

CITB ANALYSIS AND FORECASTING

Construction Skills Network Explained



Five Year Outlook
2023-2027

Contents

This table provides further details and clarification of some of the points covered in the report.

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Construction Skills Network (CSN) methodology

The CSN functions at both a national and regional level with a forecasting model for each of the **regions and countries** that is backed up with group meetings held across the areas. Groups generally meet twice a year and consist of key stakeholders invited from industry, government, education and sector bodies, all of whom contribute their **industry knowledge and views** on training, skills, recruitment, qualifications and policy.

At the heart of the CSN, the models generate forecasts of workforce requirements within the industry for a range of occupational groups. The models are designed and managed by Experian under the independent guidance and validation of a Technical Reference Group, which is comprised of statisticians and modelling experts.

The models have evolved over time and will continue to do so, to ensure that they account for new research as it is

published as well as new and improved modelling techniques. Changes to the model are only made after consultation with the Technical Reference Group.

The CSN has been evolving since its conception in 2005, acting as a vehicle for CITB and CITB Northern Ireland to collect and produce information on the future workforce needs of the industry.



The model approach

Each English region, Scotland, Northern Ireland, and Wales have a separate model, although **all models are interrelated** due to labour movements. In addition, there is one UK model that acts as a constraint to the individual models and enables best use to be made of the most robust data, which is available at a UK level.

The models work by forecasting demand and supply of workers separately. The difference between demand and supply forms the recruitment requirement. The forecast total workforce levels are derived from expectations about construction output and productivity. Essentially, this is based upon the question 'How many people will be needed to produce forecast output, given the assumptions made about productivity?'

The annual recruitment requirement (ARR) is a net requirement that takes into account workforce flows into and out of construction, due to factors such as movements between industries, migration, sickness and retirement. The ARR values show where extra recruitment is needed to meet forecasted demand; it is over and above existing flows that are occurring.

Estimates of demand are based upon the results of discussion groups comprising industry experts, a view of construction output, and integrated models relating to wider national and regional economic performance. The models are dynamic and reflect the general UK economic climate at any point in time. To generate the workforce demand, the models use a set of specific statistics for each major type of work to determine the workforce, by trade, needed to produce the predicted levels of construction output. The labour supply for each occupational group is based upon the previous year's supply, i.e. the total workforce combined with flows into and out of the labour market.

A summary of the model is shown in the graphic on page 5.

The model approach relies on a combination of primary research and views from the CSN to facilitate it. National data is used as the basis for the assumptions that augment the models, which are then adjusted with the assistance of the group meetings.

The key outflows that need to be considered are:

- Transfers to other industries
- International/domestic out migration
- Permanent retirements (including permanent sickness)
- Outflow to temporary sickness and home duties.

The main reason for outflow is likely to be transfer to other industries.

