

Workforce Mobility and Skills in the UK Construction Sector 2015

East of England Report





Study prepared by BMG Research from a commission by CITB.

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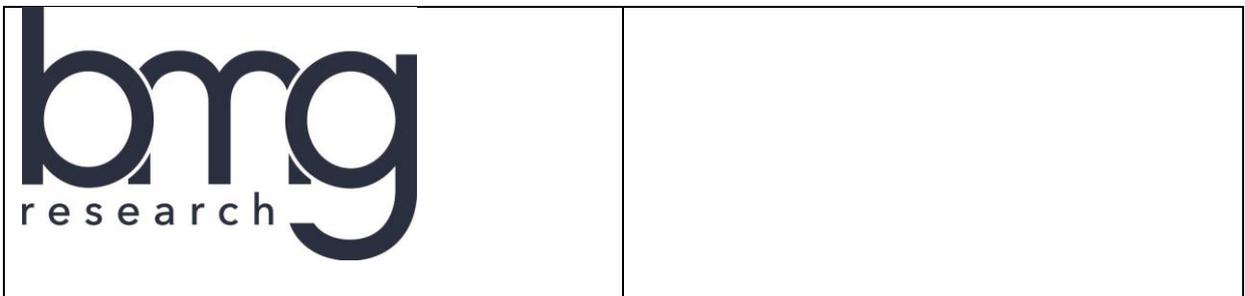




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Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2015 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2012, 2007 and 2005. Face to face interviews were conducted with 4771 construction workers undertaking manual roles on sites across the UK and 366 interviews were conducted with construction workers in the East of England region.

Profile of the sample

- More than half of construction workers interviewed in the East of England are aged under 35 (52%), which is a higher proportion than compared with the UK population as a whole (37%) and slightly higher than the UK average in the survey (47%). Just 5% of construction workers are aged 60 or over.
- Overall 3% of the East of England construction workforce is of BME ethnic origin, compared with a higher incidence of 9% across the East of England 16-64 year population as a whole. The UK average in the survey is 4%.
- By trade/occupation, the highest proportion of the East of England sample is accounted for by labourers/general operatives (16%), followed by bricklayers (13%) and electricians (13%). Compared with 2012 the proportion that are labourers/general operatives has declined (from 23%), whilst the proportion of bricklayers remains the same; electricians now account for a higher proportion of construction workers (increasing from 5%).
- About a quarter of all those interviewed in the East of England perform a supervisory or management role on their site (24%); a similar proportion as nationally.
- Almost half of construction workers interviewed for the survey are employed directly by a company (48%), which represents an increase compared with 2012 (39%). The proportion of workers self-employed has fallen since 2012 (from 54% to 46%), while the proportion of workers working for an agency has remained stable (6% in 2015 cf. 7% 2012). The likelihood of being self-employed increases with time spent working in construction, from 33% of those that have worked in construction for less than a year to 47% of those that have been working in the industry for 5+ years.
- A quarter of all construction workers in the East of England (25%) are employed on a temporary, rather than permanent basis. This is a similar proportion to the UK average (23%). By occupation the proportion is highest amongst banksmen (80%; caution small sample base) and bricklayers (52%).
- Construction workers in the East of England work an average of 44 hours per week, which includes 3 in 10 that work more than 50 hours per week (29%). East of England construction workers are more likely to work more than 50 hours per week than the UK average (23%).



Work history

Time in the sector

- More than a quarter of East of England construction workers have worked in the construction industry for over 20 years (27%), which compares with a slightly higher UK average (31%). A total of more than half have done so for 10+ years (52%).
- Two thirds of construction workers in the East of England have only ever worked within the construction industry (66%) and this is slightly lower than the UK average (70%). More than half of East of England construction workers (54%) have worked pretty much continuously, without spells out of work and this is similar to the proportion across the UK (55%).

Previous non-construction jobs

- Amongst the one fifth of construction workers in the East of England that worked in another sector (22% of all respondents) before starting work in construction, the sectors worked in beforehand are most likely to be either manufacturing (25%) or the wholesale/retail sector (17%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in elementary administration and service occupations (26%), followed by skilled trades occupations (25%).

Occupational switching within the construction sector

- A third of all construction workers in the East of England have worked in more than one construction trade or occupation whilst working in the construction industry (34%). The proportion that has worked in more than one role is significantly higher amongst those employed by an agency (52%) and those directly employed (40%) than compared with those who are self-employed (26%).
- Workers are most likely to have previously worked as a labourer/general operative (30%); while 1 in 6 has worked as a carpenter/joiner (18%), 1 in 8 as a bricklayer (13%) and 1 in 9 as a plant/machine operative (11%).
- Thinking about their future plans in the construction sector, three quarters construction workers in the East of England would like to carry on in the same trade or occupation (75%), while just over 1 in 20 would like to change their trade/occupation (8%) or would like to leave the construction altogether (7%). The proportion that wants to carry on as they are is lower in the East of England than the UK average (79%).
- The most popular occupation that construction workers in the East of England would like to change to is site manager (46% of those who would like to change).
- In three quarters of cases where East of England construction workers would like to change trade/occupation they believe they will require further training or qualifications in order to do so (75%). This is similar to the UK average (77%).
- The main reason for wanting to change trade/occupation is the belief that workers will be better paid (64%), followed by workers wanting to have more responsibility (43%).



Qualifications and skills

Skills cards/certificates

- The vast majority of all construction workers in the East of England, as across the UK as a whole, hold some form of construction skill card or certificate (96% cf. 98% in 2012 and a UK average of 96%).
- Those who have worked in construction for less than a year (90%) and those working for an agency (90%) are less likely than average to hold a skill card/certificate.
- In terms of the type of skill card/certificate held, CSCS remains the most commonly held overall (83% in the East of England; 86% across the UK).
- Card colours vary particularly by occupation; plant/machine operatives (64%) and banksmen (60%) are more likely to hold CPCS (Construction Plant Competence Scheme); scaffolders (80%) CISRS (Construction Industry Scaffolders Record Scheme); plasterers (100%; caution small sample base), bricklayers (98%), site managers (96%), roofers (91%), carpenters/joiners (90%) and dryliners (90%) CSCS (Construction Skills Certification Scheme (GB); and electricians other types of skill cards/certificates (35%).

Construction-specific qualifications

- Around four fifths of construction workers in the East of England say they had no formal qualifications when they first started working in the construction industry (79%). This compares to a lower proportion across the UK (75%).
- By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst scaffolders, plant/machine operatives, roofers and plasterers (all of the small samples in these occupations), whilst painters/decorators (56%) are least likely to have started with no formal qualifications.
- Compared with a fifth of construction workers in the East of England that did have qualifications when they first started working in construction, overall three fifths of all construction workers in the region/nation reported holding some sort of construction related qualification at the time of interview (60% cf. 65% in 2012 and a UK average of 63%).
- The proportion of workers that currently hold any qualifications is lower than average amongst workers who have worked in construction for less than a year (27%).
- Within the East of England, two thirds of the youngest age group hold qualifications (67% of 16 to 19 year olds), which is (statistically) on a par with other age groups.
- By trade/occupation proportions vary from all construction workers among plasterers, down to just over a third amongst labourers/general operatives.



- The qualifications most likely to be held by construction workers in the East of England are NVQ/SVQ qualifications (61% of those with qualifications), although this is lower than the proportion reported in 2012 (75%) and lower than the UK average (66%). A quarter of construction workers in the region/nation with qualifications hold City & Guilds qualifications (25%; 12% in 2012 and compared with 20% across the UK). Whilst 1 in 20 construction workers with qualifications now hold an apprenticeship (4%), which is slightly higher than in 2012 when just 2% did and significantly lower than construction workers across the UK (13%).

Basic skill needs

- About one in five construction workers in the East of England believe they would benefit from some form of training in basic skills (19%), compared with a similar proportion in 2012 (22%). The proportion in the East of England is higher than the UK average (14%).
- In terms of the type of training required there is an almost even split across reading, writing, speaking English and maths.

Current study for qualifications

- One in eight construction workers in the East of England are currently working towards any formal qualifications relevant to the construction industry (13% cf. 11% in 2012 and a UK average of 12%). This proportion is significantly higher amongst 16-19 year olds (43%) and amongst those who have worked within the construction industry for less than a year (37%).
- Amongst workers with no qualifications, 1 in 6 is currently working towards a qualification (17%).
- In aggregate, three quarters of those who are working towards qualifications are working towards qualifications equivalent to Level 2 (28%) or 3 (47%).

Supervisory/managerial training

- Of those not currently performing a supervisory/management role three fifths are certain that they would not like to do so (59%; 53% across the UK), while 1 in 5 would like to do so (21%; 26% across the UK) and a fifth are unsure (20%; 21% across the UK).
- About a quarter of all construction workers in the East of England (26%) and nearly three quarters of those who have had some form of supervisory or management responsibilities (72% cf. 65% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.
- In-house training is the type of training most likely to have been received (39%), followed by SMSTS (36%) and Site Safety Supervisors Courses (34%).



Overall skill levels

- The vast majority of construction workers in the East of England (97%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 3% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. More than a quarter of East of England construction workers (29%) hold a skill card/certificate, but have no other construction qualification. This compares with a UK average of 30%.
- Overall, while 4 in 10 construction workers in the East of England have no qualifications (40% cf. 35% in 2012 and a 2015 UK average of 37%) the majority have qualifications equivalent to Level 2 or above (56% cf. 56% in 2012 and 58% across the UK in 2015). A quarter of all East of England construction workers (25%) hold qualifications equivalent to Level 3 or above; this proportion is higher than average amongst site managers (75%) and electricians (53%).

Geographic mobility

Work history in the region/nation

- The most likely reason why construction workers are based within the East of England is due to their employer sending them there (50% cf. 52% in 2012; cf. 36% across the UK). The fact that they grew up there/have always lived there and other family reasons are the second most likely reasons (47%) and this proportion is higher than in 2012 (39%) but lower than the 2015 UK average (61%).
- In 2015, a higher proportion of construction workers in the East of England compared with 2012 have worked within their current region/nation for their entire construction career (37% cf. 28% in 2012) and the majority of construction workers in the region/nation have remained in the East of England for all or most of their career (71%). This compares with a UK average of 80%.
- In half of cases the last site workers were based at was also in the East of England (49%). However, this is the lowest proportion across all regions/nations (other regions/nations range from 56% in the South East to 94% in Scotland).

Worker origins

- Overall just over half of all construction workers in the East of England were interviewed in the same region/nation in which they were living in when they started their construction career (55%). Workers currently based in the East of England are among the least likely to have remained in the same region/nation in which they were based for their first construction job.
- Half of construction workers in the East of England (50%) have remained in the same region/nation as they did their first qualification/training in. Compared with other regions/nations, they are the most mobile. Among other regions/nations, the figure ranges from 55% in the South East to 96% in Northern Ireland



Travel to site

- More than half of construction workers in the East of England have travelled at least 50 miles from their permanent/current home to work in the last 12 months (52%). Across the regions/nations, East of England construction workers are 'about average' in terms of likelihood to have travelled more than 100 miles from their permanent home to work in the last 12 months (23% cf. 21% across the UK).
- Overall 11% of construction workers in the East of England (7% in 2012) are currently staying in temporary accommodation while working at their site. This proportion is the highest across all the regions/nations (UK average 6%).
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 27 miles (22 miles is the UK average) which is less than in 2012 when workers travelled an average (mean) of 42 miles.

Site duration and change

- Just under half the temporary workers in the East of England (45%) do not know how much longer they can expect to be working for their current company/agency. This compares with a UK average of 43%.
- When all respondents, whether temporary or permanent were asked to indicate how long in total they expect to work at that specific site during this phase, 1 in 8 expect to stay on that site for a year or longer (13% cf. UK average of 26%), which is lower than the figure for 2012 (16%). However, 1 in 6 workers (18% cf. 14% in 2012) do not know how much longer they can expect to be on site, indicating there is still a considerable degree of uncertainty.
- Three quarters of all East of England construction workers are confident that when they finish their current job their next job will allow them to travel to work from their permanent home on a daily basis (76% cf. 75% in 2012). The remaining quarter, in aggregate, are sure that this will not be the case (10%); that it depends where the work is (10%); or that they don't know (5%). Compared with workers in other regions/nations, those in the East of England are amongst the least confident in this respect.

Sub-sector and sector mobility

Sub-sector mobility

- Compared with 2012, a similar proportion of construction workers have been working on new housing within the East of England; 77% in 2015 cf. 80% in 2012. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012.
- Overall two fifths of all construction workers have only worked on one project type (40%), compared with a fifth in 2012 (19%), which again suggests a pattern of increased stability in the sector.



- The number of project types worked on varies significantly by region/nation. The East of England is one of those least likely to report its' construction workers working on one project type (40%). Across regions/nations, the highest proportion is in Wales (63%) and the lowest is in Northern Ireland (34%).

Leaving the sector

- In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Amongst construction workers of all ages in the East of England, about a quarter say they definitely will be still working in construction (24%); just under half think it is very or quite likely (45%); while, in aggregate, 1 in 6 consider leaving the sector a possibility, with 4% considering it unlikely that they will still be working in construction; 4% saying they definitely won't be and a further 9% hoping to be retired in 5 years time. One in seven do not feel able to say.



Introduction

Aims and objectives

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

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

The specific objectives of this research project were to:

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

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

Method

The 2015 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research (2012). Overall, 4771 interviews with construction workers in manual roles across the UK were required, split between the 12 standard regions/nations. In total, 366 interviews were conducted in the East of England.



Sampling

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

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

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

Project eligibility criteria:

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

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

Telephone-based site recruitment

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

Site visits

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



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

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

The following table shows the number of interviews achieved in each region/nation. In order to obtain strong bases for regional/national analysis, a quota of 400 completed questionnaires per region/nation was set, with an allowance of +/- 50 interviews per region/nation. However, at the analysis stage weighting factors were applied to survey data to ensure that for national analysis, regions/nations were represented in their correct proportions according to the size of the construction workforce as reported in the Annual Population Survey via Nomis for economically active adults aged 16+ in January-December 2014.

Figure 1: Interviews and weights by region/nation

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

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

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

Notes on reading this report

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

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

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



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

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

The abbreviation 'EE' is used in the tables to represent the East of England.

Profile of construction site workers

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

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

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

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

Personal demographics

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

The youngest age group (16 to 24 year olds) account for about a fifth of construction workers (21%), which is a higher proportion than in 2012 (17%). Similarly the proportion of workers aged 25 to 34 years is higher than that reported in 2012 (31%, cf. 26% in 2012); while there has been a decrease in the proportion of workers aged 35 to 55 (37%, cf. 45% in 2012). Older workers account for 1 in 10 (10% are aged 55 and over), which is a similar proportion to that reported in 2012 (12%). Workers aged 60 and over account for just 5% of construction workers.

Compared with the UK workforce overall a higher proportion of construction workers are aged under 35 years (52% in the East of England; 47% across the UK cf. 37% of economically active adults across the UK).



