



**ILM Level 3 Qualification in Leadership and
Management Practice for the Construction
and Built Environment Sector**



The landscape of the construction industry is ever-changing. With pressures to constantly rise and conform to increasing social, economical and environmental challenges, effective leadership and management within the industry is critical to project success.

Background Information

The construction industry, facing complexity and regulatory demands, urgently needs enhanced leadership and management skills. CITB research and industry feedback confirms this as vital for progress.

Focused leadership training will address internal and external challenges, driving growth and consistent performance. This strategy is a smart, future-focused investment, aiming for a more efficient and adaptable construction sector.

Commission Information

In response to this identified need, CITB has taken a proactive approach to bridge the current gap in Leadership and Management training within the industry.

CITB has committed £10.5 million towards providing 10,500 free ILM Leadership and Management courses, specifically designed for the bright minds of the construction industry. This initiative is not just about the numbers; it's regionally focused to ensure local support and solutions are accessible across England, Scotland, and Wales.

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Providing these free training opportunities is our response to feedback from industry that they are facing a lack of staff equipped with Leadership & Management skills as well as a lack of funding to pay for courses.



CITB: Construction Industry Training Board

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The OM Group is proud to be a continuing voice for change in the construction sector and excited about playing a major role in upskilling the industry. These qualifications are a game-changer for managers and supervisors in the industry, as well as for businesses – helping drive productivity, growth and more opportunities for the sector.

Damini Sharma, CEO The OM Group

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ILM Background

With its reputation as Europe's largest provider of leadership and management qualifications, ILM helps over 70,000 learners each year to develop critical skills and enhance their career prospects.

In partnership with CITB, ILM has developed tailored qualifications and courses for the construction industry, focusing on the sectors unique challenges and complexities. These courses enhance professional skills and leadership insights, offering a practical approach to learning. They empower employees to advance confidently in their careers, particularly in the dynamic construction sector, equipping them with real-world skills, applicable to day to day challenges on site.

The Benefits of Undertaking an ILM Qualification:

ILM has notably impacted leadership and management worldwide with its specialised qualifications, transforming workplace operations globally. For employers, this results in leaders who are both well-prepared and forward-thinking. ILM's work aims to create a future where effective leadership and management are key to the success of every organisation and sector.

Find out about the positive influence ILM qualifications have had on both learners and employers:

90%

of learners stated they would recommend ILM to a fellow colleague who is considering undertaking a Leadership and Management Qualification

87%

of learners stated that they have been able to apply leadership and management skills acquired through completion of an ILM Qualification into their day-to-day job role.

83%

of learners stated that completion of an ILM Qualification has helped them become a better leader/manager.

94%

of employers stated they would recommend to another employer, who was considering using ILM as a provider of leadership and management courses.

88%

of employers said that their organisation had stronger leaders/managers as a result of working with ILM

84%

of employers stated their organisation was positively impacted by what the employees undertaking the ILM course had learnt upon completion of their ILM qualification.

*Statistics acquired through independent research conducted by Harris Interactive, commissioned by ILM.

Qualification Criteria

The qualification offered as part of the new initiative is the nationally recognised, ILM Level 3 Leadership and Management Practice for the Construction and Built Environment Sector.

The qualification comprises of two levels; Award Level and Certificate Level.

The Award in Leadership and Management Practice for the Construction and Built Environment Sector can be achieved by completing the two mandatory modules, plus the two assessments.

The Certificate in Leadership and Management Practice for the Construction and Built Environment Sector can be achieved by completing the two mandatory modules and the three additional modules, plus the five assessments.

Module Information

Module Breakdown: The qualification is delivered through five modules; two mandatory and three additional modules for the completion of the Certificate qualification. The modules are pre-defined and cover the core learnings needed to create exceptional leaders.



Mandatory Module

8626-300
Leadership and Management Practice for the Construction and Built Environment Sector



Mandatory Module

8626-301
Delivery of Site Operations and Logistics



Additional Module

8626-302
Understanding Commercial Awareness



Additional Module

8626-303
Handling Difficult Situations



Additional Module

8626-305
Achieving Performance Through People

What you can expect your team to learn from each module:

The objective of these construction specific modules is to cultivate fundamental leadership and management, coaching, quality, productivity and people skills, which are essential for advancing projects and programs in alignment with the skills demands of prominent employers, contractors and projects within the sector.

