



CONSTRUCTION INDUSTRY TRAINING BOARD

Performance Report

APRIL 2023 - MARCH 2024



KEY PERFORMANCE INDICATORS

Our progress so far

This performance report, covering the 2023 - 2024 financial year and delivered every quarter, tracks our progress against targets set out in our [business plan](#), and how we're supporting the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

Key performance indicators

Improving construction's people pipeline

[The number of people accessing CITB careers support](#) →

[Taster opportunities available](#) →

[Individuals supported into employment from FE](#) →

[People in sustained employment for three months through on-site hubs](#) →

[CITB apprenticeship starts](#) →

Creating defined training pathways

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

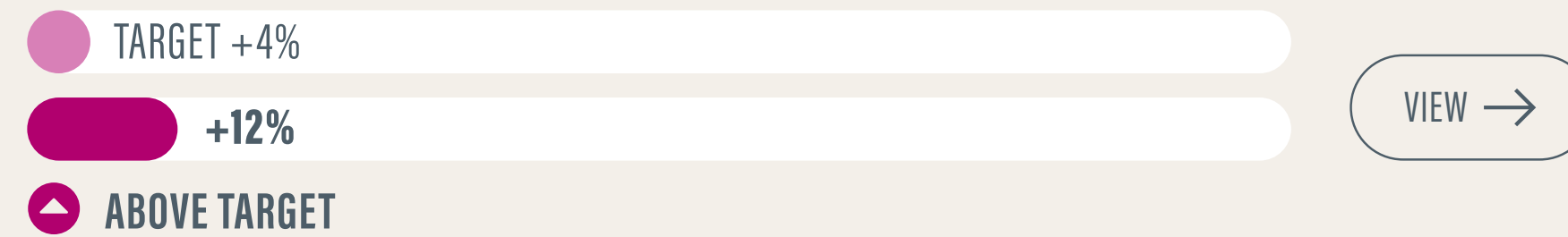
Delivering an efficient training supply

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

[Individuals trained or supported](#) →

[How employers benefit from the Levy](#) →

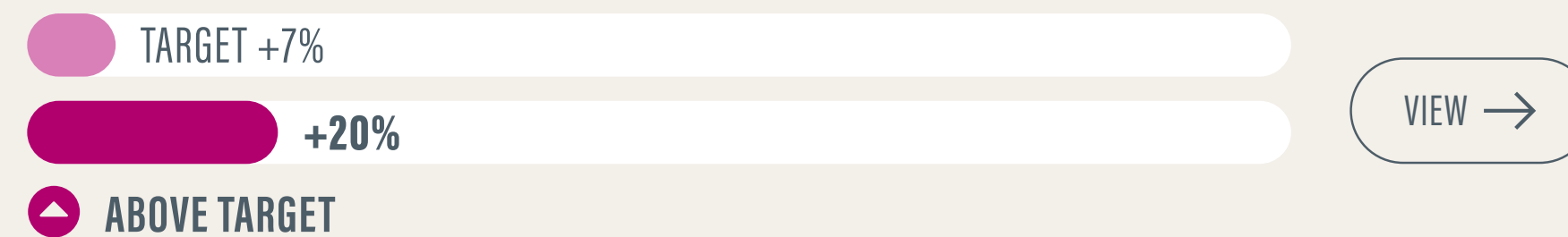
Increase the number of people accessing CITB careers support



Increase taster opportunities available



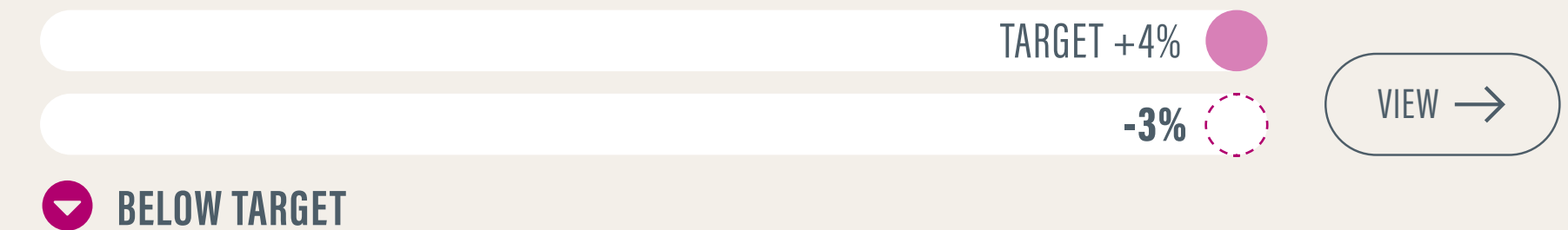
Increase individuals supported into employment from FE



