

# Swindon & Wiltshire Local Skills Improvement Plan (LSIP)

## Priority Findings- Construction & Built Environment

### 1. Introduction

The Construction sector is a significant driver of growth and employment provision within the UK's economy. In 2021, the value of new Construction work was over £115 billion, while total Construction employment in VAT and Pay-As-You-Earn (PAYE) registered businesses accounted for 2.15 million workers across the country.<sup>1</sup> During the next five years, the industry's recruitment will need to increase by around 25% to cover the 224,900 extra positions to meet projected demand<sup>2</sup>

In 2022 the South West is estimated to show an increase in Construction output of 3.8% since 2021, due to strong performance in the private housing and non-housing repair and maintenance (R&M) sectors, and steady levels of work in other areas, with industrial output increased strongly.

*The skills needs' risk within this sector is identifying technological adoption in a commercially viable way, turning demand signals into demand whilst allowing employers to continue to deliver against existing needs in a comprehensive, whole system approach. The opportunity is to establish a leading stance within the nation in Modern Methods of Construction (MMC), UK's Net Zero Strategy<sup>3</sup> for the benefit of all in the region. We therefore have three types of skills priority for this sector:*

- Skills Shortage Occupations reflecting the current supply and demand,
- Skills for new technology (upskilling of existing occupations and new occupations), and
- Granular skills requirements reported by employers

Please note we have not distinguished at this stage between new build, refurbishment and civil engineering requirements and capabilities, but expect to further engage with sub-sectoral needs throughout the project lifespan as identified.

Provision in post-16 technical education towards this sector is provided by both New College Swindon and Wiltshire College & University Centre, as well as via the Swindon & Wiltshire Institute of Technology and Independent Training Providers.

### 2. Labour market intelligence trends for the Swindon & Wiltshire region

Nationwide trends are broadly replicated for the Swindon & Wiltshire region, where the Construction sector currently employs 17,500 workers and adds £1.1 bn to the sub-regional Gross Value Added (GVA).<sup>4</sup> Employment in Construction is predicted to grow at a rate of 1.6% per year in the period of

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<sup>1</sup> Ezeoguine, K. (2022, November 18). *Construction statistics, Great Britain - Office for National Statistics*. <https://www.ons.gov.uk/businessindustryandtrade/constructionindustry/articles/constructionstatistics/2021>. In the public domain.

<sup>2</sup> CSN *Industry Outlook - 2023-2027*. (n.d.). CITB. <https://www.citb.co.uk/about-citb/construction-industry-research-reports/construction-skills-network-csn/#uknations> In the public domain.

<sup>3</sup> Department for Energy Security and Net Zero. (2022, April 5). *Net Zero Strategy: Build Back Greener*. GOV.UK. <https://www.gov.uk/government/publications/net-zero-strategy> In the public domain.

<sup>4</sup> *Swindon and Wiltshire LEP Data Analysis Dashboard*. (n.d.). Swindon and Wiltshire LEP. Retrieved March 23, 2023, from <https://swlep.co.uk/dashboard>

2017 – 2027, attaining a net increase of almost 1,000 jobs on top of the ones required to meet the replacement demand for the sector.<sup>5</sup>

The sector has traditionally relied fairly heavily on migrant and foreign workers, with significant shortages reported since exiting the European Union, with the Construction industry requesting roles such as bricklayers and masons be added to the Shortage Occupation List (SOL)<sup>6</sup>. 73% of Construction sector firms surveyed faced difficulties in finding skilled manual or technical workers. The Office for National Statistics reported a 42 per cent fall in the number of EU nationals working in UK Construction between 2017 and the end of 2020, with Construction sector vacancies peaking in Q3 2022 at around 50,000 and remaining higher than any period prior to the first half of 2021. CITB also estimates around 1 million are expected to retire from the sector in the next decade.<sup>6</sup>

### **3. Job postings and forecasts to meet replacement and expansion need (existing staff leaving the sector’s workforce either into different sectors or retirements and new employment generation against expected sectoral growth)<sup>7</sup>.**

Below we have incorporated a table from the Construction Industry Training Board<sup>8</sup> (CITB) showing expected Annual Recruitment Requirement (ARR) by occupation, focussing on the highest need in terms of both percentage and volume. Please note we are aware that in Construction in particular, a lot of recruitment is potentially via less formal routes and therefore jobs postings may not present the entire picture in terms of need but indicates – slightly more weighted towards larger employers – sectoral shortages and needs. These figures from CITB are for the South West region and not Swindon & Wiltshire and therefore some extrapolation is required. We believe these to be predominantly in line with several of the roles and requirements highlighted on The Swindon & Wiltshire LEP Data Analysis Dashboard<sup>9</sup> regional jobs postings. As mentioned above, due to the nature of this sector and its recruitment practises, these figures may not represent the full spectrum of need.