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

Base: All respondents

	EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %		UK Workforce* %
16 to 19 years	4	3	11	5	16 to 19 years	4
20 to 24 years	17	14	18	13	20 to 24 years	10
25 to 34 years	31	26	21	29	25 to 34 years	23
35 to 44 years	20	28	25	22	35 to 49 years	34
45 to 54 years	17	17	12	20	50 to 64 years	26
55 to 59 years	5	12	13	6		
60+ years	5			4	65+ years	3
<i>Unweighted bases</i>	366	407	314	4771		32,480,800

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

In terms of ethnicity, the vast majority of construction workers in the East of England are of White origins (96% cf. 94% as in 2012). Within this proportion 3% describe themselves as White Irish (cf. 4% in 2012), whilst 9% describe themselves as 'White Other', similar to the 8% in 2012.

Workers of Black (2%) and 'other' (3%) ethnic origin (BME) make up similar proportions of the sample as in 2012.

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

Base: All respondents

	EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %	UK Population aged 16-64* %
White	96	94	96	94	87
Black	2	1	3	2	3
Asian	0	2	<0.5	1	5
Other/Not stated	3	3	0	3	5
<i>Unweighted bases</i>	366	407	314	4771	40,626,700

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

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

Overall 3% of construction workers in the East of England sample are BME, compared with a similar proportion of the UK sample (4%) but a higher proportion of the East of England 16-64 aged population (9%).

Compared with other regions/nations, the East of England is in line with the average in terms of the proportion of construction workers that are of BME origin.



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

Base: All respondents

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

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

Overall most East of England construction workers have lived in the UK all of their life (84%), which is the same proportion as the UK average.

Amongst all East of England construction workers 4% 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, i.e. inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, asthma, angina or diabetes (43%). Across the UK, 3% of construction workers indicate they have a long term illness, health problem or disability and the most common condition is also a reduced physical capacity (39%).

Occupational profile

Current job role

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

Labourers/general operatives (16%), bricklayers (13%) and electricians (13%) are the top three occupations amongst construction workers in the East of England. This is slightly different from the profile in 2012, when more were carpenters/joiners than currently. Also there has been a decline in the proportion that are labourers/general operatives (from 23% in 2012 to 16% in 2015).



The occupational profile in the East of England is similar to that of the UK as a whole, although a higher proportion of the region's construction workers are electricians and a lower proportion are carpenters/joiners.

Figure 5: Occupational profile

Base: All respondents

	EE 2015	EE 2012	EE 2007	UK 2015
	%	%	%	%
Labourer/General operative	16	23	13	18
Bricklayer	13	13	11	15
Electrician	13	5	9	5
Plant/machine operative (e.g. Fork lift/JCB)	8	8	20	7
Site manager	7	0	0	8
Ground worker	7	0	0	4
Carpenter/joiner	6	12	6	11
Plumber	4	7	5	5
Scaffolder	4	5	4	4
Roofer	3	4	5	2
Dryliner	2	5	With plasterer	3
Painter/decorator	2	6	1	3
Pipe fitter	2	2	5	1
Technical e.g. surveyor, maintenance technician	2	2	2	2
Plasterer	1	2	8	2
Banksman/banksperson	1	0	2	2
Floorer	1	1	0	1
Glazer/window fitter	1	0	0	1
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4771</i>

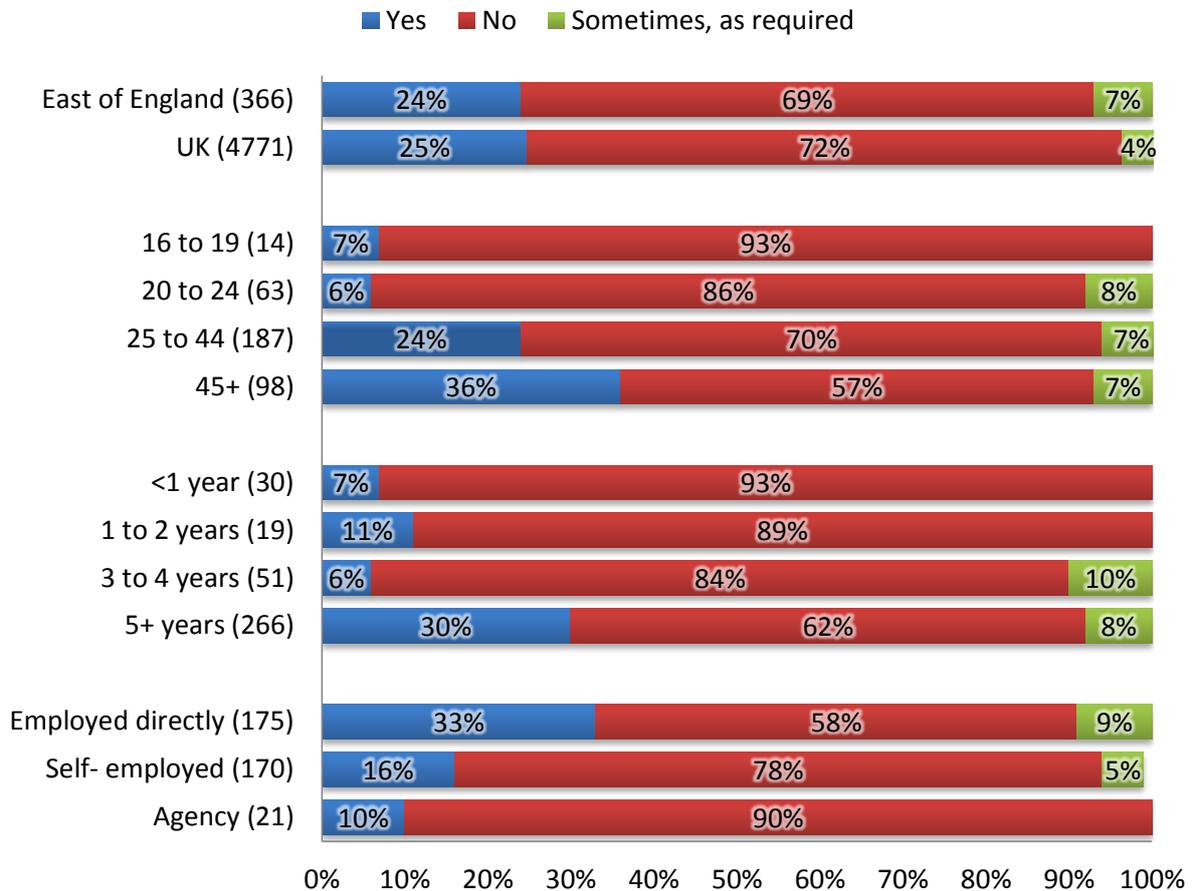
Supervisory roles

About a quarter of all construction workers in the East of England interviewed for the 2015 survey say they perform a supervisory or management role on their site (24%). This is a similar proportion as nationally (25%).

The incidence of workers in a supervisory role is considerably lower amongst workers aged under 25 and amongst those that have worked in the construction industry for less than 5 years, as one would expect. Workers who are directly employed by a company (33%) are significantly more likely than those that are self-employed (16%) or work for an agency (10%) to perform a supervisory or management role. These differences are summarised in the following figure.



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



Unweighted bases in parentheses

Employment status

Almost half of construction workers in this year's East of England sample are directly employed by a company (48%) and this has increased compared with 2012 (39%).

The next highest proportion of construction workers within the East of England is self-employed (46%), which is lower than in 2012 (54%). The proportion of workers who are self-employed increases amongst respondents who have been working in the construction sector for longer (51% among those with 3-4 years experience and 47% amongst those with 5+ years experience).

Just 6% of the sample is accounted for by construction workers who are working for an employment agency. This is summarised in the following table.



Figure 7: Employment status

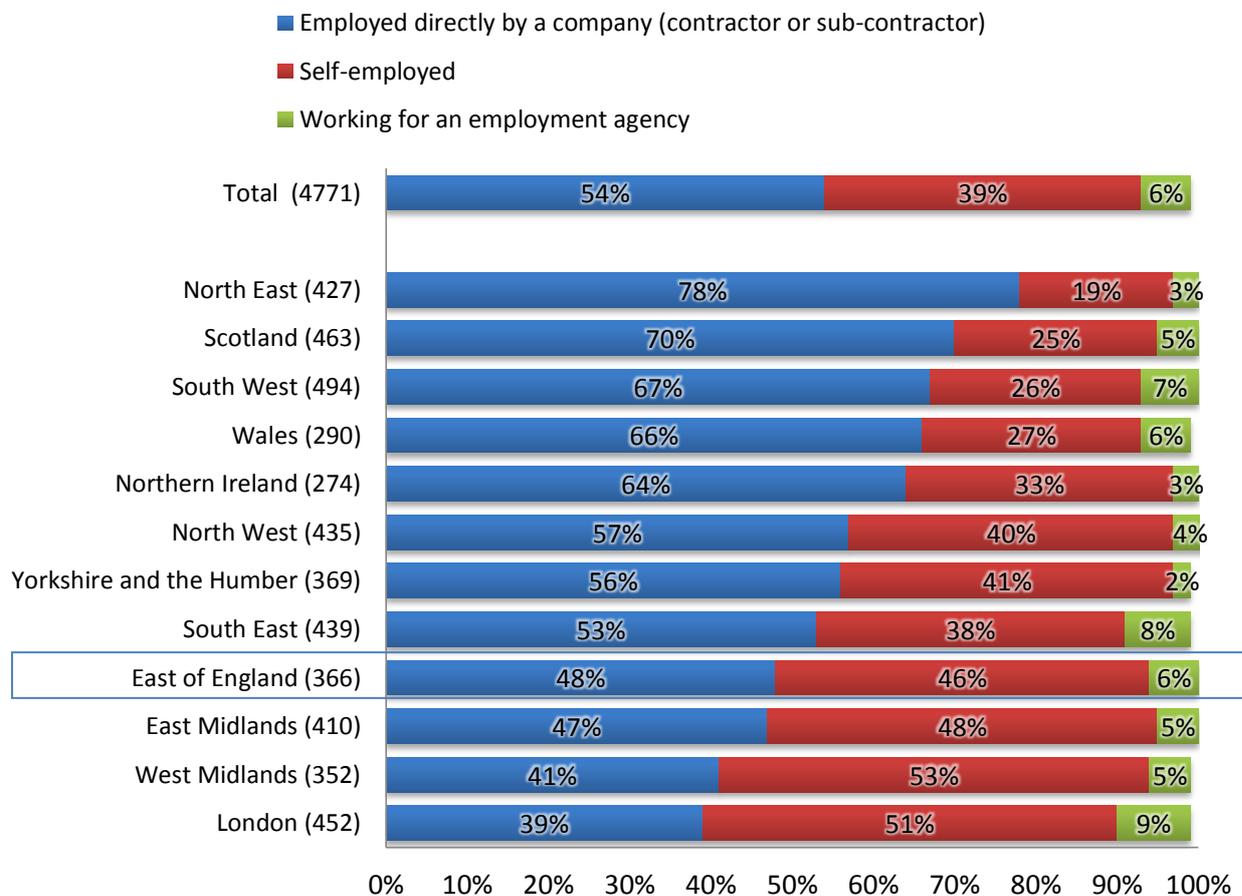
Base: All respondents

	EE 2015	EE 2012	UK 2015	Years working in construction			
	%	%	%	<1	1-2	3-4	5+
Employed directly by a company (contractor or sub-contractor)	48	39	54	60	42	45	47
Self-employed	46	54	39	33	42	51	47
Working for an employment agency	6	7	6	7	16	4	5
Working on some other basis	0	0	<0.5	0	0	0	0
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>4771</i>	<i>30</i>	<i>09</i>	<i>51</i>	<i>266</i>

The proportion employed directly is lower in the East of England than the UK average (48%, compared with 54%), while the proportion that are self-employed is higher (46%, compared with 39%).

Figure 8: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses



Employment contract basis

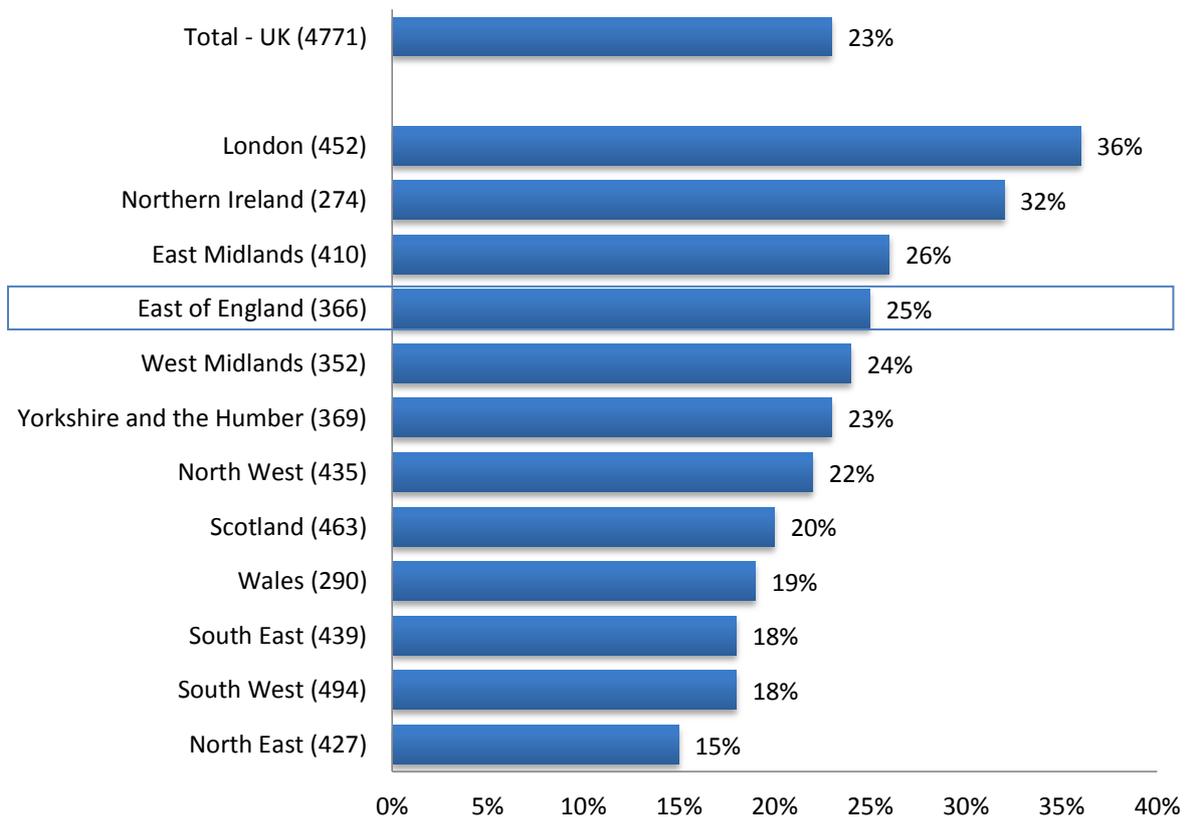
Overall, a quarter of East of England construction workers (25%) are employed on a temporary, rather than permanent basis (72%). The remainder believed they had another type of contract arrangement (1%), refused (1%), or did not know (1%).

Amongst workers who are employed by an agency the proportion on temporary contracts is significantly higher, as one would expect (71%), than it is amongst those who are self-employed (33%) or employed directly (11%).

The East of England is similar to the UK average with regard to the proportion of workers employed on a temporary basis, as the following figure illustrates.

