

CTEC Delivery Plan

All items are subject to discussion and agreement with DfE as part of the Co-Design phase.

This document outlines a comprehensive delivery plan for construction training and development programs, focusing on staff development, industry engagement, outreach, student enhancement, and curriculum development.

- **Staff development initiatives:** Include modular upskilling programs, Level 5 Learning and Skills Apprenticeships, industry insights mentoring, and integration of AI and technology solutions for improved efficiency.
- **Industry and employer engagement:** Features employer forums, professional institution partnerships, trade and industry organization collaborations, and equity, inclusion, and neurodiversity training tailored to the construction sector.
- **Outreach programs:** Comprise initiatives like "Ignite the Spark," Women in Construction week targeting female students, primary school projects for career guidance, and alternative provision taster sessions aimed at improving transition to further education.
- **Student enhancement efforts:** Focus on green skills training, sustainability and climate change education, CSCS 'Green Cards,' extended work experience, employer opportunities, and pre-apprenticeship programs emphasizing health, safety, and welfare.
- **Curriculum development:** Includes the creation and piloting of new programs and apprenticeship standards such as Civil Engineering, HNC Welding, Plumbing (green route), roofing, high voltage training, energy security, AI and digital transformation, and modern construction methods.
- **Co-design phase:** Involves ongoing discussions with the Department for Education (DfE), confirming yearly scope and outputs, and establishing networks for providers, employers, and delivery partners.
- **Regional and career mapping:** Development of regional roadmaps and career maps supports industry upskilling and guides learners through construction career pathways.
- **Sustainability and equity focus:** Training emphasizes carbon literacy, energy technologies, and inclusive practices to foster a zero-harm culture and support a diverse workforce within the construction industry.

		September 2025	October 2025	November 2025	December 2025	January 2026	February 2026	March 2026
Co-Design								
	Discussions with DfE							
	Confirm Yr 1 Scope/Plan/Outputs							
	Confirm Yr 2 Scope							
	Establish CTEC network							
	Establish wider provider/employer delivery network							
Industry/Employer Engagement								
	Employer Forums - Construction – trades - Construction – building services							

	<ul style="list-style-type: none"> - Construction – site management and professions - Construction – green and digital skills 							
	Professional Institutions e.g. (IET / CIOB / IOC / CIBSE / RICS / CIPHE))							
	Trade / Industry organisations e.g. (CITB / NICEIC / ECA / JIB / BACH / NAPIT / BPEC / Gas Safe)							
Outreach & Inspiration								
	Ignite the Spark							
	Women in Construction							
	Primary school projects							
	Alternative Provision <ul style="list-style-type: none"> - Northampton Saints Foundation – Engage Construction 					Intake		
	CBE – Careers / Scope of Industry options / transferable skills – Careers A&G profile of vast range of opportunities within the sector.							
	World Skills, SPARKS and Skill Build Competitions							
Student Enhancement								
	Green Skills Training							
	Sustainability/Climate Change Training							
	NC Sustainability and Green Skills Week							
	CSCS ‘Green Cards’							
	Extended WEX and Employer Opportunities							
	Pre Apprenticeship Programme							
	Health, safety and welfare – risks, risk mitigation and zero harm culture.							

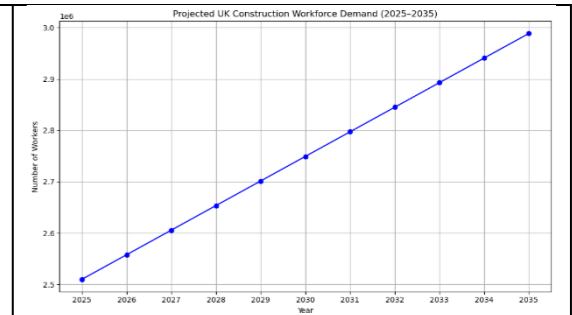
Curriculum Development, Piloting & Delivery								
	Modular Upskilling Programmes: <ul style="list-style-type: none"> - Green Skills – solar installation, EV charger, Heat pumps, retrofit - Digital Construction - Plant - Welding - Hydrogen 							
	Development of new programmes and apprenticeship standards <ul style="list-style-type: none"> - Civil Engineering 2026 27 - HNC Welding 2026 27 - Plumbing apprenticeship (green route) 2027 - Roofing - HV – transmission / distribution - Energy security - Industry partner masterclasses - AI and digital transformation (inc. BIM) - Modern Methods of Construction 							
	Develop and pilot Construction Fast Track programmes: <ul style="list-style-type: none"> - To take unskilled/reskilled workers to construction site readiness 							
	ESOL - Construction pathways							
	NEETS – Construction pathways							
	Shared curated content for teachers and assessors							
Industry/Employer Upskilling								
	Regional Roadmaps and Career Maps							

