

**One Voice**

**People Survey Results**

## **Introduction and Methodology**

**This survey was widely promoted via email, including to those attending the One Voice summit, and social media over two weeks in February.**

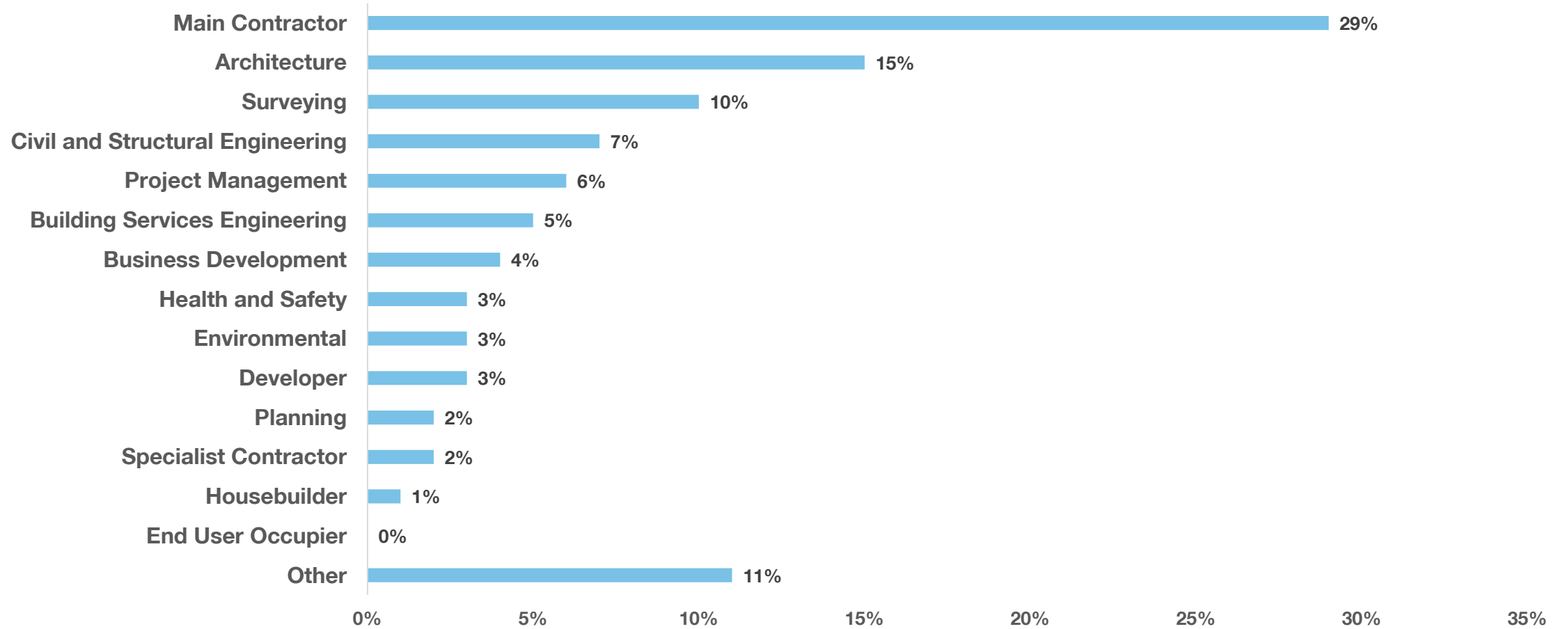
**Respondents completed an online survey. All questions were optional – the number of responses to each question is included on each slide.**

**A total of 133 people completed the survey, from over 40 organisations.**

# Participants

## Current Role

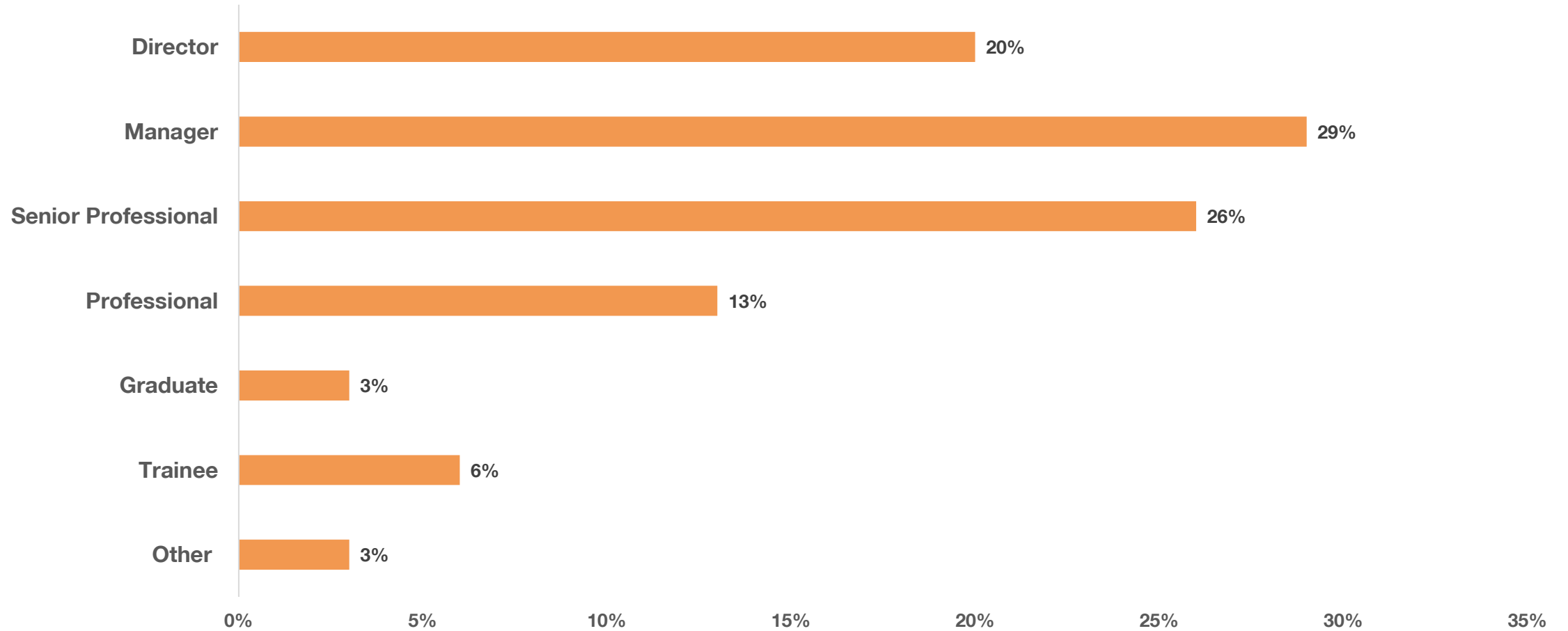
Which of the following best describes your current role?



Base = 133

## Current Rank

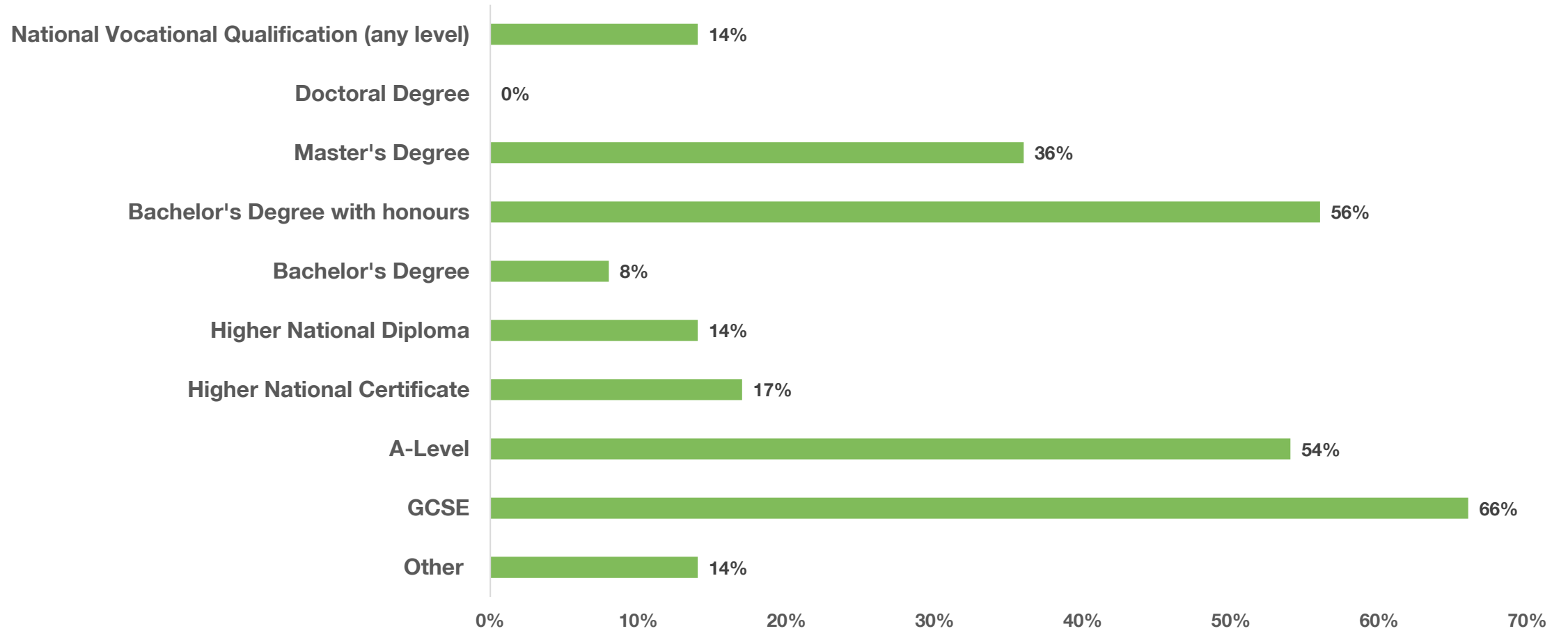
Which of the following best describes your current rank (or equivalent) within your organisation?



