

# EC ITB\* Skills delivery, growth, and transformation

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# What is engineering construction?



## 8 core sectors



Water  
Treatment



Renewables



Nuclear



Food and Drink



Pharmaceuticals



Oil and Gas



Power  
Generation



Chemicals

30,000

attend CCNSG safety  
passport training annually

90,000

workers within ECI  
in-scope companies



90

ECITB-approved  
courses nationally

# We are seeking your views on our proposed strategy



What are the main challenges and opportunities facing the industry over the next 5 years?



What are your views on the proposed outcomes for the next strategy period?



What are your views on our proposed strategic approach and priorities?



What are your thoughts on options to fund the strategy?





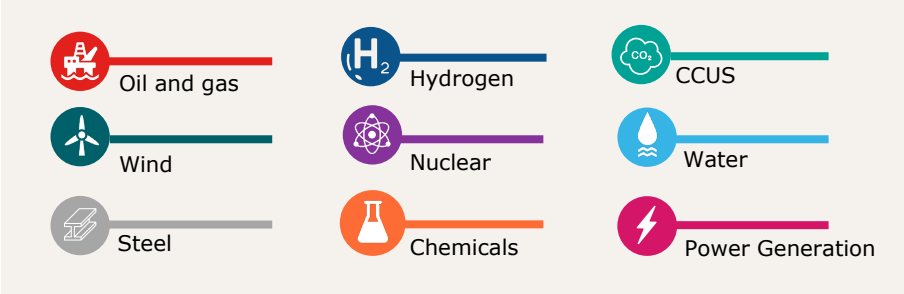
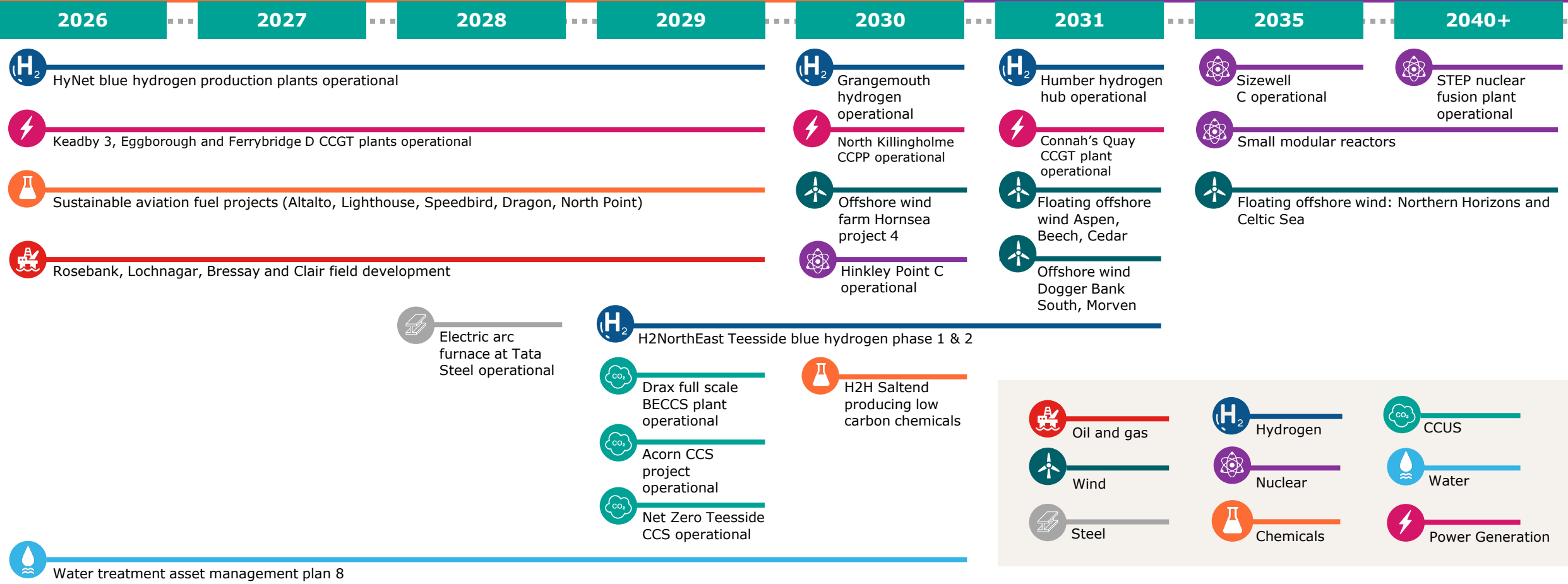
# Main Challenges

