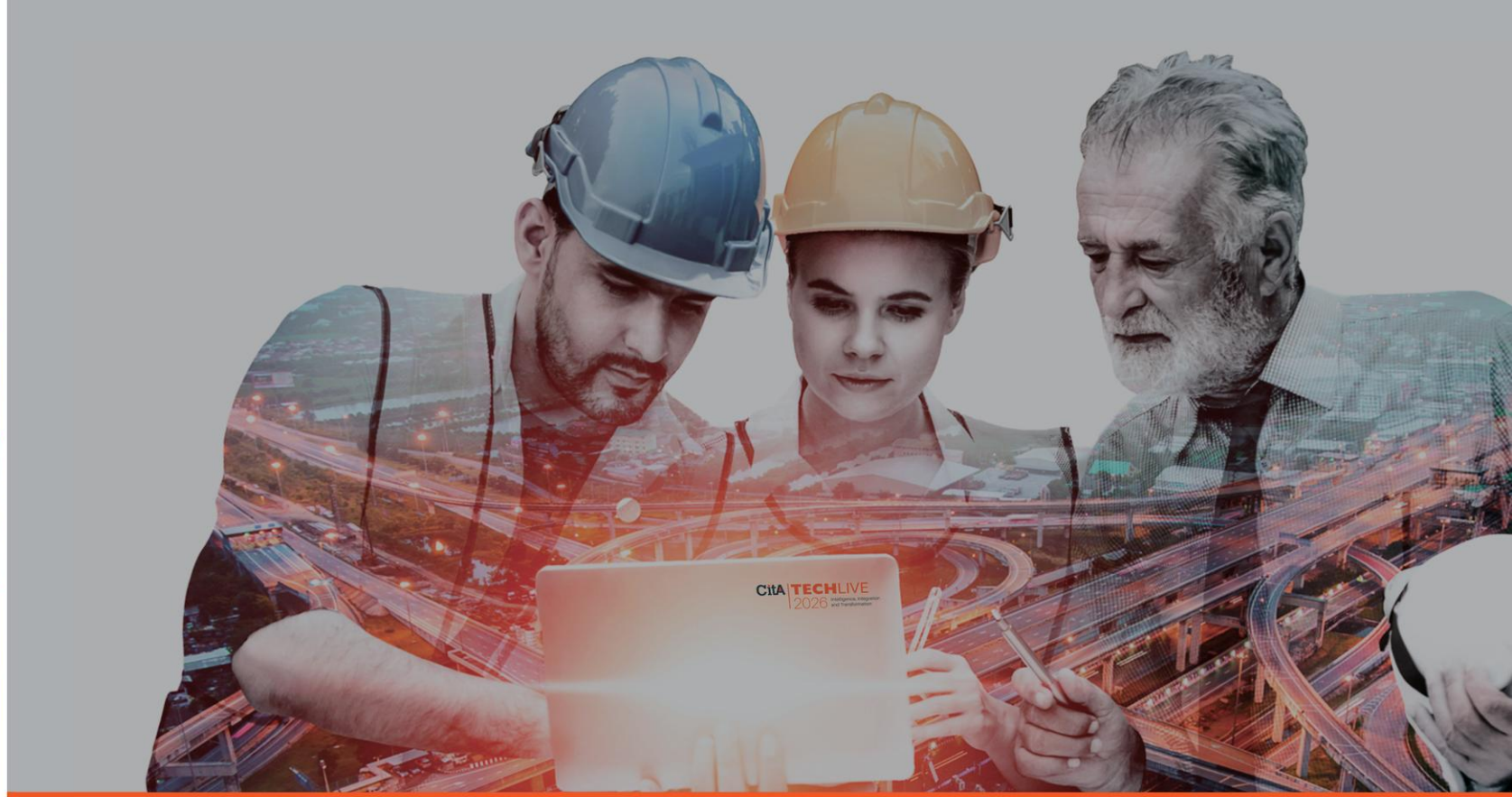
CitA | TECHLIVE 2026

Intelligence, Integration and Transformation



Dexcom Stadium, Galway,
12th November 2026



Shaping the Future of Construction

Joanne White
Founder WICI & Lecturer DkIT

Beyond the Technology: Transforming Construction Through People, Diversity and Innovation



195,600

People employed in construction, Q1 2026

95–110k

Projected additional workers needed by 2030



The Higher Education Pipeline

278,880
Higher education enrolments (2024/25)

54.6%
Female share of higher education enrolments (2024/25)

24.5%
Female share of engineering, manufacturing and construction enrolments (2022/23)

11.3%
Share of all 2024 graduates in engineering, manufacturing and construction

Source: Higher Education Authority, Key Facts & Figures and Gender Report.