Base = 133

## Qualifications

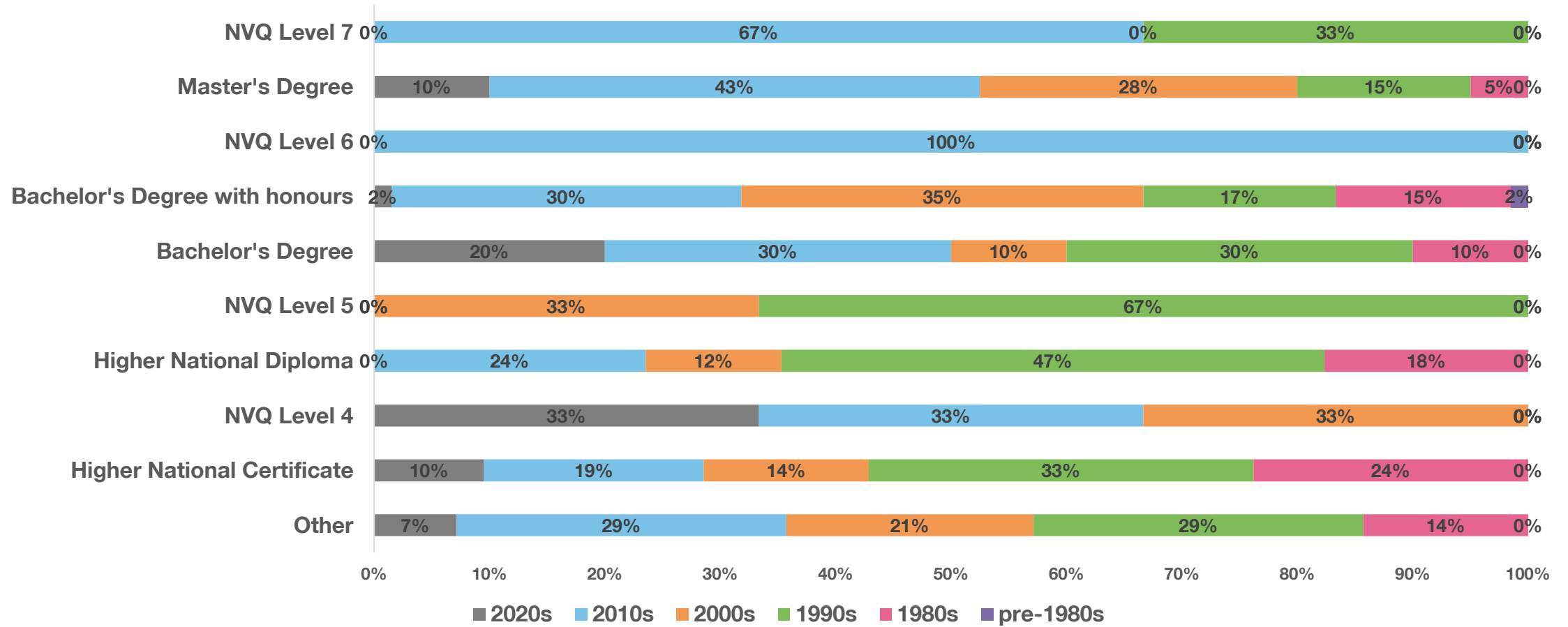
Which of the following qualifications (or equivalent) have you attained? (Multiple choice option)



Base = 133

# Qualification Completion

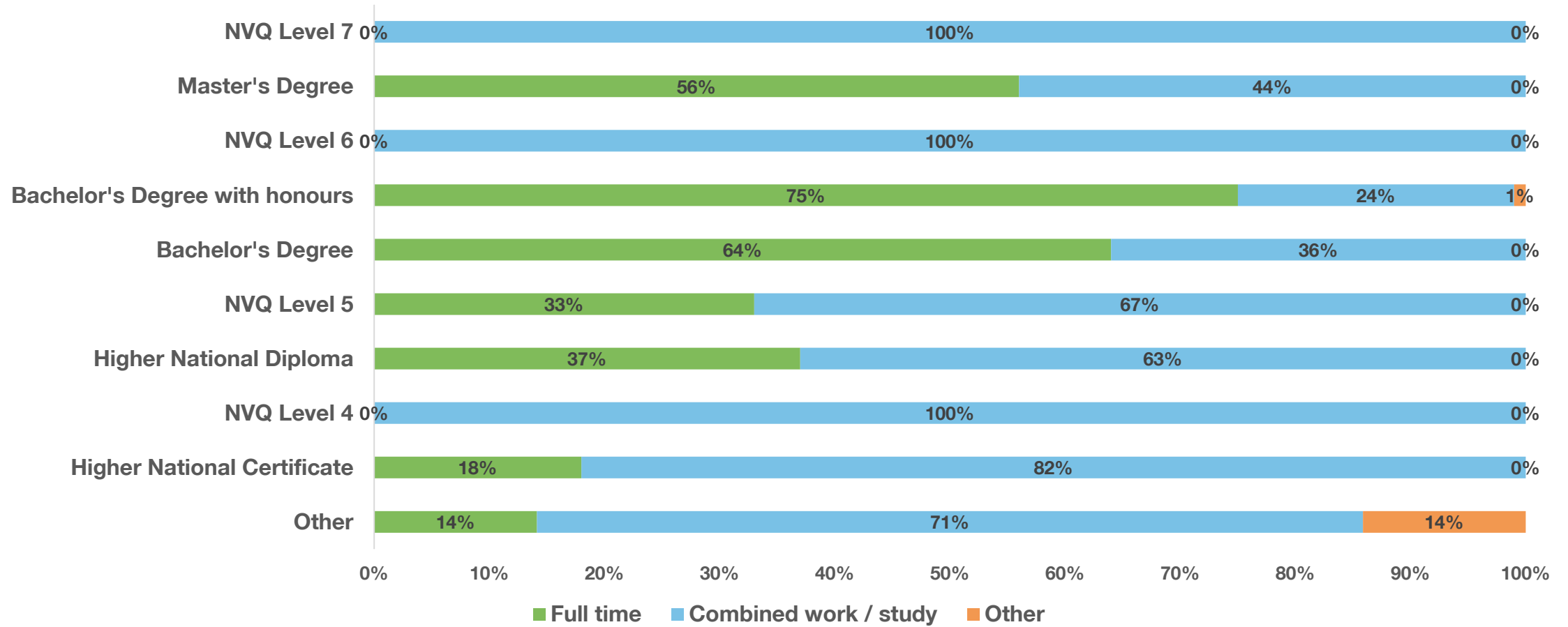
In what year did you complete the following qualification(s)?



Base = 133

# Qualification Study Type

What format of study did your qualification(s) take?

