



# GRANT & LEVY

## Don't miss out on training grants to help skill your team

We encourage CITB NI registered employers to undertake training and make use of our grant scheme to help improve skills within the workforce. The CITB NI training grant scheme offers direct grants to registered employers to support a wide range of training and qualifications for employees working in Northern Ireland. The training is not limited to just the construction trades, it also includes Administration, Supervision and Management training. **Have you achieved an initial 3rd Party Accreditation, don't forget our grant scheme also covers this.** The training grant funds are easy to claim, with employers encouraged to claim online via the website [www.citbni.org.uk](http://www.citbni.org.uk)

To claim grants the deadline for all Levy Return Forms including the Options and New Registrations must be adhered to. Grants cannot be paid if you miss any deadline.

All grant claims must be received by CITB NI within three months of commencement of training or upon registration onto course or apprenticeship scheme, otherwise grant will be declined. If you are unsure what you are eligible to claim please contact our **Grants Team** on **028 9082 5466** for guidance.

## Apprentice Grants

Skills shortages and an aging workforce are putting the industry at risk in particular in trade areas such as bricklaying, joinery and roofing.

CITB NI has enhanced apprenticeship grants available to CITB NI registered employers meaning that an employer can gain £5200[i] during the 3 year cycle of training an apprentice plus an additional £1500 from the Department for the Economy for employers who employ apprentices from the very start right through to completion of NVQ Level 2 and 3. 200 apprentices have been supported by this initiative over the past two years.

CITB NI 2018/19 Grants Scheme, Application Form and Terms and Conditions of Grant are available on our website [www.citbni.org.uk](http://www.citbni.org.uk) or by contacting a member of our team on **028 9082 5466** or email [grants@citbni.org.uk](mailto:grants@citbni.org.uk)

(i) Terms and conditions apply

## Training in Partnership Grants

The Training in Partnership Grants offer funding directly to industry federations and representative bodies or provide training as identified and procured by CITB NI on behalf of the construction industry.

Training in Partnership Grants are designed to directly fund training delivered to employers at little or no cost to encourage strategically important training or to improve performance of the industry in relation to future needs.

To find out more about Training in Partnership Grant, contact us on **028 9082 5466**.

# GRANT & LEVY

## Levy

All Northern Ireland construction industry employers are required by law to register with CITB NI. Registered CITB NI employers are also obliged by law to complete the levy Return form every year.

The CITB NI levy means that all employers in the industry make the appropriate financial

contributions based on the annual levy rate of the wage bills (i.e. gross payments to PAYE employees and gross payments to labour only subcontractor payments) for work in Northern Ireland.

If your wages bill is greater or equal to £80,000 levy is payable on the gross emoluments at the annual levy rate. If below £80,000 you will not be liable to pay a levy but must still complete the Annual Return Form. This will allow you to benefit from CITB NI services including our grant scheme.

It is a legal requirement to complete the Annual Return Form. You can now complete the 2019 Annual Levy Return Form online at [www.citbni.org.uk](http://www.citbni.org.uk). The registered list of Levy Payers is now available to access online and you will be required to log in to access this. Your username

and password remain unchanged and you can find this at the top right of your previous Return or contact us on **028 9082 5466** or email [levy@citbni.org.uk](mailto:levy@citbni.org.uk)

## Should I be Registered?

If you can answer YES to the following questions you should be registered with CITB NI

1. Are you working in the construction industry in Northern Ireland\*?
2. Are you an [employer?](#)
3. Are you working in Northern Ireland for 27 or more weeks in relevant tax year?

\*activities of the construction industry are defined within Schedule 1 of the Industrial Training Board Order 1964.

As a registered construction employer you will gain access to the following benefits:

- Training Grants for you and your Team
- Training through our Mobile Training Unit and scaffolding facility
- Training support at employer information events and through our online training directory
- Training Research for accurate, current and forward looking labour market intelligence
- Careers information through our website and careers events.

[Register now and download the Return form or contact CITB NI on 028 9082 5466 for further information.](#)



**You asked.  
We listened.  
You've got more time.**

You can complete your 2019 Annual Levy Return online NOW at [www.citbni.org.uk](http://www.citbni.org.uk)

# CITB NI TRAINING

## Too busy to leave your site? Let the Mobile Training Unit come to you

As long as you are based in Northern Ireland, the Mobile Training Unit (MTU) can come to you and provide short duration health and safety courses such as confined spaces, excavations, manual handling and working at heights, encouraging the industry to build safely.



