Future Skills Sussex
Local Skills Improvement Plan (LSIP)

Future Skills Sussex









Construction Deep Dive

Evidence Base Report

February 2023

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Local Skills Improvement Plan (LSIP)

Local Skills Improvement Plans (LSIPs) were introduced in the Skills for Jobs White Paper in January 2021 and are now part of the Skills and Post-16 Education Act, which became law in April 2022.

They are a key part of the Government's transformational vision of an adult skills system where businesses, particularly SMEs, are given a much stronger voice in local skills planning.

The plans will help ensure provision is more responsive to emerging and changing skills needs. Being locally driven, they can be tailored to the challenges and opportunities most relevant to the area.

This full Deep Dive Evidence Base Report into the skills needs of the **construction and built environment sector** was carried out over 3 months to fit with Government timescales and is a snapshot in time.

This full report is a toolkit of useful and relevant information providing links to existing research, initiatives and good practice that can be used as exemplars for future Sussex projects. It can be used as a resource to enable business, skills providers, and support organisations to work together to address the current and future skills needs of the sector in Sussex.

An Executive Summary of the Deep Dive Evidence Base Report for the Construction sector accompanies this Evidence Base report, highlights the key industry trends, the challenges faced and the priorities for change.

The main aim of this sector Deep Dive has been to collect and analyse a wide range of data sources and reports to provide an overall picture of the trends, challenges, identify any skill and training gaps and priorities for change as well as making recommendations for stakeholders to consider and action.

Views and feedback have been gained via interviews, employer and skills provider workshops and online surveys, analysis of labour market intelligence, skills supply data along with views from wider stakeholders such as Local Authorities, Local Enterprise Partnerships (LEPs) and Sector Skills Councils such as CITB.

CHALLENGES & PRIORITIES FOR CHANGE

- Recruitment is a challenge across the sector, skills shortages and agency staff are travelling a long way to get to site.
- Capacity on some courses is a key issue in Sussex, particularly for apprentices and in some cases, courses are not available at all.
- Challenges around the types of courses and industry tickets that can be delivered and funded within the current skills system.
- A great need for technical and project management skills particularly in terms of CAD and associated jobs needed to meet the new Building Regulations (Carbon Efficient Buildings) as well as Modern Methods of Construction (MMC).
- Shortage of qualified and experienced construction trainers and assessors across the Sussex LSIP area. Employers recognise that it is difficult for colleges and training providers to recruit suitably experienced and qualified trainers/assessors as they can earn "more money on the tools"
- Local Authority procurement frameworks and appointment of Lead Contractors is a key factor in the recruitment, employment, and training of local people to deliver projects despite CSR and social value.
- Local subcontractors are more likely to be used on the larger projects.
- Employers acknowledge that they need to make the sector appealing to young people especially females and the neuro divergent community. Greater awareness of the sector with a key focus on the environment and sustainability may increase the interest of younger people.
- Employers find it difficult to navigate the skills system and find suitable courses. The administration when starting can be particularly burdensome for employers.

KEY RECOMMENDATIONS

Recommendation	Description	Challenges these address
To build a body of evidence that supports the need for local funding flexibilities within the current skills system.	✦ Utilise and build upon the Deep Dive evidence to verify the exact industry tickets and professional certification that businesses need. This evidence should be for all individuals not just those unemployed. ✦ Work with employers and skills providers to identify alternative funding options for skills in demand.	Use this evidence base to find flexible funding solutions within the current skills system or alternative funding. Ensure that young people on full-time courses are not leaving without the industry tickets that aid progression and employment.
Develop and promote resources and CPD opportunities to showcase the different local roles and career pathways into construction across the Sussex LSIP area.	✦ Bring Industry employers, career professionals and the Career Hubs together to review current resources and activities and build on these. ✦ Ask employers to hold CPD open doors events for Careers / DWP staff. ✦ Knowledge exchanges on topics such as modern methods of construction and retrofit. ✦ Expand on the areas of good practice undertaken by the various skills networks in the Sussex LSIP area.	Updating knowledge of the sector, roles and career pathways which means career professionals are better informed and able to provide better career education, information and advice and guidance.
Facilitate constructive dialogue between employers and skills providers to determine specific skills needs and local demand for groundworks and plant training.	✦ Investigate the feasibility of developing groundworks and plant provision in Sussex. ✦ Identify potential delivery sites and employers with equipment and qualified trainers. ✦ Utilise the existing good practice carried out by networks.	To combat the lack of any funded groundworks and plant training in Sussex, and support employers to recruit into these roles.
Research regional and national initiatives to encourage and recruit experienced construction personnel into teaching in the sector.	✦ Skills provider networks to explore whether a similar model could be adopted in Sussex.	The difficulties that colleges and skills providers face in hiring staff with relevant skills and experience in the sector.

Recommendation	Description	Challenges these address
Consider how employability and softs skills can be embedded into 16-18 full time trade provision.	✦ Set up a small working group of employers and a college to look at how these skills can be embedded into construction courses seamlessly. ✦ Pilot the programme and extend if successful including the sharing of teaching materials.	This responds to feedback from employers that young people progressing from 16-18 full-time provision are not work ready when they complete these courses.
Actively promote, encourage and address diversity into the sector.	✦ Explore current schemes that support diversity in the construction such as the Women into Home Building Employment Programme currently being run in partnership with the Home Builders Federation and nine major homebuilders. ✦ Seek opportunities to collaborate locally to offer a similar employment programme across the Sussex LSIP area. ✦ Promote flexible working opportunities within the industry in order to retain people in the sector, especially women.	The lack of diversity and especially women working in the construction sector in the Sussex LSIP area. Diversity in the workforce attracts a broader pool of applicants to join the sector which will support local skills shortages.
Explore the retention and expansion of the Transform Programme - SCTP which supports SMEs in East Sussex to navigate the skills and training system.	✦ Experienced business advisers support businesses with their current and future skills and training needs. ✦ Like Transform has been, align this programme with the newly launched CITB 'New Entrant Support' scheme for construction employers recruiting.	Businesses who are struggling to navigate the skills system and finding it difficult to locate appropriate skills training. Support businesses with setting up an Apprenticeship Service Account, finding funding and administration.

Evidence Base Part 1 - Skills Demand

LABOUR MARKET INFORMATION

Setting the Scene

Construction is one of the largest sectors in the UK economy – with a turnover of £370 billion, contributing £138 billion in value added to the UK economy and employing 3.1 million people (9% of the total UK workforce). BEIS Construction sector team - GOV.UK (www.gov.uk)

Construction is a general team for the action of building something, typically an object, system or structure. There are three sectors of construction: buildings, infrastructure and industrial.

- Building construction is usually further divided into residential and non-residential.
- Infrastructure, also called civil engineering, includes large public works, dams, bridges, highways, railways, water or wastewater and utility distribution.
- Industrial construction includes offshore construction (energy installations), mining and quarrying, refineries, chemical processing, power generation, mills, and manufacturing plants.

According to the ONS Construction statistics annual tables (3rd quarter 2021) there were estimated to be 59,704 businesses classified as construction in the South East region, representing 18.8% of all the construction businesses registered in England. The South East proportion of construction businesses is the highest outside London. 93.7% (55,966) of the construction business registered in the South East have between number 0 (sole proprietors) to 7 employees.

This table from the NOMIS: UK Business Counts – Data 2022 shows the number of active construction businesses registered in Sussex on Companies House. 95.6% of the construction businesses in Sussex are micro with 9,875 having between 0 to 4 employees. UK Business

Number Construction Businesses					
	Micro (0 to 9)	Small (10 to 49)	Medium (50 to 249)	Large (250+)	Total
Adur	485	20	0	0	505
Arun	985	40	0	0	1,025
Brighton and Hove	1,485	55	5	0	1,545
Chichester	880	45	5	0	930
Crawley	480	20	5	0	505
Eastbourne	470	20	0	0	490
Hastings	475	20	0	0	495
Horsham	990	50	10	0	1,050
Lewes	645	25	0	0	670
Mid Sussex	1,055	45	5	0	1,105
Rother	665	25	0	0	690
Wealden	1,405	70	5	0	1,480
Worthing	605	15	0	0	620
	10,625	450	35	0	11,110

Counts - local units by industry and employment size band - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

These statistics do not include those who are self-employed working in the construction sector and not registered on Companies House, which is a large cohort particularly in respect of domestic tradespersons and freelancers.

The construction sector is a broad term which includes businesses and occupations such as property developers, trades, and civil engineering.

CITB's, Construction Skills Network recently published The Skills Construction Needs report: South East - Five Year Outlook 2023-2027 states that the volume of construction work in the South East forecasted to grow by an annual average rate of 1.8%. The fastest sector rate of growth is expected to be seen in private housing, commercial and non-housing repair, and maintenance. **In the South East the occupations with the strongest additional recruitment requirements are non-construction professional, technical, IT and other office-based staff (1,540 per year) labourers (540 per year) and plumbing and heating, vent, and air conditioning trades (350 per year).**

CITB have identified that the share of housing repair and maintenance work is higher in the South East at 26% compared to 18% in the UK. The South East also have a higher proportion of industrial work and non-housing repair and maintenance work than the UK. 50% of the South East construction industry is made up of housing and non-housing repair and maintenance work.

There are significant very large scale and long-term developments in the South East including Lower Thames Crossing, East-West Rail infrastructure and Manston Airport infrastructure projects.

In Sussex, large scale projects include the 'Brookleigh' development scheme for the northern arc of Burgess Hill. This is a multi-million large housing project of 3,500 homes, along with new leisure facilities, primary school and a ultra-low carbon secondary school. Other large development projects in West Sussex include 600 homes being built at New Monks Farm in Lancing, 2,750 housing development on a large site in North Horsham, 1,300 homes due to be built west of Tangmere, Chichester, plus smaller housing developments in the district of Chichester, Adur & Worthing boroughs, Crawley Arun and Mid Sussex. In East Sussex, there are approved housing development for 250 homes in Wealden district, on the outskirts of Eastbourne, 226 homes at Old Malling Farm in Lewes, extra homes in Willingdon, 100 homes on the former Bedfordwell Road Depot site, Eastbourne as well as smaller housing developments in Eastbourne, Hastings a council-led development in Hollington, Battle and Bexhill, Hailsham, Lewes Wealden.

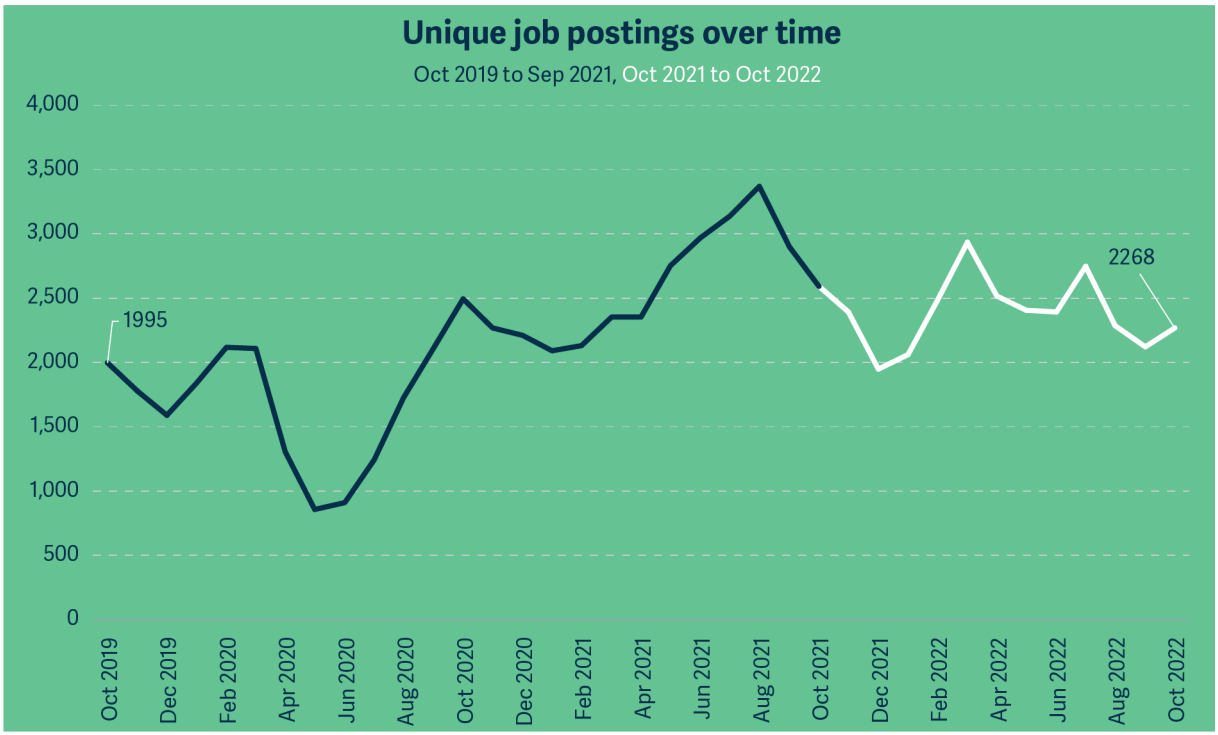
In Brighton & Hove there are also rejuvenation plans for the eastern seafront, Black Rock and Brighton Marina, the Preston Barracks regeneration scheme, and University of Brighton – Moulsecoomb campus redevelopment, new housing developments including new affordable homes on east of Coldean Lanes (242) and (104) in Portslade.



For the purposes of this Deep Dive Evidence Based Report, Standard Occupational Classification (SOC) codes have been used to analyse the data for the construction sector. The table below outlines the roles that have used in this study.

Construction			
SOC	Description	SOC	Description
1122	Production Managers and Directors in Construction	5312	Bricklayers and Masons
1251	Property, Housing and Estate Managers	5313	Roofers, Roof Tilers and Slaters
2121	Civil Engineers	5314	Plumbers and Heating and Ventilating Engineers
2431	Architects	5315	Carpenters and Joiners
2433	Quantity Surveyors	5316	Glaziers, Window Fabricators and Fitters
2436	Construction Project Managers and Related Professionals	5319	Construction and Building Trades n.e.c.
3114	Building and Civil Engineering Technicians	5321	Plasterers
3531	Estimators, Valuers and Assessors	5322	Floorers and Wall Tilers
3541	Buyers and Procurement Officers	5330	Construction and Building Trades Supervisors
5215	Welding Trades	5449	Other Skilled Trades n.e.c.
5216	Pipe Fitters	8141	Scaffolders, Stagers and Riggers
5223	Metal Working Production and Maintenance Fitters	8142	Road Construction Operatives
5225	Air-conditioning and Refrigeration Engineers	8149	Construction Operatives n.e.c.
5241	Electricians and Electrical Fitters	8221	Crane Drivers
5250	Skilled Metal, Electrical and Electronic Trades Supervisors	8229	Mobile Machine Drivers and Operatives n.e.c.
5311	Steel Erectors	9120	Elementary Construction Occupations

The Construction Sector Deep Dive Employer workshop attendees (January 2023) were of the opinion that some of the SOCs are limited and do not necessarily reflect the current and emerging occupations particularly around green skills. Also advances in technologies and modern methods of construction means that many occupations are a mixture of construction, engineering, and manufacturing.



Source: Lightcast – November 2022

This graph shows the unique construction job postings over the 3 years between October 2019 and October 2022. It clearly shows the impact of the pandemic on recruitment in the sector, with low of only 858 job postings in May 2020, rising to a peak of 3,371 in August 2021 which was just at the time when the lockdowns ended therefore a resurgence of labour was needed in the industry. The number of unique job postings in Sussex seems to have levelled out in 2022, which reflects a similar pattern to that seen across the South East.

Unsurprisingly, the most popular jobs being advertised between October 2019 and October 2022 was for labourers, quantity surveyors and carpenters, which reflects the large number of housing developments currently under construction and highway projects going ahead across Sussex.

Top 5 most advertised job titles	Median advertised salary
Labourers	£23,900
Quantity Surveyors	£54,900
Carpenters	£41,700
Groundworkers	£35,000
Site Managers	£57,200

Source: Lightcast – November 2022

The top advertised occupations reflect the need for labourers, building and quantity surveyors, civil engineers, construction site managers and project directors.

