Workforce Mobility and Skills in the UK Construction Sector

East Midlands Report

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Prepared for:

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1 Background, Objectives and Methodology

1.1 Introduction

ConstructionSkills commissioned BMRB to undertake a survey of construction workers to provide reliable data on the nature of the workforce in the UK and the Republic of Ireland (ROI) with regard to their competence/qualification levels and the extent of occupational and geographic mobility within the workforce. This report presents the results of the survey conducted in the East Midlands.

A separate technical appendix is available which includes a full technical report and a copy of the questionnaire used.

Where available, results from the 2007 survey have been compared with those from similar previous research conducted by IFF Research in 2004[1].

1.2 Key objectives of the research

The overall aim of the study was to provide reliable data on the nature of the construction workforce in regard to their competence/qualification levels and the extent of occupational and geographic mobility within the workforce. More specifically, the key objectives of the research were to examine:

- the qualification and skill levels of the construction workforce in the UK and ROI
- the extent to which the workforce in each region is constituted of workers originating or living in other parts of the UK (or further afield), and general mobility and travel to work issues
- the nature of the mobile workforce/'imported' workforce in terms of their occupations and their competence/qualification levels
- the scale and extent of occupational mobility within the construction workforce to see how workers in construction occupations change or keep their occupations over time, and related to this the extent to which managers have received training specifically to enhance their managerial skills.

The focus for the survey was on site-based manual occupations, thus excluding associated clerical and sales occupations and professions such as architects, surveyors and engineers.

[1] Comparative findings should be treated as indicative only due to key differences in the types of sites visited in 2004 and 2007. The profile of sites visited showing differences by size and category are included in the technical report.

1.3 Methodology

The key elements of the research approach were as follows:

1.3.1 Desk research

Prior to undertaking primary research a period of exploratory desk-based research was undertaken to examine the scope of information currently available; to identify other surveys and consultations to ascertain what can be learnt from these, and to ensure that any subsequent fieldwork was relevant and informed. The conclusions drawn from the desk research exercise were:

- there are studies covering similar issues to this study, however the target respondents of these studies tended to be employers

- the Labour Force Survey (LFS) is conducted among workers and covers similar issues as this study, however it is not specific to the construction industry

- there is little reliable information on the mobility of workers. The only exception is the LFS but it does not cover certain issues relevant to the construction workforce such as temporary accommodation, or where workers received training

- the desk research confirmed the need for detailed information from construction workers and for more information on workforce mobility in the UK and ROI.

A copy of the presentation summarising the desk research exercise can be found in the technical appendix.

1.3.2 Sampling

For the UK sample a list of current construction projects over £250,000 in value was drawn from Glenigan, an Emap service detailing current and forthcoming construction projects in the UK.

From the projects identified as being eligible for inclusion in the survey (the steps taken to select eligible records from Glenigan are detailed in the technical report), a stratified random sample of 99 postcode districts (e.g. NR2) was drawn to produce a representative sample of locations across the UK. For each selected district six eligible projects were identified. Projects were selected on the basis of value, 35% of sites with a value of less than £1million and 65% of sites with a value of more than £1million. In 2004, the survey focused on sites valued at over £1 million and the sampling process aimed to ensure a mix of sites by stage of development (first six months, midway, last six months). In 2007 the requirement was to also sample sites under £1 million, so this criterion needed to be reconsidered in that light. The 2004 definition of stage of development clearly assumed quite large, lengthy projects, appropriate for sites with minimum value of £1 million. With the introduction of smaller sites, some would be completely finished in six months. Therefore it was decided that an appropriate alternative definition would be to select according to value.

Quotas were set on the target number of sites for each region and by value. The target sample profile is described in the technical report.

1.3.3 Telephone survey

A telephone willingness stage was conducted in order to recruit construction projects selected from Glenigan to take part in the research. Interviewers were instructed to identify the best person to speak to about arranging a visit to the construction site and to collect some headline information about the site. Full details of the information collected and number of interviews achieved is included in the technical report.

1.3.4 Site visits

Once permission had been sought to interview at the particular site, the information was forwarded to a local face-to-face interviewer who contacted the site representative to arrange a date to visit. Interviews with construction workers were then conducted face-to-face on site. Interviewing normally took place in a canteen or site office during workers' break periods. In around one in ten cases interviewers were only able to visit the site if they supplied their own personal protective equipment.

A selection of interviewers' experiences of contacting and visiting sites is shown in the technical report.

1.3.5 Challenges

Given the complex nature of this research project a number of challenges arose during the life of the project. Each issue is discussed in detail in the technical report.

1.4 Details of sites covered in the research

The survey results presented in this report are based on fieldwork conducted in the East Midlands from February to July 2007. This consisted of a total of 304 face-to-face interviews with site-based workers obtained across 27 sites.

At the analysis stage, weighting was applied to the data to ensure each nation/region was represented in its correct proportions based on the relative size of the construction workforce. Labour Force Survey figures were used for UK regions/nations, (average profiles from the period October 2006 – June 2007). Unless otherwise stated, with the exception of base totals, the figures in this report are based on weighted data. Weighted, the East Midlands accounted for approximately seven percent of the UK/ROI workforce.

Figures from the site managers interviewed at the telephone fieldwork stage indicated that there were 706 workers across the 27 sites. Using this figure it would appear that around 43% of the potential workforce took part in the research, however it should be noted that there were instances where on the day the site was visited many fewer workers were present than indicated by the site manager when first contacted. This was due to a number of factors, for example the site may have entered into another phase of the project by the time the interviewer was able to visit it.

The proportion of workers interviewed varied greatly, at some sites we interviewed all workers present, on other sites, particularly where interviewing only occurred during short break times, only a small proportion of workers were interviewed.

1.5 Structure of the report

The report is structured as follows:

Chapter 1	Background, Objectives and Methodology
Chapter 2	Management Summary
Chapter 3	Profile, Work Status and Work Histories of the Construction Workforce
Chapter 4	Qualification and Skills
Chapter 5	Mobility

A separate technical report has been produced.

1.6 Notes on tables

Where respondents can give multiple responses to a question, the sum of the individual responses may be greater than 100 per cent.

Also the percentages in the tables do not always sum to 100 per cent due to rounding, and where percentages in the text differ to the sum of percentages in the tables, this too will be due to rounding.

An asterisk (*) in a table signifies a percentage that is greater than 0 but less than 0.5.

A dash (-) signifies a cell where data has not been included due to too small a base size.

N/A in a table signifies where we are unable to make a comparison with previous years as either the question wasn't asked or the data wasn't available.

With the exception of base totals the figures referred to are weighted.

The report contains some tables showing findings based on relatively small numbers of respondents (less than 70). Such low base sizes carry a greater risk of these figures being unrepresentative of the population in question and should, therefore, be treated as indicative only. Consistent with the 2004 report, only results based on 15 workers or more have been referenced in either tables or the text.

