

Construction LMI profile

Construction employment in Surrey stands at **39,441 jobs** (**23.2k in West Surrey; 14.9k in East Surrey**) and has remained broadly flat since 2017, with a slight downward trend in recent years. The sector has seen a **2.2% decline in jobs since 2019** and is projected to sit **around 13% below the national average** in 2026, indicating modest under-representation compared to the national picture. Average pay across the sector is relatively strong at **£45,000**, reflecting the concentration of skilled and managerial roles.

Sector overview

Demographics:

- Nationally, construction remains a **male-dominated sector (77.5% male / 22.5% female)**, with a workforce weighted towards mid-career and older age groups. Around **38% of workers are aged 45 and over**, pointing to potential replacement demand and skills pressures as the workforce ages, alongside opportunities to increase participation among younger cohorts.

Occupations:

- Employment is centred on a small number of core occupations. The largest occupational group is **Production Managers and Directors in Construction** (2,351 jobs; 6%), followed by skilled trades including **Electricians and Electrical Fitters** (1,827; 4.7%), **Plumbers and Heating & Ventilating Engineers** (1,797; 4.6%), **Carpenters and Joiners** (1,411; 3.6%), and **Elementary Construction Occupations** (1,415; 3.6%). This highlights the importance of both skilled trades and supervisory/management roles within Surrey's construction economy.

Sub-sectors:

- Sub-sector analysis shows notable variation between **West and East Surrey**. **East Surrey is relatively strong in construction compared to other sectors**, in some cases employing more people than West Surrey in the highest-employing sub-sectors. The largest sub-sector overall is **Construction of Residential and Non-Residential Buildings**, employing **5,216 people in East Surrey** and **4,619 in West Surrey**. In contrast, **Development of Building Projects** and **Electrical Installation** are more heavily concentrated in West Surrey (3,175 and 2,964 jobs respectively), while **Architectural Activities** show a particularly strong West Surrey concentration (1,344 jobs versus 215 in East Surrey).

Key themes from the data

a. Trades dominance and critical occupations

- Electricians, Plumbers, Carpenters & Joiners dominate their respective sub-sectors (>40% in some cases).
- Entry-level roles like **Elementary Construction Occupations** are key gateways into the sector.
- There is **geographic variation**: East Surrey often driving growth, West Surrey sometimes seeing declines.

b. Professional/management roles are concentrated and critical

- Production Managers, Quantity Surveyors, Construction Project Managers drive delivery in high-value projects.
- These roles often require prior experience or formal education but are essential to sector performance.

c. Workforce profile challenges

- Predominantly male across all trades and professional roles (often 80–98%).
- Age profile skewed toward mid-to-late career in professional roles; younger entrants dominate entry-level trades.
- Recruitment demand varies by location — some hotspots show **high postings-to-job ratios**, suggesting promotion/reach issues.

d. Labour market and skills pipeline

- Trades such as Electricians and Plumbers have **high turnover and replacement demand**, even where overall numbers are flat.
- Professional roles are generally **stable, with moderate growth**, but require careful succession planning.
- Skills gaps exist **both in pipeline (entry-level) and progression into management/professional roles**.

Insights: Top 5 industries

Construction of Residential and Non-residential Buildings

Scale & Performance

- **9,835 jobs** across Surrey
- **43% above the national average** (likely influenced by proximity to London)
- Strong **East / West divergence**:
 - **West Surrey: -17%** jobs since 2019
 - **East Surrey: +16%** jobs since 2019
- **Average salary: £54,000** (above construction sector average)

Top Occupations in the Industry

- **Production Managers & Directors in Construction** – 1,211 jobs (**12.5%**)
- **Elementary Construction Occupations (n.e.c.)** – 657 (**6.8%**)
- **Carpenters & Joiners** – 488 (**5.1%**)
- **Quantity Surveyors** – 483 (**5.0%**)
- **Construction Project Managers & Related Professionals** – 467 (**4.8%**)

This occupational mix shows a **strong management and professional core**, supported by skilled trades and entry-level roles.