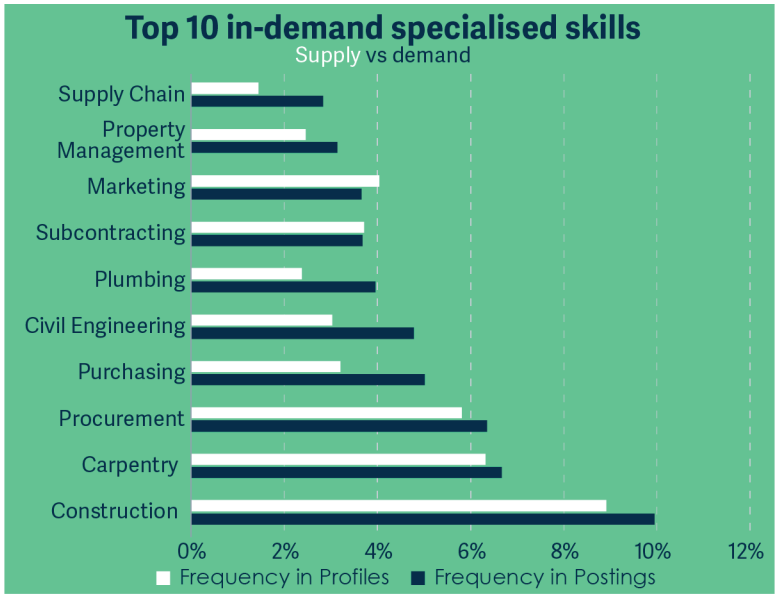
Top 5 most advertised job titles	Median advertised salary
Elementary Construction Occupations	£25,600
Property, Housing and Estate Managers	£31,100
Buyers and Procurement Officers	£28,200
Civil Engineers	£44,700
Production Managers and Directors in Construction	£43,700

Source: Lightcast – November 2022

£35k
median advertised salary

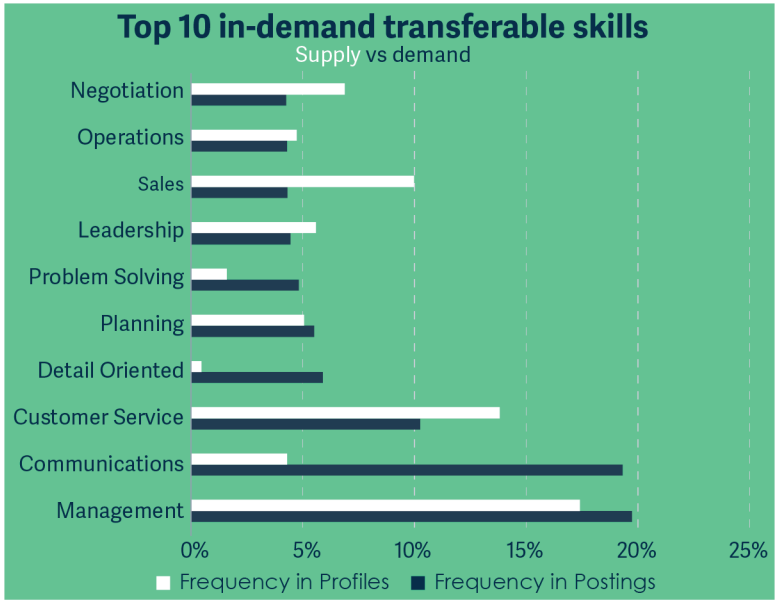
£35k is the median advertised salary for the construction job postings advertised in Sussex. In the Deep Dive interviews conducted, some employers reported that salaries for certain occupations such as site managers are inflated due to skill shortages, therefore competition is high, which in turn is driving a competitive recruitment market.

Specialised and Transferable Skills



The Lightcast data allows for the analysis of the specialised skills that employers are asking for in job adverts compared with those being cited within CV profiles. **There seems to be a significant mismatch between the frequency of some specialised skills found in CV profiles and their frequency in job postings in respect of supply chain, plumbing, civil engineering and purchasing skills all are in high demand by employers.**

On the flip side the percentage of individuals with marketing skills on their CV profiles is more than that demanded by employers in job postings. Construction skills is the most demanded by employers and that seems to bear out the need for labourers, groundworkers and carpenters.



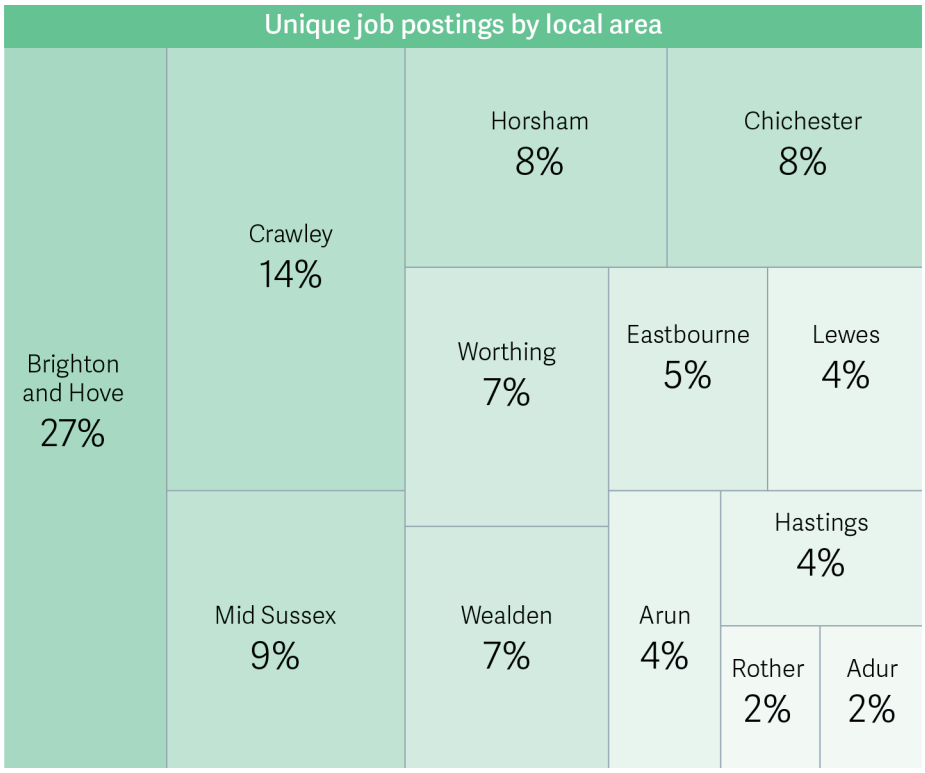
Source: Lightcast – November 2022

The chart on the right shows the top 10 in-demand transferable skills based on frequencies in job postings therefore sought by employers and frequencies in individuals' profiles. Employers are looking to employ staff with communication skills and an eye for detail, but this does not seem to come through in individuals CV profiles. On the reverse sales and negotiation skills are not so in demand from employers but appears more in individuals job CV profiles.

DIFFERING JOBS PICTURE ACROSS SUSSEX

The following graphs and tables use Lightcast data which is based on job postings data gathered by scraping over 100,000 websites. This data is a snapshot in time and is also based on SOC codes, which we know do not always reflect the current occupations in the construction industry.

This chart shows the percentage breakdown by lower tier authority of the 31,639 unique construction job postings between October 2019 and October 2022. Over a quarter of the unique jobs posted were in Brighton & Hove, in stark contrast to only 2% in Adur and Rother.



Source: Lightcast – November 2022

While the chart indicates that most jobs are being advertised in the Brighton and Hove area, participants at the Deep Dive employer workshops indicated that was probably not an accurate picture as **many roles recruited for in the construction industry are through agencies, contractors, word of mouth, or have some family/friend connection particular in the trades.** It should also be noted that most construction workers will travel to various sites, domestic homes, and commercial buildings in Sussex and across the South East region for work. Despite this limitation, construction jobs postings accounted for 6.6% of all job postings in Sussex over the 3-year period.

RECRUITMENT

The Construction Skills Network – The skills needs - South-East Five-Year Outlook report estimates that in the South East an extra 17,800 workers will be needed from 2023 to 2027. The annual recruitment requirement in the South East is 0.9% per year, based on 2022 workforce levels, which is slightly below the UK average of 1.7%.

The construction sector across the South East is expected to grow by an annual average of 1.8% between 2023-27. Industrial (4.0%), private housing (3,6%) and commercial (3.0%) work are expected to see the biggest annual increases.

Consequently, this means **across the South East the construction industry needs to increase current recruitment by 3,560 new workers each year to deliver the expected work between the start of 2023 and end of 2027.**

Non-construction professional technical, IT and office-based staff (1,540 per year), labourers (540 per year) and plumbing and the heat vent and air conditioning (HVAC) trades (350 per year) occupations are reported to have the strongest recruitment requirement.

In the South East the annual average increase in the construction is forecasted to be 0.1% between 2022-2027 with workforce numbers slightly dipping in 2023. Over the forecast there is expected to be a fall in numbers in some trade areas of construction such as glaziers (2.8%), floorers (2.1%) and electrical trades (1.7%). On the reverse side, there is expected to be an increase in the number of architects (3.1%) as well as other construction professionals and technical staff and surveyors.

Though the Electrical Contractors Association (ECA), the trade association for the electrotechnical and engineering service industry, have carried out some research and supplied some evidence for the Sussex LSIP which suggests that **in order to maintain the local electrical workforce at the current levels, there would need be a minimum annual recruitment of 5%** (excluding inward migration and without any additional provision around skillsets around Net Zero). In 2021/22 there were 273 starts on electrical apprenticeship which constitutes an annual apprentice recruitment rate of 7.2%.

ECA have their own Leading the Charge campaign, which advocates 'having fully qualified and competent electricians as they are crucial to delivery of infrastructure, housing and smart technologies and central to 'Net Zero', with electricians needing key skillsets for solar PV, energy storage systems, EV charging etc.' Consequently, based on this evidence ECA suggests there will be a rise in the number the of electricians needed rather than a decrease.

Most construction employers as part of the Deep Dive interviews said they had experienced challenges when recruiting, particularly as a result of Brexit, the impact of the pandemic on work life balance, flexible working, and skill shortages across the construction industry. As shown in this graph, from construction business respondents to the LSIP Business Survey over the last 2-years, construction businesses are struggling to find a sufficient number of employees with the right technical skills within the local area. Other comments include struggling to find individuals with trade backgrounds to replace those retiring locally.



Business Survey – December 2022

In Sussex, anecdotal evidence from businesses and local networks suggests that in certain trades such as carpentry and joinery, **there is an urgent need to train and recruit new talent into the trades, as well as surveyors and civil engineers in order to replace those who have recently retired or due to retire in the next 5-10 years.**

Many employers within the Deep Dive interviews commented that Sussex is a difficult area to recruit in, for a number of reasons:

1 Being on the coast the pool of potential candidates is halved,

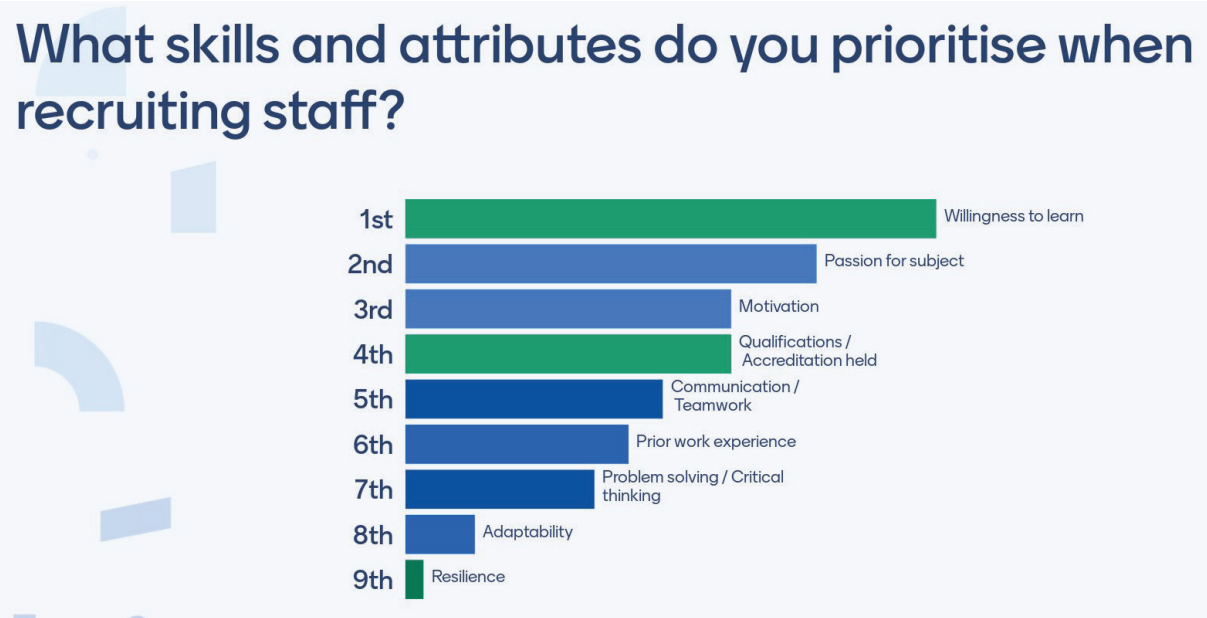
2 It's an expensive place to live but local salaries do not necessarily compete with higher salaries paid in the London fringe,

3 There is an aging workforce in Sussex and in construction this is particularly true in the trades.

4 Lastly, the vast majority of the construction workforce in Sussex are self-employed / micro businesses, therefore gaining a true picture of their recruitment and skills needs is difficult.

> "Due to the skills shortages for some roles, there is huge competition between employers, which is driving a competitive salary market."
>
> Sussex Housebuilder

To combat the difficulties in recruitment particularly with regard to inflated salaries, some employers are making changes, by offering more attractive packages to entice candidates into roles, such as offering flexible working where possible, having inclusive benefits / bonus schemes as well as showcasing the organisations culture, ethics and commitments and practices towards the environment and sustainability.



Construction Employer Deep Dive Workshop – January – Mentimeter results

As part of the Deep Dive workshops, we used Mentimeter interactive software to gain opinions from participants and the graphic above shows the skills and attributes that employers prioritise when recruiting staff. A willingness to learn on the job and a passion for the industry and trade came top, and higher than qualifications and prior work experience. Being able to take ownership and responsibility for tasks and flexibility were also other common traits sought by employers. Able to fit in with the culture of a company, follow instructions, a positive attitude, being a team player and time management skills are especially required when recruiting young people.

Specific Skill Requirements

During the Deep Dive interviews with employers, networks, and membership organisations as well as the Employer Workshops held January 2023, the following specialised skills and transferable skills were identified.

Specialised Skills	Transferable Skills
✦ Revit/AutoCAD	✦ Resilience
✦ Civil engineering	✦ Ability to work independently.
✦ Site management	✦ Communication
✦ Plumbing, heating and ventilation	✦ Willingness to learn on the job.
✦ Electrical – domestic and commercial	✦ Positive attitude
✦ Water neutrality	✦ Time management
✦ Quality and compliance	✦ Problem solving
✦ New technologies / digital skills	✦ Self-motivated
✦ Sustainability / Net Zero / Carbon efficiency	✦ Teamwork
✦ Procurement and tender writing	✦ Customer Care
✦ Carpentry, joinery, and brick	
✦ Plant fitters	
✦ Groundworkers	

Business Survey Dec 2022, Employer Deep Dive Interviews 22/23 and Employer Workshops Jan 2023.

The specialised skills required in the sector reflect where the current skills shortages are but also how the sector is changing and responding to developments such as Building Regulations - June 2022 Updates, with new homes in England now needing to produce around 30% less carbon emissions compared to the old regulations.

These changes to the Building Regulations are also leading up to the Future Homes Standard, which are a set of rules to ensure new homes produce less carbon emissions. Alongside the new regulations for new homes there is also a growing need to retrofit existing domestic and commercial properties in order that they become more energy efficient, particularly in respect of council / housing association properties and public buildings such as schools and hospitals.

Modern Methods of Construction also known as MMC is a process of delivering new buildings quickly, by maximising the efficiency of materials used and human resource. This method of construction uses off-site construction techniques to produce and assemble new homes in a factory, which can then be directly brought and erected onto site.

Leading up to Net Zero, there is also sustainable technology such as battery, Solar PV, retrofit, heat pumps and EV chargers, which all need to be fitted into new buildings and potentially changed in existing properties. **Predominantly, employers will need plumbers, heating and vent technicians and electricians to be trained or upskilled in fitting and maintaining these new sustainable technologies.**

All of these changes and advances culminate in the need for the specialised skills above. Revit/Auto CAD skills are needed to design new homes particularly using modern methods of construction but also to ensure designs and associated calculations meet the requirements set out in the new Building Regulations.

As mentioned previously, there are some large developments in Sussex, which means **there is a need to train and recruit civil engineers and site managers** especially as many people in these professions in the area have or are due to retire.

Expertise in calculating water neutrality in new domestic housing is a specific need for house builders and those working in local planning authorities, as the total water supplied in a defined area, needs to be offset so it is the same after the development as it was before. This is a scientific skill which also links to biodiversity.

Quality and compliance skills required are associated with modern methods of construction and Building Regulations for new builds as it is imperative to ensure compliance with regulations and the homes manufactured and/or built are continually of a high standard.

The skills needed generally around sustainability and Net Zero in the construction industry are relatively undetermined currently, though **there is likely to be need for Retrofit Advisers and Assessors** who can carry out assessments and advise home owners and local authorities in the best energy efficient technologies to be installed.

Several local employers interviewed as part of the Deep Dive spoke about wanting to grow their construction businesses and become a recognised subcontractor on local authorities dynamic purchasing frameworks. These **businesses felt that they lacked some of the knowledge and technical writing skills needed to apply for the local authorities Building Services and Professional Services Frameworks but also to respond to tenders, when successful.** The local authorities response to this finding within Deep Dives discussions is that they would like to find a way of actively supporting more local construction businesses to be recognized on the framework as this would support deliver in relation to Section 106 employment and skills obligations and social mobility.

Lastly, there is a **distinct need for skilled and experienced carpenters and joiners across Sussex**, in the traditional domestic market but also to fit out new builds onsite and to support the build process using modern methods of construction in factories.

A few employers commented as part of the Mentimeter interactive poll during the Deep Dive Employer workshops, that finding individuals with groundwork, plant fitting and machinery skills are also difficult to find. This directly relates to the skills offer as there are no funded groundwork and civils or plant operations training available in Sussex.

