

Workforce Mobility and Skills in the UK Construction Sector 2018/19

East of England Report - April 2019





Study prepared by BMG Research from a commission by CITB.

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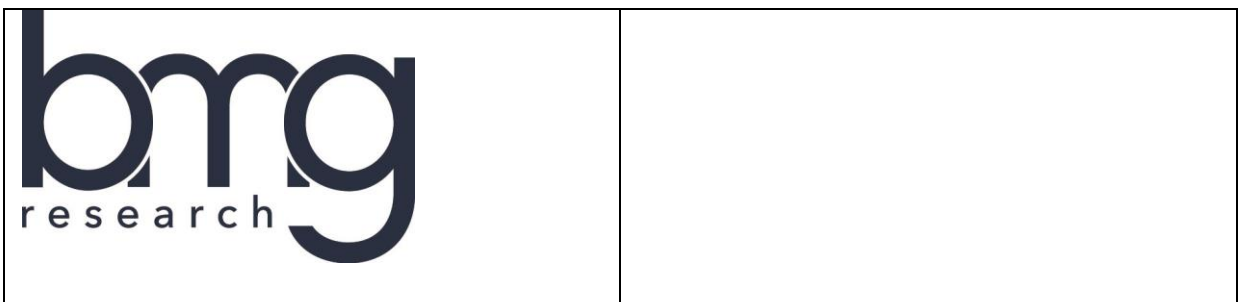




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Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2018/19 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2015, 2012, 2007, and 2005. Face-to-face interviews were conducted with 4048 construction workers undertaking manual roles on sites across the UK and 298 interviews were conducted with construction workers in the East of England region.

Profile of the sample

- All but 2% of construction workers are male. Nearly half the construction workers interviewed in the East of England are aged under 35 (47%), which is a higher proportion than the general UK 16-64 years' workforce as a whole (36%), and slightly higher than the UK average¹ in the survey (45%). Just 5% of construction workers are aged 60 or over.
- Overall 5% of the East of England construction workforce is of BME ethnic origin, compared with a higher incidence of 10% in the East of England 16-64 years' population as a whole. The UK average in the survey is 6% (compared with 15% of the UK 16-64 years' population as a whole).
- By trade/occupation, the highest proportion of the East of England sample is accounted for by site managers (13%), followed by plant/machine operatives (10%), and bricklayers (9%). The proportion of labourers/general operatives has halved since 2015, from 16% to 8%.
- Two fifths of all those interviewed in the East of England perform a supervisory or management role on their site (40%); a higher proportion than in 2015 (24%) and compared to the UK average in 2018/19 (30%).
- More than half of construction workers interviewed for the survey in the East of England are self-employed (55%), which is a higher proportion than the UK average (of 43%). Since 2015, there has been a fall in the number of workers employed directly by a company (from 48% to 40%), this is also lower than the UK average (49%). Just 4% of construction workers in the East of England work for an agency, which compares with 7% nationally and 6% within the East of England in 2015.
- The likelihood of being self-employed increases with time spent working in construction, from 42% of those that have worked in construction for less than a year to 58% of those that have been working in the industry for 5+ years.
- One in three of all construction workers in the East of England (38%) are employed on a temporary, rather than permanent basis. This is a higher proportion than the UK average (28%). By occupation, the proportion is highest amongst bricklayers (63%), plant/machine

¹ Unless otherwise stated, the term 'UK average' used throughout this report is the average for the UK construction workforce as estimated by this survey.



operatives (52%) and labourers/general operatives (48%) and lowest amongst electricians (8%) and site managers (16%).

- Similarly to the UK average, most construction workers in the East of England work between 40 and 49 hours per week (72%, compared with a UK average of 60%), and 1 in 5 works more than 50 hours per week (21%), which is slightly lower than the UK average (23%).

Work history

Time in the sector

- A third of all East of England construction workers have worked in the industry for at least 20 years (31%), which is similar to the UK average (32%). Around three-fifths have done so for 10+ years (59%).
- Two-thirds of construction workers in the East of England have only ever worked within the construction industry (65%), consistent with 2015 (66%), and the UK average in 2018/19 (67%). Three in five East of England construction workers (60%) have worked in construction pretty much continuously, without spells out of work and this is a similar proportion to that across the UK (56%).

Previous non-construction jobs

- Amongst the 1 in 4 construction workers in the East of England that worked in another sector before starting work in construction (28% of all respondents), the sector worked in beforehand is most likely to have been manufacturing (49%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in associate professional and technical occupations (30%), followed by skilled trade occupations (23%), and professional occupations (23%).

Occupational switching within the construction sector

- Just under half of all construction workers in the East of England (44%) have worked in more than one construction trade or occupation whilst working in the construction industry. This proportion is larger than 2015 (34%) and the UK average in 2018/19 (36%). The proportion that has worked in more than one role is higher amongst those with Level 4+ qualifications (65%).
- Workers are most likely to have previously worked as a labourer/general operative (35%); while 1 in 5 have worked as a carpenter/joiner (21%).
- Thinking about their future plans in the construction sector, just under 8 in 10 construction workers in the East of England would like to carry on in the same trade or occupation (77%), while just over 1 in 8 would like to change their trade/occupation (13%) and 3% would like to leave the construction industry altogether. The proportion that wants to carry on as they are is slightly lower in the East of England than the UK average (80%).
- The most popular occupation that construction workers in the East of England would like to change to is site manager (28% of those who would like to change).



- Four-fifths of construction workers in the East of England that would like to change trade/occupation (85%) believe they will require further training or qualifications in order to do so. This is a similar proportion to the UK average (87%).
- The main reason for wanting to change trade/occupation is the belief that workers will be better paid (64%), followed by workers wanting more interesting work (or being bored with what they are currently doing) (44%), while the opportunity to use their skills/abilities better is cited by just over a third (36%).

Qualifications and skills

Skills cards/certificates

- Most construction workers in the East of England, as across the UK as a whole, hold some form of construction skill card or certificate (97% cf. 96% in 2015, 98% in 2012 and a UK average in 2018/19 of 97%).
- Younger workers (85% of 16-19 year olds) and those who have worked in construction for less than a year (89%) remain less likely to hold a skill card/certificate.
- In terms of the type of skill card/certificate held, CSCS remains the most commonly held overall (84% in the East of England; 85% across the UK).
- Card colours vary by age and particularly by occupation; younger workers are significantly more likely to hold Red Trainee cards (12% of 16 to 24 year olds with a CSCS card), while older workers are more likely to hold Blue cards (32% of 45+ year olds); electricians are most likely to hold Gold cards (45%) and site managers to hold Black cards (38%). Almost half of bricklayers hold Blue cards (44%).

Construction-specific qualifications

- Three-quarters of construction workers in the East of England say they had no formal qualifications when they first started working in the construction industry (75%). This compares with a slightly lower UK average (72%).
- By current trade/occupation, the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (86%) and lowest among bricklayers (56%).
- Compared with a quarter of construction workers in the East of England that had qualifications when they first started working in construction (25%), three-quarters of all construction workers in the region now hold some sort of construction-related qualification (77%, compared with 60% in 2015 and a UK average in 2018/19 of 72%).
- Within the East of England, the proportion of workers that currently hold any qualification is lower than average amongst workers who have worked in construction for less than a year (26%), while over half of the youngest age group hold qualifications (61% of 16-24 year olds), which is significantly lower than other age groups.



- By trade/occupation, proportions vary from the majority of site managers (97%), plant/machine operatives (90%) and bricklayers (89%) down to just a third of labourers/general operatives (35%).
- The qualifications most likely to be held by construction workers in the East of England are NVQ/SVQ qualifications (61% of those with qualifications) while 1 in 6 construction workers in the region with qualifications hold City & Guilds qualifications (16%). Just 4% of construction workers with qualifications now hold an apprenticeship.

Basic skill needs

- One in seven construction workers in the East of England believe they would benefit from some form of training in basic skills (15%), which is a smaller proportion to previous years (19% in 2015, 22% in 2012) but higher than the UK average in 2018/19 (11%).
- 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

- One in seven construction workers in the East of England are currently working towards formal qualifications relevant to the construction industry (14% cf. 13% in 2015, 11% in 2012 and a UK average in 2018/19 of 15%). This proportion is higher amongst 16-19 year olds (54%) and amongst those who have worked within the construction industry for less than 1 year (47%).
- Amongst workers with no qualifications, 19% are currently working towards a qualification.

Supervisory/managerial training

- Of those not currently performing a supervisory/management role, more than just over half are certain that they would not like to do so (51%), an equal proportion to across the UK (51%), while 1 in 3 would like to do so (36%) and 13% are unsure.
- Two in five construction workers in the East of England (41%) and just over four-fifths of those who have had some form of supervisory or management responsibilities (82%) have received any formal training designed to improve managerial or supervisory knowledge or skills. These proportions are similar to the UK average (34% and 81% respectively).
- SMSTS (Site Manager Safety Training Scheme) is most frequently mentioned as the type of training received (50%), followed by Site Safety Supervisors Course (32%) and in-house training (26%).

Overall skill levels

- The vast majority of construction workers in the East of England (99%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 1% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. 1 in 6 East of England construction workers (17%) hold a skill card/certificate, but have no other construction qualification. This compares with a higher UK average of 22%.



- Overall, almost two-thirds of East of England construction workers that provided a response have qualifications equivalent to Level 2 or above (66% cf. 56% in 2015, and 59% across the UK in 2018/19); a third hold qualifications equivalent to Level 3 or above (31%).

Geographic mobility

Work history in the region/nation

- Over half of East of England construction workers said the reason they are working in the region they are currently in is that their employer sent them there (56%), with a quarter stating it is because they grew up there/have always lived there (28%). This compares to 51% and 43% across the UK in 2018/19.
- In 2018/19, compared with 2015, a smaller proportion of construction workers in the East of England have worked within their current region for their entire construction career (27% cf. 37% in 2015 and 28% in 2012) and the majority of construction workers in the region have remained in the East of England for all or most of their career (56%). This is significantly below the UK average of 77%.
- Around half of construction workers in the East of England (52%) were also based in the region for their last job; this proportion is significantly lower than every other region/nation.

Worker origins

- Overall, two-fifths of all construction workers in the East of England were living in the region when they started their construction career (44% cf. 55% in 2015). This is the lowest of any region and compares with other regions/nations where the proportion is significantly higher (Scotland at 96%; Northern Ireland at 95%).
- Half of construction workers in the East of England (47%) have remained in the same region as they did their first qualification/training in. Compared with other regions/nations, this is towards the lower end with the highest proportion by region/nation within Scotland (96%) and the lowest within the South East (41%).

Travel to site

- Over half of construction workers in the East of England have travelled at least 50 miles from their permanent/current home to work in the last 12 months (52%). Across the regions/nations, East of England construction workers are about average in terms of the proportion who have travelled 100 miles from their permanent home to work in the last 12 months (15%).
- Overall, 5% of construction workers in the East of England (11% in 2015) are currently staying in temporary accommodation while working at their site. This proportion is the same as the UK average (5%).
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 24 miles (18 miles is the UK average) which is slightly less than in 2015 when workers in the region travelled an average (mean) of 27 miles.



Site duration and change

- A third of temporary workers in the East of England (34%) do not know how much longer they can expect to be working for their current company/agency. This compares with a UK average of 38%.
- 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, a quarter expect to stay on the site for a year or longer (23% cf. UK average of 18%), which is an increase compared with 2015 (13%). However, 7% of workers do not know how much longer they can expect to be on site.
- Nine in ten East of England construction workers are confident that when they finish their current job their next job will allow them to travel to work from their permanent home on a daily basis (90% cf. 70% in 2015 and 75% in 2012). This is a higher proportion than the UK average in 2018/19 (84%). The remaining tenth say it depends/they don't know or that they won't be able to commute.

Sub-sector and sector mobility

Sub-sector mobility

- Following on from 2015 the vast majority of construction workers in the East of England have been working on new housing (79%, 77% in 2015 and 80% in 2012). For all other types of projects the proportion of construction workers that have worked on them has risen since 2015.
- Overall, a quarter of all construction workers in the East of England have only worked on one project type (24%), a decrease on 2015 (40%), with a third of workers reporting working on five or more different types of projects (35% cf. 19% in 2015).

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. Amongst construction workers of all ages in the East of England, a third say they definitely will be (32% cf. UK average of 48%); half think it is very or quite likely (50%); 6% consider it unlikely; just 2% say they definitely won't be and a further 6% hope to be retired by then, while 4% don't know.



Introduction

Aims and objectives

Following on from previous surveys conducted for CITB in 2015, 2012, 2007 and 2005, BMG Research was commissioned to undertake a UK-wide mobility survey of construction workers in 2018/2019.

The primary aim of this project is to provide robust and reliable information from site-based workers across the UK construction industry on their qualification levels and the extent of both occupational and geographic mobility. This work will ultimately provide an evidence-base that has the potential to provide a common currency for subsequent 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 final data and findings will be used to ensure that everyone in industry, government, training providers and others know exactly what we will need to continue to develop as an industry.

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/nation 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.

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 2018/19 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research in 2015. Overall, 4048 interviews with construction workers in manual roles across the UK were completed, split between the 12 standard regions/nations. In total, 298 interviews were conducted in the East of England.



Sampling

This sub-section provides an overview of the sampling methodology employed for the 2018 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 2015 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'. In some regions, more than 30 sites were recruited.

Telephone-based site recruitment

BMG's 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/nation. 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 October 2017 – September 2018.

Figure 1: Interviews and weights by region/nation

	Interviews	Weighted profile (%)
North East	411	3.9
North West	282	10.5
Yorkshire and The Humber	333	8.1
East Midlands	411	7.4
West Midlands	412	8.1
East of England	298	10.8
London	375	13.6
South East	403	14.4
South West	277	8.6
Scotland	404	8.0
Wales	287	4.3
Northern Ireland	155	2.2
Unknown (paper copies returned by post)	2	N/A
UK	4048	

*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 2018/19 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.

'*' is used to denote a statistic of less than 0.5% but greater than 0.

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.

East of England is referred to by the abbreviation 'EE' in tables.

Profile of construction site workers

This first section of the report provides a profile of construction site workers interviewed in the 2018/19 survey and where possible makes comparisons with 2015. The section examines:

- Personal demographics, including gender, age, ethnicity, nationality (including length of time that workers have been resident in the UK) and disability;
- 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 (gender, age, ethnicity, nationality and disability) of the 2018/9 sample of construction workers in the East of England, compared with the 2015 survey and official statistics from the Annual Population Survey (where comparisons are possible).

The vast majority of construction workers in manual roles interviewed in the East of England were male (98%). Male dominance is greater in the survey sample than in the UK construction workforce as a whole as this survey does not include those in office-based roles within the construction industry (either administrative or professional, where the incidence of female workers is higher) and interviews were conducted on relatively large construction sites (valued at £250,000+, with at least 10 workers), thereby excluding female construction workers on small building sites and maintenance and repair.

Figure 2: Gender profile of the sample compared with the Annual Population Survey

	EE 2018/19 %	UK 2018/19 %		UK Workforce* %
Male	98	98	Male	53
Female	1	1	Female	47
Transgender	0	<0.5	Transgender	-
Non-binary	0	<0.5	Non-binary	-
Prefer not to say	1	<0.5	Prefer not to say	-
<i>Unweighted bases</i>	<i>298</i>	<i>4048</i>		<i>32,277,500</i>

Q43 *Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Oct 2017-Sep 2018



Within the East of England, the youngest age group (16 to 24 year olds) account for a seventh of construction workers (15%), a smaller proportion than in 2015 (21%). Compared with 2015 there is a similar proportion of workers aged 25 to 34 years (32% cf. 31%), while the proportion of workers aged 35 to 44 is higher than in 2015 (26% cf. 20%). There are an equal number of 45 to 54 year olds compared with 2015 (17% in both 2018/19 and 2015) and an equal proportion of workers aged 55 and over (10% in both 2018/19 and 2015).

Compared with the UK construction workforce overall there is a slightly higher proportion of construction workers aged under 35 years within the East of England (47%; 45% across the UK cf. 36% of economically active adults across the UK).

Figure 3: Age profile of the sample compared with 2015, 2012, 2007 & the Annual Population Survey

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %		UK Workforce* %
16 to 19 years	4	4	3	11	5	16 to 19 years	4
20 to 24 years	10	17	14	18	12	20 to 24 years	9
25 to 34 years	32	31	26	21	28	25 to 34 years	23
35 to 44 years	26	20	28	25	23	35 to 49 years	33
45 to 54 years	17	17	17	12	20	50 to 64 years	27
55 to 59 years	5	5	12	13	7		
60+ years	5	5			4	65+ years	4
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4048</i>		<i>32,277,500</i>

Q44 *Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Oct 2017-Sep 2018

In terms of ethnicity, the vast majority of construction workers in the East of England are of White origins, consistent with previous years (94% cf. 96% in 2015 and 94% in 2012).

Workers of Black (1%) and Asian (2%) ethnic origin (BME) make up similar proportions of the sample as in previous years.



