

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

Yorkshire and the Humber report - April 2019





Study prepared by BMG Research from a commission by CITB.

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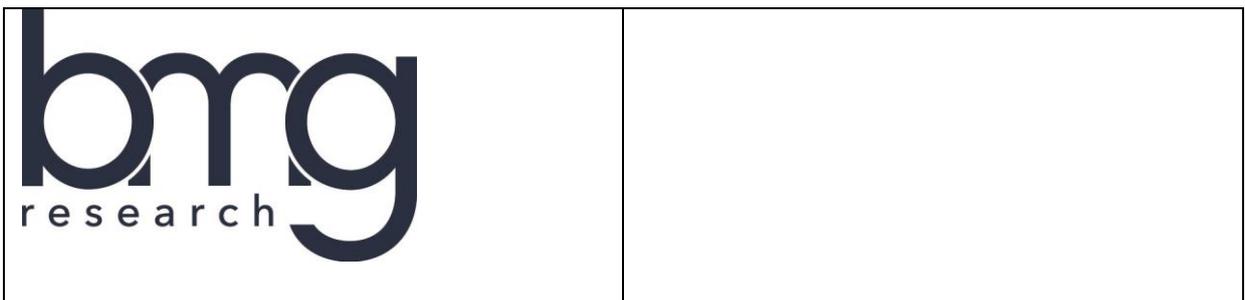




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Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2018/19 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2015, 2012, 2007, and 2005. Face-to-face interviews were conducted with 4048 construction workers undertaking manual roles on sites across the UK and 333 interviews were conducted with construction workers in the Yorkshire and the Humber region.

Profile of the sample

- All but 1% of construction workers are male. Two-fifths of the construction workers interviewed in Yorkshire and the Humber are aged under 35 (39%), which is a higher proportion than the UK population as a whole (36%), but smaller than the UK average in the survey (45%). Just 4% of construction workers are aged 60 or over.
- Overall, 5% of the Yorkshire and the Humber construction workforce is of BME ethnic origin, compared with a higher incidence of 12% in the Yorkshire and the Humber population as a whole. The UK average in the survey is 6% (compared with 15% of the UK population as a whole).
- By trade/occupation, the highest proportion of the Yorkshire and the Humber sample is accounted for by labourers/general operatives (19%), followed by bricklayers (13%), carpenters/joiners (10%) and plant and machine operatives (8%). Site managers account for a smaller proportion of the Yorkshire and Humber sample than the national sample (5% cf. 11%).
- A fifth of all those interviewed in Yorkshire and the Humber perform a supervisory or management role on their site (19%); a lower proportion than in 2015 (24%) and compared to the UK average in 2018/19 (30%).
- Less than half of construction workers interviewed for the survey in Yorkshire and the Humber are employed directly by a company (47%), which is a smaller proportion than the UK average (of 49%). Over two-fifths of workers in Yorkshire and the Humber are self-employed (44%) and this is a similar proportion to the UK average (of 43%). Since 2015 there has been a decrease in the proportion that are directly employed (from 56% in 2015) and an increase in the proportion that are self-employed (from 41% in 2015). Less than one-tenth of construction workers in Yorkshire and the Humber work for an agency (8%), which compares with 7% nationally and 5% within Yorkshire and the Humber in 2015.
- The likelihood of being directly employed decreases with time spent working in construction, from 54% of those that have worked in construction for less than 5 years to 44% of those that have been working in the industry for 5+ years.
- One in three of all construction workers in Yorkshire and the Humber (34%) are employed on a temporary, rather than permanent basis. This is a higher proportion than the UK average



(28%). By occupation, the proportion is highest amongst electricians (48%) and labourers/general operatives (45%) and lowest amongst scaffolders (13%).

- Similarly to the UK average, nearly three-fifths of construction workers in Yorkshire and the Humber work between 40 and 49 hours per week (57%, compared with a UK average of 60%), and 1 in 5 works more than 50 hours per week (22%), which is similar to the UK average (23%).

Work history

Time in the sector

- A third of all Yorkshire and the Humber construction workers have worked in the industry for at least 20 years (36%), which compares with a lower UK average (32%). Around three-fifths have done so for 10+ years (59%).
- Over two-thirds of construction workers in Yorkshire and the Humber have only ever worked within the construction industry (68%), a decrease on 2015 (75%), and similar to the UK average in 2018/19 (67%). Three-fifths of Yorkshire and the Humber construction workers (61%) have worked in construction pretty much continuously, without spells out of work and this is a larger proportion to that across the UK (56%).

Previous non-construction jobs

- Amongst the 1 in 5 construction workers in Yorkshire and the Humber that worked in another sector before starting work in construction (22% of all respondents). The sector worked in beforehand is most likely to have been manufacturing (53%).
- In terms of the job roles that construction workers previously held in other sectors, the highest proportion worked in skilled trades occupations (42%), followed by associate professional and technical occupations (23%).

Occupational switching within the construction sector

- Three-tenths of all construction workers in Yorkshire and the Humber (30%) have worked in more than one construction trade or occupation whilst working in the construction industry. This proportion is lower than in 2015 (33%) and the UK average in 2018/19 (36%). The proportion that have worked in more than one role is higher amongst those aged 45+ (37%) and those with a supervisory or management role (38%).
- Workers are most likely to have previously worked as a labourer/general operative (30%); while 1 in 6 have worked as a carpenter/joiner (16%).
- Thinking about their future plans in the construction sector, over 8 in 10 construction workers in Yorkshire and the Humber would like to carry on in the same trade or occupation (84%), while around 1 in 12 would like to change their trade/occupation (8%) and a further 1 in 20 would like to leave the construction sector altogether (4%). The proportion that wants to carry on as they are is higher in Yorkshire and the Humber than the UK average (80%).
- The most popular occupation to which construction workers in Yorkshire and the Humber would like to change is site manager (44% of those who would like to change).



- Nine-tenths of construction workers in Yorkshire and the Humber that would like to change trade/occupation (92%) believe they will require further training or qualifications in order to do so. This is a higher proportion than the UK average (87%).
- The main reason for wanting to change trade/occupation is the belief that workers will be better paid (68%), followed by workers wanting more interesting work or being bored with what they are currently doing (40%), wanting less physical work (32%) and wanting more responsibility (28%).

Qualifications and skills

Skills cards/certificates

- Most construction workers in Yorkshire and the Humber, as across the UK as a whole, hold some form of construction skill card or certificate (98% cf. 97% in 2015, 97% in 2012 and a UK average in 2018/19 of 97%).
- Younger workers (89% of 16-19 year olds) and those who have worked in construction for less than a year (95%) remain less likely to hold a skill card/certificate.
- In terms of the type of skill card/certificate held, CSCS remains the most commonly held overall (90% in Yorkshire and the Humber; 85% across the UK).
- Card colours vary by age and particularly by occupation; younger workers are more likely to hold Red Trainee cards (31% of 16 to 19 year olds with a CSCS card), while older workers are more likely to hold Blue cards (45% of 45+ year olds); labourers/general operatives are most likely to hold Green cards (74%); and bricklayers are significantly more likely to hold the Gold (advanced craft/skilled worker card) (33%).

Construction-specific qualifications

- Two-thirds (67%) of construction workers in Yorkshire and the Humber say they had no formal qualifications when they first started working in the construction industry. This compares with a slightly higher UK average (72%).
- By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (78%) and lowest among electricians (43%).
- Compared with the one in three construction workers in Yorkshire and the Humber that had qualifications when they first started working in construction (33%), over two-thirds of all construction workers in the region now report holding some sort of construction-related qualification (70%, compared with 68% in 2015 and a UK average in 2018/19 of 72%).
- Within Yorkshire and the Humber, the proportion of workers that currently hold any qualifications is lower than average amongst workers who have worked in construction for less than a year (48%). Two-thirds of the youngest age group hold qualifications (60% of 16-24 year olds), which is lower than the average for all age groups but not significantly so.



- By trade/occupation, proportions vary from the majority of carpenters/joiners (91%), electricians (90%) and bricklayers (86%) down to just a third of labourers/general operatives (35%).
- The qualifications most likely to be held by construction workers in Yorkshire and the Humber are NVQ/SVQ qualifications (62% of those with qualifications) while just under 1 in 5 construction workers in the region with qualifications hold City & Guilds qualifications (18%). Just 4% of construction workers with qualifications now hold an apprenticeship.

Basic skill needs

- One in ten construction workers in Yorkshire and the Humber believe they would benefit from some form of training in basic skills (9%), which is a slightly smaller proportion to previous years (10% in 2015 and 11% in 2012) and to the UK average in 2018/19 (11%).
- In terms of the type of training required, there is an almost even split across reading, writing, speaking English and Maths.

Current study for qualifications

- One in ten construction workers in Yorkshire and the Humber are currently working towards formal qualifications relevant to the construction industry (11% cf. 11% in 2015, 10% in 2012 and a UK average in 2018/19 of 15%). This proportion is significantly higher amongst 16-24 year olds (28%) and amongst those who are employed directly by a company (17%).
- Amongst workers with no qualifications, 12% are currently working towards a qualification.

Supervisory/managerial training

- Of those not currently performing a supervisory/management role, around three-fifths are certain that they would not like to do so (59%), a higher proportion than across the UK (51%), while 1 in 4 would like to do so (25% cf. 21% in 2015) and a sixth are unsure (16%).
- One in four construction workers in Yorkshire and the Humber (26%) and three-quarters of those who have had some form of supervisory or management responsibilities (76% cf. 74% in 2015) have received any formal training designed to improve managerial or supervisory knowledge or skills. These proportions are lower than the UK average (34% and 81% respectively).
- SMSTS (Site Manager Safety Training Scheme) is most frequently mentioned as the type of training received (44%), followed by Site Safety Supervisors Courses (32%) and in-house training (22%).

Overall skill levels

- The vast majority of construction workers in Yorkshire and the Humber (99%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 1% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. Just over a quarter of Yorkshire and the Humber construction workers (26%) hold a skill



card/certificate, but have no other construction qualification. This compares with a lower UK average of 22%.

- Overall, more than half of Yorkshire and the Humber construction workers that provided a response have qualifications equivalent to Level 2 or above (58% cf. 66% in both 2015 and 2012) and 59% across the UK in 2018/19); a quarter hold qualifications equivalent to Level 3 or above (28% cf. 34% in 2015 and 30% in 2012).

Geographic mobility

Work history in the region/nation

- The fact that they grew up there/have always lived there (49%) or that their employer sent them there (41%) are the most likely reasons why construction workers are based within Yorkshire and the Humber. A higher proportion state that it is because their employer sent them there in 2018/19 than in 2015 (32% in 2015) and this reflects the UK wide picture.
- In 2018/19 compared with 2015 a higher proportion of construction workers in Yorkshire and the Humber have worked within their current region for their entire construction career (42% cf. 39% in 2015 and 36% in 2012) and the majority of construction workers in the region have remained in Yorkshire and the Humber for all or most of their career (79%). This is similar to the UK average of 77%.
- Four-fifths of construction workers in Yorkshire and the Humber (83%) were also based in the region for their last job and this proportion is similar to that in 2015 (82%).

Worker origins

- Overall, more than four-fifths of all construction workers in Yorkshire and the Humber were interviewed in the same region they were living in when they started their construction career (81% cf. 90% in 2015). There are considerable variations in the extent to which workers have remained in their original locality, with the proportion being highest in Scotland (96%) and Northern Ireland (95%) and lowest in the East of England (44%).
- Four-fifths of construction workers in Yorkshire and the Humber (81%) have remained in the same region in which they did their first qualification/training. Compared with other regions/nations, this is in the mid-range with the highest proportion by region/nation within Scotland (96%) and the lowest within the South East (41%).

Travel to site

- Almost half of construction workers in Yorkshire and the Humber have travelled at least 50 miles from their permanent/current home to work in the last 12 months (45%). Across the regions/nations, Yorkshire and the Humber construction workers are amongst those most likely to have travelled more than 100 miles from their permanent home to work in the last 12 months (28%).
- Overall, just 3% of construction workers in Yorkshire and the Humber (4% in 2015) are currently staying in temporary accommodation while working at their site. This proportion is slightly lower than the UK average (5%).



- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 20 miles (18 miles is the UK average) which is similar to the average in 2015 when workers in the region travelled an average (mean) of 19 miles.

Site duration and change

- A fifth of the temporary workers in Yorkshire and the Humber (20%) do not know how much longer they can expect to be working for their current company/agency. This compares with a UK average of 38%.
- When all respondents, whether temporary or permanent, were asked to indicate how long in total they expect to work at that specific site during this phase, a fifth expect to stay on that site for a year or longer (21% cf. UK average of 18%), which is a considerable decrease compared with 2015 (29%). However, in almost a fifth of cases (18% cf. 23% in 2015) workers do not know how much longer they can expect to be on site, indicating a decrease in the degree of uncertainty in the last 3-4 years.
- Almost four-fifths of all construction workers in Yorkshire and the Humber 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 (79% cf. 78% in 2015 and 81% in 2012). This is a lower proportion than the UK average in 2018/19 (84%). The remaining fifth say it depends/they don't know or that they aren't able to commute.

Sub-sector and sector mobility

Sub-sector mobility

- Three-quarters of construction workers in Yorkshire and the Humber have been working on new housing, although this is a smaller proportion than in 2015 (76% in 2018/19 cf. 85% in 2015). For all other types of projects, the proportion of construction workers that have worked on them has increased since 2015.
- Overall, just over a third of all construction workers in Yorkshire and the Humber have only worked on one project type (37%), which is a smaller proportion than in 2015 (55%) and higher than within other regions/nations (UK average is 30%).

Leaving the sector

- In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Amongst construction workers of all ages in Yorkshire and the Humber more than three-fifths say they definitely will be (61% cf. UK average of 48%); a further fifth think it is very or quite likely (28%); 5% consider it unlikely; just 1% say they definitely won't be, and a further 3% hope to be retired by then, while 2% don't know.



Introduction

Aims and objectives

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

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

The specific objectives of this research project were to:

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

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

Method

The 2018/19 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research in 2015. Overall, 4048 interviews with construction workers in manual roles across the UK were completed, split between the 12 standard regions/nations. In total, 333 interviews were conducted in Yorkshire and the Humber.



Sampling

This sub-section provides an overview of the sampling methodology employed for the 2018 Construction Workforce Mobility Survey: further detail is provided in the technical report that accompanies this analytical report.

Although this survey focuses on the mobility of individual workers, the sampling strategy was to select construction projects (generally referred to in this report as 'sites') with sufficient workers on-site each day to enable a minimum of 10 interviews. This site-based approach was employed to ensure cost-effective face-to-face interviewing, comparable to that used in the 2015 survey.

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

Project eligibility criteria:

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

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

Telephone-based site recruitment

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

Site visits

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



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

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

The following table shows the number of interviews achieved in each region/nation. In order to obtain strong bases for regional/national analysis, a quota of 400 completed questionnaires per region/nation was set, with an allowance of +/- 50 interviews per region/nation. However, at the analysis stage weighting factors were applied to survey data to ensure that for national analysis, regions/nations were represented in their correct proportions according to the size of the construction workforce as reported in the Annual Population Survey via Nomis for economically active adults aged 16+ in October 2017 – September 2018.

Figure 1: Interviews and weights by region/nation

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

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

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

Notes on reading this report

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

The base for statistics is described under each figure (table or graph) heading, with the base counts (unweighted) on dedicated rows of tables. Where tables include statistics on many different bases, the unweighted bases for 2018/19 data are shown in brackets.

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



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

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

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

Yorkshire and the Humber is referred to by the abbreviation 'YH' in tables.

Profile of construction site workers

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

- Personal demographics, including gender, age, ethnicity, nationality (including length of time that workers have been resident in the UK) and disability;
- Current occupation;
- Employment status i.e. whether employed directly, self-employed or by an agency;
- Employment contract basis i.e. whether working on a temporary or permanent basis.

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

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



Personal demographics

Figures 2 and 3 detail the demographic profile (gender, age, ethnicity, nationality and disability) of the 2018/9 sample of construction workers in Yorkshire and the Humber, compared with the 2015 survey and official statistics from the Annual Population Survey (where comparisons are possible).

The vast majority of construction workers in manual roles interviewed in Yorkshire and the Humber were male (99%). 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 in maintenance and repair.

