

TRAINEE NUMBERS SURVEY

2004/2005



Summary

- First year intake in 2004/2005 stands at just over 46,000. This represents a further rise on previous year's figures
- The composition of the top five occupations in terms of absolute numbers of trainees has remained unchanged since last year - Wood Trades, Bricklayers, Technical Occupations, Plant Operatives and General Operative.
- Over half of all first year trainees are undertaking an S/NVQ Level 2 or Intermediate Construction Award
- The West Midlands has more trainees than the other 10 areas.
- Two-thirds of all first year trainees undertaking craft training are work-based.
- Adult training has grown for the sixth year running and now accounts for 58% of the total, compared to 45% in 1999/2000
- There are 1,373 female trainees (3% of total)
- Ethnic minority trainees account for 6% of the total, but there are strong geographical variations – rising to 36% in London.

Introduction

As part of the Sector Skills Council for Construction, CITB-ConstructionSkills has the task of producing a forecast of skills demand in the industry, and estimating the likely future supply of trained workers. The starting point for these is an assessment of the levels of training within the industry. This is provided by CITB-ConstructionSkills' annual Trainee Numbers Survey, which measures the number of people entering construction training. Data is collected from colleges, private training providers and construction industry training centres across Great Britain. These include those coming through CITB-ConstructionSkills own managing agency and those entering other formal certificated training at craft and technical level.

Over the years, the survey has evolved considerably and this year introduced a couple of significant amendments which have implications for comparing previous years data.

Amendments to TNS 2004/2005

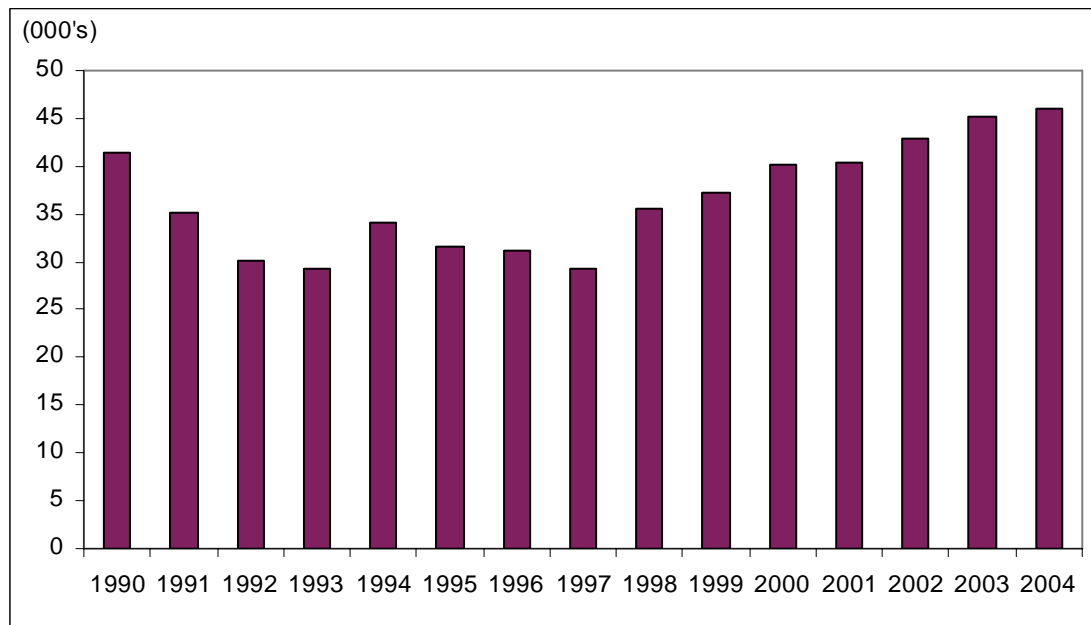
The 2004/2005 survey was amended to as an outcome of work carried out by the Research Team with the Learning and Skills Council. This highlighted a significant difference between our figures for both apprentices and mechanical engineering and theirs – with our figures being much lower. Therefore the decision was taken to remove both from the 2004/2005 questionnaire and instead source the data from the national funding bodies across Great Britain. Further investigation of why our “mechanical engineering” figures were so low concluded that as our questionnaires are sent to the Construction Departments within colleges they were unwittingly omitting mechanical engineering courses and as such these numbers were not being collected.

The work to source the data for both mechanical engineering and apprentices is currently on-going.

