

# **Workforce Mobility and Skills in the UK Construction Sector (North East Report)**

Research Report

prepared for

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

by

**IFF Research Ltd**

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## Workforce Mobility and Skills in the Construction Sector in the UK (North East report)

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### 1 Background, objectives and methodology

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

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

- The qualification and skill levels of the UK construction workforce
- The extent to which the workforce in each region is constituted of workers originating or living in other parts of the UK (or further afield), and general mobility and travel to work issues
- The nature of the mobile workforce / 'imported' workforce in terms of their occupations and their qualifications levels
- A range of other issues such as switching between different occupations within the construction sector and the extent to which managers have received any training specifically to enhance their managerial skills.

#### Research Methodology

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

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

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

1.4 The survey results presented in this report is based on fieldwork conducted in the North East from August to November 2004. This consisted of a total of 379 face-to-face interviews with site-based workers obtained across 11 sites.

1.5 At the analysis stage, weighting was applied to the UK data to ensure that each region was represented in its correct proportions based on the relative size of the construction workforce via LFS figures. This is something of a proxy measure as these LFS figures do not tie in exactly the scope of the current survey (i.e. workers on large construction sites). Weighting was important both because, at a UK wide level, London and the South East were relatively oversampled, and then in the rest of the UK the sampling strategy intentionally oversampled smaller regions. Unless otherwise stated, and with the exception of base totals, the figures in this report are based on weighted data. Weighted, the North East accounted for approximately 3% of the UK construction workforce.

### Details of the sites covered in the research

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

<b>Table 1.1: Sites covered by type of activity</b>			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews</i>
<b>Total</b>	<b>11</b>	<b>1,881</b>	<b>379</b>
Other commercial	6	331	228
New Housing	4	1,503	120
Housing repair (including lofts / extensions)	1	47	31

- 1.7 The sites at which interviews were conducted in the North East were nearly all ‘other commercial’ (covering offices, schools, hospitals and the like) or new housing.
- 1.8 Figures from the contractors interviewed at each site indicated that there were some 1,880 workers across the 11 sites. Hence in total we interviewed approximately 20% of the potential workforce at these sites.
- 1.9 The following table shows the coverage by the number of workers at the site.

<b>Table 1.2: Sites covered by number of workers on the site</b>			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews (and proportion this represents of the total within that size band)</i>
<i>Total</i>	<i>11</i>	<i>1,881</i>	<i>379 (20%)</i>
50 or less	7	244	189 (77%)
51-99	3	237	155 (65%)
200+	1	1400	35 (2.5%)

## 2 Management Summary

- 2.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills, the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI). The survey consisted of interviews with 379 construction workers employed across 11 sites. The work took place from August to November 2004. The survey covered large projects in with an estimated value of £1m plus, and in this sense it did not seek to be representative of the overall construction workforce.
- 2.2 The project sought to establish reliable information on the qualification and skill levels of the UK construction workforce, and also geographic and occupational mobility.

### The profile of the workforce

- 2.3 A wide range of occupations was covered in the research, though in the North East carpenters / joiners (19%), labourers / general operatives (15%) and bricklayers (12%) constituted approaching half of those interviewed. Most were highly experienced, and over a third (36%) had worked in the industry for over 20 years. One in twelve were new entrants with a year or less experience. Over a quarter (28%) were aged under 25, higher than found across the UK as a whole (21%).
- 2.4 Three in four (74%) were employed directly by a company, one in six (16%) were self-employed and 10% worked for an agency. The level of self-employment varied enormously by occupation being particularly low among painters and decorators, plumbers and labourers / operatives. Direct employment was much more common in the North East than in the rest of the UK, and self employment less commonly (half the UK level).
- 2.5 Agencies are used mainly for labouring / general operative positions: a third of the agency staff work in these roles, and one in five labourers / general operatives are employed by an agency.
- 2.6 Reflecting high levels of direct employment, four in five (83%) of workers were employed on a permanent basis and one in eight (12%) were working on a temporary basis (a small proportion, 5%, worked on some other basis or were unsure if it was permanent or temporary).

## Mobility issues

- 2.7 The North East has a very ‘self-contained’ workforce in the sense that:
- Very few workers are drawn in from outside the region: 95% of the workers interviewed had their permanent residence in the North East. Only 4% were living in temporary accommodation (v 8% across the UK as a whole).
  - A very high proportion were originally from the North East (91%), this much higher than the equivalent figure for any other English region, and on a par with the construction workforce in Scotland and Northern Ireland.
  - Four in five had spent all (45%) or most (36%) of their construction career on sites in the North East (this a little higher than found across the UK as a whole).
- 2.8 Results suggest that the North East is a net exporter of construction labour. While only 5% of those working on sites in the region lived outside the North East, 21% of those interviewed who lived in the North East were working in other regions. Almost 4% of those working on sites in London indicated that their permanent address was in the North East.
- 2.9 The average (mean) distance travelled is 24 miles each way. Three in five travel less than fifteen miles each way, while 8% travel more than 50 miles each way to their current site. Although the average figure matches the UK figure (23 miles) fewer in the North East travel large distances of 50 miles or more each way (8% v. 15% UK-wide).

## Training and Qualifications

- 2.10 The site workforce in the North East has higher qualification levels than found across the UK. The following table shows comparative results, these qualification levels showing *construction-related* qualifications.

<b>Table 2.1: Highest construction-related qualification level</b>		
	North East (379) %	UK (8,436) %
No qualifications	18	25
Level 1 or 2	44	45
Level 3	36	26
Level 4 or 5	2	3



- 2.11 Approaching two in five (38%) have a level 3 or higher construction qualification, compared with well under a third across the UK (29%). Of the main occupations electricians were the most highly qualified (80% had a level 3 or higher), and labourers / general operatives the least qualified (48% had no construction qualifications at all).
- 2.12 Three in five of the North East workforce have a construction skills card or certificate, this on a par with the rest of the UK. The figure varies from a fifth of those who have been in the industry less than a year to two thirds who have more than five year's experience in the sector. Less than half of the painters / decorators, roofers, labourers / general operatives and plasterers had a skills card / certificate. The main card held were CSCS cards, indeed 45% of the workforce possessed a CSCS card (typically gold (level 3) or green (level 2) though a large number were unsure).
- 2.13 Two thirds of the workforce (67%) have a qualification relevant to construction beyond just a skills card or certificate, this much higher than found across the UK as a whole (50%). The self-employed were slightly more likely to have such a qualification than average (73%).
- 2.14 A fifth of workers said they had managerial or supervisory duties at the site (19%). Only one in six of these (17%) had ever had any training designed to improve their managerial or supervisory knowledge or skills, this well under half the level found across the UK (39%). Even where such training was being given it was usually in-house training as opposed to more formal industry-recognised training. Clearly, a great deal of supervision and management on large construction sites is being carried out by people with no formal training for this responsibility. This appears to be a particular priority issue in the North East.
- 2.15 Overall 15% of the workforce were working towards a construction-related qualification, typically an NVQ (72%). This level is slightly higher than the UK average (13%).
- 2.16 While this is clearly encouraging, most of those working towards a qualification already had some construction qualification, card or certificate. In fact those studying towards a qualification who do not already have a qualification or skills card represent 6% of the North East workforce. Looked at in another way, 82% of the workforce in the North East have a construction qualification or skills card / certificate, and 88% either have such a qualification or card or are working towards one.

- 2.17 Part of the continuing training and upskilling of unqualified workers may happen from a worker, demand-led angle:
- Around one in seven (15%) admit they need more training or qualifications to do their current job. The figure was only a little higher (19%) among those who neither had any qualification nor were working towards any.
  - Some (7%, higher among those aged 25-59) identified the need for training and improvement in their basic skills (particularly writing). This was higher than found across the rest of the UK (4%).
  - Among those looking to change the roles they carry out in construction (16% of all workers in the North East), the majority (76%) recognise that training and / or further qualifications will be required.
- 2.18 One challenge to the uptake and delivery of training to site-based workers is the relatively limited time they are on each site. In the North East just 14% of workers definitely expected to be on the site for more than six months (lower than found nationally, 27%), and over a third (35%) were unsure what the overall duration would be, neither likely to be conducive to workers considering on-site training.

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

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

#### Demographic profile of the sample

3.2 The following table shows the demographic profile of our sample of construction workers in the North East and the UK.

<b>Table 3.1: Demographic profile of the North East sample compared with the UK construction average</b>		
	North East respondents (379) %	UK respondents (8,436) %
<i>Age:</i>		
16-17	3	2
18-24	25	19
25-34	22	27
35-44	18	26
45-54	20	16
55+	11	9
<i>Ethnicity:</i>		
White	99	97
Non-white	1	3
<i>Gender:</i>		
Male	99	99
Female	1	1

3.3 There is a broad spread by age in the North East, with over a quarter under 25, representing the relatively new entrants to the industry in the region, and almost one in three aged 45 plus. Compared to the national average, the North East has more workers under 25 and more over 45.

- 3.4 One per cent of those interviewed described themselves as non-white. This compares to the figure of 2% in the region who are non-white (according to the 2001 Census).
- 3.5 Predictably the workforce was very male dominated. In total only 2 female workers were interviewed in the North East, representing just 0.5% of the total sample (in line with the UK figure).

### Work status

- 3.6 Almost three quarters (74%) of the sample of site workers were employed directly by a company. Around one in six (16%) were self-employed and the remainder (10%) worked for an agency. Compared to the situation nationally the North East's site-based workforce is much more likely to be directly employed and much less likely (less than half as likely) to be self-employed (see Table 3.2).
- 3.7 There is a notable effect by how long people have worked in the industry. After five years in the sector the incidence of self-employment rises and agency work falls – the level of direct employment is fairly flat by how long people have worked in the industry. This is summarised in the following table.

Table 3.2: Work status						
Base:	UK	North East				
	UK total (8,436)	NE total (379)	Years working in construction			
			< 1 (33)	1-2 (31)	2- 5 (42)	> 5 (273)
	%	%	%	%	%	%
Employed by a company	58	74	76	84	71	73
Self employed	35	16	9	6	14	18
Work for an agency	7	10	15	10	14	8

- 3.13 Self-employment reaches its peak among those aged 45-54 among whom almost a quarter (23%) were self-employed. Among older workers (e.g. those aged 55 plus) this falls and the proportion directly employed increases.

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

<b>Table 3.3: Level of self-employment by occupation</b>	
<i>High</i>	<i>Low</i>
Bricklayers (45%)	Painter / decorators (0%)
Roofers (33%)	Plumbers (0%)
Groundworkers (21%)	Labourers (9%)

- 3.15 Agency workers account for 10% of our total sample. Agencies appear to be used mainly for labouring / general operative positions (21% of labourers are employed by an agency and this occupation accounts for almost a third of all the agency workers interviewed).
- 3.16 More than four in five (83%) of our sample of workers said they were employed on a permanent basis compared with just one in eight (12%) working on a temporary basis (a small proportion, 5%, worked on some other basis or were unsure if it was permanent or temporary).
- 3.17 The vast majority of those employed directly by a company were employed on a permanent basis (95%). But also among the self-employed, three quarters (74%) indicated that they were employed on a permanent contract. As to be expected a very small proportion of those working for an agency (11%) said they were employed on a permanent basis.

## Occupational profile

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

<b>Table 3.4: Occupational profile</b>			
<i>Base: all respondents</i>	<i>North East</i>		<i>UK</i>
	<i>379</i> Number	<i>379</i> %	<i>8,436</i> %
Carpenter / joiner	72	19	13
Labourer / general operative	56	15	16
Bricklayer	44	12	10
Electrician	32	8	7
Groundworker	29	8	7
Painter / decorator	20	5	3
Plant / machine operator	16	4	7
Roofer	15	4	2
Pipe fitter	14	4	4
Plasterer	15	4	1
Dry liner	15	4	2
Ceiling fixer	13	3	*
Banksmen	10	3	1
Scaffolder	13	3	4

- 3.19 Approximately half of the site workers interviewed classified themselves as carpenters / joiners, labourers / general operatives or bricklayers. Compared with the profile of site workers across the UK as a whole as interviewed on this survey, there were noticeably more carpenters / joiners and fewer plant / machine operators in the North East.

