

## **OSKA study of construction field**

### **Key findings**

#### **Labour need in construction will remain the same over the next decade**

- Annually, construction needs about 880 new employees, 385 professionals, associate professionals and technicians, and 495 skilled workers.
- Increase in the employment is anticipated for engineers, construction site managers, building automation technicians, and water supply and building utility systems technician.
- The number of construction finishers will slightly decrease in the coming decade.

#### **The number of engineering curricula graduates does not cover the future labour needs**

- The number of students admitted to degree studies in construction engineering has decreased by a quarter over the past five years.
  - o In coming years, there will be a shortage of approx. one third of construction engineering graduates.
  - o Additionally, there is the problem with the drop-out rate because students start working while studying.
- The demand for construction specialists with applied higher education will increase.
  - o Labour market is missing construction engineers with practical experience who could work as project or object managers.
  - o Increasing complexity of buildings' utility systems has increased the need for heating, ventilation and air conditioning engineers, and water supply and sewerage engineers, which are qualifications that cannot be obtained at the applied higher education level at the moment in Estonia.
- The number of construction specialities' graduates in vocational education does not cover the need for skilled workers in the future.

#### **It is necessary to increase the share of qualified skilled workers**

- Many skilled workers do not have relevant qualification, while the field of construction is becoming more complex.
- The skilled workers need continuous and flexible further training and a possibility to participate in smaller parts both in vocational education and training (VET) and further training to acquire new skills.
- The wider use of technological solutions in planning, management, surveying, and the operational automatics of building utility systems and construction machines requires the workers to have better speciality-specific ICT skills and continuous training.

- Pursuant to the project and collaboration-based work organisation, communication, cooperation and management skills and integrated understanding of the building lifespan from planning and design to administration and demolition are more and more important.

**Background:**

- About 63,000 people are employed in construction, which makes ca 10% of all employed in Estonia.
- The following institutions offer education and training related with the main specialities of the field:
  - Higher education in Tallinn University of Technology, Estonian University of Life Sciences, TTK University of Applied Sciences, Estonian Academy of Arts, EuroAcademy, Tallinn University and University of Tartu with 32 curricula.
  - Vocational education and training in 17 VET institutions with 60 curricula, more curricula are available at the Tallinn Construction School, Ida-Virumaa Vocational Education Centre and Tartu Vocational Education Centre.
- OSKA construction study focused on the question: how to change the education and training offer to meet the labour and skills need of the field in a 10-year's perspective.
- Over five years, OSKA conducts labour and skills need anticipation studies in all fields of Estonian economy and compares these to the education and training offered by higher education and VET institutions.
- OSKA studies are conducted by the Estonian Qualifications Authority (*Kutsekoda*) and funded from the European Social Fund.