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**CONSTRUCTION APPRENTICESHIPS**

Opportunities. Challenges.  
Support.



**FEBRUARY 2025  
UPDATE**

## Contents

Foreword	3
Executive summary	4
Who recruits apprentices?	5
Factors affecting apprenticeship recruitment	6
Apprenticeship starts and achievements	7
How construction apprenticeships are changing society	8
Employers' perspectives on apprenticeships	10
How can employers be encouraged to take on apprentices?	11
Opportunities for apprenticeships across England, Scotland and Wales	12
How CITB supports apprenticeships	13
Appendix	17



## Foreword

### Apprenticeships: The gold standard for construction skills

Construction has always needed, and will always need, a supply of new talent – and apprenticeships are the best way of bringing through a new generation to provide future security and growth.

With demand equal to the equivalent of more than a quarter of a million additional workers over the next five years, that has never been truer than it is today. The country needs construction workers to build the homes we need, the infrastructure projects to support economic growth and help Britain's built environment reach net zero.

The UK Government has stated that growth is its number one mission. Construction must play a central role in delivering that. However, if construction doesn't have the skilled and competent workforce it requires, the wider economy will be held back, and individual construction businesses will be held back from meeting their potential.

This all points to a real need for construction to develop many more apprentices than it does currently. CITB is here to support construction companies with this recruitment challenge of which part can be met by apprenticeships growth.

We know it can be difficult for any employer, but especially small and micro employers, to take on apprentices. They may have stretched capacity, an unclear pipeline of work and may believe they lack organisational capacity to manage an apprentice.

The benefits of taking on an apprentice are huge. It is a chance to develop a person's skills to benefit both the apprentice and the specific needs of a business. An apprentice will also boost a business's capacity in the short-term and help with succession planning in the longer term.

#### CITB is here to support employers to take on an apprentice

Our New Entrant Support Team (NEST) helps employers find, recruit, fund, and retain an apprentice or new entrant as well as support for employers to access our apprenticeship grant.

Apprenticeships are a game-changer for a business, and a life-changer for apprentices. All of us with a stake in the future of the construction industry need to raise awareness of the enormous, enduring value they bring.

**Lucie Wright, Head of Careers Strategy, CITB**



## Executive summary

This report provides the latest insights into construction apprenticeships across England, Scotland and Wales. It reaffirms the enduring value of apprenticeships: to apprentices, to employers and to the British economy and society as whole.

We provide this updated analysis about apprenticeship starts and completion rates. We look at who is becoming an apprentice, and which employers hire them. We also give an overview of how government policy has changed the landscape for apprentices and employers.

More broadly, this report provides a summary of the skills challenges industry faces and the opportunities to be seized.

And we look at CITB's role and the support we provide to help make apprentices an attractive choice for businesses of all sizes throughout Great Britain.

### The challenge

The recruitment challenge for construction has many aspects to it, including:

- The required recruitment numbers are high and rising
- Competition from other sectors is increasing
- Apprenticeship achievement rates are poor in England
- Many SMEs are reluctant to take on apprentices despite their future need for the skilled worker they'll create.

CITB's latest Construction Skills Network (CSN) forecast, for 2024–28, estimates that additional output equivalent to 250,000 additional workers will be required to meet construction demand<sup>1</sup>.

That's the equivalent of needing to add 50,000 workers per year, to the workforce for the next five years. The persistently high additional requirement is being driven by increasing demand in private housing, infrastructure and net zero retrofitting. Other factors are also in play, such as greater numbers of older workers retiring who need to be replaced with the next generation.

Meanwhile, around 33,000 people started construction apprenticeships in Britain in 2023/24. These figures have improved since the pandemic but are still a long way short of what we need. We estimate that apprenticeship starts would need to increase two or three times on present levels to fulfil recruitment needs – even taking other routes into industry into account.

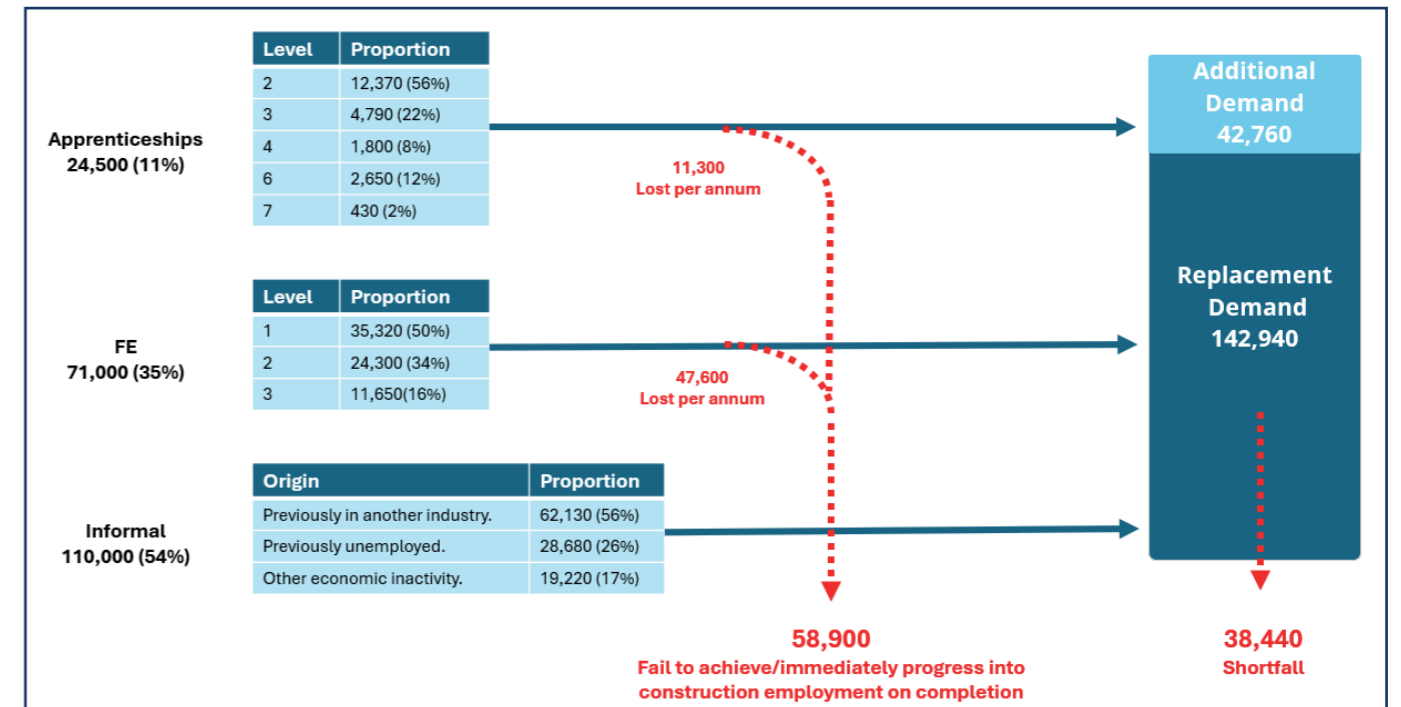
While starts must increase, achievements must also rise significantly in England. Only about half of those that start an apprenticeship in construction go on to pass an End Point Assessment and achieve the full qualification.

