

TG/EN Update Webinar 06.03.24 – Q&A Summary

| Identity | Question | Answer |
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| Ian Dickerson (Unverified) | A large part of our proposal was based around the cost advantage of a TG compared to an EN on the spend on training. I cannot see how this model improves that, or makes advantage of the purchasing power of TGs, or combining ENs and TGs to gain additional cost savings. | ENs will be expected to have conversations with TPs about negotiating rates for courses. We would like to work in partnership with TGs to get your feedback on this which would feed into our consultation work on the Training Provider Network development. Future work in this space will focus on high quality, value for money training. |
| Anonymous (Unverified) | Are EN's going to refer employers to TG's in a reciprocal way to TG's referring employers to EN's | Yes, ENs will promote the additional support TGs are able to offer to employers, particularly small and micro sized and refer any employers who give permission for their details to be shared |
| Anonymous (Unverified) | Are the ENs going to follow the same areas/ regions as TGs | No, there will not be as many ENs as there are TGs. For example, there could be 3 TGs collaborating with 1 EN area. |
| Keith (Unverified) | Based on the feedback we received from our members, what happens if they decide not to carry on training as they have said in the survey we carried out? | We want to work with employers to continue training and would work with TGs to ensure that they have the access to training that is best suited to their needs. |
| Anonymous (Unverified) | CITB have taken the TG model off local companies to role into a national model run by CITB | ENs are all about addressing skills needs at a local level not a national level. We believe ENs and TGs can work together to promote training to employers within a locality. |
| Anonymous (Unverified) | Considering the CITB will inevitably head this up and CITB staffing is effectively something between the magic roundabout and a waltzer for staff in a position and then moved on left or back out what are the CITB planning to do in order to try and retain staff in their positions allowing a relationship to be built between employers and citb advisors rather than throwing a dart at the citb directory trying to work out who is dealing with them that week | The CITB Engagement Team has a high retention rate and, naturally, high performers will often want to move on to other positions within CITB and at times elsewhere. If there are concerns around continuity resulting in lower standards of support offered then please do bring it to our attention and we would be happy to address. |
| Sarah Horsfall (Unverified) | Do you have more information on how the Training Provider Network will be rolled out and how this fits into the TG/EN model? | The TPN is still in its development phase, but more information will be shared in the coming months. |

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| Anonymous (Unverified) | Just to clarify. GTOs will not book training, we will refer to the EN person? | This depends on the need of the employer. If the employer wants to continue on using the S&T and grant route to enable them to train their workforce then the GTO would continue to book training. If the employer would like to source training without the need to go through S&T or grant scheme then a referral from the GTO to the EN would be the best route. |
| Keith (Unverified) | How is CITB going to help the TG's to recruit disengaged companies? Referral's! | We will continue to work with TGs and make reciprocal referrals as appropriate. We have a number of examples where this is working well. TGs will also be expected to promote themselves and their support for employers too in order to maximise membership. |
| Dee Fitzgerald (Unverified) | How is funding determined and allocated to employers? | Within each EN, funding is determined by an employer led Steering Group looking at short, medium and longer term. Employers can decide the funding levels and for which training. |
| Anonymous (Unverified) | How long will the other funding streams continue as I understand from the presentation is that the future model is to remove these funding application requirements. This would in hand mean that TG's would not be able to book training for their members and therefore the GTO role would become redundant | We want to make things easier for the employer and the ENs make the funding of training more streamlined. However, some employers may require additional help in accessing the support they require, networking etc but the GTO may not book the training in all cases and may instead refer to the ENs. |
| Anonymous (Unverified) | How many EN's are you planning to roll out in total | We will be rolling out 33 ENs across GB throughout 2024. High level detail of the regional roll out plan has been shared. |
| Michell (Unverified) | How many times can an employer apply for funding through an EN? | There is no current limit but the role of the Steering Group will be to ensure that no one employer or group of employers benefit more than others. |
| Anonymous (Unverified) | How much money is CITB investing in staff to manage ENs in 2024/2025 in comparison to TG funding | We can provide a cost comparison. To follow. |
| Anonymous (Unverified) | I presume we will be helping members as we do now but not helping organise the training for them | GTOs whose members wish to access support via the EN will refer the employer to the EN lead. The EN lead will then facilitate the training for the employer. If your members wish to continue accessing S&T and/or grant then you should continue supporting with this as you do at the moment. |

