



CITB CORE PRIORITIES FOR INDUSTRY incl. FOCUS ON IMPROVED FUNDING

Careers

Our Goal:

To enable the **Construction & Built Environment** sector to present itself to **potential entrants** as an **inclusive, dynamic** industry that provides **opportunity** and **challenging careers**

Outcomes

Construction is viewed as a positive career choice and is actively promoted by national education bodies and major careers advice organisations

Employers and organisations can access quality resources to provide consistent careers information, advice and guidance to potential new entrants.

Potential new entrants can identify how to access education and training and find opportunities to experience construction

Benefits

- Increased appeal of working in the sector
- Increased audience reach via multi-channels
- Employers can recruit from a wider pool of well informed and motivated people

- All potential new entrants receive realistic and up-to-date messaging about careers in construction

- Improved clarity about the range of relevant entry-paths to meet individuals' circumstances

Objectives:

- Industry agrees a shared vision for careers
- Go Construct is established as the 'go-to' information portal for careers in construction and built environment:
 - clear customer journeys for all types of new entrants through site
 - visitors can identify study, apprenticeship and training routes to competence opportunities as well as workplace experience and opportunities to engage with employers
 - prospective entrants can see clearly how they can progress in industry
 - employers, schools and careers advisors can access careers information resources that meet their needs
- Launch revised and improved Construction Ambassadors scheme
- Deliver an improved Skill Build competition in 2017 and review for 2018 and beyond
- Sign collaboration agreements with national careers agencies
- Run awareness raising campaigns and monitor impact. Specific activity to be confirmed but likely to include:
 - greater Go Construct visibility on site hoardings via banners (Considerate Constructors)
 - segmented and targeted campaigns, directing people to targeted landing pages
 - joint campaigns with key partners using their databases e.g. DWP
- Analyse the reasons for dropping out from apprenticeships and construction related training to inform the ongoing development of the careers strategy and messages

2017 Priorities (delivery dates subject to ongoing delivery model assessment) :

- Agree revised delivery model for the Construction Ambassador Scheme and implement
 - Improve navigation on Go Construct - ongoing
 - Investigate 'Course Finder' database(s) that might be added to Go Construct
 - Identify 'Apprenticeship Finder' that might be added to Go Construct
 - Experience Matching Service improved on Go Construct
- Refreshed, Careers focused Skill Build (Skills Show) product 2017 (complete redevelopment 2018)

Standards and qualifications

Our Goal To ensure the <i>Construction and Built Environment sector</i> has high quality, consistent, and assured standards for training and assessment	
Outcomes	Benefits
All funded training is standardised, accredited and quality assured	<ul style="list-style-type: none"> • Ensure all funded training meets sectors' needs. • There is no unnecessary duplication of workforce training • Employers know what they are going to get • Improved ROI for grant funding
New apprenticeship Standards in England are developed and embedded across the training network, are measured by high quality, valid 'End Point Assessments' which are delivered consistently	<ul style="list-style-type: none"> • Employers are reassured all their apprentices, wherever they are trained, are trained and assessed to the standards they have themselves set.
Apprenticeships in each nation are underpinned by employer developed training pathways	<ul style="list-style-type: none"> • Apprenticeship training is transferable across nations and employers
Objectives <ul style="list-style-type: none"> • Training Standards set with industry for main areas of transferable training • Existing training programmes mapped against Training Standards to assist industry approval • Quality & Assessment criteria, where required by industry, linked to Training Standards • Develop and implement an appropriate and cost effective mechanism to accredit industry training against industry standards • National Occupational Standards (NOS) in each nation are maintained and updated on behalf of industry and all competency training and qualifications map to NOS • New apprenticeship Standards in England developed and implemented ahead of the implementation of new funding arrangements in 2017 • Employers and Government support CITB acting as External Quality Assurer for new Standards in England • CITB Apprenticeships delivery model is adapted to suit changes in apprenticeship policy across the 3 nations and continues to set the standard in terms of support to learners and their employers <p>Work with industry to agree core knowledge and skills that will underpin future Construction related qualifications, whether the learner is with an employer or in full time further education</p>	
2017 Priorities <ul style="list-style-type: none"> • New Apprenticeship Standards Developed <ul style="list-style-type: none"> ○ Standards and Assessment Plans developed and submitted – Q1 ○ Standards and Assessment Plans agreed along with 'preparation for delivery' requirements – Q2 ○ Final agreements – Q2-Q3 • Training standards development and mapping commenced ahead of April 2018 launch – Q2-Q4 • End Point Assessment External Quality Assurer delivery model in place – Q4 • Engagement with DfE on Universal Qualification development – Ongoing • Accreditation model requirements finalised – Q1 	

