

Priority Sector Evidence

Construction including Modern Methods (Automation / AI / Retrofitting)

Now – Strengths and Weaknesses

- **21,000 Staffordshire jobs** equivalent to 6% of all employment above 5% seen nationally¹
- 81% full-time and 19% part-time¹
- High demand for site workers; civil engineers; project managers; quantity surveyors; plumbers and heating and ventilating engineers; production managers; carpenters; chartered surveyors²
- **Average salary £34,500**² – well above the average pay in Staffordshire of £28,100³
- **Lack of workforce diversity** – women / BAME with 4 in 5 workers males²
- **Ageing workforce** – nearly 1 in 5 workers over 55 years of age²
- **Worth £1.5bn in GVA** equivalent to 9% of total economy⁴
- Overall lower adult skill levels (NVQ level 3 & 4) to fill advanced roles⁵
- **Businesses struggle to recruit people with the right skills and experience**⁶
- **Lack of employer investment in training** with over 3 in 5 businesses not having training plans/budgets or workforce strategies⁶
- **High jobs demand** locally to support major engineering projects such as **HS2 and WMI**

Future – Opportunities and Challenges

- **New digital technologies** driving growth in Modern Methods of Construction including offsite automation & AI
- **Housing building** – Government targets
- **Major Infrastructure projects** - transport and energy projects, including HS2 / West Midlands Interchange
- **Green Economy** – environmentally sustainable construction/renewable energy
- **More workers needed in the sector – male dominated**
- Ageing workforce with **high replacement demand**
- **Post-Brexit migration** system workforce impact
- Equipping workers with the **digital skills** needed to adopt technologies to help drive productivity

Source: UK Business Counts 2022 - 5,230 Staffordshire businesses – 16% of all businesses

¹ Source: Business Register and Employment Survey (BRES) 2021

² Source: Lightcast 2021

³ Source: Annual Survey of Hours and Earnings (ASHE) 2021

⁴ Source: Regional gross value added (balanced) by industry 2020












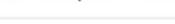








⁵ Source: Annual Population Survey Adult Skills Levels 2021

⁶ Source: SSLEP SAP Skills for Growth Survey 2022

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Top Construction Occupations in Demand – job postings in Staffordshire 2022

Top Posted Occupations

Occupation (SOC)	Total/Unique (Jan 2022 - Dec 2022)	Posting Intensity	Median Postin Duratio
🛠️ Elementary Construction Occupations	1,063 / 537	2 : 1 	33 day
🛠️ Civil Engineers	570 / 262	2 : 1 	35 day
🛠️ Construction Project Managers and Related Professionals	460 / 223	2 : 1 	32 day
🛠️ Quantity Surveyors	380 / 212	2 : 1 	35 day
🛠️ Plumbers and Heating and Ventilating Engineers	339 / 194	2 : 1 	31 day
🛠️ Production Managers and Directors in Construction	292 / 168	2 : 1 	31 day
🛠️ Carpenters and Joiners	220 / 134	2 : 1 	35 day
🛠️ Construction and Building Trades n.e.c.	226 / 113	2 : 1 	30 day
🛠️ Painters and Decorators	226 / 113	2 : 1 	27 day
🛠️ Chartered Surveyors	203 / 97	2 : 1 	33 day
🛠️ Construction Operatives n.e.c.	132 / 85	2 : 1 	30 day
🛠️ Construction and Building Trades Supervisors	142 / 84	2 : 1 	33 day
🛠️ Architects	105 / 61	2 : 1 	30 day
🛠️ Chartered Architectural Technologists	115 / 55	2 : 1 	30 day
🛠️ Floorers and Wall Tilers	31 / 24	1 : 1 	39 day
🛠️ Building and Civil Engineering Technicians	32 / 22	1 : 1 	33 day
🛠️ Road Construction Operatives	26 / 20	1 : 1 	34 day
🛠️ Scaffolders, Stagers and Riggers	30 / 19	2 : 1 	36 day
🛠️ Glaziers, Window Fabricators and Fitters	30 / 18	2 : 1 	32 day
🛠️ Rail Construction and Maintenance Operatives	28 / 18	2 : 1 	32 day

