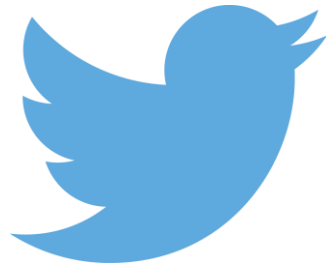




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The housing and construction workforce: Issues for councils

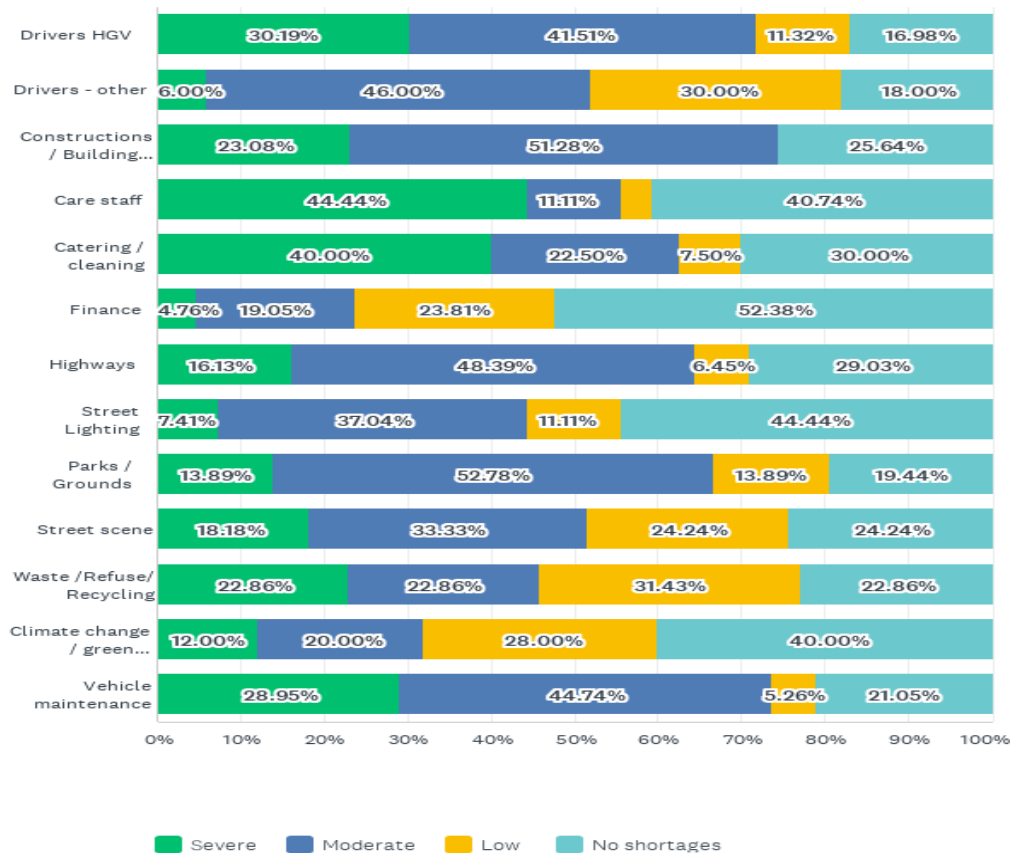
- Skills and workforce profile
- Impact of Covid-19
- Future capacity including green skills

Mo Baines, Head of Communication and Coordination, APSE

The Big Workforce Survey

- 113 Respondent Councils
- Carried out from mid-October to mid-November 2021
- Responses filtered by Regions/
Administrative area of UK

Q: Do you suffer from recruitment difficulties in any of the following areas of work?



75% of council respondents confirmed severe or moderate shortages in Construction and Building related jobs and services



Geographic differences

Within Scotland

The most severe shortages **Care Services** with **75%** of respondents reporting Care Worker shortages as severe, followed by **Catering and Cleaning** with **66.6%** reporting severe shortages in these areas. **40%** reporting housing and construction as severe or moderate

North of England

North of England **vehicle maintenance shortages** feature with **84.6%** of respondents reporting moderate or severe shortages.

Central England

In Central England driver shortages for HGV are less than elsewhere with **14.2%** reporting severe shortages however in more general driving roles this figure is at **42.8%**, albeit this is still behind a reported **58.3%** in the South, but the figure is higher in Central England than the North of England.

Wales and Northern Ireland

Overall sample numbers too low but generally following trends with driver shortages and catering / hospitality services

Q: Have you introduced any schemes to improve recruitment?

