

Top tips for approaching the ‘Skills Shortage’

1. Consider: *‘the skills are out there, it’s just that you haven’t got them’* and notice what you are thinking. Check out your limiting beliefs, yes you!
2. Get clear on what skills you need, why and how many.
3. Have a strategy for **recruiting** the people you need – how are you going to attract them to your organisation?
4. Have a strategy for keeping them (**retention**) once you’ve got them on board.
5. Think about how you can keep your existing staff – reduce your staff churn. (Do you know what your **churn rate** is? And how much that’s costing you?)
6. Look to develop (and retain) young people (school, college graduates) – build the skills from the bottom up.
7. Pay the going rate, though be clear that’s a given in relation to staff retention.
8. Invest in skills development for senior management, especially in leadership and management skills. Chances are they haven’t had any training in handling people – maybe that’s something to do with your skills shortage?
9. Don’t view skills shortage as an industry problem – that’s just an excuse and a recipe for inaction = your ongoing skills shortage.
10. Network and learn from companies on the Sunday Times 100 best employees list – there are some construction companies on the list!

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