



CONSTRUCTION INDUSTRY TRAINING BOARD

Nation Plan: Wales

2024-25



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The Wales Nation Plan outlines our operational plan over the coming year. It sets out clearly and concisely how we will support employers to recruit, train and develop the workforce they need, now and in the future.

This year we will take forward plans which will begin transforming the skills system for the construction industry, focusing on priorities set by employers. The three pillars have been developed drawing on customer and stakeholder feedback from our 2023 Industry Consultation.

Interactive pdf

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The three pillars of our Plan

The three parts of our Plan address the entire skills system. **Sustainability is key to the success of our Plan; therefore, it is embedded in our three pillars.**



SKILLS AND TRAINING SYSTEM

1

INFORM AND ENABLE DIVERSE AND SKILLED PEOPLE INTO CONSTRUCTION

Our work will help reduce the skills shortage by increasing support for employers to recruit, building more alternative routes into industry, and helping employers to retain and upskill their existing workforce.

[VIEW →](#)

2

DEVELOP A TRAINING AND SKILLS SYSTEM TO MEET CURRENT AND FUTURE NEEDS

The skills system is critical to employers and industry's ability to train. It needs to evolve to meet construction's current and future needs. To do this we will establish an industry-owned definition of competence and identify alternative industry entry routes.

[VIEW →](#)

3

SUPPORT THE INDUSTRY TO TRAIN AND DEVELOP ITS WORKFORCE

CITB will anticipate and respond to current and future training needs by investing in existing workforce training that works for industry and rebalancing our funding for employers in line with industry priorities, providing incentives for employers to train and upskill their workforce. Simultaneously we will overcome barriers to training as well as directly addressing gaps by building closer partnerships with training providers, helping to improve the quality and accessibility of training.

[VIEW →](#)

1 Inform and enable diverse and skilled people into construction

Construction needs a strong pipeline of talent. Our interventions will help remove barriers to attracting the very best talent.

In Wales, we will:

Continue to provide free to access self-service digital careers information through our bi-lingual Go Construct website.

Attract and provide over 800 FT learners with the opportunity of learning about how construction works in practice through our partner delivered industry insight events, including Open Doors, See your Site, Professional Futures and Women into Construction events.

Facilitate and support over 1000 students to participate in Construction career awareness events in National Apprenticeship Week.

Promote and expand our Social Value Network for the sharing of best practice in delivering social value outputs.

Expand our network of STEM Ambassadors to 80 in Wales (including 8 Welsh language speakers) to support career activities and promote the opportunities in Construction.