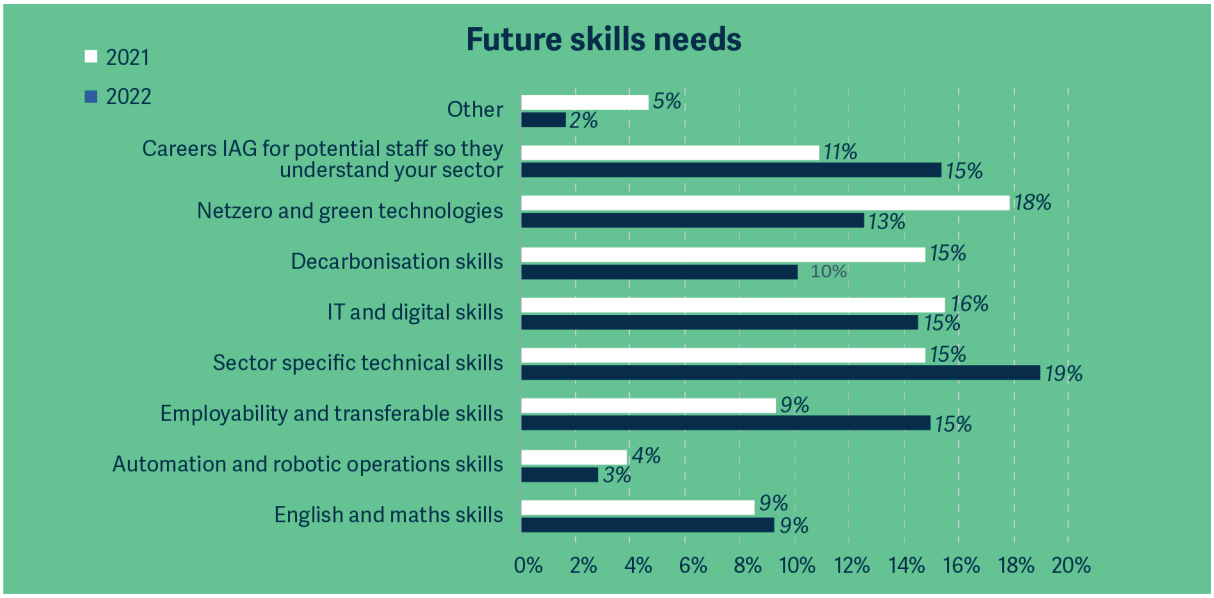
In relation to transferable skills, **businesses are wanting staff who are resilient, can cope with change, able to work in different teams and work in the varying weather conditions**. Being able to work independently and 'get on with the task in hand' was also a key attribute for staff. Good communication, customer service skills and able to work as part of the team are also needed.

Several employers commented during interviews that particularly for young people, they need to have a positive attitude, be motivated and be willing to learn on the job. Turning up to work on time and time management skills are also traits that employers require.

A couple of the medium sized employers interviewed also commented that they were trying to change the mindset of managers to aid recruitment in roles such as sales, marketing, and customer service. By promoting that candidates didn't always need construction skills and work experience as they we coming with transferable skills and could learn about the on the job.

Future Skills Needs

This chart based on the responses to the Business Survey 2022 shows there are future skills needs relating to specific technical skills and digital skills along with skills associated with Net Zero, green technologies and decarbonisation. These future skills were also reflected in the Mentimeter feedback within the Deep Dive workshops where employers commented that there was a distinct need to incorporate Modern Methods of Construction (MMC), sustainability knowledge and green technologies into traditional apprenticeship, trade training in order to future proof it. Digital skills for tradesman particularly in light of the green technologies but also ReVit and CAD skills.



Business Survey December 2022

Due to advances in construction and compliance around building regulations there is a need for a good level of English in order to interpret and understand the rules and meet the requirements but also to have the maths skills to calculate efficiencies in installing solar panels and heat pumps for example.

Employers also identified that career professionals need to be better informed about the current and evolving career paths within the construction industry, in order that they can improve advice and attract more individuals to come and work in the industry.

Due to the skills shortages and it being a difficult recruitment market, employers are seeking employability and transferable skills more now so once staff are employed, they can be trained in the work place and/or go onto an apprenticeship. There seems to more of a recognition from employers that the local pool of potential candidates do not generally have the specific skills required therefore they will need to be employable and willing to be trained on the job.

Other comments regarding future skills need from the Business Survey were the need for industry tickets such as CSCS and CSPS cards, Nebosh training and construction safety.

Modern methods of construction are terms used to describe alterative construction practices where component parts of properties are manufactured off-site. Components can include ready-made walls, floors, roofs and entire rooms, which can be transported to a site and easily assembled. Types of MMC include 3D volumetric construction, Flat slabs, timber frames, precast panels, concrete walls and floors, precast foundations, thin wall technology and thin joint masonry.

In a CITB research paper on The impact of modern methods of construction on the skills requirements for housing, it suggests that modern methods of construction (MMC) require less on-site labour to assemble homes than brick and block construction methods therefore are likely to require a smaller skilled workforce than that currently needed on traditional housing development sites. Though the impact on MMC on workforce skills requirements is largely unknown as there is limited information partly due to the wide range of MMC types. However, in relation to 3D volumetric construction and panelised construction specifically for housing, the research indicated that there would be no change to the baseline for professional and non-manual workforce in these scenarios, it remained a constant requirement. The research highlighted though that there would be an increase in the need for skilled trade and manual workforce needed on onsite but also a shift between onsite and offsite.

In Sussex, the impact on skills in relation to MMC is unknown though there are several employers across the area that specialise in portable and modular building design and production. Boutique Modern is a Newhaven based modular manufacturer who specialises in housing products for local authorities and housing associations. JCPSA produce high-spec modular building and cabins from their site Chichester. Thakeham Homes are also looking into digitalizing and developing MMC.

TopHat a leading 3D modular house builder has recently agreed a £50

million deal to build 200 new zero-carbon homes on a former farm in Lewes. These homes will be targeted at key workers and those in need of affordable rental housing as well as shared ownership. These homes will be developed offsite at TopHat's manufacturing facility in Derby. Work is planned to start on site in 2024.

Based on the research above and following the same trend, the assumption would be that with an increased uptake of MMC, there would be a shift from onsite to offsite and this may result in the need for skilled technical staff.

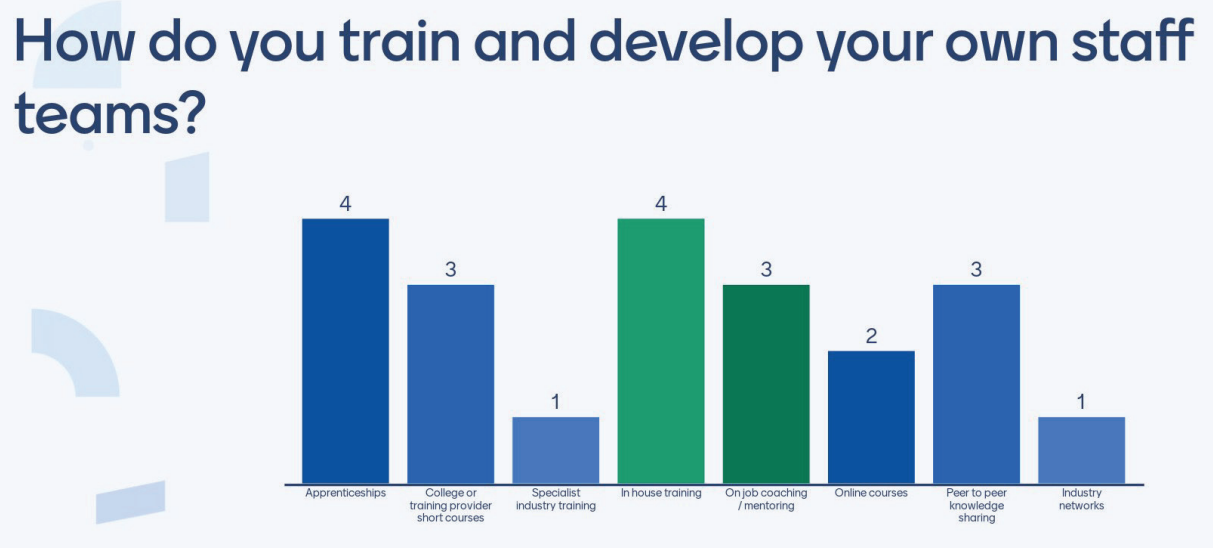
Go Construct have highlighted the digital careers and skills needed in the construction industry as it adapts for the future and the use of digital technology becomes more prevalent. Digital skills highlighted in this article such as Building Information Modelling (BIM) and Computer Aided Design (CAD) as well as architectural digital skills were all raised as current and future skills needs in the LSIP Business Survey 2022 and the Deep Dive interviews. This shows the movement from traditional blueprints to digital design.

As highlighted in this CITB research paper - Net-Zero-and-construction-perspectives-and-pathways, green skills are needed for all construction jobs. Retrofit is expected to be part of the solution though the skills needed to retrofit homes over the next 15 years are largely unknown, partly due to being unable to accurately quantify how many homes will be needed and the significant cost estimates as well as lack of conclusive government information. However, as raised by employers in the Deep Dive Workshops and interviews, learners undertaking construction courses should have some understanding of climate change and how their skills contribute to Net Zero by the end of their course. In many of the skilled trade apprenticeships such as plumbing, electrical and carpentry and joinery, discussions with employers and skills provider suggest that learners are already being taught about Net Zero and decarbonation as part of their course. They are also gaining hands-on knowledge in the workplace as employers design and install new technology to make homes and commercial buildings become more energy efficient. Such as installing energy efficient boilers, heat pumps, Solar PV, and Solar Thermal.

Autonomy have recently published this research report RETROFIT-March-23 which is an analysis of the skills, tools and workforce needed to carry out residential and domestic retrofit work. The study has identified a potential challenge regarding the need to bridge the gap in wages to incentivise existing workers to upskill so they can fulfil retrofit occupations such as solar photovoltaic installers, air conditioning and refrigeration engineers as these roles typically attract higher salaries. The report also highlights the need for a government led programmes to create jobs and to develop and fund robust training programmes. Arrangements with trade bodies in terms of workers making the transition to retro occupations need to be equitable. As well as the requirement for installers, the report confirms the need for energy auditors who can identify opportunities for energy efficiency improvements to buildings. In terms of the number of retrofit workers needed to meet the UK's ambitious target to retrofit all houses by 2035, the numbers of workers currently trained to retrofit is 200,000, Autonomy have estimated that this would need to double to 400,000 in order to meet the target.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) WITHIN BUSINESS

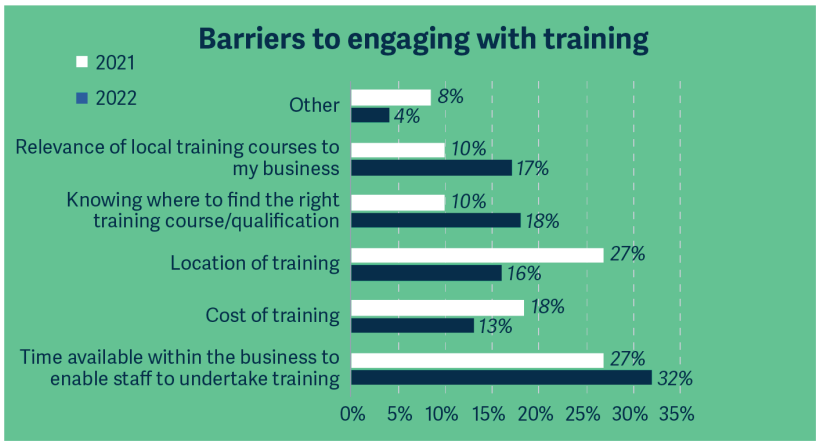
This chart from the interactive Mentimeter poll at the Employer Deep Dive Workshops shows how construction employers train and develop their own staff. As apprenticeships are a traditional route in the construction industry particularly for trades this seems to be the preferred method along with in-housing training. Shorts courses, on-the-job mentoring and peer to peer knowledge sharing were also recognised training methods too.



The overriding barrier for staff not accessing training is around the business having the ability to release staff within work schedules to undertake training. This barrier has increased to 32% in 2022 from 27% in 2021, which suggests that firms are reluctant to turn down work due to the difficult economic climate, therefore this has a knock-on effect of releasing staff so they can participate in training.

Outside of the trade apprenticeships, businesses find it hard to navigate the skills system and find suitable courses which meet their specific training and skills needs and that are delivered locally. It's a complex landscape in which employers would benefit from impartial advice and support

Interestingly the cost of training and location of training is no longer as much as barrier as it was in 2021.



Business Survey – December 2022

> Cost and time can be significant barriers to engaging with training for smaller trades/businesses, particularly around upskilling.
>
> Small trade employer



Business Survey – December 2022

The LSIP Business Survey 2022 responses from construction employers shows a bit of movement in the approaches needed to improve the skills supply. One of the notable changes since the last Business Survey in 2021 is around ensuring that tutors have up-to-date knowledge of the sector, particularly around new technologies and the training needed locally to meet employers' skills needs.

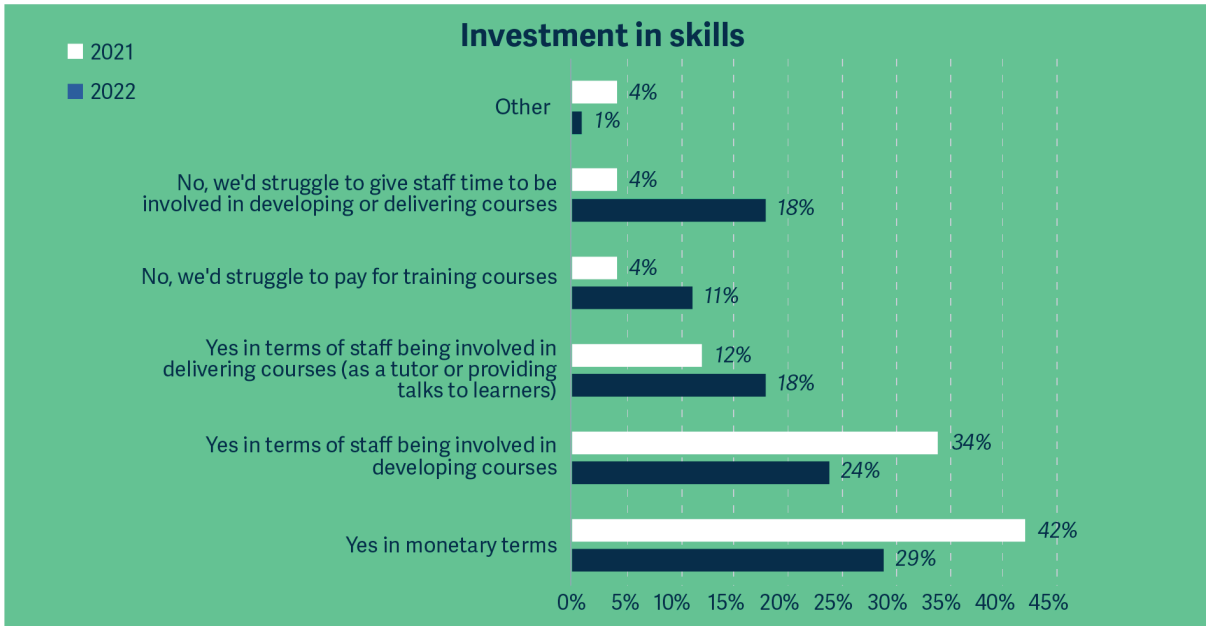
Employers are aware that the colleges are struggling to recruit and retain teaching and assessing staff who are qualified and have the relevant and up-to-date industry experience. Employers stated during the workshops and in interviews that it is critical for teaching and assessing staff to have up-to-date knowledge otherwise the training can become obsolete and invaluable.

The general feeling from businesses is that some of the content in courses including apprenticeship standards is not appropriate. Some of the reason is that in the main most courses are designed with large employer input which can very different to the skills needed by a sole trader or micro business.

Access to local training was another key factor, businesses commented on capacity issues particularly around electrical and plumbing and having to travel further afield for the training. There are also some distinct gaps in the local skills offer specially around groundworks and civils, plant operations and fitters and technical training in relation to CAD/ReVit.

Several employers also commented that full-time courses for 16-18 year olds are generally not effective training as within the trades it's critical there is 'hands on training and experience' not just simulations. Not being able to gain industry tickets or recognised certification on these courses was also an issue of concern.

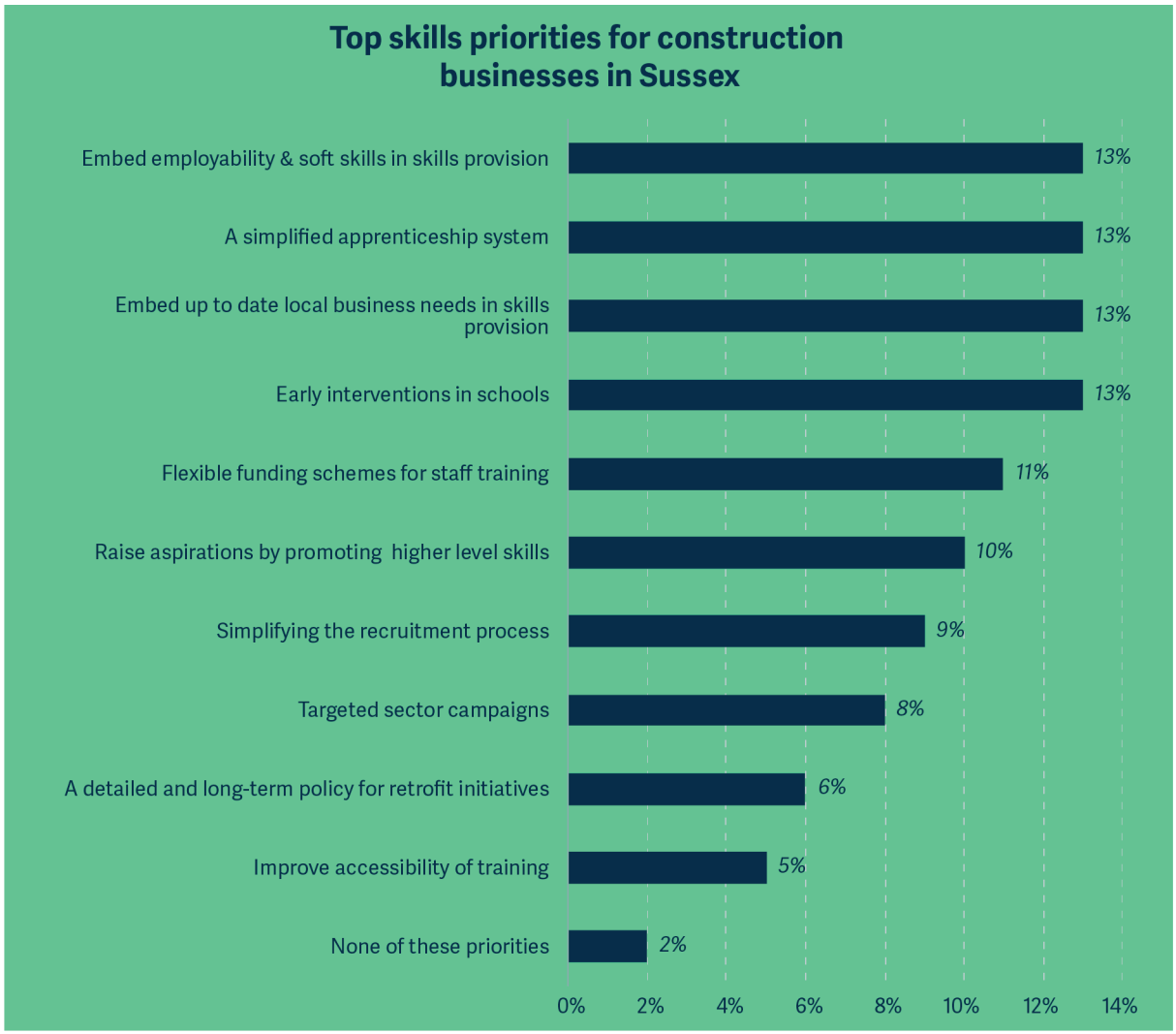
As can be seen from responses to the Business Survey and remarks during the Deep Dive Workshops, businesses want skills providers to have a better understanding of their skills needs and how they can support the sector fulfil vacancies and upskill staff.



