



Nation Plan: England

2025-26



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

2025-26 is a year full of promise for the construction industry in England. The Government has announced hundreds of millions to support the development of 1.5 million new homes and 150 major infrastructure projects by the end of the current Parliament.

To support these ambitions, the Government also committed £600 million over the next four years to train up to 60,000 more skilled construction workers. Such investment is crucial to ensure a skilled workforce for the future.

At CITB, we're poised to directly support the English construction industry to take advantage of these opportunities. This England Nation Plan outlines our plans to support employers to recruit, train and develop the workforce they need, now and in the future in England.

It is underpinned by our 2025-29 Strategic Plan which outlines how we will invest over £1 billion over the course of the Strategic Plan to support the industry.

Furthermore, our 2025-26 Business Plan sets out the practical steps we will take, including working with the Government to evolve the English skills and training system to support construction training provision.

We will be laser focused on delivering these Plans with the confidence of having been backed by industry, with over two-thirds of employers supporting our 2026-29 Levy plans, which will increase the Levy Exemption and Reduction thresholds.

So far this year, we've already launched the Training Provider Network - a single network of approved, quality assured training providers across England, Scotland and Wales - and we've committed to expanding the work of our New Entrant Support Team (NEST).



INTRODUCTION

THE THREE PILLARS

Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

NATIONAL CONSTRUCTION COLLEGE

WORKING WITH OUR PARTNERS

MEASURING SUCCESS

We've also announced the launch of additional homebuilding hubs and homebuilding support packages with the National House Building Council (NHBC) to help address peaks in construction demand.

Additionally, following the conclusion of the ITB Review, which found that the role of the ITBs should be strengthened, we will be working closely with ECITB on specific areas such as infrastructure across Great Britain, increasing trainers, clean energy jobs and skills passporting. Work is already underway to develop joint action in these areas.

We're also working with industry and training providers to develop Competence Frameworks, defining the core competence requirements for individuals across the construction industry to ensure the industry is operating safely and effectively. Furthermore, we're working with industry to also develop Sector Skills Plans to help address the specific skills needs of sectors within the construction industry.

To keep pace with Government targets, we need to expand the local, skilled workforce in the construction industry. This Plan provides the detail of a clear, straightforward approach to addressing the skills challenges facing the industry in England.

The three pillars of our Plan address the skills system, focusing on putting the foundations in place so employers and individuals can access the right training, in the right place and at the right time for them.



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

The three pillars of our Plan

Our [Strategic Plan 2025-29](#), launched earlier this year, sets out how CITB will support employers to recruit, train and retain the workforce they need, now and in the future.

We engaged with construction employers, training providers, and stakeholders to form our Strategic Plan, which is shaped around three pillars. Our aim is to deliver a competent and productive workforce to eradicate the skills gap, and this Nation Plan for England sets out how the three pillars will inform our work in England for 2025-26.

1 INSPIRE AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

Our work will help industry attract new talent from a wider and more diverse pool of talent. We will place further emphasis on further education in line with the Government’s priorities and investment, working in partnership with Government, colleges and industry to ensure new entrants have the skills to make them site ready and employable.

2 DEVELOP A TRAINING AND SKILLS SYSTEM TO MEET CURRENT AND FUTURE NEEDS

The skills system is critical to employers and industry’s ability to train. It needs to evolve to meet the construction industry’s current and future needs. To do this, we will strengthen our relationships with training providers across the further education and commercial sectors in England, helping to address barriers to training delivery through collaboration and partnership working to build a Training Provider Network, servicing the needs of the English construction industry through a comprehensive and easy to access network of quality assured provision.

3 SUPPORT THE INDUSTRY TO TRAIN, DEVELOP AND RETAIN ITS WORKFORCE

The skills challenges will not be solved by new entrants alone - we must ensure we retain more of the construction workforce. Through CITB funding, we will support employers with their workforce development needs that will upskill the current English workforce, maximise the productivity return of the existing workforce, and help support retention in the industry.

Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

PILLAR ONE

Inspire and enable diverse and skilled people into construction

Construction needs a strong pipeline of talent.
Our interventions will help remove barriers
and inspire the very best talent.



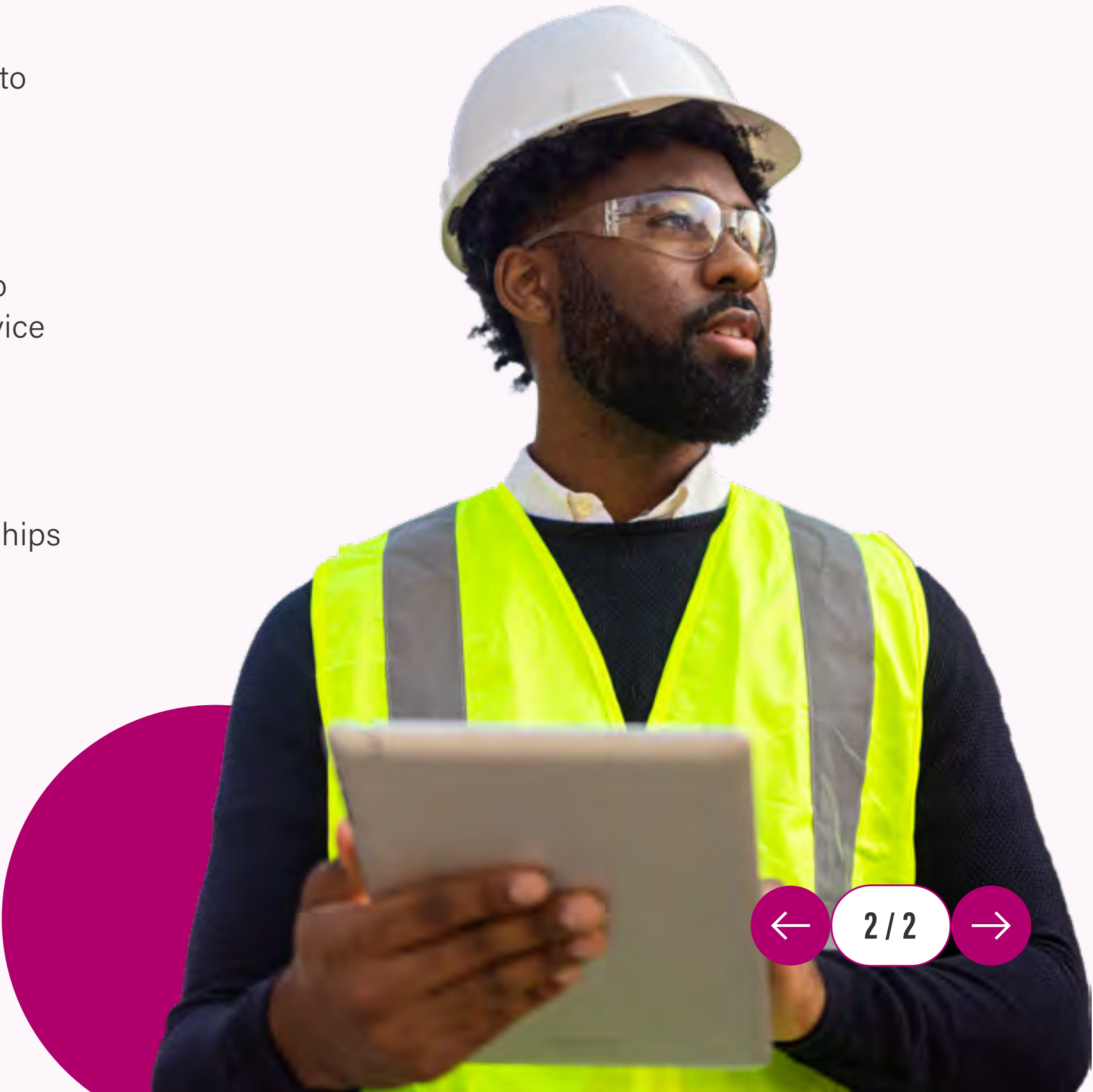
Inspire and enable diverse and skilled people into construction

