

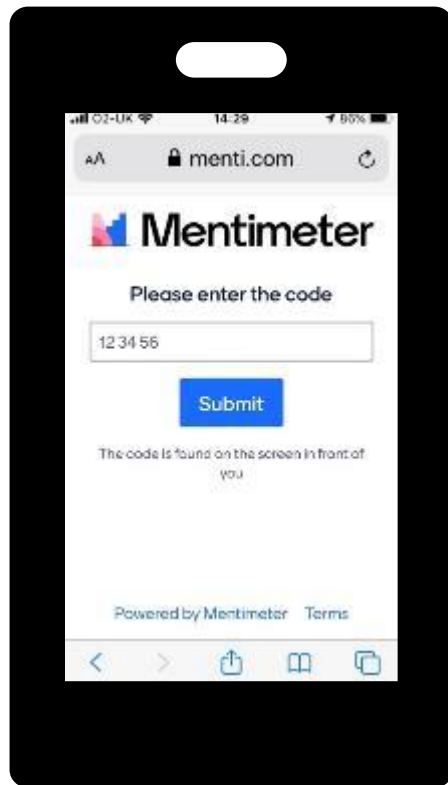
Attracting and Retaining Talent to Future-Proof Your Business



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Open www.menti.com

1. Go to www.menti.com in a new browser or tab on your phone or computer.
2. Enter the menti code: XX XX XX when you see it on the slide or hear the trainer read it out.
3. Don't disconnect from the session, you will still need to hear the trainer

What are the problems we are facing?



What you told the EDA

Wholesalers

Sept 21	Nov 21	Jan 22	Apr 22	Jul 22
Product availability	Product availability	Product availability	Increased costs	Product prices
Product prices	Attracting & retaining staff	Attracting & retaining staff	Attracting & retaining staff	Inflation & Attracting & retaining staff
Attracting the righty people	Customer expectations of stock	Customer expectations of stock	Product availability	

Manufacturers

Sept 21	Nov 21	Jan 22	Apr 22	Jul 22
Cost of shipping	Raw material prices	Managing cost increases	Raw material prices	Raw material prices
Raw material prices	Cost of shipping	Forecasting	Attracting & retaining staff	Shortage raw materials or components
Shortage raw materials or components	Managing cost increases	Attracting & retaining staff	Product availability	Attracting & retaining staff

On a scale of 1 to 10 (*1 not a problem, 10 being very difficult*)

How difficult is attracting and retaining talent in your organisation?



The National Picture



266,000 people by 2026 + Retrofit 29 million properties

**Building Skills
for Net Zero**



~70% increase in 5 years!
Building Safety Act
Future Homes Standard
Future Buildings Standard

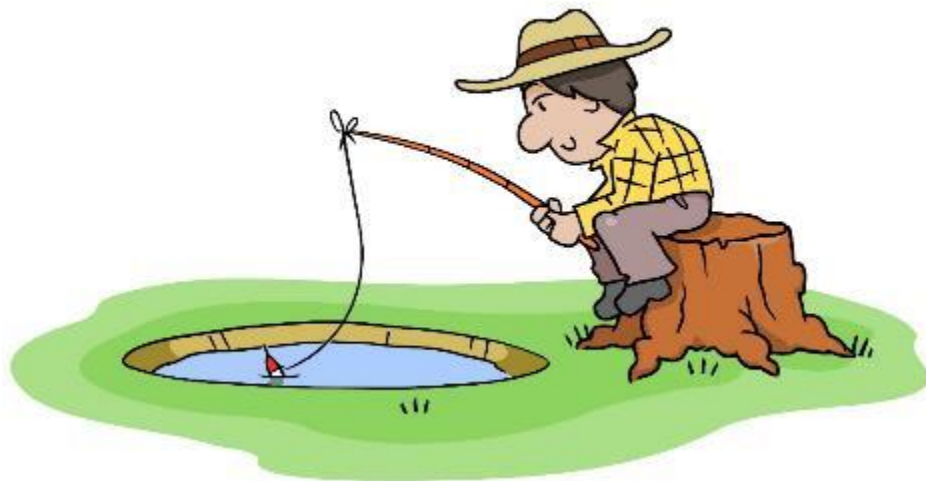


Word cloud

In a couple of words what are the problems you are having with attraction and retention?



