

Workforce Mobility and Skills in the UK Construction Sector 2015

Scotland Report





Study prepared by BMG Research from a commission by CITB.

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Author: BMG Research

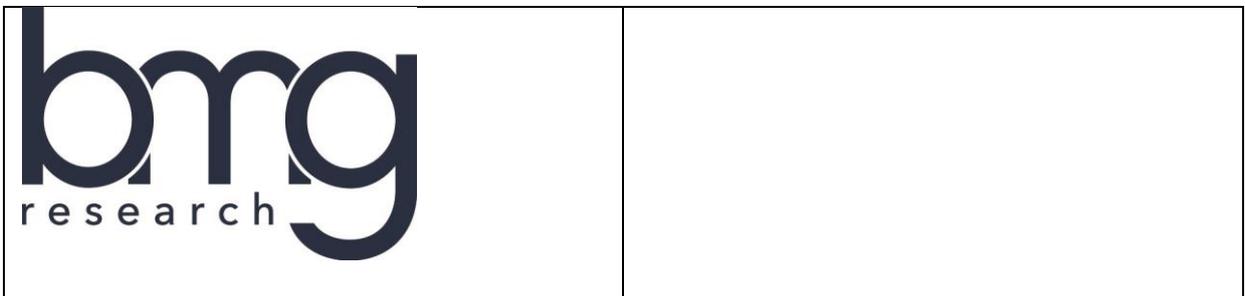




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Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2015 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2012, 2007 and 2005. Face to face interviews were conducted with 4771 construction workers undertaking manual roles on sites across the UK and 463 interviews were conducted with construction workers in Scotland.

Profile of the sample

- More than two fifths of construction workers interviewed in Scotland are aged 35 and under (42%), which is a higher proportion than compared with the UK population as a whole (37%), but slightly lower than the UK average in the survey (47%). Just 7% of construction workers are aged 60 or over.
- Overall 2% of the construction workforce in Scotland is of BME ethnic origin, compared with the same proportion in the 16 to 64 year old population in Scotland as a whole. The UK average in the survey is 4%, increasing to 15% in London.
- By trade/occupation, the highest proportion of the Scotland sample is accounted for by carpenters/joiners (24%); followed by labourers/general operatives (21%). Compared with 2012 the proportion that are labourers/general operatives has declined (from 33%) and carpenters/joiners account for a higher proportion of construction workers (increasing from 8%).
- A fifth of all those interviewed in Scotland perform a supervisory or management role on their site (21%); a lower proportion than nationally (25%).
- Seven in ten construction workers interviewed for the survey in Scotland are employed directly by a company (70%), which represents a slight increase compared with 2012 (65%). Construction workers in Scotland are more likely than the UK average to be employed directly (54% across the UK). The proportion of workers self-employed has declined slightly since 2012 (from 27% to 25%), as has the proportion of workers working for an agency (from 8% to 5%). The likelihood of being self-employed increases with time spent working in construction, from 7% of those that have worked in construction for less than a year to 29% of those that have been working in the industry for 5+ years.
- A fifth all construction workers in Scotland (20%) are employed on a temporary, rather than permanent basis. This is a slightly lower proportion than the UK average (23%).
- Construction workers in Scotland work an average of 42 hours per week, which includes 1 in 6 that work more than 50 hours per week (16%). Scotland construction workers are significantly less likely to work more than 50 hours per week than the UK average (23%).



Work history

Time in the sector

- More than a third of all construction workers in Scotland have worked in the industry for at least 20 years (37%), which compares with a lower UK average (31%). A total of three fifths have done so for 10+ years (60%).
- Three quarters of construction workers in Scotland have only ever worked within the construction industry (74%) and this is slightly higher than the UK average (70%). More than half the construction workers in Scotland (57%) have worked pretty much continuously, without spells out of work and this is a similar proportion to that reported across the UK (55%).

Previous non-construction jobs

- Amongst the 1 in 6 construction workers in Scotland that worked in another sector (18% of all respondents) before starting work in construction, the sectors worked in beforehand are most likely to be wholesale/retail (21%), manufacturing (15%) or transportation and storage (11%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in by skilled trades occupations (27%), followed by elementary administration and service occupations (19%).

Occupational switching within the construction sector

- A quarter of all construction workers in Scotland have worked in more than one construction trade or occupation whilst working in the construction industry (26%). This is lower proportion than the UK average (34%).
- Workers are most likely to have previously worked as a labourer/general operative (31%) and/or as a carpenter/joiner (29%); while 1 in 10 have worked as a banksman/banksperson (10%).
- Thinking about their future plans in the construction sector, more than 8 in 10 construction workers in Scotland would like to carry on in the same trade or occupation (84%), while 1 in 20 would like to change their trade/occupation (4%) and a further 1 in 20 would like to leave the construction altogether (5%). The proportion that wants to carry on as they are is higher in Scotland than the UK average (79%).
- The most popular occupation that construction workers in Scotland would like to change to is site manager (35% of those who would like to change).
- Seven in ten construction workers in Scotland that would like to change trade/occupation believe they will require further training or qualifications in order to do so (70%). This is a lower proportion than the UK average (77%).
- The main reason for wanting to change trade/occupation is that they would like more interesting work/they're bored of what they are doing/need a change (40%), while fewer believe that the new occupation will be better paid (35%) and/or less physical (35%).



Qualifications and skills

Skills cards/certificates

- The vast majority of all construction workers in Scotland, as across the UK as a whole, hold some form of construction skill card or certificate (88% cf. 98% in 2012 and a UK average of 96%).
- Younger workers (56% of 16-19 year olds) and those who have worked in construction for less than a year (71%) 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 Scotland; 86% across the UK).
- Card colours vary by age and particularly by occupation; roofers (75%) and labourers/general operatives are most likely to hold Green cards (72%); and electricians (50%), bricklayers (47%) and carpenters/joiners (41%) are most likely to hold Gold skill cards.

Construction-specific qualifications

- More than three quarters of construction workers in Scotland say they had no formal qualifications when they first started working in the construction industry (77%). This compares with a lower UK average (75%).
- By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst roofers (all of the small sample in this occupation), labourers/general operatives (98%), scaffolders (91%) and plant/machine operatives (90%), whilst site managers (57%) are least likely to have started with no formal qualifications.
- Compared with just under a quarter of construction workers in Scotland that did have qualifications when they first started working in construction (23%), overall, more than half of all construction workers in Scotland reported holding some sort of construction related qualification at the time of interview (57% cf. 45% in 2012 and a UK average of 63%).
- The proportion of workers that currently hold any qualifications is lower than average amongst workers who have worked in construction for less than a year (24%) and workers employed by an agency (29%).
- By trade/occupation proportions vary from around four fifths of site managers, carpenters/joiners and plumbers, down to around a fifth amongst labourers/general operatives and roofers.
- The qualifications most likely to be held by construction workers in Scotland are NVQ/SVQ qualifications (52% of those with qualifications) although this proportion is significantly lower than in 2012 (67%) and compared with the UK average (66%). One in four construction workers in Scotland with qualifications hold City & Guilds qualifications (26%; 17% in 2012 and compared with 20% across the UK). 1 in 5 construction workers with qualifications now hold an apprenticeship (21%), which is a significant increase compared with 2012 when just 1% did and also higher than the UK average (13%).



Basic skill needs

- Around 1 in 10 construction workers in Scotland believe they would benefit from some form of training in basic skills (9%), compared with a higher proportion of 1 in 4 in 2012 (25%). The proportion in Scotland is lower than the UK average (14%).
- In terms of the type of training required there is an almost even split across reading, writing, speaking English and Maths.

Current study for qualifications

- One in nine construction workers in Scotland are currently working towards any formal qualifications relevant to the construction industry (11% cf. 6% in 2012 and a UK average of 12%). This proportion is significantly higher amongst 16-19 year olds (59%) and amongst those who have worked within the construction industry for less than 5 years (31%).
- Amongst workers with no qualifications 1 in 12 are currently working towards a qualification (8%).
- Over half of those who are working towards qualifications (to which a level could be assigned) are working towards qualifications equivalent to Level 2 (18%) or 3 (38%).

Supervisory/managerial training

- Of those within Scotland not currently performing a supervisory/management role more than half are certain that they would not like to do so (57%; 53% across the UK), while 1 in 5 would like to do so (20%; 26% across the UK) and just over a fifth are unsure (23%; 21% across the UK).
- A fifth of all construction workers in Scotland (21%) and nearly three quarters of those who have had some form of supervisory or management responsibilities (73% cf. 80% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills. These proportions are similar to the UK average.
- In-house training (43%) is the type of training most likely to have been received, followed by a Site Safety Supervisors Course (39%) and SMSTS (36%).

Overall skill levels

- The vast majority of construction workers in Scotland (95%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 5% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. A third of construction workers in Scotland (31%) hold a skill card/certificate, but have no other construction qualification. This compares with a UK average of 30%.
- Overall, more than two fifths of construction workers in Scotland have no qualifications (43% cf. 55% in 2012 and a 2015 UK average of 37%) and more than half have qualifications equivalent to Level 2 or above (52% cf. 34% in 2012 and 58% across the UK in 2015). Three in ten of all construction workers (30% cf. 25% in 2012) hold qualifications equivalent to Level 3 or above; this proportion is higher than average amongst electricians (44%) and plumbers (40%).



Geographic mobility

Work history in the region/nation

- The fact that they grew up there/have always lived there and other family reasons are the most likely reasons why construction workers are based within Scotland (77%) and this proportion is higher than in 2012 (35%), as well as being higher than the 2015 UK average (61%). The second main reason for their location is due to their employer sending them there (in 22% of cases). Reasons differ particularly by age with younger workers more likely to say their employer sent them, while older workers are more likely to cite family reasons.
- In 2015, a higher proportion of construction workers in Scotland compared with 2012 have worked within Scotland for their entire construction career (63% cf. 49% in 2012) and the majority of construction workers in Scotland have remained there for all or most of their career (89%). This compares with a UK average of 80%.
- Thus, in the majority of cases, the last site workers were based at was also in Scotland (94%).

Worker origins

- Overall nearly all construction workers in Scotland were living in Scotland when they started their construction career (96%). Workers currently based in Scotland are amongst those most likely to have remained in the same region/nation in which they were based for their first construction job.
- More than 9 in 10 construction workers in Scotland (95%) did their first qualification/training in Scotland. Compared with other regions/nations, they are amongst the least mobile. The highest proportion by region/nation is 96% in Northern Ireland. At the lower end of the range, only around half of construction workers in the East of England (50%), South East (55%) and London (58%) are based in the same region/nation as where their first qualification was achieved.

Travel to site

- Just under half of construction workers in Scotland have travelled at least 50 miles from their permanent/current home to work in the last 12 months (47%). A quarter of construction workers in Scotland (24%) have travelled more than 100 miles from their permanent home to work in the last 12 months. This compares with a UK average of 21%.
- Overall 7% of construction workers in Scotland (6% in 2012) are currently staying in temporary accommodation while working at their site. This proportion is similar to the UK average (6%).
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 16.3 miles (21.9 miles is the UK average) which is less than in 2012 when workers travelled an average (mean) of 33 miles.

Site duration and change

- Half of all temporary workers in Scotland (49%) do not know how much longer they can expect to be working for their current company/agency. This compares with a UK average of 43%.



- When all respondents, whether temporary or permanent were asked to indicate how long in total they expect to work at that specific site during this phase a quarter expect to stay on that site for a year or longer (27% cf. UK average of 26%), which is a significant increase compared with 2012 (14%), suggesting some improvement with regard to stability. However in a further 3 in 10 cases (30% cf. 25% in 2012) workers do not know how much longer they can expect to be on site, indicating there is still a considerable degree of uncertainty.
- Four fifths of all construction workers in Scotland 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 (81% cf. 63% in 2012). The remaining fifth say it depends/they don't know or that they won't be able to commute. Compared with workers in other regions/nations, those in Scotland are the most confident in this respect.

Sub-sector and sector mobility

Sub-sector mobility

- Compared with 2012 there has been a significant increase in the proportion of construction workers that have been working on new housing in Scotland, up from 67% to 86%. This echoes the national trend. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012.
- Overall around two fifths of all construction workers have only worked on one project type (43%), compared with a quarter in 2012 (27%), which again suggests a pattern of increased stability in the sector.
- The number of project types worked on varies significantly by region/nation. Scotland is one of those least likely to report its' construction workers working on one project type (43%). Across regions/nations, the highest proportion is in Wales (63%) and the lowest is in Northern Ireland (34%).

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 Scotland two fifths say they definitely will be (41%); a further two fifths think it is very or quite likely (41%); 4% consider it unlikely; just 3% say they definitely won't be and a further 6% hope to be retired by then, while 5% don't know.



Introduction

Aims and objectives

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

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

The specific objectives of this research project were to:

- Examine the qualification levels of the construction industry workforce in the UK and analyse what part qualifications have played in career progression.
- Identify, quantify and analyse the extent to which the workforce in each region/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.
- Contribute to developing better methodologies for understanding and modelling the labour market impacts of workforce mobility.

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

Method

The 2015 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research (2012). 4,771 interviews with construction workers in manual roles across the UK were required, split between the 12 standard regions/nations. In total, 463 interviews were conducted in Scotland.



Sampling

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

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

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

Project eligibility criteria:

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

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

Telephone-based site recruitment

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

Site visits

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



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

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

The following table shows the number of interviews achieved in each region/nation. In order to obtain strong bases for regional/national analysis, a quota of 400 completed questionnaires per region/nation was set, with an allowance of +/- 50 interviews per region/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 January-December 2014.

Figure 1: Interviews and weights by region/nation

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

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

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

Notes on reading this report

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

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

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



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

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

Profile of construction site workers

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

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

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

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

Personal demographics

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

The youngest age group (16 to 24 year olds) account for a fifth of construction workers (20%), a higher proportion than in the previous survey in 2012 (12%). The proportion of workers aged 25 to 34 years is lower than that reported in 2012 (22%, compared with 27%); as is the proportion of workers aged 35 to 55 (41%, compared with 46%) while the proportion that are aged 55 and over is the same as in 2012 (14%). This year, workers aged 60 and over account for just 7% of construction workers.

Compared with the UK workforce overall a lower proportion of construction workers are aged under 35 years (42% in Scotland; 47% across the UK cf. 37% of economically active adults across the UK).



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

Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %		UK Workforce* %
16 to 19 years	6	2	9	5	16 to 19 years	4
20 to 24 years	14	10	14	13	20 to 24 years	10
25 to 34 years	22	27	23	29	25 to 34 years	23
35 to 44 years	21	24	27	22	35 to 49 years	34
45 to 54 years	20	22	16	20	50 to 64 years	26
55 to 59 years	7	14	10	6		
60+ years	7			4	65+ years	3
<i>Unweighted bases</i>	463	409	240	4771		32,480,800

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

In terms of ethnicity, the vast majority of construction workers in Scotland are of White origins (98% as in 2012). Within this proportion 2% describe themselves as White Irish (cf. 5% in 2012) and 6% describe themselves as 'White Other' (cf. 7% in 2012).

Workers of Black (<0.5%) and Mixed (1%) ethnic origin (BME) make up a very small minority of the workforce in Scotland, as they have done in previous surveys.

