Construction Industry Sector Guide
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**Construction** is a sector where Britain has a strong competitive edge. We have world class expertise in Architecture, design and engineering and British companies are leading the way in sustainable Construction solutions. It is also a sector with considerable growth opportunities with the global construction market forecast to grow by over 70% by 2025 (https://www.gov.uk/government/publications/construction-2025-strategy) 224,000 new jobs are set to be created in the industry in the next 5 years.

What does this mean for construction jobs? 44,000 jobs could be created every year for the next five Years which includes; 7,700 IT and office based staff, 4,260 wood trades, 3,520 Painters and Decorators, 3,070 Bricklayers. 2,140 Bricklayers, 2,140 building specialists, 2,120 Senior Executives.

With growth returning across the country demand for construction workers is high and skills shortages are emerging. You will be joining an industry where every project is unique and you're always using the latest ways of working. Construction is ever changing and there are always opportunities for you to advance and diversify.

There's no shortage of new construction jobs in the UK either, with the industry set to need more and more skilled people in future.
Organisations that support Military Recruitment
‘Morrison Utility Services has a clear vision, to deliver what we promise for our people and clients and to be the leading utility services provider in the UK & Ireland. Working collaboratively with utility asset owners in the water, gas and electricity sectors helping them repair, renew, refurbish and maintain their infrastructure, our purpose is to keep people connected, households and businesses warm, taps flowing and the lights on.

Morrison Utility Services is a part of M Group Services, delivering a range of essential infrastructure services to the utilities, transport, data and telecom sectors across the UK and Ireland.’

Taylor Wimpey are one of the UK’s largest residential developers. As a responsible developer we are committed to working with local people and communities. They were formed by the merger of George Wimpey and Taylor Woodrow in 2007, and have operations in the UK and Spain. We aim to be the developer of choice for customers, employees, communities and shareholders. Taylor Wimpey are one of the largest homebuilders in the UK, operating from 24 regional offices across England, Scotland and Wales.

Laing O’Rourke is a privately owned, internationally focussed engineering enterprise with world-class capabilities spanning the entire client value chain. We operate an integrated business model comprising the full range of engineering, construction and asset management services delivering single-source solutions for some of the world’s most prestigious public and private organisations. Roles you will typically find at Laing O’Rourke include: Project Engineers, Electrical Engineers, Technical Support Officer, Document Controllers, Draughtsman, General Foreman, Materials Supervisor, Planner and many more.

http://www.laingorourke.com/Pages/LORHome.aspx
https://career5.successfactors.eu/career?company=LORProd

Amey is one of the largest and most diverse companies working for the public and regulated sectors in the UK, with the ultimate aim of creating better places for people to live, work and travel.

https://www.amey.co.uk/
Balfour Beatty plc. Balfour Beatty is an international infrastructure group that delivers world class services essential to the development, creation and care of infrastructure assets; from finance and development, through design and project management to construction and maintenance; either alone or in partnership and by integrating local supply chains. Roles you will typically find at Balfour Beatty include: Business Development, Engineers (Geotechnical, Environmental, Mechanical, Building, Civil, and Rail) Admin, Asset Management, Facilities management to name but a few of the many exciting careers.  http://www.balfourbeatty.com

Kier Group is a leading construction, services and property group specialising in building and civil engineering, support services, residential and commercial property development and infrastructure project investment. Roles you will typically find at Kier include: Administration, Facilities Management, Facilities Operative, Works Manager, Finance, Communications, Sales, Estimators, Contract Management, Quality management along with hundreds more opportunities globally.  http://www.kier.co.uk https://careers.kier.co.uk/vacancies/vacancy-search.aspx

Babcock is the UK’s leading engineering support services organisation. Defence, energy, telecommunications, transport and education are all sectors where Babcock can be found working diligently behind the scenes, delivering critical support. Roles you will typically find at Babcock International include: Operations Management, Electronic Technical Instructors, Vehicle Mechanics, Communications Engineers, Project Management, to Nursing  You can also find information specifically aimed at Service leavers on the CTP website  https://www.ctp.org.uk/job-finding/directory/babcock-international-group or view their corporate site http://www.babcock.co.uk/default.aspx
Costain are one of the largest providers of engineering services to the UK nuclear market and have recently been involved with some of the UK’s largest nuclear construction projects. Costain help to influence, shape and deliver solutions through leading concept, design and programme management consultancy for our clients’ complex and niche engineering problems. www.costain.com

Building over 16,000 beautifully-designed new homes a year in more than 380 prime locations nationwide, Persimmon is proud to be the one of the UK’s most successful house builders, committed to the highest standards of design, construction and service.

