



CONSTRUCTION INDUSTRY TRAINING BOARD

Nation Plan: Scotland

2024-25



Contents

- 3** The three pillars of our Plan
- 4** Inform and enable diverse and skilled people into construction
- 5** Develop a training and skills system to meet current and future needs
- 6** Support the industry to train and develop its workforce
- 7** Investing in the National Construction College
- 8** Working with our Partners
- 9** Nation Councils
- 10** Prescribed Organisations and Federations
- 11** Streamlining how we measure success

The Scotland Nation Plan outlines our operational plan over the coming year. It sets out clearly and concisely how we will support employers to recruit, train and develop the workforce they need, now and in the future.

This year we will take forward plans which will begin transforming the skills system for the construction industry, focusing on priorities set by employers. The three pillars have been developed drawing on customer and stakeholder feedback from our 2023 Industry Consultation.

Interactive pdf

Click interactive elements to navigate through the document. Click to navigate back to this contents page

The three pillars of our Plan

The three parts of our Plan address the entire skills system. **Sustainability is key to the success of our Plan; therefore, it is embedded in our three pillars.**



SKILLS AND TRAINING SYSTEM

1

INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

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.

[VIEW →](#)

2

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

The skills system 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.

[VIEW →](#)

3

SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE

CITB will anticipate and respond to current and future training needs by investing in existing workforce training that works for industry and rebalancing our funding for employers in line with industry priorities, providing incentives for employers to train and upskill their workforce. Simultaneously we will overcome barriers to training as well as directly addressing gaps by building closer partnerships with training providers, helping to improve the quality and accessibility of training.

[VIEW →](#)

1 Inform and enable diverse and skilled people into construction

Construction needs a strong pipeline of talent. Our interventions will help remove barriers to attracting the very best talent.

In Scotland, we will:

Continue to deliver Scottish Apprenticeships as part of our SDS Contract, recruiting a minimum of 1426 apprentices throughout 24/25. Working closely with Scottish employers to promote FIR, enabling a more diverse pool of new entrants to the sector.

Support Scottish employers through the newly established New Entrant Support Team to recruit apprentices, access apprenticeship grants and securing suitable training provision.

Support employers to retain apprentices until successful achievement by providing ongoing mentoring support and training.

Ensure employers with a requirement for an apprentice where delivery is not offered in Scotland, are supported to access the provision and financial support available.

Continue to provide free to access self-service digital careers information through our Go Construct website. Expanding our offer by adding a service linking new entrants and career changers to local support and opportunities.

We will continue to expand the SkillBuild programme to pilot improvements and create materials to support engagement of young people as well as teaching and assessment materials.

Closer working with Scottish STEM Ambassadors and local network partners to improve the reach and effectiveness of construction careers promotions.

Facilitate and support Scottish Apprenticeship week, working closely with Scottish Government and stakeholders to promote Construction as a career of choice.

NCC Inchinnan will continue to provide support to industry by delivering an expanded range of quality Apprenticeships and other training programmes in areas of greatest need.

Lead on the development and implementation of a CITB national engagement strategy, supported by local engagement teams to encourage and support ex-offenders, military service leavers and NEETs into a career in construction, providing employers with access to a pipeline of talent ready for employment.

Expand support for free-to-access training for employers on productivity and fairness, inclusion, and respect (FIR), by developing materials focused on Small and Medium Enterprises (SMEs).



2 Develop a training and skills system to meet current and future needs

The current skills system does not work as effectively as it could for the construction industry. Our Industry Consultation identified 'creating additional entry pathways' as an important priority to address the skills shortage. **To address this priority for employers we will:**

Work with Scottish industry to develop new Competence Frameworks, defining the Skills, Knowledge, Experience and Behaviours (SKEB) needed to carry out specific job activities to a transferable industry competence standard. Developing a new process for agreeing all standards across the UK Nations, where each Nation has an equal voice.

Collaborate with Skills Development Scotland's review of apprenticeships, making sure they deliver the skills industry needs and prepares individuals for a future in construction.

Work closely with Scottish Government to align with the reform of the Scottish skills system.

Develop and test the first set of alternative pathways working alongside industry. They will combine structured training and assessment programmes and sit alongside apprenticeships to bring additional and more diverse new entrants to a transferable level of competence.

Support the Scottish Construction Accord's Transformation Action Plan to deliver a shared vision between the industry and the public sector to create a thriving and high-performing construction sector.



3 Support the industry to train and develop its workforce

To have a successful construction industry employers and individuals must be able to access the right training, in the right place and at the right time for them. It must also be affordable, particularly for small and medium sized companies.

