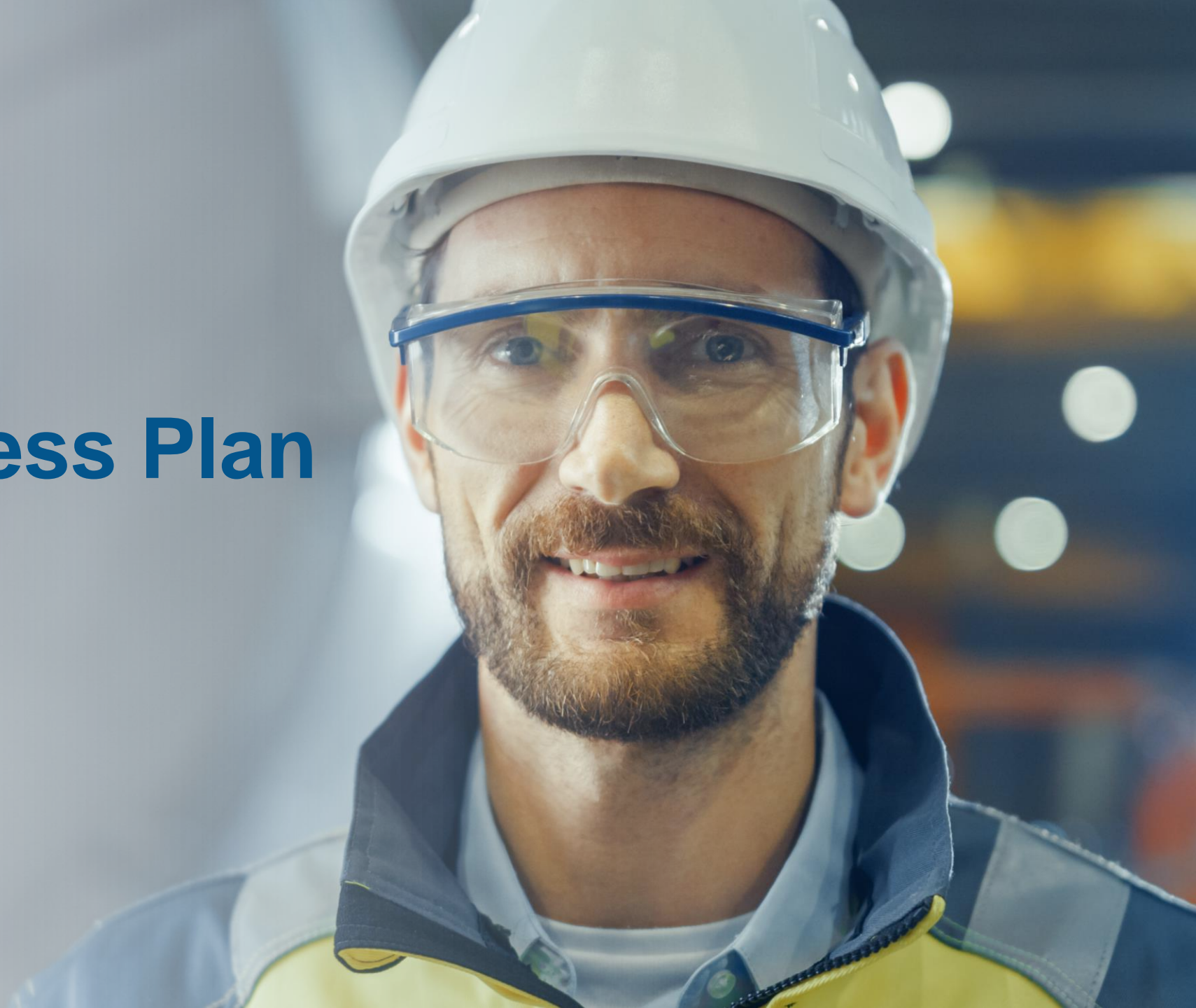




ECITB Business Plan 2023-2025

January 2023



Introduction

A handwritten signature in black ink, appearing to read 'Andy Brown', written in a cursive style.

