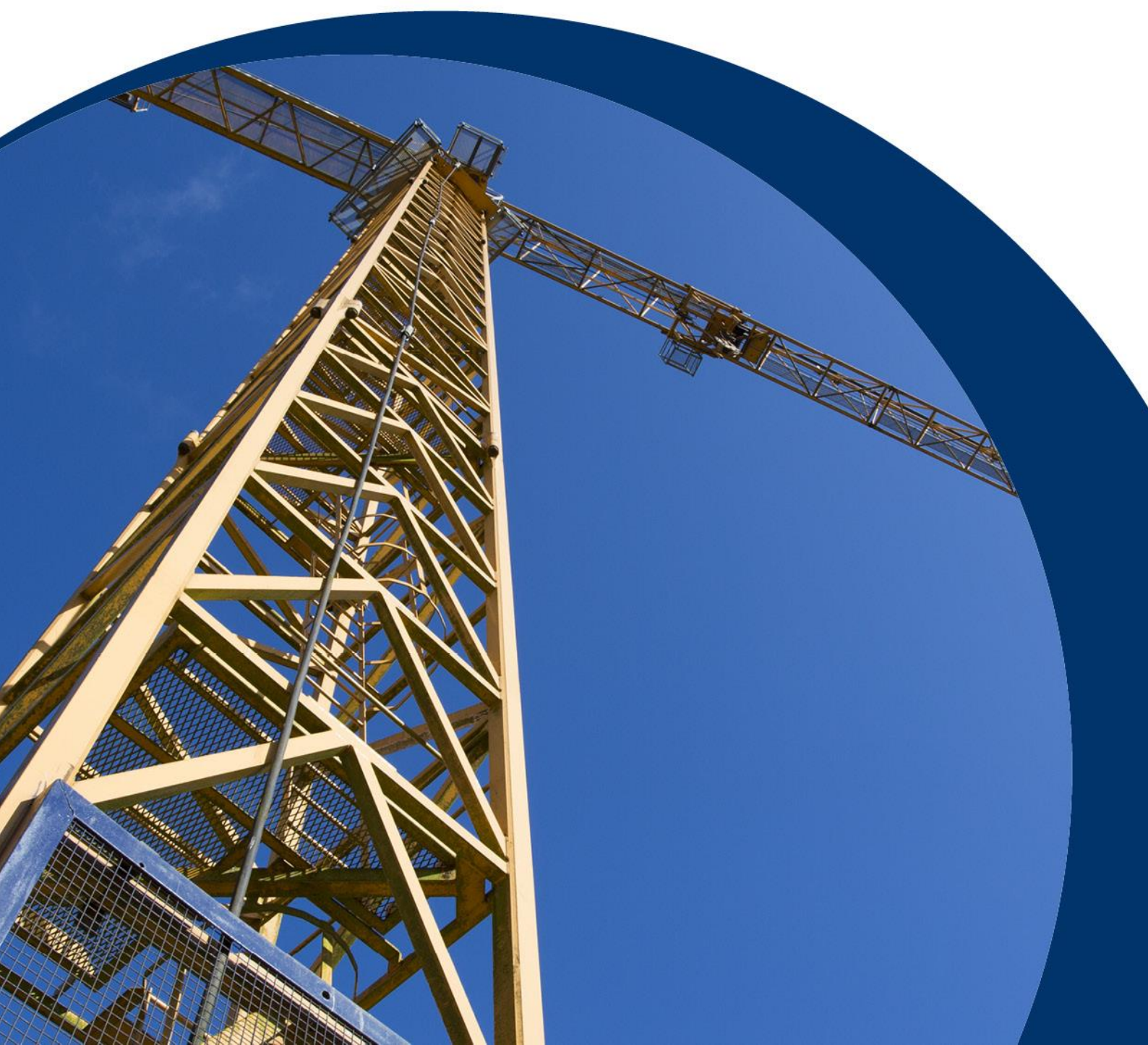


Grant Modernisation Phase 2 Employer Consultation Final Report

March 2016





Study prepared by Pye Tait Consulting from a commission by CITB.

The views expressed by research participants are their own and do not necessarily represent those of their employers.

The study should not be regarded as a policy statement by CITB.

© Construction Industry Training Board (CITB) 2016

Copyright and all other intellectual property subsisting in these materials vest absolutely in CITB and should not be copied, reproduced nor passed to any third party without the prior written agreement of CITB.

Research materials are created using data and information provided to CITB by third parties and as such CITB are not able to control or verify the accuracy of this data or information.

Accordingly, CITB does not give any warranty about the accuracy or fitness for any particular purpose of these materials. Furthermore, these materials do not constitute advice and should not be used as the sole basis for any business decision and as such CITB shall not be liable for any decisions taken on the basis of the same

You acknowledge that materials which use empirical data and/or statistical data and/or data modelling and/or forecasting techniques to provide indicative and/or predictive data cannot be taken as a guarantee of any particular result or outcome.



Contents

Glossary	6
Executive summary	7
1. Introduction	10
1.1 Overview of the research	10
1.2 Respondent profile	10
2. Training undertaken in the construction sector	13
2.1 Types of training undertaken in the past 2 years	14
2.2 Differences in types of training undertaken depending on organisation size	23
2.3 Whether training is accredited or not	24
2.4 Types of training undertaken on-site	27
2.5 Types of training undertaken online	28
3. How the sector trains	30
3.1 Use of CITB Training Plans	30
3.2 How is training delivered?	32
3.3 Hours typically spent on training	35
3.4 Use of CITB Training Groups	37
3.5 Training funded via organisations other than CITB	42
3.6 Training delivered via the National Construction College	44
4. Preferred approaches to training and assessment	45
4.1 Views of effectiveness of online and on-site training	45
4.2 Demand for online and on-site training	49
4.3 On-site assessment	51
5. Competency	54
5.1 Evidence of competence	54
5.2 Types of training deemed essential to be competent and for the business to operate	55
5.3 Critical jobs and the training they require to be considered competent to work in the construction sector	57
6. CITB grants for training	59
6.1 CITB grants claimed for training	59
6.2 Training undertaken for which a CITB grant was not claimed	61
6.3 Preferences for booking training	64
6.4 Awareness of the CITB SME skills and training fund	65
Appendix 1: Survey questionnaire	66



Figures and tables

Figure 1: Respondents by UK nation.....	11
Figure 2: Respondents by English regions.....	11
Figure 3: Respondents by Scottish regions.....	11
Figure 4: Respondents by type of organisation activity.....	12
Figure 5: Respondents by organisation size.....	13
Figure 6: Respondents by whether they undertake work UK-wide.....	13
Figure 7: Whether respondents undertook any type of training in the past 2 years – all respondents.....	14
Figure 8: Whether respondents undertook any type of training in the past 2 years – respondents by nation.....	15
Figure 9: Whether respondents undertook any type of training in the past 2 years – respondents by organisation size.....	15
Figure 10: Whether respondents undertook any type of training in the past 2 years – respondents by sector.....	17
Figure 11: Types of training completed in the past 2 years – all respondents.....	18
Figure 12: Types of training completed in the past 2 years – all responses.....	20
Figure 13: Types of training completed in the past 2 years – respondents by sector.....	21
Figure 14: Other types of training completed by respondents in the past 2 years.....	22
Table 1: Types of training completed in the past 2 years – respondents by organisation size.....	24
Figure 15: Training by whether or not accredited i.e. leads to a part or full nationally recognised qualification.....	25
Figure 16: Training by whether or not accredited i.e. leads to a part or full nationally recognised qualification, comparison of domestic and commercial construction, top five most prevalent forms of training undertaken.....	26
Figure 17: Types of training undertaken on-site in the past 2 years.....	27
Figure 18: Types of training undertaken online in the past 2 years.....	29
Figure 19: Use of CITB Training Plans – all respondents.....	30
Figure 20: Use of CITB Training Plans – respondents by nation.....	31
Figure 21: Use of CITB Training Plans – respondents by organisation size.....	31
Figure 22: Of the training completed in the past 2 years, how much of it was..? (all respondents).....	32
Figure 23: Of the training completed in the past 2 years, how much of it was..? (respondents by organisation size).....	33
Figure 24: Of the training completed in the past 2 years, how much of it was..? (all responses).....	34
Figure 25: Distances to attend training described as 'local'.....	35
Table 2: Typical days per annum spent on training, by level of seniority.....	35
Figure 26: Training undertaken outside normal working hours over past 2 years.....	36
Table 3: Approximate number of hours spent on training outside of normal working hours, by level of seniority.....	36
Figure 27: Types of training undertaken outside normal working hours over past 2 years...	37
Figure 28: Are you part of a CITB Training Group?.....	38
Figure 29: Reasons cited for not being a member of a CITB Training Group.....	39
Figure 30: Whether respondents access funding for training via a CITB Training Group.....	39



Figure 31: Types of training accessed via a CITB Training Group – all respondents.....	40
Figure 32: Breakdown of training accessed via CITB Training Groups, by number of courses and delegates	41
Figure 33: Comparison of spend on health & safety and management training undertaken via CITB Training Groups	41
Figure 34: Reasons why respondents have not accessed funding for training via CITB Training Groups	42
Figure 35: Whether respondents have accessed funding for training from any other organisation other than CITB in the past 2 years.....	43
Figure 36: Whether training was delivered via the National Construction College	44
Figure 37: Respondent views of the effectiveness of online and on-site training – all respondents	45
Figure 38: Respondent views of the effectiveness of online training – by organisation size	46
Figure 39: Respondent views of the effectiveness of on-site training – by organisation size	47
Figure 40: Respondent views of the effectiveness of online training – by general domestic and commercial construction sectors	48
Figure 41: Respondent views of the effectiveness of on-site training – by general domestic and commercial construction sectors	49
Figure 42: Respondent views on changing demand for online and on-site training over the next few years.....	50
Figure 43: Respondent views on changing demand for on-site training over the next few years, by general domestic and commercial construction sectors	50
Figure 44: Respondent views on changing demand for online training over the next few years, by general domestic and commercial construction sectors	51
Figure 45: Respondent views on on-site assessment.....	52
Figure 46: Respondent views on types of on-site assessment that could be done online via a tablet.....	52
Figure 47: Whether respondents would accept industry-specific training gained elsewhere as evidence of competence	54
Figure 48: Whether respondents would be willing to accept one core training qualification in health & safety, generic business skills or leadership and management	55
Figure 49: Types of construction-specific training respondents consider to be essential i.e. the business could not operate without it.....	56
Figure 50: Types of non-construction-specific training respondents consider to be essential i.e. the business could not operate without it.....	57
Figure 51: Job roles respondents deem to be essential to their business.....	58
Figure 52: Types of training to be considered competent to work in the construction sector among essential job roles	59
Figure 53: Whether respondents claimed a CITB grant for training undertaken in the last 2 years.....	60
Figure 54: Which CITB grants claimed in the past 2 years – respondents by organisation size	61
Figure 55: Whether training undertaken in the past 2 years for which respondents had not claimed a CITB grant	62
Figure 56: Types of training undertaken in the past 2 years that was not CITB grant-claimed	63
Figure 57: Types of training undertaken that was not CITB grant-claimed – how it was delivered	64



Figure 58: Whether respondents would want to book training via a smart phone or app 64

Figure 59: Respondent awareness of the new CITB skills and training fund for SMEs 65

Glossary

BIM	Building Information Modelling
BTEC	Business and Technology Education Council
CAT	Cable Avoidance Tool
CDM	Construction (Design and Management)
COSHH	Control of Substances Hazardous to Health
CPCS	Construction Plant Competence Scheme
CSCS	Construction Skills Certification Scheme
HNC	Higher National Certificate
HSE test	Health, Safety and Environment test
IOSH	Institution of Occupational Safety and Health
IPAF	International Powered Access Federation
NEBOSH	National Examination Board in Occupational Safety and Health
NVQ	National Vocational Qualification
OFTEC	Oil and Renewable Heating Technologies
OSAT	On-site Assessment and Training
PASMA	Prefabricated Access Suppliers and Manufacturers Association
PPE	Personal Protection Equipment
QS	Quantity surveyor
SME	Small and medium sized enterprises
SMSTS	Site Management Safety Training Scheme
SVQ	Scottish Vocational Qualification



Executive summary

Overview of the research

CITB is in the process of reviewing the grant scheme and considering how it might be developed in order to meet industry needs and ensure access to relevant skills and training. The main aim of this research is to help inform these planned changes to the grant scheme, building on and supplementing research from CITB's on-going Investment Funding Review.

Key findings and conclusions

- Attitudes towards training in the construction sector vary depending on organisation size, with larger companies far more inclined to train their staff, compared with micro businesses that comprise c.90% of the sector footprint. Nearly two-thirds of survey respondents have undertaken training of some kind in the past 2 years. However of that number, just over half of micro businesses (52% of respondents) reported undertaking training, compared with 94% of respondents from small businesses, and 98% of respondents in medium and large businesses.
- More training typically takes place among businesses working in commercial construction compared with domestic, with 83% of respondents working in general commercial construction having undertaken training in the past 2 years, compared with 49% in general domestic construction. This is mainly prompted by the requirement for a CSCS card to work on sites, which is not generally requested by domestic customers.
- Most of the training that takes place in the construction sector is deemed 'mandatory', for example health & safety, asbestos awareness and working at heights. The most prevalent type of training by far is the health, safety & environment (HSE) test, completed by 79% of the 611 respondents that had undertaken training in the past 2 years.
- By contrast there is limited appetite for, and awareness of, non-construction specific training such as business development and succession planning – particularly among micro businesses. This may suggest that respondents feel confident they do not need training in these areas, or that they do not consider it to be of high priority, compared with mandatory training needed to demonstrate competence in order to win and undertake work.
- Nearly two-thirds of respondents (62%) use CITB training plans. There is a noticeably higher use of CITB Training Plans among larger organisations, with 76% of medium and large businesses using them compared with 30% of micro businesses and 47% of small businesses. This reflects the frequency with which training is undertaken depending on organisation size.



- There is clearly much greater importance attached to training for operatives (an average of 7.9 days per year) compared with senior managers and supervisors (average of 2.7 days each). Just over 10% of respondents completed training in leadership and management, suggesting that development and up-skilling of managers takes a lower priority compared with technical and trade-specific training.
- This points to critical gaps in skills and knowledge among the construction sector workforce, notably among:
 - site supervisors;
 - managers;
 - so-called 'softer skills' such as business planning and leadership & management; and
 - micro businesses working predominantly for domestic customers.
- CITB grants are not fully maximised, with only around half of responses indicating claims in the last 2 years for the most prevalent types of training such as asbestos awareness, first aid, manual handling and working at heights. This is in spite of the fact that aside from CITB funding, there appears to be limited other avenues for funding for training. Respondents also flagged up a gap in CITB funding for shorter courses which could be more readily accessible, especially for micro businesses and potentially also domestic construction sector companies.
- Similarly CITB Training Groups are not fully maximised, with just over a quarter of respondents that are members, and just over a third of respondents who are not aware of the groups at all. As over 40% of respondents from medium and large businesses are members, and Training Groups predominantly are aimed at supporting SMEs, this suggests there may be some issues in attracting the 'right' target group.
- There appears to be scope to raise awareness of CITB Training Groups and grants that are available among micro businesses in particular, which may help to plug some of the gaps in skills and knowledge.
- In terms of delivery of training, the majority are trained locally (typically meaning less than 15 miles away from an organisation's premises, and no more than 30 miles away). Around a third of respondents (31%) completed training on site (i.e. via a formal training provider) and 29% of respondents undertook training on the job (i.e. via work shadowing or similar). Most on-site training is undertaken to obtain an NVQ, mostly at levels 2 and 3.
- There appears to be a market for some types of online training but this would be predominantly theoretical, and there could be limited take-up among micro businesses which comprise the majority of the sector footprint.
- There is a much stronger potential market for on-site training and assessment (OSAT), with 84% of respondents stating that this is very or somewhat effective as a



mode of training. Nearly 40% of all respondents say their demand for OSAT will increase over the next few years. Around two-thirds of all respondents support on-site assessment completely, in terms of its capacity to be quality assured, its suitability for the sector and extent of general support. Furthermore there is a range of training that could readily lend itself to on-site assessment, particularly theoretical aspects of 'core' training such as health & safety and asbestos awareness.

- When thinking about competence, respondents are looking for evidence of trade-specific training, and general experience/track record in the sector, for the essential job roles in their organisation to be deemed competent. This suggests a culture that may be less in favour of formal qualifications, unless necessary to win and delivery work, such as NVQs to obtain a CSCS card. The introduction of any new qualifications should be carefully risk assessed to ensure they do not present a barrier for those trying to enter the sector, particularly in light of the general issues the industry experiences in attracting new talent.
- These findings suggest that the development of a construction sector competency framework could be an effective means of:
 - communicating the types of skills, knowledge and qualifications are required for each trade to be recognised as 'competent'¹;
 - linking to the CITB grants available to fund these types of training; and
 - raising awareness of the importance of non-construction specific skills and knowledge, and ultimately raising take up of these types of training.

¹ Additional research and consultation with trade federations and professional bodies is recommended to reach a consensus as to what this should constitute, on a trade by trade basis



1. Introduction

1.1 Overview of the research

CITB is in the process of reviewing the grant scheme and considering how it might be developed in order to meet industry needs and ensure access to relevant skills and training. The main aim of this research is to help inform these planned changes to the grant scheme, building on and supplementing research from CITB's on-going Investment Funding Review.

The first stage of this work was used to consult with a sample of CITB employees, to gain insights from their existing intelligence and experience developed over time, about likely preferences for the types of training that should be funded using the grant scheme. The main objective of this research was to find out more detail about how and why the sector, and SMEs in particular, train – to help determine how CITB should support this. Further objectives were identified via stage 1, including a need to explore competency in the sector, and preferred approaches to training and assessment.

Intelligence gathered from this first strand of research with internal employees was used to develop a questionnaire to conduct a wider survey with a sample of construction sector employee. This questionnaire is included at Appendix 1.

1.2 Respondent profile

A total of 1,002 employers were surveyed through this research. This section provides detail about the profile and characteristics of respondents that participated in the survey.

The business database Mint UK identifies a total of 341,245 businesses in the construction sector² in England, Scotland and Wales³. The achieved sample of 1,002 gives a 99% confidence level in the results, with a 4.06% margin of error.

Respondents were surveyed using nation and organisation size as the key indicators in order to obtain a representative sample, reflecting the fact the majority of the sector footprint comprises micro businesses.

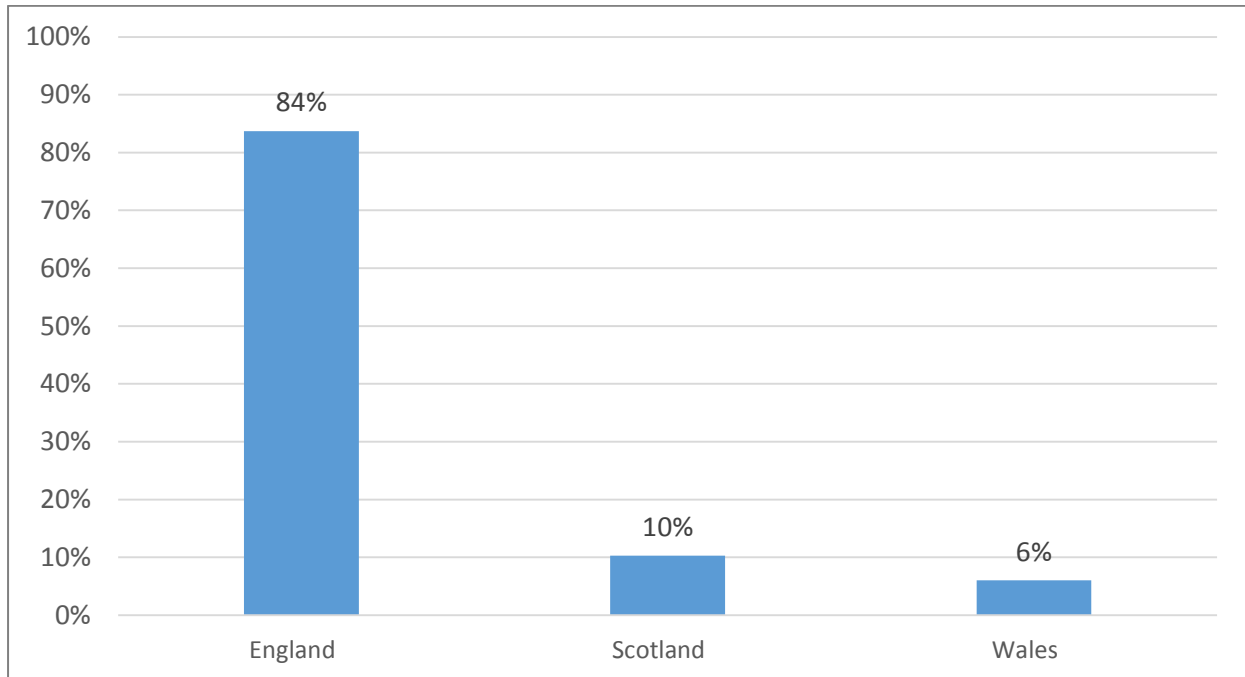
Figures 1 to 3 show the breakdown of respondents by nation and region. CITB provided the contact database for this research which was an extract from the Levy register, which divides England and Scotland into regions, but not Wales, as reflected below.

² Spanning SIC codes 41, 42 and 43

³ Northern Ireland was not in scope of this research

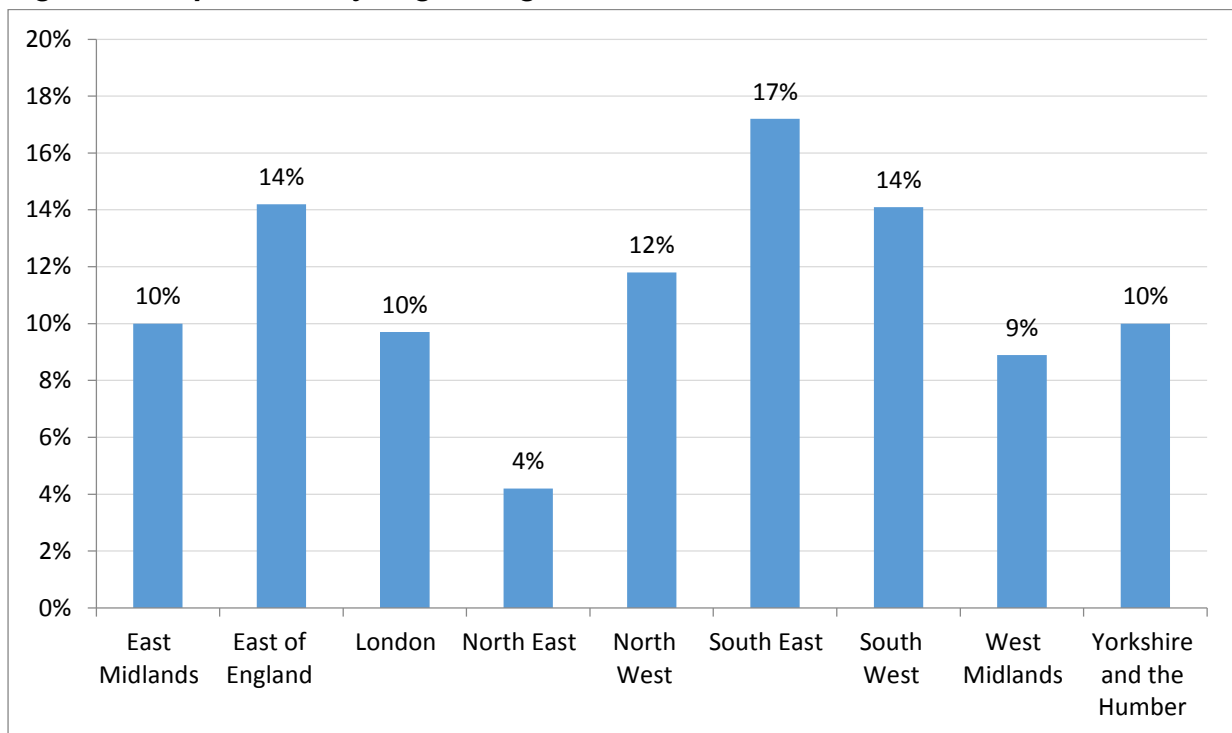


Figure 1: Respondents by UK nation



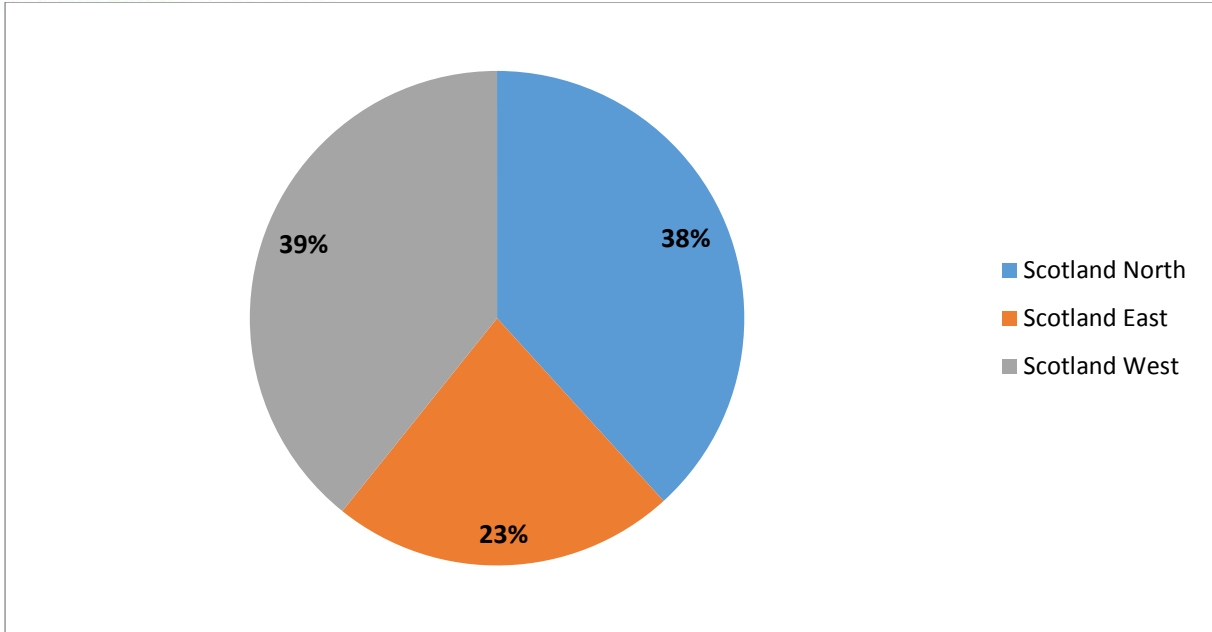
Base 1002

Figure 2: Respondents by English regions



Base 839

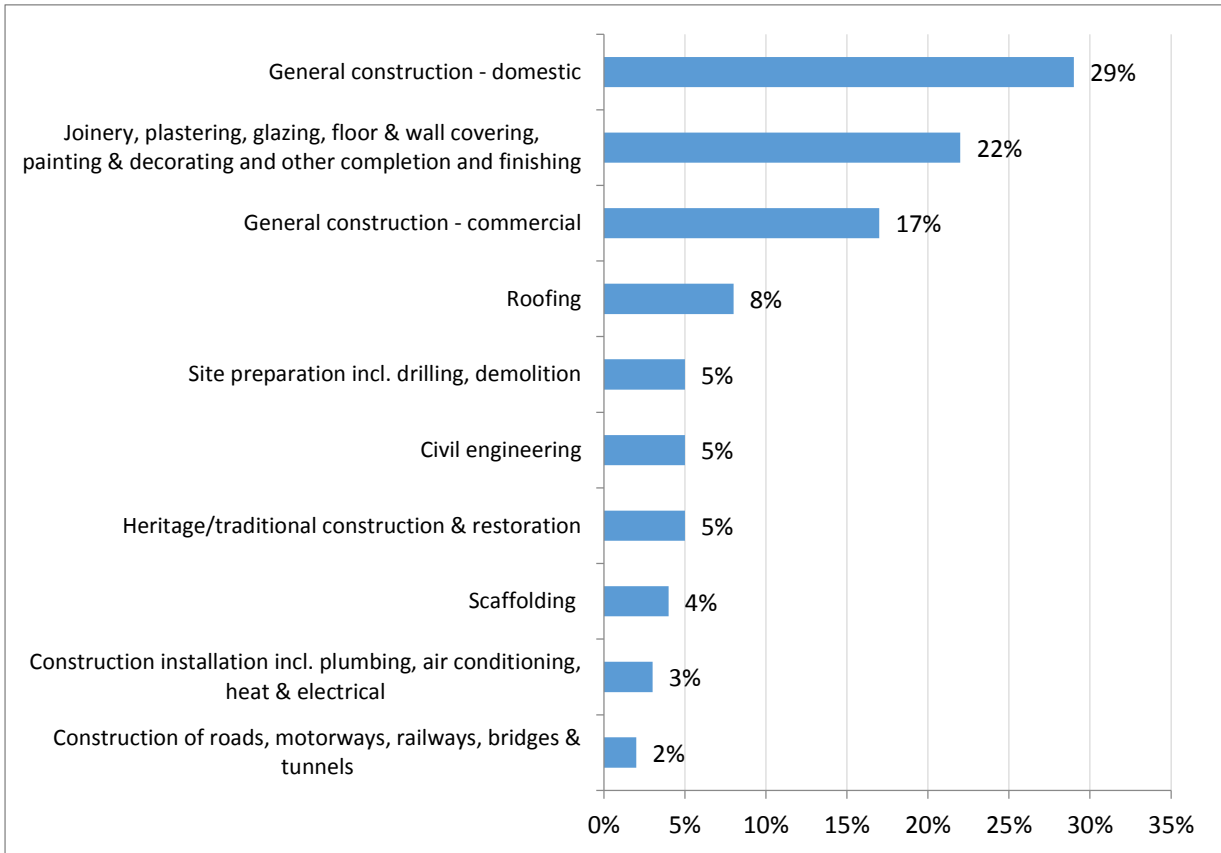
Figure 3: Respondents by Scottish regions



Base 102

Figure 4 shows that a range of organisations by type of activity were surveyed, with the proportions reflective of the profile of businesses across the whole of the sector.

