



CONSTRUCTION INDUSTRY TRAINING BOARD

Performance Report

APRIL-SEPTEMBER 2023



Our progress so far

This performance report, covering the 2023-24 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we’re supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

KEY PERFORMANCE INDICATORS

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

[THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT](#) →

[TASTER OPPORTUNITIES AVAILABLE](#) →

[INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE](#) →

[PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS](#) →

[CITB APPRENTICESHIP STARTS](#) →

CREATING DEFINED TRAINING PATHWAYS

[INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS](#) →

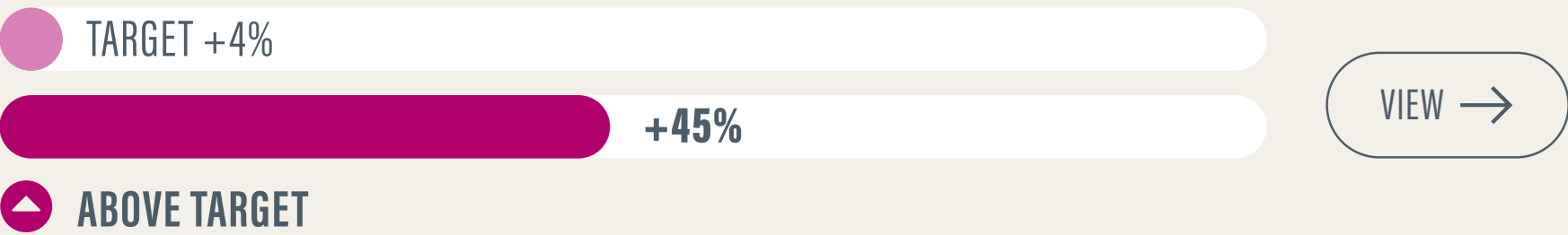
DELIVERING AN EFFICIENT TRAINING SUPPLY

[CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS](#) →

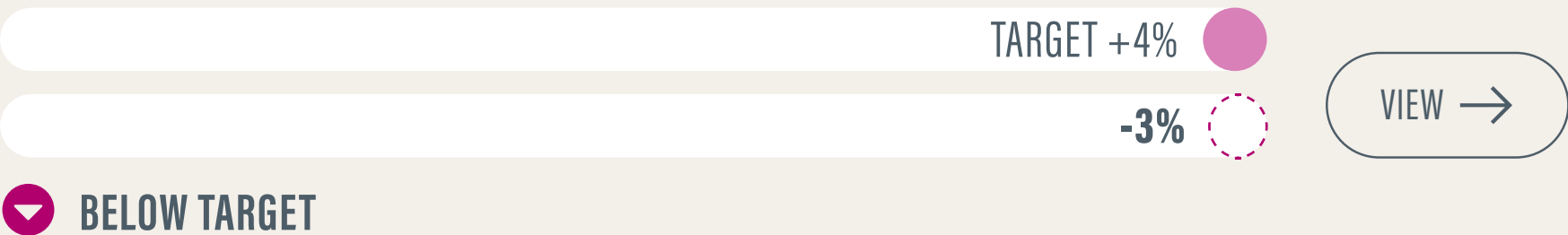
[INDIVIDUALS TRAINED OR SUPPORTED](#) →

[HOW EMPLOYERS BENEFIT FROM THE LEVY](#) →

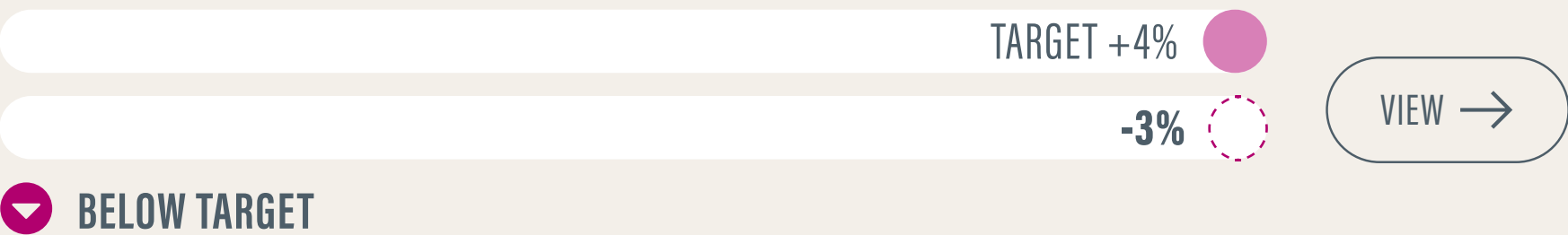
INCREASE THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT



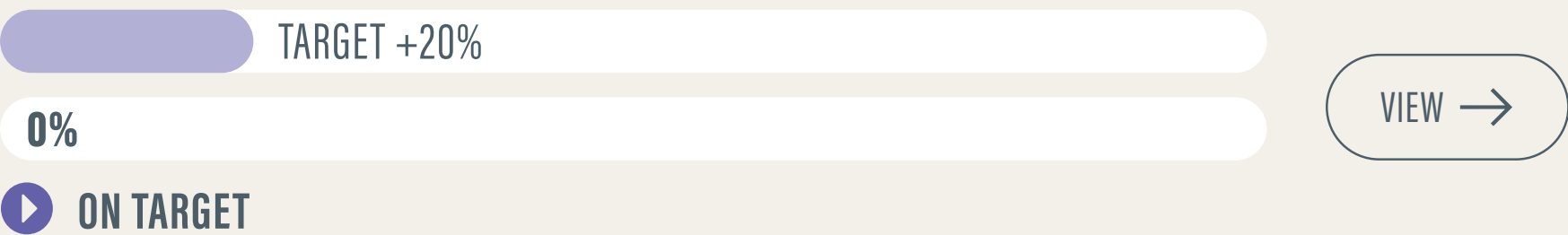
INCREASE CITB APPRENTICESHIP STARTS



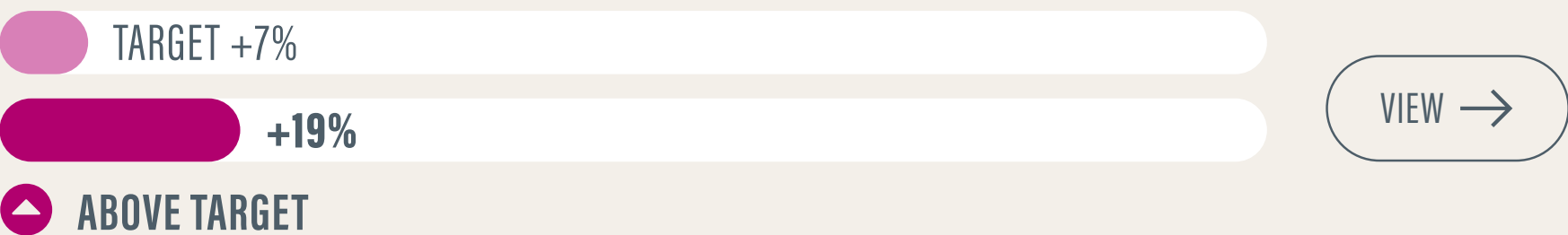
INCREASE TASTER OPPORTUNITIES AVAILABLE



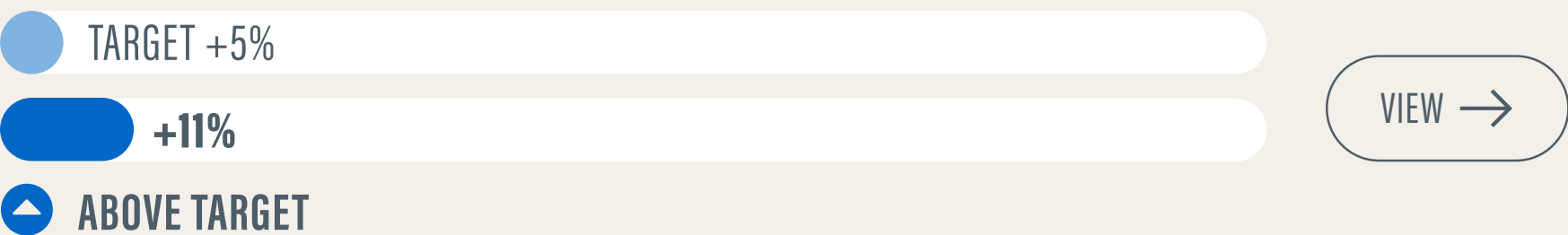
INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS



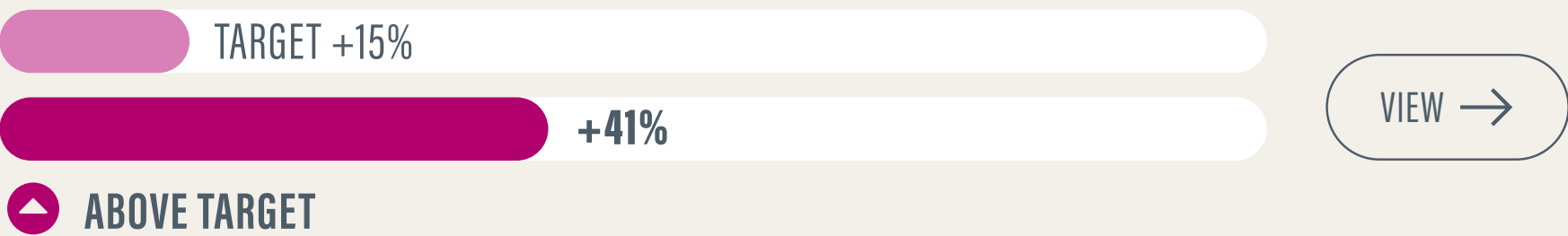
INCREASE INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE



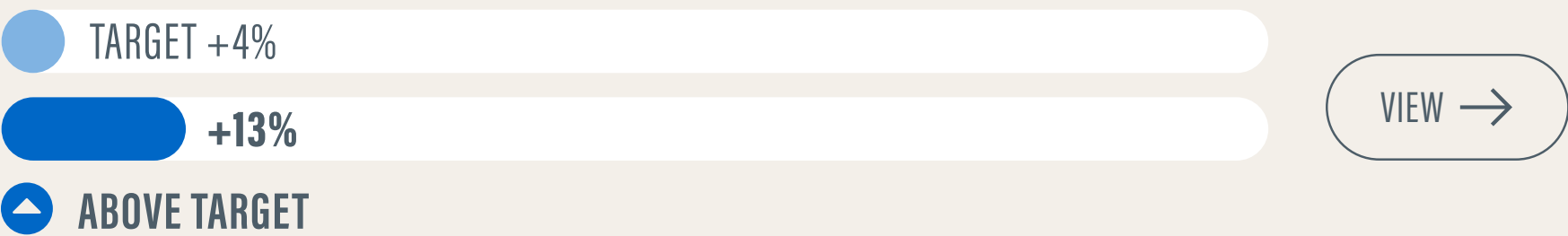
INCREASE CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS



INCREASE PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS



INCREASE INDIVIDUALS TRAINED OR SUPPORTED



Improving construction's people pipeline

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

4% INCREASE IN THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT

PROGRESS: 📈 ABOVE TARGET AT +45%

The future of construction is looking bright as all of our careers initiatives aimed at attracting, developing and supporting the recruitment of new entrants are performing significantly above target.

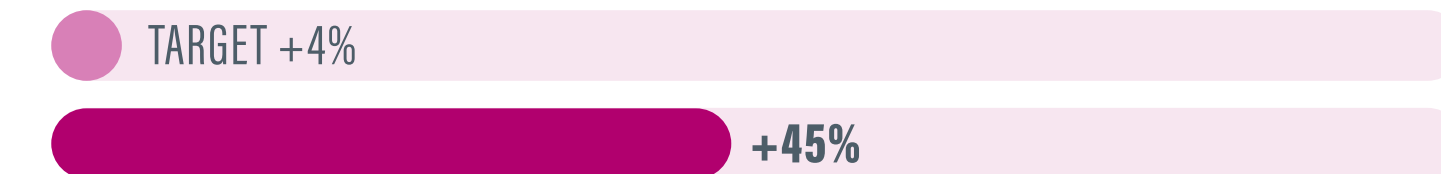
As the build-up to the [SkillBuild](#) National Final in November intensifies, [Charlie Thorp](#) shows the everlasting impact winning a prestigious award can have. Apprentice of the Year in 1975 and now a bricklaying tutor, Charlie's mentored four regional winners of SkillBuild. "It can change people's lives," said Charlie.

[Talentview](#) goes from strength-to-strength, with a 174% increase in visitors compared to last year, resulting in almost double the amount of people clicking 'apply' for a vacancy. We have more [Go Construct STEM Ambassadors](#) delivering more school sessions, careers events and practical workshops than any prior year. Meanwhile, there's been a huge increase in the number of visits to the [Go Construct](#) apprenticeship pages following a successful campaign of creating and promoting new content.

← KEY PERFORMANCE INDICATORS

NEXT →

INCREASE THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT



Improving construction's people pipeline

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

4% INCREASE IN TASTER OPPORTUNITIES AVAILABLE

PROGRESS: ⬇️ BELOW TARGET AT -3%

We've already delivered over 13,000 taster experiences, with almost 10,000 people getting the chance to experience construction in the last three months alone. As the target is set against the total number of tasters from last year, we're currently slightly below it but on course to substantially exceed it by year-end.

Taster opportunities included the Inspiring the Black Country careers event, where 200 learners got an interactive insight into construction through CITB-funded VR equipment. In partnership with CECA North West, we delivered over 6,000 taster sessions during the Daresbury Park open days. Meanwhile, [three Women into Construction events](#) were held in conjunction with schools in Wales, recording their highest ever attendance. There's interest in expanding this further next year, with one Welsh language event. Elsewhere, 1,400 young people engaged with hands-on activities including scaffolding, demolition, plumbing and groundworks across a three-day event in Lincolnshire.

