

# **Workforce Mobility and Skills in the Construction Sector in the UK and Republic of Ireland**

## **Technical Appendix**

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# 1 Appendix A: Technical Report

## 1.1 Sampling Methodology

The sample was selected from the Glenigan database of construction projects. This database contained 39,993 records. The following steps were taken before selecting the sample:

- 1,040 sites with a value of less than £250,000 were removed
- 24,983 sites were removed because their contract stage was not 'start on site', 'contract awarded' or 'bills called'
- 6,979 sites were removed because they were not due to be active during the fieldwork period.

This left a total of 6,991 sites which were eligible to take part in the research. The sample was then stratified by value and region. Ninety-nine postcode sectors were selected, and within each sector, six sites were selected, providing a total of 594 sites.

An additional 860 sites were selected and held in reserve. During the telephone fieldwork stage, it became clear that due to a high level of ineligible sites and incomplete contact details (see section 1.5), all of the selected sites would be needed in order to achieve the target number of interviews. Therefore the reserve sample was added, increasing the total sample to 1,454 sites.

## 1.2 Profile of sites included in the research

Where available, results from the 2007 survey have been compared with those from similar previous research conducted by IFF Research in 2004. However, comparative findings should be treated as indicative only due to key differences in the types of sites visited in 2004 and 2007. The profile of sites visited showing differences by size and category are shown below.

The sites visited in 2007 tended to have less workers on site than in 2004 (shown in table 1.1), this is because in 2004 the survey focused on sites valued at over £1 million while for the 2007 survey, the requirement was to also sample sites valued under £1 million.

<b>Table 1.1 Sites covered by number of workers on site</b>		
	Sites visited in 2007 (UK)	Sites visited in 2004
<b>Total</b>	<b>292</b>	<b>345</b>
10	9	249
11–25	154	
26–50	85	
51–99	24	47
100–199	19	33
200+	1	22

Construction projects were categorised differently in each of the surveys. The only common category being new housing. The profile of sites visited in 2007 and 2004 are shown by type of activity in the following table.

<b>Table 1.2 Sites covered by type of activity</b>		
	Sites visited in 2007 (UK only)	Sites visited in 2004
<b>Categories used in 2007</b>		
New Housing	172	128
Public Non-Housing	67	N/A
Private Commercial	26	N/A
Infrastructure	12	N/A
Private Industrial	15	N/A
<b>Categories used in 2004</b>		
New Housing	172	128
Housing repair	N/A	22
Other commercial	N/A	161
Civil engineering	N/A	20
Oil refinery/power plant	N/A	14

## **1.3 Pilot stage**

In order to assess the feasibility of the survey design, a small pilot was carried out in December 2006. Four sites were visited between 12 and 19 December. The aims of this pilot exercise were as follows:

- to gain a better understanding of the process involved in contacting site representatives and arranging a site visit
- to interview construction workers to test the wording and flow of the questionnaire.

### **1.3.1 Seeking permission to visit the site**

In order to arrange site visits for the pilot, the intention was for the research team to select sites from the Glenigan database, and cold call the named contacts in order to recruit sites. However, there were problems with the accuracy of the sample which made the process of establishing the most appropriate contact time consuming. As a result, it was necessary to arrange three of the four site visits through personal contacts.

### **1.3.2 Visiting the site and conducting interviews**

The sites visited during the pilot were new housing and office refurbishment sites, with between 30 to 50 workers on site. On average eight workers were interviewed per site, and researchers' experiences differed between sites. At each of the sites, the interviews were conducted in an office or canteen, mainly during break times. This restricted the number of interviews achieved, as workers tended to take their breaks at the same time. On two of the sites, some of the interviews were conducted outside of break times – on one site the contact sent his workers into an office one by one to be interviewed, and on the other, the researcher was given a safety induction and equipment, and allowed to conduct interviews with the workers 'in situ'. It was felt that these scenarios were due to the fact that the visit was arranged through a personal contact, and that this would not be the norm during the main stage.

These range of experiences suggested that it would not be possible to dictate how interviews would be conducted during the main stage, and that this would very much depend on the nature of the site and the willingness of the site manager to assist. Interviewers were therefore briefed to be flexible, and to expect a wide variety of scenarios at different sites. They were encouraged to work with site managers to establish the best approach at each site, and to conduct as many interviews as possible during break times.

### **1.3.3 The questionnaire**

At the pilot stage the questionnaire took around ten minutes to complete, which was slightly longer than anticipated. Steps were taken to reduce the time taken to administer the questionnaire for the main stage, in order to maximise the number of interviews achieved on site. These included deleting some questions and using showcards where appropriate. Based on feedback from the pilot interviews, adjustments were also made to question wording for clarification purposes where necessary.

At the telephone willingness stage, site managers were asked to estimate the number of workers on site who would be unable to complete the questionnaire in English, and what languages these workers spoke. Based on this information, the questionnaire was translated into several languages for non-English speakers to complete themselves.

In the UK, 29 respondents completed the questionnaire in Polish and five in Punjabi.

## 1.4 Quotas

In order to make the research representative, quotas were set on value of site and region. The target sample profile is shown below:

<b>Value</b>	<b>Target sample profile</b>	<b>Achieved sample profile</b>
£250,000 – £1,000,000	35%	11%
£1,000,000+	65%	79%
<b>Region</b>		
East Midlands	9%	9%
East of England	9%	8%
London	9%	7%
North East	9%	11%
North West	9%	9%
Northern Ireland	8%	8%
Scotland	8%	7%
South East	9%	9%
South West	9%	8%
Wales	8%	7%
West Midlands	9%	8%
Yorkshire and Humber	9%	8%

## 1.5 Telephone willingness stage

### 1.5.1 Method and aims

A telephone willingness stage was conducted between January and March 2007, in order to recruit sites to take part in the research. Interviews were conducted using Computer Assisted Telephone Interviewing (CATI). The interviewers were instructed to identify the best person to speak to about arranging a visit to the construction site. The questionnaire covered the following:

- gaining permission to visit the site
- collecting details about the site, including number of workers, any translations required, whether PPE was required, and the best time to visit the site
- whether the contact was willing to be re-contacted for further sites
- collecting contact details for the site contact and confirming the site address.



From the 1,454 sites contacted at the telephone stage, a total of 314 sites agreed to take part in the research. A breakdown of the outcomes is provided below.

### 1.5.2 Response analysis

Sites that were identified as deadwood (i.e. the phone number was incorrect, the business had moved or there were no live sites) or ineligible (less than 10 workers on site during the fieldwork period) accounted for 15% of the sample. After excluding these sites, a response rate of 26% was achieved (314 interviews). Around a quarter of sites (27%) declined to take part in the research.

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			%
<b>Sample selected</b>	<b>1,454</b>	<b>100</b>	
	Deadwood	193	13
	Ineligible	32	2
			%
<b>Sample remaining</b>	<b>1,229</b>	<b>85</b>	<b>100</b>
	Successful interviews	314	22
	Refusals	328	27
	Other unsuccessful	84	7

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### 1.5.3 Second stage

During the main fieldwork stage, it became clear that the required number of site interviews would not be achieved with the existing sites (see 2.3 for an explanation of the difficulties encountered). Therefore a second telephone willingness stage was carried out. From the 314 sites originally recruited, 282 site managers (90%) agreed to be re-contacted if further sites were required. These were called back, and asked to suggest any further sites (no quotas were set at this stage). As a result of this second stage, an additional 91 sites were recruited.

## 1.6 Site visits

### 1.6.1 Method

Throughout the telephone stage, details of recruited sites were passed on to local face-to-face interviewers. These interviewers contacted the sites to check the details and arrange a visit in order to carry out the interviews. Site visits took place between February and July 2007.

As anticipated at the pilot stage, the approach used varied between sites. Interviews often took place in a canteen or office. At some of the larger sites more than one interviewer attended or interviewers attended for more than one day. Some examples of feedback from interviewers are provided in section 1.8.

The average interview length was around 10 minutes.

### **1.6.2 Response analysis**

A total of 292 sites were visited in the UK. After excluding a small number of questionnaires which were unusable, a total of 3,621 questionnaires were completed. Eighty per cent of the questionnaires were interviewer administered, with the remainder being self-completed.

## **1.7 Fieldwork in the Republic of Ireland**

A different approach towards recruitment and fieldwork was taken in the Republic of Ireland. Rather than interviewing workers on site, a decision was made to interview workers at training centres, as they attended Safe Pass courses. A list of training venues was provided by FAS. Of these, 21 were visited and 302 interviews took place. A number of these were either incomplete or were excluded because the occupations were not related to construction. A total of 256 valid questionnaires were received.

## **1.8 Interviewer feedback**

In order to illustrate the range of experiences on site, some feedback from interviewers is provided below.

