



**Strategic  
Resourcing**

Construction Recruitment Software

# BRIDGING THE SKILLS GAP: A UK CONSTRUCTION REPORT

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2025



# BRIDGING THE SKILLS GAP: A UK CONSTRUCTION REPORT



## Executive Summary

The UK construction industry is facing an unprecedented challenge—a widening skills gap that threatens to disrupt the sector’s growth and sustainability. This whitepaper provides a detailed examination of the current landscape, underpinned by survey data collected from 500 members of the public, 500 construction workers, and 28 industry-leading main contractors, based in the UK. It highlights critical issues such as low public awareness, an ageing workforce, gender and diversity imbalances, inadequate educational programmes, and deep-seated misconceptions about the industry.

31%



of the public are aware of the skills gap in the construction industry.

According to a recent survey conducted by Strategic Resourcing, **only 31% of the public are aware of the skills gap in the construction industry. However, a significant 84% recognise the importance of a skilled construction workforce for economic growth.** This discrepancy underscores a critical challenge in public perception, where despite acknowledging the sector’s importance, the public remains largely unaware of the looming labour shortages that could cripple future projects.

**The industry’s workforce is ageing rapidly, with 20% more workers over the age of 55 compared to those under 25.** This demographic trend suggests a potential crisis as older workers approach retirement and there is a lack of younger, adequately trained individuals ready to step into their roles. Additionally, gender and ethnic diversity remain significant challenges. **Women make up only 14% of site roles, and another 12% of the workforce comes from ethnic minority backgrounds.** These disparities not only highlight issues of equality and inclusion but also suggest a broader problem in the industry’s ability to attract and retain a diverse talent pool.

Moreover, the inadequacy of current educational and training programmes further exacerbates the skills shortage.

**A staggering 76% of construction workers believe that these programmes are insufficient in preparing apprentices for the industry’s demands, reflecting broader concerns about the quality of talent entering the workforce.**

This whitepaper outlines strategic recommendations designed to address these challenges. These include strengthening apprenticeship programmes, promoting construction careers in schools, rebranding the industry to correct public misconceptions, and implementing robust gender and ethnic diversity initiatives. Additionally, the whitepaper advocates for educational reforms, enhanced employee incentive schemes, and the creation of a central digital repository to streamline the transition from education to employment.

The UK construction industry is at a pivotal moment, and immediate, coordinated action is necessary to attract, retain, and develop a diverse, skilled workforce capable of meeting the demands of the future.

## Introduction

The UK construction industry is the backbone of the nation’s infrastructure, responsible for the development of housing, healthcare facilities, transportation networks, and more. However, this vital sector is facing an increasingly pressing challenge: a growing skills gap that threatens its ability to meet future demands. This whitepaper delves into the critical issue of the skills gap, offering insights into its causes, consequences, and potential solutions. The importance of addressing this gap cannot be overstated.

The construction industry is a key driver of economic growth in the UK, contributing significantly to GDP and employment. **In 2024, the construction sector accounted for approximately £110 billion in Gross Value Added (GVA), representing about 7% of the UK’s GDP, and employed over 2 million people.**

However, the widening skills gap could severely hinder the industry’s capacity to deliver essential projects, from housing developments to large-scale infrastructure. The implications are far-reaching, affecting not only the construction sector but also the broader economy and society.

Labour shortages, particularly in skilled roles such as surveyors,



engineers and trades, remain a significant challenge, potentially limiting the industry's growth and its ability to meet demand in critical areas like housing and infrastructure (RICS). For more detailed statistics, you can refer to the [\*\*UK Government's construction statistics\*\*](#).

