

# Training & Skills Stats



In June 2021 CITB Great Britain carried out the Industry Skills and Training Survey. This survey explores the skills needs and training practices amongst both self-employed individuals and employers working in the construction industry across the whole of the UK. This flyer highlights keys information from the findings, providing a summary of the full report.

## Interviews



1218 Interviews Conducted

1092 with employers

126 with self-employed individuals

## Interviews with respondents;

100 based in Scotland

102 in Northern Ireland

103 in Wales

913 in England

## Employees



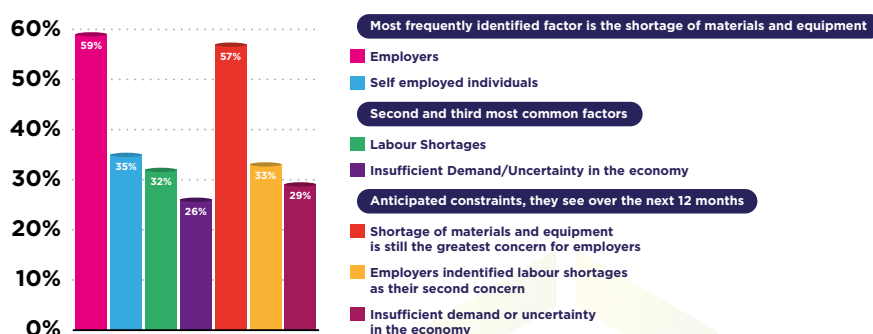
47% of surveyed businesses employ fewer than 10 staff

16% of businesses employ between 25 and 99 staff

27% employ between 10 and 24 staff

10% employ over 100 staff

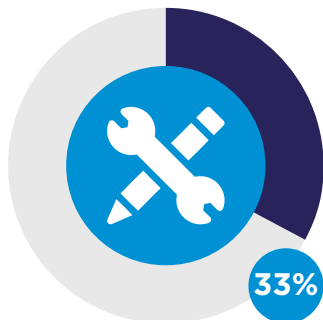
## Output Constraints



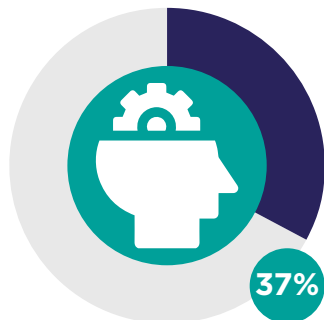
The most significant factor currently limiting sales and output is a shortage of materials and equipment, regardless of whether self-employed, a business with employees, or whether in construction or professional services.

# Skill Gaps

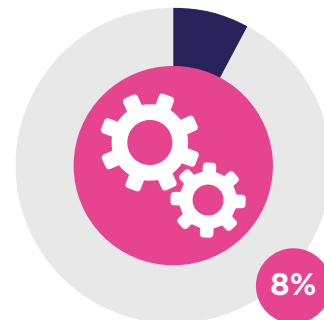
In 2021 34% of employers suggested they have skills gaps, compared with 14% in 2018 and 20% in 2016. Some of the other key findings from employers regarding skill gaps are as follows;



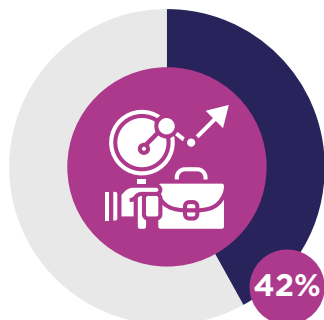
Employers in the construction sector were slightly less likely to identify skill gaps



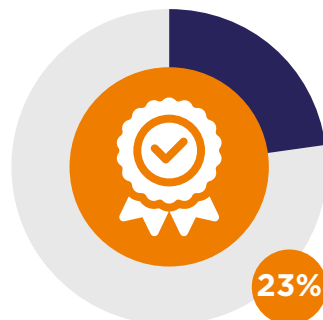
Employers in professional services more likely to identify skills gaps



Percentage of self-employed individuals suggest they don't have any skill gaps

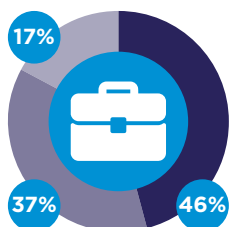


Employers most identified skill gaps were 'job-specific/trade skills'



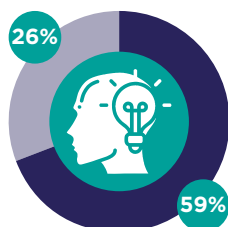
The second most common gap by employers was 'Qualifications (NVQ)'

When asked about the impact of skills gaps, employers tended to be more positive about this than previously;



