

Workforce Mobility and Skills in the UK Construction Sector 2015

Northern Ireland - June 2015





Study prepared by BMG Research from a commission by CITB.

The views expressed by research participants are their own and do not necessarily represent those of their employers.

© Construction Industry Training Board (CITB) 2015

Copyright and all other intellectual property subsisting in these materials vest absolutely in CITB and should not be copied, reproduced nor passed to any third party without the prior written agreement of CITB.

Research materials are created using data and information provided to CITB by third parties and as such CITB are not able to control or verify the accuracy of this data or information.

Accordingly, CITB does not give any warranty about the accuracy or fitness for any particular purpose of these materials. Furthermore, these materials do not constitute advice and should not be used as the sole basis for any business decision and as such CITB shall not be liable for any decisions taken on the basis of the same

You acknowledge that materials which use empirical data and/or statistical data and/or data modelling and/or forecasting techniques to provide indicative and/or predictive data cannot be taken as a guarantee of any particular result or outcome.



Author: BMG Research

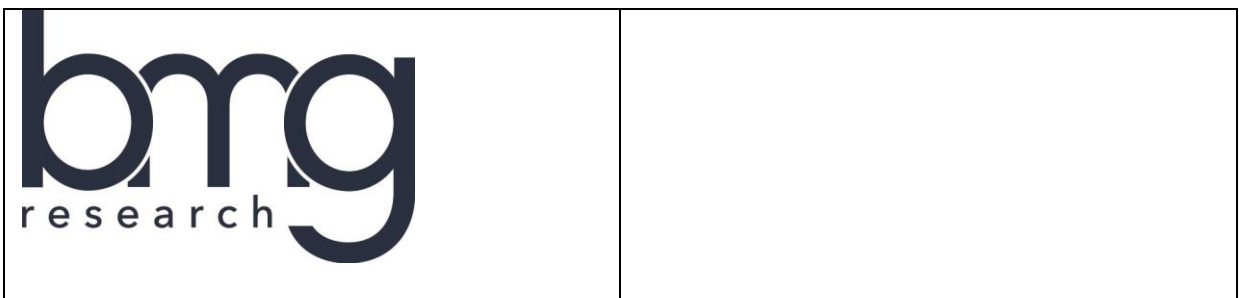




Table of Contents

Executive summary	1
Introduction	1
Profile of the sample	1
Work history	2
Time in the sector	2
Previous non-construction jobs	2
Occupational switching within the construction sector	2
Qualifications and skills	3
Skills cards/certificates	3
Construction-specific qualifications	3
Basic skill needs	4
Current study for qualifications	4
Supervisory/managerial training	4
Overall skill levels	4
Geographic mobility	5
Work history in the region/nation	5
Worker origins	5
Travel to site	5
Site duration and change	6
Sub-sector and sector mobility	6
Sub-sector mobility	6
Leaving the sector	7
Introduction	8
Aims and objectives	8
Method	8
Sampling	9
Telephone-based site recruitment	9
Site visits	9
Notes on reading this report	10
Profile of construction site workers	11
Personal demographics	11
Occupational profile	13
Current job role	13
Supervisory roles	14
Employment status	15



Employment contract basis	17
Hours worked	17
Work histories	18
Time in the sector.....	18
Pre-construction employment histories	20
Occupational switching and progression within construction	22
Future career plans	24
Qualifications and skills	26
Construction skill cards and certificates	26
Construction qualifications held.....	30
Type of construction qualifications held	33
Additional formal training.....	33
Supervisory and managerial qualifications and training	36
Overall skill levels.....	39
Geographic mobility.....	43
Work history in the current region/nation	43
Region/nation worked in before current site	46
Worker origins	47
Travel to site	49
Relative locations of current workplace to home	49
Furthest distance worked in last 12 months	51
Use of temporary accommodation	52
Journey distance to work	53
Site duration and change	53
Expected site/phase duration	53
Expected next site location	54
Sub-sector and sector mobility	55
Sub-sector mobility.....	55
Leaving the sector.....	58
The Northern Ireland construction workforce 2014-15 summary.....	59



Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2015 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2012, 2007 and 2005. Face to face interviews were conducted with 4771 construction workers undertaking manual roles on sites across the UK and 274 interviews were conducted with construction workers in Northern Ireland.

Profile of the sample

- About two fifths of construction workers interviewed in Northern Ireland are aged 34 and under (41%), which is a higher proportion than compared with the UK population as a whole (37%), but lower than the UK average in the survey (47%). Just 4% of construction workers are aged 60 or over.
- Only 1 respondent (<0.5%; weighted sample) within the Northern Ireland construction workforce sample is of BME ethnic origin, compared with a higher incidence of 10% in the UK population as a whole. The UK average in the survey is 4%, increasing to 15% in London.
- By trade/occupation, the highest proportion of the Northern Ireland sample is accounted for by labourers/general operatives (20%), followed by carpenters/joiners (12%), plant/machine operatives (9%), electricians (8%) and technical staff (8%). Compared with 2012 the proportion that are labourers/general operatives has increased (from 15%), while carpenters/joiners account for the same proportion (12%).
- A fifth of all those interviewed in Northern Ireland perform a supervisory or management role on their site (20%); a lower proportion than nationally (25%).
- Almost two thirds of construction workers interviewed for the survey are employed directly by a company (64%), which represents an increase compared with 2012 (52%). The proportion of workers self-employed has fallen since 2012 (from 47% to 33%), while the proportion of workers working for an agency has remained stable (3% cf. 1% in 2012).
- About a third of all construction workers in Northern Ireland (32%) are employed on a temporary, rather than permanent basis. This is higher than the UK average (23%) and ranks second behind London (36%) in this respect.
- Construction workers in Northern Ireland work an average of 42 hours per week, which includes 1 in 7 that work more than 50 hours per week (15%). Northern Ireland construction workers are significantly less likely to work more than 50 hours per week than the UK average (23%).



Work history

Time in the sector

- More than a third of all Northern Ireland construction workers have worked in the industry for at least 20 years (36%), which compares with a lower UK average (31%). More than two thirds have done so for 10+ years (68%).
- More than 8 in 10 construction workers in Northern Ireland have only ever worked within the construction industry (82% cf. 70% across the UK). Seven in ten (69%) have worked pretty much continuously, without spells out of work and this is a higher proportion than across the UK (55%).

Previous non-construction jobs

- Amongst the 1 in 9 construction workers in Northern Ireland that worked in another sector (11% of all respondents) before starting work in construction, the sectors worked in beforehand are most likely to be either agriculture, forestry and fishing (23%) or manufacturing (23%), followed by the wholesale/retail sector (17%) or accommodation and food services (13%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in skilled trades occupations (43%), followed by process, plant and machine operative occupations (23%) and elementary administration and service occupations (13%), followed by administrative and secretarial occupations (7%).

Occupational switching within the construction sector

- Two fifths of all construction workers in Northern Ireland have worked in more than one construction trade or occupation whilst working in the construction industry (39%).
- Workers are most likely to have previously worked as a labourer/general operative (21%) or plant/machine operatives (21%), while just under 1 in 5 workers has previously worked as carpenters/joiners (18%) and 1 in 7 as bricklayers (14%).
- Thinking about their future plans in construction, about three quarters of construction workers in Northern Ireland would like to carry on in the same trade or occupation (74%); 1 in 20 would like to change their trade/occupation (5%); and more than 1 in 10 would like to leave construction (12%); the remainder are not sure.
- The most popular occupation that construction workers in Northern Ireland would like to change to is site manager (33% of those who would like to change).
- In 6 in 10 of all cases where construction workers in Northern Ireland would like to change trade or occupation they believe they will require further training or qualifications in order to do this other kind of work (60%). This compares to a higher proportion across the UK (77%).
- The main reason for wanting to change trade/occupation is the belief that workers will be better paid (53%), followed by workers wanting more interesting work (27%).



Qualifications and skills

Skills cards/certificates

- The vast majority of all construction workers in Northern Ireland, as across the UK as a whole, hold some form of construction skill card or certificate (90% cf. 100% in 2012 and a UK average of 96%).
- In terms of the type of skill card/certificate held, CSR (Construction Skills Register) (NI) is the most commonly held overall. Being a specific card to Northern Ireland, this figure is much higher than the UK average (3%). Just under a fifth (17%) of Northern Ireland workers hold a CSCS (Construction Skills Certification Scheme) (GB), which compares to a UK average of 86%.
- Overall, within Northern Ireland, around a third of CSR card holders each have Gold – Craft/Supervisor Cards (34%) or Green Cards (32%). In terms of CSCS cards, 2% of holders have red cards; 45% have green cards; 23% have blue cards; and 17% have gold cards.

Construction-specific qualifications

- Nearly three quarters of construction workers in Northern Ireland say they had no formal qualifications when they first started working in the construction industry (73%), which compares with a similar proportion across the UK (75%).
- By age, the proportion is highest amongst younger and older workers (100% of those aged 16-19 years, 58% aged 20-24 years, 66% aged 25-44 years and 85% aged 45+ years).
- Compared with the quarter of construction workers in Northern Ireland that did have qualifications when they first started working in construction, overall, just under half of all construction workers in the region/nation reported holding some sort of construction related qualification at the time of interview (45% cf. 56% in 2012 and a UK average of 63%).
- The proportion of workers that hold any qualifications is lower than average amongst those who have worked in construction for less than a year (25%); and younger and older workers (27% among 16 to 19 year olds; caution small sample base, and 27% among 45+ year olds).
- Northern Ireland is the region/nation with the lowest propensity of its' construction workforce to hold any construction-specific qualifications (45%); figures for other regions/nations range from 52% in London to 80% in the North East.
- The qualifications most likely to be held by construction workers in Northern Ireland are NVQ/SVQ qualifications (51% of those with qualifications), although this proportion is lower than both that reported in 2012 in Northern Ireland (73%) lower than the UK 2015 average (66%). More than 1 in 5 Northern Ireland construction workers with qualifications hold City & Guilds qualifications (22%), a similar proportion to 2012 (20%), and similar to the UK 2015 average (20%). In Northern Ireland just 2% of construction workers with qualifications hold an apprenticeship, which is a significantly lower than the UK average (13%).



Basic skill needs

- One in six construction workers in Northern Ireland believe they would benefit from some form of training in basic skills (17%), compared with a similar proportion in 2012 (16%). The proportion in Northern Ireland is slightly higher than the UK average (14%).
- In terms of the type of training required there is an almost even split across reading, writing, speaking English and maths.

Current study for qualifications

- Seven per cent of construction workers in Northern Ireland are currently working towards any formal qualifications relevant to the construction industry (6% in 2012 and a UK average of 12%). This proportion is significantly higher amongst 16-19 year olds (45%) and is also slightly higher amongst those who have worked within the construction industry for less than a year (25%).
- With regards to the level of qualification being worked towards, qualifications equivalent to Level 1 (14%), Level 2 (14%) and Level 3 (21%) are most popular.

Supervisory/managerial training

- Of those not currently performing a supervisory/management role more than half are certain that they would not like to do so (58%; 53% across the UK), while a quarter would like to do so (25%; 26% across the UK) and just under a fifth are unsure (18%; 21% across the UK).
- A fifth of all construction workers in Northern Ireland (20%) and three fifths of those who have had some form of supervisory or management responsibilities (59% cf. 52% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.
- Site Safety Supervisors Courses (45%) followed by Managing Safety in the Construction Industry (38%) and in-house training (29%) are most likely to have been received.

Overall skill levels

- The vast majority of construction workers in Northern Ireland (93%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 7% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. Just over 4 in 10 in the workforce (42%) holds a skill card/certificate, but have no other construction qualification. This compares with a UK average of 30%.
- Overall while more than half of construction workers in Northern Ireland have no qualifications (55% cf. 44% in 2012 and a 2015 UK average of 37%), more than two fifths have qualifications equivalent to Level 2 or above (43% cf. 53% in 2012; 58% across the UK in 2015). Three in ten of all Northern Ireland construction workers (29% cf. 40% in 2012) hold qualifications equivalent to Level 3 or above.



Geographic mobility

Work history in the region/nation

- The fact that they grew up there/have always lived there and other family reasons are the most likely reasons why construction workers are based within Northern Ireland (77%) and this proportion is higher than the 2015 UK average (61%). The second main reason for their location is due to their employer sending them there (in 29% of cases). Reasons differ particularly by age with younger workers more likely to say they grow up there (73% of 16-19 year olds and 74% of 20-24 year olds).
- In 2015, a lower proportion of construction workers in Northern Ireland compared with 2012 have worked within their current region/nation for their entire construction career (45% cf. 73% in 2012). Nevertheless, the majority of construction workers in the region/nation have remained in Northern Ireland for all or most of their career (81%). This compares with a UK average of 80%.
- Thus, in the majority of cases, the last site workers were based at was also in Northern Ireland (86%).

Worker origins

- Overall nearly all construction workers in Northern Ireland were interviewed in the same region in which they were living in when they started their construction career (97%). Workers currently based in Northern Ireland are the most likely to have remained in the same region in which they were based when they started their construction careers; across all regions/nations this compares with just 50% in London.
- Most construction workers in Northern Ireland (96%) have remained in the same region/nation as they did their first qualification/training in. Compared with other region/nations, they are the least mobile. The next highest proportion by region/nation is 95% in Scotland and 92% in the North East. At the lower end of the range, only around half of construction workers in the East of England (50%), South East (55%) and London (58%) are based in the same region/nation as where their first qualification was achieved.

Travel to site

- More than half of construction workers in Northern Ireland have travelled at least 50 miles from their permanent/current home to work in the last 12 months (57%). Across the regions/nations, Northern Ireland construction workers are 'fairly average' in terms of their likelihood to have travelled more than 100 miles from their permanent home to work in the last 12 months (22%).
- Overall just 3% of construction workers in Northern Ireland (1% in 2012) are currently staying in temporary accommodation while working at their site. This proportion is lower than the UK average (6%) and is one of the lowest across all regions/nations.
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 30 miles (22 miles is the UK average) which is less than in 2012 when workers travelled an average (mean) of 38 miles.



Site duration and change

- More than two fifths of temporary workers in Northern Ireland (42%) do not know how much longer they can expect to be working for their current company/agency. This compares with a similar UK average of 43%.
- When all respondents, whether temporary or permanent were asked to indicate how long in total they expect to work at that specific site during this phase, more than a quarter expect to stay on that site for a year or longer (28% cf. UK average of 26%), which is similar to 2012 (26%), suggesting some improvement with regard to stability. However in about one quarter of cases (23% cf. 20% in 2012) workers do not know how much longer they can expect to be on site, indicating there is still a considerable degree of uncertainty.
- Around two thirds of all Northern Ireland construction workers are confident that when they finish this job they will get a job that allows them to travel from their permanent home to work on a daily basis (68% cf. 79% in 2012). The remaining third, in aggregate, are sure that this will not be the case (5%); that it depends where the work is (14%) or they don't know (14%). Construction workers in Northern Ireland that do not expect to be able to commute daily to their next job tend to be 'about average' in terms of likelihood to expect to remain in the region for their next job (69%). Across other regions/nations the figure ranges from 29% in the South East to 85% in the North East.

Sub-sector and sector mobility

Sub-sector mobility

- Compared with 2012 there has been a significant decrease in the proportion of construction workers that have been working on different types of projects in Northern Ireland. However, the proportion for each project type is more on par with 2007 figures, particularly housing repair and commercial work. Apart from new housing (61% cf. 83% across the UK), more workers in Northern Ireland have spent significant periods on most project types than the UK average, particularly public non-housing work (56% cf. 33%) and private industrial work (44% cf. to 30%), but also commercial work (44% cf. 35%) and infrastructure building projects (27% cf. 21%).
- A third of workers (34%) have only worked on one type of project in 2015, much higher than in 2012 (0%). However this figure is lower than the UK average (48%).
- The number of project types worked on varies significantly by region/nation, with Northern Ireland the least likely to report its' construction workers working on one project type (34%). Across regions/nations, the highest proportion is in Wales (63%) and the next lowest is in the East of England (40%).



Leaving the sector

- In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Within Northern Ireland, 1 in 6 construction workers say they definitely will be (18%); a further 3 in 5 think it is very or quite likely (60%); while 8% consider it unlikely; just 2% say they definitely won't be and a further 4% hope to be retired by then, while 9% don't know.



Introduction

Aims and objectives

Following on from previous surveys conducted for CITB in 2012, 2007 and 2005, BMG Research was commissioned to undertake a UK-wide mobility survey of construction workers in 2015.

The aim of this survey was to provide a reliable evidence base of the nature of the construction workforce in the UK concerning its qualification levels and the extent of occupational and geographic mobility. The survey findings have the potential to provide a common currency for skills planning, particularly in respect of profiling the existing workforce and offering insight into where gaps might emerge as a result of occupational/geographic movement.

The specific objectives of this research project were to:

- Examine the qualification levels of the construction industry workforce in the UK and analyse what part qualifications have played in career progression.
- Identify, quantify and analyse the extent to which the workforce in each region/geographical area comprises workers originating or living in other parts of the UK (or further afield) and mobility and travel to work.
- Examine the occupations and qualification levels of the mobile workforce / 'imported' workforce.
- Examine the scale and extent of occupational mobility within the construction workforce to see how workers in construction occupations change or keep their occupations over time, both within construction and as they move out of the industry and related to this the extent to which managers and supervisors have received any training specifically to enhance their managerial skills.
- Contribute to developing better methodologies for understanding and modelling the labour market impacts of workforce mobility.

The focus of the survey is on site-based manual occupations and therefore excluded associated clerical and sales occupations and professionals such as architects, surveyors and office-based managers.

Method

The 2015 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research (2012). Overall, 4771 interviews with construction workers in manual roles across the UK were required, split between the 12 standard regions/nations. In total, 274 interviews were conducted in Northern Ireland.



Sampling

This sub-section provides an overview of the sampling methodology employed for the 2015 Construction Workforce Mobility Survey: further detail is provided in the technical report that accompanies this analytical report.

