

SW REGION SECTOR SUMMARY

CONSTRUCTIONSKILLS

SECTOR FOOTPRINT

ConstructionSkills is the Sector Skills Council for all Construction Trades and Professionals, including Architects and Quantity Surveyors. It includes the repair, maintenance, heritage and conservation sectors (www.cskills.org).

CONSTRUCTIONSKILLS LABOUR MARKET

Source: SSDA Sector LMI; CSN LMI 2007, SLIM SW Sector balance sheet, June 2008, NESS 2007 data derived from LSC SW research team.

Sector size & business unit size

- The sector is the second largest employment sector in the SW employing 10% of the regions workforce.
- There are almost a quarter of a million employees in 23,300 businesses
- 93% of firms employ 1-10 employees, of which almost half have only one employee.
- Just under two-fifths of those working within the sector are self-employed compared to an average of 14% for the SW as a whole.
- No SW company employs over 200 people.

Profile of the Workforce

- Over 87% of the workforce is aged 25 and over in line with the average for the region as a whole.
- 87% of those employed within the sector are male compared to an average of 53% for the SW. The majority of workers are white with an average age of 47 years.
- In 2005, 56% of firms funded staff training in the last 12 months, although through SW research, ConstructionSkills report that just 25% of the construction workforce is involved in training
- There was an 11% change between 1998 and 2003 in this sector of employment in the SW. Forecasts of employment growth suggest that from 2004 to 2014 there will be a loss of 1,000 jobs due to a contraction of the sectors employment, although an additional 20,000 jobs will need to be filled due to replacement demand (created by people leaving that sector of employment or retiring).

Vacancies & recruitment

- Employing establishments within ConstructionSkills in the SW reported 3,725 vacancies in 2007, accounting for 6% of the total number of vacancies in the region.
- Of those vacancies 51% were hard-to-fill, a higher proportion than the average for the SW as a whole (35%).
- In 2007 there were 1,550 vacancies that were as a result of skills shortage accounting for 41% of all vacancies compare to an average of 22% for the SW. Skills shortage vacancies also account for 81% of all hard-to-fill vacancies higher than the SW average of 62% suggesting

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that skills shortages play a greater role in vacancies being hard-to-fill for ConstructionSkills than for the SW as a whole.

Qualifications in the Workforce

- 50% of the workforce in ConstructionSkills is qualified to Level 3 or above (including 50% of those with Trade Apprenticeships as their highest qualification), in line with the average for the SW as a whole.
- 72% are qualified to Level 2 and above, on par with the average for the SW.
- 13% have qualifications below Level 2 and 8% are without qualifications, in line with the SW average.
- By end of 2005 6,430 workers had registered with OSAT¹ of whom 3,848 have successfully achieved an NVQ Level 2 or above.
- 63% of ConstructionSkills establishments in the SW provided on or off the job training in the 12 months prior to the NESS07 survey, lower than the average for all industries as a whole in the SW (68%).

KEY DRIVERS AND ISSUES

- The SW needs to recruit and train 4,970 new workers per annum between 2007 and 2011
- The levels of labour-only sub-contracting inhibit the development of a training culture in the sector, which has many self-employed traders
- Key challenges and actions set in the national Sector Agreement are:
 - Improving Business Performance by increasing SME investment in training by 300%
 - Qualifying the workforce by supporting 3,500 people to Level 2 qualifications by 2010
 - 100% workers being covered by 'licence to operate' arrangements by 2010
 - Improving image and recruitment by attracting and recruiting new entrants, improving careers information, improving Apprenticeship completions by 400% by 2010 and promoting career opportunities and diversity through local communities and universities
- Construction Skills research in 2006 showed that 75% of colleges expected their construction craft courses to be oversubscribed in the following academic year, with at least 12% stating that over half of applicants would be turned away due to lack of capacity; indications are that full time course learners do not go on to work in the industry – this needs to be explored
- Between 2003-05 Construction Skills/the LSC have worked together on an On Site Assessment and Training (OSAT) pilot, during which nearly 3,000 Level 2 and 100 Level 3s were started with a 75% success rate

¹ OSAT (On-Site Assessment and Training) – delivery model in the work place to suit employers and work patterns trialled over last 2 yrs. Now the preferred delivery model for the industry

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- In the SW, Construction Skills and the LSC have a target of 3,500 OSAT starts for the calendar year 2007
- According to national data, the Construction Skills Apprenticeship achievement rate for 2006/7 was 70%, well ahead of the year's target of 65%
- Construction Skills has a target for 125 Programme Led Apprenticeship to be recruited in SW in 2007.