Compared with the UK population as a whole (aged 16-64) a higher proportion of construction workers in Scotland are of White origins (98% cf. 87% amongst the UK population).

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

Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %	UK Population aged 16-64*
White	98	98	100	94	87
Black	<0.5	0	0	2	3
Asian	0	1	0	1	5
Other/Not stated	1	1	0	3	5
<i>Unweighted bases</i>	463	409	240	4771	40,626,700

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

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

Overall 2% of construction workers in the Scotland sample are BME, compared with a higher incidence of 4% of the UK sample and 10% across the UK population.

Compared with other regions/nations, Scotland has a low proportion of construction workers that are of BME origin.

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

Base: All respondents



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

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

Overall most construction workers in Scotland have lived in the UK all of their life (91%). This proportion is significantly higher than the UK average (84%).

Amongst all construction workers in Scotland 2% indicate that they have a long term illness, health problem or disability which limits the type of work they can do. The most common illnesses/disabilities amongst these workers is to do with reduced physical capacity, such as an inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, asthma, angina or diabetes (22%) and hearing (22%). Half this proportion (11%) have a condition linked to impaired physical co-ordination, with a third of construction workers with a long term illness, health problem or disability (33%) citing other issues.

Across the UK, 3% of construction workers indicate they have a long term illness, health problem or disability and the most common condition is a reduced physical capacity (39%).

Occupational profile

Current job role

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

Carpenter/joiners, labourers/general operatives and bricklayers are the top three occupations amongst construction workers in Scotland (reflecting the profile across the UK). Within Scotland there has been an increase in the proportion that are carpenters/joiners (24%, 8% in



2012; 19% in 2007) and a decline in labourers/general operatives (21%, 33% in 2012; 25% in 2007). The occupational profile in Scotland suggests a higher proportion of carpenters/joiners but is otherwise similar to that of the UK as a whole.

Figure 5: Occupational profile

Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
Carpenter/joiner	24	8	19	11
Labourer/General operative	21	33	25	18
Bricklayer	11	7	8	15
Plumber	8	3	5	5
Site manager	7	0	0	8
Plant/machine operative (e.g. Fork lift/JCB)	5	9	10	7
Painter/decorator	5	2	2	3
Electrician	3	5	4	5
Roofer	3	5	4	2
Plasterer	2	4	2	2
Scaffolder	2	3	3	4
Banksman/banksperson	2	4	3	2
Ground worker	1	0	0	4
Dryliner	1	<0.5	With plasterer	3
Supervisor/foreman	1	0	0	
Welder	1	1	1	1
<i>Unweighted bases</i>	<i>463</i>	<i>409</i>	<i>240</i>	<i>4771</i>

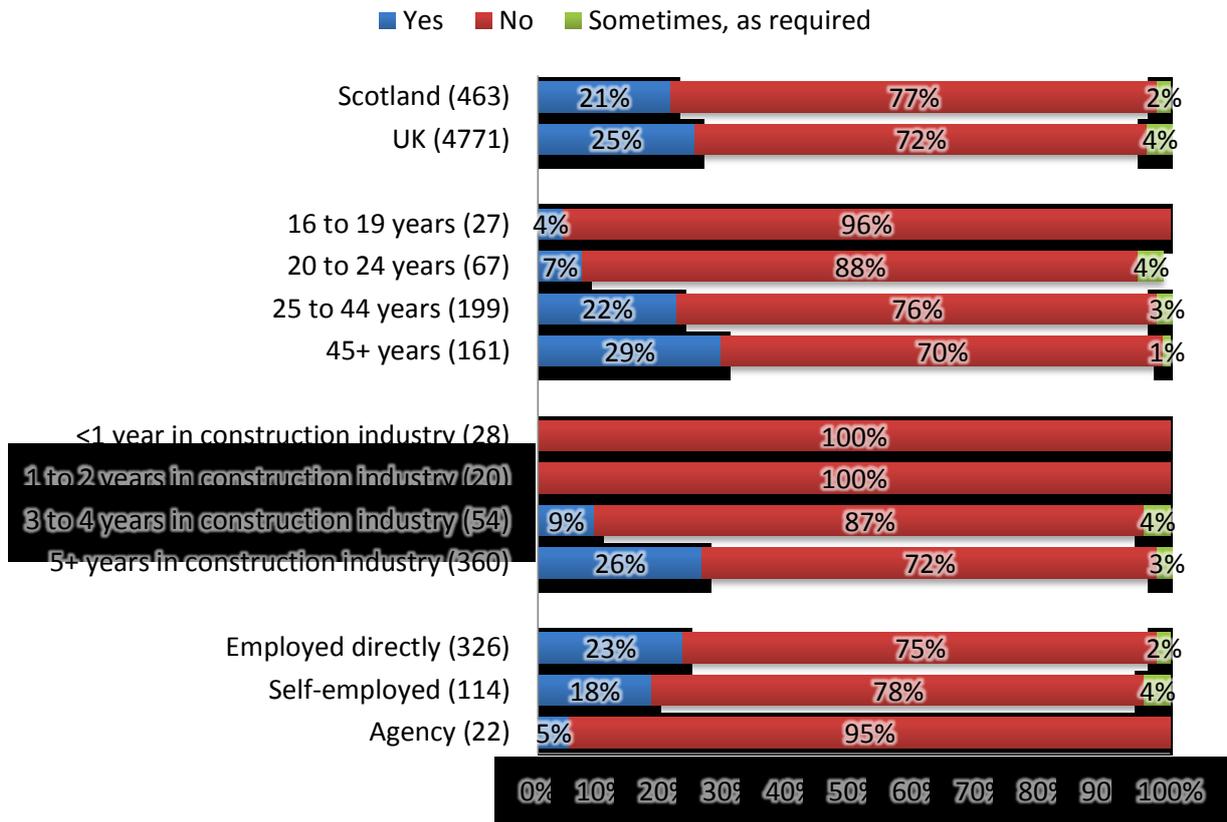
Supervisory roles

A fifth of all construction workers in Scotland interviewed for the 2015 survey say they perform a supervisory or management role on their site (21%). This is a lower proportion than nationally (25%).

The incidence of workers in a supervisory role is considerably lower amongst workers aged under 25 and amongst those that have worked in the construction industry for less than 5 years, as one would expect. Workers who are directly employed by a company (23%) are more likely than those that are self-employed (18%) or work for an agency (5%) to perform a supervisory or management role. These differences are summarised in the following figure.



Figure 6: Whether respondents perform a supervisory or management role
 Base: All respondents



Unweighted bases in parentheses

Employment status

Seven in ten construction workers in this year’s Scotland sample are directly employed by a company (70%) and this has increased slightly compared with 2012 (65%).

A quarter of construction workers within Scotland are self-employed (25%), which is a similar proportion to that reported in 2012 (27%). The proportion of workers who are self-employed increases amongst respondents who have been working in the construction sector for longer (29% amongst those with 5+ years experience, compared with 8% amongst those who have worked in the industry for less than 5 years).

Just 5% of the sample is accounted for by construction workers who are working for an employment agency, although the proportion is slightly higher amongst those who have only been working in the construction industry for up to 5 years (7%, compared with 4% of those working in the industry for more than 5 years). This is summarised in the following table.



Figure 7: Employment status

Base: All respondents

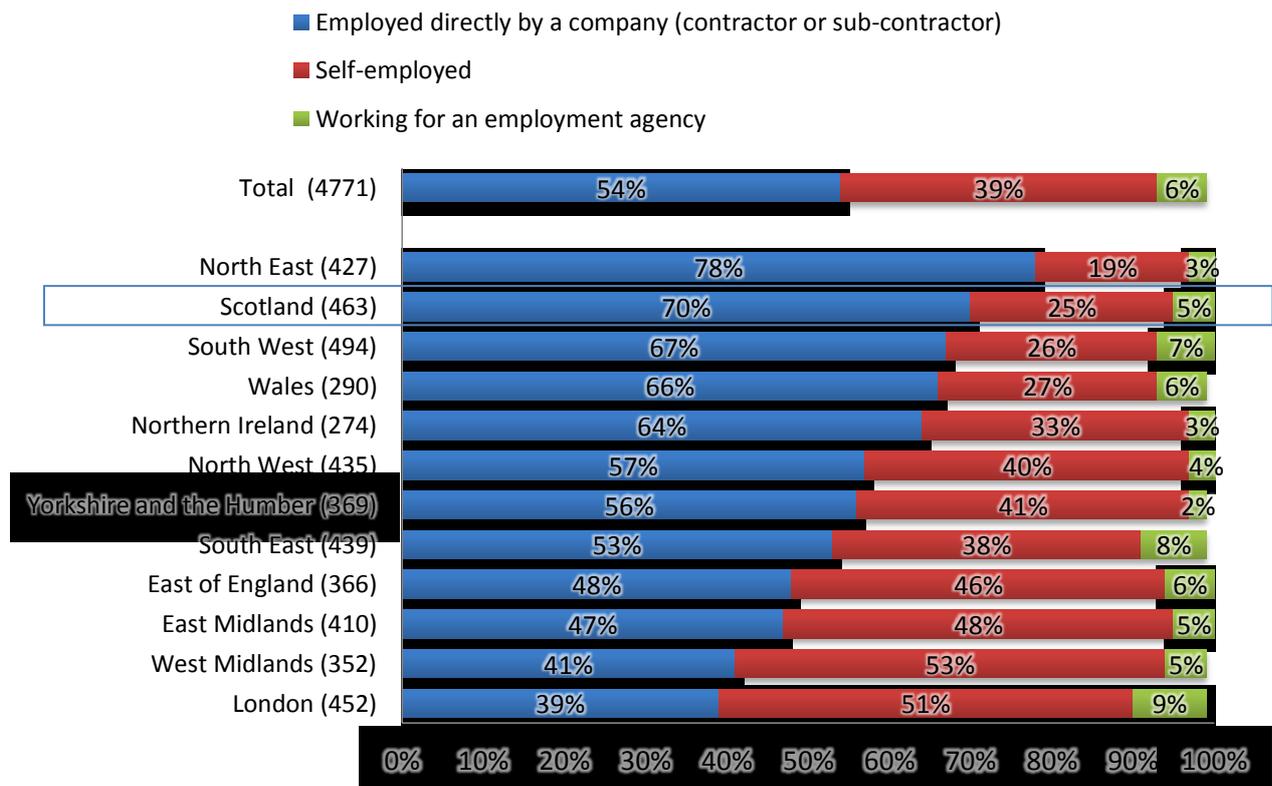
	Scotland 2015 %	Scotland 2012 %	UK 2015 %	Years working in construction			
				<1	1-2	3-4	5+
Employed directly by a company (contractor or sub-contractor)	70	65	54	89	85	81	66
Self-employed	25	27	39	7	5	9	29
Working for an employment agency	5	8	6	4	10	7	4
Working on some other basis	<0.5	0	<0.5	0	0	2	0
<i>Unweighted bases</i>	463	409	4771	28	20	54	360

*Denotes less than 0.5%

The proportion employed directly is higher in Scotland than the UK average (70%, compared with 54%), while the proportion that are self-employed is lower (25%, compared with 39%). Scotland, alongside the North East, South West and Wales, has an employment status profile that differs significantly from the UK average.

Figure 8: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses



Employment contract basis

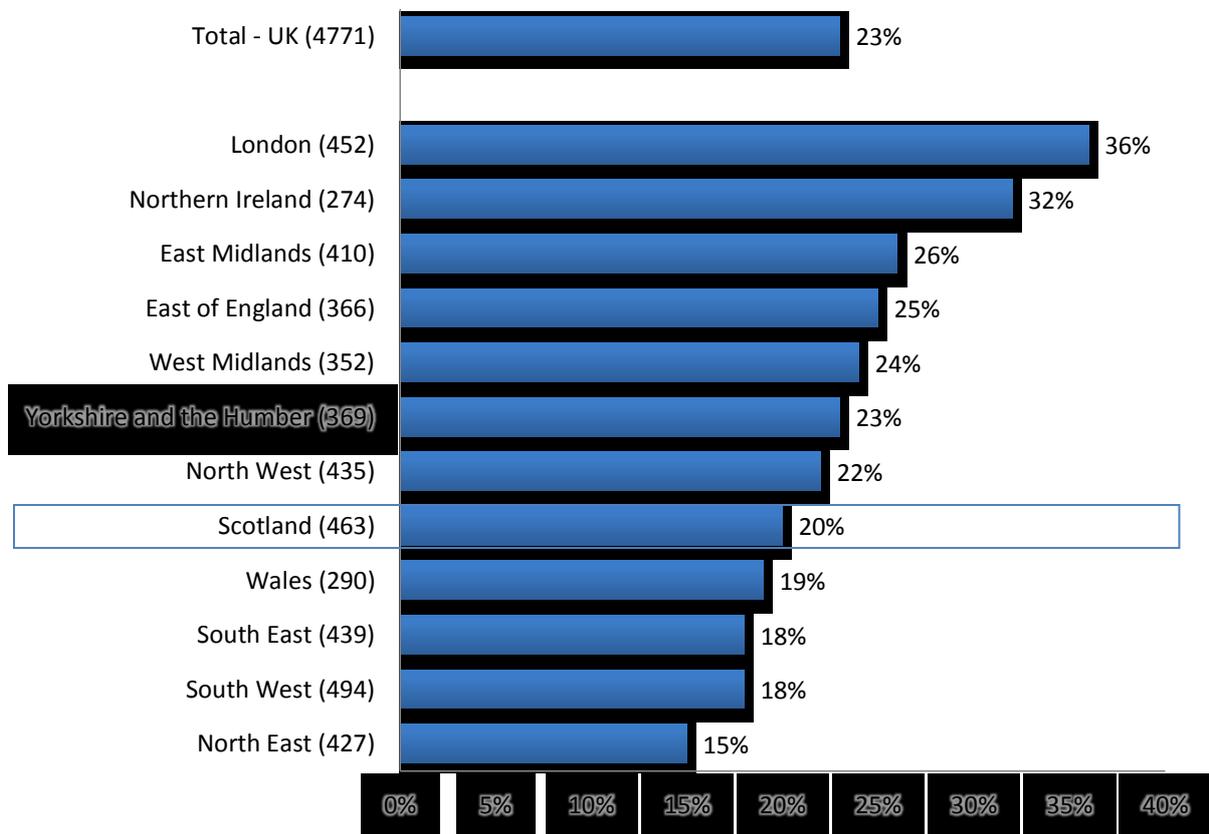
Overall, a fifth of construction workers in Scotland (20%) are employed on a temporary, rather than permanent basis (78%). The remainder believed they had an ‘other’ type of contract arrangement (1%), refused (1%), or did not know (1%).

Amongst workers who are employed by an agency the proportion on temporary contracts is significantly higher, as one would expect (73%), as it is amongst those who are self-employed (39%) or employed directly (10%).

Alongside Wales, the North West and Yorkshire and the Humber, Scotland is close to the UK average with regard to the profile of its’ construction workforce in terms of employment contracts held, as the following figure illustrates.