<b>Project pipeline</b>	<ul style="list-style-type: none"> <li>• Growing pipeline but project status and timescales are uncertain</li> <li>• Contractors have limited confidence to invest in new entrants without guaranteed work.</li> </ul>
<b>Project delivery</b>	<ul style="list-style-type: none"> <li>• Only 35% of infrastructure projects delivered on time and budget</li> </ul>
<b>Competition for skills</b>	<ul style="list-style-type: none"> <li>• Engineering construction, civil construction, manufacturing and defence all competing for same labour pool.</li> </ul>
<b>Chronic skills shortages</b>	<ul style="list-style-type: none"> <li>• Engineering professions, technicians, project managers and trades (e.g. pipefitters, welders, electricians) in shortage.</li> </ul>
<b>Demographics</b>	<ul style="list-style-type: none"> <li>• 38% of ECI workforce is over 50 years old, younger workers aren't joining industry at sufficient rate.</li> <li>• 83% of the workforce is male, 92.5% white.</li> </ul>
<b>Attraction</b>	<ul style="list-style-type: none"> <li>• Low awareness of opportunities and training pathways.</li> <li>• Certain sectors deemed unattractive.</li> </ul>
<b>Industry practices</b>	<ul style="list-style-type: none"> <li>• Subcontracting labour model has seen minimal innovation. Limited adoption of digital technologies.</li> <li>• Limited absorption of unqualified labour and apprentices.</li> <li>• Barriers to upskilling and reskilling the existing workforce.</li> </ul>
<b>Workforce transferability</b>	<ul style="list-style-type: none"> <li>• Different standards and competency requirements between sectors, despite high skills similarity.</li> <li>• Timing of projects and willingness of workers to relocate.</li> </ul>
<b>Training barriers</b>	<ul style="list-style-type: none"> <li>• Lack of training capacity/infrastructure and gaps in provision in certain locations.</li> <li>• Shortage of trainers, instructors and assessors.</li> <li>• Cost to business of training existing staff.</li> </ul>