Business Survey 2022

One of the questions asked in the Business Survey was around 'would businesses be prepared to invest in skills that support the company'. The response is still 'Yes' but this has decreased significantly since the 2021 Business Survey, particularly in monetary terms; 42% in 2021, down to 29% in 2022. Staff being involved in developing courses was also down, again this reflects employer feedback regarding the impact of the economic climate. On the flip side businesses are now more prepared to be involved in the delivery of training as a sessional tutor or as a visiting business expert exchanging knowledge and delivering demonstrations.

There has been a steep rise in the percentage of employers not being able to release staff so they can become involved in developing and delivering training, 4% in 2021 to 18% in 2022. Also, the number of businesses who would struggle to pay for training courses has also increased.



Business Survey 2022men

Employers overwhelmingly voted four top skills priorities for the construction sector. The priority which featured in discussions in interviews and in the Employer Deep Dive Workshop was to embed employability and soft-skills into courses particularly as part the courses aimed at 16–18-year-olds such as diplomas and T-Levels. Employers want future candidates to be work ready and equipped with the soft skills so once recruited they can learn on the job and be an asset to the company.

The second top priority for employers is to simplify the apprenticeships system though local support for employers to navigate the system and set up an Apprenticeship Service Accounts to pay for the cost of training. Unlike other sectors off-the-job training is not an issue as most apprentices in construction are on a one day a week basis therefore the off-the-job-training requirement is covered.

Another top priority is around skills providers embedding local businesses skills needs into provision. As mentioned previously, there is recognition from the employers that there are issues with skills providers being able to recruit and retain qualified teaching and assessing staff, upskill these staff so they have up-to-date knowledge and lastly the constraints from funding and awarding bodies that they have to adhere too and deliver training within. Feedback from businesses suggests that there is a better understanding of these issues and constraints. Businesses want to support skills providers in coming up with solutions to enable access to high quality training that meets their skills needs, and a skilled candidate pool which they can select from to fulfill their vacancies.

The fourth top priority was early interventions in schools so that children and young people are more aware of the career pathways in the construction industry but also to help address the diversity in the sector too. Better locally developed career resources which show the types of roles and career pathways available locally is key. Along with continuing to enable children and young people to have more meaningful encounters and work experience with employers in the sector.

A good example of early interventions is Thakeham Group's award winning Eddie and Ellie's Wild Adventures cross-curriculum programme for lower Key Stage Pupils. The programme delivered in partnership with the Sussex Wildlife Trust, is based around a children's book and equips local children with the knowledge of the local nature and ecology around them. This type of intervention is a potential hook for children as they learn about the construction industry via topics such as biodiversity and may be more attracted to work in the sector in the future. .

Employers recognise the need to raise young people's career ambitions, particularly for those living along the Sussex coast and in Crawley where aspirations are low for those looking to gain higher level skills in the sector. The Career Hubs and Sussex Learning Network have various initiatives to try and address this.

EXISTING NETWORKS

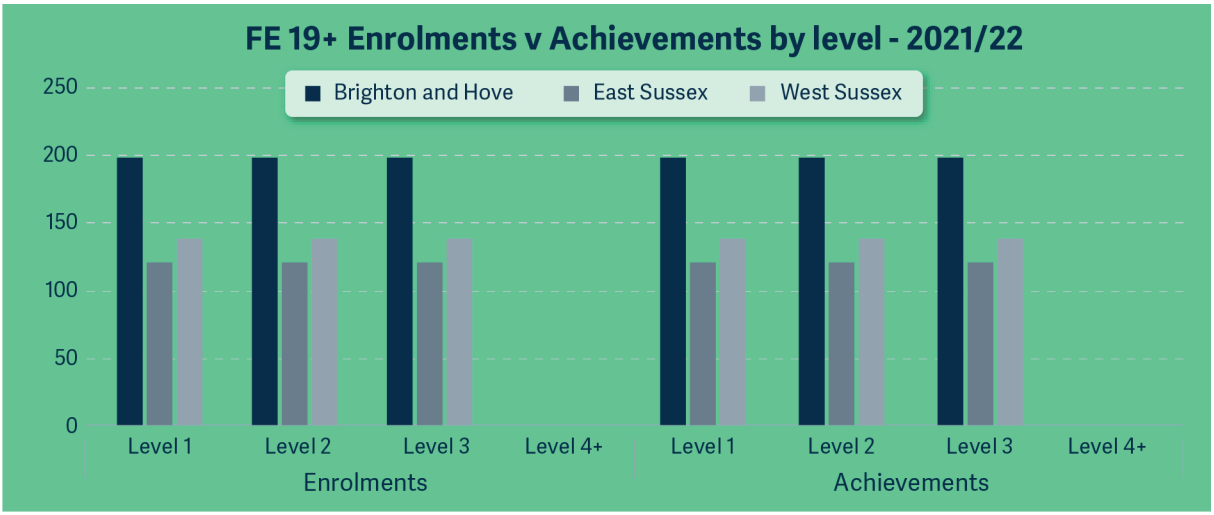
These are the local networks in Sussex specifically relevant to the construction and the built environment sector. Details of Sector Skills councils such as CITB can be found in the Local and Regional Strategic Initiatives section.

Network	Remit of Network
Construction | Sussex Chamber of Commerce	A quarterly forum providing a platform for all organsations trading in the construction and property sectors in Sussex. Organisations can showcase their business, potentially trade, highlight supply chain opportunities and network. One the key aims of the forum is to 'improve skills and increase employment across Sussex'.
Construction & Civil Engineering Task Group | East Sussex County Council	Construction and Civil Engineering is one of six priority sectors identified as part of the Skills East Sussex strategy. This sector task group takes forward the SES skills and employment priorities. Members of the Construction and Civil Engineering skills sector group include local employers, members of the Skills East Sussex team, education, and employability professionals as well as county, local district and borough councillors. The task group meets up to 4 times a year.
Constructing Excellence Sussex Club – Knowledge sharing and best practice in the construction industry across the region	Constructing Excellence is a forum for individuals and companies in the construction industry across Sussex. This local division of a national group provides a platform for inspiring professionals to informally network to learn from each other, share visions, collaborate, and innovate, with an aim of driving much needed change and improvement in the construction sector. Members vote to decide on the topics to be discussed and debated each year. In 2023, topics include building regulations, water neutrality, retrofit and decarbonation. The Club also interacts with skills providers regarding CPD opportunities, careers, and training.
Construction Voice (brightonchamber.co.uk)	A platform for businesses in the city with a vested interest in property and construction. Leading figures from the sector and experts provide insights, updates at network events. Reason event topics include: Does Brighton have any hope of meeting its raised housing targets? The rise of Build to Rent and Harnessing carbon reduction in the property and construction sector.
Task force to examine ways to make 28,000 Greater Brighton homes more energy efficient and reduce carbon emissions - Greater Brighton	In Greater Brighton City Region, they have recently set up a special taskforce to examine how 28,000 council homes can be made more energy efficient and reduce carbon emissions. The task force is led by Lewes Borough Council and the University Brighton. To deliver this large retrofit project, the size of the workforce, roles and the skills needed to complete the retrofit will be considered.
Rother District Council – Construction Stakeholder Group	This recently formed stakeholder group consists of around 40-50 individuals representing 30+ organisations including construction businesses and skills providers. The key role of the group is to support the delivery and achievement of S106 Local Employment & Skills Plans (LESP). At present the LESPs are linked to the build out of reasonable sized developments of residential units within the Rother District.

Evidence Base Part 2 - Skills Supply

At present 16-18 trend data by sector and district and borough from the Department of Education (DfE) is not currently available. Sussex LSIP has applied for access to the DFE's Individual Learner Record data-cube which will provide more granular data. Once received and analysis has taken place, this Skills Supply data section in the report will be updated. Sussex LSIP recognises that for construction employers and skills providers this data is critical as 16-18 enrolments and achievements on construction and built environment full-time and apprenticeships is significant across Sussex.

Sussex LSIP have been able to obtain 19+ data for 2021/22. This graph shows a total of 880 19+ enrolments on construction and built environment Level 1 – Level 4 courses across Sussex in the academic year 2021/22. These figures are based on the home postcode of the learner rather than the delivery location. Across the South East, there were 10,600 19+ enrolments on Level 1 – Level 4 construction and built environment courses, therefore Sussex 19+ enrolments represent only 8.3% of the total South East 19+ enrolments. The highest number of enrolments were in Level 1 with 460 and Level 2 with 310 enrolments. The graph shows no enrolments at Level 4, but this will be due to data not being statistically significant at this granular level.



Data source: Unit for Future Skills Individualised Learner Record – 19+ apprenticeships, community learning, education and training SSA- tier 1 data = Construction, Planning and the Built Environment

16-18 full-time courses

Much of the 16-18 full-time courses offered by the colleges in Sussex (Brighton Met, Crawley, Eastbourne, and Hastings) are in the trades of bricklaying, carpentry, and joinery, electrical and plumbing at levels 1 to 3.

At Chichester College apart from the Construction Skills L1 Extended Certificate, a multi-trade course and the L2 in Construction and Built Environment (Transition to T Level), and Diploma in Furniture, Furnishing and Interiors, all other 16-18 provision is offered as either a T-Level and/or an apprenticeship. At Brinsbury and Chichester College they run a full-time skills course with a woodwork option, which prepares individuals (including those with special educational needs and disability (SEND) to progress onto a level 1 course or employment.

Maintenance Operations L2 Diploma is offered at Hastings College (Ore Valley) and a Marine Construction, Systems Engineering & Maintenance L3 Diploma at the Newhaven Training Centre (East Sussex College Group campus).

Adult courses and short courses

In many cases adults are able to infill into 16-18 full-time courses, if there is capacity and its appropriate, such as when individuals are yet to achieve their first full level 2 (equivalent to 5 GCSE's) or first full level 3 (equivalent to 2 or more A levels). Adults attending full-time courses tend to be aged 19-24 and/or those who are unemployed. 19-24 years olds can be studying on Higher National Certificates (HNCs) or Higher National Diplomas (HNDs) in Construction and the Built Environment.

The majority of adults attend courses on a part time basis. All skill providers in Sussex including all the colleges, JTL (electrical only), Steve Willis (electrical, gas and plumbing) and Tungsten Training Centre (electrical, gas and plumbing) all offer part time courses in the construction trades. In some cases, these courses are offered in the evenings too.

All colleges and skills providers offering construction courses offer a range of short courses available to adults, particularly to update trade skills, gain a new qualification, renew mandatory accreditations or to undertake a course for leisure.

Here are some of the short courses available in Sussex. Please note this list is not exhaustive.

Short Course Title	Where available
Advanced Award in Understanding Decarbonisation	East Sussex College Group - Green Hub - Online Course
Advanced Award in Understanding Decarbonisation (C&G Assured)	
Advanced Award in Understanding Decarbonisation for Companies and Communities	
Advanced Award in Understanding Decarbonisation for Solar Thermal Technology	
Advanced Award in Understanding Decarbonisation with Battery Technology	
Advanced Award in Understanding Decarbonisation Retrofit Technology	
Advanced Award in Understanding Decarbonisation with Solar PV Installations	
Advanced Award in Understanding Decarbonisation with Heat Pump Technologies	
Advanced Micro and Commercial Wind Technologies (Practical)	Eastbourne - Green Hub
Award in Environmental Sustainability	East Sussex College Group - Green Hub - Online Course
Award in Environmental Sustainability (C&G Assured)	
Intermediate Award in Principles of Sustainable Communities	
Intermediate Award in Principles of Sustainable Development	
Intermediate Award in Principles of Sustainable Energy Management	
Intermediate Award in Principles of Sustainable Transport	
Intermediate Award in Principles of Waste Management	
Intermediate Award in Socially Responsible and Sustainable Business Practices	
Intermediate Award in Solar PV Installations	

Short Course Title	Where available
Intermediate Award in Solar PV Installations (C&G Assured)	East Sussex College Group - Green Hub - Online Course
Intermediate Award in Solar Thermal Technology	
Intermediate Award in Solar Thermal Technology (C&G Assured)	
Intermediate Award in Understanding Heat Pump Technologies and Basics of Installation	
Intermediate Award in Understanding Heat Pump Technologies and Basics of Installation (C&G Assured)	
Level 2 Award in Understanding Domestic Retrofit	
Level 3 Award in Domestic Retrofit Advice	East Sussex College Group – Green Hub – Online Course / Tutor-led sessions
Level 4 Award in Domestic Retrofit Assessment	East Sussex College Group – Green Hub – Online Course / ½ day bootcamp
Level 5 Diploma in Retrofit Co-ordination and Risk Management	East Sussex College Group – Green Hub – Online Course
Electricity for Plumbers	Chichester College
An introduction to Furniture Making	
BPEC Heat Pump Technology – Air & Ground Source	Chichester College / Crawley College / East Sussex College Group – Green Hub
Solar PV	Chichester College / Crawley College
Solar Thermal Water	Chichester College
Vehicle Charging Equipment Installation (C&G)	Steve Willis Training Centre / Tungsten Training Centre
Essential Electrics	Steve Willis Training Centre

There are also community learning construction courses on offer in Sussex such as Brickwork for Beginners, an introduction to Carpentry and Plumbing, Woodwork for Beginners, an introduction to DIY / Household Repair and Maintenance and The Incredible Router – Woodworking.

The following Higher National Certificate (HNC) L4 and Higher National Diploma (HND) L5 courses are also available on a part time basis in Sussex.

HNC or HND Course offered	Who offers
HNC Construction Management L4	Chichester College
HNC Construction & Built Environment L4	Crawley College / Eastbourne College
HND Construction & Built Environment L5	Eastbourne College

Commercial courses

Chichester College Group, East Sussex College Group, Steve Willis Training Centres and Tungsten Training Centre also offer the following industry recognised mandatory certificates and re-assessment shorts courses. Most of this training is provided on a commercial basis therefore employers are expected to pay for these industry recognised certificates.

Electrical	Electrical Installations - 18th edition, Erection and Verification of Electrical Installations Electrical Equipment/Appliance Testing (PAT Testing) Initial Verification and Certification of Electrical Installations and Periodic Inspection, Testing and Certification of Electrical Installations Design and Installation of Domestic and Small Commercial Electric Vehicle Charging Installations up to 12KW Safe Isolation
Gas	Commercial Gas a comprehensive range of certificates Domestic Gas range of certificates Liquid Petroleum Gas (LPG) qualification and assessment
Water	BPEC Water Supply Regulations 1999 Unvented & Vented Hot Water Systems
Oil	OFTEC Oil Servicing Installation and Tank Units 101, 105, 600.

Apprenticeships

Backdrop

In Sussex, nearly all construction and the built environment apprenticeships are delivered on a day release or block release basis at the local college or at a training centre owned by an independent training provider.

The Covid pandemic had a major impact on the construction industry which in turn had a dramatic effect on the number of apprentices being recruited, achieving, and gaining qualified status so they can work in the industry without supervision. Though many construction sites remained open throughout the pandemic, the work in the domestic market more or less dried up due to the numerous lockdowns.

During some of the lockdown's colleges and training centres were also shut, which meant that apprentices were unable to attend college/training centres. Even when training facilities re-opened, social distancing measures meant capacity in some classrooms and workshops became reduced. Consequently, some apprentices lost their jobs, became disillusioned and dropped out. Where apprentices continued their apprenticeship, the expected duration was extended to take into account the time lost not being able to attend training. Where the duration of training was extended on apprenticeships such as electrical

(42 months) and plumbing (48 months), this had a knock-on effect on capacity within local apprenticeship providers and meant that new start dates for programmes were either delayed or even cancelled. There was also an effect on employers as apprentices were not qualified when anticipated, so this affected the type of work a business could take on. For some construction employers who regularly have a few apprentices at a time, they delayed recruiting any more apprentices until their present apprentice had completed. The impact of the pandemic is still filtering through but should rectify during the 2022-2023 academic year.

Current

As at the end of Feb 23, there are 97 construction and the built environment apprenticeship standards approved for delivery on the Institute for Apprenticeships and Technical Education (IFATE) website, ranging from level 2 (5 GCSE's equivalent) to Level 7 (Masters' degree). The construction apprenticeship offer in Sussex is a lot less and is mostly centred around the trades such as carpentry and joinery, bricklaying, plumbing and electrical. Over the last 3 years or so, there has been a demise in painting and decorating and property maintenance apprenticeships being offered across the area, with only one skills provider for each in 2022/23.

There is now good coverage of gas apprenticeships across Sussex at Crawley College, Eastbourne College, and Steve Willis (Burgess Hill) and Tungsten (Southwick). Chichester College is the only provider offering the Fire Emergency & Security Systems L3 apprenticeship in the south east region. CITB have recently supported a commercial training provider in Littlehampton to trial delivery of the Scaffolder L2 standard, this is the only provision locally.