Looking ahead, [SCAPE](#) will host a large-scale work taster event in Scotland, and with the popular Open Doors just around the corner, more people than ever are set to get a taste of construction.

INCREASE TASTER OPPORTUNITIES AVAILABLE



Improving construction's people pipeline

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

7% INCREASE IN INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE

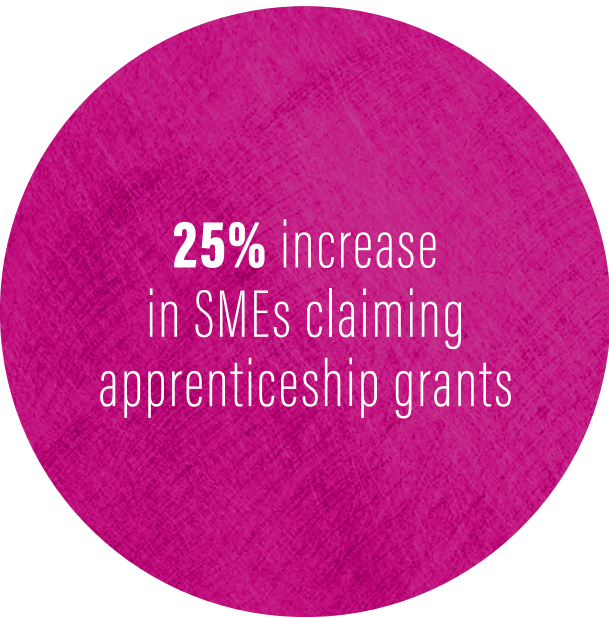
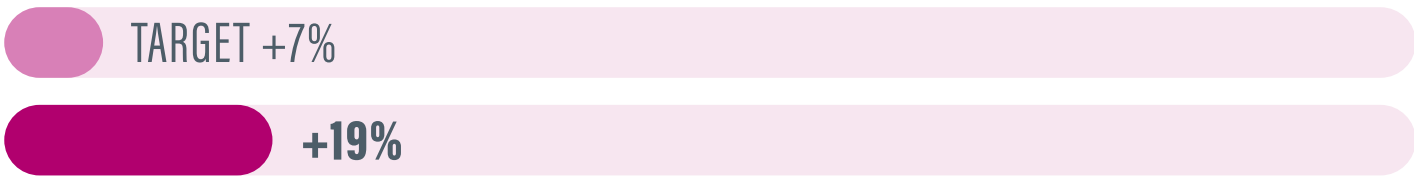
PROGRESS:  ABOVE TARGET AT +19%

We help new entrants transition into employment from further education through funding, mentorship and direct support to their employers.

We've invested over £27m to support 20,050 learners through our [apprenticeship grants](#), a 17% increase on last year. This money is helping over 6,500 SMEs train the next generation, almost a quarter of which are claiming apprenticeship grants for the first time. Overall, there's been a 25% increase in employers claiming these grants.

The New Entrant Support Team (NEST) directly supported over 1,100 employers, helping them navigate the apprenticeship recruitment process and access the grants and funding they're entitled to. Over 800 apprentices have now started their programmes thanks to successful referrals by the team, and they will continue to receive ongoing mentoring support from their dedicated local adviser.

INCREASE INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE



Improving construction's people pipeline

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

15% INCREASE IN PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS

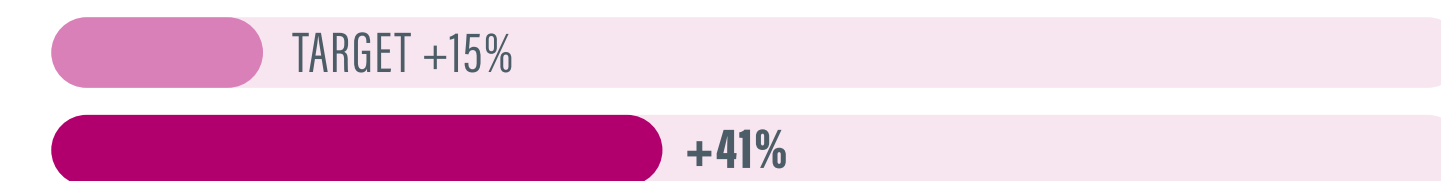
PROGRESS:  ABOVE TARGET AT +41%

Since the project's inception, [Onsite Experience hubs](#) have trained over 3,300 people to become site-ready, almost 2,400 of which successfully started their careers in the construction industry.

As the booming initiative continues, we are determined to go further, with trainees progressing to long-term, sustained employment so the industry can benefit from their skills for years to come. We are delighted with the response so far, with a huge 41% increase in learners achieving exactly this.

