

Building Pathways to Construction



What will we be covering today?



CITB Overview

Coleg Cambria - Construction Provision

Action Community Enterprises Approach

Closing and Q&A

Connect with us



Chris Deeprise

Connect
with me:



Chris Simpson

Connect
with me:



David Garratt

Connect
with me:



Lou Gardiner

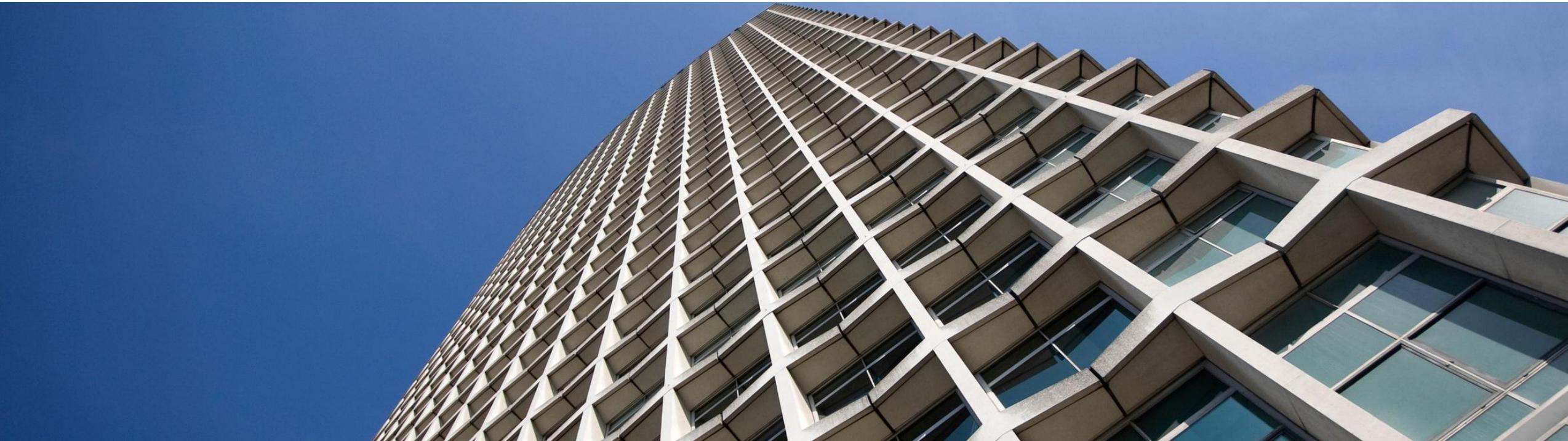
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CITB Standards Setting Body

CITB Overview

February 2026



What is CITB and its role?

- Industry Training Board
 - Established 1964
 - Executive Non-Departmental Government Body
- CITB Role
 - Help the construction sector attract and retain talent
 - Support skills development
 - Deploy resources to develop a skilled and competent workforce
 - Work to eradicate the skills gap

Standards Setting Body Structure



Standards Development



National
Occupational
Standards NOS



Competence
Frameworks



Short Duration
Standards

Key Challenges?

- Industries Projected Growth
 - 2.4% by 2028
 - 250k skilled workers needed by 2028
 - Increased demand for construction skills
- Skills Shortages
 - Aging workforce
 - Reducing number of self employed
 - Time to reach competence
 - Shortage of Trainers and Assessors
- Regulatory changes
 - Building Safety Act 2022

Questions

Christopher Simpson

Head of CITB Standards Setting Body

Christopher.Simpson@citb.co.uk

Building Pathways into Construction | GoTo webinar 25th February 2026

Coleg Cambria - Construction Provision

Dave Garratt - Curriculum Director (Foundation Learning)

Ein Nodau Strategol / Our Strategic Aims



Who are Coleg Cambria??



- Education Provider (FE/HE/School Links/ILS)
- Offer courses and qualifications from Entry through to Degree Level
- Operate across 5 different sites including specific vocational campuses and academic campuses across North Wales in Wrexham, Flintshire and Denbighshire
- Community Partnerships Involved
- 6,000 Full Time Learners
- 20,000 Part Time learners
- Strong Focus on learner impact, wellbeing and inclusivity
- Use a range of awarding bodies - Gateway Qualifications, VTCT, City and Guilds, Pearson BTEC, WJEC and more....
- Links with 1,000 employers in the UK and wide range of Apprenticeship Links
- Offers at Foundation Level - **Entry and Level 1**

Ein Nodau Strategol / Our Strategic Aims



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Why Gateway?

