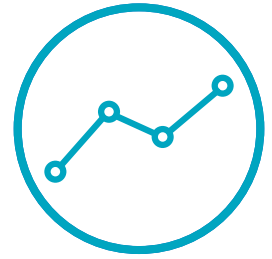




PUBLISHED NOVEMBER 2020

Performance Report

2020-21



Executive Summary

Performance Update April - September 2020:

The full Performance Report provides detailed progress on the commitments we have made in the Skills Stability Plan to support the industry.

Below is a snapshot of CITB's progress, taken from the full report.

Current performance ■ Half-year target ■

<p>We are supporting construction to bring in the skills that it needs by providing careers information, engaging with schools throughout the UK and by investing in onsite hubs to prepare new entrants to join the industry.</p>	<ul style="list-style-type: none"> - We've invested £300k to improve the Go Construct website. This work has attracted a record 183,558 new visitors to the Go Construct website, enabling us to provide construction careers information, advice and guidance at the point of peak interest - We're moving the longstanding Ambassador programme to STEM Learning (science, technology, engineering and maths), to promote a single initiative across the sector, that can engage with 100% of schools across England, Scotland and Wales. This process commenced at the end of July and already 45% of active Ambassadors have transitioned over to the new system. Our outreach work to transition existing Ambassadors will conclude in December - We're maintaining investment in the proven onsite skills hub model through running a second phase of the Construction Skills Fund (CSF). The first phase of CSF completed in April 2020 delivering 13,317 participants (above the 13,000 target), and whilst progress has been slowed by COVID-19, the second phase hubs are now operational and back to training in order to provide employers with site-ready workers - Based on that success we are also expanding the provision of onsite hubs, with an expectation that the sites already agreed in England and Wales will commence in early 2021, with a new round of funding for Scotland due to launch in the next month - We're supporting the CLC's Talent Retention Scheme, a collaborative government-funded initiative to place workers and learners who have lost their existing roles with new employers. To date the scheme has registered over 1,000 individuals and 726 companies have offered vacancies. 	<p>New users to Go Construct</p> <p>Current: 183,558 Target: 138,585</p> <p>Active Ambassadors Transitioned to STEM</p> <p>Current: 45%</p>
<p>We are helping companies access and undertake training to keep their workforces skilled and productive, with a specific focus on responding to the immediate challenges of the COVID-19 pandemic.</p>	<ul style="list-style-type: none"> - We've maintained direct funding to employers for training and skills development through the Skills and Training Fund, and Leadership and Management Fund. Uptake of the Skills and Training funds has been negatively impacted by COVID-19, but we will be increasing promotion in the coming months to drive uptake as access to training improves: <ul style="list-style-type: none"> - Approved 497 applications to the Skills and Training Fund for small employers to the value of £2.04m - Approved 36 applications to the Skills and Training Fund for medium-sized employers to the value of £635,000 - Approved 38 applications to the Leadership and Management Development Fund to the value of £2.78m - We're continuing to deliver CITB Apprenticeships with achievement rates only 2% lower than last year despite COVID-19 - and we're building capacity for apprenticeship placements via a £1m investment in the Shared Apprenticeship Scheme. We've also launched the displaced apprentices project, helping to get apprentices who recently lost their job back to work, with 41% of displaced apprentices now back with an employer - We're continuing to support employers to retain apprentices through apprenticeship grants, with 19,773 apprentices supported through £30m of apprenticeship grants to date - including £3.4m in advanced payments to support 2,000 employers in the immediate wake of COVID-19. We're also providing £3.5m of travel and subsistence funding, with an average of 2,600 apprentices supported each month - We're encouraging employers of all sizes to upskill their workforces through short duration and qualification grants, with £9.6m in grants paid to date, despite access challenges caused by the coronavirus pandemic. Uptake is currently below our forecast of £11.8m for both grants, but we expect this to pick up in the second half of the year as employers increase training - We're investing £900k in 32 programmes to support new entrants to specialist occupations, and have invested £70k to complete the first CISRS scaffolding training facility in Wales - We're contributing £2.4m to support the running of 88 Training Groups that help employers access training locally - We're helping the industry stay safe by continuing to deliver the HS&E test, and have launched an online learning platform, CITB eCourses, to make Site Safety Plus training accessible to participants without access to traditional training methods. 	<p>Skills and Training Fund for Small and Micro-Sized Businesses</p> <p>Current: £4.38m Target: £5.1m</p> <p>Skills and Training Fund for Medium-Sized Businesses</p> <p>Current: £635k Target: £1.9m</p> <p>Leadership and Management Development Fund</p> <p>Current: £2.76m Target: £3m</p> <p>Total Construction Apprentices Supported</p> <p>Current: 19,773 Target: 19,822</p>
<p>We are working with industry to define competence and set underlying training standards, whilst supporting employers to determine their own training needs.</p>	<ul style="list-style-type: none"> - We've drafted our initial report evaluating how competence in the sector might be best measured and managed in order to support industry's needs. This report will be available late November - We've established a full Pandemic Standard to guide employers on how to work safely throughout the pandemic, as well as rapidly developing an entirely new Site Safety Plus COVID-19 course which is free and available to all - Work towards the 2020/21 target for standards development is progressing well in spite of the challenges presented by COVID-19. So far, 340 standards have been researched, progressed and finalised, with 422 left to finalise in the last quarter (Jan-Mar). There has been a positive uptake of standards by employers this year, with 80% of developed standards having a grant claim against a target of 100%. 	<p>Standards Researched, Progressed and Developed</p> <p>Current: 340 Target: 381</p>