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

Base: All respondents



Unweighted bases in parentheses

By current trade/role, the proportion working on a temporary basis is much higher than average amongst banksmen/bankpersons (80%; caution small sample base) and bricklayers (52%) and lowest amongst plant/machine operatives (12%) and carpenters (14%).

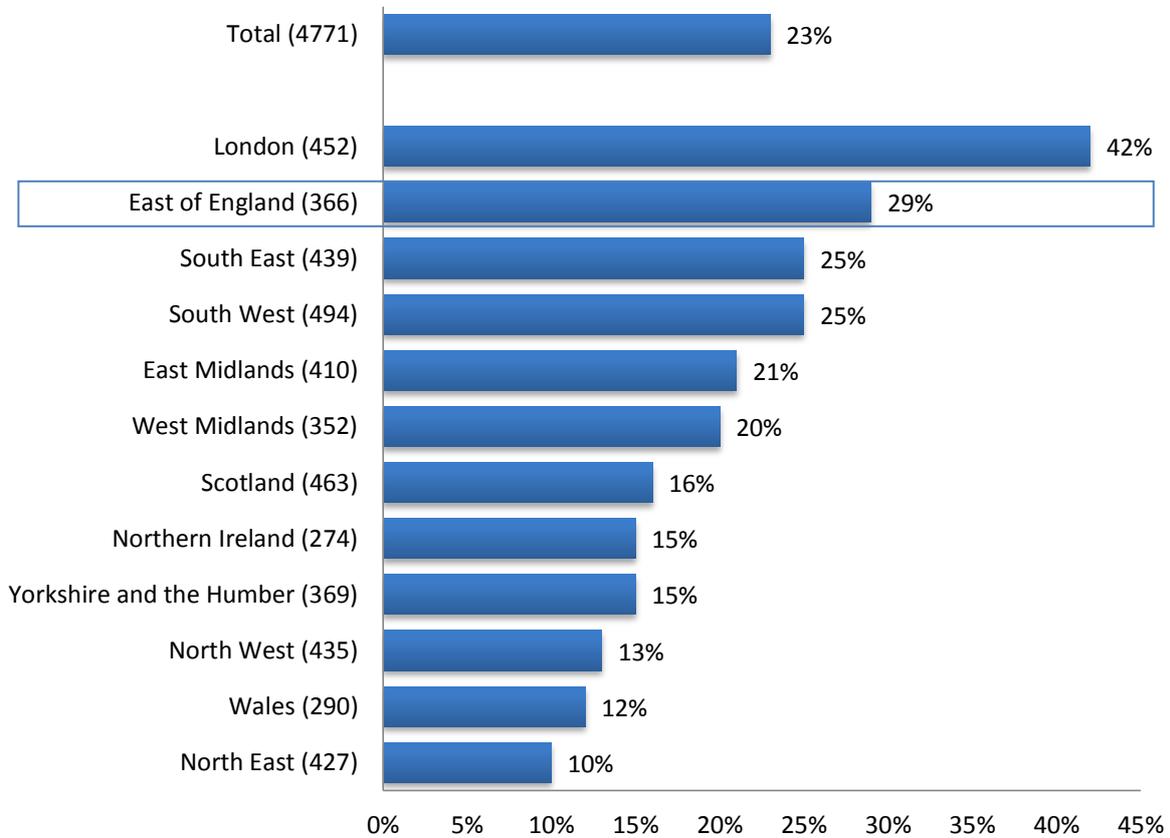
Hours worked

On average construction workers in the East of England report that they typically work 44 hours per week, with 61% that tend to work between 40 and 49 hours per week and 29% more than 50 hours.



The proportion that works more than 50 hours per week is higher than the UK average amongst East of England construction workers.

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



Unweighted bases in parentheses

Work histories

Time in the sector

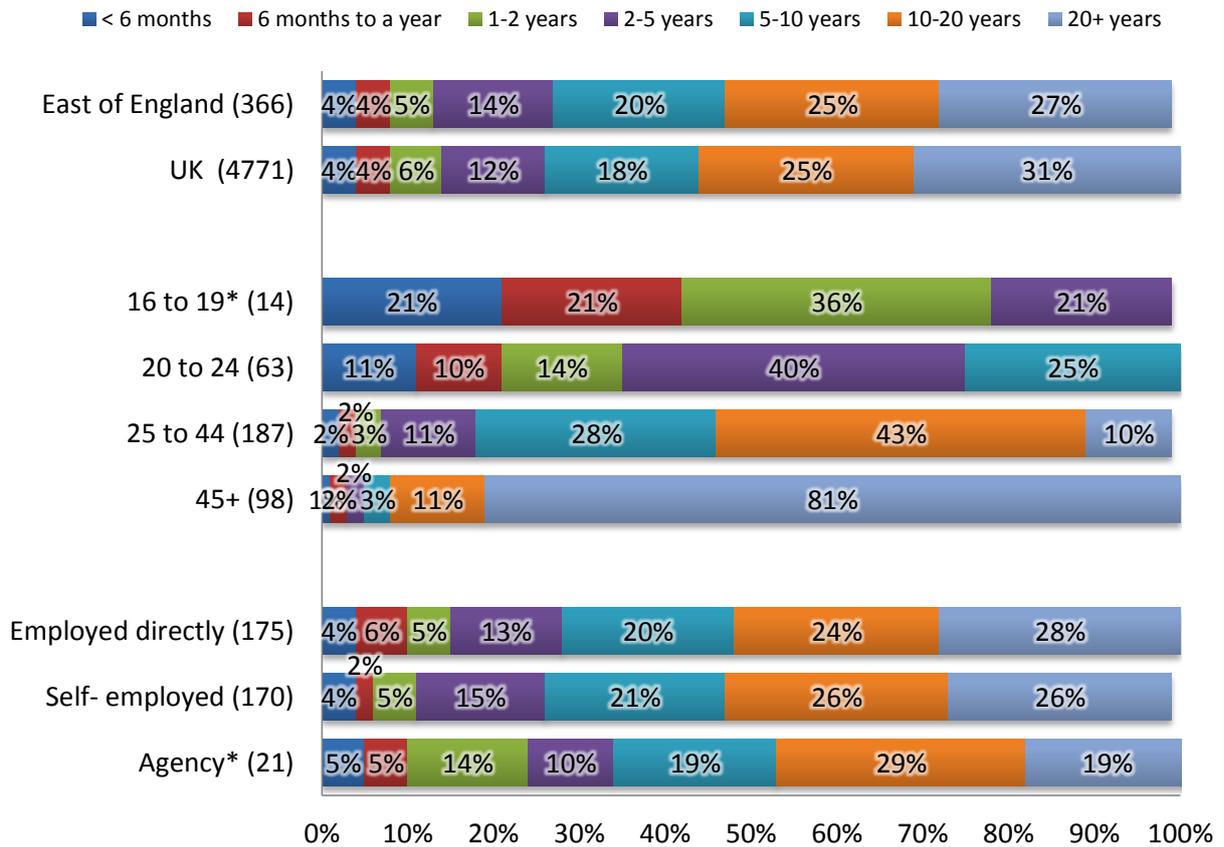
More than a quarter of East of England construction workers have worked in the construction industry for over 20 years (27%) and a total of more than half have worked in the industry for at least 10 years (52%).

Construction workers in the East of England are less likely than the UK average to have worked in industry for over 20 years (27% compares to 31% across the UK).

As one would expect the length of experience in the industry increases with age to four fifths of workers aged 45 and over in the East of England that have more than 20 years experience of working in the construction sector (81%).



Figure 11: Years spent working in the construction sector
 Base: All respondents *caution: small sample base



Unweighted bases in parentheses

Compared with 2012 Figure 12 shows that in 2015 workers are less likely to have worked in the construction sector for longer; 27% have 20+ years experience, compared with 32% in 2012, whilst 47% have 10 or fewer years experience, compared with 42% in 2012.

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

	EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %
Less than 6 months	4	51	4	4
Up to a year	8	2	10	8
Up to 2 years	13	7	18	14
Up to 5 years	27	21	33	26
Up to 10 years	47	42	53	44
Up to 20 years	72	68	71	69
More than 20 years	27	32	29	31
Unweighted bases	366	407	314	4771



Pre-construction employment histories

Two thirds of workers in the East of England have only ever worked in the construction industry (66% cf. 70% across the UK and 65% within the East of England in 2012). This includes more than half who have worked in construction pretty much continuously (54%); 5% for whom this is their first job; and a further 7% that have only ever worked in the construction sector, but have had spells out of work.

The likelihood that workers have worked continuously in construction increases with age; just under two thirds of workers aged 45 and over (62%). 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 (21% of 16 to 19 year olds; 58% of 20 to 24 year olds).

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

All respondents

	EE 2015 %	UK 2015 %	Age %			
			16 to 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	54	55	29	48	54	62
I have only worked in construction jobs but have had spells of being out of work	7	6	0	10	7	7
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	9	8	14	8	11	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	20	19	14	25	18	22
This is my first job. I haven't worked in any other industry.	5	9	21	58	6	2
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	2	3	14	3	2	0
Prefer not to say	2	2	7	2	2	2
<i>Unweighted bases</i>	<i>366</i>	<i>4771</i>	<i>14</i>	<i>63</i>	<i>187</i>	<i>98</i>

Overall one fifth of construction workers in the East of England 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 (20%). This compares with more than a quarter of workers in 2012 (28%).



Those who had worked in other sectors before starting their construction careers (22% of all respondents) were asked to give details of what they were doing immediately before they started working in construction. In a quarter of cases respondents had previously worked in manufacturing (25%), while 1 in 6 had worked in wholesale and retail (17%). One in nine construction workers who worked in another sector before working in construction had previously worked in each of transportation and storage or accommodation and food service activities sectors (11% each).

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

Base: Where first job was not in construction

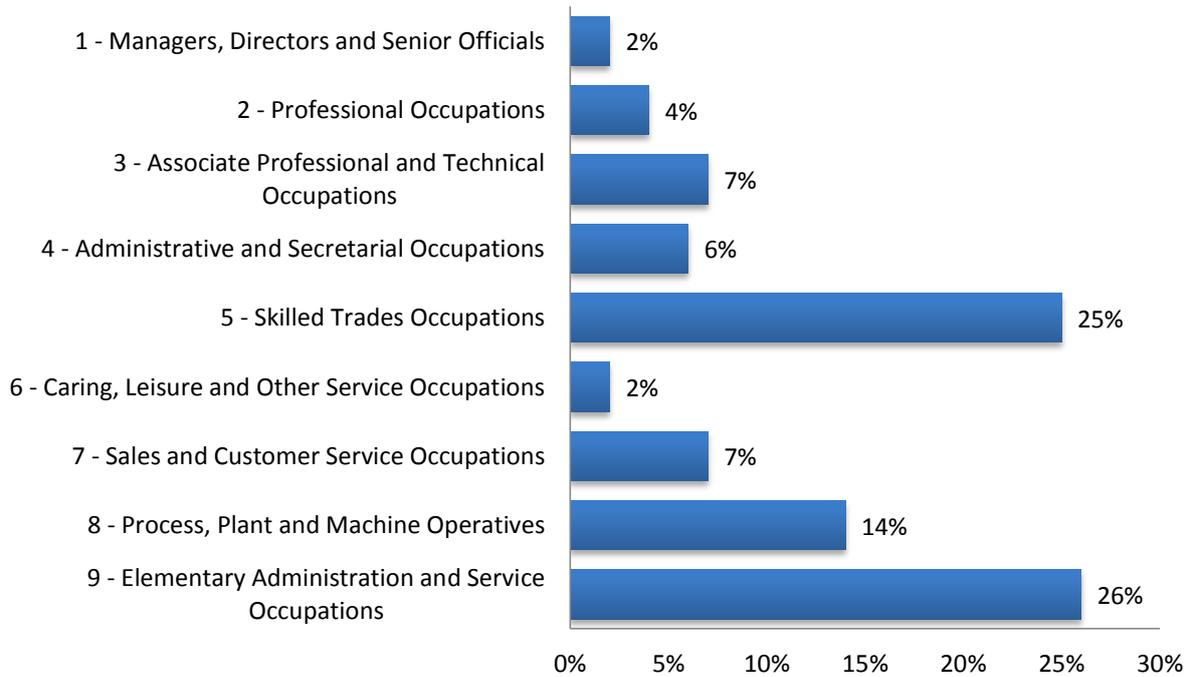
	EE 2015 %	UK 2015 %
C - Manufacturing	25	20
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	17	22
H - Transportation and storage	11	10
I - Accommodation and food service activities	11	10
N - Administrative and support service activities	9	6
R - Arts, entertainment and recreation	5	4
A - Agriculture, Forestry and Fishing	4	6
J - Information and communication	2	2
K - Financial and insurance activities	2	1
O - Public administration and defence; compulsory social security	1	6
E - Water supply, sewerage, waste management and remediation activities	1	1
B - Mining and quarrying	0	1
<i>Unweighted bases</i>	<i>81</i>	<i>983</i>

In terms of the job roles that East of England respondents have undertaken in other sectors, the highest proportions have worked in elementary administration and service occupations (26% cf. 25% in 2012 and 21% across the UK in 2015) or skilled trades (25% cf. 39% in 2012 and 29% across the UK in 2015).

One in seven workers that worked in other sectors have worked as process, plant and machine operatives (14%; 21% in 2012, 13% across the UK), while sizeable proportions were in associate professional occupations previously (7%; 12% in 2012, 12% across the UK in 2015), sales and customer service occupations (7%; 8% in 2012; 9% across the UK in 2015) or administrative and secretarial occupations (6%; 4% 2012; 2% across the UK in 2015).



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



Unweighted base = 81

Occupational switching and progression within construction

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

Overall a third of all construction workers in the East of England have worked in more than one construction trade or occupation whilst working in the construction industry (34%). This represents a significant increase compared with 2012 when just over a fifth had worked in more than one role (26%). The proportion in the East of England is the same as the UK average.

As one would expect the proportion of workers that have had more than one role increases with age (to 41% amongst those aged 45+ cf. 29% amongst those 16 to 19 years).

The proportion that has worked in more than one role is also significantly higher than average amongst those employed by an agency (52%) and those who are employed directly (40%), compared with the self-employed (26%). Workers with the highest level of qualifications (Level 4 and above) are also more likely to have had more than one role or occupation within the construction sector (63%), as are those in a supervisory or management role on site (46%).



As in 2012, there are also variations by current job role, with site managers (74%), followed by banksmen/bankspersons (60%; caution small sample base) and plant/machine operatives (52%) most likely to have had more than one role/occupation within construction. Plasterers (0%; caution small base) and electricians (9%) 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 16: Proportion undertaking other construction roles, by current occupation

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

MORE likely to have had more than one role			LESS likely to have had more than one role		
	EE 2015 %	UK 2015 %		EE 2015 %	UK 2015 %
Site manager* (15)	74	69	Roofer (11)	18	29
Banksman /banksperson* (5)	60	46	Scaffolder (15)	13	31
Plant / Mach. Op. (25)	52	55	Plumber (15)	13	13
Labourer / Gen. Op. (55)	44	33	Painter / decorator* (9)	11	27
Dryliner* (10)	40	38	Electrician (43)	9	13
Bricklayer (46)	30	19	Plasterer* (5)	0	34
Carpenter / Joiner (21)	29	18			

Unweighted bases for 2015 East of England in parentheses

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

Workers are most likely to have previously worked as a labourer/general operative (30%) while more than 1 in 10 workers has previously worked as a carpenter/joiner (18%), bricklayer (13%) or plant/machine operative (11%).



