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## CITB COMMISSION

# PATHWAYS INTO CONSTRUCTION

**Employers:** provide more work experience with CITB's biggest fund



CITB's biggest funding commission, a **£5m** commitment to help under-represented groups into training and construction jobs, will launch on 29 October 2018.

**CITB's Pathways into Construction** will connect employers with people who don't traditionally enter construction. It will also benefit those who are not in training or employment and want to enter the sector, but find it hard to do so.

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## PATHWAYS TO CONSTRUCTION: RESEARCH THEMES

The fund follows CITB research on these themes: Post-16 routes into construction | Work readiness | Under-represented young people (16-24) | Pre-employment interventions.

This fund and research summary focusses on: **Work readiness.**

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## RESEARCH FINDINGS

CITB's report into work readiness found that:

- While construction employers place great importance on work experience – more than any other industry – they are less likely to offer it because of a lack of time, resources or suitable roles. When it is offered it tends to be short-duration
- Overall, only **23%** of construction employers, compared with an average of **38%** across the economy, offered any type of work placement
- Construction employers, more than any others, find many young recruits are poorly prepared for work. This judgement applies to nearly half (**49%**) of school-leavers, to **29%** of Further Education (FE) leavers, and **18%** of university leavers.

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## HOW TO APPLY FOR PATHWAYS TO CONSTRUCTION FUNDS



### APPLICATION WINDOW:

12 November 2018 –

21 January 2019.

Expressions of interest will open  
from Monday 29 October 2018.

Following our Pathways into Construction research, CITB will welcome funding applications from organisations that will help one or more of these five groups into construction jobs.

- Young people not in education, training or work, where existing networks are already in place
- The long-term unemployed (those out of work for over a year)
- Pre-employment with a focus on service leavers who left the military at least 12 months ago
- Women wishing to join construction
- Full-time learners (construction diploma students).

To apply for funds visit [www.citb.co.uk/funding/](http://www.citb.co.uk/funding/)

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## WORK READINESS: WHAT WORKS?

When employers recruit a young person they want the ‘finished article’, someone who can do the job required. One of the best ways industry can ensure this is by offering work experience to young people in education.

Employers were asked for suggestions on how to improve young people’s work readiness. Overwhelmingly these focussed on:

- Extended provision of substantial work experience and work placements
- Better vocational education at all levels
- Extending practical elements in construction courses
- Increasing the volume of apprenticeships
- Teaching basic and life skills to young people.

Attributes employers seek from young people include: ability to accept instructions and respond well to supervision; being dependable and trustworthy; being ready to recognise that good attendance at work and punctuality are important; general common sense.

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## FUND BENEFITS

Construction has a huge amount to offer young people with over 150 different career pathways and well-paid roles.

**Benefits of CITB’s Pathways into Construction fund will include:** increased job and training opportunities for those on the margins of construction; improved social mobility for the target groups; enhanced industry diversity and, with Brexit on the horizon, the fund will boost employers’ pool of domestic talent.



## ABOUT THE REPORT

The research that informs the report's findings and recommendations consisted of:



A telephone survey of 304 employers across all sub-sectors and size sub-groups of the construction industry and in England, Scotland, and Wales.



An online survey of 258 young people.

For more information visit [www.citb.co.uk/research-insight/](http://www.citb.co.uk/research-insight/)