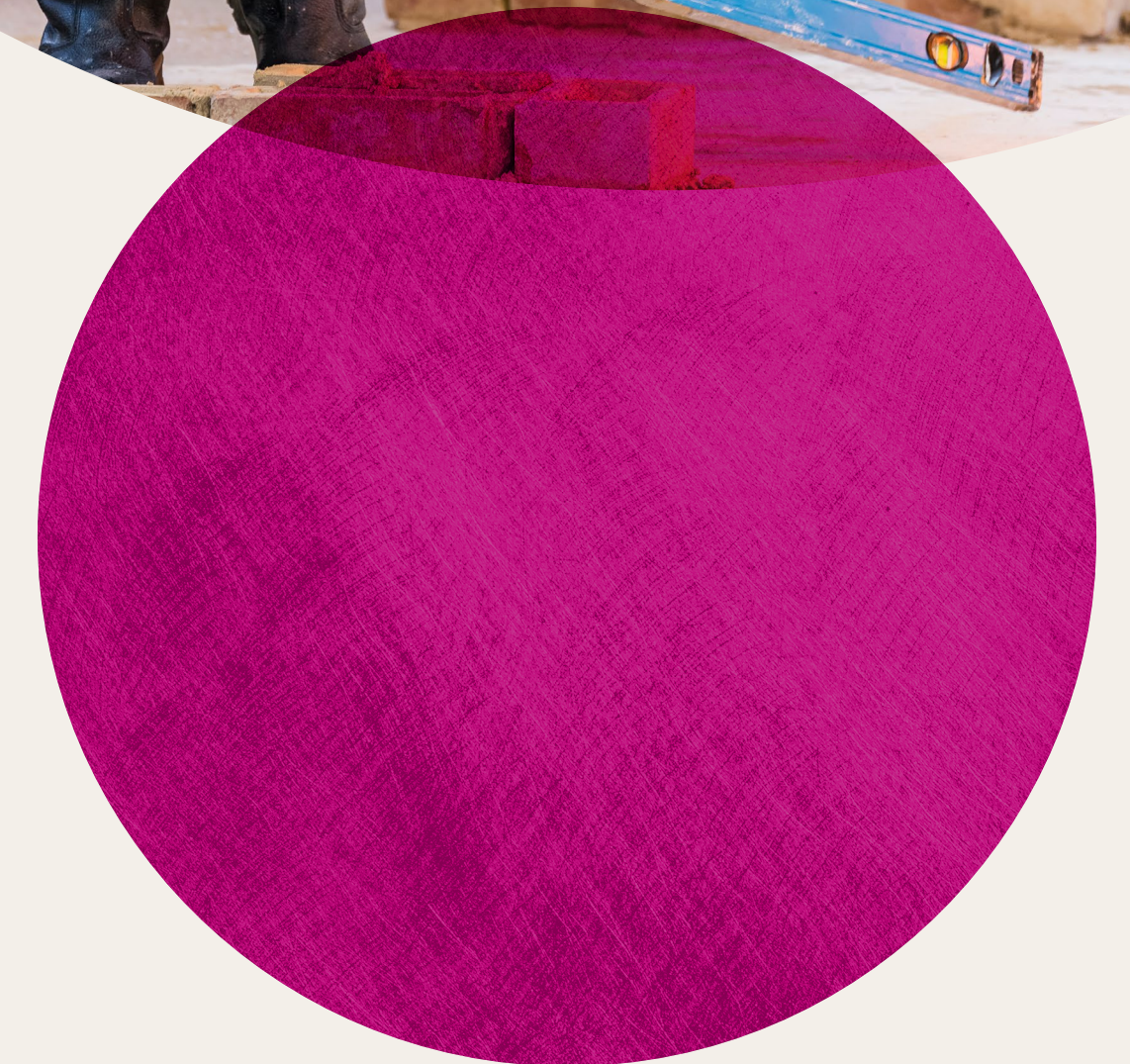
Continue to support and promote the take-up of Construction GCSEs and A Levels in Wales.

Continue to promote and support the Skill-Build competitions in Wales.

Continue to fund and support our three Onsite Skills Hubs in Wales to provide practical work experience and gateway opportunities for adults looking to gain employment in Construction.

Support the development and implementation of a CITB national engagement strategy, supported by local engagement teams to encourage and support ex-offenders, military service leavers and NEETs into a career in construction.

Continue to deliver NEST (New Entrant Support Team) interventions to support 100 employers to recruit apprentices through assisting with all their recruitment requirements, including accessing grants and securing suitable training provision.



2 Develop a training and skills system to meet current and future needs

The current skills system does not work as effectively as it could for the construction industry. Our Industry Consultation identified 'creating additional entry pathways' as an important priority to address the skills shortage. **To address this priority for employers we will:**

Develop new Competence Frameworks to cover more occupations. We will have additional frameworks in place covering industry's skills demands. Competence Frameworks will define the Knowledge, Skills, Experience and Behaviours (KSEB) needed to carry out specific job activities to a transferable industry standard.

Develop and test the first set of alternative pathways. They will combine structured training and assessment programmes and sit alongside apprenticeships to bring additional and more diverse new entrants to a transferable level of competence.

Publish and maintain qualification and training maps for priority occupations, including bricklaying, carpentry and joinery. This information will help employers and individuals identify progression opportunities and requirements for specific roles.

Collaborate with ECITB, industry and card scheme operators to support employers' ability to evidence, record, and share details of the capabilities and life-long learning of their workforce.

Support the launch of new Construction Degree Apprenticeships in Wales.

Work closely with government to make sure funding is aligned to industry skills needs.

Work with our FE College partners to explore and introduce new niche specialist provision in Wales for Apprenticeships that is currently only available for delivery in England centres.



3 Support the industry to train and develop its workforce

To have a successful construction industry employers and individuals must be able to access the right training, in the right place and at the right time for them. It must also be affordable, particularly for small and medium sized companies.

To achieve this, we will:

Expand coverage of our local Employer Networks across Wales.

