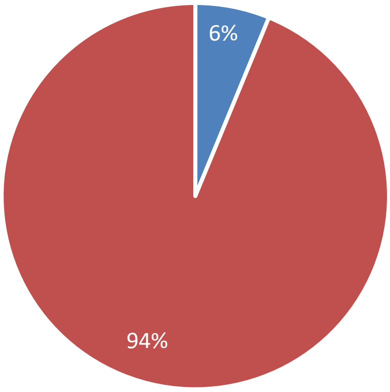
SECTION 1

Construction currently provides over 2 million jobs within the UK workforce.

Labour Market Data

Total UK Workforce Jobs Seasonally Adjusted, by Industry – Latest data point June 2023



- Of the 36.7 million jobs tracked, 2.3 million belonged to Construction, this equates to 6% of all workforce jobs.

Source – National Data by Industry:
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/workforcejobsbyindustryjobs02

- Construction accounts for an even larger proportion of workforce jobs in several regions, namely the East of England (8%), South East (7%) and Yorkshire and North West (7%).

Source – Regional Data (England only) by Industry (June 2023):
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/workforcejobsbyregionandindustryjobs05

- Almost 1 million (957,300) individuals reported their occupation to be within Skilled Construction and Building Trades, with the following role specific data:
  - Bricklayers: 48,400 individuals.
  - Carpenters and joiners: 196,600 individuals.
- 181,400 individuals reported their occupation to be within Building Finishing Trades, with the following role specific data:
  - Plasterers: 48,100 individuals.
  - Floorers and wall tilers: 43,500 individuals.
  - Painters and decorators: 94,900 individuals.

Additionally, 198,000 individuals reported to be specifically in a Property, housing and estate managers role.

Source – Job Role Data (Apr 2022 – March 2023): https://www.nomisweb.co.uk/datasets/aps218/reports/employment-by-occupation?compare=K02000001

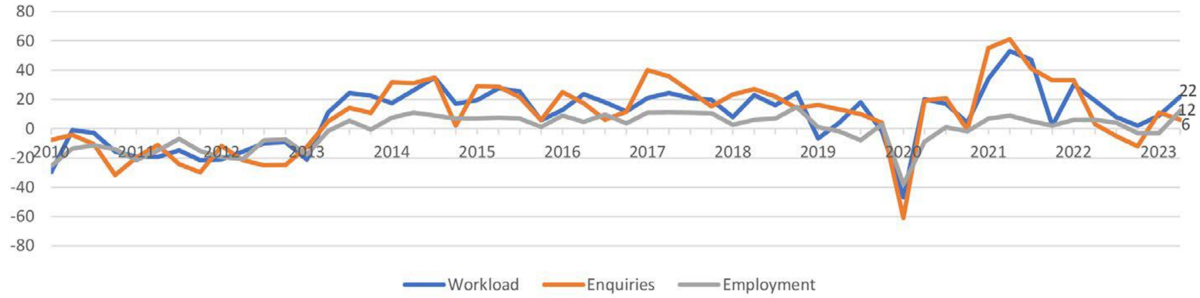
SECTION 2

Evidence from relevant Industry Associations highlights a struggle to recruit to the occupational areas aligned with the Level 2 qualifications within this submission.

The Federation of Master Builders (FMB): *The Federation of Master Builders (FMB) was established in 1941 and is the UK's largest trade association for the construction industry.*

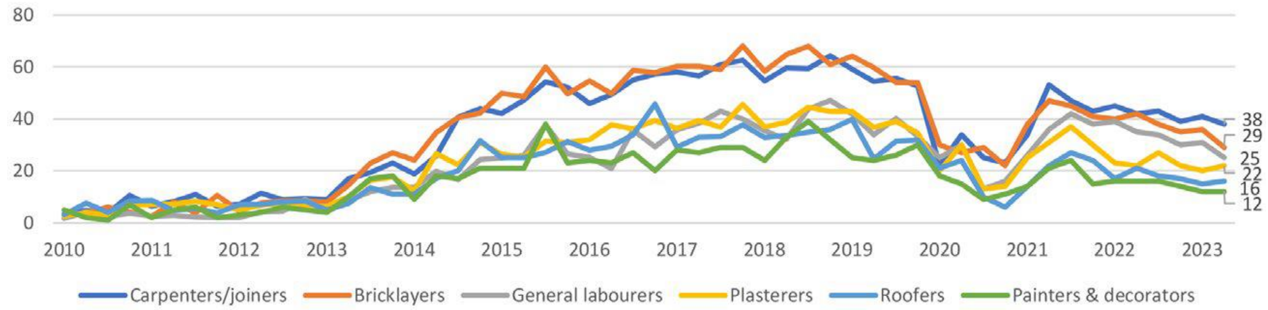
Federation of Master Builders' State of Trade Survey Q2 2023 published on 03/08/2023

- The survey reported that an increase in total workload and enquires is primarily driven by a continued strong rebound in the repair, maintenance and improvement sector.
- Overall, 40% of members reported an increase in workload, with only 18% reporting a reduction compared to last quarter.
- 38% of members are struggling to hire carpenters with 29% struggling to hire bricklayers.
- A quarter of members can't get hold of general labourers.
- Over half of all members reports that jobs are delayed because they are struggling to hire skilled workers.



Graph 1 - Q3. Looking back, how does your company's workload in the period April - June 2023 compared to January – March 2023? Base: Total excl N/A (n=208)
Q6. Looking back, how has the level of enquiries regarding future work changed in the period April - June 2023 compared to January – March 2023? Base: Total excl N/A (n= 208)
Q8. How has the number of employees within your company's workforce changed during April – June 2023 compared to January – March 2023? Base: Total excl N/A (n= 208) Net balance of change.

Difficulty in recruiting for each of the following occupations



Graph 6 - Q10. For which of the following trades has your company found it difficult to recruit skilled staff over the period of April-June 2023? Base: Total (n=208). Net balance of change.

