



CONSTRUCTION INDUSTRY TRAINING BOARD

Performance Report

APRIL-DECEMBER 2023



KEY PERFORMANCE INDICATORS

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

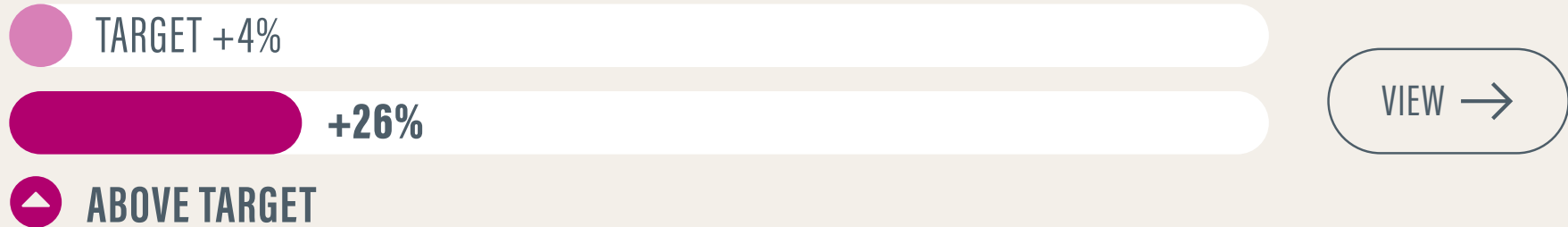
[Industry skills demand covered by agreed competence and training pathways](#) →

Delivering an efficient training supply

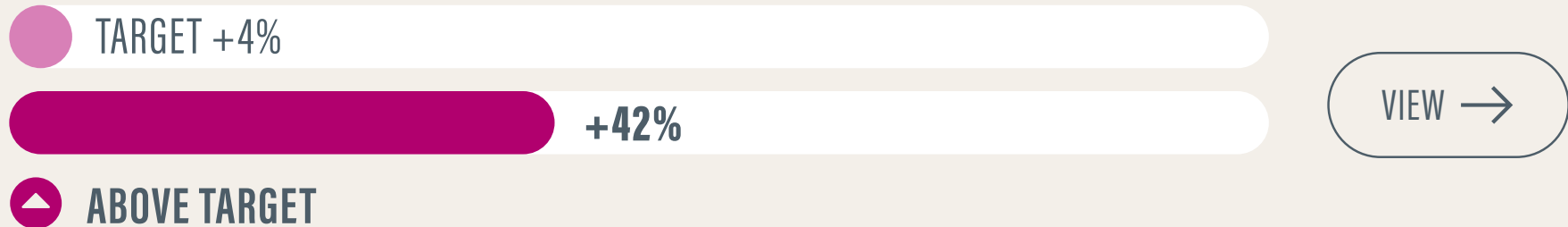
[CITB training support accessed by employers](#) →

[Individuals trained or supported](#) →

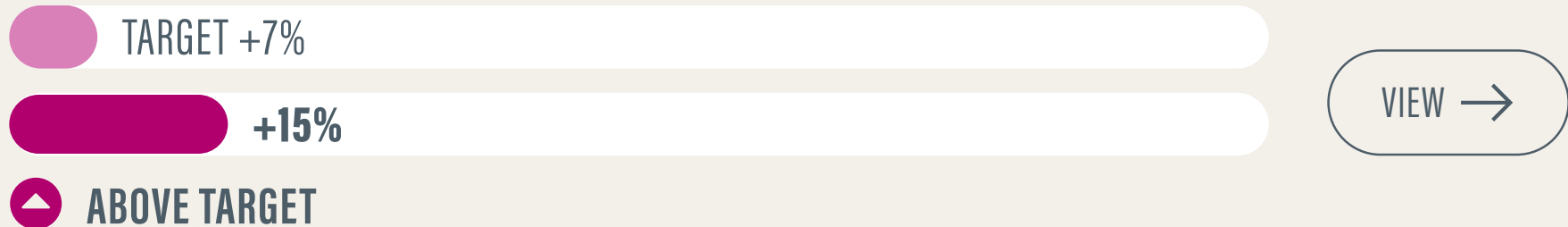
Increase the number of people accessing CITB careers support



