

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our **business plan**, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 45%



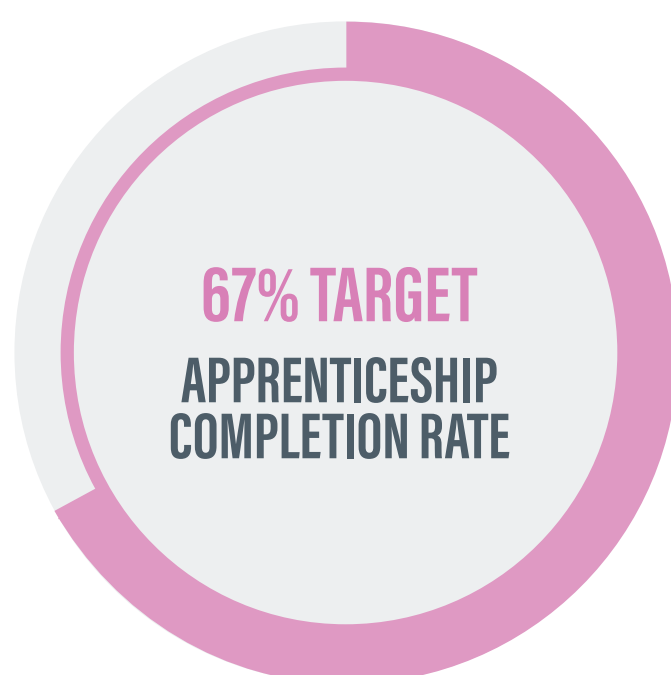
ABOVE TARGET AT 35,290



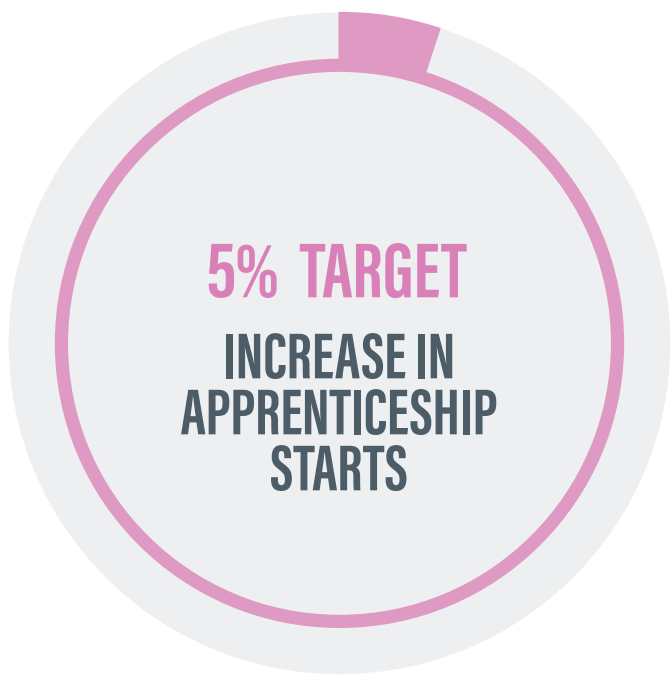
ABOVE TARGET AT 11,020



IN PROGRESS



REPORT IN Q4



REPORT IN Q4

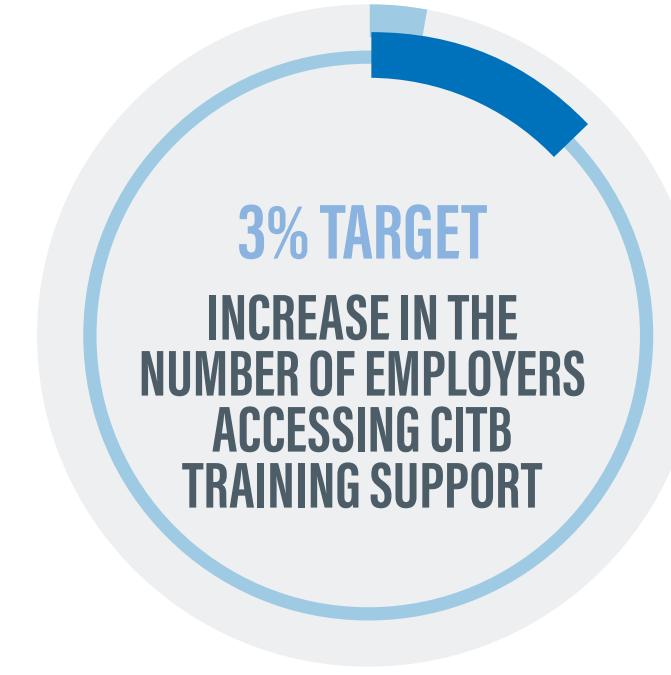


BELOW TARGET AT 3,897



BELOW TARGET AT 3,210

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ABOVE TARGET AT 13%

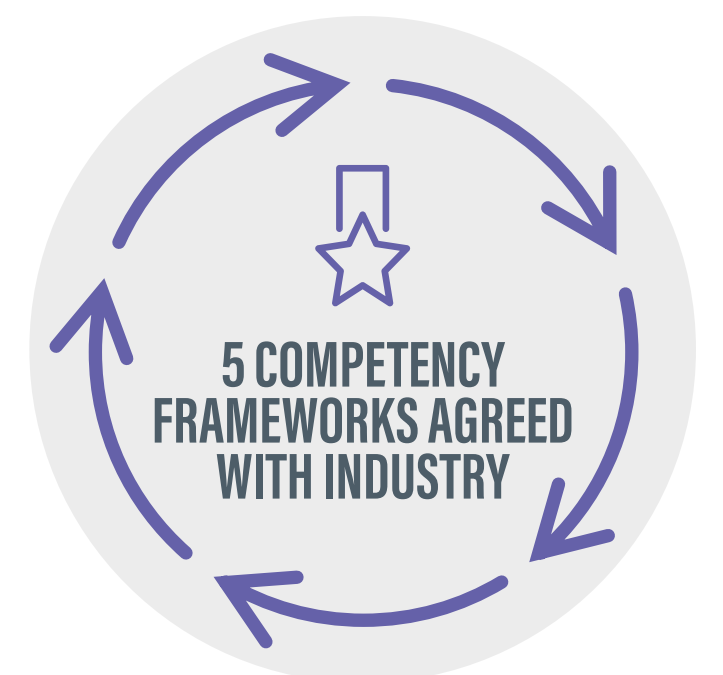


ABOVE TARGET AT 6%

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

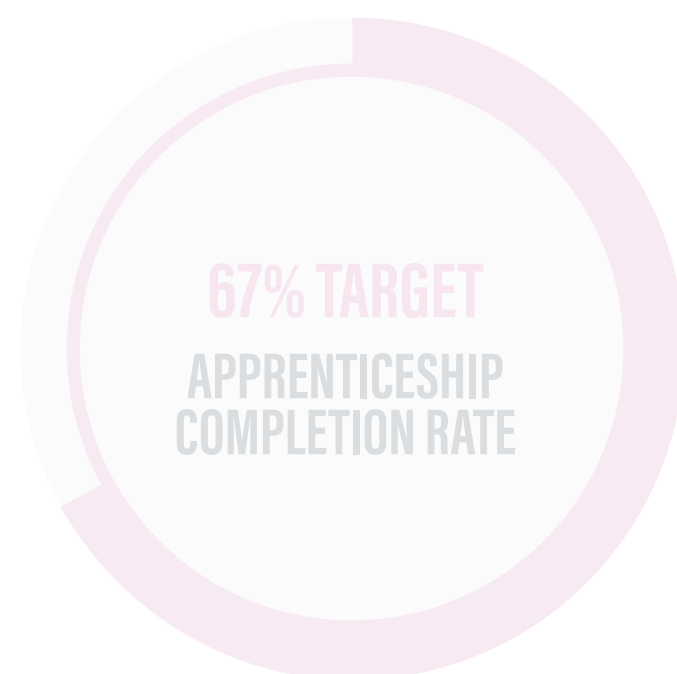
RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 45%



ABOVE TARGET AT 45%



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 3,897



BELOW TARGET AT 3,210



ABOVE TARGET AT 6%

PROGRESS: ABOVE TARGET

With almost one million visits to the site so far this year, [Go Construct](#) continues to cement its reputation as the home of reliable, engaging construction careers information. With a 45% increase in annual traffic – far above our target – we are reaching a wider, more diverse audience about the many opportunities available in construction. Encouragingly, the number of people progressing from [Go Construct](#) to [Talentview](#) to find a job or apprenticeship continually grew month-on-month.

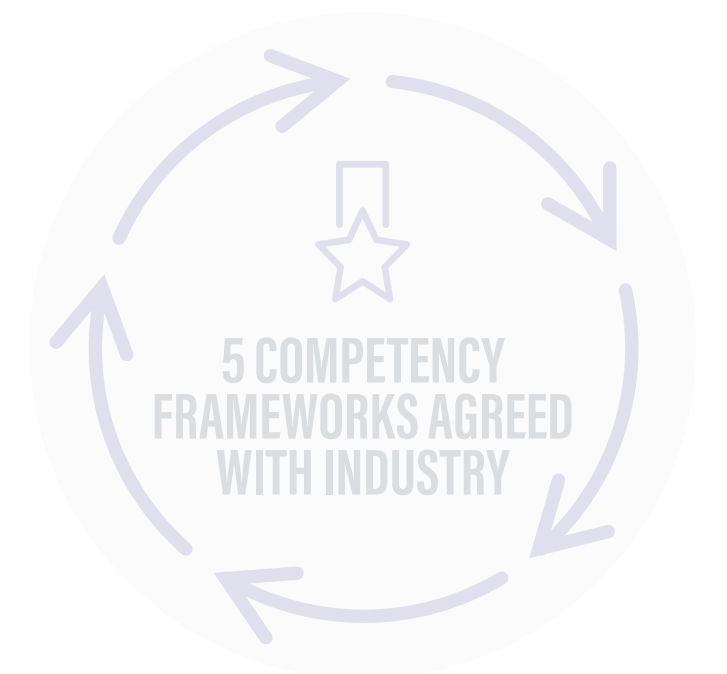
[Go Construct](#) is also the online home of [SkillBuild](#), the largest and longest-running skills competition in the UK. The 2022 National Finals were held in November, where talented trainees and apprentices tested their mettle in front of a packed crowd at Edinburgh College.

