

**Construction and Development**  
West of England Local Sector  
Skills Statement 2017



Working together to develop the current  
and future skills of the sector.

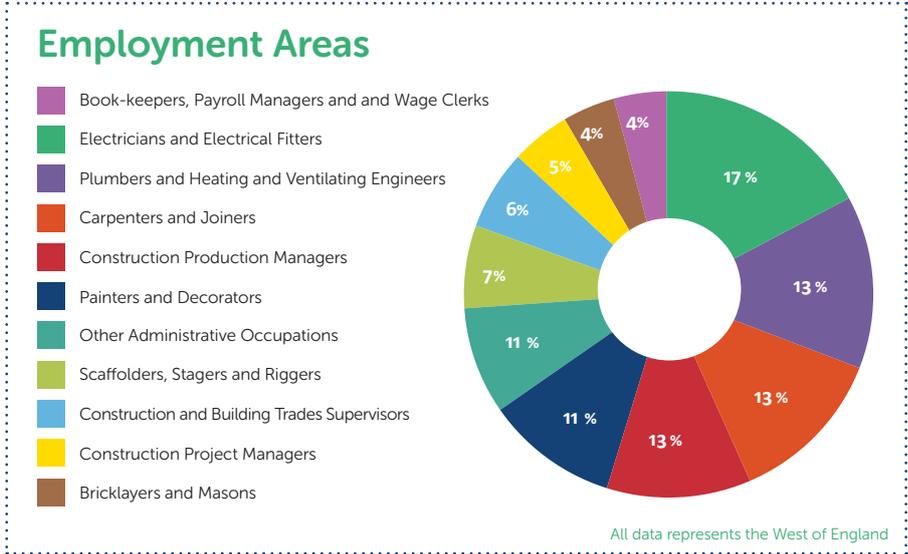
# Construction and Development Local Sector Overview

The West of England continues to be at the centre of the UK's growth agenda. The region is unique outside of London as being the second highest net contributor to the UK economy. Investment in the region, supporting the continuation of major construction projects means that overall employment rates remain higher than the national average.

**Construction and development work underpins all the region's key sectors and has a major impact on the local economy; current and future infrastructure project spend alone for the region is projected at £9.5bn, whilst over £1bn is earmarked for new housing stock.**

The West of England currently has 30,319 people working in the construction sector, spread across over 5,000 different companies. Major projects and enterprise zones, such as the Temple Quay development in Bristol, and further investment in development of areas of Bath and Weston-Super-Mare will sustain the local industry and significantly increase local labour opportunities. In addition, the Avonmouth Severnside Enterprise Area (ASEA) adjacent to the Severn estuary, marks the region's capacity to build global standard industrial zones. This area alone has the potential to create upwards of 12,000 new jobs by 2026.

Transportation and infrastructure to support growth across the region is a key contributor to employment and economic buoyancy in the region. As the Metro Bus project in Bristol nears completion, questions remain about the conclusion of projects such as the



electrification of the Bristol/Bath section of the main train line to London. The huge infrastructure development of two new nuclear stations, Hinkley Point and Oldbury, will have enormous impact on the supply and demand for skills in the construction sector for years to come.

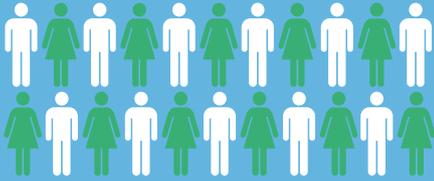
The region's growth and success will be in part supported by the recent creation of the West of England Combined Authority (WECA) and associated Metro Mayor. In partnership with the West of England Local Enterprise Partnership (LEP), North Somerset Council and other key local organisations, WECA's role is to

deliver economic growth for the region, and address some of the challenges, such as productivity and skills, housing and transport. Construction and its huge demand for skilled, well-trained people will be at the heart of this success. Strategic planning of workforce development, which is primed and industry ready, will be essential to overcome this regional skills shortage.

The construction industry itself will need to show continued efforts associated with making the sector attractive and accessible to the whole labour market, both current and future.

