

Management and Supervisory Training Requirements of the Construction Industry in Northern Ireland

ConstructionSkills is working towards ensuring that the industry has the right people with the right skills in the right place at the right time.

Management skills were identified through the Sector Skills Agreement (SSA) as a key priority area. As such ConstructionSkills commissioned a survey of 300 employers in the construction industry in Northern Ireland, covering both contractors and professional services firms.

This document aims to highlight the key findings of the research which ConstructionSkills will use to develop initiatives and products with its SSA partners to address the management training needs of the industry.

Workforce and Qualification Levels

63% of all managers and supervisors in NI construction firms are directors or senior managers. 13% are employed as middle managers and 23% are employed as supervisors or foremen.

A third of managerial staff have a level 4 or 5 qualification (32%) and over half have at least a level 3 (54%).



Current Training

Fewer than 2 in 5 employers have provided training over the last 12 months for their management team: typically, the larger the firm, the more training is provided.

Training provided for managerial staff is not aimed at developing broad management and leadership skills, but focuses on health and safety or job-specific training. Only 29% of firms train their staff to a formal qualification.

There are a number of reasons why firms choose not to train managers and supervisors including staff not needing training / being fully skilled (51%), or not being able to spare managers for training (31%). Only 8% cited the cost of training and only 2% cited failures in the supply

of management training as reasons for not training.

Employers were interested in training being delivered more flexibly including: evening provision (41%), weekend provision (28%) and training at the employer's premises (12%).

Skills Gaps and Priority Areas for Skills Development

The most commonly identified skills gaps were:

- Understanding & keeping up-to-date with legislation
- Health & safety
- Employment and environmental legislation
- Understanding contracts
- IT
- Financial understanding
- Risk management

- Identifying new markets / clients
- Keeping up-to-date with the latest products and techniques.

Large employers with 100 or more staff have different priorities to smaller firms and were more likely to mention the following skills areas as important for their business:

- Team building
- Managing time effectively & prioritisation of tasks
- Maximising productivity
- Managing suppliers or sub-contractors to ensure they deliver
- Communicating effectively
- Ensuring projects run to cost.

For a copy of the full report go to the Publications section at www.citbni.org.uk or alternatively contact Karen Hunter: karen.hunter@constructionskillsni.org.uk tel: 07920 187 517

To get involved in discussions and initiatives on management and supervisory skills and leadership skills, contact Karen Hunter karen.hunter@constructionskillsni.org.uk tel: 07920 187 517

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