[Courtney Maddison](#), a painting and decorating finalist, relished the opportunity to not only display her talent, but develop her confidence, self-esteem and life skills. "I enjoy pushing myself and improving my skills which competing against the best of the best allowed me to do," she said. "I loved every second of competing, especially the sense of accomplishment at the end of standing back and seeing my work."

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

RESPONDING TO THE SKILLS DEMAND

PROGRESS: ABOVE TARGET

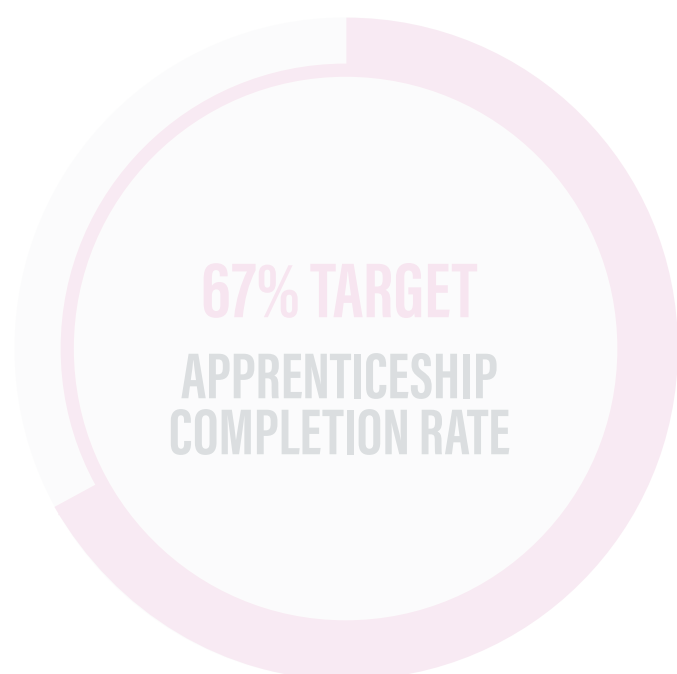
ADDRESSING FUTURE SKILLS NEEDS



ABOVE TARGET AT 45%



ABOVE TARGET WITH 35,290



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 3,897



BELOW TARGET AT 3,210



ABOVE TARGET AT 6%



COMPLETED



BELOW TARGET

"I couldn't have done what I'm doing now without taking an apprenticeship. I would've volunteered to do this job, to learn these things, and here I am getting paid to do it. That's a privilege."

Lara Townsend is a professional heritage stonemason now – and a master craftsperson at that. People make the construction industry, literally, and with over 35,000 starting an apprenticeship, the industry will benefit from many more skilled people like Lara.

At CITB, apprenticeships are at the heart of what we do. We'll continue financially supporting apprentices and their employers, with over £41m paid out in attendance and achievement grants this year. Our employer toolkit walks businesses through how to recruit an apprentice, from start to finish.

And our recently launched New Entrant Support team will continue to simplify the process for employers, with a dedicated local adviser on hand to support with the recruitment, training and retention of apprentices. Following the success of the pilot in the North of England in September 2022 – where the team have helped start 500 new apprentices – this initiative is being rolled out across CITB from February 2023.

