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Construction

Dorset Local Skills Improvement Plan

LMI Sector Insights | December 2023



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www.dorsetchamber.co.uk/lcip

Data notes

- This sector dashboard uses a combination of data published via the Office of National Statistics (ONS) and also utilises vacancy data via [Lightcast](#)
- Lightcast is a global leader in labour market analytics. This dashboard primarily uses Lightcast job posting analytics and focuses on the Dorset LSIP area and trends over time
- It is important to note that the analysis here only reflects jobs that are posted online. It effectively ‘scrapes’ a range of job websites, alongside candidate profiles
- Lightcast uses sophisticated software to try remove duplicates i.e. jobs posted repeatedly, but recognises that this may remain an issue for some postings
- Because it captures online job postings only, it cannot capture informal job vacancies and recruitment. It is important to recognise that in some sectors such as construction recruitment tends to be more ‘informal’ and will not be reflected in the data here. This may also be more prevalent in small and micro businesses
- It is also important to note that the analysis attempts to differentiate between sectors and ‘occupational pathways’. That is, some of the requirements for certain skills do not necessarily occur in tightly defined sectors. For example, digital skills are important across a whole range of sectors, whilst many people working in construction do not necessarily work in the construction sector per. This utilises the [Lightcast Occupation Taxonomy](#) – see later slide around definition
- Given there will be some short-term volatility in job posting data, the analysis here covers the period Jan 2022 to Sept 2023. This will serve to ‘smooth’ some of the data and for the use Dorset LSIP analysis – longer-term trends are important
- Christchurch is defined within Lightcast as being in the Dorset Council area – this classification does not reflect the post-April 2019 Local Government restructure

Definitions (1)

Standard Industrial Classification (SIC) based approach – slides 4 and 5

41: Construction of buildings
42: Civil engineering
43: Specialised construction activities

