

EC
ITB*

National Forum

26 February 2025

[ECITB.org.uk](https://www.ecitb.org.uk)



Welcome and agenda

10:00-10:05	Opening remarks and welcome
10:05-10:20	2024 performance highlights
10:20-10:55	Priorities for 2025, including strategy and levy consultation
10:55-11:15	Workforce Census
11:15-11:30	Q&A
11:30	Close



Strategic objectives recap

Our 2023-2025 strategy consists of three pillars:

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

2024 performance highlights

Foundations



1.

Fund high-quality training, enabled by the levy, for a safe and competent workforce

- Invested £29.2m in training grants and new entrant programmes
- Additional £1.7m levy raised through new establishments and correcting declarations
- 63,888 learners trained/assessed (25% increase)



2.

Produce impactful labour market intelligence to enable data driven decision making

- 2024 Workforce Census, data for 78% of the in-scope workforce (up from 50% in 2021)
- Published *Inspiring Directions* – a study into career motivations
- ECITB LMI helped inform the Government's Clean Power Plan 2030.



3.

Champion diversity and inclusion

- 7,450 D&I related courses accessed on LXP
- £200,000 grant support towards D&I related programmes
- Provided work opportunities for long-term unemployed people through Work Ready programmes



4.

Work in partnership with industry and government to influence change

- Secured policy change on T-levels industrial placements, advocating for simulated environments at training sites
- 20 North Sea asset owners signed up to Connected Competence charter



5.

Continuously improve how we work

- Launched a new levy application that enables employers to submit declarations with innovative and user-friendly functionality
- Simplified Standard Operating procedures for non-regulated training and competency testing

2024 performance highlights

Growing a skilled workforce



1.

Attract and develop the next generation

- Supported 2,148 new entrant starts in 2024
- Funded 327 Hinkley Support Operative (HSO) Bronze learners
- 100 new scholarship starts
- Launched further cohorts of Work Ready programme. 94 learners supported



2.

Expand entry pathways into industry

- Secured £750,000 external funding for ECITB scholarship and Work Ready programmes
- Developed new vocational qualifications to support ECITB-led new entrants at level 2 (Welding and generalist)



3.

Deliver industry-leading standards, qualifications and competence assurance

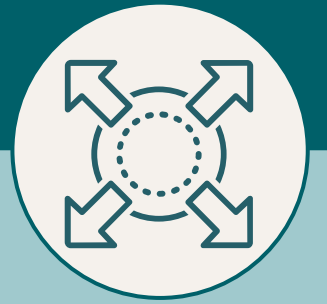
- 2,763 learners supported through competence-related programmes
- 479 regulated qualification certifications; 685 newly registered candidates
- Issued over 4,970 Connected Competence digital badges



4.

Help employers retain and upskill a flexible and transferable workforce

- 100 learners on Project Management/Project Control Bootcamps programmes leveraging in £285K
- 35 learners on ECITB upskill programmes covering pipefitting, rigging and welding and securing £75k external funding



5.

Broaden access to training

- 45,649 courses were completed on the LXP (equiv. £1.5M value-added training)
- 70 employer academies now live. 158 employers using the Learning technologies service offer
- 23,156 unique users (up 277% from 2023)

2024 performance highlights

Supporting industry in transition



1.

Prepare the workforce for net zero

- Committed £1M funding for Regional Skills Hubs. 5 projects approved by the Board.
- £330k of grant spent on net zero related training activity in 2024
- Supported two Green Jobs Delivery Groups on CCUS and Power & Networks



2.

Identify emerging industry trends and longer-term skills needs

- Established a strategic skills working group for Sizewell C alongside EDF and CITB
- Delivered regional skills surveys
- Held roundtable with Scottish Cluster stakeholders and Minister for Green Economy



3.

Bridge the digital skills gap to drive innovation and productivity

- £75K of grant support for digital skills training in 2024
- £70k external funding secured to support development of the Advanced Industrial Drone Operating course and test

