

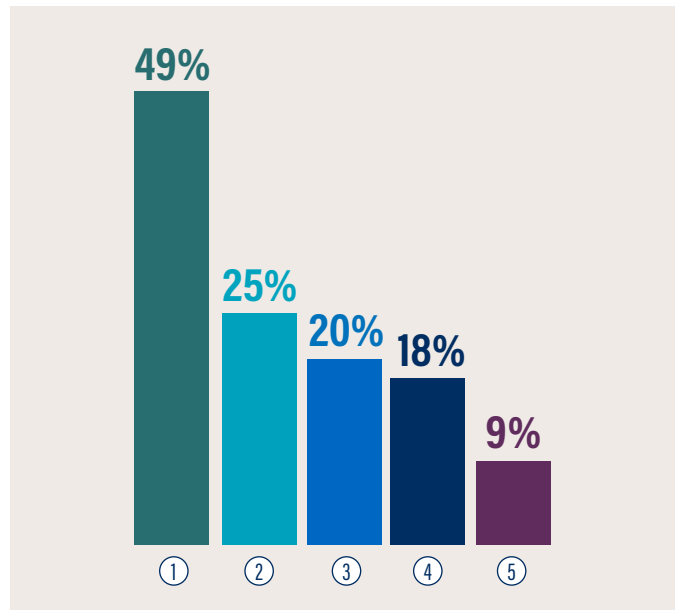
Employer Tracker (ESR): April 2022

Provides a view from CITB Levy registered companies on industry skills, training and CITB's corporate performance.

Since 1997 CITB has actively asked employers for their thoughts on the skills issues facing construction to inform decisions about what the industry values and needs as well as evaluating CITB's performance to support employers and the industry. The Employer Tracker has evolved over time to reflect changes in objectives and services provided and is now run biannually.

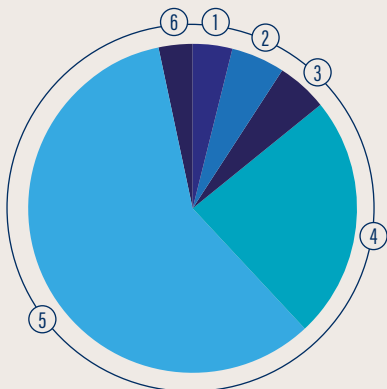
Important SKILLS issues employers believe the construction industry will face in the next year or so

- ① **49%** Skilled labour shortage / Skills shortage
- ② **25%** Lack of young people coming into industry
- ③ **20%** General labour shortage
- ④ **18%** Lack of apprentices
- ⑤ **9%** Obtaining materials incl. cost



COMPETENCE

How do employers ensure their workforce is competent?



- ① **4%** Registered Competent Person Scheme
- ② **5%** Valid industry approved card
- ③ **5%** Valid industry approved card for their occupation
- ④ **23%** Valid industry approved card and experience
- ⑤ **57%** Appropriate experience, training or can pass regular reviews
- ⑥ **3%** Other

Extent employers believe their workforce is competent to meet the current and future needs of their business

83% Highly + Above average
3% Not at all + Below average

Employer size



Nation



Please note: numbers may not sum up to 100% due to rounding. Neutral and don't know responses are not shown here, however are included in overall percentages.

TRAINING

Access

Employers can access the right construction related training when needed

80%

Very confident + Fairly confident

16%

Not at all confident + Not very confident

4%

Don't know

Employer size



Nation



Quality

The quality of construction related training you access is of a high standard

78%

Very confident + Fairly confident

13%

Not at all confident + Not very confident

9%

Don't know

Employer size



Nation



Importance of Levy, Grant & funding system in maintaining the level and quality of training

TO INDUSTRY

66%

Very important + Quite important

↓ DOWN 2% PTS VS NOVEMBER '21
↓ DOWN 7% PTS VS LAST YEAR

11%

Completely unimportant + Unimportant

10%

Don't know

Employer size



Nation



TO FIRM

47%

Very important + Quite important

↓ DOWN 11% PTS VS NOVEMBER '21
↓ DOWN 10% PTS VS LAST YEAR

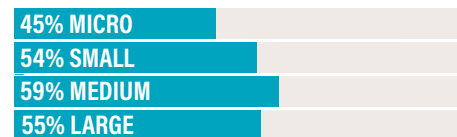
35%

Completely unimportant + Unimportant

5%

Don't know

Employer size



Nation



EMPLOYER AWARENESS OF CITB'S WORK

CAREERS

↑ UP 2% PTS VS NOVEMBER '21

Presenting construction as attractive to potential entrants with opportunities and routes to join

32%

STANDARDS & QUALIFICATIONS

↓ DOWN 3% PTS VS NOVEMBER '21

That support careers training and development

42%

TRAINING & DEVELOPMENT

↓ DOWN 2% PTS VS NOVEMBER '21

Ensuring employers can access high quality training needed to develop their workforce in current and emerging skills

