

RECRUITING, TRAINING & RETAINING

TALENT

Training and Skills Quarter Two Report

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Training and Skills: Quarter Two Report

Build UK undertook a survey of its members to assess the provision of training, issues around recruitment and the skills needs of the industry during quarter two of 2019.

- 53%** Found the recruitment of skilled workers harder this quarter compared to the first quarter
- 49%** Had not been able to expand their business due to a shortage of skilled staff
- 60%** Believe there are not enough potential apprentices to match the demand from industry
- 35%** Had sent staff over 100 miles in the last 12 months for training related to their occupation

Build UK members are finding it increasingly difficult to access the right talent with 53% finding the recruitment of skilled workers harder this quarter compared to the previous quarter. This is leading to wage inflation as businesses compete to retain skilled staff (45%) and with just under half (49%) unable to expand their businesses as hoped due to the lack of staff. Although half of respondents felt the Apprenticeship Levy was a satisfactory tool for supporting apprenticeships, 57% did not feel that there were enough potential apprentices to recruit from.

Apprenticeships

Over the last 12 months, 52% of companies had not recruited any apprentices, with 38% taking on between one to ten apprentices. Over the coming 12 months, 44% anticipated not recruiting any apprentices.

Of those recruiting degree apprentices, 16% were only recruiting non-construction apprentices in roles such as HR and finance, with the remainder recruiting either construction degree apprenticeships (62%) or a mixture of both (23%). In future, only 15% of respondents were more likely to employ degree apprentices than university graduates.

77% of specialist sectors had either an apprenticeship standard or Specialist Applied Skills Programme (SAP). 15% had one or the other in development and 8% had no standard or programme at all.

Of the sectors surveyed who delivered an apprenticeship or supported the delivery of an SAP, only 44% of students who began their apprenticeship or programme actually completed their course.

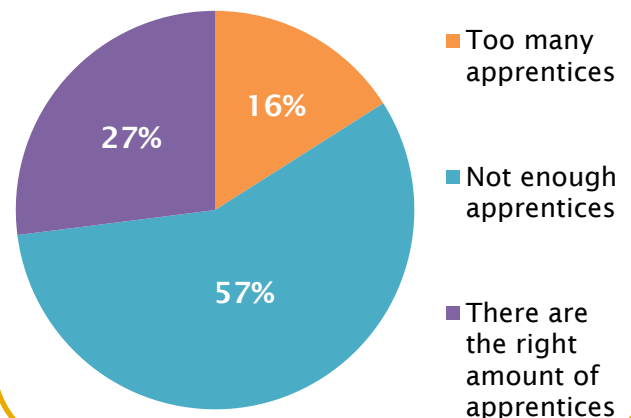
Respondents were asked about the number of apprentices available in the industry. The majority (57%) believed there were not enough apprentices available to fill the number of positions required.

Respondents were also asked what they thought about the suitability of the apprenticeship levy: 22% felt it was a useful tool that helped employers gain access to the skills they need with 50% suggesting it was satisfactory.

Training and development

For most employers (31%), the closest training centre or college offering the training they required was within 10 miles of their primary business. The closest training centre for 12% was over 100 miles away with 56% of these employees based in the East or South of England and London. 35% of respondents had sent staff over 100 miles in the last 12 months for training related to their occupation which raises concerns

For the positions available, there are:



about the cost and availability of training to businesses. 37% of respondents had members of staff staying away from home for work purposes.

Due to a lack of college provision, 80% of sectors rely on qualifications being delivered in the workplace and there is concern that with either no (18%) or fewer than five (18%) assessors available within their specialism, this could prevent employees accessing the right qualification for their role.

77% of specialist sectors had a Level 2 qualification available in their sector, dropping to 31% for Level 3 qualifications. 38% reported they had a supervisory or management qualification in their sector.

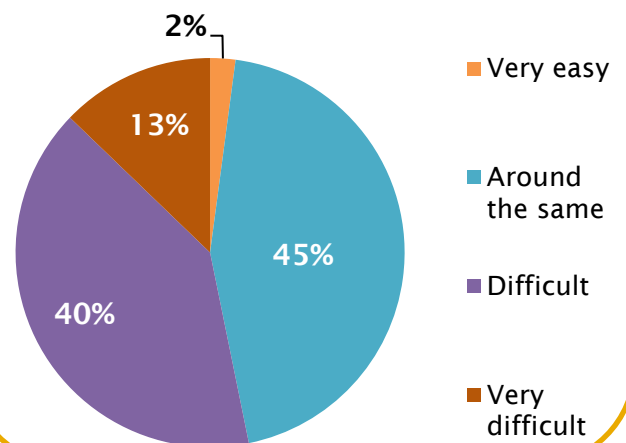
Skilled workers

Respondents have found it increasingly hard to source skilled workers over the course of 2019: 53% had found it difficult in quarter two compared to 35% in quarter one. The consequences were wage inflation (45%) as well as businesses being unable to grow at the rate they wished to (49%). Pressure to offer more competitive wages was also cited as the most significant factor in the survey from quarter one this year.

Of those who were unable to recruit, the majority cited candidates who lacked the required skills (44%), qualifications (40%) and experience (40%).

Respondents also weighed up the impact of Brexit on their recruitment strategy: 42% were not sure of the impact that Brexit would have on their business with a further 22% suggesting a negative impact, highlighting continuing uncertainty around the UK's departure from the EU.

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



CSCS: Industry accreditation cards

27% of employers were not aware that CSCS would be withdrawing cards issued under Industry Accreditation (IA) from January 2020 with 25% unaware how many IA card holders were working for them. Of those that did know, 31% had a workforce entirely made up of IA cardholders. When asked about their plans to move workers with IA cards onto alternative cards, 36% were not sure how they would transition their workers. For a further 11%, their employees either had a qualification to obtain the correct card or would no longer require a CSCS card.

Inspiring Construction

Despite a shortage of potential apprentices, 89% of respondents had nobody at their organisation registered as a STEM ambassador or construction ambassador, and were not using the ambassador networks to support schools with careers events. Just over half of those surveyed offered work experience. Of those that didn't, the reasons given for not doing so were to do with concerns around insurance for work experience students as well as site access. A number also noted that they had never been approached to offer work experience before, but 73% would consider offering it.

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