Construction qualification reforms in Wales for Level 2 and apprenticeships created a significant gap between Level 1 and Level 2 qualifications. The previous L1 to L2 Diplomas became obsolete in Wales with the introduction of the new City & Guilds L2 suite, inactivating L1 Diplomas. This necessitated finding a suitable qualification for Entry and Level 1 learners.

We required a qualification that provided a balanced curriculum of practical and theory to properly prepare learners for progression onto the new L2 qualifications. We found that the City and Guilds 6219 Construction Skills qualification did not meet this need. We initially trialled the 6219 qualification during the first year of the shift, but it proved not to be fit for purpose. We had to merge two trades due to credit values, which caused issues with attendance and behaviour.

Also provides an offer for learners who have no Entry requirements!

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What we offer at Level 1?



At Coleg Cambria, in collaboration with Gateway, we offer -

- L1 Diploma in Building & Construction
- Branded 'L1 Introductory Skills in Construction' (Either Bricklaying or C&J)

We brand these qualifications as Trade specific, L1 offers. The learners time is split between practical and theory sessions and each trade also complete the same enrichment/employability units for standardisation and consistent delivery. At Level 1, learners are still supported heavily but are encouraged to work more independently and with their peers. Gateway enables us to build Construction Theory into the course that is trade specific and also bridges the gap to the Level 2 City and Guilds Foundation qualifications which 90%+ of our learners progress onto

[Link to Level 1 Qualification](#)



L1 Qualification Structure



L1 Carpentry and Joinery

Voc Units

- H&S in Construction D/505/1363
- Working in Construction Y/505/1376
- Environmental Awareness L/618/3318
- Construction of Residential Dwellings H/618/3311
- Carpentry Hand Skills A/505/1354
- Installation of Plastic Rainwater Systems Y/618/3323
- Power Tools A/505/4335
- Produce Basic Woodworking Joints A/618/3332

Employability/Enrichment Units

- Career Planning - A/617/4064
- Applying for a Job - M/617/4059
- Introduction to Self-Employment F/617/4101
- Numeracy Skills for Work - L/617/4148
- Writing to Communicate - D/505/6322

L1 Brickwork

Voc Units

- H&S in Construction D/505/1363
- Working in Construction Y/505/1376
- Basic blockwork (F/505/4322)
- Basic brickwork (L/618/3321)
- Bricklaying skills (A/505/1595)
- Constructing a cavity wall (H/618/3308)

Employability/Enrichment Units

- Career Planning - A/617/4064
- Applying for a Job - M/617/4059
- Introduction to Self-Employment F/617/4101
- Numeracy Skills for Work - L/617/4148
- Writing to Communicate - D/505/6322

Ein Nodau Stra
CENEDLAETHO
NATIONAL



What type of learners do we get at L1?

- Majority are school leavers (up to 18 years of age)
- Progressions from Entry - Successful completion
- Progressions from our School Links 14-16 provision
- Lot of ALN - learners have IDPs or EHCPs

L1 Curriculum

- Access trade workshops and classrooms
- Dedicated staff who are experienced in working with Level 1 learners
- Wrap around support from Progress/Pastoral Coach
- 9 hours practical, 3 hours skills, 2 hours MADE programme, 5 hours theory
- Focus on attendance, attitude and behaviour in preparation for Level 2 or Employment

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What we offer at Entry Level?

At Coleg Cambria, in collaboration with Gateway, we offer -

- Entry Level 3 Certificate in Building & Construction (Entry 3) across two campuses.

We brand this qualification as 'Entry to Construction'. This course places a strong emphasis on construction while also providing substantial support for learners, including ALN support, emotional and pastoral support, which has helped us build a culture of inclusion. In addition to this core qualification, we also include the Duke of Edinburgh Bronze Award and an Employability Certificate from a different Awarding body.