Figure 4: Ethnic profile of the sample compared with 2015, 2012, 2007 and UK Population

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %	UK Population aged 16-64* %
White	94	96	94	96	94	85
Black	1	2	1	3	2	3
Asian	2	0	2	<0.5	2	6
Mixed	1	-	-	-	1	1
Other/Not stated	1	3	3	0	1	4
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4048</i>	<i>41,217,200</i>

Q49 *Source Annual population Survey via Nomis: UK population aged 16-64 Oct 2017-Sep 2018

Figure 5 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 previous surveys and the population (aged 16-64) of each region/nation as a whole.

Compared with the East of England population as a whole (aged 16-64) a lower proportion of East of England construction workers are of BME origins (5% cf. 10% amongst the East of England population and 15% of the UK population).

Compared with other regions/nations, the East of England has an average proportion of construction workers that are of BME origin.

Figure 5: Proportion of construction workers of BME (Non-White) origin

Base: All respondents

	UK BME 2018/19 %	UK BME 2015 %	UK BME 2012 %	UK BME 2007 %	Non-white (BME) population aged 16-64* %
UK	6	4	4	3	15
North East	<0.5	<0.5	<0.5	2	5
North West	3	1	2	3	12
Yorkshire and the Humber	5	2	1	10	12
East Midlands	2	2	2	<0.5	13
West Midlands	7	5	9	1	20
East of England	5	3	4	0	10
London	15	15	12	0	40
South East	10	8	3	3	11
South West	5	2	1	2	6
Wales	2	2	<0.5	1	5
Scotland	1	2	1	7	5
Northern Ireland	1	1	<0.5	4	3
<i>Unweighted bases</i>	<i>4048</i>	<i>4771</i>	<i>4933</i>	<i>3877</i>	<i>41,217,200</i>

Q49 *Source Annual population Survey via Nomis: UK Population aged 16-64 by ethnicity Oct 2017-Sep 2018



In this survey construction workers were asked for detail about their nationality and country of origin.

The majority of construction workers in the East of England (72%) originated from the UK and the remaining 28% originated from outside of the UK. Of this 28%, the largest proportion of respondents are from Romania (10%), with a further 4% from Lithuania, 2% from Albania, India and Poland. Almost a fifth of construction workers are from an EU country other than the UK.

Figure 6: Country of origin of construction workers in the UK by region/nation

*Base: All respondents * Other EU includes Ireland and Romania but excludes the UK*

<i>Row percentages</i>	<i>Unweighted bases</i>	Non-UK %	Ireland %	Romania %	Other EU*
UK	4048	17	1	5	10
East Midlands	411	6	0	2	3
East of England	298	28	1	10	18
London	375	51	5	15	31
North East	411	1	<0.5	0	1
North West	282	3	<0.5	1	2
South East	403	25	1	7	13
South West	277	9	1	1	5
West Midlands	412	12	<0.5	3	6
Yorkshire and the Humber	333	11	<0.5	2	6
Wales	287	3	0	0	1
Scotland	404	3	1	<0.5	3
Northern Ireland	155	5	3	0	4

24% of construction workers in the East of England hold a passport for another country. This compares with a UK average of 14%. The majority hold a UK passport (71%), with a further 4% reporting that they do not have a passport. Of those with a non-UK passport, the vast majority (89%, equating to 22% of all East of England construction workers) state that it is an EU member state passport. The remainder (11%) hold a passport for a country outside the EU.

Of those construction workers in the East of England that were born outside of the UK or have a non-UK passport, 16% have British citizenship, which compares with a UK average of 14%.

Overall, most East of England construction workers have lived in the UK all of their life (71%). This proportion is lower than the UK average (80%).

Amongst all East of England construction workers, 2% indicate that they have a long term illness, health problem or disability which limits the type of work they can do. Various conditions were reported, most commonly to do with reduced physical capacity (40%, 2 respondents). 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 (50%).

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 7 summarises all the trades/occupations mentioned by at least 1% of the sample and compares this with the occupational profile from previous surveys.

In 2018/19 site managers (13%), plant/machine operatives (10%), and bricklayers (9%) were the three most common occupations. This is similar to the profile across the UK, although there are fewer labourers/general operatives within the East of England and more site managers. There has been a further decrease in the proportion that are labourers/general operatives since 2015 (from 23% in 2012 to 16% in 2015 to 8% in 2018/19).

Figure 7: Occupational profile

Base: All respondents '-' = not applicable

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
Site manager	13	7	0	0	11
Plant/machine operative (e.g. fork lift/JCB)	10	8	8	20	7
Bricklayer	9	13	13	11	11
Labourer/General operative	8	16	23	13	16
Electrician	8	13	5	9	6
Carpenter/joiner	6	6	12	6	10
Plumber	6	4	7	5	4
Ground worker	5	7	0	0	4
Dryliner	5	2	5	With plasterer	3
Technical	4	2	2	2	4
Pipe fitter	3	2	2	5	2
Roofer	3	3	4	5	2
Supervisor/foreman	3	-	-	-	2
Banksman/banksperson	2	1	0	2	1
Scaffolder	2	4	5	4	4
Glazer/window fitter	1	1	0	0	1
Mechanical fitter	1	-	-	-	1
Steel erector/rigger	1	-	-	-	1
Painter/decorator	1	2	6	1	2
Project Manager	1	-	-	-	1
Concrete worker	1	-	-	-	1



Other	4	-	-	-	3
<i>Unweighted bases</i>	298	366	407	314	4048

Q5

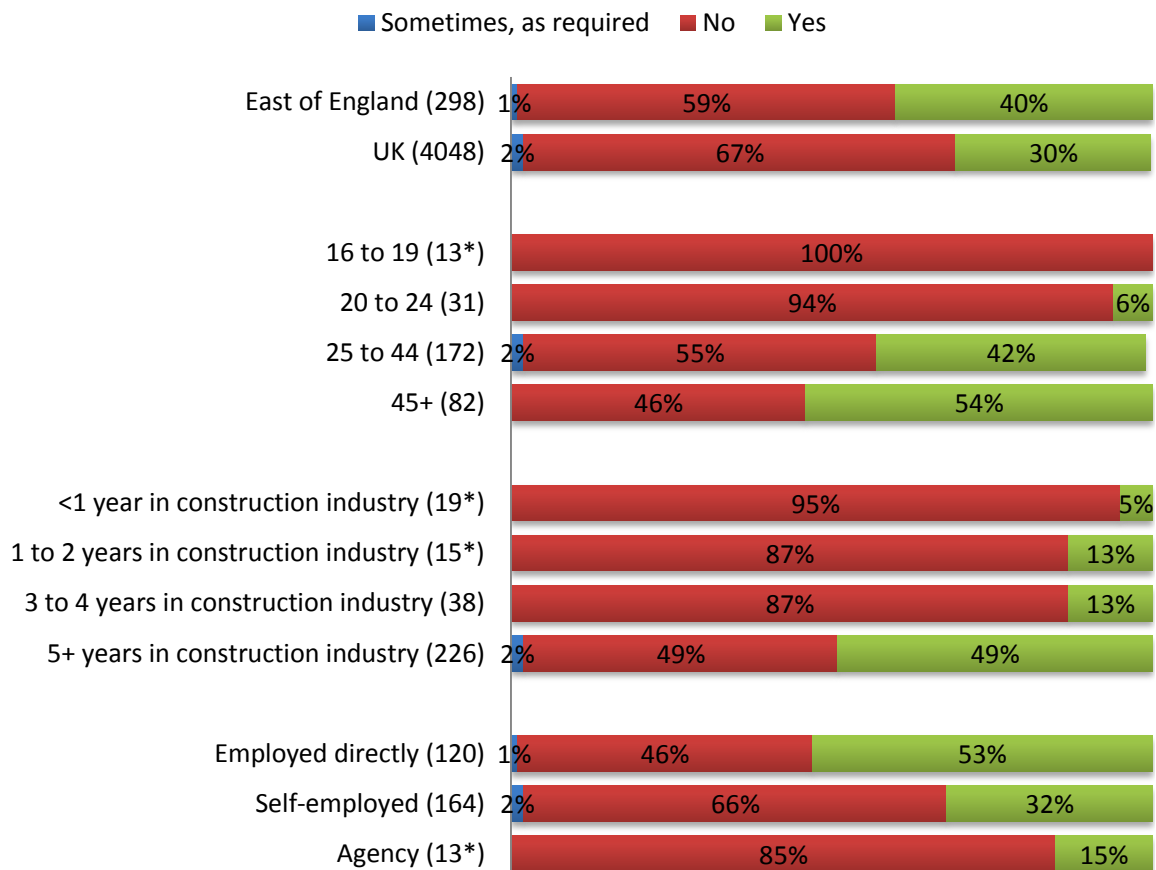
Supervisory roles

Two in five construction workers in the East of England interviewed for the 2018/19 survey say they perform a supervisory or management role on their site (40%). This is a higher proportion than in 2015 (24%), and above the UK average in 2018/19 (30%).

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 (53%) are more likely than those that are self-employed (32%) or work for an agency (15%) to perform a supervisory or management role. These differences are summarised in the following figure.

Figure 8: Whether respondents perform a supervisory or management role

*Base: All respondents , * Caution: small sample base*



Unweighted bases in parentheses Q8



Employment status

The highest proportion of construction workers within 2018/19's East of England sample is self-employed (55%). This is a higher proportion than in 2015 (46%). Three-fifths of the respondents who have been working in the construction sector at least 5 years (58%) are self-employed, compared with 42% of those who have worked in the industry for less than a year.

Two-fifths of construction workers within 2018/19's East of England sample are employed directly (40%), which is a lower proportion than in 2015 (48%).

The proportion of workers who are employed by an agency increases to 21% of those who have worked in the industry for less than a year. The proportion of respondents that are self-employed increases to 89% of bricklayers.

Figure 9: Employment status

Base: All respondents * Caution: Small sample base

	EE 2018/19 %	EE 2015 %	EE 2012 %	UK 2018/19 %	Years working in construction			
					<1 *	1-2 *	3-4	5+
Employed directly by a company (contractor or sub-contractor)	40	48	39	49	37	47	47	39
Self-employed	55	46	54	43	42	47	50	58
Working for an employment agency	4	6	7	7	21	0	3	4
Working on some other basis	<0.5	0	0	<0.5	0	7	0	0
<i>Unweighted bases</i>	298	366	407	4048	19	15	38	226

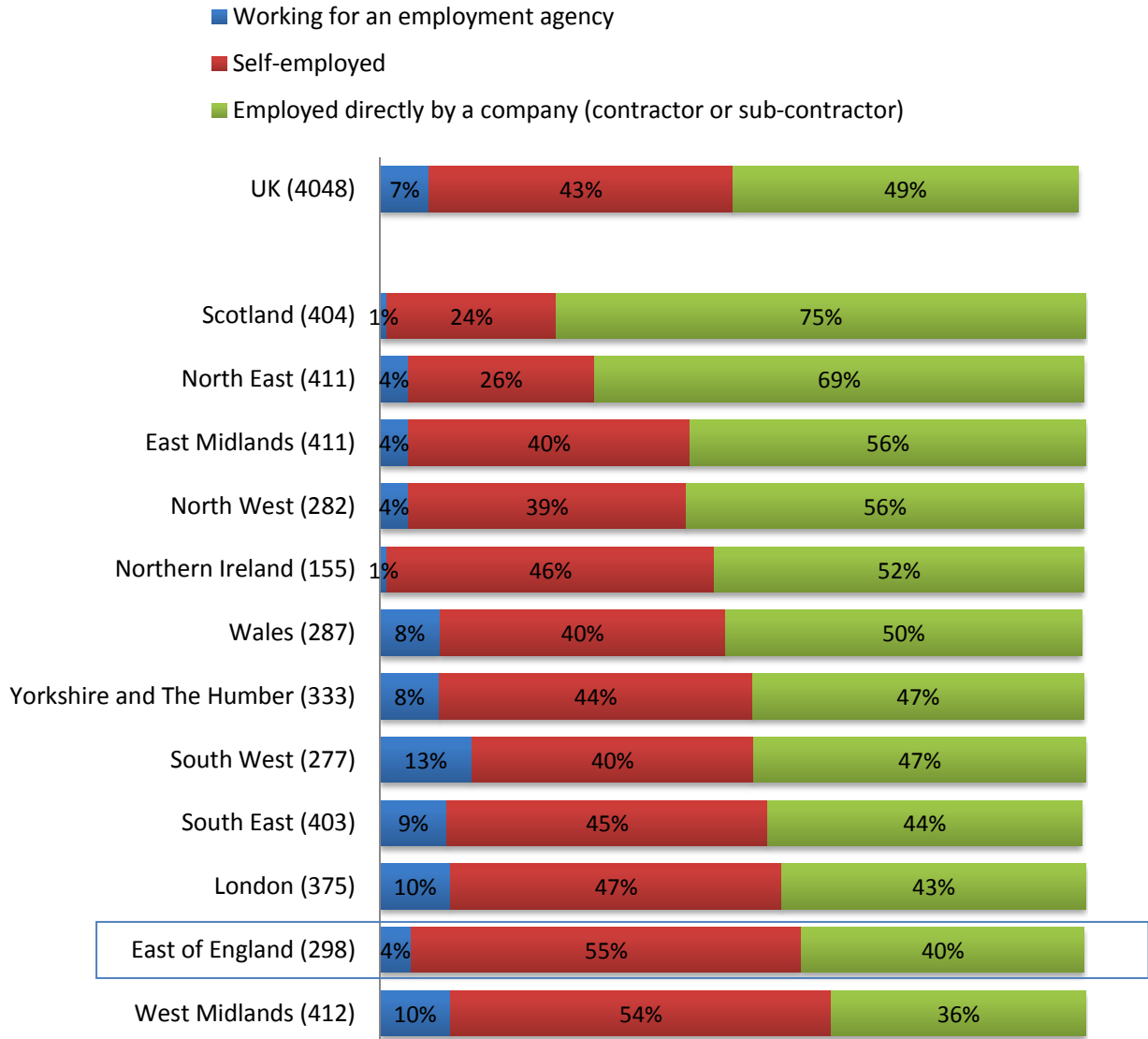
Q20



Compared with UK construction workers, those in the East of England are more likely to be self-employed and less likely to be employed directly and agency workers.

Figure 10: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses Q20



Employment contract basis

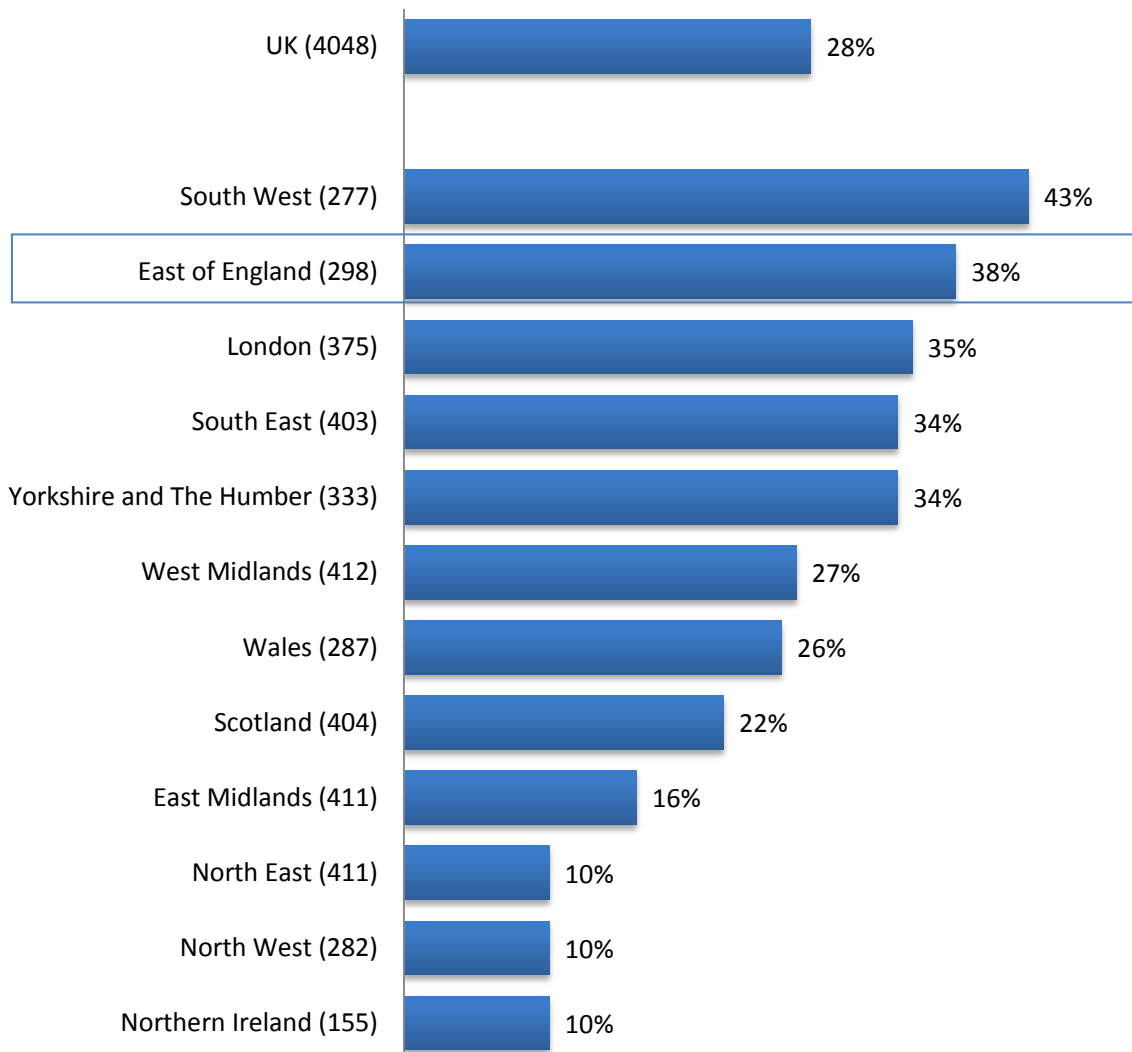
Overall, one in three East of England construction workers (38%) is employed on a temporary rather than permanent basis (62%). This reflects a shift towards less permanent employment in 2018/19 compared with 2015 when a quarter (25%) was employed on a temporary basis.