To achieve this, we will:

Expand coverage of our local Employer Networks to cover the breadth of Scotland.

Launch new sector plans delivering vital work to meet the skills needs of employers. In 2024-25, we will launch Sector Skills Plans for the Repair, Maintenance, and Improvement (RMI) sector as well as the Commercial, Public, and Industrial sectors.

Begin building a network of training providers that will act as the focus for delivery of CITB support for employers. During 2024-25, we will work extensively with training providers and stakeholders to set out how this new network will operate and promote the benefits.

Develop and implement interventions to help address tutor and assessor shortages in the industry.

Enhance our funding for the Specialist Applied Programme (SAP) to improve the accessibility of training for smaller groups of learners.

Design, develop, and test a new Training Needs Analysis (TNA) service for small businesses. The service will help employers make informed decisions about the training they need.

Investing in the National Construction College



This year we will be investing nearly £30m in our National Construction College buildings, infrastructure, and plant, with sustainability at the forefront of improving the estates and facilities.

Work will commence this year with a focus on our site in Erith, including demolitions and preparatory work at our Scotland site, Inchinnan Renfrewshire, where needed.

We will also invest around £10m in new technology to enable and better support employers and training providers engaging with CITB, learners' interaction with the curriculum, and to make our internal operations and processes more effective and efficient.

THIS YEAR WE
WILL BE INVESTING
NEARLY **£30m**
IN NCC

WE WILL ALSO
INVEST AROUND
£10m IN NEW
TECHNOLOGY

Working with our Partners

The challenges facing construction need a collaborative approach and we will be working closely with our partners and stakeholders in Scotland.

EMPLOYERS

We will continue to work with employers to encourage and support skills and training uptake. Alongside the initiatives planned for this year, employers will be able to access CITB in the following ways:

CUSTOMER ENGAGEMENT TEAM

Our team of [advisers](#) are available to all our customers, to help them with the big things that matter and the small things that make a difference. CITB advisers can provide advice, guidance, and support for accessing CITB training, grants, funding, and apprenticeships. They can signpost to other sources of support, help and advice, including local partners and networks.

NEW ENTRANT SUPPORT TEAM

This year, we have introduced our New Entrant Support Team in Scotland. They support employers, particularly small and medium enterprises, and disengaged Levy registered businesses, to access funding and in the process of hiring an apprentice. They provide comprehensive apprenticeship support for employers and can help source an applicant, access funding, and find a suitable training provider.

GRANTS AND FUNDING

CITB provides [grants](#) for construction industry employers who provide training for their workforce. The Grants Scheme helps the industry maintain high standards, making sure people are being trained in the right skills for the industry to thrive. We have allocated over £100m to grants across GB for the year ahead. In addition to our Grant Scheme, we also [provide funding](#) for specific projects. Employers can access funding to support high quality training and development experiences for their employees. Our Skills and Training Fund and Industry Impact Fund are open for applications, and over £10m has been allocated across GB for funded projects this year.



Nation Councils

Our Nation Council is one way we collaborate and consult with industry to help us make sure that our work meets the needs of employers in Scotland.

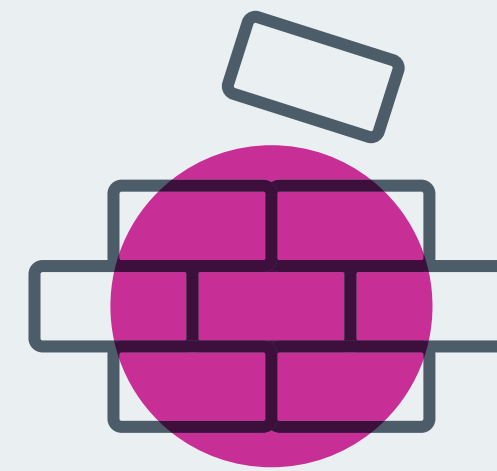
This Plan is supported by our Scotland Nation Council and includes specific interventions and projects in line with CITB's three priorities.



Prescribed Organisations and Federations

Our strong and positive working partnerships with Prescribed Organisations and Federations are key to achieving our Plan, and they will continue to play an important role in the development and review of standards.

