

Workforce Mobility and Skills in the UK Construction Sector 2015

West Midlands Report





Study prepared by BMG Research from a commission by CITB.

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Author: BMG Research

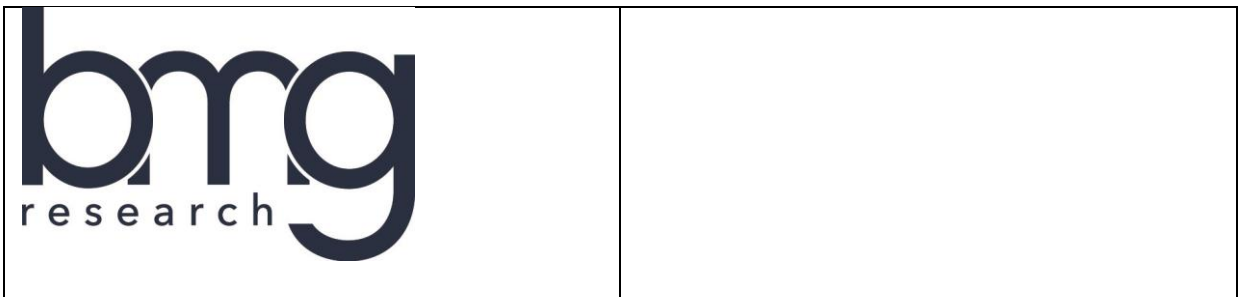




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Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2015 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2012, 2007 and 2005. Face to face interviews were conducted with 4771 construction workers undertaking manual roles on sites across the UK and 352 interviews were conducted with construction workers in the West Midlands region.

Profile of the sample

- Almost half of construction workers interviewed in the West Midlands are aged 35 and under (47%), which is a higher proportion than compared with the UK population as a whole (37%), but on par with the UK average in the survey (47%). Just 5% of construction workers are aged 60 or over.
- Overall 5% of the West Midlands construction workforce is of BME ethnic origin, compared with a higher incidence of 14% across the 16-64 West Midlands population as a whole. The UK average in the survey is 4%, increasing to 15% in London.
- By trade/occupation, the highest proportion of the West Midlands sample is accounted for by labourers/general operatives (18%), followed by carpenters/joiners (15%) and bricklayers (13%). Compared with 2012 the proportion that are labourers/general operatives has declined (from 24%) while bricklayers account for a higher proportion of construction workers (increasing from 6%).
- Just under a quarter of all those interviewed in the West Midlands perform a supervisory or management role on their site (24%); a similar proportion as nationally (25%).
- The majority of construction workers interviewed in the West Midlands are self-employed (53%); this has increased slightly since 2012 (49%) and is significantly greater than the UK average (39%). Just over two fifths of workers are employed directly by a company (41%), which is fewer than in 2012 (46%) and lower than the UK average (54%). The proportion of workers working for an agency has remained stable (5% in both 2012 and 2015). The likelihood of being self-employed increases with time spent working in construction, from 36% of those that have worked in construction for less than a year to 55% of those that have been working in the industry for 5+ years.
- Just under a quarter of all construction workers in the West Midlands (24%) are employed on a temporary, rather than permanent basis. This is a similar proportion to the UK average (23%).
- Construction workers in the West Midlands work an average of 43 hours per week, which includes 1 in 5 that work more than 50 hours per week (20% cf. 23% across the UK).



Work history

Time in the sector

- Almost a third of all West Midlands construction workers have worked in the industry for over 20 years, which is the same as the UK average (31%). A total of nearly two thirds have done so for 10+ years (63%), a higher proportion compared to the UK as a whole (56%).
- Two thirds of construction workers in the West Midlands have only ever worked within the construction industry (67% cf. 70% across the UK), representing a decline since 2012 (74%). This includes more than half (57%) who have worked pretty much continuously, without spells out of work.