Develop a training and skills system to meet current and future needs

Support the industry to train, develop and retain its workforce

In England, we will:

- Continue providing free, self-service careers information through our Go Construct website, promoting the Go Construct Careers platform providing clearer pathways into construction with localised support and opportunity matching
- Expand NEST to support more SMEs in recruiting, engaging, and retaining new entrants. NEST will provide access to grants, training provision, and mentoring support, which includes assistance with placements, mentoring to support retention, and helping learners transition smoothly from college courses into the workplace
- Scale up the homebuilding support package in partnership with industry and combined authorities to streamline recruitment and training for the homebuilding sector
- Improve the Go Construct STEM Ambassador programme by developing materials to engage young people and work in partnership with local network partners and stakeholders in England to improve the reach and effectiveness of construction careers promotion
- Continue to promote industry events, including the SkillBuild competitions in England, facilitating and supporting National Apprenticeship Week by working closely with Government and stakeholders to promote construction as a career of choice, and continue to partner and support the Build UK owned Open Doors initiative
- Extend the SkillBuild programme with new engagement, teaching, and assessment materials to inspire young people and support educators
- Continue to support the development and implementation of a CITB national engagement strategy, supported by local engagement teams to encourage and support ex-offenders, military service leavers and NEETs into a career in construction
- Support Level 2 and Level 3 learners, in line with Government priorities and industry demand, and provide an expanded range of quality apprenticeships and training programmes through the National Construction College (NCC) in Bircham Newton and Erith, focused on areas of greatest demand
- Conduct further consultation and design work to underpin the first set of 37 additional pathways. These will comprise structured training and assessment programmes that will sit alongside apprenticeships to bring additional and more diverse new entrants to a transferable level of competence.



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

PILLAR TWO

Develop a training and skills system to meet current and future needs

The current skills system does not work as effectively as it could for the construction industry. We will work with national Governments to ensure that construction skills are prioritised in new policies and initiatives.



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

In England, we will:

- Work closely with Government and regional authorities to evolve the skills and training system, with a focus on aligning funding with industry needs through active engagement
- Continue working with industry to develop Competence Frameworks that agree and continually update a single, industry-owned, definition of competence for all construction roles, with Routes to Competence and skills, knowledge, experience and behaviour statements that enable flexible development of skills and capabilities, supporting employers/individuals to identify training, assessment, and progression opportunities and competence requirements for specific roles
- Support the establishment of Skills England and engage to explore aligning apprenticeships and qualifications with Competence Frameworks
- Continue to establish our recently launched National Training Provider Network (TPN) to improve training quality, consistency, and access as well as support continuous professional development for trainers and assessors
- Grow the membership of our local Employer Networks across England, ensuring funding is directed at a local level to deliver on skills priorities
- Modernise the skills system by designing additional entry pathways that complement apprenticeships and new entrants, and broaden access to the sector, including publishing qualification and training maps to support clear progression routes in priority trades such as bricklaying, carpentry and joinery
- Support new Sector Skills Plans for the repair, maintenance and improvement (RMI) sector, as well as the commercial, public non-housing, industrial and high-rise residential (CPIH) sector. The Infrastructure Sector Skills Plan is expected to launch in summer 2025.



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

PILLAR THREE

Support the industry to train, develop and retain its workforce

The skills challenges will not be solved by
new entrants alone - we must ensure we
retain more of the construction workforce.



