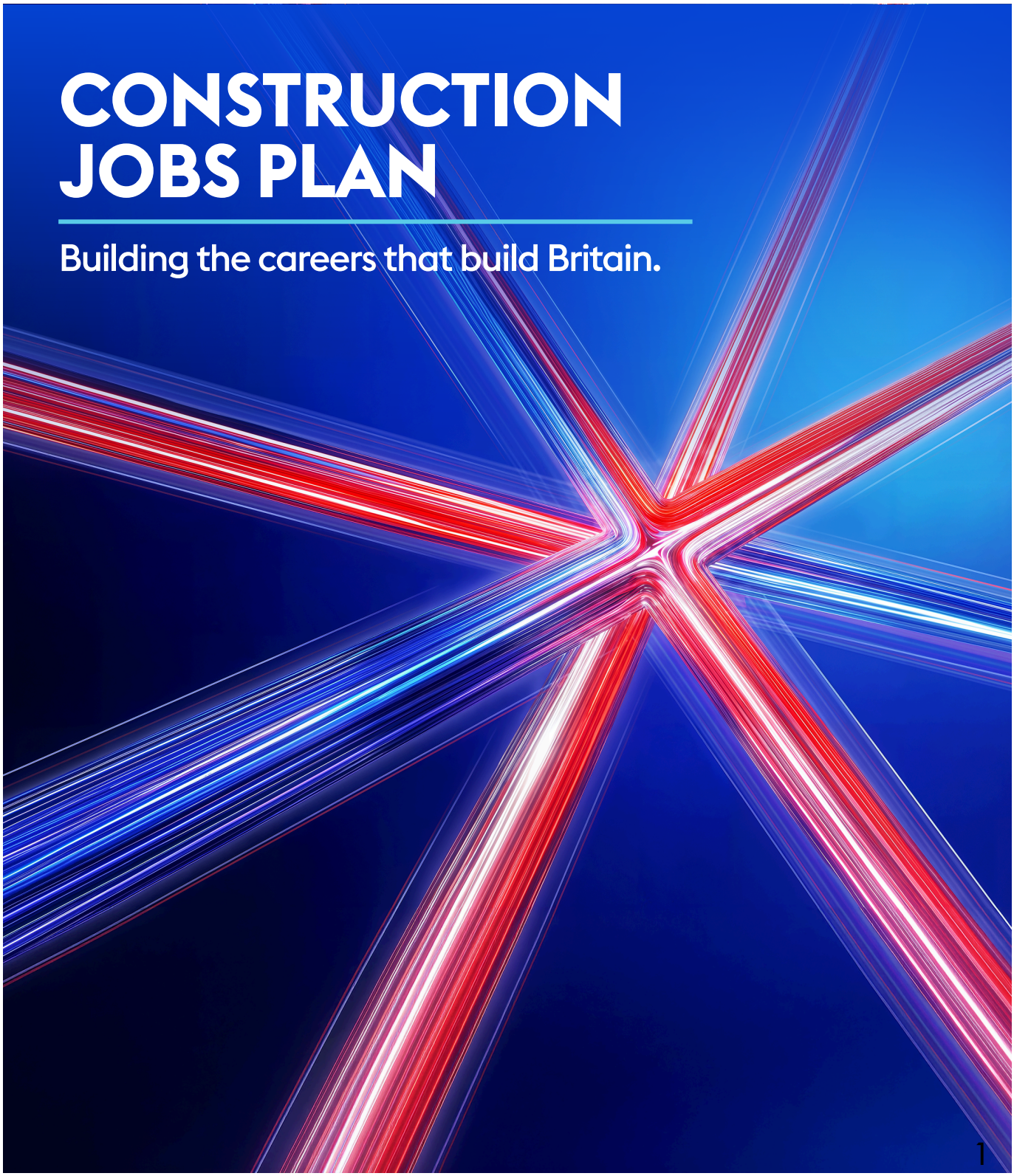
UK Government

CONSTRUCTION JOBS PLAN

Building the careers that build Britain.



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MINISTERIAL FOREWORD

The construction sector is responsible for delivering the buildings that people work, live, learn and are cared for in, and the infrastructure that generates our power, the water we need and the structures for travelling around and across the United Kingdom. Construction is crucial to achieving our government's ambitions to deliver 1.5 million homes, investing £725 billion in infrastructure and upgrading 5 million existing buildings.

This Jobs Plan sets out how government, industry, local leaders and delivery partners will work together to deliver the outcomes that enable an increase of people into the sector, and into the occupations and places needed to meet our future demand. This plan provides a national framework that will need to be delivered locally and regionally to address the construction sector's workforce and skills challenges and the barriers to workforce investment and development. This will require joint and collaborative work to drive investment and bridge the gaps to support workforce supply and demand.

The sector already employs around 2.2 million people. Over a quarter of this workforce is self-employed and just under 95% of the sector are micro firms with less than 9 employees. Construction operates across the UK, with a significant presence in all regions and devolved nations, with the South East, London, and the East of England home to nearly half of all construction firms. By investing in people, we will support business growth, attract investment and create good jobs and opportunities throughout the United Kingdom.



Blair McDougall MP
Minister for Reindustrialisation

EXECUTIVE SUMMARY

Construction is fundamental to delivering the government's ambitions for housing, infrastructure, clean energy and growth. It is also a critical enabler of priority Industrial Strategy sectors, including Clean Energy and Advanced Manufacturing. Commitments to deliver 1.5 million safe and decent homes over this Parliament, invest £725 billion in infrastructure over 10 years[1] and upgrade 5 million existing buildings[2] will create significant future workforce demand. Meeting this demand will require a larger workforce with the right skills, drawn from a wider talent pool, and from less well-represented groups. Government has already committed £625 million to strengthen construction skills and workforce capacity.

Many major projects remain at the planning and procurement stage, limiting firms' confidence to invest in recruitment and skills ahead of confirmed work. This is compounded by the sector's cyclical and labour-intensive business model, low margins and limited visibility of future work. Work in the Repair, Maintenance and Improvement (RMI) subsector, for example, relies on a less visible pipeline of work dependent on owner-occupier households undertaking work on their properties or government schemes and grants. Balancing the current lack of investment in good jobs with investment needed to support projected future demand is a key challenge.

The structure of the industry creates further challenges. SMEs account for 99.9% of construction firms[3], with the vast majority being micro businesses, while self-employment[4,5] is considerably higher than across the wider economy. Smaller firms face particular barriers to investing in skills, including limited time and capacity, the cost of releasing workers for training and complexity in navigating the skills system. Widening the sector's talent pool and addressing barriers to entry, retention and progression will be essential to tackling skills shortages and strengthening workforce resilience.

This plan sets out how the collective commitments from government, industry and devolved and local partners will work together to address these challenges and deliver outcomes that work coherently to avoid duplication, overlap and competing activities to enable the absorption of people into the sector. It:

- sets out what the industry needs and its current demand and supply challenges. (Section 1)
- provides a strategic framework linking government action with industry action, setting out both the government's response and the commitments expected from industry to overcome workforce barriers and support the sector's growth potential. (Section 2)

The plan should be seen as the start of a process, not the end. As further powers are devolved, the plan will provide a framework, grounded in the needs of industry, to inform local decisions and support more specific partnerships between employers, local leaders and delivery partners. This will enable places to set their own ambitions and integrate skills, employment and wider services to meet local needs and contribute to growth across every part of the UK.

Industry will monitor progress of its commitments and report regularly to government through the Department for Business, Innovation, Science and Trade (BIST) and the departments leading on delivery of the Construction Skills Package. This will provide clear leadership and accountability for delivering the commitments set out in the plan.

EMPLOYER COMMITMENTS

The Construction Skills Mission Board (CSMB) provides a strategic and convening role for the construction industry and a central role in shaping these commitments. The Construction Leadership Council and People and Skills Network (CLC P&S) will provide operational delivery, alongside the two supporting Industry Training Boards and the Engineering Building Services Skills Alliance (EBSSA) with their sector specific expertise. The CSMB set an ambition to create 100,000 job opportunities per year by the end of Parliament and these ten key commitments to address the challenges faced by the sector to achieve that ambition. Progression and KPIs will be set out following publication.

BROKERAGE SUPPORT

Improving understanding and access to information and support for the sector and its supply chain to facilitate take up of apprenticeships and work placements.

DEVELOPMENT OF SECTOR SKILLS PLANS

Sector plans will be developed to define sector specific responses on required skills and labour market actions and outcomes. The sector plans will act as the building blocks for national delivery translated through regional, devolved, mayoral and local employer provider systems.

CONNECTED NETWORKS

Developing networks between industry, employers, local leaders and delivery partners to improve understanding of wider industry initiatives, data and information on pipelines of construction work, and for local engagement and delivery networks to support small and micro businesses.

ITB LEVY ACTIVITY

Develop and implement options for enhancing the contribution of the Industry Training Boards (ITB) to meeting industry skills needs.

REDUCING RISKS OF EXPLOITATION

Targeted employer initiatives to identify and mitigate exploitation risks, to strengthen compliance, to uphold employment practices and ensure that all workers can access safe, secure and quality work.

STRATEGIC WORKFORCE PLANNING

Improving data alignment to support workforce demand requirements to pinpoint national, regional and local demand.

EMBEDDING COMPETENCE

The construction industry is developing competence frameworks to reflect reshaped job roles, increase competence expectations, accountability, and continuous professional development. The Building Safety Act introduced a legal requirement to demonstrate competence for those working in the built environment.

GOOD JOBS

Activities that focus on improving progression, retention, working conditions and diversity, and promote good employment practice.

PROCUREMENT AND SOCIAL VALUE

Development of a standard outcome and accountability framework for construction skills and jobs to provide a common standard for projects and programmes that cross public procurement thresholds, including government changes to the social value requirements (PPN 026), or that trigger Section 106 requirements.

INDUSTRIALISED CONSTRUCTION

Industry to explore and support adoption of AI and improving productivity through industrialised construction.

GOVERNMENT SUPPORT

The Construction Skills Package (CSP), announced in the 2025 Spring Budget, provided additional investment of £625 million in the skills system to increase the number of construction learners and new entrants flowing into the sector, above the baseline. Specific policy strands within the CSP are led by either DWP or DfE. The funding is focussed on addressing three main barriers to enable absorption of more learners into employment, expand course provision and ensure training system capacity. Support provided by wider government offers are highlighted in the green boxes.

INDUSTRY PLACEMENTS
40,000 Industry Placements each year for all eligible construction L2 and L3 learners aged 16 plus.

FOUNDATION APPRENTICESHIPS
Funding for up to 10,000 new construction focussed Foundation Apprenticeships.

SKILLS BOOTCAMPS
35,000 additional construction focussed Skills Bootcamps places.

FURTHER EDUCATION (FE)
Enhanced funding for FE construction courses for eligible 16-19 year olds (High Value Course provision) and eligible adults (Free Courses for Jobs).

YOUTH GUARANTEE SCHEME
Over the next three years, the Government is investing £2.5 billion to support young people build skills, gain experience and progress into education and employment opportunties. This investment will support almost one million young people and unlock up to 500,000 jobs, training and learning opportunities.

LIFELONG LEARNING ENTITLEMENT (LLE)
The LLE provides individuals access to funding equivalent to four years of post-18 education that can be used flexibly throughout their careers. It will also fund modules in subjects that address priority skills gaps, allowing for retraining and upskilling in construction qualifications.

LOCAL SKILLS IMPROVEMENT PLANS (LSIPs)
LSIPs bring together businesses, educators and local stakeholders to identify and address local skills needs, ensuring training provision strengthen local labour markets.

CONSTRUCTION TECHNICAL EXCELLENCE COLLEGES AND INCREASED CAPACITY ON CONSTRUCTION COURSES
Establishment of ten Construction Technical Excellence Colleges (CTECs) backed by £20m up to 2029, working in partnership with employers. £5m CTEC capital committed to ensure industry standard equipment for learners. £99m devolved to Strategic Authorities for the period 2025-26 to 2029-30 to create additional capacity for learners to study construction.

FE TEACHER INDUSTRY EXCHANGE
To increase the capacity and quality of construction teaching in England.

MSA APPRENTICESHIP BROKERAGE PILOTS
Government is investing £240 million to pilot with MSAs new approaches to better connect young people aged 16-24, especially those who are not in education, employment or training (NEET), to apprenticeship opportunities and local employers. The programme will be delivered in two waves, expanding from 7 MSAs to all 14 by spring 2027.

AI SKILLS BOOST
The AI Skills Boost provides free AI training to help employees develop baseline AI literacy, supporting the Government's ambition to upskill 10 million people by 2030. The programme provides a practical route for firms, particularly SMEs, to upskill their staff, supporting productivity growth and AI adoption.

APPRENTICESHIP INCENTIVES
New financial support for employers, particularly SMEs, includes a £2,000 hiring payment for recruiting young apprentices and fully funded training costs for eligible young apprentices. This investment aims to support employers to engage with the apprenticeship system, expanding opportunities for young people.

SECTOR CONTEXT

A defining feature of the construction industry is that its projects are cyclical because it depends on a changing pipeline of projects. Employment based on short term or project-specific contracts can make it difficult to maintain steady or direct employment, where there are uncertainties or a lack of confidence about the future pipeline of work. In this commercial environment, businesses are unable or reluctant to invest, recruit, and train workers against future labour demand until they have firm project orders on their books.

