

# Welcome to our Webinar



**SOUTH & CITY COLLEGE  
BIRMINGHAM**



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**Recruitment  
Placements  
Apprenticeships  
Training  
Funding**



- ✓ South and City College Birmingham is the largest construction colleges in the Midlands
- ✓ We are the 3<sup>rd</sup> Largest Construction College Provider in the country
- ✓ In a week we have approximately 4.000 learners attend, both day and evening provision
- ✓ Our learners age range between 14-65
- ✓ Cover all Construction areas – Level 1 to Level 6 (degree)
- ✓ Engage with 400 construction employers nationwide
- ✓ Work with CITB to offer 'one stop shop' help and support to employers



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# What kind of employers and organisations do our organisations help and support?

- ✓ **Sole Traders**
- ✓ **Charities**
- ✓ **Small employers**
- ✓ **Large employers**
- ✓ **Public Sector Organisations**



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# What Constuction organisations are telling us?

- ✓ Skills shortages
- ✓ Equipment and material shortages
- ✓ Training programmes not suitable for the industry
- ✓ Lack of industry knowledge/expertise from training providers
- ✓ Attracting new talent into the business
- ✓ Ageing Workforce
- ✓ Increased Competition
- ✓ Technological and Organisational Change
- ✓ Uncertainty in the economy
- ✓ Rising labour, equipment and material costs
- ✓ Profit Margins
- ✓ Recovery from the pandemic
- ✓ Withdrawal of grants and funding



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# We've adapted our 'offers' to address the real issues employers have

- ✓ Fully funded Recruitment Service for qualified and Trainee Apprenticeship roles
- ✓ New courses and training facility development – Net Zero/Retrofit
- ✓ Construction Skills Alliance – For companies to inform us on what they require (people and training) so we can tailor our offer to ensure we have relevant courses and develop a pipeline of people ready to enter the industry
- ✓ Bespoke Training packages for Apprentices and existing staff including Leadership and Management, I.T and Office Administration
- ✓ Placement service for employers
- ✓ Increased funding for organisations taking on Apprentices – 9k per Apprentice (CITB) and 1k from government
- ✓ Funding and new courses available to upskill existing construction workers.
- ✓ Advice on guidance on other areas where help and support is needed and signposting to where you can receive that support



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**Latest research from the CITB forecasts annual average growth of 0.8% from 2023-2027.**

- A growing construction industry is set to create 225,000 new jobs over the next five years.  
**25,350 extra workers needed in West Midlands by 2027**

All types of training, and especially apprenticeships, will be vital to delivering this pipeline of work.



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# Placements

**Giving our existing students and local young people valuable work experience opportunities**

**Placements often turn into jobs and Apprenticeships**



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# Construction Training and Apprenticeships from Level 1 to Level 6 (Degree)

- **Plumbing and Heating**
- **Gas Engineering**
- **Property Maintenance**
- **Wall and Floor Tiling**
- **Brickwork**
- **Refrigeration and Air Conditioning**
- **Construction Management from Level 3 to Level 6 (Degree)**
- **Building Services Engineering**
- **Civil Engineering**
- **Electrical Installation**
- **Site Management**



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# What do our employers say are the benefits of taking on Apprentices

Employees feel more valued – loyalty, commitment and retention

The College found me/recruited my apprentice and regularly visited us to help and support the apprentice in the job

Developing new skills and knowledge in different technical and business areas help when tendering for new work

Skills shortages and gaps can be filled – Succession planning

A better corporate image – Excellent in Training and Development (Social responsibility)

Improved Team performance

Improved staff understanding and commitment

Employees are familiar with new legislation and can comply with regulations

Better use of technology

Funding for the employer – Up to 10k per apprentice



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# Boom Construction

## Sole Tader who carries out multi-trade work on residential properties

Approached the College wanting help with taking on a young person. Never employed an apprentice but works with many subcontractors. Wanted advice on what they need to do. Asked what funding is available to support and what multi-trade courses we offer.

I explained that grants are available – CITB (free to join as a small company) and government grant of £1000 too - £10,000 in total with additional payments (back into work grant) when the new apprentice does a period of work experience with them before they start. I explain that a trial (work experience) is essential to see if you both get on  
PAYE, Digital Apprenticeship Service Account, Employers Liability Insurance and pay of apprentice is discussed. I explain that there is a Property Maintenance day release apprenticeship available where Boom's apprentice would attend one day per week for 2 years. I explain that we can recruit good candidates through the College and externally across our construction networks too then they can interview and trial our short-listed people.

## Boom decided they'd like to proceed and worked with the College to create a JD

Jenny from CITB contacted the company and register them for CITB to ensure they receive grants

The College promoted Boom's opportunity and the company interviewed 6 candidates the College found and screened. They liked 2. Both did a trial of work experience and one was taken on as Boom's first apprentice

Apprentice is doing well and College Assessor visits them both regularly. Boom are happy with their Apprentice and pleased they have taken him on.