NB. The data in this report covers the months April - September.



Finance Overview

Collection of Levy since the Bulk Assessment at the end of August has been better than anticipated. We now expect to receive £115.6m in this financial year (up to 31 March 2021), which is £41.8m higher than in the original plan. Despite this improvement, we will still have drawn down reserves by £34.5m by the year-end.

The continuing pandemic has meant that grant claims and funding projects have run slower than anticipated, but we still expect to pay out £7.4m more in grants and funding than the original plan. This is because of apprenticeship grants, which we expect to be £10.5m above the original forecast. In addition, direct support for apprenticeships (shown under 'Providing products and services') is projected to be £5.8m above forecast. Both of these reflect the improved performance of apprenticeships.

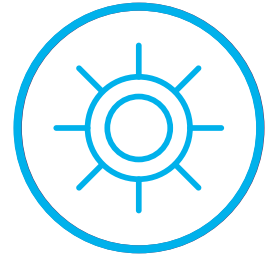
SOURCES OF INCOME

SOURCE OF INCOME	HALF YEAR TO 30/9/2020			FULL YEAR		
	ACTUAL	STABILITY PLAN	VARIANCE	FORECAST	STABILITY PLAN	VARIANCE
Levy	115.6	73.8	41.8	115.6	73.8	41.8
Construction Skills Fund	4.3	6.6	-2.3	12.4	12.4	0.0
Products and Services Income	20.2	21.4	-1.2	44.0	41.5	2.5
Balance (To)/From Reserves	-53.5	-6.5	-47.0	24.9	59.4	-34.5
TOTAL INCOME	86.6	95.3	-8.7	196.6	187.1	9.8