## Years working in construction

- 3.20 The length of time spent working in construction ranges from 8% of new entrants who have worked in the industry for a year or less, to just over a third (36%) who have worked in the industry for over 20 years. The following table summarises findings showing cumulative proportions (i.e. those who have worked in the industry for a year or less includes those who have worked in it for less than 6 months). As can be seen the profile in the North East is very close to the UK average.

<b>Table 3.5: Years spent working in construction (cumulative)</b>		
<i>Base: all</i>	<i>North East</i> 379 %	<i>UK</i> 8,436 %
Less than 6 months	3	5
A year or less	8	8
2 years or less	16	15
5 years or less	27	25
10 years or less	41	39
20 years or less	63	65
More than 20 years	36	35

- 3.21 Labourers / general operatives were much more likely to be recent recruits to the industry (27% had worked in the sector for a year or less), this indicating quite strongly that people often start out doing this work before moving on to more skilled areas within the industry. That said there were still many labourers / general operatives who had worked in the industry for many years (9% had worked in construction for over 20 years).

### **Construction employment**

- 3.22 Just under a third (31%) of our sample of site workers in the North East ended up in the construction industry after first starting in some other field (slightly lower than the UK wide figure of 35% suggesting that in the North East workers are slightly more likely than average to have had construction as their first choice career).
- 3.23 Labourers / general operatives (61%) and groundworkers (59%) were much more likely to have started their careers in other industries. In other occupational areas it appears as if most chose from an early age that this is the type of work they want to do and enter this employment straight after leaving education. This includes carpenters / joiners, bricklayers, painter / decorators and plumbers among whom only around a fifth had started out working in some non-construction field.
- 3.24 Since starting their first job in construction, the majority had only ever worked in the sector: 80% (vs 83% nationally) reported having worked in construction continuously and a further 8% had only worked in this sector though had had spells out of work. Overall 12% had dipped in and out of the construction sector since their first construction job which was slightly higher than the picture nationally, where the figure was 8%.

### **Occupational switching and progression**

- 3.25 An area of particular interest in the research was the extent of switching between occupations within construction. Clearly, for example, one possible way for employers to meet particular occupational shortages would be to recruit, or transfer staff, from related occupational groups. The same issue applies for ConstructionSkills when forecasting at an industry wide level particular occupational shortages. And in itself it is important to see typical career progression paths, for example the route from unskilled general labouring to more skilled positions.
- 3.26 To this end, workers were asked if they had always worked in their current role / occupation and if not what their previous occupation had been (a fair number of respondents listed all their main previous construction occupations rather than their last one, but these responses have been kept).



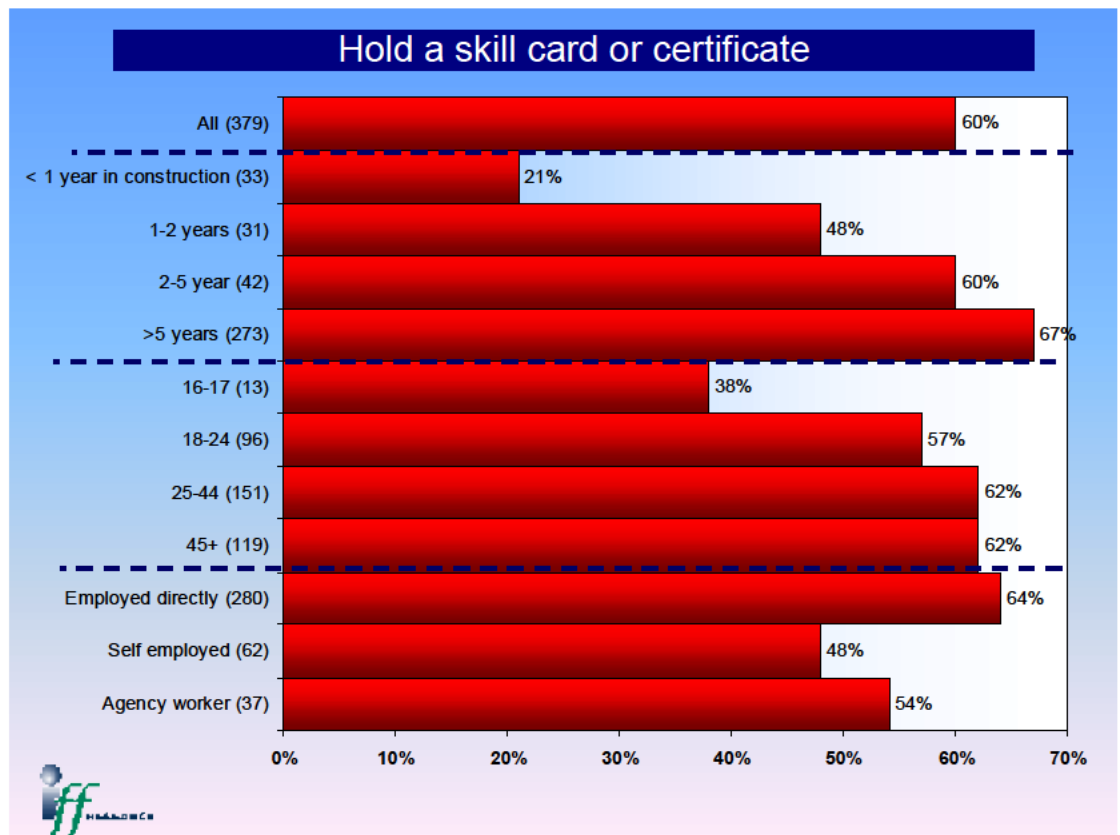
- 3.27 The majority (78% vs 72% nationally) indicated that they had always worked in the same occupational area as their current job. Not surprisingly, younger workers and those in the industry for less than a year were much less likely to have changed occupation. Overall under a quarter (22%) had ever switched roles. Interestingly, the proportion that had ever changed occupation within construction did not increase systematically by age band among the over 25s: the figure stuck at around a quarter for the older age groups.

## 4 Qualifications and skills

- 4.1 A key objective of the survey was to measure the qualification levels of the construction workforce. A number of questions were asked to ascertain this:
- Whether any construction skill certificate or card was held and if so, which and, in the case of CSCS and ECI cards, to what level.
  - What formal qualifications relevant to the construction industry they held or were working towards, if any.
  - Those with managerial or supervisory duties were specifically asked about any training specifically designed to improve their managerial or supervisory skills or knowledge.
- 4.2 We report on each of these, and then summarise the findings in terms of their *construction-specific* qualification level (this is not equivalent to the qualification level of construction workers as we intentionally excluded qualifications with no relevance to construction). Readers wishing to look at figures on the qualification level of the workforce without looking at the figures on how this picture is built up from qualifications held should skip to section 4.23.
- 4.3 We also look at workers' own assessment of their skills, including basic skills, and how many felt they needed more training to do their current job.

### Construction skill cards or certificates

- 4.4 There is a general move in the industry towards the need for workers to have construction skill cards and certificates, indeed on some large major sites having such cards is a requirement of employment. The issue has been very high profile within the industry because of the employment implications for those without such cards.
- 4.5 Overall three in five (60%) workers in the North East had a skills card or certificate. This compares with 57% across the UK and 61% in the UK excluding London and the South East (the latter is a better comparator since the work in London and the South East was undertaken in 2003 whereas in the rest of the UK it took place around 12 months later). Thus results suggest the North East is very close to the national picture.
- 4.6 Following the national pattern those directly employed, older workers and those with more than five years experience in the industry were all more likely than average to have a skills card or certificate. This is shown on the following chart.



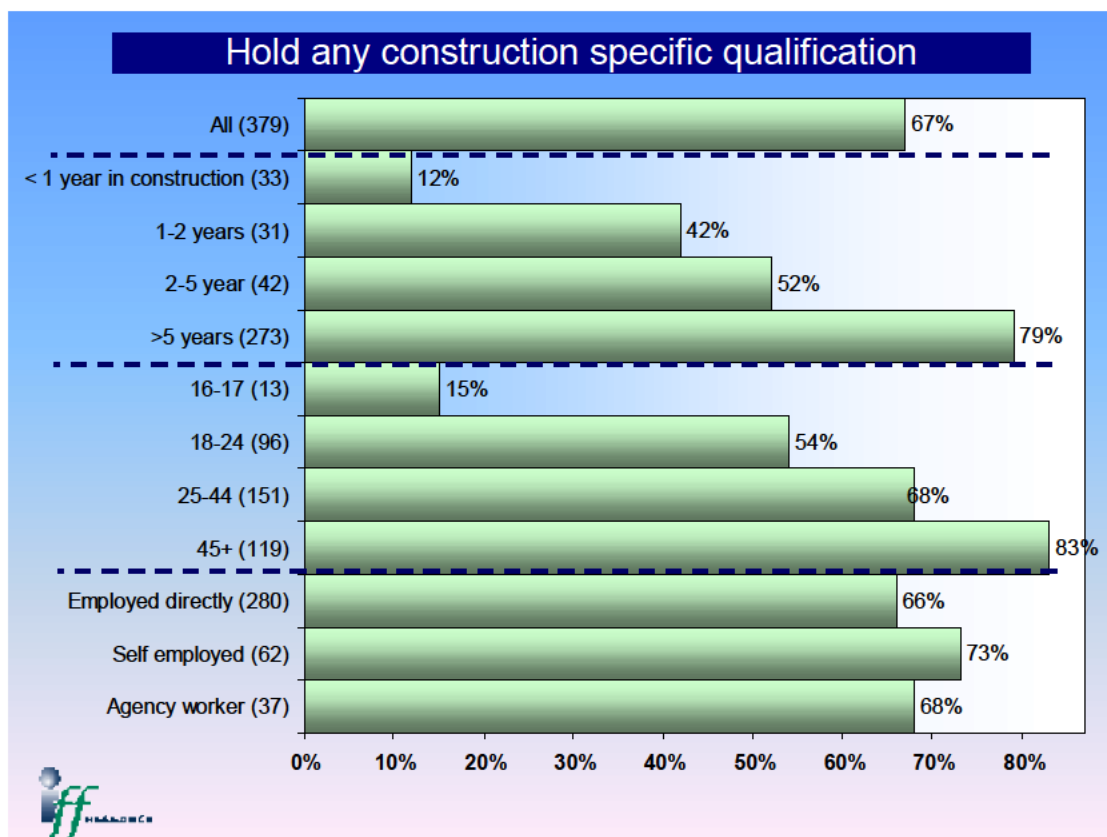
4.7 The main differences by occupation are shown in the following table which lists occupations with the highest and the lowest penetrations. Again only those occupations where at least 15 workers were interviewed have been included.

Table 4.1: Whether have a skill card / certificate by occupation	
<i>High likelihood</i>	<i>Low likelihood</i>
Plant machine operators (94%)	Painters / decorators (40%)
Electricians (75%)	Roofers (40%)
Plumbers (71%)	Labourers / general operatives (41%)
Carpenters / Joiners (68%)	Plasterers (47%)

4.8 The main type of card held is CSCS cards, possessed by 45% of all site-based workers in the region. Uptake of CSCS by occupation was highest among carpenters / joiners (65%), groundworkers (59%) and plumbers (52%). The cards held were typically gold (level 3) or green (level 2), though approaching two in five of those with a CSCS card were unsure of its colour / level.