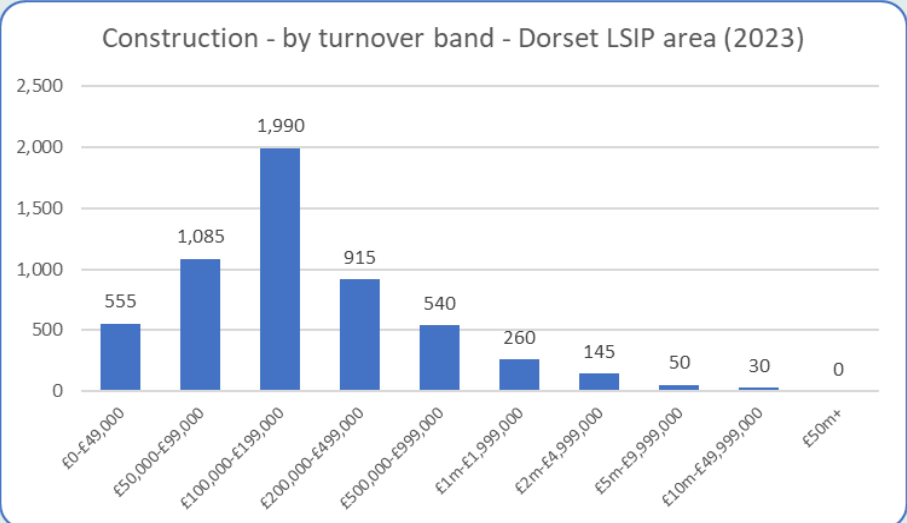
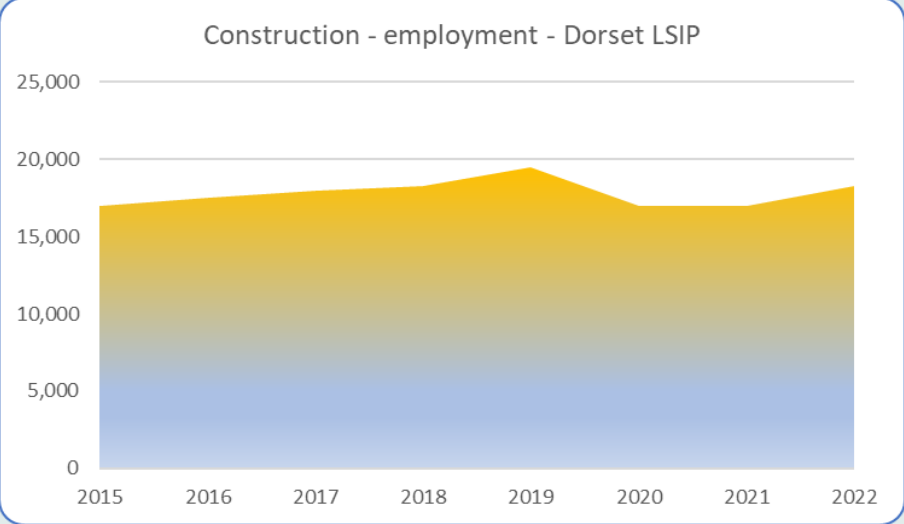
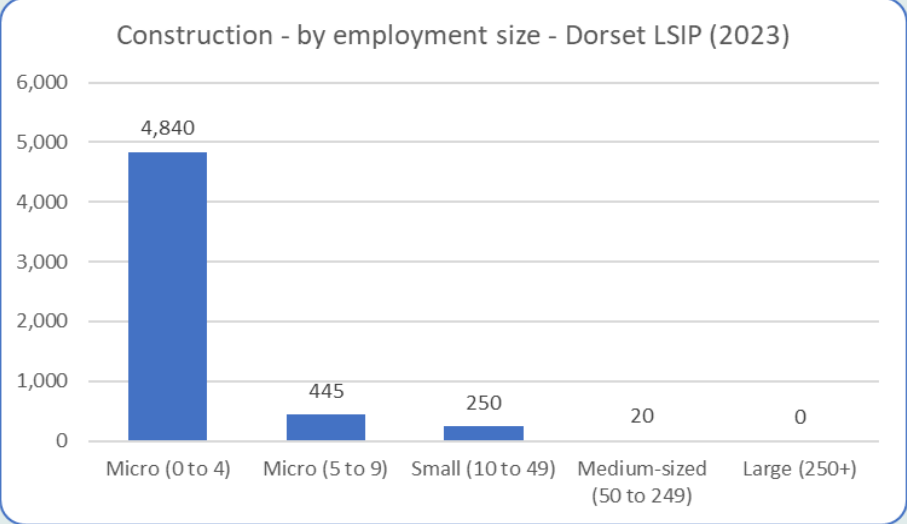
Working Futures analysis – slide 6

41: Construction of buildings
42: Civil engineering
43: Specialised construction activities

