
JULY 2017



Listen, check, act, deliver



You may know we do all of this...

and a whole lot more, but do you know how we decide what to do, how the Industry we serve gets oversight of what we do, and how we tell you how we're doing?

This document is intended to inform and to let you see how you get your say in ensuring what we deliver is relevant for the GB Construction Industry of today.

The contents are,

- The money flow
- Our governance structure and how we get held to account
- How we Listen, Check, Act, Deliver
- What we will deliver this year and when
- How our enabling functions work

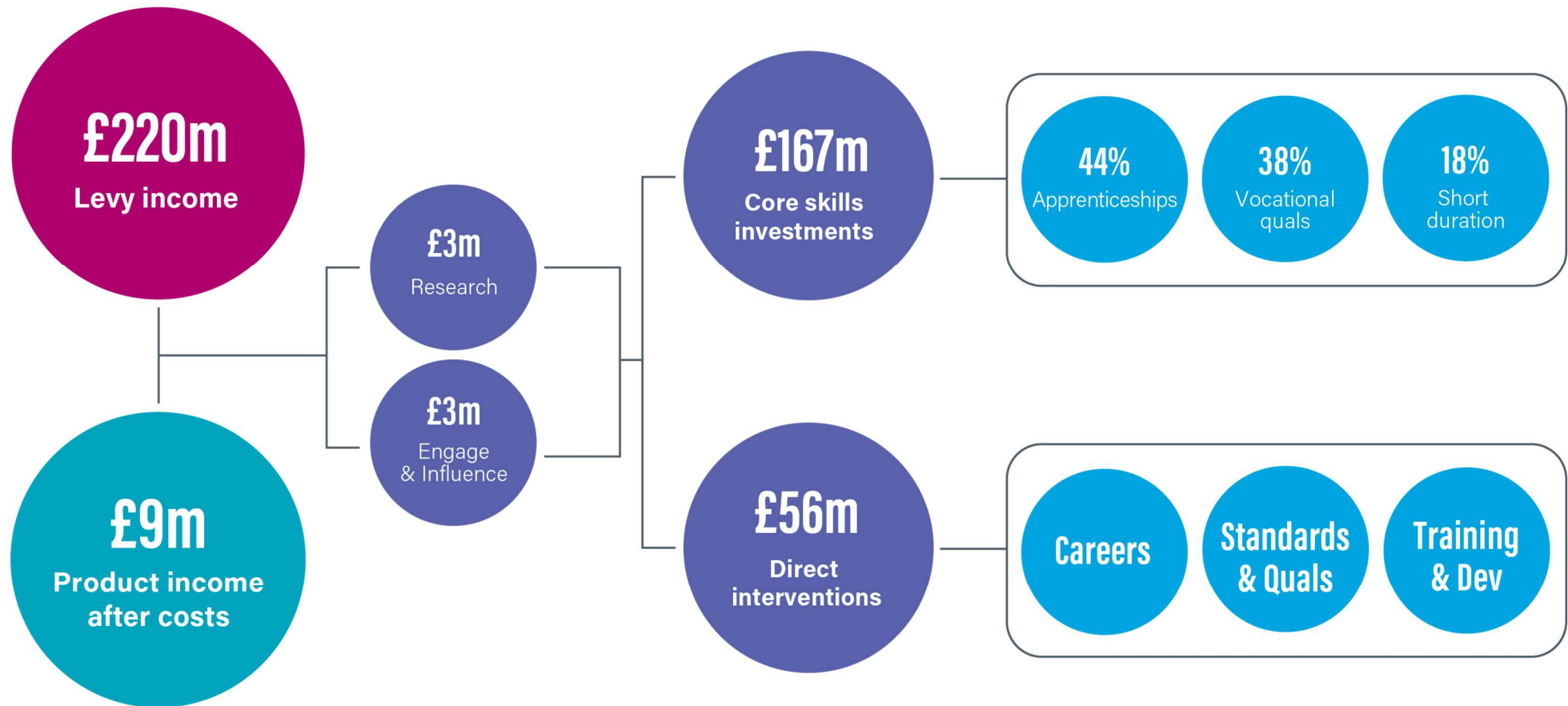


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The money flow



How we support you – 2021 plan

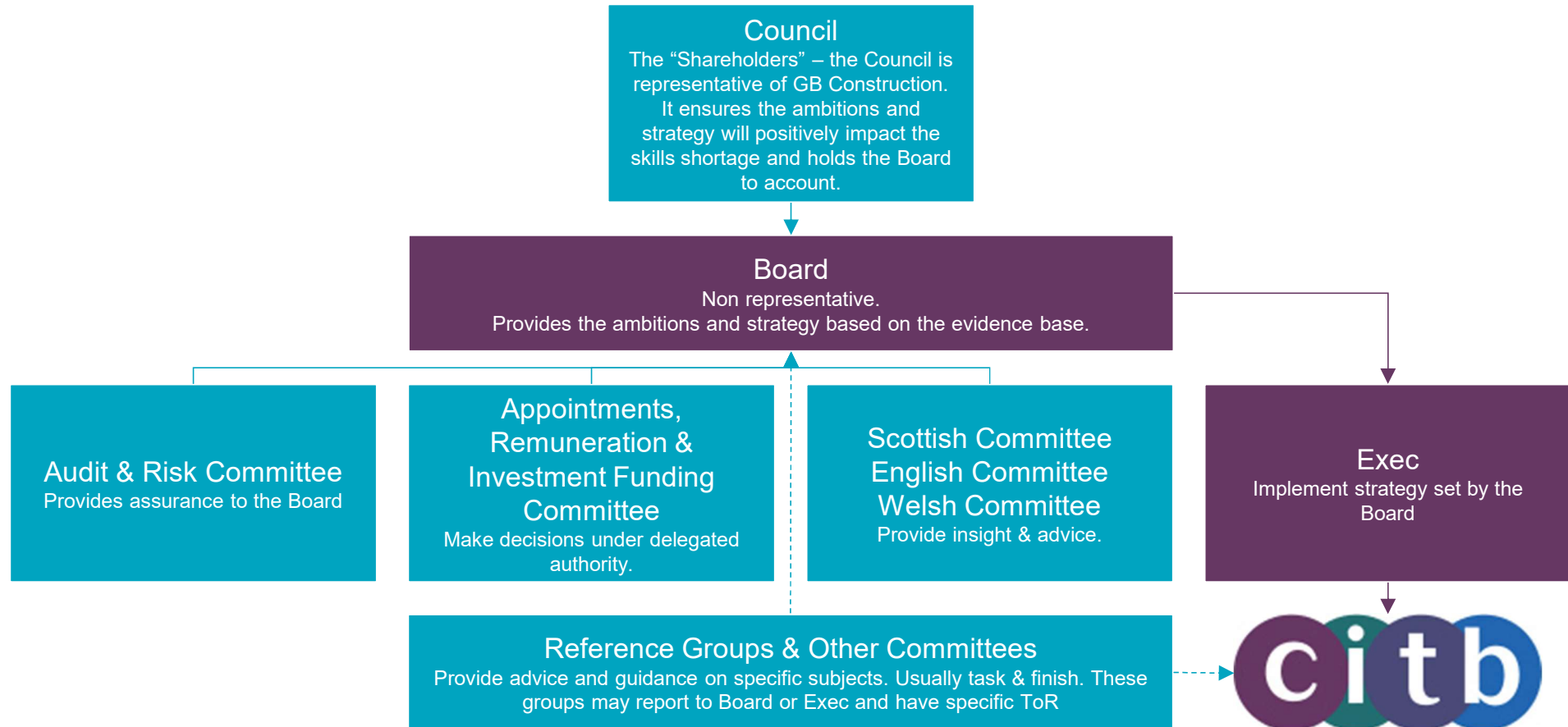


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How CITB is governed & held to account



