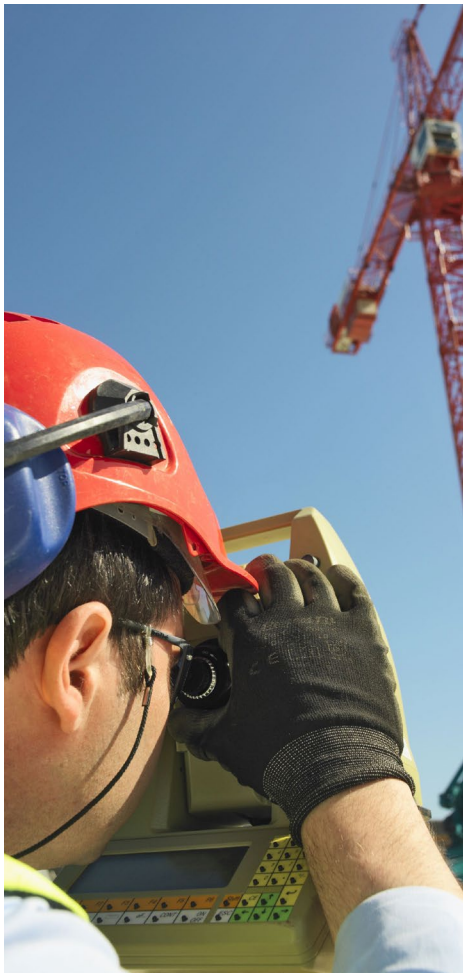
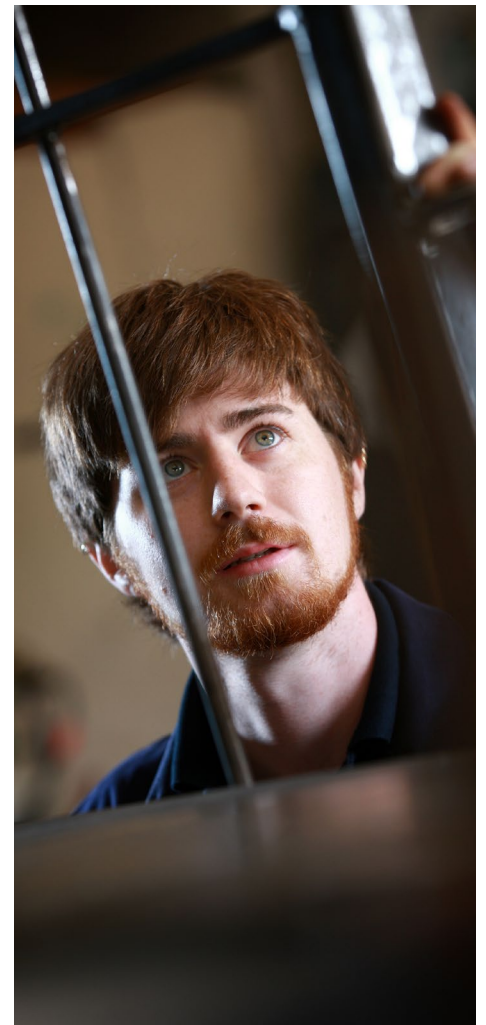


Strategic Plan 2014 -2019



www.citbni.org.uk



INTRODUCTION

Since 1964 the Construction Industry Training Board (CITB NI) has supported the development of the construction industry's most valuable resource, its people. The construction industry has changed and evolved over the last five decades and CITB NI has supported the industry through good times and bad.

With the deepest economic recession in recent memory having significantly impacted upon the construction industry; CITB NI has been concentrating on helping the industry survive and preparing it for an upturn in the economy. CITB NI has worked with the sector to improve senior management and company capabilities in strategic planning and performance improvement whilst also working to develop a competent and qualified workforce at craft level.

Northern Ireland is beginning to show signs of levelling out of the economic decline with a return to very modest growth forecast, dependent upon Government commitments to public works being realised.

CITB NI is looking forward to the future with an industry that is confident, more capable and able to embrace the opportunities arising as the sector begins to regenerate.

CITB NI research shows we're serving the industry more effectively with satisfaction of the overall service we provide increasing from the previous year by 2% to 65%.

