



Introducing
the ECITB



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Welcome

On behalf of the ECITB, I would like to welcome you into our community of employers, training organisations and partners that work across the engineering construction industry.

The Engineering Construction Industry Training Board (ECITB) is the industry-led skills body for the engineering construction industry (ECI) in Great Britain.

A non-departmental public body, the ECITB works with employers, asset owners, training providers, national and devolved governments and a variety of other stakeholders to attract, develop and qualify the engineering construction workforce in a wide range of engineering craft, technical and professional disciplines.

We invest around £28 million every year to enhance skills across the engineering construction industry, support growth through workforce training, and tackle labour shortages and skills gaps.

As our industry evolves to meet the demands of a changing world—from delivering clean energy solutions to building critical infrastructure—the importance of a skilled, adaptable workforce has never been greater.

We are committed through our new strategy, *Leading Industry Learning*, to deliver quality training products, qualifications and labour market intelligence, grow the number of new entrants joining the industry and transform skills.



Andrew Hockey
CEO, ECITB

Read more on the ECITB, its structure and the industrial training levy: ecitb.org.uk/about-ecitb



What we do

The ECITB plays a vital role, along with the education sector, government and employers in equipping the workforce with the skills they need to meet the needs of the ECI.

We develop and maintain National Occupational Standards, which form the basis of our training standards, vocational qualifications, technical tests and licensed training programmes, delivered by our approved and quality-assured network of training providers.

We produce vital labour market intelligence, providing insights into the engineering construction workforce and the skills needs.

Delivering the energy transition and decarbonising industrial clusters are central to our work and the ECITB plays a key role in identifying skills gaps and preparing the industry workforce for change.

Our mission

**Lead
industry
learning**

Our vision

A world-class engineering construction workforce that delivers vital infrastructure and powers net zero

Annual statistics at a glance

~£28m

funded training for employers to develop and qualify workforce



Over
2,000
new entrant starts supported

15,000

people attend one or more technical training course or test



Over
300
ECITB vocational qualifications awarded

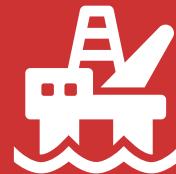
Our sectors



Pharmaceuticals



Renewables



Oil & Gas



Chemicals



Power Generation



Water Treatment



Nuclear



Food & Drink

ECITB Regional Operations Team



The ECITB Regional Operations Team is organised into three regions: Scotland, North and South, Wales, Midlands and East of England (SWMEE).

Each in-scope company is allocated a Relationship Manager from that region who works with them to support their training and development needs.

Your Relationship Manager will work with you to understand your business needs and priorities. They will:

- Keep in regular contact to update you about new products, services and initiatives.
- Support the development of a training plan to address your skills requirements.
- Provide advice, guidance and solutions to learning and development challenges and offer access to knowledge resources, such as labour market intelligence.
- Help you to access training grant support for employees and labour-only contractors.

Together with the Director of Regional Operations and Heads of Region, they also engage with training organisations, trade bodies, Governments and other stakeholders.

