

CITB Training Group Consultation 2020/21

CITB has provided support to the training group (TG) network for some time. In the face of a reduced levy-income CITB conducted a consultation on how training groups can be best supported and provide value for money against the budget allocated. The consultation took the form of an online consultation where training group members/ non members and other key stakeholders were encouraged to complete an online survey which was accompanied by an options paper. The options paper outlined the background to the consultation and three options/propositions were detailed to allow respondents to feedback on their levels of support for the current model and future potential options.

Background and Methodology

Sample	Total (574)
Training Group members	450
Training Group GTO	39
Training Group Chair	23
Employer (Non TG Member)	18
Prescribed Organisation	10
Specialist Federation	9
Other	25

Sample Caveat

Heavily skewed towards current TG members and stakeholders

Dates of consultation

11th November 2020 – 29th January 2021

Methodology

Online Survey accompanied by options paper

Research Findings

Current Training Group Model

Do you think there is a need for a change from the current Training Group network model?



Top reasons for change	% (base size 46)
Varied performance/ requires better metrics	57%
A review of TGs is required	40%
Training Groups do not offer value for money / funds could be better used elsewhere	26%

The current TG Model is seen by some as not the most effective investment of levy

There were calls from respondents to ensure that TG performance was monitored in a more consistent manner

"I do think that some Training Groups do not provide good value for money as they do not deliver enough training days. The key metric for training groups HAS to be training days"

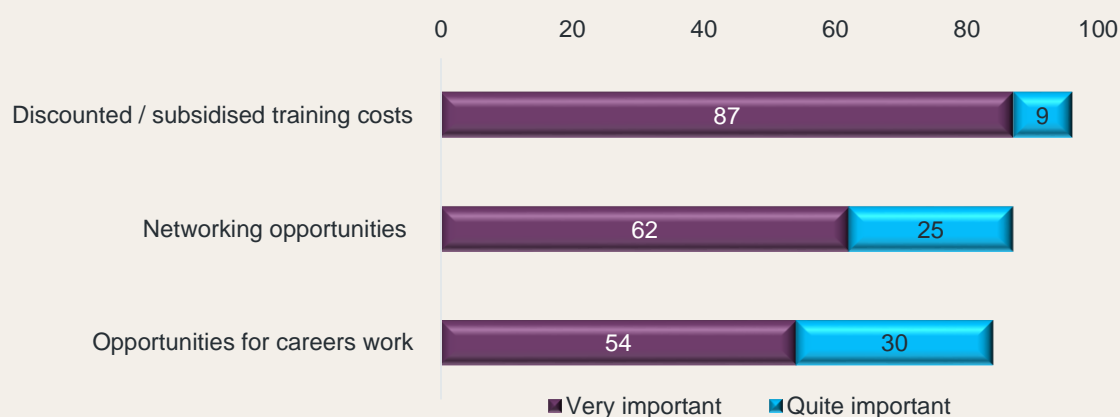
"As this is a cost saving mission can I recommend that you look in detail at each TG and assess what they are doing for their money, if they are not carrying out significant training remove them and reallocate money or make a saving"

"I believe that there are some very good Training Groups offering great value to the CITB and their members, however I believe there are also some training groups that are stuck in a rut."

"We should set a standard level of performance for all groups based around an agreed set of targets. The underperforming groups are tarnishing the rest, who provide a valuable and needed role for employers."

Important Features of Training Group Model

How important are the following benefits of the Training Group network to you?



The discounted cost of training was important to almost all respondents as a key benefit of the TG model

Other beneficial features included that the Training Groups have extensive knowledge of training and provide administrative support for those organisations looking to train.

"The fundamental benefit of the Training Group is the access to key knowledge & experience which provides support in booking training."

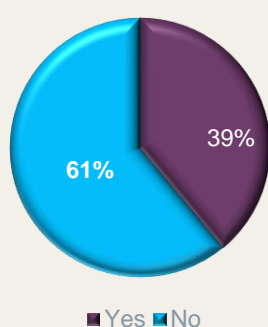
"Our company would be extremely vexed if we lost our current Training Group as it is the perfect way for us to access training that is cost effective, quality and suitable to our needs"

"Time saved searching and the knowledge that the courses are recognised at a national level and at a good cost. Plus all the advice we get from them when we require it."

"Our local Training Group is always our go to for training. Especially with the pandemic and furlough, our training group has relieved a lot of pressure and been a god send in helping us to get up to date and carry out the time consuming task of finding/re-booking training as it is needed! "

Training Hub Network

Would you use a Training Hub Network?



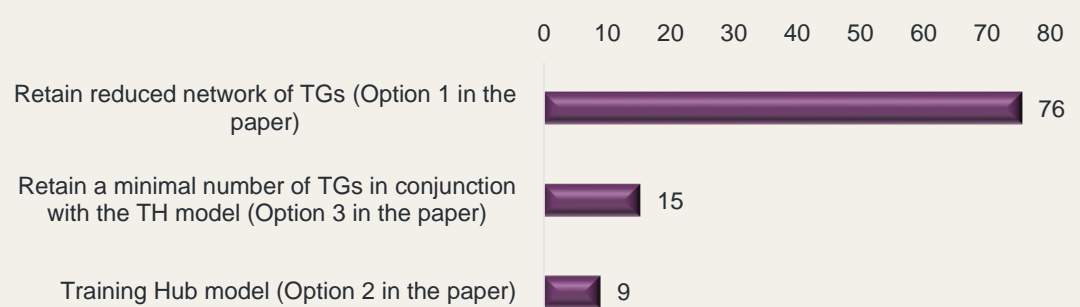
"We have found our local Training group absolutely essential to our ability to find local training which fits in with our needs."

"Look at TG's individually rather than as a whole and stop funding underperforming groups. We have found our local training group absolutely essential to our ability to find local training which fits in with our needs. "

"The Group is run extremely well and supports all the businesses who are members. We have a thriving community who network and assist each other. Our training officer knows each and every business and how each runs, the demographic of each and their needs."

Future Options

Respondents were asked to rank their preferred future options:



Conclusion

Following careful consideration of the consultation results and feedback, we have developed a TG funding model which will apply from April 2021. More information on this model can be found [here](#)

We received feedback that the Training Hub model should be developed, but separately to the Training Group review. We've listened to this and have de-coupled these two pieces of work. The Training Hub model will continue, but work on this will be done entirely separately to our work with Training Groups.