

QUARTER TWO



Performance Report

July - Sept
2021



768

SME employers supported through our Skills and Training Fund

524,575

new visitors to the Go Construct website

15,795

apprentices supported with apprenticeship grants and Shared Apprenticeship Schemes

£500,000

saved in training costs for members of Training Groups

Executive summary

6,346

site-ready workers created through the Construction Skills Fund

83,304

individuals completed Site Safety Plus courses

4,162

learners completed training with the National Construction College

178,708

people passed the Health, Safety and Environment test

555

businesses engaged with essential Fairness, Inclusion and Respect training

Progress

The following pages provide an update on the commitments we made in our 2021-22 Business Plan to support the construction industry. All activity sits under one of our three strategic priorities:

Careers

Training and Development

Standards and Qualifications





Go Construct

We're only halfway through the year but over **520,000 people** have already visited the Go Construct website to find high-quality information about careers in construction. This has surpassed the 2020-21 full year total of 500,000 visitors. We are directing users towards Talentview Construction to find opportunities within construction as their next step.

We launched a [new interactive construction site](#) in September. This offers a more engaging way for young people and careers advisers to see what roles are available in the construction industry. Currently, this covers the **most in-demand occupations** but will be developed to show the full variety construction has to offer.

Go Construct STEM Ambassadors

Following the successful transfer to STEM Ambassadors earlier in the year, we now have **251 active Ambassadors**. Opportunities to engage young people through our Ambassadors have remained limited but we have continued to increase

numbers with our September 'back to school' marketing campaign. We expect the recruitment of Ambassadors to continue increasing throughout Q3 as communications to existing STEM Ambassadors are released, encouraging them to [join the Go Construct STEM Ambassador scheme](#).

Construction Skills Fund (CSF)

202 more people have received free training through CSF hubs this quarter, taking the site-ready worker total to **6,346 and exceeding the 6,000 target**. 2,551 of these have progressed into sustained employment, contributing their new skills and knowledge to the construction industry. [Sabrina Robertson](#) is just one of the many people who has found a new career thanks to CSF.

We will be able to share the full impact of CSF with you in the Q3/Q4 report.

Onsite experience hubs

Momentum is building across the [12 operational hubs](#) in England and Wales. The one hub yet to start is expected to commence activity in 2022. Despite pandemic-related delays, we are still expecting to **train over 2,000 people** by the end of the financial year.

Hubs are forming steering groups to bring together local stakeholders and increase awareness of their programmes. Stakeholders include employers, LEPs, training providers and Jobcentre Plus. These groups are proving effective in communicating the opportunities through wider networks.

Our England Nation Council visited the hub near Reading and met several individuals who had undergone training and then secured employment, hearing about the life-changing support these individuals received.

Fairness, Inclusion and Respect (FIR)

The [FIR programme](#) is an industry-wide initiative that aims to make workplaces better for everyone. As a sector, we need to embrace FIR to attract new entrants at every stage of their career to address the current skills shortage.

555 businesses have engaged with the programme so far, with **60% of these being SMEs**. A total of 1,306 individuals have benefitted from the workshops and free resources against a target of 800.

Talent Retention Scheme and Talentview

1,928 individuals and 962 employers are now registered on the [Construction Talent Retention Scheme \(CTRS\)](#), advertising 1,731 live job vacancies on the platform. As part of the CTRS, [Talentview Construction](#) officially launched 21 September, making it easier for young people and career changers to find work experience and their first job or apprenticeship in the industry.

These schemes are both entirely free to use to help attract and retain more people in the construction industry, and work hand-in-hand with Go Construct as a 'one-stop shop' careers service.



Training and Development

Apprenticeships

Supporting employers and their apprentices remains a big part of what we're here to do. Appetite for apprenticeships is increasing, but industry is now struggling with college waiting lists and enough training to meet demand.

We are still on track to support over 24,000 learners with [apprenticeship grants](#) this year; **15,566 apprentices** have now benefitted from nearly £23.5m. The Shared Apprenticeship Scheme continues to support 229 apprentices and 126 employers and provides essential support to maintain achievement rates, particularly through the pandemic. An additional £400k has been allocated to cover the increased demand.

Occupational traineeships

Half of the students participating in the bricklaying traineeship pilot at Hartlepool College have already secured apprenticeships in the industry. Following formal evaluation of the pilot, we are developing **three new occupational traineeships** to launch in 2022 in painting and decorating, carpentry and joinery, and drylining. We are aiming for 300 learners to complete traineeships this academic year, and 8,000 traineeships by 2025.

Qualification and short duration training grants

Our [Grants Scheme](#) continues to provide critical support for employees accessing training, particularly as training demand picks up again post-COVID-19 restrictions. **Over 121,100 short duration training courses** have received grant support in the first half of the year. Over 10,000 learners have also applied for grants to help achieve their construction qualifications, bringing us even closer to our target of supporting 15,000 people in 2021-22.

Training

Nearly **180,000 people have passed their Health, Safety and Environment test** this year, keeping us on track to keep even more people safe on site. We also launched an updated [eCourses platform](#) this quarter, improving the experience for all customers. Site Safety Plus (SSP) continues to provide industry with a suite of courses to help maintain a safe workforce.

Since April 2021, over **80,000 delegates have completed an SSP** course, with the option of choosing the most suitable delivery method for their needs (classroom, remote or e-learning), making essential health and safety training as accessible as possible.

