

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

Research Report

prepared for

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

by

IFF Research Ltd

March 2005

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1 Background, objectives and methodology

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

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

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

Research Methodology

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

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

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

- 1.4 The survey results presented in this report is based on fieldwork conducted in Wales from August to November 2004. This consisted of a total of 398 face-to-face interviews with site-based workers obtained across 21 sites.
- 1.5 At the analysis stage, weighting was applied to the UK data to ensure that each region was represented in its correct proportions based on the relative size of the construction workforce via LFS figures. This is something of a proxy measure as these LFS figures do not tie in exactly the scope of the current survey (i.e. workers on large construction sites). Weighting was important both because, at a UK wide level, London and the South East were relatively oversampled, and then in the rest of the UK the sampling strategy intentionally oversampled smaller regions. Unless otherwise stated, and with the exception of base totals, the figures in this report are based on weighted data. Weighted, Wales accounted for approximately 5% of the UK construction workforce.

Details of the sites covered in the research

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

Table 1.1: Sites covered by type of activity			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews</i>
Total	21	853	398
Other commercial	10	487	194
New Housing	7	255	151
Civil Engineering projects	2	51	34
Engineering construction work	1	40	12
Housing repair	1	20	7

- 1.7 The sites at which interviews were conducted in Wales were predominantly ‘other commercial’ (covering offices, schools, hospitals and the like) or new housing.
- 1.8 Figures from the contractors interviewed at each site indicated that there were some 853 workers across the 21 sites. Hence in total we interviewed approximately half of the potential workforce at these sites.
- 1.9 The following table shows the coverage by the number of workers at the site.

Table 1.2: Sites covered by number of workers on the site			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews (and proportion this represents of the total within that size band)</i>
<i>Total</i>	21	853	398 (47%)
50 or less	18	601	285 (47%)
51-99	2	122	73 (60%)
100-199	1	130	40 (31%)

2 Management Summary

- 2.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills, the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI). The survey consisted of interviews with 398 construction workers employed across 21 sites. The work took place from August to November 2004. The survey covered large projects with an estimated value of £1m plus, and in this sense it did not seek to be representative of the overall construction workforce.
- 2.2 The project sought to establish reliable information on the qualification and skill levels of the UK construction workforce, and also geographic and occupational mobility.

The profile of the workforce

- 2.3 A wide range of occupations was covered in the research, though in Wales labourers / general operatives (25%) and plant / machine operators (11%) constituted over a third of those interviewed. Although most workers were highly experienced (a third had worked in construction for over 20 years), the proportion who had worked in the industry less than a year was a lot higher in Wales than across the UK as a whole (18% v 8%). Matching this the Welsh site-based construction workforce interviewed had a relatively young profile: over a quarter were under 25 compared with a fifth across the UK as a whole.
- 2.4 Almost two-thirds of the sample (64%) were employed directly by a company, just over a quarter (28%) were self-employed and 8% worked for an agency. The level of self-employment varied enormously by occupation and was particularly low among groundworkers and labourers / general operatives. Compared to the national picture workers in Wales are more likely to be directly employed and less likely to be self-employed.
- 2.5 Agencies are used mainly for labouring / general operative positions: more than half of the agency staff work in these roles, and 16% labourers / general operatives are employed by an agency.
- 2.6 Reflecting high levels of direct employment, more than three-quarters (76%) of workers were employed on a permanent basis and one in five (21%) were working on a temporary basis (a small proportion, 3%, worked on some other basis or were unsure if it was permanent or temporary).

Mobility issues

- 2.7 Wales has a fairly 'self-contained' workforce with relatively low levels of in and outflow with other areas. This can be seen by the fact that:
- Relatively few workers (10%) are drawn in from outside the region: 90% had their permanent residence in Wales.
 - A high proportion of the workforce were originally from Wales (81%), far higher than regions such as London and the South East, but not quite as high as Northern Ireland, Scotland and the North East.
 - Almost half had spent all (48%) of their construction career on sites in Wales (this a higher than that found across the UK as a whole).
 - Relatively few (18%) who live in Wales were currently working outside the region, slightly less than the national average (21%).
- 2.8 The average (mean) distance travelled is 31 miles each way, significantly higher than the UK average (23 miles). Almost half (47%) travel less than fifteen miles each way, while 15% travel more than 50 miles each way to their current site.

Training and Qualifications

- 2.9 The site workforce in Wales has lower qualification levels than found across the UK. The following table shows comparative results, these qualification levels showing *construction-related* qualifications.

Table 2.1: Highest construction-related qualification level		
	Wales (398) %	UK (8,436) %
No qualifications	33	25
Level 1 or 2	39	45
Level 3	22	26
Level 4 or 5	6	3

- 2.10 A third of site workers in Wales (33%) had no construction-related qualifications, noticeably higher than the national average (25%). Furthermore Wales had fewer workers qualified to levels 1-3 compared to the UK average, although the region did have a slightly greater proportion qualified to at least level 4.
- 2.11 Just over half the workforce in Wales (54%) have a construction skills card or certificate, which is lower than the national average. Less than half of labourers / general operatives and bricklayers had a skills card / certificate. The main card held were CSCS cards, indeed 35% of the workforce possessed a card (most often green (level 2) though over a fifth were unsure).
- 2.12 Whilst 50% of workers in the UK hold a construction-specific qualification beyond a skill cards / certificate), only 43% of the workforce in Wales held such a qualification. The self-employed (54%) and workers aged 25-44 (53%) were more likely than average to hold a construction qualification.
- 2.13 A fifth of workers said they had managerial or supervisory duties at the site. The majority of managers / supervisors (54%) had received some form of training designed to improve their managerial or supervisory knowledge and skills, this significantly higher than the level found across the UK (39%). In-house training as opposed to more formal industry-recognised training was the most common method of management training. Still a significant proportion of the workforce with management and supervisory duties are carrying out these responsibilities without specific training in this area.

- 2.14 Overall 16% of the workforce were working towards a construction-related qualification, higher than found across the UK as a whole (13%). Although a low base, results suggest that fewer 16-17 year olds were studying towards such construction-related qualification than elsewhere in the UK. Clearly if this can be confirmed by other data, then this represents a priority issue to be addressed by the construction industry in Wales.
- 2.15 Most of those working towards a qualification already had a construction qualification, skills card or certificate. In fact those studying towards a qualification who do not already have one represent just 5% of the Welsh workforce.
- 2.16 Part of the continuing training and upskilling of unqualified workers may happen from a worker, demand-led angle, though the potential may be relatively limited:
- One in seven workers (14%) think they need more training or qualifications to do their current job. Perhaps surprisingly, this figure was lower (6%) amongst those who had neither a qualification nor were working towards one, suggesting a need to continue to promote the benefits of training.
 - Some (2%, higher among those aged 35-44) identified the need for training and improvement in their basic skills (particularly numeracy).
 - Of greater potential are those looking to change the roles they carry out in construction (13% of all workers in Wales though a further 16% were undecided). Among these workers, the majority (62%) recognise that training and / or further qualifications will be required.
- 2.17 One challenge to the uptake and delivery of training to site-based workers is the relatively limited time they are on each site. In Wales just 17% of workers definitely expected to be on site for more than six months (lower than found nationally, 27%), and almost a third (32%) were unsure what the overall duration would be, neither likely to be conducive to workers considering on-site training.

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

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

Demographic profile of the sample

3.2 The following table shows the demographic profile of our sample of construction workers in Wales, and compares this to the overall workforce in the UK.

Table 3.1: Demographic profile of the Welsh sample compared with the UK construction average		
	Wales respondents (398) %	UK respondents (8,436) %
<i>Age:</i>		
16-17	4	2
18-24	23	19
25-34	26	27
35-44	23	26
45-54	15	16
55+	9	9
<i>Ethnicity:</i>		
White	99	97
Non-white	1	3
<i>Gender:</i>		
Male	99	99
Female	1	1

3.3 There is a broad spread by age in Wales, with over a quarter under 25 (representing the relatively new entrants to the industry in the region) and a further quarter aged 45 and over. Compared to the national average, Wales has a relatively young site-based construction workforce.

3.4 One per cent of those interviewed described themselves as non-white. This compares to the figure of 2% in the region who are non-white (according to the 2001 census).

- 3.5 Predictably the workforce was very male dominated. In total only 3 female workers were interviewed in Wales, representing just 0.8% of the total sample (in line with the UK figure of 0.6%).

Work status

- 3.6 Almost two-thirds (64%) of the sample of site workers were employed directly by a company. Over a quarter (28%) were self-employed and the remainder (8%) worked for an agency. Compared to the situation across the UK as a whole, Wales's site-based workforce is more likely to be directly employed and less likely to be self-employed (see Table 3.2).
- 3.7 There is a notable effect by how long people have worked in the industry. After two years in the sector the incidence of self-employment rises considerably. Among more recent recruits, working for an agency is quite common: 18% of those in the industry less than a year do so.

Table 3.2: Work status						
Base:	UK	Wales				
	UK total (8,436)	Wales total (398)	Years working in construction			
			< 1 (72)	1-2 (27)	2- 5 (21)	> 5 (276)
	%	%	%	%	%	%
Employed by a company	58	64	72	74	71	60
Self employed	35	28	10	19	29	34
Work for an agency	7	8	18	7	*	5

- 3.13 Self-employment reaches its peak among those aged 45-54 among whom two in five (40%) were self-employed. Among older workers (i.e. those aged 55 and over) this falls and the proportion directly employed increases.
- 3.14 There were wide differences in the likelihood of being self-employed by occupation, as summarised on the following table. Owing to low base sizes in a number of occupations, only those occupations where we interviewed 15 or more workers have been referenced.

Table 3.3: Level of self-employment by occupation	
<i>High</i>	<i>Low</i>
Bricklayers (61%)	Groundworkers (12%)
Carpenters / joiners (60%)	Labourers (18%)
Painters / decorators (60%)	

- 3.15 Agency workers account for 8% of our total sample. Agencies appear to be used mainly for labouring / general operative positions (16% of labourers are employed by an agency and this occupation accounts for over half of all the agency workers interviewed). Almost one in five roofers interviewed (19%) were also employed by agencies.
- 3.16 Three-quarters (76%) of our sample of workers said they were employed on a permanent basis compared with just one in five (21%) working on a temporary basis (a small proportion, 3%, worked on some other basis or were unsure if it was permanent or temporary).
- 3.17 The vast majority of those employed directly by a company were employed on a permanent basis (91%). But also among the self-employed, well over half (57%) indicated that they were employed on a permanent contract.

Occupational profile

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

Table 3.4: Occupational profile			
<i>Base: all respondents</i>	<i>Wales</i>		<i>UK</i>
	398 Number	398 %	8,436 %
Labourer / general operative	99	25	16
Plant / machine operator	42	11	7
Carpenter / joiner	35	9	13
Groundworker	35	9	7
Bricklayer	33	8	10
Scaffolder	20	5	4
Roofer	16	4	2
Painter / decorator	15	4	3
Plasterer	12	3	1
Pipe fitter	12	3	2
Electrician	11	3	7
Supervisor	11	3	4

- 3.19 Over a third of the site workers interviewed classified themselves as labourers / general operatives or plant / machine operatives. Compared with the profile of site workers across the UK as a whole as interviewed on this survey, there were noticeably more labourers / general operatives in Wales and fewer carpenters / joiners.