Figure 17: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	EE 2015	UK 2015
	%	%
Labourer/General operative	30	30
Carpenter/joiner	18	18
Bricklayer	13	13
Plant/machine operative (e.g. Fork lift/JCB)	11	10
Painter/decorator	10	8
Plasterer	9	7
Roofer	9	9
Banksman/banksperson	8	7
Ground worker	8	5
Plumber	8	5
Pipe fitter	7	5
Site manager	6	5
Dryliner	6	7
Scaffolder	6	4
Technical e.g. surveyor, maintenance technician	5	4
Electrician	4	3
Steel erector/rigger	4	3
Floorer	2	3
Ceiling fixer	2	4
Gardener/landscaper	2	1
Welder	2	2
Mechanical fitter	1	1
Tiler	1	1
Other	5	9
<i>Unweighted bases</i>	<i>125</i>	<i>1576</i>

Future career plans

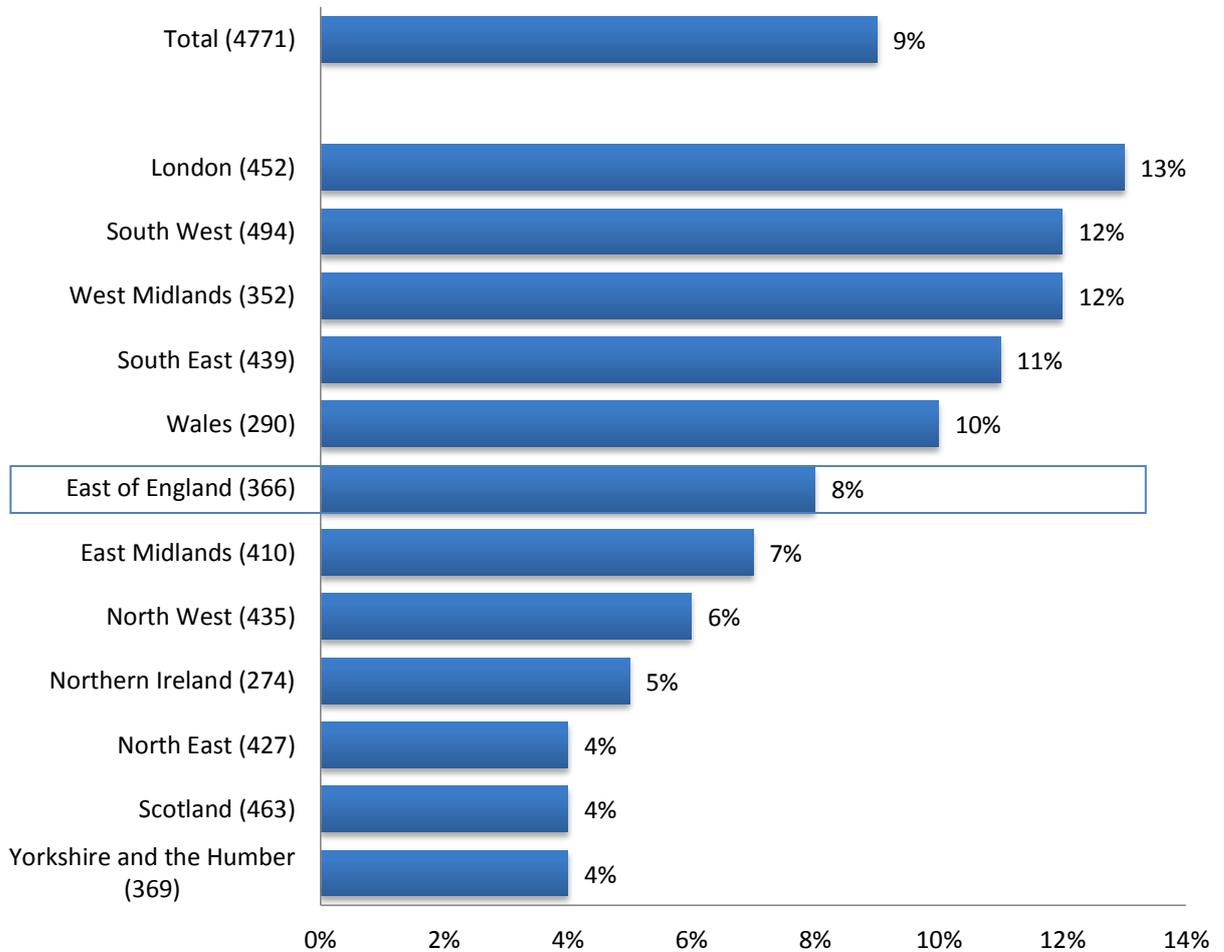
Thinking about their future plans in construction, three quarters of construction workers in the East of England would like to carry on in the same trade or occupation (75%); just under 1 in 10 would like to change their trade/occupation (8%); and a similar proportion would like to leave construction (7%); the remainder are not sure.

Compared with the UK average, East of England construction workers are less likely to want to carry on as they are (79% across the UK) but similar in the extent to which they want to change their trade/occupation (9% across the UK).



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

Base: All respondents



Unweighted bases in parentheses

Construction workers currently working for an agency (19%) are more likely than those employed directly (6%) or self-employed (6%) to want to change their trade or occupation; whilst by current trade/occupation those working as a painter/decorator* (22%) or banksmen/banks persons* (20%) are most likely to. (*Caution: Small sample base.)

Amongst those who would like to change trade or occupation a wide range of alternative trades/occupations are mentioned, however the highest proportion overall would like to be a site manager (46%).

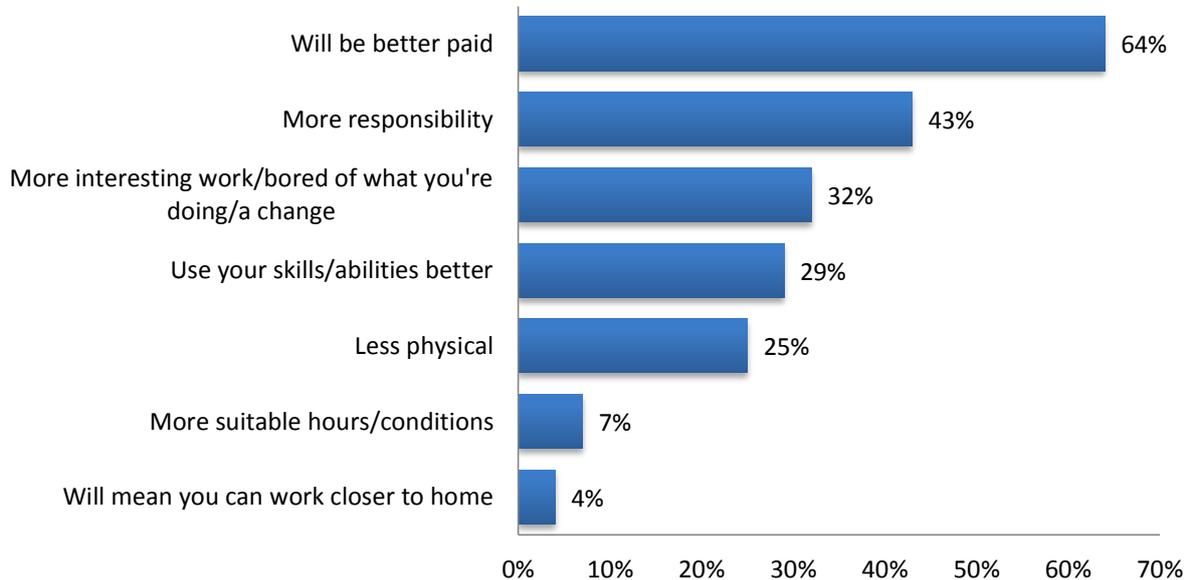
In three quarters of all cases where construction workers in the East of England would like to change trade or occupation they believe they will require further training or qualifications in order to do this other kind of work (75%). This compares to a similar proportion across the UK (77%).



The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (64%), while more than two fifths of those wishing to change trade would like more responsibility (43%). A third believe they would have interesting work or that they are bored with what they are currently doing (32%), while slightly fewer believe this kind of work will make better use of their skills or abilities (29%).

Figure 19: Reasons for wanting to change trade/occupation

Base: Where workers would like to change trade/occupation



Unweighted base = 28

Qualifications and skills

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

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

Construction skill cards and certificates

When asked which type of construction skill certificate or card they currently hold (e.g. CSCS or CSR) just 3% of all construction workers in the East of England (2% nationally) say they do not hold any card and 1% are unsure. In total therefore 96% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.

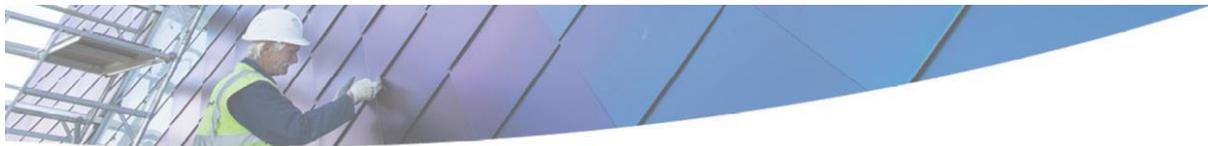


Figure 20 summarises the proportion of workers by region/nation that hold any card and compares these proportions with the 2012 survey. Workers in the East of England are ‘average’ in terms of their likelihood to hold skill certificates or cards (96%). There has been a slight decline in this respect since 2012; although the increase in the proportion of workers in the East of England, as across all regions/nations, that have a skill card/certificate since 2007 is significant.

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

Base: All respondents

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

The incidence of workers holding skill cards or certificates remains lower amongst those who have worked within construction for a shorter period of time (90% amongst those that have worked in the industry for less than a year). This suggests that employers are not always ensuring that new employees are immediately made aware of the need to prepare for, or acquire a CSCS card (or similar) and/or that young trainees are starting work/placements without the assurance that comes from having achieved such an accreditation.

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



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

		EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %
Total (366)		96	98	81	96
Age	16 to 19 years (14)	100	0	76	85
	20 to 24 years (63)	92	98	85	95
	25 to 44 years (187)	97	100	79	97
	45+ years (98)	94	97	83	95
Length of time in construction	<1 year in construction (30)	90	0	79	88
	1 to 2 years (19)	100	85	80	96
	3 to 4 years (51)	94	97	88	96
	5+ years (266)	96	99	82	96
Contract-type	Employed directly (175)	95	99	85	95
	Self- employed (170)	97	98	75	97
	Agency (21)	90	93	69	95
<i>Unweighted bases for 2015 East of England in parentheses</i>					

In terms of the type of skill card or certificate held by construction workers in the East of England the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (83%), as it was in 2012 (91%). Overall 12% hold the CPCS (Construction Plant Competence Scheme) card/certificate and this proportion increases to 18% amongst workers aged 45+.

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

	EE 2015 %	EE 2012 %	UK 2015 %
CSCS (Construction Skills Certification Scheme) (GB)	83	91	86
CSR (Construction Skills Register) (NI)	1		3
CISRS (Construction Industry Scaffolders Record Scheme)	4	3	4
CPCS (Construction Plant Competence Scheme)	12	11	13
Other	6	7	4
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>4771</i>



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

- Plant/machine operatives (64%) and banksmen/bankpersons (60%; caution small sample base) are more likely to hold CPCS (Construction Plant Competence Scheme);
- Four fifths of scaffolders (80%) hold CISRS (Construction Industry Scaffolders Record Scheme);
- At least 90% of plasterers, site managers, bricklayers, roofers, carpenters/joiners and dryliners hold CSCS (Construction Skills Certification Scheme (GB));
- More than a third of electricians hold other types of skill cards/certificates (35%).

Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 23 summarises the types of cards held by workers, with the CSR card colours split into sub-levels. Overall, within the East of England, 9% of CSCS card holders have Red cards; more than a third of CSCS (35%) card holders have Green cards; and just over a quarter of CSCS card holders (26%). Slightly fewer CSCS card holders have Gold cards (15%). Of the 5 CSR card holders in the East of England, 3 have Blue cards, 1 a Red card and 1 a Gold card.

Figure 23: Colour of CSCS/CSR cards held

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

	CSCS %		CSR* %
Red - Trainee	6	Red - Apprenticeship/Trainee	0
Red - Experienced worker card	3	Red - Trained Plant Operator	20
Green - construction site operative card for general site workers	35	Green - Construction Operative (for general site workers)	0
Blue - skilled	26	Blue - Operative/ Craft	20
		Blue - Plant Operator	0
		Blue - Basic Scaffolder	40
Gold - craft/supervisor card	15	Gold - Craft/Supervisor Card	20
		Gold - Advanced Scaffolder	0
Platinum - manager card	1	Platinum - Manager Card	0
Black - contracts manager card	6	Black - Senior Managers Card	0
Other	3	Other Professional cards, visitor cards, temporary cards	0
Unsure	5	Unsure	0
<i>Unweighted bases</i>	<i>304</i>		<i>5</i>

As expected, younger workers are more likely to hold Red Trainee cards (45% of 16 to 19 year olds with a CSCS card). Workers currently employed by an agency are more likely to hold Green cards (75%), compared with those employed directly or self-employed (28% and 36% respectively).



Card colours also vary significantly according to current occupation/trade, as Figure 24 summarises. Some significant differences include that labourers/general operatives are most likely to hold Green cards (73%); while plumbers (50%) and electricians (44%) are most likely to hold Gold cards; and site managers Black cards (55%).

