



Nordics Construction 2023: **Addressing the Skills and Talent Challenges for the Future Workforce**

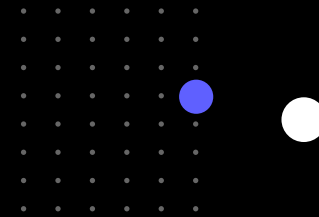
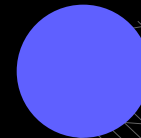
An Autodesk Construction Cloud Report





Table of Contents

03	Foreword
04	Nordic construction: Key themes across the region
09	<u>Denmark</u>
13	<u>Finland</u>
17	<u>Norway</u>
21	<u>Sweden</u>
25	Conclusion: Building future success





Foreword

Construction across the Nordics is experiencing a period of change. Positively, many companies are foreseeing growth and rising revenues, after the difficulties of the pandemic.

There are efforts to make the sector more sustainable and promote innovation. At a government level, there are new regulations coming into play across the region – from Denmark’s carbon thresholds for new buildings to Finland’s aim for fossil free construction sites by 2025. At a business level, many firms are making efforts to improve their own sustainability.

All of this will create a healthier construction industry. Nonetheless, businesses are experiencing challenges today, including understanding and following new regulations, coping with a period of rising costs and meeting high demand while still dealing with a pandemic backlog.

People will be critical for the growth and evolution of the construction sector. But talent is an area where construction across the Nordics is struggling.

We’ve surveyed 1,000 construction professionals across Denmark, Finland, Norway and Sweden to understand their talent challenges today and how people fit into their future ambitions.

It’s clear that industry-wide skills shortages are creating issues, whether it’s maintaining compliance with new regulations or gaining the digital skills needed for the future.

Upskilling and attracting new candidates will be vital. But there’s also an opportunity for firms to make the most of the resources they have with construction technology.

Digital tools can help firms to empower and upskill their teams. Importantly, when people are scarce, digital tools can help to reduce waste and improve quality, as well as supporting compliant, sustainable builds, so businesses can keep up with new regulations.

Construction companies across the Nordics are seeing the industry evolve, to deliver even better builds. However, it will be vital to overcome today’s talent challenges – and attract the people that construction needs to thrive.

I hope you enjoy the report.

Nicholas R. V. Klokholm
Autodesk Construction Solutions



Nordic Construction: **Key Themes Across The Region**



A return to growth

Positive vital signs

Construction in the Nordics is overall recovering well post-Covid. And positively, a strong majority of construction businesses project their revenues will increase in the 12 months to come. Overall, 66% expect their income to grow, with fewer than three in 10 firms predicting a decline (28%).

Main contractors (71%) are more confident about bigger revenues than subcontractors (60%) across the region.

Despite general optimism many firms say they remain on a long road out of Covid. Following the restrictions placed on the industry, the average time companies believe it will take to clear their backlog of work is 2.5 years. Fewer than 2% of firms claim they're no longer affected.

Dealing with demand

Getting more people on board will be key to fuelling growth in construction.

Almost two-thirds of firms are currently recruiting (63%), climbing to 70% of contractors vs. 56% of subcontractors.

What is driving your need to recruit?

Need for new skills **36%**

More work secured **35%**

Replacing retirees **33%**

Managing Covid backlog **32%**

Backfilling departures **20%**

The top priority for contractors is new skills (38%) while subcontractors are keen to clear their pandemic backlog (38%).

Rising costs hit recruitment

Crucially, more than four-fifths of companies are finding it difficult to recruit (84%). Financial challenges are key: 34% of firms agree it is hard to offer competitive salaries in a cost-of-living crisis, and 34% blame the rising price of materials.

In this context, minimising waste by building right the first time and increasing staff productivity are clearly important – and this is an area where digital construction tools can help.

What is driving your recruitment challenge?

Difficulty offering competitive salaries due to increasing cost of living: **34%**

Uncertainty associated with rising cost of materials: **34%**

Can't find people with the skills we need: **32%**

Shortage of skilled labour generally: **32%**

The industry's perceived image problem: **30%**

Many people left the construction sector during the pandemic: **29%**

Construction needs to close the skills gap

Shortage of skilled labour

With 84% of firms struggling to recruit, there are clearly skills shortages in construction in the Nordics – which is reflected in companies' experiences. Almost one-third (32%) are concerned by a general lack of skilled labour in the market.

Firms forecast long-term talent challenges, with one-fifth claiming there will be a rarity of traditional skills like bricklaying and plastering during the next decade (20%) – and 20% likewise concerned about the availability of data analysts, 3D printers and mixed-reality specialists.

Businesses blame a general lack of availability of digital skills for the predicted ongoing shortage (23%). Education is a key factor, with professionals highlighting colleges not teaching necessary construction skills (20%) and construction firms failing to invest in training employees (23%).

Providing intuitive digital tools for staff across the office and the site may be a valuable step in enabling people to digitally upskill.

Criticism of construction's image

Perceptions about construction are contributing to the issue. Three in ten firms believe construction has an image problem as a choice of career (30%). In fact, the most common reason given for projected skills shortages in the next five to ten years is a belief that construction is less attractive than other sectors (25%).

Low awareness of construction opportunities could be to blame, according to 23% of professionals, while one-fifth even claim a job in the industry is a last resort for school leavers (20%).

In a tough talent market, national campaigns may be needed to address perceptions of construction and attract crucial digitally skilled talent to the sector. Firms can also make themselves more attractive to candidates – and upskill current staff – by offering digital construction tools that make working lives easier.