## Construction qualifications held

- 4.9 Having described what skill card or certificates they held, workers were asked what *other* formal qualifications relevant to construction they held (excluding first aid certificates). Two thirds (67%) had such a qualification which compares very favourably to the figure nationally, where half (50%) of those interviewed said this was the case. In fact the North East was the region where workers were most likely to have a construction-related qualification. As with skill cards or certificates, there were predictable differences by age and length of time worked in the industry, as summarised on the following chart.



- 4.10 The difference between those directly employed and the self-employed for card and certificates was not found for these other qualifications, indeed the self-employed were slightly more likely to have construction qualifications and so too were agency workers in the North East, which was not the case nationally.
- 4.11 Again in contrast to results across the UK, the pattern in the North East was that the older the worker, the greater likelihood of their having a construction qualification. Whereas across the UK if somebody had not obtained a qualification by the time they were 25 they were unlikely to do so later in their career, in the North East the proportion of those with a qualification aged 45-54 (79%) is higher than among those aged 35-44 (74%) which in turn is higher than among those aged 25-34 (64%).

- 4.12 Variations by key occupation are summarised below, showing occupations with high proportions with a qualification, and then those with low relative proportions.

<b>Table 4.2: Whether have construction qualifications (other than skill cards / certificates)</b>	
<i>High likelihood</i>	<i>Low likelihood</i>
Painter / decorators (95%) Electricians (91%) Bricklayers (89%) Plumbers (86%)	Labourers / general operative (14%) Dry liners (53%) Groundworkers (55%)

- 4.13 We come on to discuss the overall qualification level of the workforce later in the chapter. Here, as an indication of the type of qualifications held, we show the type of qualifications which respondents regarded as their highest. This is based on those with qualifications, not all respondents. National figures are given in brackets.

<b>Table 4.3: Main type of highest qualifications held</b>	
<i>Base: those with a qualification (199)</i>	<i>%</i>
City and Guilds	37 (46)
NVQ	34 (25)
Apprenticeship (including Modern Apprenticeship)	19 (6)
CTA	4 (7)
HNC/HND/BTEC higher	1 (3)

- 4.14 The NVQ is more widely held among those with a construction specific qualification in the North East than found across the UK. Apprenticeships too are more common in the North East, though this was mainly ‘informal apprenticeships’ (17% of all those with a qualification).

- 4.15 Workers were also asked *where* their highest qualification was attained. For the vast majority of workers holding a construction qualification, this had been in the North East region (92%). In fact the North East could be considered to have the *most* self-contained trained workforce insofar as it is the region where the highest proportion of its site workers with qualifications gained these with the region where they are working. The remaining 8% of these workers achieved their qualification pretty evenly across the other regions (it was highest in the East: 2%

of those currently working in the North East with a qualification gained it from there).

### Those working towards a qualification

4.16 Around one in seven of the workforce (15%) were working towards a construction qualification. Predictably this is much higher among new entrants and younger workers, as follows:

➤ 16-17 year olds	62%
➤ 18-24 year olds	30%
➤ 25 plus	6%
➤ Worked in construction for less than a year	45%
➤ Worked in construction 1-2 years	45%
➤ Worked in the industry 2-5 years	24%
➤ Worked in the industry > 5 years	6%

4.17 That three in five 16-17 year olds (62%) are working towards a qualification is relatively encouraging. Still, a large proportion of these youngest workers are *not* studying towards a qualification – however, the results suggest it is just as likely for those who have 1-2 years experience to be studying toward a qualification as those in the industry less than a year, indicating that many employers wait for young people to get some experience under their belt first.

4.18 With construction qualifications held, there was little difference in the North East between proportions holding NVQs as compared to City & Guilds. As regards type of qualifications being worked towards the preponderance toward NVQs was marked. Approaching three quarters (72%) of those working towards a qualification were working toward NVQs, compared with just 7% working toward a City and Guilds qualification. This reflects the UK pattern though to a more exaggerated degree.

4.19 An important point to note is that a majority of those working towards a construction qualification already have one. **In fact, those studying towards a qualification who do not already have a qualification or skill card / certificate represent just 6% of the total workforce** (slightly higher than the 4% figure nationally). If skill cards / certificates are not included in the figure for those with a construction qualification, then those working towards a qualification who do not already have one rises to 9% of the total workforce (vs 8% nationally).

## Managerial qualifications

- 4.20 A fifth of the workforce (19%) said they had supervisory or managerial duties at the site. A minority (17%) of those with current managerial and supervisory duties in the North East had ever received any training designed to improve skills in this area. This compares to 39% nationally. The clear implication is that a significant amount of managerial and supervisory duties are being carried out by staff with no formal training in this area, and findings suggest this is something of a priority area in the North East.
- 4.21 Furthermore, even where such training had been given, it was often in-house training rather than part of any accredited, industry-recognised programme. This is shown on the following table, based on all those with supervisory or management duties.

<b>Table 4.4: Type of training received to improve management or supervisory skills</b>	
<i>Base: all with management and supervisory duties (72)</i>	<b>%</b>
<b>None</b>	<b>83</b>
In-house training	7
Chargehand and team leader training	4
CIOB Site Supervisor (First Line Supervisor - FLS)	3
Other training	3
Supervisory Management Training and Development (SMTD)	1

## Summary of qualifications and skill cards status

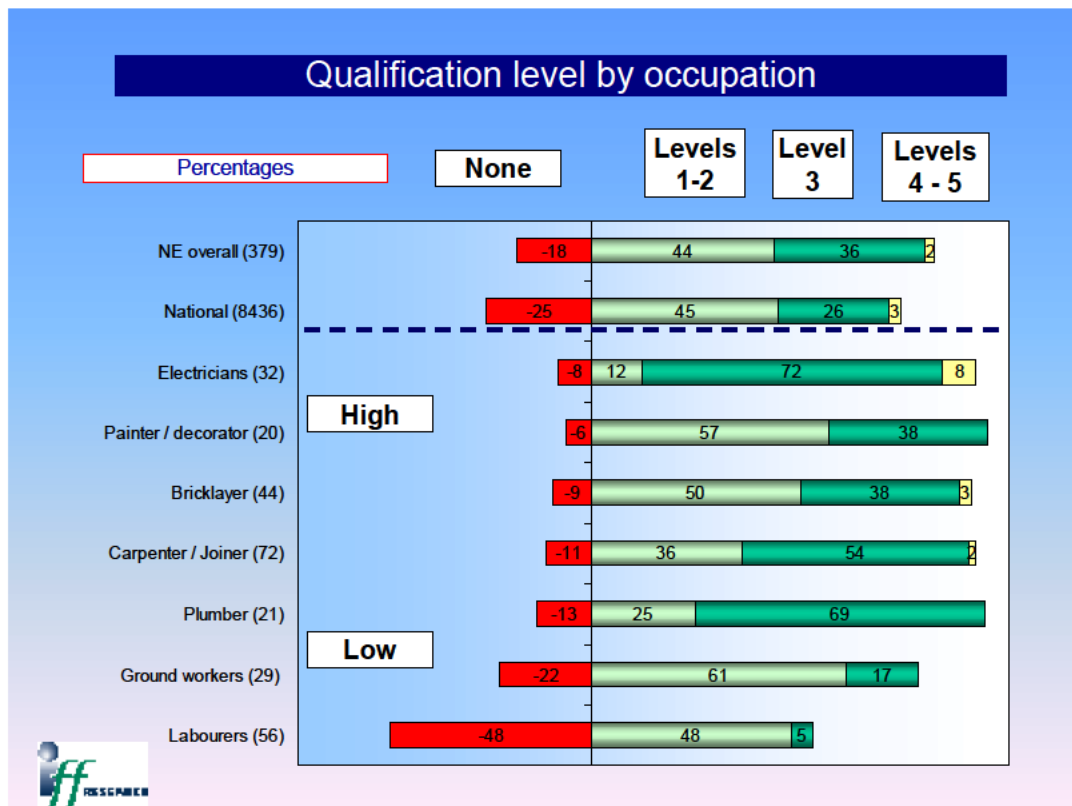
- 4.22 The following table summarises the situation in regard to qualifications and skills cards / certificates attained and working towards, and compares the North East to the rest of the UK. Clearly a very positive picture emerges in comparison to the rest of the UK.

<b>Table 4.5: Qualifications status</b>		
<i>Base: all</i>	North East (379) %	UK (8,436) %
Hold a formal construction qualification <u>or</u> a skills card / certificate <u>or</u> working towards a qualification	88	79
Hold a formal construction qualification <u>or</u> a skills card / certificate	82	75
Hold a skills card / certificate	60	57
Hold a skills card / certificate <u>but</u> no other construction qualification	15	24
Working towards a qualification	15	13

## Qualification level of the construction workforce

- 4.23 In this chapter to date we have discussed the qualifications and skill cards / certificates held and the managerial / supervisory training that workers have received. From this, highest qualification levels have been derived for each worker (the technical appendix lists the definitions of each level). As a note this has been defined in relation to qualifications relevant to construction; hence if somebody felt they had no such qualifications but they did have GCSEs or O levels from school, these latter qualifications have not been included.
- 4.24 For simplification we have merged levels 1 and 2 (the vast majority fall in to the latter) and levels 4 and 5 (overall 2% had a level 4 and less than half a percent had a level 5). We show the findings overall and then we present results by occupation showing occupations (where we interviewed at least 15 workers) with higher and lower than average qualification levels.





- 4.25 The North East along with the North West are the regions benefiting from workforces with the highest level of qualifications; in the North East, just under one in five (18%) of the workforce at these large sites have no construction qualification compared to a quarter (25%) across the UK. The proportion with a level 1 or 2 qualification (44%) is similar to the UK as a whole (45%). However, significantly more are qualified to level 3 or higher (38% v. 29% across the UK).
- 4.26 Results vary by occupation. Electricians and plumbers are particularly likely to have at least a level 3 qualification (80% and 69% respectively). Among groundworkers, less than one in five have no construction qualifications and for labourers / general operatives this rises to almost half (48%). Clearly for significant increases to occur in the qualification level of construction workers it will be necessary for levels to be increased across the full range of occupations, particularly some of the larger occupations where relatively few have or are working towards any qualifications.

### Self assessment of skill level by site workers

- 4.27 Workers' own perceptions as to whether they had all the skills they need to do their current job were ascertained after they were asked about the various qualifications they held or were working towards. The table below summarises results; figures at a national level are given in brackets.

<b>Table 4.6: Self-assessment of skill level and training needs for their current job</b>		
<i>Base: all NE workers</i>	379	No qualifications, skill card / certificates nor working towards any 47
	%	%
Have all the skills needed for current job	80 (83)	68
Need more training or qualifications	15 (10)	19
Need more experience	5 (5)	13

- 4.28 The vast majority of workers believe they have all the skills they require for their current job. One in seven (15%) see a need for more training and / or achieving qualifications, while one in twenty feel they just need more experience. As to be expected, the youngest workers were particularly likely to believe that they needed more training and qualifications (54% of 16-17 year olds, and 28% among those aged 18-24). That said, almost two in five 16-17 year olds felt they had all the skills required to do their current job.
- 4.29 Those with no qualifications who were not working towards any were only slightly more likely than average to see the need for more training or qualifications though the level is much higher than across the UK as a whole among this group (19% v 9%).
- 4.30 Respondents were also asked whether they felt they needed training in basic skills. This was asked as follows:

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

- 4.31 Overall 7% of workers in the North East (vs 4% of workers outside London and the South East<sup>1</sup>) recognised a need for such training, suggesting a particular need in this region. In the national report it was commented that if ConstructionSkills was to trial delivery of basic skills training (whether stand alone or as part of other training), then it would make sense to do this in the North East where the need is more widely recognised than elsewhere.
- 4.32 Those aged 35-59 are particularly likely to feel they need basic skills training or development (10% compared with 5% of those aged 34 or under).
- 4.33 A need for basic skills development was most often recognised for writing (36% of those identifying a need, representing 2% of all workers in the North East) and reading (1% of all workers).
- 4.34 The other means by which increased training may arise from a demand-led worker angle is those wishing to change occupation within the sector and anticipating this needing re-training. Overall, one in six (17%) say they want to change the kind of work they do (though a further 6% were undecided), and the vast majority of these (76%) say that to achieve this aim they will need further training and qualifications. This represents 10% of all those interviewed in the North East, clearly a significant number of workers.
- 4.35 One important proviso of course is that wanting to change occupation and actually making this step are two different things, hence these figures may overstate the demand.
- 4.36 Predictably, the desire for a change of role was particularly apparent among less skilled workers, particularly labourers / general operatives (39%) and groundworkers (34%).
- 4.37 The clear desire is to take up more skilled positions which offer better pay (the key motive) but also offer more interesting work. Hence the most common roles that people would like to switch to are:
- managerial positions (17%)
  - plumbing (17%)
  - supervisors (11%)
  - bricklaying (8%), particularly popular among labourers wishing to change occupations (18%)
  - dry lining (8%).