Annual Recruitment Requirement (ARR) - South West	ARR as % of 2022 workforce	ARR value per year
Wood trades and interior fit-out	7.6%	2270
Labourers nec*	7.5%	430
Plant Operatives	7.2%	260
Other Construction professionals and technical staff	7.2%	1240
Surveyors	5.5%	290
Electrical trades and installation	4.7%	900
Roofers	4.3%	230

<sup>5</sup> *Swindon and Wiltshire Local Economic Assessment*. (2022, March). Swindon and Wiltshire LEP. Retrieved March 27, 2023, from [https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/swindon-and-wiltshire-local-economic-assessment-final-march-22.pdf?sfvrsn=c21cbb0c\\_3](https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/swindon-and-wiltshire-local-economic-assessment-final-march-22.pdf?sfvrsn=c21cbb0c_3) In the public domain.

<sup>6</sup> *UK Job Vacancies (thousands) - Construction - Office for National Statistics*. (2021, October 11). <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/timeseries/jp9l/unem/previous/v71> In the public domain.

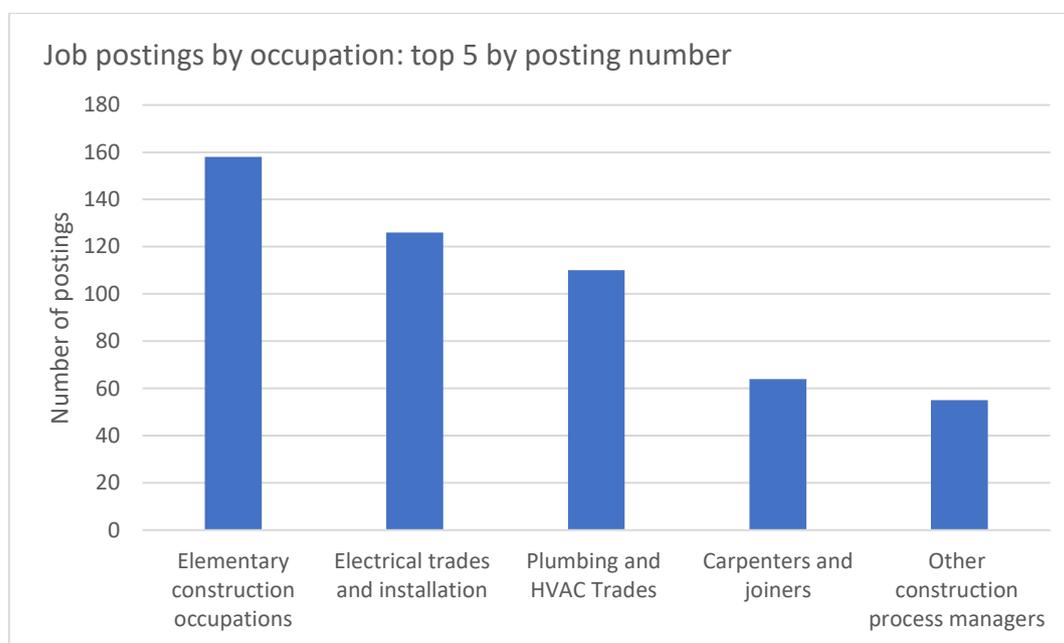
<sup>7</sup> *HR Magazine - Businesses face record recruitment difficulties*. (2023, February 6). *HR Magazine*. <https://www.hr-magazine.co.uk/content/news/businesses-face-record-recruitment-difficulties/> In the public domain.