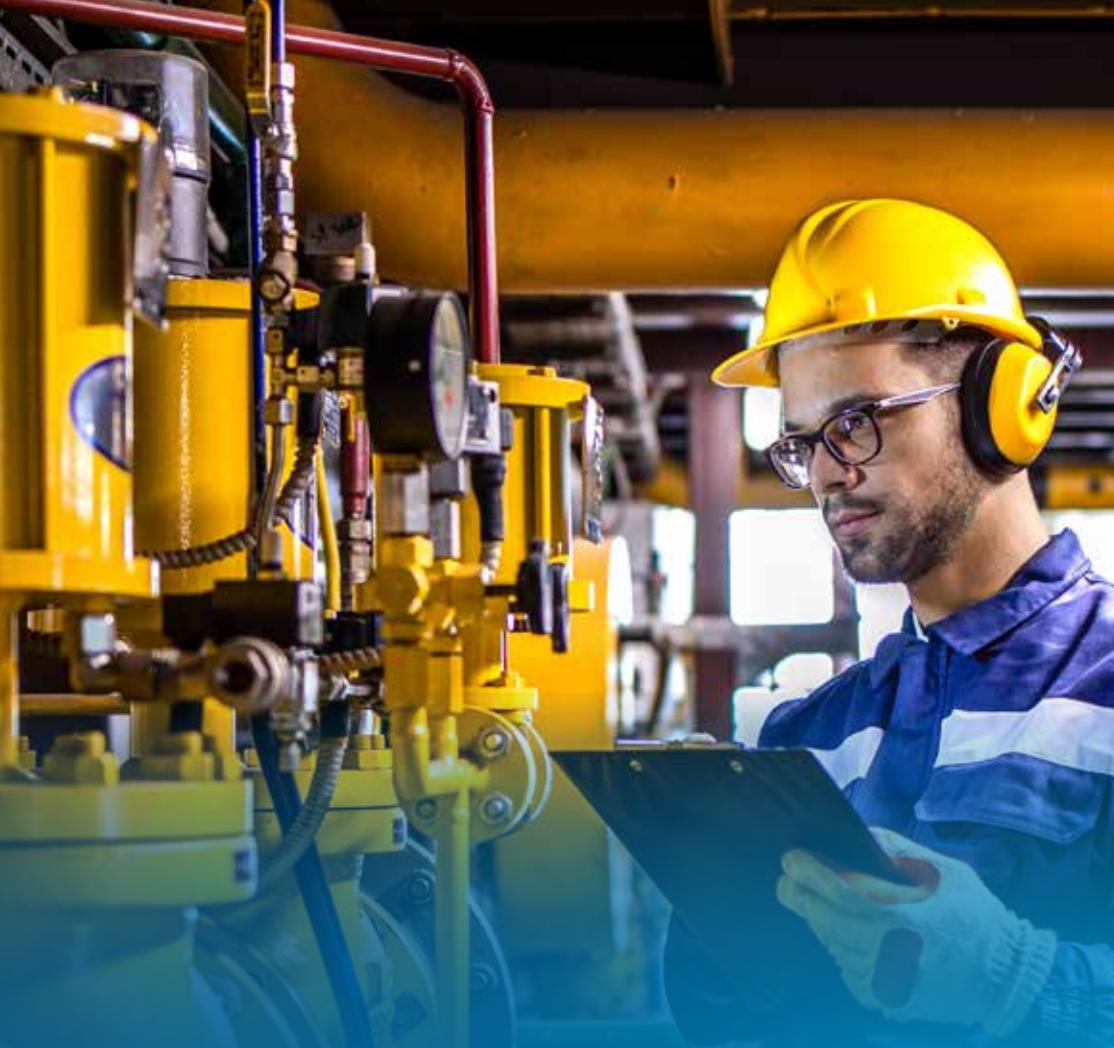
The team host regional forums throughout the year for companies to network, gain updates from the Regional Chair and help shape regional priorities. There is also a skills forum specifically for the nuclear sector.

Regional Chairs sit on the ECITB Council and are elected to represent employers in that region due to their understanding, knowledge and relationships with local industry.

Find out who is your Relationship Manager or Regional Chair:
ecitb.org.uk/about-ecitb

“ The ECITB reaches out, listens to industry, is flexible and reacts to what we need.

**Andy Buckworth,
Training & Competence Manager, STATS Group**



Benefits of being an in-scope employer

As part of the community of engineering construction employers in-scope to the ECITB, our team is here to ensure your workforce has the skills your business needs to thrive. Here are some of the benefits of being an in-scope employer:

Training and competence assurance

- Access to our nationwide network of approved training providers and accredited training, such as our CCNSG Safety Passport.
- Competence assurance through national qualifications or industry based technical tests.
- Training to achieve a more flexible and effective workforce.
- Potential savings on training through collaboration.

Attracting new entrants

- Grants for new entrants.
- Advice on apprenticeship qualifications and standards.
- Activity to raise awareness of ECI careers.
- Access to new talent via ECITB's new entrant schemes such as ECITB Scholarship and Work Ready programmes at no cost to your business.

Networking opportunities

- Access to the wider industry.
- Inclusion in working groups that shape policy and training standards.
- Participation in industry working groups and regional and sector forums.

Access to grants and funding

- The ECITB invests more than £20m each year in grants to employers.
- Advice around accessing other funding streams (e.g. National Apprenticeship Service and local authority funding).

Political engagement

The ECITB regularly engages with UK Government, Scottish and Welsh Parliaments and other stakeholders, to ensure the industry's voice is heard in the corridors of power.



