



Marcus Bennett

Construction labour and skills research Essex Employment Board



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Objectives



A skilled and flexible workforce that supports:
economic growth; enhanced productivity and jobs growth for the area

Construction evidence

- Decision making
- Skills & training pathways
- Collaboration between businesses & training
- Action plans

The opportunities

- Grow businesses
- A skilled flexible workforce
- Higher level skills
- Future & digital skills
- Infrastructure for growth
- Job creation
- Social value

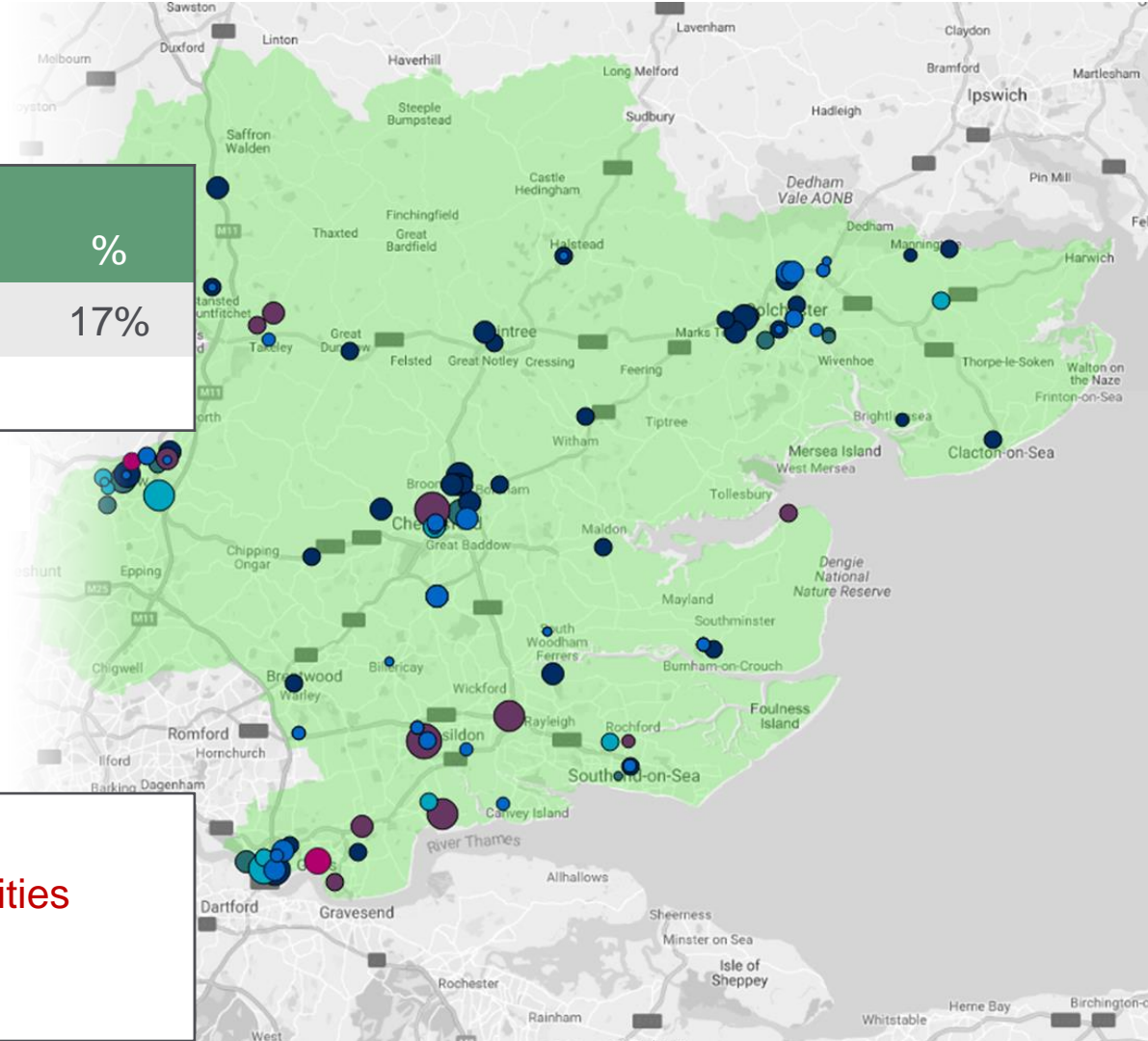


Glenigan projects

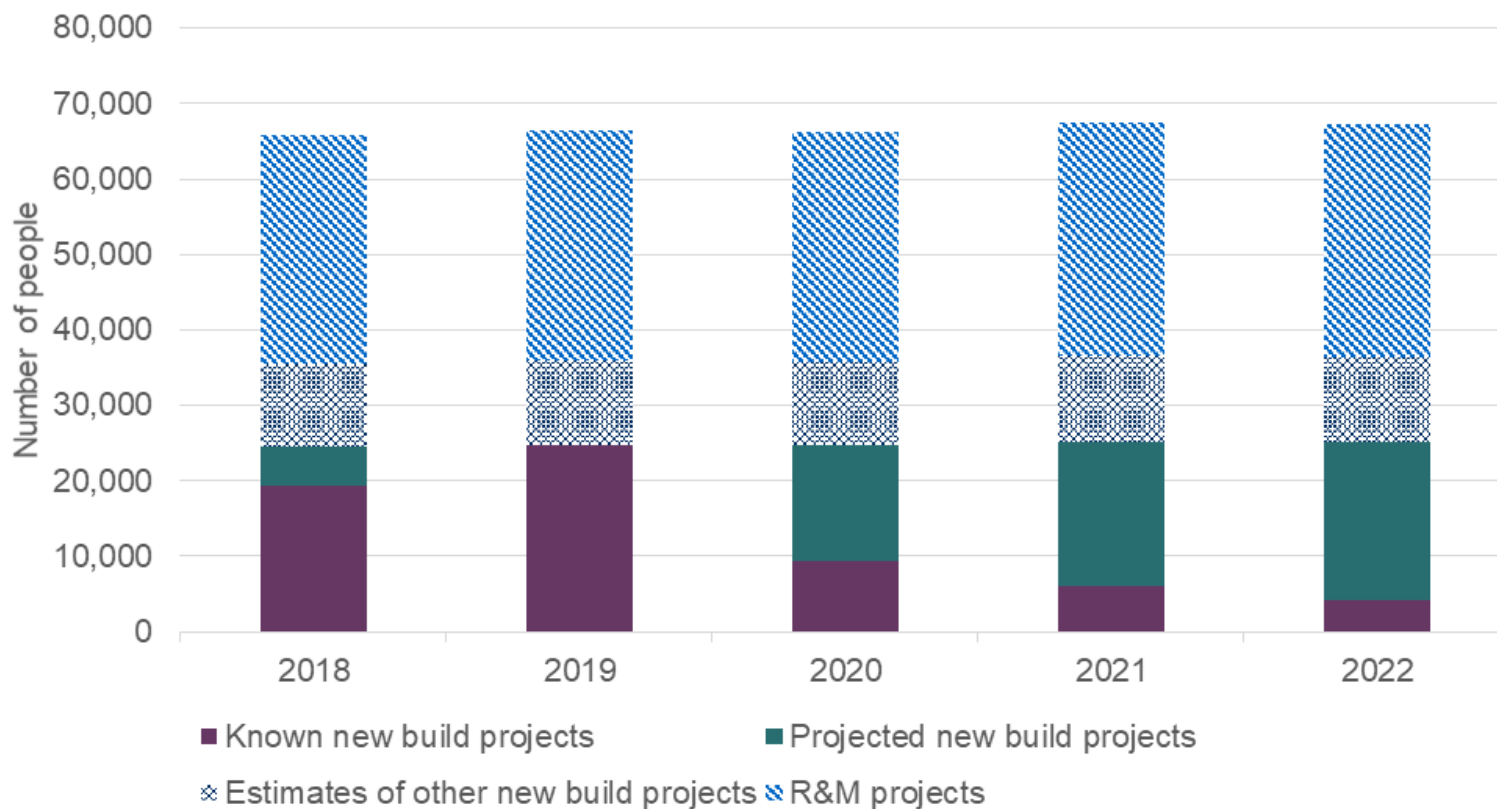
Glenigan PIPELINE	Total projects	Significant projects	%
Number	594	100	17%
Proportion of spend		80%	

