

Planning and Managing the recruitment and retention of Construction Surveyors

- Richard Hucker FInstCES (UK)

June 2008

FIG Working Week

1

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

June 2008

FIG Working Week

2

Content

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

June 2008

FIG Working Week

3

Forecasting demand

- Typical comparison of civil to General Infrastructure new work.



June 2008

FIG Working Week

4

Current demand in UK

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

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

- | | | | |
|------------------------------|-------|-------|------|
| • 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

June 2008

FIG Working Week

6

Recruitment

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

- Probability of success

June 2008

FIG Working Week

7

Recruitment

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

June 2008

FIG Working Week

8

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

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

June 2008

FIG Working Week

12