



**Finishing and Interiors Sector AGM
7th November 2023**

**Tim Balcon
CEO, CITB**



▶ The priorities

CITB Purpose:

Support the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

PIPELINE

Our role in Pipeline is to:

Inform and enable diverse and skilled people into construction.

PATHWAYS

Our role in Pathways is to:

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

TRAINING SUPPLY

Our role in Training Supply is to:

Support the industry to train and develop its workforce.

▶ 'Pipeline' strategy overview

Inform and enable diverse and skilled people into construction.

The Issue



The construction industry does not have the skills it needs to deliver the current pipeline of work and talent pools are likely to shrink over time, further increasing the competition for new people.

Insight



Our industry survey identified 'getting people in' as top priority with 'recruiting new entrants', 'better alternative routes' and 'improving productivity' as the top three areas to focus on.

▶ 'Pipeline' strategy overview

Inform and enable diverse and skilled people into construction.

**What CITB
will do**



- Support construction businesses to get more people in, both through existing routes and by developing new routes.
- Retain those already employed and provide opportunities to upskill the existing workforce.
- Support industry to reduce the impact of the skills shortage by providing training that helps to increase productivity.

▶ Pathways

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

The Issue



The current skills system does not work as effectively as it could for the construction industry. There is an over-reliance on apprenticeships to achieve the required numbers of new entrants and it is not easy for either businesses or individuals to identify alternative training pathways. Industry now has an increasing emphasis on competence driven by requirements such as the Building Safety Act.

Insight



Respondents to our industry survey identified 'creating additional entry pathways' as second of five priorities to address the skills shortage. 'Developing a more flexible system of skills development' was identified as an important factor in improving provision.

▶ Pathways

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

What CITB
will do



Focus on agreeing an industry-owned definition of competence and using that as the foundation to build effective alternative routes into construction and, over time, a more flexible, modular skills system that is designed with the structure of the industry and the needs of construction businesses in mind.

▶ Training Supply

Support the industry to train & develop its workforce

The Issue



Construction does not have sufficient skills in the workforce to deliver the pipeline of work or meet the changing demands of a modernising industry. As well as training new people, CITB must support employers to develop the skills of those already employed in construction, by helping to make training affordable, accessible, and relevant.

Insight



Our industry survey identified ‘making sure that good quality, relevant training is available at the right time and right place’ as the second highest industry priority, with improving quality and addressing gaps in provision identified as the most critical areas to address. We must ensure that training is fit for purpose and available where and when businesses need it. Respondents also asked us to rebalance funding to invest more in the occupational training that helps workers to gain competence as well as continuing our support for essential skills.

▶ Training Supply

Support the industry to train & develop its workforce

**What CITB
will do**



- Provide opportunities for employer leadership of funding decisions.
- Improve accessibility to the funding support we give to industry and providing the right support and incentive to train.
- Work in partnership with providers through a new provider network to develop the quality of training, address market failures and meet emerging needs.
- Address trainer and assessor shortages.

▶ What you will see

1. → A modular skills system based on units of competence.

2. → A quality provider network, supported by an easy to access training directory.

3. → A register that records achievement and competence.

4. → Local employer networks providing support and guidance.

5. → More effective and easy to access funding.

6. → Sector plans that capture the skills requirements of a defined industry group.



Thank you

