

Cyflwynwyd yr ymateb hwn i ymgynghoriad y [Pwyllgor Plant, Pobl Ifanc ac Addysg](#) ar [Flaenoriaethau'r Chweched Senedd](#)

This response was submitted to the [Children, Young People and Education Committee](#) consultation on [Sixth Senedd Priorities](#)

CYPE SP 07

Ymateb gan : Alex Rawlin, Uwch gynghorydd polisi a chysylltiadau llywodraeth, Bwrdd Hyfforddi'r Diwydiant Adeiladu – CITB

Response from: Alex Rawlin, Senior policy and government relations adviser, Construction Industry Training Board – CITB

Beth yn eich barn chi yw'r prif flaenoriaethau neu'r materion y dylai'r Pwyllgor eu hystyried yn ystod y Chweched Senedd? Os oes modd, nodwch eich barn o ran sut y gallai'r Pwyllgor fynd i'r afael â hyn.

What do you consider to be the main priorities or issues that the Committee should consider during the Sixth Senedd? Where possible, please set out your view about how the Committee could address them.

Thema 1: Addysg oedran ysgol | Theme 1: School-age education

We believe the implementation of the new curriculum should be a priority for this Committee, and that this should be viewed in the context of the future workforce of Wales. The implementation of changes to careers advice and careers and work related experiences (CWRE) will play a large part in that. CITB has recently responded to the Welsh Government consultation on this issue, raising concerns about the limited scope of the document. It proposes a simple requirement for all age CWRE without information on good practice or positive work already underway in some sectors and schools.

To date, construction has not been seen as an appealing career path for (particularly gifted or diverse) young people. We believe careers advice outlining all options – work, vocational and academic education could help this, as could parity of funding for vocational routes.

Qualifications Wales' construction and built environment review aimed to tackle this and other issues and has resulted in eight new qualifications in Wales, including construction GCSE and A levels. As these are implemented this autumn (and autumn



2022) the committee could usefully assess their success in delivering the required change.

CITB's recent publication of [CSN](#) provides information about the state of the sector and economy, and provides forecasts for 2021-25. The industry will need to recruit an additional 9,250 new workers by 2025, just to meet demand. Furthermore, our [Building Skills for Net Zero](#) research report, published in March 2021, shows there will be a need for an extra 12,000 roles in construction in Wales by 2028 to deliver net zero, focusing on domestic retrofit. That represents a 12% increase in workforce.

These increased requirements, and their focus on building the sustainable future homes, schools and infrastructure Wales needs, will make the implementation of the new curriculum, CWRE and careers advice ever more crucial.

Thema 2: Addysg bellach ac addysg uwch | Theme 2: Further and higher education

In terms of **FE and HE**, we know that in the past, drop-out rates from construction FE courses has been around 70%, so only 30% of learners progress into construction jobs. The committee could usefully look into this alarming figure in more detail. We hope that the work CITB, QW and WG will improve this – the new qualifications, CITBs onsite hubs and the traineeships we are working on with WG & FE providers. CITB will repeat its FE destinations study next year which will retest this dropout rate. We were unable to understand the situation in Wales in our previous report due to an issue with data sharing consent when trying to get learner details for Wales – we hope this will be resolved for 2022.

We have very recently received information on the numbers of learners signing up for the new construction and building engineering services qualifications which are very high – almost 3,000 across Wales. The challenges will become even greater in light of these large numbers of learners. As well as tackling the existing barriers to progression through qualifications and into industry (around employability skills, site experience etc) we will need to ensure that employers are being geared up to take those learners into the workforce and onto apprenticeships the following year.

Apprenticeship numbers have significantly dropped in Wales (and across the UK) as a result of the Coronavirus crisis. There are numerous ways of measuring apprenticeship starts, but in the last 12 months we have had 1,610 construction apprenticeship starts which is 1,060 less than the previous 12 months. Year on year this is a 40% decline. We engage regularly with WG officials on apprenticeships, and



are keen to see the numbers bounce back. Given the priority nature of construction, we are keen to understand how Work Based Learning apprenticeship budgets will ensure appropriate numbers are funded in the sector. We are also keen to understand whether Degree apprenticeships will be more broadly implemented in Wales, and if they do continue, we would be keen to see construction degree apprenticeships forming the next part of the programme, as we discussed with the previous Education Minister on several occasions.

Thema 3: Iechyd a lles, gan gynnwys gofal cymdeithasol (i'r graddau y maent yn ymwneud â phlant a phobl ifanc) | Theme 3: Health and well-being, including social care (as they relate to children and young people)

In terms of climate change, the environment and net zero, our report provided clear information on the new roles and skills that will be needed in Wales in only 7 years' time including –

- 2,500 Construction Project Managers (including Retrofit Coordinators)
- 2,800 Plumbers and HVAC Trades
- 900 Building Envelope Specialists
- 1,400 Labourers

Plus some specialist training requirements - 1,600 Asbestos awareness training, 800 Trustmark Approved Retrofit Co-ordinator & 700 Retrofit Designer.

WG officials tell us that a Net Zero skills audit and plan will be developed in coming months. We are keen to feed CITB work into that skills audit and work with WG / the Optimised Retrofit Programme skills group to complete it. We do have some concerns about this piece of work which we have sent to WG officials re: its level of detail and timeframe.

Thema 4: Plant a phobl Ifanc | Theme 4: Children and young people

We also believe the committee could add value by looking at the requirements (and achievements) of 21st century schools, particularly in terms of social value and community benefits. It is unclear whether these are currently being maximised (as outcomes are connected but not published), and whether the new building's construction is being as closely linked with the young people's education as possible (e.g. site visits, construction personnel talking to the learners etc).