<sup>8</sup> From *CITB CSN Industry Outlook - 2023-2027*, January 2023 <https://www.citb.co.uk/media/o2nngsgp/csn-lmi-south-west.pdf>

<sup>9</sup> From *Swindon & Wiltshire LEP Data Analysis Dashboard*, accessed March 2023

Other Construction Process Managers	3.7%	490
Non-Construction professional, Technical, IT, and other office-based staff	2.8%	970
Scaffolders	2.4%	70
Plumbing and HVAC Trades	1.8%	340
Bricklayers	1.3%	90
Building Envelope Specialists	0.5%	60
<b>Total ARR Sector (SIC 41-43, 71.1, 74.9)</b>	<b>3.20%</b>	<b>7,640</b>

Source: CITB based on ONS, CSN, Experian



Source: [The Swindon & Wiltshire LEP Data Analysis Dashboard](#)

Despite the current downturn and the forecasted slow growth for the British economy in the next 5 years, the Construction sector is predicted to contribute to at least 6% of UK gross domestic product (GDP), with a workforce of over 2.6m workers and an annual output value of over £170bn.<sup>10</sup> This will partly be driven by replacement demand for traditional occupations as well as the leading role that the industry is expected to play in achieving the country's net zero targets, which will require new skills in areas such as Modern Methods of Construction, insulation and sustainable buildings. There are additional requirements outside of Post-16 Technical Education that we have not attempted to address within this document, such as access to Construction Skills Certification Scheme (CSCS) cards and introductory adult courses for those looking for work or changing career.

The Construction sector is anticipated to account for a significant amount of the green jobs to be created in Swindon & Wiltshire due to the role of the industry in energy efficiency and low carbon heat. The retrofitting of the existing building stock and the implementation of energy efficient and green measures will require over 1,900 additional jobs in the deployment of heat pumps and 1,378 additional jobs in installing insulation by 2030<sup>11</sup> - there will be a particular need to develop skills in

<sup>10</sup> CSN Industry Outlook - 2023-2027. (n.d.). CITB. <https://www.citb.co.uk/about-citb/construction-industry-research-reports/construction-skills-network-csn/#uknations> In the public domain.

<sup>11</sup> Local green jobs – accelerating a sustainable economic recovery. (2021, June). gemserv.com. [https://gemserv.com/wp-content/uploads/2021/06/Local-green-jobs-accelerating-a-sustainable-economic-recovery\\_final-1.pdf](https://gemserv.com/wp-content/uploads/2021/06/Local-green-jobs-accelerating-a-sustainable-economic-recovery_final-1.pdf)

solid wall insulation and heritage property which is some way is already identified and being addressed via funding mechanisms such as regional and national bootcamps, but will require additional delivery within reskilling and existing post-16 technical educational routes.

#### 4. Occupational Priorities (shortages within occupations)

We have attempted below to show some of the existing roles' needs and forecast requirements to indicate where sectoral needs may be met via existing courses, with or without micro-interventions. Below this we align some forecasting via CITB and Swindon and Wiltshire Local Enterprise Partnership (SWLEP) analysis with potential training needs<sup>12</sup>. We have not as yet looked at these shortages in relation to current supply volumes from colleges and independent training providers (ITPs), therefore these priorities are here for discussion with providers at this stage. There have been steep upticks in recruitment needs since the peak of the pandemic, with all roles reporting higher need than in 2019.

We have attempted to RAG rate needs (Red, Amber, Green, with Red being highest) in terms of absolute numbers and percentage workforce requirements to highlight to most pressing existing role shortages within this sector. The CITB 'Construction Skills Network (CSN)' Industry Outlook Report for the South West returns a further comprehensive overview of expected needs in existing roles forecast to 2024 and 2027 (page 10).

Role	Need forecast	R	A	G	Priority/possible action and funding source. Growth in:
Woods trades (Joiners/Carpenters etc.) and interior fit out	Although regional jobs postings are lower, CITB figures for the SW suggest highest ARR and total volume in these roles, extrapolated need in Swindon & Wiltshire region +-240 per annum Current (Mar23) jobs postings 64	x			Apprenticeships Full time 16-19 Potential for (?) short course programmes/AEB
Electrical trades	Electrician and electrical fitter live postings currently 126. High ARR and total volume as per CITB analysis. extrapolated need in Swindon & Wiltshire region +-96 per annum	x			Apprenticeships Full Time 16 to 19 T levels
Bricklayers	Estimated SW regional need for additional 800 by 2024, extrapolated need in Swindon & Wiltshire region +-85 per annum	X			Apprenticeships Full time 16 to 19
Scaffolders	Estimated regional need for additional 300 by 2024, extrapolated need in Swindon			X	Apprenticeships Full time 16 to 19

<sup>12</sup> CSN Industry Outlook - 2023-2027. (n.d.). CITB. <https://www.citb.co.uk/about-citb/construction-industry-research-reports/construction-skills-network-csn/#uknations> In the public domain.