Investing in tech to sustain the sector

Staff and tech expenditure prioritised

Nordic construction companies plan to invest in a range of areas during the next two years – and people and infrastructure come out on top. Recruiting new staff, buying new equipment and spending on IT are all considered leading areas for investment (22% each).

Every business surveyed will invest in at least one emerging type of technology, or modern methods of construction, in the next five years. Tied as top priorities are investment in data analytics, artificial intelligence (AI) and modern methods of construction such as off-site manufacturing (all 28%).

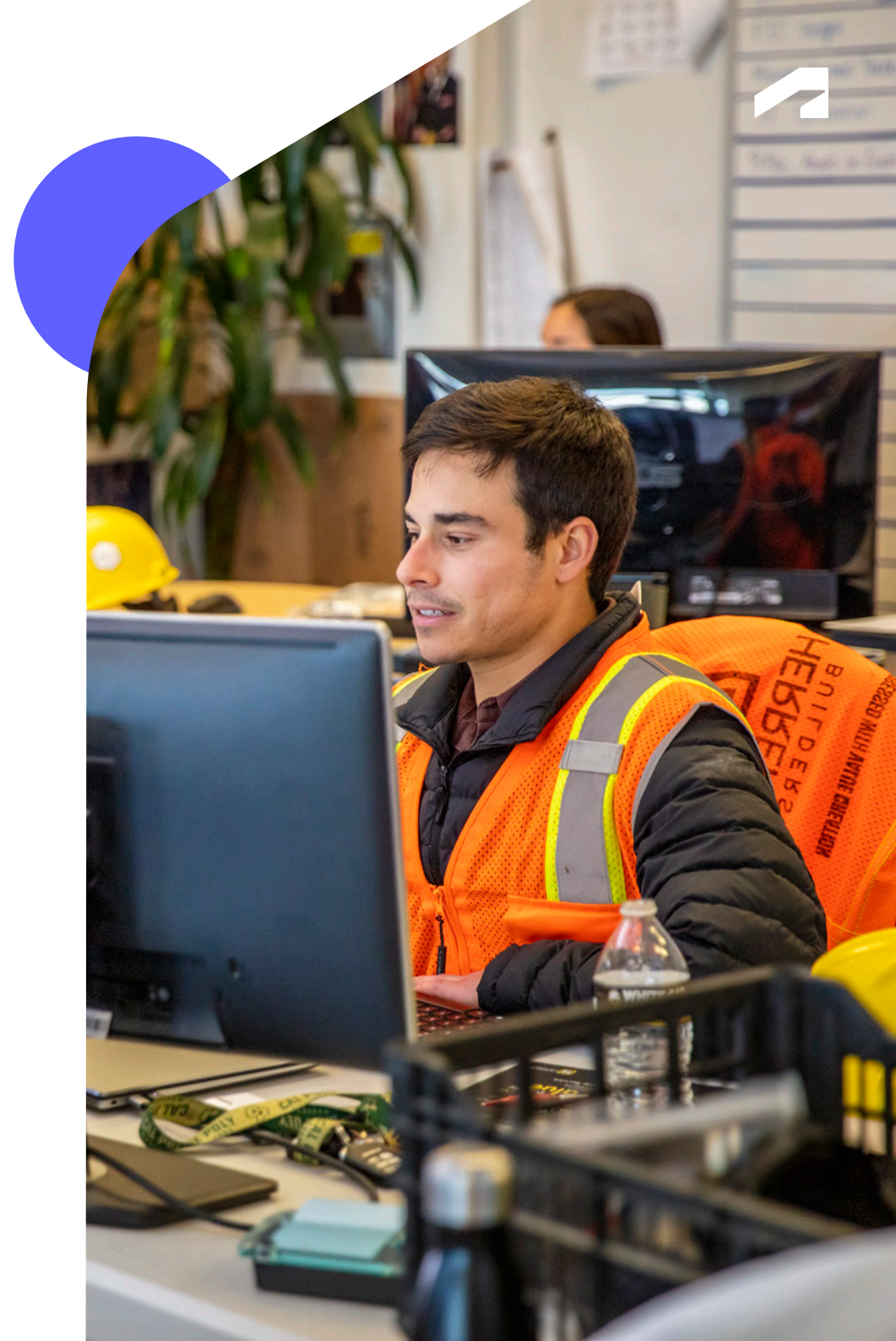
It will be critical for construction firms to lay strong foundations for their technology ambitions, with smart digital investments that improve their output today and create a platform for future change.

Joining the diversity debate

While diversity and inclusion (D&I) is not the top priority for construction firms almost one-fifth are committed to investing in it over the next two years (18%).

Almost seven in ten businesses say they are prioritising recruitment of people from diverse backgrounds (69%), with nearly one-quarter believing their business is doing this to a great extent (24%).

However, this still leaves three in 10 construction firms (30%) not prioritising D&I. Of those businesses, 30% claim their culture does not support diverse candidates. Meanwhile, 28% deem D&I a low priority if their clients don't demand it in the workforce.



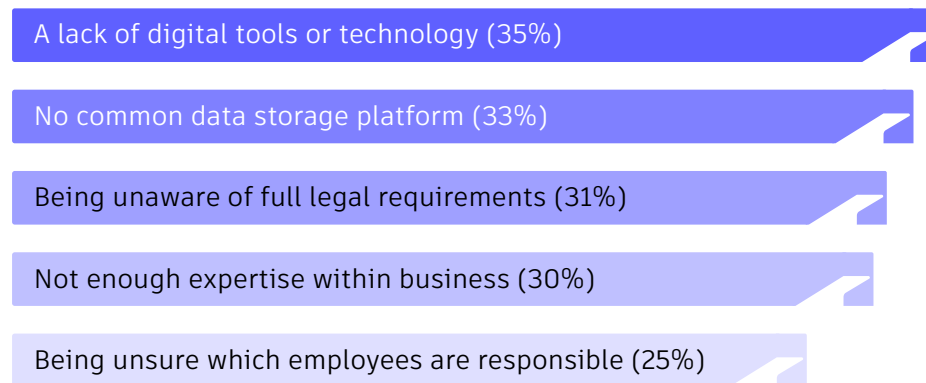


Modern methods of construction compliance

Multiple compliance concerns

There is some anxiety among Nordic construction companies that they aren't fully equipped to deal with forthcoming regulations. Three in ten businesses in Norway (30%) voice this concern – more than twice as many firms based in Finland (14%).