The hubs in London and South West Wales are performing particularly strongly, thanks to well-embedded relationships with local training providers and employers. The hubs are also an excellent way to introduce construction careers to different audiences, with 15% of those progressing to sustained employment coming from typically underrepresented groups, such as women and ethnic minorities.

INCREASE PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS



41% increase in learners progressing to long-term, sustained employment

Over 3,300 people trained in Onsite Experience hubs

← PREVIOUS

← KEY PERFORMANCE INDICATORS

NEXT →

Improving construction's people pipeline

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

4% INCREASE IN CITB APPRENTICESHIP STARTS

PROGRESS:  BELOW TARGET AT -3%

Although an improvement from -18% at the end of June, we are still tracking slightly below target in the number of new CITB apprenticeship starts. Scotland – where most of our apprentices are – remains on track to achieve over 1,500 apprenticeship starts this year, but England and Wales have seen a slight dip. Overall, the rate of new starts has increased, but we'll likely fall just short of the end-of-year target.

Apprenticeships are an excellent way for employers to develop the specific skills they need, as well as a more cost-effective way to recruit staff. Not only that, they can also transform people's lives. Take [globe-trotting Jon](#), who worked across the world after his stonemasonry apprenticeship, or [social media star Amy](#), broadcasting her trade to thousands following her CITB plant operations apprenticeship. That's the power of an apprenticeship.

INCREASE CITB APPRENTICESHIP STARTS



Over 1,500 apprenticeship starts expected in Scotland this year

Creating defined training pathways

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

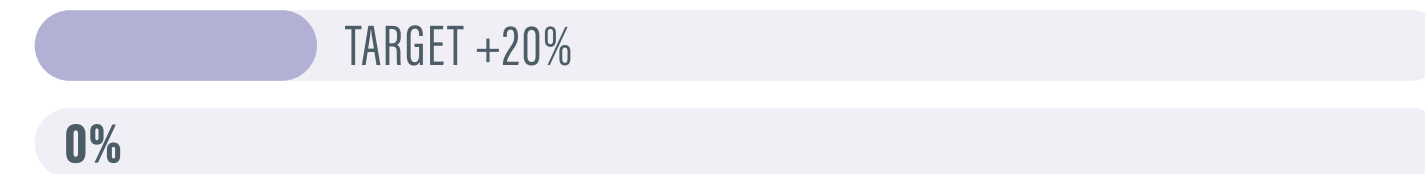
20% OF INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS

PROGRESS: ▶ ON TARGET AT 0%

We are introducing new, clear training pathways which set out the routes to competence, covering the qualification and training routes learners can follow for specific occupations.

The work continues at-pace, with nine pathways to cover approximately 20% of the industry's additional skills demand. This includes critical occupations such as bricklaying, roofing, plastering, and flooring, amongst others. A delivery schedule and action plan are in place, which includes the recruitment of additional standards developers. Several competencies are in progress and work continues to link our competency framework development into super-sectors. We are collaborating with the Working Group to meet the overall target, and we anticipate four frameworks will be completed by January 2024.

