

PERFORMANCE REPORT



This performance report tracks our progress against **year-end targets** set out in our 2022-23 business plan, and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 32%



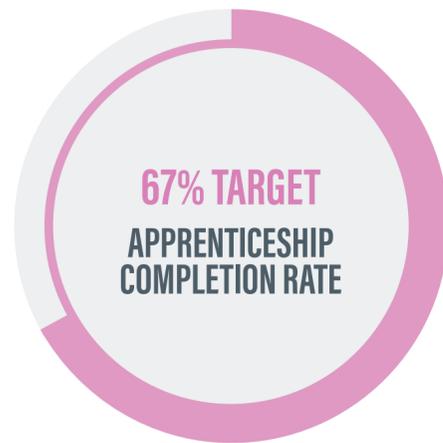
ON TRACK AT 28,980



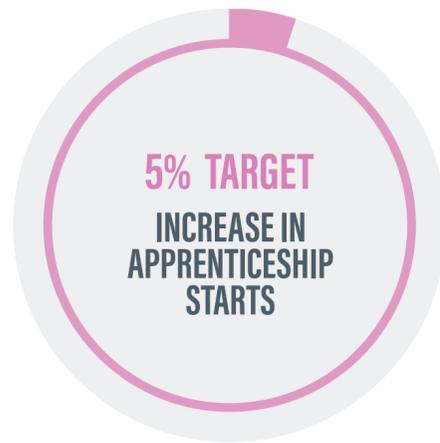
ON TRACK AT 819



BELOW TARGET



UNABLE TO REPORT



UNABLE TO REPORT



BELOW TARGET AT 2,266



BELOW TARGET AT 1,656

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ON TRACK AT 3%

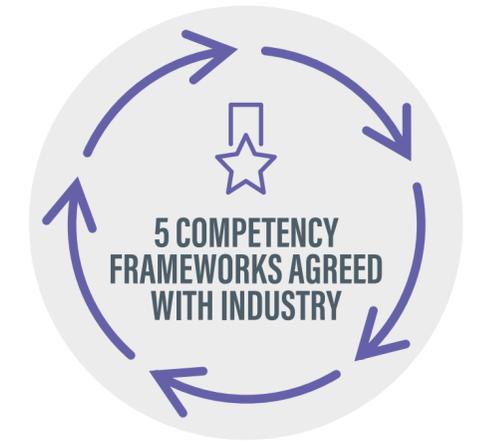


ON TRACK FOR END OF YEAR

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR

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RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 32%

PROGRESS: ABOVE TARGET

[Go Construct](#) is the industry's central hub of engaging careers advice and guidance. Including information on over 180 job roles – from bricklayers to CAD technicians – it inspires people from all walks of life to join construction.

Over 260,000 people have used the site so far this year, a 32% year-on-year increase. Almost 5,000 visitors progressed on to [Talentview Construction](#), where they can find their dream job or apprenticeship.

The website also works to positively change perceptions of the industry – bringing its diverse, inclusive nature to the forefront. We're proud to showcase people like [Julius Debrah](#), who arrived in the UK as a teenager speaking little English and is now a successful dryliner, and [Larissa Hardisty](#), a retail manager turned construction apprentice.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR



ABOVE TARGET AT 32%



UNABLE TO REPORT



UNABLE TO REPORT



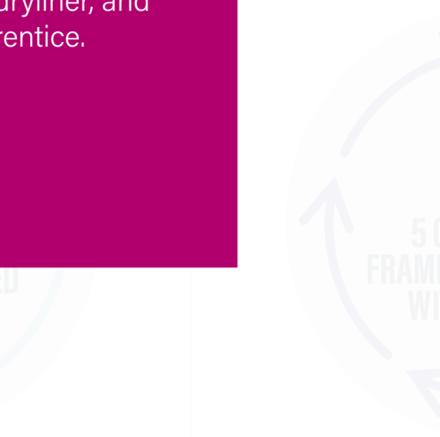
BELOW TARGET AT 2,266



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ON TRACK FOR END OF YEAR



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RESPONDING TO THE SKILLS DEMAND



PROGRESS: ON TRACK

Across the industry, there has been 28,980 apprenticeship starts. This strong performance represents the value employers and workers see in apprenticeships.

