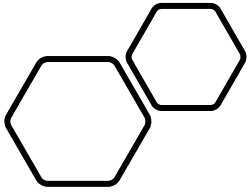


Recruiting & Retaining Talent

A member's perspective

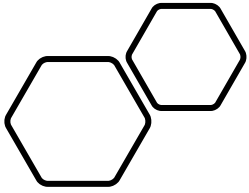
Annie Summun, Kisiel Group





Overview of the Skills shortage

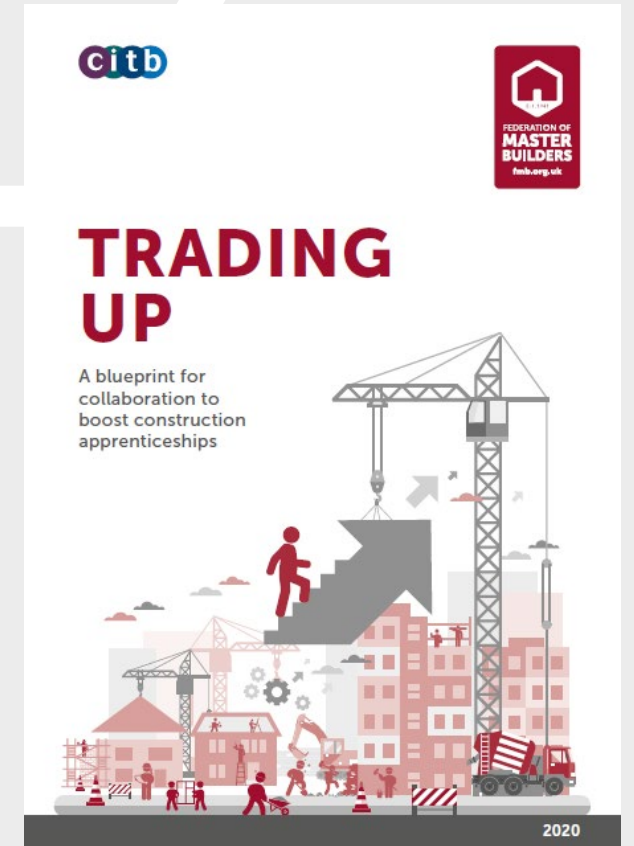
- **Retirement**
- **Impact of Brexit**
- **Insufficient Training**
- **Attracting New People**

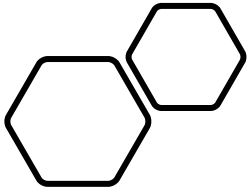


FMB's Trading Up Report

FMB gave 20 recommendations which included:

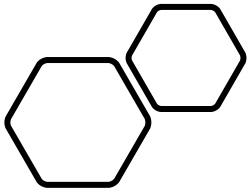
- **IfATE – NEW General Builder apprenticeship standard**
- **DfE – Funding for Colleges to recruit Industry Liaison Officers**
- **CITB – To improve communications to SMEs at local level**
- **Industry – SMEs to commit to training where they can**





6 Practical Tips to Recruit & Retain

- **Improving Productivity**
- **Promoting Your Company**
- **Creating Diversity**
- **Training Apprentices**
- **Upskilling**
- **Retention**

