



**Construction Technical Excellence College (CTEC)**  
**West London Construction Employer Board**  
13<sup>th</sup> March 2026



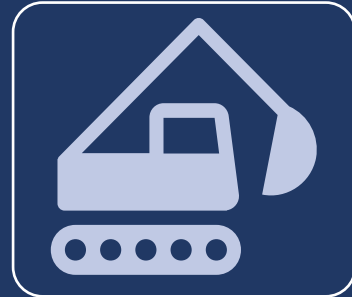
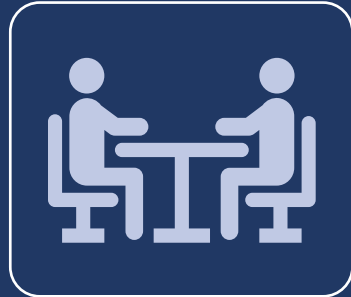
Improving  
construction skills  
across Greater London

# Our Objective



**Boost construction skills in the capital**  
87,992 homes per year target (MHCLG)  
8,460 new construction workers each  
year (CITB)

# Programme Overview



## Co-design

GLA  
Talent board  
DfE  
9 CTECs

## £500k Revenue/year

Capacity  
building,  
design,  
delivery,  
coordination

## Capital

£12m CTEC  
capital  
awarded to  
London

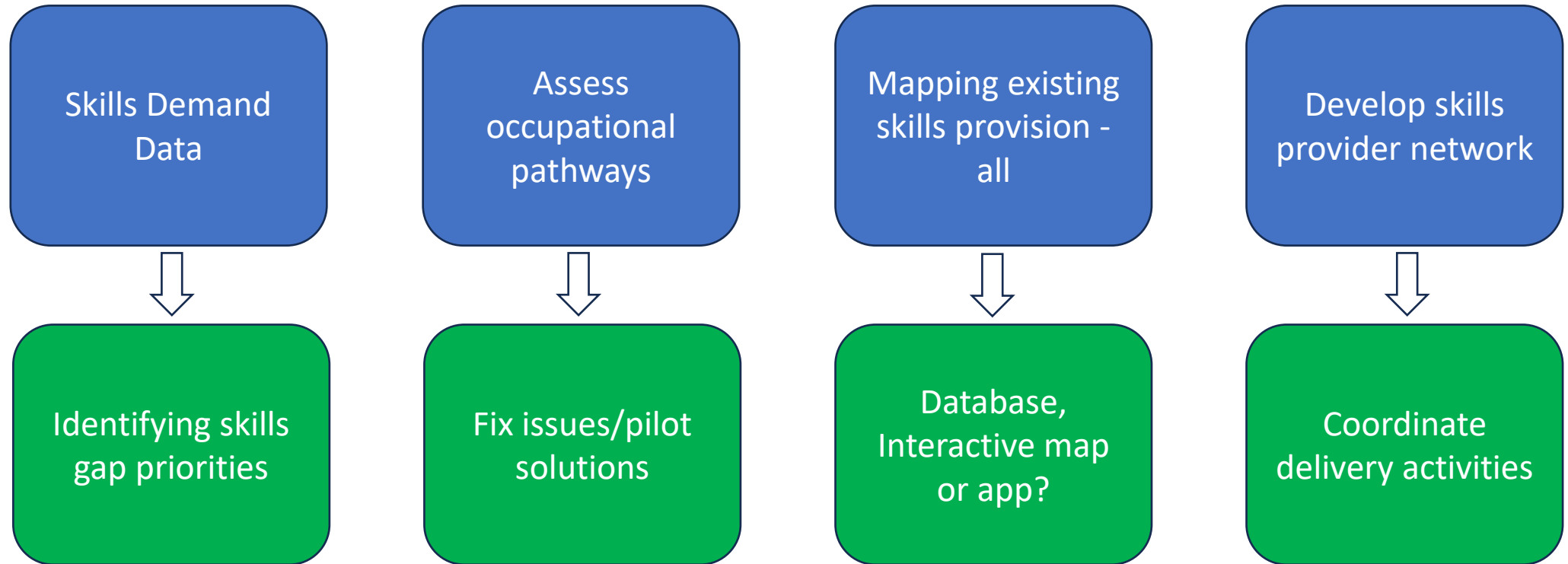
## Timescale

November  
2025 -March  
2029

# CTEC



## Initial Priorities:



# 1. Construction skills needs & emerging partnerships/commitments



- Key Industry Stakeholders- Recent skills plans/ strategies (2024+)