NSAS/COVES /14-19 DIPLOMA/HE (NATIONAL SKILLS ACADEMIES AND CENTRES OF VOCATIONAL EXCELLENCE)

The business plan for NSA for Construction and the Built Environment was accepted and approved in October 2006; a 'hub' is now under development:

- The National Skills Academy for Construction (NSAfC) was launched in the London and North West regions in January 2007. The business model for the NSAfC is to base approximately three 'centres of excellence' at major building projects within each of the nine regions
- Since 2001, the SW has had the locally based Constructive Series operating in 6 counties. The SW model has been the forerunner to the current NSAfC system, ie: key partners working with clients, developers, contractors and their supply chains to fulfil recruitment and skills needs for local building projects, using as much local labour as possible
- In the South West, the first NSAfC 'centre of excellence' or 'hub' will be based in the Swindon area to support the plans currently being tendered for the regeneration of Swindon and also linking skills development to other key house-building and new university projects. NSAfC projects will have a training facility on-site
- Project Taunton will be the SW's second NSAfC project, based on the town centre regeneration plan and local associated projects, such as the Heritage-lottery supported work to the Museum and Town Hall. The 20-year project is estimated to be in the region of £1bn
- A SW Regional Strategy Group for NSAfC steers the development of the Academy projects, working with relevant local agencies and employers to ensure the consistency of the national model and linking in high quality training providers to meet the demands of each selected building project
- As each NSAfC project comes on stream, a direct relationship with the client, developer and contractor will be forged prior to work starting, with the aim of increasing employer engagement in skills training
- Where appropriate, ConstructionSkills will fund, for the first year, an Academy Co-ordinator who will be employed by the main contractor to deliver an agreed Training and Development plan that supports the aims and objectives of the SW Sector Skills Agreement, the project High Level Skills Plan and needs of the Supply Chain companies. In addition to upskilling the existing workforce through OSAT, other tasks will include the arrangement of school visits and work placements for schools, FE, HE and local initiatives designed to help local people be trained in a career in construction related trades

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- City of Bath with York and Weymouth Colleges: CoVE in Stonemasonry, Round 4 - started approximately Oct 2004
- North Devon College: CoVE in Construction Trades, Round 6 - started approximately Oct 2004
- Somerset College of Arts & Technology: CoVE in Construction Crafts, Professions and Sustainability, Round 1 - started approximately June 2002
- South Devon College: CoVE in Construction, Round 9 - started December 05
- Clarkson Evans Ltd: CoVE in Electrical Installations with ConstructionSkills and SummitSkills, Round 3 started - June 2003

KEY EMPLOYERS

ConstructionSkills works with employer networks to reach key employers, for example:

- Federation of Master Builders
- Dorset Construction Training Group
- Devon Construction Industry Training Association
- National Federation of Builders
- SW Highways
- SW Roofing Training Group
- Cornwall Construction Training Group
- Plymouth Training Group
- Devon Training Group
- Avon Training Group
- Dorset Training Group
- Gloucestershire Training Group
- SW Area Advisory Committee for Employers

LOCAL & REGIONAL PROJECTS/NETWORKS

ConstructionSkills has three regional networks which the LSC, SW RDA, JC+, FE/HE and other key partners and employers attend:

- SW Construction Skills Forum (Strategy Group). 6 sub-groups support the work to this forum to deliver the SW Sector Skills Agreement (SSA). The remit of the sub-groups is to deliver against the 11 objectives and associated tasks and targets outlined in the SW SSA. The sub-groups are: Image and Recruitment; Qualifying the Workforce; Business Improvement Sustainability (including Heritage); Higher Education and NSAfC.
- Construction Skills SW Area Advisory Committee (Employer Liaison).
- Construction Skills Network Observatory (LMI Advisory Group).
- Constructive Series groups in Dorset, Somerset, Devon, Cornwall, West of England and Gloucestershire continue to engage key stakeholders in local building projects to ensure that providers can supply skills training to meet demand.