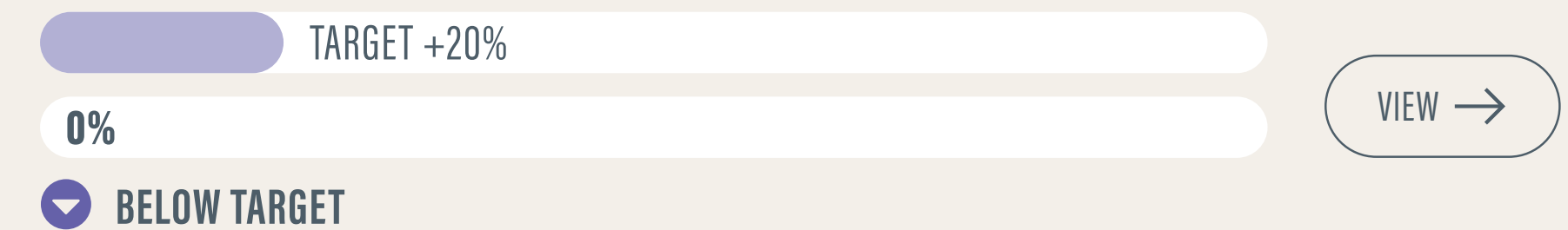
Increase people in sustained employment for three months through on-site hubs



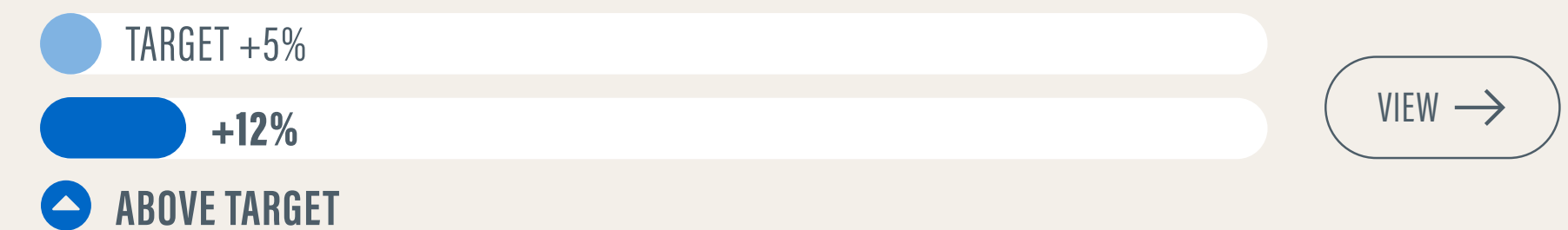
Increase CITB apprenticeship starts



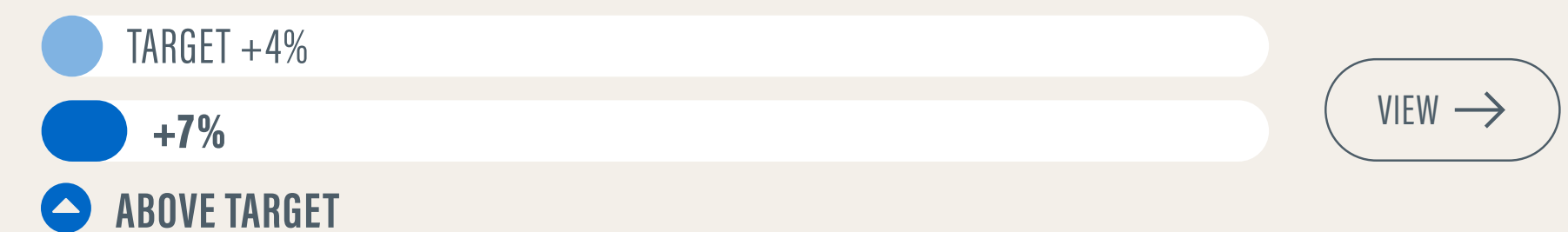
Industry skills demand covered by agreed competence and training pathways