Annual Local Sector Skills Statements report on local sector knowledge and expertise, plus wider regional and national intelligence. Gain insight about skills challenges in your sector, notable achievements and skills priorities and objectives for 2017. The themes have been defined by the West of England Local Enterprise Partnership (LEP). This report has been designed for education providers and businesses to inform decisions and identify objectives for investment in training and development of curriculums.

# Key Facts



**30,319 PEOPLE ARE EMPLOYED**  
IN THE SECTOR.



**13.5% OF THE WORKFORCE ARE**  
**AGED 16 -24.**



**40% OF ADVERTISED JOBS IN 2016**  
**REQUIRED BA DEGREE OR DIPLOMA.**



ADVERTISED ANNUAL  
**SALARIES RANGED**  
**FROM £19K - £48K.**



IN 2016, **262 LICENCES** WERE ISSUED BY ENGINEERING  
CONSTRUCTION INDUSTRY TRAINING BOARD (ECITB) TO  
204 APPROVED TRAINING PROVIDERS<sup>(3)</sup>.



PRICE WATERHOUSE COOPERS (PwC)  
FORECASTS THAT **THE VOLUME**  
**OF CONSTRUCTION OUTPUT**  
**WILL GROW BY 85%** TO \$15.5 TRN  
WORLDWIDE BY 2030<sup>(2)</sup>.



THE CONSTRUCTION LEADERSHIP COUNCIL,  
AS PART OF THE INDUSTRIAL STRATEGY 2025  
VISION FOR CONSTRUCTION, IDENTIFIED  
**FIVE AREAS CRUCIAL TO LONG-**  
**TERM SUCCESS:**

- I. PEOPLE:** AN INDUSTRY THAT IS KNOWN  
FOR ITS TALENTED AND DIVERSE  
WORKFORCE
- II. SMART:** AN INDUSTRY THAT IS EFFICIENT  
AND TECHNOLOGY ADVANCED
- III. SUSTAINABLE:** AN INDUSTRY THAT  
LEADS THE WORLD IN LOW CARBON AND  
GREEN CONSTRUCTION EXPORTS
- IV. GROWTH:** AN INDUSTRY THAT DRIVES  
GROWTH ACROSS THE ENTIRE ECONOMY
- V. LEADERSHIP:** AN INDUSTRY WITH CLEAR  
LEADERSHIP FROM A CONSTRUCTION  
LEADERSHIP COUNCIL<sup>(2)</sup>.



EMPLOYERS REPORT THAT **THE**  
**FOLLOWING SKILLS ARE BOTH**  
**CRUCIAL AND HARD TO FIND:**  
WRITING, COLLABORATION,  
DETAIL-ORIENTED, ORGANISATION,  
AND COMMUNICATION<sup>(1)</sup>.

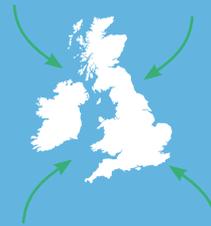


APPRENTICESHIPS CONTINUE TO  
BE THE FOCUS FOR BRINGING NEW  
PEOPLE INTO THE INDUSTRY. IN 2016  
THE ECITB SUPPORTED 1781 LEARNERS  
WITH **457 APPRENTICES**  
**COMPLETING THEIR**  
**PROGRAMMES.**



OVER THE PERIOD 2015-2019, THERE  
WILL BE **AN ESTIMATED £6.4 BN OF**  
**CONSTRUCTION INVESTMENT**  
IN THE WEST OF ENGLAND, THE REGION  
HAS CONSISTENTLY ACCOUNTED FOR  
APPROXIMATELY 20% OF ALL SOUTH WEST  
CONSTRUCTION ACTIVITIES SINCE 2015.

**THE NUMBER OF JOBS IN THE**  
**UK INDUSTRY HAS REACHED**  
**2.1M**, NEARLY 100,000 MORE THAN  
TWO YEARS AGO AND LEVELS NOT  
SEEN SINCE BEFORE SUMMER 2010.