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

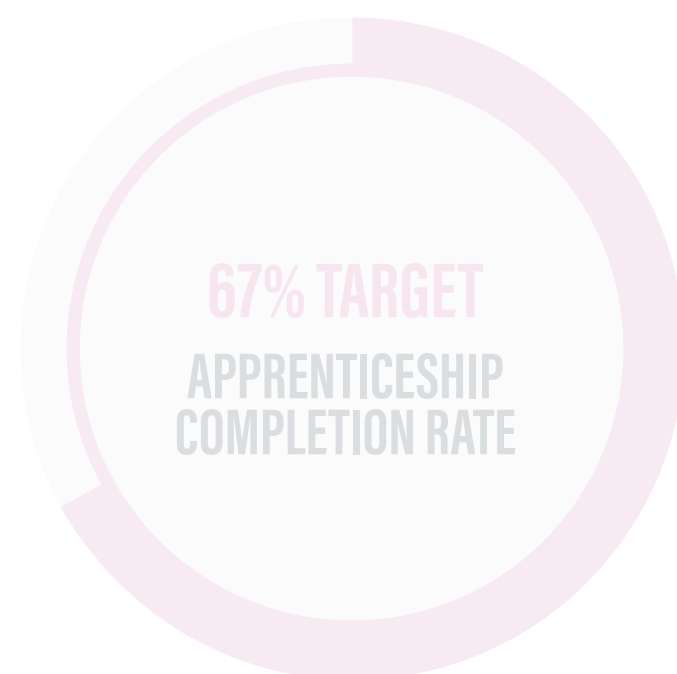
RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 45%



ABOVE TARGET WITH 11,020



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 3,897



BELOW TARGET AT 3,210



ABOVE TARGET AT 6%

PROGRESS: ABOVE TARGET

Our programme of work tasters, which provide a hands-on insight of working in construction, can make all the difference in encouraging career changers to join the industry.

We are thrilled with the outstanding response and engagement from both employers and candidates in the taster programme. The end-of-year target has been exceeded by a significant margin, with almost 10,000 tasters delivered in the last three months alone.

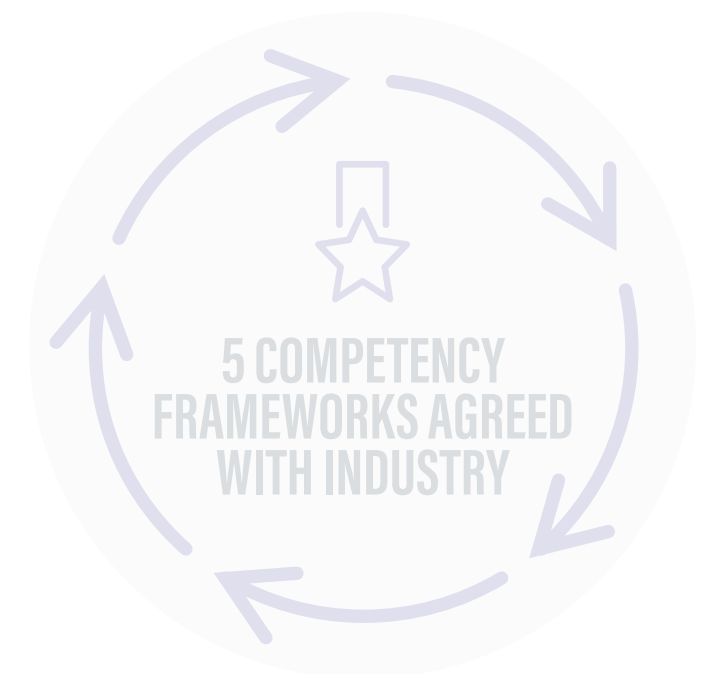
This progress is set to continue at pace, with our upcoming virtual tasters commission reaching an additional 2,000 learners by the end of the year through virtual site tours, open days and more.

We will also be participating in [Open Doors 2023](#) alongside our partner Build UK. Young people will have the chance to go behind the site hoardings at locations across the UK, including our [National Construction College \(NCC\)](#) sites, to experience the many exciting careers available in construction.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET

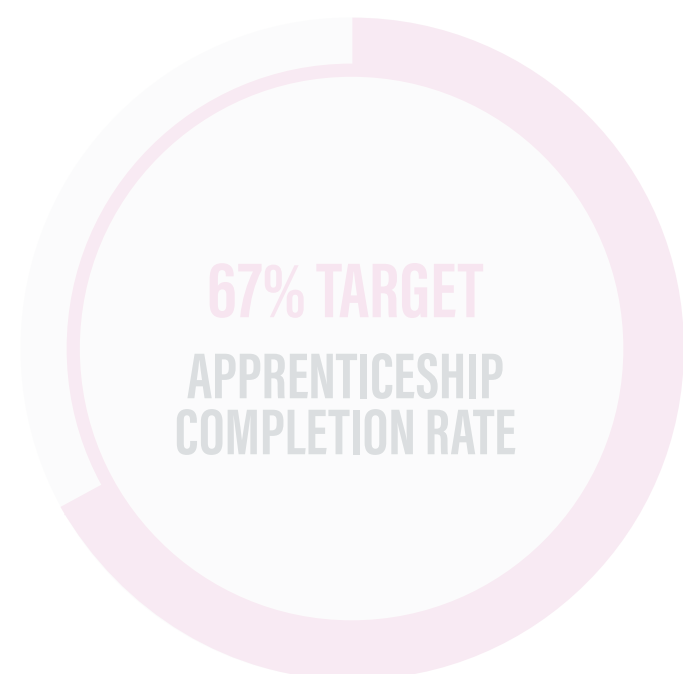
PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 45%



REPORT IN Q4



IN PROGRESS

PROGRESS: IN PROGRESS

We have developed four new standards to support [Occupational Traineeships](#) in bricklaying, carpentry and joinery, drylining, and painting and decorating.

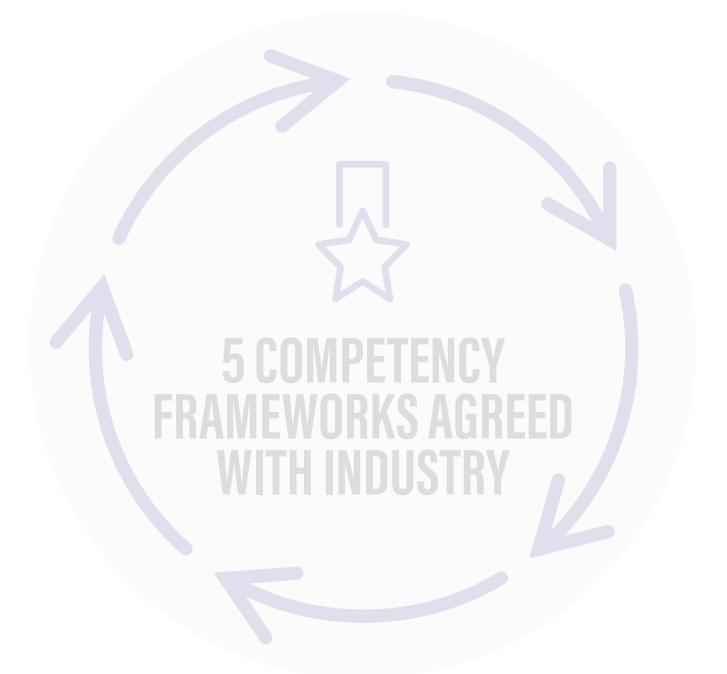
Changes in Government funding policy have limited the uptake of Occupational Traineeships against the targeted 200 learners. We've increased our support as a short-term measure to ensure our commitment to learners, colleges and employers continues.