Although this survey focuses on the mobility of individual workers, the sampling strategy was to select construction projects (generally referred to in this report as ‘sites’) with sufficient workers on-site each day to enable a minimum of 10 interviews. This site-based approach was employed to ensure cost-effective face-to-face interviewing, comparable to that used in the 2012 survey.

As in previous surveys, the commercially produced ‘Glenigan’ database of construction projects was used as the sampling frame.

Project eligibility criteria:

- Value: £250,000+
- Contact stage: ‘start on site’; ‘contract awarded’ or ‘bills called’ only
- Site start date/end date: Active throughout planned fieldwork period.

Where sites met these criteria they were deemed eligible to participate, a target of 30 sites per region/nation (as well as in Scotland, Wales and Northern Ireland) was set in order to achieve a sufficient number of interviews in each. However, in some instances this target was not achievable due to site refusals to take part, some sites not meeting the eligibility criteria on further screening and lower numbers of workers than expected ‘on-site’.

Telephone-based site recruitment

BMG Research’s telephone research team recruited sites that were eligible and willing to support the research by allowing an interviewer to visit the site to interview at least 10 workers in manual trades/roles. A recruitment questionnaire (reproduced in the technical report) was used to check eligibility of the site and to collect important operational information that would be required by the interviewer visiting the site. The majority of recruitment was undertaken with individual site managers, but in a number of cases the recruiters also spoke with local, regional or national managers (often dependent upon the size of the company). At this stage recruiters booked a convenient time and appointment date for an interviewer to visit the site and a confirmation email was sent to the relevant individual. Confirmation calls were made ahead of site visits to ensure recall of the visit.

Site visits

In the majority of cases, interviewers were allocated space to conduct interviews in the offices or canteen area. However, on some sites interviewers worked ‘on-the-hoof’ in active parts of the site (with or without a ‘chaperone’). All interviewers had completed the CSCS Health & Safety Test for Operatives immediately prior to fieldwork and had a PPE (Personal Protective Equipment) kit to comply with site requirements.



Interviews were completed using Computer Assisted Personal Interviewing (CAPI) techniques as well as self completion techniques.

Further detail on the interviewing process is provided in the technical report.

The following table shows the number of interviews achieved in each region/nation. In order to obtain strong bases for regional/national analysis, a quota of 400 completed questionnaires per region/nation was set, with an allowance of +/- 50 interviews per region. However, at the analysis stage weighting factors were applied to survey data to ensure that for national analysis, regions/nations were represented in their correct proportions according to the size of the construction workforce as reported in the Annual Population Survey via Nomis for economically active adults aged 16+ in January-December 2014.

Figure 1: Interviews and weights by region/nation

	Interviews	Weighted profile (%)
North East	427	4.2
North West	435	10.3
Yorkshire and The Humber	369	8.2
East Midlands	410	6.6
West Midlands	352	8.0
East of England	366	10.5
London	452	12.8
South East	439	15.1
South West	494	8.7
Scotland	463	8.0
Wales	290	4.7
Northern Ireland	274	2.9
UK	4771	100

*Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Jan-Dec14

Further information on sampling and the sites included can be found in the technical report.

Notes on reading this report

A number of conventions have been employed within this report to assist with the concise presentation of numeric data and with brevity within text.

The base for statistics is described under each figure (table or graph) heading, with the base counts (unweighted) on dedicated rows of tables. Where tables include statistics on many different bases, the unweighted bases for 2015 data are shown in brackets.

All tables and graphs present percentages (unless otherwise stated) calculated upon the bases shown. Where 'mean' averages are shown, these are calculated upon the stated base, minus any responses 'not stated' or choosing a 'don't know/not applicable' response.



Tables and graphs are all labelled with a simple sequential 'Figure Number' and title. All tables and graphs have clearly labelled base sizes (for all sub-groups) and textual definitions of bases. The total of percentages shown in a table may vary slightly from 100% due to rounding to the nearest percentage point.

Analysis by region/nation should be read with caution, particularly those on bases further restricted by the routing out of some respondents. Unweighted bases are shown throughout for guidance.

Throughout the tables in this report the abbreviation 'NI' is used to represent Northern Ireland.

Profile of construction site workers

This first section of the report provides a profile of construction site workers interviewed in the 2015 survey and where relevant makes comparisons with 2012. The section examines:-

- Personal demographics, including age and ethnicity;
- Current occupation;
- Employment status i.e. whether employed directly, self-employed or by an agency;
- Employment contract basis i.e. whether working on a temporary or permanent basis.

The section then moves on to examine career histories, including:

- The number of years respondents have worked in the construction industry;
- Pre-construction employment histories;
- Occupational switching and progression within the construction sector.

Personal demographics

Figures 2 and 3 detail the demographic profile (age and ethnicity) of the 2015 sample of construction workers, compared with the 2012 survey and official statistics from the Annual Population Survey.

The youngest age group (16 to 24 year olds) account for just 1 in 7 construction workers (14%), a lower figure than reported in the previous survey in 2012 (17%). The proportion of workers aged 25 to 34 years is also slightly lower than that reported in 2012 (27%, compared with 33%); whilst the proportions of workers aged 35 to 55 (46%, compared with 39%) and 55 and over (11%, compared with 8%) are slightly higher than in 2012. Workers aged 60 and over account for just 4% of construction workers.

Compared with the UK workforce overall a lower proportion of construction workers are aged under 35 years (41% in Northern Ireland; 47% across the UK cf. 37% of economically active adults across the UK).



Figure 2: Age profile of the sample compared with 2012 & the Annual Population Survey

Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %		UK Workforce* %
16 to 19 years	4	4	8	5	16 to 19 years	4
20 to 24 years	10	13	16	13	20 to 24 years	10
25 to 34 years	27	33	26	29	25 to 34 years	23
35 to 44 years	23	21	25	22	35 to 49 years	34
45 to 54 years	23	18	16	20	50 to 64 years	26
55 to 59 years	7	8	8	6		
60+ years	4			4	65+ years	3
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>		<i>32,480,800</i>

*Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Jan-Dec14

In terms of ethnicity, the vast majority of construction workers in Northern Ireland are of White origins (98% as in 2012). Just over 3 in 10 describe themselves as White British (31% cf. 37% in 2012); 64% as White Irish (cf. 60%) and 1% as 'White Other' (cf. 1%).

Workers of Black and Minority ethnic origin (BME) make up less than 0.5% of the sample, the same proportion as in 2012.

Figure 3: Ethnic profile of the sample compared with 2012 and UK Population

Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %	UK Population aged 16-64* %
White	98	98	99	94	87
Black	0	0	0	2	3
Asian	0	0	0	1	5
Other/Not stated	2	2	<0.5	3	5
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>	<i>40,626,700</i>

*Source Annual population Survey via Nomis: UK population aged 16-64 Jan-Dec14

Figure 4 summarises the proportion of construction workers of non-white (BME) origin overall and within each region/nation and compares the profile with construction workers from the 2012 survey and the population (aged 16-64) of each region/nation as a whole.

Overall, less than 0.5% of construction workers in the Northern Ireland sample are BME, compared with 1% of the working population in Northern Ireland.

Compared with other nations/regions, Northern Ireland has a low proportion of construction workers that are of BME origin. Compared with the Northern Ireland 16 to 64 aged population as a whole a similar proportion of construction workers are of White origins (98% cf. 99%).



Figure 4: Proportion of construction workers of BME (Non-White) origin

Base: All respondents

	UK BME 2015 %	UK BME 2012 %	UK BME 2007 %	Region/nation's non-white (BME) population aged 16- 64* %
UK	4	4	3	10
North East	<0.5	<0.5	<0.5	2
North West	1	2	1	8
Yorkshire and the Humber	2	1	4	9
East Midlands	2	2	2	8
West Midlands	5	9	7	14
East of England	3	4	3	9
London	15	12	10	36
South East	8	3	3	7
South West	2	1	2	3
Wales	2	<0.5	1	3
Scotland	2	1	0	2
Northern Ireland	<0.5	<0.5	0	1
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>	<i>3877</i>	<i>32,480,800</i>

*Source Annual population Survey via Nomis: UK Population aged 16-64 by ethnicity Jan-Dec14

Overall most Northern Ireland construction workers have lived in the UK all of their life (85%). This proportion is similar to the UK average (84%).

Amongst all Northern Ireland construction workers, 1% indicate that they have a long term illness, health problem or disability which limits the type of work they can do. Of the two workers saying this, one has a hearing disability (i.e. deaf, partially deaf or hard of hearing) and the other has reduced physical capacity (i.e. inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, asthma, angina or diabetes). Across the UK, 3% of construction workers indicate they have a long term illness, health problem or disability and the most common condition is a reduced physical capacity (39%).

Occupational profile

Current job role

All workers were asked what their current trade or occupation is at their site. Respondents in a supervisory role were asked to detail their trade/occupation background, as their supervisory roles would be asked about later in the survey. Figure 5 summarises all the trades/occupations mentioned by at least 1% of the sample and compares this with the occupational profile from the 2012 survey.



Labourers/general operatives and carpenter/joiners are the top two occupations amongst construction workers in Northern Ireland which is slightly different to the profile in 2012 with the main changes the increase in Labourers/general operatives and the sharp decrease in bricklayers from 16% to 6%.

Figure 5: Occupational profile

Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
Labourer/General operative	20	15	21	18
Carpenter/joiner	12	12	15	11
Plant/machine operative (e.g. Fork lift/JCB)	9	9	13	7
Electrician	8	14	10	5
Technical e.g. surveyor, maintenance technician	8	1	N/A	2
Bricklayer	6	16	9	15
Site manager	5	0	0	8
Plasterer	5	4	7	2
Steel erector/rigger	4	1	N/A	
Dryliner	4	3	With plasterer	3
Plumber	3	8	5	5
Scaffolder	2	6	2	4
Banksman/banksperson	2	1	1	2
Glazer/window fitter	2	1	N/A	1
Roofer	1	2	3	2
Painter/decorator	1	2	6	3
Floorer	1	<0.5	1	1
Pipe fitter	1	1	2	1
Project Manager	1	0	0	<0.5
Ceiling fixer	1	1	With plasterer	1
Mechanical fitter	1	<0.5	N/A	<0.5
Supervisor/foreman	1	1	7	1
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>

Supervisory roles

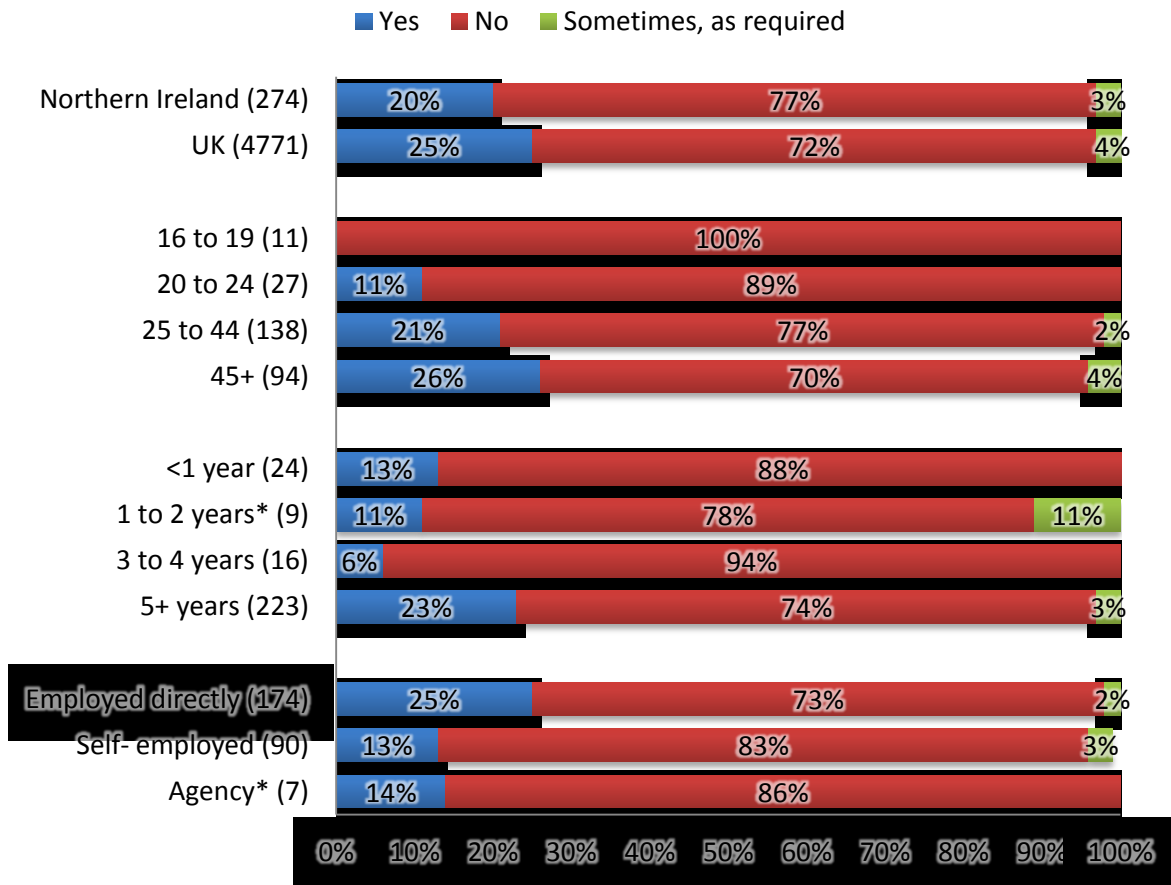
A fifth of all construction workers in Northern Ireland interviewed for the 2015 survey say they perform a supervisory or management role on their site (20%). This is a lower proportion than nationally (25%).

The incidence of workers in a supervisory role is considerably lower amongst workers aged under 25 and amongst those that have worked in the construction industry for less than 5 years, as one would expect. Workers who are directly employed by a company (25%) are more likely than those that are self-employed (13%) or work for an agency (14%) to perform a supervisory or management role. These differences are summarised in the following figure.

Figure 6: Whether respondents perform a supervisory or management role



Base: All respondents *caution: small sample base



Unweighted bases in parentheses

Employment status

Almost two thirds of construction workers in this year’s Northern Ireland sample are directly employed by a company (64%) and this has increased compared with 2012 (52%).

The next highest proportion of construction workers within Northern Ireland is self-employed (33%), which is lower than in 2012 (47%).

Just 3% of the sample is accounted for by construction workers who are working for an employment agency. The data over time is shown in the table below.



Figure 7: Employment status

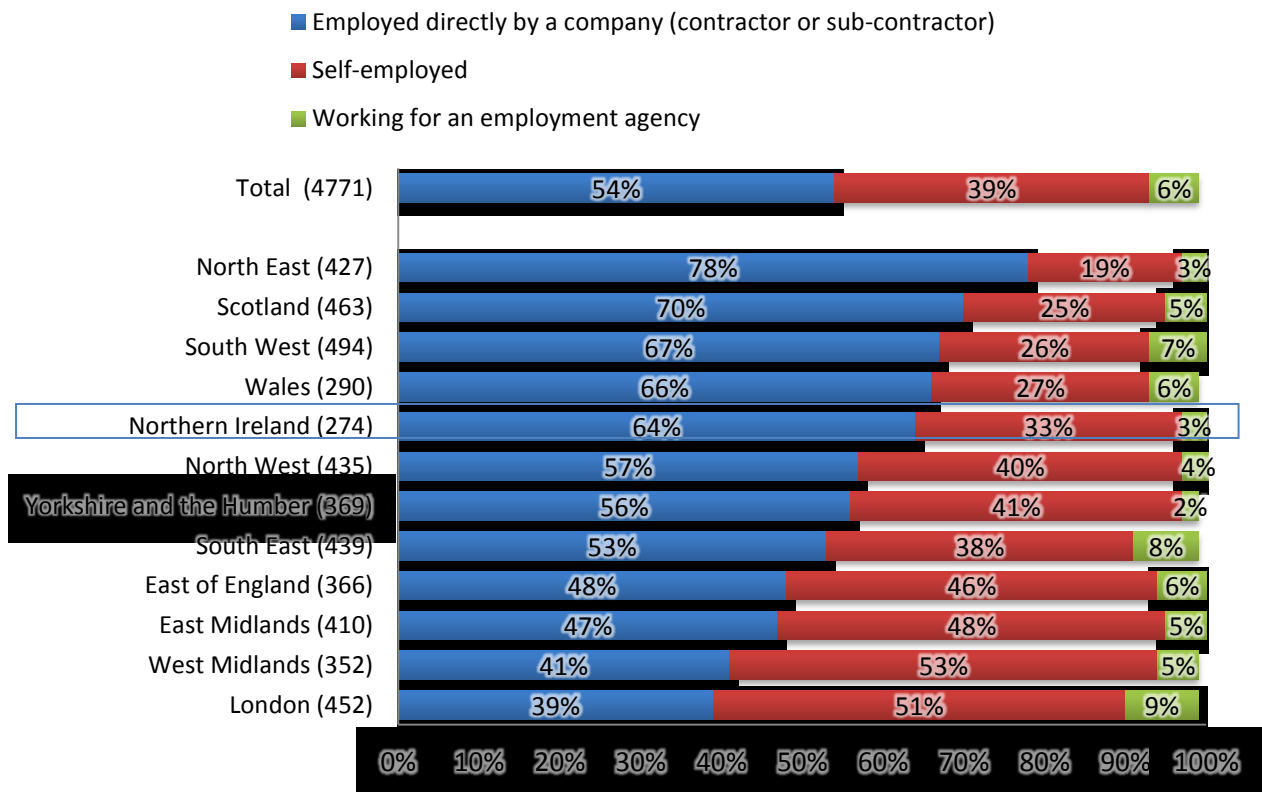
Base: All respondents

	NI 2015 %	NI 2012 %	UK 2015 %
Employed directly by a company (contractor or sub-contractor)	64	52	54
Self-employed	33	47	39
Working for an employment agency	3	1	6
Working on some other basis	1	0	<0.5
<i>Unweighted bases</i>	274	406	4771

The proportion employed directly is higher in Northern Ireland than the UK average (64%, compared with 54%), while the proportion that are self-employed is lower (33%, compared with 39%). Northern Ireland ranks fifth overall in terms of the proportion of workers employed directly by a company.