How our governance works and how we are held to account

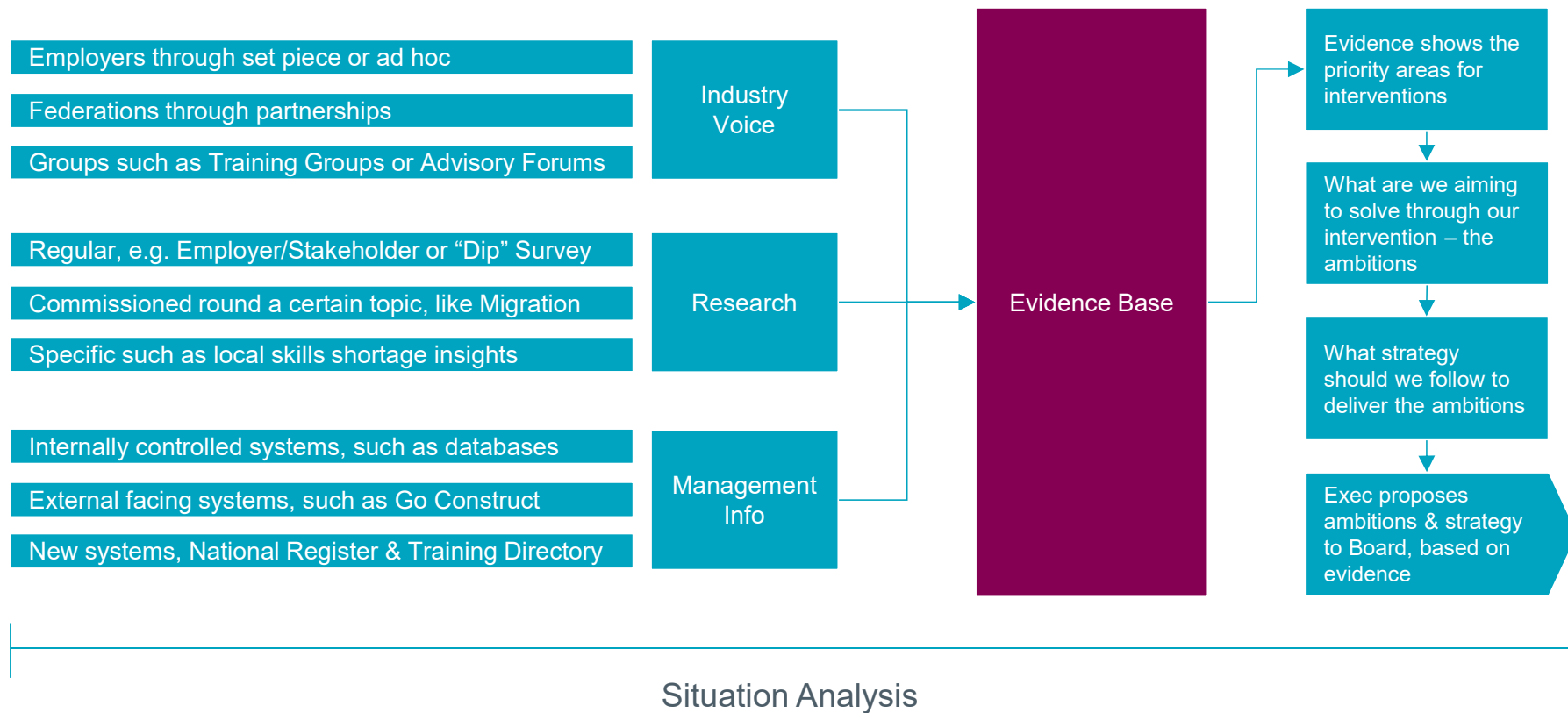


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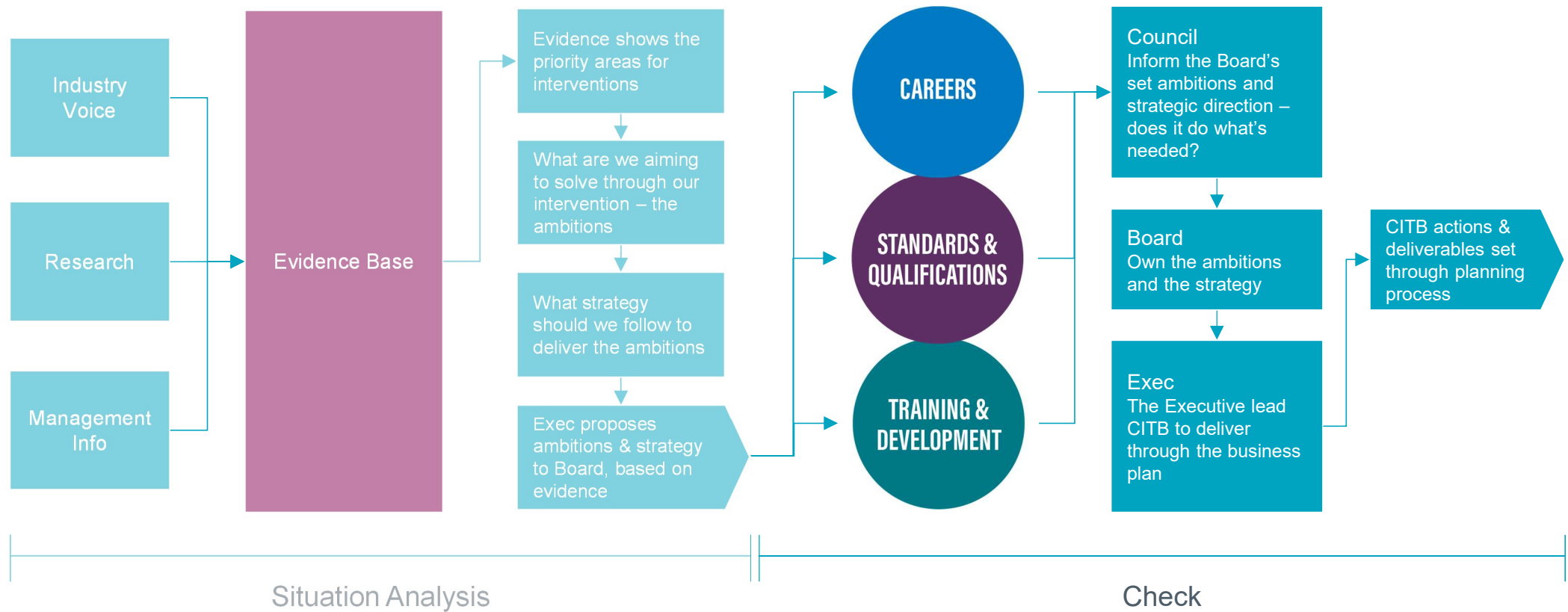
Listen, Check, Act, Deliver