SECTOR DEFINITION

The UK construction sector is defined in this Jobs Plan using Standard Industrial Classification (SIC) codes 41 to 43 which are comprised of nine subsectors:

41 Construction of buildings

- 41.1 Development of building projects
- 41.2 Construction of residential and non-residential buildings

42 Civil engineering

- 42.1 Construction of roads and railways
- 42.2 Construction of utility projects
- 42.9 Construction of other civil engineering projects

43 Specialised construction activities

- 43.1 Demolition and site preparation
- 43.2 Electrical, plumbing, and other construction installation activities
- 43.3 Building completion and finishing
- 43.9 Other specialised construction activities not elsewhere classified

All figures in this document pertain to data linked to these SIC codes; however, the construction sector can be also be understood through the set of subsectors mapped to asset types (table 1) and by the stage of construction-related work linked to the lifetime of an asset (table 2). Some activity and occupations relevant to the construction sector, such as clean energy-related construction, advanced manufacturing jobs and architectural and related services, sit outside the above codes and are or will be covered in the separate published Clean Energy, Professional and Business Services Jobs Plans and upcoming Advanced Manufacturing Jobs Plan.

Table 1: General construction subsector definition by asset type

Subsector	Asset types
Infrastructure	Includes energy, water, road and rail infrastructure not classed as buildings
Commercial	New office or commercial buildings development
Industrial	New built environment assets including warehouses, factories
Public non-housing	New built environment assets including schools, hospitals, prisons
Public housing	New housing developments, generally for low income or vulnerable groups
Private housing	New housing developments funded by private investment
Non-housing Repair & Maintenance	Any repair, maintenance or improvement works to existing commercial or industrial buildings
Housing Repair & Maintenance	Any repair, maintenance or improvement works to existing housing

Table 2: General construction asset stage linked to work phases and occupations

Asset stage	Work scope	Key occupations
Planning	Developing project brief and feasibility studies.	Architects Civil engineers Site surveyors Planners Consultants Trades Specialist trades Building services Quality assurance Verification Building control Defect rectification Retrofit professionals Building services Asset managers Facility managers Demolition Deconstruction Recycling and reuse
Design	Developing architectural concept aligned with the project brief. Requirements to manufacture and construct the asset.	
Delivery	Construction of the asset.	
Maintenance	Testing asset performance to meet design specifications / handover to asset owner/ client.	
Operation	Maintenance and operation of asset including retrofit and refurbishment.	
End of life	Deconstruction, demolition, recovery, reuse and recycling of waste.	

Demographics

Analysis of the Annual Population Survey indicated in table 3 shows that overall the construction workforce is considerably less diverse than the wider UK workforce, particularly in terms of sex[6] and ethnicity[7,8], while differences in age[9], nationality[10,11] and disability[12] are less pronounced.

Table 3: Demographic comparison of the UK construction and wider workforce

Demo-graphic	UK Workforce [A]	UK Construction [B]	Difference [B – A]
Sex (Female)	48.00%	14.80%	-33.20%
Age (50+)	33.30%	35.10%	1.80%
Ethnicity (Non-white)	17.20%	9.30%	-7.90%
Nationality (Non-UK)	16.30%	14.20%	-2.00%
Disabled (Equality Act)	17.80%	14.00%	-3.70%

Industry summary

According to the ONS, as of March 2025 there were an estimated 385,000 construction firms, accounting for 14.1% of all UK firms[13]. SIC 43 accounts for 240,000 (62.4%) of the total, with SIC 41 and 42 accounting for 122,000 and 22,000 (31.8%, 5.8%) respectively. The structure of employment in the construction sector is markedly different to the wider UK economy. ONS data estimates that in 2025 total employment in the construction sector was 2,290,000, 27.0% (618,000) of which is self-employed as opposed to 11.6% across the wider UK economy[14,15].

The construction sector operates across the UK, with a significant presence in all regions and Devolved Nations. Construction firms exist in all UK International Territorial Level (ITL) 1 regions[16], with the South East, London, and the East of England home to nearly half of all construction firms (45.0%) with 16.4%, 16.1%, and 12.5% of firms respectively[17,18]. A comparison of construction and wider UK firm geography is available in Table 4 (NB: Figures in table rounded up to nearest 1,000).

Table 4: Geographic comparison of the UK construction and wider industry firm counts

UK ITL1 Regions		UK Industry		UK Construction	
Codes	**Names**	**Count**	**Proportion**	**Count**	**Proportion**
TLC	North East	73,000	2.70%	11,000	2.70%
TLD	North West	266,000	9.70%	35,000	9.10%
TLE	Yorkshire and The Humber	191,000	7.00%	27,000	6.90%
TLF	East Midlands	182,000	6.60%	27,000	6.90%
TLG	West Midlands	217,000	7.90%	29,000	7.50%
TLH	East	272,000	9.90%	48,000	12.50%
TLI	London	539,000	19.70%	63,000	16.10%
TLJ	South East	405,000	14.80%	64,000	16.40%
TLK	South West	236,000	8.60%	36,000	9.30%
TLL	Wales	105,000	3.80%	15,000	3.80%
TLM	Scotland	174,000	6.30%	23,000	5.90%
TLN	Northern Ireland	81,000	2.90%	12,000	3.00%

Firm size

Table 5 shows firm size[19]. The vast majority, 365,000 (94.9%), are micro firms (0 to 9 employees). Following this are small (10 to 49 employees) and medium (50 to 249 employees) firms, comprising 4.6% and 0.4% of the total respectively. Finally, there are estimated to be only 90 large firms (250+ employees) in the construction sector, accounting for less than 0.1% of the total. Overall the UK construction sector has a greater concentration of micro firms than the wider economy. (NB: Figures in table rounded up to nearest 1,000).

Table 5: Firm size distribution of wider UK and construction sector firms

Firm Size (Employee Count)	UK Industry		UK Construction	
	Count	**Proportion**	**Count**	**Proportion**
Micro (0 to 9)	2,438,000	89.20%	365,000	94.90%
Small (10 to 49)	242,000	8.80%	18,000	4.60%
Medium (50 to 249)	45,000	1.60%	2,100	0.40%
Large (250+)	12,000	0.40%	<1,000	<0.1%

Current construction workforce and industry status

Weak and slow pipelines of new work, and caution among clients, with supply chain disruption and geopolitical instability, have led to the current period of contraction and a persistent slowdown in the sector. The S&P Global UK Construction Purchasing Manager's Index (PMI)[20] demonstrates this. The PMI is a monthly survey-based indicator that measures whether business activity in a sector is expanding or contracting. The headline figure of the PMI is the Total Activity Index; the index's baseline is 50, where values above 50 indicate growth/expansion of the sector compared with the previous month. Values below 45 indicate significant contraction in the sector compared to the previous month (see Figure 1).

Figure 1: S&P UK construction PMI Total Activity Index



Data were collected 9-30 July 2026.
Source: S&P Global PMI. ©2026 S&P Global.

This downturn is further reflected in job vacancy and company insolvency data. Vacancies in the construction sector have grown significantly since the 2008 financial crisis, rising from an average of c.25,000 per month in 2008 to c.34,000 per month in 2025, a 20.3% increase. This is a sharper rise than the wider UK economy, which demonstrates a 12.0% rise from an average of c.638,000 per month to c.749,000 per month in 2025 over the same period[78].

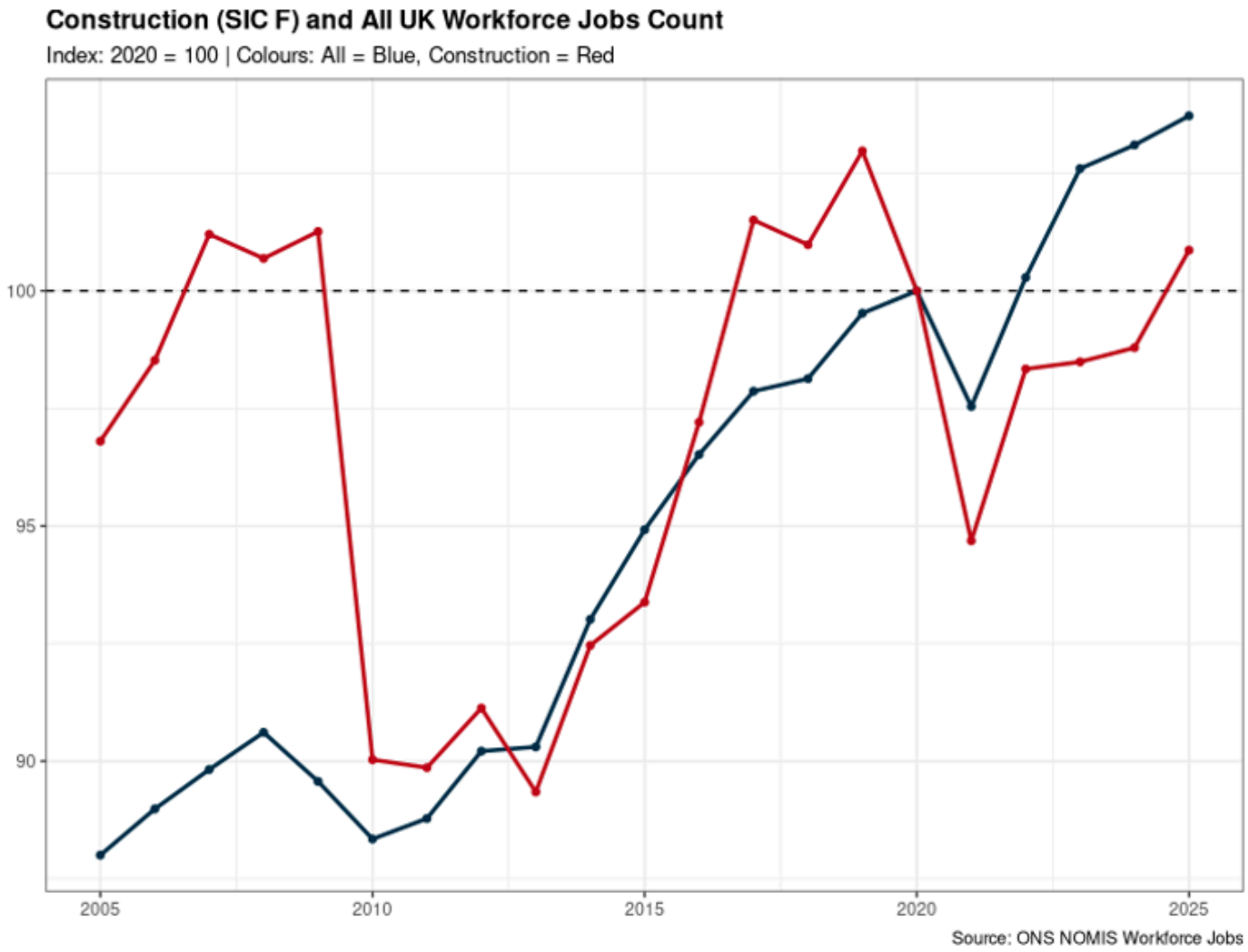
Despite rising vacancies and insolvencies, the sector continues to experience net business growth, with construction company births consistently exceeding deaths and approximately 58,900 additional firms created between Q1 2017 and Q2 2026[21].

The Construction Industry Training Board (CITB) commissioned a 2025 survey of mobility and skills in the UK's construction industry workforce[22]. The 2025 survey suggests declining mobility within the industry compared to previous surveys indicating workers are not travelling as far from home to work which could impact on employment for more remote or rural based construction sites. The survey indicates that in the last 12 months, a third (34%) of all construction workers have worked no more than 20 miles away, with over a quarter (28%) working more than 50 miles away from their permanent or current home.

Historic Workforce Trend

Construction's share of the UK workforce has declined steadily over time. This largely reflects faster growth in total UK employment than in construction employment, alongside the sector's older workforce profile and higher retirement rates. Figure 2 (overleaf) compares indexed workforce jobs in construction and across the wider economy (2020 = 100)[23]. While construction employment has been more volatile since 2005, with pronounced falls around the 2008 financial crisis and the Covid-19 pandemic, long-term growth has been modest. Between 2005 and 2025, the all-sector index increased from 88.0 to 103.7 (+17.8%), compared with 96.8 to 100.3 (+3.6%) for construction. This indicates that construction employment has grown at around one-quarter of the rate of total UK employment, reducing the sector's share of the workforce over time.

Figure 2: Comparison of UK construction and wider industry job indexes, 2005-2025





SECTION 1

WORKFORCE REQUIREMENTS

SKILLS AND WORKFORCE DEMAND

There are currently several sources for construction workforce demand analysis and forecasts. The NAO's recent report Increasing Construction Skills[24] identified the need to develop a consistent approach to understanding the construction workforce. It recommended that the various departments and bodies providing analysis should work together to develop the underlying approach to published workforce modelling to allow consistent estimates of construction workforce needs, regularly updated, and aligned with best practice around uncertainties, highlighting limits on how models can be used and considering various scenarios.

The NISTA Infrastructure Pipeline[25] is a ten-year forward look of investment into major UK capital infrastructure, developed with input from industry. It provides information on planned infrastructure projects which are in construction or under development, financed either by the public or private sector. Projects included have a total capital cost of £25 million or more for economic infrastructure (such as transport, utilities and energy) or £15 million for other infrastructure. The Pipeline also contains analysis of the future workforce demand[26] related to delivery of the pipeline projects.

The Construction Industry Training Board (CITB) publishes an annual Construction Workforce Outlook[27] covering a five-year period and providing economic forecasts and labour market intelligence of construction demand across the UK. Forecasts are available for the UK, covering the devolved nations and the nine English regions at ITL1 level[28]. This is based on forecasting construction output and the resultant demand for workers. The forecast total workforce levels are derived from expectations about construction output and productivity.

Drawing from the above sources, the UK government has published a Sector Skills Needs Assessment[29] for the construction sector. This document details how 30 priority occupations, defined by Standard Occupational Classification (SOC) codes, have been identified for the construction sector (section 4.1) which are detailed in Table 6 in the Annex. Of the 30 priority occupations, five are currently in critical demand (substantially higher demand than usual) and a further five are in elevated demand (above average demand).

The qualification profile of the 30 priority occupations suggests that future workforce demand will be concentrated in roles requiring post-compulsory technical education. Nearly three-quarters (73.3%) of priority construction occupations are most commonly held by workers qualified at RQF level 3 (A-level equivalent) or above, including 40.0% where the modal qualification is at RQF4+.

