

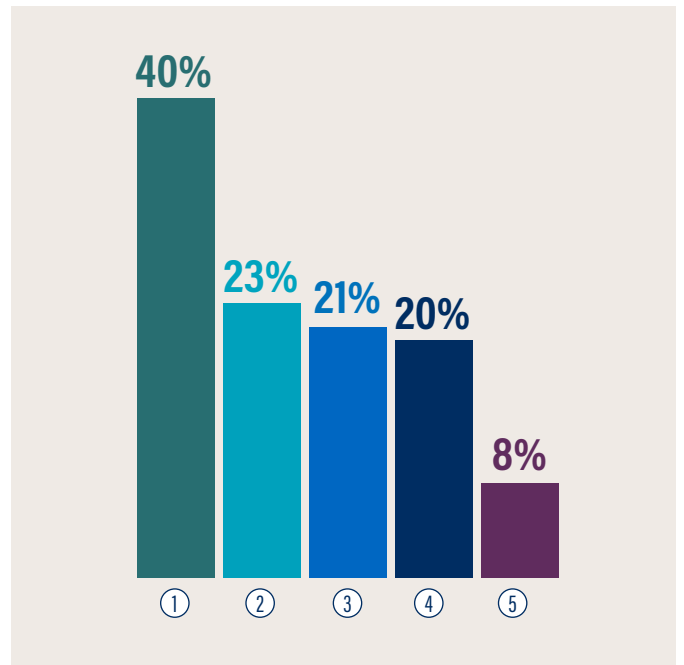
Employer Tracker (ESR): January 2025

Provides a view from CITB Levy registered companies on industry skills, training and CITB's corporate performance.

Since 1997 CITB has actively asked employers for their thoughts on the skills issues facing construction to inform decisions about what the industry values and needs as well as evaluating CITB's performance to support employers and the industry. The Employer Tracker has evolved over time to reflect changes in objectives and services provided and is now run normally biannually.

Important SKILLS issues employers believe the construction industry will face in the next year or so

- ① **40%** Skilled labour shortage / Skills shortage
- ② **23%** Lack of young people coming into industry
- ③ **21%** Lack of apprentices
- ④ **20%** General labour shortage
- ⑤ **8%** Economic uncertainty



COMPETENCE

Extent employers believe their workforce is competent to meet the current and future needs of their business.

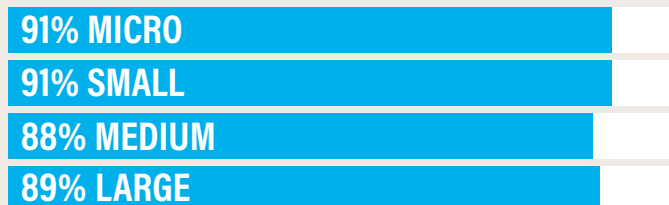
90%

Highly + Above average

2%

Not at all + Below average

Employer size



Nation



TRAINING

Access

Employers can access the right construction related training when needed

77%

Very confident + Fairly confident

15%

Not at all confident + Not very confident

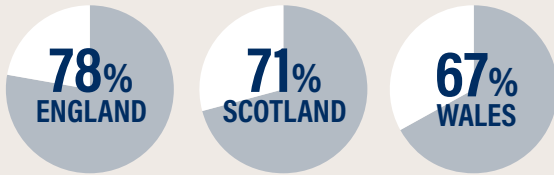
8%

Don't know

Employer size



Nation



Quality

The quality of construction related training you access is of a high standard

76%

Very confident + Fairly confident

12%

Not at all confident + Not very confident

13%

Don't know

Employer size



Nation



Importance of Levy, Grant & funding system in maintaining the level and quality of training