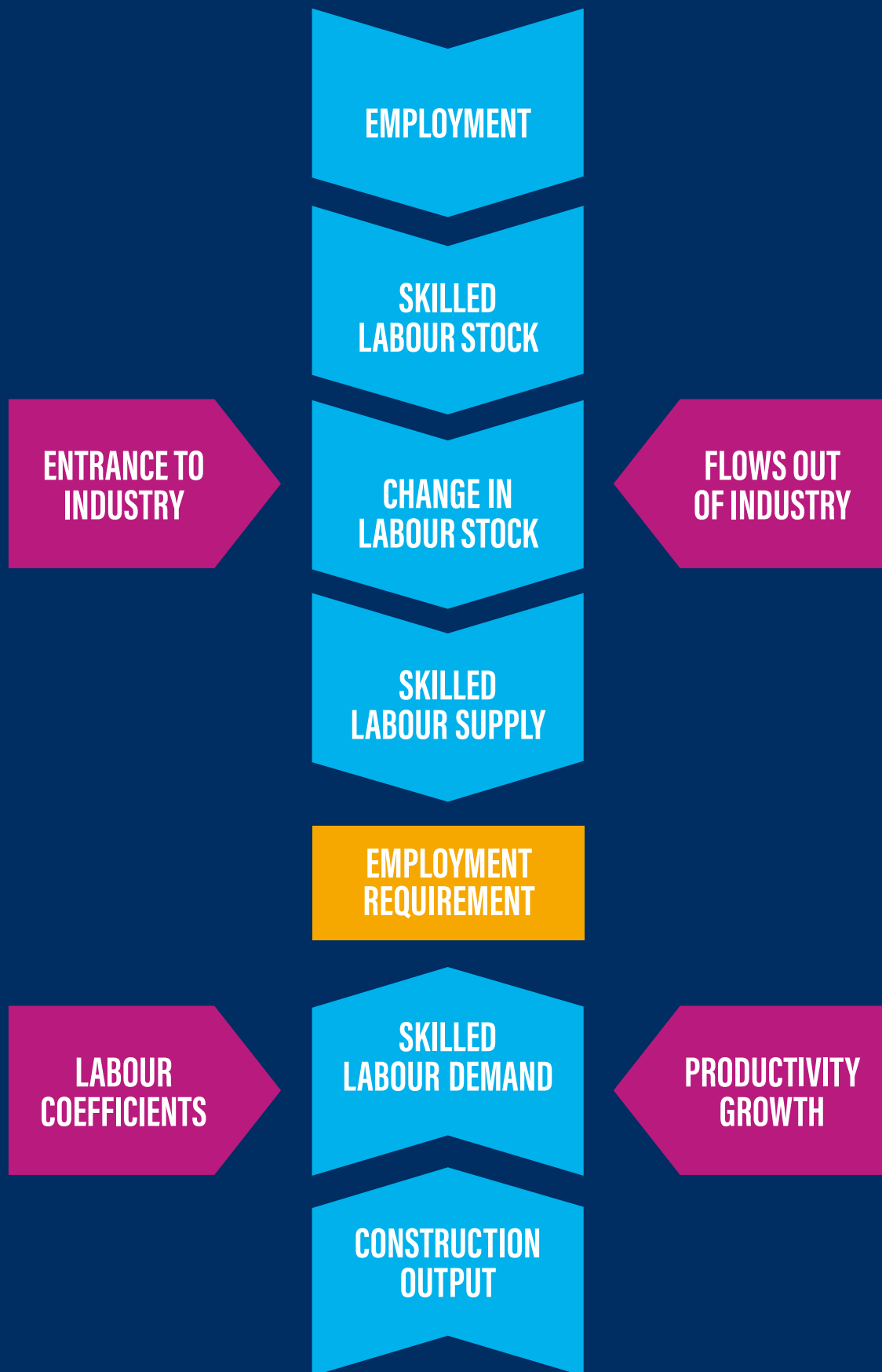
Flows into the workforce include:

- Transfers from other industries
- International/domestic immigration
- Inflow from temporary sickness and home duties.

The most significant inflow is likely to be from other industries.



Workforce models



Glossary of terms

Building envelope specialists	Any trade involved with the external cladding of a building other than bricklaying, for example, curtain walling.
Coefficients	To generate the labour demand, the model makes use of a set of specific statistics for each major type of work, to determine workforce by trade or profession, based upon the previous year's supply. In essence, this is the number of workers of each occupation or trade needed to produce £1m of output across each sub-sector.
Demand	This is calculated using construction output data from the Office for National Statistics (ONS) and the Northern Ireland Statistics and Research Agency (NISRA), along with vacancy data from the National Employer Skills Survey, produced by the Department for Education and Skills. These data sets are translated into labour requirements by occupational groups using a series of coefficients to produce figures for workforce demand that relate to forecasted output levels.
GDP (gross domestic product)	Total market value of all final goods and services produced. A measure of national income. $GDP = GVA$ plus taxes on products minus subsidies on products.
GVA (gross value added)	Total output minus the value of inputs used in the production process. GVA measures the contribution of the economy as a difference between gross output and intermediate outputs.
LFS (Labour Force Survey)	A UK household sample survey that collects information on employment, unemployment, flows between sectors and training. Information is collected from around 53,000 households each quarter.
LMI (labour market intelligence)	Data that is quantitative (numerical) or qualitative (insights and perceptions) on workers, employers, wages, conditions of work and the like.
Macroeconomics	The study of an economy at a national level, including total employment, investment, imports, exports, production and consumption.
Nec	Not elsewhere classified, used as a reference in LFS data.
ONS (Office for National Statistics)	Organisation producing official statistics on the economy, population and society at both a national and local level.
Output	Total value of all goods and services produced in an economy.
Productivity	Output per employee.
SIC codes (Standard Industrial Classification codes)	From the United Kingdom Standard Industrial Classification of Economic Activities produced by the ONS.
SOC codes (Standard Occupational Classification codes)	From the United Kingdom Standard Occupational Classification produced by the ONS.
Supply	The total stock of the workforce in a period of time, plus the flows into and out of the labour market. Supply is calculated from LFS data.

