

QUARTER FOUR

Performance Report

A purple circular graphic containing the text '2021-22' in white.

2021-22



Summary

This performance report is delivered against our 2021-22 Business Plan to support the construction industry, and our progress for the year is shared over the following pages. All activity sits under one of our three strategic priorities: Careers, Training and Development, Standards and Qualifications.

This year, we significantly cut the Levy to protect employer cashflow, while reducing our own operating costs to provide better value for employers.

Despite this, we still delivered on our key outcomes – exceeding them in many cases. We continued to protect core areas like direct funding to employers and supporting apprentices, while tackling the bigger, long-term challenges, such as meeting the top skill priority areas and Net Zero.



NEW ENTRANTS

22,968

apprenticeships supported with grants

1.1 million

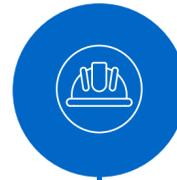
visits to Go Construct

UK's first

occupational traineeship successfully delivered

2,934

new workers trained through the CSF



KEEPING WORKERS SAFE

348,037

HS&E Test passes

8,132

Mental Health First Aiders trained

153,514

people completed a Site Safety Plus course



INNOVATION

5,467

workers upskilled with digital leadership capabilities

4,997

benefited from our Immersive Learning programme

4,458

days of training saved through eLearning



TRAINING

10,350

workers directly upskilled through the NCC

1,042

employers received Fairness, Inclusion and Respect training

37

large employers supported with leadership training



FUNDING

269,086

short duration training grants delivered

1,566

SMEs benefited from direct funding

16,929

qualifications supported with grants



Go Construct

Go Construct ended its successful year far above target, with over **one million visits** to the career information site.

We hosted the National Apprenticeship Week and Scottish Apprenticeship Week campaigns, promoting Talentview Construction to encourage young people to start their apprenticeship journey. The campaigns were seen over 18 million times across social media.

Moving forward, we will create more Welsh and Scottish specific career pathways information, as well as upgrade the existing educational resources – equipping parents, teachers and careers advisers with engaging, informative learning resources.

Mental health

We are proud to be at the forefront of tackling mental health in construction, along with our partners. Our Mental Health First Aid (MHFA) Instructors have now **trained over 8,000 Mental Health First Aiders** – delivering essential, potentially lifesaving, support.

One First Aider reflected:

“The MHFA course was challenging, informative, and, thanks to our instructor and despite the subject matter, enjoyable and very worthwhile. It helped me expand my knowledge of mental health issues, and I learned how to approach people who may be needing support. It is a very accessible course and I would recommend it to anyone.”

Construction Skills Fund (CSF)

Mum-of-three Natalie Visser transformed her career thanks to the CSF – going from a dissatisfied care worker to a machine operator, thriving in construction:

“The CSF course changed everything, I used to lie in bed not wanting to get up. That’s all gone now. I come in to work happy and go home happy. It has been life changing. I’ve found my feet in my new career and I’m so grateful to the CSF for this”.

Natalie is one of almost **3,000 new entrants** to be construction trained by the second phase of the CSF programme. We are building on this success with Onsite Experience hubs, linking talented candidates with local employers and contributing towards our target of equipping 16,000 people with hands-on site experience by 2024.

Go Construct STEM Ambassadors

Our Ambassadors bring construction to the classroom – showcasing our diverse, rewarding industry directly to young people. We now have **378 active Ambassadors** and expect to reach 1,700 within two years. As our Rethinking Recruitment research highlighted, the industry needs to embrace alternative methods to attract and recruit people to construction.

One of our first Ambassadors, Anjali Pindoria, thinks all professionals – from apprentices to directors – should get involved:

“It is so rewarding; you’re leaving a lasting impact on young people by inspiring and engaging them about construction and actually shaping what it is that they know about our industry.”



Training and Development

Funding

Our [Skills and Training Fund](#) helps construction companies deliver high-quality training to their employees.

429 small and micro businesses have been supported this quarter, taking the year's total to 1,556. We received a high volume of applications to the fund, the vast majority of which were approved.

Daniel Jeffries Carpentry used the S&T Fund to upskill their workforce:

"I really believe in training young people up. I started off as an apprentice, before going out on my own. Our CITB Adviser has been speaking to our college to help with training and assessment. Working with CITB has been a real help."

The medium S&T Fund enjoyed strong growth this quarter – **61 businesses accessed the fund, totalling 98 this year.** We listened to employers and temporarily removed the requirement for training activity to be new – opening the door for more firms to benefit from funded training. We will continue to liaise with employers ahead of a review of the fund's conditions in September.

The Leadership and Management Fund's progress remains firmly on track. We provided **37 large companies** with funding to invest in the leadership, management or supervisory skills of their staff – 15 of which have finished their programmes. Due to Covid we extended the achievement deadline, and thanks to continuous communication with recipients, we expect everyone to meet this.

Bricklaying (ABC)

To fully embrace modern methods of construction and address employer concerns regarding bricklaying skills, we created 16 new short duration training courses.

