

PERFORMANCE REPORT

This performance report, covering the full 2022-23 financial year, 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 61%



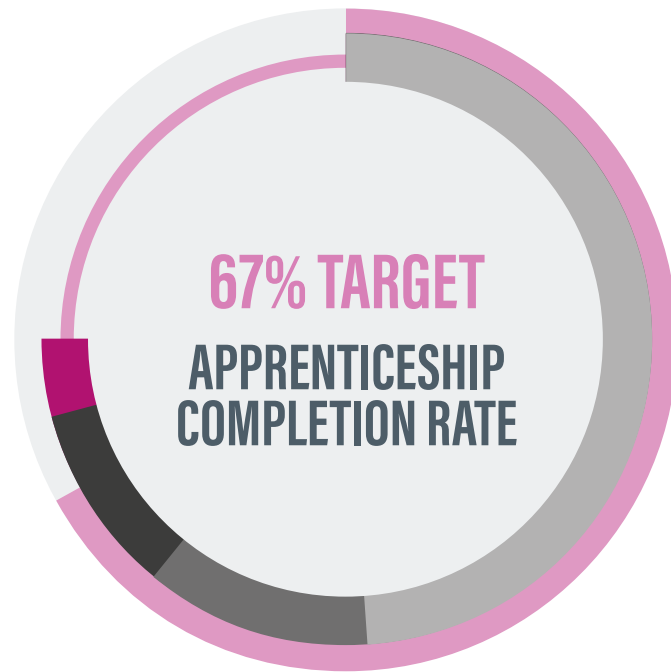
ABOVE TARGET AT 35,420



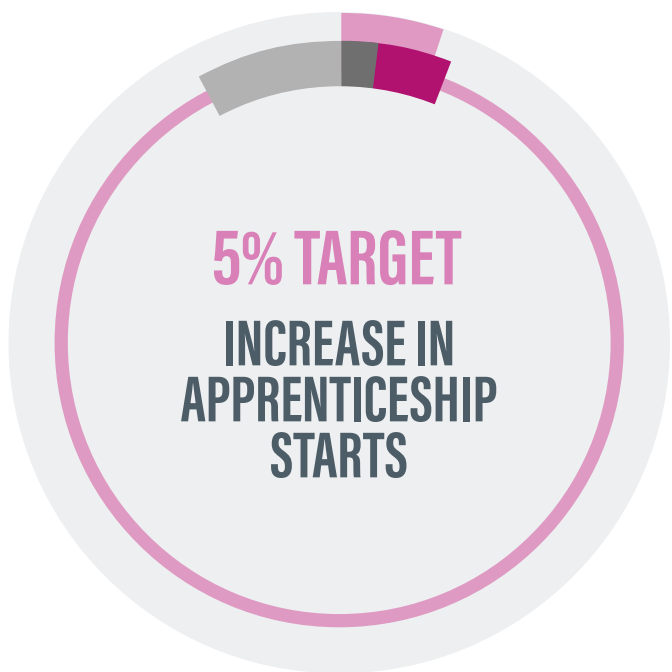
ABOVE TARGET AT 14,166



ON HOLD AT 18



BELOW TARGET AT 61%



UNABLE TO FULLY REPORT

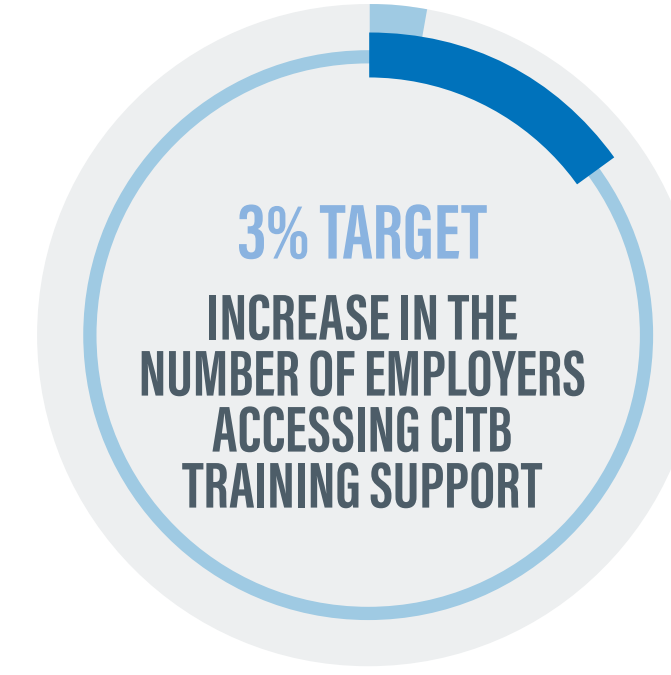


BELOW TARGET AT 4,612



BELOW TARGET AT 4,053

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ABOVE TARGET AT 15%

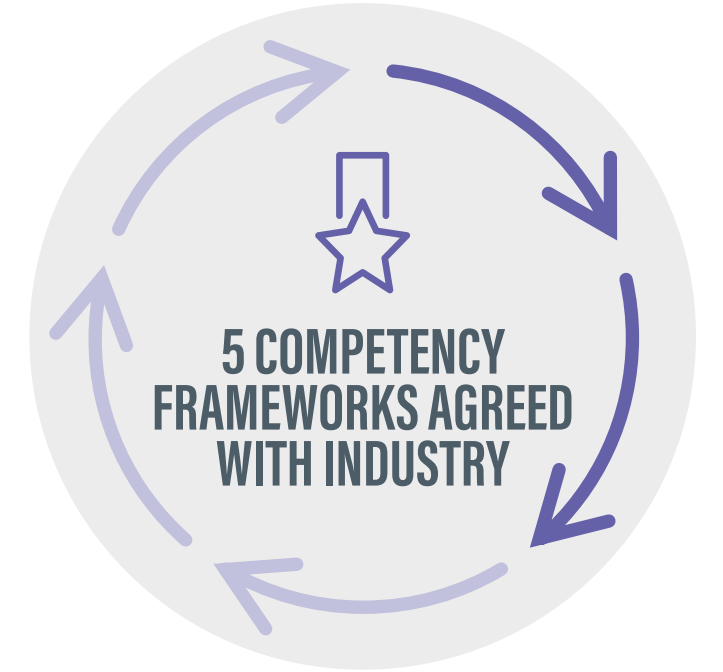


ABOVE TARGET AT 7%

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2

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RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 61%