	& Wiltshire region +-32 per annum				
Surveyors	Estimated regional need for additional 400 by 2024, extrapolated need in Swindon & Wiltshire region +-43 per annum		X		T levels Higher Apprenticeships Full time and part time HE
Groundworkers/Labourers/ Plant Operatives	Elementary Construction occupation live postings are currently 158, a 44% increase in 12 months. CITB figures suggest an ARR of over 7% with a combined need within roles of almost 700 at a flat profile we would expect a regional additional need of 50-100 per year		x		L2/Boot Camps/AEB programmes including CSCS card
Plumbers and HVAC trades	Live jobs postings as of March 2023 are 110. Although ARR is low, the total volume required is high. Please note this does not include Plumbing roles in new technology (see below) but would cover technologies such as underfloor heating		x		Apprenticeships Full time 16 to 19 T levels

## 5. Occupational Opportunities – Skills for New Technologies

We can identify some of the more imminent technological needs within this sector. There is current demand for all of these technologies, but it is limited in volume. However it is expected that there will come a point relatively soon, where many of these technologies will grow rapidly in volume. When depends very much on Government policy. We have therefore broken down technological and expected sectoral needs into broad areas or specific to a technology, [alongside some forecasting of expected demand (extrapolated to a regional level where possible or pre-existing)] All of these technologies require some sort of survey and/or assessment prior to installation. Installation then involves specific expertise, either by adding skills to existing trades (often employed by mainstream employers) and/or the creation of new occupations usually working for specialist employers. Finally repair and maintenance represents a third function. We have identified in the table below, the main occupations which are likely to be affected. In the next section of the report we provide a more granular identification of employers stated needs.

Right now our priority is that colleges and other providers of training for these occupations, gear up their practical facilities and as far as possible and begin (if not already), to offer the upskilling and awareness needed alongside new occupational programmes where there is local demand or expected imminent local demand. We hope to have discussions with providers and stakeholders about how demand could be stimulated further and timing of growth.

Occupations	Surveying/Assessing	Installing and commissioning	and	Repair and Maintenance
Technology				

Heat pumps/solar thermal 1,908 estimated jobs by 2030 <sup>13</sup>	Energy/EPC Assessors Retrofit Assessors Project Managers	Plumbing and Heating Engineers Low Carbon Heating Tech	Plumbing and heating engineers Low carbon heating tech
Solar power/electrical storage	Energy/EPC Assessors Retrofit Assessors Project Managers	Solar Power Installers Roofers	Solar Power Installers
EV charger installation	Project Managers	Electricians	Electricians
Insulation inc. retrofit 1,378 estimated jobs by 2030 <sup>14</sup>	Energy/EPC Assessors Retrofit Assessors Project Managers	Insulation Installers Plasterers/Dry Liners	
Offsite/modular/MMC	Project Managers Site Management	Carpenters/Joiners Assembly and Installation Operatives Plumbing and electrical connection/installation/commissioning	Carpenters/Joiners
Energy/Performance Assessors, whole unit/fabric	Energy and Efficiency Assessors and Surveyors		

A number of roles have existing skills shortages, and many will need large increases in numbers to meet government targets, including<sup>15</sup>:

- Energy Assessors, as the use of Energy Performance Certificates increases.
- Retrofit Coordinators will be essential to ensure quality as different systems are installed alongside each other – forecast suggest 50,000 by 2030.
- Project Managers with an understanding of the retrofit process – 86,500 required by 2028.
- Insulation installers. Existing installers will need to be upskilled if minimum qualifications are set in PAS2035 – the standards everyone has to follow in retrofitting buildings.
- Heat Pump Installers. Starting by upskilling existing Gas Safe Engineers, existing training needs to be improved and standardised – 50,000 required by 2030.<sup>16</sup>

As reported in Swindon & Wiltshire’s Local Economic Assessment the Office for National Statistics in 2017 calculated that the probability of automation in the Construction sector could be as high as 46%

<sup>13</sup> From Local Government Association, *Local green jobs - accelerating a sustainable economic recovery in Wiltshire | LG Inform*. [https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector?mod-area=E06000054&mod-group=AllUnitaryLaInCountry\\_England&mod-type=namedComparisonGroup](https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector?mod-area=E06000054&mod-group=AllUnitaryLaInCountry_England&mod-type=namedComparisonGroup)