The MTU provides training on site to all registered in-scope construction employers. It is a convenient way of meeting training requirements with minimum disruption to site work whilst also helping employers meet their legal responsibility.

Registered in-scope levy paying employers can book the Mobile Training Unit free of charge.

Booking is easy, you can contact us on **028 9082 5466** or **078 0159 8520** and we can facilitate your booking and answer any queries you have, alternatively you can email on [gillian.watt@citbni.org.uk](mailto:gillian.watt@citbni.org.uk)

## Scaffolding

We provide the CISRS scaffolding training courses at Nutts Corner Training Centre. These courses include a five-day Basic Access Systems Erector Course (BASE) and a three-day Tube & Fitting Basic Scaffold Inspection course. On successful completion of these courses the relevant CISRS Scaffolding card will be issued.

These courses run alongside the existing CISRS programme of CISRS Operative Training Scheme (COTS), Scaffolding Part One, Part Two and Advanced courses working towards achievement of an NVQ and obtaining a Scaffolding or Advanced Scaffolding Card. The CISRS 2 Day Refreshers Course (CPD) is for people looking to renew a CISRS Scaffolder card (blue) and a CISRS Advanced Scaffolder card (gold).

This course will refresh your existing knowledge, make you fully aware of changes in legislation and good working practices, to align your skill-set with the contents of current CISRS Scaffolder/Advanced Scaffolder Courses.

CISRS is marking the second anniversary of the introduction of CPD courses for scaffolders by running a number of subsidised courses for just £50 at a number of training centres throughout the UK. CITB NI are delighted to be one of the allocated centres. Find out more [here](#).

**For more information on contact** [gillian.watt@citbni.org.uk](mailto:gillian.watt@citbni.org.uk)  
**Tel: 02890825466.**

# CITB NI TRAINING

## Virtual Environment Training - VET360

CITB NI's innovative VET360 provides a unique and memorable immersive experience which gives the user instant access to construction sites in a workplace environment. Used as a training tool VET360 allows the user to experience being onsite within a safe training environment. The facility allows the user to see more, save time and stay safe as VET360 is the perfect bridge between theoretical classroom training and the reality of a busy construction site.

Interested in experiencing VET360 and seeing how it could transform your training? Contact David Cooper Tel: **028 90 825466** for more information.



## NVQ 4 Site Supervisor

CITB NI's Construction Site Supervisors programme has been running for four years and is going from strength to strength. It is aimed at those progressing to site management and is particularly suited to those who have come through the craft trades who are starting to manage construction activities from other disciplines.

This programme has successfully helped the transition between operational roles and management ensuring quality is maintained. If you are interested in our next programme contact Elaine Doran Tel: **028 9082 5466** or email: [elaine.doran@citbni.org.uk](mailto:elaine.doran@citbni.org.uk)

# CITB NI TRAINING

## Employer Events

CITB NI business improvement seminars and workshops help local construction employers develop skills in key business areas such as digital marketing available for beginners and more experienced trainees. GDPR, Tendering and Training Needs Analysis.

Led by industry experts, the Business Improvement Seminars are informal and easy to book and we encourage employers to attend to help develop their skills which will help develop their businesses.

Remaining events on the 2018-2019 schedule are opposite.

### Advanced Tendering in Public Sector Workshop in partnership with IntertradeIreland

**Date:** Wed 5 June 2019  
**Time:** 9.00am-4.45pm  
**Venue:** Seagoe Hotel, Portadown BT63 5JE

This workshop will focus on identifying the large opportunities emerging in the public sector construction market and ensure that businesses further improve tender performance and outcomes. Topics include an overview of public procurement, tender thresholds, PQQs, bid strategy, writing a winning bid, estimating and pricing.