Figure 8: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses



Employment contract basis

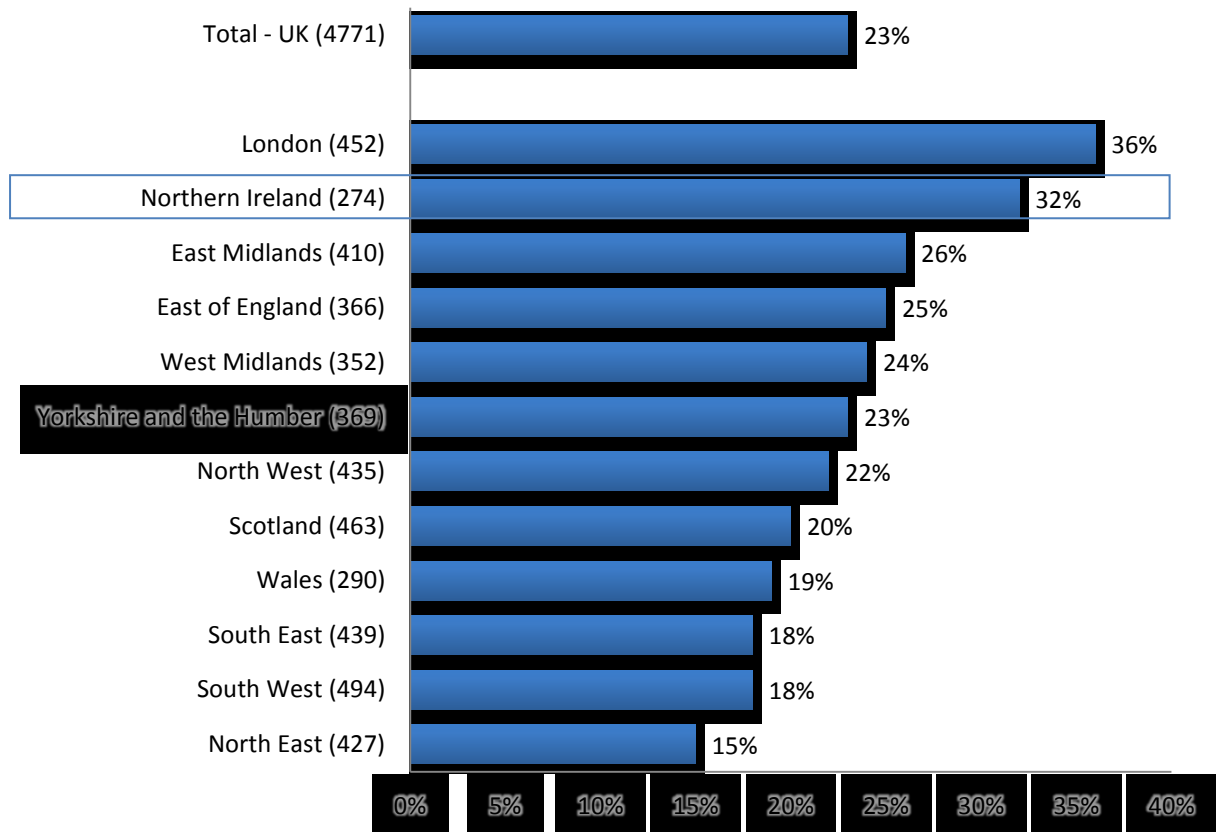
Overall, about a third of Northern Ireland construction workers (32%) are employed on a temporary, rather than permanent basis (66%). The remainder believed they had another type of contract arrangement (1%), refused (<0.5%), or did not know (<0.5%).

Amongst workers who are employed by an agency the proportion on temporary contracts is significantly higher, as one would expect (86%; caution small sample base), than it is amongst those who are self-employed (58%) or employed directly (17%).

Northern Ireland is ranked second, with only London having a higher proportion of temporary workers, as the following figure illustrates.

Figure 9: Proportion of workers employed on a temporary basis (including fixed-term contracts)

Base: All respondents



Unweighted bases in parentheses

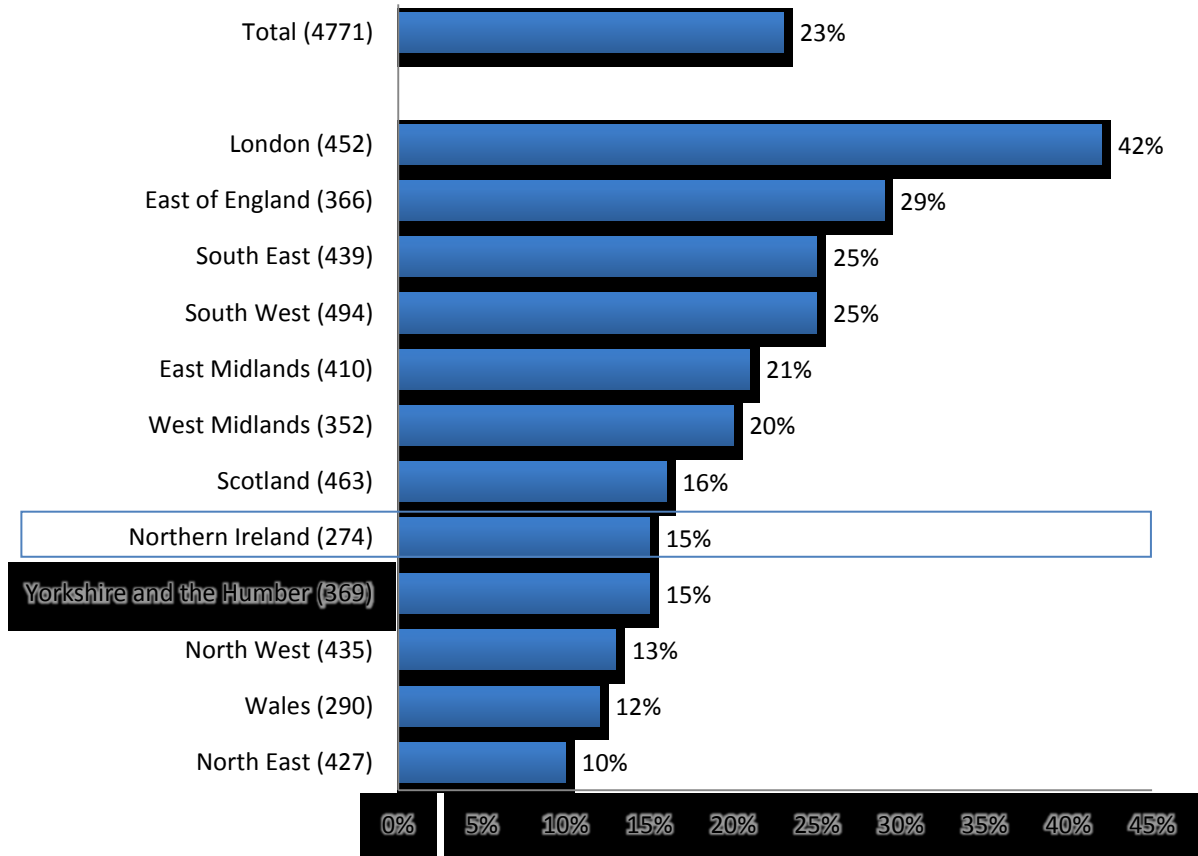
Hours worked

On average construction workers in Northern Ireland report that they typically work 42 hours per week, with 70% that tend to work between 40 and 49 hours per week, 15% that work more than 50 hours and 9% that work between 30 and 39 hours.

The proportion that works more than 50 hours per week is significantly lower than the UK average amongst Northern Ireland construction workers (15%, compared with 23%).



Figure 10: Proportion of workers that typically work 50 or more hours per week
Base: All respondents



Unweighted bases in parentheses

Work histories

Time in the sector

More than a third of Northern Ireland construction workers have worked in the construction industry for over 20 years (36%) and just over two thirds have worked in the industry for at least 10 years (68%).

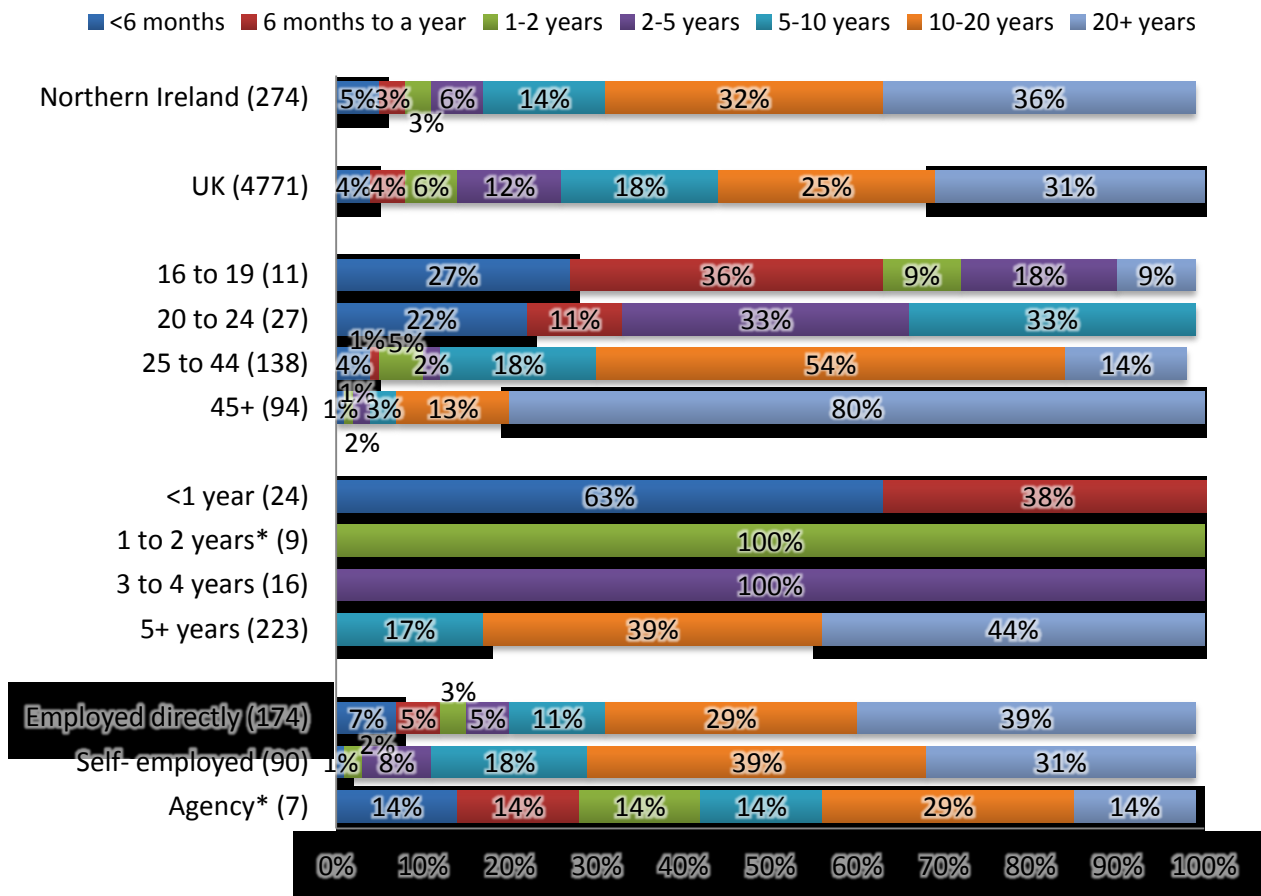
Construction workers in Northern Ireland are more likely than the UK average to have worked in industry for over 20 years (36% compares to 31% across the UK).

As one would expect the length of experience in the industry increases with age to four fifths of workers aged 45 and over in Northern Ireland that have more than 20 years experience of working in the construction sector (80%).



Figure 11: Years spent working in the construction sector

Base: All respondents *caution: small sample base



Unweighted bases in parentheses

Compared with 2012, Figure 12 shows that in 2015 workers are more likely to have worked in the construction sector for longer; 36% have 20+ years experience, compared with 27% in 2012, whilst 31% have 10 or fewer years experience, compared with 39% in 2012.

Figure 12: Years spent working in the construction sector (cumulative)

Base: All respondents

	NI 2015	NI 2012	NI 2007	UK 2015
	%	%	%	%
Less than 6 months	5	1	2	4
Up to a year	8	3	5	8
Up to 2 years	11	6	12	14
Up to 5 years	17	14	26	26
Up to 10 years	31	39	46	44
Up to 20 years	63	71	73	69
More than 20 years	36	27	27	31
Unweighted bases	274	406	263	4771



Pre-construction employment histories

More than 8 in 10 workers in Northern Ireland have only ever worked in the construction industry (82% cf. 70% across the UK and 89% within Northern Ireland in 2012). This includes 7 in 10 who have worked in construction pretty much continuously (69%); 5% for whom this is their first job; and a further 8% that have only ever worked in the construction sector, but have had spells out of work.

The likelihood that workers have worked continuously in construction increases with age; up to three quarters of workers aged 45 and over (76%). Whilst, as one would expect, younger workers are more likely to say that this is their first job and that they have not worked in any other industry (9% of 16 to 19 year olds).

Figure 13: Statement that best describes respondents' work histories since leaving full time education and starting their first job in construction.

All respondents

	NI 2015 %	UK 2015 %	Age %			
			16 to 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	69	55	55	56	67	76
I have only worked in construction jobs but have had spells of being out of work	8	6	0	19	9	5
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	7	8	18	7	7	5
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	10	19	18	7	10	11
This is my first job. I haven't worked in any other industry.	5	9	9	7	7	1
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	1	3	0	4	0	1
Prefer not to say	<0.5	2	0	0	0	1
<i>Unweighted bases</i>	274	4771	11	27	138	94

Overall, 1 in 10 construction workers in Northern Ireland say that their first job after full time education was NOT in construction and that they moved into the industry after working in other sorts of jobs/sectors (10%). This compares fewer workers in 2012 (7%).



Those who had worked in other sectors before starting their construction careers (11% of all respondents) were asked to give details of what they were doing immediately before they started working in construction. In nearly a quarter of cases respondents had each previously worked in agriculture, forestry and fishing (23%) or manufacturing (23%). Around 1 in 7 had also each worked in the wholesale/retail sector (17%) or accommodation and food services (13%).

Figure 14: Industry worked in before starting work in the construction sector

Base: Where first job was not in construction

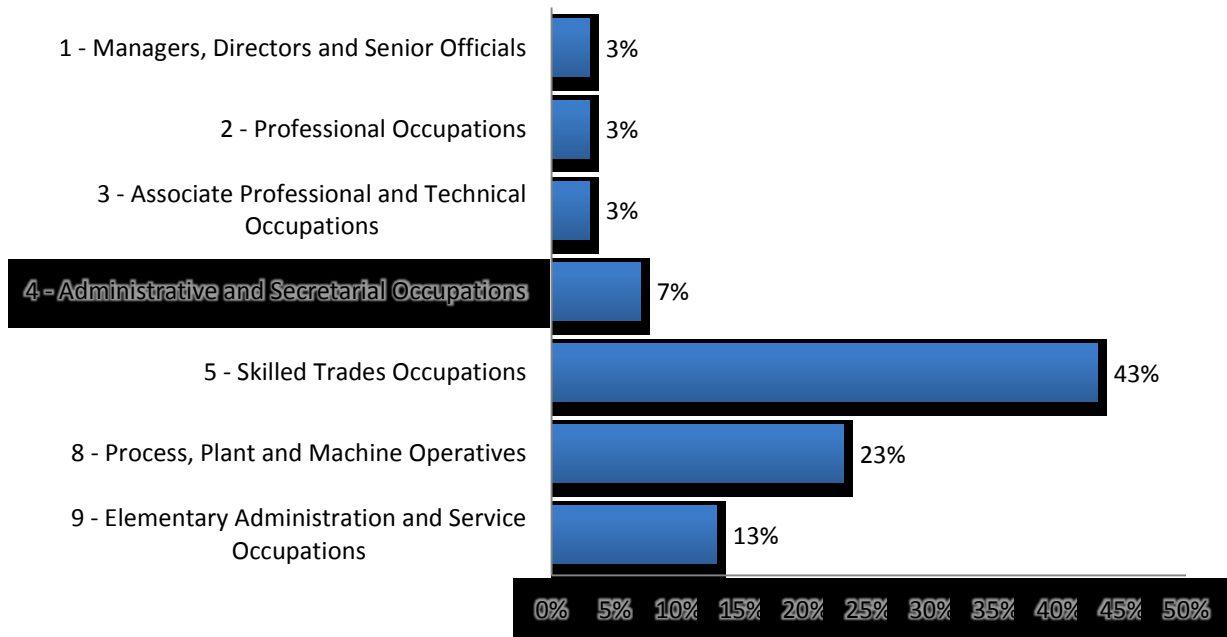
	NI 2015	UK 2015
	%	%
A - Agriculture, Forestry and Fishing	23	6
C - Manufacturing	23	20
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	17	22
I - Accommodation and food service activities	13	10
H - Transportation and storage	7	10
N - Administrative and support service activities	3	6
O - Public administration and defence; compulsory social security	3	6
J - Information and communication	3	2
P - Education	3	1
<i>Unweighted bases</i>	<i>30</i>	<i>983</i>

In terms of the job roles that Northern Ireland respondents have undertaken in other sectors, the highest proportion has worked in skilled trades occupations (43% cf. 43% in 2012 and 29% across the UK in 2015). Just under a quarter worked as process, plant and machine operatives (23% cf. 14% in 2012 and 29% across the UK in 2015).

One in eight workers that worked in other sectors have worked in elementary administration and service occupations (13% cf. 21% in 2012 and 21% across the UK in 2015).



Figure 15: Job roles undertaken in other sectors
 Base: Where first job was not in construction



Unweighted base = 30

Occupational switching and progression within construction

As in the 2012 survey, as well as asking workers about their current role, all workers were also asked whether they have worked in other roles/occupations whilst working in the construction industry.