<sup>14</sup> From Local Government Association, *Local green jobs - accelerating a sustainable economic recovery in Wiltshire | LG Inform*. [https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector?mod-area=E06000054&mod-group=AllUnitaryLaInCountry\\_England&mod-type=namedComparisonGroup](https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector?mod-area=E06000054&mod-group=AllUnitaryLaInCountry_England&mod-type=namedComparisonGroup)

<sup>15</sup> *Net Zero and Construction – Perspective and Pathways - CITB*. (n.d.). CITB. <https://www.citb.co.uk/about-citb/construction-industry-research-reports/search-our-construction-industry-research-reports/net-zero-and-construction-perspective-and-pathways/>

<sup>16</sup> *Net Zero and Construction – Perspective and Pathways - CITB*. (n.d.). CITB. <https://www.citb.co.uk/about-citb/construction-industry-research-reports/search-our-construction-industry-research-reports/net-zero-and-construction-perspective-and-pathways/>

- this could significantly change the skills and responsibilities across existing and new roles and will require both new provision and reskilling once understood and commercially viable.<sup>17</sup>

## 6. Businesses Reported Skills Needs - Granular Business Intelligence via LSIP

Please note that the LSIP research will continue until April 2023 in the first phase, with additional needs, refinements, deep dives and any identified new foci to continue longer term until May 2025. These below skills needs findings are based on the initial 3 months of LSIP research and delivery and hopefully indicate (in a no way comprehensive manner) expected 'direction of travel' in the final report. As any additional needs are identified and verified we will share prior to report release with stakeholders in the most appropriate identified means.

The LSIP has worked to gather current in-depth business intelligence on perceived unmet needs, understanding of current delivery and potential economic and technological changes. The intention of the LSIP research methodology is to add current and granular intelligence to existing understanding and not to replace prior research into skills needs, particularly those datasets which could be considered statistically robust.

We have divided these findings into approximated areas of need, and - alongside the sections above on occupational shortages and industrial trends – expect these to form a reasonably comprehensive picture intended to address current and expected unmet needs within the sector, both in terms of interventions in existing provision (micro or modular) and identification of potential new provision (although this falls primarily towards in-work and modular needs due to the methodology utilised in the LSIP primary research phase). The areas these are outlined under are:

- Critical Workplace, Core and Transferable skills
- Core Digital Skills
- Sector Specific, Technological Change and Digitalisation Skills Needs
- Decarbonisation, Sustainability and Alignment to the UK's Net Zero Strategy Skills Needs
- *Systemic/Labour Market/Other reported needs*

We have indicated where we believe businesses have reported these needs most significantly in terms of where they fit within career and occupational progression (from new entrants through to experienced) and believe these are areas of funding and provision that align more or less closely:

Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced 16-19 and adults
In-house, innovation/AEB/LSIF	In-house/bespoke/Innovation/AEB/LSIF	AEB, Bootcamps, Other DfE e.g. certificates of future technology, In-house, LSIF	Apprenticeship	T Levels, other 16 to 19 vocational, Vocational HE and preparatory

We do not intend to be prescriptive in suggestions where FE Providers (and others) may see an ability to respond to LSIP skills needs findings, more to indicate where we see opportunities for action that

<sup>17</sup> Swindon and Wiltshire Local Economic Assessment. (2022, March). Swindon and Wiltshire LEP. Retrieved March 27, 2023, from [https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/swindon-and-wiltshire-local-economic-assessment-final-march-22.pdf?sfvrsn=c21cbb0c\\_3](https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/swindon-and-wiltshire-local-economic-assessment-final-march-22.pdf?sfvrsn=c21cbb0c_3)

align with occupational progression, life stages and current (particularly mainstream) funding mechanisms. These therefore represent the options we want to discuss with providers.

Employers have expressed a strong view that young recruits are often not work ready in terms of essential skills and work related basic digital skills. It is therefore a priority for us to explore the possible implementation of "Skillbuilder" essential skills system (or similar) into pre-16 and academic post-16 education across the area. We would also aim to build these skills into post 16 vocational programmes and Apprenticeships (where they are not already there) so that employers themselves will also continue to develop these skills in the workplace.