Notes

- 01** Except for Northern Ireland, output data for the English regions, Scotland and Wales is supplied by the Office for National Statistics (ONS) on a current price basis. National deflators produced by the ONS have been used to deflate prices to a constant price basis, so that the effects of inflation have been stripped out.
- 02** The annual average growth rate of output is a compound average growth rate, i.e. the rate at which output would grow each year if it increased steadily over the forecast period.
- 03** Workforce numbers are rounded to the nearest 100.
- 04** The tables include data relating to plumbers and electricians. As part of SIC 43, plumbers and electricians working in contracting are an integral part of the construction process.
- 05** A reporting minimum of 50 is used for the annual recruitment requirement (ARR). As a result, some region and nation ARR forecasts do not sum to the total UK requirement.
- 06** The workforce and ARR tables show separate totals for SIC41–43 and SIC41–43, 71.1 and 74.9. The total for SIC41–43 covers the first 24 occupational groups on the relevant tables and excludes civil engineers, other construction professionals and technical staff, architects and surveyors. The total for SIC41–43, 71.1 and 74.9 includes all occupations.
- 07** Apprenticeship data is sourced from:
- England; Department for Education; Construction, Planning and the Built Environment Sector Subject Area (SSA)
 - Scotland; Skills Development Scotland; Construction and Related Sector
 - Wales; Welsh Government, StatsWales; Construction Sector
 - Northern Ireland; Department for the Economy; supplied by CITB Northern Ireland.

Footprints for the Built Environment Sector

CITB and CITB Northern Ireland are responsible for SIC 41 Construction of buildings, SIC 42 Civil engineering, SIC 43 Specialised construction activities and SIC 71.1 Architectural and engineering activities and related technical consultancy.

The table summarises the SIC codes (2007) covered by CITB and CITB Northern Ireland.

SIC code	Description
41.1	Development of building projects
41.2	Construction of residential and non-residential buildings
42.1	Construction of roads and railways
42.2	Construction of utility projects
42.9	Construction of other civil engineering projects
43.1	Demolition and site preparation
43.3	Building completion and finishing
43.9	Other specialised construction activities nec
71.1	Architectural and engineering activities and related technical consultancy

Definitions

Types and examples of construction work examples

Public sector housing

Local authorities and housing associations, new towns and government departments Housing schemes, care homes for the elderly and the provision within housing sites of roads and services for gas, water, electricity, sewage and drainage.

Private sector housing

All privately owned buildings for residential use, such as houses, flats and maisonettes, bungalows, cottages and the provision of services to new developments.

Infrastructure – public and private

Water

Reservoirs, purification plants, dams, water works, pumping stations, water mains, hydraulic works etc.

Sewerage

Sewage disposal works, laying of sewers and surface drains.

Electricity

Building and civil engineering work for electrical undertakings, such as power stations, dams and other works on hydroelectric schemes, onshore wind farms and decommissioning of nuclear power stations.

Gas, communications, air transport

Gas works, gas mains and gas storage; post offices, sorting offices, telephone exchanges, switching centres etc.; air terminals, runways, hangars, reception halls, radar installations.

Railways

Permanent way, tunnels, bridges, cuttings, stations, engine sheds etc., signalling and other control systems and electrification of both surface and underground railways.

Harbours

All works and buildings directly connected with harbours, wharves, docks, piers, jetties, canals and waterways, sea walls, embankments and water defences.

Roads

Roads, pavements, bridges, footpaths, lighting, tunnels, flyovers, fencing etc.