The National Picture

The number of first year trainees has increased slightly in 2004/2005 a rise for the seventh year running. This is highlighted in Chart 1 below, which shows the trend of first year trainees over a fourteen-year period (1990 – 2004). As the chart shows, throughout much of the 1990's the numbers were around 30,000, down by around 10,000 on the pre-recession level of the late 1980's. It should be noted that during the '90s the industry underwent a prolonged period of low activity, with a contracting workforce, and low levels of recruitment. The years since 1998 have seen a recovery in the levels of training as the industry continues to grow.

Chart 1 - Numbers of First Year Trainees 1990-2003 (Great Britain: All Occupations)



Please note that due to changes made to this years data collection, the total first year intake displayed in the chart for years 1999 to 2004 does not include trainees undertaking a Mechanical Engineering course.

Training by Occupation

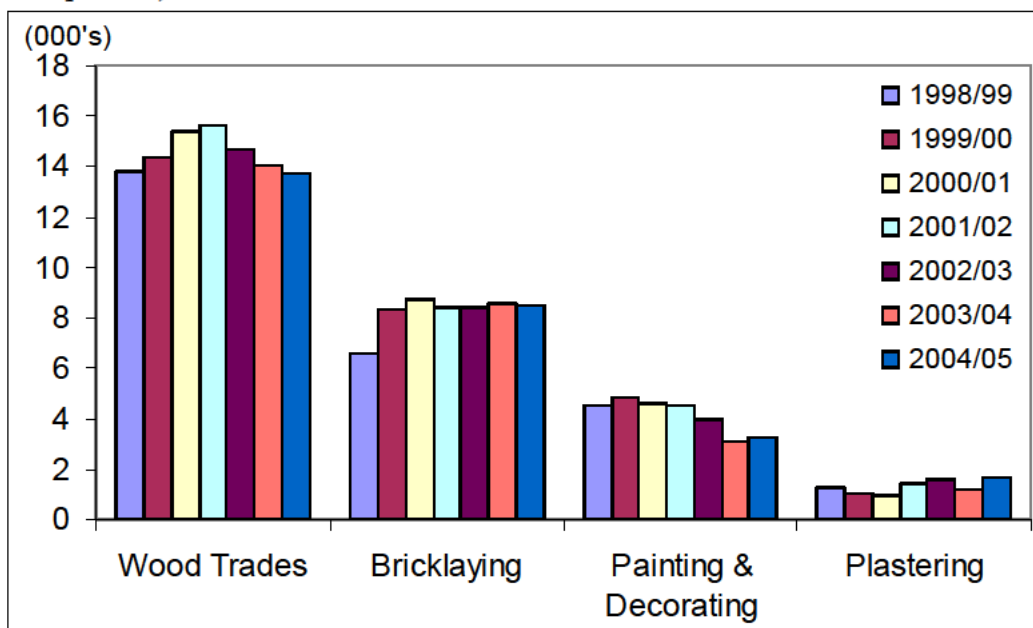
The overall first year intake in the academic year 2004/2005 is 46,071. The following table shows the breakdown for the 16 occupations covered by the survey.

Table 1 - Numbers of First Year Trainees 2004/2005 (Great Britain)

Occupations	Under 18 years old		18 years old & Over		Total
	Male	Female	Male	Female	
Technical	1474	113	4393	549	6529
Wood Trades	8430	49	5078	162	13719
Bricklayers	4889	22	3543	19	8473
Painters	1596	140	1345	205	3286
Plasterers	708	5	951	14	1678
Roofers	313	1	644	0	958
Floorers	85	1	212	2	300
Glaziers	26	0	6	0	32
Other Specialist Building Operatives	64	0	378	0	442
Scaffolders	236	50	334	0	620
Plant Operatives	54	0	4916	17	4987
Plant Mechanics	98	0	99	0	197
Steel Erectors/Structural	17	0	46	0	63
Other Civil Engineering Operatives	0	0	479	0	479
General Operatives	906	4	3208	19	4137
Maintenance Workers	28	0	142	1	171
Total	18,924	385	25,774	988	46,071

The seven-year trend in the number of first year trainees entering building craft occupations is shown in Chart 2 below.

Chart 2 - Number of First Year Trainees 1999-2004 (Great Britain: Building Craft Occupations)



As shown in the chart, the academic year 2004/2005 has witnessed a slight decrease in new entrants onto Wood Trade and Bricklaying courses, in contrast to a slight increase in Painting & Decorating and Plastering. However, as with previous years Wood Trades and Bricklaying dominate the first year training figures with 13,719 (30%) and 8,473 (18%) of the total respectively.

Out of the 16 occupations listed, half have more first year trainees this year than the previous year. These have been shaded in the table below.

