Planning and Managing the recruitment and retention of Construction Surveyors

• Richard Hucker FInstCES (UK)

June 2008 FIG Working Week

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

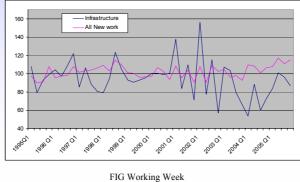
Content

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

June 2008 FIG Working Week

Forecasting demand

• Typical comparison of civil to General Infrastructure new work.



June 2008

3

Current demand in UK

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

Occupation 2007 2011 Growth (000) (000) (%)

- Construction Professionals 277.6 302.0 10.8
- Average Annual requirement 12.3%

June 2008 FIG Working Week 5

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

June 2008 FIG Working Week

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

June 2008 FIG Working Week

Retention

- Promotion/carer opportunities
- Motivation
 - Work/life balance
 - Training
 - CPD
- Performance reviews
- Professional orgaisations

Industry Priorities

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

June 2008 FIG Working Week 11

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