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

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

	Unweighted bases	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Platinum %	Black %
Labourer / Gen. Op.	51	2%	8%	73%	6%	2%	0%	0%
Plant / Mach. Op.	16	0%	6%	38%	44%	6%	0%	0%
Carpenter / Joiner	19	11%	5%	26%	37%	11%	0%	0%
Bricklayer	45	7%	0%	22%	42%	22%	0%	0%
Dryliner*	9	0%	0%	22%	67%	11%	0%	0%
Banksman / Banksperson*	3	0%	33%	33%	33%	0%	0%	0%
Electrician	32	9%	3%	34%	3%	44%	0%	0%
Roofer	10	0%	0%	40%	50%	0%	0%	10%
Painter / decorator*	8	13%	0%	25%	50%	13%	0%	0%
Plasterer *	5	0%	0%	0%	100%	0%	0%	0%
Plumber	12	0%	0%	17%	25%	50%	0%	0%
Scaffolder *	2	0%	0%	0%	50%	0%	0%	0%
Site manager	22	5%	0%	0%	5%	27%	5%	55%

Construction qualifications held

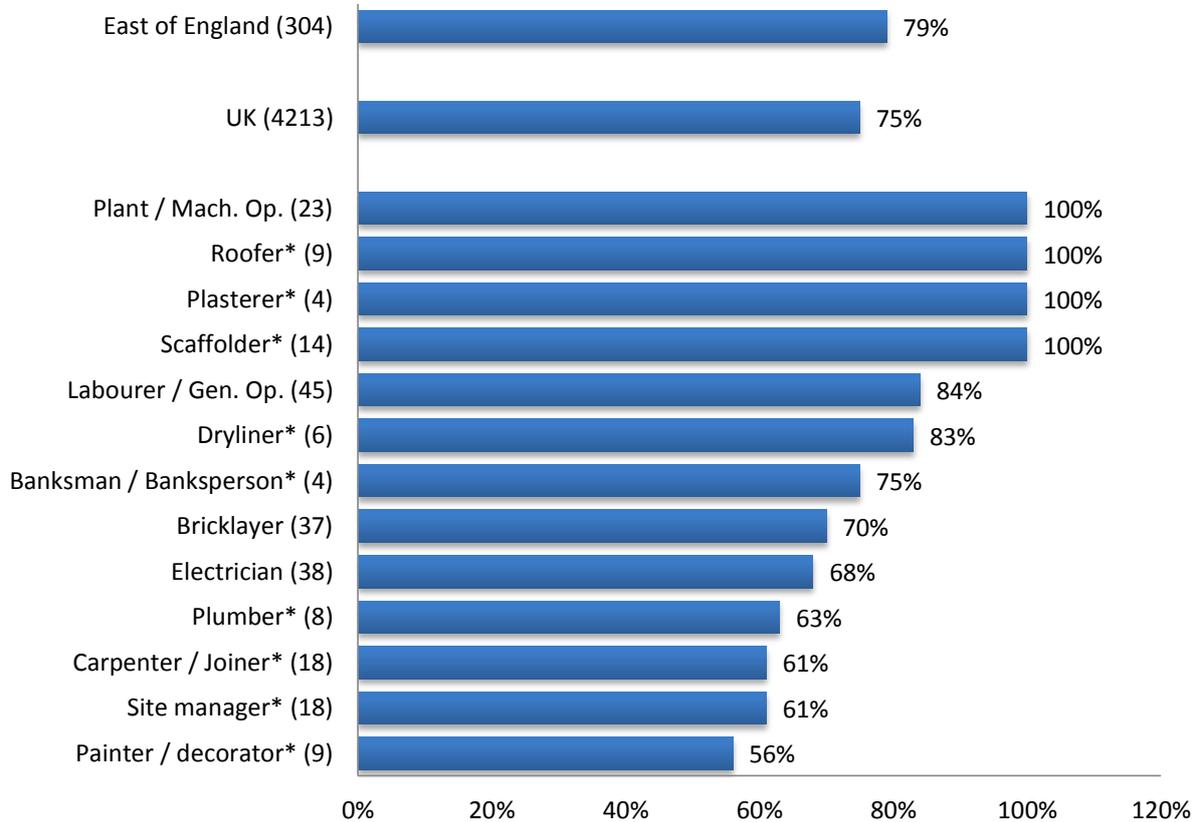
All workers were asked about the construction-specific qualifications they held after leaving full time education and started their first proper job in construction.

Overall around four fifths of all construction workers in the East of England say they had no formal qualifications related to construction when they first started working in the construction industry (79%). By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst scaffolders, plant/machine operatives, roofers and plasterers (all of the small samples in these occupations), whilst painters/decorators (56%) are least likely to have started with no formal qualifications.



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

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



Unweighted bases in parentheses

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

Overall 6 in 10 East of England construction workers reported holding some sort of construction related qualification at the time of interview (60%), lower than in 2012 (65%). Compared with the UK average, similar proportions of East of England construction workers are more likely to hold some sort of construction related qualification (63% in 2015; 65% in 2012 across the UK).

As Figure 26 summarises the proportion of workers that hold any qualifications is lower than average amongst those who have worked in construction for less than a year (27%).



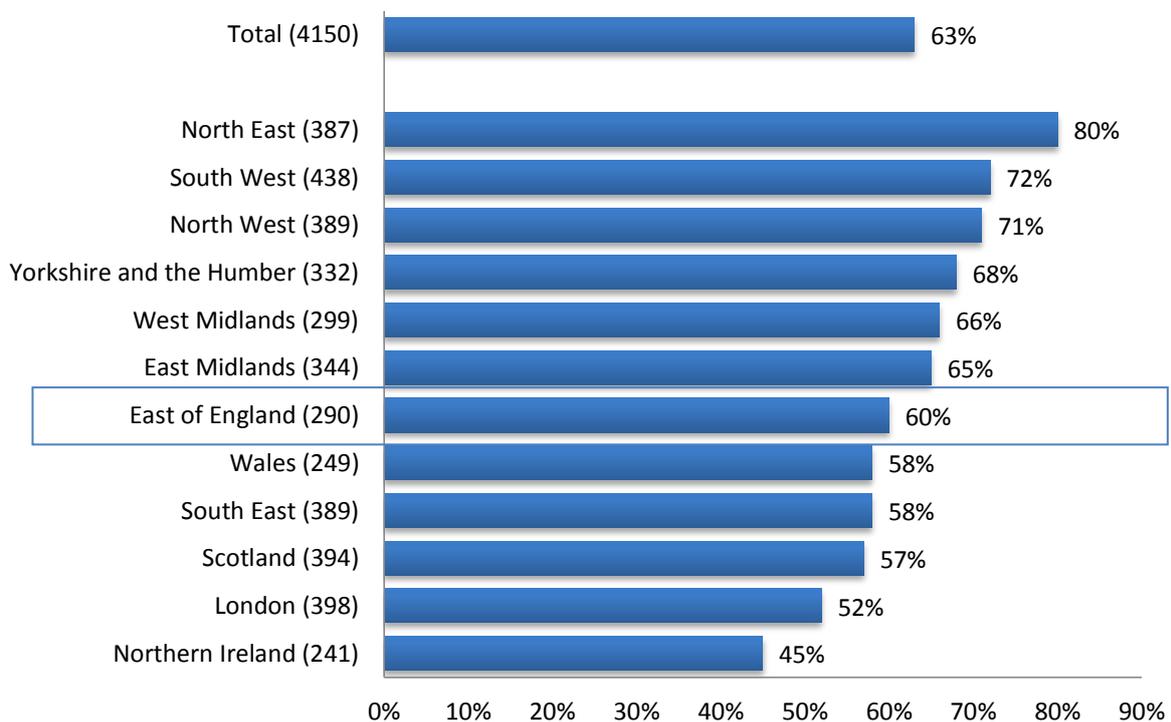
Figure 26: Proportion of workers that hold any construction-specific qualification
 Base: All respondents who provided a valid response

		EE 2015	EE 2012	EE 2007	UK 2015
		%	%	%	%
Total (290)		60	65	46	63
Age	16 to 19 years (12)	67	0	34	62
	20 to 24 years (55)	49	62	45	62
	25 to 44 years (152)	62	68	47	65
	45+ years (69)	64	64	56	61
Length of time in construction	<1 year (26)	27	0	23	35
	1 to 2 years (16)	31	20	27	50
	3 to 4 years (40)	55	57	41	54
	5+ years (208)	68	71	52	68
Current contract type	Employed directly (140)	61	72	47	65
	Self-employed (136)	60	64	46	61
	Agency (14)	64	33	31	46

Unweighted bases for 2015 East of England in parentheses

The East of England is just below average in terms of the propensity of its' construction workforce to hold any construction-specific qualifications (see Figure 27).

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



Unweighted bases in parentheses



The likelihood that workers hold qualifications also varies significantly by current job role, as was the case in 2012. Plasterers* (100%), dryliners* (89%) and site managers (87%) are most likely to hold qualifications. Trades less likely to hold formal qualifications include those working as labourers/general operatives (36%) and plant/machine operatives (37%). (*Caution: Small sample base.)

Type of construction qualifications held

Based on the qualifications that workers had when they first started working in the construction industry and any they have gained since Figure 28 summarises the types of qualifications that workers hold and compares the figures to the 2012 and 2007 surveys (amongst those who have any qualifications).

As in 2012 the qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (61%), although the 2015 figure is lower than that reported in 2012 in the East of England (75% in 2012) and lower than the UK 2015 average (66%). A quarter of East of England construction workers with qualifications hold City & Guilds qualifications (25%), a higher proportion than in 2012 (12%), and also higher than the UK 2015 average (20%). In the East of England around 1 in 20 construction workers with qualifications now hold an apprenticeship (4%), which is an increase compared with 2012 when just 2% of construction workers did.

Figure 28: Main type of qualification held

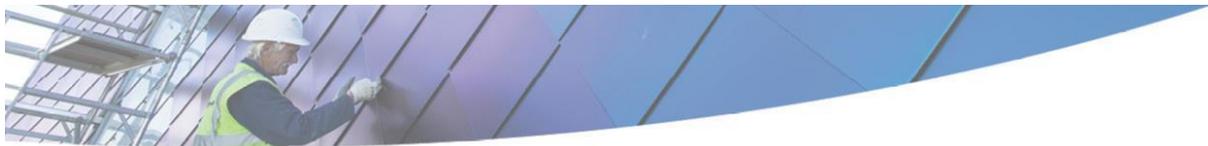
Base: Workers with qualifications who provided a valid response

	EE 2015	EE 2012	EE 2007	UK 2015
	%	%	%	%
NVQ/SVQ	61	75	54	66
City & Guilds	25	12	35	20
Apprenticeship	4	2	2	13
HNC/HND/BTEC Higher	4	1	1	4
Degree	6	0	1	4
Other	9	5	N/A	11
<i>Unweighted bases</i>	<i>158</i>	<i>170</i>	<i>127</i>	<i>2455</i>

Additional formal training

Self-assessment of basic skills needs

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



Overall about 1 in 5 construction workers in the East of England believe they would benefit from some form of training in basic skills (19%), compared with a higher proportion in 2012 (22%). In terms of the type of training required there is an almost even split across reading, writing, speaking English and maths, as Figure 29 summarises.

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

Base: All respondents

	EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %
ANY	19	22	25	14
Reading	8	9	17	6
Writing	9	9	14	6
Speaking English	11	7	15	7
Maths	9	11	11	6
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4771</i>

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

- Younger workers aged 16-24 (29% cf. 8% aged 45+);
- Those who have worked in the industry for less than 1 year (33%);
- Banksmen/bankspersons (60%; caution small sample base) and plasterers (40%; caution small sample base).

The proportion that identified a need for more training in basic skills is higher in the East of England than the UK average (14%).

Current study for additional construction qualifications

Overall 13% of all construction workers in the East of England are currently working towards any formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 11% in 2012 and a UK average in 2015 of 12%.

As in 2012 the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (43% of 16 to 19 year olds) and amongst those who have worked within the construction industry for less than a year (37%). Workers employed directly (17%) are also more likely than those who are self employed (11%) or working for an agency (5%) to be currently working towards a qualification.

Of those who have no qualifications currently 1 in 6 are working towards one (17%).

Figure 30 summarises these findings.



Figure 30: Proportion working towards additional construction qualifications
 Base: All respondents

		EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %
Total (366)		13	11	24	12
Age	16 to 19 years (14)	43	0	12	57
	20 to 24 years (63)	25	18	25	23
	25 to 44 years (187)	13	7	21	10
	45+ years (98)	2			4
Length of time in construction	<1 year in construction (30)	37	0	12	31
	1 to 2 years (19)	32	45	60	28
	3 to 4 years (51)	20	13	36	23
	5+ years (266)	8	9	19	7
Contract type	Employed directly (175)	17	N/A	N/A	16
	Self-employed (170)	11	N/A	N/A	8
	Agency (21)	5	N/A	N/A	10
Highest qualification level	None (115)	17	N/A	N/A	11
	Level 1 (12)	25	N/A	N/A	32
	Level 2 (91)	18	N/A	N/A	15
	Level 3 (48)	4	N/A	N/A	8
	Level 4+ (24)	17	N/A	N/A	15

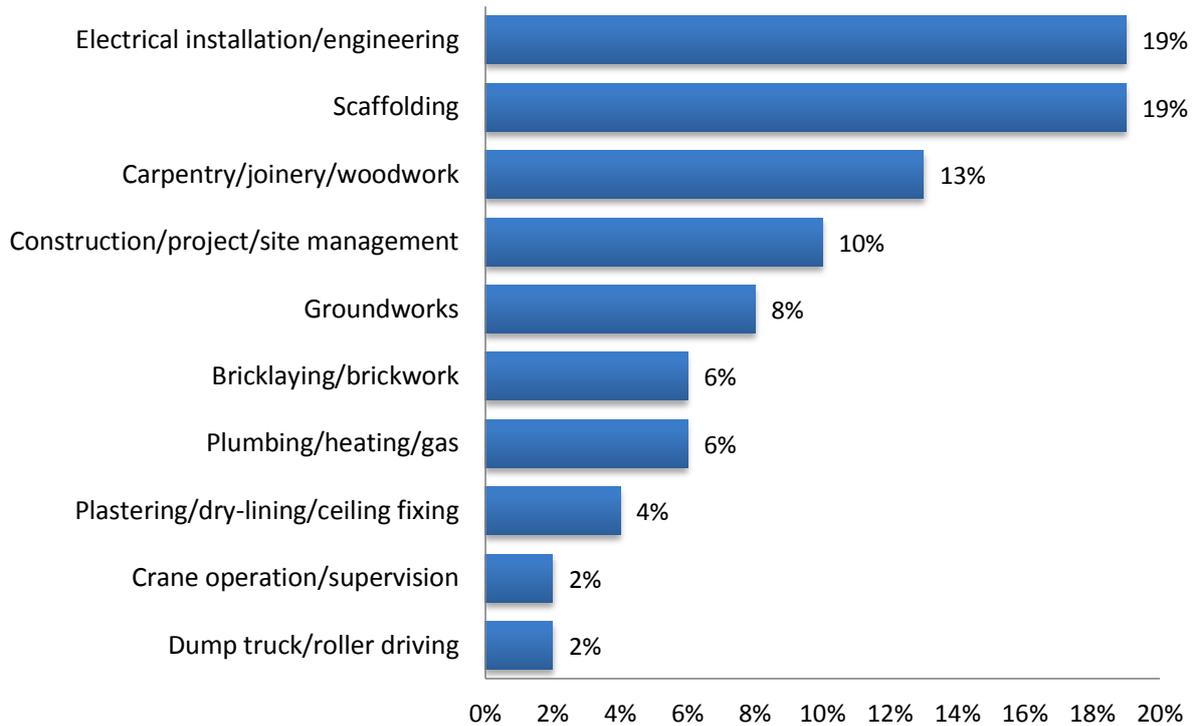
Unweighted bases for 2015 East of England in parentheses

Of those who are currently studying for a qualification the most popular type of qualification is an NVQ/SVQ (89%). In terms of the subject of the qualifications being worked towards electrical installation/engineering (19%) and scaffolding (19%) are most popular, as Figure 31 illustrates.



Figure 31: Subject of qualification being worked towards

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



Unweighted base = 48

With regards to the level of qualification being worked towards (see Figure 32), qualifications equivalent to Level 2 (28%) and Level 3 (47%) are most popular, including amongst those with no qualifications currently (47% and 41% respectively).