Public non-housing construction¹

Factories and warehouses

Publicly owned factories, warehouses, skill centres.

Oil, steel, coal

Now restricted to remedial works for public sector residual bodies.

Schools, colleges and universities

State schools and colleges (including technical colleges and institutes of agriculture); universities including halls of residence, research establishments etc.

Health

Hospitals including medical schools, clinics, welfare centres, adult training centres.

Offices

Local and central Government offices, including town halls, offices for all public bodies except the armed services, police headquarters.

Entertainment

Theatres, restaurants, public swimming baths, caravan sites at holiday resorts, works and buildings at sports grounds, stadiums, racecourses etc. owned by local authorities or other public bodies.

Garages

Buildings for storage, repair and maintenance of road vehicles, transport workshops, bus depots, road goods transport depots and car parks.

Shops

Municipal shopping developments for which the contract has been let by a Local Authority.

Agriculture

Buildings and work on publicly financed horticultural establishments; fen drainage and agricultural drainage, veterinary clinics.

Miscellaneous

All work not clearly covered by any other headings, such as fire stations, police stations, prisons, reformatories, remand homes, civil defence work, UK Atomic Energy Authority work, council depots, museums, libraries.

Private industrial work

Factories, warehouses, wholesale depots, all other works and buildings for the purpose of industrial production or processing, oil refineries, pipelines and terminals, concrete fixed leg oil production platforms (not rigs); private steel work; all new coal mine construction such as sinking shafts, tunnelling, etc.

Definitions

Private commercial work¹

Schools and universities

Schools and colleges in the private sector, financed wholly from private funds.

Health

Private hospitals, nursing homes, clinics.

Offices

Office buildings, banks.

Entertainment

Privately owned theatres, concert halls, cinemas, hotels, public houses, restaurants, cafés, holiday camps, swimming pools, works and buildings at sports grounds, stadiums and other places of sport or recreation, youth hostels.

Garages

Repair garages, petrol filling stations, bus depots, goods transport depots and any other works or buildings for the storage, repair or maintenance of road vehicles, car parks.

Shops

All buildings for retail distribution such as shops, department stores, retail markets, showrooms, etc.

Agriculture

All buildings and work on farms, horticultural establishments.

Miscellaneous

All work not clearly covered by any other heading, e.g. exhibitions, caravan sites, churches, church halls.

New work

New housing

Construction of new houses, flats, bungalows only.

All other types of work

All new construction work and all work that can be referred to as improvement, renovation or refurbishment and which adds to the value of the property.²

Repair and maintenance

Housing

Any conversion of, or extension to any existing dwelling and all other work such as improvement, renovation, refurbishment, planned maintenance and any other type of expenditure on repairs or maintenance.

All other sectors

Repair and maintenance work of all types, including planned and contractual maintenance.³

¹ Where contracts for the construction or improvement of non-housing buildings used for public service provision, such as hospitals, are awarded by private sector holders of contracts awarded under the Private Finance Initiative, the work is classified as 'private commercial'.

² Contractors reporting work may not always be aware of the distinction between improvement or renovation work and repair and maintenance work in the non-housing sectors.

³ Except where stated, mixed development schemes are classified to whichever sector provides the largest share of finance.

Occupational groups

To categorise the construction workforce, the CSN uses 28 occupational groups, **highlighted in bold below**. Each group is based on Standard Occupational Codes: SOC(2010), with their occupations and codes listed for reference.

Senior, executive, and business process managers

Chief executives and senior officials	1115
Financial managers and directors	1131
Marketing and sales directors	1132
Purchasing managers and directors	1133
Human resource managers and directors	1135
Property, housing and estate managers	1251
Information technology and telecommunications directors	1136
Research and development managers	2150
Managers and directors in storage and warehousing	1162
Managers and proprietors in other services nec*	1259
Functional managers and directors nec*	1139
IT specialist managers	2133
IT project and programme managers	2134
Financial accounts managers	3538
Sales accounts and business development managers	3545

Construction project managers

Construction project managers and related professionals	2436
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Other construction process managers

Production managers and directors in manufacturing	1121
Production managers and directors in construction	1122
Managers and directors in transport and distribution	1161
Waste disposal and environmental services managers	1255
Health and safety officers	3567
Conservation and environmental associate professionals	3550