Employer Tracking Survey 2014

CITB NI has a new Board made up of five employer representatives, five employee representatives, two Further Education representatives and a new Chairman. This new Board has developed a strategy to drive the organisation forward for the next five years.

This strategy will see CITB NI becoming the **hub** for all training carried out by the construction sector, being at the **cutting edge** of identifying training needs and developing solutions, delivering the **highest quality** in all its endeavours, becoming more commercially minded and building **strong strategic partnerships**.

The new Board will continue to look at the way CITB NI supports the industry and will make sure its resources and funding are being used to benefit the wider industry over the long term.

CITB NI will continue to serve registered in scope employers by providing the support and services needed to ensure the industry has the right skills. This support will be extended to include out of scope activities allied to the Built Environment who will be charged on a full cost recovery basis.

Partnership working is critical and CITB NI will continue to work with key partners and stakeholders; engaging with the education and training sectors and liaising with Government to ensure the best training outcomes for the sector.

MISSION, VISION, AIMS

In simple terms, CITB NI's role is to ensure:

- Current and future industry training needs are identified, understood and addressed
- the correct level of qualifications and training are available to meet these needs
- employees and new entrants to the construction industry receive appropriate training
- employers provide training for their workforce

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.

Aims:

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

WHAT WE PLAN TO DELIVER OVER THE NEXT FIVE YEARS

Enable the advancement of technology to enhance CITB NI training facilities

With technology changing and improving at a rapid pace CITB NI will continue to embrace new ways of working by developing online and interactive training using cutting edge technology to develop Northern Ireland's first Virtual Training Facility. This will be available to those companies in scope and used to generate income from out of scope companies. The online based Course Directory will be further developed to help signpost and interact with construction employers.

Develop a confident, competent and safe construction industry workforce

CITB NI will develop and deliver specialised programmes for Specialist Sectors, General Construction Operatives, Construction Supervisors and an innovative Emerging Leaders Programme.

75% of employers anticipate that their workforce will need to acquire new skills over the next 12 months due to drivers such as new legislation/ regulations, new working practices and new technologies.

Skills and Training in the Construction Industry 2014

Increase utilisation of CITB NI on-site training facilities

We will encourage training providers to hire CITB NI on-site premises to facilitate training courses at a central location in order to develop CITB NI as a hub for construction training.

58% of NI construction employers had funded or arranged training in the last 12 months highlighting the fact that employers want to train.

Employer Panel Consultation (EPC) Research - Summary of Wave 14 Findings Sept 2014

Improve Delivery and Productivity of Training via grant support.

We currently offer grants to support a wide range of training and qualifications.

Whilst industry values the grant system 74% said CITB NI needs to continue to review and improve the service offered to employers.

Employer Tracking Survey 2014

We will evaluate the current Grants structure and ensure a fit for purpose scheme is provided that reflects the ever changing construction industry whilst making the process both fair and simple to use.

Develop and Deliver Training in Partnership

We will continue to work collaboratively with industry partners, other sectors and Government to deliver training which provides the most effective and affordable means for the industry to upskill.

We will also continue to develop Skillbuild competitors who win awards at local, national and international levels.

Develop Specialised Apprenticeship Programmes

We will develop and deliver a Shared Apprenticeship Scheme and new Highways Construction Apprenticeship Programme, employers will be able to support and benefit from apprentices even if they are unable to offer them a long term placement.

31% of firms are likely to take on apprentices, graduates and interns in the next 12 months

Employer Panel Consultation (EPC) Research - Summary of Wave 14 Findings Sept 2014

Putting CITB NI on the map

We will improve the profile of CITB NI within the industry and society through working with employer bodies and stakeholders so that the quality of training interventions speak for themselves in terms of category, content and delivery. We will strive to work in partnership to make these interventions available outside of Northern Ireland and in so doing, the reputation of CITB NI will reflect a passion about construction skills and training and a willingness to develop the industry.



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CITB NI is a partner in ConstructionSkills, the Sector Skills Council (SSC) for the UK construction industry, and is increasing employer engagement in training, providing labour market insights on future skills needs and developing standards and qualifications for the sector. For more details on CITB NI visit: citbni.org.uk