

# The education landscape in construction

A CIOB guide for employers



# The education landscape in construction

A CIOB guide for employers

Developed in Partnership with:



For more information:

Discover the full range of opportunities at [educationlandscape.org.uk](http://educationlandscape.org.uk). You'll find detailed information on each activity, the expected commitment from your business, and the benefits for both your organisation and your students.

# Contents

Introduction.....	4	Contributing facilities or specialist equipment.....	10	Acting as a governor .....	15
Using this guide.....	4	Professional development for teachers ...	11	Enterprise advisor .....	15
Overview.....	5	Providing specialist input for classes .....	11	Supported internship.....	16
Career talks.....	6	Setting and supporting student projects .....	12	Apprenticeships .....	17
Career events .....	6	Short-term workplace experiences.....	12	Case study: Max Lambert.....	18
Preparing for job applications.....	7	Extended placements and early-career opportunities.....	13	Employment support programmes.....	19
Employer mentoring .....	7	Case study: Interclass.....	14	Upskilling your workforce.....	19
Reverse mentoring .....	8	Contributing to national, regional or local skills planning .....	15	Additional resources .....	20
Case study: Anne Okafor .....	9				
Supporting extra-curricular activities.....	10				



Please click the page headings above to navigate directly to that particular page.

# The Education Landscape

## Introduction

A skilled workforce is at the heart of every business. As a business leader, you get enquiries to work with local schools, colleges, universities and training providers – and you'll probably have some questions, given the education and skills landscape can be complex to understand. There are many different ways to get involved – but which are the best fit for your business, and how will they help connect you to your future workforce, or boost productivity by upskilling your current team?

Within this edition, the Chartered Institute of Building (CIOB) is featured to show how employers and learners in the built environment sector can benefit from CIOB's education pathways, resources and professional development opportunities. You'll also find real examples and case studies that bring these opportunities to life.

This resource will help you:

- See the best ways to engage with schools, colleges and universities to build a strong talent pipeline
- Understand key education and skills routes and how they can support your business
- Connect with your future workforce early and promote careers in construction
- Upskill your current team through technical education and CIOB-supported training
- Increase your visibility and social value through meaningful outreach
- Make informed workforce decisions by matching your needs to the right opportunities.

**Find out more:**

> [CIOB Aspire](#)

## Using this guide

This guide summarises the types of activities and schemes your business may wish to engage with. These activities are grouped into categories, outlined on the following pages. Within each category, there may be a variety of individual schemes, some of which could be specific to your local area. As schemes evolve over time, we have not listed every opportunity, but any activity you encounter will fit within one of these categories. You will find information on the benefits and commitments of each activity to help you understand and choose the right opportunities for your business.

# Overview

Take a look at the overview of opportunities available to find ones to suit you and your organisation.

See page 20 for other additional resources

## Supporting students

Much of your future workforce is currently in education. Sharing your knowledge, experience and advice will inspire and inform their career choices – helping them to develop the confidence to move into a role that is right for them – and to be the right employee for you. Opportunities include giving a class career talks or providing one-to-one mentoring opportunities. CIOB has a toolkit to help deliver activities and presentations to students on topics including careers in construction, sustainability in the built environment and how to get started in the industry.

## Supporting high-quality teaching

Your input into classes helps teachers share up-to-date industry knowledge and ensures the skills being taught reflect real business needs. You can access CIOB resources such as the Think Construction Toolkit and CIOB Aspire supporting material, designed to inspire and guide future professionals. CIOB members also work with STEM Learning as ambassadors to connect with schools, and can support universities through activities such as CIOB Tomorrow's Leaders and hub events, student challenges and guest lectures.

## Providing experiences of the workplace

Hands-on experience gives young people insight into working life while raising awareness of your organisation. Through CIOB, you can offer site visits, work experience (including via the Tomorrow's Leaders Student Challenge), or share early careers opportunities on CIOB Jobs. Employers can also work with partners like Springpod, Unifrog and Futures for All to create bespoke engagement programmes.