2 Management Summary

ConstructionSkills commissioned BMRB to undertake a survey of construction workers to provide reliable data on the nature of the workforce in the UK and the Republic of Ireland (ROI) with regard to their competence/qualification levels and the extent of occupational and geographic mobility within the workforce.

The survey results presented in this summary are based on fieldwork conducted in the East Midlands from February to July 2007. This consisted of a total of 304 face-to-face interviews with site-based workers obtained across 27 sites.

This summary highlights the key findings for each of the major themes covered. Where available, results from the 2007 survey have been compared with those from similar previous research conducted by IFF Research in 2004[2].

Detailed results are available in the body of the full report, and a full technical report is available containing full details of sampling and methodology.

2.1 The profile of the workforce

A wide range of occupations was covered in the research, though in the East Midlands bricklayers (21%), labourers/general operatives (17%), plant/machine operatives (14%) and carpenters/joiners (13%) accounted for two-thirds of the total workforce.

Over two-thirds (69%) of workers interviewed were employed directly by a company. A quarter (26%) were self-employed and just 4% worked for an agency. This represents a shift since 2004 towards direct employment (from 53%), away from self-employment (40% in 2004), mirroring changes to the overall UK/ROI profile with which the East Midlands remains comparable.

The level of self-employment varied by occupation, being highest among bricklayers and carpenters/joiners.

Over two-thirds (69%) of workers were employed on a permanent basis.

The age and experience profile of the workforce is in line with the UK/ROI as a whole. A quarter (26%) of the East Midlands workforce is aged under 25, and the same proportion aged 45+, whilst one in ten (9%) have less than a year's experience, and over a quarter (28%) 20 years' or more.

2.2 Qualifications and skills

The site-based workforce in the East Midlands is slightly less well qualified than the UK/ROI as a whole, fewer holding a formal construction qualification or a skills card/certificate (73% cf. 78%). There has been no improvement on this measure since 2004.

[2] Comparative findings should be treated as indicative only due to key differences in the types of sites visited in 2004 and 2007. The profile of sites visited showing differences by size and category are included in the technical report.

However, there has been a small improvement in the proportion of the East Midlands workforce holding a construction skill card or certificate (from 54% to 60%), but greater improvement across the UK/ROI as a whole means that the region is now further below the average (68%) than in 2004. Nonetheless, across most occupational groups the majority of workers hold a skill card or certificate, with the lowest penetration amongst labourers/general operatives (42%).

Half (51%) of all site-based workers in the East Midlands hold a construction related qualification (other than a skill card or certificate), which is in line with the UK/ROI average, and a marginal improvement on 2004 (48%), driven solely by permanent workers. Workers with five or more years experience in the industry were nearly twice as likely as those with two years or less experience to hold a relevant qualification (58% cf. 32%). NVQs/SVQs have overtaken City and Guilds since 2004 to become the most commonly held qualifications, although in contrast to the UK/ROI as a whole, City and Guilds qualifications remain as common in the region as in 2004.

A fifth of workers said they had managerial or supervisory duties at the site. Over two-fifths of these workers (43%) said that they had ever received any training designed to improve their managerial or supervisory knowledge or skills, which is comparable with the national average (40%) and 2004 (45%). However, also comparable with the UK/ROI overall and 2004 is the fact that the most common form of management/supervisory training is in-house as opposed to more formal industry-recognised training.

One in six of the East Midlands workforce (18%) is currently working towards a construction qualification, in line with 2004 (16%) and average for the UK/ROI. Two fifths of those working towards a qualification (40%) already have a construction qualification so many will be gaining their first qualification. One in ten (8%) of the total workforce do not currently have a construction qualification but are working towards one. The most common qualification being worked towards were NVQs/SVQs.

Some upskilling may be demand-led by workers, although the potential remains limited if improving slightly. Four fifths of workers (81%) believe they have all the skills they require for their current job, although one in ten (11%) say they need more training or qualifications, and 8% that they need more experience. Younger workers were the most likely to say they needed more training and qualifications (28% of under 25s) and experience (20%). This assessment accords with the overall UK/ROI picture, and is broadly in line with 2004, although slightly more workers now feel they need more experience.

Workers with no qualifications and not working towards any were if anything less likely than average to see the need for more training or qualifications, so education and information is still required to reach these people.

A quarter (23%) of workers in the East Midlands expressed a need for basic skills training, with broadly equal demand for reading, writing, maths and speaking English.

17% of workers say they want to change the work they do, which may necessitate further training. This is comparable to 2004, and the average for the UK/ROI (both 14%). The vast majority of these (92%) say that to achieve this aim they will need further training and qualifications. This represents 16% of all workers interviewed.

One challenge to delivering training to site-based workers is the relatively short time that workers stay at one site as well as the uncertainty that exists about how long the work will last.

Only two-fifths of workers (40%) expected be on site for more than six months and just over a quarter (28%) expected their work on site to last over a year. A further 13% were uncertain as to how long they'd be on site for. This is broadly the UK/ROI picture, although workers in the East Midlands are a little more likely to be on-site for more than a year. Nonetheless, from the perspective of training workers on-site, this appears to be a substantial improvement on 2004, when only 23% of East Midlands workers expected to be on site for more than six months, with many more (29%) uncertain of how long they would be on site.

2.3 Mobility

The East Midlands has a relatively mobile workforce, with a medium level of importing workers and a high level of exporting.

Two thirds (65%) of those currently working in the East Midlands originate from the region. This places the East Midlands mid-table in terms of imported versus 'home grown' workers. Yorkshire and Humber, and the West Midlands, are the most likely external source of workers (9% and 7% respectively).

The majority of construction workers in the East Midlands have residences (both permanent and current) in the region, as is true of all nations/regions. Three quarters (77%) of workers in the region have a permanent address in the East Midlands. The remainder (20%) almost exclusively have a permanent address in a neighbouring region so journeys may well be over short distances only, and reflect more general commuting patterns across regional boundaries. The East Midlands has changed very little in these respects since 2004. Overall 28% of respondents with a permanent address in the East Midlands are working outside the region. This makes the East Midlands one of the nation/regions most likely to export workers, significantly above the UK/ROI average (18%).

The mean average number of miles travelled to work (each way) was 26 miles (23 miles in 2004), which is close to the UK/ROI average (24 miles), as it was in 2004. Only 6% were travelling over fifty miles each way to work, which is half the UK/ROI average (10%). This of course will be affected by the geographical size and population density of the regions.

3 Profile, Work Status and Work Histories of the Construction Workforce

In this chapter we look at the demographic details of the construction workers interviewed in terms of age, ethnicity and gender. We also look at the proportion working directly for a company, self-employed or for an agency, and the extent to which they are working on a permanent or temporary basis. We also look at the occupational profile of the sample and examine career histories in terms of how many years they have worked in construction and the previous roles workers have had within the sector.