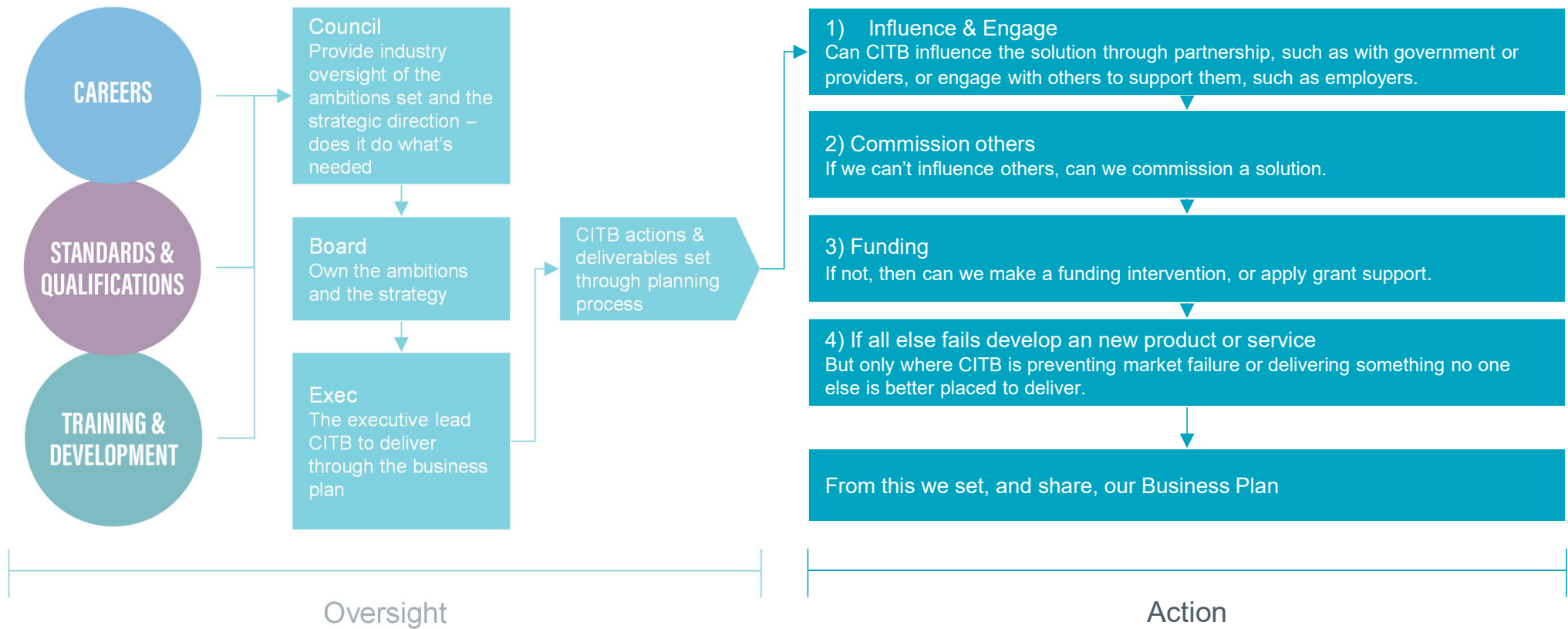
Listen



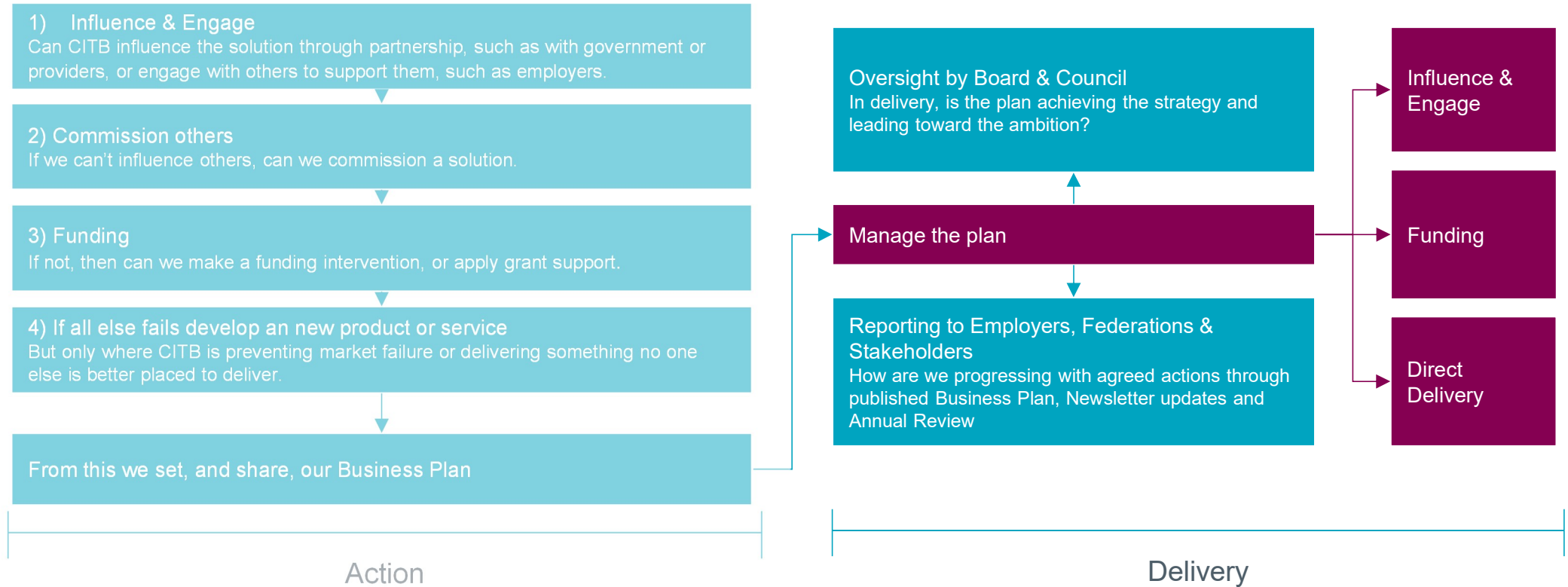
Check



Act

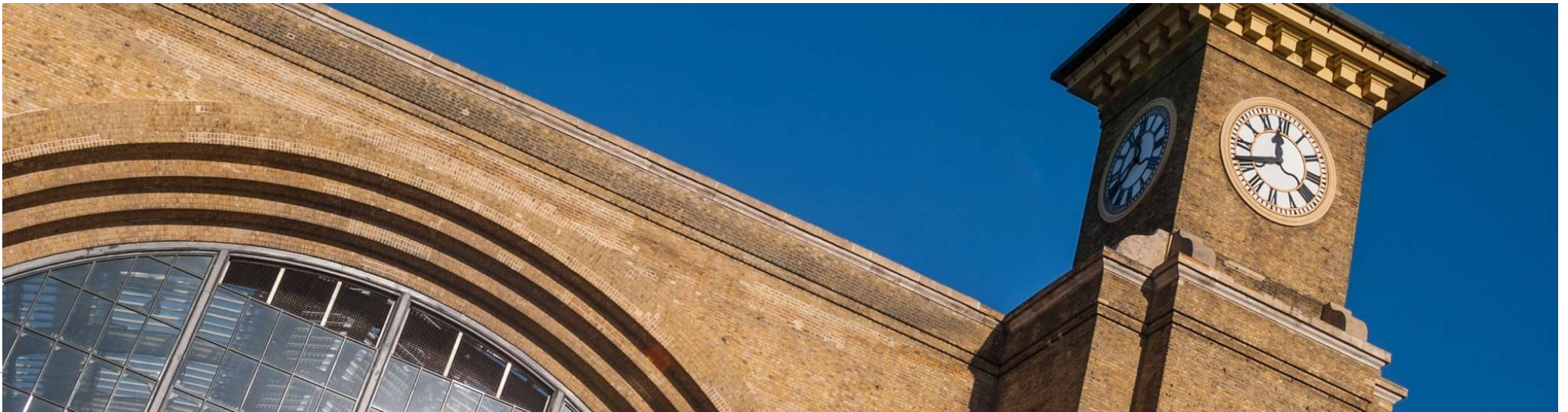


Deliver



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What we will deliver



These are the ambitions we have set

CAREERS

Employers say there is a talent pool sufficient to meet the recruitment needs of the industry.

STANDARDS & QUALIFICATIONS

Employers believe that the content and method of training and assessment reflects industry's needs.

TRAINING & DEVELOPMENT

Employers say they can access the training they need in a timely manner.

Our evidence says that in careers we should deliver,

CAREERS

Employers say there is a talent pool sufficient to meet the recruitment needs of the industry.