This whitepaper aims to provide industry leaders, policymakers, educators, and recruiters with a comprehensive understanding of the skills gap and to offer actionable recommendations to bridge it. The findings are based on a recent survey conducted by [\*\*Strategic Resourcing\*\*](#), which gathered data from 500 respondents from the public, 500 construction workers, and 28 main contractors from various sectors, including housing, healthcare, education, and civil engineering. These contractors are recognised for their capacity to manage and deliver large-scale projects, typically ranging from £2 million to £85 million in value, though they often engage in projects that exceed £100 million, especially in high-value sectors such as infrastructure and urban regeneration.

The research methodology involved a mix of quantitative and qualitative surveys, targeting a diverse demographic across the UK. The public survey aimed to gauge awareness and perceptions of the construction industry, while the construction worker perspective provided an 'on the ground reality-check' of the impact of the skills gap and the main contractor surveys focused on identifying the key challenges and concerns within the industry. The data was analysed to identify common themes, such as awareness of the skills gap, workforce demographics, gender and diversity representation, location, employment status, income, job role, age, educational and training adequacy, and public misconceptions about the industry.

This whitepaper is structured to provide a clear and comprehensive overview of the current state of the skills gap in the UK construction industry. It begins by outlining the key themes and results from the survey, followed by a detailed discussion of the underlying problems. The paper then offers strategic recommendations to address these challenges and concludes with a call to action for industry stakeholders to collaborate on bridging the skills gap.

# 1,000+

**total survey respondents based in the UK took part in this report.**

# 500



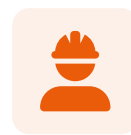
**members of the public based in the UK were surveyed for this report.**

# 500



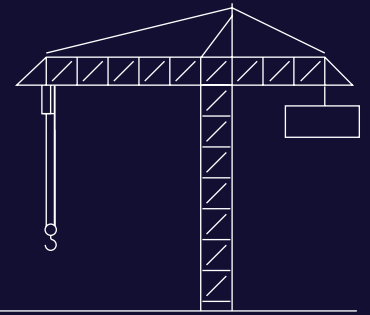
**Construction professionals based in the UK were surveyed for this report.**

# 28



**Main contractors based in the UK were surveyed for this report.**

# THE CURRENT PROBLEMS: KEY THEMES AND RESULTS



## Awareness and Perception of the Skills Gap

One of the most significant findings from the Strategic Resourcing survey is the low level of public awareness regarding the skills gap in the construction industry. **Only 31% of the public are aware of this issue, a statistic that is particularly concerning given the industry's reliance on public perception to attract new talent.** Despite this low awareness, **84% of respondents believe that having a skilled construction workforce is crucial for the UK economy.** This highlights a critical disconnect between the public's understanding of the industry's challenges and their recognition of its importance.

This disparity can be partly attributed to longstanding misconceptions about the construction industry. The public often perceives construction work as physically demanding and low paying, with limited opportunities for career advancement. These misconceptions are detrimental to the industry's efforts to attract new talent, particularly among young people and those considering a career change.

79%



*think a way to attract more people to a career in construction is to offer competitive salaries and more benefits.*

The perception of low pay in the construction industry is especially misleading. Despite competitive salaries, **Total Jobs reported** construction workers earning on average £7,000 more than the national average, a significant portion of the public believes that the industry offers lower compensation than other sectors. This misconception acts as a major barrier to entry, particularly for young people who may be deterred by the perception of low financial rewards.

Further compounding the issue is the lack of awareness about the diverse range of career opportunities available in the construction industry.

Over half of the survey respondents believe that the industry does not adequately portray the breadth of career opportunities available. This lack of visibility is a significant factor contributing to the skills gap, as potential workers are unaware of the varied and rewarding career paths within the sector.

## Ageing Workforce

The ageing workforce is another critical challenge facing the UK construction industry. **The survey results show that 20% more workers are in the 55+ age bracket and approaching retirement, compared to those under 25 and entering the industry.** This indicates a significant imbalance in the age distribution of the workforce, which is particularly concerning given the industry's reliance on experienced workers for skilled labour and project management roles.