## INDUSTRY

- Construction Leadership Council (CLC) 23-24 Skills Plan (UPDATE AWAITED)
- Construction Industry Training Board (CITB) 25-29 Skills Plan + Projections; 25-29 Strategy; Sector Skills Plans in development
- Federation of Master Builders (FMB) Survey 2025
- Home Builders Federation (HBF) August 2025 Skills Plan; Hard hat to fill 2025
- National House Building Council (NHBC) –Multi-skills Hubs Plan 2024
- Historic England- Aug. 2025 Skills Plan ; [Skills Needs Analysis, 2024](#)

## SECTORAL

- Roofing Contractors Association (NFRC)- Summer 2025 state of industry report
- Building Engineering Services Association (BESA)- Skills service launched 2024
- Finishes and Interiors Sector (FIS)- Active Skills Board
- Contract Flooring Association (CFA)- Future Fitters 2025
- Electrical Contractors' Association (ECA) Skills Gap Map, Updated 2026 New dataset awaited

## PROFESSIONAL

- RICS (Royal Institution of Chartered Surveyors)- Surveying Skills Gap Survey, 2025
- CIOB (Chartered Institute of Building)- Skills Gap Survey, 2024
- Civil Engineering Contractors Association (CECA)- Part of CITB Infrastructure Sector Plans in development

1.

- Construction Industry Leadership mapping of themes/ recommendations from skills plans- **HIGHLIGHTS**