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

	Y+H 2018/19	UK 2018/19		UK Workforce*
	%	%		%
Male	99	98	Male	53
Female	<0.5	1	Female	47
Transgender	0	<0.5	Transgender	-
Non-binary	<0.5	<0.5	Non-binary	-
Prefer not to say	0	<0.5	Prefer not to say	-
<i>Unweighted bases</i>	<i>333</i>	<i>4048</i>		<i>32,277,500</i>

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



Within Yorkshire and the Humber, the youngest age group (16 to 24 year olds) account for just under a sixth of construction workers (15%), the same proportion as in 2015 (15%) and less than in 2012 (20%). Compared with 2015, there is a smaller proportion of workers aged 25 to 34 years (24% cf. 30%), while the proportion of workers aged 35 to 44 is higher than in 2015 (27% cf. 22%). There are similar proportions of 45 to 54 year olds among Yorkshire and the Humber construction workers compared with 2015 (24% cf. 23%) and the proportion of workers aged 55 and over is also similar (10% in 2018/19 cf. 9% in 2015). Workers aged 60 and over account for just 4% of construction workers.

Compared with the UK construction workforce overall, a smaller proportion of construction workers are aged under 35 years within Yorkshire and the Humber (39% in Yorkshire and the Humber; 45% across the UK cf. 36% of economically active adults across the UK).

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

Base: All respondents

	YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %		UK Workforce* %
16 to 19 years	5	4	5	6	5	16 to 19 years	4
20 to 24 years	10	11	15	19	12	20 to 24 years	9
25 to 34 years	24	30	26	19	28	25 to 34 years	23
35 to 44 years	27	22	23	27	23	35 to 49 years	33
45 to 54 years	24	23	21	17	20	50 to 64 years	27
55 to 59 years	5	7	11	11	7		
60+ years	4	2			4	65+ years	4
<i>Unweighted bases</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>235</i>	<i>4048</i>		<i>32,277,500</i>

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

In terms of ethnicity, the vast majority of construction workers in Yorkshire and the Humber are of White origins, consistent with previous years (95% cf. 97% in 2015 and 98% in 2012).

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



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

Base: All respondents

	Y+H 2018/19 %	Y+H 2015 %	Y+H 2012 %	Y+H 2007 %	UK 2018/19 %	UK Population aged 16-64* %
White	94	97	98	95	94	85
Black	2	1	1	1	2	3
Asian	2	1	0	3	2	6
Mixed	1	-	-	-	1	1
Other/Not stated	<0.5	2	2	<0.5	1	4
<i>Unweighted bases</i>	333	369	399	235	4048	41,217,200

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

Figure 5 summarises the proportion of construction workers of non-white (BME) origin overall and within each region/nation and compares the profile with construction workers from previous surveys and the population (aged 16-64) of each region/nation as a whole.

Compared with Yorkshire and the Humber's population as a whole (aged 16-64) a lower proportion of its construction workers are of BME origins (5% cf. 12% amongst the Yorkshire and the Humber population and 15% of the UK population).

Compared with other regions/nations, Yorkshire and the Humber has a slightly smaller proportion of construction workers that are of BME origin.

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

Base: All respondents

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

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



In the survey, construction workers were asked for details of their nationality and country of origin.

The majority of construction workers in Yorkshire and the Humber (89%) originated from the UK while 6% originate from another EU country with 5% originating from a non-EU country. Construction workers from outside of the UK in Yorkshire and Humber are most likely to originate from Romania (2%) or India (2%).

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

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

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

Just 7% of construction workers in Yorkshire and the Humber hold a passport for another country. This compares with a UK average of 14%. The majority hold a UK passport (88%), with a further 5% reporting that they do not have a passport. Of those with a non-UK passport, a majority state that it is a country outside of the EU (58%, equating to 4% of all Yorkshire and Humber construction workers), while the remainder hold a passport for another EU member state (42%, representing 3% of all Yorkshire and the Humber construction workers).

Of those construction workers in Yorkshire and the Humber that were born outside of the UK or have a non-UK passport, 22% have British citizenship, which compares with a UK average of 14%.

Overall, most Yorkshire and the Humber construction workers have lived in the UK all of their life (86%). This proportion is significantly higher than the UK average (80%).

Amongst all Yorkshire and the Humber construction workers, three per cent 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 to do with reduced physical capacity, such as an inability to lift, carry or otherwise move everyday objects,



debilitating pain, lack of strength, breath, energy or stamina, asthma, angina or diabetes (73%). Other conditions concerned problems with vision (9%) or a mental illness (9%). Nine per cent preferred not to disclose the nature of their condition. Across the UK, 3% of construction workers indicate they have a long-term illness, health problem or disability, and the most common condition is a reduced physical capacity (50%).

Occupational profile

Current job role

All workers were asked what their current trade or occupation is at their site. Respondents in a supervisory role were asked to detail their trade/occupation background, as their supervisory roles would be asked about later in the survey. Figure 7 summarises all the trades/occupations mentioned by at least 1% of the sample and compares this with the occupational profile from previous surveys.

In 2018/19 labourers/general operatives, bricklayers and carpenters/joiners are the top three occupations amongst construction workers in Yorkshire and the Humber. This reflects the profile across the UK, although there are fewer site managers within Yorkshire and the Humber. There has been a decrease in the proportion that are bricklayers since 2015 (from 23% in 2015 to 13% in 2018/19), although this represents a higher proportion within the Yorkshire and the Humber workforce than across the UK.



Figure 7: Occupational profile

Base: All respondents '-' = not applicable

	YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
Labourer/General operative	19	16	24	20	16
Bricklayer	13	23	14	20	11
Carpenter/joiner	10	7	14	18	10
Plant/machine operative (e.g. fork lift/JCB)	8	9	4	13	7
Ground worker	8	6	0	0	4
Scaffolder	7	5	2	2	4
Electrician	6	1	9	6	6
Site manager	5	9	0	0	11
Plumber	4	3	5	6	4
Dryliner	3	0	0	0	3
Roofer	3	2	5	4	2
Ceiling fixer	2	1	1	With plasterer	1
Technical	2	3	4	0	4
Banksman/banksperson	1	2	1	-	1
Painter/decorator	1	4	4	1	2
Plasterer	1	2	3	4	1
Steel erector/rigger	1	0	0	0	1
Supervisor/foreman	1	1	1	6	2
Concrete worker	1	0	0	0	1
Other	4	-	-	-	3
<i>Unweighted bases</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>235</i>	<i>4048</i>

Q5



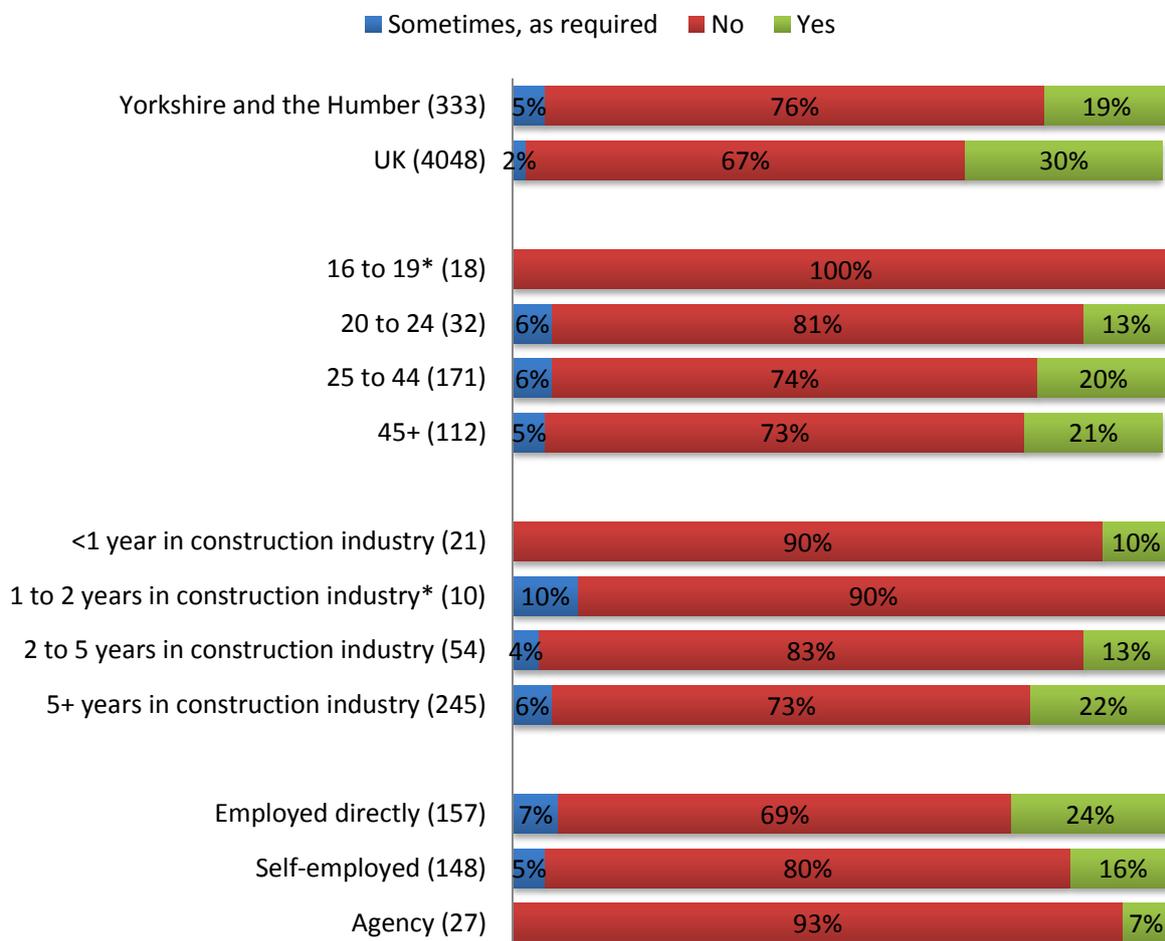
Supervisory roles

A fifth of all construction workers in Yorkshire and the Humber interviewed for the 2018/19 survey say they perform a supervisory or management role on their site (19%). This is a lower proportion than in 2015 (24%), and significantly lower compared to the UK average in 2018/19 (30%).

The incidence of workers in a supervisory role is considerably lower amongst workers aged under 25 and amongst those that have worked in the construction industry for less than 5 years, as one would expect. Workers who are directly employed by a company (24%) are more likely than those that are self-employed (16%) or work for an agency (7%) to perform a supervisory or management role. These differences are summarised in the following figure.

Figure 8: Whether respondents perform a supervisory or management role

Base: All respondents



Unweighted bases in parentheses Q8



Employment status

The highest proportion of construction workers within the 2018/19 Yorkshire and the Humber sample are employed directly by a company (47%). This is a lower proportion than in 2015 and 2012 (56% and 65% respectively). Under half of the respondents who have been working in the construction sector for at least 5 years (44%) are directly employed, compared with 54% of those who have worked in the industry for less than 5 years.

Over two-fifths of construction workers within the 2018/19 Yorkshire and the Humber sample is self-employed (44%), which is a higher proportion than in 2015 (41%) and 2012 (30%).

The proportion of workers who are self-employed increases by age from 22% of 16 to 19 year olds to 51% of workers aged 45. The proportion of respondents that are self-employed increases to 72% amongst bricklayers. Eight percent of the sample is accounted for by construction workers who are working for an employment agency, which is higher than the proportion reported in 2015 (2%) and 2012 (5%).

Figure 9: Employment status

Base: All respondents

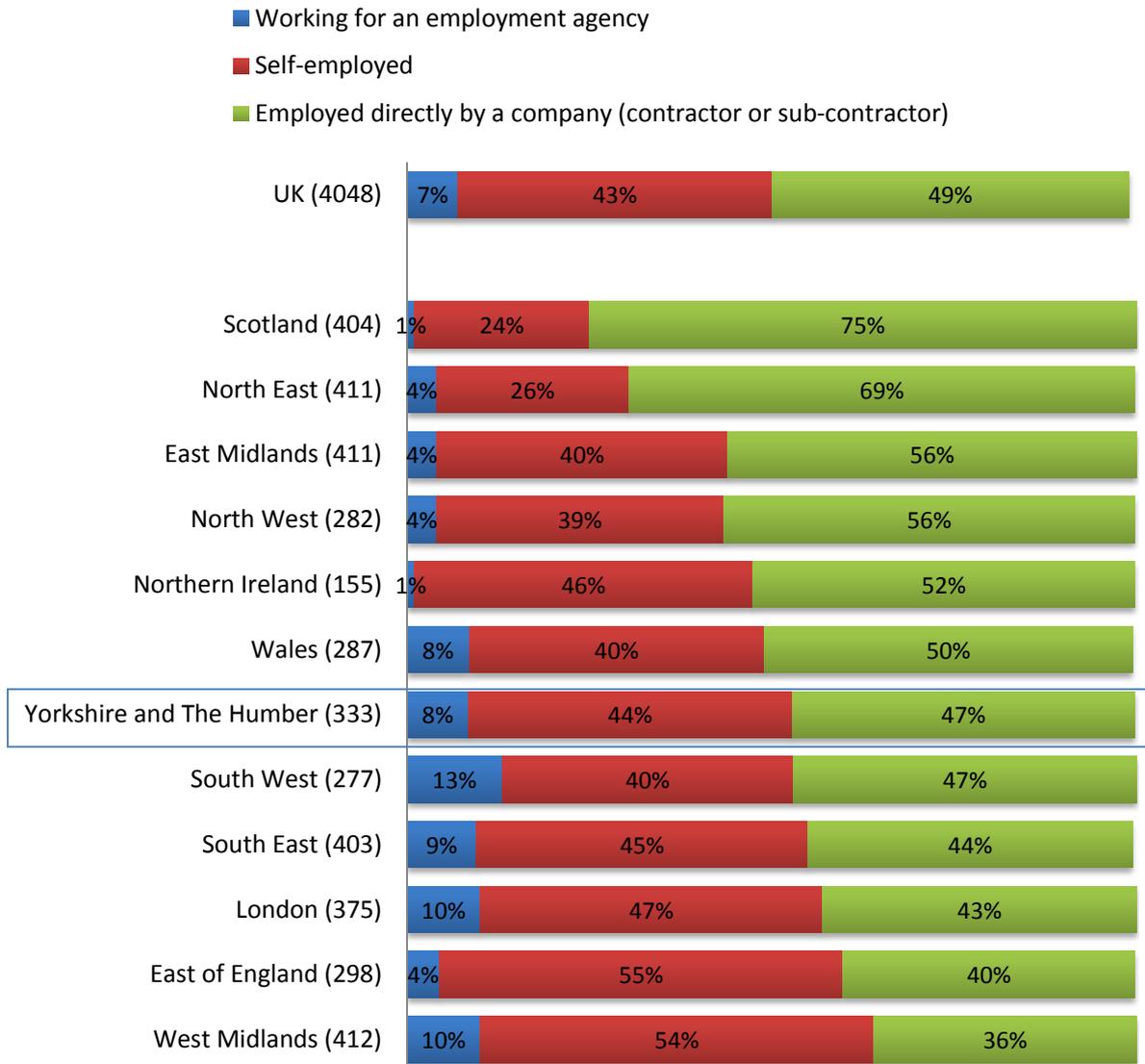
	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2018/19 %	Years working in construction			
					<1	1-2	3-4	5+
Employed directly by a company (contractor or sub-contractor)	47	56	65	49	67	80	43	44
Self-employed	44	41	30	43	19	0	43	49
Working for an employment agency	8	2	5	7	10	20	15	6
Working on some other basis	<0.5	0	0	<0.5	5	0	0	0
<i>Unweighted bases</i>	333	369	399	4048	21	10	54	245

Q20



Compared with UK construction workers, those in Yorkshire and the Humber are slightly less likely to be directly employed and more likely to be self-employed and agency workers. However, generally, Yorkshire and the Humber does not have an employment status profile that differs significantly from the UK average.