This support secures continued development for those individuals to join construction, and allows us to continue discussions with Government and other stakeholders to achieve the long-term outcome of increasing the number of further education students entering industry to support the skills demand.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET



REPORT IN Q4

BELOW TARGET AT 3,897

BELOW TARGET AT 3,210

ABOVE TARGET AT 6%

BELOW TARGET

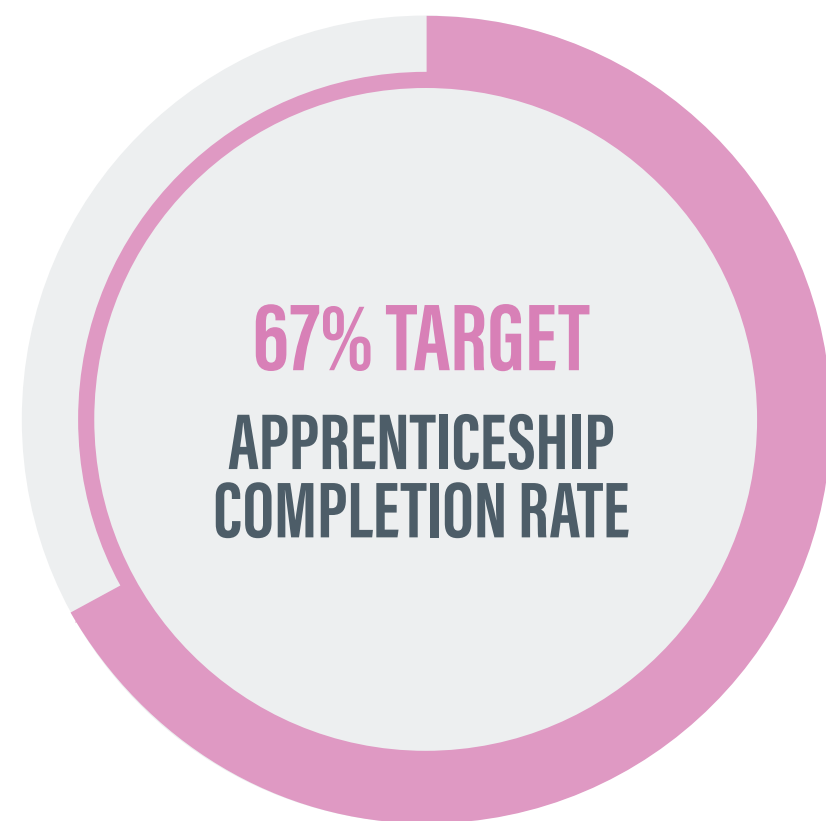
PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our **business plan**, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 45%



REPORT IN Q4

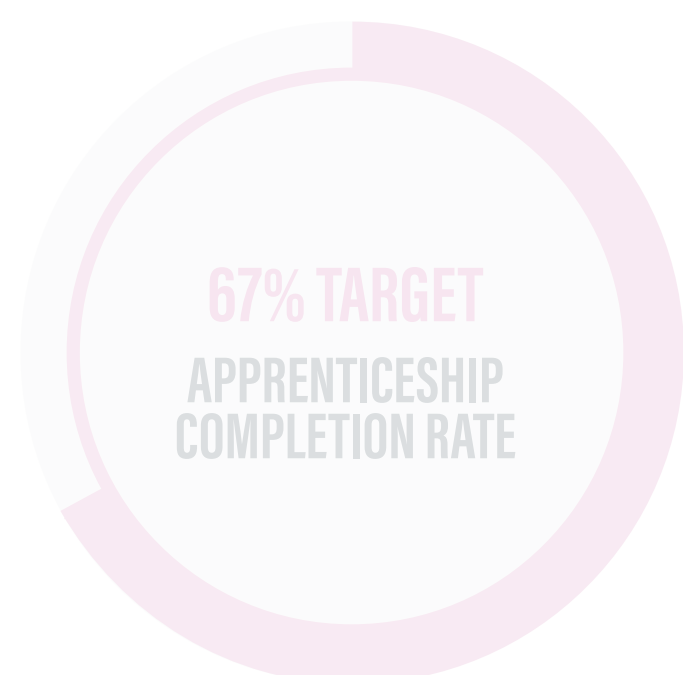
PROGRESS: REPORT IN Q4

Due to differences in reporting schedules between the nations, we are unable to fully report on this measure. However, Scotland closed the year with an impressive 75% apprenticeship completion rate, surpassing our target. We will provide an update for England and Wales in the next report.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