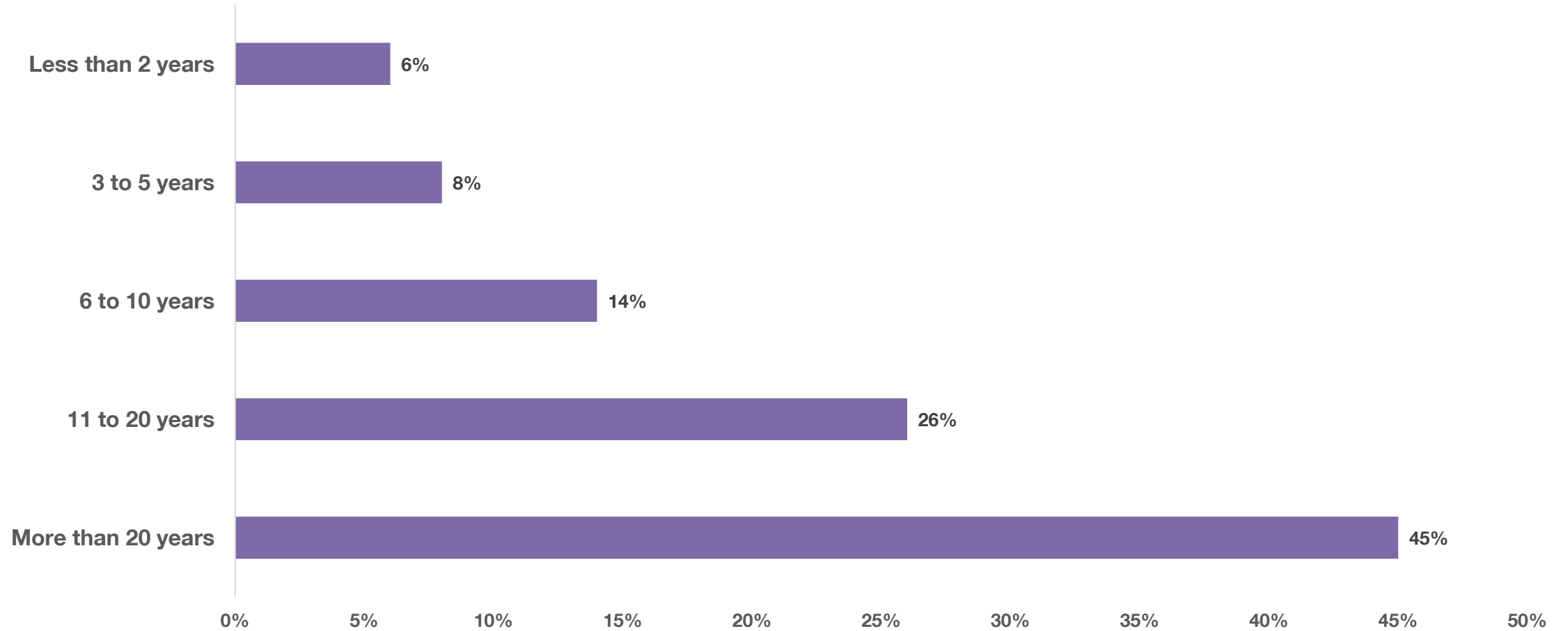


Base = 133



## Experience in Construction Industry

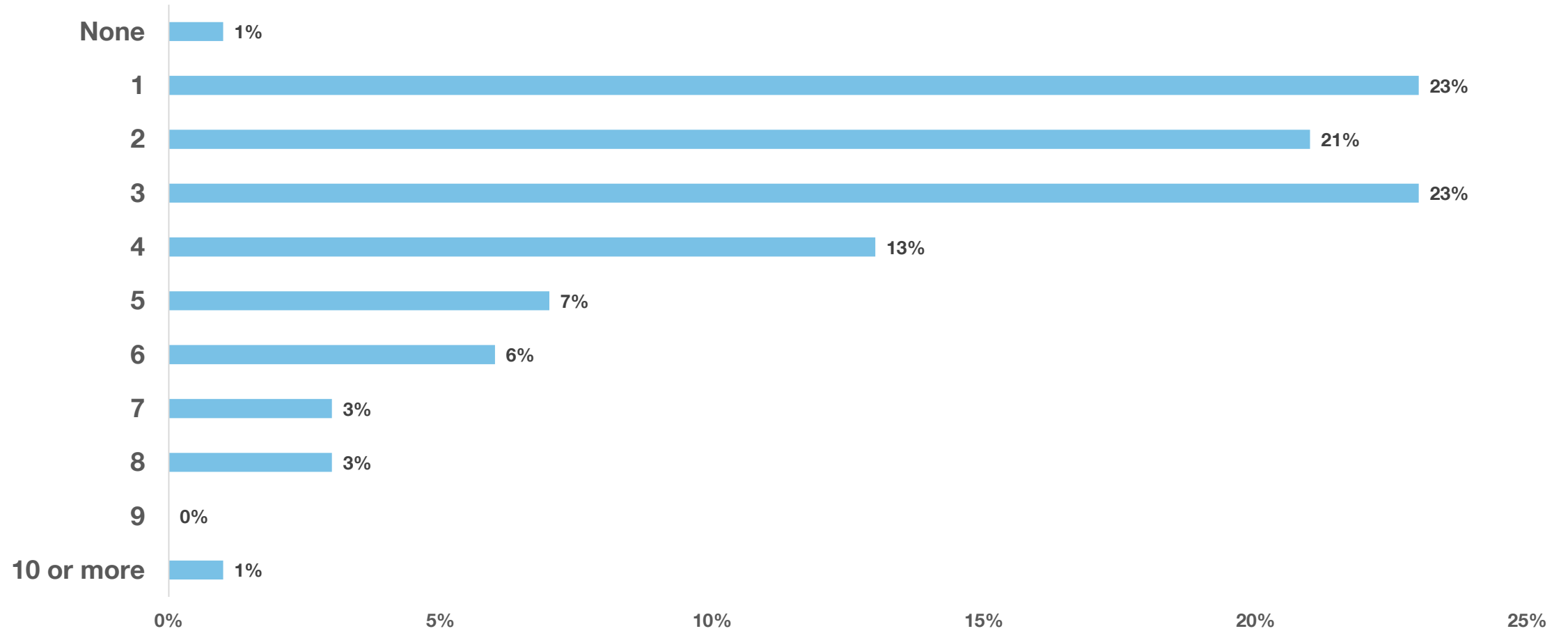
How many years have you been employed in the construction sector?



Base = 133

## Employment History

How many construction sector companies have you worked for?

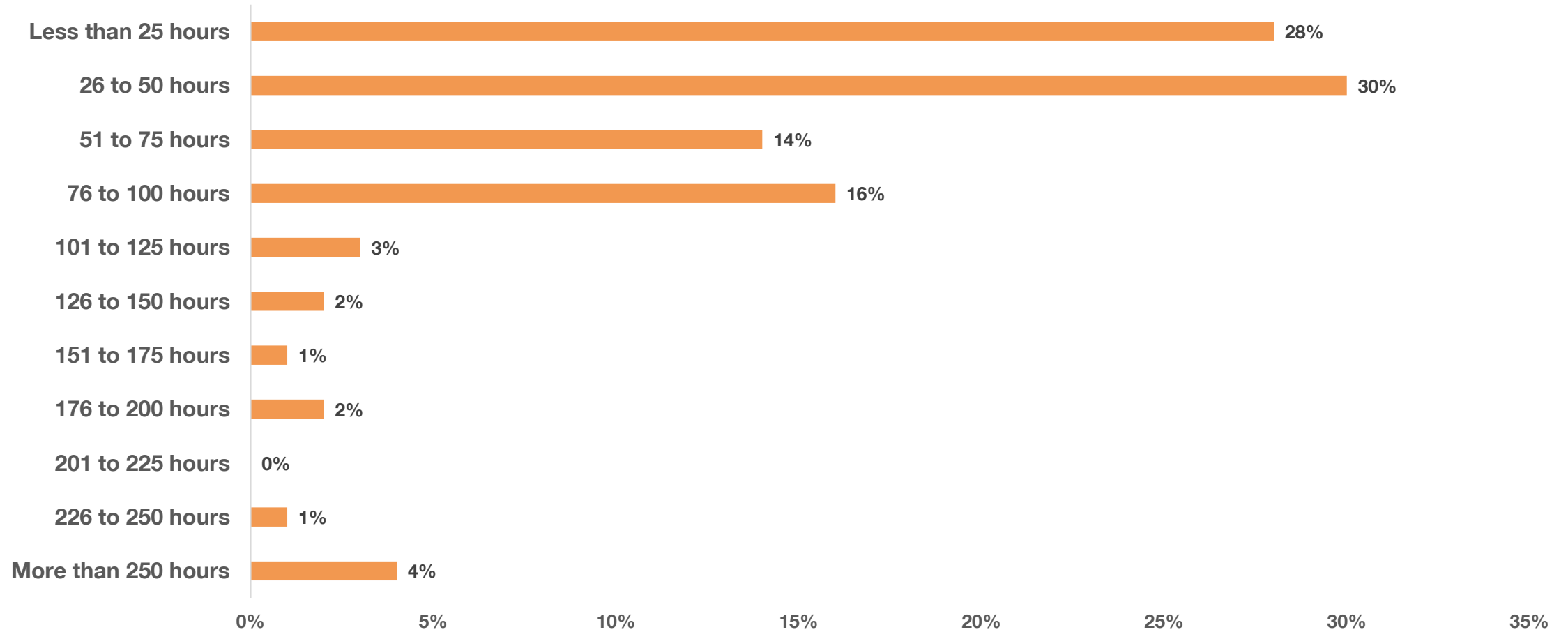


Base = 117

# Development

## Development Activities

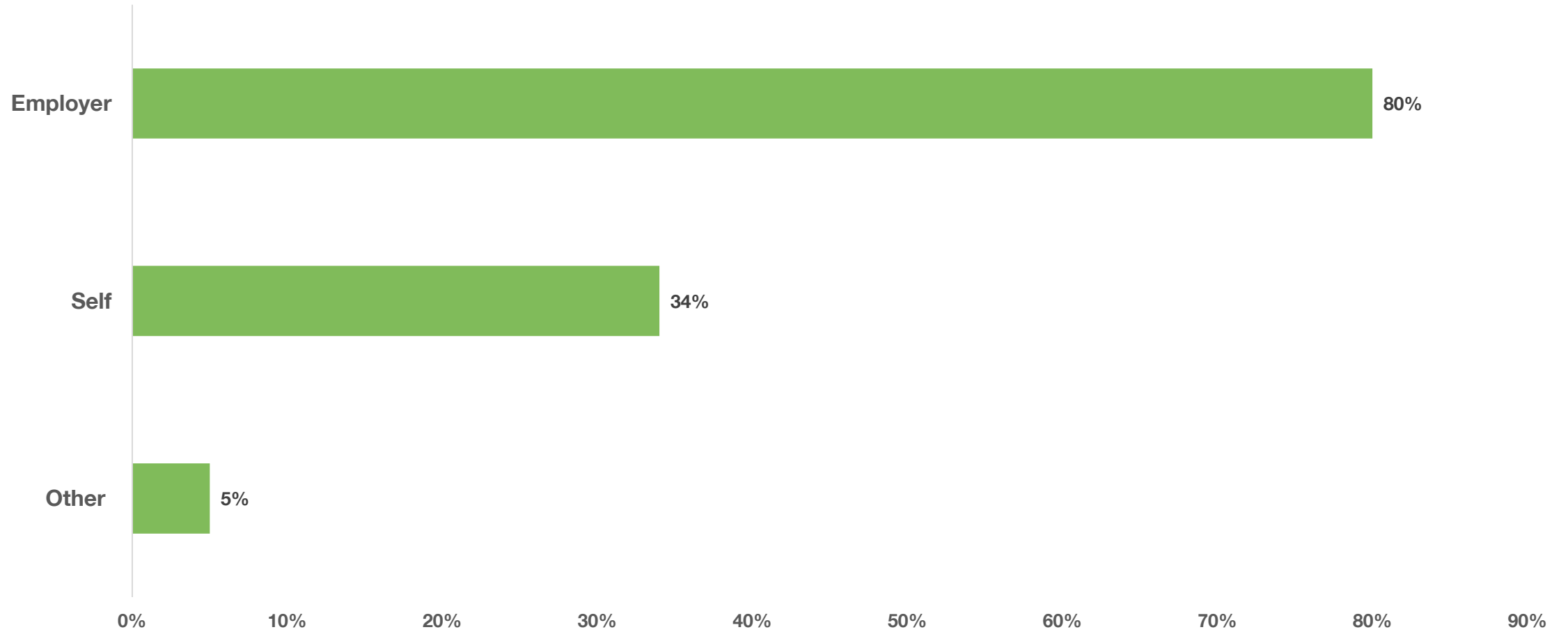
In your current role, approximately how many hours a year do you spend in development activities?