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

Base: All respondents



Unweighted bases in parentheses

By current trade/role, the proportion working on a temporary basis is higher than average amongst banksman/bankspersons (43%), roofers (33%), bricklayers (32%) and carpenter/joiners (26%) and lowest amongst painters/decorators and scaffolders (both 9% in each case).

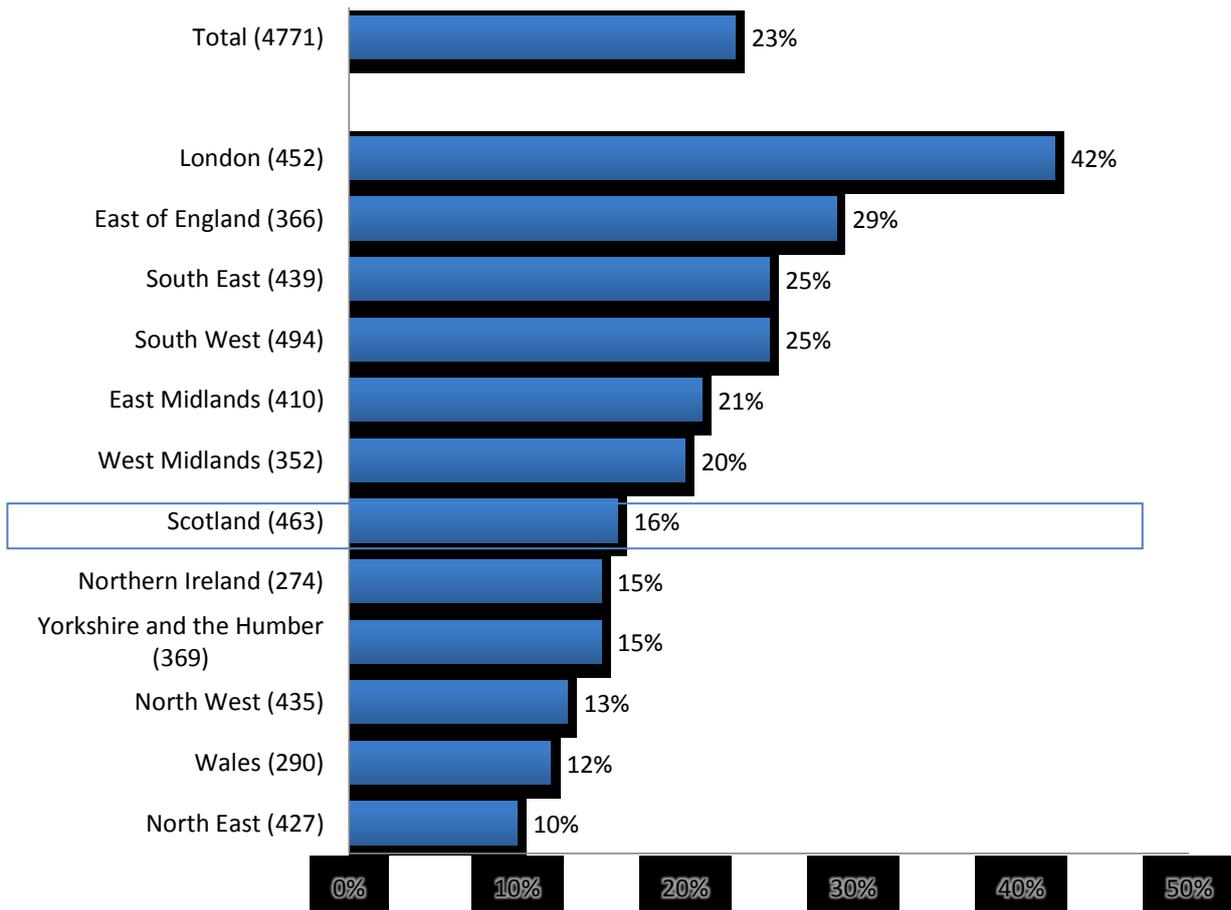


Hours worked

On average construction workers in Scotland report that they typically work 42 hours per week, with 41% that tend to work between 40 and 49 hours per week, 39% that work between 30 and 39 hours per week and 1 in 6 that work more than 50 hours (16%).

The proportion that works more than 50 hours per week is significantly lower than the UK average amongst construction workers in Scotland.

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



Unweighted bases in parentheses

Work histories

Time in the sector

More than a third of construction workers in Scotland (37%) have worked in the construction industry for over 20 years (37%) and a total of three fifths have worked in the industry for at least 10 years (60%).

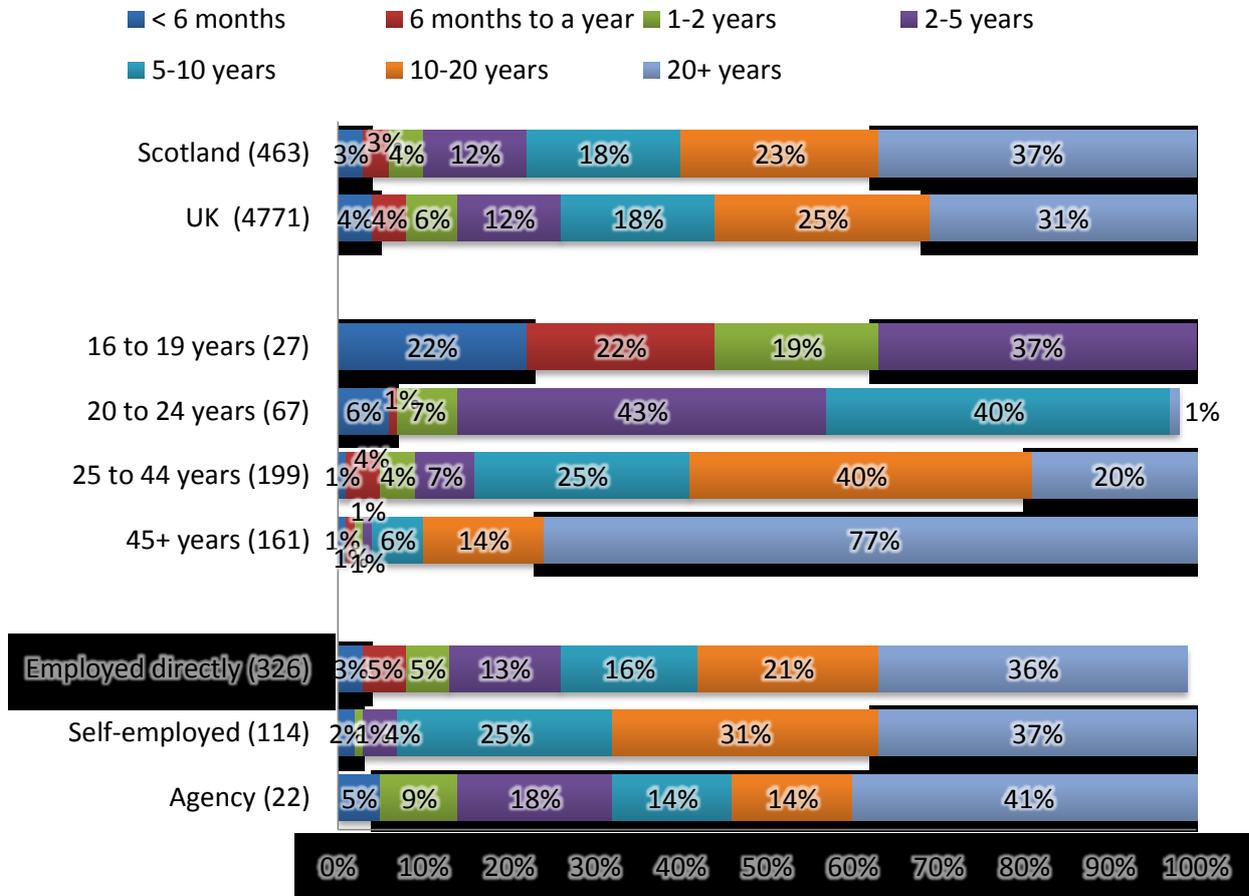
Construction workers in Scotland are more likely than the UK average to have worked in industry for over 20 years (37% compares to 31% across the UK).



As one would expect the length of experience in the industry increases with age to more than three quarters of workers aged 45 and over in Scotland that have more than 20 years experience of working in the construction sector (77%).

Figure 11: Years spent working in the construction sector

Base: All respondents Unweighted bases in parentheses



Unweighted bases in parentheses

Compared with 2012 Figure 12 shows that in 2015 there is a higher proportion of new workers within the construction sector in Scotland.

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

Base: All respondents

	Scotland 2015	Scotland 2012	Scotland 2007	UK 2015
	%	%	%	%
Less than 6 months	3	1	3	4
Up to a year	6	3	7	8
Up to 2 years	10	7	15	14
Up to 5 years	22	15	33	26
Up to 10 years	40	36	49	44
Up to 20 years	63	61	72	69
More than 20 years	37	38	28	31
Unweighted bases	463	409	240	4771



Pre-construction employment histories

Three quarters of workers in Scotland have only ever worked in the construction industry (74% cf. 70% across the UK and 70% within Scotland in 2012). This includes nearly three fifths who have worked in construction pretty much continuously (57%); 12% for whom this is their first job; and a further 5% that have only ever worked in the construction sector, but have had spells out of work.

The likelihood that workers have worked continuously in construction increases with age; up to three quarters of workers aged 45 and over (76%). Whilst, as one would expect, younger workers are more likely to say that this is their first job and that they have not worked in any other industry (48% of 16 to 19 year olds).

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

All respondents

	Scotland 2015 %	UK 2015 %	Age %			
			16 to 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	57	55	26	31	54	76
I have only worked in construction jobs but have had spells of being out of work	5	6	4	7	7	4
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	6	8	7	4	8	6
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	14	19	11	12	19	9
This is my first job. I haven't worked in any other industry.	12	9	48	34	8	2
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	4	3	4	10	4	2
Prefer not to say	1	2	0	0	2	1
<i>Unweighted bases</i>	<i>463</i>	<i>4771</i>	<i>27</i>	<i>67</i>	<i>199</i>	<i>161</i>

Overall 1 in 8 construction workers in Scotland 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 (14%). This compares with a fifth of workers in 2012 (21%).

Those who had worked in other sectors before starting their construction careers (18% of all respondents) were asked to give details of what they were doing immediately before they started working in construction. In a fifth of cases respondents had previously worked in the wholesale/retail sector (21%) while 1 in 7 had worked in manufacturing (15%) and 1 in 9 in transportation and storage (11%) beforehand.



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

Base: Where first job was not in construction

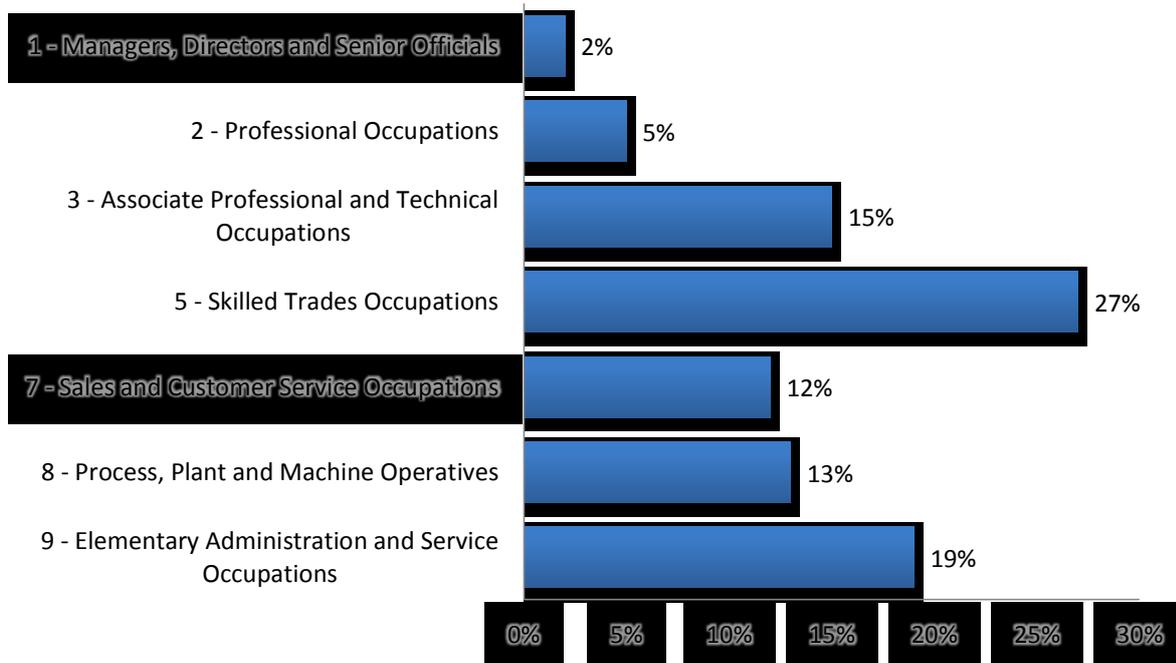
	Scotland 2015 %	UK 2015 %
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	21	22
C - Manufacturing	15	20
H - Transportation and storage	11	10
N - Administrative and support service activities	8	6
A - Agriculture, Forestry and Fishing	7	6
O - Public administration and defence; compulsory social security	7	6
R - Arts, entertainment and recreation	5	4
I - Accommodation and food service activities	4	10
M – Professional, scientific and technical activities	4	2
B – Mining and quarrying	4	1
P – Education	2	1
J – Information and communication	1	2
Q – Human health and social work activities	1	1
<i>Unweighted bases</i>	<i>85</i>	<i>983</i>

In terms of the job roles that respondents in Scotland have undertaken in other sectors, the highest proportion has worked in skilled trades occupations (27% cf. 39% in 2012 and 29% across the UK in 2015). Around 1 in 5 has worked in elementary administration and service occupations (19% cf. 39% in 2012 and 21% across the UK in 2015).

One in seven workers that worked in other sectors have worked as associate professional and technical occupations (15% cf. 9% in 2012 and 12% across the UK in 2015), while 1 in 8 has worked as process, plant and machine operatives (13%; the same as the UK average but 24% in Scotland in 2012) and/or within sales and customer service occupations (12% cf. 8% in 2012 and 9% across the UK in 2015). No more than 1 in 20 has worked in professional occupations (5%) or as managers, directors and senior officials (2%) prior to starting work in construction.



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



Unweighted base = 85

Occupational switching and progression within construction

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

Overall a quarter of all construction workers in Scotland have worked in more than one construction trade or occupation whilst working in the construction industry (26%). This is a similar proportion to that reported in 2012 (23%). The proportion in Scotland is significantly lower than the UK average (34%).

As one would expect the proportion of workers that have had more than one role increases with age (to 32% amongst those aged 45+ cf. 4% amongst those 16 to 19 years).

Workers with the highest level of qualifications (Level 4 and above) are more likely than average to have had more than one role or occupation within the construction sector (49%), as are those in a supervisory or management role on site (52%).

As in 2012, there are also variations by current job role, with site managers (77%), followed by dryliners* (75%) and then plant/machine operatives (67%) most likely to have had more than one role/occupation within construction. Painters/decorators are least likely to have had any other trade within the construction sector (9%). (*Caution: Small sample base). The following figure summarises the current job roles most and least likely to have had more than one role/trade in the construction sector.