Previous non-construction jobs

- Amongst the 1 in 5 construction workers in the West Midlands that worked in another sector (21% of all respondents) before starting work in construction, the sector worked in beforehand is most likely to be the manufacturing sector (38%), followed by the wholesale/retail sector (18%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in skilled trades occupations (42%), followed by elementary administration and service occupations (20%) and process, plant and machine operatives (16%).

Occupational switching within the construction sector

- Just under a third of all construction workers in the West Midlands have worked in more than one construction trade or occupation whilst working in the construction industry (31%), representing a significant increase since 2012 (14%). As expected, the proportion that has worked in more than one role is significantly higher amongst those aged 45+ (34%) compared with those aged 16 to 19 (5%).
- Workers are most likely to have previously worked as a labourer/general operative (30%); while around 1 in 6 have worked as a bricklayer (18%) or a plant/machine operative (17%).
- Thinking about their future plans in the construction sector, three quarters of construction workers in the West Midlands would like to carry on in the same trade or occupation (75%), while 1 in 8 would like to change their trade/occupation (12%) and a further 7% would like to leave construction altogether. The proportion that wants to carry on as they are is slightly lower in the West Midlands compared to the UK average (79%).
- The most popular occupation that construction workers in the West Midlands would like to change to is site manager (37% of those who would like to change).
- More than four fifths of West Midlands construction workers that would like to change trade/occupation believe they will require further training or qualifications in order to do so (83%). This is a higher proportion than the UK average (77%).
- Among those wishing to change trade, the main reason for wanting to do so is the belief that they will be better paid (49%). Nearly 3 in 10 believe they would have more interesting work or think that this kind of work will make better use of their skills or abilities (both 29%).



Qualifications and skills

Skills cards/certificates

- The vast majority of all construction workers in the West Midlands, as across the UK as a whole, hold some form of construction skill card or certificate (98% cf. 100% in 2012 and a UK average of 96%). Younger workers (90% of 16-19 year olds) and those who have worked in construction for less than a year (85%) are less likely to hold a skill card/certificate.
- In terms of the type of skill card/certificate held, CSCS remains the most commonly held overall (88% in the West Midlands; 86% across the UK).
- Card colours vary by age and particularly by occupation; labourers/general operatives are most likely to hold Green cards (60%) while plumbers are most likely to hold Gold skill cards (43%).

Construction-specific qualifications

- Four fifths of construction workers in the West Midlands say they had no formal qualifications when they first started working in the construction industry (79% cf. 75% across the UK).
- By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plasterers (100%), banksmen (100%), roofers (100%), labourers/general operatives (94%) and plant/machine operatives (93%), whilst painter/decorators (33%) are least likely to have started with no formal qualifications.
- Compared with a fifth of construction workers in the West Midlands that did have qualifications when they first started working in construction, overall, two thirds of all construction workers in the region reported holding some sort of construction related qualification at the time of interview (66%). This is an increase since 2012 when 59% did so, and a slightly higher proportion than the UK average (63% in 2015).
- The proportion of workers that currently hold any qualifications is lower than average amongst workers aged 16 to 19 years old (55%) and those who have worked in construction for less than a year (40%).
- By trade/occupation proportions vary with all electricians and 87% of site managers holding qualifications compared with 48% of labourers/general operatives.
- The qualifications most likely to be held by construction workers in the West Midlands are NVQ/SVQ qualifications (71% of those with qualifications); this is a similar proportion to that reported in 2012 (74%) and higher than the UK average (66%). Around 1 in 6 construction workers in the region with qualifications hold City & Guilds qualifications (16%; 15% in 2012 and compared with 20% across the UK). Just 4% of construction workers with qualifications now hold an apprenticeship, which is more than in 2012 when just 1% did, but significantly lower than the UK average (13%).



Basic skill needs

- One in eight construction workers in the West Midlands believe they would benefit from some form of training in basic skills (13%), compared with a higher proportion of 1 in 6 in 2012 (17%). The proportion in the West Midlands is similar to the UK average (14%).
- In terms of the type of training required, 7% believe they would benefit from training in writing, 6% from training in maths or reading and 3% from training in speaking English.