Amongst workers who are employed by an agency the proportion on temporary contracts is higher, as one would expect, than it is amongst those who are self-employed or employed directly (77%, compared with 57% and 8% respectively).

The East of England is above the UK average with regard to the profile of its construction workforce in terms of temporary employment contracts held, as the following figure illustrates.

Figure 11: Proportion of workers employed on a temporary basis (including fixed-term contracts)

Base: All respondents



Unweighted bases in parentheses Q21

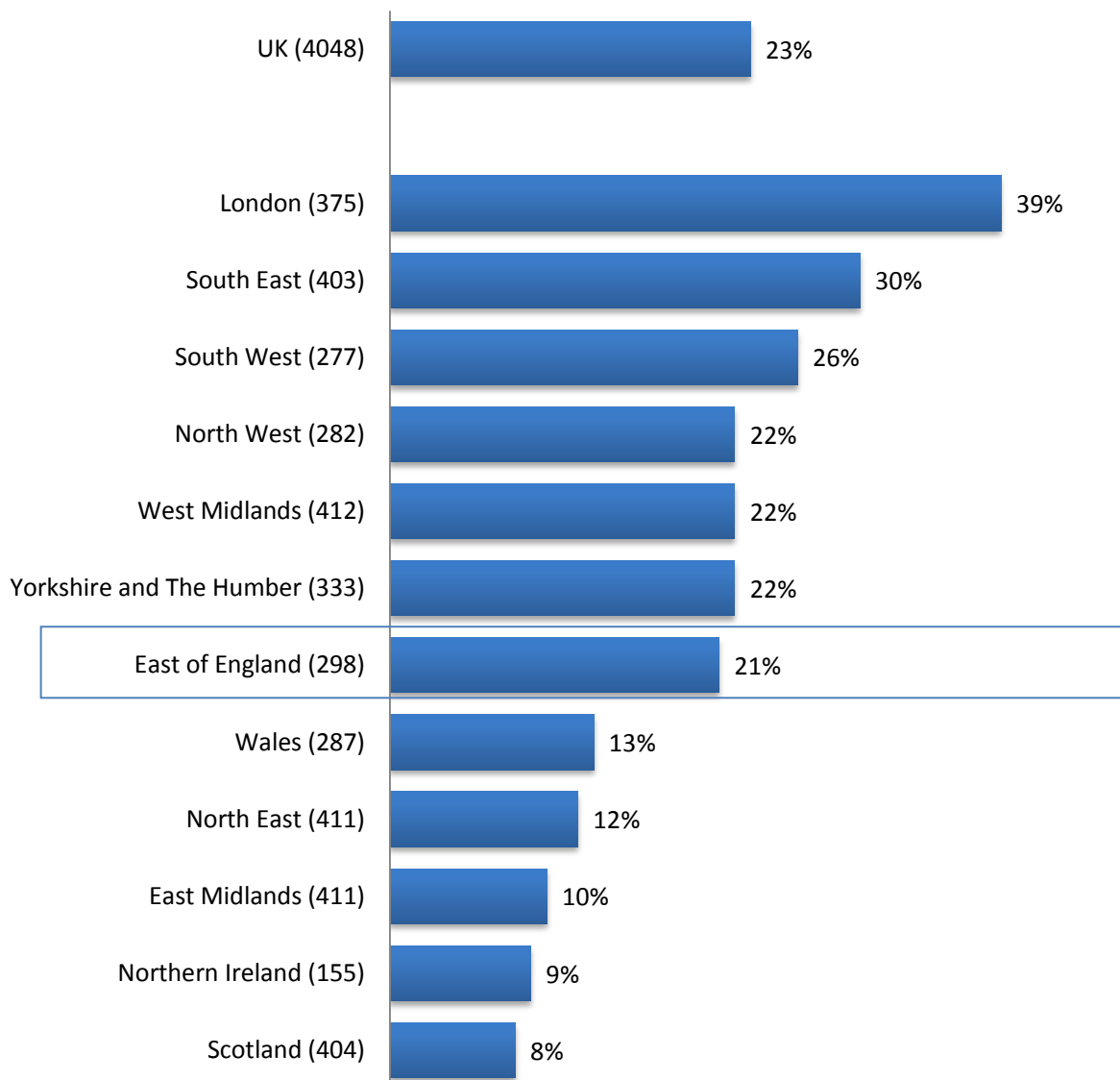


By current trade/role, the proportion working on a temporary basis is higher than average amongst bricklayers (63%), plant/machine operatives (52%) and labourers/general operatives (48%) and lowest amongst site managers (16%) and electricians (8%).

Hours worked

Construction workers in the East of England, as across the UK as a whole, are most likely to report that they work between 40 and 49 hours per week (72%, compared with a UK average of 60%). One in five (21%) works more than 50 hours a week, which is consistent with the UK average (23%).

Figure 12: Proportion of workers that typically work 50 or more hours per week
 Base: All respondents Unweighted bases in parentheses



Unweighted bases in parentheses Q22



Work histories

Time in the sector

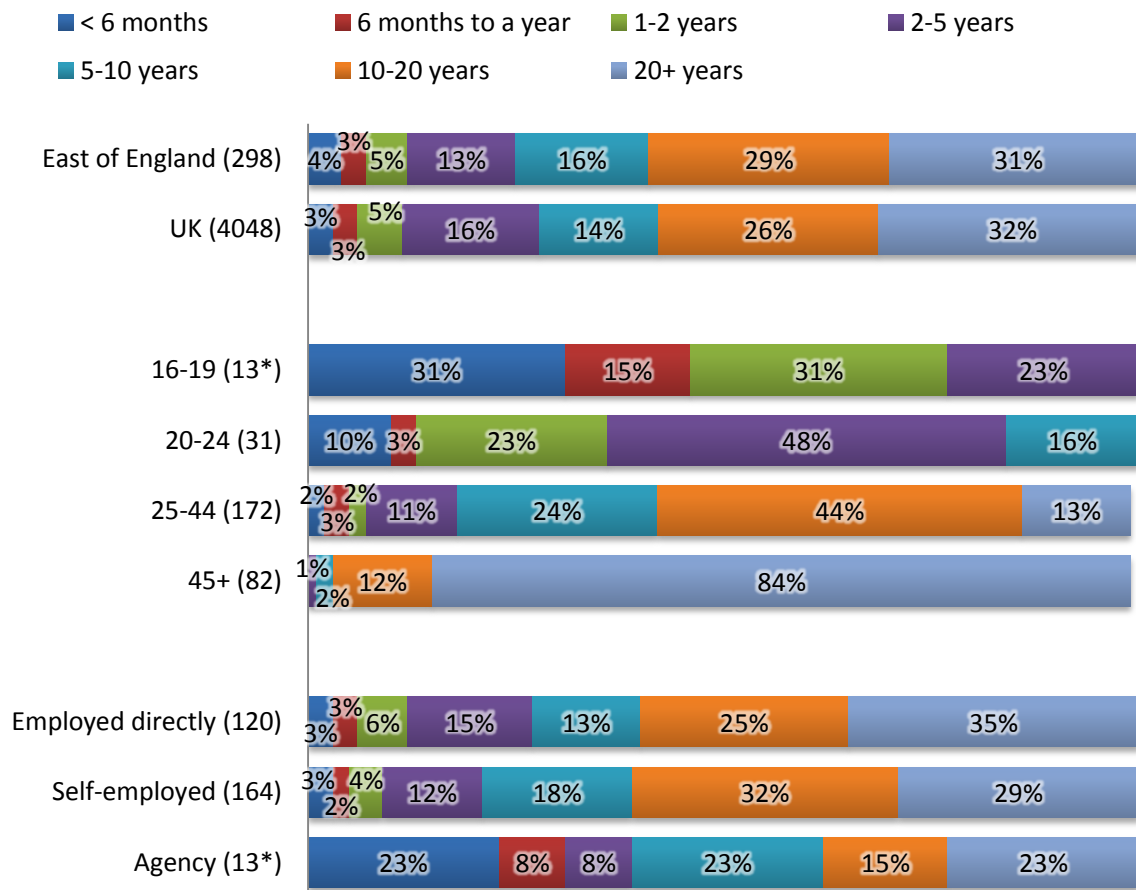
A third of East of England construction workers have worked in the construction industry for over 20 years (31%) and three-fifths have worked in the industry for at least 10 years (59%).

Construction workers in the East of England are in line with the UK average to have worked in industry for over 20 years (31% cf. 32% across the UK).

As one would expect, the length of experience in the industry increases with age to more than four-fifths of workers aged 45 and over in the East of England that have more than 20 years' experience of working in the construction sector (84%).

Figure 13: Years spent working in the construction sector

Base: All respondents Unweighted bases in parentheses * Caution: small sample base



Unweighted bases in parentheses Q1



Compared with 2015, Figure 14 shows that in 2018/19 workers are less likely to have worked in the construction sector for less than 20 years; 31% have 20+ years' experience, compared with 27% in 2015, whilst 41% have 10 or fewer years' experience, compared with 47% in 2015.

Figure 14: Years spent working in the construction sector (cumulative)

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
Less than 6 months	4	4	<0.5	4	3
Up to a year	6	8	2	10	6
Up to 2 years	11	13	7	18	12
Up to 5 years	24	27	21	33	28
Up to 10 years	41	47	42	53	42
Up to 20 years	69	72	68	71	68
More than 20 years	31	27	32	29	32
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4048</i>



Pre-construction employment histories

Two-thirds of workers in the East of England have only ever worked in the construction industry (65% cf. 67% across the UK and 66% within the East of England in 2015). This includes more than three-fifths who have worked in construction pretty much continuously (60%); 3% for whom this is their first job; and a further 2% that have only ever worked in the construction sector, but have had spells out of work.

Figure 15: Statement that best describes respondents' work histories since leaving full time education and starting their first job in construction.

All respondents

	EE 2018/19 %	EE 2015 %	UK 2018/19 %	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)	60	54	56	69	52	59	63
I have only worked in construction jobs but have had spells of being out of work	2	7	4	0	0	3	0
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	5	9	7	0	6	7	1
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	28	20	23	31	35	26	30
This is my first job. I haven't worked in any other industry.	3	5	7	0	3	3	4
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	1	2	3	0	3	1	1
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>4048</i>	<i>13*</i>	<i>31</i>	<i>172</i>	<i>82</i>

Q2

Overall 1 in 4 construction workers in the East of England 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 (28%). This is a higher proportion to that reported in 2015 (20%).

Those who had worked in other sectors before starting their construction careers were asked to give details of what they were doing immediately before they started working in construction. In almost half of cases respondents had previously worked in manufacturing (49%), a proportion which has almost doubled since 2015 (25%).

Figure 16: Industry worked in before starting work in the construction sector

Base: Where first job was not in construction

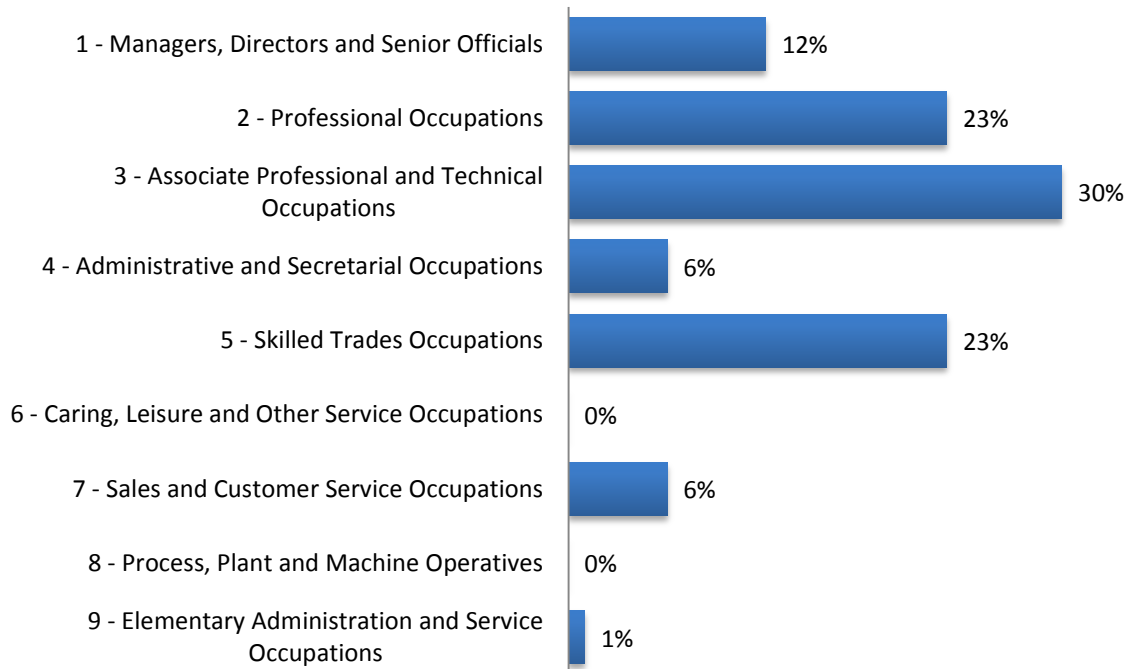
	EE 2018/19 %	EE 2015 %	UK 2018/19 %
C – Manufacturing	49	25	45
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	12	17	19
A - Agriculture, Forestry and Fishing	12	4	9
B – Mining and quarrying	6	0	6
D - Electricity, gas, steam and air conditioning supply	6	-	1
H - Transportation and storage	2	11	6
I - Accommodation and food service activities	1	11	2
<i>Unweighted bases</i>	<i>84</i>	<i>81</i>	<i>862</i>

Q3

In terms of the job roles that East of England construction workers have undertaken in other sectors, a third have worked in associate professional and technical operations (30%). A quarter have worked in either professional occupations or skilled trades occupations (both 23%).

Figure 17: Job roles undertaken in other sectors

Base: Where first job was not in construction



Unweighted base = 84 Q3

Occupational switching and progression within construction

All workers were asked whether they have worked in other roles/occupations whilst working in the construction industry.

Overall, just under half of all construction workers in the East of England have worked in more than one construction trade or occupation whilst working in the construction industry (44%), which is an increase on 2015 (34%) and above the UK average in 2018/19 (36%).

As one would expect, the proportion of workers that have had more than one role generally increases with age (to 50% amongst those aged 45+ cf. 32% amongst those 16 to 24 years).

Workers with the highest level of qualifications (Level 4 and above) are more likely to have had more than one role or occupation within the construction sector (65%), as are those in a supervisory or management role on site (45%).

As in 2015, there are also variations by current job role, with site managers (74%), plant/machine operatives (66%) most likely to have had more than one role/occupation within construction. Labourers/general operatives (17%) are least likely to have had any other trade within the construction sector. 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 18: Other construction roles under taken, by current occupation

Base: All respondents

MORE likely to have had more than one role			LESS likely to have had more than one role		
	EM 2018/19 %	UK 2018/19 %		EM 2018/19 %	UK 2018/19 %



Site manager (38)	74	69	Labourer /Gen. Op. (23)	17	29
Plant /Mach. Op. (29)	66	55	Electrician (25)	24	17
			Bricklayer (27)	37	24
<i>Unweighted bases for 2018/19 East of England in parentheses</i>					

Q6



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 19 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 (35%) while 1 in 5 workers has previously worked as a carpenter/joiner (21%).