## Providing expert guidance

Nobody knows your business like you do. Sharing your knowledge and expertise with government, and with the education institutions around you, will help influence what is taught so that it is relevant to your business. You could work with a school or college as a governor, or you might contribute to the expert employer panels that shape technical education nationally or locally.

## Work-based learning

Helping an individual learn whilst they work in your business is a great way to develop a motivated, skilled and qualified employee. For example, apprenticeships offer real job experience whilst a person studies for a formal qualification. You can adapt these training programmes to meet the needs of your organisation and fill gaps within your workforce skillset. Managing students also offers professional development for existing employees. As an apprenticeship training provider, CIOB can support you in delivering high-quality programmes that align with industry standards.

# Career talks

**Time commitment:** Low (1 hour including prep)

## What it involves:

Delivering talks or presentations to schools, colleges or universities about career paths, industry roles and your own career journey. Often facilitated via CIOB Hubs or the STEM Ambassador platform.

## Benefits to business:

- Builds early awareness of your organisation
- Improves employer brand and community visibility
- Helps attract future talent
- Encourages staff development through public speaking

## Quick-start steps:

- Contact your CIOB Hub or register via the STEM Ambassadors platform
- Agree the topic, student age group and format with the institution
- Use or adapt CIOB's Think Construction Toolkit materials
- Deliver a short, engaging session with Q&A
- Promote via social media (seek approval first).

## Find out more:

- > [Think Construction Toolkit](#)
- > [CIOB Construction Ambassador](#)
- > [CIOB Hubs](#)

# Career events

**Time commitment:** Low–Medium (1–3 hours)

## What it involves:

Participating in careers fairs, speed-networking events, student recruitment events, or employer showcases.

## Benefits to business:

- Direct access to a large pool of potential recruits
- Ability to influence student (and parent) perceptions
- Opportunity to highlight roles, apprenticeships and early careers routes
- Strengthens your organisation's presence in local education networks

## Quick-start steps:

- Reach out to your local CIOB Hub; or STEM Ambassador contact
- Prepare simple materials: role profiles, early-careers pathways and visuals
- Bring a knowledgeable staff member to represent your organisation
- Have some branded goodies to give away
- Capture interested students' details or refer them to CIOB Jobs listings.

# Preparing for job applications

**Time commitment:** Low (1–2 hours)

## What it involves:

Supporting young people with CV reviews, application techniques, interview practice, or Q&A sessions about recruitment.

## Benefits to business:

- Builds goodwill with colleges and universities
- Enhances equality of access to the industry
- Identifies promising candidates early on
- Helps staff refine their hiring and mentoring skills

## Quick-start steps:

- Decide the type of support you'll offer (CV reviews, mock interviews or panels)
- Connect via CIOB Hubs or your STEM Ambassadors contact
- Deliver structured feedback or short workshops
- Signpost students to your organisation's roles or to CIOB Jobs.

# Employer mentoring

**Time commitment:** Medium (1–2 hours per month/per quarter)

## What it involves:

1:1 or small-group mentoring for school-age students via education partners, or early-career mentoring through CIOB Hubs and Tomorrow's Leaders.

## Benefits to business:

- Develops senior staff through coaching experience
- Builds community relationships
- Increases retention by showcasing positive career pathways
- Builds long-term talent pipelines
- Strengthens diversity and inclusion by supporting under-represented groups

## Quick-start steps:

- Identify mentors inside your organisation.
- Register through STEM Ambassadors (schools) or CIOB Hubs (18+)
- Agree mentoring objectives and safeguarding requirements
- Follow STEM Ambassadors and/or CIOB safeguarding guidelines
- Begin regular mentoring sessions with light structure
- Agree on mode of meetings (online or in person), frequency of meetings and end date.

## Find out more:

- > [CIOB Hubs](#)
- > [CIOB Tomorrow's Leaders](#)
- > [CIOB Jobs](#)
- > [CIOB Events](#)

# Reverse mentoring

**Time commitment:** Medium/High (1–2 hours per session over several weeks/Months)

## What it involves:

Reverse mentoring enables employers to invite students or early-career individuals to provide feedback, insights, or guidance on a specific process, system, product, or organisational practice. Instead of the employer mentoring the student, the student acts as the mentor, offering a fresh, external viewpoint or a future employee's perspective. This approach helps organisations identify blind spots, test ideas with younger audiences, address cultural or process challenges, and better understand how upcoming talent perceives the organisation, its tools, and its ways of working.

