

RECRUITING THE NEXT GENERATION



Courtesy of BESA

Introduction

To maintain current output, the construction sector needs to recruit **over 43,000 new entrants** every year for the next five years. Following Brexit, there is reduced access to the pool of EU workers that have traditionally made up 7.9% of the industry's workforce and companies are still getting to grips with the Points-Based Immigration System. With every sector facing a shortage of skills, construction is in a war for talent and there is a need to recruit, train and retain a UK-based workforce.

There are currently 40,000 young people on a construction-related further education course. By supporting as many of them as possible into a job and subsequently a career in construction, we can recruit the next generation of the sector's workforce.

Build UK has carried out a snapshot survey of all its **Contractor members** as a first step towards understanding their role in recruiting new entrants into the industry.

Key Findings

- 89% of Contractor members offer apprenticeships, of which 51% are at level 4 and above (supervisory or management level)
- 39% sponsor undergraduates at university, with 56% offering a year out placement
- 25% of Contractor members are providing work experience placements for T Levels
- 92% have vacancies for management staff, with 72% looking for trade occupations



Courtesy of Willmott Dixon

Apprenticeships

The median turnover of Build UK Contractor members is £417 million and the average number of employees is 2,133.

The number of apprentices employed as a percentage of the workforce ranges from 0% to 25%, with the average being 5%.

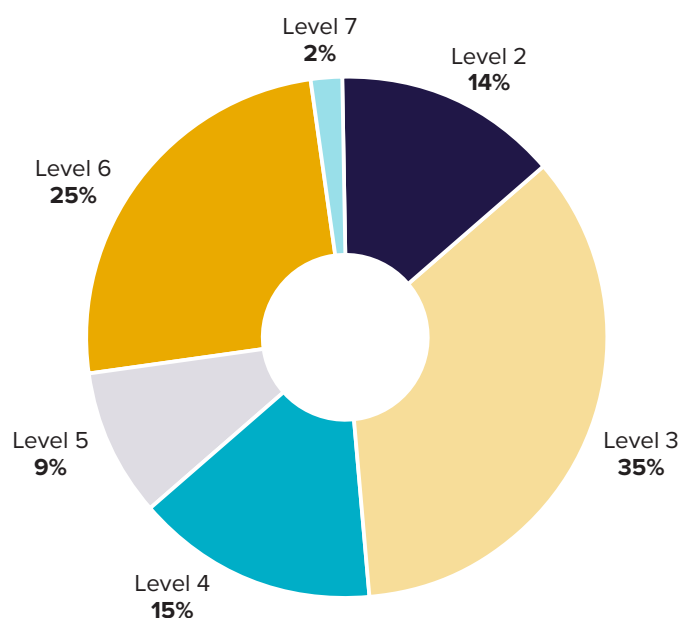
59% of apprentices employed are 19 – 24 years old, with 14% aged 16 – 18 and 27% aged 25 and above.

Supervisory and management level apprenticeships make up 51% of apprenticeships offered. This reflects the industry's sub-contracting model, which relies predominantly on the supply chain to employ and train apprentices with the specialist trade skills the industry needs.

All Contractor members pay the Apprenticeship Levy which can be reclaimed for delivering their own apprenticeships or [transferred to another business](#) in the supply chain to support them to deliver apprenticeships, providing an effective way to recruit and train the skills required across the industry.

CITB also provides attendance and achievement [grants for apprenticeships](#) to employers in-scope.