Increase CITB training support accessed by employers



Increase individuals trained or supported



Improving construction's people pipeline

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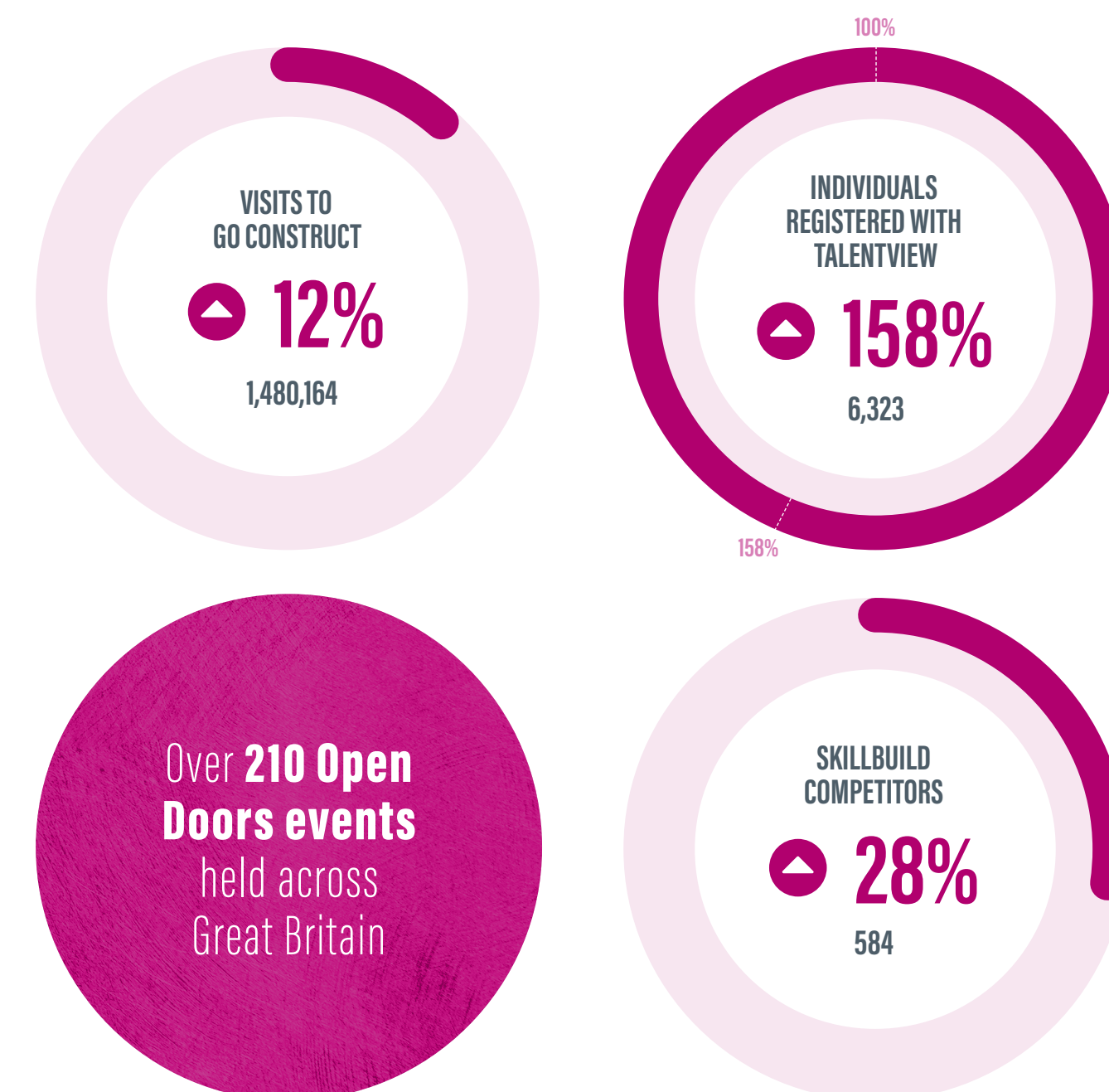
4% INCREASE IN THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT

PROGRESS: ▲ ABOVE TARGET AT +12%

[Go Construct](#) site visitors have increased by 12%, with the number of outbound clicks up 75%, visitors to apprenticeship pages up 324% and clicks through to [Talentview Construction](#), the home of construction industry job vacancies up 158%. The increase in visitors to Go Construct shows that more people have a desire to understand more about the industry and are considering entering construction. [SkillBuild](#), the largest multi-trade skills competition in the UK has seen 584 apprentices apply to take part compared to 450 last year, and 4% more applicants from diverse audiences.