3.1 Demographic profile of the sample

The following table shows the demographic profile of our sample of construction workers in the East Midlands and compares this to the profile in 2004 and the overall workforce interviewed in the survey.

Table 3.1 Demographic profile of the sample

	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Age: 16–19	**11**	22	8
20–24	**15**		16
25–34	**22**	28	25
35–44	**26**	28	25
45–54	**15**	11	16
55+	**11**	10	10
Ethnicity: White	**97**	98	96
Black	**1**	N/A	2
Asian	**1**	N/A	1
Other	**0**	2	1
Gender: Male	**98**	97	99
Female	**1**	3	<1
Base: East Midlands respondents (2007: 304; 2004: 452); Overall workforce (3,877)			

There is a broad spread of construction workers by age, with just over a quarter (26%) aged under 25, and the same proportion aged 45+. This is very much in line with the overall UK/ROI profile, but there are now slightly more workers at either end of the age spectrum than recorded in the East Midlands in 2004.

As may be expected the workforce interviewed was very male dominated, with male workers accounting for 98% of those interviewed in the East Midlands. This is comparable with the UK/ROI as a whole, and is almost unchanged since 2004.

Similarly, the vast majority (97%) of those interviewed described themselves as white, which matches both 2004 and the UK/ROI as a whole.

3.2 Work status

Over two-thirds (69%) of workers interviewed were employed directly by a company. A quarter (26%) were self-employed and just 4% worked for an agency. This represents a shift since 2004 towards direct employment (from 53%), away from self-employment (40% in 2004). This mirrors changes in the overall UK/ROI profile, and the two remain broadly similar.

As at the overall UK/ROI level, there is a clear link in the East Midlands between time spent in the industry and the incidence of self-employment. Only one in seven of those who have been in the industry for up to two years are self-employed, compared with over a quarter of those who have been in construction for five or more years. Conversely, those new to the industry are more likely to work via an agency: 17% of those with less than a years' experience, compared with just 2% of those with five or more years' experience.

Table 3.2 Work status

	East Midlands 2007 %	Overall Workforce (UK/ROI) 2007 %	Years working in construction			
			<1 year %	1–2 %	3–4 %	5+ %
Employed by a company	**69**	64	74	85	58	69
Self-employed	**26**	29	9	15	31	28
Work for an agency	**4**	5	17	0	8	2

Base: East Midlands respondents (304); Overall workforce (3,877)

In terms of age, self-employment is most common amongst 20–44 year olds (31%), which is broadly in line with the UK/ROI overall.

There were also wide differences in the likelihood of being self-employed by occupation, as summarised in the following table.

Table 3.3 Level of self-employment by occupation			
High		Low	
2007	2004	**2007**	2004
Bricklayers (42%)	Bricklayers (65%)	**Plant/Machine Operatives (12%)**	Labourers/General Operatives (20%)
Carpenters/Joiners (38%)	Carpenters/Joiners (65%)	**Labourers/General Operatives (15%)**	Groundworkers (24%)
	Plumbers (54%)		Plant/Machine Operatives (26%)

Results are broadly comparable with the overall UK/ROI picture, with bricklayers most likely to be self-employed, plant/machine operatives least likely. There are some similarities with the results from 2004 in the East Midlands, but small base sizes mean that some occupations have to be excluded from the analysis, so direct comparison is difficult.

Agency workers only accounted for 4% of those interviewed in the East Midlands. Agencies appear to be used mainly for labouring/general operative positions (17% of labourers are employed by an agency). This is very similar to the overall UK/ROI picture.

Seven in ten workers are employed on a permanent basis (69%), which is virtually unchanged since 2004 (67%), and very similar to the picture in the UK/ROI as a whole. A permanent contract is very common amongst employees (84%), but less common for those who are self-employed (37%). A similar state of affairs is apparent at the UK/ROI level, although the self-employed in the East Midlands are less likely to be in a permanent position (cf. 56% UK/ROI overall).

3.3 Occupational profile

Results showing how workers classified their current role or occupation are shown in table 3.4, which lists those occupations mentioned by 1% or more of the sample. Later in the report differences are discussed by occupation; not all occupations shown are used in those discussions, as bases less than 15 are too low to be reliable. The results are compared with those from 2004 in the third column and the final column on the table show comparative UK/ROI data.

Table 3.4 Occupational Profile			
	East Midlands 2007 % (No.)	East Midlands 2004 % (No.)	Overall Workforce (UK/ROI) 2007 % (No.)
Bricklayer	**21 (64)**	15 (66)	13 (536)
Labourer/General Operative	**17 (53)**	17 (76)	17 (674)
Plant/Machine Operative	**14 (43)**	10 (43)	13 (502)
Carpenter/Joiner	**13 (39)**	12 (54)	14 (559)
Supervisor	**6 (18)**	4 (18)	5 (192)
Plasterer/Dry-liner	**6 (18)**	3 (14)	5 (190)
Electrician	**5 (14)**	7 (31)	7 (247)
Plumber	**5 (14)**	3 (15)	5 (183)
Painter/Decorator	**3 (10)**	N/A	2 (97)
Pipe Fitter	**3 (10)**	5 (24)	3 (102)
Roofer	**3 (9)**	N/A	4 (133)
Scaffolder	**2 (7)**	3 (15)	3 (112)
Floorer	**2 (7)**	N/A	1 (40)
Manager	**2 (5)**	N/A	3 (111)
Steel Erector/Rigger	**2 (5)**	N/A	2 (75)
Welder	**1 (4)**	N/A	1 (32)
Banksman/Banksperson	**1 (4)**	N/A	2 (81)
Technical	**1 (2)**	N/A	1% (38)
Specialist Building Operative	**1 (2)**	N/A	<1 (16)
Base: East Midlands respondents (2007: 304, 2004: 452); Overall workforce (3,877)			

The occupational profile of the East Midlands workforce in 2007 is broadly in line with the overall UK/ROI profile, and the regional profile from 2004. However, bricklayers are more common in the East Midlands than previously, and compared with the UK/ROI as a whole.

3.4 Years working in construction

The length of time spent working in construction ranges from one in ten (9%) of new entrants who have worked in the industry for less than a year, to more than a quarter (28%) who have worked in the industry for over 20 years. Table 3.5 summarises findings, showing cumulative proportions. The results for the East Midlands are very much in line with the overall UK/ROI figures, but there was an increase in the proportion with 2–10 years' experience from 2004. A broadly similar change has occurred to the UK/ROI profile.

Table 3.5 Years spent working in construction (cumulative)			
	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Less than 6 months	**3**	6	5
A year or less	**9**	11	11
2 years or less	**16**	19	17
5 years or less	**34**	29	33
10 years or less	**47**	42	50
20 years or less	**70**	70	71
More than 20 years	**28**	32	27
Base: East Midlands respondents (2007: 304, 2004: 452); Overall workforce (3,877)			

Labourers/general operatives were much more likely to be recent recruits to the industry (26% had worked in the sector for two years or less), suggesting that people are likely to start out doing this type of work before moving on to more skilled occupations in the industry. That said, there were still many labourers/general operatives who had worked in the industry for many years (19% more than 20 years). Labourers/general operatives tend to be inexperienced at the UK/ROI level also, as they were in 2004.

