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## CITB COMMISSION

# PATHWAYS INTO CONSTRUCTION

Employers: develop pre-employment opportunities 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.

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## 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: **Pre-employment interventions.**

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## RESEARCH FINDINGS

CITB's research into pre-employment interventions found that:

- There is a variety of pre-employment initiatives run by training providers and employers. They are categorised as follows: Information, Advice & Guidance ▪ Engagement ▪ Skills training ▪ Work experience
- Barriers to the effectiveness of these initiatives include: a lack of promotion of construction in schools; caring responsibilities being a systemic barrier to women entering the industry; logistical issues for some, such as not being able to afford transport
- A poor public perception of construction was the most significant challenge that the sector is facing.

## 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/](http://www.citb.co.uk/funding/)

## PRE-EMPLOYMENT: WHAT WORKS?

Our research found that a range of pre-employment interventions can help address the skills shortage. The table below shows the key value given to each type of pre-employment intervention.

|  | INTERVENTION                     | KEY VALUE  |
|--|----------------------------------|--|
|  | Information, advice and guidance | <ul style="list-style-type: none"><li>▪ Increased awareness about the range of roles available in the sector</li><li>▪ Personal mentoring and support extending to even after candidates have completed the initiative</li></ul> |
|  | Engagement                       | <ul style="list-style-type: none"><li>▪ An opportunity to find out what employers are really looking for</li><li>▪ Women can view successful females in the industry as role models</li></ul>                                    |
|  | Skills training                  | <ul style="list-style-type: none"><li>▪ 'Soft' skills, for example an increase in participants' confidence, planning and problem solving</li></ul>   |
|  | Work experience                  | <ul style="list-style-type: none"><li>▪ Gives candidates the practical experience they often do not get at college</li><li>▪ A 'try-before-you-buy' for both candidate and employer.</li></ul>                                   |

Our report showed that **solutions to barriers** include:

- More creative advertising of construction roles; increased engagement with schools and parents; and more flexible working options for women
- "Pre-employment training that mirrors the actual workplace and that's designed with employer input can be particularly valuable." Joseph Rowntree Foundation, 2015.



## 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:



Fourteen phone interviews were held with training providers, nine with employers and five with federations.



Sixteen participants were interviewed by phone.



Four focus groups (involving 6-10 participants) took place.

For more information visit [www.citb.co.uk/research-insight/](http://www.citb.co.uk/research-insight/)

