

Workforce Mobility and Skills in the UK Construction Sector (Yorkshire and Humberside Report)

Research Report

prepared for

**ConstructionSkills, Department of Trade and Industry (DTI)
and ECITB**

by

IFF Research Ltd

March 2005

TABLE OF CONTENTS

1 BACKGROUND, OBJECTIVES AND METHODOLOGY	3
Research Methodology	3
Details of the sites covered in the research.....	4
2 MANAGEMENT SUMMARY	6
The profile of the workforce.....	6
Mobility issues	7
Training and Qualifications	7
3 PROFILE, WORK STATUS AND WORK HISTORIES OF THE CONSTRUCTION WORKFORCE	10
Demographic profile of the sample	10
Work status.....	11
Occupational profile	13
Years working in construction	14
Construction employment	14
Occupational switching and progression.....	15
4 QUALIFICATIONS AND SKILLS	16
Construction skill cards or certificates.....	16
Construction qualifications held	18
Those working towards a qualification	20
Managerial qualifications	21
Summary of qualifications and skill cards status.....	22
Qualification level of the construction workforce	22
Self assessment of skill level by site workers	24
5 MOBILITY	27
Where workers from originally.....	28
Region of workplace, current residence and permanent residence	29
Living in temporary accommodation	30
Proportion of UK Construction career spent in current region	31

Travel to work distances.....	31
Sub-sector mobility.....	32
Leaving the industry.....	33
Appendix A: Definition of qualification level.....	35
Table A1: Percentage of workers permanently resident in each region (horizontal %).....	40

Workforce Mobility and Skills in the Construction Sector in the UK (Yorkshire and Humberside report)

Research report prepared for **ConstructionSkills, DTI and ECITB** by **IFF Research Ltd**

March 2005

1 Background, objectives and methodology

1.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills (formerly CITB), the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI).

1.2 The overall aim of the study was to provide reliable data on the nature of the construction workforce in the UK in regard to their 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 UK construction workforce
- 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 qualifications levels
- A range of other issues such as switching between different occupations within the construction sector and the extent to which managers have received any training specifically to enhance their managerial skills.

Research Methodology

1.3 The key elements of the research approach were as follows:

- *Sample:* a list of current construction projects over £1m in value was drawn from Glenigan, an Emap publication detailing current and forthcoming construction projects. (Among the many details listed for each project are the value, the size, the nature of the project, the planned start and completion dates and the organisations and contact details for the key contractors and organisations involved). The sample was drawn within each region aiming to achieve a spread by value and by phase of project. We also aimed to include a significant number of civil engineering projects. For Engineering Construction projects, ECITB provided details of significant projects to supplement some appearing on the Glenigan list. The lists were checked for completeness and omissions by regional ConstructionSkills representatives.

- *Interviewing contractors / employers:* key contacts at each site were then called to collect some headline information about the sites (information such as the number of workers on site, the main occupations currently employed and the phase of the project) and then to ask for permission to interview at the named site (or an alternative if for some reason this was preferred).
- *Worker interviews:* once permission had been sought then dates for visits were arranged with site managers (this often involved contacting a different person within the organisation, or a different organisation). Site interviews were then conducted face-to-face by IFF interviewers. These normally took place in a canteen or equivalent. At some of the larger sites more than one interviewer attended, and in some cases interviewers returned on a second day. The interview took around 5 minutes to conduct. The questionnaire used is appended.

1.4 The survey results presented in this report is based on fieldwork conducted in the Yorkshire and Humberside from August to November 2004. This consisted of a total of 604 face-to-face interviews with site-based workers obtained across 27 sites.

1.5 At the analysis stage, weighting was applied to the UK data to ensure that each region was represented in its correct proportions based on the relative size of the construction workforce via LFS figures. This is something of a proxy measure as these LFS figures do not tie in exactly the scope of the current survey (i.e. workers on large construction sites). Weighting was important both because, at a UK wide level, London and the South East were relatively oversampled, and then in the rest of the UK the sampling strategy intentionally oversampled smaller regions. Unless otherwise stated, and with the exception of base totals, the figures in this report are based on weighted data. Weighted, the Yorkshire and Humberside accounted for approximately 8% of the UK construction workforce.

Details of the sites covered in the research

1.6 The following table shows the profile of the sites covered by the research in Yorkshire and Humberside by the type of work being undertaken. We show for each type of project the number of workers described by the contractor as being on site, and then the number of interviews carried out.

Table 1.1: Sites covered by type of activity			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews</i>
Total	27	1,377	604
New Housing	13	630	326
Other commercial	6	226	108
Housing repair (including lofts / extensions)	4	175	107
Engineering construction	3	306	44
Civil engineering	1	40	19

1.7 As shown the sites at which interviews were conducted in Yorkshire and Humberside were most frequently conducted at new housing and ‘other commercial’ sites.

1.8 Figures from the contractors interviewed at each site indicated that there were some 1,377 workers across the 27 sites. Hence in total we interviewed approximately 44% of the potential workforce at these sites.

1.9 The following table shows the coverage by the number of workers at the site.

Table 1.2: Sites covered by number of workers on the site			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews (and proportion this represents of the total within that size band)</i>
Total	27	1,377	604 (44%)
50 or less	18	600	411 (68%)
51-99	7	467	172 (37%)
100-199	1	100	11 (11%)
200+	1	210	10 (5%)

2 Management Summary

- 2.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills, the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI). The survey in Yorkshire and Humberside consisted of interviews with 604 construction workers employed across 27 sites. The work took place from August to November 2004. The survey covered large projects with an estimated value of £1m plus, and in this sense it did not seek to be representative of the overall construction workforce.
- 2.2 The project sought to establish reliable information on the qualification and skill levels of the UK construction workforce, and also geographic and occupational mobility.

The profile of the workforce

- 2.3 A wide range of occupations was covered in the research, though in Yorkshire and Humberside labourers / general operatives (16%), carpenters / joiners (15%) and groundworkers (15%), bricklayers (14%) and plant / machine operatives (12%) constituted almost three in four of those interviewed. Most had worked in the industry for long periods (38% had been in construction for over 20 years). Around one in twenty (6%) were new entrants with less than one year's experience. The workforce in Yorkshire and Humberside was somewhat older than found UK-wide (30% were aged 45 plus compared with 25% across the UK as a whole).
- 2.4 Almost two-thirds (64%) were employed directly by a company, one in three (33%) were self-employed and 3% worked for an agency. Direct employment was slightly more common in the Yorkshire and Humberside than in the rest of the UK, and agency employment less common. The level of self-employment varied enormously by occupation being particularly low among scaffolders, supervisors and electricians (each 4%-6%).
- 2.5 Reflecting high levels of direct employment, four in five workers (82%) were employed on a permanent basis. One in seven (14%) were working on a temporary basis and a small proportion, 4%, worked on some other basis or were unsure if it was permanent or temporary.

Mobility issues

2.6 Yorkshire and Humberside has a very ‘self-contained’ workforce with low levels of importing of labour from other regions. This is shown by the fact that:

- Very few workers are drawn in from outside the region: 88% of the workers interviewed on sites in Yorkshire and Humberside had their permanent residence in the region. While lower than the figure in the North East (95%), it was higher than found in the North West (81%) and much higher than some of the southern regions (London, the South East and the East).
- Confirming the high level of permanent residence within the region, only 3% were living in temporary accommodation (v 8% across the UK as a whole).
- A very high proportion were originally from Yorkshire and Humberside (81% - highest of the English regions other than the North East).

2.7 Overall one in five (22%) of those with a permanent address in Yorkshire and Humberside were currently working outside the region, close to the national average (21%).

2.8 The average (mean) distance travelled by Yorkshire and Humberside workers each way to work is 23 miles (matching the UK average). Almost half (49%) travel less than fifteen miles each way, while 13% travel more than 50 miles each way to their current site (compared to 15% for workers across the UK).

Training and Qualifications

2.9 The site-based workforce in Yorkshire and Humberside is slightly more likely to have any construction qualification than found across the UK, although less likely to have a level 3 or higher (26% v 29% UK-wide). The following table shows comparative results, these *construction-related* qualification levels.

Table 2.1: Highest construction-related qualification level		
	Yorkshire & Humberside (604) %	UK (8,436) %
No qualifications	23	25
Level 1 or 2	51	45
Level 3	24	26
Level 4 or 5	2	3

- 2.10 Of the main occupations interviewed plumbers, supervisors and carpenters / joiners were the most highly qualified (56 %, 55% and 51% respectively had a level 3 or higher qualification), although plant / machine operators were the most likely to have some qualification level (95%). Labourers / general operatives and ground workers were the least qualified (45% and 26% respectively had no construction qualifications at all). To boost the qualification levels of the workforce will clearly need the full range of construction occupations to be targeted.
- 2.11 Three in five (61%) of the Yorkshire and Humberside site-based workforce have a construction skills card or certificate, this on a par with the rest of the UK. Bricklayers were the only profession in which more than 15 workers were interviewed and less than half (38%) were found to not possess a skill card / certificate. The main card held were CSCS cards, indeed 40% of the workforce possessed such a card (typically gold (level 3) or green (level 2) although almost half (49%) were unsure.
- 2.12 Just under half the workforce (46%) have a qualification relevant to construction beyond a skills card or certificate, this a little behind the UK average (50%). The self-employed were slightly more likely to have such a qualification than average (52%).
- 2.13 Fifteen percent of workers said they had managerial or supervisory duties at the site. Only around a quarter of these (28%) had ever had any training designed to improve their managerial or supervisory knowledge or skills, less than the level found across the UK (39%). Even where such training was being given it was usually in-house training as opposed to more formal industry-recognised training. Clearly, a great deal of supervision and management on large construction sites is being carried out by people with no formal training for this responsibility. Increasing the uptake of management and supervisory training appears to be a particular priority in Yorkshire and Humberside.
- 2.14 Overall 14% of the workforce were working towards a construction-related qualification, typically an NVQ (90%). 16-17 year olds (71%) and new entrants to the industry (42% among those with less than two year's experience) were much more likely than average to be working towards a construction qualification.
- 2.15 While levels are clearly encouraging, most of those working towards a qualification already had some construction qualification, card or certificate. In fact those studying towards a qualification who do not already have one represent just 4% of the Yorkshire and Humberside workforce.