Do we have two problems?

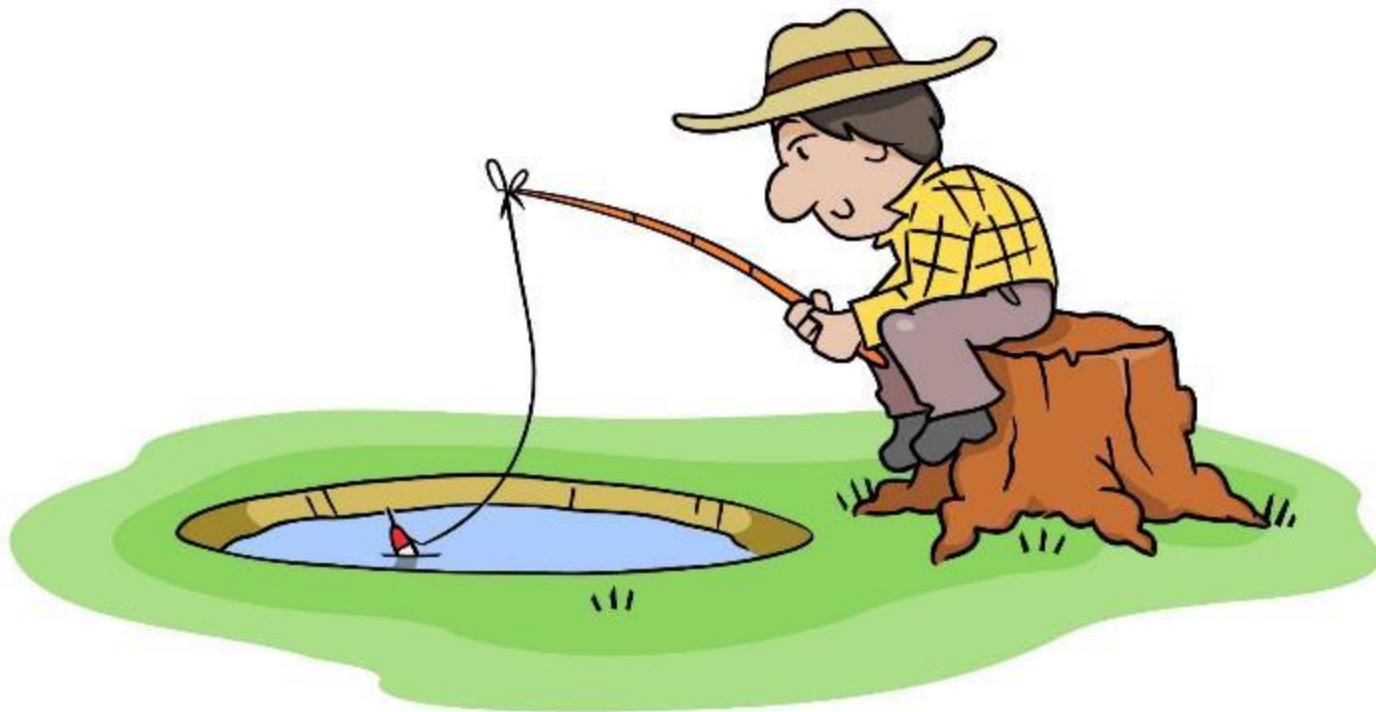


Attraction



Retention

1 Fishing in a small talent pool



Our Workforce



14.3%



6.5%



13.7%

Why fish in a bigger pool?

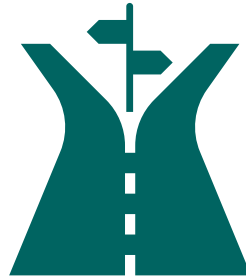
1



2



3



4





2

A leaky bucket
of talent?

Our Ageing Workforce

Just 10%
16-24

In 1990 it
was 22%



25% will retire
in 10 years

In 1990 it
was <10%



Image of Construction

30% feel construction is for someone like me

17% feel construction is attractive

6% seriously considered construction before entering their current industry

2% consider construction to be their current preferred industry

Most industries are considered more attractive than construction

INDUSTRY ANALYSIS AND FORECASTING

Rethinking Recruitment

Constructing a More Attractive Industry



JANUARY
2022

Construction workers are more likely to have found a job through their **personal network** than through competitive application.



