

QUARTER ONE



CITB Performance Report



April - June
2021

6,144

site-ready workers
created via the
Construction Skills Fund

222,430

new visitors from
search engines to the
Go Construct website

6,023

mental health first aiders
trained with the
Lighthouse Club

2,315

learners completed their
training with the National
Construction College

320,330

training achievements added to the
Construction Training Register

Executive summary

14,667

apprentices supported
with apprenticeship
grants, travel and
subsistence or
Shared Apprenticeship
Schemes

92,000

people passed the Health,
Safety and Environment test

27,244

individuals completed
Site Safety Plus courses

£80,000

saved by employers
using our e-learning platform
instead of in-person training

£1.8m

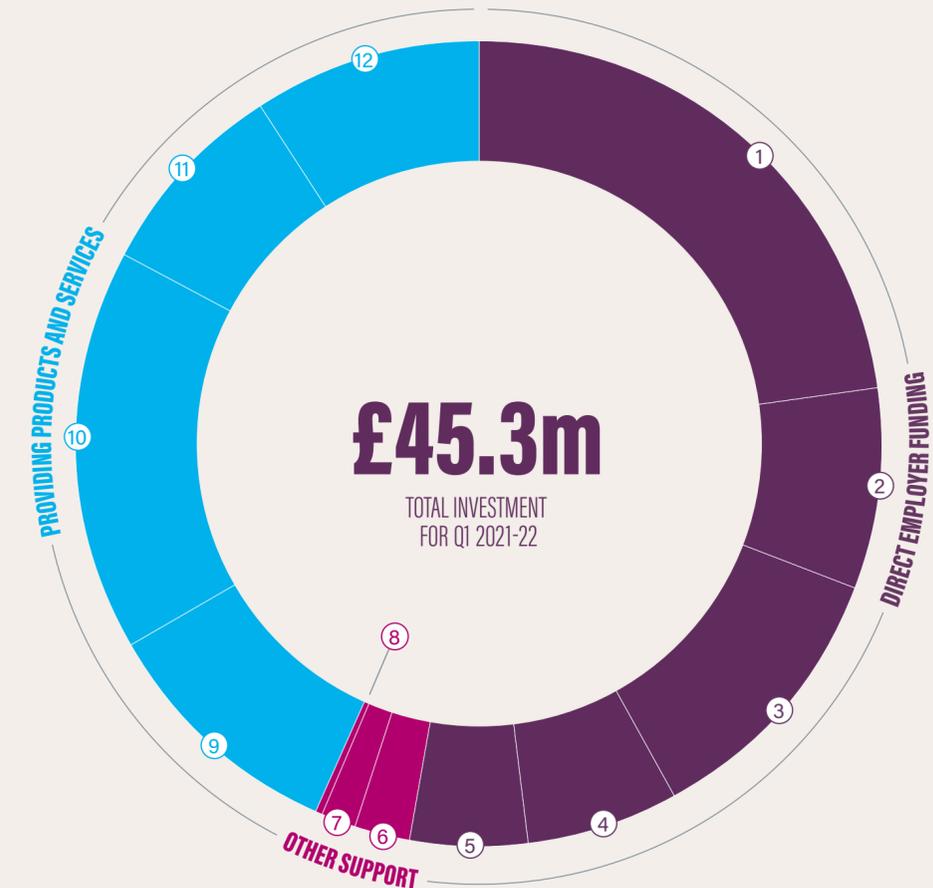
committed to 387 businesses via our
Skills and Training Fund

Financial overview

- Grant support is more or less as predicted, showing the hoped return to core training
- Programme-based funding is behind plan as it's taken longer for employers and supporting sites to get back to normal. We are working hard to support employers and ensure the full year position meets planned levels
- Products and services income includes £800,000 carried over from the last financial year for the Construction Skills Fund. Although later than planned, this programme will still develop the site-ready people it was intended to
- Tests, courses and support materials have been in greater demand than expected, which is great news as it shows activity in the construction industry is continuing to thrive
- Apprenticeship starts and completions are behind plan, especially in Scotland as a result of travel restrictions, reducing income and cost. We are working with colleges and employers to help learners catch up
- We continue to do all we can to drive down internal costs and to date have saved £400,000 against the plan.