Craig Foster swapped a career in the army for a carpentry apprenticeship with the help of CITB – and hasn't looked back since.

"After coming out of the armed forces, I was struggling to find a new challenge," he said. "Then I found the apprenticeship and really came into my own. The future for me looks bright and this has all been possible because I took the leap and became an apprentice. I would highly recommend this path of career."

We are supporting more people like Craig to take up a construction apprenticeship. Our Occupational Traineeship programme, taster sessions, Go Construct, the [SkillBuild competition](#) and our wide-ranging package of financial support all feed into our strategy of promoting, funding and directly delivering apprenticeships.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR

10% TARGET
INCREASE IN
THE NUMBER OF
PEOPLE VISITING
GO CONSTRUCT

ABOVE TARGET AT 32%

67% TARGET
APPRENTICESHIP
COMPLETION RATE

UNABLE TO REPORT

APPRENTICESHIP
STARTS

UNABLE TO REPORT

EMPLOYERS
DELIVERED

BELOW TARGET AT 2,266

OUR JOB STARTERS

BELOW TARGET AT 1,656

INDIVIDUALS TRAINED
OR SUPPORTED

ON TRACK FOR END OF YEAR

5 COMPETENCY
FRAMEWORKS AGREED
WITH INDUSTRY

ON TRACK FOR END OF YEAR

PERFORMANCE REPORT



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RESPONDING TO THE SKILLS DEMAND



PROGRESS: ON TRACK

A positive, hands-on experience of the industry can make all the difference in winning the hearts and minds of career changers and young people.

It's vital we showcase the innovative side of the industry, too – such as our [tunnelling taster sessions](#), which use virtual reality (VR) headsets to immerse a group of learners in a live tunnelling environment.

In the words of one learner, "I thought it was an excellent way to learn. Just all-round brilliant fun!!" The entire group left the session interested in pursuing a career in tunnelling. And that's the power of taster experiences.

819 taster opportunities have already been made available across England and Wales, with a further expansion due in October 2022. In Scotland, we've awarded [£280,000](#) to [The Edinburgh Chamber of Commerce](#) to deliver 2,800 taster experiences to young people over the next three years.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR

10% TARGET
INCREASE IN
THE NUMBER OF
PEOPLE VISITING
GO CONSTRUCT

ABOVE TARGET AT 32%

67% TARGET
APPRENTICESHIP
COMPLETION RATE

UNABLE TO REPORT

APPRENTICESHIP
STARTS

UNABLE TO REPORT

EMPLOYERS
DELIVERED

BELOW TARGET AT 2,266

UK JOB STARTERS

BELOW TARGET AT 1,656

INDIVIDUALS TRAINED
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RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 32%



BELOW TARGET

PROGRESS: BELOW TARGET

Our [Occupational Traineeship pilot](#) in bricklaying provided a glimpse into the effectiveness of the programme, with 9 out of 14 learners progressing onto an apprenticeship.

We've successfully launched Occupational Traineeship standards in three further trades: painting and decorating, carpentry and joinery, and drylining. The scheme is being rolled out in these occupational areas across England from Autumn 2022.

As this is the first year of the scheme, the number of learners taking part will likely be small. However, we're working closely with the Department for Education and Association of Colleges to encourage colleges and training providers to add the scheme to their offering for the 2022/23 and 2023/24 academic years.

Employers are eligible to receive a £1,000 grant for each trainee they take on, and a [dedicated hub](#) sits on Go Construct for young people to get involved.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR



UNABLE TO REPORT



UNABLE TO REPORT



BELOW TARGET AT 2,266



BELOW TARGET AT 1,656



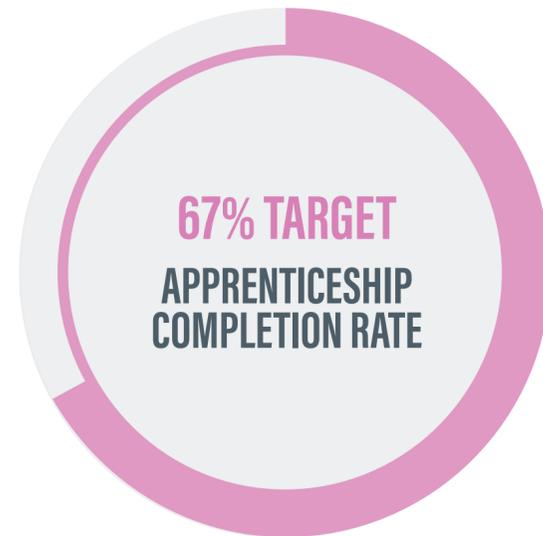
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RESPONDING TO THE SKILLS DEMAND