Figure 4: Respondents by type of organisation activity

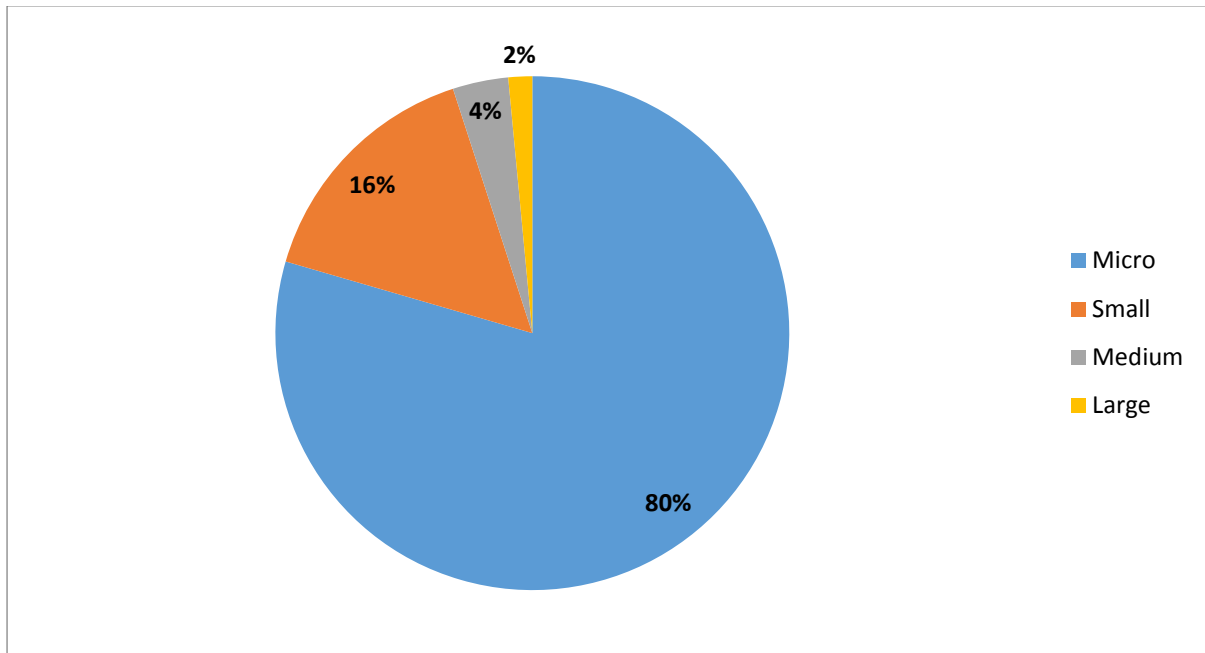


Base 1002



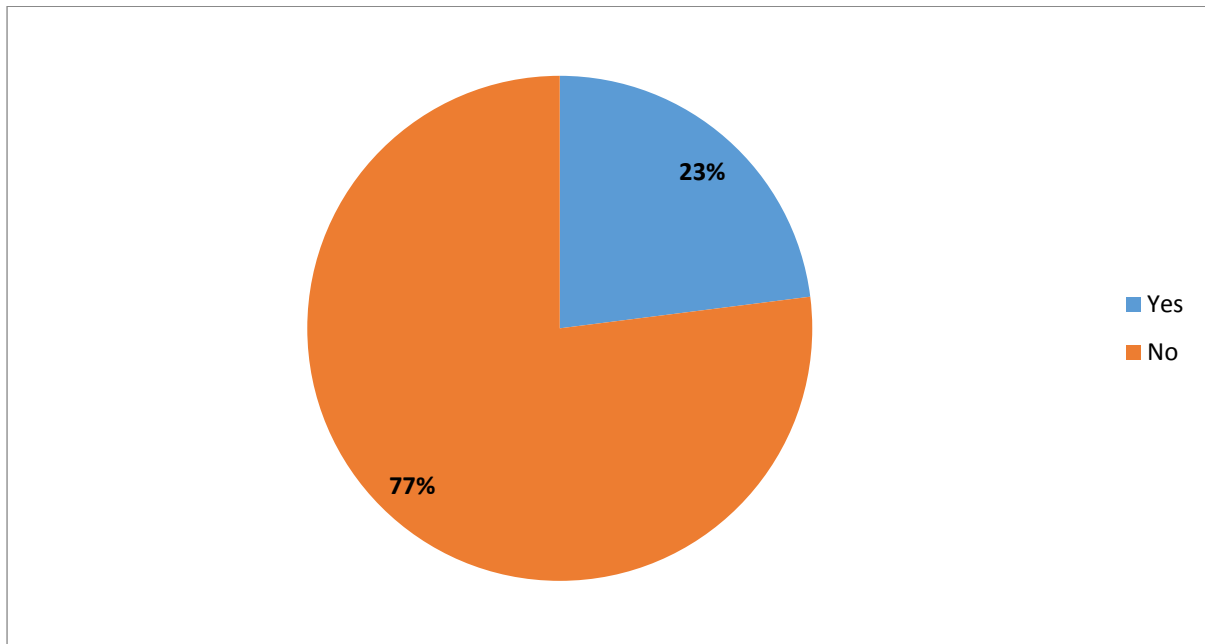
The majority of respondents (80%) represent micro businesses, reflecting the composition of the sector footprint (Figure 5). As could be expected given that so many businesses have less than 9 employees, the majority (77%) do not regularly undertake work across the whole of the UK (Figure 6).

Figure 5: Respondents by organisation size



Base 1002

Figure 6: Respondents by whether they undertake work UK-wide



Base 1002

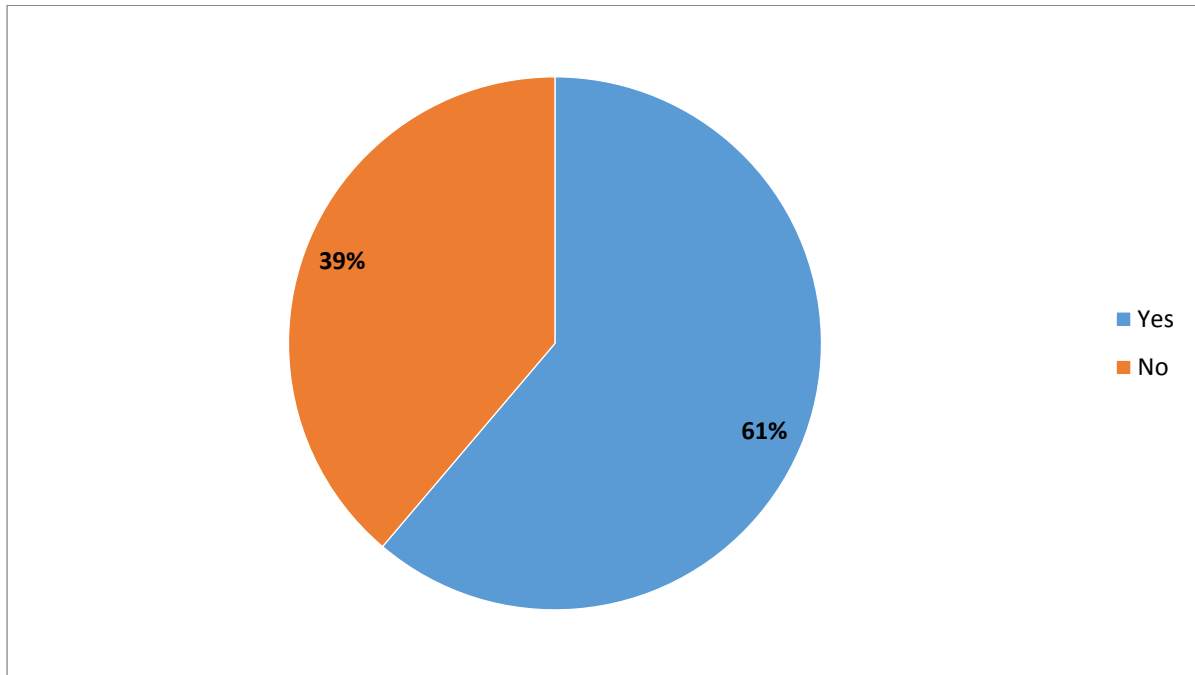
2. Training undertaken in the construction sector



Respondents were asked whether they had undertaken any type of training in the past 2 years. Those that had were then asked a series of questions about that training. Cross-tabulations of data are included where results are meaningful and indicate trends.

2.1 Types of training undertaken in the past 2 years

Figure 7: Whether respondents undertook any type of training in the past 2 years – all respondents



Base 1002

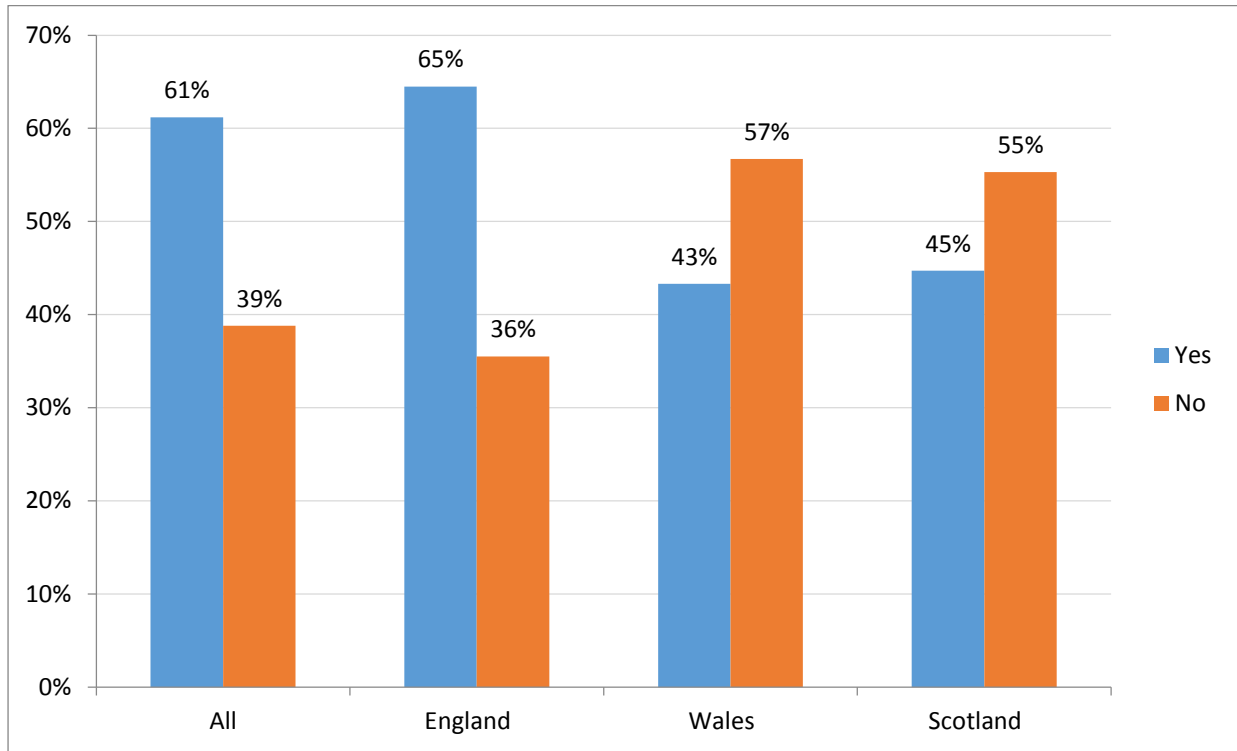
Figure 7 shows that nearly two-thirds of respondents have completed some form of training in the past 2 years, but that nearly 40% have not done any training at all during this time.

A significant proportion of respondents undertook training in England (65%) compared with Wales (43%) and Scotland (45%) (Figure 8).

There are clear differences in the amount of training undertaken in the past 2 years depending on organisation size. Nearly all respondents from small businesses (94%) and medium and large businesses (98%) reporting that they trained during the time, compared with just over half (52%) of respondents in micro businesses (Figure 9).

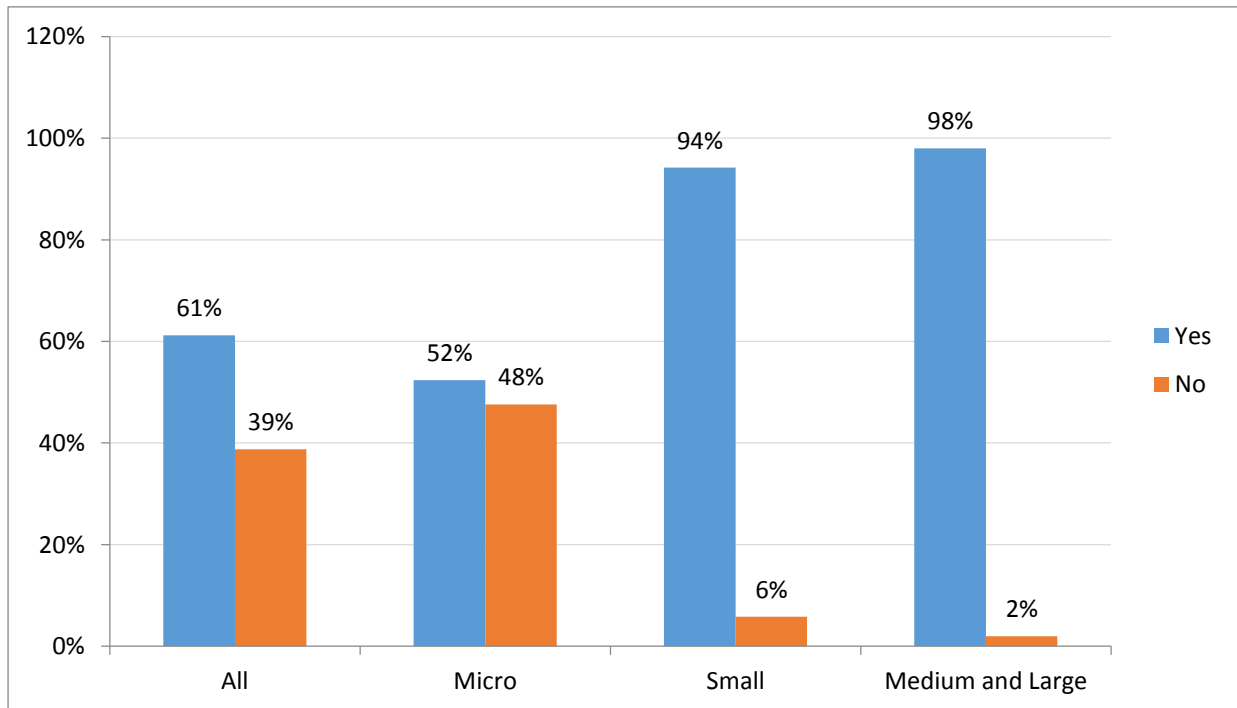


Figure 8: Whether respondents undertook any type of training in the past 2 years – respondents by nation



Base 1002

Figure 9: Whether respondents undertook any type of training in the past 2 years – respondents by organisation size



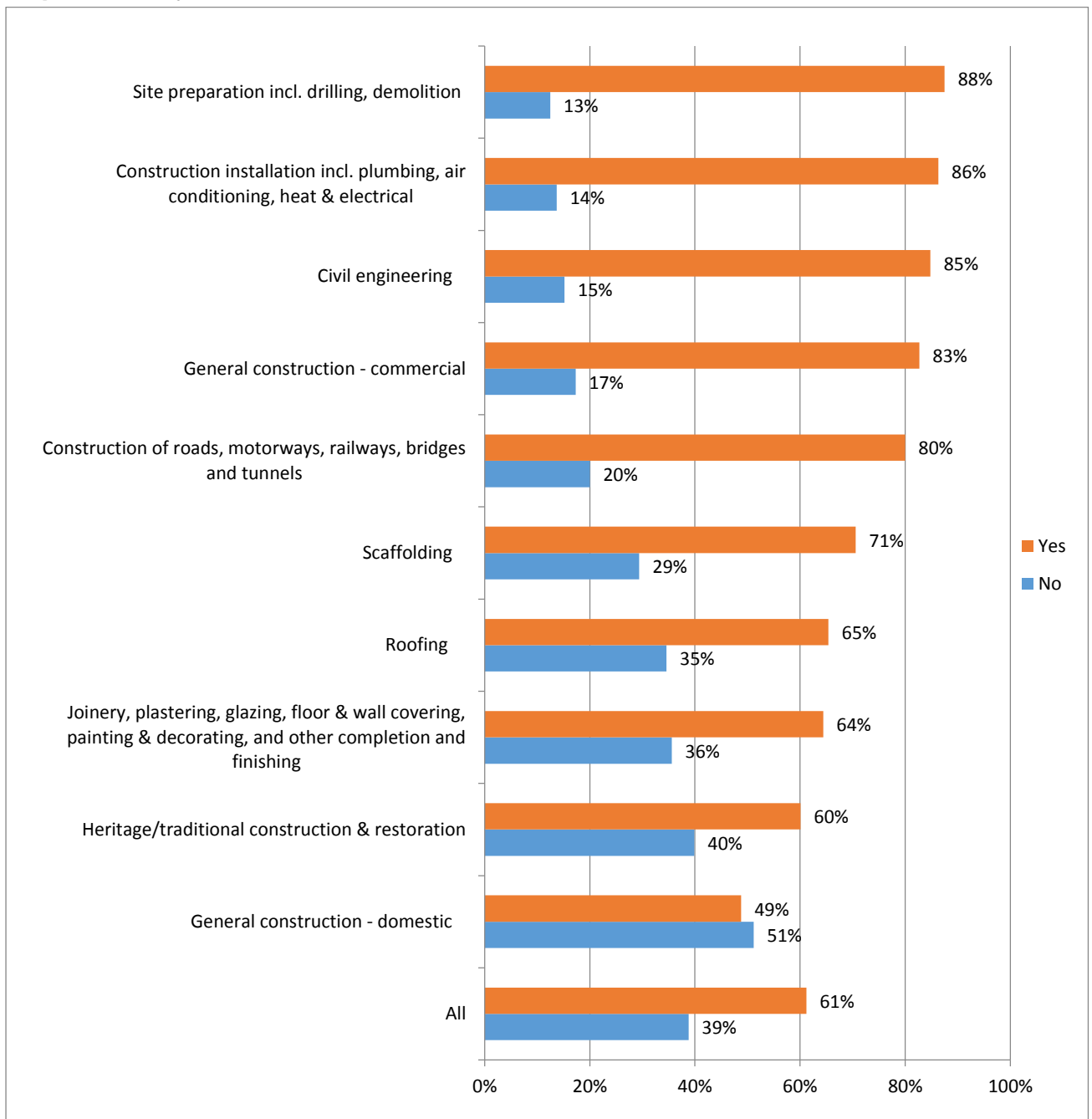
Base 1002



Results have also been analysed by sector, although caution must be used when interpreting the findings given the lower base numbers by individual sector, and treated as indicative only. Figure 10 indicates a higher proportion of respondents undertook training in site preparation, installation work and civil engineering, compared with other sectors. It also highlights that more training took place among commercial construction firms (83% of respondents trained in past 2 years) compared with domestic construction companies (49% of respondents trained in past 2 years) (Figure 10).



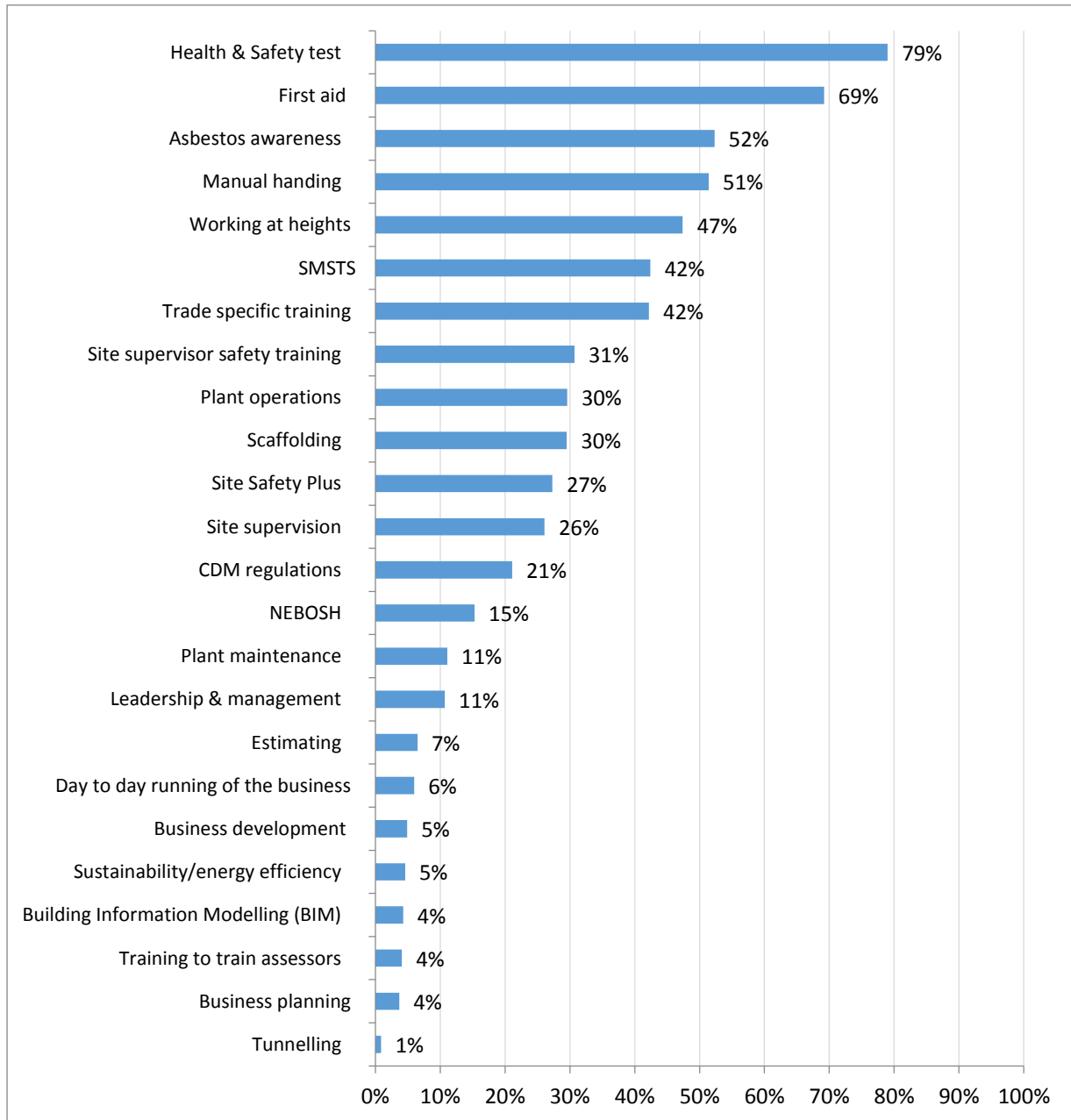
Figure 10: Whether respondents undertook any type of training in the past 2 years – respondents by sector



Base 1002



Figure 11: Types of training completed in the past 2 years – all respondents



Base 611 respondents⁴

Figure 11 shows that of the 611 respondents that have undertaken any kind of training in the past 2 years, the majority (79%) completed the health, safety & environment (HSE) test⁵.

Other types of training completed by the largest proportion of respondents include:

- first aid (69%);
- asbestos awareness (52%);

⁴ Should not total 100% - respondents able to select multiple options and the figures show the % of that base i.e. 79% of the 611 respondents that answered this question have undertaken the Health & Safety test in the past 2 years

⁵ Abbreviated in the survey to health & safety test



- manual handling (51%); and
- working at heights (47%).

Essentially, therefore, the largest proportion of respondents have completed not just mandatory training (e.g. to obtain a CSCS card), but other types of training which ensure competency to protect themselves as well as anyone else on site, and the end users of the building.

By contrast there is very limited training in business-specific, non-technical skills and knowledge. For instance 4% of respondents have trained in business planning; 5% in business development and 6% in the day-to-day business running. This may suggest that respondents feel confident they do not need training in these areas, or that they do not consider it to be of high priority, compared with mandatory training needed to demonstrate competence to obtain CSCS cards (Figure 11).

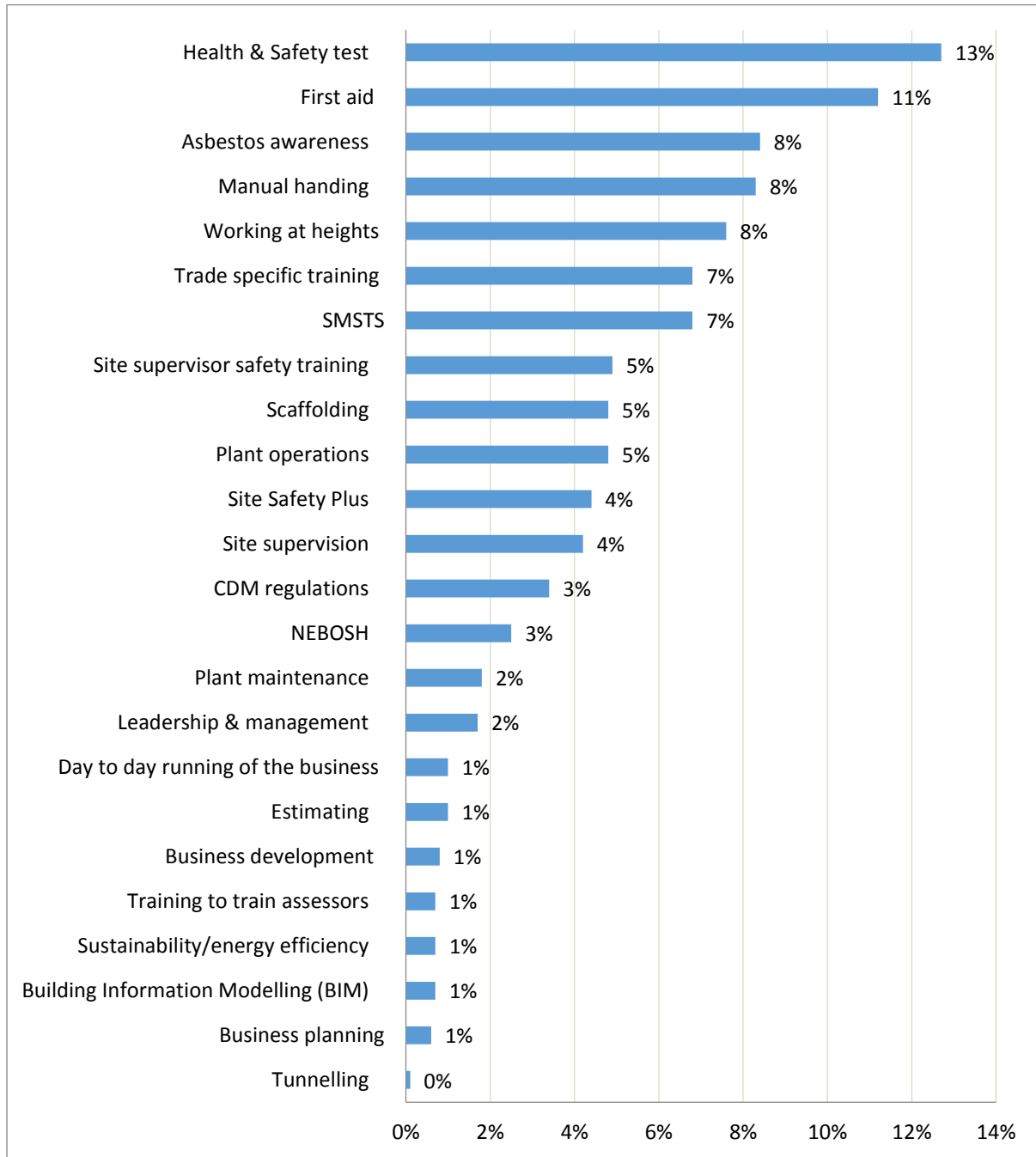
Just over 10% of respondents completed training in leadership and management, suggesting also that these skills and knowledge take lower priority compared with technical and trade-specific training (Figure 9).

Figure 12 shows the breakdown of training completed in the past 2 years by the proportion of all responses received⁶. This also highlights the limited amount of training completed in sustainability/energy efficiency and Building Information Modelling (BIM).