Years working in construction

- 3.20 The length of time spent working in construction ranges from 18% of new entrants who have worked in the industry for a year or less, to a third (33%) who have worked in the industry for over 20 years. The following table summarises findings showing cumulative proportions (i.e. those who have worked in the industry for a year or less includes those who have worked in it for less than 6 months). As can be seen the profile below, the workforce in Wales is less experienced compared to the UK average, this not surprising given that it has a younger profile (as discussed earlier in this chapter).

Table 3.5: Years spent working in construction (cumulative)		
<i>Base: all</i>	<i>Wales</i> 398 %	<i>UK</i> 8,436 %
Less than 6 months	10	5
A year or less	18	8
2 years or less	25	15
5 years or less	30	25
10 years or less	45	39
20 years or less	67	65
More than 20 years	33	35

- 3.21 Labourers / general operatives were much more likely to be recent recruits to the industry (43% had worked in the sector for a year or less), indicating quite strongly that people often start out doing this work before moving on to more skilled areas within the industry. That said there were still many labourers / general operatives who had worked in the industry for many years (18% had worked in construction for over 20 years).

Construction employment

- 3.22 Just under a third (31%) of our sample of site workers in Wales ended up in the construction industry after first starting in some other field (slightly lower than the UK wide figure of 35% suggesting that workers in Wales are more likely than average to have had construction as their first choice career).
- 3.23 Scaffolders (65%) and roofers (50%) were much more likely to have started their careers in other industries. In other occupational areas it appears as if most chose from an early age that this is the type of work they want to do and enter this employment straight after leaving education. This includes carpenters / joiners, bricklayers, painter / decorators and plumbers among whom less than a fifth had started out working in some non-construction field.
- 3.24 Since starting their first job in construction, the majority had only ever worked in the sector: 83% reported having worked in construction continuously and a further 3% had only worked in this sector but with spells out of work. Overall 9% had dipped in and out of the construction sector since their first construction job. These levels are very similar to that found across the UK as a whole.

Occupational switching and progression

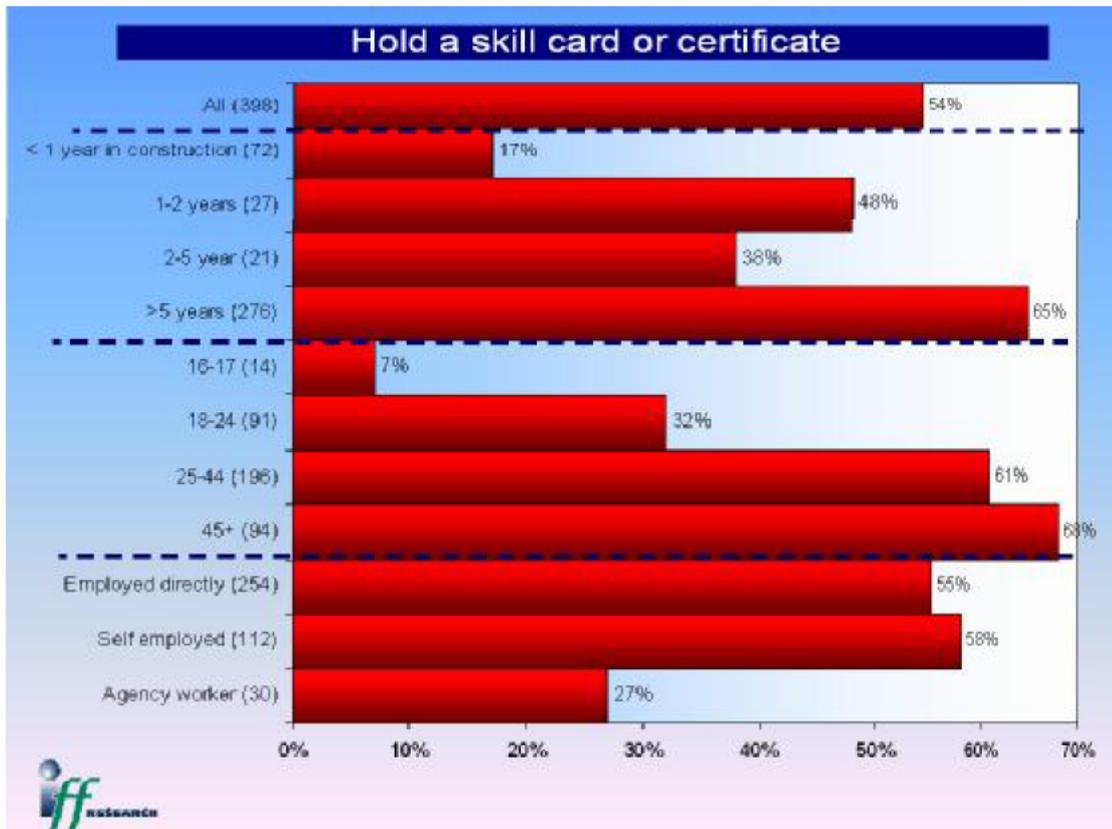
- 3.25 An area of particular interest in the research was the extent of switching between occupations within construction. For example, one possible way for employers to meet particular occupational shortages would be to recruit, or transfer staff, from related occupational groups. The same issue applies for ConstructionSkills when forecasting at an industry wide level particular occupational shortages. And in itself it is important to see typical career progression paths, for example the route from unskilled general labouring to more skilled positions.
- 3.26 To this end, workers were asked if they had always worked in their current role / occupation and if not what their previous occupation had been (a fair number of respondents listed all their main previous construction occupations rather than their last one, but these responses have been kept).
- 3.27 The majority (75% vs. 72% nationally) indicated that they had always worked in the same occupational area as their current job. Not surprisingly, younger workers and those in the industry for less than a year were much less likely to have changed occupation. Overall a quarter (25%) had ever switched roles. The age groups most likely to have changed roles were 35-44 year-olds (33% had done so) and 55-59 year-olds (36%).

4 Qualifications and skills

- 4.1 A key objective of the survey was to measure the qualification levels of the construction workforce. A number of questions were asked to ascertain this:
- Whether any construction skill certificate or card was held and if so, which and, in the case of CSCS and ECI cards, to what level.
 - What formal qualifications relevant to the construction industry they held or were working towards, if any.
 - Those with managerial or supervisory duties were specifically asked about any training specifically designed to improve their managerial or supervisory skills or knowledge.
- 4.2 We report on each of these, and then summarise the findings in terms of their *construction-specific* qualification level (this is not equivalent to the qualification level of construction workers as we intentionally excluded qualifications with no relevance to construction). Readers wishing to look at figures on the qualification level of the workforce without looking at the figures on how this picture is built up from qualifications held should skip to section 4.23.
- 4.3 We also look at workers' own assessment of their skills, including basic skills, and how many felt they needed more training to do their current job.

Construction skill cards or certificates

- 4.4 There is a general move in the industry towards the need for workers to have construction skill cards and certificates, indeed on some large major sites having such cards is a requirement of employment. The issue has been very high profile within the industry because of the employment implications for those without such cards.
- 4.5 Overall, just over half of all workers in Wales (54%) had a skills card or certificate. This compares with 57% across the UK and 61% in the UK excluding London and the South East (the latter is a better comparator since the work in London and the South East was undertaken in 2003 whereas in the rest of the UK it took place around 12 months later). Thus results suggest that uptake of skill cards and certificates in Wales is behind the rest of the UK.
- 4.6 Following the national pattern older workers and those with more than five years experience in the industry were all more likely than average to have a skills card or certificate. This is shown on the following table.



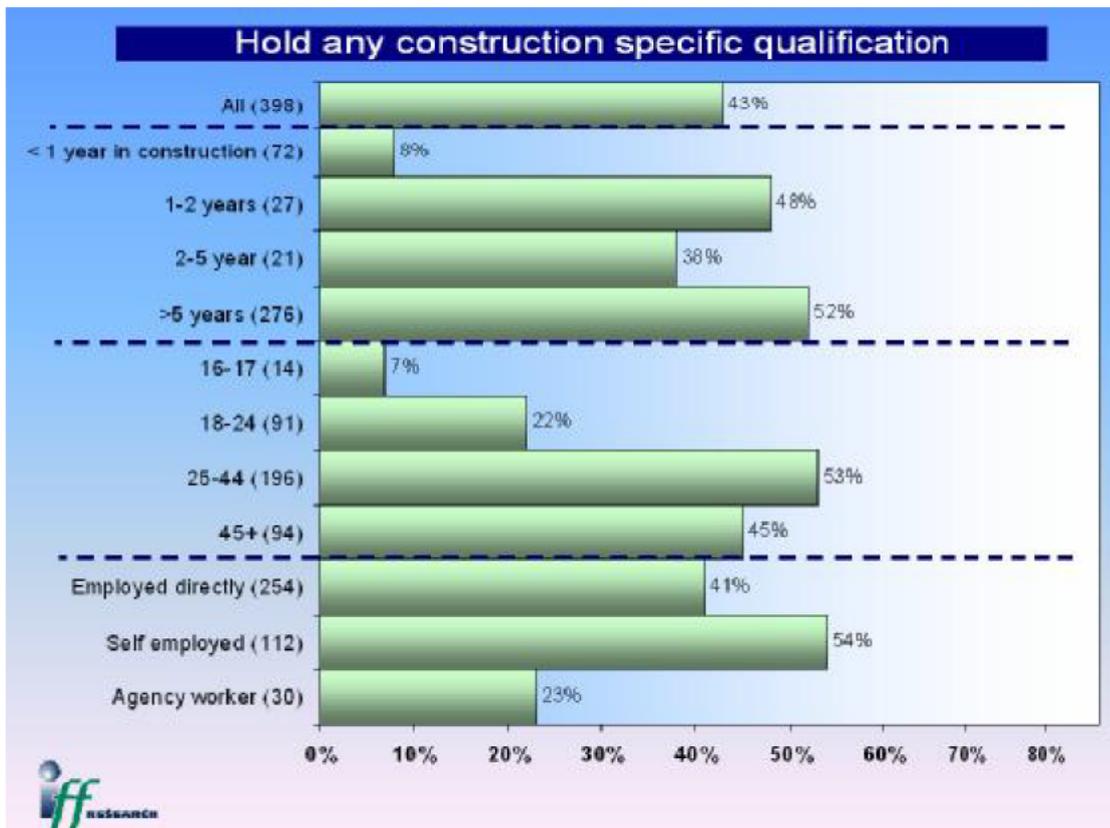
4.7 The main differences by occupation are shown in the following table which lists occupations with the highest and the lowest penetrations. Again only those occupations where at least 15 workers were interviewed have been included.