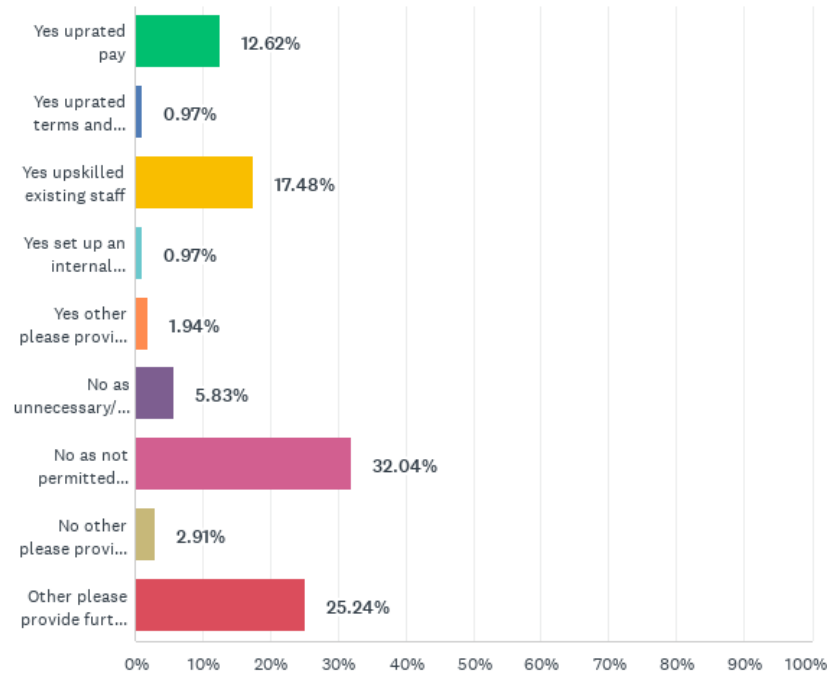
32% reported they had not uprated pay as not corporately permitted

Over 17% stated that they had upskilled existing staff

12.6% had uprated pay

The 'others'**25%**

Multiskilling, internal development, apprenticeships, 'growing your own' but...lots of revolving doors

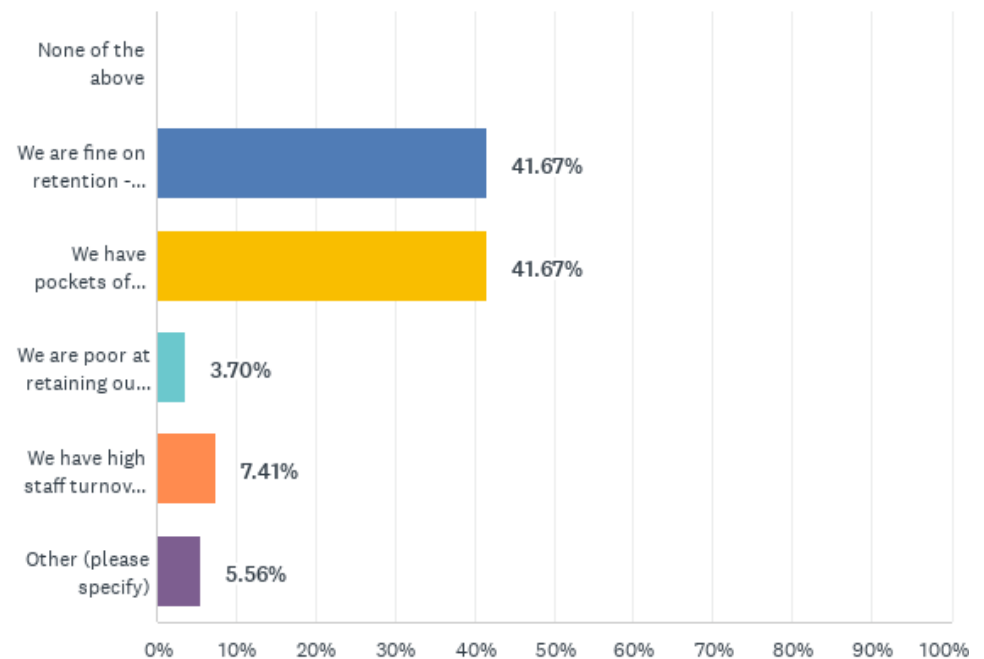


Q: Thinking about retention of staff how would you best describe your experiences?

41.6% say they are fine on retention but equally **41.6%** say they have pockets of issues

7.4% say high turnover – and worse in the South of England

We appear to be better at retaining staff once recruited!



Q: Have you made any interventions to support staff retention?

