



Proposed Changes to the Strategic Direction Consultation 23/24

CITB NI's support to the industry has varied over time since its creation in 1964.

Initially operating as a training centre for those entering the industry, providing pre-employment and pre apprenticeship programmes and direct upskilling courses for the existing workforce. This model has changed somewhat to what is now known to be the current Levy & Grant system. The Training in Partnership (TiP) strand was introduced 12 years ago to allow CITB NI to work in partnership with the sector, delivering training in partnership with industry bodies.

CITB NI currently supports the industry in various ways. This includes:



Direct Training Grants



Direct facilitated training through a Training in Partnership (TiP)



Careers activities aimed at schools



Research into industry future needs



Standards and Qualification activities



CITB NI'S ROLE

CITB NI's role is to encourage the adequate training of those employed or intending to be employed in the construction industry and to improve the skills and productivity of the industry, to deliver a safe, professional and fully qualified workforce across the whole of the construction industry in Northern Ireland.

FUTURE DIRECTION

Recent industry discussions and research has highlighted three main areas of activity CITB NI should be focussed on:

- 1 **Attracting new entrants into the industry (including careers activities in schools)**
- 2 **Improving the skills and knowledge of new entrants (entry level core skills)**
- 3 **Upskilling the existing workforce (focussing on digital skills, NetZero, quality control etc.)**

CITB NI Board & staff, supported by those consulted with to date, believe there should be a return to a more direct approach in terms of training. This would mean allocating a higher proportion of CITB NI funding to facilitate direct training for those considering or pursuing entry into the construction sector. This would increase the proportion of funding allocated to the TiP programme.

CITB NI has piloted some examples of how this might work with industry partners and have secured external funding to explore a digital approach to skills development using Augmented Reality to create a blended approach of face-to-face training with digital support.

HOW WILL WE DO THIS?

- To pursue this direction, changes would be made to how the finances within the Direct Grant scheme are apportioned.
- An ad-hoc grants review in terms of what is supported potentially, limiting the scope to make funds available to deliver more proactive support. These areas of support would be for apprenticeships, formal qualifications, and H&S training.
- The area that could see a reduction is in the short duration training. Some of the grants claimed in this category are already provided free by CITB NI through the Mobile Training Unit or on-line.

FEEDBACK

CITB NI now requires feedback from the NI Construction industry on this proposal.

Please [click here](#) to provide feedback to this question in the google survey.