Figure 32: Level of qualification being worked towards

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

	EE 2015 %	UK 2015 %
Level 1	5	6
Level 2	28	31
Level 3	47	35
Level 4+	9	11
Other	7	9
None	5	7
Unweighted bases	43	469



Supervisory and managerial qualifications and training

As reported earlier, a quarter of all construction workers in the East of England perform a supervisory or management role at their site (24%). Amongst those who do not currently perform supervisory/management roles more than a fifth want to become a supervisor or manager in the future, but have not done it before (22%) and a further 5% want to be a supervisor/manager and have done it before. Just over a fifth of all workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (23%), while more than half are certain that they do not want to be (49%).

Amongst the youngest workers, aged 16 to 24, the proportion that would like to be supervisors/managers is highest, (38% of those aged 16 to 19 and 30% of those aged 20 to 24), while amongst those aged 45 and over a significantly higher proportion of workers definitely do not want to be supervisors/managers (73%). The likelihood that workers want to be supervisors/managers also diminishes amongst those that have worked in the industry for at least 5 years, with 54% of those having worked in construction for 5+ years not wishing to be supervisors/managers.

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

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

		Unweighted bases	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
East of England		254	17	4	59	20
UK		3457	20	6	53	21
Age	16 to 19 years	13	38	0	23	38
	20 to 24 years	54	28	2	43	28
	25 to 44 years	130	25	7	44	25
	45+ years	56	9	5	73	13
Length of time inc construction	<1 year	28	14	7	36	43
	1 to 2 years	17	24	0	35	41
	3 to 4 years	43	35	0	44	21
	5+ years	166	20	7	54	19
Contract type	Employed directly	102	25	5	49	21
	Self- employed	133	20	5	50	25
	Agency	19	21	5	47	26
Highest qualification level	No Qualifications	98	17	6	57	19
	Level 1	11	45	9	18	27
	Level 2	61	28	5	44	23
	Level 3	29	34	7	31	28
	Level 4+*	7	14	0	57	29



About a quarter of all construction workers in the East of England (26%; 25% across the UK) and almost three quarters of those who have had some form of supervisory or management responsibilities (72% cf. 65% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.

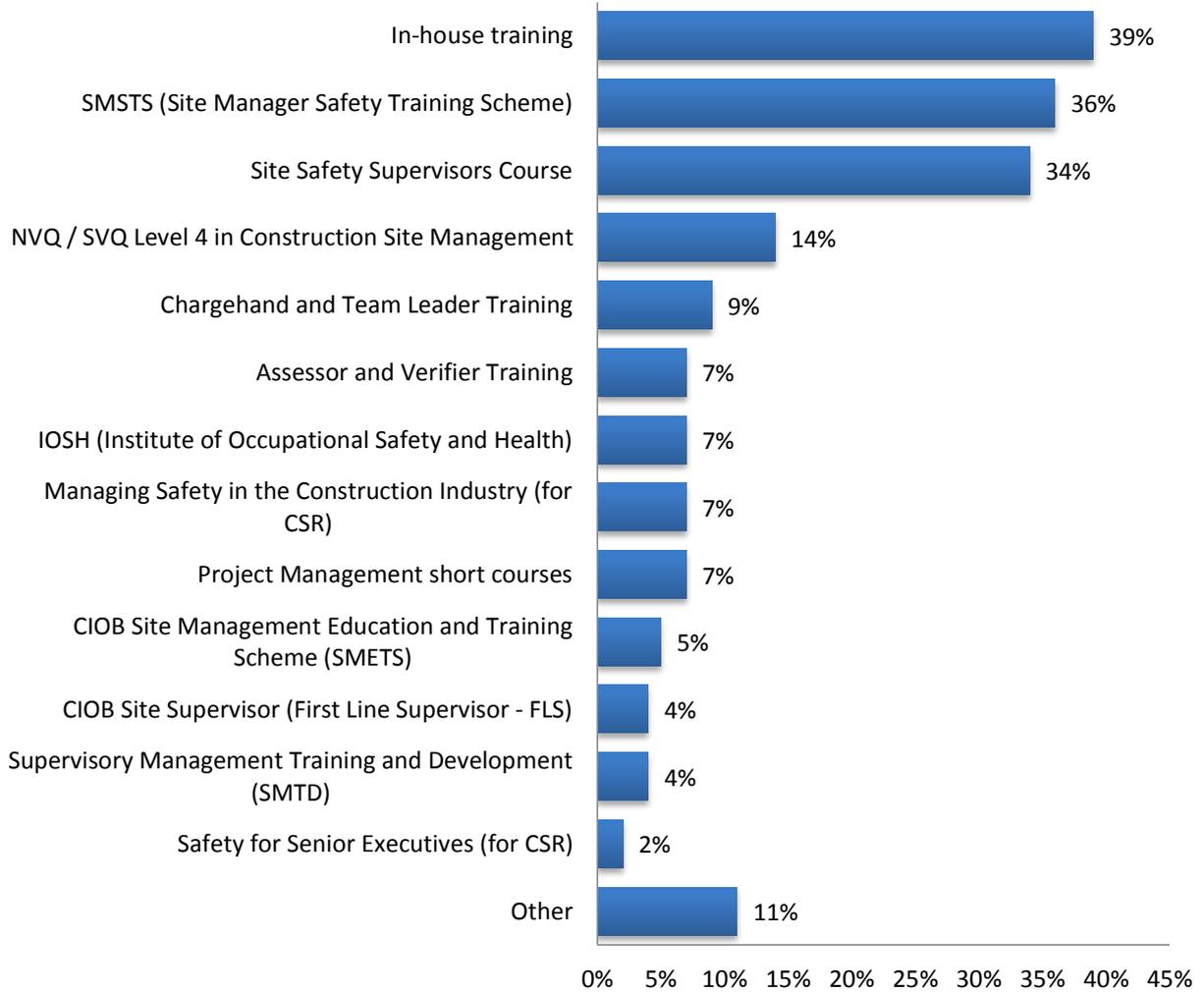
The proportion that has undertaken any managerial or supervisory training increases to more than a third amongst workers aged 45 and over (39%) and those employed directly (37%). It increases to nearly a third amongst those that have worked in construction for 5+ years (31%). Virtually all site managers have received formal training designed to improve managerial or supervisory knowledge or skills (91%).

In terms of the types of supervisory/managerial training undertaken the proportions mentioning each type are summarised in Figure 34. In-house training is most frequently mentioned by those who have undertaken any training (39%), followed by SMSTS (36%) and Site Safety Supervisors Courses (34%). In-house training (19%) and Site Safety Supervisors Courses (22%) were the top two most mentioned types of supervisory training in 2012.



Figure 34: Types of managerial/supervisory training undertaken

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



Unweighted base = 96

Overall skill levels

An overview of the qualification and skill levels of construction workers surveyed has been derived by combining data from various separate measures and is presented in Figure 35 below.



As in 2012 the vast majority of construction workers in the East of England (97%) has a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 3% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

More than a quarter of the workforce (29%) holds a skill card/certificate, but have no other construction qualification, this is lower than in 2012 and 2007 (57% and 46% respectively).

Figure 35: Qualification status summary

Base: All respondents

	EE 2015	EE 2012	EE 2007	UK 2015
	%	%	%	%
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	97	99	89	98
Holds a formal construction qualification or a skills card/certificate	97	99	87	97
Holds a skills card/certificate	96	98	81	96
Holds a skills card/certification but no other qualification	29	57	46	30
Working towards a qualification	13	11	24	12
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4771</i>

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

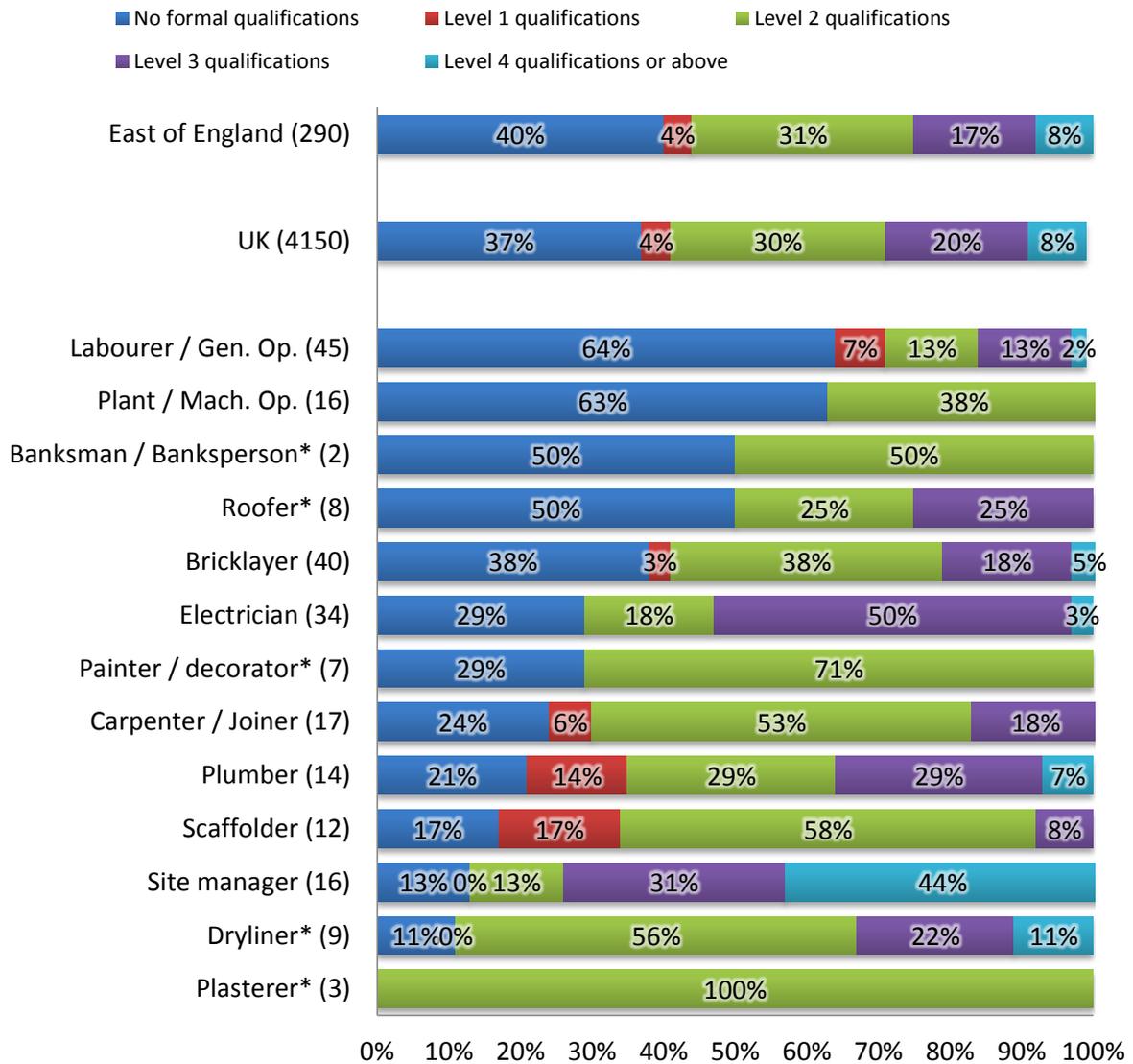
Overall while 4 in 10 construction workers in the East of England (40% cf. 35% in 2012 and a 2015 UK average of 37%) have no qualifications, the majority have qualifications equivalent to Level 2 or above (56% cf. 56% in 2012; 58% across the UK in 2015).

By occupation site managers are most likely to hold the highest level of qualifications; over half hold qualifications at Level 4 or above (44%) and a further third have Level 3 qualifications (31%). Electricians are also more likely than other occupations to hold qualifications equivalent to Level 3 or above (53%).



Figure 36: Current qualification level, by occupation

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

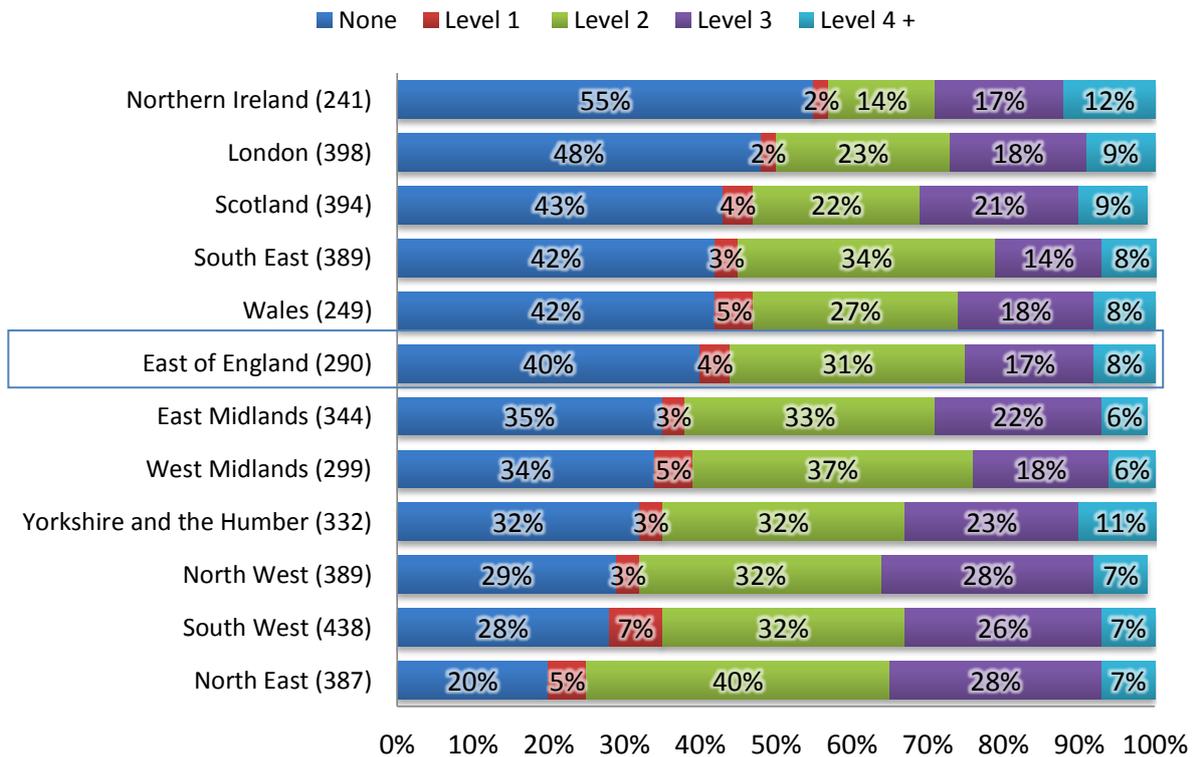


Unweighted bases in parentheses

Analysis by region/nation reveals that while the proportions that hold qualifications at Level 1, or at Level 4 and above, are generally quite similar, the proportions that have Level 2 or 3 qualifications and no qualifications varies quite considerably. These variances are summarised in Figure 37, which highlights that the construction workforce in the East of England is ‘about average’ in terms of qualifications across the UK.