46%

	IMPORTANCE Very important + fairly important (Completely unimportant + fairly unimportant)	SUCCESS Very successful + Successful (Not at all successful + not successful)
Inspire talented people to join the construction sector	86% (5%) ↔ SAME AS NOVEMBER '21 ↑ UP 6% PTS VS LAST YEAR	3% DON'T KNOW 26% (23%) ↓ DOWN 3% PTS VS NOVEMBER '21 ↓ DOWN 1% VS LAST YEAR
Ensure employers can recruit from a sufficient talent pool	82% (5%) ↓ DOWN 2% PTS VS NOVEMBER '21 ↑ UP 4% PTS VS LAST YEAR	4% DON'T KNOW 26% (23%) ↓ DOWN 1% PTS VS NOVEMBER '21 ↓ DOWN 3% PTS VS LAST YEAR
Help employers develop and maintain a competent workforce	88% (3%) ↓ DOWN 2% PTS VS NOVEMBER '21 ↑ UP 4% PTS VS LAST YEAR	3% DON'T KNOW 32% (21%) ↓ DOWN 3% PTS VS NOVEMBER '21 ↓ DOWN 5% PTS VS LAST YEAR
Ensure the quality of training meets employers needs	92% (3%) ↔ SAME AS NOVEMBER '21 ↑ UP 4% PTS VS LAST YEAR	3% DON'T KNOW 36% (19%) ↓ DOWN 2% PTS VS NOVEMBER '21 ↓ DOWN 6% PTS VS LAST YEAR
Ensure employers can identify the training and development that is needed	88% (2%) ↓ DOWN 1% PTS VS NOVEMBER '21 ↑ UP 4% PTS VS LAST YEAR	3% DON'T KNOW 35% (20%) ↓ DOWN 3% PTS VS NOVEMBER '21 ↓ DOWN 5% PTS VS LAST YEAR
Help employers access the right training when they need it	92% (2%) ↓ DOWN 1% PTS VS NOVEMBER '21 ↑ UP 3% PTS VS LAST YEAR	3% DON'T KNOW 36% (21%) ↓ DOWN 1% PTS VS NOVEMBER '21 ↓ DOWN 5% PTS VS LAST YEAR

Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

Employers Satisfaction with the overall service CITB has provided

TO INDUSTRY

↓ DOWN 3% PTS VS NOVEMBER '21
↔ SAME AS LAST YEAR

41%

Completely satisfied + Fairly satisfied

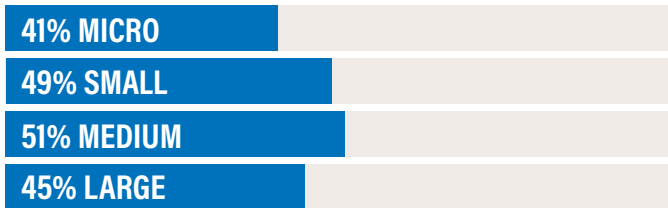
20%

Completely dissatisfied + Fairly dissatisfied

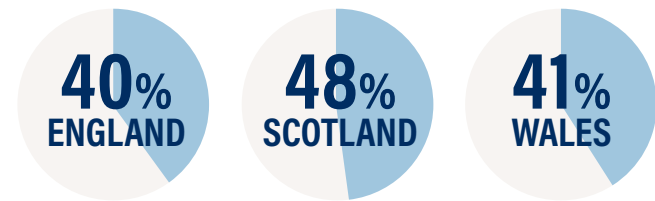
18%

Don't know

Employer size



Nation



TO FIRM

↓ DOWN 4% PTS VS NOVEMBER '21
↓ DOWN 7% PTS VS LAST YEAR

26%

Completely satisfied + Fairly satisfied

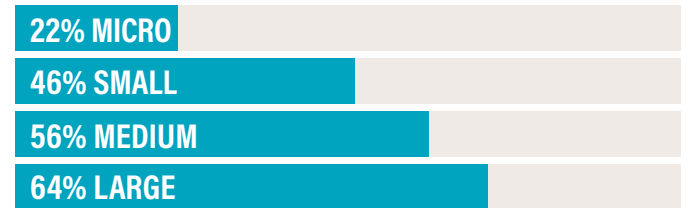
18%

Completely dissatisfied + Fairly dissatisfied

43%

No dealings in last 12 months + Don't know

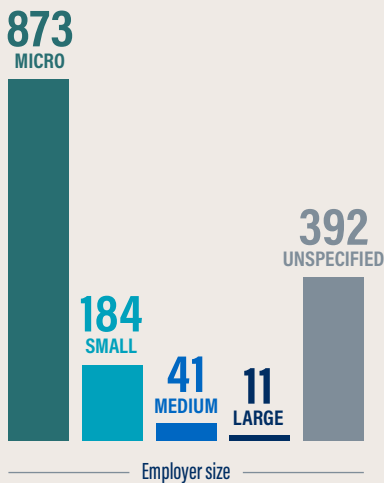
Employer size



Nation



Breakdown of respondents



Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

TEAM Telemarketing conducted 1,501 Telephone interviews 24th January to 15th March 2022 with a representative sample of Levy registered employers. Interviewers will ensure the participant is someone of authority and the most knowledgeable about skills issues in construction and the skills and training within their company.