3.4.1 Construction employment

Around a third of workers (35%) ended up in the construction industry after starting their working life in another field. This was higher for plant/machine operatives and labourers/general operatives (both 51%), whereas bricklaying is more likely to attract workers straight after leaving education, as only a fifth of workers with this occupation had started out working in another field. These levels of employment outside of construction are a little higher than in 2004 (27% started outside of construction), but accord with the UK/ROI as a whole.

Those who had worked in other fields before starting their construction careers were asked what their previous job had been. A diverse range of jobs was mentioned. In a large number of cases this was doing jobs for which construction seems like the natural progression (or indeed which are construction jobs but in other sectors).

Since starting their first job in construction, the vast majority had only ever worked in this sector, three quarters (77%) reported having worked in construction continuously and a further 6% had only worked in this sector though had had spells of being out of work. Overall 16% had dipped in and out of the construction sector since their first construction job[3]. This was most likely among labourers/general operatives (26%) indicating that this dipping in and out of the industry is perhaps more common among the relatively unskilled occupations. This profile is very much in line with the UK/ROI overall.

[3] These results exclude workers whose first serious job is for their current employer.

3.4.2 Occupational switching and progression

An area of particular interest in the research was the extent of switching between occupations within construction. To this end, workers were asked if they had always worked in their current role/occupation and if not what their previous occupation had been.

Three out of five workers (61%) said that they had always worked in the same occupational area as their current job. This is in line with the UK/ROI overall (60%) but lower than in 2004 (74%). Not surprisingly, workers who have been in construction for two years or less are less likely to have changed occupation within the industry (77%), although once this period has elapsed the likelihood of switching does not change, settling at 58% of those with five or more years' experience.

4 Qualifications and Skills

A key objective of this research was to measure the competence/qualification levels of the construction workforce. A number of questions were asked to ascertain this:

- whether any construction skill certificate or card was held and if so which and, in the case of CSCS and CSR cards, to what level

- what formal qualifications relevant to the construction industry they held or were working towards, if any

- those with managerial or supervisory duties were asked about any training specifically designed to improve their managerial or supervisory skills or knowledge.

We also asked workers to assess their own skills, including basic skills and whether they felt they needed more training to do their current job.

4.1 Construction skill cards and certificates

There is a general move in the industry for all persons working on, or visiting, construction sites to have a construction skill card or certificate. Already, many sites won't let workers on without an appropriate card to prove their skills. And this is set to increase as the industry-wide deadline approaches for a fully qualified workforce by 2010.

Overall three fifths (60%) of workers said they held a skill card or certificate of some description, which is a small increase compared with the proportion who said they held a skill card or certificate in 2004 (54%), but the region remains below the UK/ROI average (68%).

Perhaps unsurprisingly those with less than a year's experience (30%) were least likely to have a skill card or certificate. Likelihood of possessing a skill card/certificate continues to rise gradually after the first year in the industry, but at a much slower rate. Workers aged under 20 are also less likely to hold a skill card/certificate (44%), but there is little change after this age.

Table 4.1 Whether have a skill card/certificate by other variables			
	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Overall	**60**	54	68
<1year in construction	**30**	15	39
1–2 years	**50**	44	60
3–4 years	**56**	N/A	65
5+ years	**65**	N/A	75
16–19	**44**	N/A	43
20–24	**62**	N/A	62
25–44	**63**	58	73
45+	**58**	60	72
Employed directly	**61**	58	70
Self-employed	**63**	52	69
Base: East Midlands respondents (2007: 304, 2004: 452); Overall workforce (3,877)			

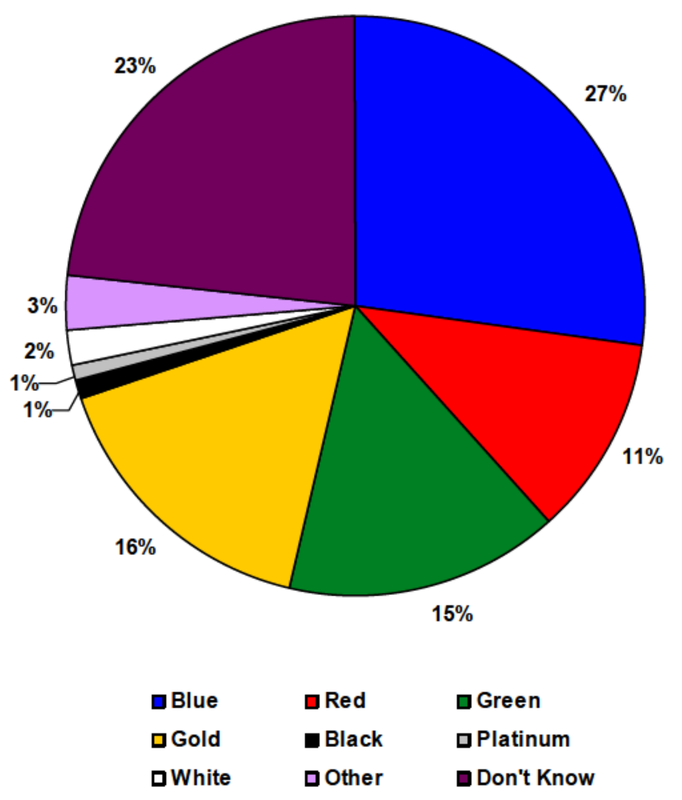
The main differences by occupation are shown in the following table that lists occupations with the highest and lowest penetrations from the 2004 and the 2007 surveys.

Table 4.2 Whether have a skill card/certificate by occupation			
***High** likelihood*		***Low** likelihood*	
2007	2004	**2007**	2004
Supervisors (78%)	Plant/Machine Operatives (93%)	**Labourers/General Operatives (42%)**	Bricklayers (33%)
Plant/Machine Operatives (74%)	Pipe Fitters (83%)		Labourers/General Operatives (36%)
	Scaffolders (80%)		

Although the overall likelihood of holding a skill card or certificate in the East Midlands is below average, nonetheless there are no occupations with very low incidence, the lowest being labourers/general operatives at 42%. Supervisors and plant/machine operatives are the most likely to hold skill cards/certificates.

Workers with a CSCS/CSR skill card were asked its colour/level. Just under three in ten held a blue, skilled construction/plant operative NVQ/SVQ Level 2 card, with 16% possessing a gold, craft/supervisor NVQ/SVQ Level 3 card and a similar proportion having a green, general site workers card. Despite saying they held a CSR card, almost one in four (23%) were not sure what colour or level it was. Chart 4.1 shows the proportions of card-holders with each colour of card.