### Interviewer A

*It is important to speak to each person at the site in simple language and to get over the personal benefits to them for doing the interviews. On one occasion I was made the responsibility of the Health and Safety Manager at a large high security site. We were located in a portacabin near the exit to the site. The H&S Manager agreed to keep me 'supplied' with volunteers for the survey. This he did by leaning out of the window shouting to the workers passing by 'excuse me mate, Health and Safety – do you have a minute please?'*

## Interviewer B

*When I finally managed to speak to the site contact I asked if he recalled the telephone call and said I was calling to make an appointment. I was often required to give a brief over the phone about how quick I'd be and what was involved.*

*Quite often I was told to do the interviews in the canteen. The sites handled this differently, some would send the workers in one by one, others would leave you to sit there and wait for the workers to take their breaks. With the latter it wasn't possible to interview everyone as they tended to come in at the same time – resulting in you having to hand out self-completion questionnaires as well as interview.*

*The interviews were often interrupted as the men were needed back on site as a delivery of concrete or something similar had arrived.*

*On another occasion I arrived at the site at the appointed time and had to wait for two hours before I could start while giant pipes were being unloaded – the site manager did everything he could to help me get the numbers afterwards.*

*Some of the workers were concerned about the size of the questionnaire and worried that it would take more than 10 minutes to complete properly. To them time was money.*

*Many of the workers pretended to be Polish so I couldn't understand them and they pretended they couldn't read English. Then when they were outside you could hear them in broad Yorkshire accent saying to their colleagues 'Don't go in there – a market researcher is there, you know them with the clipboard selling you time share'.*

## Interviewer C

*Some of the initial contacts with the site managers was interesting – I was asked if I was selling Life Insurance. There was also concern about how much time it would take with the workers – 'everyone's on "price work", no one will have time to see you, you can't force them, they're their own bosses, they want to go home to their girlfriends etc.' However, those that we interviewed were really helpful and seem pleased to answer the questions and take a breather in their busy lives. I found it helped to interview the 'reluctant' manager first as he was able to see what was involved.*

## Interviewer D

*The best approach to this job was to fit in around the site manager. This meant you never knew what you'd find as each site was different.*

*There was some reluctance at the telephone contact stage when I called to make an appointment to do the interviews; it was obvious that the site manager didn't want you there. I did find their attitudes changed once I was there and most went out of their way to be helpful.*

*Parking was a problem at some of the sites, as there were limited areas where cars could park and these were often taken by the workers at the start of the day. You had to be careful not to upset anyone and park in the wrong place.*

*Often interviews were carried out in the canteen area and the workers came in at the same time. It was not possible to interview everyone, and self-completion questionnaires had to be handed out at the same time. My previous experience as a teacher came in really handy as it was, at times, like having a classroom of rowdy fifth formers!*

*Some of the respondents were concerned about how long the interviews would take as they were contractors – one comment made was ‘hurry up, love, it’s not raining and I’ve got a wife and babies to feed!’.*

*You also had to be alert not to interview the same person twice. On one particular site one of the workers ‘volunteered’ to be interviewed. I was convinced I’d interviewed him earlier but he assured me I hadn’t.....I think he was being put up to this by him mates.*

*There were some interesting reactions to the question ‘how likely are you to be in construction in five years’ time?’ The answers included ‘definitely – unless I win the lottery’ and ‘how do I know – I could be dead!’.*

#### Interviewer E

*Taking the CITB Basic Health and Safety test was mildly entertaining; I imagine they don’t often have OAP females taking it! The expression on the guy’s face is best described as perplexed, and that of the other fellows taking the test, as confused.*

*As a mature lady, I think the workers found it really amusing that I was at the sites asking them questions about their work. I found most of the sites really helpful and the workers couldn’t do enough to help me!*

*The most accommodating manager was the one who gave me a minder. He took me round the site and introduced me to suitable workers. I did a lot of interviews but hardly had time to draw breath between them. The best bit was when my minder found a plasterer who would answer the questions while he continued to plaster a ceiling. He crossed the room and collected the plaster, returned to where he was working and spread it across the ceiling and answered the questions as he went. And he was walking on STILTS. Impressive!*

*I thoroughly enjoyed the job and met some interesting people.*

## **2 Challenges to the project**

In order to aid future research, this section outlines the challenges encountered during the research, and how these were addressed.

### **2.1 Set up**

There were two main issues faced whilst setting up the research. Firstly, interviewers were required to pass the CSCS Health and Safety Test in order to be permitted on sites. However, it was later discovered that some sites also required interviewers to hold a visitors skills card, but the cards had not been costed for nor time made available for the cards to be ordered. This was overcome by interviewers showing the site managers a letter confirming that they had taken and passed the health and safety test.

The second set up issue concerned fieldwork in the Republic of Ireland (ROI). It was felt that the on-site interviewing approach would not be feasible in ROI as no sample source of sites was identified in time, therefore a different methodology was developed. This involved gaining a list of Safe Pass courses, contacting the trainers, and seeking their permission for interviewers to attend the courses in order to conduct interviews with attendees.

### **2.2 Sampling and contacting sites**

There were a number of difficulties encountered at the sampling stage. Firstly, the majority of sites on the Glenigan database (80%) were ineligible for inclusion in the sampling frame, either because the sites were not live, or work was due to finish before April 2007. Secondly, there were up to six contacts listed on the Glenigan database for each site, which made it difficult to identify the best person to contact in order to arrange a site visit. In around 15% of cases, no name was provided for the site/project manager or main contractor. As a result, lengthy manual searching was required, which resulted in delays sending out the advance letters. It became clear that the target number of interviews would not be reached with the main sample alone, in order to overcome this, all reserve sample was issued in addition to the original sample.

Unsurprisingly, the problems with the quality of the sample had a knock on effect at later stages of the research. It was anticipated that in a significant proportion of cases, interviewers would call the named contact only to be informed that they were not the most appropriate person (particularly in cases where there was no site manager/contractor in the sample). Therefore the telephone willingness questionnaire was designed to take account of these situations, by prompting the interviewer to check for the most appropriate contact and collect their contact details.

### **2.3 Fieldwork**

#### **2.3.1 Telephone stage**

Due to the problems with the completeness and accuracy of the sample, the telephone willingness stage was more complex than expected. Interviewers were often passed around

various people before identifying the correct contact, which increased the interview length and the number of calls needed, thus extending the fieldwork period.

There were also some queries raised by sites during the telephone willingness stage – firstly, regarding whether interviewers would have their own personal protective equipment (PPE). It was assumed that sites would have PPE on site for visitors to use, but a number of sites said that interviewers needed to bring their own equipment. In order to resolve this, questions were added to the questionnaire during fieldwork, to check whether interviewers were required to bring their own PPE, and if so, which specific items (e.g. hard hats, boots). These were then purchased and sent to the face-to-face interviewers. Secondly, a small number of sites queried whether interviewers would have their own liability insurance, so it was necessary to provide copies of our company insurance as evidence of this.

### **2.3.2 Face-to face-stage**

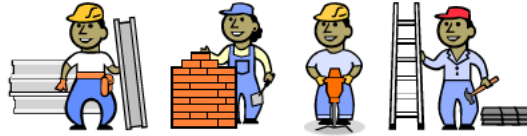
After sites were recruited at the telephone stage, and their details were passed on to local interviewers, there were some difficulties in making contact to arrange the site visits. Firstly, due to the time that had passed between telephone fieldwork and making contact with the site managers, some sites had completed work, or had been cancelled. Where possible, these sites were replaced with an alternative live site in the same area. Secondly, there was heavy rain and flooding in a number of areas during the fieldwork period, which meant that some sites delayed or cancelled work.

Due to these difficulties, it became clear that the target number of interviews would not be easily reached. In order to resolve this, all site managers contacted at the willingness stage who had agreed to be called again were re-contacted and asked to provide additional sites. In spite of these efforts, there was still a shortfall of interviews. There were often fewer workers on site than expected, and those on site were not always willing to take time out of their day to complete the survey, there was little that interviewers could do to overcome these difficulties. As predicted following the experiences at the pilot stage, interviewers were also restricted by the conditions at each individual site, for example having to interview during break times restricted the number of interviews gained (particularly on sites where all workers took their break at the same time).

### 3 Appendix B Desk Research Summary Slides

## Desk Research Debrief

22 November 2006



Graham Kelly

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## Agenda

- Aims of project and desk research
- Summary of overall approach
- Desk research process
- Types of papers identified
- Summary of key papers
- Conclusions

## Aims of project and desk research

● Overall aim of the project is to:

● Examine the qualification and skill levels and geographical and occupational mobility of construction workers in the UK and ROI

● Aims of desk research are to:

● Review and learn from existing research

● Ensure that relevant issues are covered

## Summary of approach – fieldwork

Random selection of postcode districts and attach contact details for sites within each