Inspire and enable diverse and skilled people into construction

Develop a training and skills system to meet current and future needs

Support the industry to train, develop and retain its workforce

In England, we will:

- Work with Government and stakeholders to ensure funding and entry routes are aligned to industry’s skills and training needs
- Deliver local, demand-led training through our 33 Employer Networks that respond to regional skills needs. We will also grow the membership of our Employer Networks and Training Groups across GB, ensuring funding is directed at a local level
- Promote the recently launched CITB Training Provider Network (TPN), providing easy to access training that is responsive to industry needs through quality assured providers
- Launch Sector Skills Plans for key sectors including Infrastructure, Repair, Maintenance and Improvement (RMI), Commercial, Public, and Industrial and update the Homebuilding sector plan. These plans are codesigned with industry and backed by CITB funding
- Through the Construction Leadership Council People and Skills Committee, identify emerging skills needs and create training solutions
- Develop additional pathways, based on Competence Frameworks, to offer flexible and funded options for employers looking to upskill their workforce, and map all construction training provision across GB, targeting investment to support gaps and areas of growth
- Implement interventions to attract, retain, and upskill tutors and assessors, ensuring training capacity meets demand
- Support England-based employers to deliver impactful projects addressing themes such as productivity, net zero, and trainers and assessors via the Industry Impact Fund. Led by Levy-registered companies, the Fund aims to achieve scalable and sustainable interventions to increase productivity across the industry
- Via the England Customer Engagement Team, test a new Training Needs Analysis (TNA) service for small businesses. The service will help employers make informed decisions about the training they need and how to access relevant, applicable funding
- Pilot and further develop a number of initiatives announced as part of the Construction Skills Mission Board including access qualifications and fast-track apprenticeships as part of the homebuilding support package.



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

National Construction College

To support these pillars, we are investing in NCC this year to expand training provision across its three sites. This investment will increase the range and volume of apprenticeship and commercial training opportunities, with a focus on sustainability and improving the learner experience.

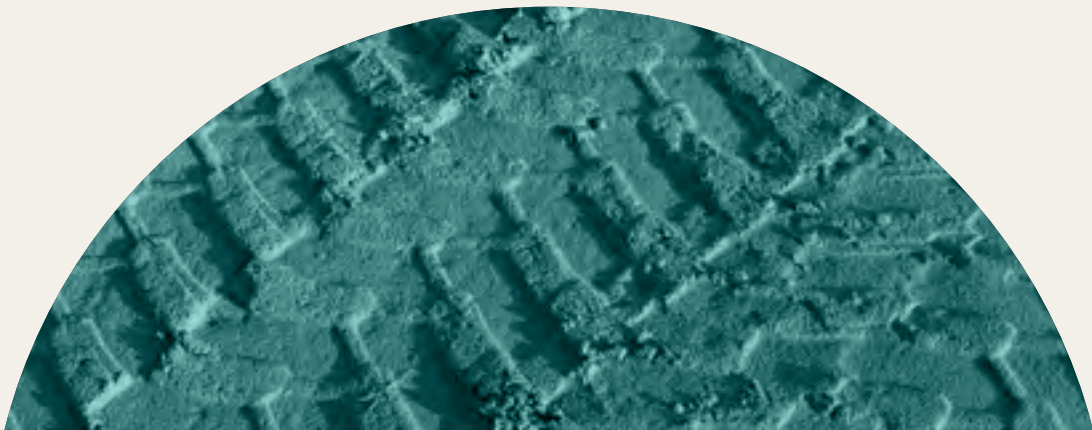
Over the next three years, NCC investment will total £39 million across its three sites, with NCC continuing to deliver high-quality teaching and support, maintaining its role as a key provider of construction training. Major capital investment will modernise facilities and expand capacity.

Our vision for our NCC estates is to generate significant value for the construction industry by expanding our training offer, delivering high-quality teaching and learner support, as well as collaborating with the wider industry to maximise our impact.

Our apprenticeship achievement rates are already very high and significantly above the national average. In England, we finished the 2024-25 contract year with 80% achievement rate.

Whilst we remain committed to investing in our training estate across all sites, we will continue to:

- **Maintain direct provision in a range of areas, including groundworks, plant, drylining, scaffolding, and access**
- **Manage apprenticeship contracts in England through English providers and NCC**
- **Invest in digital infrastructure to improve learner interaction with the curriculum, streamline engagement for employers and training providers, and enhance internal operations.**



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

Working with our partners

Collaboration and partnership are essential to address the skills challenges facing the construction industry. We will be working closely with our partners and stakeholders in England.