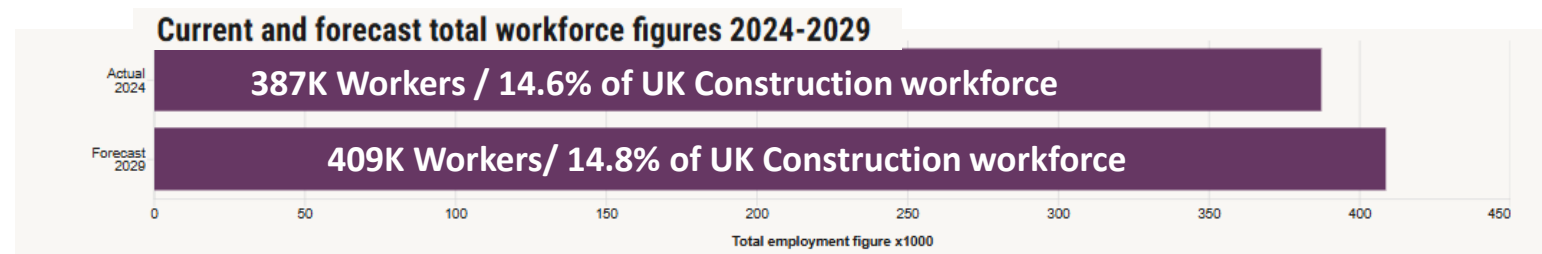
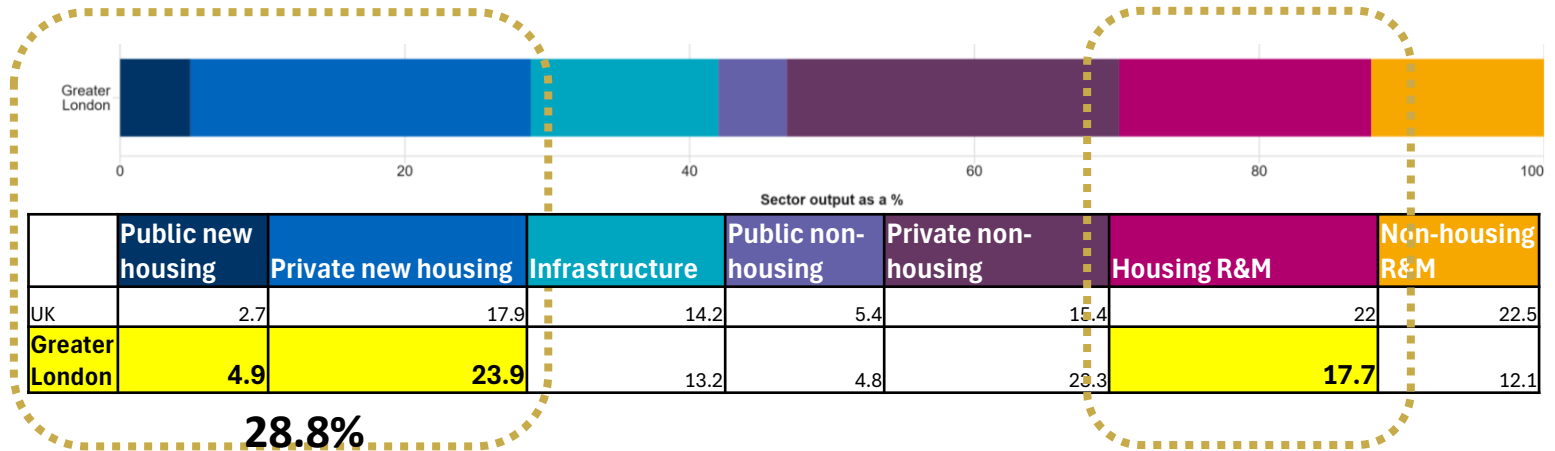
CTEC	CITB Strategic Plan (25-29)	Home Building Sector Skills Plan (2025)- HBF	London Homes Coalition Skills Plan 2025	OTHER [CIOB, NHBC, AECOM, CITB]
Boost Provision	Position the <b>National Construction College (NCC)</b> as a beacon leader to share and encourage best practice in training provision	Expand access to on-site training hubs to fast-track new entrants into the workforce.	Skills and Training: Remove barriers to apprenticeships and skills development, exploring current entry requirements, promoting existing programmes, <b>and working with education providers to improve training provision.</b>	<b>NHBC:</b> 12 Purpose-built hubs will provide a realistic working environment for training for key construction trades, including bricklayers, roofers, plasterers, scaffolders, electricians, carpenters etc.
	Work with the <b>Department for Education, CLC and industry partners to develop a workforce plan</b> , to ensure the industry has the right skills at the right time			
Teaching and Curricula	Work in partnership to address the <b>national shortage and capability of trainers and assessors</b>	Work with the sector and key stakeholders to develop a <b>Future Skills Framework.</b>		CIOB Skills Gaps and Recommendations: <b>Modern Technology, Environmental Sustainability, Modern Professionalism, Safety, Quality</b>
	Lead the development of an <b>industry agreed definition of competence for every construction occupation</b> , working with the Construction Leadership Council (CLC)	<b>Skills framework- aligns with NOS for key roles, through collab. with NHBC, CITB and CLC, to develop core competencies.</b>		Passivhaus Trust: To increase Passivhaus training with ambitions to train <b>at least 50% of the construction industry to deliver Passivhaus or equivalent standards by 2030 or before.</b>
Leverage Employers	Establish a CITB quality assured Training Provider Network to work alongside <b>Employer Networks</b> to ensure that high-quality training is available at both a local and national level, <b>based on employer-led local intelligence</b>	Complete the pilot and deliver phase two of the <b>Partner a College programme</b> , linking up more colleges to employers to further support the transfer of college leavers into home building.	Operations and Procurement: <b>Proactive skills development planning, and maximizing procurement practices and social value commitments to enhance training+recruitment</b>	CITB: Sector Skills Plans in development
	Through the <b>CLC People and Skills Committee</b> , identify emerging skills needs and create training solutions, deliverable through the Training Provider Network			
Promote pathways	<b>Map all construction training provision across GB, targeting investment to support gaps and areas of growth;</b> Develop a directory of training provision, improving access to all CITB assured training provision	Support and share best practice in <b>the development of skills within leadership and management.</b> Particularly developing inclusive leadership culture and leading change.		
	Build on the success of Go Construct, developing it to be the primary careers portal for construction <b>[NOTE: CITB are working with National Retrofit Hub to build up retrofit resources, February 2026]</b>		Outreach and promotion: Promote the sector nationally, showcasing opportunities and benefits, <b>working closely with education providers</b> , and targeting young people and under-represented groups	Housing: <a href="#">Build Your Future in Housing : The Housing Forum</a>