The ageing workforce issue is not unique to the UK; it is a global phenomenon affecting many industries, particularly those that are labour-intensive. However, the impact on the construction industry is particularly pronounced due to the specialised skills required for many roles. As older workers retire, there is a growing concern about the industry's ability to replace them with younger workers who possess the necessary skills and experience.

The survey also highlights the concerns of construction workers and main contractors about the lack of young talent entering the industry. **A staggering 73% of construction workers expressed concerns about the insufficient number of young people entering construction roles.** This trend, if left unaddressed, could lead to a severe shortage of skilled workers soon, as older workers retire and there are not enough younger workers to replace them.

20%



*more workers are in 55+ age bracket and approaching retirement, compared to those under 25 and entering the industry.*

The potential long-term impact of this trend is profound. As the current workforce ages and retires, the industry may struggle to maintain productivity and meet the growing demand for construction services. This could lead to project delays, increased costs, and a decline in the quality of work, ultimately affecting the industry's reputation and competitiveness. The Labour Party is placing significant emphasis on addressing this challenge by prioritising the construction of **1.5 million new homes over the next five years**. This ambitious target is coupled with plans to overhaul the planning system, provide more resources to local authorities, and support workforce development to ensure the industry can meet these demands source.

## Gender and Diversity Gaps

Gender and diversity gaps remain significant challenges within the UK construction industry. The survey results indicate that women are significantly underrepresented in the industry, particularly in site roles. The data from main contractors shows a clear disparity of **42% of women holding management positions, but only 14% are in site roles**. While 14% is still low, the wider industry average is even more alarming. For example, The [Sustainability School's annual diversity report](#) finds that women represent just 2.3% of site-based workers. This disparity suggests that while progress has been made in promoting women to leadership positions, there is still a considerable gap in the representation of women in hands-on construction work.

The underrepresentation of women in construction is not just a gender equality issue; it also represents a missed opportunity for the industry to tap into a broader talent pool. The construction industry has historically been male dominated, with cultural and structural barriers that have made it difficult for women to enter and advance in the field. These barriers include gender biases in hiring practices, a lack of female role models, and a work environment that is often not conducive to the needs of women.

**63%** 

*of construction workers believe that women are underrepresented in the construction industry.*

The public and construction workers alike recognise this gender imbalance. **According to the survey, 75% of the public and 63% of construction workers believe that women are underrepresented in the construction industry.** This perception is likely to deter women from pursuing careers in construction, further exacerbating the skills gap.

Ethnic diversity is another area where the construction industry falls short. **The main contractor survey found that only 12% of the workforce is from an ethnic minority background.** This lack of diversity has implications not only for the industry's ability to attract and retain a wide range of talent but also for its ability to innovate and remain competitive in a global market.

The benefits of a diverse workforce are well-documented. Companies that embrace diversity tend to be more innovative, better at problem-solving, and more successful in attracting and retaining top talent. For the construction industry, improving gender and ethnic diversity could help to address the skills gap by opening opportunities to a broader range of workers and by fostering a more inclusive and dynamic work environment.

**12%** 

*of main contractor workforces are from an ethnic minority background.*

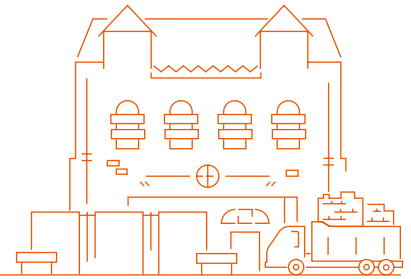
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**The gulf between public perception and the reality of careers in our industry is vast. To bridge the skills gap, we need supply chain's from clients, contractors and everyone in between to collaborate and break down these negative perceptions and showcase the opportunities we offer.**



**Robbie Blackhurst**  
Director of Strategic Resourcing

# THE CURRENT PROBLEMS: KEY THEMES AND RESULTS



## Misconceptions and Public Image

Misconceptions about the construction industry continue to be a major barrier to attracting new talent. *The survey results indicate that 72% of respondents view construction as a physically demanding job.* This perception is particularly prevalent among younger respondents, who are less likely to consider construction as a viable career option.