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

Base: All respondents

MORE likely to have had more than one role			LESS likely to have had more than one role		
	Scotland 2015 %	UK 2015 %		Scotland 2015 %	UK 2015 %
Site manager (26)	77	69	Painter / decorator (22)	9	27
Dryliner (4)	75	38	Carpenter / Joiner (111)	12	18
Plant / Mach. Op. (21)	67	55	Electrician (16)	13	13
			Bricklayer (50)	14	19
			Plumber (35)	17	13
			Labourer / Gen. Op. (96)	20	33

Unweighted bases for 2015 in parentheses

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

Workers are most likely to have previously worked as a labourer/general operative (31%) while 1 in 5 workers has previously worked as a carpenter/joiner (29%).



Figure 17: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	Scotland 2015 %	UK 2015 %
Labourer/general operative	31	30
Carpenter/joiner	29	18
Banksman/banksperson	10	7
Ceiling fixer	8	4
Bricklayer	7	13
Roofer	7	9
Dryliner	7	7
Plant/machine operative (e.g. Fork lift/JCB)	5	10
Scaffolder	5	4
Site manager	4	5
Plasterer	3	7
Painter/decorator	3	8
Pipe fitter	3	5
Technical e.g. surveyor, maintenance technician	3	4
Floorer	3	3
Plumber	3	5
Electrician	2	3
Steel erector/rigger	2	3
Mechanical fitter	2	1
Tiler	1	1
Demolition worker	1	<0.5
Ground worker	0	5
Other	3	6
<i>Unweighted bases</i>	<i>119</i>	<i>1576</i>

Future career plans

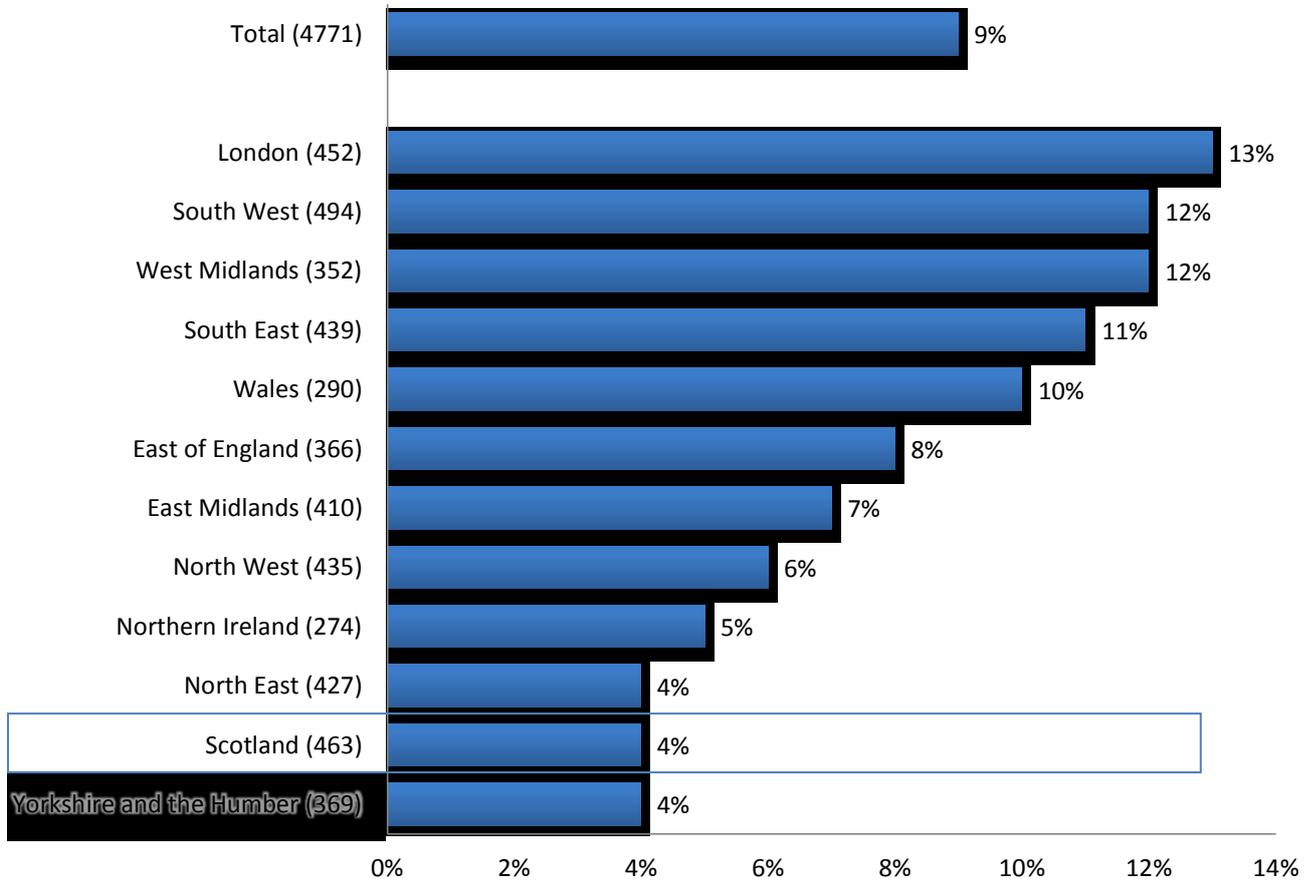
Thinking about their future plans in construction, more than 8 in 10 construction workers in Scotland would like to carry on in the same trade or occupation (84%); 1 in 20 would like to change their trade/occupation (4%); and a further 1 in 20 would like to leave construction (5%); the remainder (7%) are not sure.

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



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

Base: All respondents



Unweighted bases in parentheses

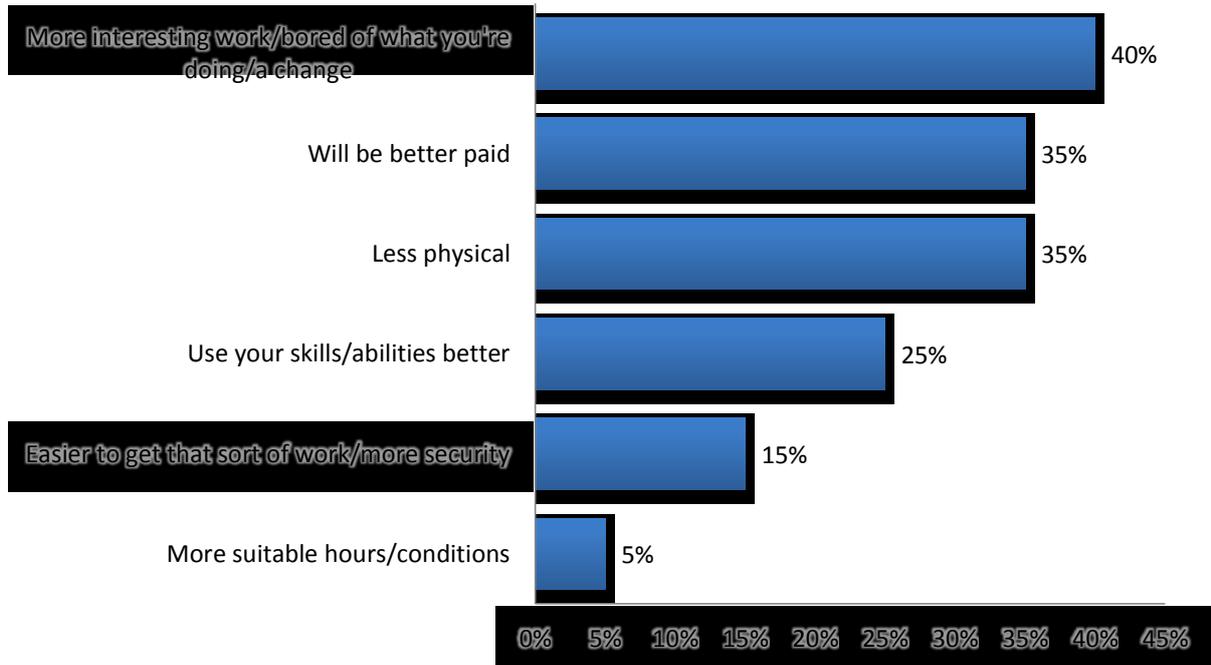
Amongst those who would like to change trade or occupation a wide range of alternative trades/occupations are mentioned, however the highest proportion overall would like to be a site manager (35%).

Seven in ten construction workers in Scotland that would like to change trade or occupation believe they will require further training or qualifications in order to do this other kind of work (70%). This compares to a higher proportion across the UK (77%).

The most popular reason for wanting to change trade or occupation is the perception that they would have more interesting work or that they are bored with what they are currently doing (40%), while slightly fewer (35%) believe a new trade or occupation will be better paid and/or that it will be less physical (also 35%). One in four feel they will use their skills/abilities better (25%), while 1 in 7 believe they might have more security and find it easier to get work in a different trade (15%).



Figure 19: Reasons for wanting to change trade/occupation
 Base: Where workers would like to change trade/occupation



Unweighted base = 20

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) 1 in 10 construction workers in Scotland (10%) say they do not hold any card, which compares with just 2% nationally. A further 2% are unsure. In total therefore 88% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.

Figure 20 summarises the proportion of workers by region/nation that hold any card and compares these proportions with the 2012 survey. Workers in Scotland are amongst those in Wales, Northern Ireland and the East Midlands that are least likely to hold skill certificates or



cards (92%/90%/93% in each case). There has been decline in this respect in Scotland since 2012; although the increase in the proportion of workers in Scotland, as across all regions/nations, that have a skill card/certificate since 2007 is significant.

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

Base: All respondents

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

As in 2012, the incidence of workers holding skill cards or certificates remains lower amongst younger workers (56% amongst 16 to 19 year olds) and those who have worked within construction for a shorter period of time (71% amongst those that have worked in the industry for less than a year). This suggests that employers are not always ensuring that new employees are immediately made aware of the need to prepare for, or acquire a CSCS card (or similar) and/or that young trainees are starting work/placements without the assurance that comes from having achieved such an accreditation.

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



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

		Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
Scotland (463)		88	98	59	96
Age	16 to 19 years (27)	56	0	23	85
	20 to 24 years (67)	93	98	41	95
	25 to 44 years (199)	94	98	67	97
	45+ years (161)	86	99	66	95
Length of time in construction	<1 year in construction (28)	71	0	30	88
	1 to 2 years (20)	90	0	40	96
	3 to 4 years (54)	90	100	47	96
	5+ years (360)	89	98	67	96
Contract-type	Employed directly (326)	86	98	62	95
	Self- employed (114)	95	99	47	97
	Agency (22)	91	97	-	95
<i>Unweighted bases for 2015 Scotland in parentheses</i>					

In terms of the type of skill card or certificate held by construction workers in Scotland the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (84%), as it was in 2012 (90%). Overall 7% hold the CPCS (Construction Plant Competence Scheme) card/certificate and this proportion increases to 12% amongst workers aged 60+.

Figure 22: Type of skill card/certificate held
Base: All respondents

	Scotland 2015 %	Scotland 2012 %	UK 2015 %
CSCS (Construction Skills Certification Scheme) (GB)	84	90	86
CSR (Construction Skills Register) (NI)	1		3
CISRS (Construction Industry Scaffolders Record Scheme)	3	3	4
CPCS (Construction Plant Competence Scheme)	7	19	13
Other	5	11	4
<i>Unweighted bases</i>	<i>463</i>	<i>409</i>	<i>4771</i>

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

- Plant/machine operatives (76%) are more likely to hold CPCS (Construction Plant Competence Scheme);
- More than four fifths of scaffolders (82%) hold CISRS (Construction Industry Scaffolders Record Scheme);



- Around 90% or more labourers/general operatives, carpenters/joiners, bricklayers, banksman/banksperson, painters/decorators, plasterers, plumbers, scaffolders and site managers hold CSCS (Construction Skills Certification Scheme (GB));
- A quarter of electricians hold other types of skill cards/certificates (38%).

Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 23 summarises the types of cards held by workers, with the CSR card colours split into sub-levels. Overall, within Scotland, 5% of CSCS card holders and 20% of CSR card holders have red cards; a third of CSCS card holders (35%) and three fifths of CSR card holders (60%) have green cards; and a quarter of CSCS card holders (24%) and a fifth of CSR card holders (20%) have gold cards. A sixth of CSCS card holders (18%) have blue cards.

Figure 23: Colour of CSCS/CSR cards held

*Base: Where CSCS or CSR cards are held *caution: small sample base*

	CSCS %		CSR* %
Red - Trainee	3	Red - Apprenticeship/Trainee	20
Red - Experienced worker card	2		
Green - construction site operative card for general site workers	35	Green - Construction Operative (for general site workers)	60
Blue - skilled	18		
Gold - craft/supervisor card	24	Gold - Advanced Scaffolder	20
Platinum - Manager Card	2		
Black - contracts manager card	3		
Other	1		
Unsure	11		
<i>Unweighted bases</i>	<i>389</i>		<i>5</i>

Alongside their counterparts in the North East and North West, construction workers in the Scotland are significantly more likely than those in other regions/nations to hold a Gold coloured card (24%).

As expected, younger workers are more likely to hold Red Trainee cards (40% of 16 to 19 year olds with a CSCS card), while older workers are more likely to hold Blue cards (25% of 45+ year olds). Workers currently employed by an agency are more likely to hold Green cards (80%), compared with those employed directly or self-employed (31% and 36% respectively). The self employed are significantly more likely than those employed directly or by an agency to hold a Gold card (35%, compared with 21% and 5% respectively).



Card colours also vary significantly according to current occupation/trade, as Figure 24 summarises. Some significant differences include that roofers (75%) and labourers/general operatives (72%) are most likely to hold Green cards and electricians (50%) and bricklayers (47%) are most likely to hold Gold cards.