Table 2 - Comparison of Number of First Year Trainees by Occupation in Academic Years 2004/2005, 2003/2004, 2002/2003 and 2001/2002 (Great Britain)

Occupations	2004/2005	2003/2004	2002/2003	2001/2002
Wood Trades	13,719	14,097	14,690	15,604
Bricklayers	8,473	8,585	8,399	8,402
Technical	6,529	6,430	7,470	7,037
Plant Operatives	4,987	4,573	2,097	306
General Operatives	4,137	4,084	2,429	1,300
Painters	3,286	3,123	4,041	4,525
Plasterers	1,678	1,307	1,626	1,444
Roofers	958	714	356	409
Scaffolders	620	399	274	530
Other CE Operatives	479	527	190	12
Other SB Operatives	442	480	636	147
Floorers	300	324	379	370
Plant Mechanics	197	204	214	205
Maintenance Workers	171	165	55	0
Steel Erectors/Structural	63	82	42	11
Glaziers	32	71	92	128
Total	46,071	45,165	42,990	40,430

For the third year running the biggest increase has been in the number entering Plant Operative training, which have risen significantly from 306 in 2001 to 4,987 first year trainees this year in absolute numbers. Whereas as a proportion of last years total, the biggest increase of 155% has been in Scaffolding, which has returned to a figure comparable to that of three years ago, having decreased significantly during 2002/2003 and 2003/2004. Both these can be explained by the inclusion of more private training providers in the survey sample, which has been the practice for the past three years.

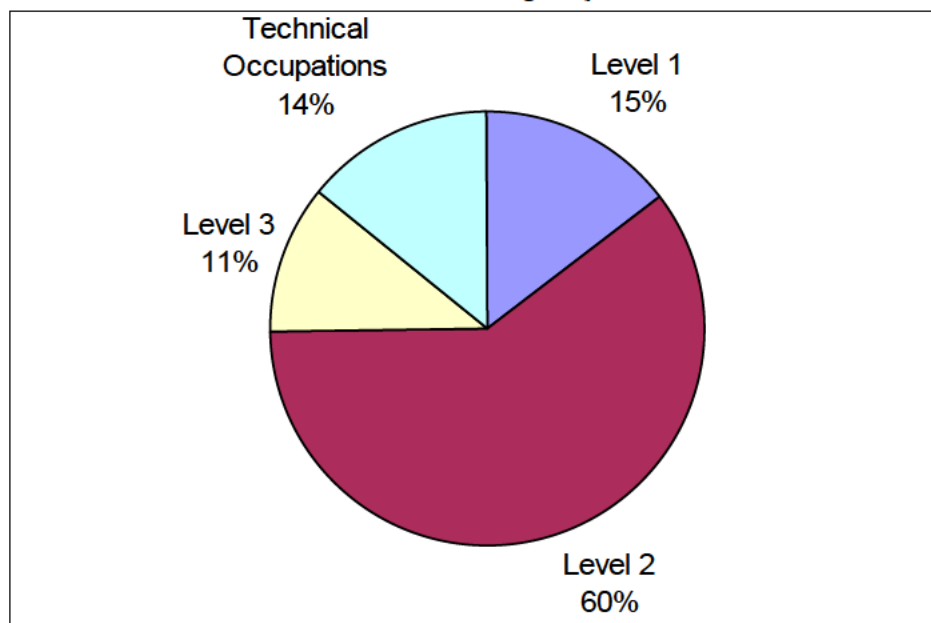
Training by Qualification

Data is collected on trainees starting construction qualifications in each of the following levels:

- S/NVQ Level 1 or Foundation Construction Award
- S/NVQ Level 2 or Intermediate Construction Award
- S/NVQ Level 3 or Advanced Construction Award
- Further & Higher Education Courses
(National Certificate/Diploma & Higher National Certificate/Diploma)

The percentage of first year trainees on a qualification within each of these levels for the whole of Great Britain is shown below

Chart 3 - First Year Trainees Undertaking a Qualification in Each Level (Great Britain)