The public image of the construction industry is often shaped by outdated stereotypes, portraying the industry as one that involves mainly manual labour with little room for professional growth. This image fails to capture the reality of the modern construction industry, which offers a wide range of career opportunities, from project management and engineering to design and architecture.

The misconception that construction is a low-paying industry is another significant barrier. Even though construction workers earn, on average, **£7,000 more than the national average**, the public perception remains that construction offers lower wages than other industries. This misconception is particularly damaging as it deters potential workers who may be seeking well-paying careers.

The survey also highlighted a lack of awareness about technological careers in the construction industry. **44% of respondents believed showcasing technological advancements in the sector would attract more people to the industry.** With a growing number of roles being technological based, from BIM to Robotics, this demonstrates that the vast scope of careers is not being communicated effectively to the general public. Moreover, this contributes to the misconception that construction is an outdated industry with little room for innovation or career progression.

The public's misconceptions about the construction industry are not only a barrier to attracting new talent but also a hindrance to the industry's ability to innovate and adapt to changing demands. To address the skills gap, the industry must work to change these perceptions and promote a more accurate and positive image of construction careers.



## Inadequate Educational and Training Programmes

The survey results underscore the inadequacy of current educational and training programmes in preparing individuals for careers in the built environment sector. *A significant 76% of construction workers believe that these programmes do not adequately prepare workers for the demands of the industry. This sentiment is echoed by main contractors, who expressed concerns about the quality of new entrants into the sector, highlighting, "apprentice competency issues" as well as, "curriculum bias" towards other subjects.*

The inadequacy of educational and training programmes is a critical issue that contributes directly to the skills gap. Many of the skills required in the built environment sector are highly specialised, requiring both theoretical knowledge and practical experience. However, the current education system often fails to provide students with the hands-on training necessary to develop these skills.

Apprenticeship programmes, which are traditionally a key pathway into the industry, have also been found lacking. While apprenticeships are intended to provide on-the-job training and experience, many programmes are not sufficiently aligned with the needs of employers. This disconnect between education and industry requirements means that many apprentices are not adequately prepared to enter the workforce upon completion of their programmes.

# 76%



*of construction workers do not think current education and training programmes adequately prepare workers for careers in construction*

The survey also outlined the challenges faced in attracting and retaining talent in the built environment sector. **2 out of 5 construction professionals stated a lack of awareness is a challenge in attracting talent. This is echoed by 56% of the general public, who also believe a lack of awareness surrounding career opportunities is a barrier to bringing and retaining talent.**

This lack of awareness is a significant barrier to entry for potential workers, particularly those who may be considering a career change or who are looking to upskill. The implications of inadequate educational and training programmes are far-reaching. Without a steady pipeline of skilled workers, the construction industry will struggle to meet the growing demand for housing, infrastructure, and other projects. A shortage of workers could derail major infrastructure projects and result in significant economic setbacks. According to [CITB](#), the **UK will require over 250,000 additional construction workers by 2028 to meet anticipated demand**, especially in critical areas like housing and infrastructure. If the workforce gap isn't addressed, the industry could face rising labour costs and extended project timelines, affecting both corporate and residential sectors.

# 60%



*of the general public believe highlighting the variety of job opportunities available in the sector will attract more people to careers in construction*

To further illustrate the challenges and potential solutions to the skills gap, we will explore several case studies from the UK and abroad that highlight successful initiatives in addressing similar issues.

## Case Study 1: The Crossrail Project

The [Crossrail project](#), now known as the Elizabeth Line, is one of the most significant infrastructure projects in the UK, with a budget of over £18 billion. The project faced considerable challenges related to the skills gap, particularly in the recruitment of skilled workers for specialised roles such as tunnelling, civil engineering, and project management.

