

BSE perspective on CSMB, Skills England Report and Skills Policy changes

Andrew Eldred

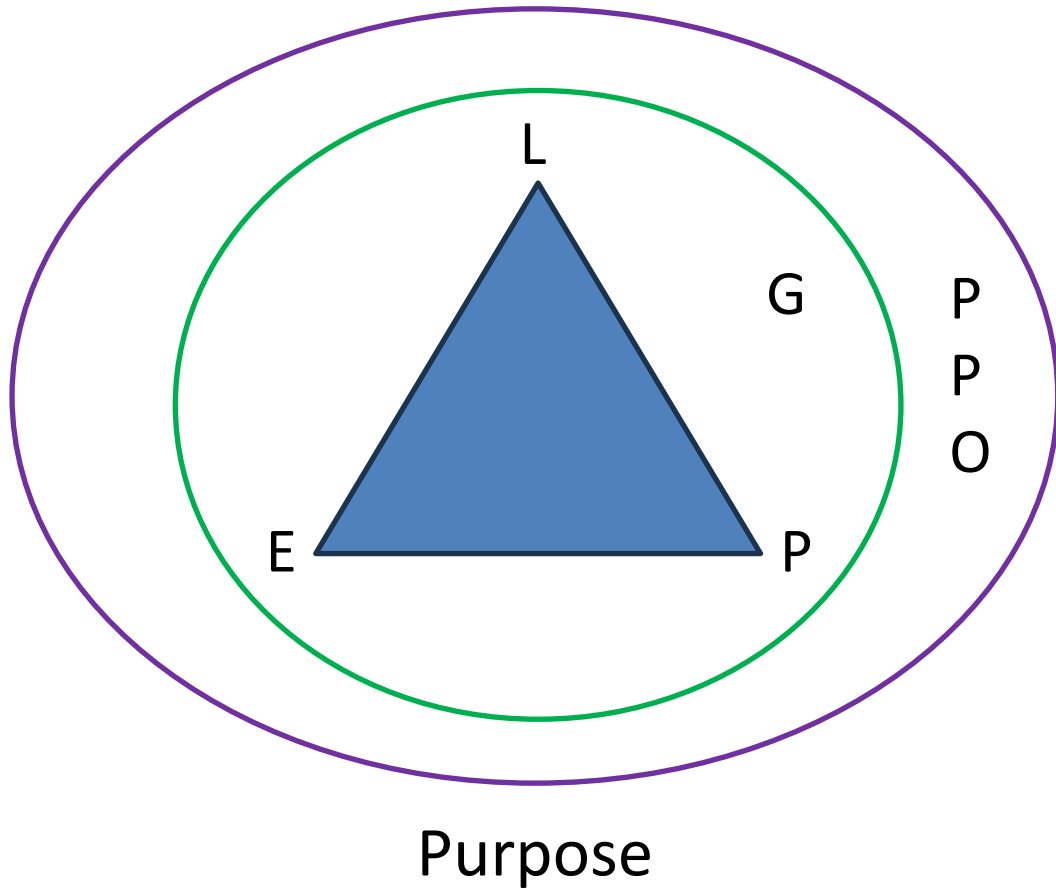
Deputy Chief Executive Officer

ECA

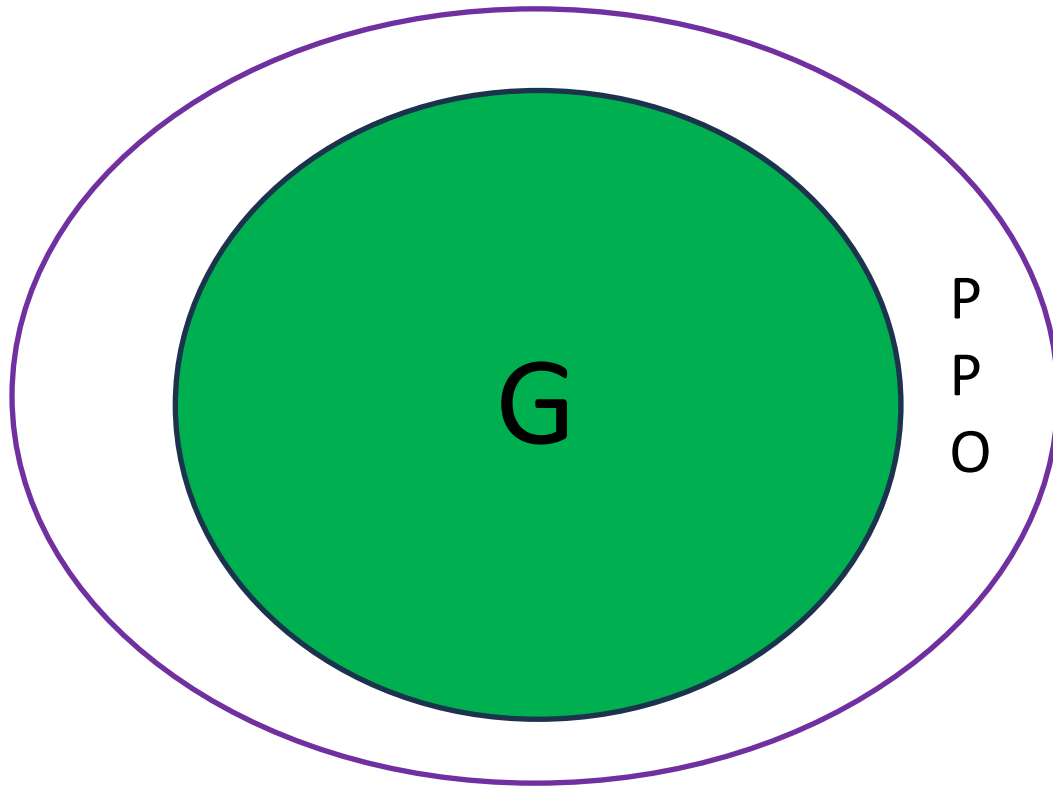


