

Workforce Mobility and Skills in the UK Construction Sector 2015

UK Report





Study prepared by BMG Research from a commission by CITB.

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

© Construction Industry Training Board (CITB) 2015

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

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

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

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



Author: BMG Research

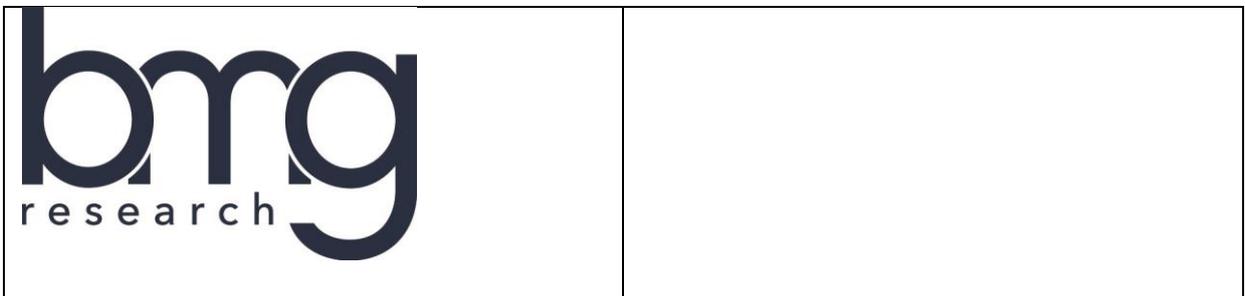




Table of Contents

Executive summary.....	1
Introduction	1
Profile of the sample.....	1
Work history	2
Time in the sector	2
Previous non-construction jobs	2
Occupational switching within the construction sector	2
Qualifications and skills	3
Skills cards/certificates.....	3
Construction-specific qualifications	3
Basic skill needs	4
Current study for qualifications.....	4
Supervisory/managerial training.....	4
Overall skill levels	4
Geographic mobility.....	5
Work history in the region/nation.....	5
Worker origins.....	5
Travel to site.....	6
Site duration and change	6
Sub-sector and sector mobility	7
Sub-sector mobility	7
Leaving the sector	7
Introduction.....	8
Aims and objectives	8
Method	8
Sampling.....	9
Telephone-based site recruitment.....	9
Site visits	9
Notes on reading this report.....	10
Profile of construction site workers.....	11
Personal demographics.....	11
Occupational profile.....	14
Current job role	14
Supervisory roles	15
Employment status	16



Employment contract basis	18
Hours worked.....	18
Work histories	19
Time in the sector	19
Pre-construction employment histories	21
Occupational switching and progression within construction	24
Future career plans.....	27
Qualifications and skills.....	31
Construction skill cards and certificates	31
Construction qualifications held	35
Type of construction qualifications held	39
Additional formal training	40
Supervisory and managerial qualifications and training.....	43
Overall skill levels	46
Geographic mobility	50
Work history in the current region/nation	50
Region worked in before current site	54
Worker origins	55
Travel to site.....	57
Relative locations of current workplace to home	57
Furthest distance worked in last 12 months	59
Use of temporary accommodation	60
Journey distance to work	61
Site duration and change.....	62
Expected site/phase duration.....	62
Expected next site location	62
Sub-sector and sector mobility.....	63
Sub-sector mobility	63
Leaving the sector	66
The UK construction workforce 2014-15 summary.....	67



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.

Profile of the sample

- Around half of construction workers interviewed in the survey are aged 35 and under (49%), which is a higher proportion than compared with the UK population as a whole (37%). Just 4% of construction workers are aged 60 or over.
- Overall 4% of the workforce is of BME ethnic origin, compared with a higher incidence of 10% in the UK population as a whole. By region/nation London has the highest proportion of BME workers (15%).
- By trade/occupation, the highest proportion of the sample is accounted for by labourers/general operatives (18%), followed by bricklayers (15%) and then carpenters/joiners (11%). Compared with 2012 the proportion of site managers has increased (from 1% to 8%), as has representation of plant/machine operatives (from 3% to 7%).
- A quarter of all those interviewed perform a supervisory or management role on their site (25% cf. 17% in 2012).
- Just over half of construction workers interviewed for the survey are employed directly by a company (54%), which represents an increase compared with 2012, when just under half were employed directly (48%). The proportion of workers self-employed has fallen since 2012 (from 46% to 39%), while the proportion of workers working for an agency has remained stable (6% cf. 7% in 2012). BME workers are significantly more likely than workers of a white ethnic origin to work for an employment agency (18% cf. 5%). By region/nation the proportion of workers employed directly varies from 78% in the North East, down to just 39% in London.
- Just under a quarter of all construction workers (23%) are employed on a temporary, rather than permanent basis. By region/nation the proportion of construction workers working on a temporary basis is highest in London, increasing to more than a third (36%). By occupation the proportion is highest amongst banksmen/bankpersons (35%) and bricklayers (31%).
- Construction workers work an average of 44 hours per week, which includes nearly a quarter that work more than 50 hours per week (23%). In London the proportion that work 50+ hours per week increases to around two fifths (42%).



Work history

Time in the sector

- Just under a third of all construction workers have worked in the industry for at least 20 years (31%) and a total of more than half have done so for 10+ years (56%).
- Seven out of ten construction workers have worked solely within the construction industry (70%), including over half who have done so pretty much continuously, without spells out of work (55%).

Previous non-construction jobs

- Amongst the just over 1 in 5 construction workers that worked in another sector *before* starting work in construction (22% of all), the sectors worked in beforehand are most likely to be either the wholesale/retail sector (22%) or the manufacturing sector (20%). The extent to which this is the case differs by age, with younger workers more likely to have worked in the wholesale/retail sector, before coming to construction and older construction workers more likely to have worked in the manufacturing sector. A significant proportion of younger workers have also worked in the accommodation & food sector, before coming to work in construction.
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion were in skilled trades occupations (29%), followed by elementary administration and service occupations (21%).

Occupational switching within the construction sector

- Just over a third of all construction workers have worked in more than one construction trade or occupation whilst working in the construction industry (34%). The proportion that have worked in more than one role is also significantly higher amongst those who currently work for an agency (46%), than compared with those who are employed directly (36%) or self-employed (29%).
- Workers are most likely to have previously worked as a labourer/general operative (30%), while 1 in 6 workers have previously worked as a carpenter/joiner (18%) and 1 in 8 have worked as a bricklayer (13%).
- Thinking about their future plans in the construction sector, 8 in 10 workers would like to carry on in the same trade or occupation (79%), while 1 in 10 would like to change their trade/occupation (9%) and 1 in 20 would like to leave the construction altogether (5%).
- By region/nation, construction workers within London are most likely to want to change trade/occupation (13%), followed by workers in the South West or West Midlands (12% in each case). By occupation those working as a banksman/banksperson (19%) and as labourers/general operatives (17%) are most likely to want to change trade/occupation.
- The most popular occupation that workers would like to change to is site manager (31% of those who would like to change).
- In just over three quarters of cases where construction workers would like to change trade/occupation they believe they will require further training or qualifications in order to do so



(77%). The main reason for wanting to change trade/occupation is the belief that workers will be better paid (59%), followed by workers wanting to make better use of their skills (36%) and move into a role they perceive to be more interesting (31%).

Qualifications and skills

Skills cards/certificates

- The vast majority of all construction workers hold some form of construction skill card or certificate (96% cf. 97% in 2012). Compared with the English regions, the proportion is lower in Wales (92%), Northern Ireland (90%) and Scotland (88%). Younger workers (85% of 16-19 year olds) and those who have worked in construction for less than a year (88%) remain less likely to hold a skill card/certificate, although there has been an improvement amongst workers with 1-2 years experience in the industry (from 86% in 2012 holding cards/certificates, to 96% this year).
- In terms of the type of skill card/certificate held, CSCS remains the most commonly held overall (86%) and in Northern Ireland most hold the CSR card/certificate (70% of those with a card/certificate).
- Card colours vary by age, region/nation and particularly by occupation; labourers/general operatives are most likely to hold Green cards (67%); plant/machine operatives are most likely to hold Blue cards (54%); and electricians (44%) and plumbers (40%) are most likely to hold Gold skill cards.

Construction-specific qualifications

- Three quarters of all construction workers say they had no formal qualifications when they first started working in the construction industry (75%). By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (92%), labourers/general operatives (91%) and roofers (91%), whilst electricians (58%), plumbers (58%) and site managers (53%) are least likely to have started with no formal qualifications.
- Compared with the quarter of workers that had qualifications when they first started working in construction, overall, nearly two thirds of all construction workers reported holding some sort of construction related qualification at the time of interview (63% cf. 65% in 2012).
- The proportion of workers that currently hold any qualifications is lower than average amongst workers from BME ethnic origins (50%), those who have worked in construction for less than a year (35%), workers employed by an agency (46%) and migrant workers (43%).
- Compared with 2012 the most notable change is that the youngest workers, aged 16 to 19, are no longer less likely than older workers to hold qualifications. In 2012 just less than half of 16 to 19 year olds held any qualifications (47%), which was considerably lower than the proportions amongst older age groups. However in this latest survey more than three fifths of the youngest age group hold qualifications (63%), which is on a par with other age groups.
- By region/nation the proportion of construction workers that hold qualifications varies from 80% in the North East, down to 52% in London. By trade/occupation proportions vary from around



four fifths amongst site managers, electricians, plumbers and scaffolders, down to around two fifths amongst banksman/banksperson and roofers.

- The qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (66% of those with qualifications cf. 71% in 2012). One in five construction workers with qualifications hold City & Guilds qualifications (20% cf. 17% in 2012), whilst 1 in 8 construction workers with qualifications now hold an apprenticeship (13%); a significant increase compared with 2012 when just 1% did.

Basic skill needs

- One in seven construction workers believe they would benefit from some form of training in basic skills (14%), compared with a higher proportion of 1 in 5 in 2012 (20%). Workers based in London (26%); BME (23%) and migrant workers (34%) are more likely to believe this is the case.
- 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 eight construction workers are currently working towards any formal qualifications relevant to the construction industry (12% cf. 11% in 2012). This proportion is significantly higher amongst 16-19 year olds (57%) and workers currently qualified to Level 1 (32%).
- Amongst workers with no qualifications 1 in 9 are currently working towards a qualification (11%).
- By trade/occupation, scaffolders (25%) and electricians (24%) are most likely to be working towards a qualification, while labourers/general operatives (5%) and painter/decorators (6%) are least likely.
- In aggregate, nearly two thirds of those who are working towards qualifications are working towards qualifications equivalent to Level 2 (30%) or 3 (34%).

Supervisory/managerial training

- Of those not currently performing a supervisory/management role half are certain that they would not like to do so (53%), while around a quarter would like to do so (26%) and a fifth are unsure (21%).
- A quarter of all respondents (25%) and nearly three quarters of those who have had some form of supervisory or management responsibilities (73% cf. 71% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills. Site Manager Safety Training Scheme (SMSTS) (41%) is the type of training most likely to have been received, followed by in-house training (34%) and a Site Safety Supervisors Course (33%).

Overall skill levels

- The vast majority of construction workers (98%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 2% of those interviewed could not say that they were at least working towards obtaining a CSCS



card (or similar) or construction qualification. Three in ten of the workforce (30%) holds a skill card/certificate, but has no other construction qualification.

- Overall, while around two fifths of all construction workers have no qualifications (39% cf. 35% in 2012) more than half have qualifications equivalent to Level 2 or above (58% cf. 56% in 2012). More than a quarter of all construction workers (28%) hold qualifications equivalent to Level 3 or above; this proportion is higher than average amongst site managers (74%), electricians (61%) and plumbers (49%).

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 the region/nation they are currently working in (55%) and this proportion is higher than in 2012 (42%). The second main reason for their location is due to their employer sending them there (in 36% of cases). Reasons differ particularly by age and region/nation, with younger workers more likely to say their employer sent them, while older workers are more likely to cite family reasons. The North East has the highest proportion of workers located in the region/nation due to growing up/always living there (80%), while in London the proportion is significantly lower (35%).
- An increased proportion of workers, compared with 2012, have worked within their current region/nation for their entire construction career (44% cf. 33% in 2012) and in total four fifths of construction workers have remained in the current region/nation for all or most of their career (80%).
- Workers based in Scotland (63%) and the North East (56%) are most likely to have spent all their career in their current region/nation, while workers in the East Midlands (37%), East of England (37%) and South East (35%) are least likely.
- In the majority of cases workers' last construction 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. Workers based in Scotland (94%), followed the North West (89%), North East (86%) and Northern Ireland (86%) are most likely to have been working in the same region/nation, whilst construction workers in the South East (56%) and East of England (49%) are least likely. For workers now based in the South East or East of England that didn't work in these regions/nations previously, the highest proportions were last working on sites based in London (23% and 21% respectively).

Worker origins

- Overall three quarters of all construction workers were interviewed in the same region/nation in which they were living in when they started their construction career (75%). However there are considerable variations in the extent to which workers have remained in their original locality. Workers currently based in Northern Ireland (97%), the North East (96%), Scotland (96%) and Wales (94%) are most likely to have remained in the same region/nation in which they were



based when they started their construction careers, whilst workers now based in London are least likely to have been living there when they started their careers (50%).

- There are great variations by region/nation in terms of whether workers have remained in the same region/nation as they did their first qualification/training in, varying from virtually all of those now based in Northern Ireland (96%) that have remained in the same region/nation, down to just half of those now based in the East of England (50%). Of those now based in the South East and East of England, the highest proportions who did not study/train there, did their training in London (14% and 20% respectively). Whereas of those now based in London but didn't study/train there, the highest proportion were based in the South East when they did their first construction qualification (24%).

Travel to site

- Around half of construction workers have travelled at least 50 miles from their permanent/current home to work in the last 12 months (47%), with a fifth that have travelled more than 100 miles (21%). By region/nation workers in the North West (28%), North East (26%) and Yorkshire and the Humber (26%) are most likely to have travelled 100+ miles to work.
- Overall 6% of construction workers (the same proportion as in 2012) are currently staying in temporary accommodation while working at their site. The proportion is highest amongst workers based in the East of England (11%) and lowest in the North West (2%).
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 22 miles which is less than in 2012 when workers travelled an average (mean) of 28 miles.

Site duration and change

- In more than two fifths of cases temporary workers do not know how much longer they can expect to be working for their current company/agency (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 (26%), which is a significant increase compared with 2012 (15%), suggesting some improvement with regards to stability. However in a further one quarter of cases (24% cf. 20% in 2012) workers do not know how much longer they can expect to be on site, indicating there is still a considerable degree of uncertainty.
- By region/nation, workers in the North East, Scotland and Yorkshire and the Humber are most likely to be unsure of how much longer they will be working at that site (30% in each case).
- Three quarters of all construction workers are confident that when they finish their current job their next job will allow them to travel to work from their permanent home on a daily basis (75% cf. 69% in 2012). The remaining quarter say it depends/they don't know or that they won't be able to commute, with workers based in Northern Ireland least sure.



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, up from 72% to 83%. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012.
- Overall nearly half of all construction workers have only worked on one project type (48%), compared with around a quarter in 2012 (24%), which again suggests a pattern of increased stability in the sector.
- The number of project types worked on varies significantly by region/nation. In Wales and the West Midlands nearly two thirds of construction workers have only worked on one project type (63% and 58% respectively), compared with around a third of construction workers based in Northern Ireland (34%). This suggests that the type of construction work on offer in Northern Ireland requires workers to be more flexible in terms of the type of work they undertake. While for other regions/nations the project types are more stable.

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 respondents of all ages two fifths say they definitely will be (40%); a further two fifths think it is very or quite likely (42%); 5% consider it unlikely; just 2% say they definitely won't be and a further 4% hope to be retired by then, while 6% 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). Overall, 4771 interviews with construction workers in manual roles across the UK were required, split between the 12 standard regions/nations.



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.

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

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 1 in 6 construction workers (18%), just as they did in the previous survey in 2012 (18% after rounding). Similarly the proportion of workers aged 25 to 34 years is the same as in 2012 (at 29%); as is the proportion of workers aged 35 to 55 (42%) and 55 and over (10%). Workers aged 60 and over account for just 4% of construction workers.

Compared with the UK workforce overall a higher proportion of construction workers are aged under 35 years (47% 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

	2015	2012		UK Workforce*
	%	%		%
16 to 19 years	5	4	16 to 19 years	4
20 to 24 years	13	15	20 to 24 years	10
25 to 34 years	29	29	25 to 34 years	23
35 to 44 years	22	24	35 to 49 years	34
45 to 54 years	20	18	50 to 64 years	26
55 to 59 years	6	10		
60+ years	4			65+ years
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>		<i>32,480,800</i>

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

As in previous years of this survey, the vast majority of construction workers in manual roles interviewed were male (99.4%). Male dominance is greater in the survey sample than in the UK construction workforce as a whole as this survey does not include those in office-based roles within the construction industry (either administrative or professional, where the incidence of female workers is higher) and interviews were conducted on relatively large construction sites (valued at £250,000+, with at least 10 workers), thereby excluding female construction workers on small building sites and maintenance and repair.

