



Summary
Annual Report
Sept 15 - Aug 16



Chief Executive's Foreword

Throughout the year CITB NI continued to support the industry in addressing its training needs to provide the skills necessary to survive and prosper in what is a significantly challenging business climate.

We were encouraged to see moderate and sustained output growth within the Northern Ireland construction sector however the rate of growth is less than the rest of the UK and has restricted sector salary levels upon which our levy income is based. We have been active in ensuring that all construction companies that should be paying a levy and benefiting from our services were registered with us.

The output growth we have seen is predicated upon most of the large Northern Ireland based construction companies completing substantial levels of work outside Northern Ireland. This is a relatively recent development in the sector and not one that was common 52 years ago when the legislation was written and CITB NI was formed. We do not generate levy income from work completed outside Northern Ireland and have been reviewing with our sponsoring Department, the changes required to the legislation to allow us to collect levy on this type of work, and have made good progress with this.

The introduction of NI Government budget cuts has led to reduced funds for investment in skills projects and the redirection of any available funds towards the Further and Higher Education bodies. In recent years we would have secured substantial levels of income from these funds to deliver skills projects to benefit the industry. We have been very active at sourcing alternative funding sources this year and have enjoyed some success.

Slow sector growth, working outside of Northern Ireland and the reduction and the realignment of Government funding have each impacted upon our income and provided a very challenging environment for us to be able to provide the support the industry requires. We have risen to this challenge and worked in partnership with industry and other stakeholders to deliver creative and effective training interventions to meet industry needs.

BARRY NEILSON
CHIEF EXECUTIVE



Levy

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

The benefits of the statutory levy system are about more than just giving CITB NI levy back to the industry in the form of CITB NI grants.

The levy funds a wide range of activities including:

- Grants
- Training Advice
- Research and Development
- Skillbuild NI
- Delivery of upskilling projects
- Provision of the Mobile Training Unit
- Careers Promotion
- Standards and Qualifications Development

The levy rate for 2015-16 remained at 0.65% of employers emoluments.

CITB NI is both an Industry Training Board and Sector Skills Council for Construction.

Our role is to work in partnership with the industry improving their performance and productivity through improving the skills of those employed or intending to be employed in the industry.





What have we been doing for you?

Training Grants

Our training grants scheme is designed to encourage training and assessment in the construction industry.

- During 2015-16, 534 employers claimed grant (2014-15:609), (2013-14:892), with a total of 5,713 grant applications.
- The main areas of grant claims under Tier 1 are short duration training, NVQ achievement (non-apprenticeship), H&S training and Technical Management and professional.
- Over the year 393 grants were claimed by levy payers and 141 by those who are below the threshold and do not pay levy.
- CITB NI's involvement in direct training Interventions allows essential training and knowledge to be disseminated to the industry where it does not exist or is not readily available in NI. It is important to help our industry remain competitive and provide a good service to its clients.

Training Interventions

NVQ Level 6 in Construction Site Management.

- The Level 6 qualification in Construction Site Management was delivered as result of a joint submission by the Northern Ireland Demolition Association (NIDA) and FMB who identified a need to continue to improve the competence and qualification attainment of senior managers within their member companies. The qualification was delivered via a number of workshops, on site assessments and electronic portfolio building over a period of six months, 19 candidates successfully completed the qualification.

NVQ Level 4 Diploma in Construction Site Supervision

- The pilot NVQ Level 4 in Construction Site Supervision was developed and introduced as a result of 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 use of CITB NI's Virtual Environment Training Facility (VET360) to enhance and improve the learners understanding and collective approach to problem solving has been a major development in the attainment of the qualification with very positive feedback from both the course participants and the training provider.

Leader in Construction Programme

- CITB NI developed and introduced the Leader in Construction Pilot Programme. The programme was designed as a progression route for emerging company leaders.
- It was launched in January 2016 with the first 15 participants commencing in late February 2016. During 2015-16, an initial 360° assessment, five workshops, a European study visit and one-to-one coaching was undertaken.

FACT:
The majority of respondents believe that the levy and grant system should continue (72%).
(Employer Tracking Survey 2016)

Industry Support

- The industry training that was provided directly by CITB NI was specifically aimed at three specific areas; health and safety training delivered on site by the Mobile Training Unit (MTU), scaffolding training, and the Undergraduate Development Programme (UDP). A total of 855 training days were delivered to the industry via these three training and competence measures.

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 1,733 individuals attended training by means of the MTU or via an onsite venue.

