

SUBMISSION FROM CITB-CONSTRUCTIONSKILLS IN SCOTLAND

Organisation Background

CITB-ConstructionSkills is the largest Managing Agency facilitating Modern Apprenticeships in construction in Scotland. The current figure for apprenticeships is approximately 3500. The Construction Industry Training Board (CITB) was formed in 1964 as a non-departmental public body under the Industrial Training Act 1964. In 2003, we were given a licence to operate as a Sector Skills Council for the construction industry with [Construction Industry Council \(CIC\)](#) and [CITB-Northern Ireland](#) and became known as ConstructionSkills, this then became [CITB-ConstructionSkills](#). CITB-ConstructionSkills is also the lead industry body for most construction craft and operative vocational qualifications. CITB-ConstructionSkills delivers a wide range of publicly funded education and training provision, through CITB-ConstructionSkills Employer Services Apprenticeship Managing Agency, the National Specialist Accredited Centre (NSAC) and the [National Construction College \(NCC\)](#).

In Scotland there are 118 employees. The staff in Scotland responsible for facilitating the MA programme are mainly mobile workers. Business support is provided by the hub office in Glasgow. CITB-ConstructionSkills Employer Services in Scotland, is led by a Director for Scotland and an Employer Services UK wide director who provides overall strategic direction and leadership.

We offer training in over 25 Construction Craft Apprenticeships at SVQ level 2 and level 3 ranging from Ames Taper to Carpenter & Joiner. A full list is available on our BConstructive website.

We are an equal opportunities organisation and acknowledge at the most senior level the gender imbalance of personnel within the sector and have introduced various initiatives to tackle this. All staff receives equality & diversity training relevant to their role. We have an equality & diversity leadership group, chaired and led by a director and staff representatives are from various departments across the organisation.

CITB-ConstructionSkills Representative

Witness	Jacqueline Kerr
Job role	Quality & Standards Officer (Scotland)
Length of employment	11 years

Remit includes ensuring policies, procedures and working practices comply with internal and external quality frameworks. This includes equal opportunities compliance.

Statistics

Occupational level	Male	Female
Craft apprenticeships	99%	1%
Professions	86%	14%

Craft Apprenticeships are generally 2 - 4 years duration and construction ordinary degrees are generally 3 – 4 years duration.

CITB-ConstructionSkills strategies to tackle occupational segregation in construction

Step into Construction 2005 - 2007

Step was a funding support initiative by CITB-ConstructionSkills, for employers to provide work experience to atypical applicants and individuals from underrepresented groups, in the construction sector.

Getting in Getting on in Construction (GIGOIC) 2008 - 2011

GIGOIC was launched in 2008 and was a 3 year project to address equality and diversity with modern apprentices and higher education students in Scotland. This was a partnership funded mainly by CITB-ConstructionSkills and was with the Scottish Resource Centre for Women in Science, Engineering and Technology at Edinburgh Napier University. The project included:

1. Running Equality and Diversity training for students of construction and the built environment in colleges and universities. The training promoted a positive attitude to diversity amongst career entrants to construction, who are the workforce and employers of the future.
2. Conducting research with ConstructionSkills apprentices in order to:
 - Gain an overview of where in the sector women are working and studying
 - Identify barriers to women, including those of workplace culture
 - Promote initiatives to increase diversity in the sector

Working with 6-7 colleges, it audited the attitudes of their Construction apprentices to identify good practice in colleges that promote diversity. Employer attitudes were explored.

3. Supporting women students doing placements in construction as part of their degree. Our research showed work experience plays a significant role in confirming students' career plans.

Previous research by the project team in 2008 looked at the experiences of women and men studying built environment at 5 Scottish universities. Students and employers said that there should be no barriers to women succeeding in construction, but the research indicates that women continued to face challenges.

On Site 2012 - Current

On Site is a voluntary work experience scheme for women who are looking to secure a career in the construction sector. This includes an in depth induction programme, 4 weeks work experience with a construction employer, on-going careers advice and follow up. The programme provides women with the opportunity to develop skills in a sector they may not have previously considered. CITB-ConstructionSkills provides funding for child support to enable women who are the primary carers for children to take up this opportunity.

Information Advice & Guidance

CITB-ConstructionSkills in Scotland employs 5 Construction Careers Advisers who have a remit to promote the construction sector to individuals from all backgrounds using various structured and hands on activities. This includes delivering positive action events to girls or women who may or may not have previously considered a career in construction.

Positive Image Campaign

CITB-ConstructionSkills have ensured that all literature promoting construction contains images which are representative of society. Our recruitment website BConstructive includes case studies of women and individuals from other groups who are under-represented in the sector.

Future Aims

Establish a communication route to parents who are the biggest influencers on the career choice of their children. This will enable us to promote the image of construction as a professional sector with staff that are highly trained. Possible routes such as Young Scot and Parent education magazines such as Primary Times.

Current research is being undertaken to examine CITB-ConstructionSkills methods to support fairness and inclusion in construction. The aim of this research is to identify good practice and partnerships within CITB-ConstructionSkills which have the desired impact of tackling occupational segregation within the construction sector.

Jacqueline Kerr
Quality & Standards Officer (Scotland)
CITB-ConstructionSkills in Scotland
25 March 2013