TO INDUSTRY

↓ DOWN 2% PTS VS JANUARY '24
↔ SAME AS APRIL '23

72%

Very important + Quite important

9%

Completely unimportant + Unimportant

6%

Don't know

Employer size



Nation



TO FIRM

↓ DOWN 2% PTS VS JANUARY '24
↓ DOWN 1% PTS VS APRIL '23

54%

Very important + Quite important

29%

Completely unimportant + Unimportant

3%

Don't know

Employer size



Nation



EMPLOYER AWARENESS OF CITB'S WORK

PEOPLE

Help get the number of people in construction that is needed

32%

PIPELINE

Help develop ways of training people that meet your business needs

39%

TRAINING SUPPLY

Help the construction industry train and develop its workforce

44%

	IMPORTANCE			SUCCESS		
	Very important + fairly important (Completely unimportant + fairly unimportant)			Very successful + Successful (Not at all successful + not successful)		
	Top 2	Bottom 2	Don't know	Top 2	Bottom 2	Don't know
Raise the profile of construction careers	80%	6%	4%	31%	23%	17%
To highlight new opportunities and help people join construction	81%	7%	3%	31%	24%	18%
To help make recruitment into construction easier	77%	7%	5%	28%	24%	20%
To provide clear training standards	84%	5%	3%	41%	18%	17%
To offer a variety of training routes	83%	5%	3%	37%	20%	18%
To help and encourage employers to train their workforce	84%	6%	3%	40%	21%	16%
To ensure that employers have access to appropriate training	86%	5%	3%	41%	21%	15%

Please note: neutral responses are not shown here, however are included in overall percentages.

Employer Satisfaction with the overall service CITB has provided

TO INDUSTRY

↓ DOWN 5% PTS VS JANUARY '24
↓ DOWN 3% PTS VS APRIL'23

43%

19%

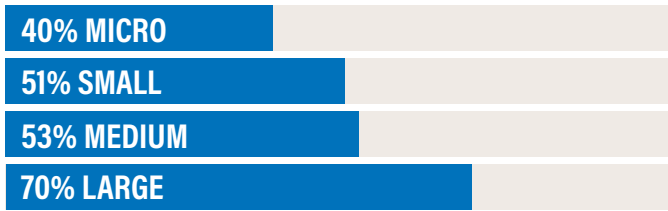
11%

Completely satisfied + Fairly satisfied

Completely dissatisfied + Fairly dissatisfied

Don't know

Employer size



Nation



TO FIRM

↑ UP 1% PTS VS JANUARY '24
↑ UP 5% PTS VS APRIL'23

36%

14%

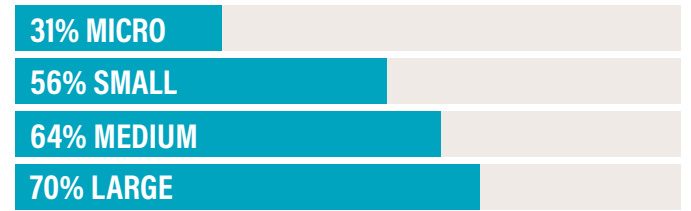
37%

Completely satisfied + Fairly satisfied

Completely dissatisfied + Fairly dissatisfied

No dealings in last 12 months + Don't know

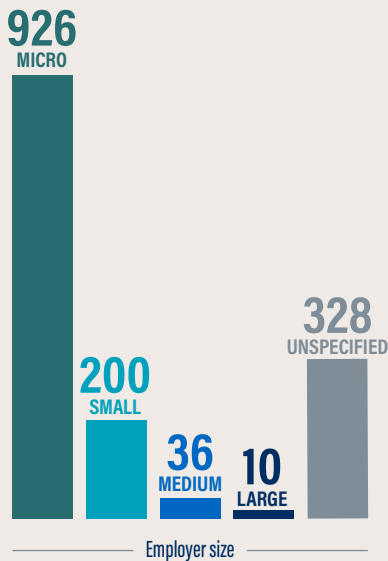
Employer size



Nation



Breakdown of respondents



Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

TEAM Telemarketing conducted 1,500 Telephone interviews 2nd September to 27th November 2024 with a representative sample of Levy registered employers. Interviewers will ensure the participant is someone of authority and the most knowledgeable about skills issues in construction and the skills and training within their company.