While some apprentices who do not reach their End Point Assessment will eventually enter the construction workforce, many more won't. And the longer it is before people join the workforce the greater the likelihood is that they will need to refresh their skills.

Construction contributes 6% to Britain's economic output, and in addition it supports the growth in most other sectors. If we can solve our recruitment challenge, our sector and the wider economy will benefit.

1. CITB Construction Skills Network Industry Outlook - 2024-2028 (2024) [https://www.citb.co.uk/media/hwofsg5i/ctb1003\\_csn-rep\\_uk-full\\_aw.pdf](https://www.citb.co.uk/media/hwofsg5i/ctb1003_csn-rep_uk-full_aw.pdf)

### Projected flows into construction, England 2023/24



### Who recruits apprentices?

There are approximately 82,000 construction apprentices enrolled in learning across Britain<sup>2</sup>.

However, only one in five (21%) construction businesses employ an apprentice and just one in ten (10%) employ more than one<sup>3</sup>. Large construction employers are much more likely to recruit an apprentice with 90% employing apprentices.

The construction industry is dominated by firms with fewer than 10 employees who make up more than 90% of businesses in the sector. Of those, 86% say it is unlikely they will recruit an apprentice in the next 12 months<sup>4</sup>. And only 16% of micro businesses employ an apprentice. And yet these firms will be desperate for the capability and capacity that apprentices represents once they achieve their qualification.

If we are to increase apprenticeships starts across the industry, we must motivate, incentivise and support smaller companies to take on apprentices.

The challenge is that small and micro employers are often hard to reach, lack capacity and confidence in their pipeline of work. Crucially, they may not have organisational awareness or capability to hire, manage and carry out the admin for an apprentice.

Small firms are unlikely to be set up to utilise online accounts required to manage apprenticeships. In addition, small employers usually employ a single apprentice. Often, they don't take on another apprentice straight away, leading to gaps in recruitment.

Across the whole of construction, two in five (38%) businesses offer apprenticeships<sup>5</sup>, with 21% currently employing an apprentice<sup>6</sup>. Seventeen per cent of firms are likely to take on an apprentice in the next year, with that figure falling to 12% amongst micros<sup>7</sup>. Over two-thirds (71%) of employers said it was not likely at all that they would take on an apprentice<sup>8</sup>. This suggests there are deep rooted challenges in boosting the numbers of employers who view apprentices as a business opportunity.

2. Department for Education (England), Apprenticeships <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships>, Skills Development Scotland, Modern Apprenticeship Statistics <https://www.skillsdevelopmentscotland.co.uk/publications-statistics/statistics/modern-apprenticeships?page=1&statisticCategoryId=4&order=date-desc>, and Welsh Government, StatsWales - Work-based learning <https://statswales.gov.wales/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning>

3-8. CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)

### Factors affecting apprenticeship recruitment

The Apprenticeship Levy was introduced in 2017. It was a major change in skills policy in England, putting employers in the driving seat of the apprenticeships system. Employers pay into the system and apprenticeships funding is accessed by them, rather than training providers. One effect of this is that the number of apprenticeship starts are more open to market forces and increased volatility.

While the Apprenticeship Levy has encouraged higher level apprenticeships among the existing workforce, participation in entry level apprenticeships is falling, which is significant when trying to attract new people into the industry.

The UK Government has signalled its intention to introduce a Growth and Skills Levy to replace the Apprenticeship Levy. It will allow employers to access a wider range of training with their funding. Training which will be eligible for funding through the expanded levy will be determined by assessing skills needs and demands, and through engagement with partners.

For employers, the main reason they give for not offering apprenticeships is not having apprenticeships available in their specific line of work (53%). A smaller proportion are put off by not

knowing how to go about offering apprenticeships (16%) and apprentices taking up too much time or requiring too much supervision (15%)<sup>9</sup>.