2.16 Part of the continuing training and upskilling of unqualified workers may happen from a worker, demand-led angle, though the potential may be relatively limited:

- Some workers, (13%) think they need more training or qualifications to do their current job. The figure was actually lower (8%) among those who neither had any qualification nor were working towards any, hence some work is needed to encourage those most likely to be in need of training of the benefits.
- Some (3%, higher among those aged 25-34) identified the need for training and improvement in their basic skills (particularly writing). This compares to the national figure (4%).
- Of greater potential are those looking to change the roles they carry out in construction (6% of all workers in the Yorkshire and Humberside). Among these workers, the majority (67%) recognise that training and / or further qualifications will be required.

2.17 One challenge to the uptake and delivery of training to site-based workers is the relatively limited time they are on each site. In Yorkshire and Humberside just 23% of workers definitely expected to be on site for more than six months (marginally lower than that found nationally, 27%), and almost half (46%) were unsure what the overall duration would be, neither likely to be conducive to workers considering on-site training.

3 Profile, work status and work histories of the construction workforce

3.1 In this chapter we look at the demographic details of the sample of 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.

Demographic profile of the sample

3.2 The following table shows the demographic profile of our sample of construction workers in Yorkshire & Humberside, and compares this to the overall workforce in the UK.

Table 3.1: Demographic profile of the Yorkshire and Humberside sample compared with the UK construction average		
	Yorkshire and Humberside respondents (604) %	UK respondents (8,436) %
<i>Age:</i>		
16-17	4	2
18-24	18	19
25-34	22	27
35-44	26	26
45-54	17	16
55+	14	9
<i>Ethnicity:</i>		
White	99	97
Non-white	1	3
<i>Gender:</i>		
Male	99	99
Female	1	1

3.3 There is a broad spread by age in Yorkshire and Humberside, with more than one in five (22%) under 25 and almost one in three (30%) aged 45 plus. Compared to the national average, Yorkshire and Humberside's workforce has slightly more workers in the oldest and youngest age brackets, and relatively fewer workers aged 25-34.

- 3.4 One per cent of those interviewed described themselves as non-white. This compares to the figure of 7% in the region who are non-white (according to 2001 Census).
- 3.5 Predictably the workforce was very male dominated. In total only 4 female workers were interviewed in the Yorkshire and Humberside, representing around half of one per cent of the total sample (in line with the UK figure).

Work status

- 3.6 Almost two-thirds (64%) of the sample of site workers were employed directly by a company. One in three (33%) were self-employed and the remainder (3%) worked for an agency. Compared to the UK picture, Yorkshire and Humberside workers are more likely to be employed directly by a company (see Table 3.2).
- 3.7 There is a notable effect by how long people have worked in the industry. After five years in the sector the incidence of self-employment rises to about two in five (37%) compared to just one in five (21%) among workers with two years or less experience. Working for an agency is not common amongst Yorkshire and Humberside workers. This is summarised in the following table.

Table 3.2: Work status						
Base:	UK	Yorkshire & Humberside				
	UK total (8,436)	Y&H total (604)	Years working in construction			
			< 1 (38)	1-2 (56)	2- 5 (46)	> 5 (464)
	%	%	%	%	%	%
Employed by a company	58	64	76	71	76	61
Self employed	35	33	21	21	24	37
Work for an agency	7	3	3	7	*	2

- 3.13 Self-employment reaches its peak among those aged 45-54 among whom almost half (46%) are self-employed.

- 3.14 There were very wide differences in the likelihood of being self-employed by occupation, as summarised on the following table. Owing to low base sizes in a number of occupations, only those occupations where we interviewed 15 or more workers have been referenced.

Table 3.3: Level of self-employment by occupation	
<i>High</i>	<i>Low</i>
Bricklayers (66%)	Scaffolders (4%)
Carpenters / joiners (43%)	Supervisors (5%)
Groundworkers (39%)	Electricians (6%)

- 3.15 Agency workers account for just 3% of our total sample. Compared with other regions / countries, use of agency workers is low (it is on a par with Northern Ireland and the South West).
- 3.16 More than four in five (82%) of our sample of workers said they were employed on a permanent basis compared with just one in seven (14%) working on a temporary basis (a small proportion, 4%, worked on some other basis or were unsure if it was permanent or temporary).

Occupational profile

- 3.17 Results showing how workers classified their current role or occupation are shown in the following table, which lists those occupations mentioned by 3% or more of the sample. The actual number of respondents interviewed within each occupation is shown simply to indicate the base size of each group when we discuss occupational differences throughout the report.

Table 3.4: Occupational profile			
<i>Base: all respondents</i>	<i>Yorkshire & Humberside</i>		<i>UK</i>
	<i>604</i> Number	<i>604</i> %	<i>8,436</i> %
Labourer / general operative	94	16	16
Carpenter / joiner	93	15	13
Groundworker	88	15	7
Bricklayer	86	14	10
Plant / machine operator	74	12	7
Scaffolder	27	4	4
Plumber	23	4	4
Steel erectors / riggers	21	3	3
Supervisor	20	3	3
Painter / decorator	20	3	3
Electrician	16	3	7

- 3.18 Labourers / general operatives, carpenters / joiners, groundworkers, bricklayers and plant / machine operatives comprised approximately four in five of the site-based workforce interviewed. Compared with the profile of site workers interviewed across the UK as a whole as interviewed on this survey, there were noticeably more groundworkers and plant / machine operatives in Yorkshire and Humberside and fewer electricians.

Years working in construction

- 3.19 The length of time spent working in construction ranges from 6% of new entrants who have worked in the industry for a year or less, to almost two-fifths (38%) who have worked in the industry for over 20 years. The following table summarises findings showing cumulative proportions (i.e. those who have worked in the industry for a year or less includes those who have worked in it for less than 6 months). As can be seen the profile in Yorkshire and Humberside is very close to the UK average.

Table 3.5: Years spent working in construction (cumulative)		
<i>Base: all</i>	<i>Yorkshire & Humberside</i> 604 %	<i>UK</i> 8,436 %
Less than 6 months	4	5
A year or less	6	8
2 years or less	16	15
5 years or less	23	25
10 years or less	39	39
20 years or less	62	65
More than 20 years	38	35

- 3.20 Labourers / general operatives were slightly more likely to be recent recruits to the industry (14% had worked in the sector for a year or less), this indicating quite strongly that people often start out doing this work before moving on to more skilled areas within the industry. That said there were still many labourers / general operatives who had worked in the industry for many years (36% had worked in construction for over 10 years).

Construction employment

- 3.21 Well over a third (37%) of our sample of site workers in Yorkshire and Humberside ended up in the construction industry after starting out in another field (slightly higher than the UK wide figure of 35%).

- 3.22 Labourers / general operatives (71%) and groundworkers (53%) were much more likely to have started their careers in other industries, suggesting less skilled workers most often enter construction after having tried other options. In other occupational areas it appears that most chose from an early age that this is the type of work they want to do and enter this employment straight after leaving education. This includes carpenters / joiners, bricklayers, painter / decorators and plumbers among whom less than a fifth had started out working in a non-construction field.
- 3.23 Since starting their first job in construction, the majority had only ever worked in the sector: 89% (vs. 83% nationally) reported having worked in construction continuously and a further 2% had also worked exclusively in this sector but had spells out of work. Overall 7% had dipped in and out of the construction sector since their first construction job which is comparable to the national average (8%).

Occupational switching and progression

- 3.24 An area of particular interest in the research was the extent of switching between occupations within construction. Clearly, for example, one possible way for employers to meet particular occupational shortages would be to recruit, or transfer staff, from related occupational groups. The same issue applies for ConstructionSkills when forecasting at an industry wide level particular occupational shortages. And in itself it is important to see typical career progression paths, for example the route from unskilled general labouring to more skilled positions.
- 3.25 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 (a fair number of respondents listed all their main previous construction occupations rather than their last one, but these responses have been kept).
- 3.26 The majority (80% vs. 72% nationally) indicated that they had always worked in the same occupational area as their current job. Not surprisingly, younger workers and those in the industry for less than a year were much less likely to have changed occupation. Overall only one in five (20%) had ever switched roles. The age group most likely to have changed roles were the 35-44 year-olds (28%). For most other age brackets over 25, the proportion switching remains consistent (varying between 17% and 19%).

4 Qualifications and skills

4.1 A key objective of the survey was to measure the 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 ECI 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 specifically asked about any training specifically designed to improve their managerial or supervisory skills or knowledge.

4.2 We report on each of these, and then summarise the findings in terms of their *construction-specific* qualification level (this is not equivalent to the qualification level of construction workers as we intentionally excluded qualifications with no relevance to construction). Readers wishing to look at figures on the qualification level of the workforce without looking at the figures on how this picture is built up from qualifications held should skip to section 4.23.