## Find out more:

- > [CIOB Hubs](#)
- > [CIOB Tomorrow's Leaders](#)
- > [CIOB Jobs](#)
- > [CIOB Events](#)

## Benefits to business:

- Brings unbiased, future-focused perspectives into strategic decision-making
- Helps identify barriers faced by early-career talent
- Accelerates innovation by challenging assumptions
- Strengthens organisational culture through openness and two-way learning
- Improves early-careers attraction by demonstrating that the employer listens
- Highlights improvement opportunities in recruitment, onboarding, digital tools, sustainability, or communication

## Quick-start steps:

- Identify a suitable focus area, e.g. recruitment journey, onboarding process, project workflow, digital tools, or customer/user experience
- Recruit students via local CIOB Hubs, Tomorrow's Leaders, or contact local universities/colleges
- Match students with team members who are open to learning and willing to engage in honest reflection
- Set a clear brief outlining the challenge, expected insight type, meeting frequency and confidentiality boundaries
- Run short review sessions where the student mentor:
  - Observes workflows
  - Tests systems
  - Reviews communications
  - Provides candid feedback
  - Suggests improvements
- Recognise student involvement through certificates, acknowledgements, or future opportunities such as work experience or placements.

# Case Study:

## Anne Okafor: Inspiring the next generation in construction

Anne Okafor, Owner & PhD student at Okaforia Ltd / Glasgow Caledonian University, is a Construction and STEM Ambassador, helping young people and influencers understand the breadth of opportunities in construction. *“Construction is often misunderstood. Many still picture only hard hats and muddy boots. Through my role as an ambassador, I can show the variety of roles available, share real stories, and make the industry feel accessible and exciting”.*

For Anne, the most rewarding part of being an ambassador is sparking curiosity in students. *“I love watching young people realise that construction can be creative, impactful, and full of stories. Seeing them understand they can belong in this industry is incredibly rewarding”.*

Becoming an ambassador has also supported Anne's personal and professional growth. Sharing her experiences as a mature student on a non-traditional pathway into construction has strengthened her confidence, communication skills, and sense of purpose. *“It's helped me see that the human side of construction is just as important as the technical side,”* she says.

Anne's organisation has supported her by giving her flexibility and trust to engage in outreach initiatives authentically. *“They recognise that supporting*

*ambassadors benefits both the community and the industry, and I've been encouraged to bring my whole self into this work”.*

Her message for young people considering construction is clear: *“Construction is about shaping the world, both physically and socially. You don't need to fit a stereotype or follow a single pathway. There's space for your personality, your interests, and your values”.*



# Supporting extra-curricular activities

**Time commitment:** Medium (variable: 0.5 hours–3 hours and/or multi-sessions)

## What it involves:

Participating in school clubs, competitions, workshops, student events (e.g., CIOB's Student Festival or Tomorrow's Leaders Student Challenges) and entrepreneurial or skills-building events.

## Benefits to business:

- Encourages early curiosity about construction
- Supports deployment of subject-specific knowledge into the community
- Strengthens employer outreach and brand visibility
- Identifies high-potential students
- Builds community relationships

## Quick-start steps:

- Choose the type of activity (competitions, club support, events, judging)
- Coordinate through CIOB Hubs or STEM Ambassadors contact
- Provide a challenge, judging criteria, or deliver a workshop
- Offer follow-up opportunities (site visits, work experience, or return the following year).

### Find out more:

- > [CIOB Student Festival](#)
- > [CIOB Construction Ambassador](#)
- > [CIOB Hubs](#)

# Contributing facilities or specialist equipment

**Time commitment:** Low–Medium (depending on logistics)

## What it involves:

Providing equipment, software, materials or access to workshops/sites.

