
CITB COMMISSION

PATHWAYS INTO CONSTRUCTION

Employers: create jobs for young people (16-24) with CITB's biggest fund



CITB's biggest funding commission, a **£5m** commitment to help under-represented groups into training and construction jobs, will launch on 29 October 2018.

CITB's Pathways into Construction will connect employers with people who don't traditionally enter construction. It will also benefit those who are not in training or employment and want to enter the sector, but find it hard to do so.

PATHWAYS TO CONSTRUCTION: RESEARCH THEMES

The fund follows CITB research on these themes: Post-16 routes into construction | Work readiness | Under-represented young people (16-24) | Pre-employment interventions.

This fund and research summary focusses on: **Under-represented young people (16-24).**

RESEARCH FINDINGS

CITB's report into under-represented young people found that:

- Two thirds (**69%**) of employers offer new entrants opportunities, only a quarter offer initiatives for under-represented young people
- Just over two fifths (**42%**) told us they found it difficult to recruit from this pool
- Just **one in 10** young people (**4,000 out of 40,000**) with low level skills progress from pre-employment programmes into a job
- A poor perception of construction amongst the youth unemployed means that despite the job and training opportunities available, industries such as hotels and the restaurant sector are more successful in attracting young people with comparable backgrounds.

HOW TO APPLY FOR PATHWAYS TO CONSTRUCTION FUNDS



APPLICATION WINDOW:

12 November 2018 –

21 January 2019.

Expressions of interest will open
from Monday 29 October 2018.

Following our Pathways into Construction research, CITB will welcome funding applications from organisations that will help one or more of these five groups into construction jobs.

- Young people not in education, training or work, where existing networks are already in place
- The long-term unemployed (those out of work for over a year)
- Pre-employment with a focus on service leavers who left the military at least 12 months ago
- Women wishing to join construction
- Full-time learners (construction diploma students).

To apply for funds visit www.citb.co.uk/funding/

UNDER-REPRESENTED YOUNG PEOPLE: WHAT WORKS?

CITB's report highlighted that building social capital – which means improving young people's employability skills and motivation – is key to increasing construction opportunities for them. Specific support is needed because the challenges some young people face can be complex.

Characteristics that increase the chances of being a young person out of work include:

- Low educational attainment at 15
- Being a parent/pregnant
- Supervision by a youth offending team
- Fewer than six months in post-16 education
- Substance abuse
- Responsibilities as a carer
- Permanent suspension or exclusion from school
- Not having achieved 5+ A*- C grades at GCSE
- Having a disability.

Construction needs more young people because:

- CITB's Construction Skills Network (CSN) forecasts that 158,000 new jobs will be created in the UK from 2018-22. This means job opportunities are there for the taking
- With an ageing workforce, we also need to replace those due to retire
- Brexit is likely to lead to less skilled migrant workers in the UK which will increase the demand for domestic recruits.



FUND BENEFITS

Construction has a huge amount to offer young people with over 150 different career pathways and well-paid roles.

Benefits of CITB's Pathways into Construction fund will include: increased job and training opportunities for those on the margins of construction; improved social mobility for the target groups; enhanced industry diversity and, with Brexit on the horizon, the fund will boost employers' pool of domestic talent.

ABOUT THE REPORT

The research that informs the report's findings and recommendations consisted of:



Telephone survey of 351 construction sector employers.



Telephone interviews of 16 employers.



Online survey of 368 unemployed young people (drawn from YouGov omnibus panel).



Telephone interviews of 18 young people.



Six case studies of good practice in recruiting under-represented young people into construction.

For more information visit www.citb.co.uk/research-insight/