Increase taster opportunities available



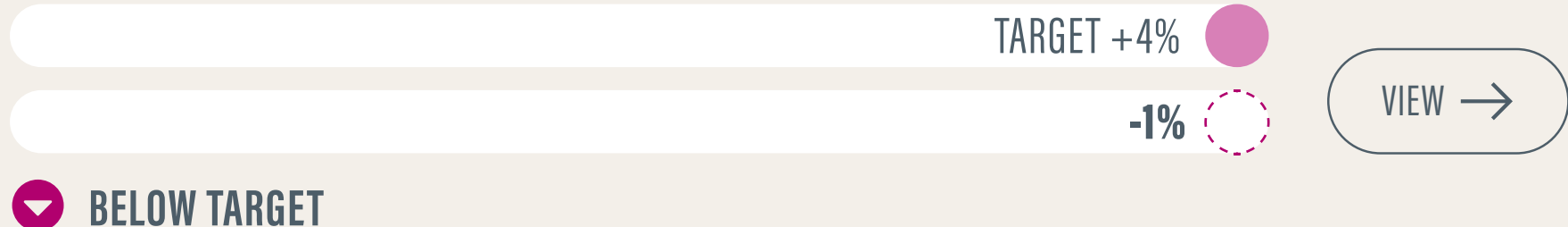
Increase individuals supported into employment from FE



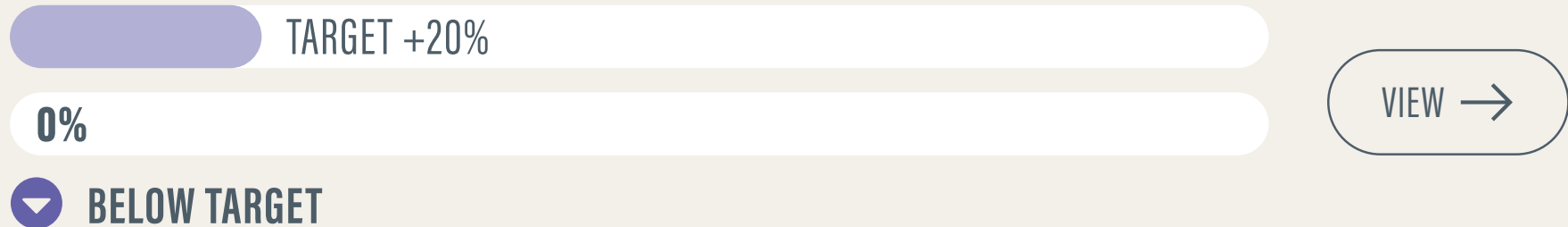
Increase people in sustained employment for three months through on-site hubs