	Equity, Inclusion, Belonging Training (Construction Industry focussed)							
	Neurodiversity Training - ADHD - ASD - Dyslexia							
	Sustainability Training: - Carbon literacy - Energy technologies Scope 1, 2, 3 emissions							
	Modular Upskilling Programmes - High Voltage Training - Green Skills – solar installation, EV charger, Heat pumps, retrofit - Digital Construction - Plant - Welding - Hydrogen							
Staff Development								
	Modular Upskilling Programmes: - High Voltage Training - Green Skills – solar installation, EV charger, Heat pumps, retrofit - Digital Construction - Plant - Welding - Hydrogen							
	L5 Learning and Skills Apprenticeship	Intake				Intake		
	Industry Insights – mentoring (teacher/employers)							
	AI and tech solutions for efficiency and effectiveness.							

	Theme	Delivery Model	Resourcing	Impact
Staff Development				
	Modular Upskilling Programmes <ul style="list-style-type: none"> - High Voltage Training - Green Skills – solar installation, EV charger, Heat pumps, retrofit - Digital Construction - Plant - Welding - Hydrogen 	F2f and Blended delivery <ul style="list-style-type: none"> - Use of practical skills training as required - Use of online resources - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	External – use of industry experts, internal – use of teacher/experts across the regional network. Use of Growth and Skills Levy	Cascade of expertise and knowledge enables more dual professionals to enhance their skills. Staff continue to develop industry expertise and knowledge, so they are able to ensure students have the right knowledge skills and behaviours for the sector. 40,000 additional engineering construction workers will be needed between 2024 and 2028 to support clean energy infrastructure.
	L5 Learning and Skills Apprenticeship	F2f and Blended delivery <ul style="list-style-type: none"> - Evidence based approach - F2f collaborative workshops - Use of online resources and videos - Use of iLab immersive suites - Collaborative experiential training 	Teacher educators and assessors – number dependant on cohort sizes. Use of Growth and Skills Levy	Developing the skilled teachers of the future, increased retention of staff, motivational career paths – technicians and industry experts to teachers. Reduce high teacher vacancy rate (9.6 per 100 nationally)
	Industry Insights – mentoring (teachers/employers)	Remission for teachers to spend time in Industry to ensure their skills are relevant – up to 5 days per year	Remission funds for all teachers who attend between ½ day to 5 days at £200 per ½ day	Staff continue to develop industry expertise and knowledge, so they are able to ensure students have the right knowledge skills and behaviours for the sector.
	AI and Tech solutions for efficiency and effectiveness	F2f and Blended delivery <ul style="list-style-type: none"> - F2f collaborative workshops - Use of online resources and videos - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Funding staffing delivery time, use of iLab immersive spaces, filming and editing	AI and other advanced technologies are rapidly transforming the construction industry, requiring new skills and infrastructure. Key areas of impact include project planning, safety monitoring, quality control, and supply chain management. A focus on digital literacy and understanding how AI tools integrate with existing workflows is crucial for construction sector.
Industry/Employer Upskilling and Engagement				
	Regional Roadmaps and Career Maps	Regional Construction Roadmap – use of ILR data to create analysis of current provision using Home - Green Skills West Midlands model.	Collaboration and access ILR data for all providers within the region. Funding and developer time to create the roadmaps and careers maps.	This resource has been identified as a clear need through all four LSIP’s in the region. Will enable both employers and providers to identify where

		Subject Specific Careers Maps developed – per provider/LSIP and overall region		training is taking place, avoid duplication and also will demonstrate gaps and further collaboration.
	Equity, Inclusion, Belonging Training (Construction Industry focussed)	F2f and Blended delivery <ul style="list-style-type: none"> - F2f collaborative workshops - Use of online resources and videos - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Funding, staffing delivery time, use of iLab immersive spaces, filming and editing	Workforce is predominately male and white, only 15% of workers are women and 9% from ethnic minorities. Within NC 48% of students declare as not being white British. Employers are more equipped to meet the needs of other groups and encourage those candidates to join the sector. https://tinyurl.com/yauf44aj .
	Neurodiversity Training <ul style="list-style-type: none"> - ADHD - ASD - Dyslexia 	F2f and Blended delivery <ul style="list-style-type: none"> - F2f collaborative workshops - Use of online resources and videos - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Funding, staffing delivery time, use of iLab immersive spaces, filming and editing	Neurodiversity is more prevalent in the construction industry than in the general population. Approximately one in four construction workers identify as neurodivergent, according to a report by the National Federation of Builders (NFB) . This is higher than the estimated 1 in 7 people in the general UK population who are considered neurodivergent. Within construction, ADHD is the most common neurodivergent condition, followed by autism and dyslexia. 36% do not disclose and do not feel supported with their needs.
	Sustainability Training: <ul style="list-style-type: none"> - Carbon literacy - Energy technologies - Scope 1, 2, 3 emissions 	F2f and Blended delivery <ul style="list-style-type: none"> - Use of practical skills training as required - Use of online resources and videos - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Funding, staffing delivery time, use of iLab immersive spaces, filming and editing	The Construction Sector needs to move at pace to solve the challenges of net zero and energy efficiencies needed in the next few years. By providing more opportunities for employers to upskill they will be better prepared to meet these needs.

