

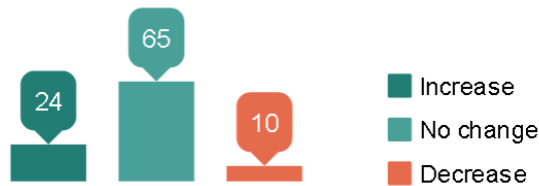
Employment Profile



86% employ less than 10 staff

55% have contractor/agency/self-employed

over the last 12 months, net growth in employment...



18% have not had enough skilled workers for some time in the last 12 months

8% for all/most of the time

Recruitment activity



46% have tried to recruit in the last 12 months...

26% in 2011; 39% in 2014

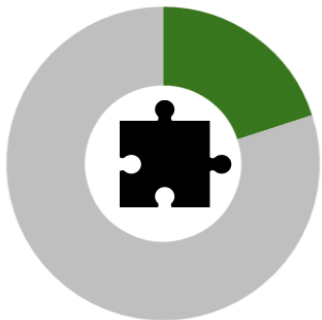
30% reported recruitment difficulties

18% in 2014

particularly with regard to carpenters/joiners and bricklayers and general engineers

43% have turned down work as a result of too few skilled workers

Skills Gaps



20% reported skill gaps within their existing workforce - 16% report gaps having a major impact...



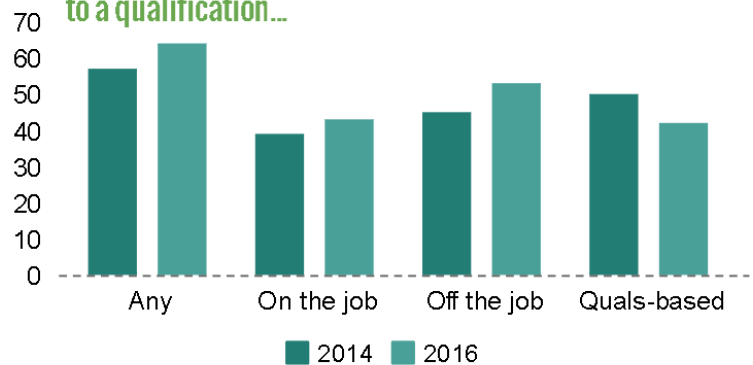
72% are increasing training activity to overcome gaps

Training activity



64% have funded/arranged any training in the last 12 months

Increase in training in last 2 years, but less likely to lead to a qualification...



Young people in construction

25% have recruited under 25s in the last 12 months

19% in 2014

11% have taken on education leavers; 14% other under 25s



Apprenticeships



23% of construction employers currently have an apprentice

14% in 2014

A further 11% offer Apprenticeship placements

10% in 2014

10% do not offer placements but would consider doing so in the next 12 months

12% in 2014