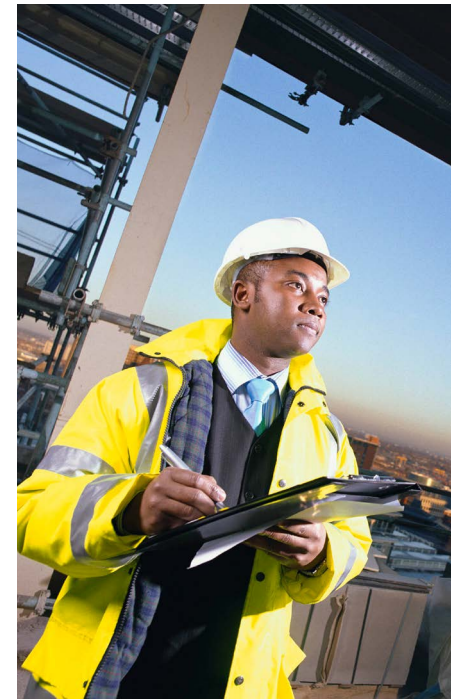
[Find out more here and book your place.](#)

### Recruiting Apprentices and Training Needs Analysis in partnership with Invest NI.

**Date:** Tues 25 June 2019  
**Time:** 9.15am-1pm  
**Venue:** Silverbirch Hotel, Omagh BT79 7DH

This event is for CITB NI registered employers only and will help guide how to employ an apprentice, what funding is available and how to retain an apprentice. The workshop will also focus on how to improve the skills of your team by identifying the right training.

[Find out more here and book your place.](#)





# CITB NI TRAINING

## Social Impact Measurement Training

CITB NI and Social Enterprise NI are running Social Impact Measurement Training for the local construction industry.

If you currently apply for public tenders and need to show that you deliver more than bricks and mortar, this is the seminar for you.

This training seminar is aimed at those who are working with social enterprises in their supply chain and have a positive social impact in those communities but are unsure how to measure that impact.

Topics covered will include:

- Introduction to Social Impact
- How Social Impact has gained momentum
- Understanding the importance of measuring social impact
- Differing ways of how it can be measured
- Explore differing measurement tools
- Communicating your impact.

To book your **FREE** place please email [amanda@socialenterpriseni.org](mailto:amanda@socialenterpriseni.org) or telephone: **028 9046 1810**.



# OTHER NEWS

## **Skillbuild NI Construction Apprentices Compete to be the best in their trade at Skillbuild NI 2019**

Over 80 local construction apprentices gathered their tools to compete against each other in the annual Skillbuild NI National Finals which was held at Belfast Metropolitan College, Castlereagh on Friday 22 March 2019.

Skillbuild NI organised by CITB NI and supported by the Department for the Economy and local sponsors helps assist with maintaining and raising the status and standards of professional and technical education and training.

The competition is held annually each spring with many winners progressing further to represent



**Scott Barr from  
SERC who won  
the Haldane  
Fisher Cup for the  
best Skillbuild NI  
apprentice with  
Sarah Travers and  
Maurice Johnston,  
CITB NI Chairman.**



## OTHER NEWS

**Northern Ireland in the Skills Show UK and potentially at WorldSkills and is also supported by local construction employers who sponsor each trade category**

The Skillbuild NI competition is designed to test skills, technique and ability within tight timeframes in order to win coveted titles in 10 different trades ranging from brickwork to wall and floor tiling.

Maurice Johnston, Chairman CITB NI said: "CITB NI is proud to have been involved in construction skills competitions for over 40 years and we have a record of success at skills competitions not only on a local level but also on a regional, national and world level.

Skillbuild NI is a great opportunity to showcase and celebrate the high level of skills we possess

and the impressive talent of our workforce. It reflects the high standards of training in our colleges and the commitment to excellence demonstrated by the competitors.

Congratulations to everyone who has taken part and those who have excelled in their trade. Skillbuild NI couldn't happen without the support of the local sponsors and the training network and we extend our thanks to all who have helped the apprentices to be able to compete at this competition. Our young people are more ambitious now than ever and we hope that Skillbuild NI National Finals will be part of their journey and future careers within the construction industry."

Belfast Met Principal and CEO, Marie-Thérèse McGivern, said: "I am so very proud of the Belfast



**Maggie Grant – SRC Assistant Director for Curriculum Further Education & Training who accepted SRC awards for both the Skillbuild NI Chairpersons Cup and Department for the Economy Skillbuild NI Cup.**

Met Science, Engineering and Construction team in addition to our college support staff for hosting and organising such a fantastic Skillbuild event in collaboration with CITB NI. Well done to all the winners from each of the colleges including our own Thomas Ellison and Finn Steadman from Belfast Met who achieved gold and bronze

in carpentry – I am sure you will all have wonderful careers in industry ahead of you.

