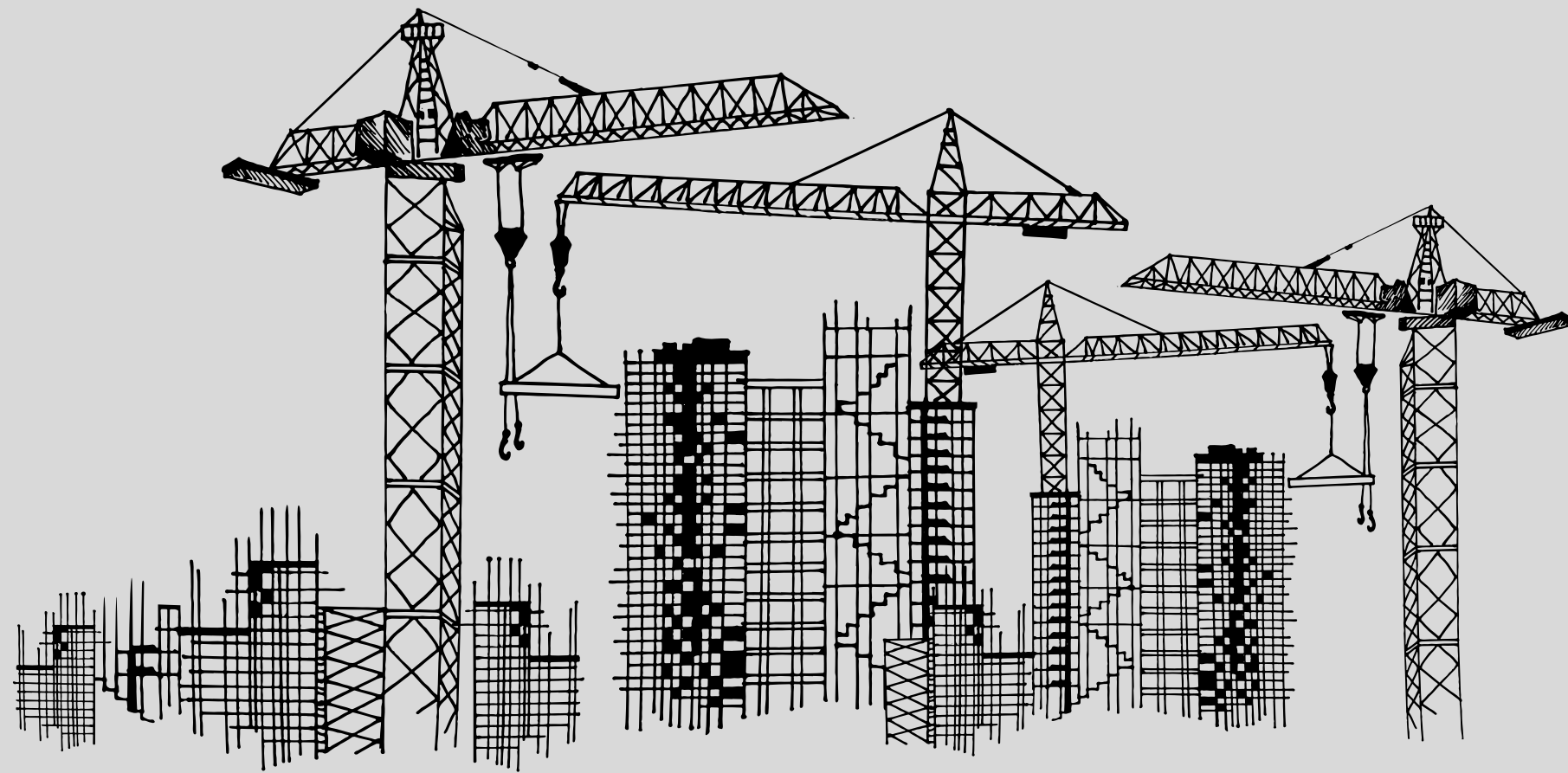


# Increasing skills, capacity & competency across the construction supply chain



