

# Workforce Mobility and Skills in the UK Construction Sector 2022

Yorkshire and the Humber Report - May 2023



Study prepared by BMG Research from a commission by CITB.

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## Executive summary

CITB commissioned BMG Research to undertake the 2022 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2018/19, 2015, 2012, 2007, and 2005. Face-to-face interviews were conducted with 3,005 construction workers undertaking manual roles on sites across the UK and 200 interviews were conducted with construction workers in Yorkshire and the Humber region.

### Profile of the sample

All but 1% of construction workers in Yorkshire and the Humber are male.

Half (53%) are aged under 35, which is a higher proportion than the general UK 16-64 years' workforce as a whole (36%), and somewhat higher than the UK average<sup>1</sup> in the survey (45%). One in ten (11%) are aged 16 to 19, higher than the UK average (6%) and all other regions included in this survey. Just 4% of construction workers are aged 60 or over.

Overall, 5% of the Yorkshire and the Humber construction workforce represent an ethnic minority group. This is in line with the UK survey average of 5%, which in turn compares to the general UK 16-64 years' population of 12%.

Less than one in ten construction workers in Yorkshire and the Humber (9%) originate from another country as compared to a UK average of 17%.

In line with 2018/19, the majority of Yorkshire and the Humber construction workers have lived in the UK all of their life (91% compared to 86% in 2018/19). As was the case in 2018/19, this is higher than the 2022 UK average of 80%. The remaining 9% have lived in the UK more than five years.

By trade/occupation, the highest proportion of the Yorkshire and the Humber sample is accounted for by labourers/general operatives (15%), followed by plant/ machine operatives (12%), electricians (11%), ground workers (10%), bricklayers (9%) and site managers (9%).

Close to a quarter (23%) of all those interviewed in Yorkshire and the Humber perform a supervisory or management role on their site, a higher proportion than in 2018/19 (19%), but lower than the 2022 UK average (28%).

Over half (53%) construction workers in Yorkshire and the Humber are self-employed, higher than 2018/19 (44%), 2015 (40%) and the national average of 42%. There has been a corresponding decrease in the proportion who report being directly employed, from 56% in 2015 to 37% in the present survey, placing this below the national average of 48%. Around

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<sup>1</sup> Unless otherwise stated, the term 'UK average' used throughout this report is the average for the UK construction workforce as estimated by this survey.

one in ten (8%) report working for an employment agency, in line with 2018/19 (8%) and the UK average (9%).

A quarter (25%) construction workers in Yorkshire and the Humber are employed on a temporary, rather than a permanent basis (75%). The proportion of those employed on a temporary basis has decreased since 2018/19 (34%) while those employed on a permanent basis has increased (66%). The remainder believe they have an 'other' type of contract arrangement (1%). Yorkshire and the Humber has fewer temporary workers than the UK average (29%).

Construction workers in the Yorkshire and the Humber, as across the UK as a whole, are most likely to report that they work between 40 and 49 hours per week, although the proportion is higher than the UK average (72%, compared to 59%), while 14% work more than 50 hours a week, down from 2018/19 (22%) and lower than the UK average (19%).

## Work history

### Time in the sector

Three in ten (30%) of all construction workers in Yorkshire and the Humber have worked in the construction industry for over 20 years, somewhat less than 2018/19 (36%), although in line with the 2022 UK average (30%). Half (50%) have worked in the industry for at least 10 years, again somewhat lower than 2018/19 (59%).

Over three in five (63%) Yorkshire and the Humber construction workers have worked pretty much continuously in the industry, in line with previous iterations of the survey and the UK average of 61%. This contributes to the 71% who have only ever worked in construction, in line with 69% in 2018/19, and the UK average of 71%.

### Previous non-construction jobs

Amongst the 25% of construction workers in Yorkshire and the Humber who worked in another sector before starting work in construction, the most common sectors in which construction workers had started their careers were wholesale and retail trade (18%), transportation and storage (16%) and accommodation and food service (16%). The pattern of response largely reflects that in the UK, with a decline in those who started in manufacturing.

In terms of the job roles that respondents have held in other sectors, the highest proportions were in skilled trades occupations (27%) and elementary administration and service occupations (22%).

### Occupational switching within the construction sector

Overall, around a third (31%) of all construction workers in Yorkshire and the Humber have worked in more than one construction trade or occupation whilst working in the



construction industry, which is somewhat in line with 2018/19 and with the UK average (30% and 35% respectively).

Amongst this group, 16% had worked in 1 previous role, 59% had worked in 2 previous roles, 18% had worked in 3 roles/occupations and 7% had worked in 4 roles/occupations.

Workers are most likely to have previously worked as a labourer/general operative (46%), while 18% had previously worked as a carpenter.

Over four in five (86%) construction workers in Yorkshire and the Humber would like to carry on in the same trade or occupation, in line with 2018/19 (84%) and the UK average of 80%). Close to one in twenty (6%) would like to change their trade/occupation, again in line with 2018/19 (8%) and the UK average (7%). The remainder would like to leave construction (4%) or were unsure (6%).

## Qualifications and skills

### Skills cards/certificates

Over nine in ten (94%) of all construction workers in Yorkshire and the Humber report holding a skill card or certificate (e.g. CSCS or CSR), this is a reduction on the 98% who did so in 2018/19. This reflects the UK picture, which has seen a similar decline (from 97% to 93%). Correspondingly, the proportion who have no cards has risen from 1% in 2018/19, to 6% in the latest survey.

In terms of the types of skill card or certificate held by construction workers in Yorkshire and the Humber, the CSCS is the most commonly held (82%), somewhat lower than levels found in 2018/19 and 2015 (90% and 91% respectively). One in six (17%) hold the CPCS, in line with 2018/19 (11%) but similar to 2015 (17%), and 2% hold the CISRS.

### Construction-specific qualifications

Overall, over half (54%) of construction workers in Yorkshire and the Humber report having no construction-related qualifications when they started their first job. This is significantly lower than the 67% who reported this in 2018/19, and the 70% who did so in 2015, but places the region in line with the 2022 UK average of 49%.

Overall, three quarters (74%) of construction workers in Yorkshire and the Humber report holding a construction-related qualification, a slight increase on the 70% who did so in 2018/19. This is somewhat in contrast to the UK-wide picture, where there has been a decrease in the proportion of workers holding a qualification, from 72% in 2018/19 to 69% in the latest survey.

As in previous years, the qualifications most likely to be held by construction workers in Yorkshire and the Humber are NVQ/SVQ qualifications (74%), in line with previous iterations of the survey, and with the UK average of 69%. More than one in five (22%) construction

workers with qualifications hold City & Guilds qualifications (compared to 18% in 2018/19 and 27% in 2015), whilst 10% hold an apprenticeship, as in 2018/19.

### **Current study for qualifications**

Overall, 13% of all construction workers in Yorkshire and the Humber are currently working towards formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This is the same as the UK average, and compares with 11% in 2018/19 and 2015.

### **Supervisory/managerial training**

Amongst those who do not currently perform supervisory/management roles and have not had this role before, 14% want to become a supervisor or manager in the future, in line with 2018/19 (19%), while 5% have previously performed the roles and want to return to that status (compared to 6% in 2018/19). Close to two thirds (64%) are certain that they do not want to, and one in six (17%) are unsure. These results are much in line with the UK average.

More than a quarter (27%) of all construction workers in Yorkshire and the Humber have received formal training designed to improve managerial or supervisory knowledge or skills, in line with the 26% who had in 2018/19, and lower than the 2022 UK average of 33%.

Among those who have or have had some form of supervisory or management responsibilities, four in five (80%) have received formal training, again in line with 2018/19 (76%), and also in line with the UK average (80%).

In terms of the types of supervisory/managerial training undertaken, Site Safety Supervisors Courses are most frequently mentioned by those who have undertaken any training (48%), followed by SMSTS (Site Manager Safety Training Scheme, 44%) and in-house training (15%). These were also the top three most mentioned types of supervisory training in 2018/19, 2015 and 2012.

### **Basic skill needs**

Overall, 10% of construction workers in Yorkshire and the Humber believe they would benefit from some form of training in basic skills (compared to 9% in 2018/19, 10% in 2015 and 11% in 2012). This is a lower proportion than the 2022 UK average (19%), which has seen an increase since 2018/19 (11%).

### **Overall skill levels**

As in previous years, the vast majority (98%) of construction workers in Yorkshire and the Humber 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.

The proportion of construction workers in Yorkshire and the Humber who hold a skill card/certificate, but have no other construction qualification has fallen to 21%, from 27% in 2018/19 and 50% in 2015, continuing a downward trend that is also evident across the UK.

At 13%, the proportion of construction workers who are working towards a construction qualification is largely in line with 2018/19 (11%), and the 2022 UK average (13%).

Overall, two in three (66%) of construction workers in Yorkshire and the Humber have qualifications equivalent to Level 2 or above, an uplift on the 58% who did in 2018/19, and in line with 66% who did in 2015. This is also somewhat higher than the UK average of 61%.

## Geographic mobility

### Work history in the region/nation

All workers were asked what made them decide to work in the region/nation that they are currently working in. The pattern of results is similar to that seen in 2018/19, and to the UK average, with half saying it was because they grew up there/have always lived there (50%, compared to 49% in 2018/19 and the UK average of 46%) and a similar proportion (48%) saying their employer sent them there (compared to 41% in 2018/19 and the UK average of 47%).

More than a third (37%) of construction workers in Yorkshire and the Humber have worked within their current region for their whole career, a lower proportion than in 2018/19 (42%), and below the 2022 UK average (49%). A similar proportion (36%) have worked in their current region for most of their career, meaning that, overall, 73% have remained in Yorkshire and the Humber for all or most of their career, fewer than in previous years (79% in 2018/19) and the 2022 UK average (83%).

Similarly to 2018/19 and 2015, construction workers in Yorkshire and the Humber do not differ from the UK average in terms of their likelihood to state that their last site was in the same region (72%), though they are less likely to do so than previously (82% in 2018/19 and 83% in 2015).

### Worker origins

Three quarters (75%) of construction workers in Yorkshire and the Humber were in the same region/nation in which they started their construction career, and this proportion is somewhat lower than 2018/19 (81%) and 2015 (90%).

### Travel to site

More than a fifth (22%) of construction workers in Yorkshire and the Humber have worked no more than 20 miles away, which is slightly higher than in 2018/19 (20%) though lower than the 2022 UK average of 33%.

A further three in ten (30%) have worked between 21 and 50 miles away, in line with 2018/19 (35%) and the 2022 UK average of 33%.

This leaves almost half (46%) who have worked more than 50 miles away from their permanent or current home, significantly above the UK average (32%). This includes 25% who have worked more than 100 miles away, again above the UK average of 12%, and the highest of any region/nation, and above 2018/19 levels (17%).

The average furthest distance travelled is 61 miles in Yorkshire and the Humber, compared to the UK average of 46 miles.

The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site is 17 miles, a shorter distance than in 2018/19, 2015 and 2012 (20 miles, 19 miles and 22 miles respectively), but similar to the 2022 UK average (16 miles).

### **Use of temporary accommodation**

In Yorkshire and the Humber, just 3% of construction workers reported that they were currently staying in temporary accommodation while working at their site, in line with the national picture (5%) and previous years (3% in 2018/19, and 4% in 2015).

### **Site duration and change**

All the workers in the Yorkshire and Humber who are currently employed on a temporary basis (25% of all construction workers) were asked how much longer they expect to be working for the company/person/agency paying them. Responses range from 6% who expect to work for less than a week, 26% expecting another one to four weeks, two fifths (22%) for one to six months, 20% six to twelve months, and 4% more than a year. One in five (20%) do not know how much longer they expect to be working, in line with 2018/19 (20%).

Overall, 21% of all construction workers in Yorkshire and the Humber do not expect to work on that site for more than a month, an increase on 2018/19 (13%). Just 4% believe they will be there for less than a week (as in 2018/19). One in ten (10%) expect to be on site for more than a year, continuing a downward trend on this measure, from 29% in 2015, to 21% in 2018/19. This compares with UK average of 13%. One in six (18%) are uncertain in this regard, in line with 2018/19 (18%) but lower than the 2022 UK average of 22%.

The majority (77%) of all construction workers in Yorkshire and the Humber are confident that when they finish this job, they will get a job that allows them to travel from their permanent home to work on a daily basis, which is in line with 2018/19 (79%) and 2015 (78%), and higher than the 2022 UK average of 69%. The proportion who are sure that this will not be the case has remained stable (4% this year and in 2018/19), likewise the proportion who say it depends where the work is (12% compared to 13% in 2018/19), lower than the UK average (20%).