Andy Brown
Chief Executive (interim)

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

It supports the delivery of our new 2023-25 strategy, *Leading Industry Learning*, launched in September 2022 after a comprehensive strategy development round with industry throughout 2022, culminating in a very strong mandate from industry demonstrated through the consensus results.

In recognition of the economic conditions, despite firm commitments to investing in UK infrastructure, the ECITB decided to maintain the 2023 levy rates for 2024 - 2026. Therefore this strategy must be delivered within a defined funding envelope that will have significant demands on it given the high levels of skills investment required across the industry. To deliver this effectively partnerships will be key over the next 3 years. We will use our strong mandate from industry and a strong reputation with government to make the best use of collaboration to support the delivery of the strategy.

This paper sets out our main objectives and how we will deliver them, alongside associated performance metrics. The onus is now on the ECITB to deliver against these objectives and that is our focus. We will publish an annual performance update to highlight our progress and any emerging priorities.

Our New Values

Alongside developing our 2023-25 strategy, the ECITB also reviewed and updated values which underpin how we work.

KNOWLEDGEABLE

We aspire to be a learning organisation: always building our knowledge and spreading learning through industry

COLLABORATIVE

We strive to listen and work as a team to achieve the best results

PROACTIVE

We pro-actively seek out and respond to opportunities to address our industry's training needs

RESPECTFUL

We foster an inclusive environment where everyone's view is respected, and we are professional, courteous, and kind

Delivering the ECITB Strategy



Our new strategy consists of three pillars: Foundations, Growing a Skilled Workforce and Supporting Industry in Transition. 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

- Fund high-quality training, enabled by the levy, for a safe and competent workforce
- Produce impactful labour market intelligence to enable data driven decision making
- Champion diversity and inclusion
- Work in partnership with industry and government to influence change
- Continuously improve how we work

GROWING A SKILLED WORKFORCE

- Attract and develop the next generation
- Expand entry pathways into industry
- Deliver industry-leading standards, qualifications and competence assurance
- Help employers retain and upskill a flexible and transferable workforce
- Broaden access to training

SUPPORTING INDUSTRY IN TRANSITION

- Prepare the workforce for net zero
- Identify emerging industry trends and longer-term skills needs
- Bridge the digital skills gap to drive innovation and productivity
- Evolve the remit of the ECITB to respond to the changing landscape
- Export ECITB products and services to establish a global standard for safety and skills excellence

* Performance Indicator targets are included for 2023 and in some areas require baseline figures. Targets for 2024 and 2025 will be published towards the end of 2023 and 2024 respectively.

Strategy period KPIs



KPI	2022 Actuals (baseline)	2023 target	2024 target	2025 target
Percentage of levy-paying companies receiving grant	95%	95%		
Percentage of non-levy payers receiving grant	59%	60%		
Percentage of ECITB grant spend on craft and technical training	73%	>70%		
Number of ECITB-supported apprenticeship starts	820	750		
Percentage of ECITB-approved providers achieving audit grade 1 or 2	81%	80%		
Percentage of employers and other stakeholders supportive of ECITB work to prepare industry workforce for Net Zero	65% (in 2021)	>65%		
Percentage of employers and other stakeholders who say ECITB is positively influencing skills policy	60% (in 2021)	>65%		
Percentage of employers who say ECITB is positively influencing diversity and inclusion	Employers 48% (in 2021) Stakeholders 32% (in 2021)	>50%		
Percentage of employers reporting that ECITB support has helped address skills shortages and gaps	58% (in 2021)	>60%		
Percentage of employers and other stakeholders who say they value ECITB's labour market intelligence	66% (in 2021)	>70%		
Percentage of employers who use ECITB products say they meet their needs	89% (in 2021)	>90%		
Percentage of employers satisfied with the quality, accessibility and affordability of training and assessment	88% (in 2021)	>90%		

Objectives

1. Fund high-quality training, enabled by the levy, for a safe and competent workforce
2. Produce impactful labour market intelligence to enable data driven decision making
3. Champion diversity and inclusion
4. Work in partnership with industry and government to influence change
5. Continuously improve how we work