Founded in 1972 by Life President Duncan Davidson, and with our headquarters in historic York, the Group is made up of a network of 31 regional operating businesses, giving us nationwide coverage. We’re building places to call home right the way from Scotland through to the South West of England.

Skanska is one of the world’s leading construction groups with expertise in construction, development of commercial and residential projects and public-private partnerships. We carry out all aspects of the construction, development and infrastructure process - from financing projects, through design and construction right through to facilities management, operation and maintenance. Roles you will typically find at Skanska include: Project Managers, Operations Managers, Commercial Managers, Quantity Surveyors, Electrical Engineers, Mechanical Engineers, Aviation Project Engineers and Managers, Technical Specialists, Field Service Technicians, office based support roles and much more. http://www.skanska.com

Saint-Gobain comprises more than 1,100 sites across the UK & Ireland. Its 30 well-known product and trading brands, include some of the most respected and recognized in the construction industry. Together they distribute more than 400,000 different building materials to customers large and small. United Kingdom
Why work in Construction?

**Demand**: There are around three million construction workers in the UK, making it one of the country’s biggest employers. According to the Construction Industry Training Board, the UK’s construction industry will need a quarter million workers in the next two years, this means there will be 45,000 vacancies each year, and that those currently holding positions can look forward to strong job security.

**Transferable Skills**: Employers invest a lot of time in their staff, with on-the-job preparation being an industry standard. Even with apprenticeships, you not only receive careful on-site training but also get paid for it. More than any other industry, it values on-the-job training and employers put a lot of time into their staff.

**Earnings**: The construction industry is highly competitive, meaning that the salaries are, too. For instance, a university graduate can earn upwards of £60,000 per annum, not to mention receiving perks like access to company transportation and other equipment.

**Mobility**: Opportunities for networking and self-employment abound. If you want to start your own construction business, the industry is flexible enough to allow for such opportunities.

Construction is also home to many self-employed people and you'll have plenty of opportunities to network and start your own business if you want to.
in detail, what do they do?

HOUSE BUILDING
- Land and Planning
- Technical & design
- Pre-Construction and Commercial
- Construction
- Customer Service & Sales
- After Care and Support

COMMERCIAL
- Design and Planning
- Demolition
- Foundations and Structure
- Build
- Final Fix to Completion
- Repair, Maintenance & Management

INFRASTRUCTURE
- Design, Planning and Pre Construction
- Earth Works
- Building Structures
- Drainage and Utilities
- Snagging and Finishing
- Operations, Maintenance and Management

OFF SITE ROLES
- Design, Planning and Pre Construction
- Earth Works
- Building Structures
- Drainage and Utilities
- Snagging and Finishing
- Operations, Maintenance and Management
General Construction Operative

One of the best jobs for a start to a career in construction, and anyone who enjoys working outdoors. Work alongside skilled tradespeople, helping with every aspect of the building process. Involved in projects from start to finish and follow all the safety procedures in place to prevent anyone being hurt or injured.

- Mixing and pouring concrete to make foundations, beams or floors
- Mark out the area for the site using string lines strung between stakes, and put up huts, ladders, barriers and safety signs
- Laying drainage pipes, pavements and manhole covers
- Operating hand machinery such as drills, pumps and compressors

Salary
Newly trained general construction operatives can earn in the region of £9,000 - £15,000
Trained with experience general construction operatives can earn in the region of £15,000 - £20,000
Salaries depend on location, employer and any overtime you may do. Self-employed general construction operatives set their own pay rates.

Qualifications and Training
Although there are no set entry requirements to become a general construction operative/labourer, some employers ask for GCSEs or equivalents such as Standard Grades in Maths and English. It’s also an advantage to have some experience on a building site.

You can do an apprenticeship with a building company, with on-the-job training for part of the time and going to college for the rest. You could also consider trainee construction jobs.

