



CITB
CONSTRUCTION INDUSTRY
TRAINING BOARD NI



**ANNUAL REPORT
SUMMARY
2018-2019**



CHIEF EXECUTIVE'S FOREWORD

The Northern Ireland Construction Industry has continued to experience reasonable growth in the last year despite an ongoing difficult and uncertain time while NI remained without a functioning Assembly and our Brexit destiny to be determined. Meanwhile, the training needs and our support to serve the Industry continue to grow, with research continuing to highlight the necessity in particular to address an increasing skills shortage and a deficit of new entrants for the Industry following on from quite recent challenging years in the still fragile aftermath of a prior deeply damaging recession.

CITB NI continues to follow its strategy road map developed in recent years, which proves especially helpful in assisting on providing some clarity during ongoing uncertain times nationwide, aided under our themes to benefit the Industry - Training Hub, Quality Standards, Partnership Work, Commercial Opportunities and Embracing Innovation. We have developed our strategy further in the past year to map it into NI's Draft Programme for Government outcomes and Industrial Strategy pillars, which also continues to help CITB NI as a governmental Arm's Length Body bring more clear direction in these uncertain times.

Over the last 5 to 7 years a new mix of support for industry training has evolved within CITB NI. The traditional Grant Support has remained the bedrock of our support for industry investment in skills. This has become focussed on industry priorities and the drive for a qualified, as well as competent, workforce.

In addition to the Direct Grant, CITB NI has continued to develop its drive to facilitate "Training in Partnership" with industry bodies. This focusses on skills and training that the industry identifies as hard to acquire, not available or strategically important (or combinations thereof). CITB NI now deliver training in partnership with a wide selection of industry bodies each with their own needs and requirements, using the combined industry resources to support critical skills and interventions that would not otherwise be available

In addition to the support for training, CITB NI supports the industry in other ways. We are in constant contact with industry through our employer engagement events and gain valuable direct feedback from the industry. Our relationships with the industry federations and bodies allow a constant stream of intelligence to be gained on the needs and issues within the sector.

CITB NI has participated and contributed to a multitude of Government policy workshops and projects. CITB NI is a key conduit for Government to solicit intelligence from the construction sector. CITB NI's research has informed and been incorporated into wider Government projects relating to skills and workforce development.

CITB NI is focused on skills and training and we will continue to work with contractors and professional and trade bodies to support training initiatives and skills development for the overall benefit of the industry.

However, one thing has to be emphasised, CITB NI cannot do this alone. The partnership with employers is critical, because it is they who employ and identify the development that individuals need. We will not build the next generation of skills, or develop those already in the industry, without the support of industry employers at all levels.

BARRY NEILSON
Chief Executive



ABOUT CITB NI

CITB NI combines the roles of an ITB and Sector Skills Council (in partnership with CITB GB) and is working with the Department for the Economy in reviewing and energizing the NI qualifications Framework.

CITB NI will also continue to improve the skills and productivity of the industry by engaging with employers to determine their skills needs, and working with Government and stakeholders to meet those needs through direct intervention to facilitate the development and delivery of critical skills for the industry.

CITB NI is delivering these aims through a range of actions which will improve our organisation and its services to the construction industry in NI.

CITB NI has reviewed how it identifies new employers who may be in-scope to its activities. This identified that many new companies were not aware of their obligations to CITB NI, or indeed how CITB NI could support them in training their workforce as they develop skills and systems for their emerging companies.

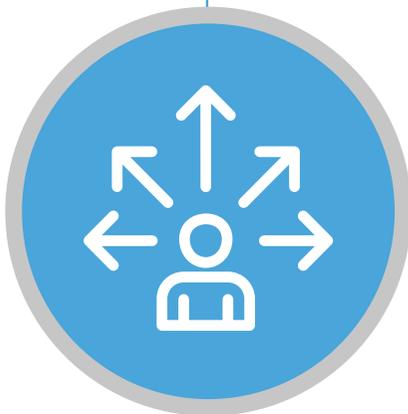
Mission

To Develop and embed a training culture which will improve the skills and productivity of the Northern Ireland construction industry.



VISION

A construction industry where skills and competence are at the core of every business supported by a respected and valued CITB NI.