## Sub-sector and sector mobility

### Sub-sector mobility

When asked which (if any) of six types of construction work they have undertaken for a continuous period of at least 3 months, the pattern of response is similar to that in 2018/19, with new housing continuing to be the most common type of construction work undertaken (70%, compared to 76%), followed by commercial work (56%, compared to 54%), private industrial work (52%, compared to 44%), and public non-housing work (49%, compared to 45%).

Relative to the UK average, workers in Yorkshire and the Humber are less likely to have worked on new housing (70% compared to 78%), and more likely to have worked on commercial work (56% compared to 39%), private industrial work (52% compared to 35%), public non-housing work (49% compared to 32%), and infrastructure building projects (31% compared to 23%).

In terms of the number of types of work undertaken, the results are in line with 2018/19, with 33% undertaking one type, 12% two types, 12% three types and 40% four or more types. This places the region above the UK average in terms of the proportion of workers who have undertaken four or more types of work (40% compared to 24%).

### Leaving the sector

The majority (89%) of all construction workers in Yorkshire and the Humber think it is likely that they will still want to be working in construction in five years' time, including 50% who say they definitely will be, and 27% who think it is very likely. This is somewhat higher than the UK average of 82%.

Just 6% say it is unlikely that they will still want to work in construction in five years' time (compared to a UK average of 7%).

## Introduction

### Aims and objectives

Following on from previous surveys conducted for CITB in 2018/19, 2015, 2012, 2007 and 2005, BMG Research was commissioned to undertake a UK-wide survey of the mobility and skills of UK construction workers in 2022.

The primary aim of this project is to provide robust and reliable information from site-based workers across the UK construction industry on their qualification levels and the extent of their occupational and geographic mobility. This work enhances the evidence-base for skills planning, particularly in respect of profiling the existing workforce and identifying where skills gaps might emerge as a result of occupational and geographic movement. The findings will assist the industry, government, training providers and others with responsibility for industry skills development to direct their work with greater accuracy and effect.

The specific objectives of this research project are 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 within the UK 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 UK-origin workforce and of that part of the workforce with overseas origins.
- Examine the scale and extent of occupational mobility within the construction workforce to see how workers in construction occupations change their occupations over time, both within construction and in relation to other sectors, and, related to this, the extent to which managers and supervisors have received training specifically to enhance their managerial skills.

The focus of the survey is on site-based physical delivery of construction projects and, therefore, excludes associated clerical and sales occupations and professionals such as architects, surveyors and office-based managers.

## Method

The 2022 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research in 2018/19. Overall, 3,005 interviews with construction workers in site-based roles across the UK were required, split between the 12 standard regions/nations. In total, 200 interviews were conducted in the Yorkshire and Humber region.

### Sampling

This sub-section provides an overview of the sampling methodology employed for the 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 previous editions of the survey.

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

Project eligibility criteria were:

- value: £250,000+
- contract 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 English region and in each of Scotland, Wales and Northern Ireland was set in order to achieve a sufficient number of interviews in each. However, in some instances this target was not achievable due to site refusals to take part, some sites not meeting the eligibility criteria on further screening, or lower than expected numbers of on-site workers being available. In some regions, more than 30 sites were recruited to compensate.

### Telephone-based site recruitment

BMG's research team recruited sites that were eligible and willing to support the research by allowing an interviewer to visit the site to interview at least 10 workers who were mainly in manual trades/roles. A recruitment questionnaire (reproduced in the technical report) was used to check the 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. They were undertaken between May and December 2022

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 200 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 per region/nation as reported in the government's Annual Population Survey of economically active adults aged 16 and over.

*Figure 1: Number of interviews in the weighted sample by region/nation*

	Interviews	Weighted percentage
North East	206	3.3
North West	271	11.2
<b>Yorkshire and the Humber</b>	<b>200</b>	<b>8.1</b>
East Midlands	232	7.1
West Midlands	306	7.0
East of England	202	11.2
London	443	13.6
South East	283	15.5
South West	201	8.9
Scotland	233	8.2
Wales	202	4.0
Northern Ireland	226	2.5
UK	3,005	100.0

*\*Source Annual Population Survey via Nomis: Economically Active adults aged 16+, Oct 2021-Sep 2022; note that total percentage does not add exactly to 100 because of rounding*

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



### Methodological points to note

In discussing findings from this 2022 survey of mobility and skills in the UK's construction industry workforce, a number of methodological points are relevant, as follows.

Sampling variation (for example, random differences in the composition of the samples in different editions of the survey or in the different regional sub-samples within this year's survey) may induce apparent differences or exaggerate actual differences in survey findings over time or between regions which owe more to these sampling effects than to real world change. This effect is particularly likely when considering smaller sub-sets of data where such effects have the potential to have a proportionately greater impact. The point is not that differences in findings for different groups or over time are necessarily unreal but that a degree of care needs to be applied in interpreting the findings such that their consistency with other related data and with extraneous knowledge of the environment in which the survey took place is taken into account.

Further, on this question of interpretation, it is evident that a broad survey, as here, of large numbers of respondents using a structured questionnaire, produces statements of fact (as far as best survey practice can estimate 'fact') but does not necessarily explain the reason for a particular statistic or its change over time.

### 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 2022 data are shown in brackets.

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

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

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

Analysis by region/nation should be read with caution because of their limited sub-sample sizes. Unweighted bases are shown throughout for guidance on this point.

## Profile of construction site workers

This first section of the report provides a profile of construction site workers interviewed in the survey and where possible makes comparisons with previous years' surveys. The section examines: *personal demographics*, including gender, age, ethnicity, nationality (including length of time that workers have been resident in the UK) and disability; *current occupation*; *employment status* i.e. whether employed directly, self-employed or by an agency; and *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 to 5 detail the demographic profile (gender, age, ethnicity, nationality and disability) of the 2022 sample of construction workers, compared with the 2018/19 and 2015 surveys and official statistics from the Annual Population Survey (where comparisons are possible).

#### Gender

As in previous years of the survey, almost all construction workers in manual roles interviewed in Yorkshire and the Humber were male (99%), slightly higher than the UK average. Male dominance is greater in the survey sample than in the UK construction workforce as a whole as this survey does not include those in office-based roles within the construction industry (either administrative or professional, where the incidence of female workers is higher) and interviews were conducted on relatively large construction sites (valued at £250,000+, with at least 10 workers), thereby excluding female construction workers on small building sites and in maintenance and repair (an industry segment in which women, for example in some small all-female businesses, may be slightly more frequent). More detail is shown in the following figure.

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

*Base: All respondents*

	<b>YH 2022 %</b>	<b>UK 2022 %</b>	<b>UK Workforce* %</b>
Male	99	97	52
Female	1	2	48
Transgender	1	<0.5	-
Non-binary	-	<0.5	-
Prefer not to say	-	<0.5	-
<i>Unweighted bases</i>	<i>200</i>	<i>3,005</i>	<i>33,808,600</i>

Q43 \*Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Oct 2021-Sep 2022

## Age

Within Yorkshire and the Humber, the youngest age group (16 to 24 year olds) accounts for over a quarter of construction workers (27%), an increase on previous iterations of the survey (15% in 2018/19 and 2015), and a larger proportion compared to data for the UK overall in 2022 (18%) and the wider UK workforce (13%).

Those aged 45 to 59 account for 23%, continuing a downward trend since 2015 (30%) and 2018/19 (29%), and in line with the 25% in the UK workforce overall.

Just 4% are aged 60 or over, in line with previous years, and largely in line with the UK average (6%).

### Figure 3: Age profile of the sample compared with 2018/19, 2015 and 2012 and the Annual Population Survey

Base: All respondents

	YH 2022 %	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2022 %		UK Workforce* %
16 to 19 years	11	5	4	5	6	16 to 19 years	4
20 to 24 years	17	10	11	15	13	20 to 24 years	9
25 to 34 years	25	24	30	26	26	25 to 34 years	23
35 to 44 years	22	27	22	23	24	35 to 49 years	33
45 to 54 years	16	24	23	21	17	50 to 64 years	28
55 to 59 years	7	5	7	11	8		
60+ years	4	4	2			6	65+ years
<i>Unweighted bases</i>	200	333	369	399	3,005		33,808,600

Q44 \*Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Oct 2021-Sep 2022

## Ethnicity

In terms of ethnicity, the vast majority of construction workers in the Yorkshire and the Humber continue to be of White origin (95% compared to 94% in 2018/19, 97% in 2015 and 98% in 2012).

On this basis, 5% are of Black, Asian or Mixed origin, lower than the UK working age population (12%).

**Figure 4: Ethnic profile of the sample compared with previous surveys and the UK population***Base: All respondents*

	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>	<b>YH 2015 %</b>	<b>YH 2012 %</b>	<b>UK 2022 %</b>	<b>UK population aged 16 to 64*</b> %
White	95	94	97	98	91	84
Black	2	2	1	1	2	4
Asian	2	2	1	0	2	6
Mixed	2	1	-	-	1	2
Other/Not stated	-	<0.5	2	2	3	4
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>3,005</i>	<i>41,439,500</i>

Q49 \*Source Annual population Survey via Nomis: UK population aged 16-64 Oct 2021-Sep 2022

Figure 5 summarises the proportion of construction workers of non-white (ethnic minority) origin overall and within each region/nation and compares the profile with construction workers from the 2018/19, 2015 and 2012 surveys and with the population (aged 16-64) of each region/nation as a whole.

At 5%, the proportion of Yorkshire and the Humber construction workers of ethnic minority origin is in line with the UK average (7%), but lower than the Yorkshire and the Humber working age population (12%).

**Figure 5: Proportion of construction workers of ethnic minority (Non-White) origin***Base: All respondents*

	<b>UK 2022 %</b>	<b>UK 2018/9 %</b>	<b>UK 2015 %</b>	<b>UK 2012 %</b>	<b>Non-white (ethnic minority) population aged 16-64*</b> %
UK	7	6	4	4	14
East Midlands	3	2	2	2	14
East of England	5	5	3	4	12
London	19	15	15	12	41
North East	2	<0.5	<0.5	<0.5	6
North West	1	3	1	2	13
South East	11	10	8	3	12
South West	3	5	2	1	6
West Midlands	7	7	5	9	22
<b>Yorkshire and the Humber</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>12</b>
Wales	3	2	2	<0.5	5
Scotland	3	1	2	1	6
Northern Ireland	1	1	1	<0.5	4
<i>Unweighted bases</i>	<i>3,005</i>	<i>4,048</i>	<i>4,771</i>	<i>4,933</i>	<i>41,439,500</i>

Q49 \*Source Annual population Survey via Nomis: UK Population aged 16-64 by ethnicity Oct 2021-Sep 2022

## Country of origin

For the first time in 2018/19, construction workers were asked for details about their nationality and country of origin. The table below focuses on the non-UK nationalities that are most frequent in the 2022 survey.

As was the case in 2018/19, the majority of construction workers in Yorkshire and the Humber (92%, compared to 89% in 2018/19) originate from the UK and the remaining 8% originate from another country, 6% from within the EU, and 3% from outside the EU. This is lower than the UK average of 17%.

**Figure 6: Country of origin of non-UK national construction workers in the UK by region/nation as a percentage of the total workforce**

Base: All respondents

Row percentages	Unweighted bases	EU %	Non-EU %	Albania %	Romania %	Lithuania %
UK	3,005	9	8	1	5	1
East Midlands	232	5	8	1	2	1
East of England	202	16	6	1	8	5
London	443	30	29	5	19	2
North East	206	2	1	0	<0.5	0
North West	271	2	2	0	1	0
South East	283	11	7	1	6	1
South West	201	2	2	<0.5	1	0
West Midlands	306	2	6	0	<0.5	<0.5
<b>Yorkshire and the Humber</b>	<b>200</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>
Wales	202	3	3	0	1	0
Scotland	233	4	2	<0.5	0	0
Northern Ireland	226	4	2	0	0	0

Q45 Note: Romania and Lithuania are included in the EU proportion. Albania is included in the non-EU proportion. In neither case, therefore, are these individual country proportions additional to the respective EU/non-EU proportions

### Holding of passports

One in twenty (6%) of construction workers in Yorkshire and the Humber hold a passport for another country, in line with 2018/19 (7%), and lower than the UK average of 13%. The majority hold a UK passport (91%), with a further 4% reporting that they do not have a passport.

