

PUBLISHED JULY 2022

Nation Plan: Scotland

Following our Business Plan, our Scotland Plan sets out what activities CITB will focus on in Scotland to deliver the organisation's priorities over the coming year.

2022-2023



The Scotland Plan, like our Business Plan, focuses on addressing three key challenges for the industry:

1. Responding to the skills demand

2. Building the capacity and capability of training provision

3. Future skill needs

You can find more detail on these challenges by visiting our [Business Plan](#).



CHALLENGE

Promoting construction careers

CITB will:

- Create construction careers promotional material to support CITB colleagues, employers and Skills Development Scotland (SDS) careers advisors in schools.
- Offer Continuous Professional Development (CPD) opportunities to STEM Ambassadors to support the roll out of Go Construct's Educational Resources as well as other Scottish-specific resources.

- **10%** increase in the number of people visiting Go Construct

MEASURE

CHALLENGE

Routes to getting people into construction roles

CITB will deliver:

- A £280,000 commission with Developing the Young Workforce (DYW) has launched to provide 'taster' activity within all of Scotland's secondary schools.
- Promote and launch Scottish Academies for Construction Opportunities through funded commissions. They will provide a one-stop recruitment solution by linking up employers, jobseekers, training providers, local Government and community agencies to specifically help individuals already Employment and Site Ready (ESR). CITB is looking for bids from employers and organisations who can work with industry to provide the relevant training and experience. Candidates can then be linked to employers' vacancies, and because they have gained some experience on construction sites - often with the recruiting employer - they have the necessary introductory training and health and safety credentials to start immediately.

- A minimum of **400** taster opportunities available
- More than **370** experiences delivered through Scottish Academies for Construction Opportunities
- More than **37%** of candidates being Employment and Site Ready or job starters.

MEASURE

Improving apprenticeship recruitment and retention

- CITB have a contract with SDS to deliver 1,344 new apprenticeship starts this year, within an anticipated total cohort of some 6,500 Construction and related starts - 26% of all modern apprentices in Scotland, showing construction as the apprentice career of choice for many young people. This year we will continue to improve our structure by making sure we have sufficient resources and the right support in place for our employers and learners. This includes:
 - Creating new positions of Head of Scottish Apprenticeships and Customer Engagement Manager - Careers.
 - Recruiting additional Assessors and a Quality Assurance team, increasing the overall headcount to 65 including six Apprenticeship Development Managers and three Operational Delivery Managers.
- CITB will provide dedicated support in finding new or alternative employment within the industry for displaced apprentices who have been impacted by the pandemic or economic conditions.

- Apprenticeship recruitment levels which surpass pre-pandemic levels
- **3%** increase in apprenticeship completion rates (current completion rate is 73%)

MEASURE

CHALLENGE

Retaining the skilled workforce already in construction

ACTIVITIES

- CITB will promote the Fairness, Inclusion & Respect (FIR) toolkit through employer engagement and work with the dedicated Mental Health Hub in Scotland.

Our goal for the next year: A sufficient and diverse supply of new entrants to meet the needs of the industry.

RESPONDING TO THE SKILLS DEMAND

Our goal for the next year

To improve how the training and development system works in construction, so that more companies can access the high-quality training they need and reduce the level of skills gaps.

WE WILL SUPPORT EMPLOYERS BY:

Helping employers access the training they need through grants and funding, while delivering a simpler customer solution for accessing funding.

MEASURES

3% INCREASE

in the number of employers accessing CITB training support

DEVELOP HIGH QUALITY TRAINING FOR KEY INDUSTRY SKILLS

Develop accessible and high-quality eLearning where it is needed.

Develop training opportunities for occupations which have limited provision in Scotland. These include: **Brickwork, Cladding and Rendering, Scaffolding, Site Leadership.**

All strategies and solutions will be explored with our partners - including qualifications and regional hub approaches.

We will continue to implement interventions and commissions focusing on the first four priority skills areas: **Brickwork, Drylining, Cladding, Retrofit (Insulation).**

We will work closely with the industry in Scotland to ensure the programmes address employers' needs.

MEASURES

3% INCREASE

in the number of individuals trained or supported

Developing the capacity and capability of our

TRAINING PROVISION

Our goal for the next year

Employers have the right products and services to be able to train their workforce now and in the future.

DEVELOPING BEHAVIOURAL SKILLS

We will support industry to develop line managers and supervisors by rolling out Leadership and Management grant-funded training through our Approved Training Organisation network.

MEASURE

10-12% of Leadership and Management modules completed by Scottish employees

We will make sure employers can identify where digital skills are required in their business. Working in conjunction with employers in the development of training standards and National Occupational Standards reviews, this will lead to the development of Occupational Competency Statements and Competency Frameworks.

DEVELOPING FUTURE QUALIFICATIONS

Taking the lead and partnering with employers, SDS, Colleges Scotland, SQA (Scottish Qualifications Authority) and Scottish Government to inform and support Government policy on apprenticeships.

Working with SDS and employers through Technical Expert Groups, we have started to transition current frameworks into framework standards. The transition will start this year and continue over the next four years until all existing frameworks have been converted. The new framework standards will help improve employers, potential apprentices and careers influencers' understanding of construction and built environment apprenticeships



SHAPING THE FUTURE OF CONSTRUCTION

by supporting non-technical skills and training development



Digital and net zero skills

- We will support employers to become proficient in digital skills at all levels. Raising awareness of and utilising the CITB-funded digital commissions as well as linking employers into free digital courses provided by public sector partners.
- In consultation with the Scottish Government, employers, and other partners we will establish a clear position on how CITB can support industry on net zero. We will launch a pilot programme to explore specific employer support.
- Pilot with Glasgow City Council using a net zero Labour Forecasting tool.
- Collaborating with employers in Scotland in constructing a new prison, college and hospital to net zero standards.

**NET ZERO
ACTION PLAN
PUBLISHED
BY SEPTEMBER
2022**

MEASURE



Competence transition

We will work in collaboration with SDS and employers to ensure there is a clear understanding of entry points, pathways and CPD within training and development. We will create a series of competency frameworks to help construction leaders understand their own workforces' training and development needs.

CITB will release a competence policy - agreed with industry - setting out how employees achieve initial competency, while maintaining existing competence.

SHAPING THE FUTURE
by supporting non-technical skills and training development
OF CONSTRUCTION