WHAT HAVE WE DONE FOR YOU

Levy

The CITB NI levy means that all employers in the industry make appropriate financial contributions based on the annual levy rate of the wages bills for work in Northern Ireland.

The levy rate for 2018-19 was reduced to 0.60% from 0.65 of employers' emoluments.

Out of the 3,454 registered employers in NI, 1,353 (39%) contributed to the levy. This proportion has increased significantly from 33% in the previous year.

Approximately 95% of the invoiced levy was recovered during the year which compares favourably with previous years.

The levy funds a wide range of activities including:

- ▶ Grants
- ▶ Training Advice
- ▶ Research and Development
- ▶ Provision of the Mobile Training Unit
- ▶ Careers Promotion
- ▶ Standards and Qualifications Development

Grant

Each year CITB NI invests a significant proportion of its income to provide a grants scheme to employers. The grant scheme has three separate tiers that facilitate a high degree of flexibility for employers to undertake training relevant to their organisational requirements.

- ▶ CITB NI has paid and accrued £358k more in direct support to the industry than in the previous year (2017-18: £1,060k), which represents a 34% increase in the direct support to employers.
- ▶ During 2018-19, 566 employers claimed a grant (2017-18: 511), with a total of 5,997 grant applications.
- ▶ The main areas of grant claims under Tier 1 are apprentice grants, short-duration training, NVQ achievement (non-apprenticeship), H&S training and Technical Management and professional.
- ▶ Over the year, 477 levy paying employers claimed Tier 1 grant and 89 employers who are below the levy threshold and do not pay levy claimed a Tier 1 grant.

FACT:

55% of respondents believe that the Levy Grant System should continue

(Employer Tracking Survey December 2019)



Training in Partnership

- ▶ CITB NI's delivery of direct training interventions allows essential training and knowledge to be delivered to the industry where it does not exist or is not readily available in Northern Ireland.
- ▶ CITB NI supports training that the industry has identified as important to development, innovation and productivity. These interventions continue to target areas identified by the industry representative bodies or through employer engagement as critical in dealing with the current economic climate and for the future wellbeing of the industry.
- ▶ Training in Partnership that was either organised and delivered in partnership with external bodies or procured and facilitated by CITB NI directly, included;
 - ▶ NVQ Level 2 Roof Slating and Tiling Apprenticeship Scheme
 - ▶ Mental Health Wellbeing
 - ▶ NVQ Level 4 programmes in Construction Site Supervision
 - ▶ Building Bridges to Learning - Unite
 - ▶ Not Just for the Boys - Women's Tec
 - ▶ Training for Housebuilders - NHBC Programme
 - ▶ First Aid at Work - One day training
 - ▶ Concrete Society & UJJ - Student & Industry Accreditation
 - ▶ Knotweed Awareness Training
 - ▶ Social Clauses
 - ▶ Programme of Training for Demolition Sector

Mobile Training Unit (MTU)

- ▶ The Mobile Training Unit (MTU) provides a convenient way of meeting training requirements with minimum disruption to the site and production. It is a tried and tested way to train and develop experienced workers on site and has been recognised as a flexible and innovative approach to meeting employers training needs.
- ▶ The MTU currently travels across the Province delivering an extensive range of construction related, health & safety and bespoke training to operatives, supervisors and managers.
- ▶ A total of 2,231 individuals attended training by means of the MTU or via an on-site venue.
- ▶ Further to a review of the MTU's suitability as an on-site training facility the CITB NI Board agreed to purchase a replacement unit that is smaller and more flexible so it can deliver a wider range of training and awareness raising events.
- ▶ The replacement unit is now operational and will be used extensively throughout 2019-20

Scaffolding Training

- ▶ The scaffolding programme provided training and assessment for 160 individuals through the Construction Industry Scaffolders Record Scheme (CISRS) COTS, Part 1, Part 2 and Advanced Scaffolding.
- ▶ Twenty-Nine operatives achieved either NVQ Level 2 or NVQ Level 3 through the scheme, allowing them to acquire their industry-recognised scaffolder card. CITB NI remains the only facility in Northern Ireland able to provide the Construction Industry Scaffolders Record Scheme (CISRS).