"While the number of projects being carried out continues to be good, recruitment of staff remains a challenge." – FMB member

"The industry is suffering due to no regulation and non-existent pathways into the industry for new starters." – FMB member

Source: Federation of Master Builders' State of Trade Survey Q2 2023 published on 03/08/2023 - https://www.fmb.org.uk/resource/state-of-trade-survey-q2-2023.html

Interview with the Chair of the FMB's Training Group published on 23/08/23

The following interview excerpt highlights industry support to evolve high quality training and qualifications to meet sector demand:

Question: What are the biggest issues we are facing around training?

There are three main issues:

- Skills shortages.
- The requirements of English and Maths to a certain level which is a block to some students.
- Complexity of the training and grants system.

Question: What can we do about this?

There are a few things we need to influence.

- Improve the image of construction to young people to inspire them to join our industry.
- Offering opportunities for people to re-train and move from other industries into construction.
- Keep promoting good standards of training so that qualifications are well-recognised.
- Adapt the English and Maths requirements so that they are more suited to the industry.
- Develop new apprenticeship standards that meet the changing needs for new skills.
- Encourage good quality lecturers to work in colleges sharing their skills with students.
- Recruit more specialist end-point assessors to validate the skills achieved on courses.
- Work with CITB to create more flexibility in training grants for new entrants and for upskilling existing workforces.

Source: Interview with the Chair of the FMB's Training Group published on 23/08/23 - https://www.fmb.org.uk/resource/fmb-members-are-shaping-the-future-of-sme-construction-training.html

The FMB General Builder Apprenticeship Standard

The FMB themselves are in the process of developing a General Builder Apprenticeship Standard focused on four key trades: Bricklaying, Carpentry, Plastering, and Painting & Decorating.

"The General Builder Standard will provide school leavers and aspiring construction workers with the key foundational skills to work on a construction site, all in one course. The high quality, multi-trade apprenticeship will support many FMB members in their efforts to recruit tradespeople with a host of on-site skills.

The qualification will equip trainees with skills in four of the key trades which are:

- Bricklaying
- Carpentry
- Plastering
- Painting & Decorating

The course will also include training on green skills and retrofit methods to increase energy efficiency in homes and the course will provide an understanding of the importance of thermal qualities, airtightness and ventilation. The apprentices will also work alongside experienced operatives to develop these skills further and improve their employability with a well-rounded skillset."

- This further supports the on-going training and qualification needs of the Construction industry. The specific qualifications included in this submission could also play a significant role in addressing these needs, by more focused routes to entry.

Source: https://www.fmb.org.uk/resource/do-you-have-an-interest-in-skills-and-training-consider-joining-one-of-our-policy-groups.html

Construction Industry Training Board

Construction Skills Network Industry Outlook – 2023-2027 published by CITB on 18/01/2023

The below evidence supports all Construction qualifications, though the repair and maintenance statistics may be particularly relevant for the Property Maintenance Operative qualification:

- 224, 900 additional workers will be required to meet UK construction output.
- Major sectors for demand are private housing, infrastructure, and **repair and maintenance**.
- Annual construction output growth for the end of 2022 is estimated at 4%, and the main **drivers of this growth** are the new housing, industrial, and the **repair and maintenance sectors**.
- Construction professions are projected to see an annual average growth of 1.2% from 2023-2027, compared with -0.2% for the trades and elementary occupations.

Source: https://www.citb.co.uk/media/acbnbn5t/csn-national-report-final-report.pdf

Section 3

Further government data sources highlight the difficulty in sourcing appropriately qualified individuals to meet workforce demand.

Employer Skills Survey Data 2022 (fieldwork June 2022 to March 2023)

A large-scale telephone survey of 72,918 employers across the UK, providing labour market information on the skills challenges faced by employers.

Source: https://explore-education-statistics.service.gov.uk/find-statistics/employer-skills-survey

National Data

- Across the UK, the 2022 survey found 68,892 vacancies within the construction sector. Of this total, over half (46,700) were deemed as hard to fill vacancies. Over 36k vacancies were specifically identified as skill-shortage vacancies, i.e., *vacancies that are hard to fill due to a lack of skills, qualifications, or experience among applicants.* Whilst in total over 72k skills gaps were declared within the current workforce, *i.e., where an employee is judged by their employer to lack full proficiency*.

Topline Sector Data: https://explore-education-statistics.service.gov.uk/data-tables/permalink/eee63e40-2381-4974-9cd5-08dbc497a8fb

Regional Data – available for England only [Annexe B]

- Proportionally, in terms of the current workforce, the highest skill gap density is in the West Midlands, North West and East Midlands. In terms of sheer volume, the regions with the largest number of skills gaps are the North West, West Midlands and London.
- Meanwhile, the regions with the largest number of skill shortage vacancies within the sector are the North West, South West and South East.

Regional Sector Data: https://explore-education-statistics.service.gov.uk/data-tables/permalink/4ead937e-b8bc-40ba-604b-08dbc4aab34a

Occupational Group Data

It is possible, where sample sizes allow, to analyse this data further, by occupational group and more specific roles. The below occupational groups and roles have been analysed to illustrate the potential skills gaps that this suite of qualifications may help to begin to resolve.

Occupational Group at 3 Digit SOC Code Level No.1) Construction and Building Trades

4 Digit SOC code occupations included: Steel erectors/ Bricklayers and masons/ Roofers, roof tilers and slaters/ Plumbers and heating and ventilating engineers/ Carpenters and joiners/ Glaziers, window fabricators and fitters/ Construction and building trades n.e.c.

- Across the UK, 30.3k vacancies have been identified, of which 22.5k were identified as hard to fill.
- 17.9k of the vacancies were specifically identified as skill-shortage vacancies, meaning that 59% of all vacancies were hard to fill due to a lack of skills, qualifications or experience among applicants.

At a specific role level:

- Bricklayers and Masons: 62% of vacancies deemed as hard to fill, 51% of vacancies specifically attributed to skills-shortages.
- Carpenters and Joiners: 80% of vacancies deemed as hard to fill, 65% of vacancies specifically attributed to skills-shortages.