Chart 4.1 Colour of CSCS/CSR skill card held



Base: East Midlands respondents who hold a CSCS/CSR card (146)

4.2 Construction qualifications held

Workers were also asked what other formal qualifications relevant to construction they held (excluding first aid certificates). As a relatively high proportion (7% in East Midlands; 8% overall) did not give an answer to this question in 2007, results in this section are based on those who gave an answer. Half (51%) of workers who gave a response held a construction specific qualification, which is comparable to 2004, and the UK/ROI as a whole.

As may be expected, there were differences by age and length of time worked in the industry. Workers with five or more years' experience in the industry were nearly twice as likely as those with two years or less experience to hold a relevant qualification (58% cf. 32%).

Table 4.3 Hold any construction specific qualification			
	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Overall	**51**	48	48
<1 year in construction	**32**	11	15
1–2 years	**32**	18	30
3–4 years	**44**	34	39
5+ years	**58**	58	57
16–19	**39**	N/A	30
20–24	**49**	N/A	40
25–44	**53**	52	54
45+	**55**	57	50
Employed directly	**52**	41	48
Self-employed	**56**	59	54
Base: East Midlands respondents who gave a response 2007 (282); All East Midlands respondents 2004 (452); All UK/ROI respondents who gave response (3,594)			

The likelihood of having a construction-related qualification rises gradually with age, suggesting there is no upper age barrier beyond which workers do not consider obtaining qualifications, although they are nonetheless most likely to be obtained before the age of 20. The increase in the proportion of East Midlands workers holding a relevant qualification has been exclusively amongst those employed by a company, such that these workers are now as likely to hold a relevant qualification as those who are self-employed.

As with skill cards/certificates, there was variation by occupation in the proportion of workers with a construction qualification. This is summarised in table 4.7, showing the occupations with highest proportions of workers with a qualification and the occupations with lowest relative proportions.

As in 2004 bricklayers and carpenters are amongst the most likely to hold construction specific qualifications, and labourers/general operatives least likely to hold them.

Table 4.4 Whether have construction qualifications			
***High** likelihood*		***Low** likelihood*	
2007	2004	**2007**	2004
Bricklayers (81%)	Electricians (87%)	**Labourers/General Operatives (18%)**	Labourers/General Operatives (14%)
Carpenters/joiners (67%)	Bricklayers (73%)		Groundworkers (20%)
	Carpenters (70%)		

Workers who said they had a construction qualification were asked what type of qualification they held. Where more than one response was given the highest qualification was recorded.

Table 4.5 Main type of highest qualification held			
	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
NVQ/SVQ	**54**	27	51
City and Guilds	**33**	33	34
Apprenticeship	**5**	14	4
Degree	**3**	N/A	1
Construction Award	**1**	10	2
HNC/HND/BTEC higher	**1**	N/A	1
Base: East Midlands respondents with qualification (2007: 145, 2004: 289); All UK/ROI respondents who gave response (1,810)			

Over half of qualified workers (54%) had an NVQ/SVQ and a third (33%) had a City and Guilds qualification. Since 2004 there has been an increase in the proportion of NVQs/SVQs whereas City and Guilds qualifications remain as common as they were (previously 27% and 33% respectively). This increase in NVQs/SVQs is also seen at the UK/ROI level, and the incidence of each qualification is also comparable. However, in contrast to the East Midlands, at a UK/ROI level, City and Guilds qualifications have become less common since 2004 (46%).

Workers were also asked where their highest qualification was attained. For the majority of workers holding a construction qualification, 78%, this had been attained in the East Midlands. This is an increase on 2004 (68%), and places the East Midlands mid-table in terms of the proportion of qualified site workers who gained that qualification within the same region. One in ten (9%) of workers from the neighbouring West Midlands gained their construction qualification in the East Midlands.

4.3 Working towards construction qualifications

One in six of the workforce (18%) said they were working towards a construction qualification, which is comparable with both 2004 and the UK/ROI average. Predictably this was much higher among younger workers and those who had been working in the industry for less than five years.

Table 4.6 Working towards a construction specific qualification			
	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Overall	**18**	16	17
<1 year in construction	**35**	41	28
1–2 years	**50**	24	32
3–4 years	**39**	N/A	36
5+ years	**9**	N/A	11
16–19	**53**	N/A	47
20–24	**21**		27
25+	**12**	11	12
Base: East Midlands respondents (2007: 250; 2004: 517); Overall workforce 2007 (3,877)			

Half of 16–19 year olds (53%) were working towards a qualification, dropping to one in five (21%) among 20–24 year olds, and just one in ten workers aged 25+. Permanent workers (21%) are four times as likely to be working towards a construction qualification compared with temporary workers (5%), and employees a little more likely than the self-employed (20% cf. 14%).

Two-fifths of those working towards a qualification (40%) already have a construction qualification. One in ten (8%) of the total workforce do not currently have a construction qualification but are working towards one.

In terms of the type of qualifications being worked towards, NVQs/SVQs were the most likely, mentioned by 73% of those working towards a qualification. Just 5% were working towards a City and Guilds qualification and 2% were on an apprenticeship scheme.

4.4 Managerial qualifications

A further area of investigation in relation to training and qualifications was to look at the extent to which workers with managerial or supervisory duties have had training specifically designed to improve their managerial and supervisory skills.

A fifth of workers (19%) said they had supervisory or managerial duties on site, which is in line with the UK/ROI average. Time worked in the industry was a key indicator, a quarter

(23%) of those with five or more years experience having managerial or supervisory duties on site compared with just 9% among those working in construction for less than five years.

Over two-fifths (43%) of those with managerial and supervisory duties had received training designed to improve skills in this area. This is broadly comparable with 2004 (45%), and the UK/ROI as a whole (40%).

Those who had received some training were most likely to have undertaken in-house training rather than anything that was part of any accredited, industry-recognised programme, as is the case for the UK/ROI overall, and in 2004. However, Chargehand and Team Leader Training is relatively common in the East Midlands. The types of training undertaken are shown in table 4.7.

Table 4.7 Type of training received to improve management or supervisory skills

	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
None/can't remember	**57**	55	47
In-house training	**24**	18	31
Chargehand and Team Leader Training	**16**	4	10
Site Safety Supervisors Course (for CSR)	**7**	N/A	7
SMSTS (Site Manager Safety Training Scheme)	**5**	10	8
IOSH (Institute of Occupational Safety and Health)	**3**	N/A	3
Assessor and Verifier Training	**3**	1	5
CIOB Site Management Education and Training Scheme (SMETS)	**3**	N/A	2
Civil engineering Site Managers Scheme	**2**	N/A	3
Institute of Supervision and Management Workshops	**2**	1	1
CITB Training	**2**	N/A	3

Base: All with management and supervisory duties East Midlands (2007: 58, 2004: 78); All UK/ROI respondents who gave response (678)

4.5 Summary of qualification and skills card status

Table 4.8 summarises the situation regarding qualifications and skill cards/certificates attained and working towards. The results for the East Midlands are compared with the results in 2004 and the overall results in 2007.