REPORT IN Q4



REPORT IN Q4



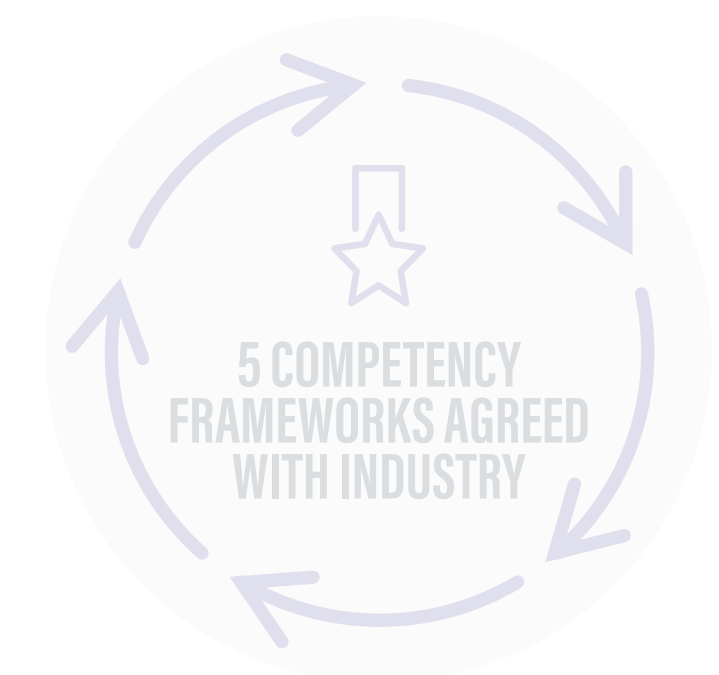
BELOW TARGET AT 3,897



BELOW TARGET AT 3,210



ABOVE TARGET AT 6%



BELOW TARGET

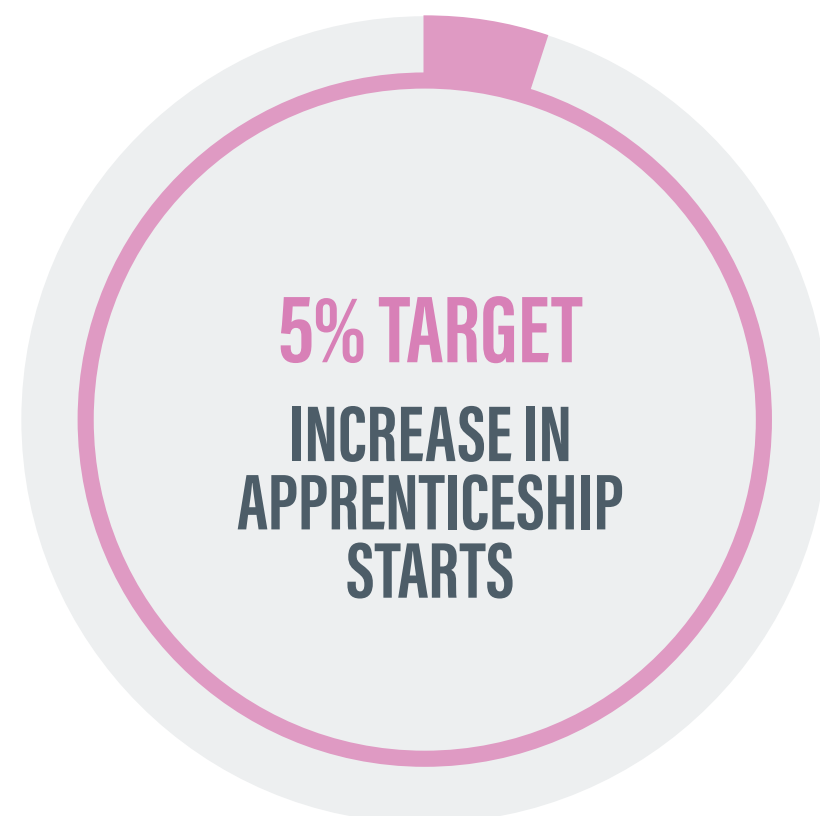
PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our **business plan**, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

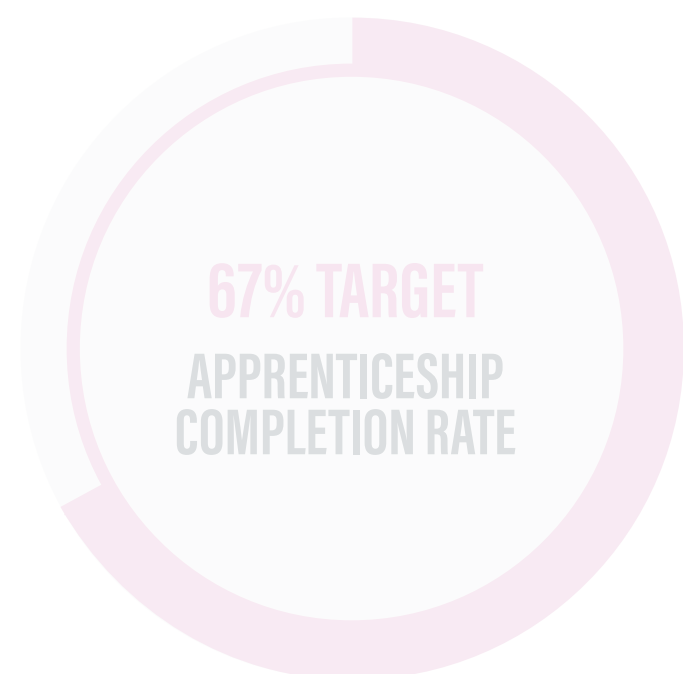
RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 45%



REPORT IN Q4



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 3,897



BELOW TARGET AT 3,210

PROGRESS: REPORT IN Q4

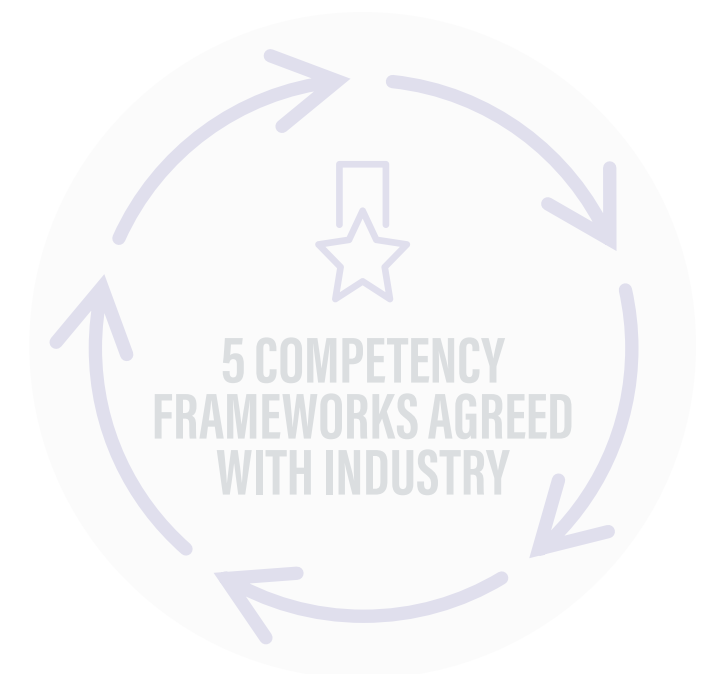
Differences in data reporting mean we are unable to fully report on this measure. However, 35,290 apprenticeship starts is above target, and apprenticeships delivered directly by CITB at our NCC sites have increased by 4% annually.

With a 15% increase in the number of apprentices supported by CITB funding, plus a 10% jump in employers accessing our grants, the appetite for apprenticeships is strong. We will provide a full update on the increase in apprenticeship starts in the next report.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED

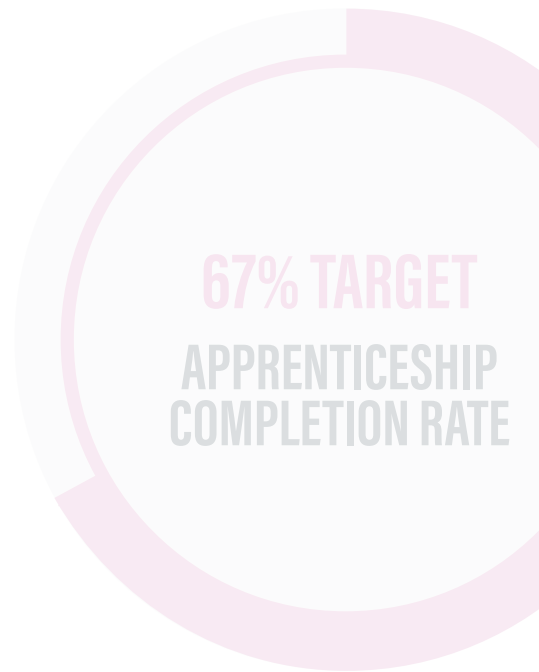


BELOW TARGET

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

RESPONDING TO THE SKILLS DEMAND



PROGRESS: BELOW TARGET

With 45,000 new workers needed per year, getting people onsite and experienced is vital. That's exactly what our Onsite Experience hubs do. Well-suited candidates are given mentored hands-on experience, the requisite health and safety credentials, and matched with an employer vacancy, securing sustained employment.