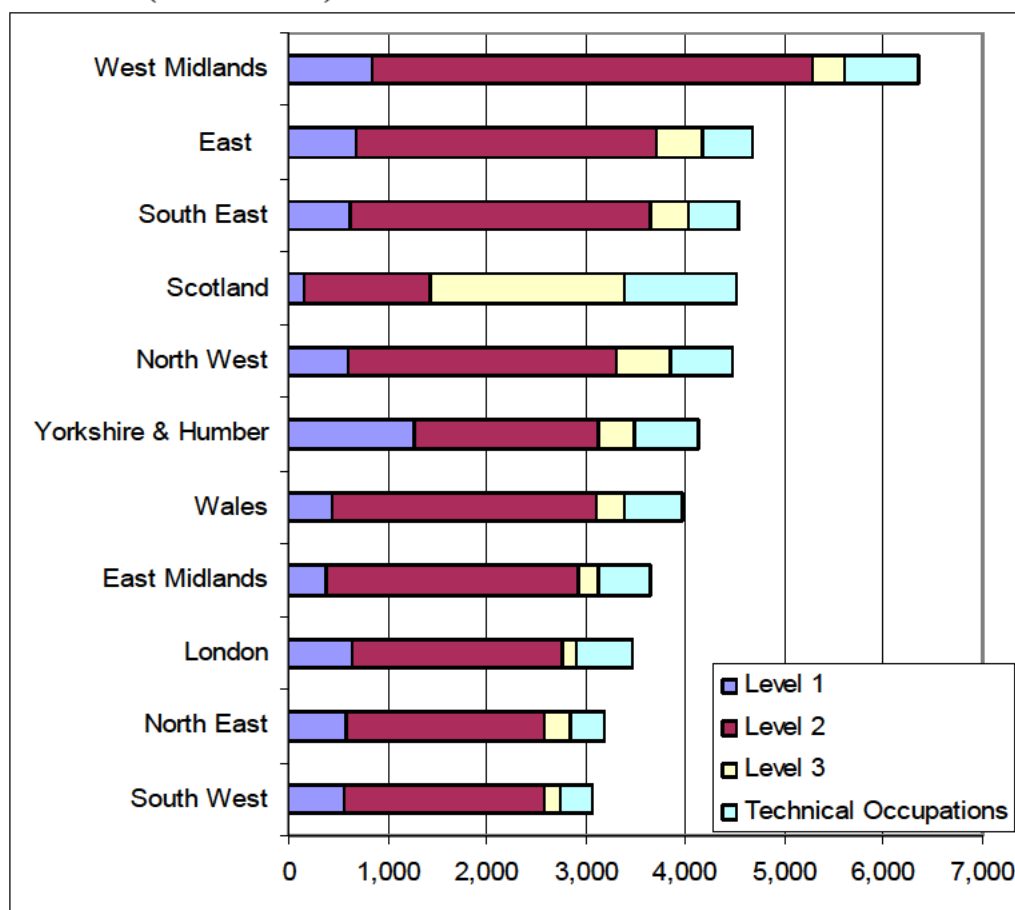
Within Great Britain, over half (60%) of the first year trainees are undertaking either an S/NVQ Level 2 or an Intermediate Construction Award. With the remaining 40% spread fairly evenly between the other 3 levels. These figures are directly comparable to those collected in last year's survey.

This pattern is consistent across all the Regional Development Areas of England and across Wales, with the highest proportion of first year trainees undertaking a Level 2 or equivalent qualification. However, the exception to this is Scotland, where the majority of trainees are on an SVQ Level 3 as opposed to a Level 2. Chart 4 below highlights this.

Geographical Considerations

As mentioned at the beginning of the report, the numbers of first year trainees is collected from colleges, private training providers and construction industry training centres across Great Britain. This data is then analysed by the numbers in the training establishments within each Regional Development Agency (RDA) Area in England, and in Scotland and Wales.

Chart 4 – First Year Trainees by Level of Qualification and Geographical Area: 2004/2005 (Great Britain)



As is highlighted in the chart above and mentioned earlier – Scotland differs to the other areas by having its largest proportion of trainees on an SVQ Level 3 qualification compared to all the other areas which have the majority of trainees on Level 2.

The explanation for this lies in the fact that in England and Wales, an NVQ Level 2 is regarded as the normal skill level for crafts people. Whereas in Scotland an SVQ Level 3 is the expected level of skill required.

As Chart 4 also shows, the West Midlands has the largest share of first year trainees at just over 6,000 while the South West has the smallest share at approximately 3,000. Accounting for 14% and 7% of the total number of trainees respectively.