As an SME, finding enough good people is a barrier to being able to scale. The ECITB supports us to upskill our teams, which has been really valuable to us.

**Chris Boden Hook,
Managing Director, Wright Engineering**



ECITB Global

The ECITB operates internationally in over 25 countries worldwide, mainly in the EMEA and APAC regions, as ECITB Global.

We deliver globally recognised qualifications and training programmes linked to locally recognised qualifications and programmes.

If you also operate outside the UK, we can work with you to support your international training and development needs or recommend ECITB Licensed Training Providers already operating in the region.

The ECITB's range of international training products and services are based on our highly successful model of developing training standards and qualifications that are licensed to approved training providers who then deliver quality ECITB products to clients.

ECITB Global products include:

- International Health & Safety Passports and associated short courses
- Technical training and testing
- Mechanical Joint Integrity (MJI) scheme
- International Competence; Engineering Construction (ICE Scheme)
- ICE vocational programmes
- Chargehand / Supervisory training programmes
- International Diploma

Find out more: ecitb.com



ECITB Skills and Training Charter

Membership of the ECITB Skills and Training Charter involves employers pledging, and being recognised for, their continued commitment to develop the skills of their workforce.

Employers complete a questionnaire to outline how they currently develop their workforce. We use this to understand their priorities and the engagement they need from the ECITB.

They are awarded either blue, bronze, silver or gold certificates based upon their demonstrable commitment to skills and training. Their logo is then added to the Skills and Training Charter Hall of Fame on the ECITB website.

“

Being recognised for our commitments to skills and training from the ECITB is a fantastic accolade. The approach to skills and our investment in our workforce in partnerships, such as we have with ECITB, provides the very best support to our project.

**Jamie White,
Construction Skills Capability Lead at EDF**

Regional Skills Hubs



The ECITB has pledged £3 million in Regional Skills Hubs funding to boost training provider capacity and grow new entrant numbers in the 'Industrial Cluster' hot spots.

Major projects are underway within these clusters that will deploy a combination of energy efficiency measures, hydrogen production, carbon capture use and storage technologies, and fuel switching including electrification to decarbonise industrial assets in these regions.

The ECITB awarded £400,000 to equip Scotland's largest Energy Transition Skills Hub (pictured) with a modern welding academy, including 32 welding bays, to help meet the growing demand for welders in the region.



Qualifications, training and testing

ECITB training and testing

ECITB develops its training and assessment products in partnership with industry and training providers. Developed with industry for industry and underpinned by National Occupational Standards, these include:

- Site safety, including the nationally recognised CCNSG Safety Passport.
- Supervisor training.
- Project Controls, planner, estimator and cost engineer training.
- Technical training courses and tests for engineering craft and technician disciplines.

Our quality-assured network of training providers delivers 220 ECITB-approved courses and tests to more than 40,000 learners each year.

ECITB regulated qualifications

The ECITB's own Awarding Organisation offers vocational qualifications for people working in, or working towards, different roles in engineering construction. They are available at different levels and candidates can take them via our network of approved centres in England, Scotland and Wales. They are regulated by Ofqual, Qualifications Wales and SQA Accreditation.

Our approved centres deliver training for candidates and the Awarding Organisation quality assures the centres to ensure they are assessing accurately.

Download our Products and Services Catalogue – the complete reference guide to ECITB products and services:
ecitb.org.uk/professional-development

“ The qualification improved my technical and soft skills in project controls and gave me more confidence to be involved in bigger infrastructure projects.

**Maja Redlowska,
Project Controller at NRS Dounreay**

Connected Competence



Connected Competence improves the safety, mobility and transferability of workers by assuring an ongoing base level of technical competence through assessment against an agreed common standard.

Read more on this industry-led initiative, facilitated by the ECITB: connectedcompetence.co.uk



Project management programmes

Project Management Mentoring Programme*

The Project Management Mentoring Programme* brings together mentors and mentees from cross sector, nuclear, oil and gas operators, tier one contractors and the wider supply chain. Over an eight-month period, senior industry mentors are paired with developing project managers to share knowledge and experience.

The Chartered Project Professional (ChPP) Programme*

Run in conjunction with the Association for Project Management, the Chartered Project Professional (ChPP) is a training standard for professionals to demonstrate their leadership capabilities to manage complex projects and use appropriate tools, processes and techniques.