Advance letters to very large employers

Advance letters to all site managers

Telephone willingness survey amongst site managers

Arrangement of appointments with site managers

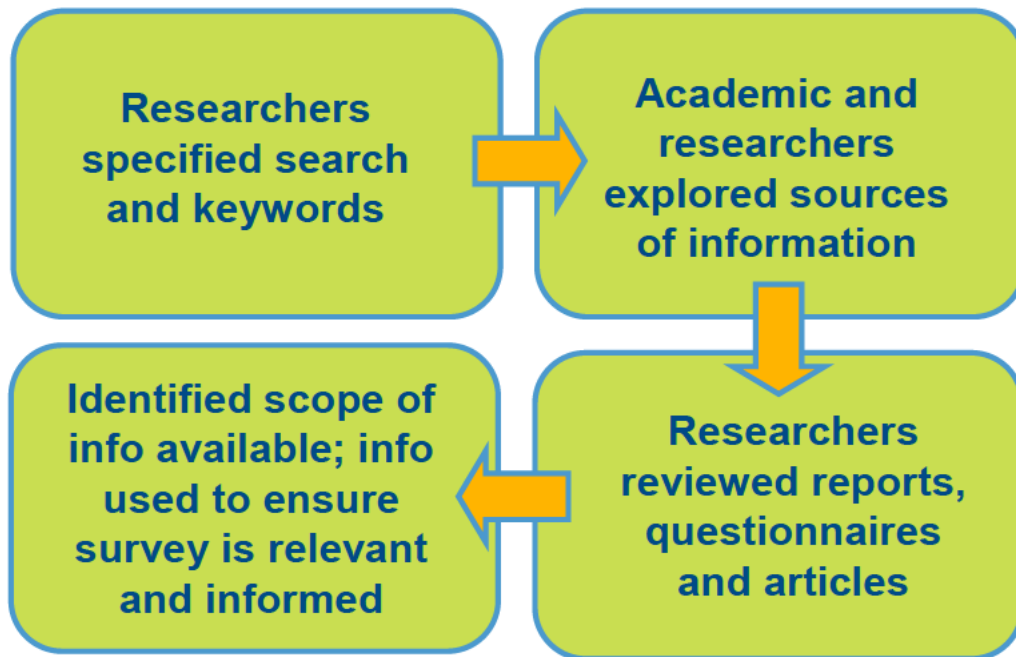
Site recruitment and interviewing workers (PAPI)

Postage and return of translated questionnaires

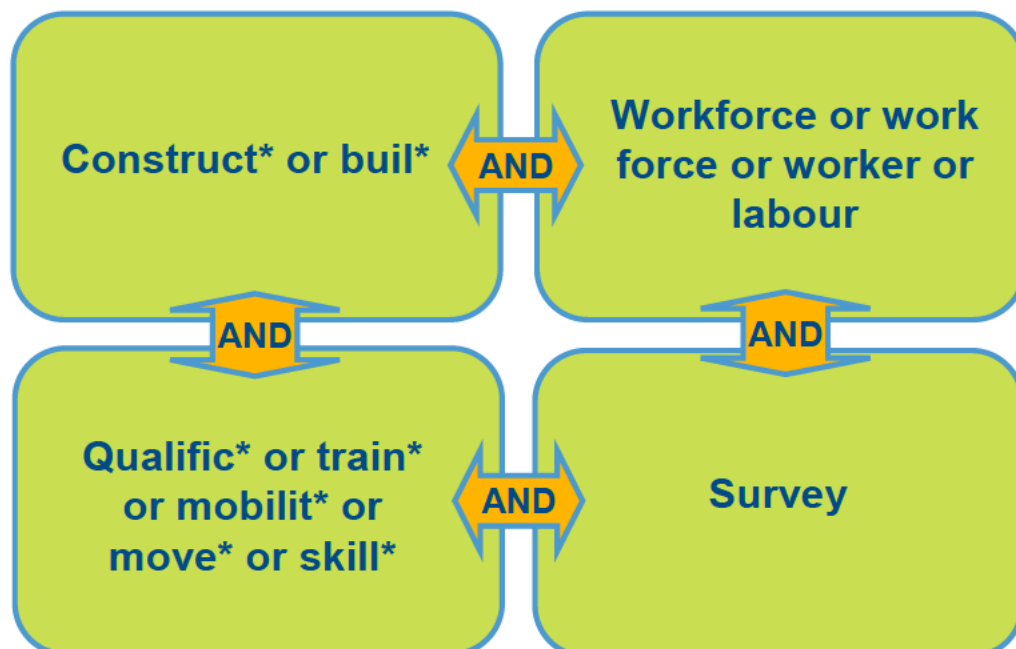
Encourage cooperation of site managers



## Desk research process



## Specification of search and keywords



## Sources of information

- Catalogues and databases we have used:
  - Planex/IDOX – c. 50 returns and some relevant
  - Athens – some useful articles
  - Labordoc & BL Direct – no relevant returns
  - Riba, RICS & Iconda – only have CITB surveys
- Other sources
  - Other well known surveys – e.g. Labour Force Survey, National Employer Skills Survey
  - Construction Industry Information Group, Construction Confederation, ICE – no relevant returns

## Construction Labour Market Skills Crisis: Small-Medium-Sized firms' perspective

Published by Construction Management and Economics (2005)

- Qualitative research – 4 focus groups with 70 firms, depth interviews with 30 SMEs
- There is a skills shortage but not a labour shortage
- Extent of labour mobility was limited – companies believed fewer operatives wanted to work away from home than in the past
- Training provision seen as uncoordinated and lacking in certain areas
- **Relevant to the 2004 CITB survey (skills, mobility, training) but only surveyed employers, and was a qualitative study**

## A study of the Northern Ireland labour market for construction skills

Department of Education and Learning (2005)

- Survey with 233 employers
- Looks at vacancy rates and skills/qualification levels and starting salaries of workers
- Estimates demand for and supply of skills in the construction industry for years up to 2007
- Examines priority skill areas.
- **Some broad overlap with the 2004 CITB survey (in NI only, e.g. skill/qualification levels of workers), though from employers' perspective. It may help set the context for the current survey**

## Apprenticeship Take-up survey:

### Local Authorities in England

Employers' Organisation for Local Government in partnership with DfES (2004)

- Just over 200 local authorities were asked about their take-up of apprenticeships
- Highlights the benefits of recruiting and training young people, especially in hard-to-fill occupational areas
- A significant proportion of apprenticeship is construction-related
- **Focus on different areas from the 2004 CITB survey although results are relevant (training, skills shortages). From the perspective of training providers**

## National Employers Skills Survey 2005

Learning and Skills council (2005)

- 74,500 employers interviewed
- Looks at how skills gap has decreased in recent years and employer attitudes to training have become more positive
- However, skilled trades are still prone to recruitment difficulties
- 14% of construction employers have vacancies, 8% have hard to fill vacancies, and 6% have skills shortage vacancies

## National Employers Skills Survey 2005

(continued)

- Young recruits in the construction sector were seen as less work-ready than other industries
- In the industry, on average each person gets 7 days training, and trainees get 14 days
- 58% of construction staff received some training (the average across all staff was 65%)
- **Some broad overlap with the 2004 CITB survey (skills shortages, training), but again this looks at skill shortage from the perspective of employers**

## Labour Force Survey

ONS (ongoing)

- The LFS interviewed 5000 construction workers quarterly
- Geographic mobility: place of residence (current, 3 months ago, 1 year ago), place of work in first and second jobs, length of time travel to work. BUT not temporary accommodation and place of training.
- Occupation: SIC, contract, job role. BUT not craft.
- Education and training: qualifications (highest, last 12 months, already held and where). BUT not qualifications/subjects specific to construction.
- **It overlaps broadly with the CITB survey but does not go into the same level of detail**

## British Household Panel Survey

CITB (ongoing)

- Longitudinal study of 5,000 households and 10,000 individuals (less than a fifth work in construction)
- Occupational mobility between industrial sectors (before and after working in construction)
- Reasons for leaving the construction industry
- **Focus on different areas from the 2004 CITB survey**

## Workplace Employment Relations Survey

DTI, ACAS, ESRC, PSI (2004)

- National survey of 28,000 employees
- Information on the state of employment relations and working life in British workplaces
- Covers personnel and employment relations, recruitment and training, employee representation, pay, disciplinary procedures, equal opportunities, work-life balance, workplace flexibility, performance, employee attitudes to work
- **Focus on different areas from the 2004 CITB survey**

## Managing Migration in the Olympics Construction Sector

IPPR (2006)

- The construction sector is growing, but faces problems, particularly in the skilled trades.
- Recent evidence suggests that with accession country workers, numbers of migrant construction workers have increased quite significantly.
- Labour force growth of 3% is needed but this probably will not come from domestic sources
- What schemes are planned to equip the UK workforce with skills required to fill the 2012 jobs? How can the industry ensure it has the labour it needs?
- **Questions raised here relate to the 2004 CITB survey**

## People who Need People (Careers Survey)

Published by Building journal / Hays Montrose (2004)

- Presents findings from 92 workers in the construction industry
- Aims to investigating recruitment and training needs and concerns with the industry
- Most of those interviewed were concerned about skills and training shortages in the sector
- **Overlap with 2004 CITB study only relates to training needs**

## Conclusions

- There are studies covering similar areas to the CITB survey, such as training, qualifications and skills. However, the target respondents of those surveys are usually employers
- LFS is a survey among workers and covers similar topics as the current survey. However, it is not specific to the construction industry
- In general, there is very little on the mobility of workers. The only exception is the LFS. However, it does not provide details on some important construction issues, e.g. temporary accommodation, or where workers have their training

## Conclusions (continued)

- Our research has confirmed the need for detailed information from construction workers (perhaps we could mirror some questions that have previously only been asked of employers)
- It has also identified a requirement for more information on workforce mobility in the UK and the impact that this has (or may have) for the construction industry.



