

The skills gap

- Is it just someone else's problem?

Mike Borkowski

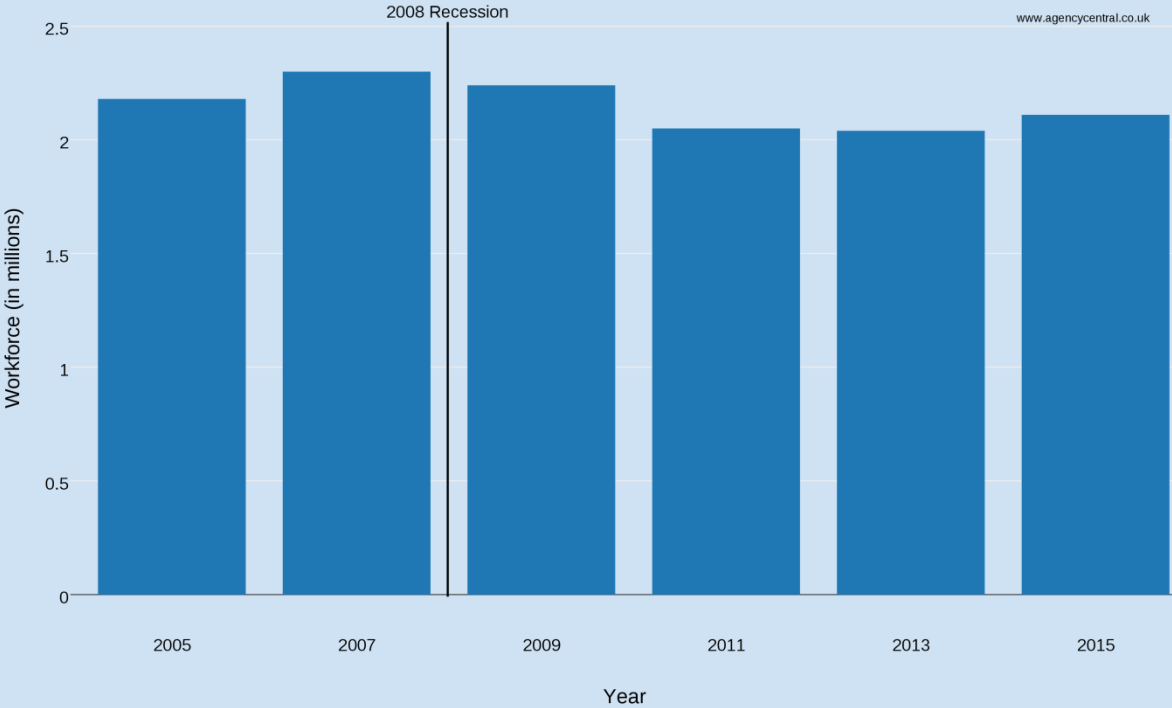
- Southern Construction Framework
- 100 public sector clients
- £4 billion contracts

- We're really interested in skills!
- Not only skills but employment numbers

Just how big is the problem?

- 2.1 million employed in construction

Size of UK construction workforce by year



Just how big is the problem?

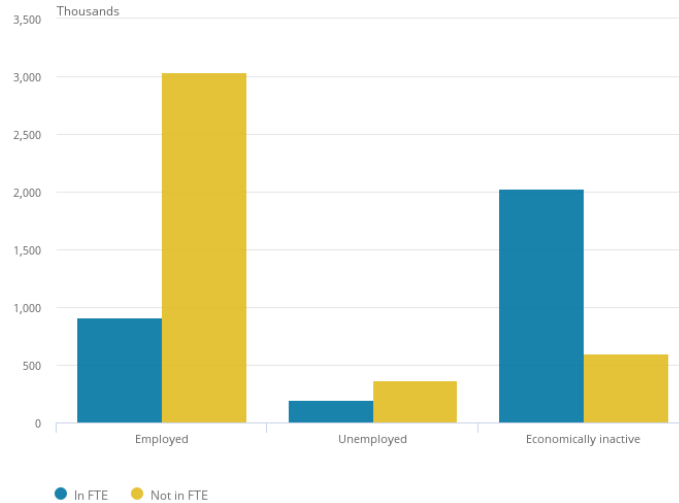
- 2.1 million employed in construction
- At least 400,000 planned retirements aged over 55 in the next ten years
- 25% of workforce over 50
- Still replacing capacity from recession
- Brexit effects?