⁶ Total may not add to 100% exactly due to rounding



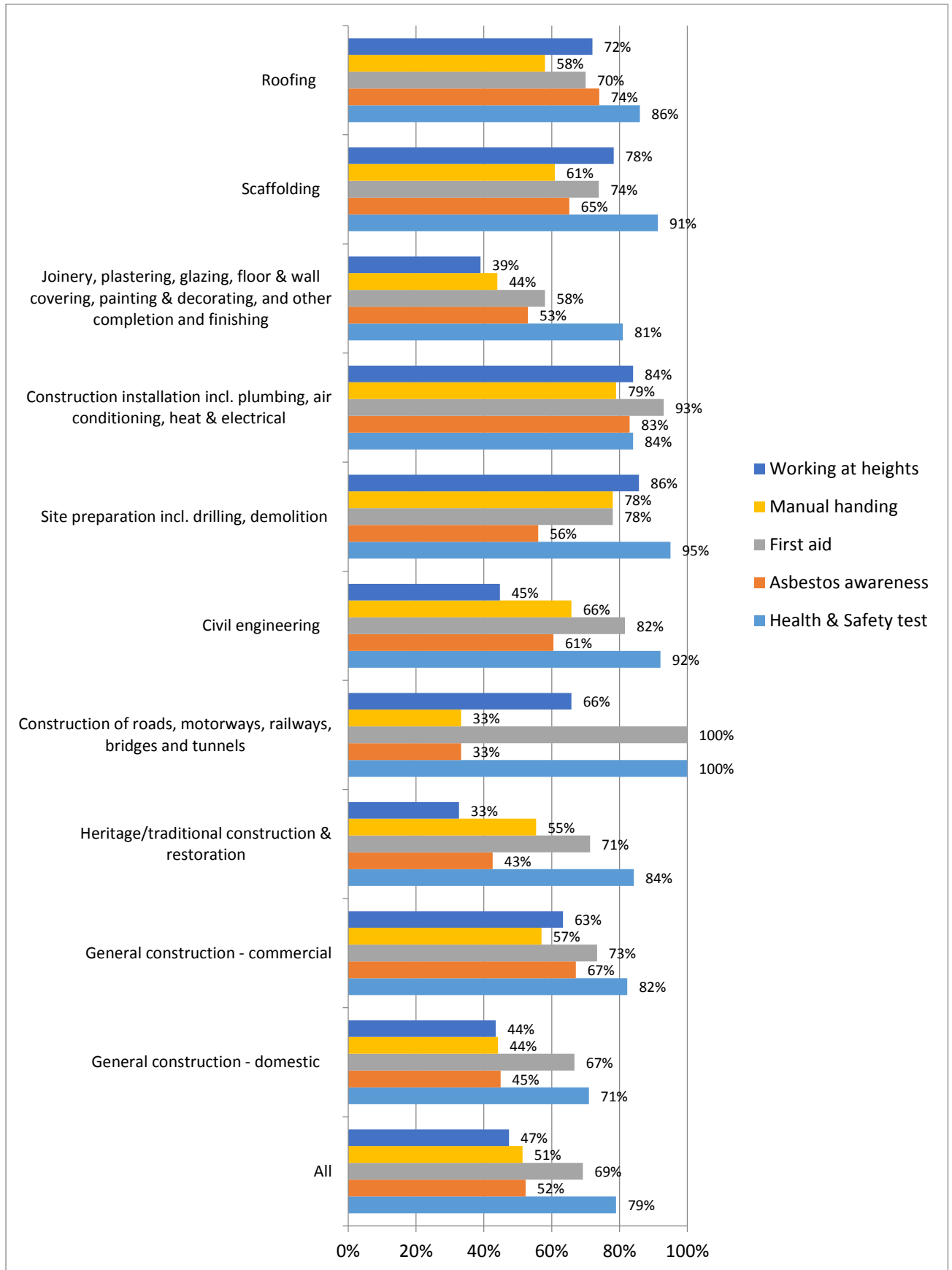
Figure 12: Types of training completed in the past 2 years – all responses



Base 3641 responses



Figure 13: Types of training completed in the past 2 years – respondents by sector





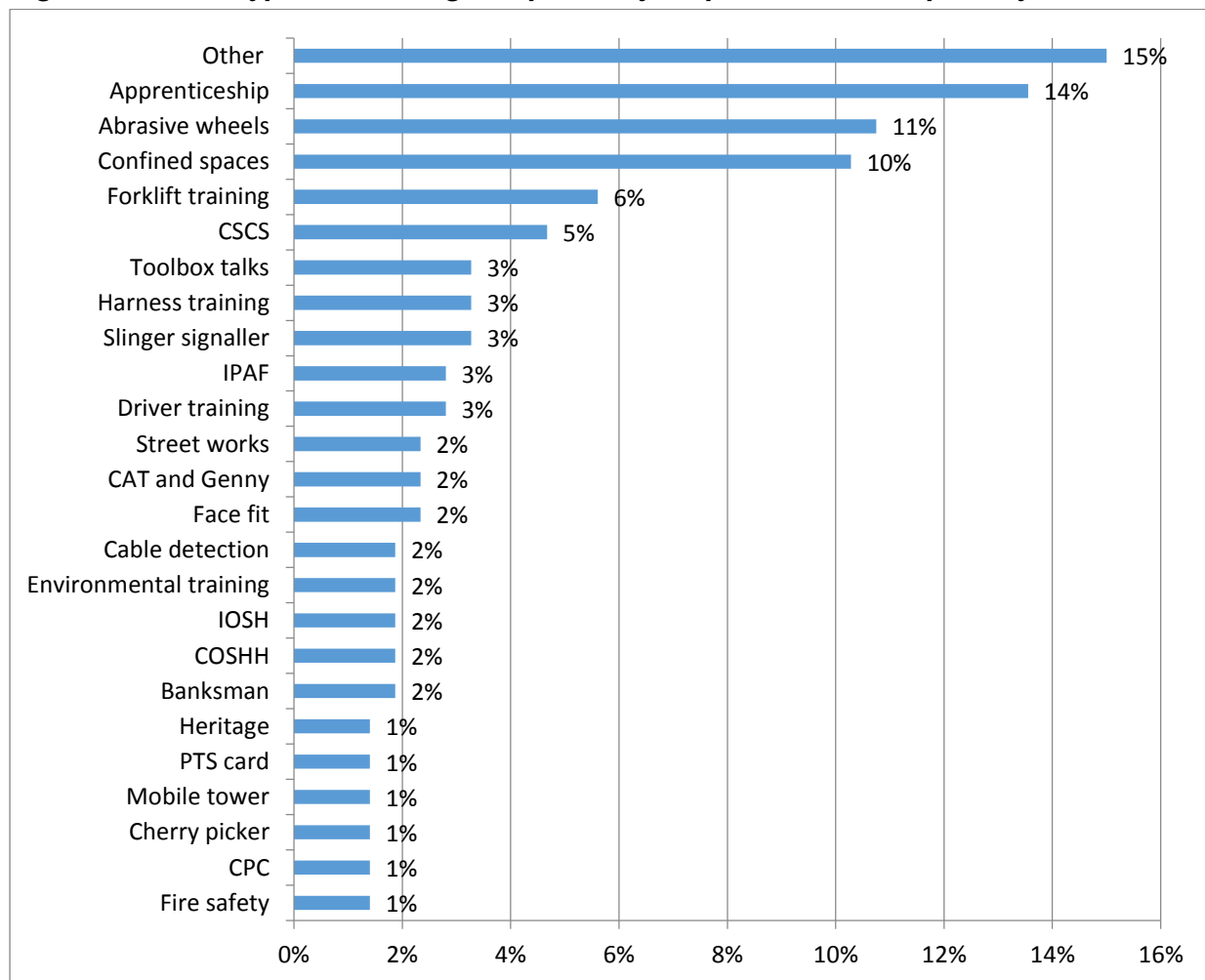
The five most prevalent types of training were further analysed by sector – although again it must be emphasised that sector specific findings should be treated as indicative only due to lower base numbers by sector. Figure 13 indicates a greater likelihood of training in these areas in commercial rather than domestic construction – possibly unsurprising given the requirement to have a CSCS card on sites which is not typically needed to evidence competence for domestic work.

Respondents were also asked if there were any other types of training not included in the questionnaire that they had completed in the past 2 years. There were 15% of respondents that indicated they had completed other types of training.

Figure 14 shows a predominance for training in:

- abrasive wheels;
- fire marshal;
- CSCS card specific training;
- plasma;
- toolbox talk; and
- cat and genny.

Figure 14: Other types of training completed by respondents in the past 2 years



Base 151 (totals do not equal 100% due to rounding)



Other types of training that were undertaken, but by less than 1% of respondents each were:

- | | |
|---|---|
| <ul style="list-style-type: none">• Abseiling training• Accountancy• Airport awareness• Airport security• Appointed person• Auto cad training• Bookkeeping• Brace of wills• Bricklaying• Chainsaw• CNC• Concrete testing | <ul style="list-style-type: none">• Digger driving• Electrical awareness• HIAB training• Machine ticket• PAT testing• PPE training• Road marking• Safe fit• Tax• Traffic management• Vehicle marshalls• Working from platforms |
|---|---|

2.2 Differences in types of training undertaken depending on organisation size

There are more noticeable differences between the types of training undertaken depending on organisation size. Whilst there is a high proportion of all respondents regardless of size of business completing the HSE test; fewer micro businesses are undertaking training compared with small, medium and large businesses even where it may be deemed to be essential in order to work in the sector. For example 96% of medium and large businesses have completed training in first aid compared with 60% of micro businesses (Table 1).



Table 1: Types of training completed in the past 2 years – respondents by organisation size

	Micro	Small	Medium & large
Bases	417	145	49
Health & Safety test	73%	88%	98%
Asbestos awareness	43%	70%	76%
Building Information Modelling (BIM)	3%	6%	14%
Business development (e.g. how to grow the business)	4%	3%	18%
Business planning (e.g. setting the business goals)	4%	2%	10%
CDM regulations	12%	31%	65%
Estimating	5%	8%	16%
First aid	60%	85%	96%
Day to day running of the business	3%	9%	18%
Leadership & management	6%	13%	39%
Manual handling	42%	70%	76%
NEBOSH	8%	21%	59%
Plant maintenance	8%	15%	29%
Plant operations	20%	46%	59%
Scaffolding	22%	43%	49%
Site management safety training scheme (SMSTS)	30%	63%	80%
Site Safety Plus	20%	34%	63%
Site supervision	17%	39%	59%
Site supervisor safety training	19%	50%	67%
Sustainability/energy efficiency	2%	7%	16%
Tunnelling	1%	1%	2%
Trade specific training (e.g. plastering)	39%	49%	49%
Training to train assessors	2%	5%	16%
Working at heights	40%	61%	67%

Similarly 76% of medium and large businesses have trained in asbestos awareness, compared with 43% of micro businesses (Table 1).

Differences are more pronounced in relation to non-technical skills and training. For example 39% of medium and large businesses trained in leadership and management in the past 2 years, compared with 6% of micro businesses (Table 1).

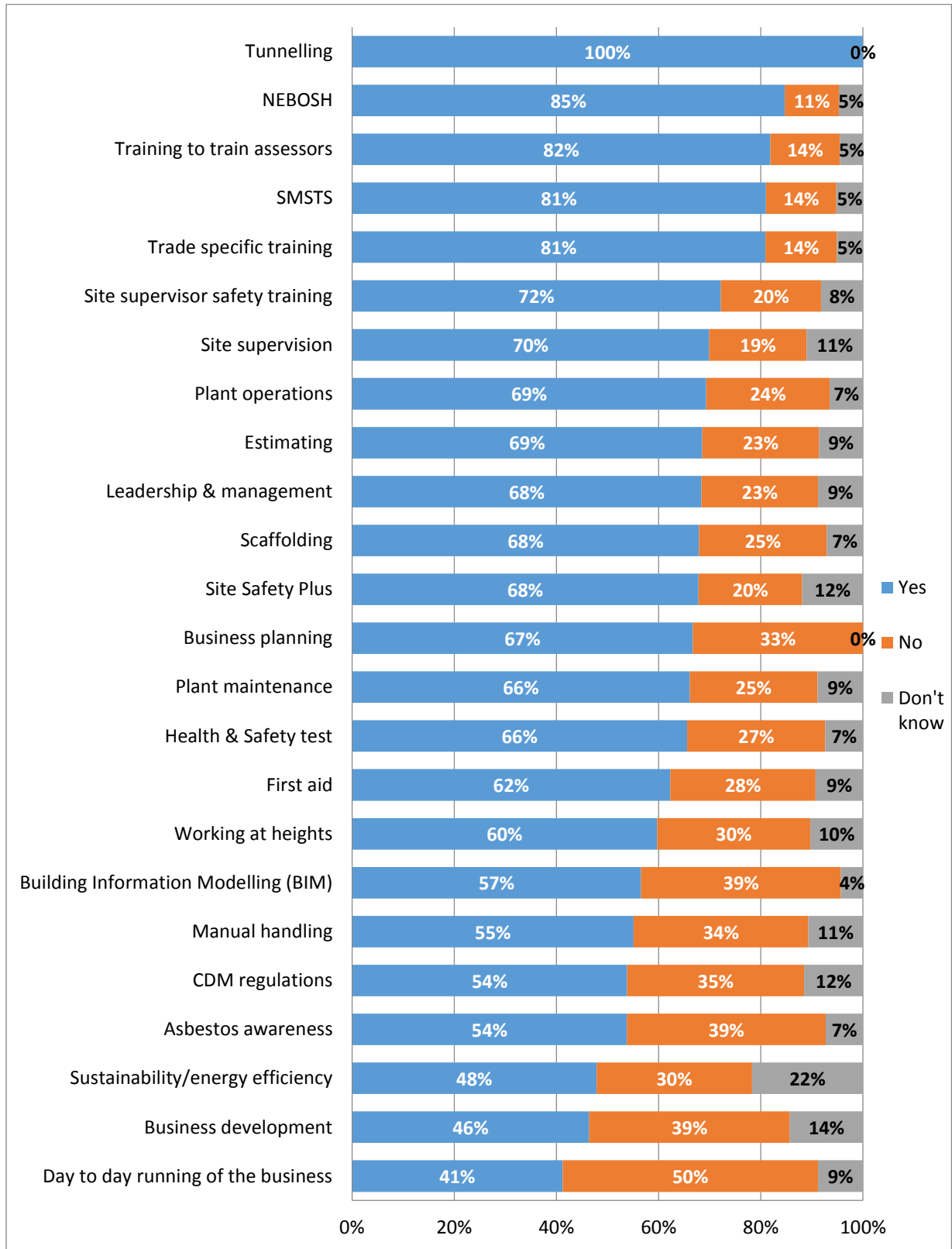
2.3 Whether training is accredited or not

Not all training undertaken is accredited, with a greater proportions of accreditation sought for courses in tunnelling⁷, NEBOSH, training to train assessors, site management safety training and trade specific training. Typically more than 80% of this type of training is accredited (Figure 15).

⁷ 100% accredited but the base number was less than 10



Figure 15: Training by whether or not accredited i.e. leads to a part or full nationally recognised qualification

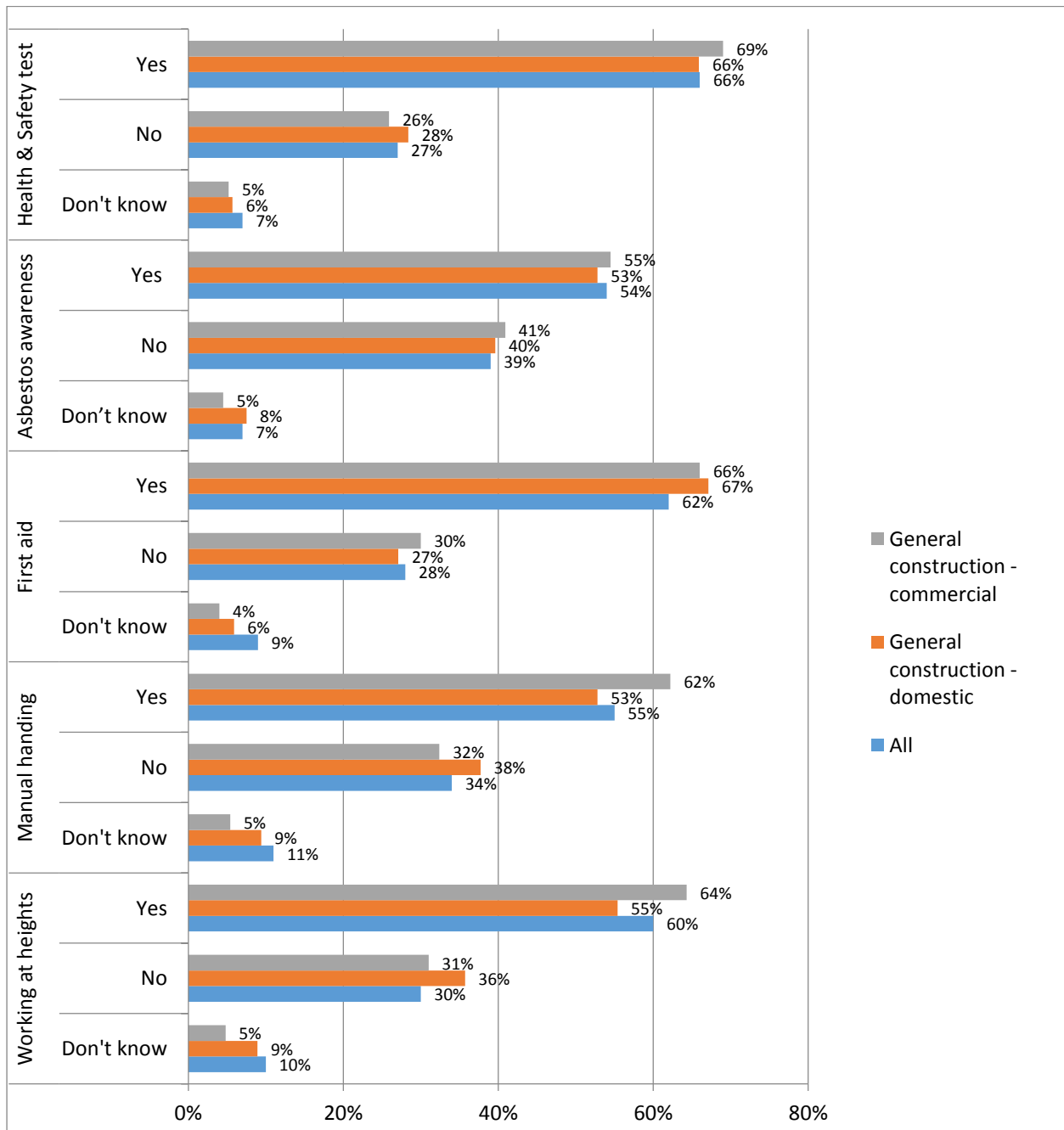


Base 3317 responses



Looking again at any differences between commercial and domestic construction in respect of the five most prevalent types of training undertaken, Figure 16 indicates fewer differences between the two sectors as to whether or not training is accredited. For example 55% of commercial sector respondents undertook accredited training in asbestos awareness compared with 53% of domestic sector respondents. There is a difference for manual handling and working at heights training, with a slightly higher proportion of commercial construction firms undertaking accredited training compared with domestic construction firms (Figure 16).

Figure 16: Training by whether or not accredited i.e. leads to a part or full nationally recognised qualification, comparison of domestic and commercial construction, top five most prevalent forms of training undertaken



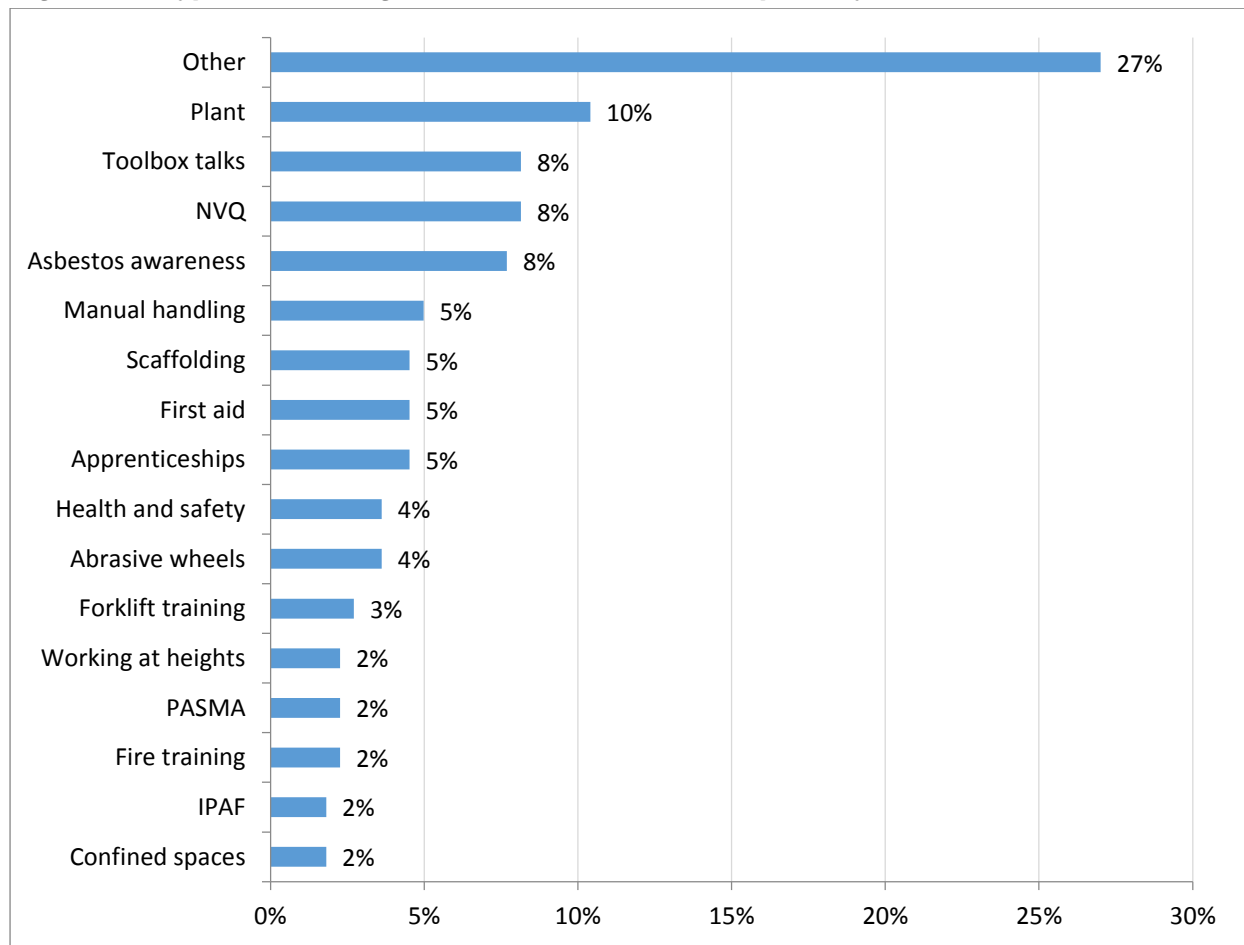


2.4 Types of training undertaken on-site

Of the 611 respondents that have trained in the past 2 years, nearly a third reported having undertaken training on-site. Much on-site training is undertaken to obtain an NVQ, predominantly at levels 2 and 3. Other on-site training (as could be expected) relates to skills and knowledge readily obtained on the site – such as:

- plant operations;
- manual handling;
- first aid;
- scaffolding; and
- working at heights (Figure 17).

Figure 17: Types of training undertaken on-site in the past 2 years



Base 189 (total does not equal 100% due to rounding)



Other types of training that were undertaken on-site, but by less than 1% of respondents each were:

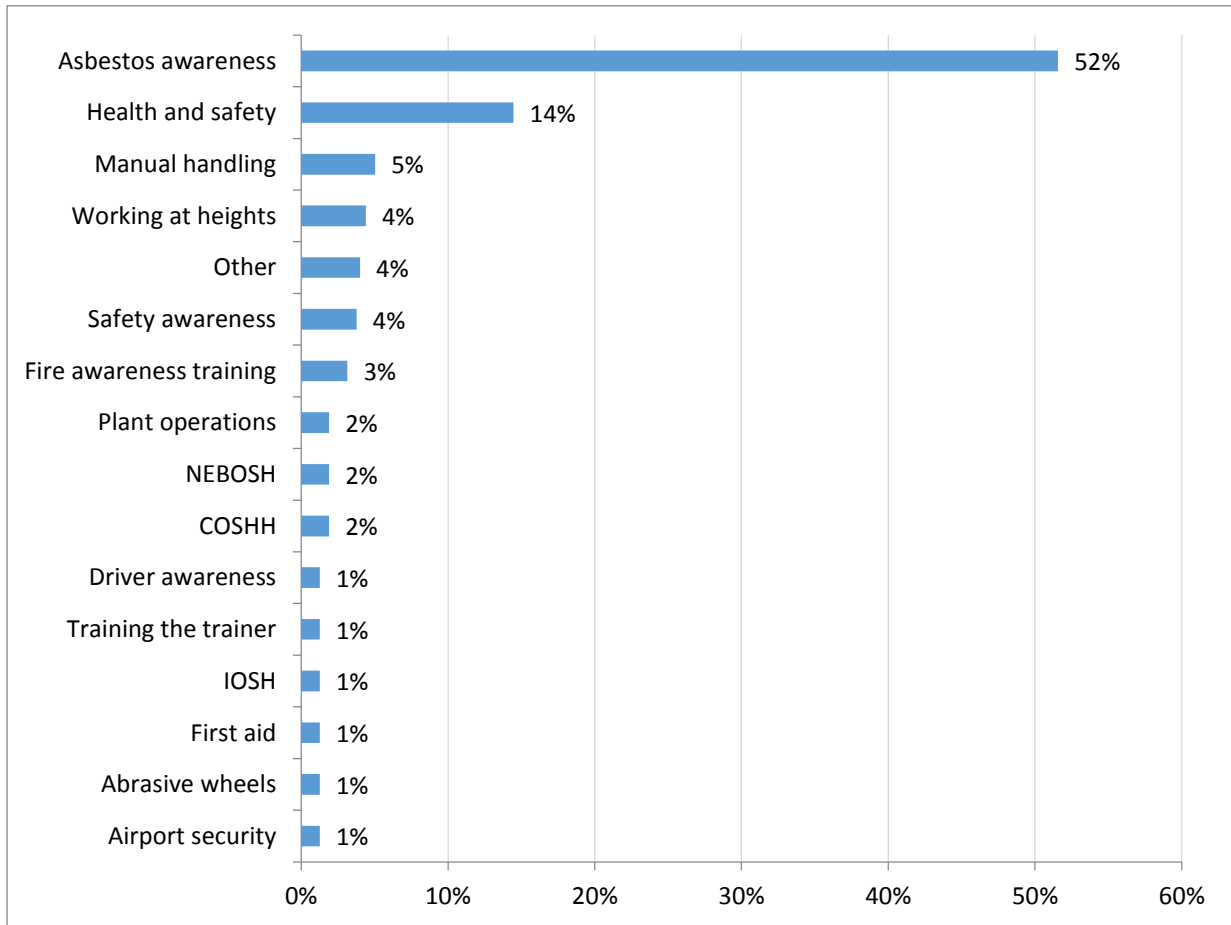
- | | |
|---|---|
| <ul style="list-style-type: none">• Banksman• Bench Joinery• Bricklaying• Building furniture• Cable detecting• CAT and Genny• COSH• CPCS• Design• Dumper and excavator training• Environmental• Ground services• Harness training• Heritage• HILTI• Induction training | <ul style="list-style-type: none">• IPASS• Life jacket training• Machinery testing• Mask tests• Material specific training• Roller• Scissor lift• Signal excavator• Site managers course• SSTS• Tiling• Tower scaffolds• UK PIA• Unexploded ordnates• Vehicle training• Walkie talkie training |
|---|---|

2.5 Types of training undertaken online

Nearly a quarter of the 611 respondents that have trained in the past 2 years undertook some form of training online. By far the most commonly undertaken training online was asbestos awareness. The theoretical aspects of health and safety, working at heights and manual handling were also undertaken (Figure 18).



Figure 18: Types of training undertaken online in the past 2 years



Base 140 (please note figures have been rounded to whole numbers hence some bars representing 1% of respondents appear smaller than others)

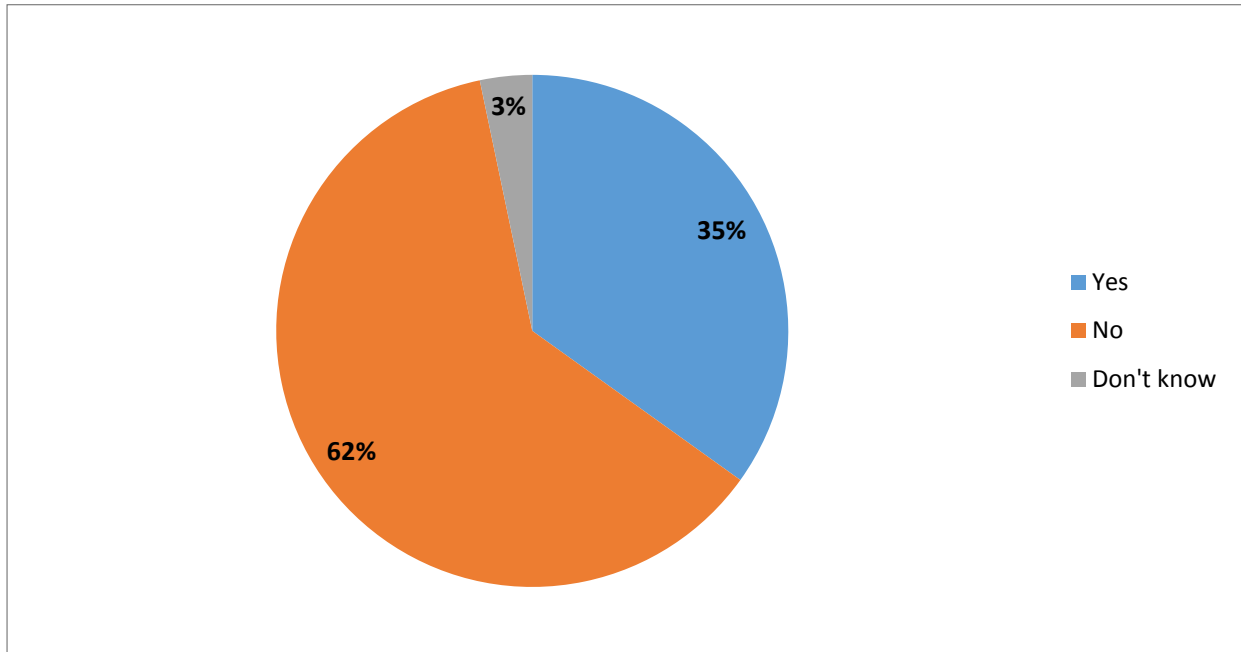


3. How the sector trains

3.1 Use of CITB Training Plans

Nearly two-thirds of respondents use CITB Training Plans (Figure 19).

Figure 19: Use of CITB Training Plans – all respondents



Base 1002

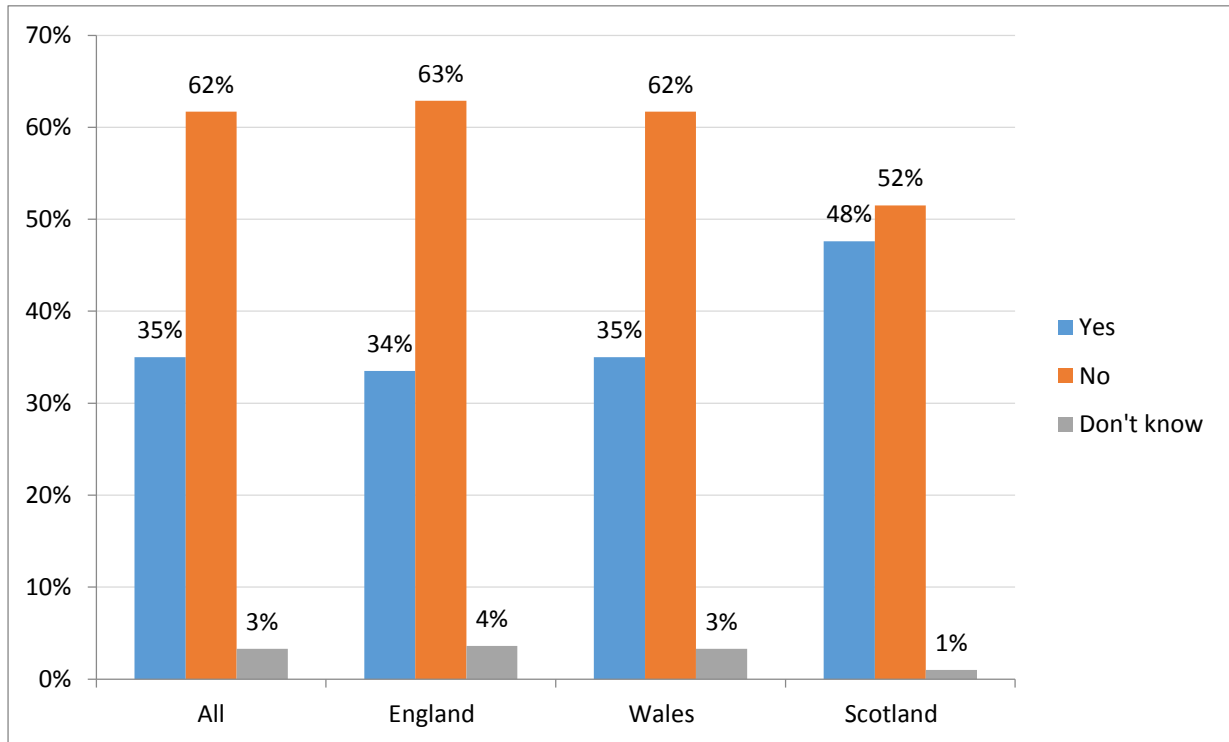
There is slightly higher use of CITB Training Plans in Scotland (48% of respondents using them) compared with England (35%) and Wales (35%) (Figure 20).