Base = 133

## Development Activities

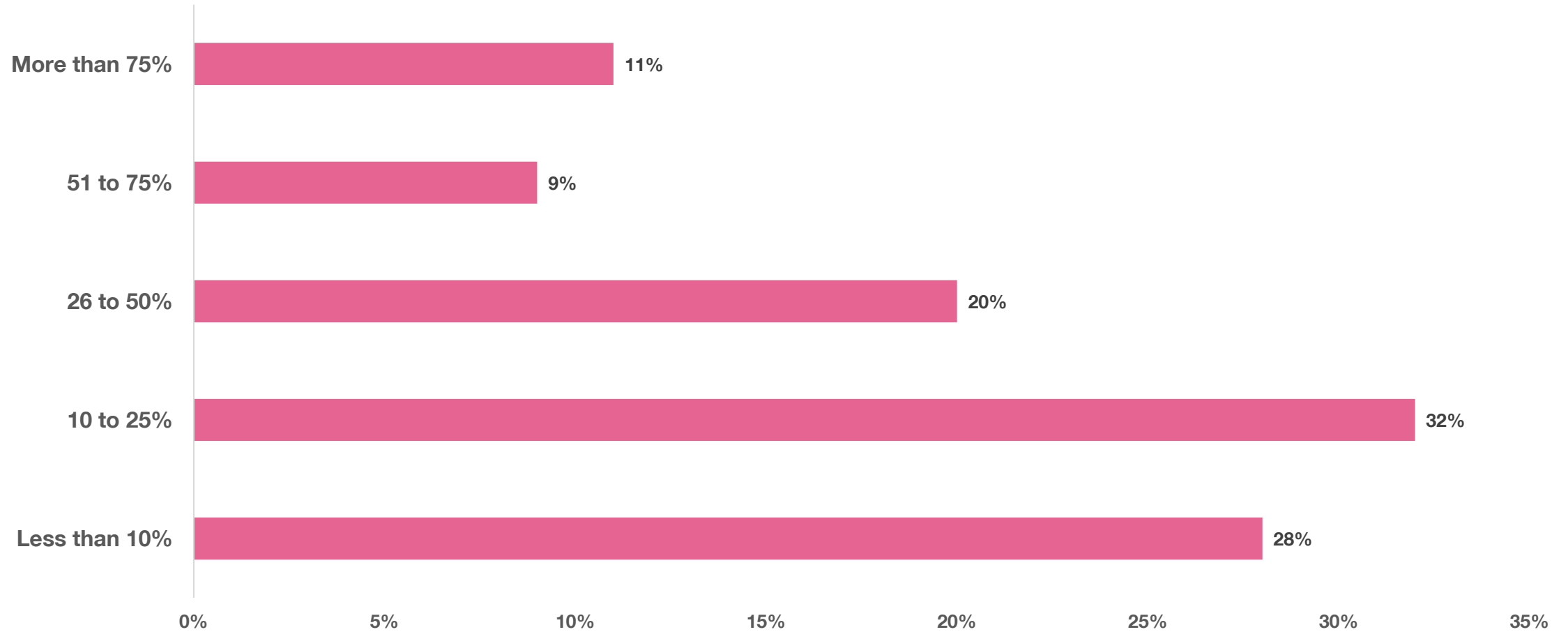
How is that development typically funded?



Base = 131

## Development Activities

How much, if any, is in your own time?

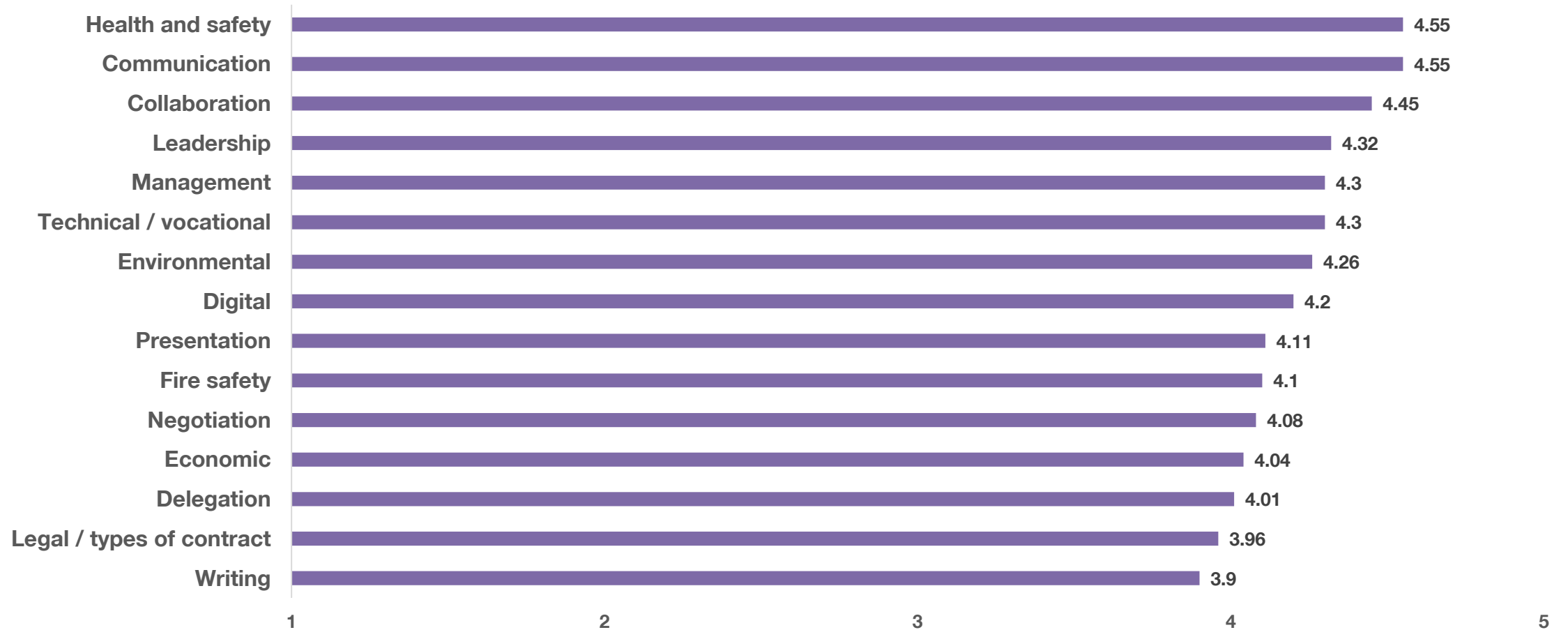


Base = 132

# **Skills and Knowledge**

## Skills and Knowledge

In your opinion, how important is it to learn skills and knowledge in the following?