EMPLOYERS

We will continue to work with employers throughout England to encourage and support skills and training uptake. Alongside the initiatives planned for this year, employers will be able to access CITB in the following ways:

CUSTOMER ENGAGEMENT TEAM

Our team of advisers are available to all our customers to help them with the big things that matter and the small things that make a difference. CITB Advisers can provide advice, guidance, and support for accessing CITB training, grants, funding, and apprenticeships. They can signpost to other sources of support, help and advice, including local partners and networks, for example Enterprise Partnerships, hubs, and other local initiatives.

APPRENTICESHIP TEAM

The CITB Apprenticeship team plays a crucial role in the construction industry, committed to providing outstanding support to both apprentices and employers. Our aim is to set the standard for apprenticeships across the wider training sector, collaborating with industry partners and delivering through our own NCC. Each year, we recruit around 1,400 new apprentices into construction and provide exceptional support to over 4,500 apprentices, helping them successfully complete their apprenticeship journey as well as providing ongoing pastoral care and career pathway guidance.



Inspire and enable
diverse and skilled
people into construction

Develop a training
and skills system to meet
current and future needs

Support the industry
to train, develop and
retain its workforce

NEST

Now into the second year of operation, NEST supports employers, particularly small and medium enterprises (SMEs), and disengaged Levy-registered businesses to access funding for new entrants. They provide comprehensive apprenticeship support for employers and can help source an applicant, access funding and find a suitable training provider.

GRANTS AND FUNDING

CITB provides grants and funding for construction industry employers who provide training to their workforce. In addition to our Grants Scheme for training we also provide funding support for industry specific projects and training, including through our flagship support via Employer Networks, the Industry Impact Fund, and the Leadership and Management Fund for large businesses - making it easier for more employers to access training when and where they need it.

NATION COUNCILS

Our Nation Council is one way we collaborate and consult with industry to help us make sure that our work meets the needs of employers in England.

Our annual Nation Plans complement our GB Business Plan. These Plans are supported by our Nation Councils and include specific interventions and projects for each nation in line with our

three priorities. Specific projects continue to be targeted at a national level, where appropriate, to respond to differing needs and challenges.

PRESCRIBED ORGANISATIONS AND FEDERATIONS

Our strong and positive working partnerships with Prescribed Organisations and Federations are key to achieving our Plan, and they will continue to play an important role in the development and review of standards.

We will continue to work with Prescribed Organisations focusing collaborative work on the following priority areas:

- Apprenticeships and new entrants
- Specialist skills
- Continually improving communication and engagement with Levy-registered employers
- Employer Networks and the Training Provider Network
- Net zero.

STRATEGIC COLLABORATION

We will also work with:

- The Construction Leadership Council (CLC) and its new Construction Skills Mission Board
- ECITB on workforce planning, competence models, and skills passports
- National and devolved Governments to align funding and policy with industry needs.



Inspire and enable diverse and skilled people into construction

Develop a training and skills system to meet current and future needs

Support the industry to train, develop and retain its workforce

Streamlining how we measure success

We will measure our performance in delivering this Plan against three key outcome measures aligned to our purpose. They will also be used to measure our progress against the ambitions set out in our Strategic Plan.

This measurement system will provide the ability to track progress against our vision and purpose and will identify where we need to adjust our plans to improve our performance to deliver for the construction industry.

Our measures are aligned with industry’s priorities of:

1

Getting more trained people into industry (which is the main priority for CITB)

2

Making sure that good quality, relevant training is available at the right time and place

3

Improving the skills of those already in the workforce.

- 5% increase in the number of new entrants to the industry.
- 6% increase in the number of employers supported to train and upskill their workforce.
- 2% increase in the number of individuals supported to train and upskill.

These measures are underpinned by robust performance management and a more detailed impact measurement framework.

You can read more about our measures by viewing our [Business Plan](#).