"Learning a new skill every day was one of the best feelings," said Daniel Skelly, who completed a placement at the Leicester hub. "It was brilliant because I went from knowing absolutely nothing about the construction trade to learning nearly everything you can, within a week."

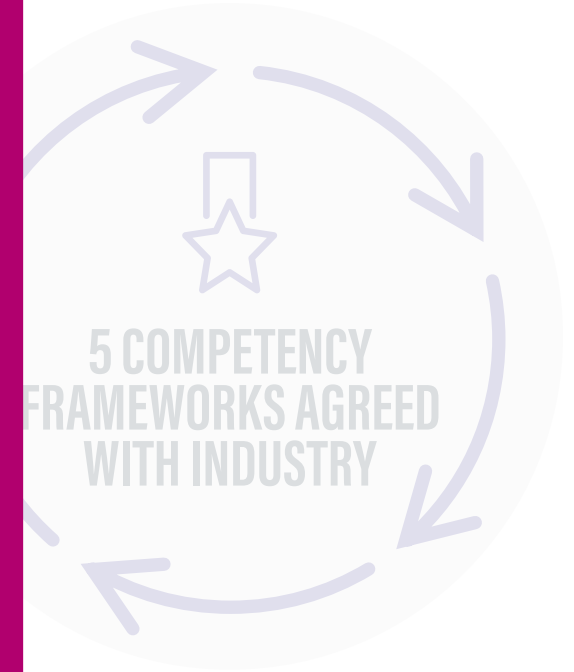
Although the project is currently below target and unlikely to meet it by the end of the year, the hubs have a significant positive impact on not only job seekers, but the local community as a whole.

This sentiment is echoed by Anthony Rees, Regional Manager of Cyfle Building Skills, who coordinate the South West Wales hub. "It's a win-win situation," he said. "People in the local area don't have to look far for valuable experience. Contractors building in the region can access nearby talent for its supply chain."

DRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET

REPORT IN Q4

REPORT IN Q4

BELOW TARGET AT 3,897

BELOW TARGET AT 3,210

ABOVE TARGET AT 6%

BELOW TARGET

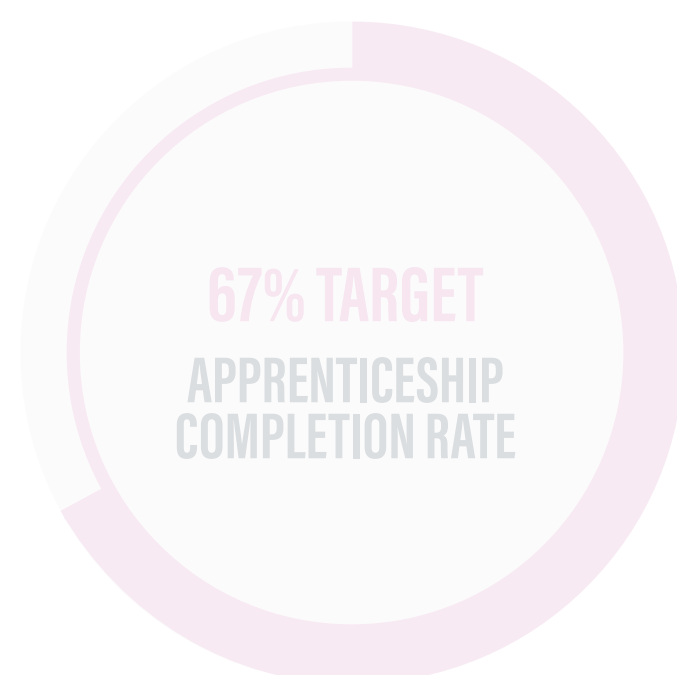
PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ABOVE TARGET AT 45%



REPORT IN Q4



ABOVE TARGET AT 13%

REPORT IN Q4

BELOW TARGET AT 3,897

BELOW TARGET AT 3,210

PROGRESS: ABOVE TARGET

We are far exceeding our end of year target as more employers take advantage of CITB's extensive training support. We've invested over £59m in grants, supporting over 700 additional employers compared to this time last year.

Almost £8m has been invested through the [Skills and Training fund](#), which provides grants of up to £25,000 to support business's training needs. Over 1,500 micro and small employers have benefitted so far, a 40% increase on last year, as well as 106 medium-sized firms, a 186% increase.

Over 6,600 employers received over £11m from our [short course grant scheme](#), the majority of which went to SMEs. The scheme funds core training requirements, from health and safety to leadership and management training, and everything in between.

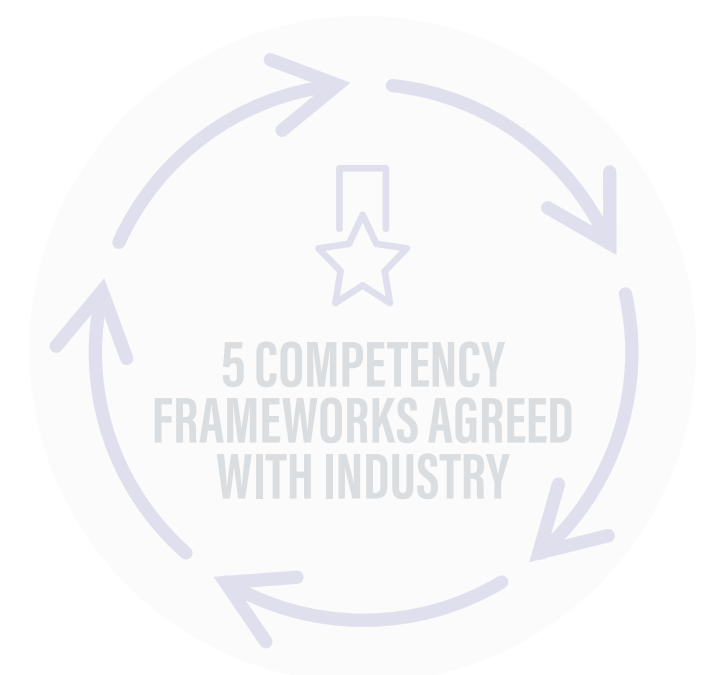
Stamford based bespoke furniture makers, [JC&CO](#), used the CITB Grants Scheme to develop and expand their workforce. "We received grants which allowed our staff to attend a fitted furniture renovation course," said Lucy Willow, Operations Manager. "The grant support allowed us to offer a new arm in our business. Applying for grant is simple, and CITB are easily contactable and on hand to provide any support."

