



ConstructionSkills is the Sector Skills Council for Construction, covering SIC 45.0 and 74.2

SIC 45	CONSTRUCTION
SIC 45.1	Site Preparation
SIC 45.11	Demolition and wrecking of buildings; earth moving
SIC 45.12	Test drilling and boring
SIC 45.2	Building of complete construction or parts; civil engineering
SIC 45.21/1	Construction of commercial buildings
SIC 45.21/2	Construction of domestic buildings
SIC 45.21/3	Construction of civil engineering constructions
SIC45.22	Erection of roof covering and frames
SIC 45.23	Construction of motorways, roads, railways, airfields and sport facilities
SIC 45.24	Construction of water projects
SIC 45.25	Other construction work involving special trades
SIC 45.3	Building Installation
SIC 45.32	Insulation work activities
SIC 45.34	Other building installation
SIC 45.4	Building Completion
SIC 45.41	Plastering
SIC 45.42	Joinery installation
SIC 45.43	Floor and wall covering
SIC 45.44	Painting and glazing
SIC 45.45	Other building completion
SIC 45.5	Renting of construction or demolition equipment with operator
SIC 74	OTHER BUSINESS ACTIVITIES
SIC 74.2	Architectural and engineering activities and related technical consultancy
SIC 74.20/1	Architectural activities
SIC 74.20/2	Urban planning and landscape architectural activities
SIC 74.20/3	Quantity surveying activities
SIC 74.20/4	Engineering consultative and design activities
SIC 74.20/5	Engineering design activities for industrial process and production
SIC 74.20/6	Engineering related scientific and technical consulting activities
SIC 74.20/9	Other engineering activities

Construction Sector Skills Agreement

Shaping up the Industry's Business Performance

- Increasing the number of Companies Investing in Training
- Developing Management and Leadership Skills
- Supporting Life Long Learning in Construction
- Developing Skills for Sustainability

Brushing up the Industry's Existing Skills

- Intensifying and Widening the Industry's Qualifying the Workforce Initiative

- Developing Flexible Training Structures for Specialist Occupations
- Assisting the Effective Integration of Migrant Workers

Stepping up the Quality of Qualified New Entrants

- Improving Understanding of Career Opportunities in Construction
- Increasing Apprentice Completions and Widening Opportunities for On Site Practice
- Improving Diversity within the Industry
- Increasing Applications for Construction Related Courses

Infrastructure to support these Priorities

- Improving Intelligence on Skills for the Future
- Construction Qualification Strategy

2007-2011 Construction Skills Network Labour Market Intelligence: North West

- Since 2000, with the exception of 2004, the performance of construction orders from year to year has been strong in the North West.
- Over the period as a whole orders in the North West have increased by 87%
- Orders in the North West were 11% higher in 2005 than in the previous year.
- This growth continued into 2006 with total construction orders in the first three quarters, up 9.4% from their level in the first three quarters of 2005.
- Over the 2007-2011 forecast period as a whole output is expected to rise at an annual average rate of 1.4%.
- Total construction employment in the North West is forecast to grow 1.4% per annum, with an annual requirement of 8,820 extra workers required.
- Construction Professional and Technical Staff has by far the largest average annual requirement of any occupational group in the North West, at 1,870.

Total Employment by Occupation – North West			
	Actual	Forecast	
	2005	2007	2011
Senior & Executive Managers	520	560	610
Business Process Managers	4,790	4,990	5,420
Construction Managers	19,530	20,340	22,080
Office-based Staff (excl. Managers)	21,620	22,520	24,080
Other Professionals/ Technical Staff & IT	5,220	5,430	6,040
Wood Trades & Interior Fit-out	28,920	30,620	34,130
Bricklayers	9,050	10,630	11,670
Building Envelope Specialists	9,810	11,520	12,650
Painters & Decorators	13,560	14,470	16,340
Plasterers & Dry Liners	6,800	7,110	7,700
Roofers	3,200	3,450	3,820
Floorers	4,690	4,890	5,400
Glaziers	6,830	6,970	7,360
Specialist Building Operatives nec	3,070	3,250	3,560
Scaffolders	980	1,050	1,160
Plant Operatives	2,680	2,750	3,050
Plant Mechanics/ Fitters	4,200	4,220	4,270
Steel Erectors/ Structural	3,290	3,470	3,720
Labourers nec	10,640	11,320	12,240
Electrical Trades & Installation	20,700	21,950	23,960
Plumbing & HVAC Trades	15,850	17,290	18,970
Logistics	4,000	4,440	4,860
Civil Engineering Operatives nec	5,970	6,590	7,220