In terms of ethnicity, the vast majority of construction workers are of White origins (94% cf. 95% in 2012). Within this proportion 4% describe themselves as White Irish (cf. 5% in 2012) and an increased proportion, compared with 2012, describe themselves as 'White Other' (9% cf. 7% in 2012).

Workers of Black (2%) and Asian (1%) ethnic origin (BME) make up the same proportion of the sample as in 2012.

Compared with the UK population as a whole (aged 16-64) a higher a proportion of construction workers are of White origins (94% cf. 87% amongst the UK population).



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

All respondents

	2015 %	2012 %	UK Population aged 16-64* %
White	94	95	87
Black	2	2	3
Asian	1	1	5
Other/Not stated	3	1	5
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>	<i>40,626,700</i>

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

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

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

By region/nation, as in the population overall, the highest incidence of BME construction workers is in London (15% are BME). The South East accounts for the next highest proportion of BME construction workers (8%), whilst in the population overall the next highest proportion of BME residents is in the West Midlands (14%).

Compared with 2012 the proportion of construction workers from the West Midlands that are of BME origin has fallen (from 9% to 5%), while in the South East the proportion has increased (from 3% to 8%).

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

Base: All respondents

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

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



Overall more than four fifths of construction workers have lived in the UK all of their life (84%), however this proportion varies greatly by region/nation, from virtually all in the North East (97%) and in the East Midlands (95%), down to three quarters in the South East (75%) and half in London (51%).

Amongst all construction workers 3% indicate that they have a long term illness, health problem or disability which limits the type of work they can do. The most common illness/disability amongst these workers 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.

As in the 2012 survey labourers/general operatives account for the highest proportion of construction workers, although they do account for a lower proportion than in 2012 (18% cf. 22% in 2012). Bricklayers account for the next highest proportion of workers (15% cf. 10% in 2012), followed by carpenters/joiners (11%).

Compared with 2012 a higher proportion of workers this year are site managers (8% cf. 1% in 2012); there is also an increased proportion of plant/machine operatives (7% cf. 3% in 2012).



Figure 5: Occupational profile

Base: All respondents

	2015 %	2012 %
Labourer/General operative	18	22
Bricklayer	15	10
Carpenter/joiner	11	13
Site manager	8	1
Plant/machine operative (e.g. Fork lift/JCB)	7	3
Electrician	5	8
Plumber	5	2
Scaffolder	4	4
Ground worker	4	-
Dryliner	3	4
Painter/decorator	3	4
Banksman/banksperson	2	2
Roofer	2	4
Plasterer	2	3
Technical e.g. surveyor, maintenance technician	2	3
Ceiling fixer	1	1
Floorer	1	1
Pipe fitter	1	2
Steel erector/rigger	1	3
Glazer/window fitter	1	1
Supervisor/foreman	1	-
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>

Looking at variations a number of significant differences are evident, including higher than average proportions of:

- Carpenters/joiners in Scotland (24%);
- Bricklayers in the East Midlands (24%) and Yorkshire and the Humber (23%);
- Electricians in the East of England (13%);
- Groundworkers in Wales (12%);
- Dryliners in London (6%).

Supervisory roles

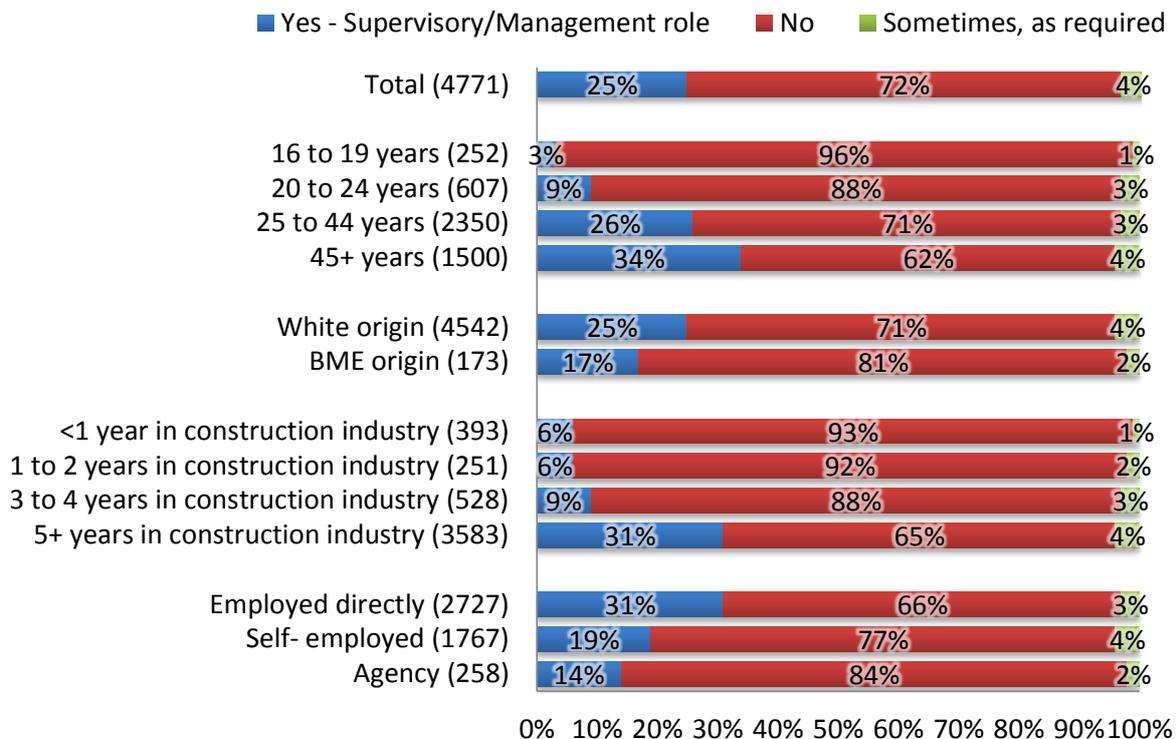
A quarter of all construction workers interviewed for the 2015 survey say they perform a supervisory or management role on their site (25% cf. 17% in 2012).



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 of a white ethnic origin are significantly more likely than BME workers to perform supervisory/management roles (25% cf. 17%), as are workers who are directly employed by a company (31%), compared with those who are self-employed (19%) or work for an agency (14%). 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

Just over half of construction workers in this year's sample are directly employed by a company (54%), which is an increase compared with 2012, when just under half were directly employed (48%).

The next highest proportion of construction workers are self-employed (39%), although the proportion has fallen since 2012 (46%). The proportion of workers who are self-employed increases amongst respondents who have been working in the construction sector for longer (41% amongst those with 5+ years experience, compared with 30% amongst those who have worked in the industry for less than a year).

Just 6% of the sample is accounted for by construction workers who are working for an employment agency, although the proportion is higher amongst those who have only been working in the construction industry for up to 2 years (12%). This is summarised in the following table.



Figure 7: Employment status

Base: All respondents

	2015 %	2012 %	Years working in construction %			
			<1	1-2	3-4	5+
Employed directly by a company (contractor or sub-contractor)	54	48	57	54	54	54
Self-employed	39	46	30	35	37	41
Working for an employment agency	6	7	12	11	9	4
Working on some other basis	*	*	1	1	*	*
<i>Unweighted bases</i>	4771	4933	393	251	528	3583

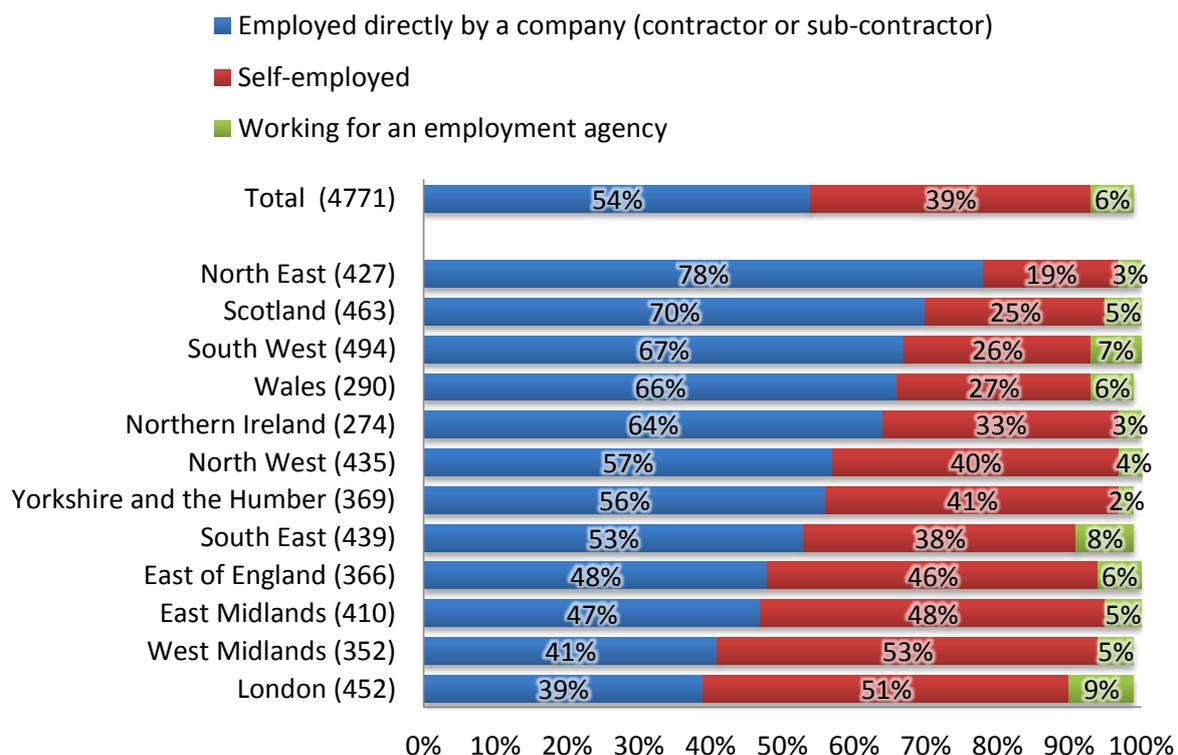
*Denotes less than 0.5%

Workers of a white ethnic origin are significantly more likely than those of BME origin to be employed directly (55% cf. 42%), whilst BME workers are significantly more likely to be working for an employment agency (18% cf. 5% of workers from white ethnic origins).

There are also a number of variations by region/nation, as Figure 8 summarises. The proportion of workers that are employed directly is highest in the North East, at 78% and lowest in London, at just 39%. The proportion of construction workers who are self-employed ranges from 53% in the West Midlands, down to 25% in Scotland and 19% in the North East.

Figure 8: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses



Employment contract basis

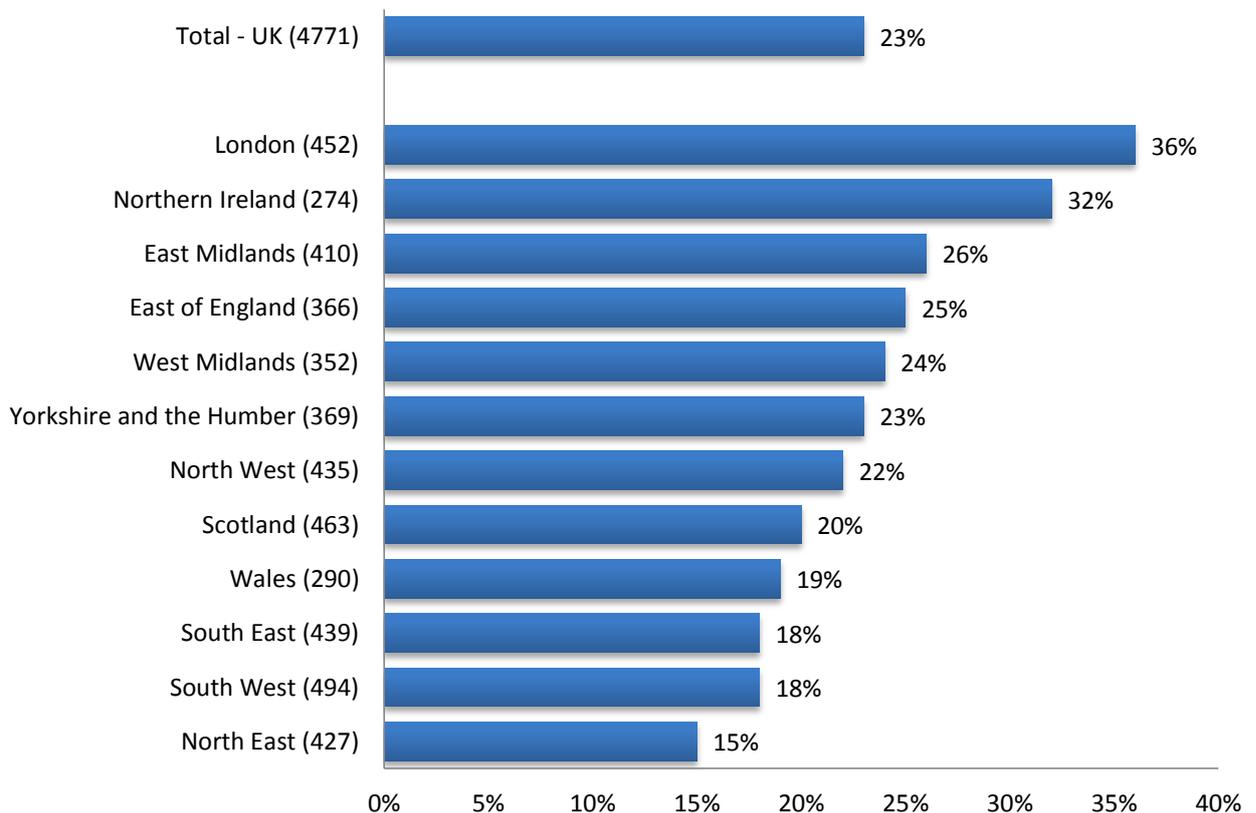
Overall, just under a quarter of all construction workers (23%) are employed on a temporary, rather than permanent basis (74%). The remainder believed they had an ‘other’ type of contract arrangement (1%), refused (1%), or did not know (0.3%).

Amongst workers who are employed by an agency the proportion on temporary contracts is significantly higher, as one would expect (76%), as it is amongst those who are self-employed (36% cf. 9% who are employed directly).

By region/nation the proportion of temporary workers is highest in London (36%) and then in Northern Ireland (32%) and lowest in the North East (15%), 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 banksmen/bankspersons (35%) and bricklayers (31%) and lowest amongst scaffolders and site managers (9% in each case).

