

2017/18 REVIEW

A high-angle photograph of three construction workers in safety gear (hard hats and high-visibility vests) gathered around a table, looking at architectural blueprints. One worker in the foreground wears a white hard hat and an orange vest, pointing at a section of the blueprint. Another worker in the background wears a yellow hard hat, and a third wears a blue hard hat. A hammer is visible on the table next to the blueprints.

CONSTRUCTING A BETTER BRITAIN

INTRODUCTION

It's been a productive and transformative 15 months at CITB. Every day, we work to support construction employers in making positive changes.

Across Britain, we've teamed up with the industry on a variety of challenges and seen significant improvements as a result. From attracting new people, to improving standards and qualifications, to boosting training and development. It's been a huge team effort.

As just one example, our Skills and Training Fund has provided 1,155 small businesses with new skills, training or qualifications for their staff. We approve 95% of the applications we receive.

We also continue to provide fresh evidence on what our industry really needs, such as more productive skills and training

through immersive learning and off-site manufacturing. In 2017/18, our research reflected the sector's views to Government on issues like migration.

This review is just a snippet of how we're helping across Britain's construction industry.

Visit
CITB.CO.UK
for the full story

VISION 2020

2017 was a consensus year. One where Government, the Industrial Training Board (ITB) Review and industry called for reform. The challenge was set and we are delivering against it.

In response, we published 'Future CITB: Vision 2020'. Detailed and transparent, bold and transforming, this three-year plan will see CITB adopt a simpler, more streamlined way of working.

Reform is already well underway and gathering pace.

The first part of our Transformation, was the successful divestment of CSkills Awards in 2017. We secured the services for industry, retained the skills and experience and by removing a conflict of interest, we were able to work more strategically with a range of partners.

In April 2018, we introduced the new Grants Scheme. This will enable employers to get the right training, in the right place, at the right time. And allow

workers to train and retain their qualification record to share with future employers.

It will also mean firms can receive automated grant payments, axing red tape and making sure much-needed training grants reach everyone, but small firms in particular.

Accountable, representative, relevant, responsive, innovative and influential. That's our agenda for change. And our promise.

**A SIMPLER, MORE
STREAMLINED
WAY OF WORKING**

VISION 2020

2017



CAREERS

Construction has lots of brilliant people but needs more of them. Through attraction events, social media campaigns and the Open Doors initiative, we're helping to bring them in and train them.

OVER THE LAST 15 MONTHS, WE'VE:

Arranged for 445 newly trained Construction Ambassadors to meet and excite potential recruits at 1,400 careers events and workshops across England, Scotland and Wales

Targeted our social media, gaining 36% more followers and improved the Go Construct website, increasing visit times by 30%

Teamed up with Build UK on the Open Doors initiative to give people the opportunity to experience what it's like on a construction site, with 5,209 visitors accessing 275 construction sites in 2018.

WE'RE HELPING TO CHANGE YOUNG PEOPLE'S PERCEPTIONS

Every year we ask young people and their influencers about construction. Thanks to the efforts of construction employers and our support:

- Young people viewed construction more favourably than other industries, including the automotive industry and the armed forces
- Construction looked more appealing to more women and girls, compared to previous years
- Influencers such as parents, teachers and careers advisers have a much more positive view of British construction.

AFTER SEEING OUR PROMOTIONAL WORK, NEARLY HALF (47%) OF YOUNG PEOPLE SAY THEY ARE EXPLORING THE INDUSTRY, COMPARED TO 36% IN 2016.



36%

more Go Construct social media followers

Visitors spend
30%

more time on the Go Construct website



STANDARDS AND QUALIFICATIONS

We work closely with our industry to improve standards and qualifications with the aim of creating the next generation of keen, talented and employment-ready workers.

WHAT WE'VE DONE

Thanks to our collaborative approach, we've worked across England, Scotland and Wales. Positive change has come from:

- 26 Apprenticeship Standards ready for delivery in construction
- 54 additional Standards currently in development, with 44% of those supported by us
- A new Modern Apprenticeship Framework launched in Scotland
- CITB Standards-seconds staff supported Qualifications Wales in the recently published review of qualifications and pathways
- 78 Training Standards being developed and ready for publication on the Training Directory.

WE'RE WORKING TOWARDS THE FUTURE OF OUR INDUSTRY

In 2017, we gained support and approval from the Construction Leadership Council to establish and chair a Construction Apprenticeship working group.

Launched in April 2018, we are working with key industry figures to provide evidence on:

- Construction's future apprenticeship needs
- The barriers to meeting them
- The specific actions CITB and industry must take.

78

Training Standards
in development



26

Apprenticeship
Standards ready for delivery
in construction

TRAINING AND DEVELOPMENT

The prosperity of our industry depends on how we nurture talent.

CITB HAS SUPPORTED OVER 10,000 EMPLOYERS TO INSPIRE NEARLY 30,000 APPRENTICES - 18,600 (62%) OF THEM THROUGH CITB APPRENTICESHIPS.

Following an Ofsted inspection in England, CITB Apprenticeships retained its 'Outstanding' grade, while an Estyn inspection in Wales assessed leadership in our apprenticeships as 'Excellent'.

