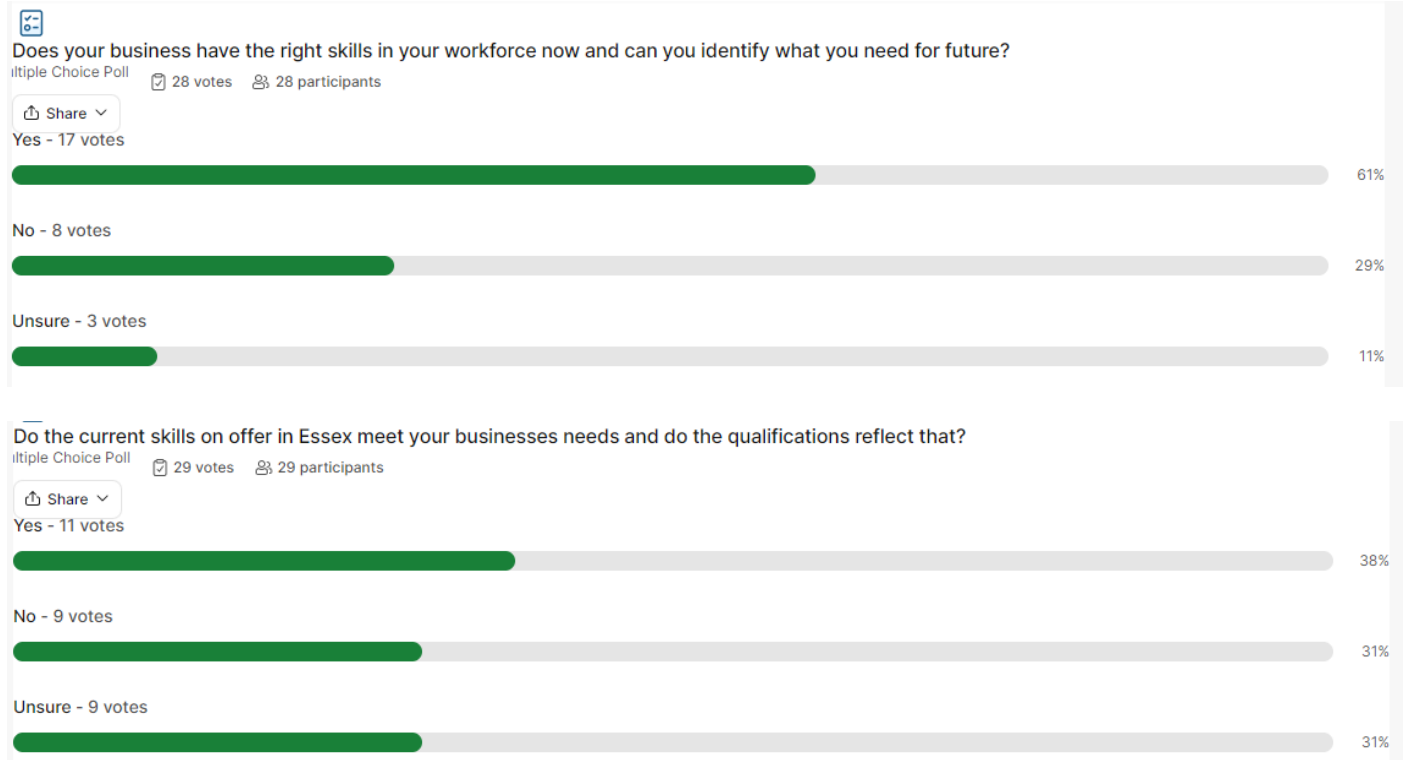


Essex Construction Alliance Event

At a recent event we had a session to get feedback from employers on their current skills issues. During additional discussions, topics raised were competition (and higher salaries) in London, the postcode lottery of support available to employers, the importance of mental health in the sector. Physical training facilities were also discussed - IoTs and equipping colleges to respond to industry needs, plus the work the likes of LTC are doing to develop facilities, were highlighted.