Figure 19: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	EE 2018/19	UK 2018/19
	%	%
Labourer/General operative	35	34
Carpenter/joiner	21	19
Roofer	11	8
Bricklayer	9	12
Plasterer	8	8
Ground worker	8	5
Plant/machine operative (e.g. Fork lift/JCB)	7	10
Dryliner	7	8
Pipe fitter	7	4
Ceiling fixer	5	5
Steel erector/rigger	5	4
Technical e.g. surveyor, maintenance technician	5	3
Plumber	5	5
Site manager	4	5
Banksman/Banksperson	4	6
Painter/decorator	4	7
Electrician	4	5
Scaffolder	3	4
Floorer	2	4
Supervisor/foreman	2	2
Mechanical Fitter	1	1
Glazer/window fitter	1	1
Fencer	1	<0.5
Contracts manager	1	1
Demolition worker	1	<0.5
Other	11	7
<i>Unweighted base</i>	<i>131</i>	<i>1328</i>

Q7



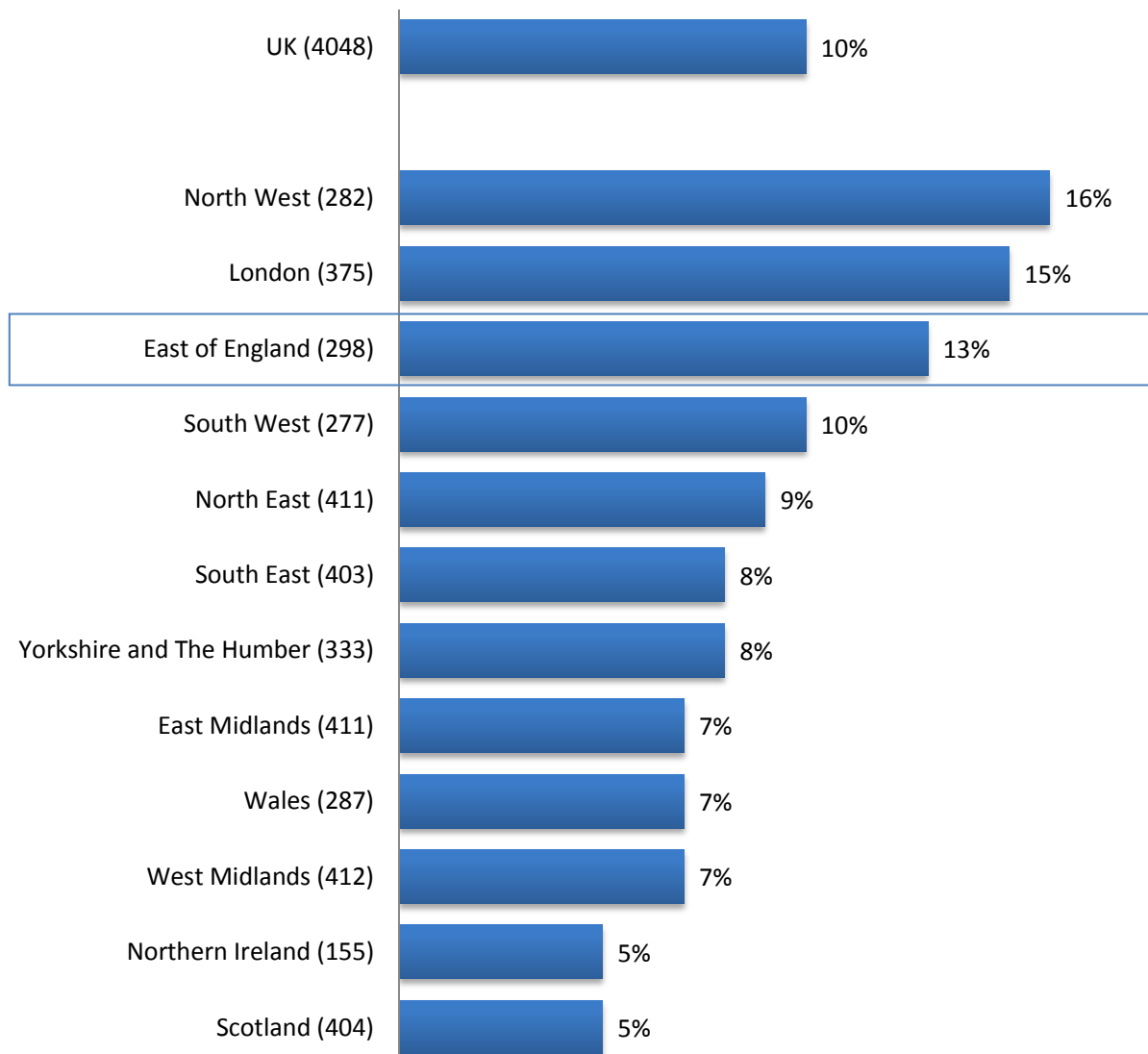
Future career plans

Thinking about their future plans in construction, 8 in 10 construction workers in the East of England would like to carry on in the same trade or occupation (77%); 1 in 8 would like to change their trade/occupation (13%); and only 3% would like to leave construction; the remainder (7%) are not sure.

East of England construction workers are roughly consistent with the UK average to want to carry on as they are (80% across the UK) and slightly more likely to want to change their trade/occupation (10% across the UK).

Figure 20: Proportion of construction workers that would like to change their trade or occupation, by region/nation

Base: All respondents



Unweighted bases in parentheses Q33



Older workers are more likely than average to want to carry on as they are (83% of 45+ year olds). While all of the 16-19 year olds in the sample want to carry on as they are (based on a small sample size of 13), this proportion drops to two-thirds of 20-24 year olds (65%).

By current trade/occupation, those working as bricklayers (89%) and electricians (88%) are most likely to want to carry on as they are.

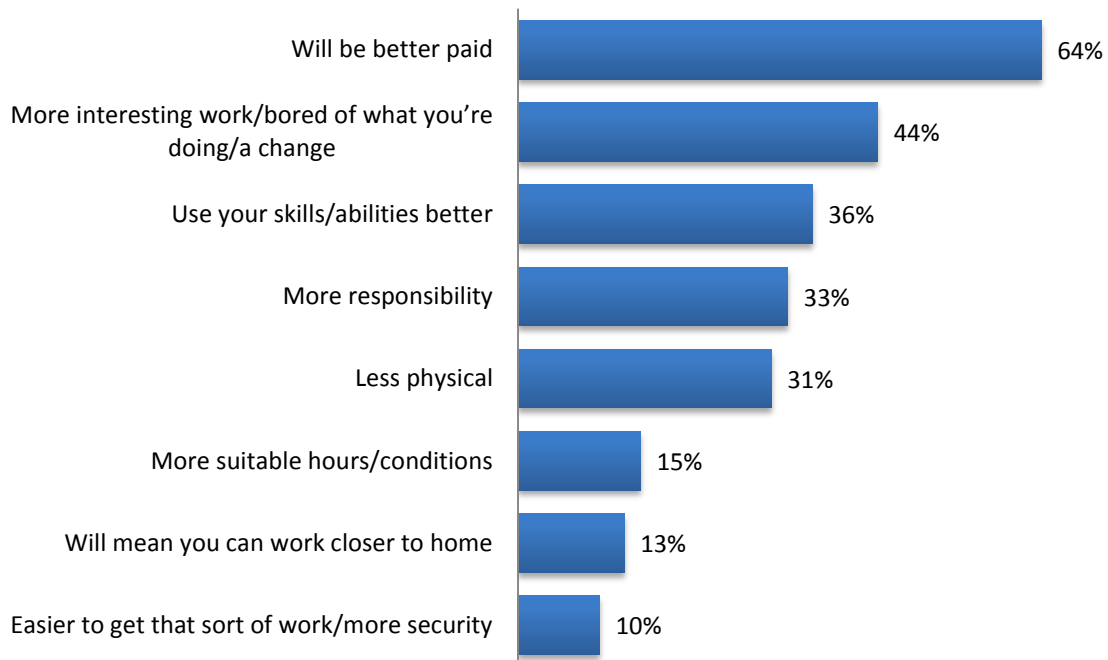
Amongst those who would like to change trade or occupation, a wide range of alternative trades/occupations are mentioned. However, the highest proportion would like to be a site manager (28%).

In over 8 in 10 cases where construction workers in the East of England would like to change trade or occupation, they believe they will require further training or qualifications in order to do this (85%). This compares to 75% in 2015 and 87% across the UK in 2018/19.

The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (64%), while more than two-fifths believe they would have more interesting work (or that they are bored with what they are currently doing) (44%). Slightly fewer (36%) want to use their skills/abilities better with a similar proportion wanting work with more responsibility (33%). A third (31%) wants less physical work.

Figure 21: Reasons for wanting to change trade/occupation

Base: Where workers would like to change trade/occupation



Unweighted base = 39 Q36



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 3% of all construction workers in the East of England (2% across the UK) say they do not hold any card. In total, therefore, 97% 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 22 summarises the proportion of workers by region/nation that hold any card and compares these proportions with previous surveys and the UK as a whole. Workers in the East of England are in line with the UK average for holding skill certificates or cards and the proportion is similar to 2015.

Figure 22: Proportion of workers that have a skill card/certificate, by region/nation

Base: All respondents

	2018/19	2015	2012
	%	%	%
UK (4048)	97	96	97
West Midlands (412)	99	98	100
Scotland (404)	99	88	98
Yorkshire and the Humber (333)	98	97	97
London (375)	98	98	96
South East (403)	98	98	96
North West (282)	98	97	99
East of England (298)	97	96	98
South West (277)	97	96	97
Northern Ireland (155)	97	90	100
North East (411)	94	96	99
East Midlands (411)	93	93	99
Wales (287)	92	92	92
<i>Unweighted bases for 2018/19 in parentheses</i>			



As in previous surveys, the incidence of workers holding skill cards or certificates remains lower amongst those who have worked within construction for a shorter period of time (89% amongst those that have worked in the industry for less than a 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).

Figure 23: Proportion of workers that have a skill card/certificate, by other variables

Base: All respondents * Caution: Small sample base

		EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
Total (298)		97	96	98	81	97
Age	16 to 19 years (13*)	85	100	0	76	85
	20 to 24 years (31)	100	92	98	85	97
	25 to 44 years (172)	97	97	100	79	98
	45+ years (82)	98	94	97	83	98
Length of time in construction	<1 year in construction (19*)	89	90	0	79	89
	1 to 2 years (15*)	100	100	85	80	97
	2 to 5 years (38)	92	94	97	88	96
	5+ years (226)	98	96	99	82	98
Contract-type	Employed directly (120)	95	95	99	85	96
	Self- employed (164)	99	97	98	75	98
	Agency (13*)	92	90	93	69	97
<i>Unweighted bases for 2018/19 East of England in parentheses</i>						

Q12

In terms of the type of skill card or certificate held by construction workers in the East of England the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (84%), as it was in 2015 (83%). Overall 12% hold the CPCS (Construction Plant Competence Scheme) card/certificate.

Figure 24: Type of skill card/certificate held

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	UK 2018/19 %
CSCS (Construction Skills Certification Scheme) (GB)	84	83	91	85
CSR (Construction Skills Register) (NI)	0	1		3
CISRS (Construction Industry Scaffolders Record Scheme)	2	4	3	3
CPCS (Construction Plant Competence Scheme)	12	12	11	11
Other	3	6	7	4
<i>Unweighted bases</i>	298	366	407	4048

Q12



Analysis by current job role highlights where the incidence of certain types of skill card/certificate is higher than average:

- Just under a quarter of agency staff (23%) hold a CPCS card.
- The vast majority of plant/machine operatives (86%) hold a CPCS card, compared to just 14% which hold the CSCS card.
- All bricklayers (100%) hold the CSCS card.

Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 25 summarises the types of cards held by workers. Overall, within the East of England, 2% of CSCS card holders have Red Trainee cards and 3% have Red Experienced worker cards; a third of CSCS (34%) card holders have Green cards and a slightly smaller proportion hold Blue cards (26%). 12% hold Gold cards for advanced craft/skilled workers and 6% have the Gold card for supervisors.

Figure 25: Colour of CSCS cards held

Base: Where CSCS cards are held

	CSCS %
Red - Trainee	2
Red - Experienced worker card	3
Green - construction site operative card for general site workers	34
Blue - skilled	26
Gold - supervisor card	6
Gold - Advanced craft/skilled worker	12
Black - contracts manager card	8
Other	4
Unsure	1
<i>Unweighted bases</i>	250

Q13/Q14



As expected, younger workers are more likely to hold Red Trainee cards (12% of 16 to 24 year olds with a CSCS card), while older workers are more likely to hold Blue cards (32% of 45+ year olds). Workers currently employed by an agency are more likely to hold Green cards (78%), compared with those employed directly or self-employed (23% and 40% respectively).

Card colours also vary according to current occupation/trade, as Figure 26 summarises. Some differences include that electricians are most likely to hold Gold cards (45%) and site managers to hold Black cards (38%). Almost half of bricklayers hold Blue cards (44%).

Figure 26: Colour of CSCS card held, by current occupation

*Base: Where currently hold a CSCS card *caution: small sample base*

	<i>Unweighted bases</i>	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Black %
Bricklayer	27	4	0	26	44	26	0
Electrician	20	0	0	35	10	45	0
Labourer/General Op	19*	5	0	84	5	0	5
Plant/Machine Op	4*	0	25	25	50	0	0
Site Manager	34	0	3	6	15	15	38



Construction qualifications held

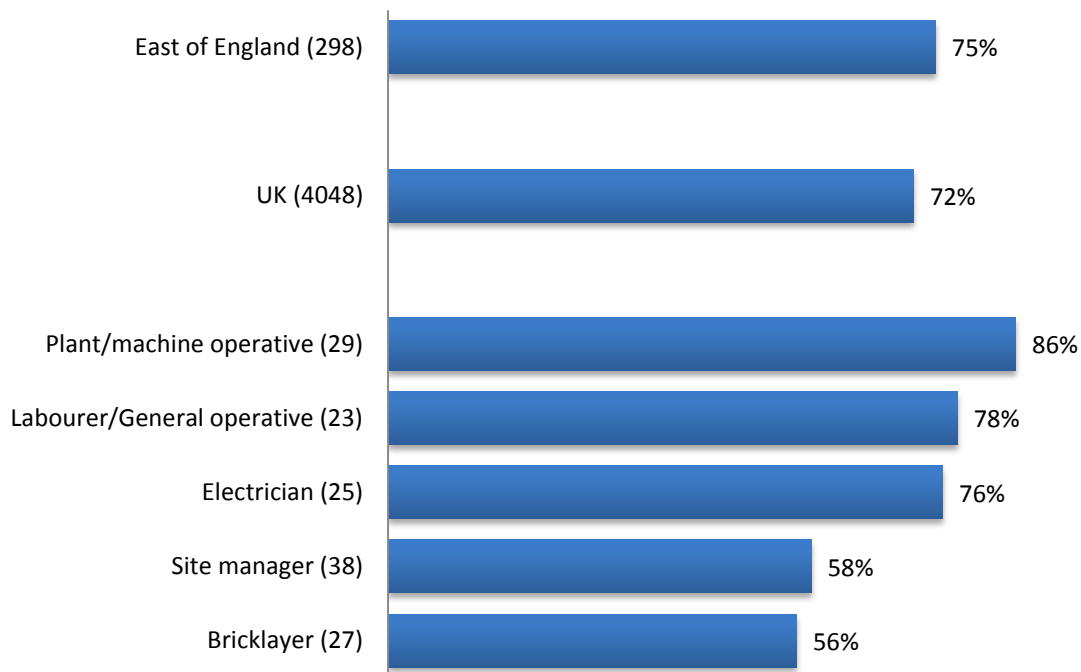
All workers were asked about the construction-specific qualifications they held after leaving full-time education and started their first proper job in construction.

Overall, three-quarters of construction workers in the East of England say they had no formal qualifications related to construction when they first started working in the construction industry (75%). This compares with 79% in 2015 and 72% of all UK construction workers in 2018/19.

By current trade/occupation within the East of England, the proportion of workers that started their construction careers with no formal qualifications is highest amongst: plant/machine operatives (86%), labourers/general operatives (78%), and electricians (76%). The proportion is lowest amongst bricklayers (56%) and site managers (58%).

Figure 27: 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



Unweighted bases in parentheses Q15/Q16



After being asked about the qualifications they had when they first started their career, all workers were 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, three-quarters of East of England construction workers reported holding some sort of construction-related qualification at the time of interview (77%), compared with a smaller proportion in 2015 (60%). Compared with the UK average, East of England construction workers were more likely to hold some sort of construction-related qualification at the time of the interview (72% across the UK).

As Figure 28 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 (26%; compared with 27% in 2015).