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| Anonymous (Unverified) | I think the ultimate question for my members would be why the Training Groups are not seen as valuable any longer. They are very passionate about the networks they have built. | CITB do see the TGs as valuable and have taken onboard the clear employer feedback about this. |
| Anonymous (Unverified) | If a member of a Training Group chooses not to engage with an EN Group will they still be able to obtain their CITB Grant | Training Groups members that do not wish to access the EN can still be supported via the S&T fund and the grant scheme. |
| Dee Fitzgerald (Unverified) | If ENs are booking training will the TGs be advised on course prices so they can inform employers and for S & T bids and how will the ENs ensure best pricing - course discounts? | ENs will negotiate prices with providers as required. We can explore sharing this intelligence between ENs and TGs as appropriate. |
| Anonymous (Unverified) | If training groups are focusing on S&T bids, will the bids change to run similar to EN ie fully funded and therefore no need for claiming grants | No, S&T funding rules would stay the same. |
| Sam (Unverified) | Is it only short duration training that EN's support? | No, they can support a variety of training as agreed by the Steering group. However, we will not support specifically out of scope training. |
| Anonymous (Unverified) | Is there a limit for employers on courses funded through the EN? | There is not currently a limit but this will be decided through the steering committee. |
| Anonymous (Unverified) | Is this the end of the consultation, as you mentioned that this decision has now been ratified? Are you still willing to engage with TG's regarding their future after 2yrs? | The decision regarding EN roll out and TG funding has been ratified. However, we will continue to engage with Training Groups and work together. Any future decisions on Training Groups will only be made following consultation with the TGs and their members. |
| Anonymous (Unverified) | Julia stated EN's will not be able to support out of scope training, however i understand the pilot did, is that the case? | The pilot did not support explicitly out of scope training, with the exception of first aid and manual handling. We are currently reviewing how this will work with the broader roll out. |
| Jenny (Unverified) | Please can you clarify - you mentioned TGs can become ATOs, but Employer Networks will be able to use non ATOs. Will TGs be able to become Employer Network 'approved' training providers, without ATO status? | CITB would prefer for any training provider used to be an ATO, in order to ensure quality of provision. Should any TGs be interested in becoming an ATO, we can help you with this; please speak to your Advisor. |

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| Anonymous (Unverified) | So to confirm, training groups are to continue as normal into the new grant year while there is no EN in the local area. | Yes, Training Groups will continue to support their members in booking training and supporting with S&T and grant queries. |
| Anonymous (Unverified) | Surely EN's will be best placed to report on deliverables regarding employer training conducted as TG's will only capture their members. | ENs will be reporting on training supported, and we will take this into account when developing TG related performance metrics with the GTO working group. |
| Samantha Thomas (Unverified) | The changes/bigger picture for CITB plans going forward, you suggested, are you able to share what these possibilities and ideas are? | Yes. We will share more information on the other projects as soon as we can. |
| Graham Bell (Unverified) | The original intention of the EN's was to focus on disengaged employers - will this still remain the main focus? | It will remain a focus of the ENs but the main focus is upskilling the workforce and getting training where it is needed. |
| Jemma Carmody (Unverified) | There are a number of ENs currently being run by other organisations i.e. CECA Midlands, HAE, EUSR. Is the view that these will continue or will they move to CITB delivering these, or is there a space for other organisations to become ENs? | We are currently considering the current sector networks and whether we continue to run these past the end of their funding agreements. |
| Samantha Thomas (Unverified) | Training Provider Network... will you dispense with ATO's isn't it just repeating something that is already there? | Yes, we will not run two different schemes but the detail of this is still to be decided. We do ask that TGs encourage the Training Providers that they are working with to get involved with the consultation. |
| Michell (Unverified) | We organise some courses for our members. so they can take place locally. Can EN funding support this for individual employers? | Yes, training will be offered at a local level. |
| Ian Dickerson (Unverified) | What happens after 2 years with TGs? It looks like we just carry on as normal until then, with a bit closer working with ENs? | We will use the next two years to review the effectiveness of the EN and TPN, TGs and other projects and how these projects work together. The intention isn't that there isn't a place for Training Groups but we do need time to monitor this. In the meantime TGs can continue to provide the service that they have always provided to their members and link to the ENs where appropriate. |
| Anonymous (Unverified) | What happens to the providers all fighting to provide the training for ENs? | We do not envisage that this would be a concern in every area but would look at this as part of the TPN consultation. |