Which one of the following do you use to attract new talent?

Tick all those that you use

1. Word of mouth
2. Personal contacts
3. Job centre
4. Recruitment agency
5. Online

Diversity through Attraction and Recruitment

Number of
Submissions

For every 3 women that
applied 1 is shortlisted

For every 4 women
shortlisted 1 interviewed

For every 1.7 women
interviewed 1 is Hired

For every 26 women
who applied 1 is hired



Creating a

better industry for all



The slide features decorative geometric shapes in the corners. The top-left corner has overlapping light blue and teal squares. The top-right corner has overlapping light purple and lavender squares. The bottom-right corner has overlapping light blue and teal squares.

FIR

**Fairness, Inclusion
and Respect
in construction**

FIR is about

Culture
change

Beyond
compliance

Everyone
welcomed

Everyone
be
themselves

A vision for the sector

The FIR Programme

The benefits to you

Word cloud

What are the benefits of this changing culture?



Business benefits that FIR brings



Safer workplaces



Talent:
attraction
&
retention



Innovation



Meeting
customer
expectations

Better staff
engagement



Productivity
Improved £
returns



Collaboration



Legal
compliance

The Business Case For FIR

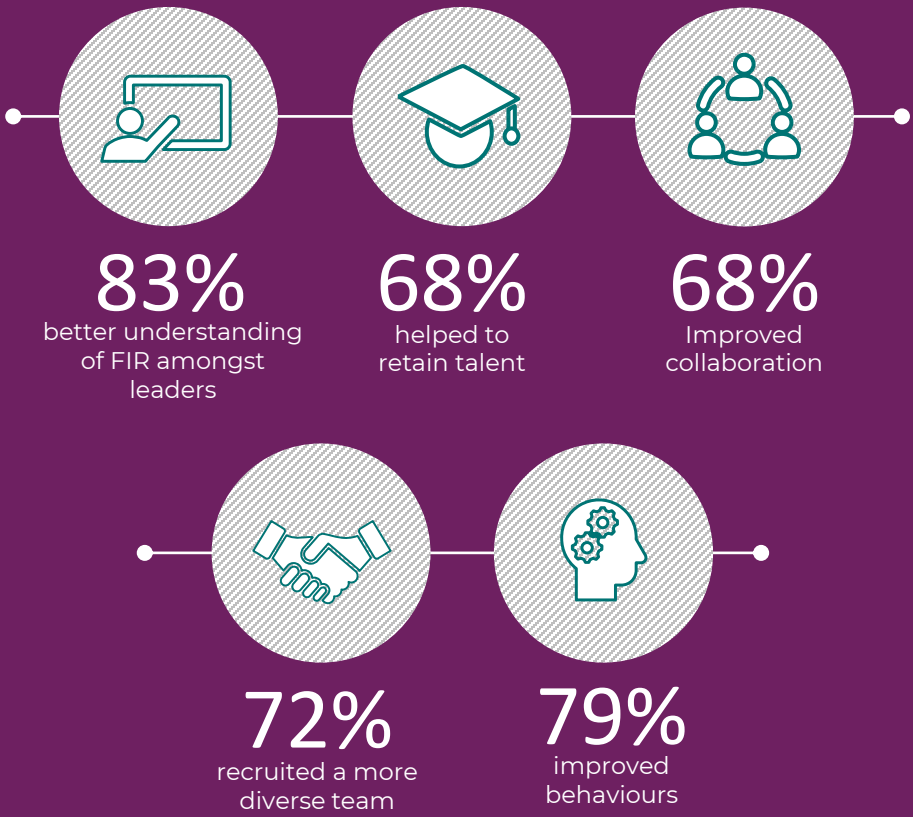
The percentage of businesses who feel FIR helps them to:



69%
Improved engagement with stakeholders



51%
win new business



The FIR Programme

How can we help?