Figure 10: Employment status by region/nation
Base: All respondents



Unweighted bases in parentheses Q20



Employment contract basis

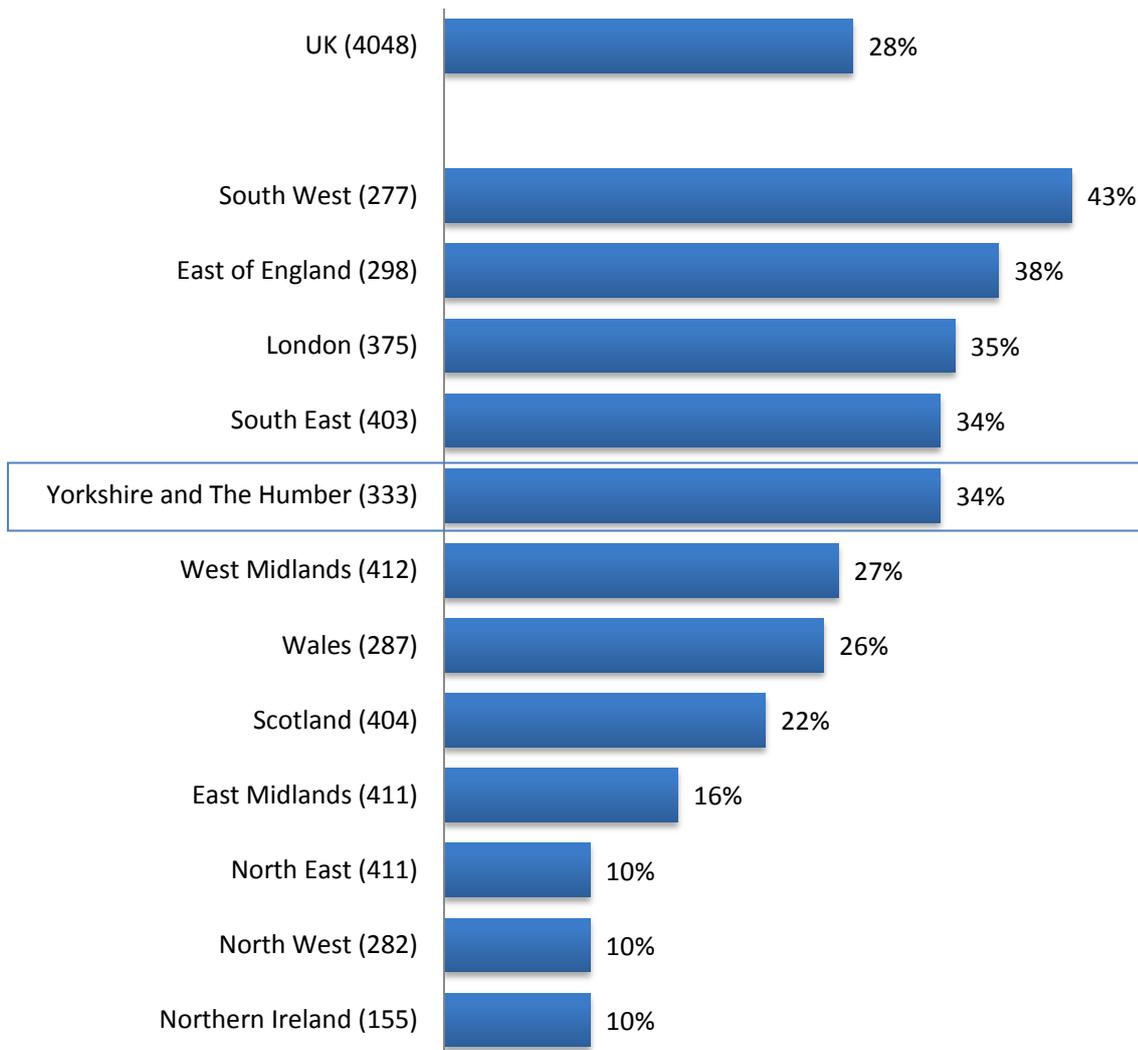
Overall, one in three Yorkshire and the Humber construction workers (34%) is employed on a temporary, rather than permanent basis (66%). This reflects a move towards more temporary employment in 2018/19 compared with 2015 when less than a quarter (23%) was employed on a temporary basis.

Amongst workers who are employed by an agency, the proportion on temporary contracts is considerably higher than amongst those who are self-employed or employed directly (78%, compared with 47% and 14% respectively).

Yorkshire and the Humber is significantly higher than the UK average with regard to the profile of its construction workforce in terms of the proportion of temporary employment contracts held, as the following figure illustrates.

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

Base: All respondents



Unweighted bases in parentheses Q21

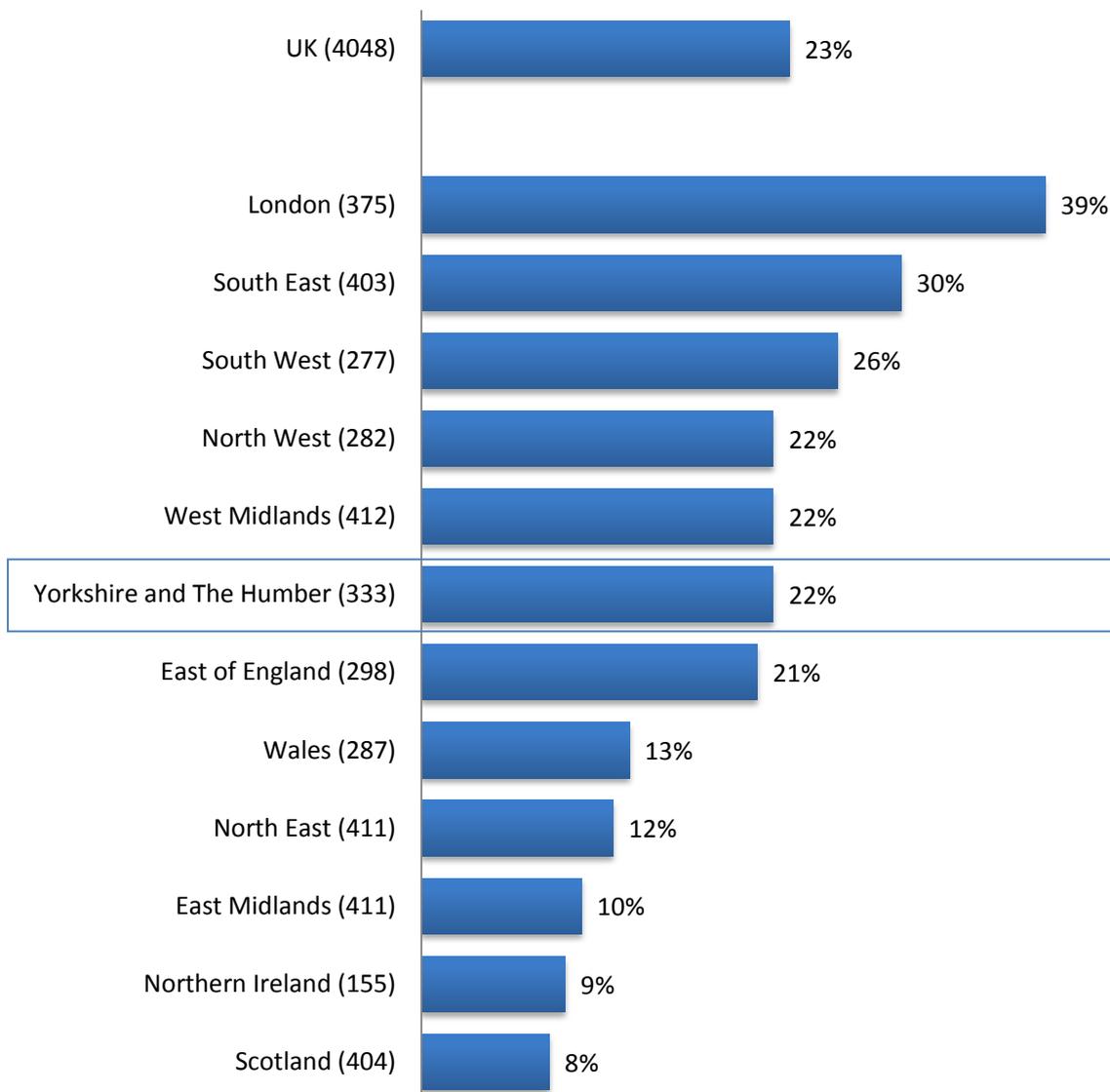


By current trade/role, the proportion working on a temporary basis is higher than average amongst electricians (48%) and labourers/general operatives (45%), and lower amongst scaffolders (13%).

Hours worked

Construction workers in Yorkshire and the Humber, as across the UK as a whole, are most likely to report that they work between 40 and 49 hours per week (57%, compared with a UK average of 60%). One in five (22%) works more than 50 hours a week, which is slightly lower than the UK average (23%).

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



Unweighted bases in parentheses Q22



Work histories

Time in the sector

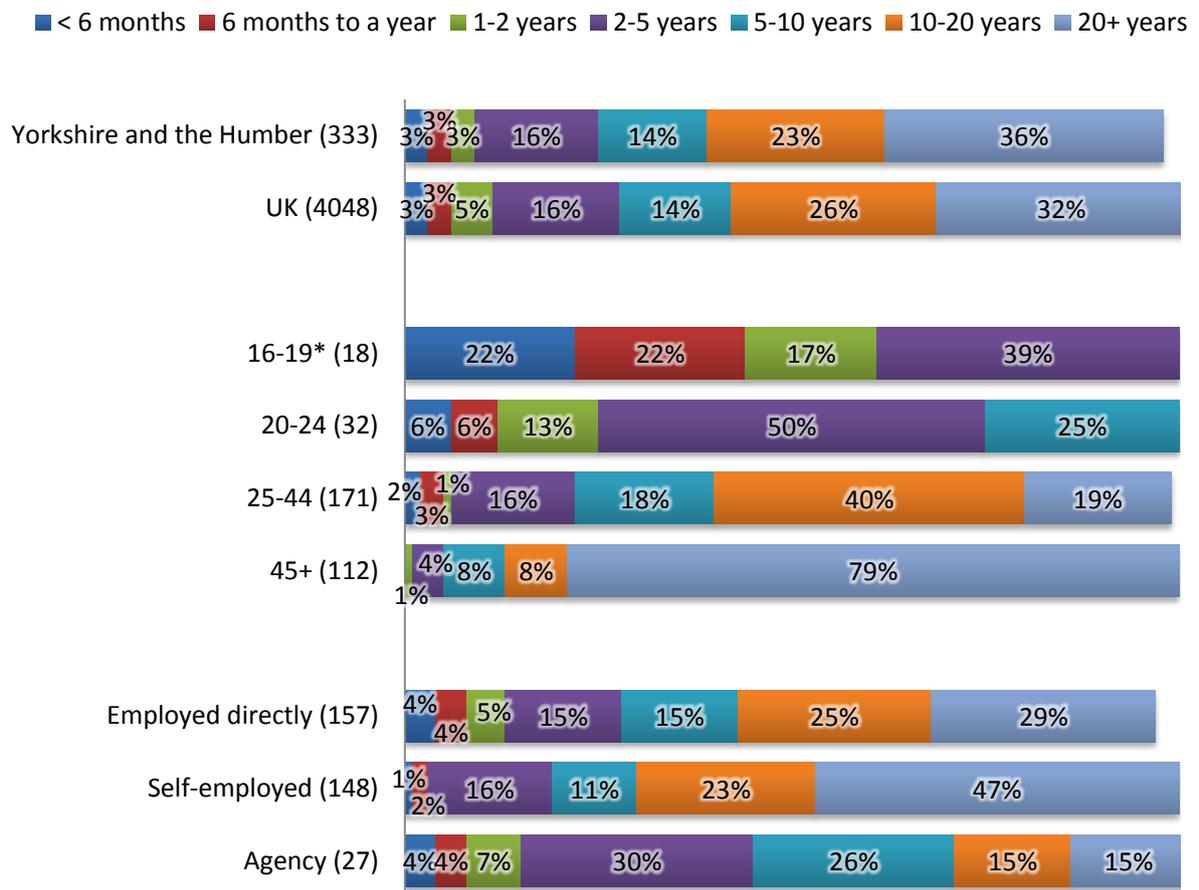
Over a third of Yorkshire and the Humber construction workers have worked in the construction industry for over 20 years (36%) and three-fifths have worked in the industry for at least 10 years (59%).

Construction workers in Yorkshire and the Humber are slightly more likely than the UK average to have worked in industry for over 20 years (36% cf. 32% across the UK).

As one would expect, the length of experience in the industry increases with age to more than three-quarters of workers aged 45 and over in Yorkshire and the Humber that have more than 20 years' experience of working in the construction sector (79%).

Figure 13: Years spent working in the construction sector

Base: All respondents Unweighted bases in parentheses



Unweighted bases in parentheses Q1



Figure 14 shows that there has been no recent change in the proportions of those who have worked in the construction sector for more than 20 years (36% in both 2015 and 2018/19); 40% have 10 or fewer years' experience, compared with 37% in 2015.

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

Base: All respondents

	YH 2018/19	YH 2015	YH 2012	YH 2007	UK 2018/19
	%	%	%	%	%
Less than 6 months	3	4	1	2	3
Up to a year	6	8	2	6	6
Up to 2 years	9	11	3	14	12
Up to 5 years	26	19	15	32	28
Up to 10 years	40	37	40	49	42
Up to 20 years	64	64	66	69	68
More than 20 years	36	36	33	28	32
<i>Unweighted bases</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>235</i>	<i>4048</i>



Pre-construction employment histories

Over two-thirds of workers in Yorkshire and the Humber have only ever worked in the construction industry (68% cf. 67% across the UK and 75% within Yorkshire and the Humber in 2015). This includes three-fifths who have worked in construction pretty much continuously (61%); 5% for whom this is their first job; and a further 3% 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 is highest amongst those aged 20-24 (81%). Whilst, as one would expect, younger workers are more likely to say that this is their first job and that they have not worked in any other industry (17% of 16 to 19 year olds).

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

*All respondents * caution: small sample base*

	YH 2018/19 %	YH 2015 %	UK 2018/19 %	Age %			
				16 to 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	61	57	56	44	69	61	62
I have only worked in construction jobs but have had spells of being out of work	3	7	4	0	9	1	4
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	6	8	7	11	6	6	4
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	22	11	23	17	9	24	23
This is my first job. I haven't worked in any other industry.	5	11	7	17	3	4	4
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	4	3	3	11	3	5	2
<i>Unweighted bases</i>	333	369	4048	18*	32	171	112

Q2



Overall 1 in 5 construction workers in Yorkshire and the Humber 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 (22%). This is a larger proportion than that reported in 2015 (11%).

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 more than half of cases respondents had previously worked in manufacturing (53%). 1 in 5 had worked in transportation and storage (18%), a higher proportion than among construction workers across the UK as a whole (6%).

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

Base: Where first job was not in construction

	YH 2018/19 %	YH 2015 %	UK 2018/19 %
C – Manufacturing	53	20	45
H – Transportation and storage	18	10	6
A – Agriculture, Forestry and Fishing	7	8	9
I – Accommodation and food service activities	7	8	2
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	5	24	19
N - Administrative and support service activities	3	6	1
U – Activities of extraterritorial organizations and bodies	1	0	<0.5
<i>Unweighted bases</i>	73	51	862

Q3

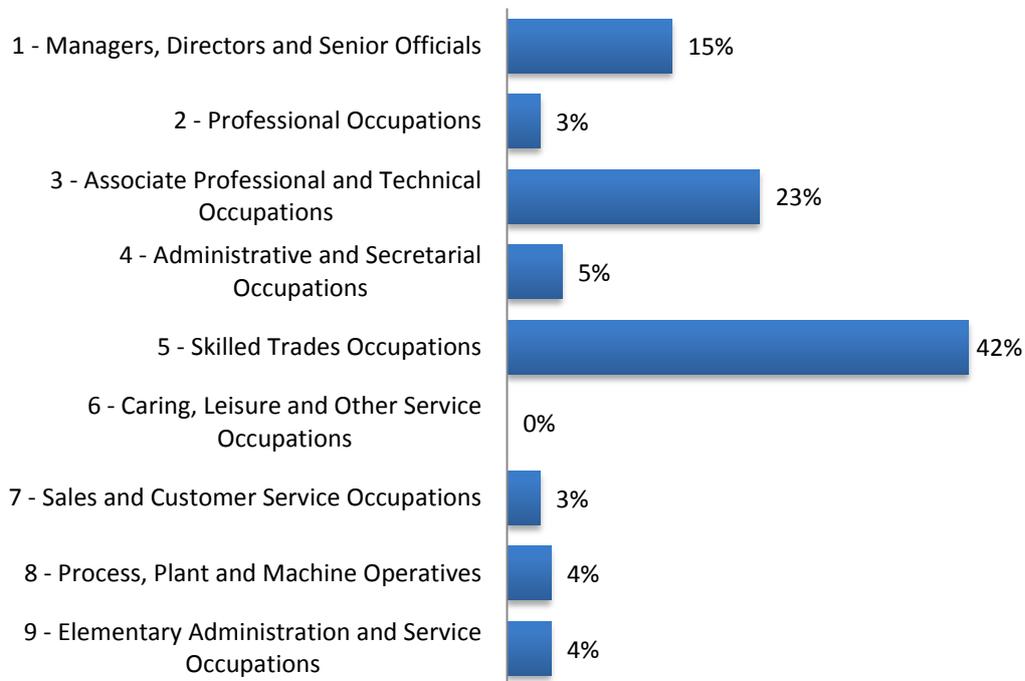


In terms of the job roles that Yorkshire and the Humber construction workers have undertaken in other sectors, around two-fifths had worked in skilled trades occupations (42% cf. 27% across the UK) and around a quarter had worked in associate professional and technical occupations (23% cf. 28% across the UK). Around 1 in 7 workers that had worked in other sectors had worked as managers, directors and senior officials (15% cf. 19% across the UK).

