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Principal and CEO

Leeds College of Building



The original target

- Build 1.5m homes over this Parliament
- Improve up to 5 million homes over the next 5 years under the Warm Homes Plan
- Deliver energy infrastructure to enable a transition to a clean power system by 2030
- Deliver infrastructure projects, such as school rebuilding; economic and social infrastructure development.



"SINCE YOU CAN DO THINGS WITH ONE HAND TIED BEHIND YOU, THIS UNDERFUNDED PROJECT IS PERFECT FOR YOU."

The revised target

- All the above, plus
- Solve the NEET crisis
- Move people from unemployment benefits into skilled work

And do it with below inflation rises for Study Programmes, no rate rises for Apprenticeships, adult funding below 2010 levels, an FE staffing shortage, limited, if any, capacity within college estates, but no commercial borrowing to grow.

Construction Skills Package Interventions



Increasing Course Supply

Skills Bootcamps

35,000 additional training places in construction-focused Skills Bootcamps, supporting new entrants, 'returners', and existing employees to succeed in the sector.

New construction Foundation

Apprenticeships, a key entry route into the industry for up to 10,000 young people.

Increased funding for construction

courses for 16–19-year-olds through the enhanced High Value Course Premium (HVCP)

and for adults through Free Courses for Jobs (FCFJ)



Increasing Quality & Capacity

Technical Excellence Colleges

Ten new CTECs, one in every region. As hubs of excellence – they support their regions in uplifting the quality of FE provision in construction.

They upskill teachers, develop new curriculums and invest in high tech equipment.



Stronger links between learners, provider & employers

New Entrant Support Team (NEST) CITB are doubling the outputs of their NEST programme, which supports employers (particularly SMEs) to recruit and retain apprentices and other new entrants to the construction industry.

Construction Skills Mission Board sponsored by Government and chaired by Mark Reynolds, CEO of Mace, the Board will work with industry leaders to collaboratively secure the workforce needed to meet future demands: an industry commitment to recruit 100,000 more construction workers per year.

Skills Comms Campaigns to raise awareness of existing support schemes, promote existing training opportunities in partnership with DWP/Jobs and Careers Service and MSAs.

Capital investment, with employer match funding £160m to lay on additional college construction training places across England and address employers' training needs, supplemented by a further £40m investment for 29-30 through SR25. Around half of this funding is devolved to 14 Strategic Authorities with the remainder allocated via a national DfE led bidding round which opened on 10 February.

FE Teacher Industry Exchange scheme to strengthen partnerships between construction employers and FE providers, building capacity and quality in the delivery of construction courses.

Industry Placements to deliver up to 40,000 industry placements each year for all construction Level 2 and 3 learners aged 16+.