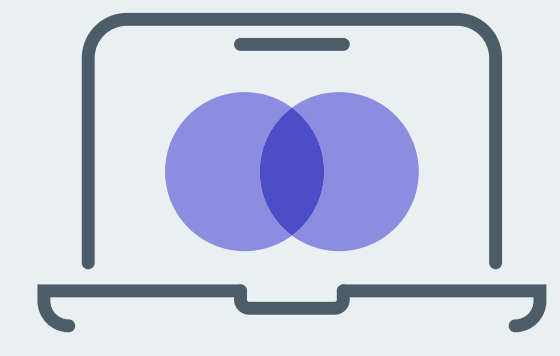
We will continue to work with Prescribed Organisations focusing collaborative work on the following priority areas:



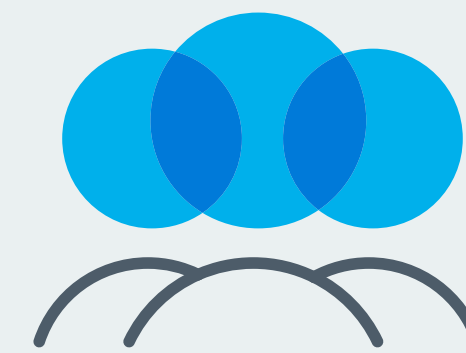
APPRENTICESHIPS AND
NEW ENTRANTS



SPECIALIST
SKILLS



TRAINING GROUPS AND THE FUTURE
OF EMPLOYER NETWORKS



CONTINUALLY IMPROVING COMMUNICATION AND
ENGAGEMENT WITH REGISTERED EMPLOYERS



NET ZERO

We will also continue our work with the **Scottish Federation Forum** to address skills and recruitment challenges, utilising our grant, funding and specialist offers to best effect.

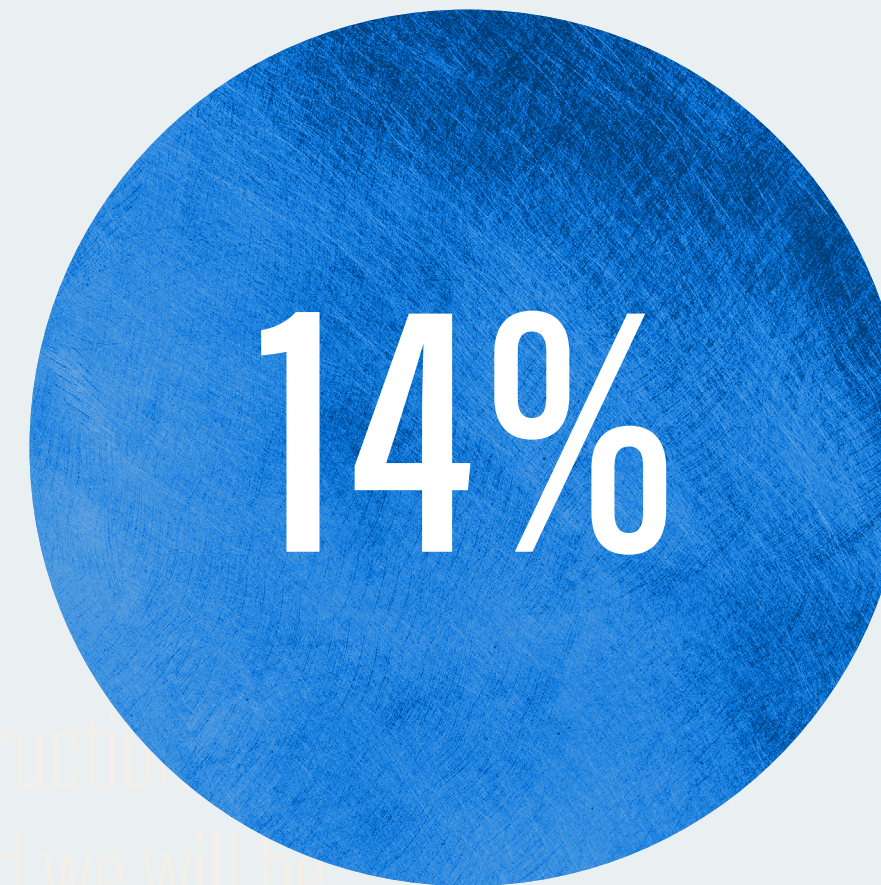
Streamlining how we measure success

All initiatives and projects set out in our Scotland Nation Plan feeds into **our new performance measures** set out in our overall Business Plan.

This simpler measurement system will provide the ability to track progress and identify where we need to adjust our plans to deliver for the construction industry. All our activities and interventions in Scotland will contribute towards the achievement of at least **one of these three measures:**



INCREASE IN THE NUMBER OF NEW ENTRANTS TO THE INDUSTRY



INCREASE IN THE NUMBER OF EMPLOYERS SUPPORTED TO TRAIN AND UPSKILL THEIR WORKFORCE



INCREASE IN THE NUMBER OF INDIVIDUALS SUPPORTED TO TRAIN AND UPSKILL



YOU CAN READ MORE ABOUT OUR MEASURES BY VISITING OUR **BUSINESS PLAN.**