There is a noticeably higher use of CITB Training Plans among larger organisations, with 76% of medium and large businesses using them compared with 30% of micro businesses and 47% of small businesses (Figure 21). This is likely to link to the frequency with which training is undertaken – 52% of micro business respondents have trained in the past 2 years compared with 94% of small businesses and 98% of medium and large businesses (Figure 9).

However micro businesses do appear to be aware of CITB Training Plans – only 3% of respondents reported that they did not know whether they used them or not (Figure 21). It is unclear whether the use of a CITB Training Plan is a factor in prompting more training to take place, or the reverse i.e. the organisations that are training may find it easier to complete the training plan.

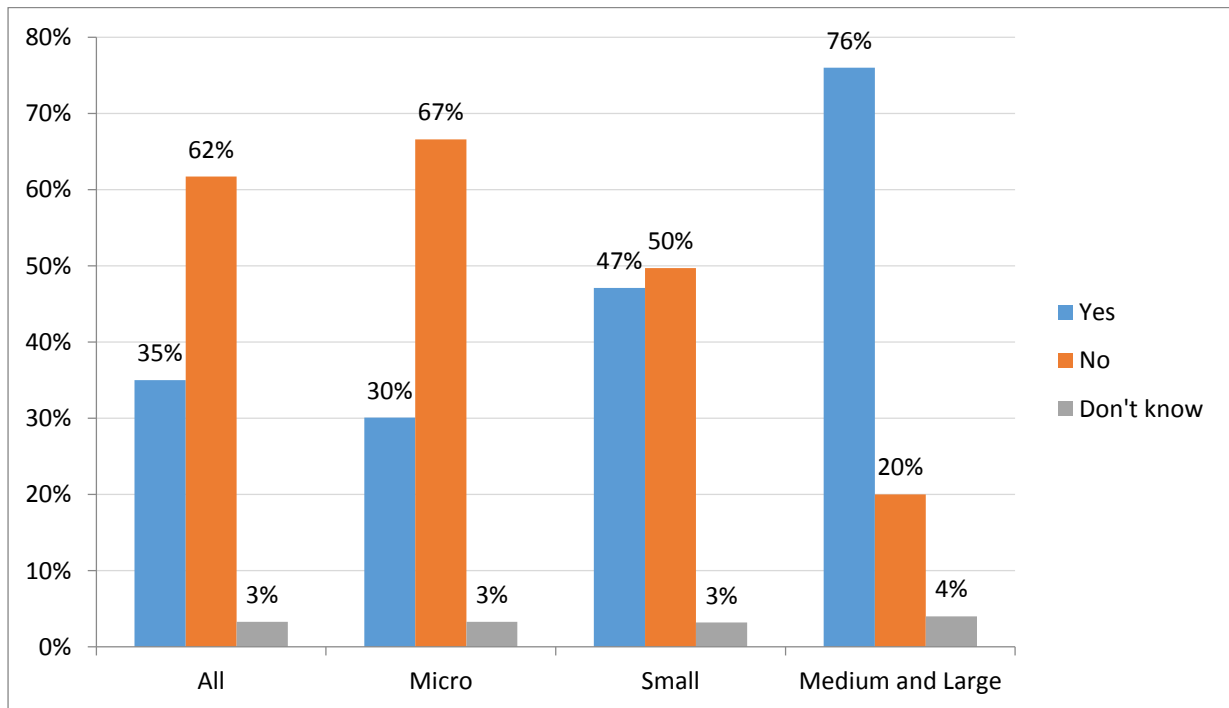


Figure 20: Use of CITB Training Plans – respondents by nation



Base 1002

Figure 21: Use of CITB Training Plans – respondents by organisation size



Base 1002

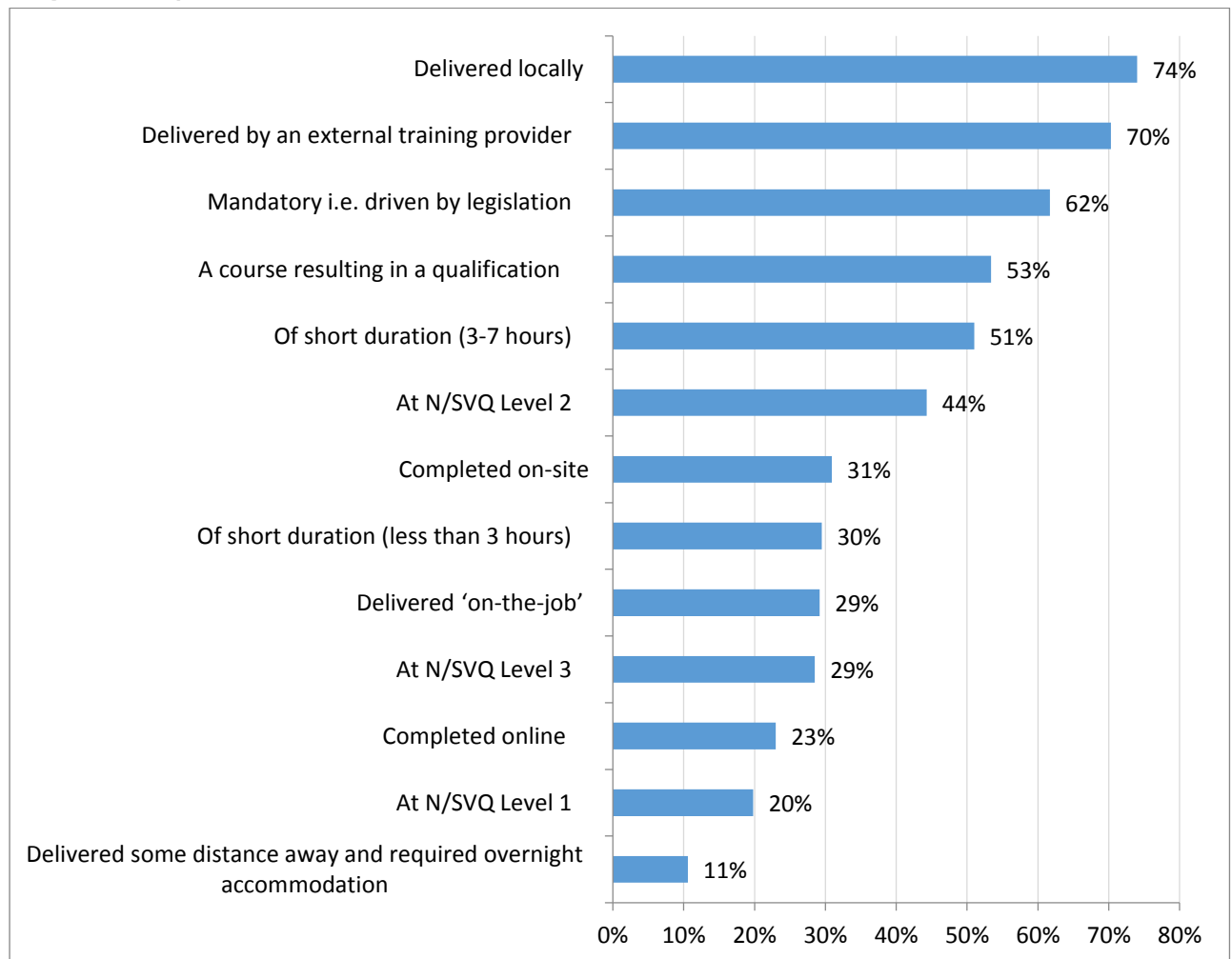


3.2 How is training delivered?

Respondents were asked to describe the type of, and delivery methods, of the training delivered in the past 2 years. Figure 22 shows that nearly three-quarters of respondents undertook training that was delivered locally. Around 70% of respondents used an external training provider to deliver the training.

Just over half of respondents completed training that lasted between 3 and 7 hours, and nearly a third (30%) of respondents had done training of less than 3 hours in duration (Figure 22).

Figure 22: Of the training completed in the past 2 years, how much of it was..? (all respondents)



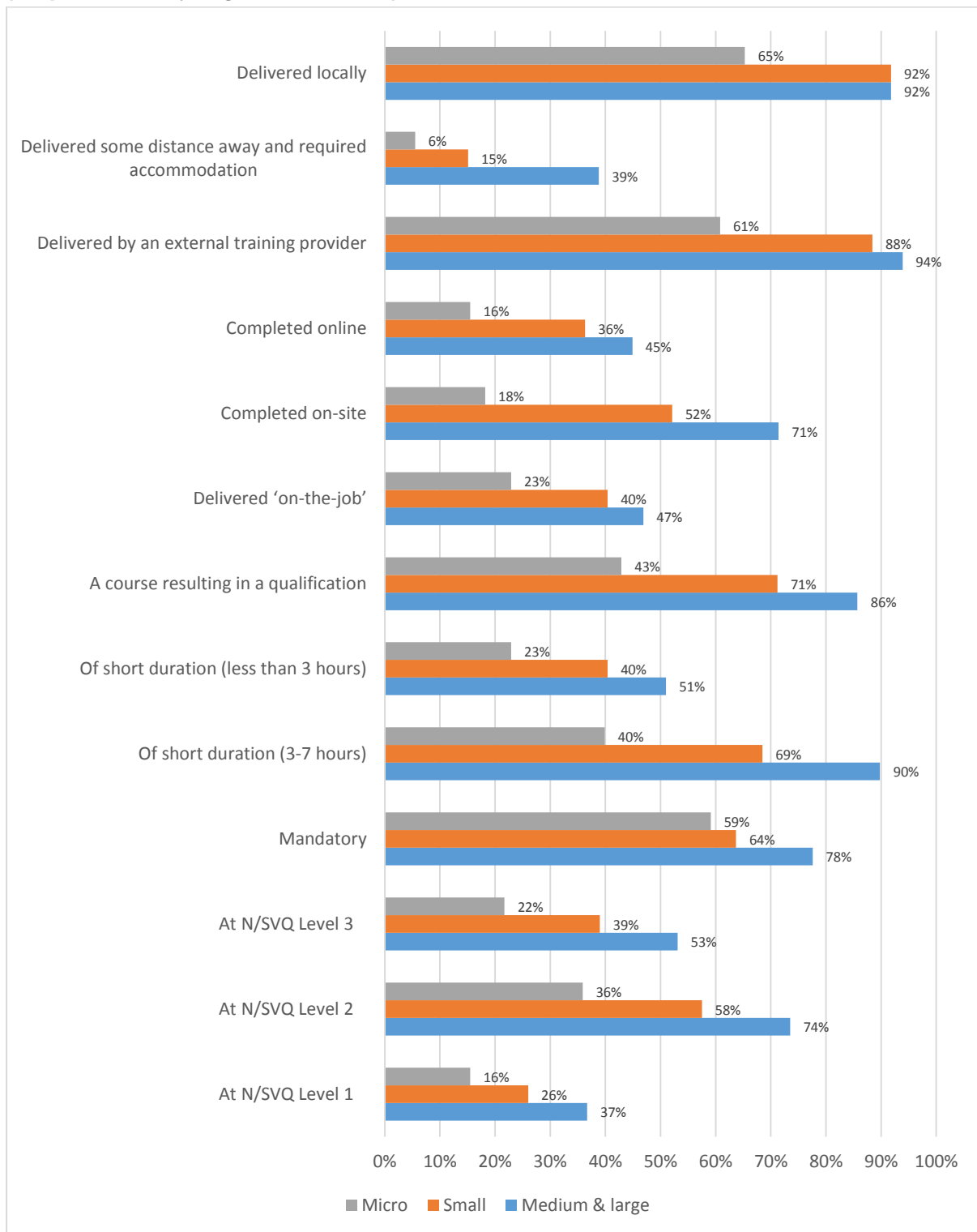
Base 611 respondents⁸

A lower proportion of respondents in micro business completed training delivered locally (65%) compared with over 90% of respondents in small, medium and large businesses. However this may reflect that larger businesses are more likely to run training in-house on their premises (Figure 23).

⁸ Should not total 100% - respondents able to select multiple options and the figures show the % of that base i.e. 74% of the 611 respondents that answered this question had training delivered locally



Figure 23: Of the training completed in the past 2 years, how much of it was..? (respondents by organisation size)

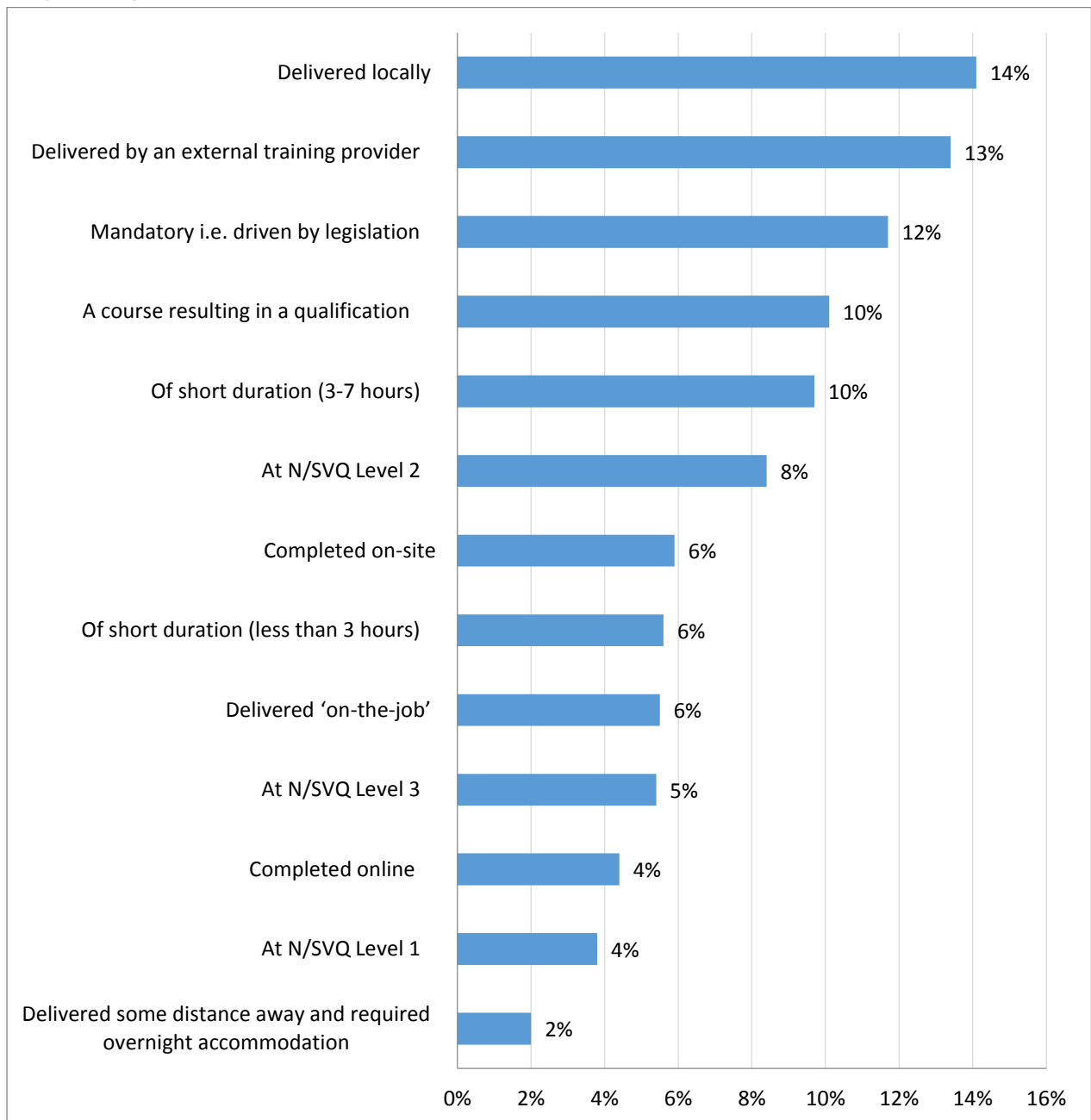


Base 611

Considering the proportion of responses overall shows that 12% of training was delivered either on site (via a training provider) or 'on-the-job' (e.g. shadowing a colleague). There is a clearer preference for local training (14% of responses) compared with training delivered some distance away (2% of responses) (Figure 24).



Figure 24: Of the training completed in the past 2 years, how much of it was..? (all responses)

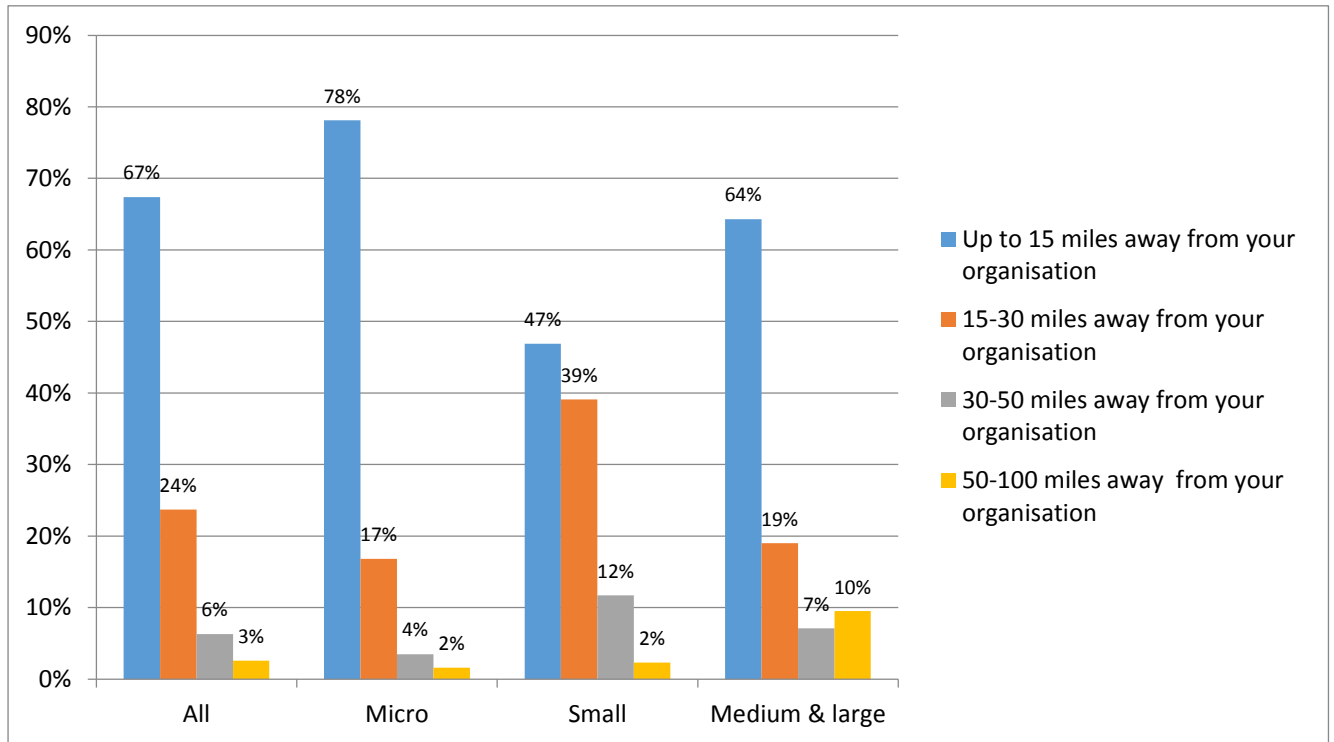


Base 3136 responses

In terms of what 'local' looks like to respondents, just over two-thirds (67%) described local as being no more than 15 miles away from their premises. This rose to 78% among micro businesses. A further 24% of respondents consider local to be 15-30 miles away (Figure 25).



Figure 25: Distances to attend training described as ‘local’



Base 452

3.3 Hours typically spent on training

Not all respondents were able to quantify the typical number of days spent training in the business. This was largely in cases where respondents undertook limited amounts of training generally and therefore felt training was too ‘ad-hoc’ to be able to estimate a figure per annum.

Table 2 clearly shows much greater importance attached to training for operatives (an average of 7.9 days per year) compared with senior managers and supervisors (average of 2.7 days each). This suggests there may be a gap in on-going training and development for managers and site supervisors.

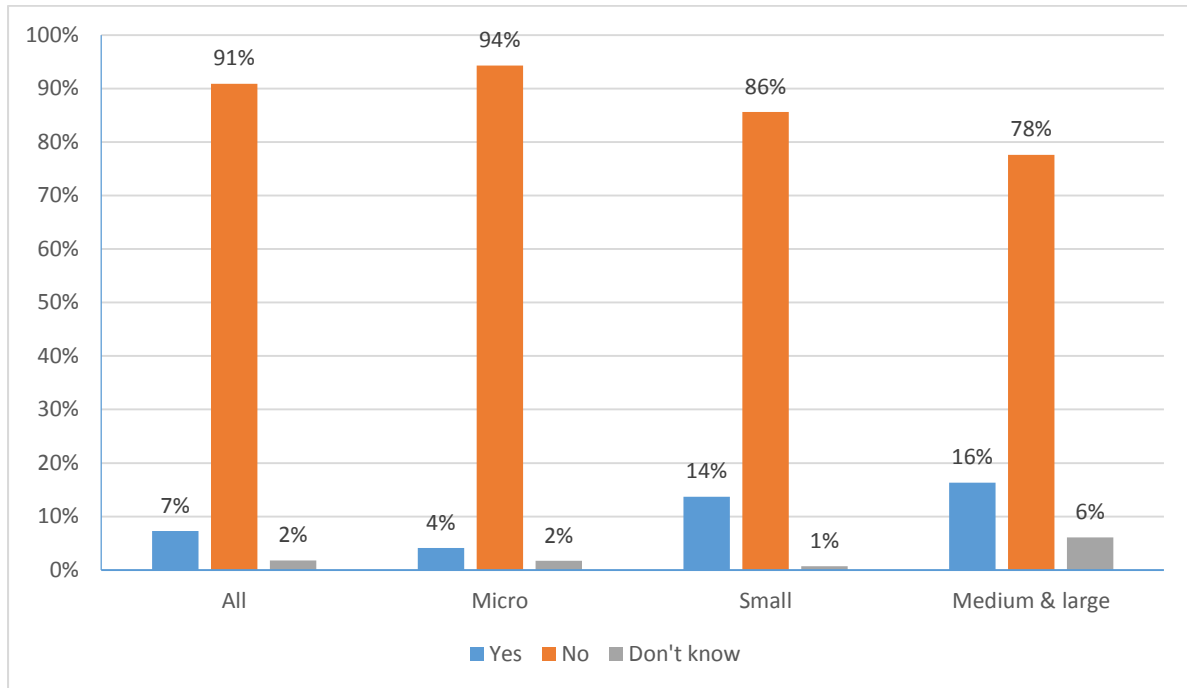
Table 2: Typical days per annum spent on training, by level of seniority

	Senior managers	Supervisors	Operatives
Base	815	791	966
Mean	2.7	2.7	7.9

Most training is undertaken during normal working hours (the case for 91% of all respondents). A slightly higher proportion of small (14% of respondents) and medium and large businesses (16% of respondents) have trained outside normal working hours – compared with 4% of micro businesses (Figure 26).



Figure 26: Training undertaken outside normal working hours over past 2 years



Base 611

Among the very small number of respondents that had trained outside of normal working hours, operatives undertook more hours in training (average of 21.7) compared with supervisors and senior managers (Table 3).

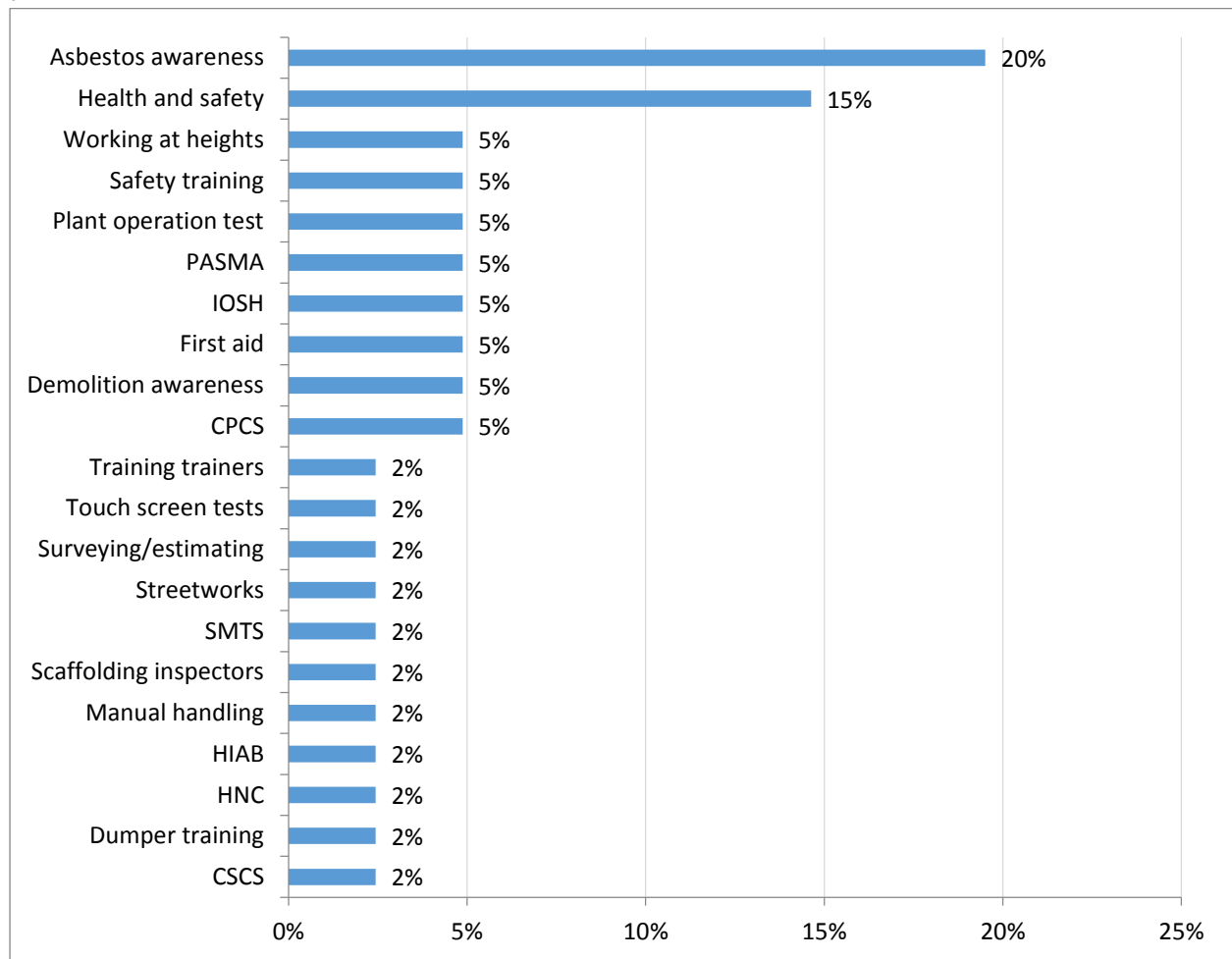
Table 3: Approximate number of hours spent on training outside of normal working hours, by level of seniority

	Senior managers	Supervisors	Operatives
Base	28	29	38
Mean	3.9	4.9	21.7

Where training has been completed outside normal working hours, the most common types are health & safety and asbestos awareness (Figure 27).



Figure 27: Types of training undertaken outside normal working hours over past 2 years



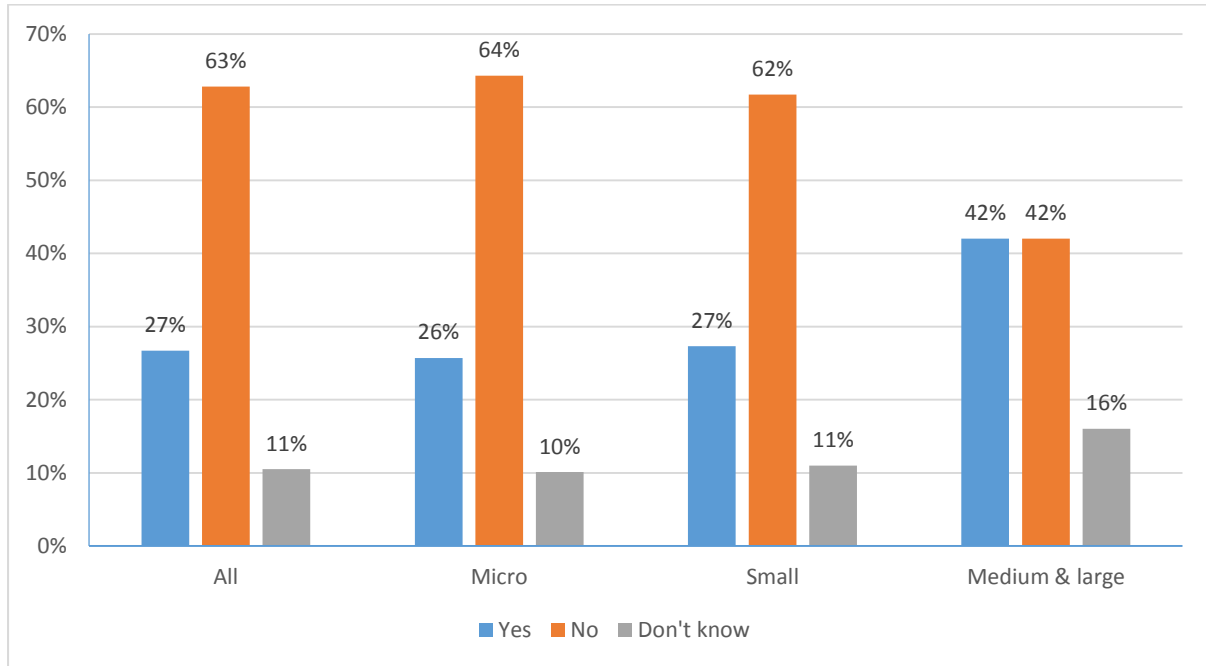
Base 70 (total does not equal 100% due to rounding)

3.4 Use of CITB Training Groups

Just over a quarter of all respondents are members of a CITB Training Group. This figure is similar among micro businesses (26% of respondents) and small businesses (27% of respondents), but increases to 42% among medium and large businesses (Figure 28).



Figure 28: Are you part of a CITB Training Group?

