Introduction
CITB is pleased to provide the following summary to the Education and Culture Committee, outlining some of the key work the organisation is undertaking with regard to future workforce needs.

CITB works to ensure that construction employers have the right skills, in the right place and at the right time through investing funds and providing a wide range of industry-led skills and training solutions.

We are also a partner in the Sector Skills Council (SSC) for the UK construction industry, and are raising employer engagement in training, providing labour market insights on future skills needs and developing standards and qualifications for the sector.

Industry Needs 2015 – 2019 (Overview)
We recently published our annual Construction Skills Network (CSN) report, which forecasts industry needs in Scotland over the course of the next five years;

- Our report predicts that Scotland will see annual average output growth of 1.1% over the 2015 to 2019 period. It follows a strong 2014 for Scottish construction, during which output grew by an estimated 7% in real terms, a second consecutive year of expansion.

- Output growth over the next five years is expected to be strongest in the private housing sector at an average annual rate of 5.4%, but this comes on the back of eight consecutive years of decline between 2005 and 2013. There are a number of large regeneration projects in the pipeline with a substantial housing element. The sector is also expected to benefit from the Scottish Futures Trust’s £1.5bn investment in affordable housing over the next decade – a programme that should drive decent growth in the public housing sector.

- CITB is pleased to report that 1,434 new apprentices were brought into construction in 2014 – a four-year high – as well as restarting 171 redundant apprentices. This level of recruitment will help support the annual workforce requirement of 5,700 over the next five years.

- Given the industry needs, CITB will be undertaking campaigns to attract former workers back into construction, as well as selling the industry as a viable career option to young people from all backgrounds.

Youth Employment Strategy
CITB welcomed the findings of the Wood Commission, and subsequently the Youth Employment Strategy published by the Scottish Government in December 2014. Given the challenges to meet future workforce needs for the Scottish Construction Sector, CITB believes that the strategy will play an important role in enhancing the reputation of the sector as an attractive proposition to young people from all backgrounds.

The five key areas CITB is currently considering are as follows;

S4-S6
- CITB is looking to develop detailed clarification on the routes into employment/careers mapping, and look to produce sectoral labour market intelligence. We would look to link this up with school/employer partnerships.
- We would look to develop foundation apprenticeships – e.g. Technician FMA.
- Consider how schools can best deliver vocational qualifications in partnership with colleges – there are a combination of practical (such as appropriate timetabling) and capacity issues which will need to be looked at in detail.
• Work to help set a new standard for work experience with a focus on the NEET group.

Colleges
• CITB would look to link in its labour market intelligence with colleges who must conduct Regional Skills Assessments and establish Regional Outcome Agreement to meet supply in their areas.
• CITB can play a critical role in building stronger links between colleges, schools and employers.

Apprenticeships
• CITB will look to develop new foundation apprenticeships and early stage pre-apprenticeships
• Look at developing new higher level apprenticeships based around STEM subjects, leading to degree level pathways.
• CITB and its partners will continue to promote Modern Apprenticeships via both Scottish Apprenticeship Week in May 2015 and around main recruitment
• CITB welcomes the new quality assurance regime covering Modern Apprenticeship delivery in colleges overseen by Education Scotland as it will standardise quality and recognise best practice.
• We want to ensure that the construction sector is linked in with SDS’ My World of Work.

Employers
• Regional Invest in Youth Groups will be set up across Scotland and be linked to the National Invest in Youth Group. These groups will look to bridge the gap between employers and the education system, and will seek to encourage employers to adopt the new Invest in Young People Standard.
• Additional incentives for SMEs to take on apprentices – CITB can work to promote these to employers.
• CITB has been working on issues around procurement and community benefits and would look to take this experience to build on the opportunities coming out of public sector contracts.

Equality
• CITB can assist in the development of guidance to help teachers and practitioners, and work on a targeted MA campaign to address equality issues/active gender targeting.
• We will work to open up the sector to people from all backgrounds as outlined in the strategy.

The above areas present CITB in Scotland with important challenges, but the organisation is committed to working with all partners to develop and implement the strategy. Much of this proposed activity is being developed with SDS, and features as part of the Skills Investment Plan for Construction which can be found here

Embedding Skills in Community Benefits
CITB has developed guidance entitled Client Based Approach, which was commissioned by CITB and the National Skills Academy for Construction (NSAfC) to provide the working documentation for local authorities and other bodies procuring construction projects to embed employment and skills, right through from policy and strategies, to procurement and operational implementation.

In Scotland, there are currently 13 CBA approved public sector bodies with many more engaged in the process of gaining approval. The most recent approval was granted to Argyll and Bute Council in January 2015.

CITB is also currently working closely with the Scottish Futures Trust in their role along with Scottish Government as the Construction Procurement Review Team. The role relates to the implementation of recommendations which were made in the Review of Procurement in Construction published in October 2013.

A community benefits workstream which captures six of the recommendations has been identified by SFT and we have been working with them in providing guidance and support on how to implement these recommendations.
This includes direct reference to the Client Based Approach, case studies and work done with shared apprenticeships.

**Joint Investment Strategy**

CITB, in conjunction with the Scottish Government, has been implementing the second round of the *Joint Investment Strategy (JIS)*, which will run for two years, and has levered in £2m with around £1.5m match funding from the Government and key partners.

Within this package of funding there are the following programmes and projects;

- **Pre-vocational training:** One of the programmes under the strategy is CITB’s pre-vocational training which has helped over 128 young people across 14 colleges to find work placements in 2013/2014. 121 students have completed the programme and 61 have moved on to MA programmes. The next stage of this successful programme will be to extend it to a further 300 people.

- **Onsite:** CITB has in conjunction with EQUATE Scotland, created a work experience scheme to help employers attract and retain female employees in the industry. Employers say they would like more women apprentices, and believe they bring valuable skills to construction. Apprentices say that work experience helps them decide on a career in construction, but women get few opportunities for this. Onsite provides a work experience scheme for trainees with 4 weeks working on site, supported with induction training and followed by with career development. Financial support is provided to help cover costs.

- **E-Learning Project:** CITB has helped to enable Learn Direct and Build and the college sector to update course existing materials to match the revised National Qualifications, National Progression Awards, Professional Development Awards and associated TAPs and Higher Nationals in the context of Curriculum for Excellence. It has also developed new teaching materials around energy efficiency/climate changes. Using the latest games technology new materials were developed that could be used on iPads, tablets, Smart phones and VLEs.

- **Linking Training to Procurement:** CITB is working with the Scottish Government to undertake a review of the recent research on the uptake of Client Based and Programme Based Approaches in Scotland, which has provided guidance to leverage a significant amount of training and employment opportunities into public sector contracts. We are also running a series of 11 combined best practice events for clients and interested contractors across Scotland. The sessions would consider how CITB’s Client Based guidance can be used effectively. Finally, CITB’s marketing department and the Local Sector Strategies Unit are developing marketing materials to help promote the approaches in Scotland.

**Conclusion**

CITB believes that students from across Scotland should be given access to apprenticeships and training, and will continue to work closely with colleges, local authorities, SDS and other partners to deliver this on the ground.

CITB believes that the Youth Employment Strategy, Skills Investment Plan and Joint Investment Strategy will all play an important part to help to improve the level of education of the construction industry at primary and secondary school level, but must go hand in hand with improving local skills networks if enough people are to be recruited into the sector.