**Business as usual activity: maintenance, shutdowns, turnarounds, offshore decommissioning, nuclear decommissioning**

**ECITB Strategy Period**

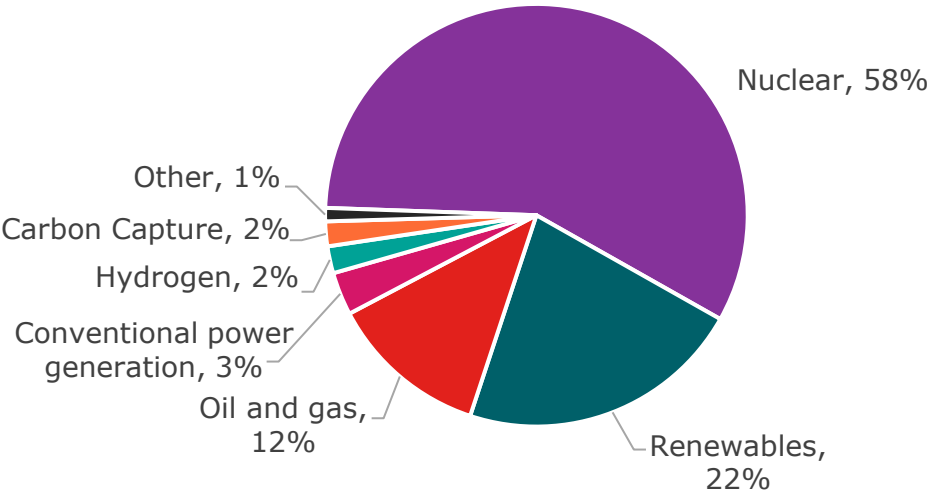
**Strategic Horizon**



# East of England Project pipeline data



**Project pipeline value by sector**  
East of England and Southern North Sea



**Top 10 largest projects by value**  
in East of England and Southern North Sea

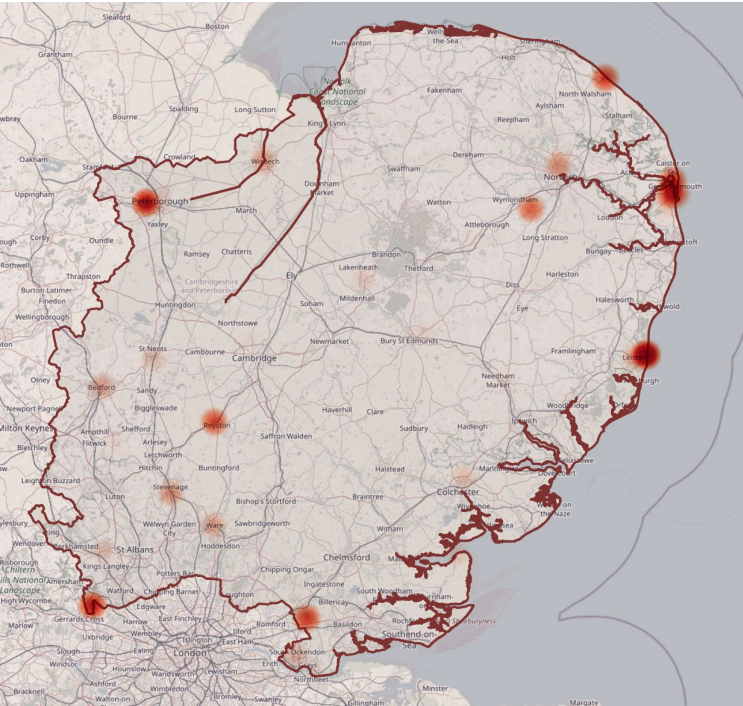
Project	Sector	Locality	Stage	Completion
Sizewell C Nuclear Power Plant	Nuclear	Suffolk	EPC	2034
Offshore Wind Farm Norfolk Vanguard	Renewables	SNS	EPC	2028
Offshore Wind Farm Outer Dowsing	Renewables	SNS	FEED	2031
Sunnica Energy Solar Farm	Renewables	Cambridgeshire	FEED	2029
Bradwell Plant Decommissioning	Nuclear	Essex	EPRD	2092
Hewett Complex Decommissioning	Oil and gas	SNS	FEED	2025
King's Lynn B CCGT Power Plant	Conventional power	Norfolk	Feasibility	2026
Pensacola Gas Discovery	Oil and gas	SNS	Exploration	2030
Bacton Hydrogen Hub	Hydrogen	Norfolk	Feasibility	2030
Poseidon CCS - Carbon Storage Project	Carbon Capture	SNS	EPC	2029

# ECITB Census data (2024)

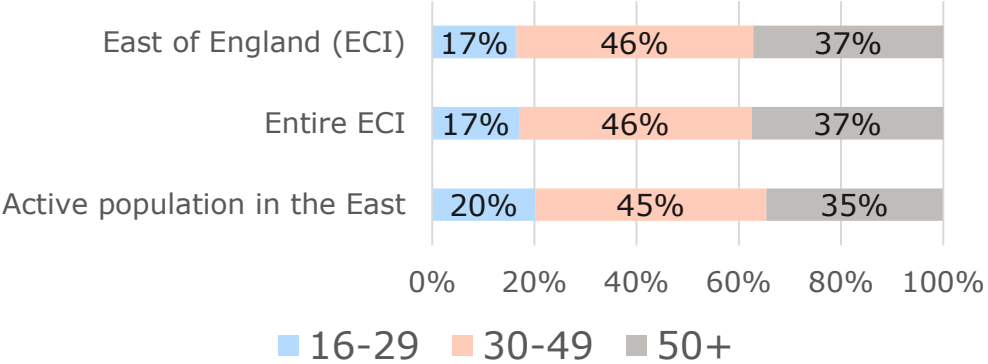
3,180 in-scope workers



## Location of ECI workers



## Age profile of the ECI workforce



## Main recruitment challenges according to employers:

- Welders
- Pipefitters
- NDT technicians
- Electricians
- Inspectors

## Top 10 occupations

In the East of England and SNS

Occupation	Number of workers
Scaffolders	242
Project managers	182
Design technicians	127
Blasters and painters	151
Project engineers	92
General operatives	86
Pipefitters	92
General technicians	82
Riggers	65
Design engineers	50