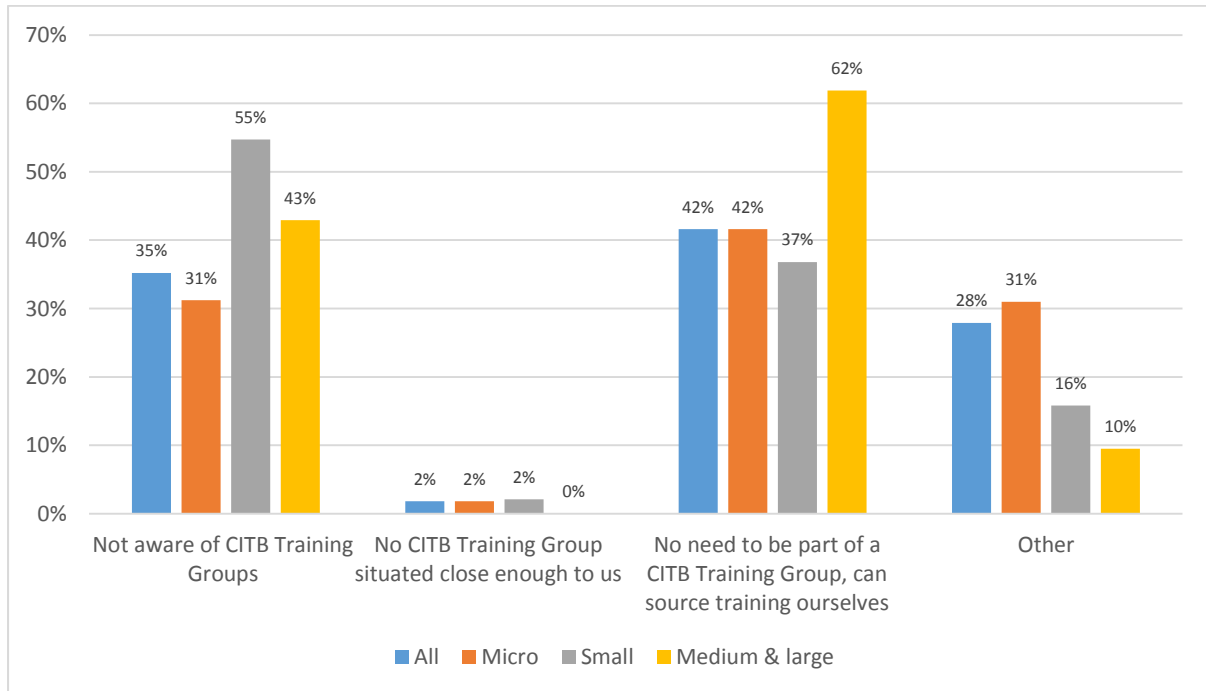


Base 1002

Respondents not part of a CITB Training Group were asked to give the reason for this. Very few respondents reported that this was because there was no group situated near to them; however 35% of all respondents stated they were not actually aware of CITB Training Groups. A slightly lower proportion of micro businesses said they did not know of CITB Training Groups compared with small and medium and large businesses. Nearly two-thirds of medium and large businesses stated they did not need to be part of a group as they were able to source training themselves (Figure 29).



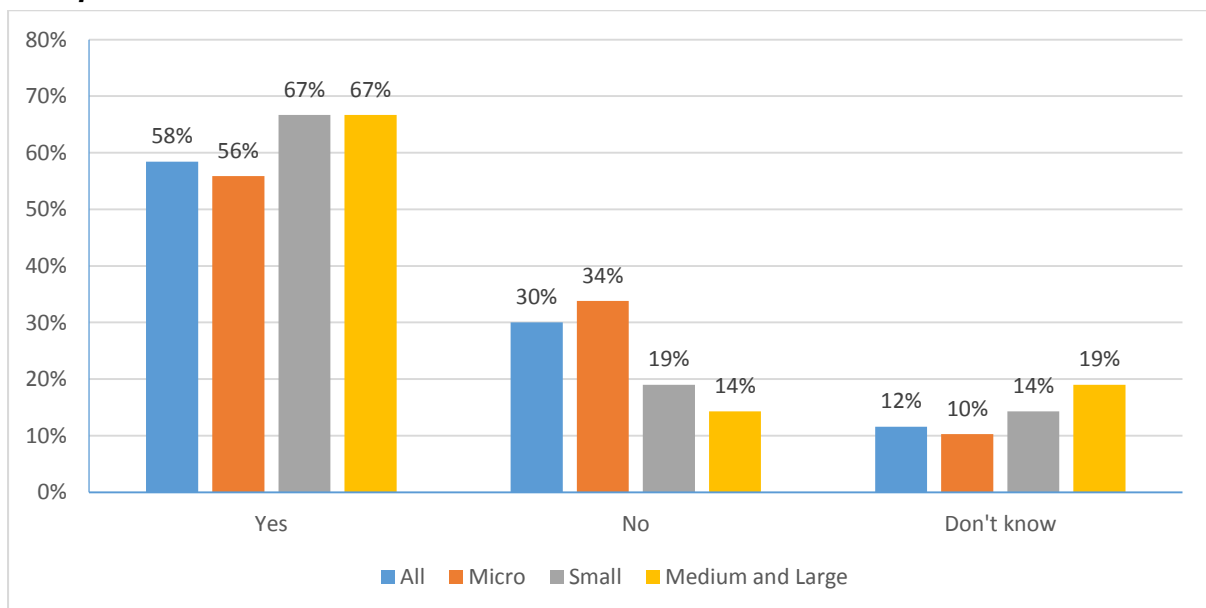
Figure 29: Reasons cited for not being a member of a CITB Training Group



Base 621

Of the respondents that are part of a CITB Training Group, nearly 60% had accessed funding for training via the group. A slightly higher proportion of small and medium and large businesses (67% of respondents) had accessed funding for training compared with 56% of micro businesses (Figure 30).

Figure 30: Whether respondents access funding for training via a CITB Training Group

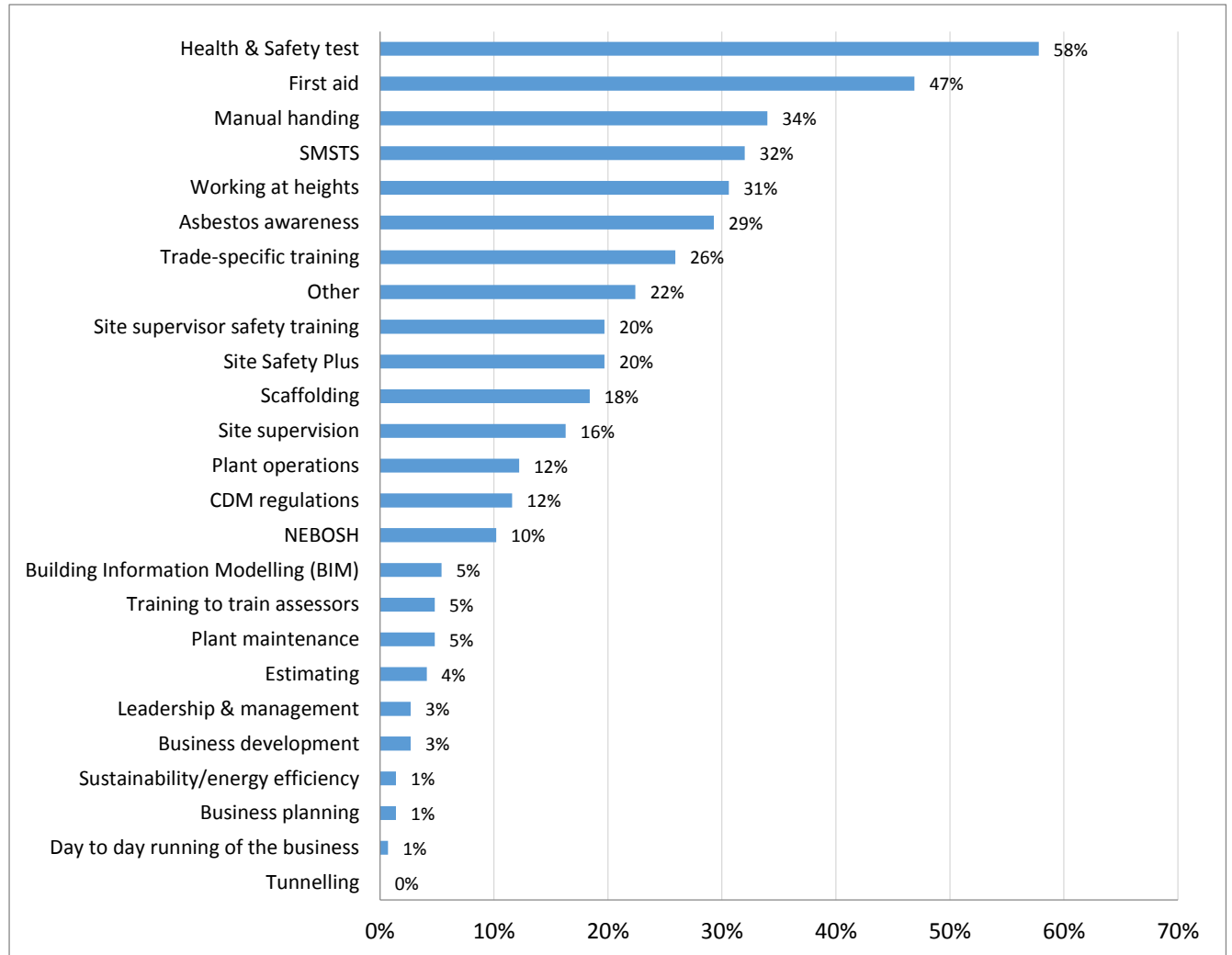


Base 270



The types of training respondents access via the Training Group broadly mirrors findings thus far; i.e. a predominance for the HSE test, and training in first aid and manual handling (Figure 31).

Figure 31: Types of training accessed via a CITB Training Group – all respondents



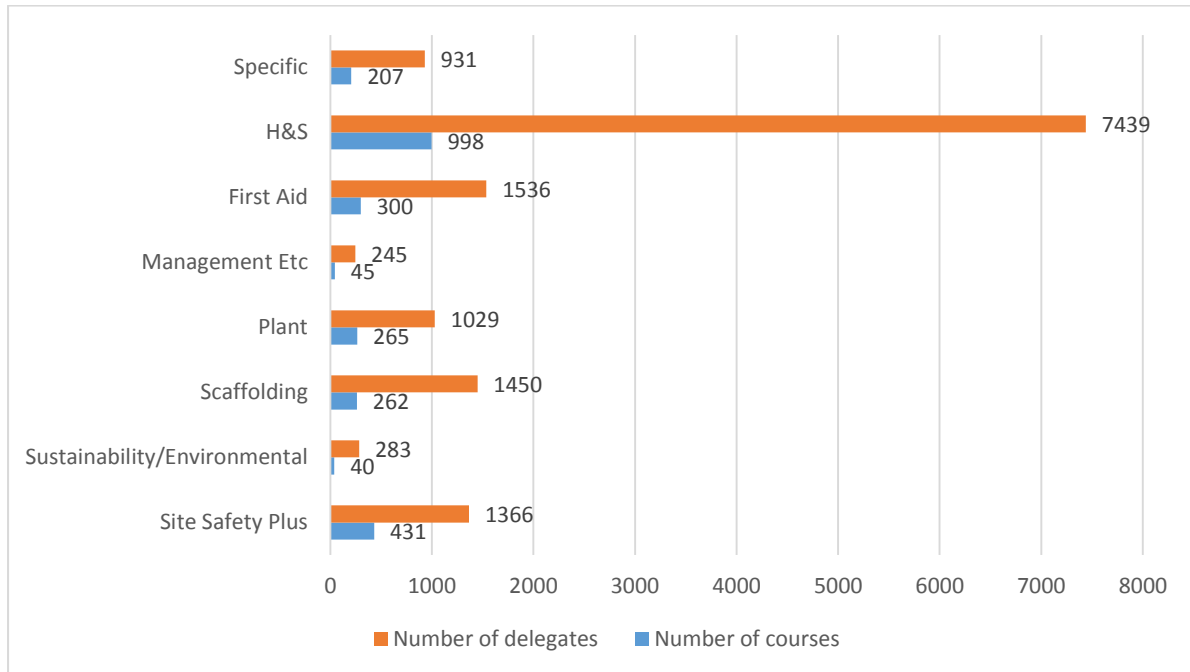
Base 270⁹

This in turn is backed up by more detailed statistics supplied by CITB on the breakdown of Training Group training. This shows the vast majority of courses and delegates via Training Groups attended some form of health & safety training (Figure 32).

⁹ Should not total 100% as the % is of the base number that responded to that option i.e. 58% of these 270 respondents accessed the health and safety test



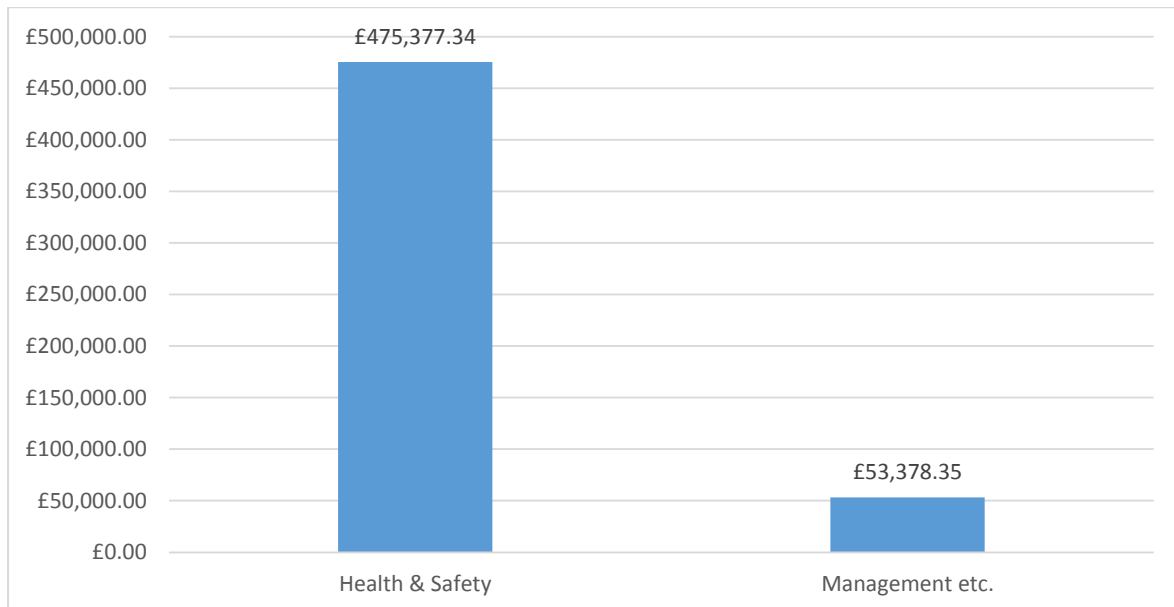
Figure 32: Breakdown of training accessed via CITB Training Groups, by number of courses and delegates



Source: Analysis of CITB Training Group data, supplied by CITB

This again re-emphasises the strong focus on safety specific training – as further illustrated by Figure 33, which directly compares the costs spent on health & safety specific courses and management courses.

Figure 33: Comparison of spend on health & safety and management training undertaken via CITB Training Groups

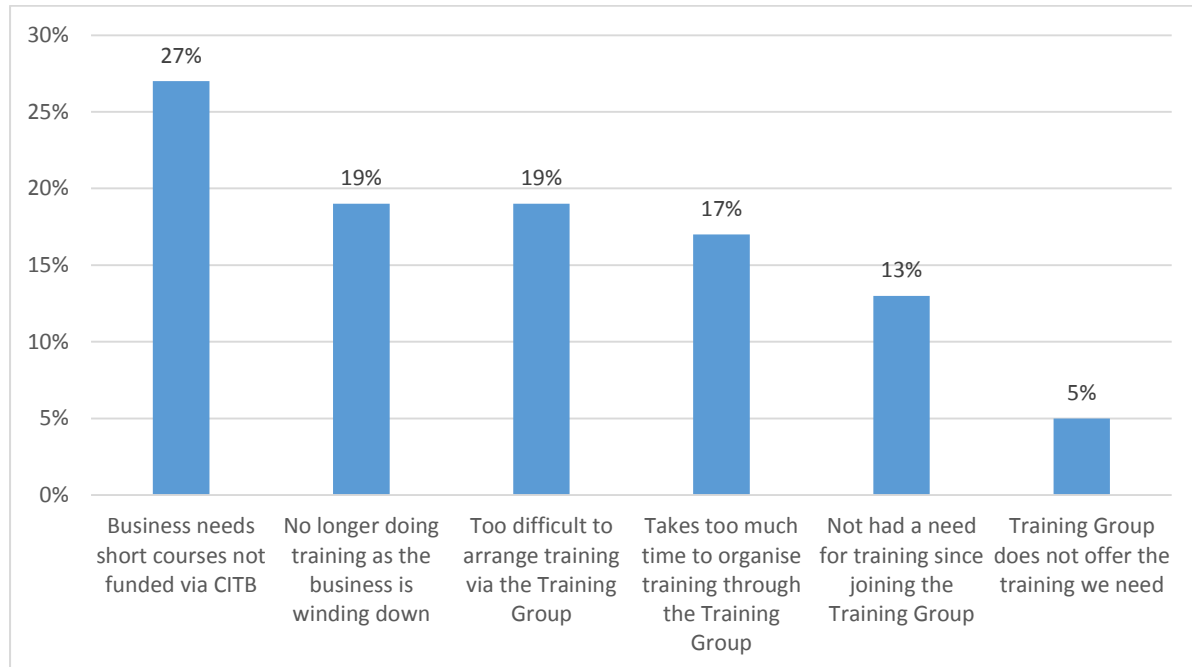


Source: Analysis of CITB Training Group data, supplied by CITB



Respondents were asked why they had not accessed funding for training via their CITB Training Group. Of these respondents, over a quarter stated that their business needed shorter courses (e.g. less than half a day), not usually funded via CITB.

Figure 34: Reasons why respondents have not accessed funding for training via CITB Training Groups



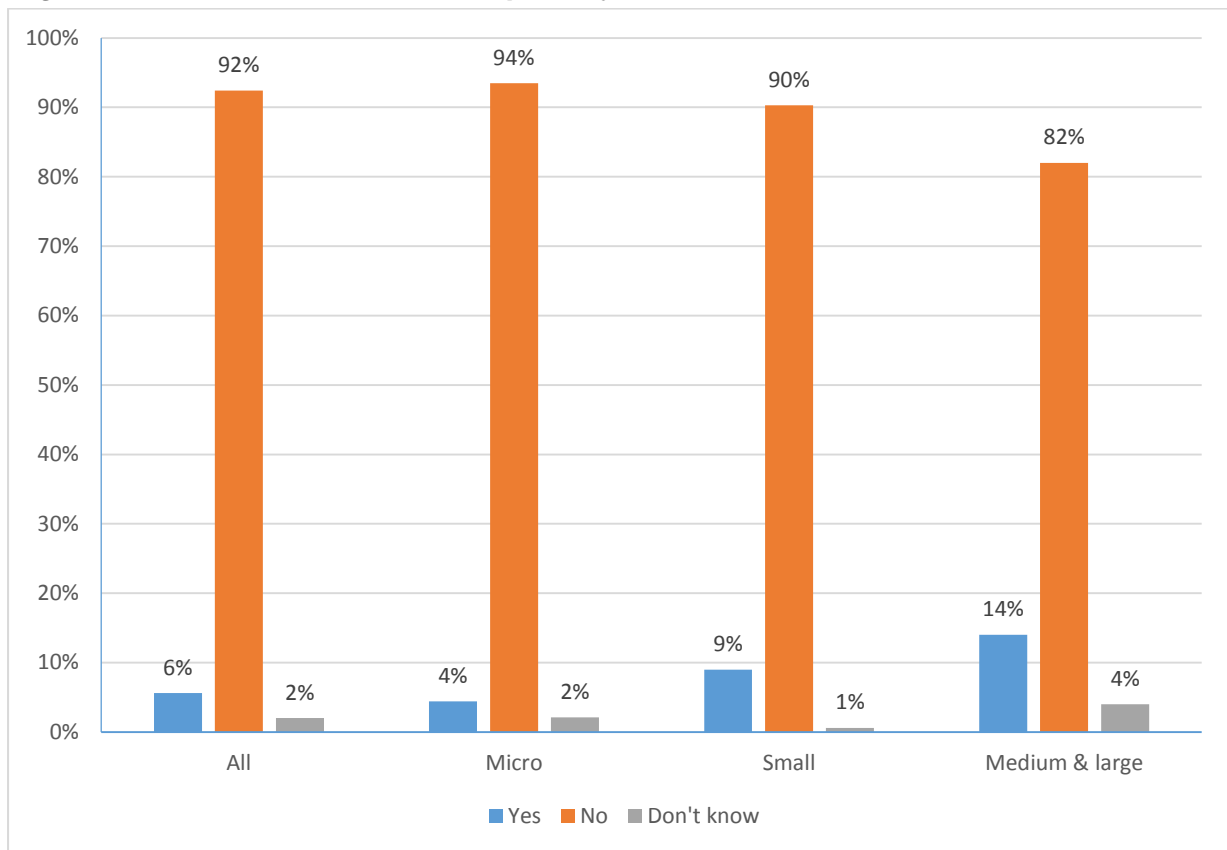
Base 79

3.5 Training funded via organisations other than CITB

Few respondents have sourced funding for training from any organisation other than CITB in the past 2 years, with just 6% of respondents reporting that they have done so. This rises slightly to 14% among medium and large organisations (Figure 35).



Figure 35: Whether respondents have accessed funding for training from any other organisation other than CITB in the past 2 years



Base 1002

These other organisations span:

- Funding from local college;
- Trade association (e.g. *the National Association of Shopfitters and the Tile Association*);
- National construction associations (e.g. *Building Safety Group*);
- Government schemes;
- Funding from the European Union;
- Local councils and authorities; and
- Specific national training boards in Scotland and Wales.

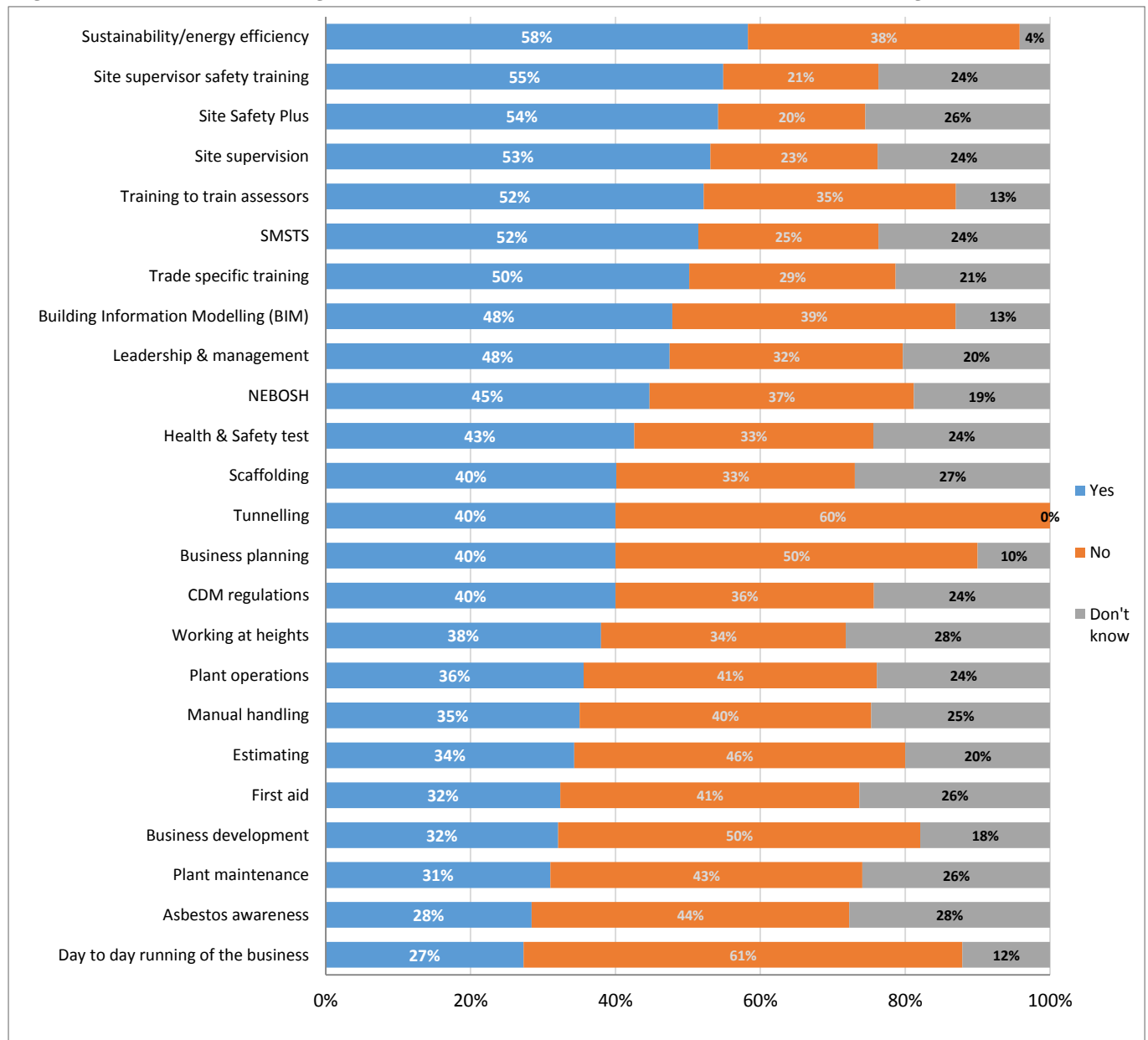
Training accessed via other organisations is predominantly trade-specific, and the funding is nearly always ad-hoc and/or of limited lifespan, rather than being a permanently available source of money for training.



3.6 Training delivered via the National Construction College

Not all training reported was delivered via the National Construction College (NCC), with the highest proportion by type of training (sustainability/energy efficiency) at 58%. Just over half of site safety and supervisory courses were delivered by an NCC site. One of the most commonly undertaken types of training, asbestos awareness, was delivered by an NCC site in only 28% of cases (Figure 36).

Figure 36: Whether training was delivered via the National Construction College



Base 3483 responses



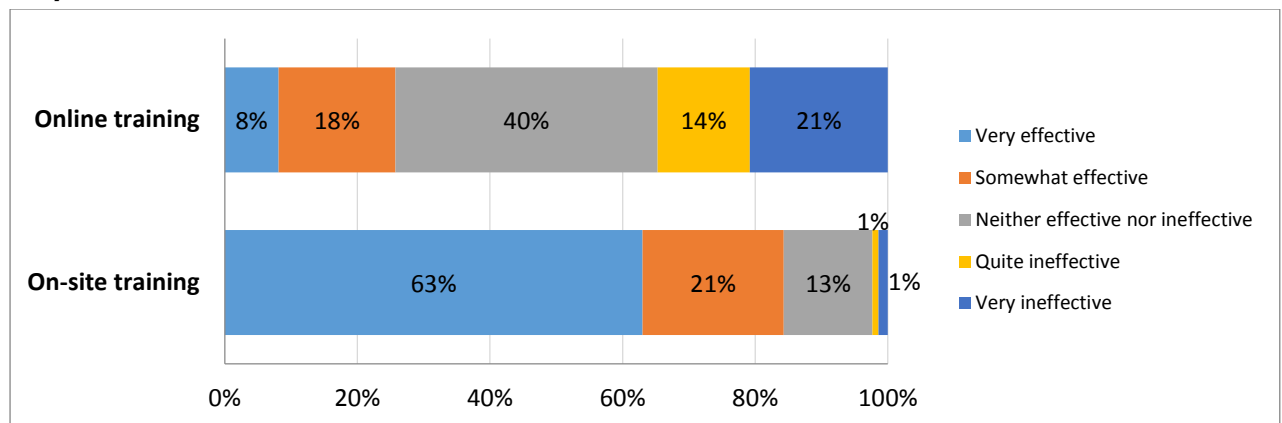
4. Preferred approaches to training and assessment

4.1 Views of effectiveness of online and on-site training

There is a strong preference for on-site training, with 84% of respondents stating that this is very or somewhat effective as a mode of training. Only 2% of all respondents consider on-site training to be ineffective.

By contrast just over a quarter of all respondents deem online training to be very or somewhat effective, and 35% of respondents state online training to be ineffective. However 40% of respondents opted for the 'middle ground' suggesting they may not have sufficient experience of online training to be able to comment (Figure 37).

Figure 37: Respondent views of the effectiveness of online and on-site training – all respondents

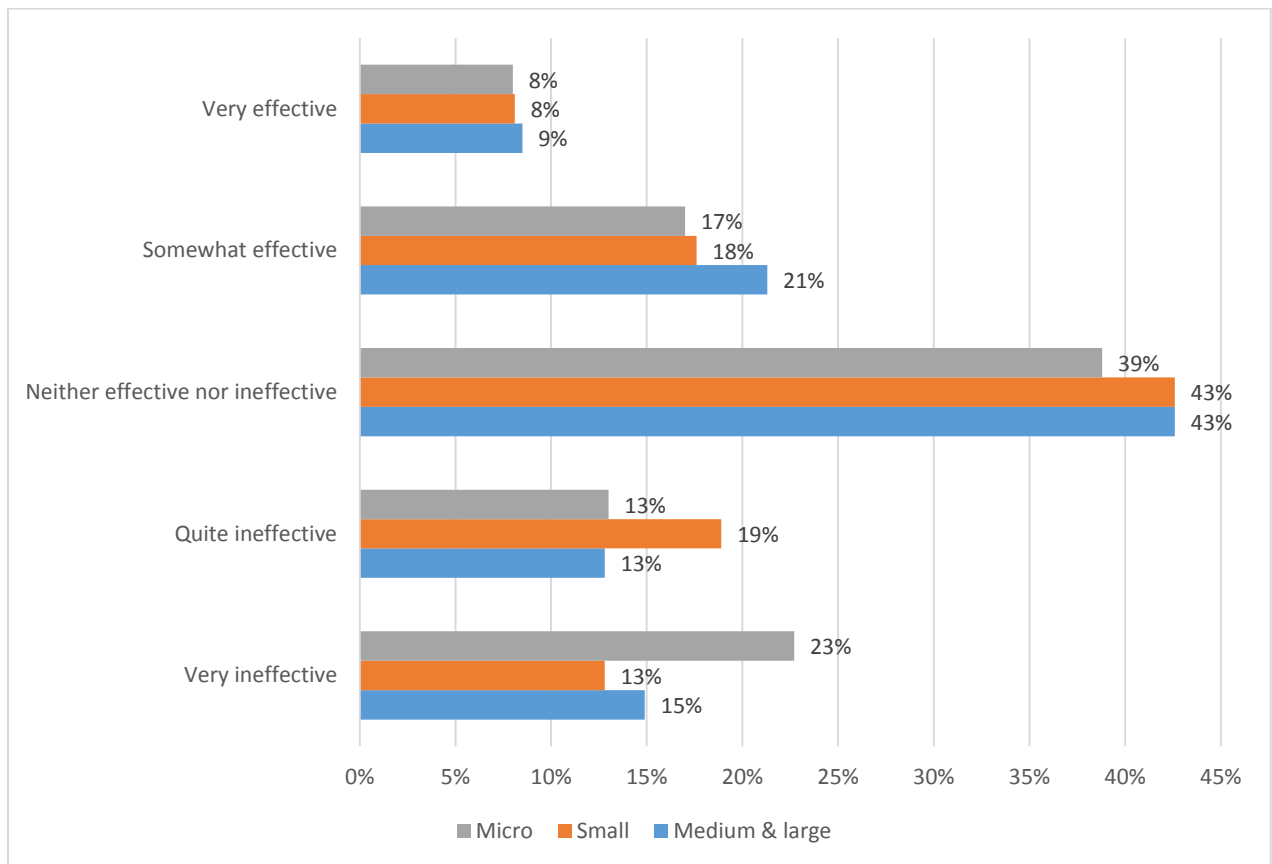


Base 1002

There are slight differences depending on organisation size, with micro businesses less inclined to be in favour of online training – 23% of respondents from micro businesses state this is very ineffective, compared with 13% of respondents from small businesses and 15% of respondents from medium and large businesses (Figure 38).