To support the development of the future local workforce, work placements and apprenticeship schemes are vital. What can be done to support more of these into your business and the industry as a whole?

22

Participants don't see results

- Bridging the gap between colleges and companies.
Skills centres.
- Working with universities / colleges and industry is vital.
- Promotion of Working Well, recognising that the mental health and wellbeing of the workforce is vital, and will help develop healthy, productive workforce. When bidding for contracts, it important to demonstrate good health and. Wellbeing practice and trained mental health first aiders
- We currently use training centres specialising in asbestos, from asbestos awareness training, asbestos operatives, asbestos supervisors, contract managers under ARCA. Other training we use is asbestos surveys under UKAS. These courses range from 1-3 days.
- More straightforward process
Confidence that youngsters will come to us with strong soft skills and confidence - and willing to learn. We don't have capacity to get them up to speed in this.
- There needs to be a Essex academy based on mixing skills like scaffolding, roofing, solar to create a more developed workforce

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Participants don't see results

- Hopefully the collaboration through BaLL initiative will support creating entry level talent pipeline.
Creating an adult version and educating to the industry transferable skills will help widen the talent pool
- I am aware of T level and Apprenticeship opportunities are their any support grants s for specific industry training I.E. using industry standard software CAD, PM software, Environmental Software, Net Zero etc.
- The current apprenticeships and learning opportunities are good and there is a great selection, however I feel that local companies are not aware of the broad range of the opportunities. For example, apprenticeships; most companies are only aware of the 'well-know' apprenticeships such as Electrical, Plumbing, QS, IT, etc. I think that local businesses would benefit from more advertisement of other apprenticeships, such as Marketing, Software Development, Manufacturing technician, supply chain, etc. as well at the different levels of apprenticeships too. This would also encourage businesses to upskill their long-standing employees too, if they knew the help was there.
- Not enough time

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 Participants don't see results

- We need to encourage more SMEs to offer apprenticeships to build the workforce for the now and future. The current structure appears to be somewhat overburden with administrative requirements which puts a lot of SMEs off.


We need more intermediaries to support the SMEs with the admin of these schemes and we need to be telling the story better, so the benefits can be seen by all.

Great engagement at grassroots level is required i.e. schools

- For our industry we feel that painting and decorating apprenticeships are becoming harder to organise due to colleges not doing 1 days release courses so they get on site training and in classroom training. I'm sure this is making less likely for people within the Essex area wanting to come into this trade.

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 Participants don't see results

ensure and smoother transition for school leavers trying to get into an apprenticeship or employment.

- Colleges need to have qualified staff who can teach technical construction. There is a real shortage.
- I feel that as a whole a lot of local businesses are unaware of the support they can get regarding apprenticeships and are often left feeling overwhelmed which leads to people not wanting to take on apprentices. I also don't think that people are aware of the funding support they can get.
- Offer actual support to the apprentices. Spend time before they start the apprenticeship to ensure they have chosen the correct sector.
- Ours is a specialist skill where there are no specific college courses available so how can this work for us for apprenticeships?
- School leavers need to have right attitude, decent maths and English. It is the attitude of people below 25 years old that is largely disconnected from the reality of works. Give us a person with right attitude and we can train them
- Support for onboarding
- Funding and knowledge to where to seek the necessary skills

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 Participants don't see results

- Can we lobby Govt for the levy to be used in more innovative ways that support education institutions.

We need much more stronger cluster events. This is a great start re. Construction

Supply chain contractors need to be much stronger with embedding skills and improvement plans into the planning process and much stronger enforcement of this process after the permission has been granted.

- Affordable shared apprenticeships as construction projects are often not aligned with apprenticeship terms.
- It would be great to have schools and businesses working together to ensure and smoother transition for school leavers trying to get into an apprenticeship or employment.