To find out more about what these occupations and more entail visit the Department for Education (DfE) funded LMI For All website - https://www.lmiforall.org.uk/explore_lmiforall/

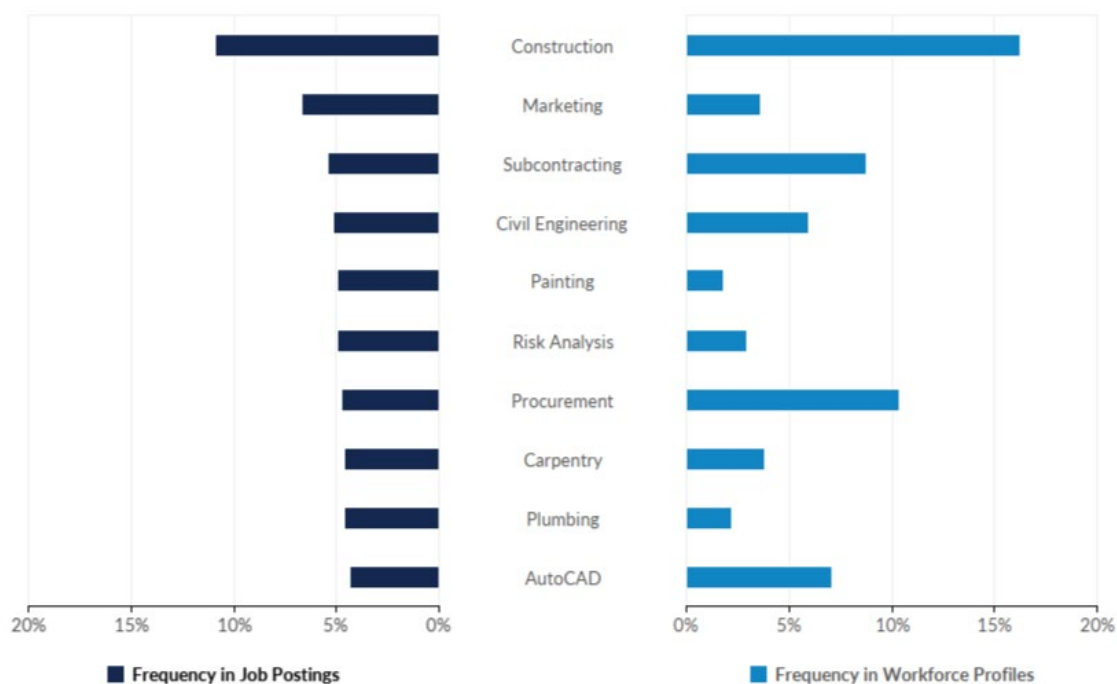
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Top Construction Technical Skills in Demand – job postings in Staffordshire 2022

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Lightcast's job posting analytics, this comparison leverages Lightcast's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

