

Workforce Mobility and Skills in the UK Construction Sector (North West Report)

Research Report

prepared for

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

by

IFF Research Ltd

March 2005

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1 Background, objectives and methodology

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

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

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

Research Methodology

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

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

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

1.4 The survey results presented in this report is based on fieldwork conducted in the North West from August to November 2004. This consisted of a total of 686 face-to-face interviews with site-based workers obtained across 26 sites.

1.5 At the analysis stage, weighting was applied to the UK data to ensure that each region was represented in its correct proportions based on the relative size of the construction workforce via LFS figures. This is something of a proxy measure as these LFS figures do not tie in exactly the scope of the current survey (i.e. workers on large construction sites). Weighting was important both because, at a UK wide level, London and the South East were relatively oversampled, and then in the rest of the UK the sampling strategy intentionally oversampled smaller regions. Unless otherwise stated, and with the exception of base totals, the figures in this report are based on weighted data. Weighted, the North West accounted for approximately 11% of the UK construction workforce.

Details of the sites covered in the research

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

	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews</i>
Total	26	2,009	686
Other commercial	18	1,044	458
New Housing	4	810	148
Engineering construction work	2	100	37
Housing repair	1	25	13
Civil engineering projects	1	30	30

- 1.7 The sites at which interviews were conducted in the North West were nearly all ‘other commercial’ (covering offices, schools, hospitals and the like).
- 1.8 Figures from the contractors interviewed at each site indicated that there were some 2,000 workers across the 11 sites. Hence in total we interviewed approximately 34% of the potential workforce at these sites.
- 1.9 The following table shows the coverage by the number of workers at the site.

Table 1.2: Sites covered by number of workers on the site			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews (and proportion this represents of the total within that size band)</i>
<i>Total</i>	26	2,009	686 (34%)
50 or less	15	434	249 (57%)
51-99	5	325	140 (43%)
100-199	3	400	102 (25%)
200+	3	850	195 (23%)

2 Management Summary

- 2.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills, the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI). The survey consisted of interviews with 686 construction workers employed across 26 sites. The work took place from August to November 2004. The survey covered large projects with an estimated value of £1m plus, and in this sense it did not seek to be representative of the overall construction workforce.
- 2.2 The project sought to establish reliable information on the qualification and skill levels of the UK construction workforce, and also geographic and occupational mobility.

The profile of the workforce

- 2.3 A wide range of occupations in the North West were covered in the research with labourers / general operatives (13%) and carpenters / joiners (13%) representing the largest two groups amongst those interviewed, and collectively accounting for over a quarter of the sample. Most had extensive experience of working in construction, indeed a third (34%) had over 20 year's experience in the sector. At the other end of the scale, new entrants with less than a year's experience represented 7% of the total workforce. A fifth of the workforce (21%) were aged under 25 – overall the age profile of in the North West was very close to the UK average.
- 2.4 Two in three (66%) were employed directly by a company, one in four (25%) were self-employed and 8% worked for an agency. The level of self-employment varied enormously by occupation being particularly low among plumbers, pipe fitters and scaffolders. Direct employment was much more common in the North West than in the rest of the UK, and self employment less commonly (25% vs. 35% UK-wide).
- 2.5 Agencies are used mainly for labouring / general operative positions: over a third (35%) of agency staff work in these roles, and 22% of labourers / general operatives are employed by an agency.
- 2.6 Reflecting high levels of direct employment, three in four (75%) of workers were employed on a permanent basis. One in four (21%) were working on a temporary basis (a small proportion, 4%, worked on some other basis or were unsure if it was permanent or temporary). These figures are broadly similar to national levels.

Mobility issues

- 2.7 A fifth of those working on sites in the North West (19%) live outside the region. Its importing of non-resident workers was at a lower level than found in London, the East, the South East or the East Midlands, but higher than other Northern regions.
- 2.8 The two main regions from which labour is drawn into the North West are Yorkshire and Humberside (8% of those interviewed on sites in the North West lived in Yorkshire and the Humber) and the West Midlands (4%).
- 2.9 Overall the region appears to be a net importer of construction labour. While 19% of its workforce lived outside the region, 15% of those interviewed who had their permanent resident in the North West were working outside the region. This level of exporting of labour (working outside the region where they live) was lower among those working in the North West than the UK average (21%).
- 2.10 Seven in ten working in the North West had spent all (27%) or most (45%) of their construction career in the region, this a little lower than that found across the UK as a whole – 78%.
- 2.11 The average (mean) distance travelled is 22 miles each way. Over half of all respondents (55%) travel less than fifteen miles each way, while 11% travel more than 50 miles each way to their current site. Although the average figure almost matches the UK figure (23 miles) fewer in the North West travel large distances of 50 miles or more each way (11% v. 15% UK-wide).

Training and Qualifications

- 2.12 The site workforce in the North West has higher qualification levels than found across the UK. In particular, the proportion with no construction qualification level was much lower in the North West than across the UK as a whole (18% v 25%). The following table shows comparative results, these qualification levels showing *construction-related* qualifications.

Table 2.1: Highest construction-related qualification level		
	North West (686) %	UK (8,436) %
No qualifications	18	25
Level 1 or 2	50	45
Level 3	30	26
Level 4 or 5	2	3

- 2.13 Approaching one in three (32%) have a level 3 or higher construction qualification, slightly higher than the UK average (29%). Of the main occupations pipe fitters were the most highly qualified (60% had a level 3 or higher), and labourers / general operatives the least qualified (37% had no construction qualifications at all).
- 2.14 Two thirds (66%) of the North West workforce has a construction skills card or certificate, much higher than the UK average (57%). The figure varies widely by occupation, and less than half of the carpenters / joiners, bricklayers, and painters / decorators had a skills card / certificate. The main card held were CSCS cards, indeed 55% of the workforce possessed a card (typically gold (level 3) or green (level 2) although a large number (19%) were unsure).
- 2.15 Over half the workforce (51%) has a qualification relevant to construction other than just a skills card or certificate. This is at the same level as the average across the UK (50%).
- 2.16 A fifth of workers said they had managerial or supervisory duties at the site (21%). Only a third of these (34%) had ever had any training designed to improve their managerial or supervisory knowledge or skills. This is lower than the UK average (39%). Even where such training was being given it was usually in-house training as opposed to more formal industry-recognised training. Clearly, a great deal of supervision and management on large construction sites is being carried out by people with no formal training for this responsibility, and findings suggest promoting training in this area is something of a priority for the North West.
- 2.17 Overall 11% of the workforce were working towards a construction-related qualification, slightly lower than the UK average (13%). It is important to note that most of those who are working towards a qualification already have either a skills card / certificate. Those working towards a qualification who do not have a skills card or qualification represent 4% of the total workforce in the North West.

- 2.18 Part of the continuing training and upskilling of unqualified workers may happen from a worker, demand-led angle, though the potential may be relatively limited:
- Some workers (14%) recognise that they need more training or qualifications to do their current job. The figure was actually lower (12%) among those who neither had any qualification nor were working towards any, hence some work is needed to persuade those who appear most in need of training of the potential benefits.
 - Some (6%, higher among those aged 35-59) identified the need for training and improvement in their basic skills, such as writing, reading and communication skills. This was higher than found across the rest of the UK (4%).
 - Of greater potential are those looking to change the roles they carry out in construction, which represents 14% of all workers in the North West. Among these workers, the majority (72%) recognise that training and / or further qualifications will be required.
- 2.19 One challenge to the uptake and delivery of training to site-based workers is the relatively limited time they are on each site. Almost a quarter (23%) of workers were unsure what the overall duration would be, and only a third (31%) definitely expected to be on their current site for over six months, neither factors likely to be conducive to workers considering on-site training.

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

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

Demographic profile of the sample

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

Table 3.1: Demographic profile of the North West sample compared with the UK construction average		
	North West respondents (686) %	UK respondents (8,436) %
<i>Age:</i>		
16-17	2	2
18-24	19	19
25-34	29	27
35-44	24	26
45-54	17	16
55+	8	9
<i>Ethnicity:</i>		
White	99	97
Non-white	1	3
<i>Gender:</i>		
Male	100	99
Female	-	1

3.3 There is a broad spread by age in the North West, with one in five under 25, representing the relatively new entrants to the industry in the region, and almost one in four aged 45 plus. This profile is very similar to that seen on a national level.

- 3.4 One per cent of those interviewed described themselves as non-white. This compares to the figure of 4% in the region who are non-white (according to the 2001 Census).
- 3.5 Predictably the workforce was male dominated. Indeed no female workers were interviewed in the North West. This compares with 1% in our sample across the UK as a whole.

Work status

- 3.6 Two-thirds (66%) of the sample of site workers were employed directly by a company. Around one in four (25%) were self-employed and the remainder (8%) worked for an agency. Compared to the situation across the UK the North West’s site-based workforce is more likely to be directly employed and much less likely to be self-employed (see Table 3.2).
- 3.7 Recent recruits are more likely than average to work for an agency. However, for self employment no clear pattern emerges by length of time people have worked in the industry. These results are summarised in the following table.

Table 3.2: Work status						
<i>Base:</i>	<i>UK</i>	<i>North West</i>				
	<i>UK total (8,436)</i>	<i>NW total (686)</i>	<i>Years working in construction</i>			
			<i>< 1 (45)</i>	<i>1-2 (45)</i>	<i>2- 5 (63)</i>	<i>> 5 (533)</i>
	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>
Employed by a company	58	66	53	69	71	66
Self employed	35	25	29	27	11	26
Work for an agency	7	8	18	4	17	7

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

Table 3.3: Level of self-employment by occupation	
<i>High</i>	<i>Low</i>
Dry liners (87%)	Pipe fitters (2%)
Carpenter / Joiners (44%)	Scaffolders (4%)
Bricklayers (32%)	Plant / Machine operators (10%)

- 3.14 Agency workers account for 8% of our total sample. Agencies are used mainly for labouring / general operative positions (22% of labourers are employed by an agency and this occupation accounts for over a third of all the agency workers interviewed (36%)).
- 3.15 Three quarters (75%) of our sample of workers said they were employed on a permanent basis compared with just one in five (21%) working on a temporary basis (a small proportion, 4%, worked on some other basis or were unsure if it was permanent or temporary).
- 3.16 The vast majority of those employed directly by a company were employed on a permanent basis (93%). Among the self-employed, just over half (51%) indicated that they were employed on a permanent contract.

Occupational profile

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

Table 3.4: Occupational profile			
<i>Base: all respondents</i>	<i>North West</i>		<i>UK</i>
	<i>686</i> Number	<i>686</i> %	<i>8,436</i> %
Labourer / general operative	90	13	16
Carpenter / joiner	89	13	13
Pipe fitter	54	8	4
Bricklayer	53	8	10
Scaffolder	46	7	4
Electrician	46	7	7
Steel erectors / riggers	41	6	3
Plant / machine operator	29	4	7
Groundworker	28	4	7
Dry liner	24	3	2

- 3.18 Labourers / general operatives (13%) and carpenters / joiners (13%) represent the largest groups amongst those interviewed, collectively accounting for over a quarter of the sample. Reflecting the relatively large number of ECITB site workers interviewed (213), a relatively high proportion of the sample worked in occupations associated with engineering construction (pipe fitters and steel erectors / riggers).