Between Monday 18 and Saturday 23 March the 2024 Open Doors initiative took place. Delivered by Build UK, in partnership with CITB, more than 210 events took place across Great Britain. The events took visitors behind the scenes of construction, showcasing the fantastic range of careers available.

INCREASE THE NUMBER OF PEOPLE ACCESSING CITB CAREERS SUPPORT



← KEY PERFORMANCE INDICATORS

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4% INCREASE IN TASTER OPPORTUNITIES AVAILABLE

PROGRESS: 📈 ABOVE TARGET AT +105%

Over 29,000 people have benefitted from taster experiences, which is significantly above last year, with our Customer Engagement team delivering over 26,500 and commissions over 2,400. Taster opportunities enlighten and excite more people into joining into the construction industry, providing career changers and young people with an engaging and positive experience.

Increasing taster opportunities demonstrates that potential entrants are exploring options to progress their interest in a construction career.

INCREASE TASTER OPPORTUNITIES AVAILABLE



Delivered **over 29,000** taster experiences

Over 26,500 sessions delivered by our Engagement Team

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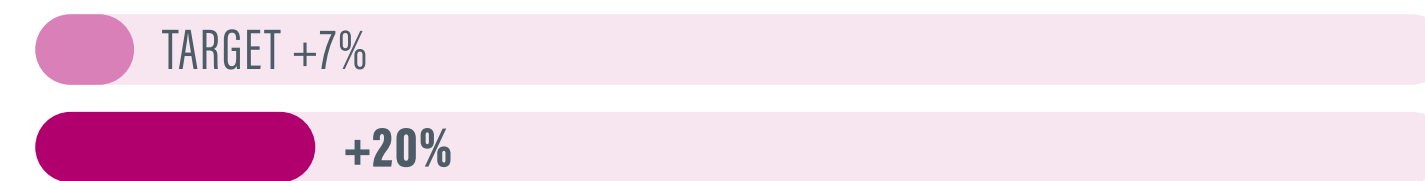
7% INCREASE IN INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE

PROGRESS: ▲ ABOVE TARGET AT +20%

Our [apprenticeship grants](#) supported 29,428 apprentices, compared to 26,200 this time last year. Furthermore, apprenticeship grant achievement spend is up against budget by 15%.

Our recently expanded [New Entrant Support Team \(NEST\)](#) helped over 2,340 people start an apprenticeship compared to 386 last year. The increase in starts signals that new entrants have access to skills and longer-term opportunities that will enhance their understanding of the construction industry and improve their employability. These new entrants are also being supported to help fill skills gaps and shortages in the industry.

INCREASE INDIVIDUALS SUPPORTED INTO EMPLOYMENT FROM FE



NEST helped over **2,340** people start an apprenticeship

29,438 learners supported with apprenticeship grants

Apprenticeship achievement grant is **up by 15%**

£77.8m invested in apprenticeship grants

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

PROGRESS: 📈 ABOVE TARGET AT +85%

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

A cumulative total of 1935 people entered sustained employment by March 24, with 1151 in 2023-24. The increase demonstrates that more people are filling skills shortages across the industry

Our two new on-site commissions are already seeing results, with Scottish Academy for Construction Opportunities having 72 people moving to sustained employment and England Construction Opportunities getting 659 individuals into jobs.

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



85% increase in learners progressing to sustained employment

659 people moving to sustained employment through England Construction Opportunities

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4% INCREASE IN CITB APPRENTICESHIP STARTS

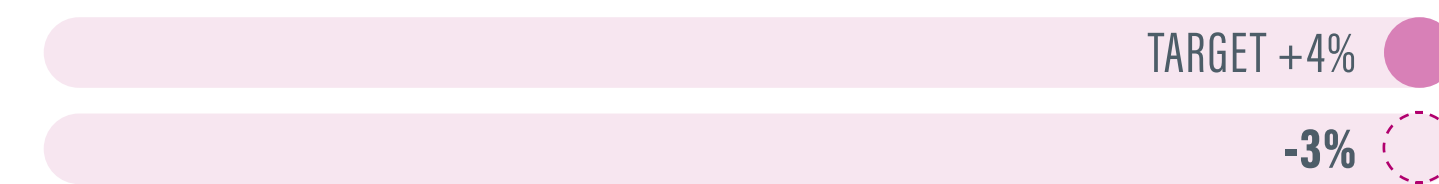
PROGRESS: 📉 BELOW TARGET AT -3%

Scotland ended the year with 1,505 apprenticeship starts against a target of 1,525, due to businesses closing.