Table 4.8 Qualification status			
	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Hold a formal construction qualification or a skills card/certificate or working towards a qualification	**79**	79	82
Hold a formal construction qualification or a skills card/certificate	**73**	73	78
Hold a skills card/certificate	**60**	54	68
Hold a skills card/certificate but no other construction qualification	**26**	25	33
Working towards a qualification	**18**	16	17
Base: East Midlands respondents (2007: 304; 2004: 452); Overall workforce (3,877)			

As we have seen earlier in this report, the East Midlands slightly underperforms the UK/ROI as a whole in terms of the qualifications, card and certificates currently held by construction site workers, and is average in terms of working towards such qualifications. The East Midlands has improved in terms of holding a skill card/certificate since 2004, but otherwise the qualification status of the workforce is largely unchanged.

4.6 Competence/qualification level of the construction workforce

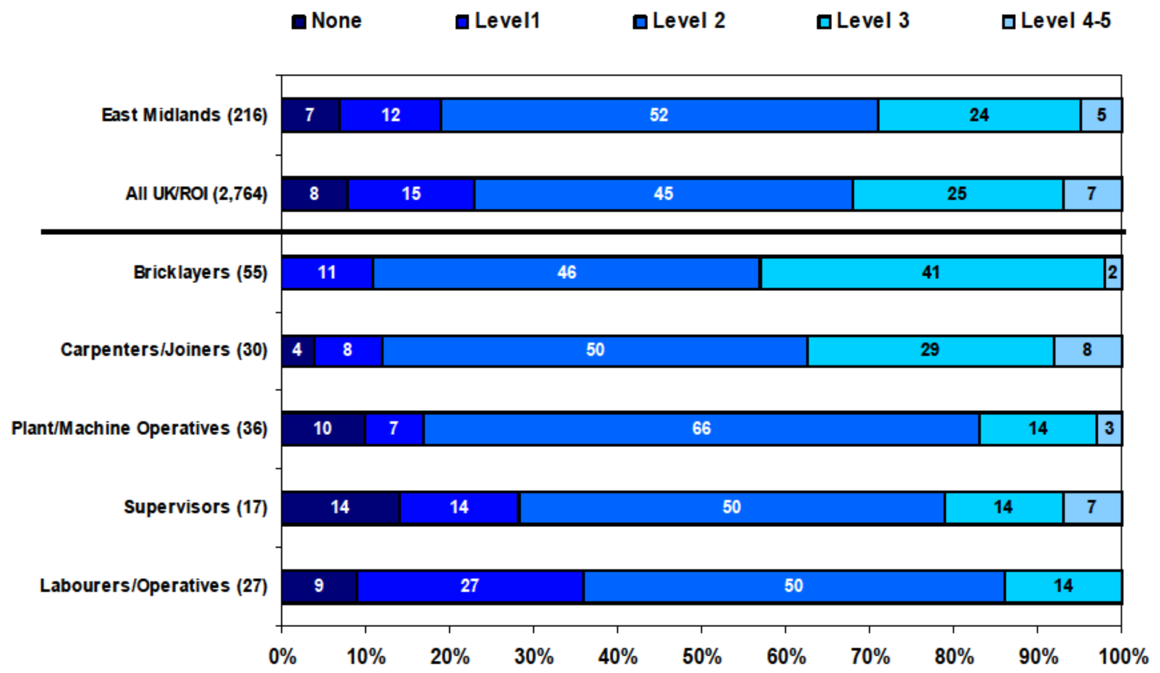
Using the responses given by workers for qualifications and skill cards/certificates held and managerial training undertaken, the highest competence/qualification levels have been derived for each worker. The technical report shows the definitions of each level, which are largely the same as those used in the 2004 survey[4].

Less than one in ten (7%) of the East Midlands workforce has no competence/qualification level (i.e. no qualification or management training or skill cards/certificates held); this is similar to the overall level across the UK/ROI. Half (52%) of workers have a level 2 qualification, with four out of five in total (81%) possessing a qualification at level 2 or higher.

Results varied by occupation, competence/qualification levels being highest among bricklayers (43% had a level 3 qualification or higher).

[4] In 2004 Green CSCS and CSR cards were categorised as Level 2, in 2007 they were categorised as Level 1.

Chart 4.2 Competence/qualification level by occupation



Base: All respondents where a competence/qualification level could be calculated (216)

4.7 Self assessment of skill level

Workers' own perceptions as to whether they had all the skills they need to do their current job were ascertained after they were asked about the various qualifications they held or were working towards. Table 4.9 summarises the results.

Four-fifths of workers (81%) believe they have all the skills they require for their current job, although one in ten (11%) say they need more training or qualifications with slightly fewer (8%) needing more experience. Predictably younger workers were the most likely to say they needed more training and qualifications (28% of under 25s), and more experience (20%). This assessment accords with the overall UK/ROI picture, and is broadly in line with 2004, although slightly more workers now feel they need more experience. The latter may in part be driven by the small influx of younger workers into the industry.

Table 4.9 Self assessment of skill level and training needs for current job			
	East Midlands 2007 %	No skill card/qualification/ nor working towards any 2007 %	Overall Workforce (UK/ROI) 2007 %
Have all the skills needed for current job	**81**	87	76
Need more training or qualifications	**11**	13	13
Need more experience	**8**	0	8
Don't know	**1**	0	3
Base: East Midlands respondents (452); No qualification nor working towards any (60); Overall workforce (3,877)			

Workers with no skill card or qualifications and not working towards any were, if anything, more likely than average to think they had all the skills they required for their current job. Predictably, workers with no qualifications who were working towards a qualification were less likely to think that they had all the skills needed for their job (33%).

All workers were also asked whether they felt they needed training in basic skills. Overall, a quarter (23%) expressed a need for such training, with broadly equal demand for reading, writing, maths and speaking English. These findings tally with the UK/ROI as a whole.

Table 4.10 Need for training in basic skills			
	East Midlands 2007 %	All identifying a need 2007 %	Overall Workforce (UK/ROI) 2007 %
Any need identified	**23**	100	21
Reading	**15**	33	12
Speaking English	**13**	31	12
Writing	**11**	23	10
Maths	**15**	34	10
Base: East Midlands respondents (304); All identifying a training need (69); Overall workforce (3,877)			

The other means by which increased training may arise from a demand-led worker angle is those wishing to change occupation within the sector and anticipating this needing re-training. Overall 17% say they want to change the work they do. This is broadly in line with 2004 and also the average for the UK/ROI (both 14%). The vast majority of these (92%) say that to achieve this aim they will need further training and qualifications. This represents 16% of all workers interviewed.

As expected, the desire for a change of role was particularly apparent among less skilled workers, particularly labourers/general operatives (47%). The most common roles workers would like to switch to are primarily the more skilled occupations. Better pay was the key motive for change, mentioned by nearly two-fifths of workers (57%) wanting to change roles, although the demand for more interesting work also played an important role.

