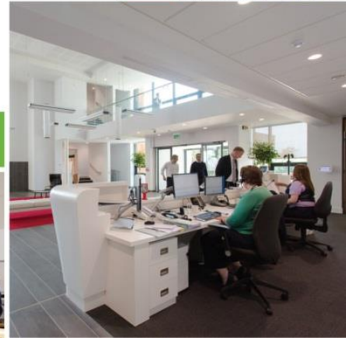




Resourcing, skills and workforce issues

Melissa Ewbank, Group Workforce Planning Lead


Katie Nightingale, Group Early Careers Manager



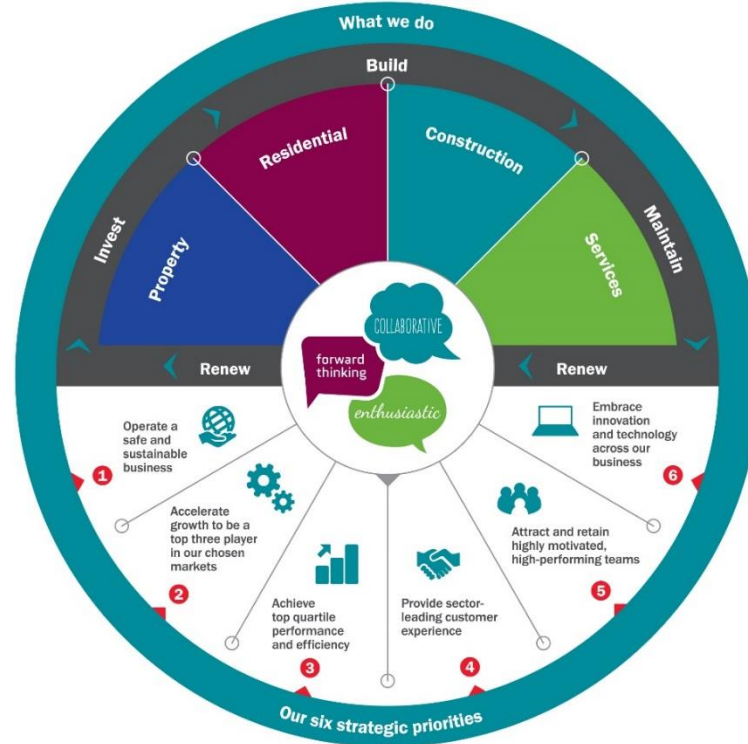
Workforce challenges

Threats


 Labour market


 Skills shortages

 Brexit & immigration



Opportunities

 Building a balanced business

 Disruptive technologies

Developing new talent



1000+

Balanced Business Network



	Entry levels		Programmes	Outcomes
Work experience	GCSEs or equivalent	NVQ or equivalent Level 1	Intermediate apprenticeship	Level 2
	5 GCSEs (A-C grades incl. Maths & English) or A Levels	Level 2	Advanced apprenticeship	Level 3
	A Levels or BTEC equivalent	Level 3	Higher apprenticeship	Level 4-6
	A levels or HNC/HND/BTEC equivalent	Level 3/4/5	Kier Degree	BSc Honours Degree, Degree Apprenticeship and graduate membership of chosen profession
Internship	Relevant Bachelors/ Masters degree	Level 6/7	Graduate Development Programme	Chartered membership of chosen profession
	Non-construction related degree	Level 6/7	Conversion MSc and Graduate Development Programme	MSc and chartered membership of chosen profession





V.I.B.E



Avatars



Plaques



Guide