1. CITBs most recent  
insight and analysis

2. Skills

3. Capacity

4. Competence

# Insight and Analysis





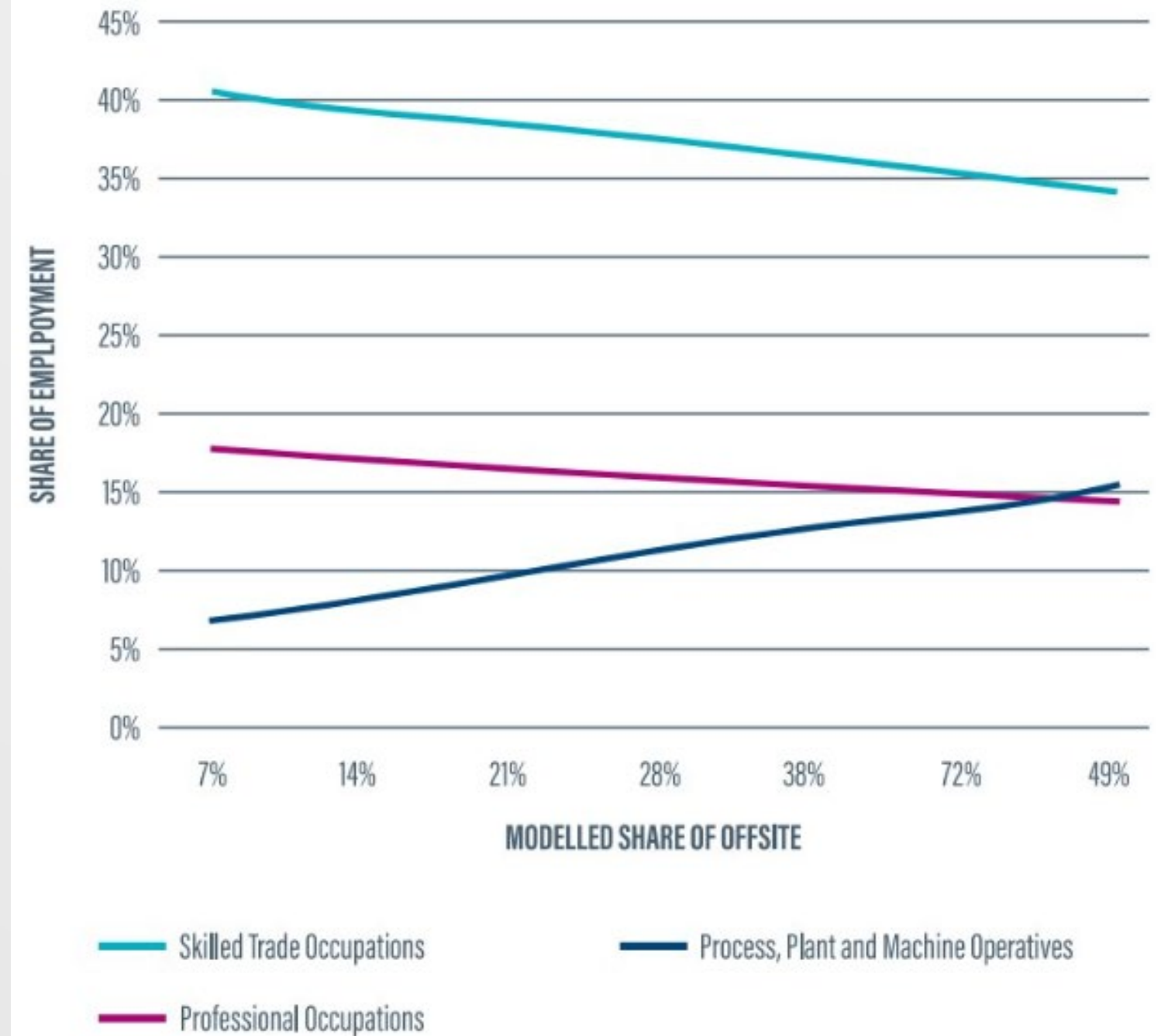
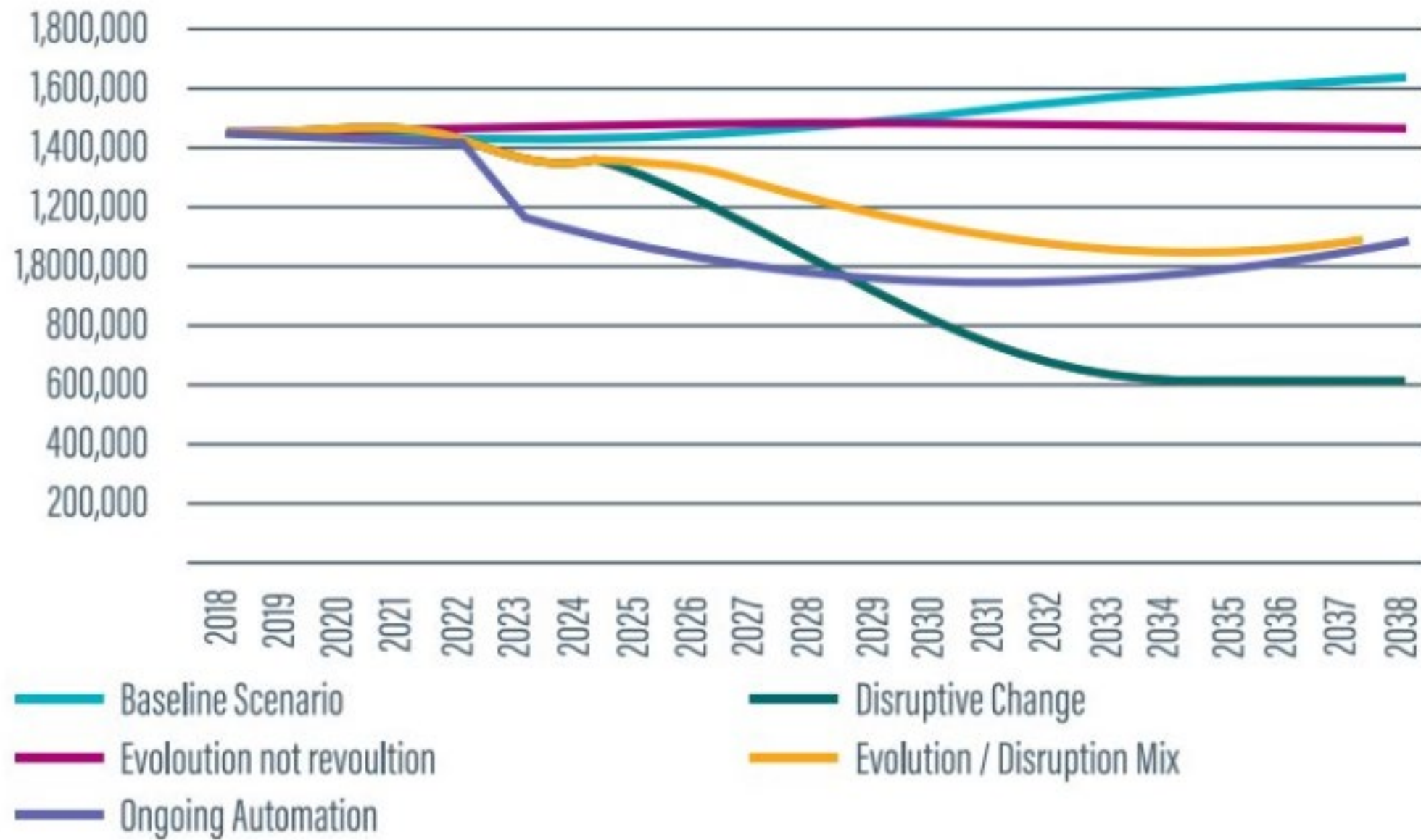
## Most recent insights on Offsite & Onsite (2023)