Figure 38: Respondent views of the effectiveness of online training – by organisation size

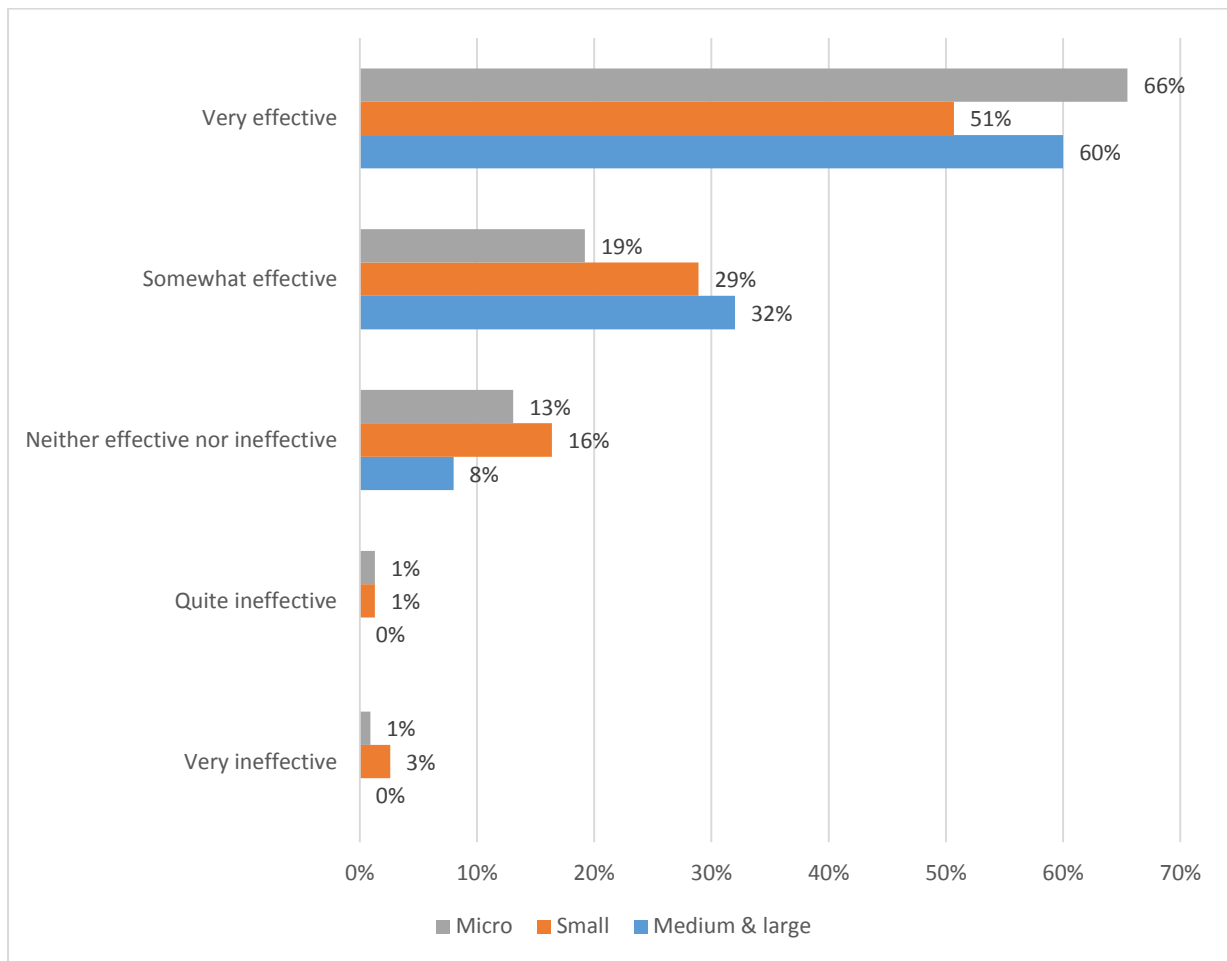


Base 1002

By contrast 66% of micro business consider on-site training to be very effective, compared with 51% of small business respondents and 60% of respondents from medium and large businesses (Figure 39).



Figure 39: Respondent views of the effectiveness of on-site training – by organisation size



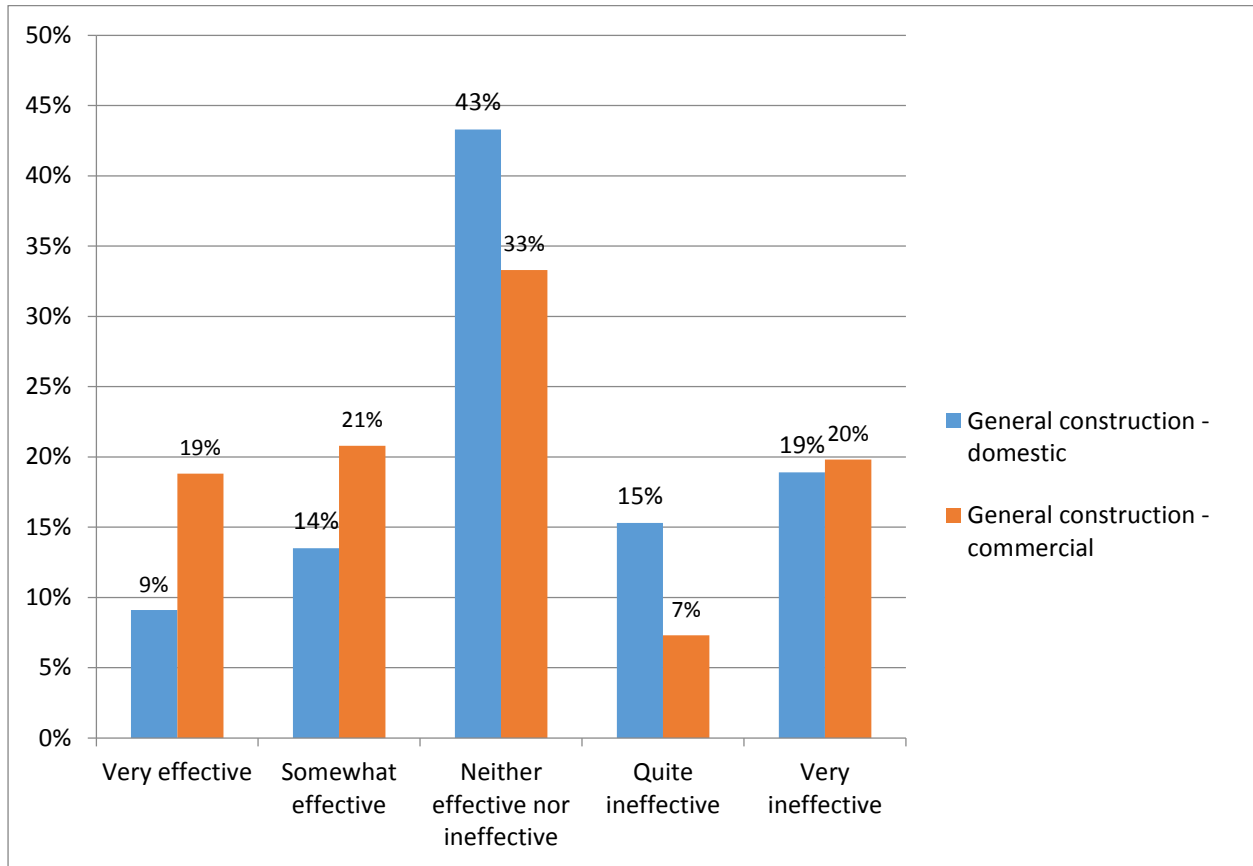
Base 1002

Respondents from the general commercial construction sector were more inclined to favour online training, with 40% reporting this to be either very or somewhat effective, compared with 23% of respondents stating the same from the general domestic construction sector (Figure 40).

This may be partly due to a greater likelihood to train generally in the commercial rather than the domestic sector, with respondents in the former more likely therefore to have experienced online training. This is backed up to an extent by the fact that 43% of general domestic construction sector respondents were unable to give a clear view, stating 'neither effective nor ineffective' when asked (Figure 40).



Figure 40: Respondent views of the effectiveness of online training – by general domestic and commercial construction sectors

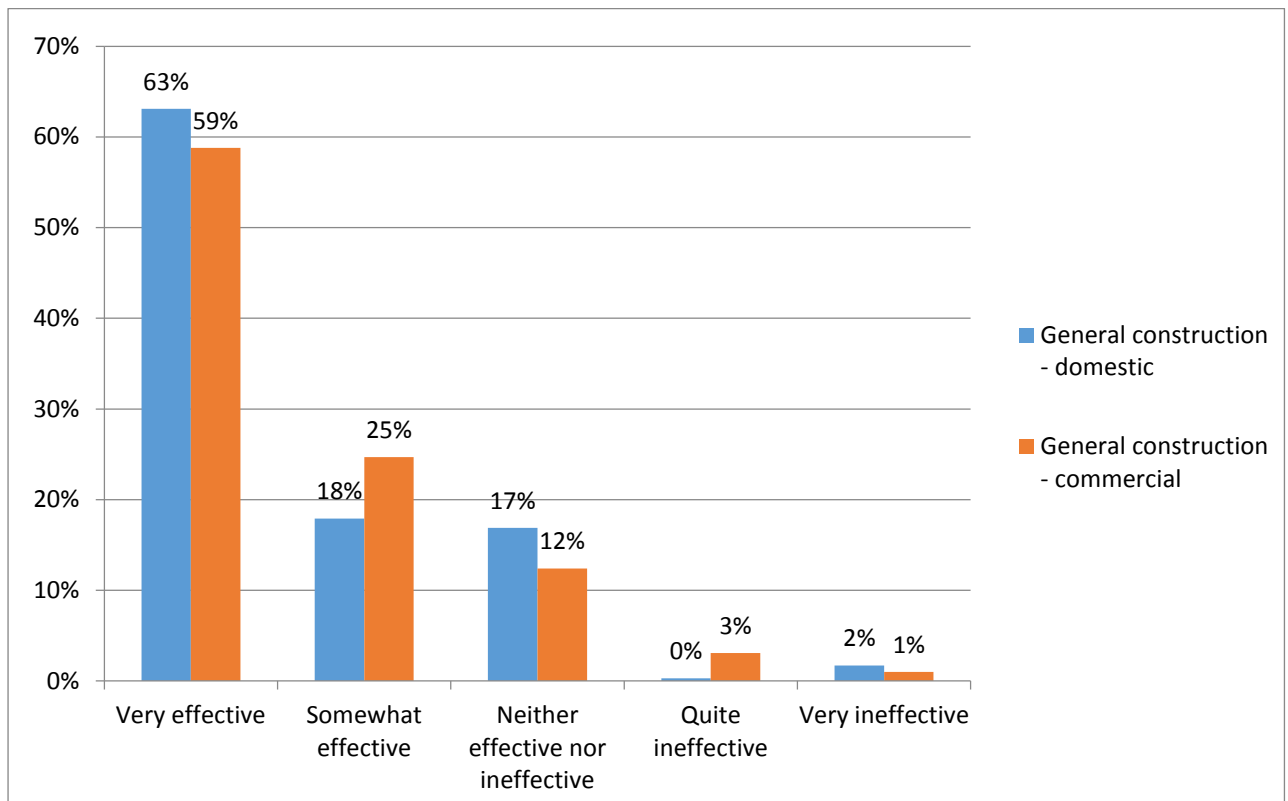


Base 371

There is greater consensus in relation to the views of the effectiveness of on-site training, with 81% respondents in the general commercial construction sector compared with 84% of respondents from the general domestic construction sector reporting on-site training to be very or somewhat effective (Figure 41).



Figure 41: Respondent views of the effectiveness of on-site training – by general domestic and commercial construction sectors



Base 387

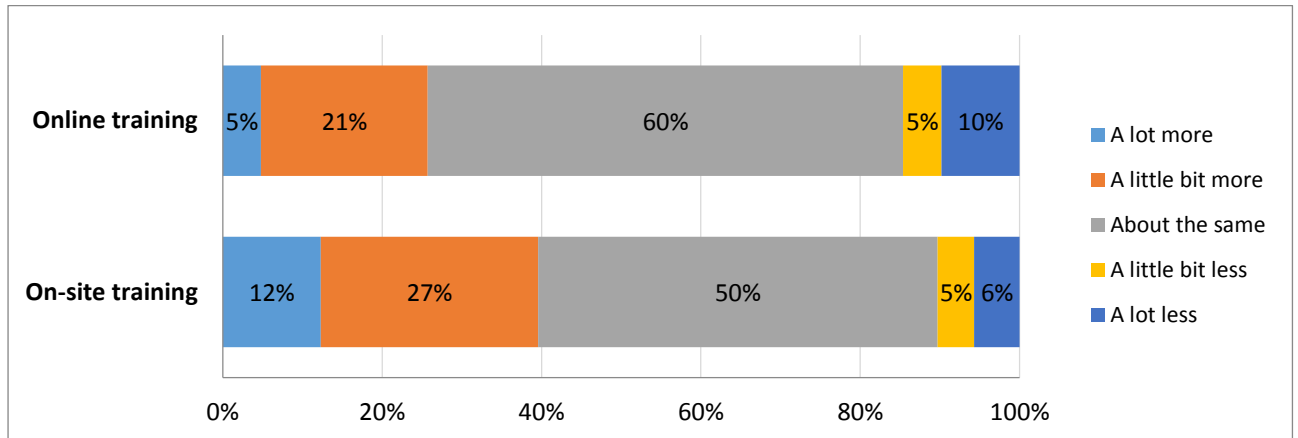
4.2 Demand for online and on-site training

Nearly 40% of all respondents state that their demand for on-site training will increase over the next few years, with 12% of respondents reporting a need for a lot more of this type of training. Only 11% of respondents think the demand for on-site training will decrease (Figure 42).

Just over a quarter of respondents anticipate a greater level of demand for online training, however 15% of all respondents expect to need less online training (Figure 42). There are no strong differences in opinion by organisation size.



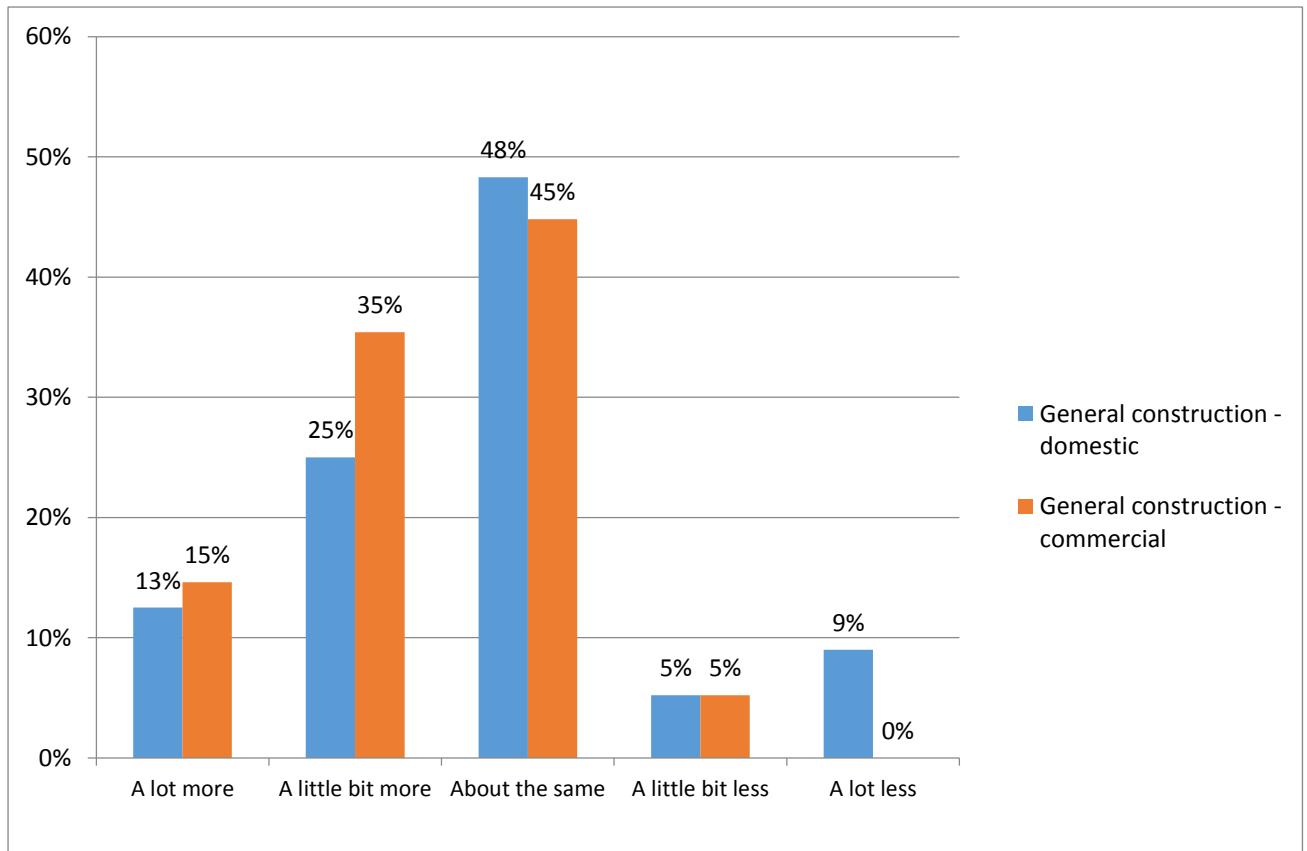
Figure 42: Respondent views on changing demand for online and on-site training over the next few years



Base 1002

There is a slightly greater level of demand expected for on-site training among general commercial construction sector businesses (50% of respondents anticipate a lot or a little more compared with 38% of general domestic construction sector respondents) (Figure 43).

Figure 43: Respondent views on changing demand for on-site training over the next few years, by general domestic and commercial construction sectors

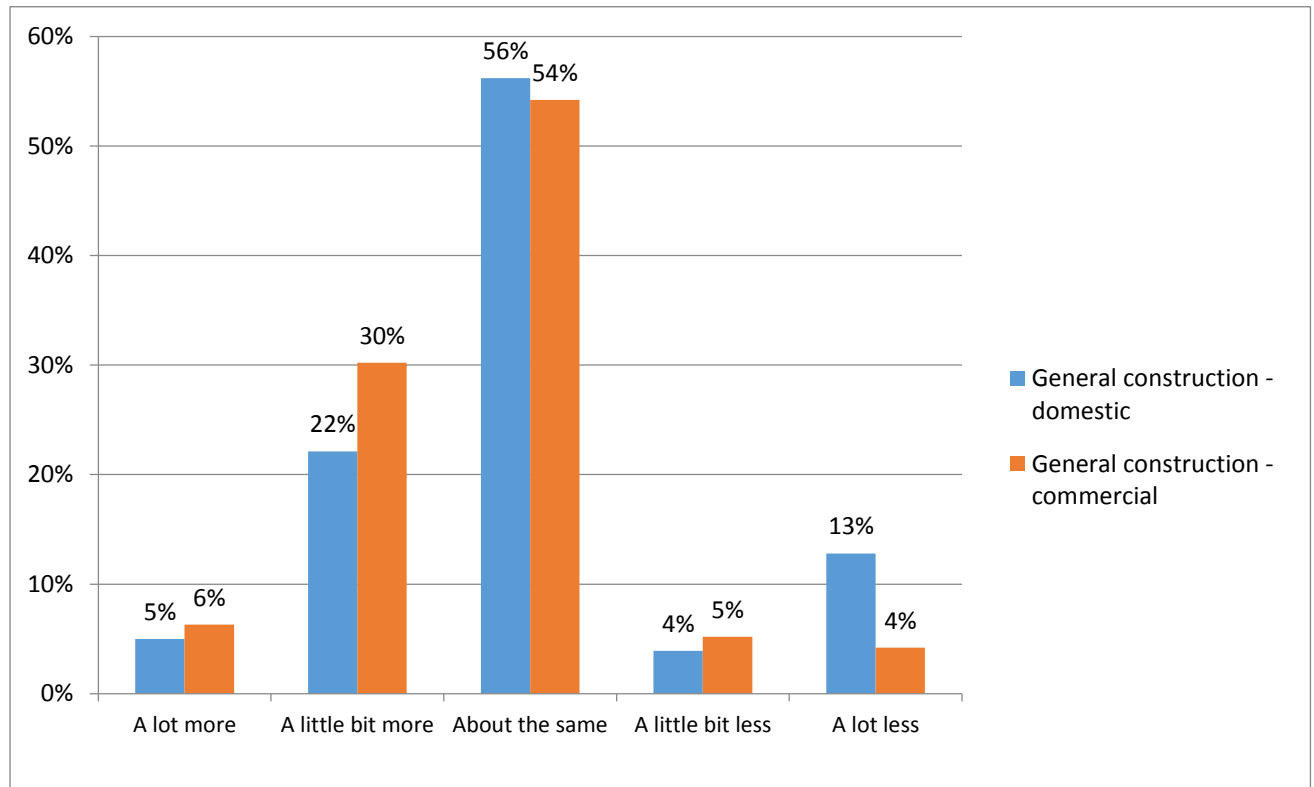


Base 384



Again there is slightly greater demand for online training among respondents in the commercial construction sector compared with domestic construction respondents, but the majority view is that the level of demand will stay the same regardless of sector (Figure 44).

Figure 44: Respondent views on changing demand for online training over the next few years, by general domestic and commercial construction sectors



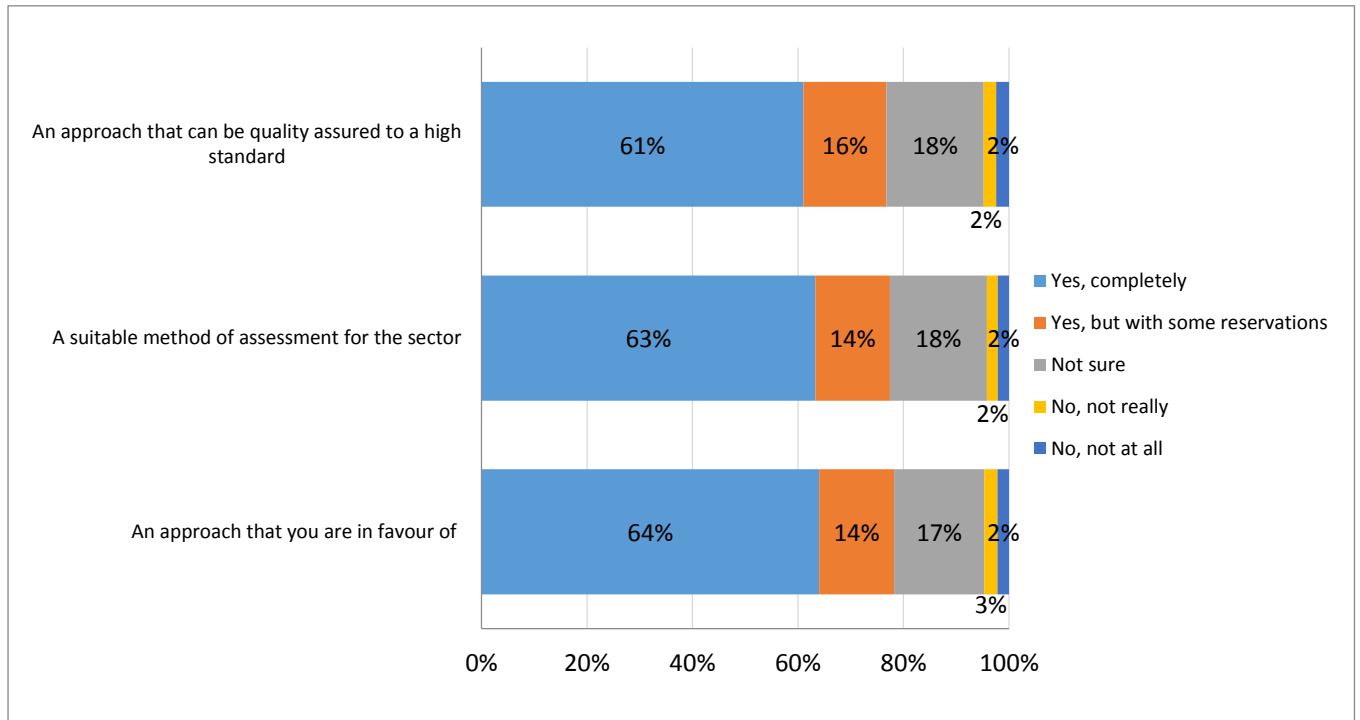
Base 376

4.3 On-site assessment

Around two-thirds of all respondents support on-site assessment completely, in terms of its capacity to be quality assured, its suitability for the sector and extent of general support. Very few respondents are not in favour of on-site assessment at all (2%) (Figure 45). There are no strong differences in opinion depending on organisation size.



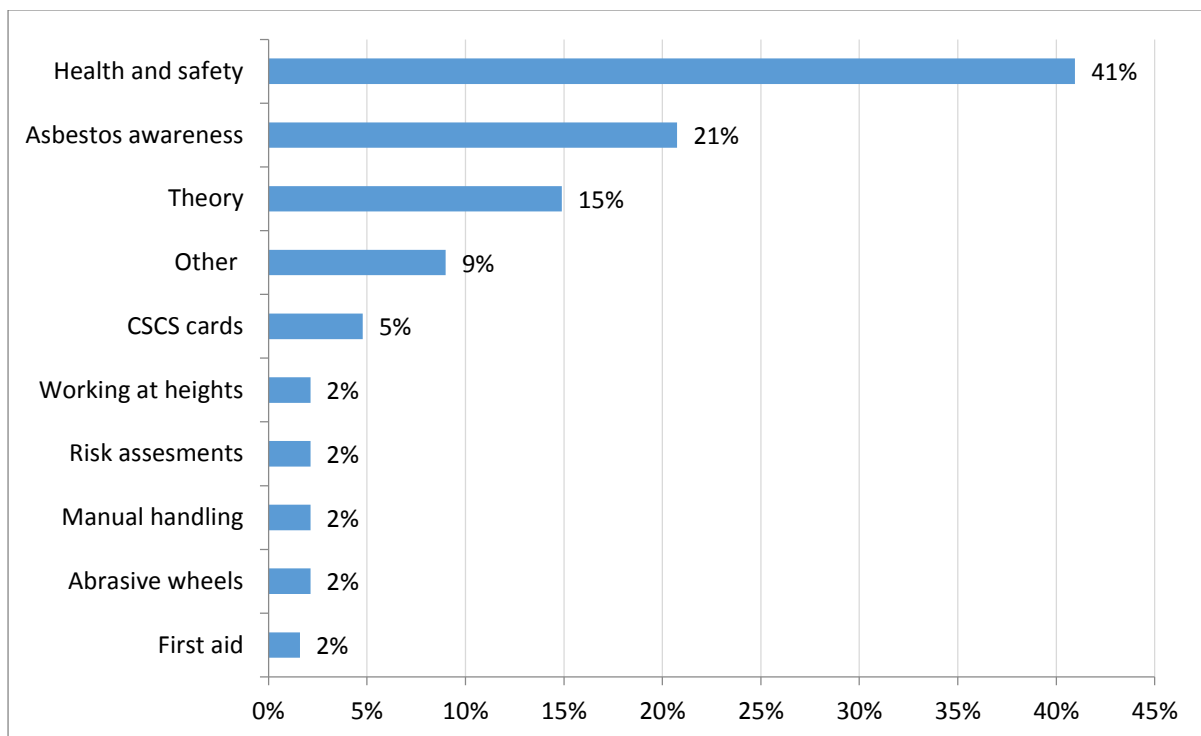
Figure 45: Respondent views on on-site assessment



Base 1002

Respondents suggest that theoretical aspects of a number of training courses including health and safety and asbestos awareness, could be assessed online at a site, using a tablet (Figure 46).