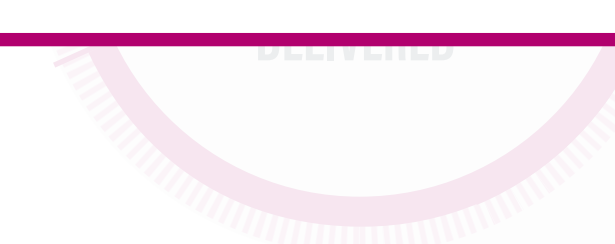
ABOVE TARGET AT 61%



BELOW TARGET AT 61%



UNABLE TO FULLY REPORT



BELOW TARGET AT 4,612



BELOW TARGET AT 4,053



ABOVE TARGET AT 7%

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2

PROGRESS: ABOVE TARGET

"Construction is fun, fast paced, challenging and a rewarding career. You will meet various people on all levels of businesses – and with that comes amazing opportunities."

Mimi-Isabella Nwosu, an assistant materials engineer, is thriving at the start of her construction career. With over 1.3 million people visiting [Go Construct](#), a huge 61% increase on last year, we are showcasing the rewarding and varied opportunities available to encourage more people like Mimi to join.

Mimi is also one of our 858 [Go Construct STEM Ambassadors](#). Ambassadors bring construction to life for young people across the UK, leading practical workshops, running careers fairs, providing mentoring, or even just having a chat. They've engaged with over 13,000 people this year, sparking an interest in construction for many.

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RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 61%



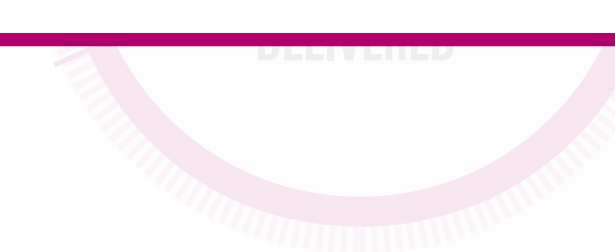
ABOVE TARGET AT 35,420



BELOW TARGET AT 61%



UNABLE TO FULLY REPORT



BELOW TARGET AT 4,612



BELOW TARGET AT 4,053



ABOVE TARGET AT 7%

PROGRESS: ABOVE TARGET

The number of new apprenticeship starts has rebounded strongly, ending the year above target. England, Scotland and Wales have all seen annual increases, which is testament to the importance employers place in apprenticeships to train the next generation.

In England, our New Entrant Support Team (NEST) continues to make great headway. Many employers, particularly SMEs, find the process of hiring an apprentice complicated. This new team makes it simple. Sourcing an applicant, accessing funding, finding a training provider and gaining grants – the things that take time – NEST support. Since the team's creation in September 2022, 650 employers have been supported, helping over 370 apprentices start their programmes.

Apprenticeships in Wales saw a [big shakeup](#), so our dedicated CITB Cymru team worked closely with employers to make sure they're ready to support apprentices on this new qualification path. Meanwhile in Scotland, our Scotland Engagement Director marked [Scottish Apprenticeship Week](#) by highlighting our comprehensive offer. Our Scottish apprenticeship team, made up of 75 dedicated colleagues, works in tandem with Skills Development Scotland to fund and deliver thousands of apprenticeships, as well as recruiting thousands more to other providers.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2

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RESPONDING TO THE SKILLS DEMAND

PROGRESS: ABOVE TARGET

We are delighted with the response and engagement with our range of taster opportunities. Finishing the year over three times the original target, thousands of potential new entrants have been given a hands-on insight into working in construction.

This includes pupils at [two Cornwall schools](#) who took part in interactive plastering, tiling, bricklaying and carpentry activities as part of a taster session. Followed by a talk on apprenticeships and a gameshow-style quiz, all students said they would now consider a career in construction.

"I thought that construction might be an area I was interested in and I also wanted to see whether it was an environment that would accept me as a girl," said one pupil. "I felt like part of the group at all times and really enjoyed it."

The power of taster sessions is keenly appreciated by employers, too. "We believe that getting hands on is the best way to encourage more people to join the industry and develop a trade," said Nicky Hutchinson, Head of People at RG Kellow Ltd.