Non-construction professional, technical, IT, and other office-based staff (excl. managers)

IT operations technicians	3131
IT user support technicians	3132
Finance and investment analysts and advisers	3534
Taxation experts	3535
Financial and accounting technicians	3537
Vocational and industrial trainers and instructors,	3563
Business and related associate professionals nec*	3539

Legal associate professionals	3520
Inspectors of standards and regulations	3565
Programmers and software development professionals	2136
IT and telecommunications professionals nec*	2139
Estate agents and auctioneers	3544
Solicitors	2413
Legal professionals nec*	2419
Chartered and certified accountants	2421
Business and financial project management professionals	2424
Management consultants and business analysts	2423
Receptionists	4216
Typists and related keyboard occupations	4217
Business sales executives	3542
Bookkeepers, payroll managers and wages clerks	4122
Records clerks and assistants	4131
Stock control clerks and assistants	4133
Telephonists	7213
Communication operators	7214
Personal assistants and other secretaries	4215
Sales and retail assistants	7111
Telephone salespersons	7113
Buyers and procurement officers	3541
Human resources and industrial relations officers	3562
Credit controllers	4121
Company secretaries	4214
Sales related occupations nec*	7129
Call and contact centre occupations	7211
Customer service occupations nec*	7219
Elementary administration occupations nec*	9219
Chemical scientists	2111
Biological scientists and biochemists	2112
Physical scientists	2113
Laboratory technicians	3111
Graphic designers	3421
Environmental health professionals	2463
IT business analysts, architects and systems designers	2135
Conservation professionals	2141
Environment professionals	2142

Occupational groups

Actuaries, economists and statisticians	2425	Floorers	
Business and related research professionals	2426	Floorers and wall tilers	5322
Finance officers	4124		
Financial administrative occupations nec*	4129	Glaziers	
Human resources administrative occupations	4138	Glaziers, window fabricators and fitters	5316
Sales administrators	4151	Construction and building trades nec* (5%)	5319
Other administrative occupations nec*	4159		
Office supervisors	4162	Specialist building operatives not elsewhere classified (nec*)	
Sales supervisors	7130	Construction operatives nec* (100%)	8149
Customer service managers and supervisors	7220	Construction and building trades nec* (5%)	5319
Office managers	4161	Industrial cleaning process occupations	9132
		Other skilled trades nec*	5449
Construction trades supervisors		Scaffolders	
Skilled metal, electrical and electronic trades supervisors	5250	Scaffolders, staggers and riggers	8141
Construction and building trades supervisors	5330		
Wood trades and interior fit-out		Plant operatives	
Carpenters and joiners	5315	Crane drivers	8221
Paper and wood machine operatives	8121	Plant and machine operatives nec*	8129
Furniture makers and other craft woodworkers	5442	Fork-lift truck drivers	8222
Construction and building trades nec* (25%)	5319	Mobile machine drivers and operatives nec*	8229
Bricklayers		Plant mechanics/fitters	
Bricklayers and masons	5312	Metalworking production and maintenance fitters	5223
Building envelope specialists		Precision instrument makers and repairers	5224
Construction and building trades nec* (50%)	5319	Vehicle technicians, mechanics and electricians	5231
Painters and decorators		Elementary process plant occupations nec*	9139
Painters and decorators	5323	Tool makers, tool fitters and markers-out	5222
Construction and building trades nec* (5%)	5319	Vehicle body builders and repairers	5232
Plasterers		Steel erectors/structural fabrication	
Plasterers	5321	Steel erectors	5311
Roofers		Welding trades	5215
Roofers, roof tilers and slaters	5313	Metal plate workers and riveters	5214
		Construction and building trades nec* (5%)	5319
		Smiths and forge workers	5211
		Metal machining setters and setter-operators	5221

Occupational groups

Labourers nec*

Elementary construction occupations (100%)	9120
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Electrical trades and installation

Electricians and electrical fitters	5241
Electrical and electronic trades nec*	5249
Telecommunications engineers	5242