Years working in construction

- 3.19 The length of time spent working in construction ranges from 7% of new entrants who have worked in the industry for a year or less, to a third (34%) who have worked in the industry for over 20 years. The following table summarises findings showing cumulative proportions (i.e. those who have worked in the industry for a year or less includes those who have worked in it for less than 6 months). As can be seen the profile in the North West is very close to the UK average.

Table 3.5: Years spent working in construction (cumulative)		
	<i>North West</i>	<i>UK</i>
<i>Base: all</i>	686 %	8,436 %
Less than 6 months	3	5
A year or less	7	8
2 years or less	13	15
5 years or less	22	25
10 years or less	40	39
20 years or less	66	65
More than 20 years	34	35

- 3.20 Steel erectors / riggers (15%), groundworkers (14%) and labourers / general operatives (12%) were much more likely to be recent recruits to the industry (having worked in the sector for a year or less), this indicating that people often start out in these roles before moving on to more skilled areas within the industry. That said there were still many groundworkers and labourers / general operatives who had worked in the industry for many years (32% and 22% respectively had worked in construction for over 20 years).

Construction Employment

- 3.21 Two out of five (40%) of our sample of site workers in the North West ended up in the construction industry after first starting in some other field (slightly higher than the UK wide figure of 35% suggesting that in the North West workers are less likely than average to have had construction as their first choice career).
- 3.22 Labourers / general operatives (54%), steel erectors / riggers (54%), plant / machine operators (52%) and scaffolders (52%) were much more likely to have started their careers in other industries. In other occupational areas it appears as if most chose from an early age that this is the type of work they want to do and enter this employment straight after leaving education. This includes carpenters / joiners, bricklayers and electricians among whom only around a fifth had started out working in some non-construction field.
- 3.23 Since starting their first job in construction, the majority had only ever worked in the sector: 88% (vs. 83% nationally) of those in the construction industry reported having worked in the industry continuously and a further 3% had only worked in this sector though had had spells out of work. Overall 9% had dipped in and out of the construction sector since their first construction job.

Occupational switching and progression

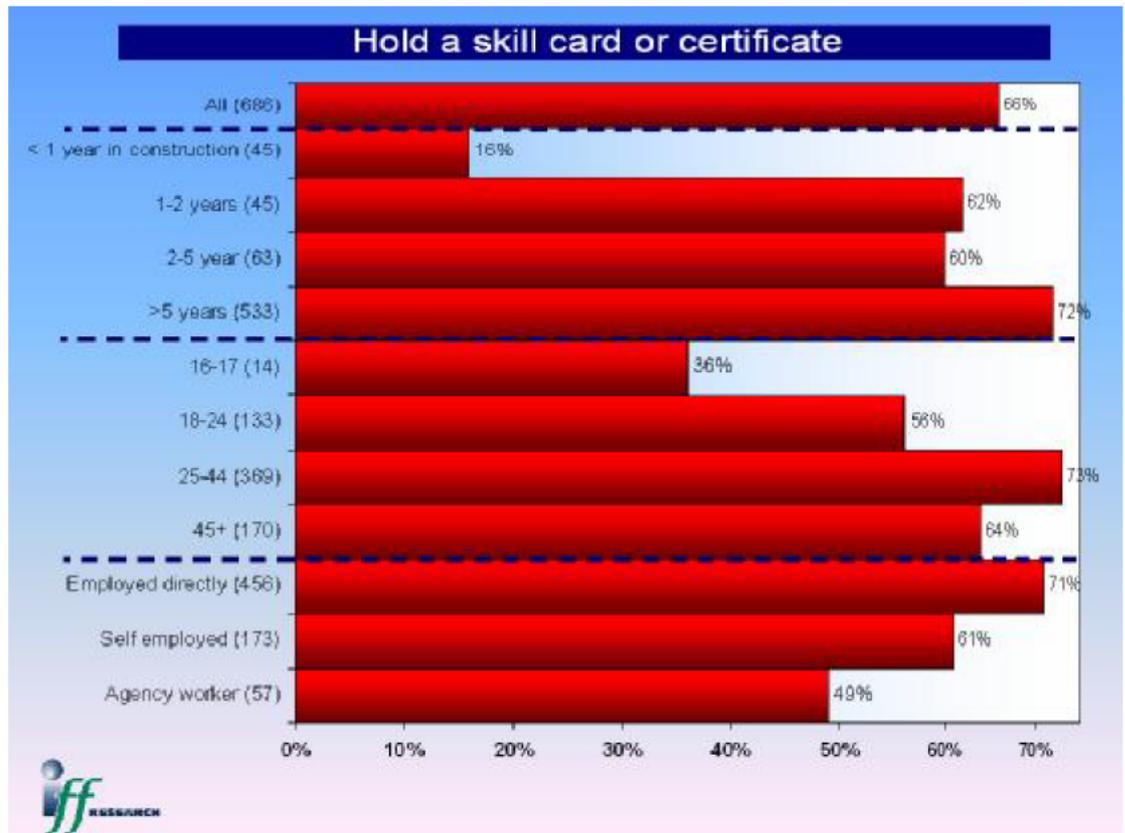
- 3.24 An area of particular interest in the research was the extent of switching between occupations within construction. Clearly, for example, one possible way for employers to meet particular occupational shortages would be to recruit, or transfer staff, from related occupational groups. The same issue applies for ConstructionSkills when forecasting at an industry wide level particular occupational shortages. And in itself it is important to see typical career progression paths, for example the route from unskilled general labouring to more skilled positions.
- 3.25 To this end, workers were asked if they had always worked in their current role / occupation and if not, what their previous occupation had been (a fair number of respondents listed all their main previous construction occupations rather than their last one, but these responses have been kept).
- 3.26 The majority (67% vs. 72% nationally) indicated that they had always worked in the same occupational area as their current job. Not surprisingly, younger workers and those in the industry for less than a year were much less likely to have changed occupation. Overall only a third (33%) had ever switched roles. Those in the 45-54 age group were most likely to have changed occupation (39%) however this declined in workers aged 55 and older.

4 Qualifications and skills

- 4.1 A key objective of the survey was to measure the qualification levels of the construction workforce. A number of questions were asked to ascertain this:
- Whether any construction skill certificate or card was held and if so, which and, in the case of CSCS and ECI cards, to what level.
 - What formal qualifications relevant to the construction industry they held or were working towards, if any.
 - Those with managerial or supervisory duties were specifically asked about any training specifically designed to improve their managerial or supervisory skills or knowledge.
- 4.2 We report on each of these, and then summarise the findings in terms of their *construction-specific* qualification level (this is not equivalent to the qualification level of construction workers as we intentionally excluded qualifications with no relevance to construction). Readers wishing to look at figures on the qualification level of the workforce without looking at the figures on how this picture is built up from qualifications held should skip to section 4.22.
- 4.3 We also look at workers' own assessment of their skills, including basic skills, and how many felt they needed more training to do their current job.

Construction skill cards or certificates

- 4.4 There is a general move in the industry towards the need for workers to have construction skill cards and certificates, indeed on some large major sites having such cards is a requirement of employment. The issue has been very high profile within the industry because of the employment implications for those without such cards.
- 4.5 Overall two-thirds of workers in the North West (66%) had a skills card or certificate. This compares with 57% across the UK and 61% in the UK excluding London and the South East (the latter is a better comparator since the work in London and the South East was undertaken in 2003 whereas in the rest of the UK it took place around 12 months later). Results therefore suggest a more rapid uptake of skill cards in the North West compared to the rest of the UK.
- 4.6 Following the national pattern those directly employed, workers over the age of 25 and those with more than five or more years experience in the industry were all more likely than average to have a skills card or certificate. This is shown on the following table.



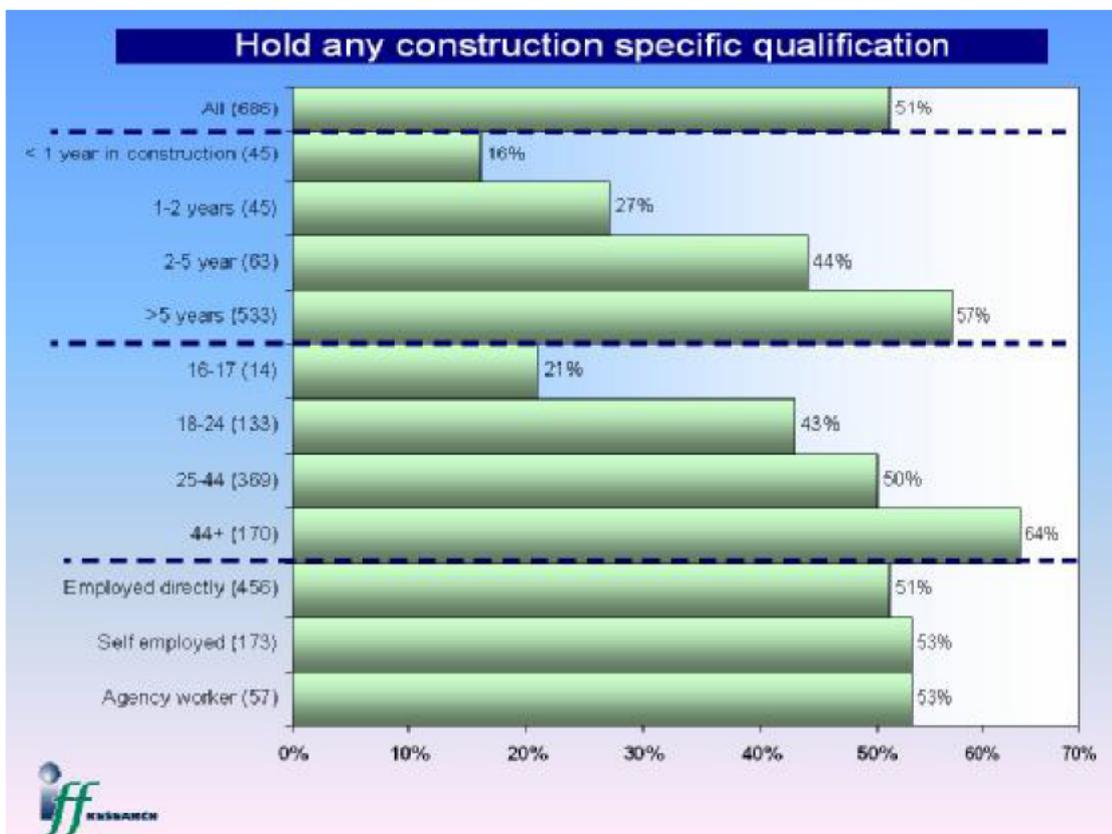
4.7 The main differences by occupation are shown in the following table which lists occupations with the highest and the lowest penetrations. Again only those occupations where at least 15 workers were interviewed have been included.