Apprentices usually work towards the NVQ in Construction and Civil Engineering Services (Construction Operations) at Levels 1 and 2. The NVQ includes options in concreting, drainage construction, laying kerbs and channels, and excavating holes and trenches.
STRUCTURAL ENGINEER

- Supervising project teams and giving progress reports to clients and senior managers
- Using computer simulations to predict how structures will react under different conditions, for example high winds or earth tremors
- Making sure projects meet legal guidelines, environmental directives, and health and safety requirements
- Preparing bids for tenders
- Inspecting unsafe buildings and recommending options for repairs or demolition
- Working closely with the design team and other professionals on construction plans
- Developing design ideas
- Advising on most suitable materials for the job
- Working out the loads and stresses on different parts of a structure like the foundations, beams, arches and walls
- Using computer simulations to predict how structures will react under different conditions, for example high winds or earth tremors
- Making sure projects meet legal guidelines, environmental directives, and health and safety requirements
- Preparing bids for tenders
- Inspecting unsafe buildings and recommending options for repairs or demolition

Work is based both in the office and on site, and you may get the chance to travel globally, depending on your employer and the type of project you're working on.

BUILDING CONTROL SURVEYOR

- Work on the planning and construction phases of a variety of projects, from small house extensions to major city developments.
- Called in when buildings have been damaged by fire or bad weather.
- Inspect any unsafe building and recommend whether it can be repaired or should be demolished. Some officers are on a 24-hour call-out rota for when police, fire or ambulance crews need them to inspect an unstable building in an emergency.
- Working closely with the construction workers on planning proposals
- Carrying out inspections on site at each stage of the building process
- Keeping records and issue completion certificates
- Suggesting ways to improve the energy use of building to people like the construction manager. Starting legal proceedings should work not be in line with regulations
- Surveying buildings that have been fire or weather damaged
- Inspecting unsafe buildings and recommending options for repairs or demolition
**HIGHWAYS CONTROL MANAGER**

- Managing a team of highways and support staff
- Ensuring accurate data collection
- Identifying and allocating tasks to operational resources
- Developing policy which takes account of the local economy, green infrastructure and the historic environment
- Managing a client portfolio and developing business relationships
- Managing public consultations
- Planning, scheduling and monitoring the performance of highways maintenance contracts
- Average salaries in the region of £36000 to £55000

**CONSTRUCTION MANAGER**

- Handling health and safety on a project
- Setting bench marks of work to be done
- Setting and agreeing budgets for the work
- Managing and recruiting staff for the project
- Being directly responsible for the work being carried out and the decision making
- Working on-site - inspecting work, checking materials and their delivery and storage, checking everyone is following safety rules
- Working in the office - dealing with contracts, working with clients, holding meetings to keep the project on time and on budget
- Work closely with architects and construction engineering professionals on a project.
- Salary
- Newly trained construction managers can earn in the region of £27,000 - £58,000
**QUANTITY SURVEY OR QUANTITY SURVEYOR**

Quantity surveyors work out exactly how much a building costs to construct and are in charge of finances.

- Preparing tender and contract documents
- Working out the cost of repair and maintenance work
- Establishing exactly what a client wants
- Weighing up commercial risks
- Allocating work to subcontractors
- Valuing completed work and arranging payments
- Making sure a project meets every legal and quality standard
- Making sure that the client gets value for their money
- Advising on the maintenance costs of specific buildings

**Design and Planning**

**CAD OPERATIVE/ DRAUGHTSPERSON**

- Following complex instructions and diagrams to create or modify drawings
- Taking verbal direction and implementing into sketches and calculations to produce the final work. Producing plans, elevations, technical details and building layouts
- Coordinating filing, storage and retrieval of drawings
- Drawing maps, diagrams or plans for construction projects and structures
- Planning and drawing details of bridges, highways and waste water management systems
- Being able to define problems and find solutions for them
- Visiting sites. Work with architects, engineers, building services and other construction workers in producing plans and drawings.
- Knowledge in using different software packages to convey instructions about materials, technical specifications, assembly procedures, measurements and site requirements.
- CAD operators can be known by other names, such as BIM technician, digital design technician and civil CAD operators, and each have some role-specific duties that they do.
- Accuracy is important for CAD operators, as you need to take lots of complicated and technical information and interpret it into a drawing, with little supervision.
PROJECT MANAGER