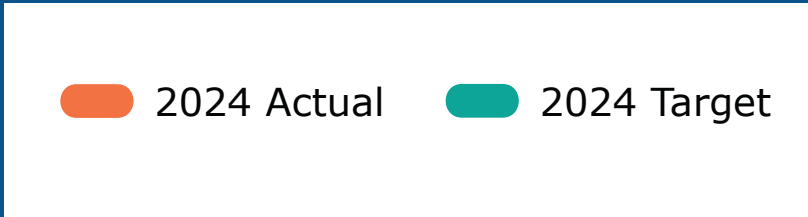
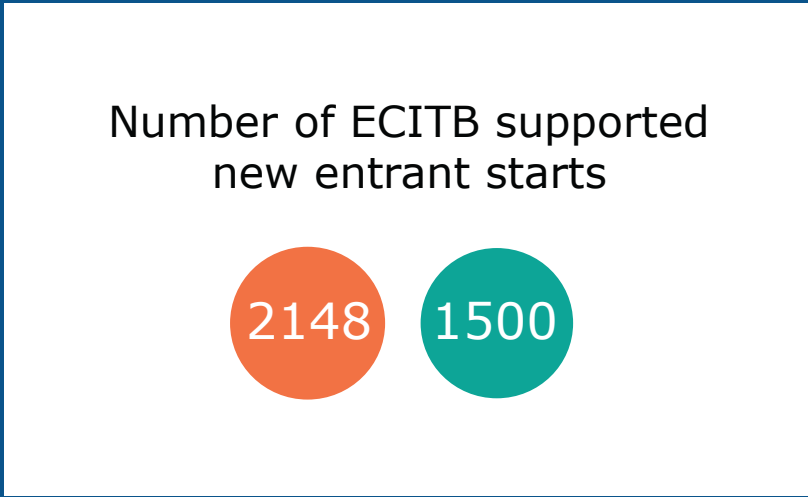
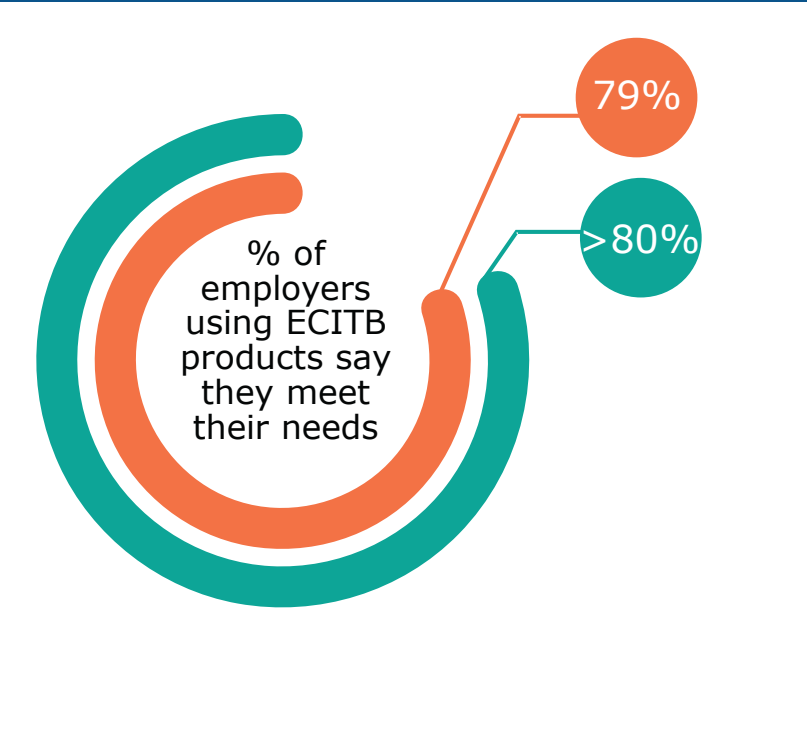
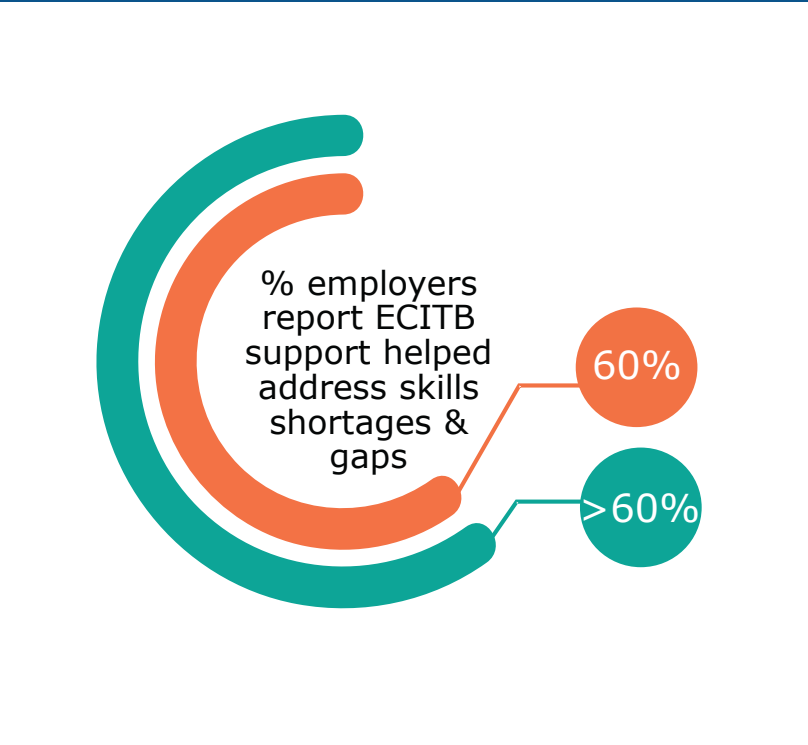
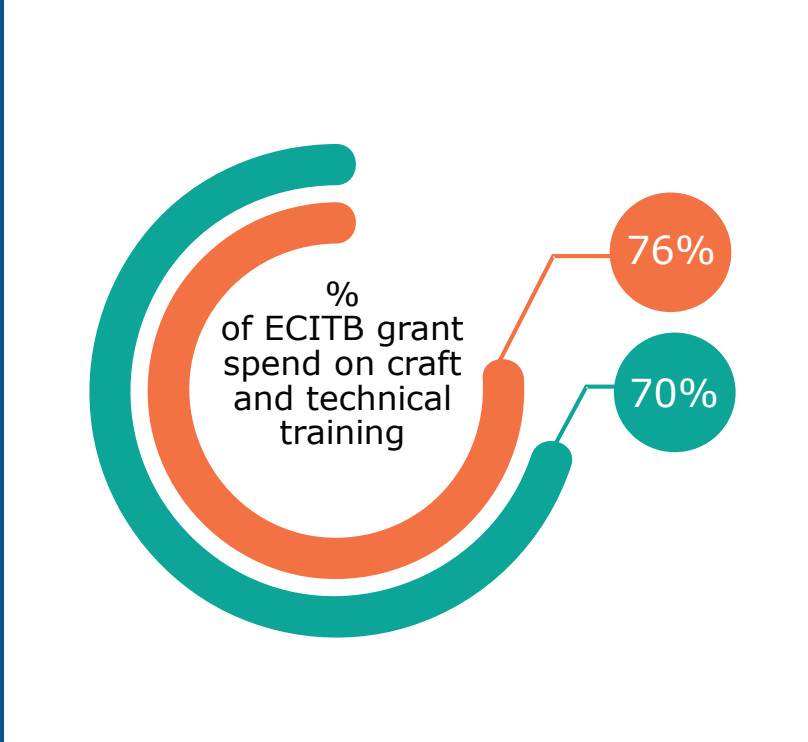
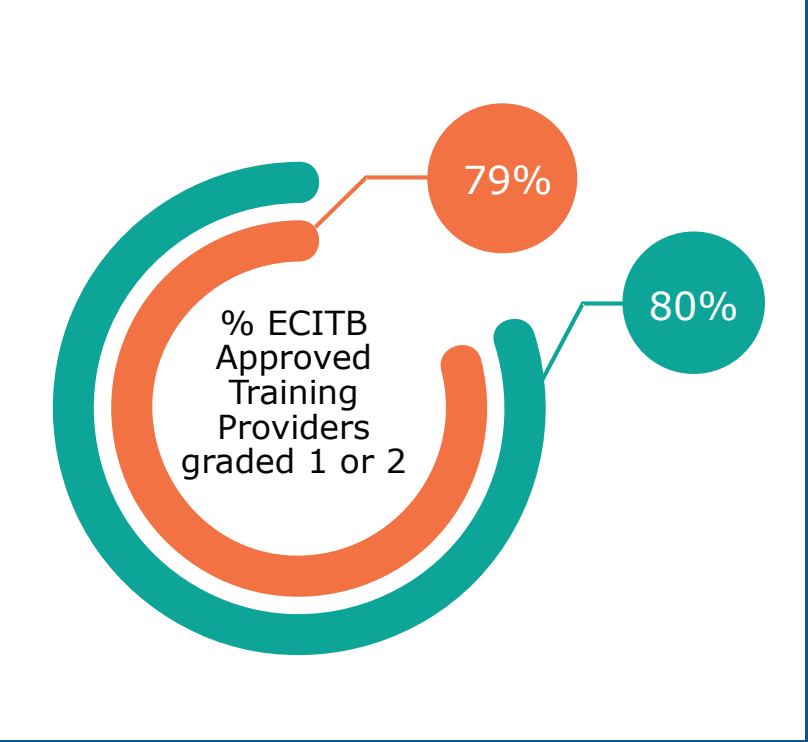
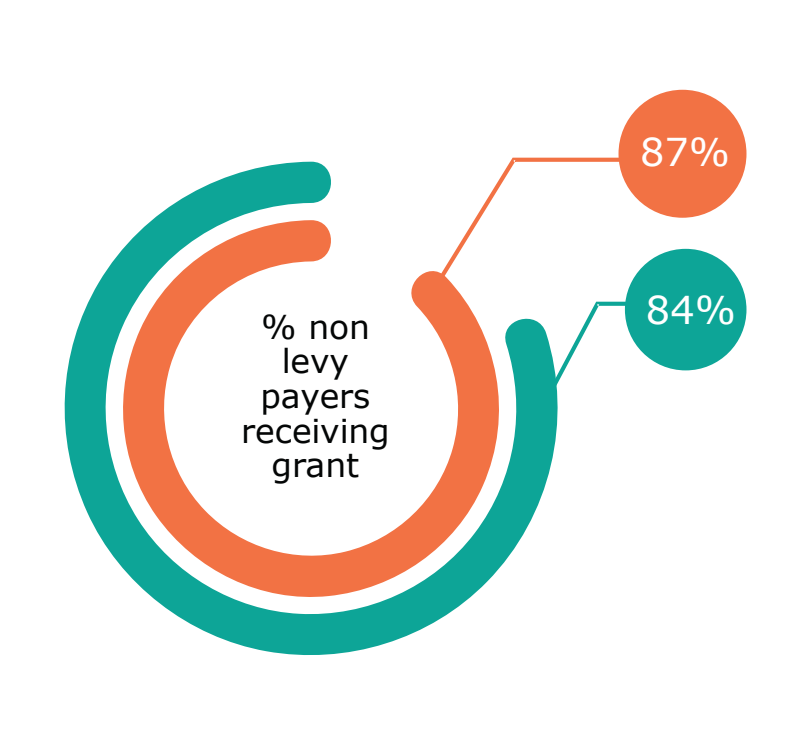
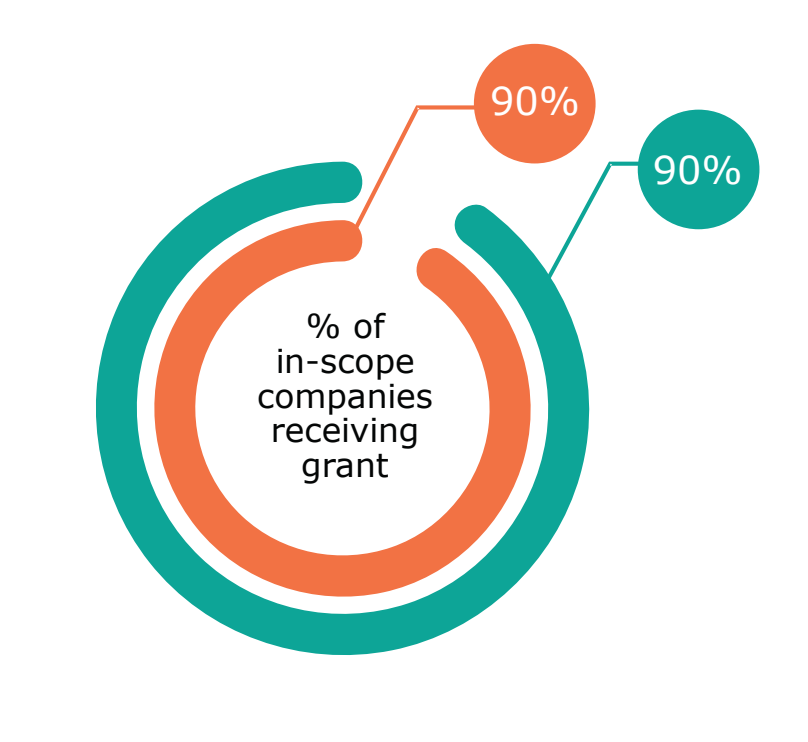


4.

Export ECITB products and services to establish a global standard for safety and skills excellence

- Training delivered in 24 countries to 15,593 delegates
- IHSP now embedded within the NIOSH Contractors' Induction Card
- 14 new ECITB Global licensed training providers and 22 new facilities

2024 KPI snapshot



Priorities for 2025

Foundations



Publish new labour forecasting estimate



Deliver research outputs on vacancy scraping, regional skills needs, and skills and productivity



Share skills analysis with Skills England, OCEJ, central govt and the devolved nations to inform policy development



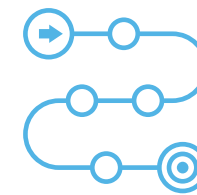
Identify and add to the register in-scope employers and ensure enforcement of levy payments



Introduce new pilot training interventions to target ED&I



Build new grant and exam systems (Project Neo)



Enhance Awarding Organisation processes



New Quality assurance framework

Priorities for 2025

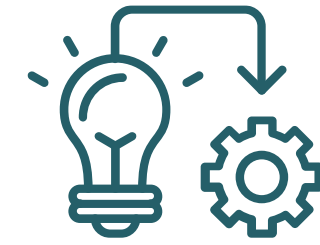
Growing a skilled workforce



Continue to roll out ECITB-led new entrant programmes



Identify ways to grow apprenticeship numbers and graduate support



Develop new careers materials, partnerships and promote ECI careers in national campaigns



Develop site-based assessment for Connected Competence and determine the future role of ACE



Future scoping of the LXP to grow its impact, alongside further support for the ATP network



Deliver initiatives to support trainer volume, including the 'Sector Experts into Nuclear' pilot

Priorities for 2025

Supporting industry in transition



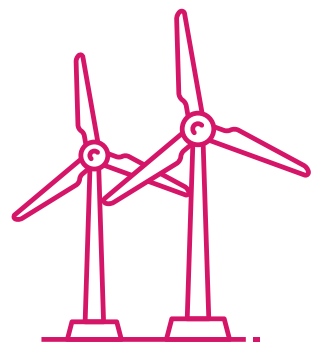
Continue investment in
Regional Skills Hubs



Establish mechanism for providing
dedicated funding for smaller
providers



Strategic skills planning for Sizewell C



Deliver the wind turbine
cross-skill pilot programme,
alongside online learning
interventions to support
transferable skills for clean
energy



Grow commercial
contribution at a rate
above inflation

Priorities for 2025

Core activities / functions



Strategy and levy consultation



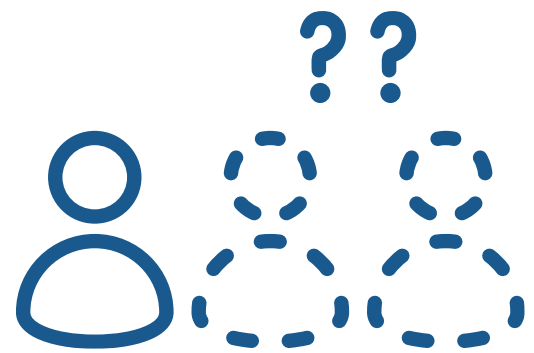
Develop plan to implement ITB Review recommendations, including joint plan with CITB



Deliver financial efficiency management programme to achieve 5% efficiency target