Investment returned to the industry in the first quarter is £25.7m – see what that £25.7m has delivered on the next few pages.

SOURCES OF INCOME	Quarter One	
	Actual £m	Business Plan £m
Levy	0.0	0.0
Products and Services Income	12.6	11.9
Balance (To)/From Reserves	32.7	39.8
Total Income	45.3	51.7
DIRECT EMPLOYER FUNDING		
Apprenticeship Grants	10.4	11.0
Qualification Grants	3.6	3.5
Short Duration Training Grants	5.1	5.0
Skills and Training Fund	2.7	3.6
Funded Activity	2.2	3.4
Subtotal	24.0	26.6
OTHER SUPPORT		
Employer Support Services – engagement	1.0	1.1
Standards, Qualifications and Verification	0.6	0.6
Skills and Employment Policy and Research	0.1	0.1
Subtotal	1.7	1.8
PROVIDING PRODUCTS AND SERVICES		
Direct Training Delivery (NCC)	4.5	5.2
Apprenticeships	7.3	8.9
Other Products and Services	3.7	4.0
Cost of Administering Levy, Grants and Funding Schemes	4.1	5.1
Subtotal	19.5	23.3
Total	45.3	51.7



NB. There is no Levy income in quarter one as we account for the income when the Levy is assessed, and the 2020 Levy will not be assessed until August 2021. Collection against the 2019 Levy continues to be strong. The figures in the executive summary and the rest of this update reflect the money allocated, whereas on this page, it is the payments made to date.

Progress

The following pages provide an update on the commitments we made in our 2021-22 Business Plan to support the construction industry. All activity sits under one of our three strategic priorities:

Careers

Training and Development

Standards and Qualifications





Onsite experience hubs

11 of 13 onsite experience hubs are now operational, continuing the good work of the Construction Skills Fund to create more site-ready workers. We expect **2,334 people to begin training**, with 1,840 of those employment and site-ready, and 610 in sustained employment by the end of the year. We are working with all hubs to increase applications and bring delivery plans back in line with targets as we recover from the delays caused by the pandemic.

Even at this early stage, you can see the positive impact these hubs are having on their local communities. As part of their training, students from the [Sherford onsite work experience programme](#) in Devon worked alongside skilled contractors to transform a family's garden into an accessible sensory space for their daughter, Ruby. The learners had a unique opportunity to develop their carpentry skills, as well as gaining valuable experience to prepare them for a full-time job in the industry.

Construction Skills Fund (CSF)

The Construction Skills Fund has played a vital role in getting new talent into the construction industry and getting them ready for site-work. A further **1,347 people have received free training** through CSF hubs, taking the project total to 6,144, exceeding the 6,000 target. We remain on track to achieve 50% of these progressing into sustained employment by September, with 1,378 already reaching this status.

47% (45% target) of the people already in jobs are from underrepresented groups, which is making progress towards a more diverse and inclusive industry for all.

Talent Retention Scheme and Talentview

Over **1,700 individuals and 850 employers** are now registered on the Construction Talent Retention Scheme (CTRS), continuing to advertise more than 1,000 live jobs on the platform. As part of the CTRS, Construction Talentview, where employers can offer all early career opportunities, is currently in its soft launch phase, already with over 650 opportunities listed – early Autumn will see its full launch, creating our end-to-end support for new recruits.

Mental health

Through the Building Mental Health project, we have supported the training of over **6,000 mental health first aiders** (more than double the original target of 3,000), ensuring construction employers are better equipped to support their workforce.

We are working with the Samaritans, Lighthouse Club and Laing O'Rourke to develop a **digital resilience hub**, bringing together free tools and services to support an estimated 150,000 individuals and employers in managing their mental health. Pilots will run in June 2022 to test and learn from real construction companies, with the app expected to launch to the wider industry in September 2022.

Go Construct

The Go Construct website has been successfully upgraded to make it easier for over 220,000 people this quarter to find the information they need. We are **improving access to careers information** about how to join, train and progress through construction careers for the most in-demand occupations, and pointing users towards training, an apprenticeship or employment.

Collaborating with industry experts, for example our recent blog post with the creators of the [Building Better Futures initiative](#), has ensured the continuous development of new, informative content including a [recruitment pack](#), [women in engineering campaign](#) and links to relevant curriculum resources and events.



