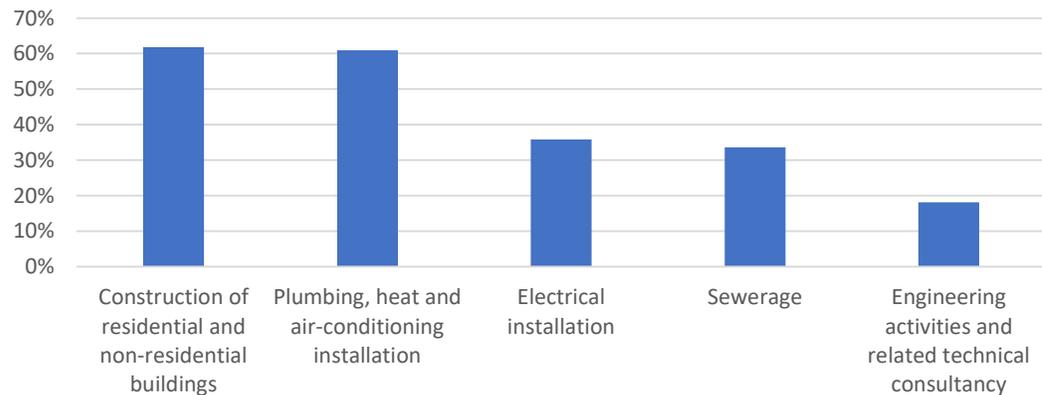


## Construction Job Family

The construction industry plays a leading role in delivering economic growth. The industry is essential in meeting the economic and social challenges that local areas face across the infrastructure, housing, repair and maintenance, industrial and commercial sectors.

The Construction Industry Training Board estimate that £1.3 billion in new housing, £320 million in public non-housing construction, £388 million in commercial construction and £418 million in new infrastructure projects are planned across Thames Valley Berkshire.

Industries employing construction workers (% jobs in industry that are construction roles)



### Workforce Challenge:

Increased demand for workers due to planned infrastructure works and homebuilding

### Workforce Challenge: Ageing workforce

16% of those working in construction roles in Berkshire are over 55

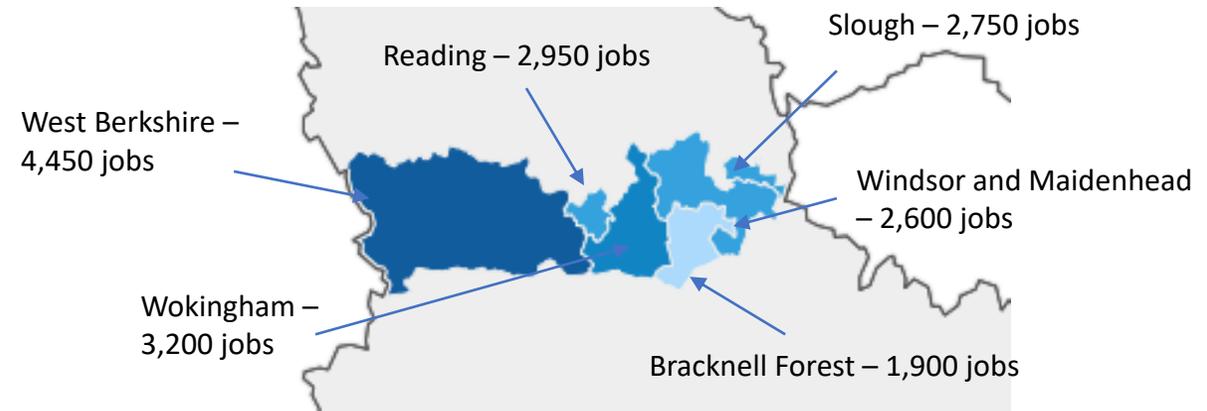
### Workforce Challenge: Brexit

Reduced net migration could exacerbate the current shortage of skilled workers

### Workforce Challenge: Cyclical nature of construction activity

Amongst other things, this makes it difficult for employers to take on Apprentices

Employees	17,900 (4% of all employee jobs in TVB)
Self-employment	15,200
Employee jobs growth projection (2016-2024)	6% (1,100 additional jobs)
Proportion of workforce over the age of 50 (national figure)	33% (high)
Migrant workforce (national figure)	13% (medium) (higher in South East)
Automation potential (national figure)	24% (high)
Male:Female ratio (TVB figure)	93:7



## Construction Job Family



### National skills shortages (Tier 2 Shortage Occupation List)

- Geotechnical engineer
- Tunnelling engineer

### Local hard-to-fill vacancies

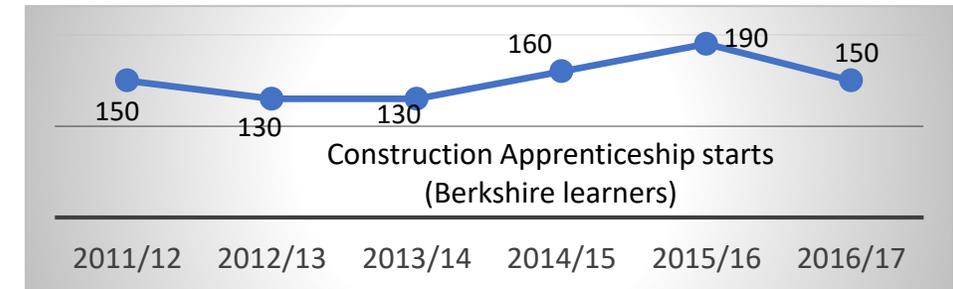
- Skilled trades (carpenters / joiners, bricklayers, plumbers, heating engineers)
- Surveyors

The University of Reading's School of Construction Management and Engineering is one of the world's leading university departments dealing with the challenges of the built environment. It is ranked 3rd in the UK for the impact of our research in the category of Architecture, Built Environment and Planning.



Local institutions	Location	Type of provision
University of Reading	Reading	MSc courses in Construction Management and Engineering
University College of Estate Management	Reading	Leading provider of supported online education for the Built Environment
Bracknell and Wokingham College	Bracknell	Construction & Building Crafts Diploma L2, Electrical Installation Diploma L1, Multi Skills Diploma L1, Electrical Maintenance L3 Apprenticeship, Electrical Installation L3 Apprenticeship, 12 Electrical Installation course
Newbury College	Newbury	Bricklaying, Carpentry, Construction and Building Diplomas at L1, Carpentry, Plumbing and Electrical Installation at L2 and Carpentry and Electrical Installation at L3, L3 Apprenticeship in Electrical / Electronic Engineering
Windsor Forest Colleges Group	Langley and Windsor	58 construction courses and qualifications, including electrical engineering, bricklaying, carpentry, heating, painting and decorating, plastering and plumbing and all levels, full-time and Apprenticeships
Reading College	Reading	20 construction courses and qualifications, including bricklaying, carpentry, painting and decorating, and plumbing at levels 1-3, including Apprenticeships

CSCS cards provide proof that individuals working on construction sites have the required training and qualifications for the type of work they carry out.



### Future workforce strategies

Train and retain	Shared Apprenticeships, work experience, National Retraining Scheme (focus on Construction), construction will be one of the first of 4 T levels to be taught from 2020
Improve productivity	Labour-reducing methods of construction, such as factory-made modular housing, timber frames and precast panels that reduce the dependence on specialist workers
Diversify workforce	Dispel the image that construction is for men only