Key Insights

- **Clear progression pathways exist within this industry**
 - High numbers of **Production Managers** suggest demand for progression from: skilled trades; site supervisors; project management roles
 - Opportunity to map and strengthen **career pathways** into senior construction roles.
- **Elementary Construction Occupations are a critical entry point**
 - Significant employment (657 jobs) despite being lower-paid roles
 - Represents a key **on-ramp into the sector**, with progression potential into: Carpentry & Joinery; Quantity Surveying; Site and Project Management
 - Strong candidate for **pre-employment training and entry-level pathways (inc. Bootcamps)**.
- **Case for Skills Bootcamps in professional roles**
 - **Quantity Surveyors (483 jobs)** and **Construction Project Managers (467 jobs)** are: high-skill; well-paid; central to delivery but relatively small in number
 - Bootcamps could support:
 - **career changers** with transferable skills (e.g. project management, commercial roles)
 - **upskilling progression** from construction-adjacent occupations.
- **Place-based challenge and opportunity**
 - Job growth in **East Surrey** suggests ongoing delivery demand and potential skills pressure if supply does not keep pace
 - Decline in **West Surrey** may reflect project cycles and changing delivery models
 - Highlights need for **localised skills responses**, not a single Surrey-wide approach.

Development of Building Projects

Scale & Performance

- **4,422 jobs** in Surrey
- **81% above national average** (likely influenced by London)
- **East / West divergence:**
 - **West Surrey:** +39% jobs since 2019
 - **East Surrey:** +3% jobs since 2019
- **Average salary: £42,000**
- Rapid growth in West Surrey signals strong project pipeline and delivery demand

Top Occupations

- **Property, Housing & Estate Managers** – 358 jobs (**8.8%**)
- **Financial Managers & Directors** – 358 (**8.8%**)
- **Production Managers & Directors in Construction** – 293 (**7.2%**)
- **Construction Project Managers & Related Professionals** – 285 (**7%**)
- **Elementary Construction Occupations (n.e.c.)** – 218 (**5.3%**)

This sub-sector is driven **less by traditional construction trades** and more by **management, finance, and professional roles**.

Key Insights

- **Management and professional roles dominate**
 - Project delivery relies on **finance, property, and construction management**
 - Highlights potential **career pathways for non-traditional entrants**, e.g., finance or project management professionals moving into construction projects
- **Elementary Construction Occupations are present but limited**
 - Only 218 jobs (5.3%) – represents a **small entry-level pool**
 - Worth checking if any **high-skill, low-volume roles** exist that could be targeted for skills interventions
- **Skills Bootcamps likely less relevant**
 - Professional roles may require **degree-level or prior management/finance experience**
 - Bootcamps could target **career changers with transferable skills** (e.g., project management) but overall fewer opportunities compared to other sub-sectors
- **Place-based differences matter**
 - **West Surrey growth** indicates local demand for delivery professionals
 - East Surrey remains relatively small – interventions should be **West Surrey-focused** if targeting volume
- **Potential LSIP focus**
 - While trades are less central, this sub-sector highlights **the need for professional/managerial pathways**
 - Could inform **upskilling, progression, and retention strategies** for high-impact, low-volume roles

Electrical Installation

Scale & Performance

- **4,618 jobs** in Surrey
- **23% above national average**
- **Recent decline:** –25% since 2019, back to 2016 levels
 - **West Surrey** hit hardest by reductions
- **Average salary: £43,700**

Historic employment shows **big swings in demand**, indicating sensitivity to project cycles

Top Occupations

- **Electricians & Electrical Fitters** – 1,419 jobs (**29.5%**) → dominates this sub-sector
- **Telecoms & Related Network Installers/Repairers** – 318 (**6.6%**)
- **Other Administrative Occupations (n.e.c.)** – 185 (**3.8%**)
- **Financial Managers & Directors** – 159 (**3.3%**)
- **Elementary Process Plant Occupations (n.e.c.)** – 134 (**2.8%**)

Focus is clearly on **Electricians & Electrical Fitters** — all other roles are minor by comparison.