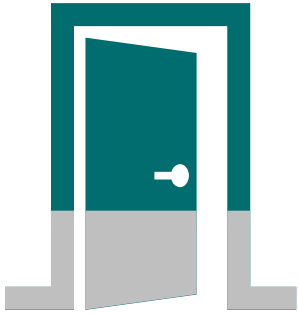
Which of the following business activities do you currently embed the principles of Fairness, Inclusion and Respect into?

Tick all those that you use

1. Recruitment
2. People management
3. Diversity monitoring
4. Procurement

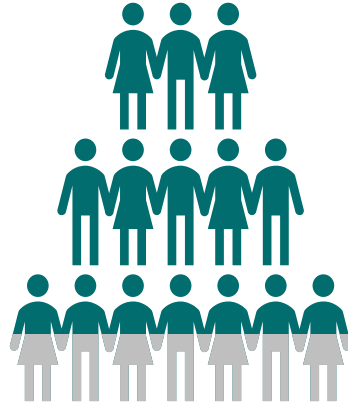
Things you can start doing . . .

Recruitment



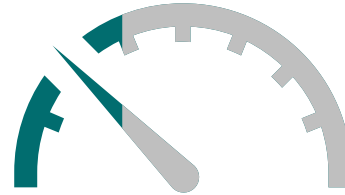
21%

People Management



18%

Monitoring



26%

Procurement



16%

Organisations reporting Fairness, Inclusion and Respect principles **fully embedded** into business processes.

Small businesses are often progressing FIR without realising it...

89%

of **small business employers** offer all or some of their **staff flexible working arrangements**



78%

of **small employers** have at least one worker **aged over 50**



95%

of all **small employers** have **taken on at least one worker** from a **labour market disadvantaged group** in the last three years

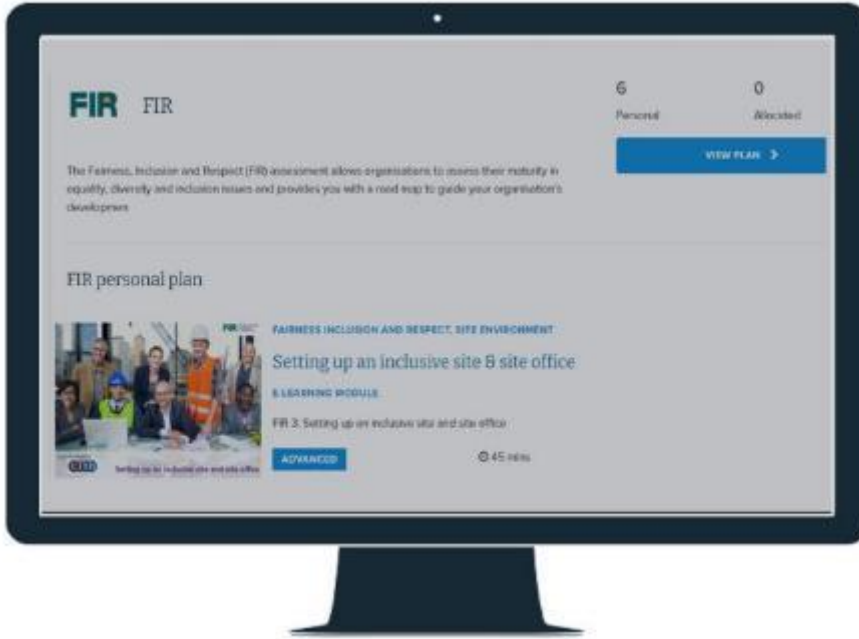


41%

of **small business employers** offer **work experience** either as part of the **recruitment process** or through their **community outreach**

Data: Federation of Small Business (FSB) "Small Business, Big Heart", 2019

Want to progress FIR? Take the FIR Growth Assessment **FIR**



Take the FIR Growth Assessment to **benchmark your organisation's FIR commitments** against others in your sector.

Use this **free tool** to generate a 10 point learning plan, to help your organisation embed FIR further.

You will need to be an admin on your corporate account to complete the Growth Assessment.

www.supplychainschool.co.uk/topics/fir/fir-assessment/

1. Commitment - includes your FIR strategy, leadership and governance

5. Finally we examine your **Supply Chain**, how you reflect diversity issues through your procurement and supplier management process and how you encourage supplier diversity.

