

LEP – Sub Committee

LEP - Lancashire Skills and Employment Board

Private and Confidential: NO

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CITB Construction Skills Gap Analysis

Appendix A refers

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Executive Summary

CITB have undertaken a construction skills study for the Lancashire LEP area, reviewing the projected demand for construction skills and the supply of provision. The key findings from the research will be provided at the committee meeting. A table is provided in the paper highlighting the recommendations, activity already underway (led by the LEP) and comments and discussion points for the committee.

Recommendation

The Lancashire Skills & Employment Committee is asked to review the research report (noting that a presentation will be provided by CITB at the committee meeting) and contribute to a discussion at the meeting in regard to the recommendations and proposed actions.

Background and Advice

CITB Construction Skills Study

1. Background

- 1.1 CITB have been working with a number of LEPs across the country to analyse the demand for construction skills, and the supply of provision. CITB approached the Lancashire & Skills Employment Hub in regard to undertaking a construction skills analysis across the Lancashire LEP area.
- 1.2 It was agreed by the committee that the analysis would build on the previously commissioned City Deal report, which focused on Central Lancashire and the implications of the City Deal, and the committee agreed to contribute financially to the proposed research.

2. Research Report

- 2.1 CITB undertook an analysis of the pipeline of projects across Lancashire and an analysis of the likely skills required, and also reviewed the supply of provision.
- 2.2 The draft findings and recommendations were presented at a consultation workshop last month. Stakeholders represented included providers of education and training, local authorities and construction employers. Feedback from the event was collated by CITB and incorporated, as relevant.
- 2.3 Andrew Bridge from CITB will provide a brief presentation regarding the key findings of the research at the committee meeting, along with feedback from the consultation event. The executive summary and full report is also provided in Appendix A.

3. Research Recommendations

- 3.1 The recommendations from the report have been reviewed by the Skills Hub, and a summary table produced which references activities already underway (which are led by the LEP) and comments and points for discussion. The table is provided on the next page.
- 3.2 Committee members are asked to review the table and contribute to a discussion at the committee meeting in relation to the key findings and recommendations from the research and next steps.

CITB Construction Skills Study - summary of recommendations with comments

Recommendation	Existing Activity	Comments / Discussion Points
Collaborative Partnerships	<ul style="list-style-type: none"> Focus in Central Lancashire through the City Deal Skills & Employment Steering Group & CEIAG Taskforce. Support for the development of the collaborative Central Lancashire Construction Hub. 	<p>Is there a need to do more Lancashire wide?</p> <p>Are there other organisations that could facilitate in local areas (like the Central Lancashire Construction Hub?)</p> <p>Could the Central Lancashire Construction Hub be widened out or does the City Deal give it more focus within a local footprint?</p>
Creating a positive image of the construction with industry with young people	<ul style="list-style-type: none"> Lancashire Enterprise Adviser Network – construction embedded as priority skills and employment sector. Enterprise Advisers engaged from the construction industry. City Deal 'Bridge the Gap' activity developed with STEMfirst - rolling out across schools in Central Lancashire. Careers and Enterprise Company construction related activities available to schools in the Blackpool OA. Construction Labour Market Information CPD sessions with teachers, tutors and careers professionals. 	<p>Ensure Enterprise Coordinators and Enterprise Advisers are aware of and making use of the Go Construct web resources (CITB to provide a session?).</p> <p>CITB-led Lancashire CPD session for teachers and tutors?</p> <p>Consider use of 'Bridge the Gap' beyond City Deal, or develop further using 'local examples' (cost implication)?</p> <p>Potential to increase the number of Construction Ambassadors with CITB and STEMfirst?</p>
Development of construction training	<ul style="list-style-type: none"> Technical Education visioning piece aligned with labour market needs of Lancashire. ESF activity targeted at skills and employment priority sectors including construction – Access to Employment and Skills Support for the Workforce. ESF call focused on SMEs in priority sectors and the development of the learning infrastructure and engagement with higher level and degree apprenticeships ESF call focused on success planning and leadership & management skills in skills and employment priority sectors. 	<p>Consideration as to whether the spread of provision at Levels 1 to 3 is sufficient and whether there is any risk relating to the number of providers currently delivering construction in Lancashire? Is action required?</p> <p>Potential for a workshop with current Lancashire-based providers (colleges and private training providers) and CITB to consider findings of the research and spread of provision?</p> <p>Development of technical education offer, including the development of the T-Level construction route – will this</p>

		provide a fit-for-purpose entry route into construction roles?
Procurement as a lever to enable skills development	<ul style="list-style-type: none"> Development and embedding of the Social Value Toolkit in the Growth Deal Programme. Roll out to City Deal and Supplementary Planning Document (SPD) for housing projects with Local Authorities. 	Engage other Local Authority planning teams (and other organisations with public procurement opportunities) in roll out of social value?
Maintaining evidence base	<ul style="list-style-type: none"> Skills conversations currently enabled through existing mechanisms e.g. Central Lancashire Construction Hub. 	Invest in CITB Labour Forecasting Tool with Lancashire Work Based Learning Executive Forum?