



Department
for Education

Review of the Industry Training Boards 2023

Government call for evidence

Launch date 30 June 2023

Respond by 25 August 2023

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Introduction

The Department for Education has launched a review of the Construction Industry Training Board (CITB) and the Engineering Construction Industry Training Board (ECITB). This review is part of a wider programme across government to ensure that Arm's Length Bodies remain effective into the future. This document is a call for evidence from stakeholders on the current effectiveness and future role of the Industry Training Boards (ITBs).

Who this is for

- Construction Industry Stakeholders – including those in scope of the existing CITB levy order, trade bodies, representative groups and training providers.
- Engineering Construction Industry Stakeholders – including those in scope of the existing ECITB levy order, trade bodies, representative groups and training providers.

Issue date

The call for evidence was issued on 30 June 2023.

Enquiries

If your enquiry is related to the policy content of the consultation you can contact the team by email: ITB.Review@education.gov.uk

If your enquiry is related to the DfE e-consultation website or the consultation process in general, you can contact the DfE Ministerial and Public Communications Division by email: Coordinator.Consultations@education.gov.uk or by telephone: 0370 000 2288 or via the [DfE Contact us page](#).

Additional copies

Additional copies are available electronically and can be downloaded from [GOV.UK DfE consultations](#).

The response

The results of the consultation and the department's response will be [published on GOV.UK](#) in Winter 2023-24.

How to respond

Respond online

To help us analyse the responses please use the online system wherever possible. Visit [DfE consultations on GOV.UK](#) to submit your response.

Other ways to respond

If for exceptional reasons, you are unable to use the online system, for example because you use specialist accessibility software that is not compatible with the system, you may request and complete a word document version of the form.

By email

- ITB.Review@education.gov.uk

By post

ITB Review Team
Department for Education
Floor 2, 2 St Paul's Place
125 Norfolk Street
Sheffield
S1 2FJ

Deadline

The consultation closes on 25 August 2023.

About this call for evidence

This call for evidence requests stakeholder views on the current and future operation of the CITB and ECITB.

Evidence will be used to inform the current review of the ITBs by the Department for Education.

Government hopes to receive evidence from a wide variety of stakeholders. We would therefore be pleased to receive any information from any party with an interest in the review. However, we would particularly welcome the views of those companies within the scope of either current levy order.

The two ITBs – CITB for construction and ECITB for engineering construction – are responsible for facilitating the improvement of skills and training in their respective industries. They are Non-Departmental Public Bodies, sponsored by the Department for Education.

The ITBs are primarily funded by statutory levies on their industries. The CITB, which has a staff count of 715, raises around £190m in levy income per year. The ECITB has a staff count of 89 and raises around £28m per year.

This review is part of a wider programme across government to ensure that Arm's Length Bodies remain effective into the future. The review will consider the ongoing need and functional model for each of the ITBs and their associated statutory levies. It will evaluate their effectiveness, efficiency, governance and accountability in order to validate whether they continue to deliver for the public and are driving required outcomes.

Questions for the call for evidence

Construction and Engineering Construction Sectors

1. We would welcome your views on the following questions relating to the construction and engineering construction sectors.
 - a. Do you believe that the trading environment in which the sector operates, and the way in which it has evolved itself to respond to that, means some form of external intervention is needed in the skills and training system to ensure it can deliver?
 - b. If you answered "yes" to question 1a (if "no" go to question 1c), please respond to the following statement. The current ITB infrastructure with levy and grant powers is delivering sufficient positive outcomes that would not be provided otherwise. Do you:
 - Strongly agree
 - Agree
 - Unsure
 - Disagree
 - Strongly disagree
 - c. Without the levy the sector would invest less in skills and training. Do you:
 - Strongly agree
 - Agree
 - Unsure
 - Disagree
 - Strongly disagree

Construction and Engineering Construction Workforces

2. We are interested in your views on the following questions about the construction and engineering construction workforces.

a. The current range of career definitions, entry routes and career pathways into and through industry are reflective of industry and employer needs. Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

b. What is your view on the overall average industry trend in workforce productivity over the last 6 years?

- Improving
- No change
- Reducing

c. What is your view on the overall average industry trend in workforce competency over the last 6 years?