We will achieve these objectives by:

- Delivering £73m of support for training over period, prioritising shortage skills and occupations.
- Delivering a dynamic supply-demand model, refresh the workforce census and produce careers motivation analysis to inform our new entrant and careers work
- Reviewing which employers should be on ECITB's Register of Leviable Establishments
- Piloting targeted positive action on ECITB-led programmes and supporting industry with D&I knowledge sharing, data measurement and cultural change
- Representing industry with policy makers in Westminster and the devolved administrations to ensure apprenticeships, T levels, lifelong-learning and other policy levers adequately support learners entering the workforce and those looking to reskill or upskill
- Running Customer Satisfaction Surveys in 2023 and 2024 to provide delivery feedback

Performance Indicators

- Percentage of employers reporting that ECITB support has helped address skills shortages and gaps (>60% in 2023)
- Percentage of stakeholders who say they value ECITB's labour market intelligence (>70% in 2023)
- Number of employer reviews initiated (target of 50 in 2023)
- Percentage of stakeholders who say the ECITB is positively influencing skills policy (>65% in 2023)

Growing a skilled workforce

Objectives

1. Attract and develop the next generation
2. Expand entry pathways into industry
3. Deliver industry-leading standards, qualifications and competence assurance
4. Help employers retain and upskill a flexible and transferable workforce
5. Broaden access to training

We will achieve these objectives by:

- Collaborating at a local and national level to provide additional new entrant pathways
- Building on the success of the Scholarship programme, increase the volume of ECITB-led new entrants to complement employer-led activity
- Prioritise funding for craft/technician apprentices whilst still maintaining increased volume for new entrants
- Work with partner organisations to increase visibility and appeal of ECI careers to a broad range of demographic groups at a national and local level
- Deployment of ECITB virtual academies to provide a richer and more cost effective method of consuming high quality e-learning
- Deliver online assessment service to provide easier access to ECITB assessments
- Provide industry with a common framework for competence assurance
- Ensuring ECITB products are based on industry's needs
- Improving partnership working with ECITB approved training providers

Performance Indicators

- Increase the number of new entrants supported on ECITB-led programmes (30% of all new entrants in 2023)
- Percentage of employers who use ECITB products say they meet their needs (>90% in 2023)
- Percentage of employers satisfied with the quality, accessibility and affordability of training and assessment (>90% in 2023)
- Online Assessment service by mid-2024
- Connected Competence upstream operator mandate achieved in 2023

Supporting industry in transition

Objectives

1. Prepare the workforce for net zero
2. Identify emerging industry trends and longer-term skills needs
3. Bridge the digital skills gaps to drive innovation and productivity
4. Evolve the remit of the ECITB to respond to the changing industrial landscape
5. Export ECITB products and services to establish a global standard for safety and skills excellence