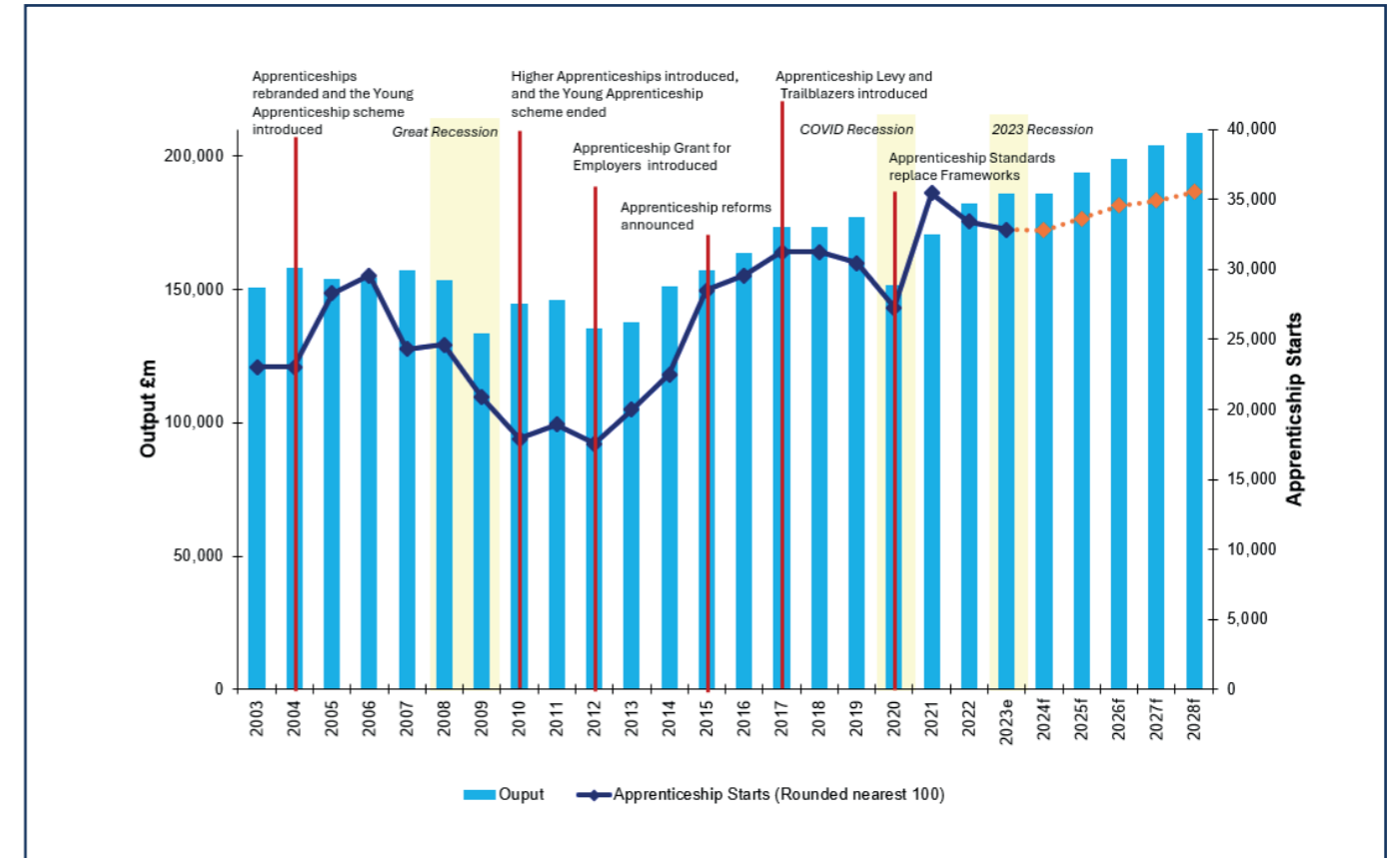
Growth in starts might also be limited by the capacity of providers in terms of the number of apprentices they can train, the number of providers available, and the location of providers in relation to employers.

The evidence suggests employers are looking to recruit, but do not understand what part apprenticeships might play in that. It indicates that more needs to be done to communicate the benefits of employing an apprentice, and how to identify suitable apprenticeships and candidates.

Business need is the most common reason why businesses choose to employ apprentices, with seven out of 10 (71%) businesses stating this as a reason<sup>10</sup>. Businesses regularly report that an increase in turnover, or a clear current and future pipeline of work is key to their decision-making.

Historically, periods of greater stability or steady growth tend to be accompanied with an increase in apprenticeship starts.

### Apprenticeship starts and construction output 2003 to 2022 and projections to 2028, Great Britain



### Projected apprenticeship starts and achievements

Assuming no major changes to apprenticeship policy, a period of steady output growth projected over the period 2024-28 is likely to result in a corresponding rise in new starters.

Currently there are 35,000 advertised job vacancies in the construction sector, 30% above pre-pandemic levels and well above historic levels<sup>11</sup>. A quarter (26%) of construction businesses report that finding suitably skilled staff is their key challenge<sup>12</sup>.

The industry would need three times the number of apprentices to meet annual recruitment requirements – which is clearly unachievable in the short term. The figures suggest that while demand and difficulty finding suitably skilled staff is increasing, most remain cautious about recruiting apprentices.

It's estimated that about 47,000 of those currently enrolled on a construction apprenticeship will achieve their qualification over the next two years<sup>13</sup>.

11. Office for National Statistics, Labour market overview, UK: October 2024 (Release date: 15 October 2024) <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/october2024>  
 12. CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)  
 13. Department for Education (England), Apprenticeships <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships>, Skills Development Scotland, Modern Apprenticeship Statistics <https://www.skillsdevelopmentscotland.co.uk/publications-statistics/statistics/modern-apprenticeships?page=1&statisticCategoryId=4&order=date-desc>, and Welsh Government, StatsWales - Work-based learning <https://statswales.gov.wales/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning>

**3x** Around three times the number of apprenticeship starts are needed to keep pace with demand.



9. CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)  
 10. CITB Skills and Training in the Construction Industry 2023 (September 2024)

Not all those who achieve their apprenticeship will enter employment. Only about six in 10 (55%) immediately enter work, although others will continue in training (38%)<sup>14</sup>.

To boost the number of starts and completions the industry needs to showcase apprenticeship success stories to highlight the benefits of hiring an apprentice.

Employers are cautious about recruiting apprentices, despite recruitment pressures.