ADDRESSING FUTURE SKILLS NEEDS

NET ZERO ACTION PLAN PUBLISHED BY SEPTEMBER 2022

COMPLETED

5 COMPETENCY FRAMEWORKS AGREED WITH INDUSTRY

BELOW TARGET AT 2

4,600 TARGET
TASTER OPPORTUNITIES AVAILABLE

ABOVE TARGET WITH 14,166

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

ABOVE TARGET AT 61%

67% TARGET
APPRENTICESHIP COMPLETION RATE

BELOW TARGET AT 61%

UNABLE TO FULLY REPORT

BELOW TARGET AT 4,612

BELOW TARGET AT 4,053

ABOVE TARGET AT 7%

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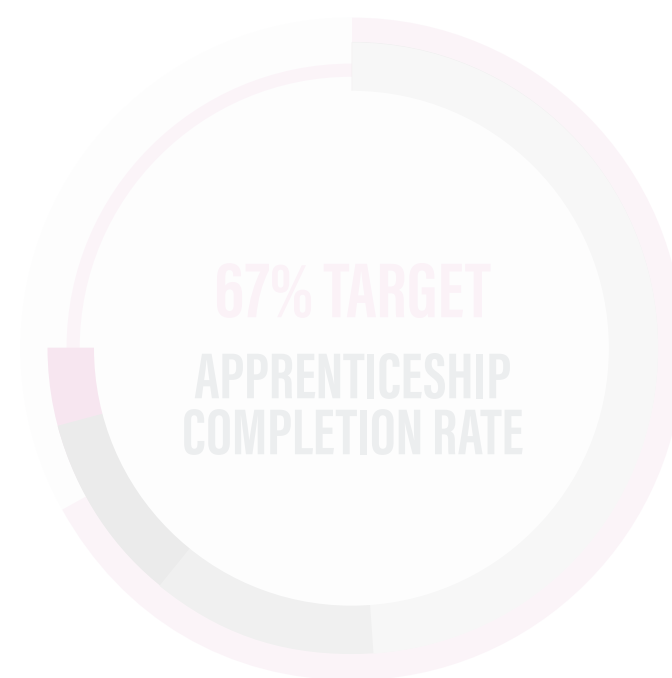
RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 61%



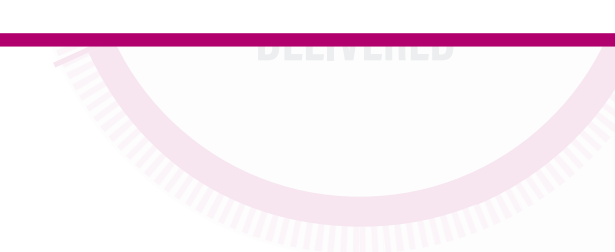
ON HOLD AT 18



BELOW TARGET AT 61%



UNABLE TO FULLY REPORT



BELOW TARGET AT 4,612



BELOW TARGET AT 4,053



ABOVE TARGET AT 7%

PROGRESS: ON HOLD

Changes in Government funding policy on Traineeships have limited the uptake of the Occupational Traineeships against the targeted 200 learners. We increased our support as a short-term measure to ensure learners, colleges and employers who have already committed to the Traineeships can continue. Additionally, we successfully completed development of four standards for Occupational Traineeships.

We will evaluate our support to employers and progression rates into industry in England and Wales. However, it is not feasible to fund Occupational Traineeships without Government support longer term.

As Occupational Traineeships are no longer a viable solution, we'll continue discussions with Government and stakeholders to explore alternative ways to achieve increases in the number of further education (FE) students entering industry. A Working Group is being formed with representatives from each of the nations.

This includes the potential for CITB to support a programme to help individuals transition between FE and work. Any future work supporting from FE into industry will need to be aligned with the academic year.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2

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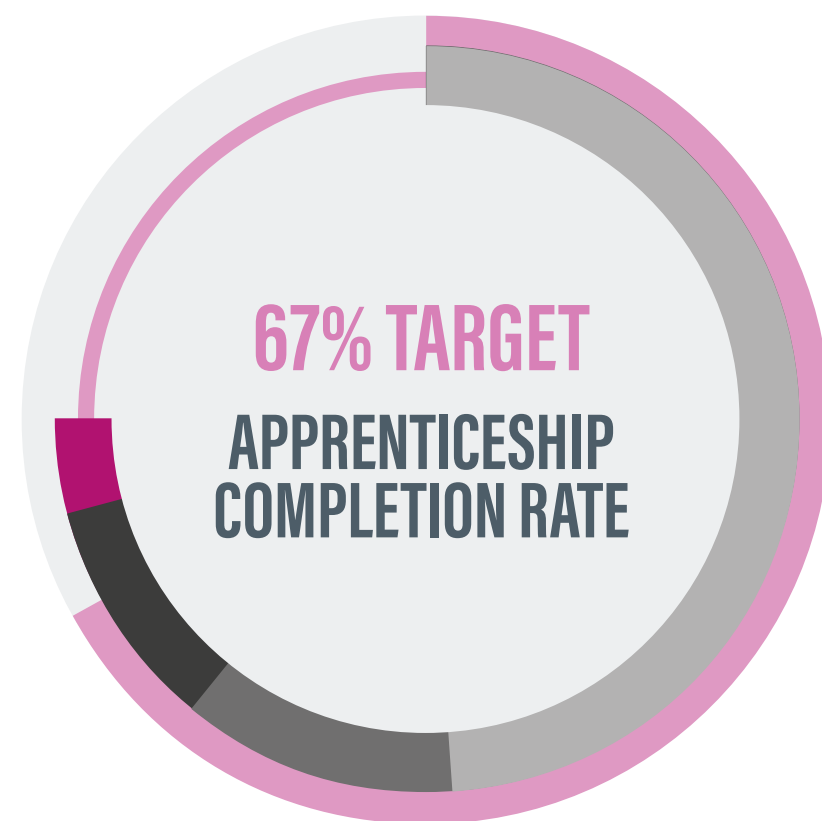
RESPONDING TO THE SKILLS DEMAND

PROGRESS: BELOW TARGET

ADDRESSING FUTURE SKILLS NEEDS



ABOVE TARGET AT 61%



BELOW TARGET AT 61%

■ SCOTLAND
 ■ WALES
 ■ NCC
 ■ ENGLAND

It's been a mixed picture with apprentices completing their programmes. The achievement rate for Scotland closed at an impressive 75%, Wales finished above target at 71%, but England achieved 54%. Apprenticeships directly delivered by CITB in England experienced a better rate of 61%.