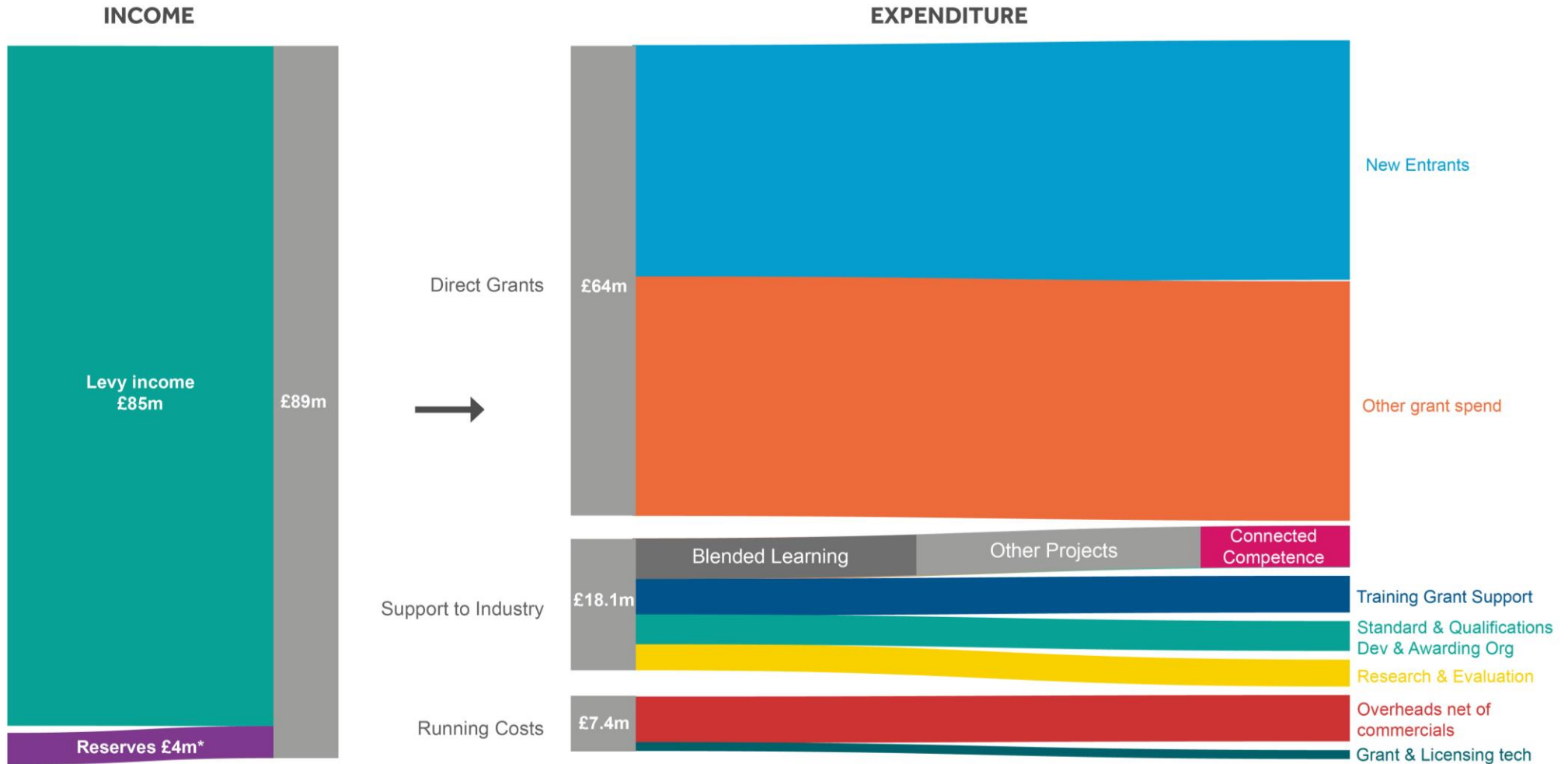
We will achieve these objectives by:

- Creating and maintaining skills maps for hydrogen and CCUS, and reflecting into ECITB standards and products
- Increasing number of learners supported on energy transition programmes
- Supporting implementation of NSTD Energy Skills Passport
- Deploying foresighting techniques to predict longer-term industry trends and skills needs
- Embedding Digital Skills Passport into all ECITB (new entrants) programmes
- Making recommendation on review of scope to DfE
- Growing ECITB presence in key international markets, supported by ECITB training materials for international providers