Hours worked

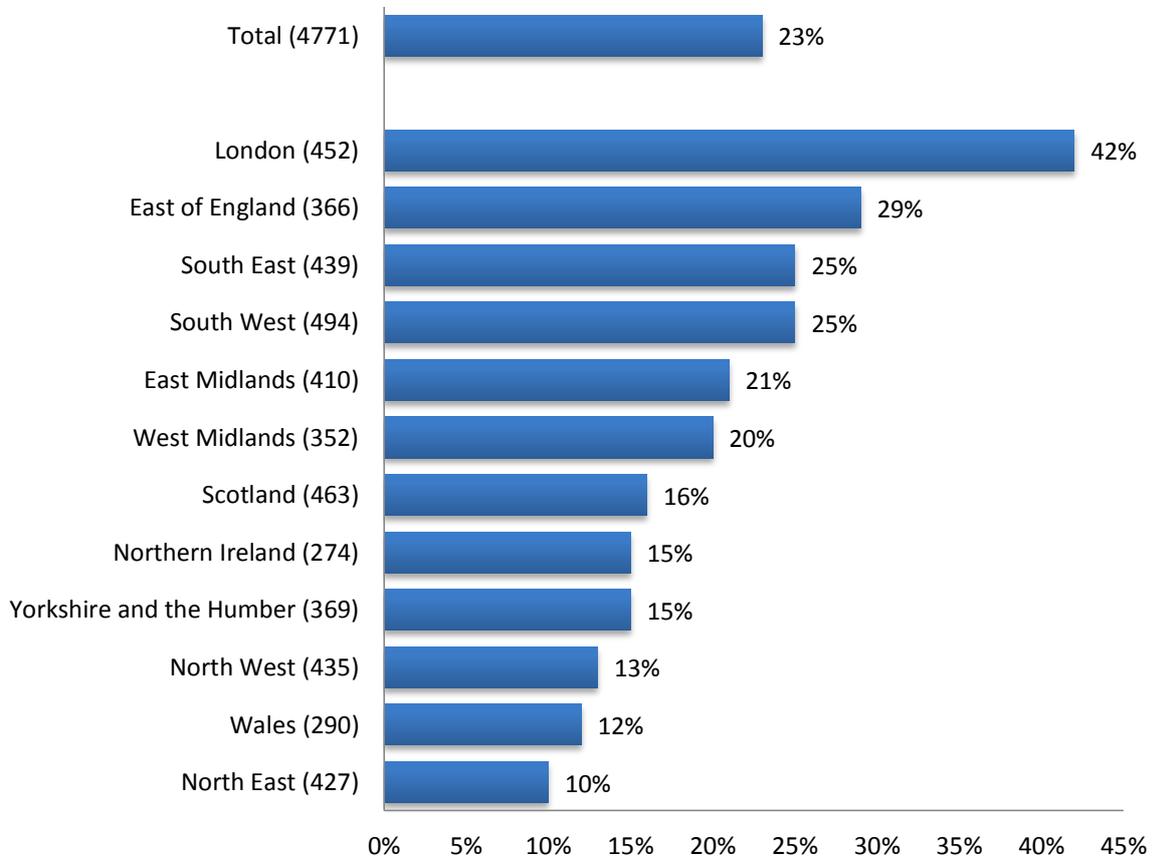
On average construction workers report that they typically work 44 hours per week, with 60% that tend to work between 40 and 49 hours per week and nearly a quarter that work more than 50 hours (23%).



The proportion that work more than 50 hours per week is significantly higher amongst site managers (40%) and also varies considerably by region/nation, from just 10% in the North East, up to 42% in London.

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

Base: All respondents



Unweighted bases in parentheses

Work histories

Time in the sector

Just under a third of all construction workers have worked in the construction industry for over 20 years (31%) and a total of more than half have worked in the industry for at least 10 years (56%).

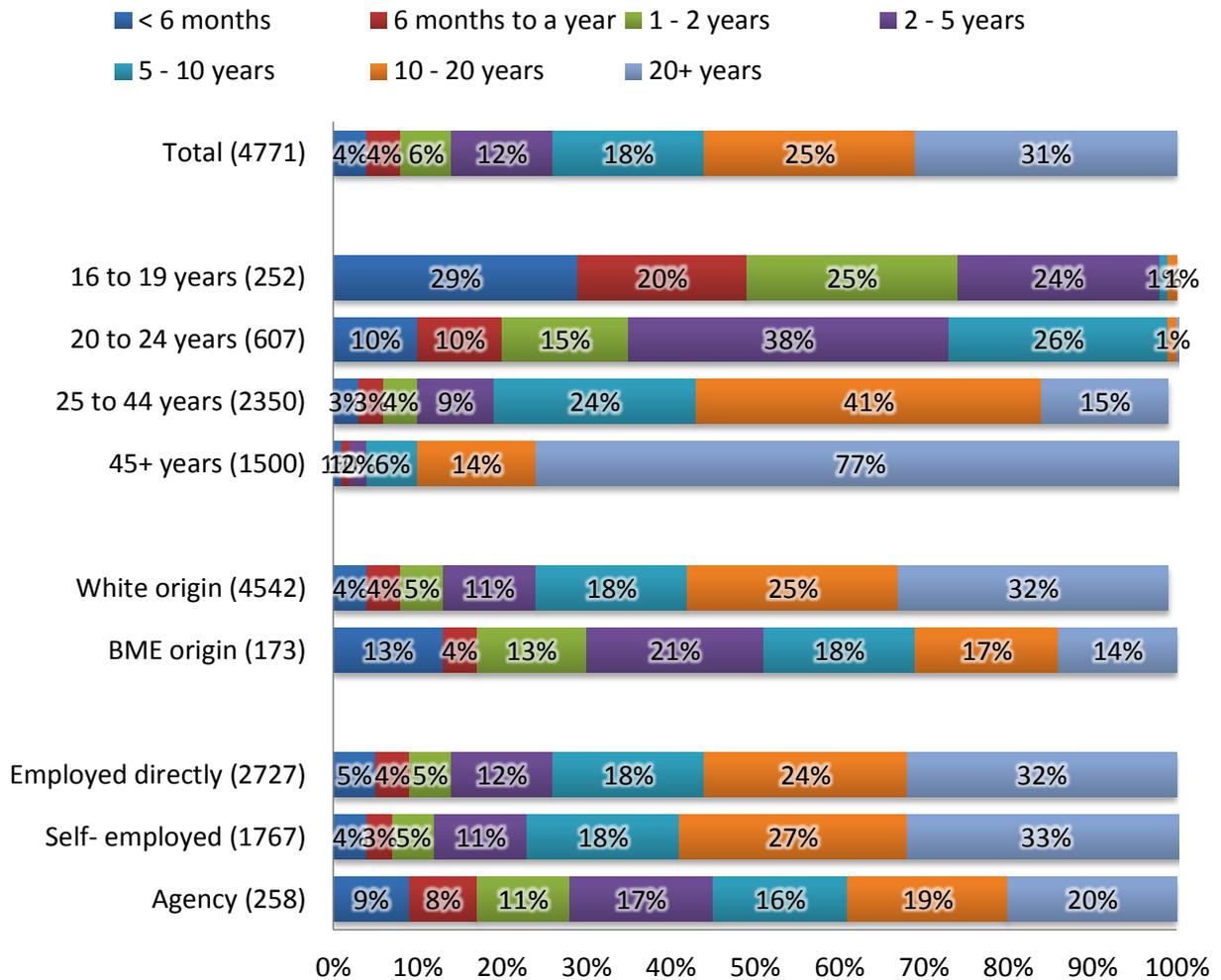
As one would expect the length of experience in the industry increases with age, with just over three quarters of all construction workers aged 45 and over that have more than 20 years experience of working in the construction sector (77%).

Workers of a white ethnic origin are more likely to have worked in the construction industry for longer, compared with BME workers (57% have 10+ years experience, compared with 31% of BME workers). Workers who are directly employed or self-employed are also more likely than those who work for an agency to have worked in the construction industry for at least 10 years, as the following Figure highlights.



Figure 11: Years spent working in the construction sector

Base: All respondents



Unweighted bases in parentheses

Compared with 2012 Figure 12 shows that in 2015 workers are more likely to have worked in the construction sector for longer; 31% have 20+ years experience, compared with 27% in 2012, whilst 26% have 5 or fewer years experience, compared with 33% in 2012.



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

Base: All respondents

	2015 %	2012 %
Less than 6 months	4	5
Up to a year	8	11
Up to 2 years	14	17
Up to 5 years	26	33
Up to 10 years	44	50
Up to 20 years	69	71
More than 20 years	31	27
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>

Pre-construction employment histories

Seven in ten workers have only ever worked in the construction industry (70% cf. 69% in 2012). This includes over half who have worked in construction pretty much continuously (55%); 9% for whom this is their first job; and just 6% 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 two thirds of workers aged 45 and over (65%). Whilst, as one would expect, younger workers are more likely to say that this is their first job (36% 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

	2015 %	Age %			
		16- 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	55	32	41	54	65
I have only worked in construction jobs but have had spells of being out of work	6	6	7	6	5
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	8	5	8	9	7
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	19	14	22	19	18
This is my first job. I haven't worked in any other industry.	9	36	17	8	2
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	3	4	4	3	2
Prefer not to say	2	3	2	2	1
<i>Unweighted bases</i>	<i>4771</i>	<i>252</i>	<i>607</i>	<i>2350</i>	<i>1500</i>



Overall around one in five construction workers 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 (19%). This compares with nearly a quarter of workers in 2012 (23%). The proportion of respondents who have worked in other sectors, before construction, is significantly higher amongst those employed by an agency (32%) and amongst those with less than a year (29%) or between 1 and 2 years experience (31%) of working in the construction sector. BME workers are also significantly more likely than those of a white ethnic origin to have worked in other sectors before coming to the construction industry (26% cf. 18%). By region/nation the proportion of workers that have worked in other sectors first varies from 23% in the South East and South West, down to 11% in Yorkshire and the Humber and 10% in Northern Ireland.

Those who had worked in other sectors before starting their construction careers were asked to give details of what they were doing immediately before they started working in construction. In just over one in five cases respondents had previously worked in the wholesale/retail sector (22%) and almost the same proportion had worked in manufacturing beforehand (20%). It is interesting to note however that there are significant differences in these proportions by age; younger construction workers are significantly more likely to have previously worked in the wholesale/retail sector (33% of 16 to 19 year olds), whilst older workers are significantly more likely to have worked in the manufacturing sector before starting work in the construction sector (27% of those aged 45 and over).

One in ten construction workers who worked in another sector before working in construction previously worked in either transport/storage, or the accommodation/food sector (10% in each case). Younger workers are more likely to have previously worked in the accommodation and food service sector, than compared with older construction workers (23% of 16-19 year olds cf. 4% of 45+ year olds).

Figure 14: Industry worked in before starting work in the construction sector
 Base: Where first job was not in construction Sectors mentioned by >5% of respondents

	2015 %	Age %			
		16 to 19	20 to 24	25 to 44	45+
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	22	33	34	21	15
C - Manufacturing	20	6	12	21	27
H - Transportation and storage	10	6	3	12	13
I - Accommodation and food service activities	10	23	20	9	4
A - Agriculture, Forestry and Fishing	6	0	0	5	12
N - Administrative and support service activities	6	6	8	7	3
O - Public administration and defence; compulsory social security	6	0	2	6	6
R - Arts, entertainment and recreation	4	15	6	4	4
<i>Unweighted bases</i>	<i>983</i>	<i>43</i>	<i>151</i>	<i>500</i>	<i>281</i>



The industry sector previously worked in also differs by region/nation. The most notable differences are higher than average proportions of workers from:

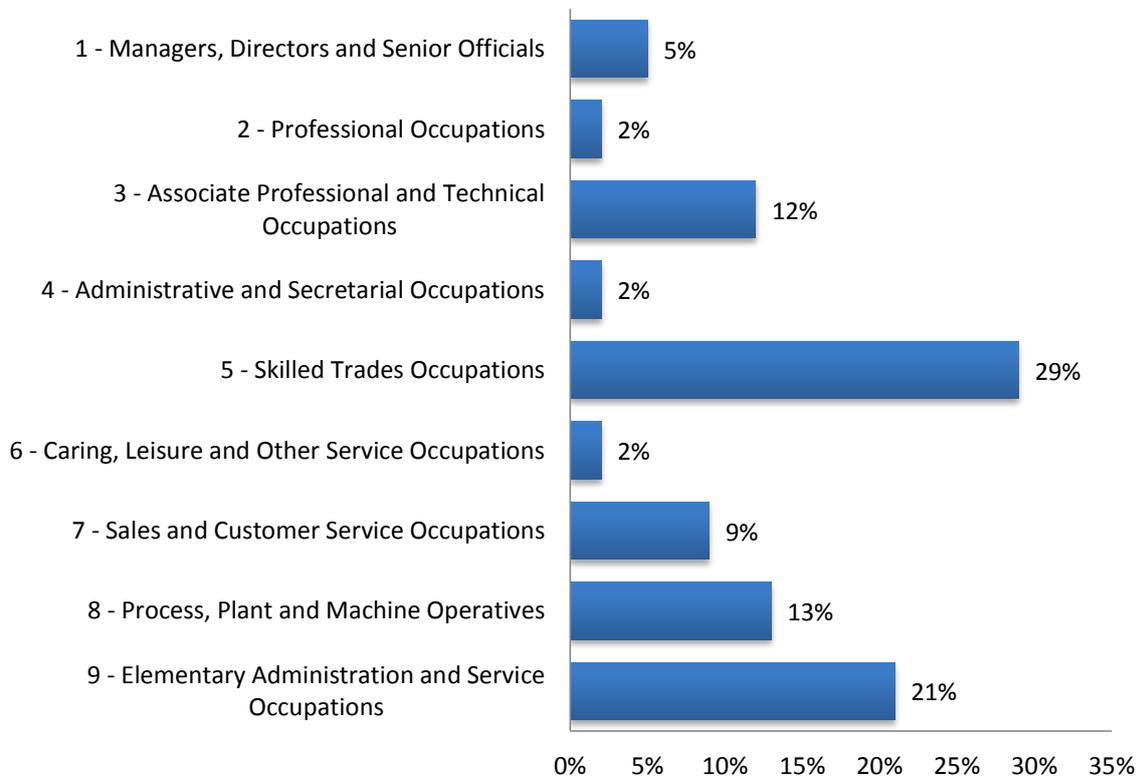
- Northern Ireland who have previously worked in the agriculture, forestry & fishing sector (23%);
- West Midlands who have previously worked in manufacturing (30%);
- South East (16%) and South West (17%) who have previously worked in the accommodation & food sector.

In terms of the job roles that respondents have done in other sectors, the highest proportion were in skilled trades occupations (29% cf. 34% in 2012 when the figure also included occupations undertaken by these workers mid-career) and the next highest proportion were in elementary administration and service occupations (21% cf. 33% in 2012).

One in twenty workers that worked in other sectors before the construction sector were managers, directors or senior officials previously (5%; the same proportion as in 2012).

Figure 15: Job roles undertaken in other sectors

Base: Where first job was not in construction



Unweighted base = 983



By region/nation the West Midlands stands out in terms of the proportion of workers who were in skilled trades occupations in other sectors, before working in construction (42%), while in the North West there is a higher than average proportion of workers that previously worked in elementary administration and service occupations in other sectors (34%).

Workers aged 45 and over are more likely than younger workers to have previously worked in skilled trades occupations in other sectors (36%), while younger workers are more likely to have come from elementary administration and service occupations in other sectors (42% of 16 to 19 year olds).

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 around a third of all construction workers have worked in more than one construction trade or occupation whilst working in the construction industry (34%). This represents a significant increase compared with 2012 when just over a fifth had worked in more than one role (22%).

As one would expect the proportion of workers that have had more than one role increases with age (to 39% amongst those aged 45+ cf. 19% amongst those 16 to 19 years) and with the length of time respondents have worked in construction (36% amongst those with 5+ years of experience cf. 18% who have worked in the sector for less than a year).

The proportion that have worked in more than one role is also significantly higher amongst those who currently work for an agency (46%), than compared with those who are employed directly (36%) or self-employed (29%). Workers with the highest level of qualifications (Level 4 and above) are also significantly more likely to have had more than one role or occupation within the construction sector (53%).

As in 2012, there are also variations by current job role, with site managers (69%), followed by plant/machine operatives (55%) most likely to have had more than one role/occupation within construction. Electricians and plumbers are least likely to have had any other trade within the construction sector (just 13% in each case). 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		
	2015 %	2012 %		2015 %	2012 %
Site manager (316)	69	N/A	Roofer (94)	29	N/A
Plant / Mach. Op. (331)	55	42	Painter / decorator (136)	27	14
Banksman/banksperson (72)	46	48	Bricklayer (728)	19	15
Dryliner (123)	38	37	Carpenter / Joiner (529)	18	14
Labourer / Gen. Op. (851)	33	N/A	Electrician (234)	13	5
Plasterer (90)	34	36	Plumber (213)	13	18
Scaffolder (206)	31	17			

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. Amongst these 34% of all construction workers that have worked in at least one other role/occupation 57% have worked in 2 previous roles; 22% have worked in 3 roles/occupations; 9% have worked in 4 roles/occupations and 4% have worked in 5 or more previous roles/occupations. The highest number of previous occupations worked in, within the construction industry, is 12.

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 (30%), while 1 in 6 have previously worked as a carpenter/joiner (18%) and 1 in 8 as a bricklayer (13%).



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

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

There is a particularly high proportion of workers currently working as a banksman/banksperson, who have previously worked as labourers/general operatives (68%), whilst the proportion of workers currently working as a plant/machine operative, who have previously worked as labourers/general operatives is equally high (67%). Amongst site managers nearly two fifths have previously worked as carpenters (39%), whilst dryliners are most likely to have previously worked as ceiling fixers (24%).