Current study for qualifications

- One in eight construction workers in the West Midlands are currently working towards any formal qualifications relevant to the construction industry (13% cf. 10% in 2012 and a UK average of 12%). This proportion is significantly higher amongst 16-19 year olds (57%) and amongst those who have worked within the construction industry for less than a year (36%) or 1 to 2 years (41%).
- Amongst workers with no qualifications, 1 in 8 are currently working towards one (12%).
- Nearly three quarters of those who are working towards qualifications are working towards qualifications equivalent to Level 2 (43%) or 3 (30%).

Supervisory/managerial training

- Of those not currently performing a supervisory/management role just over half are certain that they would not like to do so (51%; 53% across the UK), while around a quarter would like to do so (24%; 26% across the UK) and the remaining quarter are unsure (25%; 21% across the UK).
- A quarter of all construction workers in the West Midlands (24%) and three quarters of those who have had some form of supervisory or management responsibilities (76%) have received any formal training designed to improve managerial or supervisory knowledge or skills.
- The Site Safety Supervisors Course (38%) and SMSTS (36%) are the types of training most likely to have been received, followed by in-house training (30%).

Overall skill levels

- The vast majority of construction workers in the West Midlands (99%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 1% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. Over a quarter of West Midlands' construction workers hold a skill card/certificate, but have no other construction qualification (28% cf. 30% across the UK).
- Overall, while a third of construction workers in the West Midlands have no qualifications (34% cf. 41% in 2012 and a 2015 UK average of 37%) the majority have qualifications equivalent to Level 2 or above (61% cf. 63% in 2012 and 58% across the UK in 2015). Around a quarter of all West Midlands construction workers (24% cf. 25% in 2012) hold qualifications equivalent to Level 3 or above.



Geographic mobility

Work history in the region/nation

- The fact that they grew up there/have always lived there and other family reasons are the most likely reasons why construction workers are based within the West Midlands (55%); this proportion is higher than in 2012 (40%), but lower than the 2015 UK average (61%). The second main reason for their location is due to their employer sending them there (in 48% of cases). Younger workers are more likely to say their employer sent them compared to older workers.
- In 2015, a higher proportion of construction workers in the West Midlands compared with 2012 have worked within the West Midlands for their entire construction career (42% cf. 18%) and the majority have remained in the West Midlands for all or most of their career (80%, the same as the UK average).
- Thus, in the majority of cases, the last site workers were based at was also in the West Midlands (75%).

Worker origins

- Overall more than 8 in 10 construction workers in the West Midlands were living in the West Midlands when they started their construction career (84%). The highest proportion that are currently working in the region/nation in which they started their construction careers is 97% in Northern Ireland, followed by 96% in Scotland and the North East; while the lowest proportions are in London (50%), the East of England (55%) and the South East (55%).
- Nearly four fifths of construction workers in the West Midlands (79%) achieved their first qualification/undertook their first training in the region; a significant increase compared to 2012 (61%). By region/nation, the highest proportion that has remained in the same region/nation is 96% in Northern Ireland, followed by 95% in Scotland and 92% in the North East. At the lower end of the range, only around half of construction workers in the East of England (50%), South East (55%) and London (58%) are based in the same region/nation as where their first qualification was achieved.

Travel to site

- Around two fifths of construction workers in the West Midlands have travelled at least 50 miles from their permanent/current home to work in the last 12 months (41%). Across the regions/nations, workers based in the West Midlands (13%), along with those in London (12%), are least likely to have travelled more than 100 miles from their permanent home to work in the last 12 months.
- Overall just 3% of construction workers in the West Midlands are currently staying in temporary accommodation while working at their site. This proportion has declined since 2012 (11%), is lower than the UK average (6%) and is one of lowest across all regions/nations, second only to the North West (2%).



- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 22 miles, which is less than in 2012 when workers travelled an average of 39 miles, but in line with the UK average of 22 miles.

Site duration and change

- More than two fifths of the temporary workers in the West Midlands (43%) do not know how much longer they can expect to be working for their current company/agency; this is the same proportion as across the UK as a whole.
- When all respondents, whether temporary or permanent, were asked to indicate how long in total they expect to work at that specific site during this phase nearly a third expect to stay on that site for a year or longer (31% cf. UK average of 26%), which is a significant increase compared with 2012 (14%), suggesting some improvement with regard to stability. However in a further one quarter of cases (25% cf. 24% in 2012) workers do not know how much longer they can expect to be on site, indicating there is still a considerable degree of uncertainty.
- More than three quarters of all West Midlands construction workers are confident that when they finish their current job their next job will allow them to travel to work from their permanent home on a daily basis (79% cf. 57% in 2012). The remaining fifth say it depends/they don't know or that they won't be able to commute.

Sub-sector and sector mobility

Sub-sector mobility

- Compared with 2012 there has been a significant increase in the proportion of construction workers that have been working on new housing in the West Midlands, up from 51% to 87%. This echoes the national trend. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012.
- Overall more than half of all construction workers have only worked on one project type (58%), compared with a quarter in 2012 (26%), which suggests a pattern of increased stability in the sector.
- The number of project types worked on varies significantly by region/nation. The West Midlands is among those most likely to report its' construction workers working on one project type, similar to Yorkshire and the Humber (55%) and Wales (63%).

Leaving the sector

- In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Amongst construction workers of all ages in the West Midlands a third say they definitely will be (35%); a further 48% think it is very or quite likely; 4% consider it unlikely; just 2% say they definitely won't be and a further 5% hope to be retired by then, while 5% don't know.



Introduction

Aims and objectives

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

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

The specific objectives of this research project were to:

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

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

Method

The 2015 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research (2012). Overall, 4771 interviews with construction workers in manual roles across the UK were required, split between the 12 standard regions/nations. In total, 352 interviews were conducted in the West Midlands.



Sampling

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

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

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

Project eligibility criteria:

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

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

Telephone-based site recruitment

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

Site visits

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



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

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

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

Figure 1: Interviews and weights by region/nation

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

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

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

Notes on reading this report

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

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

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

Tables and graphs are all labelled with a simple sequential 'Figure Number' and title. All tables and graphs have clearly labelled base sizes (for all sub-groups) and textual definitions of bases.



The total of percentages shown in a table may vary slightly from 100% due to rounding to the nearest percentage point.

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

The abbreviation 'WM' is used in the tables to represent the West Midlands.

Profile of construction site workers

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

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

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

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

Personal demographics

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

The youngest age group (16 to 24 year olds) account for just under a fifth of construction workers (18%) in the West Midlands, just as they did in the previous survey in 2012 (18%). Similarly the proportion of workers aged 25 to 34 years is similar to that reported in 2012 (29%, compared with 31%), as is the proportion of workers aged 35 to 55 (39%, compared with 42%). There are slightly more workers aged 55 and over (13%) compared with 2012 (8%). Workers aged 60 and over account for just 5% of construction workers.

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



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

Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %		UK Workforce* %
16 to 19 years	6	1	8	5	16 to 19 years	4
20 to 24 years	12	17	13	13	20 to 24 years	10
25 to 34 years	29	31	27	29	25 to 34 years	23
35 to 44 years	19	22	25	22	35 to 49 years	34
45 to 54 years	20	20	13	20	50 to 64 years	26
55 to 59 years	8	8	13	6		
60+ years	5			4	65+ years	3
<i>Unweighted bases</i>	352	403	262	4771		32,480,800

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

In terms of ethnicity, the vast majority of construction workers in the West Midlands are of White origins (94% cf. 91% in 2012). Within this proportion 4% describe themselves as White Irish (cf. 4% in 2012) and 1% (cf. 4% in 2012) describe themselves as 'White Other'.