To address these challenges, Crossrail implemented a comprehensive skills strategy that included partnerships with local colleges and universities, the creation of a dedicated Tunnelling and Underground Construction Academy, and a focus on diversity and inclusion. The project also prioritised apprenticeship programmes, with over 1,000 apprentices employed during the construction phase.

The success of Crossrail's skills strategy is evident in the project's ability to meet its workforce needs despite the skills gap. The project also served as a model for other infrastructure projects in the UK, demonstrating the importance of early planning and investment in skills development.

## Case Study 2: Germany's Dual Education System

Germany's dual education system is often cited as a best practice model for vocational training. The system combines classroom-based education with on-the-job training, providing students with the skills and experience needed to enter the workforce immediately upon graduation.

In the construction industry, this system has been particularly effective in addressing the skills gap. German construction companies work closely with vocational schools to ensure that the curriculum is aligned with industry needs. Students spend part of their week in the classroom and part of their week working for a company, gaining practical experience in real-world settings.

The success of Germany's dual education system is reflected in the low youth unemployment rate and the high level of skills among the German workforce. The system also serves as a model for other countries seeking to improve their vocational training programmes.



[FIND OUT MORE](#) →

## Case Study 3: Australia's Construction Skills Centre

Australia's Construction Skills Centre is a government-funded initiative aimed at addressing the skills gap in the construction industry. The centre offers a range of training programmes, including apprenticeships, short courses, and upskilling opportunities for existing workers.

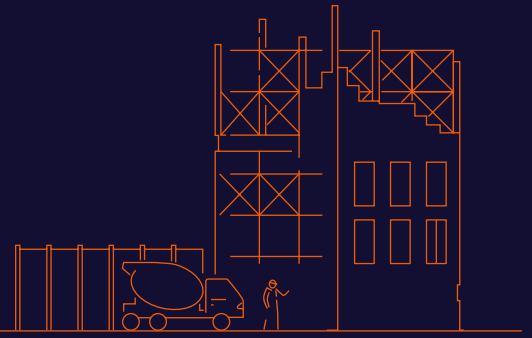
The centre has been successful in attracting a diverse range of participants, including women, ethnic minorities, and older workers looking to retrain. The programmes are designed in collaboration with industry partners to ensure that they meet the needs of employers and are aligned with current industry trends.

The success of the Construction Skills Centre is evident in the high employment rates among its graduates and the positive feedback from employers. The centre has also been instrumental in promoting the construction industry as a viable career option for a diverse range of workers.



[FIND OUT MORE](#) →

# OUR RECOMMENDATIONS



## 1 Initiatives to Attract and Retain Young Talent

**Strengthen Apprenticeship Programmes:** To address the skills gap, it is essential to strengthen apprenticeship programmes. This includes developing standardised, high-quality apprenticeship programmes that are aligned with the needs of employers. Increased funding and incentives for employers to take on apprentices are also crucial. The [UK government's Apprenticeship Levy](#) is a step in the right direction, but further support is needed to ensure that apprenticeship programmes are accessible and effective.

**Promote Construction Careers in Schools:** Early engagement with young people is critical to attracting the next generation of construction workers. Schools should introduce construction-related courses and provide career guidance that highlights the diverse opportunities available in the industry. Industry professionals can play a key role in educational outreach, giving talks, and providing real-world insights into construction careers ([National Careers Service](#)). However, a significant challenge remains: *53% of the general public believes that limited educational pathways are preventing people from entering construction professions. Additionally, 62% of construction professionals feel that a key strategy to promote careers in the built environment sector is to offer better qualifications and apprenticeship programs.* Addressing these issues by expanding educational pathways and enhancing apprenticeship options can help bridge the gap between industry needs and public perception.