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| What is the short / mid term measure of success for ENs? (Unverified) | What is the short / mid term measure of success for EN's - has CITB set a target in terms of engagement of new Micros/SME's and value for investment re training per EN? Can GTOs have sight of the EN targets for each locality? | Yes, we do have expected engagement targets for all ENs and can share these. |
| Graham Bell (Unverified) | What will happen with training for non -grant funding such as 1st aid? As a TG we currently organise a fair amount on non funded traing. | These have been allowed to be funded through the pilot and is something that we are looking at as part of the pilot. We must look at this in terms of additionality and impact and will provide further insight into whether this would/should continue in the future. |
| Anonymous (Unverified) | what would an EN course booking/ referral look like in an ideal scenario? | Further detail on things like this will be provided at a local level |
| Adam (Unverified) | Who will run the ENs? | ENs will be run by CITB. |
| Anonymous (Unverified) | Will all the EN's be taken over by CITB? | We have funding agreements still in place with a number of external organisations that took part in the original pilot phase of this project. We will need to have individual conversations with those organisations about the ending of that funding agreement and a transition period to facilitate that. However, the intention in the longer term is that all ENs will be delivered by CITB. |
| Dee Fitzgerald (Unverified) | Will ENs look after Medium and large employers as well as micro and small? | Yes, any levy registered company can access the support of the EN. The focus has been on Micro and Small companies. We do acknowledge that large companies have a role within the ENs in terms of engaging with their supply chains etc but need to be mindful of the funding asks of large employers being managed fairly in comparison with other sized employers. |
| Samantha Thomas (Unverified) | Will it be one MOU for the two years or just for 12 months then another? | This will cover two years and it will be sent out as soon as possible (April 24). There may be a slight delay in issuing while we work on new metrics and reporting for 24/25. This will not impact on April's payment. |
| Hi all, i am not sure if i missed this but are | Will our KPIs reflect the use of EN funding and the reduction of training days? | A meeting to discuss TG metrics will be held in the next few weeks to discuss metrics that serve the needs of the TG |

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| the KPIs changing? (Unverified) | | members but also align with CITB's business plan. KPIs will reflect factors such as EN referrals and EN areas. |
| Sue Wharton (Unverified) | Will TG's still be expected to grow membership | A meeting to discuss TG metrics will be held in the next few weeks to discuss metrics that serve the needs of the TG members but also align with CITB's business plan. |
| Dee Fitzgerald (Unverified) | Will the training provider network also include non-ATO providers? | All the details of the Training Provider Network will be shared as soon as we can. |
| Andrew Partington (Unverified) | Will there be a briefing letter from CITB for the new model that we can send out to members? | We will arrange for this document to be sent out |
| Jemma Carmody (Unverified) | Will there be allowances for Regional TGs that do not currently have an Employer Network locally? | Yes, deliverables will be set accordingly |
| David (Unverified) | Will there be any new expectations of the training groups? | A meeting to discuss TG metrics will be held in the next few weeks to discuss metrics that serve the needs of the TG members but also align with CITB's business plan. Training Groups will continue to support their members in the same way they have always done including booking training and providing grant and funding advice and support. |
| Samantha Thomas (Unverified) | Will there be an engagement advisor and an EN manager in a region or only EN manager? | The EN will be resourced as appropriate |
| Anonymous (Unverified) | Will we be targeted on how many referrals to ENs we do? | Performance Metrics will be discussed through working party with GTOs and Training Group Manager. |
| Anonymous (Unverified) | Would this EN manager role be remote (over the phone/email) with no knowledge or connection to the companies region/locality? | No, all Advisors and teams are locally/regionally based so would understand the area they are in. |
| Julie Lawrenson (Unverified) | You mentioned developing a Provider Network - how are you reaching out to local providers that may be already servicing the needs of TG's ? | We would welcome feedback from TGs on the providers that not already ATOs. We have already consulted with many ATOs and that will continue with another consultation event in May. |