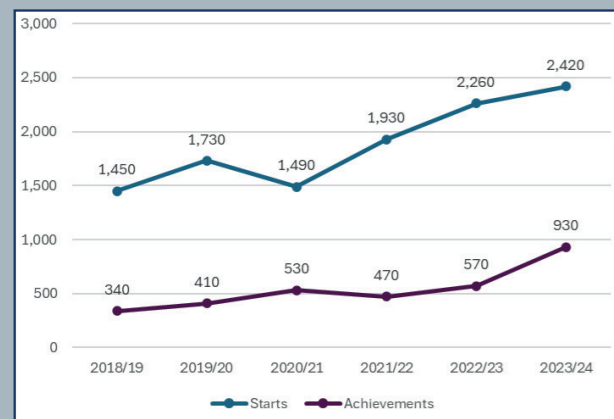


### How construction apprenticeships are changing society

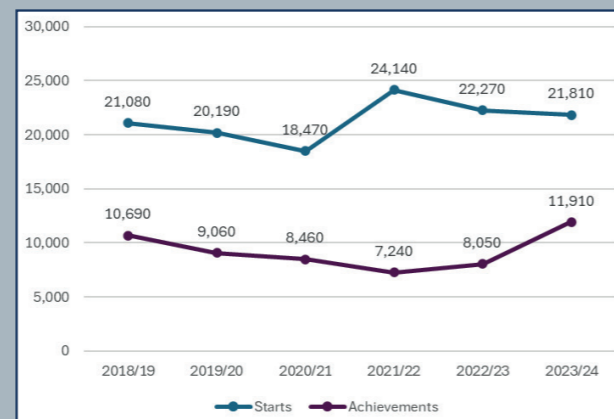
The number of females starting construction apprenticeships has risen dramatically in recent years, increasing by two-thirds (62%) from 1,450 in 2018/19 to 2,420 in 2023/24<sup>15</sup>. The number of women completing their apprenticeship rose from 340 in 2018/19 to 930 in 2023/24.

Male starters increased by 15%, from 21,080 in 2018/19 to 21,140 in 2021/22, but have since dropped back down to 2018/19 levels. Male achievements decreased by a third (32%) between 2018/19 and 2021/22, from 10,690 to 7,240, but have since recovered and are currently 11% above 2018/19 levels.

**Female starts and achievement year-on-year, England 2018/19 - 2023/24**



**Male starts and achievement year-on-year, England 2018/19 - 2023/24**



While the numbers remain small, the rise in female starters suggests a future with greater gender diversity in traditionally male-dominated construction trades. Changing attitudes towards gender roles and the introduction of policies aimed at promoting gender equality will help to decrease the gender gap and the skills gap.

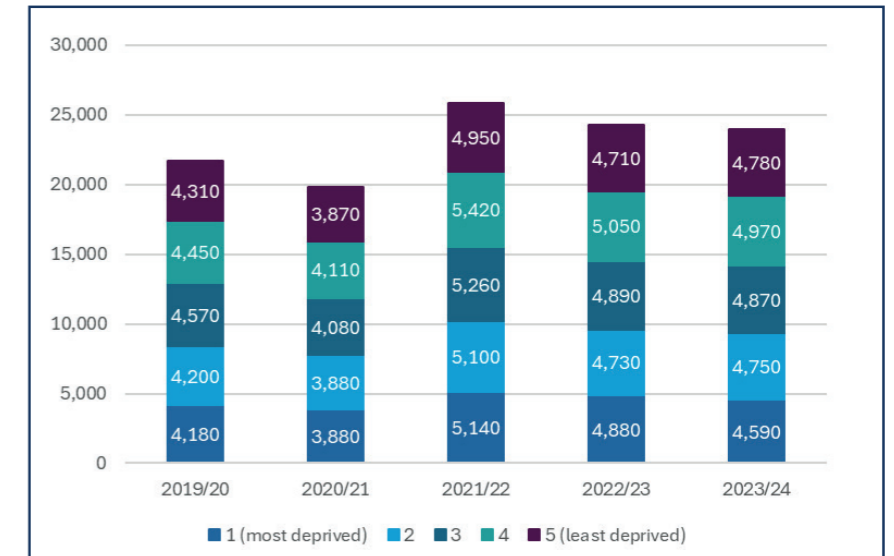
### Deprivation

Apprenticeships can be a great way to support social mobility. They help a person gain a trade and many go on to own their own business.

However, apprenticeship starts have dropped steadily over the past two years with those from the most deprived backgrounds experiencing an 11% reduction compared to those from the least deprived backgrounds. This is a concern for policymakers who see skills and training as a key to unlock greater social mobility, especially for those from disadvantaged backgrounds.

Individuals from the most deprived backgrounds doing a construction apprenticeship are also less likely to achieve compared to those who are from more affluent backgrounds<sup>16</sup>.

**Number of starts by deprivation level, England 2019/20 - 2023/24**



**Achievement rate by deprivation level, England 2020/21 - 2022/23**

	1 (most deprived)	2	3	4	5 (least deprived)
2020/21	54.8%	55.9%	61.6%	61.6%	60.8%
2021/22	47.1%	51.8%	56.3%	56.3%	57.1%
2022/23	47.7%	51.6%	55.8%	55.8%	54.3%

Younger people (aged 16-18) from deprived backgrounds in particular are more likely to have immediate financial pressures. This may lead them to seek quick employment, rather than starting and completing apprenticeships that could have higher earning potential with greater progression opportunities in the long run.

Older apprentices, aged over 24, from deprived backgrounds are similarly less likely to achieve their apprenticeship than either their counterparts from less deprived backgrounds or even their 19-23 year old peers from deprived backgrounds. This could be attributed to a combination of financial and family responsibilities and obligations, such as bills and dependents that makes training difficult.