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



Unweighted bases in parentheses

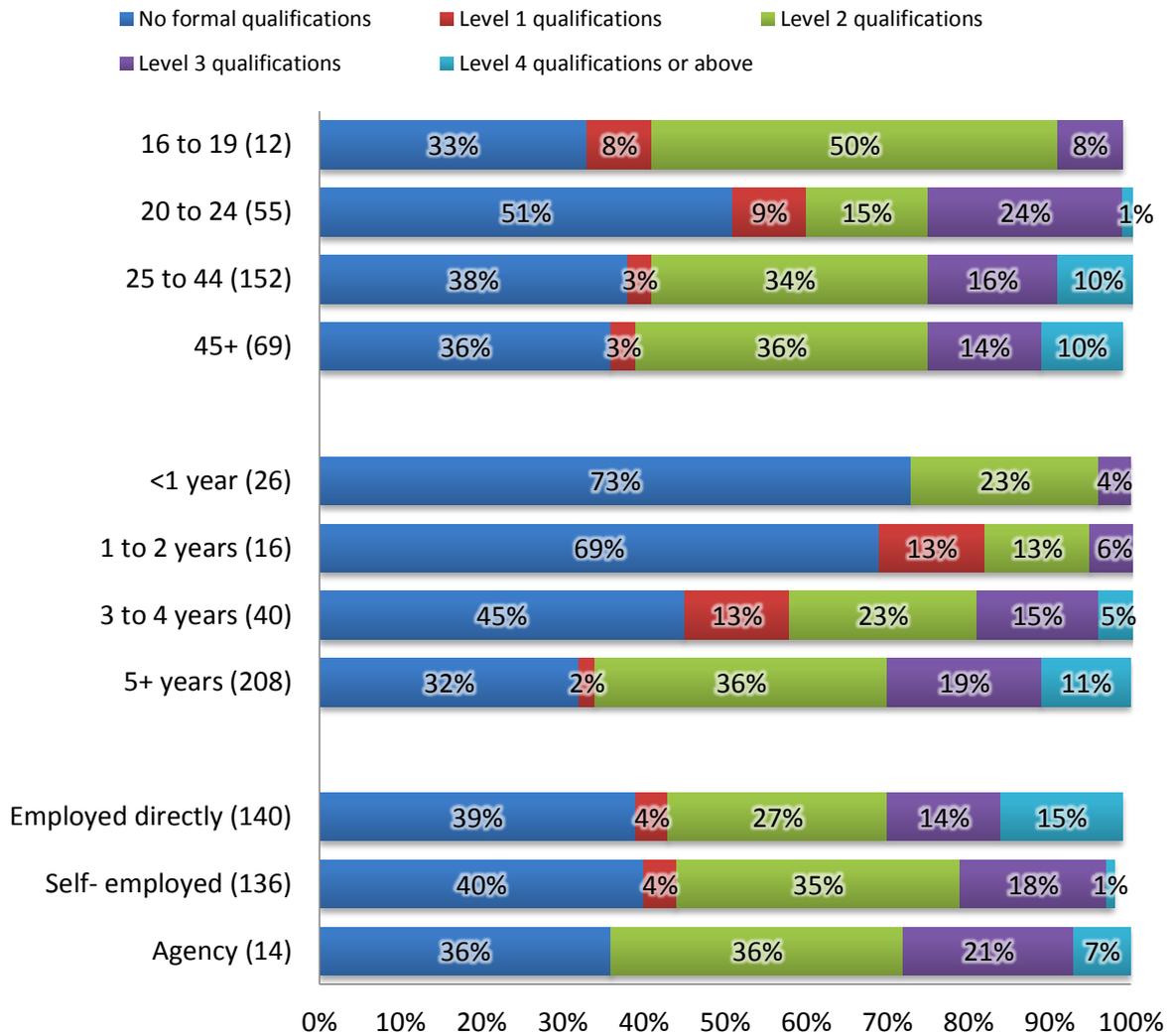
Looking at other sub-groups of construction workers, younger workers are most likely to have qualifications up to Level 1 or 2 (58% of 16-19 year olds) and workers over the age of 20 are most likely to have qualifications at Level 3 or 4+ (26% of 20-24 year olds, 26% of 25-44 year olds and 24% of 45+ year olds). A similar pattern is evident in terms of length of time in the construction industry, with those having worked in construction for 5+ years more likely than those having spent less time in the industry having qualifications at Level 3 or 4+ (30%, compared with 20% with 3-4 years, 6% 1-2 years and 4% less than 1 years experience).

In terms of contract type, as already mentioned, workers who are currently working for an agency are less likely than those employed directly or self employed to have any qualifications (64% have any). Figure 38 illustrates these variances.



Figure 38: Current qualification level, by other key variables

Base: All respondents who provided a valid response



Unweighted bases in parentheses



Geographic mobility

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

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

Work history in the current region/nation

As in the 2012 survey all workers were asked what made them decide to work in the region/nation that they are currently working in, although the code frame used for the responses was slightly different. Within the East of England the most likely reason for working in the region is because their employer sent them there (50%), significantly higher than the UK average (36%).

More than four in ten mentioned they grew up there/have always lived there (43%), with a further 4% specifically giving family reasons. Overall family reasons are mentioned to a greater degree than in 2012 (47% cf. 39%).

Figure 39: Reasons for choosing to work in current location

Base: All respondents

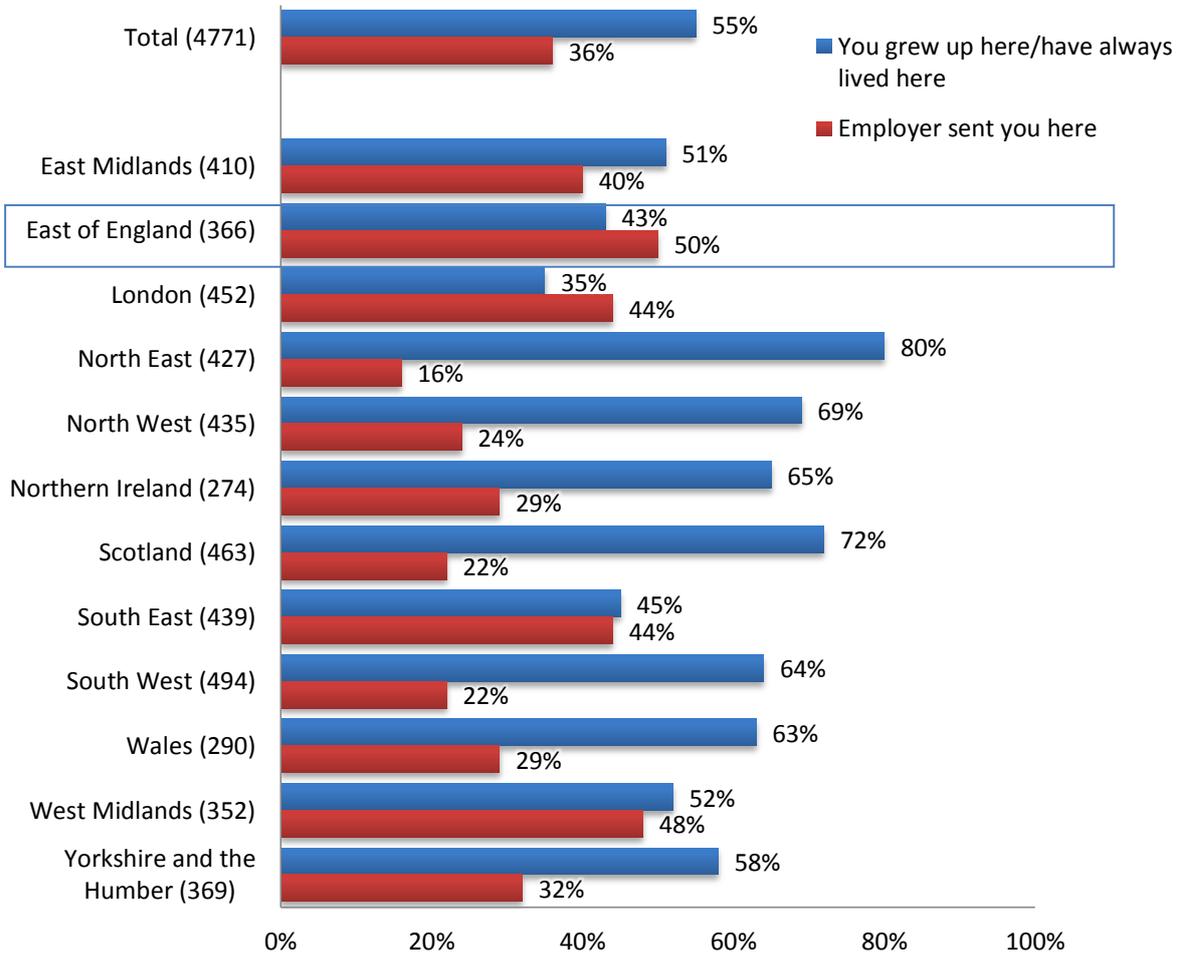
	EE 2015 %	UK 2015 %		EE 2012 %
You grew up here/have always lived here	43	55	Family	39
Family reasons	4	6		
Employer sent you here	50	36	Employer sent me	52
Came to the area to take up this or another job	2	5	More regular opportunities	3
There are more jobs available in this area	3	6	More jobs here	5
Construction work is better paid in this area	2	3	Better paid jobs	2
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	2	1	Prefer living here	11
<i>Unweighted bases</i>	<i>366</i>	<i>4771</i>		<i>407</i>



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

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

Base: All respondents



Unweighted bases in parentheses

More than a third of all workers have worked within their current region for their entire construction career (37%), compared with a lower proportion in 2012 (28%) and a higher proportion in 2007 (50%). With a further 34% that have remained in this region most of the time, this means the majority of all workers have remained in the current region for all or most of the time (71%).

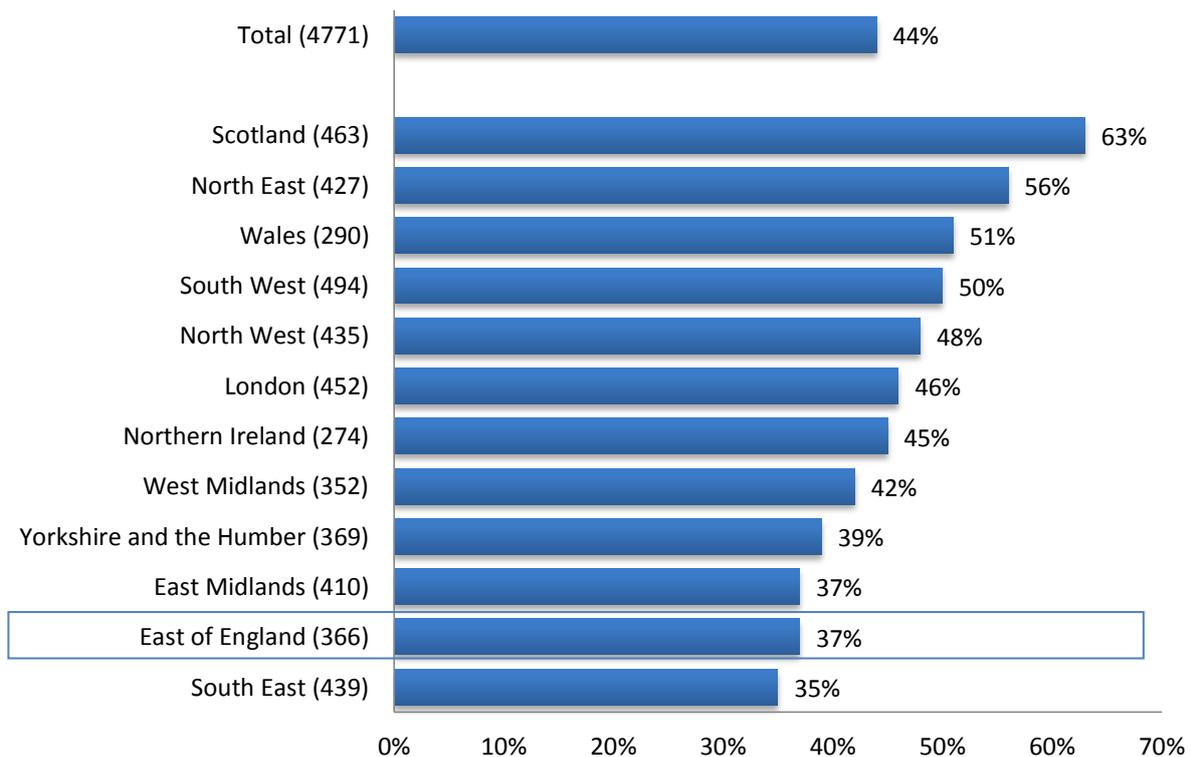


Figure 41: Proportion of construction workers' career worked in current region/nation
Base: All respondents

	EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %
All of your time	37	28	50	44
Most of it	34	37	30	36
Around half your time	10	14	7	8
A small proportion of your time	9	18	8	7
Only on this job (this is the first site you've been to in this region/nation)	7	1	2	3
Don't know	2	2	3	2
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4771</i>

The proportion of construction workers in the East of England that have spent all of their time in the region is higher amongst younger workers (50% of 16 to 19 year olds) and similarly high amongst those that have worked in the construction industry for the shortest period of time (43% of those working in construction for less than a year). There are quite significant variations again by region/nation, with the East of England much lower than the UK average in this respect.

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



Unweighted bases in parentheses



In terms of the regions/nations in which workers' current employer operates in, mostly workers reported that their employer operated within the region/nation they were currently working in as shown in Figure 43. The proportion for which this is the case is 67% in the East of England, which, along with the South East (65%) is among the lowest for any region/nation.

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

Base: All respondents

*denotes less than 0.5%

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

Region/nation worked in before current site

Thinking about the last construction site they worked on, before this one, in the majority of cases workers' last site is in the same region/nation as they are working in now, however the extent to which this is the case varies considerably by region/nation, as Figure 44 illustrates. Construction workers in the East of England are the least likely to state that their last site was in the East of England (49%).



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

Base: All respondents *denotes less than 0.5%

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

Worker origins

Workers were asked which region/nation they were living in just before they got their first job in construction in the UK. Overall just over half of all construction workers in the East of England were living in this region when they started their construction career (55%). However, there are considerable variations in the extent to which workers have remained in their original locality. As Figure 45 summarises workers currently based in the East of England are among the least likely to have remained in the same region/nation in which they were based when they started their construction careers.



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

Base: All respondents who provided a valid response

*denotes less than 0.5%

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

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



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

Base: Those with a formal qualification

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

Travel to site

Relative locations of current workplace to home

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

More than a third of construction workers in the East of England are travelling into the region for work from another region/nation in which their current residence is based (37% cf. 33% in 2012).



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

	UK 2015			UK 2012		
	% from same region/nation	% from different region/nation	% from neighbouring region/nation	% from same region/nation	% from different region/nation	% from neighbouring region/nation
Northern Ireland (95)	99	1	0	98	2	2
Scotland (258)	96	4	0	92	8	2
Wales (183)	93	7	5	91	9	6
North East (166)	97	3	1	87	13	13
North West (371)	88	12	12	87	13	12
Yorkshire and the Humber (297)	86	14	14	85	15	13
South West (317)	85	15	11	82	18	17
East Midlands (271)	74	26	23	69	31	27
West Midlands (250)	82	18	16	68	32	24
East of England (303)	63	37	27	67	33	26
London (375)	71	29	25	63	37	30
South East (375)	58	42	38	61	39	36
<i>Unweighted bases for 2015 East of England in parentheses</i>						

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

Construction workers in the East of England are among the least likely to currently be living in the same region/nation as the site they work on (63%), second only to those in the South East in this respect (see Figure 48).