Figure 18: Previous roles worked in, by current occupations/trades
 Base: Workers that have switched occupations within construction

Previous occupations	Current occupation										
	All %	Labourer / Gen. Op. %	Plant / Mach. Op. %	Carpenter / Joiner %	Bricklayer %	Dryliner %	Banksman/banksperson %	Electrician %	Plasterer %	Scaffolder %	Site manager %
Labourer/General operative	30	-	67	27	41	32	68	39	30	39	21
Carpenter/joiner	18	15	9	-	18	22	16	18	5	12	39
Bricklayer	13	16	10	9	-	4	24	0	16	17	25
Plant/machine operative	10	17	-	5	9	11	24	4	7	2	12
Rofer	9	12	4	17	19	5	8	9	2	15	3
Painter/decorator	8	15	4	15	4	14	4	11	5	6	4
Banksman/banksperson	7	14	1	8	7	5	-	0	2	5	4
Dryliner	7	9	4	19	3	-	6	12	18	6	2
Plasterer	7	9	4	9	17	6	9	0	-	9	4
Pipe fitter	5	10	9	1	1	4	5	10	0	0	2
Plumber	5	6	2	12	1	7	0	17	9	11	2
Site manager	5	2	5	16	6	3	5	0	4	0	-
Ground worker	5	6	9	1	6	3	5	0	0	6	2
Ceiling fixer	4	3	2	12	2	24	1	2	0	2	1
Scaffolder	4	3	6	5	5	5	2	7	4	-	2
Technical	4	1	*	2	2	3	0	4	6	0	13
Electrician	3	2	2	6	3	5	4	-	2	4	2
Floorer	3	4	3	6	3	7	6	0	10	4	0
Steel erector/rigger	3	3	3	5	2	3	0	0	4	5	0
Welder	2	2	1	2	2	0	4	3	0	0	1
Unweighted bases	1576	280	176	93	137	51	33	30	32	64	218

Future career plans

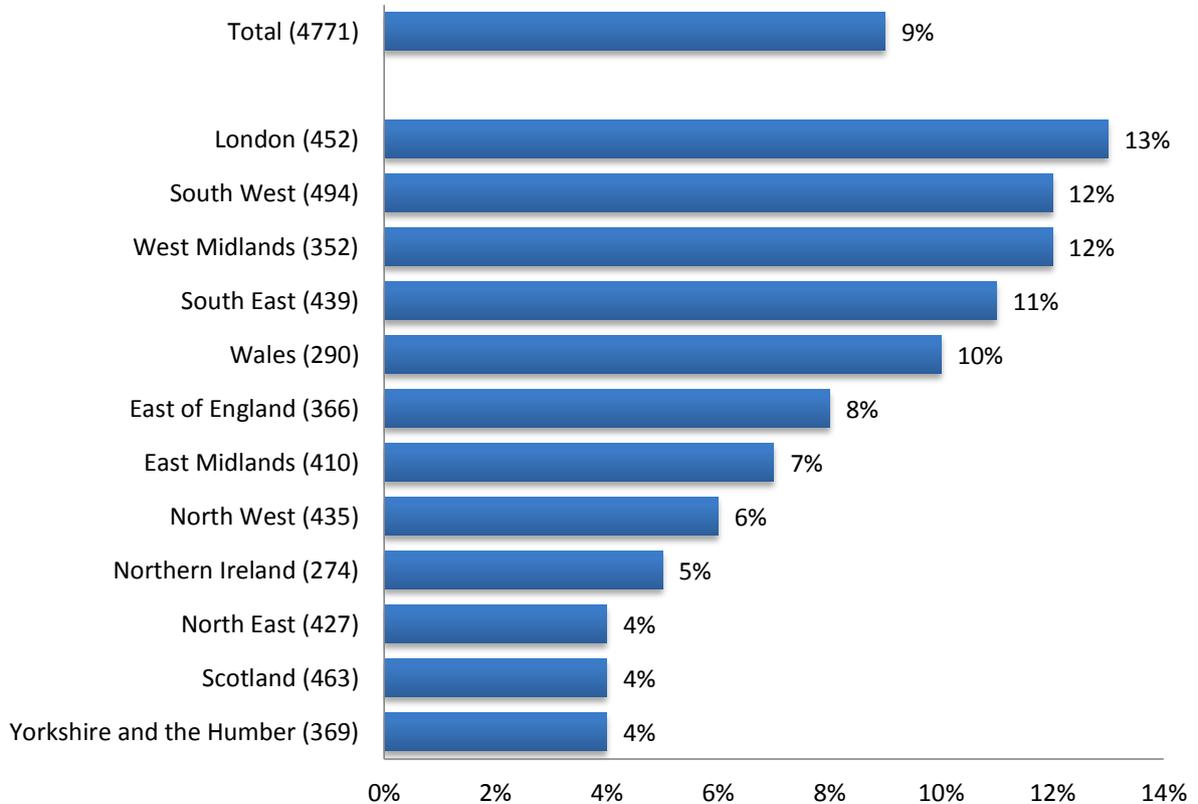
Thinking about their future plans in construction 8 in 10 construction workers would like to carry on in the same trade or occupation (79%); 1 in 10 would like to change their trade/occupation (9%); whilst 1 in 20 would like to leave construction (5%) and 7% are not sure.



By region/nation, construction workers based in London (13%), followed by those in the South West (12%) and West Midlands (12%) are most likely to want to change their trade or occupation, whilst those based in the North East, Scotland and Yorkshire and the Humber are least likely (4% in each case).

Figure 19: Proportion of construction workers that would like to change their trade or occupation, by region/nation

Base: All respondents



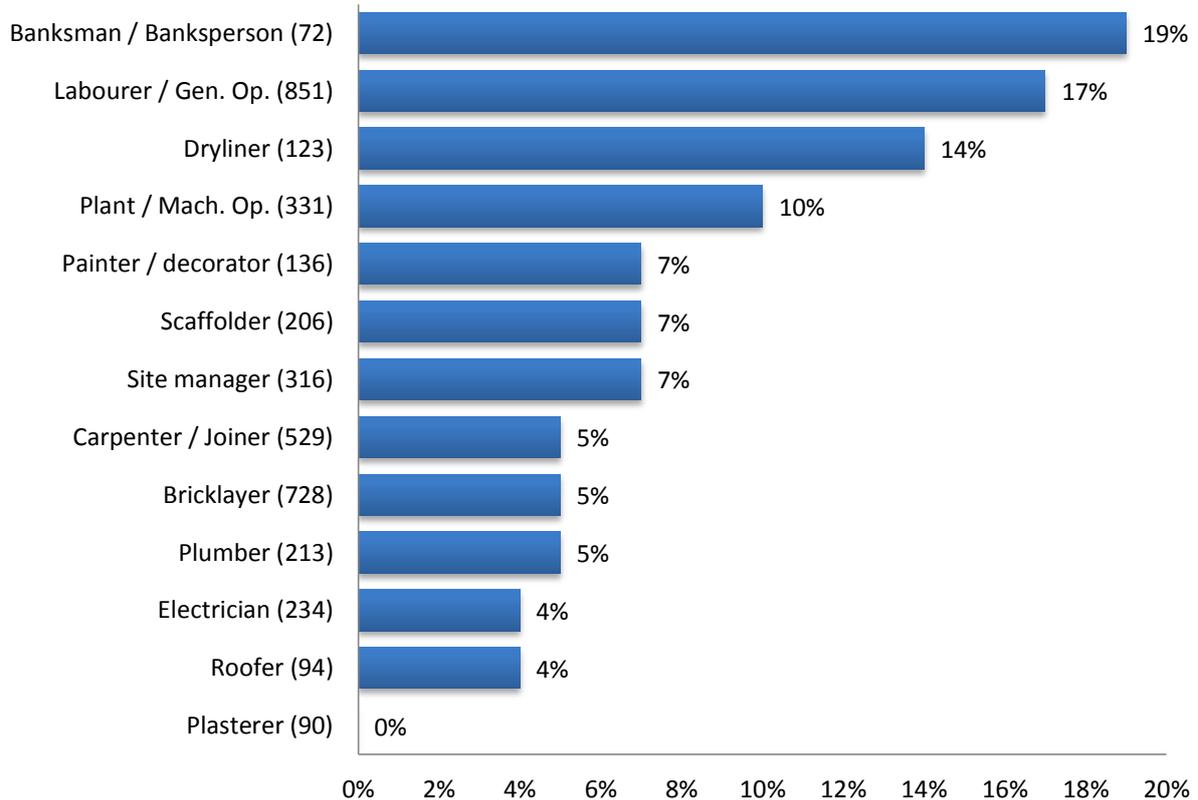
Unweighted bases in parentheses

Construction workers currently working for an agency (26%) are more likely than those employed directly (7%) or self-employed (8%) to want to change their trade or occupation. Whilst by current trade/occupation those working as a banksman/banksperson (19%) and as labourers/general operatives (17%) are most likely, as the following chart illustrates.



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

Base: All respondents



Unweighted bases in parentheses

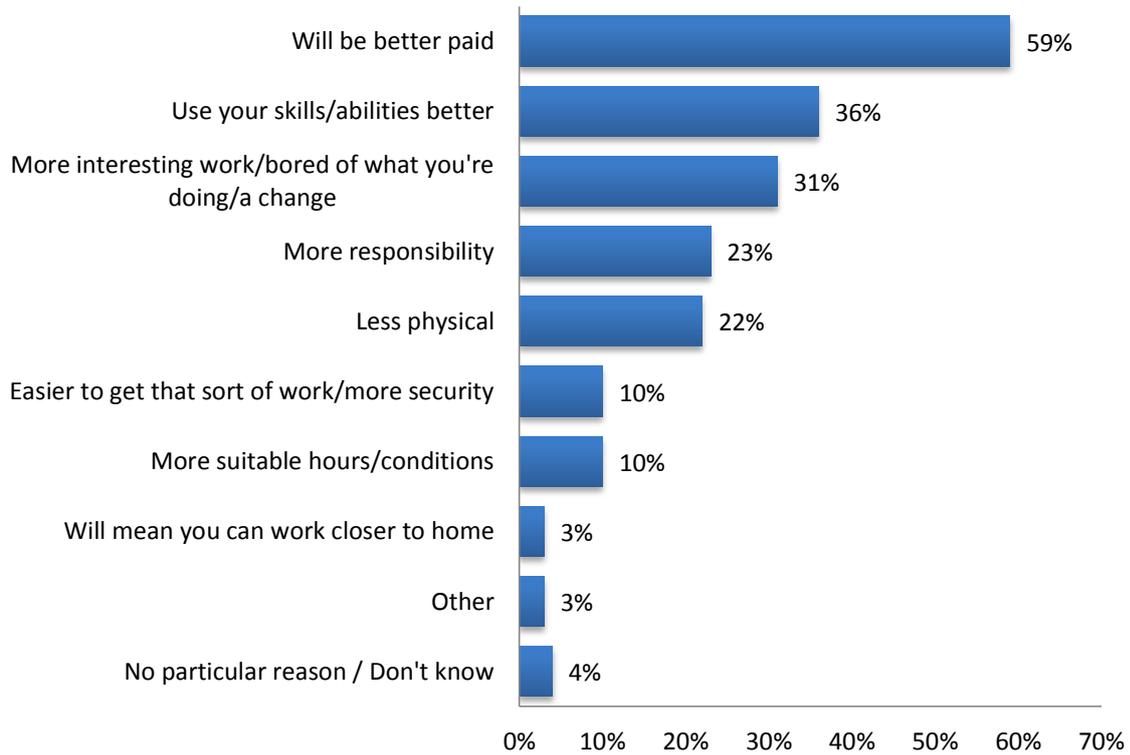
Amongst those who would like to change trade or occupation a wide range of alternative trades/occupations are mentioned, however the highest proportion overall would like to be a site manager (31%). Analysis within current occupation is limited due to very low base sizes at this level, however amongst labourers/general operatives (the trade second most likely to want to change occupation) while the highest proportion would like to be site managers (21%), the next highest proportions would like to be bricklayers (14%), electricians (12%), or plant/machine operatives (10%).

In just over three quarters of all cases where construction workers would like to change trade or occupation they believe they will require further training or qualifications in order to do this other kind of work (77%).

The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (59%), while around a third of those wishing to change trade believe this kind of work will make better use of their skills or abilities (36%) or be more interesting (31%).



Figure 21: Reasons for wanting to change trade/occupation
Base: Where workers would like to change trade/occupation



Unweighted base = 382



Qualifications and skills

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

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

Construction skill cards and certificates

When asked which type of construction skill certificate or card they currently hold (e.g. CSCS or CSR) just 3% of all construction workers say they do not hold any card and 1% are unsure. In total therefore 96% of all construction workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.

Figure 22 summarises the proportion of workers by region/nation that hold any card and compares these proportions with the 2012 survey. Workers in London, the South East and West Midlands are most likely to hold skill certificates or cards (98% in each case). Whereas in Wales (92%), Northern Ireland (90%) and Scotland (88%) workers are less likely to hold skill cards/certificates. In Scotland and Northern Ireland there has been a 10-percentage point drop, compared with 2012 in the proportion of construction workers that say they have a skill certificate or card.

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

	2015 %	2012 %
Total (4771)	96	97
London (452)	98	96
South East (439)	98	96
West Midlands (352)	98	100
North West (435)	97	99
Yorkshire and the Humber (369)	97	97
East of England (366)	96	98
North East (427)	96	99
South West (494)	96	97
East Midlands (410)	93	99
Wales (290)	92	92
Northern Ireland (274)	90	100
Scotland (463)	88	98
<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 (85% amongst 16 to 19 year olds) and those who have worked within construction for a shorter period of time (88% 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.

More positively, as Figure 23 summarises, in terms of those with less experience of the industry, in 2012 the incidence of those holding cards /certificates was lower than average amongst those with less than 1 year (89%) and amongst those with between 1 and 2 years experience (86%), whereas now it is only lower amongst those who have worked within the industry for less than a year (88% cf. 96% amongst those who have worked for 1-2 years in the sector). This suggests that there has been some improvement in this regards, in terms of the length of time it is taking for workers to pass/become accredited with skill certificates or cards.

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

		2015	2012
		%	%
Total (4771)		96	97
Age	16 to 19 years (252)	85	86
	20 to 24 years (607)	95	95
	25 to 44 years (2350)	97	99
	45+ years (1500)	95	97
Length of time in construction	<1 year in construction (393)	88	89
	1 to 2 years (251)	96	86
	3 to 4 years (528)	96	96
	5+ years (3583)	96	98
Contract-type	Employed directly (2727)	95	97
	Self-employed (1767)	97	99
	Agency (258)	95	92
Location before working in construction sector in UK	UK/ROI national (3678)	95	97
	Migrant worker (352)	97	98
<i>Unweighted bases for 2015 in parentheses</i>			

In terms of the type of skill card or certificate held by workers the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (86%), as it was in 2012. Overall 3% hold the CSR (Construction Skills Register (NI)) card/certificate, but this proportion increases to 70% amongst workers from Northern Ireland.



Figure 24: Type of skill card/certificate held

Base: All respondents

	2015 %	2012 %
CSCS (Construction Skills Certification Scheme) (GB)	86	92
CSR (Construction Skills Register) (NI)	3	
CISRS (Construction Industry Scaffolders Record Scheme)	4	3
CPCS (Construction Plant Competence Scheme)	13	11
Other	4	N/A
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>

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

- Bricklayers (93%) are most likely to hold CSCS (Construction Skills Certification Scheme (GB));
- Plant/machine operatives (76%) and banksman/banksperson (43%) are more likely to hold CPCS (Construction Plant Competence Scheme);
- Three quarters of scaffolders (76%) hold CISRS (Construction Industry Scaffolders Record Scheme)
- A quarter of electricians hold other types of skill cards/certificates (27%).

Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 25 summarises the types of cards held by workers, with the CSR card colours split into sub-levels. Overall 7% of CSCS and 10% of CSR card holders have red cards; just over a third of CSCS (35%) and a slightly lower proportion of CSR card holders (29%) have green cards; and just over a quarter of CSCS card holders (27%) and just under a quarter of CSR card holders (22%) have blue cards. One in six CSCS card holders have gold cards (18%), compared with 3 in 10 CSR card holders (30%).



Figure 25: Colour of CSCS/CSR cards held

Base: Where CSCS or CSR cards are held

	CSCS %		CSR %
Red - Trainee	5	Red - Apprenticeship/Trainee	7
Red - Experienced worker card	2	Red - Trained Plant Operator	2
		Red - Trainee Supervisor/Manager for undergraduates/ recent graduates	1
Green - construction site operative card for general site workers	35	Green - Construction Operative (for general site workers)	29
Blue - skilled	27	Blue - Operative/ Craft	11
		Blue - Plant Operator	7
		Blue - Basic Scaffolder	4
Gold - craft/supervisor card	18	Gold - Craft/Supervisor Card	29
		Gold - Advanced Scaffolder	1
Platinum - manager card	1	Platinum - Manager Card	2
Black - contracts manager card	5	Black - Senior Managers Card	1
Other	2	Other Professional cards, visitor cards, temporary cards	5
Unsure	4	Unsure	2
<i>Unweighted bases</i>	3975		220

Analysis by region/nation reveals that workers with a CSCS card based in the North East (25%), North West (26%) and Scotland (24%) are significantly more likely than those in other regions/nations to hold a Gold coloured card. Whilst workers based in London are more likely to hold Green cards (49%). As expected, younger workers are more likely to hold Red Trainee cards (39% of 16 to 19 year olds with a CSCS card), while older workers are more likely to hold Blue or Black cards (33% and 22% of 45+ year olds). Workers currently employed by an agency are significantly more likely to hold Green cards (68%), compared with those employed directly (30%) or self-employed (37%).