Key Insights

- **Electricians are the core occupation**
 - Critical to sector delivery and future growth
 - **Skills supply and retention** should be a primary LSIP focus
 - Opportunity to explore **entry-level pathways, apprenticeships, and upskilling**
- **High volatility in employment**
 - Historical swings suggest workforce demand is project-driven
 - Need for **flexible training solutions** to respond to cyclical demand
- **Bootcamps / Skills Interventions**
 - Entry-level and upskilling Bootcamps for **Electricians** could address both **replacement demand** and **growth opportunities**
 - Could include **career changers** from related trades or technical backgrounds
- **Geography matters**
 - Greater declines in West Surrey suggest **targeted support** may be needed there to prevent local skill shortages

Combined Facilities Support Activities

Scale & Performance

- **3,168 jobs** in Surrey
- **1% below national average**
- **East / West split roughly equal**
- **Strong recent growth:** +38.3% since 2019
 - **West Surrey:** +30%
 - **East Surrey:** +52.2%
- **Average salary: £35,000**

Top Occupations

- **Property, Housing & Estate Managers** – 295 jobs (**9.6%**)
- **Other Administrative Occupations (n.e.c.)** – 145 (**4.7%**)
- **Cleaners & Domestics** – 112 (**3.6%**)
- **Fire Service Officers (Watch Manager and Below)** – 92 (**3%**)
- **Production Managers & Directors in Construction** – 92 (**3%**)

Employment is concentrated in **management, administration, and operational support roles**, rather than traditional construction trades.

Key Insights

- **Limited focus for core construction skills interventions**
 - Top roles are **management or administrative**, many of which are addressed elsewhere
 - Sector is less relevant for targeted LSIP action on trades or high-skill construction pathways
- **Rapid growth in East Surrey**
 - +52.2% increase since 2019 shows localised demand for facilities support
- **Skills Bootcamps / Training**
 - Likely less applicable here for construction-focused workforce development
- **Key takeaway**
 - Sub-sector is **supportive rather than strategic** for LSIP objectives in construction
 - Useful for completeness in profiling, but not a **priority target** for occupation-focused interventions

Plumbing, Heat and Air-conditioning Installation

Scale & Performance

- **3,408 jobs** in Surrey
- **18% above national average**
- Employment **broadly flat** in recent years
- **East / West Surrey** have similar job numbers
- **Average salary: £39,400**

Top Occupations

- **Plumbers & Heating and Ventilating Engineers** – 1,491 jobs (**42.1%**) → dominates this sub-sector
- **Air-Conditioning & Refrigeration Installers / Repairers** – 184 (**5.2%**)
- **Engineering Professionals (n.e.c.)** – 139 (**3.9%**)
- **Other Administrative Occupations (n.e.c.)** – 136 (**3.8%**)
- **Construction & Building Trades Supervisors** – 116 (**3.3%**)

The sub-sector is heavily focused on **Plumbers & Heating Engineers**, with other roles forming a small supporting base.

Key Insights

- **Plumbers are the critical occupation**
 - High proportion of total employment (**42%**)
 - Skills supply and retention for plumbers should be a **priority LSIP focus**
- **Entry pathways and progression**
 - Potential for **apprenticeships, pre-employment training, and upskilling** to ensure workforce pipeline
- **Bootcamps / targeted interventions**
 - Skills Bootcamps could support:
 - **Career changers with relevant technical experience**
 - **Upskilling for multi-trade competencies** (e.g., heating + plumbing + air-conditioning)
- **Stable employment trend, but ongoing replacement demand**
 - Flat growth masks **replacement and local delivery demand**, meaning continuous skills investment is required
- **Geography**
 - Similar East/West job distribution – LSIP interventions can be **county-wide** rather than place-specific