[Link to Gateway Qualification](#)



Entry Qualification Structure



Entry to Construction

Voc Units

- Working in Construction R/505/1375
- H&S in Construction H/505/1381
- Pipe Work M/618/3330
- Plastering K/505/1382
- Site Carpentry J/618/3334
- Painting A/505/1368
- Bricklaying Y/618/3306

Employability/Enrichment Units (Using different Awarding Body)

- Unit 303 Conduct at work
- Unit 306 Applying for a job
- Unit 307 Interview skills
- Unit 308 Searching for a job
- Unit 311 Working as part of a team
- Unit 319 Candidate project
- Unit 327 Lift and handle safely

&

Entry to Construction

- Duke of Edinburgh (Bronze Award)



What type of learners do we get at Entry?

- Majority are school leavers (up to 18 years old)
- Disengaged from education - exclusions - behavioural challenges
- Home schooled - anxiety/MH
- Attended a PRU or a non-mainstream provision
- Struggled in school and not achieved any qualifications or very low level
- Unfocussed on which trade they want to follow
- Lot of ALN - learners have IDPs or EHCPs

Entry Curriculum

- Dedicated and bespoke Entry workshop and classroom
- Dedicated staff who are experienced in working with Entry learners
- Wrap around support from Progress/Pastoral Coach
- 9 hours practical, 3 hours skills, 3 hours enrichment, 3 hours theory

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How do we use the qualification to our advantage?



- Learners are very much given ownership of their own portfolios
- All electronic and we use digital devices/platforms
- Learners gather their own evidence which can include - Annotated photos of them completing work, Tutor witness testimonies, posters/illustrations, group discussions, written workbooks (Designed bilingually by Staff), case studies and professional discussions. We integrated professional discussions into the course to offer learners insight due to the requirement at L2 under C&G
- No formal Exams - We complete in house exams which we use for formal assessment
- We mould the qualification to suit our learners and different cohorts
- Meets the needs of learners by enabling flexibility and differentiation which supports ALN, barriers to learning and any other challenges learners present with

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Case Study - Positive Impact



'LB' Case Study

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Example of Learner Evidence Template



gateway qualifications

COLEG CAMBRIA

Site Carpentry J/618/3334



Name -
Student Number -

1.1 Identify carpentry hand tools and materials required to produce basic carpentry joints
(Fill in the missing information in the table below)

Picture	Name	Use
	Eg. Steel Rule	Eg. For measuring the length of timber
		
		
		

2.2 Produce simple joints. 1. Housing 2. Butt 3. Half Lap (Insert a clear image of your finished frame with all the joints present and a brief description of how you made it)

Assessment Frame Photo



Description



2.3 Clean up the work area in accordance with safe working practices. (How do we clean the workshop? Where do offcuts of timber go? Insert a clear photo of you storing tools, brushing up or removing waste. Describe what you are doing if the picture is unclear.)

Cleaning Photo



For every Unit we have a 'Learner Workbook'

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CENEDLAETHOL NATIONAL



ARIANNOL FINANCIAL



CYMNEDAU LLEOL LOCAL COMMUNITIES



CWRICWLWM CURRICULUM



YMGYSYLLTU Â CHYFLOGWYR EMPLOYER ENGAGEMENT



PERSON-GANOLOG PEOPLE CENTRED



YSTADAU ESTATES



ANSAWDD QUALITY



CYNALIADWYEDD SUSTAINABILITY



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Example of Marking & Feedback



2.2 Identify some entry-level jobs suitable for someone starting out in construction.
(Eg Banksman/Traffic Marshall)

labourer
Groundworker
Apprentice

2.3 Outline the key responsibilities of a selected entry-level job role.(Eg Banksman - Directing traffic, Controlling the work area and reporting accidents)

As a labourer you would have the following responsibilities
Making mixes
Carrying bricks
Lugging around tools

3.1 Outline some of the key skills needed to work in a chosen area of construction.(e.g., Adaptability and Health and Safety Awareness)

if I was to be a labourer in construction i would need the skills
Health and safety

The screenshot shows a student submission for question 2.2. The student has listed 'labourer', 'Groundworker', and 'Apprentice'. The teacher has responded with the feedback: 'Da iawn, all correct answers here.' Below this, there are two more feedback comments from the teacher. The first is dated 10-18-27 Jan and says: 'Da iawn, this is a well answered question with a selection of suitable and realistic examples.' The second is dated 10-31-30 Jan and says: 'done'.

