# Build UK All Member Forum – 4<sup>th</sup> July 2023

# Tim Balcon – CITB CEO





## CITB's Focus

- Purpose is to support the construction industry to have a skilled competent and inclusive workforce now and in the future
- Business Plan(s)
  - Improving people pipeline
  - Creating defined training pathways
  - Delivering and efficient training supply



# Culture

- To Support the construction industry to have a skilled competent and inclusive workforce now and in the future
- More focused engagement with industry by
  - Regional
  - Sectoral
  - Size
- Collaboration
- Very encouraging customer survey feedback
- Net promoter score increase by 9 points



# Activity — from funding training activity to developing an effective "skills system"

#### New entrant task force

- 657 new starts in progress since April 2023 with target of 2,100 in 23/2, 116 further employers being supported, 100 employers to be trained in the CITB Mentoring apprentices Standard this summer
- Standard to be rolled out to eligible ATOs

#### Employer networks

- 12 networks supporting 318 employers & 4,900 learners
- 32% of these employers were previously dis-engaged

#### Ambitious Sector plans

Home Building Sector Plan - have agreed focus and expected blue print



# Activity – from funding training activity to developing an effective "skills system"

- Expecting revamped Approved Training Organisations (end of year)
  - Fundamental to progress (23/24 Business Plan)
  - Skills register
  - Training register
- Go Construct increase in activity 61%
- Talent View increase of applications 5,000 in April/May
- Engagements with Employers up from c30,000 engagements with 15,000 companies in 2021/22 to over 40,000 engagements with 24,000 companies in 2022/23



# Activity - from funding training activity to developing an effective "skills system"

- National Construction College (Intent)
  - Beacon of leadership for all training provision
- Agile and efficient approach to grant
  - New digital interface (end 23)
  - Expansion of Grants Scheme and funds (including eligibility)
  - Increased grant rates up 9% on same period in 2022
  - Support for industry accreditation 65% increase on 2022
  - New Management & Leadership Fund

    £2.7m funding award (slow uptake)
  - Industry Impact Fund
  - **SME Fund** £8.8m through 2258 applications. Surpassing target. 98% approval rate.



# Context - Industry Feedback (Strategic Plan)

Making sure that good Improving the skills Getting more of those already in quality, relevant training trained people into the workforce (27) is available at the right industry (39) time/place (33) 1<sup>st</sup> Recruiting new entrants 1<sup>st</sup> Relevant, good quality training 1<sup>st</sup> Occupational skills 2<sup>nd</sup> Making local training provision fit 2<sup>nd</sup> Create alternative routes 2<sup>nd</sup> Essential skills business needs



85%

feel we should spend more on training support....



....of those

37%

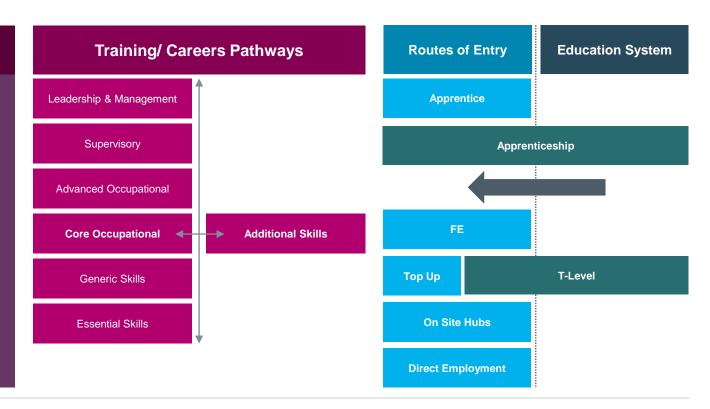
would support an increase to the Levy to do this (32% of total sample)

# A modular skills system

#### Competence

Industry Owned & Defined Standards of Competence

- Knowledge
- Skills
- Experience
- Behaviours





## **Current State**

#### Skills & Training Fund - SME **Essential Skills** Skills & Training Fund - Medium Apprenticeship Grants Occupational Skills **Qualification Grants Short Duration Grants CPD** Leadership & Management Fund - Large Industry Impact Fund Upskilling **Training Groups Employer Networks** Organisational Development Commissions

## **Future State**



Employer Incentives	Grant Fund
Innovation, collaborative projects etc.	Industry priorities budget



## What Next?

- Ongoing consultation on strategic plan 2024-28
  - Priorities set by industry
  - Broad approach agreed by Board
- ITB Review underway expected to complete November 2023, recommendations January 2024
- Publication of Strategic Plan January 2024 TBC
- Consensus Feb 2024
- New delivery arrangements
  - Foundations 2023
  - Ongoing design and testing