- Improving
- No change
- Reducing

d. Irrespective of your answer to question 2b, do you think the ITB has positively influenced the productivity of the workforce over the last 6 years?

- Yes
- Unsure
- No

e. Irrespective of your answer to question 2c, do you think the ITB has positively influenced the competency of the workforce over the last 6 years?

- Yes
- Unsure
- No

f. ITB interventions to date are enabling sufficient future proofing of the workforce in terms of new technical and regulatory standards, materials and methods. Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

g. Are there things outside of the ITB's control which impact its effectiveness?

- Yes
- Unsure
- No

ITB Strategic Role

3. We would welcome information and views on the strategic role of the ITBs.

a. The statutory definition of 'Construction Industry' in Schedule 1 of the [Industrial Training \(Construction Board\) Order 1964 \(Amendment\) Order 1992](#) is fit for purpose. Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

b. The statutory definition of 'Engineering Construction Industry' in Schedule 1 of the [Industrial Training \(Engineering Construction Board\) Order 1991](#) is fit for purpose. Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

c. The functions of the ITBs defined in Section 5 of [The Industrial Training Act 1982](#) are fit for purpose and reflect current needs. Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

- d. ITB strategy is aligned to maximum industry impact for level of effort and funding required. Do you:
- Strongly agree
 - Agree
 - Unsure
 - Disagree
 - Strongly disagree
- e. If you are responding in relation to CITB, is the relationship between the CITB and the CLC helping to set the appropriate strategic objectives on behalf of industry?
- Yes
 - Unsure
 - No
- f. If you are responding in relation to ECITB, how important is ECITB's role in supporting skilled workers to transition to areas of growth in the Engineering Construction Industry?
- Significant
 - Moderate
 - Insignificant
 - None

ITB Functions

4. We are interested in your views on the functions of the ITBs.

- a. In your opinion, to what extent does the ITB system lead to tangible positive outcomes in terms of the following:
 - i. Setting fit for purpose skills and competency standards
 - ii. Delivering high quality direct or indirect training
 - iii. Increasing new entrant supply and diversity through talent attraction measures
 - iv. Re-skilling and upskilling existing workforce with required skills for now and the future

- b. Please rank the following ITB functions in terms of relative importance, with 1 being the most important and 4 the least important function.
 - i. Setting fit for purpose skills and competency standards
 - ii. Delivering high quality direct or indirect training
 - iii. Increasing new entrant supply and diversity through talent attraction measures
 - iv. Re-skilling and upskilling existing workforce with required skills for now and the future

- c. The levy & grant system sufficiently assists the redistribution of funding within the supply chain to reflect where training & resource deployment is happening and is most needed. Do you:
 - Strongly agree
 - Agree
 - Unsure
 - Disagree
 - Strongly disagree

- d. How much control and influence or support can ITBs have in ensuring training is completed and sustainable outcomes are realised in terms of a competent and productive labour force being added to in the long term?
- Significant
 - Moderate
 - Insignificant
 - None
- e. Based on your experience, what ITB activities are valued and are high priority for your business and industry? Please select all options that apply.
- i. Setting fit for purpose skills and competency standards
 - ii. Delivering high quality direct or indirect training
 - iii. Increasing new entrant supply and diversity through talent attraction measures
 - iv. Re-skilling and upskilling existing workforce with required skills for now and the future
- f. Based on your experience, what ITB activities are not valued and are low priority for your business and industry? Please select all options that apply.
- i. Setting fit for purpose skills and competency standards
 - ii. Delivering high quality direct or indirect training
 - iii. Increasing new entrant supply and diversity through talent attraction measures
 - iv. Re-skilling and upskilling existing workforce with required skills for now and the future
- g. If you are a levy payer, what level of overall perceived value do CITB and ECITB deliver to your company?
- Significant
 - Moderate
 - Insignificant
 - None

ITB Operational Delivery

5. We would welcome information and views on the ITB's operational delivery.

a. The services offered by the ITBs and how they can be accessed are communicated sufficiently well. Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

b. The levy collection system is efficient and fit for purpose? Do you:

- Strongly agree
- Agree
- Unsure
- Disagree
- Strongly disagree

c. Is grant funding and wider support easy to access?

- Yes
- Unsure or mixed viewpoint
- No



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