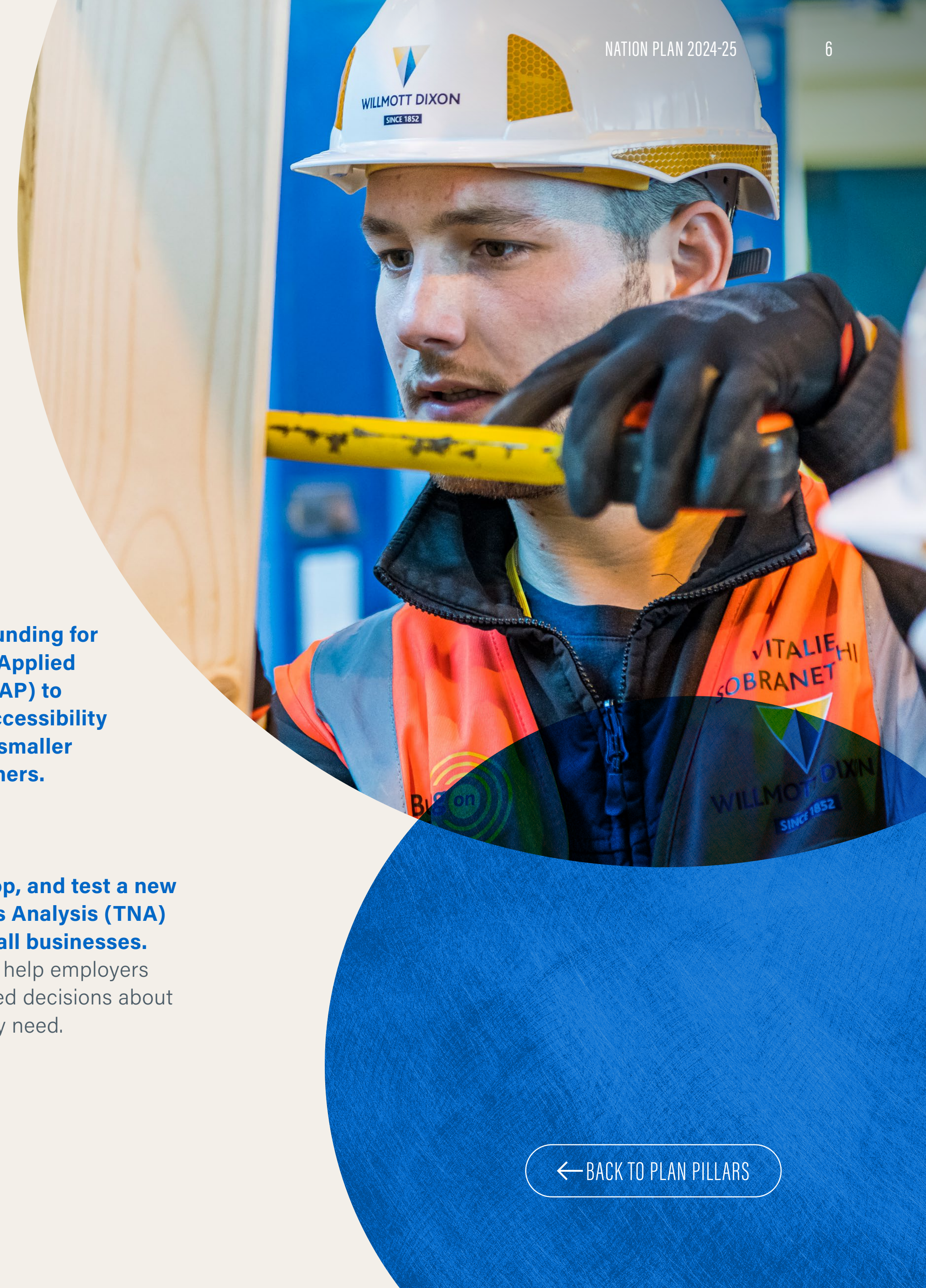
Launch new sector plans delivering vital work to meet the skills needs of employers. In 2024-25, we will launch Sector Skills Plans for the Repair, Maintenance, and Improvement (RMI) sector as well as the Commercial, Public, and Industrial sectors.