Priority occupation insights

Elementary Construction Occupations n.e.c. (SOC: 9129)

Scale & Context

- **2,053 jobs** in Surrey, steady growth since 2013
- **24% increase since 2018** (vs 7.9% nationally)
 - **West Surrey:** +17.7%
 - **East Surrey:** +35%
- **Gender profile (national):** 98.3% male / 1.7% female
- **Age profile (national):**
 - 16–24: 33.4%
 - 25–34: 21.8%
 - 35–44: 10.8%
 - 45–54: 15.5%
 - 55–64: 16%
 - 65+: 2.5%
- **Job postings (Jan 2024–present):** 2,343 unique postings from 403 companies
 - Average duration: 23 days (regional average 27 days)
 - Last 12 months: 110–200 postings per month
 - **Experience requirements:**
 - 68% list **no experience needed**
 - 14% require 0–1 year
 - 12% require 2–3 years
 - **Education:** 88% not specified, 12% up to GCSEs
- **Geographic hotspots:** Chertsey, Dorking, Cranleigh
 - **3:1 ratio of total postings to unique jobs** → indicates **need for broader promotion to reach candidates**
- **Related job titles:** Labourers, Groundworkers
 - Skills Bootcamp already offered for Groundworkers

Key Insights

- **Entry-level gateway occupation**
 - High proportion of **young workers (16–24: 33.4%)**
 - Critical **on-ramp into construction**, enabling progression into skilled trades or supervisory roles
- **Strong growth, especially in East Surrey**
 - Reflects **local delivery demand** and opportunity to target training and recruitment
- **Job postings show low experience requirements**
 - Excellent opportunity for **pre-employment training and Skills Bootcamps**
 - Employers may need support in **promoting vacancies more widely**, especially in hotspots
- **Skills Bootcamp alignment**
 - Existing Groundworkers Bootcamp fits well
 - Could consider **expanding entry-level Bootcamps** for related roles (Labourers, general construction)
- **Workforce development implications**
 - Key focus for LSIP: **pipeline development, local recruitment, progression pathways into trades and supervisory roles**
 - Diversity initiatives could target **young workers and females**, who are under-represented

Electricians and Electrical Fitters (SOC: 5241)

Scale & Context

- **2,992 jobs** in Surrey (**12% below national average**)
- Growth 2014–2020, but **recent decline** back to 2013 levels
- **Since 2018:** –9.6% overall
 - **West Surrey:** –17%
 - **East Surrey:** +9.6% (suggesting healthier market in ES)
- **Gender profile (national):** 97.9% male / 2.1% female
- **Age profile (national):**
 - 16–24: 22.9% (slightly higher than plumbers)
 - 25–34: 25.7%
 - 35–44: 17.6%
 - 45–54: 15.9%
 - 55–64: 15.3%
 - 65+: 2.6%
- **Job postings (Jan 2024–present):** 1,534 unique postings from 353 companies
 - Average duration: 30 days (regional average 27)
 - Last 12 months: 110–140 postings per month
 - Note: only ~600 more jobs than plumbers, but **50%+ higher postings and more companies hiring**
- **Experience requirements:**
 - 82% list **no experience**
 - 11% require 2–3 years
- **Geographic hotspots:** Guildford, Epsom, Weybridge
 - 3:1 total posting to unique job ratio → **promotion needed to reach candidates**
- **Related job titles:** Electricians, Maintenance Electrician, Electrical Supervisors, Solar Electrician

Key Insights

- **Core trades occupation in construction delivery**
 - Dominates the Electrical Installation sub-sector
 - East/West divergence shows **stronger opportunities in East Surrey**
- **High demand despite stable job numbers**
 - Posting volume is **significantly higher than similar occupations**
 - Indicates **employers actively recruiting**, potentially due to replacement demand
- **Entry-level focus**
 - 82% of postings list no experience → strong **pipeline opportunity via apprenticeships and Bootcamps**
 - Can attract **career changers from other trades or technical roles**
- **Skills Bootcamps & pathway interventions**
 - Targeted Bootcamps could address **short-term recruitment needs** and **upskilling for supervisors or solar specialists**
 - Progression pathways: Junior Electrician → Maintenance Electrician → Supervisor
- **Diversity opportunity**
 - Workforce heavily male → LSIP initiatives could focus on **encouraging female participation and younger entrants**

