


WHEN CHALLENGE BECOMES OPPORTUNITY



SUPPORTING CONSTRUCTION EMPLOYERS' SKILLS INVESTMENT IN 2023



A booklet produced by: Builders Merchants Federation •
Civil Engineering Contractors Association • Construction Industry
Training Board • Finishes and Interiors Sector • Keltbray •
LEAP Apprenticeships • National Federation of Builders

PARTNERING FOR SKILLS

INVEST TO PROGRESS

Investing in staff – your greatest asset – is a good move, even during challenging times when budgets are tight.

There are numerous benefits to upskilling the workforce and hiring fresh construction talent.

The two biggest incentives are:

- **The economy is forecast to improve faster than expected.**
- **Financial support for businesses of all sizes is available.**

Investing in skills has multiple benefits not only for you but for new entrants, for your community and for industry.

It will help industry tackle the skills challenge.

Skills investment will also give you a greater chance of retaining staff and looking at new methods of working. It's an opportunity to refresh and modernise.

Forward-thinking and a resilient workforce is in all our interests.

On behalf of the organisations involved in this booklet I say this: we are here to support you.

I hope you can work with us to turn challenge into opportunity.

TIM BALCON

CLC People & Skills Network Industry Initiative

HOW WE CAN SUPPORT YOUR SKILLS INVESTMENT

There is a variety of support available, from benefits applicable to all, to specialist help for workers, new entrants and businesses.

GENERAL SUPPORT AVAILABLE

TRAINING COSTS

CITB-registered employers can get funds towards training costs. Depending on the size of your business, you can apply to the:

Skills and Training Fund
(for micro, small and medium-sized businesses)

Leadership and Management Development Fund

Industry Impact Fund

You can find information on these funds [here](#).

A good move, to assess your needs and access funds quickly, is to contact one of CITB's Engagement Advisers. They will provide you with information, financial support, and useful events you may wish to attend. You can contact your local adviser [here](#).

GRANTS

CITB pays grants for the completion of short courses focused on skills which are core to the construction industry's needs.

CITB has doubled the grant rates for short course tiers one to three. To support rising training costs you can receive £60, £140 or £240 for short course achievements.

You can find information on these funds [here](#).



TRAINING GROUPS

Local Training Groups provide support to a wide range of construction employers within a specific area.

Your CITB Engagement Adviser can provide information on which group is right for you. Find support from a training group near you [here](#).

RECRUITING WORKERS

Skills Bootcamps provide a free way to hire new employees.

Find a local training provider to work with [here](#).

T Levels are new qualifications developed in collaboration with employers. Partner with a school or college near you [here](#).

Your trade association can support you. Most are available online or via a directory.

THE EMPLOYER NETWORK

The employer network is a 12-month initiative set up and funded by CITB, run by local or sector-specific network groups.

It aims to simplify the way employers get the support and funding needed to access training.

Find support from an employer network group near you [here](#).



SUPPORT FOR WORKERS

Want to be paid more? Of course you do! Good tip – think of the long-term benefits of staying in construction.

Being tempted by short-term cash may not always be the best option - completing your construction training is likely to lead to an increased rate of pay in the future.

Keep your career in your hands and talk to your employer about training on offer.

Free Courses for Jobs offer which allows adults who do not currently have a Level 3 qualification, are unemployed or on low wage, the chance to gain one for free.

SUPPORTING FOR NEW ENTRANTS

If you have a positive attitude, are willing to learn and be a great team player, construction employers will welcome you – no matter what your age or background – with open arms.

Industry has a skills gap to meet, jobs to do, a public to serve – we need fresh talent.

Here are some handy websites to get you started:

The **Go Construct** website offers information on the great array of construction jobs available – 183 are on its A-Z listing.

The Construction Talent Retention Scheme is a free service to help jobseekers and recruiters.

Talentview is another useful resource, the place to find first jobs, apprenticeships and work experience in construction.

SUPPORT HIRING APPRENTICES

Apprentices benefit businesses in numerous ways.

They are a cost-effective way to recruit fresh talent for the workforce and offer excellent rates of retention. They give employers the skills they need to grow, helping them fill their vacancies and address industry skills gaps. They boost productivity and diversity within the construction industry.

We acknowledge small businesses can find the process of hiring an apprentice complex and time-consuming.

The good news is CITB's NEST has been introduced to make the process easier for employers.

The team supports companies in England by: sourcing an applicant, identify funding for training, finding a suitable training provider/college and accessing grants.

Employers will be assigned a dedicated local advisor, who will take the hassle away.

Email the team:
newentrant.team@citb.co.uk.

Government support is also available through the Apprenticeship Service. **Hire an apprentice**

CITB's Employers' Guide to Apprenticeships toolkit will also provide you with more information and can be found **here**.

PLAYING YOUR PART AS A LARGER BUSINESS

- A healthy industry relies on smaller businesses and supply chains – supporting a smaller business helps to protect your supply chain.
- Are you using your full Apprenticeship Levy funding? If not, it's a perfect time to do so.
- Apprenticeship Levy? Don't let Levy go to waste – **pledge it to support others**.

MENTAL HEALTH SUPPORT

No worker should be alone in a crisis. Mental health support is available for the construction industry's workforce through **The Lighthouse Construction Industry Charity**.

Their construction industry helpline is:
0345 605 1956 (UK).
1800 939 122 (ROI).

We hope this information helps. If you would like to offer feedback or require more information, please contact X. Thank you to all the organisations involved in producing this booklet.