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Project work:

- Devon & Cornwall has eight European Social Fund (ESF) projects on construction skills development, being run through Constructive Devon and Constructive Cornwall. These include development of a modular programme for Supervisors and Managers (Levels 3 and 4), NVQ Levels 2 and 3 using OSAT where relevant, supporting Adult Apprentices and working with Offenders to prepare them for construction work on release
- Four phases of a national OSAT pilot across SW were funded between 2004 and 2006, targeting 30 Assessors, 4000 NVQ Level 2s and 100 NVQ3s – a 75% success rate was achieved. This pilot and several ESF funded OSAT initiatives have laid the foundations for the formation of the Construction Skills Consortium which during 2006/7 delivered 1540 starts through Train to Gain service
- Gloucester LSC has also invested ESF funding into various projects, resulting in 260 people taking up Women into Construction, 60 employees aged 25+ gaining qualifications, 100 learners gaining part NVQs in rural and heritage sub-sectors and a programme for Young People to raise awareness and opportunities in the sector
- Following a SW LSC/ ConstructionSkills initiative and then through a national action plan, the SW LSC is funding approximately 75 sole traders, who were ineligible for Train to Gain to gain NVQ Level 2 qualifications. A further phase of this plan starting in February 08, will be to target Plant Operators, who need a renewed Construction Skills Plant Card to operate on building sites, to gain Plant Operations NVQ2 through Train to Gain.

SUMMARY OF SUPPLY

Source: LSC IPOL data (ILR extract)

Analysis of further education and work based data by Sector Skills Council footprint is not yet available for 2006/07. The data presented below relates to Train to Gain activity which can, in most cases, be attributed to a specific sector.

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Construction Starts 06/07		
Starts at Level 2	NVQ in Accessing Operations and Rigging	38
	NVQ in Applied Waterproof Membranes	36
	NVQ in Construction and Civil Engineering Services	57
	NVQ in Construction Operations	328
	NVQ in Construction Site Supervision	1
	NVQ in Fenestration Installation	139
	NVQ in Fitted Interiors	5
	NVQ in Floorcovering	59
	NVQ in Formwork	97
	NVQ in Glazing	5
	NVQ in Highways Maintenance	38
	NVQ in Land Drilling Operations (Construction)	30
	NVQ in Maintenance Operations	40
	NVQ in Plant Maintenance	1
	NVQ in Plant Operations	622
	NVQ in Plastering	148
	NVQ in Roof Sheeting and Cladding	60
	NVQ in Roofing Occupations	97
	NVQ in Specialist Concrete Occupations	23
	NVQ in Steelfixing Occupations	62
	NVQ in Stonemasonry	7
	NVQ in Trowel Occupations	259
	NVQ in Wall and Floor Tiling	48
	NVQ in Wood Machining (Construction)	1
	NVQ in Wood Occupations	152
Total Starts		2,353

Train to Gain provision

In the academic year 2006/7, the SW LSC contracted 26 providers/consortia to deliver 2564 Level 2s in the Construction sector; 2353 were delivered, 60% of which were through the ConstructionSkills Train to Gain Consortium. Construction accounted for 16% of all L2 starts in 06/07.

SUMMARY OF DEMAND

Future demand is not just about more construction training; clients are looking for best value in terms of higher standards of work, better contractor relationships and greater commitment to training local people within construction projects contracted out. They are looking for contractors with a greater ability to harness new technologies and innovative processes and those who can trade flexibly to meet fluctuating demands.

Based on the Skills Forecast 2007-11 from Construction Skills Network (CSN), partners need to work together to articulate, by occupation, what provision is currently supplied by which providers, and then influence the purchase of future provision to meet the forecasted demands.

Employment in the sector is expected to increase by approximately 7.3% to 241,000 between 2007-11, with greatest need for Architects and Technical Engineers.

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Construction Skills Network LMI 2007 forecasts an Average Annual Requirement 2007-11 in Wood Trades of 850 per year, followed by Electrical Trades at 550 and Bricklayers at 510, (proportionally across all local areas) in the SW; 65% of professional services firms report problems in finding graduates with the relevant skills. This forecast projects by occupation and by local area what the annual replacement demand is likely to be.