- Offsite construction skills and training needs are 'one size fits all'.
- There is very limited accredited training and qualifications that specifically target offsite construction.
- Multi -skilling is more commonly required.
- Many companies train their staff in house. Some larger offsite companies run their own bespoke inhouse 'academies'.
- There appears to be some appetite for accredited training provision and/or apprenticeships specific to offsite; although some employers question how commonality could be achieved.



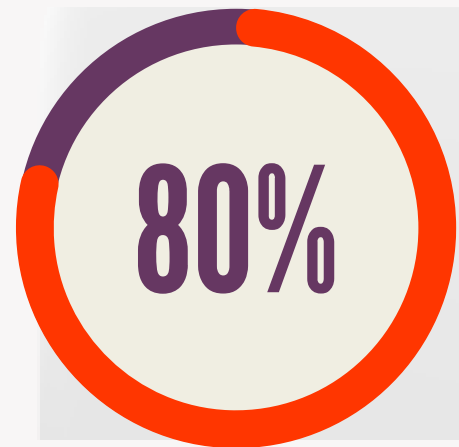
# The power of disruption

## Employment impact of technology adoption: Manual occupations





# UK retrofit demand



of homes and buildings in 2050 will be ones we're living and working in today.

500,000

deep retrofits are needed every year from 2020 to hit the Net Zero target (£300 bn).

UP TO  
330,000

new jobs will need to be created in energy efficiency by the end of the 2020s on current decarbonisation projections.



## Priority skills that industry needs to deliver Net Zero

### Enabling Roles

- Retrofit designers and coordinators
- Specialist building envelope and heat pump installer roles
- Roles that support the delivery of MMC – designers, surveyors, installers and project managers.
- Design and management roles for heat networks.

### Upskilling that delivers business benefits and supports net zero

- Sustainable construction awareness (introductory)
- Behavioural skills
- Systems thinking to build collaboration between trades
- Training that targets the reduction of errors and defects
- Repair, maintenance and improvement of traditional buildings (including energy efficiency retrofit).
- Digital skills
- Training that builds SME capability to access government -incentivised schemes, e.g. business administration.



# Retrofit - Trades and professionals impacted



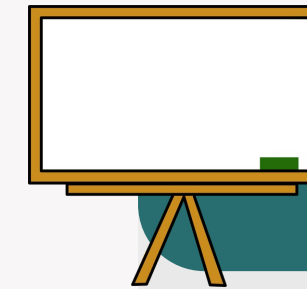
## Trade

- Roofers
- Plasterers/drylining
- Bricklayers
- Electrical trade & installations
- Heating engineers & plumbers
- Wood trades & fit out (& potentially floorers)
- Internal wall & external wall installation



## Design & management

- Retrofit Coordinators
- Architect's
- Project & site managers



## Education & training

- Trainers
- Assessors



SKILLS





## Make it easier to access training

### Employer networks launching across GB this year

- Contact your local adviser .
- Tell them what training you need .
- The adviser books the training for you, arrange payment to the provider and you pay any difference .
- If you want - sit on a steering group to decide how funds should be spent.

### New Entrant Support Team - a dedicated team for the recruitment of trainees or apprentices

- They'll help you find the candidate .
- Find the right training.
- Help you with the paperwork and funding.
- Check in with you regularly to help you keep your recruit.



# Industry Impact Fund

Up to **£500,000** of funding for projects that address industry issues - ideal for sector skills and capacity challenges and barriers.

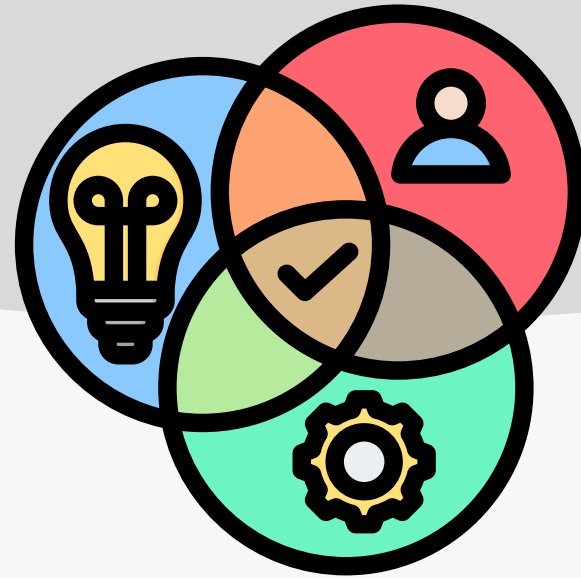
## THEMES

Productivity  
Equality, Diversity and Inclusivity  
Net Zero  
Trainers & Assessors  
Digital skills  
Retention