Overall two fifths of all construction workers in Northern Ireland have worked in more than one construction trade or occupation whilst working in the construction industry (39%). This represents a significant increase compared with 2012 when less than 1 in 10 had worked in more than one role (7%). The proportion in Northern Ireland is higher than the UK average (34%).

As one would expect the proportion of workers that have had more than one role increases with age (to 40% amongst those aged 45+ cf. 18% amongst those 16 to 19 years).

Not surprisingly, workers who have worked in construction for the longest period are also more likely to have had more than one role or occupation within the construction sector (ranging from 13% who have worked in construction for less than 1 year to 44% who have worked for 3 to 4 years and 42% for 5+ years).

As in 2012, there are also variations by current job role, with dryliners (64%), followed by banksmen/bankpersons* (60%) most likely to have had more than one role/occupation within construction. Roofers* and painters/decorators* (none of these occupations that are represented by small sample bases) are least likely to have had any other trade within the construction sector. (*Caution: Small sample base.)



The following figure summarises the current job roles most and least likely to have had more than one role/trade in the construction sector.

Figure 16: Other construction roles under taken, by current occupation

*Base: All respondents *caution: small sample base*

MORE likely to have had more than one role			LESS likely to have had more than one role		
	NI 2015 %	UK 2015 %		NI 2015 %	UK 2015 %
Dryliner* (11)	64	38	Carpenter / Joiner (31)	19	18
Banksman /banksperson (5)*	60	46	Scaffolder (7)*	14	31
Site manager* (15)	53	69	Plumber (8)*	13	13
Bricklayer* (16)	44	19	Electrician (22)	9	13
Plant / Mach. Op. (23)	43	55	Painter / decorator (4)*	0	27
Labourer / Gen. Op. (56)	43	33	Roofer (2)*	0	29
Plasterer* (14)	50	34			

Unweighted bases for 2015 Northern Ireland in parentheses

Respondents who have worked in other roles/occupations within the construction industry, other than the role they are currently in, were asked to specify which trades/occupations they have previously worked in, with each respondent able to list all previous occupations. Figure 17 summarises the previous trades/occupations most frequently listed by those who have worked in other roles in the construction sector.

Workers are most likely to have previously worked as a labourer/general operative (21%) or plant/machine operatives (21%), while fewer have previously worked as carpenters/joiners (18%) and 1 in 7 as bricklayers (14%).



Figure 17: Previous occupations/trades in the construction sector
 Base: Workers that have switched occupations within construction

Occupation	NI 2015	UK 2015
	%	%
Labourer/General operative	21	30
Plant/machine operative (e.g. Fork lift/JCB)	21	10
Carpenter/joiner	18	18
Bricklayer	14	13
Plasterer	9	7
Banksman/banksperson	9	7
Pipe fitter	9	5
Site manager	7	5
Roofer	6	9
Technical e.g. surveyor, maintenance technician	6	4
Dryliner	6	7
Plumber	6	5
Electrician	5	3
Steel erector/rigger	3	3
Painter/decorator	3	8
Welder	3	2
Floorer	2	3
Supervisor/foreman	2	1
Scaffolder	2	4
Glazer/window fitter	1	1
Ceiling fixer	1	4
Mechanical fitter	1	1
Ground worker	1	5
Project manager	1	<0.5
Contracts manager	1	<0.5
Other	6	9
<i>Unweighted bases</i>	<i>106</i>	<i>1576</i>

Future career plans

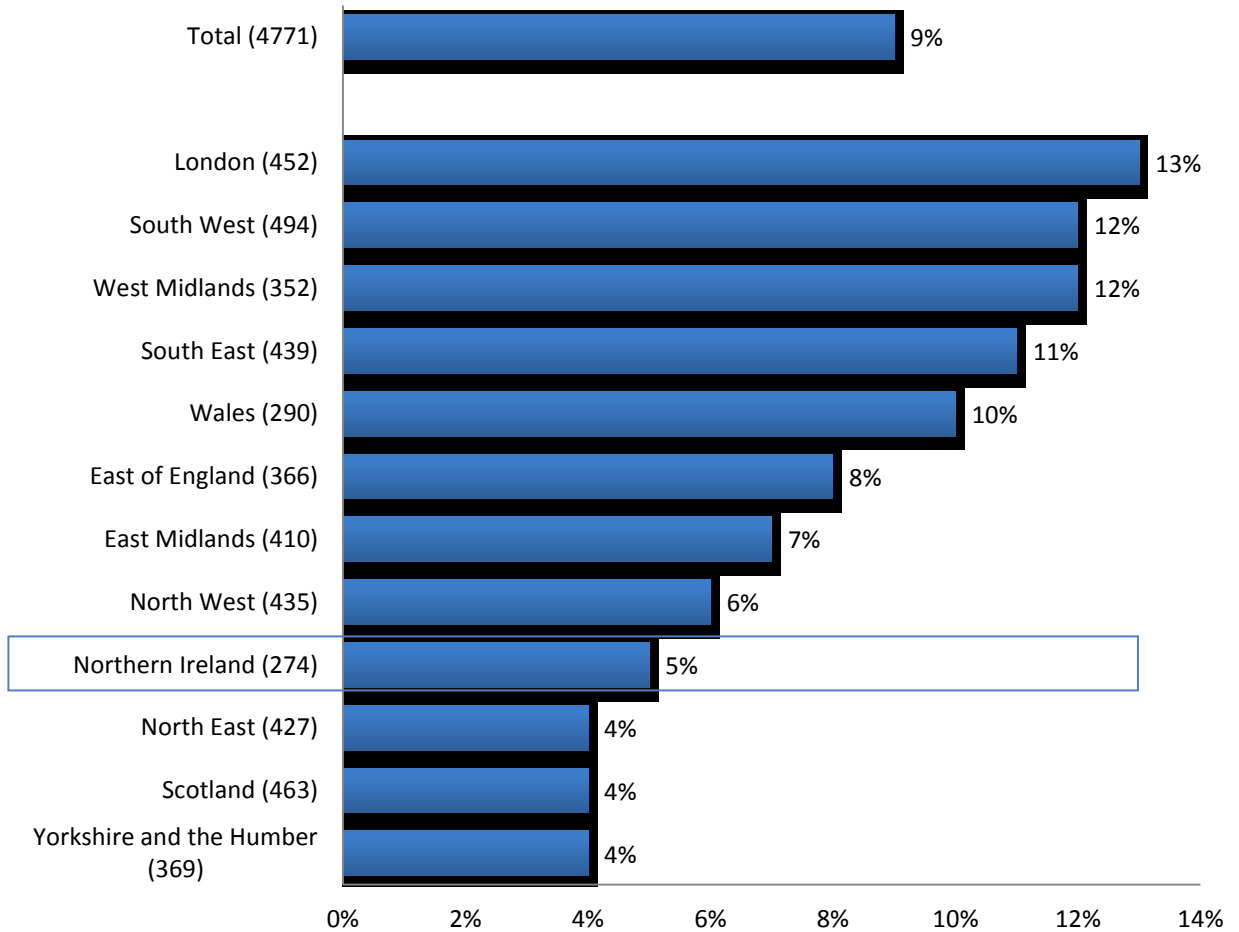
Thinking about their future plans in construction, about three quarters of construction workers in Northern Ireland would like to carry on in the same trade or occupation (74%); 1 in 20 would like to change their trade/occupation (5%); and more than 1 in 10 would like to leave construction (12%); the remainder are not sure.

Compared with the UK average, Northern Ireland construction workers are less likely to want to carry on as they are (79% across the UK) and less likely to want to change their trade/occupation (9% across the UK).



Figure 18: Proportion of construction workers that would like to change their trade or occupation, by region/nation

Base: All respondents



Unweighted bases in parentheses

By current trade/occupation those working as painters/decorators* (25%) and dryliners* (18%) are most likely to want to change their trade or occupation in construction. (*Caution: Small sample base.)

Amongst those who would like to change trade or occupation a wide range of alternative trades/occupations are mentioned, however the highest proportion overall would like to be a site manager (33%).

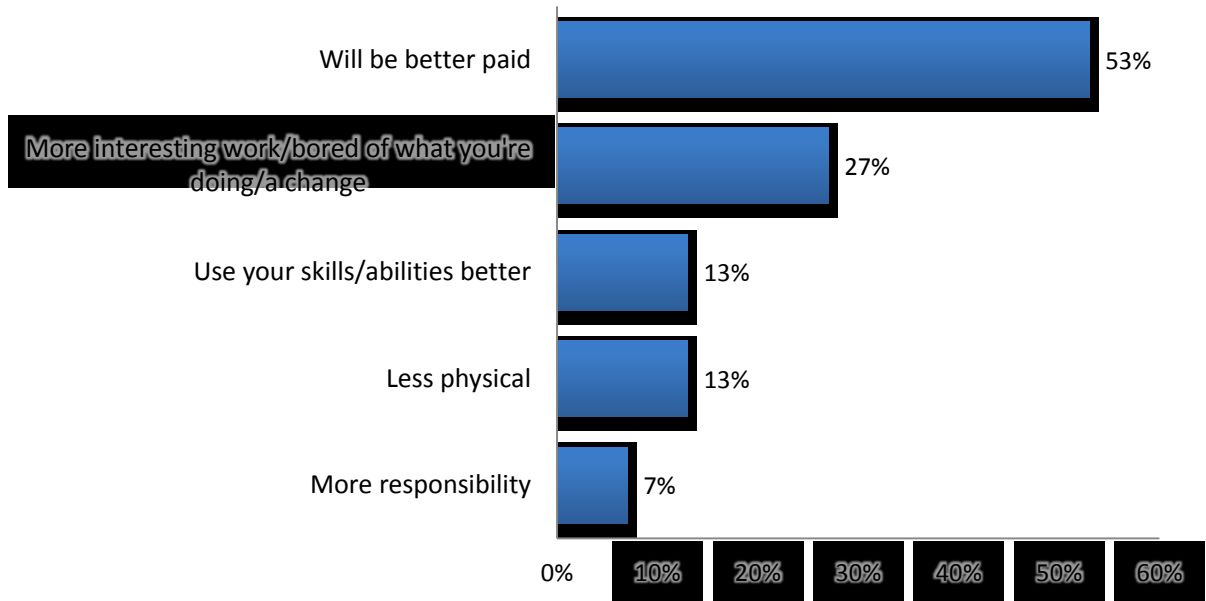
In 6 in 10 of all cases where construction workers in Northern Ireland would like to change trade or occupation they believe they will require further training or qualifications in order to do this other kind of work (60%). This compares to a higher proportion across the UK (77%).



The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (53%), while more than a quarter of those wishing to change trade would like more interesting work (27%). Just over 1 in 10 would like to use their skills better (13%) or do something less physical (13%), while just under 1 in 10 would like more responsibility (7%).

Figure 19: Reasons for wanting to change trade/occupation

Base: Where workers would like to change trade/occupation



Unweighted base = 15

Qualifications and skills

This section of the report explores construction workers' qualification levels and other accreditations, examining differences by key variables such as region/nation, occupation and length of experience. The issues covered in this section include:

- The range of skill cards and certificates held by workers;
- Construction-related qualifications gained before starting work in the construction sector; since starting work in the sector; and qualifications being worked towards;
- Workers self-perceived need for additional training in basic skills.

Construction skill cards and certificates

When asked which type of construction skill certificate or card they currently hold (e.g. CSCS or CSR) just 8% of all construction workers in Northern Ireland (2% nationally) say they do not hold any card and 2% are unsure. In total therefore 90% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.



Figure 20 summarises the proportion of workers by region/nation that hold any card and compares these proportions with the 2012 survey. Workers in Northern Ireland are amongst those least likely to hold skill certificates or cards (90%). There has been a decline in this respect in Northern Ireland since 2012; although the increase in the proportion of workers in Northern Ireland, as across all regions/nations, that have a skill card/certificate since 2007 is still higher in 2015.

Figure 20: Proportion of workers that have a skill card/certificate, by region/nation

Base: All respondents

	UK 2015 %	UK 2012 %	UK 2007 %
UK (4771)	96	97	68
London (452)	98	96	72
South East (439)	98	96	71
West Midlands (352)	98	100	79
North West (435)	97	98	75
Yorkshire and the Humber (369)	97	97	66
East of England (366)	96	98	81
North East (427)	96	99	68
South West (494)	96	97	70
East Midlands (410)	93	99	60
Wales (290)	92	92	82
Northern Ireland (274)	90	100	84
Scotland (463)	88	98	59

Unweighted bases for 2015 Northern Ireland in parentheses

As in 2012, the incidence of workers holding skill cards or certificates remains lower among those who have worked within construction for a shorter period of time (71% amongst those that have worked in the industry for less than a year cf. 92% among those who have been in the industry for 5+ year). This suggests that employers are not always ensuring that new employees are immediately made aware of the need to prepare for, or acquire a CSCS card (or similar) and/or that young trainees are starting work/placements without the assurance that comes from having achieved such an accreditation.

However, more positively, as Figure 21 summarises, in terms of those with less experience of the industry, in 2015, a higher proportion of those with less than 1 year of experience hold a skill card or certificate than in 2012.



Figure 21: Proportion of workers that have a skill card/certificate, by other variables

Base: All respondents *caution: small sample base

		NI 2015	NI 2012	NI 2007	UK 2015
		%	%	%	%
Total (274)		90	100	84	96
Age	16 to 19 years (11)	100	100	73	85
	20 to 24 years (27)	89	100	74	95
	25 to 44 years (138)	86	100	89	97
	45+ years (94)	94	100	83	95
Length of time in construction	<1 year in construction (24)	71	0	22	88
	1 to 2 years (9)*	67	0	82	96
	3 to 4 years (16)	94	100	87	96
	5+ years (223)	92	100	88	96
Contract-type	Employed directly (174)	88	100	83	95
	Self- employed (90)	95	100	87	97
	Agency (7)*	71	0	N/A	95

Unweighted bases for 2015 Northern Ireland in parentheses

In terms of the type of skill card or certificate held by construction workers in Northern Ireland the CSR (Construction Skills Register (NI)) is the most commonly held (70%), as it was in 2012 (100%). Not surprisingly, this figure is much higher than the UK average (3%).

Overall 17% hold the CSCS (Construction Skills Certification Scheme (GB)) card/certificate (cf. 86% across the UK), while 8% hold the CPCS (Construction Plant Competence Scheme) card (cf. 13% across the UK).

Figure 22: Type of skill card/certificate held

Base: All respondents

	NI 2015	NI 2012	UK 2015
	%	%	%
CSCS (Construction Skills Certification Scheme) (GB)	17	100	86
CSR (Construction Skills Register) (NI)	70		3
CISRS (Construction Industry Scaffolders Record Scheme)	1	1	4
CPCS (Construction Plant Competence Scheme)	8	3	13
Other	1	5	4
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>4771</i>

Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 23 summarises the types of cards held by workers, with the CSR card colours split into sub-levels. Overall, within Northern Ireland, 2% of CSCS card holders have red cards; almost half of CSCS (45%) card holders have green cards; and just under a quarter of CSCS card holders (23%) have blue cards. Slightly fewer CSCS card holders have gold cards (17%).

In terms of CSR cards, around a third of workers each have Gold – Craft/Supervisor Cards (34%) or Green Cards (32%).



Figure 23: Colour of CSCS/CSR cards held

Base: Where CSCS or CSR cards are held

	CSCS %		CSR %
Red - Trainee	2	Red - Apprenticeship/Trainee	5
Red - Experienced worker card	0	Red - Trained Plant Operator	1
		Red – Trainee Supervisor/Manager for undergraduates/recent graduates	2
Green - construction site operative card for general site workers	45	Green - Construction Operative (for general site workers)	32
Blue - skilled	23	Blue - Operative/ Craft	7
		Blue - Plant Operator	7
		Blue - Basic Scaffolder	1
Gold - craft/supervisor card	17	Gold - Craft/Supervisor Card	34
		Gold - Advanced Scaffolder	1
Platinum - manager card	0	Platinum - Manager Card	3
Black - contracts manager card	2	Black - Senior Managers Card	1
Other	9	Other Professional cards, visitor cards, temporary cards	6
Unsure	2	Unsure	1
<i>Unweighted bases</i>	<i>47</i>		<i>191</i>

Younger workers are more likely to hold Red – Apprenticeship/Trainee CSR Cards (63% of 16 to 19 year olds with a CSR card), while older workers are more likely to hold Gold – Craft/Supervisor CSR Cards (40% of 45+ year olds).

Card colours also vary significantly according to current occupation/trade, as Figure 24 summarises. Some differences (not all significant due to sample sizes) include that roofers (100%; caution small sample base) and bricklayers (85%) are more likely to hold Gold – Craft/Supervisor Cards, while plumbers (83%; caution small sample base) are more likely to hold Green – Construction Operative Cards.



Figure 24: Colour of CSR card held, by current occupation

Base: Where currently hold a CSR card

*caution: small sample base

	Unweighted Bases	Red: Trainee	Red: - Trained Plant Operator	Red: Trainee Supervisor/Manager	Green: Construction Operative	Blue: Operative/ Craft	Blue: Plant Operator	Blue: Basic Scaffolder	Gold: Craft/Supervisor Card	Gold: Advanced Scaffolder	Platinum: Manager Card	Black: Senior Managers Card
		Row percentages										
Labourer / Gen. Op.	39	3	3	0	67	10	10	0	3	0	0	0
Plant / Mach. Op.	11	0	9	9	9	9	64	0	0	0	0	0
Carpenter / Joiner	20	20	0	5	0	5	0	0	70	0	0	0
Bricklayer	13	8	0	8	0	0	0	0	85	0	0	0
Dryliner*	8	13	0	0	25	13	13	0	25	0	0	0
Banksman / Banksperson*	4	25	0	0	50	0	0	0	0	0	0	0
Electrician	14	0	0	0	79	0	0	0	21	0	0	0
Roofer *	1	0	0	0	0	0	0	0	100	0	0	0
Painter / decorator*	3	0	0	0	0	67	0	0	0	0	0	0
Plasterer	12	0	0	0	8	0	8	0	75	0	0	0
Plumber*	6	0	0	0	83	0	0	0	17	0	0	0
Scaffolder*	6	0	0	0	33	0	17	17	33	0	0	0
Site manager*	9	0	0	0	0	11	0	0	56	0	11	11

Construction qualifications held

All workers were asked about the construction-specific qualifications they held after leaving full time education and starting their first proper job in construction.