Card colours also vary significantly according to current occupation/trade, as Figure 26 summarises. Some significant differences include that labourers/general operatives are most likely to hold Green cards (67%); plant/machine operatives are most likely to hold Blue cards (54%); and electricians (44%), followed by plumbers (40%) are most likely to hold Gold cards.



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

Base: All respondents

	Unweighted bases	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Platinum %	Black %
Labourer /Gen. Op.	736	3	4	67	17	3	*	*
Plant/Mach. Op.	201	1	3	30	54	6	1	0
Carpenter/Joiner	455	6	2	21	27	35	0	2
Bricklayer	667	7	1	23	35	28	*	*
Dryliner	106	4	2	44	45	5	0	0
Banksman/banksperson	61	4	3	49	34	4	0	0
Electrician	168	13	2	27	1	44	0	*
Roofer	87	2	2	46	39	4	0	1
Painter/decorator	125	4	2	30	43	12	0	3
Plasterer	77	3	2	30	48	8	0	0
Plumber	186	7	1	24	21	40	0	0
Scaffolder	95	10	3	30	41	6	0	0
Site manager	285	6	1	7	6	22	6	48

*Denotes less than 0.5%

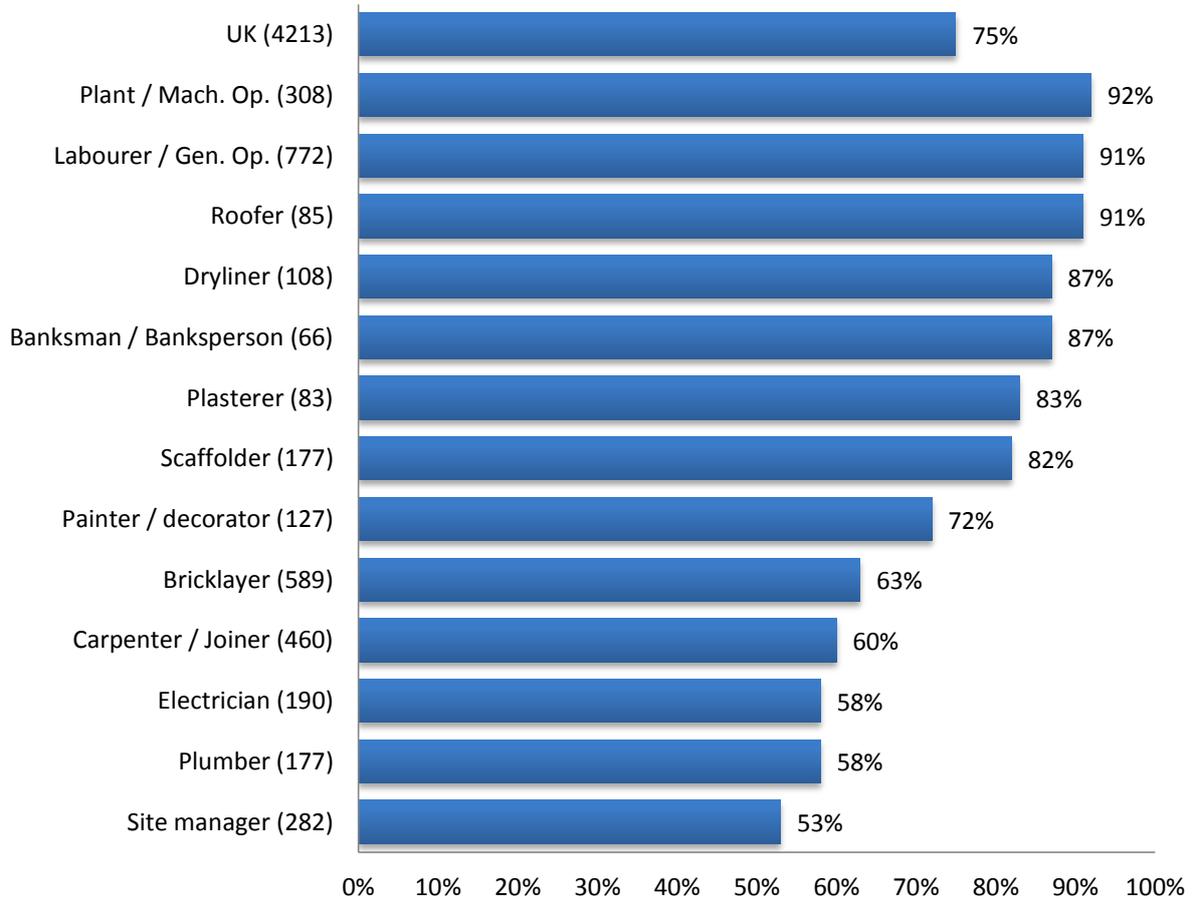
Construction qualifications held

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

Overall three quarters of all construction workers say they had no formal qualifications when they first started working in the construction industry (75%) and the proportion is higher amongst older workers (76% of 45+ year olds cf. 72% of 16-24 year olds). By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (92%), labourers/general operatives (91%) and roofers (91%), whilst electricians (58%), plumbers (58%) and site managers (53%) are least likely to have started with no formal qualifications.



Figure 27: Proportion of workers that had no formal 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



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, nearly two thirds of all construction workers reported holding some sort of construction related qualification at the time of interview (63%), compared with a higher proportion in 2012 (65%). As Figure 28 summarises the proportion of workers that hold any qualifications is lower than average amongst workers from BME ethnic origins (50%), those who have worked in construction for less than a year (35%), workers employed by an agency (46%) and migrant workers (43%).

Compared with 2012 the most notable change is that the youngest workers, aged 16 to 19, are no longer less likely than older workers to hold qualifications. In 2012 just less than half of 16 to 19 year olds held any qualifications (47%), which was considerably lower than the proportions amongst older age groups. However in this latest survey more than three fifths of the youngest age group hold qualifications (62%), which is on a par with other age groups.



Figure 28: Proportion of workers that hold any construction-specific qualification
Base: All respondents who provided a valid response

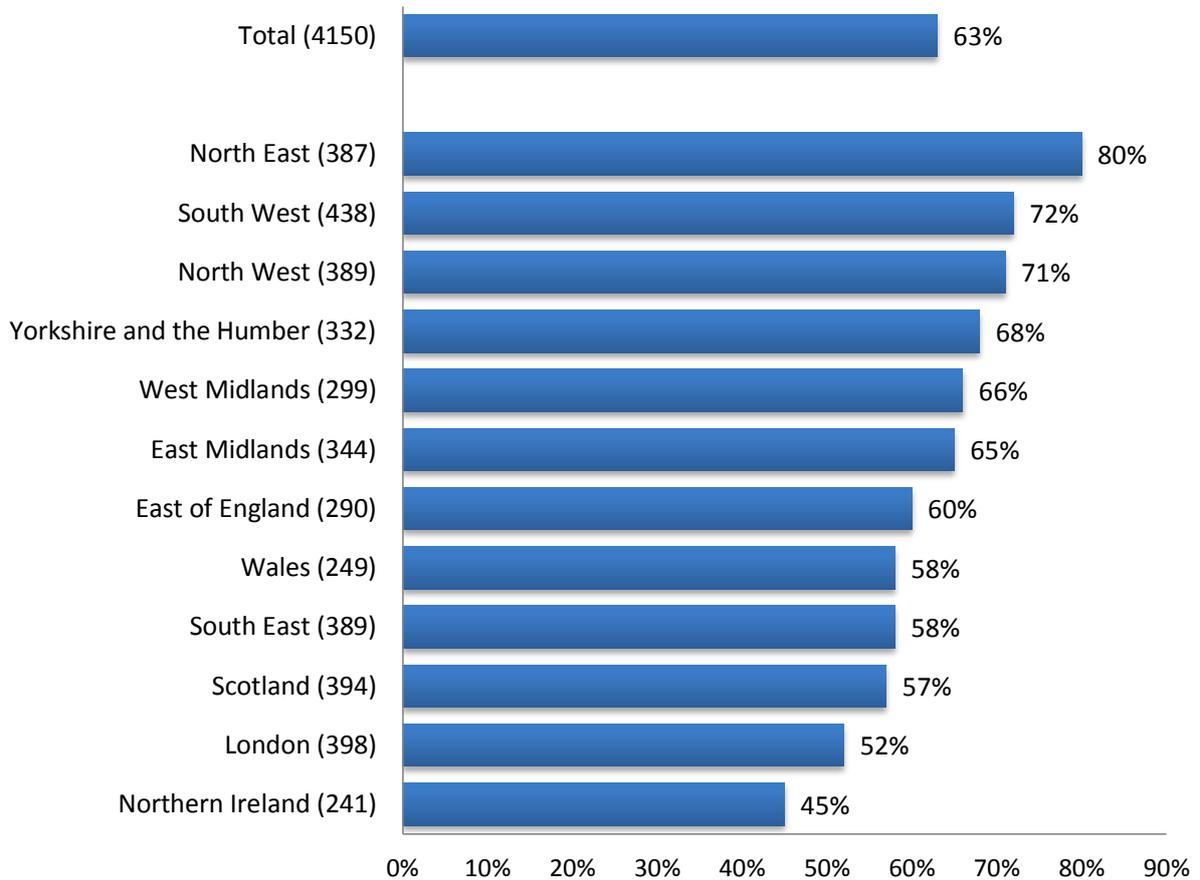
		2015	2012
		%	%
Total - UK (4150)		63	65
Age	16 to 19 years (238)	62	47
	20 to 24 years (568)	62	62
	25 to 44 years (2070)	65	67
	45+ years (1216)	61	65
Ethnicity	White (3951)	64	N/A
	BME (147)	50	N/A
Length of time in construction	<1 year (372)	35	29
	1 to 2 years (228)	50	36
	3 to 4 years (468)	54	59
	5+ years (3068)	68	70
Current contract type	Employed directly (2376)	65	66
	Self- employed (1534)	61	66
	Agency (222)	46	47
Location where living just before they started working in construction in the UK	UK/ROI national (3185)	69	67
	Migrant worker (315)	43	48
<i>Unweighted bases for 2015 in parentheses</i>			

There is a considerable variation in the proportion of workers that hold qualifications by region/nation; varying from four fifths of construction workers in the North East that hold qualifications (80%), down to around half within London (52%) and even fewer in Northern Ireland (45%).



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

Base: All respondents who provided a valid response



Unweighted bases in parentheses

The likelihood that workers hold any qualifications also varies significantly by current job role, as was the case in 2012. Site managers (84%) are most likely to hold qualifications, followed by plumbers (81%), electricians (80%) and scaffolders (80%). Trades less likely to hold formal qualifications includes those working as a banksman/banksperson (41%) and labourers/general operatives (36%) and the proportions that have qualifications in these trades have declined since 2012 (from 56% and 54% respectively). The other main changes since 2012 are that fewer carpenters/joiners hold qualifications (down from 86% to 75%) and fewer painter/decorators (down from 78% to 56%), while there has been an increase in the proportion of site managers that hold qualifications (from 73% up to 84%). Figure 30 summarises these findings.



Figure 30: Proportion of workers that hold any construction-specific qualification, by current occupation

Base: All respondents who provided a valid response

	HIGHER likelihood		LOWER likelihood		
	2015 %	2012 %		2015 %	2012 %
Site manager (276)	84	73	Dryliner (107)	58	60
Plumber (178)	81	89	Plant/Mach. Op. (261)	56	60
Electrician (199)	80	89	Painter/decorator (126)	56	78
Scaffolder (183)	80	75	Roofer (84)	47	56
Carpenter/Joiner (465)	75	86	Banksman/banksperson (55)	41	56
Bricklayer (647)	73	80	Labourer/Gen. Op. (758)	36	54
Plasterer (81)	66	69			
<i>Unweighted bases for 2015 in parentheses</i>					

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 31 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 (66% cf. 71% in 2012). One in five construction workers with qualifications hold City & Guilds qualifications (20% cf. 17% in 2012). Whilst 1 in 8 construction workers with qualifications now hold an apprenticeship (13%), which is a significant increase compared with 2012 when just 1% did.

Figure 31: Main type of qualification held

Base: Workers with qualifications who provided a valid response

	2015 %	2012 %
NVQ/SVQ	66	71
City & Guilds	20	17
Apprenticeship	13	1
HNC/HND/BTEC Higher	4	1
Degree	4	1
Other	11	3
<i>Unweighted bases</i>	<i>2455</i>	<i>2284</i>

Based on all workers that provided a valid response regarding their qualifications (including those that have no formal qualifications) it is evident that younger worker workers aged 16-24 are more likely to have done an apprenticeship, compared with older workers (15% of 16-19 year olds and 10% of 20-24 year olds, compared with 7% of 25+ year olds); the oldest age group (45+) are most likely to have completed a City & Guild qualification (25% cf. 2% of 16-19 year olds); whilst 25-44 years olds are most likely to hold NVQ/SVQs (46%).



Additional formal training

Self-assessment of basic skills needs

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

Overall 1 in 7 construction workers believe they would benefit from some form of training in basic skills (14%), compared with a higher proportion of 1 in 5 in 2012 (20%). In terms of the type of training required there is an almost even split across reading, writing, speaking English and maths, as Figure 32 summarises.

Figure 32: Self-assessed need for training in basic skills

Base: All respondents

	2015 %	2012 %
ANY	14	20
Reading	6	9
Writing	6	9
Speaking English	7	8
Maths	6	10
<i>Unweighted bases</i>	4771	4933

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

- Workers based in London (26%);
- Younger workers aged 16-24 (19% cf. 8% aged 45+);
- BME workers (23% cf. 14% of White ethnic groups);
- Those who have worked in the industry for less than a year (26%);
- Dryliners (33%) and painter/decorators (20%); and in particular with speaking English (24% and 14% respectively);
- Migrants workers (34%); and in particular with speaking English (26%).

Current study for additional construction qualifications

Overall 12% of all construction workers are currently working towards any formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with almost the same proportion in 2012 (11%).



As in 2012 the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (57% of 16 to 19 year olds) and amongst those who have worked within the construction industry for less than 5 years. Workers employed directly (16%) are also more likely than those who are self employed (8%) or working for an agency (10%) to be currently working towards a qualification.

By qualification level workers currently qualified to Level 1 are most likely to be working towards qualifications (32%) and those at Level 3 are least likely (8%). Of those who have no qualifications currently 1 in 10 are working towards one (11%).

Figure 33 summarises these findings.

