

# OSKA study on labour market needs in the real estate sector

## *Key findings*

In total, more than 35,000 people were employed in core real estate occupations in 2023. According to OSKA's forecast, the total number of jobs in core real estate occupations will remain unchanged over the next decade. However, there will be increased demand for property managers and workers responsible for the maintenance of building technical systems. In other core occupations, the number of jobs is expected to remain the same.

Rising skill and knowledge requirements. The professional competencies of workers in all core occupations must improve. For example, there is a need for more property and maintenance managers with higher education, certified real estate valuers, workers with vocational training in building systems maintenance, property managers, real estate agents, and cleaning supervisors with sector-specific training.

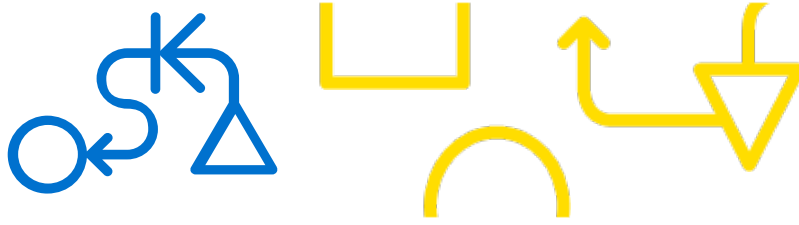
The sector requires over 1,500 new workers each year, primarily to replace retirees. More than half of property maintenance workers and cleaners are over the age of 55.

Not all employees need to be trained through formal education – vocational skills can be acquired through continuing training or workplace-based learning. As a result, there is a constant need for training. It is estimated that three-quarters of new entrants will come through reskilling and upskilling.

To support the development of the real estate services sector, more workers with professional training are needed, both from formal education and from continuing education programmes.

In several core occupations, the number of formal education graduates is not sufficient to meet labour demand, and existing workers also need further training to update their knowledge. For instance, there is a shortage of professionals with higher education in real estate, as well as those trained in property management or technical systems maintenance. There is also a shortage of cleaning supervisors with specific vocational qualifications.

The sector also provides jobs for individuals with backgrounds in other fields and lower education levels. However, due to the increasing complexity of the work and higher expectations for service quality, there is a growing need for employees with appropriate sector-specific training. Therefore, continuing training and workplace-



based learning play a critical role in the sector, and greater attention must be given to improving the competence of workplace instructors.

Several core occupations in the sector are legally regulated (e.g. land surveyor, real estate valuer, property management director, property manager, chimney sweep, pest control technician). Working in a regulated occupation requires a professional certificate and sector-specific training obtained through either formal or continuing education. This underscores the need for flexible and varied learning opportunities.