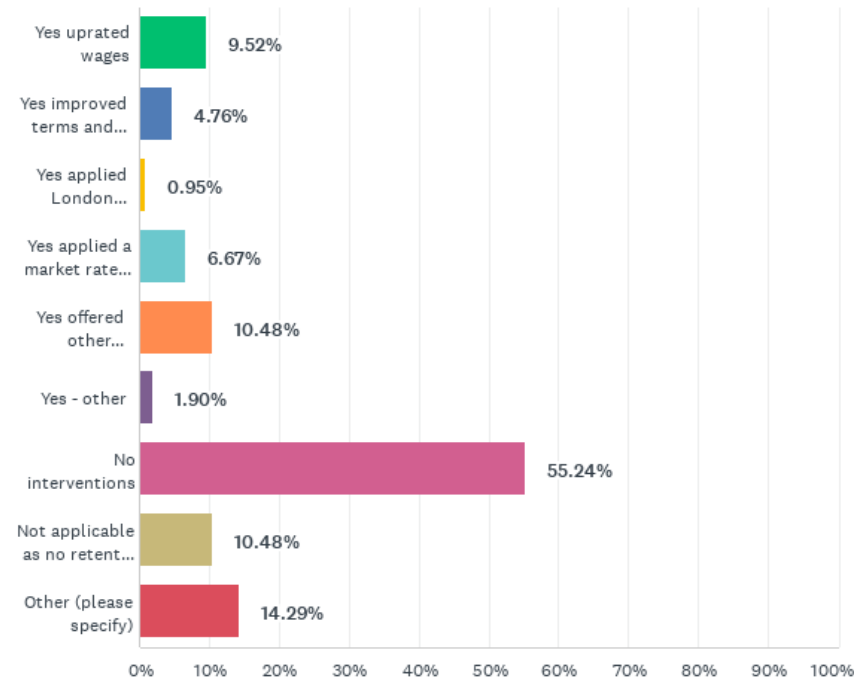
55.2% have not made any interventions to retain staff

9.5% say they have uprated wages

10.4% say they have offered other incentives

6.6% have offered a market rate supplement

Market rates are difficult with JE!

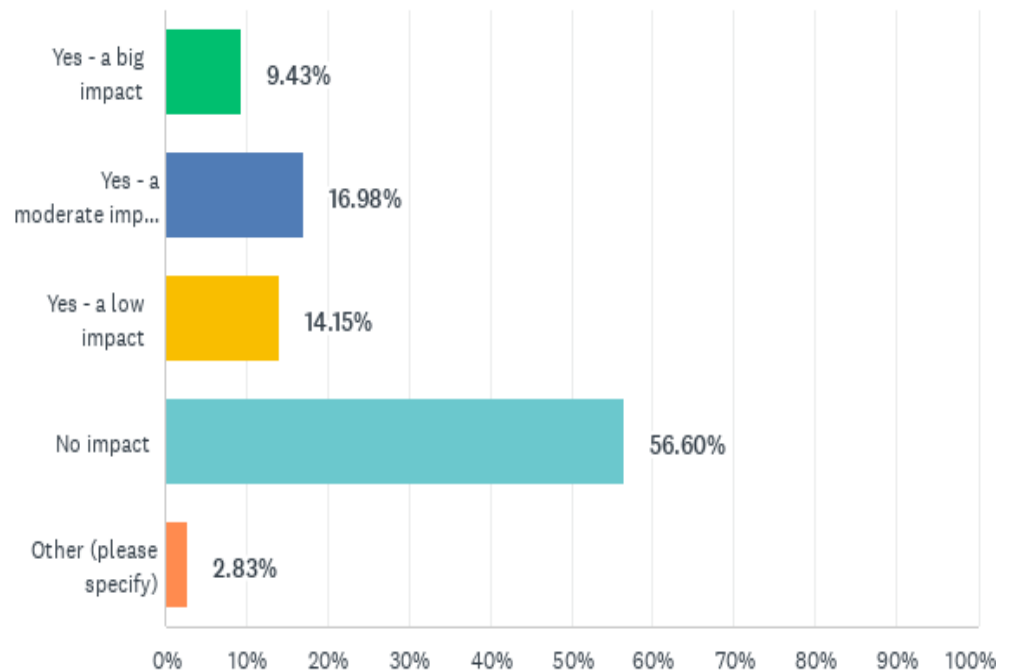


Q: Has Brexit impacted on recruitment and retention issues?

56.6% say no impact

Of the **9.43%** that say a Big Impact – also reporting severe shortages in HGV drivers, catering, cleaning and social care