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS



Four pathways are due to be completed by **January 2024**

Nine pathways will **cover 20%** of industry's skills demand

← PREVIOUS

← KEY PERFORMANCE INDICATORS

NEXT →

Delivering an efficient training supply

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS

INDIVIDUALS TRAINED OR SUPPORTED →

HOW EMPLOYERS BENEFIT FROM THE LEVY →

5% INCREASE IN CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS

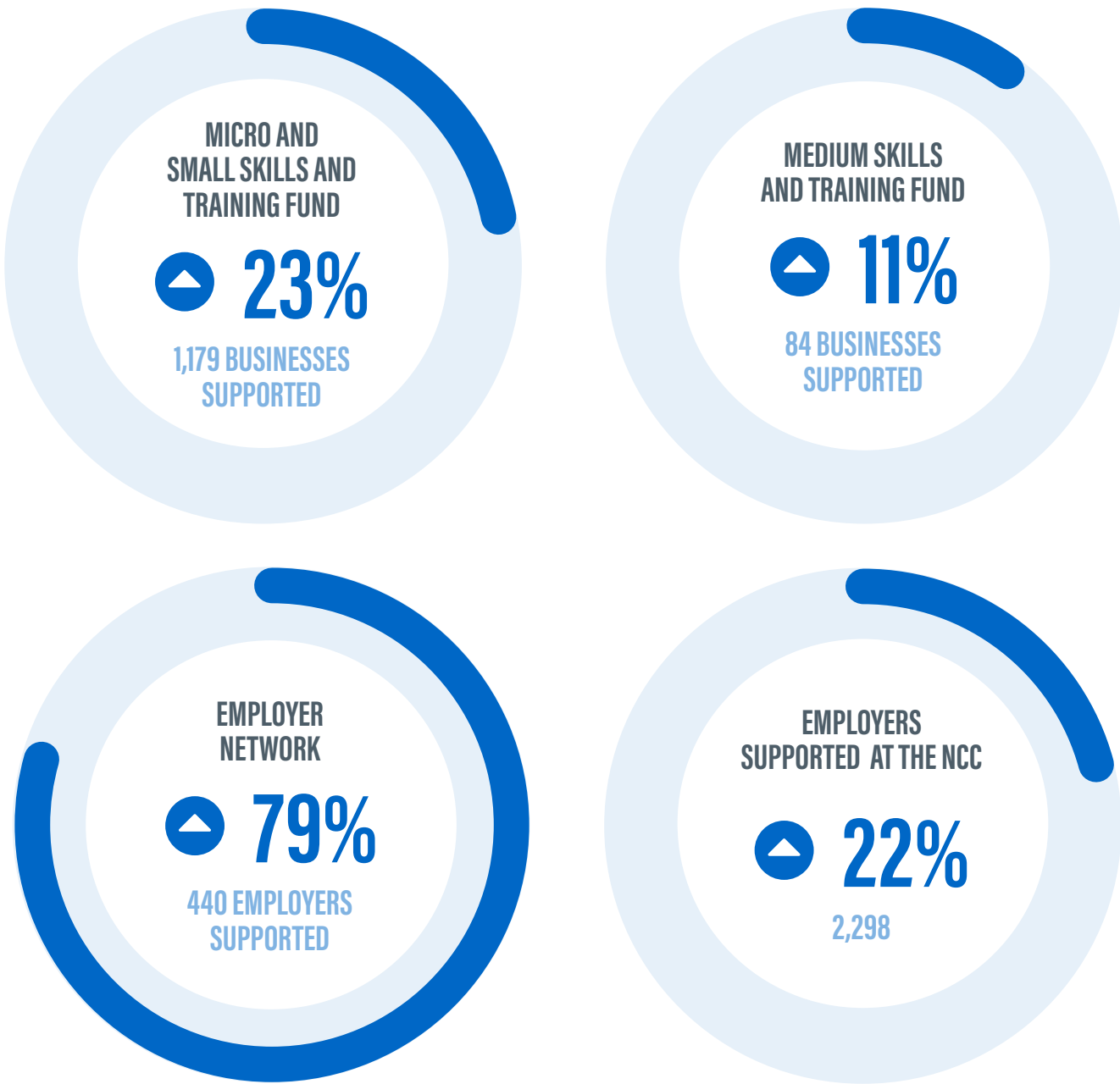
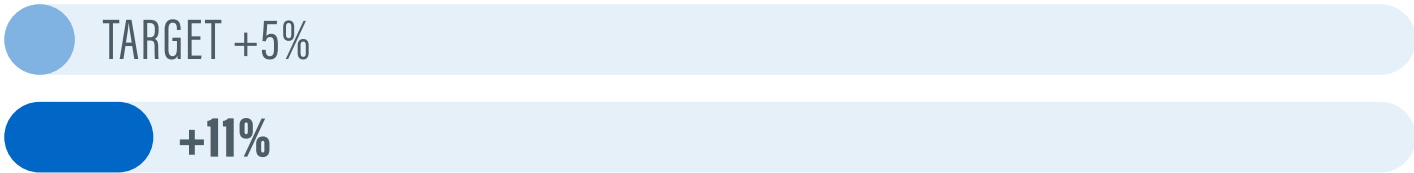
PROGRESS:  ABOVE TARGET AT +11%

We are tracking considerably above target, with almost 21,000 employers accessing our wide range of training support. This is largely being driven by sizable increases in applications for our [grants and funding](#): employers have benefited from £11m in [short duration grants](#), £9m in [qualification grants](#), £27m in [apprenticeship grants](#), and £5m from the [Skills and Training Fund](#).

The [Employer Network](#), which simplifies access to training specific to a certain sector or local area, continues to perform well, supporting 440 employers. The Network has successfully engaged with a number of previously disengaged employers, resulting in increased applications to our Grants Scheme and Skills and Training Fund. [Training Groups](#) continue their robust performance, helping 1,200 employers access cost-effective training.

The [Industry Impact Fund](#), which offers up to £500,000 for innovative solutions to key industry challenges, has seen three applications, all of which are slated to be approved. Meanwhile, 137 large businesses have upskilled over 10,000 workers through funding from our [Leadership and Management Development Fund](#).