Understanding what the client or company wants to achieve
Agreeing the timescales, costs and resources needed to deliver the project
Drawing up a detailed plan for how to achieve each stage of the project
Selecting and leading a project team
Negotiating with contractors and suppliers for materials and services
Directing a multi-disciplinary team and ensuring that each stage of the project is progressing on time, on budget and to the right quality standards
Reporting regularly on progress to the client
Maintaining effective communication with stakeholders
Coordinating market/customer research
Resolving any issues/delays which may occur
Reviewing project procedures
Preparing the final report at the end of a project
Making sure everything is on time, budget and built to the highest standards
Giving clear timescales and objectives to clients and the team
Setting out detailed plans for how to achieve each stage of the project
Negotiating with contractors and suppliers for materials and services
Demonstrating knowledge of all areas of construction
Communicating with clients, contractors, colleagues and suppliers on the progress of a project
Making sure all paperwork is done for making bids and spending
Managing several projects simultaneously with a team of more junior project managers to support you in the delivery

The UK construction industry will need an additional 330 construction project managers to meet demand every year from 2016 until 2020, according to the latest Construction Skills Network research (LMI). The majority of the demand for construction project manager jobs is a fairly even split between North East, East of England and Northern Ireland.
Carpenter

Carpenters and joiners make and install wooden fixtures and fittings as part of construction projects.

- Measures, marks, cuts, shapes, fits and finishes timber – either by hand or with power tools
- Restoring and recreating historical buildings as part of interesting heritage projects
- An excellent working knowledge of wood, its various types and uses is important, as well as knowing how the finished product will fit into a house or building.
- Ability to use a wide range of tools

Electrician

Electricians install, inspect and test electrical equipment, making sure everything in a building works properly and safely.

- Following very strict safety regulations
- Keeping up to date with the different types of legislation covering electrical equipment
- Highly skilled in inspecting electrical systems, equipment and components for faults that need repairing
- Transporting data along fibre-optic cables and programming computer-controlled "intelligent" buildings and factories.

Plumber

Plumbers are in charge of anything that involves pipework on a construction site or in people’s homes.

- Installing basic cold water, hot water, sanitation (toilets), rainwater harvesters, central heating systems and sheet lead systems
- Installing domestic fuel-burning appliances using gas, oil or solid fuel
- Designing systems
Know your skills? Service leavers have the skills that the Construction Industry is looking for

**Decision Making**: Do not underestimate the value of your experience. For example the experience of handling difficult, ambiguous situations where you have had to make a decision at the spur of the moment

**Leadership**: There is no institution in that world that teaches you leadership like the military

**Determination**: Imagine your platoon having no sleep for three days, it has not stopped raining for a week and you get a call saying you have to move immediately to a destination 50 miles away. That is a unique experience that prepares you for any kind of challenge you could face in the construction industry

**Organisational skills**: Many jobs in the military revolve around organisation and require meticulous attention to details and deadlines. There are a variety of jobs in the construction sector that are a perfect match for Service leavers in departments like Operations, Health and Safety, Management, project management, Driving and logistics, planning

**Focus & Discipline**: Service leavers are very good at focusing on the mission and have a very strong set of principles that form the basis of how they conduct themselves. Service leavers also have a high degree of discipline and attention to detail learned on active duty. These attributes are highly transferable in the Construction Sector

**Essential skills**: You can enter the construction industry in many ways both already qualified through formal qualifications or vocational qualifications or be prepared to learn by doing.

In order to set yourself apart, you will also need to show you have:

- Good problem-solving skills
- A tactful approach
- Customer service skills
- Strong IT skills
- Excellent communication and negotiating skills
- The ability to explain technical terms clearly
- Time-management skills and organisational ability
- Good teamwork skills, with the ability to work alone when required
- Flexible approach to work
- Working towards or gained Recognised Qualifications BTEC/HND/HNC/City & Guilds/CIOB etc.
There are more than 150 jobs in the industry based in a range of different locations. You can find yourself working on site, in an office, in a workshop, even from your home. Salaries vary depending on the role you choose to pursue. The more training you do, the faster your career will progress and the more you will earn.

