



ECITB Business Plan 2020-2022

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Introduction



This business plan sets out the ECITB's priorities for the next three years.

It follows the publication of our new strategy, *Leading Industry Learning*, in May 2019. Developed in close consultation with employers, the strategy sets out what industry has told us they want us to achieve between now and 2022.

In order to deliver the strategy, the ECITB asked industry to back an increase in the levy (the offsite levy rising to 0.33% by 2023, the site rate will remain unchanged at 1.2%). This consultation concluded in October 2019 and saw over three quarters of levy payers, representing almost 90% of the levy paid, back the proposal.

The industry has provided an overwhelming vote of confidence in the ECITB and given a clear endorsement of our plans. The onus is now on the ECITB to deliver against those plans and that is our focus.

This paper sets out our main objectives and how we will deliver them, alongside associated performance metrics. We will publish an annual performance update to highlight our progress and any emerging priorities.

A handwritten signature in black ink, reading 'G Claydon'. The signature is stylized, with the 'G' and 'C' being particularly prominent.

Chris Claydon
Chief Executive

Delivering the ECITB Strategy



Our new strategy consists of three pillars: Foundations, Meeting the Current Skills Need and Preparing for the Future. The following pages of the business plan specify our objectives for each pillar, how we will achieve them and how we will measure progress*.

Foundations



- Industry-leading standards, qualifications and quality assurance
- Strong evidence base
- An industry wide levy
- Collaborative approach

Meeting the current skills need



- Tackling skills gaps and shortages
- Pipeline of new entrants
- Competence assurance
- Improving access to quality training

Preparing for the future



- Anticipating future skills gaps and shortages
- Responding to Industry 4.0
- Influencing Government policy
- Diversity and inclusion

* Performance Indicator targets are included for 2020 and in some areas require baseline figures. Targets for 2021 and 2022 will be published towards the end of 2020 and 2021 respectively.

Objectives

1. Produce high-quality intelligence on labour market, skills and workforce trends
2. Ensure all employers who should pay the levy do
3. Ensure National Occupational Standards (NOS), qualifications and training standards reflect industry requirements
4. Enhance data collection and evaluation methods in order to drive continuous improvement

We will achieve these objectives by:

- Delivering a detailed ECI workforce census, labour supply and demand analyses and forecasting future skills requirements
- Conducting reviews to consider which employers should be on ECITB's Register of Leviable Establishments
- Completing a review of National Occupational Standards and publishing a streamlined suite of training standards
- Designing and launching new qualifications identified through consultation with industry
- Developing agile evaluation tools for ECITB programmes and improving in-house data systems

Performance Indicators:

- Percentage of stakeholders who say they value ECITB's labour market intelligence (>60% in 2020)
- Number of employer reviews conducted (target of 100 in 2020)
- Percentage of employers who use ECITB products say they meet their needs (>75% in 2020)

Meeting the current skills need



Objectives

1. Address known skills shortages and provide training solutions to tackle skills gaps
2. Support the training and recruitment of new entrants into the industry
3. Improve access to quality and cost effective training
4. Provide standardised assurance of the common competencies of the ECI site-based workforce

We will achieve these objectives by:

- Prioritising grant support for training in shortage occupations, such as welding and project controls
- Delivering interventions to boost digital and leadership skills, including implementing a digital skills standard for all ECITB programmes
- Boosting employer uptake of apprenticeships, supporting ITECs, introducing a new graduate programme and delivering re-skilling programmes for workers from other industries/sectors
- Prioritising programmes that support the transferability of workforce skills both within and between sectors
- Working with partners, such as the Careers and Enterprise Company, to promote ECI career opportunities to young people
- Consulting on a "Tier One" provider model with a view to enhancing accessibility of ECITB products, exploring 'course in a box' and online training options and funding a pilot program for providers to develop and evaluate Augmented/Virtual Reality training solutions
- Developing and implementing a 'Common Competence Framework' for core ECI occupations to assure workforce competence

Performance Indicators:

- Percentage of employers reporting that ECITB support has helped address skills shortages and gaps (>50% in 2020)
- Increase the number of new entrants supported by ECITB (target is a 15% increase in 2020)
- Percentage of employers satisfied with the quality, accessibility and affordability of training and assessment (>50% in 2020)
- Increase in the uptake of ECITB competence assurance products (target is 25% increase in 2020)