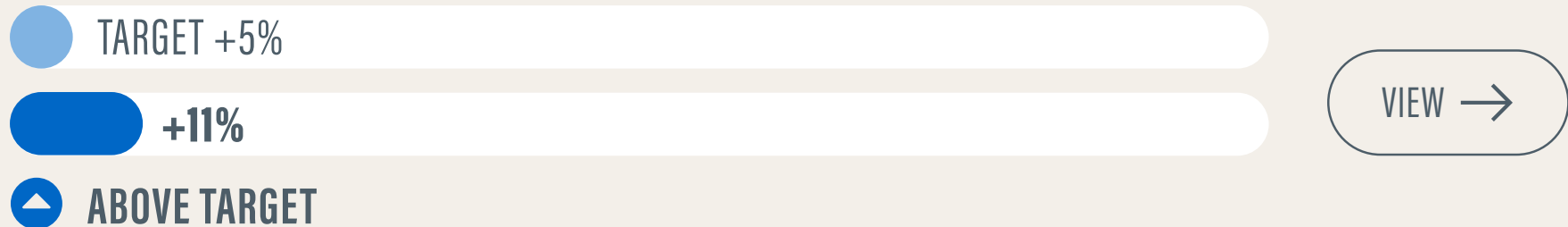
Increase CITB apprenticeship starts



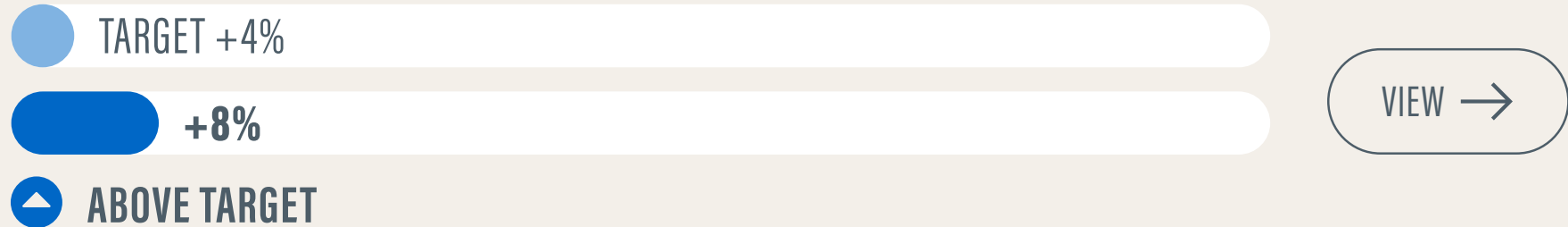
Industry skills demand covered by agreed competence and training pathways



Increase CITB training support accessed by employers



Increase individuals trained or supported



Improving construction's people pipeline

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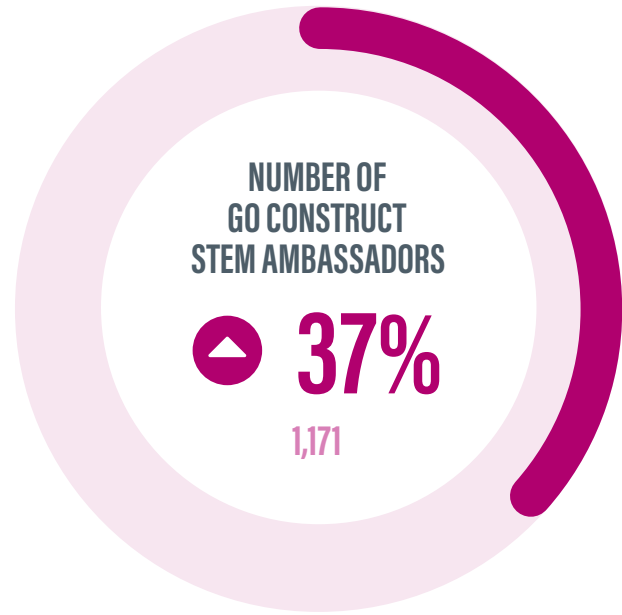
4% INCREASE IN THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT

PROGRESS: ▲ ABOVE TARGET AT +26%

CITB careers support is comprehensive, informative and supports people throughout their journey. [Go Construct](#), which aims to inform, engage and attract people to a construction career, achieved a record 1.1m unique visitors since April 2023. Almost one quarter of visits were to the apprenticeships section, representing a huge 806% year-on-year increase. From there, visitors can progress to [Talentview Construction](#) to find an apprenticeship or job in the industry. Total site visits are up by 125% and clicks to apply for jobs have increased by 496% to over 19,000. Our strategy of an integrated approach to careers is paying dividends, and we expect engagement to improve further ahead of the upcoming National and Scottish Apprenticeship Week campaigns.

When settled into a rewarding construction career, trainees and apprentices can test their mettle at [SkillBuild](#), the largest multi-trade skills competition in the UK. The SkillBuild National Final took place in November 2023, with over 1,000 people watching 78 competitors battle it out across 10 trades. "SkillBuild has truly changed my life, giving me the opportunities, growth in self-belief and skillset to enable me to grow my passion," said [former winner Harry Scolding](#). Trainees and CEOs alike can become [Go Construct STEM Ambassadors](#), bringing construction to life for young people. We've grown the network by 21%, delivering interactive careers sessions to over 960 schools across the UK.