### 3.

## Construction Skills Projections 2025-2029- Greater London Data (CITB)

### Greater London Construction Workforce (2024-29)

Occupational group	2024	2029	Annual extra workers	Extra as a % of 2024 workforce
<b>Manager &amp; supervisor</b>				
Directors, executives and senior managers	55,840	58,340	1,190	2.1
Construction project managers	13,940	14,540	290	2.1
Construction trades supervisors	9,240	9,720	210	2.3
<b>Skilled trades &amp; site based</b>				
Electrical installation trades	15,630	16,420	280	1.8
Carpenters and joiners	19,090	20,110	360	1.9
Plumbing and HVAC trades	13,360	14,140	260	1.9
Labourers	17,250	18,420	380	2.2
Painters and decorators	11,340	11,580	140	1.2
Bricklayers and masons	5,020	5,460	130	2.6
Plasterers	4,250	4,470	80	1.9
Logistics	3,640	3,950	90	2.5
Plant operatives	4,100	4,510	120	2.9
Roofers	3,720	3,950	80	2.2
Plant mechanics/fitters	2,970	3,310	90	3.0
Floorers and wall tilers	3,680	3,900	70	1.9
Groundworkers	2,920	3,130	60	2.1
Scaffolders	3,540	3,880	100	2.8
Road and rail construction operatives	2,690	2,840	50	1.9
Glaziers and window trades	1,980	2,080	<50	-
Steel erectors and metal workers	860	980	<50	-
Other construction and building trades	33,510	35,350	640	1.9
Non-construction trades and operatives	5,620	6,060	130	2.3
<b>Professional &amp; technical</b>				
Surveyors	9,670	10,520	310	3.2
Civil engineers	9,670	10,340	270	2.8
Architects	16,040	16,510	310	1.9
Other professional and technical staff working in construction	35,600	38,120	1,000	2.8
<b>Office based</b>				
Non-construction professional and technical office based staff	54,660	57,000	1,110	2.0
Other non-construction office-based staff	27,430	29,030	650	2.4
<b>TOTAL</b>	<b>387,240</b>	<b>408,650</b>	<b>8,460</b>	<b>2.2</b>



### Key facts & figures

- In 2024, construction output reached **£42.7 billion**
- The largest sector was new private housing (24%)
- 2025-29 output growth: **2.2%**
- 2029 workforce: **408,650**
- **8,460 extra workers needed per year**

# Key points for electrical - so far



1. London has biggest shortage of electricians in the UK, and widest gap between FE course starts and apprenticeship starts (
2. London Electricians Gap: 14% of UK total of 12,000 needed in London= ECA estimate: **1615** approx.; CITB estimate: **280**
3. **Apprenticeships remain the electrical sector's preferred route** for individuals to become a fully qualified and competent electrician.
4. Insufficient understanding among funding bodies about the valuable role of the NVQ and EWA routes and a shortage of providers offering these routes have contributed to their 'Cinderella' status. *(e.g. 1 funded place in 2021/22 in London LSIP)*
5. Potential opportunity in understanding practical application of T-level/ FE courses/ recognition of prior learning towards shortening apprenticeships- to improve % of FE learners progressing to apprenticeships, **capturing talent and interest**
6. DART research 2025: **227 electrical vacancies for each apprenticeship role**
7. Low uptake of domestic electrical pathway- Bridging programme being developed by TESP

# CTEC Update



- Mapping existing skills delivery

## Problem

No single front-door for employers, job-seekers, potential learners, parents/guardians to find all the construction courses/qualifications across London

# CTEC Update



- Mapping existing skills delivery

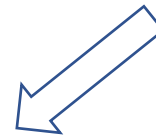
## Data Task

- National Careers Service
- GLA funded courses
- CITB data
- Bedford CTEC data
- Awarding bodies