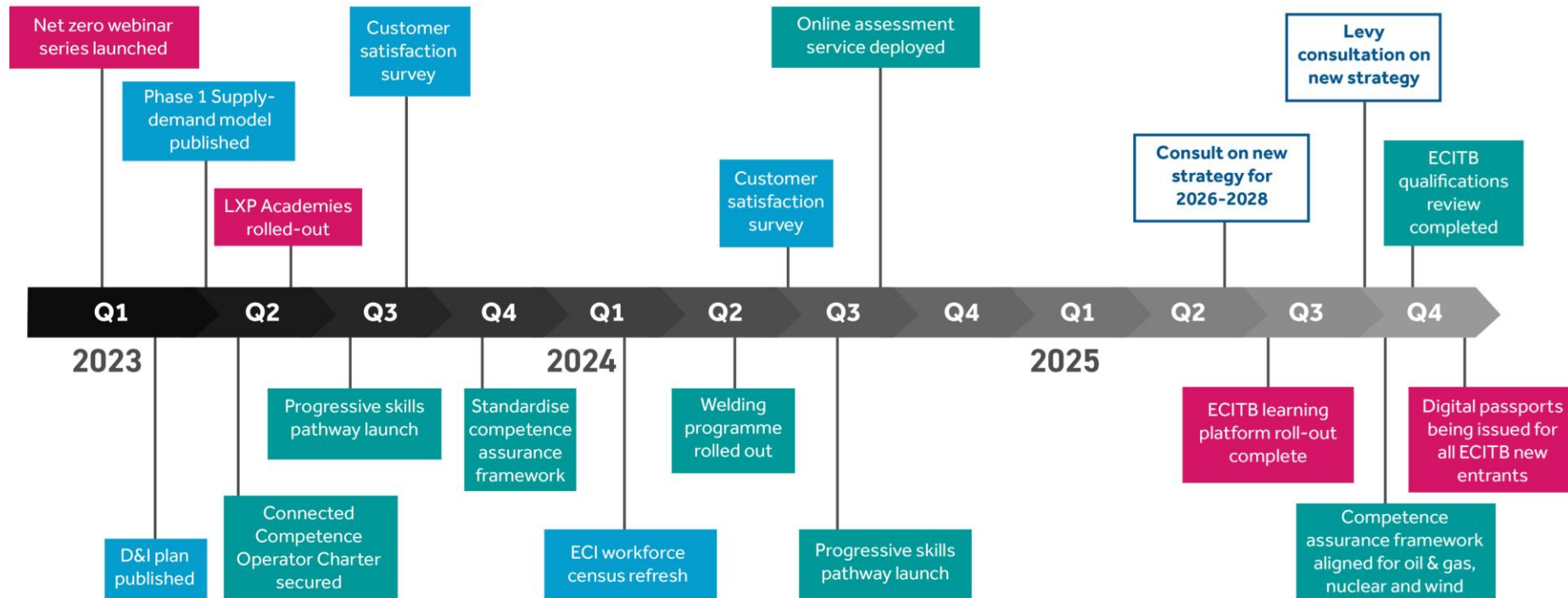
Performance Indicators

- Number of ETLP and energy transition new entrant learners supported (tbd)
- Percentage of stakeholders who believe ECITB is contributing positively towards industry preparedness for 'net zero' (>65% in 2023)
- All ECITB new entrant programmes have digital passport embedded in 2023
- Percentage increase in international sales (10% increase in 2023)

Resourcing the business plan



Timeline



Ongoing

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

2023-25 Business Plan – desired outcomes



	2023	2024	2025
Foundations	<ul style="list-style-type: none"> Increased access to ECITB grant by SMEs Scenario-based model with web-based data dashboard CSS – first on new strategy Baseline ECI D&I survey First positive action programme 	<ul style="list-style-type: none"> Workforce census CSS Scenario-based model update Establish 2 core positive action D&I programmes 	<ul style="list-style-type: none"> Scenario-based model update ECI D&I survey update All ECITB skills programmes fully evaluated
Growing a skilled workforce	<ul style="list-style-type: none"> Careers strategy and associated plan, resourced and implemented Qty 2 `new progressive new entrant skills pathways providing semi-skilled workers for industry Standardise competence assurance framework 	<ul style="list-style-type: none"> Welding programme rolled out across industry targeting 100+ welders per year Further 2 `new progressive semi-skilled new entrant skills pathways delivered Offshore wind sector adopt ECITB technical competence framework Single Project Management Mentoring scheme adopted across sectors 	<ul style="list-style-type: none"> ECITB qualifications review completed NNB adopt ECITB technical competence framework ECITB learning platform roll-out complete
Supporting industry in Transition	<ul style="list-style-type: none"> Launch net zero ‘grant fund’ and carbon literacy training Formal request to DfE to launch scope review 	New entrant programmes developed for key cluster projects	<ul style="list-style-type: none"> Industry and skills insights (ISI) model complete All ECITB new entrants have digital passports on completion of training Commercial and other income covers ECITB overheads

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