<i>High likelihood</i>	<i>Low likelihood</i>
Plant machine operators (86%) Ground workers (66%) Scaffolders (65%)	Labourers / general operatives (33%)

4.8 The main type of card held is CSCS cards, possessed by 35% of all site-based workers in the region. Uptake of CSCS by occupation was highest among groundworkers (51%), plant / machine operators (48%) and carpenters / joiners (46%). The cards held were typically green / level 2 (held by 36% of CSCS card holders), gold / level 3 (held by 16%) or blue / level 2 (held by 13%), though one in five (21%) of those with a CSCS card were unsure of its colour / level.

Construction qualifications held

4.9 Having described what skill card or certificates they held, workers were asked what *other* formal qualifications relevant to construction they held (excluding first aid certificates). Less than half (43%) had such a qualification which compares unfavourably to the figure across the whole of the UK, 50% of those interviewed said this was the case. Wales along with London were the areas where workers were least likely to have a construction-related qualification. As with skill cards or certificates, there were differences by age and length of time worked in the industry, as summarised on the following chart.



4.10 The self-employed were slightly more likely to have construction qualifications compared to those directly employed. Qualification levels were generally similar amongst these groups as is the case nationally. However, the survey highlighted potential skills deficiencies amongst agency workers in Wales. These respondents were far less likely than their national counterparts to hold a construction qualification (23% vs. 43% nationally).

- 4.11 As is the case nationally, qualification levels amongst workers over the age of 25 reached at least 50%, with the exception of workers aged 55 and over amongst whom qualification levels were slightly lower than average (39% vs. 53% UK-wide). Of more concern for the future of the construction industry in Wales, less than a quarter of workers aged 18-24 held a qualification compared to 37% nationally.
- 4.12 Variation by key occupations are summarised below, showing occupations with high proportions with a qualification, and then those with low relative proportions.

Table 4.2: Whether have construction qualifications (other than skill cards / certificates)	
<i>High likelihood</i>	<i>Low likelihood</i>
Bricklayers (73%) Carpenters / joiners (63%) Plant / machine operators (60%) Painters / decorators (60%)	Labourers / general operative (12%) Groundworkers (23%) Roofers (25%)

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

Table 4.3: Main type of highest qualifications held	
<i>Base: those with a qualification (171)</i>	<i>%</i>
City and Guilds	37 (46)
NVQ	32 (25)
Apprenticeship (including Modern Apprenticeship)	2 (6)
CTA	10 (7)
HNC/HND/BTEC higher	2 (3)

- 4.14 NVQs are more widely held among those with a construction specific qualification in Wales than is found across the UK (and City and Guilds less so, though this is still the most common qualification).

- 4.15 Workers were also asked *where* their highest qualification was attained. For the majority of workers holding a construction qualification, this had been in Wales (78%). The remaining 22% of these workers achieved their qualification pretty evenly across the other regions (it was highest in the South West: 6% of those currently working in Wales with a qualification gained it from there).

Those working towards a qualification

- 4.16 Around one in six of the workforce (16%) were working towards a construction qualification. Predictably this is highest amongst new entrants and younger workers, as follows:

➤ 16-17 year olds	36%
➤ 18-24 year olds	21%
➤ 25 plus	13%
➤ Worked in construction for less than a year	19%
➤ Worked in construction 1-2 years	26%
➤ Worked in the industry 2-5 years	33%
➤ Worked in the industry > 5 years	12%

- 4.17 Although only 14 16-17 year olds were interviewed (clearly a relatively small base and hence some caution is needed), less than two in five of these 16-17 year-olds were working towards a qualification at the time of the interview. Of all UK regions, Wales had the smallest proportion of its 16-17 year-old workforce currently working towards a qualification. Half of the 12 UK regions / countries had at least 50% of their 16-17 year-olds in training towards a qualification (Northern Ireland had the highest proportion in training: 74%). Across the UK, 57% of 16-17 year-olds are working towards a qualification. Wales also had a lower proportion of its workforce that have been in the industry for less than a year (19%) and between one and two years (26%) in training compared to the UK average (27% and 37% respectively). However, the region did have a greater proportion of workers with 2-5 years experience in training (33% compared to 24% nationally), suggesting that the construction industry in Wales typically waits for workers to gain a couple of years experience before enrolling its workers on to training courses.

- 4.18 An important point to note is that a majority of those working towards a construction qualification already have one. **In fact, those studying towards a qualification who do not already have a qualification or skill card / certificate represent just 5% of the total workforce** (slightly higher than the 4% figure nationally). If skill cards / certificates are not included in the figure for those with a construction qualification, then those working towards a qualification who do not already have one rises to 10% of the total workforce (vs 8% nationally).

Managerial qualifications

- 4.19 A fifth of the workforce (20%) said they had supervisory or managerial duties at the site. A slight majority (54%) of those had received training designed to improve skills in this area. This compares to 39% nationally and could be deemed a positive finding, as only Scotland had trained a greater proportion of its management / supervisory workforce. However, a significant amount of managerial and supervisory duties is still being carried out by staff with no formal training in this area.

4.20 Furthermore, even where such training had been given, it was typically in-house training rather than part of any accredited, industry-recognised programme. This is shown on the following table, based on all those with supervisory or management duties.

Table 4.4: Type of training received to improve management or supervisory skills	
<i>Base: all with management and supervisory duties (78)</i>	%
None	45
In-house training	35
Chargehand and team leader training	6
Site Manager Safety Training Scheme (SMSTS)	6
Supervisory Management Training and Development (SMTD)	6
CIOB Site Supervisor (First Line Supervisor - FLS)	5
CIOB Site Management Education and Training Scheme (SMETS)	3
Civil engineering Site Managers Scheme	3
Institute of Supervision and Management Workshops	3
Project Management Short Courses	3
CITB qualifications	1
Assessor and Verifier Training	1

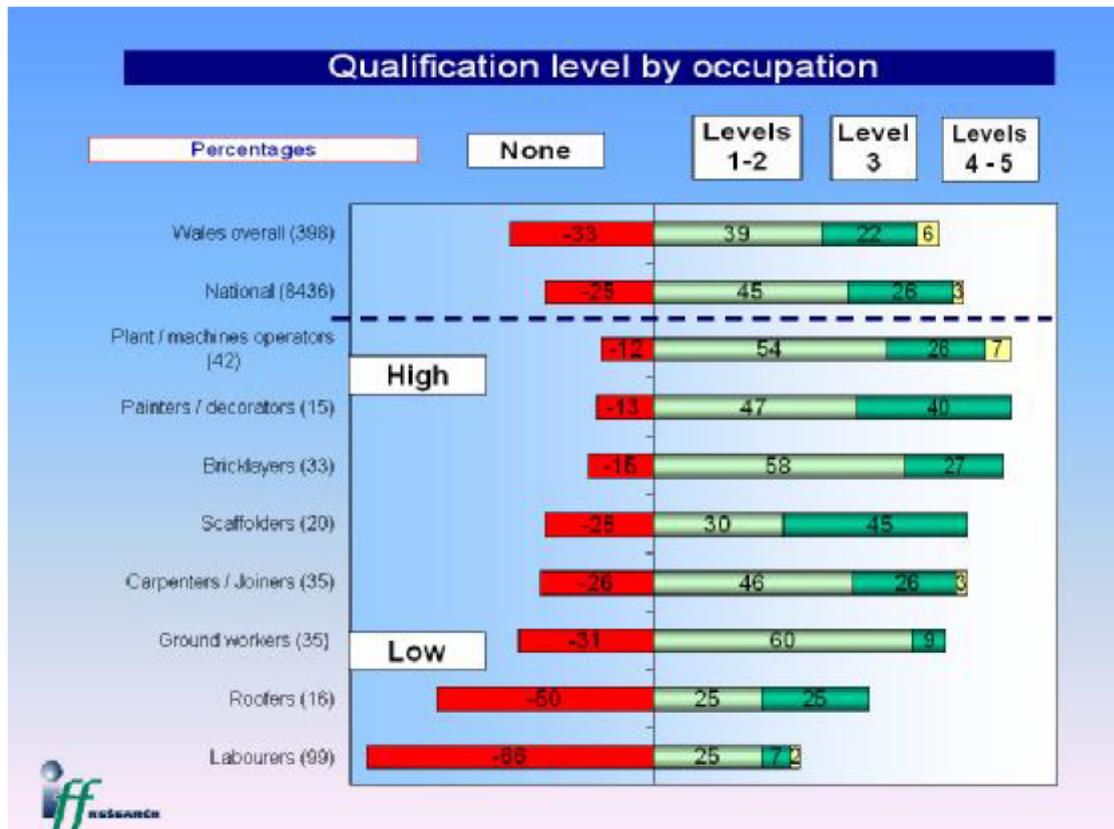
Summary of qualifications and skill cards status

- 4.21 The following table summarises the situation in regard to qualifications and skills cards / certificates attained and working towards, and compares Wales to the rest of the UK. Generally figures in Wales are a little lower than across the UK as a whole.

Table 4.5: Qualifications status		
<i>Base: all</i>	Wales (398) %	UK (8,436) %
Hold a formal construction qualification <u>or</u> a skills card / certificate <u>or</u> working towards a qualification	72	79
Hold a formal construction qualification <u>or</u> a skills card / certificate	67	75
Hold a skills card / certificate	54	57
Hold a skills card / certificate <u>but</u> no other construction qualification	24	24
Working towards a qualification	16	13

Qualification level of the construction workforce

- 4.22 In this chapter to date we have discussed the qualifications and skill cards / certificates held and the managerial / supervisory training that workers have received. From this, highest qualification levels have been derived for each worker (the technical appendix lists the definitions of each level). As a note this has been defined in relation to qualifications relevant to construction; hence if somebody felt they had no such qualifications but they did have GCSEs or O levels from school, these latter qualifications have not been included.
- 4.23 For simplification we have merged levels 1 and 2 (the vast majority fall in to the latter) and levels 4 and 5 (overall 5% had a level 4 qualification and 1% had reached level 5). We show the findings overall and then we present results by occupation showing occupations (where we interviewed at least 15 workers) with higher and lower than average qualification levels.



4.24 Wales along with the South East is the part of the UK with the greatest proportion of its workforce lacking a construction-specific qualification. A third of workers in Wales (33%) possessed no construction-specific qualification, compared with the UK average of 25%. Wales had fewer workers qualified to levels 1-3 compared to national averages, although the region does have a slightly greater proportion of its workforce qualified to level 4 or 5 (6% vs. 3% UK-wide).

4.25 Results vary widely by occupation. Among roofers, half have no construction qualifications and for labourers / general operatives this rises to two-thirds (66%). Clearly for significant increases to occur in the qualification level of construction workers it will be necessary for levels to be increased across the full range of occupations, particularly some of the larger occupations where relatively few have or are working towards any qualifications.