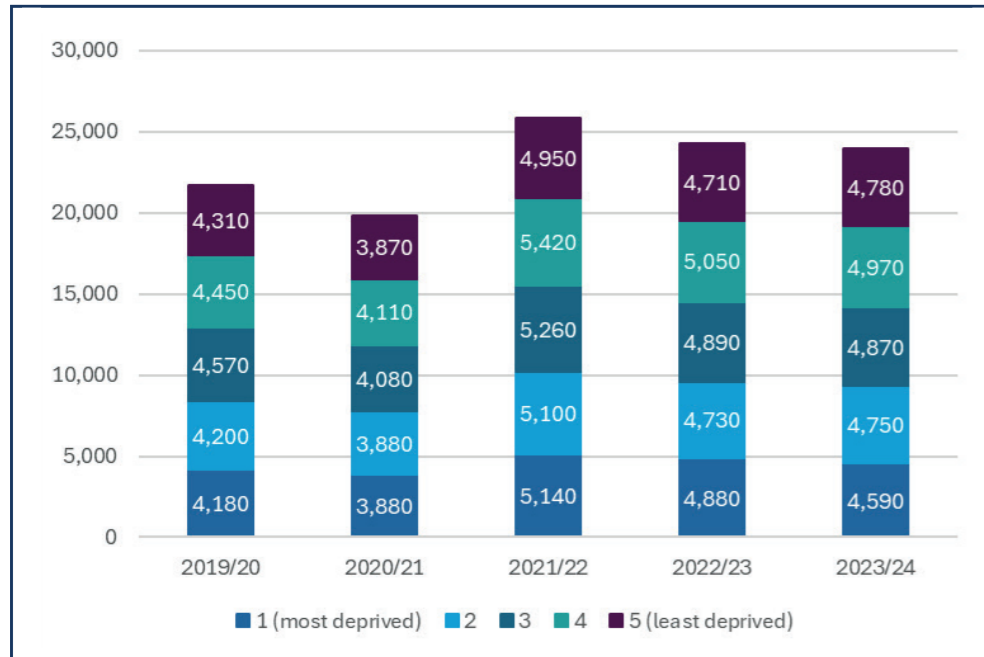
Until 2023/24 overall achievement rates have gone down for people of all deprivation levels. This decline is likely to be an aftershock of the pandemic and the subsequent reduction in the number of starts. However, the negative impact on achievements was more pronounced among those from the most deprived households. This suggests that economic changes caused by Covid may have had a more severe impact on those who are more deprived.

14. CITB Destinations of Construction Learners in Further Education (June 2017) <https://www.citb.co.uk/media/woybdw2/destinations-of-construction-learners-in-further-education.pdf>

15. Department for Education (England), Apprenticeships <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships>

16. Department for Education (England), Apprenticeships <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships>

### Number of achievements by deprivation level, England 2019/20 – 2023/24



In addition, the pandemic further entrenched inequalities, with those from deprived backgrounds facing greater challenges in accessing and completing apprenticeships. This disparity could be due to factors such as limited access to technology for remote learning, poorer mental health, financial pressures, and less-useful support networks.

### Employers' perspective of apprenticeships

Employers who provide apprenticeships do so because they know it benefits their business. Firms which started providing apprenticeships in the last five years thought it was a good way to recruit and train new staff, as well as upskilling existing staff.

Apprentices are seen as a way of succession planning, making it easier to attract and recruit young people. They also offer the opportunity for more diversity and inclusion in the construction industry.

The most common benefit businesses report is that apprenticeships allow them to train people the way that they want, or to mould them to how they do things (86%). The second most common reason is that apprenticeships allow the business to improve or to maintain skill levels (53%), while a third of businesses (37%) say they improve productivity<sup>17</sup>.

Businesses are also increasingly identifying social benefit or community benefit-related drivers for offering apprenticeships. The proportion identifying corporate social responsibility as a benefit has increased markedly from 18% to 29%<sup>18</sup>.



17-18. CITB Skills and Training in the Construction Industry 2023 (September 2024)

### The benefits of taking on an apprentice

- 1** It's a more cost-effective way to recruit staff
- 2** It can improve productivity
- 3** They inject a breath of fresh air into a business
- 4** They develop specific skills, based on business needs
- 5** An extra pair of hands can allow an employer to take on more work
- 6** Apprenticeships can be flexibly tailored to the needs of a business
- 7** Employing an apprentice can teach your workforce new skills
- 8** Businesses can attract the very best in future talent.

### How can more employers be encouraged to take on apprentices?

If the challenge is to encourage more employers to take on apprentices, what would make a difference?

Research by CITB suggests that, while some employers have no intention of taking on apprentices, for others support would make a real difference.

For employers who do take on apprentices, about a third (34%) value funding. A similar proportion (31%) say help with identifying apprentices and screening potential candidates (29%) are important factors.

For those who don't employ apprentices, around one in six (16%) firms indicate that funding would make a difference. Help with finding a training provider and organising the process are also popular, with 15% and 11% of businesses who currently employ apprentices respectively identifying these factors. They also scored highly among businesses who do not employ apprentices.

This suggests that financial incentives alone might not be sufficient to attract new employers into offering apprenticeships. It also lends weight to the view that incentivising new businesses to offer apprenticeships requires active support, including non-financial help.

Getting micro and small firms to take on an apprentice is key to unlocking growth in apprenticeship starts.



### Opportunities for apprenticeships across England, Scotland and Wales

In Scotland and Wales, apprenticeship achievement rates are much higher than they are in England at over 70%.

The biggest opportunity to increase apprenticeship numbers is to focus on increasing starts among small businesses and drive-up achievement rates in England. In comparison, achievements in Scotland and Wales are already high and have less room for improvement.

Despite strong progress in Wales there is scope for further improvements. This could be done by ensuring construction remains a priority industry. More government funding could increase construction apprenticeship starts, especially through Regional Skills Partnerships. There are also opportunities to increase degree apprenticeships, where provision remains low despite market demand.

As Wales and Scotland appear to see more success in their apprenticeship schemes than England there may be an opportunity for England to adopt the policies seen in the other nations. For instance, in Scotland young people can start

an apprenticeship from 15, up to a year earlier than in England. Adopting this policy may make apprenticeships more enticing for young people where the option of going directly into full-time work is not available.

Apprenticeships in Scotland are known as Modern Apprenticeships which may also be more appealing to younger people as it suggests they are tailored to this audience.

While in England most of the cost of an apprentice is to the employer, in Wales the Welsh Government pays for most of their training, making hiring an apprentice a more attractive opportunity compared to England.

This is particularly true considering the cost-of-living crisis where companies may not have the extra resource to hire an apprentice.

CITB has set targets to increase apprenticeship completions for England to 70%. Apprenticeship completion rates for Wales and Scotland should be, at least maintained at existing levels.