---

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

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

<b>Table 4.7: Length of time expect to work at the site in total</b>		
Base: All	North East (379) %	UK (8,436) %
< 1 month	12	13
1 - 3 months	23	17
> 3 up to 6 months	15	17
> 6 months up to a year	10	18
More than a year	4	9
Don't know	35	25

4.39 In the North East just 14% of workers definitely expected to be on site for more than six months (lower than found nationally, 27%) and over a third (35%) were unsure what the overall duration would be, neither likely to be conducive to workers considering on-site training.

## 5 Mobility

- 5.1 A key aim of the survey was to gain an understanding of geographic mobility of construction workers across the UK, and to try to get a measure of which regions are net ‘importers’ and which are net ‘exporters’ (or donors), as well as which workers (for example, by occupation and qualification level) are particularly likely to be mobile. The results clearly have a bearing on training planning, provision and investment. It could be argued, for example, that training investment should take account of mobility to the extent that it should recognise where workers gain their skills rather than simply where they end up working. And information regarding geographic mobility by occupation clearly needs to be taken into account when forecasting potential regional occupational shortfalls, since shortfalls could be met, in part, by attracting mobile workers with relevant skills from other regions.
- 5.2 What constitutes a mobile worker is ‘multi-dimensional’. Potentially it includes those who live outside a region and travel in on a daily basis, those who live in temporary accommodation while working but whose permanent address is outside the region, those who have moved to the area on a semi-permanent basis, as well as those who received their construction training elsewhere but have now moved to the region on a permanent basis. Hence for the survey a number of measures were asked covering these issues. These were:
- Where respondents were from ‘originally’
  - Whether they travel from their permanent address or a temporary address (and if temporary why they work in the current region)
  - The proportion of their time working in construction in the UK which has been on sites within the region where they are currently working
  - The miles they travel to get to the site each day (as well as the town and postcode of where they travel from)
  - Whether when they finish this site they expect to get a job which allows them to commute on a daily basis from their permanent address.
- 5.3 We discuss these in turn. In the final section we also look at how long workers typically work at an individual site, giving some idea of the frequency of moving between sites. Clearly workers may have spent their whole working life in one region and therefore appear relatively immobile, but if they move site very frequently providing training to these workers may be problematic.

## Where workers from originally

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

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

- 5.5 The North East is among those geographic areas with the most ‘self-contained’ workforces (where very high proportions originally come from the region) – this on a par with Scotland and Northern Ireland. In each, nine in ten of the workers in were originally from the region. By contrast London and the East of England stand out as being the largest net ‘importers’ of construction workers on this measure.
- 5.6 At a national level, nine in ten (89%) said they had lived in the UK all their life which rose to 95% in the North East.

## Region of workplace, current residence and permanent residence

- 5.7 Respondents were all asked about where they were living to get to their current place of work, whether this was their permanent address and, if not, where their permanent address was. Table 5.2 presents results for *all* regions, showing:
- the percentage of workers whose *permanent* residence is in the same region as their current work (the column shown in bold on the table 5.2); and
  - the percentage of workers currently living in the same region while working.

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

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

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

- 5.8 Of the English regions, the North East is most likely to draw workers from residences within the region (95% of workers on sites in the North East have their permanent address within the region). This contrasts with sites in London, the East, the South East and the East Midlands where relatively high levels are based outside the region.
- 5.9 While sites in London attract workers mainly from the neighbouring regions of the South East and East of England, it will be of interest to readers in the North East that around 4% of London's workforce have permanent residences in North East (see table A1 in the appendix).

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

**Table 5.3: Percentage working outside their region of permanent residence**

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

### Living in temporary accommodation

- 5.11 While clearly not everyone based in temporary accommodation will necessarily be ‘imported’ workers (some may have a permanent address within the region), this group is a proxy for the highly mobile workforce and as such constitutes another measure of mobility.
- 5.12 Less than one in twenty (4%) of workers interviewed in the North East were based at a temporary address to get to work, compared with the figure of 8% across the UK. Hence it is clear that compared to other geographical areas, survey results again indicate that the North East is not a big importer of labour (in contrast, the proportion in temporary accommodation figure was as high as 19% in London, and 10% in the North West).



### Proportion of UK Construction career spent in current region

- 5.13 Workers were asked what proportion of the time they had worked in construction in the UK had been spent on sites in the region where they were currently working. A slight minority (45%) said they spent *all* of their construction career on sites in the region. An additional one in three (36%) had spent most of their career in the region. While most had worked in some other regions, overall around one in six (17%) said they had spent half or less of their time in construction working on sites in their current region, representing the most mobile group of workers. The results for the North East are very similar to the rest of the UK.

	North East	UK
<i>Base: all</i>	379	8,436
	%	%
All of it	45	41
Most of it	36	37
Around half	9	10
Small proportion	8	11

- 5.14 Younger workers and new entrants to the industry are more likely to have spent all their time on sites in the North East (62% of those under 24 and 80% of those in the industry less than 2 years). Related to this, those not so qualified tended to be less mobile in respect of this measure, with 60% of those with no construction specific qualifications spending all their time in construction on sites in the region. This is strong evidence that mobile workers tend to be the most highly skilled.

### Travel to work distances

- 5.15 The mean average number of miles travelled to work (each way), in the North East was 24 miles. This is almost identical to the UK average (23 miles). Around this average figure there are large variations, with well over half (60%) travelling less than 15 miles and at the other extreme 8% travelling more than 50 miles each way to work. The North East has fewer travelling such large distances compared with the UK as a whole (15%).

### Sub-sector mobility

- 5.16 Respondents were asked whether they had spent significant parts of their construction career on any of the following types of project: new housing; housing repair and maintenance including extensions and lofts; other commercial work such as shops, offices factories, warehouses, stadia etc; civil engineering projects such as roads, bridges etc; engineering construction work such as power stations, oil refineries and chemical processing plants; and other types of project. Results are summarised on the following table. National figures are again in brackets.

<b>Table 5.5: Types of project spent significant periods of construction career on</b>	
<i>Base: all</i>	379 %
Other commercial (shops, factories, offices etc)	81 (76)
New housing	71 (72)
Housing repair and maintenance	60 (50)
Engineering construction	30 (28)
Civil engineering	23 (33)
One type of project only	19 (25)
Two types of project only	28 (23)
Three types of project only	31 (29)
Four types of project only	14 (14)
Worked on all five types of project	9 (10)

- 5.17 Most workers (four in five) in the North East had spent significant periods working in different sub-sectors within construction. Relatively few had spent significant periods in civil engineering sites (23%) or engineering construction sites (30%). Only one in five (19%) had worked within one type of sub-sector only. This was most often the other commercial sub-sector (44% of those working in one area only) or new housing (39%).

## Leaving the industry

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

<b>Table 5.6: Likelihood of working in construction in 5 year's time</b>		
<i>Base: all aged under 60</i>	<i>All (364) %</i>	<i>UK (8,128) %</i>
Definitely will	40	45
Very likely	36	32
Quite likely	11	12
Quite unlikely	3	2
Very unlikely	2	2
Definitely will not	3	3
Don't know	5	3

- 5.19 Eight per cent of the under 60s think it unlikely they will be working in the industry in five years time. With over three quarters saying it is definite (40%) or very likely (36%), this presents a relatively stable picture in terms of intent, though of course many external factors may affect what actually happens.
- 5.20 Predictably those new to the industry (with less than one year's experience) were a little more uncertain than average.
- 5.21 It was also noticeable that commitment among labourer / operatives and plant machine operatives was lower than average with around 'only' a quarter (23% and 25% respectively) who thinking they would definitely still be in the industry in five year's time. This adds to the importance of training and upskilling these workers, in that training may well increase their 'buy-in' to the industry.

**TECHNICAL APPENDICES**

**Appendix A: Definition of qualification level**

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

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

**PRIVATE & CONFIDENTIAL**

**CITB-ConstructionSkills  
Mobility and Skills in  
Construction Survey  
North East version**

**J:/3852/  
July 2004**

**Office Use only:**

SERIAL				CARD
				1
101	102	103	104	105

SITE NO.		
106	107	108

REGION
109

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

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

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

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

(110)

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

111-112 = \_ \_

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

(113)

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

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

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

--	--

114-116= \_\_\_\_\_ 117-119 = \_\_\_\_\_

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

(120)

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

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

--	--

121-123 = \_\_\_\_\_ 124-126 = \_\_\_\_\_

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

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

130 = \_\_\_\_\_; 131 = \_\_\_\_\_

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

(132)

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

**ASK IF HAD OTHER ROLES AT Q8**

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

**INTERVIEWER NOTE: NOT ALL PREVIOUS JOBS**

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

136 = \_\_\_\_ 137 = \_\_\_\_

138 = \_\_\_\_ 139 = \_\_\_\_

**ASK ALL**

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

**READ OUT**

(140)

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



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

(141)

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

142-143 = \_\_\_\_

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

(144)

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

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

(145)

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

146 = \_\_\_\_

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

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

148 = \_\_\_\_; 149 = \_\_\_\_\_

- 14) So would you say all, most, some or very little of your employer's (IF NECESSARY FOR SELF-EMPLOYED: the contractor / firm / person paying you IF AGENCY: your agency's) construction work takes place in the North East: by the North East I mean Cleveland, Durham, Northumberland, Tees Valley and Tyne & Wear.

(150)

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

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

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

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

153 = \_\_\_\_

**ASK ALL**

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

(154)

Yes	1	ASK Q17
No	2	GO TO Q18

**IF YES (OTHERS ASK Q18)**

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

*SUBJECT OF QUALIFICATION (eg carpentry, management etc)*

--

**TYPE / LEVEL OF QUALIFICATION**

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

159-160 = \_\_\_\_

161 = \_\_\_\_

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

(162)

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

**IF YES (OTHERS ASK Q21)**

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

(163)

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

164 = \_\_\_ 165 = \_\_\_

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

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

(166)

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

**167= \_\_\_\_\_**

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

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

(168)

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

**ASK ALL**

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

(169)

Yes	1	ASK Q22
No	2	GO TO Q23

**IF DO HOLD FORMAL QUALIFICATION**

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

SUBJECT OF QUALIFICATION  
(eg carpentry, management etc)

**TYPE / LEVEL OF QUALIFICATION**

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

174-175 = \_\_\_\_

176 = \_\_\_\_

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

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

179-180 = \_\_\_\_

201-204 as card 1  
205=2

206-207= \_\_\_\_

**ASK ALL**

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

(208)

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

**IF YES AT Q23 (OTHERS ASK Q26)**

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

(209)

Yes	1	ASK Q25
No	2	ASK Q26
DK	3	

- 25) **IF YES AT Q24**  
What training was this? PROMPT IF NECESSARY

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

212= \_\_\_ 213 = \_\_\_

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

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

221= \_\_\_ 222 = \_\_\_

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

	(223)
All the skills you need to do your current job	1
Or do you feel you need more training and or qualifications (IF SO PROBE: What further training / qualifications do you feel you require? <b>WRITE IN</b> )	2
Or do you feel that you the qualifications and training you need but you just more experience	3
(DO NOT READ OUT) Don't know	X

224= \_\_\_

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

(225)

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

**IF YES AT Q27a**

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

Training in: (226)

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

227= \_\_\_      228= \_\_\_

**ASK ALL**

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

(229)

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

**IF DIFFERENT (OTHERS GO TO Q32)**

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

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



233=\_\_\_\_ 234= \_\_\_\_

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

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

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

237 = \_\_\_\_

(238)

Yes	1	
No	2	
DK	3	

**ASK ALL**

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

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

<b>TOWN / CITY / COUNTY</b>		
<b>POSTCODE</b>		(239-242)

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

**MILES** \_\_\_\_\_ **243-245 =** \_ \_ \_

Don't know.....X

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

(246)

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

- 35) **IF CURRENT ADDRESS NOT PERMANENT ADDRESS ASK:**  
 Could you tell me the town, postcode (IF NEEDED 'Country) for your permanent home?