### Length of time living in the UK

The majority (91%) of Yorkshire and the Humber construction workers have lived in the UK all of their life, a higher proportion than in 2018/19 (86%) and the 2022 UK average of 80%. The remainder (9%) have lived in the UK more than 5 years.

### Figure 7: Length of time that construction workers have lived in the UK by region/nation

Base: All respondents

Row percentages	Unweighted bases	All their lives %	Up to 5 years %	More than 5 years %
UK	3,005	80	5	14
East Midlands	232	83	3	13
East of England	202	74	2	22
London	443	39	16	39
North East	206	96	<0.5	4
North West	271	93	<0.5	6
South East	283	77	7	16
South West	201	87	1	8
West Midlands	306	91	1	7
<b>Yorkshire and the Humber</b>	<b>200</b>	<b>91</b>	<b>0</b>	<b>9</b>
Wales	202	90	2	6
Scotland	233	92	5	3
Northern Ireland	226	92	2	5

Q39

### Disability

Amongst all construction workers in Yorkshire and the Humber, 3% report that they have a long-term illness, health problem, or disability which limits the type of work they can do (as compared to 3% in 2018/19), and in line with the UK average of 3%.

## 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 8 summarises all the trades/occupations mentioned by at least 1% of the sample and compares this with the occupational profile from the 2018/19 and 2015 surveys.

In 2022, labourers/general operatives account for the highest proportion of construction workers in Yorkshire and the Humber (15%).

Around one in ten of the workforce in Yorkshire and the Humber are plant/ machine operatives (12%), electricians (11%), ground workers (10%), bricklayers (9%) or site managers (9%).

### Figure 8: Occupational profile

Base: All respondents. Mentions 1%+

	YH 2022 %	YH 2018/19 %	YH 2015 %	UK 2022 %
Labourer/General operative	15	19	16	18
Plant/machine operative (e.g. Fork lift/JCB)	12	8	9	9
Electrician	11	6	1	5
Ground worker	10	8	6	5
Bricklayer	9	13	23	10
Site manager	9	5	9	9
Carpenter/joiner	5	10	7	9
Roofer	5	3	2	3
Dryliner	4	3	0	3
Plasterer	4	1	2	1
Mechanical fitter	2	-	-	<0.5
Pipe fitter	2	-	-	1
Plumber	2	4	3	3
Technical e.g. surveyor, maintenance technician	2	2	3	3
Ceiling fixer	1	2	1	1
Floorer	1	-	-	1
Insulation specialist	1	-	-	<0.5
Painter/decorator	1	1	4	1
Other	4	4	-	5
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>3,005</i>

Q5

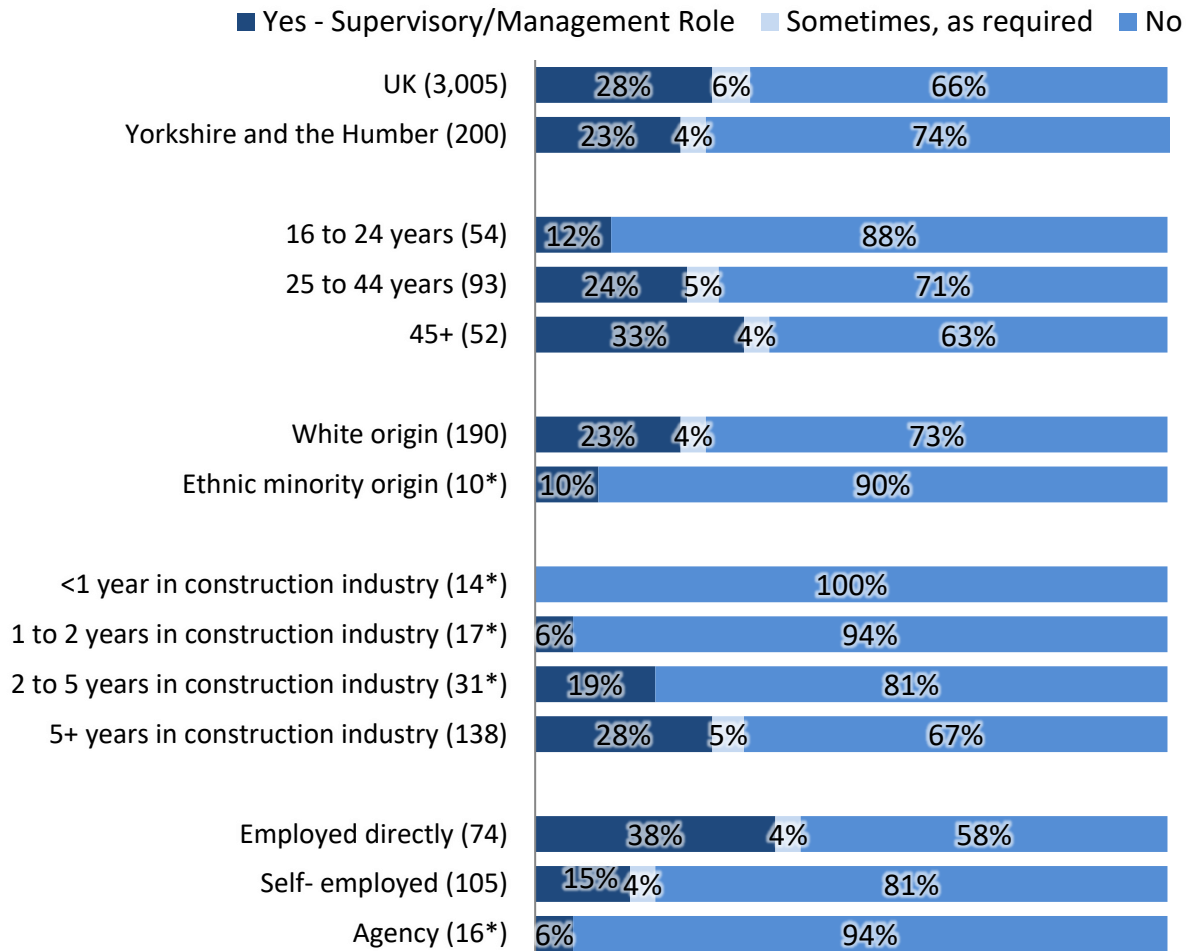
### Supervisory roles

Close to a quarter (23%) of all construction workers in Yorkshire and the Humber say they perform a supervisory or management role on their site (compared to 19% in 2018/19 and 24% in 2015). As expected, the incidence of workers in a supervisory role increases with age, from 12% of 16- to 24-year-olds to 33% of those aged 45+, and with length of time in construction, from 0% of those in the industry for less than a year, to 28% of those who have worked in the industry for five years or more.

As was the case in 2018/19, workers who are directly employed by a company (38%) are more likely than those that are self-employed (15%) or work for an agency (6%) to perform a supervisory or management role.

**Figure 9: Whether respondents perform a supervisory or management role**

Base: All respondents



Q8. Unweighted bases in parentheses

\* Caution: low base



## Employment status

The proportion of construction workers within Yorkshire and the Humber who are employed directly has continued to decrease, from 56% in 2015, to 37% in the latest survey, placing the region below the UK average in this respect (48%).

Correspondingly there has been an increase in the proportion who report being self-employed, from 44% in 2018/19, to 53% in the latest survey, placing the region above the UK average in this respect (42%).

Around one in ten (8%) report working for an employment agency, in line with 2018/19 (8%) and the UK average (9%).

The proportion of workers who are self-employed increases with the length of time worked in the industry, from 14% of those in the industry for less than a year, to 57% of those in the sector for over five years.

Correspondingly, the proportion who are directly employed decreases with time worked in the industry, from 64% of those in the sector for less than a year, to 33% of those who have worked in the industry for more than five years.

### Figure 10: Employment status

Base: All respondents

	YH 2022 %	YH 2018/19 %	YH 2015 %	UK 2022 %	Years working in construction %			
					<1	1-2	2-5	5+
Self-employed	53	44	41	42	14	47	55	57
Employed directly by a company (contractor or sub- contractor)	37	47	56	48	64	41	39	33
Working for an employment agency	8	8	2	9	7	12	6	8
Working on some other basis	3	<0.5	0	1	14	0	0	2
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>3,005</i>	<i>14*</i>	<i>17*</i>	<i>31*</i>	<i>138</i>

Q20

\* Caution: low base

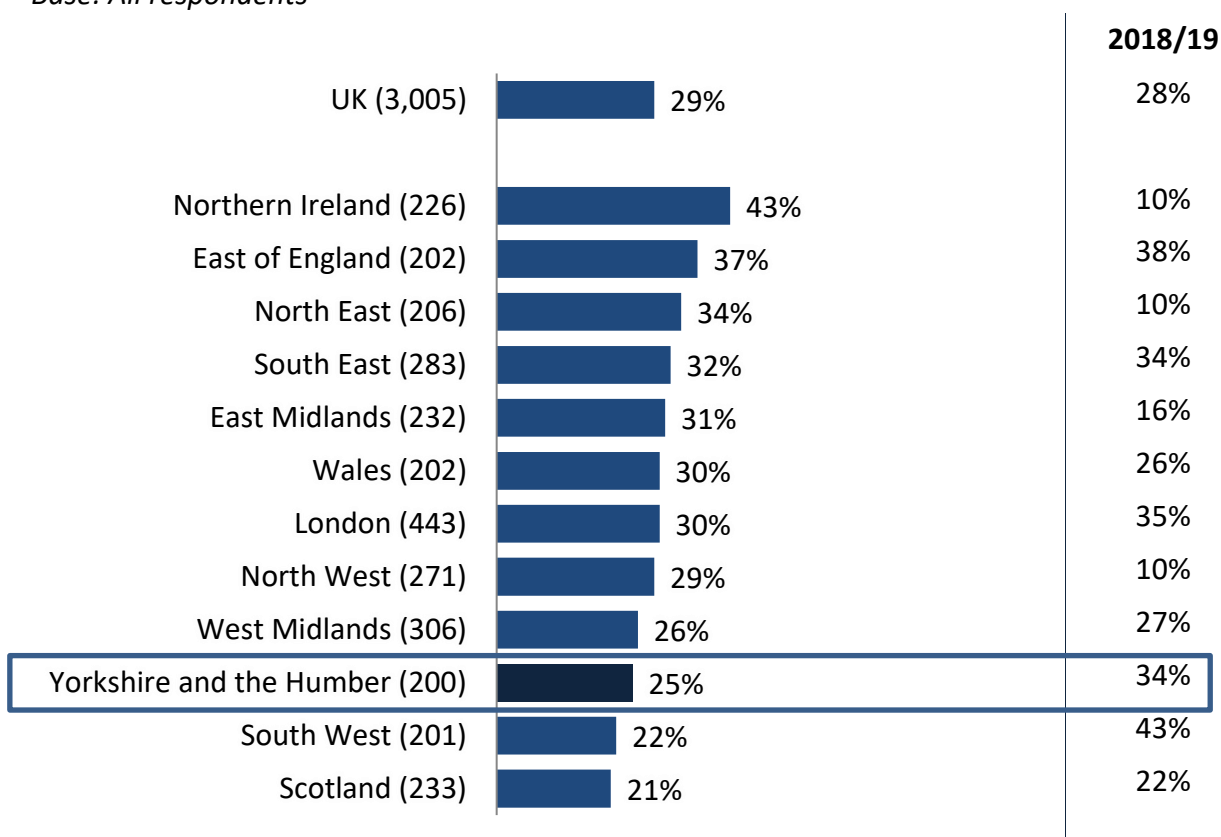
### Employment contract basis

A quarter of construction workers in Yorkshire and the Humber are employed on a temporary (25%, down on 34% in 2018/19), rather than a permanent basis (75%, up on 66% in 2018/19).

Yorkshire and the Humber is just below the UK average of 29% with regard to the profile of its construction workforce in terms of temporary employment contracts held.