There is wide recognition within the sector that a number of key and reasonably mature technologies are likely to be incorporated into this sector much more comprehensively, although there is some reticence to adopt too widely until demand signals turn into actual demand, particularly against balancing current demand in traditional needs with lack of available workforce. These roles and technologies are consistently mentioned:

- Retrofit wall insulation – Assessor, Surveyor, Designer, Installer
- Heat Pumps – design/assessment, installation, commissioning, service & maintenance – needs for new shorter courses alongside modules within existing courses.
- Solar PV – design/assess, install, commission, service & maintenance
- Building performance evaluators and EPC Assessors, with expected stricter requirements in legislative change (within and following PAS2035)
- Domestic Energy Generation & Storage Specialists (predominantly Solar)
- Construction Assembly and Installation Operative (offsite/modular/MMC)

### Critical Workplace, Core and Transferable Skills

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Workplace preparedness/readiness: more need for behavioural-based and pre- and early-work skills such as interview skills (possibly online)	<b>1.Explore the implementation of Skillbuilder or (similar) and work entry skills in pre-16 and post 16 academic education</b>					x
New entrants coming to the work environment with appropriate attitudes and willingness to learn on the job is just as important as most skills for most workplaces. Workplace readiness, understanding of work ethic, expected behaviours, self-motivation, teamwork	<b>As above</b>					x
Communication skills (articulation and terminology),	<b>2.Ensure essential skills and work entry skills are fully</b>		x	x	x	x

problem solving, effective communication and listening skills – development in advance of (and to enable) digital skills and adoption	<b>embedded in all post-16 vocational programmes for all Construction trades/professions</b>					
Teamwork and leadership still perceived as lacking in new entrants/YPs, some appetite for additional leadership training at higher levels (managers and supervisors to formalise in-work needs), principles of project management	<b>As above</b>	X	X	X	X	X
More practical experience during learning within full time vocational education is seen as key	<b>3.Develop placement opportunities as far as possible (outside of T Levels)</b>					X
Phone, f2f and email communication all need further development/support – some indicators of communication ‘anxiety’ to be addressed. Understanding of appropriate tone and terminology (for business and difference to social communication.	<b>As 2. above</b>	X	X	X	X	X
There are many jobs and needs in the sector, people do not aspire to be in, nor have awareness of such as sales, procurement, admin	Explore action in Careers education etc for Stage C of LSIP					

### Core Digital Skills

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Businesses recognise in more technical/vocational and site roles; digital communication is not effectively replacing face to face communication	<b>4.Training in basic practical digital skills both in the workplace and in FTE</b>	X	X	X	X	X
Basic digital skills (Microsoft Outlook and calendar management, collaboration and cloud platforms such as Teams, databases and CRM systems as well as understanding social	<b>As above</b>	X	X	X	X	X

media and marketing basics) are often reported as lacking among staff in core and non-site facing roles (admin, business etc)						
Smaller companies are looking for better incorporation of internal/enterprise digital systems and training to support (individually and systemically)	<b>As above</b>		X	X	X	
Some employers struggle to get staff to adopt new technology and digitalisation when required.	<b>As above</b>	X	X			
Internal data usage in general outdated – those with digital client facing systems/support can often use as a USP	<b>As above</b>	X	X			

### Sector Specific and Technological Change

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees	Career movers from another sector (part experienced and/or direct/linked training)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Modular and offsite construction and implications for existing roles (complete change in some)	<b>5. Understanding and basic skills Training for Carpenters and Joiners in modular (portable and static) building techniques. (see also occupations above)</b>	X	X	X	X	X
Building performance and gaps – fabric first for efficiency	<b>6.Training for design staff</b>	X	X		X	X
Modern Methods of Construction (MMC) are all expected to be understood as principles/basics to enable future adoption as required. Businesses know they need to balance new needs with existing demand, but in an economically competitive way	<b>7.MMC awareness training for all trades and professional staff</b>	X	X	X	X	X
Learners need to understand suppliers' vested interests when spec'ing/planning e.g. using Worcester Bosch calculator will always lead to a need for a WB product.	<b>8.Embed commercial knowledge/understanding into training programmes</b>	X	X	X	X	X