Around one in twenty had worked in administrative and secretarial occupations (5% cf. 6% across the UK), while slightly fewer had worked as process, plant and machine operatives (4% cf. 3% across the UK), in elementary administration and service occupations (4% cf. 2% across the UK), within professional occupations (3% cf. 10% across the UK), or in sales and customer service occupations (3% cf. 3% across the UK).

Figure 17: Job roles undertaken in other sectors

Base: Where first job was not in construction



Unweighted base = 73 Q3



Occupational switching and progression within construction

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

Overall, just under a third of all construction workers in Yorkshire and the Humber have worked in more than one construction trade or occupation whilst working in the construction industry (30%), which is a lower proportion than in 2015 and compared with the UK average in 2018/19 (33% and 36% respectively).

As one would expect, the proportion of workers that have had more than one role increases with age (to 37% amongst those aged 45+ cf. 22% amongst those 16 to 24 years old).

There is little difference between those with different levels of qualifications in terms of the likelihood of workers having had more than one role or occupation within construction.

As in 2015, there are also variations by current job role, with plant/machine operatives (37%), scaffolders (35%) and bricklayers (33%) most likely to have had more than one role/occupation within construction. Electricians (10%) are least likely to have had any other trade within the construction sector. The following figure summarises the current job roles most and least likely to have had more than one role/trade in the construction sector.

Figure 18: Other construction roles under taken, by current occupation

Base: All respondents

	MORE likely to have had more than one role		LESS likely to have had more than one role		
	YH 2018/19 %	UK 2018/19 %		YH 2018/19 %	UK 2018/19 %
Plant/machine operative (27)	37	55	Labourer /Gen. Op. (62)	21	29
Scaffolder (23)	35	34	Carpenter/Joiner (33)	18	22
Bricklayer (43)	33	24	Electrician (21)	10	17

Unweighted bases for 2018/19 Yorkshire and the Humber in parentheses

Q6



Respondents who have worked in other roles/occupations within the construction industry, other than the role they are currently in, were asked to specify which trades/occupations they have previously worked in, with each respondent able to list all previous occupations. Figure 19 summarises the previous trades/occupations most frequently listed by those who have worked in other roles in the construction sector.

Workers are most likely to have previously worked as a labourer/general operative (30%) while 1 in 6 workers has previously worked as a carpenter/joiner (16%) and 1 in 8 has previously worked as a bricklayer (12%).

Figure 19: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	YH 2018/19	UK 2018/19
	%	%
Labourer/General operative	30	34
Carpenter/joiner	16	19
Bricklayer	12	12
Plasterer	9	8
Banksman/Banksperson	8	6
Plumber	7	5
Dryliner	6	8
Roofer	6	8
Painter/decorator	5	7
Plant/machine operative (e.g. Fork lift/JCB)	5	10
Electrician	4	5
Pipe fitter	4	4
Scaffolder	4	4
Steel erector/rigger	4	4
Ground worker	4	5
Ceiling fixer	3	5
Floorer	3	4
Site manager	3	5
Welder	3	2
Technical	2	3
Fencer	2	<0.5
Mechanical fitter	1	1
Supervisor/foreman	1	1
Tilers	1	1
Other	4	7
<i>Unweighted base</i>	<i>99</i>	<i>1328</i>

Q7



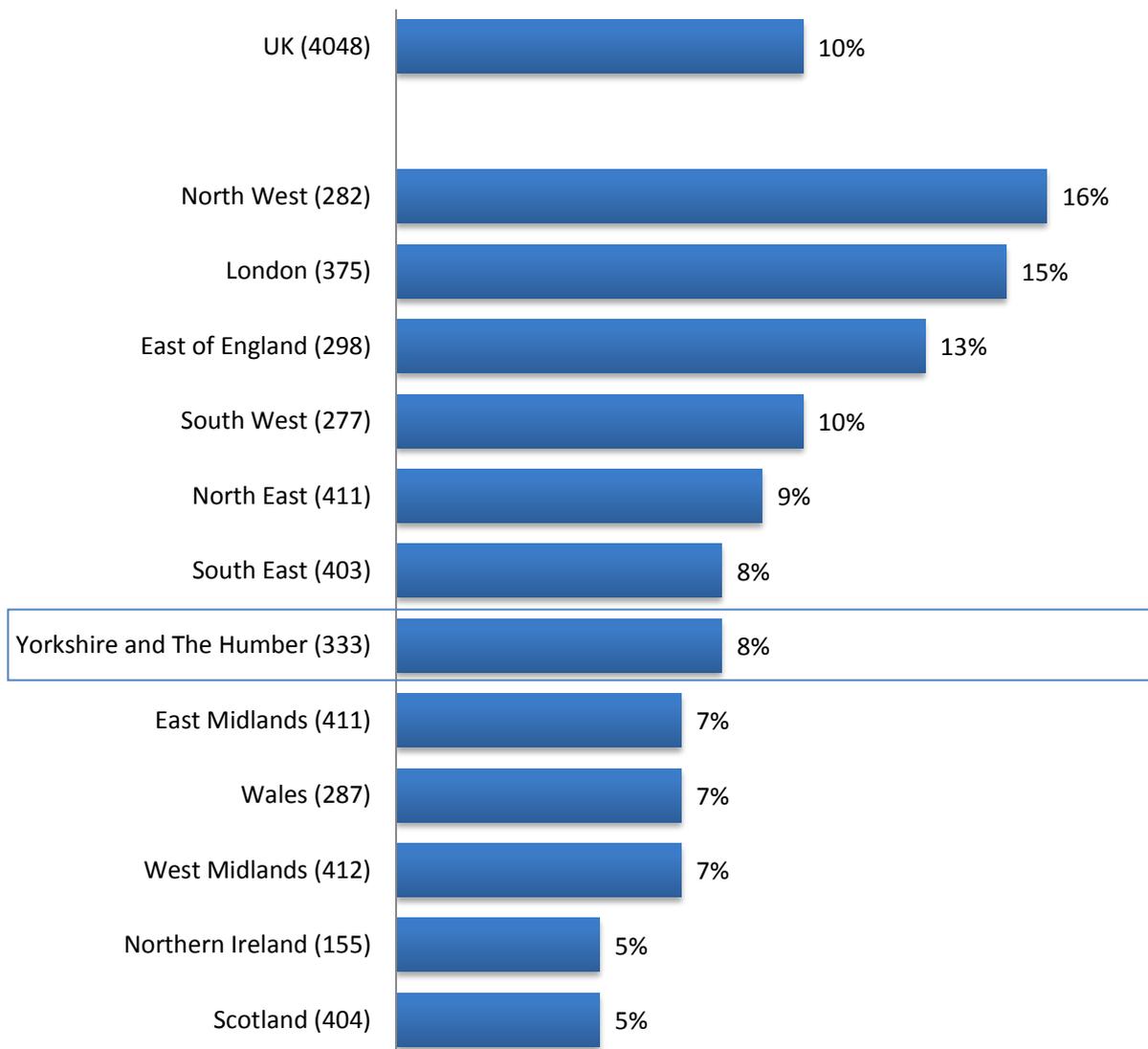
Future career plans

Thinking about their future plans in construction, over 8 in 10 construction workers in Yorkshire and the Humber would like to carry on in the same trade or occupation (84%); 1 in 12 would like to change their trade/occupation (8%); a further 1 in 25 would like to leave construction (4%); and the remainder (4%) are not sure.

Compared with the UK average, Yorkshire and the Humber construction workers are more likely to want to carry on as they are (80% across the UK) and slightly less likely to want to change their trade/occupation (8% cf. 10% across the UK).

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

Base: All respondents



Unweighted bases in parentheses Q33



Construction workers aged under 45 are slightly more likely than those in other age groups to want to change their trade or occupation (10% cf. 3% of those aged 45 or over). Older workers are more likely than average to want to leave construction (14% of 60+ year olds).

By current trade/occupation, those working as carpenters/joiners (91%), plant/machine operatives (89%), bricklayers (86%) and electricians (86%) are most likely to want to carry on as they are.

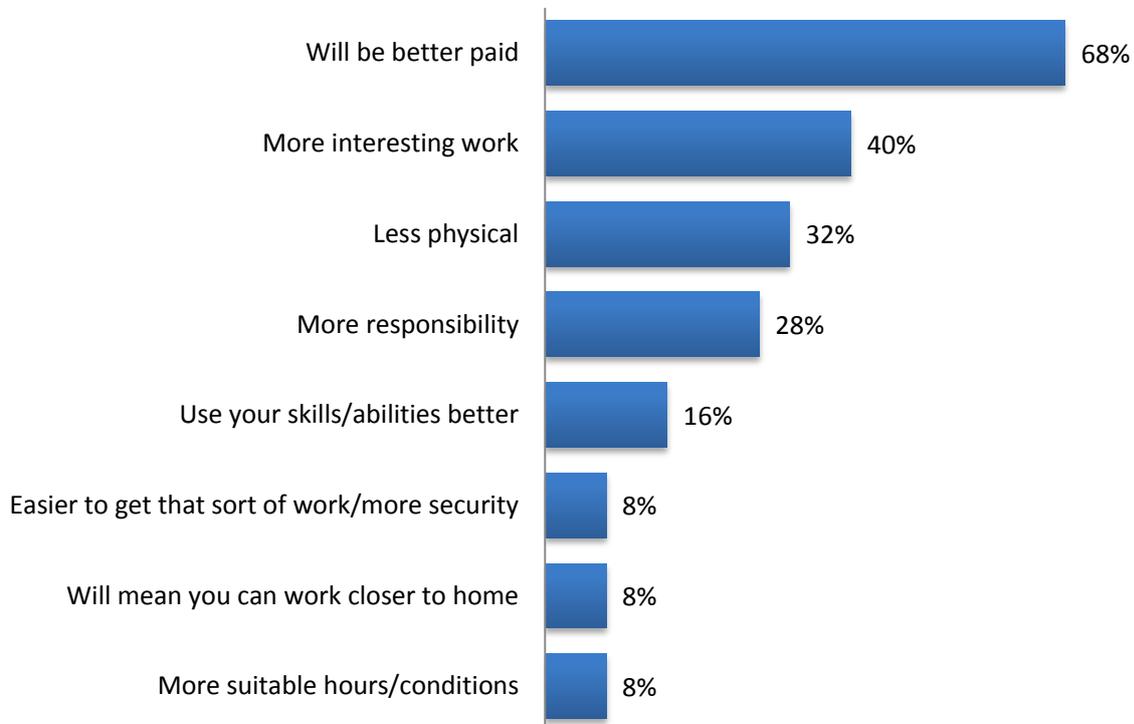
Amongst those who would like to change trade or occupation various alternative trades/occupations are mentioned. The highest proportion would like to be a site manager (44%).

In 9 in 10 cases where construction workers in Yorkshire and the Humber would like to change trade or occupation, they believe they will require further training or qualifications in order to do this (92%). This compares to a lower proportion in 2015 (71%) and across the UK in 2018/19 (87%).

The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (68%), while two-fifths believe they would have more interesting work (or that they are bored with what they are currently doing) (40%), and around one in three (32%) hope to find work that is less physical. A smaller proportion (28%) wants more responsibility.

Figure 21: Reasons for wanting to change trade/occupation

Base: Where workers would like to change trade/occupation



Unweighted base = 25 Q36



Qualifications and skills

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

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

Construction skill cards and certificates

When asked which type of construction skill certificate or card they currently hold (e.g. CSCS or CSR) just 1% of all construction workers in Yorkshire and the Humber (2% across the UK) say they do not hold any card and 1% are unsure. In total, therefore, 98% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.

Figure 22 summarises the proportion of workers by region/nation that hold any card and compares these proportions with previous surveys and the UK as a whole. Workers in Yorkshire and the Humber are amongst those most likely to hold skill certificates or cards and this rate has increased since 2015.

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

Base: All respondents

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



As in previous surveys, the incidence of workers holding skill cards or certificates remains lower amongst younger workers (89% amongst 16 to 19 year olds*) and those who have worked within construction for a shorter period of time (95% 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. Within Yorkshire and the Humber, there has been little improvement in this respect with younger workers and workers that have started working in construction in the last year less likely than they were in 2015 to hold a skill card or certificate. (* caution: small sample base)

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

		YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
Total (333)		98	97	97	66	97
Age	16 to 19 years* (18)	89	94	100	53	85
	20 to 24 years (32)	100	100	98	70	97
	25 to 44 years (171)	99	99	97	75	98
	45+ years (112)	98	95	94	54	98
Length of time in construction	<1 year in construction (21)	95	100	0	0	89
	1 to 2 years (10)	100	100	0	61	97
	2 to 5 years (54)	98	97	100	64	96
	5+ years (245)	98	97	97	69	98
Contract-type	Employed directly (157)	97	98	96	67	96
	Self- employed (148)	100	98	98	68	98
	Agency (27)	100	100	100	0	97

Unweighted bases for 2018/19 Yorkshire and the Humber in parentheses

Q12



In terms of the type of skill card or certificate held by construction workers in Yorkshire and the Humber, the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (90%), as it was in 2015 (also 91%). Overall, 14% hold the CPCS (Construction Plant Competence Scheme) card/certificate and this proportion increases to 22% amongst workers aged 45+.

Figure 24: Type of skill card/certificate held

Base: All respondents

	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2018/19 %
CSCS (Construction Skills Certification Scheme) (GB)	90	91	93	85
CSR (Construction Skills Register) (NI)	1	<0.5		3
CISRS (Construction Industry Scaffolders Record Scheme)	6	5	2	3
CPCS (Construction Plant Competence Scheme)	14	19	9	11
Other	3	1	17	4
<i>Unweighted bases</i>	333	369	399	4048

Q12

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

- Plant/machine operatives (70%) are more likely to hold CPCS (Construction Plant Competence Scheme);
- Over two-thirds of scaffolders (70%) hold CISRS (Construction Industry Scaffolders Record Scheme);
- At least 98% of carpenters/joiners (100%), bricklayers (98%) and labourers/general operatives (98%) hold CSCS (Construction Skills Certification Scheme (GB)).



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, within Yorkshire and the Humber, 3% of CSCS card holders have Red Trainee cards and 3% have Red Experienced worker cards; nearly a third of CSCS (32%) card holders have Green cards and/or Blue cards (34%). One in nine CSCS card holders has Gold cards for advanced craft/skilled workers (12%) and 7% have the Gold card for supervisors.

Figure 25: Colour of CSCS/CSR cards held

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

	CSCS %		CSR* %
Red - Trainee	3	Red - Apprenticeship/Trainee	0
Red - Experienced worker card	3	Red - Trained Plant Operator	0
Green - construction site operative card for general site workers	32	Green - Construction Operative (for general site workers)	0
Blue - skilled	34	Blue - Operative/ Craft	100
Gold - supervisor card	7	Gold - Craft/Supervisor Card	0
Gold - Advanced craft/skilled worker	12	Gold - Advanced Scaffolder	0
Black - contracts manager card	3	Black – Senior Managers Card	0
Academically Qualified Persons Card	2		
Other	2	Other	0
Unsure	3	Unsure	0
<i>Unweighted bases</i>	299		2

Q13/Q14



Younger workers are more likely to hold Red Trainee cards (31% of 16 to 19 year olds with a CSCS card*) while older workers are more likely to hold Blue cards (45% of 45+ year olds). Workers currently employed by an agency are more likely to hold Green cards (79%), compared with those employed directly or self-employed (37% and 19% respectively). (* caution: small sample base)

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 (74%); and bricklayers are significantly more likely to hold the Gold (advanced craft/skilled worker card) (33%).

