



Addressing Manpower Challenges in the Construction Sector through Strategic Workforce Development Initiatives by CIDC

The construction sector today is grappling with an acute shortage of manpower across all levels. The challenges are multifaceted—availability of adequately skilled personnel is limited, attrition rates are alarmingly high, and the inflow of fresh engineering talent at the entry level is steadily declining.

To effectively combat these issues, the Construction Industry Development Council (CIDC) in collaboration with reputed universities, has launched several structured initiatives aimed at building a robust, skilled, and committed workforce. The key programs are briefly outlined below:

1. B.Voc in Building Construction Technology :

CIDC strongly recommends construction companies to enroll all 12th pass workers in the three-year Bachelor of Vocation (B.Voc) program in Building Construction Technology. This program ensures :

- ❖ **Workforce Retention** : Enrolled candidates stay with the organization for a minimum of three years.
- ❖ **Skill Enhancement** : Candidates receive structured education, on-the-job training, and exposure to construction technologies.
- ❖ **Superior Output** : Graduates of this program demonstrate better performance than fresh engineers due to their practical learning and industry immersion.

This initiative directly addresses two major issues :

- a. high attrition rates
- b. dwindling pipeline of entry-level engineering talent

2. Executive Technical Apprentice Trainee (ETAT) :

This scheme targets unemployed youth who have completed 12th grade or higher and are interested in building a career in the construction/ building a career in the construction/infrastructure sector.

Key features include:

- ❖ **Rigorous Selection** : Candidates are selected through an exam and interview process that assesses financial background, aptitude, and willingness to work in the sector.

- ❖ **Foundation Year** : A one-year foundation and orientation program precedes entry into the B.Voc curriculum.
- ❖ **Full Sponsorship & Employment** : Employers cover the entire cost of training, and candidates receive assured employment for a minimum of four years, along with stipend and benefits.

The ETAT program addresses the shortage of skilled workers, supervisors, and engineers, while simultaneously tackling youth unemployment by providing a viable, long-term career pathway.

3. Executive Technical Apprentice (ETA) :

This initiative is designed for engineering students from any stream, offering them a six-month internship at live construction and infrastructure project sites across India. Benefits include:

- ❖ **Industry Exposure** : Real-time project experience to enhance technical and practical skills.
- ❖ **Stipend & Certification** : Students receive a stipend and a certificate on successful completion.
- ❖ **Enhanced Employability** : The program prepares students to become industry-ready, helping companies source better qualified fresh engineers.

Impact and Industry Adoption :

Several leading construction and infrastructure companies—including Tata Projects Ltd, Suroj Buildcon, CQRA, SCON Projects, Kastoori Projects, and others—have already adopted these schemes. They have witnessed significant benefits in terms of workforce stability, productivity, and long-term talent development. These organizations are now committed to further expanding their involvement in these initiatives.

Conclusion :

The programs developed by CIDC represent a comprehensive, long-term solution to the persistent manpower crisis in the construction sector by integrating structured education, practical training, and assured employment, these initiatives not only strengthen the industry's human resource base but also contribute meaningfully to social and economic development through youth empowerment and employment generation.

Construction companies are encouraged to leverage these schemes to build a future-ready workforce that is skilled, motivated, and aligned with the industry's evolving needs.

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