

Employer Tracker (ESR): January 2024

Provides a view from CITB Levy registered companies on industry skills, training and CITB's corporate performance.

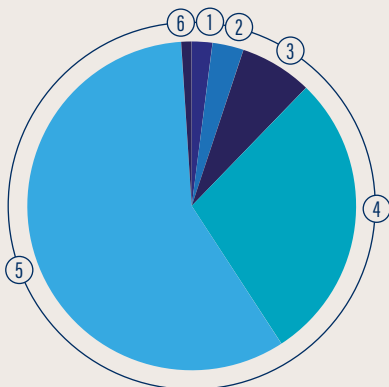
Since 1997 CITB has actively asked employers for their thoughts on the skills issues facing construction to inform decisions about what the industry values and needs as well as evaluating CITB's performance to support employers and the industry. The Employer Tracker has evolved over time to reflect changes in objectives and services provided and is now run biannually.

Important SKILLS issues employers believe the construction industry will face in the next year or so

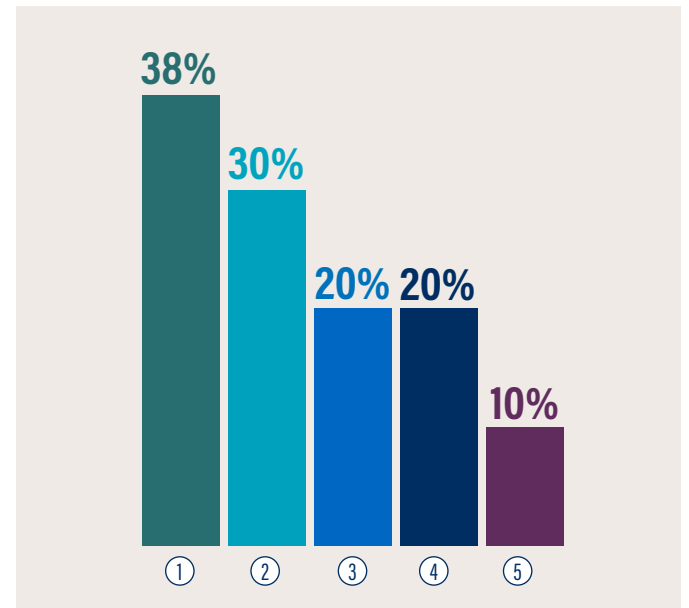
- ① **38%** Skilled labour shortage / Skills shortage
- ② **30%** Lack of young people coming into industry
- ③ **20%** Lack of apprentices
- ④ **20%** General labour shortage
- ⑤ **10%** Economic uncertainty

COMPETENCE

How do employers ensure their workforce is competent?



- ① **2%** Registered competent person scheme
- ② **3%** Valid industry approved card
- ③ **7%** Valid industry approved card for their occupation
- ④ **28%** Valid industry approved card and experience
- ⑤ **57%** Appropriate experience, training or can pass regular reviews
- ⑥ **1%** Other



Extent employers believe their workforce is competent to meet the current and future needs of their business.

87%

Highly + Above average

2%

Not at all + Below average

Employer size



Nation



Please note: numbers may not sum up to 100% due to rounding. Neutral and don't know responses are not shown here, however are included in overall percentages.

TRAINING

Access

Employers can access the right construction related training when needed

82%

Very confident + Fairly confident

16%

Not at all confident + Not very confident

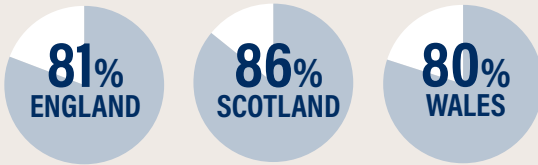
2%

Don't know

Employer size



Nation



Quality

The quality of construction related training you access is of a high standard

81%

Very confident + Fairly confident

13%

Not at all confident + Not very confident

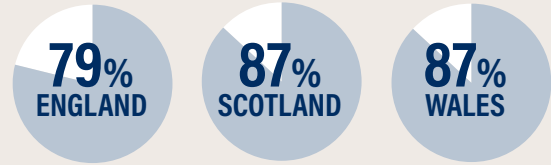
6%

Don't know

Employer size



Nation



Importance of Levy, Grant & funding system in maintaining the level and quality of training

TO INDUSTRY

74%

Very important + Quite important

↑ UP 3% PTS VS APRIL '23
↑ UP 5% PTS VS LAST YEAR

9%

Completely unimportant + Unimportant

4%

Don't know

Employer size



Nation



TO FIRM

55%

Very important + Quite important

↑ UP 1% PTS VS APRIL '23
↑ UP 7% PTS VS LAST YEAR

27%

Completely unimportant + Unimportant

2%

Don't know

Employer size



Nation



EMPLOYER AWARENESS OF CITB'S WORK

CAREERS

↓ DOWN 1% PTS VS APRIL '23

Presenting construction as attractive to potential entrants with opportunities and routes to join

30%

STANDARDS & QUALIFICATIONS

↑ UP 1% PTS VS APRIL '23

That support careers training and development

43%

TRAINING & DEVELOPMENT

↑ UP 2% PTS VS APRIL '23

Ensuring employers can access high quality training needed to develop their workforce in current and emerging skills