Plumbing and heating, ventilation, and air conditioning trades

Plumbers and heating and ventilating engineers	5314
Pipe fitters	5216
Construction and building trades nec* (5%)	5319
Air-conditioning and refrigeration engineers	5225

*Not elsewhere classified

Logistics

Large goods vehicle drivers	8211
Van drivers	8212
Elementary storage occupations	9260
Buyers and purchasing officers (50%)	3541
Transport and distribution clerks and assistants	4134

Civil engineering operatives not elsewhere classified (nec*)

Road construction operatives	8142
Rail construction and maintenance operatives	8143
Quarry workers and related operatives	8123

Non-construction operatives

Metal making and treating process operatives	8117
Process operatives nec*	8119
Metalworking machine operatives	8125
Water and sewerage plant operatives	8126
Assemblers (vehicles and metal goods)	8132
Routine inspectors and testers	8133
Assemblers and routine operatives nec*	8139
Elementary security occupations nec*	9249
Cleaners and domestics*	9233
Street cleaners	9232
Gardeners and landscape gardeners	5113

Caretakers	6232
Security guards and related occupations	9241
Protective service associate professionals nec*	3319

Civil engineers

Civil engineers	2121
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Other construction professionals and technical staff

Mechanical engineers	2122
Electrical engineers	2123
Design and development engineers	2126
Production and process engineers	2127
Quality control and planning engineers	2461
Engineering professionals nec*	2129
Electrical and electronics technicians	3112
Engineering technicians	3113
Building and civil engineering technicians	3114
Science, engineering and production technicians nec*	3119
Architectural and town planning technicians*	3121
Draughtspersons	3122
Quality assurance technicians	3115
Town planning officers	2432
Electronics engineers	2124
Chartered architectural technologists	2435
Estimators, valuers and assessors	3531
Planning, process and production technicians	3116

Architects

Architects	2431
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Surveyors

Quantity surveyors	2433
Chartered surveyors	2434

*nec – not elsewhere classified

Regional breakdown within England

Click on a region below to view the list of Local Authority Districts within that area.

North East

North West

Yorkshire & the Humber

East Midlands

Greater London

North East

County Durham
Darlington
Gateshead
Hartlepool
Middlesbrough
Newcastle upon Tyne
North Tyneside
Northumberland
Redcar and Cleveland
South Tyneside
Stockton-on-Tees
Sunderland

Regional breakdown within England

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North East

North West

Yorkshire & the Humber

East Midlands

West Midlands

East of England

Greater London

South West

South East

North West

- | | | |
|---------------------------|---------------|-----------------|
| Allerdale | Halton | South Lakeland |
| Barrow-in-Furness | Hyndburn | South Ribble |
| Blackburn with Darwen | Knowsley | St. Helens |
| Blackpool | Lancaster | Stockport |
| Bolton | Liverpool | Tameside |
| Burnley | Manchester | Trafford |
| Bury | Oldham | Warrington |
| Carlisle | Pendle | West Lancashire |
| Cheshire East | Preston | Wigan |
| Cheshire West and Chester | Ribble Valley | Wirral |
| Chorley | Rochdale | Wyre |
| Copeland | Rossendale | |
| Eden | Salford | |
| Fylde | Sefton | |

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North East

North West

Yorkshire & the Humber

East Midlands

West Midlands

East of England

Greater London

South West

South East

Yorkshire & the Humber

Barnsley
Bradford
Calderdale
Craven
Doncaster
East Riding of Yorkshire
Hambleton
Harrogate
Kingston upon Hull, City of
Kirklees
Leeds

North East Lincolnshire
North Lincolnshire
Richmondshire
Rotherham
Ryedale
Scarborough
Selby
Sheffield
Wakefield
York

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North East

North West

Yorkshire & the Humber

East Midlands

West Midlands

East of England

Greater London

South West

South East

East Midlands

Amber Valley

Ashfield

Bassetlaw

Blaby

Bolsover

Boston

Broxtowe

Charnwood

Chesterfield

Derby

Derbyshire Dales

East Lindsey

Erewash

Gedling

Harborough

High Peak

Hinckley and Bosworth

Leicester

Lincoln

Mansfield

Melton

Newark and Sherwood

North East Derbyshire

North Kesteven

North Northamptonshire

North West Leicestershire

Nottingham

Oadby and Wigston

Rushcliffe

Rutland

South Derbyshire

South Holland

South Kesteven

West Lindsey

West Northamptonshire

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North East

North West

Yorkshire & the Humber

East Midlands

West Midlands

East of England

Greater London

South West

South East

West Midlands

Birmingham
Bromsgrove
Cannock Chase
Coventry
Dudley
East Staffordshire
Herefordshire, County of
Lichfield
Malvern Hills
Newcastle-under-Lyme
North Warwickshire