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

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

	Unweighted bases	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Platinum %	Black %
Labourer / Gen. Op.	87	0	2	72	15	1	0	1
Plant / Mach. Op.	15	0	7	40	33	13	0	0
Carpenter / Joiner	96	5	3	20	18	41	0	1
Bricklayer	43	0	0	28	23	47	0	0
Dryliner*	3	0	0	67	0	0	0	0
Banksman / Banksperson*	7	0	0	43	14	14	0	0
Electrician*	8	13	0	13	0	50	0	0
Roofer *	8	0	0	75	0	0	0	0
Painter / decorator*	19	11	0	21	37	11	0	0
Plasterer *	8	0	13	25	25	0	0	0
Plumber	30	13	0	23	17	33	0	0
Scaffolder *	10	0	10	30	40	10	0	0
Site manager	22	0	0	0	5	27	27	32

Construction qualifications held

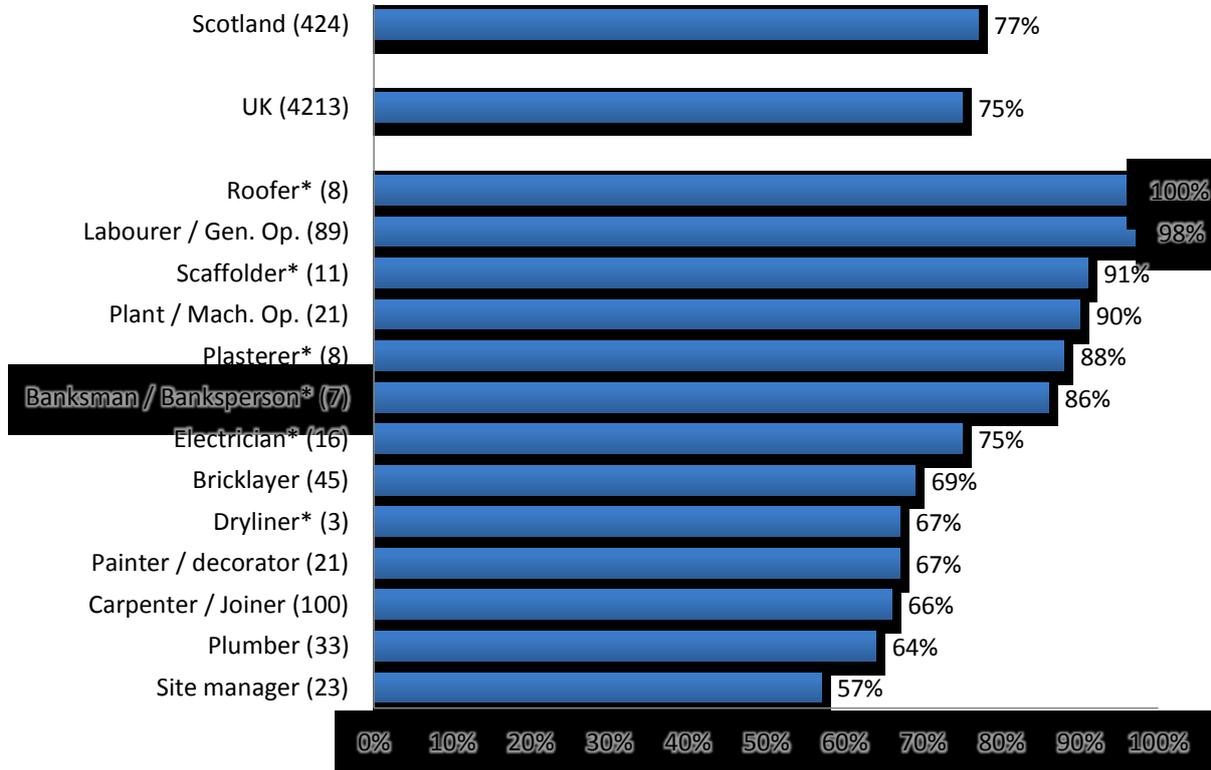
All workers were asked about the construction-specific qualifications they held after leaving full time education and started their first proper job in construction.

Overall more than three quarters of all construction workers in Scotland say they had no formal qualifications related to construction when they first started working in the construction industry (77%). By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst roofers* (all of the small sample in this occupation), labourers/general operatives (98%), scaffolders (91%) and plant/machine operatives (90%), whilst site managers (57%) are least likely to have started with no formal qualifications. (*Caution: Small sample base).



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

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



Unweighted bases in parentheses

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

Overall, more than half the construction workers in Scotland reported holding some sort of construction related qualification at the time of interview (57%), compared with a lower proportion in 2012 (45%). Compared with the UK average, construction workers in Scotland are less likely to hold some sort of construction related qualification (63% in 2015; 65% in 2012).

As Figure 26 summarises the proportion of workers that hold any qualifications is lower than average amongst those who have worked in construction for less than a year (24%) and workers employed by an agency (29%).



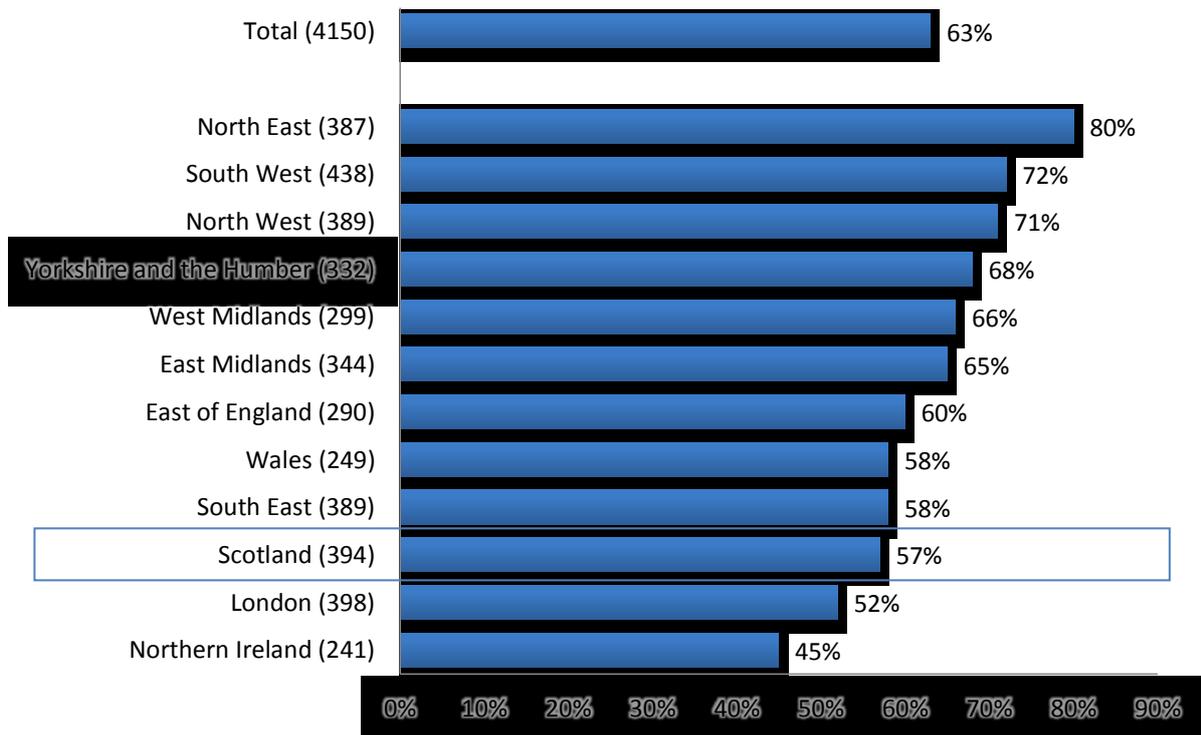
Figure 26: Proportion of workers that hold any construction-specific qualification
Base: All respondents that provided a valid response

		Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
Scotland (394)		57	45	53	63
Age	16 to 19 years (25)	52	-	18	62
	20 to 24 years (63)	71	40	52	62
	25 to 44 years (175)	62	46	63	65
	45+ years (123)	45	48	47	61
Length of time in construction	<1 year (25)	24	0	0	35
	1 to 2 years (18)	39	0	41	50
	3 to 4 years (47)	64	34	41	54
	5+ years (303)	60	50	61	68
Current contract type	Employed directly (277)	58	46	53	65
	Self-employed (99)	58	43	63	61
	Agency (17)	29	45	0	46

Unweighted bases for 2015 Scotland in parentheses

Scotland is amongst the three regions/nations whose workforce is least likely to hold any construction-specific qualifications (see Figure 27).

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





The likelihood that workers hold any qualifications also varies significantly by current job role, as was the case in 2012. Site managers (79%) are most likely to hold qualifications, followed by carpenters/joiners (78%) and plumbers (76%). Trades less likely to hold formal qualifications include those working as roofers (22%) and labourers/general operatives (23%).

Type of construction qualifications held

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

As in 2012 the qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (52%), although this proportion is significantly lower than that reported in 2012 in Scotland (67% in 2012) and compared with the UK 2015 average (66%). One in four construction workers with qualifications in Scotland hold City & Guilds qualifications (26%), a higher proportion than in 2012 and higher than the UK 2015 average (20%). In Scotland 1 in 5 construction workers with qualifications now hold an apprenticeship (21%), which is a significant increase compared with 2012 when just 1% did.

Figure 28: Main type of qualification held

Base: Workers with qualifications

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
NVQ/SVQ	52	67	55	66
City & Guilds	26	17	27	20
Apprenticeship	21	1	3	13
HNC/HND/BTEC Higher	5	3	2	4
Degree	2	1	4	4
Other	11	2	-	11
<i>Unweighted bases</i>	<i>239</i>	<i>133</i>	<i>114</i>	<i>2455</i>

Additional formal training

Self-assessment of basic skills needs

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



Overall 9% of construction workers in Scotland believe they would benefit from some form of training in basic skills, compared with 1 in 4 in 2012 (25%). In terms of the type of training required there is an almost even split across reading, writing, speaking English and maths, as Figure 29 summarises.

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

Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
ANY	9	25	5	14
Maths	5	15	3	6
Writing	3	14	1	6
Speaking English	3	11	3	7
Reading	2	14	1	6
<i>Unweighted bases</i>	<i>463</i>	<i>409</i>	<i>240</i>	<i>4771</i>

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

- Younger workers aged 16-19 (19% cf. 8% aged 45+);
- Those who have worked in the industry for less than 2 years (23%);
- Site managers (27%) and plumbers (11%).

The proportion that identified a need for more training in basic skills is lower in Scotland than the UK average (14%).

Current study for additional construction qualifications

Overall 11% of all construction workers in Scotland are currently working towards any formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 6% in 2012 and a UK average in 2015 of 12%.

The likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (59% of 16 to 19 year olds) and amongst those who have worked within the construction industry for less than 5 years (31%, compared with 6% that have worked within construction for 5+ years). Workers employed directly (14%) are also more likely than those who are self employed (4%) to be currently working towards a qualification. None of those working through an agency are currently studying.

Of those who have no qualifications currently one in twelve are working towards one (8%).

Figure 30 summarises these findings.



Figure 30: Proportion working towards additional construction qualifications

Base: All respondents

		Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
Scotland (463)		11	6	16	12
Age	16 to 19 years (27)	59	0	50	57
	20 to 24 years (67)	21	12	38	23
	25 to 44 years (199)	7	6	8	10
	45+ years (161)	4			4
Length of time in construction	<1 year in construction (28)	29	0	30	31
	1 to 2 years (20)	25	0	15	28
	3 to 4 years (57)	33	3	47	23
	5+ years (360)	6	7	8	7
Contract type	Employed directly (326)	14	N/A	N/A	16
	Self-employed (114)	4	N/A	N/A	8
	Agency (22)	0	N/A	N/A	10
Highest qualification level	None (169)	8	N/A	N/A	11
	Level 1 (17)	18	N/A	N/A	32
	Level 2 (87)	17	N/A	N/A	15
	Level 3 (84)	11	N/A	N/A	8
	Level 4+ (37)	14	N/A	N/A	15

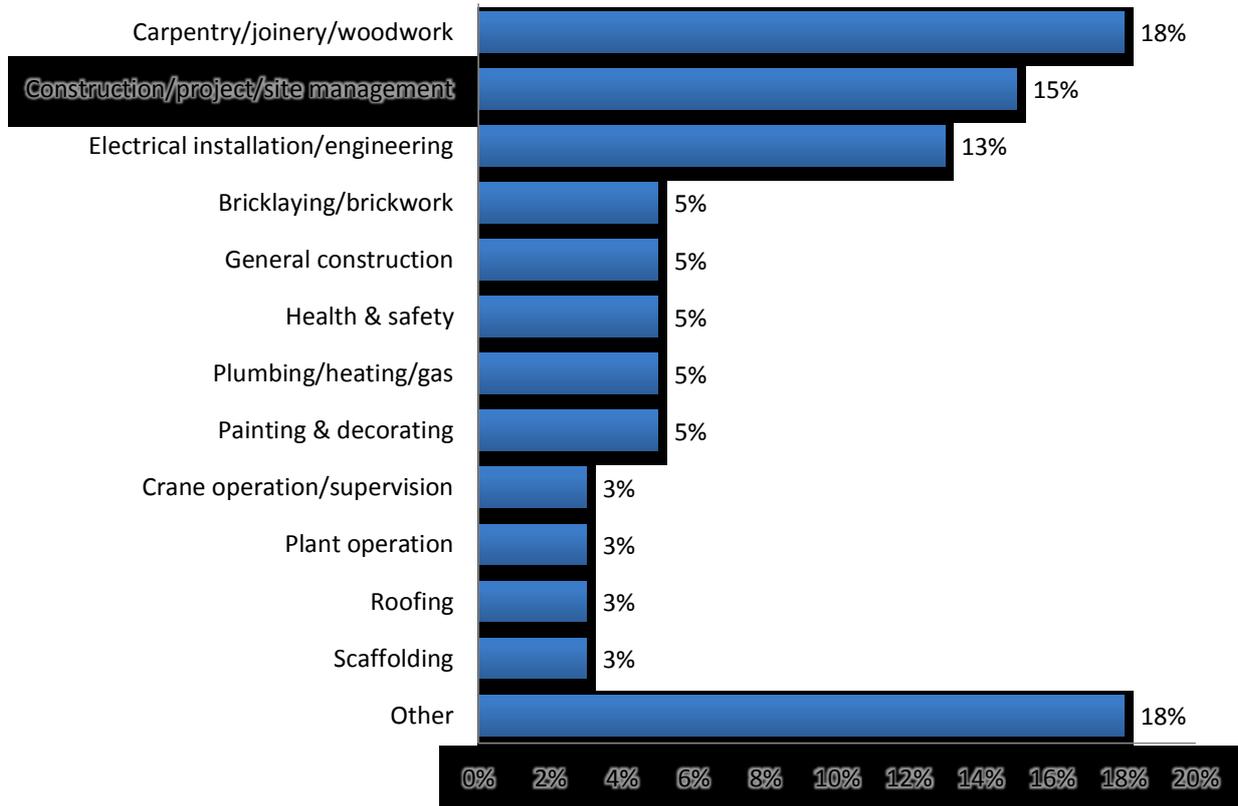
Unweighted bases for 2015 Scotland in parentheses

Of those who are currently studying for a qualification the most popular type of qualification is an NVQ/SVQ (69%). In terms of the subject of the qualifications being worked towards carpentry/joinery/woodwork (18%), construction/project/site management (15%) and electrical installation/engineering (13%) are most popular, as Figure 31 illustrates.



Figure 31: Subject of qualification being worked towards

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



Unweighted base = 39

With regards to the level of qualification being worked towards (see Figure 32), qualifications equivalent to Level 2 (18%) and Level 3 (38%) are most popular, including amongst those with no qualifications currently (22% and 44% working towards these levels respectively).

Figure 32: Level of qualification being worked towards

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

	Scotland 2015 %	UK 2015 %
Level 1	8	6
Level 2	18	31
Level 3	38	35
Level 4+	10	11
Other	20	9
None	7	7
Unweighted bases	40	469



Supervisory and managerial qualifications and training

As reported earlier, a fifth of all construction workers in Scotland perform a supervisory or management role at their site (21%). Amongst those who do not currently perform supervisory/management roles under a fifth want to become a supervisor or manager in the future, but have not done it before (15%) and a further 5% want to be a supervisor/manager and have done it before. Just over a fifth of all workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (23%), while more than half are certain that they do not want to be (57%).