UNABLE TO REPORT

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Due to delays in the release of some industry-wide apprenticeship figures, we cannot currently report progress against this target. We plan to provide an update in subsequent performance reports.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR



ABOVE TARGET AT 32%



UNABLE TO REPORT



UNABLE TO REPORT



BELOW TARGET AT 2,266



BELOW TARGET AT 1,656



ON TRACK FOR END OF YEAR

PERFORMANCE REPORT

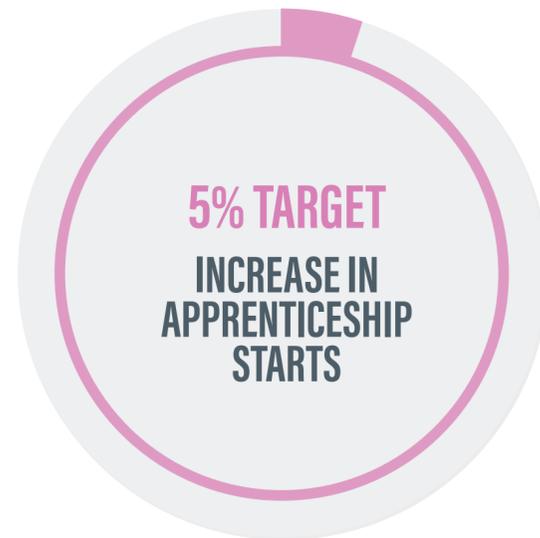


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ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



UNABLE TO REPORT



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BELOW TARGET AT 2,266



BELOW TARGET AT 1,656



ON TRACK FOR END OF YEAR



ON TRACK FOR END OF YEAR

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RESPONDING TO THE SKILLS DEMAND



BELOW TARGET AT 2,266

BELOW TARGET AT 1,656

PROGRESS: BELOW TARGET

Our network of 12 Onsite Experience hubs across [England](#) and [Wales](#) had a slower start to the year than anticipated, delivering 655 onsite experiences. Since they became operational in June 2021, 2,266 onsite experiences have been delivered, with 1,656 candidates either site-ready or started a job.

The hubs have proved popular with employers and job seekers alike, and their performance is quickly improving across the board, so we're confident they're getting back on track. To maximise their potential, we're providing extra support: connecting hubs with local employers to fill vacancies, as well as engaging them with Further Education colleges to build closer relationships. We've also facilitated better information sharing between the hubs, enabling them to share what works best.

We've also invested £3m into the [Scottish Academy for Construction Opportunities \(SACO\)](#) to provide onsite experiences in Scotland. The programme is designed for those already employment and site-ready but need some extra help through the next phase of their career, such as job coaching, mentoring and ongoing in-work support.

DRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR



ABOVE TARGET AT 32%



UNABLE TO REPORT

UNABLE TO REPORT

BELOW TARGET AT 2,266

BELOW TARGET AT 1,656

ON TRACK FOR END OF YEAR

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DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION

PROGRESS: ON TRACK

Our role is to enable employers to quickly access the most suitable, cost-effective training for their business – where and when it's needed most.

We are on target with a 3% increase in the number of employers accessing training with our support. [The Skills and Training fund](#) had a particularly strong start to the year, with 484 SMEs and 42 medium-sized companies benefitting from direct funding to train and upskill their workforce.

Thanks to a [£15,000 grant from our medium fund](#), L Lynch Plant Hire & Haulage expanded their innovative GPS technology training centre for plant operators. "The partnership with CITB made it possible," said Gez Bonner, National Training Manager. "CITB made the process very simple, and communication is always flowing between us. Training is not a profit, but value to the whole construction industry".