# 2 in 3



*construction professionals feel that a key way to promote careers is to offer better qualification and apprenticeship programmes.*

**Rebrand the Construction Industry:** The construction industry must work to change public perceptions by rebranding itself as a modern, innovative sector with a wide range of career opportunities. A public relations campaign that highlights the technological advancements in construction, the competitive salaries, and the opportunities for career progression could help to attract new talent. *Currently, 56% of the general public believes that the construction industry does not portray career opportunities to the public very well.* By addressing this perception head-on and showcasing the diverse and rewarding careers available, the industry can begin to shift these views and draw in a broader and more engaged workforce.

## 2 Gender and Diversity Initiatives

**Promote Gender Diversity:** The construction industry needs to implement targeted recruitment campaigns and mentorship programmes to increase female representation, especially in site roles. Initiatives such as the Women in Construction Summit are crucial for raising awareness and promoting gender diversity within the industry.

**Enhance Ethnic Diversity:** To attract a more diverse workforce, the construction industry should partner with community organisations and EDI groups, such as Construction Leadership Council EDI committee, to address under-representation and to remove barriers to access, recruitment, retention and progression. This would encourage ethnic minorities to pursue construction careers. Providing diversity training for employers is also essential to create a more inclusive work environment.

## 3 Educational Reforms

**Improve Construction Education and Training:** There is a pressing need to reform construction education and training programmes to better align with industry needs. This includes updating curricula in collaboration with industry experts and introducing more practical training opportunities. The Government must couple with main contractors, and industry training bodies to provide a leading role in driving these reforms and ensuring that training programmes are responsive to the changing demands of the industry.

**Incentivising Retention and Career Development:** To attract and retain skilled workers, construction companies must offer competitive pay and benefits. This includes performance bonuses, flexible working arrangements, and opportunities for career advancement. *The Construction Industry Wages* must be regularly reviewed to ensure that they remain competitive and reflect the value of the work being done.

**Enhance Employee Incentive Schemes:** To improve retention rates, the government should accelerate efforts to support companies in implementing more attractive incentive packages. *Although 82% of main contractors already offer incentive schemes, there is a disconnect between perceived and actual benefits.* Introducing tax incentives for companies that adopt robust employee development programmes—such as continuous training, career advancement opportunities, flexible working arrangements, profit-sharing schemes, and performance bonuses—will help retain and attract skilled workers. It's essential to better communicate these incentives to ensure they are valued by employees.

**Promote Work-Life Balance:** Work-life balance is increasingly important to today's workforce, and the construction industry must adapt to meet these expectations. This includes introducing flexible working options, providing mental health and well-being support, and fostering a positive work environment. Initiatives like the *Mental Health in Construction* campaign are crucial for raising awareness and providing support to workers.

**Support Freelance Workers:** The government must also address the challenges faced by freelance or self-employed construction workers. Post-COVID-19, many freelance workers felt abandoned by the government, highlighting the need for policies that provide them with access to benefits typically available to full-time employees, such as health insurance, retirement plans, and professional development opportunities. This support could be facilitated through industry-wide cooperative schemes or government-backed programs. Providing additional benefits will encourage freelance workers to remain in the industry and maintain their skills, thus reducing workforce instability.

## 4 Establish a Central Digital Repository for Graduates, Trade Apprentices and Work Experience Students

The skills gap in the UK construction industry is a pressing issue driven by several factors, including an ageing workforce, a lack of young people entering the industry, gender and diversity imbalances, inadequate educational programs, and persistent misconceptions about construction careers. Addressing this challenge requires a coordinated response from all

stakeholders, focusing specifically on attracting and nurturing new talent.

The UK construction sector must take immediate action to address the ageing workforce and the lack of young people entering the construction industry. One effective strategy is to establish a Central Digital Repository specifically designed for higher education students, graduates, trade apprentices, and work experience students. The platform should be industry-led and focus on attracting and nurturing young talent, providing them with the necessary tools and resources to enter and succeed in the industry.

**How to Centralise Opportunities for Young Talent:** The Central Digital Repository will serve as a dedicated hub displaying job opportunities for graduates, trade apprentices, and students seeking work experience whether they are in secondary school, further education or higher education.