This is why our New Entrant Support Team is so vital. Once an employer successfully recruits an apprentice, their dedicated local adviser will provide ongoing mentoring support, to both the employer and apprentice, to ensure the learner remains on programme through to completion.

When an apprentice completes their qualification, the world is their oyster. A prime example is former [CITB apprentice Amy Underwood](#), now better known as 'Digger Girl'. Travelling the world and showcasing her day-to-day life as a plant operator to over 450,000 followers on social media, she's helping to inspire the next generation.

"Everyone at CITB was fantastic and so supportive," she said. "I felt like I belonged there and it had a huge impact on me. And if anyone's thinking about doing an apprenticeship, I say absolutely go for it!"



COMPLETED



BELOW TARGET AT 61%



UNABLE TO FULLY REPORT



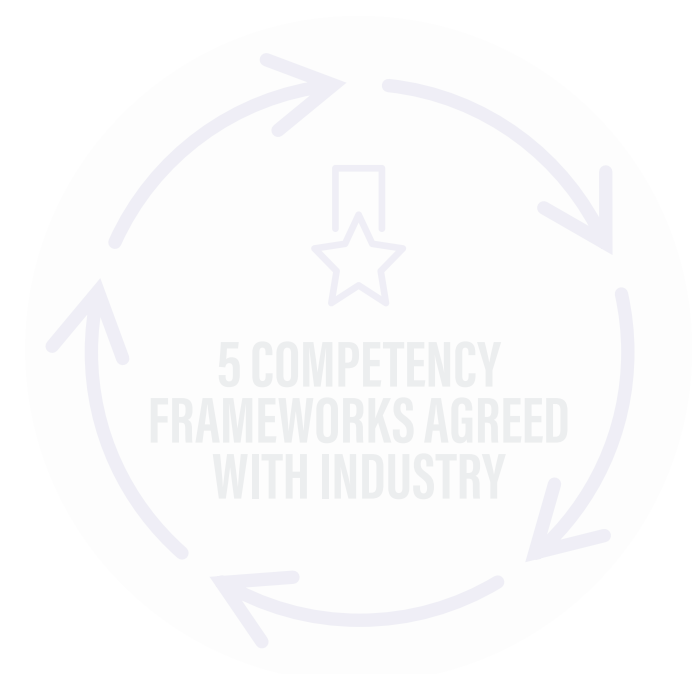
BELOW TARGET AT 4,612



BELOW TARGET AT 4,053



ABOVE TARGET AT 7%



BELOW TARGET AT 2

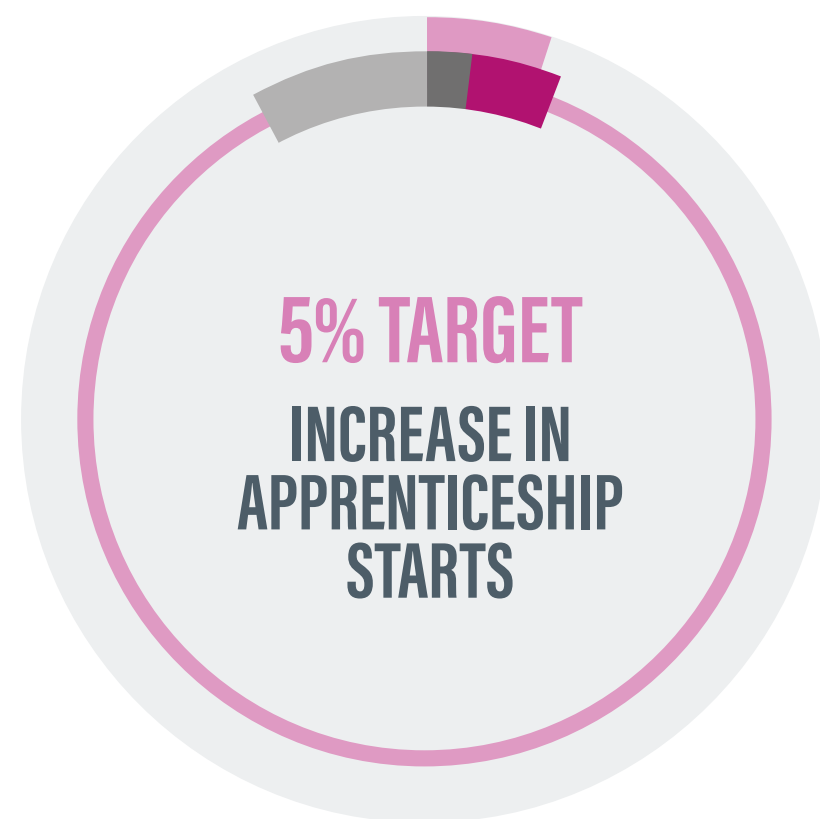
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RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 61%



UNABLE TO FULLY REPORT

■ SCOTLAND
 ■ NCC
 ■ ENGLAND

PROGRESS: UNABLE TO FULLY REPORT

We are unable to fully report on this measure due to differences in reporting schedules between the three nations. However, against the same period last year, England has seen an 8% decrease, whereas Scotland has increased by 6%. The data is unavailable for Wales. Apprenticeships delivered by CITB have increased by 2%.