Amongst those aged 20 to 24, the proportion that would like to be supervisors/managers is highest, at a third (34%), while amongst those aged 45 and over a significantly higher proportion of workers definitely do not want to be supervisors/managers (79%). The likelihood that workers want to be supervisors/managers also diminishes amongst those that have worked in the industry for at least 5 years, with 65% of those having worked in construction for 5+ years not wishing to be supervisors/managers. Workers with no qualifications are particularly likely to have no interest in becoming a supervisor or manager (71% do not want to), while those with level 3+ qualifications are significantly more likely than average to be interested (43%).

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

Base: Where do not perform supervisor/management roles on site

		<i>Unweighted bases</i>	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
Scotland		355	15	5	57	23
UK		3457	20	6	53	21
Age	16 to 19 years	26	27	0	31	42
	20 to 24 years	59	32	2	29	37
	25 to 44 years	151	15	7	56	22
	45+ years	113	4	5	79	12
Length of time inc construction	<1 year	28	11	4	39	46
	1 to 2 years	20	30	0	40	30
	3 to 4 years	47	34	0	34	32
	5+ years	259	11	7	65	18
Contract type	Employed directly	244	16	5	57	22
	Self-employed	89	12	6	57	25
	Agency	21	10	5	71	14
Highest qualification level	No Qualifications	140	9	2	71	19
	Level 1	14	14	0	50	36
	Level 2	66	21	6	56	17
	Level 3	64	30	13	30	28
	Level 4+	15	13	20	53	13



A fifth of all construction workers in Scotland (21%; 25% across the UK) and nearly three quarters of those who have had some form of supervisory or management responsibilities (73% cf. 80% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.

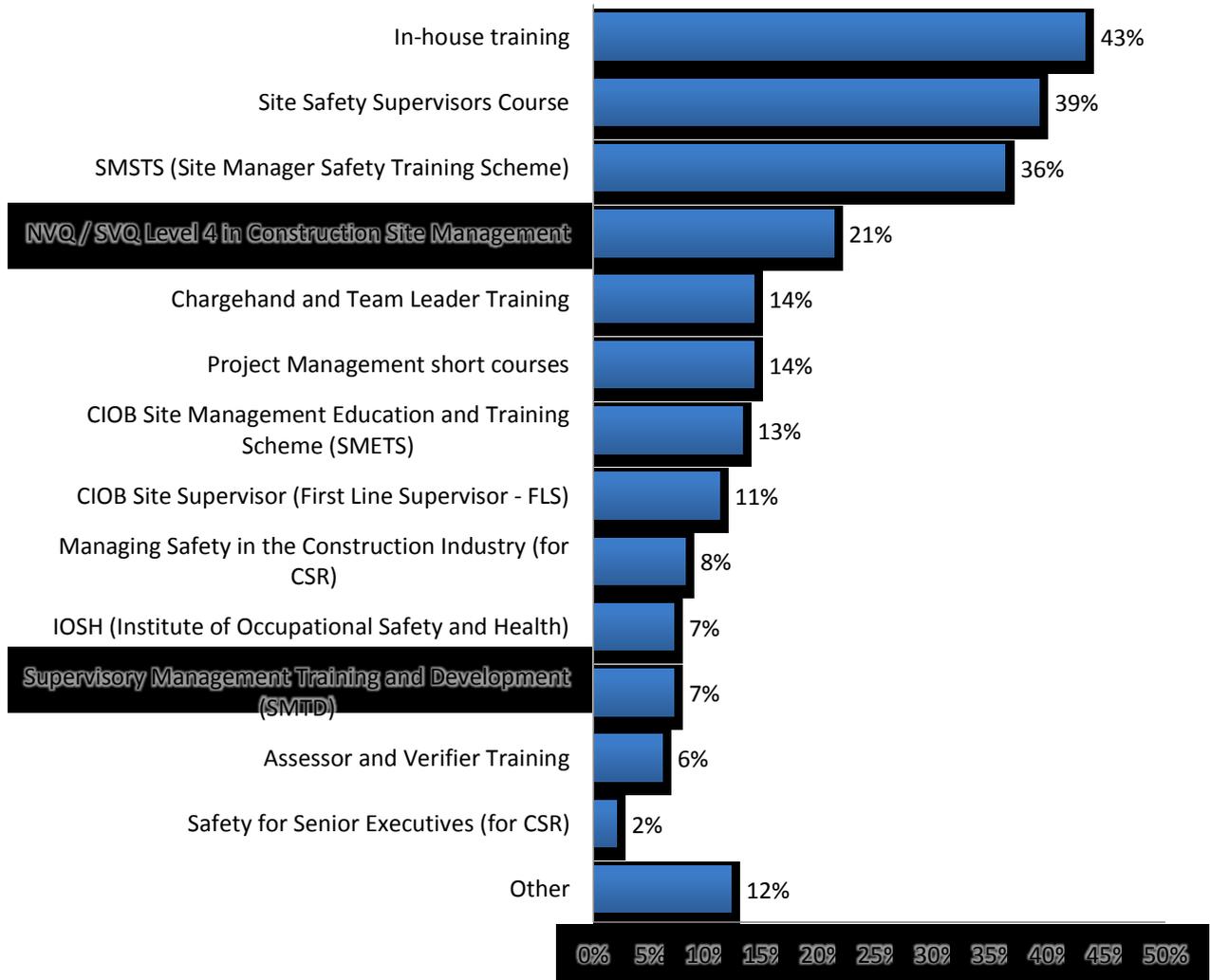
The proportion that has undertaken any managerial or supervisory training increases to around 3 in 10 amongst workers aged 45 and over (29%) and 1 in 4 of those employed directly (24%). It increases to nearly a quarter amongst those that have worked in construction for 5+ years (23%). Virtually all site managers have received formal training designed to improve managerial or supervisory knowledge or skills (96%).

In terms of the types of supervisory/managerial training undertaken the proportions mentioning each type are summarised in Figure 34. In-house training (43%) is most frequently mentioned by those who have undertaken training, followed by Site Safety Supervisors Courses (39%) and SMSTS (36%). These were amongst the top four most mentioned types of supervisory training in 2012, although SMSTS was only mentioned by small minority then (9%) and Chargehand and Team Leader Training was mentioned by 27% in 2012, compared with just 14% in 2015.



Figure 34: Types of managerial/supervisory training undertaken

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



Unweighted base = 95

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 35 below.

As in 2012 the vast majority of construction workers in Scotland (95%) has a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 5% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

A third of the workforce (31%) holds a skill card/certificate, but have no other construction qualification, this is lower than in 2012; however is more consistent with findings from 2007 (66% and 26% respectively).



Figure 35: Qualification status summary

Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	95	99	77	98
Holds a formal construction qualification or a skills card/certificate	94	98	73	97
Holds a skills card/certificate	89	98	59	96
Holds a skills card/certification but no other qualification	31	66	26	30
Working towards a qualification	11	6	16	12
<i>Unweighted bases</i>	<i>463</i>	<i>409</i>	<i>240</i>	<i>4771</i>

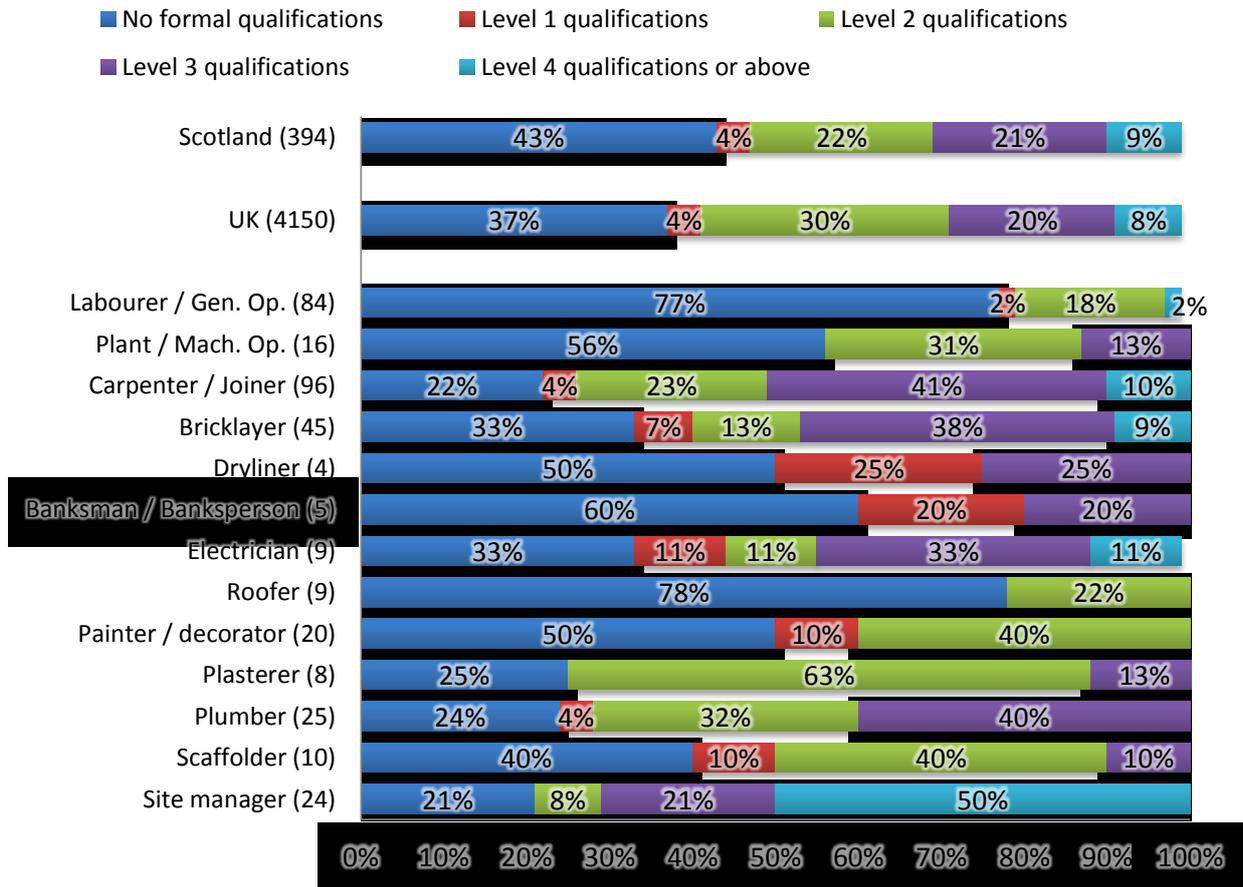
Based on all questions relating to qualifications it is possible to calculate each worker's highest qualification level. Figure 36 summarises all construction workers' highest level of qualification, overall and by occupation.

More than two fifths of construction workers in Scotland (43% cf. 55% in 2012 and a 2015 UK average of 37%) have no qualifications and more than half have qualifications equivalent to Level 2 or above (52% cf. 34% in 2012; 58% across the UK in 2015). The construction workforce in Scotland is less qualified than the UK average.

By occupation site managers are most likely to hold the highest level of qualifications; half hold qualifications at Level 4 or above (50%) and a further fifth have Level 3 qualifications (21%). Carpenters, bricklayers, electricians and plumbers are also more likely than other occupations to hold qualifications equivalent to Level 3 or above (51%, 47%, 44% and 40% respectively).



Figure 36: Current qualification level, by occupation
 Base: All respondents that provided a valid response

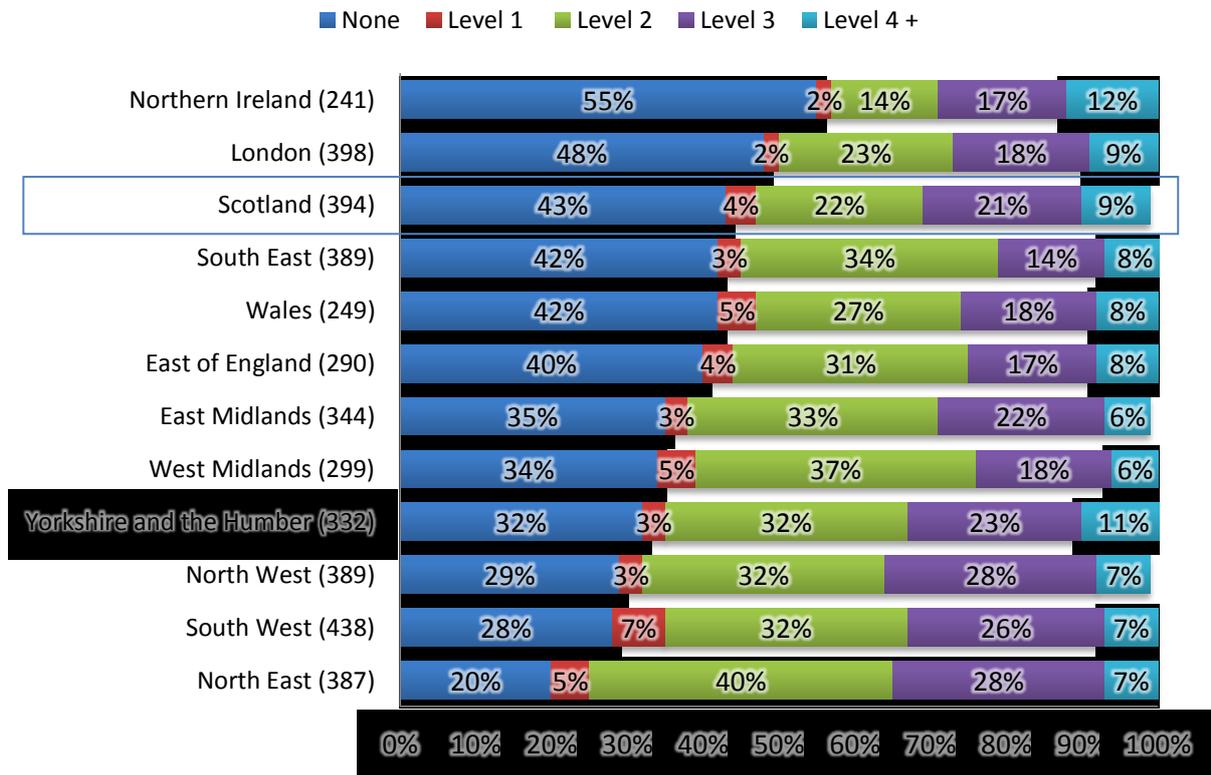


Unweighted bases in parentheses

Analysis by region/nation reveals that while the proportions that hold qualifications at Level 1, or at Level 4 and above, are generally quite similar, the proportions that have Level 2 or 3 qualifications and no qualifications varies quite considerably. These variances are summarised in Figure 37, which highlights that the construction workforce in Scotland are amongst those least likely to hold qualifications in the UK.