Construction Skills Mission Board



The Rt Hon
Angela Rayner
MP
Deputy Prime
Minister & SoS
MHCLG



Mark Reynolds
CLC Co-Chair

Government

Industry

Training Bodies

Government

Department for Education &
Skills England



Department
for Education

National Infrastructure &
Service Transformation
Authority



National Infrastructure
& Service Transformation
Authority

Ministry of Housing,
Communities & Local
Government



Ministry of Housing,
Communities &
Local Government

Department for Energy
Security & Net Zero



Department for
Energy Security
& Net Zero

Department for Work and
Pensions



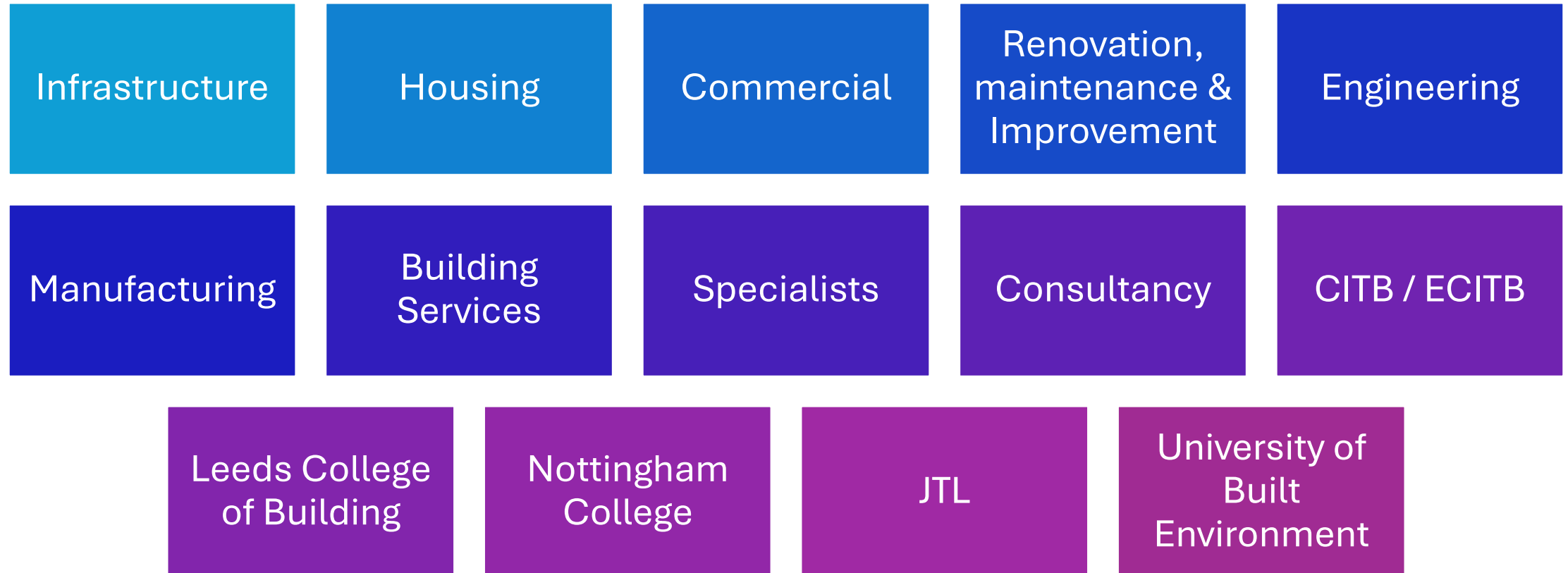
Department
for Work &
Pensions

Department for Business &
Trade



Department for
Business & Trade

Industry & Education



Mission Board Priorities

Confidence to employ and invest

- Providing clarity on pipelines of future workload and demanding responsibility in procurement
- Ensuring that contracts are awarded as early as possible through the supply chain so employers have the confidence to recruit and invest

Clear new entrant pathways

- A simple, clear and efficient route for new entrants to gain skills needed by employers
- Consistency and streamlining in implementation of new competence requirements

Access to provision & support to train

- Ensuring that the right training is available where it is needed
- Addressing any shortages in provider capacity
- Recognising the value that can be provided by better supporting employers to deploy their resources to train

Funding that works

- Securing the best value for any spending on skills and training
- Optimising deployment of the Growth & Skills Levy for construction
- Ensuring levy funding is efficiently directed to employers to encourage investment

Reliable and rewarding careers

- Championing businesses that can evidence successful recruitment and training interventions
- Supporting new entrants during their early careers to ensure that they are retained in the industry beyond their first project or employment

What's been delivered so far?



Increasing Course Supply

Additional capacity mobilised quickly – new **Skills Bootcamps** courses and/or extra starts from August 2025. Est. 3.7k extra construction starts in FY25-26 to date (based on internal data)

Three construction foundation apprenticeships launched August 2025 – in building services engineering, finishing trades and onsite trades.

Level 2 courses added to the Free courses for Jobs list and additional funding allocated to FE providers

Internal data suggests 1,484 starts nationally in AY25/26 to-date (already 250 higher than all of AY24/25)

High Value Course Premium guidance published and will begin from 2026/27



Increasing Quality & Capacity

Ten Construction Technical Excellence established with hub and spoke models, acting as regional training providers, sharing knowledge and insights across the network.

Capital funding for FY25-26 to boost capacity devolved to 13 Strategic Authorities and assessment round open in non-devolved areas.

Further Education Teacher Industry Exchange scheme

13 Strategic Authorities are in the early phases of test and learn with initial planning and target-setting already completed.
The national delivery approach for FY26-27 onwards has been agreed, with Strategic Authorities to lead activity in devolved areas, and for Construction Technical Excellence Colleges (CTECs) to lead activity in non-devolved areas.

Industry Placements:

Ministerial agreement on the national policy parameters for the IP offer. Active discussions with the wider stakeholders including the Home Builders Federation, including those with Partner Colleges, and have been developing guidance for providers, MSAs and employers.



Stronger links between learners, provider & employers

Construction Skills Mission Board conversations have boosted understanding and engagement. Clear early vision aligning with CSP.

Working with Skills England to gain employer insights that feed into policy development.

Skills comms a drum-beat of construction related announcements about government investment for skills in the sector.