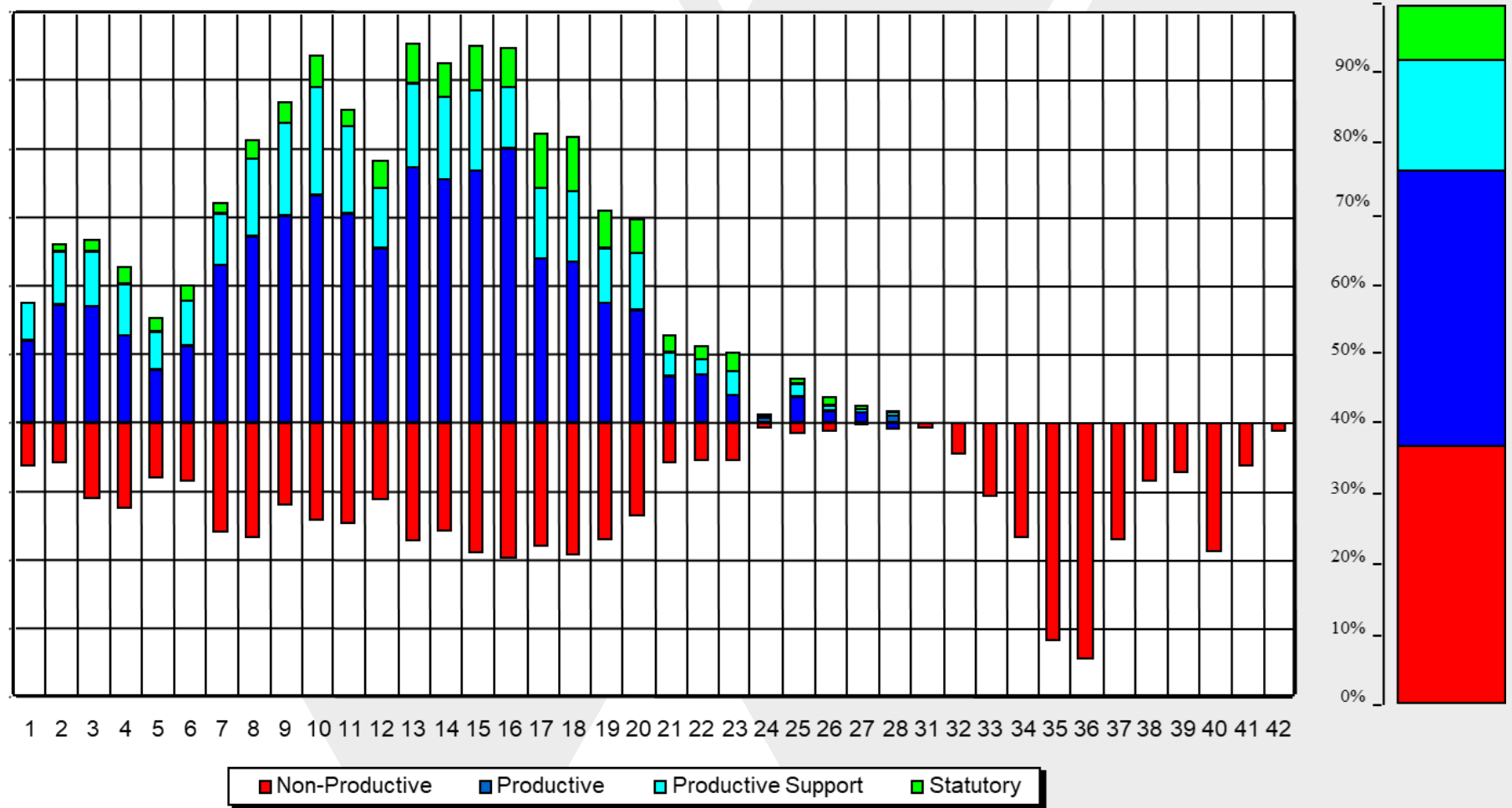


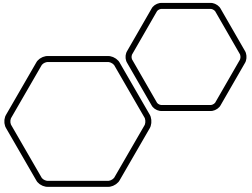
Tip 1 – Improving Productivity

**Lean
Construction**

**Reducing the
time that is
unproductive
on site**

Slide courtesy of
Vassos Chrysostomou

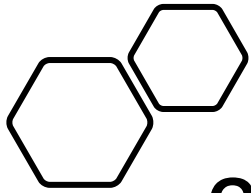




Tip 2 – Promoting Your Company

Promoting your company as an attractive place to work

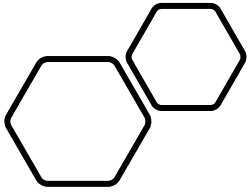
- **Website Content**
- **Social Media Posts**
- **Being Known in the Local Community**



Being Known in the Local Community

Our Team saving the Local Football Club

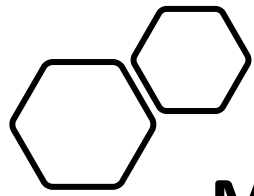




Tip 3 – Creating Diversity

How do you approach your recruitment

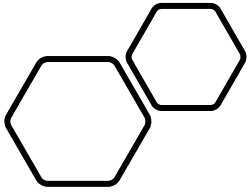
- **Women and Ethnic Minorities**
- **Construction Ambassador**
- **VIY projects**



VIY Projects

Mentoring young people at the Sound Lounge in Sutton

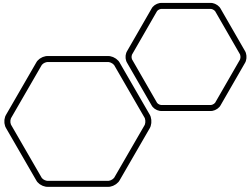




Tip 4 – Training Apprentices

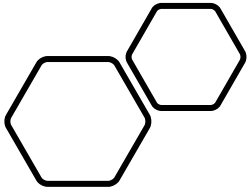
4 steps

- **Link with a College**
- **Recruit the Right Candidate**
- **Sort the Funding**
- **Mentor the Apprentice**



Tip 5 – Upskilling

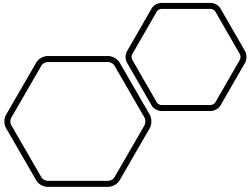
- **CPD and Learning New Skills**
- **Short Courses**
- **CITB Skills & Training Fund**



Tip 6 – Retention

Retention, Retention, Retention

- **Feeling Valued**
- **Employee of the Month**
- **Suggestion Schemes**



6 Practical Tips to Recruit & Retain

- **Improving Productivity**
- **Promoting Your Company**
- **Creating Diversity**
- **Training Apprentices**
- **Upskilling**
- **Retention**

Thank You!

Annie Summun – Chair of FMB Training Group and Trailblazer Group
anniesummun@fmb.org.uk