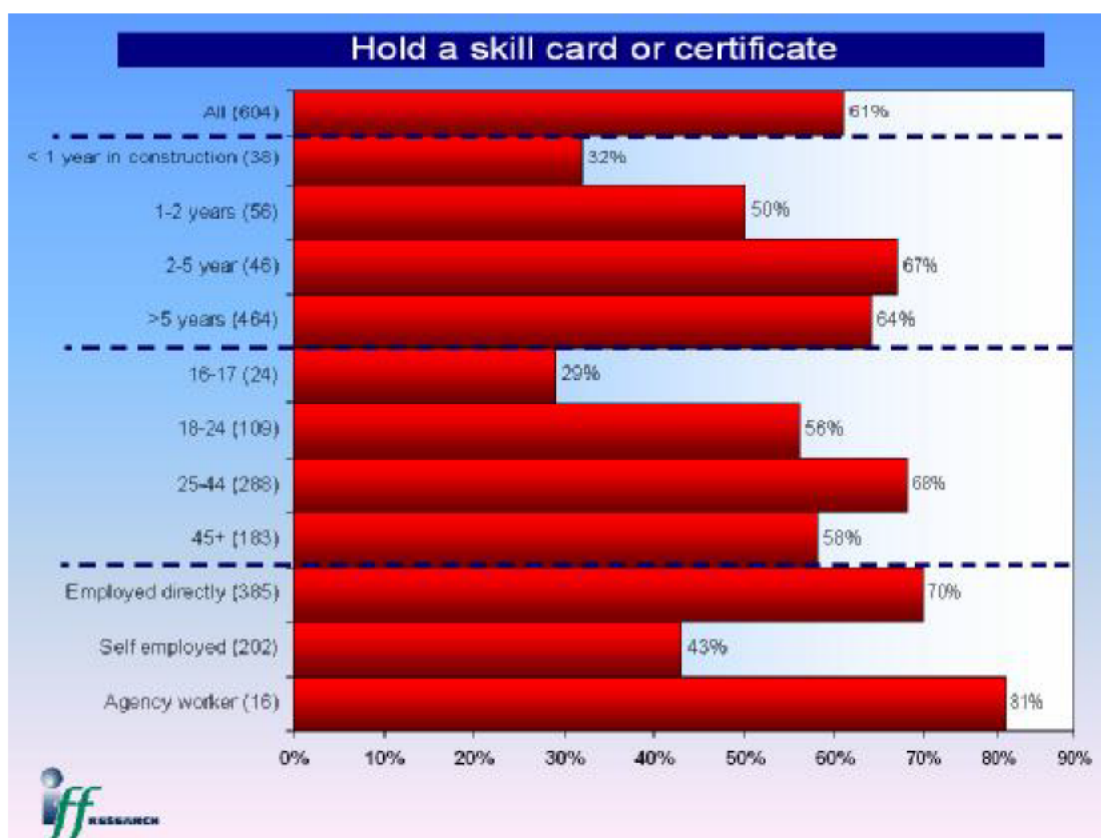
4.3 We also look at workers' own assessment of their skills, including basic skills, and how many felt they needed more training to do their current job.

Construction skill cards or certificates

4.4 There is a general move in the industry towards the need for workers to have construction skill cards and certificates, indeed on some large major sites having such cards is a requirement of employment. The issue has been very high profile within the industry because of the employment implications for those without such cards.

4.5 Overall three in five (61%) workers in Yorkshire and Humberside had a skills card or certificate. This compares with 57% across the UK and 61% in the UK excluding London and the South East (the latter is a better comparator since the work in London and the South East was undertaken in 2003 whereas in the rest of the UK it took place around 12 months later). Thus results suggest that Yorkshire and Humberside is very close to the national picture.

4.6 Following the national pattern, those over the age of 25, those with at least two years experience in the industry, and those who were directly employed were all more likely than average to have a skills card or certificate. This is shown on the following table. Agency staff were also likely to hold a skill card or certificate, however this figure should be treated with caution due to the small sample of agency staff included in the Yorkshire and Humberside sample (16). Across the UK agency workers are generally the least likely to hold a skills card / certificate.



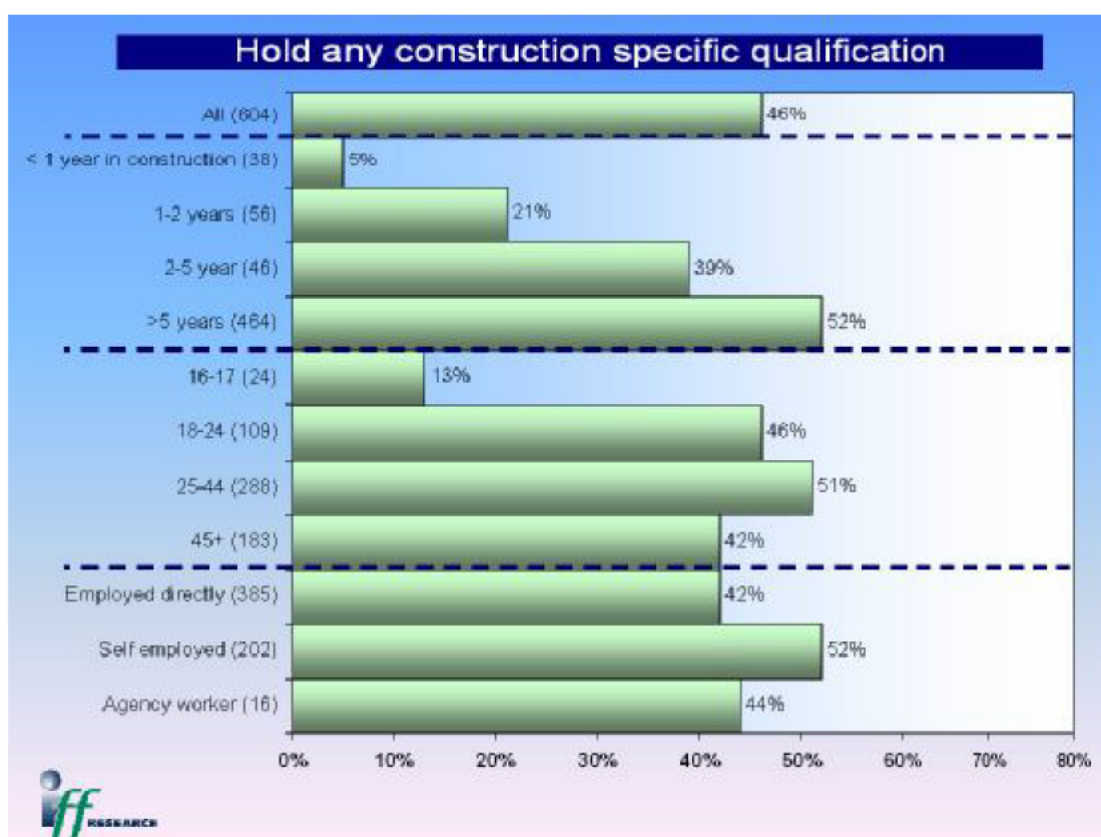
- 4.7 The main differences by occupation are shown in the following table which lists occupations with the highest and the lowest penetrations. Again only those occupations where at least 15 workers were interviewed have been included.

Table 4.1: Whether have a skill card / certificate by occupation	
<i>High likelihood</i>	<i>Low likelihood</i>
Scaffolders (96%) Plant machine operators (95%) Supervisors (95%)	Bricklayers (38%) Labourers / general operatives (51%) Carpenters / joiners (52%)

- 4.8 The main type of card held is CSCS cards, possessed by 40% of all site-based workers in the region. Uptake of CSCS by occupation was highest among carpenters / joiners (65%), groundworkers (59%) and plumbers (52%). The cards held were typically gold (level 3) or blue/green (level 2), although almost half (49%) of those with a CSCS card were unsure of its colour / level.

Construction qualifications held

- 4.9 Having described what skill card or certificates they held, workers were asked what *other* formal qualifications relevant to construction they held (excluding first aid certificates). Just under half of all workers (46%) held such a qualification, which is close to the UK average (50%). As with skill cards or certificates, there were predictable differences by age and length of time worked in the industry, as summarised on the following chart.



- 4.10 The self-employed were slightly more likely to hold construction qualifications compared to directly employed and agency workers in Yorkshire and Humberside, which mirrors the UK picture (although UK-wide directly employed workers are slightly more likely to hold such a qualification; 49% vs. 42%).
- 4.11 Key variations by occupation are summarised below, showing occupations with high proportions with a qualification, and then those with relatively low proportions.

Table 4.2: Whether have construction qualifications (other than skill cards / certificates)

<i>High likelihood</i>	<i>Low likelihood</i>
Plumbers (83%) Bricklayers (72%) Carpenters / joiners (71%)	Labourers / general operative (14%) Groundworkers (32%) Plant / machine operators (38%)

- 4.12 While we saw that nearly all plant machine operators had a skills card or certificate, a minority have any other construction qualifications.
- 4.13 We come on to discuss the overall qualification level of the workforce later in the chapter. Here, as an indication of the type of qualifications held, we show the type of qualifications which respondents regarded as their highest. This is based on those with qualifications, not all respondents. National figures are given in brackets.

Table 4.3: Main type of highest qualifications held	
<i>Base: those with a qualification (275)</i>	<i>%</i>
City and Guilds	46 (46)
NVQ	41 (25)
Apprenticeship (including Modern Apprenticeship)	3 (6)
CTA	3 (7)
HNC/HND/BTEC higher	1 (3)

- 4.14 Whilst the proportion of workers in Yorkshire and Humberside holding a City and Guilds qualification matches that of workers across the UK (46%) the number of workers with an NVQ is significantly higher (41% vs. 25%). However, other qualifications such as apprenticeships, CTAs and HNCs are less commonly found in Yorkshire and Humberside.
- 4.15 Workers were also asked *where* their highest qualification was attained. For the majority of workers holding a construction qualification, this had been in the Yorkshire and Humberside region (84%). The remaining 16% of these workers achieved their qualification pretty evenly across the other regions (it was highest in the East Midlands: 2% of those currently working in Yorkshire and Humberside with a qualification obtained it there).

Those working towards a qualification

4.16 Around one in seven of the workforce (14%) were working towards a construction qualification. Predictably this is much higher among new entrants and younger workers, as follows:

➤ 16-17 year olds	71%
➤ 18-24 year olds	28%
➤ 25 plus	7%
➤ Worked in construction for less than a year	37%
➤ Worked in construction 1-2 years	46%
➤ Worked in the industry 2-5 years	20%
➤ Worked in the industry > 5 years	7%

4.17 That almost three-quarters of 16-17 year olds (71%) are working towards a qualification is relatively encouraging. Still, a significant proportion of these younger workers are *not* studying towards a qualification – however, the results suggest it is more likely for those who have 1-2 years experience to be studying toward a qualification as those in the industry less than a year, indicating that many employers wait for young people to get some experience under their belt first.