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

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

	<i>Unweighted bases</i>	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Black %
Labourer / Gen. Op.	61	0	0	74	21	0	0
Plant / Mach. Op.*	18	6	6	17	61	6	0
Carpenter / Joiner	32	3	0	15	48	27	3
Bricklayer	42	2	0	14	40	33	5
Scaffolder*	16	0	13	44	19	0	0
Electrician*	15	7	0	0	0	67	0



Construction qualifications held

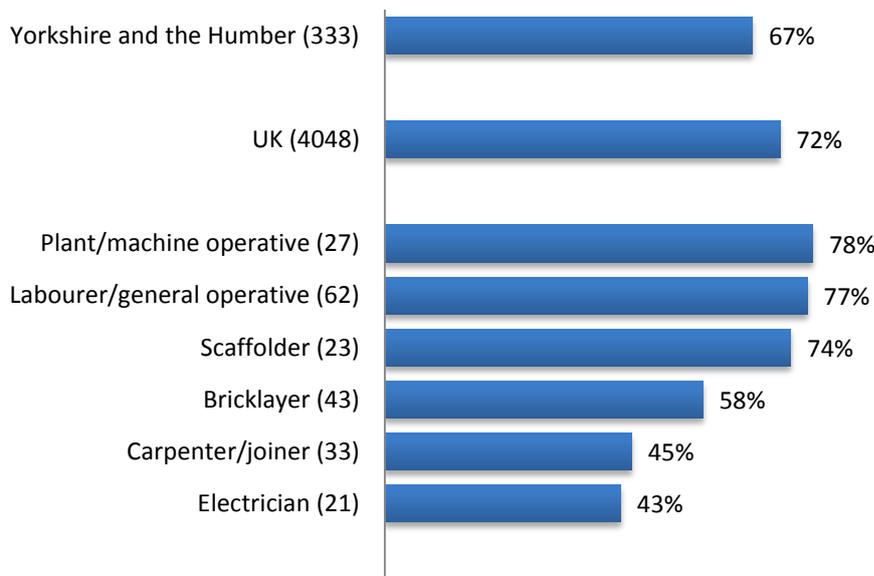
All workers were asked about the construction-specific qualifications they held after leaving full-time education and starting their first proper job in construction.

Overall, 67% of construction workers in Yorkshire and the Humber say they had no formal qualifications related to construction when they first started working in the construction industry. This compares with 70% in 2015 and 72% of all UK construction workers in 2018/19.

By current trade/occupation, within Yorkshire and the Humber the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (78%) and lowest among electricians (43%).

Figure 27: Proportion of workers that had no formal construction-specific qualifications when they started their first proper job in construction, since leaving full time education, by occupation

Base: All respondents *caution: small sample base



Unweighted bases in parentheses Q15/Q16



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

Overall, over two-thirds of Yorkshire and the Humber construction workers reported holding some sort of construction-related qualification at the time of interview (70%), compared with a similar proportion in 2015 (68%). Compared with the UK average, Yorkshire and the Humber construction workers were less likely to hold some sort of construction-related qualification at the time of the interview (72% across the UK).

As Figure 28 summarises, the proportion of workers that hold any qualifications is lower than average amongst those who have worked in construction for less than a year (48%; compared with 29% in 2015).

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

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

		YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
Total (333)		70	68	70	61	72
Age	16 to 19 years (18)*	61	64	44	0	85
	20 to 24 years (32)	59	62	69	45	97
	25 to 44 years (171)	72	75	69	65	98
	45+ years (112)	71	61	76	67	98
Length of time in construction	<1 year (21)	48	29	0	N/A	34
	1 to 2 years (10)*	70	27	0	31	52
	2 to 5 years (54)	59	57	67	50	63
	5+ years (245)	74	75	73	70	79
Current contract type	Employed directly (157)	64	74	67	61	75
	Self-employed (148)	81	63	77	64	73
	Agency (27)	37	37	63	0	49

Unweighted bases for 2018/19 Yorkshire and the Humber in parentheses

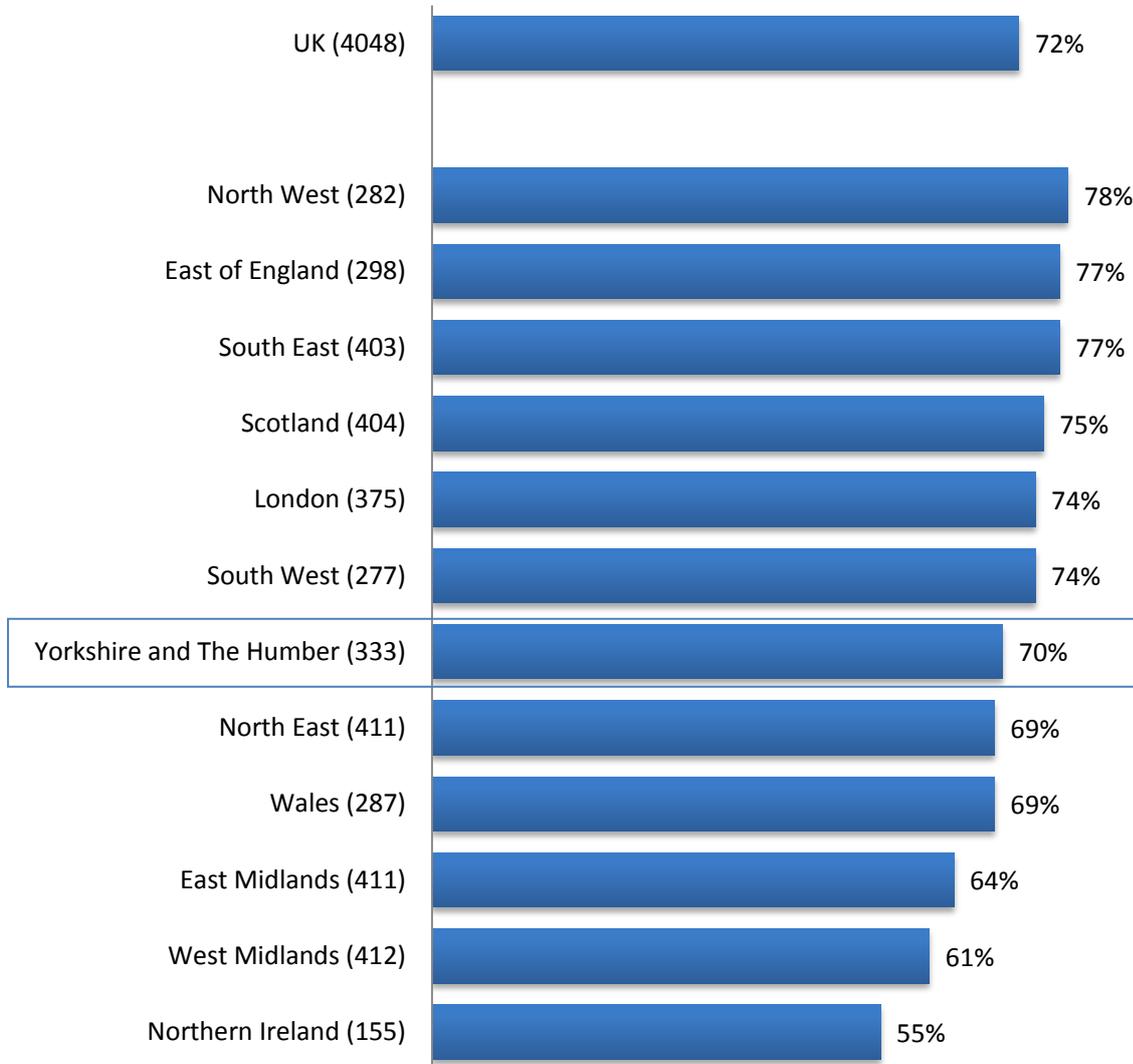
Q15/Q16



Yorkshire and the Humber is slightly below the UK average in terms of the propensity of its construction workforce to hold any construction-specific qualifications (see Figure 29).

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

Base: All respondents



Unweighted bases in parentheses Q15/Q16

The likelihood that workers hold any qualifications also varies significantly by current job role. Carpenters/joiners (91%), electricians (90%) and bricklayers (86%) are more likely than average to hold qualifications. Only a third of labourers/general operatives (35%) hold any.



Type of construction qualifications held

Based on the qualifications that workers had when they first started working in the construction industry and any they have gained since, Figure 30 summarises the types of qualifications that workers hold and compares the figures to the 2015 survey (amongst those who have any qualifications and who provided a response).

The qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (62%), which is lower than the proportion reported in 2015 in Yorkshire and the Humber (71% in 2015) and higher than the UK 2018/19 average (58%). One in six Yorkshire and the Humber construction workers with qualifications hold City & Guilds qualifications (18%), the same proportion as in 2015, but slightly higher than the UK 2018/19 average (14%). In Yorkshire and the Humber, just 4% of construction workers with qualifications hold an apprenticeship. This is a smaller proportion than in 2015 within Yorkshire and the Humber (10%) and lower than the UK average in 2018/19 (6%).

Figure 30: Main type of qualification held

Base: Workers with qualifications (valid responses)

	YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
NVQ/SVQ	62	71	67	40	58
City & Guilds	18	18	27	42	14
Apprenticeship	4	10	1	2	6
HNC/HND/BTEC Higher	4	5	1	6	6
Degree	3	5	1	1	7
Other	18	9	3	4	24
<i>Unweighted bases</i>	<i>159</i>	<i>213</i>	<i>192</i>	<i>125</i>	<i>2122</i>

Q15/Q16



Additional formal training

Self-assessment of basic skills needs

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

Overall, 1 in 10 construction workers in Yorkshire and the Humber believe they would benefit from some form of training in basic skills (9% cf. 10% in 2015 and 11% in 2012). This is a similar proportion to the UK 2018/19 average (11%).

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

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

Base: All respondents

	YH 2018/19	YH 2015	YH 2012	YH 2007	UK 2018/19
	%	%	%	%	%
ANY	9	10	11	32	11
Reading	5	4	4	23	5
Writing	5	3	5	18	5
Speaking English	6	5	4	17	6
Maths	5	5	8	22	5
<i>Unweighted bases</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>235</i>	<i>4048</i>

Q37

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

- Workers aged 25-44 (13% cf. 6% aged 20-24 and 3% aged 45+);
- Those who have worked in the industry for less than a year (19%) and those who have worked in the industry between 1-2 years* (40%);
- Agency workers (15%) and those on a temporary contract (18%);
- Plant/machine operatives (15%) and scaffolders (13%). (Caution: * indicates a small sample base)



Current study for additional construction qualifications

Overall, 11% of all construction workers in Yorkshire and the Humber are currently working towards a formal qualification relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 11% in 2015, 10% in 2012 and a UK average in 2018/19 of 15%.

As in previous surveys, the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (28% of 16 to 24 year olds). Workers employed directly (17%) are also more likely than those who are self-employed (5%) or working through an agency (0%) to be currently working towards a qualification. Of those who have no qualifications, currently 12% are working towards one. Figure 32 summarises these findings.

Figure 32: Proportion working towards additional construction qualifications

Base: All respondents

		YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
Total (333)		11	11	10	26	15
Age	16 to 19 years (18)	39	44	56	47	55
	20 to 24 years (32)	22	24	22	32	24
	25 to 44 years (171)	8	9	5	23	14
	45+ years (112)	6	5			6
Length of time in construction	<1 year (21)	24	22	0	0	38
	1 to 2 years (10)	60	27	0	28	31
	2 to 5 years (54)	15	32	26	39	25
	5+ years (245)	7	7	7	22	9
Contract type	Employed directly (157)	17	13	N/A	N/A	20
	Self-employed (148)	5	7	N/A	N/A	9
	Agency (27)	0	11	N/A	N/A	11
Highest qualification level	None (101)	12	12	N/A	N/A	16
	Level 1 (11)	27	11	N/A	N/A	27
	Level 2 (80)	10	12	N/A	N/A	12
	Level 3 (62)	13	4	N/A	N/A	14
	Level 4+ (13)	8	19	N/A	N/A	21

Unweighted bases for 2018/19 Yorkshire and the Humber in parentheses

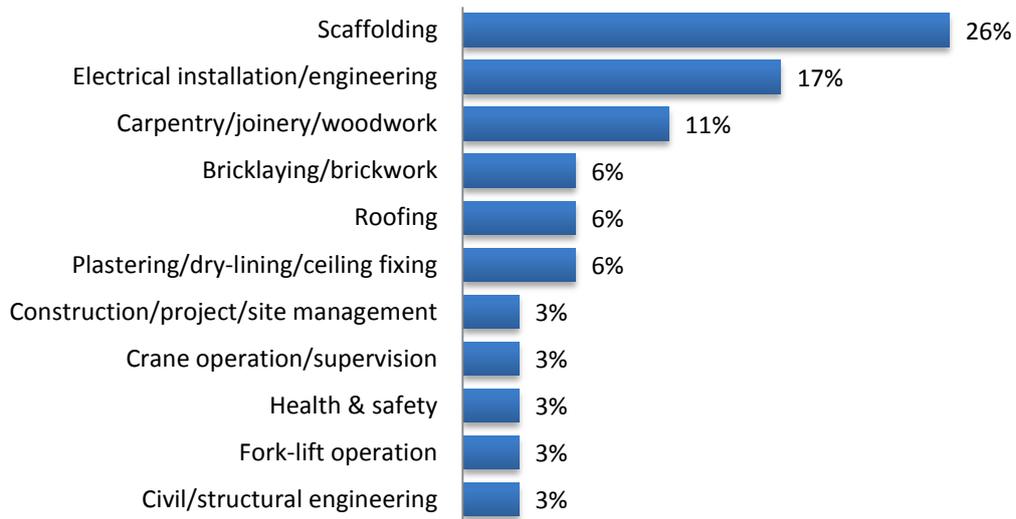
Q18



Of those who are currently studying for a qualification, the most popular type of qualification is an NVQ/SVQ (37%). In terms of the subject of the qualifications being worked towards, scaffolding (26%), followed by electrical installation/engineering (17%) and carpentry/joinery/woodwork are most popular, as Figure 33 illustrates.

Figure 33: Subject of qualification being worked towards

Base: Where working towards a qualification



Unweighted base = 35 Q19



Supervisory and managerial qualifications and training

As reported earlier, around a fifth of all construction workers in Yorkshire and the Humber perform a supervisory or management role at their site (19%). Amongst those who do not currently perform supervisory/management roles, 1 in 5 want to become a supervisor or manager in the future but have not done it before (19%) and a further 6% want to be a supervisor/manager and have done it before. Around a sixth of all workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (16%), while around three-fifths are certain that they do not want to be (59%).

The likelihood that workers want to be supervisors/managers diminishes amongst those that have worked in the industry for at least 5 years, with 65% of those having worked in construction for 5+ years not wishing to be supervisors/managers, compared with a Yorkshire and the Humber average of 59%. Analysis by contract type reveals that those who are currently employed by an agency are more likely than those who are employed directly or self-employed to want to be a supervisor/manager but have not done it before (28%, 20% and 16% respectively).

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

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

		Unweighted bases	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
Yorkshire and the Humber		252	19	6	59	16
UK		2824	24	6	51	20
Age	16 to 19 years*	18	39	6	39	17
	20 to 24 years	26	35	0	42	23
	25 to 44 years	126	21	6	59	15
	45+ years	82	9	7	70	15
Length of time inc construction	<1 year*	19	26	5	58	11
	1 to 2 years*	9	44	0	56	0
	3 to 4 years	45	29	2	38	31
	5+ years	178	15	7	65	13
Contract type	Employed directly	108	20	6	57	17
	Self- employed	118	16	7	61	16
	Agency	25	28	0	60	12
Highest qualification level	No Qualifications	87	21	5	60	15
	Level 1*	10	20	0	60	20
	Level 2	66	20	5	64	12
	Level 3	42	29	7	50	14
	Level 4+*	6	0	17	61	22



One in four construction workers in Yorkshire and the Humber (26%; 34% across the UK) and three-quarters of those who have had some form of supervisory or management responsibilities (76% cf. 74% in 2015 and 81% across the UK in 2018/19) have received any formal training designed to improve managerial or supervisory knowledge or skills.

The proportion that has undertaken any managerial or supervisory training is higher amongst those that have worked in construction for at least 5 years than those that have worked in the sector for less time (29%, compared with 15%). Construction workers employed directly are more likely than self-employed and agency workers to have received formal training in this area (32%, compared with 23% and 4% respectively).

In terms of the types of supervisory/managerial training undertaken, the proportions mentioning each type are summarised in Figure 35. SMSTS is most frequently mentioned (44%), with around a third of those that have received training mentioning Site Safety Supervisors Courses (32%) and just over a fifth receiving in-house training (22%). These three types were also the most frequently mentioned in 2015 and 2012.

Figure 35: Types of managerial/supervisory training undertaken

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



Unweighted base = 85 Q11



Overall skill levels

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

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

Just over a quarter of the workforce (26%) holds a skill card/certificate, but have no other construction qualification. This is slightly lower than in 2015 (27%) and considerably lower than in 2012 (50%).