## Benefits to business:

- Showcases your technology or capability
- Supports local training quality
- Encourages adoption of industry-standard tools
- Creates goodwill and strengthens partnerships
- Builds community relationships

## Quick-start steps:

- Identify surplus tools/equipment or access you can offer
- Contact local colleges or CIOB Hubs
- Agree health & safety, delivery/collection, or on-site supervision
- Highlight the activity in your ESG reporting.

### Find out more:

- > [CIOB Hubs](#)

# Professional development for teachers

**Time commitment:** Low–Medium (1 hour–1 day)

## What it involves:

Hosting teacher site visits, short placements, masterclasses, or webinars to update them on industry practices.

## Benefits to business:

- Positions teachers as advocates for your organisation
- Aligns curriculum content with current industry requirements
- Elevates industry standards and strengthens sector awareness
- Sustains a long-term talent pipeline

## Quick-start steps:

- Identify a site and team members able to host teachers
- Connect via CIOB Hubs, Open Doors, or local colleges
- Offer a site tour, CPD session, or mini placement
- Provide practical insights teachers can take back to the classroom.

# Providing specialist input for classes

**Time commitment:** Low–Medium (1 hour to a half-day)

## What it involves:

Delivering masterclasses, guest lectures, workshops or technical insights on new technologies and processes.

## Benefits to business:

- Positions your staff as industry experts
- Strengthens your local talent pipeline
- Raises awareness of innovative practices
- Supports students in understanding real-world applications

## Quick-start steps:

- Choose topics aligned to your expertise (AI, BIM, Quality, Safety, Sustainability)
- Contact CIOB Hubs or local universities/colleges
- Deliver a concise session or demonstration
- Share your early-career opportunities afterwards.

### Find out more:

- > [CIOB Aspire](#)
- > [CIOB CPD](#)
- > [CIOB Construction Ambassador](#)

### Find out more:

- > [CIOB Hubs](#)

# Setting and supporting student projects

**Time commitment:** Medium–High (project duration)

## What it involves:

Collaborative projects where students solve a real business challenge.

## Benefits to business:

- Showcases real-world relevance of construction careers
- Generates fresh ideas and problem-solving input
- Identifies motivated students
- Builds deep institutional partnerships

## Quick-start steps:

- Define a real challenge (e.g. design, sustainability, planning, circular economy)
- Brief the teaching staff and co-design the project
- Attend mid-project reviews
- Facilitate end of project presentations
- Provide final feedback or offer next-step opportunities
- Get involved in a CIOB Tomorrow's Leaders Student Challenge (for 18+) or help to promote existing school challenges, such as the Built Environment Schools Trust Challenge.

# Short-term workplace experiences

**Time commitment:** Medium (from 1 day to 1 week)

## What it involves:

Site visits, job shadowing, or short work experience opportunities onsite or virtually.

## Benefits to business:

- Allows students to understand real work environments
- Exemplifies business projects and processes
- Creates strong impressions of your organisation
- Encourages future applicants
- Gives current staff light mentoring or hosting experience

## Quick-start steps:

- Select roles and supervisors for hosting
- Coordinate via CIOB Hubs, Open Doors, or partnering platforms (Springpod, Unifrog and Futures For All)
- Prepare a simple schedule (tour, shadowing, intro tasks)
- Capture feedback to improve future placements.

See page 20 for other additional resources

## Find out more:

- > [CIOB Hubs](#)
- > [Think Construction Toolkit](#)

# Extended placements and early-career opportunities

**Time commitment:** High (multi-week to multi-year)

**What it involves:**

T Level industry placements, internships, apprenticeships, sandwich year placements.

## **Benefits to business:**

- Provides sustained access to committed emerging talent
- Lowers recruitment expenditure
- Enhances employer brand and community presence
- Enables apprentices to be developed around organisational skill needs and shortages
- Reinforces workforce pipeline strength and diversity

## **Quick-start steps:**

- Identify appropriate roles for placements or apprenticeships
- List opportunities on CIOB Jobs or work with colleges/universities
- Assign supervisors and create a development plan
- Integrate students fully into teams with structured feedback loops.