ALLOCATION OF INVESTMENT AND COST

	HALF YEAR TO 30/9/2020			FULL YEAR		
	ACTUAL	STABILITY PLAN	VARIANCE	FORECAST	STABILITY PLAN	VARIANCE
DIRECT EMPLOYER FUNDING						
Apprenticeship Grants	25.2	24.9	0.3	54.1	43.6	10.5
Qualification Grants	5.2	5.3	-0.1	9.2	11.2	-2.0
Short Duration Training Grants	2.9	4.3	-1.4	11.5	11.3	0.2
Skills & Training Fund for Small and Micro Businesses	1.6	3.6	-2.0	8.0	8.0	0.0
Skills & Training Fund for Medium-Sized Businesses	0.5	1.5	-1.0	2.5	3.5	-1.0
Leadership & Management Fund for Large Businesses	0.0	1.5	-1.5	2.8	3.0	-0.2
Funded Activity	4.4	3.6	0.8	97.7	9.7	0.0
	39.8	44.7	-5.0	97.7	90.3	7.4
OTHER SUPPORT						
Employer Support Services - engagement	1.9	2.8	-0.9	4.6	5.4	-0.8
Construction Skills Fund	4.0	6.7	-2.7	12.8	12.8	0.0
Standards, Qualifications and Verification	0.6	1.2	-0.6	1.9	2.8	-0.9
Skills and Employment Policy and Research	1.1	1.4	-0.3	2.8	2.4	0.4
	7.7	12.1	-4.4	22.1	23.4	-1.3
PROVIDING PRODUCTS AND SERVICES						
Direct Training Delivery (NCC)	7.1	7.9	-0.8	17.6	18.7	-1.1
Apprenticeships	16.7	16.1	0.6	31.3	25.5	5.8
Other Products and Services	4.4	3.5	0.9	10.9	10.7	0.2
Cost of Administering Levy, Grants, and Funding Schemes	11.0	11.0	0.0	17.2	18.4	-1.2
	39.2	38.5	0.7	77.1	73.4	3.7
TOTAL EXPENDITURE	86.6	95.3	-8.7	196.9	187.1	9.8

All figures are £m



Spotlight: Helping to bring people into the industry

Informed decision making:

Drawing on commissioned research, we are working to improve the image of the industry as a place to work and its ability to attract talent. As part of this activity, we are particularly focused on increasing levels of diversity and inclusion across the industry.

Our commitment to industry:

We have committed to helping those wanting to enter construction through various routes by signposting and improving access to construction careers information via Go Construct.

Delivering on our commitment:

We are meeting our commitment to improve the industry's ability to attract talent by:

- Improving Go Construct to help identify the employment routes into the construction industry and simplifying the onward journey to relevant external careers websites
- Investing £300,000 in developing the Go Construct website, leading to greater visibility and awareness of Go Construct's construction careers information, advice and guidance
- Utilising social media campaigning to attract young people to the construction industry, increasing awareness of potential opportunities
- Collaborating with STEM Learning to merge Go Construct Ambassadors with STEM Ambassadors.

Our progress:

Since the publication of the Skills Stability Plan in June:

- Improvements to the **Go Construct website** have attracted a record 183,558 new visitors, double last year's total and 32% higher than expected. This increase in interest is enabling us to provide construction careers information, advice and guidance at the point of peak interest. We continue to work with partners across industry to generate informative and relatable content which builds Go Construct's offering as a reliable source of information.

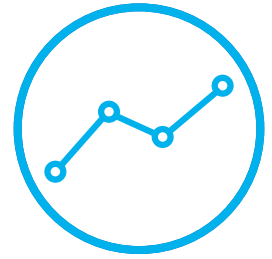
- In line with our commitment to streamline our activities, after 20 years of CITB management the **Ambassador programme** is being moved to STEM (science, technology, engineering and maths) Learning, which offers the ability to engage with all schools across England, Scotland and Wales and embed construction careers activities in the curriculum. STEM's 6,000 enrolled ambassadors connect the programme to a wider range of careers influencers, for whom we are currently producing new training and development resources
- Due to the current financial restrictions **Future Made** investment has been withdrawn.

Working with industry:

- Go Construct is working in partnership with organisations and employers such as the Department for Work and Pensions and Generation for Change to generate and improve construction careers information, advice and guidance
- The withdrawal of Future Made means we will not deliver the large, perception-changing campaign at this time, but we will continue to support the industry in attracting new talent and presenting inclusive and exciting careers in construction.