Workers of Black (1%) and Asian (1%) ethnic origin (BME) make up a slightly smaller proportion of the sample compared to 2012 (2% and 6%, respectively).

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

Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %	UK Population aged 16-64* %
White	94	91	92	94	87
Black	1	2	4	2	3
Asian	1	6	3	1	5
Other/Not stated	4	1	2	3	5
<i>Unweighted bases</i>	352	403	262	4771	40,626,700

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

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

Overall 5% of construction workers in the West Midlands sample are BME, compared with 4% of the UK sample and 14% across the 16-64 West Midlands population.



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

Base: All respondents

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

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

Overall nine in ten West Midlands construction workers have lived in the UK all of their life (91%). This proportion is significantly higher than the UK average (84%).

Amongst all West Midlands construction workers 5% indicate that they have a long term illness, health problem or disability which limits the type of work they can do. The most common illness/disability amongst these workers is a reduced physical capacity (31%), followed by mobility problems (19%) and physical co-ordination problems (13%). Across the UK, 3% of construction workers indicate they have a long term illness, health problem or disability and the most common condition is a reduced physical capacity (39%).

Occupational profile

Current job role

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

As in the 2012 survey, labourer/general operative is the top occupation amongst construction workers in the West Midlands (reflecting the UK profile), followed by carpenters/joiners and bricklayers. Within the West Midlands, there has been a decline in the proportion of labourers/general operatives (18% cf. 24% in 2012) and electricians (1% cf. 8% in 2012), whilst there has been an increase in the proportion of several occupations, including bricklayers



(13% cf. 6% in 2012). The occupational profile in the West Midlands is similar to that of the UK as a whole.

Figure 5: Occupational profile

Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %
Labourer/General operative	18	24	24	18
Carpenter/joiner	15	11	16	11
Bricklayer	13	6	13	15
Plant/machine operative (e.g. Fork lift/JCB)	9	5	14	7
Plumber	7	2	4	5
Site manager	6	0	0	8
Ground worker	6	0	0	4
Scaffolder	6	7	2	4
Plasterer	5	2	5	2
Painter/decorator	2	2	5	3
Technical e.g. surveyor, maintenance technician	2	5	2	2
Electrician	1	8	5	5
Dryliner	1	3	With plasterer	3
Roofer	1	4	1	2
Banksman/banksperson	1	3	2	2
Floorer	1	2	0	1
Ceiling fixer	1	2	With plasterer	1
Mechanical fitter	1	1	2	<0.5
Tiler	1	0	0	<0.5
<i>Unweighted bases</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4771</i>