**Find out more:**

> [CIOB Jobs](#)

# Case Study:

## Interclass: Supporting early careers in construction

Interclass has a long-standing commitment to developing young talent, supporting apprenticeships, work placements and other early career opportunities. Sara Barnes, Preconstruction & Marketing Manager, explains: *"Developing young talent has always been part of who we are. We regularly visit schools and colleges to showcase the huge variety of career paths within construction and challenge outdated stereotypes. There's so much more to this industry than people sometimes realise, and it's rewarding to see students' perceptions change".*

For Interclass, supporting early careers is about helping young people find the role that fits them and providing the guidance they need to build long-term careers. *"There truly is a place for everyone in this industry".*

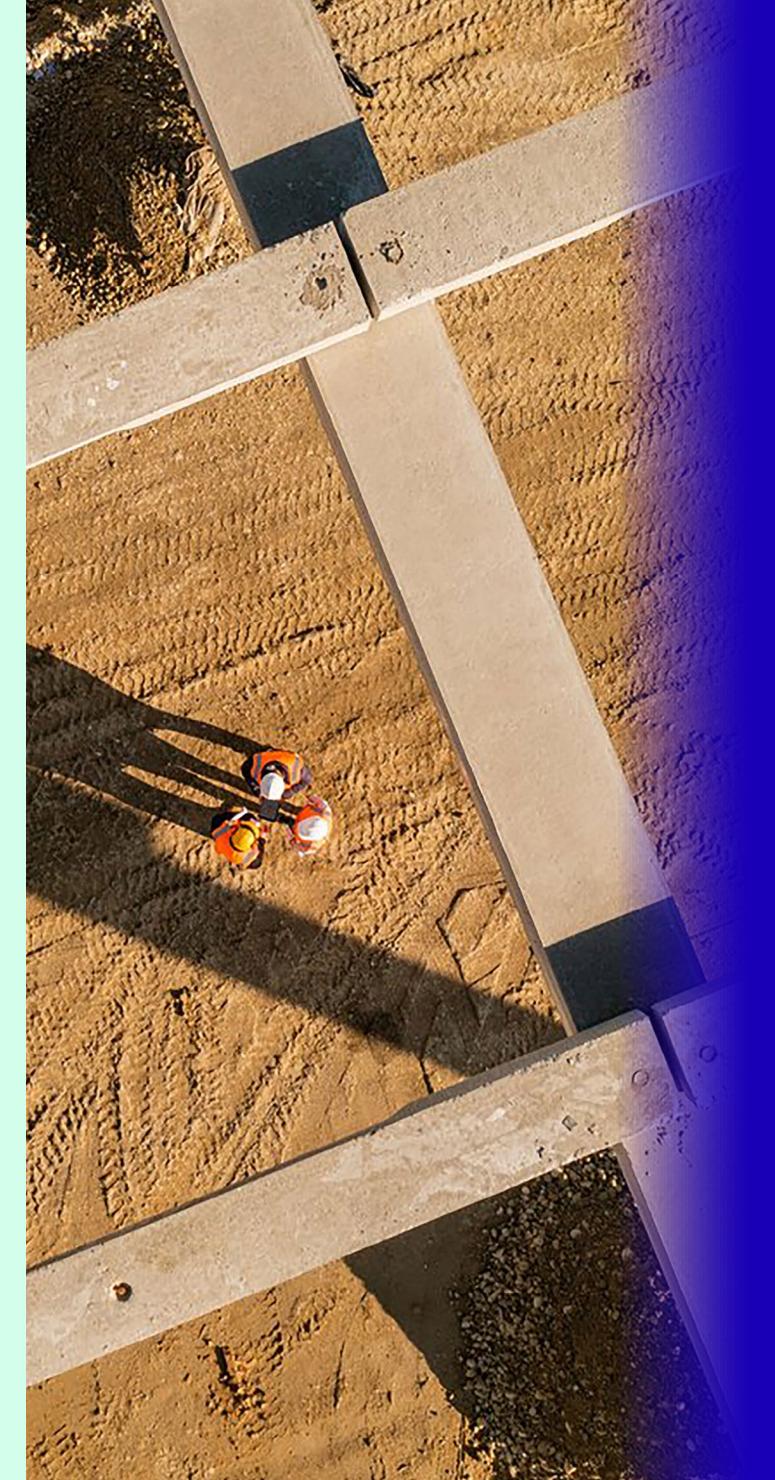
Apprentices, interns and work experience students bring fresh perspectives and skills to the organisation. *"One of our apprentices is a licensed drone pilot capturing aerial footage of our projects, while another is exploring how AI can improve efficiency in quantity surveying".* Interclass takes time to understand what drives each apprentice, ensuring opportunities align with their interests and goals.