Work Based Training

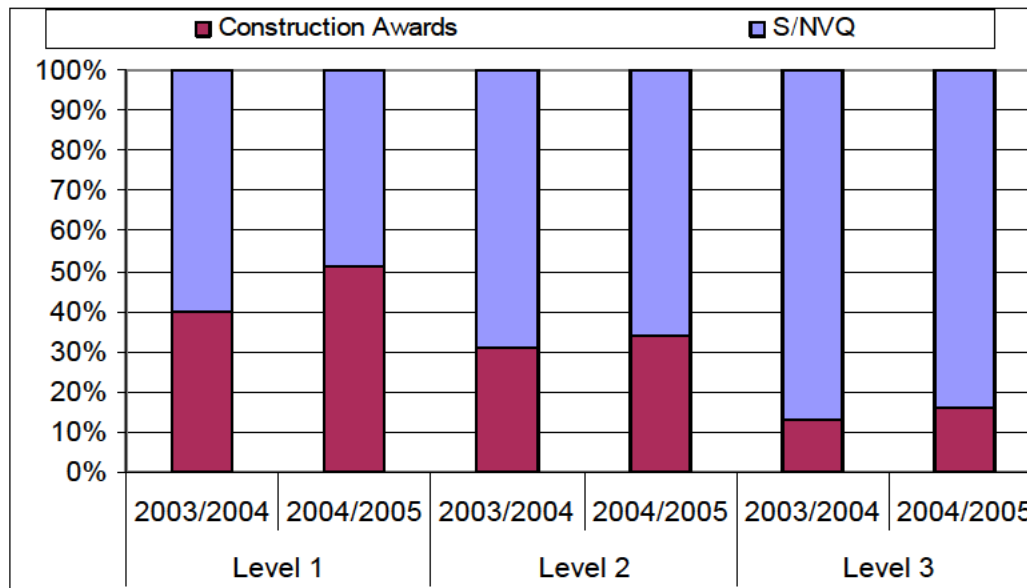
For the second year running, the survey is able to differentiate between those trainees who are undertaking Work Based Training and those who are not. This is achieved by asking training providers how many first year trainees were undertaking a Construction Award qualification.

Construction Awards are qualifications for craft occupations that you can complete part-time or full-time, but they do not include any proof of work undertaken on site, as opposed to the S/NVQ framework which requires on-site experience/assessment. There are three levels of Construction Awards, inline with the S/NVQ system – Foundation (Level 1), Intermediate (Level 2) and Advanced (Level 3).

Of the 39,542 trainees undertaking construction craft training in 2004/2005, 13,569 (34%) are studying for a Construction Award. In other words, 66% of first year trainees are involved in Work Based Training. Both the number and proportion of trainees undertaking a Construction Award represents a slight increase on last year - 11,840 and 31% respectively. Proportionately, as highlighted by Chart 5, an increase has occurred at each level this year too.

As would be expected, as a proportion of trainees in each Level there are more trainees undertaking a Foundation Construction Award (Level 1) with the percentage decreasing as competence rises.

Chart 5 - Proportion of First Year Trainees split by Work Based Training 2003/2004 and 2004/2005 (Great Britain)



However, it should be noted that as this survey is undertaken at the beginning of the academic year, the numbers on Construction Awards will undoubtedly decrease as the year progresses as more trainees are placed with employers and thus the trainee will move into the relevant NVQ Level qualification.

First Year Trainees Characteristics

Age

The survey asks respondents to breakdown the number of trainees undertaking each qualification into two broad age categories:

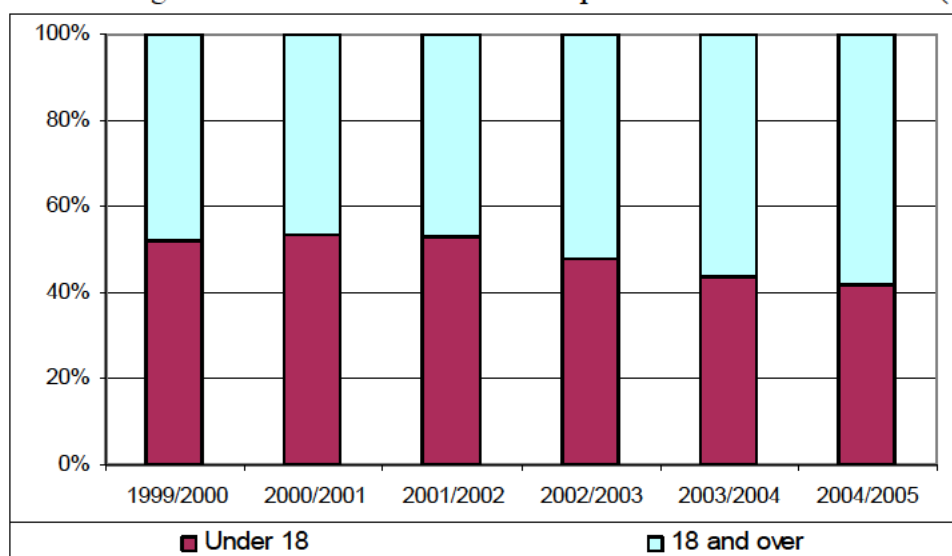
- Under 18 years old
- 18 years old & over.