Construction Skills Network has published South West LMI update 2007 in which it sets out the projected annual replacement requirement, by occupation, by local area – this is available through their website: <http://www.constructionskills.net>

Average Annual Requirement by occupation: 2007–2011, South West

Occupation	Average Annual Replacement
	2007-2011
Senior & Executive Managers	<50
Business Process Managers	150
Construction Managers	350
Office Based staff (excl Managers)	420
Other Professional Technica/IT Staff	<50
Wood Trades & Interior fitters	850
Bricklayers	510
Building Envelope Specialists (eg: cladders)	550
Painters & Decorators	360
Plasterers	70
Roofers	170
Floorers	60
Glaziers	70
Other Specialist Building Operatives	190
Scaffolders	100
Plant Operatives	140
Plant Mechanics/fitters	<50
Steel Erectors/Structural	<50
General Operatives/Labourers	180
Electrical Trades & Installation	560
Plumbers & HVAC Trades	320
Logistics	<50
Professional & Technical Engineers	1,110
Annual Total	6,360

Source: Construction Skills Network Model, 2007

The following lists some existing and new project builds which have signed up to the 'Constructive' Series/ NSAfC to engender a culture of training for new recruits and the existing workforce, local employment opportunities and sustainable recruitment facilities by working with partners, employers and especially local councils for repair and maintenance:

- In Cornwall – Eden, Camborne-Poole-Redruth regeneration, Newquay regeneration, County Council new build, repair and maintenance supply chains

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- In Devon – Plymouth and Exeter regeneration, Exeter Sky Park and Science Park, Devon Urban Village, PFI schools, County Council new build, repair and maintenance supply chains, Devonport regeneration, Brixham
- In Somerset – MOD, Bridgwater industrial site, Morlands, Taunton, Bridgwater and Yeovil centres regeneration, County Council new build, repair and maintenance supply chains
- In Gloucestershire – Gloscat College, Gloucester Docks, Stroud College, Dursley and Cheltenham regeneration, County Council new build, repair and maintenance supply chains
- In West of England – Weston, Bristol Broadmead and Bath centre regeneration, Bristol Arena, Temple Quays, Harbourside, Bristol Science Park, Bath Riverside
- In Dorset – Bournemouth & Poole College, Poole Harbour and bridge, Weymouth Ferry Terminal, Bournemouth Hotel School
- In Wiltshire – Swindon town centre regeneration and 15,000 house-building programme, NHS Hospital, Solstice Park.

An important goal for the construction industry is to have a 100% qualified workforce by 2010 by:

- intensifying and widening the CSC Scheme through OSAT initiative.
- extending the OSAT project through Train to Gain and taking the model into the Repair, Maintenance and Refurbishment supply chains and Sole Traders.
- reviewing existing training to identify gaps and ensure provision better meets demand.
- assisting in the integration of migrant workers.

In the SW, ConstructionSkills recommends diverting funding of Level 1s to support:

- Increasing the number of young people recruited especially through Programme Led Apprenticeships – target numbers are:

<u>Year</u>	<u>Target</u>
2006	20
2007	125
2008	130+

(Source: ConstructionSkills SSA/LSC Skills Balance Sheet 07/08)

- Increasing volumes of Level 2 for the industry through Train to Gain
- Increasing the number of Adult Apprenticeships.

Targets set by ConstructionSkills for the SW up to the end of 2007 to meet demands of employers are:

- 400 employers to have invested in training through Training Plans and liP
- 1002 Apprenticeship starts
- Apprenticeship framework achievements improved to 75%,
- 125 Programme-led Apprenticeships
- 3,500 target for achievement of NVQs through On Site Assessment and Training (OSAT) or Experienced Worker Practical Assessment (EWPA) route (equivalent to a 15% increase in throughput to meet demand)

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- Recruitment of 50 female and BME Apprentices
- Recruitment of 40 female and BME Adults.
- 250 Supervisory and Management NVQ 3, 4&5.

Current and relevant qualifications recommended by the Sector's Qualifications Strategy are listed below, however this sector is in the first cohort of 9 SSCs which are fast-tracking a number of preferred qualifications in the Qualifications and Credit Framework - these are listed as an addendum to the national LSC Statement of Priorities *Aligning Public Funding with Priority Vocational Qualifications in England in 2008/9* and will focus attention on ensuring there is capacity to deliver these in the coming year.