Begin building a network of training providers that will act as the focus for delivery of CITB training support for employers. During 2024-25, we will work extensively with training providers and stakeholders to set out how this new network will operate and promote the benefits.

Develop and implement interventions to help address tutor and assessor shortages in the industry.

Enhance our funding for the Specialist Applied Programme (SAP) to improve the accessibility of training for smaller groups of learners.

Design, develop, and test a new Training Needs Analysis (TNA) service for small businesses. The service will help employers to make informed decisions about the training they need.



Working with our Partners

The challenges facing construction need a collaborative approach and we will be working closely with our partners and stakeholders in Wales.

EMPLOYERS

We will continue to work with employers to encourage and support skills and training uptake. Alongside the initiatives planned for this year, employers will be able to access CITB in the following ways:

CUSTOMER ENGAGEMENT TEAM

Our team of [advisers](#) are available to all our customers, to help them with the big things that matter and the small things that make a difference. CITB advisers can provide advice, guidance, and support for accessing CITB training, grants, funding, and apprenticeships. They can signpost to other sources of support, help and advice, including local partners, networks and other local initiatives.

NEW ENTRANT SUPPORT TEAM

Last year, we introduced our New Entrant Support Team in Wales. They support employers, particularly small and medium enterprises and disengaged Levy registered businesses with the process of hiring an apprentice including ensuring the employer accesses all funding they are entitled to. They provide comprehensive apprenticeship support for employers and can help source an applicant, access funding, and find a suitable training provider.

GRANTS AND FUNDING

CITB provides [grants](#) for construction industry employers who provide training for their workforce. The Grants Scheme helps the industry maintain high standards, making sure people are being trained in the right skills for the industry to thrive. We have allocated over £100m to grants for the year ahead. In addition to our Grant Scheme, we also provide [financial support](#) for specific projects. Employers can access funding to support high quality training and development experiences for their employees. Our Skills and Training Fund and Industry Impact Fund are open for applications, and over £10m has been allocated for funded projects this year.



Nation Councils

Our Nation Council is one way we collaborate and consult with industry to help us make sure that our work meets the needs of employers in Wales.

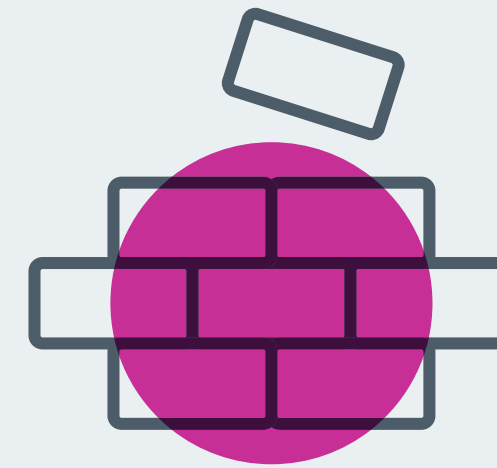
This Plan is supported by our Wales Nation Council and includes specific interventions and projects in line with CITB's three priorities.



Prescribed Organisations and Federations

Our strong and positive working partnerships with Prescribed Organisations and Federations are key to achieving our Plan, and they will continue to play an important role in the development and review of standards.

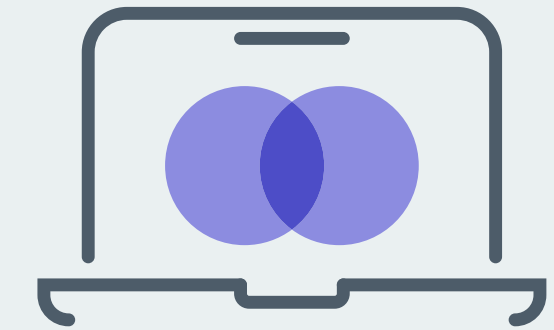
We will continue to work with Prescribed Organisations focusing collaborative work on the following priority areas:



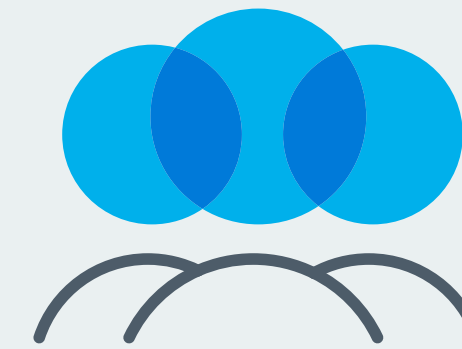
APPRENTICESHIPS AND
NEW ENTRANTS



SPECIALIST
SKILLS



TRAINING GROUPS AND THE FUTURE
OF EMPLOYER NETWORKS



CONTINUALLY IMPROVING COMMUNICATION AND
ENGAGEMENT WITH REGISTERED EMPLOYERS



NET ZERO

Streamlining how we measure success

All initiatives and projects set out in our Wales Nation Plan feeds into **our new performance measures** set out in our overall Business Plan.