16.9% moderate seems to be evenly distributed across the UK



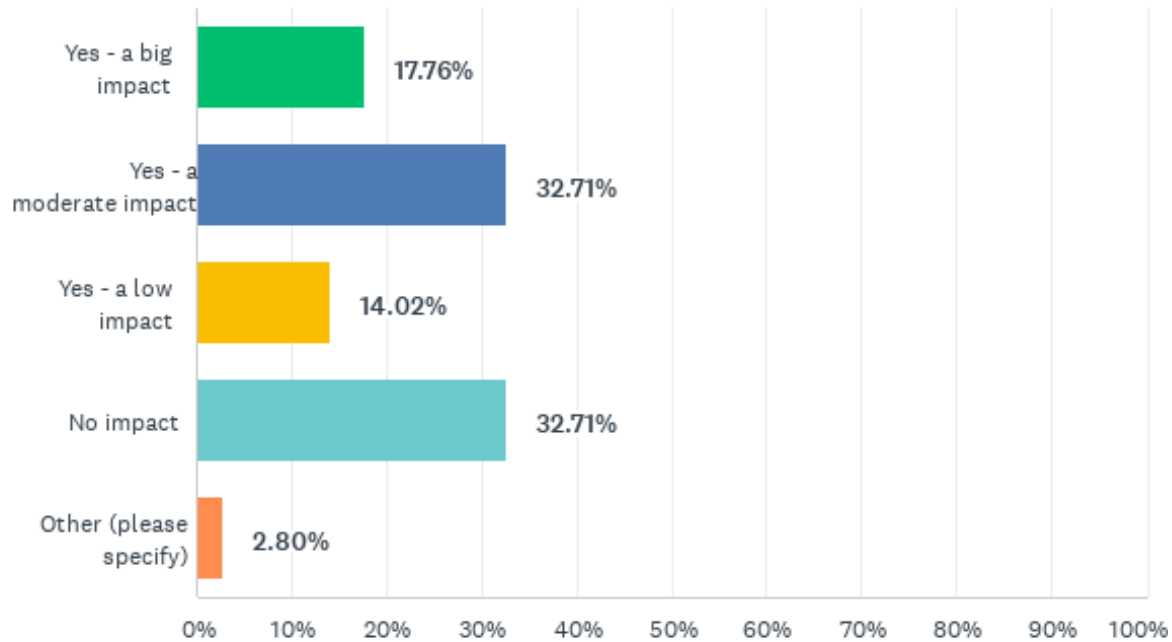


Q: Has the COVID pandemic had an impact on staff recruitment and or retention?

Over **50%** say its had a big or moderate impact

32.7% say no impact

14.2% say a low impact



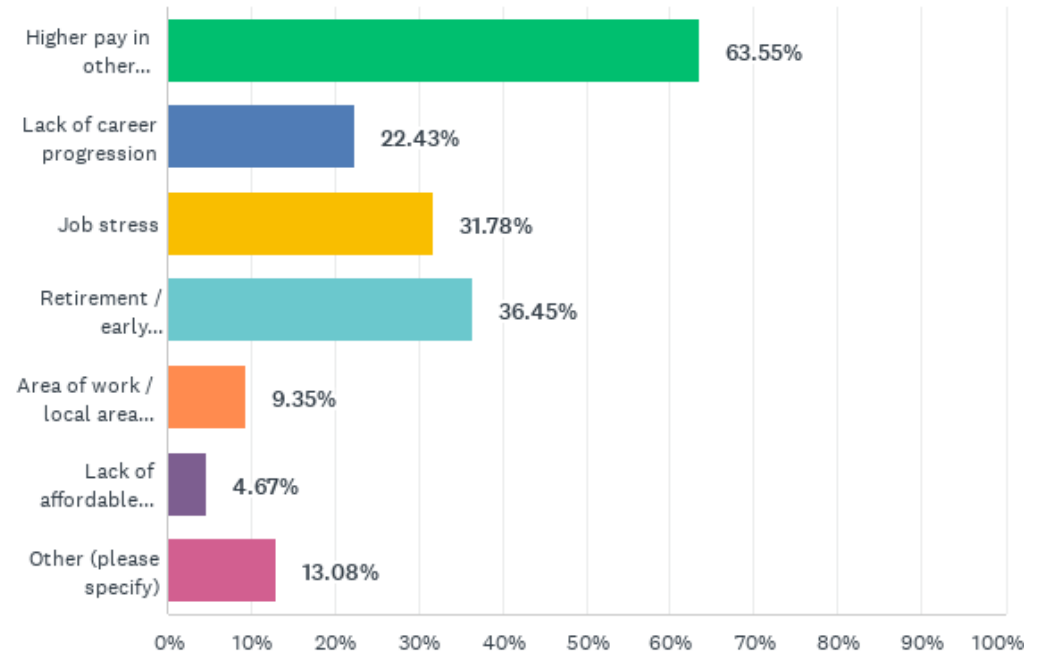
Q: What do you believe to be the main reason for people leaving your council / service?