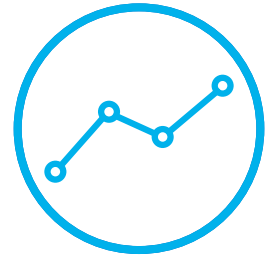
183,558
a record amount of new
users have visited the
Go Construct website

100%
school coverage
through STEM
Learning Ambassadors



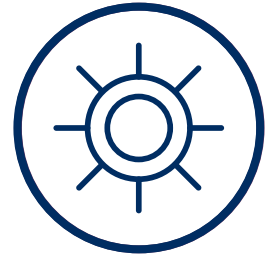
Activities: Table of Career activities

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<p>Go Construct</p>	<p>Improve the image of the industry to attract talent and help those wanting to enter construction through various routes by improving access to construction careers information.</p>	<p>Investing £300,000 in developing and improving the Go Construct website to deliver more engaging and more visible careers information, advice and guidance. Increasing awareness further through social media campaigning.</p>	<p>Improvements to the Go Construct website have attracted a record 183,558 new visitors from search engines, double the level of search-generated traffic compared to last year and 32% higher than expected. This increase in interest is enabling us to provide construction careers information, advice and guidance at the point of peak interest and at a much lower cost than through paid advertising.</p> <p>We continue to work with partners across industry to generate informative and engaging content which builds Go Construct's offering as a reliable source of information.</p>
<p>Construction Ambassadors</p>		<p>Collaborating with STEM Learning to merge Go Construct Construction Ambassadors with STEM Ambassadors.</p>	<p>In line with our commitment to streamline our activities, after 20 years of CITB management, the Ambassador programme is being moved to STEM (science, technology, engineering and maths) Learning, which offers the ability to engage with all schools across England, Scotland and Wales and embed construction careers activities in the curriculum. STEM's 6,000 enrolled ambassadors connect the programme to a wider range of careers influencers, for whom we are currently producing new training and development resources. The programme will now achieve coverage of all secondary schools in Britain.</p>
<p>Construction Skills Fund (phase 1)</p>	<p>Support the delivery of training and experiences onsite for people who are long-term unemployed or making a career change to enter the industry.</p>	<p>Investing £20m of DfE funding and £597,000 of Levy in 26 onsite training hubs.</p>	<p>The Construction Skills Fund is a programme funded by Government that runs in England. The first phase of the programme ran from September 2018 to March 2020. It provided experiences of construction on live construction sites. In the first phase, 13,317 learners passed the training and emerged employment and site-ready, surpassing the target of 13,000. Over 5,000 of these learners are new to construction having previously worked in other sectors, and 7,000 are from groups which have traditionally been under-represented in the industry – including women, disabled people and ethnic minorities.</p> <p>The impact COVID-19 has had on the jobs market and restrictions on site have impeded our ability to place these learners into sustained employment (i.e. for at least 3 months/84 days), with 21% currently placed (short of our target of 30%). We expect this to increase further as we continue to work with hubs. We are also connecting candidates with the Talent Retention Scheme to help secure employment.</p>



Activities: Table of Career activities

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<p>Construction Skills Fund (phase 2)</p>	<p>Maintain support for onsite training hubs which have been most successful in recruiting people who are long-term unemployed or making a career change to enter the industry.</p>	<p>Investing £7.5m of DfE funding and £300,000 of Levy in continuing support for 14 onsite training hubs.</p>	<p>The programme was extended with funding available from April 2020 up to March 2021. This has trained a further 1,212 participants to a level recognised as 'work-ready.' Despite restrictions caused by the pandemic, hubs continue training and, while overall progress is behind schedule, the increased rate of training and job starts is reassuring, which means we are still aiming to achieve the ambitious targets of 6,000 trained individuals and at least 50% of these learners into sustained employment by June 2021.</p>
<p>Onsite experience hubs</p>	<p>Increase the number of employment-ready and site-ready individuals.</p>	<p>Expand the provision of onsite experience hubs based on the successful model of the Construction Skills Fund hubs.</p>	<p>Over 13,000 employment and site-ready individuals have been delivered into the construction industry via the Construction Skills Fund since 2018, through work experiences that lead directly to employment opportunities or onwards to potential apprenticeship or further study in construction. The hubs help with immediate needs, such as replacing the labourers that previously came in from the EU and those lost to redundancies caused by COVID-19, and longer term needs as the recovery strengthens, such as more skilled workers and workers from under-represented groups.</p> <p>We are building on the established model of the CSF programme to introduce onsite experience hubs across England, Scotland and Wales – a commission for hubs in Scotland will commence in the next month and the previously agreed programmes for England and Wales will commence next year.</p>



Spotlight: Direct employer funding

Informed decision making:

Working with the Construction Leadership Council to react to the impacts of COVID-19, we are supporting employers through this crisis to restart activity and adapt to new ways of working.