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

ASK ALL

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

(253)

Yes	1	GO TO Q38
No	2	ASK Q37

**IF NOT ABLE TO COMMUTE DAILY**

- 37) What made you decide to come and work in the North East? **DO NOT PROMPT**

(254)

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

255= \_\_\_\_

ASK ALL

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

(256)

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

**IF NO (OTHERS GO TO Q40)**

- 39) Are you expecting this next job will be in the North East (meaning Cleveland, Cumbria, Durham, Northumberland, Tees Valley and Tyne & Wear) or do you expect it to be elsewhere?

(257)

The North East	1
Abroad	2
Somewhere else (SPECIFY)	3
Don't Know	X

258= \_\_\_\_

**ASK ALL**

- 40) What proportion of the time that you have been working in construction in the UK has been spent on sites in the North East (**ADD FOR THOSE NOT ASKED Q39** 'By The North East we mean Cleveland, Cumbria, Durham, Northumberland, Tees Valley and Tyne & Wear). Would you say that it has been....**READ OUT**

(259)

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

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

(260)

(2  
6  
)

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

262= \_\_\_\_; 263 = \_\_\_\_

**INTERVIEWER RECORD GENDER**

(264)

Male	1
Female	2

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

(265)

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

**IF AGED UNDER 60 (OTHERS ASK Q44)**

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

(266)

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

**ASK ALL**

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

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

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

(269)

Yes	1
No	2
DK	3

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

NUMBER OF HOURS PER WEEK  270-271= \_\_ \_\_

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

(272)

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

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

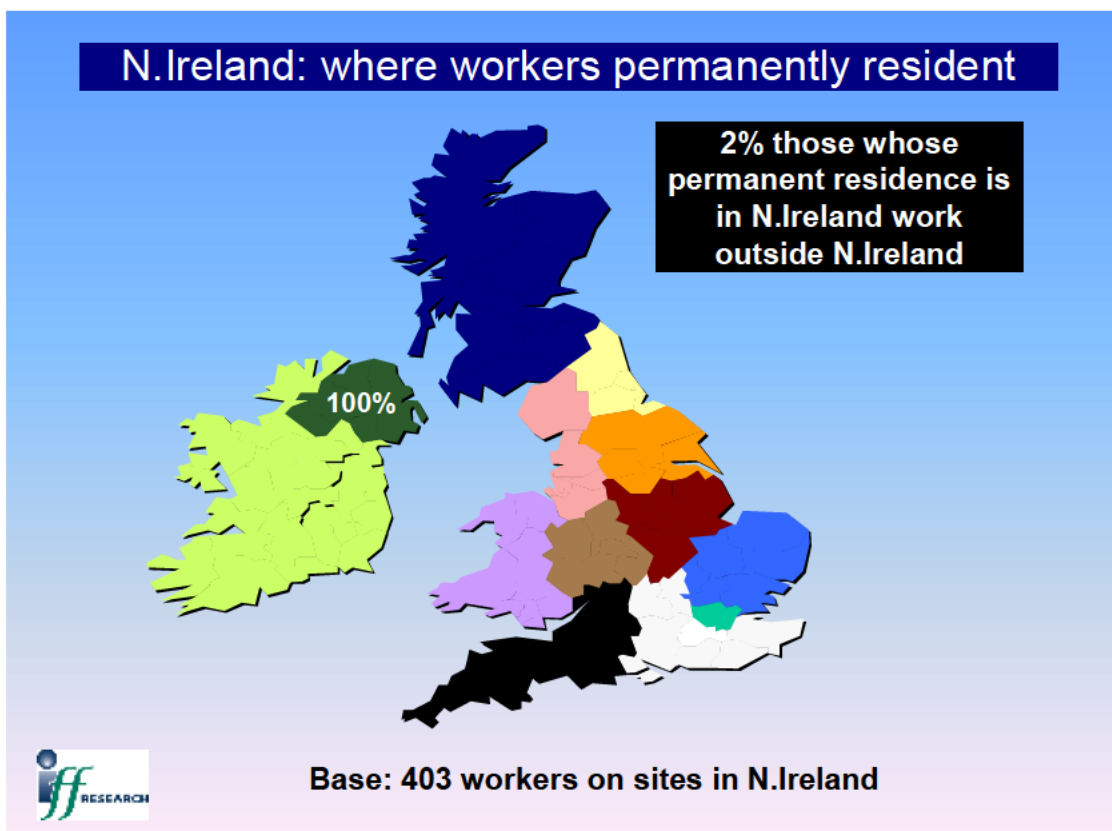
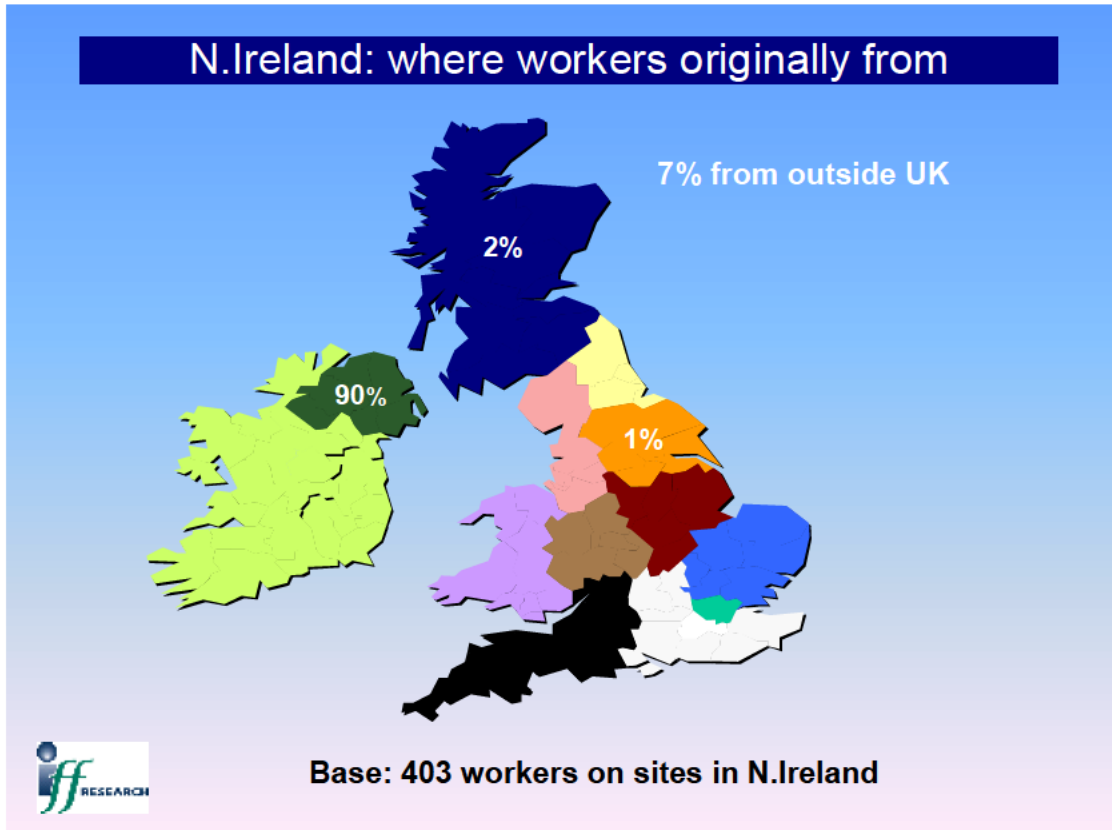
(273)

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

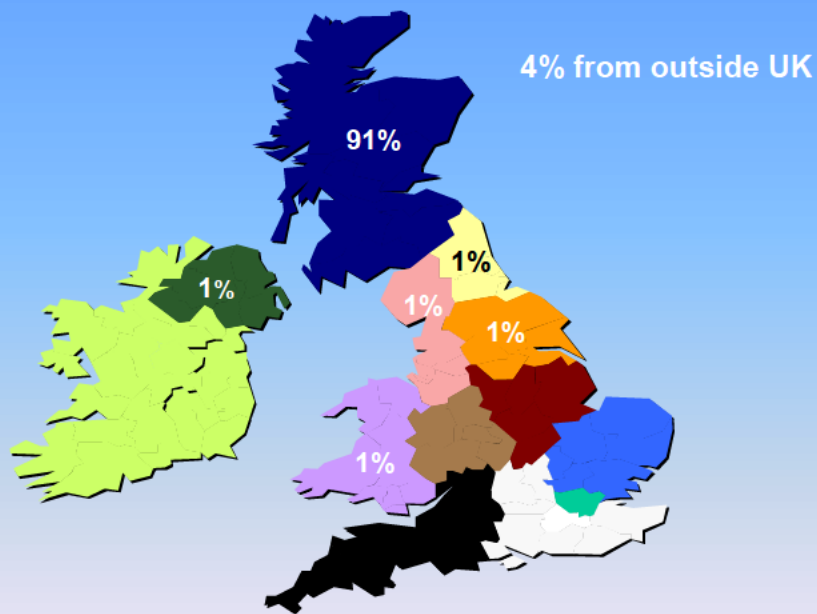
THANK RESPONDENT AND CLOSE INTERVIEW

I declare that this survey has been carried out under IFF instructions and within the rules of the MRS Code of Conduct.	
Interviewer signature:	Date:
Finish time:	Interview Length