63.5% say higher pay in other sectors / employers

36.4% say retirement or redundancy

31.7% job stress

22.4% lack of career progression

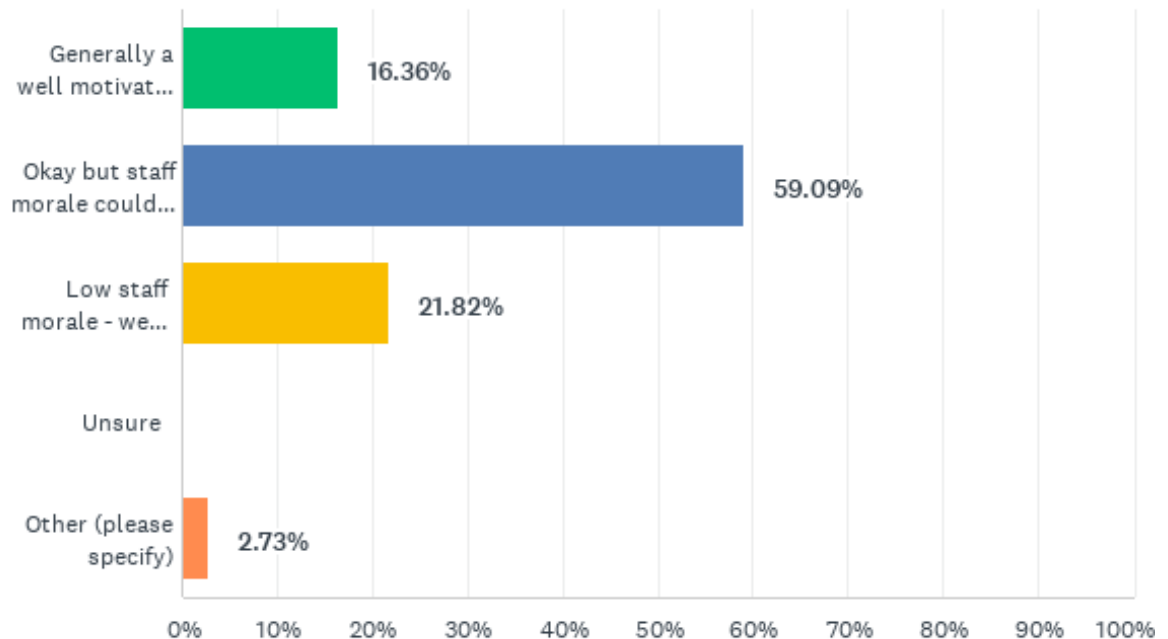


Q: Thinking about staff morale what best describes your current workforce?

59% say staff morale is okay but could be improved

21.8% report low staff morale

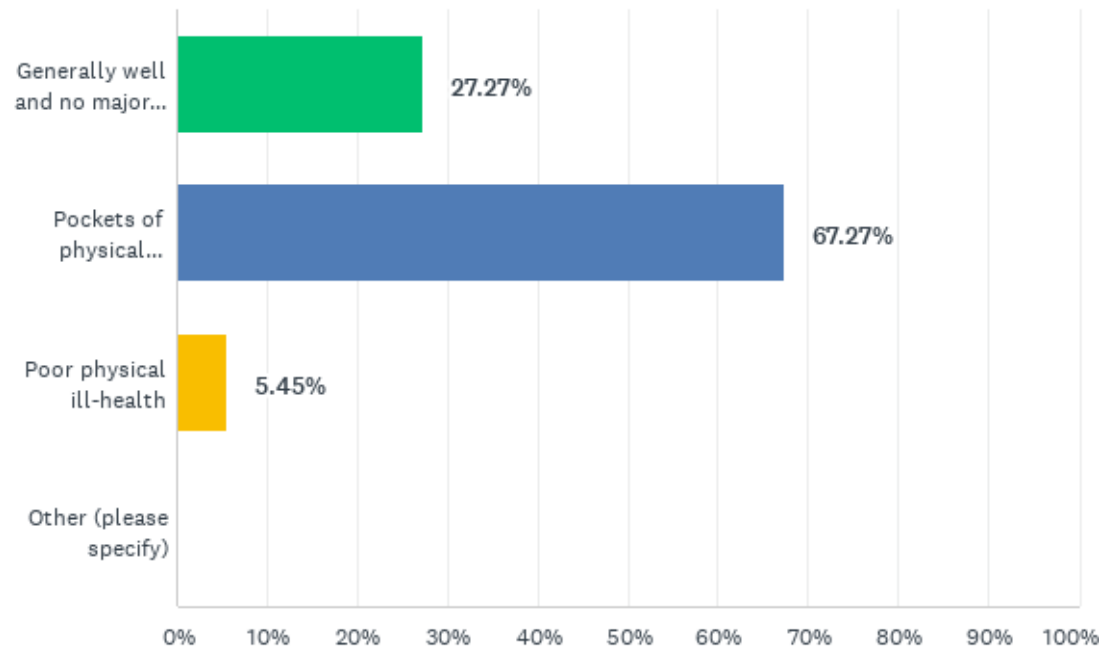
16.3% Say generally okay and well motivated staff



Q: Thinking about staff physical well being how would you describe your workforce?

