



**Employment
and Skills
Board**



Essex County Council

Construction sector skills challenges in Greater Essex

Tristan Smith – ECC/ESB



Employment and Skills Board

Set up in July 2013 - fundamental role of helping to set the strategic direction of skills provision - ensuring that this supports economic growth

Remit: Strategic influence and leadership / Affect change locally / Commission activity to support employer led skills / Be a voice for the wider business community

7 Priority Sectors....



Advanced
Manufacturing
and Engineering



Care



Construction



Finance and
Insurance



Health



IT, Digital and
Creative



Logistics

PARTNERS BIG AND SMALL

Construction Sector Lead – Alan Cadman (Cadman Group)



Development of Construction Skills Strategy & Action Plan

Working closely with the 

What has been done so far:

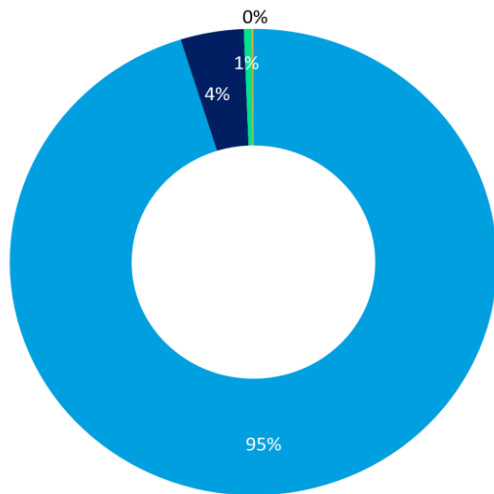
- In depth research into the size and demands of the sector (analysing known construction projects, including infrastructure & housing projections)
- Held industry workshops/Industry Survey to understand challenges
- Produced ESB/CITB joint strategy & action plan

What are the skills challenges?

Greater Essex – Key Stats

- >15,000 Enterprises in Greater Essex
- 85,000 Employees (circa 10% of employment in Essex)
- 10,000 Vacancies advertised in 2015

Size of Companies by Employment Size Band



■ Micro (0 to 9) ■ Small (10 to 49) ■ Medium-sized (50 to 249) ■ Large (250+)

National Jobs Shortage Occupations

Physical Scientists: Engineering Geologist, Hydrogeologist, Geophysicist.

Civil Engineers: Geotechnical Engineer, Tunnelling Engineer.

Environmental Professionals: Contaminated Land Specialist, Geoenvironmental Specialist, Landfill Engineers.

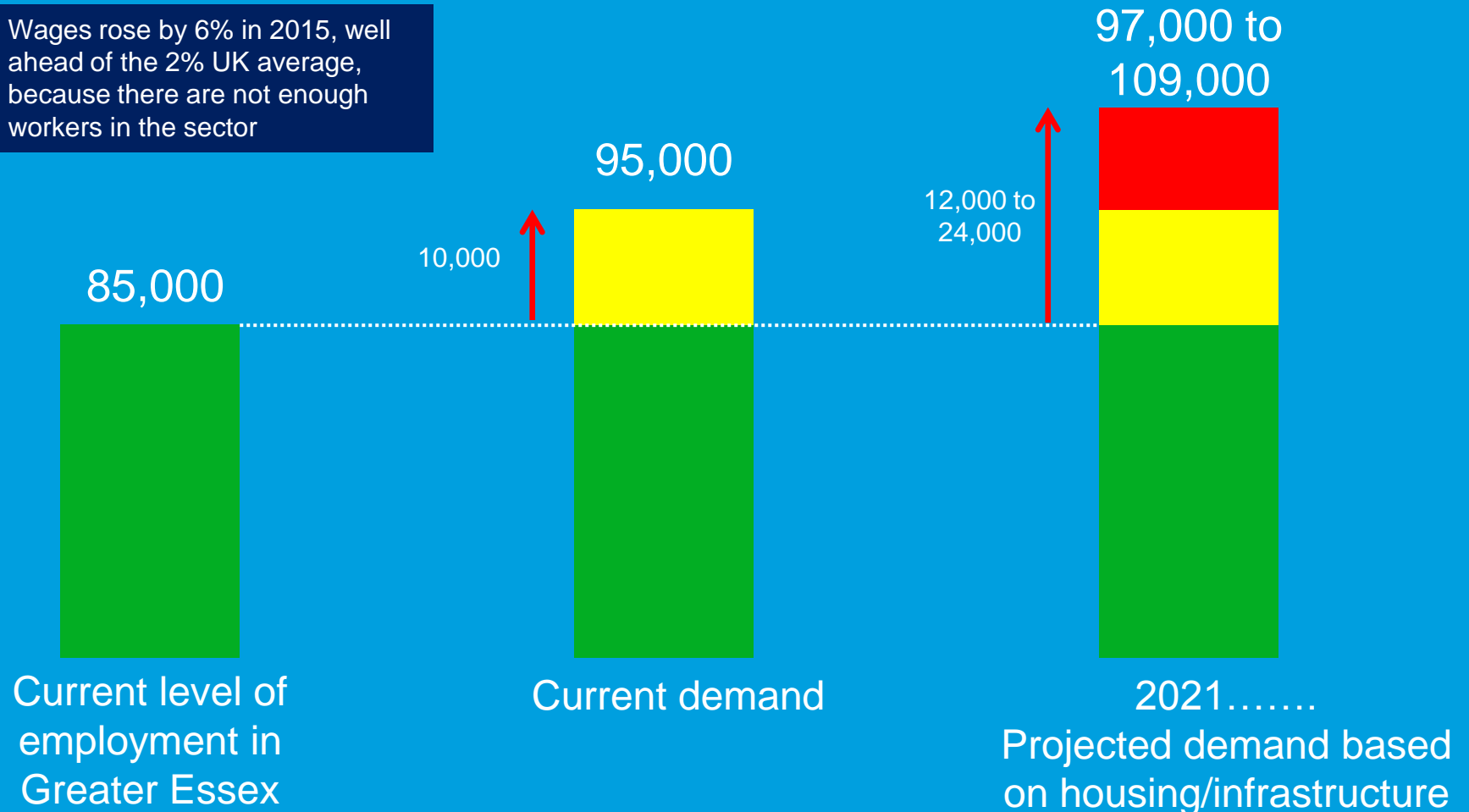
Welding Trades: High Integrity Pipe Welder.

