

Construction sector is losing the war for talent as only 7% of the next generation are considering a career in the profession

Embargoed until: 29 April 2019

- The Stace Next Gen Index has found that only 7% of the next generation (16-18-year olds) are considering a career in the construction sector, increasing the concerns of the growing skills shortage.
- 27% of the next generation feel their parents would discourage them for a career in the construction industry, which increases to 30% for females and 41% for BAME respondents.
- The next generation are unaware of the variety of roles available within the sector with 41% and 25% stating they are unaware of a Quantity Surveyor and Building Surveyor, respectively.

The Stace Next Gen Index has found that only 7% of 16-18 year olds are considering a career in the construction sector. The report identified that the attractiveness of a career in construction decreased further to 6% for females and only 4% for BAME respondents. These findings highlight the growing challenges of both filling the skills shortage and the lack of diversity in the industry.

As each week passes, the construction sector is hit with headlines highlighting the growing skills shortage in the industry.

Gareth Sinnamon, Partner at Stace comments: “A lot of reliance is being placed on the next generation filling the increasing skills shortage and creating a better-balanced industry.

However, has anyone stopped to ask whether they are wanting to pursue a career in our sector? The Stace Next Gen Index shows that the industry can no longer cross its fingers and hope that the next generation plug the gap. When asked which industry the next generation are considering a career in, the construction sector did not appear in their top three options.”

An awareness issue for our industry

The Stace Next Gen Index highlights that the industry is missing out on the top talent from the next generation. 16-18 year olds are not aware of the opportunities available within the construction sector with 41% and 25% stating that they are unaware of the roles of a Quantity Surveyor and a Building Surveyor, respectively.

Sally Garcia, Future Talent Director at RICS comments: "RICS has been working with industry to future proof the profession, encouraging talent into the sector and creating a diverse and inclusive environment. We have delivered the RICS Inspire programme to over 130 schools and engaged with over 64,000 young people about the benefits of a career in surveying. We also have over 2000 talented individuals on our chartered degree apprenticeship.

"Our UK Construction and Infrastructure market survey has been signalling for a while that the industry is short of the number of Quantity Surveyors that it needs. And while it's encouraging over half of those surveyed are aware of surveying, there is a lot of work to do to be the inclusive profession we aspire to be. We'd like to invite surveying professionals to get in touch with RICS and become an Inspire Ambassador to inspire the next generation of talented and diverse young people to enter the construction sector."

The lack of diversity looks set to stay

The Stace Next Gen Index found that for every response from the next generation, the challenge was increased for female and BAME respondents. The report identified that just 6% of females and only 4% of BAME respondents are considering a career in the construction industry. Additionally, 30% of females and 41% of BAME respondents felt that their parents would discourage them from a career within the construction industry. The figure was just 24% for males.

Carol Lynch, Chief Executive at Construction Youth Trust comments: "Young people, particularly those from a BAME background and young women, are simply not aware of the

rewarding and varying careers offered within the sector. Yet, our industry is crying out for a new generation of professionals. The Stace Next Gen Index highlights the need for the industry to sit up and collectively take action to change this.”

Gareth Sinnamon concludes: “The findings from the Stace Next Gen Index are clear. The construction industry is losing the war for talent. The industry needs to actively engage and inspire all of the next generation, while also continuing to create a diverse and inclusive environment. Improving our approach will only be welcomed by the next generation and will be integral to ensuring our future prosperity and industry’s status as a global leader.”

--- ENDS ---

The Stace Next Gen Index

The Stace Next Gen Index is based on interviews with 800 young people aged 16–18, all of whom are living across the UK. The gender split for the research was slightly higher for females, with 55% of respondents being female and 45% being male. **Full methodology is available in the report.**

About Stace:

Stace is leading, multidisciplinary construction and property consultancy delivering our services across the UK. At Stace, we believe that there are very few other professions which present an opportunity to create and influence the environment around us and leave a lasting legacy for future generations.

About Construction Youth Trust

Construction Youth Trust is a charity whose aim is to inspire and enable young people to overcome barriers and discover a career in the Construction and Built Environment sector.

Media Enquiries:

Tyler Lawrence

Mobile: 07908 831777

Email: t.lawrence@stace.co.uk