

## Working Together as ConstructionSkills

A successful ConstructionSkills partnership enables us to capitalise on our broad scope and national reach.

Our partners and businesses each have individual identities and accountabilities. Yet we all belong to a single enterprise, and our success depends on working together effectively towards achieving our Mission for the Industry: **“A fully skilled and professional UK construction industry working safely and delivering value”**

## Working with each other

**CITB-ConstructionSkills Northern Ireland will work with...**

### CITB-ConstructionSkills (GB)

- To monitor and report on progress of the SSA in Northern Ireland and to maintain stakeholder engagement and commitment.
- To translate the Construction Qualifications Strategy into an effective delivery model for the industry in Northern Ireland.
- To achieve an integrated research programme that conducts authoritative capacity, productivity and skills research and to develop a regional and sector intelligence base.
- To develop and promote partnership strategies and activity, ensuring compliance with the UKCES Evaluation Framework and contract.
- To develop and deliver strategies and actions which facilitate the recruitment of a quality, diverse workforce and which promote the wide range of careers available within the construction industry.
- To develop strategies and actions to improve the participation of the industry in training.
- To drive and monitor effective and consistent SSC brand promotion and compliance.

### CIC

- To develop closer links with the professional sector in Northern Ireland in order to facilitate skills improvement.

## CITB-ConstructionSkills Northern Ireland 2010-2014 Target Table

### Attracting and Retaining Talent

- 2,000 visitors to the NI page of the bconstructive website from the island of Ireland

### Developing Talent

- 2,250 registrations for construction NVQs at Level 2 & 3
- 2,200 achievements for construction NVQs at Level 2 & 3

### Improving Business Performance

- 86% of employers are aware of services available to them
- 55% of in scope companies undertaking training in last 12 months

### Strengthening the Skills Infrastructure across Nations

- 75% of stakeholders are satisfied with interactions with CITB-ConstructionSkills Northern Ireland
- The Sector Skills Agreement (SSA) for NI is updated annually
- 70% of SSA partnership activities ongoing or complete
- 6 strands of Construction Qualification Strategy relevant to NI are progressed
- Construction Skills Network Regional Observatory and forecast completed for NI annually

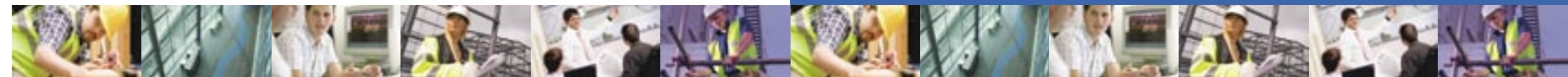
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## CITB-ConstructionSkills Northern Ireland Business Plan 2010-2014



## Attracting and Retaining Talent

### Recruitment and Careers

Facilitate the recruitment of a quality, diverse workforce through initiatives which promote a positive image of the construction industry and the wide range of construction careers available.

#### To facilitate recruitment into the industry we will...

- undertake promotional activities to support and promote training and development initiatives including apprenticeships, to new entrants and their influencers
- support initiatives to encourage diverse candidates into the industry.

## Developing Talent

### Supporting Qualifying the Workforce

Facilitate activities to increase the number of individuals in the industry with the appropriate skills, experience and qualifications, and encourage training and upskilling beyond NVQ Level 2.

#### To support qualifying the workforce we will...

- promote the benefits of a qualified workforce to industry and clients
- work with stakeholders and main contractors on major construction projects to develop/influence initiatives to assist experienced workers to upskill and qualify at the appropriate level throughout the supply chain
- support initiatives to improve supervisory, management and leadership skills.

### Health and Safety

Facilitate improvements in health, safety and welfare through training and development.

#### To deliver on health and safety we will...

- work with industry and strategic partners to identify and address the health, safety and welfare training needs of the industry.

## Improving Business Performance

### Promoting Training and Services to Employers

Encourage and facilitate an increase in the number of employers undertaking training and assessment.

#### To promote training and services to employers we will...

- take a holistic approach working with employer and professional bodies, strategic partners and training providers to encourage employers and the self-employed to engage in training by providing training, grant in aid against SSA priorities and signposting to training provision.

## Strengthening the Skills Infrastructure across Nations

### Engaging Stakeholders

Develop relationships, provide and secure support for key strategic areas.

#### To engage stakeholders we will...

- build upon work with the NI Assembly and its departments/agencies and other partners to further develop key relationships
- utilise employer forums to consult on skills, training and standards issues
- investigate ways to better connect with smaller employers
- involve employers and stakeholders in the delivery of projects which meet the objectives of both parties
- build on relationships with key strategic partners including associated Built Environment SSCs
- maximise all potential income streams to support industry needs.

### Standards and Qualifications

Implement the Construction Qualifications Strategy (CQS) action plan for NI.

#### To deliver appropriate standards and qualifications we will...

- inform emerging Government policy of construction sector needs including qualifications, frameworks, regulations, funding, education, and training provision
- contribute to the development of fit-for-purpose national occupational standards and qualifications

- work with training providers to develop a sustainable training network to meet employer needs and increase participation in training
- support the provider infrastructure with information and advice, and promote relevant standards, qualifications and career pathways
- coordinate a NI employer/training provider group to steer the development of standards and qualifications and report on progress to the UK group.

### Research and Development

Contribute to research which provides authoritative and robust evidence on which to lobby on behalf of the industry in Northern Ireland.

#### To deliver research and development we will...

- contribute to research and development activity across the ConstructionSkills footprint
- maintain the Construction Skills Network NI Observatory to provide evidence to inform plans and activities
- carry out ad hoc research at a NI level as and when required to inform policy, plans and activities
- review and refresh the SSA to obtain continued stakeholder commitment and reflect the needs of the industry.

### ConstructionSkills Partnership

Develop and promote partnership strategies and activity.

#### To further develop the ConstructionSkills partnership we will...

- work to provide an effective UK wide ConstructionSkills partnership
- work to develop closer links with Professional Services employers in NI
- work on joint initiatives with other Built Environment SSCs
- maintain the standards set out by the UK Commission for Employment and Skills for SSCs.

## Critical Success Factors

Engage and influence industry and other stakeholders to secure their support and increase their understanding of the role of ConstructionSkills in NI.

Successfully deliver the Sector Skills Agreement.