Lightcast occupational taxonomy – slides 10 to 14

Electricians and Electrical Fitters
Metal Working Production and Maintenance Fitters
Plumbers and Heating and Ventilating Engineers
Carpenters and Joiners
Production Managers and Directors in Construction
Construction and Building Trades n.e.c.
Packers, Bottlers, Canners and Fillers
Engineering Technicians
Elementary Construction Occupations n.e.c.
Construction Operatives n.e.c.
Estate Agents and Auctioneers
Construction Project Managers and Related Professionals
Laboratory Technicians
Telecoms and Related Network Installers and Repairers
Fork-lift Truck Drivers
Construction and Building Trades Supervisors
Civil Engineers
Metal Machining Setters and Setter-operators
Metal Working Machine Operatives
Painters and Decorators
Glaziers, Window Fabricators and Fitters
Chartered Surveyors
Production and Process Engineers
Assemblers (Electrical and Electronic Products)
Mobile Machine Drivers and Operatives n.e.c.
CAD, Drawing and Architectural Technicians
Inspectors of Standards and Regulations
Quantity Surveyors
Assemblers and Routine Operatives n.e.c.
Bricklayers
Electrical Service and Maintenance Mechanics and Repairers
Skilled Metal, Electrical and Electronic Trades Supervisors
Production, Factory and Assembly Supervisors
Electrical and Electronics Technicians
Electrical and Electronic Trades n.e.c.
Furniture Makers and Other Craft Woodworkers
Chartered Architectural Technologists, Planning Officers and Consultants
Floors and Wall Tilers
Planning, Process and Production Technicians
Paper and Wood Machine Operatives
Groundworkers
Process Operatives n.e.c.
Roofers, Roof Tilers and Slaters
Scaffolders, Stagers and Riggers
Plasterers
Plastics Process Operatives
Metal Making and Treating Process Operatives
Metal Plate Workers, Smiths, Moulders and Related Occupations
Textiles, Garments and Related Trades n.e.c.
Sheet Metal Workers
Interior Designers
Air-conditioning and Refrigeration Installers and Repairers
Security System Installers and Repairers
Road Construction Operatives
Architects
Building and Civil Engineering Technicians
Stonemasons and Related Trades
Mining and Quarry Workers and Related Operatives
Production Managers and Directors in Mining and Energy
Glass and Ceramics Makers, Decorators and Finishers
Rail Construction and Maintenance Operatives
Steel Erectors

Construction – overview (1)

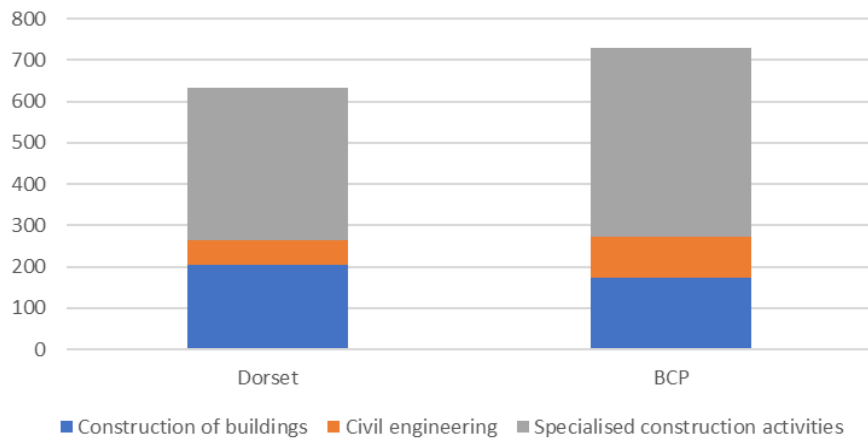


The construction industry is dominated by micro businesses – either measured by numbers employed and/or annual turnover. The majority construction of businesses (approximately two-thirds) generate an annual turnover <£200,000. Many of these businesses will have an informal approach to training. As would be expected, employment fell during the pandemic as lockdown placed restrictions on construction activity. However, the latest data suggests that it rebounded in 2022 – just below pre-pandemic levels.

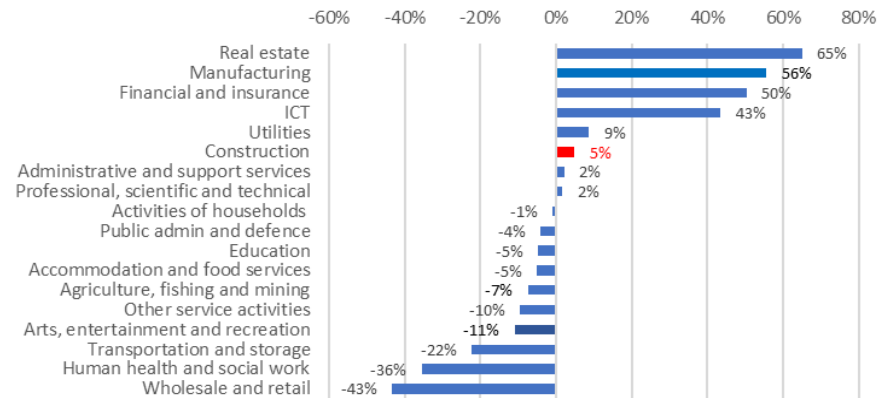
Source: ONS (Business Register and Employment Survey and UK Business Counts)