**Figure 11: Proportion of workers employed on a temporary basis, by region/nation (including fixed-term contracts)**

Base: All respondents



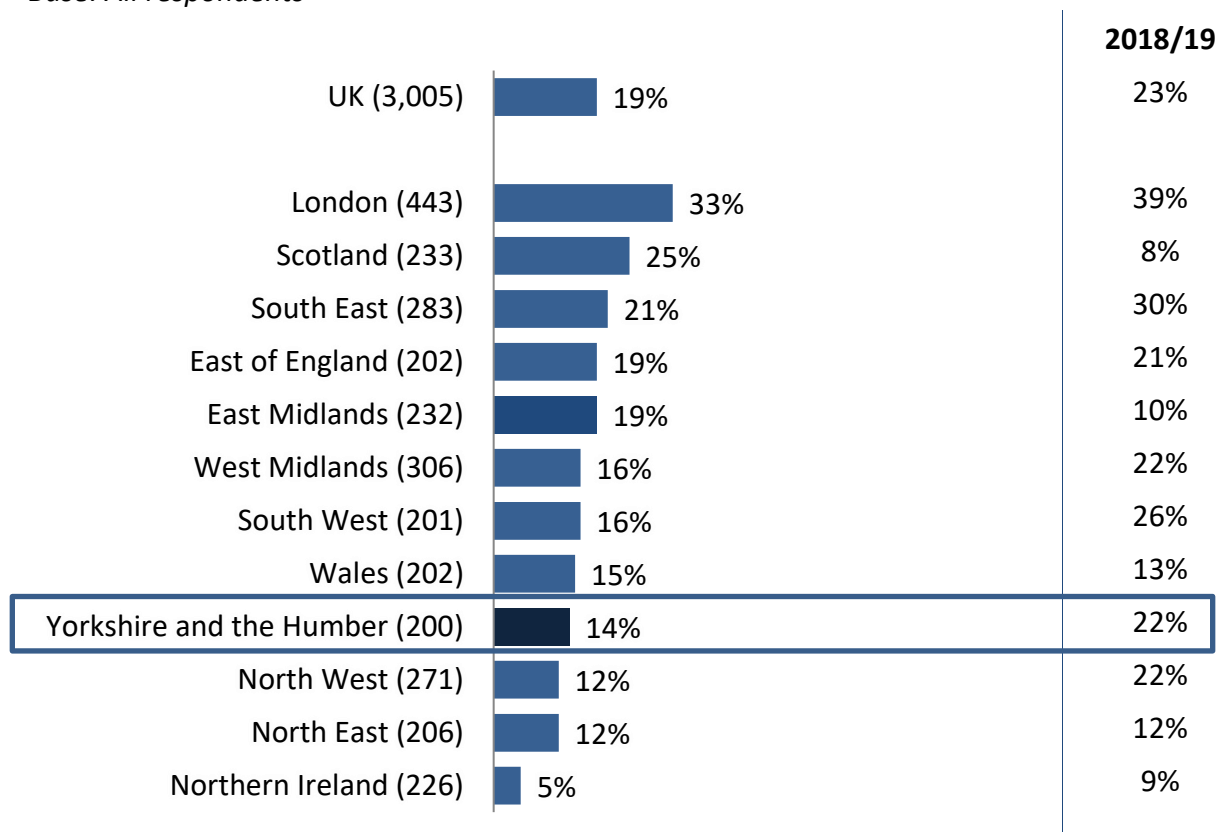
Q21. Unweighted bases in parentheses

### Hours worked

Over seven in ten workers in Yorkshire and the Humber report that they work between 40 and 49 hours per week (72%, significantly higher than the UK average of 59%), while 14% work more than 50 hours a week, down from 2018/19 (22%), and lower than the 2022 UK average of 19%.

**Figure 12: Proportion of workers that typically work 50 or more hours per week, by region/nation**

Base: All respondents



Q22. Unweighted bases in parentheses

## Work histories

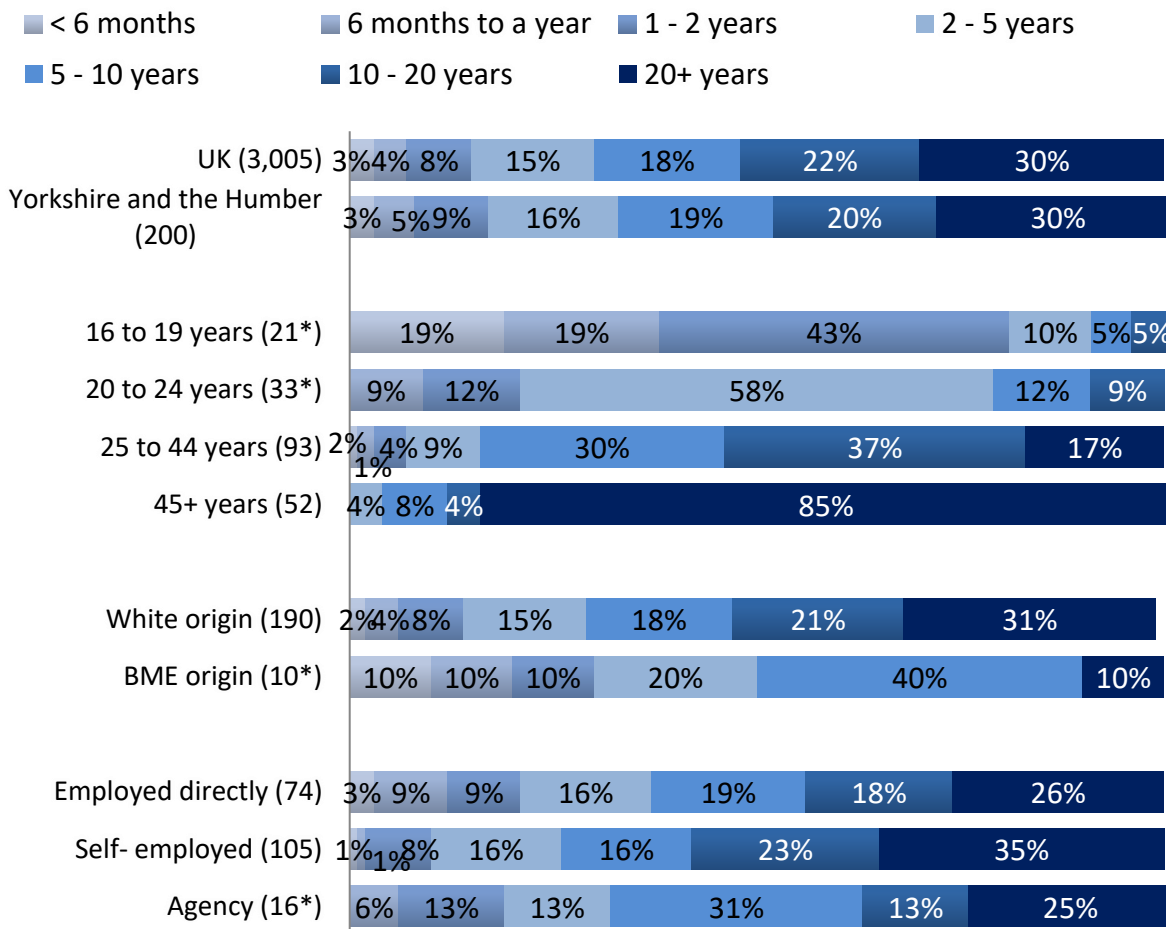
### Time in the sector

Three in ten (30%) of all construction workers in Yorkshire and the Humber have worked in the construction industry for over 20 years, somewhat less than 2018/19 (36%), but the same as the 2022 UK average. Half (50%) have worked in the industry for at least 10 years, again somewhat lower than 2018/19 (59%).

As would be expected, length of experience in the industry increases with age, with over four-fifths of all construction workers aged 45 and over having more than 20 years' experience of working in the sector (85%, compared to 79% in 2018/19).

**Figure 13: Years spent working in the construction sector**

Base: All respondents



Q1. Unweighted bases in parentheses

\* Caution: low base

## Pre-construction employment histories

Over three in five (63%) Yorkshire and the Humber construction workers have worked pretty much continuously in the industry, in line with previous iterations of the survey and the UK average of 61%. This contributes to the 71% who have only ever worked in construction, in line with 69% in 2018/19, and the UK average of 71%.

**Figure 14: Statement that best describes respondents' work histories since leaving full time education and starting their first job in construction.**

*All respondents*

	YH 2022 %	YH 2018/19 %	YH 2015 %	UK 2022 %	Age %			
					16 - 19	20 - 24	25 - 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	63	61	57	61	62	52	61	71
I have only worked in construction jobs but have had spells of being out of work	5	3	7	6	5	3	6	2
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	5	6	8	8	5	6	3	8
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	22	11	18	10	21	25	15
This is my first job. I haven't worked in any other industry.	4	5	11	4	14	9	1	0
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	5	4	3	4	5	9	3	4
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>3,005</i>	<i>21*</i>	<i>33*</i>	<i>93</i>	<i>52</i>

Q2

\* Caution: low base

Overall, 20% of construction workers in Yorkshire and the Humber say that their first job after full-time education was not in construction and that they moved into the industry after working in other sorts of jobs/sectors, in line with the UK average (18%).

Those who had worked in other sectors before starting their construction careers were asked to give details of what they were doing immediately before they started working in construction. Base sizes are low, so caution should be shown with regard to the results, but the most common sectors in which construction workers had started their careers were wholesale and retail trade (18%), transportation and storage (16%) and accommodation and food service (16%). The pattern of response largely reflects that in the UK, with a decline in those who started in manufacturing, from 53% in 2018/19 to 10% in the latest survey.

**Figure 15: Industry worked in before starting work in the construction sector**

*Base: Where first job was not in construction Sectors mentioned by >5% of respondents*

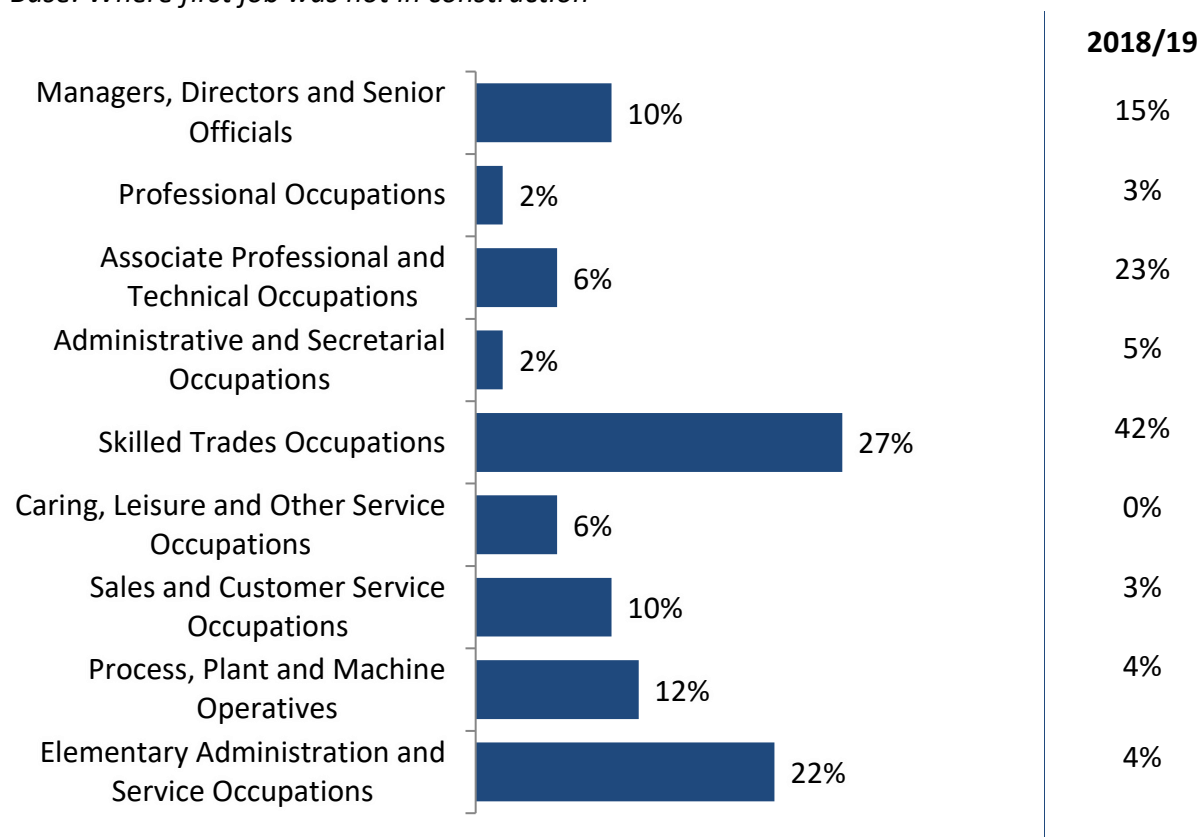
	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>	<b>YH 2015 %</b>	<b>UK 2022 %</b>
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	18	5	24	20
H - Transportation and storage	16	18	10	11
I - Accommodation and food service activities	16	7	8	12
C - Manufacturing	10	53	20	5
R - Arts, entertainment and recreation	6	-	-	2
Q - Human health and social work activities	4	-	-	8
<i>Unweighted bases</i>	<i>49</i>	<i>73</i>	<i>51</i>	<i>624</i>

Q3

In terms of the job roles that respondents have held in other sectors, the highest proportions were in skilled trades occupations (27%) and elementary administration and service occupations (22%).