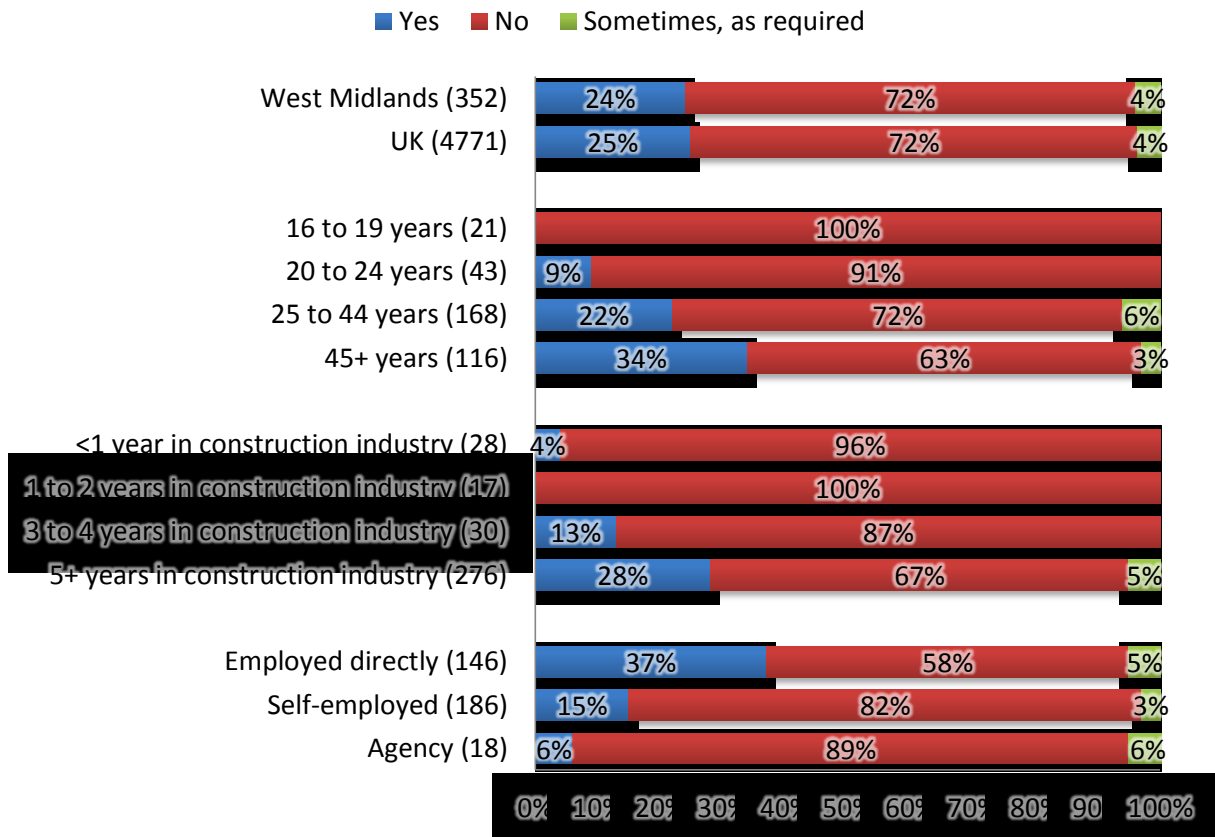
Supervisory roles

Just under a quarter of all construction workers in the West Midlands interviewed for the 2015 survey say they perform a supervisory or management role on their site (24%), a very similar proportion to nationally (25%).

The incidence of workers in a supervisory role is considerably lower amongst workers aged under 25 and amongst those that have worked in the construction industry for less than 5 years, as one would expect. Workers who are directly employed by a company (37%) are significantly more likely than those that are self-employed (15%) or work for an agency (6%) to perform a supervisory or management role. These differences are summarised in the following figure.



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



Unweighted bases in parentheses

Employment status

The majority of construction workers within the West Midlands are self-employed (53%), which is slightly more than in 2012 (49%). The proportion of workers who are self-employed increases amongst respondents who have been working in the construction sector for longer (55% amongst those with 5+ years experience, compared with 35% amongst those who have worked in the industry for 1 to 2 years and 36% amongst those who have worked in the industry for less than a year).

Two fifths of construction workers in this year's West Midlands sample are directly employed by a company (41%), a slight decline compared with 2012 (46%).

Just 5% of the sample is accounted for by construction workers who are working for an employment agency, although the proportion is higher amongst those who have been working in the construction industry for less time (14% amongst those who have worked in the industry for less than a year, compared with 3% amongst those with 5+ years experience). This is summarised in the following table.