### Apprenticeship achievement rates in construction by nation, 2018/19 to 2022/23

Nation	2018/19	2019/20	2020/21	2021/22	2022/23
England – Construction & Built Environment	65%	63.1%	58.5%	53.6%	53%
Scotland – Construction & Related	79%	78%	81%	75.4%	72.3%
Wales - Construction	79%	^	^	71%	73%

^ The standard performance measures were not produced in academic years 2019/20 and 2020/21 due to the disruption of the pandemic.



### How CITB supports apprenticeships

#### The New Entrant Support Team

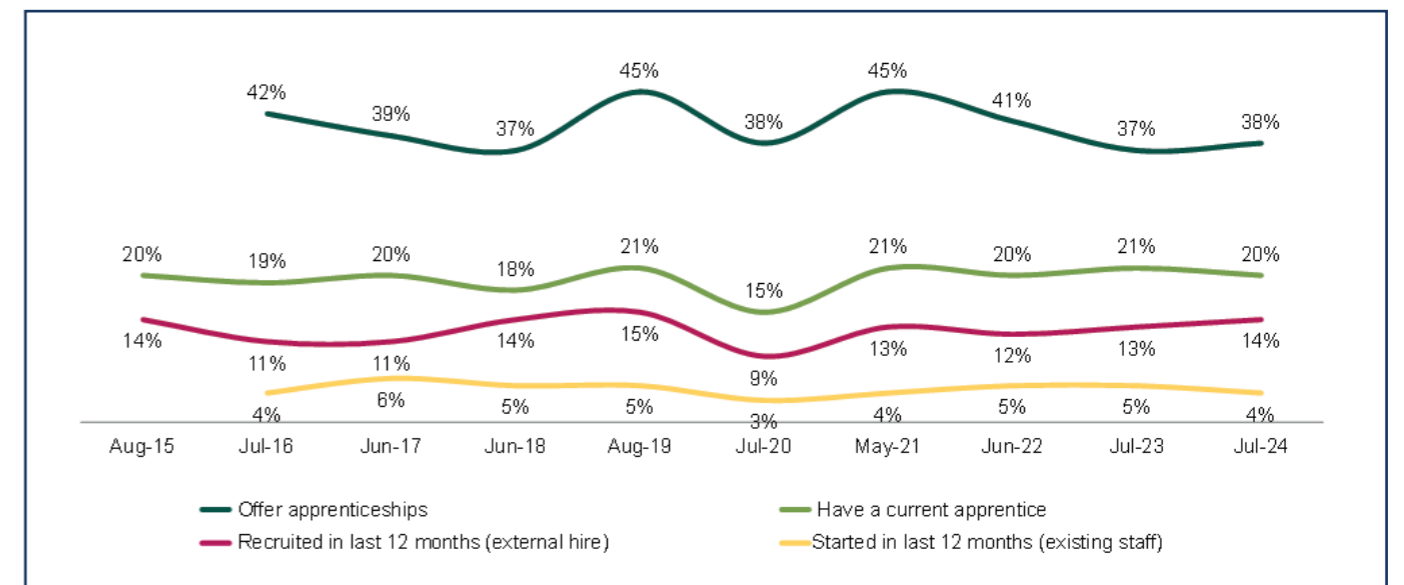
Created to support employers across Britain, our New Entrant Support Team (NEST) team provides free direct support to employers. This includes help with recruitment, paperwork, accessing grants and funding, and ongoing mentoring throughout an apprenticeship.

The role of NEST is to work with employers to remove the barriers they may face employing and retaining new entrants, particularly apprentices.



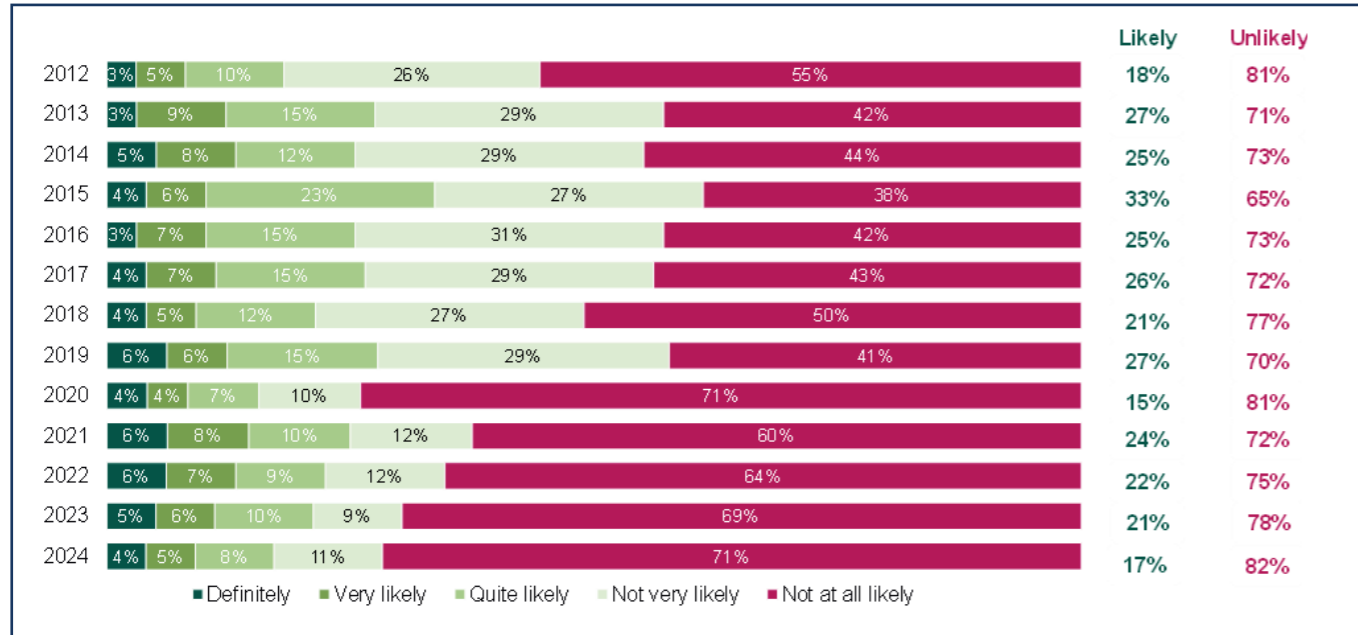
<p><b>Recruitment</b></p> <p>Helping employers to get the right apprentice by signposting them to useful employment resources and helping advertise apprenticeship vacancies to attract potential candidates for free.</p>	<p><b>CITB Funding</b></p> <p>The team makes sure employers are set up to receive CITB apprenticeship grants:</p> <ul style="list-style-type: none"> <li>Attendance grant: £2,500 (per year, per apprentice)</li> <li>Achievement grant: £3,500 (on successful completion of the apprenticeship).</li> </ul>	<p><b>Admin</b></p> <p>Helping with paperwork, liaising with training providers, and setting up employers' Government Digital Account. This allows employers more time to focus on the job.</p>	<p><b>Retention</b></p> <p>We stay in touch to make sure employers have the support they need to help their apprentice achieve and become a fully-fledged employee on completion.</p>
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Figure 1: Apprenticeships: usage over time (construction only)