**The skills associated with workforce profiles represent workers of all education and experience levels.*

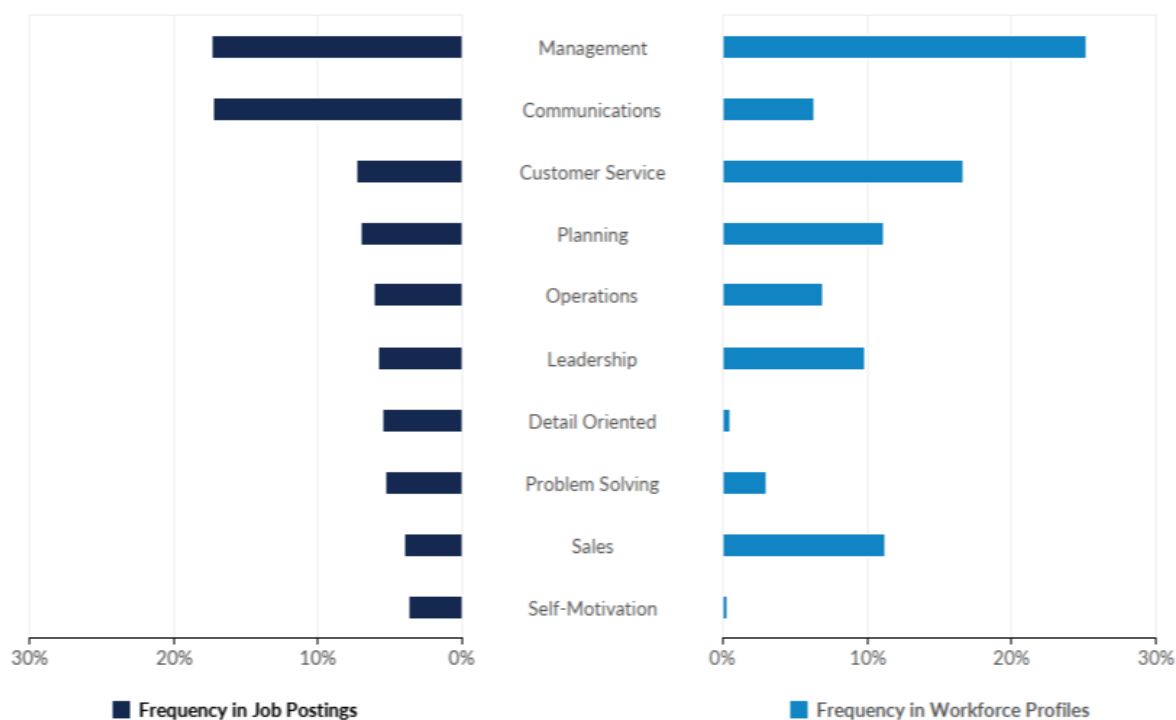
Top Specialized Skills



Skill	Frequency in Postings	Postings with Skill / Total Postings (Jan 2022 - Dec 2022)	Frequency in Profiles	Profiles with Skill / Total Profiles (2021 - 2023)
Construction	11%	277 / 2,539	16%	279 / 1,713
Marketing	7%	169 / 2,539	4%	62 / 1,713
Subcontracting	5%	137 / 2,539	9%	150 / 1,713
Civil Engineering	5%	130 / 2,539	6%	102 / 1,713
Painting	5%	126 / 2,539	2%	31 / 1,713
Risk Analysis	5%	125 / 2,539	3%	50 / 1,713
Procurement	5%	120 / 2,539	10%	178 / 1,713
Carpentry	5%	118 / 2,539	4%	65 / 1,713
Plumbing	5%	118 / 2,539	2%	38 / 1,713
AutoCAD	4%	110 / 2,539	7%	121 / 1,713

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Top Construction Transferable Skills in Demand – job postings in Staffordshire 2022



Skill	Frequency in Postings	Postings with Skill / Total Postings (Jan 2022 - Dec 2022)	Frequency in Profiles	Profiles with Skill / Total Profiles (2021 - 2023)
Management	17%	440 / 2,539	25%	431 / 1,713
Communications	17%	439 / 2,539	6%	109 / 1,713
Customer Service	7%	185 / 2,539	17%	286 / 1,713
Planning	7%	178 / 2,539	11%	190 / 1,713
Operations	6%	156 / 2,539	7%	119 / 1,713
Leadership	6%	149 / 2,539	10%	169 / 1,713
Detail Oriented	6%	141 / 2,539	1%	9 / 1,713
Problem Solving	5%	136 / 2,539	3%	52 / 1,713
Sales	4%	102 / 2,539	11%	192 / 1,713
Self-Motivation	4%	93 / 2,539	0%	6 / 1,713