Our [Training Groups](#) also experienced steady growth, with 2,100 employers accessing training via a Group.

3% TARGET
INCREASE IN THE
NUMBER OF EMPLOYERS
ACCESSING CITB
TRAINING SUPPORT

ON TRACK AT 3%

10% TARGET
INCREASE IN THE NUMBER OF PEOPLE VISITING GO CONSTRUCT

ABOVE TARGET AT 32%

67% TARGET
APPRENTICESHIP COMPLETION RATE

UNABLE TO REPORT

APPRENTICESHIP STARTS

UNABLE TO REPORT

NEW EMPLOYERS DELIVERED

BELOW TARGET AT 2,266

NEW OR JOB STARTERS

BELOW TARGET AT 1,656

INDIVIDUALS TRAINED OR SUPPORTED

ON TRACK FOR END OF YEAR

ADDRESSING FUTURE SKILLS NEEDS

NET ZERO ACTION PLAN

ON TRACK FOR SEPTEMBER

5 COMPETENCY FRAMEWORKS AGREED WITH INDUSTRY

ON TRACK FOR END OF YEAR

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DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ON TRACK FOR END OF YEAR

PROGRESS: ON TRACK

The number of individuals trained or supported decreased by 3% compared to this time last year, but we anticipate this to recover and meet the end of year target. The slight drop is largely driven by a reduction in learners completing [Site Safety Plus \(SSP\)](#) courses and the [Health, Safety and Environment \(HS&E\)](#) test, at 10% and 6% respectively.

However, there's a strong appetite for training elsewhere, such as at our National Construction College (NCC) sites where we've trained 2,267 learners, a 16% increase on last year. We're expanding their training capacity to meet the increasing demand.

The [National Specialist Accredited Centre \(NSAC\)](#) which delivers niche, specialist qualifications contributed to the strong growth in training, too: with 241 learners achieving their qualifications and a further 296 registering on courses.

The number of workers supported with [short duration training grants](#) has increased by 10% - making sure training remains cost effective for their employers.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR



ABOVE TARGET AT 32%



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BELOW TARGET AT 2,266



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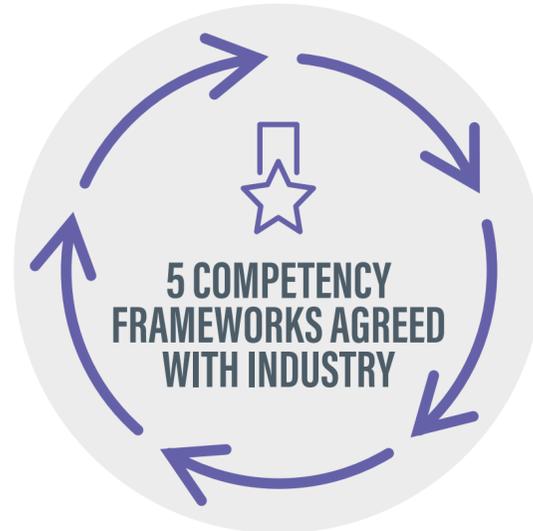
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ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR END OF YEAR

PROGRESS: ON TRACK

We continue to work with the sector groups to facilitate the development of the competency frameworks. We are currently on track to have the five frameworks completed by the end of the year.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK FOR SEPTEMBER



ON TRACK FOR END OF YEAR

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ADDRESSING FUTURE SKILLS NEEDS



**NET ZERO
ACTION PLAN**

ON TRACK FOR SEPTEMBER

PROGRESS: ON TRACK

We will publish our Net Zero Action Plan by the end of September 2022.

Net zero, rightly, sits high on our agenda. Following our [Building Skills for Net Zero](#) and [Net Zero and Construction: Perspective and Pathways reports](#), this plan is part of a long-term strategy to support the industry in meeting net zero targets.

ADDRESSING FUTURE SKILLS NEEDS



**NET ZERO
ACTION PLAN**

ON TRACK FOR SEPTEMBER



**5 COMPETENCY
FRAMEWORKS AGREED
WITH INDUSTRY**

ON TRACK FOR END OF YEAR

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