## 4 Appendix C - Definition of qualification levels

### Qualification/Construction skill card held

#### Level 1

NVQ/SVQ Level 1  
Foundation Construction Award (FCA)  
50% mentions NSDS  
Construction Skills Certificate Scheme (CSCS) card – Red/Green  
Construction Skill Register (CSR) card – Red/Green  
Engineering Services SKILLcard – Red/Green  
55% Spontaneous 'other' mentions (e.g. JIB, ECITB unspecified, Airport construction certificate)

#### Level 2

NVQ/SVQ Level 2 (plus 50% of NVQ/SVQ unspecified/unsure of level)  
City and Guilds craft (plus 50% unspecified/unsure of level)  
Intermediate Construction Award (ICA)  
Foundation Modern Apprenticeship (FMA)  
50% other unnamed Apprenticeship  
50% informal Apprenticeship  
50% mentions NSDS  
BTEC/Scotvec first general  
Certificate in Training Achievement – basic (CTA)  
Scaffolders' Record (card) Scheme (CISRS) – Basic  
CSCS card – Blue  
CSR card – Blue  
Construction Plant Competence Scheme (CPCS) card – Blue/Green  
CITB Ticket  
ECI skills database card Grade 2  
Engineering Services SKILLcard – Blue  
35% Spontaneous 'other' mentions (e.g. JIB, ECITB unspecified, Airport construction certificate)  
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  
Miscellaneous formal CITB qualifications for managerial or supervisory duties

#### Level 3

NVQ/SVQ Level 3 (plus 50% of NVQ unspecified/unsure of level)  
City and Guilds advanced craft (plus 50% unspecified/unsure of level)  
Advanced Construction Award (ACA)  
Advanced Modern Apprenticeship (AMA)  
50% other unnamed Apprenticeship  
50% informal Apprenticeship  
ONC/OND/BTEC or Scotvec National  
National Apprenticeship Scheme for Engineering Construction (NASEC)  
Certificate in Training Achievement – advanced (CTA)  
Scaffolders' Record (card) Scheme (CISRS) – Advanced

CIOB Certificate in Site Supervisory Studies formerly known as First Line Supervisors Scheme (FLS)  
CSCS card – Gold  
CSR card – Gold  
ECI skills database card Grade 3  
Engineering Services SKILLcard – Gold  
Assuring Competence in Engineering Construction (ACE) card  
10% Spontaneous ‘other’ mentions by respondents (e.g. JIB, ECITB unspecified)

#### **Level 4**

NVQ/SVQ Level 4  
Degree (BA, BSc, etc.)  
HNC/HND/BTEC higher  
CIOB Site Management Education and Training Scheme (SMETS)  
CSCS card – Platinum  
CSR card – Platinum  
ECI skills database card Grade 4–6  
Engineering Services SKILLcard – Platinum

#### **Level 5**

NVQ/SVQ Level 5  
Postgraduate Degree (MSc, PhD, etc)  
CSCS card – Black  
CSR card – Black  
Engineering Services SKILLcard – Black

## **5 Appendix D – Questionnaire**

Site Name

Serial:

Q. No. : \_\_\_\_\_  
Interviewer - please record



INT \_\_\_\_\_ NAME: \_\_\_\_\_

**WORKFORCE MOBILITY AND SKILLS IN THE CONSTRUCTION SECTOR SURVEY 2007**

Thank you for agreeing to take part in this research about how far you travel to work and the type of qualifications you have.

All the information provided will be treated in the **strictest confidence**.

How to fill in this questionnaire:

- For each question please put a **CROSS** ☒ in the box next to your answer.
- If you make a mistake in your answer, please completely fill the incorrect box to show the mistake and then put your cross in the correct answer box.

The interview should take no more than 10 minutes.

**Q1.** What is your role or occupation at **this** site? If your role is a ‘Supervisor’ or ‘Charge hand’, please **also** tell us your occupation.  
**IF YOU ARE NOT A MANUAL SITE BASED WORKER YOU DO NOT NEED TO COMPLETE THIS QUESTIONNAIRE**

	(X1)
Banksman / Banksperson	<input type="checkbox"/> 1
Bricklayer	<input type="checkbox"/> 2
Carpenter / Joiner	<input type="checkbox"/> 3
Ceiling Fixer	<input type="checkbox"/> 4
Dry-liner/ Plasterer	<input type="checkbox"/> 5
Electrician	<input type="checkbox"/> 6
Floorer	<input type="checkbox"/> 7
Labourer/General Operative	<input type="checkbox"/> 8
Manager	<input type="checkbox"/> 9
Mechanical Fitter	<input type="checkbox"/> 10
Roofer	<input type="checkbox"/> 11
Painter / Decorator	<input type="checkbox"/> 12
Pipe Fitter	<input type="checkbox"/> 13
Plant/Machine Operative (e.g. Fork Lift /JCB operator)	<input type="checkbox"/> 14
Plumber	<input type="checkbox"/> 15
Scaffolder	<input type="checkbox"/> 16
Steel Erector / Rigger	<input type="checkbox"/> 17

Supervisor	<input type="checkbox"/> 18
Technical (e.g. Surveyor, Maintenance Technician)	<input type="checkbox"/> 19
Welder	<input type="checkbox"/> 20
Other (PLEASE WRITE IN)	<input type="checkbox"/> 99

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**Q2.** How much experience do you have working in the construction industry? This excludes spells of time when you were working in other industries or not working. IF UNSURE, PLEASE PUT BEST ESTIMATE

Less than 6 months	<input type="checkbox"/> 1
6 months to a year	<input type="checkbox"/> 2
More than one year WRITE IN NUMBER: _____ months _____ years	<input type="checkbox"/> 3
Don't know	<input type="checkbox"/> 0

(X2)

**Q3.** Thinking about your first serious job after leaving full time education, which **one** of the following applies:

	(X3)	
Your first serious job was NOT in construction	<input type="checkbox"/> 1	<b>GO TO Q4</b>
Your first serious job was in construction for another employer	<input type="checkbox"/> 2	<b>GO TO Q5</b>
Working for your current employer is your first serious job	<input type="checkbox"/> 3	<b>GO TO Q7</b>

**ANSWER IF FIRST JOB NOT IN CONSTRUCTION AT Q3.**

**Q4.** You said that your first serious job was not in construction, what job were you doing immediately before you started working in construction? Please give us details of the industry you worked in and your occupation, including your specific job title. WRITE IN AS MUCH DETAIL AS YOU CAN

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<b>INDUSTRY:</b> _____ (X4_1)	<b>GO TO Q5</b>
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<b>JOB TITLE/ ROLES:</b> _____ (X4_2)	<b>GO TO Q5</b>
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**ALL ANSWER Q5, UNLESS WORKING FOR YOUR CURRENT EMPLOYER IS FIRST SERIOUS JOB AT Q3.**

**Q5.** Since your first job in construction, which **one** of the following comes closest to your situation?

I have worked in construction pretty much continuously	<input type="checkbox"/> 1	<b>GO TO Q7</b>
I have only worked in construction jobs but have had spells of being out of work	<input type="checkbox"/> 2	
I have done other sorts of jobs	<input type="checkbox"/> 3	<b>GO TO Q6</b>

(X5)

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**ANSWER Q6 IF DONE OTHER SORTS OF JOBS AT Q5.**

**Q6.** What are the main other jobs you have had in between construction jobs? Please give us as much detail as possible.

<b>INDUSTRY:</b> _____ (X6_1)	<b>GO TO Q7</b>
<b>JOB TITLE/ ROLES:</b> _____	

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<b>INDUSTRY:</b> _____ (X6_2)	<b>GO TO Q7</b>
<b>JOB TITLE/ ROLES:</b> _____	

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<b>INDUSTRY:</b> _____ (X6_3)	<b>GO TO Q7</b>
<b>JOB TITLE/ ROLES:</b> _____	

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<b>INDUSTRY:</b> _____ (X6_4)	<b>GO TO Q7</b>
<b>JOB TITLE/ ROLES:</b> _____	

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Now thinking about your jobs in Construction

**ALL ANSWER**

**Q7.** Thinking about the last construction site you worked on, before the one you are working on now, which of these locations best fits where the site was located?