Firms are both struggling to understand new needs and provide the infrastructure to meet them. Reasons given for compliance concerns include:



Digital construction tools can play a key role in helping firms to demonstrate their compliance and reduce the burden of new rules on busy teams. However, this will in turn require the upskilling of the workforce, to gain the full benefits of technology and ensure that regulations are met in full.

Towards net-zero

Construction firms are navigating existing or forthcoming net-zero targets from Nordic governments – and many are struggling to understand new policies and their role in delivering them.

For example, just 4% of companies in Finland strongly agree they understand the government's net-zero agenda, and 5% strongly agree they know what construction firms should do to help achieve the targets.

Firms are at least trying to be proactive, with 21% planning to invest in zero-carbon technology and 21% rolling out a sustainability or environmental, social and governance (ESG) strategy.

There is also an opportunity for businesses to use digital information-sharing tools to improve quality and build right first time – immediately reducing waste and improving sustainability. Materials tracking can also enable firms to better understand the impact of every build, to support ongoing environmental efforts.



Denmark

Denmark

In Danish construction companies, sustainability is a key focus at a business-level, with net-zero the most common area for investment over the next five years.

However, there could be greater alignment with government, as few professionals fully understand the national net-zero agenda or the role of construction in delivering it.

Companies are being hindered by skills shortages across the sector, with recruitment challenges that are being intensified by inflation. Addressing perceptions of careers in construction – through emphasising the importance of sustainability for the industry's future – may help to attract new candidates. Meanwhile, firms can use technology to enhance their green efforts, by reducing waste, improving efficiency and tracking materials.





Building back

The majority of Danish construction firms are confident they will be busier in the next 12 months. More than six in ten suggest their revenue should increase in that timeframe (61%), compared with 26% that think it will shrink. On average, firms expect a 15% rise in revenues.

However, the impact of the pandemic remains a concern. Construction firms believe it will take 2.7 years on average for them to clear the backlog of work. Significantly, more than one in five companies expect it will take four or five years to catch up (22%).

More than **six in ten** suggest their revenue should **increase**

Skills gap

Altogether, 61% of Danish construction companies are currently recruiting. There is a clamour for new skills at construction companies, with 42% citing this as their most immediate recruitment need. Other key priorities include shifting a backlog of work created during Covid-19 (34%) and replacing retired staff (33%).

However, 86% of construction businesses say they are finding it hard to recruit for vacant roles.

Driving the recruitment challenge is a widespread difficulty in offering competitive salaries during the cost-of-living crisis (36%).

There are also issues in the construction talent pipeline: 36% blame a shortage of skilled labour and 24% say construction simply isn't an attractive industry.

As a way to boost their workforce more than one-fifth of businesses will seek to invest in apprentices in the next two years (22%). However, just 18% will invest in diversity and inclusion (D&I) – making this the joint second-lowest priority among firms.

In fact, 27% of companies admit they aren't making great strides towards having a more diverse and inclusive workforce. More than one-third of businesses state this is not a priority for their clients (37%). However, opening up construction to a more diverse range of talent will help to address skills shortages – so may be beneficial for companies across Denmark.



Denmark

Tech investment

When it comes to prioritising investment for the next two years, sustainability is a key priority at a business level. More than one-quarter expect to spend on platforms and skills that support the drive to net-zero (27%). This will in turn be supported by technology, as investment in IT is important for 24% of firms.

The types of technology that construction companies are considering range from data analytics capabilities (31%) and AI services (29%) to robotics (26%).

Given this emphasis on technology, many firms are concerned about the scarcity of some digital skills during the next five to ten years. Chief among these, according to Danish companies, are robotics (25%) and artificial intelligence skills (22%). At present, traditional trade skills are not deemed quite as much of a rarity (14%).

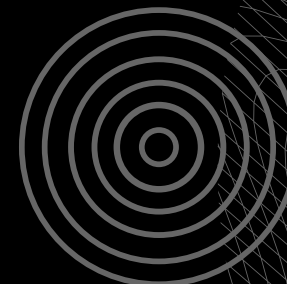
Compliant construction

As well as their focus on net-zero, almost one-fifth of Danish firms name sustainability and ESG strategy as a business priority (18%). However, there could be closer alignment between companies and government when it comes to climate action.

Only one in ten companies strongly agree they understand the Danish government's net-zero agenda (10%) and just 6% strongly agree they know what part construction must play to meet targets. Moreover, 47% strongly or somewhat agree that the sector will need to recruit more people with digital skills – such as AI and virtual reality expertise – to fulfil net-zero ambitions.