INCREASE THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT



Improving construction's people pipeline

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4% INCREASE IN TASTER OPPORTUNITIES AVAILABLE

PROGRESS: 📈 ABOVE TARGET AT +42%

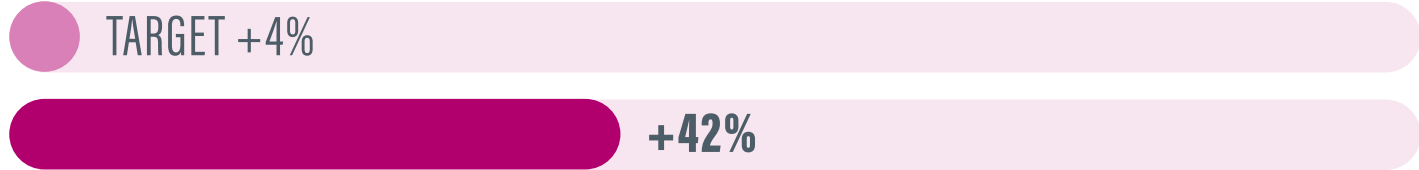
We have seen a fantastic response to our taster programme from employers, learning providers and potential new entrants alike. Over 20,000 people have benefitted from taster experiences, with 7,000 sessions delivered in the last three months alone. From being just below target in the previous quarter, we are now tracking ahead and on course to substantially beat the end-of-year target.

More than 18,000 in-person taster experiences were delivered, encompassing site visits, presentations, interactive career workshops, and the chance to explore cutting-edge machinery and technology. This includes 300 students trying out plant simulators and receiving practical demonstrations at the I-Construct event at CETC Fareham. We also held an exhibition at UK Construction Week, sponsoring the Cultural Change Hub to showcase the positive steps the industry is taking on equality, diversity and inclusion.

Our Scotland taster programme, which provides site tours, open days and experiences, delivered 885 activities. Meanwhile, our virtual taster commission provided 918 young people with the opportunity to explore construction.

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INCREASE TASTER OPPORTUNITIES AVAILABLE



Improving construction's people pipeline

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7% INCREASE IN INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE

PROGRESS: 📈 ABOVE TARGET AT +15%

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

Our [apprenticeship grants](#) supported 24,356 learners, up from 22,305 last year, representing a 9% increase. We've invested £50m in apprenticeship grants, helping 8,746 employers – mostly SMEs – to invest in the future and expand their workforce. Our [Travel to Train grant](#), which helps apprentices and their employers with travel and subsistence costs, supported over 3,000 learners, a 38% increase.

The New Entrant Support Team (NEST) exists to help employers navigate the pathway to successfully take on an apprentice and provide learners with ongoing support. The team has helped over 1,400 people start an apprenticeship, 81 complete their programme, and a further 136 progress from further education to an apprenticeship. We are expanding the team to cover the breadth of Great Britain by hiring additional advisers, providing hands-on, free support to even more employers.

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INCREASE INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE



£50m invested in apprenticeship grants

NEST helped over **1,400** people start an apprenticeship

10% increase in SMEs receiving apprenticeship grants

Over 24,000 learners supported with apprenticeship grants

Improving construction's people pipeline

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

PROGRESS: 📈 ABOVE TARGET AT +135%

Our Onsite Experience hubs increase the talent pool in [England](#) and [Wales](#) by linking together employers, training providers, local authorities, LEPs, community agencies and other partners, enabling the development and employment of site-ready people from local communities.

Almost 7,000 people have been successfully engaged by the hubs, with 4,700 of those becoming site-ready and available for immediate employment. 2,178 have progressed to sustained employment in the industry (defined as working continuously for over three months), up from 928. One-quarter of those now in sustained employment come from underrepresented groups, including women, disabled people, and those from a minority ethnic background.

We are also developing a prison-to-hub pilot, whereby prisoners can gain vital work experience and health and safety qualifications upon release, giving them a second chance and supporting the industry to fill skills gaps.

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



135% increase in learners progressing to sustained employment

4,700 people trained to become site-ready

Over 2,100 people now in sustained employment

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4% INCREASE IN CITB APPRENTICESHIP STARTS

PROGRESS: 📉 **BELOW TARGET AT -1%**

Apprenticeships are the bedrock of skills development within the construction industry. And that's why we not only provide substantial grants to support their employers, but train many apprentices ourselves. In total, 1,826 learners have started a CITB apprenticeship programme, a 1% increase on last year. The vast majority (1,519) of our apprentices are in Scotland, where we are currently tracking a 68% achievement rate, which is above the UK-wide average of 53%.