BSE Perspectives on Skills Policy Changes, Skills England and the Construction Skills Mission Board

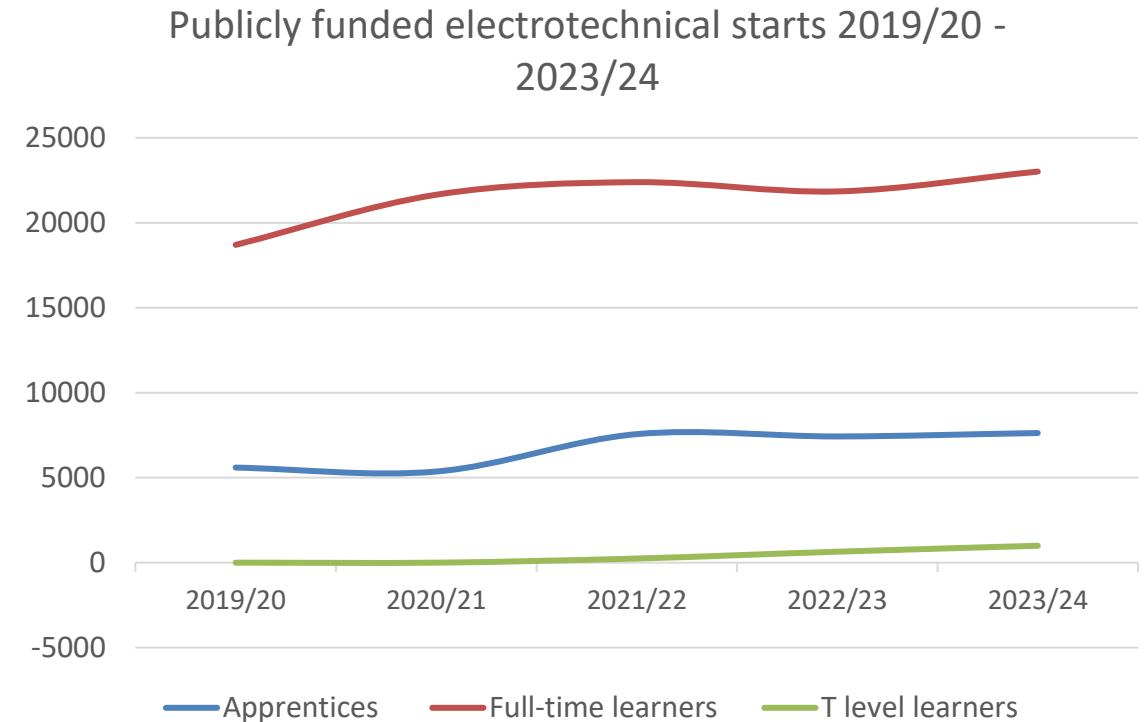
Context: The Weakest Skills System in the Developed World?