Plumbers and Heating and Ventilating Engineers (SOC: 5315)

Scale & Context

- **2,377 jobs** in Surrey (including other sectors)
- **19% above national average**
- **Trend:** strong growth 2014–2017, then broadly flat
- **Since 2018:**
 - West Surrey: –18%
 - East Surrey: +27% (nationally +11.3%)
- **Gender profile (national):** 97.9% male / 2.1% female
- **Age profile (national):**
 - 16–24: 20.6% → shows new entrants are coming in, but pipeline could be strengthened
 - 25–34: 27.2%
 - 35–44: 23.9%
 - 45–54: 11.4%
 - 55–64: 15.2%
 - 65+: 1.7%
- **Job postings (Jan 2024–present):** 662 unique postings from 203 companies
 - Average duration: 30 days (regional average 27)
 - Last 12 months: 40–60 postings per month
 - Geographic hotspots: Guildford, Walton, Weybridge
 - 3:1 ratio of total postings to unique jobs → suggests **need for broader promotion**
- **Experience requirements:**
 - 70% list **no experience**
 - 17% require 2–3 years
- **Related job titles:** Plumbers, Domestic, Maintenance Plumbers

Key Insights

- **Plumbers dominate the sub-sector**
 - East Surrey is driving recent growth (+27%)
 - West Surrey decline may reflect project cycles or localised delivery patterns
- **Strong entry-level potential**
 - 20.6% aged 16–24, 70% of postings list **no experience required**
 - Opportunity for **apprenticeships, pre-employment programmes, and Skills Bootcamps** to maintain and grow the pipeline
- **Job promotion / recruitment challenge**
 - 3:1 postings-to-unique-job ratio in hotspots → employers may need **better outreach and candidate engagement**
- **Progression pathways**
 - Entry-level → Maintenance Plumber → Supervisory roles
 - Potential for **cross-trade progression** (Heating & Ventilating → Plumbing → Multi-trade skills)
- **Diversity opportunity**
 - Workforce overwhelmingly male → LSIP could encourage **female participation and young entrants**

Carpenters and joiners (SOC: 5316)

Scale & Context

- **1,837 jobs** in Surrey (**1% above national average**)
- Growth since 2012 has been **consistent and broadly flat**
- **Since 2018:**
 - West Surrey: -8.4%
 - East Surrey: +16.6%
 - Overall Surrey: +0.7%
- **Gender profile (national):** 97.2% male / 2.8% female
- **Age profile (national):**
 - 16–24: 27.5% → strong pipeline of young entrants
 - 25–34: 23.4%
 - 35–44: 14.2%
 - 45–54: 20.4%
 - 55–64: 12.2%
 - 65+: 2.4%
- **Job postings (Jan 2024–present):** 1,132 unique postings from 345 companies
 - Average duration: 26 days (regional average 27)
 - Last 12 months: 70–135 postings per month
 - Geographic hotspots: Guildford, Walton, Weybridge
 - 3:1 ratio of total postings to unique jobs → suggests **wider promotion needed**
- **Experience requirements:**
 - 67% no experience
 - 8% 0–1 year
 - 12% 2–3 years
 - 10% 4–6 years
- **Related job titles:** Carpenters, Joiners, Cabinet Makers

