

Boosting the Construction Workforce Mission

One of the biggest challenges facing the construction sector in Scotland is ensuring it recruits, trains, and retains enough new entrants to build a skilled and professional workforce.

This is not just about having enough people, but rather about ensuring they acquire the necessary competence through skills, knowledge, behaviours and experience the construction sector needs.

Failure to do so will stop Scotland from creating the infrastructure and built environment it needs to support the country thrive and meet its net zero goal.

The survey issued by the Construction Accord's Skills and Workforce Group in summer 2025 called on the sector to outline the challenges it faces; where does the sector engage with specialist skills and who may best support the sector to develop the solutions needed.

The **Construction Accord Transformation Board** has used this sector intelligence to create this Construction Workforce Mission to help focus attention on this critical challenge.

The Mission will:



RECOGNISE

the sector model for recruitment, training and retaining the workforce, including examples of best practice



CHAMPION

a clear workforce model where the workforce is employed and where it is trained to develop its core skills



ENCOURAGE

employers to take greater responsibility to build the workforce it needs based on these models



INSPIRE

industry stakeholders and public sector partners to work better together and support employers by creating the right conditions and training that support this model

The Construction Accord's Skills and Workforce group will ensure it maintains broader representation that will allow it to champion key activities and support the Mission.

And working in collaboration with industry stakeholders, employers and public sector partners, the Skills and Workforce Group will undertake activity to support the sector address some of the barriers to workforce growth.