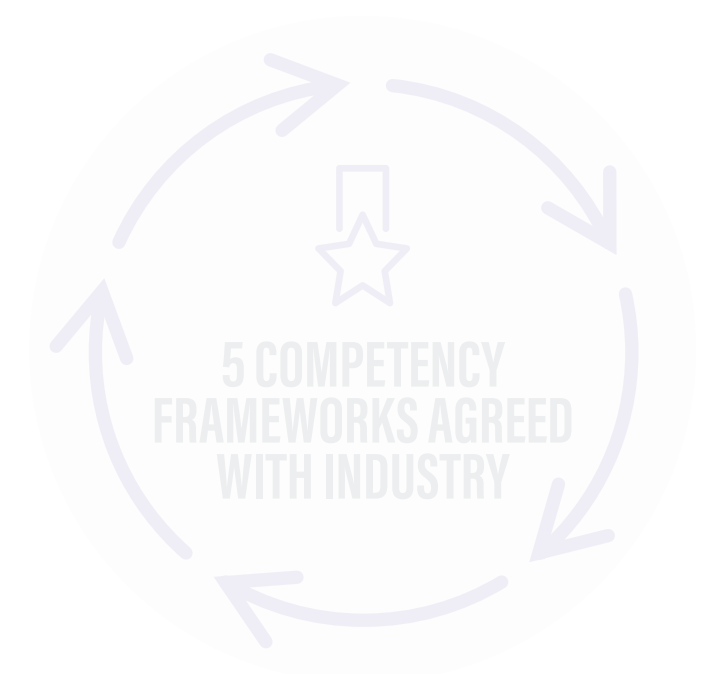
While the increase in starts is lower than anticipated, the appetite for apprenticeships remains strong. This is reflected by over 9,100 employers benefitting from our [apprenticeship grants](#) – a 9% increase on last year. This represents a total investment of almost £56m; supporting 26,200 learners throughout their programmes, 14% more than last year.

We've also invested over £5.2m in our [Travel to Train](#) programme, supporting over 2,800 apprenticeships with their travel and accommodation costs.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2

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RESPONDING TO THE SKILLS DEMAND

PROGRESS: BELOW TARGET

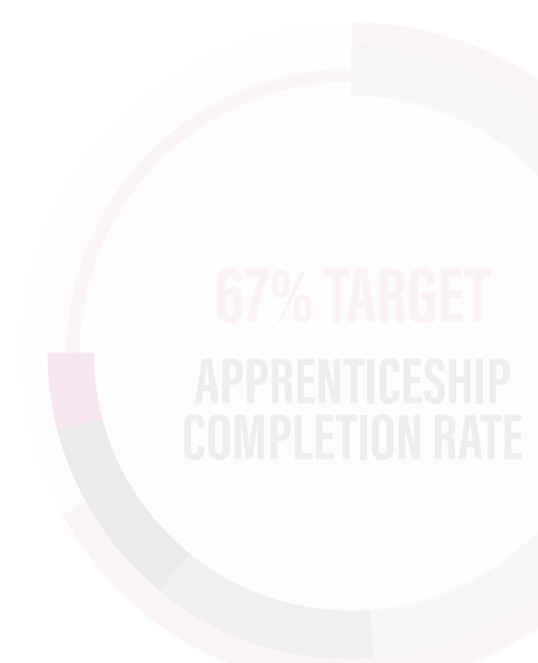
In conjunction with employers across England and Wales, we established 12 [Onsite Experience hubs](#). The hubs attract people from new and wider talent pools that may not normally consider construction.

We work with training providers to train new entrants and set them on the path to well-paid jobs. People like [Stefan](#), who was finishing a sentence at HMP Berwyn, and used the hub to gain work-ready skills and help turn his life around. In his words, "construction is giving me a sustainable income to provide a good life and future for myself and my family."

While Onsite Experience hubs closed the year below target, they give learners the site-ready qualifications local construction employers are crying out for. "With the increasing skills gap, initiatives such as the Onsite Experience hubs are fantastic," said Stefan's new employer, Read Construction.

To boost take-up and accessibility of the hubs, we've invested an additional £780,000 across the Welsh hubs, and added additional resources to the hub model in Scotland to ensure the Highlands and Islands can adopt the model.

DRESSING FUTURE SKILLS NEEDS



BELOW TARGET AT 61%

UNABLE TO FULLY REPORT

BELOW TARGET AT 4,612

BELOW TARGET AT 4,053

ABOVE TARGET AT 7%

BELOW TARGET AT 2

HOW EMPLOYERS BENEFIT FROM THE LEVY >

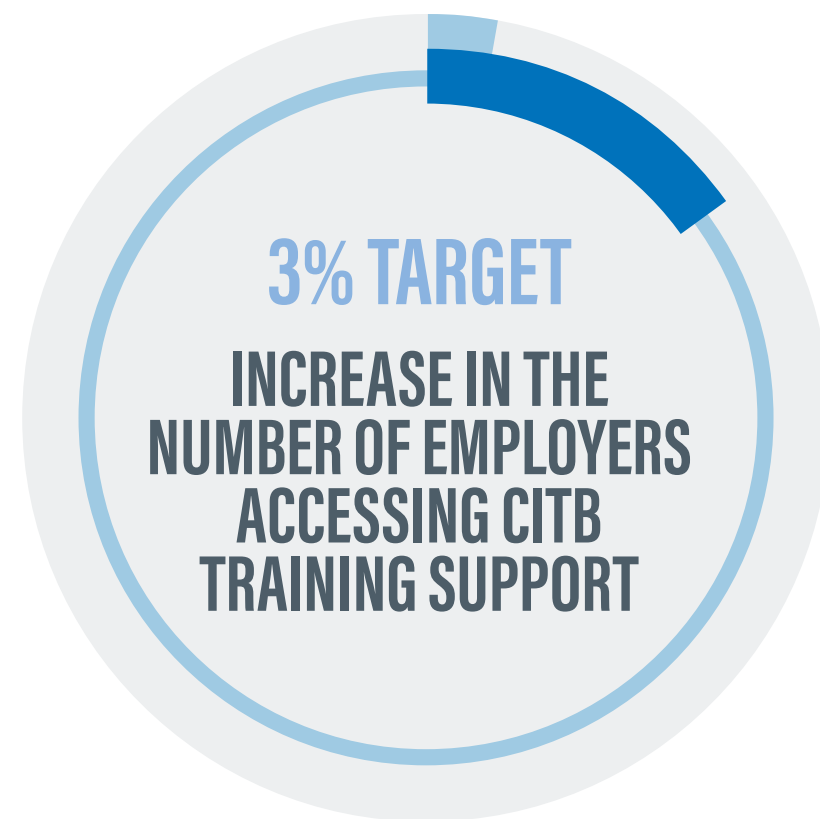
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DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ABOVE TARGET AT 61%