Non-construction Operatives	29,700	34,130	29,220
Construction Professionals & Technical Staff	34,960	35,860	39,530
Total (SIC 45)	235,620	253,960	269,530
Total (SIC 45 & 74.2)	270,310	289,820	309,060

Source: ONS, CSN, Experian

Built Environment Professional Services Skills Survey 2003/2004

- In 2003/2004 a major skills survey focused on the UK construction professional services (CPS) sector focused on the key issues that firms face with respect to skills, competence, recruitment and training of the workforce.
- The CPS sector employs approximately 225,000 employees.
- The survey found that 80% of firms experience skills problems within their workforce, 65% of firms have experienced significant difficulties in recruiting staff with appropriate sets of skills in the last 12 months.
- 30% of architectural practices experienced significant problems with the skills of their existing, professionally qualified staff. 30% have also experienced severe skills shortages when recruiting. Similarly, 43% of engineering practices experience significant problems with the skills of their existing engineering staff, whilst 48% have found skills shortages whilst recruiting. Firms in every discipline experience significant skills problems among their staff who are employed in management and administrative occupations.
- Firms appear to have particular problems with the technical and practical skills other existing staff and those of applicants whilst recruiting. 31% cite these as being the skills that are in most need of improvement among existing staff. 48% of firms report technical and practical skills as being lacking among applicants for their most recent posts.
- The most popular method of delivery provided by CPS firms is 'on the job training'.
- Key Issues relating to specific skills
 - Technical and practical skills are the largest problems area. Approximately 30% of firms have significant problems in this area with existing staff – rising to 50% among applicants during recruitment;
 - 'Bell weather' firms appear to have a much lower incidence of problems in the technical and practical area – approximately 10% cite these as a significant problem among existing staff;
 - IT skills are a problem for many firms but there is a difference between general and professional IT skills and between existing staff and applicants;
 - Client handling skills are an issue for many firms among their existing staff.
- Competence issues
 - The majority of issues fall within the category of design and development;
 - Among architects the largest problems are with agreeing project requirements (14%), coordinating design processes (12%) and preparing detailed designs (13%);
 - Among engineers the largest problems are with coordinating the design process (8%), preparing detailed designs (9%), preparing and agreeing schemes (7%) and preparing design documentation (7%);
 - Surveyors have few issues in the design development category with largest problems being experienced in the construction installation category;

- 9% of surveyors have problems with implementing procurement processes.

Employer Attitudes and Motivations to Learning and Training (Wave 3)

Modern Methods of Construction

- Almost two in five employers (39%) indicated that at least some of their work over the last year has involved Modern Methods of Construction (MMC)
- A quarter of employers involved in MMC say that it has affected their skills needs, and most of these employers (79%) had overcome this through adapting the skills of their existing workforce.
- Professional service firms currently using MMC were particularly likely to anticipate increased specifications of MMC (71%).

Management and Supervisory Skills

- In the vast majority of companies, managers have been promoted from within (51%), or it is the case that the current owner set up the business (25%).
- Two-fifths of employers have identified areas where skills held by managers need to be improved, most commonly relating to leadership and communication.

Satisfaction with training providers and qualifications

- On-the-job demonstration by more experienced workers and self-learning remain the two most common means of training (with 73% and 53% of employers respectively citing these methods).
- Whilst experience of degree-level courses is less prevalent (24% of employers), those who do have experience view it more positively, with the majority either very (26%) or fairly (50%) satisfied with the relevance and content of these qualifications. As with NVQs, courses not being practical enough is the key driver behind (the pockets of) dissatisfaction.

Sustainability

- Just over a quarter of employers (27%) say that over the last 6 months they have been involved in a project involving sustainable design and construction. This increases with the size of employer, rising to approximately two in five of those with 100+ staff.
- The vast majority of employers (82%) think that sustainable design and construction will become more important over the next few years for winning business.
- Those thinking that this issue would become more important for winning business were asked if they expected this to have skills implications for their firms. Opinion was divided. Overall almost two in five of all employers (37%) anticipated sustainability becoming important for winning business and this having a skills impact.

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