England has 241 against a target of 381, due to NCC concentrating on quality and not quantity following Ofsted inspection. Wales has small numbers but improved with 11 compared to 8 last year. Our performance is below target at 3%, but is more positive than the national picture, (England apprenticeship starts down 6% (academic year), Scotland up 1% (financial year 2022-23) and Wales down 18% (academic year)) and demonstrates that CITB is helping people into construction training.

Encouragingly, our latest Employer Voice is reporting 31% of employers are planning to take on an apprentice, with another 48% stating they may take one on. England have the highest likelihood at 42%, followed by Scotland (35%) and Wales (30%). Employers have praised the New Entrant Support Team for their much-needed support.

INCREASE CITB APPRENTICESHIP STARTS



1,505 learners started a CITB apprenticeship in Scotland this year

31% of employers are planning to take on an apprentice

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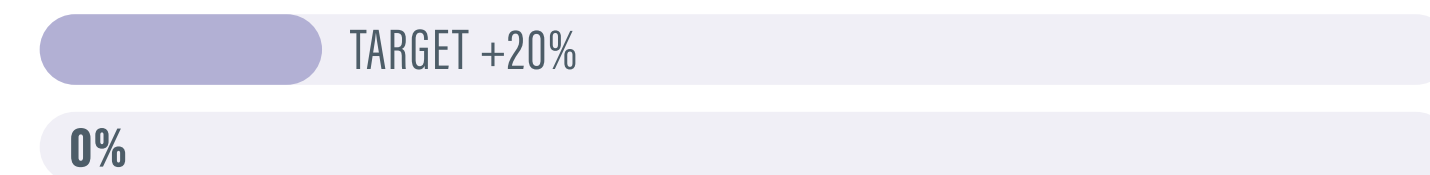
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20% OF INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS

PROGRESS: ▼ BELOW TARGET AT 0%

Nine competence frameworks are now completed and have been passed to the Super Sectors to be agreed. Our approach to competence frameworks has changed to ensure industry supports them and to ensure IfATE (England) and its Scottish and Welsh equivalents endorse them and incorporate them into their standards. Working Groups are planned to start the sign off process and agree on the nine [competence frameworks](#) over the next six months. Our performance will consequently not meet our target in 2023-24 but is on track to achieve in 2024-25 and demonstrates that CITB will contribute to training a more competent workforce.

INDUSTRY SKILLS DEMAND COVERED BY AGREED COMPETENCE AND TRAINING PATHWAYS



Working groups to agree **nine** competence frameworks over the next six months

Nine pathways will cover **20%** of industry's skills demands

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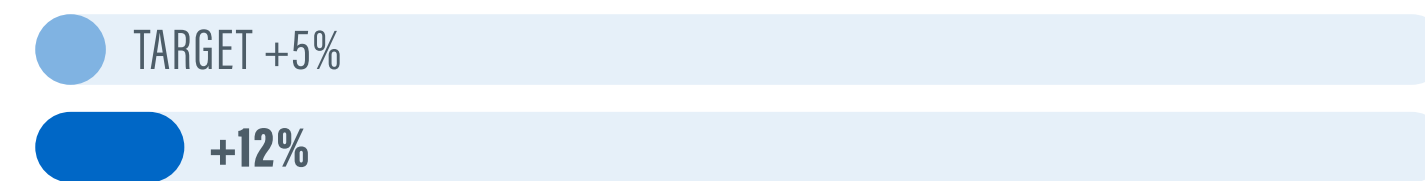
5% INCREASE IN CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS

PROGRESS: ▲ ABOVE TARGET AT +12%

We are seeing increases in employers supported by grant, funding, NCC, Training Groups and the [Employer Network](#). This demonstrates that employers are continuing to increase investment in training. Through the Employer Network we saw 783 employers supported compared to 246 (part year Aug 2023 to Mar 2024) last year, and 1,029 in total.