Construction – overview (2)

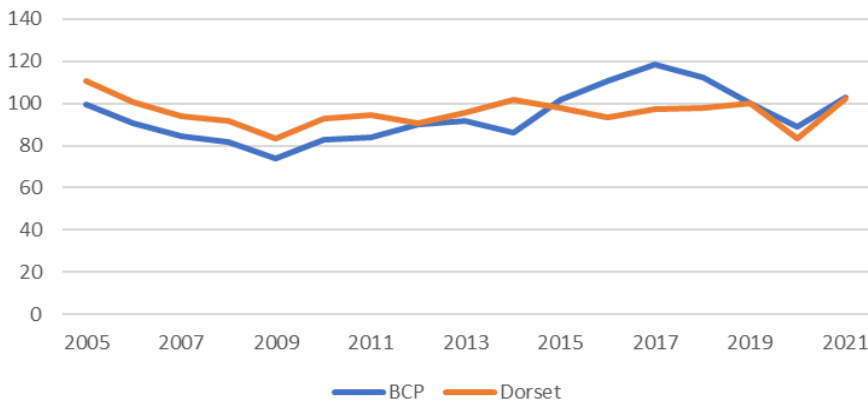
Dorset LSIP area - construction output (GVA) (2021) (£m)



Contribution to Dorset LSIP economic growth - sectors (2015-2021)

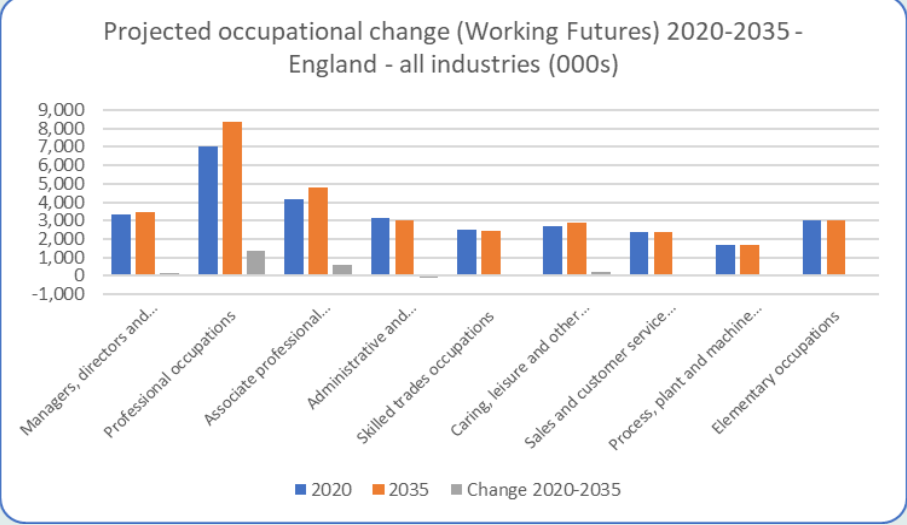
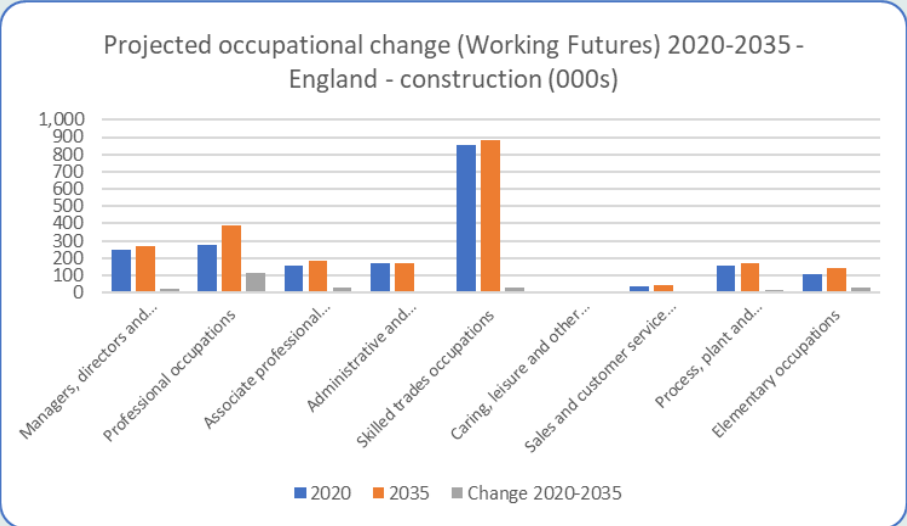