The ACTIVE Cup

The high-pressure project management competition takes place three times a year and gives teams experience of the whole project management process as they manage a simulated project through an execution phase of 28 weeks.

* These programmes are led by the Project Management Steering Group.



Digital and blended learning

The Learning Experience Platform (LXP) is an online digital learning platform hosted by the ECITB. It provides ECI employers with free-to-access online learning from recognised e-learning providers such as IAM Learning, IHasco and Litmos.

Employers who do not have resource or capacity to look after their own online learning system can join ECITB Learn.

Employers who have the capacity and administrative resource can create their own online learning environment with a branded Employer Owned Academy (EOA).

This reduces duplication and cost by using the ECITB industry-tested platform and courses with the look and feel of their own corporate environment.

And for employers with an established Learning Management System or LXP, e-learning files can be transferred via Content File Transfer to their learning systems.

“ Workers can access the platform through their mobile devices, wherever they are, and complete their training. This has led to increased employee engagement and timely completion of training by more team members. Net zero is a current focus, and we also have a dedicated playlist for that on our academy.

Steven Morton,
QHSE Manager, A & L Mechanical

New entrant pipelines

Attracting new entrants is a key priority for industry and the ECITB. The ECITB forecasts around 40,000 additional workers may be needed for major projects, including those related to net zero, by 2030. This places employers in direct competition for labour from £650bn of infrastructure projects in the wider UK economy.

ECITB grant-funded post-16 pathways for new entrants fall into two categories employer-led; where the learners are employed, and ECITB-led.

Employer-led

Apprenticeships

The ECITB provides grant support to a range of apprenticeship programmes across England, Scotland and Wales. Typically, the ECITB has over 3,000 active apprentices receiving grant support at any one time and over 1,000 new apprentices start each year with ECITB in-scope employers.

Graduate development programmes

The ECITB supports the development of engineering graduates against the UK Standard for Professional Engineering Competence and Commitment (UK-SPEC) competencies.

“ ECITB scholars come with all the pre-requisites required for our business. As a company, we are involved from the start with the initial recruitment of the scholars at the college, then ECITB and the college prepares them to progress seamlessly to work on-site.

Josh Mortimer,
UK Training and Development Manager,
Trillium Flow Technologies

ECITB-led

ECITB Scholarship programme

The ECITB's flagship Scholarship Programme is aimed at 16-19 year olds and lasts up to 74 weeks dependant upon the discipline and level.

The scholarship delivers a sustainable pipeline of new talent by providing discipline-specific skills and knowledge. On completion, learners gain industry-standard qualifications, site specific training and a CCNSG safety passport making them suitable for employment as a direct site hire or entry into an accelerated apprenticeship.

Work Ready programme

This programme, delivered over a period of up to 16 weeks at a training centre, offers a guaranteed job interview to learners who meet the required standards in behaviour and attendance, and successfully complete the curriculum.

During their studies the learners will complete a vocational qualification covering a range of engineering activities, site specific training and a CCNSG safety passport. Following the course, they will be work ready and semi-skilled to support industry demands both nationally and regionally.

Diversity, equality and inclusion

Increasing diversity, equality and inclusion underpins all our new entrant activities and includes improving career pathway visibility.

Investment: maximising value

The ECITB's 2026-30 strategy, Leading Industry Learning, will help attract, develop and qualify a diverse talent pool, upskill the current workforce and develop the skills needed for the delivery of critical infrastructure projects, energy security and net zero ambitions.

Co-investment

We will work in collaboration with partners to meet joined ambitions in addressing current and future skills challenges and ensure greater value for money.

ECITB-led programmes

Enable us to make investment on behalf of industry in programmes which pump-prime the skills pipeline for up-and-coming projects. For example, developing scholarship programmes within regions tailored to sector needs.

Driving value for money

Levy funds are targeted into areas where they will have the greatest impact such as grants to support the industry in transition to net zero, the Learning Experience Platform (LXP) and Connected Competence to ensure transferability and recognition of core technical competence.

 The beauty of the Work Ready programme is that it supports people who want to get back into work and we know we are getting committed people

**Mike Rogers,
Resource Delivery Manager,
Amentum (formerly Jacobs)**



Collaboration in action

The ECITB engages at a strategic level with UK, Scottish and Welsh Governments as well as employers, clients and national and regional stakeholders.