Figure 36: Qualification status summary

Base: All respondents

	YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	99	99	97	85	99
Holds a formal construction qualification or a skills card/certificate	99	99	98	77	98
Holds a skills card/certificate	98	98	96	66	97
Holds a skills card/certification but no other qualification	26	27	50	29	22
Working towards a qualification	11	11	10	26	15
<i>Unweighted bases</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>235</i>	<i>4048</i>



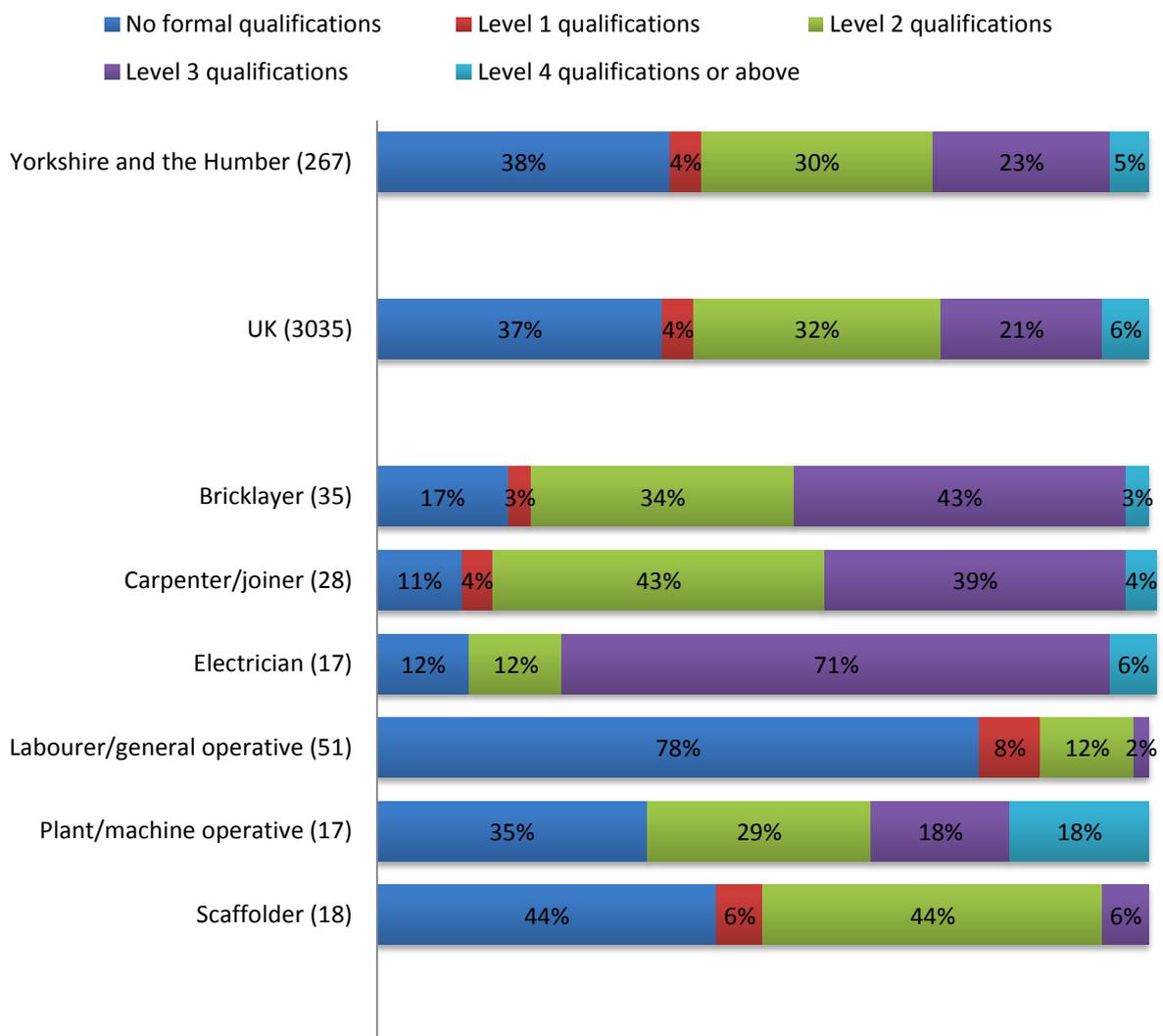
Based on all questions relating to qualifications it is possible to calculate each worker's highest qualification level. Figure 37 summarises construction workers' highest level of qualification, overall and by occupation, based on where the information provided enabled a level to be assigned (20% of all Yorkshire and the Humber construction workers did not provide sufficient information).

Overall, almost three-fifths of construction workers in Yorkshire and the Humber providing a response have qualifications equivalent to Level 2 or above (58%, cf. 66% in 2015; 59% across the UK in 2018/19).

By occupation, plant/machine operatives (providing a response) are most likely to hold the highest level of qualifications; around a fifth hold qualifications at Level 4 or above (18%). Electricians (71%) and bricklayers (43%) are more likely than other occupations to hold qualifications equivalent to Level 3 (with small proportions holding Level 4+ qualifications in each case).

Figure 37: Current qualification level, by occupation

Base: All respondents who provided a valid response



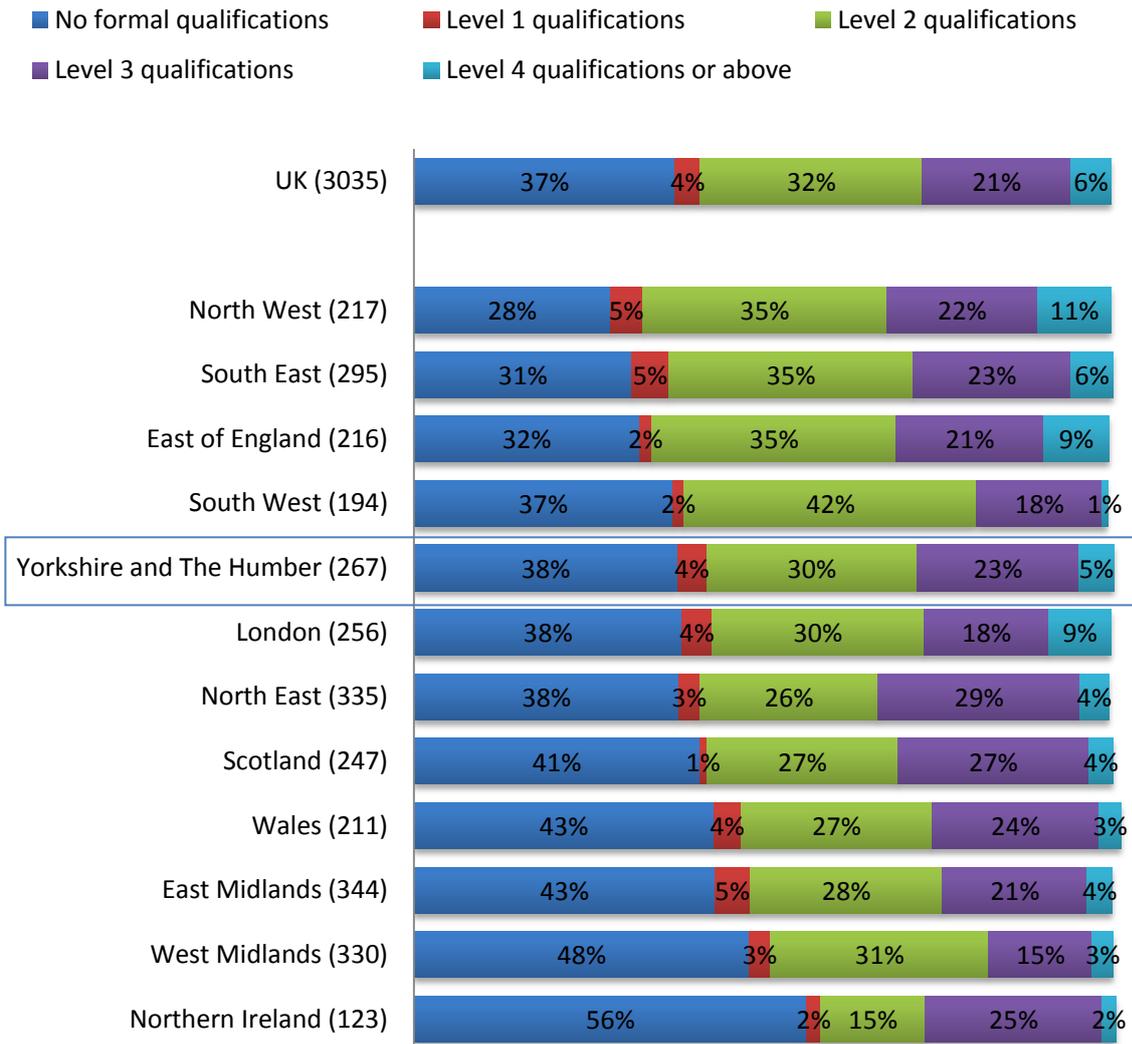
Unweighted bases in parentheses Q15/Q16



Analysis by region/nation reveals that while the proportions that hold qualifications at Level 1 or at Level 4 and above are generally quite similar, the proportions that have Level 2 or 3 qualifications and no qualifications varies quite considerably. These variances are summarised in Figure 38, which highlights that the construction workforce in Yorkshire and the Humber is about average across the UK.

Figure 38: Current qualification level, by region/nation

Base: All respondents who provided a valid response



Unweighted bases in parentheses

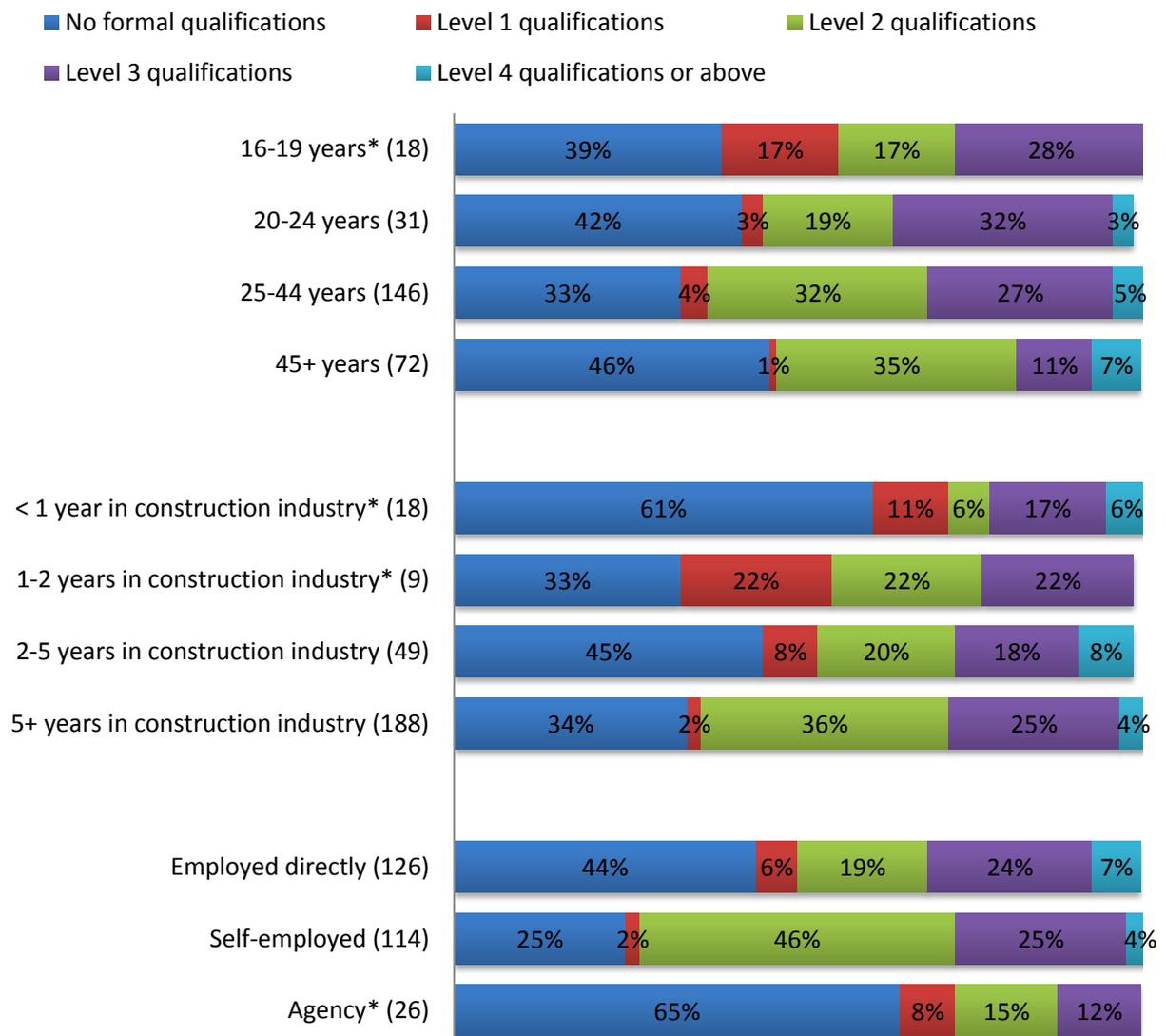


Looking at other sub-groups of construction workers, workers that have worked in construction for 5+ years are more likely than those having spent less time in the industry to have qualifications at Level 3 or 4+ (30%, compared with 12% that have less than 5 years experience).

In terms of contract type, workers employed directly by a company are more likely to have higher level qualifications, compared with workers who are self-employed; 1 in 3 workers employed directly have qualifications equivalent to Level 3 or above (31%), compared with a slightly smaller proportion of self-employed workers (29%) and 12% of agency workers. Figure 39 illustrates these variances and levels of qualifications held by other key variables.

Figure 39: Current qualification level, by other key variables

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



Unweighted bases in parentheses Q15/Q16



Geographic mobility

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

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

Work history in the current region/nation

All workers were asked what made them decide to work in the region/nation that they are currently working in. Within Yorkshire and the Humber, the most likely reason for working in the region is because they grew up there or have always lived there (49%); this is mentioned more frequently in Yorkshire and the Humber than across the UK as a whole (43%). That their employer sent them there was less frequently cited in Yorkshire and Humber than the UK average (41% cf. 51%).

Figure 40: Reasons for choosing to work in current location

Base: All respondents

	YH 2018/19 %	YH 2015 %	UK 2018/19 %		YH 2012 %
Employer sent you here	41	32	51	Employer sent me	51
You grew up here/have always lived here	49	58	43	Family	56
Family reasons	2	7	5		
Came to the area to take up this or another job	5	8	3	More regular opportunities	4
There are more jobs available in this area	2	6	5	More jobs here	11
Construction work is better paid in this area	4	1	3	Better paid jobs	0
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	1	2	Prefer living here	3
Better promotional prospects in this area	1	-	1	More chance of promotion	-
<i>Unweighted bases</i>	333	369	4048		399

Q28

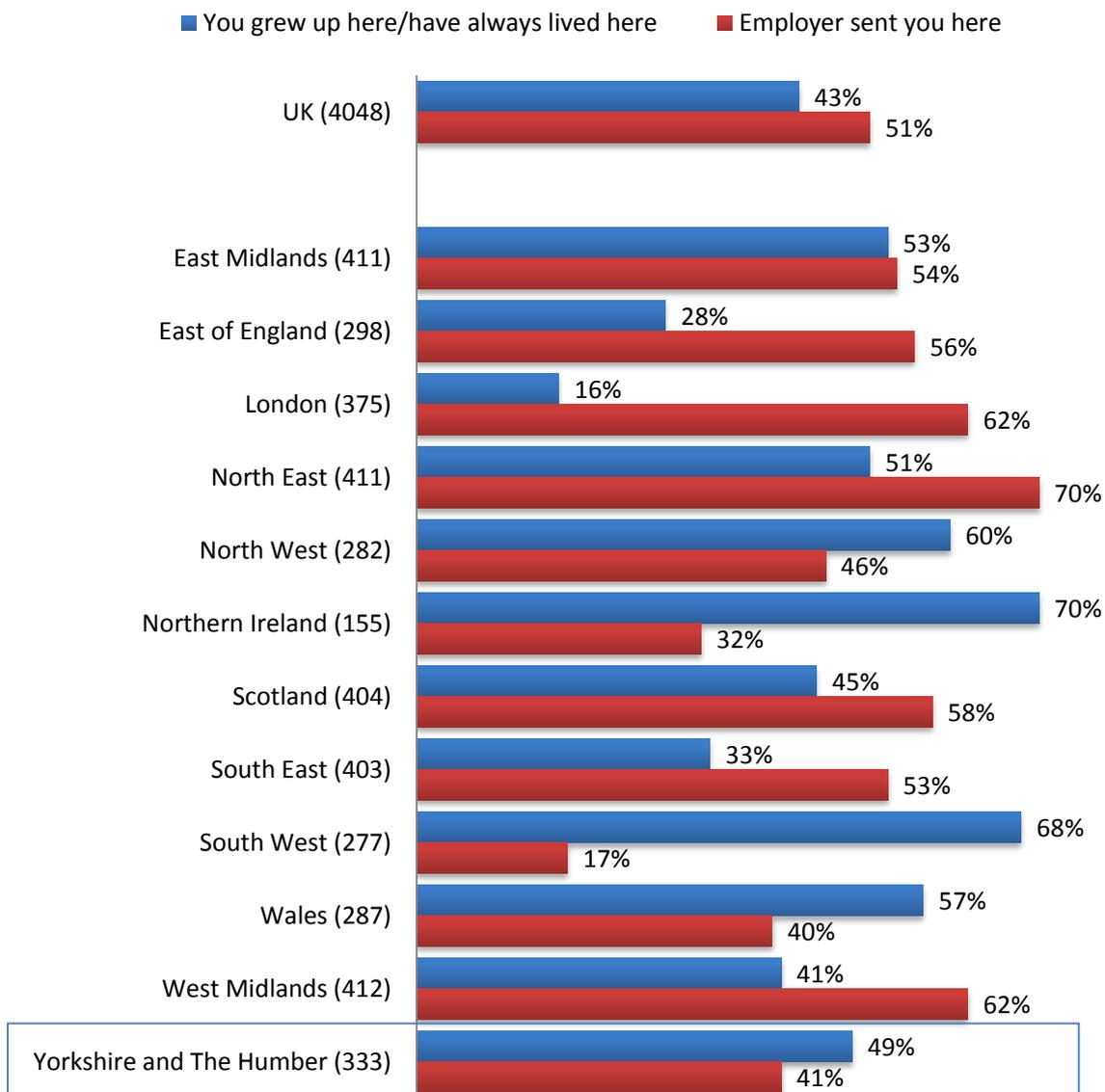


Workers over the age of 45 are more likely than younger workers to state that they work in their current location because that's where they have always lived/grew up (51%, compared with 48% of 16 to 44 year olds).