ECITB strategy

Industry context



Skills shortages and hiring intentions



Infrastructure investment and clean power 2030



Policy and political landscape



Economic context

ECITB strategy 2026-2030

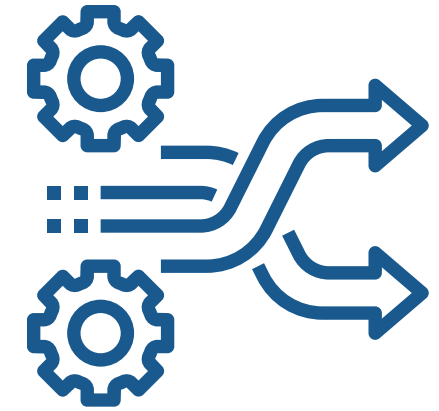
Strategic approach



Deliver



Grow



Transform

Strategy Consultation programme

Audience	Location	Format	Date
Scotland	Aberdeen	Breakfast	1 May
	Central Belt / Edinburgh	Breakfast	23 April
South, Wales, Midlands and East	South (London)	Morning event	29 May
	Midlands (Birmingham)	Morning event	6 May
	East of England (Norwich)	Morning event	13 May
	South Wales (Swansea)	Morning event	22 April
North	North West (Liverpool/Warrington)	Joint ECIA event	8 May
	North East (Teesside)	Joint ECIA event	30 April
	Yorkshire & Humber	Joint ECIA event	7 May
Government	Westminster (UK Government)	In person /hybrid	TBC
	Edinburgh (Scottish Government)	In person/hybrid	TBC
Nuclear sector	TBC	In person/hybrid	TBC
Learners / young professionals (led by Innov8)	TBC	In person/hybrid	TBC

Timelines



April/May 2025

Strategy
consultation



**Early September
2025**

Publication of new
strategy 2026-2030



**Mid September to
mid October 2025**

Levy consensus



End October 2025

Confirmation of
results of levy
consensus



Spring 2026

Levy order

ECITB Workforce Census 2024

Key Findings

Sam Green, Head of Policy and Research

Adrien Boyer-Fantini, Research Manager

What is the Census?

Conducted **every 3 years**

Survey sent to **all ECITB in-scope establishments**

Topics covered:

- Number of people working in each sector, in which occupations and where
- Demographics
- Workforce growth and business opportunities
- Hiring difficulties

The benefits to industry:

- Ensures industry is accurately represented in discussions with local and national governments
- Directly informs skills development provision
- Informs the ECITB Labour Forecasting Tool to provide more detailed and granular data
- Reports and data extracts accessible to all

A collective effort

% of in-scope workforce in Census data:
2024 total in-scope workforce estimated at 96,000

	Total	Scotland	North	SWMEE
2024	79%	74%	82%	67%
2021	55%	60%	48%	56%



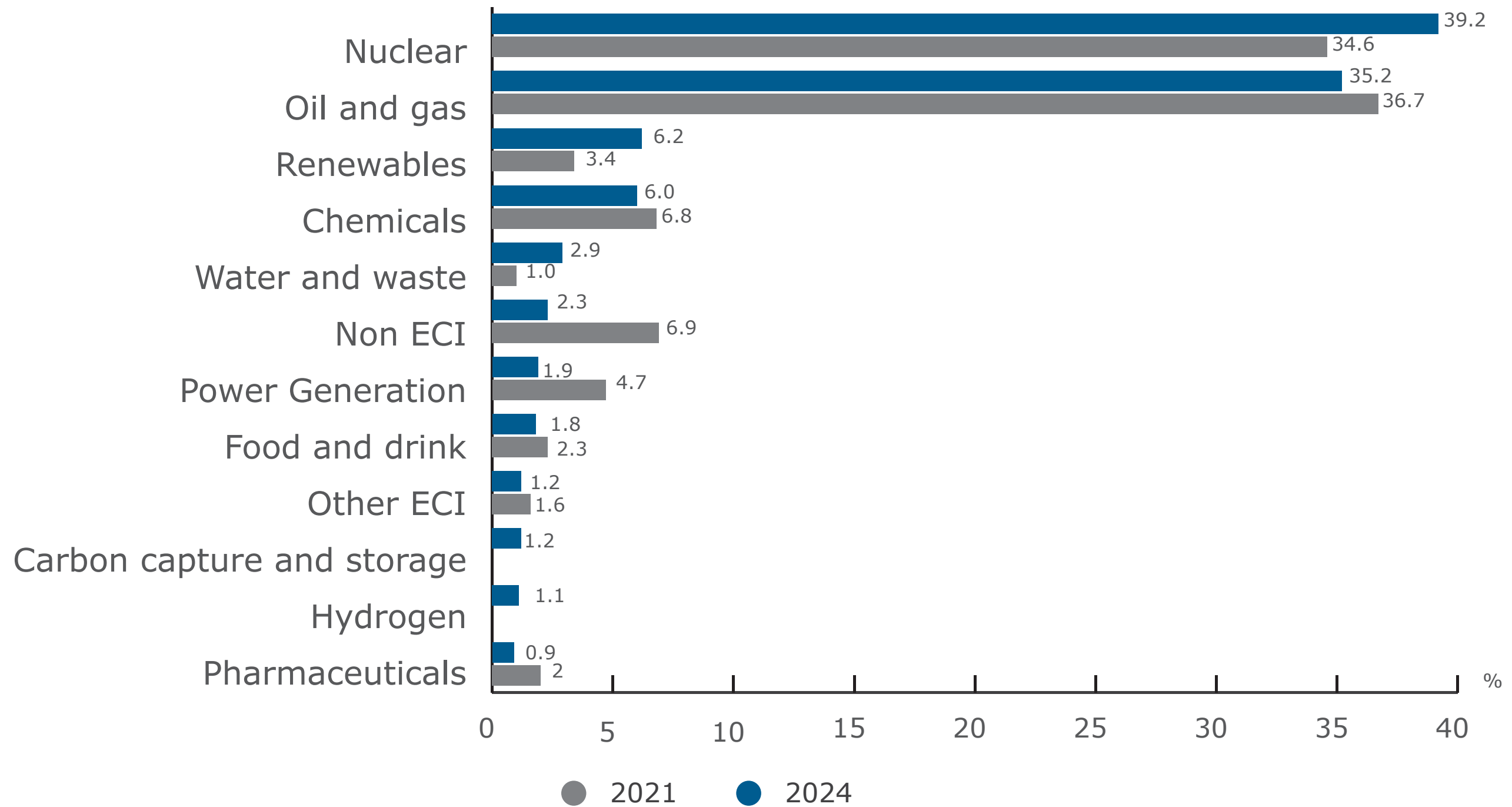
Three reports:

1. Overview of the ECI
2. Regional report (16 regions)
3. Sectoral report (12 sectors)

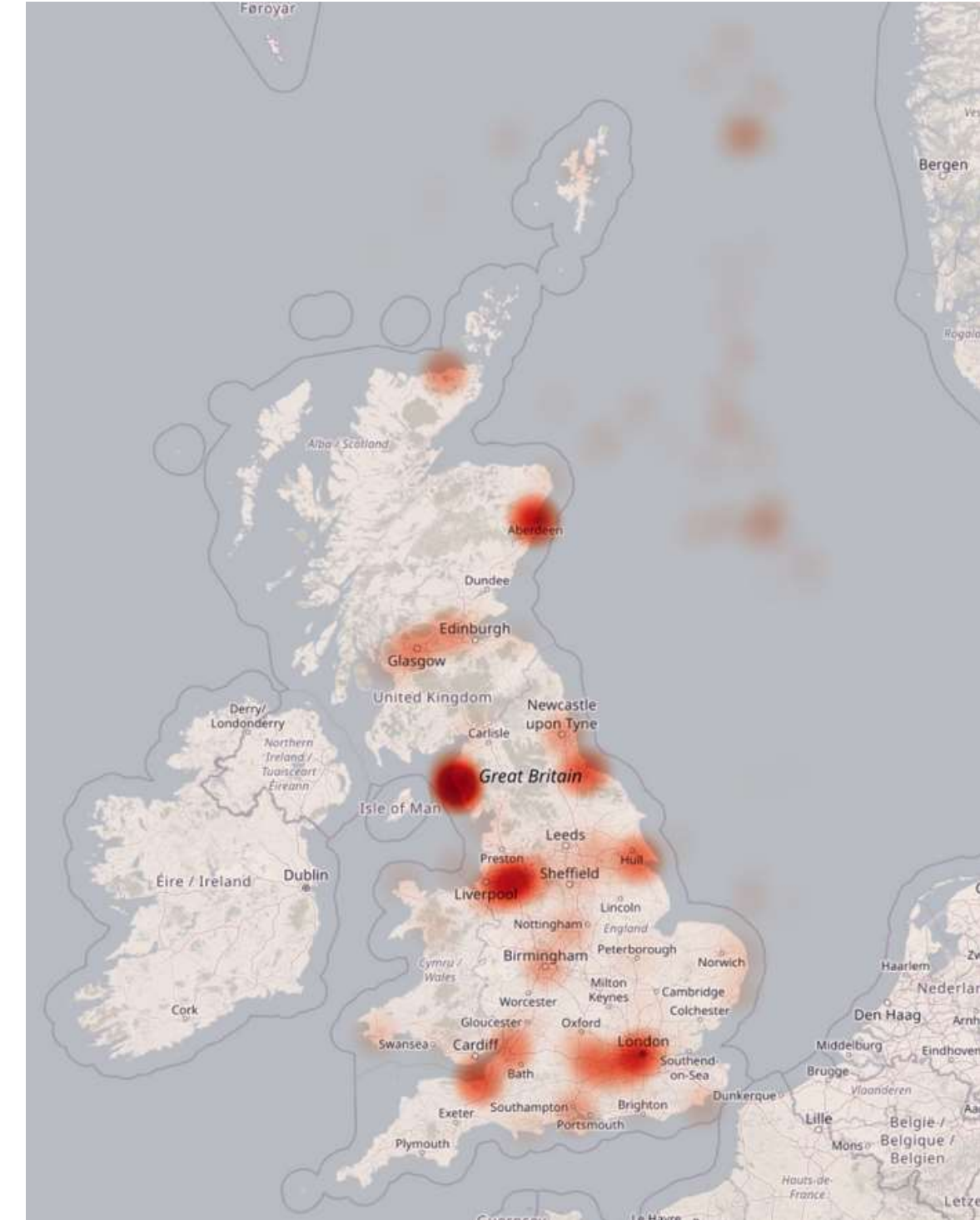
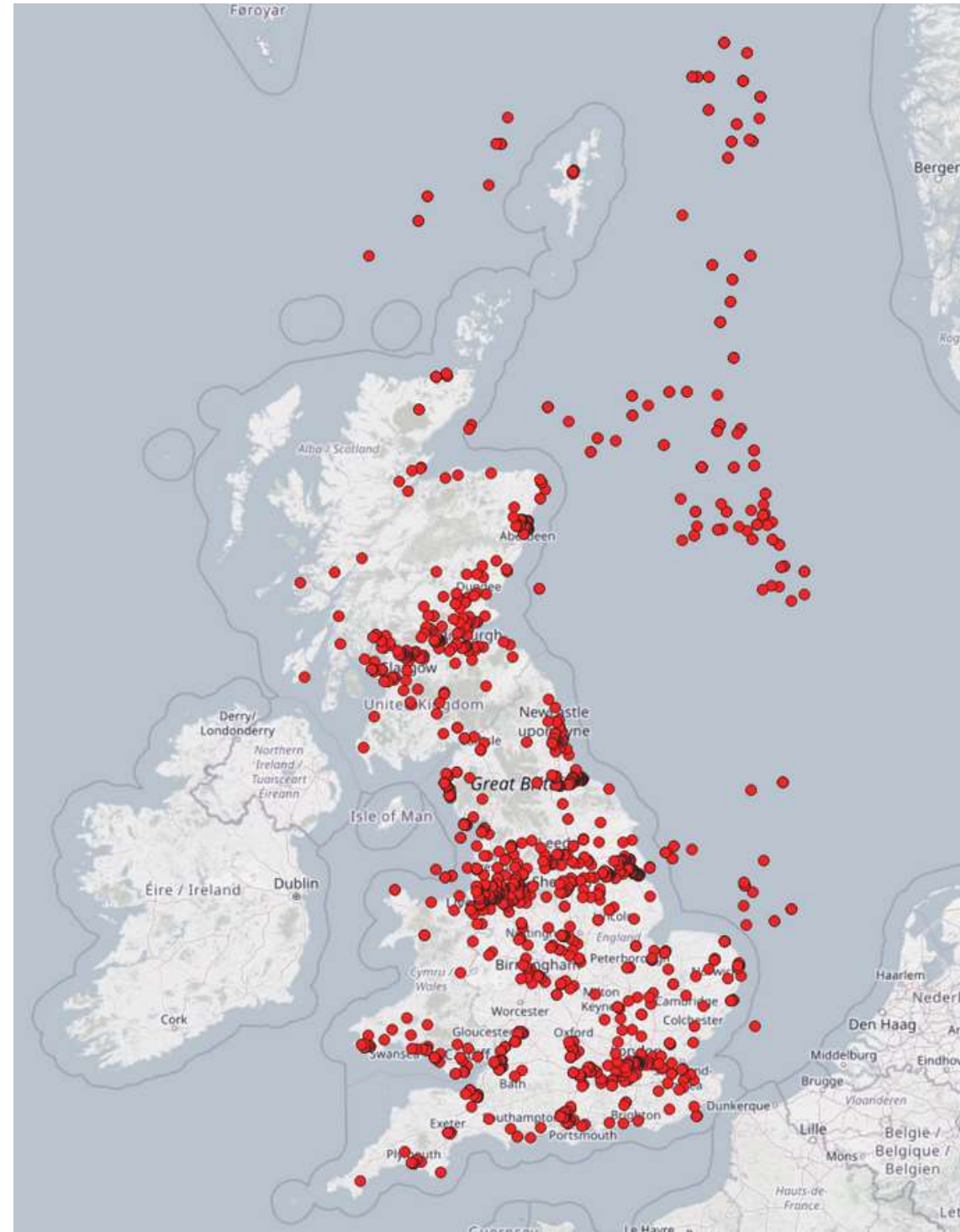
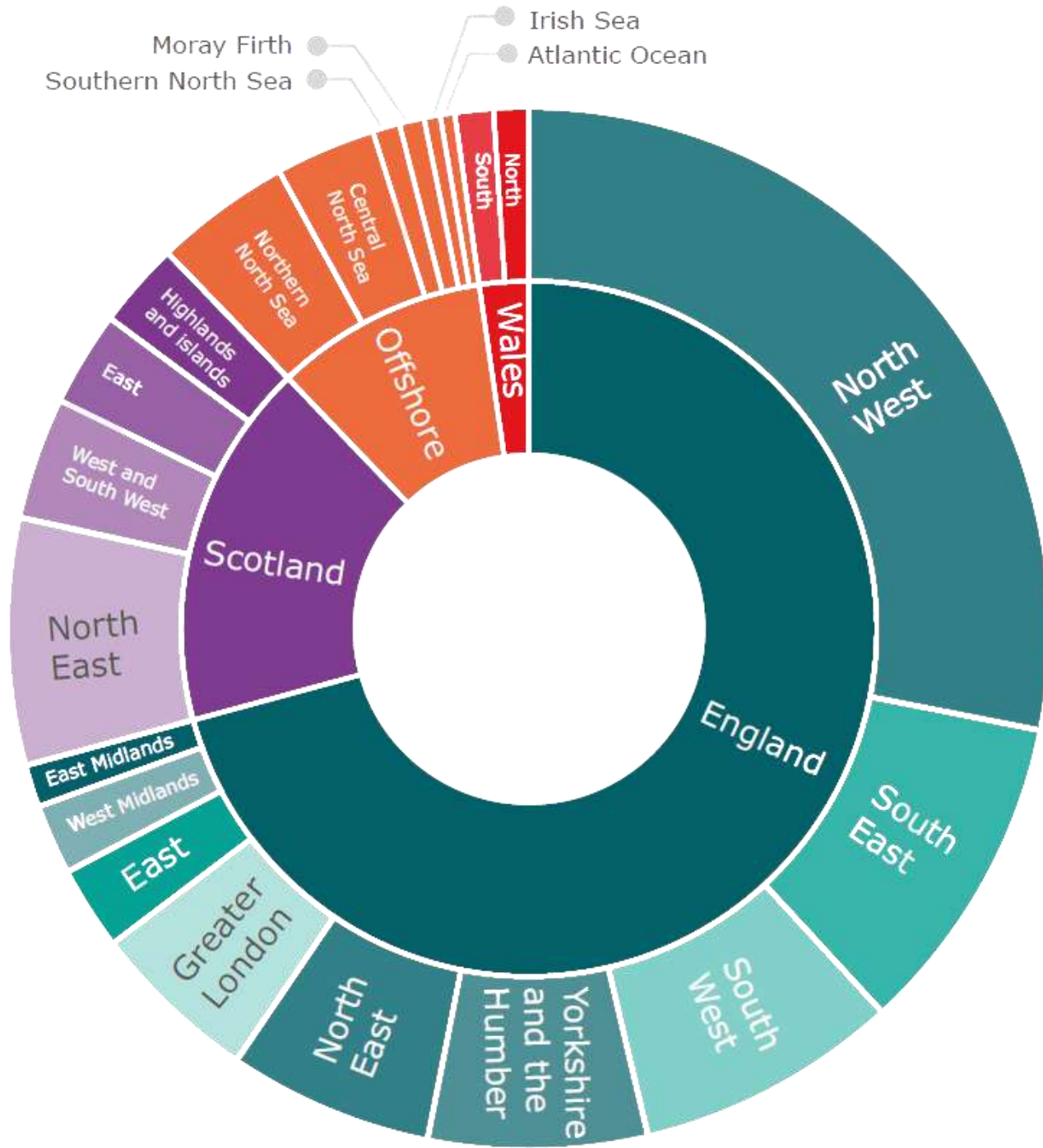
Three databases:

1. Company level
2. Site/office level
3. Employee level

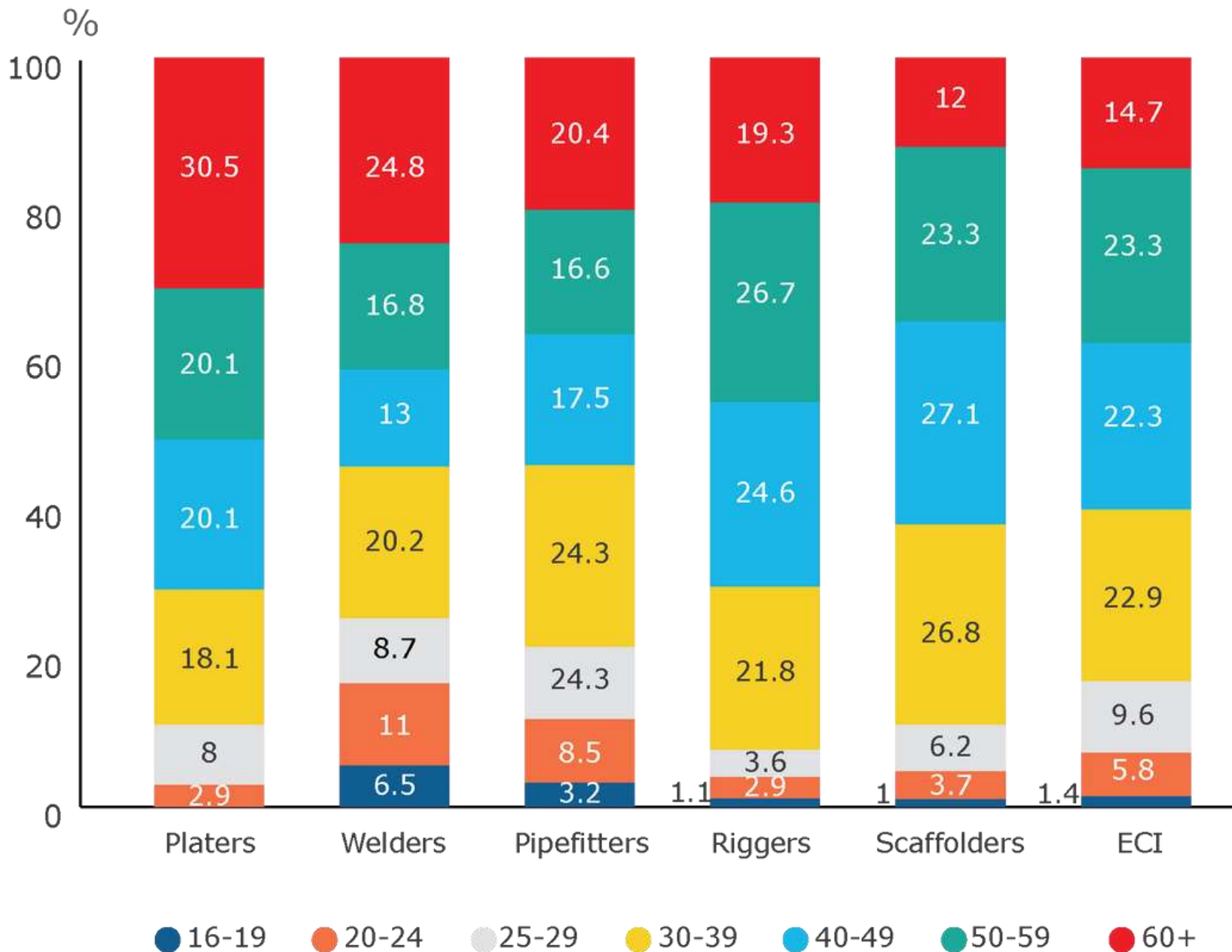
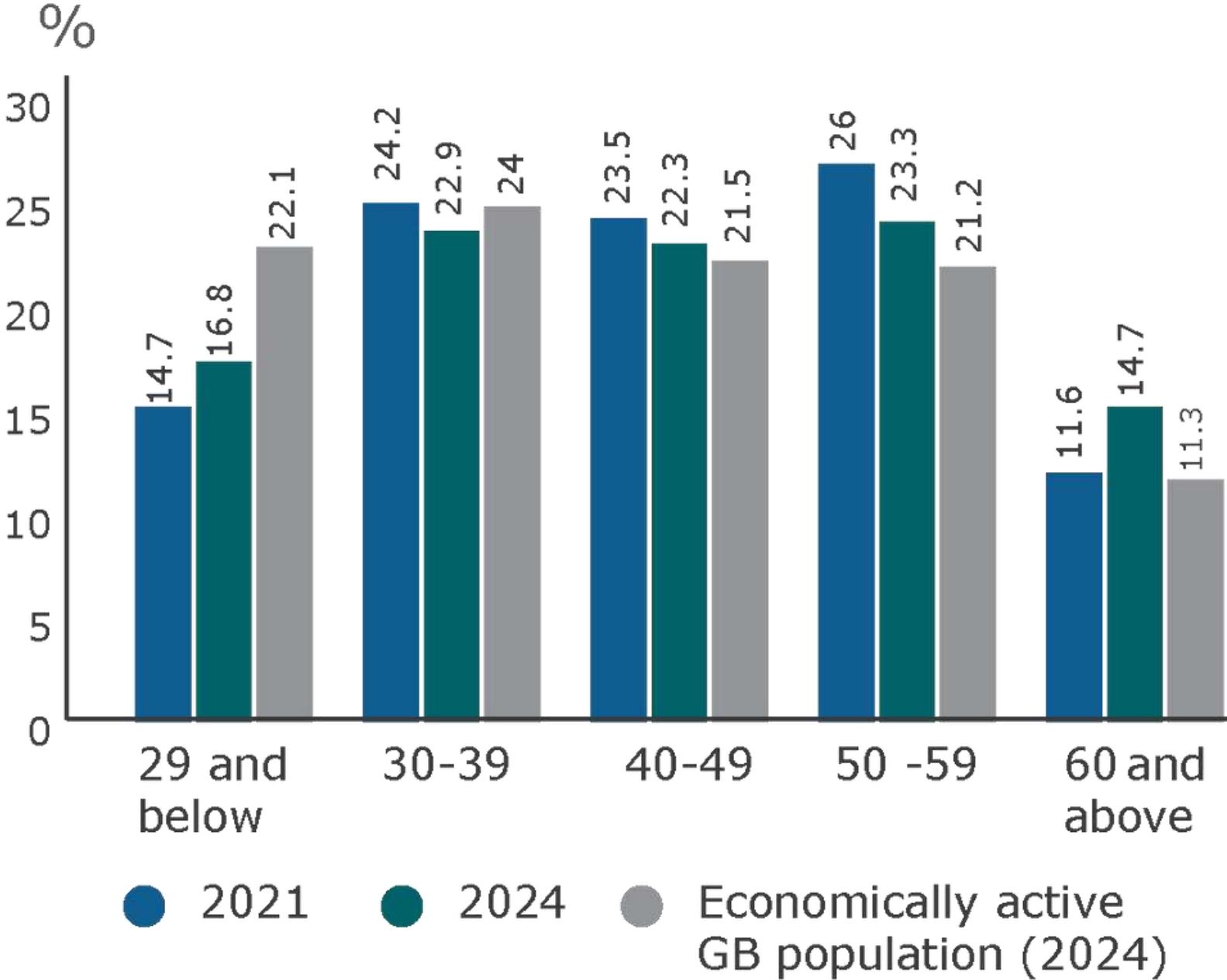
Sectoral distribution



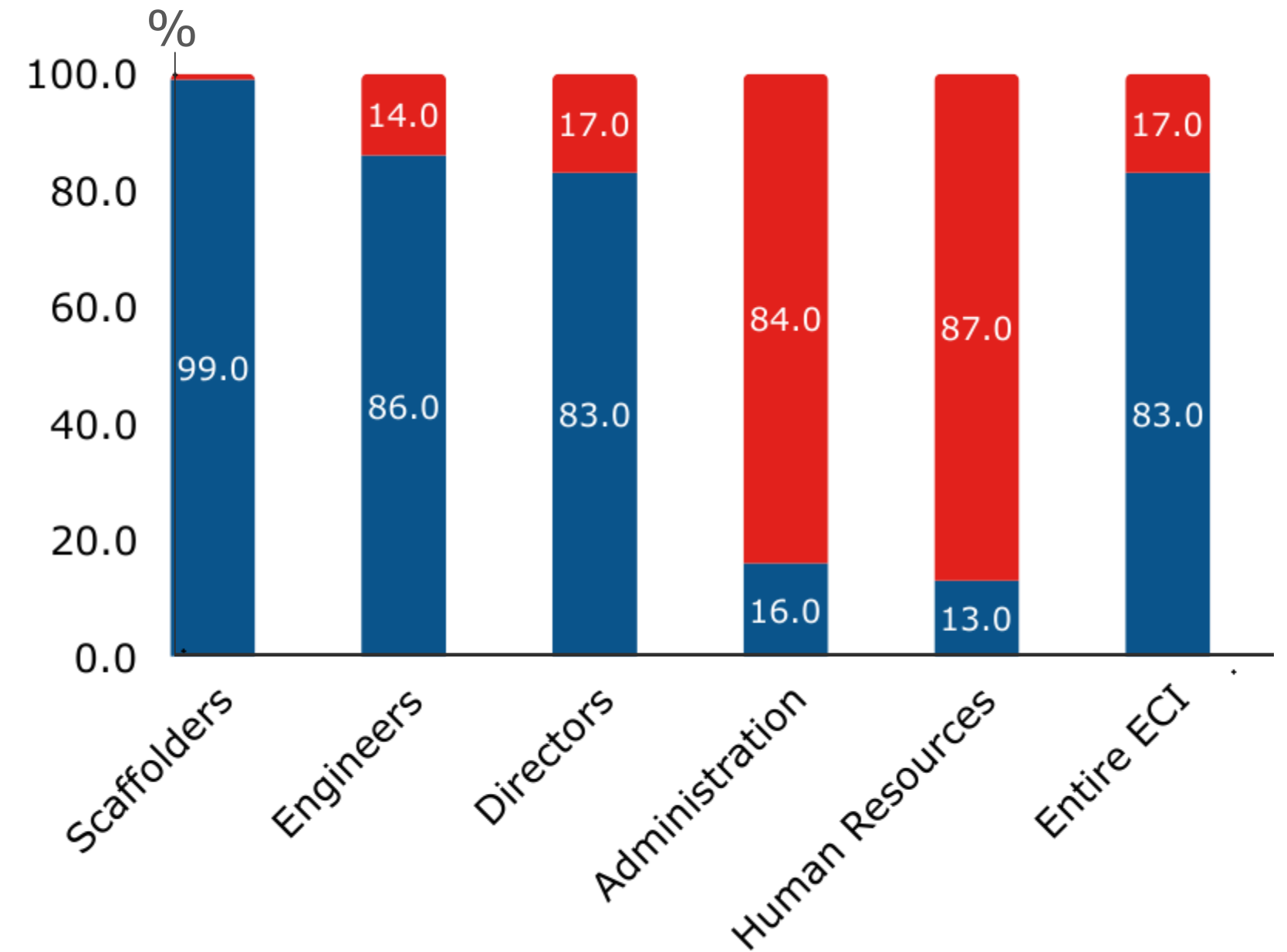
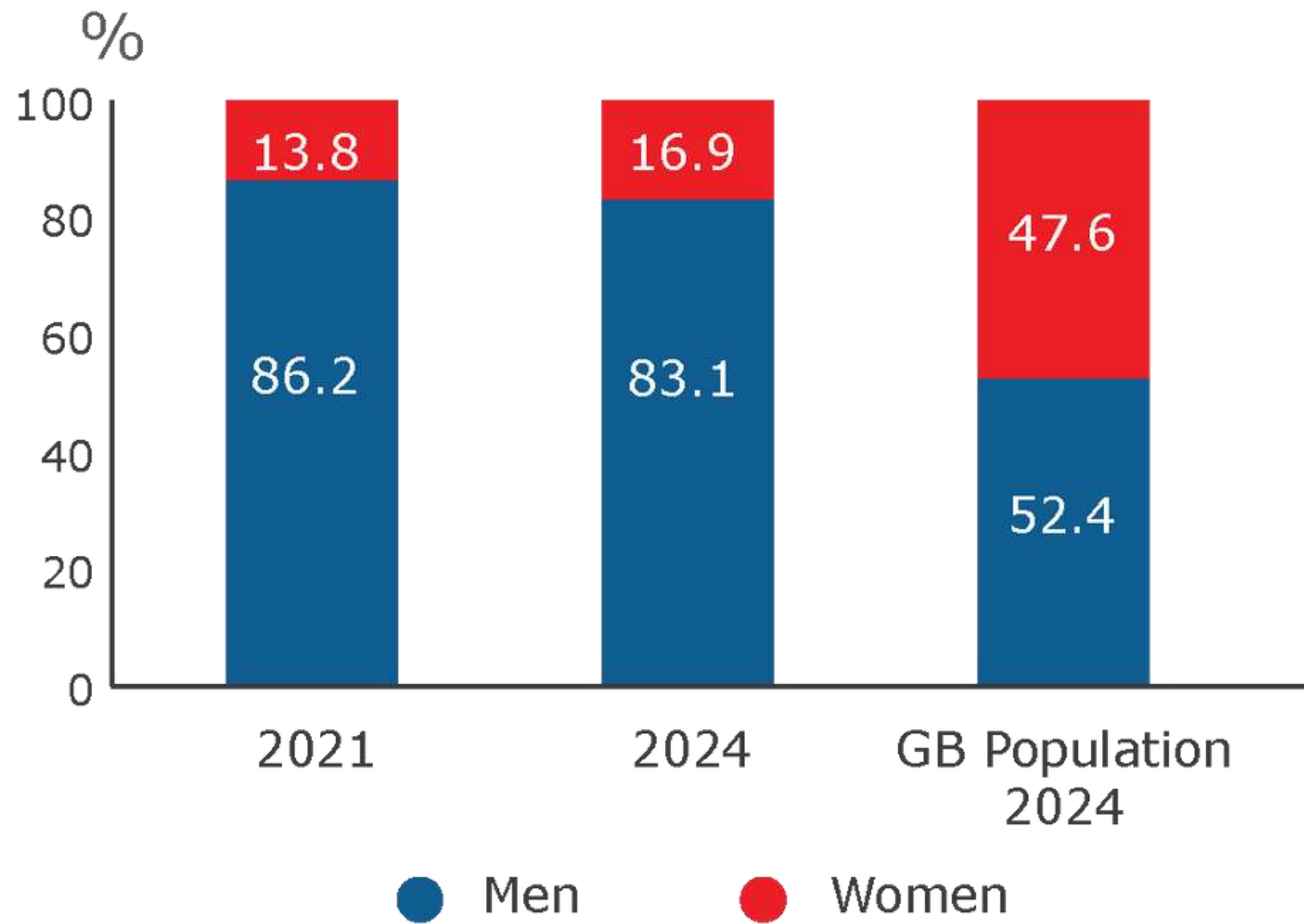
Geographical distribution