Self assessment of skill level by site workers

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

Table 4.6: Self-assessment of skill level and training needs for their current job		
<i>Base: all workers in Wales</i>	398	No qualifications, skill card / certificates nor working towards any 112
	%	%
Have all the skills needed for current job	75 (83)	77
Need more training or qualifications	14 (10)	6
Need more experience	6 (5)	4

- 4.27 The vast majority of workers believe they have all the skills they require for their current job. One in seven (14%) see a need for more training and / or achieving qualifications, while 6% feel they just need more experience. As to be expected, the youngest workers were particularly likely to believe that they needed more training and qualifications (21% of 16-17 year olds, and 21% among those aged 18-24).
- 4.28 Those with no qualifications who were not working towards any were *less* likely than average to recognise the need for qualifications and new skills in order for them to be able to do their job. However, a greater proportion of these workers (13% compared to 6% of all workers) were unsure if they required additional training or experience, highlighting the need to educate such workers in the benefit of training.
- 4.29 Respondents were also asked whether they felt they needed training in basic skills. This was asked as follows:

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

- 4.30 Overall 2% of workers in Wales (vs. 4% of workers outside London and the South East¹) recognised a need for such training (a further 11% were unsure). Those aged 35-44 were more likely to feel they need basic skills training or development (4%).
- 4.31 A need for basic skills development was most often recognised for numeracy (57% of those identifying a need, representing 1% of all workers in Wales) followed by reading, writing and oral communication (each cited by 29% of those identifying a need for basic skills training).
- 4.32 The other means by which increased training may arise from a demand-led worker angle is those wishing to change occupation within the sector and anticipating this needing re-training. Overall, around one in eight (13%) say they want to change the kind of work they do (though a further 16% were undecided), and the majority of these (62%) say that to achieve this aim they will need further training and qualifications. This represents 8% of all those interviewed in Wales, clearly a significant number of workers.
- 4.33 One important proviso of course is that wanting to change occupation and actually making this step are two different things, hence these figures may overstate the demand.
- 4.34 The clear desire is to take up more skilled positions which offer better pay (the key motive) but could also offer more interesting work. Hence the most common roles that people would like to switch to are:
- managerial positions (16%)
 - plant / machine operator (16%)
 - carpentry / joinery (12%)
 - supervisors (12%)
 - bricklaying (10%).

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

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

Table 4.7: Length of time expect to work at the site in total		
Base: All	Wales (398) %	UK (8,436) %
< 1 month	19	13
1 - 3 months	17	17
> 3 up to 6 months	15	17
> 6 months up to a year	13	18
More than a year	4	9
Don't know	32	25

4.36 In Wales just 17% of workers definitely expected to be on the site for more than six months (lower than found nationally, 27%) and almost a third (32%) were unsure what the overall duration would be, neither factors likely to be conducive to workers considering on-site training.

5 Mobility

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

Where workers from originally

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

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

- 5.5 Wales has a fairly 'self-contained' workforce: 81% of workers are originally from the region. This is a relatively high proportion, though the figure was higher in Northern Ireland, Scotland and the North East.
- 5.6 At a national level, nine in ten (89%) said they had lived in the UK all their life which rose to 95% in Wales.

Region of workplace, current residence and permanent residence

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

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

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

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

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

5.8 Wales draws a very high proportion of its workforce from those resident in the country (90%). This contrasts with sites in London, the East, the South East and the East Midlands where relatively high levels are based outside region.

5.9 The South West is the region that draws the most workers who permanently reside in Wales; 3% of its workforce live in Wales. The figure is also relatively high in the East Midlands (2.2% of those working in that region reside in Wales (see table A1 in the appendix).

- 5.10 Table 5.3 shows the percentage of construction workers working outside the region where they have their permanent residence. Less than one in five (18%) of those with a permanent address in Wales were working on sites outside the region, a figure which is slightly lower than the UK average.

Table 5.3: Percentage working outside their region / country of permanent residence

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

Living in temporary accommodation

- 5.11 While clearly not everyone based in temporary accommodation will necessarily be ‘imported’ workers (some may have a permanent address within the region), this group is a proxy for the highly mobile workforce and as such constitutes another measure of mobility.
- 5.12 Six per cent of workers interviewed Wales were based at a temporary address to get to work, compared with the figure of 8% across the UK. Again this suggests that compared to other geographical areas, Wales is not a big importer of construction labour (this figure was as high as 19% in London, and 10% in the North West).

Proportion of UK Construction career spent in current region

5.13 Workers were asked what proportion of the time they had worked in construction in the UK had been spent on sites in the region where they were currently working. Almost half (48%) said they spent *all* of their construction career on sites in the region. Overall 18% said they had spent half or less of their time in construction working on sites in their current region, representing the most mobile group of workers. The results are broadly similar to the rest of the UK.

Table 5.4: Proportion of construction career spent in current region		
	Wales	UK
<i>Base: all</i>	398	8,436
	%	%
All of it	48	41
Most of it	33	37
Around half	9	10
Small proportion	9	11

Travel to work distances

5.14 The mean average number of miles travelled to work (each way), in Wales was 31 miles. This is significantly higher than the UK average (23 miles). Around this average figure there are large variations, with almost half (47%) travelling less than 15 miles and at the other extreme 15% travelling more than 50 miles each way to work (across the UK the same proportion - 15% - travelled over 50 miles).

Sub-sector mobility

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

Table 5.5: Types of project spent significant periods of construction career on	
<i>Base: all</i>	398 %
Other commercial (shops, factories, offices etc)	71 (76)
New housing	68 (72)
Housing repair and maintenance	30 (50)
Engineering construction	27 (28)
Civil engineering	36 (33)
One type of project only	35 (25)
Two types of project only	24 (23)
Three types of project only	23 (29)
Four types of project only	9 (14)
Worked on all five types of project	9 (10)

- 5.16 Almost two-thirds (65%) of workers in Wales had spent significant periods working in different sub-sectors within construction. This compares to three-quarters (75%) of all construction workers across the UK. Relatively few workers in Wales had spent significant periods in housing repair and maintenance (30% compared to 50% of all UK workers).

Leaving the industry

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

Table 5.6: Likelihood of working in construction in 5 year's time		
<i>Base: all aged under 60</i>	<i>All (387) %</i>	<i>UK (8,128) %</i>
Definitely will	55	45
Very likely	23	32
Quite likely	7	12
Quite unlikely	2	2
Very unlikely	1	2
Definitely will not	2	3
Don't know	10	3

- 5.18 Five per cent of the under 60s think it unlikely they will be working in the industry in five years time. With over three quarters saying it is definite (55%) or very likely (23%), this presents a relatively stable picture in terms of intent, though of course many external factors may affect what actually happens. However, one in ten were unsure as to whether they will remain in the industry.
- 5.19 Predictably those new to the industry (with less than one year's experience) were a little more uncertain than average (30% compared to 10% amongst all workers).
- 5.20 It was also noticeable that commitment among labourer / operatives and groundworkers was lower than average with around 'only' two in five (41% and 42% respectively) stating they will definitely still be in the industry in five year's time.

TECHNICAL APPENDICES

Appendix A: Definition of qualification level

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

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

PRIVATE & CONFIDENTIAL

**CITB-ConstructionSkills
Mobility and Skills in
Construction Survey
Welsh version**

**J:/3852/
July 2004**

Office Use only:

SERIAL				CARD
				1
101	102	103	104	105

SITE NO.		
106	107	108

REGION
109

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

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

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

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

(110)

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

111-112 = _ _

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

(113)

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

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

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

114-116= _ _ _ 117-119 = _ _ _

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

(120)

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

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

121-123 = _ _ _ 124-126 = _ _ _

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

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

130 = _ _ _ ; 131 = _ _ _

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

(132)

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

ASK IF HAD OTHER ROLES AT Q8

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

INTERVIEWER NOTE: NOT ALL PREVIOUS JOBS

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

136 = ____ 137 = ____

138 = ____ 139 = ____

ASK ALL

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

READ OUT

(140)

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

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

(141)

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

142-143 = ____

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

(144)

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

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

(145)

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

146 = ____

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

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

148 = ____; 149 = _____

- 14) So would you say all, most, some or very little of your employer's (IF NECESSARY FOR SELF-EMPLOYED: the contractor / firm / person paying you IF AGENCY: your agency's) construction work takes place in Wales.

(150)

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

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

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

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

153 = ____

ASK ALL

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

(154)

Yes	1	ASK Q17
No	2	GO TO Q18

IF YES (OTHERS ASK Q18)

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

SUBJECT OF QUALIFICATION (eg carpentry, management etc)

--

TYPE / LEVEL OF QUALIFICATION

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

159-160 = ____

161 = ____

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

(162)

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

IF YES (OTHERS ASK Q21)

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

(163)

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

164 = ___ 165 = ___

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

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

(166)

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

167= _____

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

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

(168)

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

ASK ALL

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

(169)

Yes	1	ASK Q22
No	2	GO TO Q23

IF DO HOLD FORMAL QUALIFICATION

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

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

TYPE / LEVEL OF QUALIFICATION

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

174-175 = ____

176 = ____

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

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

179-180 = ____

201-204 as card 1
205=2

206-207= ____

ASK ALL

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

(208)

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

IF YES AT Q23 (OTHERS ASK Q26)

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

(209)

Yes	1	ASK Q25
No	2	ASK Q26
DK	3	

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

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

212= ___ 213 = ___

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

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

221= ___ 222 = ___

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

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

224= ___

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

(225)

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

IF YES AT Q27a

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

Training in: (226)

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

227= ___ 228= ___

ASK ALL

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

(229)

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

IF DIFFERENT (OTHERS GO TO Q32)

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

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

233=____ 234= ____

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

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

31) Will you need further training and a qualification to do this kind of work?

237 = ____

(238)

Yes	1	
No	2	
DK	3	

ASK ALL

32) To change the subject a bit, please could you tell me where you live while working at this site? I am just interested in the town and postcode of where you come from to get to work here.

[INTERVIEWER NOTE: If respondent goes 'home' at weekends and stay locally during the week then it is the local address of interest. Hence on a Monday, e.g. address may not be where respondent came from that day to get to work].

TOWN / CITY / COUNTY		
POSTCODE		(239-242)

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

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

Don't know.....X

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

(246)

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

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

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

ASK ALL

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

(253)

Yes	1	GO TO Q38
No	2	ASK Q37

IF NOT ABLE TO COMMUTE DAILY

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

(254)

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

255= ____

ASK ALL

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

(256)

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

IF NO (OTHERS GO TO Q40)

- 39) Are you expecting this next job will be in Wales or do you expect it to be elsewhere?