Table 3 – Breakdown of First-Year Trainees by Age and Level of Qualification 2004/2005 (Great Britain)

	Under 18 years old	18 years old & Over	Total
Level 1	4,938 72%	1,885 28%	6,823
Level 2	10,783 39%	16,875 61%	27,658
Level 3	2,001 40%	3,060 60%	5,061
Technical Occupations	1,587 24%	4,942 76%	6,529
	19,309 42%	26,762 58%	46,071

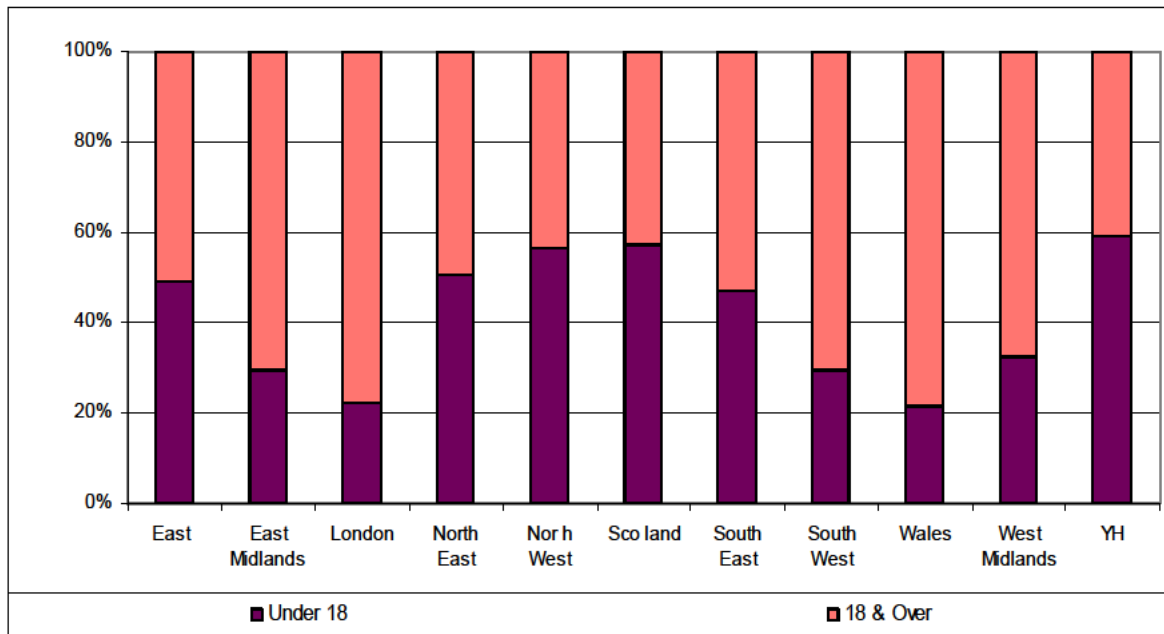
As would be expected, younger trainees dominate in Level 1 qualifications; Level 2 & Level 3 both have a 40/60 split in favour of older trainees, while Technical occupations have the highest proportion of adults. Overall however, the breakdown of trainees by age is fairly evenly split, with there being slightly more trainees aged 18 and over. This has been an increasing trend, as highlighted in Chart 6, which shows how the age composition of trainees has changed over the past six years, with the number aged under 18 year olds falling slightly in contrast to the increase in those aged 18 and over.

Chart 6 – Age of First Year Trainees as a Proportion of Total 1999-2004 (Great Britain)



Split by geographical area, the chart below shows that as a proportion of all trainees in the area, Yorkshire & Humber has more under 18's, while Wales and London has the highest proportion of adults.

Chart 7 – Age of First Year Trainees by Geographical Area 2004/2005 (Great Britain)



Gender

The number of first year trainees broken down by gender is shown below.

Table 4 - Number of First-Year Trainees broken down by Gender and Age 2004/2005 (Great Britain)

Under 18		18 & Over		Total	
Male	Female	Male	Female	Male	Female
18,924	385	25,774	988	44,698	1,373
(41%)	(1%)	(56%)	(2%)	(97%)	(3%)