The Employer Network continues to encourage employers to train. March and April 2024 were the last months of the Employer Network pilot, and we are rolling out full national coverage of the Employer Network from May to September 2024. The externally managed Employer Networks have agreed to extend their funding agreement until 31 December 2024, which will ensure those employers currently accessing the Employer Networks will receive consistent and continuous support to access training for their business.

INCREASE CITB TRAINING SUPPORT ACCESSED BY EMPLOYERS



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4% INCREASE IN INDIVIDUALS TRAINED OR SUPPORTED

PROGRESS: ▶ ABOVE TARGET AT +7%

We have seen significant increases in individuals supported in the same areas as employers supported, which demonstrates that employers are still training their staff, and this has increased since last year.

Some areas of growth include:

The Employer Network performed well, and we saw significant increases in the number of learners supported - 11,453 compared to 3,567 (part year Aug 2023 to Mar 2024) last year, and 15,020 in total. This new support approach demonstrates that employers are increasing their investment in training.

We saw a 5% increase in the number of people trained through [NCC](#) and [National Specialist Accredited Centre \(NSAC\)](#). Alongside NCC growth we also saw a 16% increase in the number of people completing [Site Safety Plus](#) courses.

Our range of grant and funding options are also supporting individuals to become competent and complete vital upskilling training with 19,617 individuals supported through qualification grant and 16,883 supported through our Leadership and Management Development Fund.

INCREASE INDIVIDUALS TRAINED OR SUPPORTED



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How employers benefit from the Levy

The Levy is here to deliver skills needs for construction employers across Great Britain. This is an overview of the investments made in the financial year, including apprenticeships, employer funding, and providing our products and services.

Over this year we have invested £263m, which is slightly higher than the £253m we set out to invest in our Business Plan for 2023-24. There has been strong demand for our apprenticeship and qualification grants, and the doubling of short duration grants has led to an increase in training carried out by employers.

Overall, we are in an extremely robust position to support our customers into our 2024-25 Business Plan year. Collection of the Levy is in line with expectations, and our grants, funding and apprenticeships support is delivering a highly skilled workforce. Our total employer and industry support has totalled £5m more than forecast (subject to audit), clearly demonstrating the demand for our training and support services is buoyant and more employers are making use of the CITB support available to them.



TOTAL INVESTMENT FOR 2023-24

← PREVIOUS ← KEY PERFORMANCE INDICATORS

GRANTS AND FUNDING

	ACTUAL £M	BUSINESS PLAN £M	VARIANCE £M
Apprenticeship Grants	77.8	63.8	14.0
Qualification Grants	18.7	11.4	7.3
Short Duration Training Grants	29.6	31.5	-1.9
Skills and Training Fund	11.8	15.1	-3.3
Funded Activity	16.5	21.3	-4.9

OTHER SUPPORT

Employer Support Services Engagement	10.5	10.0	0.5
Standards, Quality Assurance and Verification	3.2	3.1	0.1
Skills and Employment Policy and Research	2.6	2.5	0.0

PROVIDING PRODUCTS AND SERVICES

Direct Training Delivery (via NCC)	25.3	24.3	0.9
Apprenticeships Administration and Management	32.1	27.5	4.6
Other Products and Services	16.7	17.8	-1.1
Grants, Funding and Levy Administration	17.9	18.6	-0.6

SUBTOTALS:

ACTUAL: £154.4m 58.8%

BUSINESS PLAN: £143.2m 54.5%

VARIANCE: £11.2m

ACTUAL: £16.3m 6.2%

BUSINESS PLAN: £15.6m 5.9%

VARIANCE: £0.6m

ACTUAL: £92.0m 35.0%

BUSINESS PLAN: £88.2m 33.6%

VARIANCE: £3.8m

SOURCES OF INCOME

	ACTUAL £M	BUSINESS PLAN £M	VARIANCE £M
Levy	196.1	196.1	-0.0
Non-Levy Income – Products and Services	52.0	44.9	7.1
Balance (To)/From Reserves	14.5	6.0	8.6

TOTAL INCOME:

ACTUAL: £262.6m 100%

BUSINESS PLAN: £247.0m 94.0%

VARIANCE: £15.6m

Initial year end close subject to audit.