(257)

Wales	1
Abroad	2
Somewhere else (SPECIFY)	3
Don't Know	X

258= ____

- ASK ALL**
 40) What proportion of the time that you have been working in construction in the UK has been spent on sites in Wales. Would you say that it has been....**READ OUT**

(259)

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

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

(260)

(2
6
)

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

262= ____; 263 = ____

INTERVIEWER RECORD GENDER

(264)

Male	1
Female	2

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

(265)

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

IF AGED UNDER 60 (OTHERS ASK Q44)

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

(266)

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

ASK ALL

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

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

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

(269)

Yes	1
No	2
DK	3

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

NUMBER OF
HOURS PER
WEEK

270-271= _ _

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

(272)

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

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

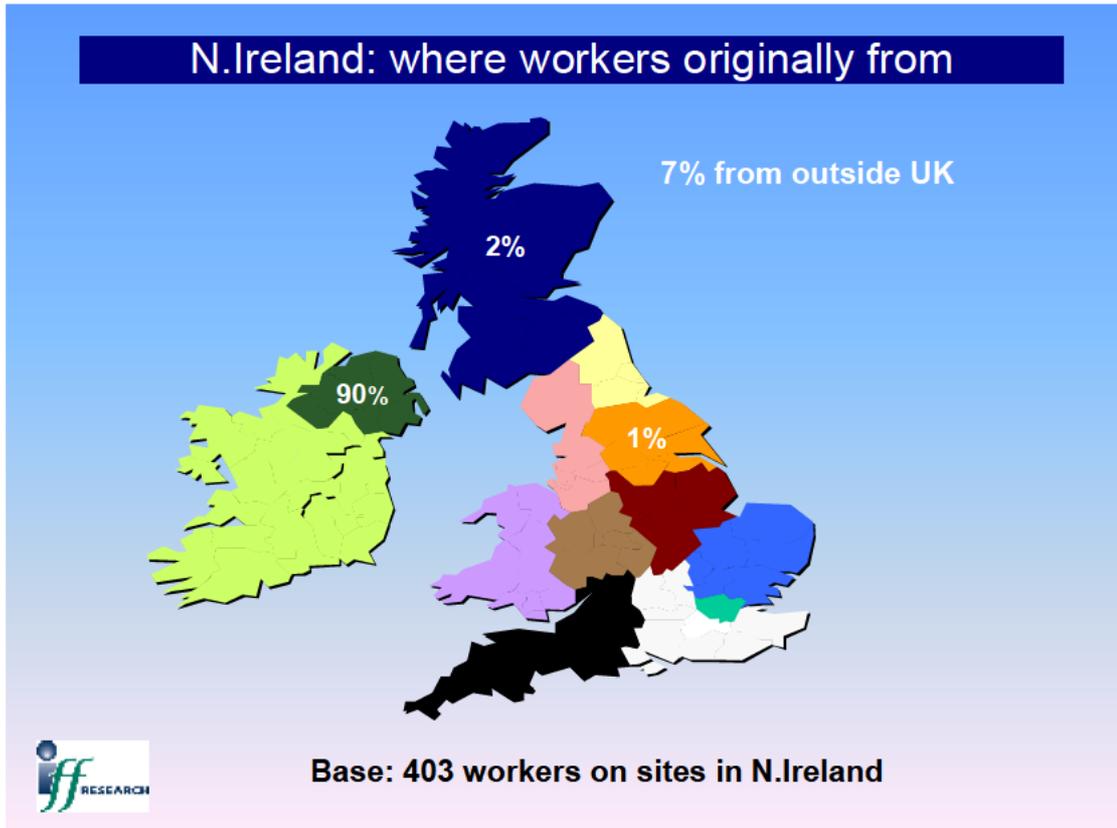
(273)

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

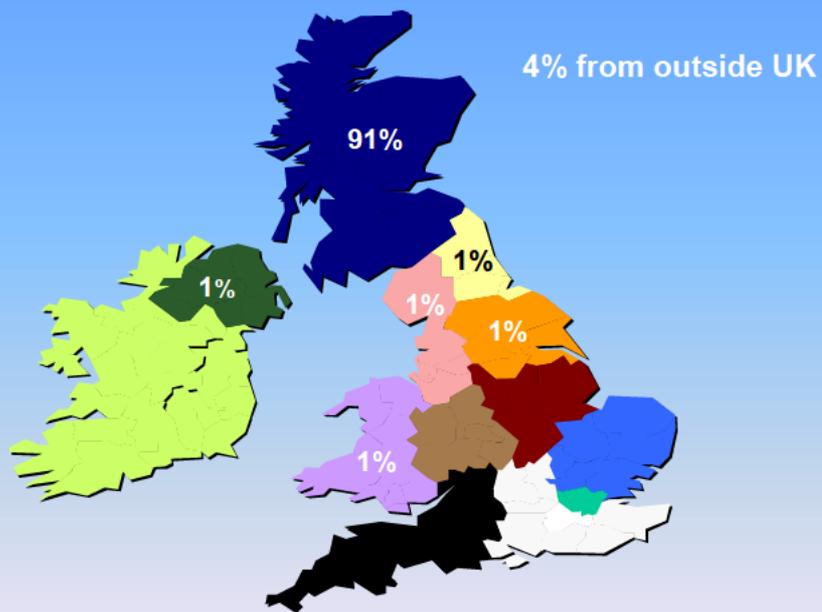
THANK RESPONDENT AND CLOSE INTERVIEW

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

Appendix B: Maps of UK charting mobility across the regions

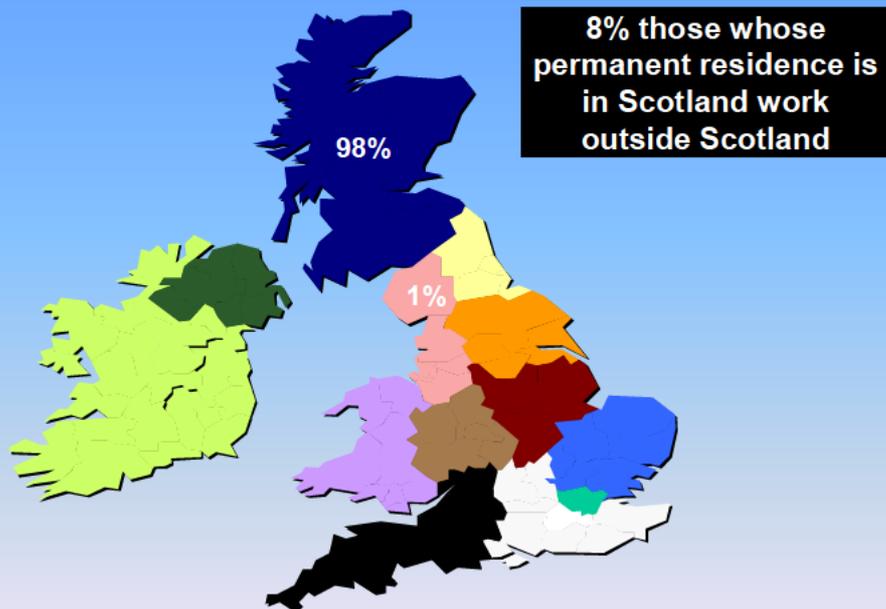


Scotland: where workers originally from

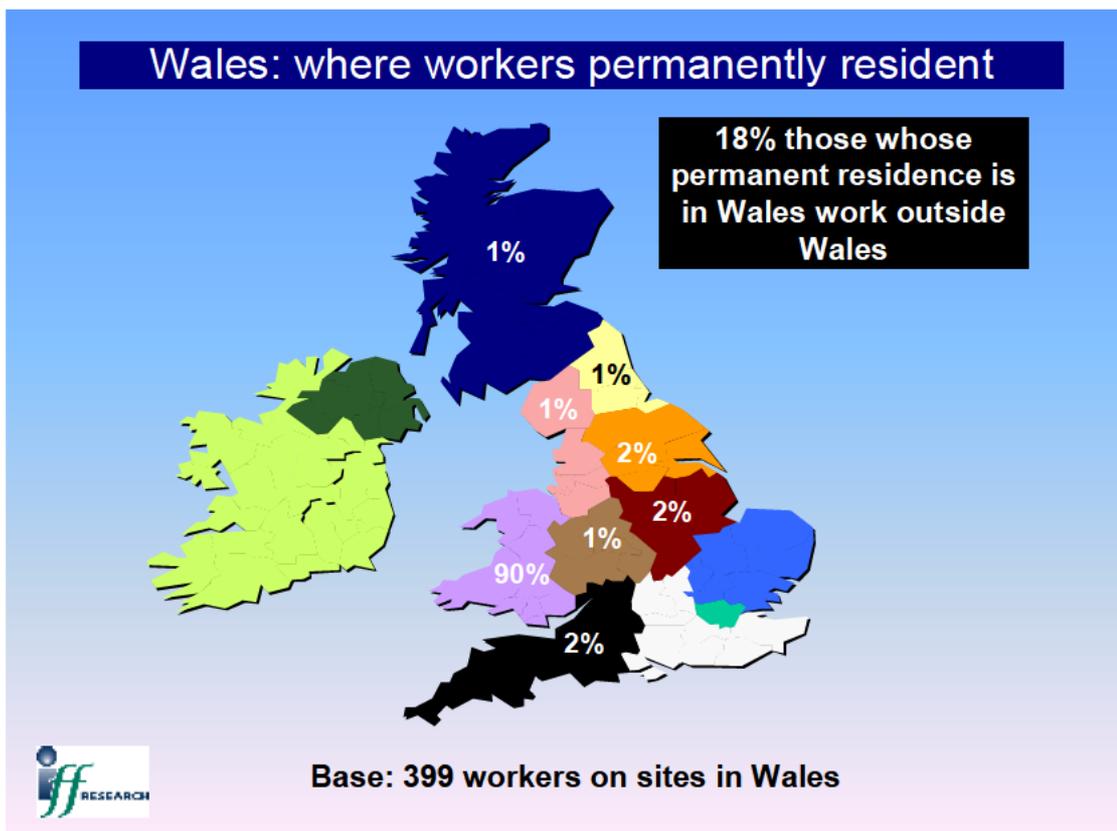
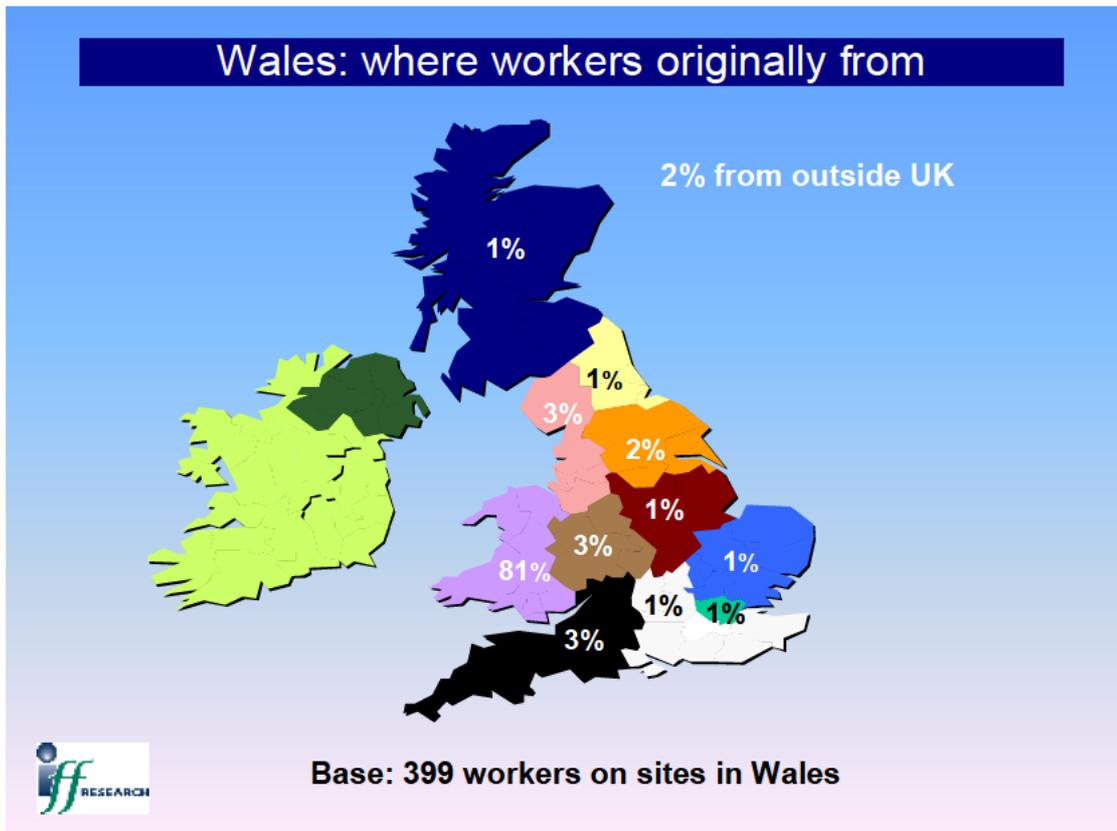