There has been a dramatic rise of building and quantity surveying apprenticeships being offered from L3 to L6 (Chartered), making it a valued career pathway and is in direct response to the skills demands stated by employers. Feedback from employers suggested that there was a pressing need to train more surveyors and civil engineers, as many of the current qualified professionals are due to retire in the next 5-10 years which will leave a potential skills gap. Employers are keen to prevent this by recruiting or upskilling existing employees in this field via apprenticeships as part of their succession planning.

There is also a progression route from the Construction Site Manager L4 standard offered by Chichester College to Construction Manager L6 at the University of Brighton.

It's worth noting that there is no groundworks and civils or plant operation apprenticeship provision available in Sussex, therefore employers have to go out of the area for training.

This table shows the construction and built environment apprenticeships delivered by training providers, colleges, and universities in Sussex.

	Chichester College Group			CITB	East Sussex College Group			JTL Training		Steve Willis	Tungston Training Centre	University of Brighton
Apprenticeship Standards	Brighton Met	Chichester College	Crawley College	Littlehampton	Construction Industry Training Centre - St Leonards	Eastbourne	Hastings – Ore Valley	Eastbourne	Worthing	Burgess Hill	Southwick	Moulescoomb campus
Advanced Carpentry & Joinery L3			X									
Advanced Carpentry & Joinery (Architectual Joiner) L3			X									
Bricklayer L2		X	X			x	x					
Carpentry & Joinery L2	X	X	X		X (Site only)	X (Site only)						
Chartered Surveyor L6 (Building Surveying)												X
Chartered Surveyor L6 (Quantity Surveying and Project Management)												x
Chartered Town Planner Masters L7												x
Civil Engineer L6												x
Construction Manager L6												x
Construction Site Supervisor L4		X										
Construction Quantity Surveying Technician L4		X										

	Chichester College Group			CITB	East Sussex College Group			JTL Training		Steve Willis	Tungston Training Centre	University of Brighton
Environmental Practitioner L6												x
Fire Emergency & Security Systems Technician L3		X										
Gas Network Operative L2*						X						
Gas Engineering Operative L3			X			X				X	X	
Installation Electrician / Maintenance Technician L3	X	X	X			X	X	X	X	X	X	
Painting & Decorating L2						X						
Plumbing & Domestic Heating Technician L3		X	X		X	X	X			X	X	
Property Maintenance Operative L2							X					
Scaffolder L2				x								
Surveying Technician L3		X										
Town Planning Assistant L4		X										

Flexi Job Apprenticeships

Flexi-Job Apprenticeships have been designed to ensure that sectors such as construction where short-term contracts are the norm can access the benefits of apprenticeships. They are available to employers and apprentices in two ways:

- Involvement of a Flexi-Job Apprenticeship Agency: where an agency employs the apprentice directly for the duration of their apprenticeship but arranges placements for the apprentice with host businesses.
- Where the apprentice is able to secure multiple short employment contracts directly with businesses that support the requirements of the apprenticeship. Supported by their training provider, the apprentice takes their learning and progress with them as they move between employment contracts (perhaps with a gap between each) and change employers. This model is also known as a Portable Flexi-Job Apprenticeship.

TrAC is now a Flexi Job Apprenticeship Agency who can directly employ apprentices and then places them with different employers over the duration of an apprentices' training. TrAC have been providing a similar model for the construction sector for a number of years. The benefit of TrAC apprentices is that they get to experience different construction contractors and projects, various ways of working and the extra security they can continue their training even if there is a break between placements.

In Sussex, employers reported that they had used this method to find apprentice labour as it means they pay TrAC only for the time when they need them for a project and most of the apprenticeship administration which can be burdensome, is taken care of by TrAC.

At the end of the apprenticeship, TrAC support apprentices to find and secure sustainable employment and/or progression.

T Levels

A new vocational qualification for 16–19-year-olds. An alternative to A Levels, Apprenticeships, IB and BTEC etc. One T Level is equivalent to 3 A Levels. These 2-year courses have been developed in collaboration with employers, so content meets the skills needs of industry and prepares students for employment and future careers. T Levels are mixture of classroom learning and practical experience gained via an industry placement of at least 315 hours.

This table shows the T Levels available across Sussex.

Chichester College Group				East Sussex College Group	
T Levels	Brighton Met	Chichester College	Crawley College	Eastbourne	Hastings – Ore Valley
Building Services Engineering – Electrical		X		X	X
Building Services Engineering – Plumbing		X			X
Design, Surveying & Planning	X	X	X	X	
*Onsite Construction		X			X
**Transition programme		X			

* Onsite Construction – students can specialise in carpentry and joinery, plastering (Hastings only), bricklaying and painting and decorating (Hastings only)..

** The T Level Transition Programme is a 16-19 study programme is designed to develop the skills, experience, knowledge, and behaviours to support progression onto a T Level. Aimed at students not ready to start a T Level at 16 but have the potential to progress onto one.

There were mixed views regarding T Levels from employers in the Deep Dive interviews, particularly around whether students would gain enough practical experience to be work ready and occupationally competent at the end of the course. Though some employers thought T Levels were a good way of nurturing new talent and would consider having a student on an industry placement. The colleges have reported that there has been a good uptake of most of the T Levels on offer, but finding suitable industry placements for all students has been a struggle and was compounded by the pandemic.

Traineeship in Construction

Whitehead Ross Education and Consulting (WREC) offers a specialist traineeship in construction in Brighton. Traineeships are open to anyone aged 16-24 who are not currently in work or training. The traineeship includes a CSCS CITB Test and Green Card which is the industry ticket needed by individuals to gain work on a construction site, maths and English, employability skills and a work placement with a local construction employer.

Institute of Apprenticeships and Technical Education (IFATE)

Occupational Maps

Apprenticeships and the Institute's approved technical qualifications are based on qualifications. The occupational maps developed show where technical education can lead. An occupational standard explains what someone in that occupation does, their role, duties, knowledge, skills, and behaviours. The Construction and Built Environment maps group occupations with related knowledge, skills, and behaviours into pathways, so it easier to see career progression opportunities. Within each pathway, occupations at the same level are grouped into clusters, to show how skills learnt can be applied to other related occupations.

More information about occupational maps and how they can be used by employers, individuals and skills providers can be found here.

What are the occupational maps? / Occupational standards / Institute for Apprenticeships and Technical Education



This key identifies occupational standards in development and approved for delivery.



This table shows some of the potential career pathways that skills providers may wish to explore further based on the skills gaps and training needs identified in the Deep Dive employer interviews and workshops and responses to the Business Survey 2022.

Skills Gap	Apprenticeship Pathway	Technical Occupational Pathway
Technicians and engineers who can design (CAD and/or Revit), prepare, or modify building engineering service solutions and systems; bringing the built environment to life by connecting up the buildings we live and work in. This includes ensuring the building and services are functional, safe, secure and energy efficient. Also key for retrofit programmes.	Building services engineering technician 2022 L3 Building services engineering senior technician L4 Building services engineering site management (degree) L6	Building Services Engineer
Civil Engineers and Surveyors – Designing and planning site engineering and construction projects.	Civil engineering technician L3 Civil engineering senior technician L4 Civil engineer (degree) L6 Civil engineering site management (degree) L6 Surveying technician L3 Construction design and build technician - L4 Construction quantity surveyor (degree) L6 There is also a T Level in this	Design, Surveying & Planning
Construction Site Management – core building tradespersons career pathway to site management. Potentially this could be from any of the L2 or L3 trade apprenticeships such as bricklayer, carpenter and joiner, painter and decorator and roofer etc.	Advanced carpentry and joinery L3 Construction site supervisor L4 Construction site management (degree) L6	Onsite Construction

Alternative Provision

As can be seen from the skills supply data above there are a range of courses offered on a commercial basis which support individuals to gain industry recognised mandatory certification and re-assessment, enabling individuals to legally carry out work in their chosen occupation. In the UK, the installation and maintenance of any electrical, gas, water and oil systems are highly regulated, therefore individuals must be suitably qualified before they undertake this work. When regulations are updated such as the 18th Edition for electrical installation, tradespersons have a certain period of time to gain reassessment so they can continue to undertake work.

Advances in technology and the strive for energy efficiency to meet Net Zero targets means that electricians, plumbers, gas engineers and heat and vent engineers are needing to upskill and train in how to install and maintain air source heat pumps, solar PV and biomass boilers.

Sector-Based Work Academy Programmes

In conjunction with Job Centre Plus, all the local colleges also support Sector-Based Work Academy Programmes (SWAPs) in construction, by delivering the pre-employment training element of the programme. SWAPs are designed to help job seekers on Universal Credit, Jobseeker's Allowance (JSA) or Employment and Support Allowance (ESA) to build confidence, improve job prospects and enhance CVs. SWAP's also help employers to fulfil their job vacancies. In Sussex, they are planned throughout the year when a local employer(s) has a range of usually elementary construction jobs to fill as the employer is then able to offer work experience and a guaranteed job interview. The National Careers Service, Job Centres and the local colleges are hoping to run construction and green skills SWAPs potentially in Brighton & Hove, Chichester, Crawley, Eastbourne, and Hastings in the near future.

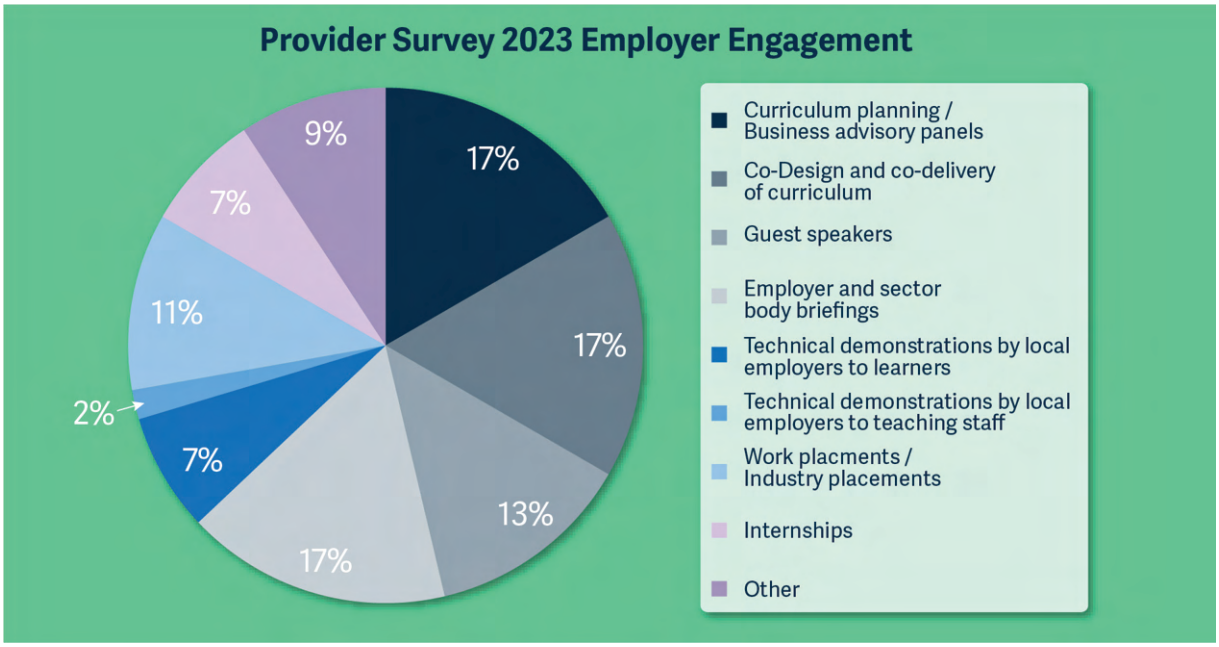
Adult Education

In the 2022/23 academic year WREC are delivering the City & Guilds L1 Awards in Health and Safety in Construction, with CSCS card to Brighton & Hove residents aged 19 and over. This qualification is part of a suite of qualifications commissioned by Brighton & Hove City Council.

CSCS including CITB test and Green Card - WREC (wrecltd.co.uk)

Employer Engagement

Results from the Provider Survey 2023 illustrate that skills providers engage with businesses in a variety of different ways.



This includes facilitating advisory panels and/or networks of employers to understand skill demands and needs to inform future curriculum planning. Engaging with employers to support the design of courses/modules and in some case co-deliver of modules.

Employers have been involved in setting tasks, projects and challenges which provide opportunities for learners to engage with real world scenarios and issues affecting the construction industry. These are collaborative short-term projects between the skills provider and the employer.

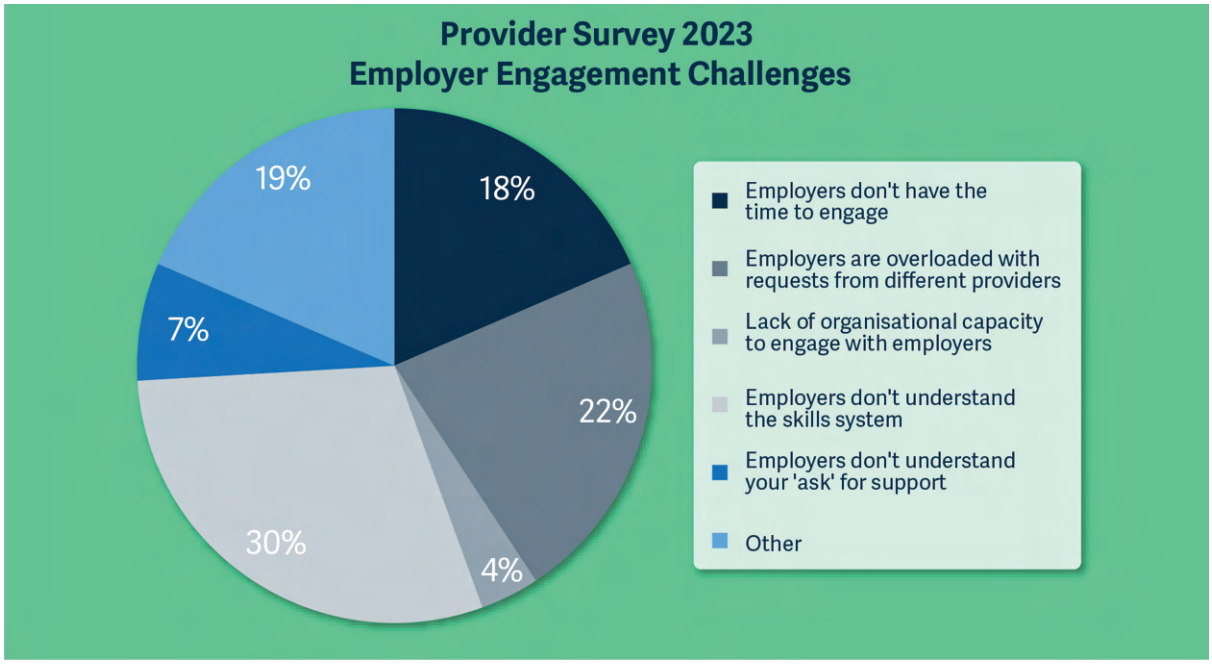
Similarly, skills providers also invite employers to come and speak to learners on a variety of different topics such modern methods of construction, net zero and new building regulations.

Skills providers also engage with businesses to deliver demonstrations to their students.

Skills providers also engage with employers in respect of work placements for 16–18-year-olds on full-time provision and industry placements for those on T-Levels. In respect of apprenticeships, skills providers are actively engaged with businesses right from the start of the apprenticeship journey, up until the apprentice completes and progresses.

The University of Brighton also has an internship programme for all learners on their construction HE programmes. Colleges, universities, and independent training providers are all involved in industry events and networks.

Skills providers recognise that engagement with businesses can always be improved and particularly so both parties have a better understanding of skill and training needs as well as the challenges, constraints, and pressures each other face. They also acknowledge having an open and constructive two-way dialogue is key to having an effective and high-quality skills system. Skills providers are acutely aware that employers having a negative experience can affect future engagement and ultimately reputation.

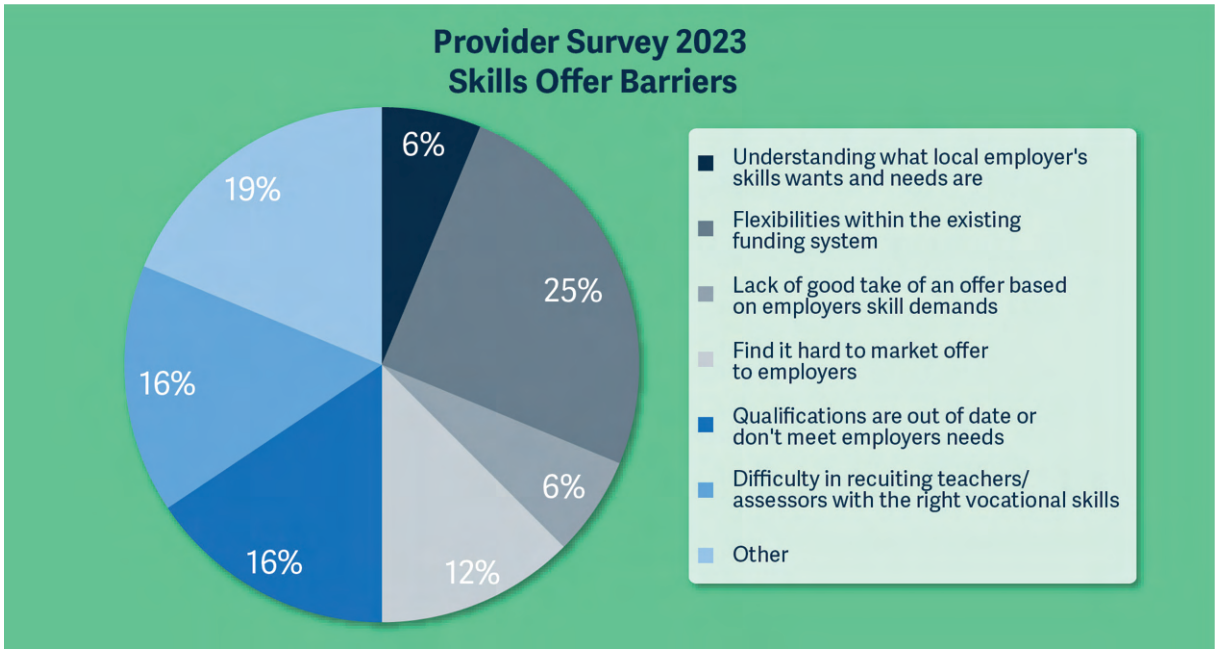


There was recognition from the skills providers that many of the employers in construction in Sussex are sole traders and micro businesses therefore they do not have the time or capacity to engage and also do not want to turn down work, particularly in these difficult economic times.