Figure 33: Proportion working towards additional construction qualifications

Base: All respondents

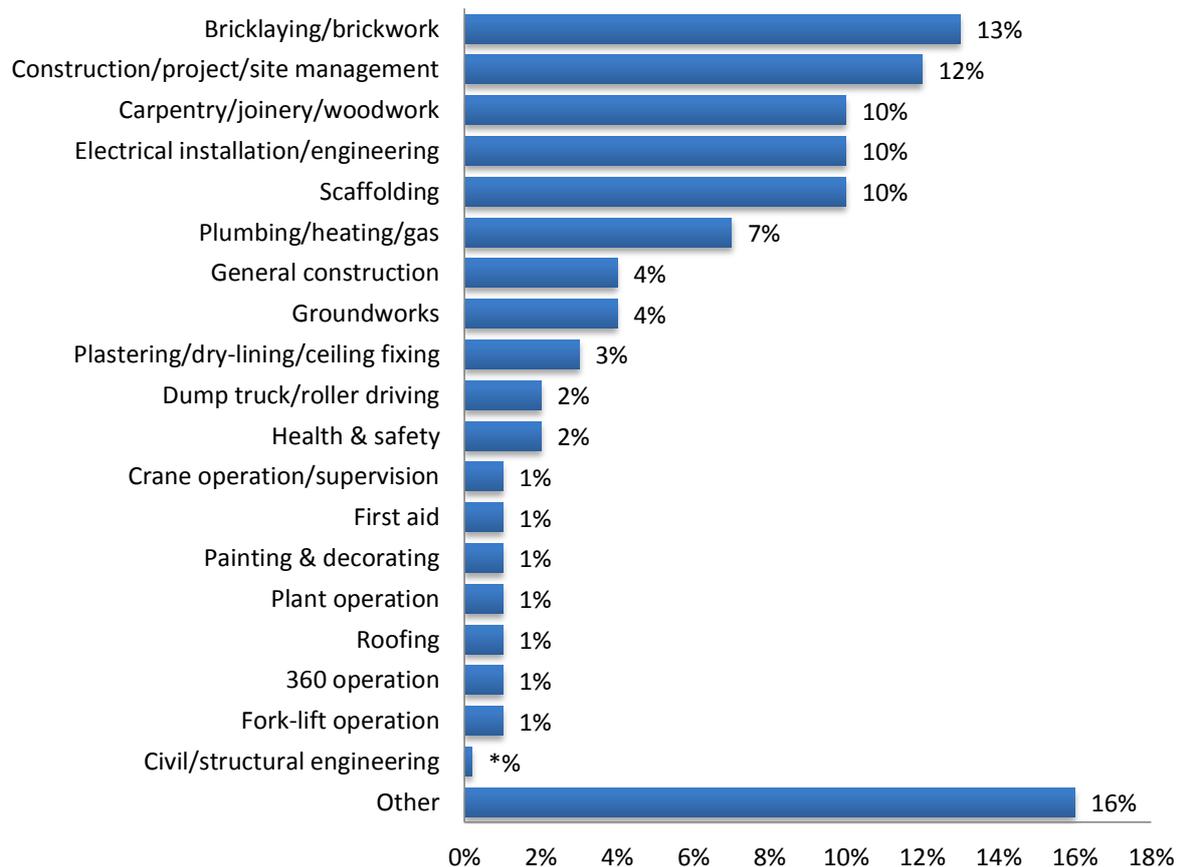
		2015	2012
		%	%
	Total (4771)	12	11
Age	16 to 19 years (252)	57	56
	20 to 24 years (607)	23	20
	25 to 44 years (2350)	10	7
	45+ years (1500)	4	
Length of time in construction	<1 year in construction (393)	31	26
	1 to 2 years (251)	28	35
	3 to 4 years (528)	23	21
	5+ years (3583)	7	8
Contract type	Employed directly (2727)	16	14
	Self- employed (1767)	8	N/A
	Agency (258)	10	N/A
Highest qualification level	None (1516)	11	N/A
	Level 1 (164)	32	N/A
	Level 2 (1246)	15	N/A
	Level 3 (880)	8	N/A
	Level 4+ (344)	15	N/A
<i>Unweighted bases for 2015 in parentheses</i>			

Variances are also evident by current job role, with scaffolders (25%) and electricians (24%) most likely to be working towards qualifications currently and labourers/general operatives (5%) and painter/decorators (6%) least likely.

Of those who are currently studying for a qualification (and who provided a response) the most popular type of qualification is an NVQ/SVQ (80%). In terms of the subject of the qualifications being worked towards bricklaying (13%), followed by site/project management (12%) are most popular, as Figure 34 illustrates.



Figure 34: Subject of qualification being worked towards
 Base: Where working towards a qualification and who provided a valid response



Unweighted base = 477

With regards to the level of qualification being worked towards (see Figure 35), qualifications equivalent to Level 2 (31%) and Level 3 (35%) are most popular, including amongst those with no qualifications currently (48% and 30% respectively).

Figure 35: Level of qualification being worked towards
 Base: Where working towards a qualification and who provided a valid response

	TOTAL %	Current qualification level				
		None %	Level 1 %	Level 2 %	Level 3 %	Level 4+ %
Level 1	6	7	9	6	3	8
Level 2	31	48	62	26	5	1
Level 3	35	30	23	53	44	6
Level 4+	11	3	0	6	23	53
Other	9	7	4	7	11	14
None	7	5	2	3	14	18
Unweighted bases	469	130	49	157	62	41



Supervisory and managerial qualifications and training

As reported earlier, a quarter of all construction workers perform a supervisory or management role at their site (25%). Amongst those who do not currently perform supervisory/management roles a fifth want to become a supervisor or manager in the future, but have not done it before (20%) and a further 6% want to be a supervisor/manager and have done it before. Around a fifth of all construction workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (21%), while just over half are certain that they do not want to be (53%).

Amongst the youngest workers, aged 16 to 24, the proportion that would like to be supervisors/managers is highest, at around a third (32%), while amongst those aged 45 and over a significantly higher proportion of workers definitely do not want to be supervisors/managers (75%). The likelihood that workers want to be supervisors/managers also diminishes amongst those that have worked in the industry for at least 5 years, whilst, analysis by contract type reveals that those who currently work for any agency (33%) are more likely than those employed directly (22%) or self-employed (17%) to want to be a supervisor/manager, but haven't done it before.

Figure 36: Whether those who are not currently supervisors want to be one in the future

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

		Unweighted bases	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/ depends %
Total		3457	20	6	53	21
Age	16 to 19 years	241	32	1	30	37
	20 to 24 years	536	32	2	37	29
	25 to 44 years	1683	22	7	49	23
	45+ years	952	8	7	75	10
Ethnicity	White	3274	20	6	53	21
	BME	139	28	10	41	22
Length of time inc construction	<1 year	365	28	3	37	32
	1 to 2 years	231	27	5	41	27
	3 to 4 years	469	34	2	39	26
	5+ years	2378	16	7	59	18
Contract type	Employed directly	1846	22	6	52	21
	Self- employed	1375	17	6	56	21
	Agency	217	33	6	39	23
Highest qualification level	No Qualifications	1269	18	3	58	20
	Level 1	142	29	8	36	27
	Level 2	962	22	6	51	21
	Level 3	580	22	9	45	23
	Level 4+	71	21	16	47	15



Within job roles, plant/machine operatives are most likely to say they do not want to be supervisors/managers (65%), followed by plasterers (63%).

A quarter of all respondents (25%) and nearly three quarters of those who have had some form of supervisory or management responsibilities (73% cf. 71% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.

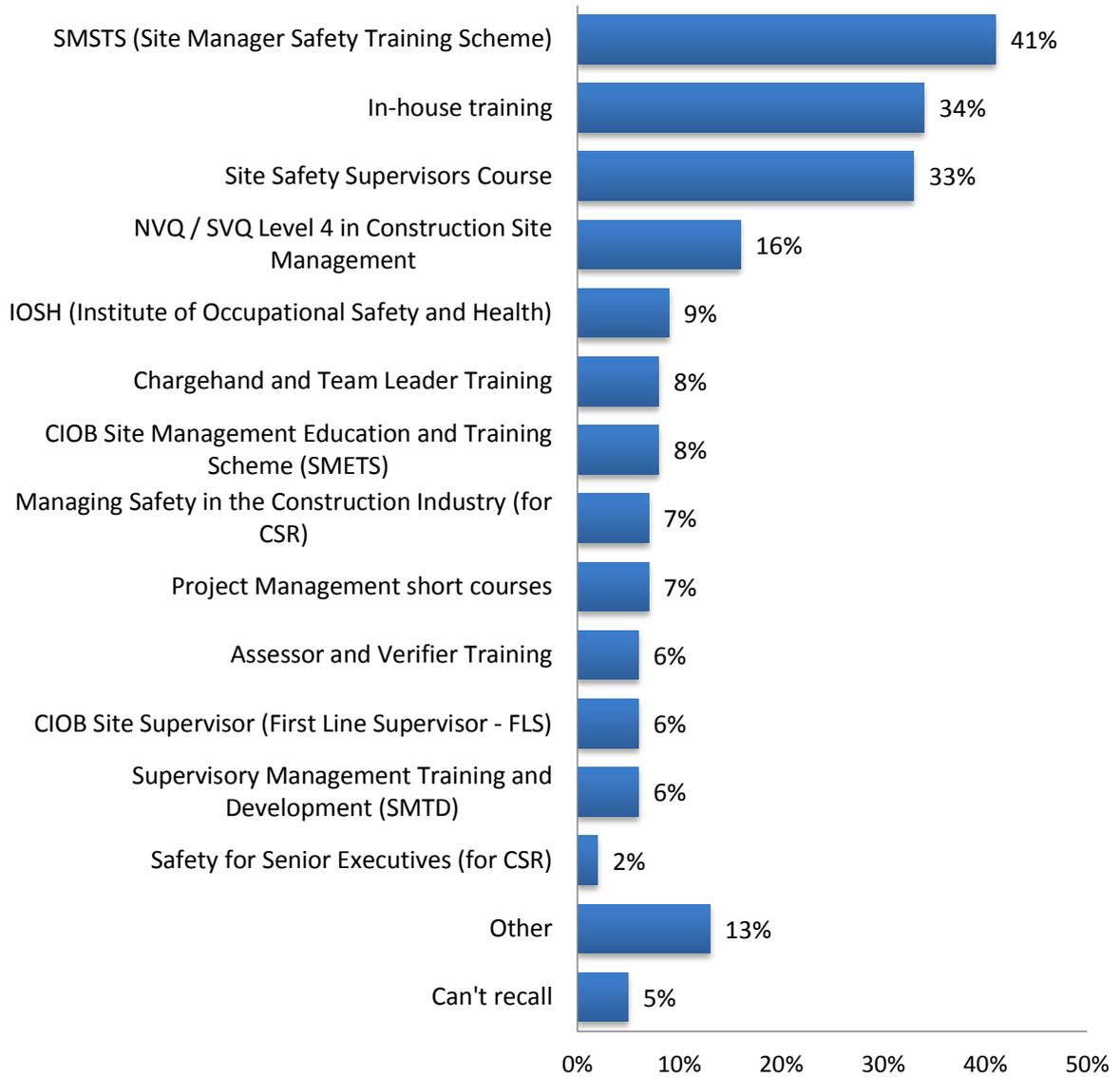
The proportion that have undertaken any managerial or supervisory training increases to a third of construction workers aged 45 and over (34%) and amongst those with 5 or more years experience of working in the construction sector (31%). Virtually all site managers have received formal training designed to improve managerial or supervisory knowledge or skills (95%).

In terms of the types of supervisory/managerial training undertaken, the proportions mentioning each type are summarised in Figure 37. SMSTS is most frequently mentioned by those who have undertaken any training (41%), followed by in-house training (34%) and Site Safety Supervisors Course (33%). These were also the top three most mentioned types of supervisory training in 2012, although in-house training was in first place, rather than second.



Figure 37: Types of managerial/supervisory training undertaken

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



Unweighted base = 1200



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 38 below.

As in 2012 the vast majority of construction workers (98%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 2% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

Three in ten of the workforce (30%) holds a skill card/certificate, but have no other construction qualification, this is a lower proportion than in 2012; however it is more consistent with findings from 2007 (52% and 33% respectively).

The proportion of construction workers that are working towards a construction qualification in 2015 is similar to that reported in 2012 (12% and 11% respectively).

Figure 38: Qualification status summary

Base: All respondents

	2015 %	2012 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	98	98
Holds a formal construction qualification or a skills card/certificate	97	98
Holds a skills card/certificate	96	97
Holds a skills card/certification but no other qualification	30	52
Working towards a qualification	12	11
None of the above	2	-
<i>Unweighted bases</i>	4771	4933

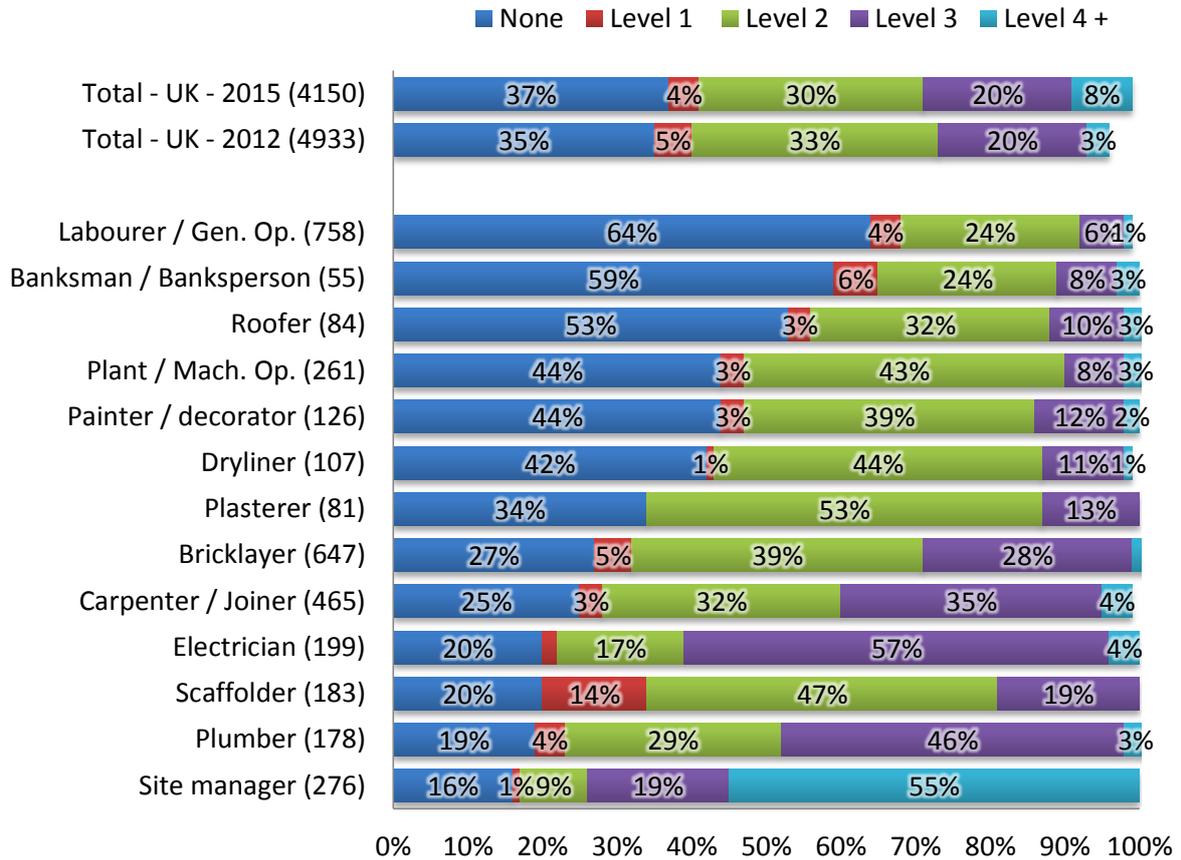
Based on all questions relating to qualifications it is possible to calculate each worker's highest qualification level. Figure 39 summarises all construction workers' highest level of qualification, overall and by occupation.

Overall while just over a third of all construction workers (37% cf. 35% in 2012) have no qualifications, more than half do have qualifications equivalent to Level 2 or above (58% cf. 56% in 2012).

By occupation site managers are most likely to hold the highest level of qualifications; over half hold qualifications at Level 4 or above (55%) and a further fifth have Level 3 qualifications (19%). Electricians and plumbers are also more likely than other occupations to hold qualifications equivalent to Level 3 or above (61% and 49% respectively).



Figure 39: Current qualification level, by occupation
 Base: All respondents who provided a valid response

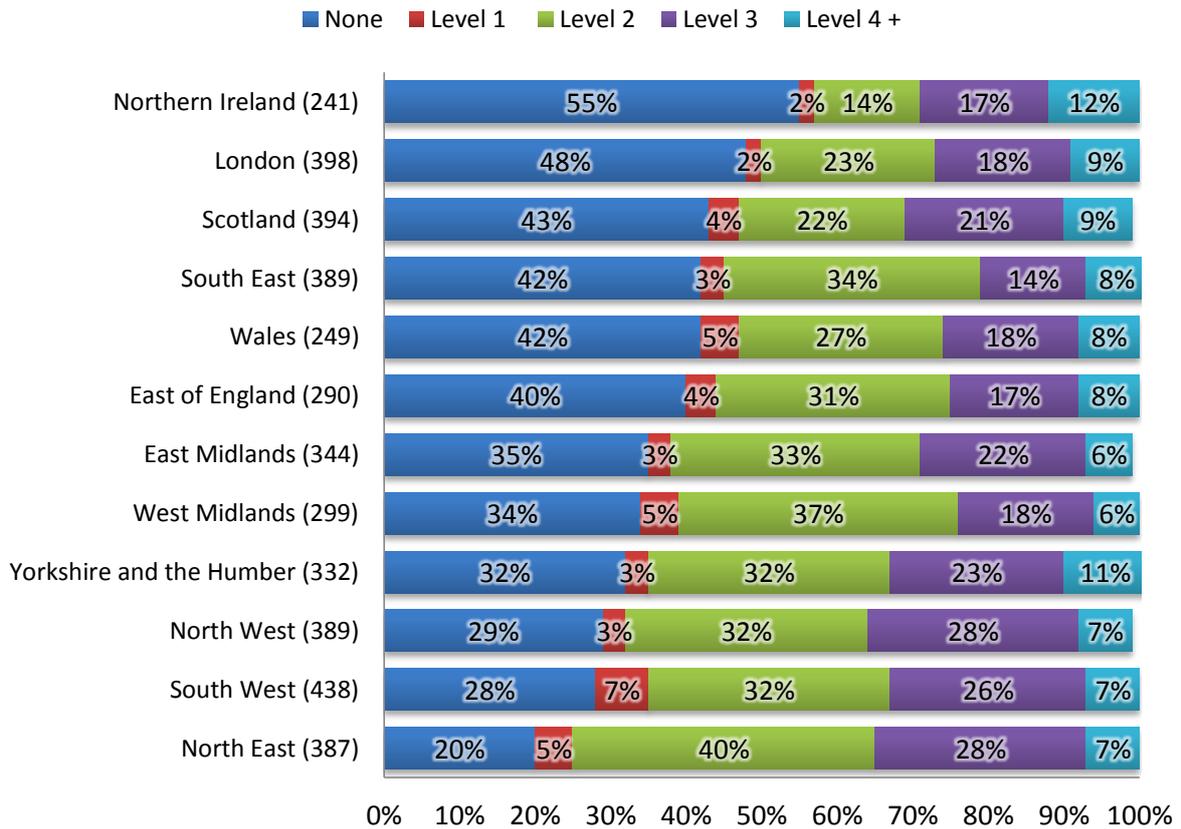


Unweighted bases in parentheses

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. In the North East for example around two thirds of all construction workers are qualified to Level 2 or Level 3 (68%), compared with just under a third of all construction workers in Northern Ireland (31%). These variances are summarised in Figure 40.



