid. Our systems will be updated so that grant payments will not be generated for those

achievements that fall after 8 January 2026 for short course training that is no longer included within the Grants Scheme. Where employers booked their training before the announcements on 8 December 2025 and it is completed before 31 March 2026 the employer will need to submit an application (details will be added to the CITB website shortly) along with evidence of the booking date in order for the grant to be honoured.

## 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.

### Will training providers not part of the TPN be able to access Employer Network funding for employers?

The training provider receives partial payment from CITB on behalf of the employer that has accessed support from Employer Network funding. Ultimately, we will be supporting employers to access training from providers that are members of the Training Provider Network. We are starting to move towards this way of working from the early part of 2026. We would encourage any training providers that are not yet TPN members to contact our Training Provider Relationship Management team via [tpnenquiries@citb.co.uk](mailto:tpnenquiries@citb.co.uk)

### 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.

### Considering the skills gap challenges, is there a budget or any consideration for training for new entrants outside of the Employer Networks?

Yes, support for new entrants continues outside of Employer Networks. CITB will maintain apprenticeship grants and funding for NVQs, while continuing to support new entrants through initiatives such as NEST, which focuses on helping employers access the right training, provision and wider support, not just funding.

### 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 / 12-week 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.

## As we are an ATO we are assuming that if we have courses approved with yourselves, we still submit delegate achievements (without client Levy numbers) if they have now come via Employer Network funding?

Yes, for training through the Employer Networks route, please continue to upload achievements. Whilst in the past we have advised to omit the Levy Registration number, as



a grant payment will no longer be triggered, it is now possible to include the Levy Registration number in these submissions.

### 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.

### It has been mentioned that funding will still be available but through a different method, will there be an alternative to long qualification attendance grants?

The different method relates to short courses moving from the Grants Scheme to Employer Networks. Long qualification attendance grants are being removed and are no longer supported.

### Will NVQs fall under Employer Networks, including trades like plastering etc.? The £600 completion payments, for clarity are they being removed?

No, the £600 achievement grant associated with an NVQ completion is still available for all qualifications below Level 7 via the current grant application process.

### For employers that have enrolled/booked learners for a Level 3 to Level 6 NVQ qualification before the changes were announced, will these be able to be claimed at the previous qualification grant of £1,500/£1,250? The completion date for these would not be till after 8 January.

There is no change to the qualification grant for NVQs below level 7, the achievement grant continues to be £600. The enhanced grant payment for specific management and supervisory qualifications expired on 31 December 2025 and does not apply to achievements attained after this date.

**With attendance grant being removed, can you advise if this is an immediate impact or is this only for new academic courses started from January 2026?**

For Level 7 long qualifications that started before 8 December 2025 and long qualifications below Level 7 that started before 8 January 2026, applications must be submitted to CITB by 31 March 2026 in order to have the attendance grant honoured. In addition, anybody that is part way through and has already had their attendance package set up, that will be honoured for the duration of the learning.

**What is the level of grant that we can claim for attendance for learners who started their course after 8 December?**

Attendance grant for long qualifications is being removed. For Level 7 long qualifications that started prior to 8 December 2025 and long qualifications below Level 7 that started prior to 8 January 2026, applications must be submitted to CITB by 31 March 2026 in order to have the attendance grant of £1,125 per year honoured. You can visit the [CITB website](#) for grant amounts and more details.

**What is the situation for achievement grant on existing academic courses that are due to end after January 2026 but were started well before?**

Achievement grant for qualifications below Level 7 is £600 where the achievement date is on or after 8 January 2026 (achievements prior to 7 January 2026 will be honoured at current rates).

Achievement grant for qualifications at Level 7 is £600 where the start date is before 8 December 2025 and the achievement date is between 8 January 2026 and 31 March 2028. CITB must be informed by 31 March 2026 (achievements prior to 7 January 2026 will be honoured at current rates).

**There are candidates who signed up for Level 7 NVQs whilst the enhanced grants were going to be paid until end of March 2026. In August, you announce this date has been pulled back to end of December 2025, with the rebate from then on being £600 rather than £1,250/£1,500. These candidates, if they achieve after 7 January, are now getting nothing. Is that right, is it fair? Shouldn't the change be for those registered after certain dates, not those who achieve after dates – this is unfair, especially for SMEs/micros) who make plans based on your announcements?**

An achievement grant for qualifications at Level 7 of £600 will still be available where the start date is prior to 8 December 2025 and achievement date is between 8 Jan 2026 and 31 March 2028.

**Will the cap of three vocational qualification grants in a lifetime at each level be lifted?**

No. At present, the vocational qualification grant cap remains in place.

**Have the grants for long and short qualifications changed?**

Yes, there have been changes to qualification grants. In summary, the achievement grant has been aligned to £600 and Level 7 qualifications are no longer supported. For the full details please visit the [CITB website](#).

## Large employer questions

**Can you specify exactly what large employers can expect, how we will claim the grant and what the large employer fund looks like in detail?**

The Large Employer Fund will launch on 1 April 2026. Prior to this date, large employers can continue to access support through Employer Networks, or for scaffolding, plant and other specialist courses via the Grants Scheme. The Large Employer Fund will have a wide scope, be easy to access and is intended to broadly include training that would have been covered by the short course grant, but allows us to move to a more controlled, budget-led approach.

**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.

**What consultation will there be with large employers to help shape the new funding model? / Can we get involved in how the large employer funding will look and will it look like it used to as a 6-12 month training plan?**

Consultation arrangements are still being confirmed. CITB recognises that one size does not fit all and that large employers have different needs, so consultation will be required. In the short term, to allow the new arrangements to be in place by 1 April 2026, consultation is likely to be light touch. For the longer term, CITB will carry out broader consultation with a wide range of large employers to gather input and assess appetite for alternative approaches to future funding.

**Information has indicated that the scheme will change for 'larger companies'. Can you please define what a 'large company' is, and what are these changes likely to be?**

Our categorisation for a large employer is those that have over 250 PAYE employees. Large employers will be able to access support through the new large employer offer from the 1 April 2026. They will also 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. Between now and the 31 March 2026, large employers can continue to use Employer Networks for additional support as well.

**Will the company size for large employers be looked at in this? Currently the large employer is 250+ but a company with 300 employees will be looking at very different income, Levy payment and training needs than a company with 1,000 employees. Is this being taken into consideration with the new changes? If not, why not?**

Yes. We will consider company size and different employment models when developing the longer-term funding model for 1 April 2027 onwards. This will allow CITB to understand what works best for different types of large employers. In the short term, the 250+ employees will be used to categorise a large employer.

### 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 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.

### Will the Leadership and Management Fund remain for large businesses?

The Leadership and Management Fund for large employers is now closed (having been available since 2022). A new large employer fund will be developed ready for launch in April 2026.

### You mentioned you have £36m towards homebuilding and your large employer fund will be budget led, does this mean the large employer funding may be more for homebuilding companies?

No. The £36m mentioned in terms of homebuilding is about our support for accelerated apprenticeships and other initiatives as part of a wider homebuilding support package. The £36m figure covers costs of the homebuilding programme and expectations of new entrant grant support that will be provided as demand materialises. The large employer fund will focus on upskilling, so is separate funding.