4. **Site environment** - looks at the measures you take onsite to encourage FIR, how you reflect the diversity of the local community and how you communicate with stakeholders



2. **Employment** - examines how you embed a FIR culture into the employment cycle including attraction, recruitment and retention.



3. **Policies and procedures** - looks at your business processes, working culture and how your organisation measures and benchmarks its diversity.



The assessment examines the 15 topics that align under the 5 strands:



01

Getting Started

This is where you are legally compliant, but have no FIR plans in place

02

Pockets of good practice

As you start on your journey, you'll typically have pockets of good FIR practice emerging across the organisation

03

Strategic

Where you have a documented FIR strategy and are driving best practice through your organisation

04

Embedded

Moving beyond the strategic stage you'll be delivering best practice across your whole organisation

05

External Influencer

Finally as your organisation is recognised as best practice, you'll start to influence best practice across the industry

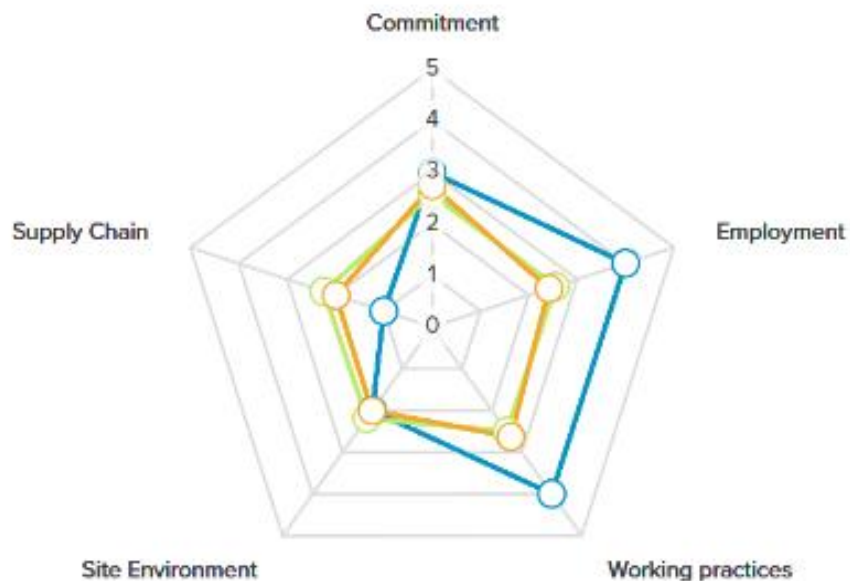


Industry benchmark

M&E



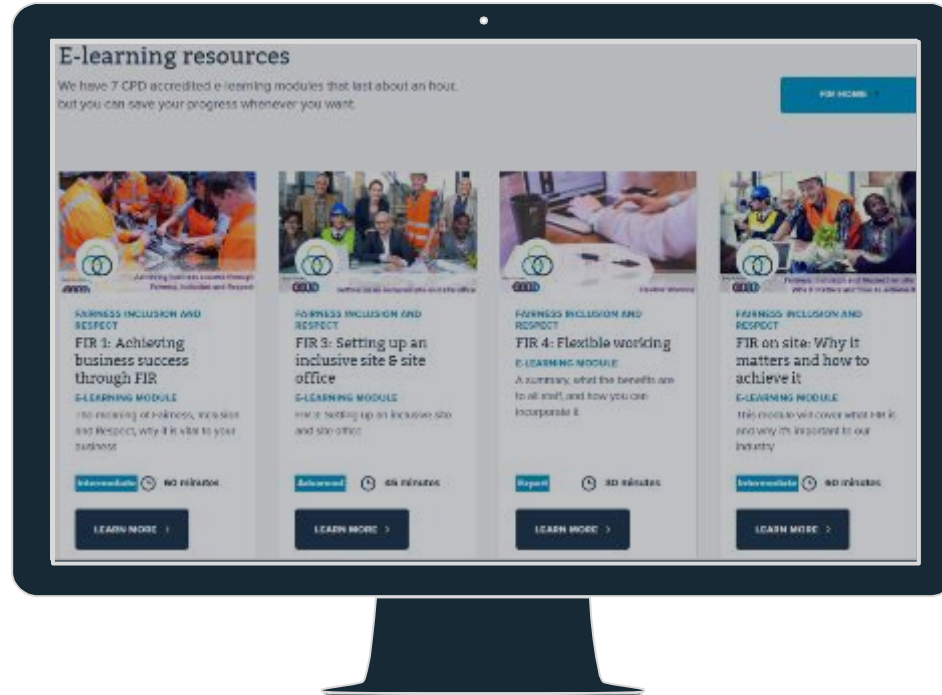
See how your score compares to others in your industry, and across the School.