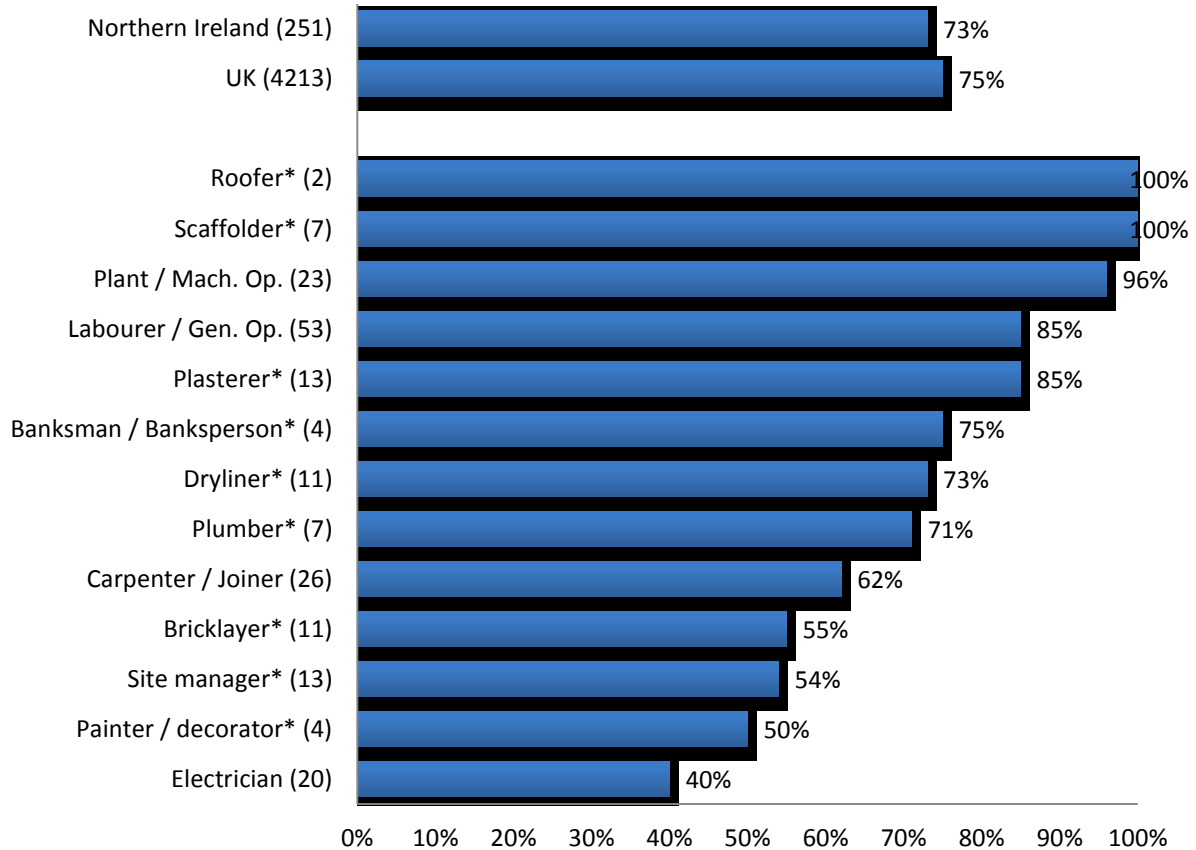
Overall nearly three quarters of all construction workers in Northern Ireland say they had no formal qualifications related to construction when they first started working in the construction industry (73%) and the proportion is higher amongst both the youngest workers (100% of 16-19 year olds) and older workers (85% of 45+ year olds).

By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest among roofers* and scaffolders* (all the small samples in these occupations), plant and machine operatives (96%), labourers/general operatives (85%) and plasterers (85%). (*Caution: Small sample base.)



Figure 25: Proportion of workers that had no formal construction-specific qualifications when they started their first proper job in construction, since leaving full time education, by occupation

*Base: All respondents who provided a valid response *caution: small sample base*



Unweighted bases in parentheses

After being asked about the qualifications they had when they first started their career all workers were also then asked what other formal qualifications, relevant to construction they have gained since starting in the industry. By combining the responses to both these questions we are able to derive the highest level of construction qualification held at the time of interview, including the type of qualification, the subject of the qualification and the level.

Overall, just under half of Northern Ireland construction workers reported holding some sort of construction related qualification at the time of interview (45%), compared with a higher proportion in 2012 (56%). Compared with the UK average, Northern Ireland construction workers are less likely to hold some sort of construction related qualification (63% in 2015; 65% in 2012).

As Figure 26 summarises the proportion of workers that hold any qualifications is lower than average amongst those who have worked in construction for less than a year (25%); and younger and older workers (27% among 16 to 19 year olds; caution small sample base, and 27% among 45+ year olds).



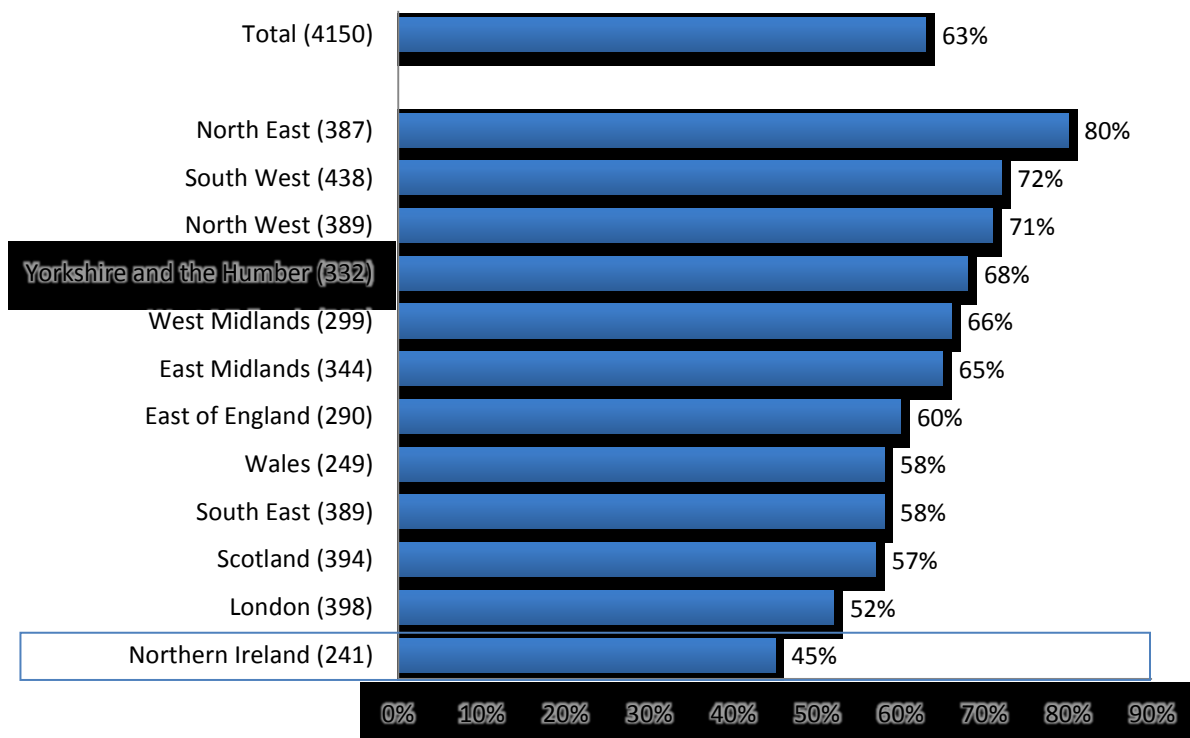
Figure 26: Proportion of workers that hold any construction-specific qualification
 Base: All respondents who provided a valid response *caution: small sample base

		NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
Northern Ireland (241)		45	56	46	63
Age	16 to 19 years (11)	27	17	48	62
	20 to 24 years (25)	68	68	62	62
	25 to 44 years (127)	54	61	53	65
	45+ years (74)	27	49	18	61
Length of time in construction	<1 year (24)	25	0	16	35
	1 to 2 years (8)*	50	0	41	50
	3 to 4 years (15)	67	75	48	54
	5+ years (192)	46	57	48	68
Current contract type	Employed directly (150)	42	53	43	65
	Self-employed (81)	53	59	58	61
	Agency (7)*	29	0	N/A	46

Unweighted bases for 2015 Northern Ireland in parentheses

Northern Ireland is the region/nation with the lowest propensity of its' construction workforce to hold any construction-specific qualifications (see Figure 27).

Figure 27: Proportion of workers that hold any construction-specific qualification, by region/nation
 Base: All respondents who provided a valid response





Type of construction qualifications held

Based on the qualifications that workers had when they first started working in the construction industry and any they have gained since Figure 28 summarises the types of qualifications that workers hold and compares the figures to the 2012 survey (amongst those who have any qualifications).

As in 2012 the qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (51%), although this proportion is lower than that reported in 2012 in Northern Ireland (73% in 2012) and also lower than the UK 2015 average (66%). More than 1 in 5 Northern Ireland construction workers with qualifications hold City & Guilds qualifications (22%), a similar proportion to 2012 (20%) and similar to the UK 2015 average (20%). In Northern Ireland just 2% of construction workers with qualifications hold an apprenticeship, which is a significantly lower than the UK average (13%).

Figure 28: Main type of qualification held

Base: Workers with qualifications who provided a valid response

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
NVQ/SVQ	51	73	61	66
City & Guilds	22	20	25	20
Apprenticeship	2	1	6	13
HNC/HND/BTEC Higher	5	1	2	4
Degree	13	2	0	4
Other	17	1	N/A	11
<i>Unweighted bases</i>	<i>116</i>	<i>135</i>	<i>112</i>	<i>2455</i>

Additional formal training

Self-assessment of basic skills needs

Given the need for construction workers to read instructions and record information, it is important to ensure that the workforce has the skills required to perform these tasks. As in 2012, the survey therefore asked all workers whether or not they perceive the need for training in any basic skills to help with their work.

Overall 1 in 6 construction workers in Northern Ireland believe they would benefit from some form of training in basic skills (17%), compared with a similar proportion in 2012 (16%). In terms of the type of training required there is an almost even split across reading, writing, speaking English and maths, as Figure 29 summarises.



Figure 29: Self-assessed need for training in basic skills

Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
ANY	17	16	17	14
Reading	6	7	10	6
Writing	8	7	8	6
Speaking English	5	4	14	7
Maths	9	9	7	6
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>

A number of specific sub-groups of construction workers are more likely to believe they would benefit from some training in basic skills:

- Younger workers aged 16-24 (36% cf. 5% aged 45+);
- Those who have worked in the industry for less than 2 years (25% who have worked in construction for less than a year and 22% of those who have worked in it for 1 – 2 years);
- Painters/decorators* (50%) and dryliners* (45%). *(Caution: Small sample base.)

The proportion that identified a need for more training in basic skills is slightly higher in Northern Ireland than the UK average (14%).

Current study for additional construction qualifications

Overall 7% of all construction workers in Northern Ireland are currently working towards any formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 6% in 2012 and a UK average in 2015 of 12%.

As in 2012 the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (45% of 16 to 19 year olds) and is also slightly higher amongst those who have worked within the construction industry for less than a year (25%). Of those who have no qualifications, currently 1 in 20 are working towards one (5%), Figure 30 summarises these findings.



Figure 30: Proportion working towards additional construction qualifications

Base: All respondents *caution: small sample base

		NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
Total (274)		7	6	17	12
Age	16 to 19 years (11)	45	56	N/A	57
	20 to 24 years (27)	22	13	N/A	23
	25 to 44 years (138)	4	3	3	10
	45+ years (94)	1			4
Length of time in construction	<1 year in construction (24)	25	0	68	31
	1 to 2 years (9)*	11	0	59	28
	3 to 4 years (16)	19	35	39	23
	5+ years (223)	4	1	4	7
Contract-type	Employed directly (174)	7	N/A	N/A	16
	Self-employed (90)	2	N/A	N/A	8
	Agency (7)*	14	N/A	N/A	10
Highest qualification level	None (132)	5	N/A	N/A	11
	Level 1 (6)*	17	N/A	N/A	32
	Level 2 (33)	3	N/A	N/A	15
	Level 3 (42)	10	N/A	N/A	8
	Level 4+ (28)	14	N/A	N/A	15

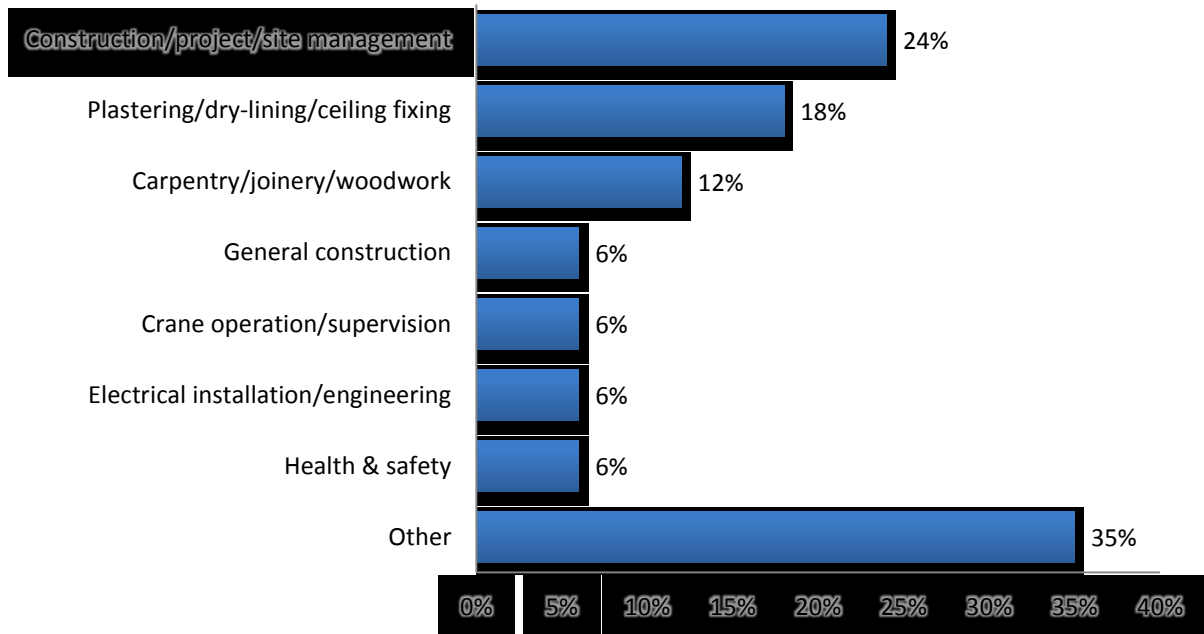
Unweighted bases for 2015 Northern Ireland in parentheses

Of those who are currently studying for a qualification the most popular type of qualifications are an NVQ/SVQ (29%) and a degree (43%). In terms of the subject of the qualifications being worked towards construction/project/site management (24%), followed by plastering/dry-lining/ceiling fixing (18%) and carpentry/joinery/woodwork (12%) are most popular, as Figure 31 illustrates.



Figure 31: Subject of qualification being worked towards

Base: Where working towards a qualification who provided a valid response



Unweighted base = 17

With regard to the level of qualification being worked towards (see Figure 32), qualifications equivalent to Level 1 (14%), Level 2 (14%) and Level 3 (21%) are most popular.

Figure 32: Level of qualification being worked towards

Base: Where working towards a qualification who provided a valid response

	NI 2015 %	UK 2015 %
Level 1	14	6
Level 2	14	31
Level 3	21	35
Level 4+	0	11
Other	36	9
None	14	7
Unweighted bases	14	469

Supervisory and managerial qualifications and training

As reported earlier, a fifth of all construction workers in Northern Ireland perform a supervisory or management role at their site (20%). Amongst those who do not currently perform supervisory/management roles about 1 in 6 want to become a supervisor or manager in the future, but have not done it before (16%) and a further 9% want to be a supervisor/manager and have done it before. One in six workers who are not currently managers/supervisors are unsure as to whether they'd like to be one in the future (18%), while more than half are certain that they do not want to be (58%).



Amongst the youngest workers, aged 16 to 24, the proportion that would like to be supervisors/managers is highest, at just over a half (57%), while amongst those aged 45 and over a significantly higher proportion of workers definitely do not want to be supervisors/managers (79%). The likelihood that workers want to be supervisors/managers also diminishes amongst those that have worked in the industry for at least 5 years, with 61% of those having worked in construction for 5+ years not wishing to be supervisors/managers.

Figure 33: Whether those who are not currently supervisors want to be one in the future

*Base: Where do not perform supervisor/management roles on site *caution: small sample base*

		<i>Unweighted bases</i>	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
Northern Ireland		211	16	9	58	18
UK		3457	20	6	53	21
Age	16 to 19 years	11	36	9	18	36
	20 to 24 years	24	21	4	38	38
	25 to 44 years	106	18	10	54	18
	45+ years	66	8	6	79	8
Length of time inc construction	<1 year	21	24	5	57	14
	1 to 2 years*	7	14	0	43	43
	3 to 4 years	15	20	7	40	33
	5+ years	166	14	10	61	14
Contract type	Employed directly	127	17	5	69	9
	Self-employed	75	15	16	41	28
	Agency*	6	0	0	67	33
Highest qualification level	No Qualifications	110	12	4	71	14
	Level 1*	5	20	0	60	20
	Level 2	30	10	13	60	17
	Level 3	33	30	15	24	30
	Level 4+*	9	33	11	33	22

A fifth of all construction workers in Northern Ireland (20%; 25% across the UK) and three fifths of those who have had some form of supervisory or management responsibilities (59% cf. 52% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.