And that's without any growth!

- 200,000 new homes per year
- Major infrastructure coming forward
- Strong PRS market
- Regional variance

Other factors – young people

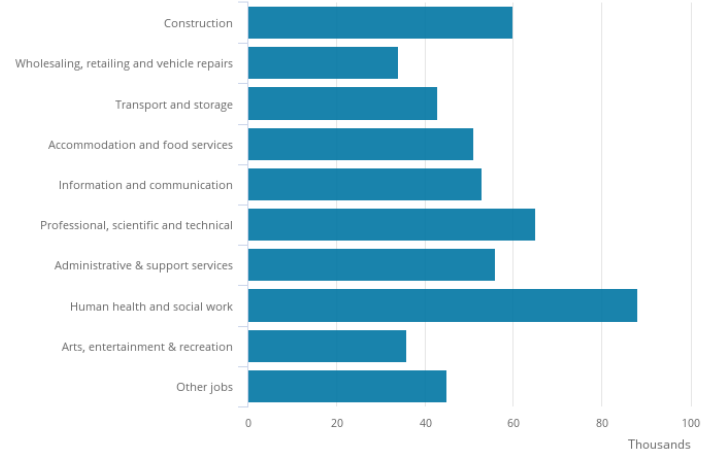
Figure 16: Young people (aged 16 to 24) in the UK labour market for January to March 2017, seasonally adjusted



Source: Labour Force Survey, Office for National Statistics

Competition

Figure 8: Changes in the number of jobs in the UK between December 2015 and December 2016, seasonally adjusted



Source: Office for National Statistics

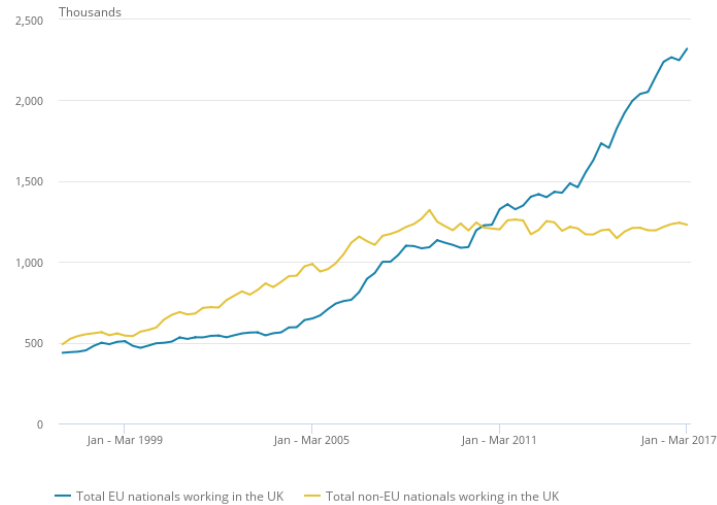
What else has contributed?

- Declining number of school leavers
- Lack of investment
- Financial pressures
- Ageing workforce
- Academic & new entrant competition
- Migrant workforce returning home

Migrant workforce in the UK?

Figure 6a: Non-UK nationals working in the UK, not seasonally adjusted

January to March 1997 to January to March 2017



Source: Labour Force Survey, Office for National Statistics

Skills - whose problem is it anyway?

- Government
- Policy
- Schools
- Millennials
- Employers?

What can we do?

- Retain skills



Tackle our image



Challenge outdated views



Influence future generations



Adopt a School
Constructing Excellence
South West working with



**Southern
Construction
Framework**

Take action and engage



Self reflection

- What is the construction industry going to look like in the future?
- What new skills do we need?
- What training should we be providing?
- What opportunities are there?

But.....



Productivity

- UK economy operating at 80%
- The other 20% could solve all of our problems

How do we do that?



Faster construction



Component construction



Modular construction



Standardised Products



Need to embrace...

- Modern procurement methods
- Modern construction methods
- Use technology
- Realise that construction is changing
- Offer attractive training/career path

Modernise or Die?

