

WELCOME TO HIGHER SITES

The **Q3 2025** edition of Embassy Site Services' newsletter, sharing our latest news, updates & achievements from the last quarter!



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HIGHER SITES is Embassy Site Services' newsletter, designed to keep our partners, affiliates and clients up to date with the latest happenings at Embassy Site Services – our work, our team and our ongoing community contributions, too.



With a big focus on training, our Academy, and the future of our industry, this quarters edition of our newsletter showcases some of the big strides that our team have taken to raise the game across our health, safety and training departments.

Alongside this work we are also working hard to complete a whole host of scaffolding and roofing across London and the Southeast.

The whole team look forward to a strong finish to 2025.

OCCUPATIONAL HEALTH ASSESSMENTS



WITH RAPID HEALTH & WELLBEING

Last month, alongside our partners Rapid Health & Wellbeing, we conducted occupational health assessments as well as random D&A tests for our on site operatives.

Here at Embassy, the physical and mental well-being of our staff is a crucial part of what we do, and we are delighted to have undertaken these sessions alongside our valued client Barratt London.

Both our own staff and Barratt London's management and site operatives took part in the program.

HOW CAN CONSTRUCTION CLOSE THE SKILLS GAP?

Our industry needs to recruit an additional 47,860 workers annually between 2025 and 2029 to meet demand, a total of 239,300 new entrants over five years.



Despite a strong project pipeline and significant government investment, the industry's ability to deliver on national infrastructure and housing ambitions is at risk.

The reason? A persistent and accelerating skills crisis driven by a deep-seated perception problem.

To secure a resilient future, construction must lose its outdated reputation to attract the next generation of talent, before it's too late.

The numbers tell a sobering story

The scale of the workforce shortage is both immediate and long-term.

According to the Construction Industry Training Board (CITB), the industry needs to recruit an additional 47,860 workers annually between 2025 and 2029 to meet demand, a total of 239,300 new entrants over five years.

This is compounded by an acute, immediate deficit, with the sector recording **38,000 vacancies** in the three months leading up to February 2025.

This looming shortfall is exacerbated by a demographic time bomb.

Over a third (35%) of the industry's workforce is aged over 50, and nearly one in five UK-born construction workers were already over 55 in 2011, meaning they have now reached retirement age.

In stark contrast, **only 7.8% of the workforce is aged 18-25**, a demographic that is not entering the sector at a rate sufficient to replace those retiring.

The industry is not only struggling to find new workers but is also losing the seasoned professionals who hold valuable institutional knowledge and skills...



IT'S ALL ABOUT PERCEPTION

36% of young people believe construction is not a respected career path.



This crisis is rooted in a profound perception problem. For many young people and their parents, the UK construction industry's image is decades out of date. It is still widely seen through a "very narrow window" as being dirty, low-paid, and physically demanding work.

A survey by the Chartered Institute of Building (CIOB) found that:

- 36% of young people believe construction is not a respected career path.
- 35% feel the industry has a poor workplace culture.
- The most common reasons for not wanting to work in the sector were that it is "male-dominated," involves "physical work," and is "unsafe"

For some, construction is still considered a "last resort for those who have not performed well at school". This disconnect is further reinforced by the education system, with **nearly half (47%) of young people reporting that construction was not covered in their career advice at school.**

How can we overcome this?

Read the rest of our article now on our website: <https://embassysiteservices.co.uk/how-can-the-uks-construction-industry-close-the-skills-gap/>



SCAFFOLDING AWARENESS TRAINING FOR:



MORGAN SINDALL PROPERTY SERVICES

Our Academy recently welcomed managers from our valued client, Morgan Sindall Property Services, to undertake CISRS Scaffolding Awareness Training.

The team were glad to hear their feedback and how much they enjoyed the sessions. Together, we can all showcase our commitment to a safer workforce.

This training was undertaken in collaboration with Embassy Academy partners, NTA Group.

CASE STUDIES & PROJECT WINS

It has been a busy quarter for our team who have recently completed these projects, as well as working hard with our clients to secure more for Q4 and beyond.

GREENMAN LANE - WEST LONDON



A combined scaffolding and roofing project where our team completed these stunning pitched roofs on 45 properties in West London.

This project showcases our roofing capabilities for new build projects as well as how our combined scaffolding and roofing packages are perfect for this type of situation.

PROJECT WIN - LONDON



Our scaffolding division has successfully negotiated the scaffold and access package on this project in London to enable the renewal of existing cladding on two residential buildings.

Our internal scaffolding design team have worked on a design that is both safe and efficient for these works to be carried out for our existing client.

MOUNT CLOSE - WEST LONDON



Both our scaffolding and roofing teams have completed the work, safely and efficiently on this principle contractor site, and we are so pleased with the final result.

Projects like these showcase our ability to provide a full-service solution of both access and roofing regeneration, no matter the building type.

OUR SOCIAL HOUSING EXPERIENCE

WITH DAN TOMLIN

Over the last 15 years, we have completed a substantial number of social housing projects, both providing access with our scaffolding division and our roofing division.

In this video, Dan explains why our experience in social housing is beneficial for you and your Warm Homes Social Housing Fund projects.

"There's nothing that we haven't come across before..."

<https://youtube.com/shorts/Mg95pj0YSXA>



SOCIAL VALUE & COMMUNITY

Here at Embassy, we make it our mission to engage with our communities across London and the southeast and give back to those our work affects.

NEW BOXING SPONSORSHIP:

JONNY OAKES



Embassy Site Services are proud to announce our sponsorship of young Boxer Jonny Oakes.

Jonny has risen through the ranks as a 3x National Finalist, 4x London Champion and a 3x International Box Cup Champion.

Here at Embassy, we are committed to supporting young people in the communities we serve achieve their goals through our sponsorship.

Best of luck Jonny, the whole Embassy team are behind you!

Boxing - Raising The Game

END OF SEASON REVIEW: CADEN'S MOTOCROSS



Another great season come to a close for Caden!

We proudly sponsored Caden again this season as he continues to show incredible progress on the Motocross circuit.

He started the year out on the 250 2-stroke, gaining experience, before making the switch to the Fantic mid-championship.

He was then consistently running top 5 and finished the season on a high.

Congratulations Caden, there are big things ahead!

JOIN TEAM EMBASSY TODAY



We are now hiring scaffolders and labourers to join our team for our long term projects across London.

So if you are an Advanced Scaffolder, Part 2, Part 1, labourer or HGV driver now is the time to join our growing team of scaffolders.

With both on site and target work available, Get in touch with one of our team:

- Mick - 07973 135129 | Scott - 07377 437616
- Kenny - 07831 144105 | Mike - 07432 077036