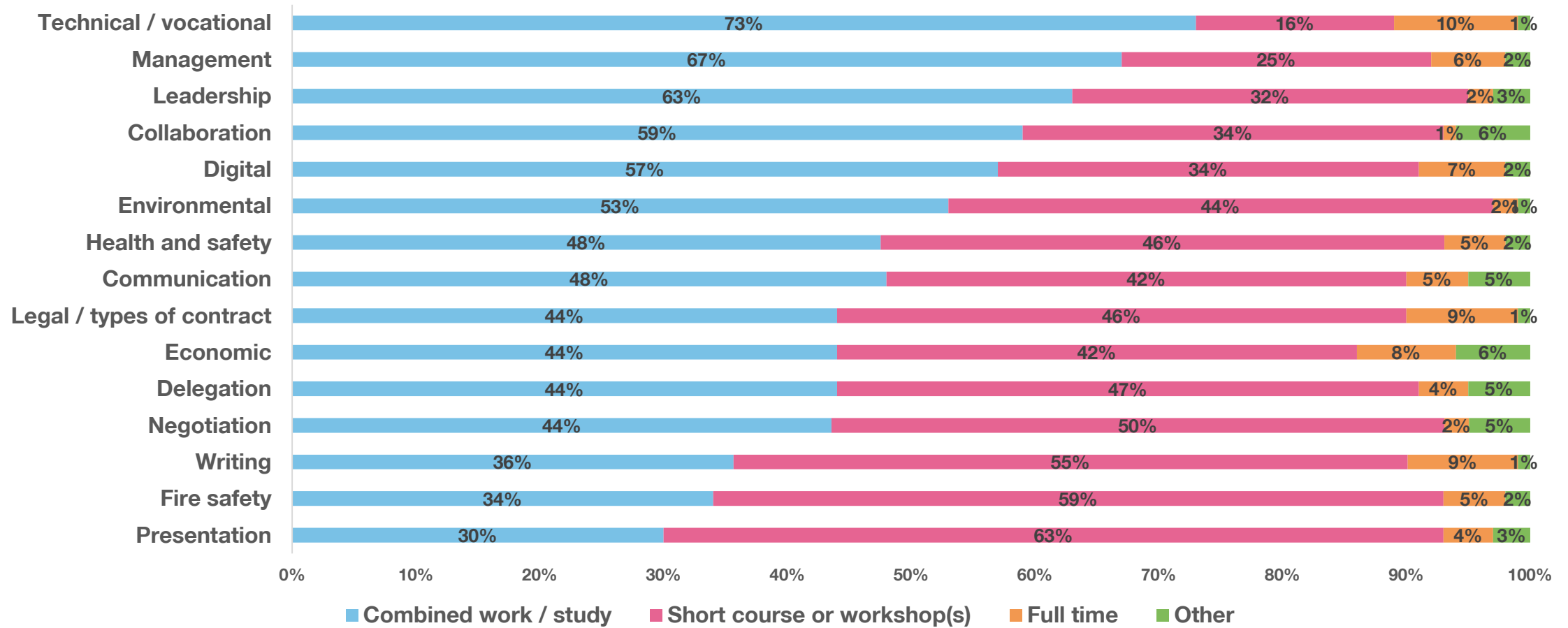


Base = 130-133



## Skills and Knowledge

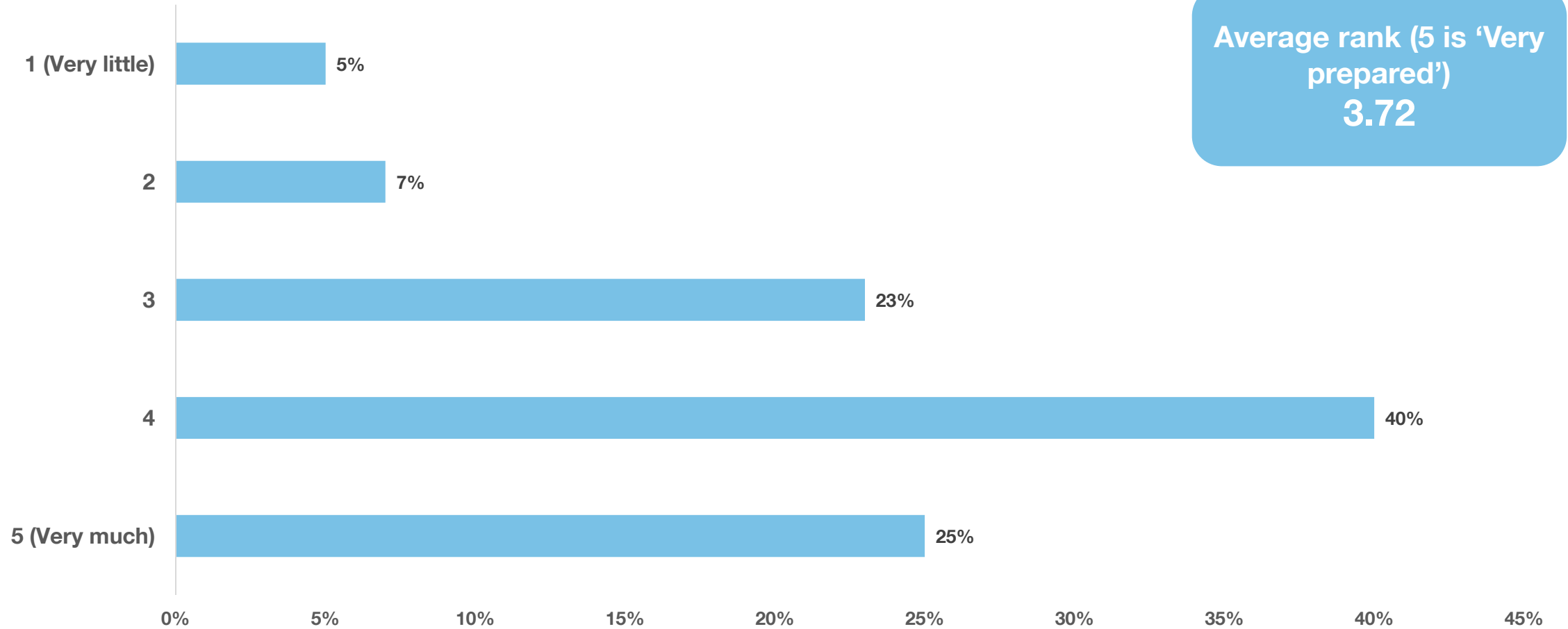
Which form of education do you perceive to be the most effective to learn the following skills and knowledge?



Base = 114-123

## Using Your Skills and Knowledge

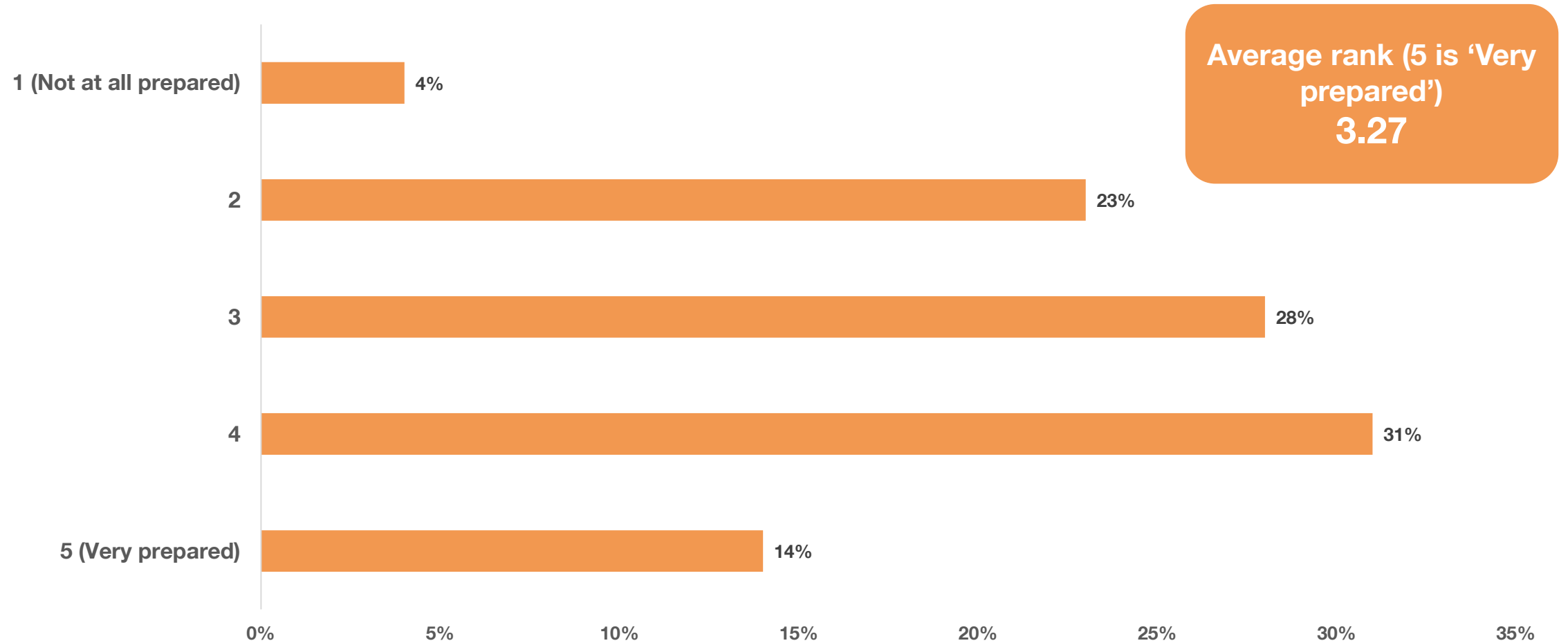
Overall, to what extent does your current employer make use of the skills and knowledge you gained in your (formal) education?



Base = 122

## Industry Preparedness

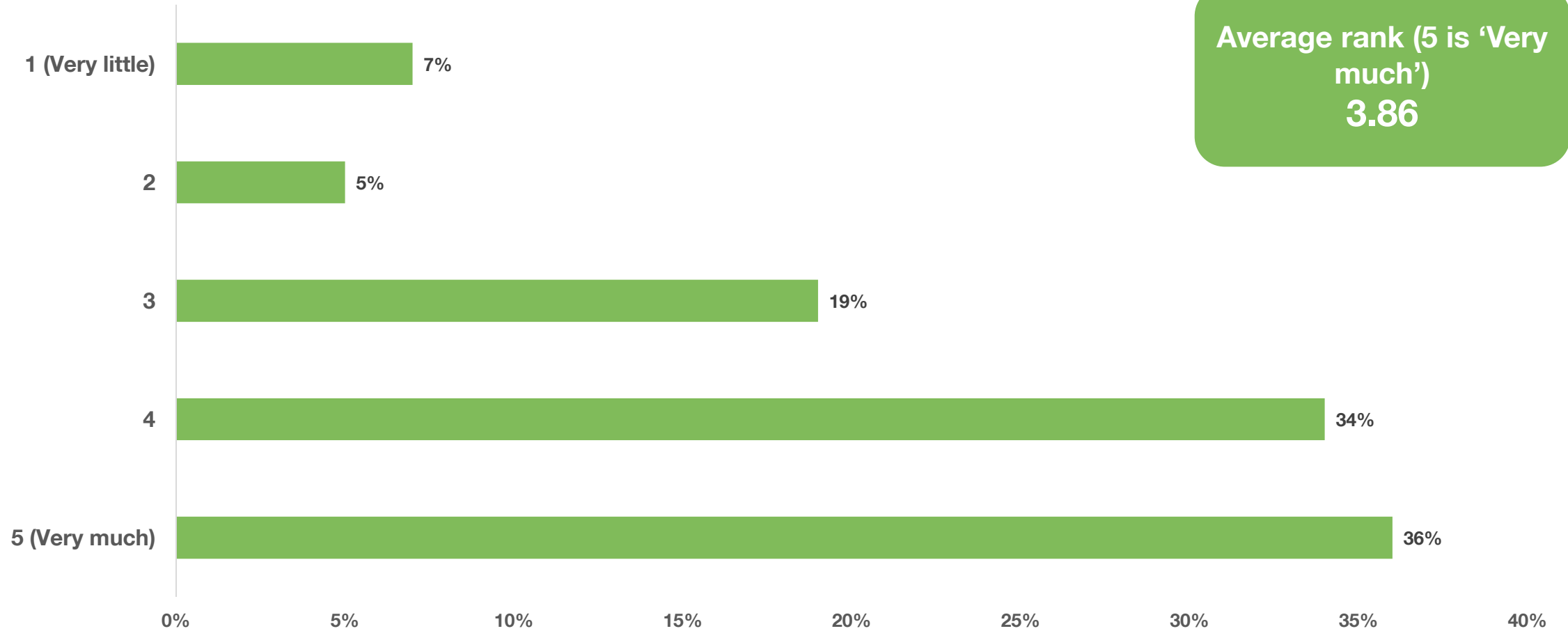
How prepared did you feel for a career in the industry following your education route?



