

## Training and Skills Survey – April 2019

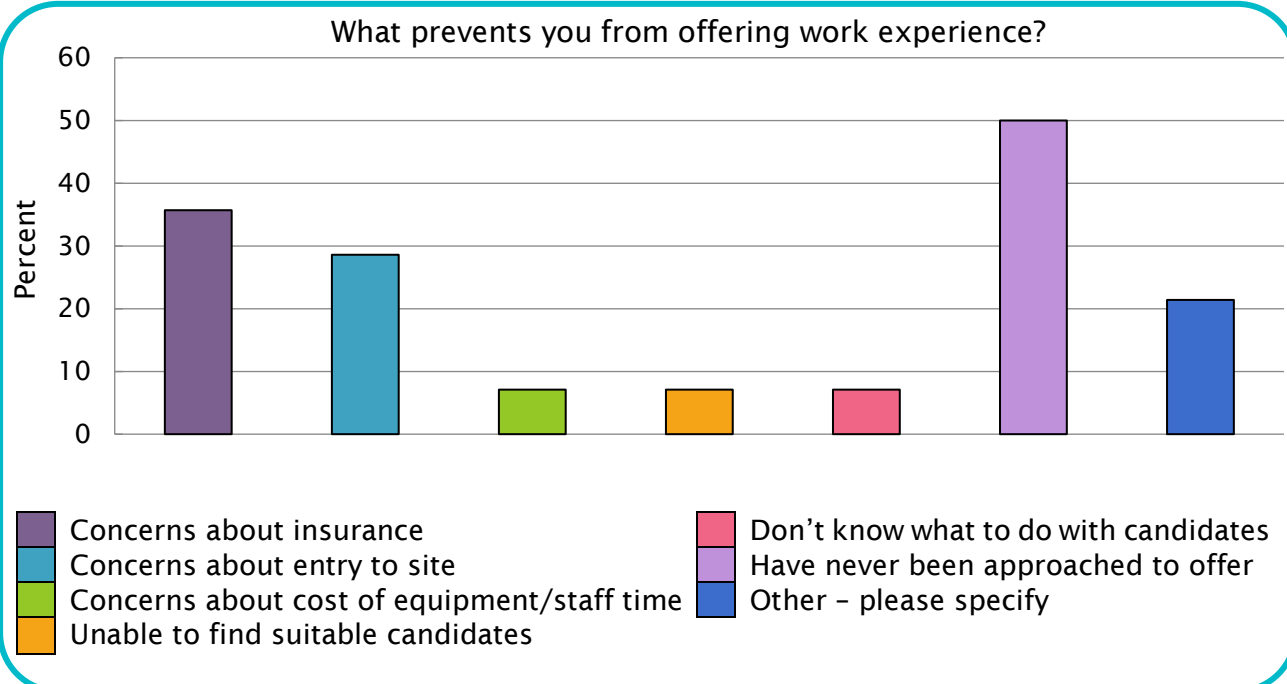
Build UK undertook a survey of its members to assess the provision of training, issues around recruitment and the skills needs of the industry.

### Key Findings

- 33%** of companies work with schools to provide construction careers information.
- 55%** of companies offer some form of work experience.
- 17%** of firms paying the apprenticeship levy expect to spend all their vouchers.
- 14%** of firms found it “easy” to recruit skilled workers over the last quarter.

Contractors continued to find recruitment of skilled workers difficult with many citing a lack of skills within the workforce having an impact on wage inflation. Around one third of companies surveyed promoted construction careers in schools and colleges, and just over half provided work experience. Under a fifth of those surveyed who paid the apprenticeship levy expect to spend all of their vouchers.

### Inspiring Construction



55% of those surveyed offered some form of work experience. This was most commonly offered as either a weekly or fortnightly placement. Of those who did not offer work experience, 50% of respondents had never been approached to offer it. Other reasons for not offering work experience included concerns over insurance (36%) or access to site (29%).

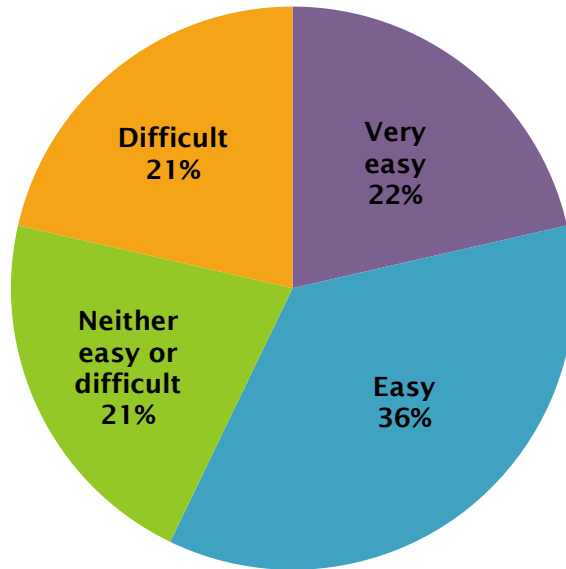
33% of respondents provided some form of support to schools, colleges or other organisations to inspire people to join the construction industry. Only 13% stated that anyone at their organisation was registered as a Construction Ambassador.

## Apprenticeships

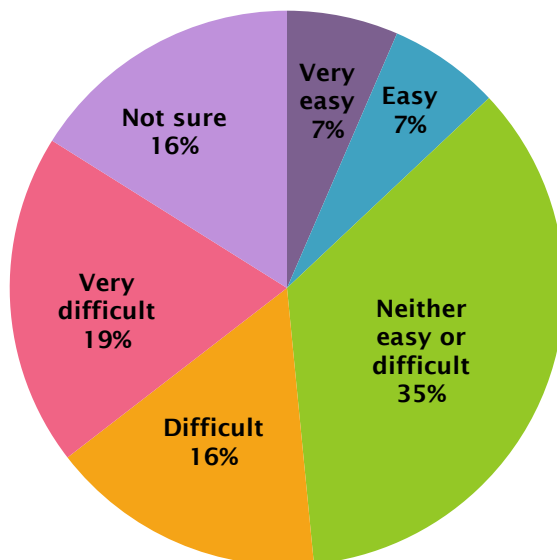
Of those firms paying the Apprenticeship Levy, only 17% were expecting to spend all of their levy vouchers in 2019. 75% of respondents expected to spend between 0-75% of their levy vouchers during 2019. The majority of companies (60%) did not anticipate transferring any unspent vouchers to other companies. None of those surveyed expected to forward 25%, the maximum transfer amount, to another company.

45% of respondents will be recruiting apprentices during 2019. However, there was a mixed response when companies were asked how easy they found it to train apprentices: 21% found it “difficult” whilst 22% found it “very easy”. Those who found training apprentices difficult cited issues with lack of registered training providers or being located too far away.

### How easy have you found it securing a Training Provider and End Point Assessment organisation to deliver the apprenticeship?



### How would you rate the recruitment of skilled workers this quarter compared to the previous quarter?



## Recruitment

64% of those surveyed attempted to recruit skilled workers this quarter. 35% rated the recruitment of these roles as either “difficult” or “very difficult” and only 7% found their recruitment “very easy”. The reasons respondents found these roles difficult were primarily that the candidate lacked the required skills (50%) and cited the result being a significant impact on wage inflation (39%).

60% of respondents stated fewer than 5% of their workforce was made up of EU nationals. At the other end of the spectrum, 13% said that EU nationals constituted at least half of their workforce. Half of those who responded also stated that there were no reasons to specifically employ non-UK workers.

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