<i>High likelihood</i>	<i>Low likelihood</i>
Plant / machine operators (100%) Scaffolders (93%) Steel erectors / riggers (88%) Electricians (74%)	Labourers / operatives (54%) Carpenters / joiners (48%) Bricklayers (45%)

4.8 The main type of card held is CSCS cards, possessed by 55% of all site-based workers in the region. Uptake of CSCS by occupation was highest among scaffolders (76%) and steel erectors / riggers (73%). The cards held were typically gold (level 3) or green (level 2), though one in five (19%) of those with a CSCS card were unsure of its colour / level.

Construction qualifications held

4.9 Having described what skill card or certificates they held, workers were asked what *other* formal qualifications relevant to construction they held (excluding first aid certificates). Just over half (51%) had such a qualification which is comparable with the national average (50%). As with skill cards or certificates, there were predictable differences by age and length of time worked in the industry, as summarised on the following chart.



4.10 Unlike skill cards and certificates, those directly employed are no more likely to hold other construction qualifications than the self-employed or agency staff.

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

Table 4.2: Whether have construction qualifications (other than skill cards / certificates)	
<i>High likelihood</i>	<i>Low likelihood</i>
Welders (87%) Electricians (80%) Pipe fitters (78%) Carpenters / joiners (75%)	Groundworkers (18%) Labourers / general operatives (23%) Plant / machine operators (38%) Steel erectors / riggers (39%)

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

Table 4.3: Main type of highest qualifications held	
<i>Base: those with a qualification (352)</i>	<i>%</i>
City and Guilds	49 (46)
NVQ	25 (25)
Apprenticeship (including Modern Apprenticeship)	5 (6)
CTA	4 (7)
HNC/HND/BTEC higher	2 (3)

- 4.13 City and Guilds qualifications are the most commonly held, followed by NVQs. Figures in the North West closely match results across the UK.
- 4.14 Workers were also asked *where* their highest qualification was attained. For the majority of workers holding a construction qualification, this had been in the North West region (79%). This places the North West in the middle of the range in respect to how ‘self-contained’ its trained workforce is (the highest was Scotland with 90%, the lowest the East of England with 62%). The remaining 21% of North West workers achieved their qualification fairly evenly across the other regions (it was highest in Yorkshire and Humberside: 7% of those currently working in the North West with a qualification gained it in that region).

Those working towards a qualification

4.15 Around one in nine of the workforce in the North West (11%) were working towards a construction qualification. Predictably this is much higher among new entrants and younger workers, as follows:

➤ 16-17 year olds (nb low base)	50%
➤ 18-24 year olds	25%
➤ 25 plus	7%
➤ Worked in construction for less than a year	27%
➤ Worked in construction 1-2 years	38%
➤ Worked in the industry 2-5 years	16%
➤ Worked in the industry > 5 years	7%

4.16 That half of 16-17 year olds (50%) are working towards a qualification is relatively encouraging. Results also suggest that it is more likely for those with 1-2 years experience to be studying toward a qualification as those who have been in the industry less than a year, indicating that many employers wait for young people to get some experience under their belt first.

4.17 With construction qualifications held, we have seen that workers in the North West are almost twice as likely to have a City and Guilds qualification as an NVQ (49% vs. 25%). As regards type of qualifications being worked towards, the preponderance is heavily towards NVQs. Approaching three quarters (67%) of those working towards a qualification were working toward NVQs, compared with just 1% working toward a City and Guilds qualification. This reflects the UK pattern though to a more exaggerated degree.

4.18 An important point to note is that a majority of those working towards a construction qualification already have one. **In fact, those studying towards a qualification who do not already have a qualification or skill card / certificate represent just 4% of the total workforce** (matching the 4% figure nationally). If skill cards / certificates are not included in the figure for those with a construction qualification, then those working towards a qualification who do not already have one rises to 7% of the total workforce (vs 8% nationally).

Managerial qualifications

- 4.19 A fifth of the workforce in the North West (21%) said they had supervisory or managerial duties at the site. A minority (34%) of these had ever received any training designed to improve skills in this area. This compares to 39% nationally. The clear implication is that a significant amount of managerial and supervisory duties are being carried out by staff with no formal training in this area, and that this type of training is less prevalent in the North West than the UK generally.
- 4.20 Furthermore, even where such training had been given, it was typically in-house training rather than part of any accredited, industry-recognised programme. This is shown on the following table, based on all those with supervisory or management duties.

Table 4.4: Type of training received to improve management or supervisory skills	
<i>Base: all with management and supervisory duties (142)</i>	%
None	66
In-house training	23
Supervisory Management Training and Development (SMTD)	3
Site Manager Safety Training Scheme (SMSTS)	1
Chargehand and team leader training	1
Assessor and Verifier Training	1
Institute of Supervision and Management Workshops	1
Other training	5

Summary of qualifications and skill cards status

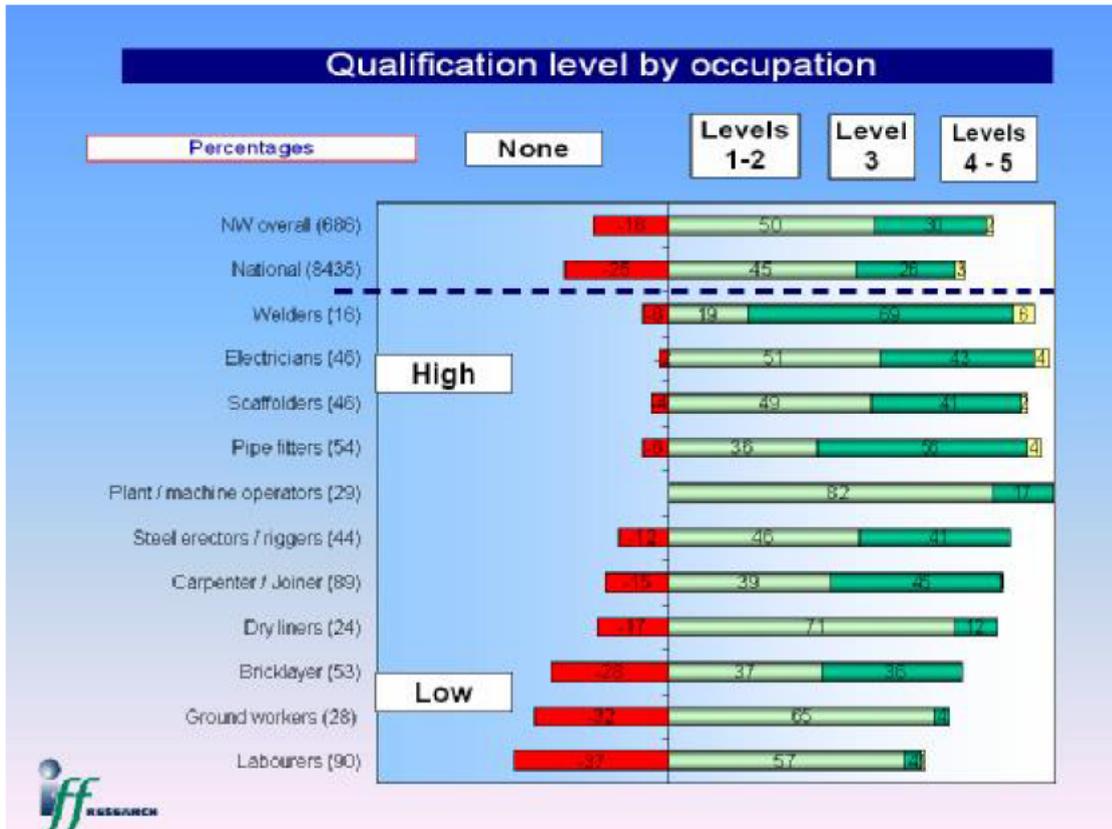
- 4.21 The following table summarises the situation in regard to qualifications and skills cards / certificates attained and working towards, and compares the North West to the rest of the UK. Overall, a greater proportion of workers in the North West hold construction-specific qualifications compared to the UK average. The one measure in which the North West fared worse was in the proportion of workers currently working towards a qualification, which was slightly lower than the UK average (11% vs. 13%).

Table 4.5: Qualifications status		
<i>Base: all</i>	North West (686) %	UK (8,436) %
Hold a formal construction qualification <u>or</u> a skills card / certificate <u>or</u> working towards a qualification	85	79
Hold a formal construction qualification <u>or</u> a skills card / certificate	82	75
Hold a skills card / certificate	66	57
Hold a skills card / certificate <u>but</u> no other construction qualification	30	24
Working towards a qualification	11	13

Qualification level of the construction workforce

- 4.22 In this chapter to date we have discussed the qualifications and skill cards / certificates held and the managerial / supervisory training that workers have received. From this, highest qualification levels have been derived for each worker (the technical appendix lists the definitions of each level). As a note this has been defined in relation to qualifications relevant to construction; hence if somebody felt they had no such qualifications but they did have GCSEs or O levels from school, these latter qualifications have not been included.

4.23 For simplification we have merged levels 1 and 2 (the vast majority fall in to the latter) and levels 4 and 5. We show the findings overall and then we present results by occupation showing occupations (where we interviewed at least 15 workers) with higher and lower than average qualification levels.



4.24 The North West (along with the North East) are the regions with the most qualified workforces: in the North West, 18% of the workforce at these large sites have no construction qualification compared to 25% across the UK. The proportion qualified to level 1 or 2 qualification (50%) or to level 3 or higher (32%) are both higher than the UK average (45% and 29% respectively).

4.25 Results vary widely by occupation. Among groundworkers, almost a third have no construction qualifications and for labourers / general operatives this rises to 37%. Clearly for significant increases to occur in the qualification level of construction workers it will be necessary for levels to be increased across the full range of occupations, particularly some of the larger occupations where relatively few have or are working towards any qualifications.

