

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 56%



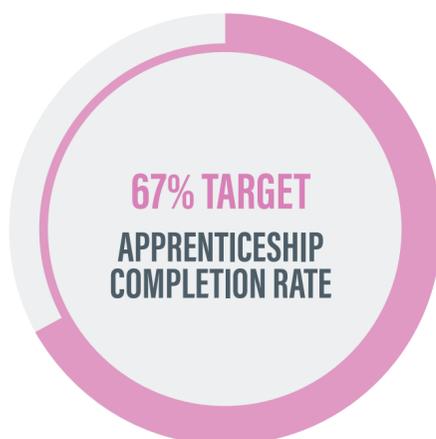
ABOVE TARGET WITH 33,300



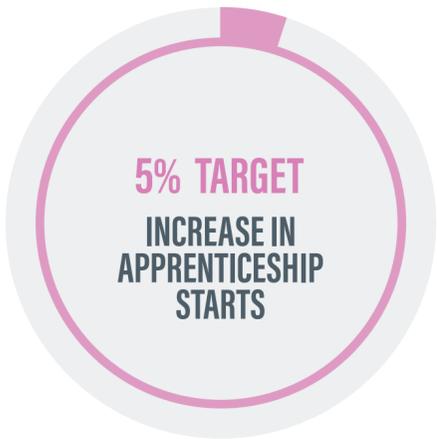
ON TRACK AT 1,385



BELOW TARGET



REPORT IN Q4



REPORT IN Q4

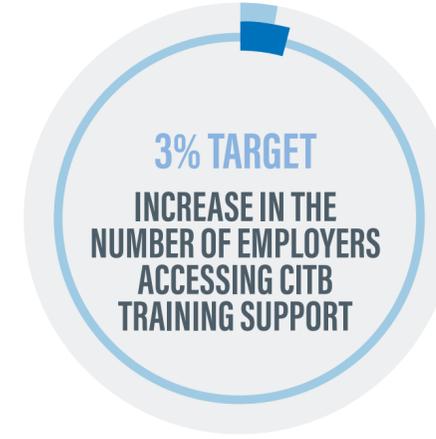


BELOW TARGET AT 2,995



BELOW TARGET AT 2,144

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ABOVE TARGET AT 5%

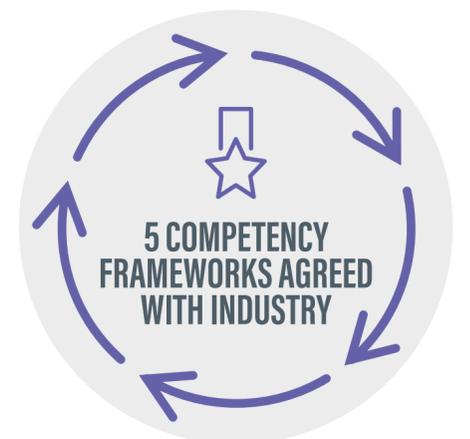


ON TRACK

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 56%



ABOVE TARGET AT 56%



REPORT IN Q4

PROGRESS: ABOVE TARGET

[Go Construct](#) continues to experience extremely strong growth, with over 614,000 visitors so far this year - a 56% year-on-year increase. This is fantastic news for employers as more people consider a career in construction.

Our social media campaign to promote apprenticeships was another huge success. Targeted towards young people and delivered across TikTok and Snapchat, it reached over 100,000 users – over 1,300 of which clicked through to [Talentview](#) to find a construction apprenticeship or job.

[Go Construct](#) also incorporates the [STEM Ambassador](#) scheme. Ambassadors are construction professionals – from apprentices to directors – who share their experiences to inspire others to join the industry. Another 178 ambassadors joined the scheme this quarter, engaging with over 3,000 young people at schools, colleges, careers fairs and much more.

One of those is [Kerry Murphy](#), who has suffered setbacks due to dyslexia. Now the owner of a successful painting and decorating business, she's determined to help aspiring young people. "I used to hide my dyslexia or be a bit ashamed of it, but it doesn't worry me now," she said. "As an ambassador I like to go through the process of how I received support, break it down and signpost for other people. But also, if they've got other disabilities, there is help available."

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 56%



ABOVE TARGET WITH 33,300



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 2,995



BELOW TARGET AT 2,144

PROGRESS: ABOVE TARGET

Halfway through the year and we have already surpassed our target, with 33,300 apprentices starting their programmes. With an extra 266,000 workers needed over the next five years, apprenticeships are at the heart of addressing the skills demand.

The cultural shift in construction, such as more businesses embracing the [Fairness, Inclusion & Respect Programme](#), may be encouraging more people to consider starting a construction apprenticeship.