Source: CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)

**Figure 2:** The proportion of employers unlikely to start people on apprenticeships in the next 12 months is increasing

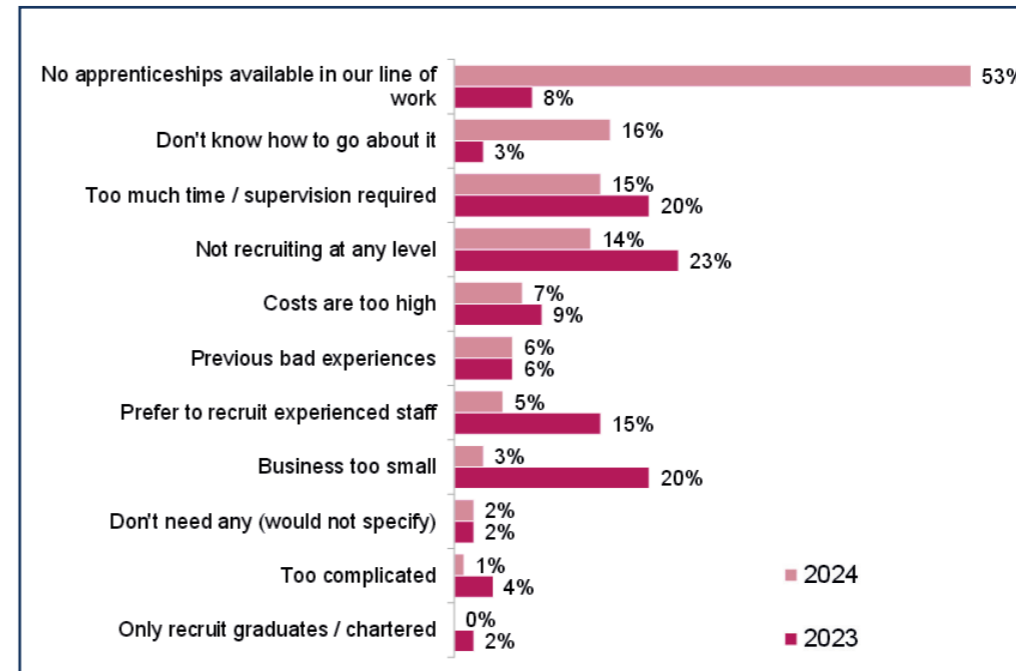


Source: CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)

**Figure 3:** Larger employers are much more likely to employ an apprentice than smaller firms

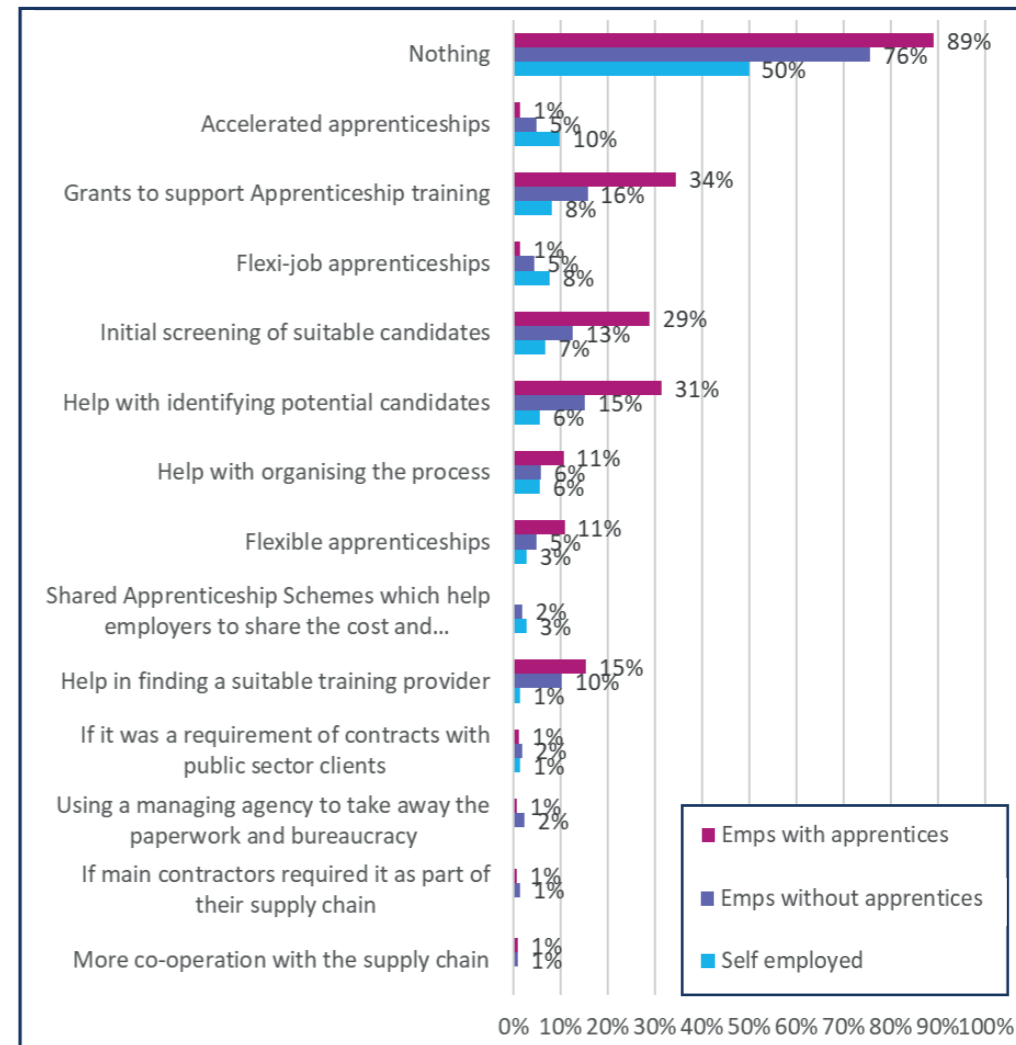
Year	Percentage of Construction firms employing apprentices, by size					
	All	2-4 employees	5-9 employees	10-24 employees	25-99 employees	100+ employees
	%	%	%	%	%	%
2024	20	14	24	39	50	85
2023	21	15	24	42	56	81
2022	20	15	23	37	56	81
2021	21	16	27	36	52	73
2020	15	9	19	31	46	82
2019	21	16	25	33	54	74
2018	18	11	24	39	54	74
2017	20	12	27	43	49	76
2016	19	12	27	42	53	67
2015	19	11	33	43	56	85