Base: 585 workers on sites in Scotland

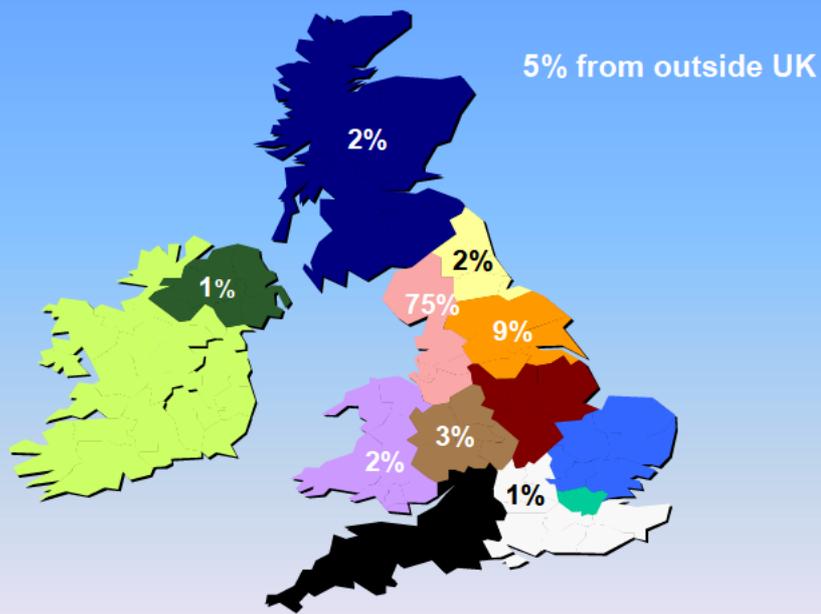
Scotland: where workers permanently resident



Base: 585 workers on sites in Scotland

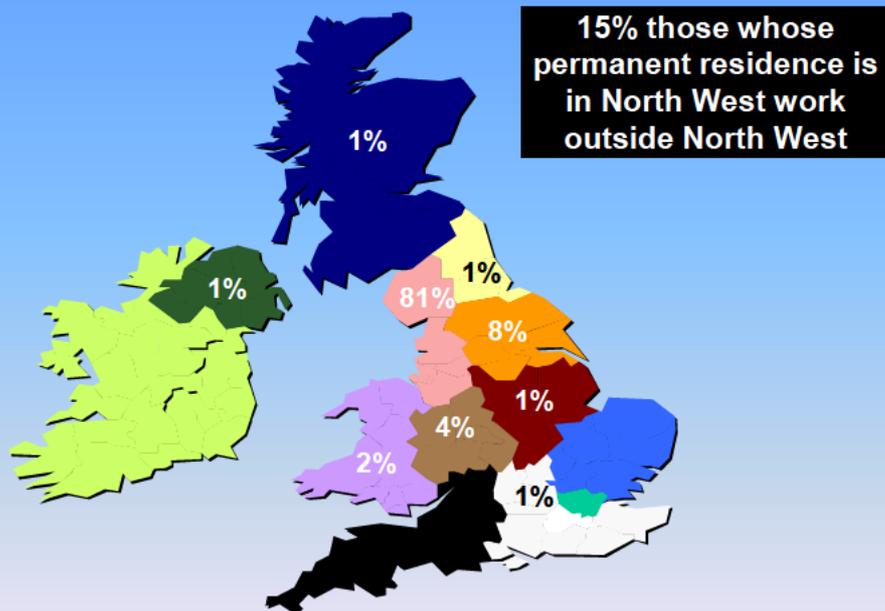


North West: where workers originally from



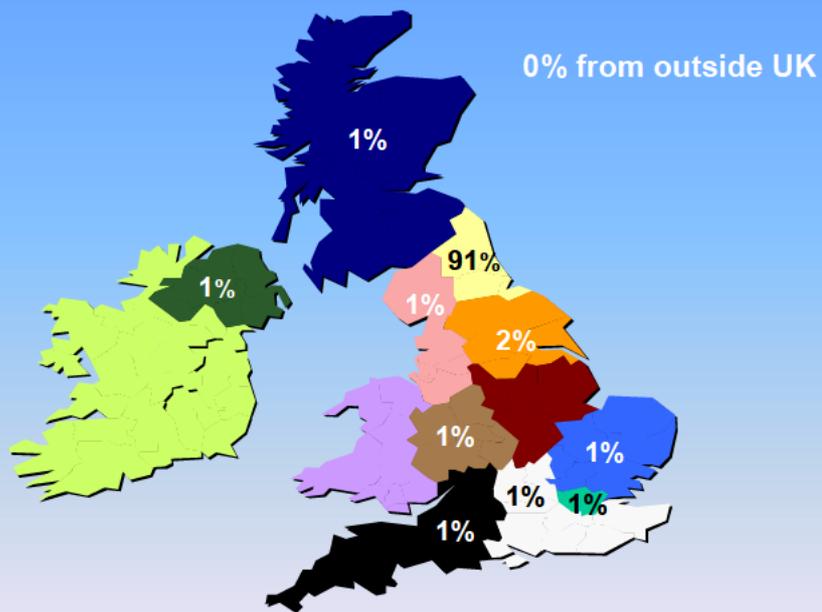
Base: 686 workers on sites in North West

North West: where workers permanently resident



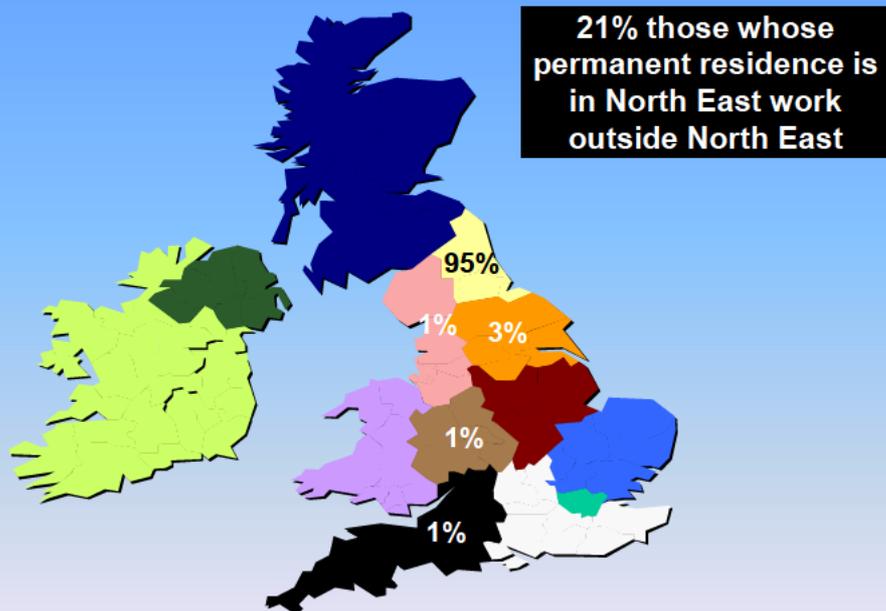
Base: 686 workers on sites in North West

North East: where workers originally from



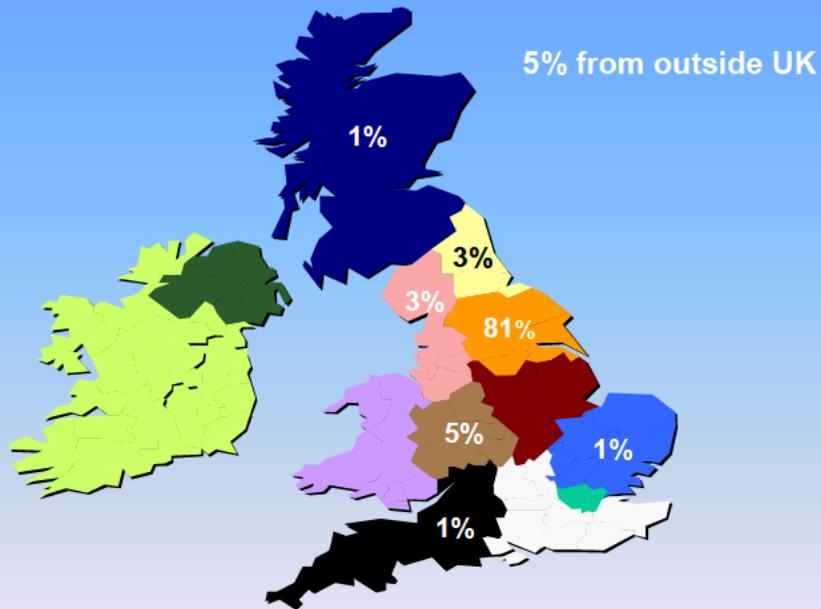
Base: 378 workers on sites in North East