Self assessment of skill level by site workers

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

Table 4.6: Self-assessment of skill level and training needs for their current job		
<i>Base: all NW workers</i>	686	No qualifications, skill card / certificates nor working towards any qualification 101
	%	%
Have all the skills needed for current job	76 (83)	75
Need more training or qualifications	14 (10)	12
Need more experience	10 (5)	12

- 4.27 The vast majority of workers believe they have all the skills they require for their current job. One in seven (14%) see a need for more training and / or achieving qualifications, while one in ten feel they just need more experience. As to be expected, the youngest workers were particularly likely to believe that they needed more training and qualifications (57% of 16-17 year olds, and 23% among those aged 18-24).
- 4.28 Those with no qualification or skills card who are not working towards any qualification are no more likely than average to believe that they need more training to perform their current job. Clearly then those who appear most in need of training need some 'selling' as to the potential benefits.
- 4.29 Respondents were also asked whether they felt they needed training in basic skills. This was asked as follows:

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

- 4.30 Overall 6% of workers in the North West (vs. 4% of workers outside London and the South East¹) recognised a need for such training, suggesting a particular need in this region.
- 4.31 Those aged 35-44 were more likely to feel they need basic skills training or development (8% compared with 6% of those aged 34 or under). However, the group most likely to recognise a need for such training were the 60+ age group (13%, although this number is based on a low base of 16 respondents).
- 4.32 A need for basic skills development was most often recognised for reading (39% of those identifying a need, representing 2% of all workers in the North West), writing (37% and 2% respectively) and oral communication (again 2% of all North West workers).
- 4.33 The other means by which increased training may arise from a demand-led worker angle is those wishing to change occupation within the sector and anticipating this needing re-training. Overall, one in seven (14%) say they want to change the kind of work they do (though a further 2% were undecided), and the vast majority of these (72%) say that to achieve this aim they will need further training and qualifications. This represents 10% of all those interviewed in the North West, clearly a significant number of workers.
- 4.34 One important proviso of course is that wanting to change occupation and actually making this step are two different things, hence these figures may overstate the demand.
- 4.35 Predictably, the desire for a change of role was particularly apparent among less skilled workers, particularly labourers / general operatives (33%) and groundworkers (32%).
- 4.36 The clear desire is to take up more skilled positions which offer better pay (the key motive cited by 49% of those wishing to change role) but also offer more interesting and less physical work. Hence the most common roles that people would like to switch to are:
- managerial positions (23%)
 - bricklaying (11%)
 - plant / machine operator (9%)
 - plasterer (9%).

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

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

Table 4.7: Length of time expect to work at the site in total		
Base: All	North West (686) %	UK (8,436) %
< 1 month	12	13
1 – 3 months	15	17
> 3 up to 6 months	19	17
> 6 months up to a year	29	18
More than a year	2	9
Don't know	23	25

4.38 In the North West only around a third (31%) of workers expect to be on site for more than six months, and almost a quarter (23%) were unsure what the overall duration would be – neither factors are likely to be conducive to workers considering on-site training.

5 Mobility

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

Where workers from originally

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

Table 5.1: Where from originally / inter region movement												
Where from originally...	Where currently working...											
	London	South East	East	NE	NW	Y&H	East Mids	West Mids	SW	Wales	Scot.	N. Ire
	%	%	%	%	%	%	%	%	%	%	%	%
London & South East	40	66	16	2	1	*	4	3	10	2	*	-
East	7	3	55	1	*	1	1	*	1	1	*	-
North East	5	2	3	91	2	3	1	1	1	1	1	*
North West	5	2	4	1	75	3	2	4	3	3	1	1
Yorkshire & Humberside	1	2	2	2	9	81	8	2	1	2	1	-
East Midlands	3	3	5	*	*	5	65	5	1	1	-	-
West Midlands	2	2	2	1	3	*	8	76	3	3	-	*
South West	1	4	*	1	*	1	1	*	67	3	*	*
Wales	3	1	1	-	2	*	1	1	5	81	1	-
Scotland	4	2	*	1	2	1	2	1	2	1	91	2
Northern Ireland	-	*	1	1	1	*	*	*	1	-	1	90
Outside the UK	30	12	11	*	5	5	7	7	5	2	4	7

- 5.5 Three quarters of the workforce in the North West originally came from the region. This is one of the higher levels in the English regions (though behind the North East and Yorkshire and Humberside), and suggests a construction workforce which draws heavily on the local population.

Region of workplace, current residence and permanent residence

5.6 Respondents were all asked about where they were living to get to their current place of work, whether this was their permanent address and, if not, where their permanent address was. Table 5.2 presents results for *all* regions, showing:

- the percentage of workers whose *permanent* residence is in the same region as their current work (the column shown in bold on the table 5.2); and
- the percentage of workers currently living in the same region while working.

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

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

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

5.7 Four in five (81%) of those working in the North West had their permanent residence in the region. This places the North West ‘mid-table’ among the English region in terms of importing of non-resident workers. Sites in London, the East, the South East and the East Midlands, for example, draw in much higher levels of workers who are based in other regions.

5.8 The two main regions from which labour is drawn into the North West are Yorkshire and Humberside (8% of those interviewed on sites in the North West lived in Yorkshire and the Humber) and the West Midlands (4%).

5.9 Conversely, it should be noted that around 4% of London’s workforce have permanent residences in the North West (see table A1 in the appendix).

- 5.10 Table 5.3 shows the percentage of construction workers working outside the region where they have their permanent residence. In the North West one in seven (15%) of those with a permanent address in the region were working on sites outside the region, a figure which is slightly lower than the national average. Findings suggest the North West is a (slight) net importer (19% of its workforce lives outside the region, compared with 15% who live in the North West and work outside the region).

Table 5.3: Percentage working outside their region of permanent residence

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

Living in temporary accommodation

- 5.11 While clearly not everyone based in temporary accommodation will necessarily be ‘imported’ workers (some may have a permanent address within the region), this group is a proxy for the highly mobile workforce and as such constitutes another measure of mobility.
- 5.12 One in ten of workers interviewed in the North West were based at a temporary address to get to work. This figure was significantly higher among those working on ECITB sites (19%). Excluding ECITB site workers, the North West average is 6% (vs. the UK average of 8%).

Proportion of UK Construction career spent in current region

- 5.13 Workers were asked what proportion of the time they had worked in construction in the UK had been spent on sites in the region where they were currently working. Only 27% said they had spent *all* of their construction career on sites in the region, highlighting a relatively high degree of mobility of workers in the region (on average 41% of workers across the UK had only worked in their own region). Furthermore, a quarter of workers currently in the North West have spent half or less of their time working in the region, slightly higher than the UK average (21%).

	North West	UK
<i>Base: all</i>	686	8,436
	%	%
All of it	27	41
Most of it	45	37
Around half	11	10
Small proportion	14	11

- 5.14 Younger workers (under the age of 25) and new entrants to the industry were the most likely to have spent all their time on sites in the North West (50% of those under 24 and 55% of those in the industry less than 2 years). Related to this, those not so qualified tended to be slightly less mobile in respect of this measure, with 36% of those with no construction specific qualifications or skill cards spending all their time in construction on sites in the region compared to 23% of those with qualifications or skill cards. This is strong evidence that mobile workers tend to be the most highly skilled.

Travel to work distances

- 5.15 The mean average number of miles travelled to work (each way), in the North West was 22 miles. This is almost identical to the UK average (23 miles). Around this average figure there are large variations, with over half (55%) travelling less than 15 miles and at the other extreme 11% travelling more than 50 miles each way to work. The North West has slightly fewer travelling such large distances compared with the UK as a whole (15%).

Sub-sector mobility

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

Table 5.5: Types of project spent significant periods of construction career on	
<i>Base: all</i>	686 %
Other commercial (shops, factories, offices etc)	88 (76)
New housing	62 (72)
Housing repair and maintenance	45 (50)
Engineering construction	50 (28)
Civil engineering	38 (33)
One type of project only	21 (25)
Two types of project only	23 (23)
Three types of project only	24 (29)
Four types of project only	17 (14)
Worked on all five types of project	15 (10)

- 5.17 Most workers (almost four in five) in the North West had spent significant periods working in different sub-sectors within construction. The North West contained a high proportion of workers with experience in commercial (88%) and engineering construction (50%). Only one in five (21%) had worked within one type of sub-sector only.

Leaving the industry

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

Table 5.6: Likelihood of working in construction in 5 year's time		
<i>Base: all aged under 60</i>	<i>All (670) %</i>	<i>UK (8,128) %</i>
Definitely will	39	45
Very likely	36	32
Quite likely	11	12
Quite unlikely	3	2
Very unlikely	3	2
Definitely will not	3	3
Don't know	5	3

- 5.19 Nine per cent of the under 60s think it unlikely they will be working in the industry in five years time. With three quarters saying it is definite (39%) or very likely (36%), this presents a relatively stable picture in terms of intent, though of course many external factors may affect what actually happens.
- 5.20 Predictably those new to the industry (with less than one year's experience) were a little more uncertain than average (11% were unsure).

TECHNICAL APPENDICES

Appendix A: Definition of qualification level

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

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

PRIVATE & CONFIDENTIAL

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

**J:/3852/
July 2004**

Office Use only:

SERIAL				CARD
				1
101	102	103	104	105

SITE NO.		
106	107	108

REGION
109

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

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

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

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

(110)

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

111-112 = _ _

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

(113)

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

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

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

114-116= _____ 117-119 = _____

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

(120)

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

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

121-123 = _____ 124-126 = _____

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

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

130 = _____; 131 = _____

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

(132)

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

ASK IF HAD OTHER ROLES AT Q8

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

INTERVIEWER NOTE: NOT ALL PREVIOUS JOBS

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

136 = ____ 137 = ____

138 = ____ 139 = ____

ASK ALL

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

READ OUT

(140)

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

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

(141)

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

142-143 = ____

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

(144)

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

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

(145)

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

146 = ____

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

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

148 = ____; 149 = _____

- 14) So would you say all, most, some or very little of your employer's (IF NECESSARY FOR SELF-EMPLOYED: the contractor / firm / person paying you IF AGENCY: your agency's) construction work takes place in the North West: by the North West I mean Cheshire, Cumbria, Greater Manchester, Lancashire and Merseyside.

(150)

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

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

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

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

153 = ____

ASK ALL

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

(154)

Yes	1	ASK Q17
No	2	GO TO Q18

IF YES (OTHERS ASK Q18)

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

SUBJECT OF QUALIFICATION (eg carpentry, management etc)

--

TYPE / LEVEL OF QUALIFICATION

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

159-160 = ____

161 = ____

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

(162)

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

IF YES (OTHERS ASK Q21)

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

(163)

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

164 = ___ 165 = ___

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

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

(166)

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

167= _____

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

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

(168)

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

ASK ALL

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

(169)

Yes	1	ASK Q22
No	2	GO TO Q23

IF DO HOLD FORMAL QUALIFICATION

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

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

TYPE / LEVEL OF QUALIFICATION

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

174-175 = ____

176 = ____

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

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

179-180 = ____

201-204 as card 1
205=2

206-207= ____

ASK ALL

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

(208)

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

IF YES AT Q23 (OTHERS ASK Q26)

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

(209)

Yes	1	ASK Q25
No	2	ASK Q26
DK	3	

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

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

212= ___ 213 = ___

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

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

221= ___ 222 = ___

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

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

224= ___

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

(225)

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

IF YES AT Q27a

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

Training in: (226)

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

227= ___ 228= ___

ASK ALL

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

(229)

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

IF DIFFERENT (OTHERS GO TO Q32)

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

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

233=____ 234= ____

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

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

31) Will you need further training and a qualification to do this kind of work? 237 = ____
(238)

Yes	1	
No	2	
DK	3	

32) **ASK ALL**
To change the subject a bit, please could you tell me where you live while working at this site? I am just interested in the town and postcode of where you come from to get to work here.
[INTERVIEWER NOTE: If respondent goes 'home' at weekends and stay locally during the week then it is the local address of interest. Hence on a Monday, e.g. address may not be where respondent came from that day to get to work].