Figure 40: Current qualification level, by region/nation
 Base: All respondents who provided a valid response

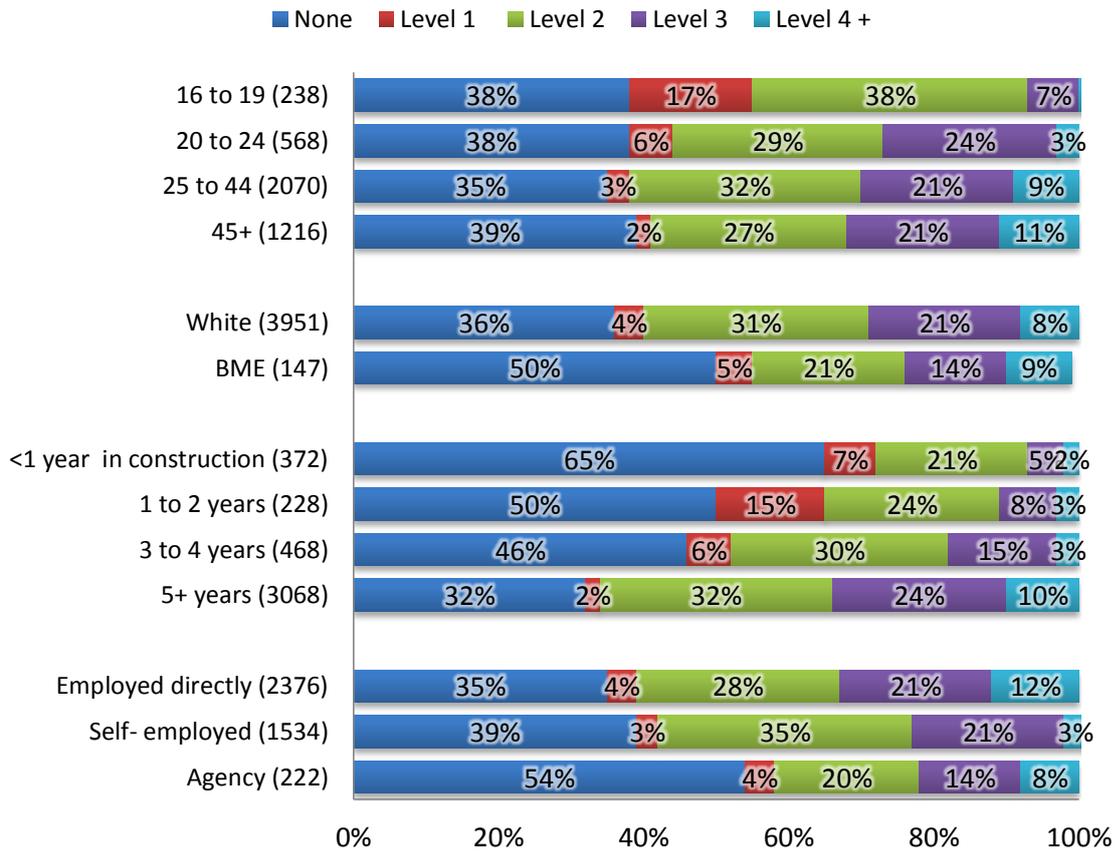


Unweighted bases in parentheses

Looking at other sub-groups of construction workers, younger workers are most likely to have qualifications up to Level 1 or 2 (56% of 16-19 year olds) and workers over the age of 25 are most likely to have qualifications at Level 3 or 4+ (30% of 25-44 year olds and 32% of 45+ year olds). A similar pattern is evident in terms of length of time in the construction industry. 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 (54% 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; a third of workers employed directly have qualifications equivalent to Level 3 or above (33%), compared with a quarter of self-employed construction workers (24%). BME workers are less likely to have qualifications than compared with workers of White ethnic origins; just over 2 in 5 BME workers have qualifications equivalent to Level 2 or above (44%), compared with 3 in 5 White workers (60%). Figure 41 illustrates these variances.



Figure 41: Current qualification level, by other key variables
 Base: All respondents who 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. Overall the most likely reason for working in their current region/nation is because they grew up there/have always lived there (55%) and a further 6% mention other reasons to do with their family. In total therefore family reasons are mentioned to a greater degree than in 2012 (61% cf. 42%).

The next most likely reason for their current location is that their employer sent them there (36% cf. 40% in 2012).

Figure 42: Reasons for choosing to work in current location

Base: All respondents

	2015 %		2012 %
You grew up here/have always lived here	55	Family	42
Family reasons	6		
Employer sent you here	36	Employer sent me	40
Came to the area to take up this or another job	5	More regular opportunities	10
There are more jobs available in this area	6	More jobs here	12
Construction work is better paid in this area	3	Better paid jobs	5
Better promotional prospects in this area	1	More chance of promotion	1
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	Prefer living here	10
<i>Unweighted bases</i>	<i>4771</i>		<i>4933</i>

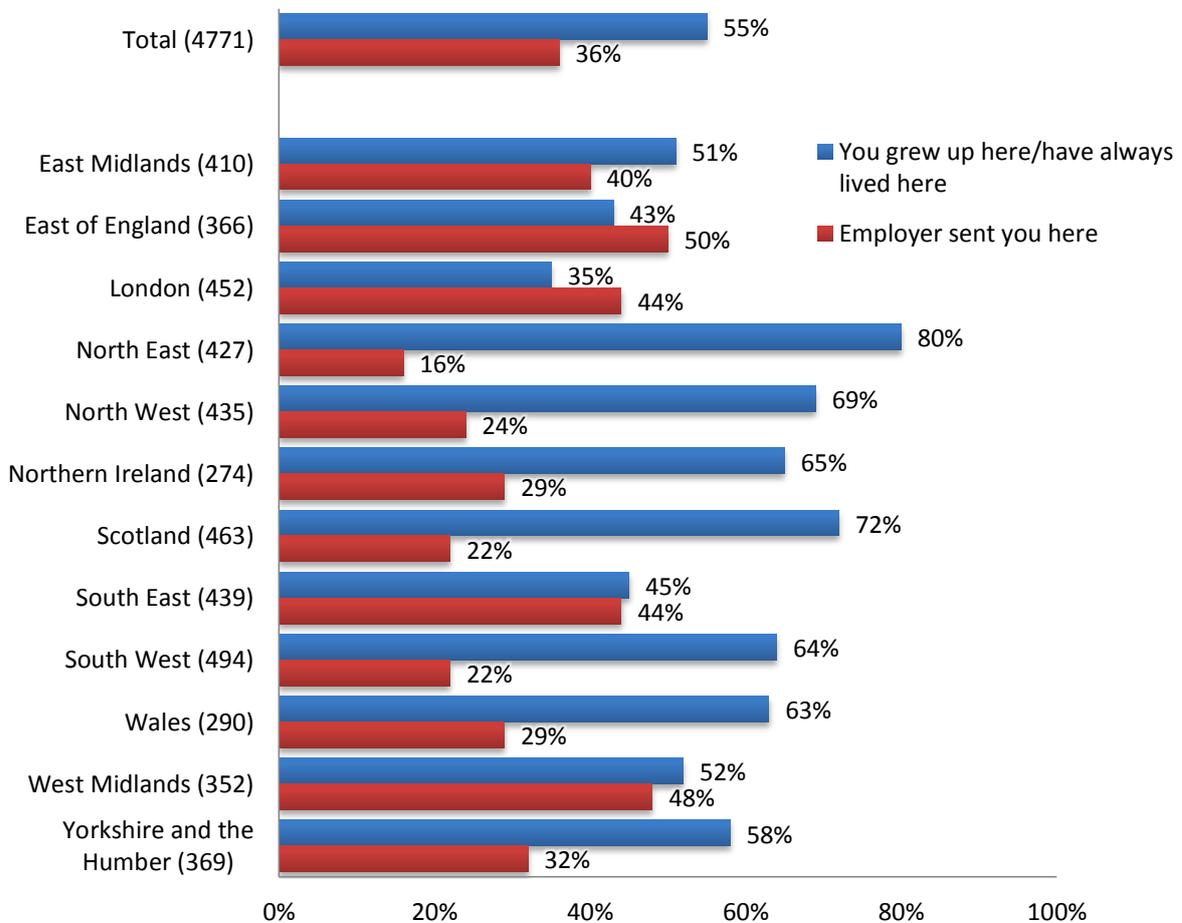


Older workers aged 45 and over are even more likely to state that they work in their current location because that's where they have always lived/grew up (61%), while younger workers aged 16-24 (42%) are more likely than older workers (30% of 45+ year olds) to say that it is because their employer sent them.

There are also significant differences by region/nation in the proportions that give these two main reasons for working in their current location. In the North East for example 80% of workers say they work in their current region/nation because they have always lived there/grew up there, compared with just 35% of those based in London. Half of workers located in the East of England (50%) and West Midlands (48%) say their employer sent them here, compared with just 16% in the North East. These differences are summarised in the following figure.

Figure 43: Top two reasons for deciding to work in their current region/nation, by region/nation

Base: All respondents



Unweighted bases in parentheses



Just over two fifths of all construction workers have worked within their current region for their entire construction career (44%), compared with a lower proportion in 2012 (33%), but almost the same proportion in 2007 (43%). With a further 36% that have remained in this region/nation most of the time, this means the majority of all construction workers have remained in the current region/nation for all or most of the time (80%).

Figure 44: Proportion of construction workers' career worked in current region/nation
Base: All respondents

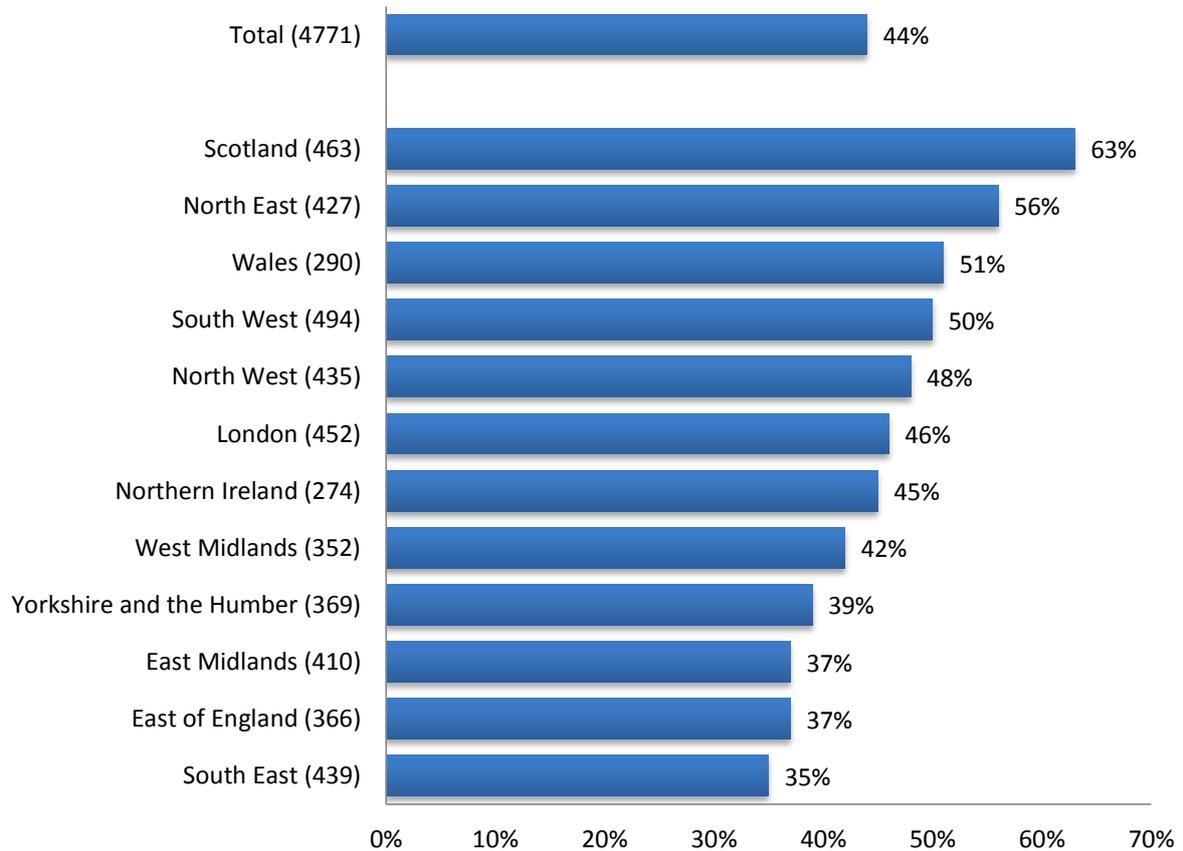
	2015 %	2012 %
All of your time	44	33
Most of it	36	36
Around half your time	8	12
A small proportion of your time	7	14
Only on this job (this is the first site you've been to in this region/nation)	3	3
Don't know	2	2
<i>Unweighted bases</i>	<i>4771</i>	<i>4933</i>

The proportion of workers that have spent all of their time in the current region/nation is higher amongst younger workers (63% of 16 to 19 year olds and 55% of 20 to 24 year olds) and similarly high amongst those that have worked in the construction industry for the shortest period of time. There are also some quite significant variations again by region/nation, with those based in Scotland (63%) and then the North East (56%) most likely to say they have spent all their time in this current region/nation and those based in the South East least likely (35%).



Figure 45: 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 out of the region/nation they were currently working in as shown in Figure 46. This was least likely to be the case in the South East (where 27% of employers operated from London) and the East of England (where 19% of employers operated from the South East and 15% from London).



Figure 46: Region/nation employer operates in, compared with region/nation working in currently

Base: All respondents

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 47 illustrates. Workers in Scotland (94%), followed by those in the North West (89%), North East (86%) and Northern Ireland (86%) are most likely to state that their last site was in the same region/nation as they are working in now, whilst construction workers in the South East (56%) and the East of England (49%) are least likely to have been in the same region/nation. Nearly a quarter of workers now based in the East of England had previously been based in London (23%), as had around a fifth of workers now on sites in the South East (19%).



Figure 47: Region/nation of last site before this current one

Base: All respondents

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 three quarters of all construction workers were interviewed in the same region/nation in which they were living in when they started their construction career (75% cf. 66% in 2012). However as in 2012 there are considerable variations in the extent to which workers have remained in their original locality. As Figure 48 summarises workers currently based in Northern Ireland (97%), the North East (96%), Scotland (96%) and Wales (94%) are most likely to have remained in the same region/nation in which they were based when they started their construction careers, whilst workers now based in London are least likely to have been living there when they started their careers (50%). A third of workers now based in London (34%) lived outside of the UK and ROI when they began their construction careers, while the next highest proportion are originally from the South East (10%).

Of those based in the South East now, but not originally, the highest proportions are originally from the South West (8%), East of England (7%) or London (7%).