Some employers see technical and vocational educational courses as too long for requirements on site e.g. L2 and L3 qualifications to do joinery(?)						
Impacts of further adoption of digitalisation and digital design - teaching principles of graphic software's/CAD more widely as sector moves further towards digital design as the norm (Design and Build Technicians, Surveying Technicians, Design Engineers, Quantity Surveyors)	<b>As 6. above</b>	x	x		x	x
Expected changes to Gas Certification and skills, needs for existing workforce to reskill as legislation impacts, timescales awareness of need		x	x			
Additional understanding of HVAC and place within fabric first/performance in non-HVAC specific roles	<b>As 5. Above</b>	x			x	x
Initial understanding of the potential of automation and changes to wider sector	<b>As 7. above</b>	X	X		x	X
Development of internal (in-house) training ability		x	x		X	x

### Net Zero Skills

Need Statement	PROVISIONAL PRIORITIES	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Insulation – existing/traditional alongside external and internal retrofit insulation	<b>9.Establish training for retrofit insulators</b>			x		
Fabric first sustainability and measurement	<b>As 6. above</b>	x	x		x	x
First principles of built environment – Sustainability 'basics' to be more appropriately taught e.g. What is best to focus on first? What will this cost? What is the ROI? How do I measure performance? What are the main standards and	<b>10.Sustainability awareness training for all professional staff, site supervisors/managers and new entrants</b>	x	x	x	x	x

legislation (and expected legislation)						
Some unclear routes into greener roles (e.g. PV Installers, roofing/electrician/surveying/site labour/scaffolder) - current premium on some green roles and low demand for others	<b>11.PV Installer training (Boot Camp/AEB)</b>			X		
Solar installation, usage and project planning stages	<b>As 11. above</b>	X	X		X	X
Importance of aligning skills needs with commercial viability	<b>As 8. above</b>	X	X	X	X	X
Understanding potential changes/legislative impacts regarding fossil fuels and plant equipment	<b>As 10. above</b>	X	X			
Pollution, waste and plastics on sites/in delivery. Still needs for culture shift for sustainability as is often behind public appearance. Sustainability is often isolated in roles rather than embedded in delivery roles	<b>As 10. above</b>	X	X	X	X	X
Needs to upskill Plumbing and Heating Technicians as demand increases, recognition of expected future growth within this technology and needs in new and existing workforces	<b>12.Ensure facilities are available and offer is made for select, install, test, commission, service and maintain, solar thermal and heat pumps.</b>	X	X		X	X

### Local Skills & Labour System Feedback

*Please note that although these are not explicitly skills needs, these are other issues highlighted by employers and stakeholders that may require addressing alongside interventions in provision directly.*

Need Statement	PROVISIONAL PRIORITIES	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Lack of new entrants to sector widely reported, with older employees a key demographic, but ensuring alignment with new skills needs. Issues with retention	<b>12. Explore a programme (Boot Camp/AEB) for returners to Construction and entrants from other sectors</b>			X	X	X

and lack of willingness to reskill is reported in existing workforces						
Business don't necessarily accurately reflect their 'soft' skills needs in recruitment alongside technical needs	<b>13. Develop with providers a "recruitment pack" for Construction employers</b>		X	X	X	X
Mature learners need to unlearn and relearn alongside learning new things	<b>As 11. above</b>	X	X			
Childcare, cost of living and visa requirements all mentioned as having impacts on ability to recruit learners and workforce			X	X	X	X
Industry preferences are towards shorter and more flexible courses, with a possible ability to 'stack' into longer qualifications		X	X	X		
Some concern about short term legislative changes and longer-term clarity on direction of travel and need		X			X	X
Vacancies in teaching and inability to competitively reward industry professionals in teaching compounds issues with up-to-date sector knowledge. Some understanding better funding for FE would be beneficial	<b>14. Explore with Colleges/ITPs a programme to encourage trades into teaching/training (inc. teacher training)</b>	X	X			
More focus on work and work experience options earlier could improve recruitment and awareness of the opportunities and pathways  Better recognition of pathways for progression would be beneficial, with earlier CEIAG (Careers Education, Information, Advice and Guidance) options too	Explore in Stage C of LSIP			X	X	X
Struggles with mental health, equality and wellbeing in the sector and site roles can lead to a further lack of diversity and inclusion in workforce, which has the potential to be self-perpetuating	<b>15. Embed equality/diversity training into all training programmes/courses</b>	X	X	X	X	X
More teacher CPD (continuous personal development) would assist with learners being	<b>16. Construction trainers CPD visits in sector</b>	X	X			

prepared for imminent changes to skills needs						
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