Figure 46: Respondent views on types of on-site assessment that could be done online via a tablet





Base 187 (please note figures have been rounded to whole numbers hence some bars representing 1% of respondents appear smaller than others; total does not equal 100% due to rounding)

Other types of training that were each cited by less than 1% of respondents are:

- Administrative work
- Basic core skills
- Building regulations
- Competence training
- Construction management
- COSHH
- Demolition awareness
- PAT testing
- Payroll
- Toolbox talks
- IOSH
- Site safety courses

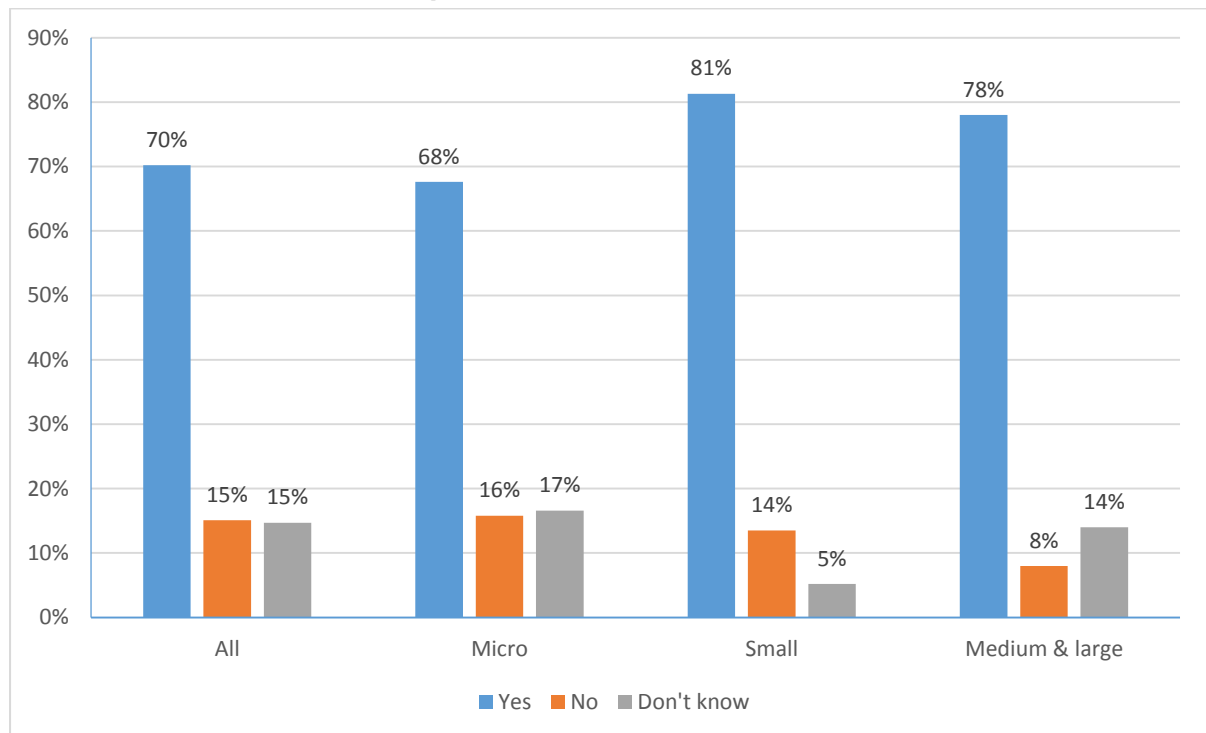


5. Competency

5.1 Evidence of competence

Respondents were asked whether they would be willing to accept industry-specific training in either health & safety, leadership and management or generic business skills obtained via another organisation, as evidence of competence among new employees joining their business. The majority of respondents (70%) state that they would be prepared to do so. This rises slightly to 81% of respondents in small businesses, and 78% of respondents in medium and large businesses (Figure 47).

Figure 47: Whether respondents would accept industry-specific training gained elsewhere as evidence of competence



Base 1002

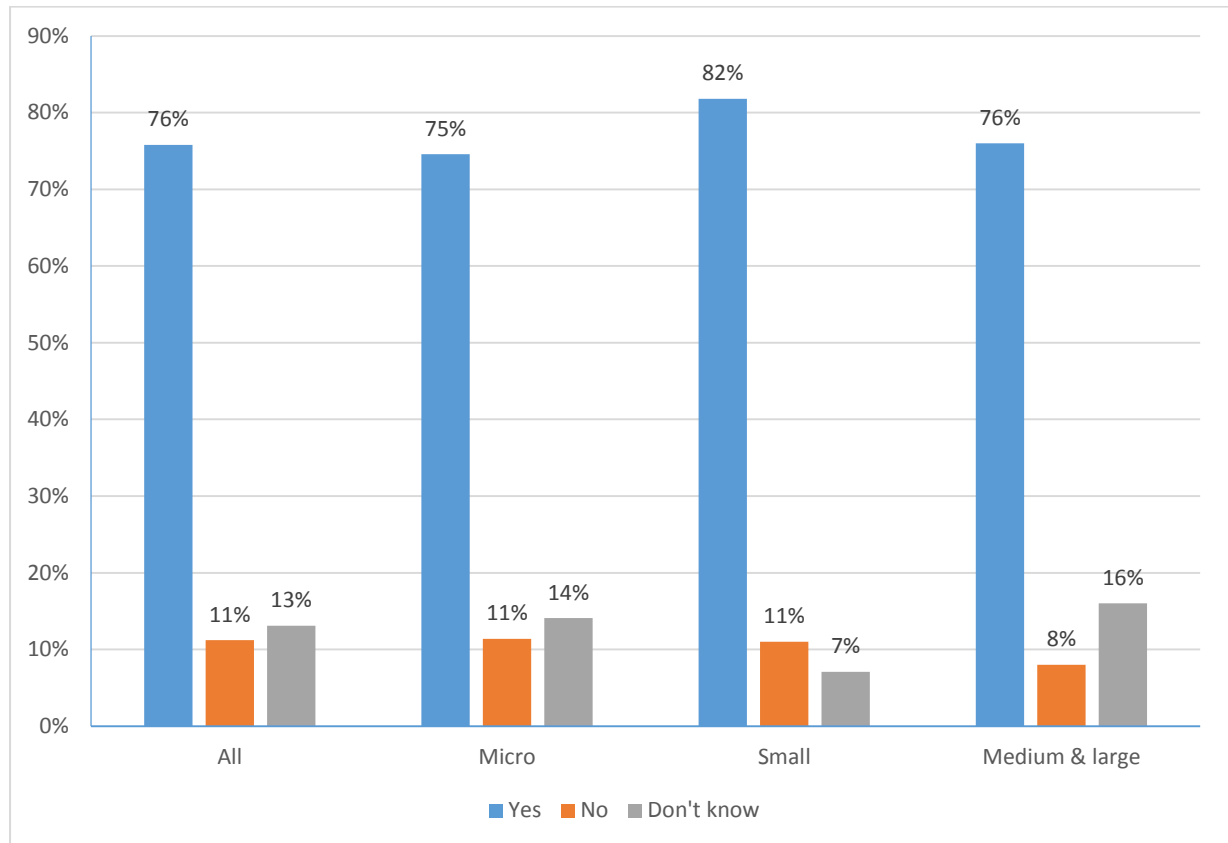
Among the smaller proportion of respondents that would not be prepared to accept this as competence, reasons cited for this spanned:

- Certificate / piece of paper doesn't necessarily mean that they can do the job;
- Dependent on the type of qualification (whether its recognised, level and who it is accredited by);
- The onsite environment will differ, or be more highly specialised than in training;
- Standard policy of retraining everyone regardless of background; and
- For legal reasons- insurance could demand more rigorous training.



Just over three-quarters of respondents would be prepared to accept one core training qualification in either health & safety, generic business skills or leadership and management, if one such qualification existed – rather than needing retraining (Figure 48).

Figure 48: Whether respondents would be willing to accept one core training qualification in health & safety, generic business skills or leadership and management



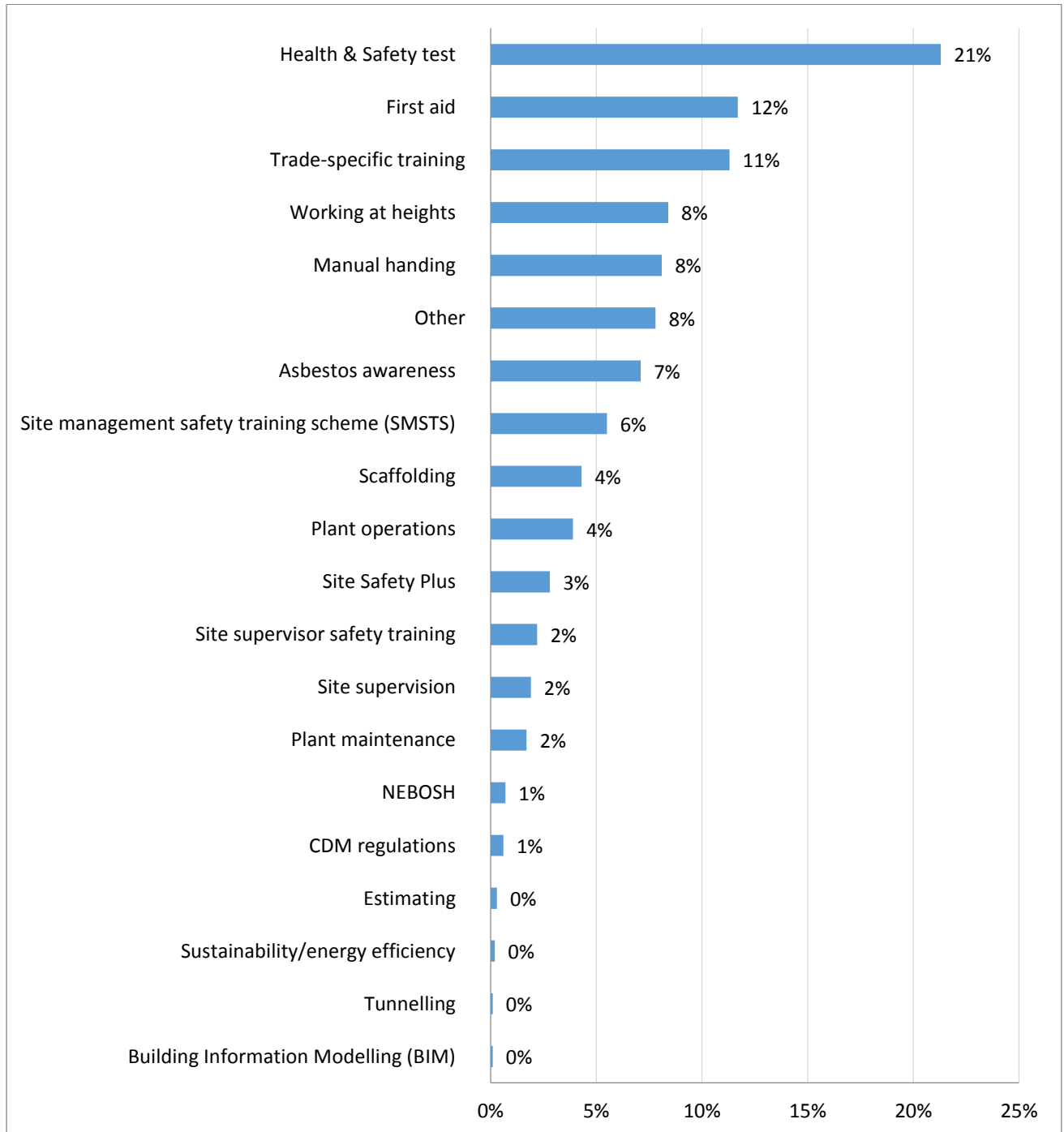
Base 1002

5.2 Types of training deemed essential to be competent and for the business to operate

Just over a fifth of all responses to the survey state that organisations could not operate without having the HSE test. Other essential forms of training include first aid, trade specific training, working at heights and manual handling. (Figure 49). A proportion of responses stated ‘other’; when analysed these primarily related to “experience and common sense”.



Figure 49: Types of construction-specific training respondents consider to be essential i.e. the business could not operate without it



Base 2682 responses

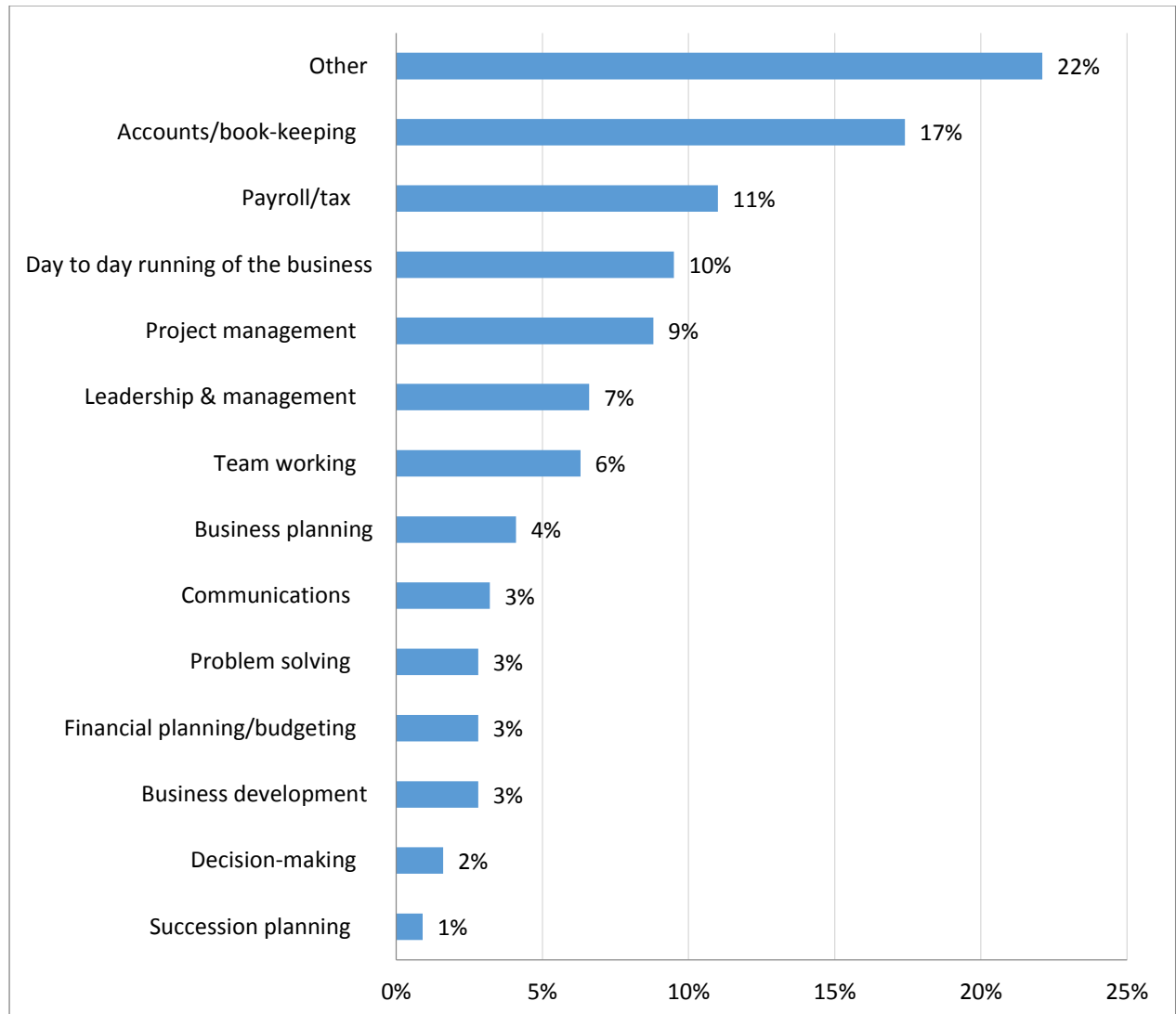
When asked about non-construction specific training deemed to be essential, many respondents struggled to answer this question (only 317 responses in total compared with 2682 responses for construction-specific essential training; both questions were unprompted). This strongly re-emphasises the low priority afforded to non-technical types of skills and knowledge in the sector.



Just over a fifth of responses stated “experience” as the main requirement. The largest proportion of responses for non-construction specific essential training relate to accounting/book-keeping and managing payroll and tax (Figure 50).

Very few respondents referred to so-called ‘softer’ skills when answering this question; 3% of responses related to business development, communications and problem solving for example (Figure 50).

Figure 50: Types of non-construction-specific training respondents consider to be essential i.e. the business could not operate without it



Base 317 responses

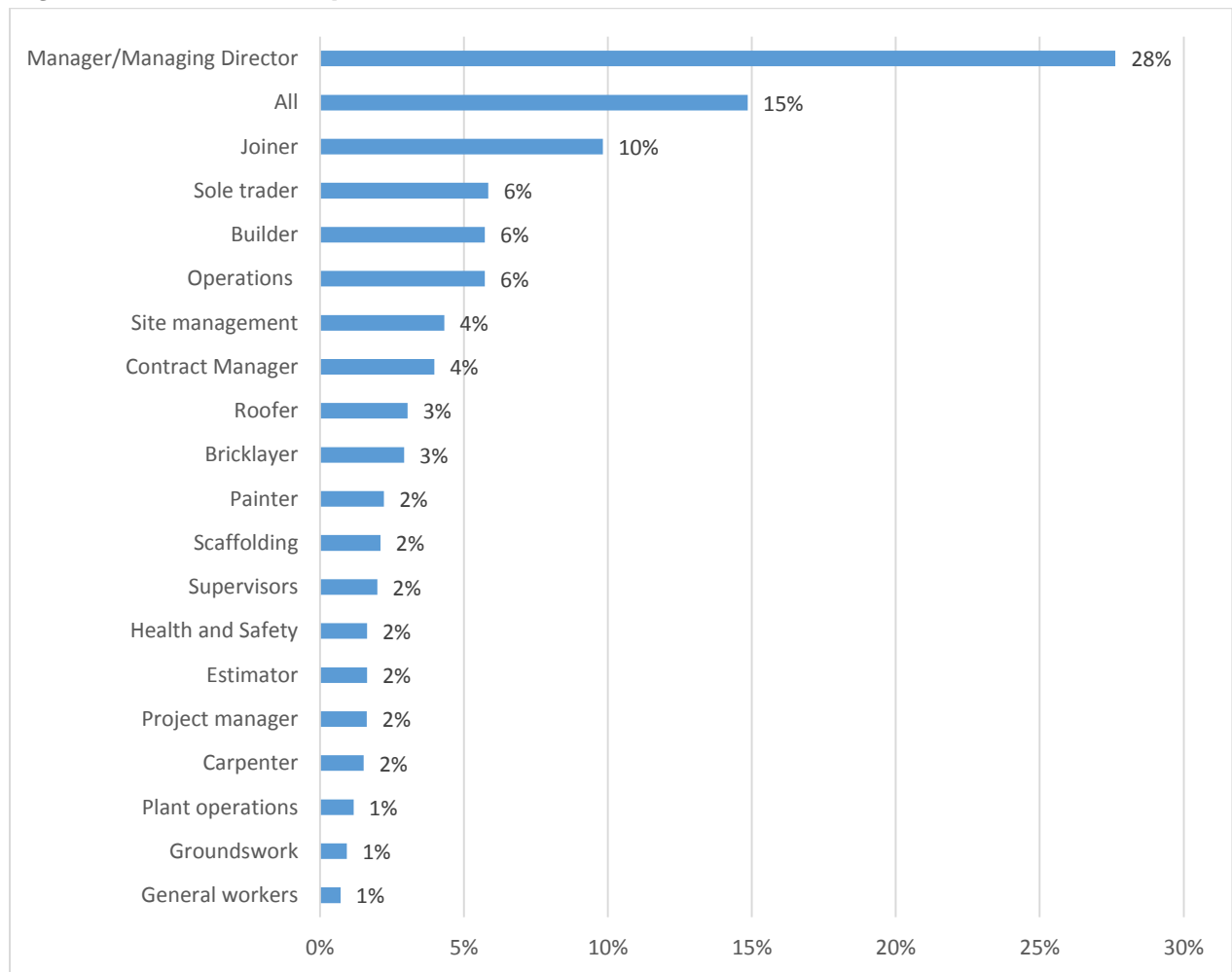
5.3 Critical jobs and the training they require to be considered competent to work in the construction sector

Nearly 30% of respondents reported that the manager or managing director is the one essential job role in their organisation – perhaps unsurprising given the propensity of micro businesses in the sector and thus responding to the survey. Not all respondents were able to



answer this question, saying that it would not be possible to identify one single role, and indeed, 15% of respondents stated that all of their job roles were vital (Figure 51).

Figure 51: Job roles respondents deem to be essential to their business

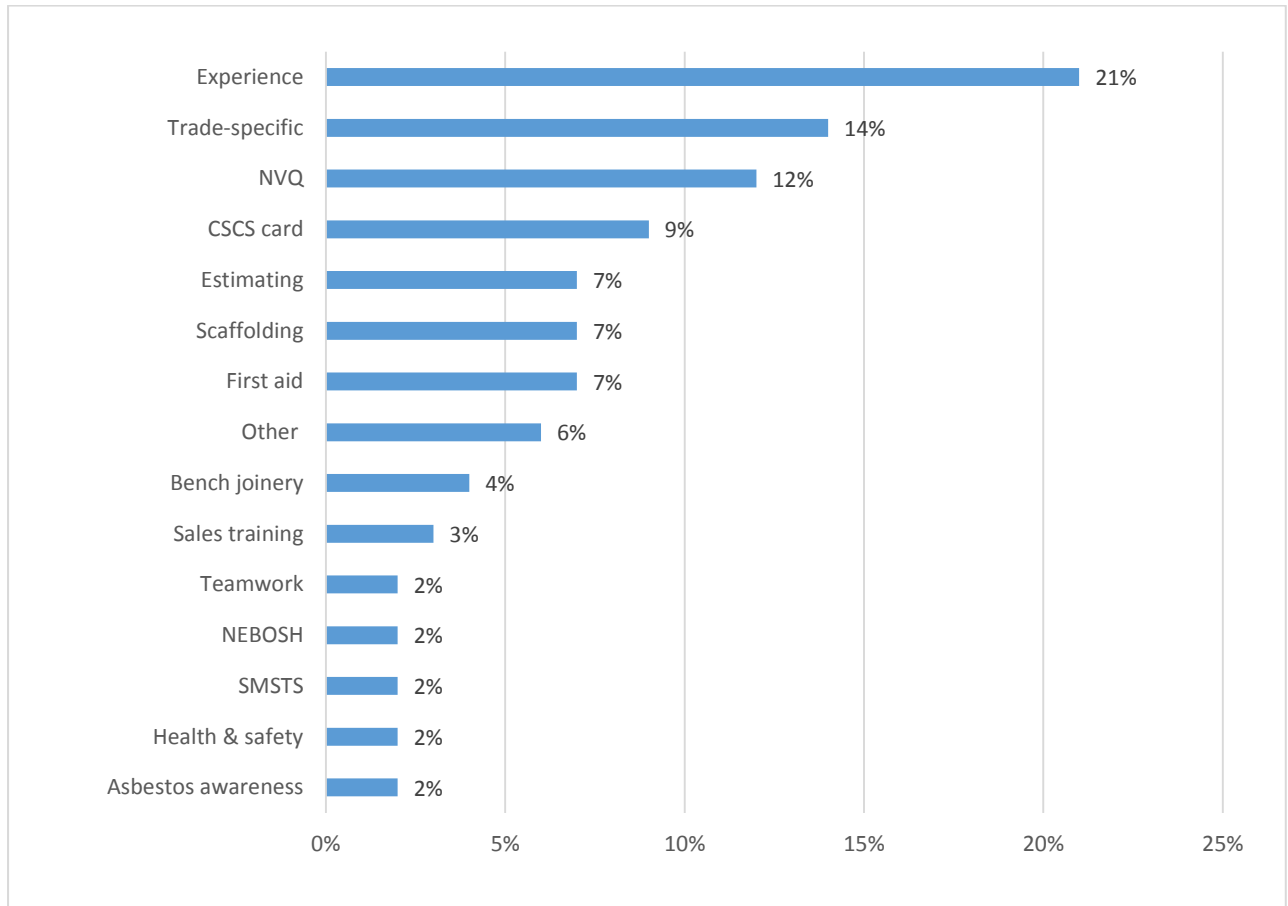


Base 841

On the whole, respondents are looking for evidence of trade-specific training, and general experience/track record in the sector, for the essential job roles in their organisation to be deemed competent. This suggests a culture that may be less in favour of formal qualifications, however the need for these is recognised, with respondents also pointing to the likes of NVQs and CSCS cards in order to demonstrate competence (Figure 52).



Figure 52: Types of training to be considered competent to work in the construction sector among essential job roles



Base 841

Other types of training cited include:

- Site preparation;
- Common sense;
- Basic skills;
- Book-keeping; and
- Communications.

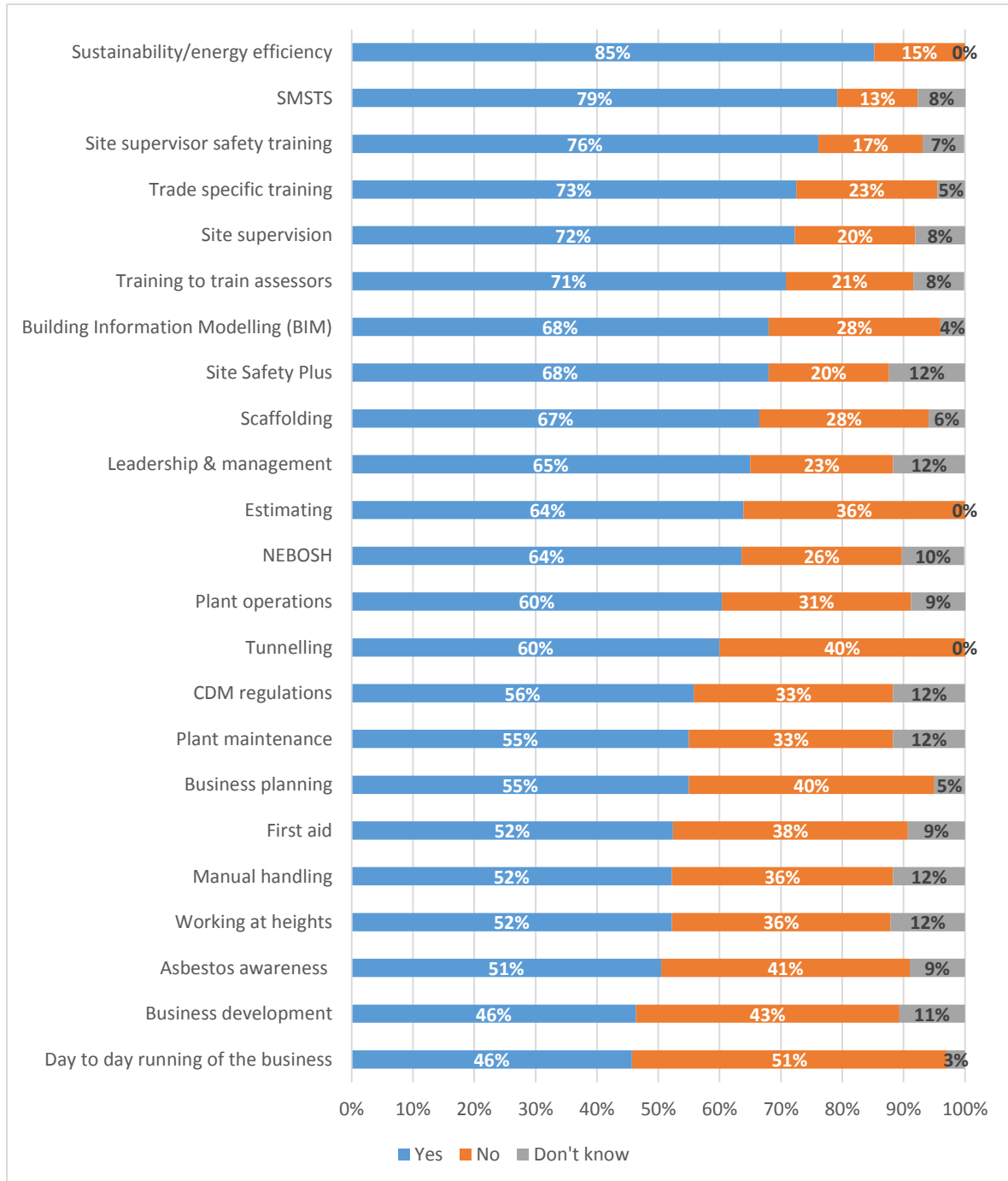
6. CITB grants for training

6.1 CITB grants claimed for training

Of the respondents that had trained in the last 2 years, the types of training where the highest proportion of CITB grants were claimed, relate to site supervisor management and safety training, sustainability/energy efficiency and trade-specific training. Although commonly the training undertaken by the majority of businesses, the likes of asbestos awareness, manual handling, first aid and working at heights, have not attracted as many claims for grant. Approximately half of the responses indicate grants were claimed for these types of training, deemed to be essential by the majority of organisations, regardless of size (Figure 53).



Figure 53: Whether respondents claimed a CITB grant for training undertaken in the last 2 years

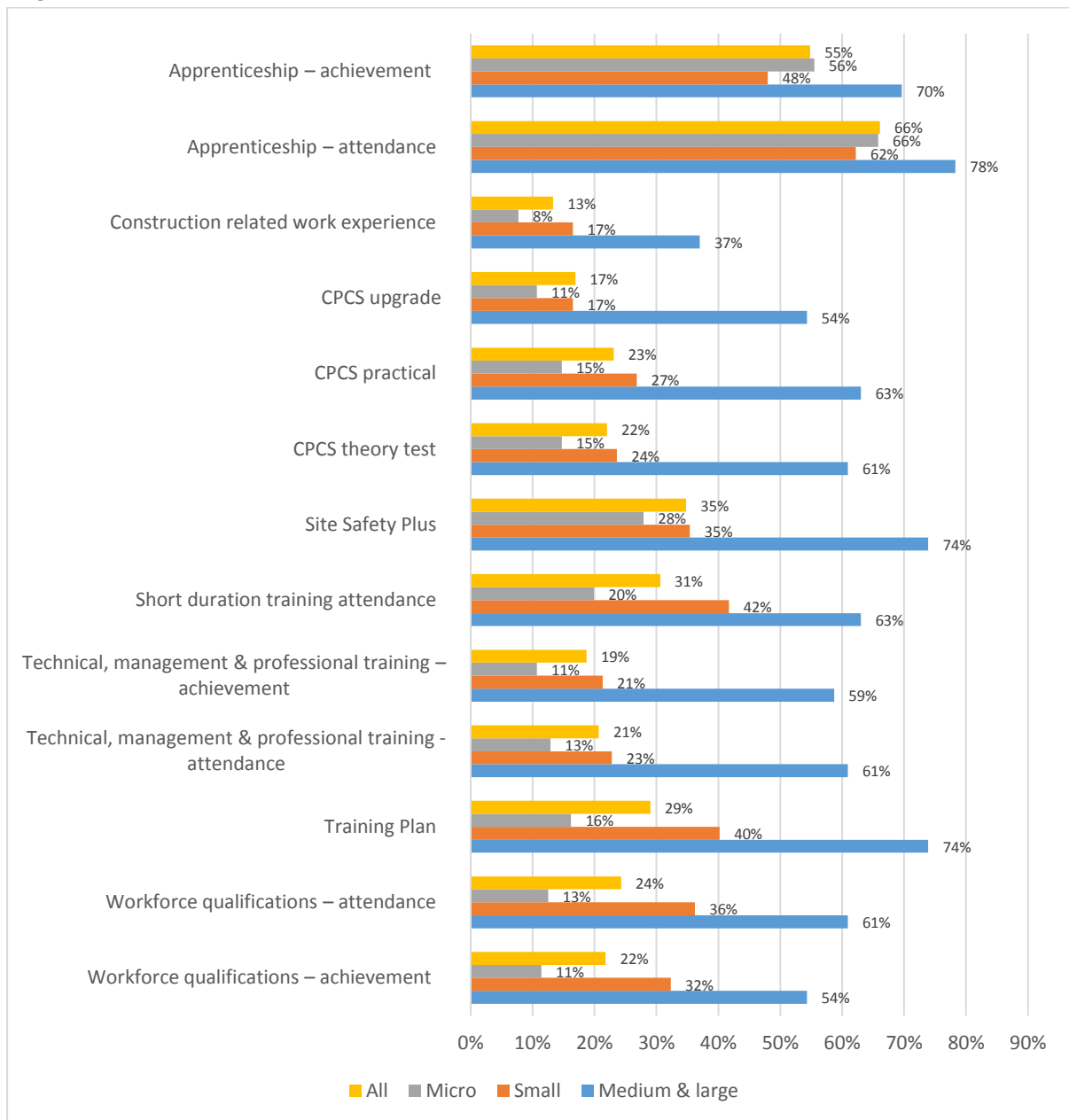


Base 3092 responses

A higher proportion of medium and large organisations have claimed specific CITB grants in the last 2 years. The data indicate there may be lower levels of awareness of the grant for construction related work experience, with only 8% of respondents from micro businesses claiming this in recent years (Figure 54).



