

February 2024

# Careers Key Activities



This infographic has been produced to highlight some of our careers work and recent research findings of interest to the NI construction sector.



## Student bursary

**12 x £1,000 bursaries** annually for a 3rd level-built environment qualification, level 4 and above.



## Apprenticeships supported

**1,191** in the last 8 years through grant aid, **249** and **£675,683** in 2023 alone.



## Skillbuild

CITB NI help to support on average **100 annual Skillbuild competitors** to showcase the brightest local talent here in NI.



## GCSE Construction Students

**Over 10,000** GCSE Construction students have received support over the past 18 years:

- **1,100 textbooks** distributed annually to over **50 schools** delivering the qualification.
- Over **1,200 students** have achieved the qualification since its introduction.



## Careers Events

Attended **29** careers events in 2023.



## Adopt a School

**42 employers** and **80 schools** have registered on our Adopt a School program to work together to promote careers in construction.



## Construction Ambassadors

**Team of 27** working to support CITB NI Careers engagement activities.



## Construction Careers Bootcamps

CITBNI/W5 and CITB NI/SEC collaborations resulted in engagement with over **618 students and teachers**.



## Over 700 Careers information packs

Delivered annually to a range of stakeholders including post primary schools, MLAs, careers advisors, and a dedicated careers portal on the CITB NI website.



## Careers Case Study Videos

**14 videos** highlighting various occupations and trades within the construction industry.

Find out more on the CITB NI website: <https://www.citbni.org.uk/Careers.aspx>

# Research Key Findings



## CITB NI Construction Skills Network Report 2023-2027

The CSN report provides a 5-year outlook for the construction industry in NI. Below are some of the main takeaways.

The CSN report forecasts NI's construction workforce will remain static over the next five years. It is expected the end of 2022's workforce figure of **61,900** will increase to **62,000** by the end of 2027, which means very marginal changes will be seen across the sectors occupational groups.

- The forecast annual recruitment rate in NI of **1.4%** per year is slightly below the UK figure of **1.7%** and means an extra **4,450 workers** will be needed from 2023 to 2027.
- The infrastructure and commercial sectors are expected to have the fastest rate of growth from 2023-2027.

## Workforce Mobility & Skills 2023

This survey aims to provide reliable information on the qualification levels of the UK construction workforce, and the extent of geographic and occupational mobility. The focus of the survey was on site-based manual occupations. Some of the key findings are:

- **82%** felt they would still want to work in the construction industry in 5 year's time. A total of **97%** would like to carry on working in the same trade or occupation.
- **96%** of NI construction workers hold a skill card (mainly CSR) but have no other type of construction qualification. Of those that had a construction card in 2018, **37%** had no other construction related qualification, this has seen an **increase of 59%**.
- Almost 20% of the construction industry in NI have expressed a need for essential skills training (Digital, Maths, English). **28%** would like to progress and become a supervisor or manager in the future.
- The geographical mobility of the workforce shows **48%** are willing to travel over 50 miles from home to site for work. The average distance travelled by the workforce was 59 miles. This is a **28%** increase since 2018 of 46 miles.

## Skills Statement

The purpose of this Skills Statement is to provide the reader with a synopsis of these research findings and to give an overview of the current landscape and the future skills and training needs of the construction industry in NI.

- The 2023 FMB survey found, carpenters/joiners, bricklayers and general labourers are still seen to be the most difficult occupations to recruit. One in three **33% of FMB members** struggled to fill these vacancies.
- In NI trends for both apprenticeship starts and vocational qualification achievements are showing a steady **increase of 18%** from 2019 to 2022.
- **20%** of construction professionals believe skills shortages in the next **10 years** will be caused by a lack of digital and technology skills.

## 2023 CEF Employee Skill Survey

This CEF survey, which collected data from NI-headquartered firms which have a collective annual turnover of **approximately £2.5bn**, covers 2023 and reflects on many of the key challenges that contractors, civil engineers and homebuilders are facing currently. Some of the key findings are:

- **45%** of respondents stated turnover had increased by at least **10%** in 2023.
- Construction accounts for around 10% of all NI businesses and **5%** of all NI employment.
- Skills shortage in the Construction sector is around **7.1%**.
- Skills gaps in the Construction workforce is one of the lowest sectors at **6%** whilst manufacturing is the highest at **14%**.

### Research section on the CITB NI website:

<https://www.citbni.org.uk/R--amp;-D.aspx>

### CEF Skill Survey:

<http://tinyurl.com/CEF-Skill-Survey>