Apprentices Employed by Level

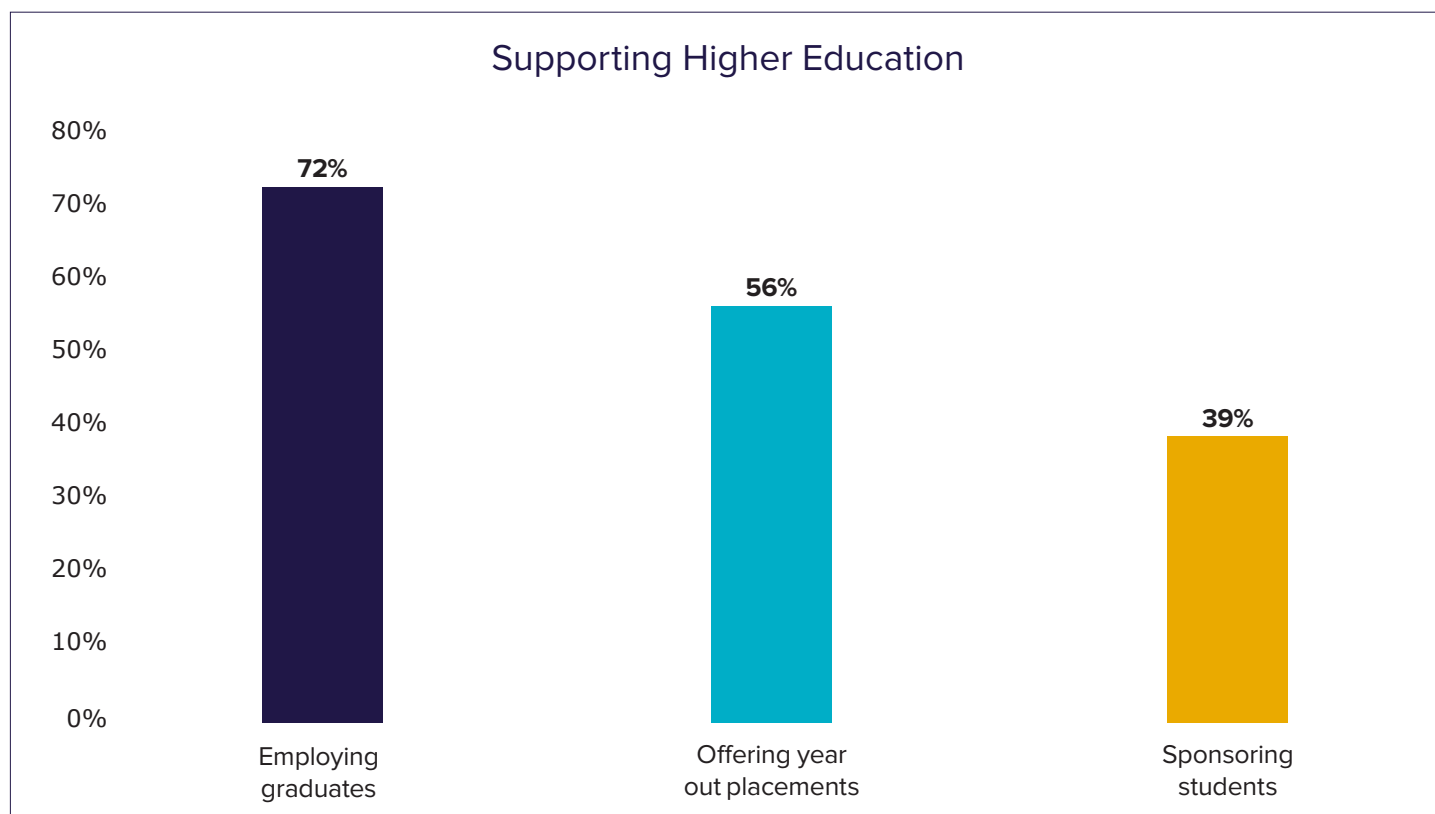


Higher Education

39% of Contractor members are sponsoring a total of 232 students undertaking a university degree, with two members supporting over 100 of them.

56% are providing year out placements to a total of 226 students, with 72% employing graduates straight from university.

Almost every Contractor member is looking to fill management roles. On average, management vacancies make up over 4% of the total workforce, with two members showing vacancy rates of over 18%.



Work Experience

The design, surveying and planning for construction T Level was launched in September 2020, followed by the building services engineering for construction and onsite construction T Levels in September 2021. All **T Levels** offer a combination of classroom learning and on-the-job experience which includes an industry placement lasting a minimum of 45 days.

25% of Contractor members are already providing industry placements to T Level students. They have offered 67 placements to date, 29 of which are underway.

The Government's **Kickstart scheme** was launched in September 2020 to provide funding to employers that offer six-month job placements to 16 - 24 year olds claiming Universal Credit and at risk of long term unemployment.

53% of Contractor members offer Kickstart placements. Whilst 331 placements have been offered, only 128 placements are live and just 56 have been completed to date.

Recruiting, Training and Retaining Talent

Build UK is committed to securing the right skills for the industry, now and in the future, and this report is part of our strategic priority to recruit, train and retain talent in the industry.

Recruit A diverse workforce across all roles.

Train Individuals with the skills and qualifications required to develop and progress their careers.

Retain People in the sector by providing a fair and inclusive working environment with flexible working opportunities.