Figure 28: Proportion of workers that hold any construction-specific qualification

*Base: All respondents * Caution: Small sample base*

		EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
Total (298)		77	60	65	46	72
Age	16 to 19 years (13*)	62	67	0	34	52
	20 to 24 years (31)	61	49	62	45	63
	25 to 44 years (172)	76	62	68	47	74
	45+ years (82)	85	64	64	56	76
Length of time in construction	<1 year (19*)	26	27	0	23	34
	1 to 2 years (15*)	53	31	20	27	52
	2 to 5 years (38)	61	55	57	41	63
	5+ years (226)	85	68	71	52	79
Current contract type	Employed directly (120)	79	61	72	47	75
	Self-employed (164)	75	60	64	46	73
	Agency (13*)	69	64	33	31	49
<i>Unweighted bases for 2018/19 East of England in parentheses</i>						

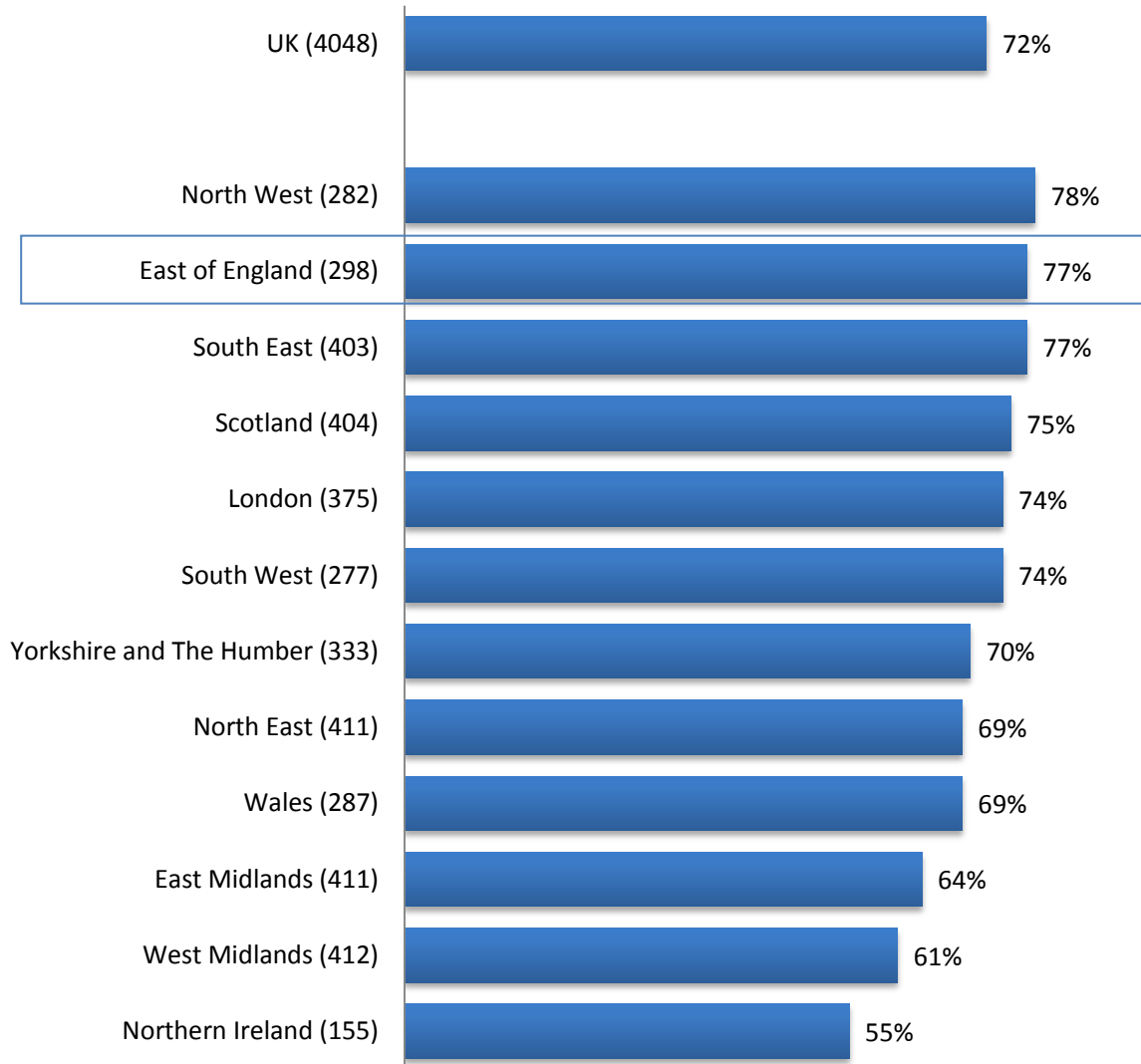
Q15/Q16



The East of England is above the UK average in terms of the propensity of its construction workforce to hold any construction-specific qualifications (see Figure 29).

Figure 29: Proportion of workers that hold any construction-specific qualification, by region/nation

Base: All respondents



Unweighted bases in parentheses Q15/Q16

The likelihood that workers hold any qualification also varies significantly by current job role. Site managers (97%), plant/machine operatives (90%), and bricklayers (89%) are most likely to hold qualifications. This compares to just 35% of labourers/general operatives.



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 30 summarises the types of qualifications that workers hold and compares the figures to the 2015 survey (amongst those who have any qualifications and who provided a response).

The qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (61%), which is the same proportion reported in 2015 in the East of England and slightly above the UK 2018/19 average (58%). One in six East of England construction workers with qualifications hold City & Guilds qualifications (16%), a lower proportion than in 2015 (25%), and in line with the UK 2018/19 average (14%). In the East of England, just 4% of construction workers with qualifications hold an apprenticeship. This is the same proportion as in 2015 within the East of England but lower than the UK average in 2018/19 (6%).

Figure 30: Main type of qualification held

Base: Workers with qualifications (valid responses)

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
NVQ/SVQ	61	61	75	54	58
City & Guilds	16	25	12	35	14
Apprenticeship	4	4	2	2	6
HNC/HND/BTEC Higher	4	4	1	1	6
Degree	9	6	0	1	7
Other	25	9	5	N/A	24
<i>Unweighted bases</i>	<i>190</i>	<i>158</i>	<i>170</i>	<i>127</i>	<i>2122</i>

Q15/Q16



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. 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 7 construction workers in the East of England believe they would benefit from some form of training in basic skills (15% cf. 19% in 2015 and 22% in 2012). This is above the UK 2018/19 average (11%).

In terms of the type of training required there is an almost even split across reading, writing, speaking English and Maths, as Figure 31 summarises.

Figure 31: Self-assessed need for training in basic skills

Base: All respondents

	EE 2018/19	EE 2015	EE 2012	EE 2007	UK 2018/19
	%	%	%	%	%
ANY	15	19	22	25	11
Reading	6	8	9	17	5
Writing	7	9	9	14	5
Speaking English	8	11	7	15	6
Maths	6	9	11	11	5
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4048</i>

Q37

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

- A fifth of those aged 25-44 feel they would benefit from some training (19%)
- One in five temporary workers feel they would benefit from some training (20%);
- A quarter of labourer/general operatives (26%) believe basic training would benefit them, including 22% of labourers/general operatives who refer specifically to speaking English;
- A fifth of plant/machine operatives (21%) feel they could benefit from some basic training.



Current study for additional construction qualifications

Overall, 14% of all construction workers in the East of England are currently working towards a formal qualification relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 13% in 2015, 11% in 2012 and a UK average in 2018/19 of 15%.

As in previous surveys the likelihood that workers are currently working towards qualifications is higher amongst the youngest workers (54% of 16 to 19 year olds) and amongst those who have worked within the construction industry for less than a year (47%). Workers employed directly (25%) are also more likely than those who are self-employed (7%) or working through an agency (15%) to be currently working towards a qualification. Of those who have no qualifications, currently 19% are working towards one. Figure 32 summarises these findings.

Figure 32: Proportion working towards additional construction qualifications

Base: All respondents

*Caution: Small sample base

		EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
Total (298)		14	13	11	24	15
Age	16 to 19 years (13*)	54	43	0	12	55
	20 to 24 years (31)	23	25	18	25	24
	25 to 44 years (172)	15	13	7	21	14
	45+ years (82)	5	2			6
Length of time in construction	<1 year (19*)	47	37	0	12	38
	1 to 2 years (15*)	27	32	45	60	31
	2 to 5 years (38)	21	20	13	36	25
	5+ years (226)	10	8	9	19	9
Contract type	Employed directly (120)	25	17	N/A	N/A	20
	Self- employed (164)	7	11	N/A	N/A	9
	Agency (13*)	15	5	N/A	N/A	11
Highest qualification level	None (70)	19	17	N/A	N/A	16
	Level 1 (4*)	50	25	N/A	N/A	27
	Level 2 (76)	11	18	N/A	N/A	12
	Level 3 (46)	9	4	N/A	N/A	14
	Level 4+ (20)	15	17	N/A	N/A	21

Unweighted bases for 2018/19 East of England in parentheses

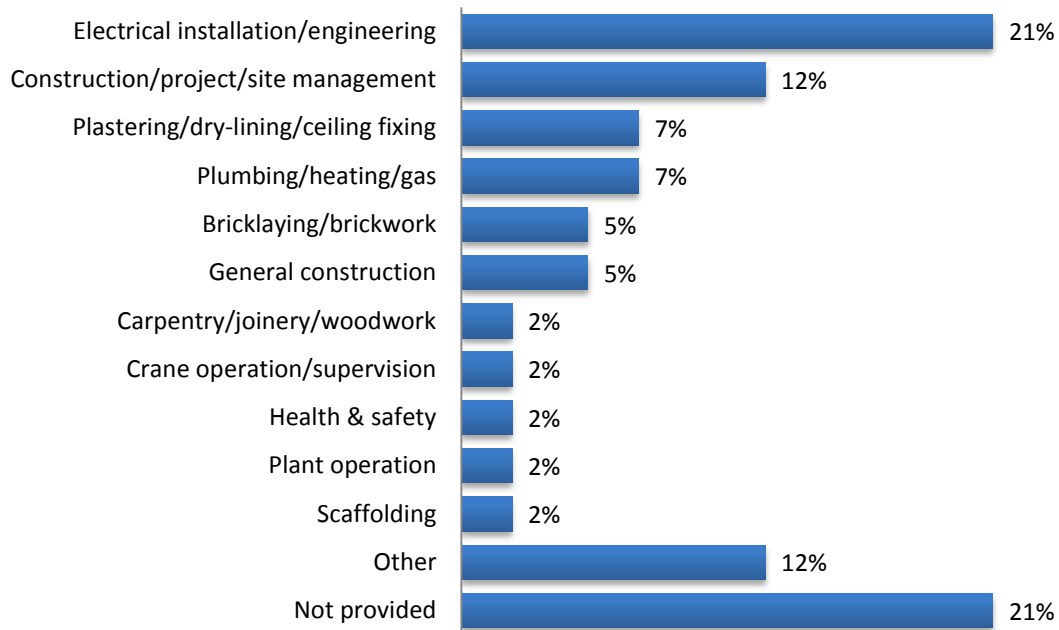
Q18



Of those who are currently studying for a qualification the most popular type of qualification is an NVQ/SVQ (49%). In terms of the subject of the qualifications being worked towards, electrical installation (21%), and construction/project/site management (12%) are most popular, as Figure 33 illustrates.

Figure 33: Subject of qualification being worked towards

Base: Where working towards a qualification



Unweighted base = 43 Q19



Supervisory and managerial qualifications and training

As reported earlier, around a two-fifths of all construction workers in the East of England perform a supervisory or management role at their site (40%). Amongst those who do not currently perform supervisory/management roles, 29% want to become a supervisor or manager in the future, but have not done it before and a further 7% want to be a supervisor/manager and have done it before. Around an eighth of all workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (13%), while more than half are certain that they do not want to be (51% cf. 51% across the UK).

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 55% of those having worked in construction for 5+ years not wishing to be supervisors/managers, compared with an East of England average of 51%. The same decline can also be noted by age, with 84% of those aged over 45 not wanting to become a supervisor in the future. Analysis by contract type reveals that those who currently work for an agency are more likely to want to be a supervisor/manager, but have not done it before (36%).

Figure 34: Whether those who are not currently supervisors want to be one in the future

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

		<i>Unweighted bases</i>	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
East of England		175	29	7	51	13
UK		2824	24	6	51	20
Age	16 to 19 years	13*	62	0	31	8
	20 to 24 years	29	34	7	45	14
	25 to 44 years	95	35	6	42	17
	45+ years	38	0	11	84	5
Length of time inc construction	<1 year	18*	56	0	39	6
	1 to 2 years	13*	23	8	46	23
	3 to 4 years	33	33	6	45	15
	5+ years	111	24	8	55	13
Contract type	Employed directly	55	29	5	53	13
	Self-employed	108	28	7	51	14
	Agency	11*	36	9	45	9
Highest qualification level	No Qualifications	60	35	2	47	17
	Level 1	3*	33	0	0	67
	Level 2	54	31	4	50	15
	Level 3	22	32	14	41	14
	Level 4+*	1	0	100	0	0



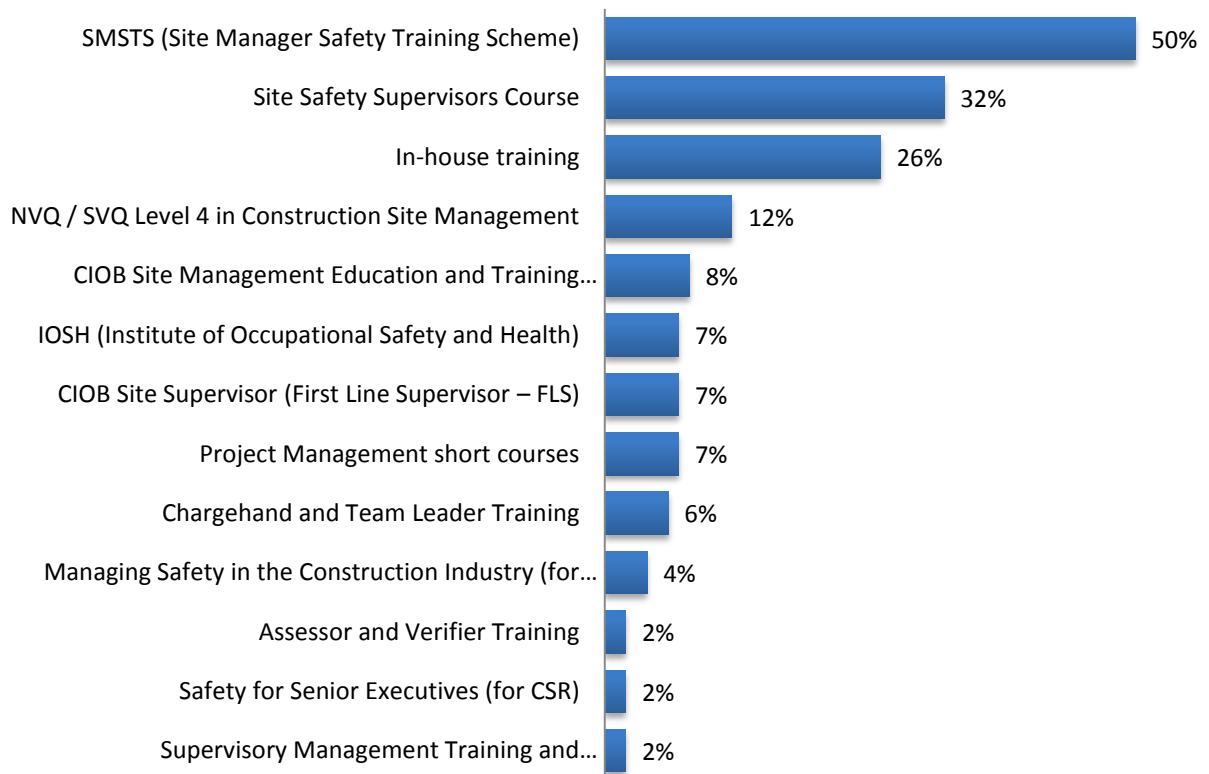
Two-fifths of construction workers in the East of England (41%; 34% across the UK) and four-fifths of those who have had some form of supervisory or management responsibilities (82%) have received any formal training designed to improve managerial or supervisory knowledge or skills.

The proportion that has undertaken any managerial or supervisory training is higher amongst those that have worked in construction for at least 5 years (50%). Construction workers employed directly are more likely than agency workers to have received formal training in this area (53%, compared with 23%) and more likely than self-employed worker (34%). All site managers in the sample (100%) have received formal training designed to improve managerial or supervisory knowledge or skills.

In terms of the types of supervisory/managerial training undertaken, the proportions mentioning each type are summarised in Figure 35. SMSTS is most frequently mentioned (50%), with around a third of those that have received training mentioning Site Safety Supervisors Courses (32%) and a quarter in-house training (26%).

Figure 35: Types of managerial/supervisory training undertaken

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



Unweighted base = 123 Q11



Overall skill levels

An overview of the qualification and skill levels of construction workers surveyed has been derived by combining data from various separate measures and is presented in Figure 36 below.

As in previous surveys the vast majority of construction workers in the East of England (99%) has a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 1% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

Just under a fifth of the workforce (17%) holds a skill card/certificate, but have no other construction qualification. This is lower than in 2015 (29%) and 2012 (57%).