4.18 With construction qualifications held, there was little difference in Yorkshire and Humberside between proportions holding NVQs as compared to City & Guilds. As regards type of qualifications being worked towards the preponderance toward NVQs was marked. The overwhelming majority (90%) of those working towards a qualification were working toward NVQs, compared with just one respondent working toward a City and Guilds qualification. This reflects the UK pattern though to a more exaggerated degree.

4.19 An important point to note is that a majority of those working towards a construction qualification already have one. **In fact, those studying towards a qualification who do not already have a qualification or skill card / certificate represent just 4% of the total workforce** (which is mirrored by results nationally). If skill cards / certificates are not included in the figure for those with a construction qualification, then those working towards a qualification who do not already have one rises to 8% of the total workforce (again matching the national average).

Managerial qualifications

- 4.20 Fifteen percent of respondents said they had supervisory or managerial duties at the site where they were interviewed. A minority (28%) of those with current managerial and supervisory duties in Yorkshire and Humberside had ever received any training designed to improve their skills in this area. This compares to 39% nationally. The clear implication is that a significant amount of managerial and supervisory duties are being carried out by staff with no formal training in this area, and findings suggest this is something of a priority area in Yorkshire and Humberside.
- 4.21 Furthermore, even where such training had been given, it was typically in-house training rather than part of any accredited, industry-recognised programme. This is shown on the following table, based on all those with supervisory or management duties.

Table 4.4: Type of training received to improve management or supervisory skills	
<i>Base: all with management and supervisory duties (93)</i>	<i>%</i>
None	71
In-house training	13
Chargehand and team leader training	5
Site Manager Safety Training Scheme (SMSTS)	5
Other training	4
Institute of Supervision and Management Workshops	3
Assessor and Verifier training	2
CIOB Site Supervisor (First Line Supervisor - FLS)	2
Supervisory Management Training and Development (SMTD)	2

Summary of qualifications and skill cards status

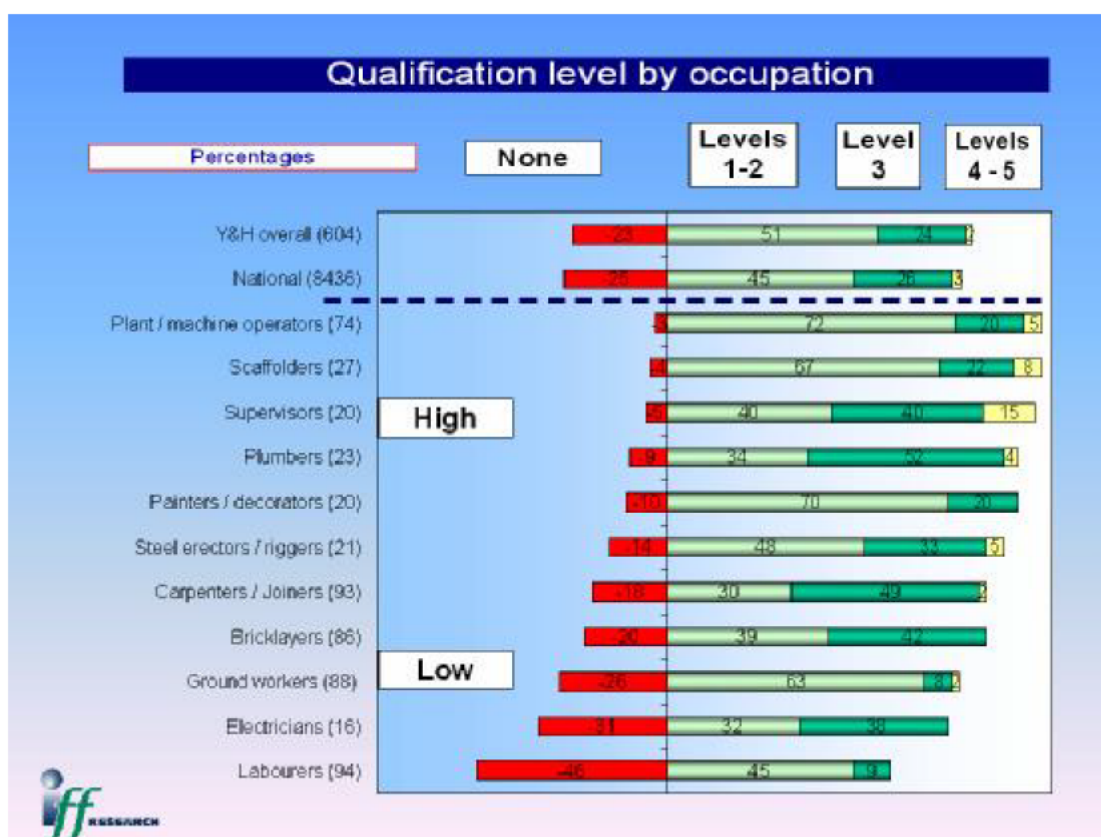
- 4.22 The following table summarises the situation in regard to qualifications and skills cards / certificates attained and working towards, and compares Yorkshire and Humberside to the rest of the UK. Results for Yorkshire and Humberside closely match those seen across the UK, though on most measures are slightly more favourable.

Table 4.5: Qualifications status		
<i>Base: all</i>	Y&H (604) %	UK (8,436) %
Hold a formal construction qualification <u>or</u> a skills card / certificate <u>or</u> working towards a qualification	81	79
Hold a formal construction qualification <u>or</u> a skills card / certificate	77	75
Hold a skills card / certificate	61	57
Hold a skills card / certificate <u>but</u> no other construction qualification	31	24
Working towards a qualification	14	13

Qualification level of the construction workforce

- 4.23 In this chapter to date we have discussed the qualifications and skill cards / certificates held and the managerial / supervisory training that workers have received. From this, highest qualification levels have been derived for each worker (the technical appendix lists the definitions of each level). As a note this has been defined in relation to qualifications relevant to construction; hence if somebody felt they had no such qualifications but they did have GCSEs or O levels from school, these latter qualifications have not been included.

- 4.24 For simplification we have merged levels 1 and 2 (the vast majority fall in to the latter) and levels 4 and 5 (only 2% fell into either category). We show the findings overall and then we present results by occupation showing occupations (where we interviewed at least 15 workers) with higher and lower than average qualification levels.



- 4.25 Site-based workforce in Yorkshire and Humber are slightly more likely than those UK-wide to have any qualification: just under a quarter (23%) have no construction-related qualifications at all, compared to a quarter across the UK (25%). Half (51%) have a level 1 or 2, slightly higher than UK-wide (45%).
- 4.26 Results vary by occupation (although relatively low base sizes in some cases mean some caution is needed). Among labourers / general operatives, almost half (46%) have no construction qualifications and the same is true for one in four groundworkers. Clearly for significant increases to occur in the qualification level of construction workers it will be necessary for levels to be increased across the full range of occupations, particularly some of the larger occupations where relatively few have or are working towards any qualifications.

Self assessment of skill level by site workers

- 4.27 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. The table below summarises results; figures at a national level are given in brackets.

Table 4.6: Self-assessment of skill level and training needs for their current job		
<i>Base: all Yorkshire and Humberside workers</i>	604	No qualifications, skill card / certificates nor working towards any 117
	%	%
Have all the skills needed for current job	80 (83)	83
Need more training or qualifications	13 (10)	8
Need more experience	7 (5)	9

- 4.28 The vast majority of workers believe they have all the skills they require for their current job. Just 13% see a need for more training and / or achieving qualifications. As to be expected, the youngest workers were particularly likely to believe that they needed more training and qualifications (63% of 16-17 year olds, and 25% among those aged 18-24).
- 4.29 Surprisingly, those with no qualifications who were not working towards any were slightly more likely than qualified workers to believe that they have all the skills necessary to do their job (83% vs. 80%). Reaching and educating this group of workers on the benefits of training should be a priority in Yorkshire and Humberside.
- 4.30 Respondents were also asked whether they felt they needed training in basic skills. This was asked as follows:

“In most construction jobs nowadays, people need to be able do things such as read instructions and record information. Are there any such tasks you find difficult where training in writing, reading, communication or numeracy would help you with your work?”

- 4.31 Overall 3% of workers in Yorkshire and Humberside (vs. 4% of workers outside London and the South East¹) recognised a need for such training. Those aged 25-34 are particularly likely to feel that they need basic skills training or development (5%) followed by 18-24 year olds and 35-44 year olds (both 3%).
- 4.32 A need for basic skills development was most often recognised for writing (81% of those identifying a need, representing 2% of all workers in Yorkshire and Humberside) and reading (63%, also representing 2% of all workers).
- 4.33 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, 6% said they want to change the kind of work they do (though a further 4% were undecided), and two-thirds of these (67%) say that to achieve this aim they will need further training and qualifications. This represents 4% of all those interviewed in Yorkshire and Humberside.
- 4.34 One important proviso of course is that wanting to change occupation and actually making this step are two different things, hence these figures may overstate the demand.
- 4.35 Predictably, the desire for a change of role was particularly apparent among less skilled workers, particularly labourers / general operatives (17%) and scaffolders (15%).
- 4.36 The clear desire is to take up more skilled positions which offer more interesting work (cited by 58% of those wishing to change occupation) and better pay (cited by 42%). Hence the most common roles that people would like to switch to are:
- supervisor (19%), although only 3% were aiming for a managerial position
 - bricklaying (17%), particularly popular among labourers / general operatives (31% of labourers / general operatives wishing to change role cited this ambition)
 - plant / machine operator (17%)
 - plumbing (14%)
 - carpenter / joiner (11%).

¹ This question was added in 2004; hence workers in LASER, surveyed in 2003, were not asked the question.

4.37 One challenge to delivering training to site-based workers which the survey reveals is the relatively short period of time that workers stay at one site as well as the uncertainty that exists about how long the work will last. This is shown on the following table shows results for Yorkshire and Humberside and at a national level.