**SHOWCARD 1**

	(X7)		(X7)
<b>London</b> (within M25)	<input type="checkbox"/> 1	<b>South West</b> (Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire)	<input type="checkbox"/> 9
<b>South East</b> (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but <b>NOT</b> Herts or Essex).	<input type="checkbox"/> 2	<b>Wales</b> (Flintshire, Dyfed, Gwent, Mid – Glamorgan, NE Wales, Pembrokeshire, Powys, West Glamorgan, South Glamorgan, West Wales)	<input type="checkbox"/> 10
<b>East of England</b> (Essex, Bedfordshire, Hertfordshire, Norfolk, Suffolk, Cambridgeshire)	<input type="checkbox"/> 3	<b>Scotland</b> (Ayrshire, Borders Dumfries & Galloway, Dunbartonshire, Edinburgh & Lothian, Fife, Forth Valley, Glasgow, Grampian, Lanarkshire, Renfrewshire, Tayside)	<input type="checkbox"/> 11

<b>North East</b> (Tyne and Wear, County Durham, Northumberland, Tees Valley)	<input type="checkbox"/> 4	<b>Northern Ireland</b> (Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry, Co. Tyrone)	<input type="checkbox"/> 12
<b>North West</b> (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	<input type="checkbox"/> 5	<b>Republic of Ireland</b>	<input type="checkbox"/> 13
<b>Yorkshire and Humberside</b> (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	<input type="checkbox"/> 6	OTHER PARTS OF EUROPE (WRITE IN COUNTRY) _____	<input type="checkbox"/> 14
<b>East Midlands</b> (Northants, Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire)	<input type="checkbox"/> 7	OUTSIDE EUROPE (WRITE IN COUNTRY) _____ _____ _____	<input type="checkbox"/> 15
<b>West Midlands</b> (Birmingham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	<input type="checkbox"/> 8	OTHER (unable to code to a region) _____ _____	<input type="checkbox"/> 16
No previous job/role in construction	<input type="checkbox"/> 17	<i>Office use only</i>	

**ALL ANSWER**

**Q8.** Have you ever worked in a different trade during your time in the construction industry? If so, which trades have you worked in?

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	(X8)
Always had the same trade	<input type="checkbox"/> 1
This is my first job in construction	<input type="checkbox"/> 2
Banksman / Banksperson	<input type="checkbox"/> 3
Bricklayer	<input type="checkbox"/> 4
Carpenter / Joiner	<input type="checkbox"/> 5
Ceiling Fixer	<input type="checkbox"/> 6
Dry-liner/ Plasterer	<input type="checkbox"/> 7
Electrician	<input type="checkbox"/> 8
Floorer	<input type="checkbox"/> 9
Labourer/General Operative	<input type="checkbox"/> 10
Manager	<input type="checkbox"/> 11
Mechanical Fitter	<input type="checkbox"/> 12
Roofer	<input type="checkbox"/> 13

Painter / Decorator	<input type="checkbox"/> 14
Pipe Fitter	<input type="checkbox"/> 15
Plant/Machine Operative (e.g. Fork Lift /JCB operator)	<input type="checkbox"/> 16
Plumber	<input type="checkbox"/> 17
Scaffolder	<input type="checkbox"/> 18
Steel Erector / Rigger	<input type="checkbox"/> 19
Supervisor	<input type="checkbox"/> 20
Technical (e.g. Surveyor, Maintenance Technician)	<input type="checkbox"/> 21
Welder	<input type="checkbox"/> 22
Other (PLEASE WRITE IN)	<input type="checkbox"/> 99

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**ALL ANSWER**

**Q9.** Are you currently.....?

	(X9)
Employed directly by a company (contractor or sub-contractor)	<input type="checkbox"/> 1
Self-employed	<input type="checkbox"/> 2
Working for an agency	<input type="checkbox"/> 3
Or working on some other basis (PLEASE WRITE IN)	<input type="checkbox"/> 99

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**ALL ANSWER**

**Q10.** Are you employed on a temporary or a permanent basis?

	(X10)	
Temporary	<input type="checkbox"/> 1	<b>GO TO Q11</b>
Permanent	<input type="checkbox"/> 2	<b>GO TO Q12</b>
OTHER (PLEASE WRITE IN)	<input type="checkbox"/> 99	<b>GO TO Q12</b>

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**IF EMPLOYED ON A TEMPORARY BASIS**

**Q11.** How much longer do you expect to work for the company/person/agency paying you?

	(X11)
Less than a week	<input type="checkbox"/> 1
About a week	<input type="checkbox"/> 2
About a month	<input type="checkbox"/> 3
About 3 months	<input type="checkbox"/> 4
About 6 months	<input type="checkbox"/> 5



About a year	<input type="checkbox"/> 6
More than a year ( <b>WRITE IN NUMBER</b> ) _____ years	<input type="checkbox"/> 7
Don't know	<input type="checkbox"/> 0

**ALL ANSWER.**

**Q12.** Some trades are required to come and go on site during different phases. How long **in total** do you expect to work at this specific site during this phase? **INCLUDE THE TIME YOU HAVE ALREADY SPENT ON SITE DURING THIS PHASE. IF UNSURE, PLEASE GIVE YOUR BEST ESTIMATE**

	(X12)
Less than a week	<input type="checkbox"/> 1
1 week	<input type="checkbox"/> 2
2 weeks	<input type="checkbox"/> 3
3 weeks	<input type="checkbox"/> 4
1 month	<input type="checkbox"/> 5
More than a month ( <b>WRITE IN NUMBER</b> ) _____ months	<input type="checkbox"/> 7
More than a year ( <b>WRITE IN NUMBER</b> ) _____ years	<input type="checkbox"/> 8
Don't know	<input type="checkbox"/> 0

**ALL ANSWER**

**Q13.** Does the employer / contractor / agency currently paying you operate.....

**ANSWER ALL THAT APPLY**

	(X13)
<b>ONLY</b> locally i.e. within <NAME OF REGION>	<input type="checkbox"/> 1
Within <NAME OF REGION> and neighbouring regions	<input type="checkbox"/> 2
Across England	<input type="checkbox"/> 3
Across Scotland	<input type="checkbox"/> 4
Across Wales	<input type="checkbox"/> 5
Across Northern Ireland	<input type="checkbox"/> 6
Across the whole of the <b>UK</b> (England, Scotland, Wales and Northern Ireland)	<input type="checkbox"/> 7
Across Republic of Ireland	<input type="checkbox"/> 8
Don't know	<input type="checkbox"/> 0

**ALL ANSWER**

**Q14.** Which, if any, of the following types of construction work have you spent significant periods working in? **ANSWER ALL THAT APPLY**

**SHOWCARD 14.**

(X14)

New housing	<input type="checkbox"/> 1
Housing repair and maintenance including extensions / loft conversions	<input type="checkbox"/> 2
Commercial work such as shops, offices, pubs etc	<input type="checkbox"/> 3
Private industrial work such as warehousing, mechanical engineering, land reclamation	<input type="checkbox"/> 4
Public non-housing work such as schools, sports facilities, landscaping	<input type="checkbox"/> 5
Infrastructure projects such as roads, tunnels, pipelines etc	<input type="checkbox"/> 6
Other (WRITE IN)	<input type="checkbox"/> 99
None	<input type="checkbox"/> 0

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**ALL ANSWER**

**Q15.** Please could you tell me the town and postcode of where you live while working at this site?

This information will help us work out how far you have to travel to work.

If you go 'home' at weekends and stay locally during the week, write in the **local address** details

<b>TOWN / CITY</b>	<input type="checkbox"/>	(X15_1)
<b>COUNTY</b>	<input type="checkbox"/>	(X15_2)
<b>POSTCODE</b>	<input type="checkbox"/>	(X15_3)
<b>REFUSED</b>	<input type="checkbox"/> 1	(X15_4)

**ALL ANSWER**

**Q16.** How many miles would you estimate it is from there to the site?

(X16)

**MILES** \_\_\_\_\_

Don't know                      1                      (X16\_1)

**ALL ANSWER**

**Q17.** Do you consider where you live to be your permanent address?

(X17)

Yes – permanent	<input type="checkbox"/> 1	<b>GO TO Q20</b>
No – temporary	<input type="checkbox"/> 2	<b>GO TO Q18</b>

**ANSWER IF Q17 TEMPORARY ADDRESS**

**Q18.** Could you tell me the town, postcode, county for your permanent home?

This information will help us work out how far you live from your current place of work

<b>TOWN / CITY</b>	<input type="checkbox"/>	(X18_1)
<b>COUNTY</b>	<input type="checkbox"/>	(X18_2)
<b>POSTCODE</b>	<input type="checkbox"/>	(X18_3)
<b>REFUSED</b>	<input type="checkbox"/>	(X18_4)
<b>No permanent address</b>	<input type="checkbox"/>	2
	<input type="checkbox"/>	1

**ANSWER IF Q17 TEMPORARY ADDRESS**

**Q19.** What made you decide to come and work in this area?

**ANSWER ALL THAT APPLY**

		(X19)
There are more jobs in <NAME OF REGION>	<input type="checkbox"/>	1
Construction work is better paid in<NAME OF REGION>	<input type="checkbox"/>	2
There are regular work opportunities in <NAME OF REGION>	<input type="checkbox"/>	3
There are more chances of promotion in <NAME OF REGION>	<input type="checkbox"/>	4
Prefer living in <NAME OF REGION>	<input type="checkbox"/>	5
Family reasons	<input type="checkbox"/>	6
Employer sent me here	<input type="checkbox"/>	7
Don't Know	<input type="checkbox"/>	0
Other (WRITE IN)	<input type="checkbox"/>	99

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**ALL ANSWER**

**Q20.** When you finish this job, do you anticipate that you will get a job that allows you to travel from your permanent home address *on a daily basis*?

