

SUMMER 2017

CITB NEWS



Ministers support reformed CITB at start of Consensus vote

Three Government Ministers have written to James Wates CBE to tell him they back CITB, but it must continue its programme of reform.

The letter was co-signed by Skills Minister Anne Milton, Housing Minister Alok Sharma, and Industrial Strategy Minister Lord Prior. It acts as an interim statement on the review of Industrial Training Boards, due to be published in full in October.

The Ministers said: "Having reviewed the options for making sure that the construction industry has the skills it needs, we have concluded that the CITB should be retained. As Mark Farmer set out starkly in his report last year, the construction industry faces some very significant challenges over the coming years, including improving productivity, increasing house-building, and making sure it develops the workforce with the skills it will need in the coming decades. We support his conclusion that the CITB has an important role to play in supporting the industry to meet those challenges."

The Ministers outlined why continued Government support for CITB is dependent upon its reform programme continuing.

They wrote: "We also have to acknowledge...concern across the industry about the effectiveness, efficiency and responsiveness of the CITB. CITB [is] now embarking on a major reform programme to reduce the size of the organisation and make it more focused on those aspects of the skills agenda where there is clear market failure, or where a collective approach to training can deliver real benefits to employers, including small businesses.

"We support the direction of these reforms, and we encourage you to continue to develop and refine them in discussion with the industry and Government."

In response, CITB Chairman, James Wates CBE, wrote: "I appreciate your confirmation that the CITB should be retained...rest assured that CITB has listened – and will continue to listen – to concerns of industry. I have no doubt that the ITB Review when published will provide further insights to guide CITB's evolution."

Employers "positive" on Consensus proposal

Over 2,000 employers attended CITB's recent GB-wide levy consultation events.

Commenting on event feedback, CITB Industry Relations Director Mark Noonan said: "While there was challenge on some aspects employers were positive to our proposal."

CITB's Levy proposal is a simple reduction on the current PAYE rate from 0.5% to 0.35%, with the Net CIS rate staying the same at 1.25%.

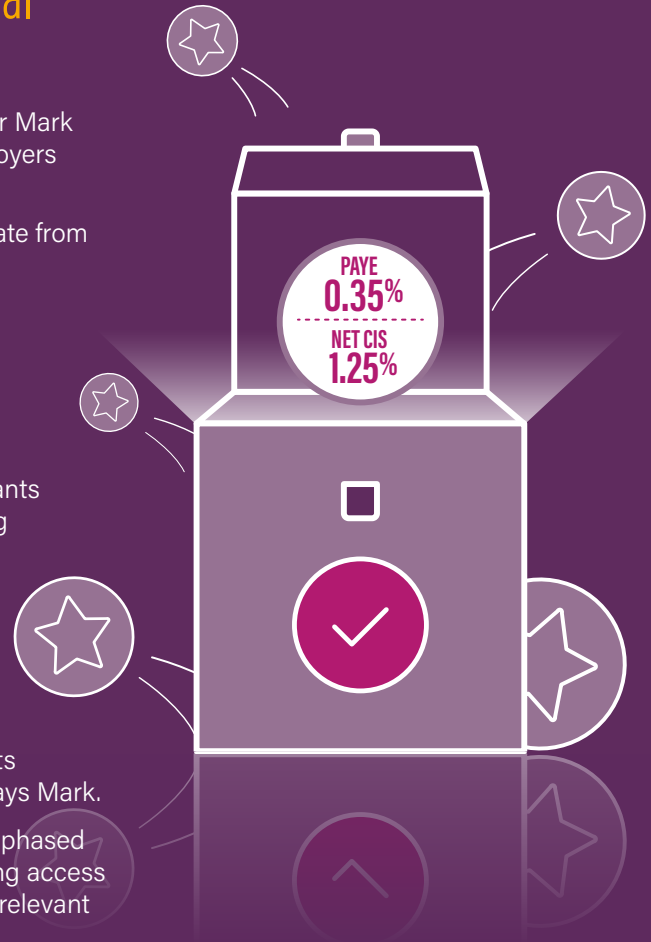
These rates are designed to ensure the Levy raised is:

- shared across all in-scope companies;
- fair to all, and;
- generates the funds to meet our plans for the next three years.

CITB also consulted on its future offer, including reforming its Grants Scheme. Mark says the proposals are, "probably the biggest thing CITB will do for many years." The reforms, to be phased in from April 2018, are designed to make the Grants Scheme work harder in supporting training that addresses GB-wide construction skills shortages and be more accessible to small and micro firms.

"Grants will be used to support training that delivers a defined outcome – an apprenticeship, a qualification or a skill that benefits the whole of the industry and is transferable across the sector," says Mark.