Table 4.7: Length of time expect to work at the site in total		
Base: All	Yorkshire and Humberside (604) %	UK (8,436) %
< 1 month	8	13
1 - 3 months	9	17
> 3 up to 6 months	14	17
> 6 months up to a year	19	18
More than a year	4	9
Don't know	46	25

4.38 In Yorkshire and Humberside just 23% of workers expect to be on site for more than six months (lower than found nationally, 27%) and almost half (46%) were unsure what the overall duration would be, neither factor likely to be conducive to workers considering on-site training.

5 Mobility

- 5.1 A key aim of the survey was to gain an understanding of geographic mobility of construction workers across the UK, and to try to get a measure of which regions are net ‘importers’ and which are net ‘exporters’ (or donors), as well as which workers (for example, by occupation and qualification level) are particularly likely to be mobile. The results clearly have a bearing on training planning, provision and investment. It could be argued, for example, that training investment should take account of mobility to the extent that it should recognise where workers gain their skills rather than simply where they end up working. And information regarding geographic mobility by occupation clearly needs to be taken into account when forecasting potential regional occupational shortfalls, since shortfalls could be met, in part, by attracting mobile workers with relevant skills from other regions.
- 5.2 What constitutes a mobile worker is ‘multi-dimensional’. 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 measures 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 in the UK which has been on sites within the region where they are currently working
 - The miles they travel to get to the site each day (as well as the town and postcode of where they travel from)
 - 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.
- 5.3 We discuss these in turn. In the final section we also look at how long workers typically work at an individual site, giving 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 very frequently providing training to these workers may be problematic.

Where workers from originally

5.4 Workers were asked where they were from originally. As a measure of mobility clearly it is very broad, since people may have moved to a region on a permanent basis and done so many years ago. It is not in itself an indication of willingness to travel far to work. That said, there are some interesting differences between the regions as far as importing and exporting workers is concerned which are shown in the following table.

Table 5.1: Where from originally / inter region movement												
Where from originally...	Where currently working...											
	London	South East	East	NE	NW	Y&H	East Mids	West Mids	SW	Wales	Scot.	N. Ire
	%	%	%	%	%	%	%	%	%	%	%	%
London & South East	40	66	16	2	1	*	4	3	10	2	*	-
East	7	3	55	1	*	1	1	*	1	1	*	-
North East	5	2	3	91	2	3	1	1	1	1	1	*
North West	5	2	4	1	75	3	2	4	3	3	1	1
Yorkshire & Humberside	1	2	2	2	9	81	8	2	1	2	1	-
East Midlands	3	3	5	*	*	5	65	5	1	1	-	-
West Midlands	2	2	2	1	3	*	8	76	3	3	-	*
South West	1	4	*	1	*	1	1	*	67	3	*	*
Wales	3	1	1	-	2	*	1	1	5	81	1	-
Scotland	4	2	*	1	2	1	2	1	2	1	91	2
Northern Ireland	-	*	1	1	1	*	*	*	1	-	1	90
Outside the UK	30	12	11	*	5	5	7	7	5	2	4	7

5.5 Yorkshire and Humberside is among those geographic areas with the most 'self-contained' workforces (where very high proportions originally come from the region) – although not to the same extent as Scotland, Northern Ireland and the North East. By contrast London and the East of England stand out as being the largest net 'importers' of construction workers on this measure.

5.6 At a national level, almost nine in ten (89%) said they had lived in the UK all their life which rose to 94% in Yorkshire and Humberside.

Region of workplace, current residence and permanent residence

5.7 Respondents were all asked about 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 region as their current work (the column shown in bold on the table 5.2); and
- the percentage of workers currently living in the same region while working.

In each instance, the percentages resident in neighbouring regions are also presented.

Table 5.2: Region of establishment, work residence and permanent residence

Region of establishment...	Region of permanent residence				Region of current residence			
	Valid cases	% from different region	% from same region	% from neighbouring regions	% from different region	% from same region	% from neighbouring regions	
Yorkshire & H.	570	12	88	10	8	92	8	
North East	352	5	95	4	4	96	3	
South West	470	13	87	8	8	92	5	
East	593	32	68	27	30	70	28	
North West	636	19	81	17	13	87	12	
West Midlands	436	11	89	10	10	90	9	
East Midlands	364	25	75	18	20	80	16	
Northern Ireland	381	0.5	99.5	-	0.5	99.5	-	
Wales	355	10	90	5	8	92	4	
Scotland	544	2	98	1	1	99	1	
London	944	43	57	25	29	71	26	
South East	2,151	27	73	23	21	79	21	

5.8 Yorkshire and Humberside draws the majority of its workforce (88%) from workers resident within the region. This contrasts with sites in London, the East, the South East and the East Midlands where relatively high levels are based outside the region.

5.9 Both the North West and the East Midlands draw significant proportions of their workforce from workers permanently residing in Yorkshire and Humberside (8% and 7% respectively - see table A1 in the appendix).

- 5.10 Table 5.3 shows the percentage of construction workers working outside the region where they have their permanent residence. In Yorkshire and Humberside one in five (22%) of those with a permanent address in the region were working on sites outside the region, a figure which is close to the national average (21%).

Table 5.3: Percentage working outside their region of permanent residence

Region of permanent address	%
East Midlands	43
London	35
East	29
West Midlands	27
South West	27
Yorkshire & Humber	22
North East	21
Wales	18
North West	15
South East	12
Scotland	8
Northern Ireland	2
All	21

Living in temporary accommodation

- 5.11 While clearly not everyone based in temporary accommodation will necessarily be ‘imported’ workers (some may have a permanent address within the region), this group is a proxy for the highly mobile workforce and as such constitutes another measure of mobility.
- 5.12 Only 3% of workers interviewed in Yorkshire and Humberside were based at a temporary address to get to work, compared with an average of 8% across the UK. Hence it is clear that compared to other geographical areas, survey results on this measure indicate that Yorkshire and Humberside is not a big importer of labour (this figure was as high as 19% in London, and 10% in the North West).

Proportion of UK Construction career spent in current region

5.13 Workers were asked what proportion of the time they had worked in construction in the UK had been spent on sites in the region where they were currently working. Around two-thirds (37%) said they spent *all* of their construction career on sites in the region, emphasising a relatively high degree of mobility in the industry. Overall a quarter (25%) said they had spent half or less of their time in construction working on sites in their current region, representing the most mobile group of workers. The results for Yorkshire and Humberside are similar to the rest of the UK.

Table 5.4: Proportion of construction career spent in current region		
	Yorkshire and Humberside	UK
<i>Base: all</i>	604	8,436
	%	%
All of it	37	41
Most of it	35	37
Around half	11	10
Small proportion	15	11

5.14 Younger workers and new entrants to the industry are more likely to have spent all their time on sites in Yorkshire and Humberside (65% of those under 24 and 77% of those in the industry less than 2 years). Related to this, those not so qualified tended to be less mobile in respect of this measure, with 46% of those with no construction specific level and 44% of those at level 1 spending all their construction career on sites in the region. This is strong evidence that mobile workers tend to be the most highly skilled.

Travel to work distances

5.15 The mean average number of miles travelled to work (each way), in the Yorkshire and Humberside was 23 miles, identical to the UK average. Around this average figure there are large variations, with almost half (49%) travelling less than 15 miles and at the other extreme 13% travelling more than 50 miles each way to work (compared with 15% in the UK as a whole).

Sub-sector mobility

5.16 Respondents 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 including extensions and lofts; other commercial work such as shops, offices factories, warehouses, stadia etc; civil engineering projects such as roads, bridges etc; engineering construction work such as power stations, oil refineries and chemical processing plants; and other types of project. Results are summarised on the following table. National figures are again in brackets.

Table 5.5: Types of project spent significant periods of construction career on	
<i>Base: all</i>	604 %
New housing	81 (72)
Other commercial (shops, factories, offices etc)	63 (76)
Housing repair and maintenance	53 (50)
Civil engineering	42 (33)
Engineering construction	40 (28)
One type of project only	28 (25)
Two types of project only	19 (23)
Three types of project only	22 (29)
Four types of project only	11 (14)
Worked on all five types of project	21 (10)

5.17 Most workers (72%) in Yorkshire and Humberside had spent significant periods working in different sub-sectors within construction. Fewer workers in Yorkshire and Humberside had experience of working on commercial sites compared to the national average, however experience in new housing, civil engineering and engineering construction was more widespread in the region. Only one in five (28%) had worked within one sub-sector only.

Leaving the industry

- 5.18 A final measure of mobility is the anticipated outflow from the workforce i.e. those expecting to leave the industry. This was asked of those aged under 60.

Table 5.6: Likelihood of working in construction in 5 year's time		
<i>Base: all aged under 60</i>	<i>All (570) %</i>	<i>UK (8,128) %</i>
Definitely will	47	45
Very likely	31	32
Quite likely	14	12
Quite unlikely	2	2
Very unlikely	2	2
Definitely will not	2	3
Don't know	2	3

- 5.19 Six per cent of the under 60s think it unlikely they will be working in the industry in five years time. With over three quarters saying it is definite (47%) or very likely (31%) that they will stay in construction, this presents a relatively stable picture in terms of intent, though of course many external factors may affect what actually happens.
- 5.20 Predictably those new to the industry (with less than one year's experience) were a little more uncertain than average.
- 5.21 It was also noticeable that commitment among labourer / operatives was slightly lower than average with around 'only' a quarter (31%) who thinking they would definitely still be in the industry in five year's time.