Undergraduate Development Programme (UDP)

- ▶ As it has been several years since the introduction of the Undergraduate Development Programme a major evaluation was undertaken, which included the formation of a steering group made up of employers, educationalists and CITB NI representatives.
- ▶ Research undertaken by CITB NI with employers, students and education representatives concluded that the content of the programme was acceptable, but that it needed a different approach to encourage participation and to better reflect current employer needs and construction practices.
- ▶ The review is ongoing with a more holistic approach being taken to emphasise the interrelation of trades and supporting activities involved. It is also considering the issue of timing as many NI Undergraduates are now working in GB during their year out.
- ▶ 51 undergraduates undertook 138 training days within the programme which included attainment of a Construction Skills Register (CSR) Registration Card.

VET 360 (Virtual Environment Training 360) – an innovative approach to learning

- ▶ The VET360 System allows participants to experience complex and hazardous sites or work locations in a safe environment. The viewer becomes immersed within a 360-degree real life environment allowing greater understanding, which helps to improve design, planning, induction, briefings and training. Simulated or CAD environments can also be created.
- ▶ To date, the facility has been used to enhance the learning experience of participants on our NVQ Level 4 in Construction Site Supervision qualification. We have also developed a suite of training activities using VET360 which includes Basic Guide to Risk Assessment and Environmental Management in Construction.
- ▶ Various other uses of VET360 include working with employers to develop their own training packages, allowing students to experience virtual site visits without the associated risks and expense of doing so and also Building Information Modelling (BIM) presentations by employers to their clients.

NVQ Level 4 Diploma in Construction Site Supervision

- ▶ The NVQ Level 4 in Construction Site Supervision was introduced in response to industry feedback on the need to improve the quality and competency of individuals who undertook the role of a site supervisor or site manager.
- ▶ The concept is to combine a formal qualification (NVQ Level 4) with an interactive approach to common supervisory activities that would be innovative and unique in its approach to competence and knowledge improvement.
- ▶ The fourth and fifth Construction Site Supervisors Programme commenced during this training year with 28 candidates participating. To date 73 individuals have successfully completed their NVQ level 4 in Construction Site Supervision using the blended approach of workshops and VET360.

Laying the Foundation for Mental Health in the NI Construction Industry

- ▶ The initial programme commenced in July 2018 and completed in January 2019. In total 518 individuals attended training to raise awareness and provide support for those working with in the Northern Ireland Construction Industry.
- ▶ Due to the success of the pilot programme CITB NI have developed a second programme of training entitled 'Building on the Foundation of Mental Health in the Northern Ireland Construction Industry' which will see an increased range of training and awareness raising courses delivered across the Province.
- ▶ The programme commenced in October 2019 and will run for approximately seven months

FACT:

Three fifths of those who have supervisory or management responsibilities in NI have received formal training designed to improve managerial or supervisory knowledge or skills in the industry

(Workforce Mobility Survey 2018/19)

INDUSTRY SUPPORT

SkillBuild NI

- ▶ SkillBuild NI is the annual construction craft competition which is managed and organised by CITB NI on behalf of the industry. The competition, which was conceived in the late 1970's, has grown over the years to include twelve trade areas and an average of 90 -100 apprentice competitors.
- ▶ The apprentices selected to compete at SkillBuild NI have all competed at Inter Campus Competitions held in the college they attend. Over 300 young people compete to be among the top apprentices from across the Province in their chosen trade area.
- ▶ Competitors who score in the top percentile across the UK can be invited to compete at the UK National Finals held as part of the World Skills UK Live.
- ▶ One of the aims of SkillBuild NI is to promote the skills within the NI construction sector by developing competitors with the skills and ability to represent the UK at the biannual World Skills event, the largest and most prestigious vocational competition on the planet.
- ▶ CITB NI supported the 13 construction apprentices who competed at the UK National Finals held in the NEC during November 2018. Our competitors returned with two Gold, two Silver, one Bronze Medal and one Highly Commended Certificate.