Our commitment to industry:

We have committed to support employers to meet their training needs, helping them to build resilience by modernising and adapting to new ways of working, raising productivity and increasing focus on upskilling.

Delivering on our commitment:

We are meeting our commitment to support industry through this crisis by prioritising funding to support small, medium and large employers:

- Protecting £8m investment in the Skills and Training Fund for micro and small-sized businesses, supporting skills retention and development throughout the supply chain and supporting a wider range of activity with greater emphasis on innovation, and management and leadership training
- Protecting £3.5m investment in the Skills and Training Fund for medium-sized businesses with coverage of management and leadership training
- Protecting £3m investment in the Leadership and Management Development Fund to support large businesses to specifically increase capabilities in these areas
- Protecting the Grants Scheme support for apprenticeships, qualifications and short duration training
- Continuing to support training being delivered digitally.

Our progress:

Since the start of the financial year in April:

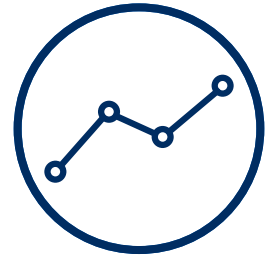
- 497 approved applications to the **Skills and Training Fund for small employers**
- 36 applications approved to the value of £635,000 for the **Skills and Training Fund for medium-sized employers**
- 38 applications approved (out of 80 received) to the **Leadership and Management Development Fund** to the value of £2.78m.

Working with industry:

- All three direct employer funds have received fewer overall applications, and more applications are business as usual focused than projected because of COVID-19 impacts
- Promotion of funding opportunities is being reviewed for later in the year if we continue to receive Levy receipts at the current rate
- Funds will return to focus on supporting productivity and innovation as the recovery strengthens.

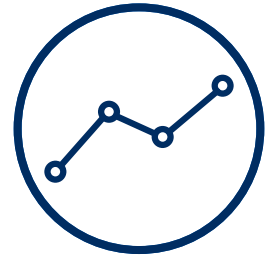
497
approved applications
to the Skills and Training
Fund for small employers

£2.78m
awarded to 38 employers
through the Leadership
and Management
Development Fund



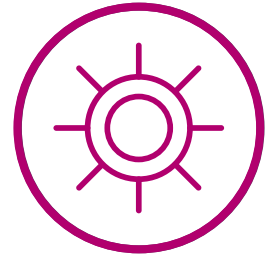
Activities: Table of Training and Development activities