		(X20)
Yes	<input type="checkbox"/>	1 <b>GO TO Q22</b>
No	<input type="checkbox"/>	2 <b>GO TO Q21</b>
It depends (e.g. on where I'm sent /where the work is)	<input type="checkbox"/>	3 <b>GO TO Q22</b>
Don't have a permanent address	<input type="checkbox"/>	4 <b>GO TO Q22</b>
Don't know	<input type="checkbox"/>	0 <b>GO TO Q22</b>

**ANSWER IF NO AT Q20**

**Q21.** Where do you expect the next site you will be working on to be?

**ONE ANSWER ONLY**

**SHOWCARD 1**

	(X21)		(X21)
<b>London</b> (within M25)	<input type="checkbox"/> 1	<b>South West</b> (Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire)	<input type="checkbox"/> 9
<b>South East</b> (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but <b>NOT</b> Herts or Essex).	<input type="checkbox"/> 2	<b>Wales</b> (Flintshire, Dyfed, Gwent, Mid – Glamorgan, NE Wales, Pembrokeshire, Powys, West Glamorgan, South Glamorgan, West Wales)	<input type="checkbox"/> 10
<b>East of England</b> (Essex, Bedfordshire, Hertfordshire, Norfolk, Suffolk, Cambridgeshire)	<input type="checkbox"/> 3	<b>Scotland</b> (Ayrshire, Borders Dumfries & Galloway, Dunbartonshire, Edinburgh & Lothian, Fife, Forth Valley, Glasgow, Grampian, Lanarkshire, Renfrewshire, Tayside)	<input type="checkbox"/> 11
<b>North East</b> (Tyne and Wear, County Durham, Northumberland, Tees Valley)	<input type="checkbox"/> 4	<b>Northern Ireland</b> (Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry, Co. Tyrone)	<input type="checkbox"/> 12
<b>North West</b> (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	<input type="checkbox"/> 5	<b>Republic of Ireland</b>	<input type="checkbox"/> 13
<b>Yorkshire and Humberside</b> (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	<input type="checkbox"/> 6	OTHER PARTS OF EUROPE (WRITE IN COUNTRY) _____ _____	<input type="checkbox"/> 14
<b>East Midlands</b> (Northants, Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire)	<input type="checkbox"/> 7	OUTSIDE EUROPE (WRITE IN COUNTRY) _____ _____	<input type="checkbox"/> 15
<b>West Midlands</b> (Birmingham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	<input type="checkbox"/> 8	OTHER (unable to code to a region)	<input type="checkbox"/> 99
DON'T KNOW	<input type="checkbox"/> 0		

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**ALL ANSWER**

**Q22.** Since working in construction in the <UK / ROI>, how much time have you spent on sites in <NAME OF REGION>?

(X22)

All of your time	<input type="checkbox"/> 1
Most of it	<input type="checkbox"/> 2
Around half your time	<input type="checkbox"/> 3
A small proportion of your time	<input type="checkbox"/> 4
Only this job	<input type="checkbox"/> 5
Don't Know	<input type="checkbox"/> 0
Other (WRITE IN)	<input type="checkbox"/> 99

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**ASK ALL**

**Q23.** In the last 12 months, what is the furthest distance you have worked from your **permanent** home address?

IF MOVED PERMANENT ADDRESS IN THE LAST 12 MONTHS, ASK FOR LONGEST DISTANCE TRAVELLED FROM CURRENT PERMANENT ADDRESS

(X23)

Up to 10 miles	<input type="checkbox"/> 1
11-20 miles	<input type="checkbox"/> 2
21-50 miles	<input type="checkbox"/> 3
51-100 miles	<input type="checkbox"/> 4
Over 100 miles	<input type="checkbox"/> 5
No permanent address	<input type="checkbox"/> 6
Don't know	<input type="checkbox"/> 0

**Now thinking about training and qualifications**

**ALL ANSWER**

**Q24.** At what age did you leave full-time education?

(X24)

PLEASE WRITE IN	

(X24\_a)

Don't know	<input type="checkbox"/> 1
Refused	<input type="checkbox"/> 2

**ALL ANSWER**

**Q25.** Which of the following applies to when you left full time education?  
ONE ANSWER ONLY

(X25)

Left education before minimum legal age	<input type="checkbox"/> 1
Left education as soon as legally able	<input type="checkbox"/> 2
Stayed in education after minimum legal age to undertake further courses	<input type="checkbox"/> 3
Left education as soon as legally able but returned later	<input type="checkbox"/> 4
Don't know	<input type="checkbox"/> 0

**ALL ANSWER**

**Q26.** And did you leave school, college or formal education with any of the following qualifications?

**IF NOT EDUCATED IN THIS COUNTRY WRITE IN HIGHEST QUALIFICATIONS ACHIEVED.**

	Yes	No	
a) CSEs / GCSEs / O levels / Standard grade (Scotland) / Junior Certificate (Republic of Ireland) or other equivalents	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\1)
<b>IF YES at a) ABOVE</b> , do you have one in maths?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\2)
<b>IF YES at a) ABOVE</b> , do you have one in English?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\3)
GNVQs / NVQs / SVQs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\4)
A levels / Higher grade (Scotland) / Leaving certificate (Republic of Ireland) or equivalent	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\5)
Any other qualifications (PLEASE WRITE IN)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\6)
Left with no qualifications	<input type="checkbox"/> 1	<input type="checkbox"/> 2	(X26\7)

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**ALL ANSWER**

**Q27.** Are you **currently** working towards any **formal** qualifications relevant to the construction industry?

IF NECESSARY: By formal, we mean certified, recognised qualifications such as City & Guilds qualifications or NVQs / SVQs.

(X27)

Yes	<input type="checkbox"/> 1	<b>GO TO Q28</b>
No	<input type="checkbox"/> 2	<b>GO TO Q29</b>
Don't know	<input type="checkbox"/> 0	<b>GO TO Q29</b>

**ANSWER IF YES AT Q27**

**Q28.** What subject, level and type of qualification(s) are you working towards? If you are working towards more than one qualification, please state the highest one only.

**SUBJECT OF QUALIFICATION (e.g. carpentry, management etc)**

(PLEASE WRITE IN) \_\_\_\_\_

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(X28\_1)

**LEVEL AND TYPE OF QUALIFICATION**

**SHOWCARD 2**

	(X28)		(X28)
NVQ / SVQ Level 1	<input type="checkbox"/> 1	Degree (MSc, PhD etc)	<input type="checkbox"/> 13
NVQ / SVQ Level 2	<input type="checkbox"/> 2	HNC / HND / BTEC higher	<input type="checkbox"/> 14
NVQ / SVQ Level 3,	<input type="checkbox"/> 3	OND / ONC / BTEC or Scotvec National	<input type="checkbox"/> 15
NVQ / SVQ Level 4	<input type="checkbox"/> 4	BTEC / Scotvec first general	<input type="checkbox"/> 16
NVQ / SVQ Level 5	<input type="checkbox"/> 5	Foundation degree for construction	<input type="checkbox"/> 17
NVQ /SVQ (unsure of level)	<input type="checkbox"/> 6	Apprenticeships including FMA/AMA (GB), Traineeships and Modern Apprenticeships (NI) and ROI equivalent	<input type="checkbox"/> 18
City and Guilds (unspecified / unsure of level)	<input type="checkbox"/> 7	National Apprenticeship Scheme for Engineering Construction (NASEC)	<input type="checkbox"/> 19
Construction Award - Advanced	<input type="checkbox"/> 8	National Skills Development Scheme (NSDS)	<input type="checkbox"/> 20
Construction Award – Intermediate	<input type="checkbox"/> 9	Institute of Technology Certificate (ROI)	<input type="checkbox"/> 21
Construction Award – Foundation	<input type="checkbox"/> 10	Part-time Diploma in Site Management (ROI)	<input type="checkbox"/> 22
National Craft Award (ROI)	<input type="checkbox"/> 11	Don't know	<input type="checkbox"/> 0
Institute of Technology Diploma (ROI)	<input type="checkbox"/> 12	Other (WRITE IN) _____	<input type="checkbox"/> 99

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**ALL ANSWER**

**Q29.** What **formal** qualifications, if any, do you have that are relevant to the construction industry? IF NECESSARY: By formal we mean certified, recognised qualifications, such as City & Guilds qualifications or NVQs / SVQs. (Please do not include first aid certificates).

If you hold more than one qualification, please state the highest one only.