TECHNICAL APPENDICES

Appendix A: Definition of qualification level

Level	Qualification / Construction skill card held
1	NVQ level 1 Construction Award – Foundation 50% mentions NSDS CSCS card – Red 55% Spontaneous ‘other’ mentions(e.g. JIB, ECITB unspecified, Airport construction cert)
2	NVQ level 2 (plus 50% of NVQ unspecified / unsure of level) City and Guilds craft (plus 50% unspecified / unsure of level) Construction Award – Intermediate Modern Apprenticeship (FMA) 50% other unnamed Apprenticeship 50% informal Apprenticeship 50% mentions NSDS BTEC / Scotvec first general Certificate in Training Achievement - basic (CTA) Scaffolder’s Record Card Scheme – basic or advanced card CSCS card – Blue / Green CPCS (Construction Plant Competence Scheme) CITB Ticket ECI skills database card Grade 2,3 35% Spontaneous ‘other’ mentions (e.g. JIB, ECITB unspecified, Airport construction cert) SMSTS (Site Manager Safety Training Scheme) Civil engineering Site Managers Scheme Supervisory Management Training and Development (SMTD) Chargehand and Team Leader Training Institute of Supervision and Management Workshops Project Management Short Courses Assessor and Verifier Training Misc formal CITB qualifications for managerial or supervisory duties
3	NVQ level 3 (plus 50% of NVQ unspecified / unsure of level) City & Guilds advanced craft (plus 50% unspecified / unsure of level) Construction Award – Advanced Advanced Modern Apprenticeship (AMA) 50% other unnamed Apprenticeship 50% informal Apprenticeship OND / ONC / BTEC or Scotvec National NASEC Certificate in Training Achievement – advanced (CTA) ECI skills database card Grade 3 CIOB Site Supervisor (First Line Supervisor – FLS) CSCS card – Gold ECI skills database card Grade 4-6 10% Spontaneous ‘other’ mentions by respondents (e.g. JIB, ECITB unspecified)
4	NVQ level 4 Degree (MSc, PhD etc) HNC / HND / BTEC higher CIOB Site Management Education and Training Scheme (SMETS) CSCS card – Platinum
5	NVQ level 5 CSCS card – Black

NB – workers on the CSR (Construction Skills Register - N.Ireland equivalent of CSCS cards) were assigned levels in proportion to the different levels of CSCS held.

PRIVATE & CONFIDENTIAL

**CITB-ConstructionSkills
Mobility and Skills in
Construction Survey
Yorkshire and Humberside
version**

**J:/3852/
July 2004**

Office Use only:

SERIAL				CARD
				1
101	102	103	104	105

SITE NO.		
106	107	108

REGION
109

Date:	
Site Name:	
Job Title:	CHECK THAT RESPONDENT HAS MANUAL (NON-DESK) POSITION
Interviewer:	

- 1) Good morning / afternoon / evening. I'm from IFF Research, an independent market research agency and we are conducting a survey for the **(READ OUT AS APPROPRIATE DEPENDING ON SITE)** CITB-ConstructionSkills / Engineering Construction Industry Training Board (ECITB). This is looking at how far people travel to work and the type of qualifications people have. It will just take about 5-6 minutes. Is now a good time?

PLEASE BE REASSURED THAT EVERYTHING YOU SAY WILL BE STRICTLY CONFIDENTIAL (We will just be passing results back to our client in the form of aggregated statistics).

- 2) First can you tell me how many years experience you have working in the construction industry? **PROBE FOR BEST ESTIMATE (NOTE: EXCLUDE SPELLS OF TIME WORKING IN OTHER INDUSTRIES / UNEMPLOYMENT)**

(110)

Less than 6 months	1
6 months to a year	2
More than a year (WRITE IN EXACT NUMBER)	
_____ years	
Don't know	X

111-112 = _ _

- 3) Thinking about your first serious job after leaving full time education, which one of the following apply:
READ OUT ALL AND CODE ONE ONLY

(113)

Your first serious job was NOT in construction	1	GO TO Q4
Working for your current employer is your first serious job	2	ASK Q7
Your first serious job was in construction	3	ASK Q5

- 4) **IF FIRST JOB NOT IN CONSTRUCTION, OTHERS CHECK Q5**
 What job were you doing immediately before you started working in construction?

PROBE FULLY - OBTAIN DETAILS OF SECTOR AND OCCUPATION (INCLUDING SPECIFIC JOB TITLES)

114-116= _____ 117-119 = _____

- 5) **ASK ALL EXCEPT IF THIS THEIR FIRST JOB AT Q3 (THESE ASK Q7)**
 Since your first job in construction, which of the following comes closest to your situation:
READ OUT AND CODE ONE ONLY

(120)

I have worked in construction pretty much continuously	1	GO TO Q7
I have only worked in construction jobs but have had spells of out of work	2	
I have done other sorts of jobs	3	ASK Q6

- 6) **IF DONE OTHER SORTS OF JOBS AT Q5 (OTHERS ASK Q7)**
 What are the main other jobs you have had in between construction jobs?
PROBE FULLY

121-123 = _____ 124-126 = _____

- 7) **ASK ALL**
 What is your role or occupation at this site?
PROMPT IF NECESSARY
INTERVIEWER NOTE:
IF SAY 'Supervisor' OR 'Charge hand' ALSO ASK FOR OCCUPATION AS WELL.
IF SAY 'engineer' ASK FOR TYPE OF ENGINEER (AND WRITE IN RESPONSE WITHIN 'OTHER')

	(127)		(128)		(129)
Banksman / banksperson	1	Labourer / operative	1	Plumbers	1
Bricklayer	2	Manager	2	Scaffolders	2
Carpenter / joiner	3	Mechanical fitter	3	Steel erectors / riggers	3
Ceiling fixers	4	Roofers	4	Supervisor	4
Dry liner	5	Painter / decorator	5	Technical (e.g. surveyor, maintenance technicians)	5
Electricians	6	Pipe fitters	6	Welder	6
Floorers	7	Plant / machine operator (e.g. fork lift / JCB operators)	7	Other (STATE)	0
Glaziers	8	Plasterer	8		
Groundworker	9	Plater	9		

130 = _____; 131 = _____

- 8) Have you worked in other occupations / roles while working in construction (or have you only ever worked as (answer from q7)?

(132)

Had other roles	1	ASK Q9
Only ever worked as (answer from q7)	2	ASK Q10

ASK IF HAD OTHER ROLES AT Q8

- 9) What was your **previous** construction job?

INTERVIEWER NOTE: NOT ALL PREVIOUS JOBS

	(133)		(134)		(135)
Banksman / banksperson	1	Labourer / operative	1	Plumbers	1
Bricklayer	2	Manager	2	Scaffolders	2
Carpenter / joiner	3	Mechanical fitter	3	Steel erectors / riggers	3
Ceiling fixers	4	Roofers	4	Supervisor	4
Dry liner	5	Painter / decorator	5	Technical (e.g. surveyor, maintenance technicians)	5
Electricians	6	Pipe fitters	6	Welder	6
Floorers	7	Plant / machine operator (e.g. fork lift / JCB operators)	7	Other (STATE)	0
Glaziers	8	Plasterer	8		
Groundworker	9	Plater	9		

136 = ____ 137 = ____

138 = ____ 139 = ____

ASK ALL

- 10) Are you currently.....?

READ OUT

(140)

Employed directly by a company	1	
Self-employed	2	
Working for an agency	3	
Or working on some other basis (SPECIFY)	4	

- 11) How long have you worked for (IF EMPLOYED DIRECTLY AT Q10: your current employer IF SELF-EMPLOYED AT Q10: for the current contractor / firm / person paying you / IF AGENCY AT Q10 this agency)?
WRITE IN EXACT FIGURE IF MORE THAN A YEAR IF THIS KNOWN OR PROMPT WITH A RANGE IF NECESSARY

(141)

Less than 6 months	1
6 months to a year	2
More than a year (WRITE IN EXACT NUMBER IF KNOWN) _____ years	3
PROMPT WITH RANGES IF EXACT NOT KNOWN	
More than a year up to 3 years	4
More than 3 years up to 5 years	5
More than 5 years up to 10 years	6
More than 10 years up to 20 years	7
More than 20 years	8
Don't know	X

142-143 = ____

- 12) Are you employed on a temporary or a permanent basis?

(144)

Temporary IF TEMPORARY ASK: How much longer do you expect to work for the employer / contractor / agency currently paying you? WRITE IN	1
Permanent	2
OTHER (SPECIFY) _____	3

- 12b) And how long in total do you expect to work at this specific site including any time you have already worked here? PROBE FOR BEST ESTIMATE

(145)

A week or less	1
A month or less	2
3 months or less	3
6 months or less	4
A year or less	5
More than a year (WRITE IN EXACT NUMBER IF KNOWN) _____ years	6
Don't know	X

146 = ____

- 13) Geographically, which one of the following best describes where (*IF DIRECTLY EMPLOYED* employer... *IF SELF-EMPLOYED*: the firm / person paying you... *IF AGENCY*: your agency) operates...: **READ OUT AND CODE ONE ONLY**

	(147)
ONLY locally i.e. within a 20-30 mile radius	1
ONLY within a 70 mile radius	2
Across England but not in the rest of the UK	3
Across the whole of the UK	4

148 = ____; 149 = _____

- 14) So would you say all, most, some or very little of your employer's (*IF NECESSARY FOR SELF-EMPLOYED*: the contractor / firm / person paying you *IF AGENCY*: your agency's) construction work takes place in Yorkshire and Humberside: by Yorkshire and Humberside I mean Humberside, North Yorkshire, South Yorkshire and West Yorkshire.

