

# How CITB can support you to attract and retain top talent in your workforce

8<sup>th</sup> February 2022



# We will cover



## What our latest research is telling us

- Rethinking Recruitment, Migration research, CSN

## Meeting the cost of training

- Grant and Skills and Training Fund

## Support for apprenticeships

- Travel to train, support from you local adviser

## Help finding the right training

- SAP, Training Groups, your local adviser, online training

## Attracting new talent

- OSE, Go Construct, Go Construct STEM Ambassadors, National Apprenticeship Week, Talent View



# Our research- headlines on attracting and retaining top talent



# Meeting the cost of training





# Grant



All eligible employers who are registered with CITB and up to date with their Levy Returns can apply, including small employers not required to pay the levy

Type	Attendance	Achievement
<u>Apprenticeship</u>	£2,500	£3,500
<u>Long Qualification</u> (e.g. HNC)	£1,125	£1,875
<u>Short Qualification</u> (e.g. NVQ)	-	£600 a max of 4 at each level per individual. Within the max of 4 achievements at Level 2, you can apply for up to 3 plant VQ units at £300 each.
<u>Short Duration Training</u> (e.g. SSP)	-	£30, £70 or £120
<u>Short Duration Plant*</u>	-	Theory are £60 each, a max of 2 PP a year  Practical a max of 2 PP per a year £190, £240 or £410

\* Currently subject to review



# Skills and Training Fund



## Skills and Training Fund (small and micro)

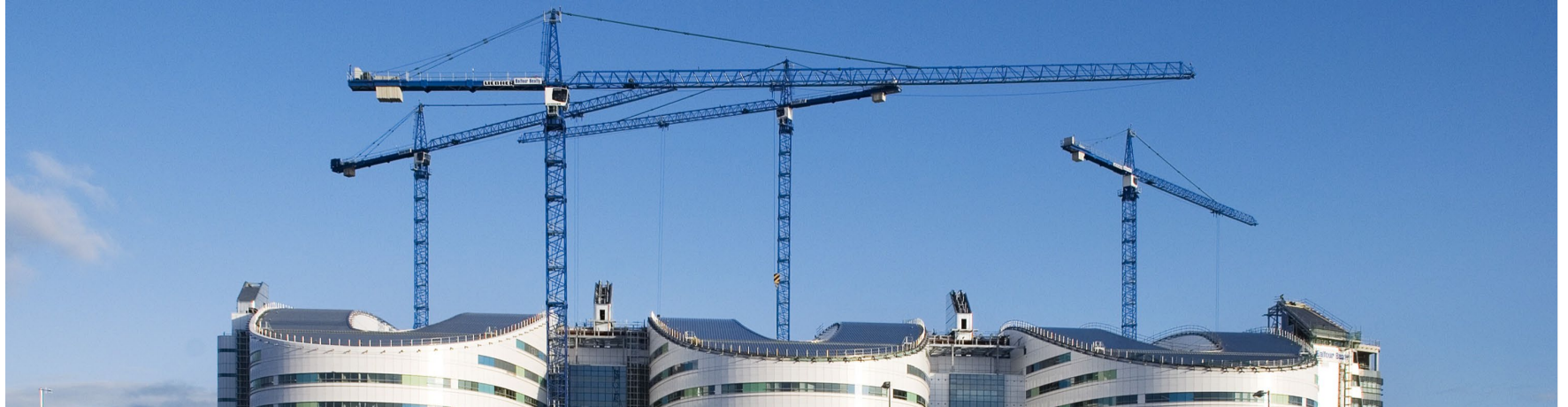
- 1-99 PAYE employees
- Up to £10k funding
- The fund aims to help companies to deliver high quality learning and development experiences to staff
- Training can include innovation, and management and leadership
- You can apply for funding every 12 months
- An adviser can help you with application queries

## Skills and Training Fund (medium)

- 100-250 PAYE employees
- Up to £25k funding
- Following feedback and due to the ongoing impact of the pandemic, we've temporarily removed the requirement for funded activity to be new, so you can get support for more 'business as usual' training
- Please see the guidance notes below for full details or **spea to your local adviser** for support