# Strategic approach



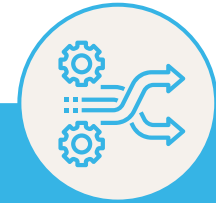
## Deliver

Continue to meet our statutory responsibilities, with a clear focus on efficiency and value for money



## Grow

Consolidate, standardise and scale our successful innovations, creating momentum and added value



## Transform

Bold interventions to transform skills provision and positively influence industry



# Strategic pillars: Deliver



## Levy

- Provide a level playing field by ensuring that all relevant leviable establishments are on the register.
- Ensure that establishments pay the correct levy and payments are received on time.



## Training grants

- Channel funding towards high-quality training that maintains and enhances workforce skills.
- Address priority employer skills needs by sector, size and region informed by data and insights.



## Standards and qualifications

- Maintain up-to-date occupational and training standards.
- Act as the authority on and custodian of ECI skills requirements – both current and future.
- Deliver trusted qualifications that meet industry needs.



## Quality assurance

- Quality assure training delivery through our network of approved providers and centres.



## Online learning

- Continue to deliver the ECITB's online learning offer (the Learner Experience Platform).



## Labour market intelligence

- Build on our forecasting capabilities and create robust skills roadmaps to enable workforce better planning.
- Deliver cutting-edge research and insights into skills gaps and training strategies.

# Strategic pillars: Grow



## New entrants

- Deliver the new entrant strategy informed by LMI
- Targeted support for entrants from lower socio-economic backgrounds, including expansion of Work Ready.
- Grow our support for apprentices and graduates, working with employers to offer more opportunities.
- Expand the number of Regional Skills Hubs to boost training capacity.



## Sector skills

- Expand delivery of skills courses for net zero, including nuclear, CCUS, hydrogen, wind as well as conventional sectors.
- Support upskilling & reskilling for workers entering new growth sectors.



## Competence assurance

- Solidify and standardise the operating model for competence assurance, including expanding the role of Connected Competence and reforming the Assuring Competence in Engineering (ACE) scheme.



## Retention

- Support workforce progression and retention within and across sectors by creating ECITB-approved career pathways, with associated training and assessment interventions.
- Invest in leadership, management and mentoring training to support employee engagement and retention.



## Careers and inclusion

- Build on careers activities to get under-16s inspired by ECI careers through partnerships.
- Develop new interventions to highlight careers opportunities in the ECI to young people.
- Help industry create inclusive workplaces through partnerships, standard setting and training.

# Strategic pillars: Transform



## Strategic innovation fund

Set up a £10M Strategic Innovation Fund to accelerate Britain's skills investment

- Harness the regional skills hub model to build strategic skills ecosystems (Centres of Excellence) within region.
- Innovate to increase trainer capacity.
- Strategic interventions to broaden talent pool ahead of project need.
- Broker transition of the at-risk workforce from traditional into green industries.



## Technology adoption

- Develop and roll out training interventions and products that enable industry to harness new technologies, including AI and robotics, at scale.



## Blended learning and modular training

- Build on bootcamp partnerships to deliver short courses through leveraged funding.
- Develop and deliver a suite of modular and just-in time training.
- Deliver blended learning and scale up online offering, including LXP growth.



## Impactful partnerships

- Partner with CITB to drive delivery of skills for infrastructure.
- Leverage Governments' skills offer to maximise impact.
- Drive industry to adopt collaborative contracting strategies to enhance strategic skills planning / delivery.



## Commercialisation and scope

- Explore options to grow product and service offering.
- Expand commercial partnerships to enhance skills development.
- Explore options and advocate to change ECITB scope.

# Our plans in the East of England

We will continue to support a wide and diverse range of employers, both large and small.

We will focus on developing the provider network, growing the workforce and developing client, and external stakeholder engagement

## Our priorities:

- Support greater project productivity and efficiency.
- Ensuring local provision matches demand in the right place and the right time.
- Support skills planning activity for the Sizewell C project.
- Influencing higher education provision
- Increase the size of the workforce







# Thank you

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??? 2025

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