67.7% report pockets of physical ill health

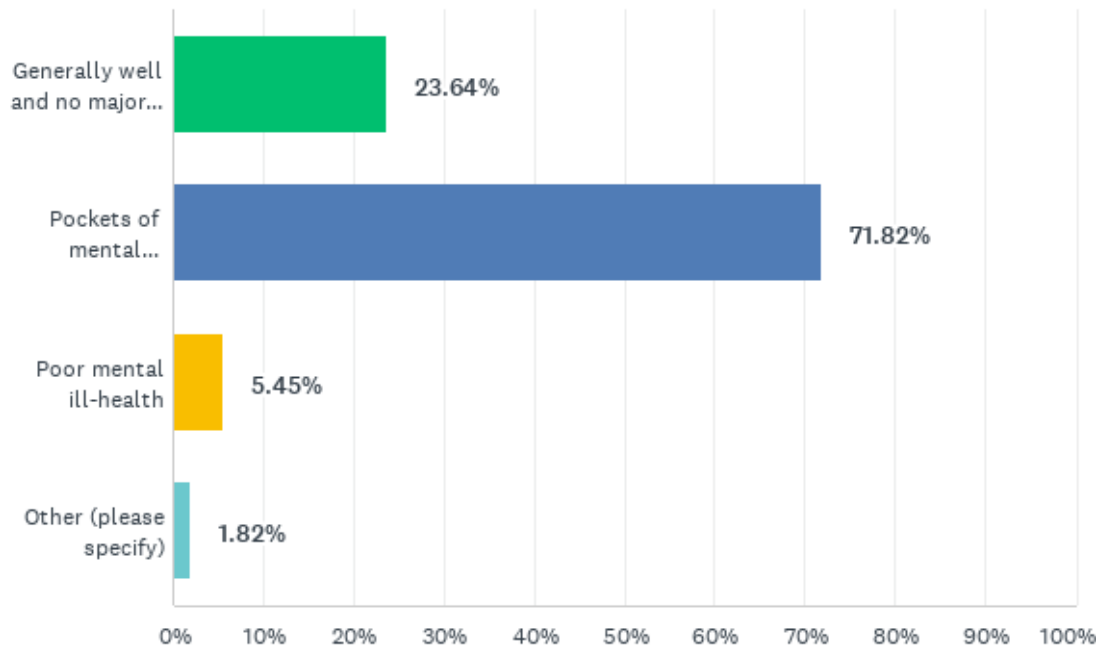
27.2% report no major issues and workforce generally well



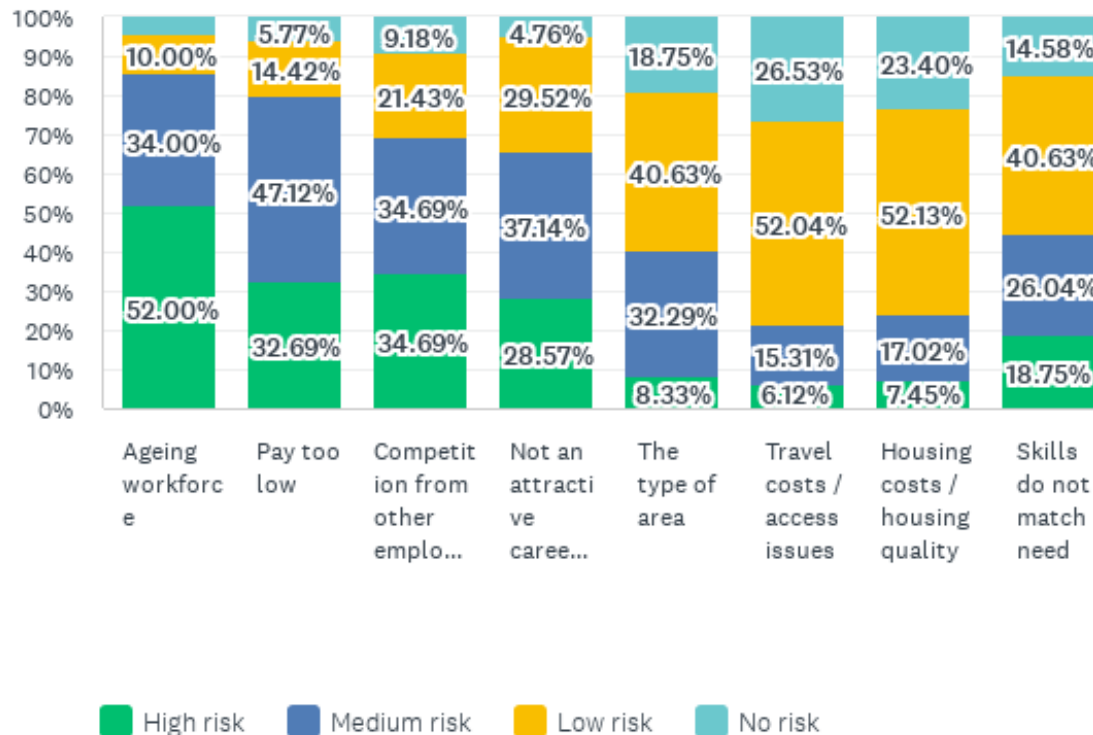
Q: Thinking about mental well being how would you describe your workforce?