**Talk to us** - we will help you shape an eligible application.



# CAPACITY





# WHO WORKS IN CONSTRUCTION

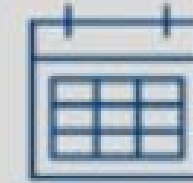
## Our industry in 2023: Full data set

Sample size:



**526,415** employees  
versus 339,912 in 2022

**537 companies**  
versus 270 in 2022



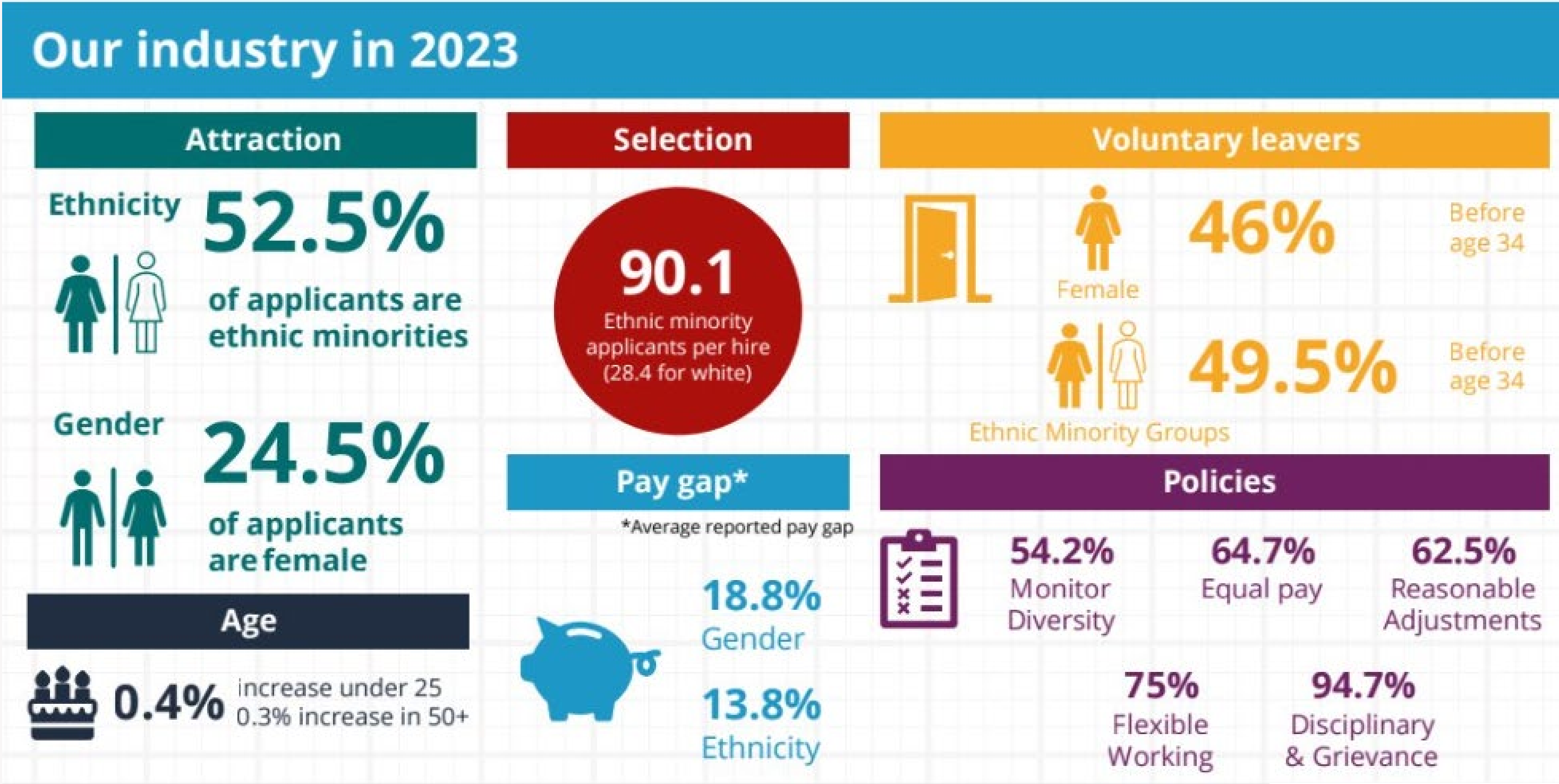
Data as on  
**1<sup>st</sup> January 2023**