Occupational Group at 3 Digit SOC Code Level No.2) Building Finishing Trades

4 Digit SOC code occupations included: Plasterers/ Floorers and wall tilers/ Painters and decorators.

- Across the UK, 6.3k vacancies have been identified, of which 4.8k were identified as hard to fill.
- 3.3k of the vacancies were specifically identified as skill-shortage vacancies, meaning that 53% of all vacancies were hard to fill due to a lack of skills, qualifications, or experience among applicants.

At a specific role level:

- Plasterers: level of data not available.
- Floorers and wall tilers: 87% of vacancies deemed as hard to fill, 63% of vacancies specifically attributed to skills-shortages.
- Painters and decorators: 62% of vacancies deemed as hard to fill, 40% of vacancies specifically attributed to skills-shortages.

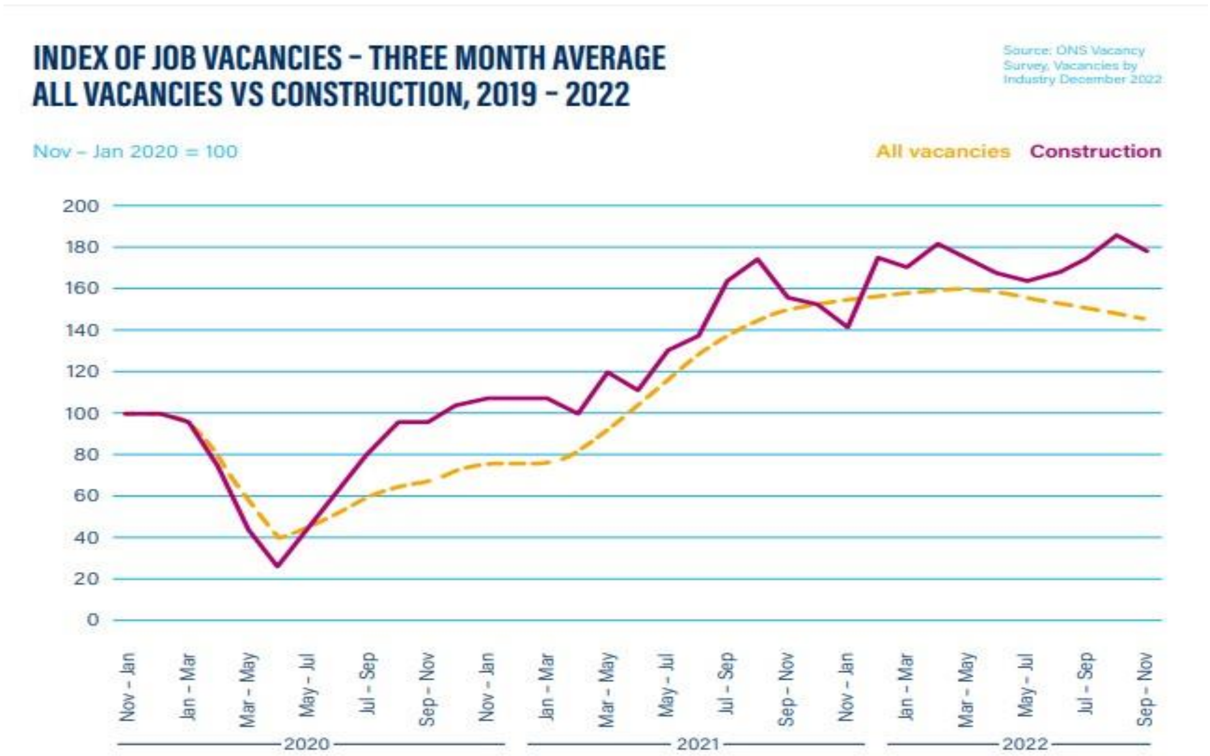
The closest data available for the Property and Maintenance Operative (Level 2) is the *4 Digit SOC code of* Property, Housing and Estate Manager:

- 47% of vacancies deemed as hard to fill, 34% of vacancies specifically attributed to skills-shortages

Detailed Job Role Data: https://explore-education-statistics.service.gov.uk/data-tables/permalink/e55dc178-2c6b-4b00-9cd6-08dbc497a8fb

ONS Job Vacancies

- Construction job vacancies have historically been proportionally higher than overall job vacancies, often bucking the trend.



Government Skilled Worker Visa: Shortage Occupations List, as of 07/08/23

The following are all on the government skilled worked visa: shortage occupations list (as of 07/08/23): Bricklayers and masons, roofers and roof tilers and slaters, carpenters and joiners, construction and building trades not elsewhere classified, and plasterers.

Source: https://www.gov.uk/government/publications/skilled-worker-visa-shortage-occupations/skilled-worker-visa-shortage-occupations (see 5312 - 5321)

Section 4

LSIP data supports labour market shortages with specific regional reporting.

Bespoke LSIP Trailblazer Analysis

Data has also been reviewed from the 8 (essentially 9 as Tees Valley has reported on North of Tyne and Tees Valley separately) trailblazer LSIPs. This analysis has been carried out internally at Ascentis, in order to try to triangulate the information and synthesise the common themes emerging from the disparate reports; to enable us to better understand the overall level of demand for qualifications in certain areas. Many of the sources used by the LSIPs are also explicitly and independently referred to within this document. This data can be taken as an illustrative sample.

- Several specifically make reference to existing and future needs within the construction industry:
  - Cumbria: specific labour market shortages for tradespeople/ within construction (across a range of trades).
  - East Midlands: Construction jobs projected to grow by 6% over the next decade.
  - Kent and Medway: Overall, employers felt the volume and availability of college-based construction courses should be increased, in subjects including trades, construction, civil engineering and construction management. Employers felt that a lot of provision has been lost in recent years and some parts of the country are less well served than others.
  - Sussex: Chronic high numbers of vacancies within construction.