ON TOP OF THOSE SUCCESSES:

- 85% of displaced Carillion apprentices wishing to continue with a career in construction secured new opportunities with our support, keeping their skills within our industry
- We developed a full suite of on-site contextualised e-learning videos to support learners in English and Maths.

WE'RE HELPING TO KEEP SAFETY STANDARDS HIGH

601,000 people passed our HS&E Test, demonstrating their core understanding of the risks and hazards in construction and helping keep sites safe.

A further 222,000 people gained Site Safety Plus certificates after undergoing our standardised training for operatives, supervisors, managers and directors in construction.

In total, 579,000 publications and apps were sent out or downloaded, including our Construction Site Safety Manual (GE700). These different formats support busy workers, who need our materials to learn and grow.



HS&E Test Revision app regularly featured in the Apple Store

TOP 10



HS&E Test Revision app was downloaded over

116k TIMES

(2017/18)

FUNDING

We provide funding to employers to train their people and to equip them with the skills they need for now and in the future. This enables them to develop as workers and improves our industry overall.

WHAT WE'VE DONE

We've supported over 1.2 million training days with investment of more than £181.9m in grants.

As part of our 'Levy In-Skills Out' agenda, we've made it easier for employers to get funding, linked it to industry-strategic priorities, and made it outcome-based.

IN THE LAST 15 MONTHS, WE'VE:

- Supported 1,200 funding applicants through £24.8m of employer-led programmes with impacts on careers, training and development, and innovation
- Awarded 1,155 successful bids through our primary funds
- Approved 95% of funding through our Skills and Training Fund for SMEs, making a real difference to the companies through a quick and simple application.

OUR PRIMARY FUNDS

The Skills and Training Fund helps employers to make strategic investments in skills. It offers up to £10k, is easy to access and, since we introduced it in September 2016, has benefited almost 1,800 employers.

In 2017, we started to direct funding better within the Flexible and Structured Fund. We now target industry priorities and needs, like careers, employer engagement and assessor infrastructure.



RESEARCH

A crucial part of our research is thought leadership: discovering the best, deepest and most effective responses to industry challenges and opportunities.

LAST YEAR

We put our energy into gaining a better understanding of:

OFFSITE CONSTRUCTION

How to identify and fill key roles through recruitment and training

IMMERSIVE LEARNING

The advantages of using virtual reality to train people, and how businesses can make this happen

MIGRANT WORKERS

The most comprehensive study of what migrant workers do for our industry and why we need them.

WHAT WE'VE DONE

We wrote a report on each, to inspire change within our industry and to identify what's needed to make it happen. The reports we created last year:

Led to us setting up a £1.5m opportunity for organisations, where they could bid to develop immersive learning materials

Helped to shape the Government's Sector Deal for construction, and encourage them to rethink the National Occupational Standards that underpin apprenticeships

Made sure that when setting migration policy, Government has a good understanding of construction's needs.



Helped to shape the Government's
SECTOR DEAL FOR CONSTRUCTION



£1.5M

opportunity for organisations, where they could bid to develop immersive learning materials

INFLUENCING AND ENGAGEMENT

It's our role to engage and collaborate with industry and Government – to understand the challenges those in construction face, and influence support.

HELPING CARILLION'S APPRENTICES

In January 2018, Carillion went into compulsory liquidation. Working with the industry, we acted quickly to support their apprentices.

DAY 1

We set up a project team to retain and redeploy Carillion apprentices.

95%

We contacted every apprentice to offer support, 95% face-to-face.

£1.5M

We offered a £1.5m cash incentive to employers.

40K

We encouraged 40,000 employers to take on displaced apprentices.

PROMOTING OPPORTUNITIES

Skills London is the UK's biggest jobs and careers event for young people. We worked with local construction partners to create the Construction Village, where visitors could meet construction companies, find out about exciting projects, and discover what it feels like to enjoy a career in our industry.

In 2017, we also helped to influence skills funding and vocational training policies and provision. This has made a real difference to how skills are provided and supported, with:

- The launch of the Government's £22m Construction Skills Fund, to develop on-site training hubs that support major housing and infrastructure developments (administered by us)
- Changes to the new Apprenticeship Levy, to improve the funding environment for employers, particularly SMEs
- A new Government Careers Strategy, which includes having Careers Leaders in all schools to offer top careers advice.

Our support helped

85%

of Carillion learners retain employment in the industry

CITB

+

GOV.

+

INDUSTRY



TO THE FUTURE

Over the next three years, the shift we will make in repurposing our business will be clearly visible across all our activity.

Our business plan, published earlier this year, gave details of how we're planning to invest £689m in the construction industry between 2018 and 2021.

TO GROW IN THE WAY OUR INDUSTRY NEEDS, WE'LL:

- Help promote construction as a great sector to work in
- Make sure training and assessments reflect industry needs
- Ensure employers can access training when they see the need
- Create the right funding opportunities to support industry actions on skills
- Develop a strong evidence base to determine the industry's skills and training needs.

THERE ARE BIG CHALLENGES AHEAD FOR BRITISH CONSTRUCTION. BUT BY WORKING TOGETHER WE CAN TACKLE THEM HEAD ON.