INCREASE CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS



Delivering an efficient training supply

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED

HOW EMPLOYERS BENEFIT FROM THE LEVY →

4% INCREASE IN INDIVIDUALS TRAINED OR SUPPORTED

PROGRESS:  ABOVE TARGET AT +13%

From directly training learners at the [National Construction College \(NCC\)](#) to supporting the upskilling of the workforce across the country, our training offer is wide-ranging and comprehensive.

We've trained or supported over half a million people this year, far exceeding our target. Almost 6,000 learners have been trained at the NCC and [National Specialist Accredited Centre \(NSAC\)](#), with the latter delivering specialised NVQs that have limited or no availability elsewhere. The [Health, Safety and Environment \(HS&E\) test](#) and suite of [Site Safety Plus \(SSP\)](#) courses, which ensure workers are able to carry out their jobs safely, have trained over 340,000 learners. Our apprenticeship grants, qualification grants and short duration grants are all supporting more trainees compared to this time last year.

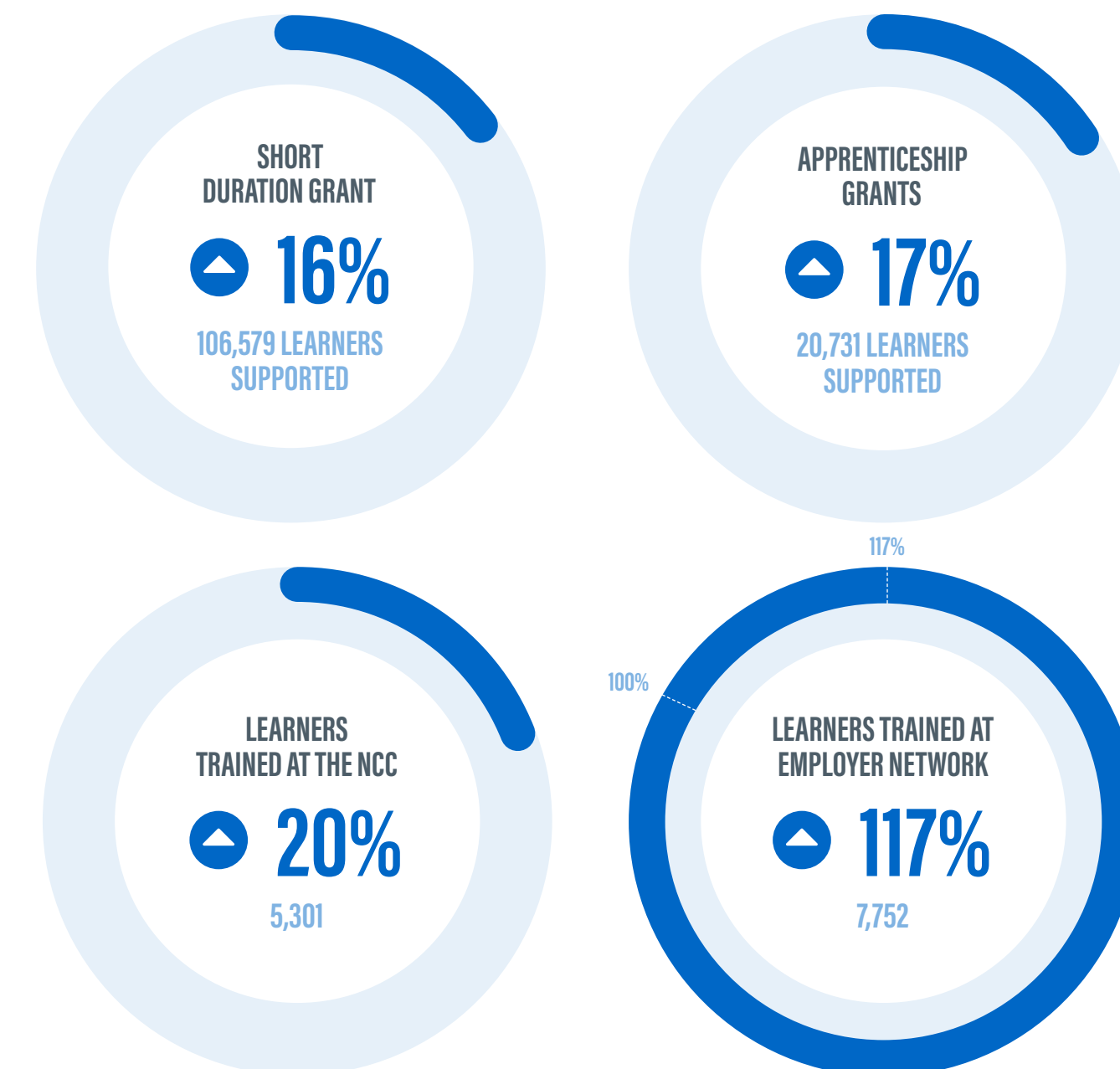
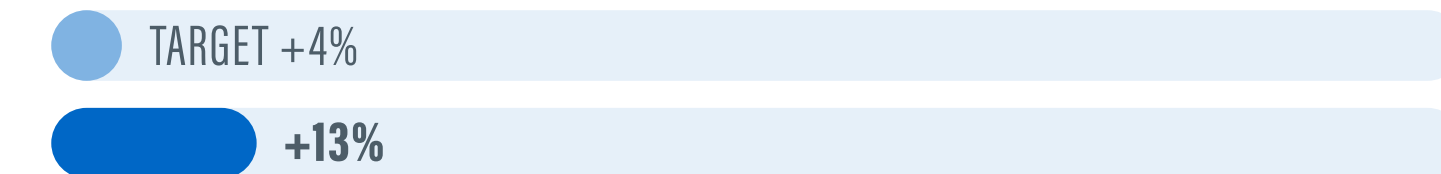
Our training goes beyond hands-on work skills, though. We're proud to champion more open, inclusive workspaces where mental health is taken seriously. We've helped almost 2,000 people complete [fairness, inclusion and respect \(FIR\)](#) training, and trained thousands of others to become Mental Health First Aiders. In partnership with Samaritans and the Lighthouse Charity, we've invested £400,000 into the [Make It Visible wellbeing tool](#), which aims to reduce the stigma around mental health and highlight the support available.

