

QUARTER THREE



Performance Report



Oct - Dec
2021

1,127

small and micro
businesses supported
through our Skills
and Training Fund

851,223

new visitors to Go Construct

7,322

employers supported with
apprenticeship grants

£242,992

in employer training
costs saved through our
online training platform

Highlights of the year so far

6,447

site-ready workers
created through
the Construction
Skills Fund

28,460

employers received
grants for short duration
training courses

750

specialist qualifications
achieved at the National
Construction College

256,358

people passed the
Health, Safety and
Environment test

7,520

Mental Health First
Aiders trained

Progress

The following pages provide an update on the commitments we made in our 2021-22 Business Plan to support the construction industry. All activity sits under one of our three strategic priorities:

Careers

Training and Development

Standards and Qualifications





Construction Skills Fund (CSF)

The [Construction Skills Fund](#) concluded its enormously productive second phase in October.

The fund **trained over 6,000 individuals** to become site-ready, 2,934 of which have progressed to sustained employment in the industry. 54% of those who completed training were from groups typically under-represented in construction.

Following the CSF's success, we have established a network of 13 [Onsite Experience hubs](#) across England and Wales, with more planned in Scotland later this year. Between 2021 and 2025, CITB's hub approach will equip 16,000 people with hands-on site experience, enabling at least 4,800 to secure sustained employment in construction.

Go Construct

[Go Construct](#) continues its strong performance as the home of construction careers information, with over **850,000 people** visiting the site so far this year.

The successful Back to School and National Graduate Week campaigns engaged young people with construction careers, directing them to [Talentview Construction](#) to find local opportunities. We continually keep Go Construct up-to-date with relevant, informative content, including our recent [building mental health in construction](#), [plant operator training](#) and [what is the FIR Programme?](#) posts.

Building on the success of existing partnerships, we are developing deeper ties with industry partners which will culminate in a partnership section on the site. Sharing external information, resources and guidance, it will help broaden the range of opportunities available to young people.

Mental health

Mental health is a serious issue affecting construction workers. Our landmark [Mental Health and Wellbeing research](#) noted that while there's a growing number of good initiatives to tackle the problem, direct support in the workplace can often be limited. In response, we have trained 274 Mental Health Instructors, who in turn trained **7,520 Mental Health First Aiders** – surpassing our target of 3,000 by the end of the financial year. They provide vital, immediate first aid responses to mental health issues, both off and on site.

Alongside the Samaritans, the Lighthouse Club and Laing O'Rourke, we are developing a suite of wellbeing resources for the industry, due June 2022.

SkillBuild

We are proud to have [delivered the finals](#) of the **UK's largest multi-trade skills competition** in November.

Despite Covid restrictions forcing much of the event to be held virtually, it was a tremendous success. Competitions were held across eight skills areas and the talented construction trainees and apprentices demonstrated the bright future ahead for the industry – with the winners crowned live at a virtual ceremony hosted on Channel 4's Steph's Packed Lunch.

19-year-old Sam Dean won the gold medal in the plastering competition:

"SkillBuild was a good experience. I was nervous going into the competition, but the judges were helpful. SkillBuild taught me not to panic, rush or concentrate on what others are doing, but to go at my own speed and get the job right."

Preparations are already well underway for this year's event which promises to be bigger than ever.



Training and Development

Apprenticeships

Supporting employers and their apprentices with training, funding and provision remains a key part of our role. Our Customer Voice survey suggests 44% of employers are looking to hire an apprentice in the next 12 months, but finding good, reliable candidates local to their area remains one of the biggest challenges.

We have supported **over 7,000 employers** with [apprenticeship grants](#) so far this year, enabling them to employ **over 18,000 apprentices**. Over £35m has been delivered in grants, helping remove some of the financial burden from employers. 1,846 apprentices have benefited from the [Travel to Train scheme](#), which covers 80% of the travel and accommodation costs for apprentices staying away from home for training.

The [Shared Apprenticeship Scheme](#) continues to support 253 apprentices and 145 employers, allowing businesses who cannot offer long-term placements to still benefit from apprentices. We will engage and work with employers and learning providers to maximise take-up of the flexi-job

apprenticeship scheme, which allows apprentices to work on short-term placements across multiple employers. The first starts on the new scheme are expected early this year.

Funding

We continue to help micro and small businesses deliver crucial, high-quality training through our [Skills and Training Fund](#). Demand for the fund remains strong – **supporting 1,127 businesses** to date and tracking ahead of its target of 1,300 by the end of the year. The percentage of applications approved, and overall satisfaction remain high, ensuring small businesses can deliver the training they need. The most popular courses delivered this quarter include asbestos awareness, abrasive wheels storage and working at heights. The value of individual applications is lower than usual, reflecting the trend of businesses conducting training on an ad hoc basis, rather than planning ahead.

Applications for the **medium fund** remain low. This may be due to economic pressures, with medium-sized firms prioritising current

workload over training. Following consultation, the requirement for training activity to be new has been temporarily removed. We hope this will encourage more medium-sized businesses to apply for funding, and we will be able to share its impact in our final report of the financial year.

The **Leadership and Management Fund** enables large companies to upskill their leadership, management or supervisory capabilities. 37 organisations have been supported in total – the number of businesses supported was lower than anticipated due to the higher value of each application received. 11 organisations have completed their training plans and submitted final evaluation reports to date. Covid has impacted the delivery of training, though all projects are on track to be achieved by the extended deadline.