Source: All data has been taken from the LSIP reports which are linked from: https://www.gov.uk/government/publications/skills-accelerator-trailblazers-and-pilots/skills-accelerator-local-skills-improvement-plan-trailblazers-and-strategic-development-fund-pilots

Section 5

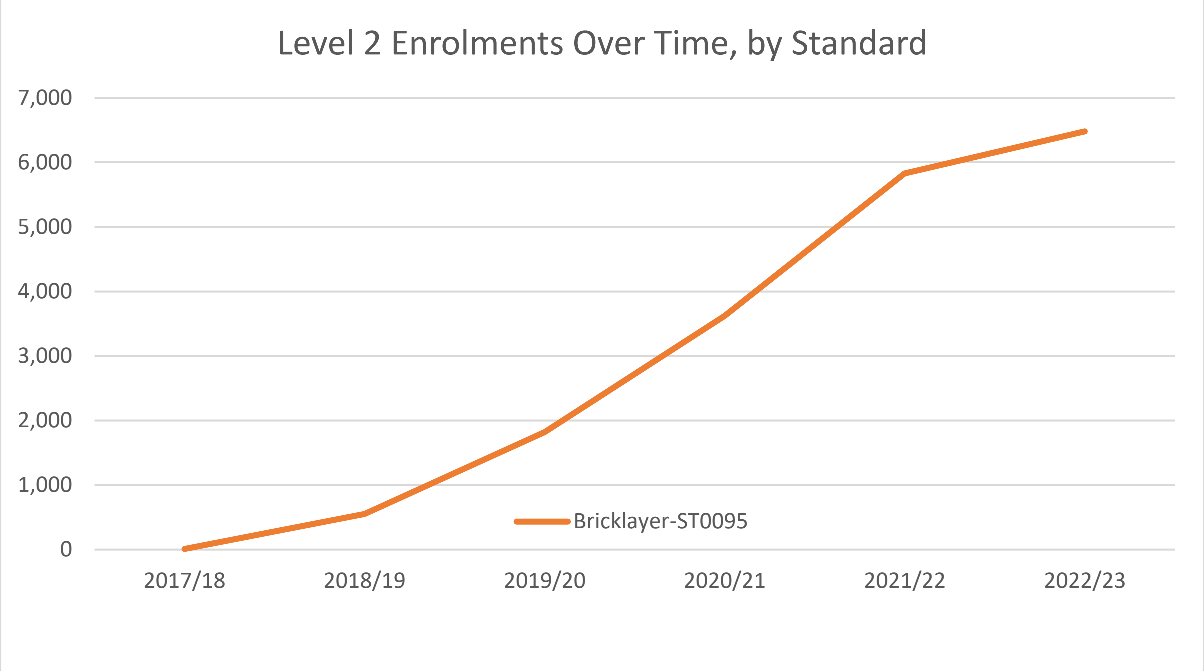
Current Level 2 enrolments, trended over time, show particularly strong growth for standards corresponding with the construction qualifications being submitted.

Apprenticeships and Traineeships Data (July 2023 release)

This release shows provisional in-year data for apprenticeships and traineeships in England reported for the academic year 2022/23 to date (August 2022 to April 2023 – please note, especially when comparing to previous years that only 9 months of data are currently available for this latest academic year) based on data returned by providers in June 2023. This also includes apprenticeship service data (as of 09 June 2023) and Find an apprenticeship data (to June 2023). Previous full years of data are also shown for trending purposes.

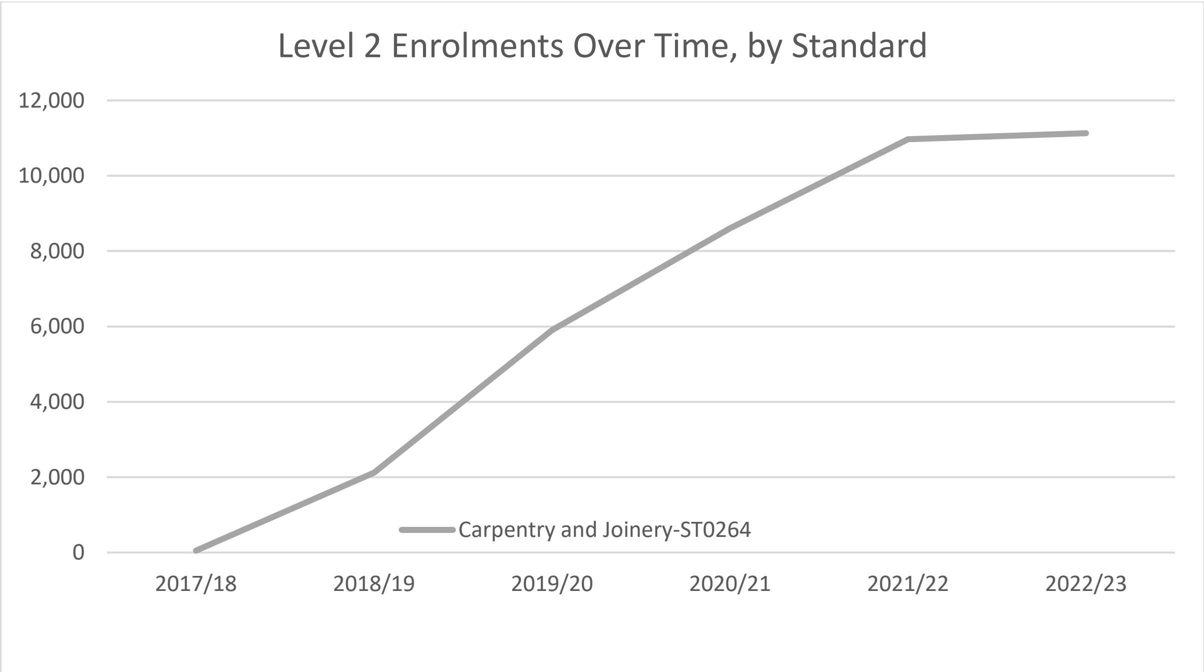
Data can be analysed at a Framework/ Standard Name. The below shows recent growth in enrolments for the following Level 2 standards:

Bricklayer ST0095



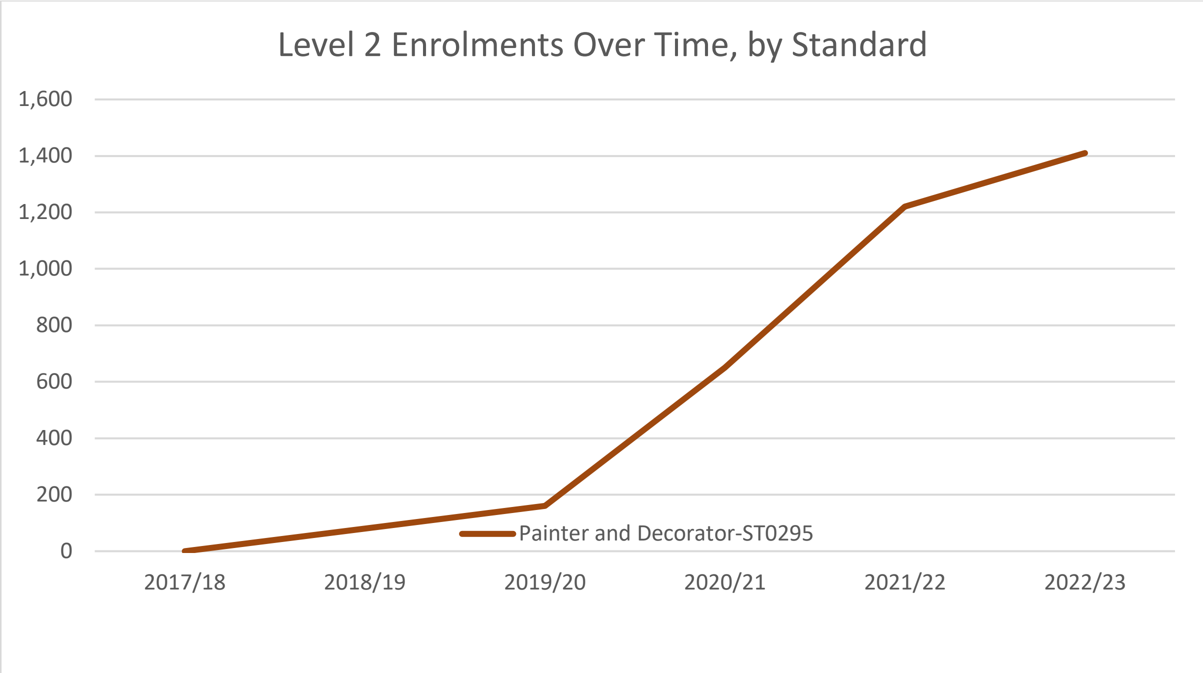
- Consistent levels of growth with 2022/3 set to achieve the highest level of enrolments in recent years.

Carpentry and Joinery ST0264



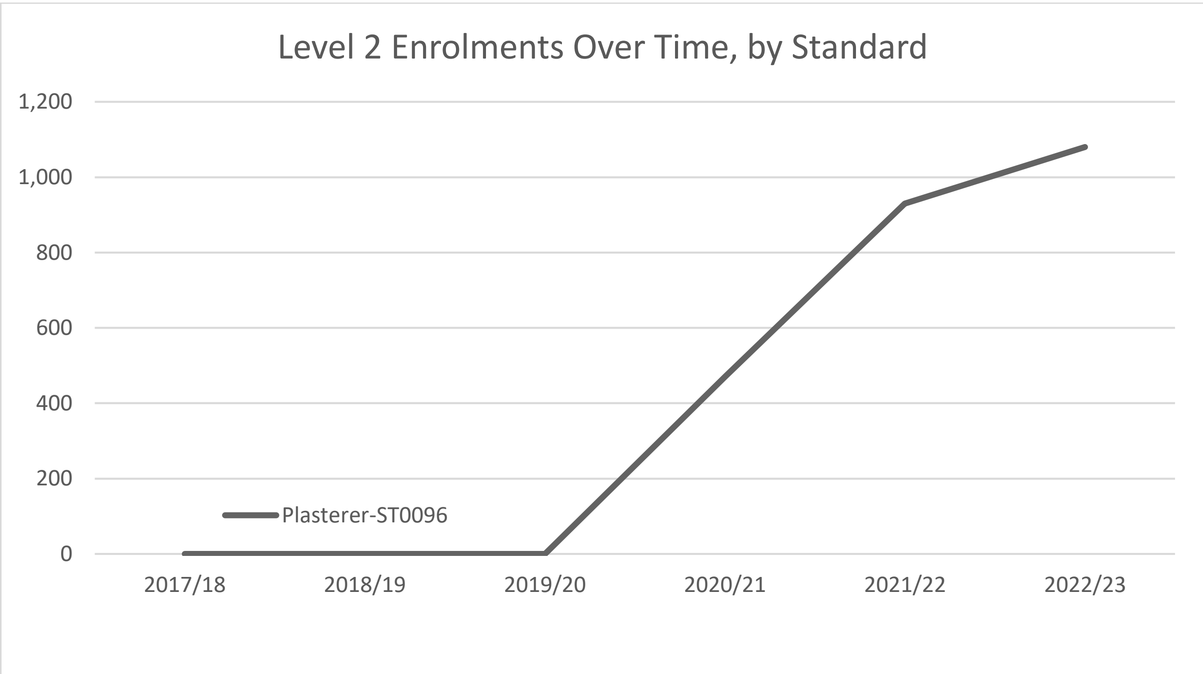
- Consistent levels of growth with 2022/3 set to achieve the highest level of enrolments in recent years.