(150)

All	1
Most	2
Some	3
Very little	4
Don't Know	X
Other (WRITE IN)	0

- 15) Which of the following best describes the work being undertaken at this site? E.g. what is being built? **PROMPT WITH ANSWER FROM CONTRACTOR OR FROM KNOWLEDGE OF SITE IF NEEDED**

- 15a) And which, if any, of the following types of construction work have you spent significant periods of your career in construction? **READ OUT ALL EXCEPT FOR THE ONE MENTIONED AT Q15**

	Q15 (151)	Q15a (152)
New housing	1	1
Housing repair and maintenance including extensions / loft conversions	2	2
Other commercial work such as shops, offices factories, warehouses, stadia etc	3	3
Civil engineering projects such as roads, bridges etc	4	4
Engineering construction work such as Power stations, Oil refinery, and chemical processing plants	5	5
Other (WRITE IN)	6	
None		6

153 = ____

ASK ALL

- 16) I'd like to turn now to qualifications. Are you currently **working towards** any **formal** qualifications relevant to the construction industry (such as City & Guilds qualifications or NVQs)? *By formal I mean certified, recognised qualifications*

(154)

Yes	1	ASK Q17
No	2	GO TO Q18

IF YES (OTHERS ASK Q18)

- 17) What subject, type and level of qualification(s) are you working towards (please tell me only about the highest qualification if you are working towards more than one)?
 INTERVIEWER - FILL IN **SUBJECT AND THEN TYPE / LEVEL**. *PROMPT IF NECESSARY eg if 'NVQ' ask what level this is being studied to*

SUBJECT OF QUALIFICATION (eg carpentry, management etc)

TYPE / LEVEL OF QUALIFICATION

	(155)		(156)
NVQ level 1	1	Apprenticeship (WRITE IN NAME OR BRIEF DETAILS)	1
NVQ level 2	2	Modern Apprenticeship (FMA/AMA)	2
NVQ level 3	3	HNC / HND / BTEC higher	3
NVQ level 4	4	OND / ONC / BTEC or Scotvec National	4
NVQ level 5	5	BTEC / Scotvec first general	5
NVQ (unsure of level)	6	Certificate in Training Achievement (CTA) for plant operators [= CITB plant ticket / card] – basic level or CPCS basic card	6
City & Guilds advanced craft	7	CTA for plant operators [= CITB plant ticket / card] – advanced level or CPCS advanced card	7
City and Guilds craft	8	Scaffolder's Record Card Scheme - Basic card [=CITB Scaffolders ticket / card]	8
City and Guilds (unspecified / unsure of level)	9	Scaffolder's Record Card Scheme – Advanced card. [=CITB Scaffolders ticket / card]	9
Construction Award - Advanced	0	NASEC	0
Construction Award – Intermediate	V	NSDS	V
Construction Award – Foundation	(156)		(156)
	1	Don't know	1
Degree (MSc, PhD etc)	2	Other (WRITE IN)	2

159-160 = ____

161 = ____

- 18) Do you hold any type of construction **skill** certificate or card, such as a CSCS card or any CITB or ECITB construction skill card - **please do not include a CIS (tax) card?**

(162)

Yes	1	ASK Q19
No	2	GO TO Q21
Not sure	3	

IF YES (OTHERS ASK Q21)

- 19) Which type of card or cards do you hold? PROMPT IF NECESSARY

(163)

CSCS (Construction Skills Certification Scheme) ££	1	CHECK Q20
CTA (Certificate of Training Achievement)	2	
CPCS (Construction Plant Competence Scheme)	3	
CITB ticket	4	
ECI skills database card \$\$	5	
ACE card	6	
Other (SPECIFY)	7	
Don't know	8	

164 = ___ 165 = ___

IF CSCS CARD ££ AT Q19 (OTHERS CHECK Q20a)

- 20) What colour card is this? PROMPT IF NECESSARY

(166)

Red (trainee)	1
Green (level 1)	2
Blue (skilled at level 2)	3
Gold (supervisor / NVQ3)	4
Platinum (manager / NVQ4)	5
Black (senior manager NVQ5)	6
Other (SPECIFY)	0
Don't know	X

167= _____

IF ECI SKILLS DATABASE CARD \$\$ AT Q19 (OTHERS ASK Q21)

- 20a) What type of ECI skills database card is this? PROMPT IF NECESSARY

(168)

Grade 1 – trainee / operative; new entrant	1
Grade 2 – trainee / operative and achieved a N/SVQ level 2 in Engineering Construction or proof of relevant competence	2
Grade 3 – trainee / operative new entrant; progressively achieving trade specific units of competence	3
Grade 4 – craftsman; achieved N/SVQ level 3 in Engineering Construction or relevant units of competence	4
Grade 5 – advanced craftsman; has N/SVQ level 3 AND has been in Engineering Construction for over 2 years at grade 4	5
Grade 6 – advanced craftsman (selected from grade 5 to undertake supervisory duties for an employer)	6
Don't know	X

ASK ALL

- 21) And do you hold any other formal qualifications that are relevant to the construction industry (such as City & Guilds qualifications or NVQs) - please do not include first aid certificates? *By formal I mean certified, recognised qualifications*

(169)

Yes	1	ASK Q22
No	2	GO TO Q23

IF DO HOLD FORMAL QUALIFICATION

- 22) I'd like to know a bit more about the highest qualification that you have relevant for construction. What subject, type and level qualification(s) do you hold? INTERVIEWER - FILL IN **SUBJECT** AND THEN **TYPE / LEVEL**. **PROMPT IF NECESSARY** (eg if 'NVQ' ask for level (IF HOLD MORE THAN ONE QUALIFICATION ASK FOR LEVEL OF HIGHEST)

SUBJECT OF QUALIFICATION
(eg carpentry, management etc)

--

TYPE / LEVEL OF QUALIFICATION

	(170)		(172)
NVQ level 1	1	Apprenticeship (COLLECT NAME AND DETAILS)	1
NVQ level 2	2	Informal apprenticeship	2
NVQ level 3	3	Modern Apprenticeship (FMA/AMA)	3
NVQ level 4	4	HNC / HND / BTEC higher	4
NVQ level 5	5	OND / ONC / BTEC or Scotvec National	5
NVQ (unsure of level)	6	BTEC / Scotvec first general	6
City & Guilds advanced craft	7	Certificate in Training Achievement (CTA) for plant operators [= CITB plant ticket / card] – basic level or CPCS basic card	7
City and Guilds craft	8	CTA for plant operators [= CITB plant ticket / card] – advanced level or CPCS advanced card	8
City and Guilds (unspecified / unsure of level)	9	Scaffolder's Record Card Scheme - Basic card [=CITB Scaffolders ticket / card]	9
Construction Award – Advanced	0	Scaffolder's Record Card Scheme – Advanced card. [=CITB Scaffolder's ticket / card]	0
Construction Award – Intermediate	V	NASEC	V
Construction Award – Foundation	(171)	NSDS	(173)
	1		1
Degree (MSc, PhD etc)	2	Don't know	2
		Other (WRITE IN)	3

174-175 = ____

176 = ____

22a) And where were you living when you were studying or training to get this qualification?

	(177)		(178)
London (within M25)	1	South West : Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire	1
South East (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but NOT Herts or Essex).	2	Wales (Clwyd, Dyfed, Gwent, Mid – Glamorgan, NE ales, Pembrokeshire, Powys, West Glamorgan, South Glamorgan, West Wales)	2
East of England (Essex, Bedfordshire, Herts, Norfolk, Suffolk, Cambridgeshire)	3	Scotland (Ayrshire, Borders Dumfries & Galloway, Dunbartonshire, Edinburgh & Lothian, Fife, Forth Valley, Glasgow, Grampian, Lanarkshire, Renfrewshire, Tayside)	3
North East (Tyne and Wear, County Durham, Northumberland, Tees Valley)	4	Northern Ireland (Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry, Co. Tyrone)	4
North West (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	5	Ireland	5
Yorkshire and Humberside (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	6	EUROPE (SPECIFY)	6
East Midlands (Northants, Derbyshire, Notts, Leicestershire, Lincolnshire)	7	OTHER (SPECIFY)	7
West Midlands (B'ham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	8	REFUSED	8

179-180 = ____

201-204 as card 1
205=2

206-207= ____

ASK ALL

23) Do you have supervisory or managerial duties on this site?

(208)

Yes	1	ASK Q24
No	2	ASK Q26
Don't know	3	

IF YES AT Q23 (OTHERS ASK Q26)

24) Have you ever received formal training specifically designed to improve managerial or supervisory knowledge and skills?

(209)

Yes	1	ASK Q25
No	2	ASK Q26
DK	3	

IF YES AT Q24

25) What training was this? PROMPT IF NECESSARY

	(210)		(211)
CIOB Site Supervisor (First Line Supervisor –FLS)	1	Supervisory Training and Management Development (SMTD)	1
CIOB Site Management Education and Training Scheme (SMETS)	2	Chargehand and Team Leader Training	2
SMSTS (Site Manager Safety Training Scheme)	3	Institute of Supervision and Management Workshops	3
Civil engineering Site Managers Scheme (nb this not a formal programme)	4	Project Management Short Courses	4
In-house training	5	Assessor and Verifier Training	5
Other (SPECIFY)			0
Can't remember / DK			X

212= ___ 213 = ___

ASK ALL

26) And did you leave school, college or formal education with any of the following qualifications? **CODE ALL THAT APPLY. IF SAY NOT EDUCATED IN THIS COUNTRY WRITE IN HIGHEST QUALIFICATIONS ACHIEVED.**

	Yes	No	
a) CSEs / GCSEs / O levels / Scottish or other equivalents	1	2	(214)
IF YES AT a) ABOVE , do you have one in maths?	1	2	(215)
IF YES at A) ABOVE , do you have one in English?	1	2	(216)
GNVQs	1	2	(217)
A levels or equivalent	1	2	(218)
Any other qualifications (STATE)	1	2	(219)
Left with no qualifications	1		(220)

221= ___ 222 = ___

27) Do you feel you have...**READ OUT AND CODE ONE ONLY**

(223)

All the skills you need to do your current job	1
Or do you feel you need more training and or qualifications (IF SO PROBE: What further training / qualifications do you feel you require? WRITE IN)	2
Or do you feel that you the qualifications and training you need but you just more experience	3
(DO NOT READ OUT) Don't know	X

224= ___

- 27a) In most construction jobs nowadays, people need to be able do things such as read instructions and record information. Are there any such tasks you find difficult where training in writing, reading, communication or numeracy would help you with your work?

(225)

Yes	1	ASK Q27b
No	2	ASK Q28
Don't know	3	

IF YES AT Q27a

- 27b) What sort of training would be useful?
PROMPT IF NECESSARY. MULTICODE ALLOWED

Training in: (226)

Reading	1
Writing	2
Oral communication	3
Other (specify) WRITE IN	4
Numeracy	5

227= ___ 228= ___

ASK ALL

- 28) While staying in the construction trade do you want to carry on working in the same job that you currently do (cf Question 7) or do you want to change the kind of work that you do?

(229)

Same	1	ASK Q32
Different	2	ASK Q29
Don't know	3	ASK Q32

IF DIFFERENT (OTHERS GO TO Q32)

- 29) What kind of work would you like to change to?