What are the skills challenges?

The sector is projected to need more than 10,000 more people.

New infrastructure and housing projects are increasing demand. Within Essex there is a need to provide upwards of 130,000 new homes by 2036 with between 6,500 and 8,000 new homes required each year.

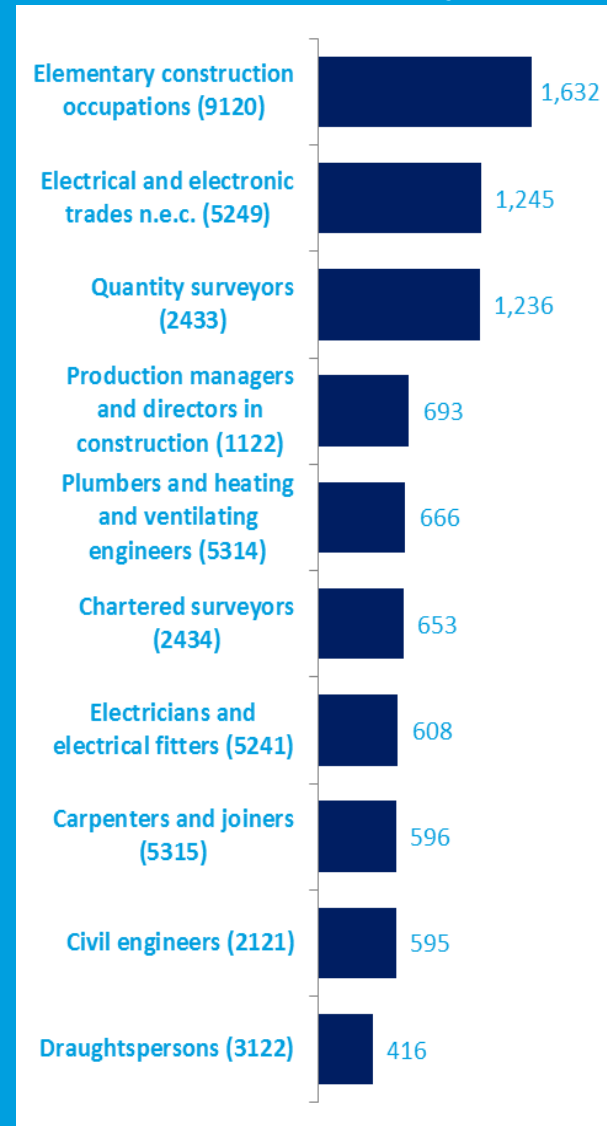
Wages rose by 6% in 2015, well ahead of the 2% UK average, because there are not enough workers in the sector



What are the skills challenges?

Skills and occupations are in high demand – vacancy data

Skills	Job Postings in 2015
Repair & Maintenance	833
AutoCAD	501
Computer Aided Design (CAD)	432
Civil Engineering	370
Inspection	339
Procurement	334
Contract Management	317
Construction Industry Knowledge	277
Electrical Work	202
Mechanical Engineering	196
Postings specifying skill:	4,358



Shortages likely in: non-construction operatives, civil engineering operatives, specialist building operatives, wood trades, surveying, steel and structural erecting, plumbing & heating and electrical trades.

What are the skills challenges?

Not enough people want to pursue careers in the sector... Why? There is a image problem. Information advice and guidance is not always available and opportunities to engage with sector limited.