ABOVE TARGET AT 15%



BELOW TARGET AT 61%

PROGRESS: ABOVE TARGET

We ended the year far above target, investing over £108m in direct employer funding, making sure our customers can access high quality, cost-effective training at a time and place that suits them.

Our [Skills and Training Fund](#), [short course grants](#) and [apprenticeship grants](#) helped family-run [Hawkins Group](#) take on five apprentices, widen their training programme and upskill their workforce. "CITB funding helped us become more agile as a team," said Erika Szommer, HR and Training Manager. "If it wasn't for grants and funding from CITB for our apprenticeships and additional training we've utilised through the Skills and Training Fund, we might've taken on fewer apprentices."

Over £10m has been invested through the Skills and Training Fund, the majority of which went to over 2,100 SMEs – a 38% increase. The fund also supported 128 medium-sized employers, a 31% increase. Meanwhile, our short course grants supported over 173,000 learners – investing over £15m in core construction skills.

Our network of 85 [Training Groups](#) ended the year strongly, distributing over £2.5m to over 1,300 active members. Our Customer Engagement Team continued their tireless work, completing over 60,000 engagements – more than doubling last year's total – to make sure employers can understand and access CITB's comprehensive training support.

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2

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DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION

PROGRESS: ABOVE TARGET

Our wide-ranging training offer continues to go from strength to strength. A skilled workforce is contingent on a flexible, accessible and well-funded training supply.

This is best represented by our [Employer Network](#). The 12-month pilot transforms training: employers are helped to devise training programmes, while deciding how CITB funds are used in their area.

"The simplicity and broad scope of the initiative has allowed us to offer training to more employees than we initially budgeted for over the year, which is fantastic news as a business and for the individual!" Stacey Felmingham, Office Coordinator for Aspect Group Services. 246 employers and over 3,400 learners have benefitted so far, with an expansion to [sector-specific networks](#) expected to reach many more.

We've directly trained over 10,000 learners across our [National Construction College \(NCC\)](#), a 37% annual increase. The number of employers accessing our training has jumped by 23% to over 4,300. Our [National Specialist Accredited Centre \(NSAC\)](#) trained almost 1,000 learners in highly specialised, niche qualifications.

Our [Health, Safety and Environment \(HS&E\) test](#) and suite of [Site Safety Plus \(SSP\) courses](#) finished the year above target, both in the volume of qualifications delivered and overall pass rates.

ADDRESSING FUTURE SKILLS NEEDS

NET ZERO ACTION PLAN PUBLISHED BY SEPTEMBER 2022

COMPLETED

5 COMPETENCY FRAMEWORKS AGREED WITH INDUSTRY

BELOW TARGET AT 2

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

ABOVE TARGET AT 7%

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

ABOVE TARGET AT 61%

67% TARGET
APPRENTICESHIP COMPLETION RATE

BELOW TARGET AT 61%

UNABLE TO FULLY REPORT

BELOW TARGET AT 4,612

BELOW TARGET AT 4,053

ABOVE TARGET AT 7%

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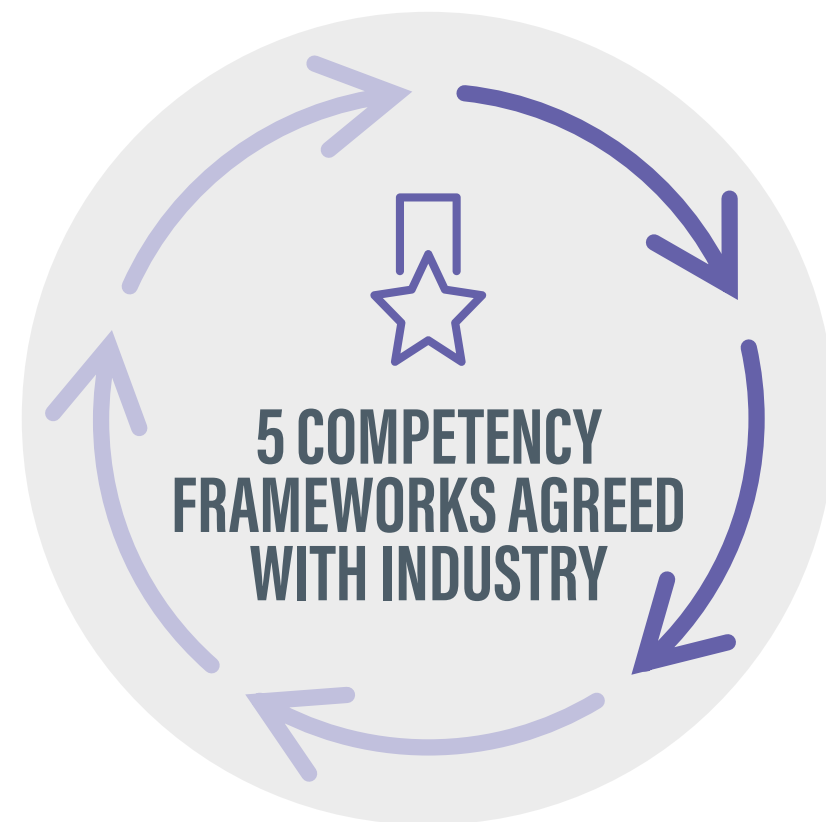
ADDRESSING FUTURE SKILLS NEEDS