Estimated demand for 493,000 additional workers was produced based on published Construction Workforce Outlook[30] data. This approach has now been replaced by the approach presented in Table 6 (see annex). This uses the baseline values of the Department for Education's labour market and skills projections[31] and is consistent with workforce projections across multiple sectors and utilises published data sources and transparent methods.

The baseline projections assume existing technological trends and environmental transitions continue at a similar pace in the future. Using the baseline values suggests a potential under-estimation of future construction skills demand due to the baseline not accounting for all infrastructure, new housing, clean energy and retrofit commitments, ambitions which this government has announced[32].

Significant investment into sectors such as energy efficiency, clean heating and renewable energy will drive growth in jobs not reflected here. Nor does it account for the replacement demand required to offset the construction sector's ageing population, especially in occupations such as bricklayers, electricians, carpenters, plumbers, plasterers, and roofers. The difference in estimated future demand reflects methodological change rather than a direct change in labour market conditions.

Local Skills Improvement Plans (England)
All 39 LSIPs[33] for the 2026-29 period identify construction demand as part of their regional priorities. For the majority this is a priority sector to support delivery of major investment in infrastructure projects and housing pipelines, and enabling the transition to net zero and green, sustainable construction. The following key construction themes were common across the LSIPs including a range of activity to address skills shortages to support economic growth:

- Persistent skills shortages and recruitment especially in trades such as bricklaying, electrical, plumbing and supervisory roles.
- Priority areas are retrofit, low-carbon construction, heat pump installation and sustainability.
- Increased demand for skills aligned to digital construction tools, Building Information Modelling (BIM), AI enabled project management and immersive learning technologies.
- The need for more modular approaches through short courses, Skills Bootcamps, on-site learning opportunities, apprenticeship units with flexible delivery to support SMEs, existing workers and subcontractors that work across multiple projects and supply chains where businesses often require flexible training routes that allow staff to gain new certifications or technical capabilities without leaving employment for long periods.
- Actions to address workforce diversity and inclusion, including gender imbalance, widen participation and improve work readiness.
- Strengthening progression pathways to identify clear routes from entry-level trades into higher, technical and professional roles.
- Addressing teaching capacity and expanding the number of qualified Further Education teachers and assessors in construction and green skills.

Scotland
Scotland's Sectoral Skills Assessments (SSAs)[34] provide a high-level evidence base to inform future investment, built up from existing datasets and forecasts. The SSAs are published annually with the latest published in October 2025. The latest release includes a construction specific SSA outlining the following data and forecasts.

- In 2025, construction accounted for 6.5% of Scottish employment[35].
- The industry will need a minimum of 25,300 additional workers between 2025 and 2028 to meet the current shortfall in new entrants, with particular demand for electrical trades, labourers, and technical professionals.
- As major infrastructure and housing projects come online, there is a projected need for an additional 10,000 workers between 2025 and 2028 to meet expansion demand.
- Employment growth in the longer term is expected to reach 8.6%, which equates to a requirement for an additional 17,200 people to meet the forecast requirement of 54,200 people in the sector between 2028 and 2035 (compared to a predicted Scotland wide increase across all sectors of 4%).

Wales
The Welsh Government works with four Regional Skills Partnerships (RSPs)[36] to identify regional and sub-regional skills priorities.

- South East Wales Cardiff Capital Region Skills Partnership (CCRSP)
- North Wales Regional Skills Partnership (NWRSP)
- South West Regional Learning and Skills Partnership (RLSP)
- Mid Wales Regional Skills Partnership

RSPs provide labour market intelligence and recommendations to Welsh Government on a regional and sub-regional basis, together with other sources of intelligence, to inform policy development, the design of programmes and deployment of skills funding.

Nothern Ireland
The NI Skills Barometer was originally commissioned in 2015 to report on the future skill requirements for Northern Ireland (NI) by the Department for the Economy. The latest Skills Barometer[37] covers the period 2023-2033. Construction has been identified as being the fourth highest jobs growth sector, aligned to increased spending through City Deals commitments. This is an economic model to forecast future skills needs and skills gaps by qualification level, subject area and sector for Northern Ireland (NI).

CITB's headline figures for the Devolved Nation's Construction Workforce Outlook

	Scotland	Wales	Northern Ireland
Growth outlook	1.7% increase	1% increase	1.9% increase
2030 workforce outlook	199,750	110,840	73,100
Extra workers needed each year	2590	1240	1040

WORKFORCE REQUIREMENTS

The construction sector's future growth, and its ability to underpin productivity and competitiveness across the wider economy, will hinge on whether it can secure the right workforce with the right skills.

Occupation requirements for the sector
Most occupations and roles in the sector require significant skills development and ongoing training to support progression, usually through formal qualifications. In some cases those without formal qualifications but with industry experience may be reviewed through Experienced Worker Route assessments[38].

The Building Safety Act 2022 introduced a legal requirement to demonstrate competence, for any person carrying out building or design work in the built environment to have the necessary skills, knowledge, experience and behaviours. This is not just applicable to those working on high-rise buildings or in regulated roles but introduces wider regulatory reform that will reshape broader built environment construction job roles, increasing expectations around competence, accountability, and continuous professional development.

Construction qualifications cover trade related qualifications delivered through apprenticeships and Further Education (FE) qualifications. Many of these are delivered as Level 2 and 3 qualifications.

Construction trade occupations comprise a broad set of skilled, occupation-specific roles responsible for the construction, installation, and completion and maintenance of built assets, including:

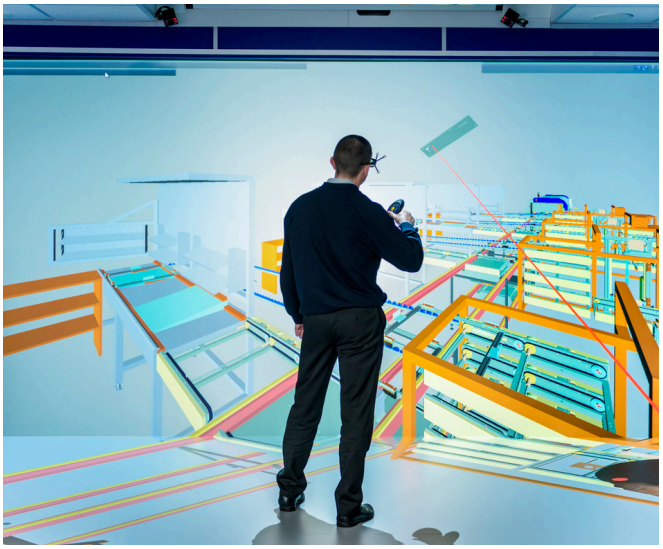
- site preparation, logistics and machinery operation, including equipment and crane operators.
- constructing the core structure of buildings and infrastructure, such as masonry, carpentry, reinforced concrete and structural steelwork.
- installing and maintaining essential systems within buildings, such as electrical wiring, plumbing, heating and ventilation.
- completing the internal and external surfaces and fitting out of a structure, such as plastering, painting, flooring, glazing, joinery and drylining.

Technical and professional qualifications are delivered through apprenticeships, Further Education and Higher Education qualifications. Technical and professional qualifications cover a range of occupations and disciplines, for example planning, building inspection, architecture, design, engineering, surveying and construction management. These are most likely to be delivered through professionally accredited qualifications for new entrants, alongside Continuing Professional Development (CPD) for the existing workforce, through which independent assessment of both initial and ongoing competence is required. For example, gaining relevant competency in electrical and building services occupations can take 3-4 years. Some professions are regulated in law, for example architects, gas engineers and building control inspectors. In these cases, competency requirements are set by the respective body that regulates the profession.

There are wider certification and card scheme requirements to identify whether site workers have the appropriate training and qualifications for the job they do. The Construction Skills Certification Scheme (CSCS) is the leading skills certification scheme within the UK construction industry. The My CSCS app functions as a digital skills passport, allowing workers to store and share their qualifications, training, and Continuing Professional Development (CPD) records. Industry and Skills England are considering how the current requirements can be expanded to align with the proposal outlined in the Post-16 Skills White Paper on Skills passports[39].

Improved productivity and impact of Artificial Intelligence

New construction technologies and techniques such as Modern Methods of Construction (MMC) offer opportunities to improve productivity. This offers several advantages over traditional construction methods when used effectively, increasing the speed of delivery of high-quality buildings. In the housing sector, industry reports[40] suggest homes constructed offsite can be built up to 30% more quickly than traditional methods and with a potential 25% reduction in costs.



Skills England's Annual Skills Report 2026[41] estimates that construction's occupational composition is less exposed to Artificial Intelligence (AI) than the economy-wide average. This reflects the industry's reliance on physical, site-based tasks that are currently less susceptible to AI-driven automation, although AI may still augment design, planning, and management activities within the sector. This is reinforced by the Office for Budget Responsibility's (OBR) Forecasting Productivity[42] briefing paper. Low exposure to AI does not mean low opportunity. To maximise the potential of AI in the construction sector, the industry will have to identify occupations and subsectors of construction that stand to benefit directly, and how that benefit spills over to the wider sector. As showcased in chart B.1 of the OBR's briefing paper[43], professional and technical occupations are expected to be highly exposed and complimented by AI; this means construction-based occupations such as architects, engineers, quantity surveyors, etc. are likely to see benefit via improved design generation, design optimisation, options appraisal, and cost estimation which would benefit individual firms and the sector at large. Furthermore, general professional functions that are necessary for construction firms to thrive, such as administrative work and sales/customer service, stand to benefit in a similar manner.

To maximise the potential of AI and industrialised construction, the industry will need to both invest in recruiting and training people with these skills but also create higher levels of digital literacy across the whole workforce, improved information management and the standardisation of data across products and materials, as well as construction and related processes. These are areas where there is currently significant underinvestment, and a need for stronger links between skills investment and other industry initiatives.

ROUTES INTO THE SECTOR

Table 7 below is drawn from Skill England's construction Skills Needs Assessment, summarising the key routes related to priority occupations relevant to construction. Overall, these four routes in Table 7 account for 53% of education leavers entering priority occupations for the sector.

Table 7: Key routes related to priority occupations relevant to Construction[44]

Pathway	Subject area	Level group	Number of education leavers entering priority occupations	Percentage of employed education leavers entering priority occupations
Apprenticeship	Building and construction	Level 2/3	3,600	70%
Apprenticeship	Engineering	Level 2/3	4,910	63%
Higher education	Architecture, building, and planning	Level 6+	4,050	58%
Further education	Building and construction	Level 2/3	2,950	28%

BARRIERS TO MEETING DEMAND

Industry has identified a well-defined set of barriers. Many of these barriers are consistent with upcoming research commissioned by DESNZ on the UK retrofit workforce[45], and for overlapping construction occupations in the Clean Energy and upcoming Advanced Manufacturing Jobs Plans.

Challenge 1: Uncertain demand and the structure of the industry weaken investment in skills
Construction businesses tend to invest only where training is essential to a project or an immediate shortage. Limited visibility between high-level project pipelines and contracted work reduces the confidence to recruit, expand the workforce and fund training. Short-term projects and fluctuating workloads further constrain recruitment, apprenticeships and supervision.

This is especially problematic for occupations with long lead times to reach required competency levels. Existing workers need investment to broaden skills to achieve higher skill levels and their capabilities and progress into more productive and higher-value roles.

Construction is dominated by SMEs, microbusinesses[46], sole traders and high levels of self-employment[47,48], operating through multi-tiered supply chains. They face tighter financial and time constraints than larger firms, may need support to navigate the skills system[49], and can struggle to release workers for training without losing earnings[50]. Self-employment is especially prevalent in several core construction trades and varies considerably by region. Across the UK, 71.2% of bricklayers, 82% of plasterers, 62.3% of carpenters, 74.4% of painters and decorators, 51.7% of roofers and 31.6% of electricians are self-employed. In the South East, the proportions are higher for several of these trades, reaching 78.9% among bricklayers, 100% among plasterers, 80.1% among carpenters and 82% among painters and decorators[51].

Clear regional and sectoral project-pipeline information linking procurement, funding and contracts to multi-year workforce and training plans, would give employers sufficient confidence and lead time to invest and provide visibility on future work.

The sector's ability to absorb a new generation of workers will depend on providing greater flexibility and practical support to navigate available skills programmes and provide training that recognises the cost of provision and time away from paid work. Developing simple, locally coordinated support, including brokerage particularly for small, sole traders and the self-employed, and expanding shared and flexi-job apprenticeship models, can help support apprentices to move between employers and projects while completing high-quality training.

Challenge 2: An ageing workforce and insufficient replacement of experienced workers
Around 35.1% of the construction workforce is aged 50 and above[52]. Recruitment is not replacing those approaching retirement quickly enough or at the required skill level. Workers nearing retirement may see limited value in investing in additional training.
Recruitment of young people and career changers, and support for late-career mentoring and trainer pathways to transfer knowledge before experienced workers leave will be crucial.

Challenge 3: Training provision does not consistently match demand or meet the needs of employers and learners

Employers report that some qualification completers lack practical experience, site readiness and demonstrable competence. The NAO Increasing Construction Skills report[53] identified that although more further education (FE) students successfully complete their courses, apprentices have more success gaining a construction job. The Skills England estimates included in the NAO report highlighted that 75% of building and construction apprentices who achieved a qualification in 2020/21 were working in a relevant occupation in 2021/22. This compares with 42% of those with an FE qualification, potentially reflecting the stronger work-based component of apprenticeships.