In England, we are tracking a -1% decrease in apprenticeship starts. While this is below target and unlikely to achieve it by the end of the year, we are ahead of the -6% increase being experienced across English construction apprenticeships. In contrast, Scotland and Wales are progressing as expected. However, this shift in England coincides with our commitment to prioritise quality over quantity, so while the number of starts is lower than anticipated, we expect the overall achievement rate to improve.

INCREASE CITB APPRENTICESHIP STARTS



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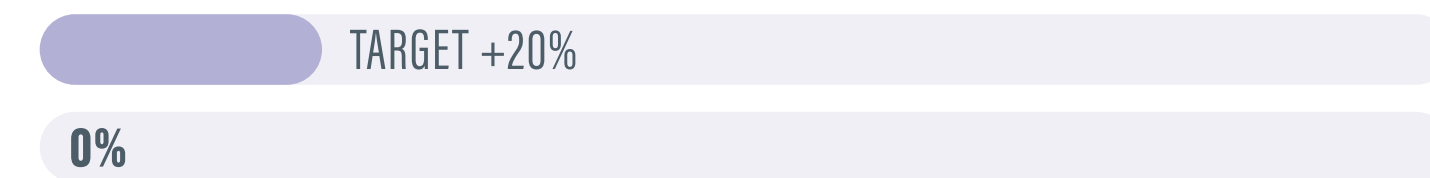
20% OF INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS

PROGRESS: ▼ BELOW TARGET AT 0%

We aim to cover 20% of the industry's skills demand with agreed competence and training pathways, clearly setting out the behaviours, skills, knowledge and experience required for each occupation. Although good progress is being made across the occupational groups, we are tracking below target and unlikely to meet it by the end of the year. Consultation and sign-off processes are underway for four [competence frameworks](#) (painting & decorating, wall & floor tiling, trowel occupations, and plastering), achieving a 6% milestone by mid-January.

Roofing (retrofit) is in the consultation phase, wood occupations are in draft form ready for Working Group review before consultation, and construction site supervisor is in draft. Occupational work supervisor, aligned with construction site supervisor, and insulation building treatments are also in draft form. This comprehensive effort contributes significantly to the goal of developing a more competent workforce.

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS



Consultation and sign-off processes are underway for four competence frameworks, achieving a 6% milestone by mid-January."

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5% INCREASE IN CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS

PROGRESS:  ABOVE TARGET AT +11%

Over 25,000 employers have accessed our extensive training support offer, ranging from day-to-day short duration training courses to funding innovative largescale training programmes.

We've invested £112m to help train the workforce, almost half of which (£50m) is [apprenticeship grants](#). Our other grants have also enjoyed strong take-up, with almost 7,000 employers benefiting from over £19m in [short duration grants](#), receiving over £2,800 on average, and a further 2,100 receiving over £13m in [qualification grants](#), representing a £6,000 grant per qualification. [The Skills and Training Fund](#), which provides up to £25,000 to businesses to upskill their workforce, has supported almost 2,000 employers with £8.3m in funding, the vast majority of which are SMEs.