Figure 36: Qualification status summary

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	99	97	99	89	99
Holds a formal construction qualification or a skills card/certificate	98	97	99	87	98
Holds a skills card/certificate	97	96	98	81	97
Holds a skills card/certification but no other qualification	17	29	57	46	22
Working towards a qualification	14	13	11	24	15
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4048</i>



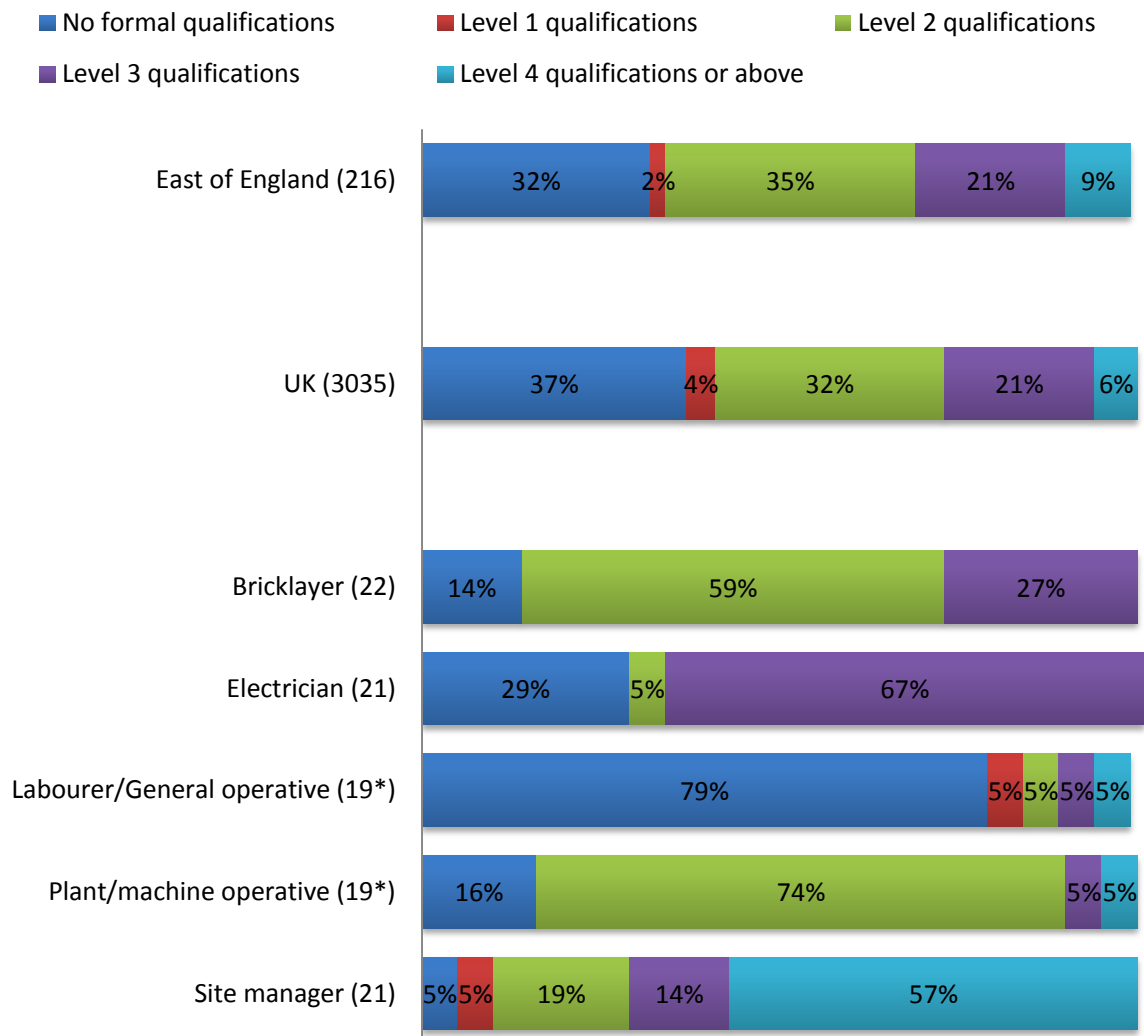
Based on all questions relating to qualifications it is possible to calculate each worker's highest qualification level. Figure 37 summarises construction workers' highest level of qualification, overall and by occupation, based on where the information provided enabled a level to be assigned (28% of all East of England construction workers did not provide sufficient information).

Overall, two-thirds of construction workers in the East of England providing a response have qualifications equivalent to Level 2 or above (66%, cf. 56% in 2015; 59% across the UK in 2018/19), while just under a third (31%) hold qualifications at Level 3 or above.

By occupation, site managers (providing a response) are most likely to hold the highest level of qualifications; over half hold qualifications at Level 4 or above (57%). Conversely, most labourers/general operatives do not hold any qualifications (79%).

Figure 37: Current qualification level, by occupation

Base: All respondents who provided a valid response *Caution: Small sample base

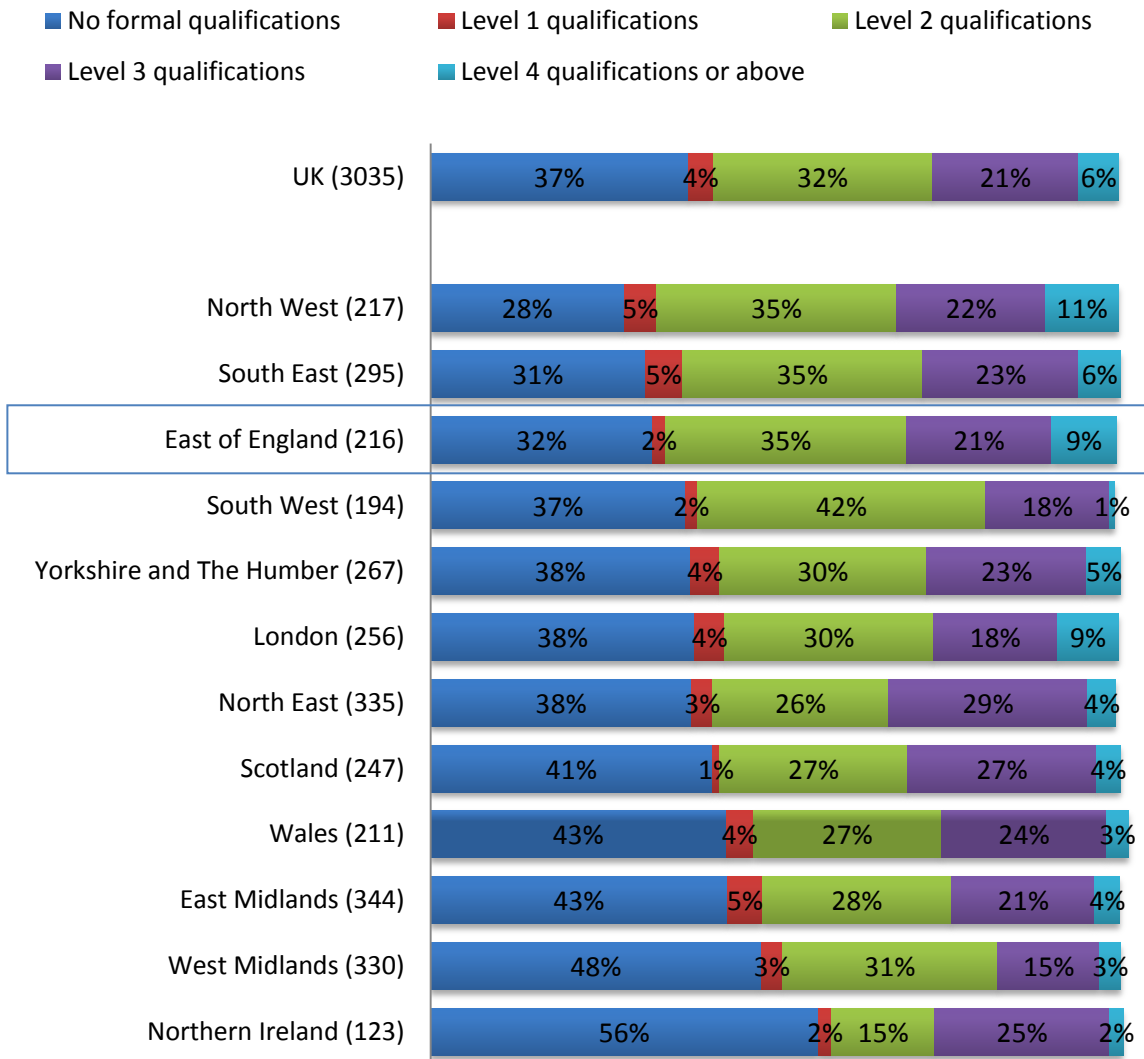


Unweighted bases in parentheses Q15/Q16



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 vary quite considerably. These variances are summarised in Figure 38, which highlights that the construction workforce in the East of England is fairly close to the UK average in this respect.

Figure 38: Current qualification level, by region/nation
Base: All respondents who provided a valid response



Unweighted bases in parentheses

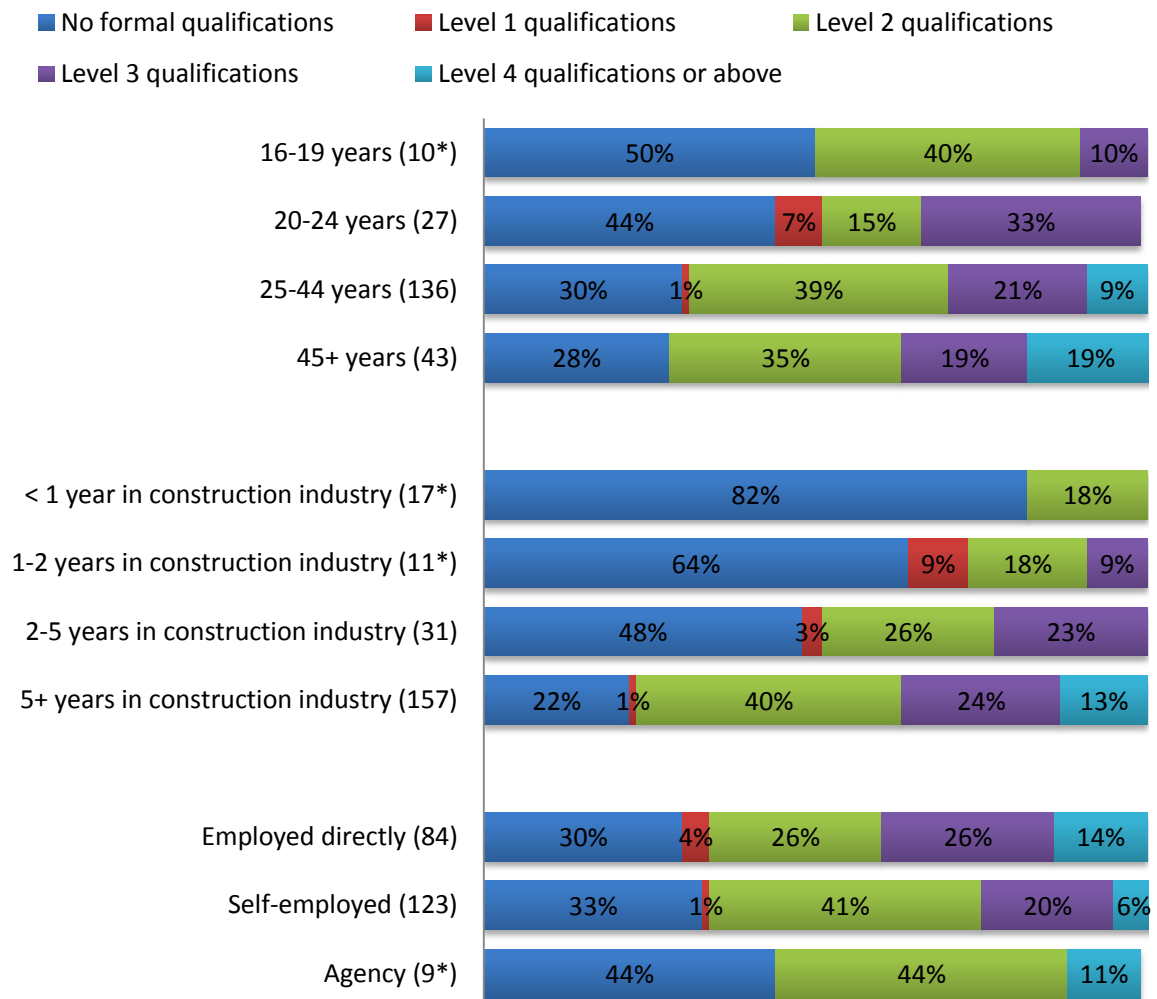


Looking at other sub-groups of construction workers, workers that have worked in construction for 5+ years are more likely than those having spent less time in the industry to have qualifications at Level 3 or 4+ (37%, compared with 0% that have worked in the sector for less than 1 year).

In terms of contract type, workers employed directly by a company are more likely to have higher level qualifications, compared with workers who are self-employed; two-fifths of workers employed directly have qualifications equivalent to Level 3 or above (40%), compared with 1 in 4 self-employed construction workers (26%). Figure 39 illustrates these variances and levels of qualifications held by other key variables.

Figure 39: Current qualification level, by other key variables

Base: All respondents who provided a valid response *Caution: Small sample base



Unweighted bases in parentheses Q15/Q16



Geographic mobility

This section of the report on geographic mobility helps to identify which regions/nations 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

All workers were asked what made them decide to work in the region/nation in which they are currently working. Within the East of England, similarly to across the UK as a whole, the most likely reason for working in a region/nation is because their employer sent them there (56%). Because they grew up there/have always lived there is also mentioned by more than a quarter of workers (28%) but to a lesser extent than the UK average.

Figure 40: Reasons for choosing to work in current location

Base: All respondents

	EE 2018/19 %	EE 2015 %	UK 2018/19 %		EE 2012 %
Employer sent you here	56	50	51	Employer sent me	52
You grew up here/have always lived here	28	43	43	Family	39
Family reasons	2	4	5		
There are more jobs available in this area	5	2	3	More regular opportunities	3
Came to the area to take up this or another job	7	3	5	More jobs here	5
Construction work is better paid in this area	1	2	3	Better paid jobs	2
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	2	2	Prefer living here	11
Better promotional prospects in this area	1	-	1	More chance of promotion	-
It's local to me	4	-	1	It's local to me	-
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>4048</i>		<i>407</i>

Q28

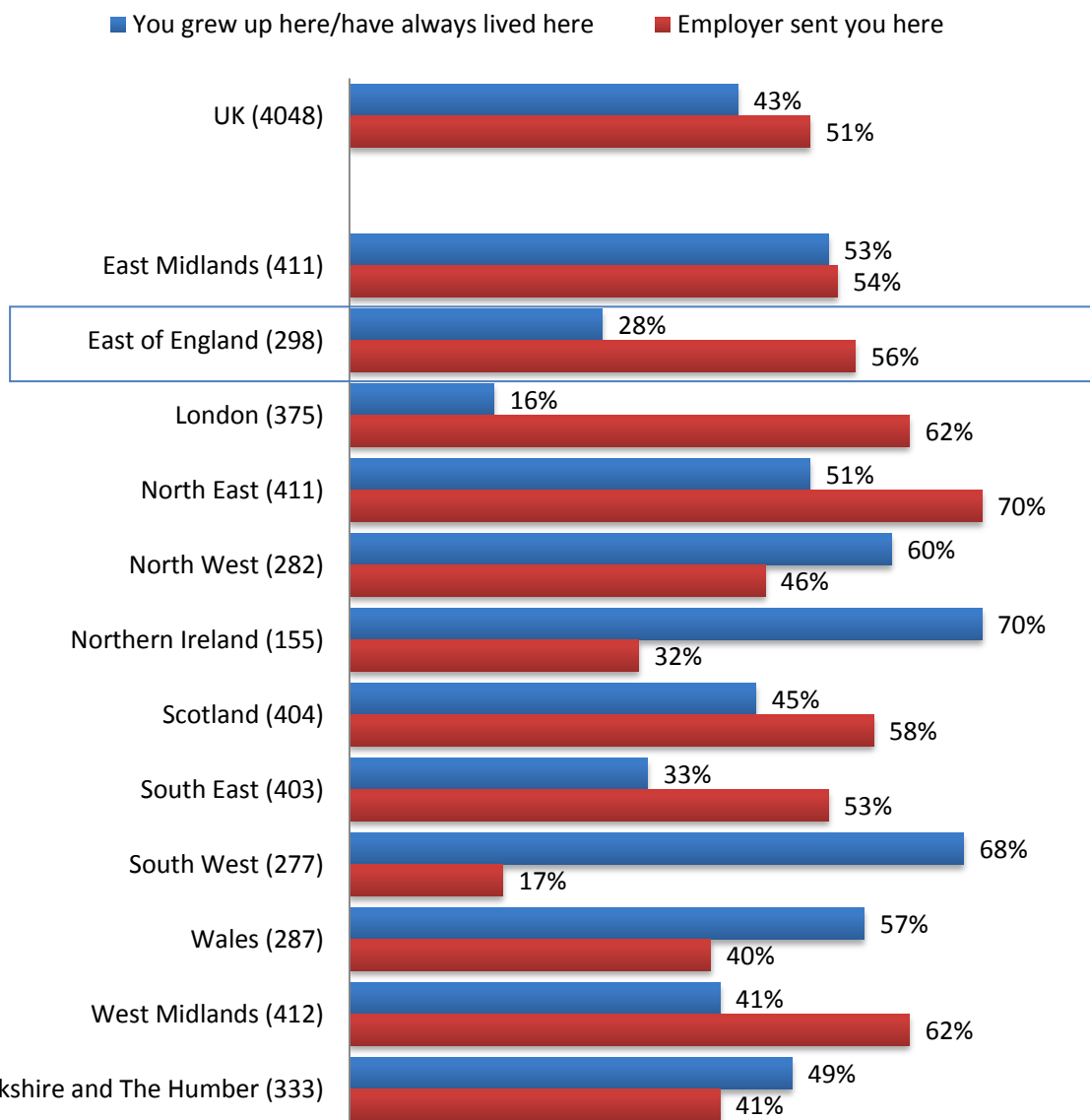


Workers over the age of 45 are significantly more likely than those under 45 to state that they work in their current location because that's where they have always lived/grew up (41% cf. 23%).