Base = 121

## Expanding Your Skills and Knowledge

Beyond your highest level of qualification, how much would you say your employer supports or encourages you to expand your skills and knowledge?



Base = 118

# Routes to Learning

## Effective Learning

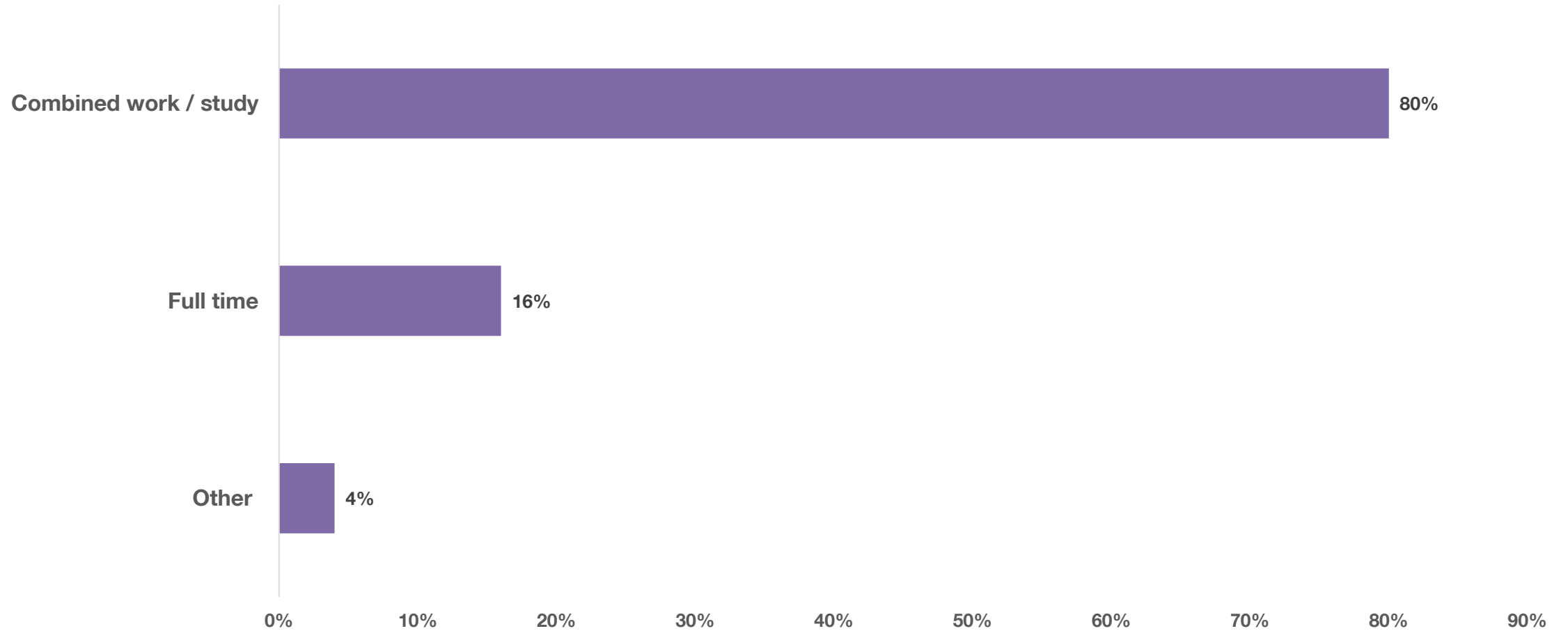
Based on your perceptions or experience, how would you rate the effectiveness of the following types of learning?



Base = 115-117

## Qualification Route Preference

In an ideal world, what would be (or would have been) your preference for gaining your qualifications?



Base = 121

# Qualification Route Preference

## Why is that form of education your preferred option?



Base = 81



Base = 17



## Qualification Route Preference

Why is that form of education your preferred option?

“I believe you learn more when you can put your study into real life situations and 'learn within the role'.”

“It allows you to gain an income whilst studying which minimises the amount of student debt.”

“Full time study allows you to immerse yourself in the subject, and to form objective views not necessarily related to the views or interests of an employer.”

“Full time doesn't give you an understanding on how aspects of projects really work, they provide the wrong fundamentals.”

“The full University experience is more than just learning, it's about the whole life experience.”

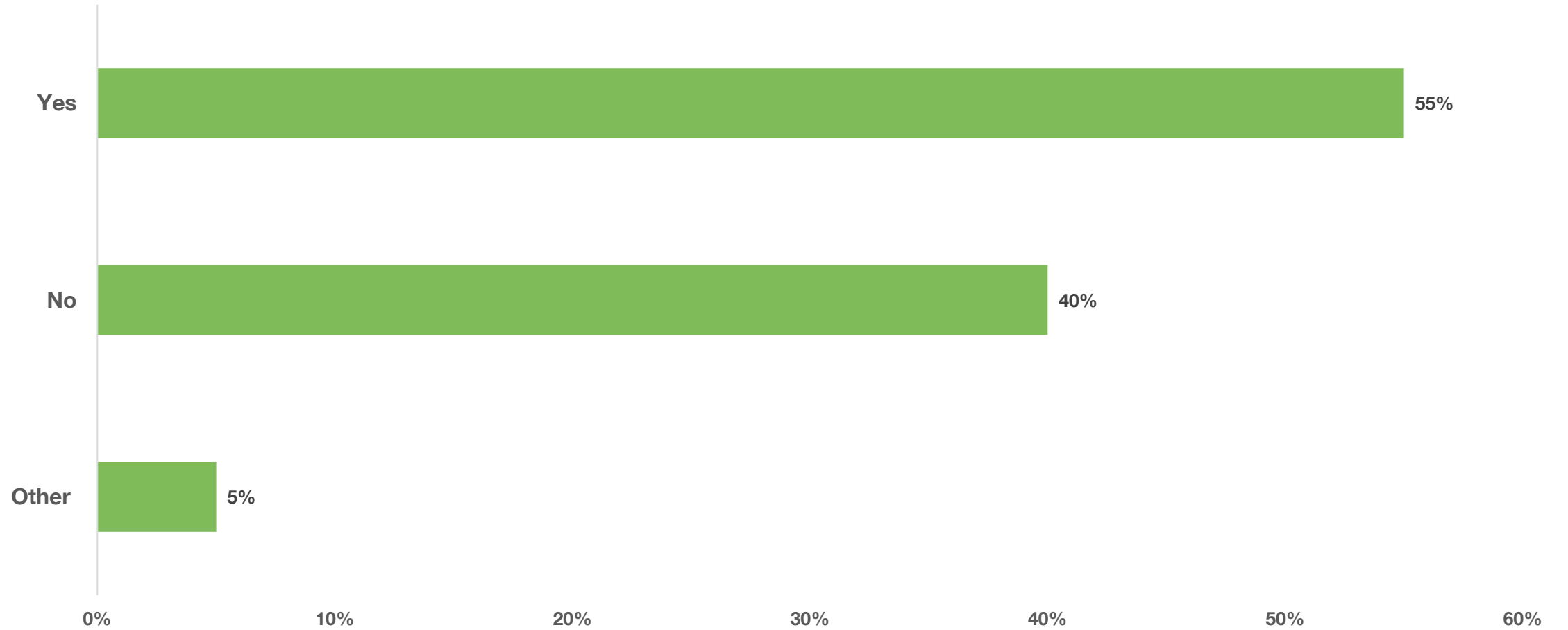
“You gain practical experience whilst working that cannot be effectively provided in an educational setting.”

“It is a balance and blended approach of theoretical knowledge and experiential learning in the workplace.”

The experience to immerse yourself full time in study to explore your design limits is invaluable.”