Sian Walkey first joined the construction industry 12 years ago, before embarking on a Higher Apprenticeship in 2021. She's delighted by huge, positive steps forward the industry has taken. "It was nice to see that there are more considerations regarding personal development, emotional intelligence and a clear understanding around mental health," she said. "There has definitely been a shift in the industry."

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



PROGRESS: ON TRACK

Our tasters programme gives more people the opportunity to find out first-hand what it's like to work in construction, growing the pool of potential new recruits.

Despite a slower start than anticipated, with 1,385 taster sessions delivered, we are expecting a big boost in the second half of the year. We're launching a virtual tasters commission to reach more people, which will comprise site tours, open days and work shadowing, and work in tandem with our Onsite Experience hubs.

Alongside [Developing the Young Workforce](#), our partner in Scotland, we're delivering an extra 400 taster experiences. This forms an important part of their Build Your Future initiative, which provides a career roadmap for young people.

ADDRESSING FUTURE SKILLS NEEDS



PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 56%



BELOW TARGET

PROGRESS: BELOW TARGET

Occupational Traineeships provide a unique blend of work preparation training from a provider alongside a high-quality work placement with an employer. They will play an important role in addressing skills shortages in priority occupations, such as bricklaying and drylining.

Cross-industry funding uncertainties have delayed the onboarding of learners, so it's unlikely we'll meet this year's target. We will provide further clarity in future reports.

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK

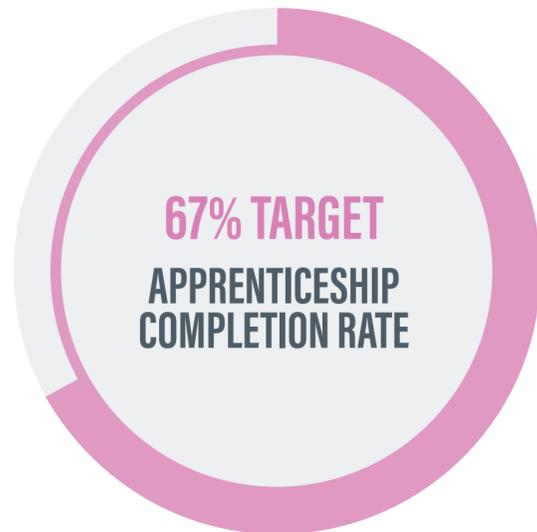
PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 56%



REPORT IN Q4

REPORT IN Q4

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



DELIVERED



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 2,995



BELOW TARGET AT 2,144



ON TRACK



ON TRACK

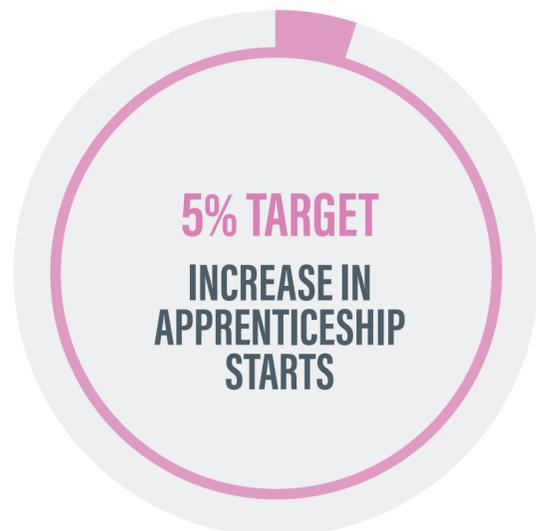
PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



ABOVE TARGET AT 56%



REPORT IN Q4

REPORT IN Q4

33,300 apprenticeship starts is above target, and indicative data shows the annual increase in apprenticeship starts is on track. However, due to delays in the release of some industry-wide apprenticeship figures, we cannot fully report on the percentage increase against this target. We plan to provide an update in subsequent performance reports.

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 2,995



BELOW TARGET AT 2,144



ON TRACK



ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

RESPONDING TO THE SKILLS DEMAND



PROGRESS: BELOW TARGET

Our network of [Onsite Experience hubs](#) provide new entrants with essential experience to bridge the gap between training and working, while employers benefit from staff who can hit the ground running.

One of those is [Adam Jones from Brenig Construction](#): "One of the biggest challenges we've seen over the last few years is a lack of experienced people out there," he said. "But the individuals we get through this scheme want to work in construction – they are not using it as a stop gap. They are well vetted and committed to work."