<table>
<thead>
<tr>
<th>Position/Function</th>
<th>Average Salary</th>
</tr>
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<tbody>
<tr>
<td>Bricklayer, Carpenter or Joiner, Plumber, Electrician</td>
<td>£11,000 to £30,000+</td>
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<tr>
<td>Quantity Surveyor</td>
<td>£32,00 - £45,000</td>
</tr>
<tr>
<td>Qualified Architect</td>
<td>Excess of £50,000</td>
</tr>
<tr>
<td>Civil Engineer</td>
<td>£60,000+</td>
</tr>
<tr>
<td>Project Manager</td>
<td>£45,000+</td>
</tr>
<tr>
<td>Project Director</td>
<td>£90,000+</td>
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Benefits/Bonuses – Below is an example of benefits offered by most companies
<table>
<thead>
<tr>
<th>Job ID</th>
<th>Job Title</th>
<th>Location</th>
<th>Closing Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>N327374</td>
<td>Construction Project Manager (Client Side)</td>
<td>Abingdon</td>
<td>30/06/2020</td>
</tr>
<tr>
<td></td>
<td>43,208.00 / To 55,446.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>N321062</td>
<td>HGV Labourer/Trainee Scaffolder</td>
<td>South of England</td>
<td>20/06/2020</td>
</tr>
<tr>
<td>F325536</td>
<td>Ground Worker</td>
<td>East of England, South of England, London +</td>
<td>03/07/2020</td>
</tr>
<tr>
<td>F326751</td>
<td>Principal Construction Manager +</td>
<td>Reading/Basingstoke area</td>
<td>25/05/2020</td>
</tr>
<tr>
<td>N312107</td>
<td>Engineer Surveyor - Crane - Taunton +</td>
<td>Taunton</td>
<td>09/06/2020</td>
</tr>
</tbody>
</table>
Virtual classrooms becoming a Reality!

CTP have been working hard to ensure that Service leavers can access resettlement services in the safest possible way and we have introduced Virtual Classrooms to some of our existing Vocational Training courses.

A course delivered in a Virtual Classroom is where learners log into an online platform, from their home or safe location and they can see and interact with a live trainer who is delivering the course in the same way as it would be in the classroom.

End of course examinations are taken online and learners will be required to have a webcam, microphone and speaker/headset in order to interact fully.

We currently have availability on the following Management courses which can be booked through CBIC:

- 11 May  Management of Risk
- 18 May  APM Change Management
- 18 May  Management of Risk
- 01 June  10 Day APM Project Management Qualification

New courses now available by virtual classroom include:
- ILM L5 Service Improvement (Lean Six Sigma)
- Managing Safely (IOSH)
Those who have already booked places on our face to face courses between now and 30 April have been offered the opportunity to switch onto our Virtual Classroom courses, and we will be opening up bookings for our May courses shortly. For further information on courses and start dates please visit our website https://www.ctp.org.uk/resettlement-training/find-a-course?department=general-management

To book your place please contact CBIC on 01252 954007

Please read through our Frequently Asked Questions which answers many of your queries regarding training during the current Coronavirus situation

New Vocational Training course dates to September 2021 are available on our website!

CTP are pleased to advise that our vocational training course dates are now available for booking for courses commencing up to September 2021!

We have added additional availability to our most high demand courses, and continue to offer a range of highly subsidised contract funded training, providing excellent value for money.

Course dates, locations and prices can be found on our website, along with detailed descriptions and downloadable factsheets.

To make a booking for any of our courses, please call our Course Bookings & Information Centre CBIC on 01252 954007.
Career Transition Partnership offers a range of courses relevant to the construction industry.

https://www.ctp.org.uk/resettlement-training/find-a-course?department=building

**Our current courses**

- Hard Landscaping - Training Centre Aldershot - 5 days
- Plastering CTP Training Centre Aldershot - 2 days
- Plumbing –CTP Training Centre Aldershot - 2 days
- Property Maintenance –CTP Training Centre Aldershot -15 days
- Brick Laying and Concreting – CTP Training Centre Aldershot 5 days

Please contact your Career Consultant or the Central Booking and Information Centre for more information. Civ: 01252 954007 or enquire online https://www.ctp.org.uk/resettlement-training/find-a-course/course-enquiry/

**Other Construction Based Courses**

Full details can be found here https://www.ctp.org.uk/resettlement-training/find-a-course?department=engineering

- Domestic Electrical Installation Full Scope – 20 days
- EAL Level 3 Certificate in Traction and Rolling Stock Systems -15 days Northampton
- IEE 18th Edition Wiring Regulations - 5 days Aldershot
- 2391-52 Level 3 Award in Inspection and Testing- 8 days
- LCL L3 Certificate in Refrigeration, Air Conditioning & Heat Pump Systems –
- L3 Diploma in Gas Utilisation with ACS Assessments 35 Days + work placement
Career Transition Partnership also offers a range of Industry related Management Courses