We work collectively with the Industrial Clusters and are engaging with Local Skills Improvement Plans (LSIPs) in England. We also have national-level engagement with the Hydrogen Skills Alliance and Carbon Capture and Storage Association.

The Project Collaboration Toolkit is a practical 'go-to' guide to support projects through improved collaboration. Originally designed for the offshore oil and gas sector, the toolkit is freely available for other engineering construction sectors, helping to guide clients and contractors on how to work together more efficiently whilst sharing industry best practice on joint working.

Foundations of Effective Project Collaboration

This interactive e-learning training is available free of charge to help developers, contractors and their supply chain better understand the cultural and behavioural attributes which can impede project success. It introduces effective collaborative practices to support improved project delivery.



Download your free copy of the Project Collaboration Toolkit:
www.ecitb.org.uk/project-collaboration-toolkit

Preparing for net zero

Engineering construction is vital to the country's net zero goals both to build the infrastructure our country needs to reduce emissions and design and engineer methods of taking carbon dioxide from the atmosphere.

But to meet these goals our industry must have the skilled workforce it needs to deliver the major projects for today and for the energy jobs in the future.



ECITB supporting industry to prepare for net zero



Investing grant in net zero skills training including supporting new entrants and existing workers to transition into emerging low-carbon industries.



A suite of 50 energy transition-related training courses that ECITB-registered companies can access for their people. Topics include hydrogen, emissions, sustainability and environmental audit and management courses.



Around 900 learners will benefit from these programmes per year.



Collaborating with the University of Strathclyde to launch the first university course in the UK (MSc in Offshore Energy Transition).



Scenario-based labour market demand modelling allows the ECITB and stakeholders to review labour demand figures and inform planning and interventions.



The ECITB's Regional Skills Hub funding (see page 14) is supporting major projects in 'industrial cluster' hot spots and other major engineering construction industry centres of activity which will be at the heart of the UK's decarbonisation agenda.

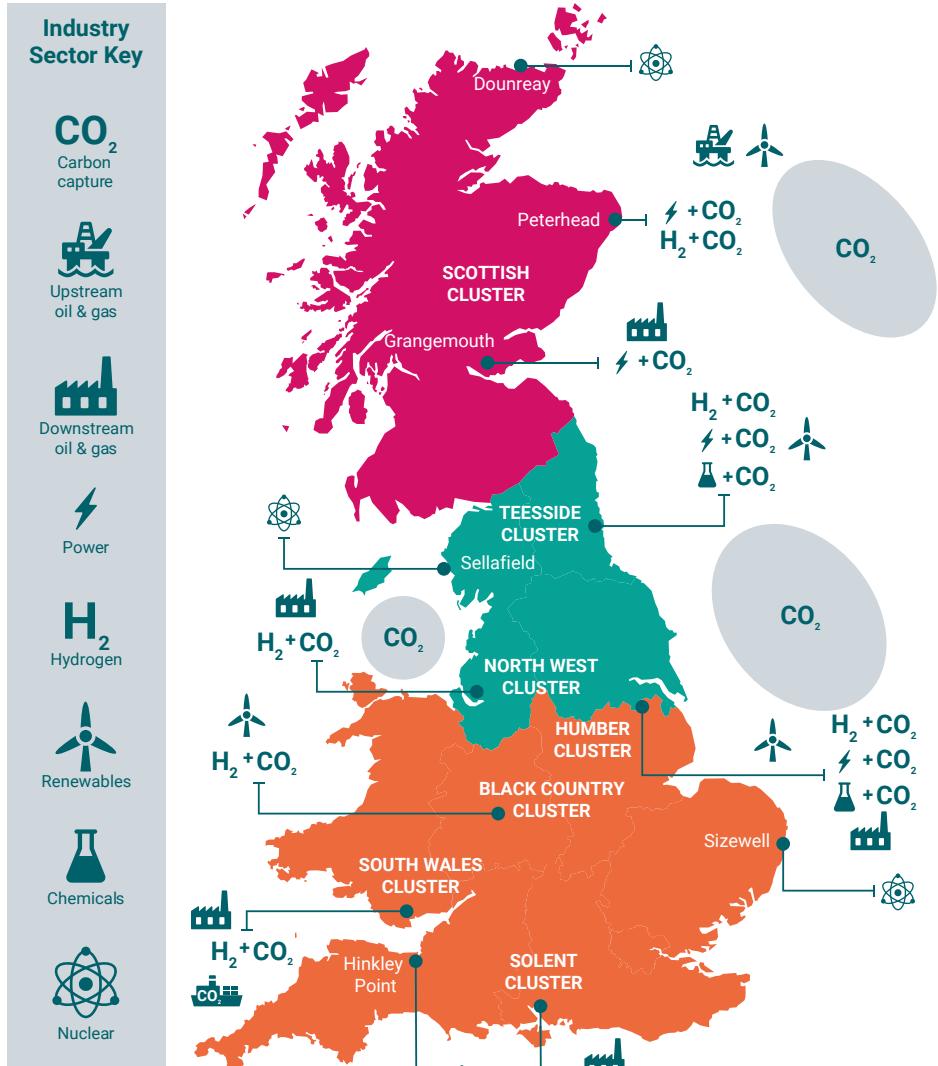
Read more on our work on net zero and the energy transition:
www.ecitb.org.uk/net-zero-energy-transition