	Modular Upskilling Programmes <ul style="list-style-type: none"> - High Voltage Training - Green Skills – solar installation, EV charger, Heat pumps, retrofit - Digital Construction - Plant - Welding - Hydrogen 	F2f and Blended delivery <ul style="list-style-type: none"> - Use of practical skills training as required - Use of online resources and videos - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Funding, staffing delivery time, use of iLab immersive spaces, filming and editing	Cascade of the skills needed to respond to the changing needs of the construction sector. 40,000 additional engineering construction workers will be needed between 2024 and 2028 to support clean energy infrastructure.
	Employer Forums <ul style="list-style-type: none"> - Construction – trades - Construction – building services - Construction – site management and professions - Construction – green and digital skills 	Quarterly steering/ task and finish groups for focussed input into curriculum design/ Industry upskilling	Employers, staff, students, stakeholders, governors. Commitments from providers across the whole region Focused regional networks – sharing of best practice/ideas/solutions	Whole system thinking and delivery opportunities – link back into the regional roadmap and career roadmaps
Outreach and Inspiration				
	Ignite the Spark	Range of activities focussed on local school students in year 9 and 10. Award winning approach and model to be cascaded across the network	Funding, staff delivery time, use of iLab immersive spaces, scaffolding rig	‘Igniting the spark’ around the roles and opportunities in Construction and allied sectors. Increase number of applications for providers and help to sustain ambition for the sector
	Women in Construction	A week of enrichment focussed on female college students and year 9 and year 10 local female school students	Remission funds for all teachers who attend between ½ day to 5 days at £200 per ½ day	Careers insights and networking for internal college students and guidance for school students. Workforce is predominately male and white, only 15% of workers are women
	Primary school projects	At least once a term focussed on career guidance and opportunities	Remission funds for all teachers who attend between ½ day to 5 days at £200 per ½ day	Careers guidance and change to the stereotype of construction to make it more of an aspirational career. CITB projects that the UK could need over 3m construction workers by 2035, to meet demand from housing targets (1.5m).



	Alternative Provision <ul style="list-style-type: none"> - Northampton Saints Foundation – Engage Construction 	<ul style="list-style-type: none"> - Use of existing partnerships with organisations such as Northampton Saints Foundation - Taster sessions covering multi skills trades, at least once a year primarily May/June 	Funding and staffing for bespoke NEET programmes – engaging with those hardest to reach, often from economically inactive and disadvantaged backgrounds	Improved retention with support in transition from alternative provision to courses and apprenticeships. Improved engagement with employers, understanding needs of young people, often with neurodiversity and SEMH challenges.
	CBE – Careers / Scope of Industry options / transferable skills – Careers A&G profile of vast range of opportunities within the sector.	Employer fairs Reverse job fairs Industry Speakers NC Skills – sector mapping	Employer/Industry commitment through pledges and links with providers – minimum number of engagements per year	Improved exposure to students to opportunities with understand the needs of employers, job roles available, how core skills can be transferred between roles within the sector and how they can successfully move into those careers
	World Skills, SPARKS and Skill Build Competitions	Increased engagement for all providers in competition activities Use of World Skills Learning Labs World Skills Centre of Excellences Increased competition focus	All providers to become World Skills Centre of Excellence All providers to commit involvement in competition activities at regional level	Raising ambitions for all students, including foundation levels. Increased use of world skills pedagogy through World Skills Learning Lab
Student Enhancement				
	NC Sustainability and Green Skills Week	Whole College approach – focused week with competition activities, student/employer conference, and whole curriculum focus	Whole College, employers and stakeholders	This approach will not only impact all NC students but will be a ‘blueprint’ for other providers to use later in the year linked to the AoC Green Week in March 2026
	Green Skills Training	Students have access to green skills training – practical experiential training, highly engaging and inspires students to take up specialisms or become specialists	Access to Green Skills Training rigs – if not available at all providers, use of hub and spoke model to cover the whole region	Cascade of the skills needed to respond to the changing needs of the construction sector. 40,000 additional engineering construction workers will be needed between 2024 and 2028 to support clean energy infrastructure.