**Related Management Courses**

- NEBOSH Certificate in Construction Health & Safety – 7 days
- NEBOSH Certificate in Fire Safety & Risk Management - 5 days
- PRINCE 2 (Regional)– 5 days Tidworth
- APM PMQ (Project Management)–10 days Aldershot
- APM Project Management Qualification (PMQ)- - 6 days Portsmouth
- APMG Change Management Practitioner — 5 Days Aldershot
- NEBOSH General Certificate – 15 days Cottesmore
- NEBOSH Cert in Environmental Management –6 days
- Management of Risk 5 days Aldershot
- Potential Facilities Management – 10 days APMG Agile Project Management Foundation and Practitioner– 5days
- IOSH Managing Safely- 4 days in Aldershot

There are several CTP Preferred Suppliers who also offer relevant training for this sector. For a full list please follow the link (https://www.ctp.org.uk/preferred-suppliers ) to the list on the CTP website.
**Construction ‘actively encouraged to work’ says Boris**

Construction firms that have not reopened since the start of lockdown are to be encouraged to return to work, Boris Johnson has said.

In his special address to the country on Sunday evening, the prime minister said lockdown could not yet end but noted the impact of measures to limit the virus on the economy.

“We now need to stress that anyone who can’t work from home, for instance those in construction or manufacturing, should be actively encouraged to go to work,” he said. But he added that employees must be safe and people should “avoid public transport if at all possible”.

“We must and will maintain social distancing, and capacity will therefore be limited. So, work from home if you can, but you should go to work if you can’t work from home.”. [https://bit.ly/3ckMzEY](https://bit.ly/3ckMzEY)

**Three out of four sites have now reopened, says trade body**

But productivity on London jobs lags behind rest of England and Wales

Almost three-quarters of sites across England and Wales have reopened, according to Build UK.

The trade body said 73% of sites are back up and running, a rise from 69% last week.. [https://bit.ly/2WmMdYK](https://bit.ly/2WmMdYK)

**Construction workers among country’s most confident amid covid-19 uncertainty**

Companies with annual turnover up to £500m will now be able to apply for government-backed loans to deal

Construction workers are currently more confident about their careers in the short term than people in any other UK industry, according to research from LinkedIn.

According to the social media platform’s Workforce Confidence Index those working in construction are the country’s most confident about their personal employment situations. [https://bit.ly/2YYcP4d](https://bit.ly/2YYcP4d)
### Further Information

<table>
<thead>
<tr>
<th>Website</th>
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<tbody>
<tr>
<td>Royal Institute of Chartered Surveyors (RICS) <a href="http://www.rics.org">http://www.rics.org</a></td>
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<tr>
<td>Association for Project Management <a href="http://www.apm.org.uk">http://www.apm.org.uk</a></td>
</tr>
<tr>
<td>Institute of Civil Engineering Surveyors (ICES) <a href="http://www.cices.org">http://www.cices.org</a></td>
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<tr>
<td>The Institute of Civil Engineers <a href="http://www.ice.org.uk">http://www.ice.org.uk</a></td>
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<tr>
<td>Chartered Institute of Architectural Technologists</td>
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<td><a href="http://www.ciat.org.uk/en/careers">http://www.ciat.org.uk/en/careers</a></td>
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<tr>
<td>National Heritage Training Group (NHTG) <a href="http://www.nhtg.org.uk">http://www.nhtg.org.uk</a></td>
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<tr>
<td>Construction Site Competence Card scheme <a href="http://www.cscs.uk.com">http://www.cscs.uk.com</a></td>
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<tr>
<td>CITB Website: <a href="http://www.citb.co.uk">http://www.citb.co.uk</a></td>
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### Useful Links

<table>
<thead>
<tr>
<th>Link</th>
<th>Description</th>
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<tbody>
<tr>
<td><a href="http://www.cskills.org">http://www.cskills.org</a></td>
<td>CBI. (<a href="http://www.cbi.org.uk">http://www.cbi.org.uk</a>)</td>
</tr>
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<td><a href="http://www.constructionyouth.org.uk/">http://www.constructionyouth.org.uk/</a></td>
<td>Construction Youth Trust</td>
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<td><a href="http://www.theconstructionindex.co.uk/news/view">http://www.theconstructionindex.co.uk/news/view</a></td>
<td>Construction Index</td>
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<tr>
<td><a href="http://buildforce.org.uk/">http://buildforce.org.uk/</a></td>
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