Britain's industrial clusters

There are six major industrial clusters across Great Britain:

- Black Country Cluster
- East Coast Cluster incorporating Humberside and Teesside
- Net Zero North West
- Scottish Cluster
- Solent Cluster
- South Wales Industrial Cluster



ECITB regional teams

- Scotland
- North
- South, Wales, Midlands and East of England (SWMEE)

Black Country Cluster

Within the next ten years, the Black Country Cluster aims to reduce industrial carbon emissions by 1.3 megatonnes of CO².

It spans 3,500 energy-intense manufacturing businesses, such as iron and steel processing and automotive, food and beverage manufacturing across the four metropolitan areas of Wolverhampton, Walsall, Sandwell and Dudley.

It aims to enable clean GVA growth of £16bn by 2030, creating or safeguarding at least 20,000 skilled jobs.

The project will create mini-clusters of zero carbon industry across the region in multiple industrial sectors and strategically-selected circular economy zero-carbon industrial hubs.



Read more: idric.org/stakeholders/black-country-cluster

East Coast Cluster Incorporating Humberside and Teesside

The East Coast Cluster (ECC) unites the Humber and Teesside with the infrastructure to decarbonise industry.

One of the first two carbon capture, usage and storage clusters (CCUS) to be taken forward by the UK Government, the East Coast Cluster will remove almost 50% of the UK's total annual industrial cluster CO² emissions (up to 27m tonnes) by 2030.

It will protect thousands of jobs and establish the region as a globally competitive, climate-friendly hub for industry and innovation.

Net zero projects within Humber and Teesside will create more than 25,000 additional jobs.



Read more: eastcoastcluster.co.uk

Humber Industrial Cluster

The Humber region emits more CO₂ than any other UK industrial cluster and represents the largest opportunity for decarbonisation.

It has ambitious plans to achieve:

- Net Zero by 2040.
- Access to two CCUS systems - East Coast Cluster and Viking CSS.
- Greenhouse gas removal technologies (GGR) to achieve net-negative emissions for the region.
- Creation of 1.6GW of low carbon blue and green hydrogen production and 10Twh offshore storage, equivalent to 50% of the UK requirement by 2050.
- Electrification measures particularly for steel making.
- Humber skills and supply chains.
- Capital costs up to £15bn.
- 70,000 new jobs nationally and 20,000 in the Humber.

Read more: humberindustrialclusterplan.org

Net Zero Teesside

Net Zero Teesside is a collection of industrial, power and hydrogen businesses which aim to decarbonise their operations.

The Teesside Industrial Cluster aims to:

- Deliver the UK's first decarbonised heavy industrial cluster by 2040.
- Deliver large CCUS systems and over 4GW of hydrogen production by 2030.
- Create a National Hydrogen Transport Hub, supporting the transition to zero emissions transport.
- Deliver training and employment opportunities aligned to the new green economy.
- Stimulate £10bn investment and create up to 30,000 new jobs.



Read more: netzeroteesside.co.uk

Net Zero North West

Including the HyNet project

Net Zero North West brings together the industrial powerhouses of the Liverpool and Manchester City Regions, Cheshire and Warrington, Lancashire, Cumbria and North Wales.