Skills providers are aware that employers can be bombarded and overloaded with a range of requests to become engaged with them. They appreciate that the skills system is complex and some employers are unaware of all the courses on offer, particularly in respect of different apprenticeships programmes and short courses to upskill staff. Capacity to deal with all employer requests can be a challenge for skill providers too.

Barriers and challenges to providing a skills and training offer.

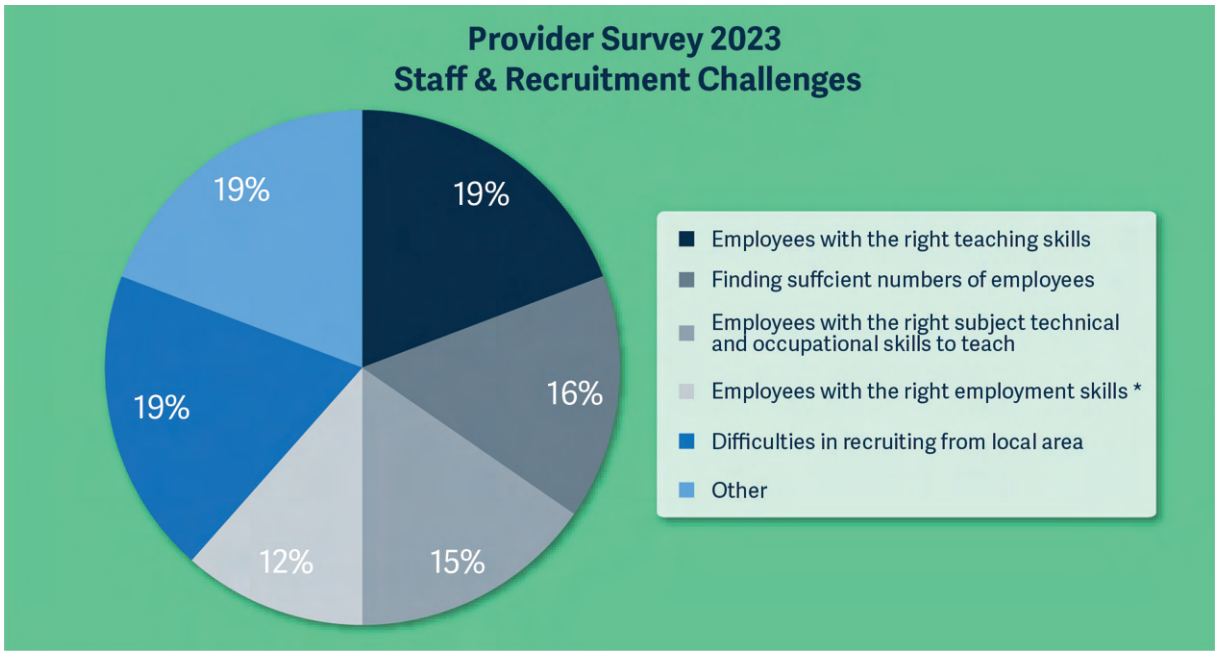
As can be seen from the chart below from the Provider Survey, the biggest barrier that construction skills providers have in delivering the skills and training demanded by employers is the lack of flexibilities within the existing funding system. During the Deep Dive Workshops employers commented how current further education funding available to providers in Sussex is very prescriptive, which means they are unable to deliver funded industry tickets (CSCS or CSPS cards etc), short courses such as CAD or modules to upskill or entice the unemployed into the sector. Consequently, the constraints around the funding mean skills providers at present struggle to meet some employers' requirements.



Skills providers also expressed difficulties in determining exactly what local employers' skills needs are particularly in terms of technical/digital skills and skills associated with Modern Methods of Construction (MMC) and green technology skills. Skills providers spoke of their need to gain a full understanding of what's required to see whether a course can be either updated or developed and that it would be a viable course to deliver. Quantifying skills needs is complex and hard to plan and forecast. Linked to this barrier is the funding and awarding body constraints which means skills providers do not have the flexibility to change qualifications in order that they better meet employers skills needs.

In interviews with skills providers, they were frustrated that some qualifications had not been updated in line with new Building Regulations and modules on green technologies, and sustainability.

Lastly, one of the biggest barriers is attracting and recruiting teaching and assessment staff to teach construction provision with the right qualifications, industry experience and vocational skills. Across the board there are vacancies in college construction departments.



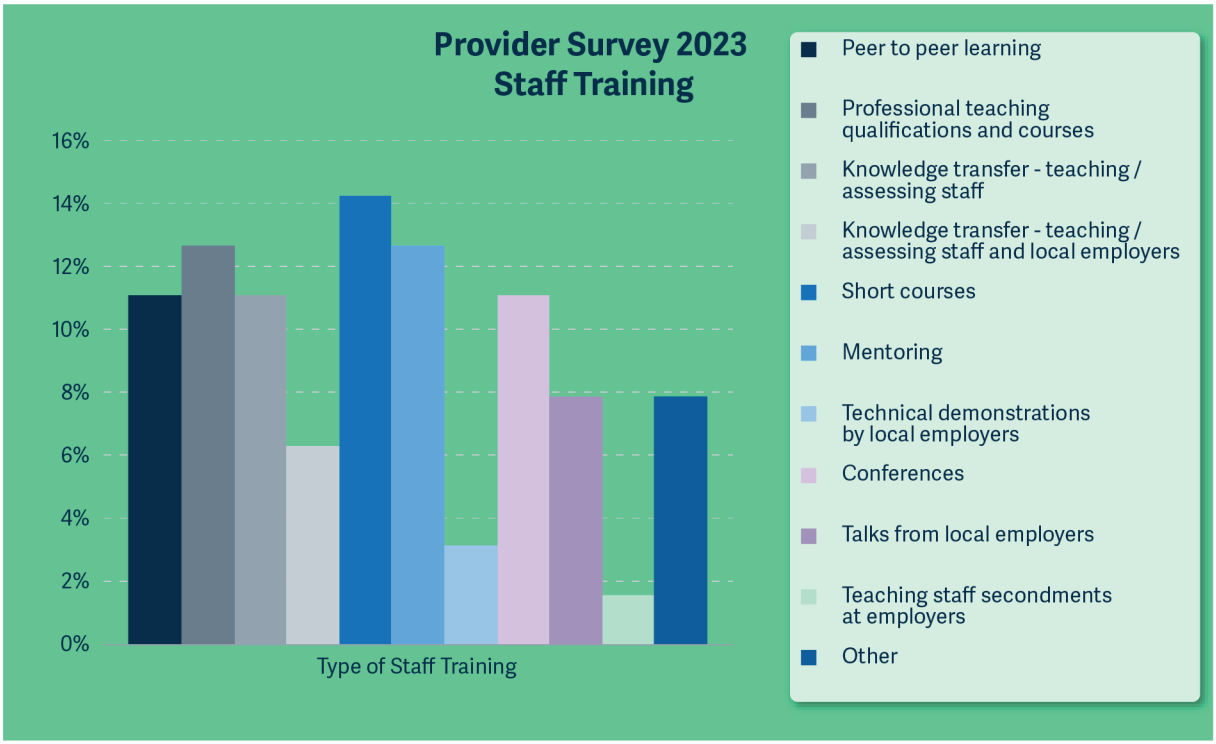
* Employability, transferable and communication skills, attitude, and body language

As just mentioned, one of biggest challenges facing colleges in delivering a comprehensive construction provision are difficulties in recruiting in the local area as the pool of candidates is small, and smaller still when looking for candidates that have up-to subject have up-to-date subject technical skills and occupational experience in order to teach. It is also critical that teaching and assessment and assessment staff have excellent communication skills, a positive attitude and good body language.

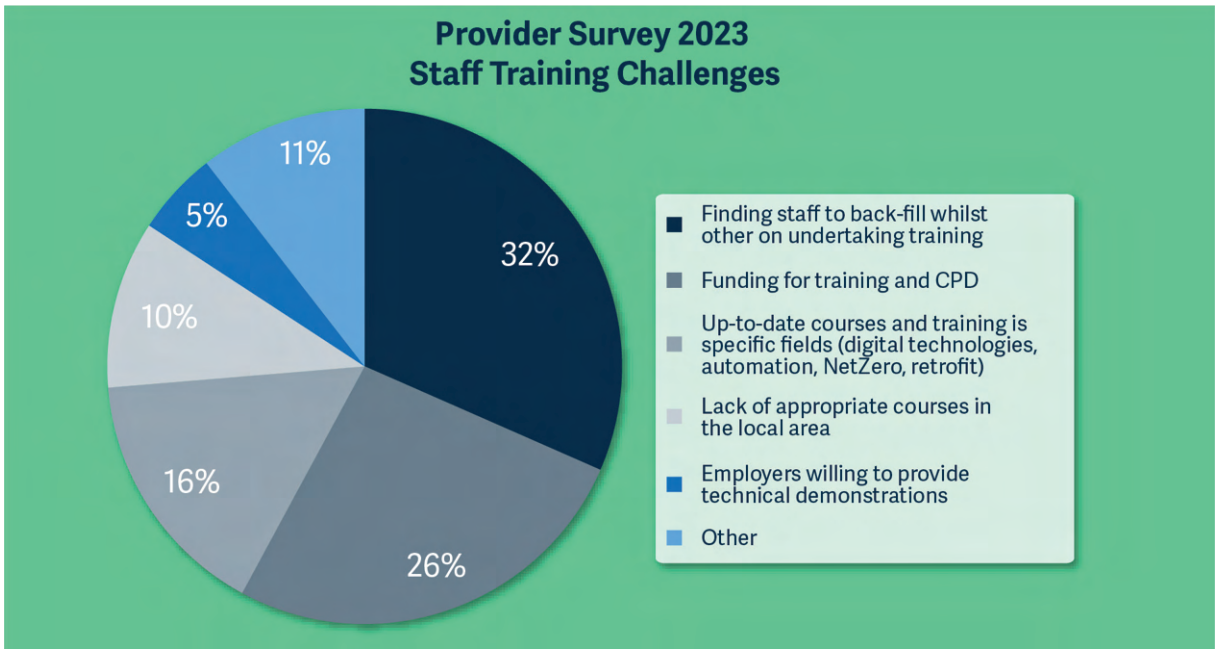
Colleges in their responses to the Business Survey also indicated that there was increased pressure on them to use agency or make secondment arrangements at high costs to fulfil these vacancies. Using agency staff and having secondments arrangements comes with its own challenges in respect of monitoring performance, quality assurance and rules around subcontracting. The ability for colleges to offer a competitive package equivalent to that offered in the industry is in the main unfortunately unachievable.

Due to the number of vacancies within construction departments in Sussex, there is a need to balance recruitment numbers with those available with the staff delivery teams.

One skills provider responded that there were recruitment challenges due to teaching locations.

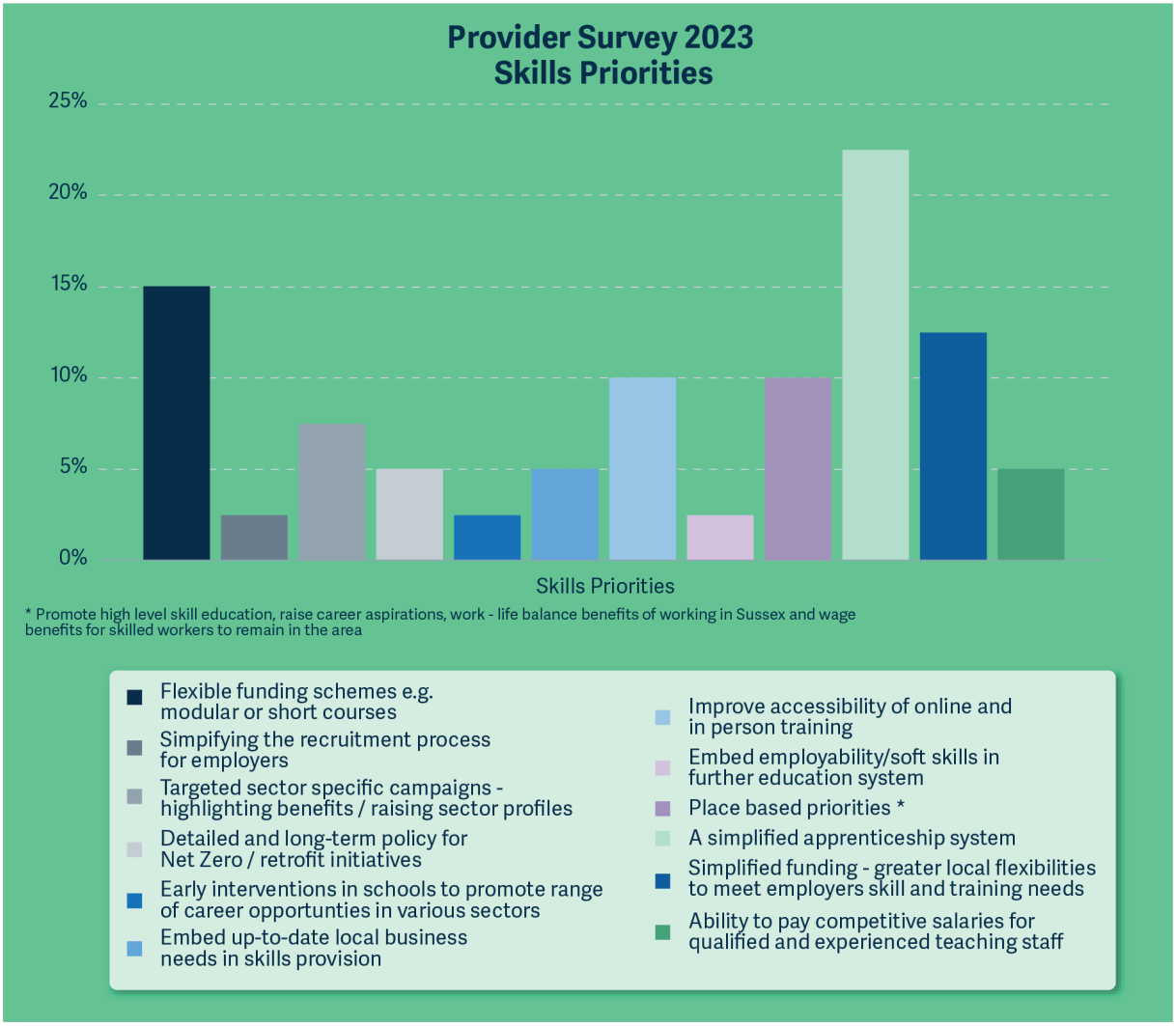


Construction skills providers use a variety of methods to train staff including short courses, developing staff so they can obtain professional teaching qualifications, mentoring, peer to peer learning and conferences from Sector Skills Councils and awarding bodies. To a somewhat lesser extent staff have talks and demonstrations from local employers. There are also established mechanisms for knowledge transfer between staff and local construction employers.



Bearing in mind the staffing issues in college construction departments, colleges reported that they find it very difficult to back-fill staff so they can undertake training. Lack of staffing resource and capacity within college departments is the biggest challenge. Feedback from skills providers suggests that due to increased overheads, rising fuel costs and funding rates for delivering courses substantially less than inflation and the actual cost of delivery means that staff learning, and development budgets are being squeezed, therefore not enough funding is in the pot for all training and CPD teaching staff needs.

Finding up-to-date and appropriate local courses for teaching staff on specific topics such as Modern Methods of Construction, digital and green technologies and retrofit is also problematic.



Skills providers top priorities for improving the skills in Sussex is exactly the same as employers, and that's a need to simplify the current systems so employers find it easier to recruit and access funding for 19+ apprentices where required. Many sole traders and micro businesses often require support to take on their first apprentice. In East Sussex small employers are supported through the process by the Transform Programme - SCTP. This is also the reason why CITB have recently launched a package of support for businesses looking to recruit apprentices which includes Talentview: a one stop recruitment portal where employers can upload their vacancies through their Apprenticeship Service Account.

Again, in synergy with businesses, skill providers believe that there is an urgent need for early careers intervention in schools to nurture more young talent into the construction industry and crucially start to diversify the sector too. More local initiatives need to be developed and careers resources need to be adapted so they are specific to the current roles and career pathways found across Sussex.

The next key priority identified by skill providers which again is the same as employers is the need to introduce local flexibilities to deliver training and qualifications that meet employers skills and training needs, especially in terms of industry tickets and short modular courses to upskill existing staff but also to encourage the unemployed to work in the sector. In discussions with skills providers, they commented how having local funding flexibilities would also enable them to build more easily employability and soft skills that employers are looking for.

Raising aspirations of young people particularly along the Sussex coastal strip and Crawley of the benefits working in the sector, HE progression opportunities and promoting construction high level skills opportunities all aligns with employers' priorities.

EXAMPLE INITIATIVES IN SUSSEX

Partnership working with SGN Gas Networks

East Sussex College Group (ESCG) are delivering a Gas Network Operative L2 and Gas Engineering Operative L3 apprenticeships as a direct response to SGN's need to train and employ skilled professionals. These apprentices will learn how to construct, maintain, and repair the gas network infrastructure, to provide a reliable supply and service to domestic, commercial, and industrial users. The apprenticeship provides individuals with valuable training and the college is helping SGN to build a skilled workforce that can drive innovation and progress in the energy sector. SGN are key advocates for decarbonising the gas networks, predominantly through the adoption of cleaner energy solution such as the adoption of hydrogen in place of natural gas, which can play a vital role in helping meet net zero targets. The college intends to be at the forefront in training the next generation in cleaner energy solutions and will be involved in hydrogen developments with SGN.