2,995 onsite experiences have been delivered, with 2,144 participants either site-ready or started a job. Employers are engaging well with the hubs and appreciate their effectiveness, but a lack of candidates in some areas is causing difficulties in filling vacancies, leading to the project falling behind target.

However, we've [invested an additional £780,000](#) into the existing hubs in Wales, supporting more employers and widening the Welsh talent pool. We're also directing more funding to the high performing hubs, while increasing promotion activity to reach more young people and jobseekers.

DRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK



ABOVE TARGET AT 56%



REPORT IN Q4

REPORT IN Q4

BELOW TARGET AT 2,995

BELOW TARGET AT 2,144

ON TRACK

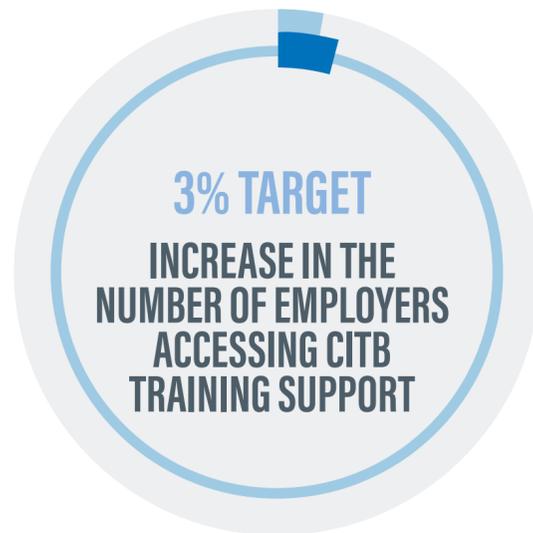
PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION



ABOVE TARGET AT 56%



ABOVE TARGET AT 5%



REPORT IN Q4

REPORT IN Q4

BELOW TARGET AT 2,995

BELOW TARGET AT 2,144

ON TRACK

ON TRACK

PROGRESS: ABOVE TARGET

A highly-skilled workforce is dependent on the right training: high quality, cost-effective, and at a time and place that suits businesses. That's exactly what we offer our customers.

We are above target with a 5% increase in the number of employers accessing training with our support. Uptake of the [Skills and Training fund](#) has increased significantly, with 958 SMEs and 76 medium-sized businesses benefitting from funding to invest in their workforce.

Over 5,300 employers received £6.7m from our [short course grant scheme](#), which supports core training requirements. We are building on the success of [Training Groups](#) – which supported over 1,400 employers – by revolutionising our training offer through the [employer network pilot](#). The new initiative will reach businesses that haven't engaged with CITB before and expand our training support offer.

The pilot puts employers in the driving seat to identify and address local skills challenges, playing a fundamental role in deciding how our funding is used in their area.

Herman Kok, Chair of Lincoln Group Training Association, is one of those delivering the pilot: "I am looking forward to delivering the employer network pilot and delivering innovative training support for Lincoln-based construction companies and their supply chain. We are grateful for the support we receive from CITB for these activities."

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

DEVELOPING THE CAPACITY AND CAPABILITY OF CONSTRUCTION TRAINING PROVISION

PROGRESS: ON TRACK

The number of individuals trained or supported has rebounded from the previous quarter, with a 2% year-on-year increase. We're confident we will meet or exceed our target.

CITB's [National Construction Colleges \(NCC\)](#) has trained over 4,400 learners, a 25% jump on the previous year. We are expanding their training capacity to meet the ever-growing demand. The [National Specialist Accredited Centre \(NSAC\)](#) delivered 508 qualifications in specialist, niche areas which underpin the construction industry.

We've invested over £18m in [apprenticeship grants](#), supporting over 17,750 learners through their programmes. Their employers receive grants for each year of attendance, as well as an additional achievement payment, providing a vital financial incentive. The extra £2,000 grant for drylining apprenticeships is proving popular, helping to alleviate skills shortages in this critical area.