Boom have since referred 3 companies they work with and 2 of these have apprentices and 1 are happy with taking our existing students on work experience for short term help

**Funded recruitment**

**£11k in Grants**

**College Support**

**CITB Support**

**Advisors when the company  
want advice and guidance**



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# Wham Construction

## General Construction company employing 4 people want to take on a brickwork apprentice and a carpentry apprentice

Approached Jenny at CITB asking about apprenticeships

Jenny explained that grants are available – CITB (free to join as a small company) and government grant of £1000 too - £10,000 in total with additional payments (back into work grant) when the new apprentice does a period of work experience with them before they start. Jenny explains that a trial (work experience) is essential to see if you both get on

Jenny contacts Tracy and I explain about PAYE, Digital Apprenticeship Service Account, Employers Liability Insurance and pay of apprentice is discussed. I explain that there are day release courses available where Wham's apprentice would attend one day per week for 2 years. I explain that we can recruit good candidates through the College and externally across our construction networks too then they can interview and trial our short-listed people.

## Wham identified two keen local people who wanted to train

Jenny from CITB contacted the company and register them for CITB to ensure they receive grants

Apprentices are doing well and College Assessor visits them both regularly. Wham are happy with their Apprentice and pleased they have taken him them on.

Wham want another apprentice in September but this time the College is recruiting for them



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# Contacts

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# Skills and Training Update

FMB, South and City College and CITB

Presented by Jenny Samuels



**Our Purpose is...**

**“To support the construction industry to have a skilled, competent and inclusive workforce, now and in the future”**





Total Wage Bill

Levy rate:

- 0.35% Payroll
- 1.25% CIS

Levy calculator

Payroll  
and Net CIS is under £120,000

No levy paid



Payroll  
and Net CIS is between £120,000 and £399,999

50% reduction  
of levy

£400,000 and  
above - payroll and Net CIS

100% levy

# Apprenticeships simplified for you



From the  
NEST Team

## Useful links:

[CITB - Apprenticeship Grants](#)

[England - Approved Apprenticeships](#)

For support on applying for this grant you can contact your local CITB Adviser or our customer services team on 0344 994 4455

- Level 2, Level 3, Higher, Degree & Graduate Apprenticeships
- Attendance Grant - **£2500** per year (every 13 weeks **£625**) + Achievement Grant - **£3500**
- Apprenticeship Travel to Train - 80% of accommodation costs and excess costs for travel above £20 per week.



# Grants



## Short duration course achievements grants

Over 1500 courses lasting from 3hrs to 29days

- Tier 1: **£60**
- Tier 2: **£140**
- Tier 3: **£240**



## Short-period qualification grants

Lasting 30 days to 1 year  
NVQ Level 2 and above, Const  
NEBOSH.

Achievement: **£600** (up to a max. 4  
achievements at each level per  
individual)



## Long-period qualifications grants

Lasting 1 year upwards  
HNC's/ HND's/ Degrees/ Post-  
Graduate

Attendance Grant -**£1,125 per year**  
Achievement Grant - **£1,875**

Useful links:

[Standard Results - CITB](#)

[Short period qualifications eligible for a grant - CITB](#)

[Long period qualifications eligible for a grant - CITB](#)



## Courses currently granted:

- CDM 2015 Awareness- £60
- Fairness Inclusion and Respect Awareness - £60
- SMSTS -£240
- SSSTS - £140 (refresher £70)
- Many more - <https://www.citb.co.uk/standards-and-delivering-training/training-standards/short-training-standards-search/>



## Supervision

Level 3 in Built Environment Design

Level 3 in Construction Contracting Operations

Level 3 in Occupational Work Supervision  
(construction)

Level 3 in Site Inspection

Level 3 in Surveying, Property and Maintenance

Level 4 in Construction Site Supervision

## Grant

To support construction workers transition from an Industry Accreditation to a qualification, CITB are Increasing the grant for specific supervision NVQ Diplomas to **£1,250** and specific management NVQ Diplomas to **£1,500** for achievements.

## Management

Level 6 in Construction Site Management

Level 6 in Built Environment Design Management

Level 6 in Construction Contracting Operations Management

Level 6 in Senior Site Inspection

Level 7 in Construction Senior Management

Useful links:

[Short period qualifications eligible for a grant - CITB](#)

<https://www.cscs.uk.com/types-of-cscs-cards/>



# Into Work Grant

- Pilot until 31 March 2025
- **£500** for completed work experience for an individual on an approved further education course - eg T Level in Design, Surveying and Planning for Construction and T Level in Onsite Construction
- Further **£1000** grant for three months completed employment. This can include employment as part of an apprenticeship
- Please visit [CITB - Into Work Grant](#) for more information on what courses qualify and how to apply for the grant.