Provision is not always available in the right place or at the right time. Constraints include course waiting lists, high training costs[54], capital capacity for specialist teaching, facilities, equipment and materials, a shortage of high-quality teachers with 7 per 100 construction teaching posts vacant, twice the FE sector average. FE providers report that teacher recruitment and retention challenges for construction stem from factors including a limited supply of professionals with both construction and teaching expertise, strong demand for skilled construction workers , and competition with industry salaries in local labour markets. Access to specialist training can be particularly uneven. Travel requirements, course costs and time away from paid work create additional barriers for learners and smaller firms. Training routes are not always clearly integrated into wider construction career pathways. These problems are especially visible in areas such as retrofit where skills relating to whole-building performance, technical standards, customer engagement and routes into accredited work must be incorporated alongside established construction competencies.

Greater use of labour-market and project-pipeline data to commission provision against local demand, fund specialist equipment and facilities, and expand industry-to-teaching routes with competitive incentives for tutors is needed.

Stronger engagement between employers and training providers is needed to expand high-quality work experience and ensure that course content reflects current site practice. Placements, employer-designed provision and opportunities to develop practical competence can help more learners move successfully from classroom-based qualifications into sustained construction employment.

Challenge 4: Fragmented policy, funding and industry engagement

Government skills and labour market support for construction spans established programmes, new commitments and measures supported by the £625 million Construction Skills Package.

The continuing devolution of skills and labour market funding will create opportunities to tailor provision more closely to local needs. This will require construction employers and sector bodies to engage with a growing range of MSAs, local and regional bodies, training providers and delivery partners. Industry needs greater clarity on how to navigate this landscape, influence provision and ensure that competence requirements are reflected in local and national decisions across a wide range of traditional, technical and professional occupations.

Businesses, jobseekers and existing workers lack clear, accessible information on routes into construction, career progression and the training needed to progress. Information about construction roles, qualifications, training opportunities and employers is spread across multiple organisations and platforms. People already working in the sector report that they want clearer information about career progression, including practical examples of pathways and an explanation of how training could enable them to move into new or more senior roles. Specialist terminology can make entry routes particularly difficult for new entrants and career changers to understand. More accessible, coherent and fit-for-purpose careers information is needed for both initial entry and continued professional development. This should be supported by a careers and progression framework showing roles, entry routes, transferable skills, pay and development options, delivered consistently through schools, employment services, providers and industry.

Challenge 5: Limited and inflexible upskilling routes for the existing workforce

Current routes are fragmented across employer-led training, apprenticeships, Skills Bootcamps, Higher Technical Qualifications, Free Courses for Jobs and outcome-specific grants. Awareness is uneven, and many offers require commitments that do not suit smaller businesses, sole traders or self-employed workers.

Provision must include shorter, modular, stackable and portable training that recognises prior learning and offers more accessible opportunities for small and micro businesses, sole traders and the self-employed who cannot commit to lengthy periods away from paid employment.

Challenge 6: Complex and evolving competence requirements must be embedded across the skills system

New regulatory and industry competence frameworks are reshaping roles, accountability and continuing professional development. Government is considering how competence is aligned with improvements across the wider landscape of building regulations, industry competence frameworks, technical standards and certification requirements including Publicly Available Specification (PAS)[55] , Microgeneration Certification Scheme (MCS)[56] standards and Mandatory Technical Competencies (MTCs)[57]. MHCLG will publish a long-term strategy for the built environment professions, trades and occupations in 2027, setting out practical actions to improve skills, behaviours and accountability across the sector. Future demand will be driven by retrofit activity associated with the Warm Homes Plan[58], the remediation of unsafe buildings, improvements to housing standards such as the Decent Homes Standard[59], the Future Homes and Building Standards[60] including minimum energy efficiency standards and the transition to low-carbon heating and energy systems. These activities also contribute to the wider ambitions set out in the Clean Energy Jobs Plan, reflecting the significant overlap between construction, building services and clean energy workforce requirements and the need for retrofit-related skills and competence requirements to be aligned with the wider construction skills system.

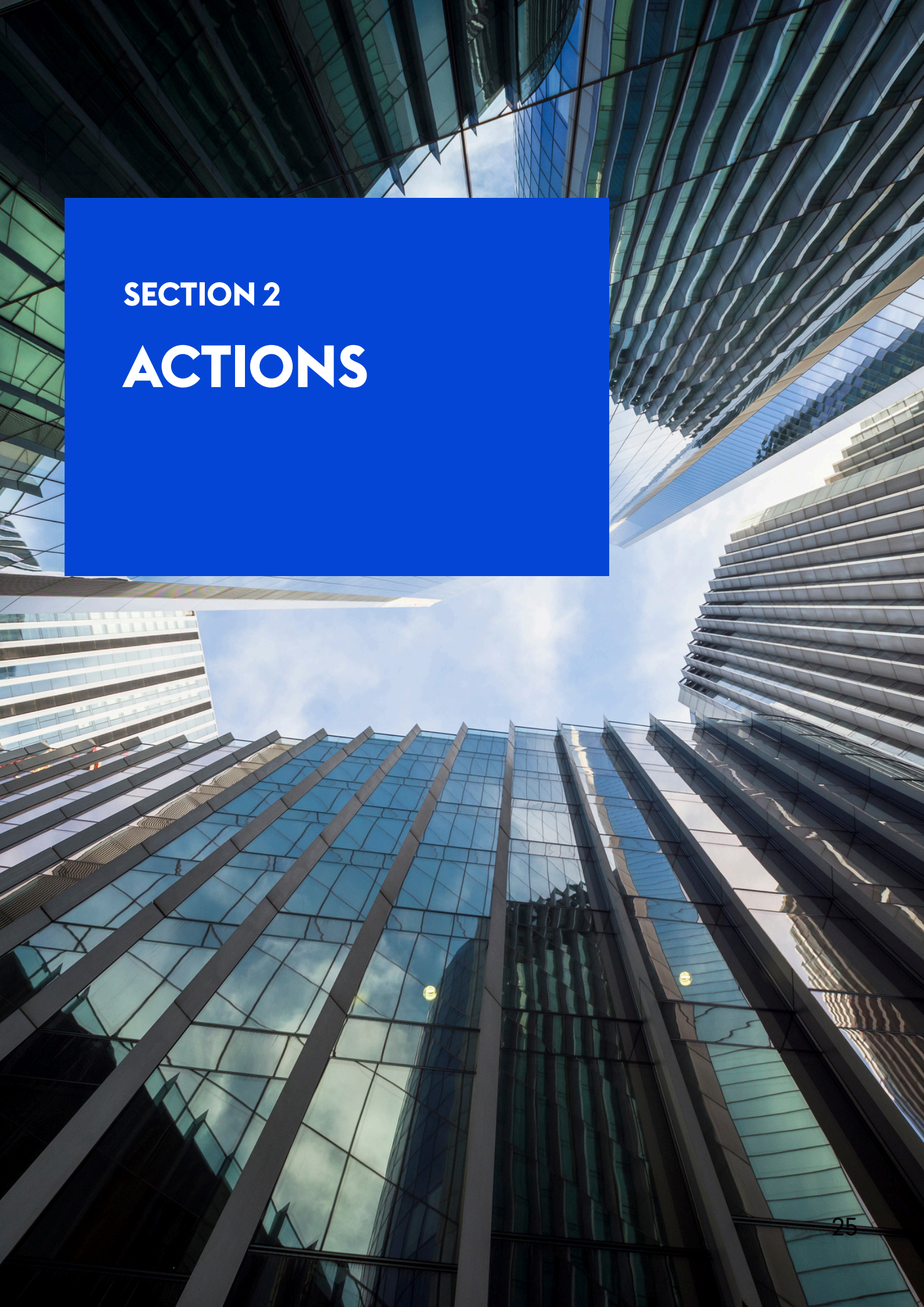
Anticipated changes and job profiles highlight the need for a more adaptable, future-facing, digitally enabled, interdisciplinary workforce with relevant and evolving skills sets. The skills system must help workers and employers understand and navigate different routes without creating unnecessary complexity or compromising standards. Emerging capabilities should not be treated as separate from traditional construction skills. The challenge is to embed these requirements consistently in qualifications and training and reconciling regulatory minimum standards with efforts to simplify the skills system.

Challenge 7: The sector must focus on more inclusive recruitment from a wider, less represented pool, and support for workplace retention

The sector needs to draw on a wider pool of talent[61]. Sector image, inaccessible or unsuitable site conditions, stereotyped perceptions, transport and geography can narrow the talent pool. Non-inclusive and informal recruitment may also lead businesses to recruit repeatedly from narrow personal and professional networks.

Mental health, physical health and inclusion at work are central workforce challenges[62]. Long, inflexible or unpredictable hours, excessive travel, time away from home, unrealistic deadlines, inappropriate facilities and behaviours, job and financial insecurity, and limited access to support create significant risks. Workers in large organisations may be able to use established occupational health services or employee assistance programmes, while self-employed people and those working for smaller businesses may have little or no comparable support. This leaves some of the most vulnerable parts of the workforce without help when it is needed.

Evidence on how these barriers affect different groups remains limited, making targeted interventions harder to design. Addressing practical barriers, alongside improving recruitment and workplace culture, could expand the potential workforce and help the sector compete more effectively for talent and reinforce the need for healthier, more inclusive workplaces and better access to support, including commitments to better understand barriers to focus on improving diversity and transparent pathways, skills development and evaluation to promote progression within the industry.



SECTION 2

ACTIONS

INDUSTRY COMMITMENTS AND ACTIVITIES

The industry commitments set out in the following tables address the challenges identified in Section 1 to deliver on the following outcomes:

Hiring and employment
Working in the construction sector should offer competitive and fair pay, strong progression opportunities and career satisfaction. Recruitment should be inclusive helping people understand the pay, benefits and progression opportunities available when considering roles in the sector. Industry activity will be focussed on:

- Supporting the creation of jobs and work opportunities across different employment models, including contracted supply chains with large numbers of small and micro businesses, self-employed trades and occupations.
- Engagement with government programmes on work placements, industry placements and support for the Youth Guarantee.
- Increasing the number of people completing construction and built environment training to transition into employment.

Good jobs
Good jobs are central to economic prosperity and quality of life in the UK. Focus will be on the factors that improve job quality and strengthen an individual's connection to their work, helping them build a clear career pathway and increases the likelihood that they stay and progress in the sector. This includes pay and benefits, employment terms and job security, health and safety and wellbeing, barriers to access, voice and representation including the role of trade unions and the support and engagement they can provide, job design, nature of work and training, career progression, clear competence requirements and opportunities to upskill and maintain competence, alongside the productivity impacts of industrialised construction methods.

Industry collaboration
Construction has a complex employment model including contracted supply chains with large numbers of small and micro businesses, self-employed trades and occupations. Industry collaboration should focus on:

- Engagement between employers, training providers, CTECs, MSAs, Local Authorities and clients procuring work to improve information on demand to match with supply.
- Increasing the levels of confidence to enable industry to employ and absorb those leaving training into work and continued retention in the sector.
- Local or regional delivery where multiple projects could benefit from a joined up approach.

The published Clean Energy Jobs Plan, and the forthcoming Advanced Manufacturing Jobs Plan, are also key given the overlap of occupations in engineering, building services or electrical services. For example the relationship with other priority sectors, and especially the crossover with Clean Energy, is reflected in initiatives such as the DESNZ-TUC co-led Warm Homes Plan Workforce Taskforce[63] detailed in the actions.

Commitment 1: Embedding and providing brokerage and outreach support to widen adoption across the construction industry and support to facilitate take up of apprenticeships, work placements, career changers and wider groups wanting to join the sector. **CSMB (Challenges 1, 4)** Brokerage support, delivered by industry or government, can help businesses, and for construction the small firms who make up a large part of the workforce, access information and relevant support to employ, retain and support individuals. Improving understanding and utilisation of existing information hubs, industry initiatives and available mentoring programmes is key, only creating new initiatives where there is a gap that is not currently available.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Construction Apprenticeship Network Development of a network, bringing together local programmes and initiatives to signpost and support young people and employers more effectively and facilitate the journey from education into employment in construction to match apprentices with suitable employers and capitalise on existing training provision and programmes.	• Increase access and use of current government information on vacancies and opportunities through services such as the Jobs and Careers Service and Find an Apprentice. • Link to government Approved England region based construction focussed Flexi-Job Apprenticeship Agencies (details of approved agencies) in occupations that use short-term contracts or other non-standard employment models. • Government is investing £240 million to pilot with MSAs, new approaches to better connect young people aged 16-24, especially those who are not in education, employment or training (NEET) with apprenticeship opportunities and local employers. The programme will be delivered in two waves, expanding from seven MSAs to all 14 by spring 2027. • Specialised support from CITB's New Entrant Support Team (NEST) and ECITB's Career Pathways will help SMEs and micro-businesses recruit, fund, and retain apprentices and new entrants for in-scope occupations. • Go Construct, supported by the CITB Levy working with industry partners, provides an online resource for anyone looking for a career in the construction and built environment sector. A new and updated platform is under development for launch in Spring 2027.
Development of an Industry Placement Playbook This will provide guidance to support employers hosting learners on Level 2 and Level 3 construction qualifications undertaking a three-week Industry Placement (due Autumn 2026).	

Commitment 2: Strategic workforce planning and data requirements. CSMB (Challenges 1, 3)
Improving data alignment and understanding to support workforce demand model requirements that can pinpoint demand nationally, regionally and locally and by construction sub sector. This links closely to the connected network activities, engaging on local and regional demand, covered in commitment 6.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Data requirements A CSMB Task and Finish group has reviewed the different datasets available to identify how to better use data to identify how to measure progress on delivering CSMB ambitions and the Industry Action Plan.	• Both CITB and ECITB produce annual workforce outlooks and forecasts to identify key occupation demand and workforce shortages and gaps in their industries • Skills England produce an annual Skills Need Assessment which requires a clear understanding of construction workforce demand. Across government further work, responding to the recent NAO recommendation to develop a consistent approach to understanding the construction workforce, is underway to identify how the various departments and bodies providing analysis should work together to develop the underlying approach to published workforce modelling.
Development of a Strategic Workforce Planning tool To understand national, regional, local and sector or occupation co-ordination to identify demand for jobs and skills availability to provide focussed alignment to deliver public and private sector construction work. This will start with work on industry owned and managed central open source demand intelligence model data.	