The event highlights Belfast Met's excellence and commitment to training in the construction and building services area which it has been successfully doing since 1906."

## OTHER NEWS

### Two worthy winners awarded the CITB NI & Radius Housing Apprenticeship Endeavour Award

Two local young construction workers have been awarded the very first Apprenticeship Endeavour Award in partnership with CITB NI and Radius Housing at the Skillbuild NI competition in March.

Robert Mythen and Gerard McGeown were both nominated by their respective colleges Southern Regional College and Belfast Metropolitan College as they have overcome significant personal adversities to allow them to continue their construction training and gain qualifications and employment within the industry.

CITB NI and Radius Housing

awarded each winner £500 in acknowledgement of their dedication to training in difficult circumstances.

Robert who is profoundly deaf experienced challenges in training, education and gaining employment. He was determined that his lack of hearing was not going to stand in his way and he overcame the challenges and immersed himself in learning his trade. Robert found an employer who supported him and made the necessary adaptations within the workplace to allow him to progress and is now a fully qualified painter and decorator with ambitions to start his own business.

Gerard was diagnosed with severe dyslexia which provided barriers within the education network to gain the relevant qualifications needed to achieve NVQ Level 3. Gerard

worked with specialist tutors and explored non-traditional learning methods to gain his qualifications. He is now a fully qualified joiner and has retained employment with his employer who supported him with his NVQ.

Barry Neilson, Chief Executive, CITB NI said, "Congratulations to both Robert & Gerard, who have both demonstrated that against all odds they have not given up despite personal difficulties and have achieved their construction qualifications and gained employment. Both are worthy winners of the very first Apprenticeship Endeavour Award and have shown that personal resilience will help you succeed. Their stories will provide inspiration to others within the construction training network who are experiencing personal difficulties."



**Pictured are Barry Neilson, Chief Executive CITB NI, Gerard McGeown, Robert Mythen and John McLean, Chief Executive Radius Housing.**

John McLean, Chief Executive, Radius Housing said, "As a leading social enterprise involved in housing care and support to over 33,000 homes across Northern Ireland we are delighted to be partnering with CITB NI in this new award. Congratulations to both Robert and Gerard who are indeed worthy winners. Many construction apprentices have worked on our social housing developments and we understand the needs, demands and challenges faced within the sector."

# OTHER NEWS

## Promoting Careers in Construction

We continually promote construction as a career option to schools and young people and showcase that it is a rewarding industry with a variety of opportunities on offer from project management to onsite roles with prospects for career enhancement and good earning potential. It is also a global industry that can give opportunities for travel and working in other parts of the world, or help employees become a vital part of maintaining their local community.

## Girls into Construction Careers Taster Day

CITB NI recently partnered with Women's TEC and eye4education to support a Girls into construction Taster Day to help raise awareness of exciting career areas and opportunities in the construction industry. 80 female students from local Belfast schools were involved in interactive sessions focusing on civil engineering, carpentry, electrics and painting and decorating and the girls also got the opportunity to hear from females working in the industry.



## OTHER NEWS

### Women in Construction Case Study Booklet

The recently revised and updated Women in Construction booklet showcases a number of successful women who are working in a variety of roles in the construction industry. The booklet outlines the benefits of working in the industry and provides words of advice and encouragement for those thinking of a career in construction. The booklet will be used as a promotional tool and will be distributed at careers events and to schools across Northern Ireland.

Further case studies about women in construction are available on the CITB NI website.



### Women in Construction Video

CITB NI has created a three-minute video featuring two women working in the construction industry in Northern Ireland. The video will feature on the CITB NI website and social media pages and will be used to promote the construction industry as a career in schools and at careers events.

Both the case study booklet and the video were launched at an event on 24th May 2019 and are available on the website [https://www.citbni.org.uk/Careers/Women-in-Construction-\(1\).aspx](https://www.citbni.org.uk/Careers/Women-in-Construction-(1).aspx).