The platform will connect the built environment sector to young talent who are seeking career opportunities in the construction sector. The industry should be able to search for apprentices, graduates and work experience students by trade, sector, job type, degree, and location. We must fine-tune the needs of the industry and make the process smoother to source talent in scarce trades. By aligning industry needs with the aspirations of young people, the repository will help build a more sustainable, dynamic, and skilled workforce set to meet the needs of the future.

**Industry Collaboration is Vital:** To effectively tackle the skills gap, closer collaboration between the public and private sectors is essential. Government departments, main contractors, industry bodies, and educators must move beyond individual efforts and instead form a unified working group or national taskforce dedicated to workforce development. This initiative should act as a central forum for sharing challenges, developing policy recommendations, and implementing joint strategies to resolve the most urgent workforce issues in construction.

By establishing a cross-sector collaboration group or platform, the industry can ensure that decisions on skills investment, training standards, and recruitment campaigns are informed by real-time industry data and frontline experiences.

### Find Out More

Scan the QR Code to find out more about the Construction Industry Skills Gap.

VISIT OUR WEBSITE →



# APPENDICES



## Overview

This section presents a full and transparent overview of all data collected as part of our research. The findings have been drawn from a wide-ranging survey of UK respondents, including members of the general public, working professionals within the built environment sector, and contractors across various trades.

The data displayed throughout the appendices includes both quantitative and qualitative responses. Where applicable, multiple-choice questions allowed respondents to select more than one answer option. As a result, some percentage totals may exceed or fall short of 100%. This is a standard characteristic of multi-response survey questions and ensures that participants could fully reflect the range of their experiences and insights.

All figures are presented as reported, offering a clear view of the issues, trends, and workforce dynamics currently shaping the built environment sector.

### Main Contractor Responses

The average score for each subcontractor trade, where 1 indicates a very noticeable shortage and 5 indicates no shortage, is listed below:

- Brickwork - 2.11
- Joinery - 2.79
- Plumbing - 2.86
- Groundwork - 3.00
- Mechanical - 3.04
- Roofing - 3.11
- Electrical - 3.21
- Demolition - 3.79

The average score for each office-based trade, where 1 indicates a very noticeable shortage and 5 indicates no shortage, is listed below:

- Design Manager - 2.46
- Quantity Surveyor - 2.54
- Social Value Manager - 2.54
- Project Manager - 2.75
- Framework Manager - 2.86
- Site Manager - 2.89
- Building Surveyor - 3.04

The average percentage of the workforce from overseas across all contractors is - 16.23%

The average percentage of the workforce that is male across all contractors is - 80.82%

The average percentage of the female workforce in middle management positions across all contractors is - 26.21%

The average percentage of the female workforce in site roles across all contractors is - 14.39%

The average percentage of the female workforce in senior management positions across all contractors is - 15.82%

The average percentage of the workforce from an ethnic minority background across all contractors is - 12.18%

The percentage of contractors who offer training to their staff is - 100%

How would you rate your company's staff retention over the past 5 years? Response Breakdown (by percentage):

- High retention - 42.86%
- Moderate retention - 25.00%
- Very high retention - 21.43%
- Very high & High retention (dual selection) - 7.14%
- Moderate, Low & Very low retention (multi-selection) - 3.57%

Does your company offer incentive schemes to attract and retain skilled workers? Response Breakdown (by percentage):

- Yes - comprehensive incentive schemes - 46.43%
- Yes - but limited incentive schemes - 35.71%
- No - we do not offer incentive schemes - 17.86%

28



Contractors

## General Public Responses

**500**   
**Respondents**

Are you aware of the skills gap in the construction industry?

- Yes, I'm aware of the skills gap - 31.00%
- Somewhat aware of the skills gap - 42.20%
- No, I'm not aware there is a skills gap - 26.80%

How important is a skilled construction workforce for the overall economy?