PROGRESS: BELOW TARGET

Competency frameworks are a new type of standard, developed in conjunction with groups of employers, which set out the skills, knowledge and behaviours needed for an occupation. As such, it is essential this complex work is accurate and reassures employers that their workforce can meet immediate and future needs.

The Digital Competence Framework and Flooring Competence Framework Phase 1 are complete. The remaining frameworks are at the end of their second phase, building the skills, knowledge, experience and behaviour statements required prior to implementing a plan for change.

We've established a step-by-step process and templates for each employer group to ensure consistency across the frameworks and accelerate the process. Based on their feedback, we're confident the remaining competency frameworks can be completed by summer 2023.



BELOW TARGET AT 2

ADDRESSING FUTURE SKILLS NEEDS



COMPLETED



BELOW TARGET AT 2



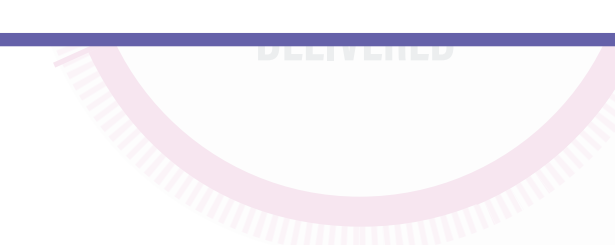
ABOVE TARGET AT 61%



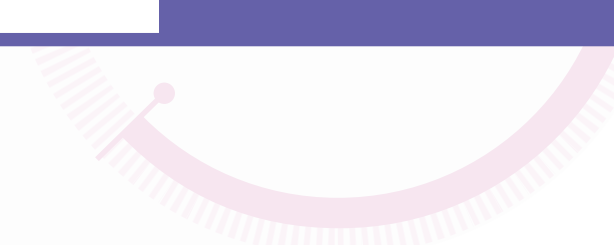
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ADDRESSING FUTURE SKILLS NEEDS



ABOVE TARGET AT 61%



COMPLETED

PROGRESS: COMPLETED

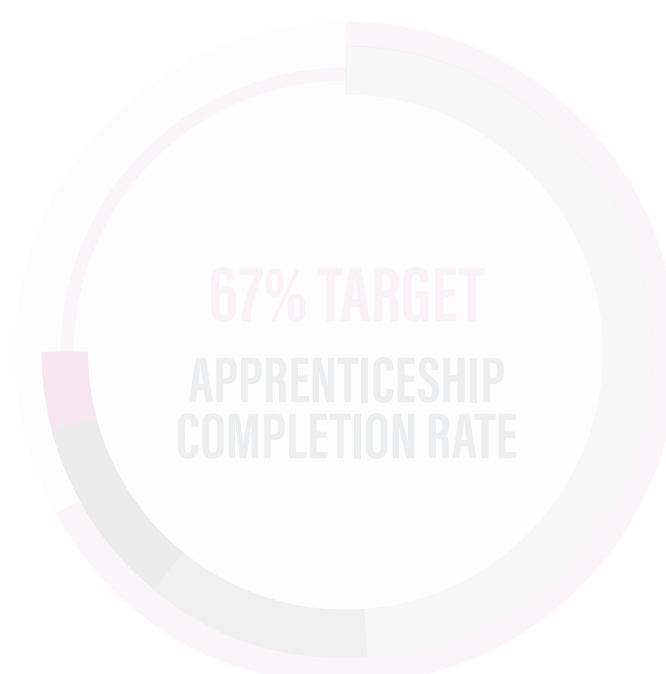
Net zero is a key part of addressing future skills needs, and employers and the workforce need to be well prepared. Our [net zero action plan](#), published in September 2022, laid the foundations for how we'll support the industry to meet this vital challenge.

Our current and future plans are led by where the skills demands are. We're developing new standards, targeting funding support and prioritising urgent skills such as retrofit. Net zero, and encouraging more sustainable building practices, will become increasingly central to our offer.

ADDRESSING FUTURE SKILLS NEEDS



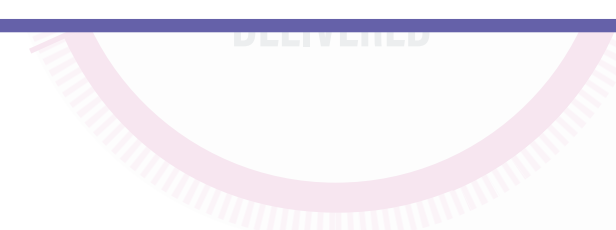
COMPLETED



BELOW TARGET AT 61%



UNABLE TO FULLY REPORT



BELOW TARGET AT 4,612



BELOW TARGET AT 4,053



ABOVE TARGET AT 7%



BELOW TARGET AT 2

How employers benefit from the Levy

The Levy is here to deliver skills needs for construction employers across Great Britain. This is an overview of the investments made throughout the year, including apprenticeships, employer funding and providing our products and services.

We've invested over £195m this year, over half of which is direct employer funding. This includes grants, such as for apprenticeships and training courses, as well as funded activity, which includes the Skills and Training Fund.