I have no formal construction qualifications	<input type="checkbox"/>	1 (X29)	<b>Go to Q31</b>
<b>SUBJECT OF QUALIFICATION (e.g. carpentry, management etc)</b> (PLEASE WRITE IN)			

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(x29\_2)

**TYPE / LEVEL OF QUALIFICATION**

**SHOWCARD 3**

	(X29_1)		(X29_1)
NVQ / SVQ Level 1	<input type="checkbox"/> 1	Degree (MSc, PhD etc)	<input type="checkbox"/> 15
NVQ / SVQ Level 2	<input type="checkbox"/> 2	HNC / HND / BTEC higher	<input type="checkbox"/> 16
NVQ / SVQ Level 3	<input type="checkbox"/> 3	OND / ONC / BTEC or Scotvec National	<input type="checkbox"/> 17
NVQ / SVQ Level 4	<input type="checkbox"/> 4	BTEC / Scotvec first general	<input type="checkbox"/> 18
NVQ / SVQ Level 5	<input type="checkbox"/> 5	Foundation degree for construction	<input type="checkbox"/> 19
NVQ / SVQ (unsure of level)	<input type="checkbox"/> 6	Modern/Young Apprenticeship including FMA and AMA (GB)	<input type="checkbox"/> 20
City & Guilds Advanced Craft Certificate	<input type="checkbox"/> 7	Traineeships and Modern Apprenticeships (NI) and ROI equivalent	<input type="checkbox"/> 21
City and Guilds Craft Certificate	<input type="checkbox"/> 8	National Apprenticeship Scheme for Engineering Construction (NASEC)	<input type="checkbox"/> 22
City and Guilds (unspecified / unsure of level)	<input type="checkbox"/> 9	Apprenticeship <b>(WRITE IN NAME OR BRIEF DETAILS)</b>	<input type="checkbox"/> 23
Construction Award - Advanced	<input type="checkbox"/> 10	National Skills Development Scheme (NSDS)	<input type="checkbox"/> 24
Construction Award – Intermediate	<input type="checkbox"/> 11	Institute of Technology Certificate (ROI)	<input type="checkbox"/> 25
Construction Award – Foundation	<input type="checkbox"/> 12	Part-time Diploma in Site Management (ROI)	<input type="checkbox"/> 26
National Craft Award (ROI)	<input type="checkbox"/> 13	Don't know	<input type="checkbox"/> 0
Institute of Technology Diploma (ROI)	<input type="checkbox"/> 14	Other (WRITE IN)	<input type="checkbox"/> 99

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**ANSWER IF HOLD A FORMAL CONSTRUCTION QUALIFICATION AT Q29**

**Q30.** And where were you living when you were studying or training to get this qualification?

**SHOWCARD 1**

	(X30)		(X30)
<b>London</b> (within M25)	<input type="checkbox"/> 1	<b>South West</b> : Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire	<input type="checkbox"/> 9
<b>South East</b> (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but <b>NOT</b> Herts or Essex).	<input type="checkbox"/> 2	<b>Wales</b> (Flintshire, Dyfed, Gwent, Mid – Glamorgan, NE Wales, Pembrokeshire, Powys, West Glamorgan, South Glamorgan, West Wales)	<input type="checkbox"/> 10
<b>East of England</b> (Essex, Bedfordshire, Hertfordshire, Norfolk, Suffolk, Cambridgeshire)	<input type="checkbox"/> 3	<b>Scotland</b> (Ayrshire, Borders Dumfries & Galloway, Dunbartonshire, Edinburgh & Lothian, Fife, Forth Valley, Glasgow, Grampian, Lanarkshire, Renfrewshire, Tayside)	<input type="checkbox"/> 11
<b>North East</b> (Tyne and Wear, County Durham, Northumberland, Tees Valley)	<input type="checkbox"/> 4	<b>Northern Ireland</b> (Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry, Co. Tyrone)	<input type="checkbox"/> 12
<b>North West</b> (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	<input type="checkbox"/> 5	<b>Republic of Ireland</b>	<input type="checkbox"/> 13
<b>Yorkshire and Humberside</b> (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	<input type="checkbox"/> 6	OTHER PARTS OF EUROPE (WRITE IN COUNTRY) _____ _____	<input type="checkbox"/> 14
<b>East Midlands</b> (Northants, Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire)	<input type="checkbox"/> 7	OUTSIDE EUROPE (WRITE IN COUNTRY) _____ _____	<input type="checkbox"/> 15
<b>West Midlands</b> (Birmingham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	<input type="checkbox"/> 8	OTHER (unable to code to region)	<input type="checkbox"/> 16

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**ALL ANSWER**

**Q31.** Are you a supervisor or manager on this site?

(X31)

Yes	<input type="checkbox"/> 1	<b>GO TO Q32</b>
No	<input type="checkbox"/> 2	<b>GO TO Q33</b>
Don't know	<input type="checkbox"/> 0	

**ANSWER IF YES AT Q31.**

**Q32.** What formal training specifically designed to improve managerial or supervisory knowledge and skills have you ever received?

ANSWER ALL THAT APPLY

(X32)

Assessor and Verifier Training	<input type="checkbox"/> 1
Chargehand and Team Leader Training	<input type="checkbox"/> 2
CIOB Site Management Education and Training Scheme (SMETS)	<input type="checkbox"/> 3
CIOB Site Supervisor (First Line Supervisor – FLS)	<input type="checkbox"/> 4
Civil engineering Site Managers Scheme	<input type="checkbox"/> 5
In-house training	<input type="checkbox"/> 6
Institute of Supervision and Management Workshops	<input type="checkbox"/> 7
IOSH (Institute of Occupational Safety and Health)	<input type="checkbox"/> 8
IOSH Managing Safely for Construction Managers	<input type="checkbox"/> 9
IOSH Safely for Senior Executives	<input type="checkbox"/> 10
Managing Safely in the Construction Industry (for CSR)	<input type="checkbox"/> 11
NVQ/SVQ Level 4 in Construction Site Management	<input type="checkbox"/> 12
Project Management Short Courses	<input type="checkbox"/> 13
Safety for Senior Executives (for CSR)	<input type="checkbox"/> 14
Site Safety Supervisors Course (for CSR)	<input type="checkbox"/> 15
SMSTS (Site Manager Safety Training Scheme)	<input type="checkbox"/> 16
Supervisory Management Training and Development (SMTD)	<input type="checkbox"/> 17
Other (WRITE IN)	<input type="checkbox"/> 99
_____	
Have not received any training	<input type="checkbox"/> 18
Can't remember / Don't know	<input type="checkbox"/> 0

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**ALL ANSWER**

**Q33.** Which type of construction **skill** certificate or card, if any, do you hold- **please do not include a CIS (tax) card?**

**ANSWER ALL THAT APPLY**

**SHOWCARD 33**

(X33)

ACE card	<input type="checkbox"/>	1	
CISRS (Construction Industry Scaffolders Record Scheme)	<input type="checkbox"/>	2	
CORGI (Council of Registered Gas Installers)	<input type="checkbox"/>	3	
CPCS (Construction Plant Competence Scheme)	<input type="checkbox"/>	4	
CSCS (Construction Skills Certification Scheme) (GB)	<input type="checkbox"/>	5	<b>GO TO Q34</b>
CSR (Construction Skills Register)	<input type="checkbox"/>	6	<b>GO TO Q34</b>
CTA (Certificate of Training Achievement)	<input type="checkbox"/>	7	
ECIAS Card (Engineering Construction Industry Approved Supervisor)	<input type="checkbox"/>	8	
Engineering Services SKILLcard	<input type="checkbox"/>	9	
Basic Construction Skills Certification Scheme Award (CSCS) (Republic of Ireland)	<input type="checkbox"/>	10	<b>GO TO Q35</b>
Advanced Construction Skills Certification Scheme (CSCS) (Republic of Ireland)	<input type="checkbox"/>	11	<b>GO TO Q35</b>
Safe-Pass	<input type="checkbox"/>	12	
Other (WRITE IN) _____	<input type="checkbox"/>	99	
Don't know	<input type="checkbox"/>	0	
No cards held	<input type="checkbox"/>	13	

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**ANSWER IF HAVE A CSCS OR CSR (GB) CARD.**

**Q34.** What colour is your CSCS or CSR (GB) card?

(X34)

<b>Red</b> (trainee registered for an NVQ / SVQ)	<input type="checkbox"/>	1
<b>Green</b> (construction site operative card for general site workers)	<input type="checkbox"/>	2
<b>Blue</b> (skilled for NVQ / SVQ Level 2 achievers or industry accreditation grade A)	<input type="checkbox"/>	3
<b>Gold</b> (craft/supervisor card for NVQ / SVQ Level 3 achievers or industry accreditation grade B)	<input type="checkbox"/>	5
<b>Platinum</b> (manager card for NVQ/SVQ Level 4 achievers or industry accreditation)	<input type="checkbox"/>	6
<b>Black</b> (contracts manager card for NVQ/SVQ Level 5 achievers or industry accreditation)	<input type="checkbox"/>	7
Experienced worker card for unqualified but competent workers	<input type="checkbox"/>	8
Other (WRITE IN)	<input type="checkbox"/>	99

Don't know	<input type="checkbox"/> 0

**ANSWER IF HAVE A CSCS (Republic of Ireland) CARD**

**Q35.** What colour is your CSCS (Republic of Ireland) card?

(X35)

<b>Yellow</b> (Plant Operator)	<input type="checkbox"/> 1
<b>Blue</b> (Scaffolder)	<input type="checkbox"/> 2
<b>Red</b> (Roofer)	<input type="checkbox"/> 3
<b>Green</b> (Construction Operative)	<input type="checkbox"/> 4
Other (WRITE IN)	<input type="checkbox"/> 99
Don't know	<input type="checkbox"/> 0

**ALL ANSWER**

**Q36.** Do you feel you have...

ANSWER ONE ONLY

	(X36)
All the skills you need to do your current job	<input type="checkbox"/> 1
The qualifications and training you need but just need more experience	<input type="checkbox"/> 2
You need more training and or qualifications (IF SO: <b>What further training / qualifications do you feel you require? (WRITE IN)</b> )	<input type="checkbox"/> 3
Don't know	<input type="checkbox"/> 0

**Q37.** In most construction jobs nowadays, people need to be able do things such as read instructions and record information. Which of these, if any would help you with your work?