Learning Assistant

Your team will gain access to ILM Learning Assistant, a market-leading ePortfolio system. For over a decade, City & Guilds and ILM's Learning Assistant has been a benchmark in e-learning platforms, providing a comprehensive suite of resources to empower and support learners, through their educational journey.

As you invest in the professional development of your employees, ILM Learning Assistant stands as a beneficial partner in their educational journey. This advanced e-portfolio system, leading the field for over a decade, is your partner in enabling a culture of continuous learning and growth within your organisation.

ILM Learning Assistant is a tool for crafting a tailored path towards each employee's success, aligning their personal development with your organisations objectives. This platform simplifies the educational process, allowing your team to concentrate on their professional development and contribution to your business.

What sets ILM Learning Assistant apart is its dynamic feedback system. This feature facilitates direct communication between your employees and their assessors, fostering a collaborative environment that sharpens skills and deepens understanding.

ILM Learning Assistant is not just a pathway to qualifications; it's an integral part of your team's journey towards growth. Designed to motivate and support, it helps your employees to not only achieve their educational goals but also to translate their learning into tangible benefits for your organisation.



Award Qualification - Mandatory Modules

8626-300 Leadership and Management Practice for the Construction and Built Environment Sector

Aim of this module:

To develop knowledge and understanding of using leadership and management skills to ensure safety and quality requirements, whilst also ensuring the appropriate standards of behaviour are identified and met when achieving project and work plans as required by a practising or potential team leader/site supervisor.

Through completion of this module, delegates will:

1. Gain an understanding the roles and responsibilities of a site supervisor or team leader.
2. Gain an understanding on the differences between leadership and management and the relationship between the two.
3. Gain an understanding on the role of quality management in site management.
4. Gain an understanding on the importance of health and safety in site management.

8626-301 Delivery of Site Operations and Logistics

Aim of this module:

To develop knowledge and understanding of planning and putting team members to work on site to improve quality and team performance as required by a practising or potential site supervisor.

Through completion of this module, delegates will:

1. Gain an understanding on how to effectively plan work on site
2. Gain an understanding on how to put team members through work, to help improve individual and team performance
3. Gain an understanding on how to improve team performance in delivering to plan
4. Gain an understanding on the importance of quality management in the workplace.



Certificate Qualification - Additional Modules

8626-302 Understanding Commercial Awareness

Aim of this module:

To develop an understanding of how stakeholder and client relationships and the monitoring and control of costs and waste contribute to making an organisation commercially successful as required by a practising or potential site supervisor.

Through completion of this module, delegates will:

1. Gain an understanding of the importance of stakeholder relationships in making an organisation successful.
2. Gain an understanding of how important the role of supervisor is in order to meet client requirements.
3. Understand the role of the supervisor in managing and controlling costs.
4. Understand the role of the supervisor in minimising waste across an organisation

8626-303 Handling Difficult Situations

Aim of this module:

To develop knowledge and understanding of handling difficult situations regarding performance, discipline, conflict, stress and diversity as required by a practising or potential site supervisor.

Through completion of this module, delegates will:

1. Understand how to use assessment and active listening and feedback to manage the performance of team members on site
2. Understand how to manage poor performance and discipline of team members on site
3. Understand how to manage conflict on site
4. Understand how to identify and manage work-related stress
5. Understand how to manage a diverse workforce



Certificate Qualification - Additional Modules

8626-305 Achieving Performance Through People

Aim of this module:

To develop knowledge and understanding of how to effectively use leadership and inter-personal skills to establish effective teams and achieve high levels of performance through people as required by a practising or potential site supervisor.

Through completion of this module, delegates will:

1. Understand how their personal leadership style may affect the performance of others
2. Understand how to establish and maintain an effective team
3. Know how to effectively motivate their team to improve and boost productivity.
4. Understand the importance of communication to team and site performance
5. Understand the importance of feedback to individual and team performance
6. Be able to apply a recognised coaching technique to effectively develop and improve the performance of team members
7. Understand how to persuade and influence others to achieve objectives



Benefits of Undertaking C-ILM Level 3

CITB's expertise in the construction industry, and dedication to ensuring the industry is upskilled, combined with ILM's market-leading expertise has resulted in a training provision that offers numerous benefits to both employers and employees.