The screenshot shows a student submission for question 2.3. The student has written: 'As a labourer you would have the following responsibilities: Making mixes, Carrying bricks, Lugging around tools'. The teacher has responded with the feedback: 'Da iawn Thomas. Some excellent work here. You have a couple of small corrections / improvement you need to make in order to pass this assignment. Please read my comments and make the required changes. Overall a very good first attempt.' Below this, there is another feedback comment from the teacher dated 4 Feb, 10:10, which says: 'Da iawn you have produced some really good work here and made some suitable changes and have now passed this assignment. Da iawn.'



Example of Marking & Feedback

4.1 Follow instructions to build a small wall in bricks and blocks as directed
(Insert a clear image of your bricklaying assessment and a description of the what the photo shows)

Photo of Activity



See history

Mark

100/100

Private comments

5 Feb, 14:01
3 corrections please leuan

6 Feb, 09:40
Well done leuan yyou have made all the corrections needed

You successfully identified essential tools such as the trowel.

You correctly selected PPE, including gloves, safety boots, and eye protection.

You demonstrated the ability to choose the right materials for the task.

Your work area was organised and set up efficiently.

You followed the correct technique when applying



Thank you very much for listening

If you have any questions, please feel free to contact me

david.garratt@cambria.ac.uk

<https://cambria.ac.uk/>

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EMPLOYER ENGAGEMENT



PERSON-GANOLOG
PEOPLE CENTRED



YSTADAU
ESTATES



ANSAWDD
QUALITY



CYNALIADWYEDD
SUSTAINABILITY





Why is Gateway Qualifications the awarding body of choice for ACE in the delivery of construction skills



Lou Gardiner – Founder & CEO

ACE - Building a better life through education and support

- ✓ Action Community Enterprises CIC is a not-for-profit social enterprise operating under the legal structure of a community interest company. Founded in June 2012
- ✓ We provide education, training and support through a range of different projects, courses and study programmes to school children, young people and unemployed adults in Norfolk
- ✓ Through our own experiences we understood that vocational subjects could become the hook to re-engage people in learning



How we used the Construction qualifications within our Alternative Provision

(School age children and young people)

- ✓ Ideal for school age young people who are not classroom shaped
- ✓ Ideal in supporting and engaging children and young people in learning
- ✓ Provides a measured outcome for both students and schools



These Qualifications are the backbone of study programme

(College programmes for 16 – 18 /24-
year-olds)

- ✓ Gateway qualifications offer our construction students great insight into the industry while learning different elements
- ✓ We offer a range of vocational subjects, including Construction. This year, 72% of our students have SEN or additional learning needs.



to
their survival

Great for Adult Skills

- ✓ The flexibility within these construction course enable adults to brush up on their skills too.
- ✓ We use these qualifications as a stepping stone for our skills bootcamps
- ✓ The adult Construction Skills courses are hugely popular, providing a stepping stone to new jobs or further learning, as well as useful skills to bring to the home. We can also offer further training via our fully funded Skills Bootcamps, providing CSCS and CPCS cards.





THANK YOU

We hope you've enjoyed this short presentation on our Construction Training



01603 720308

Any Questions?