Commitment 3: Development of Sector Skills Plans. CLC People and Skills Network and sector bodies. To support delivery of the Jobs Plan, sector plans will be developed to define sector specific responses on required skills and labour market actions and outcomes. The sector plans will act as the building blocks for national delivery translated through regional, devolved, mayoral and local employer provider systems with additional input from Local Skills Improvement Plans, and Mayoral Strategic Authorities and their regional skills plans. Finalising industry leadership of these skills plans, ITB support activity and agreeing actions and KPIs with owners is expected following the publication of this Jobs Plan.	
AGREED ACTIVITIES	**ALIGNMENT TO EXISTING ACTIVITIES**
RMI & Heritage Sector Skills Plan RMI delivery is highly fragmented. Workforce requirements will need to connect household confidence, local trust and practical business support in a sector not directly supported through a single entity.	CITB is investing £13 million to support the skills needs identified in the sector plans.
Engineering Building Services Sector Plan The published plan highlights the convening role of EBSSA to deconflict pathways, provision and competence policy. This plan is cross cutting across all the building type and infrastructure plans.	
Infrastructure Sector Skills Plan Delivery details to be confirmed.	
Homebuilding Sector Skills Plan Sets out the strategic goals and guiding principles to build an inclusive talent pipeline, futureproof skills and competencies, and address productivity and labour shortages.	
Commercial, public, industrial and high rise buildings Sector Skills Plan Delivery details to be confirmed. Will cover commercial offices, hospitals, schools, industrial facilities and high rise residential buildings not delivered by housebuilders.	
Professional and Technical Sector Skills Plan Covers the broader framework of technical and professional occupations. Will focus on progression including professional recognition, competence outcomes and maintenance of competence. This plan is cross cutting across all the building type and infrastructure plans.	

Commitment 4: Embedding competence requirements. CLC People and Skills Network and Building Safety (Challenges 3, 4, 5, 6)
The construction industry is developing competence frameworks to reflect reshaped job roles, increase competence expectations, accountability, and continuous professional development. These requirements will need to be embedded into existing and new skills and qualification offers.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Continued development of the industry competence frameworks The CLC's competency working group has been instrumental in developing much of the site based trade competence framework activity. Work will focus on outstanding competence frameworks to match priority occupations, defining current and future skills across professional, technical and trade occupations.	• Government is considering how competence is further embedded and aligned with improvements across the wider landscape of building regulations, competence frameworks, technical standards and certification requirements. MHCLG will publish a long-term strategy for the built environment professions, trades and occupations in 2027, setting out practical actions to improve skills, behaviours and accountability across the sector. DESNZ published its Reforming Consumer Protection for Home Upgrade Schemes consultation in June 2026 setting out proposals to simplify and strengthen oversight in a reformed consumer protection system for work to be delivered to a consistently high standard to support delivery of the Warm Homes Plan. • DESNZ and EBSSA engagement on an Installer Skills Matrix and competence pathways for low carbon technologies such as EV charging, Solar PV, and electrical energy storage systems. Future expansion proposed for heat pumps and wider retrofit activities. • CITB and ECITB are Standard Setting Bodies and are developing Additional Routes to Competence
Digital passports and proof of competence CLC People and Skills Network is exploring the interoperability requirements to retain card system functionality and ability to create an industry wide competency management platform able to provide supply side data insights on the existing workforce and trainee pipeline.	
Focussed industry engagement with government to embed competence and consider new or different approaches to delivery of training pathways The CLC's Pathways & Provision working group has been active in reforming professional and technical pathways such as the UCEM/BEFA new pan-professional and technical Level 4 qualification.	

Commitment 5: Good jobs including progression, retention and employment support. CLC People and Skills Network (Challenges 2, 7)
Activities that focus on improving working conditions, diversity and promote good employment practice. The CLC has an established culture working group focused on the challenge of changing behavioural competency and culture to address equality, diversity and inclusion issues. It has direct interfaces with the CLC's mental health and wellbeing and business models workstreams.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Health, Safety and Wellbeing The CLC published a Mental Health Joint Code of Practice (JCOP) in June 2026. Developed in partnerships with the New Hospitals Programme, BCLP and Marsh, through a prevention lens for construction employers, and supported by DHSC, this will provide a more supportive mental health environment for employees. Funding has been secured to monitor the impact on JCOP early adopters. The CLC will be publishing a wider Health, Safety and Wellbeing Action Plan in November 2026.	• Make Work Pay will modernise employment rights, extending protections already offered by many leading employers to millions more workers and creating a more level playing field for responsible businesses. • Mental health support. DHSC is leading a cross-government mental health strategy, due later this year, setting out a 10-year vision for mental health in England. This builds on the Men's Health: A Strategic Vision for England, published in November 2025, which includes action on mental health and suicide prevention. • Good Work Standard. As set out in the Clean Energy Jobs Plan, government intends to introduce a single, high-level Good Work Standard for the energy sector, helping to raise job quality and support fair employment practices. The Standard will be subject to consultation and engagement with industry, including where energy and construction workforces overlap. • Warm Homes Plan Workforce Taskforce. DESNZ and the TUC are co-leading a taskforce to support workforce transition in the home upgrades sector and promote high-quality jobs and fair working conditions. • Keep Britain Working and the Vanguard programme. Government is working with employers through initiatives such as Vanguard, which is testing practical approaches to creating healthier, more inclusive workplaces and helping more disabled people and people with health conditions stay in and progress at work.
Infrastructure Diversity Charter The Infrastructure Diversity Charter launched in February 2025 provides a framework to improve equitable access to opportunities and address critical skills shortage that threaten economic growth in the UK based on attraction, retention, progression, leadership, data and feedback.	
Improving gender diversity in the sector A Memorandum of Understanding Collective Action for Gender Equity in the UK Built Environment was launched in May 2026. Next steps include provision of a dedicated service to secure funding of a Coordination Function and creating an Action Plan within the next six months.	

Commitment 6: Developing connected networks to bridge between industry, employers, local leaders and delivery partners. CSMB (Challenges 1, 3, 4, 5)
To support future devolution commitments industry will need to engage its supply chain and work with MSAs, Local Authorities, Employer Representative Bodies leading on Local Skills Improvement Plans, CTECs and training providers. Developing connected networks has a strong link to other actions set out in this table to improve understanding of wider industry initiatives, data and information on pipelines of construction work, and for local engagement and delivery networks to support small and micro businesses and the self-employed.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Liverpool City Region Construction Workforce Development Unit Pilot to address construction workforce shortages collaboratively and unify employers, training providers, and policy objectives for efficient workforce development, bringing together multiple funding streams and aligning training with employer demand and future built environment and infrastructure needs.	• Alignment with the investment focussed work led by Skills England Regional Skills Partnership teams • The Greater London Authority (GLA) has launched the Construction Skills Pilot, a new funding opportunity committing at least £2.5 million to employer-led construction and engineering training in London. GLA are trialling a pilot to fund short, targeted training courses at Levels 2 and 3 that support new entrants into the construction sector, upskill people already in work, and strengthen pathways into apprenticeships. It will test whether existing employer-led training models that have not previously received public skills funding can be scaled up or adapted to address skills gaps in London's construction sector. Applications opened on 27 July 2026 for delivery from January 2027.
Greater London Authority Inclusive Talent Strategy Being developed to put employers in the driving seat of a more integrated skills and employment system for London and delivered through convened Sector Talent Boards of industry representatives and pan-London Sector Hubs.	
East of England Regional Skills Partnership pilot: Focussed on bringing together anchor projects, the regional CTEC, national, regional and local government partners with wider system partners to develop a shared forecast of workforce demand, identify priority skills gaps and deliver solutions that create opportunity for local people.	

<table>
<tr><th colspan="2">Commitment 6 (cont): Developing connected networks to bridge between industry, employers, local leaders and delivery partners. CSMB (Challenges 1, 3, 4, 5</th></tr>
<tr><th>AGREED ACTIVITIES</th><th>ALIGNMENT TO EXISTING ACTIVITIES</th></tr>
<tr><td>Infrastructure Regional Skills Systems
Developing three pilot regions (North West: Costain, East: Sizewell C, South East: Lower Thames Crossing) to provide greater certainty around long-term workforce demand, strengthen collaboration and aligning skills development to future infrastructure delivery needs. Will be using existing industry intelligence and activity: the Infrastructure Clients Group people taskforce, Defra water skills survey, Energy and Utility skills survey, Defence skills survey, and Nuclear skills survey.</td><td rowspan="2">CITB has several employer and provider networks: Construction Mayoral Network, CITB Employer Networks and CITB Training Provider Network to help training better meet local demand and employer needs. The establishment of an MSA forum is under development to support future devolution approaches.
EBSSA has established Electrotechnical Training and Careers Alliances (ETCA) across England and Wales for effective collaboration with partners. Currently established ETCAs in Great Manchester, West Midlands, Cheshire & Warrington, Cambridgeshire & Peterborough, Kent & Medway, North East, South Yorkshire and in development in Liverpool City Region, Hull and East Yorkshire, West Yorkshire, Thames Valley, East London, Cardiff Capital Region, Hampshire and Solent</td></tr>
<tr><td>The CTEC programme
CTEC network working with MSAs, DfE and other partners in their regions and across the skills system to co-design and implement solutions to boost construction skills provision, deliver high quality teaching practice and curriculum, leverage employer engagement and investment, collaborate with other FE providers and develop clear pathways for learners to progress into work or higher level courses.</td></tr>
</table>

Commitment 7: Using procurement and social value contract requirements. CLC People and Skills Network and Business Models (Challenges 1, 3, 4,5, 7)
Public procurement, depending on the works or project being delivered attract mandatory requirements or application of social value commitments.
Although not directly applicable to private sector procurement, embedding social value outcomes focussed on employment, skills and economic growth can have wider positive outcomes. Outcomes should not just be restricted to main contractors and should consider including how this impacts the wider supply chain.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Development of a standard outcome and accountability framework for construction skills and jobs to provide a common standard for projects and programmes that cross public procurement thresholds or trigger Section 106 requirements. The framework aims to make construction skills a programme management discipline, compatible with PPN 026 at the point of procurement and S106 Employment Skills Plans. Focuses on additionality and unlocking better jobs for those who need them most, and demand-aligned growth that extends fairly down the supply chain to the small firms where most construction employment sits. Up to eight pilot hosts are testing it to autumn 2027 across health, energy, transport, water, education, housing and regeneration, covering procurement, Section 106 and major infrastructure consent and whether the framework produces skills outcomes that would not otherwise have happened and aid further development of the framework. Findings will be reported to the Construction Skills Mission Board.	• The Warm Homes Plan includes a commitment to consider fair work, skills and sustainable supply chain requirements in future grants and commercial arrangements to support workforce development, skills investment and good employment practices alongside delivery objectives. • Public procurement serves as a primary lever within the Industrial Strategy to stimulate and support British jobs, skills, and people in every postcode. Government has announced changes to the social value guidance (PPN 026) to double this from 10% to 20% for contracts worth £5m or more[i]. To ensure bidding promises become contractual deliverables, government departments will allocate key performance indicators to major contracts and make annual progress reports publicly available. • CITB's National Skills Academy for Construction (NSAfC) programme includes Programme / Project-Based Approach (PBA) to support clients in achieving their programme / project objectives. The NSAfC does this through targeted skills support, development of Employment Skills Plans (ESP), where relevant, to reflect the requirements of their employment and skills strategies.

Commitment 8: ITB levy activity and support. ITBs (Challenges 1,3,4,5,6) To develop and implement options for enhancing the contribution of the Industry Training Boards to meeting industry skills needs, in addition to those identified with the specific commitments within this action plan.	
AGREED ACTIVITIES	**ALIGNMENT TO EXISTING ACTIVITIES**
ITBs will be engaging industry on its future strategy.	• ITB reform: Government is considering responses to the recent consultation on ITB reform, which included a proposal to combine the Construction Industry Training Board (CITB) and Engineering Construction Industry Training Board (ECITB) in a single body. Decisions on ITB reform will be taken in Autumn 2026, including how best to enhance collaboration on shared skills needs.

Commitment 9: Future impacts of industrialised construction. CLC People and Skills and Industrialised Construction (Challenges 3,5,6)
The CLC is working with industry to explore and support adoption of AI and improving productivity through industrialised construction. A CITB study of MMC housebuilding found that panelised MMC reduced total labour needed by 4%, with a 44% shift in skilled trades and manual occupations to working off-site. The equivalent figures for volumetric MMC were 14% and 60%, respectively. AI applications are widely used to analyse images to check the integrity of structures, road and rail infrastructure, to optimise schedules and detect design clashes, and to monitor health and safety on construction sites. Emerging AI applications include building design, supporting regulatory compliance, spatial planning and monitoring progress against schedules, and in relation to delivering domestic retrofit.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
BEFA/UCEM report on Mapping the AI Landscape in the Built Environment AI is already being used in day-to-day professional activity across design, engineering, planning, construction, asset management and related disciplines. Adoption is uneven, often informal and frequently ahead of the governance, assurance and skills frameworks needed to make its use safe, consistent and valuable.	• The new £85 million UKRI Industrialisation & Digitalisation Mission Challenge. The programme aims to give UK industry the confidence to invest in skills, technology and capacity, building a more resilient and productive construction sector for the design and delivery of sustainable social housing, schools, hospitals and public infrastructure. • MHCLG's PropTech Innovation Fund has helped local authorities to pilot and adopt digital tools which accelerate critical planning processes of site identification and appraisal that's vital to constructing new homes. • AI Skills Boost provides free, accessible foundational AI training, for all workers, as part of the Government's drive to upskill 10 million people by 2030. The platform provides a practical route for firms, particularly SMEs to upskill staff, to support productivity growth and AI adoption.
Skills to Support Manufacturing-Led Approaches in Construction. The CLC Skills for a Modernised Industry working group has published its report to develop the capabilities and ways of working to strengthen the fundamentals of good business practice, such as communication and collaboration, while building the capability to participate effectively in more industrialised ways of working.	

