



**UPSKILLED**  
CORPORATE



## Building and Construction

This heavily regulated industry has complex qualification requirements impacted by technological and policy changes. With steady growth, the building and construction industry is under intensifying pressure to ensure the workforce remains productive while being adaptable, creating an urgent need for contemporary learning programs to help the industry adjust and develop new knowledge across the workforce, stimulating innovation and improving industry competitiveness across the globe.



## Helping Building and Construction cater for the demands of industry growth

The building and construction industry is the cornerstone of the Australian economy. However, there is an identified need to keep up with the forecasted increase in new digital technologies, off-site construction technologies and use of new construction materials and products. Additionally, meaningful and relevant learning materials are required to attract, retain and upskill young workers to undertake a career in the sector.



### Building and Construction workforce development needs

Some of the common workforce development challenges identified across the industry include:

- As the industry embraces new technologies such as Building Information Modelling (BIM), employers are finding access to suitable funding is limited.
- Attraction and retention of apprentices is more difficult with employers observing apprentices having higher expectations, moving jobs and seeking more opportunities, while employers are expecting apprentices to be abreast of new technology; with data skills a current growth area.
- An ageing workforce will place pressure on the industry to recruit skilled foreign and interstate workers. This will lead to challenges in terms of communication skills.
- Given its highly regulated nature, especially given the constant technological and policy changes, those within the Building and Construction industry need to maintain up-to-date skills.



Workforce size\*  
**1,111,000**



Aust. economy contribution\*  
**\$300b**

### The answer is in contextualised learning solutions

Because of the increasing technological changes, it is important to address the need for higher-level skills through contextualised solutions. Businesses require outcomes-focused programs that provide a contemporary approach to workforce professional development in priority skills-needs areas:

- Business management and leadership
- Compliance and risk management (work, health, and safety)
- Financial and numeracy skills
- Digital, technical, and analytical skills (digital transformation)
- Communications skills (written and verbal)
- Innovation and adaptability (change management)
- Operations, administration and customer service



Job Growth\*  
**0.2%**

If you would like to explore how Upskilled's Corporate Solutions can help your business's employee development, speak with one of our industry consultants today.

\*<https://nationalindustryinsights.aisc.net.au/industries/construction>