Training and Development

Our Goal:

To ensure employers can access **sustainable, high quality** training provision they need to train their workforce in **current and emerging skills**

Outcomes	Benefits
Appropriate training capacity is in place to meet current and future demands (by location and sector)	<ul style="list-style-type: none"> More training is delivered closer to the point of need, improving access and reducing costs for employers Employers can access training in new and emerging methods of construction
Individuals and employers are aware of training and development opportunities available to them	<ul style="list-style-type: none"> Career and workforce planning can be built around available training Employers can make more informed choices
Training is consistent in quality, transferable across industry and is accessible in different formats	<ul style="list-style-type: none"> Employers know what they are getting Training methods fit the needs of the learner and employer
Employers have visibility of training completed by individual employees and groups of employees and can better profile the existing skills of the workforce	<ul style="list-style-type: none"> Employers can quickly identify where they require upskilling Employers can formulate better development plans and avoid unnecessary training
Clients, major contractors, federations and specialists can access advice and guidance on bespoke, innovative curriculum and training programme development	<ul style="list-style-type: none"> Expert support is available to help meet new training needs
Objectives: <ul style="list-style-type: none"> All face to face training is delivered by the open market, not CITB Support in place to ensure adequate availability of more specialised training. Training courses are quality assured and can be found via a comprehensive Training Directory National Register of qualifications and training displays an individual's records of training and achievement are accessible to employers via card schemes, apps, websites and web services CITB Training & Development resources remain fit for purpose, are available through multiple channels, supporting F2F, Online, App delivery and encompass emerging skills and innovative approaches Information, advice and guidance on HSE matters is available to all employees and employers in accessible formats CITB curriculum and teacher and learner support materials available for use by other training providers <p>Provide free access to support materials on all aspects of business for small and start up construction businesses</p>	
2017 Priorities: <ul style="list-style-type: none"> Smooth transition of Health & Safety and Leadership and Management training to commercial providers – Commences Q2 Outline of Modernised Grant Scheme shared with employers and industry groups –Q1 Work will continue beyond this date on specific detailed aspects of the Grants Scheme beyond this date as set out in the section below on it. Training Directory platform programme begins – Q1/Q2 	



- Create 'National Register' platform and populate with existing data – Q4
- Provide employer access to online resources that help them run their business more effectively materials – Q1
- Conclude a review of Training Groups and Skills Academies for Construction by Q1 and begin a pilot based on recommendations – Q2

Develop information, advice and guidance resources to help employers understand new Standards based apprenticeships and new funding arrangements – Q1

Funding

Funding underpins the delivery of the three industry priorities

Our Goal:

To support employers to train and qualify their workforces to meet the current and future skill needs of the industry

Outcomes to be achieved:

- Employers can invest in the training that they need at the right time and place for them
- Construction employers have access to a workforce with a core set of transferable skills
- More smaller employers have access to the right skills either through investing in the right training or through receiving it through their supply chain
- Construction employers invest in the skills required to deliver the improved performance that their customers need
- Employers looking to meet their skill needs through apprenticeships are able to do so
- Individuals, and the employers who they work for, can access information on the skills that they have developed from training
- More employers and other industry bodies have collaborated on programmes to address the industry's key skills challenges

Objectives:

- A shift in perceptions of the Grants Scheme from refunding levy to supporting investment in the skills that the industry needs and to incentivise training that wouldn't otherwise happen.
- Reduce the duplication of training, and associated grant payments, by ensuring that Grants Scheme supports training whose outcomes are transparent.
- All training supported by Grants Scheme aligned to accredited training that delivers training to the standards required by industry
- The benefits of the Grants Scheme are more accessible to smaller firms and specialist sectors
- More employers, including small firms, engaged in training
- Employers can access information easily on the training that they need to do and the most convenient way to do this
- Grants Scheme reflects apprenticeship reforms and national differences to provide appropriate support for employers investing in apprenticeships and specialist apprenticeship programmes
- Employers seeking to invest in vocational qualifications can access qualified trainers and assessors
- Employers and industry bodies can access structured and flexible funding to deliver programmes that have a measurable impact on the industry's skills challenges

Priorities for 2017:

- New Grants Scheme in place April 2018
- First list of training courses (training lanes and specific skills) supported by Grants Scheme, agreed with industry – end Q2
- Standards and accreditation for all grant-funded in place – end Q4
- Funding rates for Apprenticeships – Q1
- New funding system in place to support specialist apprenticeships – Q1
- Funding rates for all other parts of Grants Scheme published – Q4
- Pilots for Onsite Assessment and Training completed – Q3
- New simpler smart form for structured and flexible funding available –Q1

Diagram below shows how the priorities integrate and how CITB's proposed products and services are aligned.