**Figure 16: Job roles undertaken in other sectors in 2022 compared with 2018/2019**

*Base: Where first job was not in construction*



Q3. Unweighted base (49\*)

## Occupational switching and progression within construction

Overall, three in ten (31%) of all construction workers in Yorkshire and the Humber have worked in more than one construction trade or occupation whilst working in the construction industry, in line with 2018/19 and with the UK average (30% and 35% respectively).

Naturally, the proportion of workers who have had more than one role increases with age, from 10% of those aged between 16-19 to 35% of those aged 45 or over, and with the length of time respondents have worked in construction, from 21% of those with up to a year's experience to 38% amongst those with 5 or more years of experience.

Amongst the 31% of all Yorkshire and the Humber construction workers that had worked in at least one other role/occupation, 16% had worked in 1 previous role, 59% had worked in 2 previous roles, 18% had worked in 3 roles/occupations and 7% had worked in 4 roles/occupations.

Workers are most likely to have previously worked as a labourer/general operative (46%), while 18% had previously worked as a carpenter. This is much in line with the UK average.

### Figure 17: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	YH 2022 %	UK 2022 %
Labourer/General operative	46	39
Carpenter/joiner	18	15
Bricklayer	8	12
Plant/machine operative (e.g. Fork lift/JCB)	8	10
Dryliner	7	5
Plumber	7	3
Plasterer	7	5
Banksman/Banksperson	5	7
Electrician	3	2
Roofer	3	4
Site manager	3	4
Ceiling fixer	2	3
Floorer	2	4
Insulation specialist	2	2
Mechanical fitter	2	2
Pipe fitter	2	2
Scaffolder	2	2
Other	7	10
<i>Unweighted base</i>	<i>61</i>	<i>1,082</i>

Q7



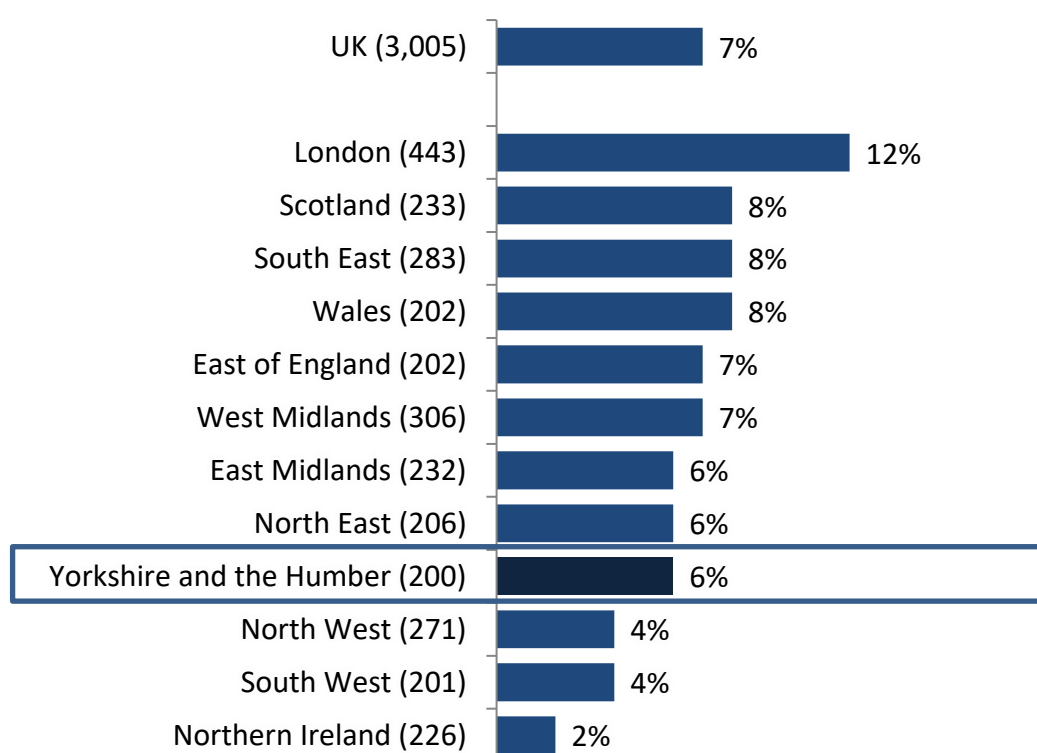
### Future career plans

Over four in five (86%) construction workers in the Yorkshire and the Humber would like to continue in the same trade or occupation, in line with 2018/19 (84%) but higher than the 2022 UK average of 80%).

Close to one in twenty (6%) would like to change their trade/occupation, again in line with 2018/19 (8%) and the UK average (7%). The remainder would like to leave construction (4%) or were unsure (6%).

**Figure 18: Proportion of construction workers who would like to change their trade or occupation within the construction sector, by region/nation**

Base: All respondents



Q33. Unweighted bases in parentheses

## 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 being worked towards
- workers' self-perceived need for additional training in basic skills

### Construction skill cards and certificates

Over nine in ten (94%) of all construction workers in Yorkshire and the Humber report holding a skill card or certificate (e.g. CSCS or CSR), this is a reduction on the 98% who did so in 2018/19. This reflects the UK picture, which has seen a similar decline (from 97% to 93%).

Correspondingly, the proportion who have no cards has risen from 1% in 2018/19, to 6% in the latest survey.

#### Figure 19: Proportion of workers who have a skill card/certificate, by region/nation

Base: All respondents

	2022 %	2018/19 %	2015 %	2012 %
Total (3,005)	93	97	96	97
South West (201)	97	97	96	97
Northern Ireland (226)	97	97	90	100
North East (206)	97	94	96	99
Wales (202)	95	92	92	92
<b>Yorkshire and the Humber (200)</b>	<b>94</b>	<b>98</b>	<b>97</b>	<b>97</b>
South East (283)	93	98	98	96
London (443)	92	98	98	96
West Midlands (306)	91	99	98	100
Scotland (233)	91	99	88	98
North West (271)	91	98	97	99
East of England (202)	91	97	96	98
East Midlands (232)	90	93	93	99
<i>Unweighted bases for 2022 in parentheses</i>				

Q12

In terms of the type of skill card or certificate held by construction workers in Yorkshire and the Humber, the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (82%), though at somewhat lower levels than 2018/19 and 2015 (90% and 91% respectively).

One in six (17%) hold the CPCS (Construction Plant Competence Scheme), in line with 2018/19 (14%) and 2015 (19%), and 2% hold the CISRS (Construction Industry Scaffolders Record Scheme).

There are few sub-group differences in the extent to which construction workers in Yorkshire and the Humber hold cards, with the exception that those employed directly are more likely than average to hold none (11%), and those who are self-employed are more likely than average to hold any skill card/certificate (99%), and to hold CPCS (27%).

### Figure 20: Type of skill card/certificate held

Base: All respondents

	YH 2022 %	YH 2018/19 %	YH 2015 %
CSCS (Construction Skills Certification Scheme) (GB)	82	90	91
CPCS (Construction Plant Competence Scheme)	17	14	19
CISRS (Construction Industry Scaffolders Record Scheme)	2	6	5
CSR (Construction Skills Register) (NI)	0	1	<0.5
Other	7	3	1
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>

Q12

Workers who hold a CSCS card were asked what colour their cards are. Overall, 7% of CSCS card holders have Red cards, almost two in five (37%) have Green cards, and the same proportion (37%) have Blue cards. Over one in ten (13%) have Gold cards, and 3% hold Black cards.

**Figure 21: Colour of CSCS card held**

*Base: Where CSCS card is held*

	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>
Red – Trainee	4	3
Red – Experienced worker card	3	3
Green – construction site operative card for general site workers	37	32
Blue – skilled	37	34
Gold – supervisor card	7	7
Gold – Advanced craft/skilled worker	6	12
Black – contracts manager card	3	3
Academically Qualified Persons Card	0	2
Professionally Qualified Persons Card	0	0
Construction Site Visitor Card	0	0
Apprentice Card	1	0
Other	1	2
Unsure	1	3
<i>Unweighted bases</i>	<i>164</i>	<i>299</i>

Q13

## Construction qualifications held

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

Overall, over half (54%) of construction workers in Yorkshire and the Humber report having no construction-related qualifications when they started their first job. This is significantly lower than the 67% who reported this in 2018/19, and the 70% who did so in 2015, but placing the region in line with the 2022 UK average of 49%.

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

Overall, three quarters (74%) of construction workers in Yorkshire and the Humber report holding a construction-related qualification, a slight increase on the 70% who did so in 2018/19. This is somewhat in contrast to the UK-wide picture, where there has been a decrease in the proportion of workers holding a qualification, from 72% in 2018/19 to 69% in the latest survey.

There are few sub-group differences in this respect, with the exception that those who have been in the industry for five or more years are more likely than average to have a construction-related qualification (83%).

### Figure 22: Proportion of workers that hold any construction-specific qualification

Base: All respondents

		YH 2022 %	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2022 %
Total (200)		74	70	68	70	69
Age	16 to 19 years (21*)	38	64	44	-	54
	20 to 24 years (33*)	76	62	69	58	64
	25 to 44 years (93)	76	75	69	53	72
	45+ years (52)	81	61	76	71	69
Length of time in construction	<1 year (14*)	43	29	0	25	46
	1 to 2 years (17*)	41	27	0	28	43
	2 to 5 years (31*)	65	57	67	43	62
	5+ years (138)	83	75	73	66	75
Current contract type	Employed directly (74)	73	74	67	59	69
	Self-employed (105)	78	63	77	60	74
	Agency (16*)	56	37	63	50	50
<i>Unweighted bases for 2022 in parentheses</i>						

Q15/Q16

## 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 23 summarises the types of qualifications that workers hold and compares the figures to previous surveys (amongst those who have any qualifications and who provided a response).

As in previous years, the qualifications most likely to be held by construction workers in Yorkshire and the Humber are NVQ/SVQ qualifications (74%), in line with previous iterations of the survey, and with the UK average of 69%.

More than one in five (22%) construction workers with qualifications hold City & Guilds qualifications (compared to 18% in 2018/19 and 27% in 2015), whilst 10% hold an apprenticeship, in line with 2018/19 (10%).

Other qualifications are held by less than one in twenty.

### Figure 23: Main type of qualification held

Base: Workers with qualifications (valid responses)

	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>	<b>YH 2015 %</b>	<b>YH 2012 %</b>	<b>UK 2022 %</b>
NVQ/SVQ	74	71	67	73	69
City & Guilds	22	18	27	18	18
Apprenticeship	10	10	1	<0.5	11
HNC/HND/BTEC Higher	5	5	1	2	5
Construction Award	3	0	0	0	3
Degree	2	5	1	0	5
Other	11	9	3	4	12
<i>Unweighted bases</i>	<i>147</i>	<i>213</i>	<i>192</i>	<i>273</i>	<i>2,093</i>

Q15/Q16

## Additional formal training

### Self-assessment of basic skills needs

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

Overall, 10% of construction workers in Yorkshire and the Humber believe they would benefit from some form of training in basic skills (compared to 9% in 2018/19, 10% in 2015 and 11% in 2012). This is a lower proportion than the UK average (19%), which has seen an increase since 2018/19 (11%).

In terms of the type of training required, there is a relatively even split across reading (4%), maths (4%), writing (2%), speaking English (2%) and digital skills (2%).

### Figure 24: Self-assessed need for training in basic skills

Base: All respondents

	YH 2022 %	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2022 %
ANY	10	9	10	11	19
Reading	4	5	4	4	9
Maths	4	5	5	8	6
Writing	2	5	3	5	7
Speaking English	2	6	5	4	9
Digital skills	2	-	-	-	4
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>3,005</i>

Q37

### Current study for additional construction qualifications

Overall, 13% of all construction workers in Yorkshire and the Humber are currently working towards formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This is in line with the UK average (13%) and compares with 11% in 2018/19 and 2015.

As in previous surveys, the likelihood that workers are currently working towards qualifications is higher amongst the youngest workers (43% of 16 to 19 year olds and 24% of 20 to 24 year olds).

Workers employed directly (20%) continue to be more likely than those who are self-employed (9%) or working for an agency (6%) to be working towards additional construction qualifications, and this is to a greater extent than is the case for the UK as a whole, where 15% of those employed directly are doing so.

