

All Party Parliamentary Group for Adult Education

Closing the Learning Gap – Opening Up Opportunities for Adults

CITB response

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CITB is the Industrial Training Board (ITB) for the construction industry in Great Britain (Scotland, England and Wales). CITB uses its research and labour market intelligence to understand the sector's skills needs, and works with industry and government to make sure construction has the right skills, now and for the future. CITB is modernising its funding approach to invest in areas that will deliver the best returns for industry, and enable the sector to attract and train talented people to build a better Britain.

For more details on CITB's work visit: www.citb.co.uk

1. **What is working well and/or not working well with regards to adult education in England?**
 1. **The Government's commitment to maintain the Further Education budget in cash terms for the next 4 years gives certainty to training providers.** This certainty should help to ensure that the increased focus on apprenticeships does not detract from other adult education provision, meaning apprenticeships are part of a diverse skills mix.
 2. **Area Based Reviews are addressing the quality and delivery of training provision.** Not all current provision is adequately tailored to the needs of employers and learners, and should be structured to focus on career opportunities. Area Based Review have the potential to deliver this reform. To achieve this, the reviews need to focus on tailoring provision to meet the needs of employers, as identified through Labour Market Intelligence (LMI). CITB is working with Area Based Reviews to provide LMI on the construction industry to meet this need.
2. **What policies and/or practices best motivate disadvantaged adults to engage in adult learning? Practice may relate to activity in the classroom or beyond the classroom.**
 3. **Disadvantaged adults need access to clear and accurate advice on careers, which CITB provides for the construction industry through Go Construct,** a one-stop-shop for careers in the industry. We worked with over 400 employers, careers advisors, teachers, lecturers and construction ambassadors to develop the service. Through Go Construct, teachers and careers advisors can access free materials to help educate and inform students about construction careers. CITB has also trained over 1,200 Construction Ambassadors to visit schools and provide real-life insight into working in construction. Go Construct's Experience Matching Service provides opportunities for school-aged learners to experience work in

construction. In the eight months since its launch Go Construct has had nearly 250,000 unique visits.

4. **CITB will be working with the Department for Work and Pensions (DWP) to develop guidance for construction employers looking to recruit older workers, and for older workers looking to enter or return to construction.** Through the Age Action Alliance website, older workers can find information on getting back into work or changing roles, and the training opportunities available. The website also provides advice to employers recruiting older workers, to help break down barriers to them finding work.
 5. **CITB will help employers to identify and support high-quality pre-employment courses with better career progression for unemployed people.** CITB will commission research to understand how to improve pre-employment routes into the construction industry for unemployed people. This research will recommend how to improve pre-employment courses to make them relevant for construction employers and attractive to people looking to retrain and/or join the industry.
 6. **CITB and DWP have signed a Memorandum of Understanding** to work together to break down barriers to unemployed people undertaking work experience in construction. Through this agreement, we will:
 - Share LMI to inform businesses and individuals on recruitment trends
 - Develop a work experience programme to help people re-enter the sector
 - Promote fairness, inclusion and respect to improve the diversity of the construction workforce.
3. **Do we have an approach to adult education which is sufficiently demand-led? If not, what more needs to be done? Who or what, in your view, determines demand?**
7. **Provision of adult education needs to meet the skills needs of employers.** CITB is developing Labour Market Intelligence to map the demand for skills across the construction industry against the existing supply of skills. This will, help college understand and respond to employers' critical skills needs

This data will allow us to **target CITB funding to the training which provides the best outcomes for learners and employers.** Detailed LMI will help encourage and inform a marketplace in Further Education, supporting colleges to provide the courses that learners want and industry needs. And from 2016, this will inform CITB's Investment Strategy, aligning CITB Grants and investment to industry needs.

4. **What evidence is there on the impact, added-value and/or cost-effectiveness of adult education?**
 8. The Department for Business Innovation and Skills (BIS) publishes research papers 'The Impact of Further Education Learning'.
 9. The main conclusions of the report were detailed the work benefits of adult training and education:
 - There are **significant economic benefits to learning and training**: One third of men (35%) and 29% of women surveyed got a better job as a result of training, and 18% of men and 12% of women received a promotion.

- **Longer term prospects and economic outcomes of learners were improved:** 50% of men achieved better job security, improved future pay and promotion prospects, and now had greater workplace responsibilities. The corresponding estimates for women were 40%, 45% and 43% respectively.
- **Average earnings increased** from £15,485 to £15,911 per annum – a 2.75% increase in earnings.

5. **Name three major policy developments necessary to secure the future of adult learning in 2016 and over the next 5 -10 years?**

10. **Government agencies, including Job Centre Plus, should direct people to industry-led careers resources such as Go Construct.** Since its launch, Go Construct has had over 200,000 unique visitors, demonstrating how valuable the service is. Some – but not all – industries have similar services; those that do not should look to create them. We agree with the recommendation of the Gatsby foundation in its 2014 report Good Career Guidance (Holman, 2014), that:

Employers, their representative organisations and organisations promoting business links should cooperate in a comprehensive review of what they offer.ⁱ

11. **Labour Market Intelligence (LMI) should be used to inform investment in training.** This will ensure that the courses available meet the needs of employers, and provide long-term, sustainable careers for learners. By assessing the need for skills in construction and the supply of skills through training, CITB is identifying skills pinch points, and investing in this training.
12. **Area Based Reviews should ensure local provision meets employer demand, while Government reforms meet industry-wide need.** The Area Based Reviews will develop training provision specific to the needs of their local area. In order to ensure that specialist provision needed by some industries is not missed at a national level, the Area Based Reviews are to be supported by a National Advisory Group. This group should engage work with sector bodies to ensure that local skills development also meets national industry need.

ⁱ Holman, J. (2014) Good Career Guidance. Available at: <http://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-john-holman-good-career-guidance-2014.pdf> (Accessed: 20 May 2016).