Painter and Decorator ST0295



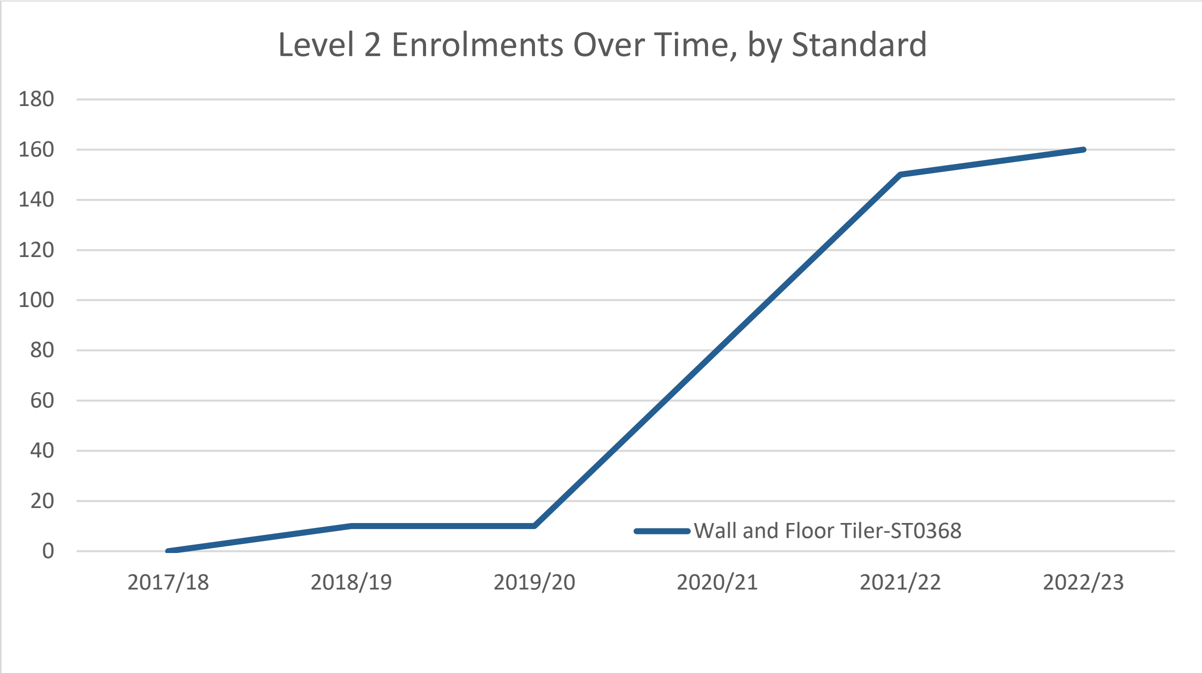
- Consistent levels of growth with 2022/3 set to achieve the highest level of enrolments in recent years.

Plasterer ST0096



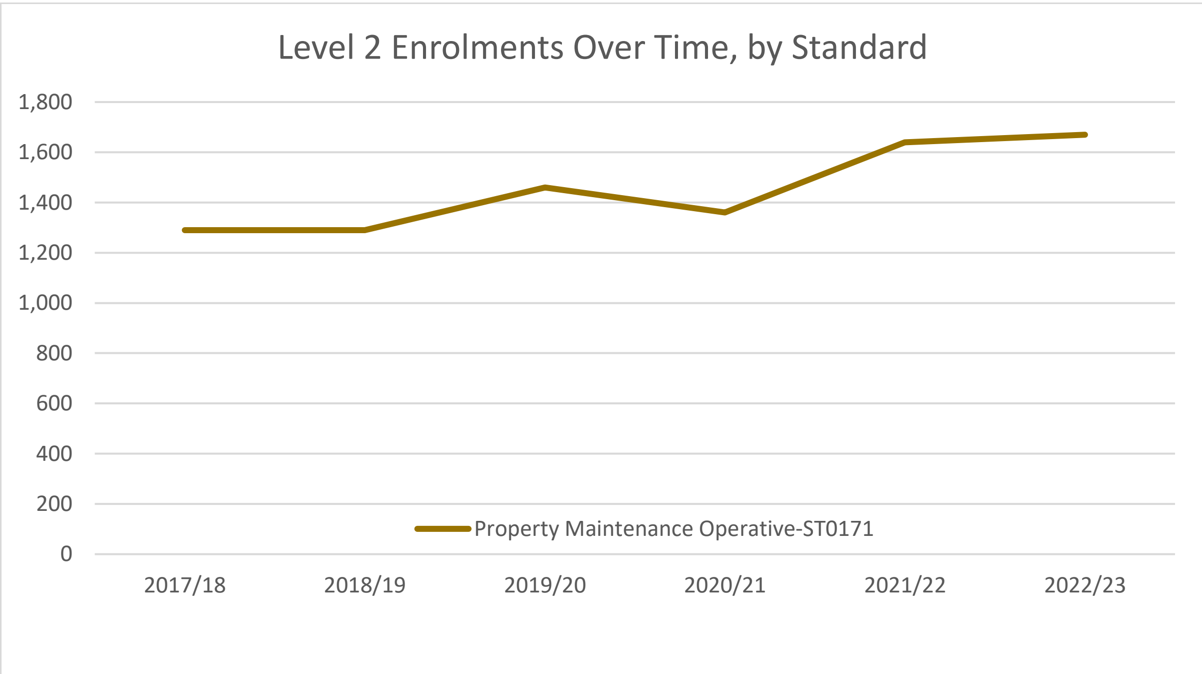
- Consistent levels of growth with 2022/3 set to achieve the highest level of enrolments in recent years.

Wall and Floor Tiler ST0368



- Consistent levels of growth with 2022/3 set to achieve the highest level of enrolments in recent years.

Property Maintenance Operative ST0171



- Almost consistent levels of growth with 2022/3 set to achieve the highest level of enrolments in recent years.