# Support for apprenticeships



# Travel to Train



- Travel to Train grant is available to all grant-eligible employers with apprentices in training on or after 1 April 2021
- Available for grant funded apprenticeships, SAPs, CITB funded shared apprenticeship schemes
- We reimburse 80% of accommodation costs for apprentices who attend colleges or training providers where overnight stays and travel to/from a hotel are required
- You can also apply for apprentice travel expenses where the cost exceeds £30 per week
- Support with accommodation – 90 minutes or more from the apprentices home
- **Read guidance on accommodation before making any bookings**







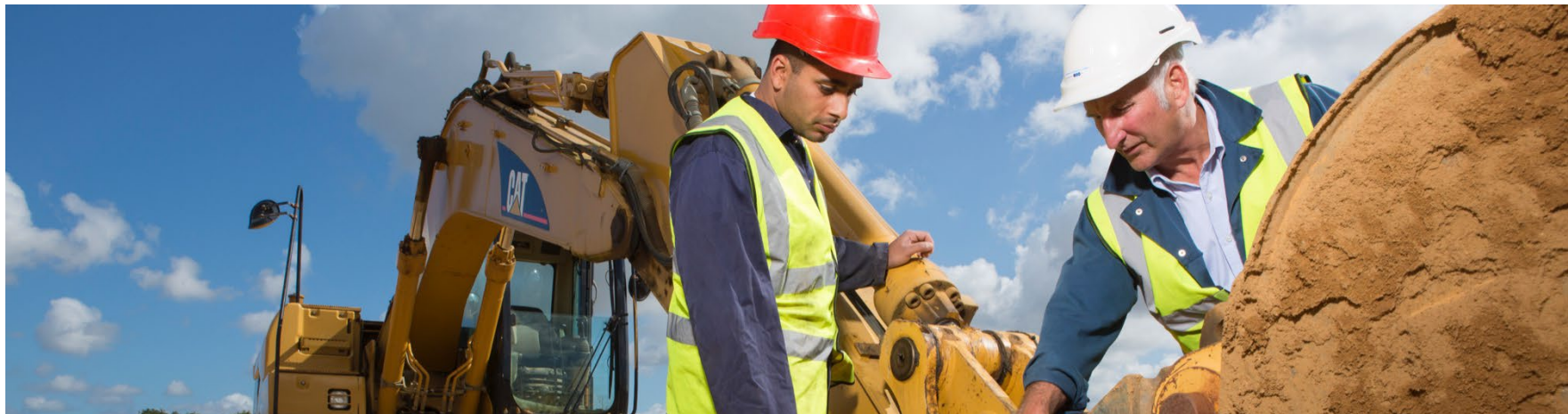
## Support from your local adviser



- ✓ Guidance on finding apprenticeship training
- ✓ Advice on working with your training provider and getting ready to take on an apprentice- e.g. employment arrangements, working with young people
- ✓ Signposting with government apprenticeship levy additional funding (e.g. incentive payments), the Apprenticeship Service
- ✓ Guidance on any additional funding available in your locality



# Help finding the right training





# Help finding training



## Training Groups

- 58 local and 30 specialist
- Plan for member training needs and offer cost-effective training options

## Your Local Adviser

- Can help with any queries about local provision
- Can link you with local funded training- e.g. Greater Manchester Skills for Growth

## SAP

(Specialist Applied skills Programme)

- 18m new entrant training
- Specialist areas such as heritage and asbestos
- Funded training and grant support available

## Online training

- Supply Chain Sustainability School
- Fairness Inclusion and Respect
- SSP e-courses

# Attracting New Talent



# Onsite Experience Hubs



- The go to employers, find out what skills and training you need in entry level roles- they then source candidates, arrange training and onsite experience so construction companies can employ them
- Hubs are operating in:
  - North Wales
  - Lancashire
  - Cheshire
  - Swindon and Wiltshire
  - Leicestershire
  - Heart of West England
  - Hertfordshire
- Support on offer until 2024 in England and Wales
- Arrangements for Scotland are due to be announced shortly





# Careers support



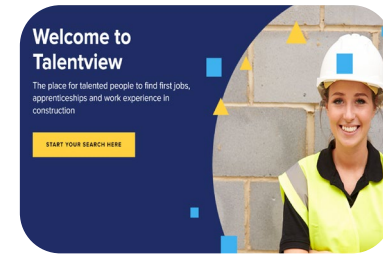
Go Construct



Go Construct  
STEM  
Ambassadors



National  
Apprenticeship  
Week



Talent View



Thank you

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Find details for your local customer engagement team [here](#)