

CSMB feedback and Yorkshire & Humberside CTEC

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- **Aim** - The overarching aim of the CSMB is to build a demand-led skills system capable of delivering an additional 100,000 new entrants into the industry by the end of this parliamentary term.
- **Problem** - The current skills system is failing to convert training into employment, with nearly 60% of further education learners missing out on direct entry into construction roles each year.
- **Solution** - To enhance employment outcomes, the skills system must evolve into a demand-led model that closely aligns and connects education and training, labour market needs and employer investment in skills.

Strategic Objectives

1. Joint Skills Intelligence.

2. Demand-led Skills System.

3. Strategic and Local Coordination.

4. Employer Investment and Delivery

Joint Skills Intelligence

To develop a comprehensive, data-driven understanding of construction skills demand across England to guide strategic decision-making by government and industry.

- Identify key geographical "hot spots" where projected demand for construction skills is high and supply may be constrained.
- Develop comprehensive profiles for each hot spot, detailing active projects, training providers, and available career pathways.
- Create a complete, evidence-based overview of construction skills across England to support informed workforce planning by government, employers, and education providers.

Demand Led Skills System

Re-shape the FE skills system to better align with employer needs, address labour market demands, and prioritise job-ready outcomes for learners to ensure every learner transitions into sustained employment.

- Develop an enhanced FE construction training model that progresses more Level 2 and 3 learners into high-demand jobs.
- Collaborate with FE providers and employers to implement the model across the FE sector, ensuring alignment to industry needs.
- Expand the model to include a wider range of qualification levels and pathways into industry.

Strategic and Local Co-ordination

Strategically coordinate and mobilise employers, brokerage services, skills initiatives, training provision, and funding in response to local workforce demand.

- Connect and coordinate national programmes and initiatives (Go Construct, Skills for Life, Apprenticeship Service) to streamline support for employers and entry into the construction sector.
- Collaborate with the Strategic Authorities and large projects to develop local skills coordination models that connect regional partners, brokerage services, skills hubs and provision with employers.
- Deploy local and project-based skills coordination to address national and local workforce needs and accelerate skills delivery.

Employer Investment & Delivery

Strengthen employer participation in skills initiatives, investment in workforce training, and recruitment of new entrants.

- Leverage employer representative bodies to drive greater employer engagement with the skills initiatives set out in the Construction Skills Package.
- Support and encourage employers to recruit and train new entrants and utilise skills programmes and funding to strategically build their workforce capacity.
- Develop targeted sector skills plans to address the distinct workforce and training needs across the various segments of the construction industry.

Yorkshire & Humber Construction Technical Excellence College

What we will focus on

CPD across the region

Mapping provision to identify gaps

Best practice curriculum model

NEET programmes

Progress so far

Delivery plan agreed with DfE (March 26)

CPD development day – 15th Dec

Mapping provision complete by January

Strategic authority engagement

Good practice networks identified (digital, sustainability, inclusion, enrichment)

Employer Boards – subject level (Jan / Feb)

CTEC Conference (April)