Appendix B: Maps of UK charting mobility across the regions

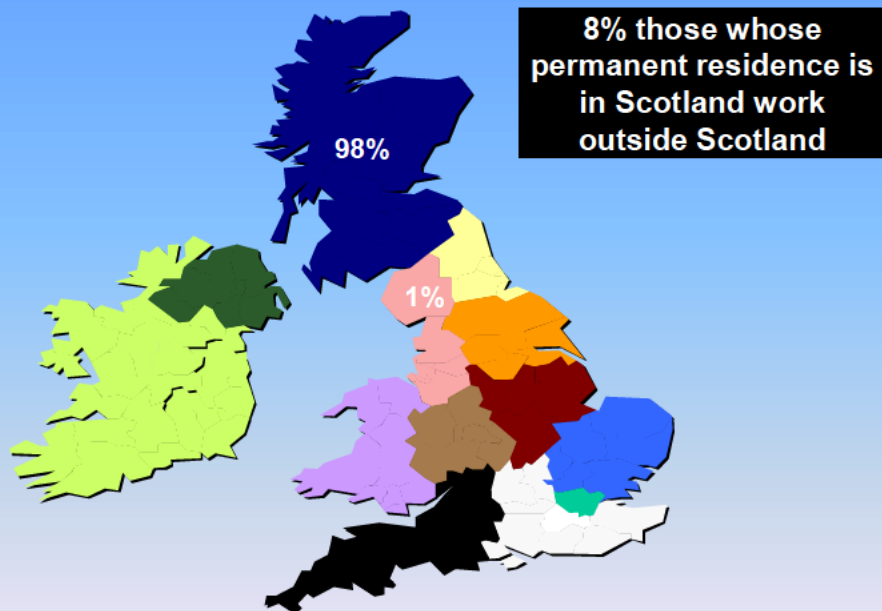


### Scotland: where workers originally from



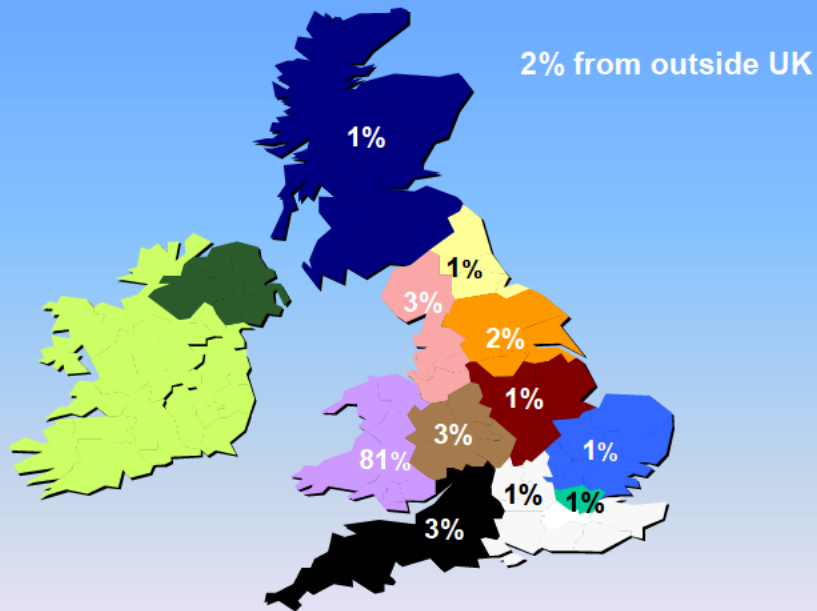
Base: 585 workers on sites in Scotland

### Scotland: where workers permanently resident



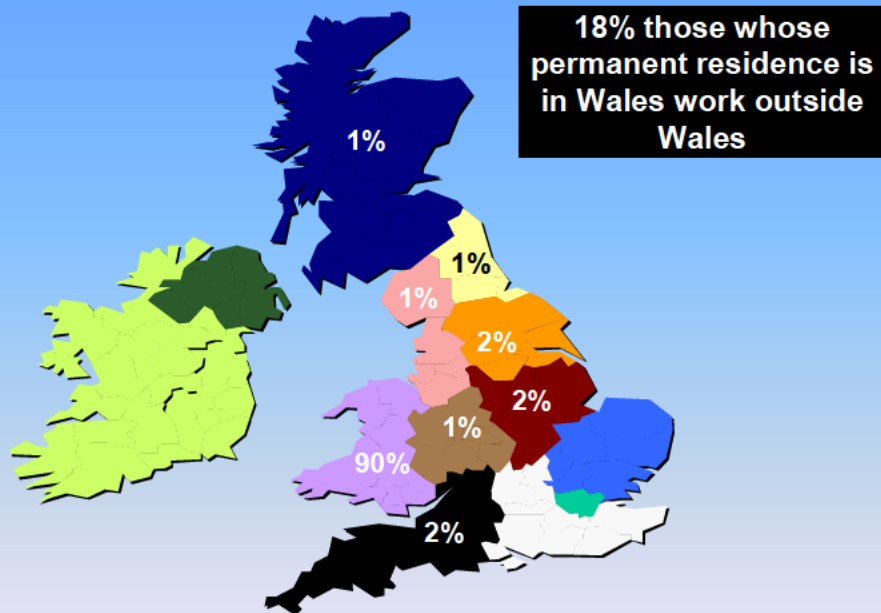
Base: 585 workers on sites in Scotland

Wales: where workers originally from



Base: 399 workers on sites in Wales

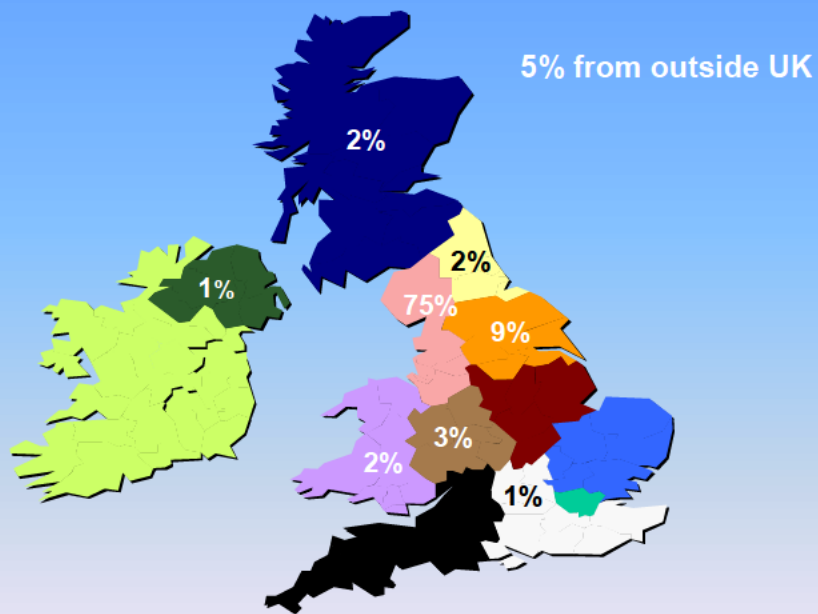
Wales: where workers permanently resident



Base: 399 workers on sites in Wales



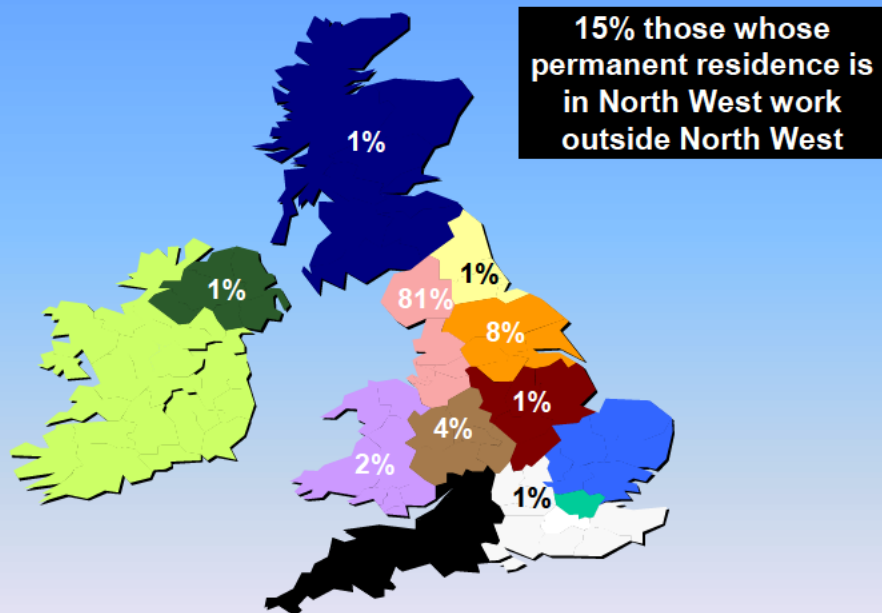
**North West: where workers originally from**



Base: 686 workers on sites in North West



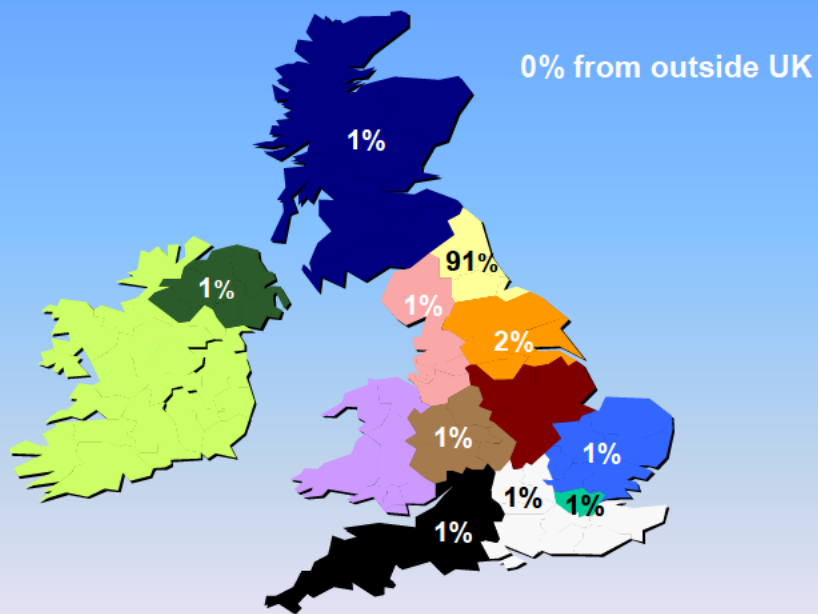
**North West: where workers permanently resident**



Base: 686 workers on sites in North West

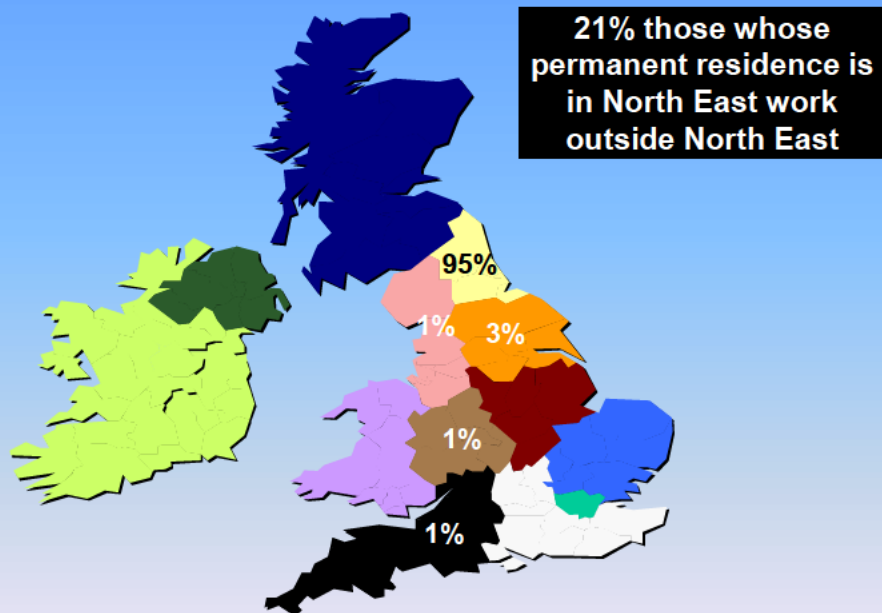


**North East: where workers originally from**



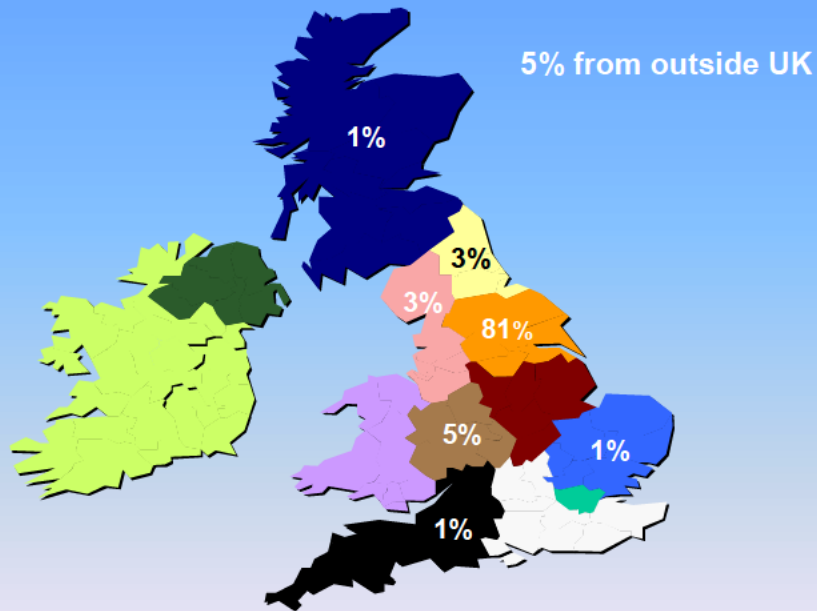
Base: 378 workers on sites in North East