A quarter (26%) of those with a level 4 qualification are working towards an additional qualification in comparison to 13% with level 1 qualification. One in ten (9%) of those with no qualification are currently working towards one as compared to 12% in 2018/19 and 2015, and the UK average of 11%.

**Figure 25: Proportion working towards additional construction qualifications**

Base: All respondents

		YH 2022 %	YH 2018/19 %	YH 2015 %	UK 2022 %
Total (200)		13	11	11	13
Age	16 to 19 years (21*)	43	44	57	43
	20 to 24 years (33*)	24	24	23	24
	25 to 44 years (93)	5	9	10	11
	45+ years (52)	6	5	3	5
Length of time in construction	<1 year (14*)	36	22	36	28
	1 to 2 years (17*)	35	27	41	27
	2 to 5 years (31*)	23	32	20	20
	5+ years (138)	5	7	8	8
Contract type	Employed directly (74)	20	13	20	15
	Self-employed (105)	9	7	6	10
	Agency (16*)	6	11	11	8
Highest qualification level	None (46)	9	12	12	11
	Level 1 (15*)	13	11	50	17
	Level 2 (67)	7	12	10	12
	Level 3 (46)	16	4	11	11
	Level 4+ (19*)	26	19	11	16
<i>Unweighted bases for 2022 in parentheses</i>					

Q18

\* Caution: low base

Of the 25 construction workers in Yorkshire and the Humber who are currently studying for a qualification (and who provided a response), 56% are studying for an NVQ/SVQ, 28% for an apprenticeship and 12% for a degree.



### Supervisory and managerial qualifications and training

As reported earlier, approaching a quarter (23%) of construction workers in Yorkshire and the Humber perform a supervisory or management role at their site.

Amongst those who do not currently perform supervisory/management roles and have not had this role before, 14% want to become a supervisor or manager in the future, in line with 2018/19 (19%), while 5% who have had that role previously want to return to that status (compared to 6% in 2018/19). Close to two thirds (64%) are certain that they do not want to, and one in five (17%) are unsure. These results are much in line with the UK average.

By age, those aged 25 to 44 are most likely to want to be supervisors/managers (23%), while 94% of those aged 45 or over are certain they do not wish to.

Analysis by contract type reveals those who are directly employed are more likely than those self-employed or those employed via an agency to not want to take on a supervisory role (84%, 59% and 53% respectively).

#### Figure 26: Whether those who are not currently supervisors want to be one in the future

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

		Yes, but have not done it before %	Yes, and have done it before %	No %	Maybe/ depends %
2022 UK (1,982)		17	6	59	18
2022 Yorkshire and the Humber (148)		14	5	64	17
Age	16 to 19 years (20*)	10	0	65	25
	20 to 24 years (28*)	14	4	57	25
	25 to 44 years (66)	23	6	53	18
	45+ years (33)	0	3	94	3
Length of time in construction	<1 year (14*)	21	0	43	36
	1 to 2 years (16*)	6	0	75	19
	2 to 5 years (25*)	16	0	60	24
	5+ years (93)	14	8	67	12
Contract type	Employed directly (43)	5	0	84	12
	Self-employed (85)	16	6	59	19
	Agency (15*)	20	7	53	20
<i>Unweighted bases in parentheses</i>					

Q9

\* Caution: low base

More than a quarter (27%) of all construction workers in Yorkshire and the Humber have received formal training designed to improve managerial or supervisory knowledge or skills, in line with the 26% who had in 2018/19, but lower than the 2022 UK average of 33%. Among those who have or have had some form of supervisory or management responsibilities, four in five (80%) have received formal training, again in line with 2018/19 (76%), and also in line with the UK average (80%).

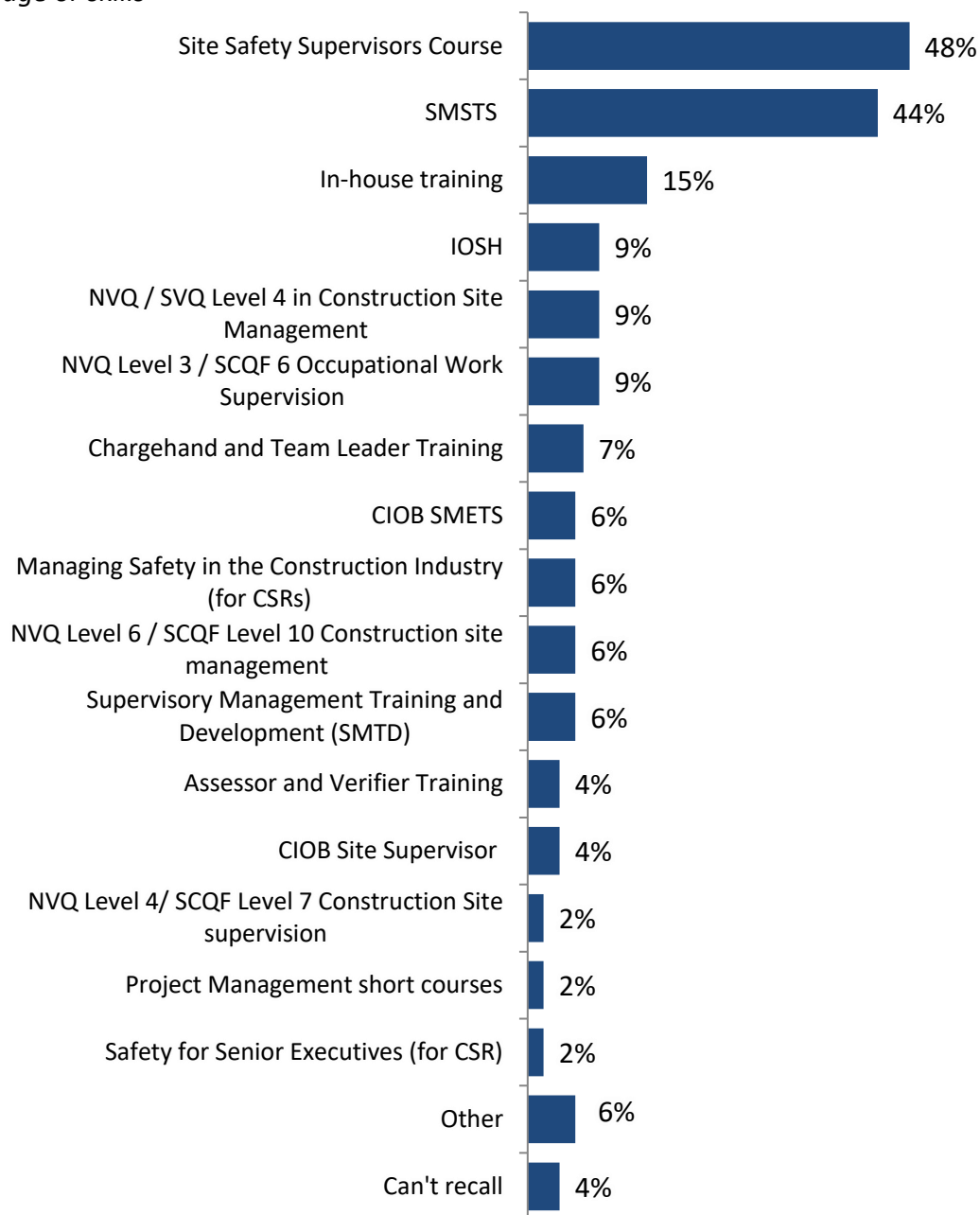
The proportion that has undertaken any managerial or supervisory training is higher amongst those that have worked in construction for at least 5 years than those that have worked in the sector for less time (34%, compared to 0% of those who have worked in the sector less than a year).

Construction workers employed directly are also more likely than average to have received formal training in this area (35%).

In terms of the types of supervisory/managerial training undertaken, Site Safety Supervisors Courses is most frequently mentioned by those who have undertaken any training (48%), followed by SMSTS (Site Manager Safety Training Scheme) (44%) and in-house training (15%). These were also the top three most mentioned types of supervisory training in 2018/19, 2015 and 2012.

**Figure 27: Types of managerial/supervisory training undertaken**

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



Q11. Unweighted base = 54

### 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 32 below.

As in previous years, the vast majority (98%) of construction workers in Yorkshire and the Humber 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.

The proportion of construction workers in Yorkshire and the Humber who hold a skill card/certificate but has no other construction qualification has fallen to 21%, from 26% in 2018/19, 27% in 2015 and 50% in 2012, continuing a downward trend that is also evident across the UK.

At 13%, the proportion of construction workers who are working towards a construction qualification is similar 2018/19 (11%), and the same as the 2022 UK average.

#### Figure 28: Qualification status summary

Base: All respondents

	YH 2022 %	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2022 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	98	99	99	97	96
Holds a formal construction qualification or a skills card/certificate	98	99	99	98	96
Holds a skills card/certificate	94	98	98	96	93
Holds a skills card/certification but no other qualification	21	26	27	50	19
Working towards a qualification	13	11	11	10	13
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>3,005</i>

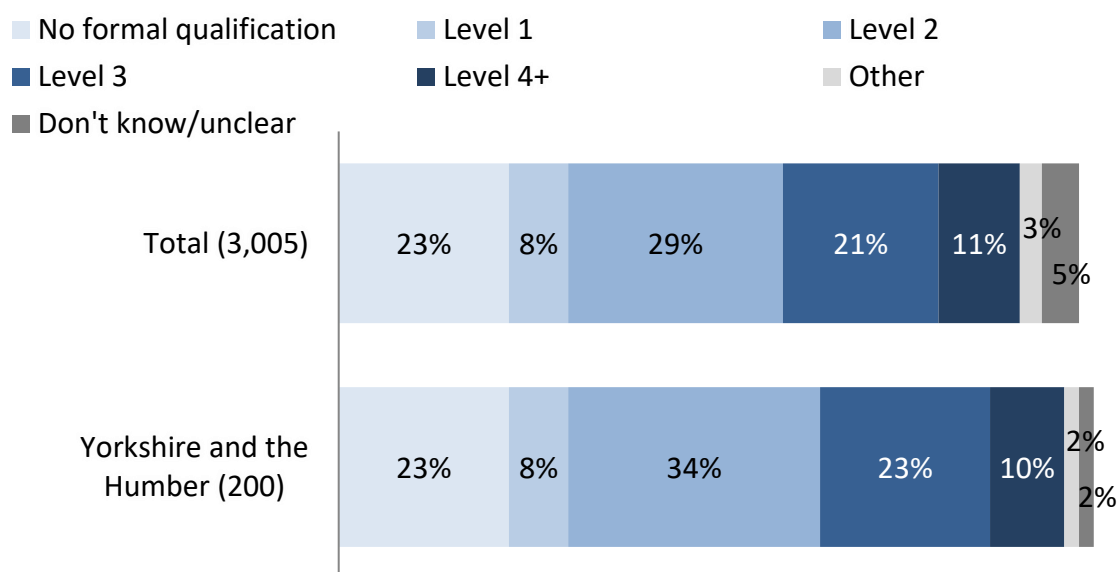
Q12/Q15/Q16/Q18

Based on all questions relating to qualifications it is possible to calculate each worker’s highest qualification level, and Figure 29 summarises construction workers’ highest level of qualification, overall and by occupation.

Overall, two in three (66%) of construction workers in Yorkshire and the Humber have qualifications equivalent to Level 2 or above, an uplift on the 58% who did in 2018/19, and in line with 66% who did in 2015. This is also directionally higher than the UK average of 61%.

**Figure 29: Current qualification level, by occupation**

Base: All respondents who provided a valid response



Q15/Q16. Unweighted bases in parentheses

\* Caution: low base

## 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 workers commute daily to their current site or whether temporary accommodation is used
- miles travelled to site each day
- whether their next site will be in commuting distance or will require temporary accommodation

### Work history in the current region/nation

All workers were asked what made them decide to work in the region/nation that they are currently working in.

The pattern of results is similar to that seen in 2018/19, and to the UK average, with half (50%) saying it was because they grew up there/have always lived there (compared to 49% in 2018/19 and the UK average of 46%) and a similar proportion (48%) saying their employer sent them there (compared to 41% in 2018/19 and the UK average of 47%).