Commitment 10: Reducing risks of exploitation. CLC Movement of People and Business Models
The Migration Advisory Committee (MAC) published its Temporary Shortage List (TSL) recommendations in July 2026[i]. Construction has been identified by the Home Office and noted by the MAC as a high-risk sector for modern slavery due to its complex supply chains, multiple levels of sub-contracting and high turnover of labour on projects. There are several initiatives across the sector designed to help employers identify and mitigate exploitation risks including in supply chains, to strengthen compliance, to uphold employment practices and ensure that all workers can access safe, secure and quality work.

AGREED ACTIVITIES	ALIGNMENT TO EXISTING ACTIVITIES
Stronger Together, campaign led by the Chartered Institute of Building (CIOB), offers a wide range of free resources for employers including a toolkit to help identify and prevent modern slavery.	• The new TSL is due to be in place by January 2027 and subject to final agreement from the Home Office on the MAC recommendations. This includes 19 construction-related occupations recommended by the MAC Any construction occupations recommended for TSL access will be restricted to specific job titles and will need close monitoring of visa use and sponsor behaviour including any evidence of displacement into broader or more ambiguous SOC codes. Any future extension of access should depend not only on continued shortage evidence, but also on clear evidence that the sector is managing exploitation risks and making progress on domestic workforce actions. • Government has established the Fair Work Agency to protect workers, support fair competition and ensure employers comply with the law. The Fair Work Agency has committed, through its delivery plan for 2026-27, to deepen its sector-level understanding in high-risk sectors such as construction.
The Supply Chain Sustainability School published operational toolkit, developed by Action Sustainability, contains free resources such as posters, toolbox talks and videos, to help those involved in site setup and management tackle the exploitation of workers on site. They also have a dedicated webpage on modern slavery.	
Industry led activity. Berkeley Group, Laing O'Rourke, Skanska, Morgan Sindall Group, Kier Group, Galliford Try, VGC Group, Danny Sullivan Group, Randstad, Hays and Carmichael video raising awareness of the signs of modern slavery on site. Unseen also operates a confidential modern slavery and exploitation helpline to report any concerns.	
The Common Assessment Standard, a prequalification scheme that has over 22,500 suppliers certified against it and recommended for use in the public sector by Procurement Policy Notice (PPN) 03/24, for suppliers on their compliance with the Modern Slavery Act.	
The Local Government Association (LGA) has published dedicated guidance for clients on due diligence on modern slavery at the procurement stage.	

MONITORING AND DELIVERING INDUSTRY ACTIONS

The construction industry has several forums and bodies supporting improvements to workforce and skills delivery, which already work with and engage with wider government led initiatives. Ownership and responsibility for the commitments is identified for each body. Industry can directly control commitments on general employer engagement, mentoring and ownership of sector skills plans and competence frameworks. Some commitments are contingent on economic stability, public sector workload certainty and a stable pipeline of work, funding, apprenticeship incentives, adult skills policy and procurement requirements and will require strong engagement and alignment between government, industry, local leaders and delivery partners. Activities will need to be delivered as a cohesive package, and align where appropriate with wider offers and initiatives, to mitigate the risk of overlap and duplication.

Construction Skills Mission Board (CSMB)
The establishment of the CSMB was announced alongside the £625 million Construction Skills Package in the 2025 Spring Budget. The CSMB has set an ambitious target for industry to create 100,000 jobs per year by the end of this Parliament and develop an Industry Action Plan. The CSMB is an industry led initiative, supported by government, to bring industry employers together to convene and provide strategic direction to support the creation of employment opportunities across the construction industry. The CSMB will own commitments 1, 2 and 6. CSMB will monitor commitment 3 as the development of the sector skills plans feeds into delivery of commitment 2. CSMB progression and delivery will be monitored as part of meeting the NAO Increasing construction skills report[i] to align industries activities in supporting future demand and supply.

Construction Leadership Council (CLC)
The CLC is a joint Government/sector council, co-chaired by the BIST Minister for Reindustrialisation and Mark Reynolds CBE, Executive Chairman Mace. The CLC People and Skills Network engages across the industry and its subsectors and will deliver industry activities, outputs and outcomes to improve absorption, diversity and retention through delivery of the sector skills plans and defining sector specific context to establish the actions and outcomes required focussing on:

- Pathways: Routes into work, career progression and retention
- Competency and workforce quality: Embedding the relevant industry competence frameworks and occupation requirements
- Provision: Skills capacity linked to vacancies, upskilling and adoption of digital and productivity skills .

The CLC will own commitments 3,4,5,7,9 and 10. Delivery will be through the CLC People and Skills Network, supported by the Building Safety, Business Models and Fair Practices, Industrialised Construction and Movement of People working groups. The CLC Board will monitor and report progress on the commitments and through its biennial reporting and adoption of the commitments as CLC strategic priorities.

Industry Training Boards and industry body support

The following construction bodies are providing significant support and have developed partnerships with government, the CSMB, MSAs, clients and delivery partners.

The two Industry Training Boards, the Construction Industry Training Board (CITB) and the Engineering Construction Industry Training Board (ECITB) are funded through an industry levy and sponsored by DWP. The ITBs will own commitment 8.

The CITB supports the construction industry to develop a skilled, competent and inclusive workforce. It provides an employer-led voice on construction skills needs and supports the sector through labour market intelligence, workforce planning, training investment, careers activity, training support and routes into construction across a workforce of around 2.7 million people. This covers most construction trades and occupations but does not cover plumbing, electrical, heating, ventilation and air-conditioning or sealed unit glazing. Some wider CITB activity needs case-by-case consideration[66]. CITB's Strategic Plan for 2025-29[67] is built around three priorities: inspiring and enabling diverse and skilled people into construction; developing a training and skills system that meets current and future industry needs; and supporting the industry to train, develop and retain its workforce.

The ECITB is the employer-led skills, standards and qualifications body for the development of the engineering construction workforce of Great Britain. It operates across the oil and gas, nuclear, renewables and power generation sectors, as well as other process industries, such as chemicals, pharmaceuticals, food processing and water treatment. It provides an employer-led voice for the engineering construction sector, combining workforce intelligence, skills planning, training standards and qualifications to support the delivery of major industrial, energy and infrastructure programmes. The ECITB Strategy 2026-30[68] is built around three strategic pillars: Deliver, providing high-quality skills products, services and workforce intelligence; Grow, increasing the supply, diversity, competence and retention of the workforce; and Reform, transforming skills delivery through innovation, investment and collaboration.

The Engineering & Building Services Skills Alliance (EBSSA) is the umbrella body for Engineering & Building Services (E&BS) trade associations, employers, training and assessment providers, and competence scheme partners. It provides a coherent, evidence-based voice on skills policy and coordinates competence frameworks across 37 occupational disciplines. The E&BS workforce includes electrical, plumbing, HVACR, fire and security, building controls, and designs, installs, and maintains the systems to make buildings safe, efficient, and compliant. E&BS account for more apprenticeship starts than any other part of the built environment and have strong industry-education partnerships. Sector-led labour market intelligence provides insights unavailable from public and training board sources.

GOVERNMENT SUPPORT

Government support for the construction sector is focussed through three strands:

- Existing skills in colleges and labour market policy offers and programmes such as the Youth Guarantee to support the supply of new learners and entrants.
- New and evolving approaches through the Growth and Skills Levy changes and technical skills offers.
- Additional investment in the skills system through the £625 million Construction Skills Package offer to increase the number of construction learners and new entrants flowing into the sector, above the baseline.

Meeting projected construction workforce requirements will depend heavily on the availability of advanced technical and higher-level skills, highlighting the importance of apprenticeship, FE, and higher technical qualification pathways in supporting delivery of wider government housing, infrastructure, and retrofit objectives.

With wider devolution and a new focus on technical education expected, this will include empowering mayors to offer a high-quality locally tailored technical or vocational route from age 16, underpinned by control of the budget for 16- to 19-year-olds. It should build on the new regionally-shaped technical and vocational pathways from age 14 the Mayoral Strategic Authorities will work with DfE to develop, with an expectation that mayors source high-quality work experience. This aligns with the wider direction set by the ongoing Milburn Review, strengthening the partnership between government and employers to create clearer routes into work and learning for young people.

This emphasis on high-quality work pathways will be underpinned by support from government to drive inward investment into regions and support collaboration across businesses. This will give mayors the powers, flexibility and accountability to bring together education, employment, health and local support into a clear route for young people. By joining up services around the needs of the individual and the opportunities in local labour markets, local leaders will be empowered to drive down youth inactivity and open up more routes into learning and work. This will also devolve employment support to mayors to ensure provision reflects local need, including giving local areas the power to procure and provide tailored and specialised support for the long-term unemployed.

Industry cannot address these challenges alone and will need to work together for all offers to align and embed regulatory and industry led minimum competency standards, occupational standards, assessment and progression pathways and minimising conflict between the current aims of rationalising and simplifying the skills system.

ACTION 1: Government will embed industry competence frameworks and regulated requirements in courses and qualifications where government funded. Industry should ensure its competence frameworks are identified, through relevant industry representation, and fed into occupational standards and all public and private skills offers.

Government is delivering a broad package of skills, training and employment support to help build the construction workforce needed for the UK's housing, infrastructure and clean energy ambitions. The table below summarises the key offers available to employers and learners.

ACTION 2: To help firms access this improved skills package, Government will improve how businesses find relevant support online through a new AI powered Support Finder on business.gov.uk. Businesses will be able to describe what they are trying to achieve and receive a tailored summary of relevant government information, schemes and support, including skills and employment support where relevant, with links to further guidance across the government's digital estate. An initial version is planned for release in November 2026 and will be tested and iterated based on user feedback.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Youth Guarantee Overarching youth employment and skills strategy that aims to ensure that young people can access: • Education and training • Apprenticeships, where available • Work experience • Employment support • Guaranteed job opportunities for eligible claimants • Youth Hubs and related local support services Provides a fully subsidised six-month paid job for eligible young Universal Credit claimants, with government funding wages and support costs. **Industry commitments 1,3,4,6,7,8**	£3,000 Youth Jobs Grant for every person aged 18 to 24 you hire across Great Britain who has been looking for work for six months or more, available from 30 June 2026.	Industry commitment to engage with DWP and provide Youth Guarantee opportunities, to create clear pathways into work and training for young people.
	Jobs Guarantee provides 6 months of fully subsidised unemployment costs for 25 Hours a week at the relevant minimum wage, alongside additional wraparound support to help participants succeed.	
	Bespoke training support to design sector-specific work academy programmes and work experience opportunities to suit businesses.	
	Access to local Youth Hubs to match businesses with job-ready candidates in local areas.	
	Administrative support onboarding Universal Credit customers to help take on new starters smoothly.	

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Apprenticeships Employment offer combining work and learning. Apprenticeships provide Level 2-7 offers and cover a broad range of occupations of between 1-5 years duration. **Industry commitments 1,3,4,6,7,8**	Skills England will continue to update and evolve the apprenticeship offer in construction and as new competence frameworks emerge. Apprenticeship assessment arrangements are currently being reformed (Oct 2025 - Early 2027)	• Industry to identify relevant competence frameworks for Apprenticeship standard review and assessment reforms and support the revision of occupational and apprenticeship standards. • University of the Built Environment (UBE) through the Built Environment Futures Assembly (BEFA), a technical and professional sector forum, is developing a new pan-professional Level 4 qualification to create a broader entry pipeline offer.
	Fully funded apprenticeship training costs for eligible young apprentices aged under 25 from August 2026 for all employers.	
	From October, we are introducing a new apprenticeship hiring payment of £2,000 for non-levy paying employers (typically SMEs) that take on 16–24-year-old apprentices as new employees – this will include foundation apprentices.	
Foundation Apprenticeships Level 2 offers for construction include: • Building service engineering • Finishing trades • Onsite trades • Hardware, network and infrastructure • Engineering and manufacturing **Industry commitments 1,3,4,6,7,8**	Foundation apprenticeships are underpinned by additional funding for employers up to £2,000 to contribute to the extra costs of supporting someone at the beginning of their career. This is in addition to the payments that employers are eligible to receive when recruiting young apprentices.	
	From October, we are introducing a new apprenticeship hiring payment of £2,000 for non-levy paying employers (typically SMEs) that take on 16–24-year-old apprentices as new employees – this will include foundation apprentices.	