Training in...

ANSWER ALL THAT APPLY

Reading	<input type="checkbox"/> 1
Writing	<input type="checkbox"/> 2
Speaking English	<input type="checkbox"/> 3
Maths	<input type="checkbox"/> 4
Other (WRITE IN)	<input type="checkbox"/> 99
None of these	<input type="checkbox"/> 0

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**Now thinking about your future plans in construction**

**ALL ANSWER**

**Q38.** While staying in the construction trade do you want to carry on working in the same job that you currently do or do you want to change the kind of work that you do?

	(X38)	
Carry on working in same job	<input type="checkbox"/> 1	<b>GO TO Q42</b>
Change the work I do	<input type="checkbox"/> 2	<b>GO TO Q39</b>
Want to leave construction	<input type="checkbox"/> 3	<b>GO TO Q42</b>
Don't know	<input type="checkbox"/> 0	<b>GO TO Q42</b>

**ANSWER Q39, Q40 AND Q41 IF WANT TO CHANGE THE WORK YOU DO**

**Q39.** What kind of work would you like to change to? **ONE CODE ONLY**

	(X39)		(X39)		(X39)
Banksman / Banksperson	<input type="checkbox"/> 1	Labourer / General Operative	<input type="checkbox"/> 8	Plumber	<input type="checkbox"/>
Bricklayer	<input type="checkbox"/> 2	Manager	<input type="checkbox"/> 9	Scaffolder	<input type="checkbox"/>
Carpenter / Joiner	<input type="checkbox"/> 3	Mechanical Fitter	<input type="checkbox"/> 10	Steel Erector / Rigger	<input type="checkbox"/>
Ceiling Fixer	<input type="checkbox"/> 4	Roofer	<input type="checkbox"/> 11	Supervisor	<input type="checkbox"/>
Dry-liner / Plasterer	<input type="checkbox"/> 5	Painter / Decorator	<input type="checkbox"/> 12	Technical	<input type="checkbox"/>
Electrician	<input type="checkbox"/> 6	Pipe Fitter	<input type="checkbox"/> 13	Welder	<input type="checkbox"/>
Floorer	<input type="checkbox"/> 7	Plant / Machine Operative (e.g. Fork Lift / JCB operator)	<input type="checkbox"/> 14	Other (WRITE IN)	<input type="checkbox"/>
				_____	
				_____	

**Q40.** What are your main reasons for wanting to change?  
ANSWER ALL THAT APPLY

(X40)		(X40)	
Will be better paid	<input type="checkbox"/> 1	Will mean I can work closer to home	<input type="checkbox"/> 6
More interesting work	<input type="checkbox"/> 2	More suitable hours / conditions	<input type="checkbox"/> 7
Bored of what I'm doing / a change	<input type="checkbox"/> 3	Less physical	<input type="checkbox"/> 8
Easier to get that sort of work / more security	<input type="checkbox"/> 4	Other (WRITE IN) _____	<input type="checkbox"/> 99
More responsibility	<input type="checkbox"/> 5	No particular reason / don't know	<input type="checkbox"/> 9

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**Q41.** Will you need further training or a qualification to do this kind of work?

(X41)	
Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2
Don't know	<input type="checkbox"/> 0

**ALL ANSWER**

**Q42.** How likely would you say it is that in 5 years time you will still be working in construction?

(X42)	
Definitely will	<input type="checkbox"/> 1
Very likely to be	<input type="checkbox"/> 2
Quite likely to be	<input type="checkbox"/> 3
Quite unlikely to be	<input type="checkbox"/> 4
Very unlikely to be	<input type="checkbox"/> 5
Definitely will not	<input type="checkbox"/> 6
Hope to be retired in 5 years	<input type="checkbox"/> 7
Don't know	<input type="checkbox"/> 0

And finally, a few quick questions about you

**ALL ANSWER**

**Q43.** Are you...

(X43)	
Male	<input type="checkbox"/> 1
Female	<input type="checkbox"/> 2

**Q44.** Which of the following age brackets do you fall into?

(X44)		(X44)	
16-19	<input type="checkbox"/> 1	45-54	<input type="checkbox"/> 5
20-24	<input type="checkbox"/> 2	55-59	<input type="checkbox"/> 6
25-34	<input type="checkbox"/> 3	60+	<input type="checkbox"/> 7
35-44	<input type="checkbox"/> 4	Don't Know /refused	<input type="checkbox"/> 8

**Q45.** Which of the following best describes your ethnic group?

**SHOWCARD 45**

(X45)		
<b>White</b>	British	<input type="checkbox"/> 1
	Irish	<input type="checkbox"/> 2
	Any other white background	<input type="checkbox"/> 3
<b>Black</b>	Caribbean	<input type="checkbox"/> 4
	African	<input type="checkbox"/> 5
	Any other black background	<input type="checkbox"/> 6
<b>Asian or Asian British</b>	Indian	<input type="checkbox"/> 7
	Pakistani	<input type="checkbox"/> 8
	Bangladeshi	<input type="checkbox"/> 9
	Any other Asian background	<input type="checkbox"/> 10
<b>Chinese</b>		<input type="checkbox"/> 11
<b>Mixed</b>	White and Black Caribbean	<input type="checkbox"/> 12
	White and Black African	<input type="checkbox"/> 13
	White and Asian	<input type="checkbox"/> 14
	Any other mixed background	<input type="checkbox"/> 15
Other (WRITE IN)		<input type="checkbox"/> 16
Prefer not to say		<input type="checkbox"/> 17

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**Q46.** Do you have any long-term illness, health problem or disability which limits the type of work you can do in construction?

(X46)	
Yes	<input type="checkbox"/> 1

No	<input type="checkbox"/> 2
Don't know	<input type="checkbox"/> 0
Refused	<input type="checkbox"/> 3

**Q47.** And how many hours do you tend to work per week nowadays? Please include overtime but exclude time you spend on travelling to work.  
 IF NECESSARY: If there is no typical week, please give us the number of hours you have worked for the last full week or your best estimate.

NUMBER OF HOURS PER WEEK	
--------------------------	--

(X47)

**Q48.** And how long have you lived in the <UK / Ireland>

(X48)

All my life	<input type="checkbox"/> 1
Less than a year	<input type="checkbox"/> 2
Less than 3 years	<input type="checkbox"/> 3
Less than 5 years	<input type="checkbox"/> 4
5 or more years	<input type="checkbox"/> 5
Don't Know	<input type="checkbox"/> 0
Other (WRITE IN)	<input type="checkbox"/> 99

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**Q49. And where are you from originally?**  
**SHOWCARD 1**

(X49)		(X49)	
<b>London</b> (within M25)	<input type="checkbox"/> 1	<b>South West</b> (Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire)	<input type="checkbox"/> 9
<b>South East</b> (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but <b>NOT</b> Herts or Essex).	<input type="checkbox"/> 2	<b>Wales</b> (Flintshire, Dyfed, Gwent, Mid – Glamorgan, NE Wales, Pembrokeshire, Powys, West Glamorgan, South Glamorgan, West Wales)	<input type="checkbox"/> 10
<b>East of England</b> (Essex, Bedfordshire, Hertfordshire, Norfolk, Suffolk, Cambridgeshire)	<input type="checkbox"/> 3	<b>Scotland</b> (Ayrshire, Borders Dumfries & Galloway, Dunbartonshire, Edinburgh & Lothian, Fife, Forth Valley, Glasgow, Grampian, Lanarkshire, Renfrewshire, Tayside)	<input type="checkbox"/> 11
<b>North East</b> (Tyne and Wear, County Durham, Northumberland, Tees Valley)	<input type="checkbox"/> 4	<b>Northern Ireland</b> (Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry, Co. Tyrone)	<input type="checkbox"/> 12
<b>North West</b> (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	<input type="checkbox"/> 5	<b>Republic of Ireland</b>	<input type="checkbox"/> 13
<b>Yorkshire and Humberside</b> (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	<input type="checkbox"/> 6	OTHER PARTS OF EUROPE (WRITE IN COUNTRY)	<input type="checkbox"/> 14
<b>East Midlands</b> (Northants, Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire)	<input type="checkbox"/> 7	OUTSIDE EUROPE (WRITE IN COUNTRY)	<input type="checkbox"/> 15
<b>West Midlands</b> (Birmingham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	<input type="checkbox"/> 8	OTHER (unable to code to a region)	<input type="checkbox"/> 16

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**Q49a.**

Please indicate below if this interview was completed with an interviewer or you completed this yourself (self completed).

(X52)	
Interviewer Administered	<input type="checkbox"/> 1
Self Completed (without an interviewer)	<input type="checkbox"/> 2

**TO BE COMPLETED AT THE END OF THE QUESTIONNAIRE**

TITLE AND FULL NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

POST CODE 

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TEL NO. (INC. STD CODE) 

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**Q50.** Thank you very much for helping us with this survey.

If BMRB conducts any future research on behalf of CITB, would you be willing to take part?

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2

Would you be willing for a different research organisation to contact you on behalf of CITB on this subject?

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2

**THIS IS THE END OF THE QUESTIONNAIRE  
 THANK YOU FOR YOUR HELP**

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