Teacher Encounters

Skills East Sussex and the East Sussex Careers Hub have recently been successful in winning a Teacher Encounters bid awarded by the Careers & Enterprise Company.

The aim of East Sussex Teachers Encounters programme is to enable Further Education and Higher Education CPD and increase recruitment. ESCC have been awarded funding to run a single face to face CPD event which brings together teachers, tutors, lecturers, technicians, careers advisers and career leaders. 15 employers from construction and engineer/manufacturing will also be engaged to support the event which is planned to take place in 2023. The event will include: Key note speakers talking about the future of construction, practical workshops with demonstrations of new technology and skills, a HR session about the requirements of the construction sector and a pathways session highlighting progression opportunities within the construction industry.

Evidence Base Part 3 - Careers Services

EXISTING CAREER INITIATIVES

Detail any careers advice and guidance programmes/initiatives/providers and how they support the sector and work with the skills providers.

Career Hubs

In Sussex, there are two Career Hubs: Coast to Capital Careers Hub covering Brighton & Hove and West Sussex and East Sussex Careers Hub . Both Career Hubs are part of The Careers and Enterprise Company (CEC) national network of Career Hubs which aims to provide high quality careers education in schools, special schools and colleges. The CEC partners with East Sussex County Council and Coast to Capital Local Enterprise Partnership to deliver the Career Hubs.

The purpose of the Career Hubs is to create powerful and robust connections between local businesses and education providers in order to inspire and better equip young people for their next steps and future careers. Activities delivered by the Career Hubs include:

- **Enterprise Adviser Networks** – Volunteers from local businesses and organisations are recruited as Enterprise Advisers to work alongside schools and college senior manager teams to support their careers strategy, develop inspiring careers programmes and to provide advice on effective employer engagement.
- Gatsby Benchmarks - Career Hub Enterprise Coordinators and Enterprise Adviser support schools and colleges to improve their career guidance and achieve the Gatsby Benchmarks. These benchmarks help to ensure that young people have the opportunity to participate in a range of employer led career activities. These activities include job fairs, mock interviews, taster days, training provider days as well as visits key sector workplaces, thereby helping young people to make informed decision about their career and enabling them to develop skills for the world of work.

Out of the 8 Gatsby benchmarks there are two rely on employer engagement:

Benchmark 5 - Opportunities for young people to have meaningful employer encounters.

Benchmark 6 – Experience of the workplace

Most schools and college across Sussex have a qualified Careers Lead or Adviser who design and deliver the careers programme.

Brighton & Hove City Council (BHCC) – Youth Employment Hub

The Youth Employment Hub is a resource for young adults aged 16-25 who live in Brighton & Hove. Advisers can support young adults to find opportunities, explore options and help them plan their future so they can reach their education, employment and training goals. Young adults can access face-to-face support from staff at the Youth Employment Hub situated in the heart of Kemptown in the city.

Youth Employment Service (YES) East Sussex

YES is a targeted information, advice and guidance service for 16-18 year olds (up to those aged 25 with an Education, Health and Care Plan. This service is commissioned by East Sussex County Council and delivered by CXK. The YES team work with some of the most vulnerable and disengaged young people in the county to break down barriers to participation in learning, training and employment with training. Specialist Advisers from the Youth Offending Team, Looked After Children Team, Education, Health & Care Plan Assessment and Planning Team and iSEND work with education providers and other support agencies to provide the best support for young people.

Step-Up programme

CXK also run a Step-Up bespoke programme to engage and support NEET (Not in education, employment, or training) 16-24 years olds in East Sussex. The programme is designed to support personal development and/or help prepare young people to more on into an apprenticeship, traineeship, further education, or work. More information can be found here: Step Up - CXK. Programmes include:

- **Mentoring and Skills Building** – CXK's Base Camp - A professional mentoring service supporting young people to reach their full potential. Young people from a tailored menu of skills building sessions, delivered online, 1:1 and via group workshops.
- **Pathway to Employment Traineeship Course** – Heathercroft Training Academy's 5-day Step-Up courses are held regularly throughout the year and are designed to prepare young people for an interview with an employer. After the Step-Up course young people go onto the Pathway to Employment Traineeship course which can last up to 6 months.
- **Wealden Rural Employment Initiative - Wealden Works** – provides the opportunity for local young people to benefit from contact within the business world and support networks, bridging the gap between education and work.

Making a Difference

A Education Development Trust (EDT) programme for those aged over 18, unemployed and living in Brighton & Hove and West Sussex. Qualified Employment Coaches provide tailored 1-2-1 support to help adults into work. Support includes help to explore career options, developing CV's, practice interviews, and finding different opportunities.

Another element of the programme is the organisation of jobs fairs across the EDT area.

National Careers Service

The National Careers Service (NCS) provides information advice and guidance to adults. CXK who are the prime for this contract across Sussex deliver the service in East Sussex

and subcontract to the Education Development Trust (EDT) for deliver and in Brighton & Hove and West Sussex. NCS offer personalised advice based on an individual's skills and interests. There services help adults to be in a better position to move forward. Individuals can seek careers advice, support with actively finding employment, changing careers, or returning to education or training.

This link shows the careers in the construction that adults can explore with NCS.

Construction and trades | Explore careers (nationalcareers.service.gov.uk)

CAREER INFORMATION

Apprenticeship Support and Knowledge for Schools and Colleges (ASK) Programme

The Sussex Council of Training Providers leads he delivery of this project which is a Department of Education contract awarded by CXK. The ASK programmes focus is on assisting schools with their statutory duty to provide impartial careers advice and guidance to young people by providing them with a package of comprehensive support and information about apprenticeships, traineeships, and T Levels. Schools engaged on the project can from a menu of activities which include:

- Awareness sessions around apprenticeships and employment pathways
- Application and Registration Workshops for students in Yr11 -13
- Interactive in-person and virtual employability support
- Teacher CPD session
- Parent presentations

Ask advisers also work with schools to support them to access the extensive bank of resources and information available here: Apprenticeships, including how to link ASK activities to the Gatsby Benchmarks.

T Levels

Here are some T Level resources commissioned by ESCC and produced by Sussex Council of Training Providers SCTP and East Sussex College Group. These resources include a guide for parents, an interactive learning module so students can find out where studying T Levels can take them and films where current T -Level students, their employers and their lecturers are interviewed. All these resources have been produced with a local East Sussex flavour.

Greener Careers Sussex Project

The project led by Sussex Learning Network (SLN) in partnership with East Sussex College Group aims to raise awareness among careers advisers of courses available throughout Sussex that equip learners to enter sustainable and net-zero careers across a range of

sectors. The central aim is to produce an online portal featuring qualifications, courses, and labour market information to help career advisers understand the opportunities in the 'green economy' and the pathways learners can take to enter them. Here's a link to the portal:

Widening Participation projects

The Sussex Learning network in partnership with Chichester College Group in West Sussex works with college cohorts and target schools to deliver a range of Widening Participation projects as part of the Office for Student's Uni Connect programme. This includes providing information, advice and guidance, bursary support, a peer-mentoring programme, and Level 2 and 3 course aspiration- and attainment raising activities. Its work covers Chichester, Crawley, Brinsbury, Worthing and Haywards Heath.

Sussex Community Development Agency (SCDA)

SCDA offers a range of programmes to support people across East Sussex who are not in employment. They help people to find opportunities in volunteering, training, work experience, finding work and sustainable employment.

Positive and Possible

WSCC have a Positive and Possible – SEND employment support campaign to raise awareness of the issue of helping teachers, parents and employers work together to support young people with special educational needs and disabilities to achieve their career goals.

D&A (Disability & Ability)

D&A is a Brighton based awarding winning social enterprise supporting individuals, organisations, and social justice projects to creative inclusive cultures. Services include 1-to-1 Assistive Technology training and mentoring, to group workshops and leadership coaching.

Genius Within

Are an East Sussex based C.I.C 'Passionate about Neurodiversity. They support organisations, businesses and individuals to find out how they can work at their best. Services offered are assessments coaching and Neurodiversity Awareness Training. In partnership with Shaw Trust, they are involved in two projects on behalf of HM Prison and Probation Service, collectively known as CFO3. The CFO project supports neurodivergent offenders. They are also actively involved in employment projects, such as the Work and Health Programme, connecting Choices and Intensive Personalised Employment Support.

WORK EXPERIENCE

In schools, special schools and academies and other establishments across the county, arrange some type of work experience for their students in Year 10 and Year 12

East Sussex County Council work experience team offer a traded service to schools within the county. The service has been designed to support schools manage the process of placing their students with businesses.

The service also supports businesses by providing information on how work experience operates within the county, how to become involved and best practice for hosting placements. More information can be found here:

In West Sussex and Brighton & Hove, individual schools arrange work experience and work encounters for their students.

Brighton & Hove City Council have published a Work Experience toolkit for schools, academies, other academies to support them in setting up work experience and work encounters for their students.

PATHWAYS INTO WORK FOR UNEMPLOYED ADULTS

Sector-based Work Academy Programme (SWAP) administered By Jobcentre Plus in partnership with local skills providers.

SWAPs support employers to create a skilled workforce for their business. SWAPs support those in receipt of unemployment benefits aged 18 upwards to apply for jobs in different area of work. Placements are designed to help meet employers immediate and future recruitment needs by recruiting a workforce with the right skills to sustain and grow their business.

SWAPs can last up to 6 weeks and placements have 3 main components:

1 1Pre-employment training – matched to the needs of the sector.

2 Work experience placement – an opportunity for businesses to identify talent and individuals to cement their knowledge and understanding of what's required in a role

3 A guaranteed job interview or support with an employer's recruitment

Participants remain on benefits while on a SWAP placement and the government pays any travel and childcare costs whilst benefit claimants are on the scheme.

The Restart Scheme

The Restart Scheme helps long-term unemployed people to start working by providing a wide range of support options, including skills training, job application and interview preparation, financial help, online tools and health and wellbeing support. Providers work with individuals to make a plan and help them to achieve their job goals. The Restart Scheme is delivered by Reed in Partnership in East Sussex and Fedcap Employment in Brighton and Hove and West Sussex.

Whitehead Ross Education and Consulting (WREC) are delivering the Restart Scheme in Worthing.)

Skills Bootcamps

Skills Bootcamps are free flexible courses of up to 16 weeks for adults aged 19+ looking to be upskilled, a new role or job opportunity. They provide individuals with opportunity and training to develop sector specific skills which are in demand from local employers. Providers delivering the skill bootcamps are either employers or training providers/colleges. Where employers are delivering the bootcamps, they have job opportunities or new roles within their organisation or current network, therefore can guarantee a job interview when learners successfully complete the course. Similarly, where training providers/ colleges are delivering the bootcamps are training is designed in partnership with employers who are looking to upskill their existing workforce and/or have job openings.

In addition, those individuals who join the skills bootcamp who are self-employed will helped to find new work opportunities.

At present there are no construction skills bootcamps located in Sussex.

WorkAid – Supported Employment Scheme

This scheme available in West Sussex aims to match adults with learning difficulties and/or autism with suitable work placements and includes help for employers to get the most from their valuable and productive new employee. Individuals work through a tailored programme to prepare them for the world of work including skills training, assistance with job applications and supported inductions with employers. Empowering individuals by raising their self-confidence, independence, and self-esteem while challenging perceptions of disability in the workplace.

Workability

A scheme which supports people with a physical, sensory impairment and/or acquired brain injury to find paid jobs in West Sussex.

Little Gate Farm

Support adults in East Sussex with learning difficulties and autism to find paid work through supported employment programmes, supported apprenticeships or supported work training.

Evidence Base Part 4 - Local and Regional Strategic Initiatives

LOCAL STRATEGY

Sussex has a diverse geography, made up of two Local Authorities (East Sussex and West Sussex) and one Unitary Authority (Brighton and Hove). There are two Local Enterprise Partnerships, Coast to Capital (C2C) LEP which has remit for economic regions of greater Brighton and Hove, West Sussex, and east Surrey around Gatwick Airport and Southeast LEP (SELEP), covering the counties of East Sussex, Kent, and Essex.

Coast to Capital's Skills 360 Board provides strategic direction and support for the delivery of the Strategic Economic Plan, Gatwick 360° actions within Priority 4: Create Skills for the Future, where the key aim is to boost productivity by giving people the skills needed to secure and maintain high quality jobs. The Skills 360 acts as a Skills Advisory Panels (SAP) for Coast to Capital area and brings together employers and skills providers with the key aim of developing an evidence based analysis to support skills providers in meeting employers skills demands. The board includes two employer construction champions.

As part of SELEP - Skills East Sussex (SES) | East Sussex County Council is the strategic body for employment and skills in the county. The aim of the Board is to improve local employment and skills levels to increase economic prosperity in East Sussex. SES strategic priorities for 2021-2030:

- Priority 1: Ensuring that national policy and funding supports the delivery of learning and skills in East Sussex
- Priority 2: Enabling our Further Education (FE)/Higher Education (HE) establishments to recruit excellent educators with specialist technical knowledge.
- Priority 3: Improving our digital skills and digital inclusion.
- Priority 4: Upskilling our workforce to increase regional productivity.
- Priority 5: Supporting the unemployed and unqualified.
- Priority 6: Skills for a Net Zero future.

SES have identified six priority sector task groups for which Construction and the Built Environment is one group.

Greater Brighton Economic Board is a legally constituted body behind the growth of the Greater Brighton City Region, with the aim of protecting and growing the region's economy through innovative initiatives and coordinating economic development activities and investment. The Greater Brighton City Region is made up six local authorities: Adur, Arun, Brighton & Hove, Crawley, Lewes, Mid Sussex, and Worthing as well the unitary authority of Brighton & Hove. The remit includes innovative activities associated with employment and skills.

Coastal West Sussex is an area partnership which brings together business leaders, skills providers, and the public sector to collaboratively address economic issues that affect the coastal area. One of their Position Statements is for skills and workforce and they have set up an Skills and Enterprise Group 'to inspire more young people and adults into local, meaning work, apprenticeships and long-term employment across Coastal West Sussex.

Construction Industry Training Board - CITB is the industry training board for the construction sector in England, Scotland, and Wales. An executive non-departmental public body sponsored by the Department for Education. Their purpose is to support the construction industry to have a skilled, competent, and inclusive workforce, now and in the future. CITB is empowered to impose a levy on employers in the construction industry. CITB uses the levy to:

- Support training and development through grants and funding.
- Promote the construction industry as a great career choice and offer high-quality apprenticeships.
- Identify skills needs across the construction industry.
- Develop occupational standards and qualifications.

CITB have local advisers which cover Sussex, who can support and guide employers in accessing CITB training, grants, funding, and apprenticeships as well as signposting to other sources of support, help and advice.

BSE Skills Ltd – Building Service Engineering Skills Limited is the sector skills council for building engineering services and they manage and National Occupational Standards (NOS), qualifications and apprenticeship for the building services engineering sector (Electro-technical, heating, ait conditioning, refrigeration and plumbing) across the UK and address wider skills needs in the sector. They represent more than 43,000 businesses and around 343,000 operatives.

Evidence Base Part 5 - Cross Cutting Themes

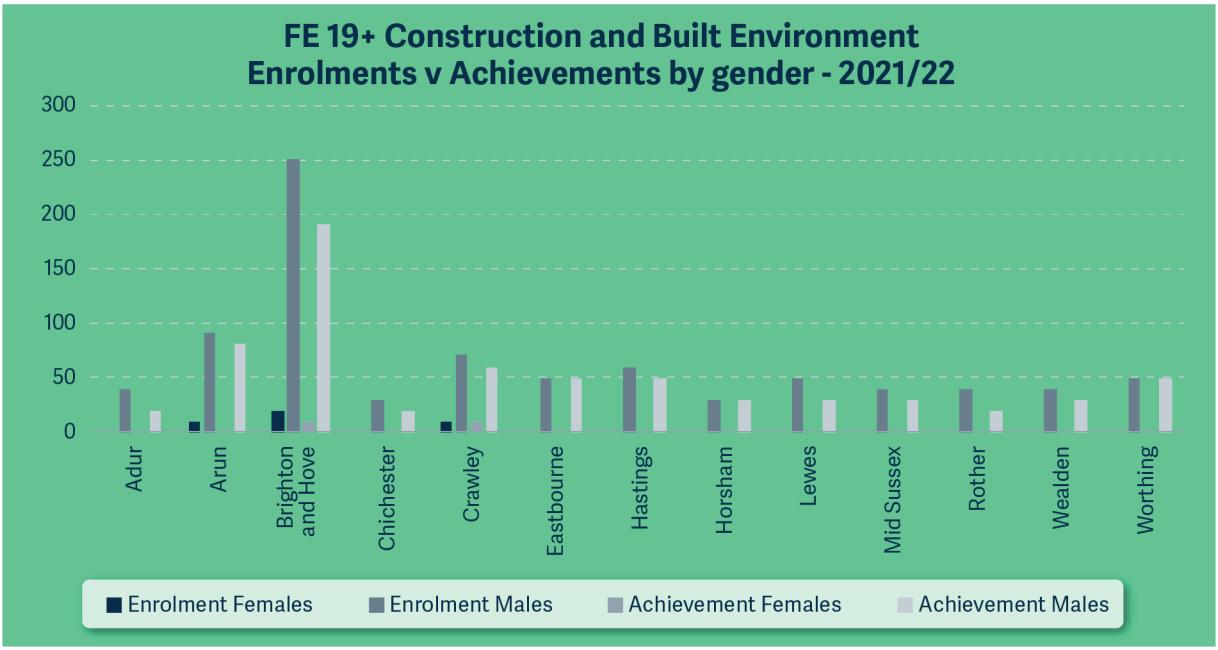
DIVERSITY

As highlighted in a recently published Construction News UK article there is still a way to go in respect of achieving a more diverse and inclusive workforce within the built environment sector. The Sustainability Tool and the Supply Chain Sustainability School's Fairness, Inclusion and Respect (FIR) Programme surveyed nearly 340k employees from 270 companies (2/3rds from tier one contractors). They found that though the number of ethnic minorities rose slightly from 13.3% in 2021 to 13.7% in 2022, this remains lower than the 18.5% ethnic minorities UK population (Office for National Statistics). The survey results also showed a 20.7% pay gap difference between male and female workers, and an 8.3% in ethnic minorities. The gender imbalance for the construction and utilities companies was unchanged in the 2022 survey, at 23% female representation despite women accounting for 50% of the UK population, however this is higher than the 14% ONS figure for the UK construction workforce.