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 the East of England are more likely than the UK average to say their employer sent them and far less likely to cite the fact that they grew up here/have always lived here.

Figure 41: Top two reasons for deciding to work in their current region/nation, by region/nation

Base: All respondents



Unweighted bases in parentheses Q28



Just over a quarter of all workers in the East of England have worked within this region for their entire construction career (27%), compared with a higher proportion in 2015 (37%). With a further 29% that have remained in this region most of the time, this means the majority of all workers have remained in the East of England for all or most of the time (56%).

Figure 42: Proportion of construction workers' career worked in current region/nation

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
All of your time	27	37	28	50	44
Most of it	29	34	37	30	33
Around half your time	14	10	14	7	9
A small proportion of your time	23	9	18	8	10
Only on this job (this is the first site you've been to in this region/nation)	6	7	1	2	2
Don't know	1	2	2	3	1
<i>Unweighted bases</i>	298	366	407	314	4048

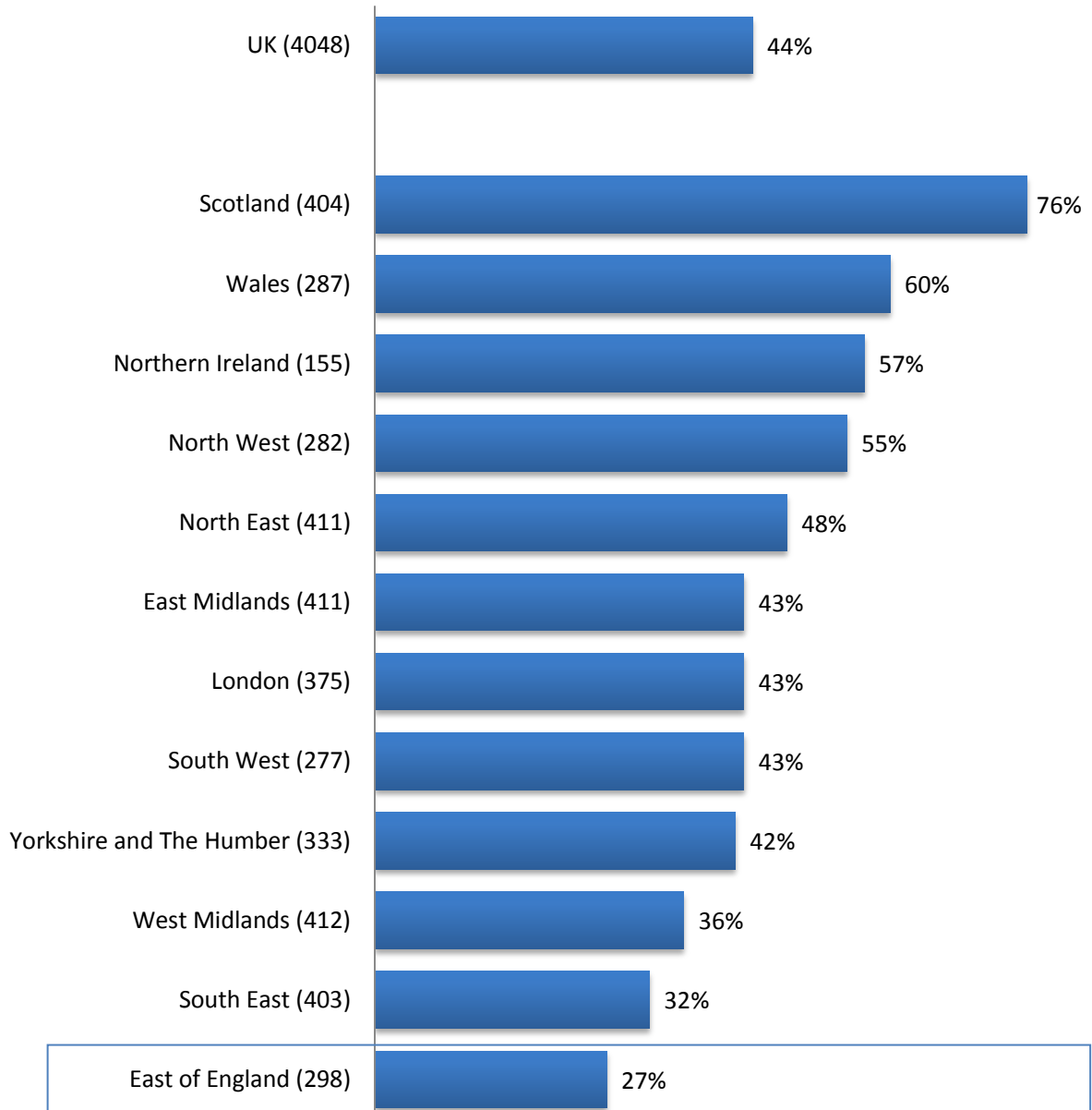
Q26/Q27



The proportion of construction workers in the East of England that have spent all of their time in the region is the lowest among any region or nation. Within the East of England, the proportion of construction workers that have spent all of their time in the region is higher amongst younger workers and significantly lower amongst older workers, as one would expect (62% of 16 to 19 year olds and 18% of 45+ year olds).

Figure 43: Proportion of workers that have spent all their time in this current region/nation

Base: All respondents



Unweighted bases in parentheses Q26



The proportion of workers that reported their employer operates (takes on construction contracts) only within particular regions/nations, nationwide or internationally is shown in Figure 44. In the East of England, over two-thirds (69%) indicate their employer operates nationwide, with a fifth (20%) stating that their employer operates in particular parts of the UK including the East of England and around half of these (11% of the total) indicating their employer also operates within London, while 3% are unsure.

Figure 44: Region/nation employer operates in (takes on construction contracts), 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 (EM)	54	4	2	*	1	0	0	2	1	1	10	2
East of England (EE)	2	20	6	*	1	0	*	6	1	1	2	1
London (GL)	2	11	22	*	2	0	0	9	2	1	2	1
North East (NE)	1	*	2	46	1	1	0	*	1	1	2	2
North West (NW)	1	*	2	1	29	0	0	1	*	1	3	2
South East (SE)	2	8	9	*	1	1	0	26	7	*	2	1
South West (SW)	1	0	2	*	1	0	0	5	60	3	3	*
West Midlands (WM)	8	0	2	*	1	0	0	2	3	2	27	2
Yorkshire & Humber (YH)	4	3	2	2	2	0	0	1	1	1	2	32
Northern Ireland (NI)	1	1	2	0	*	69	0	*	*	*	0	0
Scotland (SC)	1	*	1	1	1	2	24	*	1	*	1	0
Wales (WA)	1	0	1	0	2	0	*	1	3	53	2	0
Nationally	42	69	74	52	69	25	76	66	37	45	66	66
Other parts of Europe	*	*	1	1	3	25	0	1	*	0	1	*
Outside of Europe	0	1	1	*	*	1	0	2	0	0	*	1
Other / Unsure	3	3	6	*	*	7	0	5	2	2	3	1
Unweighted bases	411	298	375	411	282	155	404	403	277	287	412	333

Q25



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' previous sites were 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 45 illustrates. Similarly to 2015, construction workers in the East of England are the least likely to state that their last site was in the same region (52%), but the proportion is higher than in 2015 (49%).

Figure 45: Region/nation of last site before this current one

Base: Where had previous job(s) *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 (EM)	79	2	*	1	0	0	0	4	*	0	16	4
East of England (EE)	4	52	6	1	0	0	0	11	1	*	1	*
London (GL)	4	31	73	2	*	1	*	14	4	*	1	3
North East (NE)	0	*	0	90	0	1	*	0	0	*	1	2
North West (NW)	1	0	*	2	91	1	0	1	1	*	4	3
South East (SE)	1	11	16	0	0	1	*	62	8	1	2	*
South West (SW)	1	1	*	0	0	0	*	3	81	4	1	1
West Midlands (WM)	7	1	1	0	*	1	1	3	*	0	71	2
Yorkshire & Humber (YH)	3	0	1	2	2	1	0	*	*	0	1	83
Northern Ireland (NI)	0	0	1	0	1	93	1	0	0	0	0	0
Scotland (SC)	0	*	1	2	1	2	98	0	*	*	*	1
Wales (WA)	0	*	*	0	2	0	0	1	2	88	1	0
Republic of Ireland	0	0	*	0	0	0	0	0	0	0	0	*
Other parts of Europe	0	0	0	0	*	0	0	0	0	0	1	0
Outside of Europe	0	0	0	0	1	1	0	0	0	0	0	0
Other / Unsure	1	2	1	*	1	0	0	1	1	6	1	*
Unweighted Bases	347	284	353	283	243	151	369	382	251	256	366	304

Q32



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 more than two-fifths of all construction workers in the East of England were living in the region when they started their construction career (44% cf. 55% in 2015). This is the lowest of any region/nation and compares with other regions/nations where the proportion is significantly higher (Scotland at 96%; Northern Ireland at 95%). Figure 46 summarises this data.

Figure 46: 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 (EM)	82	6	2	0	*	0	*	9	*	1	12	2
East of England (EE)	1	44	6	*	0	0	0	9	2	0	1	1
London (GL)	2	26	59	1	3	0	0	13	6	1	1	4
North East (NE)	1	*	*	93	0	0	*	1	*	1	*	5
North West (NW)	1	*	1	1	87	1	*	1	1	0	4	2
South East (SE)	1	14	15	*	1	1	0	51	5	0	1	1
South West (SW)	*	1	*	*	1	1	0	4	76	1	1	*
West Midlands (WM)	7	2	2	0	*	0	0	5	1	*	71	1
Yorkshire & Humber (YH)	4	3	1	2	3	1	*	2	1	1	2	81
Northern Ireland (NI)	0	0	4	0	1	95	*	1	0	*	0	*
Scotland (SC)	*	0	1	1	1	1	96	1	1	1	0	1
Wales (WA)	0	*	*	*	1	0	*	1	3	93	1	1
Republic of Ireland	0	*	3	0	0	0	1	*	0	0	*	*
Other parts of Europe	*	1	4	*	0	0	1	2	2	*	3	*
Outside of Europe	*	*	1	0	*	1	0	0	0	*	1	0
Other / Unsure	0	1	0	0	0	0	*	0	0	1	0	1
Unweighted Bases	411	298	375	411	282	155	404	403	277	287	412	333

Q40



Thinking next about where workers studied for their first construction qualification, Figure 47 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 while, once again, there are great variations by region/nation, just under half of construction workers in the East of England (47%) achieved their first qualification there. Workers in the region are amongst the least likely to have remained in the region in which they achieved their first qualification.

Figure 47: Proportion of construction workers based in the same region/nation as when their first qualification was achieved

Base: Those with a formal qualification who provided a valid response

	2018/19 %	2015 %	Higher than average mentions for other regions/nations
Scotland (304)	96	95	
Northern Ireland (87)	93	96	
North East (283)	90	92	
Wales (197)	86	83	
North West (222)	85	90	
Yorkshire & the Humber (232)	81	82	
East Midlands (264)	80	65	West Midlands 9%
South West (208)	75	76	South East 7%
West Midlands (254)	69	79	East Midlands 14%
London (277)	59	58	South East 16%, East of England 7%
East of England (230)	47	50	London 24%, South East 13%
South East (312)	41	55	London 16%, East Midlands 12%, East of England 10%

Unweighted bases for 2018/19 in parentheses

Q17



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.

One in three construction workers in the East of England are travelling into the region for work from another region/nation in which their current residence is based (40%) and this is a higher proportion than in previous surveys (37% in 2015).

Figure 48: Inter-regional/national movement from permanent residence to current site

Base: All respondents who provided a valid response

	2018/19			2015		
	% from same region/nation	% from different region/nation	% from neighbouring region/nation	% from same region/nation	% from different region/nation	% from neighbouring region/nation
Northern Ireland (145)	100	0	-	99	1	-
Scotland (196)	100	0	0	96	4	0
Wales (258)	98	2	2	93	7	5
North East (335)	96	4	4	97	3	1
North West (257)	94	6	6	88	12	12
South West (243)	94	6	6	85	15	11
East Midlands (309)	90	10	10	74	26	23
Yorkshire and the Humber (290)	88	12	9	86	14	14
West Midlands (308)	80	20	19	82	18	16
London (341)	63	37	32	71	29	25
East of England (270)	60	40	36	63	37	27
South East (362)	55	45	42	58	42	38

Unweighted bases for 2018/19 in parentheses

Q52/Q54



The extent to which construction workers live in the same region/nation in which they work is further illustrated in Figure 49. Six in ten construction workers in the East of England are currently living in the same region as the site they work on (60%), which compares with 63% in 2015. The majority of those that are travelling from a different region are living in London (16%), a neighbouring region. This is followed by the South East (11%) and the East Midlands (9%), which are also both neighbouring regions.

Figure 49: 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	90	9	0	0	0	0	0	11	0	*	14	6
East of England	1	60	18	0	0	0	0	10	0	0	*	0
London	0	16	63	0	0	0	0	9	0	0	*	1
North East	0	0	*	96	0	0	0	0	0	0	0	2
North West	*	0	*	*	94	0	0	0	0	0	4	1
Northern Ireland	0	0	2	0	0	100	0	1	0	0	0	0
Scotland	0	0	1	1	0	0	100	*	0	0	0	0
South East	1	11	14	0	0	0	0	55	2	0	0	*
South West	0	1	0	0	0	0	0	9	94	2	*	0
Wales	0	0	*	0	1	0	0	2	2	98	1	0
West Midlands	6	2	1	0	0	0	0	4	2	0	80	1
Yorkshire and the Humber	2	1	1	3	5	0	0	*	0	0	1	88
Unweighted bases	309	270	341	335	257	145	196	362	243	258	308	290

Q52/Q54

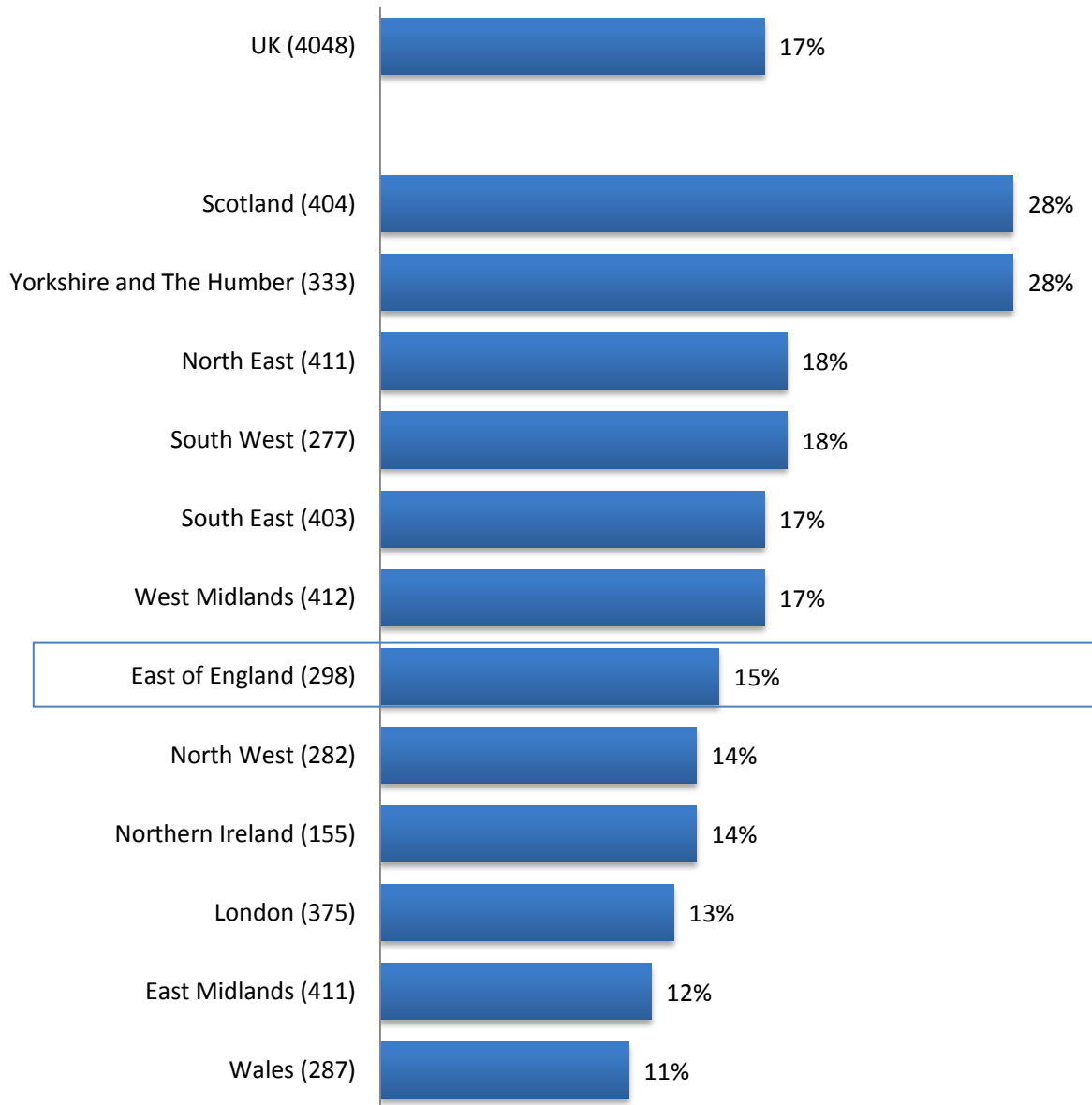
Furthest distance worked in last 12 months

All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within the East of England, around 1 in 6 construction workers have worked no more than 20 miles away (16%) and nearly a further two-sixths have worked between 21 and 50 miles away (32%). The average maximum distances travelled to work by East of England construction workers in 2018/19 were shorter than in 2015 when 12% had never worked no more than 20 miles from their home, and 34% had never travelled further than between 21 and 50 miles to work. This leaves half that have worked more than 50 miles away from their permanent home (52%), with 1 in 3 that have worked between 51 and 100 miles away (37%) and 1 in 7 that have worked more than 100 miles away (15%).

