Vice-Chancellor’s PhD Scholarships

**Making Construction Inclusive**

## Guildhall School of Business and Law and School of the Built Environment

The construction workforce is not diverse – 86% male and 94% white (Gov.uk 2023 construction statistics); and an ageing one, only 10% are under 25 (ibid). The construction industry fails to attract or recruit women, the young and those of black and minoritised backgrounds. Yet the industry suggests 30,000+ new entrants are needed annually.

Concurrently the industry faces a revolution from the digital transformation sweeping across all sectors. To meet demand for digital literacy and skills, a new and more diverse selection and recruitment pool is required. Yet the above statistics are not simply the product of any one trade, sector, or firm, they are evidence of a systemic problem.

The only way to create the inclusive digitally aware workforce needed in UK construction is to tackle the interlocking relationships which create the current environment. Framed by this systemic approach the applicant will identify a distinct, manageable contribution shaped by their interests and expertise.

For informal enquiries about the project please contact Professor Nigel Caldwell, [n.caldwell@londonmet.ac.uk](mailto:n.caldwell@londonmet.ac.uk) (Business School) or Dean Sean Flynn (Built Environment).