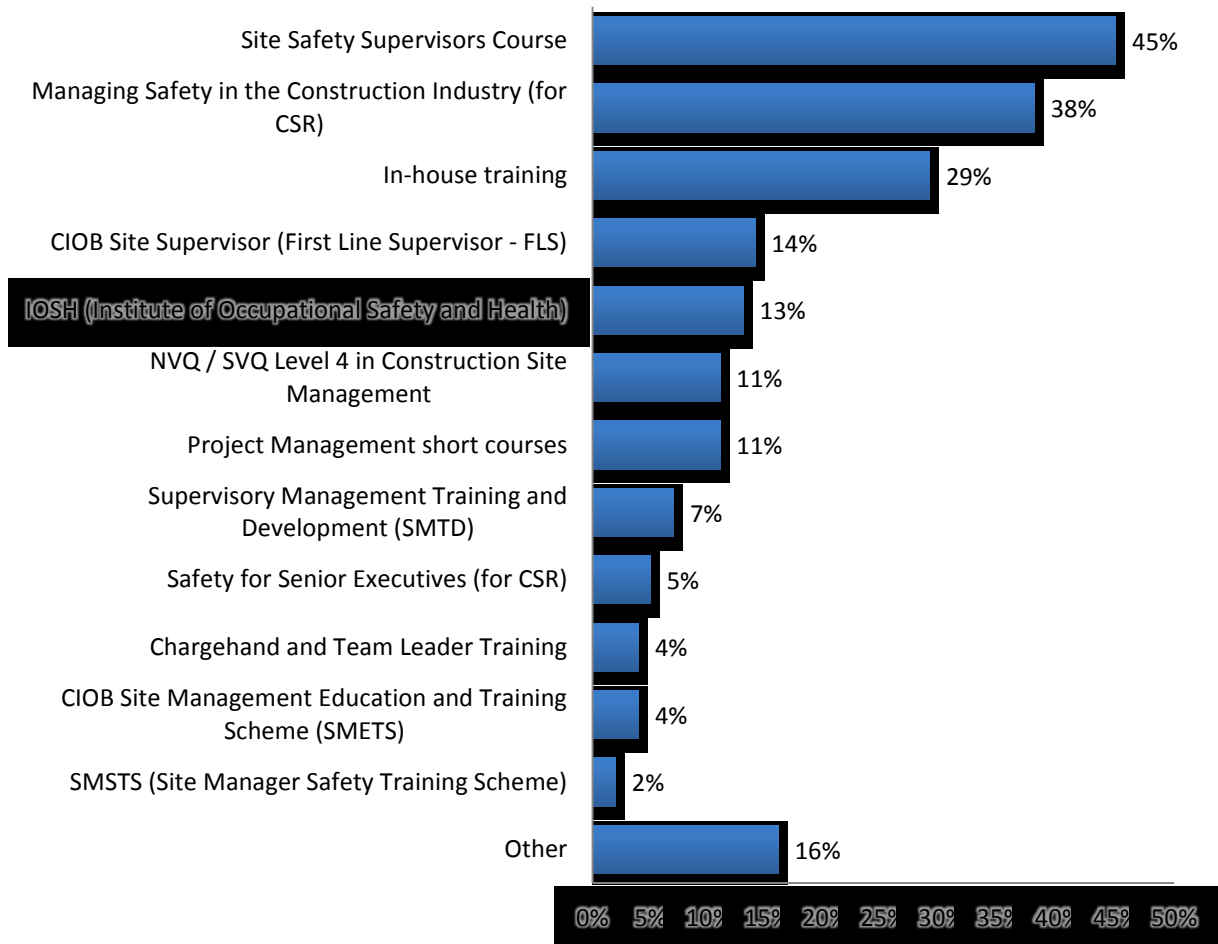


The proportion that has undertaken any managerial or supervisory training increases to around a third amongst workers aged 45 and over (32%). Furthermore, six in ten site managers have received formal training designed to improve managerial or supervisory knowledge or skills (60%).

In terms of the types of supervisory/managerial training undertaken, the proportions mentioning each type are summarised in Figure 34. Site Safety Supervisors Courses (45%) followed by Managing Safety in the Construction Industry (38%) and in-house training (29%) are the most popular. These were also the top three most mentioned types of supervisory training in 2012 (26%, 14% and 10% respectively).

Figure 34: Types of managerial/supervisory training undertaken

Base: Where received formal training designed to improve managerial or supervisory knowledge or skills



Unweighted base = 56



Overall skill levels

An overview of the qualification and skill levels of construction workers surveyed have been derived by combining data from various separate measures and is presented in Figure 35 below.

As in 2012 the vast majority of construction workers in Northern Ireland (93%) has a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 7% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

Just over 4 in 10 in the workforce (42%) holds a skill card/certificate, but have no other construction qualification, this is lower than in 2012; however is more consistent with findings from 2007 (67% and 45% respectively).

Figure 35: Qualification status summary

Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	93	100	90	98
Holds a formal construction qualification or a skills card/certificate	93	100	89	97
Holds a skills card/certificate	90	100	84	96
Holds a skills card/certification but no other qualification	42	67	45	30
Working towards a qualification	7	6	10	12
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>

Based on all questions relating to qualifications it is possible to calculate each worker's highest qualification level. Figure 36 summarises all construction workers' highest level of qualification, overall and by occupation.

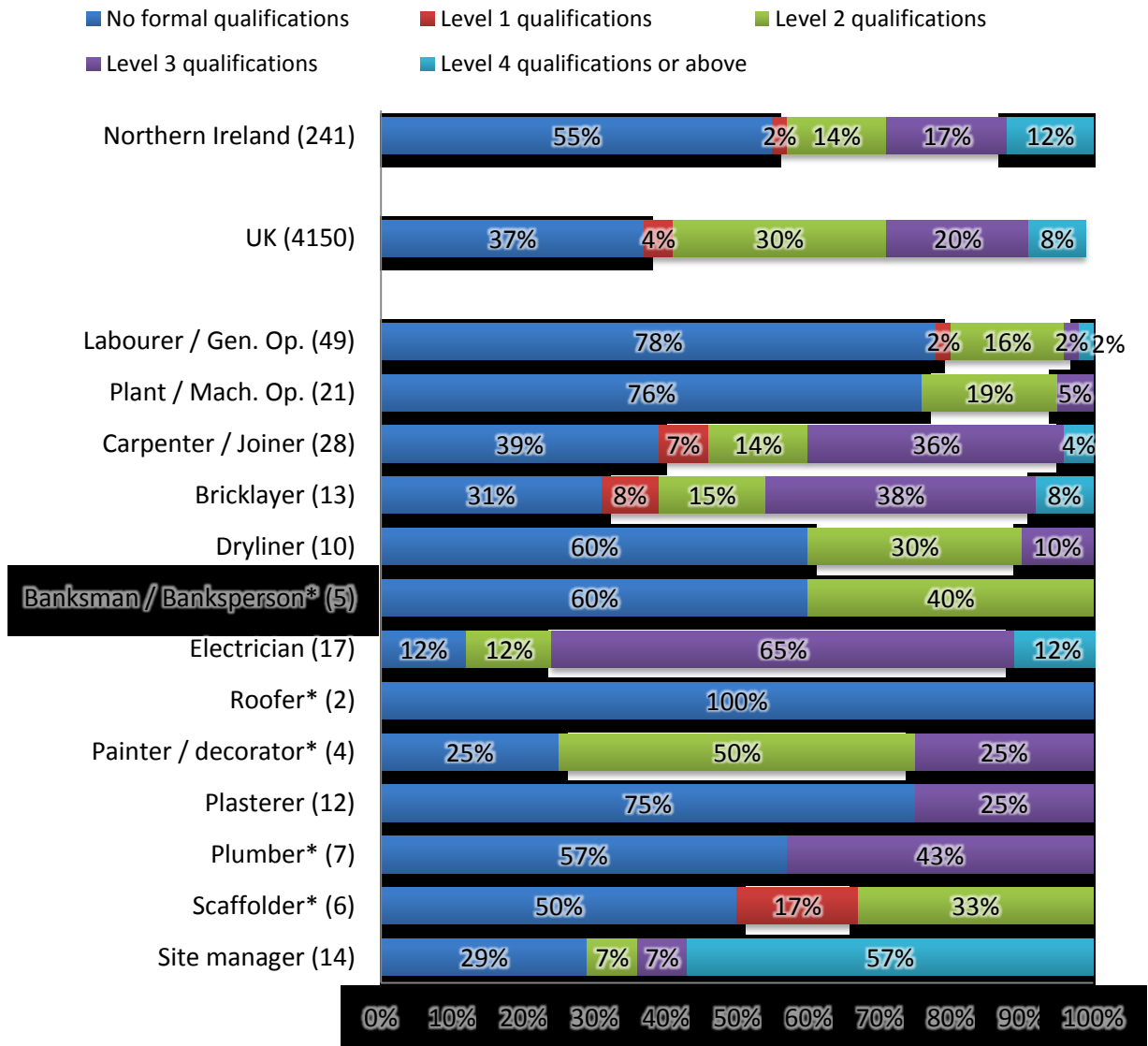
Overall while more than half of construction workers in Northern Ireland (55% cf. 44% in 2012 and a 2015 UK average of 37%) have no qualifications, more than two fifths have qualifications equivalent to Level 2 or above (43% cf. 53% in 2012; 58% across the UK in 2015).

By occupation site managers are most likely to hold the highest level of qualifications; over half hold qualifications at Level 4 or above (57%) and a further 7% having Level 3 qualifications. Electricians are also more likely than other occupations to hold qualifications equivalent to Level 3 or above (77%).



Figure 36: Current qualification level, by occupation

Base: All respondents who provided a valid response *caution: small sample base

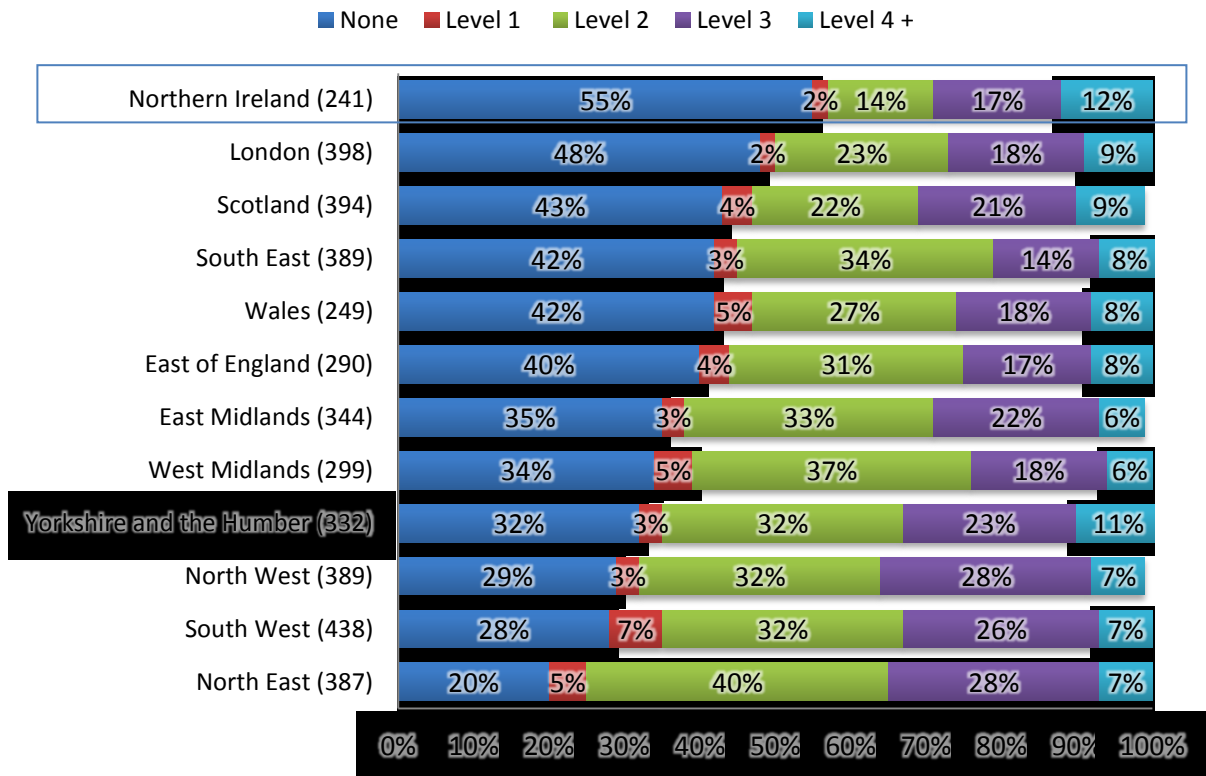


Unweighted bases in parentheses

Analysis by region/nation reveals that while the proportions that hold qualifications at Level 1, or at Level 4 and above, are generally quite similar, the proportions that have Level 2 or 3 qualifications and no qualifications varies quite considerably. These variances are summarised in Figure 37, which highlights that the construction workforce in Northern Ireland has the lowest levels of qualifications, having the highest proportion with no qualification, but a relatively high proportion hold a Level 4+ qualification.



Figure 37: Current qualification level, by region/nation
 Base: All respondents who provided a valid response



Unweighted bases in parentheses

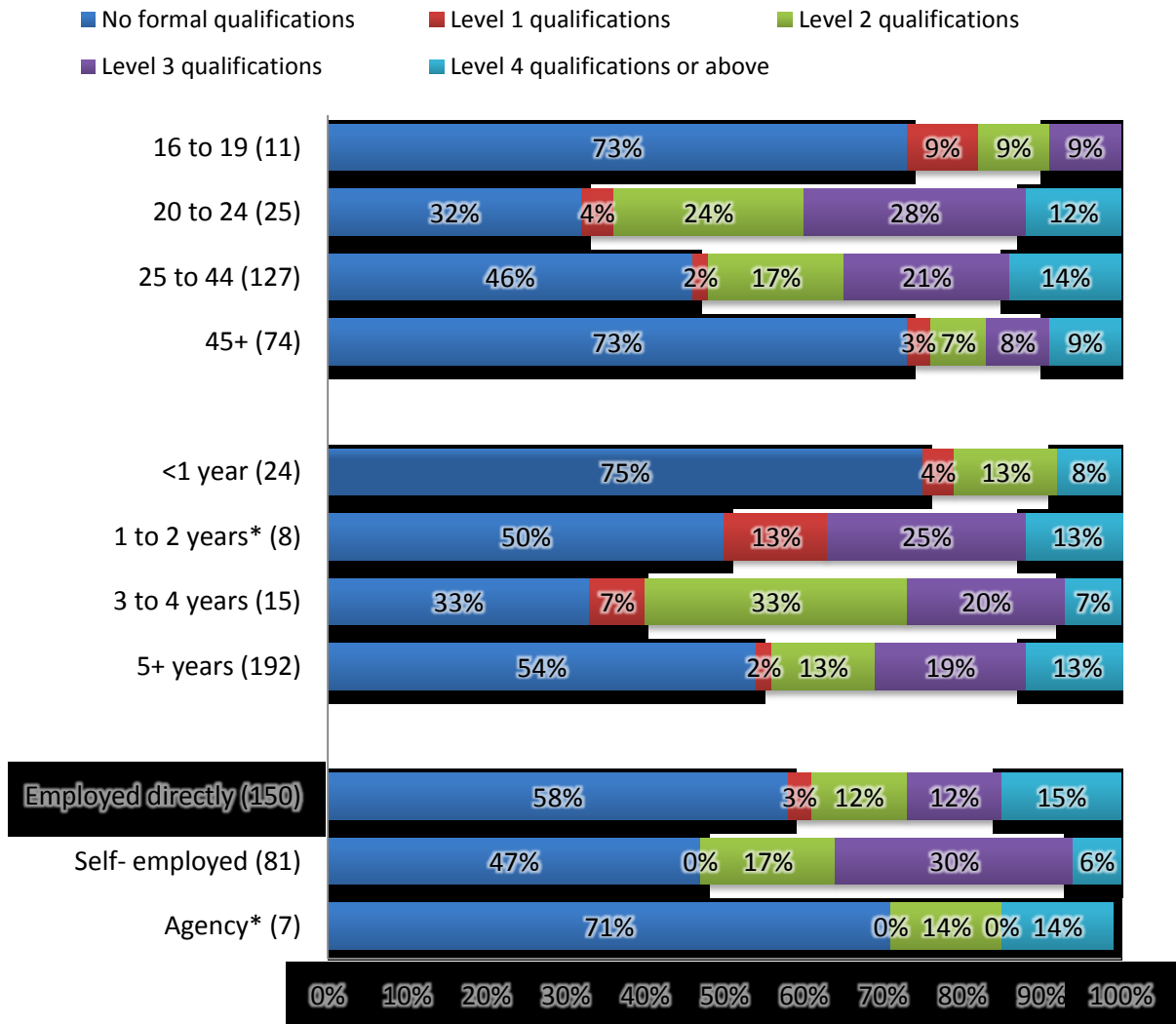
Looking at other sub-groups of construction workers, younger workers are least likely to have qualifications of Level 3 or above (9% of 16-19 year olds), while workers aged 20-24 (40%) and 25-44 (35%) are more likely to do so.

The chart below shows the breakdown of qualifications by profile of respondent, although caution must be undertaken in interpreting these results due to the very small sample bases.



Figure 38: Current qualification level, by other key variables

Base: All respondents who provided a valid response *caution: small sample base



Unweighted bases in parentheses



Geographic mobility

This section of the report on geographic mobility helps to identify which areas of the UK are net ‘importers’ or ‘exporters’ of construction workers, as well as which elements of the construction workforce are the most mobile (based on region/nation of residence, region/nation of birth and type of contract). The measures included in this section are:

- Reasons for working in current location;
- Comparisons of current location, with workers’ region/nation of origin;
- Proportion of construction workers’ career that has been spent working in the current region/nation;
- Whether current site is commuted to daily from their permanent address or temporary accommodation is used;
- Miles travelled to site each day;
- Whether next site is commutable or requires temporary accommodation.