Nuneaton and Bedworth
Redditch
Rugby
Sandwell
Shropshire
Solihull
South Staffordshire
Stafford
Staffordshire Moorlands
Stoke-on-Trent
Stratford-on-Avon

Tamworth
Telford and Wrekin
Walsall
Warwick
Wolverhampton
Worcester
Wychavon
Wyre Forest

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North East

North West

Yorkshire & the Humber

East Midlands

West Midlands

East of England

Greater London

South West

South East

East of England

Babergh

Basildon

Bedford

Braintree

Breckland

Brentwood

Broadland

Broxbourne

Cambridge

Castle Point

Central Bedfordshire

Chelmsford

Colchester

Dacorum

East Cambridgeshire

East Hertfordshire

East Suffolk

Epping Forest

Fenland

Great Yarmouth

Harlow

Hertsmere

Huntingdonshire

Ipswich

King's Lynn and West

Norfolk

Luton

Maldon

Mid Suffolk

North Hertfordshire

North Norfolk

Norwich

Peterborough

Rochford

South Cambridgeshire

South Norfolk

Southend-on-Sea

St Albans

Stevenage

Tendring

Three Rivers

Thurrock

Uttlesford

Watford

Welwyn Hatfield

West Suffolk

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North East

North West

Yorkshire & the Humber

East Midlands

West Midlands

East of England

Greater London

South West

South East

Greater London

Barking and Dagenham

Barnet

Bexley

Brent

Bromley

Camden

City of London

Croydon

Ealing

Enfield

Greenwich

Hackney

Hammersmith and Fulham

Haringey

Harrow

Havering

Hillingdon

Hounslow

Islington

Kensington and Chelsea

Kingston upon Thames

Lambeth

Lewisham

Merton

Newham

Redbridge

Richmond upon Thames

Southwark

Sutton

Tower Hamlets

Waltham Forest

Wandsworth

Westminster

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North East

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East Midlands

West Midlands

East of England

Greater London

South West

South East

South West

Bath and North East Somerset
Bournemouth, Christchurch and Poole
Bristol, City of
Cheltenham
Cornwall
Cotswold
Dorset
East Devon
Exeter
Forest of Dean

Gloucester
Isles of Scilly
Mendip
Mid Devon
North Devon
North Somerset
Plymouth
Sedgemoor
Somerset West and Taunton
South Gloucestershire
South Hams

South Somerset
Stroud
Swindon
Teignbridge
Tewkesbury
Torbay
Torridge
West Devon
Wiltshire

Regional breakdown within England

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North East

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East of England

Greater London

South West

South East

South East

Adur

Arun

Ashford

Basingstoke and Deane

Bracknell Forest

Brighton and Hove

Buckinghamshire

Canterbury

Cherwell

Chichester

Crawley

Dartford

Dover

East Hampshire

Eastbourne

Eastleigh

Elmbridge

Epsom and Ewell

Fareham

Folkestone and Hythe

Gosport

Gravesham

Guildford

Hart

Hastings

Havant

Horsham

Isle of Wight

Lewes

Maidstone

Medway

Mid Sussex

Milton Keynes

Mole Valley

New Forest

Oxford

Portsmouth

Reading

Reigate and Banstead

Rother

Runnymede

Rushmoor

Sevenoaks

Slough

South Oxfordshire

Southampton

Spelthorne

Surrey Heath

Swale

Tandridge

Test Valley

Thanet

Tonbridge and Malling

Tunbridge Wells

Vale of White Horse

Waverley

Wealden

West Berkshire

West Oxfordshire

Winchester

Windsor and Maidenhead

Woking

Wokingham

Worthing

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