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Apprenticeship Units Apprenticeship units are designed to offer short training programmes to meet specific skills gaps, and the ability to flex the offer where needed to support critical sectors. They are in response to demand from employers for short, flexible courses to upskill their current workforce. **Industry commitments 1,3,4,6,7,8**	The first apprenticeship units focussing on priority sectors including AI, digital, construction and engineering launched in April 2026.	Government and industry engagement to identify new units to be developed to meet skills gaps as identified by Skills England.
T Levels Level 3 technical education route, including a 45 day minimum industry placement and currently offering two construction options: • Building Services Engineering, including a new occupational specialism pathway in low carbon heating from 2026. • Design, Surveying and Planning **Industry commitments 1,3,4,6,7,8**	Funding available for employers providing construction T Level placements for learners from September 2026, as part of DfE's wider support for construction placements. The national "Skills for Life" campaign raises awareness of skills development including T Levels among businesses and learners. Existing network of over 1400 T Level Ambassadors champion T Levels and industry placements, building understanding and engagement for businesses. Includes large businesses, SMEs, providers, universities and students.	Industry commitment to provide T Level industry placements and work experience opportunities, enabling students to gain practical, hands-on experience in real workplace settings.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Sector based work academy programmes (SWAPs) Short vocational placements in England and Scotland designed around a genuine job vacancy to build sector-specific skills. Placements include work experience, training and a guaranteed job interview. **Industry commitments 1,2,3,4,6,7,8**	DWP cover the costs of training and lead the design and delivery of the programme with employers. Participants remain on Universal Credit for the duration of the programme and training costs are funded.	Industry to engage and work with Job Centre Plus where they have relevant vacancies or where tailored pre-employment training is beneficial.
Lifelong Learning Entitlement (LLE) From 1st January 2027, the LLE will expand training opportunities for mid to late career workers in areas linked to the Industrial Strategy. **Industry commitments 1,3,4,5,6**	The LLE will provide individuals with a loan entitlement to the equivalent of four years of tuition fees to use over their working lives, up to the age of 60. For the first time the LLE will make it possible to learn skills one module at a time at levels 4 to 6, allowing for upskilling in high demand areas, in subjects linked to construction such as, engineering and architecture.	Industry to work with DfE and Skills England to embed the LLE within workforce development by: • promoting use for upskilling and reskilling, particularly in priority skill areas • supporting employee progression into higher-skilled roles through flexible modular learning • encouraging employers to identify skills gaps in their workforce and work with education providers in their area to co-design courses to address gaps and create clear paths for learners into employment.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Higher technical qualifications HND/HNC/Foundation degrees, Diploma of Higher Education courses and other level 4 and 5 qualifications. For construction this includes: • Construction, design and build • Engineering and manufacturing **Industry commitments 1,3,4,5,6**	Qualifications awarded the Higher Technical Qualification quality mark are eligible for student finance in the same way as undergraduate degrees, including the Lifelong Learning Entitlement as detailed above	• Skills England to align occupational standards to regulatory requirements. • Skills England to work with employers to identify higher technical gaps in the occupational maps and collaborate to develop occupational standards and map progression pathways. • Industry and government to improve awareness and uptake of Level 4 and 5 provision including Higher Technical Qualifications.
Free courses for jobs Multiple Level 2 and 3 options for construction **Industry commitments 1,3,4,5,6**	Free if over 19, earn less than £25,750 or are unemployed	• Industry to engage with the FE sector and Strategic Authorities to promote uptake of classroom based adult skills provision.
Skills bootcamps Government funded flexible sector-specific training courses that offer practical, industry-led learning with a guaranteed job interview on completion. **Industry commitments 1,3,4,5,6**	Skills Bootcamps are directly funded by Mayoral Strategic Authorities and other local areas. Eligibility is for adults age 19+ and the training is free.	Industry to support Skills Bootcamps learners by offering job opportunity on completion (including guaranteed interview offer) to fill skills gaps.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Heat Training Grant DESNZ-funded intervention that provides discounted heat pump and heat network training. The scheme supports the development of the skilled workforce needed to deliver low-carbon heating and heat network deployment at scale. **Industry commitments 1,3,4,5,6,8,9**	The Warm Homes Plan announced a further £7 million per annum would be provided to the Heat Training Grant between 2026 and 2029, taking total funding to £31 million. The scheme provides discounted training to help existing workers and businesses develop the knowledge, skills and competence required to design, install, commission, operate and maintain low-carbon heating systems and heat networks. For heat pump training, the scheme supports existing heating engineers who work in SMEs or as sole traders to upskill as heat pump installers. For heat network training, the scheme supports a range of courses from heat network design and construction to metering and billing. The heat training grant also offers additional heat network courses for local authorities and developers.	• Government and industry to promote uptake of the Heat Training Grant and encourage participation in heat pump and heat network training and encourage participation amongst organisations involved in relevant projects. • Industry to engage with funded training opportunities and support the deployment of trained workers into relevant roles. • Local authorities, developers and delivery partners to utilise training opportunities to build organisational capability for heat network development and delivery. • Employers to support workforce development in heat network design, construction, operation and maintenance to meet future deployment demand.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Planning Capacity and Capability Programme Provides funded entry routes into the planning profession to address recruitment and skills shortages. At the 2025 Budget, £48 million was committed to strengthen planning capacity in the public sector, supporting the recruitment of around 1,400 new planners across this Parliament. **Industry commitments 1,3,4,5,6**	Pathways to Planning, delivered by the LGA, supports local planning authorities to bring new talent into the profession through structured two year placements and fully supported master's-level training. Over £12 million allocated this financial year, including funding for salary bursaries. Public Practice supports local planning authorities to access experienced, mid-career built-environment professionals, backed by over £2 million this financial year, including targeted salary support for eligible councils. It also works with authorities to strengthen recruitment, address organisational barriers and promote more inclusive hiring practices.	• £28.8 million has been allocated to MHCLG's Planning Capacity and Capability Programme to be deployed over 2026/27 to 2028/29, supplementing core programme budgets to over £30 million each financial year. • MHCLG providing c.£3.2 million in grant funding in 2026/27 to Planning Advisory Service (PAS) to provide specialist training, peer learning and tailored guidance to local planning authorities, supporting the delivery of planning reform and improved performance.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Building Workforce Programme £70 million funding has been announced in March 2026 to address shortages in building safety professions, increasing the number of Registered Building Inspectors by up to 700 (England only), including those who can inspect Higher-Risk Buildings, as well as increasing the number of Fire Engineers and availability of Fire Engineering education (UK wide). **Industry commitments 1,3,4,5,6**	Building Control and Fire Engineering sectors have been consulted to determine the scope and funding routes for each workstream of the programme. Organisations in these sectors have or will be able to apply for funding through advertised routes. Funding will support an increase in capacity and capability in Building Control and Fire Engineering.	• Funding for new and existing public sector RBIs training available since Summer 2026, through delivery partner LABC. • Funding routes to train new RBIs across England (private and public sector) currently in design phase, funding will be available from financial year 2027/28 for two years. • Funding available to Fire Engineering Departments in UK Higher Education Institutions through competitive process in late 2026 for Fire Engineering master's programmes, Fire Engineering educational programmes' development, research and academic capacity.
North Sea Jobs Service Upcoming funded career transition support service for current and former oil and gas workers looking to move into growing industries. **Industry commitments 1,2,3,4,5,6,8**	Construction is an eligible destination sector for the North Sea Jobs Service. This recognises the overlap in technical, engineering and trade skills, alongside the demand for cross-cutting occupations such as finance and project delivery across both the construction and oil and gas sectors. The Jobs Service will work with industry to identify vacancies, match eligible workers to prospective employers and identify ways to close any qualification gaps through a funded training offer.	• Government to deliver the North Sea Jobs Service to provide a route for current and former oil and gas workers to move into construction roles. • Industry to work with the North Sea Jobs Service to identify current and future workforce demand, understand skills gaps and training requirements, develop a pipeline of suitable vacancies and support the transition of oil and gas workers into construction roles.

PROGRAMME/OFFER	GOVERNMENT OFFER AND SUPPORT	SPECIFIC ACTIONS
Pathways to priority occupations metrics Aiming to provide greater transparency on how the skills system is supporting workforce needs across sectors. **Industry commitments 1,2,3,6,8,9**	Development of a new measure to track progress on increasing participation in priority pathways aligned to the skills needs of Industrial Strategy priority sectors, including construction	• Industry to engage with Skills England to inform future skills needs assessments, including the identification of priority occupations where there is cross-sector overlap. • Government to support the use of this evidence to better align qualifications and training pathways with real skills needs, ensuring clearer routes into employment and progression within construction.

NEW AND EVOLVING OFFERS

These were announced in the Post-16 education and skills white paper and subsequent consultation[69, 70]. These are England-only unless otherwise stated. The Government has announced further future fundamental changes to the education system[71]. The new pathways will provide 14-year-olds with valuable early access to technical skills, work experience and connections with local employers, and will provide pathways for students to study technical education from age 14 to 19.

PROGRAMME/OFFER	CONSTRUCTION OFFER AND TIMEFRAME
V Levels Comparable in size to an A level. Can be studied alongside other V levels or as part of a mixed programme with A levels and can included English or Maths resits. They are a broad sector-based qualification that blend applied learning with practical assessment, aiming to support progression to level 4+ learning or further work-based training and are not occupationally focused.	Will start to be introduced from 2027. Engagement with industry to identify construction and built environment interest and consideration for V Levels delivered from 2028 include: · Construction design · Engineering design · Engineering and manufacturing
	Nationally set content, subject to public consultation before finalisation. For 2028 subjects, consultation will take place before end 2026.
Occupational Certificates Courses for those who want to get into work or an apprenticeship but need support to achieve English and Maths GCSEs. Introductory core content will be designed with the Skills England occupational standards as a foundation. Will involve sector experts, including employers, awarding organisations and providers, in an open and iterative process, including structured engagement at key development points and testing of draft content.	Final list to be confirmed in early 2027. Likely construction subjects to be introduced 2028/29: · Construction (On-site): Bricklayer, Carpentry, Joinery, · Construction (Finishing Trades): Floor Layer, Painter and Decorator, Plasterer and Wall and Floor Tiler · Engineering and Manufacturing: Engineering Operative, Welder
	Likely construction subjects to be introduced 2030/31: CAD Technician (2D Design)
Foundation Certificates Courses for students who want to progress to A-levels, T-levels or V-levels but need more time to develop their knowledge and skills.	Final list to be confirmed in early 2027.
	Likely construction subjects to be introduced 2028/29: · Construction and the Built Environment · Engineering and manufacturing

CONSTRUCTION SKILLS PACKAGE

The Construction Skills Package (CSP), announced at Spring Budget 2025, is providing £625 million additional funding to support the construction sector. The funding is focussed on addressing three main barriers to enable absorption of more learners into employment, expand course provision and ensure training system capacity. Funding provided for Free Courses for Jobs, Skills Bootcamps, FE Teacher Industry Exchange, Industry Placements including T Level placements and CTEC capital. Funding will be devolved to Mayoral Strategic Authorities or relevant delivery bodies, supporting a place-based approach to align skills delivery with wider skills, housing, transport and growth and working with local providers and employers or otherwise be provided through the Integrated Settlement. The Construction Skills Package includes paid-for communications over the next 3 years to through a campaign to boost upskilling and job applications for construction skills opportunities and growth for individuals, including women and those changing careers and employers working across government including with Department for Work and Pensions and job centres.

The government is also funding an engineering skills package worth £182 million over four years, addressing engineering skills shortages that are critical to growth in the Clean Energy and Advanced Manufacturing priority sectors. It includes funding for nine Technical Excellence Colleges in Clean energy and Advanced Manufacturing, which will support construction related sector skills, as well as wider industrial, technical and scientific skills. The package includes £47 million to fund engineering skills for adults, £2 million to increase the number of engineering T Levels and £8 million capital funding to invest in clean energy engineering courses at Levels 4/5.

CONSTRUCTION SKILLS PACKAGE OUTPUT	SPECIFIC ACTIONS
40,000 Industry Placements each year for all all eligible construction L2 and L3 learners aged 16 plus	Government/MSA outcome on the number of industry placements completed and outcomes into work to measure course achievers and conversion to workers.
	Training providers and industry employers to identify and provide placement opportunities and strengthen employer engagement with construction providers and provision.
	CTECs working with partners through the hub and spoke network to develop CPD and delivery activity that improves the quality of construction teaching and strengthens curricula.
	Industry engagement to improve work readiness and address the gap between learning and employer expectations and expand high-quality, structured work experience and placements, to provide early and meaningful exposure to the sector.
	Employers to strengthen engagement, alongside the funded comms campaign, to raise awareness of construction careers from Key Stage 3, while increasing access to hands-on, high-quality placements at Key Stage 4 and through T Level industry placements and the Jobs Guarantee.
	Employers and government to work together to embed the practical, technical and commercial skills needed for day-one readiness, improving alignment to support absorption and progress into the sector.
35,000 additional construction focussed Skills Bootcamps places	Government/MSA focussed outcome on the number of Level 2 plus construction enrolments and achievements.
Funding for up to 10,000 new construction focussed Foundation Apprenticeships	

<table>
<tr><th>CONSTRUCTION SKILLS PACKAGE OUTPUT</th><th>SPECIFIC ACTIONS</th></tr>
<tr><td>FE Teacher Industry Exchange to increase capacity and quality of construction teaching in England</td><td rowspan="3">Government, MSAs and CTECs to report the number of exchange days delivered for both teaching days delivered by industry professionals in FE, and industry placement days undertaken by FE teachers.
£5 million CTEC capital committed to CTECs to ensure industry standard equipment for learners
£99 million devolved to strategic authorities for the period 2025-26 to 2029-30 to create additional capacity for projects in colleges supporting the training needs of employers and collaborating with the CTEC.
The Post 16 and Construction Skills Capacity Fund announced in July 2026 the outcomes of the competition to fund the creation of additional capacity for projects in colleges supporting the training needs of employers and collaborating with the CTEC in non-devolved areas.</td></tr>
<tr><td>Establishment of ten Construction Technical Excellence Colleges (CTECs)</td></tr>
<tr><td>CTEC capital and project-based capital aligned to employer training needs devolved to strategic authorities to create additional capacity where needed: leveraging local knowledge and employer match funding.
A capacity fund for colleges in non-devolved areas which leverages both collaboration with the CTEC and employer match funding to deliver additional capacity, where it is needed. 41 projects have been approved expected to deliver 10,000 additional learning places per year by September 2028.</td></tr>
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WALES: CONSTRUCTION SKILLS PROVISION AND SECTOR ENGAGEMENT

The Welsh system is organised around a combination of Welsh apprenticeship frameworks, further education and work-based learning provision, degree apprenticeships, adult and in-work upskilling, careers advice, regional labour market intelligence, and UK-wide industry support through bodies such as the Construction Industry Training Board, where applicable. This includes support for traditional construction trades, modern methods of construction, digital construction skills and the specialist skills needed to deliver net zero and housing retrofit ambitions. The principal route into construction employment in Wales remains apprenticeships and work-based learning.