+ 22 NICP & other projects

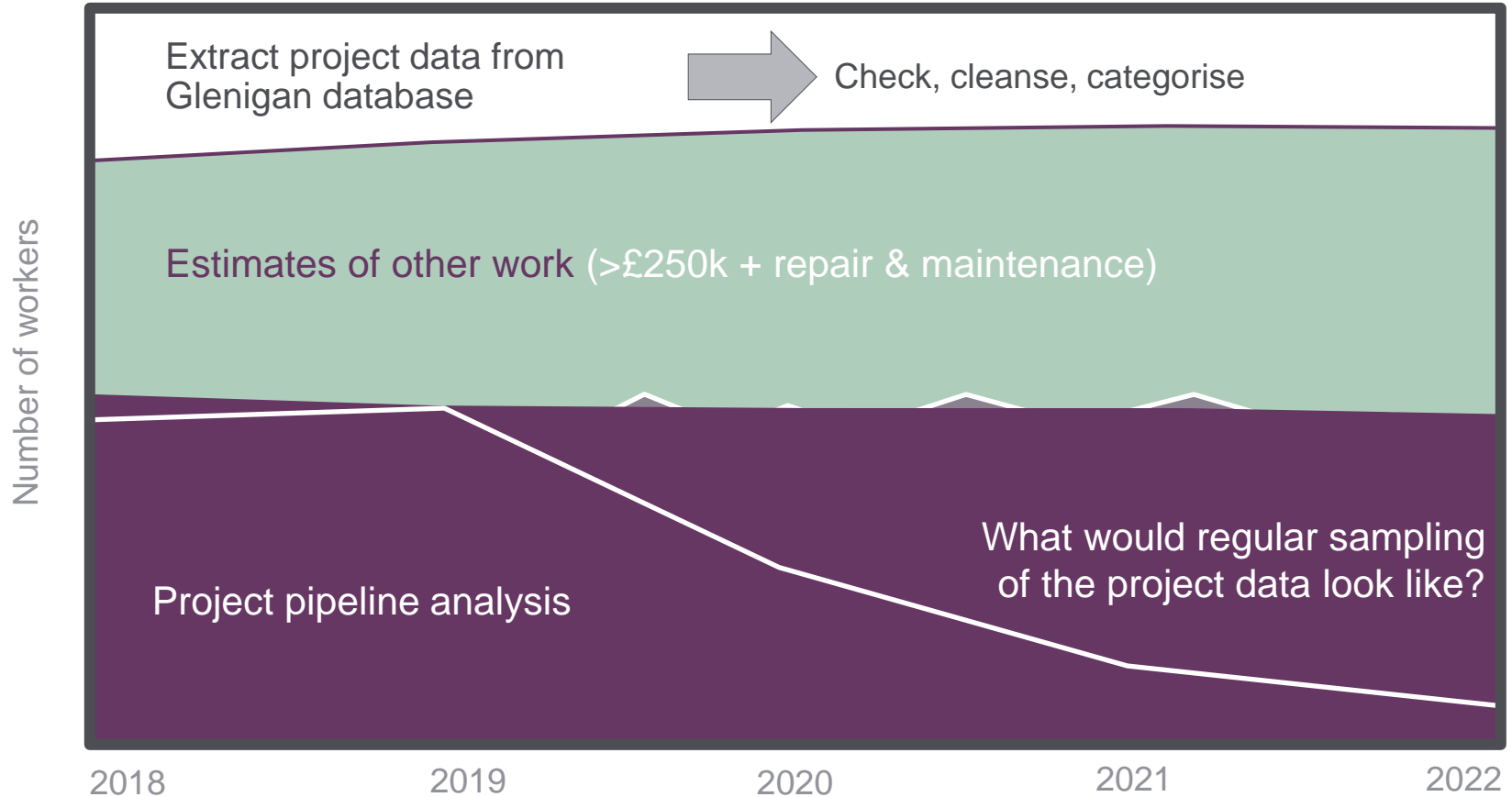
Lower Thames Crossing
North Essex garden communities
Sizewell
Bradwell