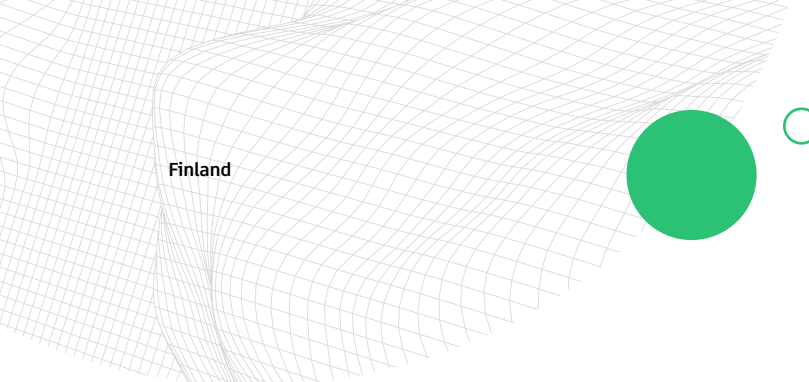
When it comes to wider regulatory change, 68% of firms believe they are adequately equipped to comply with existing and forthcoming legal requirements – leaving a third less confident.

Those businesses that are concerned they can't comply with construction laws name a lack of the right digital tools as the main cause (37%).





Finland



Finland

Finnish construction companies are the most optimistic about achieving an increase in revenues over the next year – and an increase in contracts is prompting three quarters of companies to hire.

However, the level of talent turnover across the industry is creating challenges, as many people retire or leave the sector. Perhaps as a result, the most common area of investment for firms over the next two years is hiring new talent.

Likewise, the low availability of skilled people is creating some concern about meeting national sustainability targets and wider regulation. Technology can help firms to both attract and empower new staff and keep up with changing regulatory requirements. Creating strong digital foundations today will also help businesses to fulfil their exciting ambitions in areas like off-site manufacturing.





Finland

Rising revenues

Finland's construction firms are the most confident in the Nordic countries that the next 12 months will bring higher revenues. More than seven in ten suggest income will increase (72%), while 22% think it will reduce.

On average, firms foresee a 18% rise in revenues. Contractors expect a rise of 22%, compared to subcontractors' average predicted increase of 7%.

However, the pandemic continues to cause delays, as construction companies believe it will take 2.07 years on average to clear their backlog of work.

New skills needed

Almost three-quarters of Finnish construction companies are recruiting at present (73%), the highest of any Nordic nation. Fewer than one-fifth are not looking for staff (19%). Contractors are more likely than subcontractors to recruit, by a margin of 82% to 48%.

The reported increase in contracts is the main driver of recruitment for construction companies (34%). Other key priorities include backfilling roles because people have left (32%) and replacing those who have retired (also 32%).

Meanwhile, construction companies in Finland are the least likely in all Nordic markets to have difficulty recruiting – but a majority still struggle (71%).

Driving this recruitment challenge is a simple lack of construction professionals with required skills (39%) followed by a widespread difficulty in offering competitive salaries during the cost-of-living crisis (34%).

Many businesses are struggling to find candidates for both traditional and emerging roles. More than one-fifth of firms can't pin down either plumbers or carpenters (22% each); a similar number cite a shortage of data analysts (22%).

More than one-fifth of firms can't pin down either plumbers or carpenters



Investment priorities

As a way to boost their workforce more than one-fifth will turn to graduate schemes during the next two years (22%) while 19% will tap apprenticeships. Overall, hiring new staff is set to be the priority investment for 28% of firms. This makes Finland's construction industry the most likely to focus on recruitment versus other investments throughout Nordic markets.

However, just 16% will invest in diversity and inclusion, meaning it is the lowest priority among firms. In fact, 34% claim they aren't making enough progress in this area. More than one-third of businesses state this is not a client priority (36%) and 28% say recruitment is not sufficiently geared towards D&I.

When it comes to other areas of investment for the next two years, after recruitment Finnish construction companies will focus on new equipment (25%) and new facilities (24%).

From a technology perspective, over the next five years construction companies are considering emerging tools including robotics (34%) and modern methods of construction like off-site manufacturing (29%).

However, having the relevant skills in the business will be key, with a quarter concerned about the rarity of off-site manufacturing (OSM) knowledge (25%), as well as traditional trade skills (24%), over the next decade.

Regulation in focus

The environment is a key focus at a business level. Almost one-quarter of Finland's construction companies expect to invest in sustainability or ESG strategies (24%), while 18% will commit budget to zero-carbon capabilities.

However, just 4% of companies strongly agree they understand the Finnish government's net-zero agenda, and 5% strongly agree they know what construction firms should do to help achieve the targets. Half (50%) strongly or somewhat agree that the sector will need to recruit more people with digital skills to fulfil net-zero ambitions. In addition, 43% say inflation in the cost of construction materials will hamper efforts to make progress on net-zero.

With a keen eye on wider regulation of the construction industry, 84% of firms think they can remain compliant with existing and forthcoming legal requirements.

Businesses that say they're anxious about meeting legal requirements state a lack of common data architecture (31%). People are also a challenge, as 31% point to not fully understanding construction laws and uncertainty over who internally handles such matters as the main reasons behind their concern.

Putting a common data environment in place may be a valuable step for meeting regulations – and centralising information can in turn help firms to do more with a smaller workforce.





Norway

Relatively few Norwegian construction companies are recruiting compared to their Nordic counterparts – but those companies that are looking for talent are finding it particularly difficult.

Rising costs are making it hard for firms to plan hires and offer competitive wages for new staff. Many are planning to invest in current staff over the next two years instead.

As firms plan ahead to use emerging tech, like robotics and AI, making smart digital investments today will be key – and enable businesses to do more with the limited people available now, by increasing productivity and quality. Improved data management can also help businesses to reduce costly waste, both improving profitability and creating more sustainable builds.





Norway



Revenues bounce back

The majority of Norwegian construction firms believe revenues will grow in the next year (68%). Just over three in ten think income will decrease (31%). On average, companies predict a 17% rise in revenues.