Key Insights

- **Trades-dominated occupation with strong entry-level potential**
 - East Surrey growth (+16.6%) indicates **localised demand for skilled carpenters**
 - West Surrey decline may reflect **project cycles or local delivery trends**
- **Pipeline development opportunities**
 - 27.5% aged 16–24, and majority of postings require **no prior experience** → ideal for **apprenticeships and Skills Bootcamps**
- **Job promotion / recruitment challenge**
 - Hotspot ratio (3:1 postings to unique jobs) suggests **need for broader candidate engagement**
- **Progression pathways**
 - Entry-level → Skilled Carpenter/Joiner → Supervisory or multi-trade roles
 - Opportunity to **link with progression into Project Management or Production Manager pathways**
- **Diversity opportunity**
 - Predominantly male → LSIP could support **female recruitment initiatives and early-career engagement**

Production Managers and Directors in Construction (SOC: 1122)

Scale & Context

- **3,358 jobs** in Surrey (**29% above national average**)
- Consistent growth since 2009
- **Since 2019: +7.2% jobs in Surrey (6.2% nationally)**
 - **West Surrey: +2.5%**
 - **East Surrey: +14.5%**
- **Gender profile (national):** 89.2% male / 10.8% female
- **Age profile (national):**
 - 16–24: 1.4%
 - 25–34: 15.8%
 - 35–44: 26.4%
 - 45–54: 30.7%
 - 55–64: 22.7%
 - 65+: 3%
- **Job postings (Jan 2024–present):** 166 unique postings from 77 companies
 - Average duration: 28 days (regional average 27 days)
 - 12–20 postings per month over last 12 months
 - Roughly **1:1 ratio of postings to unique jobs**, suggesting supply is broadly meeting demand

Key Insights

- **Steady growth with regional variation**
 - East Surrey is driving the majority of recent growth (+14.5%)
 - Indicates **targeted skills development may be needed in East Surrey** to support delivery
- **Workforce is heavily male and mid/late career**
 - Low representation of women and younger workers
 - Highlights opportunity for **diversity-focused recruitment** and early-career pathways
- **Labour market is currently balanced**
 - 1:1 job posting ratio suggests **demand is generally being met**, with no major skills gaps
 - LSIP focus could shift to **future-proofing and progression pathways**, rather than urgent supply interventions
- **Potential pathways & skills interventions**
 - Encourage **entry or progression from site supervisors, quantity surveyors, or skilled trades**
 - Upskilling or **Bootcamps for experienced project managers from adjacent sectors** could widen the talent pool
 - Targeted initiatives could **support succession planning** as workforce ages

Construction Project Managers and Related Professionals (SOC: 2455)

Key Insights

Scale & Context

- **1,890 jobs** in Surrey (**47% above national average**)
- Steady growth since 2017 (no major spikes)
- **Since 2017: +11.4%** (nationally +13.6%)
 - **West Surrey: +3.6%**
 - **East Surrey: +25.5%**
- **Gender profile (national):** 84.4% male / 15.6% female
- **Age profile (national):**
 - 16–24: 4.8%
 - 25–34: 23.6%
 - 35–44: 23.9%
 - 45–54: 29.8%
 - 55–64: 16.2%
 - 65+: 1.6%
 - Notable concentration in **mid-career brackets**, indicating **experience is important**
- **Job postings (Jan 2024–present):** 191 unique postings from 75 companies
 - Average duration: 28 days (regional average 27)
 - Last 12 months: 15–26 postings per month
 - Geographic hotspots: **Camberley, Leatherhead, Reigate** (3:1 total posting to unique job ratio → broader promotion needed)
- **Experience & education requirements:**
 - 90% of postings list **no prior experience**, but education is relevant
 - 18% require **bachelor's degree**
 - 12% require **Foundation/HNC/HND**
- **Related job titles:** Design Managers, Technical Coordinators

- **Mid-to-high skill, project-focused occupation**
 - Growth concentrated in **East Surrey**, highlighting local delivery demand
 - Requires **experience and technical knowledge**, reflected in age profile
- **Labour market appears balanced**
 - Posting volume is steady with reasonable fill rates
 - Recruitment **does not appear challenging**, but targeted promotion in hotspots may help
- **Skills pathways & interventions**
 - Opportunity for **Bootcamps or short courses** for career changers with project or technical management experience
 - Can **progression from trades or junior supervisory roles**, supporting wider career pathways in construction
- **Diversity & workforce development**
 - Predominantly male → opportunity to **encourage female participation**
 - Focus on younger entrants could **build pipeline for mid-career succession**