Figure 54: Which CITB grants claimed in the past 2 years – respondents by organisation size



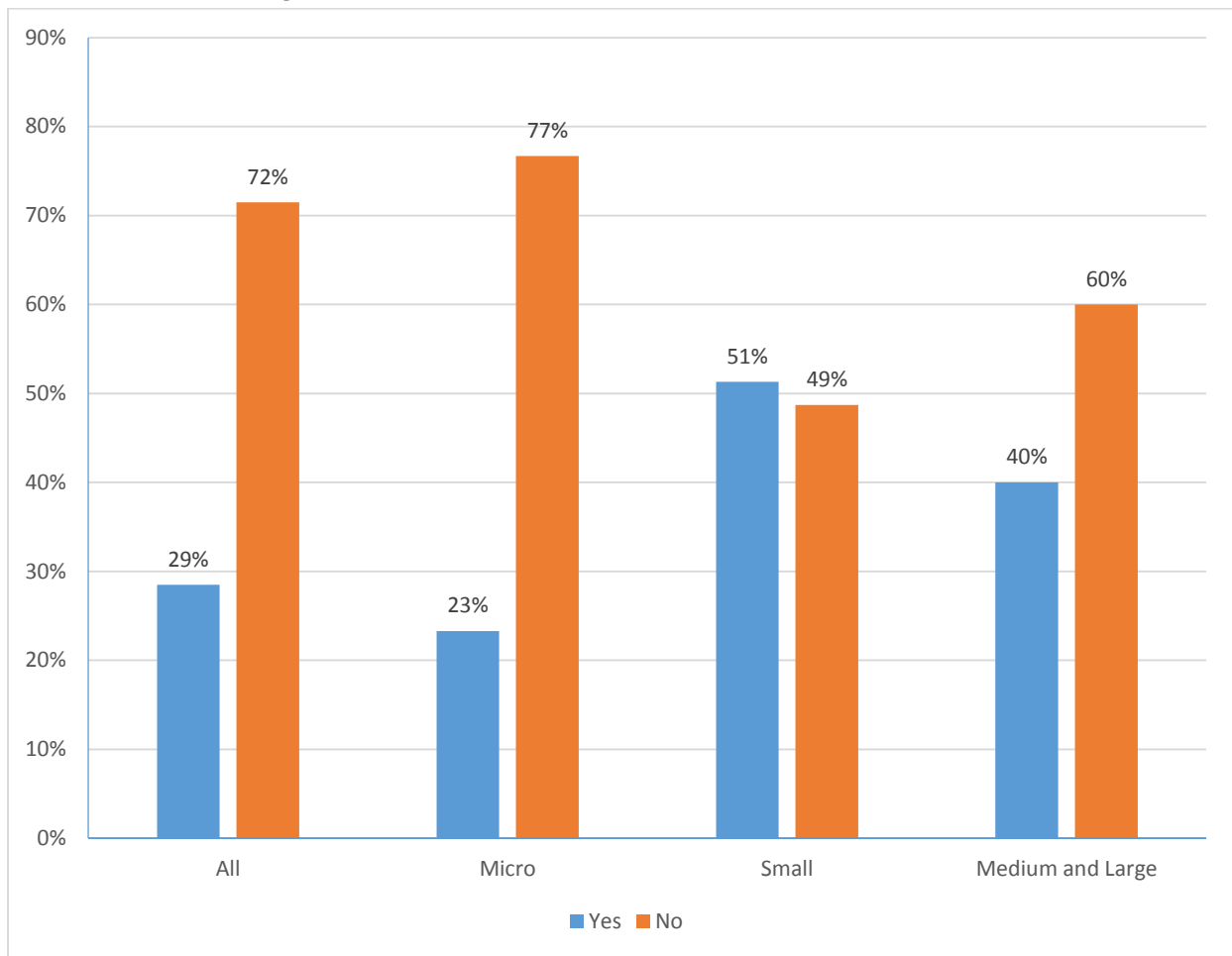
Base 1002

6.2 Training undertaken for which a CITB grant was not claimed

Nearly 30% of respondents had undertaken training for which they had not claimed a grant. This figure rises to 51% among small business respondents, and 40% for respondents from medium and large businesses (Figure 55).



Figure 55: Whether training undertaken in the past 2 years for which respondents had not claimed a CITB grant



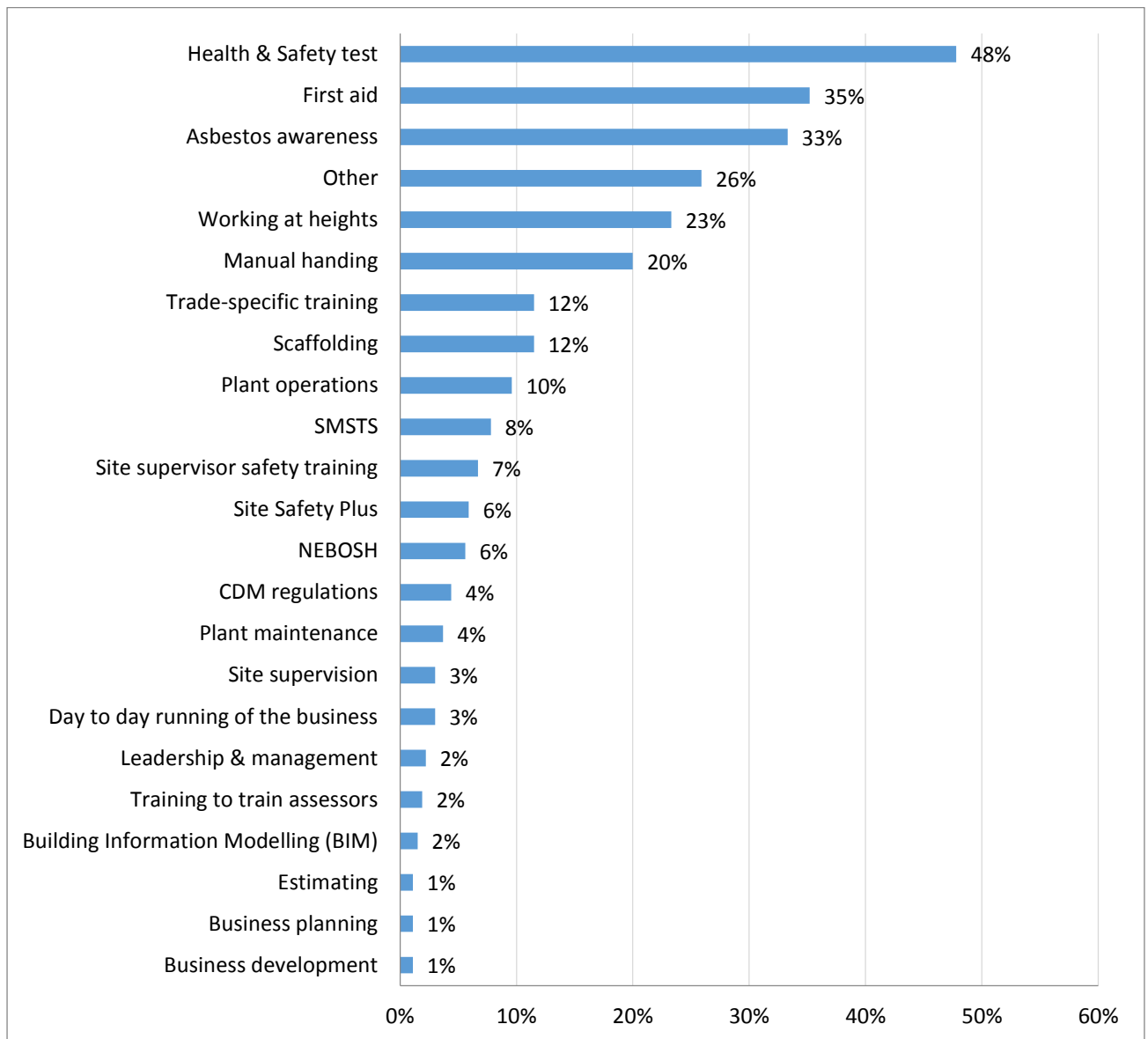
Base 1002

As could be anticipated by the findings in Figure 44, the majority of training undertaken that was not grant-claimed was for the HSE test (48% of responses), followed by first aid (35% of responses) and asbestos awareness (33% of responses). Construction sector businesses can only currently claim a CITB grant of £50 grant to cover the cost of obtaining a competency card for that apprentice - hence the employer is encouraged to use the funding to pay for the HSE test in order to apply for a CSCS card or equivalent. So as CITB does not directly grant aid the HSE test for apprentices, it could be expected that the largest proportion of responses would be for this type of training.

Other types of training (accounting for 26% of responses) tended to include very specialist training. (Figure 56).



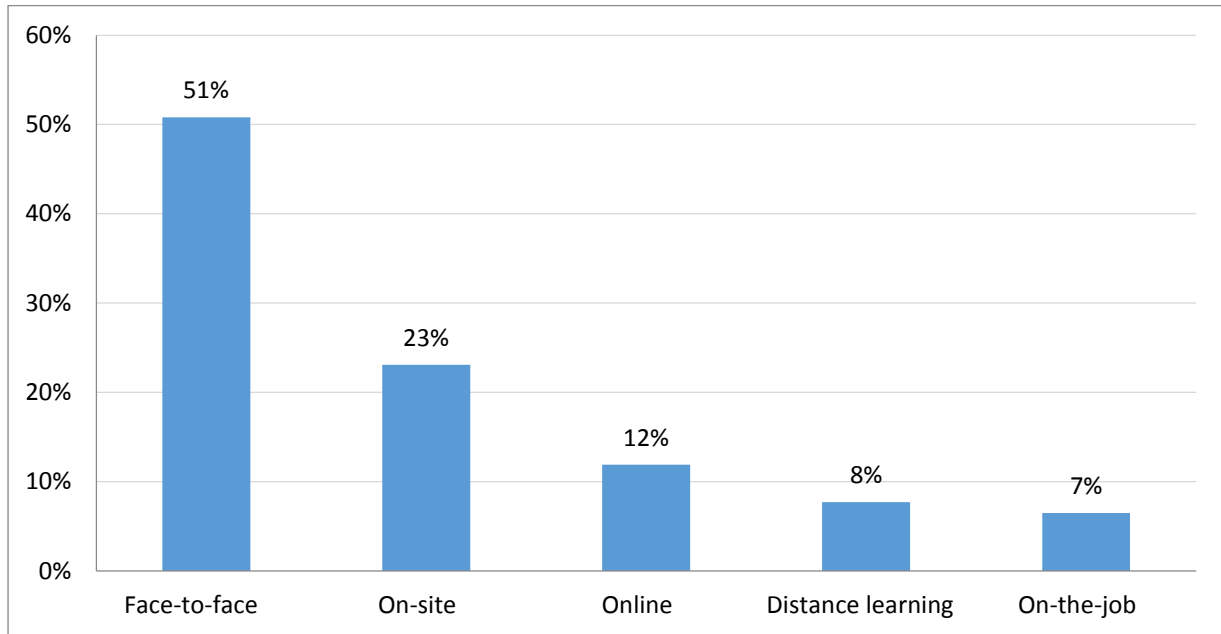
Figure 56: Types of training undertaken in the past 2 years that was not CITB grant-claimed



Just over half of the training undertaken for which a CITB grant was not claimed, was delivered face-to-face, with 30% of training delivered on-site or on-the-job (Figure 57).



Figure 57: Types of training undertaken that was not CITB grant-claimed – how it was delivered

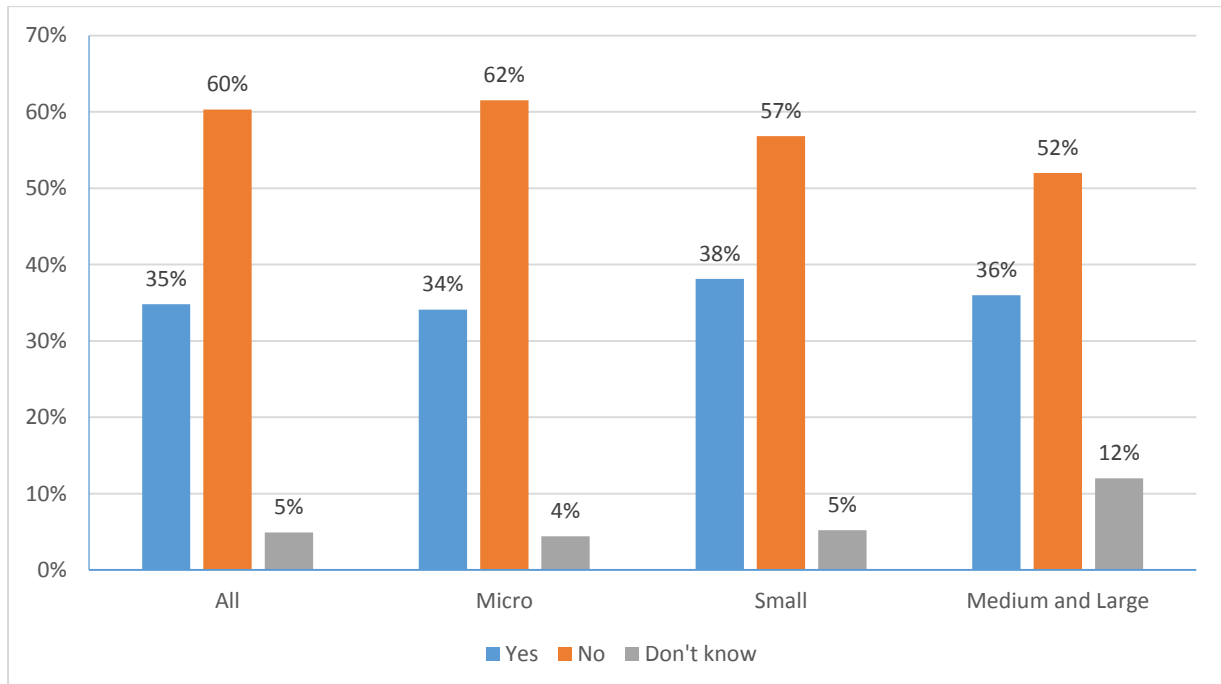


Base 290

6.3 Preferences for booking training

Respondents were asked if they would want to book training through a smart phone or app; 35% of all respondents stated yes, with no real differences by organisation size (Figure 58).

Figure 58: Whether respondents would want to book training via a smart phone or app



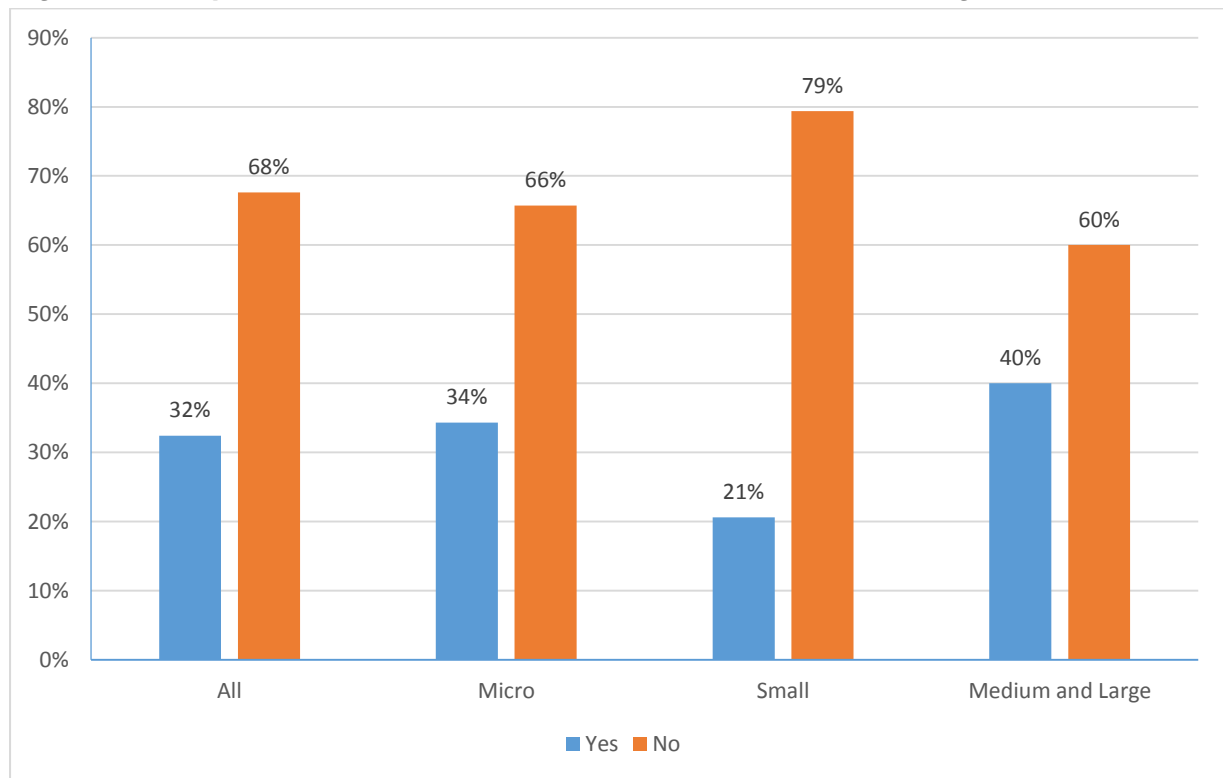
Base 1002



6.4 Awareness of the CITB SME skills and training fund

Nearly 30% of all respondents reported that they are aware of new CITB skills and training fund for SMEs. This figure drops to 21% among respondents from small businesses, and rises to 40% among respondents from medium and large businesses (Figure 59).

Figure 59: Respondent awareness of the new CITB skills and training fund for SMEs



Base 1002



Appendix 1: Survey questionnaire

PART 1: Background Information

Q1. Respondent name:

Q2. Organisation:

Q3. Role in organisation:

Q4. Telephone number

Q5. Does your organisation undertake work UK-wide?:

Yes	
No	

Q6. Nation where Head Office based:

England		Go to Q7
Scotland		Go to Q8
Wales		Go to Q9
Northern Ireland		Go to Q9

Q7. If England – in which region is your Head Office based:

East of England	
East Midlands	
London	
North East	
North West	
South East	
South West	
West Midlands	
Yorkshire and the Humber	



Q8. If Scotland – in which region is your Head Office based:

Scotland North	
Scotland East	
Scotland West	

Q9. What is the ONE main type of work that your organisation carries out?

General construction of domestic buildings	
General construction of commercial buildings	
Construction of roads and motorways	
Construction of railways	
Construction of bridges and tunnels	
Civil engineering	
Demolition	
Site preparation	
Test drilling and boring	
Electrical installation	
Plumbing, heat and air conditioning installation	
Other construction installation	
Plastering	
Joinery	
Floor and wall covering	
Painting	
Glazing	
Roofing	
Other building completion and finishing	
Scaffolding	
Other	
Q9a: If Other please specify:	

Q10. How many people does your organisation employ in total (not including sub-contractors)?

Q11. Size band of organisation

Micro	
Small	
Medium	
Large	



PART 2: How you train

Q12. Do you use CITB Training Plans?

Yes	
No	
Don't know	

Q13. Has your organisation undertaken any training in the past 2 years?

Yes		Go to Q14
No		Go to Q26



I am now going to read out a list of types of training and ask some questions about the ones that your organisation has completed in the past 2 years.

Types of training	Q14. Organisation completed in past 2 years? <i>[ask Qs 14, 15 & 16 ONLY where response is YES]</i>	Q15. Did you claim a CITB grant for this training?	Q16. And was this training accredited i.e. leads to a part or full nationally recognised qualification?	Q17. And did you do this training through a CITB training provider?
Health & Safety test				
Asbestos awareness				
Building Information Modelling (BIM)				
Business development e.g. how to grow the business				
Business planning e.g. setting the business goals				
CDM regulations				
Estimating				
First aid				
Day to day running of the business e.g. managing payroll, tax returns etc.				
Leadership & management				
Manual handling				
NEBOSH				
Plant maintenance				
Plant operations				
Scaffolding				
Site management safety training scheme (SMSTS)				
Site Safety Plus				
Site supervision				
Site supervisor safety training				
Sustainability/energy efficiency				
Tunnelling				
Trade specific training (e.g. plastering)				
Training to train assessors				



Working at heights				
--------------------	--	--	--	--

Q18. If there is there any other type of training that your organisation has completed in the past 2 years, that was not on the list I read out to you, please can you tell me what this was?

Q19. Of the training that you have undertaken in the past 2 years, which of it was...?

At N/SVQ Level 1		
At N/SVQ Level 2		
At N/SVQ Level 3		
Mandatory i.e. driven by legislation		
Of short duration (3-7 hours)		
Of short duration (less than 3 hours)		
A course resulting in a qualification		
Delivered 'on-the-job' <i>by this we mean any type of learning experience e.g. work shadowing</i>		
Completed on-site <i>By on-site we mean a training provider comes to deliver the course on-site</i>		Ask Q21 if YES
Completed online		Ask Q22 if YES
In technical/ practical skills and knowledge e.g. plastering		
In business-specific skills & knowledge e.g. business development		
Delivered by an external training provider		
Delivered some distance away and required overnight accommodation		
Delivered locally		Ask Q20 if YES

Q20. Just to clarify when you say the training was delivered locally, does this mean it was:



Up to 15 miles away from your organisation	
15-30 miles away from your organisation	
30-50 miles away from your organisation	
50-10 miles away from your organisation	

Q21. What types of training does your organisation undertake on site?

Q22. What types of training does your organisation undertake online?

Q23. Has your organisation undertaken any training outside of normal working hours in the past 2 years?

Yes		Go to Q24
No		Go to Q26
Don't know		Go to Q26

Q24. Approximately how many hours do your employees at different levels of the organisation, typically spend on training that takes place outside of normal working hours?

Level of employee	Approx. number of hours spent training outside of normal working hours
Senior managers	
Supervisors	
Operatives	

Q25. Can you please tell me what types of training were completed outside of normal working hours?

Q26. Approximately how many days per annum do your employees at different levels of the organisation, typically spend on training?

Level of employee	Approx. number of days spent training
Senior managers	
Supervisors	
Operatives	

Q27. Are you part of a CITB Training Group?



Yes		Go to Q29
No		Go to Q28
Don't know		Go to Q32

Q28. Please can you tell us why you aren't part of a CITB Training Group?

Not aware of CITB Training Groups	
No CITB Training Group situated close enough to us	
No need to be part of a CITB Training Group, can source training ourselves	
Q28a: If Other please specify:	

Q29. Do you access funding for training through the CITB Training Group?

Yes		Go to Q30
No		Go to Q31
Don't know		Go to Q32

Q30. For what types of training have you accessed funding through the CITB Training Group in the past 2 years?

Health & Safety test	
Asbestos awareness	
Building Information Modelling (BIM)	
Business development e.g. how to grow the business	
Business planning e.g. setting the business goals	
CDM regulations	
Estimating	
First aid	
Day to day running of the business e.g. managing payroll, tax returns etc.	
Leadership & management	
Manual handling	
NEBOSH	
Plant maintenance	
Plant operations	
Scaffolding	
Site management safety training scheme (SMSTS)	
Site Safety Plus	
Site supervision	
Site supervisor safety training	
Sustainability/energy efficiency	
Tunnelling	
Trade-specific training e.g. plastering	
Training to train assessors	



Working at heights	
Other	
Q30a. If other please specify:	

Q31. Please can you tell us why you haven't accessed funding for training through the CITB Training Group?

Not had a need for training since joining the Training Group	
Training Group doesn't offer the training we need	
Takes too much time to organise training through the Training Group	
Q31a: If Other please specify:	

-



Q32. Have you accessed funding for training from any organisations, other than CITB, in the past 2 years?

Yes		Go to Q33
No		Go to Q35
Don't know		Go to Q35

Q33. Please can you tell us from which organisations you have accessed funding for training?

--

Q34. And for what type of training was it?

Health & Safety test	
Asbestos awareness	
Building Information Modelling (BIM)	
Business development e.g. how to grow the business	
Business planning e.g. setting the business goals	
CDM regulations	
Estimating	
First aid	
Day to day running of the business e.g. managing payroll, tax returns etc.	
Leadership & management	
Manual handling	
NEBOSH	
Plant maintenance	
Plant operations	
Scaffolding	
Site management safety training scheme (SMSTS)	
Site Safety Plus	
Site supervision	
Site supervisor safety training	
Sustainability/energy efficiency	
Tunnelling	
Trade-specific training e.g. plastering	
Training to train assessors	
Working at heights	
Other	
Q34a. If other please specify:	



PART 3: Competency

Q35. If an employee joined your organisation with industry-specific training in Health & Safety, Leadership and management or generic business skills obtained when working at a different company or self-employed, would you be prepared to accept this as sufficient evidence of competence?

Yes	Go to Q37
No	Go to Q36
Don't know	Go to Q37

Q36. Can you please explain why you wouldn't be prepared to accept this as sufficient evidence of competence?

Q37. In principle, if there was one core training qualification that provided the likes of health & safety, generic business skills and leadership & management training, would you be prepared to accept that as sufficient evidence of competence rather than needing an individual to retrain?

Yes	
No	
Don't know	



Q38. What types of construction-specific training are essential for your organisation, i.e. the business couldn't run if you didn't have this training? [*do not read out; tick all that apply*]

Health & Safety test	
Asbestos awareness	
Building Information Modelling (BIM)	
CDM regulations	
Estimating	
First aid	
Manual handling	
NEBOSH	
Plant maintenance	
Plant operations	
Scaffolding	
Site management safety training scheme (SMSTS)	
Site Safety Plus	
Site supervision	
Site supervisor safety training	
Sustainability/energy efficiency	
Trade-specific training e.g. plastering	
Tunnelling	
Working at heights	
Other	
Q38a. If other please specify:	



Q39. What types of non-construction-specific training are essential for your organisation, i.e. the business couldn't run if you didn't have this training? [*do not read out; tick all that apply*]

Business development e.g. how to grow the business	
Business planning e.g. setting the business goals	
Day to day running of the business e.g. managing payroll, tax returns etc.	
Leadership & management	
Succession planning	
Communications	
Project management	
Financial planning/budgeting	
Team working	
Problem solving	
Decision-making	
Accounts/book-keeping	
Payroll/tax	
Other	
Q39a. If other please specify:	

Q40. Are there any other types of training not already mentioned in the previous two questions, which employees in your organisation need in order to be competent to work in the construction sector?

Q41. Please can you tell us which ONE job role is essential in your organisation? [*If more than one stated, prioritise the most important*]

Q42. And can you please tell us what type(s) of training this occupation needs in order to be considered competent to work in the construction sector?



PART 4: Preferred approaches to training and assessment

Q43. How effective do you think the following modes of training are:

	Very effective	Somewhat effective	Neither effective nor ineffective	Quite ineffective	Very ineffective
On-site training					
Online training					

Q44. How do you think your organisation's demand for the following modes of training will change over the next few years, will you require...?

	A lot more	A little bit more	About the same	A little bit less	A lot less
On-site training					
Online training					

Q45. Thinking now about on-site assessment, please can you tell us whether you think this is:

	Yes, completely	Yes, but with some reservations	Not sure	No, not really	No, not at all
An approach that you are in favour of					
A suitable method of assessment for the sector					
An approach that can be quality assured to a high standard					

Q46. What kinds, if any, on-site assessments can be done online e.g. via a tablet?



PART 5: Claiming CITB grants for training

Q47. Which, if any, of the following CITB grants have you claimed in the past 2 years?

Apprenticeship – attendance	
Apprenticeship – achievement	
Technical, management & professional training - attendance	
Technical, management & professional training – achievement	
Construction related work experience	
HSE test	
Site Safety Plus	
Workforce qualifications – attendance	
Workforce qualifications – achievement	
Short duration training attendance	
Training Plan	
CPCS theory test	
CPCS practical	
CPCS upgrade	

Q48. In the past 2 years have you undertaken any training for which you haven't claimed a CITB grant?

Yes		Go to Q49
No		Go to Q51



Q49. What types of training have you undertaken for which you didn't claim a CITB grant?

Health & Safety test	
Asbestos awareness	
Building Information Modelling (BIM)	
Business development e.g. how to grow the business	
Business planning e.g. setting the business goals	
CDM regulations	
Estimating	
First aid	
Day to day running of the business e.g. managing payroll, tax returns etc.	
Leadership & management	
Manual handling	
NEBOSH	
Plant maintenance	
Plant operations	
Scaffolding	
Site management safety training scheme (SMSTS)	
Site Safety Plus	
Site supervision	
Site supervisor safety training	
Sustainability/energy efficiency	
Tunnelling	
Trade-specific training e.g. plastering	
Training to train assessors	
Working at heights	
Other	
Q49a. If other please specify:	

Q50. How was this training delivered?

Face-to-face	
On-site	
Online	
On-the-job	
Distance learning	



Q51. Would you ever want to book training through a tablet or a smartphone e.g. via an app?

Yes	
No	
Don't know	

PART 6: Communications and further engagement

Q52. Are you aware of the new CITB skills and training fund for SMEs?

Yes	
No	

Q53. Would you be interested in taking part in a CITB-facilitated group workshop [to be held before the end of March 2016] to discuss onsite assessment in the construction sector?

Yes		Go to Q54
No		Go to Q55

Q54. Please can you provide an email address for CITB to contact you in relation to taking part in a group workshop:

Q55. Would you be willing for CITB to be re-contact you about this research [up to the end of March 2016] to discuss your views in more detail?

Yes		Go to Q56
No		Go to Q57

Q56. Please can you provide an email address for CITB to re-contact you in relation to this research:

Q57. Do you have any additional comments to make about training in the construction sector?



Study prepared by Pye Tait Consulting from a commission by CITB.



Pye Tait Consulting

Royal House, 110 Station Parade, Harrogate,
HG1 1EP

Tel: 01423-509433

Fax: 01423-509502

Email: info@pyetait.com



Cert No: 5120

citb.co.uk



CITB, CIC and CITB-ConstructionSkills Northern Ireland are working as ConstructionSkills, the Sector Skills Council for Construction. (CITB Registered Charity Number 264289)