However, many are still contending with pandemic-related delays. Construction firms reveal it will take 2.42 years on average for them to clear the backlog of work.

Candidate crisis

Altogether, 59% of construction companies in Norway are currently recruiting, the lowest proportion across the Nordics. More than one-third are not recruiting (36%). Main contractors are more likely than subcontractors to recruit, by a margin of 66% to 49%.

There is a need for new skills at construction companies, with 39% citing this as their most immediate recruitment requirement. Other key priorities include shifting a backlog of work created during the pandemic (36%).

The vast majority of construction businesses say they are finding it hard to recruit for vacant roles (92%). Behind the skills shortage is a widespread difficulty in offering competitive salaries during the cost-of-living crisis (33%) along with inflation of the price of materials driving further indecision (35%).

Almost one-third of Norwegian firms say they can't find the skills they need (32%) – including traditional roles, like carpenters (16%), and digital roles like artificial intelligence experts (13%).

Image is also a significant issue. Almost one-quarter of businesses rate construction a less attractive option than other industries (24%). Nearly as many believe the sector is perceived to suffer from poor working conditions (23%).



Norway

Investing in people and technology

Nearly one-quarter of Norwegian businesses will prioritise investment in new equipment in the next two years (24%). In response to recruitment challenges, 22% plan to upskill their existing team – as well as using apprenticeships and graduate schemes (19% each).

However, just 17% will invest in diversity and inclusion (D&I). In fact, 36% of companies admit they aren't doing enough to build a more diverse and inclusive workforce. More than three in ten businesses claim their company is not set up to accommodate diverse candidates (31%) – which could be a valuable area of focus to unlock more talent.

Almost one-fifth of companies claim their biggest investment in the next two years will be allocated to technology upgrades (18%), helping to maximise productivity. Upskilling staff may be crucial to using these tools, particularly as many Norwegian firms have plans to use emerging technologies like robotics (30%) over the next five years.



Meeting legal needs

Although climate change is an important national priority, just one in twenty companies strongly agree they understand the Norwegian government's net-zero agenda (5%), and only 7% strongly agree they are aware of the remit of construction in meeting targets.

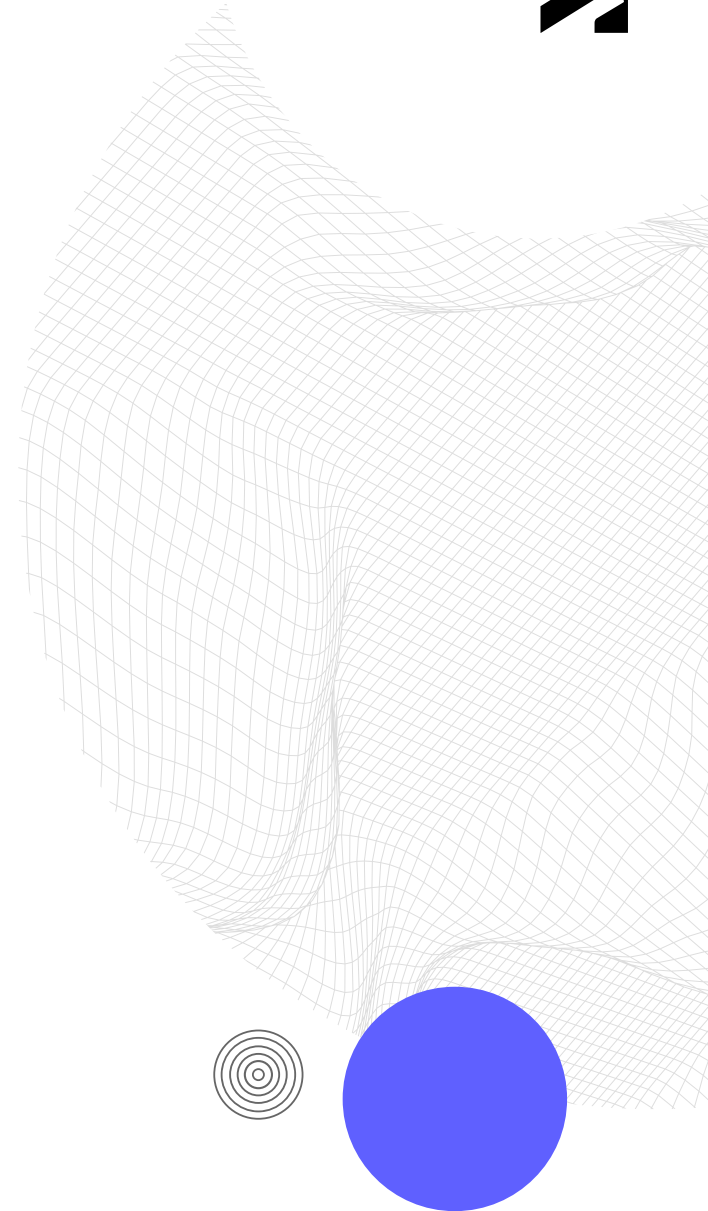
Moreover, 40% strongly or somewhat agree that the sector will need to recruit more people with digital skills to achieve net-zero goals. A further 44% believe a larger construction sector workforce will be the only way to cope.

Given the current pressures, at a business level only 15% of Norway's construction firms aim to invest in net-zero in the next two years. This makes such tech the second-lowest priority overall. Slightly more want to focus on sustainability and ESG strategies (19%).

Regarding wider regulation of the construction industry, 69% of firms believe they are adequately equipped to comply with existing and future laws.

Those businesses that are concerned they can't comply with construction laws cite a lack of the right digital tools as the main cause (38%). Meanwhile, 36% lack a common data architecture to cope with compliance, and 34% say they haven't got the right skills in place at their company.