	(230)		(231)		(232)
Banksman / banksperson	1	Labourer / operative	1	Plumbers	1
Bricklayer	2	Manager	2	Scaffolders	2
Carpenter / joiner	3	Mechanical fitter	3	Steel erectors / riggers	3
Ceiling fixers	4	Roofers	4	Supervisor	4
Dry liner	5	Painter / decorator	5	Technical	5
Electricians	6	Pipe fitters	6	Welder	6
Floorers	7	Plant / machine operator (e.g. fork lift / JCB operators)	7	Other (STATE)	0
Glaziers	8	Plasterer	8		
Groundworker	9	Plater	9		

233=____ 234= ____

30) What is the main reason for wanting to change? **CODE ALL THAT APPLY**

	(235)		(236)
Will be better paid	1	Will mean I can work closer to home	1
More interesting work	2	More suitable hours / conditions	2
Bored of what I'm doing / a change	3	Less physical	3
Easier to get that sort of work / more security	4	Other (WRITE IN)	0
Will be able to go self-employed	5		
More responsibility	6	No particular reason / don't know	X

31) Will you need further training and a qualification to do this kind of work?

237 = ____

(238)

Yes	1	
No	2	
DK	3	

ASK ALL

32) To change the subject a bit, please could you tell me where you live while working at this site? I am just interested in the town and postcode of where you come from to get to work here.

[INTERVIEWER NOTE: If respondent goes 'home' at weekends and stay locally during the week then it is the local address of interest. Hence on a Monday, e.g. address may not be where respondent came from that day to get to work].

TOWN / CITY / COUNTY		
POSTCODE		(239-242)

33) How many miles would you estimate it is from there to the site? **ASK FOR BEST ESTIMATE**

MILES _____ **243-245 =** _ _ _

Don't know.....X

34) Is this what you would consider your permanent address?

(246)

Yes – permanent	1	ASK Q36
No – temporary	2	ASK Q35

IF CURRENT ADDRESS NOT PERMANENT ADDRESS ASK:

- 35) Could you tell me the town, postcode (IF NEEDED 'Country) for your permanent home?

TOWN / CITY		
POSTCODE		(247-250)
COUNTRY		(251-252)

ASK ALL

- 36) Is your permanent address close enough to allow you to commute to this site on a daily basis?

(253)

Yes	1	GO TO Q38
No	2	ASK Q37

IF NOT ABLE TO COMMUTE DAILY

- 37) What made you decide to come and work in Yorkshire and Humberside? **DO NOT PROMPT**

(254)

No / little construction work in home area (generally or in respondent's particular field)	1
Construction work is better paid in Yorkshire and Humberside	2
Better job opportunities in Yorkshire and Humberside	3
Prefer living in Yorkshire and Humberside	4
Don't Know	X
Other (WRITE IN)	0

255= ____

ASK ALL

- 38) When you finish this job, do you anticipate that you will get a job that allows you to commute from your permanent home address *on a daily basis*?

(256)

Yes	1	GO TO Q40
No	2	ASK Q39
It depends (e.g. on where I'm sent /where the work is)	3	GO TO Q40

IF NO (OTHERS GO TO Q40)

- 39) Are you expecting this next job will be in Yorkshire and Humberside (meaning Humberside, North Yorkshire, South Yorkshire and West Yorkshire) or do you expect it to be elsewhere?

(257)

Yorkshire and Humberside	1
Abroad	2
Somewhere else (SPECIFY)	3
Don't Know	X

258= ____

ASK ALL

- 40) What proportion of the time that you have been working in construction in the UK has been spent on sites in Yorkshire and Humberside (**ADD FOR THOSE NOT ASKED Q39** 'By Yorkshire and Humberside we mean Humberside, North Yorkshire, South Yorkshire and West Yorkshire'). Would you say that it has been....**READ OUT**

(259)

All of your time	1
Most of it	2
Around half your time	3
A small proportion of your time	4
Only this job	5
Don't Know	X
Other (WRITE IN)	0

- 41) And where are you from originally? CODE AS APPROPRIATE (PROMPT IF NECESSARY)

(260)

(26)

London (within M25)	1	South West: (Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire)	1
South East (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but <i>NOT</i> Herts or Essex).	2	Wales	2
East of England (Essex, Bedfordshire, Herts, Norfolk, Suffolk, Cambridgeshire)	3	Scotland	3
North East (Tyne and Wear, County Durham, Northumberland, Tees Valley)	4	Northern Ireland	4
North West (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	5	Ireland	5
Yorkshire and Humberside (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	6	EUROPE (SPECIFY)	6
East Midlands (Northants, Derbyshire, Notts, Leicestershire, Lincolnshire)	7	OTHER (SPECIFY)	7
West Midlands (B'ham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	8	REFUSED	8

262= ____; 263 = ____

INTERVIEWER RECORD GENDER

(264)

Male	1
Female	2

- 42) And finally, can I just ask you a few quick questions about yourself. Firstly, which of the following age brackets do you fall into?

(265)

16-17	1	45-54	5
18-24	2	55-59	6
25-34	3	60+	7
35-44	4	Don't Know /refused	8

IF AGED UNDER 60 (OTHERS ASK Q44)

- 43) How likely would you say that it is that in 5 years time you will still be working in construction? **READ OUT CODE ONE ONLY**

(266)

Definitely will	1
Very likely to be	2
Quite likely to be	3
Quite unlikely to be	4
Very unlikely to be	5
Definitely will not	6
Don't know	X

ASK ALL

- 44) Which of the following best describes your ethnic group? **READ OUT MAJOR CATEGORIES (IN BOLD) AND THEN ADD 'Is that...' MORE SPECIFIC CATEGORIES IN THAT MAJOR CATEGORY**

(Major category)	(more specific category)	
White	British (if prefer: English / Welsh / Scottish)	01
	Irish	02
	Any other white background	03
Black	Caribbean	04
	African	05
	Any other black background	06
Asian or Asian British	Indian	07
	Pakistani	08
	Bangladeshi	09
	Any other Asian background	10
Chinese		11
Mixed	White and Black Caribbean	12
	White and Black African	13
	White and Asian	14
	Any other mixed background	15
(DO NOT READ OUT) Other		16
(DO NOT READ OUT) Prefer not to say		17
(DO NOT READ OUT) Don't know		18

- 45) Do you have any long-term illness, health problem or disability which limits the type of work you can do in construction?

(269)

Yes	1
No	2
DK	3

- 46) And how many hours are you tending to work per week at the moment? PROBE FOR BEST ESTIMATE. (IF VARIES ASK FOR LAST FULL WEEK). [ADD IF NECESSARY: Include overtime etc but exclude time spent travelling to work].

NUMBER OF
HOURS PER
WEEK

270-271= _ _

- 47) And how long have you lived in the UK (READ OUT IF NECESSARY)

(272)

All my life	1
Less than a year	2
Less than 3 years	3
Less than 5 years	4
5 or more years	5
Don't Know	X
Other (WRITE IN)	0

- 48) Finally, our client, CITB ConstructionSkills, are considering talking to a handful of the 5,000 workers we are interviewing to get more details about their careers in construction, this is just to build up some interesting case studies. Would you be willing in principle to do this – if so I just need your first name and a contact number. We will not pass on any details to them about your specific answers.

(273)

Yes (COLLECT FIRST NAME AND CONTACT TELEPHONE NUMBER)	1	Thank and close
No	2	Thank and close

THANK RESPONDENT AND CLOSE INTERVIEW

I declare that this survey has been carried out under IFF instructions and within the rules of the MRS Code of Conduct.

Interviewer signature:

Date:

Finish time:

Interview Length

Table A1: Percentage of workers permanently resident in each region (horizontal %)

<i>Region of Site</i>	<i>Base: all with region codes</i>		<i>Yorkshire & Humber</i>	<i>North West</i>	<i>North East</i>	<i>East Midlands</i>	<i>West Midlands</i>	<i>East</i>	<i>London</i>	<i>South East</i>	<i>South West</i>	<i>Scotland</i>	<i>Wales</i>	<i>Northern Ireland</i>
Yorkshire & Humb.	570	%	88.4	3.0	2.3	4.7	0.7	0.4	0.0	0.5	0.0	0.0	0.0	0.0
South West	470	%	0.0	0.0	0.2	0.4	1.7	0.2	1.3	6.2	86.6	0.4	3.0	0.0
East	593	%	0.5	1.0	0.8	7.9	1.3	68.3	13.3	5.9	0.2	0.2	0.3	0.2
North West	636	%	8.0	81.4	1.4	0.9	3.8	0.2	0.2	0.6	0.0	0.9	1.7	0.8
North East	352	%	2.8	0.6	94.6	0.0	0.6	0.0	0.0	0.3	0.6	0.3	0.3	0.0
West Midlands	436	%	0.9	1.4	0.0	6.4	88.8	0.0	0.7	0.5	0.5	0.0	0.9	0.0
East Midlands	364	%	6.9	0.8	1.4	75.3	9.3	0.5	1.1	2.2	0.0	0.3	2.2	0.0
Northern Ireland	381	%	0.0	0.3	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	99.5
Wales	355	%	2.3	1.4	0.8	1.7	1.4	0.0	0.3	0.0	1.7	0.6	89.9	0.0
Scotland	544	%	0.2	0.7	0.4	0.0	0.0	0.2	0.2	0.0	0.0	98.2	0.2	0.0
London	944	%	1.5	4.1	3.5	1.8	1.6	10.1	57.3	14.4	1.8	1.9	2.0	0.0
South East	2,151	%	1.3	0.4	0.7	3.3	1.9	3.1	9.3	73.4	5.5	0.6	0.5	0.1
<i>All</i>	<i>7,796</i>	<i>%</i>	<i>8.3</i>	<i>7.8</i>	<i>5.4</i>	<i>6.1</i>	<i>6.8</i>	<i>7.3</i>	<i>10.7</i>	<i>23.0</i>	<i>7.1</i>	<i>7.4</i>	<i>5.0</i>	<i>5.0</i>