Marketing & Communications

- ▶ 2018-19 was the second year of delivering the updated CITB NI Marketing strategy which incorporated actions from an external audit completed in April 2018 to enhance the marketing of CITB NI. Key actions identified focused on further campaign activity, additional PR and scheduled media content.
- ▶ Several press releases were developed and sent to local and trade press which generated 94 press clippings with a total PR value of £51,894 which contributed to employer and industry awareness of CITB NI services.
- ▶ Advertising was placed with trade press, including Specify, Modern Builder, Plant and Civil Engineer, Northern Ireland Yearbook and Northern Builder during the year. All publications supported CITB NI by publishing press releases throughout the year which helped promote coverage of ongoing training initiatives.
- ▶ Sponsorship support was provided to the CIOB Annual Lecture, the GCSE in Construction students and the Construction Excellence Awards.
- ▶ The CITB NI website was regularly updated during the year and, along with email and social media, was used to engage with registered employers, industry, stakeholders and others. There was an average of 4,500 visitors to the CITB NI website every month. The website was reviewed and developed to ensure it was meeting the requirements of the Accessibility regulations and was also properly displayed on tablets and mobile phones.
- ▶ Over recent years CITB NI has been more proactive on social media channels which supports on-going communication activity and promotion. At the end of the training year there were 1,035 Facebook followers, 1,220 Twitter followers and 980 LinkedIn followers.
- ▶ CITB NI was more proactive in producing short videos throughout the year for use and integration on the website alongside social media channels.

FACT:

Overall ratings for CITB NI Communications is up from 58% in 2018 to 63% in 2019

(Employer Tracking Survey 2019)

Women in Construction Network

- ▶ CITB NI continued to support women in the construction industry by maintaining the Women in Construction Network website, which included events and news articles of interest.
- ▶ The existing Women in Construction case study booklet was revised, and eleven new case studies were developed which demonstrate the wide range of construction careers the contributors had followed.
- ▶ A short promotional video was developed featuring two women working on Northern Ireland construction projects. The case study booklet and video were launched at an event attended by over 40 women in construction.
- ▶ Two women from the Northern Ireland Women in Construction Network were supported to attend the Women in Construction Summit in London in May 2019. Upon their return they presented their findings to the Northern Ireland Women in Construction Network at the launch of the booklet and video.
- ▶ The Northern Ireland Women in Construction Network were keen to run a similar Summit event in Northern Ireland in 2020 and work began during the year with members of the Network to develop ideas and identify potential speakers.

Recruitment & Careers

- ▶ CITB NI continued to promote Construction as a career choice to young people, influencers and employers.
- ▶ Working with our group of industry ambassadors CITB NI attended 18 careers events and engaged with around 10,000 students, teachers and career changers.
- ▶ Two Careers Teachers events were attended which provided opportunities to engage with 400 careers teachers to advise them of the career opportunities within the construction sector and the CITB NI resources available to them.
- ▶ CITB NI hosted a 'Get Skilled' stand at the Skills NI event at the Titanic Exhibition Centre in November 2018. The event aimed to promote careers in a number of sectors including Construction and was attended by over 6,000 school children, teachers and career changers
- ▶ Working in partnership with Radius Housing CITB NI developed a bursary scheme to provide a £500 award for a construction craft apprentice who had overcome a significant adversity and successfully completed their training programme and achieved a construction qualification at NVQ Level 2 or Level 3. Two awards were presented to two apprentices at the Skillbuild Awards event in March.
- ▶ CITB NI worked in partnership with WomensTec and Eye4Education to provide a 'Girls into Construction' Careers Taster day.
- ▶ CITB NI continues to support the GCSE in Construction and the Built

Environment and following on from last year's commitment to provide every school that teaches the qualification with 25 free textbooks these were distributed to the schools in June 2019. An award was made to the top three schools with the top three students in the GCSE in Construction in June 2018. Currently 45 schools deliver the qualification across Northern Ireland.