## Degree Perceptions

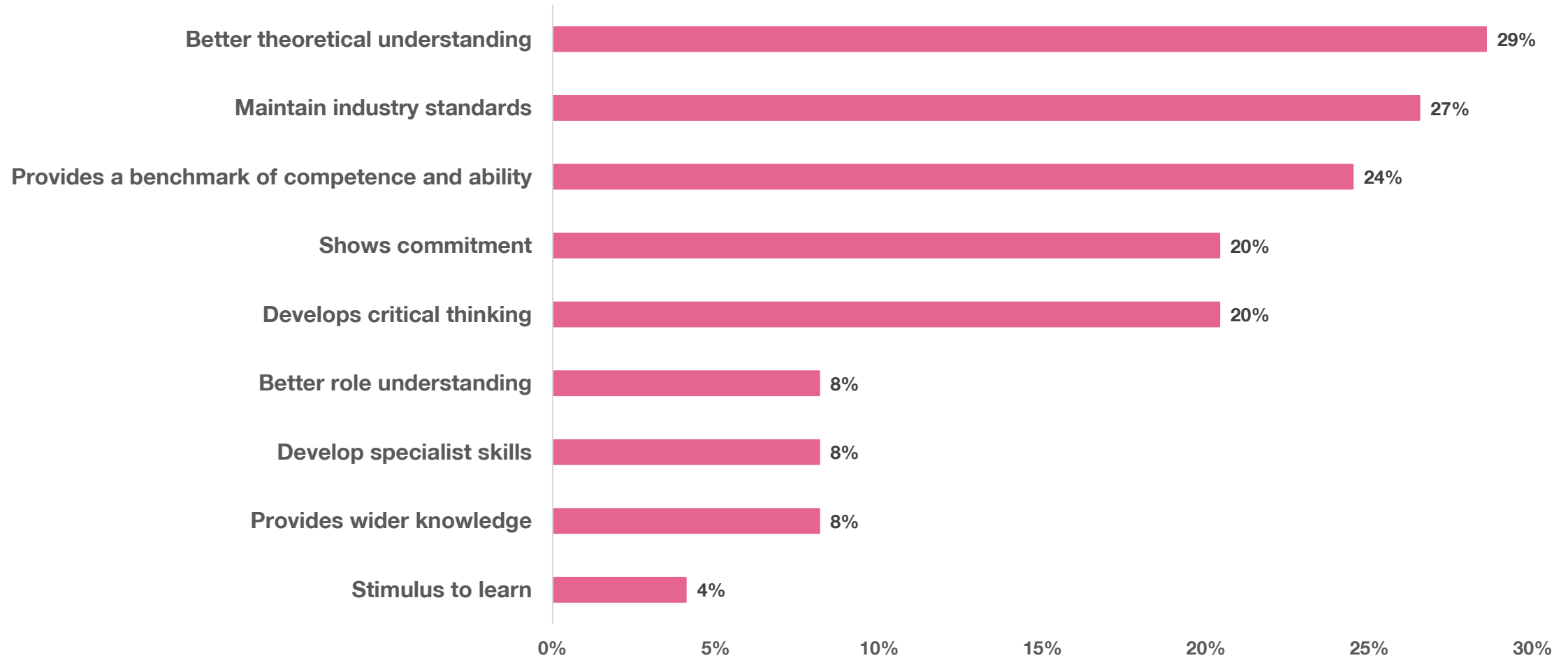
Do you think a degree is necessary in your current role?



Base = 121

## Degree Perceptions

Why do you think a degree is necessary in your current role?



Base = 49

## Degree Perceptions

Why do you think a degree is necessary in your current role?

“The role is a ‘professional’ role requiring a good understanding of formal topics (legal, management, etc). I am a big believer in people being able to learn these skills on the job and working through them. However, the industry is currently geared toward management roles having a higher education qualification.”

“There are things like critical thinking that are key to being an architect and these skills should be built in a degree format. It is important we do not de-skill the profession.”

“Our business relies on our staff’s technical excellence. A degree will provide a good understanding of the first principles on which can be further developed and enhanced with work experience; the combined will drive innovations.”

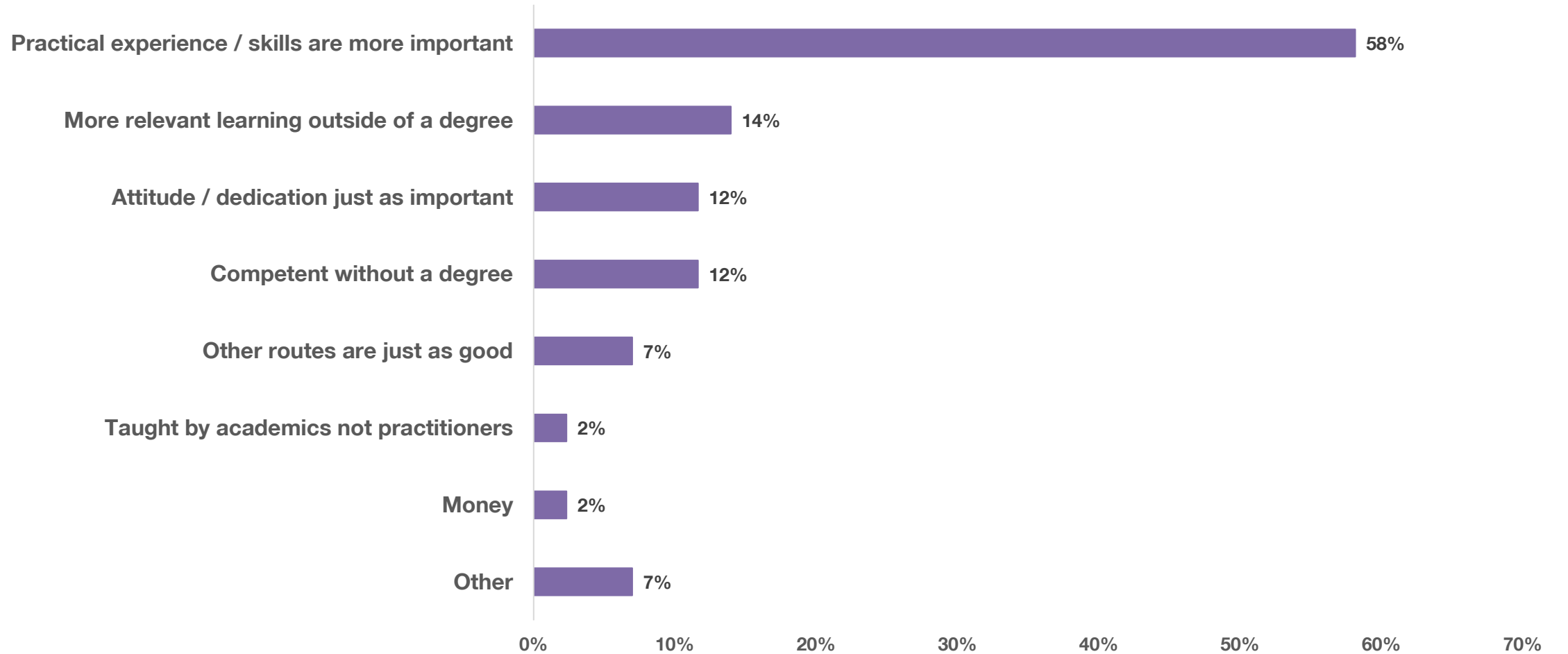
“It has equipped me with transferable skills and also educates me beyond the role. Undergraduate education benefits me rather than my employer.”

“A degree provides a means to obtain a professional qualification, which sets the standards on which our industry operates, as well as demonstrating personal commitments to the industry and to the profession.”

“It shows that you are able to be set a challenge, research the options and make reasoned judgements based on evidence.”

## Degree Perceptions

Why do you think a degree is not necessary in your current role?



Base = 43

## Degree Perceptions

Why do you think a degree is not necessary in your current role?

“It's about aptitude and appetite, that's nurtured from within rather than taught!”

“The skills learnt in the degree are no more useful than what I had going into the degree, I simply now have a larger portfolio and a degree to show.”

“Similar abilities could be gained through experience and other academic routes.”

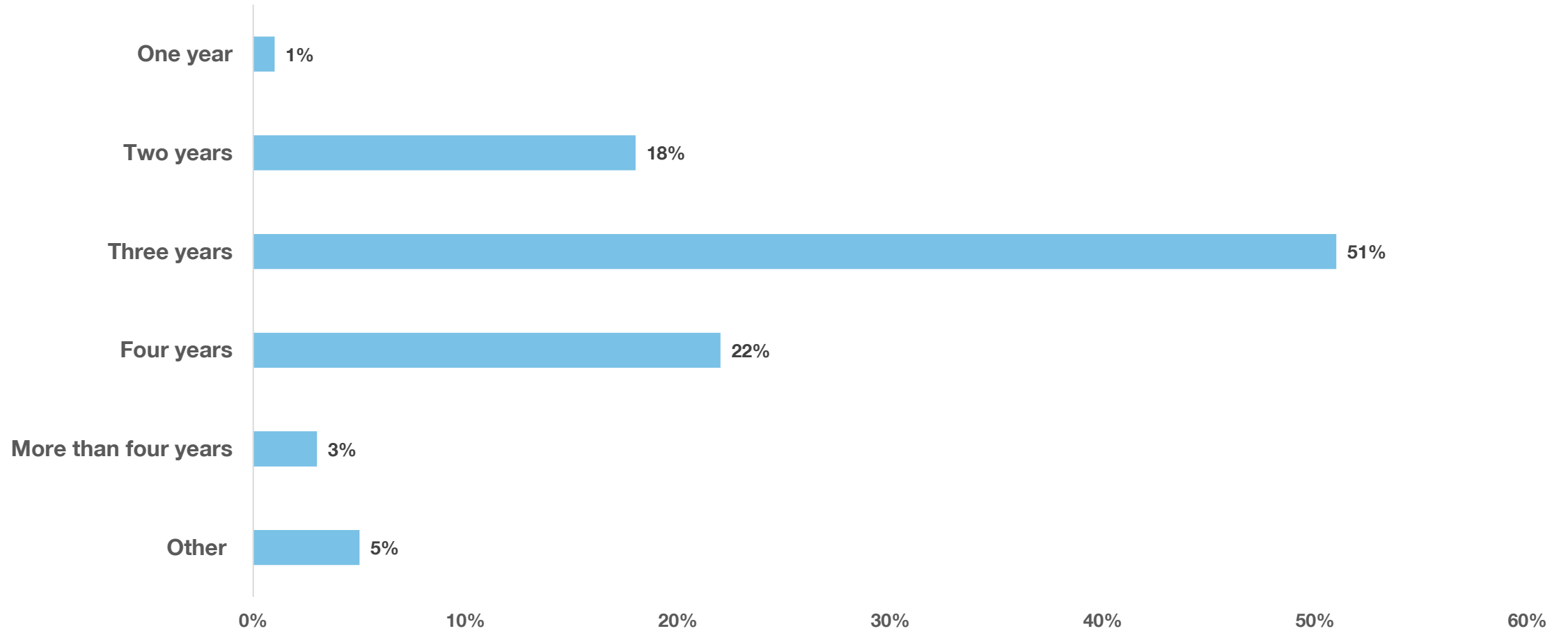
“A degree is not necessary, however a level of education and intelligence is. A technical degree is often proof of this. A willingness to apply ones self to a project or outcome.”