Women in Irish Construction

9.8%
Female representation among construction employees (Q4 2025)

18,900
Female construction employees (Q4 2025)

15.2%
Female senior executives in construction (2025)*

9.7%
Female board representation in construction (2025)*

*Leadership and board measures cover large enterprises with 250+ employees.

Sources: CSO, Women in the Labour Market 2024–2025 and Gender Balance in Business 2025.



Two Challenges, One Opportunity





Attract, Develop, Retain

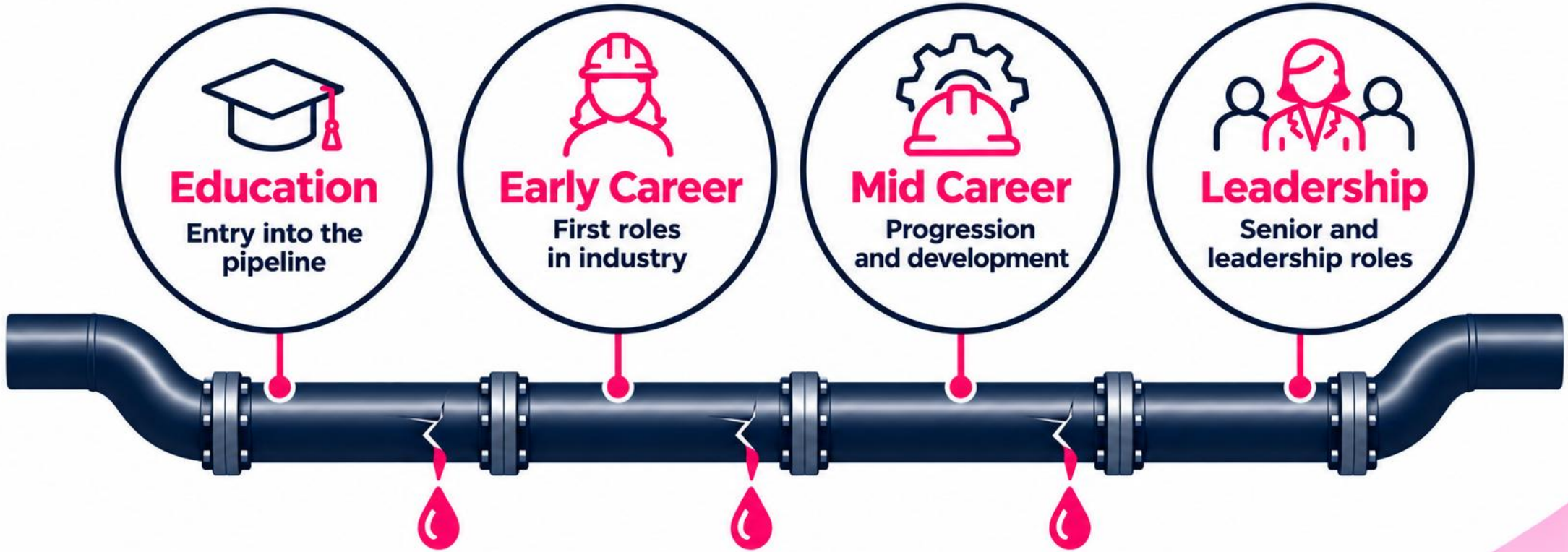
Attract
more women into the industry

Develop
the women who are already here

Retain
women throughout their careers



The Leaky Pipeline





BIM & Modern Methods

- **Integrate (BIM)**
- **Drive Innovation**
- **Promote Modern Methods**
- **Build Skills**



WICI's Response

Women in Construction Ireland

Connect
Build a strong community

Support
Retention and career growth

Develop
Skills, confidence and progression

Advocate
For a more inclusive industry



Women in Construction Ireland

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