Figure 48: Inter-regional/national movement during construction careers
 Base: All respondents who provided a valid response *denotes less than 0.5%

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

Thinking next about where workers studied for their first construction qualification Figure 49 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, varying from virtually all of those now based in Northern Ireland (96%) that have remained in the same region/nation that they achieved their first qualification in, down to just half of those now based in the East of England (50%). Of those now based in the South East and East of England, the highest proportions who did not study/train there, did their training in London (14% and 20% respectively). Whereas of those now based in London but didn't study/train there, the highest proportion were based in the South East when they did their first construction qualification (24%).



Figure 49: Proportion of construction workers based in the same region/nation as when their first qualification was achieved

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

	2015 %	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.

As in 2012, it is the South East that 'imports' the greatest proportion of construction workers (42%). However, it imports the majority of their workers from neighbouring regions/nations. The East of England appears to have increased its level of 'imported' construction workers, with over one third (37%) having their permanent residence in a different region or nation.

Northern Ireland, Scotland and Wales are all low importers of skills (less than 10%), as is the North East. Other regions/nations tend to import between one in ten and one in five workers, predominantly from neighbouring regions/nations.



Figure 50: Inter-regional/national movement from permanent residence to current site

Base: All respondents who provided a valid response

	2015			2012		
	% from same region/nation	% from different region/nation	% from neighbouring region/nation	% from same region/nation	% from different region/nation	% from neighbouring region/nation
Northern Ireland (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

Unweighted bases for 2015 in parentheses

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

Nearly all workers in Northern Ireland (99%), Scotland (96%) and Wales (93%) current live in the same region/nation as the site they work in, whilst across England, workers in the North East are most likely to live in the same region/nation as the site in which they work (97%). As may be expected given the level of imported workers, construction workers in the South East are least likely both working and residing in the region/nation (58%).



Figure 51: 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

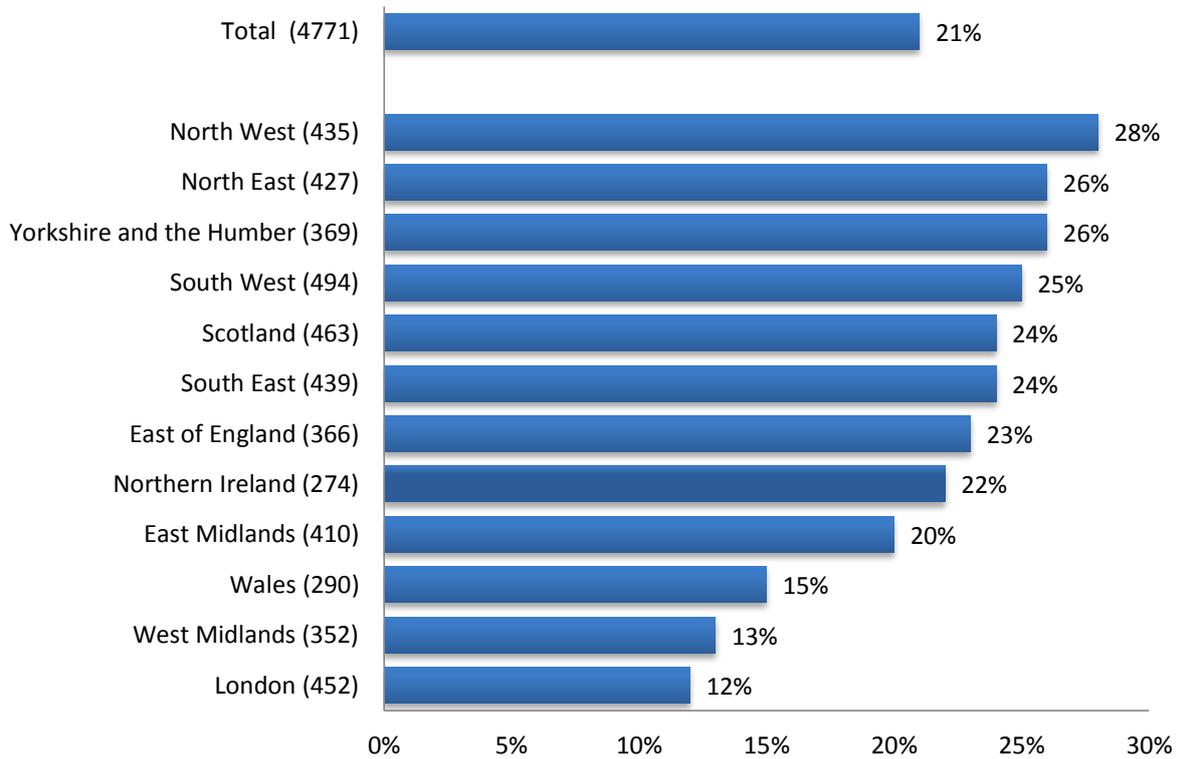
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. A fifth of all construction workers have worked no more than 20 miles away (20%) and around a further third have worked between 21 and 50 miles away (31%). This leaves around half that have worked more than 50 miles away from their permanent or current home (47%); including a quarter that have worked between 51 and 100 miles away (26%) and a fifth that have worked more than 100 miles away (21%).

Once again there are variations in this regard, with workers based in the North West (28%), North East (26%) and Yorkshire and the Humber (26%) most likely to have travelled more than 100 miles from their permanent home to work in the last 12 months.



Figure 52: 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, one in twenty (6%: as in 2012) construction workers reported that they were currently staying in temporary accommodation while working at their site. The proportion is highest amongst workers currently based in the East of England (11%) and lowest in the North West (2%), whereas in the 2012 survey the highest proportion living in temporary accommodation was in the West Midlands (11% cf. 3% in this survey).



Figure 53: Percentage of workers in temporary accommodation
Base: All respondents

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

By current trade/role, electricians and roofers are most likely to be living in temporary accommodation (10% in each case). The proportion is also significantly higher amongst those who were living in Northern Ireland before they started working in the construction industry (15%) and amongst migrant workers (12%).

Journey distance to work

The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 22 miles which is less than in 2012 when workers travelled an average (mean) of 28 miles.

More than a third (35%) travelled less than 10 miles from their current residence to the site they work, whilst 27% travelled between 10 and 19 miles, 31% travelled between 20 and 49 miles, 5% travelled between 50 and 99 miles and only 2% travelled more than 100 miles.

Those whose site was based in the North East were the least likely to travel long distances to their site and more than half (53%) travelled less than 10 miles. Those in Northern Ireland were the most likely to travel longer distances, with 17% travelling more than 50 miles from their current residence to their site.



Site duration and change

Expected site/phase duration

All the workers who are currently employed on a temporary basis (23% of all construction workers) were asked how much longer they expect to be working for the company/person/agency paying them. Responses range from 5% that expect to work for another week or so, or less; 8% expecting another month; 11% about 3 months; 22% between 6 months and a year and 11% that expect to still be working for them in more than a year's time. In more than two fifths of cases temporary workers did not know how much longer they could expect to be working for their current company/agency (43%).

In order to get a measure of workplace stability amongst all construction 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.

Just over a fifth of all construction workers (22% cf. 23% in 2012) do not expect to work on that site for more than a month, including 6% that only expect to be there for about a week or less. More than a quarter anticipate being on site for more than a month, but less than a year (28%), compared with a significantly higher proportion in 2012 (42%). A quarter expect to stay on that site for a year or longer (26%), which is a significant increase compared with 2012 (15%), suggesting some improvement with regards to stability. However in a further one quarter of cases (24% cf. 20% in 2012) workers do not know how much longer they could expect to be on site, indicating there is still a considerable degree of uncertainty.

By region/nation, workers in the North East, Scotland and Yorkshire and the Humber are most likely to be unsure of how much longer they will be working at that site (30% in each case), while workers in the East of England are least likely to be unsure (18%). The youngest workers, aged 16-19 are also more likely to be unsure of how much longer they can expect to work for (32% don't know).

Amongst the various trades/job roles, site managers are significantly more likely to indicate that they expect to work at that site for more than a year (47%); roofers are least likely to indicate that this is the case (7%).

Expected next site location

Three quarters of all construction workers are confident that when they finish this job they anticipate that they will get a job that allows them to travel from their permanent home to work on a daily basis (75% cf. 69% in 2012). The remaining quarter of workers are sure that this won't be the case (4%); that it depends where the work is (15%); or they don't know (6%).

By region/nation the certainty that they will be able to commute daily from their permanent home to their next job ranges from 81% in Scotland and 79% in the North West, down to the lowest proportion of 68% in Northern Ireland. Workers who have worked in construction for the longest period of time are more likely to be confident of this (78% amongst those who've worked in the industry 5+ years, cf. 63% for under a year). By trade/occupation, once again



site managers are most confident (88%), while those working as a banksman/banksperson (60%) and scaffolders (63%) are least sure in this regard.

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, it gives an indication of the likely pattern of movement between regions/nations. For example, of those currently based within the East of England that don't expect to be able to commute daily to their next job, the highest proportion expect their next job to also be in the East of England (40%), whilst the next highest proportion expect to be going to London to work (20%).

Figure 54: 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, up from 72% to 83%. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012. In 2012 just over half had worked on commercial work (55%) or private industrial work (51%), compared with closer to a third in each case now (35% and 30% respectively). The proportion of construction workers that have been involved in infrastructure projects has fallen from around two fifths in 2012 (38%) to one fifth this year (21%).

Overall nearly half of all construction workers have only worked on one project type (48%), compared with around a quarter in 2012 (24%), which again suggests a pattern of increased stability in the sector.

Figure 55: Type of projects spent significant periods on

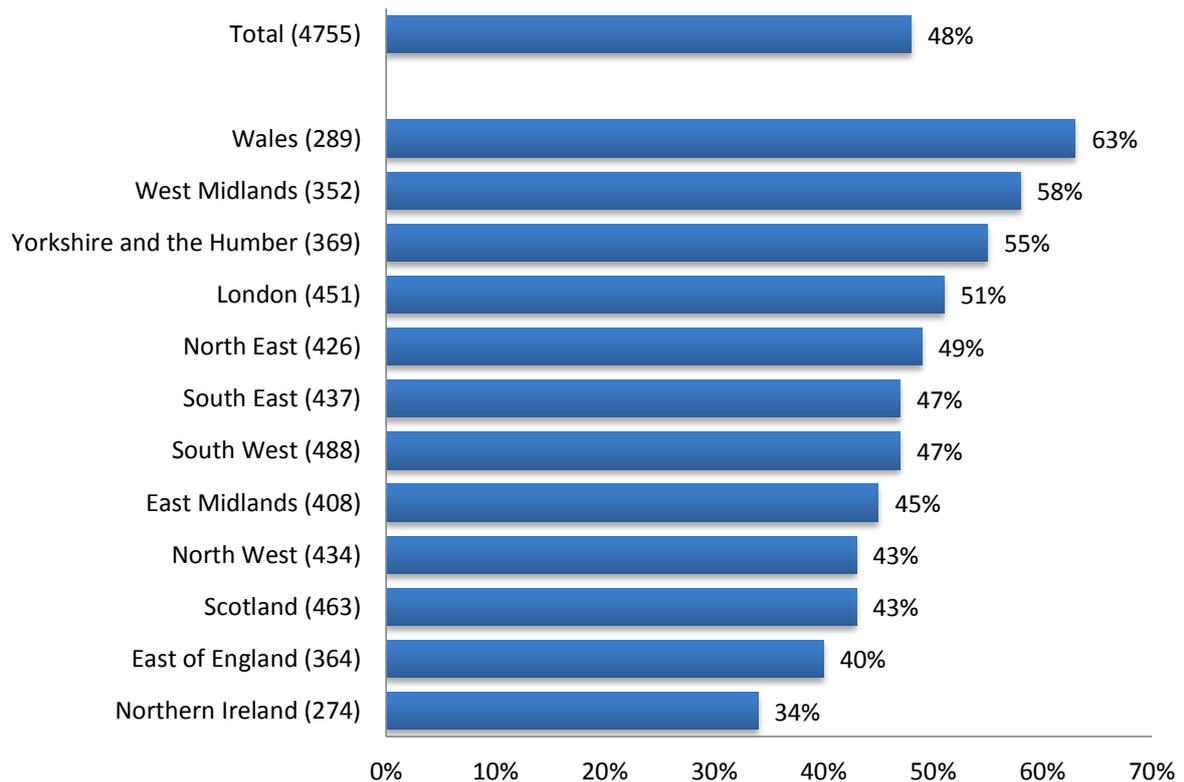
Base: All respondents

	2015 %	2012 %
New housing	83	72
Housing repair and maintenance including extensions/loft conversions	36	47
Commercial work such as shops, office, pubs etc	35	55
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	30	51
Public non-housing work such as schools, sports facilities, landscaping	33	59
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	21	38
ONE TYPE ONLY	48	24
TWO TYPES	14	17
THREE TYPES	11	15
FOUR TYPES	8	13
FIVE TYPES	9	15
SIX TYPES	9	15
<i>Unweighted bases</i>	<i>4771</i>	<i>4993</i>

The number of project types worked on varies significantly by region/nation. Nearly two thirds in Wales (63%) and nearly three fifths in the West Midlands (58%) have only worked on one project type, compared with around a third of construction workers based in Northern Ireland (34%). This suggests that the type of construction work on offer in Northern Ireland requires workers to be more flexible in terms of the type of work they undertake. While for other regions/nations the project types are more stable.



Figure 56: 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 76% of 16 to 19 year olds to 37% of 45+ year olds). By current trade/occupation banksman/banksperson are most likely to have only worked on one project type (69%), while painter/decorators (39%), site managers (39%) and electricians (37%) are least likely. Scaffolders (14%), painter/decorators (16%) and site managers (15%) are most likely to have worked on all six project types.



Figure 57: Number of sub-sectors worked in, by occupation

Base: All respondents

	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Banksman / Banksperson (72)	69	10	8	3	7	2
Dryliner (122)	57	10	12	5	6	7
Labourer / Gen. Op. (848)	56	13	10	7	5	5
Scaffolder (206)	55	12	3	7	8	14
Plasterer (90)	51	17	6	7	9	11
Bricklayer (727)	50	13	9	6	11	11
Plumber (213)	48	11	13	7	12	6
Plant / Mach. Op. (331)	47	17	12	8	6	9
Carpenter / Joiner (525)	46	12	10	10	12	9
Roofer (94)	40	26	19	7	2	2
Painter / decorator (136)	39	16	8	10	12	16
Site manager (315)	39	13	14	7	11	15
Electrician (234)	37	17	10	12	13	10
<i>Unweighted bases in parentheses</i>						

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 respondents of all ages two fifths say they definitely will be (40%); a further two fifths think it is very or quite likely (42%); 5% consider it unlikely; just 2% say they definitely won't be and a further 4% hope to be retired by then. While 6% 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): 40% believe they will definitely want to be working in the construction sector, 28% believe it is very likely they will want to be working in the construction sector and 14% believe it is quite likely they will want to be working in the construction sector. Only 7% think on any level that they will not want to be working in the construction sector in 5 years time which is less than in 2012 (12%).



The UK construction workforce 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. Since 2012 there has been an increase in the proportion of workers employed directly by companies (from 48% to 54%) and a corresponding decrease in the proportion that are self-employed.

There has also been an increase in the proportion of workers that expect to stay on the site they are currently working on for a year or longer (from 15% to 26%).

In terms of project type there has also been increased stability, with nearly half of all construction workers that have worked on just one project type (48%), compared with around a quarter in 2012 (24%). The proportion of workers that have worked on new housing is also up, from 72% to 83%, which reflects more confidence in the sector.

Some uncertainty does however remain with just over two fifths of temporary workers not knowing how much longer they can expect to be working for their current employer/agency (43%) and around a quarter of all construction workers do not know how much longer they can expect to be on their current site (24% cf. 20% in 2012).

In terms of skills and qualifications it is encouraging to note that virtually all construction workers continue to hold some form of skill card or certificate, although the incidence is lower in Wales, Northern Ireland and Scotland, compared with the English regions.

Around two thirds of all construction workers hold some form of qualifications and the proportion of young workers that hold qualifications has increased significantly, which may be due at least in part to the significant increase in the proportion of workers with apprenticeships. More than half of all construction workers hold qualifications equivalent to Level 2 or above (58% cf. 56% in 2012).

Around one in eight workers are currently working towards a qualification and one in seven believe they would benefit from training in basic skills; particularly those based in London, BME and migrant workers.

In terms of mobility an increased proportion of workers have worked within the same region/nation for their entire construction career (44% cf. 33% in 2012). In the majority of cases workers last construction site was in the same region/nation as they are now working in.

Around 1 in 5 workers have travelled 100+ miles to construction sites for work in the last 12 months, while around 1 in 20 workers remain in temporary accommodation (6%).

There remains a considerable degree of variation in many measures particularly by region/nation and occupation.



citb.co.uk



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