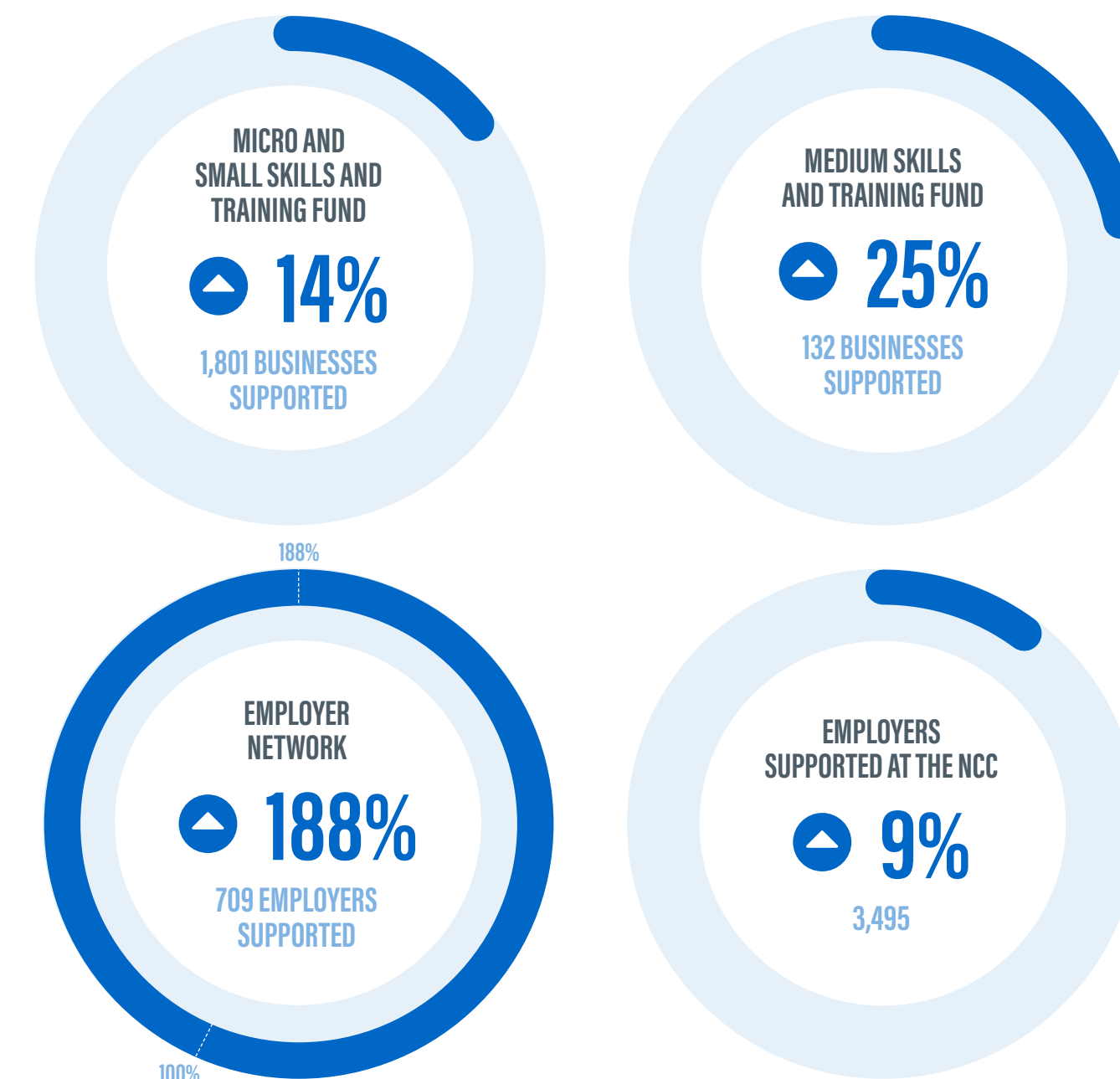
The [Leadership and Management Development Fund](#), which has now closed for applications, supported 155 large businesses to develop their leadership, management and supervisory skills. Almost 17,000 people received training through the fund, surpassing the target of 5,000. The [Employer Network](#) continues to perform strongly, helping 709 employers access training, grants and funding. [Training Groups](#), which work in tandem with the Network, supported over 1,200 employers.

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Individuals trained or supported

4% INCREASE IN INDIVIDUALS TRAINED OR SUPPORTED

PROGRESS: 📈 ABOVE TARGET AT +8%

We've trained or supported over 700,000 people, with all of our training products and services reaching more people compared to last year. Over 8,000 learners have trained at the [National Construction College \(NCC\)](#), a 9% increase. Meanwhile, 897 learners received specialist training in niche occupations at the [National Specialist Accredited Centre \(NSAC\)](#), a 13% increase.

Over 355,000 people have completed a [Health, Safety & Environment \(HS&E\) test](#), with a further 142,000 completing a [Site Safety Plus \(SSP\)](#) course. This suite of courses ensures workers can stay safe on site while working towards continuous professional development, with the option of completing the training in the classroom, remotely or as e-learning.

The [Employer Network](#) supported over 10,000 people to complete their training by building proactive links with training providers and employers, making sure training is accessible and affordable. The number of learners benefitting from apprenticeship grants, qualification grants and short duration grants is above target and up on last year.

INCREASE INDIVIDUALS TRAINED OR SUPPORTED