Demand for training decreased as the year went on, largely as a result of the sluggish wider economy. Consequently, our spending was lower than anticipated, driven by lower demand and activity. Our funding supported the expected number of employers, but the average grant claim was lower than usual. Demand for our products and services was less than planned, although this picked up in the second half of the year. However, investments in apprenticeship grants were above forecast.

Looking ahead, we're in a strong position to support our customers over the next financial year. We're doubling our grant rates to help stimulate training demand. And we're increasingly targeting our support. The newly launched Industry Impact Fund will help tackle productivity issues, and the New Entrant Support Team to recruit more workers, will help alleviate the skills shortage.

	Actual £m	Business Plan £m
Levy	169.6	166.5
Products and services income	39.9	45.2
Balance (to)/from reserves	-14.1	21.8
Total income	195.4	233.5

DIRECT EMPLOYER FUNDING

① Apprenticeship grants	61.3	60.4
② Qualification grants	8.1	13.0
③ Short duration training grants	15.8	27.3
④ Skills and Training Fund	8.9	9.6
⑤ Funded activity	14.9	25.0
Subtotal	109.0	135.3

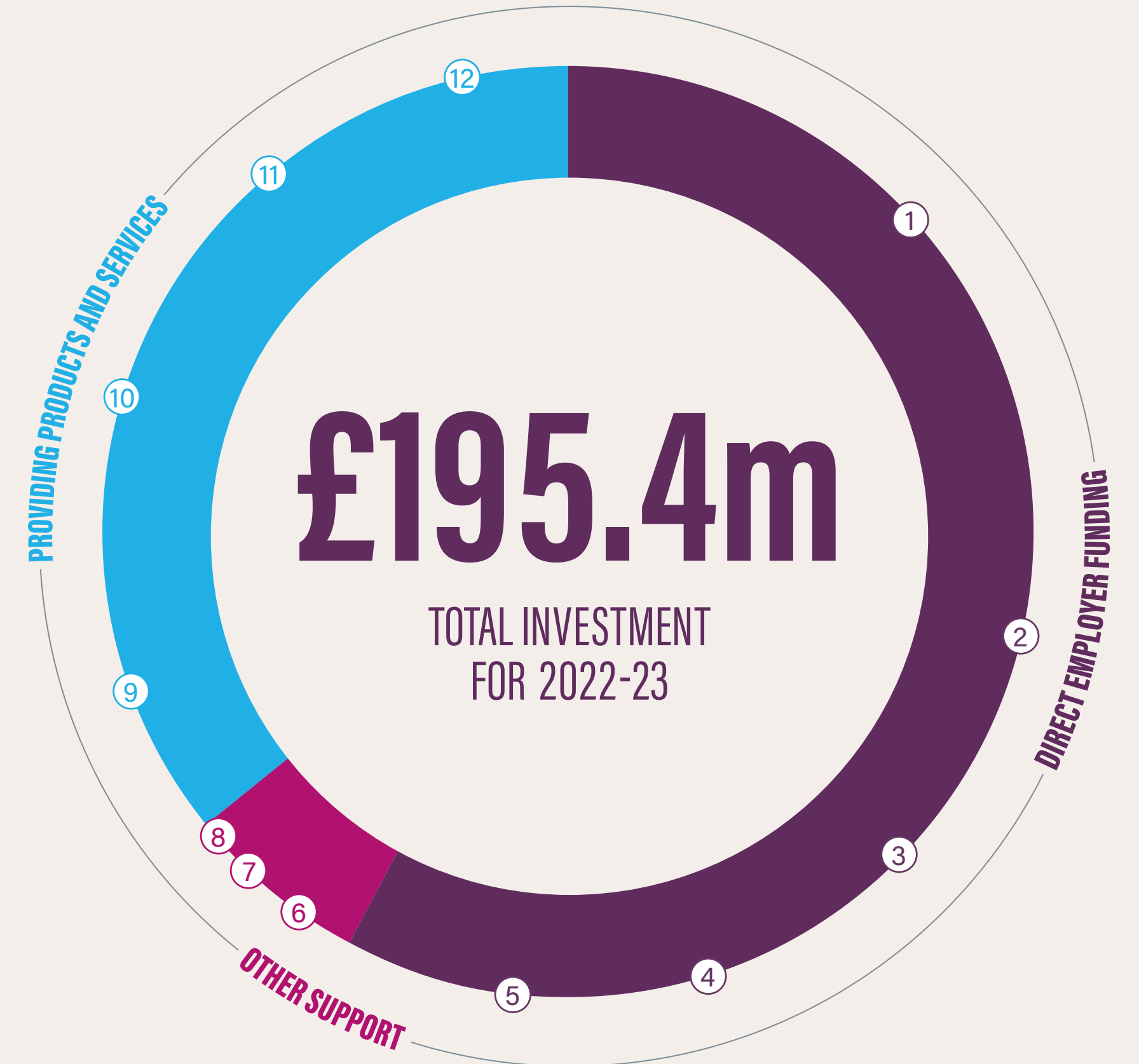
OTHER SUPPORT

⑥ Employer support services – engagement	7.2	8.9
⑦ Standards, qualifications and verification	2.7	3.6
⑧ Skills and employment policy and research	2.1	2.6
Subtotal	12.1	15.0

PROVIDING PRODUCTS AND SERVICES

⑨ Direct training delivery (NCC)	21.5	23.9
⑩ Apprenticeships	23.2	24.6
⑪ Other products and services	15.5	17.5
⑫ Cost of administering Levy, grants and funding schemes	14.2	17.2
Subtotal	74.3	83.1

Total	195.4	233.5
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*Unaudited numbers