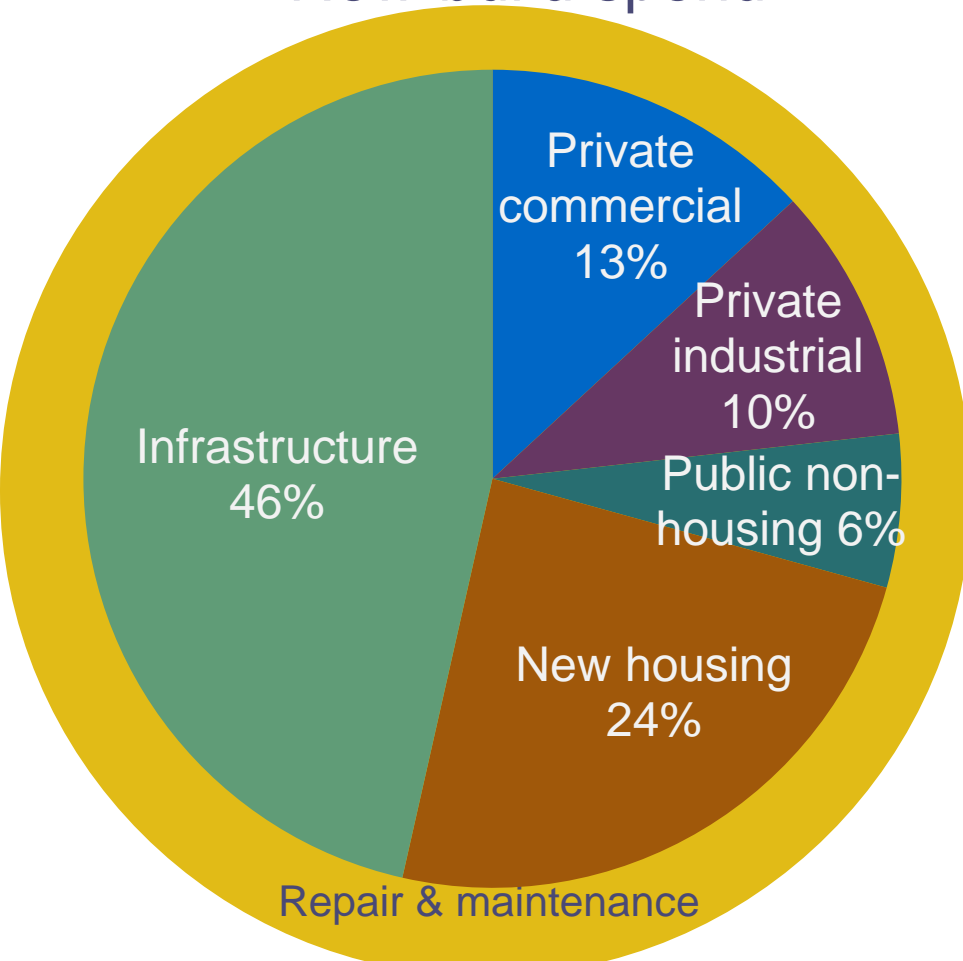
Pipeline analysis – calculating demand



Pipeline analysis – calculating demand



New-build spend



Labour demand

Project type	Peak year labour demand (people)	% of total
Non-housing R&M	22,610	34%
Private commercial	15,630	24%
Infrastructure	8,610	13%
Housing R&M	7,910	12%
New housing	5,790	9%
Private industrial	3,580	5%
Public non-housing	2,280	3%
	66,410	

Peak demand

Demand by occupation for known pipeline	
8876	Non-construction prof, tech, IT & office
6640	Wood trades and interior fit-out
5280	Electrical trades and installation
4988	Other construction process managers
4358	Senior, executive & business process
4086	Plumbing and HVAC Trades
3697	Other construction prof & tech
3626	Labourers nec*
3414	Painters and decorators
2386	Building envelope specialists
1680	Specialist building operatives nec*
1475	Bricklayers
1418	Plasterers & dry liners
1403	Surveyors
1380	Construction trades supervisors