49%

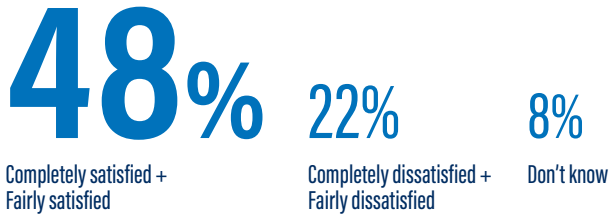
	IMPORTANCE Very important + fairly important (Completely unimportant + fairly unimportant)	SUCCESS Very successful + Successful (Not at all successful + not successful)
Raise the profile of construction careers	83% (6%) ↑ UP 5% PTS VS APRIL '23 ↑ UP 1% PTS VS LAST YEAR	2% DON'T KNOW
Ensure employers can recruit from a sufficient talent pool	29% (28%) ↓ DOWN 3% PTS VS APRIL '23 ↑ UP 2% PTS VS LAST YEAR	12% DON'T KNOW
Ensure employers can recruit from a sufficient talent pool	80% (7%) ↑ UP 3% PTS VS APRIL '23 ↑ UP 3% PTS VS LAST YEAR	3% DON'T KNOW
Help employers develop and maintain a competent workforce	28% (29%) ↓ DOWN 1% PTS VS APRIL '23 ↑ UP 6% PTS VS LAST YEAR	14% DON'T KNOW
Help employers develop and maintain a competent workforce	85% (6%) ↑ UP 4% PTS VS APRIL '23 ↑ UP 4% PTS VS LAST YEAR	1% DON'T KNOW
Ensure the quality of training meets employers needs	40% (24%) ↑ UP 3% PTS VS APRIL '23 ↑ UP 9% PTS VS LAST YEAR	11% DON'T KNOW
Ensure the quality of training meets employers needs	88% (4%) ↑ UP 4% PTS VS APRIL '23 ↑ UP 2% PTS VS LAST YEAR	2% DON'T KNOW
Ensure employers can identify the training and development that is needed	44% (21%) ↑ UP 1% PTS VS APRIL '23 ↑ UP 8% PTS VS LAST YEAR	10% DON'T KNOW
Ensure employers can identify the training and development that is needed	85% (4%) ↑ UP 4% PTS VS APRIL '23 ↑ UP 3% PTS VS LAST YEAR	2% DON'T KNOW
Help employers access the right training when they need it	42% (22%) ↑ UP 2% PTS VS APRIL '23 ↑ UP 10% PTS VS LAST YEAR	11% DON'T KNOW
Help employers access the right training when they need it	88% (5%) ↑ UP 3% PTS VS APRIL '23 ↑ UP 1% PTS VS LAST YEAR	2% DON'T KNOW
	44% (23%) ↑ UP 2% PTS VS APRIL '23 ↑ UP 10% PTS VS LAST YEAR	11% DON'T KNOW

Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

Employer Satisfaction with the overall service CITB has provided

TO INDUSTRY

↑ UP 2% PTS VS APRIL '23
↑ UP 9% PTS LAST YEAR



Employer size

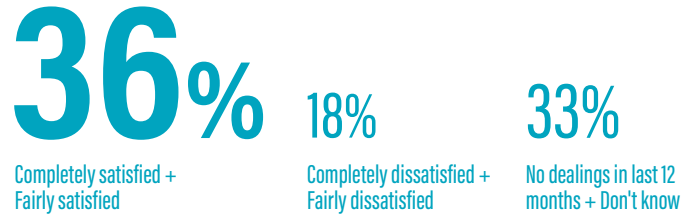


Nation

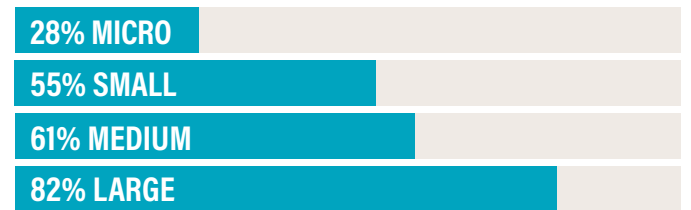


TO FIRM

↑ UP 4% PTS VS APRIL '23
↑ UP 6% PTS VS LAST YEAR



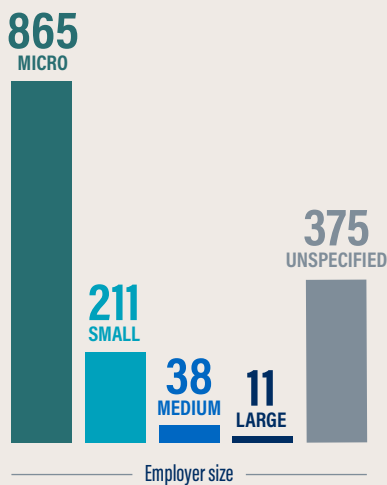
Employer size



Nation



Breakdown of respondents



Please note: neutral and don't know responses are not shown here, however are included in overall percentages.

TEAM Telemarketing conducted 1,500 Telephone interviews 2nd October to 12th December 2023 with a representative sample of Levy registered employers. Interviewers will ensure the participant is someone of authority and the most knowledgeable about skills issues in construction and the skills and training within their company.