# OTHER NEWS

## Horizon 2020 BIMcert Project

CITB NI in partnership with Belfast Met and other European project partners from Ireland, Portugal, Croatia and Macedonia have secured a €1.25M (£1.11m) Horizon 2020 grant to develop BIMcert - a training model and toolkit to help all levels of the industry take their first, or next, step to working with BIM.

Building Information Modelling (BIM) is key to the built environment, as digital and virtual reality technology provides enhanced management on all aspects of the project lifecycle by all parties involved.

### About the project

The project aims to develop a suite of training tools and electronic platform for any EU training provider to adopt and develop BIM/

digital construction skills throughout the industry. The intention is to ensure that all within the industry have a training module that will help them access and use the Information and visual Modelling that BIM / Digital Construction provides.

### Industry Consultation

CITB NI conducted a survey across 5 countries in four languages, to identify the current level of BIM maturity, knowledge and understanding within Built Environment practitioners and academia, to establish current levels of sustainable design and construction practice.

To confirm the survey findings match industry requirements, all 5 partner countries hosted focus group / reality check workshops, the findings are being used by the

developers to compile the concept and methodologies along with the curriculum and training materials development.

### Find out more

To find out more and keep up to date on the project please follow <https://energybimcert.eu/>



# INDUSTRY REPORTS

## The Construction Indicator

**An update of Northern Ireland (NI) Construction Industry Performance Indicators (Issue 15 – May 2019)**

### Construction Employment

- Construction employment in Northern Ireland is expected to grow ever so slightly at an annual average rate of 0.1% over the forecast period. The average annual UK rate remains positive at 1.3%. Employment is projected to reach around 61,910 in 2023, down from an estimated 62,400 in 2019<sup>1</sup>.
- The NI industry will have to recruit an average of 500 new employees each year to realise forecasted construction output, with the

annual requirement highest for wood trades and interior fit-out (80), non-construction professional, technical, IT and other office-based staff (80), and other construction professionals and technical staff (80)<sup>2</sup>.

- The FMB State of Trade survey shows a continuing trend of high demand for bricklayers and carpenters with 64% and 59% of employers respectively indicating shortages in these areas<sup>3</sup>. Meanwhile 41% of surveyors who responded to the RICS UK Construction and Infrastructure Survey Q1 2019 have increased their headcount over the last three months to support new work<sup>4</sup>.

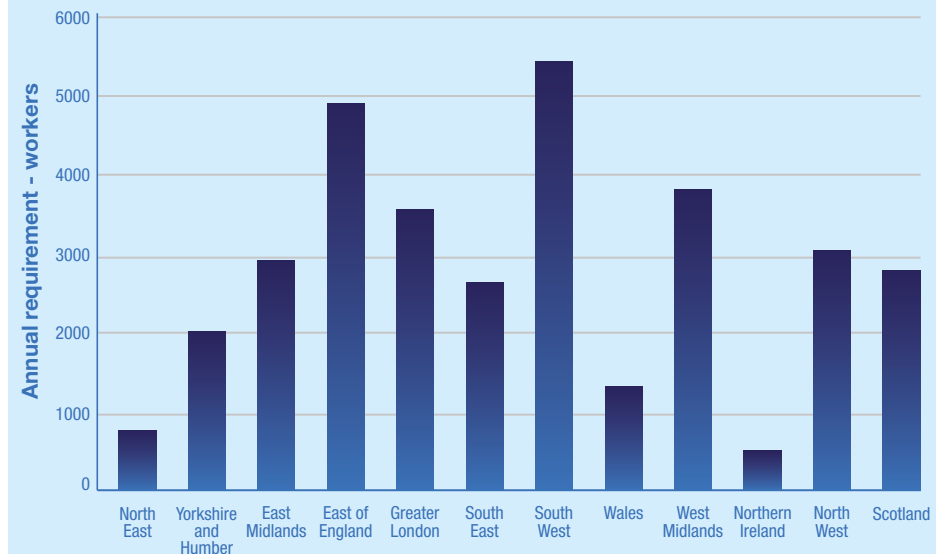
<sup>1</sup> Industry Insights Report for NI 2019-2023, Construction Skills Network

<sup>2</sup> Industry Insights Report for NI 2019-2023, Construction Skills Network