ACCORDING TO THE CITB, **1 IN 8**  
**CONSTRUCTION WORKERS**  
**ARE BORN OUTSIDE OF THE UK**,  
WITH A CONSISTENT INFLUX OF SKILLED  
MIGRANT WORKERS SINCE 2007, APART  
FROM A BRIEF LULL IN 2010.

# Notable Local Sector Achievements



**Construction Industry Trade Board (CITB)** supports construction by using grants to encourage employers to train to meet their current and future skills needs. They engage within the industry to understand the challenges and influence support. In 2016 they supported more than 1 million vocational qualifications over the last 10 years, and over 8,400 employers to train more than 24,600 apprentices.



**Bristol Airport** handled over 7.5 million passengers in 2016, with planning approvals in place to handle 10 million passengers per annum. Since 2010 more than £160 million has been invested in infrastructure and facilities. Consultation will commence in 2018 on the Airport's new masterplan.



**Bath & North-East Somerset Council** has implemented a programme of targeted recruitment and training for the construction industry through the local planning contributions SPD. Recognising the need to attract new and appropriately skilled people to the industry, developments in Bath & North-East Somerset offer work experience, apprenticeships and jobs to Jobcentre Plus clients. In this way over 400 work experience placements, 80 apprenticeships and 80 jobs for new starters have been created.



In 2016 **Ashton Gate** completed a two-year, £45m rebuild to transform it into a 27,000-seater multi-sport stadium fit for the top flight. It is home to both Bristol City FC and Bristol Rugby. Designed with a keen eye to establish it as an international conference and events venue it is now the largest of its kind in the South West of England.

**The new M49 junctions** and the **proposed M4 junction** is set to facilitate new employment spaces for east Bristol and Avonmouth.



**YTL Developments** are building a new development on Filton airfield including 2,675 new homes, three new schools, a retail centre, 26 hectares of employment space, community facilities, and recreational spaces encompassing a rich variety of architecture.



**Santander Graduate Internship Scheme** offers construction SMEs a salary subsidy of £1,500 to employ a UWE Bristol graduate on a fixed-term basis. This provides a cost-effective and low-risk opportunity for recruiters.

The leaders of the four unitary authorities that make up the West of England have implemented an expansive **Joint Spatial Plan and Transport Study**, creating a new vision for construction, transport and infrastructure in the West of England.

# Skills Priorities 2017

## 1. Improve Careers Education, Information, Advice and Guidance (CEIAG)



### Issue:

Continued poor perception of the construction sector means it has struggled to attract new and existing talent; it is often seen as dirty work and less aspirational than industries such as professional services, engineering or high tech. Clear roles and pathways to careers need to be highlighted.

### Objectives:

- Embrace social media and 24/7 platforms to promote less traditional CEIAG. New entrants and returners to the sector will be able to access outside of planned events and traditional career guidance activity.
- Implement targeted campaigns on career pathways, career opportunities matched to existing and future local opportunities.
- Encourage more STEM graduates and specialists to enter the sector; change perception from within.
- Increase engagement with schools by linking with national school engagement programmes, career fairs and careers roadshows.
- Signpost people to the national industry website, Go Construct, that aims to inspire, discover, give experience and offer employment opportunities, irrespective of the individual's background.
- Build networks of employers offering greater work experience and short placement opportunities.

## 2. Improve the quality and local responsiveness of education and training



### Issue:

Construction training and provision has not always kept pace with local needs. This is changing, but demands from major project skills such as those at Hinkley nuclear site will need to be met. Equally, local backfill skills and talent issues will need to be addressed.

### Objectives:

- Improve clarity of pathways through training levels, providers working in partnership for seamless progression between levels and different providers of Further and Higher education. Encourage progression beyond Level 3 as a natural part of working in the sector.
- Identify where skills are being pulled from the local area as a result of worker migration.
- Ensure employer participation in future curriculum design and development at entry level through to higher and degree level.
- Link employers to the training provision in the West of England and increase awareness of higher level opportunities for existing workforce.
- Universities in the region to continue working on higher and degree level development; view longer term growth against relatively low initial take-up.