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



Unweighted bases in parentheses

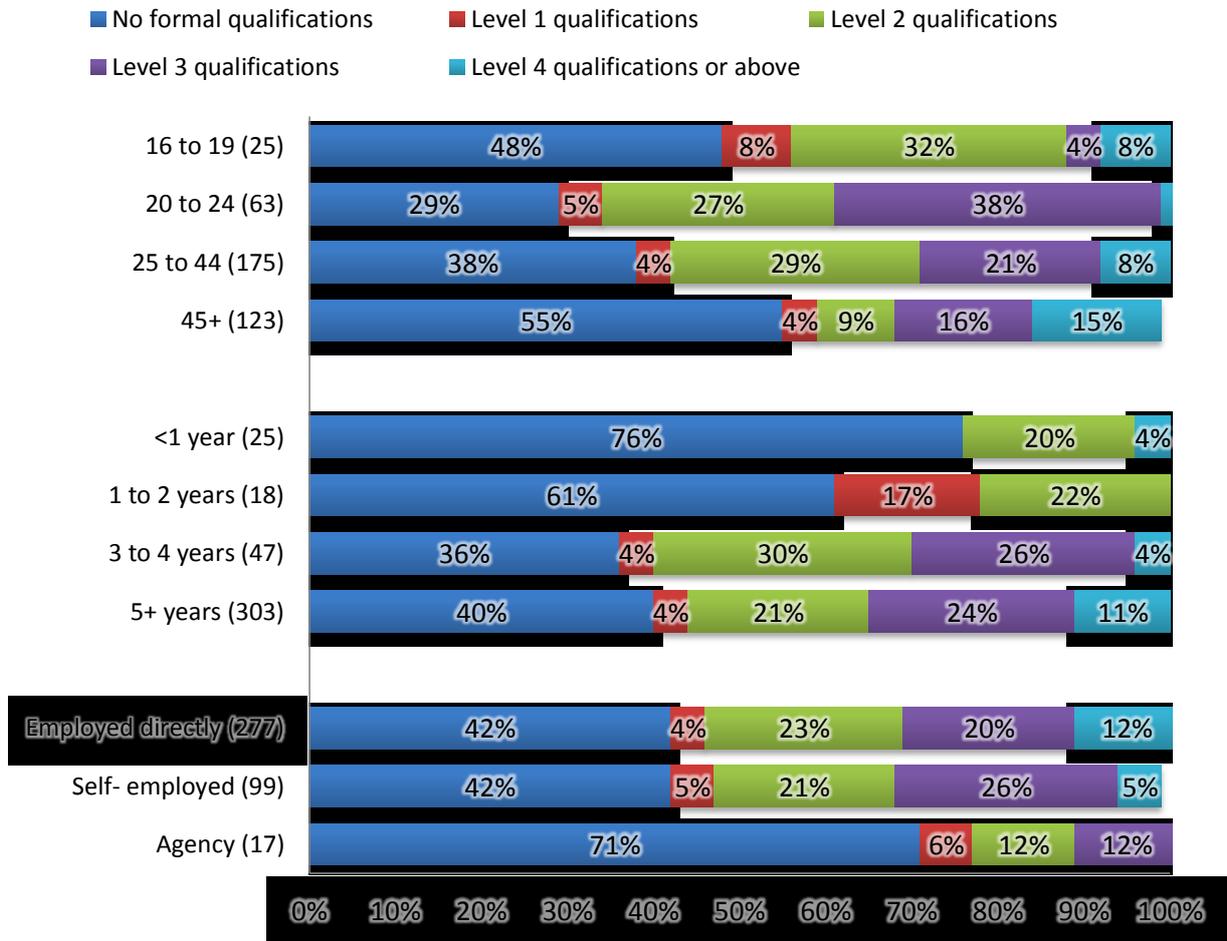
Looking at other sub-groups of construction workers, the youngest workers are most likely to have qualifications up to Level 1 or 2 (40% of 16-19 year olds), but that workers aged 20-24 years are significantly more likely than average to hold level 3 qualifications (38%). Older workers are more likely than average to both have level 4+ qualifications (15% of 45+ year olds) and to have no formal qualifications (55%).

In terms of contract type, as already mentioned, workers who are currently working for an agency are less likely than those employed directly or self employed to have any qualifications (71% have none). In addition workers employed directly by a company are more likely to have higher level qualifications, compared with workers who are self-employed; 12% of workers employed directly have qualifications equivalent to Level 4 or above, compared with just 5% of self-employed construction workers and none of the agency workers. Figure 38 illustrates these variances.



Figure 38: Current qualification level, by other key variables

Base: All respondents that provided a valid response



Unweighted bases in parentheses



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

As in the 2012 survey all workers were asked what made them decide to work in the region/nation that they are currently working in, although the code frame used for the responses was slightly different. Within Scotland the most likely reason for working in the region/nation is because they grew up there/have always lived there (72%), with a further 5% mentioning other reasons to do with their family. Overall family reasons are mentioned to a greater degree than in 2012 (77% cf. 35%).

The next most likely reason for working at their current location is that their employer sent them there (22% cf. 36% in 2012).



Figure 39: Reasons for choosing to work in current location

Base: All respondents

	Scotland 2015 %	UK 2015 %		Scotland 2012 %
You grew up here/have always lived here	72	55	Family	35
Family reasons	5	6		
Employer sent you here	22	36	Employer sent me	36
Came to the area to take up this or another job	3	5	More regular opportunities	8
There are more jobs available in this area	4	6	More jobs here	17
Construction work is better paid in this area	2	3	Better paid jobs	4
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	1	Prefer living here	11
Better promotional prospects in this area	1	1	More chance of promotion	1
<i>Unweighted bases</i>	<i>463</i>	<i>4771</i>		<i>409</i>

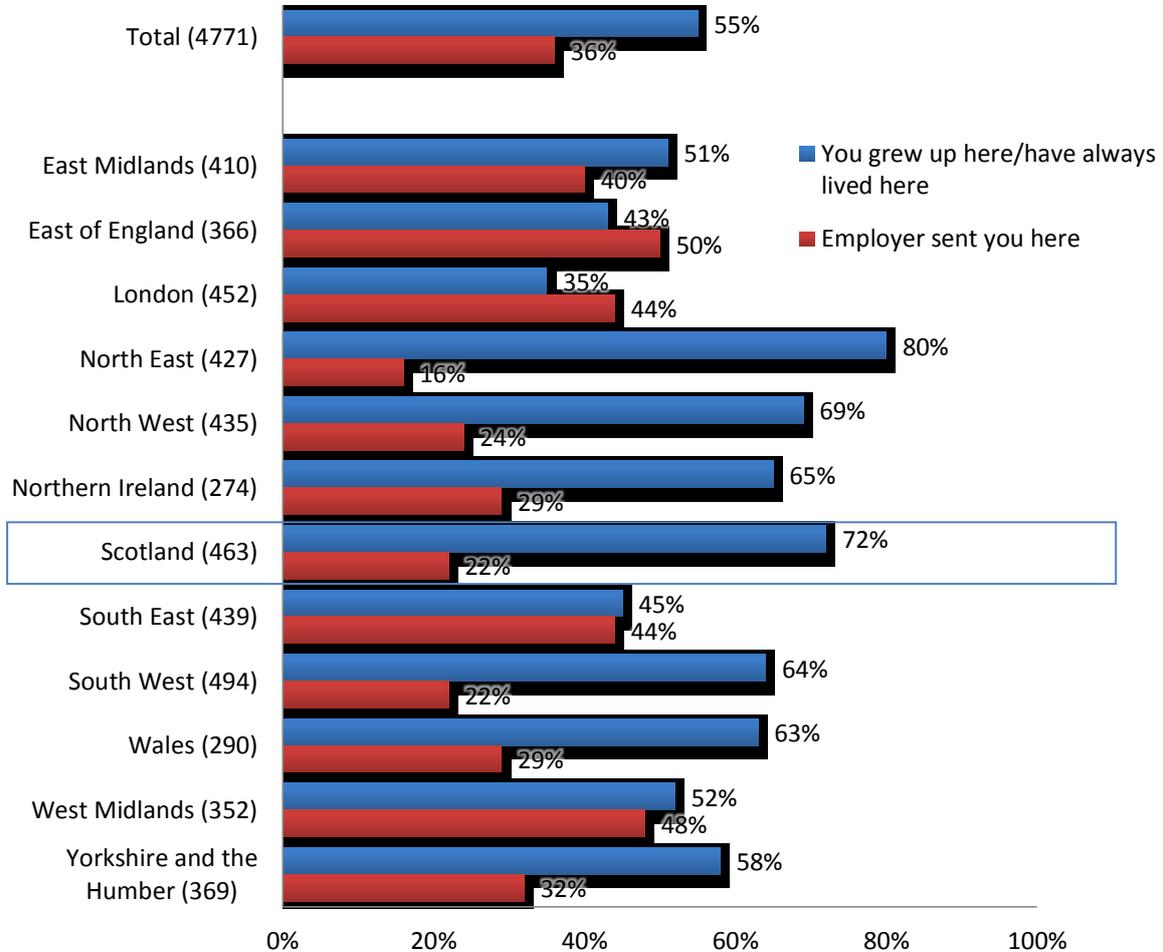
Older workers are more likely than the youngest workers to state that they work in their current location because that's where they have always lived/grew up (76% of 45+ year olds, compared with 67% of 16-19 year olds), while older workers are less likely than average to say that it is because their employer sent them (19% of 45+ year olds).

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



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

Base: All respondents



Unweighted bases in parentheses

Around two thirds of all construction workers in Scotland have worked within their current region/nation for their entire construction career (63%), compared with a lower proportion in 2012 (49%) but a higher proportion in 2007 (68%). With a further 26% that have remained in this region/nation most of the time, this means the majority of all workers have remained in the current region/nation for all or most of the time (89%).

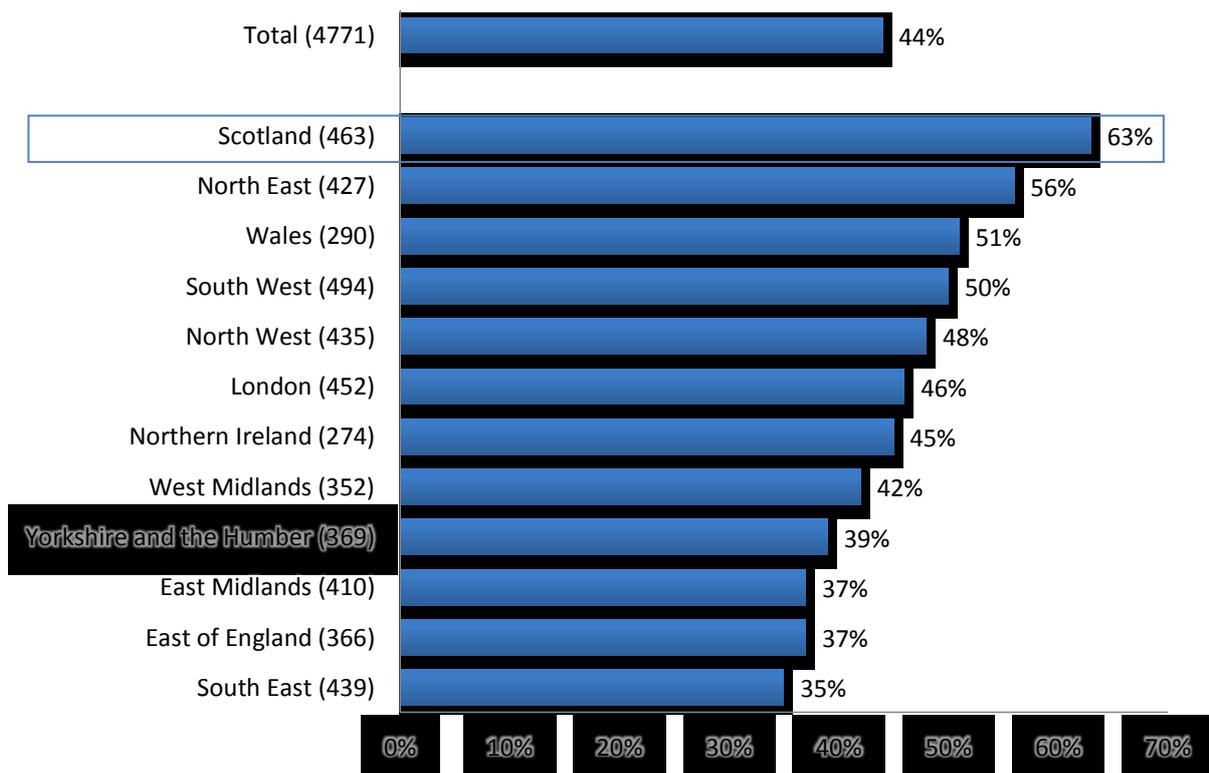


Figure 41: Proportion of construction workers' career worked in current region/nation
Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
All of your time	63	49	68	44
Most of it	26	29	18	36
Around half your time	4	8	5	8
A small proportion of your time	4	9	6	7
Only on this job (this is the first site you've been to in this region/nation)	2	2	2	3
Don't know	<0.5	3	<0.5	2
<i>Unweighted bases</i>	463	409	240	4771

The proportion of construction workers in Scotland that have spent all of their time in the nation is higher amongst younger workers (70% of 16 to 19 year olds and 75% of 20 to 24 year olds). There are quite significant variations again by region/nation, but Scotland has the highest proportion of construction workers that have spent all their time there.

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



Unweighted bases in parentheses



In terms of the regions/nations in which workers' current employer operates in, mostly workers reported that their employer operated within the region/nation they were currently working in as shown in Figure 43. The proportion for which this is the case is 97% in Scotland.

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

Base: All respondents

*denotes less than 0.5%

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

Region/nation worked in before current site

Thinking about the last construction site they worked on, before this one, in the majority of cases workers' last site is in the same region/nation as they are working in now, however the extent to which this is the case varies considerably by region/nation, as Figure 44 illustrates. Construction workers in Scotland are most likely to state that their last site was in their current region/nation (94%).



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

Base: All respondents

*denotes less than 0.5%

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

Worker origins

Workers were asked which region/nation they were living in just before they got their first job in construction in the UK. Overall nearly all construction workers in Scotland were living in Scotland when they started their construction career (96%). However, there are considerable variations in the extent to which workers have remained in their original locality. As Figure 45 summarises these variations and highlights the fact that workers currently based in Scotland are amongst the most likely to have remained in the same region/nation in which they were based when they started their construction careers.



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

Base: All respondents who provided a valid response

*denotes less than 0.5%

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

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



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

Base: Those with a formal qualification

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

Travel to site

Relative locations of current workplace to home

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

Just 4% of construction workers in Scotland are travelling into the region/nation for work from another region/nation in which their current residence is based and this proportion is half that reported in 2012 (8%, including those that are travelling from a neighbouring region/nation).



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

	UK 2015			UK 2012		
	% from same region/nation	% from different region/nation ¹	% from neighbouring region/nation	% from same region/nation	% from different region/nation	% from neighbouring region/nation
Northern Ireland (155)	99	1	-	98	2	2
Scotland (314)	96	4	0	92	8	2
Wales (206)	93	7	5	91	9	6
North East (314)	97	3	1	87	13	13
North West (371)	88	12	12	87	13	12
Yorkshire and the Humber (291)	86	14	14	85	15	13
South West (364)	85	15	11	82	18	17
East Midlands (275)	74	26	23	69	31	27
West Midlands (216)	82	18	16	68	32	24
East of England (235)	63	37	27	67	33	26
London (284)	71	29	25	63	37	30
South East (306)	58	42	38	61	39	36
<i>Unweighted bases for 2015 in parentheses</i>						

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

Nearly all construction workers in Scotland are also currently living in Scotland (96%).