Activity	Our commitment to industry	Delivering on our commitment	Our progress
Skills and Training Fund for micro and small-sized businesses	Support employers through this crisis to meet their training needs, restart activity and adapt to new ways of working.	Protecting £8m investment supporting skills retention and development throughout the supply chain and supporting a wider range of activity.	<p>This year the fund is supporting a wider range of activity, with a greater emphasis on innovation, and leadership and management training. So far, 497 applications have been approved to the value of £2.04m. 86 Training Groups have also been supported to deliver training through this fund, with an additional £2.34m allocated to support this demand.</p> <p>We have been providing support to help applicants submit their bids following a change to the application process when the fund launched in April. There have been slightly fewer applications over the summer, but levels are now increasing again as businesses turn their attention to training needs. Promotion of funding opportunities is being reviewed for later in the year to encourage more applications. Assuming we continue to receive Levy at the current rate, we will increase our activity to raise employers' awareness of the fund.</p>
Skills and Training Fund for medium-sized businesses		Protecting £3.5m investment in the Skills and Training Fund for medium-sized employers, with coverage of management and leadership training.	Some 36 applications have been approved to the value of £635,000 (all from England). We were hoping to be at 68 approved applications by September to achieve our year-end target of 150. This represents fewer applications than anticipated but subject to the current rate of Levy receipts being maintained, we will increase our efforts to raise awareness and understanding of the fund amongst employers to ensure they take advantage of the support available.
Leadership and Management Development Fund for large businesses		Protecting £3m investment in the Leadership and Management Development Fund to support large businesses to specifically increase capabilities in these areas.	From a budget of £3m, funding of £2.78m has been awarded to 38 large construction companies for the development of leadership, management or supervisory skills of their staff. The projects supported are a good mix of sectors and approaches with a number of the programmes involving supply chains. As well as providing immediate support this year, this programme will enable us to establish how the Grants Scheme can support training in this area in the future.
Scaffolding training support	Support scaffolding apprenticeship delivery in the north of Scotland and enable industry in Wales and the local area to access accredited scaffolding training.	Investing £70,000 to complete the first CISRS scaffolding training facility in Wales.	<p>The Scottish scaffolding intervention (originally £45,000 investment) has been paused but will restart in 2021. CITB's National Construction College Scotland is yet to be divested, so we have been able to support the project aims with internal resource in the interim period.</p> <p>This has allowed us to reinvest the funding to bring the Welsh scaffolding project based at Swansea into operation much sooner, therefore growing capacity for scaffolding training across GB. We anticipate that the Swansea facility will be operational and delivering a broad range of scaffolding courses before the end of this year.</p>
Training Groups	Maximise training spend efficiency at employer Training Groups.	Contributing £2.4m towards the administration of 88 training groups across England, Scotland and Wales.	<p>Throughout the year, we have continued to support Training Groups (TGs). As a result of our reduced Levy income, we needed to adjust the levels of Admin and Support funding we were able to offer, and made these adjustments based on levels of activity information received from all TGs. This means that overall our Admin and Support funding costs reduced to £1.8m. The provision of this funding, albeit at a reduced level, has allowed the Training Group network to continue to offer advice and guidance to their members throughout the period of lockdown and as sites return to work.</p> <p>We listened to what the TGs told us about the challenges they were facing gathering their member feedback for a collective Skills and Training application and introduced an alternative means of offering funding to the TGs. The TG GET fund replaced the TG Skills and Training funding option; it allows access for up to £25,000 for short duration grant-eligible training on behalf of their members.</p> <p>The majority of TGs have now accessed funds for training and are supporting their members with their immediate training needs following their return to work.</p>



Activities: Table of Training and Development activities (continued)

Activity	Our commitment to industry	Delivering on our commitment	Our progress
<p>Apprenticeship travel and subsistence</p>	<p>Support retention and achievement of apprentices travelling greater distances for training.</p>	<p>Investing £3.5m in travel and subsistence for apprenticeships, especially in rural areas and for specialist trades where provision is not in every locality.</p>	<p>We've been able to maintain this investment, so all employers who need to access travel and subsistence are able to do so, and apprentices receiving this support continue to show higher rates of retention and of achievement.</p> <p>England – On average, 435 apprentices supported each month since June</p> <p>Scotland – On average, 2,126 apprentices supported each month since June</p> <p>Wales – On average, 50 apprentices supported each month since June</p> <p>Despite COVID-19, there has been no significant disruption for the apprentices receiving this support and they are still on track to complete their programmes as normal. Travel and subsistence remains vital in supporting this group.</p>
<p>Shared Apprenticeship Scheme</p>	<p>Build capacity for more apprenticeship placements and increase retention by supporting non-grant-eligible employers to take on apprentices short-term.</p>	<p>Investing £1m (of Welsh Government funding, Skills Development Scotland apprenticeship income, Education Skills and Funding Agency funding and Levy) in supporting apprentices to complete their entire programme with more than one employer, reducing pressure on existing employers and building more capacity should it be required for displaced apprentices.</p>	<p>New apprenticeship starts in England are as expected and some achievements have started to come through in both England and Wales (17 and 6 respectively). There are new employers engaged in England taking us above our forecasted target - this is an unexpected but positive demonstration of employer support for Shared Apprenticeship Schemes.</p> <p>An increase in employers using this scheme reduces the pressure on existing employers and builds capacity for more placements, if they are required for apprentices who may have lost their previous apprenticeship following the effects of the coronavirus pandemic.</p> <p>England – 191 apprentices currently supported</p> <p>Scotland – 36 apprentices currently supported</p> <p>Wales – 102 apprentices currently supported</p>
<p>SAP / ESP (specialist course payments)</p>	<p>Increase new entrants in specialist occupations where apprenticeship standards do not exist.</p>	<p>Investing up to £900,000 in 32 structured training programmes, designed in conjunction with the relevant industry sectors, for new entrants to become competent workers.</p>	<p>74 SVQ/NVQ specialist qualifications have been achieved by industry employees so far, with further progress expected over the coming months. This represents 18% of our year-end target, but we are confident this will increase as more training restarts. Following initial funding cuts, our Strategic Plan confirms these commissions will continue to be supported in 2021 and beyond.</p>



