

# Developing the Next Generation Workforce for the construction supply sector

Travis Perkins 



# UK Construction sector



# Sector challenges

## Building a modern sustainable construction sector

Construction industry accounts for 38% of CO2 emissions

[See full history](#)

Modernise or die - the need for change in construction

NEWS

Cabinet Office unveils action plan to modernise construction



## The emerging skills crisis



Levy, grants and funding

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NEWS 09 June 2021

Britain builds back need 216,800 new jobs to meet demand



Nine out of 10 young people are not interested in a career in construction.

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UK FACES CATASTROPHIC DRIVER SHORTAGE & WE MUST BRACE FOR IMPACT

Our new report into the HGV Driver Shortage Crisis is released

CN Construction News

150 YEARS

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Industry leaders urge action as apprenticeship numbers plummet

44%

increase in construction and trades apprenticeships needed on current levels

The answer will be obvious to everyone in the room.....

# Apprenticeships

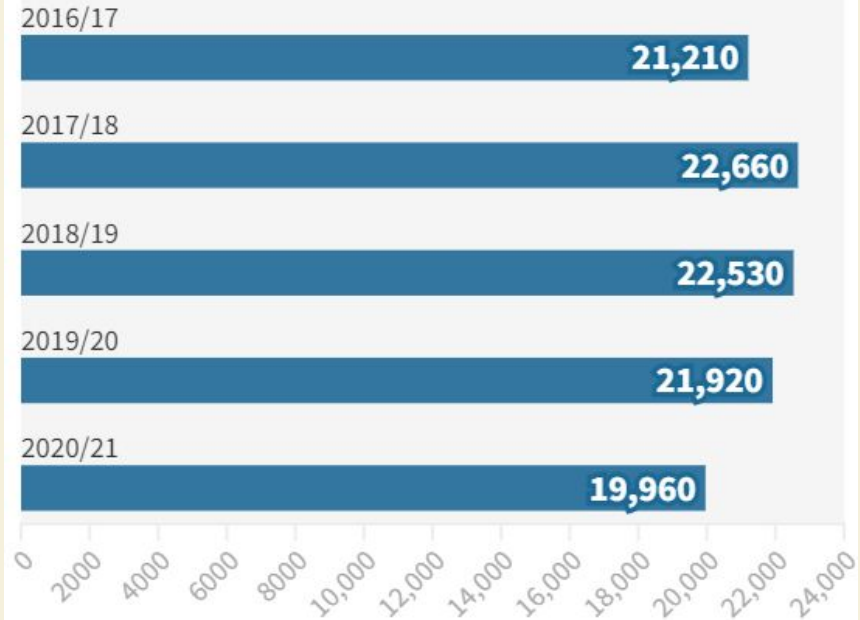


# Yet the sector has been struggling

- Construction Apprenticeship starts declining since the introduction of the Levy
- Over 50% of student studying construction at college end up not working in construction
- Travis Perkins largest supplier in the sector
- Workforce 86% male with an average age of 48
- In 2017 Travis Perkins recruited twice as many people over the age of 55 compared to under 25.
- In the construction supply part of the sector we are seeing over 10,000 colleagues retire each year but we were training less than 1,000 Apprentices.

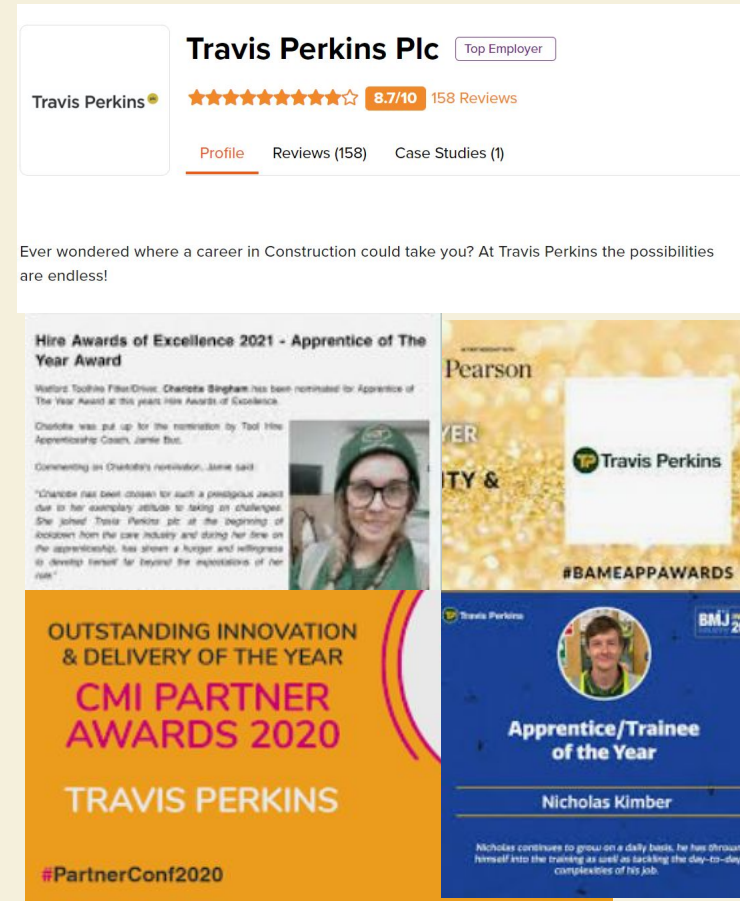
## Annual apprenticeship start numbers

### Construction, planning and the built environment



# So what did we do??

- Initially Travis Perkins established as an Employer Provider
- Programme grew steadily from 100 Apprentices to over 700 Apprentices
- Diversity grew massively with nearly 40% of our new Apprentices being female the majority under the age of 25
- Standards delivered grew from three to over twenty delivered both inhouse and by external provider partners
- Most of our coaches came from our workforce
- But** doing a good job in one business was only going to make a small dent in the size of the challenge.
- So** once we were confident we started discussing the possibility with collaborating with other businesses in the construction supply sector (who our Operational colleagues call competitors)





- We established a new brand LEAP to differentiate from the TP Group
- We became the provider for Apprenticeship and Early Career programmes for the Builders Merchant Federation
- We are now delivering or facilitating the delivery of programmes to 1300 Apprentices with 25% of these not being TP Group employees
- We are working with over 40 different organisations from the construction supply sector
- Delivering nearly 40 different Apprenticeship standards.
- Our Early careers work with schools and colleges is growing real traction when we talk as a sector.

# Summary

- With over 800 organisations and nearly half a million people working in the construction supply sector there is still a long way to go
- We believe this sector lead approach is making a fundamental difference to both how we attract new colleagues and how we give them the skills needed
- More importantly it is developing our **Next Generation Workforce**.
- A generation that can help us both address the skills crisis and develop the skills needed to help our customers address the challenges of removing carbon out of the built environment
- Collaboration has been the key to date.
- We are now starting to look at how we can take this collaborative approach into the wider construction sector.