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



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

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

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

Furthest distance worked in last 12 months

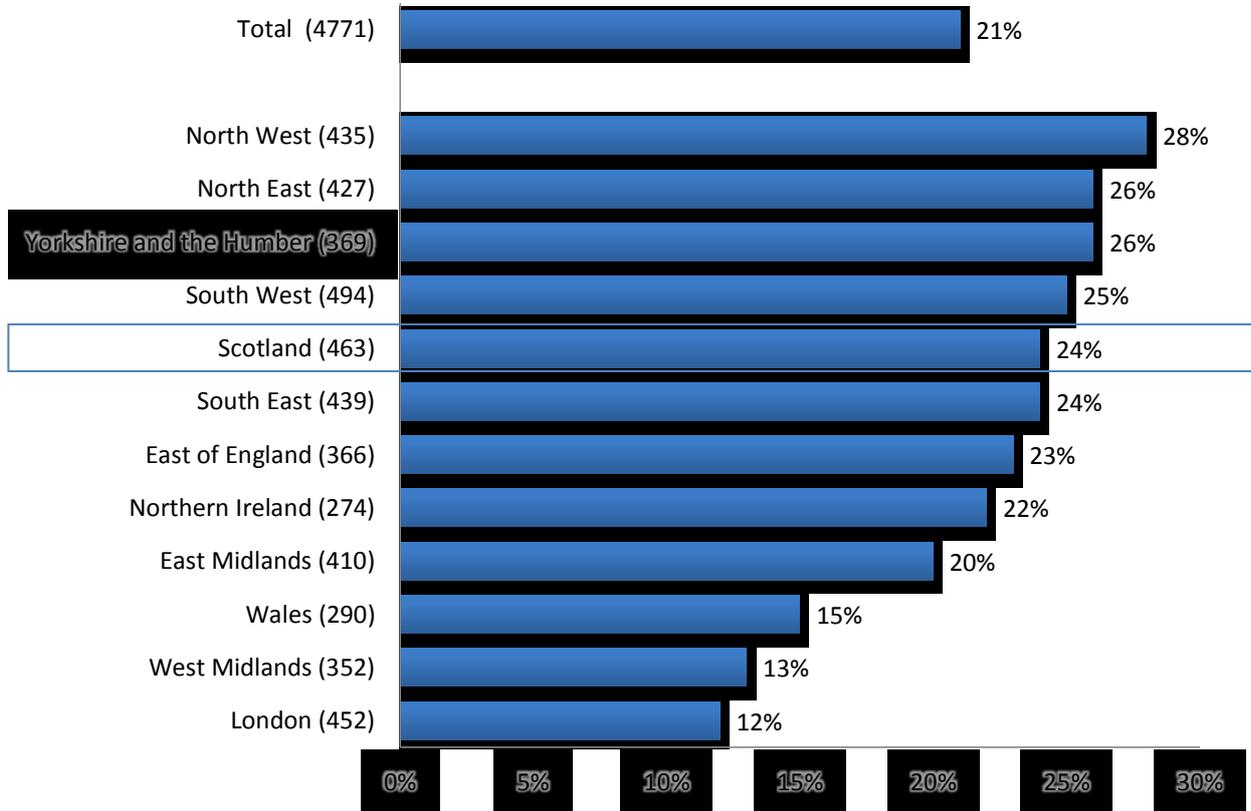
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within Scotland, 1 in 5 construction workers have worked no more than 20 miles away (22%) and a further 3 in 10 have worked between 21 and 50 miles away (29%). This leaves half that have worked more than 50 miles away from their permanent home (47%), with a quarter that have worked between 51 and 100 miles away (23%) and a similar proportion that have worked more than 100 miles away (24%).

Once again there are variations in this regard, with workers based in Scotland slightly more likely than the UK average to have travelled more than 100 miles from their permanent home to work in the last 12 months (24%, compared with 21% across the UK).



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

Base: All respondents



Unweighted bases in parentheses

Use of temporary accommodation

Nationally and within Scotland, just over one in twenty construction workers reported that they were currently staying in temporary accommodation while working at their site (6% across the UK; 7% within Scotland). By region/nation, the proportion is lowest in the North West (2%) and highest in the East of England (11%).



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

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

Journey distance to work

Within Scotland, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 16.3 miles which is lower than the average of 33 miles reported in 2012. The Scotland mean compares to a higher mean of 21.9 miles across the UK.

More than two fifths (43%) travelled less than 10 miles from their current residence to the site they work, whilst 34% travelled between 10 and 19 miles, 20% travelled between 20 and 49 miles, 3% travelled between 50 and 99 miles and just 1% travelled more than 100 miles.

Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (20% of all construction workers in Scotland) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 4% expect another month; 8% about 3 months; 25% between 6 months and a year and 14% expect to still be working for their current company/agency in more than a year's time. Half of all temporary workers in the nation did not know how much longer they could expect to be working for their current company/agency (49%; 43% across the UK).

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



Around a fifth of all construction workers in Scotland (21% cf. 26% in 2012) do not expect to work on that site for more than a month, including 3% that only expect to be there for about a week or less. More than a fifth anticipated being on site for more than a month, but less than a year (22%), compared with a significantly higher proportion in 2012 (34%). More than a quarter expect to stay on that site for a year or longer (27%), which is a significant increase compared with 2012 (14%), suggesting more stable employment than in 2012. However in a further 3 in 10 cases (30% cf. 25% in 2012) workers did not know how much longer they could expect to be on site, indicating that a significant minority of temporary workers are living with a certain amount of uncertainty and insecurity.

Older workers are most likely to expect to stay where they are for a year or longer (35% of 45+ year olds) while the youngest workers are most likely to be unsure of how much longer they can expect to work for (37% of 16-19 year olds don't know).

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 (58%); labourers/general operatives and plant and machine operatives are most likely to be unsure of how much longer they can expect to work (both 43%).

Expected next site location

Four fifths of all construction workers in Scotland 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 (81% cf. 63% in 2012). The remaining fifth of workers are sure that this will not be the case (3%); that it depends where the work is (13%); or that they don't know (6%).

Compared with other regions/nations construction workers in Scotland are the most confident that will be able to commute daily from their permanent home.

Construction workers who have worked in construction for the longest period of time are more likely to be confident of this (84% of those who have worked in the industry for 5+ years, cf. 71% of those who have worked in construction for under a year).

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. Again, construction workers in Scotland that do not expect to be able to commute daily to their next job are amongst those most likely to expect to remain in the region/nation for their next job.



Figure 51: Expected location of next site/job

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

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

Sub-sector and sector mobility

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

Sub-sector mobility

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

Compared with 2012 there has been a significant increase in the proportion of construction workers that have been working on new housing within Scotland; up from 67% to 86%. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012. In 2012 around two fifths had worked on commercial work (43%) or private industrial work (44%), compared with fewer now (40% and 32% respectively). The proportion of construction workers that have been involved in infrastructure projects has fallen from more than two fifths in 2012 (45%) to less than a fifth this year (16%).

Overall more than two fifths of all construction workers have only worked on one project type (43%), compared with just over a quarter in 2012 (27%), which again suggests a pattern of increased stability in the sector.



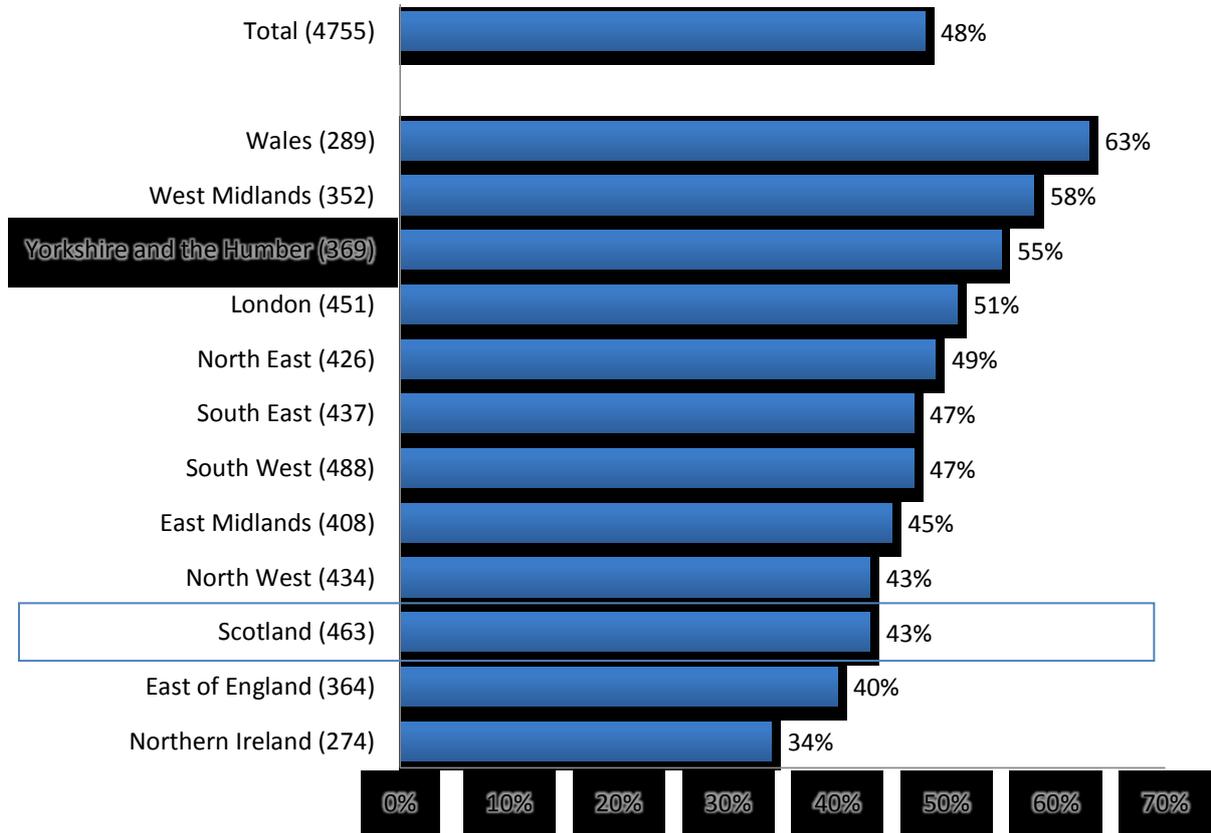
Figure 52: Type of projects spent significant periods on
Base: All respondents

	Scotland 2015 %	Scotland 2012 %	Scotland 2007 %	UK 2015 %
New housing	86	67	79	83
Housing repair and maintenance including extensions/loft conversions	42	55	62	36
Commercial work such as shops, office, pubs etc	40	43	43	35
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	32	44	40	30
Public non-housing work such as schools, sports facilities, landscaping	35	40	52	33
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	16	45	41	21
ONE TYPE ONLY	43	27	23	48
TWO TYPES	13	17	20	14
THREE TYPES	15	18	12	11
FOUR TYPES	10	13	19	8
FIVE TYPES	11	13	14	9
SIX TYPES	8	11	12	9
<i>Unweighted bases</i>	<i>463</i>	<i>409</i>	<i>240</i>	<i>4771</i>

The number of project types worked on varies significantly by region/nation, as Figure 53 illustrates. Scotland is amongst those regions/nations least likely to report its' construction workers working on one project type (43%). The Scotland proportion compares with the highest proportion reported in Wales (63%) and the lowest proportion reported in Northern Ireland (34%).



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



Unweighted bases in parentheses

The likelihood that workers have worked only on one project type declines, as age increases, as one would expect (from 89% of 16 to 19 year olds to 35% of 45+ year olds). By current trade/occupation, labourers/general operatives (54%) and site managers (54%) are most likely to have only worked on one project type, while bricklayers (26%), roofers (25%), dryliners (25%) and plasterers (25%) are least likely. However, bricklayers (22%) are also most likely to have worked on all six project types.



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

Base: All respondents *caution: small sample base

	Unweighted bases	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Banksman/banksperson*	7	43	29	14	0	0	0
Dryliner*	4	25	0	50	0	25	0
Labourer / Gen. Op.	96	54	14	11	10	3	4
Scaffolder*	11	45	9	27	0	9	9
Plasterer*	8	25	0	13	38	13	13
Bricklayer	50	26	12	16	10	14	22
Plumber	35	46	6	20	11	11	3
Plant / Mach. Op.	21	48	19	14	14	5	0
Carpenter / Joiner	111	47	12	15	8	11	7
Roofer*	12	25	50	25	0	0	0
Painter / decorator	22	36	9	9	18	18	9
Site manager	24	54	4	15	0	19	0
Electrician*	16	31	0	13	19	19	19

Leaving the sector

In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Within Scotland, two fifths of the construction workers say they definitely will be (41%); a further two fifths think it is very or quite likely (41%); 4% consider it unlikely; just 3% say they definitely won't be and a further 6% hope to be retired by then, while 5% don't know.

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 44% believe they will definitely want to be working in the construction sector, 29% believe it is very likely they will want to be working in the construction sector and 15% believe it is quite likely they will want to be working in the construction sector. Only 8% think on any level that they will not want to be working in the construction sector in 5 years time which is less than in 2012 (13%).



The construction workforce in Scotland 2014-15 summary

Across the wide range of issues covered within the 2015 survey it seems there are a number of signs of increased stability amongst the UK construction workforce and this is reflected in the Scotland. Since 2012 there has been an increase in the proportion of workers employed directly by companies (from 65% to 70%) and a slight decrease in the proportion that are self-employed (from 27% to 25%) or working for an agency (8% to 5%).

There has also been an increase in the proportion of construction workers in Scotland that expect to stay on the site they are currently working on for a year or longer (from 14% to 27%).

In terms of project type there has also been increased stability, with more than two fifths of all construction workers in Scotland that have worked on just one project type (43%), compared with just over a quarter in 2012 (27%). The proportion of workers that have worked on new housing is also up, from 67% to 86%, which reflects more confidence in the sector.

Some uncertainty does however remain with half of temporary workers (49%) not knowing how much longer they can expect to be working for their current employer/agency and 3 in 10 of all workers (30%) not knowing how much longer they can expect to be on their current site.

In terms of skills and qualifications it is encouraging to note that the majority of workers continue to hold some form of skill card or certificate, although this proportion is lower than the UK average in Scotland (88%, compared with 96%).

More than half of all construction workers in Scotland (57%) hold some form of qualifications and this proportion is lower than the UK average (of 63%). In particular, there has been a significant increase in the proportion of workers with Apprenticeships since 2012. Half of all construction workers in Scotland hold qualifications equivalent to Level 2 or above (52%) and they are below the national average in this respect (58%).

Around one in nine construction workers in Scotland are currently working towards a qualification and around one in ten believes they would benefit from training in basic skills.

In terms of mobility an increased proportion of construction workers have worked within Scotland for their entire construction career (63% cf. 49% in 2012). In the majority of cases (94%) workers' last construction sites were in Scotland.

A quarter of construction workers in Scotland (24%) have travelled 100+ miles to construction sites for work in the last 12 months and compared with workers in other regions/nations, they are 'about average' to have done so. However, just 7% of workers in Scotland remain in temporary accommodation.



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