- Further develop Go Construct, creating quality careers related resources for use by employers and enhancing the Construction Ambassadors scheme
- Facilitate and fund work experience opportunities and work readiness programmes
- Engage and partner with key influencing bodies to ensure Construction is actively promoted as a positive career choice
- Signposting alternative career opportunities for experienced workers to retain them in the industry

We need employers to,

- Actively promote Go Construct
- Engage proactively with schools and colleges
- Engage with work experience and work readiness programmes, and help us shape them
- Set the targets for diversity and career progression that you will recruit to

It says that for standards & qualifications we should deliver,

STANDARDS & QUALIFICATIONS

Employers believe that the content and method of training and assessment reflects industry's needs.

- Ensure all funded training is standardised and quality assured
- Support development of apprenticeship standards in England, Scotland and Wales embedded across the training network and regularly updated
- Ensure 'End Point Assessments' are delivered consistently across England
- Comparability of qualifications across nations is ensured through the continued application of National Occupational Standards
- Employers involved in setting standards can access the information they need to reflect their current and future needs.
- Standards and qualifications are developed for new and emerging skills to support improvements in time, cost and quality

We need employer support to:

- Set those standards
- Guide us on the levels required and in what areas
- Agree suitable assessments of competency.

and in training and development we should deliver,

TRAINING & DEVELOPMENT

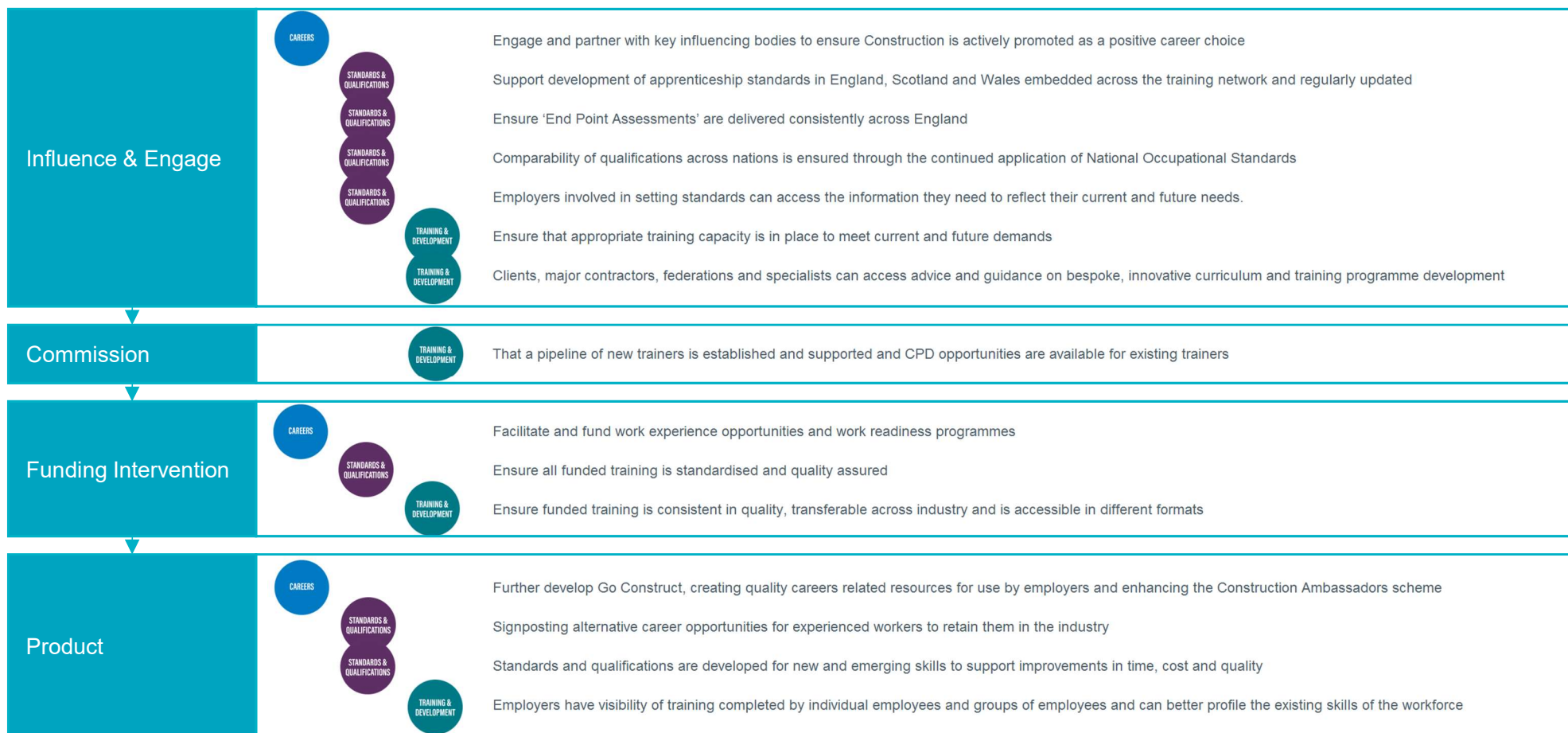
Employers say they can access the training they need in a timely manner.