Inclusion and support are central to Interclass's approach. Apprentices are integrated from day one, attending project meetings, events and

even industry award ceremonies. *"When we won Apprentice Employer of the Year at the Black Country Chamber Awards, it was our apprentices who accepted the award on behalf of the company".* Milestones, achievements and academic progress are recognised and celebrated, and flexibility is offered during exam periods or assignment deadlines to support their balance of work and study.

The impact of this approach is clear in the success of their apprentices. Three recent apprentices have become fully qualified, taking on bigger roles and mentoring new apprentices. A notable example is Lily Jordan, who completed a T Level industry placement at Interclass, gaining experience across departments including estimating, quantity surveying, document control, and marketing. After completing her T Level industry placement with distinction, Lily joined full-time as an Apprentice Quantity Surveyor while continuing her studies at Birmingham City University. *"She's a brilliant example of what can happen when you give young people the opportunity and the right environment to shine,"* says Sara.

Interclass's commitment to early careers is also embodied by its Managing Director, a former Interclass apprentice himself. He serves as a role model for current apprentices and a reminder of the importance of investing in young talent.



# Contributing to national, regional or local skills planning

Employers can play a key role in shaping education and skills provision by providing labour market insight at national, regional and local levels. At the national level, employer panels help develop occupational standards that underpin apprenticeships and inform some technical qualifications. These standards define the knowledge, skills and behaviours required for specific occupations. Employers can also get involved through apprenticeship consortia, sector skills groups and panels associated with organisations such as CITB, providing input that helps guide education, training and competence development across the UK.

At a local level, Combined Authorities, councils, and other regional organisations convene skills boards to address local labour market needs and skills shortages. Employers can support these boards by sharing expertise and industry knowledge, helping shape the education and training provision available to meet the needs of local communities.

See page 20 for other additional resources

## Acting as a governor

As a local school or college governor you will be a member of the governing board, with direct input into the institution's strategic direction. For example, you could be called upon to uphold the institution's vision, ensuring strong financial management and appropriate policies are maintained. You may also be able to take the lead on particular interest areas such as careers provision, curriculum development and/or links to industry.

## Enterprise advisor

Enterprise advisers work in partnership with a local school or college to help improve links with industry to support the development and implementation of their careers strategy. This role may involve providing guidance on employer engagement, contributing to careers events, or offering insight into the world of work.

In the construction sector, this can include acting as a Construction Ambassador through the STEM Learning programme or engaging with schools and colleges at a local CIOB Hub level. For employers outside the UK and Northern Ireland, similar opportunities exist to support schools through regional or hub-based engagement initiatives. These activities allow employers to inspire young people, share expertise and help schools connect students with relevant career pathways.

**Find out more:**  
> [CIOB Construction Ambassador](#)

# Supported internship

**Time commitment:** High (6 to 12 months placement)

## What it involves:

Supported internships are structured, work-based programmes for 16 to 24-year-olds, with Special Educational Needs and Disabilities (SEND). Interns spend most of their time in the workplace, typically over six months to one year, gaining real-world experience in a supportive environment.

Alongside their placement, interns complete a study programme at their school or college, including English and Maths. A dedicated job coach or support worker is assigned to both the intern and the employer to ensure the placement runs smoothly, provide tailored support, and help build confidence and independence.

Employers can advertise supported internships through CIOB Jobs, accessing a network of candidates seeking meaningful work-based opportunities.