Qualification and short duration training grants

Our [Grants Scheme](#) ensures employers can access the training they need. Over **13,000 learners** have received grants to help achieve their qualifications; a significant increase

from the previous year, representing a strong appetite from employers to upskill their workforce.

Support for short duration training courses have seen an equally robust performance, with over **28,000 employers receiving grants** for over 189,000 courses. We are on track to exceed the target of supporting 230,000 short duration courses by the end of the year.

Scottish onsite assessment

138 new, high-quality Scottish assessors have been trained to date – we are ahead of schedule to meet the target of 150 by the end of the year. A shortage of onsite assessors caused delays with apprentices being able to complete their programmes so our partnership with 23 colleges, Government agencies and private training providers to tackle this issue is of vital importance.

We are working with the Scottish [Energy Skills Partnership](#) (ESP) to enable a more efficient delivery of onsite assessments, while applying a good geographical spread of assessors across the seven regions.



Training and Development

Immersive learning

4,442 people have benefited from our innovative [tunnelling immersive learning project](#), just short of the end of year target of 4,450. Tunnelling can be a dangerous profession for trainees, so virtual and augmented reality is used to introduce and train people in the field; creating a safe, simulated training environment which ultimately saves employers time and money.

We have linked up with four external partners to deliver the training, which will run through to December 2022. The City College Plymouth project finishes in March but will continue without CITB funding as it has been so successful.

Training

Helping keep people safe on site is one of our top priorities. **Over 256,000 people** have passed their [Health, Safety and Environment test](#) to date, assuring employers that their workforce can be safe on the job. Our suite of [Site Safety Plus \(SSP\) courses](#) support health and safety awareness and career development – with over 123,000 people completing an SSP course so far this year, a significant increase on last year.

Candidates can opt to take their training in the classroom, remotely or with e-learning via our [eCourses platform](#). E-learning has **saved workers over £240,000** and 3,000 hours compared to classroom courses. We are determined to continue making vital training as accessible as possible.

National Construction College (NCC)

Despite operating at a reduced capacity due to COVID-19, [NCC](#) delivered and completed training for **6,455 delegates** to date. We are on our way to achieve this year's target of training 9,051 individuals.

Crucially, NCC provides training for skills where there's limited or no other availability elsewhere. Bircham Newton is the only site in the UK which provides tower crane apprentice training, and we have delivered training in external stone fixing, demolition and refurbishment, and lead and hard metal roofing amongst others – all of which have very limited provision elsewhere. We have registered **822 delegates onto niche specialist Vocational Qualifications**, 750 of which have already achieved their award. Plans are in place to return the colleges to full training capacity and recruit more scaffolding instructors to meet the expected demand.



Standards and Qualifications

Standards and Qualifications

104 more standards have been developed and added to the [Training Directory](#), bringing this year's total to 374, meaning 86% of our short duration training is backed by an industry-agreed standard. Having more standards on the Training Directory ensures even more training is now accredited, saving employers time and money by reducing the need to repeat training.

Our **National Occupational Standards** work continues and we expect to complete the reviews of stonemasonry, cladding, chimney engineering, heritage skills and construction contracting operations management by the end of March. In Scotland we are working closely with Skills Development Scotland and industry to launch the first of the new **Modern Apprenticeship framework reviews** in April. This will be followed by three further reviews launching in 2022 and scaling up developments as we move into 2023 and 2024.

We are continuing to shape a new package of significant support for leadership and management training, as well as developing a new fire safety awareness online training course which will allow individuals to safely work on high-risk residential buildings.

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 in the first three quarters of the year, including apprenticeships, employer funding and providing our products and services:

- The Levy ensures we can continue to support training and apprenticeships within construction, with employers investing as much as they did before the pandemic. Demand has increased for testing and training, and course attendance is returning to pre-pandemic levels. Restrictions caused grants and other funding to be lower than expected, but we anticipate their levels of recovery to continue
- We have worked with industry to restart Levy-funded projects that were paused during the pandemic, such as onsite hubs to get learners site-ready. These are now up and running, but some have started slowly as the industry continues to recover. The funding will still help deliver a highly skilled workforce, but some, such as the Leadership and Management Fund, will take a little longer than planned
- Despite restrictions slowing our activity, we have still invested £71.8m of Levy in direct employer funding to support upskilling the current workforce, training the next generation and aiding the industry's recovery
- Now we have greater certainty over our Levy income, we're in a position to invest money into grants, as training recovers, and new programmes we'll announce soon, such as helping to create more work experience opportunities.

SOURCES OF INCOME	Half year	
	Actual £m	Business plan £m
Levy	99.5	96.6
Products and services income	35.2	32.6
Balance (to)/from reserves	-4.6	23.8
Total income	130.1	153.0

DIRECT EMPLOYER FUNDING

① Apprenticeship grants	36.2	37.0
② Qualification grants	9.8	9.2
③ Short duration training grants	10.7	14.1
④ Skills and Training Fund	6.8	10.9
⑤ Funded activity	8.3	12.3
Subtotal	71.8	83.4

OTHER SUPPORT

⑥ Employer support services – engagement	3.1	3.2
⑦ Standards, qualifications and verification	1.8	1.9
⑧ Skills and employment policy and research	1.4	2.0
Subtotal	6.3	7.2

PROVIDING PRODUCTS AND SERVICES

⑨ Direct training delivery (NCC)	13.6	16.1
⑩ Apprenticeships	19.4	23.9
⑪ Other products and services	10.5	11.4
⑫ Cost of administering Levy, grants and funding schemes	8.6	11.0
Subtotal	52.1	62.5

Total	130.1	153.0
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