Spotlight: Introducing standards to fill skills gaps

Informed decision making:

Drawing on the findings of the Competence in Construction report (Pye Tait, 2014) and informed by ongoing consultations with stakeholders, we are evaluating how competence in the sector might be best measured and managed in order to best support industry's focus on delivering a competent and adaptable workforce.

Our commitment to industry:

We have committed to performing a full review of routes to competence this year to help the industry understand the competencies that are needed. We are working closely with employers to agree how competence models should move beyond their current focus on initial competence and keep pace better with changes in how the industry works, such as building in definitions of competence that meet the growing need for digital skills.

Delivering on our commitment:

We are meeting our commitment to support the achievement of more effective and continuous competence assurance by:

- Continuing engagement with Nation Councils, Government, UK NOS Governance Group and awarding organisations to develop our thinking
- Collating recommendations for a future industry process for developing and recording components of competence
- Developing an overarching framework that could help identify what contributes towards a healthy, safe and productive workplace.

Our progress:

Since the publication of the Skills Stability Plan in June:

- The **review of literature** has been completed and the report is drafted
- **Further engagement with Nation Councils** is planned in January before confirmation of future activities
- Work towards the 2020/21 target for standards development is progressing well in spite of the challenges presented by COVID-19. So far, **340 standards** have been researched, progressed and finalised, with 422 left to finalise in the last quarter (Jan-Mar). This reduces wasted resources spent on repeat training for construction

employees. There has also been a positive uptake of standards by employers this year, with 80% of standards developed having a grant claim against a target of 100%

- We have established a series of training standards to guide employers on **how to work safely throughout the pandemic**, as well as rapidly developing an entirely new Site Safety Plus COVID-19 course. This course is free and available to everyone.

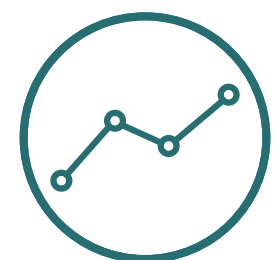
Working with industry:

Future activities will be developed with the aims of:

- Increasing employers' use of existing training and competence assessment products to support ongoing competence
- Increasing employers' awareness of potential changes to Government and industry attitudes to competence
- Improving recognition amongst employers of the importance of a continuous, managed approach to competence
- Improving confidence amongst employers that their direct and indirect workforce continue to be competent.

340
new standards
developed

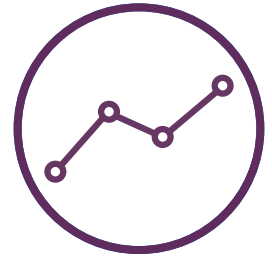
Launched an entirely
free **Site Safety Plus**
COVID-19 course