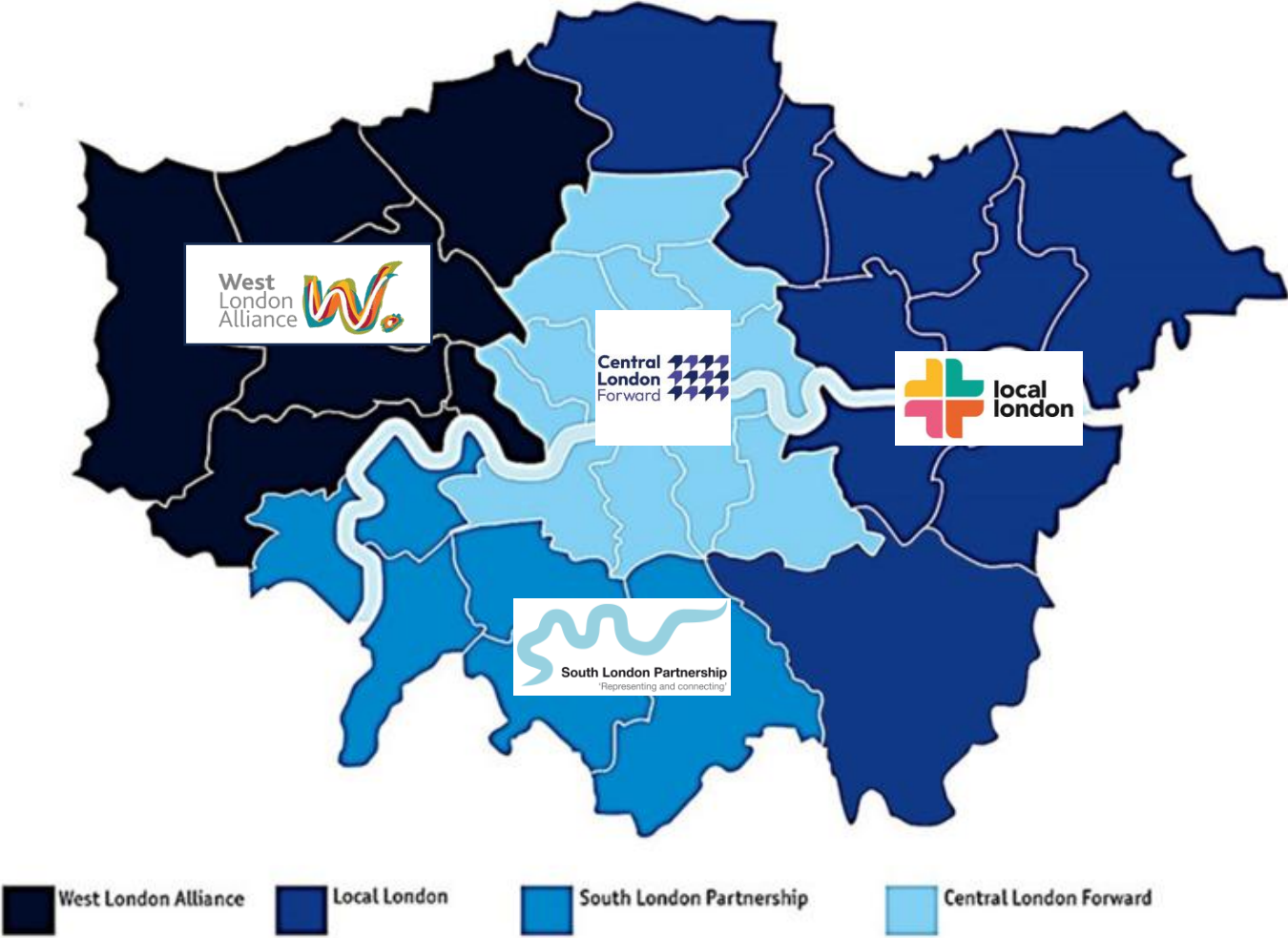
## CTEC Network

All London-based providers delivering more than 100 starts/year



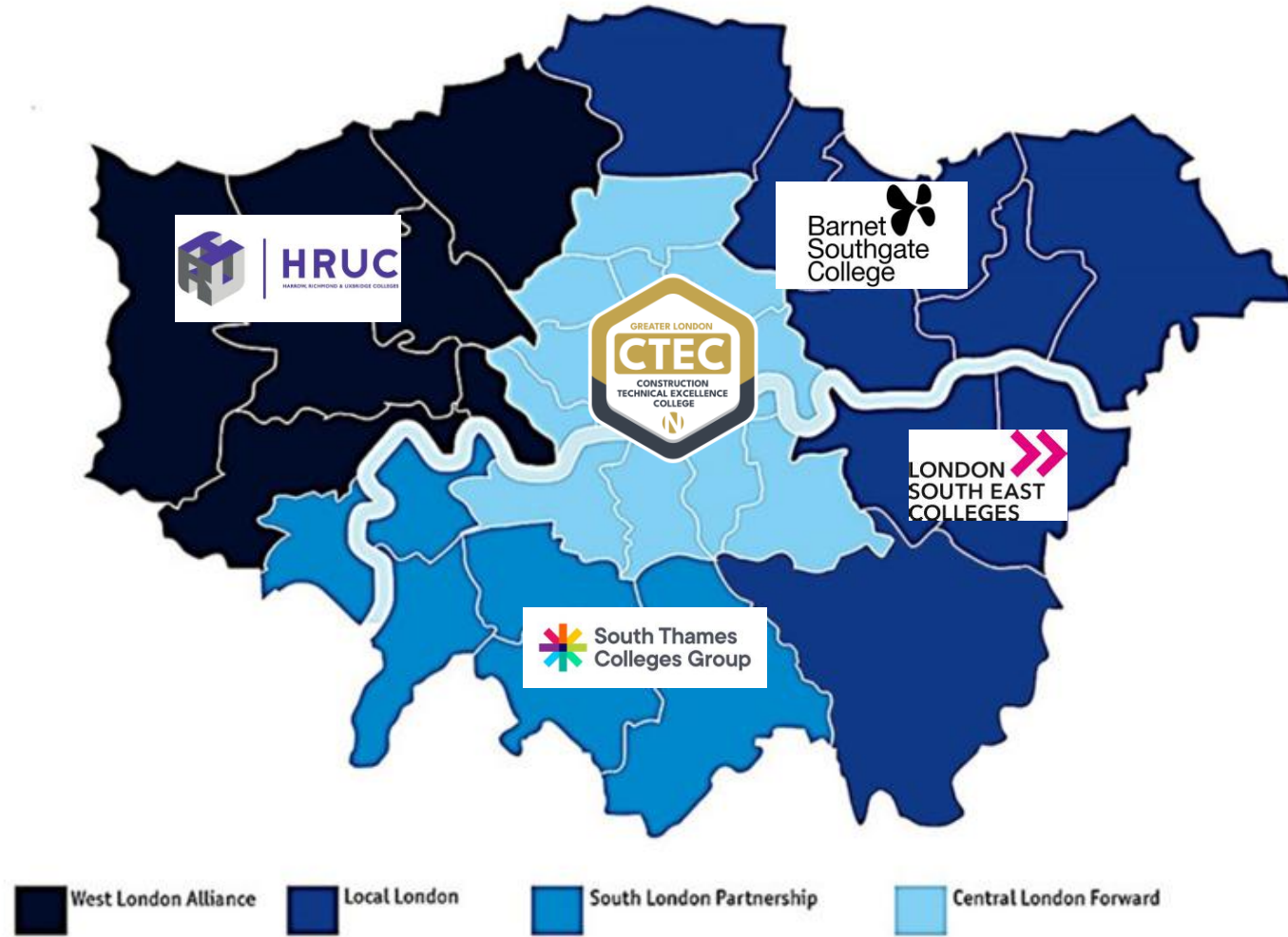
**Database & Public Source - Output TBD**

# Sub-regional model





# CTEC Delivery Partners



# Delivery Partners



## Co-ordinate construction delivery in their sub-region

- All skills providers
- Major projects
- Skills needs mapping
- Coordinate co-design & pilot activity

## Co-design Construction Skills Package Funding

- Teacher Industry Exchange package - £1.9m – brokerage service 10% plus remission funding 90%
1. Industry teaching days
  2. Industry placements for staff

Funding for industry placements and capital will follow.

- Careers work, industry placements, capital funding and more to follow

# Further potential activities

## **When priorities agreed:**

- LSIP/sub-regional funding alignment
- Construction careers campaign
- Green Skills Digital Campus – pan-London roll-out
- Women in construction
- Recruiting and retaining teachers
- Develop new curriculum & launch new programmes
- Employer partnerships – project and occupational pathway specific
- Capital investment:
  - Modern methods of construction
  - Digital Construction
  - Building services engineering

# Summary



**Thank you**

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