**North East: where workers permanently resident**



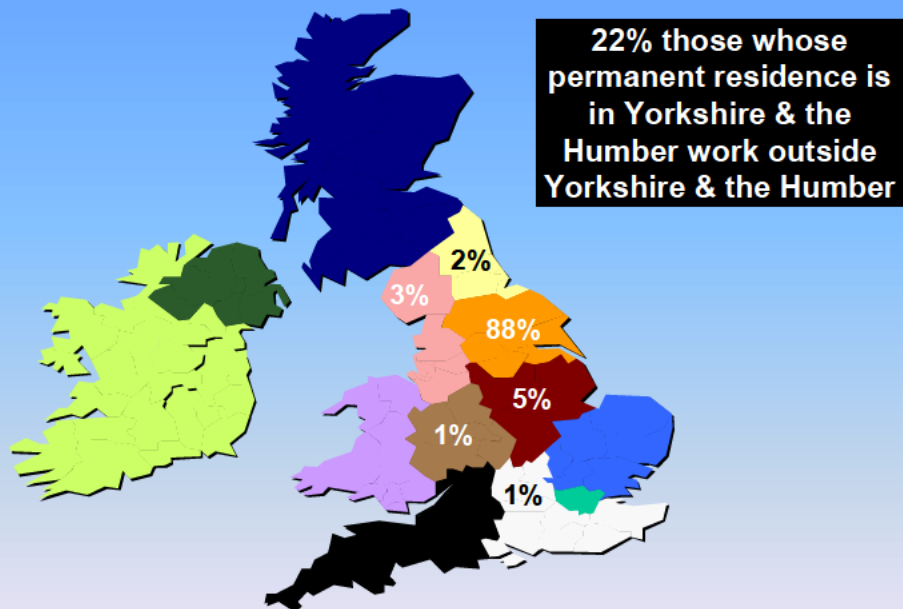
Base: 378 workers on sites in North East

**Yorkshire & the Humber: where workers originally from**



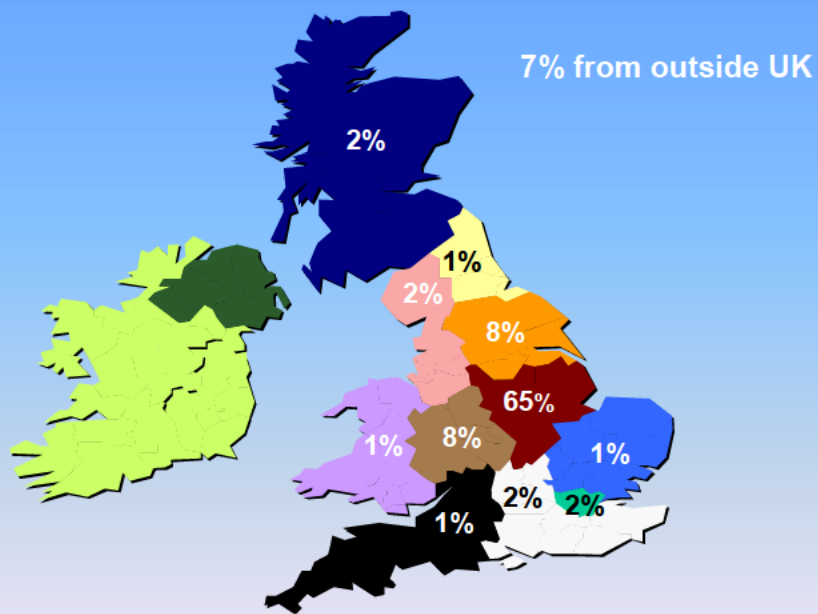
Base: 604 workers on sites in Yorkshire & the Humber

**Yorkshire & the Humber: where workers permanently resident**



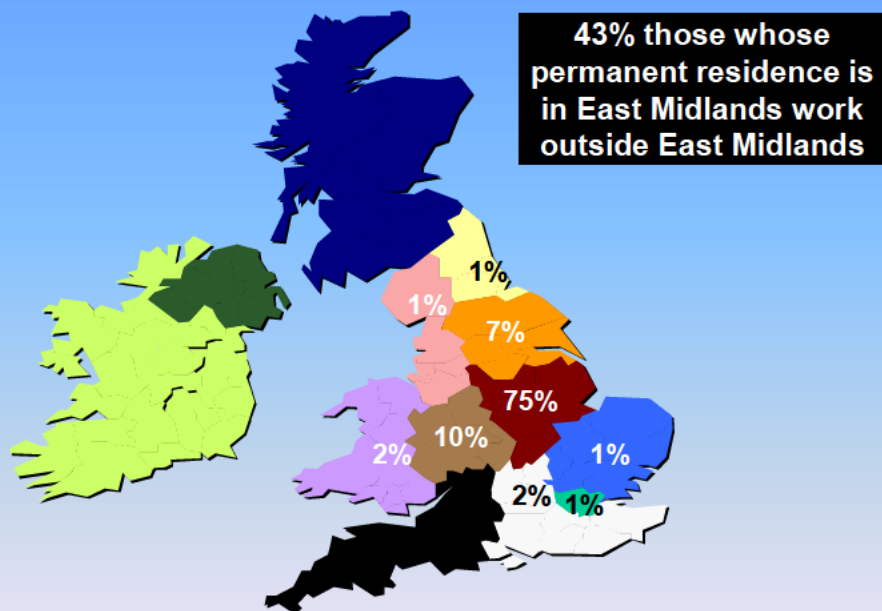
Base: 604 workers on sites in Yorkshire & the Humber

**East Midlands: where workers originally from**



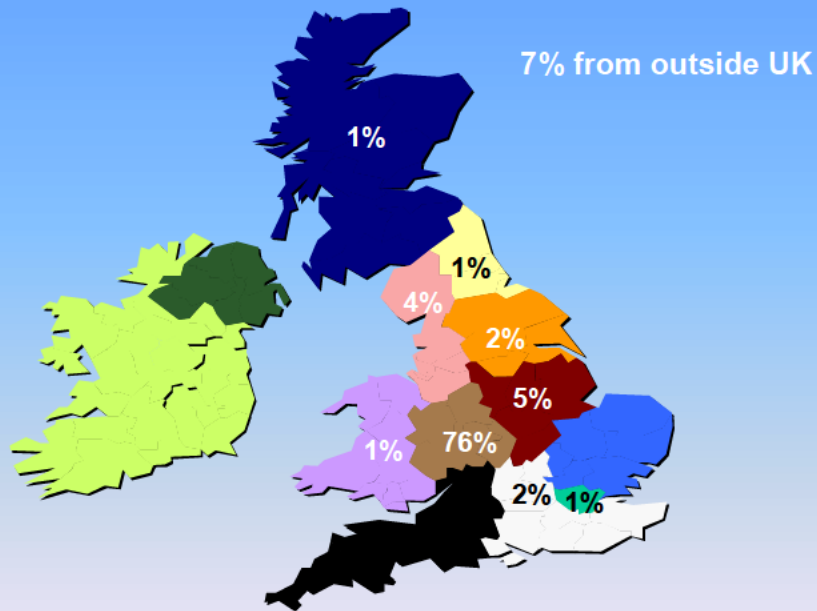
Base: 452 workers on sites in the East Midlands

**East Midlands: where workers permanently resident**



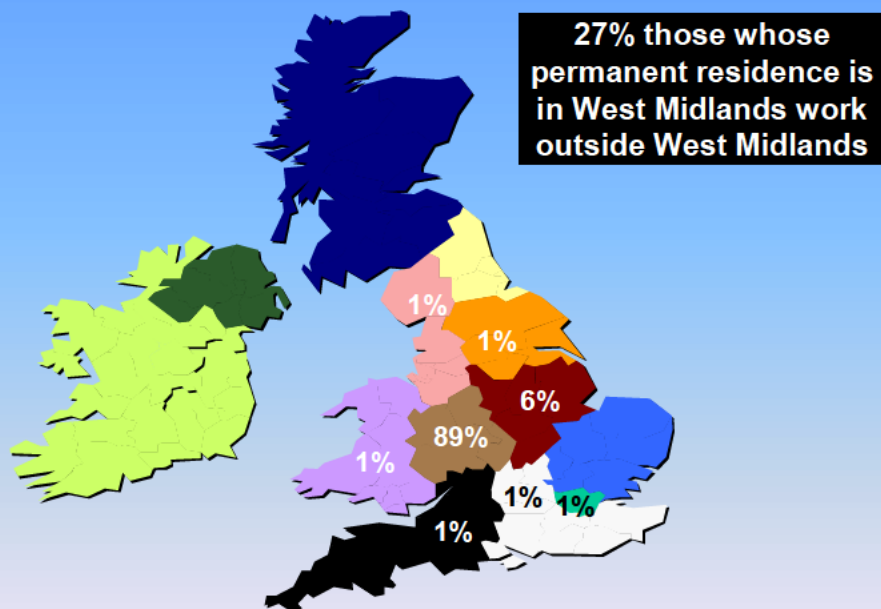
Base: 452 workers on sites in the East Midlands

**West Midlands: where workers originally from**



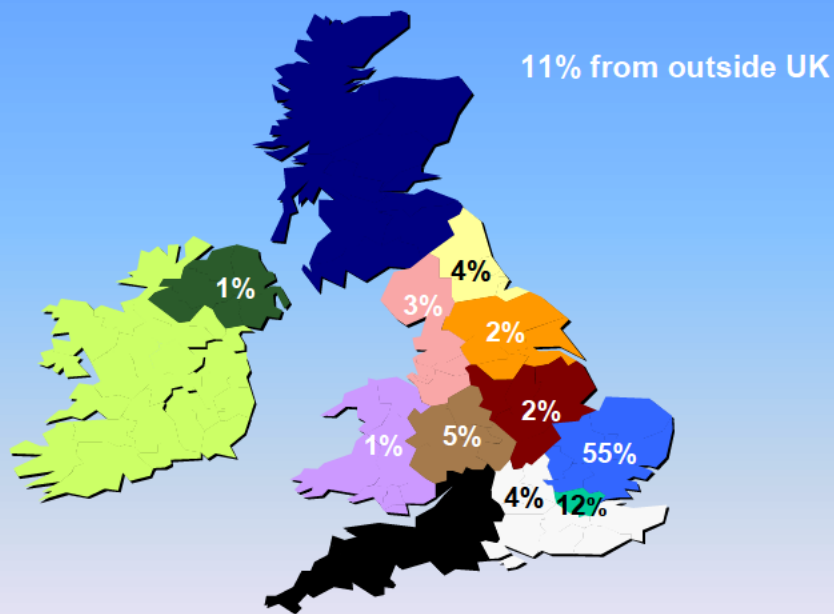
Base: 517 workers on sites in the West Midlands