● YOUR SCORE

● SCHOOL AVERAGE

● SECTOR AVERAGE



Use the free, CPD accredited FIR Toolkit:
www.supplychainschool.co.uk/topics/fairness-inclusion-respect/fir

E-learning modules

	<p>FIR on site: Why it matters <i>For site management</i> What FIR means; why FIR matters; employer and employee rights and responsibilities (Equality Act 2010).</p>		<p>Leading people inclusively <i>For managers and supervisors</i> Develop effective approaches to leading people inclusively to help your team grow, innovate and thrive.</p>
	<p>Achieving business success through FIR <i>For directors and managers</i> What FIR is, its business value and the risks of not progressing FIR.</p>		<p>Managing challenging conversations <i>For managers and supervisors</i> Gain skills, strategies and confidence to achieve the best outcome from tricky conversations.</p>
	<p>Setting up an inclusive site and site office <i>For project directors and managers</i> How to ensure your site and site office is safe, secure and inclusive for all employees and visitors.</p>		<p>Understanding invisible disabilities <i>For managers and supervisors</i> Raising awareness of invisible disabilities and how best to support employees.</p>
	<p>Recruiting fairly and inclusively <i>For managers and supervisors</i> Learn how to attract and recruit candidates from diverse backgrounds using a good practice step by step guide.</p>		<p>Race and intercultural competence (Part 1 + 2) <i>For anyone</i> Communicate more effectively at work with people from different cultural backgrounds to avoid misunderstandings.</p>
	<p>Flexible working <i>For managers and supervisors</i> What flexible working means, why workers increasingly want to work flexibly and related legislation.</p>		

Virtual workshops & webinars

		
<p>INTRODUCTORY</p> <p>The business case for Fairness, Inclusion and Respect <i>For everyone</i> What FIR is, why it matters and how to achieve it.</p>	<p>INTERMEDIATE</p> <p>Becoming a FIR Ambassador <i>For completed initial learning</i> FIR good practice, barriers to overcome, and potential workplace scenarios.</p>	<p>INTERMEDIATE</p> <p>Leading people inclusively <i>For managers and supervisors</i> What it means, how it feels to be excluded, recognising biases and influencing organisational development.</p>










Upcoming training: <https://bit.ly/3CTVygq>

Video Toolbox Talks



FIR Induction	Sets expectations in relation to 'acceptable' workplace language and behaviours.
Community liaison	How to handle confrontation from a member of the public.
Language	How words and language we use has an impact on others.
Mental health	What mental health is, how to maintain good mental health; symptoms and consequences.
Responsibilities	The Equality Act 2010, the responsibilities of employers vs employees.
Respect	Actions that make people feel respected and disrespected.
Wellbeing	How to support wellbeing.

Case studies



350+
Online resources

In Summary

Change is difficult

What we are doing at CITB

- Shift from bolt on activity to embedding into all our commissions
- Now part of our standard terms and conditions
- Realised that we cannot commission our way to culture change, but engage in dialogue with industry
- Embedding into training for STEM Ambassador programme
- Embedded into all CITB standards
- Monitoring the impact of CITB grant scheme on industry diversity
- Influenced Construction Leadership Council to adopt this as a key part of its first-ever skills plan

. . . sector leadership

- EDA have shown leadership by attending the recent Inspiring Change Conference
- there's only so much the EDA can do as the responsibility for change is with ALL the employers in this room
- When we talk about sustainability, we often refer to the environment and Net-Zero;
- however, this also applies to skills, our people and the cultures we all create

Thank you

Stephen Cole & Ian Heptonstall

supplychainschool.co.uk/fir/