ADDRESSING FUTURE SKILLS NEEDS

NET ZERO ACTION PLAN

DELIVERED

5 COMPETENCY FRAMEWORKS AGREED WITH INDUSTRY

ON TRACK

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

ABOVE TARGET AT 56%

67% TARGET
APPRENTICESHIP COMPLETION RATE

REPORT IN Q4

3% TARGET
INCREASE IN THE NUMBER OF INDIVIDUALS TRAINED OR SUPPORTED

ON TRACK

REPORT IN Q4

BELOW TARGET AT 2,995

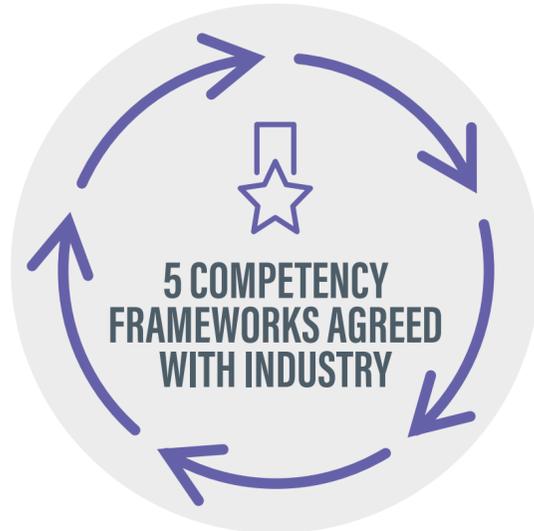
BELOW TARGET AT 2,144

ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

ADDRESSING FUTURE SKILLS NEEDS



ON TRACK

PROGRESS: ON TRACK

We work with sector groups to develop new competency frameworks, making sure standards reflect changing skills needs.

The Digital Competence framework is complete, and the Flooring Competence framework is due to be completed by March 2023. The route to competence is being developed for further frameworks, and we are working with and influencing the Working Groups to meet the end of year target.

ADDRESSING FUTURE SKILLS NEEDS



DELIVERED



ON TRACK



ABOVE TARGET AT 56%



REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 2,995



BELOW TARGET AT 2,144



ON TRACK

PERFORMANCE REPORT

This performance report, covering the 2022-23 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.

ADDRESSING FUTURE SKILLS NEEDS



**NET ZERO
ACTION PLAN**

DELIVERED

PROGRESS: DELIVERED

We successfully published our [Net Zero Action Plan](#) in September 2022. Industry told us that greater clarity was needed on the skills required to prepare for net zero, so we are providing leadership in this vital area.

We're developing new standards and qualifications, targeting funding towards net zero priority skill areas and undertaking research – nationally and regionally – to identify future skills needs.

Crucially, this plan is dynamic – it will develop as greater clarity is established as to where the skills demands are. We are working closely with Government, Combined Authorities, training providers and employers to ensure the industry is ahead of the curve of net zero requirements.

ADDRESSING FUTURE SKILLS NEEDS



**NET ZERO
ACTION PLAN**

DELIVERED



**5 COMPETENCY
FRAMEWORKS AGREED
WITH INDUSTRY**

ON TRACK



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

ABOVE TARGET AT 56%



**67% TARGET
APPRENTICESHIP
COMPLETION RATE**

REPORT IN Q4



REPORT IN Q4



BELOW TARGET AT 2,995



BELOW TARGET AT 2,144



ON TRACK

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, as well as an indicator of the wider economic situation within construction.

We've invested over £93m of the Levy so far this year, over half of which is direct employer funding.

Demand for apprenticeship funding has been particularly strong. While largely driven by the number of apprenticeships returning to pre-pandemic levels, a sharp increase in achievement grants is a contributory factor as the delays in awards from the previous financial year are being rectified.

Employers are carrying out the levels of training we expect, but grants and other funding support are lower than anticipated. This is due to the focus remaining on core, essential training such as health and safety. Costs of providing products and services are less than planned due to lower levels of demand and business activity, as well as a difficulty to fill vacancies.

We remain in a strong position to support our customers. With the industry feeling the effects of wider economic uncertainty, driving down demand, we are targeting our support. Increased investment in high priority areas, including new leadership and management training, as well as new programmes, such as the employer network pilot, ensures the Levy is spent where it's most needed.

	Actual £m	Business Plan £m
Levy	166.5	166.5
Products and services income	20.5	23.0
Balance (to)/from reserves	-93.3	-85.2
Total income	93.7	104.3

DIRECT EMPLOYER FUNDING

① Apprenticeship grants	30.1	27.3
② Qualification grants	5.6	6.8
③ Short duration training grants	5.3	8.8
④ Skills and Training Fund	3.9	4.5
⑤ Funded activity	6.7	9.5
Subtotal	51.6	56.9

OTHER SUPPORT

⑥ Employer support services – engagement	3.6	4.3
⑦ Standards, qualifications and verification	1.4	1.6
⑧ Skills and employment policy and research	1.0	1.2
Subtotal	6.0	7.2

PROVIDING PRODUCTS AND SERVICES

⑨ Direct training delivery (NCC)	10.1	11.5
⑩ Apprenticeships	11.6	12.2
⑪ Other products and services	7.6	8.7
⑫ Cost of administering Levy, grants and funding schemes	6.8	7.8
Subtotal	36.1	40.2

Total	93.7	104.3
--------------	-------------	--------------