<sup>3</sup> FMB State of Trade Survey Report, Q1 2019

<sup>4</sup> RICS UK Construction and Infrastructure Survey Q1 2019, published 24 Jan 2019

Annual recruitment requirement (ARR) by region 2019-2023



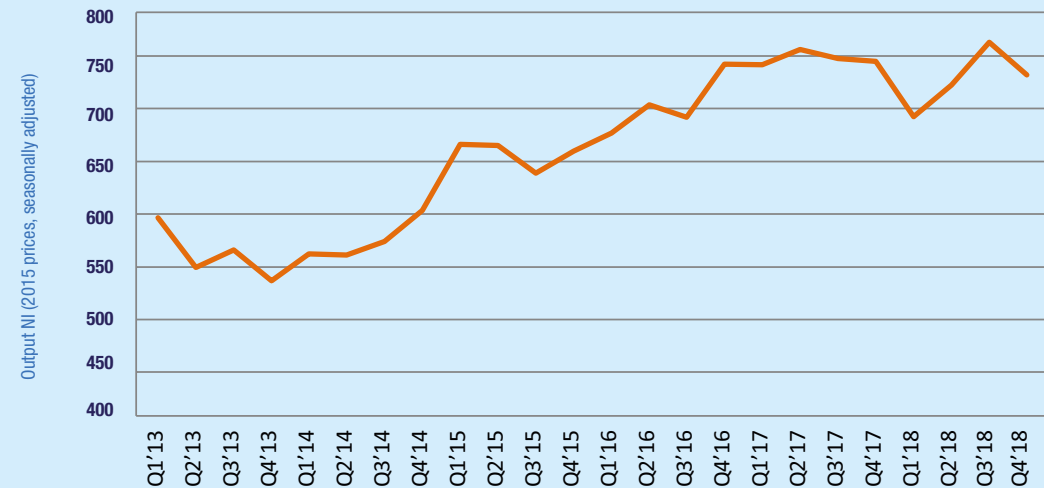
Source: CSN, Experian

# INDUSTRY REPORTS

## Construction Output

- The total volume of construction output in the fourth quarter of 2018 decreased by 4.0% compared to Q3 2018 and was 1.7% lower than the same quarter in the previous year<sup>5</sup>. The decrease in the overall output in Q4 2018 from the previous quarter was accounted for by a 12% decrease in housing output, a 6.8% decrease in Repair and Maintenance, and a 0.4% decrease in New Work. Infrastructure was the only activity to increase from the previous quarter with a 13.3% increase.
- Construction output growth in Northern Ireland is projected to average 0.8% a year over the 2019 to 2023 period, a slower growth rate than across the UK as a whole (1.3%). Output is driven mainly by underlying demand for social housing (3.8%) along with steady output streams in the private housing sector (1.1%) and housing repair, maintenance and improvement work (3.2%)<sup>6</sup>.

Value of Construction Output in NI (£ million)



Source: NI Construction Bulletin Q4 2019, NISRA

<sup>5</sup> NI Construction Bulletin, Q4 2018, Department of Finance, published 11/04/19

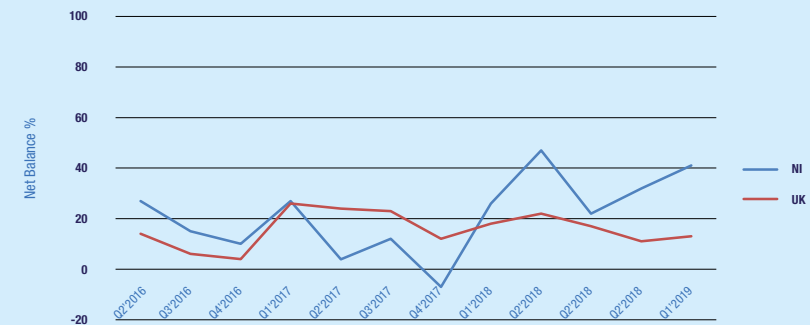
<sup>6</sup> Industry Insights Report for NI 2019-2023, Construction Skills Network

