Planning and Managing the recruitment and retention of Construction Surveyors

- Richard Hucker FInstCES (UK)

Introduction

- Paper prepared on UK QS
- Applies to all Surveyors
- Provides a guide to best practice in recruitment and retention
- Remit of working group 10.3
Content

- Forecasting demand
- Current demand in UK
- Current supply in UK
- Recruitment
- Managing new staff
- Retention
- Conclusions

Forecasting demand

- Typical comparison of civil to General Infrastructure new work.
Current demand in UK

- CSN Projections - Demand for Civil Engineering Skills: UK Total Demand

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2007 (000)</th>
<th>2011 (000)</th>
<th>Growth (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Professionals</td>
<td>277.6</td>
<td>302.0</td>
<td>10.8</td>
</tr>
</tbody>
</table>

- Average Annual requirement – 12.3%

Current supply in UK

- Transfer
- University
- Worldwide inc EU
- Under-represented groups (13% women)
- Working smarter
- Re-employing older workers
- Re-training
Recruitment

- Lead in time
  - Internal
  - From college
  - By transfer
  - From outside UK

- Probability of success

Recruitment

- Steps required shown in appendix 1
  - Job description
  - Advertise
  - Interview
  - References
  - Offer

- Timeframe
Managing new staff

Provide information as appendix 2
- Job description
- Induction
  - Style guidelines
- Mentor or buddy

Retention

- Promotion/carer opportunities
- Motivation
  - Work/life balance
  - Training
  - CPD
- Performance reviews
- Professional organisations
Industry Priorities

- Raise public profile
- Improve uncertainty of workload
- Raise awareness of profession in schools and colleges
- Succession planning

Conclusions

- Surveyors scarce commodity
- Best practice need to be understood and used
- Employers and Professional Organisations to raise profile
- Encourage steady workload
- Career development to continue after training
- Work Smarter