A number of system changes linked to the Grant Reforms will be phased in from April 2018. These include an online training directory giving access to courses delivered by training providers; a National Register of relevant training by individuals; and automated grant payments.



CITB begins next stage of Consensus

CITB has launched the next stage of the Consensus process.

CITB undertakes Consensus every three years to gauge industry support for the proposed Levy Order. In this case it's for the proposals which would come into effect in 2018.

The training body has completed its biggest consultation ever, hosting 38 employer events, attending 79 others, meeting over 2,000 companies face-to-face and speaking to many others by phone. Now, the official Consensus process has begun and will run to the end of September.

It's important CITB hears views from right across the industry, so now is the opportunity for employers to get their voices heard either through an independent survey or through their Consensus Federation.

The CITB survey is run by independent research firm IFF Research and has been expanded to interview 6,000 non-federated Levy Payers to ask their views on CITB's offer to industry, including the Levy proposals.

This is more than three times the size of previous Consensus surveys. All responses are anonymised and the sample is carefully balanced to represent employers of different sizes and locations.

For firms who are members of a Consensus Federation, clear plans have been set out by each federation on how they will engage their members. After consulting, each organisation will write to CITB to indicate if their membership supports the Levy proposal on offer.

This two-part process will ensure CITB gets the views of employers who are registered for its Levy and are likely to be paying it.

CITB's website has full details of the [Levy Proposal](#) and the [Consensus process](#).



Sarah Beale appointed permanent CEO

Sarah Beale has been appointed CEO of CITB on a permanent basis.

Sarah has been in the role of Interim Chief Executive since December 2016, following the resignation of Adrian Belton. The CITB Board made the move permanent in July, with the appointment being approved by the Department for Education.

James Wates CBE, Chairman of CITB, said: "I am very pleased that we have been able to agree terms to retain Sarah Beale in a permanent appointment as Chief Executive. She has proven herself admirably since taking over as Interim CEO, winning the confidence of the industry and demonstrating her ability to lead CITB through a very challenging phase of change. I have every confidence that she will continue to excel in the role, so am delighted to announce her permanent appointment."

Sarah Beale has been at CITB for over 12 years, holding numerous senior roles in the organisation, including Chief Financial Officer, Head of Finance and Head of Customer Services.

Cskills sale "right decision for construction industry"

CITB sold its awarding body, Cskills Awards, to NOCN in May.

The sale means 24 Cskills Awards staff will transfer their employment to awarding organisation NOCN on 1 August, when the sale is completed. This will ensure continuity in customer support. The team will continue their current working arrangements, either at CITB's headquarters in Bircham Newton or as mobile workers, throughout 2017. Cskills Awards will continue to provide services as normal under the new ownership.

Commenting on the sale, Sarah Beale, Chief Executive of CITB, said: "This is the right decision for the construction industry. NOCN has a commitment to continuing to service the breadth of products and services and maintain quality levels. In addition, NOCN will be able to greatly expand the range of qualifications on offer to customers, beyond construction occupations, as they are not subject to the same restrictions as CITB. Our thanks and good wishes go with our colleagues who have not only served CITB well, but I am sure will continue to deliver excellent support to the industry through NOCN."





New skills key to “massive potential” of offsite construction



Offsite construction could provide a solution to the UK housing shortage – if the sector develops the right skills says a CITB report.

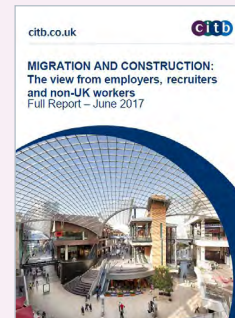
Offsite construction processes – which save money and improve quality through pre-fabrication of components – accounts for just 10% of industry output.

New CITB report “Faster, Smarter, More Efficient: Building Skills for Offsite Construction” shows that 42% of construction industry employers with over 100 staff expect to use offsite methods in five years’ time. The report follows the recommendations set out in industry expert Mark Farmer’s government-backed review of UK construction.

Steve Radley, Director of Policy at CITB, said: “There is massive potential for offsite construction. The Government recently announced an additional £1.4bn of funding for affordable homes, with an increase in offsite construction set as an objective. That’s why CITB has set out a clear strategy within this report to show how we will work closely with industry over the next five years to push the offsite agenda forward.”

Barriers to offsite construction processes include: gaps in training content; lack of awareness of qualifications and a shortage of training providers. To read the report and CITB’s recommendations please click [here](#).

Skills & availability top reasons for employing migrant workers



A major CITB report into migration and the construction industry has revealed that a third of firms employ migrant workers because there are not enough skilled applicants from the UK – not for cheaper labour.

The GB-wide research, by CITB, IFF Research and the Institute of Employment Research at Warwick University, is the first to collate the views of construction firms, employment agencies and migrant workers.