2023	29.1%	13.6%	2.8%	2.04%	26.5%	7.7%	31.0%
							
Women	Ethnic Minority Groups	Disability	LGBTQIA+	All Religions & Beliefs	Age 18 to 25	Age 50+	
2022 ONS (2021 census data)	23% 50%	13.7% 18.5%	2.4% 17.8%	1.7% 3.1%	25.4% 56.9%	7.3% 12.8%	31.3% 29.9%

Diversity Survey 2023



# How is it changing?



Diversity Survey 2023





# Perceptions, knowledge and attraction of construction

- Mixed perceptions of the industry.
- Construction more attractive to those on the inside and those in engineering, manufacturing and retail.
- Also, those who are male, middle aged, BAME backgrounds.
- In comparison with other sectors, construction has an image problem.
- There are also widely varying experiences and perceptions within the industry - some report long inflexible working hours, others say it gives them great flexibility.



## Top 10 career choices for UK teens

1. Doctor
2. Engineer
3. Teacher
4. Lawyer
5. Nurse
6. Vet
7. Footballer
8. Artist
9. Police officer
10. Building trades



# Changing employment and recruitment practices



## Try different methods to attract potential recruits

Individuals' expectations of the workplace are changing, industry aligns itself with these.

Employers should highlight the values important to them to help candidates identify common ground.



## Develop employment practices

Younger entrants report fewer positive experiences and require more support.

Structured induction programmes and training can improve retention rates.

Flexible working is highly valued but formal arrangements in construction are rare.



## Change perceptions

Those outside the industry tend to have a more narrow, negative view of construction, whereas those inside have a much more positive perception.

Utilising the voices of insiders could be key to changing outsiders' perceptions.



## Cultural transformation

It remains clear from the research that some antiquated attitudes and behaviours can deter many potential recruits.

The sector must demonstrate consistently that it is for everyone – positive, fair, welcoming and makes provisions for people's differences.





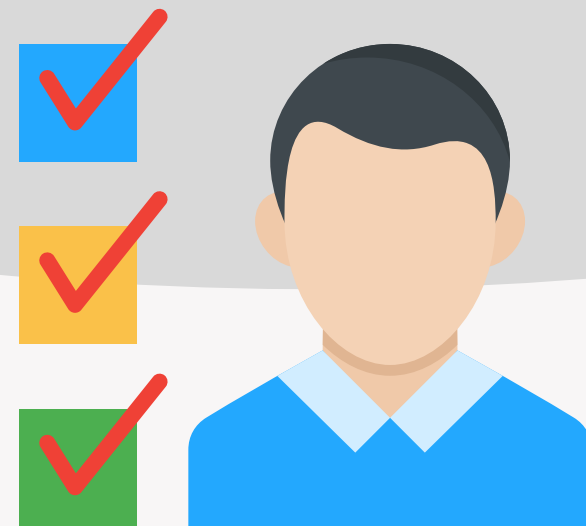
Creating ways to get in

Can we point to  
straight forward  
& available routes  
in this sector?



citb

# COMPETENCE





# Determining competence



CITB is developing occupational frameworks with stakeholders to help employers determine competence.



CLC are leading work to approve the frameworks.



We are looking at skills needs that result from legislative changes such as BSAs to ensure training provision can keep up.



If you'd like to help please come and chat to me.



Wendy Osborn  
Engagement Director England  
Wendy.Osborn@citb.co.uk