North East: where workers permanently resident



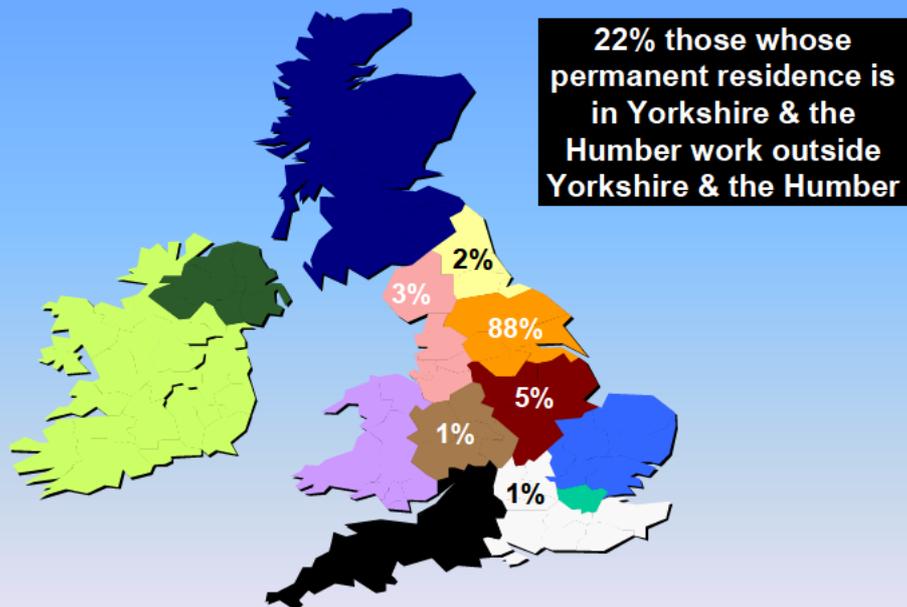
Base: 378 workers on sites in North East

Yorkshire & the Humber: where workers originally from



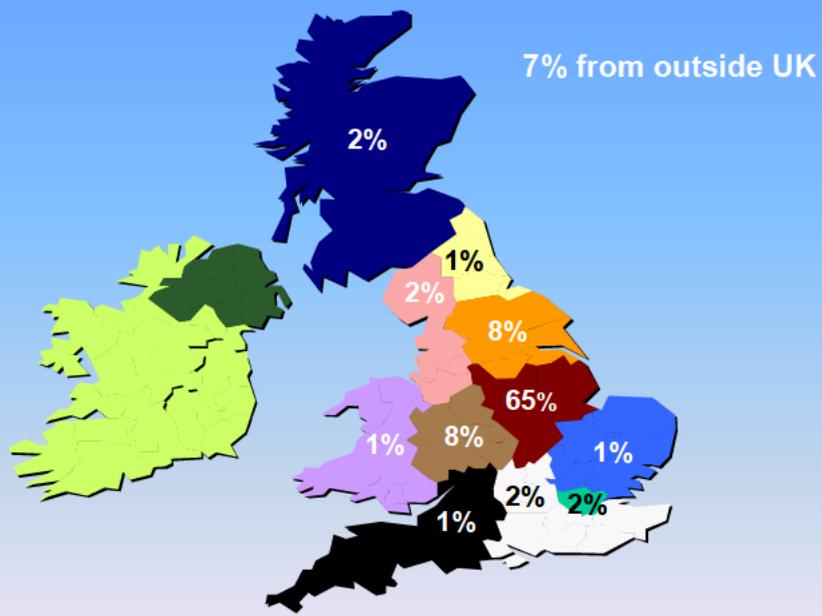
Base: 604 workers on sites in Yorkshire & the Humber

Yorkshire & the Humber: where workers permanently resident



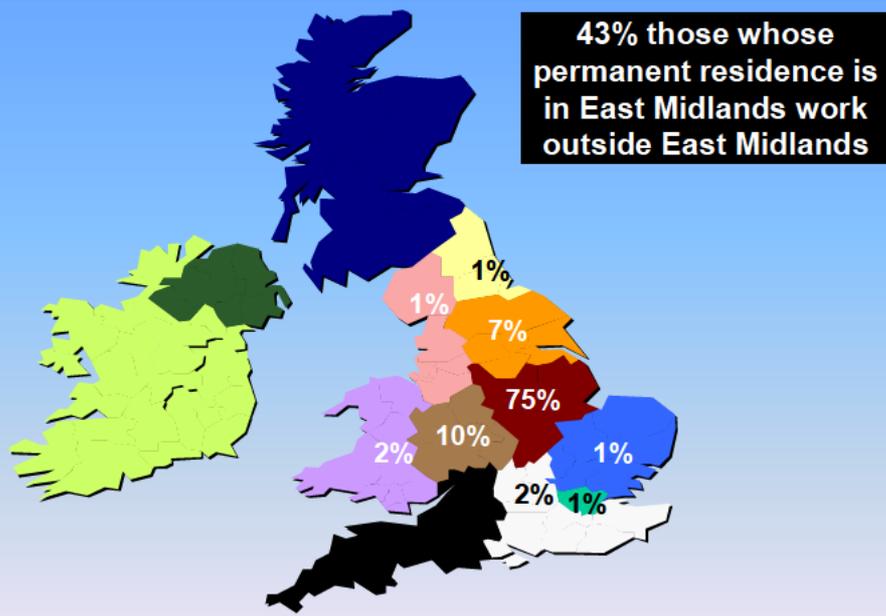
Base: 604 workers on sites in Yorkshire & the Humber

East Midlands: where workers originally from



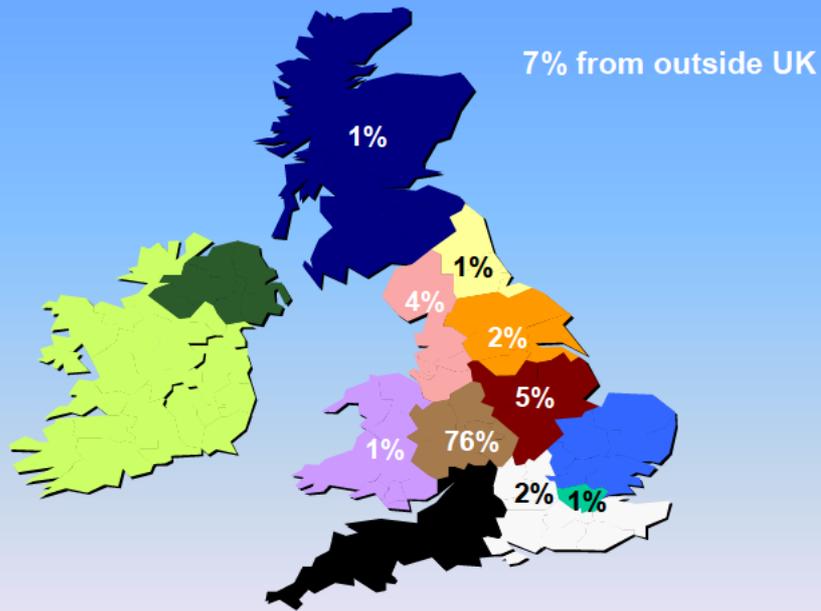
Base: 452 workers on sites in the East Midlands

East Midlands: where workers permanently resident



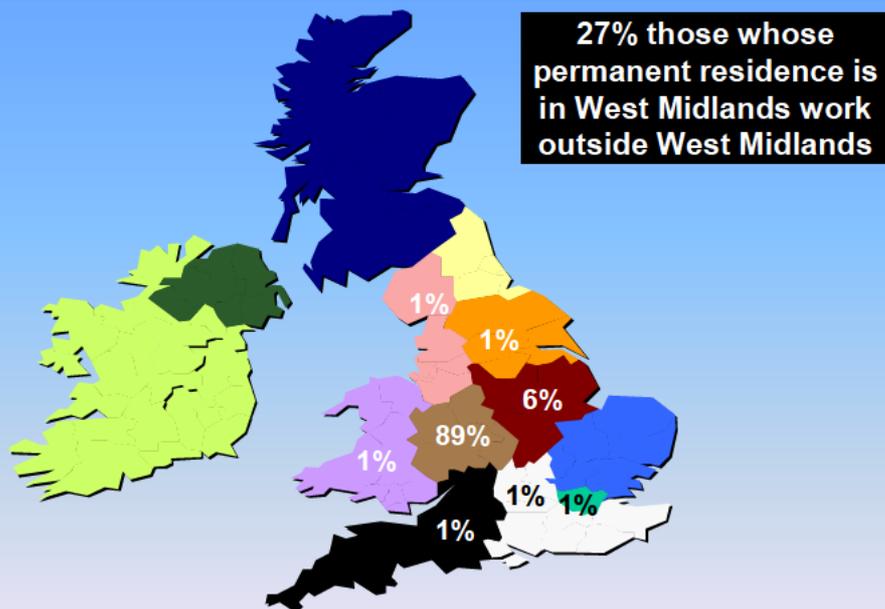
Base: 452 workers on sites in the East Midlands

West Midlands: where workers originally from



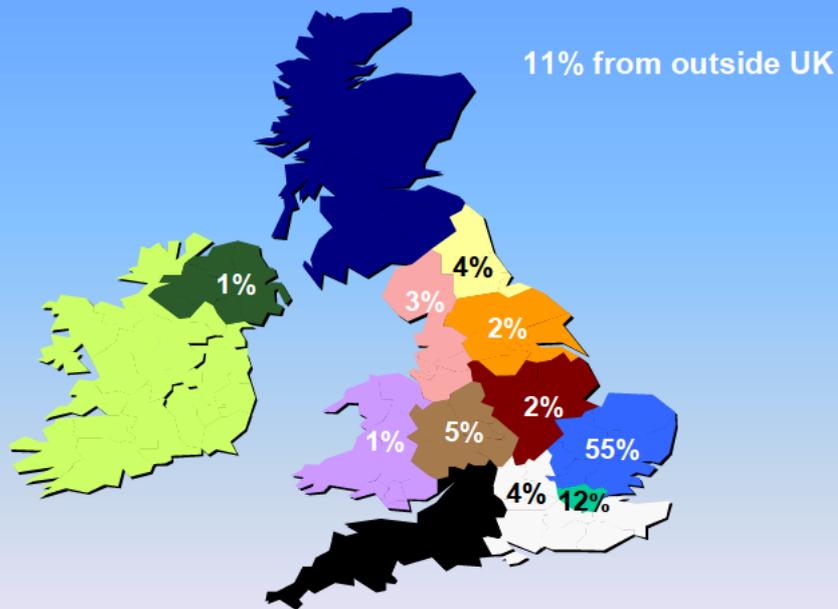
Base: 517 workers on sites in the West Midlands

West Midlands: where workers permanently resident



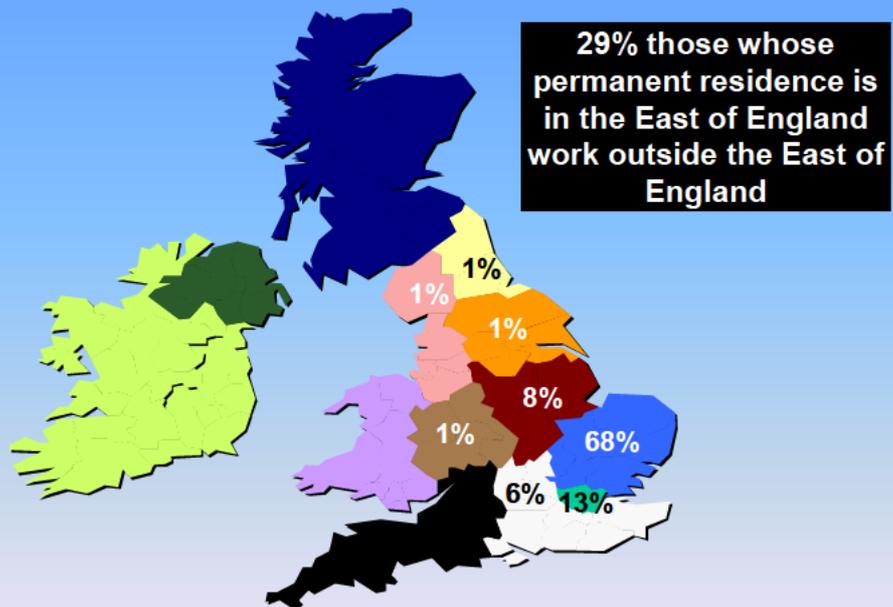
Base: 517 workers on sites in the West Midlands