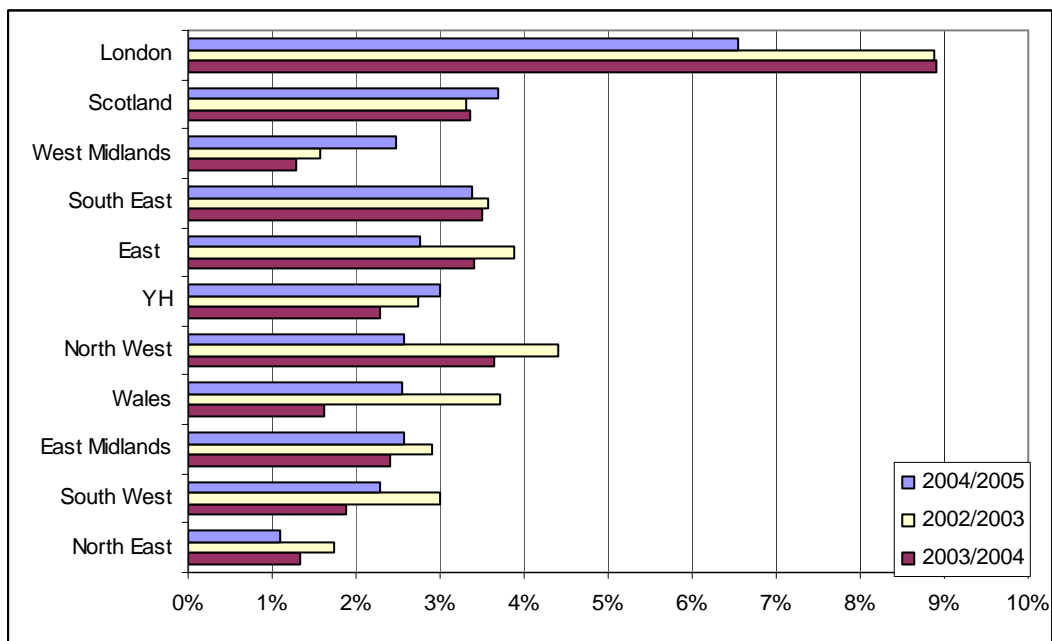
As this table shows in the academic year 2004/2005 there were 1,373 (3%) female trainees compared to 44,698 (97%) male trainees. These proportions are exactly the same as the previous academic year, as highlighted in the following chart. This chart also shows how the proportion of female trainees has remained between 3% or 4% since 1999/2000.

Chart 8 – Female Trainees as a Proportion of the Total Number of First-Year Trainees 1999-2004 (Great Britain)



Analysis by geographical area, shows that in 2004/2005 London has both the highest number of female trainees (228) and the highest proportion (7%), accounting for 17% of the overall number of female trainees. Across the remaining areas of Great Britain, female trainees account for between 1% and 4% of their total number of first-year trainees. Over the past three academic years, London has consistently had the highest number of female trainees, as highlighted in following chart, which shows the three-year trend of female trainees as a proportion of all first-year trainees in the geographical area - in descending order of this years results.

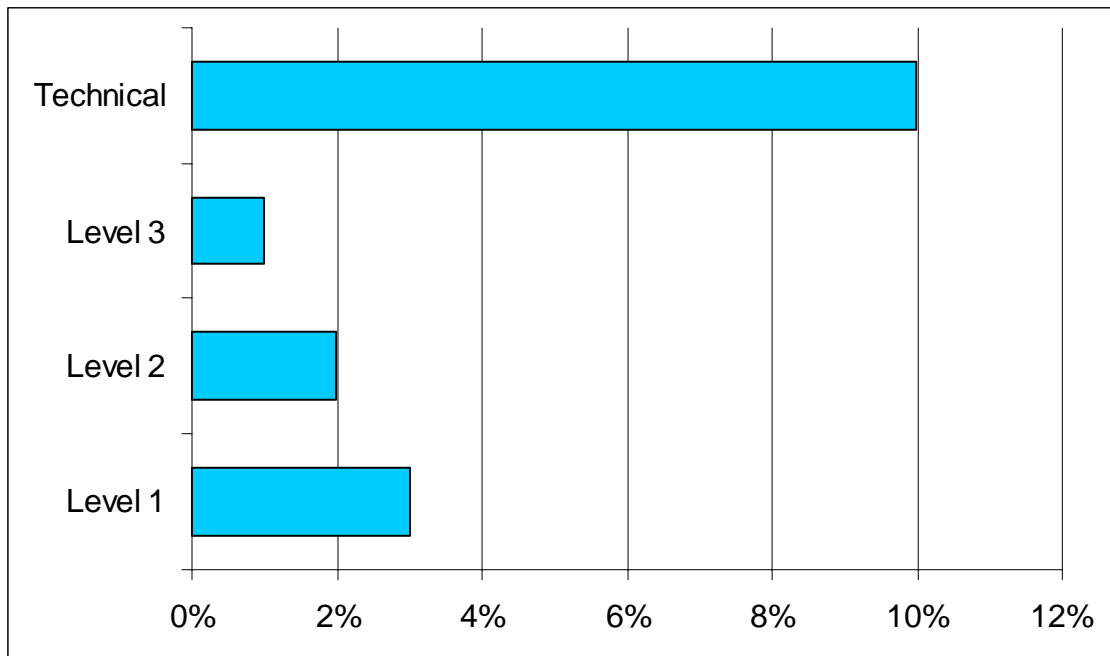
Chart 9 - Female First Year Trainees as Proportion of All Trainees by Geographical Area (Great Britain: Three-year trend)



The amendments to this years questionnaire have allowed diversity analysis to be carried out by qualification levels and occupation.