Scaffolding Training

- The scaffolding programme provided training and assessment for 87 individuals through the Construction Industry Scaffolders Record Scheme (CISRS) Part 1, Part 2 and Advanced Scaffolding. Twelve 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)

- CITB NI continues to deliver an Undergraduate Development Programme (UDP) focussing on undergraduates on their year out from NI Universities and Further Education Establishments. The aim of the programme is to develop skills which employers are looking for in graduate level entrants to the construction industry.
- CITB NI has seen a decline in the numbers attending this course. Anecdotal evidence indicates this is due to the numbers working outside NI.

VET360 – A new approach to experiential training

- Following research into innovative approaches to training and assessment CITB NI purchased a new facility which has been titled, Virtual Environment Training 360 (VET360).
- The system allows participants to experience complex and hazardous sites or work locations in a safe environment. The viewer becomes immersed in a 360 degree allowing greater understanding and helps to improve design, planning, induction, briefings and training.
- VET360 has been used to great effect on a number of training courses. It can assist and support training and awareness, not only for the construction sector but many other areas of commerce where training and development occurs.



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, conceived in the late 1970's has grown over the years to include 12 trade areas and an average of 100 apprentice competitors.
- The apprentices selected to compete at SkillBuild NI have all competed at Inter Campus Competitions held in the college they attend. On average 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 Skills Show.
- 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 12 construction apprentices who competed at the UK National Finals held in the NEC during November. Our competitors returned with three Gold medals – Carpentry, Roof Slating & Tiling and Wall & Floor Tiling, plus a Silver Medal in Plumbing and a Bronze Medal in Carpentry. A further two Highly Commended Awards in Joinery and Plumbing made the haul for the construction and built environment team the best for a number of years.

**FACT:
70% of all NI
employers had funded
or arranged training
for staff in the last
12 months (Skills and
Training in the
Construction Industry
Survey 2016**

Funded Projects

Qualifying the Experienced Workforce

- Delivery of the second phase of 1000 NVQs was completed in March 2015 with 985 qualifications delivered bringing the total delivered over all phases to 1571 qualifications.
- Funding for a further 200 qualifications was secured and delivery commenced in May 2016, with 129 places taken at end August 2016, of which 25 were completed qualifications and 104 were in progress.

Specialist Apprenticeship programme in Heritage Wood Occupations

- The first ever Heritage Specialist Apprenticeship programme in Wood Occupations commenced in September 2014. The programme was supported by the Heritage Lottery Fund.
- All 11 experienced carpentry and joinery trainees achieved the NVQ Level 3 Diploma in Heritage Skills (Construction) in Wood Occupations.
- Also three lecturers from Belfast Metropolitan College, South West College and South East Regional College completed a programme of Trainers CPD by shadowing and assisting the delivery of the off-the-job training and are now able to deliver the course in each of their respective colleges.

- A team of seven Heritage Ambassadors/Mentors were engaged to pass on their skills and knowledge to the placements and promote the built heritage sector in Northern Ireland.
- The programme completed in August 2016 with the final report and evaluation submitted to the Heritage Lottery Fund.
- CITB NI was a runner up in the Education Category for a National Lottery Award for this project.

UKCES Skills for Innovation in Manufacturing

- CITB NI and the Northern Ireland Polymers Association (NIPA) worked together, supported by the UK Commission for Employment & Skills to develop innovation skills between the polymers and construction industries in Northern Ireland. The working groups resulted in 22 employers testing out new 'innovation interventions' to improve their own innovation capabilities and shared good practice via a toolset for other businesses in the sectors.
- The project completed in June 2016 with a joint industry wide dissemination event.

Working with the British Council

- CITB NI hosted a number of research and study visits that were organised and supported by the British Council. The visitors were interested in CITB NI's approach to training and development and how industry's needs were identified and supported by means of direct interventions or our partnership approach to working with the trade and representative bodies. The tri-party approach of industry, education and government was highlighted and received much comment and commendation as to an ideal solution to training and development for economic growth.

FACT:
Off the job training
was used by 61% of
employers (up from
47%) (Skills and Training
in the Construction
Industry 2016)



Marketing & Communications

- 2015-2016 was year two of the three year Marketing and Communications Strategy to promote the products and services CITB NI provides to employers.
- Throughout the year a series of publications were developed and published to support CITB NI products and training services. A third case study book was published in addition to a series of case studies to support the NVQ Level 5 Diploma in Management Programme.
- A number of press releases were developed and sent to local and trade press which generated 109 press clippings with a total PR value of **£40,689** and contributed to employer awareness of our services.
- A review of the 2015-2016 budget resulted in a reduction of the marketing expenditure and advertorials in the trade press. However progress was made in media partnerships with both Specify and Plant and Civil Engineer who regularly promote CITB NI in relation to Leader in Construction and general training initiatives.

