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The Blueprint for closing the construction skills gap

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What is the ‘Skills Gap’ really?

The Skills Gap Problem refers to a lack of pathways for individuals to gain necessary skills to climb a given industry, or to gain access to an industry’s entry level positions.

Now, the demand for skilled professionals is increasing faster than the available workforce.

Skills Gaps | CIOB



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How did this problem come about?

To begin addressing the Skills Gap Problem, we need to understand why it exists...

- Limited pathways into the industry
- A changing workforce.
- Learning hasn't kept up with technology.
- The Image of the Industry.

Ultimately, this leads to more people leaving the industry than professionals available to fulfil key roles.



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Addressing the problem

A changing workforce

Modern professionals require training that works for them.

- Create clear learning and career progression pathways.
- Training that's accurate and of high-quality.
- Make professional development accessible, flexible, and relevant.
- Focus on retaining talent through continuous learning and career growth.
- Embed skills development into long-term workforce planning.
- Attract new talent through apprenticeships and early careers programmes embedding professionalism at the start of careers.
- Flexible learning that fits around busy work schedules.

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Addressing the problem

Futureproofing

- Equip teams with the digital skills needed for modern construction.
- The construction landscape is changing; training must reflect this.
- Support adoption of BIM, AI, digital twins, and data-driven decision making.
- Provide practical training on emerging technologies and systems.



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Addressing the problem

The Image of the Industry

Construction can often be viewed as a relatively old-fashioned industry, lacking in some of the quirks and modernities that other industries have.

- Embrace new technologies in meaningful ways.
- Celebrate your construction projects.
- Boast about your success!



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How do I get started?

Gaining Training Funding

National Funding: CITB, National skills grants

Local Funding: Local Govt, MCA's, Local Construction groups

Charity/NPO Funding: Local Govt, MCA's, Lottery, Numerous organisation funding pots.

Individual Funding: LLE new funding, CITB



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What are CIOB Academy doing?

Our Latest Initiatives

- Academy Recognised Courses promoting training that's high quality.
- Bitesize Courses are designed with the modern professional in mind.
- Constant internal-reviews of our own content.
- New Qualifications





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Learning today, leading tomorrow.

What happens next?

- Traditionally, Industries have been focused on growth, today, what's more important is not just finding people, but finding **the right people.**
- Individuals need knowledge to work safely and compliantly.
- By empowering our industry, workers and the construction sector, we work to better protect the occupier.

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Thank you for listening.

Any questions?

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