**Figure 30: Reasons for choosing to work in current location – prompted, multiple response**  
Base: All respondents

	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>	<b>YH 2015 %</b>	<b>UK 2022 %</b>
You grew up here/have always lived here	50	49	58	46
Employer sent you here	48	41	32	47
Family reasons	3	2	7	5
Construction work is better paid in this area	3	4	1	4
Came to the area to take up this or another job	2	5	8	5
There are more jobs available in this area	2	2	6	3
Better promotional prospects in this area	1	1	-	1
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	1	1	1
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>3,005</i>

Q28

Approaching two fifths (37%) of construction workers in Yorkshire and the Humber have worked within their current region for their whole career, in line with 2018/19 (42%), and below the UK average (49%).

Over a third (36%) have worked in their current region for most of their career, meaning that 73% have remained in Yorkshire and the Humber for all or most of their career, in line with previous years (79% in 2018/19) though less than the UK average (83%).

Unsurprisingly the proportion of workers who have spent all of their time in the current region/nation reduces with age, from 86% of those aged 16 to 19 to 69% of those aged 45 or over.

**Figure 31: Proportion of construction workers' career worked in current region/nation**

Base: All respondents

	YH 2022 %	YH 2018/19 %	YH 2015 %	YH 2012 %	UK 2022 %
All of your time	37	42	39	36	49
Most of it	36	37	41	39	34
Around half your time	11	13	10	14	8
A small proportion of your time	13	6	5	13	5
Only on this job (this is the first site you've been to in this region/nation)	1	1	3	5	1
Don't know	3	1	2	4	3
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>3,005</i>

Q26/Q27

In Yorkshire and the Humber, almost nine in ten of construction workers (88%) indicate their employer operates nationwide, with 16% reporting that their employer operates in particular parts of the UK including Yorkshire and the Humber (9%), while 2% are unsure.

These results are much in line with 2018/19.

## Region/nation worked in before current site

Thinking about the last construction site they worked on before their current one, in the majority of cases, workers' last sites are 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 32 illustrates.

Similar to 2018/19 and 2015, construction workers in Yorkshire and the Humber are about average in terms of their likelihood to state that their last site was in the same region (72%), though at a lower proportion to 2018/19 and 2015 (83% and 82% respectively). This compares with nations where the proportion is significantly higher (Scotland at 98%) and other regions/nations where the proportion is significantly lower, with the lowest in the East Midlands (51%).

**Figure 32 Region/nation currently working in compared with the region/nation of workers' immediately previous construction sites**

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

Region/nation of last site	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands (EM)	51	6	*	6	1	0	0	1	0	1	9	5
East of England (EE)	5	66	1	0	*	0	*	5	2	1	6	2
London (GL)	3	10	81	1	1	0	0	12	1	2	4	2
North East (NE)	1	4	0	65	1	0	1	2	1	1	*	1
North West (NW)	2	0	1	8	87	0	*	4	0	0	8	13
South East (SE)	6	10	11	0	1	1	0	66	3	2	1	1
South West (SW)	*	2	1	0	0	0	0	5	84	6	0	1
West Midlands (WM)	13	1	0	10	5	0	0	5	1	3	66	3
Yorkshire and the Humber (YH)	15	1	0	10	2	*	0	*	1	0	2	72
Northern Ireland (NI)	1	0	0	0	0	85	0	0	0	0	0	0
Scotland (SC)	1	0	*	0	0	1	98	0	0	0	1	0
Wales (WA)	0	1	0	0	*	0	0	*	3	84	1	1
Republic of Ireland	0	0	*	0	0	13	0	0	0	0	*	0
Other parts of Europe	0	0	1	0	1	0	*	*	0	0	0	0
Outside of Europe	0	0	1	0	0	0	0	*	1	0	0	0
Other / Unsure	1	0	3	0	*	0	0	1	5	1	2	1
<i>Unweighted Bases</i>	216	183	392	195	252	226	226	264	183	193	290	184

Q32



## Worker origins

Workers were asked which region/nation they were living in just before they got their first job in construction in the UK.

Three quarters (75%) of construction workers in Yorkshire and the Humber were in the same region/nation in which they started their construction career, and this proportion is somewhat lower than 2018/19 (81%) and 2015 (90%).

### Figure 33: Region/nation currently working in compared with workers' region/nation of residence prior to first starting work in construction

Base: All respondents \*denotes less than 0.5%

Original home	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands (EM)	53	5	1	7	*	0	0	1	*	1	5	5
East of England (EE)	7	67	5	0	0	0	0	3	1	*	6	1
London (GL)	2	13	64	1	*	1	0	14	3	1	1	4
North East (NE)	2	3	*	67	3	0	1	1	*	*	*	0
North West (NW)	1	0	1	6	89	0	0	4	*	1	6	13
South East (SE)	3	7	10	*	*	0	0	64	3	*	2	1
South West (SW)	*	*	1	*	0	*	0	5	81	3	*	0
West Midlands (WM)	13	1	1	8	4	*	0	4	*	0	74	1
Yorkshire and the Humber (YH)	15	2	1	8	2	*	0	0	0	0	2	75
Northern Ireland (NI)	1	0	*	0	0	92	0	*	0	0	0	0
Scotland (SC)	1	0	1	1	*	0	94	1	*	0	1	1
Wales (WA)	0	0	1	0	0	0	0	*	5	90	2	0
Republic of Ireland	*	0	*	0	*	4	2	*	0	0	*	0
Other parts of Europe	1	0	7	*	*	2	3	2	*	1	*	0
Outside of Europe	0	1	3	*	0	*	*	*	*	0	*	1
Other / Unsure	*	0	2	0	0	0	0	0	2	0	0	0
<b>Unweighted Bases</b>	<b>232</b>	<b>202</b>	<b>443</b>	<b>206</b>	<b>271</b>	<b>226</b>	<b>233</b>	<b>283</b>	<b>201</b>	<b>202</b>	<b>306</b>	<b>200</b>

Q40

## Travel to site

### Location of current workplace in relation to the location of workers' current homes

Close to nine in ten (87%) of construction workers in Yorkshire and the Humber were interviewed on a site that was located within the same region/nation as their permanent home, in line with 2018/19 (88%) and 2015 (86%).

### 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.

More than a fifth (22%) of construction workers in Yorkshire and the Humber have worked no more than 20 miles away, in line with 2018/19 (20%) though lower than the UK average of 33%.

A further three in ten (30%) have worked between 21 and 50 miles away, in line with 2018/19 (35%) and the UK average of 33%.

This leaves almost half (46%) who have worked more than 50 miles away from their permanent or current home, significantly above the UK average (32%) but in line with 2018/19 in the region (45%). This includes 25% who have worked more than 100 miles away, again above the UK average of 12%, and the highest of any region/nation, and above 2018/19 levels (17%).

This is similar to findings seen previously, where workers based in the region were among the most likely (along with Scotland) to have travelled over 100 miles.

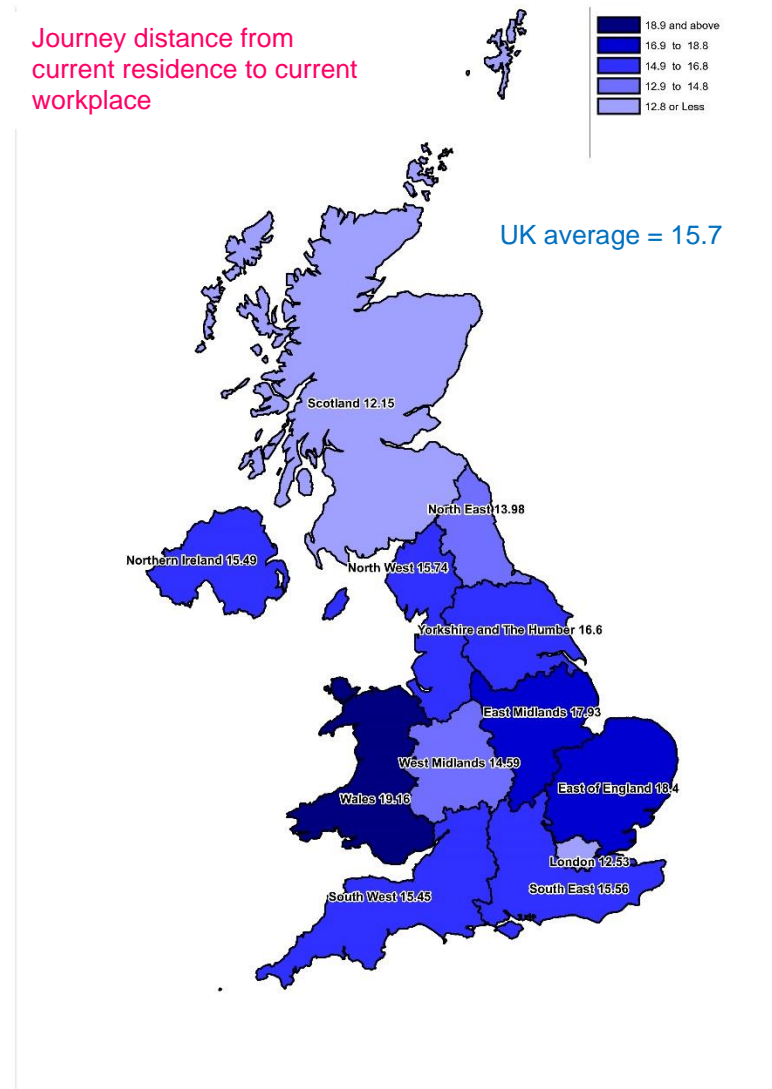
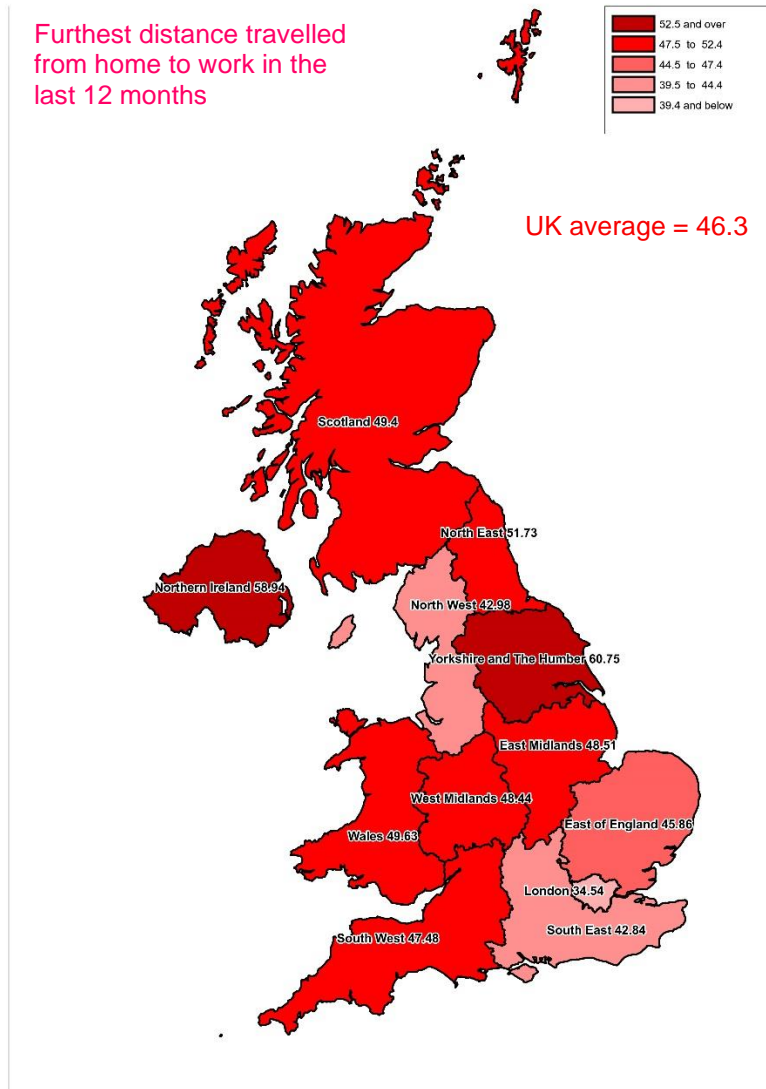
The average furthest distance travelled is 61 miles in Yorkshire and the Humber, compared to the UK average of 46 miles.

### Journey distance to work

The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site is 17 miles, largely in line with 2018/19, 2015 and 2012 (20 miles, 19 miles and 22 miles respectively).

This is compared to the national picture, where the average distance is 16 miles, somewhat down on 18 miles in 2018/19, 22 miles in 2015 and 28 miles in 2012.

Half (49%) of those providing a response travel less than 10 miles to work (compared to 37% in 2018/19), and the same proportion travel between 10 and 49 miles (49%).