Work history in the current region/nation

As in the 2012 survey all workers were asked what made them decide to work in the area that they are currently working in, although the code frame used for the responses was slightly different. Within Northern Ireland the most likely reason for working there is because they grew up there/have always lived there (65%), with a further 12% mentioning other reasons to do with their family. Overall family reasons are mentioned to a much greater degree than in 2012 (77% cf. 10%).

The next most likely reason for working at their current location is that their employer sent them there (29% cf. 24% in 2012).

Figure 39: Reasons for choosing to work in current location

Base: All respondents

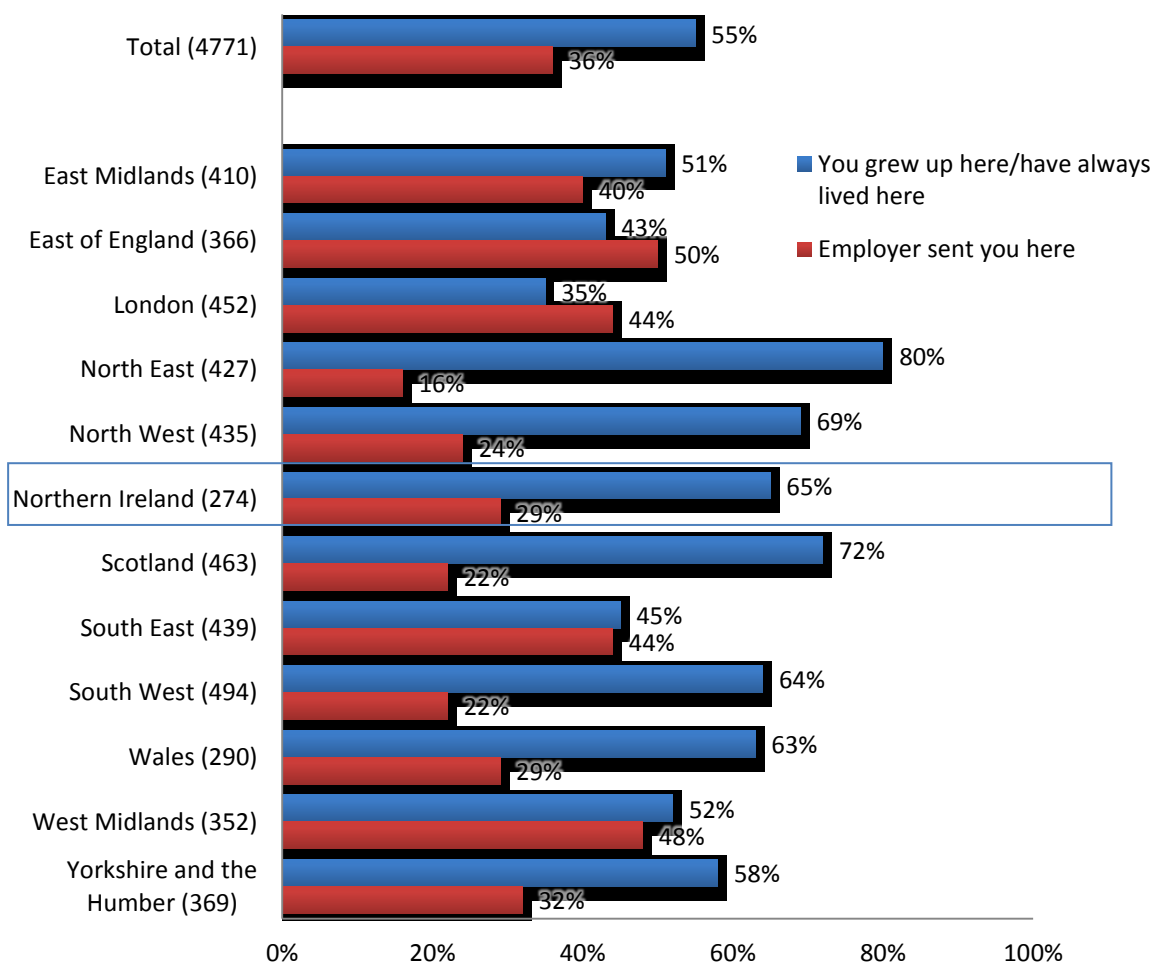
	NI 2015 %	UK 2015 %		NI 2012 %
You grew up here/have always lived here	65	55	Family	10
Family reasons	12	6		
Employer sent you here	29	36	Employer sent me	24
Came to the area to take up this or another job	2	5	More regular opportunities	38
There are more jobs available in this area	4	6	More jobs here	19
Construction work is better paid in this area	<0.5	3	Better paid jobs	3
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	1	Prefer living here	3
<i>Unweighted bases</i>	274	4771		406



Workers over the age of 25 are less likely than those under 25 years to state that they work in their current location because that's where they have always lived/grew up (63% of 25-44 year olds and 64% of 45+ year olds compared to 73% of 16-19 year olds and 74% of 20-24 year olds).

There are significant differences by region/nation in the proportions that give these two main reasons for working in their current location. These differences are summarised in the following figure. Construction workers in Northern Ireland are more likely than the UK average to cite having always lived there and less likely to say their employer sent them.

Figure 40: Top two reasons for deciding to work in their current area, by region/nation
Base: All respondents



Unweighted bases in parentheses

Just under half of all workers have worked within their current region/nation for their entire construction career (45%), compared with a higher proportion in 2012 (73%) and 2007 (64%). With a further 36% that have remained in Northern Ireland most of the time. This means the majority of all workers have remained in the current region/nation for all or most of the time (81%).



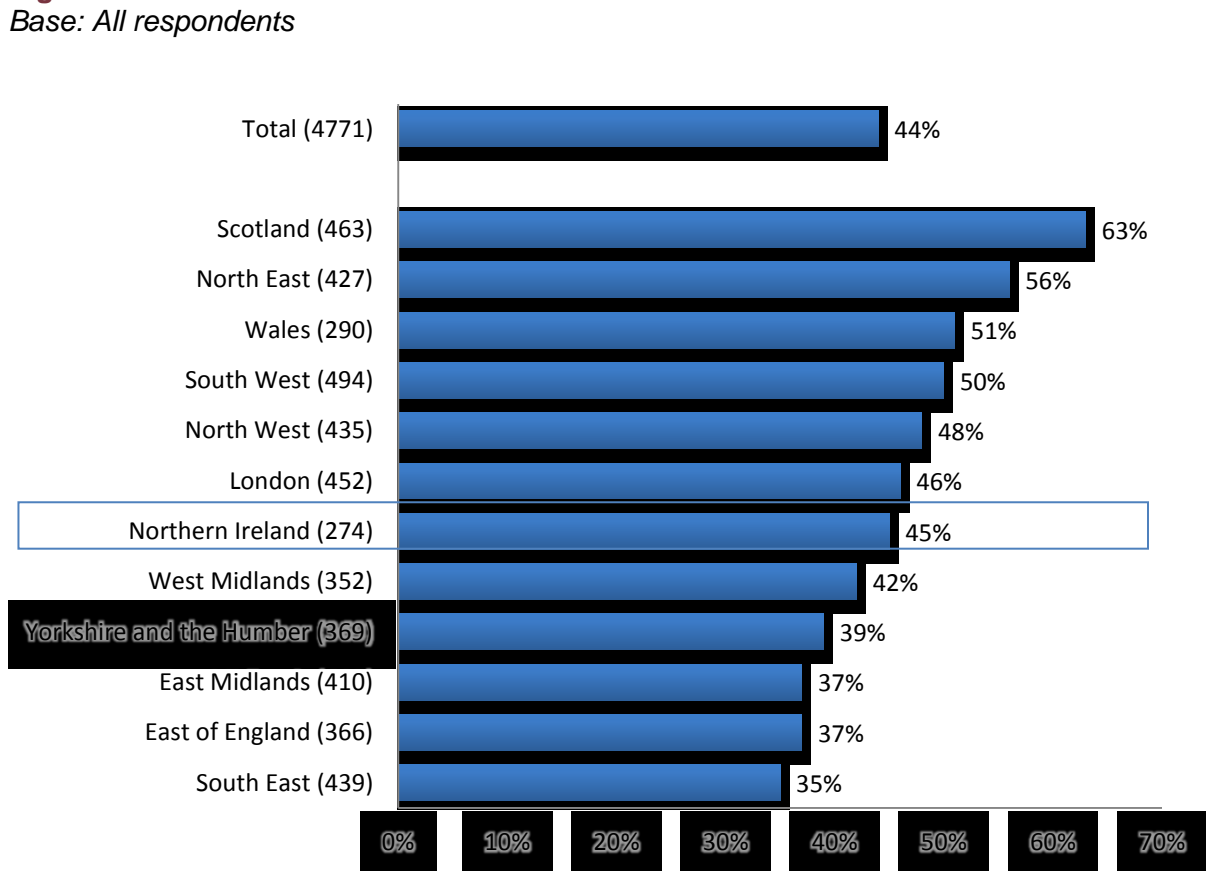
Figure 41: Proportion of construction workers' career worked in current region/nation
Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
All of your time	45	73	64	44
Most of it	36	19	28	36
Around half your time	8	4	4	8
A small proportion of your time	8	2	3	7
Only on this job (this is the first site you've been to in this region/nation)	1	0	1	3
Don't know	2	1	0	2
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>

The proportion of construction workers in Northern Ireland that have spent all of their time there is higher amongst younger workers (55% of 16 to 19 year olds and 56% of 20 to 24 year olds compared to 42% of 25 to 44 year olds and 43% of 45+ year olds).

There are quite significant variations again by region/nation, but Northern Ireland is similar to the UK average in this respect.

Figure 42: Proportion of workers that have spent all their time in this current region/nation
Base: All respondents



Unweighted bases in parentheses



In terms of the regions/nations in which workers' current employer operates in, mostly workers reported that their employer operated within the region/nation they were currently working in as shown in Figure 43. The proportion for which this is the case is 99% in Northern Ireland, the highest proportion across all regions/nations.

Figure 43: Region/nation employer operates in, compared with region/nation working in currently

Base: All respondents

*denotes less than 0.5%

Region/nation employer operates in	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	83	16	8	13	3	2	4	12	8	7	24	11
East of England	12	67	15	11	2	1	4	19	8	7	9	6
London	10	27	84	13	4	1	5	27	12	7	9	6
North East	9	9	8	93	3	1	4	6	7	7	8	15
North West	11	9	8	14	93	1	4	6	7	11	11	10
Northern Ireland	3	3	3	2	1	99	3	2	1	3	2	1
Scotland	6	4	6	9	1	2	97	2	4	4	5	4
South East	13	23	27	12	3	*	4	65	21	7	11	6
South West	9	5	7	10	3	*	4	18	83	10	15	5
Wales	6	5	5	8	3	*	4	3	10	96	14	4
West Midlands	21	9	8	12	6	*	4	7	12	9	92	8
Yorkshire and the Humber	15	10	7	19	4	1	5	6	8	8	8	88
Republic of Ireland	1	2	3	*	*	2	1	1	1	2	2	*
Other parts of Europe	*	*	*	1	0	0	0	0	*	0	1	0
Outside Europe	*	1	0	*	0	0	0	0	*	0	*	0
Other / Unsure	1	3	2	3	2	*	1	3	1	*	1	3
<i>Unweighted bases</i>	410	366	452	427	435	274	463	439	494	290	352	369

Region/nation worked in before current site

Thinking about the last construction site they worked on, before this one, in the majority of cases workers' last site is in the same region/nation as they are working in now, however the extent to which this is the case varies considerably by region/nation, as Figure 44 illustrates. Construction workers in Northern Ireland are amongst those most likely to state that their last site was in Northern Ireland (86%), ranking equal third with the North East.



Figure 44: Region/nation of last site before this current one

Base: All respondents *denotes less than 0.5%

Region/nation of last site	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	60	7	*	*	1	0	0	3	1	1	6	4
East of England	5	49	4	1	0	0	0	7	1	1	1	1
London	2	23	77	2	1	4	1	19	4	*	2	1
North East	1	3	0	86	0	0	0	0	0	0	0	6
North West	3	2	1	1	89	1	*	*	1	7	3	2
Northern Ireland	1	1	*	0	*	86	2	0	0	1	*	0
Scotland	1	0	1	3	0	2	94	0	*	1	*	1
South East	6	9	11	1	1	*	*	56	9	1	2	2
South West	*	1	1	*	0	*	0	7	76	2	5	0
Wales	1	1	*	0	1	0	1	*	2	83	3	*
West Midlands	8	1	1	1	3	1	1	1	3	1	75	1
Yorkshire and the Humber	9	2	*	3	1	0	1	0	1	0	*	82
Republic of Ireland	0	*	*	0	0	3	*	*	0	1	1	0
Other parts of Europe	0	0	*	*	*	*	1	*	*	0	*	0
Outside Europe	0	*	0	0	1	1	*	*	*	0	0	0
Other/ Unsure	2	1	1	2	1	1	1	5	2	1	1	*
Unweighted bases	369	332	393	336	357	258	385	392	414	272	322	307

Worker origins

Workers were asked which region/nation they were living in just before they got their first job in construction in the UK. Overall nearly all construction workers in Northern Ireland were living in Northern Ireland when they started their construction career (97%). There are considerable variations in the extent to which workers have remained in their original locality. As Figure 45 summarises workers currently based in Northern Ireland are the most likely to have remained in the same region/nation in which they were based when they started their construction careers.



Figure 45: Inter-regional/national movement during construction careers

Base: All respondents who provided a valid response

*denotes less than 0.5%

Original home	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	78	5	*	1	*	0	0	1	*	0	3	3
East of England	2	55	2	0	1	0	0	7	*	0	1	0
London	3	6	50	1	2	0	*	7	1	*	2	*
North East	0	*	1	96	*	0	*	*	1	0	0	2
North West	1	*	*	1	91	0	*	0	1	3	2	2
Northern Ireland	1	1	0	0	0	97	1	1	1	0	1	0
Scotland	1	1	1	1	0	0	96	0	*	0	*	0
South East	2	2	10	0	0	0	0	55	7	0	1	0
South West	*	*	0	0	*	0	0	8	76	0	2	0
Wales	*	1	0	0	1	0	0	0	1	94	2	0
West Midlands	6	*	*	*	2	0	0	1	3	1	84	0
Yorkshire and the Humber	2	3	*	1	1	0	*	0	1	0	0	90
Republic of Ireland	0	0	1	0	*	1	0	1	0	*	1	0
Other parts of Europe	*	1	2	0	*	*	*	6	2	0	1	*
Outside Europe	0	0	*	*	0	0	0	0	*	0	0	0
Other/ Unsure	3	19	8	0	1	*	0	8	5	1	2	2
Outside of UK and ROI	1	5	23	*	1	1	2	4	*	*	0	1
<i>Unweighted bases</i>	318	302	345	386	389	215	409	374	478	231	291	292

Thinking next about where workers studied for their first construction qualification Figure 46 summarises the proportion of construction workers now working in the same region/nation in which they acquired their first construction qualification. This analysis shows that once again there are great variations by region/nation and that construction workers in Northern Ireland are least likely to have moved there from another region/nation.



Figure 46: Proportion of construction workers based in the same region/nation as when their first qualification was achieved

Base: Those with a formal qualification

	UK 2015 %	UK 2012 %	Higher than average mentions for other regions/nations
Northern Ireland (142)	96	98	
Scotland (372)	95	86	
North East (348)	92	82	
North West (322)	90	85	
Wales (186)	83	85	
Yorkshire and the Humber (264)	82	83	North East 8%
West Midlands (249)	79	61	
South West (372)	76	72	
East Midlands (289)	65	64	Yorkshire and the Humber 9%
London (262)	58	64	South East 24%,
South East (276)	55	46	London 14%, South West 8%
East of England (251)	50	49	London 20%, South East 9%
<i>Unweighted bases for 2015 Northern Ireland in parentheses</i>			

Travel to site

Relative locations of current workplace to home

The majority of construction workers were interviewed on a site that was located within the same region/nation as their permanent home, but the exact proportion working in their region/nation of residence varied.

As in 2012, almost all construction workers in Northern Ireland reported their current residence as being based there (99% cf. 98% in 2012).



Figure 47: Inter-regional/national movement from permanent residence to current site
Base: All respondents who provided a valid response

	UK 2015			UK 2012		
	% from same region/nation	% from different region/nation ¹	% from neighbouring region/nation	% from same region/nation	% from different region/nation	% from neighbouring region/nation
Northern Ireland (95)	99	1	0	98	2	2
Scotland (258)	96	4	0	92	8	2
Wales (183)	93	7	5	91	9	6
North East (166)	97	3	1	87	13	13
North West (371)	88	12	12	87	13	12
Yorkshire and the Humber (297)	86	14	14	85	15	13
South West (317)	85	15	11	82	18	17
East Midlands (271)	74	26	23	69	31	27
West Midlands (250)	82	18	16	68	32	24
East of England (303)	63	37	27	67	33	26
London (375)	71	29	25	63	37	30
South East (375)	58	42	38	61	39	36

Unweighted bases for 2015 Northern Ireland in parentheses

The majority of construction workers were interviewed on a site that was located within the same region/nation as their current residence, but the exact proportion working in their region/nation of residence varied.

Compared to construction workers in other regions/nations, those in Northern Ireland are the most likely currently be living in the same region/nation as the site they work on (99%).