Construction Gross Value Added (economic output) (2019=100) - Dorset LSIP



The (broad) construction sector is slightly larger in BCP than in Dorset County, although – as measured by output – there is a reasonably even distribution across the two local authority areas (top left chart). The sector has not grown significantly over the past 10-15 years, with the impact of the pandemic appearing to have had a particular impact on the industry in BCP (bottom left chart). The latest available data (2021) suggests it only began to recover lost ground. Whilst evidence from the industry (i.e. as shown at national output data) suggests 2022 was a relatively strong growth year, it is now under renewed pressure in sectors such as housebuilding – the result of higher interest rates. Nevertheless, it has a positive contributor to overall economic growth across the Dorset LSIP area.

Construction – future projections



The latest Labour Market and Skills projections produced through the Working Futures programme - covering the period 2020-2035 and the first produced in a post-Covid environment – projects that overall employment in construction will increase over the 10-15 years. The data presented here is at a national (England) level.

The projections expect employment to increase in all broad occupational classifications, with particular strong (absolute and proportional) increases in professional occupations. This is expected to reflect the sustained demand for construction activity, and the expectation that elements of the construction process (although certainly not all) will remain dependent on labour input.

The projections are intended to provide a statistical foundation for reflection and debate among all those with an interest in the demand for and supply of skills. They are produced because historical evidence shows that changing patterns of employment by sector and occupation tend to largely dominated by longer-term trends rather than the cyclical position of the economy or short-term impacts. However, it is obvious that these projections are subject to high degrees of uncertainty and therefore we would urge careful interpretation of these projections. They are intended as a starting point for further analysis rather than a projection of what is most likely to happen. They represent one possible future.

Source: Working Futures 2020-2035

Construction – key research findings

- Construction vacancies recently hit a 20-year high. CITB estimates that c260,000 extra workers will need to meet UK construction output. Demand remains strong, although industry does historically suffer from volatility
- In 2021 over a third (34%) of employers suggested they have skills gaps, compared with 14% in 2018 and 20% in 2016
- The strong demand for construction work from the pandemic combined with the end of free movement and lower numbers of self-employed workers, are factors that have contributed to faster wage increases and skilled worker shortages
- The trend of fewer EU nationals in the construction workforce and a more constrained migration policy, indicates that that there will be an increasing need for construction companies to:
 - Attract skilled workers who have left the industry back into construction. This would be either those who have left to work in other industries or those that have become unemployed or inactive
 - Attract new entrants into the workforce from those leaving school, further education, apprenticeships, or higher education
 - Improve the retention of workers within the industry
 - Look at how productivity can be improved

