



Construction
Leadership
Council

Interventions Route Map

July 2021



How to use this interactive tool

On the following 2 slides we have split out scenarios for new entrants and existing employees.

Simply choose which is relevant and click on the questions. This will direct you to the Funding and support available. Alternatively, you can just browse through all the pages.

The Funding support available has been colour coded as per the following;

CITB Supported

- These are services provided by CITB or CITB partners/stakeholders.

National Policy

- Services provided on a national level, funded by central government departments.

New Entrant scenarios

- I have opportunities within our Business which I would like to make open and accessible to industry
- Employ a person and support them with 1-2 years of training
- Offer a work placement to a young person with/without employment for up to 12 months
- Offer a work placement for 18+ for 12 – 26 weeks with/without employment at the end
- Employ someone who has had some onsite experience but may/ may not be skilled
- Offer 6 weeks work placement and a guaranteed interview at the end
- I want to find out what Grant & Funding is available to train new entrants

Existing employee scenarios

- I have opportunities within our Business which I would like to make open and accessible to industry
- Offer employees high quality learning and development experiences
- Offer training to existing employees
- I want my existing staff to have a Level 3 Qualification
- I'm a SME Business owner and want to develop my skills in Finance / marketing / technology to help my business
- I want to find out what Grant & Funding is available to train existing employees

Apprenticeships

- **Description:** Intermediate, advanced higher and degree [apprenticeships](#) provide a real job with substantive, sustained high quality training in order to become occupationally competent in the chosen industry with a broad range of occupations on offer.
- **Location:** Apprentice will spend 80% of their time in the workplace and 20% off-the-job with some study in a college.
- **Duration:** A minimum of 1 year

Shared Apprenticeships

- **Description:** CITB's Shared Apprenticeship Schemes provide an option to take an apprentice for a shorter time period. Intermediate, advanced and higher [apprenticeships](#) provide a real job with substantive, sustained high quality training in order to become occupationally competent in the chosen industry with a broad range of occupations on offer.
- **Location:** Apprentice will spend 80% of their time in the workplace and 20% off-the-job with some study in a college.
- **Duration:** A minimum of 1 year

Specialist Applied Programme

- **Description:** CITB's specialist applied-skills programmes (SAP) are 18-month long new entrant training programmes. The programmes lead to a vocational qualification (NVQ/SVQ) and are considered by trade associations and employers as 'sector [apprenticeships](#)'.
- **Location:** Trainees will spend 80% of their time in the workplace and 20% off-the-job with some study in a college.
- **Duration:** A minimum of 18 months

Traineeships

- **Description:** A course that includes a work placement that will get new entrants ready for an [apprenticeship](#) or a job. Comprises of work experience and maths and English skills.
- **Location:** A minimum of 70 hours in a work placement with the rest of the time in college
- **Duration:** can be between 6 weeks and 12 months. Minimum 70 hours work experience.

Internship

- **Description:** A period of work experience to try out a job and get to know an industry.
- **Location:** Workplace
- **Duration:** 1 week to 1 year

Kickstart

- **Description:** High quality six-month work placements in new jobs, aimed at those aged 16 to 24 who are currently out of work and are deemed to be at risk of long-term unemployment.
- **Note for Employers:** All vacancies must be additional/new
- **Duration:** 6 months
- **Location:** Workplace
- **Entry requirements:** Must be aged 16 to 24, in receipt of Universal Credit and at risk of long-term unemployment.
- **Progression:** [Apprenticeships](#)

Sector based Work Academy Programme (SWAP)

- **Description:** Offer a work placement and a guaranteed interview for a real job. They run for up to 6 weeks, with a work experience placement usually at your business and with pre-employment training off site or online.
- **Location:** Workplace
- **Duration:** Up to 6 weeks
- **Entry requirements:** Unemployed benefit claimants of any age
- **Progression:** [Apprenticeships](#)

Skills Bootcamps

- **Description:** Skills bootcamps offer free, flexible courses of just 12 to 16 weeks for adults aged 19 or over and who are either in work or recently unemployed (some skills bootcamps have additional eligibility criteria). They give people the opportunity to build up sector-specific skills and fast-track to an interview with a local employer.
- **Location:** Courses can be studied at home, in the workplace or at college
- **Duration:** Courses are available in a variety of lengths

T- levels

- **Description:** Designed in partnership with employers to give the skills and knowledge to get on in the workplace. Combines classroom learning with industry placements to prepare young people for skilled work or higher-level study. 1 T Level is the equivalent of 3 A levels.
- **Duration:** 2 years
- **Location:** Assessment: Exams, projects and practical assignments at college. Work experience: At least 45 days on industry placement

National Skills Fund

- **Description:** New entitlement for all adults over 19 who do not have a prior level 3 qualification – this also applies to 24+ adults who would have previously had to pay the course fees or take out a learner loan.
- **Location:** Courses can be studied at home or at college
- **Duration:** Courses are available in a variety of lengths

CITB Skills & Training Fund

- **Description:** The Skills and Training fund aims to help small and micro construction companies to deliver high quality learning and development experiences to employees.
- **Location:** Workplace or college
- **Duration:** Courses are available in a variety of lengths

Construction Skills Fund Hubs & Onsite Hubs

- **Description:** Work with employers to identify gaps in their workforces – our hubs then support new workers to get site ready to fill these needs
- **Location:** Hubs
- **Duration:** Up to 6 Weeks
- **Progression:** Job/ [Apprenticeships](#)

Talent View & My World of Work

- **Talent View Description:** System, aligned to CTRS, showing all work experience opportunities, graduate placements and apprenticeship
- **My World of Work Description:** My World of Work is a Scotland based, early careers portal, supported by Skills Development Scotland and is where all new entrant applicants in Scotland, will register for vacancies.

Construction Talent Retention Scheme

- Job portal, where we are asking all employers to register on the system and to openly advertise all role available. Registered individuals can then view and apply for applicable roles

Together these provide a one stop shop for construction opportunities

Help to Grow

- **Description:** Access to digital and management services, support and training
- **Location:** Workplace
- **Duration:** 12-week programme

CITB Grant & Funding

- **Description:** We offer support to industry through our grants and funds. CITB grants cover day to day training and our funds cover specific projects and commissions.