Putting digital construction tools in place – starting with robust information management – will help businesses to demonstrate compliance with the new regulations, as well as delivering wider productivity benefits.





Sweden



Sweden

In Sweden, many construction companies are looking ahead to a period of growth – and those companies that do see increasing revenues ahead are predicting the highest upswing across the Nordics, at an average of 45% over the next year.

However, finding the staff to meet this demand is proving difficult, particularly as most businesses are also still tackling the backlog of pandemic-era projects.

With both trade and digital skills in short supply, improving construction's image at a national level may help to attract candidates to the industry. In the meantime, many Swedish construction businesses are planning to invest in technology and upskilling, which should help to improve productivity and quality. Making use of digital construction tools may also help firms ensure they remain compliant with regulations, including measures to promote zero-carbon.



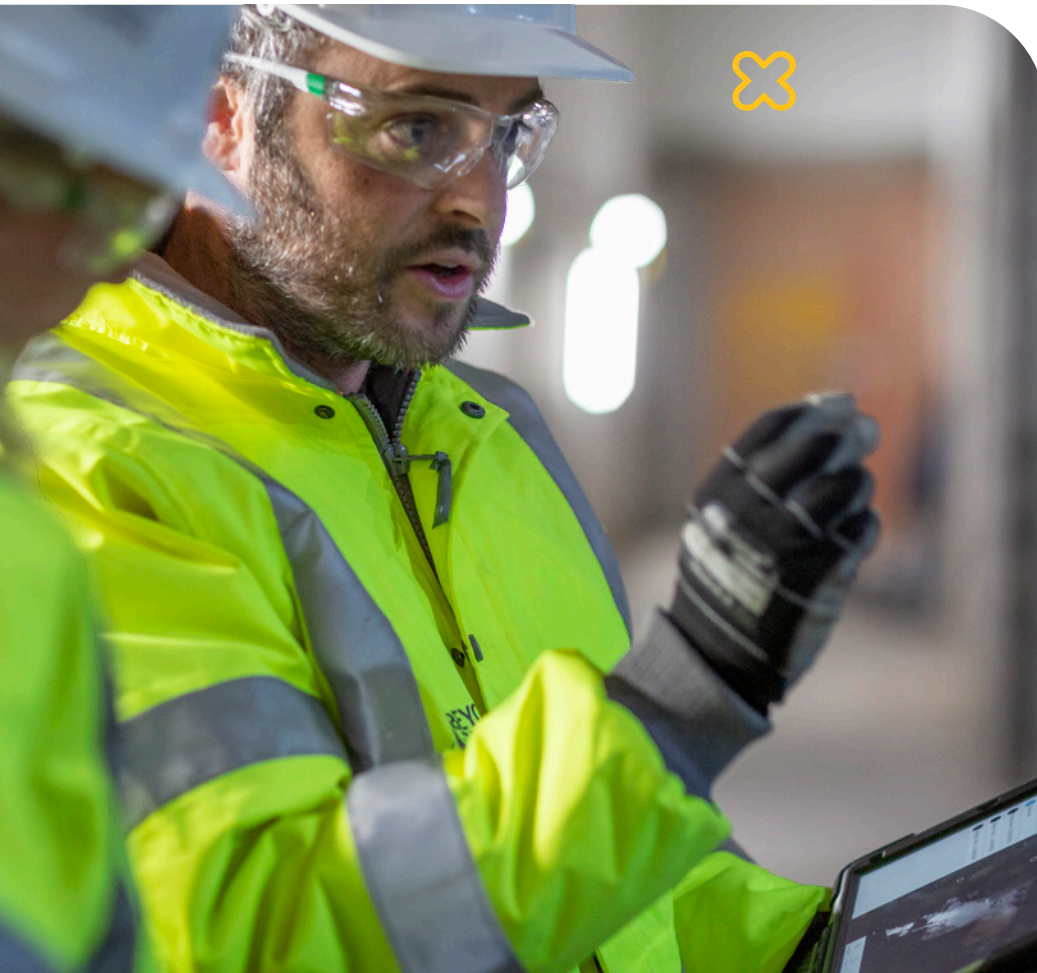


Sweden

Going for growth

Nearly two-thirds of construction firms in Sweden say their revenues will increase in the next 12 months (63%). Yet 33% – the highest share across the Nordic nations – think it will reduce. On average, firms predict a 17% rise in revenues.

The impact of Covid-19 remains a concern, as construction companies believe it will take 2.72 years on average to clear their backlog of work caused by the pandemic.



Tackling the skills gap

Six in ten Swedish construction companies are recruiting at present (60%). An increase in contracts is the main driver of recruitment (43%), as well as replacing employees who have retired (38%).

However, nearly nine in ten construction companies in Sweden report difficulty recruiting (89%). Causing this recruitment challenge is a flood of workers leaving the sector in the pandemic (37%). But almost as many firms think the construction industry has a perceived image problem (35%); one-quarter say many candidates feel the sector suffers from poor working conditions (25%).

Many businesses are struggling to find candidates for both traditional and emerging roles. A quarter (25%) state there is a shortage of digital and technology skills to fill required roles.

As a way to boost their workforce more than one-fifth will turn to apprenticeships during the next two years (22%) while 20% say they'll target graduates. Upskilling existing staff is another area of priority investment for firms (25%).

However, just 20% will invest in diversity and inclusion (D&I), meaning it is the joint-lowest priority among firms. Even more claim they aren't making enough progress in this area (22%). Three in ten businesses state this is not a priority for their leadership team (30%) and the same amount say their firm's culture is not sufficiently geared towards D&I (30%).