Construction – key research findings

- Three key skills challenges identified by sector:
 - Responding to the skills demand - research indicates potential new recruits often have negative perceptions about the working culture
 - Developing the capacity & capability of training provision
 - Addressing future skills needs - Industry wants to develop the underpinning behavioural skills of construction managers, with employers and employees expressing a strong preference for increasing the availability of nontechnical and behavioural skills training. At the same time, digital skills and net zero ways of working are becoming increasingly important
- CITB's (sector body) work focusing on the employment lifecycle - attracting people to industry and improving retention, routes into industry, promoting core skills (i.e. Health & Safety), upskilling around occupational skills (i.e. digital, net zero skills), upskilling around behavioural skills (i.e. leadership and management)
- CITB supporting DfE to further develop Occupational Traineeships in carpentry and joinery, drylining, and painting and decorating (pilot covered bricklaying)

Building and Construction and Manufacturing Technologies (SSA2)

Autumn 23 update

Data covering 2022 – 2023 (to date)

Construction job postings – associated occupations

Associated Occupations

We have associated the following occupations with the chosen course areas.

<p>40,186</p> <p>Jobs (2022)</p> <p>0% above National average</p>	<p>+1.5%</p> <p>% Change (2022-2023)</p> <p>Nation: +1.3%</p>	<p>£14.48/hr</p> <p>£29.1k/yr</p> <p>Median Wages</p> <p>Nation: £14.58/hr; £30.1k/yr</p>
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Occupation	2022 Jobs	Annual Openings	Median Wages	Growth (2022 - 2023)	Employment Concentration (2022)
Delivery Drivers and Couriers	3,153	191	£10.10/hr	+2.47%	0.97
Electricians and Electrical Fitters	2,503	99	£16.00/hr	+1.48%	1.15
Metal Working Production and Maintenance Fitters	1,977	71	£15.00/hr	+0.15%	0.97
Food, Drink and Tobacco Process Operatives	1,889	110	£11.22/hr	+3.28%	1.03
Plumbers and Heating and Ventilating Engineers	1,772	76	£14.98/hr	+1.64%	1.34
Carpenters and Joiners	1,613	78	£14.51/hr	+1.61%	1.26
Production Managers and Directors in Construction	1,579	50	£23.56/hr	0.00%	0.98
Construction and Building Trades n.e.c.	1,404	56	£15.40/hr	+1.64%	1.28
Packers, Bottlers, Canners and Fillers	1,311	91	£10.27/hr	+2.06%	0.76
Engineering Technicians	1,157	68	£19.85/hr	+2.94%	1.42
Elementary Construction Occupations n.e.c.	1,059	58	£11.15/hr	-0.28%	0.98
Construction Operatives n.e.c.	954	53	£13.12/hr	+2.20%	1.31
Estate Agents and Auctioneers	810	24	£12.99/hr	-3.95%	1.02
Construction Project Managers and Related Professionals	759	34	£17.49/hr	+1.19%	0.97
Laboratory Technicians	692	38	£13.87/hr	+1.88%	0.81
Telecoms and Related Network Installers and Repairers	650	31	£15.41/hr	+2.15%	0.96
Fork-lift Truck Drivers	645	27	£12.94/hr	+0.78%	0.60
Construction and Building Trades Supervisors	616	32	£17.65/hr	+2.44%	1.16
Civil Engineers	605	24	£18.23/hr	-0.17%	0.79
Managers and Directors in the Creative Industries	596	30	£14.95/hr	+0.84%	0.95

An alternative method of estimating the scale of manufacturing and engineering jobs/occupations across the Dorset LSIP area is to understand what types of jobs tend to be filled by those individuals who undertook construction training (at SSA 2 level). In effect this represents the ‘occupational pathways’ (as described in the data notes slide). This analysis is available via [Lightcast](#) (utilised for this analysis) which have developed the [Lightcast Occupation Taxonomy](#) which aims to link skills acquisition to occupations. Based on this methodological approach, it is estimated that there were c40,000 jobs (2022) across the Dorset LSIP area in occupations associated with construction courses (SSA2) – which encapsulates building and construction and manufacturing technologies. The number of jobs in associated occupations has increased by 1.5% between 2022 and 2023 across the Dorset LSIP area.