Office for National Statistics (ONS) Labour Force Survey data for 2022, there were approximately 4,000 women employed in construction and building trades occupations in the South East region of England, which includes Sussex. It's worth noting that this is a broad category that includes a variety of occupations. Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

16-18 DfE data is currently unavailable but this FE 19+ data clearly shows that there is still a long way to go to increase the number of females enrolling onto construction and built environment courses. Based on the postcode of the learner being in Sussex, there were significantly more 19+ males enrolling and achieving L1 – L4 construction qualifications in 2021/22, with a total of 840 males enrolling on courses compared to 40 females (4.5%).

The only districts and boroughs that have statistically significant numbers of 19+ females enrolling onto construction courses were in Arun, Brighton & Hove and Crawley.



Data source: Unit for Future Skills - Individualised Learner Record – 19+ apprenticeships, community learning, education and training - SSA- tier 1 data = Construction, Planning and the Built Environment

The majority of companies interviewed as part of the Deep Dive reported that diversity remained a challenge and many were involved in schemes to attract more females into construction. Some employers also mentioned that they were actively trying to change the culture of their organisation, so as to become more inclusive particularly around stereotyping and supporting colleagues with mental health and learning difficulties and disabilities through organisational awareness sessions and training.

These are some of the schemes and networks addressing diversity in the construction industry.

ECE Women in Construction Sussex

ECE Group are an award-winning architecture and chartered town planning practice with offices in Worthing in West Sussex. Hawes Construction Group are a Polegate, East Sussex company specialising in residential and commercial building both new build and refurbishment. Both organisations have women directors. In collaboration ECE and Hawes Construction Group are raising awareness of Women in the Construction Industry and helping to build confidence and promote gender equality in the construction industry across Sussex. They have recently established an active Women in Construction Working Group. This new ECE Group provides supportive networking opportunities and external events and aims to empower people early on in their careers through hands on experience and knowledge.

Women in Construction - Women into Home Building Employment Programme

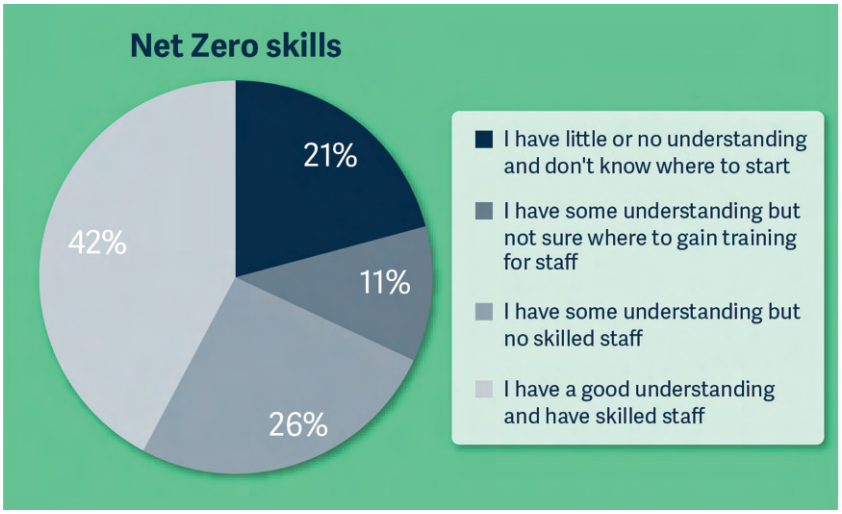
Women in Construction have partnered with the Home Builders Federation and nine major homebuilders including Redrow Homes and the Hill Group who both have offices in Crawley. Some of the other homebuilders involved in the Barratt Developments, Bellway, Cala Group, Persimmon Homes and Vestry Group all have major housing developments across Sussex. The aim of the new programme is to recruit women into Site Manager roles. There are 45 places are available in 2023. The programme includes insight training weeks, on-site work placements and guaranteed interviews.

This is a recent BBC article which calls for actions to address the gender balance in the construction industry. Calls for gender balance in construction industry - BBC News

Hawes Construction Group are proud supporters of the Sussex Wellness Action Group (SWAF) initiative which encourages Mental Health assistance for construction employers. Sussex Wellness Action Group (SWAG) - Constructing Excellence

NET ZERO AND GREEN INITIATIVES

In the Business Survey 2022, out of the 57 construction employers who answered the question, 'Understanding the skills needed by your organisations to reduce carbon emissions and become Net Zero?', 42% responded that they had a 'good understanding and had skilled staff'. This contrasts with 21% who have 'little or no understanding and don't know where to start'. The data shows that the size of the employer and/or the sub-sectors within the construction industry have no bearing on the results, which suggests that across the board there needs to be a deeper understanding about what Net Zero skills are and where training can be found so staff can be upskilled.



Business Survey – December 2022

As mentioned throughout the report, sourcing and using sustainable materials, installing more renewable energy solutions, and employing efficient greener methods of construction that use less resources means that the majority of construction employers have some awareness of the skills needed to meet the Net Zero targets. In part this relates to the new Building Regulations leading up to the Future Homes and Building Standards 2025 for all new builds and renovations as well as industry professionals and those in some trades being required to undertake training and be re-assessed in order to retain certified recognition to work in their chosen field.

As highlighted previously the skills needed to carry retrofit of housing association stock and commercial and public properties across Sussex is largely unknown and has not currently been quantified by the government or local authorities.

Sussex Net Zero & Green Initiatives

In 2021, a consortium of further education and sixth form colleges across Sussex, led by Chichester College were awarded funding as part of the Department for Education's Strategic Development Fund to increase skills training in sustainable industries. Five projects are being funded and the East Sussex College Group Green Training Hub is the project which relates to those working in construction.

East Sussex College Group Green Training Hub

This new green training facility opened in October 2022, and is a partnership between the college and local employer OHM Energy. The key driver is that across the UK, there is a need to reduce the amount of C02 emitted from properties by installing insulation, building services and renewable energy systems at an unprecedented scaled and pace never seen before. Consequently, in Sussex, there is an urgent need to retain skilled trades and professionals to install domestic green energy solutions and ensure that houses and commercial properties are insulated sufficiently, new technologies are effective and energy efficient.

The Training Hub in greener technologies supports local authorities, housing associations, businesses, construction employers and homeowners to improve insultation and reduce energy consumption by giving individuals the opportunity to learn how to install green energy products ranging from solar, and micro-wind installations to house re-fitting and heat pump technology.

The hub offers a wide range of fully accredited training courses designed to upskill and provide the resources to support a more sustainable future.

Online courses have been designed so individuals can learn an element of sustainable technology. Courses include understanding or principles of:

- Decarbonisation with Solar Thermal Technology
- Sustainable Development
- Waste Management
- Sustainable Energy Management
- Solar PV Technologies
- Decarbonisation with Heat Pumps

The Training Hub also offers a suite of four retrofit courses which have been developed with employers and the Retrofit Academy. All courses are City and Guilds accredited. The retrofit courses on offer are:

- Level 2 Award in Understanding Domestic Retrofit
- Level 3 Award in Domestic Retrofit Advice
- Level 4 Award in Domestic Retrofit Assessment
- Level 5 Diploma in Retrofit Co-Ordination and Risk Management.

The Training Hub also offer two BPEC courses. One is to train installers with the skills and knowledge they need to correctly install heat pumps. The other BPEC courses has been developed to provide electricians with the skills and knowledge required to install small scale photovoltaic (PV) systems to single phase supplies.

East Sussex College Group - Green Skills Pathway for Plumbing

In partnership with a consultant, the college has developed a green skills pathway in Sussex, specifically for plumbers. The Green Skills Pathway for Plumbing is an additional 29 commercially funded modules that teach a wide range of green skills, such as installing solar panels and heat pumps and caring for the environment. These modules are being in inserted into T Level programmes and apprenticeships. This is being provided to help individuals in the trade improve their job prospects and provide businesses with the support they need to work towards net zero.

The plumbing industry is a key part of moving towards a greener future. Plumbers are helping the transition to low-carbon heating for homes and businesses therefore upskilling those training in the profession, is helping build a greener future.

East Sussex College Group - Digital Technology for Building Information Modelling and Energy Management

The college has recently launched a set of 10 online modules that have been developed in conjunction with employers to address the skills gap in using digital technology in construction and energy management. All modules are City and Guilds accredited. The course covers Energy Management, Energy Measurements and Audits, Digital Technology in Construction, Building Information Modelling (BIM), and Project Management. Each module can be taken individually or as a complete course.

East Sussex College Group - Decarbonisation Training for Technical Apprentices

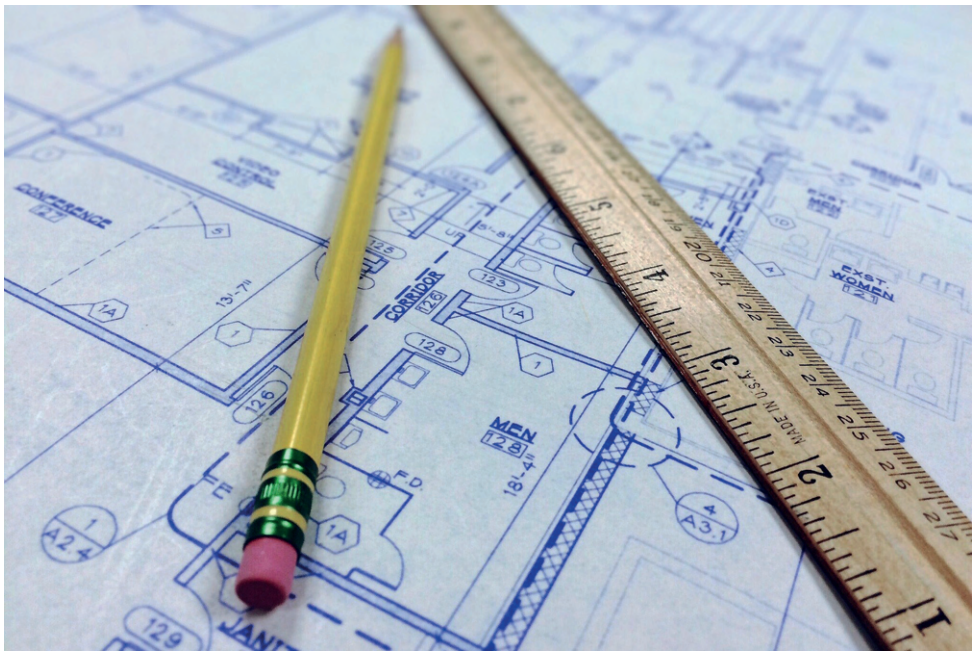
The college is implementing a new decarbonisation module in all their technical apprenticeships. This module will provide apprentices with the skills and knowledge they need to help their employers and communities reduce their carbon footprint and transition to more sustainable and environmentally friendly operations. The training covers energy efficiency, renewable energy, and sustainable materials and processes, and will give apprentices the practical skills and theoretical knowledge, needed for a more sustainable future.

The Sussex & Surrey Institute of Technology (IOT) is a project led by Chichester College Group (CCG) in partnership with the University of Sussex, University of Brighton and North East Surrey College of technology (Nescot). There are also employer partners involved in the project too. The IOT is due to open by October 2024, though provision in other facilities will start in 2023.

Degree apprenticeships to be provided under the IOT include Civil Engineering, Chartered Surveyor (Quantity and Building Surveyor) and Top-up Construction Site Management and Chartered Surveyor (Quantity Surveying). Construction Site Supervisor L4 and Construction Quantity Surveying Technician L4 apprenticeships will also be offered. All of these degree apprenticeships are currently offered by University of Brighton and CCG offer both the L4 apprenticeships.

New courses being delivered include a Higher Technical Qualification (HTQ) in Construction Management for England and a Diploma in Non-Domestic Energy Assessment.

Brighton MET decarbonisation academy for the construction industry has recently opened at the East Brighton Campus. Facilities include a plumbing studio focussed on air source heat pumps, a bungalow where learners can experiment retrofit techniques as well as virtual reality of a roof solar PV set-up, so installation and maintenance can be taught in the classroom before practical installation. The first courses to be offered is the Property Maintenance Operative Green apprenticeship L2. The two-bedroom bungalow onsite provides a realistic learning setting, as it has typical energy efficiency issues which need be identified and resolved.



Contributors

We would like to thank the following businesses, skills providers and stakeholders who were interviewed, took part in discussions, and completed surveys in order for their views to be captured as part of this Construction Depp Dive report.

Buxton Construction Ltd	Thakeham Homes	RDF Electrical
Coast to Capital Careers Hub	OHM Energy	Institute of Physics
Jenco Electrical	Brighton and Hove City Council	Worthing Homes
CITB	ICS	Morgan Sindall
Sussex Learning Network	Skillsmart	University of Brighton
Chichester College Group	Scape	FE Sussex
Home Builders Federation	East Sussex County Council	Laing O'Rouke
Wealden District Council	KPS Ltd	Cantium Scaffolding
Tungsten Training Centre	Sussex Council Training Providers	Department of Work & Pensions
Think UK	University of Sussex	East Sussex College Group
Cheesmur Building Contractors	GM Monk	Rother District Council
West Sussex County Council	Hawes Construction Group	Training & Apprenticeships in Construction Ltd (TRAC)
East Sussex Careers Hub	Manor Royal Business District	Plumpton College
Spectra Studios Ltd	Education Development Trust	Ads Gardens (Sussex Ltd)
Crawley Town Centre Initiative	Tugwell Heating Co Ltd	Alex Stoner Ltd
Bespoke Kitchens Ltd	La Architects Ltd	Floor Standing Partners ltd
Sussex Timber Supplies	Rap Interiors	The Martin Sewell Building Company
Crowther Overton-Hart	Potter Raper Ltd	Design Lsm Ltd
Kinley Trading as Raaft	East Sussex Energy Infrastructure and Development Ltd	Hardy Paving Ltd
Ashurst Construction	Lee Sullivan Contract Flooring Ltd	RJH Construction (Sussex) Ltd

Oasthouse Guttering	Chris Barthlomew Electrical Contractor Ltd	Amazing Space (Loft Conversions) Ltd
Gradient Consultants Ltd	Lankelma Ltd	Building Heroes Property Services Ltd
Miller Bourne Up	Sonny Maintenance Group	Jackson Plumbing & Heating (Contractors) ltd
Collins Plans Ltd	Xeyet Ltd	L & J Roofing Solutions Ltd
Graysmark Ltd	Parker Ceilings Ltd	Solutions to your Problems Ltd
John Farrington & Co Ltd	Sussex Contractors Ltd	A B I R Architects Ltd
Surrey Hills Plastering	Aspen A C Ltd	Signature Hi Ltd
Thirty-Nine Design Ltd		
	Downlands Construction Ltd	Muse Yard London Ltd
Buchan Rum Architects Ltd	VG Builders Ltd	Kidwell Plumbing and Heating Ltd
BPM Property Claims Management Ltd	Tailor Made (Sussex) Ltd	Jane Jones-Warner Associates
B & K O'Dwyer Ltd	Orostream International Contracts Ltd	Colbran & Wingrove Ltd
Action Enviro		

Data and Sources of Information

SKILLS - The data for the Skills Supply data – Key sectors has been sourced from the Department for Education's Unit for Future Skills – Local Skills Dashboard and includes 19+ further education data.

Data note - The Individualised Learner Record (ILR) is an on-going collection of data about learners from training providers in the further education and skills sector in England. The dashboard shows further education and skills learner achievements over time split by apprenticeships, community learning, education, and training.

LEP, LSIP and MCA area totals are calculated by adding up the relevant local authorities, rounding errors may be present in these geographic areas as local authority total volumes are rounded and small volumes are suppressed.

Sector subject area (SSA) data is provided to tier 1, providing upper-level data for subject areas. SSA tier 2 data would provide more granular data but is not available on the Unit for Future Skills are this time.

Sussex LSIP have applied for access to the DfE's Individual Learner Record datacube, which will provide more granular data. Once received updates to all Skills Supply data will take place.

BUSINESS SURVEY -a survey was conducted using the telephone during November and December 2022. 345 businesses completed this which included 63 construction businesses. 22 of these had between 0-5 employees, 37 had between 6-49 employees, 2 had between 6 to 49 employees and 2 had 250+ employees. This represents an increase in those businesses who participated in a survey during the earlier part of 2022 when 16 land-based businesses participated. Comparisons have been made between the different data sets. Percentages are based on the number of responses to the question.

PROVIDER SURVEY – a survey was sent to providers during January 2023. In total, 7 providers completed and returned a survey. These included 3 national providers, 3 regional providers and 1 Sussex specific provider. Percentages are based on the number of responses to the question.

USE OF LIGHTCAST DATA (used to be called Emsi Analyst) Data is taken from Lightcast, jobs postings data is gathered by scraping over 100,000 websites, including company career sites, national and local job boards, and job posting aggregators. Over 1.5 million companies are represented in the data.

Job postings are assessed for likely duplicates using a machine learning algorithm, which determines whether two postings are duplicates based on text similarity, job title, company name, and location. Duplicate jobs openings posted in separate cities will not be deduplicated and will appear as multiple postings.

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