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SUPPLY side data

Supply side data from the CSN

- Employment forecast data
- Mobility
- Construction companies

Need a wider area to set the LEP
within to give context

- Essex = 29.5% of construction
employment in The East Region



Opportunity

relative skills gap RISK

Relative risk of gap by occupation	
Civil engineering operatives nec*	2.08
Non-construction operatives	1.38
Electrical trades and installation	1.20
Specialist building operatives nec*	1.17
Painters and decorators	1.16
Glaziers	1.09
Construction trades supervisors	1.06
Construction project managers	1.03
Plant mechanics/fitters	1.00
Plant operatives	0.99
Surveyors	0.98
Roofers	0.98
Scaffolders	0.95
Other construction process managers	0.95
Labourers nec*	0.91

Opportunity high demand & relative skills gap RISK

Demand by occupation for known pipeline		Relative risk of gap by occupation	
8876	Non-construction prof, tech, IT & office	Civil engineering operatives nec*	2.08
6640	Wood trades & interior fit-out	Non-construction operatives	1.38
5280	Electrical trades & installation	Electrical trades & installation	1.20
4988	Other construction process managers	Specialist building operatives	1.17
4358	Senior, executive & business process	Painters & decorators	1.16
4086	Plumbing & HVAC	Glaziers	1.09
3697	Other construction prof & tech	Construction trades supervisors	1.06
3626	Labourers	Construction project managers	1.03
3414	Painters & decorators	Plant mechanics/fitters	1.00
2386	Building envelope specialists	Plant operatives	0.99
1680	Specialist building operatives	Surveyors	0.98
1475	Bricklayers	Roofers	0.98
1418	Plasterers & dry liners	Scaffolders	0.95
1403	Surveyors	Other construction process managers	0.95
1380	Construction trades supervisors	Labourers nec*	0.91

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Low demand & lower risk of gap

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Demand by occupation for known pipeline	
1380	Construction trades supervisors
1369	Roofers
1298	Construction project managers
1272	Civil engineers
1010	Plant operatives
930	Plant mechanics/fitters
919	Glaziers
856	Non-construction operatives
842	Architects
823	Floorers
701	Scaffolders
603	Logistics
599	Civil engineering operatives nec*
462	Steel erectors/structural fabrication

Relative risk of gap by occupation	
Labourers	0.91
Wood trades & interior fit-out	0.89
Plumbing & HVAC	0.87
Senior, executive & business process	0.85
Non-construction prof, tech, IT & office	0.84
Other construction prof & tech	0.82
Plasterers & dry liners	0.77
Building envelope specialists	0.77
Floorers	0.74
Steel erectors/structural fabrication	0.70
Logistics	0.69
Architects	0.67
Bricklayers	0.65
Civil engineers	0.60

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Training provision



Education & Skills Funding Agency

Unique learner reference number

Restricted licence

~87% of training delivered by ten providers



Provider	2012-13	2013-14	2014-15	2015-16	2016-17	Total learner aims	% share of total quals	% of quals Ofqual registered
Harlow College	886	547	1898	722	1130	5183	16%	100%
Colchester Institute	1004	852	962	1042	979	4839	15%	97%
Chelmsford College	786	763	812	763	639	3763	11%	84%
South Essex College of F&HE	1026	745	475	517	597	3360	10%	86%
A4E Ltd (<i>PeoplePlus</i>)	844	623	577	460	352	2856	9%	43%
Epping Forest College	212	287	365	353	376	1593	5%	100%
College of Haringey, Enfield & NE London	725	332	341	121	50	1569	5%	100%
Ixion Holdings (contracts) Ltd	45	930	133	41	163	1312	4%	38%
Mpower Training Solutions Ltd			262	483	330	1075	3%	100%
Hertford Regional College	542	117	148	123	120	1050	3%	100%

excludes apprenticeships

Competence qualification achievements in Essex as a % of East regions' achievements