Figure 7: Employment status

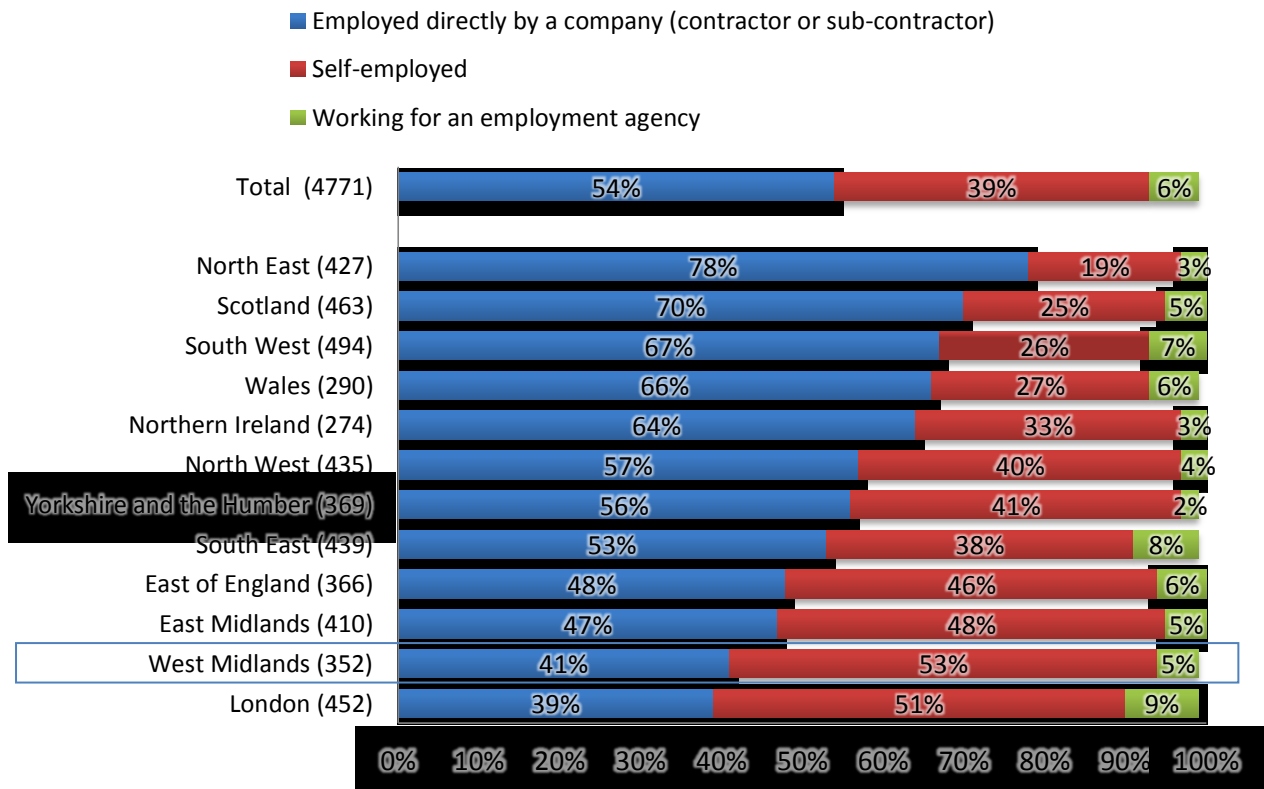
Base: All respondents

	WM 2015	WM 2012	UK 2015	Years working in construction			
	%	%	%	<1	1-2	3-4	5+
Employed directly by a company (contractor or sub-contractor)	41	46	54	46	53	33	41
Self-employed	53	49	39	36	35	53	55
Working for an employment agency	5	5	6	14	12	13	3
Working on some other basis	1	0	<0.5	4	0	0	<0.5
<i>Unweighted bases</i>	352	403	4771	28	17	30	276

The proportion employed directly is significantly lower in the West Midlands than the UK average (41%, compared with 54%), while the proportion that are self-employed is much higher (53%, compared with 39%).