# Skills and Training Fund

**NEW! You can now apply twice in 12 months!**

Employers with CIS only (no PAYE) can receive up to £2500  
Employers with 1 to 49 directly employed staff can receive up to £5,000  
Employers with 50 to 74 directly employed staff can receive up to £7,500  
Employers with 75 to 99 directly employed staff can receive up to £10,000  
Employers with 100 to 149 directly employed staff can receive up to £15,000  
Employers with 150 to 199 directly employed staff can receive up to £20,000  
Employers with 200 to 250 directly employed staff can receive up to £25,000

**2,035**

Applications approved

**£8,123,714**

Funding awarded

**£3,991**

Average value of application

Small and  
Micro Fund  
Between 01 April 22 -  
31 March 23

**citb**



- **Deadline for submission is 5pm the last day of every month**
- **Your local adviser can help you complete your application!**
- **You can only have one application live at a time and must evidence your training**

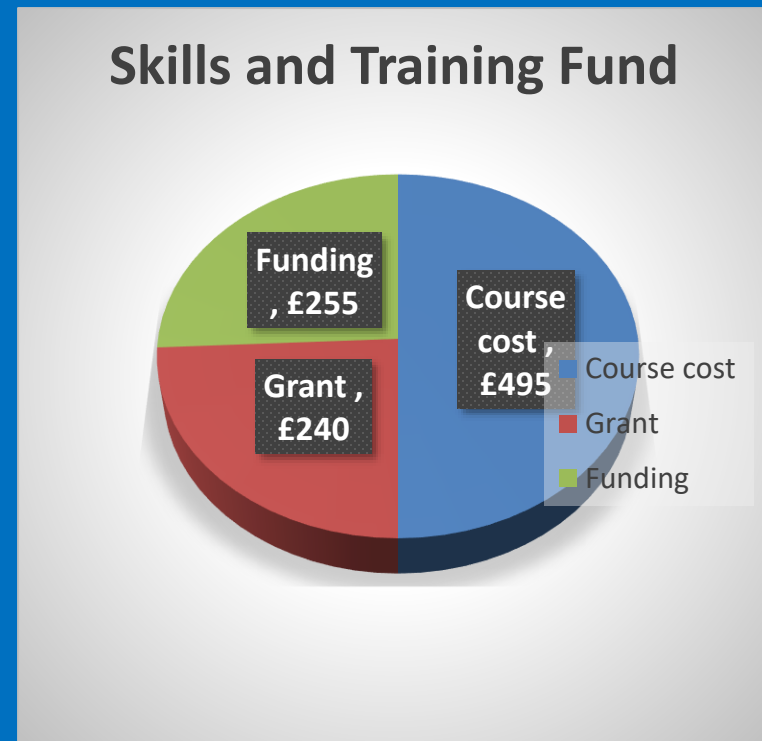
<https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/skills-and-training-fund/>

## Skills and Training Fund Example

How the Skills and Training Fund works for employers purchasing an SMSTS course.

Skills and Training Fund will fund all current grant eligible courses. They will also consider funding non grant eligible construction courses if the company can answer the following questions on the application:

- What is the challenge or opportunity you would like to address?
- Why have you selected this programme of activity?
- How does it address the specific challenge or opportunity described above?
- How will you measure the success of this programme?
- How is the programme different from any other training or activity that has been previously undertaken by your business?





# NEW: Leadership and Management Fund



Can help larger businesses access funding for training of up to £100,000

- 250+ directly employed staff
  - Levy return must be up to date
  - All year's levy payments must be up to date
  - 18 months from the date of the funding agreement to utilise and evidence
  - Retrospective training is not fundable
- To apply contact your local advisor or visit [L&M Fund](#)

# CITB Free eCourses



## [Fire safety awareness in construction and the built environment](#)

Fire safety in the workplace with a specific focus on the construction industry.

FREE [CITB - Fire safety awareness in construction and the built environment](#)



## [Fire safety in buildings](#)

Fire safety in buildings with a specific focus on installers

FREE [CITB - Fire safety in buildings](#)



## [Temporary works general awareness](#)

An introduction to temporary works on UK construction sites.

FREE [CITB - Temporary works general awareness](#)



# COMING SOON

## Employer networks

- Recently piloted in various parts of the UK - Launching in the West Mids May'24
- CITB registered employers decide how funds are used and on what
- Opportunity to be part of a new employer led approach
- No claim process involved
- Contact your local advisor on how to sign up/for more information



# Thank you!

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<https://www.citb.co.uk/about-citb/what-we-do/citb-in-your-local-area/>