TOWN / CITY / COUNTY		
POSTCODE		(239-242)

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

MILES _____ **243-245 =** _ _ _

Don't know.....X

34) Is this what you would consider your permanent address?
(246)

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

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

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

ASK ALL

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

(253)

Yes	1	GO TO Q38
No	2	ASK Q37

IF NOT ABLE TO COMMUTE DAILY

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

(254)

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

255= ____

ASK ALL

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

(256)

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

IF NO (OTHERS GO TO Q40)

- 39) Are you expecting this next job will be in the North West (meaning Cheshire, Cumbria, Greater Manchester, Lancashire and Merseyside) or do you expect it to be elsewhere?

(257)

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

258= ____

ASK ALL

- 40) What proportion of the time that you have been working in construction in the UK has been spent on sites in the North West (**ADD FOR THOSE NOT ASKED Q39** 'By the North West we mean (meaning Cheshire, Cumbria, Greater Manchester, Lancashire and Merseyside)'). Would you say that it has been....**READ OUT**

(259)

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

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

(260)

(2
6
)

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

262= ____; 263 = ____

INTERVIEWER RECORD GENDER

(264)

Male	1
Female	2

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

(265)

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

IF AGED UNDER 60 (OTHERS ASK Q44)

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

(266)

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

ASK ALL

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

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

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

(269)

Yes	1
No	2
DK	3

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

NUMBER OF HOURS PER WEEK 270-271= _ _

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

(272)

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

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

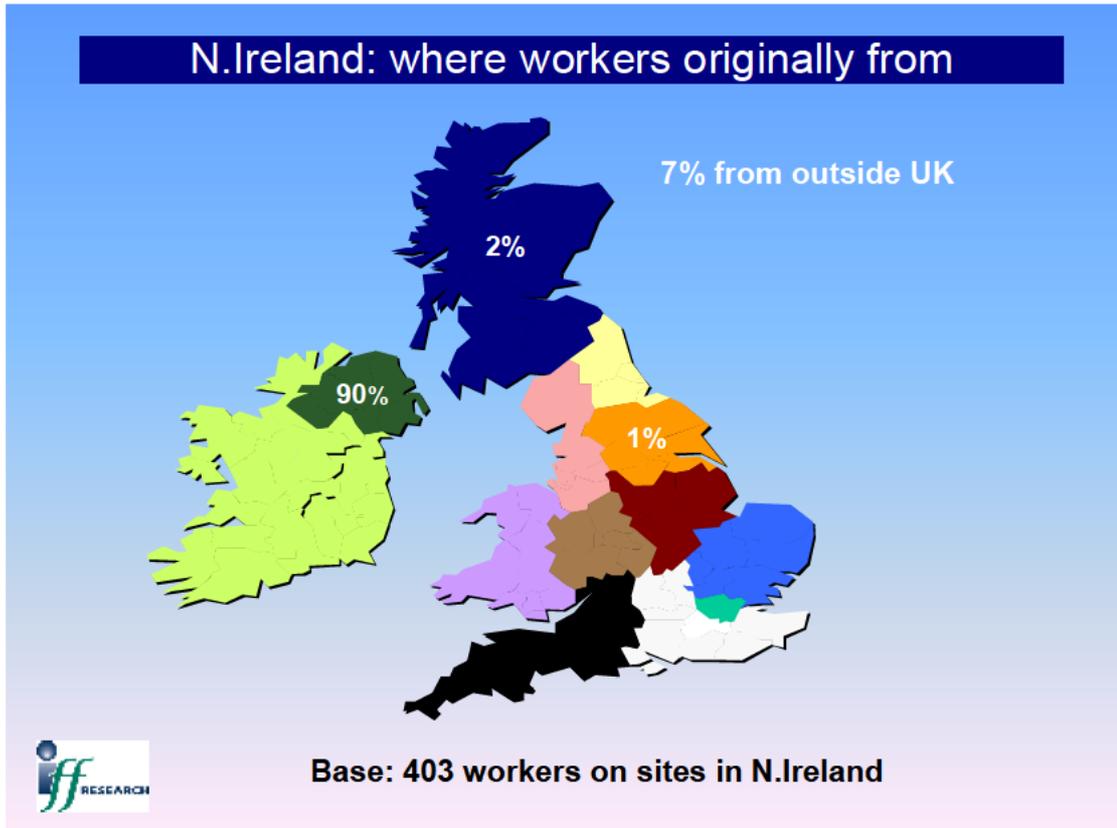
(273)

