

Future Priorities for CITB

Introduction

Build UK members currently have an opportunity to shape the future purpose and priorities of CITB so that it better delivers the funding and services that employers want. Members previously expressed support for a continued role for CITB but have been clear that the organisation needs significant reform.

This has been echoed by Government who whilst agreeing to support the CITB as part of the solution to delivering the Government's ambition of 3 million apprenticeships, also stated CITB must undergo significant reform to ensure it delivers the right outcomes for industry which the current structure had failed to do in the past.

Build UK agreed to explore what a reformed CITB would look like if it was to meet the needs of both industry and Government based on the following principles:

- Employers must take the lead in deciding CITB's priorities
- CITB must be clearly accountable to the sector, with clear communication to employers and trade federations
- The underlying purpose of CITB should be to, 'support and enable construction employers to recruit, train and retain an appropriately skilled workforce, now and in the future'.

The Group also recognised that the **Government's new Apprenticeship Levy** will have a financial impact on employers' and the operation of the CITB Levy and Grants Scheme.

It is important Build UK maintains a clear line in discussions with BIS and CITB, and we would like to reaffirm member support for the principles set out in the Build UK response to the Government's Apprenticeship Levy consultation last year:

- Members were not prepared to pay the full cost of two levies (Apprenticeship Levy and CITB Levy)
- Employers will have to pay the Apprenticeship Levy, so any solution for in-scope employers also eligible for the CITB levy should not involve them paying more overall
- A significantly reformed CITB was part of the solution – with a role for CITB in distributing the Apprenticeship Levy contributions of in-scope employers to support apprenticeship training in the sector.
- CITB should look to mitigate any reductions in income received through the CITB Levy via efficiencies and reviewing what is supported through the grants scheme.

The Government has not provided full details on how the Apprenticeship Levy will operate when it is introduced in April 2017, and without this information CITB cannot meaningfully seek consensus on a new CITB Levy order.

Both employers and CITB are proposing a form of transitional arrangement to BIS for 2017-18, with CITB then seeking consensus for when the current levy order expires in March 2018.

The following proposal was developed by members of the Build UK Training & Skills Leadership Group. Whilst believing this to be the correct model for the organisation, members raised concerns that recent structural changes within CITB now meant that there may be insufficient resources within the organisation to deliver it.

Role of CITB

To support and enable construction employers to recruit, train and retain an appropriately skilled workforce, now and in the future.

Support the development of Industry Qualifications

To work with Build UK and its members who are experts in their field to develop the National Occupational Standards (NOS) and recognised qualifications to meet the industry's needs

Delivering Training & Qualifications

To ensure a suitable and sufficient delivery network of training providers and assessors for the industry.

Apprentice Strategy

To develop a flexible apprentice strategy through industry employers that enables them to employ train and retain apprentices Industry needs. This includes providing the full range of support required to deliver successful apprenticeships.

Funding

To support employers with an efficient and cost effective grant scheme that enables appropriate cost effective training to be delivered when and where required.

To support Build UK and its members through training groups, projects and other routes that benefit employers within the contracting supply chain.

To provide a conduit for all Government and external related funding.

Career Support

To provide a comprehensive career map showing entry routes to the industry and relevant training and qualification pathways.

To promote the industry and career opportunities across all levels of education and support employers in recruiting their future workforce

Communications

To be the central point of information of all construction related skills, qualifications and training issues and ensure industry is appropriately informed to make valid business decisions.

Research

To undertake appropriate research to identify both the current and future skills capacity and capabilities and inform the wider industry of its findings.

Support the development of Industry Qualifications

To work with Build UK and its members who are experts in their field to develop the National Occupational Standards (NOS) and recognised qualifications to meet the industry's needs

Task	Outcome
Trailblazers	To project manage the development of construction trailblazer and provide Industry guidance.
NVQ's	Ensure appropriate and relevant NVQ qualification exist for each occupation in construction
NOS	Ensure appropriate and relevant NOS exist for each qualification in construction
Industry standard programmes	Agreed industry standards for core courses eg. Health & Safety, Management, Supervisory and Leadership Skills

Delivering Training & Qualifications

To ensure a suitable and sufficient delivery network of training providers and assessors for the industry.

Task

Outcome

Delivery of Training

Ensuring quality provision of training centres and delivering or facilitating the delivery of industry recognised training

Training Groups

Supporting Regional and sector CITB Training Groups and using these to collate industry relevant data and share industry resources

Accreditation of Providers

Ensuring Industry has an assured network of trainers, assessors & verifiers for all training and qualifications in construction.

Apprentice Strategy

To develop a flexible apprentice strategy through industry employers that enables them to employ train and retain apprentices Industry needs. This includes providing the full range of support required to deliver successful apprenticeships.

Task	Outcome
Agree number of apprenticeships	An agreed number of apprenticeships starts across the industry
Delivery network for apprenticeships	Flexible, cost effective and employer friendly method of delivering apprenticeships in each construction occupation
Appropriate Apprenticeships available	Appropriate apprenticeship programmes are available for all construction occupations
Engagement of employers	Ensure a role for all employers in the delivery of construction industry apprenticeships and effective guidance is available

Funding

To support employers with an efficient and cost effective grant scheme that enables appropriate cost effective training to be delivered when and where required.

To support Build UK and its members through training groups, projects and other routes that benefit employers within the contracting supply chain.

Task	Outcome
Facilitate a Levy & Grants scheme and demonstrate return on Levy investment	An effective Levy & Grants scheme that results in an appropriately trained and qualified workforce at all levels
Secure external funding	Maximum income from sources other than levy for the benefit of employers
Operate alongside Apprenticeship Levy	A system that is easy for employers to operate and understand both the CITB and Apprenticeship Levy
Ensure continued and effective financial support for employers and Trade bodies	A system that offers funding streams for employers and sectors to pilot and deliver appropriate apprenticeships training and qualifications that attract, train and retain

Career Support

To provide a comprehensive career map showing entry routes to the industry and relevant training and qualification pathways.

To promote the industry and career opportunities across all levels of education and support employers in recruiting their future workforce

Task

Outcome

An industry wide recruitment campaign

An effective Go Construct campaign supported by employers

Clear career paths presented

Industry agreed easy to use career guides showing the various apprenticeships, training and qualifications required for each construction occupation

Streamlined interaction with schools and colleges and other sources

An effective quality assured Construction Ambassador Programme supported by employers (supply) and recognised by all sources (demand)