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

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

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

Furthest distance worked in last 12 months

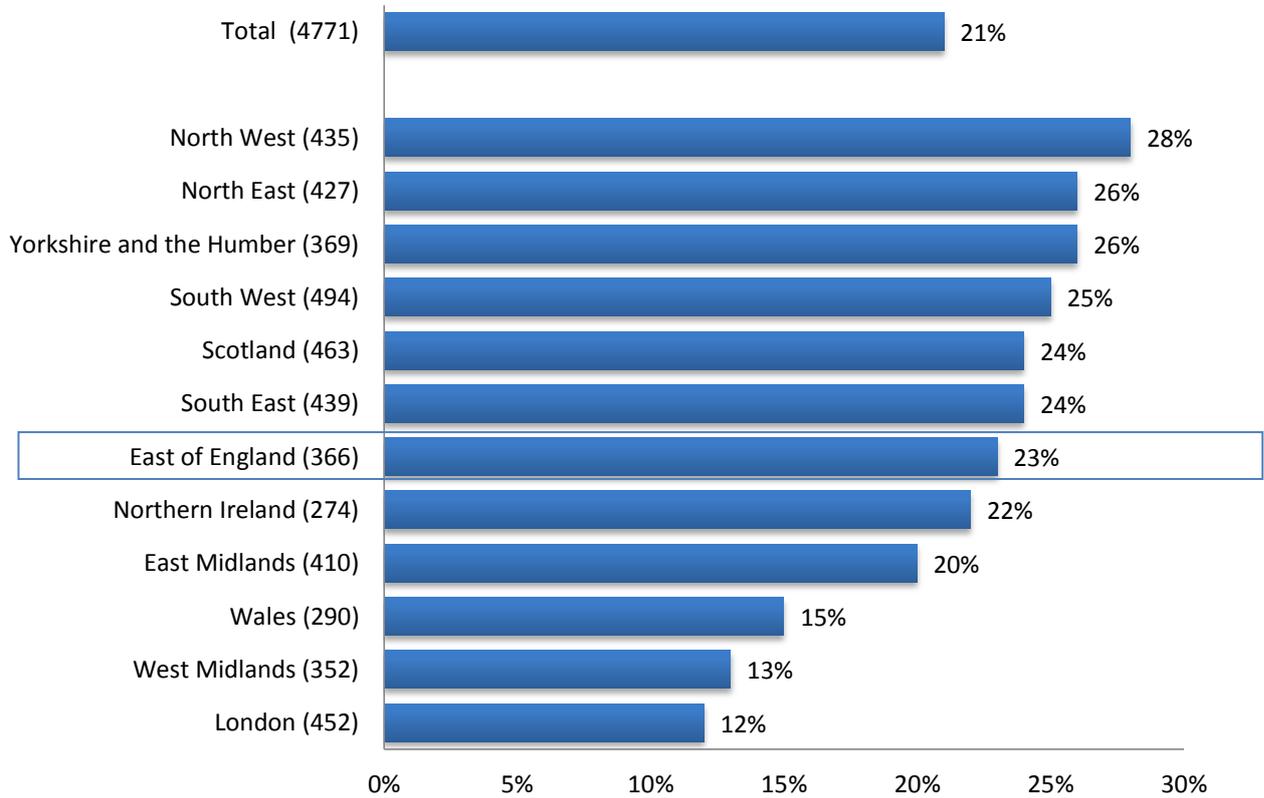
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within the East of England, 1 in 8 construction workers have worked no more than 20 miles away (12%) and a further third have worked between 21 and 50 miles away (34%). This leaves more than half that have worked more than 50 miles away from their permanent home (52%), with more than a quarter that have worked between 51 and 100 miles away (29%) and just under a quarter that have worked more than 100 miles away (23%).

Once again there are variations in this regard, with workers based in the East of England (23%) about 'average' in terms of likelihood to have travelled more than 100 miles from their permanent home to work in the last 12 months.



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

Base: All respondents



Unweighted bases in parentheses

Use of temporary accommodation

Nationally, 1 in 20 (6%: as in 2012) construction workers reported that they were currently staying in temporary accommodation while working at their site. By region/nation, the proportion is highest in the East of England (11%), whereas in the 2012 survey the proportion in the East of England was similar to the UK average (7%, compared with 6%).



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

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

Journey distance to work

Within the East of England, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 27 miles which is less than the average of 42 miles reported in 2012. The East of England mean compares to a mean of 22 miles across the UK.

Nearly a quarter (23%) travelled less than 10 miles from their current residence to the site they work, whilst 28% travelled between 10 and 19 miles, 38% travelled between 20 and 49 miles, 7% travelled between 50 and 99 miles and 4% travelled more than 100 miles.

Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (25% of all construction workers in the East of England) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 6% expect to work for another week or so, or less; 9% expect another month; 15% about 3 months; 21% between 6 months and a year and 3% expect to still be working for their current company/agency in more than a year's time. Nearly half of all temporary workers in the region did not know how much longer they could expect to be working for their current company/agency (45%).

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



Three in ten construction workers in the East of England (30% cf. 25% in 2012) do not expect to work on that site for more than a month, including 7% that only expect to be there for about a week or less. About 4 in 10 anticipated being on site for more than a month, but less than a year (39%), which compares with a higher proportion in 2012 (44%). One in eight expects to stay on that site for a year or longer (13%), which is lower than the figure for 2012 (16%). However in just under 1 in 5 cases (18% cf. 14% in 2012) workers did not know how much longer they could expect to be on site, indicating that a significant minority of temporary workers are living with a certain amount of uncertainty and insecurity.

The youngest workers, aged 16-19 are less likely to be sure of how much longer they can expect to work for (29% don't know).

Amongst the various trades/job roles, site managers are more likely to indicate that they expect to work at that site for more than a year (39%); plasterers and plumbers are least likely to indicate that this is the case (none of these occupations which also have small sample bases).

Expected next site location

Three quarters of all construction workers in the East of England 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 (70% cf. 75% in 2012). The remaining 3 in 10 workers, in aggregate, are sure that this will not be the case (10%); that it depends where the work is (14%); or that they don't know (7%).

By region/nation, construction workers in the East of England are amongst the least confident (70%) that they will be able to commute daily from their permanent home, second only to Northern Ireland (68%) in this respect.

Construction workers who have worked in construction for the longest period of time are more likely to be confident of this (73% of those who have worked in the industry for 5+ years, cf. 60% of those who have worked in construction for under a year). By trade/occupation, once again site managers are most confident (91%).

Workers that are certain that their next job will not be within commuting distance of their permanent home were asked to indicate which region/nation they expect to be working in next. The following figure summarises their responses by region/nation (although the base sizes within each region/nation are very small, so some caution is needed) and it gives an indication of the likely pattern of movement between regions/nations. Again, construction workers in the East of England that do not expect to be able to commute daily to their next job are among those least likely to expect to remain in the region for their next job (second only to those in the South East (29%).



Figure 51: Expected location of next site/job

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

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

Sub-sector and sector mobility

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

Sub-sector mobility

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

Compared with 2012, a similar proportion of construction workers have been working on new housing within the East of England; 77% in 2015 cf. 80% in 2012. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012. In 2012 around three fifths had worked on commercial work (61%) or private industrial work (57%), compared with closer to a third in each case now (39% and 36% respectively). The proportion of construction workers that have been involved in infrastructure projects has fallen from over a third in 2012 (35%) to just under a quarter this year (23%).

Overall two fifths of all construction workers have only worked on one project type (40%), compared with a fifth in 2012 (19%), which again suggests a pattern of increased stability in the sector.



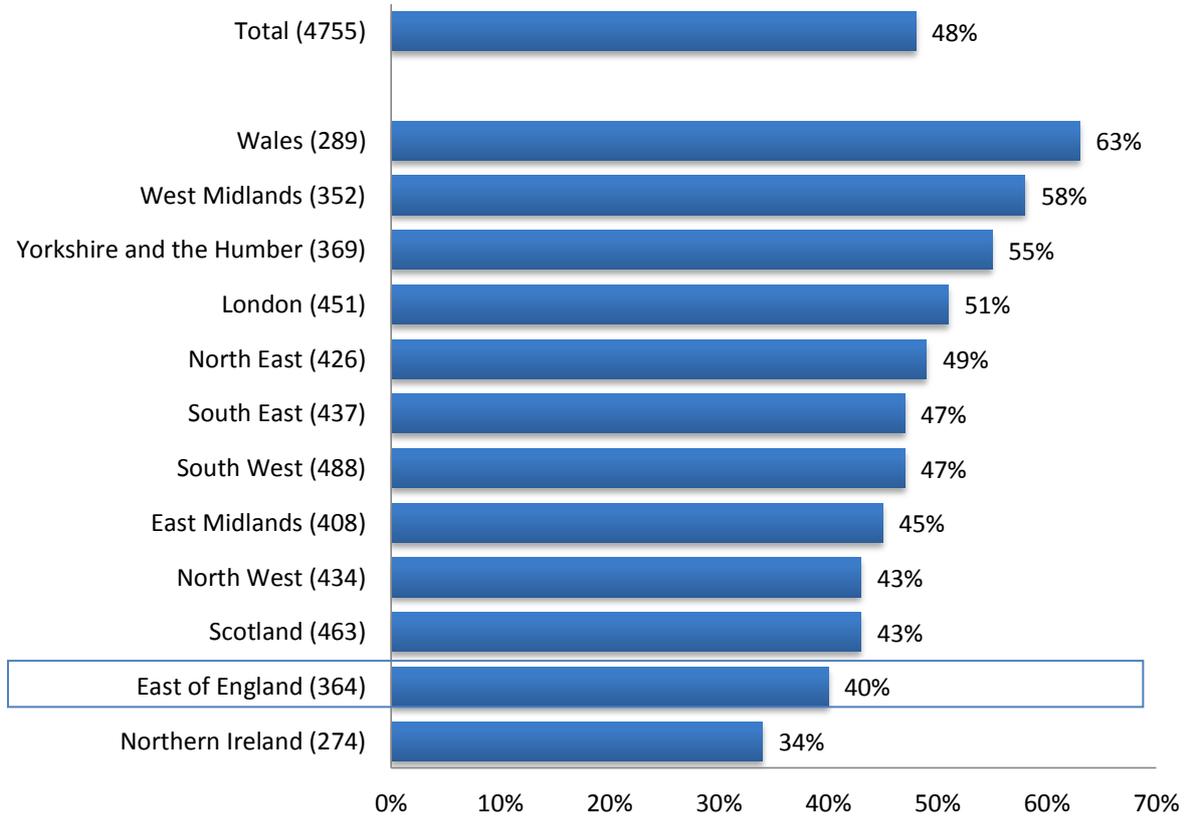
Figure 52: Type of projects spent significant periods on
Base: All respondents

	EE 2015 %	EE 2012 %	EE 2007 %	UK 2015 %
New housing	77	80	66	83
Housing repair and maintenance including extensions/loft conversions	36	47	34	36
Commercial work such as shops, office, pubs etc	39	61	41	35
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	36	57	32	30
Public non-housing work such as schools, sports facilities, landscaping	39	68	44	33
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	23	35	25	21
ONE TYPE ONLY	40	19	37	48
TWO TYPES	18	13	19	14
THREE TYPES	11	15	18	11
FOUR TYPES	10	16	10	8
FIVE TYPES	8	20	9	9
SIX TYPES	11	15	4	9
<i>Unweighted bases</i>	<i>366</i>	<i>407</i>	<i>314</i>	<i>4771</i>

The number of project types worked on varies significantly by region/nation, as Figure 53 illustrates. The East of England as a region is amongst those least likely to report its' construction workers working on one project type (40%), with the highest proportion reported in Wales (63%) and the lowest proportion reported in Northern Ireland (34%).



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



Unweighted bases in parentheses

The likelihood that workers have worked only on one project type declines, as age increases, as one would expect (from 54% of 16 to 19 year olds to 29% of 45+ year olds). By current trade/occupation, banksmen* (100%) and plasterers* (100%) are most likely to have only worked on one project type, whilst electricians (28%) and scaffolders (27%) are least likely. (*Caution: Small sample bases.)



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

Base: All respondents

	Unweighted bases	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Labourer / Gen. Op.	55	53	18	13	5	4	4
Plant / Mach. Op.	25	44	20	12	12	8	4
Carpenter / Joiner	21	52	10	5	5	10	14
Bricklayer	45	38	9	9	9	13	22
Dryliner	10	30	0	10	10	10	20
Banksman / Banksperson	5	100	0	0	0	0	0
Electrician	43	28	14	9	19	26	5
Roofer	11	36	36	9	9	0	0
Painter / decorator	9	56	33	0	0	11	0
Plasterer	5	100	0	0	0	0	0
Plumber	15	47	13	27	0	0	13
Scaffolder	15	27	20	0	13	0	40
Site manager	23	35	17	13	9	4	22

Leaving the sector

In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Within the East of England, about a quarter of construction workers say they definitely will be (24%); just under half think it is very or quite likely (45%); 4% consider it unlikely; 4% say they definitely won't be and a further 9% hope to be retired by then, while 15% don't know.

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 38% believe they will definitely want to be working in the construction sector, 33% believe it is very likely they will want to be working in the construction sector and 10% believe it is quite likely they will want to be working in the construction sector. Only 5% think on any level that they will not want to be working in the construction sector in 5 years time which is less than in 2012 (18%).



The East of England construction workforce 2014-15 summary

Across the wide range of issues covered within the 2015 survey it seems there are a number of signs of increased stability amongst the UK construction workforce and this is reflected in the East of England. Since 2012 there has been an increase in the proportion of workers employed directly by companies (from 39% to 48%) and a corresponding decrease in the proportion that are self-employed (from 54% to 46%).

In terms of project type there has also been increased stability, with two fifths of all construction workers in the East of England that have worked on just one project type (40%), compared with a fifth in 2012 (19%).

Some uncertainty does however remain with almost half of temporary workers not knowing how much longer they can expect to be working for their current employer/agency (45%) and just under 1 in 5 of all workers not knowing how much longer they can expect to be on their current site (18%).

In terms of skills and qualifications it is encouraging to note that virtually all workers continue to hold some form of skill card or certificate, with this proportion being on a par with the UK average in the East of England (96% for both).

Six in ten of all construction workers in the East of England (60%) hold some form of qualifications and this proportion is similar to the UK average (of 63%). The majority of all construction workers in the East of England hold qualifications equivalent to Level 2 or above (56%) and they are on par with the national average in this respect (58%).

Around 1 in 7 East of England construction workers are currently working towards a qualification and one in five believes they would benefit from training in basic skills.

In terms of mobility an increased proportion of construction workers have worked within the East of England for their entire construction career (37% cf. 28% in 2012). In a half of cases (49%) workers' last construction sites were in the East of England.

Just under a quarter of East of England construction workers (23%) have travelled 100+ miles to construction sites for work in the last 12 months, a similar figure to the UK average (21%). However, 11% of workers remain in temporary accommodation (cf. 6% nationally).



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