Source: https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships-and-traineeships

Section 6

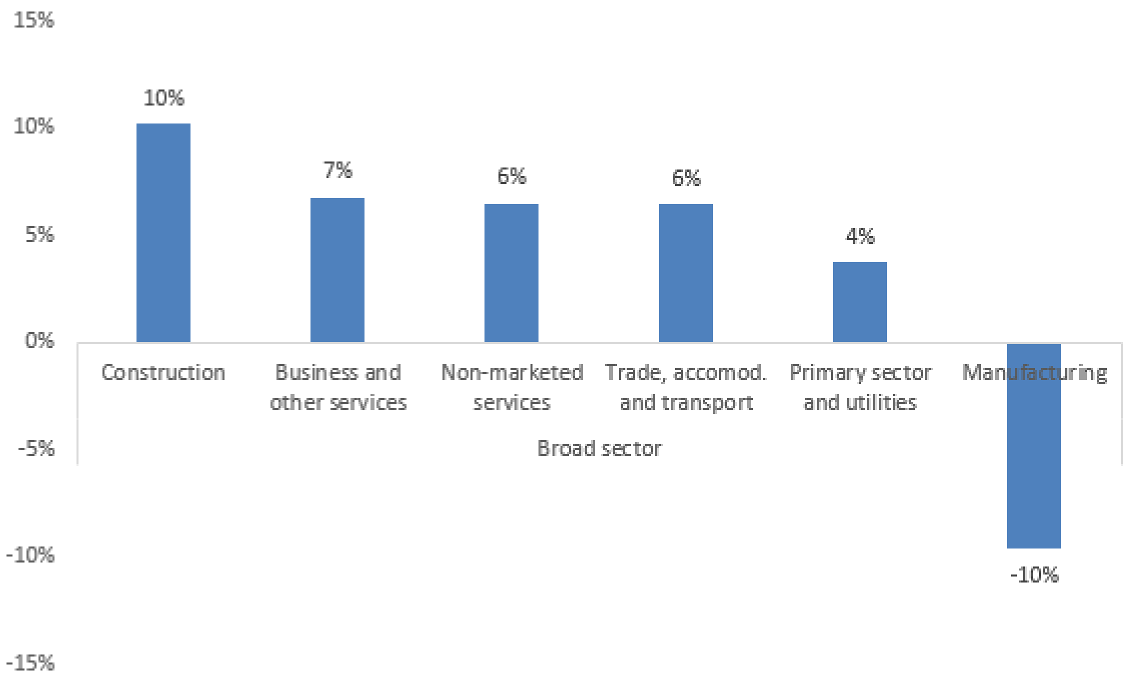
According to Skills Imperative Data, Construction is set to achieve the largest growth in employment of all broad sectors in England, by 2035.

Skills Imperative Data

Source: https://www.gov.uk/government/publications/labour-market-and-skills-projections-2020-to-2035

Projected Employment Volume Changes by Broad Sector – Growth from 2023 to 2035

- At a broad sector level, Construction is predicted to grow by 10% in England.
  - This is the largest growth of the broad sectors provided at a national level.
  - It is the largest growth of the broad sectors provided in 17 distinct LSIPs [See Annexe A].



- Elementary Trades and Related Occupations are predicted to grow by 16% - the third largest growth of all occupational sub-majors.

Dashboard Source: https://department-for-education.shinyapps.io/local-skills-dashboard/

ANNEXE

A) Projected Employment Growth by Area, by Broad Sector

Brighton and Hove, East Sussex, West Sussex LSIP	**15%**
Construction	8%
Business and other services	7%
Primary sector and utilities	6%
Trade, accomod. and transport	6%
Non-marketed services	2%
Manufacturing	-14%
Buckinghamshire LSIP	**22%**
Construction	12%
Primary sector and utilities	10%
Business and other services	7%
Trade, accomod. and transport	5%
Non-marketed services	2%
Manufacturing	-13%
Cambridgeshire and Peterborough LSIP	**33%**
Non-marketed services	9%
Construction	9%
Trade, accomod. and transport	8%
Business and other services	8%
Primary sector and utilities	8%
Manufacturing	-8%
Cheshire and Warrington LSIP	**26%**
Non-marketed services	13%
Trade, accomod. and transport	8%
Business and other services	6%
Primary sector and utilities	3%
Construction	1%
Manufacturing	-6%
Cornwall and the Isles of Scilly LSIP	**28%**
Business and other services	11%
Trade, accomod. and transport	11%
Non-marketed services	9%
Construction	8%
Primary sector and utilities	1%
Manufacturing	-12%

Cumbria LSIP	**16%**
Non-marketed services	11%
Trade, accomod. and transport	8%
Business and other services	6%
Construction	2%
Primary sector and utilities	0%
Manufacturing	-10%
Derbyshire and Nottinghamshire LSIP	**13%**
Construction	6%
Non-marketed services	6%
Business and other services	5%
Trade, accomod. and transport	4%
Primary sector and utilities	-2%
Manufacturing	-7%
Dorset LSIP	**39%**
Construction	18%
Non-marketed services	10%
Business and other services	7%
Trade, accomod. and transport	5%
Primary sector and utilities	5%
Manufacturing	-7%
Enterprise M3 LEP (including all of Surrey) LSIP	**22%**
Construction	12%
Business and other services	7%
Primary sector and utilities	7%
Trade, accomod. and transport	6%
Non-marketed services	2%
Manufacturing	-12%
Essex, Southend-on-Sea and Thurrock LSIP	**32%**
Construction	19%
Non-marketed services	9%
Business and other services	6%
Trade, accomod. and transport	6%
Primary sector and utilities	5%
Manufacturing	-13%
Gloucestershire LSIP	**41%**
Construction	17%
Non-marketed services	15%
Business and other services	8%
Trade, accomod. and transport	6%
Primary sector and utilities	4%
Manufacturing	-10%
Greater Lincolnshire LSIP	**13%**
Business and other services	6%
Construction	5%
Non-marketed services	5%
Trade, accomod. and transport	5%
Primary sector and utilities	0%
Manufacturing	-7%