### Use of temporary accommodation

In Yorkshire and the Humber, just 3% of construction workers reported that they were currently staying in temporary accommodation while working at their site, in line with the national picture (5%) and previous years (3% in 2018/19, and 4% in 2015).

### Site duration and change

#### Expected site/phase duration

All the workers in the Yorkshire and Humber who are currently employed on a temporary basis (25% of all construction workers) were asked how much longer they expect to be working for the company/person/agency paying them.

Responses range from 6% who expect to work for less than a week, 26% expecting another one to four weeks, two fifths (22%) for one to six months, 20% six to twelve months, and 4% more than a year.

One in five (20%) do not know how much longer they expect to be working, in line with 2018/19 (20%).

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

Overall, 21% of construction workers in Yorkshire and the Humber do not expect to work on that site for more than a month, an increase on 2018/19 (13%). Just 4% believe they will be there for less than a week (compared to 4% in 2018/19).

More than half (52%) anticipate being on site for more than a month but less than a year, in line with the 48% who did so in 2018/19, and the UK average of 52%.

One in ten (10%) expect to be on site for more than a year, continuing a downward trend on this measure, from 29% in 2015, to 21% in 2018/19. This compares with UK average of 13%.

One in six (18%) are uncertain in this regard, in line with 2018/19 (18%) but lower than the 2022 UK average of 22%.

**Figure 34: Length of time workers expect to work at that specific site during current phase***Base: All respondents*

	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>	<b>UK 2022 %</b>
Less than a week	4	4	2
1-2 weeks	6	4	3
2-3 weeks	5	3	3
3-4 weeks	6	2	4
1-3 months	13	13	11
3-6 months	13	12	17
6-12 months	26	23	25
More than a year	10	21	13
Don't know	18	18	22
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>3,005</i>

Q24

**Expected next site location**

The majority (77%) of all construction workers in Yorkshire and the Humber are confident that when they finish this job, they will get a job that allows them to travel from their permanent home to work on a daily basis, which is in line with 2018/19 (79%) and 2015 (78%), but higher than the 2022 UK average of 69%.

The proportion who are sure that this will not be the case has remained stable (4% this year and in 2018/19), likewise the proportion who say it depends where the work is (12% compared to 13% in 2018/19), lower than the UK average (20%).

The remaining 8% do not know.

## 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 undertaken for a continuous period of at least 3 months.

The pattern of response is similar to that in 2018/19, with new housing continuing to be the most common type of construction work undertaken (70%, compared to 76%), followed by commercial work (56%, compared to 54%), private industrial work (52%, compared to 44%), and public non-housing work (49%, compared to 45%).

Relative to the UK average, workers in Yorkshire and the Humber are less likely to have worked on new housing (70% compared to 78%), and more likely to have worked on commercial work (56% compared to 39%), private industrial work (52% compared to 35%), public non-housing work (49% compared to 32%), and infrastructure building projects (31% compared to 23%).

In terms of the number of types of work undertaken, the results are in line with 2018/19, with 33% undertaking one type, 12% two types, 12% three types and 40% four or more types. This places the region above the UK average in terms of the proportion of workers who have undertaken four or more types of work (40% compared to 24%).

**Figure 35: Type of projects on which workers have spent significant periods of time***Base: All respondents*

	<b>YH 2022 %</b>	<b>YH 2018/19 %</b>	<b>YH 2015 %</b>	<b>YH 2012 %</b>	<b>UK 2022 %</b>
New housing	70	76	85	61	78
Commercial work such as shops, office, pubs etc	56	54	27	72	39
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	52	44	26	67	35
Public non-housing work such as schools, sports facilities, landscaping	49	45	33	63	32
Housing repair and maintenance including extensions/loft conversions	44	39	29	49	42
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	31	31	20	26	23
Off-site manufacturing	6	Na	Na	Na	6
ONE TYPE ONLY	33	37	55	19	42
TWO TYPES	12	13	13	19	17
THREE TYPES	12	13	10	14	13
FOUR TYPES	19	12	6	15	9
FIVE TYPES	12	11	8	18	9
SIX TYPES	9	15	8	15	6
<i>Unweighted bases</i>	<i>200</i>	<i>333</i>	<i>369</i>	<i>399</i>	<i>3,005</i>

Q4

## 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.

The majority (89%) of all construction workers in Yorkshire and the Humber think it is likely that they will still want to do so, including 50% who say they definitely will be, and 27% who think it is very likely. This is somewhat higher than the UK average of 82%.

Just 6% say it is unlikely that they will still want to work in construction in five years' time (compared to a UK average of 7%).

Age is the predominant factor in this respect. Most obviously, the proportion that hopes to be retired in five years' time increases to 8% of construction workers aged 45 and over.

Unsurprisingly, the proportion that felt they *definitely* will still want to work in the construction sector in five years decreases with age from 57% of those aged 16 to 19, to 44% of those aged 45 or over.

**Figure 36: Likelihood of construction workers still wanting to be working in the construction sector in five years' time**

*Base: All respondents*

	All %	Age %			
		16 - 19	20 - 24	25 - 44	45+
Definitely will be	50	57	42	54	44
Very likely	27	19	30	30	23
Quite likely	12	24	15	10	10
Quite unlikely	2	0	3	0	6
Very unlikely	2	0	3	2	0
Definitely will not be	2	0	3	3	0
Hope to be retired	3	0	3	0	8
Don't know	4	0	0	1	10
<i>Unweighted bases</i>	<i>200</i>	<i>21*</i>	<i>33*</i>	<i>93</i>	<i>52</i>

Q38A

\* *Caution: low base*

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 51% believe they will definitely want to be working in the construction sector, 28% believe it is very likely they will want to be working in the construction sector, and 11% believe it is quite likely they will want to be working in the construction sector. Overall, 90% of this group are likely to some degree to want to be working in the sector, in line with the 91% who did so in 2018/19. Just 6% of this age group think it unlikely they will want to be working in the construction sector in five years (compared to 6% in 2018/19).



## The Yorkshire and the Humber construction workforce 2022 summary

### The UK construction industry

Across the UK, the survey findings point us towards the conclusion that the construction industry is not in a particularly dynamic phase.

Following the sharp dip in industry output in value terms during the worst months of the Covid pandemic, there was a very sharp recovery from April to June 2021 followed by more steady growth to a point where output is broadly at its pre-pandemic level. Low growth is anticipated in the near future, with a relatively high rate of inflation and increases in the base interest rate likely to increase costs and dampen demand.

Correspondingly, the industry's workforce which suffered minor decline in 2020/2021 is also anticipated to be fairly static in aggregate with the major labour and skills driver being a need to recruit around 200,000 new workers per year as a result of an industry 'churn rate', estimated at around 8% of a 2.6 million total workforce, rather than substantial change in the total workforce (*The Skills Construction Needs*, Construction Skills Network, CITB, January, 2023).

### Stability within the construction industry in Yorkshire and the Humber

However, a substantial proportion of industry workers, as surveyed here, have been in the industry for lengthy periods. Across the UK around 70% of workers have worked in the industry for 5 years or more (69% within the Yorkshire and the Humber), and this reflects findings from previous surveys. Demographic and other characteristics of the workforce therefore change little overall, and with only 11% of workers (just 9% in Yorkshire and the Humber) expecting to leave construction in the next 5 years, changes to the demography of the workforce can occur only at the margin. A doubling of the percentage of female or ethnic minority entrants would have only a minor effect on the overall structure of the workforce.

The structure of the workforce remains – and is set to remain in the near future - very substantially white and male in its composition, particularly as, in this case, the 'workforce' was defined as comprising on-site and predominantly manual staffing, largely excluding clerical, administrative, technical, and professional construction occupations in which women, particularly, are more strongly represented.

The occupational profile of the workforce as identified by the survey also remains unchanged from previous years with labourers, bricklayers, site managers, carpenters, and plant operators remaining most frequent followed by much lower levels of representation of other industry trades.

Where survey respondents reported that they had changed roles within the industry, the distribution of prior occupations broadly reflects the current distribution of occupations in

the workforce as a whole. Aspirations to a different future occupation are infrequent, as only 7% of workers across the UK – 6% within Yorkshire and the Humber - want to change their occupation.

### Some indicators of change

Across the UK a further area of observed stability includes broad measures of qualification and training. For example, around seven in ten workers hold a construction-related qualification, 13% are working towards a qualification and 33% have had supervisory or management training. All these figures are broadly similar to those observed in 2018/19.

However, within Yorkshire and the Humber, a slightly lower proportion of workers hold a construction-related qualification than in 2018/19 (67%, compared to 70%), and a slightly lower proportion of workers are working towards qualifications (11%, compared to 13%).

There appears to be greater reticence in taking on more responsibility this year than previously, with fewer respondents certain they want to become a supervisor or manager in the future (23% across the UK; 19% in Yorkshire and the Humber, compared to 30% and 25% respectively in 2018/19), but while across the UK fewer workers than in 2018/19 have had formal training in managerial or supervisory knowledge or skills (28%, compared to 35%), there has been little change in Yorkshire and the Humber (27%, compared to 26%). UK-wide, a lower level of interest in moving into management and supervisory posts is reflected in lower levels of training in this area, or perhaps lower levels of interest in these roles are due to less formal training being offered?

While the proportion of workers holding industry Skills Cards is still high, it has fallen somewhat since 2018/19, from 98% to 94% (97% to 93% across the UK over this period).

Overall, a higher proportion of construction workers in Yorkshire and the Humber in 2022 than in 2018/19 held construction-related qualifications prior to starting their first job in construction, with more than half (54%) of construction workers in Yorkshire and the Humber reporting having no construction-related qualifications when they started their first job, compared to 67% in 2018/19, and 70% in 2015.

At the time of interviewing, three quarters of construction workers in Yorkshire and the Humber reported holding a construction-related qualification (74%), which is a slight increase on the 70% who did so in 2018/19.

Since 2015 and 2018/19 surveys, within Yorkshire and the Humber (as across the UK) the proportion of direct employees in the workforces has decreased (from 56% in 2015, 47% in 2018/19 to 37% in 2022) while self-employment, always strong in the sector, has increased (41% in 2015, 44% in 2018/19, 53% in 2022). There is little change in the level of agency employment. The increase in self-employment is likely to positively impact both employers - enabling increased flexibility and cost control – and workers - increased independence, but may also have a negative impact, with greater uncertainty and insecurity in the industry for workers. Potentially, this change may result in lower levels of employer-led training, and

attention to improving the skills of the workforce. Although a similar proportion of workers are working towards a qualification in 2022 as in previous studies (13% within Yorkshire and the Humber in 2022, compared to 11% in 2018/19 and 2015), this proportion has also not increased as we would perhaps like to see it increase, and is particularly low, and lower than previously, among the core workforce age group of 25 to 44 (5% within Yorkshire and the Humber, compared to 9% in 2018/19).

Another area of change identified by the survey concerns working hours. The proportion of workers working more than 50 hours per week has decreased somewhat since 2018/19, from 22% to 14% in Yorkshire and the Humber (24% to 19% across the UK). The change raises interesting questions as to whether some technological changes are permitting fewer but more productive hours for some workers; or whether workforce culture, in line with general trends since Covid, is disposing some workers to put personal time ahead of overtime hours; or, simply, whether demand pressures in the industry are lower.

While the survey identified that across the UK fewer workers are travelling long distances to work (32% had worked more than 50 miles from home in 2022, compared to 41% in 2018/19). There has been less change in Yorkshire and the Humber in this respect: 46% of workers in the region had worked more than 50 miles from home in the last year, compared to 45% in 2018/19. The average travel distance to work was 17 miles in 2022 and 20 miles in 2018/19, compared to 17 miles and 18 miles respectively across the UK.

### **Focus on how Yorkshire and the Humber differs from the UK average**

Compared with the construction workforce across the UK as a whole, Yorkshire and the Humber stands out in several respects:

- Yorkshire and the Humber has a younger workforce within construction than the UK average, with 53% aged under 35 (45% across the UK)
- Fewer construction workers in Yorkshire and the Humber than across the UK originate from another country (9%, compared to 17%)
- At 53% the Yorkshire and the Humber construction workforce has more self-employed staff than the UK average (42%)
- Fewer workers in Yorkshire and the Humber believe that they would benefit from some form of training in basic skills compared to the UK average (10%, compared to 19%)
- Construction workers in Yorkshire and the Humber are more likely than the UK average to have worked outside the region for at least some of their career (27%, compared to 17%)
- Workers in the region are more confident than average across the UK that they will be able to travel from their permanent home to work on a daily basis in their next job (77%, compared to 69%)

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