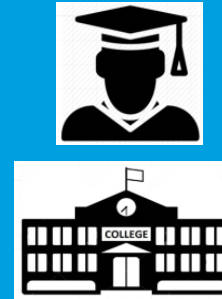
Not enough people are training... Why? People not attracted to sector and apprenticeship take up low. Only 530 construction apprenticeship starts in 2014/15 (only 3.6% of all apprenticeship starts). Difficulties in attracting funding to upskill adult entrants.

Providers are not delivering the training that employers want or need... Why? Many of our training providers want to be responsive however cannot attract the teaching staff to deliver qualifications. They need to know what to deliver.

A significant proportion of the current sector workforce is heading towards retirement

Action plan developed to address challenges

Skills Pipeline



1. Young People

2. Adult Entrants

3. FE & HE Provision

4. Industry

Issues

- Negative image of sector from students/teachers/schools & Parents
- Too few students pursuing career in construction

Solutions

- ESB Industry & Education Programme
- Provide IAG Materials to students utilising ESB/ GoConstruct resources
- IAG training to teachers/careers advisors
- Increase access to sector via work experience/site visits
- Increase number of construction Ambassadors working with schools

Issues

- Negative image of sector
- Difficult to access sector/training/jobs

Solutions

- Run Essex wide careers fairs
- Work with providers to establish set of courses utilising facilities in evenings & weekends
- Enable ex-military to enter industry (Careers Transition Partnership)
- Sector Based work academies / JCP work Trails
- Utilise CITB Skills Matching Service
- Work with 'Be Disability Confident' to increase the number of disabled people entering the industry

Issues

- Too few students pursuing career in construction
- Courses not meeting needs of employers
- Access to skilled Tutors/ Lecturers / Assessors

Solutions

- Increase learner lumbers by utilising facilities more efficiently and delivering new programmes
- Provide IAG Materials to students
- Deliver IAG Training to tutors/careers coordinators
- Run CPD sessions for tutors in industry
- Provide Golden Hello / Training Grants

Issues

- Employers not engaged with skills agenda
- Procurement policy not maximising positive impact on skills
- Difficulties in recruiting sufficiently skilled employees.
- Aging workforce

Solutions

- Employers to engage with action plan delivery
- ECC (and other LA's) signed up to the CITB Client Based Approach Model
- Providers to establish courses to upskills existing workforce

We need Industry/ Training providers /
Schools / ESB / Local Authorities need to
work together to address these
challenges.How?....example ...ESB
Education and Industry programme

Thank you!

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Planned Activity

5 Construction Taster Days

- 100 year 9 students per event. Industry-led day that sees students rotate around a number of short workshops focusing on professional and technical roles in construction. To promote the range of professional/technical roles in the sector and enthuse kids about working within it.
- **Follow-up activity**
When the students move to year 10 the following year, securing work experience/group visits for those still interested in the sector.
- **What do we need?**
Employers to be part of the taster days, to run workshops and to potentially offer group visits/work experience for students the following year.

1st Taster Day - **December 9th** at Firstsite Colchester. Royal Institute of Chartered Surveyors, TJ Evers, Anderson Group, Colchester Institute.

5 Construction Masterclasses

- 50 year 10 students per Masterclass. Industry-led Saturday morning sessions to further inspire and expose students to applications of practical skills. Royal Institution Masterclass sessions last up to 2.5 hours and focus on professional and technical roles.
- **Follow-up activity**
To pass on details of attendees that have expressed interest in Apprenticeships to Apprenticeship Hub colleagues to work with them to match to vacancies.
- **What do we need?**
Employers to agree to deliver one of these masterclasses with a view to identifying possible Apprenticeship candidates.

Planned Activity

Construction Trades Day

- 100 year 7-9 students have the chance to meet some employers and try trade-related skills like painting and decorating, carpentry, bricklaying. They'll hear about construction-related courses at Colchester Institute including Apprenticeships.
- **Follow-up activity**
Students will be offered the chance to attend taster days in the future and/or Masterclasses. In Year 10 we intend to offer them work experience/group visits to companies.
- **What do we need?**
Employers to come along and support the day, to exhibit and to get involved in workshops.

Build a Bridge Competition

- School teams, working with industry support from the likes of Anderson Group, AECOM and Flaktwoods, design and build a bridge structure out of sticks and glue. They attend a finale event where their bridge will be tested and the bridge that takes the greatest weight will be crowned winning team.
- **Follow-up activity**
Further developing work experience/group visits for those interested.
- **What do we need?**
Companies willing to offer group visits/work experience relating ideally to structural/civil engineering

Enterprise Adviser Network

We're looking to volunteers from the construction sector to work strategically with Senior Leaders in schools to help develop school's employer engagement and careers plans. We're targeting 10% of our schools to be working with construction sector firms