Activities: Grants Scheme

Activity	Our commitment to industry	Delivering on our commitment	Our progress
Apprenticeship grants	Maintaining current apprenticeship grant rates and provide targeted travel and subsistence support to apprentices to improve completion rates.	Investing £52m in direct employer funding through apprenticeships, including £3.4m in advanced grant payments for industry to support the retention of employees.	<p>Due to CITB's rapid response to the COVID-19 pandemic, where employers were offered the ability to claim grants for apprentices in advance, there has been a £300k increase year-on-year spend over the whole of Great Britain. By the time this opportunity concluded, £3.4m was paid to c2,000 employers to support them and their apprentices and, most importantly, helped keep new talent in the industry. Because of the advanced grant payments, we are currently overbudget against what we said in the Skills Stability Plan, but we are now tracking below our latest forecast.</p> <p>As of 31 October 2020, apprenticeship grants have supported 19,773 apprentices, which is slightly below our target of 19,822 by this point of the year.</p> <p>England*</p> <ul style="list-style-type: none"> – £22m total grant spend <p>Scotland</p> <ul style="list-style-type: none"> – £5.9m total grant spend <p>Wales</p> <ul style="list-style-type: none"> – £2.5m total grant spend
Qualification grants	Encouraging employers to upskill their workforce.	Investing £11.2m in working collaboratively with key stakeholders to support the access to approved short-period qualifications.	<p>There has been a reduction in claims to date due to national restrictions and difficulties around completing courses. Centres were delayed in issuing completion certificates, so we collaborated with key contacts to accept email confirmation of achievement from the awarding body.</p> <p>The number of qualification grant claims paid to date (31 Oct 2020) is 6,391, which is below the target of 9,491. The number of grant claims paid is a reduction from the previous month as a project has been completed to remove duplicate records.</p> <p>England*</p> <ul style="list-style-type: none"> – £4.1m total grant spend <p>Scotland</p> <ul style="list-style-type: none"> – £429k total grant spend <p>Wales</p> <ul style="list-style-type: none"> – £344k total grant spend
Short duration training grants	Encouraging employers to improve knowledge and skills within their business.	Investing £11.3m in supporting employers to undertake short duration training aligned to approved construction-related standards.	<p>Almost 4,600 employers have claimed support for over 105,000 achievements. This has achieved our target for the financial year of supporting 4,600 employers with short duration grants, although the number of achievements claimed is about 20,000 below our target to date.</p> <p>England</p> <ul style="list-style-type: none"> – £4.2m total grant spend <p>Scotland</p> <ul style="list-style-type: none"> – £329k total grant spend <p>Wales</p> <ul style="list-style-type: none"> – £233k total grant spend

*Nation data for these grants is based on the trainee-stated location, not the usual employer location



Activities: Other

Activity	Our commitment to industry	Delivering on our commitment	Our progress
CITB Apprenticeship starts and achievements	Retain new entrants through CITB Apprenticeships.	Using new vacancies for displaced apprentices to retain new entrants and supporting all apprentices frequently through remote contact.	Forecasted achievement rates are less than 2% lower than last year – a more positive outcome than initially expected given the disruption and uncertainty caused by the COVID pandemic. All CITB apprentices continue to receive frequent contact support remotely, including progress reviews, individual learning plans and monitoring of both on and off the job training. Some 15-20% of new vacancies have been filled with displaced apprentices.
Displaced apprenticeships project	Retain new entrants during period of increased disruption.	Support a dedicated team within CITB Apprenticeships to find new employment for displaced apprentices at an individual level.	The current displacement rate is 2.3% (the percentage of CITB apprentices who have lost their employment because of COVID-19), with 41% of those displaced now back in an apprenticeship within the sector. 84 currently displaced apprentices are still engaged with CITB, with placements sought through: <ul style="list-style-type: none"> -Support via established Skills Development Scotland, Welsh Government or ESFA programmes -Shared Apprenticeship Schemes -Talent Retention Scheme -Natural employer recruitment.
Talent Retention Scheme	Work with partners to support the retention of skills in the industry.	Support the Construction Leadership Council's Talent Retention Scheme, helping displaced individuals to match to vacancies and showcase their experience and expertise.	This scheme will help to keep trained, skilled workers in the industry following redundancies and job losses caused by COVID-19 – over 1,000 individuals have been registered to date and 726 companies have offered vacancies through the scheme (88% in England, 73% with SMEs). We continue to work with our network to raise awareness of the Talent Retention Scheme and direct people (where appropriate) to the portal from other activities.