

# HOW TO FIND THE BEST PEOPLE AND FILL SKILLS GAPS



**Despite the continued economic crisis and rising unemployment, the construction and built environment sector is still experiencing skills shortages in specialist areas.**

There are additional pressures in terms of skills shortage, which the built environment sector will need to look to address. For example, the sector will lose valuable skills and experience with the retirement of the older generation in the next five to ten years (CIOB, 2010).

The Industry has largely failed to appeal to, recruit, retain or advance, women, ethnic minority groups and disabled people (de Graft-Johnson *et al.*, 2009, CIC and Cskills 2009). For a sector with potential employment growth, these under-represented groups offer an obvious talent pool.

'Word-of-mouth' recruitment is a huge barrier to diversity of the workforce. In order to ensure you have the right people in place, it is essential to have fair and effective recruitment practices (see **Good Practice Guide – Recruitment and Selection**), which result in the *best people* being recruited.

Workforce diversity is not about filling a quota or being politically correct, it's about ensuring you have the best people employed for the job.

**If you are interested in finding out more about how BEST can help you find the right people for your organisation, please contact us on 029 2087 0990 or email [best@cf.ac.uk](mailto:best@cf.ac.uk)**

**This highlights the need for a clear equality and diversity framework to achieve good practice.**

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Built Environment  
Sustainability Training



Tel: 029 2087 0990  
[www.best.cf.ac.uk](http://www.best.cf.ac.uk)  
[best@cf.ac.uk](mailto:best@cf.ac.uk)

 [@best\\_wales](https://twitter.com/best_wales)

# SUT I GAEL HYD I'R BOBL ORAU A LLENWI'R BYLCHAU SGILIAU



**Er gwaethaf yr argyfwng economaidd a'r diweithdra cynyddol, mae'r sector adeiladu ac amgylchedd adeiledig yn dal i brofi prinder sgiliau mewn meysydd arbenigol.**

Mae yna bwysau ychwanegol o ran prinder sgiliau, a bydd rhaid i'r sector amgylchedd adeiledig fynd i'r afael â hyn. Er enghraifft, bydd y sector yn colli sgiliau a phrofiad gwerthfawr pan fydd y genhedlaeth hŷn yn ymddeol yn ystod y pump i ddeng mlynedd nesaf (CIOB, 2010).

I raddau helaeth, mae'r diwydiant wedi methu denu, recriwtio a chadw neu hybu menywod, grwpiau lleiafrifol ethnig a phobl anabl (de Graft-Johnson *et al*, 2009, CIC a Cskills 2009). I sector â photensial i gynnig mwy o gyflogaeth, mae'r grwpiau hyn sydd wedi'u tangynrychioli yn ffynhonnell amlwg o ddoniau.

**Mae hyn yn pwysleisio'r angen am fframwaith clir o gydraddoldeb ac amrywiaeth er mwyn cael arferion da.**

Mae recriwtio 'ar air' yn rhwystr mawr o ran cael gweithlu amrywiol. Er mwyn gwneud yn siŵr fod gennych y bobl gywir, mae'n hanfodol cael arferion recriwtio teg ac effeithiol (gweler **Arweiniad i Arferion Da - Recriwtio a Dewis**), sy'n golygu taw'r **bobl orau** sy'n cael eu recriwtio.

Nid yw Amrywiaeth yn y Gweithle yn golygu llenwi cwota neu fod yn wleidyddol gywir; yn hytrach, mae'n golygu fod gennych y bobl orau ar gyfer y gwaith.

**Os oes gennych ddi-ddordeb mews gwybod mwy am sut gall BEST eich helpu i gael hyd i'r bobol gymwys i'ch sefydliadau, cyslltwch â ni ar 029 2087 0990, neu drwy e-bost yn [best@cf.ac.uk](mailto:best@cf.ac.uk)**

**best**  
Hyfforddiant Cynaliadwyedd  
yr Amgylchedd Adeiledig



Ffôn: 029 2087 0990  
[www.best.cf.ac.uk](http://www.best.cf.ac.uk)  
[best@cf.ac.uk](mailto:best@cf.ac.uk)



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