

A partnership to support employee retention

In collaboration with England Construction Opportunities



It is widely known that the construction industry needs to increase recruitment, needing to achieve 224,900 extra workers by 2027 (CITB) that's 44,980 joining the industry a year!

However, recruiting new employees is just the tip of the iceberg, we need to ensure they stay in the sector too!

An article in HR Grapevine publication (9/5/23) highlights the dramatic gap in soft skills found in new employees. These include effective communication and interpersonal skills, adaptability, ability to think critically, problem solve and manage time effectively all of which can result in quitting or being let go.

The CYF project aims to support new entrants into long term jobs. Project coordinator mentors can provide valuable pastoral support, coach employability and help them build a long term career path.

How do we make it work?

Hampshire County Council will support a pipeline of newly qualified potential employees to meet employers. These will be via HCC's current aligned TCS* project which qualifies individuals with CSCS cards and a range of add on tickets, readying them for work on site.

CYF coordinators will work with new starters, where needed, to drive personal growth; address any gap in soft skills build employability skills, knowledge and understanding. Along side this, creating bespoke plans with individuals to improve settling into a new industry, job satisfaction and therefore retention. All this contributes to a more consistent and effective workforce for the industry.

Why partner with the job retention programme?

Research show that roles in any sector are more likely to be retained if mentorship is available and accessed. It is also true that new entrants to the construction sector onsite roles are often filled by people not used to employment conventions.

HCC have run construction 'training to employment' projects since 2019 and have helped over 1200 people into construction work. Now, funded by CITB's ECO fund, they look to support the long-term retention of these jobs.

The CYF team provide:

- ⇒ A pipeline of industry ready workers to meet your industry needs
- ⇒ A dedicated Project Coordinator to provide employability mentoring and objective support for 6 months
- ⇒ A bespoke work retention plan; tailored mentoring activities according to individual need for new starters
- ⇒ Empowerment and Self-sufficiency in new employees
- ⇒ Regular mentoring 'in-touch points' with employee and employer, as required

Employers are already on board!

There remains a huge skills gap in the industry and employers are interested in holding on to good workers.

We already partner with several employers who're supportive of this project and look forward to the consistency in work force it may enable; raising productivity and the improved prospect of 'home developed' talent.

We can support anyone starting a new role in the industry (Including apprentices)

Find out more about your chance to get engage with a pipeline of new employees:

Get in touch with our CYF coordinators by emailing
constructionskills@hants.gov.uk