The report found that:

- Half of London construction firms are heavily reliant on migrant workers
- 2 in 5 employment agencies expect staff shortages due to Brexit
- Migrant workers give flexibility but just 1% of firms specifically look to recruit them
- Half of firms with migrant labour expect impact from potential migrant caps. A key concern is retaining existing migrant workforce
- 75% of migrant workers expect to be in UK construction in a year’s time.

The study dispelled common misconceptions around migrant pay, skills levels and occupations. It showed that only 1% of employers say migrants are cheaper and that the majority of non-UK construction workers are skilled, with over two-thirds holding a construction-related qualification. Researchers conducted over 600 interviews. To read the report please click [here](#).





Over 30 Trailblazer apprenticeships to begin in September

Thirty-three trailblazer apprenticeships designed by employers and covering the main construction trades will start in September.

"The apprenticeships will equip learners with construction skills for the future," says CITB Director of Apprenticeships, Steve Hearty.

The Trailblazers are an important element in modernising construction training needs. Approved Trailblazers ready for delivery include apprenticeships for steel fixers, gas engineering and degree apprenticeships for chartered surveyors.

Delivery of the Trailblazers will be phased in over the next year. This is because although the standards are in place, work is continuing to ensure that there are employers in place to deliver the Trailblazers' End Point Assessment (EPA).



CITB retains Scottish Skills Test after strong industry support

CITB has ensured Scottish Vocational Qualifications (SVQ) incorporate the highly valued Skills Test.

Following consultation with Scottish employers and educators, CITB also ensured a set of nine new, craft SVQs will be ready for the new intake of Apprentices in August.

CITB sought industry views on the Skills Test element of the SVQs earlier this year. A review by the Scottish Qualifications Authority (SQA) highlighted that the Skills Test – an important assessment of a candidate's occupational competence in their craft – was not currently a formal part of the SVQ award and was at risk of removal from the framework. This raised the question of whether the 2017/18 apprenticeships programme in Scotland could continue.

In February CITB conducted 14 consultation events to gather the views of over 170 employers in Scotland – 95% voted to keep the Skills Test within the SVQ.

Ian Hughes, CITB Strategic Partnerships Director in Scotland, said: "When the industry told us that they wanted to keep the Skills Test, we took action."

CITB ensuring construction a priority sector in England & Wales

CITB has engaged with all 38 Local Enterprise Partnerships (LEPs) across England – and the three Regional Learning Partnerships in Wales – to influence decisions on skills investment.

Following engagement with LEPs in England CITB is:

- working with 21 LEPs on a construction forecast for labour demand and supply;
- engaging with a number of LEPs to develop Construction Skills Strategies and Action Plans; and;
- supporting economic plans with all LEPs.

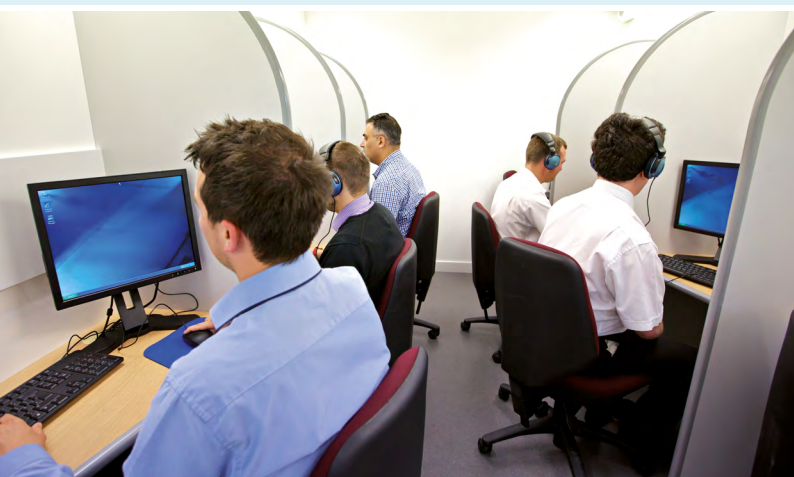
In Wales, CITB ensured construction is a priority sector in the three Regional Learning Partnerships. The RLPs produce an annual Employment & Skills Plan which informs the Welsh Government. CITB intelligence is used to inform the evidence base and help Government meet its aspiration of a demand-led skills system driven by economic needs.



Construction Wales Innovation Centre already delivering skills

The CITB-funded Construction Wales Innovation Centre (CWIC) is delivering training ahead of its targeted opening date in September 2018.

CWIC's "hub" is being built at the £300m University of Wales Trinity Saint David SA1 Swansea Waterfront development. From September 2016–March 2017 over 520 apprentices completed courses at CWIC's "spoke" colleges across Wales. Training was provided for skills such as plastering, street works and heritage roofing. For more information on CWIC please click [here](#).