Hydrogen with carbon capture and storage plays a central role in the region's decarbonisation strategy through the HyNet project which could produce 4GW of the Government's new 10GW hydrogen target by 2030.

The cluster offers a multi-vector energy system that can drive clean growth:

- £36.5bn near-term GVA uplift with £285bn overall.
- Establishing domestic supply chains in green technologies.
- The world's first net zero region by 2040.
- £30bn near term investable projects with £207bn overall investment.
- Safeguarding and creating 34,500 green jobs.
- Saving 46Mt of CO₂ including 17Mt from industry.
- Driving energy security.

Read more: netzeronw.co.uk/north-west-cluster

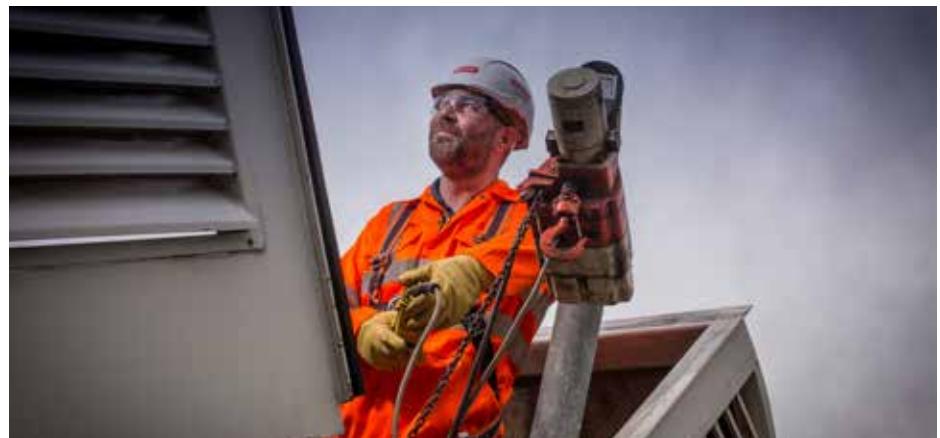
Scottish Cluster

Scotland employs 17% of the ECI workforce in Great Britain, with major workforce hotspots in Aberdeen, Thurso, Glasgow and Grangemouth.

Although the oil and gas sector remains the main employer in Scotland, the nuclear sector is the primary employer in the Highlands and Islands, making up 81% of its workforce.

The ECI workforce in Scotland is at the forefront of the energy transition. Companies are investing in carbon capture, hydrogen, offshore wind and electrification. These projects are made possible by the infrastructure expertise and revenues generated by the oil and gas sector.

Acorn and the Scottish Cluster's transformative projects could be a national economic success story – creating up to 4,700 long-term, highly skilled jobs across the UK, diversifying supply chain opportunities and supporting Scotland's energy transition.



Read more: thescottishcluster.co.uk

Solent Cluster

Hampshire and its marine gateway, the Solent, is one of the largest and most successful industrial areas in the UK.

Its goals are:

- To make a major contribution to the UK's move to net zero.
- To enable the Solent and wider region to become a leading area for low-carbon investment, now and for the future.
- To bring new jobs and investment for the benefit of our communities and secure existing jobs and livelihoods.
- To help the UK remain competitive and deliver on national energy priorities.
- To provide a platform to showcase the Solent's low-carbon innovation and collaboration and embrace future fuel technologies.
- To enable the production of reliable and sustainable fuel sources.
- To make a tangible difference to the communities, businesses and industries that are situated in the Solent.

South Wales Industrial Cluster (SWIC)

South Wales is home to a significant industrial base, including the UK's largest integrated steelworks, one of the UK's seven oil refineries and one of only four nickel refineries in Europe.

In addition, there are a number of other energy-intensive manufacturing plants and industries within a diverse range of sectors including steel recycling, cement, paper, glass, mineral wool and chemical, food and general manufacturing industries.

SWIC's vision is to achieve:

- Net zero industries in South Wales by 2040, equating to 40% reduction of current Welsh CO₂ emissions.
- Retention of 113,000 jobs and a net positive increase in jobs overall.
- Unlocking £30bn investment opportunities in the region and growing the £6bn GVA from South Wales industry.



Read more: thesolentcluster.com

Read more: swic.cymru



ecitb.org.uk