- Sponsorship support was provided to the CIOB Annual Lecture and the GCSE in Construction.

E-Business

- The CITB NI website and E-Business capabilities were updated to improve the customer experience and provide enhanced customer information. The database that contains all customer information and processes levy and grants payments had a number of modifications made to improve system operation and information available to employers.
- CITB NI has been engaging more pro-actively through social media with 512 followers established on Facebook, 424 on Twitter and 318 on LinkedIn.
- An average of 5,746 visitors per month visited the website throughout the year.
- CITB NI have also communicated regularly to registered employers via e-mail and SMS text messages promoting employer events, Qualifying the Existing Workforce, employer training grants and signposting to the website for more information.





FACT:
Average awareness
of services is 65%
Employer Tracking
Survey 2016

Stakeholder Engagement

- Engaging with stakeholders is important to understand and ensure industry training needs are addressed. During 2015-16 stakeholders were engaged every four days through direct contact. Stakeholders included, Heritage Lottery Fund, Department for Economy, Federation of Master Builders, Specialist sector bodies, Construction Employers Federation and Invest NI.

Built Environment Sectoral Partnership (BESP)

- In November 2015 a BESP was established consisting of representatives from industry bodies, further education and the Department for the Economy.
- The partnership aims to provide opportunities to share knowledge and training and provide a collective voice for the industry on qualifications, apprenticeships and youth training.

Employer Engagement / Business Improvement Seminars

- Ten employer engagement / business improvement seminars were delivered in 2015-16. Topics covered included waste management, BIM, credit control, tendering, sales and marketing, and working with remote teams. The events were attended by a total of 83 employers.
- Combined marketing and event activity resulted in CITB NI engaging with registered employers on average every eleven days.

Women in Construction Network

- A seminar and networking event was held in February 2016 with presentations from two Women in Construction representatives on their careers to date and the Women in Science and Engineering (WISE) Awards.
- A site visit to the Connswater Community Greenway facilitated by Farrans was held in June 2016.

Recruitment & Careers

- Working with our group of industry ambassadors CITB NI attended 13 careers events and engaged with around 19,000 students to promote Construction as a career choice.
- CITB NI also attended two Careers Teachers events and engaged with 400 careers teachers to enlighten them of the opportunities within the construction sector.

GCSE Construction

- CITB NI continued to provide the GCSE Construction textbook to support the current GCSE in Construction & the Built Environment. Bursaries were awarded to the top 3 students of the 593 studying the qualification in June 2016.
- A total of 6,244 students have achieved the qualification in the last 12 years. Thirty three schools currently deliver the qualification across Northern Ireland.
- CITB NI participated in the review of the GCSE in Construction which has resulted in the development of an insert for the text book to cover the additional topics.

Research

- 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 to ensure that an adequate supply of training was available for all sectors of the industry.

- **Labour Market Intelligence**

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.

We also commissioned our annual:

- **Employer Tracking Survey**
- **Employer Attitudes and Motivations to Learning and Training**
- **Skills and Training Survey**

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 and operation of 10 action strands which were all progressed during the year. The 10 strands are: Consultations, New Entrants, Supporting Specialist Sectors, Mutual Recognition, New Technologies, Development of Employer information guidance, Develop Qualifications and Standards, Maintain Standards, Training & Competence, and Funding.

Health & Safety Information

The final Health & Safety booklets and occupational information guides were completed during the year. The 28 publications cover: Scaffolder, Plant Operator, Roofer, Painter, Landscaper, Glazier, Bricklayer, Plasterer, Road Builder, Joiner, Wall & Floor Tiler, Construction Operative, Steel Erector, and Insulation Installers.

FACT:
Two-fifths of all employers had recruited or attempted to recruit in the last 12 months (40%), in line with the UK average (42%).
(Employer Panel Consultation Research - Wave 16)



CITB NI

Nutts Corner Training Centre
17 Dundrod Road
Crumlin BT29 4SR

Tel: 028 9082 5466

Fax: 028 9082 5693

Email: info@citbni.org.uk

www.citbni.org.uk