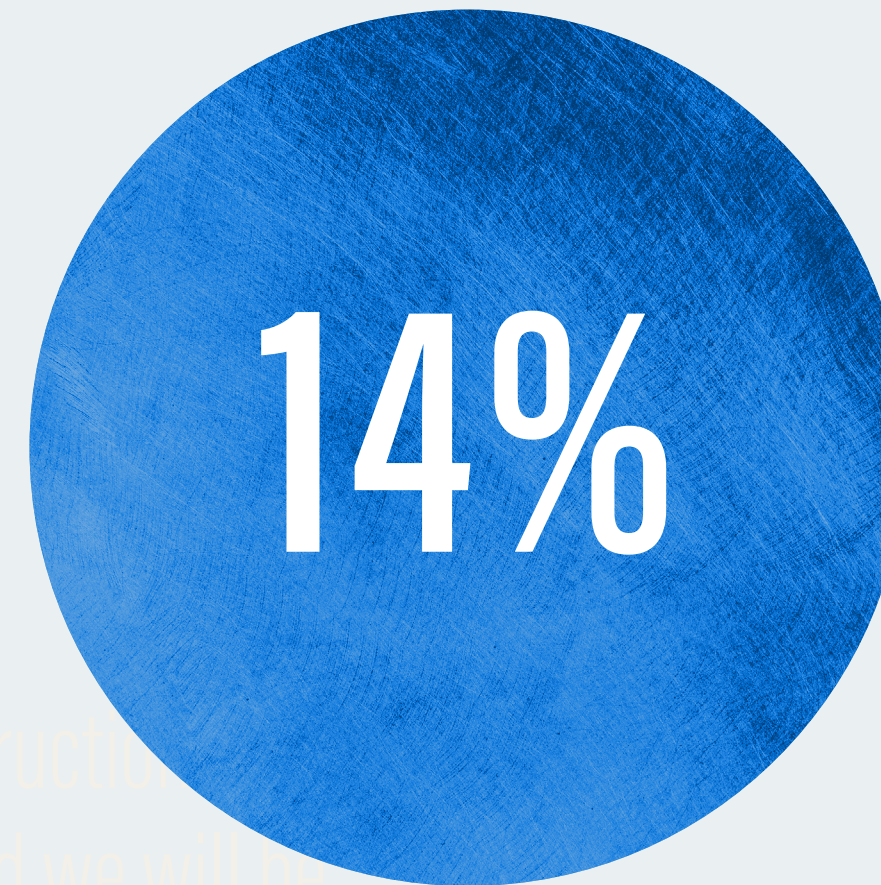
This simpler measurement system will provide the ability to track progress and identify where we need to adjust our plans to deliver for the construction industry. All our activities and interventions in Wales will contribute towards the achievement of at least **one of these three measures:**

Welsh language commitment statement:

Wales is a dual language country where services and resources are made available bilingually to the public in Wales. The CITB Welsh Language Policy will ensure that the organisation will make constant progress towards achieving our main commitment – that Welsh should be treated no less favourably than the English language. We will ensure that we promote and encourage the use of the language which will have a positive impact not only on our Welsh employers and stakeholders but for the people of Wales as a whole.



INCREASE IN THE NUMBER OF NEW ENTRANTS TO THE INDUSTRY



INCREASE IN THE NUMBER OF EMPLOYERS SUPPORTED TO TRAIN AND UPSKILL THEIR WORKFORCE



INCREASE IN THE NUMBER OF INDIVIDUALS SUPPORTED TO TRAIN AND UPSKILL



YOU CAN READ MORE ABOUT OUR MEASURES BY VISITING OUR **BUSINESS PLAN.**