Wales is taking a long-term approach to construction skills, working with employers, Medr[i], training providers and Regional Skills Partnerships to provide labour market intelligence and regional prioritisation, strengthen skills pipelines, address shortages and ensure the workforce is equipped to deliver future housing, infrastructure and net zero priorities. Particular emphasis is being placed on green construction and retrofit skills to support the growing demand for workers to deliver energy-efficient homes, decarbonisation and wider clean growth opportunities across Wales.

Welsh Government's ongoing Skills Audit which is expected to report in March 2027, and the Future Skills Summit in autumn 2026 are opportunities to align skills provision more directly with employer needs, delivery priorities, housing, infrastructure and net zero.

The Welsh Government, Medr, Regional Skills Partnerships, providers and industry can collaborate to further align construction skills provision and regional labour market demand.

Construction and infrastructure pipelines are central to employer confidence and training decisions to be able to provide jobs, supervision, placements and progression. These are in the process of being developed in Wales. Engagement can be strengthened through better brokerage, clearer pathways, regional demand intelligence and stronger alignment with construction pipelines. There is opportunity to explore practical support for SMEs including brokerage, employer guidance, shared or collaborative apprenticeship models where appropriate, clearer information about available training routes, and mechanisms to reduce the administrative and financial barriers that prevent small firms from engaging with formal apprenticeships and upskilling.

Welsh provision could also be linked more explicitly to competence and future skills. Apprenticeship frameworks, FE provision, degree apprenticeships and adult upskilling should continue to reflect occupational competence requirements, building safety expectations, retrofit standards and, also integrate new requirements associated with digital construction, data and emerging technologies.

Delivery of the Jobs Plan can be supported through intelligence and information from Medr, Welsh Government apprenticeship management information, provider data, Regional Skills Partnership intelligence and CITB evidence to assess engagement, progression into sustained construction employment, and gaps in provision.

PROGRAMME/OFFER	CONSTRUCTION OFFER AND INDUSTRY AND GOVERNMENT ENGAGEMENT
Flexible Skills Programme Helps businesses invest in targeted workforce training and upskilling, designed to respond to emerging industry needs, alongside apprenticeships.	Employer funding to cover 50% of accredited training costs, with a maximum contribution value of £50,000 per application. There is no minimum funding limit.
	Construction related priority sectors include Net Zero Skills and Engineering and Manufacturing Training
Apprenticeships Learners follow approved Welsh Apprenticeship Frameworks which set out the requirements for completing an apprenticeship in a specific occupation.	Cyfle operates a shared apprenticeship model in Wales, employing apprentices directly and placing them with one or more construction employers while they complete their training. This reduces the administrative burden and employment risk for SMEs and micro-businesses, while giving apprentices continuity of employment and experience across different employers. 90% of apprentices who complete the programme go on to employment.
	For construction specifically, the Welsh apprenticeship offer includes trade, technical and professional pathways. Medr has announced new Level 2 apprenticeship pathways for the construction industry in Wales following engagement with employers, sector stakeholders, providers and learners. Medr is working with Qualifications Wales and City & Guilds to amend Construction and Building Services Engineering qualifications and develop Level 2 apprenticeship qualifications in bricklaying, carpentry and scaffolding.
	Wales also has construction degree apprenticeship pathways, funded fully by Medr for degree apprentices who work in Wales while employers cover wages. The Welsh Construction Degree Apprenticeship Pathway sets out Level 6 pathways in Construction Management, Civil Engineering, Quantity Surveying and Surveying, with 360 credits and combined knowledge and competence requirements delivered through on and off the job learning.

PROGRAMME/OFFER	CONSTRUCTION OFFER AND INDUSTRY AND GOVERNMENT ENGAGEMENT
The wider Welsh skills infrastructure also includes national access points for learners and employers. Careers Wales and their Working Wales service also play an important role in supporting awareness, access and progression into construction careers across Wales.	Careers Wales provides impartial careers information, advice and guidance to learners of all ages, supported by labour market intelligence, employer engagement activity, curriculum-linked Careers and Work-Related Experiences (CWRE), and targeted support for those at risk of disengagement.
	Working Wales complements this offer by supporting those aged 16+ to enter into employment, training or education through personalised careers guidance, employability support, referrals to training and apprenticeships, and advice on reskilling and upskilling pathways.
	For adult and in-work upskilling, Personal Learning Accounts provide flexible, fully funded learning for eligible people aged over 19 living in Wales, with provision aligned to priority sectors including Net Zero and Green technologies and Digital Skills.

SCOTLAND: CONSTRUCTION SKILLS PROVISION AND SECTOR ENGAGEMENT

Pathways to Productivity[72] examines how the flow of new entrants into Scotland's construction and built environment workforce can be increased and, critically, sustained. The research was commissioned by Skills Development Scotland. Its key findings are the current industry model is at a critical point and without further investment will not meet future demand. Without reform to a labour model that externalises workforce development costs, rewards short-term cost competition and undermines sustained, collective investment in skills, the sector will struggle to maintain workforce supply and the evolving competence requirements of a modernising built environment. Responsibility for bringing in new entrants falls disproportionately on small businesses who are least able to manage increasing cost pressures and a system that relies on legacy pathway structures and a complex system to support and oversee new entrant recruitment and development. Key recommendations include:

- Developing proposals for a national digital academy focused around the provision of SCQF level 6 qualifications including Highers. This is likely to include broadening young people's access to subjects which may not be available locally, as well as supporting post-school learners to access learning later in life and around other commitments.
- Deliver a national strategy on adult learning so that community learning is more consistent and comprehensive, underpinned by investment and a stronger evidence base around needs, engagement levels, quality of provision, and support for professionals.
- Deliver key actions from the Scottish Funding Council Review of Coherent Provision and Sustainability including the development of more, shorter industry-facing courses; and enhancing approaches to strategic provision and skills planning based on learning from pathfinder projects to enable a more responsive, coherent education and skills system.
- Implement a lifetime upskilling and retraining offer that is more straightforward for people and business to access and benefit from. This will use evidence from the delivery of the National Transition Training Fund and Flexible Workforce Development Fund, and learning on what works well from Community Learning and Development.
- Target more skills investment and support to working age people in poverty or at risk of moving into poverty. Working with learners and delivery partners to ensure access to training for more marginalised groups is made as easy as possible to better understand how to improve provision, such as training at times that suit people with caring responsibilities, with additional support needs or that fit around current jobs.
- Develop a new Skills Pact to focus on action to improve investment in skills and training and ensure provision better meets the needs of employers and employees. This will require working collaboratively with employers and unions to explore how to increase employer investment in upskilling and retraining.

PROGRAMME/OFFER	CONSTRUCTION OFFER AND INDUSTRY AND GOVERNMENT ENGAGEMENT
Skills Planning Model Ensure that individuals can access a careers service that help them pursue opportunities important to the economy and its employers and recruit the right people with the right skills at the right time.	Skills demand identified through direct employer engagement, engagement with employer groups and insights through partner agencies and data research. Used to develop regional and sectoral skills investment plans to inform responsive education and training provision, matching learning with demand, informed careers choices and developing the right skills.
The Fair Work Convention identified construction as a sector that experiences significant challenges in terms of Fair Work practices. Scotland has made progress in applying Fair Work to public procurement contracts but needs more robust monitoring and evaluation of how Fair Work is being applied in practice.	The Scottish Government will work with Scottish Futures Trust and industry partners to develop a Fair Work Charter for the Construction sector. The Charter will seek to improve practices of contractors and sub-contractors and will build on progress already achieved, including Unite the Union's Construction Charter which a number of local authorities have already signed up to.
Implement the next phase of the Green Jobs Workforce Academy and launch a new skills guarantee for workers in carbon intensive industries, providing career guidance and training opportunities, enabling people to seek employment in other sectors.	

PROGRAMME/OFFER	CONSTRUCTION OFFER AND INDUSTRY AND GOVERNMENT ENGAGEMENT
Apprenticeships play a vital role in providing a pathway into rewarding careers and enabling employers to invest in the skills Scotland needs for the economy and public services. Just over 39,000 MAs were in training at the end of March 2026 (including those who started MAs in previous financial years). Careful consideration will continue to be given to the balance of apprenticeships across key economic sectors to meet wider economic and industry demand, including within construction.	Providing around £198 million a year to support around 25,500 new Modern Apprenticeships (MA), 5,000 new Foundation Apprenticeships and over 1,500 new Graduate Apprenticeships. This also supports modern apprentices already in training.
	Construction is recognised as a key growth sector. The construction and related occupational grouping accounted for 27.1% of starts in 2025/26, 1.6 pp higher than last year. It also accounted for around a third (33.3%) of MAs in training.
Commitment to expand the modern and graduate apprenticeship offer.	Funding at least 150,000, apprenticeship opportunities over the Parliamentary term, and develop a new Apprenticeship Accelerator Grant focused on supporting businesses, particularly SMEs.
	Announced a 10% uplift to modern apprenticeship funding in 2027/28, an increase of just under £9 million. This will apply both to new starts and those in training, across all frameworks.
	Build on the record levels of young people already going into positive destinations when they leave school, including by investing in apprenticeships for disabled young people.

ANNEX: SKILLS NEED ASSESSMENT PRIORITY OCCUPATIONS

Table 6: Priority construction occupations with supplementary information[73, 74, 75, 76, 77]
NB: critical / elevated demand data is unavailable for occupations flagged as not elsewhere classified (nec)

SOC Occupation Info		Projected increase in job demand 2025 - 2035		Critical / Elevated Demand	Modal highest qualification (RQF)
Code	Name	Count	Growth		
1122	Production managers and directors in construction	11,686	9.60%	-	Higher education (4+)
2121	Civil engineers	4,231	11.10%	Elevated	Higher education (4+)
2129	Engineering professionals n.e.c.	1,217	11.10%	n.e.c.	Higher education (4+)
2151	Conservation professionals	110	11.10%	-	Higher education (4+)
2152	Environment professionals	946	11.10%	Critical	Higher education (4+)
2451	Architects	1,018	12.20%	-	Higher education (4+)
2452	Chartered architectural technologists, planning officers and consultants	1,235	12.20%	Elevated	Higher education (4+)
2453	Quantity surveyors	2,964	12.20%	Elevated	Higher education (4+)
2454	Chartered surveyors	2,002	12.20%	Elevated	Higher education (4+)
2455	Construction project managers and related professionals	9,069	12.20%	-	Higher education (4+)
3120	CAD, drawing and architectural technicians	847	7.30%	Critical	Higher education (4+)
3581	Inspectors of standards and regulations	250	4.60%	Critical	Higher education (4+)
5223	Metal working production and maintenance fitters	-701	-5.60%	Critical	A-level or equivalent (3)

SOC Occupation Info		Projected increase in job demand 2025 - 2035		Critical / Elevated Demand	Modal highest qualification (RQF)
Code	Name	Count	Growth		
5241	Electricians and electrical fitters	-5,211	-5.60%	Elevated	A-level or equivalent (3)
5313	Bricklayers	-2,850	-6.10%	-	A-level or equivalent (3)
5314	Roofers, roof tilers and slaters	-1,727	-6.10%	-	Qualifications below A-level or equivalent (1-2)
5315	Plumbers & heating and ventilating installers and repairers	-7,733	-6.10%	-	A-level or equivalent (3)
5316	Carpenters and joiners	-8,375	-6.10%	-	A-level or equivalent (3)
5317	Glaziers, window fabricators and fitters	-1,017	-6.10%	-	Qualifications below A-level or equivalent (1-2)
5319	Construction and building trades n.e.c.	-10,151	-6.10%	n.e.c.	A-level or equivalent (3)
5321	Plasterers	-2,256	-6.10%	-	A-level or equivalent (3)
5322	Floorers and wall tilers	-2,072	-6.10%	Critical	Qualifications below A-level or equivalent (1-2)
5323	Painters and decorators	-4,236	-6.10%	-	A-level or equivalent (3)
5330	Construction and building trades supervisors	-1,539	-6.10%	-	A-level or equivalent (3)
8151	Scaffolders, stagers and riggers	-289	-1.60%	-	A-level or equivalent (3)
8152	Road construction operatives	-184	-1.60%	-	Qualifications below A-level or equivalent (1-2)
8159	Construction operatives n.e.c.	-564	-1.60%	n.e.c.	Qualifications below A-level or equivalent (1-2)
8229	Mobile machine drivers and operatives n.e.c.	-114	-0.60%	n.e.c.	Qualifications below A-level or equivalent (1-2)
9121	Groundworkers	-1,510	-5.50%	-	Qualifications below A-level or equivalent (1-2)
9129	Elementary construction occupations n.e.c.	-3,712	-5.50%	n.e.c.	Qualifications below A-level or equivalent (1-2)

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[2] Warm Homes Plan - GOV.UK
[3] Dataset Selection - Query - Nomis - Official Census and Labour Market Statistics
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[6] BIST analysis of Annual Population Survey data: indd07m, sex, pwta22
[7] BIST analysis of Annual Population Survey data: indd07m, ethukeul, pwta22
[8] Ethnicity refers to a person's self-identified ethnic group. In the Annual Population Survey (APS), respondents classify themselves according to standard UK ethnicity categories. Ethnicity describes cultural, ancestral, or ethnic identity and is independent of nationality or citizenship status.
[9] BIST analysis of Annual Population Survey data: indd07m, aage, pwta22
[10] BIST analysis of Annual Population Survey data: indd07m, ntnlty12, pwta22
[11] Nationality refers to a person's legal citizenship held at the time of the survey. In the APS, nationality indicates whether an individual holds UK citizenship or the citizenship of another country. Nationality does not indicate ethnicity, country of birth, immigration status, or length of residence in the UK.
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[17] Nomis - Query Tool - UK Business Counts - enterprises by industry and employment size band
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Annex

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UK Government

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