Age

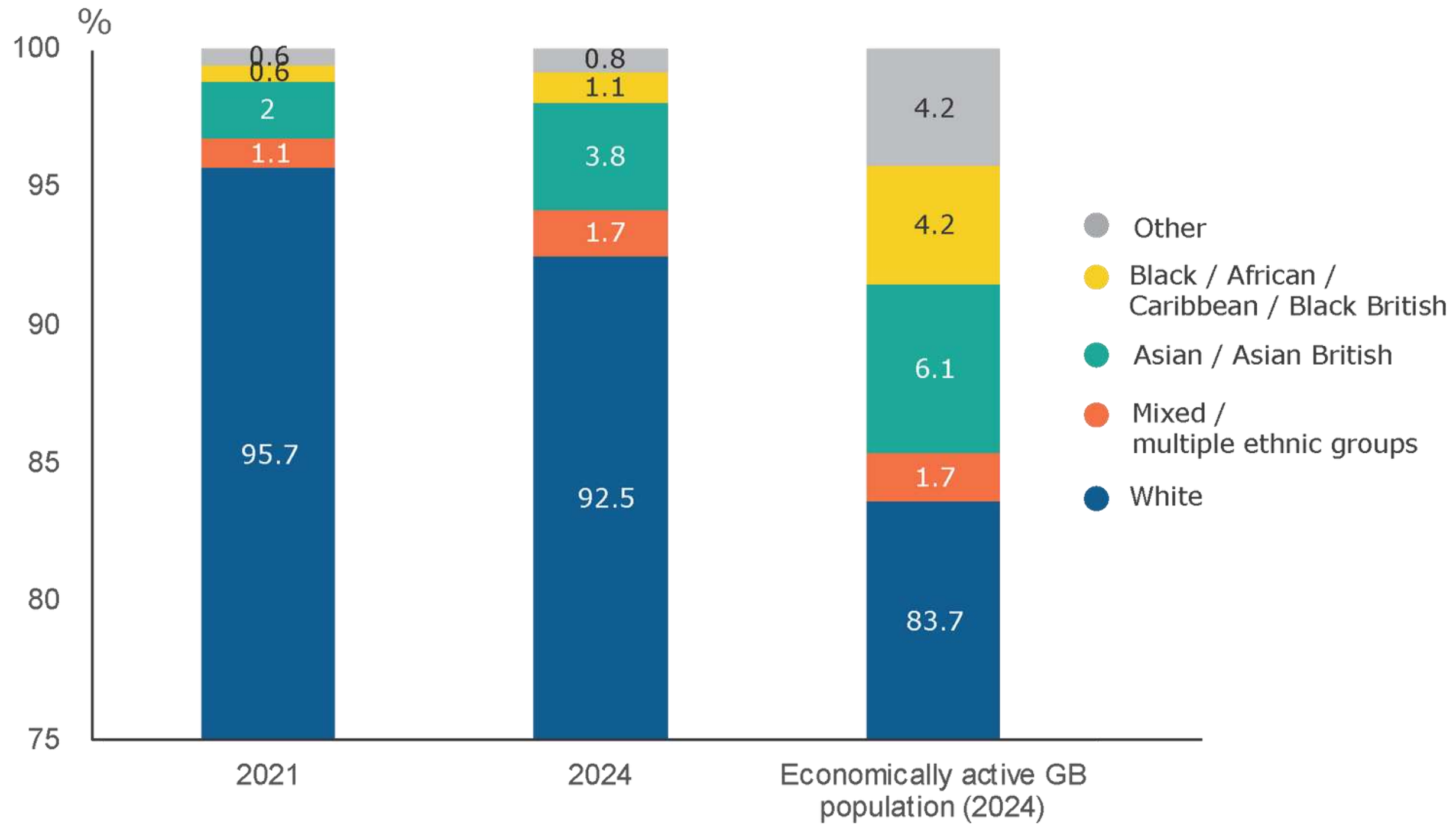


Gender



Ethnicity

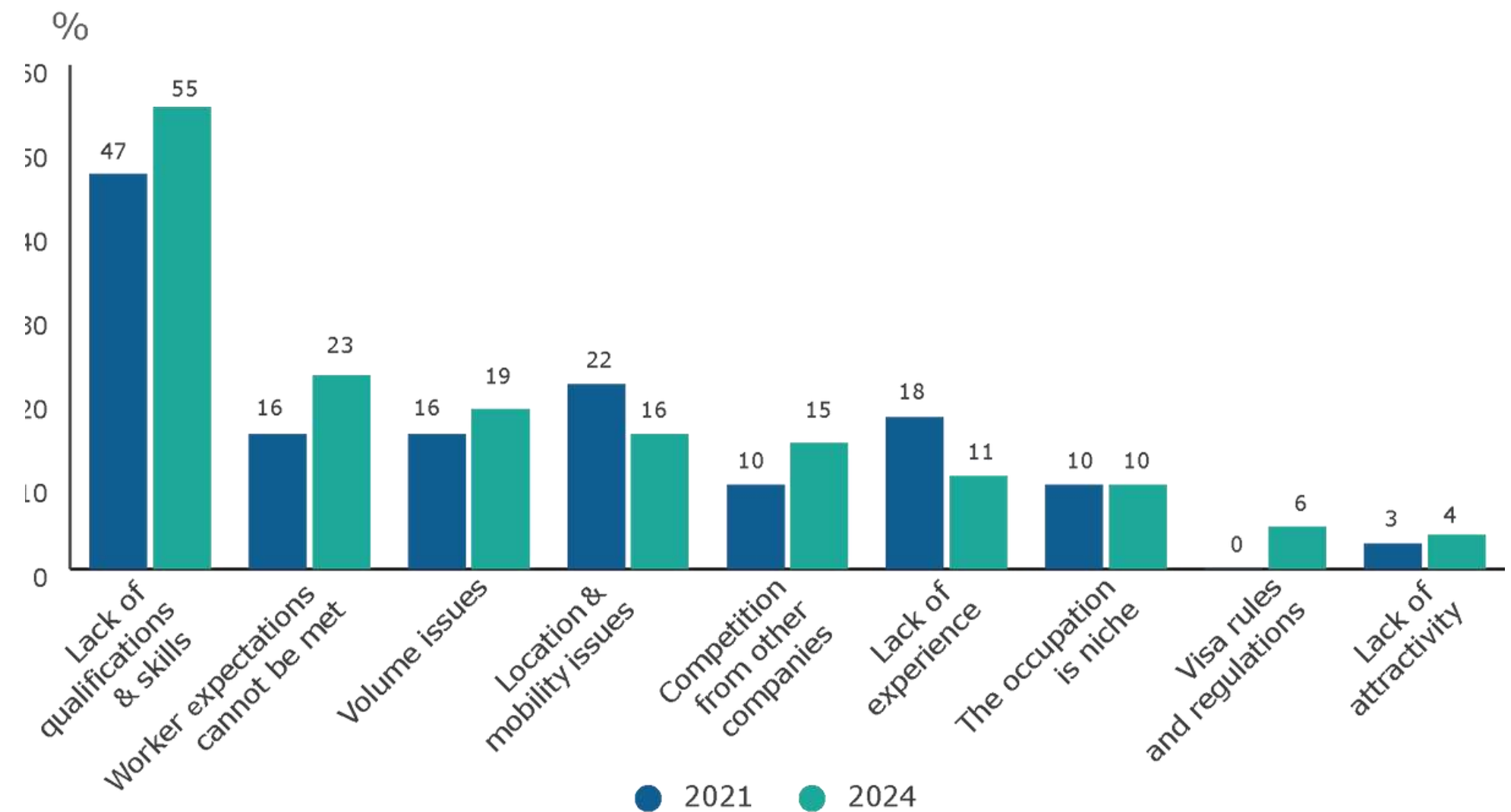
Ethnicity (scale in y-axis 75 to 100)