Almost £1.7m was distributed through our network of [Training Groups](#), helping over 1,400 employers access local, cost-effective training that's suitable for their individual needs.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET

ABOVE TARGET AT 6%

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our **business plan**, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION

PROGRESS: ABOVE TARGET

The number of individuals trained or supported has continued to grow, and we are now on track to exceed the end of year target.

Over 7,300 learners have been directly trained at the NCC, an annual increase of 36%. Another significant boost is over 3,200 employers accessing training at the colleges, a climb of 35%. This is thanks to substantial investments across the sites to enhance training capacity and recruit more instructors, and this will continue rapidly with further upgrades to facilities and additional specialist support.

The National Specialist Accredited Centre (NSAC) delivered over 700 qualifications in niche, highly specialised areas, many of which aren't available anywhere else.

Over 120,000 Site Safety (SSP) Courses have been delivered, a third of which have been completed remotely. Over 360,000 Health, Safety & Environment (HS&E) tests – a core component of gaining a CSCS card – have been completed, with a pass rate of 73%.

The Employer Network also got off to a promising start, helping almost 2,000 learners access local training – with the networks in South West Wales and the Midlands performing particularly well.

ADDRESSING FUTURE SKILLS NEEDS

NET ZERO ACTION PLAN

COMPLETED

5 COMPETENCY FRAMEWORKS AGREED WITH INDUSTRY

BELOW TARGET

10% TARGET
INCREASE IN THE NUMBER OF PEOPLE VISITING GO CONSTRUCT

ABOVE TARGET AT 45%

67% TARGET
APPRENTICESHIP COMPLETION RATE

REPORT IN Q4

3% TARGET
INCREASE IN THE NUMBER OF INDIVIDUALS TRAINED OR SUPPORTED

ABOVE TARGET AT 6%

REPORT IN Q4

BELOW TARGET AT 3,897

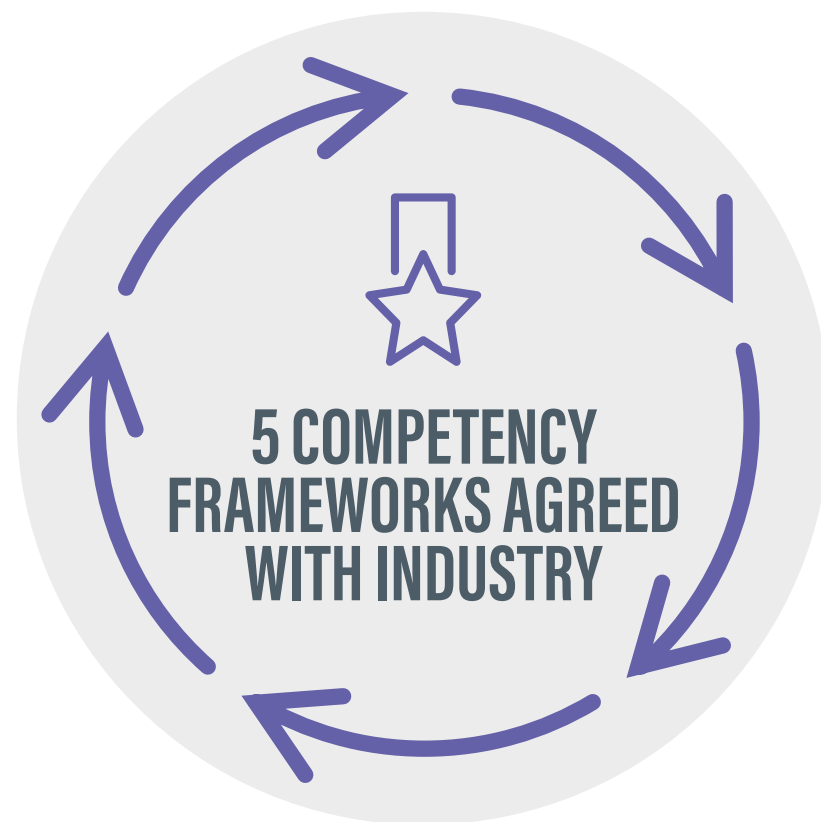
BELOW TARGET AT 3,210

ABOVE TARGET AT 6%

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our **business plan**, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

ADDRESSING FUTURE SKILLS NEEDS



BELOW TARGET

PROGRESS: BELOW TARGET

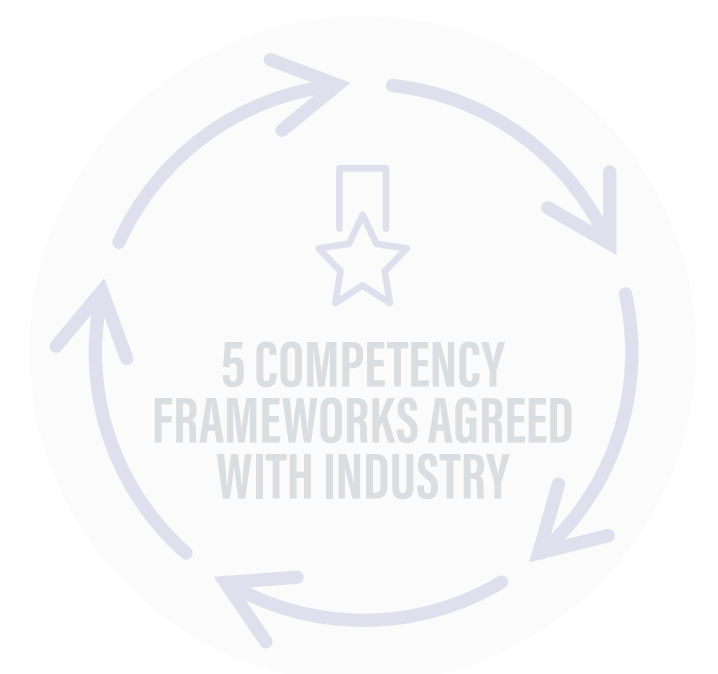
We work with and influence sector groups to develop new competency frameworks, making sure standards reflect changing skills needs.

Two of the frameworks, Digital Competence and Flooring Competence Phase 1, will meet the deadline and be completed by March 2023. New routes to competence are being developed for Tunnelling, Waterproof Membrane Roofing Systems, Wood Occupations (Fire Doors), Piling, and Site Logistics.