	2012-13	2013-14	2014-15	2015-16	2016-17	Quals	% of region
Plumbing and HVAC Trades	34%	41%	44%	35%	42%	1,410	39%
Plant operatives	32%	71%	57%	44%	7%	1,325	55%
Wood trades and interior fit-out	33%	29%	23%	29%	19%	804	26%
Specialist building operatives nec*	46%	36%	30%	64%	18%	551	41%
Electrical trades and installation	13%	7%	8%	15%	20%	371	12%
Civil engineering operatives nec*	5%	56%	38%	33%	15%	296	31%
Building envelope specialists	29%	28%	39%	44%	39%	184	34%

Employers value competence qualifications

Competence qualification achievements in Essex as a % of East regions' achievements

Worth monitoring

	2012-13	2013-14	2014-15	2015-16	2016-17	Quals	% of region
Bricklayers	27%	37%	30%	27%	11%	279	25%
Floorers	57%	15%	24%	24%	16%	253	29%
Scaffolders	37%	40%	22%	31%	23%	140	31%
Painters and decorators	29%	29%	36%	20%	10%	130	25%
Glaziers	8%	15%	17%	16%	17%	120	13%
Plasterers	51%	53%	44%	31%	6%	116	41%



Employers value competence qualifications

Competence qualification achievements in Essex as a % of East regions' achievements

Low numbers of achievements

	2012-13	2013-14	2014-15	2015-16	2016-17	Quals	% of region
Construction Trades Supervisors	40%	30%	5%	73%	58%	88	36%
Plant mechanics/fitters	57%	24%	24%	19%	23%	66	32%
Roofers	7%	9%	24%	41%	33%	42	17%
Other construction prof & technical	10%	5%	4%	20%	6%	17	9%
Construction Managers	23%	7%	0%	0%	0%	12	22%
Logistics	0%	57%	13%	50%	0%	7	27%
Steel erectors/structural fabrication	0%	25%	0%	0%	0%	<5	25%



Employers value competence qualifications

Apprenticeships



Occupation	2012-13	2013-14	2014-15	2015-16	2016-17	Increase / decrease
Plumbing and HVAC Trades	220	180	350	330	320	100
Wood trades and interior fit-out	170	180	270	200	230	60
Electrical trades and installation	150	190	320	240	190	40
Specialist building operatives nec*	20	40	60	60	60	40
Civil engineering operatives nec*	0	30	30	20	50	50
Other construction professional & technical	0	10	10	10	30	30
Plant mechanics/fitters	0	10	10	10	10	10
Plasterers	0	0	10	10	10	10

Apprenticeships



Occupation	2012-13	2013-14	2014-15	2015-16	2016-17	Increase / decrease
Bricklayers	40	50	60	60	40	0
Building envelope specialists	10	10	20	10	10	0
Construction Trades Supervisors	20	10	0	0	20	0
Floorers	10	10	10	10	10	0
Glaziers	0	20	0	20	40	0
Plant operatives	0	0	0	0	0	0
Roofers	0	0	0	10	0	0
Scaffolders	30	20	20	20	20	-10
Painters and decorators	40	50	40	20	20	-20

HMP Highpoint Employability Fayre 28 March



70,000 offenders released per annum – **17% find a job within a year**

Highpoint provides courses in:

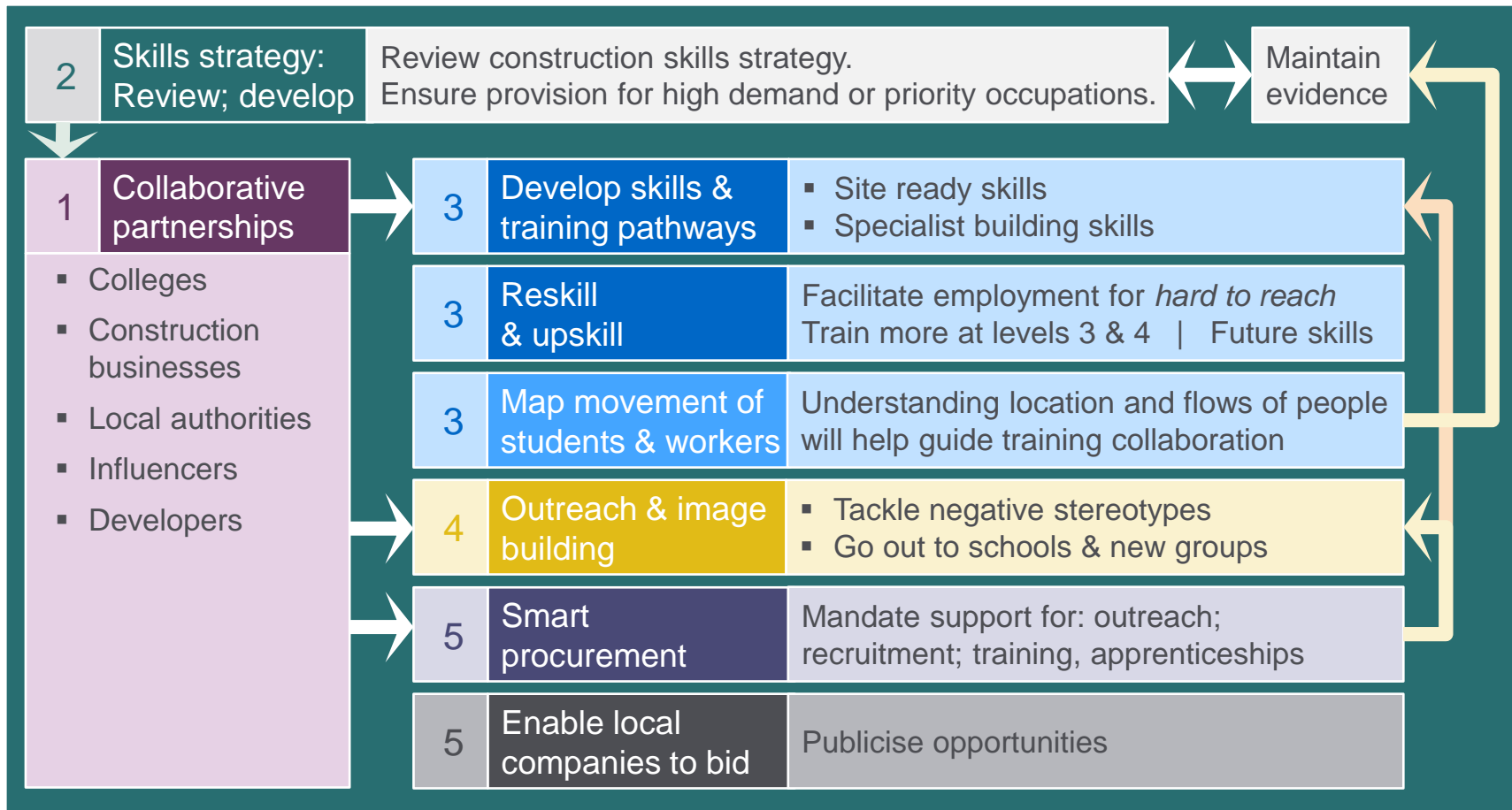
- Plumbing, carpentry, fixed interiors, tiling, and street-works (utility groundworks)

Around 100 + inmates a year reach L2 qualifications:

- Most return to Essex & London
- On-site experience necessary for NVQ
- Greater support and advice required for transition back to everyday life
- Ex-offenders welcome opportunities and tend to be committed and realistic about construction work

Lisa Haworth

Recommendations





Working in construction ▾

Construction Jobs ▾

How to get into construction ▾

Information for employers ▾


Parents, Careers Advisors, Educators



CONSTRUCTION IS A CAREER LIKE NO OTHER

Go Construct is here to help you find out about jobs in construction, from those already working in the industry. Learn about the range of opportunities available and find the tools to help get you started.

FIND YOUR ROLES IN CONSTRUCTION



CAREERS
A TO Z

ROLES IN
CONSTRUCTION

PERSONALITY
QUIZ

CAREERS
EXPLORER

SEARCH BY
QUALIFICATION



Marcus Bennett

Thank you

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