Importantly, these benefits are not just theoretical; they are grounded in positive feedback from delegates who have completed the course with us so far, underscoring the real-world impact and value of this training.

For Employers

As an employer, choosing this construction qualification for your team is an astute decision. It's a practical way to boost their skills in an industry that's ever changing. Here are the key benefits that employers see:

Enhanced productivity levels

Increased productivity levels, ensuring that every challenge becomes an opportunity for growth.

Consistently exceptional outcomes

Enhance the ability to not only meet but exceed project requirements, paving the way for consistently exceptional outcomes.

Enhanced employee retention & loyalty

Providing professional growth opportunities for your team, leads to enhanced employee retention and a commitment to shared goals in your workforce.

Immediate business impact

Over 88% of employers say their business was immediately, positively impacted by ILM training programmes.

Long-term business success

Innovative leadership training cultivates strategic thinking and decision-making capabilities, paving the way for long-term organisational success and adaptability.

A well-equipped workforce

Leadership training equips teams to tackle challenges smartly and safely, reducing project delays and accidents.

For your Employees

At The OM Group, we understand that the heart of every successful construction project lies in the strength and expertise of its team. Our ILM Level 3 Qualification in Leadership and Management in the Construction and Built Environment is designed to elevate your teams capabilities, ensuring they are well-equipped to navigate the complexities of today's construction sector. Here's what your team will gain:



REFINED LEADERSHIP AND REFLECTIVE SKILLS

The training hones advanced reflective skills vital for continuous leadership development and career progression. Participants learn to critically assess their leadership styles and decision-making processes, leading to more effective management and adaptation to changing workplace environments. This not only enhances personal growth but also ensures your projects are led with insight and foresight.

ENHANCED TEAM DYNAMICS AND COLLABORATION

Construction projects thrive on teamwork. Our qualification instils best practices for managing diverse personalities and attitudes, promoting a culture of mutual respect, effective communication, and collaborative problem-solving. Your employees will become adept at creating and leading highly functional teams that can tackle any project challenge, ensuring smoother project delivery from start to finish.

INNOVATIVE THINKING AND OPERATIONAL EXCELLENCE

Stepping beyond traditional project management methods, your team will be exposed to innovative strategies and creative thinking processes. This fresh perspective will be brought back to your workplace, enhancing daily operations with new ideas that boost efficiency, reduce costs, and improve project outcomes. The domino effect? A more competitive, agile, and forward-thinking business.

NATIONALLY RECOGNISED QUALIFICATION AND AQP CARD ELIGIBILITY

Beyond personal and professional development, completing this qualification offers tangible benefits. Employees will earn a nationally recognised qualification that demonstrates their leadership competence in the construction sector. Furthermore, the newly acquired qualification will support them in gaining the Academically Qualified Person (AQP) card through the Construction Skills Certification Scheme (CSCS).

Why choose The OM Group?

Our Learning and Development (L&D) Division truly represents the core values of our company, showcasing trustworthiness, professionalism, and dedication. They possess the essential skills and knowledge, not just to train, but to genuinely empower your teams throughout their learning journey. With a focus on real-world application and personal growth, they are committed to supporting you every step of the way, ensuring a meaningful and impactful training experience.

With years of industry experience, our team understand there is no one-size fits all approach when it comes to training. Learners have different styles, perspectives, knowledge and abilities. To ensure the training we provide is effective and is making a positive difference to the industry, we work with you to provide a personalised, tailored learner experience that works for your team.

Our C-ILM training programme, delivered by our exceptional team of learning and development specialists and industry practitioners, has consistently received outstanding reviews. This excellence is reflected in our impressive rating: a perfect 5 out of 5 stars - as per module feedback.



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The ILM training course was delivered with excellent structure, tutor knowledge and professionalism in the delivery that got everyone who attended interacting to confirm knowledge and understanding. When we answered a question we were challenged on why we had given that answer and we had to explain why we had come to that conclusion.

I gained knowledge in different theories on how to implement safety, quality and people management that is helping me look at different situations in a structured way and learning to treat each issue differently and look at individual people's issues.

As a business we are now cascading this knowledge to our teams and involving them in decision making and encouraging everyone to be involved as much as possible to make a better working environment so everyone feels part of a team and not isolated.