New arrangements announced to replace departing CITB director

An anticipated expansion of apprenticeship and services work has led to the creation of two new roles at CITB.

Head of Apprenticeships Steve Hearty will become Director of Apprenticeships and Standards.

Meanwhile Head of Product Management Braden Connolly becomes Director of Products and Services.

Steve and Braden's new positions have been created following Products and Services Director Carl Rhymer's decision to leave CITB to pursue new ventures. Carl's work will be assimilated into Steve and Braden's new portfolios.

Commenting on the appointments Sarah Beale said: "On behalf of the Executive Team I would like to congratulate Braden and Steve on their new appointments. The wealth of experience and knowledge they will bring to the Executive Team will place us well to continue supporting and developing an attractive suite of products and services that meet industry needs.

"In the meantime I would like to thank Carl again for his contribution and wish him every success in the future."

Steve and Braden began their new roles on July 1st. Their previous positions will be filled in due course.

Significant programme of development for HS&E Test underway

CITB is engaging with stakeholders in relation to a significant programme of development for the Health, Safety & Environment (HS&E) test.

The development will ensure the test continues to represent the key HS&E issues facing the construction industry and mean the test remains valid, fair and reliable thus retaining industry support. This development will review topic areas this July, introduce new questions to the test – to be launched in January 2018 – and review support materials in April 2018.



GO CONSTRUCT
Industry led, funded by the CITB levy **CITB**

Employers invited to offer careers experiences through Go Construct

Construction careers website Go Construct has launched a new service to help people get first-hand experience of the sector – and is calling on employers to do their bit to inspire the next generation.

The Matching Service allows employers in England, Scotland and Wales to offer site visits, work experience or project placements. This mean anyone interested, either new entrants or career changers, can find opportunities in their area.

Employers are being asked to visit sms.goconstruct.org to register placements or site visits.

The Construction Ambassador programme section of the Go Construct website has also been updated.



First Minister highlights work with CITB Wales

First Minister of Wales Carwyn Jones AM highlighted the Welsh Government's work with CITB at the annual Chartered Institute of Building conference in June.

Speaking to the conference audience he said: "We are supporting the sector to grow its capacity and capability through our Construction Futures Wales programme. And we have been working jointly with the CITB to ensure that Welsh companies are in a position to maximise the economic benefits this investment brings."

Mr Jones quoted CITB's recent Construction Skills Network 5-year forecast, mentioned the work of Go Construct and praised the partnership between CITB and a consortium led by the University of Wales Trinity Saint David in establishing the Construction Wales Innovation Centre.

Landmark partnership will boost heritage construction skills

CITB has joined forces with the Scottish Government's Historic Environment Scotland, Historic England and the Welsh Historic Environment Service (Cadw), in a landmark partnership.

The 'Strategic Skills Partnership Agreement' will ensure the right skills are in place to conserve, repair and maintain over 6.5 million traditional buildings (pre-1919) across Scotland, England and Wales. To read more on the agreement please click [here](#).



Report shows £17.8m impact of CITB levy payers' money

A report highlighting how CITB levy payers' money is being used to increase training, qualifications and promote construction careers has been published.

"The Impact of CITB Project Funding" shows the benefits of £17.8m CITB's Flexible and Structured funding on more than 300 projects in England, Scotland and Wales between September 2015 and December 2016. The largest group to receive funding in the period were micro and small employers (231), followed by construction federations (38), large employers (18), CITB-funded training groups (9), medium employers (6) and one Trade Union.



To download "The Impact of CITB Project Funding" report which includes nine case studies and in-depth information on CITB funding please click [here](#).

UP NEXT AT CITB

There's plenty going on at CITB, here's a taster of what's coming up.

AUTUMN 2017:

We'll formally publish the results of the consensus process. Around the same time we anticipate the, long-awaited publication of the ITB Review.

AUTUMN 2017:

We'll be recruiting a new Head of Careers. They'll assist with our strategic direction based on our evidence base. If you've got any recommendations for candidates let us know!

SPRING 2018:

The new Grants Scheme begins. Preparations are underway. This includes agreeing the list of courses we'll support, ensuring course standards are in place and announcing the full grants scheme rates early in 2018. We'll be seeking employer and Federation input to make sure we get these right.

Throughout 2017/18:

Themes for the remainder of our research programme include: Youth Unemployment, SME's & Apprentices, Productivity & Procurement as well as the Changing Face of Post 16 Education.

And finally:

Have you visited the revised Matching and Ambassador Services on www.goconstruct.org? Matching people looking for construction experiences with companies willing to provide them, helping new entrants understand the sector and employers to find the people they need.