← PREVIOUS

← KEY PERFORMANCE INDICATORS

NEXT →

INCREASE INDIVIDUALS TRAINED OR SUPPORTED



How employers benefit from the Levy

KEY PERFORMANCE INDICATORS →

IMPROVING CONSTRUCTION'S PEOPLE PIPELINE

THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT →

TASTER OPPORTUNITIES AVAILABLE →

INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE →

PEOPLE IN SUSTAINED EMPLOYMENT FOR THREE MONTHS THROUGH ON-SITE HUBS →

CITB APPRENTICESHIP STARTS →

CREATING DEFINED TRAINING PATHWAYS

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS →

DELIVERING AN EFFICIENT TRAINING SUPPLY

CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS →

INDIVIDUALS TRAINED OR SUPPORTED →

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 in the first half of the year, including apprenticeships, employer funding, and providing our products and services.

We've invested over £122m so far this year, which is slightly higher than forecast. There has been very strong demand for our apprenticeship and qualification grants, and the doubling of short duration grants has led to an increase in training carried out by employers. The Skills and Training Fund and other funded activity are tracking slightly below forecast, but we expect applications to pick up as the year progresses.

Spending on providing our products and services is higher than anticipated; this is largely due to increased investments in the facilities, personnel and capacity of our direct training delivery at NCC. Overall, we are in an extremely robust position to support our customers. Collection of the Levy is in line with expectations, our grants, funding and apprenticeships support is delivering a highly skilled workforce, and new initiatives, such as the NEST and Industry Impact Fund, are already paying dividends.



TOTAL INVESTMENT
UP TO Q2 2022-23

[← PREVIOUS](#)

[← KEY PERFORMANCE INDICATORS](#)

DIRECT EMPLOYER FUNDING	ACTUAL £m	BUSINESS PLAN £m	
Apprenticeship grants	35.0	29.2	
Qualification grants	8.5	6.0	
Short duration training grants	12.6	13.3	
Skills and Training Fund	4.6	5.4	
Funded activity	7.7	9.9	
SUBTOTAL:			
		ACTUAL £m	£68.4m
		BUSINESS PLAN £m	£63.8m

OTHER SUPPORT	ACTUAL £m	BUSINESS PLAN £m	
Employer support services – engagement	4.5	4.6	
Standards, qualifications and verification	1.4	1.4	
Skills and employment policy and research	1.0	1.3	
SUBTOTAL:			
		£6.9m	
		£7.3m	

PROVIDING PRODUCTS AND SERVICES	ACTUAL £m	BUSINESS PLAN £m	
Direct training delivery (NCC)	13.0	12.0	
Apprenticeships	16.1	13.9	
Other products and services	8.4	8.6	
Cost of administering Levy, grants and funding schemes	9.6	9.3	
SUBTOTAL:			
		£47.1m	
		£43.8m	

TOTAL INCOME	ACTUAL £m	BUSINESS PLAN £m	TOTAL:
Levy	195.6	196.1	
Products and services income	24.6	21.2	
Balance (to)/from reserves	-97.8	-102.4	
		ACTUAL £m	£122.4m
		BUSINESS PLAN £m	£114.9m