Greater London LSIP	**40%**
Construction	20%
Primary sector and utilities	11%
Trade, accomod. and transport	8%
Business and other services	7%
Non-marketed services	2%
Manufacturing	-8%
Greater Manchester LSIP	**14%**
Non-marketed services	8%
Business and other services	7%
Trade, accomod. and transport	7%
Construction	1%
Primary sector and utilities	0%
Manufacturing	-9%
Heart of the South-West LSIP	**37%**
Construction	16%
Non-marketed services	10%
Business and other services	8%
Trade, accomod. and transport	7%
Primary sector and utilities	3%
Manufacturing	-7%
Hertfordshire LSIP	**32%**
Construction	17%
Business and other services	7%
Non-marketed services	7%
Trade, accomod. and transport	6%
Primary sector and utilities	6%
Manufacturing	-10%
Hull and East Yorkshire LSIP	**11%**
Non-marketed services	7%
Business and other services	6%
Trade, accomod. and transport	5%
Primary sector and utilities	4%
Construction	1%
Manufacturing	-12%
Kent and Medway LSIP	**24%**
Construction	11%
Business and other services	8%
Primary sector and utilities	8%
Trade, accomod. and transport	6%
Non-marketed services	2%
Manufacturing	-10%
Lancashire LSIP	**21%**
Non-marketed services	11%
Business and other services	7%
Trade, accomod. and transport	6%
Construction	5%
Primary sector and utilities	3%
Manufacturing	-10%

Leicester and Leicestershire LSIP	**13%**
Construction	6%
Non-marketed services	5%
Business and other services	5%
Trade, accomod. and transport	4%
Primary sector and utilities	-1%
Manufacturing	-7%
Liverpool City Region LSIP	**21%**
Non-marketed services	9%
Trade, accomod. and transport	7%
Business and other services	6%
Construction	5%
Primary sector and utilities	2%
Manufacturing	-8%
Norfolk and Suffolk LSIP	**25%**
Construction	12%
Non-marketed services	8%
Business and other services	6%
Trade, accomod. and transport	5%
Primary sector and utilities	0%
Manufacturing	-7%
North East LSIP	**6%**
Business and other services	6%
Trade, accomod. and transport	5%
Non-marketed services	4%
Primary sector and utilities	3%
Construction	-1%
Manufacturing	-10%
North of Tyne LSIP	**23%**
Trade, accomod. and transport	11%
Non-marketed services	8%
Business and other services	7%
Primary sector and utilities	5%
Construction	-1%
Manufacturing	-7%
Oxfordshire LSIP	**28%**
Construction	11%
Primary sector and utilities	10%
Business and other services	9%
Trade, accomod. and transport	8%
Non-marketed services	3%
Manufacturing	-12%
Solent LSIP	**19%**
Construction	12%
Business and other services	7%
Primary sector and utilities	7%
Trade, accomod. and transport	6%
Non-marketed services	2%
Manufacturing	-15%

South East Midlands LSIP	**19%**
Non-marketed services	7%
Business and other services	7%
Construction	6%
Trade, accomod. and transport	5%
Primary sector and utilities	2%
Manufacturing	-8%
South Yorkshire LSIP	**7%**
Non-marketed services	9%
Business and other services	6%
Trade, accomod. and transport	4%
Primary sector and utilities	3%
Construction	1%
Manufacturing	-15%
Stoke-on-Trent and Staffordshire LSIP	**16%**
Business and other services	8%
Trade, accomod. and transport	8%
Non-marketed services	6%
Construction	3%
Primary sector and utilities	0%
Manufacturing	-9%
Swindon and Wiltshire LSIP	**29%**
Non-marketed services	10%
Construction	8%
Business and other services	8%
Primary sector and utilities	6%
Trade, accomod. and transport	5%
Manufacturing	-8%
Tees Valley LSIP	**2%**
Non-marketed services	8%
Business and other services	5%
Trade, accomod. and transport	4%
Primary sector and utilities	0%
Construction	-1%
Manufacturing	-13%
Thames Valley Berkshire LSIP	**26%**
Construction	11%
Primary sector and utilities	10%
Business and other services	9%
Trade, accomod. and transport	5%
Non-marketed services	3%
Manufacturing	-12%
The Marches LSIP	**25%**
Trade, accomod. and transport	10%
Non-marketed services	7%
Business and other services	7%
Construction	3%
Primary sector and utilities	2%
Manufacturing	-6%

West Midlands and Warwickshire LSIP	**17%**
Non-marketed services	8%
Trade, accomod. and transport	7%
Business and other services	6%
Construction	3%
Primary sector and utilities	2%
Manufacturing	-9%
West of England and North Somerset LSIP	**39%**
Construction	17%
Non-marketed services	11%
Primary sector and utilities	8%
Business and other services	7%
Trade, accomod. and transport	7%
Manufacturing	-10%
West Yorkshire LSIP	**14%**
Non-marketed services	7%
Business and other services	5%
Primary sector and utilities	5%
Trade, accomod. and transport	5%
Construction	5%
Manufacturing	-13%
Worcestershire LSIP	**20%**
Non-marketed services	8%
Trade, accomod. and transport	7%
Business and other services	7%
Construction	3%
Primary sector and utilities	2%
Manufacturing	-7%
York and North Yorkshire LSIP	**8%**
Business and other services	7%
Trade, accomod. and transport	6%
Non-marketed services	6%
Construction	2%
Primary sector and utilities	1%
Manufacturing	-14%

B) Employer Skills Survey 2022 Regional Data

Region	Total Vacancies	Number of hard-to-fill vacancies	Skill gap density (the proportion of employees judged not fully proficient)	Number of skill-shortage vacancies	Number of skill gaps (employees not fully proficient)
UK	46,700	69,373	5%	36,086	72,379
Sum of London	10,692	4,518	4%	4,106	7,554
Sum of North West	9,586	7,053	8%	6,304	11,754
Sum of South East	9,008	6,275	4%	4,425	6,358
Sum of South West	7,538	6,095	5%	4,608	6,340
Sum of East of England	5,718	3,991	4%	2,867	5,020
Sum of West Midlands	4,869	3,407	8%	2,832	8,828
Sum of East Midlands	4,154	2,519	6%	1,866	5,606
Sum of Yorkshire and The Humber	3,881	2,778	5%	2,164	5,269
Sum of North East	2,591	1,403	5%	1,013	2,500