ADDRESSING FUTURE SKILLS NEEDS



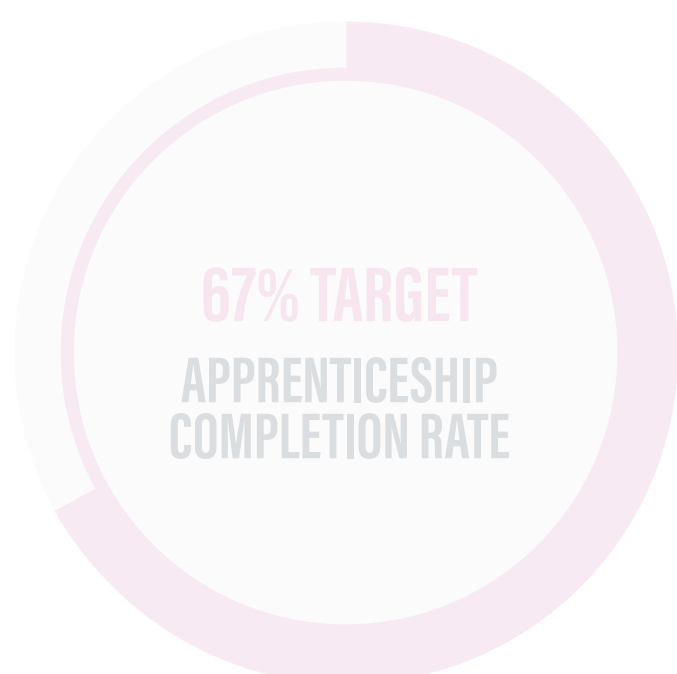
COMPLETED



BELOW TARGET



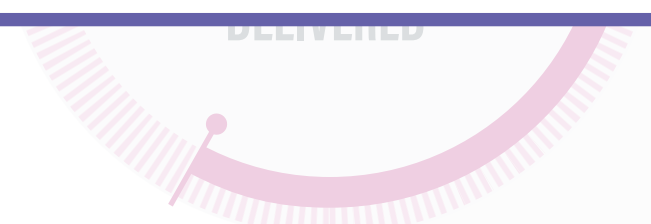
ABOVE TARGET AT 45%



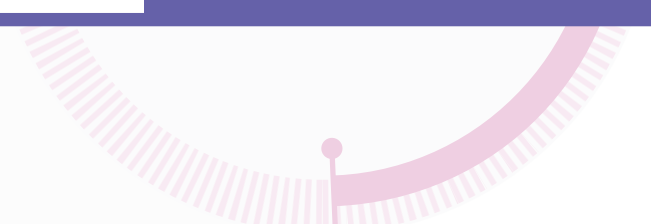
REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 3,897



BELOW TARGET AT 3,210



ABOVE TARGET AT 6%

PERFORMANCE REPORT

This performance report, covering the 2022-23 financial year and delivered every quarter, tracks our progress against targets set out in our **business plan**, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

ADDRESSING FUTURE SKILLS NEEDS



ABOVE TARGET AT 45%



COMPLETED

PROGRESS: COMPLETED

Our net zero action plan was published in September 2022. The plan has been designed as a starting point to support the industry to transition to the skills required to meet net zero.

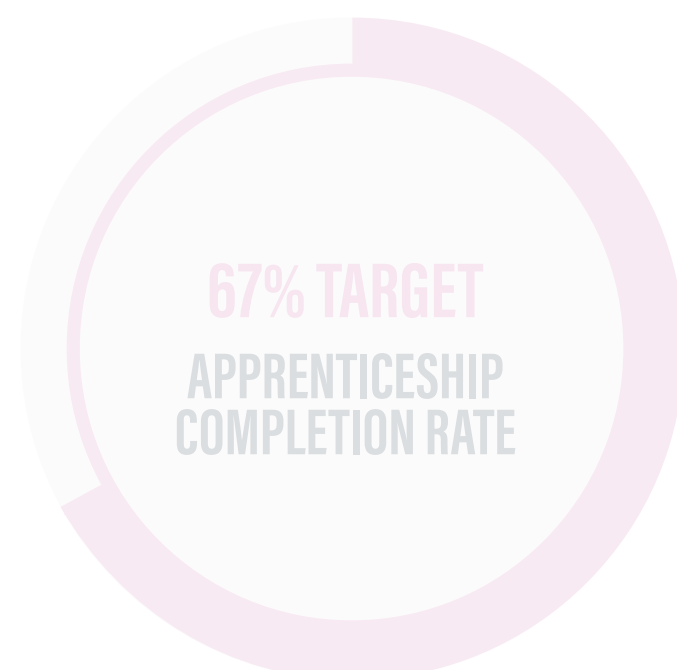
One of our partners, Edinburgh College, recently opened a ground-breaking Renewables and Energy Efficiency Training Centre, focusing on the future of construction and housebuilding with new and emerging technologies.

Audrey Cumberford, CEO of Edinburgh College, said: "We are not just skilling up for today, we are very much upskilling and reskilling for the future, driven by new and emerging renewable technologies. The role of Edinburgh College in ensuring the industry has a pipeline of skilled individuals ready to take the net zero agenda forward is of critical importance."

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



REPORT IN Q4



REPORT IN Q4



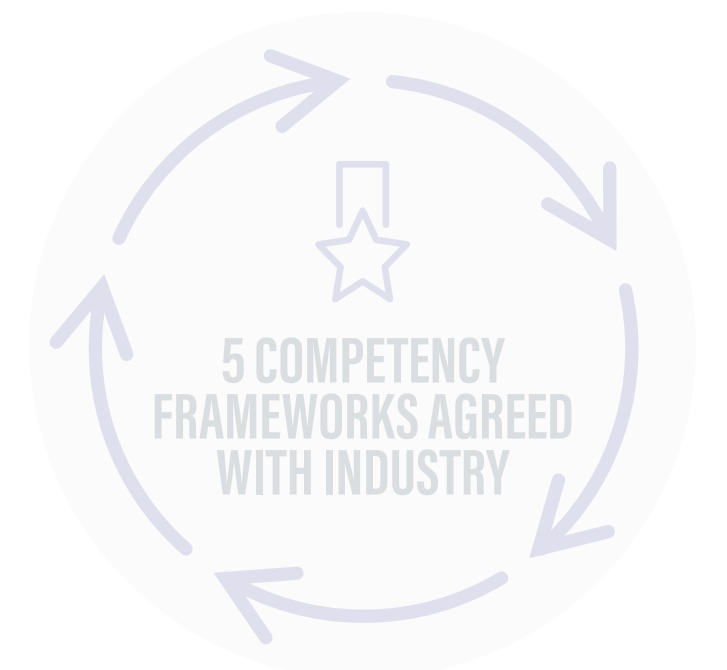
BELOW TARGET AT 3,897



BELOW TARGET AT 3,210



ABOVE TARGET AT 6%



BELOW TARGET