



Titanic Signature Building, Belfast

CITB-ConstructionSkills NI Strategic Plan 2011-2016





Foreword

Tony Doran, Chair

Working in the current economic climate, the industry faces many challenges. As the body responsible for supporting the skills and training needs of the industry, we also face challenges. Our strategic plan for the next five years will assist us to meet them. By increasing our efficiency, we can return more levy back to the industry in the form of grants and other support mechanisms. We are working more closely than ever with employers, and with our partners and stakeholders to identify what support the industry needs and provide it in a timely fashion, and in a way that reduces the burden on the employer. We hope that through the delivery of this strategic plan, we, and the industry we work with, will emerge stronger than ever.

Barry Neilson, Chief Executive

This strategic plan identifies a range of areas which CITB-ConstructionSkills NI will be prioritising over the coming years. A series of projects to support the plan are already being developed and the whole organisation is involved in their implementation. By listening more closely to the industry, and by working together we will continue to bring the activities of the Industry Training Board and the Sector Skills Council together to form one strong entity, which in turn will work collaboratively with the industry and other partners to deliver our vision.

Introduction

CITB-ConstructionSkills NI combines the activities of the Construction Industry Training Board (NI) and ConstructionSkills in Northern Ireland (the Sector Skills Council for Construction). Whilst the key functions of collecting statutory levy and paying grants for training, providing labour market intelligence, mapping skills, providing training advice, and developing qualifications remain, the coming together of the two bodies avoids duplication of effort and means a more joined-up, effective, and efficient body to serve the needs of industry.

In order to achieve this, a new strategy which incorporates the work of both CITB (NI) and ConstructionSkills was required. Therefore an evaluation of the external environment in which CITB-ConstructionSkills NI is working was necessary and a series of consultations with employers (both federated and non-federated, and employer associations), stakeholders, and staff, were carried out and some

key issues identified which formed the basis of discussions in developing this plan.

Key Issues Arising From Consultation

Employers were keen to see more engagement using a variety of means, more help in the downturn, plus higher standards and better quality of training. Recent research such as the annual Employer Tracking Survey which tracks satisfaction with CITB-ConstructionSkills NI's products and services was also taken into account.

Improving IT systems and processes, and communications were key to providing a better service, as was understanding the joined up role of the Industrial Training Board and the Sector Skills Council. The expected reductions in funding from all sources are also a concern. More innovation and dynamism, and less reactivity will be necessary in moving the organisation forward, yet this can only happen within a framework of accountability, quality and professionalism.

Strategic Plan

In simple terms, CITB-ConstructionSkills NI's role is:

- to encourage employees and new entrants to the construction industry to undertake the right training;
- to encourage employers to provide training for their workforce;
- to understand the industry and identify what its training needs are both now and in the future and;
- to ensure that the right qualifications, at the right level, are available to meet these needs.

Our purpose (**mission**) is:
To develop and embed a training culture which will improve the skills and productivity of the Northern Ireland construction industry.

Our image for the future of the construction industry, and for our organisation, (**our vision**) is:
A construction industry where skills and competence are at the core of every business, supported by a respected and valued CITB-ConstructionSkills NI.

To make our vision a reality, our **aims** are that:

- CITB-ConstructionSkills NI is respected and valued by industry, stakeholders and staff
- The industry invests in skills and qualifications to improve safety and profitability
- CITB-ConstructionSkills NI is customer focused, flexible, responsive and supportive
- CITB-ConstructionSkills NI is the voice for skills and informs Government policy
- Communication is clear and direct
- Qualifications and occupational competencies meet the needs of NI industry.

We will deliver our aims through a range of actions, which will improve our organisation and its services to the construction industry in Northern Ireland.


Planned Activity

Over the next five years, CITB-ConstructionSkills NI will work hard, in partnership with the industry and its stakeholders, to deliver its vision, mission and aims.

Key amongst the planned activity are efficiency reviews; improvement of IT facilities to

provide better services to employers; increasing the amount of levy returned to industry through grants and other services; better communication (both internally and externally); the delivery of high impact, value for money projects; and signposting employers to other sources of training, skills development and funding.





The Construction Industry Training Board (Northern Ireland) was established in 1964 under the Industrial Training Act (Northern Ireland) 1964 (superseded by the Industrial Training Northern Ireland (Order) 1984). It is responsible for all in-scope construction employers (out of scope companies include electrical and building services engineering companies) in Northern Ireland. Its remit is to 'encourage adequate training of persons employed or intending to be employed in the construction industry'.

ConstructionSkills is the Sector Skills Council for the construction industry and was established in 2003. It covers the whole of the UK and both contractors and professional services companies. Its role is raising employer engagement, demand and investment in skills; ensuring authoritative labour market information for its sector; and developing national occupational standards and ensuring qualifications meet employer needs. ConstructionSkills is a partnership between CITB-ConstructionSkills (GB), CITB (NI) and CIC (the Construction Industry Council).

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CITB-ConstructionSkills, CIC and CITB-ConstructionSkills Northern Ireland are working as ConstructionSkills, the Sector Skills Council for Construction