- Ensure that appropriate training capacity is in place to meet current and future demands
- That a pipeline of new trainers is established and supported and CPD opportunities are available for existing trainers
- Ensure funded training is consistent in quality, transferable across industry and is accessible in different formats
- Employers have visibility of training completed by individual employees and groups of employees and can better profile the existing skills of the workforce
- Clients, major contractors, federations and specialists can access advice and guidance on bespoke, innovative curriculum and training programme development

We need employers to,

- Invest in training your workforce
- Ensure competence
- Ensure health and safety compliance

The same deliverables, but shown by action type



Our delivery plan

	July	August	September	October	November	December	January	February	March	April
Careers	Revised Matching & Ambassador service live	Go Construct media campaign	Inspiring Construction live	Go construct development (re-launch July 2018)						
Governance	Consensus research			Analysis	Announce result	Parliamentary process			Levy Assessments	New Levy Order
				Anticipated publishing of ITB Review	Recruitment for new Board Chair commences					New Chair in place
					Review impacts on strategic plan, Governance & Process	Conclude reviews of Card Schemes, Estates and direct Training				
Training & Standards	Consultation					Communications & Engagement				Support ongoing
		Development								Training Directory Phase 1 live
						Preparation				National Register Phase 1 live
						Supported Training Courses announced	Grants scheme rates published	Standards in place for Grants supported courses		New Grants scheme live & automated
										Transition bidding to commissioning
Communications	2016 Annual Review published H1 2017 Newsletter published Annual Specialist Federation Meeting	e-News		e-News		H2 Newsletter		e-News	2018/19 Business Plan Published	e-News
				Employer Advisory Forums					Employer Advisory Forums	
2017 Research Programme	FE destination			Post 16 education Digital Learning	Productivity & procurement	Skills Transferability	Work readiness Youth unemployment			

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Enabling Functions



We support delivery through our enabling functions

Evidence Base

Strengthen our Evidence Base and develop accurate, comprehensive and forward-looking research

- Research will guide our interventions:
- Highlight appropriate interventions that drive innovation and productivity
- Highlight areas where there is lack of provision, funding or resources in the short, medium or long-term.

Influence & Engage

Engage Employers, Federations and Stakeholders

- Ensure construction skills priorities are recognised by central Government
- Ensure provision meets demand through Local Education Partnerships, city regions and devolved governments
- Develop Partnership solutions to meet that need, such as DWP
- Review governance arrangements and industry representation on CITB committees
- Revise relationships with Training Groups, Employer Forums and Federations to ensure representation & engagement

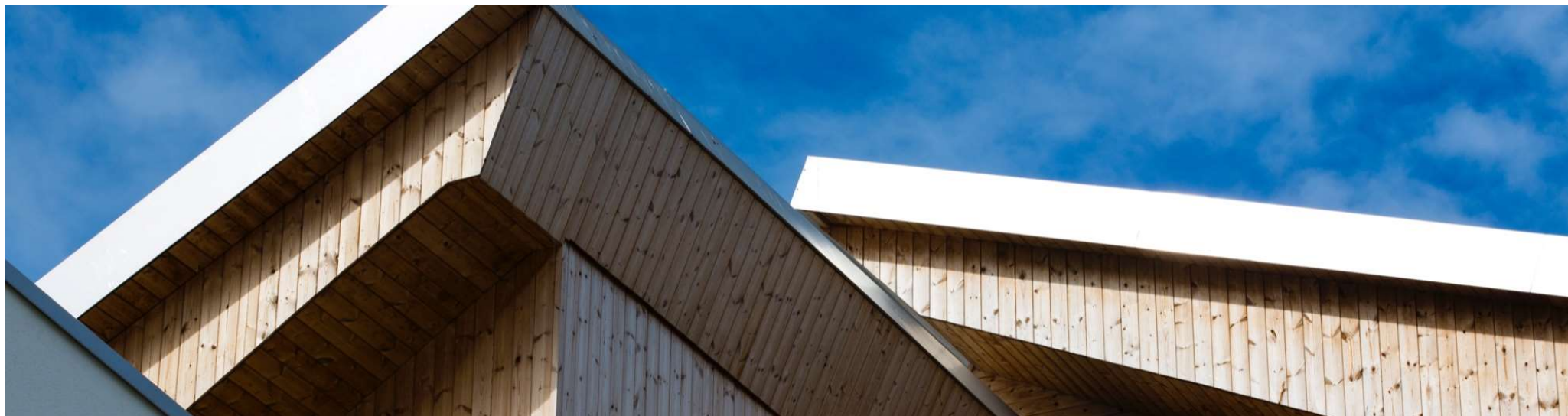
Funding

Give incentive to employers to train in areas of need alongside interventions that target specific issues.