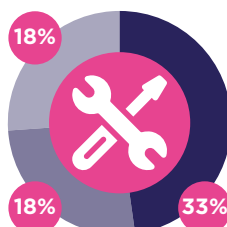
Impact on businesses

No impact **46%**  
Minor impact **37%**  
Major impact **17%**



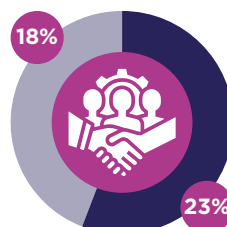
The cause of skill gaps cited by most employers

Staff are still in training **59%**  
Staff lack experience/recently recruited **26%**



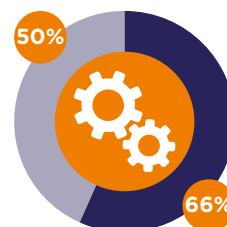
Trades most likely affected in construction businesses

Labourers and general operatives **33%**  
Carpenters **18%**  
Joiners **18%**



Professional services most likely affected

Architects **23%**  
Project managers **18%**



Employers identified 2 skills as their greatest needs

Trade specific or technical **66%**  
Legislation and regulations **50%**

# Trends in Training

**51%** of all employers had planned to undertake any training and, **96%** had carried out planned training.

The fall in employers carrying out off the job training was even more marked, **59%** in 2018 to **26%** in 2021.

On the job training fell from **47%** in 2018 to **36%** in 2021

Training is most likely to be provided by private training providers **77%** or 'on the job' **70%**, these figures were practically the same in 2018. Training through an industry federation/body has fallen from **36%** in 2018 to **27%** in 2021.

The proportion of businesses that have funded NVQs fell drastically in 2021, with only **19%** providing NVQs compared with **44%** in 2018. This may be due to the impacts of the pandemic, with assessors not being able to access sites. Changes to apprenticeships may also be a factor, with new qualifications replacing NVQs.

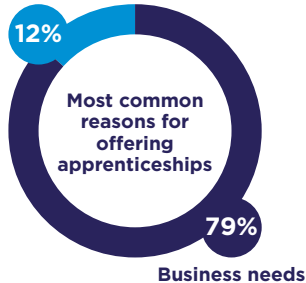
Employers who funded or arranged training were asked if there were any barriers to them offering more training; **68%** of respondents to this question suggested that their staff are fully proficient. Other responses were that employees are too busy **13%** or that managers lacked the time to organise training **11%**.



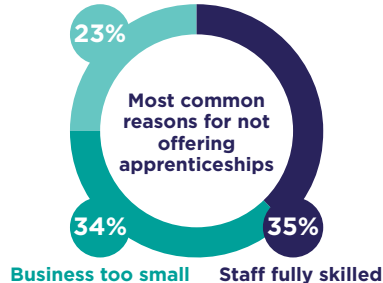
# Apprenticeships

27% of employers in the construction sector employed apprentices in 2021 compared with 24% in 2018 and 23% in 2016.

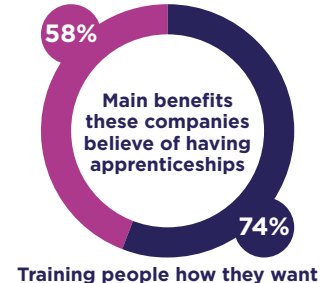
## Successful application



## Prefer recruiting experienced staff



## Apprentices improve



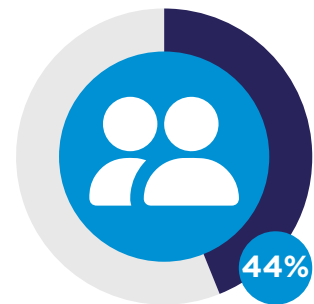
30% of the employers said they were likely to offer apprenticeships in the next 12 months.

## The Pandemic

The most common response was that businesses had not experienced any impacts from the Covid-19 pandemic: **44%**. For employers, it was a similar response: **37%**. Those who did experience an impact provided qualitative responses.

The most common concern expressed was difficulty around supply of materials, which respondents perceive was caused by the pandemic. Some impacts were increased prices and long lead times or materials being unavailable. Reported consequences of supply difficulties include lower margins, losing work, missing deadlines and being less competitive.

Covid-safe ways of working presented some challenges; Construction sites were more difficult to access, many employers had to close their businesses for some time during the pandemic, similarly was the case with self-employed individuals. There was considerable variation in the length of business closures, ranging from weeks to over a year. Some companies also faced reduced demand, while others saw business increasing.



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For the full report please follow the link: [Skills & Training Report 2021](#)