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

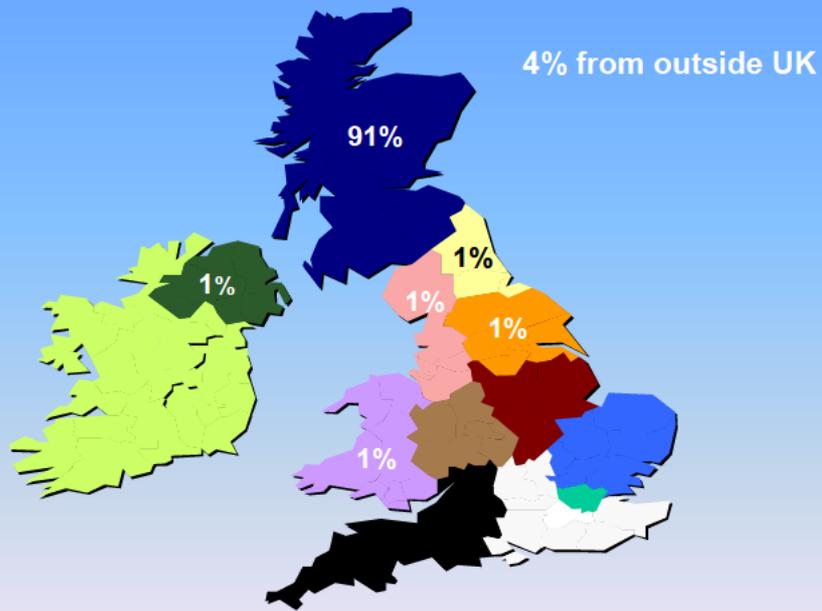
THANK RESPONDENT AND CLOSE INTERVIEW

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

Appendix B: Maps of UK charting mobility across the regions

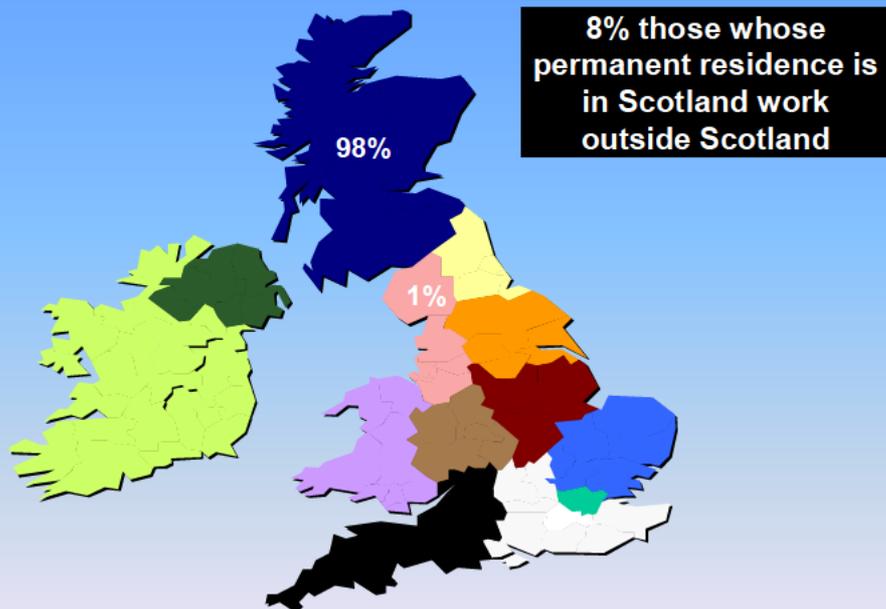


Scotland: where workers originally from



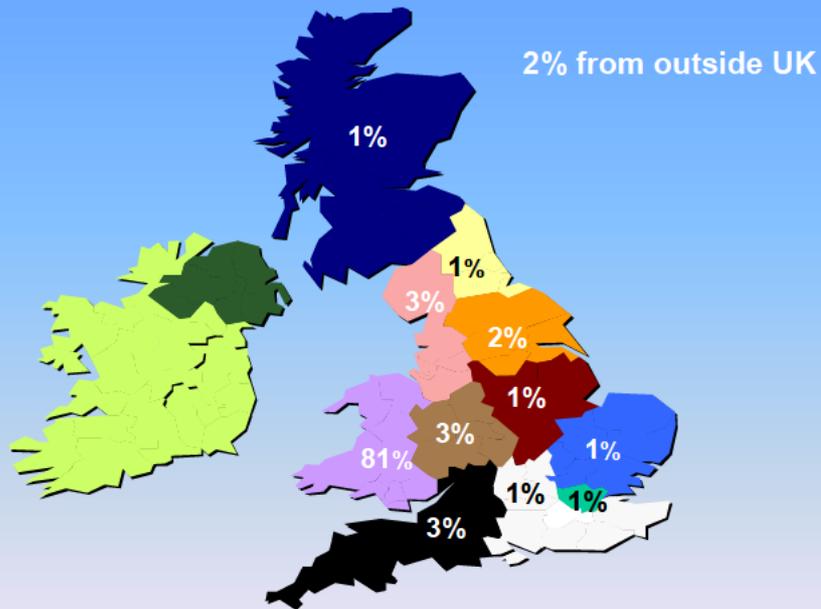
Base: 585 workers on sites in Scotland

Scotland: where workers permanently resident



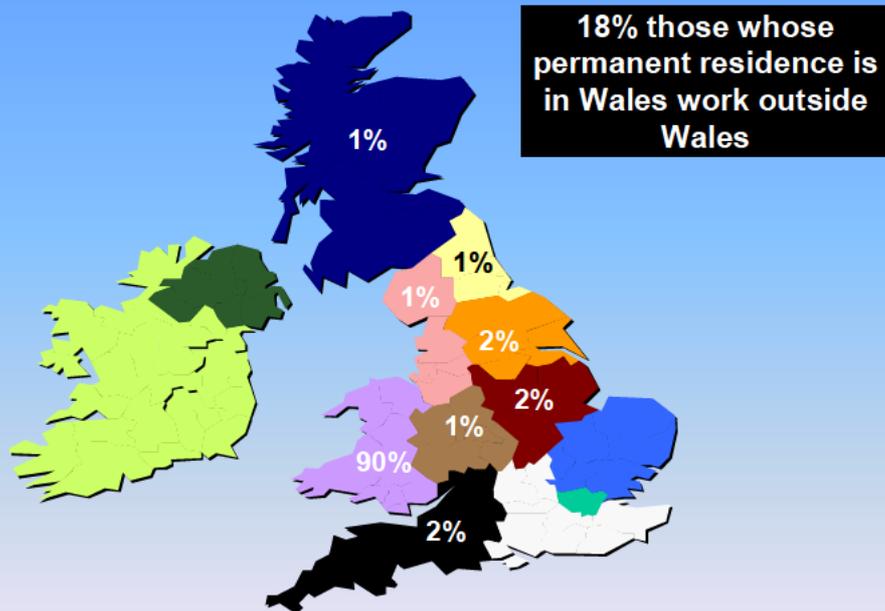
Base: 585 workers on sites in Scotland

Wales: where workers originally from



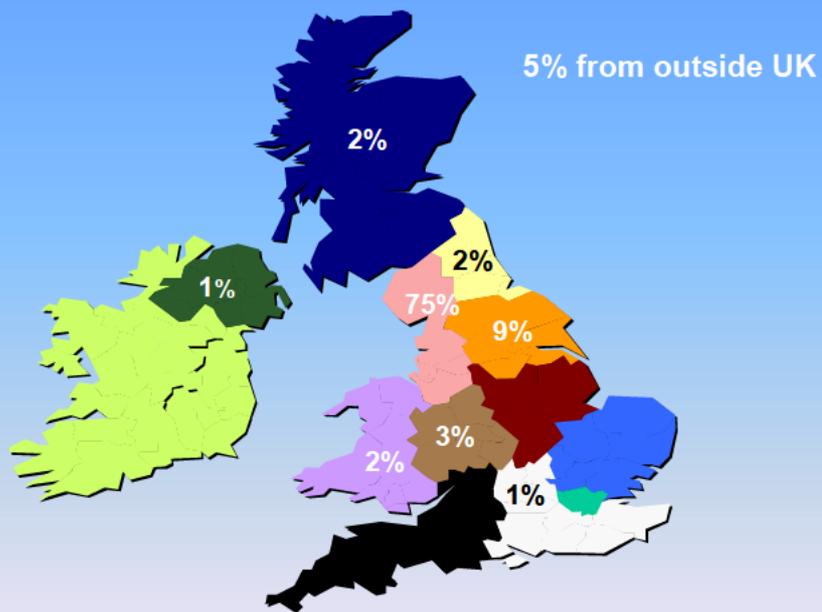
Base: 399 workers on sites in Wales

Wales: where workers permanently resident



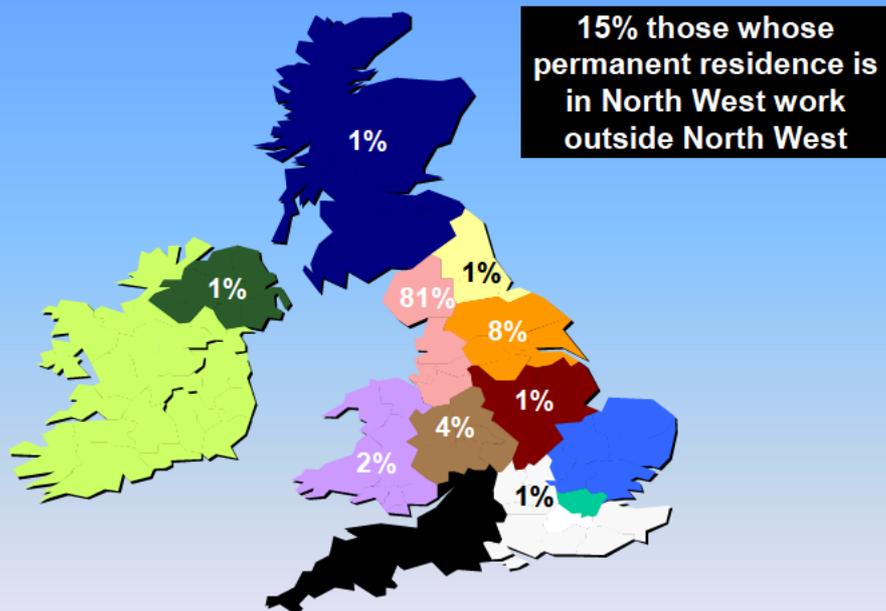
Base: 399 workers on sites in Wales

North West: where workers originally from



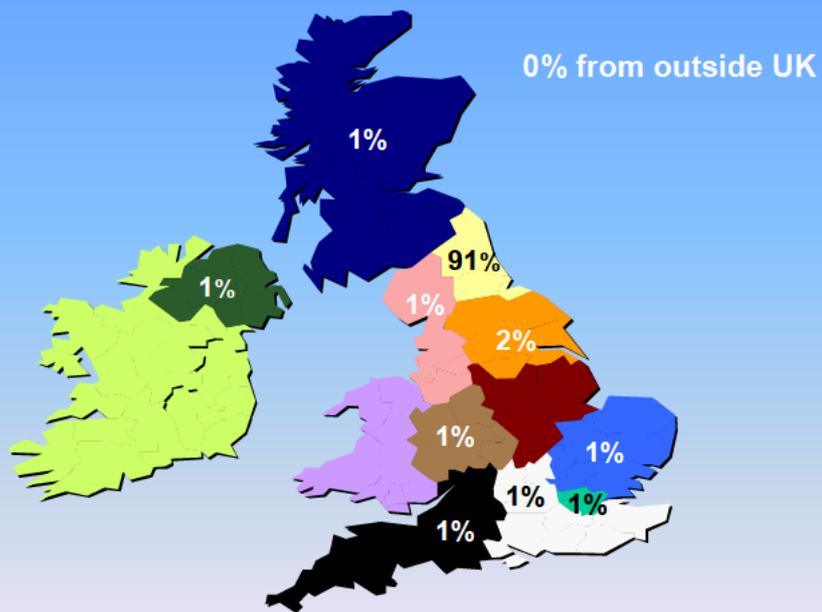
Base: 686 workers on sites in North West

North West: where workers permanently resident



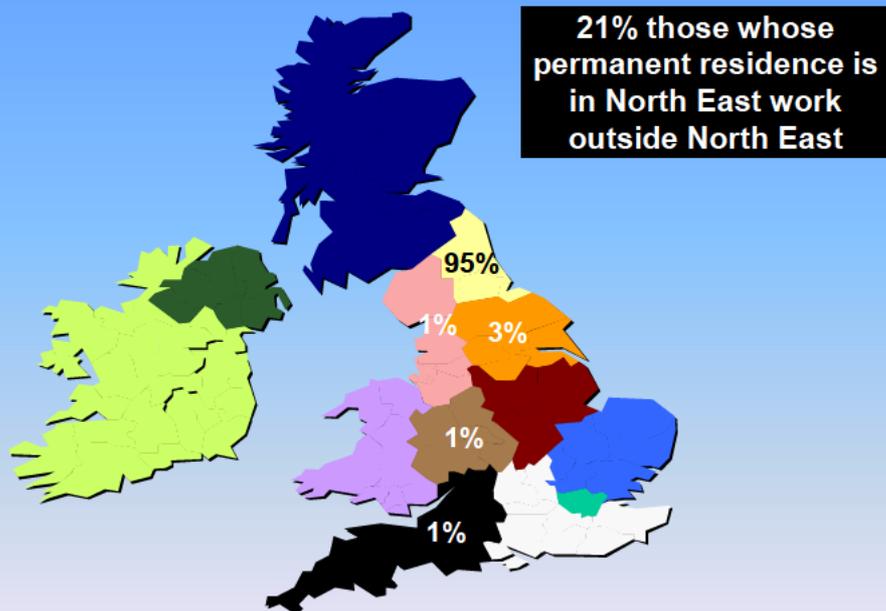
Base: 686 workers on sites in North West

North East: where workers originally from



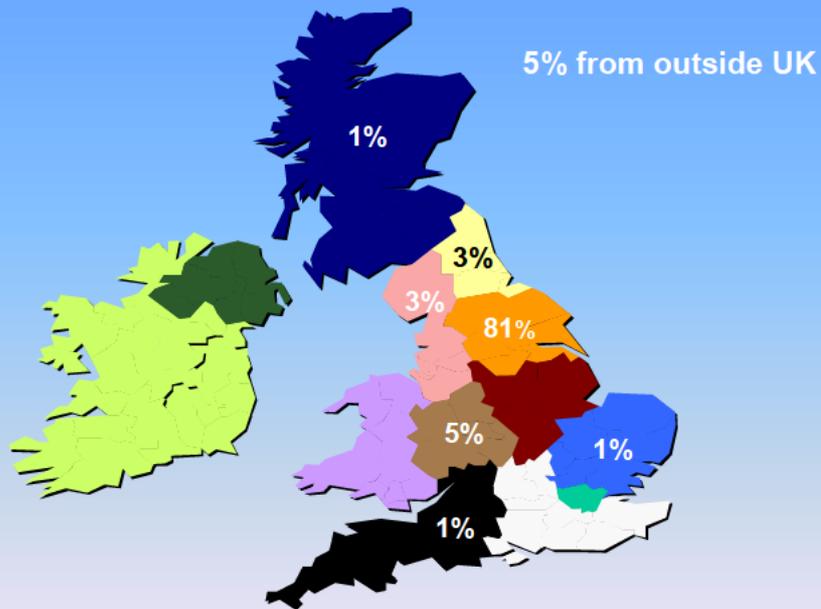
Base: 378 workers on sites in North East

North East: where workers permanently resident



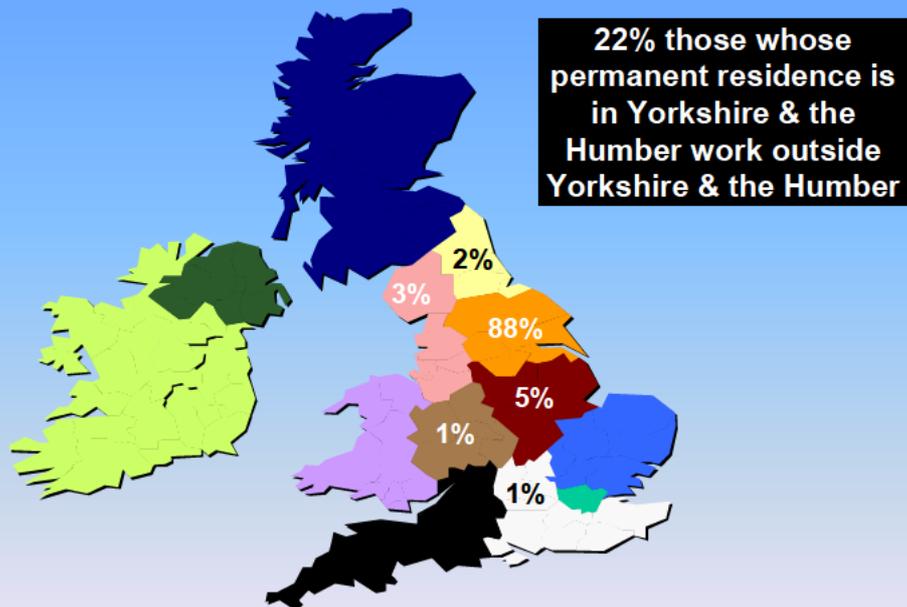
Base: 378 workers on sites in North East