One of the explanations of the difference between the two job figures shown in this slide pack (slide 4 versus slide 11) is that construction jobs can be found in industries outside of those defined as ‘construction’. This data also includes some elements of manufacturing technologies, given its increasing role in construction. The two cannot be directly compared.

Source: Lightcast, 2023

Construction job postings - volume

Job Postings Overview



There were 45,317 total job postings for your selection from January 2022 to October 2023, of which 19,735 were unique. These numbers give us a Posting Intensity of 2-to-1, meaning that for every 2 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Top Five Industries by Total Jobs that Employ the Target Occupations at 2-Digit SIC

Industry	Occupation Group Jobs in Industry (2021)	% of Occupation Group in Industry (2021)	% of Total Jobs in Industry (2021)
Specialised Construction Activities	7,777	22.4%	64.3%
Construction of Buildings	3,431	9.9%	66.0%
Manufacture of Fabricated Metal Products, Except Machinery and Equipment	1,810	5.2%	37.2%
Real Estate Activities	1,679	4.8%	12.5%
Architectural and Engineering Activities; Technical Testing and Analysis	1,581	4.6%	39.6%

There c19,800 job postings 2022 and 2023 (to date) relating to the occupations associated with construction (although recognising that recruitment tends to be quite informal in the sector so not reflected in these advertised vacancies – even though vacancies posted by c1,900 businesses in the industry across the Dorset LSIP area are reflected in this data).

Typically, jobs are posted twice before being filled (posting intensity of 2:1), and this has remained broadly stable over time.

Source: Lightcast, 2023

Construction job postings – location and recruiters

Top Cities Posting

City	Total/Unique (Jan 2022 - Oct 2023)	Posting Intensity	Median Posting Duration
Poole, Bournemouth and Poole	13,682 / 5,664	2 : 1	34 days
Bournemouth, Bournemouth and Poole	12,353 / 5,634	2 : 1	34 days
Dorchester, Dorset CC	3,368 / 1,454	2 : 1	33 days
Christchurch, Dorset CC	2,235 / 940	2 : 1	34 days
Weymouth, Dorset CC	2,406 / 933	3 : 1	31 days
Ferndown, Dorset CC	1,853 / 820	2 : 1	34 days
Wimborne, Dorset CC	1,603 / 801	2 : 1	32 days
Blandford Forum, Dorset CC	1,713 / 763	2 : 1	31 days
Portland, Dorset CC	676 / 347	2 : 1	37 days
Wareham, Dorset CC	754 / 346	2 : 1	34 days

* Christchurch is defined within Lightcast as being in the Dorset Council area – this classification does not reflect the post-April 2019 Local Government restructure

What is noticeable from the data on the top companies posting vacancies is the absence of any large construction firms. This may reflect the channels that those construction businesses use to recruit (noting earlier comment about informal recruitment in the industry) but also, but also reflect that the majority of businesses are small/micro (as also noted earlier). The data also illustrates that construction roles are recruited into non-construction organisations. Finally, it also reflects the wider definition used here – also including manufacturing technologies.

Top Companies Posting

Company	Total/Unique (Jan 2022 - Oct 2023)	Posting Intensity	Median Posting Duration
Rubicon Recruitment	1,647 / 734	2 : 1	31 days
NHS	1,658 / 511	3 : 1	33 days
Randstad	1,120 / 396	3 : 1	35 days
Adecco	1,218 / 393	3 : 1	35 days
Rise Technical Recruitment Ltd	967 / 387	2 : 1	31 days
Holt Engineering	995 / 356	3 : 1	40 days
Fawkes & Reece	737 / 300	2 : 1	40 days
Reed	435 / 177	2 : 1	35 days
Ultra Group Company Limited	320 / 159	2 : 1	60 days
Matchtech	335 / 152	2 : 1	36 days
Sunseeker Us	242 / 121	2 : 1	31 days
Connells	258 / 103	3 : 1	38 days
Bennett & Game Recruitment Limited	337 / 102	3 : 1	36 days
Interaction Recruitment	349 / 92	4 : 1	35 days
One Way Resourcing	209 / 91	2 : 1	32 days
Haven Holidays	232 / 90	3 : 1	33 days
Hays	233 / 90	3 : 1	30 days
Psr Solutions	215 / 85	3 : 1	35 days
Team	180 / 76	2 : 1	26 days
Bournemouth Borough Council	117 / 74	2 : 1	60 days