## Benefits to business:

- Supports future recruitment into permanent roles
- Provides access to a motivated untapped talent pool
- Strengthens corporate social responsibility and ESG performance
- Enhances staff wellbeing and leadership through coaching experience
- Strengthens reputation as a disability-confident employer

## Quick-start steps:

- Identify suitable roles that match intern strengths (e.g. admin, site support, digital, document control)
- Contact local colleges or supported internship providers to express interest
- Advertise opportunities via CIOB Jobs and local SEND networks
- Work with the job coach to shape the placement structure, learning goals and adjustments
- Prepare your workplace with basic reasonable adjustments and staff awareness
- Provide regular check-ins with the intern and support worker
- Review outcomes at the end of the placement and explore progression into employment where appropriate.

Find out more:

> [CIOB Jobs](#)

See page 20 for other additional resources

# Apprenticeships

**Time commitment:** High (1-6 years, depending on level)

## What it involves:

Apprenticeships enable employers to recruit individuals aged 16 and over into permanent roles while they complete structured training and formal qualifications alongside their job. Apprentices divide their time between on-the-job work and a minimum of 20% off-the-job training, usually delivered through a college, university, or training provider.

Apprenticeships are available at multiple levels:

Intermediate (up to 3 years)

Advanced (up to 4 years)

Higher (up to 4 years)

Degree (up to 6 years)

CIOB acts as a recognised End-Point Assessment Organisation (EPAO) for relevant standards, ensuring assessments are independent and industry recognised. Successful apprentices may also apply for CIOB membership, supporting long-term professional development.

## Benefits to business:

- Builds a highly skilled, loyal workforce tailored to your needs
- Reduces long-term recruitment and skills shortage risks
- Improves staff retention and succession planning
- Enables employers to shape training to match real job roles
- Enhances employer brand as an investor in future talent
- Supports workforce diversity and social mobility

## Quick-start steps:

- Identify suitable apprenticeship roles aligned to your skills gaps and business objectives
- Choose the right apprenticeship level based on role responsibility and entry requirements
- Select a training provider (college, university, or independent provider)
- Advertise your apprenticeship via CIOB Jobs, GOV.UK Find an Apprenticeship, and local colleges
- Assign a workplace mentor/supervisor to support the apprentice's development
- Plan off-the-job training time (minimum 20%) and protect it within work schedules
- Engage with CIOB EPAO processes to support successful End-Point Assessment
- Review progress regularly and plan long-term career progression within your organisation.

## Find out more:

> [CIOB Academy apprenticeships](#)

# Case Study:

## Max Lambert: Developing skills and confidence through a construction apprenticeship

Max Lambert is a Management Trainee (Technical) at Dandara Southeast. He chose an apprenticeship for the flexibility it offers and the opportunity to gain real industry experience—something a traditional university route could not provide.

Since starting, Max has seen clear progress in his skills and confidence. *"The part I enjoy most is seeing real progress in my skills and confidence. Tools such as reflective learning logs and KSB trackers help me identify my strengths and areas for improvement."*

Max took his apprenticeship learning course through CIOB Academy and it has supported his growth both in the workplace and professionally. He follows personalised development plans and objectives linked to his daily tasks, giving him valuable experience while setting clear goals to work towards. *"Most importantly, the objectives give me something to aim for before each progress meeting,"* he says.

Max's employer has played a key role in supporting his learning. Regular catch-ups, guidance on objectives, and tasks tailored to his learning topics – such as Health and Safety – ensure that his work aligns with his apprenticeship goals. *"They support me if I feel I'm struggling with workload, and coordinate my learning with practical tasks".*

Looking ahead, Max hopes to progress to a technical assistant or coordinator role after completing his apprenticeship. *"The apprenticeship is helping me achieve this by setting objectives that align with my work and personal goals".*

Max's understanding of the construction industry has also grown significantly. *"Before starting, I had little knowledge of the sector. The apprenticeship has allowed me to gain practical experience while developing my knowledge through case studies and digital learning."*

Through his apprenticeship, Max has combined learning and practical experience to build confidence, develop essential skills, and prepare for a long-term career in construction.