Current Qualifications

Ref:	NVQ Title	Level
Q1053364	Accessing Operations and Rigging (Construction)	2
Q1053365	Accessing Operations and Rigging (Construction)	3
100/5080/2	Applied Waterproof Membranes	2
Q1050895	Building Maintenance and Estates Service Supervision	3
100/5109/0	Associated Industrial Services Occupations	2
100/5792/4	Construction Contracting Operations	3
100/5112/0	Chimney Engineering	2
Q1023960	Construction Plant and Equipment Supervision	3
100/5779/1	Construction Operations	2
100/4816/9	Construction Site Supervision	3
100/5116/8	Decorative Finishing and Industrial Painting Occupations	2
100/4511/9	Construction Site Supervision	3
100/5114/4	Demolition (Construction)	2
100/2651/4	Construction Site Supervision	3
100/3747/0	Erection of Precast Concrete (Construction)	2
100/5117/X	Decorative Finishing and Industrial Painting Occupations	3
100/3856/5	Fenestration Installation	2
Q1053744	Demolition (Construction)	3
100/5113/2	Fitted Interiors	2
100/3861/9	Fenestration Installation and Surveying	3
100/5097/8	Floorcovering	2
100/3366/X	Fitted Interiors	3
100/5119/3	Formwork Occupations	2
100/5098/X	Floorcovering	3
Q1053657	Glazing Installation and Maintenance	2
100/5120/X	Formwork Occupations	3
100/5753/5	Highways Maintenance	2
Q1053658	Glazing Installation and Maintenance	3
100/4940/X	Industrial Building Systems	2
100/5089/9	Mastic Asphalt	3
100/5081/4	Interior Systems	2
100/5123/5	Occupational Work Supervision	3
Q1052796	Land Drilling	2
100/3346/4	Plant Maintenance	3
100/3308/7	Maintenance Operations	2
100/5101/6	Plastering (Construction)	3
100/5087/5	Mastic Asphalt	2
Q1052275	Property and Caretaking Supervision	3
Q1052803	Piling Operations	2
100/5108/9	Roofing Occupations	3
100/3345/2	Plant Maintenance	2
100/5083/8	Roof Sheeting and Cladding	3
100/5750/X	Plant Operations	2
100/4814/5	Site Inspection	3
100/5200/4	Plastering (Construction)	2
100/5907/6	Spatial Data Management	3
100/3347/6	Post-Tensioning Operations	2
100/5085/1	Stonemasonry	3
100/5102/8	Refractory Installations	2
100/5105/3	Sub-Structure Work Occupations - Underpinning Operations	3
100/5754/7	Roadbuilding	2
Q1050771	Surveying Support	3
100/5107/7	Roofing Occupations	2
Q1052998	Technical Design (Built Environment)	3

All information and data contained in this sector summary is accurate up to 31May 2008

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100/5082/6	Roof Sheeting and Cladding	2
100/3660/X	Transportation	3
100/2932/1	Site Logistics (Construction)	2
100/5092/9	Trowel Occupations (Construction)	3
Q1052615	Specialised Plant and Machinery Operations	2
100/5122/3	Wall and Floor Tiling	3
100/5747/4	Specialist Concrete Occupations	2
Q1053794	Wood Machining (Construction)	3
100/3539/4	Specialist Installation Occupations (Construction)	2
100/5095/4	Wood Occupations (Construction)	3
100/5106/5	Steelfixing Occupations	2
100/5084/X	Stonemasonry	2

Vocationally Related Qualifications

100/5104/1	Sub-Structure Work Occupations	2
100/3570/9	Intermediate Certificate in Specialised Plant and Machinery Operations	2
100/5749/3	Temporary Traffic Management	2
100/1254/0	Intermediate Construction Award	2
100/3706/8	Thermal Insulation	2
500/1396/8	BTEC First Certificate in Construction	2
100/5091/7	Trowel Occupations (Construction)	2
500/1397/X	BTEC First Diploma in Construction 2	
100/5111/9	Tunnelling Operations 2	
100/1790/2	Advanced Construction Award	3
100/5121/1	Wall and Floor Tiling	2
100/1563/2	BTEC National Certificate in Construction	3
Q1053793	Wood Machining (Construction)	2
100/1564/4	BTEC National Certificate in Civil Engineering	3
100/5094/2	Wood Occupations (Construction)	2
100/1568/1	BTEC National Diploma in Construction	3
100/5124/7	Wood Preserving - Industrial Pre Treatment (Const)	2
100/1567/X	BTEC National Diploma in Civil Engineering	3
100/2591/1	CIOB Certificate in Site Supervisory Studies	3

Note: For some qualifications there is more than one awarding body. Only one qualification number has been given in the table. This does not indicate a preference