Hiring difficulties

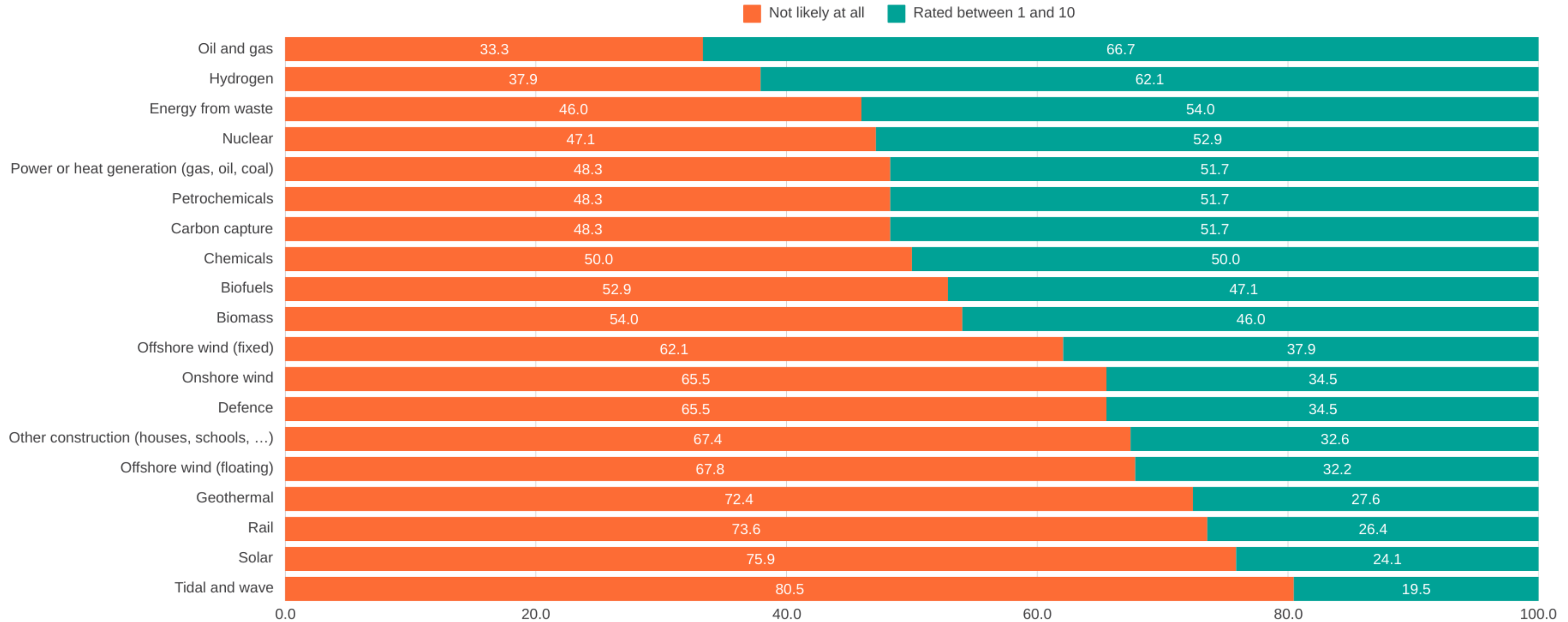
Top 20 hard to fill vacancies	%
Electrical engineers	6%
Pipefitters	5%
Riggers	5%
Design technicians	5%
Project managers	4%
Welders	4%
Electrical fitters	4%
Electricians	4%
Process engineers	4%
Mechanical engineers	3%
Mechanical fitters	3%
Non-destructive testing technicians	3%
Instrument technicians	2%
Electrical, instrumentation and control engineers	2%
Platers	2%
Design engineers	2%
Project controllers	2%
Steel erectors	2%
Safety case	2%
Radiographers	2%
Other	35%

Employers facing difficulties in 2021: 53%
 Employers facing difficulties in 2024: 71% (+18%)



Business opportunities

Likelihood of expanding operations



Regional analysis

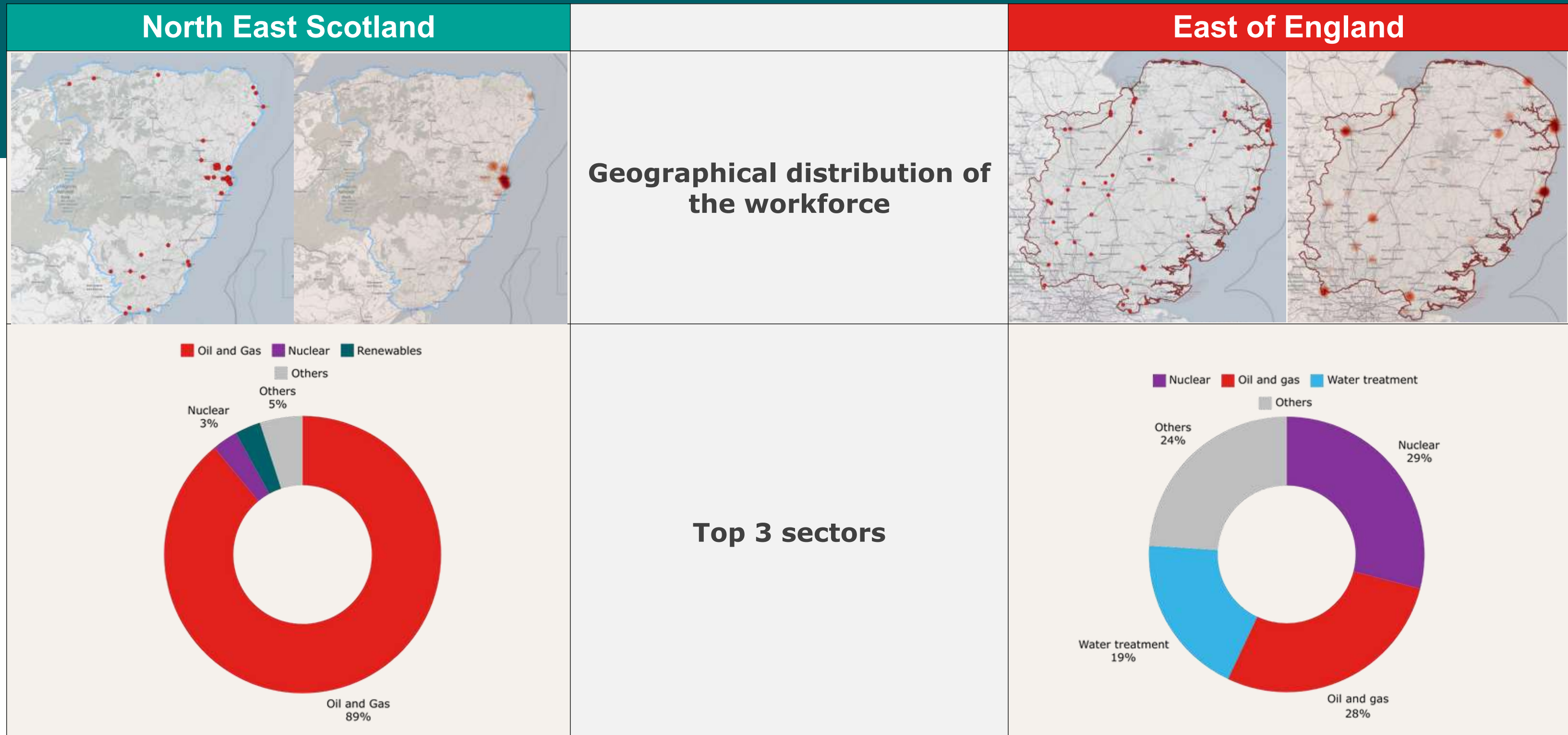
Comparison between two regions



North East Scotland		East of England
7,250	Number of in-scope workers	2,450
+7% in the next 3 years	Workforce growth expectations	+19% in the next 3 years
< 30 : 13% 30 to 49 : 52% > 50 : 35%	Age profile	< 30 : 17% 30 to 49 : 46% > 50 : 37%
Men: 74% Women: 26%	Gender profile	Men: 84% Women: 16%
93%	% UK workers	96%
<ul style="list-style-type: none"> • Structural designers and engineers • Piping designers and engineers • Instrument technicians • Process engineers • Pipefitters 	Occupations difficult to recruit	<ul style="list-style-type: none"> • Project managers • Field service engineers • Radiographers • NDT technicians • Inspectors
<ul style="list-style-type: none"> • Offshore wind • Oil and gas • Hydrogen • Carbon capture and storage 	Main business opportunities	<ul style="list-style-type: none"> • Oil and gas • Nuclear • Offshore wind • Energy from waste