# INDUSTRY REPORTS

## State of Trade

- The FMB's State of Trade Survey for the UK for Q1 2019 shows that in the three months to March 19, SME workloads declined for the first time in six years as more respondents stated lower workloads (29% vs 13% in Q1 2018). Nearly half of respondents indicated no change to workloads, similar to the previous quarter. Expectations going forward are better with 41% forecasting higher workloads over the next 3 months. Eighty-eight percent of builders believe material prices will rise and 71% of construction SMEs forecast wage increases over the next 6 months. The report also shows that NI's net balance<sup>7</sup> has increased from +32 in Q4 2018 to +41 in Q1 2019<sup>8</sup>.
- The Q1 2019 RICS UK Construction and Infrastructure Market Survey shows a decrease in the rate of output growth with a net balance of only 9% of survey respondents reporting increased workloads compared to 11% in the previous quarter, the lowest reading in six years. Private housing remained steady while infrastructure workloads grew from 11% to 18% in Q4 2018<sup>9</sup>.

FMB State of Trade Survey Net Balance Results, 2016-2019



Source: FMB State of Trade Report, Q1 2019

<sup>7</sup> Based on a composite indicator combining workload, expected workload & enquiries questions, weighted by the firms' size. The net balance shows the difference between those saying higher & those saying lower for the three questions.

<sup>8</sup> FMB State of Trade Survey Report, Q1 2019

<sup>9</sup> RICS UK Construction and Infrastructure Market Survey, Q1 2019, published 24 Jan 2019



# INDUSTRY REPORTS

## New House Prices and Sales

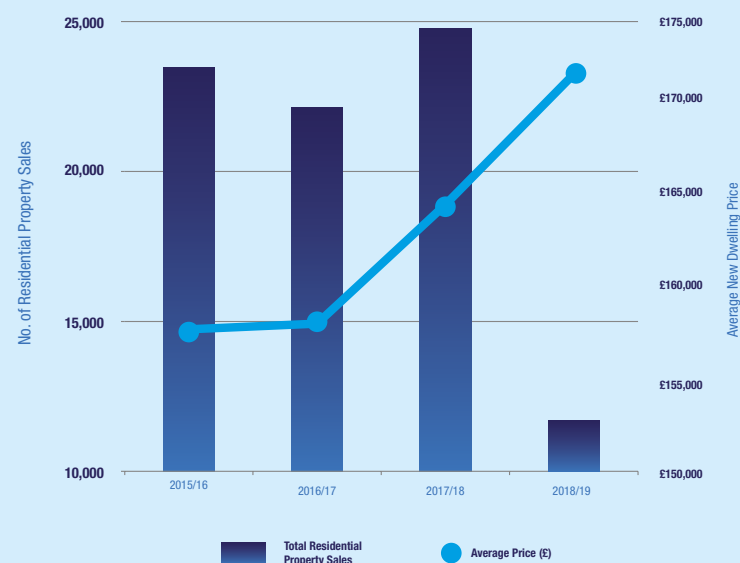
The total number of NI residential property sales in 2017-18 (Q4 17 - Q3 18) stood at 23,830, a 0.4% decrease on the same period in 2016-17 (23,924). In terms of new house sales, for the period Oct 17 - Sept 18, there were 1,468 sales, an increase of 15% on the figure from the same period the previous year (1,275)<sup>10</sup>.

The number of new dwelling starts (both private and social) increased in Q4 17 - Q3 18, from 7,813 in Q4 16 - Q3 17, to 8,177, a 5% increase<sup>11</sup>.

The average price of a new dwelling in NI in Jul - Sept 18 stood at £173,600, an increase of 7% on the same period in 2017 (£162,500)<sup>12</sup>.

For further information on industry reports contact Karen Hunter at CITB NI via e-mail [karen.hunter@citbni.org.uk](mailto:karen.hunter@citbni.org.uk) or telephone **028 9082 4233**.

NI Residential Property Sales & New Dwelling Prices April - March



Source: NI Housing Bulletin, NISRA, Jul - Sept 2018, published 12/02/19<sup>13</sup>

<sup>10</sup> NI Housing Bulletin, NISRA, Jul - Sept 2018, published 12/02/19

<sup>11</sup> NI Housing Bulletin, NISRA, Jul - Sept 2018, published 12/02/19

<sup>12</sup> NI Housing Bulletin, NISRA,

<sup>13</sup> 2018/19 covers Q2 and Q3 2018 only