Female trainees were more numerous in technical qualifications (662) accounting for 48% of the total number of female trainees in 2004/2005 (1,373). However as a proportion of the total number of trainees by occupation, females were just as likely to be found on painting & decorating courses in addition to those studying for a technical qualification (both 10%) compared to the other occupations. These findings are consistent with the representation of females in the construction workforce. Analysis by qualification level also highlighted that female trainees were far more likely to be studying for a technical qualification, compared to Level 1, 2 & 3, as shown in Chart 10.

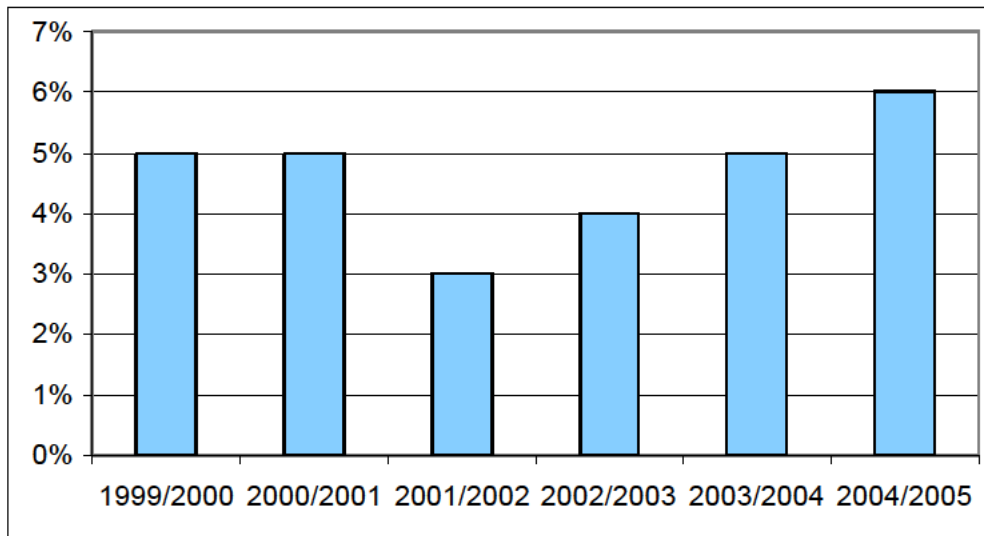
Chart 10 – Female Trainees as a Proportion of the Total Number of First Year Trainees by Qualification Level 2004/2005 (Great Britain)



Ethnic Minorities

The number of first year trainees who are from an ethnic minority stands at 2,658 in 2004/2005 or 6% of the total, which is the highest proportion since the survey began collecting diversity data. See following chart.

Chart 11 - Ethnic Minority Trainees as a Proportion of the Total Number of First Year Trainees 1999-2003 (Great Britain)



As with the number of female trainees, London also has the highest number of ethnic minority trainees. In fact, as Chart 12 shows, there is a huge difference between the numbers of ethnic minority trainees in London compared to those in the other areas across Great Britain. As a proportion of all first-year trainees in London, those from an ethnic minority account for 36% which is much higher than the other areas, where ethnic minority trainees account for between 1% and 6%. This has been a consistent trend over the past three years, as highlighted in Chart 12.

Chart 12 - Ethnic Minority First Year Trainees as Proportion of All Trainees by Geographical Area (Great Britain: Three-year Trend)



Analysis by qualification level and occupation found that ethnic minority trainees were more numerous in Wood Trades (683) accounting for 24% of the total number of ethnic minority trainees in 2004/2005 (2,658). Similar to female trainees, as a proportion of the total number of trainees by occupation, ethnic minorities were more likely to be found on painting & decorating courses – as shown in Chart 13. Analysis by qualification level highlights how slightly more are studying for a Level 1 and Technical qualification (both 7%) than a Level 2 (6%).

Chart 13 – Ethnic Minority Trainees as a Proportion of the Total Number of First Year Trainees by Occupation 2004/2005 (Great Britain)