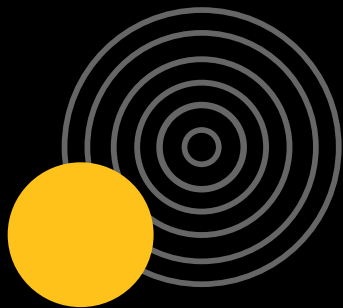
25% state there is a **shortage of digital and technology skills** to fill required roles

Future skills focus

Construction companies believe many skills required by the sector during the next five to ten years are currently rare. Swedish firms are most likely to point to data analytics as well as traditional trade skills such as plastering (23% each).

When it comes to prioritising investment for the next two years, Swedish companies are more likely than others across the Nordics to allocate budget to new IT (25%).

This may be to prepare businesses for emerging technologies, as over the next five years many companies are considering introducing modern methods of construction, such as off-site manufacturing (32%), and AI (31%). A strong digital infrastructure will be key for delivering these aims.

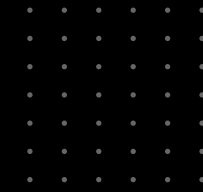
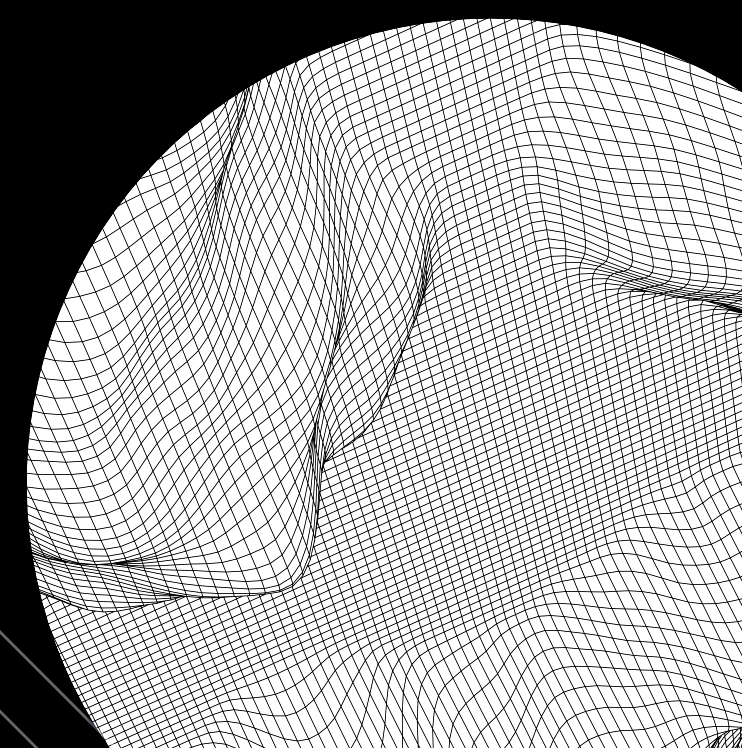


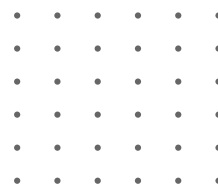
Keeping up with compliance

Sustainability is important at a business level. More than one-fifth of Sweden's construction companies expect to invest in sustainability and ESG strategies (22%), while 23% will commit budget to zero-carbon capabilities.

However, just 2% of companies strongly agree they understand the Swedish Government's net-zero agenda, and the same figure strongly agree they know what construction firms should do to help achieve the targets (2%). More talent will be key; around one-third strongly or somewhat agree that the sector will need to recruit more people with digital skills to fulfil national net-zero ambitions (33%). In addition, 32% say inflation in the cost of construction materials will hamper efforts to make progress on net-zero.

With an eye on wider regulation of the construction industry, 68% of firms think they can remain compliant with existing and forthcoming legal requirements. Businesses that say they're anxious about meeting legal requirements state a lack of technology and tools, along with missing skills at their firm as the main reasons behind their concern (both 34%). This may be driving firms' plans to invest in digital construction tools in the years ahead, to ease compliance pressures as new regulations are introduced.





Conclusion: Building future success

There are many positive signs for construction today in Nordic countries. Many firms predict a healthy growth in revenues, which could help offset inflation in wages and material costs. Businesses are keen to support the transformation of the sector, increasing their sustainability and exploring the potential of emerging technologies and modern methods of construction.

However, there are challenges – particularly when it comes to people. A clear skills gap is developing across traditional and non-traditional skills. Many construction companies point at the poor perceptions potential candidates have of the sector, and the salary and other opportunities it can provide.

With people in short supply, there are also concerns about meeting new regulations, as businesses lack the expertise to understand and keep up with new requirements.

National campaigns may be needed to fix construction's image problem and attract vital new talent.