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Ian, B Batch Group

Prerequisites and Funding

The ILM Level 3 Qualification in Leadership and Management Practice for the Construction and Built Environment Sector is suitable for a wide array of professions in the construction sector across England, Scotland, and Wales. This qualification is an excellent fit for:

- **Existing Supervisors, Leaders, and Managers:** Providing advanced skills and knowledge to those already in leadership roles within the construction sector.
- **Aspiring Supervisors, Leaders, and Managers:** Equipping emerging professionals with the essential tools to advance into supervisory or managerial positions.
- **Site-Based and Office-Based Staff:** Catering to the diverse needs of both on-site workers and office-based personnel in the construction industry.

Individuals taking up the free offer must have a full-time contract of direct employment (PAYE) with a Levy registered employer or be a CIS subcontractor to the employer.

As a result of CITB's £10.5 million investment into Leadership and Management training with the construction industry, the training is completely FREE and fully funded by CITB.

Requirement to be Levy-Registered

Employers who are seeking to put forward employees for the free training, MUST be a CITB Levy Registered Employer with no outstanding levy submissions, to qualify for full CITB funding.

One-off ILM Registration Fee

The training is completely free and fully funded by CITB, which provides a unique, cost-effective opportunity to upskill your team. The only cost is a one-off ILM Registration Fee of £151 per delegate, making it an fantastic investment in your team's development.

The ILM Membership

With the registration fee comes a suite of benefits designed to greatly enhance the learner experience.

Learners will receive a minimum of 12 months membership of the Institute of Leadership and Management, allowing them to access a wealth of valuable resources to support their leadership development journey and boost your employees confidence as leaders.

Learners will gain access to:

300+ HOURS OF
LEARNING CONTENT

FREE LEADERSHIP
EVENTS TO NETWORK
WITH LIKE MINDED
PROFESSIONALS

INTERACTIVE TESTS,
GUIDES, JOURNALS,
WEBINARS & PODCASTS

A COMMUNITY OF
OVER 50,000 LEADERS

Progress: The Next Steps after the Construction ILM Level 3

Through completion of the ILM Level 3 Leadership and Management Practice for the Construction and Built Environment Sector, your team can gain the Certificate or Award in Leadership and Management Practice for the Construction Industry

But what else could they do next, to ensure continuous progression?

C-ILM Level 3 Diploma

ILM Level 5 in Leadership and Management

NVQ Level 3 in Occupational Work Supervision (Construction)

NVQ Level 4 in Construction Site Supervision

Level 6 NVQ in Construction Site Management (QCF)

Foundation Degree in Construction Site Management (FdSc)

Added Value

At The OM Group, our mission extends to upskilling and empowering the construction sector through comprehensive training. We recognise the importance of nurturing the futures of professionals throughout the industry. In line with this vision, we're delighted to offer additional value-added benefits alongside the fully funded qualification.

Our carefully tailored benefits are specifically designed to enrich your team's developmental journey with us. These benefits underscore our belief in the importance of empowering professionals and ensuring that every aspect of your experience with us contributes to the growth and success of your team.

Access to a dedicated L&D team

Our dedicated L&D team will not only guide your team throughout their educational journey but also inspire them to excel in each module.

We really dive deep into the heart of the subject matter, focusing not just on theory but on how your team can apply what they learn in real-world scenarios. It's about understanding the 'why' as much as the 'how. Through this approach, we aim to foster a culture of excellent throughout the sector.

Training Delivered by Industry Experts

At The OM Group, our core strength comes from our team's deep involvement in the construction industry. Our team are not just experts in their fields; they are respected practitioners, passionate about shaping the industry's future. As a result, we embed practical, real-world insights into all of our efforts, guaranteeing that the skills and knowledge acquired are not only current but also directly applicable to today's construction challenges, giving your team an invaluable edge.

A Project Management template pack

At The OM Group, we value on-site efficiency, hence why we are extremely pleased to offer our new comprehensive Project Management template pack.

Designed to support your team, it includes everything for effective project management, from detailed templates for site inductions, resource management, and planning, to safety checklists and guides, enhancing your project capabilities.

Connect With Us



Contact The OM Group for more information on 0344 288 8999 or email learning@theomgroup.co.uk