Preparing for the future



Objectives

1. Support the delivery of the Industrial Strategy and help industry prepare for the transition to a net zero carbon economy
2. Enable ECI companies to harness IR4 technologies to improve productivity by having the right skills
3. Help the industry develop more inclusive cultures and encourage greater workforce diversity
4. Work with UK and devolved Governments to shape education and skills policies to meet industry needs

We will achieve these objectives by:

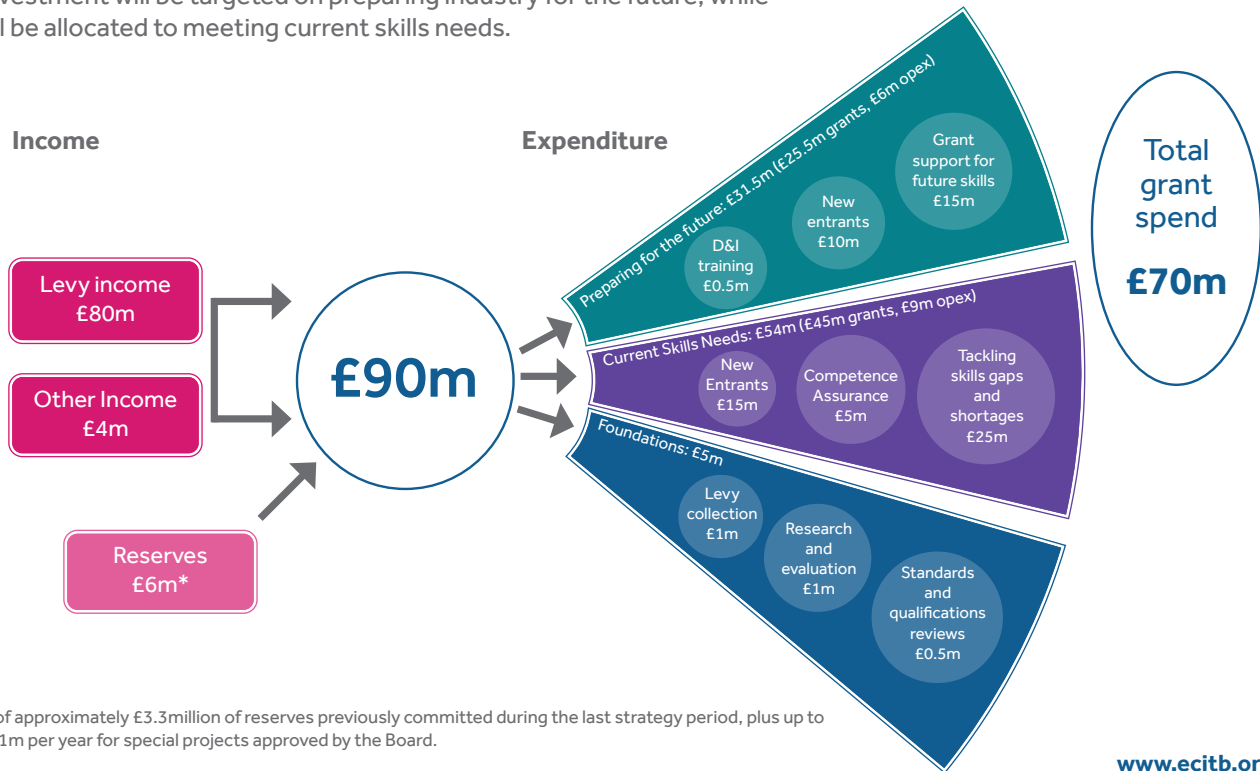
- Equipping industry with the skills required to implement the relevant sector deals, the Oil and Gas Vision 2035 Roadmap and the clean growth agenda, including the Industrial Clusters mission
- Grant supporting training in emerging skills for IR4, such as advanced digital skills and drone operations
- Developing a technology leadership skills offering for industry leaders
- Raising awareness of IR4 technologies, including through technology masterclasses, use-cases, industry exchange programmes and campaigns
- Providing £500k in grant support for Diversity and Inclusion training for managers and other interventions that support under-represented groups
- Working with policymakers to ensure T-levels and apprenticeship programmes adequately prepare young people for work in the industry