**Find out more:**

> [CIOB Academy apprenticeships](#)



## Employment support programmes

The government has introduced several schemes to provide help and training to young people and adults seeking work, particularly those without formal qualifications, who have followed alternative education routes, or who face other barriers to employment. These schemes benefit greatly from employer involvement, whether through offering work experience or providing advice and guidance.

CIOB also delivers a range of initiatives aimed at supporting under-represented or marginalised groups in the construction industry.

These include programmes for forces leavers, prison leavers and other community initiatives. Employers can look out for opportunities to provide placements and support for individuals from a wide range of under-represented groups, including BAME, women, those with mental health challenges, LGBTQ+ individuals, and others facing barriers to employment. Participation helps open meaningful pathways into the industry while contributing to a more diverse and inclusive workforce.

## Upskilling your workforce

Employers can develop skills across their workforce – from basic English, maths and digital skills, to technical training and higher-level qualifications. Opportunities are offered through colleges, universities, professional bodies, trade associations and government programmes, some of which provide funding or free resources such as the Skills Builder Universal Framework.

Institutes of Technology (IoTs) collaborate with colleges, universities and employers to strengthen higher technical education, while short courses like Skills Bootcamps support technical upskilling.

CIOB support includes:

- CIOB Academy: online and in-house courses, CPD and professional qualifications
- Professional Development Partnership: bespoke learning plans aligned to business and industry needs
- Membership pathways and professional development frameworks to professionalise the workforce

Employers can use these resources to identify skills gaps, embed development into business strategy and support career progression, helping build a skilled, motivated and future-ready workforce.

### Find out more:

- > [CIOB Academy](#)
- > [CIOB Professional Development Partnership](#)
- > [CIOB Membership](#)

# Additional resources

Explore the links opposite to access helpful websites, tools and materials.

[Education Landscape](#)

[STEM Ambassadors](#)

[Built Environment Schools Trust Challenge](#)

[Find an apprenticeship – Gov.uk](#)

[CITB](#)

[Open Doors](#)

[Springpod](#)

[Unifrog](#)

[Futures For All](#)

[Governors for schools](#)

[Careers & Enterprise](#)

## Find out more links

[Page 4](#)

[CIOB Aspire](#)

[Page 6](#)

[Think Construction Toolkit](#)

[CIOB Construction Ambassador](#)

[CIOB Hubs](#)

[Page 7](#)

[CIOB Events](#)

[CIOB Jobs](#)

[CIOB Hubs](#)

[CIOB Mentoring](#)

[CIOB Tomorrow's Leaders](#)

[CIOB Construction Ambassador](#)

[Page 8](#)

[CIOB Events](#)

[CIOB Jobs](#)

[CIOB Hubs](#)

[CIOB Tomorrow's Leaders](#)

[Page 10](#)

[CIOB Student Festival](#)

[CIOB Construction Ambassador](#)

[CIOB Hubs](#)

[Page 11](#)

[CIOB Aspire](#)

[CIOB CPD](#)

[CIOB Construction Ambassador](#)

[CIOB Hubs](#)

[Page 12](#)

[Think Construction Toolkit](#)

[CIOB Hubs](#)

[Page 13](#)

[CIOB Jobs](#)

[Page 15](#)

[CIOB Construction Ambassador](#)

[Page 16](#)

[CIOB Jobs](#)

[Page 17](#)

[CIOB Academy apprenticeships](#)

[Page 18](#)

[CIOB Academy apprenticeships](#)

[Page 19](#)

[CIOB Professional Development Partnerships](#)

[CIOB Academy](#)

[CIOB Membership](#)

## Ready to engage?

Visit the [CIOB Aspire](#) webpage or contact your local [CIOB Hub](#).

Tel: +44 (0)1344 630700

[ciob.org/aspire](mailto:ciob.org/aspire)

**INVESTORS IN PEOPLE®**  
We invest in people Gold

© CIOB 2025

Registered Charity No. (England and Wales)  
280795 and (Scotland) SCO41725

**CIOB**  
Aspire