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A confused/ misdirected purpose



Imbalanced and wasteful misallocation of resources

Context: The Past Year



A still-born (or at least developmentally delayed)
'Mission-Based Approach'

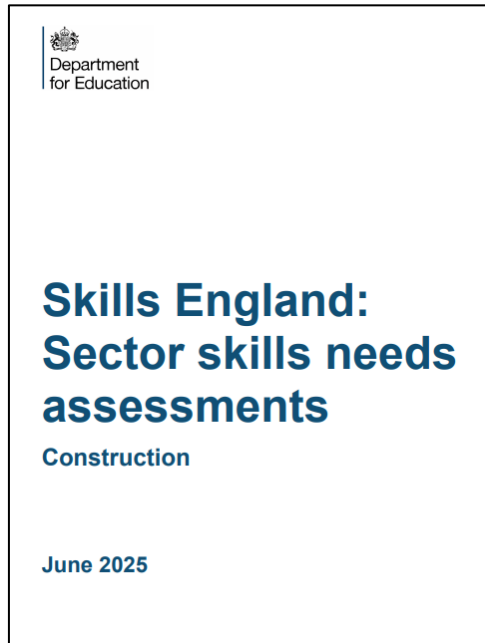
News story

Government unleashes next generation of construction workers to build 1.5m homes

- Up to 60,000 more engineers, brickies, sparkies, and chippies to be trained by 2029, as Chancellor outlines how the government will train more workers to tackle skills shortages and inspire the next generation into the construction sector.

Imbalanced and wasteful
misallocation of resources

Context: The Past Year



Industry non-engagement

Neglect/ indifference to
employer demand

Industry now in open
revolt?



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Andrew Eldred
ECA Deputy CEO

Construction Skills Mission Board

The Construction Skills Mission Board aims to address workforce shortages in the construction sector by recruiting an additional 100,000 workers annually and enhancing skills training through significant government investment.

Purpose and Goals

The Construction Skills Mission Board was established to ensure that the construction industry has the necessary workforce to meet the government's ambitious targets, including building **1.5 million new homes** and delivering a national infrastructure strategy. The board focuses on several key areas to drive recruitment and skills development, including:

- **Reliable and rewarding careers:** Ensuring that construction jobs are attractive and secure.
- **New entrant pathways:** Creating clear routes for new workers to enter the industry.
- **Access to training provision:** Enhancing support for training initiatives.
- **Funding that works:** Ensuring financial resources are effectively allocated to skills training.
- **Confidence to employ and invest:** Encouraging construction firms to invest in their workforce. ↻ 2



Purpose

Composition



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Construction Skills Mission Board

DISCUSSION POINTS		
No.	Item	Owner
1.0	Welcome, updates and review of previous actions (10 minutes)	Mark Reynolds
2.0	Construction Skills Package (15 minutes) <ul style="list-style-type: none">Update on the Construction Skills Package.	DfE
3.0	Employment-Led Skills System (10 minutes) <ul style="list-style-type: none">CSMB engagement with industry placements.Overview of college's CTEC approach.	Nikki Davis
4.0	Local Strategic Coordination (10 minutes) <ul style="list-style-type: none">Update from Liverpool Mayoral Strategic Authority.Next steps on local strategic coordination.	Steve Rotheram Tim Balcon
5.0	Employer Investment and Delivery (10 minutes) <ul style="list-style-type: none">Engaging with infrastructure projects and their supply chains.	Alex Vaughan
6.0	AOB & Close (5 minutes)	Mark Reynolds

Engineering & Building Services Skills Alliance

Sector Skills Plan

Agendas to date

Future agendas (perhaps)



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BSE perspectives – and response



Sector voice

Table 5: Four-year net benefit for employers from an apprentice

Charge out rate	Net benefit
Low	£97
Medium	£26,580
High	£51,292

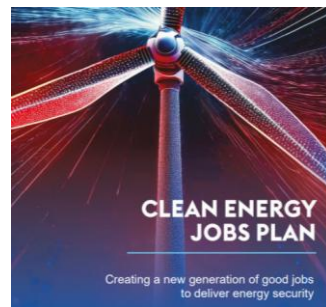
Boosting employer demand



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BSE perspectives – and responses



National action



Regional action



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Negatives

- Underlying weakness of skills system remains
 - And current policy direction in England looks like making matters worse
 - Switch to DWP might address some, but not all, issues
- In their present form, CSMB and construction skills package look at serious risk of disappointing (yet again)
- A positive, genuinely industry-backed agenda is currently missing/ being ignored

What a positive agenda could look like

- Join up and align CSMB, DESNZ and other built environment skills programmes – and embed effective industry voices within them
- Strengthen industry voice at every level of the skills system – including (perhaps) an AM2-style industry-owned competence assessment for each trade and all routes
- Reallocate resources to apprenticeships and other industry-recognised routes to competence
- Establish adequate grants/ tax reliefs for employers who invest in workforce development
- Develop closer, mutually beneficial regional delivery partnerships between SME sector representatives and providers