¹ This percentage includes those travelling to/from a neighbouring region/nation./



Figure 48: Region/nation of current site in relation to current residence

Base: All respondents who provided a valid response *denotes less than 0.5%

Region/nation of current residence	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	74	12	1	1	0	0	0	9	*	0	2	7
East of England	2	63	13	0	0	0	0	8	1	0	1	0
London	0	12	71	0	0	0	0	12	1	0	0	0
North East	0	2	0	97	0	0	0	0	0	0	0	5
North West	3	0	0	0	88	0	0	1	*	5	3	2
Northern Ireland	2	*	0	0	0	99	2	1	1	1	0	0
Scotland	0	0	1	1	1	0	96	0	0	0	0	0
South East	3	3	12	0	0	0	0	58	7	0	0	0
South West	*	0	0	0	0	0	0	8	85	0	5	0
Wales	0	1	0	*	3	0	0	0	2	93	6	0
West Midlands	7	1	*	1	8	0	0	1	2	0	82	0
Yorkshire and the Humber	8	1	0	*	1	0	1	0	1	0	*	86
No permanent address	1	3	2	0	0	1	1	1	1	*	*	0
Unweighted bases	275	235	284	314	340	155	314	306	364	206	216	291

Furthest distance worked in last 12 months

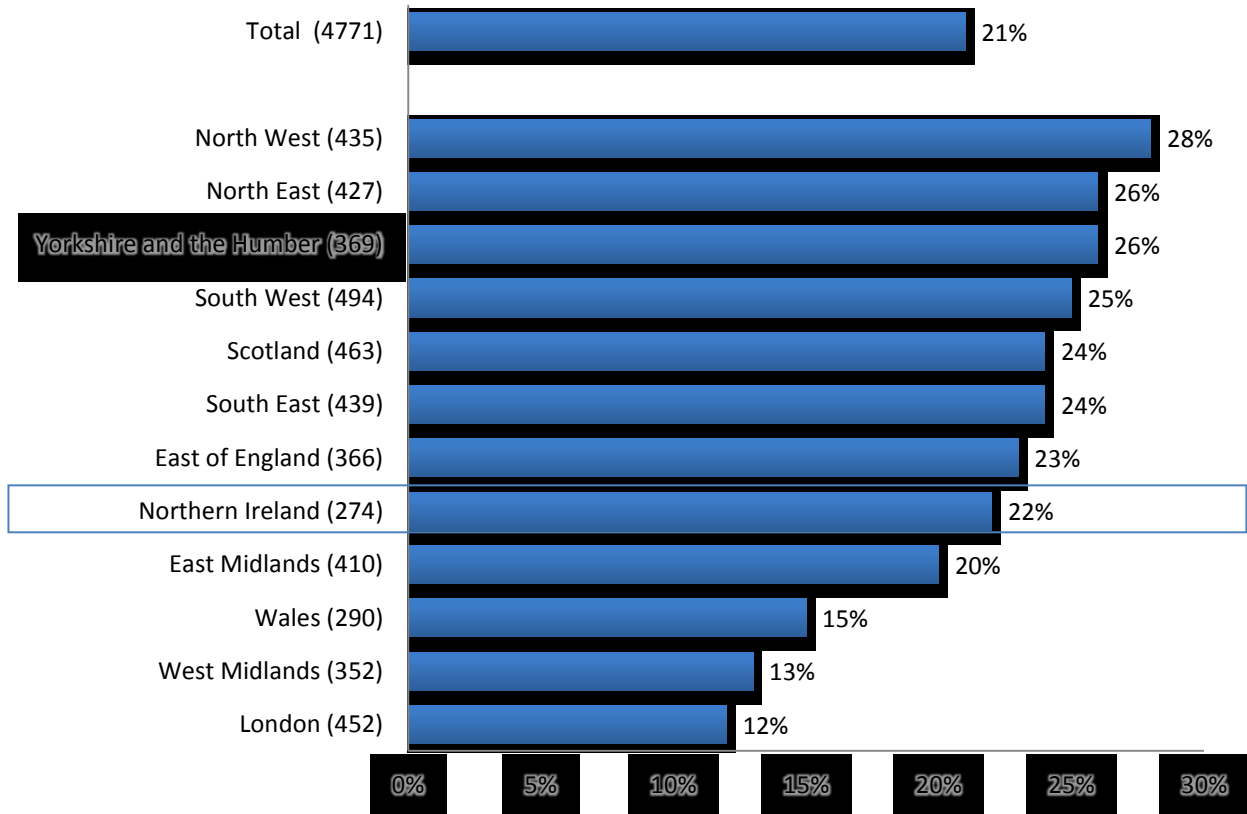
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within Northern Ireland, about a quarter of construction workers have worked no more than 20 miles away (24%) and a further 1 in 6 have worked between 21 and 50 miles away (18%). This leaves more than half that have worked more than 50 miles away from their permanent home (57%), with a third that have worked between 51 and 100 miles away (35%) and just over a fifth that have worked more than 100 miles away (22%).

Once again there are variations in this regard, with workers based in Northern Ireland (22%) 'fairly average' in their likelihood to have travelled more than 100 miles from their permanent home to work in the last 12 months.



Figure 49: Proportion of workers that have travelled more than 100 miles from their permanent home to work, in the last 12 months, by region/nation

Base: All respondents



Unweighted bases in parentheses

Use of temporary accommodation

Nationally, 1 in 20 (6%: as in 2012) construction workers reported that they were currently staying in temporary accommodation while working at their site. By region/nation, the proportion is lower than average in Northern Ireland (3%) and in the 2012 survey the proportion in Northern Ireland was even lower (1%, compared with 6% nationally).



Figure 50: Percentage of workers in temporary accommodation
 Base: All respondents

	UK 2015 %	UK 2012 %
UK (4771)	6	6
East of England (366)	11	7
London (452)	8	5
Scotland (463)	7	6
South West (494)	7	3
South East (439)	6	8
East Midlands (410)	5	7
North East (427)	4	7
Wales (290)	4	1
Yorkshire and the Humber (369)	4	3
Northern Ireland (274)	3	1
West Midlands (352)	3	11
North West (435)	2	5
<i>Unweighted bases for 2015 in parentheses</i>		

Journey distance to work

Within Northern Ireland, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 30 miles which is less than the average of 37 miles reported in 2012. The Northern Ireland mean compares to a mean of 22 miles across the UK.

About a quarter (24%) travelled less than 10 miles from their current residence to the site where they work, whilst 20% travelled between 10 and 19 miles, 39% travelled between 20 and 49 miles, 16% travelled between 50 and 99 miles and 1% travelled more than 100 miles.

Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (32% of all construction workers in Northern Ireland) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 10% expect to work for another week or so, or less; 9% expect another month; 20% about 3 months; 21% between 6 months and a year and 7% expect to still be working for their current company/agency in more than a year's time. More than two fifths of all temporary workers in the nation did not know how much longer they could expect to be working for their current company/agency (42%).



In order to get a measure of workplace stability amongst all workers, all respondents, whether temporary or permanent were asked to indicate how long in total they expect to work at that specific site during this phase.

Around a fifth of all construction workers in Northern Ireland (19% cf. 7% in 2012) do not expect to work on that site for more than a month, including 3% that only expect to be there for about a week or less. Just under a third anticipated being on site for more than a month, but less than a year (31%), compared with a significantly higher proportion in 2012 (47%). More than a quarter expect to stay on that site for a year or longer (28%), which is a similar proportion compared with 2012 (26%). However in about one quarter of cases (23% cf. 20% in 2012) workers did not know how much longer they could expect to be on site, indicating that a significant minority of temporary workers are living with a certain amount of uncertainty and insecurity.

Amongst the various trades/job roles, site managers are more likely to indicate that they expect to work at that site for more than a year (50%); electricians are least likely to indicate that this is the case (9%).

Expected next site location

Two thirds of all construction workers in Northern Ireland are confident that when they finish this job they will get a job that allows them to travel from their permanent home to work on a daily basis (68% cf. 79% in 2012). The remaining third of workers in aggregate, are sure that this will not be the case (5%); that it depends where the work is (14%) or they don't know (14%).

By region/nation, construction workers in Northern Ireland are the least confident that they will be able to commute daily from their permanent home (68% cf. a range from 70% in the East of England to 81% in Scotland across other regions/nations).

Workers that are certain that their next job will not be within commuting distance of their permanent home were asked to indicate which region/nation they expect to be working in next. The following figure summarises their responses by region/nation (although the base sizes within each region/nation are very small, so some caution is needed) and it gives an indication of the likely pattern of movement between regions/nations. Construction workers in Northern Ireland that do not expect to be able to commute daily to their next job are generally 'about average' in terms of likelihood to expect to remain in the nation for their next job (69%).



Figure 51: Expected location of next site/job

Base: Where workers do not expect to be able to commute daily to their next job

Expected location of next job	Region/nation currently working in											
	EM	EE	GL	NE	NW	NI	SC	SE	SW	WA	WM	YH
East Midlands	61	0	0	0	0	0	0	14	0	0	0	0
East of England	0	40	15	0	0	0	0	7	0	6	8	10
London	6	20	60	10	0	0	0	14	0	6	0	0
North East	0	6	0	85	0	0	0	0	0	0	0	20
North West	6	3	0	0	83	8	0	0	0	6	0	0
Northern Ireland	0	0	0	0	0	69	0	0	0	0	0	0
Scotland	0	0	0	0	0	0	75	0	8	0	0	0
South East	11	6	15	0	8	0	0	29	8	6	0	0
South West	0	3	0	0	0	0	0	7	77	6	0	0
Wales	0	3	0	0	0	0	0	0	0	69	8	0
West Midlands	11	9	0	0	0	0	0	0	8	0	58	10
Yorkshire and the Humber	0	3	0	0	0	0	0	0	0	0	0	50
Outside Europe	0	3	0	0	0	8	0	7	0	0	0	0
Other / Unsure	6	6	10	5	8	15	25	21	0	0	25	10
<i>Unweighted bases</i>	<i>18</i>	<i>35</i>	<i>20</i>	<i>20</i>	<i>12</i>	<i>13</i>	<i>12</i>	<i>14</i>	<i>13</i>	<i>16</i>	<i>12</i>	<i>10</i>

Sub-sector and sector mobility

This final section of the report explores sub-sector mobility (movement between project types within the construction sector) and how this varies between different groups of construction workers. Attitudes towards future employment in the sector are also examined.

Sub-sector mobility

All workers were asked which (if any) of six types of construction work they have spent periods of at least 3 months at a time working in.

Compared with 2012 there has been a significant decrease in the proportion of construction workers that have been working on different types of projects in Northern Ireland. However, the proportion for each project type is similar to the 2007 figures, particularly with regard to housing repair and commercial work.

Apart from new housing (61% cf. 83% across the UK), more workers in Northern Ireland have spent significant periods on most project types than the UK average, particularly public non-housing work (56% cf. 33%) and private industrial work (44% cf. to 30%), but also commercial work (44% cf. 35%) and infrastructure building projects (27% cf. 21%).

A third of workers (34%) have only worked on one type of project in 2015, much higher than in 2012 (0%). However this figure is lower than the UK average (48%).



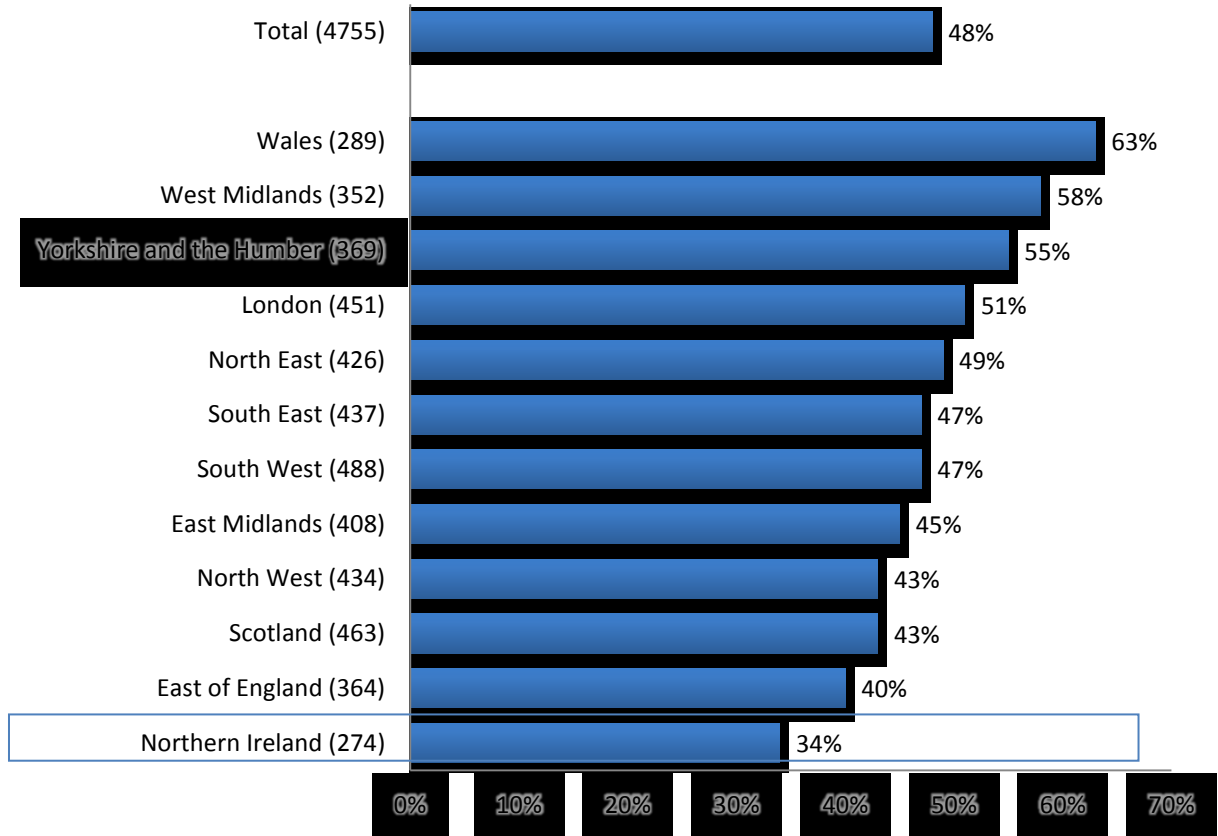
Figure 52: Type of projects spent significant periods on
Base: All respondents

	NI 2015 %	NI 2012 %	NI 2007 %	UK 2015 %
New housing	61	85	82	83
Housing repair and maintenance including extensions/loft conversions	34	76	37	36
Commercial work such as shops, office, pubs etc	44	75	41	35
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	44	77	29	30
Public non-housing work such as schools, sports facilities, landscaping	56	82	27	33
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	27	66	5	21
ONE TYPE ONLY	34	0	46	48
TWO TYPES	17	12	21	14
THREE TYPES	15	8	14	11
FOUR TYPES	16	7	6	8
FIVE TYPES	8	6	11	9
SIX TYPES	8	9	1	9
<i>Unweighted bases</i>	<i>274</i>	<i>406</i>	<i>263</i>	<i>4771</i>

The number of project types worked on varies significantly by region/nation, as Figure 53 illustrates. Northern Ireland as a nation is the least likely to report its' construction workers working on one project type (34%).



Figure 53: Proportion of workers that have only worked on one project type
Base: All respondents



Unweighted bases in parentheses

The likelihood that workers have worked only on one project type declines, as age increases, as one would expect (from 82% of 16 to 19 year olds to 30% of 45+ year olds).

There are wide ranging differences in number of project types by sub-sector worked in, as shown in Figure 54. However, the sample bases are very small, so caution should be undertaken in interpreting these results.



Figure 54: Number of sub-sectors worked in, by occupation

Base: All respondents

*Caution: Small sample base

	Unweighted bases	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Banksman / Banksperson*	5	60	0	20	0	20	0
Dryliner	11	55	9	18	9	9	0
Roofer*	2	50	0	50	0	0	0
Painter / decorator*	4	50	25	0	25	0	0
Other	60	48	13	15	7	5	10
Plasterer	14	43	21	14	14	7	0
Scaffolder*	7	43	14	0	0	14	14
Labourer / Gen. Op.	56	41	16	14	14	2	9
Site manager	15	40	7	13	33	7	0
Plumber*	8	38	38	13	13	0	0
Plant / Mach. Op.	23	30	30	17	9	4	9
Electrician	22	27	23	5	14	9	23
Bricklayer	16	25	6	13	25	19	13
Carpenter / Joiner	31	23	10	16	29	13	6

Leaving the sector

In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Within Northern Ireland, 1 in 6 construction workers say they definitely will be (18%); a further 3 in 5 think it is very or quite likely (60%); while 8% consider it unlikely; just 2% say they definitely won't be and a further 4% hope to be retired by then, while 9% don't know.

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 18% believe they will definitely want to be working in the construction sector, 37% believe it is very likely they will want to be working in the construction sector and 25% believe it is quite likely they will want to be working in the construction sector. Only 10% think on any level that they will not want to be working in the construction sector in 5 years time which is the same as in 2012 (10%).



The Northern Ireland construction workforce 2014-15 summary

There are differences between Northern Ireland construction workers and those in other regions/nations. Whilst some of these may be due to Northern Ireland being more isolated compared to most of the other areas, others may reflect the nature and attitudes within the construction industry in Northern Ireland.

Northern Ireland construction workers tend to be less mobile than workers in other regions/nations, with a higher propensity to having worked only in the construction industry (82% cf. 70% across the UK); a greater likelihood to give growing up there/always living there (65% cf. 55%) as the main reason for being located in Northern Ireland; and a greater likelihood to have worked in construction for 10+ years (68% cf. 56%).

Northern Ireland workers are also more likely than average to have worked at the same site before the current one (86%; cf. a range from 49% to 94% across other regions/nations); and more likely to have lived in Northern Ireland before their first job (76%; cf. a range from 38% to 87%).

Northern Ireland workers' employment conditions are generally better than average, in that they are more likely to be directly employed (64% cf. 54% across the UK); less likely to work 50 or more hours per week (15% cf. 23%); and less likely to have travelled more than 100 miles in the last 12 months (22% cf. 21%). These factors may contribute to their lesser tendency to want to move out of the construction industry (5% cf. 9%).

However, they are more likely to be in temporary work (32% cf. 23%) and less likely to have a skill card/certificate (90% cf. 96%) than workers in other regions/nations.

Northern Ireland workers tend to be less qualified than their counterparts. They are less likely to hold a construction-specific qualification (45% cf. 63% across the UK); and only 7% are currently working towards additional construction qualifications (cf. 12%). However, there is some recognition of the importance of training; with almost a fifth believing they would benefit from training in basic skills (17% cf. 14%).



citb.co.uk



CITB, CIC and CITB-ConstructionSkills Northern Ireland are working as ConstructionSkills, the Sector Skills Council for Construction. (CITB Registered Charity Number 264289)