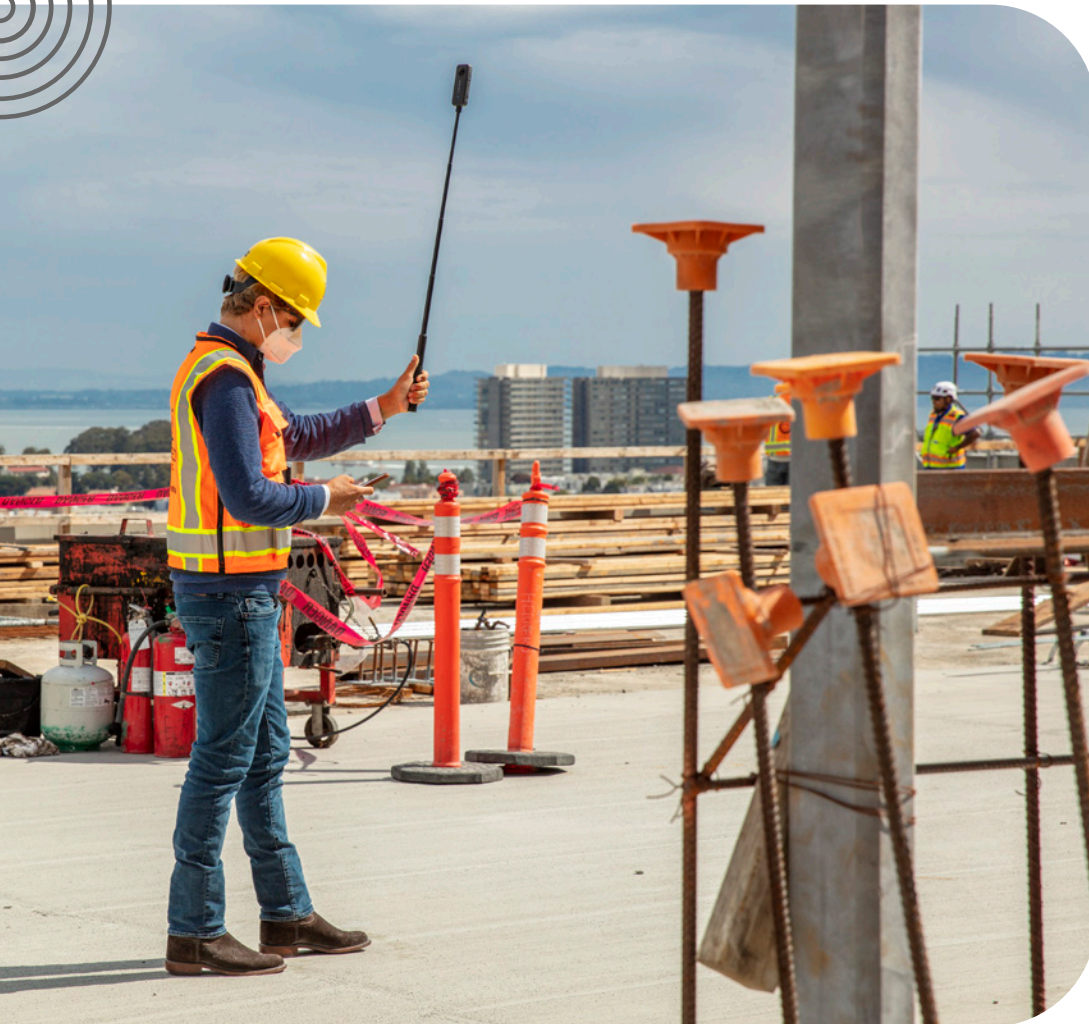
However, firms must also play their part. Investing in people, from training to digital tools, will be crucial. Many admit they lag on diversity and inclusion issues, meaning they miss out on a sizeable talent pool.

As construction demand rises, construction businesses can put resources into recruitment, upskilling – and technology.





Conclusion: Building future success

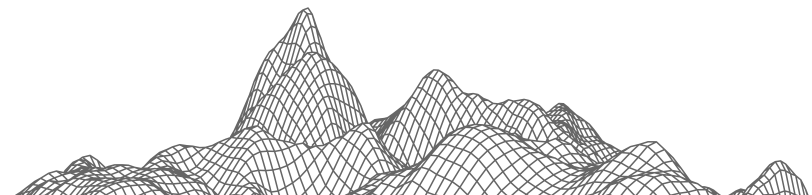


Technology will play a crucial role in many aspects of construction's future success:

- Boosting productivity during a tough recruitment cycle, by improving the efficiency of builds and reducing errors and costly materials waste
- Supporting compliance as new regulations emerge, by enabling businesses to build checks into their processes and maintain a digital record of compliance
- Driving sustainability and ESG strategies and aiding contributions to net-zero targets, by supporting materials tracking and helping prepare for greener methods like off-site manufacturing
- Laying the foundations for emerging technologies with a common data environment and digital tools that are easy to integrate with other systems
- Modernising the industry by upskilling existing workers in digital tools and attracting a new, tech-hungry generation of workers to sign up

Construction businesses throughout the Nordics have positive plans to create a more sustainable and productive sector.

It's vital that firms lay strong foundations for these ambitions, with smart technology investments that will not only improve output today but enable more productive and high-quality builds tomorrow.





Quote



Making a career in construction appealing to young people will be incredibly important for the industry to continue to innovate. There are many opportunities for professionals to gain valuable skills and expand their knowledge through the increasing uptake of digital tools and available training programmes.

When it comes to attracting new talent, many young people and job seekers are unaware of the possibilities available to them in the architecture, engineering and construction industry today. As a sector, we're focused on improving the gender balance and making it accessible for all so we must make sure we're highlighting this to future candidates. It is also important to showcase the opportunities that are becoming increasingly available through modernised construction techniques and innovations too.

Bravida invests in the continual skills development of their people. The Bravida School offers lots of in-house training courses that support colleagues in their work. We provide training to learn about the Bravida Way – our approach to work, as well as leadership, project management and lots more.

There are many opportunities available to our people – especially for those who wish to switch roles within the company. Most of our long-term employees have worked in various roles over the years, and this benefits Bravida as a company also. I think there is so much we can learn from the industry as a whole but we mustn't forget the best practices we're seeing elsewhere. Bring diverse perspectives and trying new ways of working will be key to keeping the industry fresh and improving productivity. For us at Bravida, we recognise that diversifying our skillsets means our company can continue to grow alongside our team members in tandem.

Kristoffer Flygare
Technology Manager, Bravida



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