	Sustainability/Climate Change Training	All students undertake sustainability/climate change training as part of their study programmes/apprenticeships.	Digitisation of current NC programme – partnership working with providers to contextualise for their locality	Students have an awareness of the challenges faced in all sectors re. The needs for sustainability/climate change - ‘Ignites the spark’ to undertake specialisms or become specialists
	CSCS ‘Green Cards’	All students on L2 and 3 programmes per provider to have access to opportunity and funding to obtain CSCS ‘Green Cards’ prior to completing their studies	External funding for partnership, training and additional cost of CSCS cards (£300 per student)	Students leave providers ready to take on job roles, rather than current national progression statistics. Employers are more inclined to take them on directly from courses.
	Extended WEX and Employer Opportunities	<ul style="list-style-type: none"> - Pledges and commitments by employers across the region - Use of pre-apprenticeship models - Reverse job fairs - Employer fairs 	Whole College, employers and stakeholders Employer/Industry commitment through pledges and links with providers – minimum number of engagements per year	Improved exposure to students to opportunities with understand the needs of employers, job roles available, how core skills can be transferred between roles within the sector and how they can successfully progress into those careers.
Curriculum Development				
	Modular Upskilling Programmes <ul style="list-style-type: none"> - High Voltage Training - Green Skills – solar installation, EV charger, Heat pumps, retrofit - Digital Construction - Plant - Welding - Hydrogen 	F2f and Blended delivery <ul style="list-style-type: none"> - Use of practical skills training as required - Use of online resources - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Remission funding for curriculum development and quality assurance. Co design with employers, AO’s and PRB’s. Innovative and Inclusive models of delivery.	Agile development of programmes which have industry relevance and will provide the skilled workforce needed. UK construction workforce will need to grow to approximately 2.75 million workers by 2029
	Development of new programmes and apprenticeship standards <ul style="list-style-type: none"> - Civil Engineering 2026 27 - HNC Welding 2026 27 - Plumbing apprenticeship (green route) 2027 - Roofing - HV – transmission / distribution - Energy security - Industry partner masterclasses - AI and digital transformation (inc. BIM) 	F2f and Blended delivery <ul style="list-style-type: none"> - Use of practical skills training as required - Use of online resources - Use of iLab immersive suites - Collaborative experiential training - Bite size ‘pick and mix’, bootcamps and day release models to meet demand 	Remission funding for curriculum development and quality assurance. Co design with employers, AO’s and PRB’s. Innovative and Inclusive models of delivery.	Agile development of programmes which have industry relevance and will provide the skilled workforce needed. UK construction workforce will need to grow to approximately 2.75 million workers by 2029

	- Modern Methods of Construction			
	Develop and pilot Construction Fast Track programmes: To take unskilled/reskilled workers to construction site readiness	Partnership working to develop short upskilling programmes with strong focus on core technical skills, numeracy and literacy, health and safety and CSCS 'green cards'	Remission funding for curriculum development and quality assurance. Co design with employers and PRB's. Innovative and Inclusive models of delivery.	Students leave providers ready to take on job roles, rather than current national progression statistics. Employers are more inclined to take them on directly from courses.
	ESOL - Construction pathways	Partnership working to develop short upskilling programmes with strong focus on core technical skills, numeracy and literacy, health and safety and CSCS 'green cards'	Remission funding for curriculum development and quality assurance. Co design with employers and PRB's. Innovative and Inclusive models of delivery.	Students leave providers ready to take on job roles, rather than current national progression statistics. Employers are more inclined to take them on directly from courses.
	NEET – Construction pathways	Partnership working to develop short upskilling programmes with strong focus on core technical skills, numeracy and literacy, health and safety and CSCS 'green cards'	Remission funding for curriculum development and quality assurance. Co design with employers and PRB's. Innovative and Inclusive models of delivery.	Students leave providers ready to take on job roles, rather than current national progression statistics. Employers are more inclined to take them on directly from courses.
	Development of shared curated content for teachers and assessors	Shared platform for curated content, which has been quality assured to reduce teacher and assessor workload and burden.	Remission funding for curated content development and quality assurance. Investment in shared platform which can be used regionally and nationally.	Teachers and assessors across the network spending less time of creating content. Able to personalise for local employer needs and individual student needs. Increase outcomes for students and employers. Improve retention of teachers and assessors.