There are significant differences by region/nation in the proportions that give these two main reasons for working in their current location. These differences are summarised in the following figure. As above, construction workers in Yorkshire and the Humber are more likely than the UK average to cite having always lived there and less likely to cite their employer sending them to the region.

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

Base: All respondents



Unweighted bases in parentheses Q28



Just over two-fifths of all workers in Yorkshire and the Humber have worked within this region for their entire construction career (42%), compared with a lower proportion in 2015 (39%) and 2012 (36%). With a further 37% that have remained in this region most of the time, this means that the majority of all workers have remained within Yorkshire and the Humber for all or most of the time (79%).

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

Base: All respondents

	YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
All of your time	42	39	36	38	44
Most of it	37	41	39	32	33
Around half your time	13	10	14	14	9
A small proportion of your time	6	5	13	9	10
Only on this job (this is the first site you've been to in this region/nation)	1	3	5	3	2
Don't know	1	2	4	3	1
<i>Unweighted bases</i>	333	369	399	235	4048

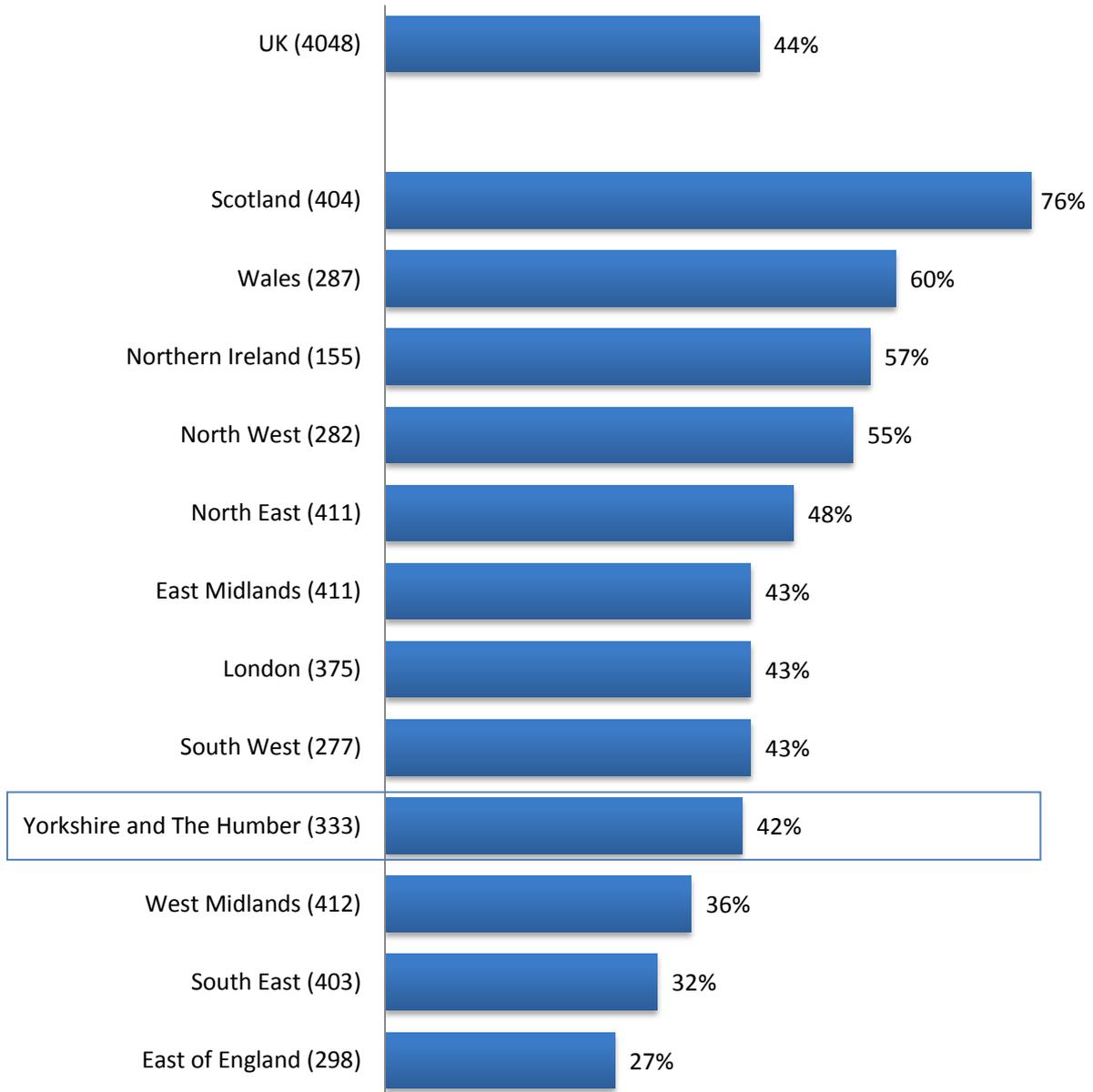
Q26/Q27



The proportion of construction workers in Yorkshire and the Humber that have spent all of their time in the region is higher amongst younger workers (68% of 16 to 24 year olds) and similarly high amongst those that have worked in the construction industry for the shortest period of time (81% of those that have worked in the industry for less than a year and 70% of those that have worked in the industry for between 1 and 2 years).

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

Base: All respondents



Unweighted bases in parentheses Q26



The proportion of workers that reported their employer operates (takes on construction contracts) only within particular regions/nations, nationwide or internationally is shown in Figure 44. In Yorkshire and the Humber, two-thirds (66%) indicate that their employer operates nationwide while a third (32%) state that their employer operates in particular parts of the UK including Yorkshire and the Humber, while 1% are unsure.

Figure 44: Region/nation employer operates in (takes on construction contracts), compared with region/nation working in currently

Base: All respondents

*denotes less than 0.5%

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

Q25



Region/nation worked in before current site

Thinking about the last construction site they worked on before this one, in the majority of cases workers' last sites were in the same region/nation as they are working in now. However, the extent to which this is the case varies considerably by region/nation, as Figure 45 illustrates. Similarly to 2015, construction workers in Yorkshire and the Humber are about average in terms of their likelihood to state that their last site was in the same region (83%), and the proportion is slightly higher than in 2015 (82%). This compares with nations where the proportion is significantly higher (Scotland at 98%, Northern Ireland at 93%) and other regions/nations where the proportion is significantly lower, with the lowest in the East of England (52%) and the South East (62%).

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

Base: Where had previous job(s) *denotes less than 0.5%

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

Q32



Worker origins

Workers were asked which region/nation they were living in just before they got their first job in construction in the UK. Overall, more than four-fifths of all construction workers in Yorkshire and the Humber were living in Yorkshire and the Humber when they started their construction career (81% cf. 90% in 2015). This compares with other regions/nations where the proportion is significantly higher (Scotland at 96%; Northern Ireland at 95%) and those where the proportion is significantly lower (East of England at 44%; South East at 51%). Figure 46 summarises this data.

Figure 46: Inter-regional/national movement during construction careers

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

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

Q40



Thinking next about where workers studied for their first construction qualification, Figure 47 summarises the proportion of construction workers now working in the same region/nation in which they acquired their first construction qualification. This analysis shows that four-fifths of construction workers in Yorkshire and the Humber (81%) achieved their first qualification there.

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

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

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

Q17



Travel to site

Relative locations of current workplace to home

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

One in ten construction workers in Yorkshire and the Humber are travelling into the region for work from another region/nation in which their current residence is based (12%). This is a lower proportion than in previous surveys (14% in 2015 and 15% in 2012).

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

Base: All respondents who provided a valid response

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

Unweighted bases for 2018/19 in parentheses

Q52/Q54



The extent to which construction workers live in the same region/nation in which they work is further illustrated in Figure 49. Nine in ten construction workers in Yorkshire and the Humber are currently living in the same region as the site they work on (88%), which compares with 86% in 2015. The majority of those that are travelling from a different region are living in the East Midlands (6%), a neighbouring region.

Figure 49: Region/nation of current site in relation to current residence

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

Region/nation of current residence	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	90	9	0	0	0	0	0	11	0	*	14	6
East of England	1	60	18	0	0	0	0	10	0	0	*	0
London	0	16	63	0	0	0	0	9	0	0	*	1
North East	0	0	*	96	0	0	0	0	0	0	0	2
North West	*	0	*	*	94	0	0	0	0	0	4	1
Northern Ireland	0	0	2	0	0	100	0	1	0	0	0	0
Scotland	0	0	1	1	0	0	100	*	0	0	0	0
South East	1	11	14	0	0	0	0	55	2	0	0	*
South West	0	1	0	0	0	0	0	9	94	2	*	0
Wales	0	0	*	0	1	0	0	2	2	98	1	0
West Midlands	6	2	1	0	0	0	0	4	2	0	80	1
Yorkshire and the Humber	2	1	1	3	5	0	0	*	0	0	1	88
Unweighted bases	309	270	341	335	257	145	196	362	243	258	308	290

Q52/Q54

Furthest distance worked in last 12 months

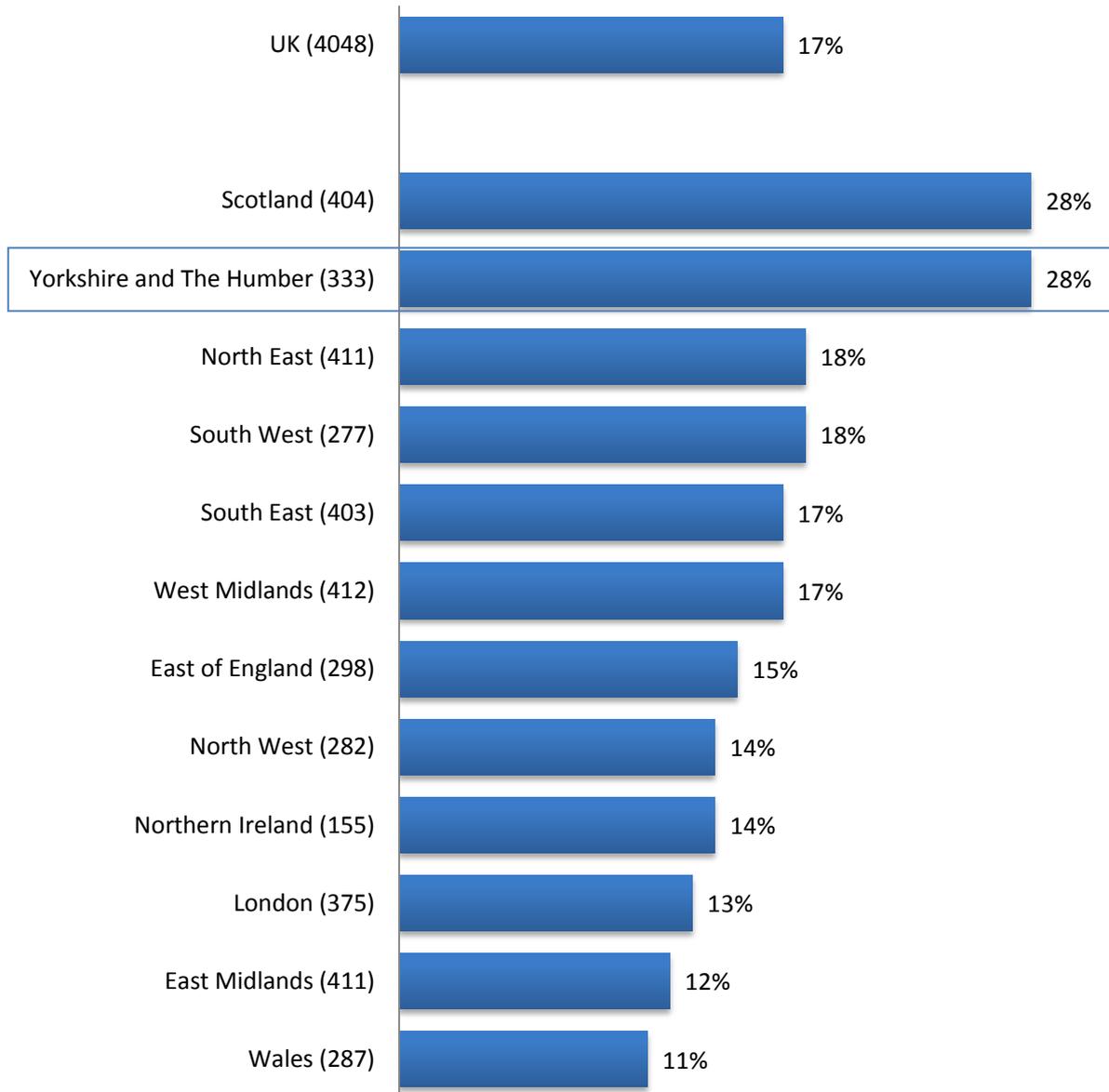
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within Yorkshire and the Humber, around one in five construction workers have worked no more than 20 miles away (20%) and a further third have worked between 21 and 50 miles away (35%). The average maximum distances travelled to work by Yorkshire and the Humber construction workers in 2018/19 were shorter than in 2015 when 15% had worked no more than 20 miles from their home, and 30% had never travelled further than between 21 and 50 miles to work. This leaves almost half that have worked more than 50 miles away from their permanent home (45%), with 1 in 6 that have worked between 51 and 100 miles away (17%) and over a quarter that have worked more than 100 miles away (28%).

Compared with workers in other regions/nations, workers based in Yorkshire and the Humber are amongst the most likely (28%, alongside workers in Scotland at 28%) to have travelled more than 100 miles from their permanent home to work in the last 12 months.



Figure 50: Proportion of workers that have travelled more than 100 miles from their permanent home to work, in the last 12 months, by region/nation

Base: All respondents



Unweighted bases in parentheses Q29



Use of temporary accommodation

Nationally, 1 in 20 (5%: 6% in 2015) construction workers reported that they were currently staying in temporary accommodation while working at their site. By region/nation, the Yorkshire and the Humber proportion is towards the lower end of the range (3%), with the lowest proportion in the North East (1%), and the highest in London (10%).

Figure 51: Percentage of workers in temporary accommodation

Base: All respondents

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

Q41/Q42

Journey distance to work

Within Yorkshire and the Humber, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 20 miles, which is more than the average of 19 miles reported in 2015, but less than the average of 22 miles reported in 2012. The Yorkshire and the Humber mean compares to a mean of 18 miles across the UK.

Just over a third (37%) travelled less than 10 miles from their current residence to the site where they work, whilst 30% travelled between 10 and 19 miles, 27% travelled between 20 and 49 miles, 4% travelled between 50 and 99 miles, and 3% travelled more than 100 miles.

Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (34% of all construction workers in Yorkshire and the Humber) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 4% expect to work for another week or so or less; 17% expect between a week and a month; 9% between a month and 3 months; 14% between 3 and 6 months; 22% between 6 months and



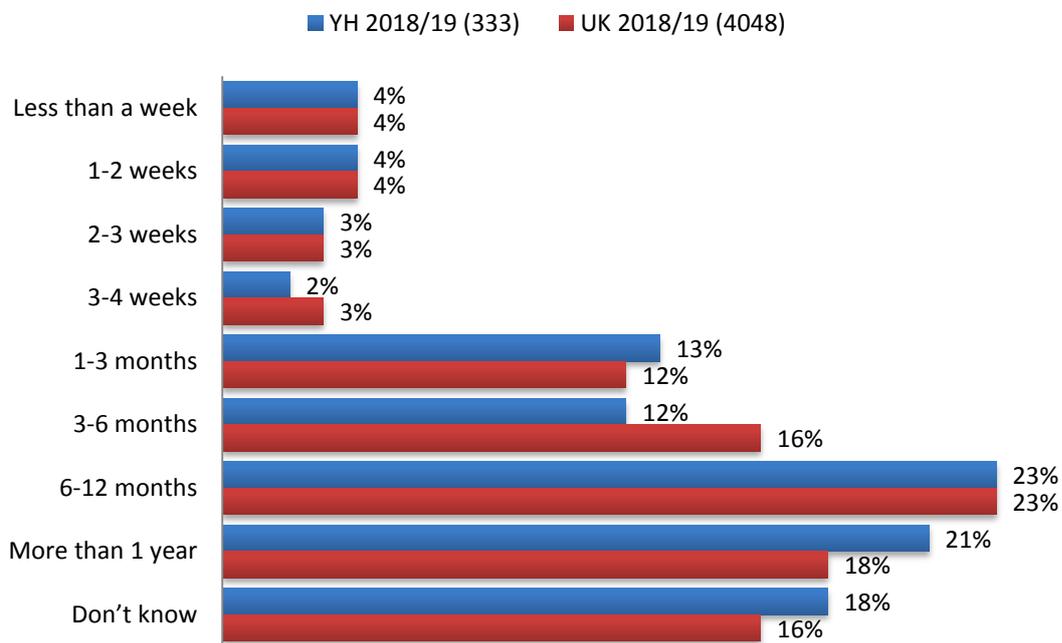
a year and 13% expect to still be working for their current company/agency in more than a years' time. A fifth of the temporary workers in the region did not know how much longer they could expect to be working for their current company/agency (20%; 38% across the UK).

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

Just 1 in 7 construction workers in Yorkshire and the Humber (13% cf. 20% in 2015 and 25% in 2012) do not expect to work on that site for more than a month, including 4% that only expect to be there for a week or less. Just under half anticipate being on site for more than a month but less than a year (48%), while a fifth expect to stay on that site for a year or longer (21%), which is a considerable decrease compared with 2015 (29%) when a significant increase compared with 2012 was reported (16%). It compares with a UK average in 2018/19 of 18%. However, in almost a fifth of cases (18% cf. 23% in 2015 and 27% in 2012) workers did not know how much longer they could expect to be on site, indicating that a significant minority of construction workers are living with a certain amount of uncertainty and insecurity.

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

Base: All respondents



Unweighted bases in parentheses
Q24

Younger workers, aged 20-24 are also significantly more likely to be unsure of how much longer they can expect to work for (31% don't know).

Amongst the various trades/job roles, scaffolders are more likely to indicate that they expect to work at that site for more than a year (39%); whilst electricians (14%) and labourers/general operatives (18%) are least likely to indicate that this is the case.



Expected next site location

Almost four-fifths of all construction workers in Yorkshire and the Humber are confident that when they finish this job they will get a job that allows them to travel from their permanent home to work on a daily basis, and this is a similar proportion to previous surveys (79% cf. 78% in 2015 and 81% in 2012). The remaining fifth of workers are sure that this will not be the case (4%); that it depends where the work is (13%); or that they don't know (4%).

Construction workers in Yorkshire and the Humber are below the UK average in this respect (84%).

Construction workers who have worked in construction for the longest period of time are more likely to be confident of this (80% of those who have worked in the industry for 5+ years, cf. 67% of those who have worked in construction for under a year). By trade/occupation, plant/machine operatives are most confident (96%).

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. Two-thirds of construction workers in Yorkshire and the Humber (64%) that do not expect to be able to commute daily to their next job still expect to remain in the region for their next job. Of the remainder, the largest proportion believes their next site will be in London (14%).

Figure 53: 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	79	0	0	0	0	0	0	0	7	0	0	0
East of England	0	21	0	0	0	0	0	8	0	0	4	0
London	11	21	85	7	0	20	0	17	7	29	7	14
North East	0	0	0	86	0	20	0	0	7	0	4	7
North West	0	7	0	0	44	0	0	8	0	0	4	7
Northern Ireland	0	0	0	0	0	40	0	0	0	0	0	0
Scotland	0	0	0	0	33	20	100	0	0	0	0	0
South East	0	7	0	0	0	0	0	25	0	0	0	0
South West	0	0	0	0	11	0	0	8	64	0	0	0
Wales	0	7	0	0	0	0	0	0	0	43	0	0
West Midlands	11	7	8	0	0	0	0	17	0	0	68	7
Yorkshire and the Humber	0	0	0	0	0	0	0	0	0	0	0	64
Outside Europe	0	0	0	0	0	0	0	0	0	0	4	0
Other / Unsure	0	29	8	7	11	0	0	17	14	29	11	0
<i>Unweighted bases</i>	19	14	13	14	9	5	13	12	14	7	28	14

Q31



Sub-sector and sector mobility

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

Sub-sector mobility

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

Three-quarters of construction workers in Yorkshire and the Humber have worked on new housing, which is a smaller proportion than in 2015 (76% cf. 85% in 2015). There has been an increase in the proportions of construction workers that have worked on other types of projects, although in most cases (with the exception of infrastructure), this is smaller than was the case in 2012.

Overall, more than a third of all construction workers have only worked on one project type (37%), a decrease on 2015 (55%). This could suggest an increase in the amount of work available within sub-sectors besides new housing or decreased stability in the sector in terms of the sub-sectors in which work is available.

Figure 54: Type of projects spent significant periods on

Base: All respondents

	YH 2018/19 %	YH 2015 %	YH 2012 %	YH 2007 %	UK 2018/19 %
New housing	76	85	61	69	79
Housing repair and maintenance including extensions/loft conversions	39	29	49	32	46
Commercial work such as shops, office, pubs etc	54	27	72	34	51
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	44	26	67	26	45
Public non-housing work such as schools, sports facilities, landscaping	45	33	63	29	51
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	31	20	26	9	31
ONE TYPE ONLY	37	55	19	49	30
TWO TYPES	13	13	19	17	16
THREE TYPES	13	10	14	14	14
FOUR TYPES	12	6	15	8	12
FIVE TYPES	11	8	18	8	13
SIX TYPES	15	8	15	1	14

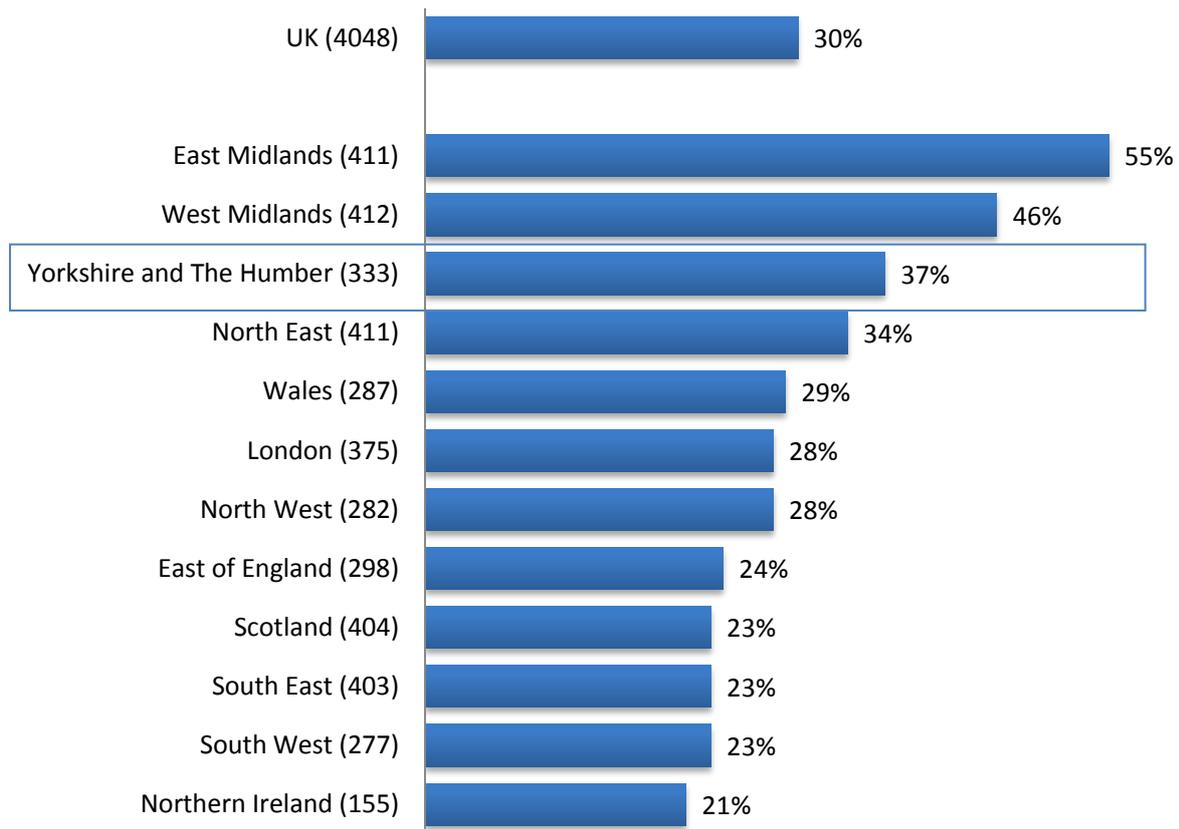


<i>Unweighted bases</i>	333	369	399	235	4048
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Q3/Q4

The number of project types worked on varies significantly by region/nation, as Figure 55 illustrates. Yorkshire and the Humber is more likely than average to have its construction workers working on one project type (55% cf. 30% in the UK).

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



Unweighted bases in parentheses Q4



The likelihood that workers have worked only on one project type declines as age increases, as one would expect (from 72% of 16 to 19 year olds to 33% of 25-44 year olds and 36% of 45+ year olds). By current trade/occupation, the proportion is lowest amongst electricians (10%) who are most likely to have worked on 5 or 6 project types (48%).

Figure 56: Number of sub-sectors worked in, by occupation

Base: All respondents *Caution: Small sample base

	Unweighted bases	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Bricklayers	43	30	9	7	23	16	14
Carpenters/joiners	33	67	9	6	9	3	6
Electricians	21	10	14	14	14	33	14
Labourers/General operatives	62	50	16	13	8	5	8
Plant/machine operatives	27	37	11	7	22	15	7
Scaffolders	23	22	26	13	0	9	30

Leaving the sector

In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years' time they will still want to be working in construction. Overall, four-fifths (79%) felt it was very likely that they would still want to, which is a higher proportion than the UK average (74%). This included, within Yorkshire and the Humber, three-fifths of construction workers who say they definitely will be (61%); over a quarter who think it is very or quite likely (28%; 18% very; 9% quite); 5% who consider it unlikely; just 1% who say they definitely won't be. A further 3% hope to be retired by then, while 2% don't know.

As one would expect, the proportion that hopes to be retired in five years' time increases to 10% of construction workers aged 45 and over and 43% of those aged 60 and over. The proportion that felt they definitely would still want to work in the construction sector in five years is highest amongst the youngest workers (67% of 16-19 year olds) but lowest amongst those aged 20-24 (50%). However, an additional two-fifths of the latter group (38%) believe it is very likely that they will still want to work within construction in five years' time.



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

Base: All respondents

	YH 2018/19 %	UK 2018/9 %	Age			
			16 to 19 %	20 to 24 %	25 to 44 %	45+ %
Definitely will be	61	48	67	50	64	58
Very likely	18	26	11	38	18	14
Quite likely	9	11	11	9	10	8
Quite unlikely	3	2	0	3	3	3
Very unlikely	2	2	0	0	2	3
Definitely will not be	1	1	0	0	2	1
Hope to be retired	3	4	0	0	0	10
Don't know	2	5	11	0	1	4
<i>Unweighted bases</i>	<i>333</i>	<i>4048</i>	<i>18*</i>	<i>32</i>	<i>171</i>	<i>112</i>

Q38A

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 63% believe they will definitely want to be working in the construction sector, 19% believe it is very likely they will want to be working in the construction sector, and 9% believe it is quite likely they will want to be working in the construction sector. Only 6% think on any level that they will not want to be working in the construction sector in 5 years' time which is the same as in 2015 (6% in 2015 and 7% in 2012).

Overall, as above, 6% of all construction workers felt it was unlikely that they would still want to work in the construction sector in five years' time. These workers were asked the reasons why. They were most likely to cite the fact that work outside of construction might be less physical (35%, 7 respondents), while around a third thought they would be better paid outside of construction (30%, 6 respondents). A quarter thought they might find more interesting work outside of construction and that they would be bored of what they are doing now and need a change (25%, 5 respondents). A fifth believe they could find more suitable hours/conditions outside of construction (20%, 4 respondents) while a sixth hope to use their skills/abilities better outside of construction (15%, 3 respondents). Other reasons, each cited by 1 respondent, included expectations of more responsibility in jobs outside of construction and the ability to work closer to home.



The Yorkshire and the Humber construction workforce 2018-19 summary

Across the wide range of issues covered within the 2018/19 survey there are indications of more flexible, adaptive working patterns across the UK construction workforce. Within Yorkshire and the Humber there has been a decrease in the proportion of workers employed directly by companies, from 56% in 2015 to 47% in 2018/19, and there has been a corresponding increase in the proportion that are self-employed (from 41% in 2015 to 44% in 2018/19). More workers in Yorkshire and the Humber than UK wide are employed on a temporary basis in 2018/19 (34%, compared to 28%).

Workers in the region, on average, travel longer distances to their current site than the UK average and the average distance they travel has increased since 2015 from 19 miles to 20 miles. Across the regions, they are amongst those most likely to have travelled more than 100 miles from their permanent home to work in the last 12 months (28%, compared with a UK average of 17%).

Yorkshire and the Humber construction workers are most likely to report that they work at their current site because they have always lived in that area or that their employer sent them there (49% and 41% respectively). They are more likely than the UK average to report being long term residents of the area in which they currently work. A slightly higher proportion of Yorkshire and the Humber workers in 2018/19 than in 2015 were also based in the region for their last job (83%, compared with 82%). Longer term, over the course of careers in construction, Yorkshire and Humber workers are mid-range compared with those in other regions in their propensity to have remained in the same region in which they started their careers (81%, compared with 96% in Scotland and 44% in the East of England) or in which they obtained their first qualification/training in construction (81%, compared with 96% in Scotland and 41% in the South East).

There is some evidence of slightly more uncertainty with regard to the duration of current projects within the region than average across the UK; 18% do not know how long they expect to work at that specific site during the current phase compared to a UK average of 16%.

Compared with 2015, in 2018/19 Yorkshire and the Humber workers were equally likely to be confident that their next job will be at a location that will allow them to travel to work from their permanent home on a daily basis (79%, compared with 78%).

Yorkshire and the Humber construction workers are less likely to have worked in more than one trade than they were in 2015 (30%, compared to 33% in 2015) and less likely to have worked in just one project area (37%, compared to 55%). While there is a UK trend towards a widening in the range of experience in terms both of trades and project types, this trend is evident in Yorkshire and the Humber only in respect of the latter.

In terms of skills and qualifications, it is encouraging to note that the vast majority of Yorkshire and the Humber construction workers continue to hold some form of skill card or certificate. Within Yorkshire and Humber this proportion is higher than the UK average (99%,



compared with 97%). There are similar levels of qualified workers in the region, compared with the UK but a smaller proportion of workers in Yorkshire and the Humber compared to the UK average are working towards a construction qualification (11%).

One in ten construction workers in Yorkshire and the Humber in 2018/19 believe they would benefit from training in basic skills (9%). This proportion has decreased slightly since 2015 (10%).



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