Regional analysis

Comparison between two regions



Sectoral analysis

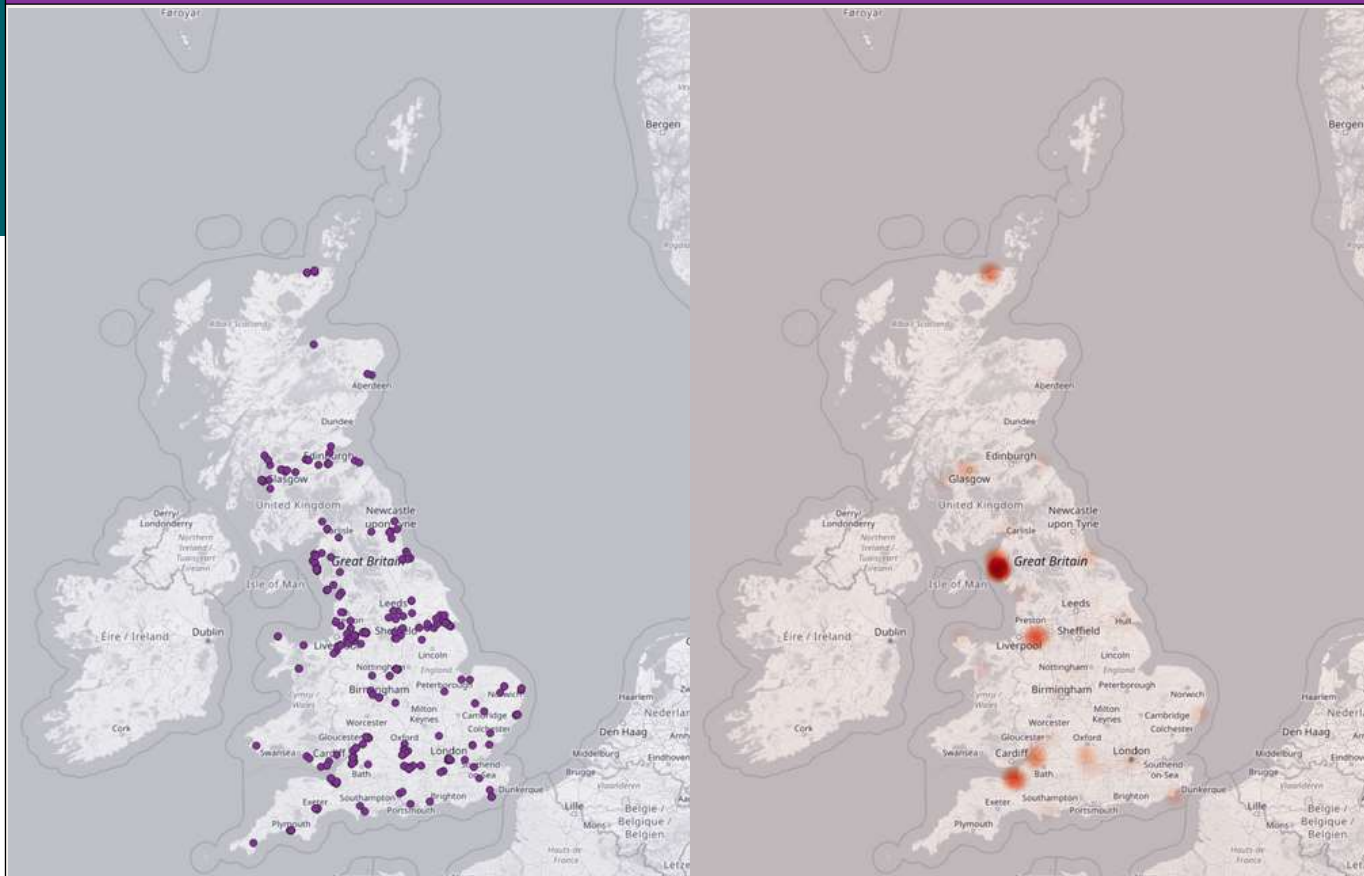
Comparison between two sectors

Nuclear		Oil and gas
37,100	Number of in-scope workers	33,350
10% in the next 3 years	Workforce growth expectations	12% in the next 3 years
< 30: 19% (2021: 15%) 30 to 49: 45% (2021: 46%) > 50: 36% (2021: 39%)	Age profile	< 30: 12% (2021: 12%) 30 to 49: 47% (2021: 53%) > 50: 41% (2021: 35%)
Men: 79% (2021: 81%) Women: 21% (2021: 19%)	Gender profile	Men: 86% (2021: 86%) Women: 14% (2021: 14%)
96% (2021: 98%)	% UK workers	95% (2021: 94%)
<ul style="list-style-type: none"> • Project managers • Safety case technicians • Project controllers • Civil and mechanical engineers • Electrical fitters • Planners • Design technicians and engineers 	Occupations difficult to recruit	<ul style="list-style-type: none"> • Project managers • Riggers • Platers • Pipefitters • Design technicians and engineers • Electrical engineers • Project engineers • Subsea engineers

Sectoral analysis

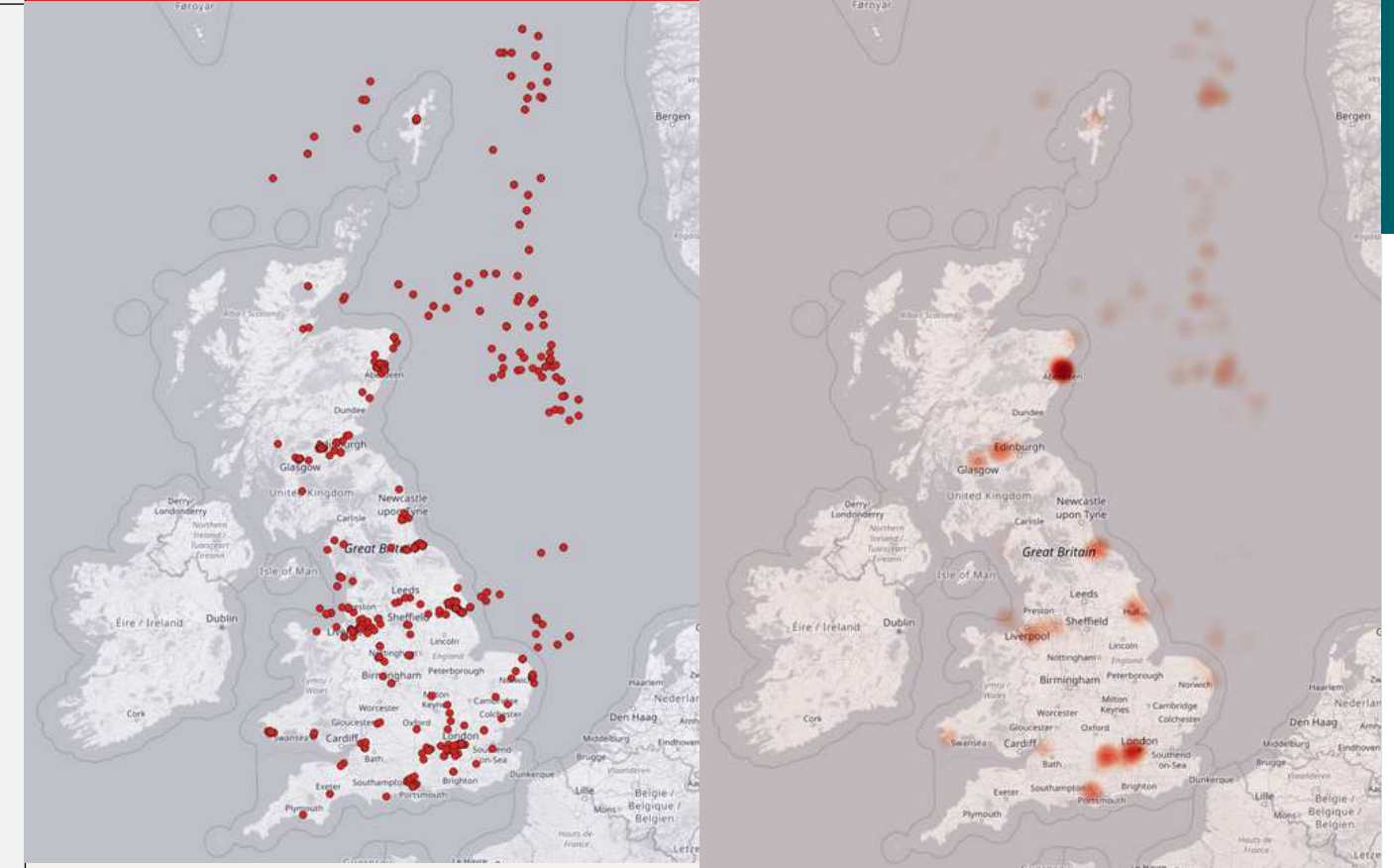
Comparison between two sectors

Nuclear



1. South West England **89%**
2. Highlands and Islands **81%**
3. North Wales **74%**

Oil and gas



1. North East Scotland **89%**
2. East Scotland **65%**
3. Greater London **50%**

Geographical distribution of the workforce

Top 3 regions with highest percentage of workers in the sector

How the Census will be used

The comprehensive overview of industry ensures better-informed decisions

Industry is accurately represented in discussions with local and national governments

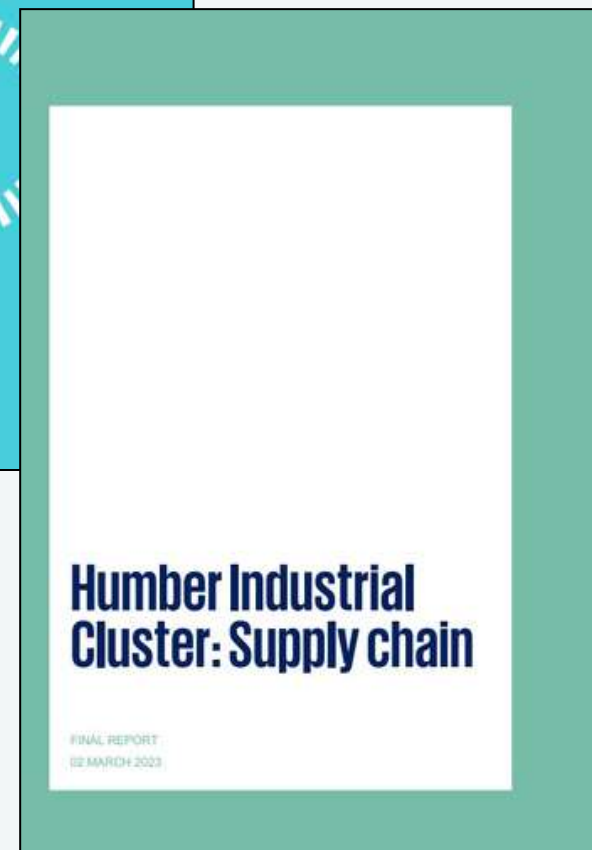
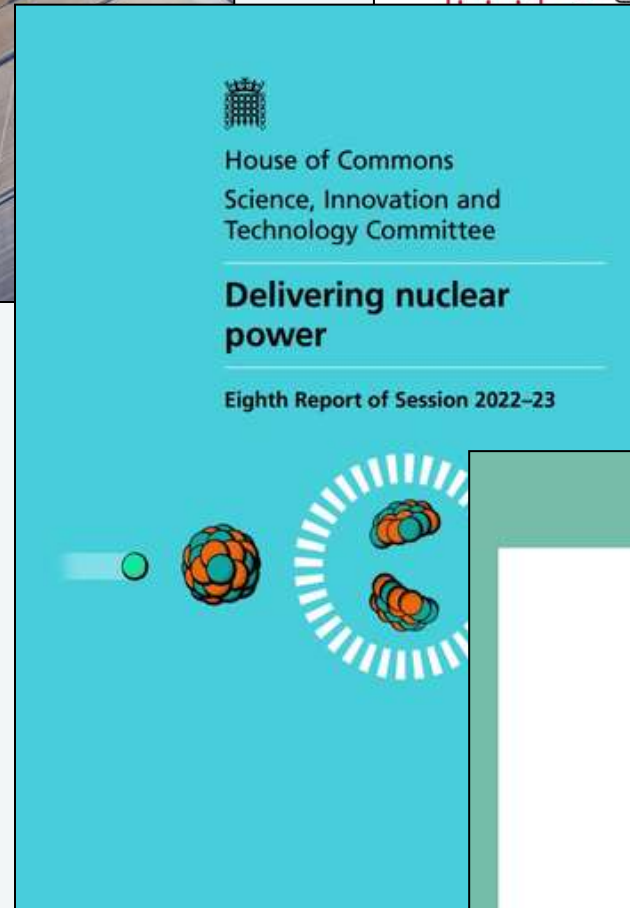
It directly informs skills development provision

The Labour Forecasting Tool will be updated to provide more granular data

Reports and data extracts are accessible to all. Bespoke analyses available
The Census will inform strategy development

Download the 2025 Workforce Census: www.ecitb.org.uk/census

Contact your Relationship Manager or research@ecitb.org.uk for specific analyses or further support in using this data.



Q&A

Do you have any questions?





Thank you