One challenge to delivering training to site-based workers is the relatively short time that workers stay at one site as well as the uncertainty that exists about how long the work will last. The following table shows the results for the length of time workers expect to work at their current site, results are shown for the East Midlands and overall.

Table 4.11 Total length of time expect to work at site		
	East Midlands 2007 %	Overall Workforce (UK/ROI) 2007 %
<1 month	**14**	11
1–3 months	**20**	20
>3 up to 6 months	**13**	16
>6 months up to a year	**12**	17
More than a year	**28**	20
Don't know	**13**	17
Base: East Midlands respondents (304); Overall workforce (3,877)		

From a training perspective, these figures clearly highlight the difficulty that the construction industry faces in providing site-based training. Only four-fifths of workers (40%) expected to be on site for more than six months and just over a quarter (28%) expected their work on site to last over a year. A further 13% were uncertain as to how long they'd be on site for. This is broadly the UK/ROI picture, although workers in the East Midlands are a little more likely to be on-site for more than a year. Nonetheless, from the perspective of training workers on-site, this appears to be a substantial improvement on 2004, when only 23% of East Midlands workers expected to be on site for more than six months, with many more (29%) uncertain of how long they would be on site.

5 Mobility

A key aim of the survey is to gain an understanding of geographic mobility of construction workers and to try to get a measure of which regions are net ‘importers’ and which are net ‘exporters’. Another aim is to identify which types of workers (for example, by occupation and competence/qualification level) are particularly likely to be mobile. The results from this analysis clearly have a bearing on training planning, provision and investment.

What constitutes a mobile worker is not straightforward. Potentially it includes those who live outside a region and travel in on a daily basis, those who live in temporary accommodation while working but whose permanent address is outside the region, those who have moved to the area on a semi-permanent basis, as well as those who received their construction training elsewhere but have now moved to the region on a permanent basis. Hence for the survey a number of questions were asked covering these issues. These were:

- where respondents were from originally
- whether they travel from their permanent address or a temporary address (and if temporary why they work in the current region)
- the proportion of their time working in construction which has been on sites within the region where they are currently working
- the miles they travel to get to the site each day
- whether when they finish this site they expect to get a job which allows them to commute on a daily basis from their permanent address.

These areas are discussed in turn. In the last section we also look at how long workers are typically based at an individual site to give some idea of the frequency of moving between sites. Clearly workers may have spent their whole working life in one region and therefore appear relatively immobile, but if they move site frequently, providing training to these workers could be problematic.

5.1 Worker origin

Workers were asked where they were from originally. As a measure of mobility clearly this is very broad, since people may have moved to a region on a permanent basis and done so many years ago for reasons other than their work. That said, there are still some interesting differences between regions as far as importing and exporting workers is concerned, which are shown in table 5.1.

Table 5.1 Where from originally/international and inter-region movement													
	Where currently working												
Where from originally	NI %	NE %	Scot %	Wales %	NW %	Y&H %	WM %	ROI %	EM %	SW %	EE %	SE %	Lon %
Northern Ireland	92	*	-	2	1	-	*	*	**1**	*	1	1	1
North East	*	84	4	1	*	5	2	*	**1**	1	1	1	1
Scotland	1	1	84	*	*	1	1	*	**1**	1	-	*	1
Wales	-	*	-	79	3	1	1	-	**2**	5	*	2	1
North West	*	1	4	2	74	5	2	-	**2**	8	1	1	1
Yorkshire and Humber	*	4	2	-	4	74	2	1	**9**	3	1	1	1
West Midlands	*	-	1	1	11	-	70	-	**7**	7	1	3	*
Republic of Ireland	2	*	-	1	1	2	5	67	**2**	2	5	5	5
East Midlands	*	*	*	1	1	6	7	-	**65**	4	2	2	1
South West	-	1	-	7	-	*	3	-	**1**	60	2	4	*
East of England	1	4	-	-	*	3	1	*	**2**	2	57	7	9
South East	-	1	-	1	*	1	1	*	**2**	8	6	49	15
London	-	*	1	1	*	*	1	*	**1**	3	13	12	33
Outside UK and ROI	2	1	2	4	-	1	3	29	**2**	1	8	8	22

Base: All Respondents (3,877)
NB: Dark shading denotes proportion of workers in region originally from that nation/region. East Midlands workers are also shaded (light).

Two-thirds (65%) of those currently working in the East Midlands originate from the region. This places the East Midlands mid-table in terms of imported versus 'home grown' workers. Yorkshire and Humber, and the West Midlands, are the most likely external source of workers (9% and 7% respectively).

5.2 Location of workplace, current and permanent residence

Respondents were all asked where they were living to get to their current place of work, whether this was their permanent address and, if not, where their permanent address was. Table 5.2 presents results for *all* regions showing:

- the percentage of workers whose **permanent** residence is in the same nation/region as their current work

- the percentage of workers currently living in the same nation/region as their current work.

In each instance the corresponding percentages resident in different regions are shown to the left and the percentages resident in neighbouring regions to the right. The results from the 2004 survey are also included for comparison.

Table 5.2 Nation/Region of establishment/permanent residence and work residence

	Region of **permanent** residence						Region of **current** residence					
Region of establishment	% from different nation/region		% from same nation/region		% from neighbouring nation/regions		% from different nation/region		% from same nation/region		% from neighbouring nations/regions	
	2007	2004	**2007**	2004	**2007**	2004	**2007**	2004	**2007**	2004	**2007**	2004
Northern Ireland	**1**	0.5	**99**	99.5	**-**	-	**0.5**	0.5	**99.5**	99.5	**-**	-
Scotland	**8**	2	**92**	98	**4**	1	**1**	1	**99**	99	**-**	1
North East	**9**	5	**91**	95	**6**	4	**8**	4	**92**	96	**5**	3
West Midlands	**13**	11	**87**	89	**10**	10	**7**	10	**93**	90	**7**	9
Wales	**13**	10	**87**	90	**7**	5	**12**	8	**88**	92	**7**	4
Yorkshire and Humber	**16**	12	**84**	88	**15**	10	**12**	8	**88**	92	**11**	8
East of England	**20**	32	**80**	68	**17**	27	**18**	30	**82**	70	**15**	28
North East	**12**	19	**82**	81	**15**	17	**18**	13	**82**	87	**15**	12
South East	**22**	13	**78**	87	**13**	8	**17**	8	**83**	92	**11**	5
East Midlands	**23**	25	**77**	75	**20**	18	**22**	20	**78**	80	**20**	16
London	**32**	43	**68**	57	**30**	25	**30**	29	**70**	71	**30**	26
South East	**32**	27	**68**	73	**24**	23	**31**	21	**69**	79	**25**	21

Base: All respondents (2007: 3,877; 2004: 8,436)

The majority of construction workers in the East Midlands have residences (both permanent and current) in the region, as is true of all nations/regions. Three-quarters (77%) of workers in the region have a permanent address in the East Midlands. The remainder almost exclusively (20%) have a permanent address in a neighbouring region so journeys may well be over short distances only, and reflect more general commuting patterns across regional boundaries. Overall 23% of respondents working in the East Midlands are working outside the nation/region where they have their permanent address and a similar proportion (22%) are working outside the nation/region of their current residence. The East Midlands has changed very little in these respects since 2004.