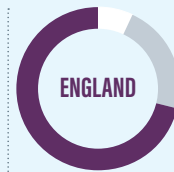
2020



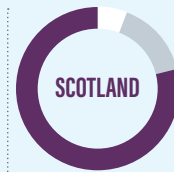
IMPROVING CONSTRUCTION ACROSS THE NATIONS



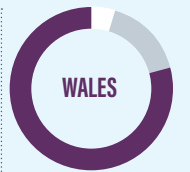
CONSTRUCTION INDUSTRY IN SUPPORT OF THE CITB LEVY



71.2% AGREE
22% DISAGREE



79.1% AGREE
15.1% DISAGREE



79.2% AGREE
16.3% DISAGREE

We collect levy funds from employers to invest back into our industry through training. Recently, the sector voted to back our proposed levy rate.

Of the 14 federations and 4,000 non-represented employers who were asked whether or not they supported the proposed levy rate, 76.9% said they did.

The vote showed strong support for CITB's continued levy-raising powers across employers of all sizes in England, Scotland and Wales. But at the same time, we heard a clear call for reform and are responding to it.



HERITAGE

FORMING A DREAM TEAM TO BOOST HERITAGE CONSTRUCTION SKILLS

In a landmark partnership, CITB has joined forces with the Scottish Government's Historic Environment Scotland, Historic England and the Welsh Historic Environment Service, CADW. In close collaboration, we'll find ways to integrate the knowledge and skills gained working on traditional buildings into mainstream construction training.



ENGLAND

CITB APPRENTICESHIP ACHIEVEMENT RATES

Ofsted rated CITB Apprenticeships in England as 'Outstanding'. Achievement Rates were 71.5% - above the national average. We've been rated as an 'Outstanding' apprenticeships provider for the second consecutive inspection.



LEEDS

MAKING CONSTRUCTION A PRIORITY IN LEEDS

Working closely with Leeds Local Enterprise Partnership, we used our regional research skills to help position construction as a priority sector in the Leeds City Region Strategic Economic Plan. Our research is being used as a reference point to try and secure European Structural Investment Funds (ESIF).



LONDON

BESPOKE PRE-EMPLOYMENT PROGRAMME SUPPORTS MAJOR INFRASTRUCTURE PROJECT.

To address key skills shortages, CITB worked with Tideway to develop pre-employment programme for all ages and backgrounds. The pilot was designed to go above and beyond standard pre-employment provision by demonstrating innovation while remaining flexible and building on good practice. It offered participants the opportunity to gain experience and skills in specific roles/trades in addition to employability and soft skills.

In total, 30 people were recruited onto the programme and received training, 15 secured work placements and 12 went into employment with Tideway contractors.



SCOTLAND

GETTING YOUNG PEOPLE EXCITED ABOUT CONSTRUCTION WITH AN AWARD-WINNING 3D APP

How do you get young people interested in construction? Create a series of games that take them into a world where they're in charge of building new homes. We worked with Skills Development Scotland's My World of Work Live!, Heriot-Watt University and Aimmersion UK Ltd to create the app, which won a UK Career Development Award.

COMMISSION: IMPROVING THE APPEAL OF WORKING IN CONSTRUCTION THROUGH SCHOOL AND EMPLOYER ENGAGEMENT

Not enough young people in Scotland aspire to a career in construction. With £199,300 of CITB funding, the Scottish Contractors Group are working closely with schools, colleges, Skills Development Scotland, Historic Environment Scotland, construction employers and careers schemes to change that.

CITB APPRENTICESHIP ACHIEVEMENT RATES

CITB Apprenticeships in Scotland continue to grow. In 2017 alone, we delivered 1,925 Modern Apprenticeships. That's the sixth consecutive year of growth.



YORKSHIRE

SUPPORTING GME PAINTING CONTRACTORS WITH £5,000 FUNDING

With our support and funding, directors and site managers at GME developed their management, leadership, customer relationship and project management skills. The company even created its own app to manage sites and keep on top of timesheets and travel costs.



WALES

HELPING THOMAS CMS HOLDINGS LTD TO GROW WITH £4,980 FUNDING

With this cash injection, Thomas CMS Holdings Ltd trained its staff through accredited courses. Senior site operatives obtained Train the Trainer status and the company is now expanding into new business areas, supporting their long-term sustainability.

CITB APPRENTICESHIP ACHIEVEMENT RATES

Achievement rates for CITB Apprenticeships in Wales were 85%, outperforming the sector average of 82%. Estyn, the Welsh inspectorate, rated us 'Excellent' for our leadership and management.



WEYMOUTH

HELPING STONEMASON ARCHIE TO WIN SILVER IN ABU DHABI

SkillBuild, delivered by CITB, is the largest multi-trade competition in the UK for construction trainees and apprentices. Recent participant Archie Stoke-Faiers from Weymouth went on to represent British stonemasonry at the WorldSkills competition in Abu Dhabi in October 2017. He brought home a silver medal. Congratulations, Archie!

**READ OUR FULL ANNUAL
REPORT & FIND OUT MORE:**

citb.co.uk