- Very important - 84.00%
- Somewhat important - 14.40%
- Not very important - 1.60%

How well do you think careers in the Built Environment Sector are paid compared to other industries?

- Much better - 4.20%
- Better - 35.20%
- About the same - 38.20%
- Worse - 20.80%
- Much worse - 1.60%

In your opinion, what are some ways to attract more people to careers in construction?  
(Select all that apply)

- Offering competitive salaries and benefits - 79.40%
- Highlighting the variety of job opportunities - 60.00%
- Promoting the importance of construction to society - 52.60%
- Showcasing the use of technology in construction - 44.00%
- Other - 1.40%

Do you think there are any challenges preventing people from entering the construction industry? (Select all that apply)

- Lack of awareness about career opportunities - 55.80%
- Perception of construction jobs being physically demanding - 72.40%
- Limited training or educational pathways - 52.80%
- Other - 1.60%

How well does the construction industry portray career opportunities to the public?

- Very well - 3.80%
- Somewhat well - 28.20%
- Not very well - 56.00%
- Unsure - 12.00%

Would you personally encourage someone you know to consider a career in construction if they were looking for a new job?

- Yes, definitely - 28.80%
- Potentially - 36.40%
- Maybe, depending on the specific role - 29.20%
- No, I wouldn't recommend it - 5.60%

In your opinion, are there any specific groups underrepresented in construction careers? (Select all that apply)

- Women - 75.20%
- People of Colour - 24.60%
- Veterans - 22.00%
- Younger generations (16-24) - 32.80%
- LGBTQ+ - 32.80%
- Other - 3.20%

## Professionals in the Built Environment Sector Responses

**500**   
**Respondents**

Are you aware of the skills gap in the built environment?

- Yes - 43.20%
- Somewhat aware - 35.80%
- No - 21.00%

In your opinion do you see enough young people (16-24) entering into roles within the built environment sector?

- Yes - 26.80%
- No - 73.20%

Has the skills gap had an impact on your work or on the success of any your projects? E.g you're unable hire or recruit the right qualified staff/contractors for a project quickly and efficiently for reasonable price.

- Yes - 61.20%
- No - 38.80%

Do you think the current education and training programmes adequately prepare workers for careers in the built environment sector?

- Yes - 14.40%
- No - 20.00%
- Needs improvement - 56.00%
- Unsure - 9.60%

What are some of the challenges faced in attracting and retaining talent in the built environment sector? Please select the applicable.

- The industry has an image and perception problem - 30.60%
- Lack of awareness - 39.00%
- Salaries and benefits - 48.60%
- Career development opportunities - 46.60%
- Inadequate educational programmes bringing through the next generation - 54.00%
- Other - 0.80%

How can we better promote careers in the built environment sector and make them more attractive to a wider range of candidates? Please select the applicable.

- Offering competitive salaries and benefits - 60.20%
- Highlighting the variety of job opportunities - 57.00%
- Promoting the importance of construction to society - 55.00%
- Showcasing the use of technology in construction - 47.40%
- Offer better qualifications and apprenticeship programmes - 62.40%
- Other - 0.20%

Would you personally encourage someone you know to consider a career in construction if they were looking for a new job?

- Yes definitely - 52.60%
- Potentially - 22.40%
- Maybe, depending on the specific role - 20.40%
- No, I wouldn't recommend it - 4.60%

In your experience, how well does the current recruitment process identify candidates with the necessary skills for the job?

- Very well - 12.20%
- Somewhat well - 35.80%
- Needs improvement - 46.80%
- Not effective - 5.20%

In your opinion, are there any specific groups underrepresented in construction careers? (Select all that apply)

- Women - 63.20%
- People of colour - 23.40%
- Veterans - 19.00%
- Younger generations (16-24) - 53.20%
- Disabled - 40.00%
- LGBTQ+ - 22.40%
- Other - 0.60%



# Strategic Resourcing

Construction Recruitment Software

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