

citb

CONSENSUS



Consensus and the CITB Levy Order

YOUR INDUSTRY, YOUR VOICE



WHAT AND WHEN IS CONSENSUS?

Consensus is a process usually undertaken every three years where CITB must consult with employers on its **proposals to deliver skills and training to the construction industry using Levy funding.** 'Consensus' is the final stage of this consultation process, where employers are asked the Consensus question: "Do you agree that the Levy Proposals are necessary to encourage adequate training in the construction industry?" **Consensus is not itself a vote on the future of CITB, it is a say on how CITB will generate Levy over the next three years.**

The next Consensus will start on 10th February 2025 and run until 11th April 2025, considering Levy Proposals for assessments we raise in 2026 – 2028.



A SHARED RESPONSIBILITY FOR THE CONSTRUCTION INDUSTRY

It is CITB's responsibility to develop and implement proposals for the benefit of the whole construction industry. It is the responsibility of each employer and Prescribed Organisation* to carefully consider if, in their view, the Levy Proposals will deliver the training needed for the benefit of the whole construction industry now and into the future.

It is important that an employer does not focus solely on the impact of the proposals on their particular organisation or sector.

***Prescribed Organisation**

A Prescribed Organisation is an organisation that represents employers likely to be Levy payers and has the authority to represent the views of those employers.

REASONABLY PRACTICABLE STEPS

To fund the work of CITB, Government may pass a three-year Levy Order which allows CITB to generate the required funds by raising a Levy on construction industry employers in England, Scotland and Wales. Before Government can do this, CITB must consult with industry to satisfy Government that the majority of employers (i.e. more than 50%) by number and value likely to pay the Levy consider the CITB Proposals 'necessary to encourage adequate training in the industry.'

The Levy Order sets out the rules for raising and collecting the Levy, including:

- 1 Which employers will be liable to pay
- 2 How the Levy is calculated
- 3 When it must be paid



[*Strategic Plan 2021-25](#)

WHO DESIGNS THE LEVY PROPOSALS?

A group of industry representatives and external specialists, supported by CITB, form the Levy Strategy Committee (LSC), which is convened in advance of the next Levy Order. The group meet to discuss, debate, develop and recommend Levy Proposals that will enable CITB to deliver its future plans*. Its recommendations are tested with CITB's Nation Councils. When the proposals are agreed, the LSC submits its recommendations to the CITB Board for consideration and approval.



CONSULTATION

If the Board approves the recommended Draft Levy Proposals, CITB then consults with the construction industry before the next Levy Order is required. For the 2026 Levy Order, consultation will take place in Autumn 2024. CITB engages with industry to explain the Draft Levy Proposals and capture industry feedback. This includes providing information through CITB's Nation Councils, the CITB website, direct communication, online surveys and employer webinars.

After consultation, any issues or concerns raised by industry are carefully considered by the LSC and any changes considered necessary are then made to the Draft Levy Proposals before the LSC submits the final recommendations to the Board for approval. Once approved, the next stage is known as Consensus.



How CITB supports construction

Our Purpose is to support the construction industry to have a skilled, competent, and inclusive workforce, now and in the future. There are **three areas of activity** that frame the work we do focusing on priorities identified by employers as part of our 2023 Industry Consultation:

INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

1

Construction needs a stronger pipeline of talent to work towards closing the skills shortage and our interventions aim to remove the barriers to attracting new talent

Our work will help reduce the skills shortage by increasing support for employers to recruit, building more alternative routes into industry, and helping employers to retain and upskill their existing workforce

DEVELOP A TRAINING AND SKILLS SYSTEM TO MEET CURRENT AND FUTURE NEEDS

2

The current skills system does not work as effectively as it could for the construction industry. It is critical to employers and industry's ability to train.

It needs to evolve to meet construction's current and future needs. To do this we will establish an industry-owned definition of competence and identify alternative industry entry routes.

SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE

3

With a strong pipeline of work and new demands that come with a rapidly changing and modernising industry, we will invest in the existing workforce and make sure that training provision works for industry by identifying and responding to current and future training needs.

We will continue to provide incentives for employers to train and upskill their workforce in line with industry priorities. Simultaneously we will overcome barriers to training as well as directly addressing gaps by building closer partnerships with further education colleges and training providers, helping to improve the quality and accessibility of training.

Our priorities are underpinned by our wide-ranging research programme, which deepens our understanding of construction's challenges. Through partnerships with local and national Government we help guide investment in construction skills as a priority.

Our range of funding supports employers of all sizes to invest in apprenticeships, qualifications and short courses; supports smaller employers to invest in company-specific training; and invests in industry-wide programmes to address big issues such as Net zero and Digital skills. Our engagement team and employer networks support employers to access the support that is most relevant for their business.

CONSENSUS

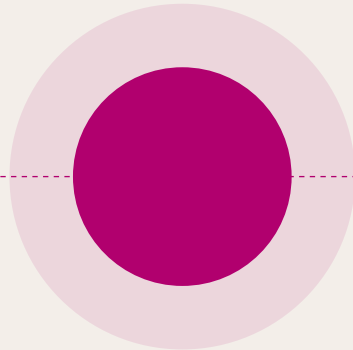
Employers likely to pay Levy under the Levy Proposals may be asked to provide their views on the Levy Proposals.

CITB uses the information contained in the most recent Levy Returns to determine whether or not an employer is represented by a Prescribed Organisation.

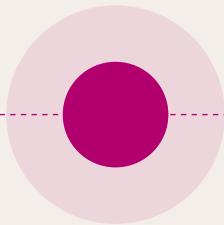
CITB currently consults with 14 Prescribed Organisations during Consensus. Details of these organisations can be found on the CITB website.



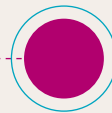
Over 74,000 construction employers were on the Levy register



Nearly 27,500 were liable to pay the Levy



Of these 27,500 Levy payers, around 7,500 declared they are represented by one of the Prescribed Organisations



Approximately 4,000 unrepresented employers will take part in the telephone survey

REASONABLY PRACTICABLE STEPS

A Prescribed Organisation must take 'reasonably practicable steps' to draw to the attention of their members the Levy Proposals and give those members sufficient time and opportunity to provide feedback to the Prescribed Organisation. This enables the Prescribed Organisation to make a considered response on behalf of its members. CITB then captures the responses through a formal request to each of the Prescribed Organisations.

CITB provides the Prescribed Organisations with some general guidance to ensure that the requirements are met. Prescribed Organisations must as a minimum:

- 1 Ask their likely Levy paying members the Consensus question
- 2 Only consider the views of those employers likely to be Levy payers based on the Levy Proposals
- 3 Draw their Levy paying members' attention to the Levy Proposals and Consensus question
- 4 Give likely Levy paying members at least one month to respond to the Consensus question
- 5 Evidence how they have captured the views of their likely Levy paying members.





THE CONSENSUS QUESTION

During Consensus, CITB asks the Prescribed Organisations and a sample of the unrepresented employers:

“Do you agree that the Levy Proposals are necessary to encourage adequate training in the construction industry?”

This question is asked on a strict ‘YES/NO’ basis, and any employer who responds ‘DON’T KNOW’ would be recorded as ‘NO.’

THE CONSENSUS OUTCOME

Once the results of Consensus are collected, CITB submits the results to the Department for Education and they are published to the construction industry once the Secretary of State confirms that the requirements for the Consensus process has been carried out in line with the Industrial Training Act. If the results show that a majority of employers by both number and Levy value support the Levy Proposals, Government can make a new Levy Order.

If Consensus does not demonstrate sufficient industry support for the Levy Proposals, then Government (including the Scottish and Welsh Governments) will review the position with CITB and consider further options that will best protect training and skills development in the industry. This could include alternative Levy Proposals or the making of a default order.