National Construction College (NCC)

Despite the restrictions due to COVID-19 and the reduced training capacity at all colleges, NCC delivered and **completed training for 4,162 delegates** between April and September 2021.

We have also registered 582 delegates onto niche specialist vocational qualifications to learn heritage carpentry and stonemasonry skills, as well as concrete resin flooring and piling operations, with 568 learners already achieving their qualification. We have now started planning to return to full training capacity.



Training and Development

Local Training Groups (LTGs)

Following last year's consultation on the future of Training Groups (TGs), we now have a well-defined delivery model and can see the positive impact TGs have for their members.

58 LTGs have facilitated **12,400 training days for small and micro employers**. Over 1,000 businesses have been supported with accessing training via TGs in the last six months. TGs have achieved **cost savings of more than £500,000** for their members by negotiating preferential rates with training providers. Find your local training group on [our website](#).

Funding

Our [Skills and Training Fund](#) continues to be popular with micro and small businesses and has now supported 742 businesses this year. The fund is ahead of forecast thanks to increased applications and high approval rates. The individual application value is lower than expected, indicating that businesses are focusing on their immediate training needs rather than looking ahead. Feedback from a small joinery business in Bedfordshire shows this funding is highly valued:

"This injection of cash specifically for training has been a great help and we hope to be able to receive it again to continue training our workforce to a high standard"

The **medium fund** remains behind expectations for the number of applications received. Feedback indicates that in the current economic climate businesses do not have an appetite to explore new activity (which is a criteria for this fund) and are more focused on their annual essential skills training. We're exploring how we can adapt the fund to better suit current needs and improve our support to these employers.

Most projects being delivered by large employers through the **Leadership and Management Fund** are on track.

This fund has enabled large construction companies to invest in their leadership, management and supervisory capabilities. One of the successful bids was placed by Susan Parkins, Future Talent Manager at Taylor Wimpey.

[Taylor Wimpey's application](#) was centred around addressing skills gaps in their managers when developing future talent. Their programme was designed to bridge the skills gap between experienced managers and their new, younger colleagues in the workplace.

Due to the programme's success, Taylor Wimpey are implementing it as part of their development for all line managers. Any managers who recruit early talent will be offered the opportunity to take part in workshops and learning sessions that have been developed as a result of this funded project.



Standards and Qualifications

Standards and Qualifications

140 more standards have been developed and added to the Training Directory this quarter, bringing our total so far to 270. We are more than halfway to achieving our year-end target of 463. Having more standards on the Training Directory means even more training is now accredited, reducing the need to repeat training, saving time and money. We are also planning to have **three National Occupational Standards (NOS) suites** completed by year-end, against a target of five.

A CITB colleague is currently on secondment, working with Skills Development Scotland (SDS) to progress the review of the **Modern Apprenticeship framework**. The target to review five frameworks will move into 2022-23 as we develop timescales and activity further with SDS.

We also worked with Prescribed Organisations and our Industry Funding Committee to shape a new package of significant support for **leadership and management training**, as well as developing a new **fire safety awareness online training course** to provide individuals with the knowledge required to work on high-risk residential buildings. The new training will be available from summer 2022.

How employers benefit from the Levy

The Levy is here to deliver skills needs for construction employers across Great Britain. This is an overview of the investments made in the first half of the year, including apprenticeships, employer funding and providing our products and services:

- Demand has increased for testing and training, and course attendance is returning to pre-pandemic levels. Employers are still investing in apprenticeships and training as much as before the pandemic. We expect it to recover next year, but for now grants and other funding support are lower than expected
- We have worked with industry to restart projects that were paused during the pandemic, such as onsite hubs to get learners site ready. These are now up and running, but some have started slowly as not all employers were ready to deliver them. The funding will still deliver the expected outcomes, but some will take a little longer than planned
- Costs of providing products and services are less than planned due to business activity being slower than expected, some programmes being postponed until 2022-23 and internal efficiencies/procurement savings we've secured in the first half of the year
- Now we have greater certainty over our Levy income, we're in a position to invest money into grants, as training recovers, and new programmes we'll announce soon, such as a significant investment in leadership and management training.

SOURCES OF INCOME	Half year	
	Actual £m	Business plan £m
Levy	99.5	96.6
Products and services income	24.3	22.1
Balance (to)/from reserves	-37.4	-14.2
Total income	86.4	104.5

DIRECT EMPLOYER FUNDING

① Apprenticeship grants	20.9	23.7
② Qualification grants	6.7	7.0
③ Short duration training grants	7.1	10.4
④ Skills and Training Fund	5.4	7.3
⑤ Funded activity	4.7	8.1
Subtotal	44.8	56.5

OTHER SUPPORT

⑥ Employer support services – engagement	3.2	3.3
⑦ Standards, qualifications and verification	1.2	1.3
⑧ Skills and employment policy and research	1.0	1.4
Subtotal	5.4	6.0

PROVIDING PRODUCTS AND SERVICES

⑨ Direct training delivery (NCC)	9.2	10.6
⑩ Apprenticeships	12.4	15.1
⑪ Other products and services	7.4	7.5
⑫ Cost of administering Levy, grants and funding schemes	7.3	8.8
Subtotal	36.3	42.0

Total	86.4	104.5
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