Industry and Stakeholder Engagement

- ▶ Eleven employer engagement events were held during the year. Each included a presentation on the CITB NI products and services available to employers followed by a business improvement workshop or session on topical areas such as Cyber Security, Recruiting Apprentices, GDPR, Credit Control, Digital and Social Marketing, Tendering and Training Needs Analysis. CITB NI worked in partnership with InterTradeIreland to deliver the Tendering workshops which were aimed at employers tendering in the public sector construction market and Invest NI to deliver the Training Needs Analysis workshops.
- ▶ To encourage attendance at CITB NI employer engagement events, along with printed media promotional and social media activity, a promotional video was produced to launch the employer engagement events. A total of 129 employers attended the events which were held across Northern Ireland during the training year.
- ▶ CITB NI also participated in employer engagement events facilitated by other industry stakeholders and organisations who were engaging with a wide range of employers. CITB NI provided information on training, grants and industry forecasts. These events included Constructionline's Belfast 'Meet the Buyer' event, CPD Supplier event, Construct Expo 2019, BIM Live, NI Safety Group Conferences and HSENI employer events
- ▶ Work continued throughout the year to develop a Floor Covering Training Programme suitable for apprentices and upskilling the current workforce. Employers, manufacturers and suppliers were consulted to determine training demand and content and to gain support for the training programme.
- ▶ CITB NI supported the Heritage Angels Awards and participated in the steering group and judging panel. The awards recognise people who champion their local heritage and share, and practice heritage craft skills. The awards also celebrate young people, recognising their efforts to learn about heritage.
- ▶ We also participated on the Enniskillen Workhouse Heritage Skills Steering Group. Part of the aims of the project is to develop heritage training skills and restore and conserve the workhouse building.

FACT:

Two fifths (40%) of firms in NI offer apprenticeships and 23% said they employed apprentices at the time of the survey.

(Employer Panel Consultation (EPC) Research Wave 19)



Research & Development

- ▶ Throughout the year CITB NI completed or contributed to a number of research surveys to increase its understanding of the training needs of the NI construction industry and inform strategic decisions to ensure an adequate supply of training was available for all sectors of the industry.
- ▶ The Construction Skills Network (CSN) continued its work to produce accurate and up-to-date Labour Market Intelligence (LMI) for the Northern Ireland construction industry and other stakeholders
- ▶ The annual Employer Tracking Survey of 100 NI employers was completed and actions from the findings were addressed. The survey sought to determine customer perceptions and satisfaction levels with CITB NI.
- ▶ The Workforce Mobility Survey 2018/19 was published in May 2019 and actions from the findings were addressed.
- ▶ The Skills and Training Survey 2018 was published in December 2018 and actions from the findings were addressed. The survey's main topic areas were recruitment difficulties and skills shortages, skills gaps, upskilling and development activity.
- ▶ The bi-annual Stakeholder Survey was published in March 2018 and actions arising from the survey were addressed. The survey sought to determine stakeholder perceptions and satisfaction levels with CITB NI.
- ▶ The Employer Attitudes and Motivations to Learning and Training (Wave 18) was published in September 2018. Topics covered included key business challenges, turnover levels, health and safety (including awareness of CDM 2015), and apprentices.

Standards and Qualifications

- ▶ The CITB NI Construction Standards and Qualifications Strategy (CSQS) supports the development of industry training and qualifications in Northern Ireland through the implementation of ten action strands which were all progressed during the year.
- ▶ CITB NI is facilitating the development of new Northern Ireland Apprenticeship Frameworks through the Built Environment Sector Partnership (BESP).
- ▶ CITB NI developed several advanced plant operator achievement tests and supporting documentation for the CSR scheme and has agreed to implement a quality control programme to support and maintain the standard of plant operator test delivery.
- ▶ We also delivered a quality control programme in Northern Ireland on behalf of CITB GB for the Construction Plant Competence Scheme (CPCS). The programme required the monitoring of plant operator achievement test delivery and provider audits to support and maintain the standard of plant operator test delivery.
- ▶ A review of national occupational standards (NOS) was undertaken in conjunction with CITB GB for several occupations. The reviews are employer led to ensure that the NOS is current and fit for purpose.
- ▶ Building on industry intelligence, CITB NI began developing a plant training standard for the construction industry in Northern Ireland. This initiative aims to set the standard for training Plant Operators, Plant Instructors and the management of plant on site.

FACT:

97% of all workers in NI are sure that they hold at least one type of skill card or certificate proving that they have received a certain level of health and safety awareness training

(Workforce Mobility and Skills Survey 2018/2019)







CITB

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