Yorkshire & the Humber: where workers originally from



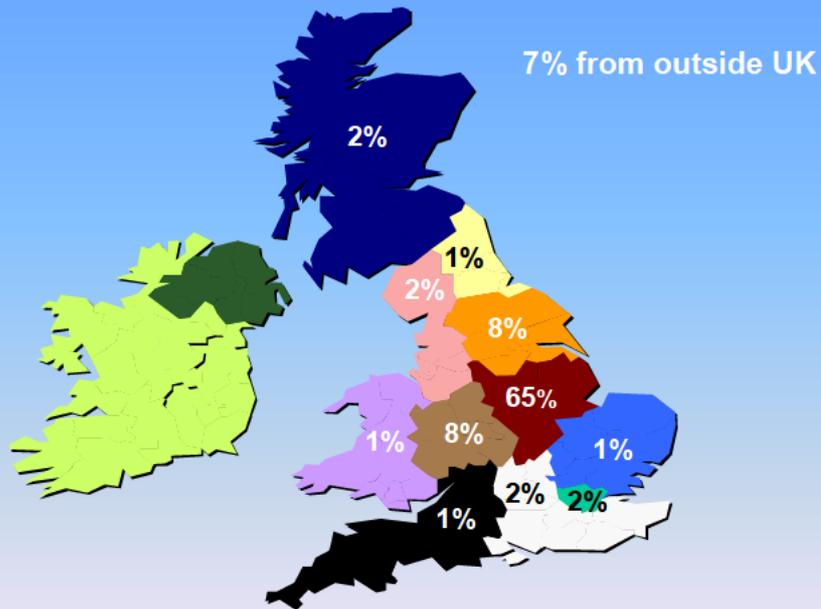
Base: 604 workers on sites in Yorkshire & the Humber

Yorkshire & the Humber: where workers permanently resident



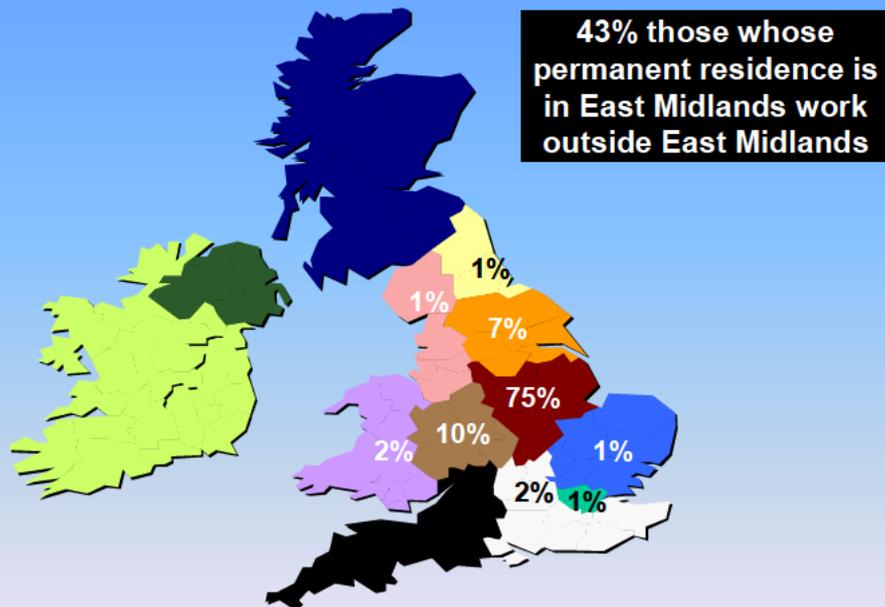
Base: 604 workers on sites in Yorkshire & the Humber

East Midlands: where workers originally from



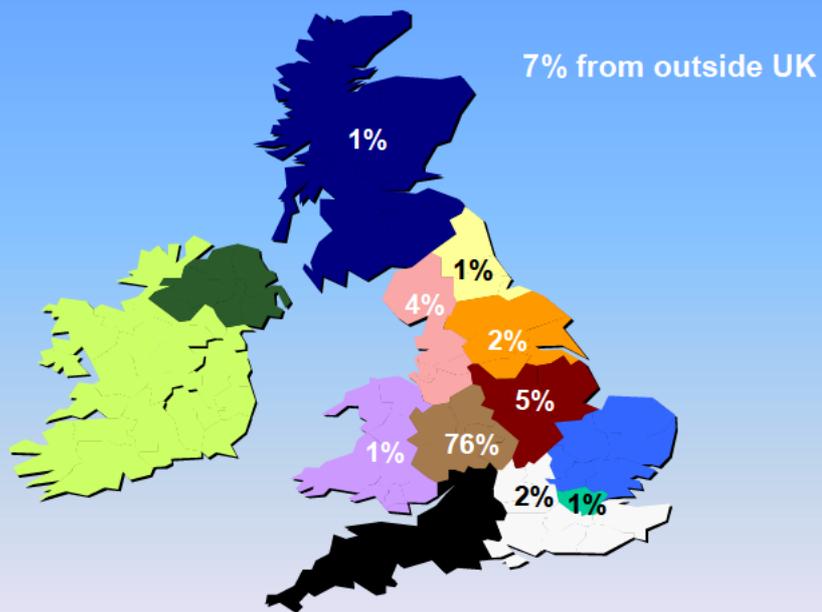
Base: 452 workers on sites in the East Midlands

East Midlands: where workers permanently resident



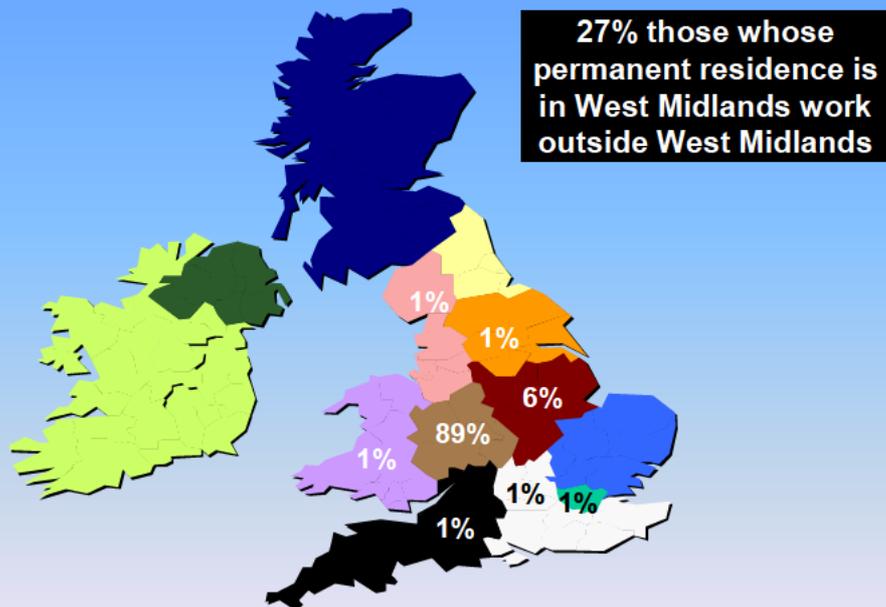
Base: 452 workers on sites in the East Midlands

West Midlands: where workers originally from



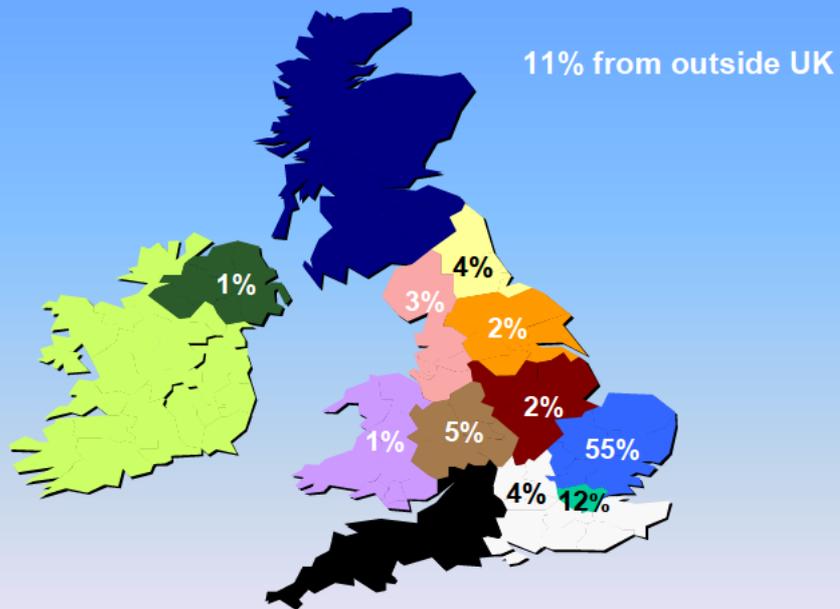
Base: 517 workers on sites in the West Midlands

West Midlands: where workers permanently resident



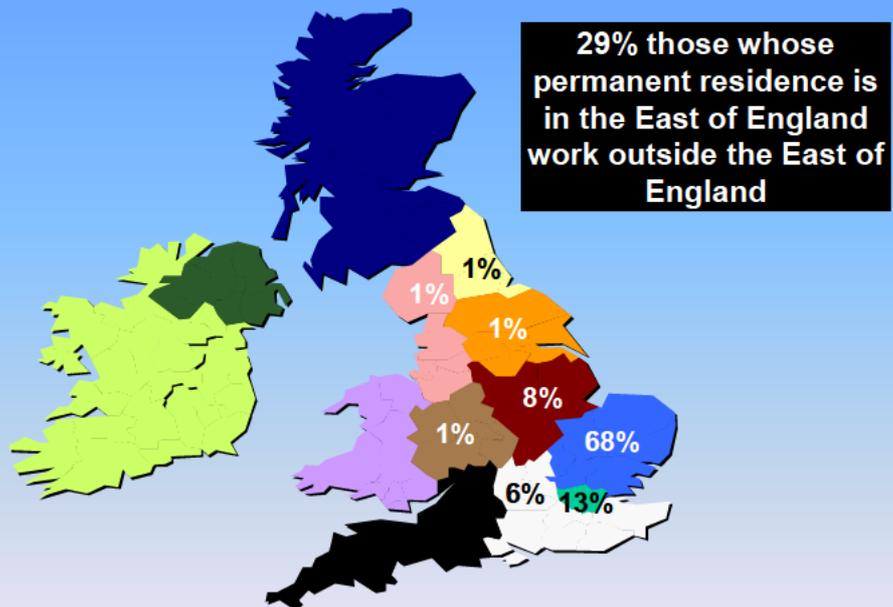
Base: 517 workers on sites in the West Midlands