Source: CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)



**Figure 4:** Barriers to offering apprenticeships

Source: CITB Employer Panel Employer: Attitudes and Motivations regarding Learning and Training (August 2024)



**Figure 5:** Ways in which construction businesses could be encouraged to take on (more) apprenticeships

Source: CITB Skills and Training in the Construction Industry 2023 (September 2024)



**Figure 6:** Achievement rate by deprivation level and age, England 2020/21 – 2022/23

	2020/21			2021/22			2022/23		
	16-18	19-23	24+	16-18	19-23	24+	16-18	19-23	24+
One (most deprived)	52.5%	58.7%	53.8%	45.8%	49.6%	45.9%	46.7%	51.5%	44.5%
Two	53.5%	60.6%	55.0%	50.8%	55.7%	48.1%	50.8%	54.0%	49.5%
Three	56.2%	66.0%	57.3%	54.0%	60.2%	53.1%	54.3%	58.0%	51.1%
Four	58.5%	67.5%	60.6%	55.5%	59.7%	51.6%	57.4%	57.3%	47.9%
Five (least deprived)	59.4%	66.0%	55.0%	56.2%	58.9%	56.2%	57.2%	53.0%	48.2%

Source: Department for Education (England), Apprenticeships <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships>

**Figure 7:** Apprenticeship starts by region in England from 2018/19 to 2022/23

Starts Region	Academic Year					
	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
North West	3,600	3,600	3,450	3,450	4,350	3,770
Yorkshire and The Humber	3,100	3,000	3,000	3,150	3,700	3,300
South West	2,600	2,950	2,750	2,700	3,610	2,910
South East	2,950	2,750	2,450	2,350	3,230	2,620
West Midlands	1,900	1,900	2,000	1,700	2,120	1,780
North East	2,000	1,850	1,750	1,650	2,200	1,880
East Midlands	2,100	2,100	2,400	1,550	2,360	1,990
London	1,750	1,800	1,750	1,550	1,830	2,000
East of England	1,950	2,000	1,800	1,500	2,520	1,900

Source: Department for Education (England), Apprenticeships <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships>

**Note:** Excludes outside of England and unknown

## Appendix

### Apprenticeship policy timeline

- 2004** – Advanced Modern Apprenticeships and Foundation Modern Apprenticeships were rebranded to Apprenticeships. Age limit of 25 removed.
- 2010** – Higher Apprenticeships introduced.
- 2012** – Apprenticeship Grant for Employers (AGE 16 to 24) introduced an incentive for employers to take on apprentices aged 16 to 24.
- 2015** – UK Government announced apprenticeship system reform plans.
- 2017** – The Institute for Apprenticeships and Technical Education (IfATE) established to help shape technical education and apprenticeships in the UK.
- 2017** – Apprenticeship Levy began. Large employers must pay 0.5% of their pay bill if this is over £3m.
- 2017** – Apprenticeship Trailblazers introduced, providing proof-of-concept for apprenticeship standards.
- 2017** – Apprenticeship National Insurance Contributions introduced to encourage more businesses to take on apprentices.
- 2017** – 12-month minimum length of apprenticeship introduced, must include off-the-job training, usually in colleges.
- 2017** – Introduction of the End-Point Assessment in England.
- 2020** – UK Government replaced apprenticeship frameworks with apprenticeship standards. Transition must be completed by 31 March 2025.
- 2021** – Digital Apprenticeship Service introduced for employers paying the Apprenticeship Levy who want to access apprenticeship funding.
- 2022** – Digital Apprenticeship Service became mandatory for all employers.
- 2023** – Maximum limit of 10 apprenticeship starts removed for small employers who don't pay the Apprenticeship Levy.
- 2024** – The UK Government begins fully funding apprenticeships for SMEs, for anyone up to 21 years old.
- 2024** – Unused Apprenticeship Levy funds become unavailable to use by large employers. Unused funds support apprentice starts and existing learners with other employers.
- 2024** – Funding geared towards Levels 6 and 7 rather than Levels 2 and 3. Approximately 40% of Apprenticeship Levy is now spent on Level 4+. This has led to a gradual decline 16-17-year-olds doing apprenticeships, particularly affecting construction.
- 2024** – Government announces that Skills England will take over the function of IfATE.
- 2024** – Government announces its intention to widen the Apprenticeship Levy into a new Growth and Skills Levy to allow a broader range of training to be funded through the levy, although a timeline for implementation is yet to be released.
- 2025** – Government announces an end to the requirement that apprentices aged 19 or older must pass level 2 functional skills courses to complete their apprenticeship.



For information on how CITB can support employers with apprenticeships:  
[citb.co.uk/apprenticeships](https://www.citb.co.uk/apprenticeships)

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