Stronger links between learners, provider & employers

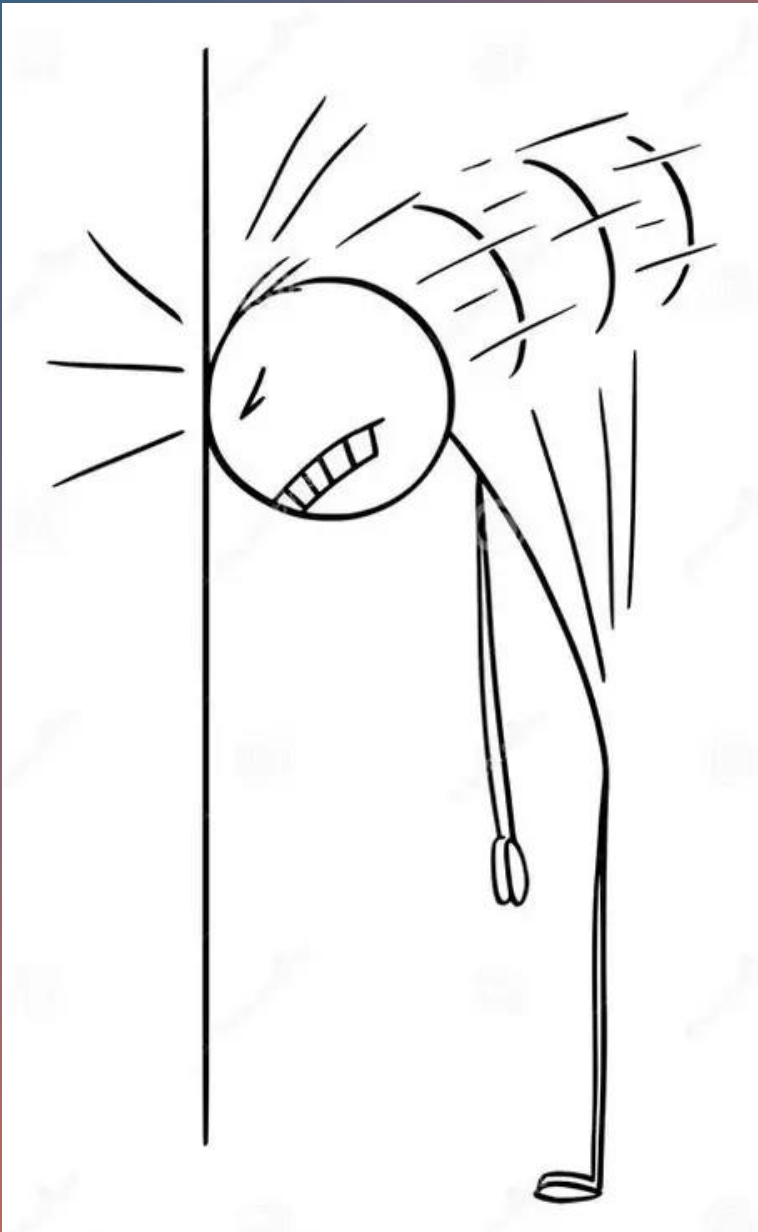
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CSMB Asks of Employers

- Engage directly with MSA's
- Consider how Foundation Apprenticeships can meet career entry routes
- Engage with FE providers to develop the offer, support through teacher development, guest lectures etc.
- Engage with CTECs to develop a regional offer
- Provide funded secondments
- Create opportunities for placements and apprenticeships



Will all of this address the issue?

- **No, but...**
- Collaboration
- Recognition
- Government priority
- Some funding



So, what can we do?

- FE providers must lead for any of these initiatives to work – that is our job, not employers
- Policy isn't perfect, but progress can be made
- Focus on what we know works

As providers

- Ensure your offer reflects clear, transparent routes through to employment or higher-level study, for all students
- High quality teaching and learning, focusing on the basics, so students are ready for industry and the next steps
- Utilise the CTECs who will be engaging with employers to inform the curriculum
- Engage with your local CTEC – this network will only grow in importance
- Meet the employers where they are – utilise social value metrics
- Use this moment to showcase your delivery (internally and externally)

As BACH,

- Work with employers to agree the best outcome for construction and mobilise them to challenge DfE and DWP
- Challenge industry to do better as well
- Support each other – collaboration is crucial. The FE system is being watched to see if we can deliver.
- Harness the collective experience and power of this group to lobby, support and challenge policy (pick your battles wisely)
 - ? 16-18 Apprentices families to retain benefit support where eligible
 - ? Travel passes for apprentices from bursary payments
 - ? Curriculum flexibility to spend more time on practical skills
 - ? Continue to lobby on EPA changes

Construction Skills Mission Board



My ask of you

- CSMB Skills Group
 - How do we ensure the transition from college to employment is easier for the student and employer?
 - What do we need from DfE to make this happen?