

# Apprenticeship support and recruitment



We need an extra 217,000 workers over the next five years to ensure construction can continue to thrive.

Apprenticeships will help futureproof the industry and provide an excellent route to secure a skilled, diverse future workforce.

The following schemes are supported by your Levy, are free to access and with your involvement will help bring new talent into the industry.

**There has never been a better time to take on an apprentice with support from CITB and the UK Government.**

## 1. Funding

Take on an apprentice, advertise your vacancy and receive funding to support their learning. Up to £15,000 over three years until 30 September 2021.



## 2. Information and resources

Funded by the CITB Levy, Go Construct is the go-to website for potential entrants to explore career opportunities, find guidance on progressing through the industry and be directed to opportunities to experience and join.



## 3. Recruitment

Advertise experiences, apprenticeships, traineeships and graduate placements on Talentview. Find potential candidates and let them find you – all for free.



## 4. More ways to find and support new talent

Kickstart, National Skills Fund and the Construction Talent Retention Scheme. Find new talent for your business.



## 1. Funding



### Government funding

#### GOVERNMENT £3,000 INCENTIVE

If you hire an apprentice with an employment start date between 1 April 2021 and 30 September 2021, you may be eligible for an incentive of £3,000 per apprentice. The apprentice can be of any age.

The apprentice must have a training start date between 1 April 2021 and 30 November 2021 to be eligible.

You must apply for the incentive by 30 November 2021.

#### APPRENTICESHIP LEVY TRANSFER

Employers who pay the Apprenticeship Levy and have unused funds can transfer up to 25% of their total annual funds to other employers. This can help small employers meet the 5% contribution to the cost of a Standard.

If you don't pay the Apprenticeship Levy, you can draw down 95%, sometimes 100%, of the training costs for an apprentice. This is on top of the CITB grants and Government incentives.

### CITB funding

#### GRANTS

All Levy-registered employers providing approved\* apprenticeships are eligible for:

- Attendance grant **£2,500 (per year, per apprentice)**
- Achievement grant **£3,500 (on successful completion of the apprenticeship)**

#### TRAVEL TO TRAIN

CITB will fund 80% of accommodation costs for apprentices who attend training where overnight stays and travel to and from a hotel is required.

CITB also funds apprentice travel where the cost exceeds £30 per week.

## 2. Information and resources



### Go Construct

Funded by the CITB Levy, Go Construct provides resources for anyone looking for a career in the construction and built environment sector. We showcase the many rewarding opportunities available and help people from all backgrounds to enter an exciting and growing industry which has a huge impact on the UK's housing, industry and infrastructure.

As well as information surrounding **apprenticeships**, it provides young people with detailed, informative training and learning routes towards their desired profession, culminating in a comprehensive suite of **job profiles**.

In addition to our **online resources**, Go Construct also reaches out to people seeking opportunities by attending careers events, engaging with the press and supporting **construction ambassadors**.



## 3. Recruitment



### Talentview

Talentview is the one-stop-shop recruitment portal for career starters – giving access to apprenticeships, traineeships, work experience, entry level job and training opportunities.

Employers will need to continue to upload their vacancies via the **National Apprenticeship Service** and these will appear on **Talentview**. Individuals can apply via the Talentview portal or upload their CVs for you to search for them.

If you haven't already, make sure you set up an **apprenticeship service account** so that you can easily list your opportunities here. Through this account, you will also be able to access government incentives, manage funding for training and find training providers. These **guides** will walk you through the process.

## 4. More ways to find and support new talent



### Kickstart

High quality 6-month job placements for young people.

Funding available for each job placement will cover the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions. Funding of £1,500 is also provided to cover the costs of employability training and the costs of job start-up costs.

### National Skills Fund

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. The fund will help adults to train and gain the valuable skills they need to improve their job prospects. It will support the immediate economic recovery and future skills needs by boosting the supply of skills that employers require.

### Construction Talent Retention Scheme

This portal helps experienced individuals showcase their expertise while helping businesses find the skills they need.

It is a simple, easy to use platform which enables companies to search for and recruit quality individuals and promote an unlimited number of vacancies.

You can upload all your vacancies on here including site and office based, flexible working opportunities and roles at all levels in your organisation.

## Have any questions?

Our Customer Engagement team are here to help you with advice, guidance and support when recruiting apprentices. Get in touch via [customerengagement@citb.co.uk](mailto:customerengagement@citb.co.uk)