Performance Indicators:

- Percentage of stakeholders who believe ECITB is contributing positively towards industry preparedness for 'net zero' and the Industrial strategy (>60% in 2020)
- Number of employers, learners and training providers accessing ECITB IR4 related products and programmes (>300 in 2020)
- Uptake of ECITB supported diversity and inclusion training interventions (>1000 in 2020)
- Percentage of stakeholders who say the ECITB is positively influencing skills policy (>60% in 2020)

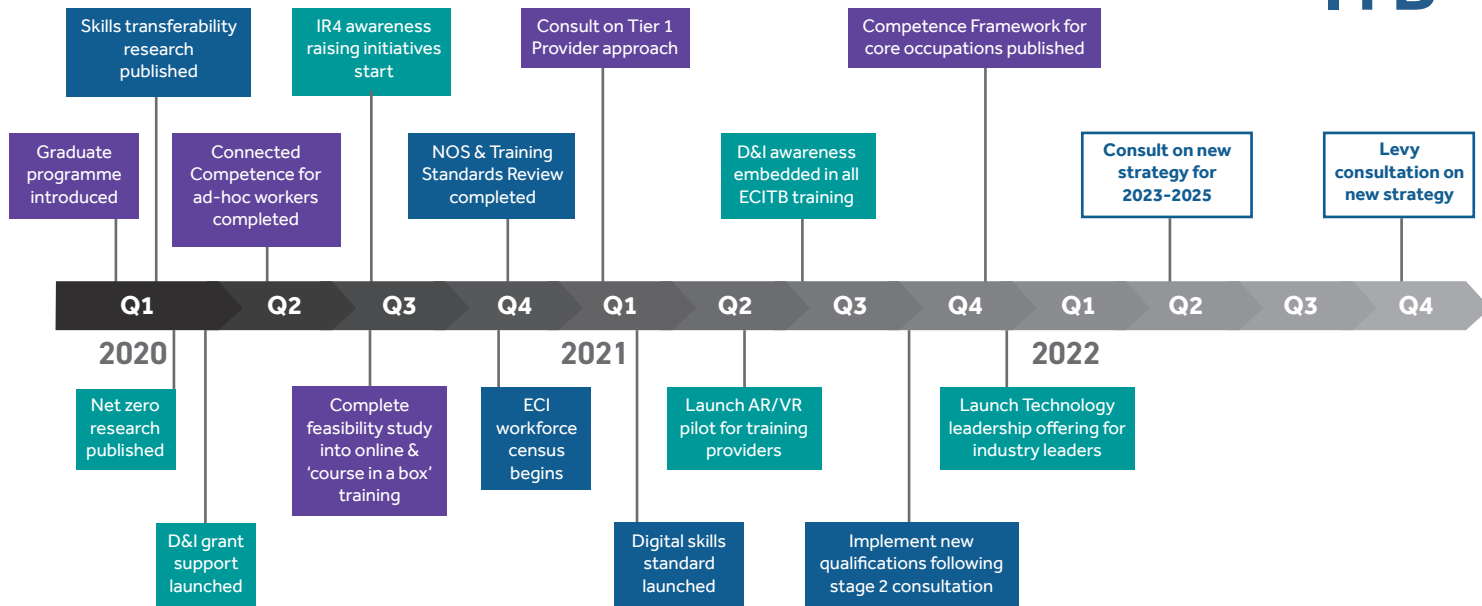
Resourcing the business plan

Over the next three years, the ECITB will invest £90 million to support the industry, including approximately £70 million in training grants. At least 30% of grant investment will be targeted on preparing industry for the future, while 70% will be allocated to meeting current skills needs.



*Consists of approximately £3.3million of reserves previously committed during the last strategy period, plus up to a further £1m per year for special projects approved by the Board.

Timeline



Ongoing

- Establishment Reviews
- Grant support
- New entrant initiatives
- Policy engagement
- Labour market intelligence
- Collaborative approach



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