Source: Lightcast, 2023

Construction job postings – role demand

Top Posted Job Titles

Job Title	Total/Unique (Jan 2022 - Oct 2023)	Posting Intensity	Median Posting Duration
Production Operatives	1,535 / 570	3 : 1	33 days
Quantity Surveyors	1,040 / 477	2 : 1	33 days
Labourers	1,128 / 462	2 : 1	33 days
Carpenters	1,234 / 429	3 : 1	33 days
Machine Operators	896 / 391	2 : 1	33 days
Electricians	1,031 / 380	3 : 1	33 days
Groundworkers	718 / 342	2 : 1	32 days
Assemblers	677 / 279	2 : 1	34 days
Forklift Drivers	591 / 278	2 : 1	34 days
Site Managers	487 / 213	2 : 1	36 days
Surveyors	392 / 200	2 : 1	34 days
Field Service Engineers	504 / 187	3 : 1	30 days
Assembly Operators	471 / 186	3 : 1	34 days
Gas Engineers	399 / 186	2 : 1	32 days
Painters/Decorators	409 / 185	2 : 1	30 days
Plumbers	324 / 164	2 : 1	34 days
Production Engineers	415 / 161	3 : 1	36 days
Lettings Negotiators	307 / 155	2 : 1	37 days
Handymen	259 / 148	2 : 1	34 days
Apprentices	231 / 133	2 : 1	40 days

The most common job postings across the Dorset LSIP area within the associated occupations are production operatives (reflecting the manufacturing technologies element of the definition) as well as labourers, carpenters, electricians etc – as would be largely expected. There was also significant demand for quantity surveyors, which wasn't necessarily reflected in the previous sector dashboard.

Again, this data is using a taxonomy that charts the roles/jobs that tend to be filled by individuals that undertook construction and/or manufacturing technologies courses (SSA2 level).

Jobs tended to be posted 2 to 3 times and for an average of c1 month.

It is important to note that this slide details the job vacancy postings i.e. dynamic demand. This compares to some earlier slides (e.g. slide 9) which illustrated the level of job roles across the Dorset LSIP area.

Construction job postings - skills

Top Common Skills

Skill	Postings with Skill
Communications	3,475
Detail Oriented	2,372
Management	2,000
Customer Service	1,938
Problem Solving	1,241
English Language	1,114
Planning	1,062
Sales	1,035
Operations	923
Self-Motivation	853
Teamwork	696
Mathematics	637
Willingness To Learn	629
Leadership	613
Organizational Skills	598
Computer Literacy	592
Enthusiasm	541
Strong Work Ethic	540
Microsoft Office	512
Time Management	504

Top Specialized Skills

Skill	Postings with Skill
Construction	1,354
Carpentry	1,311
Project Management	1,080
Machinery	1,024
Plumbing	909
Electrical Wiring	714
Painting	689
Marketing	678
Warehousing	629
Forklift Truck	611
Power Tool Operation	609
Technical Drawing	591
Machining	499
Hand Tools	466
Subcontracting	458
AutoCAD	445
Risk Analysis	433
Machine Operation	428
Mechanical Engineering	426
Engineering Drawings	422

The most sought after specialised skills include construction (recognising that it a fairly generic description), carpentry, project management and other skills such as electrical wiring.

More common (soft) skills requirements include communication, detail orientation and other aspects such as problem solving etc, self-motivation etc.

Source: Lightcast, 2023