71.8% report concerns with mental wellbeing of the workforce within pockets of the workforce

23.6% say no general issues



Q: Which of the following presents the biggest risks to recruiting and retaining your workforce





Q: Which of the following presents the biggest risks to recruiting and retaining your workforce

86% state ageing workforce

Just over **80%** say pay too low

69% competition from other employers

Over **65%** say not an attractive career choice

Over **40%** attractiveness of area

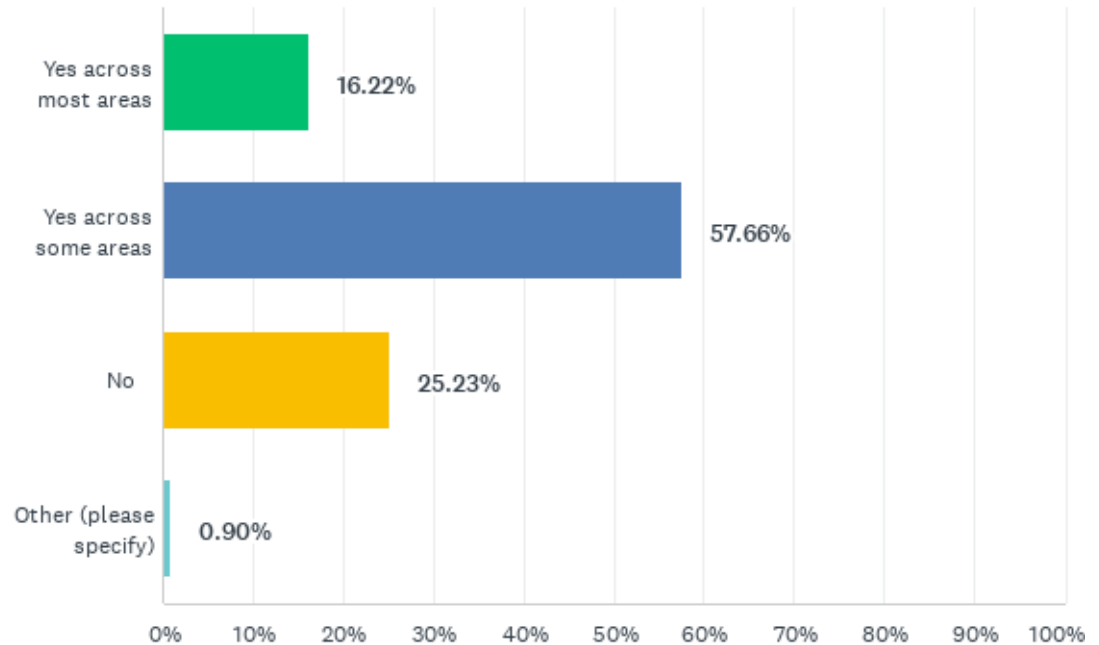
45% say skills an issue

Q: Do you have skills shortages?

16.2% saying a skills shortage across 'most' areas

57.6% saying a skills shortage across some areas

25.5% saying no skills shortages

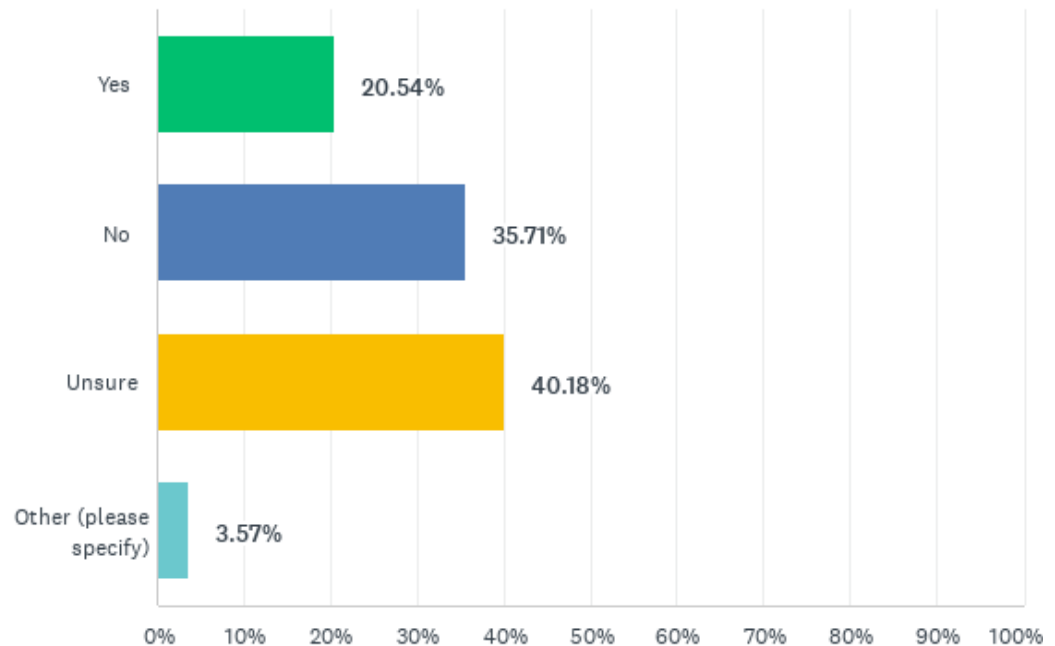


Q: Thinking about climate change and green skills do you believe you have skills to meet future service needs?