Quantity Surveyors (SOC: 2453)

Scale & Context

- **1,190 jobs** in Surrey (**31% above national average**)
- Consistent growth since 2013
- **Since 2018:** +8.7% (similar trend to UK)
 - **West Surrey:** -1.9%
 - **East Surrey:** +26.1%
- **Gender profile (national):** 82.6% male / 17.4% female
- **Age profile (national):**
 - 16–24: 5.7%
 - 25–34: 38.3%
 - 35–44: 21.3%
 - 45–54: 20.1%
 - 55–64: 11.5%
 - 65+: 3%
- **Job postings (Jan 2024–present):** 1,832 unique postings from 447 companies
 - Average duration: 30 days (regional average 27 days)
 - Last 12 months: 120–170 postings per month
 - Total postings roughly **2:1 ratio to unique jobs**
- **Education requirements:**
 - 19% require **bachelor's degree**
 - 9% require **Foundation/HNC/HND**
- **Related job title:** Estimators

Key Insights

- **Professional, mid-career occupation**
 - High representation in **25–34 age group (38.3%)**
 - Critical to project delivery, cost control, and commercial management
- **Geographic variation**
 - East Surrey shows **strong growth (+26.1%)**, while West Surrey slightly declined
 - Suggests **targeted recruitment or upskilling** may be needed in East Surrey to meet demand
- **Labour market signals**
 - 2:1 postings to unique jobs ratio indicates **moderate competition for roles**
 - Average posting duration slightly longer than regional norm → potential **skills bottleneck**
- **Skills pathways & interventions**
 - **Degree and higher technical education** needed for many roles
 - Opportunity for **Bootcamps or short courses** for career changers (e.g., construction project management, estimation)
 - Can support progression from **entry-level occupations** such as Elementary Construction or site supervisor roles
- **Diversity focus**
 - 82.6% male → opportunity for **gender-focused recruitment**
 - Could align with LSIP initiatives to broaden access to professional construction careers

Conclusions

Surrey's construction sector is **trades-driven with strong entry-level and professional roles** underpinning delivery. There are **clear pathways from entry-level to management**, but geographic variation, workforce demographics, and emerging skills gaps require **targeted interventions**.

Implications for skills and workforce interventions

a. Strengthen entry pathways

- Focus on **Elementary Construction Occupations, Labourers, Groundworkers** as critical gateways.
- Expand **pre-employment training, apprenticeships, and Skills Bootcamps** in key trades:
 - Electricians
 - Plumbers & Heating Engineers
 - Carpenters & Joiners

b. Progression pathways for mid-career and professional roles

- Map clear **career pathways** from trades → supervisory → management/professional roles:
 - e.g., Elementary Construction Occupations → Skilled Trades → Supervisory → Production Manager
 - e.g., Quantity Surveyors → Construction Project Manager → Production Manager
- Explore **targeted upskilling and Bootcamps for career changers** to address skills in high-value roles like Project Managers and Quantity Surveyors.

c. Targeted interventions by geography

- East Surrey: rapid growth in trades and professional roles → ensure **local recruitment pipelines, training capacity, and succession planning**.
- West Surrey: some declining sectors/trades → interventions may focus on **retention, promotion, and redeployment**.

d. Diversity and inclusion

- Predominantly male workforce, low female representation:
 - Introduce **female-targeted recruitment initiatives**, role models, and early engagement programmes.
 - Engage younger cohorts (16–24) more actively to strengthen future pipeline.

e. Employer engagement and job promotion

- Hotspot areas show **high postings-to-job ratios**, suggesting need for:
 - Broader promotion of vacancies
 - Collaboration with **schools, colleges, FE providers, and local employment services**
 - Supporting employers with **recruitment campaigns**