East of England: where workers originally from



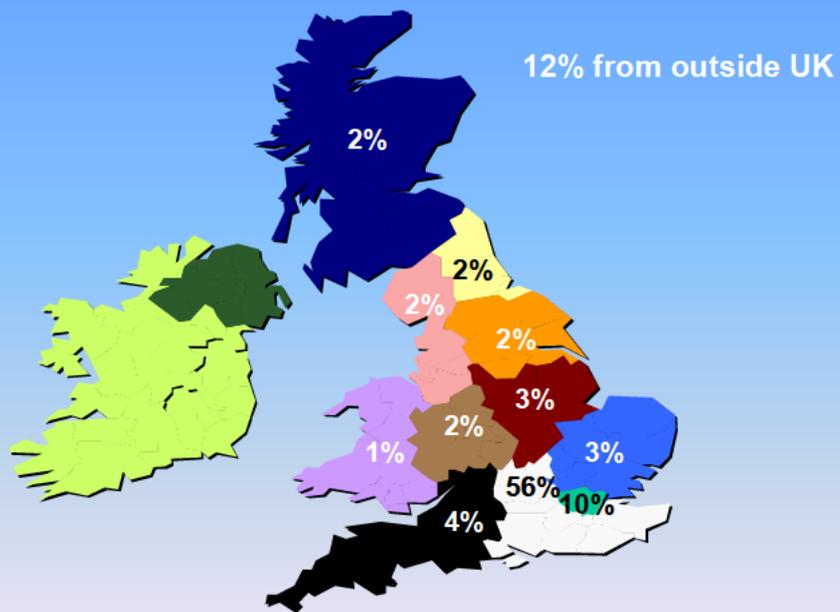
Base: 651 workers on sites in the East of England

East of England: where workers permanently resident



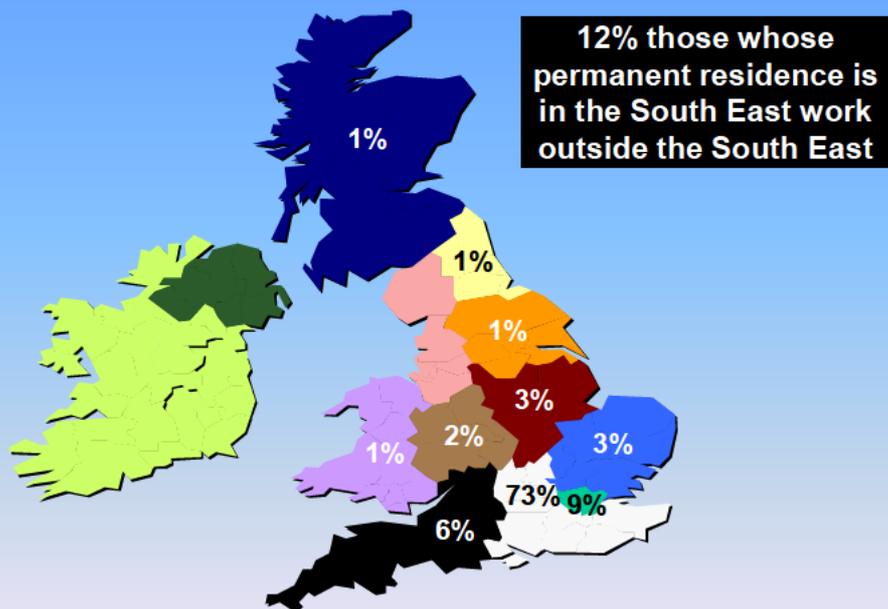
Base: 651 workers on sites in the East of England

South East: where workers originally from

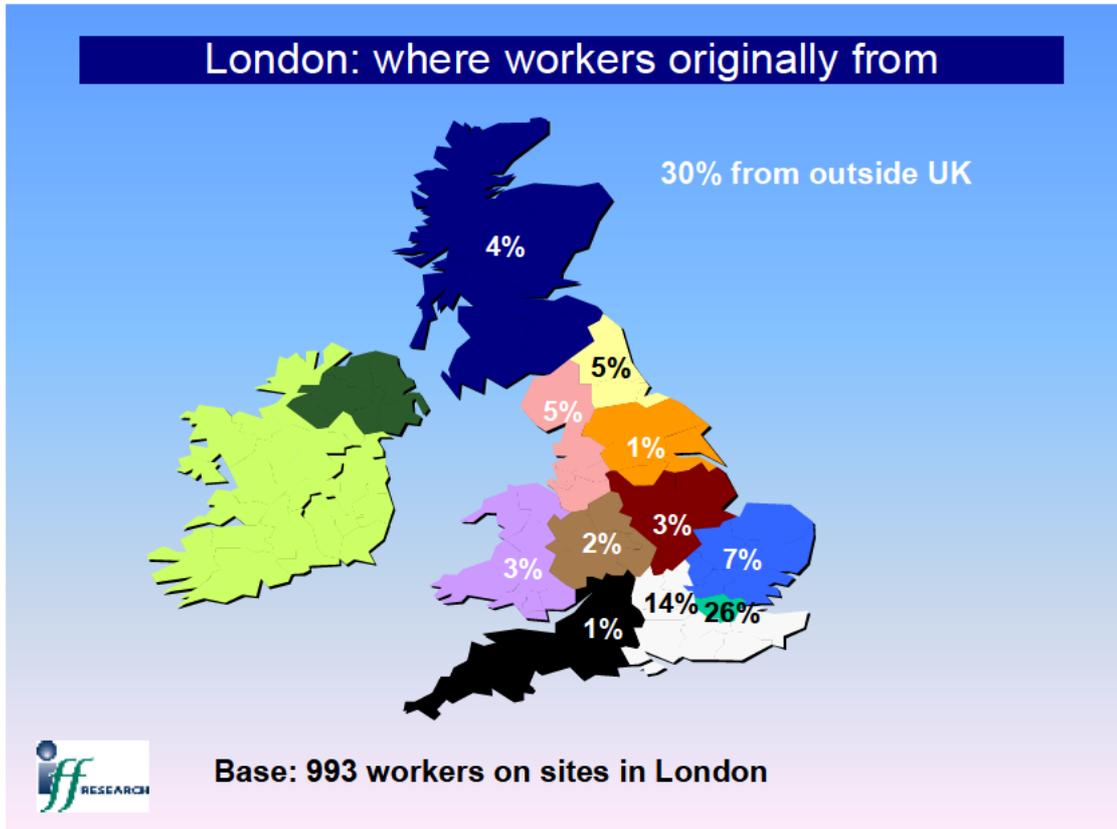


Base: 2259 workers on sites in the South East

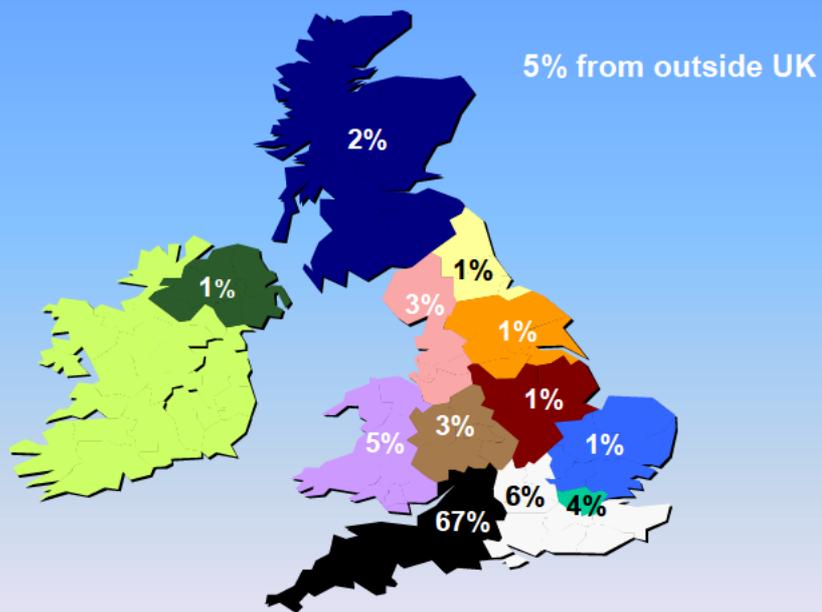
South East: where workers permanently resident



Base: 2259 workers on sites in the South East

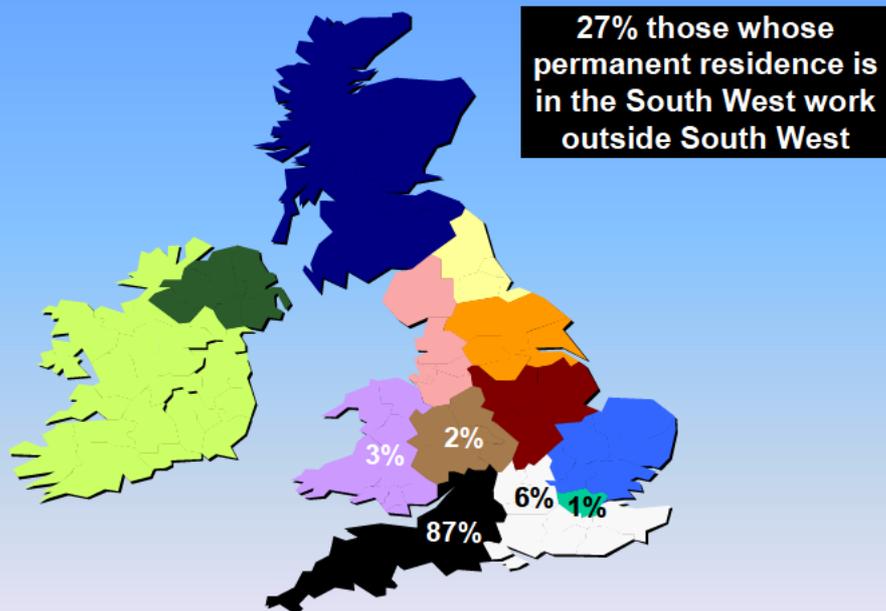


South West: where workers originally from



Base: 509 workers on sites in the South West

South West: where workers permanently resident



Base: 509 workers on sites in the South West

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

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