

# Employer Attitudes & Motivations to Learning & Training Research

(Employer Panel Consultation) Wave 22



## Introduction

CITB GB carries out a regular programme of construction employer research to provide up-to-date intelligence and the evidence needed to underpin policy making and strategic decisions.

The 2022 EPC research aims to provide a regular programme of employer consultation (1,500 employers across the UK), allowing a reality check for anecdotal reports and enabling employer reactions to be gained on 'hot topics' of the moment.

**The research splits industry occupations into sub-sectors;**

**Construction Trades:** Bricklayers, Plumbers, Painters, Plasterers, Labourers etc.

**Professional Services:** Architects, Engineers, Quantity Surveyors, Electricians etc.

### Sample Size



1,201 Construction Trades

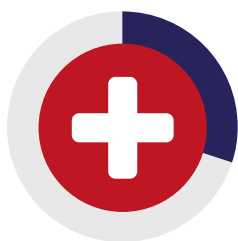
299 Professional Services

## Findings

### Key Business challenges



**Rising prices and materials costs**  
42%



**Suitably skilled staff**  
30%



**Shortage of materials**  
20%



**Need to increase sales**  
8%

### Recruitment



**Word of mouth**  
42%



**Job websites**  
15%



**Social media**  
11%



**Recruitment agencies**  
11%

## Apprenticeships

Main reason for not taking on an apprentice:

**Not recruiting at any level**

24%

**Business too small to employ an apprentice**

21%

**Poor image of the construction industry**

18%

**Costs associated**

12%

**Poor quality applicants**

11%



59%

Businesses offering apprenticeships



20%

Currently employing apprentices



21%

Likely to take on an apprentice in next 12 months

## Skills Shortages

**62%** of employers have found recruiting suitably skilled staff to have got more difficult.

**30%** of employers have high demand for skilled staff.

**24%** of employers can't find new recruits with skills outside core technical trade skills.

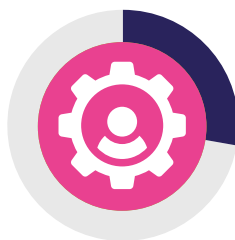
**24%** of employers cannot grow or expand due to skills shortages.

## Investment in Training



**Employers likely to invest in future training**  
28%

The three main factors:



**Skill shortages**  
28%



**Legal requirements**  
28%



**Current substantial pipeline of work**  
22%

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