- New Grants scheme ready and delivered for April 2018
- Grant payments automated by April 2018
- Move to commissioned interventions, based on evidence base by April 2018
- Move training group support to specific and needed areas of shortage or intervention by April 2018.

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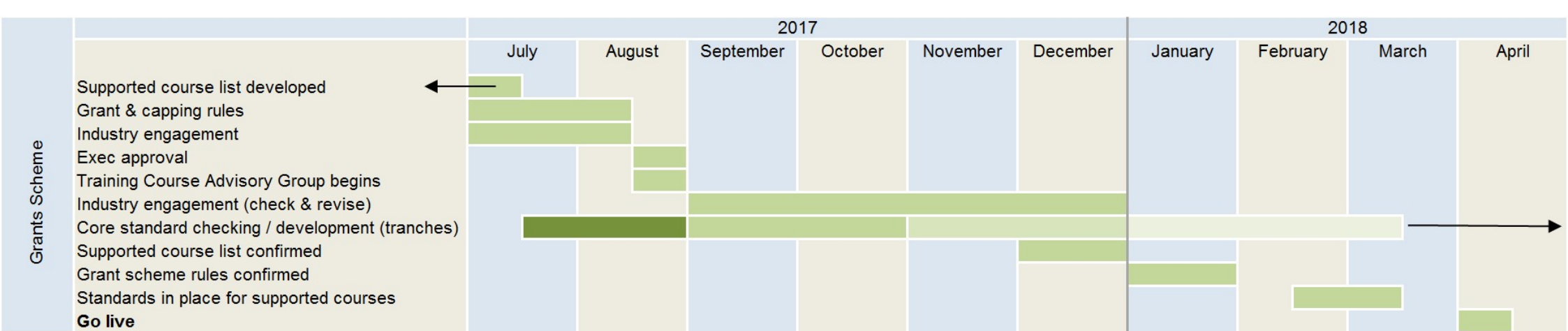
Appendix



Appendix 1



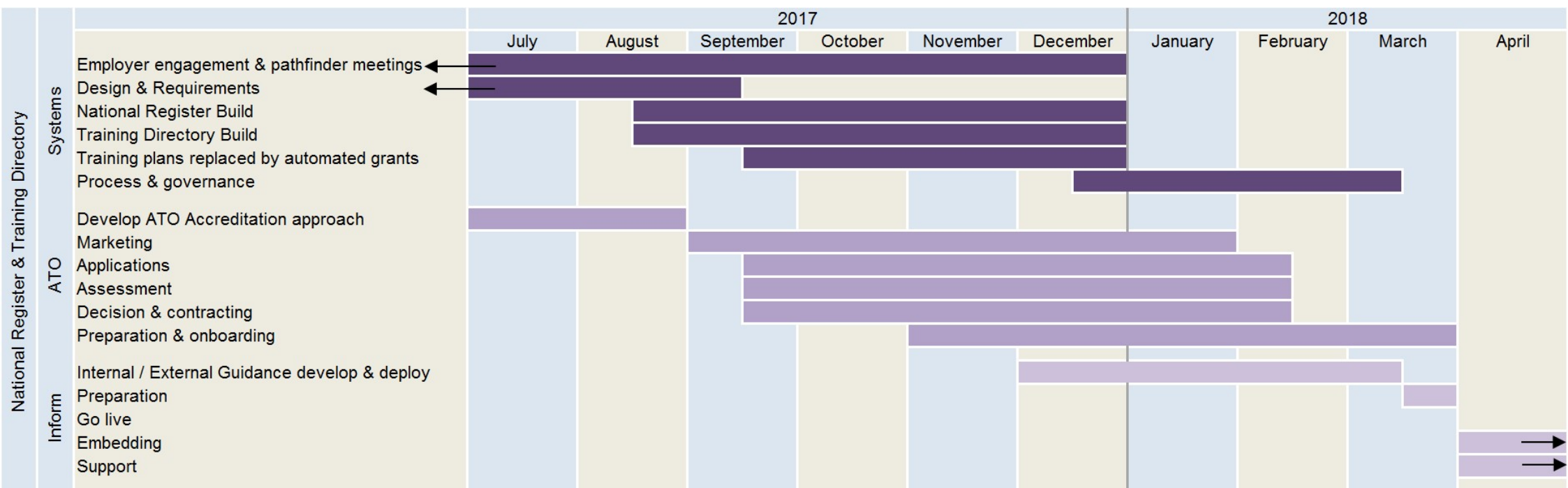
Grants scheme high level programme



Appendix 2



Training model high level programme





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Thank you