Led by employers, the new courses have been delivered a year ahead of schedule to 25 further education colleges across Great Britain. The project is operating above target, with **228 existing bricklayers and 758 trainees** benefitting so far.

Take-up and feedback of the courses from employers and learners has been overwhelmingly positive. The courses are currently oversubscribed, so we have increased their budget over the next two years to meet the demand.

Apprenticeships

Our CEO, Tim Balcon, started his career as an apprentice – learning practical skills onsite alongside classroom-based study, all whilst earning a good wage. Supporting employers and their apprentices is, and will always be, a core part of our role.

We invested **£48.9m in apprenticeship grants** this year. Providing employers with the financial backing they need, we supported almost **23,000 apprentices** throughout their programmes.

249 apprentices from 91 employers have benefitted from our [Shared Apprenticeship Scheme](#), allowing businesses, often SMEs, to experience the value of an apprentice without the long-term commitment.

Our [Travel to Train scheme](#), which covers 80% of apprentice's travel and accommodation costs while training away from home, continues to prove popular. We supported 244 new apprentices, alongside the 1,338 who already benefit from the scheme.



Training and Development

Training Groups

The Training Group model has been streamlined, leading to positive results in saving employers time and money on training.

Over 2,500 employers have accessed training via a Training Group, a significant increase on the previous year. Our 58 Local Training Groups have cumulatively saved employers over **£1.1m in training costs**, delivering over 22,000 days' worth of training.

We are improving and redesigning the Training Group portal, making it easier for employers to find and join a Group, while collating our bank of employer support resources for existing members.

Qualification and short duration training grants

As the industry continues to bounce back, our Grants Scheme ensures the workforce can access the training it needs. We supported over **16,000 learners with grants** to achieve their construction qualifications, surpassing our target of 15,000.

Over **269,000 individual short duration training courses** received grant support this year. This is a substantial rise on the previous year as employers increasingly prioritise upskilling their workforce.

Training

Over **348,000 people** have passed the Health, Safety and Environment Test, surpassing last year's total of 270,000. Keeping people safe on site will always be our priority, and our test remains the industry standard.

We continue to make vital training and information as accessible as possible. We've issued over 372,000 publications across eBooks, hard copy and apps. Our e-learning courses, which can be completed at home, **saved industry £328,000 and over 4,400 days** compared to traditional training methods.

Our Site Safety Plus courses, which enhance health and safety awareness and career development, saw strong growth. Over **153,000 delegates** completed a course, many of whom opted to do so remotely.



Standards and Qualifications

118 more standards have been developed and added to the Training Directory, bringing this year's total to 492 against a target of 463. This means **87% 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, with reviews of cladding occupations, heritage skills, chimney engineering, stonemasonry and construction contracting operations management coming to an end. Additional updates to winter services, thermal insulation and access operations & rigging SVQs were also completed.

We have successfully developed a new **fire safety awareness standard**; the online training course will allow operatives to safely work on high-risk residential buildings. We've also created a substantial package of **leadership and management short duration standards** which are due to launch in June.

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:

- The Levy ensures we can support employers with training, skills development and apprenticeships within construction. The level of funding provided directly to employers continues to be lower than expected. However, the number of employers benefiting remains strong, with a greater number of small businesses claiming funds than medium and large. Our grants enjoyed robust growth this quarter but remain slightly below budget as employers focus on core training, such as site safety
- Restrictions earlier in the year impacted the progress of some of our Levy-funded projects, but they are now enjoying steady growth. Others, such as taster experiences and our competency frameworks, have been pushed back to 2022-23
- Despite the impact of Covid, we have still invested £97m of Levy in direct employer funding to train the next generation, support upskilling the current workforce and aiding the industry's recovery
- We end the year with greater certainty over our Levy income. As training and the appetite to upskill recovers, we are in a position to invest more into grants and funding to meet employer demand. We are announcing and launching new programmes in our 2022-23 Business Plan, as we focus our strategy to support employers recruiting more talent.

	Actual £m	Business Plan £m
Levy	108.3	96.6
Products and services income	41.7	42.7
Balance (to)/from reserves	23.1	69.9
Total income	173.1	209.2

DIRECT EMPLOYER FUNDING

① Apprenticeship grants	49.2	51.7
② Qualification grants	13.0	13.1
③ Short duration training grants	14.2	18.4
④ Skills and Training Fund	8.8	14.5
⑤ Funded activity	9.7	18.4
Subtotal	94.8	116.1

OTHER SUPPORT

⑥ Employer support services – engagement	4.4	4.2
⑦ Standards, qualifications and verification	2.4	2.6
⑧ Skills and employment policy and research	1.9	2.5
Subtotal	8.8	9.3

PROVIDING PRODUCTS AND SERVICES

⑨ Direct training delivery (NCC)	18.0	21.7
⑩ Apprenticeships	26.0	31.3
⑪ Other products and services	14.2	15.3
⑫ Cost of administering Levy, grants and funding schemes	11.3	15.4
Subtotal	69.5	83.7

Total	173.1	209.2
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