## 3. Increase apprenticeship starts and availability of higher apprenticeships

### Issue:

Apprenticeships remain key to the future workforce within the sector. This is not just at level 2 and 3, but onto levels 4 and above. Current take up of apprenticeships and employer engagement is not meeting future demand for skills.

### Objectives:

- Local joined-up activity between training providers, CITB, Department for Work and Pensions and the LEP to raise the profile of apprenticeship opportunities in the sector; engage parents, schools, young people and employers.
- Local apprenticeship providers to focus on making Apprenticeship Levy and reforms information accessible and clearly understood so as not to discourage local employers from engaging.
- Work towards successful shared apprenticeship programmes to enable SMEs to engage in apprenticeship employment, even if for part of training period. Can be organised with support of Apprenticeship Training Agencies across the West of England.
- Continue to promote and offer 'have a go' sessions for young people considering progression after GCSEs and A-Levels. Providers to invite those on other training to visit construction centres; potential links with other STEM based provision.
- Increase community based awareness and opportunities to engage local people from non-traditional backgrounds in construction apprenticeships.
- New construction projects and contracts to be awarded with stipulation for apprenticeship quotas within project workforce. Councils and public sector to lead the way on this.
- Increase awareness and opportunities for local people to enter higher apprenticeship training at levels 4 and 5. Also make employers aware of this provision.
- Improve access to degree level apprenticeships to support career progression routes within civil engineering and construction.
- Employers to be supported in offering work placements and experience, progressing to apprenticeship employment.



## 4. Engage SMEs to boost productivity and build capacity for growth

### Issue:

SMEs make up the majority of employers in the sector. Future sector growth and success will need to be met with additional training for SME employers, supporting them on skills often neglected in the sector; project management, leadership and management and general business skills. These will have a direct impact on overall productivity.

### Objectives:

- Local training providers to work closely with the sector to offer short course training addressing these skills gaps; team management, project and process management, finance, procurement and alike, built around construction requirements.
- Modern methods of construction training including elements of project management to be made available and promoted locally at existing workforce, not just new entrants.
- WECA and key strategic partners to promote joined-up work across supply chains.
- Primary contractors to consider levy use to offer support and training to those in or entering their supply chain. Potential caveats on new project contracts issued to ensure such supply chain and SME support is forthcoming.



## 5. Enhance equality and diversity through multiple career pathways

### Issue:

Construction remains a largely male dominated sector. There is underrepresentation amongst women and those from wider community backgrounds. A huge talent pool is untapped and holding growth back within the sector.

### Objectives:

- Ensure coverage and imagery via traditional and new online channels reflects the changing nature of the construction sector.
- Continue campaigns, such as Women into Construction, to promote the opportunities at all levels that exist within the sector. Make the sector and its career opportunities visible and accessible for women and other underrepresented groups.
- Further develop requirements for projects and contracts to be awarded based on commitment to pre-employment and upskilling training for non-traditional entrants. This could be ex-offenders or NEET (Not in Employment, Education or Training) groups from the West of England.
- Explicitly to show employers the benefits of employing a diverse and multi-background workforce.

## Regional Centres of Excellence and Research

- University of Bath – Department of Architecture and Civil Engineering
- University of Bristol – Department of Civil Engineering
- University of the West of England (UWE Bristol) – Department of Architecture and the Built Environment and Engineering, Modelling and Simulation Group

## Key Providers

- Weston College
- City of Bristol
- Bath College
- South Gloucestershire and Stroud College
- Onsite – Bristol City Council

## Professional Networks and Organisations

- Construction Industry Training Board (CITB)
- Constructing Excellence SW
- Construction Industry Council SW
- Engineering Construction Industry Training Board (ECITB)
- National Construction Employer Website

## Reference Documents

- 1) Labour Insight Jobs (Burning Glass Technologies) and Future employment data source: EMSI economic modelling, 2017
- 2) CITB Labour Market Intelligence, 2015-19
- 3) The West of England LEP Employer Skills Survey, 2016

Employment Areas Chart – NGaged Training / LMI Statement 2017 based on Labour Insights, May 2016 - May 2017 & EMSI

Advise, connect, support

### Get in touch today



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