**West Midlands: where workers permanently resident**



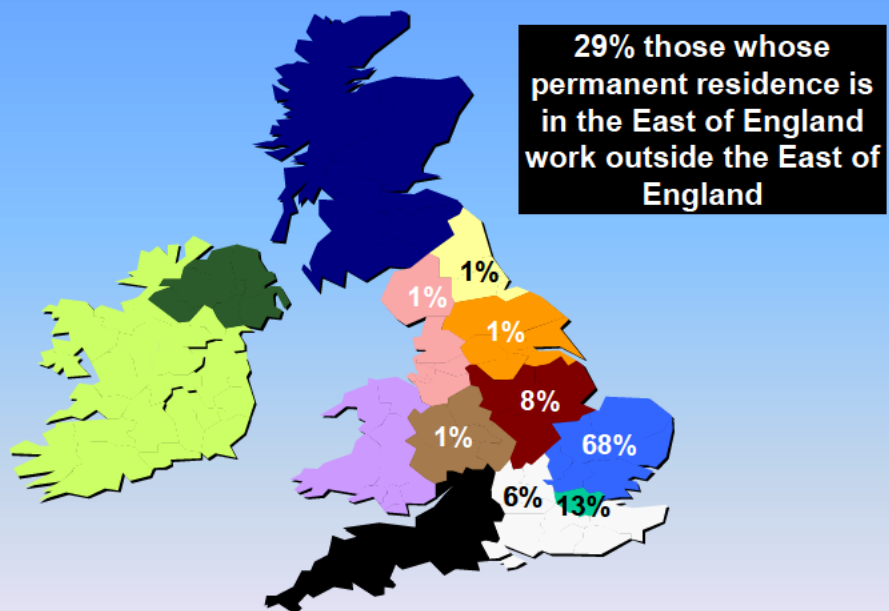
Base: 517 workers on sites in the West Midlands

**East of England: where workers originally from**



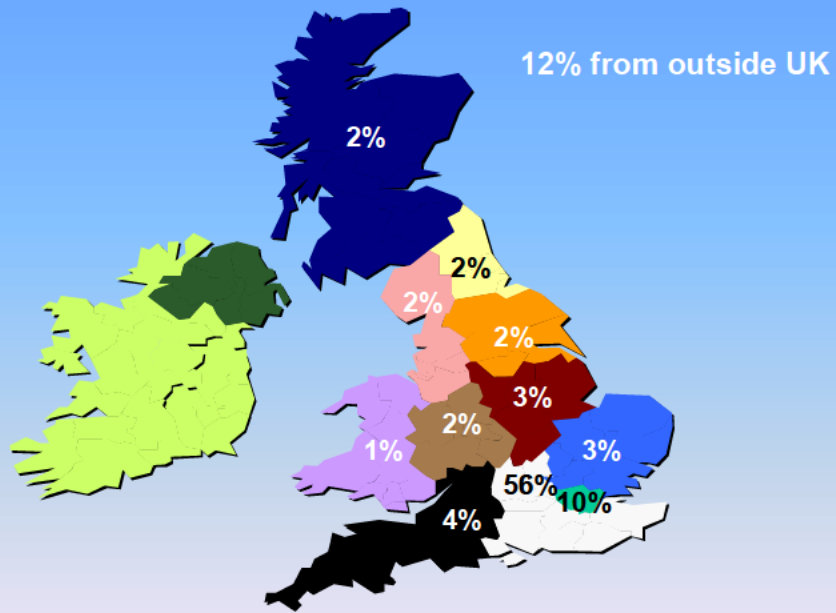
Base: 651 workers on sites in the East of England

**East of England: where workers permanently resident**



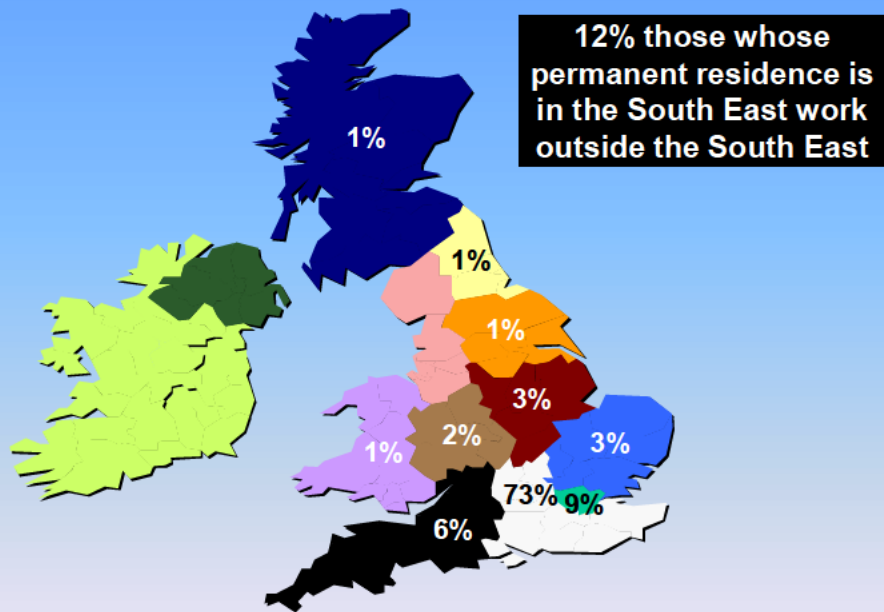
Base: 651 workers on sites in the East of England

**South East: where workers originally from**

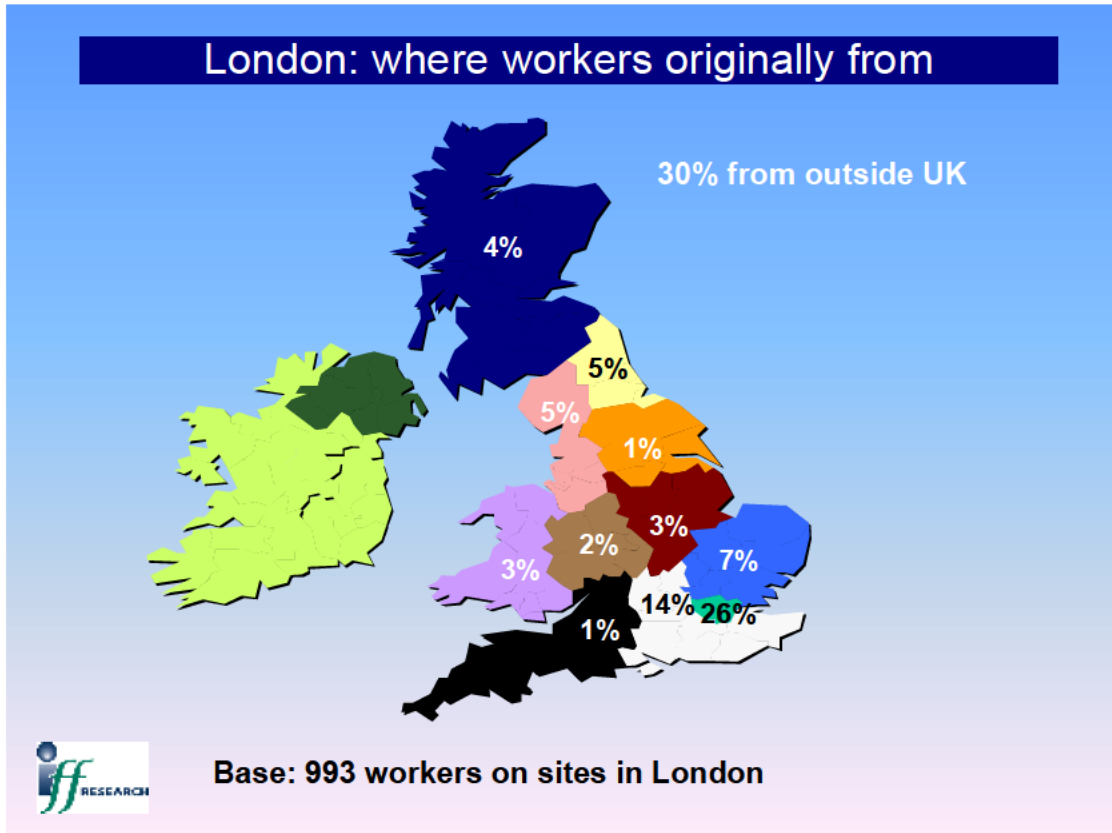


Base: 2259 workers on sites in the South East

**South East: where workers permanently resident**

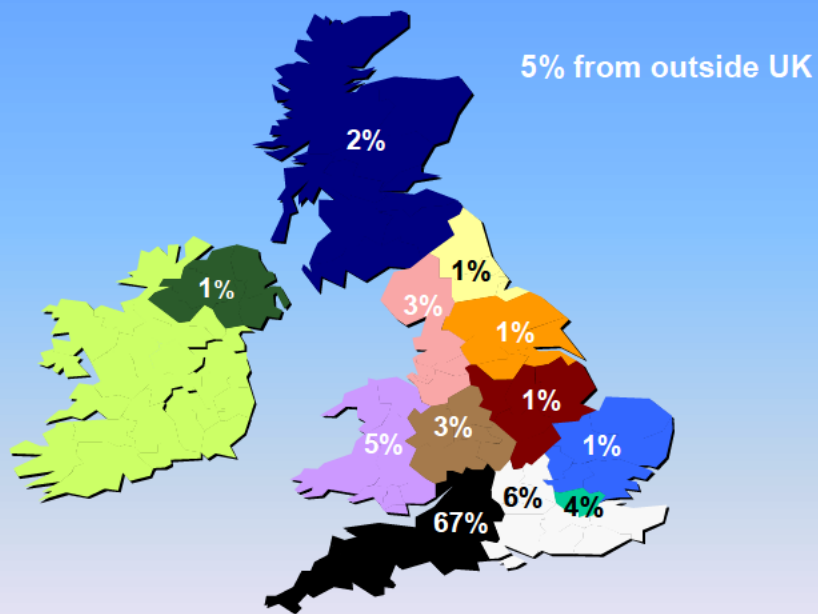


Base: 2259 workers on sites in the South East



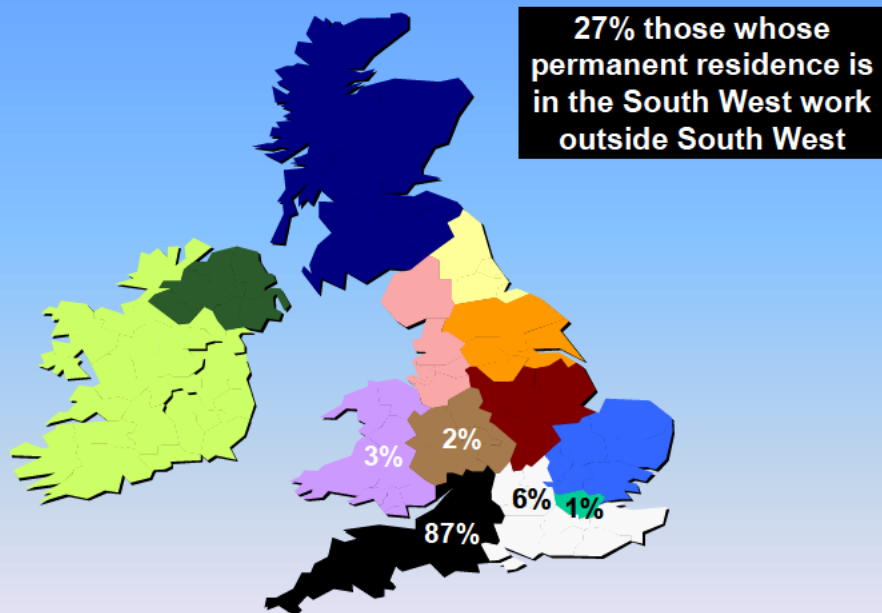


**South West: where workers originally from**



Base: 509 workers on sites in the South West

**South West: where workers permanently resident**



Base: 509 workers on sites in the South West

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

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