Training and Development

Apprenticeships

Providing support to employers and their apprentices remains a core part of our role. Our Customer Voice survey suggests that apprenticeship starts will remain below 2019 levels this year but employer appetite to recruit apprentices has improved in the last quarter.

We aim to support over 24,000 learners with apprenticeship grants this year; **12,686 apprentices** have already benefitted from this grant. 326 apprentices and 198 employers are utilising the Shared Apprenticeship Scheme, which plays an important role in helping smaller employers share the value of an apprentice. Travel and subsistence is also supporting 1,655 apprentices who would otherwise find it difficult to get to training.

Qualification and short duration training grants

Our Grants Scheme is key to enabling the workforce to access the skills they need. In the first quarter, we have paid over 8,000 grants to **support over 6,000 learners** through 1,106 employers to achieve their construction qualifications and we are well on the way to achieving our aim of supporting over 15,000 learners this year.

We have seen similarly strong performance in supporting over **4,000 employers** with grants to access training for over 64,000 short duration training courses. We remain on track to extend this grant support to 230,000 delivered short duration training courses over the course of the year.

Construction Training Directory and Training Register

The Training Directory and Training Register saw **1.9 million achievements** awarded to 700,000 trainees in 2019-20, and this year we will continue to improve the service, based on your feedback, so that it is quicker and easier to use.

A plan to improve the user experience is underway, aiming for better **visibility and coordination between employers and approved training organisations (ATOs)**. Our Training Model team are available to support ATOs and employers with training and awareness of the Training Model functionality.

Bricklaying traineeship

Currently less than 2 in 4 further education (FE) learners get a job or an apprenticeship in the industry after finishing their course. To address this issue and improve routes into employment, we developed the first construction traineeship in bricklaying, which started June 21 as a pilot with 20 students at Hartlepool College.

Following the evaluation of this pilot, we plan to develop **three more for launch in 2022** to help move talented students into the construction industry.



Training and Development

Funding

Our **Skills and Training Fund** has already supported 387 businesses of all sizes this quarter. The micro and small fund is on track and seeing a high approval rate, helping employers receive vital funds to enable essential construction skills development, for example asbestos awareness and plant operations training.

The medium fund is currently behind on applications, but the fund has already enabled a mix of trade and supervisory development skills training. Feedback has been that businesses are interested in applying but need to focus on other priorities. We are looking into further reasons why applications are low and will review whether we need to adapt the fund to better suit what employers currently need.

Most projects being delivered by large employers through the **Leadership and Management Fund** are on track, with a couple running slightly behind and some agreeing extensions to facilitate face-to-face delivery. We still expect to report on the success of these programmes by the end of 2021.

Training

92,000 people passed the Health, Safety and Environment test in quarter one, helping to keep industry safe. Around 270,000 people achieved the test last year and we are on track to significantly outperform that this year.

The remote delivery option remains in place for providers delivering Site Safety Plus courses, and accounts for over 50% of the **27,244 trained delegates**. An updated version of the CITB e-learning platform will launch in August, which should improve the experience for our customers. Employers have already **saved nearly £80,000** using e-learning instead of traditional training.

National Construction College (NCC)

Despite COVID-19 restrictions causing reduced training capacity, **2,315 learners completed training** this quarter, with 40% of training relating to the top priority skills areas. 300 delegates were also registered onto specialist vocational qualifications and 277 individuals have already achieved their qualification. We are planning to increase training capacity to normal levels soon, but only when it is safe to do so.



Standards and Qualifications

Standards and Qualifications

130 standards have been developed and added to the Training Directory, which puts us ahead of target in the first quarter. This means the training is now accredited, reducing the need to repeat duplicate training and employer investment. Supporting the Hackitt review, we are participating in the first working group for the cladding standards suite in early August. Additionally, reviews of the stonemasonry, heritage, chimney engineering and construction operations management standards are progressing well, with updates to cover digital and retrofit skills to ensure these standards are still fit for purpose.

Competence framework development is slightly behind schedule, but we are supporting the development of **four competence frameworks** by March 2022 for cladding, roofing, insulation and building treatments, and interior systems.