 01206 911 211

 @GatewayQuals

 www.gatewayqualifications.org.uk

 enquiries@gatewayqualifications.org.uk



Business Development



John Hamilton

E: John.Hamilton@gatewayqualifications.org.uk
M: 07498 903029



Scan the QR code to connect on LinkedIn

Scan the QR code to connect on LinkedIn



Ryan Goward

E: Ryan.Goward@gatewayqualifications.org.uk
M: 07301 243 799



Michelle Sparkes

E: Michelle.Sparkes@gatewayqualifications.org.uk
M: 07920 027 370



Scan the QR code to connect on LinkedIn

Scan the QR code to connect on LinkedIn



Chris Deeprise

E: Chris.Deeprise@gatewayqualifications.org.uk
M: 07920 027 375



Rory Munro

E: Rory.Munro@gatewayqualifications.org.uk
M: 07740 180 022



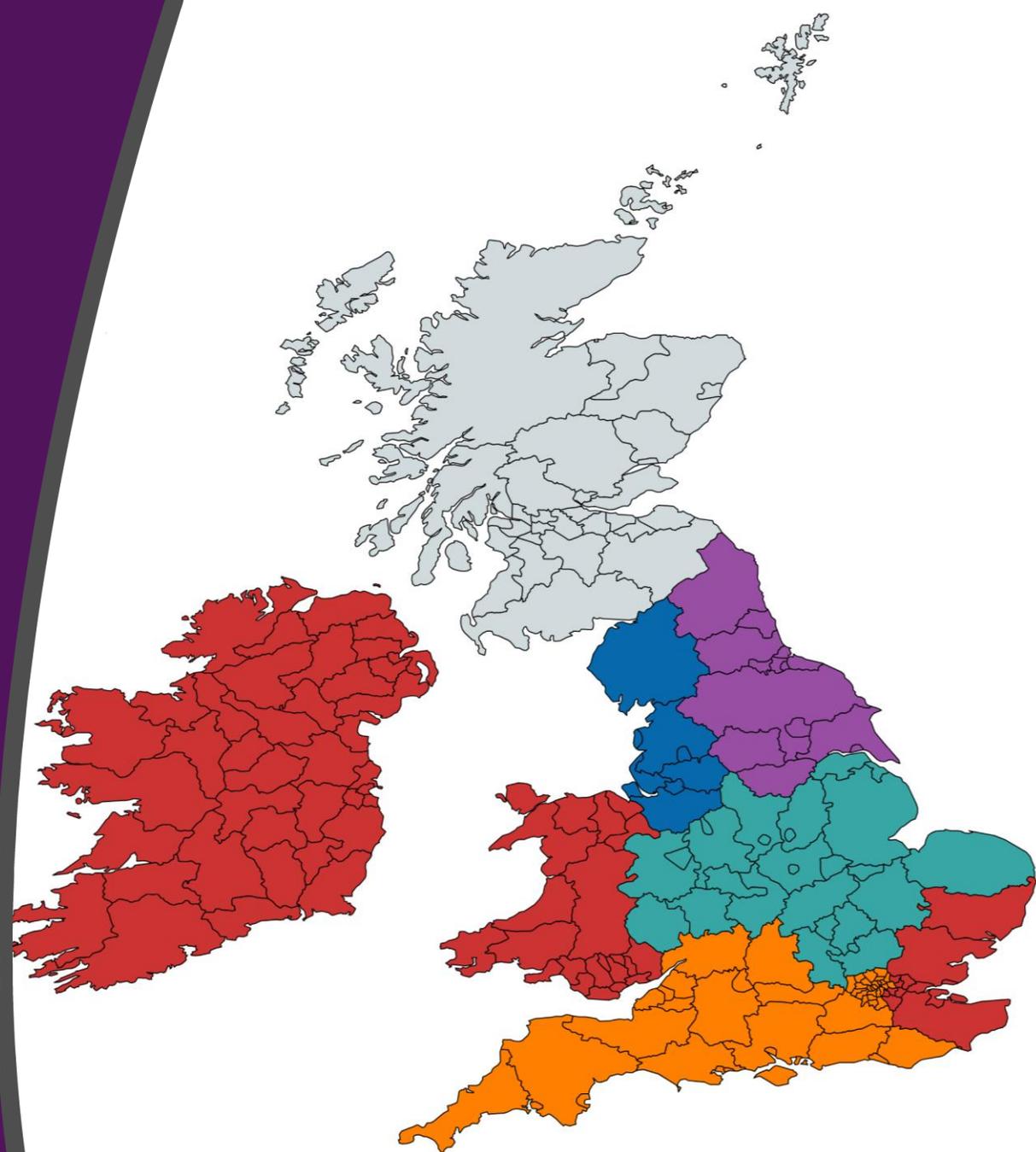
Scan the QR code to connect on LinkedIn

Scan the QR code to connect on LinkedIn



Paul Saunders

E: Paul.Saunders@gatewayqualifications.org.uk
M: 07734 556008



Contact us



<https://www.gatewayqualifications.org.uk/>



enquiries@gatewayqualifications.org.uk



01206 911 211



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