East of England: where workers originally from



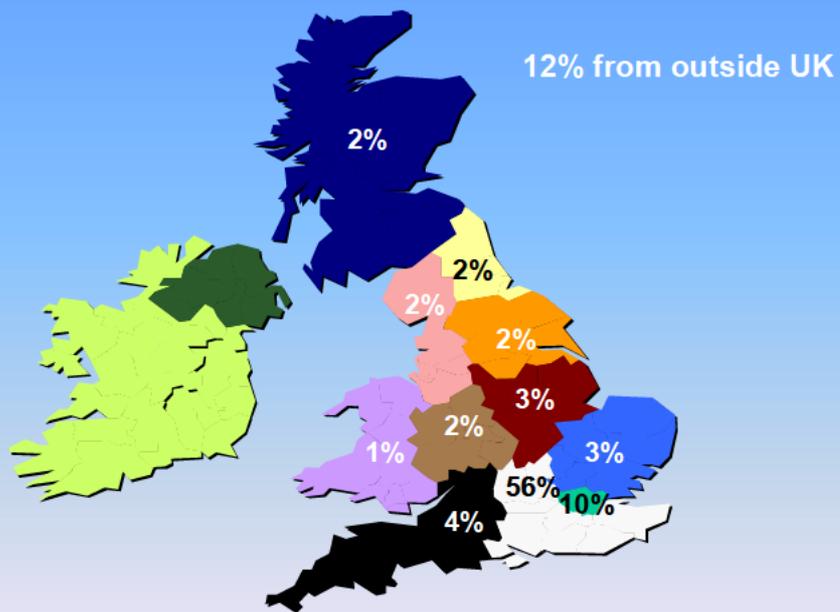
Base: 651 workers on sites in the East of England

East of England: where workers permanently resident



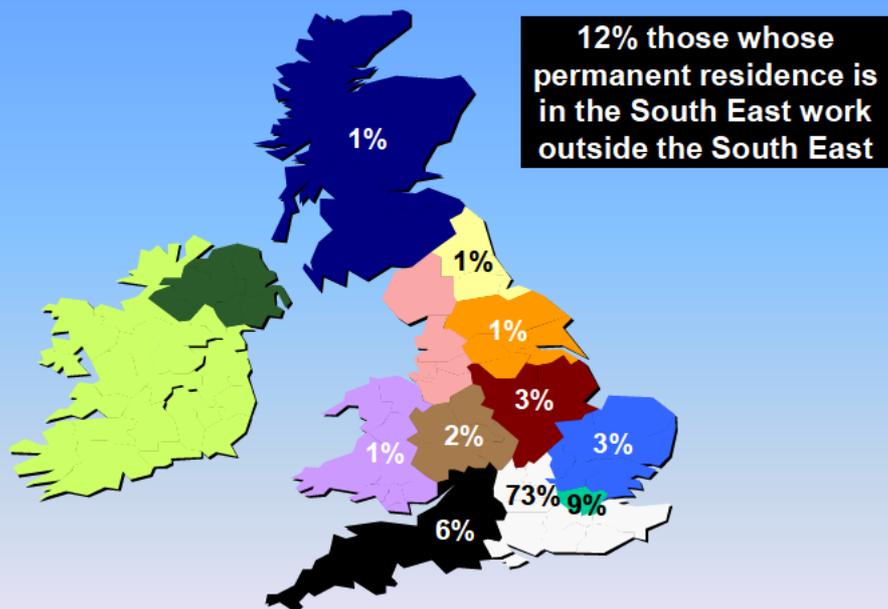
Base: 651 workers on sites in the East of England

South East: where workers originally from

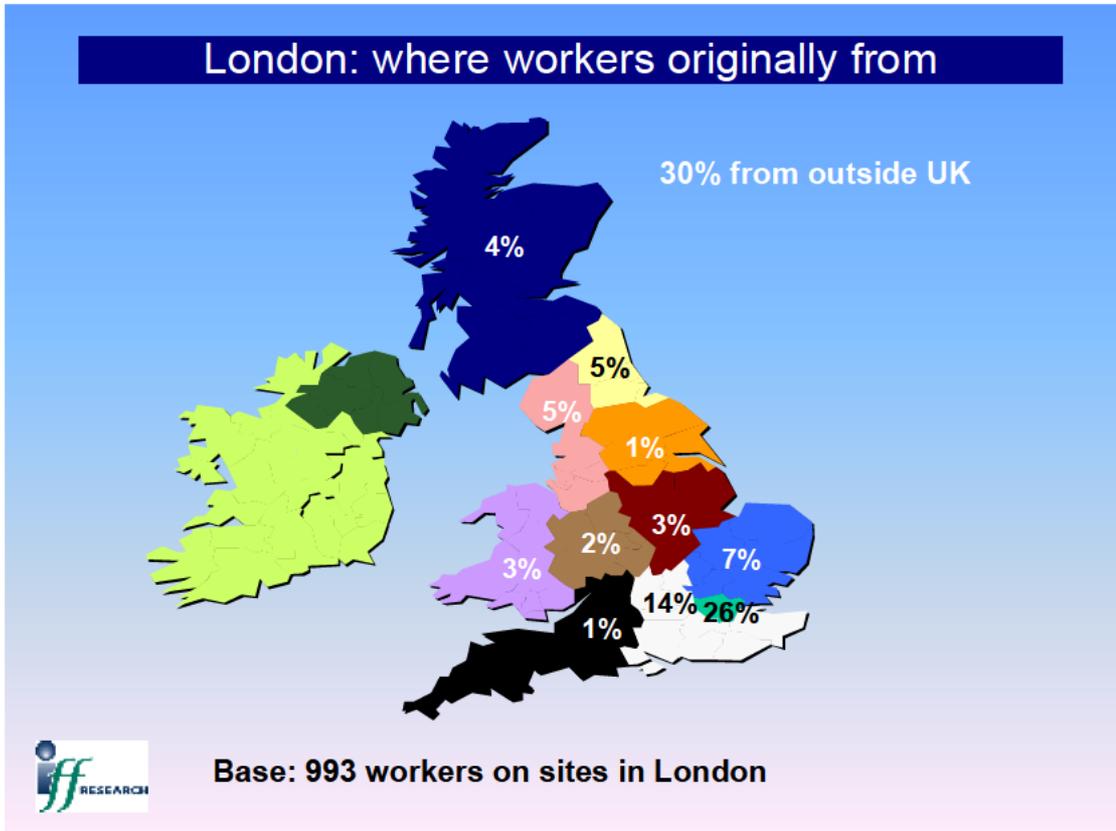


Base: 2259 workers on sites in the South East

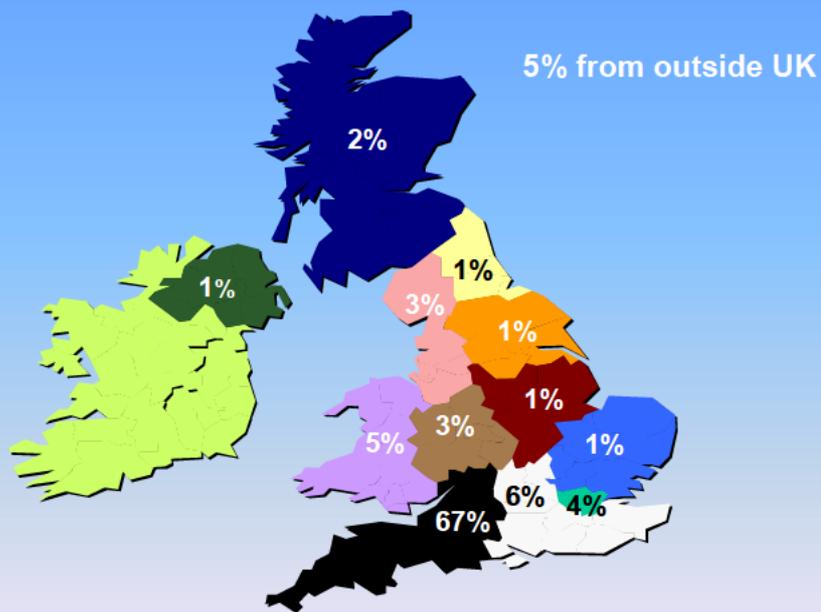
South East: where workers permanently resident



Base: 2259 workers on sites in the South East

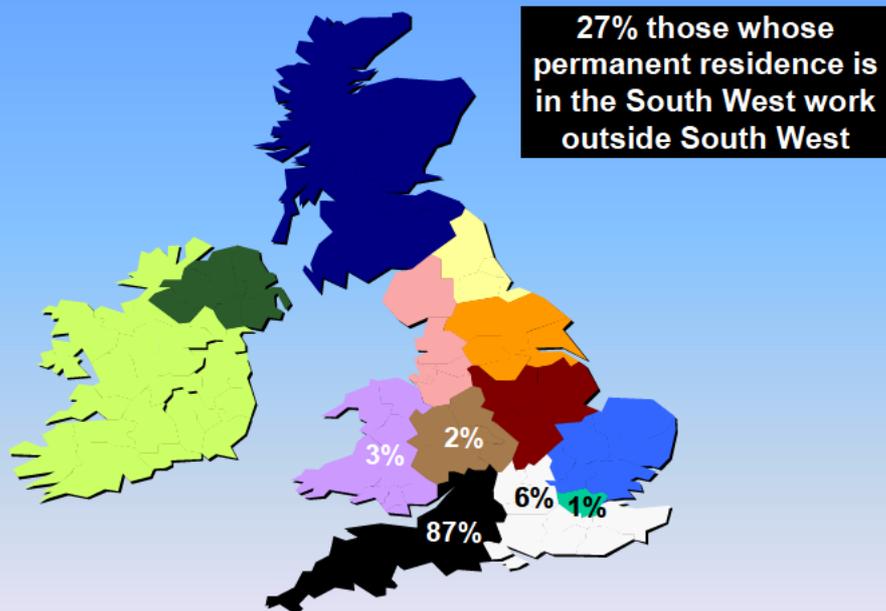


South West: where workers originally from



Base: 509 workers on sites in the South West

South West: where workers permanently resident



Base: 509 workers on sites in the South West

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

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