Compared with workers in other regions/nations, workers based in the East of England are about average in terms of the proportion of workers who have travelled more than 100 miles from their permanent home to work.



Figure 50: 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 Q29



Use of temporary accommodation

Nationally, 1 in 20 (5%: 11% in 2015) construction workers reported that they were currently staying in temporary accommodation while working at their site. By region/nation, the East of England proportion is about average and consistent with the UK average (5%).

Figure 51: Percentage of workers in temporary accommodation

Base: All respondents

	2018/19 %	2015 %
Total - UK (4048)	5	6
London (375)	10	8
South East (403)	7	6
West Midlands (412)	6	3
East of England (298)	5	11
South West (277)	3	7
East Midlands (411)	3	5
North West (282)	3	2
Yorkshire and The Humber (333)	3	4
Wales (287)	3	4
Northern Ireland (155)	3	3
Scotland (404)	2	7
North East (411)	1	4
<i>Unweighted bases for 2018/19 in parentheses</i>		

Q41/Q42

Journey distance to work

Within the East of England, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 24 miles, which is less than the average of 27 miles reported in 2015, and far less than the average of 42 miles reported in 2012. The East of England mean compares to a mean of 18 miles across the UK.

A third (36%) travelled less than 10 miles from their current residence to the site they work, whilst 22% travelled between 10 and 19 miles, 31% travelled between 20 and 49 miles, 9% travelled between 50 and 99 miles and 2% travelled more than 100 miles.

Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (38% of all construction workers in the East of England) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 3% expect to work for another week or so, or less; 3% expect another month; 11% between a month and 3 months; 6% between 3 and 6 months; 25% between 6 months and a year and 18% expect to still be working for their current company/agency in more than a years' time. A third of the



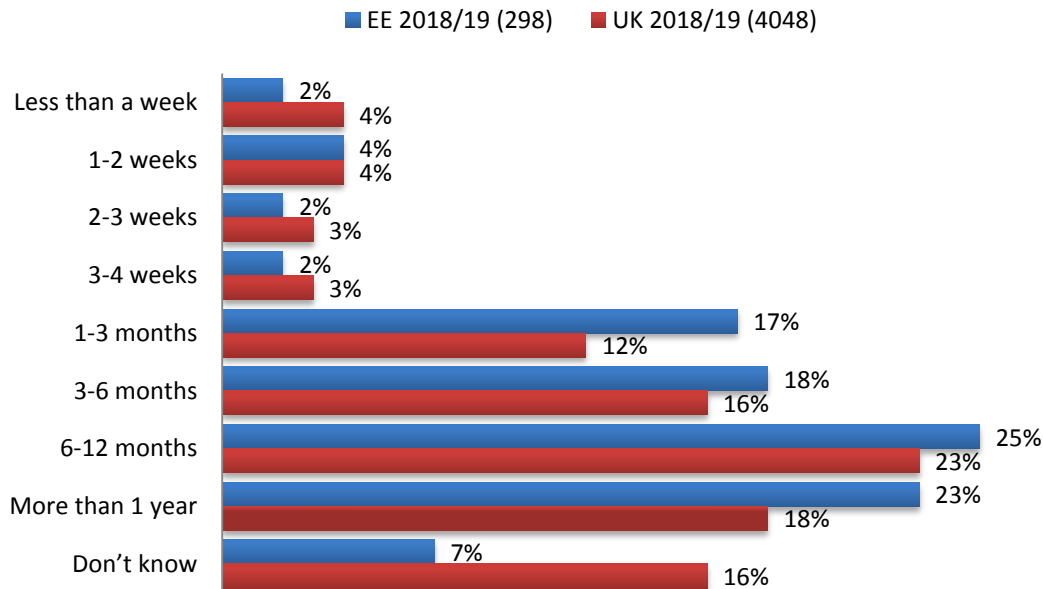
temporary workers in the region did not know how much longer they could expect to be working for their current company/agency (34%; 38% across the UK).

In order to get a measure of workplace stability, 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.

Just 9% of construction workers in the East of England (30% in 2015 and 25% in 2012) do not expect to work on that site for more than a month, including 2% that only expect to be there for a week or less. Three-fifths anticipate being on site for more than a month, but less than a year (60%), while a quarter expect to stay on their site for a year or longer (23%), which is an increase compared with 2015 (13%). It compares with a UK average in 2018/19 of 18%. However, 7% of workers did not know how much longer they could expect to be on site.

Figure 52: Length of time workers expect to work at that specific site during the current phase

Base: All respondents



Unweighted bases in parentheses
Q24

Those with less time spent in construction are more likely to be unsure of how much longer they can expect to work for (21% of those who have worked in the sector for less than a year).

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 (39%); whilst electricians (8%) are least likely to indicate that this is the case.

Expected next site location

Nine in ten of all construction workers in the East of England 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, and this is a higher proportion than in previous surveys (90% cf. 70% in



2015 and 75% in 2012). The remaining tenth of workers are sure that this will not be the case (5%); that it depends where the work is (4%); or that they don't know (1%). (UK average 84%).

There is little variation between those with different lengths of time in construction. By trade/occupation, plant/machine operatives (97%) and site managers are most confident (95%) and labourers/general operatives are least confident (78%).

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. A fifth of construction workers in the East of England (21%) that do not expect to be able to commute daily to their next job expect to remain in the region for their next job, this is the lowest of any regions. An equal proportion anticipates that their next site will be in London.

Figure 53: Expected location of next site/job

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

* denotes less than 0.5%

Expected location of next job	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	79	0	0	0	0	0	0	0	7	0	0	0
East of England	0	21	0	0	0	0	0	8	0	0	4	0
London	11	21	85	7	0	20	0	17	7	29	7	14
North East	0	0	0	86	0	20	0	0	7	0	4	7
North West	0	7	0	0	44	0	0	8	0	0	4	7
Northern Ireland	0	0	0	0	0	40	0	0	0	0	0	0
Scotland	0	0	0	0	33	20	100	0	0	0	0	0
South East	0	7	0	0	0	0	0	25	0	0	0	0
South West	0	0	0	0	11	0	0	8	64	0	0	0
Wales	0	7	0	0	0	0	0	0	0	43	0	0
West Midlands	11	7	8	0	0	0	0	17	0	0	68	7
Yorkshire and the Humber	0	0	0	0	0	0	0	0	0	0	0	64
Outside Europe	0	0	0	0	0	0	0	0	0	0	4	0
Other / Unsure	0	29	8	7	11	0	0	17	14	29	11	0
Unweighted bases	19	14	13	14	9	5	13	12	14	7	28	14

Q31



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.

Following on from 2015, the vast majority of construction workers in the East of England have worked on new housing (79% cf. 77%). There is an upward trend in the proportions of construction workers that have spent time working on other types of projects.

Overall only a quarter of all construction workers have only worked on one project type (24%), a decrease on 2015 (40%), over a third reporting working on five or more types of projects (36% cf. 19%).

Figure 54: Type of projects spent significant periods on

Base: All respondents

	EE 2018/19 %	EE 2015 %	EE 2012 %	EE 2007 %	UK 2018/19 %
New housing	79	77	80	66	79
Housing repair and maintenance including extensions/loft conversions	48	36	47	34	46
Commercial work such as shops, office, pubs etc	53	39	61	41	51
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	54	36	57	32	45
Public non-housing work such as schools, sports facilities, landscaping	60	39	68	44	51
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	38	23	35	25	31
ONE TYPE ONLY	24	40	19	37	30
TWO TYPES	18	18	13	19	16
THREE TYPES	13	11	15	18	14
FOUR TYPES	9	10	16	10	12
FIVE TYPES	15	8	20	9	13
SIX TYPES	20	11	15	4	14
<i>Unweighted bases</i>	<i>298</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4048</i>

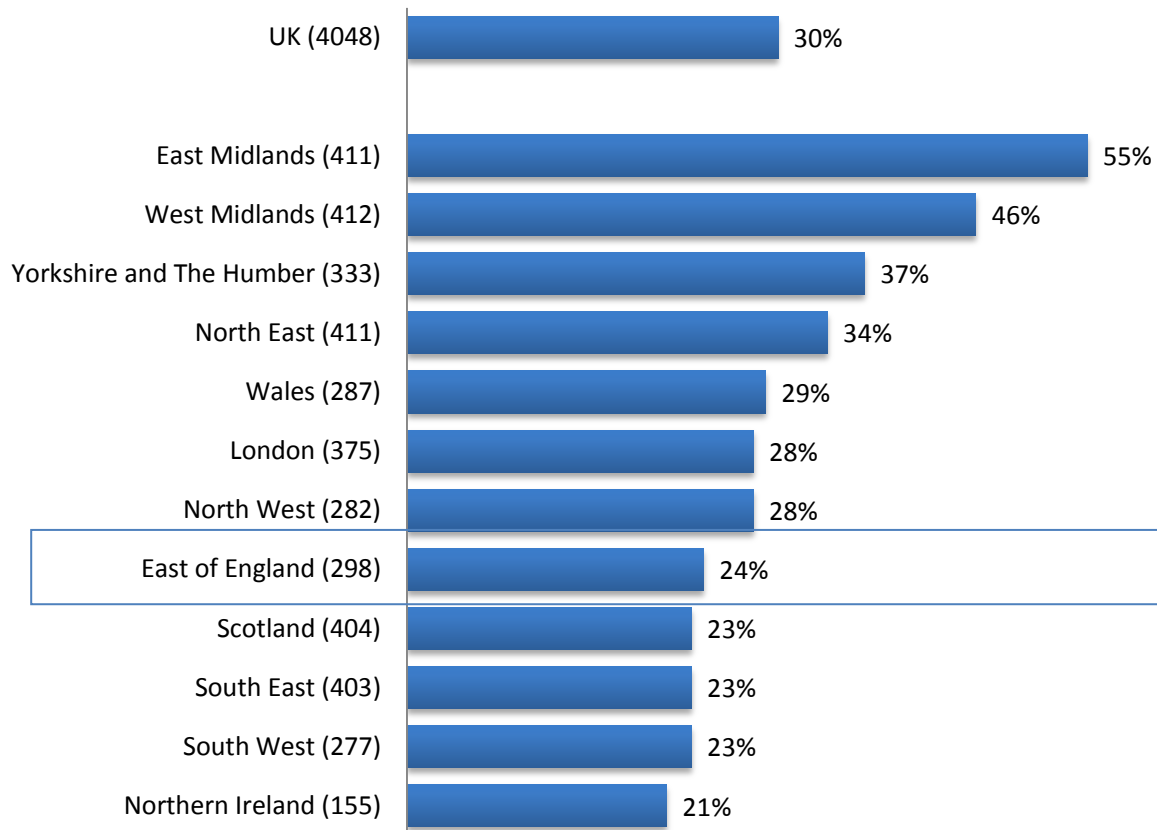
Q3/Q4



The number of project types worked on varies significantly by region/nation, as Figure 55 illustrates. The East of England is slightly below the UK average for the proportion of workers who have worked on only one type of project (24% cf. 30%).

Figure 55: Proportion of workers that have only worked on one project type

Base: All respondents



Unweighted bases in parentheses Q4



The likelihood that workers have worked only on one project type declines as age increases, as one would expect (from 62% of 16 to 19 year olds to 13% of 45+ year olds). By current trade/occupation, the proportion is lowest amongst electricians (12%) but site managers are most likely to have worked on 5 or 6 project types (55%).

Figure 56: 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 %
Bricklayers	27	33	19	4	11	15	19
Electricians	25	12	8	36	4	16	24
Labourers/general operatives	23	43	26	13	9	0	9
Plant/machine operatives	29	24	10	14	3	10	38
Site manager	38	24	0	5	16	26	29

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. Overall, two-thirds (68%) felt it was very likely that they would still want to, which is a lower proportion than the UK average (74%). This included, within the East of England, a third of construction workers who say they definitely will be (32%); and a similar proportion who believe it is very likely (36%). About 1 in 7 believe it quite likely (14%); 6% consider it unlikely; just 2% say they definitely won't be and a further 6% hope to be retired by then, while 4% don't know.

Age is the predominant factor in this respect. Most obviously, the proportion that hopes to be retired in five years time increases to 21% of construction workers aged 45 and over and 53% of those aged 60 and over.



Figure 57: Likelihood of construction workers still wanting to be working in the construction sector in five years time

Base: All respondents

	EE 2018/19 %	UK 2018/9 %	Age			
			16 to 19 %	20 to 24 %	25 to 44 %	45+ %
Definitely will be	32	48	23	19	34	35
Very likely	36	26	54	45	37	27
Quite likely	14	11	15	13	18	6
Quite unlikely	3	2	0	6	2	5
Very unlikely	3	2	8	3	2	4
Definitely will not be	2	1	0	0	2	2
Hope to be retired	6	4	0	0	1	21
Don't know	4	5	0	13	5	0
<i>Unweighted bases</i>	<i>298</i>	<i>4048</i>	<i>13*</i>	<i>31</i>	<i>172</i>	<i>82</i>

Q38A

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 34% believe they will definitely want to be working in the construction sector, 36% believe it is very likely they will want to be working in the construction sector and 14% believe it is quite likely they will want to be working in the construction sector. Only 7% think on any level that they will not want to be working in the construction sector in 5 years time which is similar to 2015 (5% in 2015).

Overall, 8% of all construction workers felt it was unlikely that they would still want to work in the construction sector in five years' time. These workers were asked the reasons why. They were most likely to cite the fact that work outside of construction might be less physical (35%), while more than a fifth thought they might find more interesting work outside of construction (or that they would be bored of what they are doing now and need a change) (22%). The same proportion cited their perceptions that they feel they can better use their skills/abilities out of construction (22%).



The East of England construction workforce 2018-19 summary

Across the wide range of issues covered within the 2018/19 survey there are indications of more flexible, adaptive working patterns across the UK construction workforce and this is reflected among the East of England workforce. Within the East of England there has been an increase in the proportion of workers who are self-employed, from 46% in 2015 to 55% in 2018/19, and there has been a corresponding decrease in the proportion that is employed directly by a company (from 48% in 2015 to 40% in 2018/19). More workers in the East of England than UK-wide are employed on a temporary basis in 2018/19 (38%, compared to 28%).

Workers in the region, on average, travel shorter distances to their current site than the UK average and the distance they travel has decreased since 2015 from 27 miles to 24 miles. Across the regions/nations, the East of England is about average in terms of the proportion who have travelled more than 100 miles from their permanent home to work in the last 12 months (15%, compared with a UK average of 17%).

East of England construction workers are most likely to report that they work at their current site because their employer sent them there (56%). They are less likely than the UK average to report having always lived in the area in which they currently work (28% cf. 43%), and have the lowest proportion of workers that have spent all their time in their current region, of any region or nation (27%). This high level of mobility is further highlighted by the fact that it has the lowest proportion of workers, of any region or nation, whose last site was in the same region as their current one (52%). Longer term, over the course of careers in construction, East of England workers are the least likely compared with those in other regions in their propensity to have remained in the same region in which they started their careers (44%, compared with 96% in Scotland) and among the least likely to have remained in the same region in which they obtained their first qualification/training in construction (47%, compared with 96% in Scotland and 41% in the South East).

Uncertainty over the duration of temporary employment within the region is consistent with the average across the UK (34% do not know how long they expect to continue with their current employer/agency, compared with a UK average of 38%).

Compared with the other regions and nations, East of England workers are most likely (alongside those in the South East) to be confident that their next job will be at a location that will allow them to travel to work from their permanent home on a daily basis (90%).

East of England construction workers are more likely to have worked in more than one trade than they were in 2015 (44%, compared to 34% in 2015), although the majority have worked in construction continuously (60%) and this proportion is also up on 2015 (54%).

In terms of skills and qualifications, it is encouraging to note that the vast majority of East of England construction workers continue to hold some form of skill card or certificate. The proportion is consistent with the UK average (97%, compared with 97%). There is a slightly higher proportion of qualified workers in the region, compared with the UK and a similar



proportion of workers in the East of England to the UK average are working towards a construction qualification (14% cf. 15%).

One in seven construction workers in the East of England in 2018/19 believe they would benefit from training in basic skills (15%) and this proportion has fallen since 2015 (19%).



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