Highest 'unsure' response from the full survey – may be we don't yet know what we don't know!

35.7% saying 'no'

This could be a big issue on retrofit, future 'green' heating systems – ground source heat pumps compared to fossil fuel boilers



Pandemic impact on construction industry

The CITB report found in March 2021

- **28%** of employers were still using the furlough scheme in England
- **23%** in Scotland
- **14%** in Wales

Pandemic and redundancy risk?

- 28% of construction companies anticipate possible future redundancies
- COVID-19 impact on apprenticeships with reports that the 2020/21 intake of apprentices is at just 70% of the pre-COVID levels
- 15% of employers in England, Wales and Scotland are looking to start an apprenticeship in March 2021.

The future workforce



The industry across the UK needs **34,000** new starters each year to keep up with demand

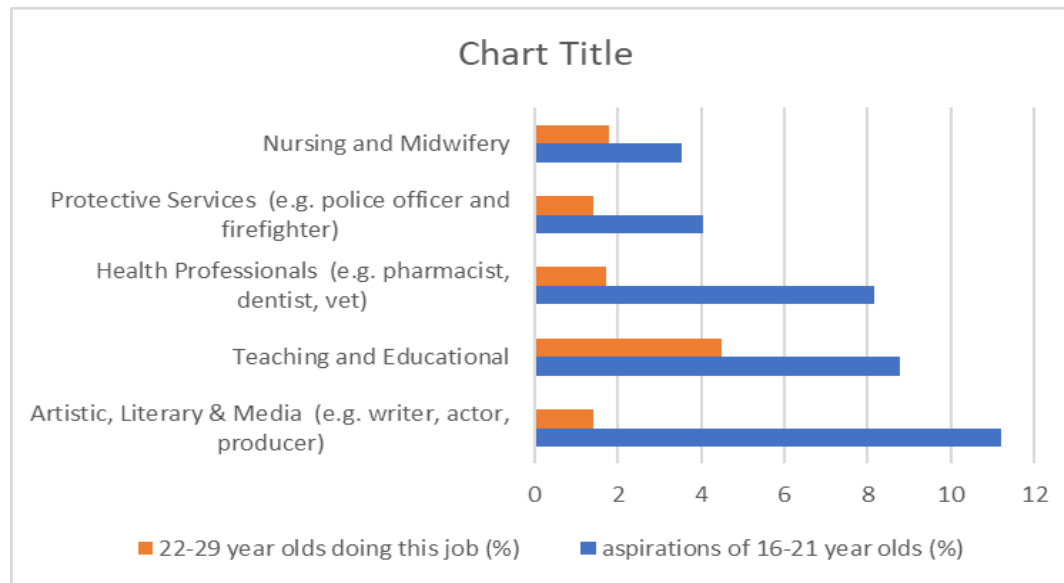
It is an ageing workforce demographic with more than **20%** of construction workers over 50 years old and **5%** over 60.



Not an attractive career choice?

- Job searches for construction are at just **3%** amongst job-seekers amongst 18-24 years
- Long-term impact of Brexit within an industry that has heavily relied upon European skilled workers filling construction jobs.
- Lack of workforce diversity, with women in particular underrepresented in the construction industry.

ONS Data setaspirations v reality



Green construction job opportunities in Scotland

- Scottish Government's commitment to achieving Net Zero greenhouse gas emissions by 2045
- Scottish construction industry will need around **22,500** new roles to by 2028.
- A mix of new skilled jobs, changes to existing roles, and innovation in decarbonises the built environment.

Size of the decarbonisation task ahead

- Construction contributes approximately **40%** of the UK's emissions according to the UK Green Building Council (UKGBC)
- But.....cleaner, greener construction presents big opportunities for new recruits and upskilling the existing workforce.
- **80%** of buildings in use in 2050 have already been built and these could represent **95%** of future built environment emissions.
- Reducing emissions to Net Zero will require retrofit work on up to **27 million domestic** and **2 million non-domestic** buildings.

Conclusions

- Different issues in different parts of the UK
- Pay is an issue....across the UK
- Skills issues are different
- New skills...very uncertain... are we ready?
- Economy wide shortages, pay pressures, rising employment and competition from non-public sector employers
- If we don't 'grow our own' what is the answer?

Discuss



NEW MUNICIPALISM

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Contact details

Mo Baines, Head of Communication and Coordination

Email: mbaines@apse.org.uk

Association for Public Service Excellence
3rd floor, Trafford House, Chester Road,
Old Trafford, Manchester M32 0RS.
telephone: 0161 772 1810
web: www.apse.org.uk