“A degree wouldn't provide the hands on real world experience given from workplace training.”

“I have been doing it for nearly 20 years and it's never been a requirement, experience has been far more valuable to me up to now.”

## Degree Perceptions

What do you think is a sensible timescale to obtain a degree (full time equivalent)?



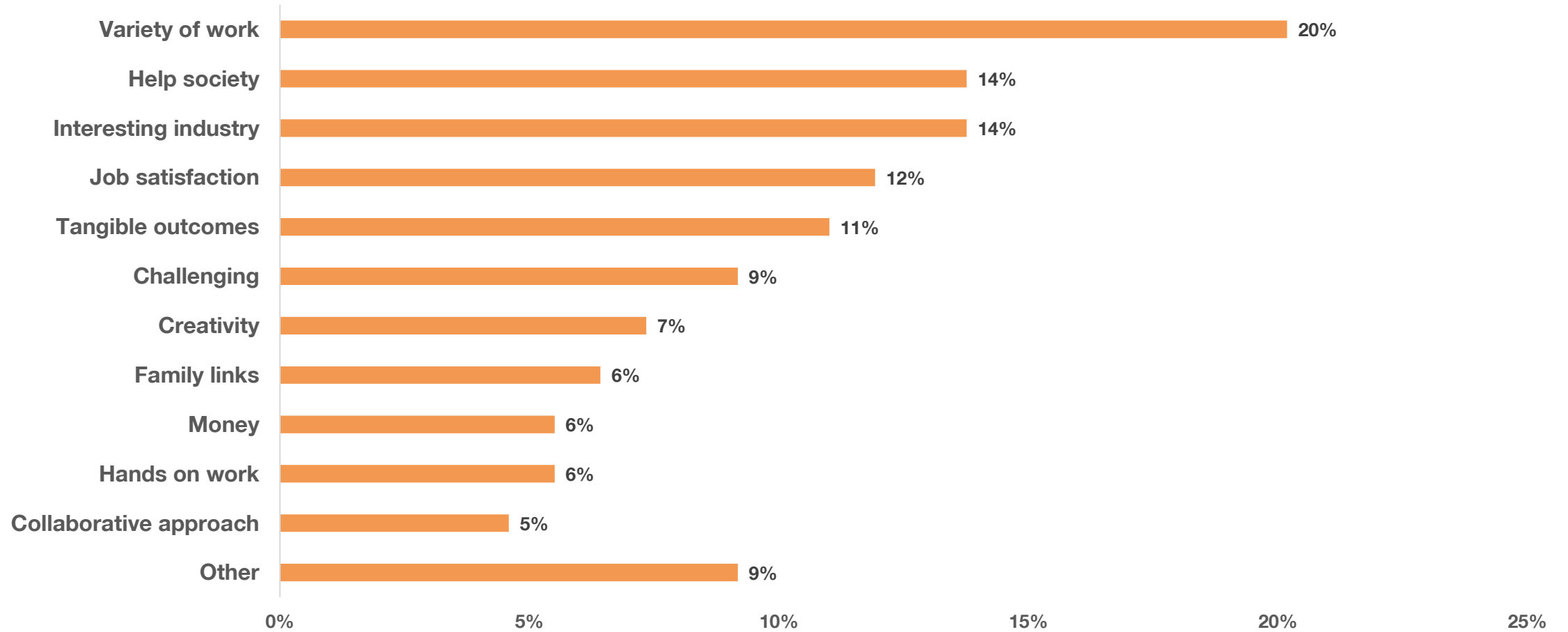
Base = 119

# Industry Perceptions



# Industry

## What attracted you to the industry?



Base = 109

## Industry

What attracted you to the industry?

“Working outside in a job where no two days were likely to be the same.”

“Leave a legacy in the built environment.”

“I jumped on a random course. Fell in love with the field during study.”

“Wanted to make a change to society through implementation of infrastructure.”

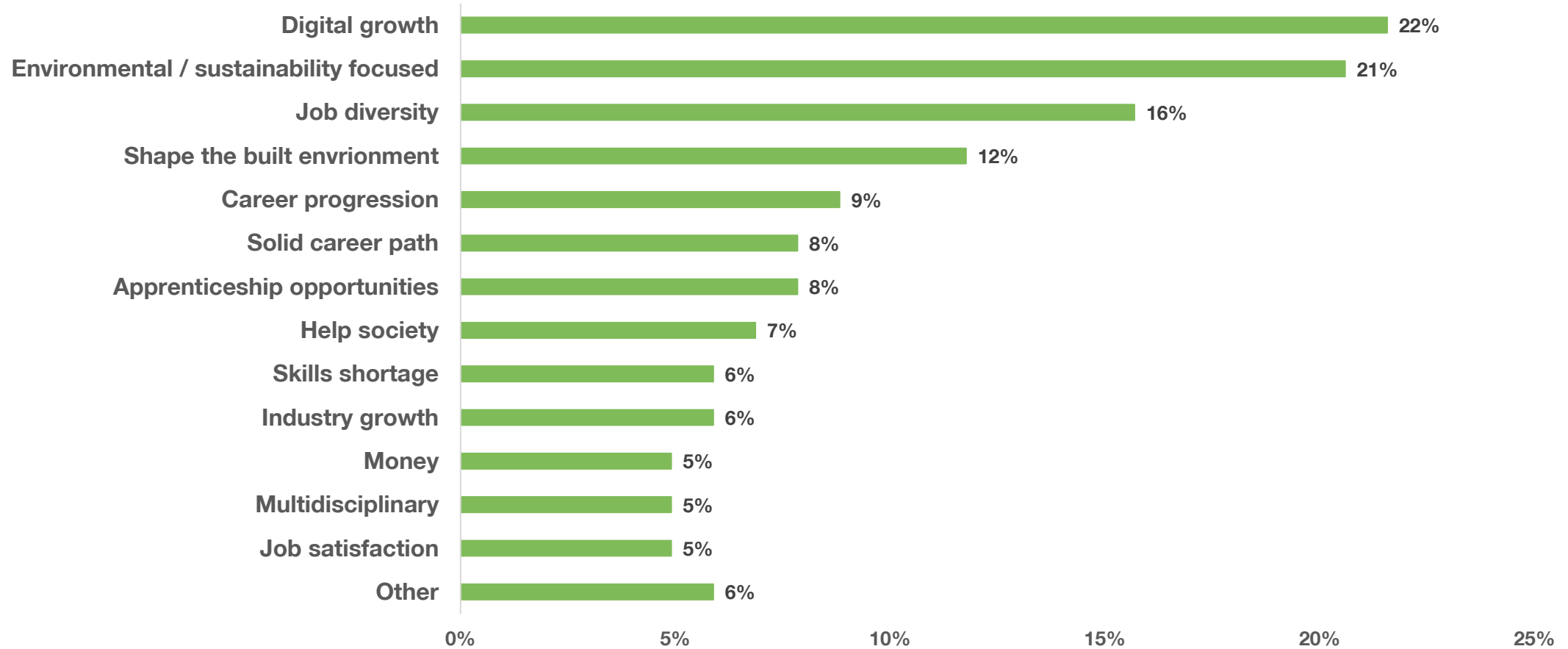
“The diverse number of sectors to work within and variety of projects.”

“Wanted a challenging career in a non standard office environment.”

“Enjoy the problem solving aspects and the variety of work in the construction sector.”

# Industry Opportunities

What do you see as the biggest opportunity for people entering the industry now?



Base = 102

## Industry Opportunities

What do you see as the biggest opportunity for people entering the industry now?

“The potential to disrupt an arguably antiquated industry with new thinking around digital and environmental aspects.”

“I think there will always be demand for – and opportunities for – site based roles, but there are growing opportunities in sustainability and for digital skills.”

“It depends on the individual but for me it was access to good work experience. I was also not aware of the range of careers available.”

“Growth for personal and professional development with competitive salaries.”

“The industry is starting to change and innovate, if you have a forward thinking and growth mindset you can have a positive impact to the sector.”

“There is no limit to where you can go and the industry has a huge skills shortage so there’s lots of opportunities.”

“Being a driving force for environmental, social and digital change.”

“The industry has such a wide range of opportunities to cater for all skill sets from manual, to artistic, to legal and entrepreneurial. The biggest opportunity is that anyone can find their niche.”