Relative to other nation/regions the East Midlands is a region that draws a fair proportion of workers from outside the region, compared with what tend to be more peripheral nations/regions such as ROI, Scotland, Wales and the North East that are more self-reliant in terms of their workforce.

Table 5.3 shows the percentage of construction workers working outside the nation/region where they have a permanent residence.

Overall 28% of respondents with a permanent address in the East Midlands are working outside the region. This makes the East Midlands one of the nation/regions most likely to export workers, significantly above the UK/ROI average (18%). Strong links out of the region to other parts of the country no doubt enable the East Midlands to act as a central hub in this way. Thus the region was the top exporter of workers in 2004, but a decrease on this measure has now placed the West Midlands and London at the top of the table. This measure varied widely by nation/region, and not surprisingly the more geographically isolated areas of Scotland and Northern Ireland had very few workers who live there while working outside the geographical area.

Table 5.3 Percentage working outside their nation/region of permanent residence

Region of permanent address	**Permanent 2007 %**	Permanent 2004 %
West Midlands	**31**	27
London	**30**	35
East Midlands	**28**	43
East of England	**28**	29
South East	**20**	12
Yorkshire and Humber	**18**	22
North East	**16**	21
Wales	**16**	18
South East	**15**	27
North East	**9**	15
Northern Ireland	**4**	2
Scotland	**1**	8
All	**18**	21

Base: All respondents (2007: 3,877; 2004: 8,436)

5.3 Temporary accommodation

While clearly not everyone based in temporary accommodation will necessarily be 'imported' workers (some may also have a permanent address within the nation/region), this group is a proxy for the highly mobile workforce and as such constitutes another measure of mobility.

Just 4% of East Midlands workers interviewed were based at a temporary address to get to work, approximately half the UK/ROI average (7%), and thus perhaps surprisingly low given the relatively high importation of workers. The proportion of workers based at a temporary address in the East Midlands has halved since 2004 (8%).

5.4 Proportion of career spent in current location

Workers were asked what proportion of the time they had worked in construction in the UK/ROI had been spent on sites in the nation/region where they were currently working. A quarter (26%) said they'd spent all of their construction careers on sites in the East Midlands, and a further two fifths (43%) have spent most of their construction career in the region. These figures suggest the construction site workforce is relatively geographically immobile, even if the East Midlands workforce is slightly more mobile than the UK/ROI overall (but more polarised in this respect than in 2004).

Table 5.4 Proportion of construction career spent in current nation/region

	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
All of it	**26**	34	43
Most of it	**43**	28	33
Around half	**13**	12	9
Small proportion	**13**	22	8
Only this job	**3**	N/A	3
Don't know	**2**	N/A	3

Base: East Midlands respondents (2007: 304; 2004: 452); Overall workforce (3,877)

The patterns on mobility discussed already in this chapter, particularly on where workers say they were from, are repeated on this measure of mobility. Thus relatively few East Midlands workers have spent their entire construction career in the region, whereas those currently working in Scotland and in Northern Ireland were particularly likely to have spent all their time in construction within the nation/region (68% and 64% respectively).

Not surprisingly, those who have been in the industry a long time are more likely to have ventured outside of the region, having had greater opportunity (in terms of time) to have done so (only 21% of those with five or more years' experience have spent all their construction career in the East Midlands).

5.5 Travel to work distances

The mean average number of miles travelled to work (each way) was 26 miles (23 miles in 2004), which is close to the UK/ROI average (24 miles), as it was in 2004 (23 miles).

Half (54%) of workers reported travelling less than 25 miles, and only 6% were travelling over fifty miles each way to work, which is half the UK/ROI average (10%). This of course will be affected by the geographical size and population density of the regions.

5.6 Sub-sector mobility

All workers were asked whether they had spent significant parts of their construction career on any of the following types of project: new housing; housing repair and maintenance; commercial work such as shops, offices, pubs etc.; private industrial such as warehousing, land reclamation etc.; public non-housing such as schools, landscaping etc. and infrastructure such as road, tunnel etc. Results are summarised in table 5.5[5].

Table 5.5 Type of projects spent significant periods of construction career on

	East Midlands 2007 %	Overall Workforce (UK/ROI) 2007 %
New housing	**78**	73
Public non-housing	**41**	44
Commercial work	**38**	43
Private industrial	**33**	33
Housing repair and maintenance	**32**	38
Infrastructure	**17**	21
One type of project only	**42**	34
Two types of project only	**18**	19
Three types of project only	**15**	15
Four types of project only	**8**	12
Five types of project only	**9**	11
Worked on all six types of project	**6**	6
Base: East Midlands respondents (304); Overall workforce (3,877)		

Most workers (78%) had spent significant periods of their career working on new housing projects while only 33% had spent time working on private industrial, 32% on housing repair and 17% on infrastructure projects. The majority of workers had spent significant parts of their career across different types of project, only two-fifths (42%) had worked within one type of sub-sector only. Nonetheless, these results suggest a less mobile workforce in terms of project type than in 2004, or compared to the UK/ROI average.

Results vary predictably by length of time in the industry. Seven in ten (70%) of those who had only been in the industry a year or less had worked on just one type of project, compared with just a third (35%) of those with five or more years' experience.

5.7 Leaving the industry

A final measure of mobility is the anticipated outflow from the workforce i.e. those leaving the industry. The results for workers aged below 60 are shown in table 5.6.

Table 5.6 Likelihood of working in construction in five years' time

	East Midlands 2007 %	East Midlands 2004 %	Overall Workforce (UK/ROI) 2007 %
Definitely will	**40**	33	44
Very likely	**37**	38	32
Quite I kely	**8**	17	10
Quite unlikely	**2**	2	2
Very unlikely	**2**	1	2
Definitely will not	**1**	3	2
Hope to be retired in 5 years	**3**	N/A	2
Don't know	**7**	5	6

Base: East Midlands workers aged under 60 (2007: 289; 2004: 431); All respondents aged under 60 (3,686)

Only five per cent of workers aged below 60 think it is unlikely they will be working in the industry in five years' time, a further three percent hoping to have retired by then. Three quarters say it is definite (40%) or very likely (37%) they will stay. These results are very similar to those for the UK/ROI as a whole, and more positive than in 2004.

Predictably those new to the industry (with less than one year's experience) were more uncertain than average, 13% being unsure whether they would be working in construction in five years' time.

[5] Results are not directly comparable with 2004 on this measure as a different number and definition of types of projects was used in 2004.