Figure 8: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses



Employment contract basis

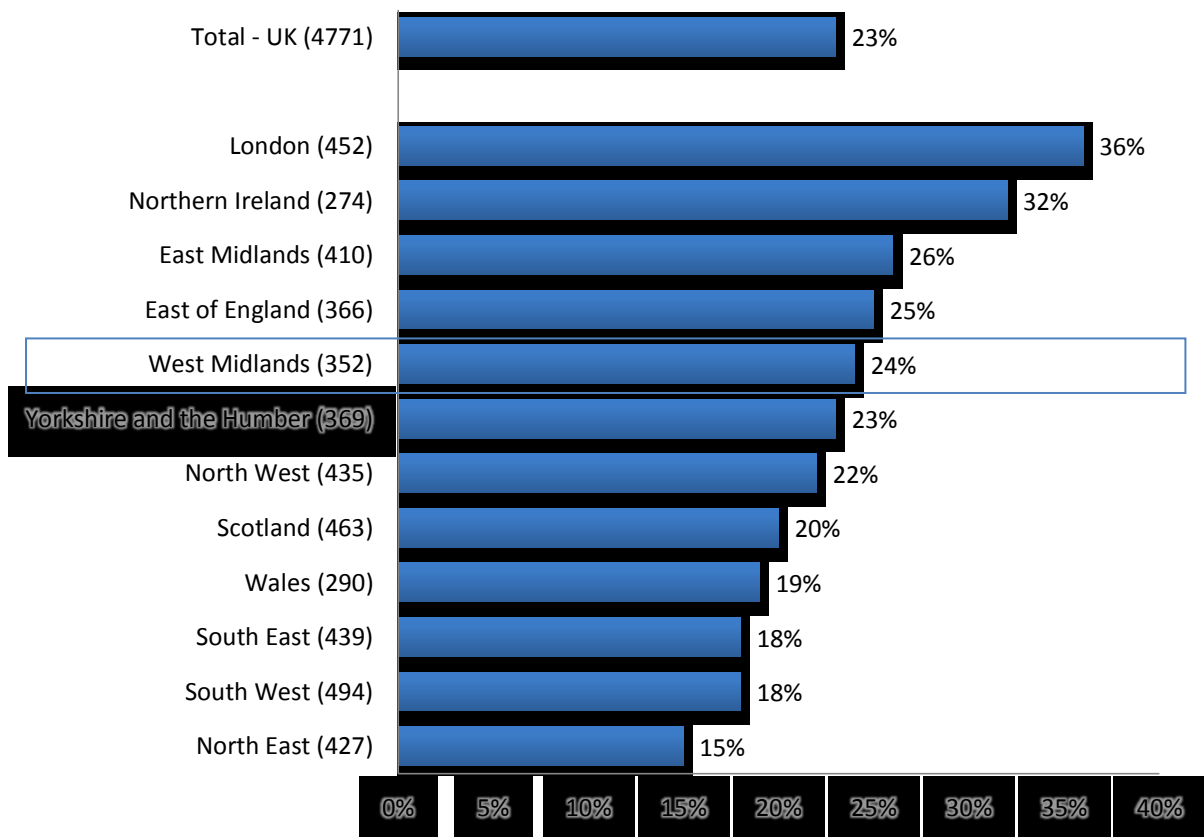
Overall, just under a quarter of construction workers in the West Midlands (24%) are employed on a temporary, rather than permanent basis (73%). The remainder believed they had an 'other' type of contract arrangement (2%) or refused to answer (1%).

Amongst workers who are employed by an agency the proportion on temporary contracts is significantly higher, as one would expect (72%), as it is amongst those who are self-employed (33%) or employed directly (8%).

Alongside Yorkshire and the Humber and the North West, the West Midlands is close to the UK average with regard to the profile of its' construction workforce in terms of employment contracts held, as the following figure illustrates.

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

Base: All respondents



Unweighted bases in parentheses

By current trade/role, the proportion working on a temporary basis is highest amongst dryliners* (80%), carpenter/joiners (36%), plumbers* (33%), painters/decorators* (33%) and labourers/general operatives (31%), and lowest amongst scaffolders*, banksmen*, roofers* and electricians* (0% in each case). (*Caution: Small sample base)

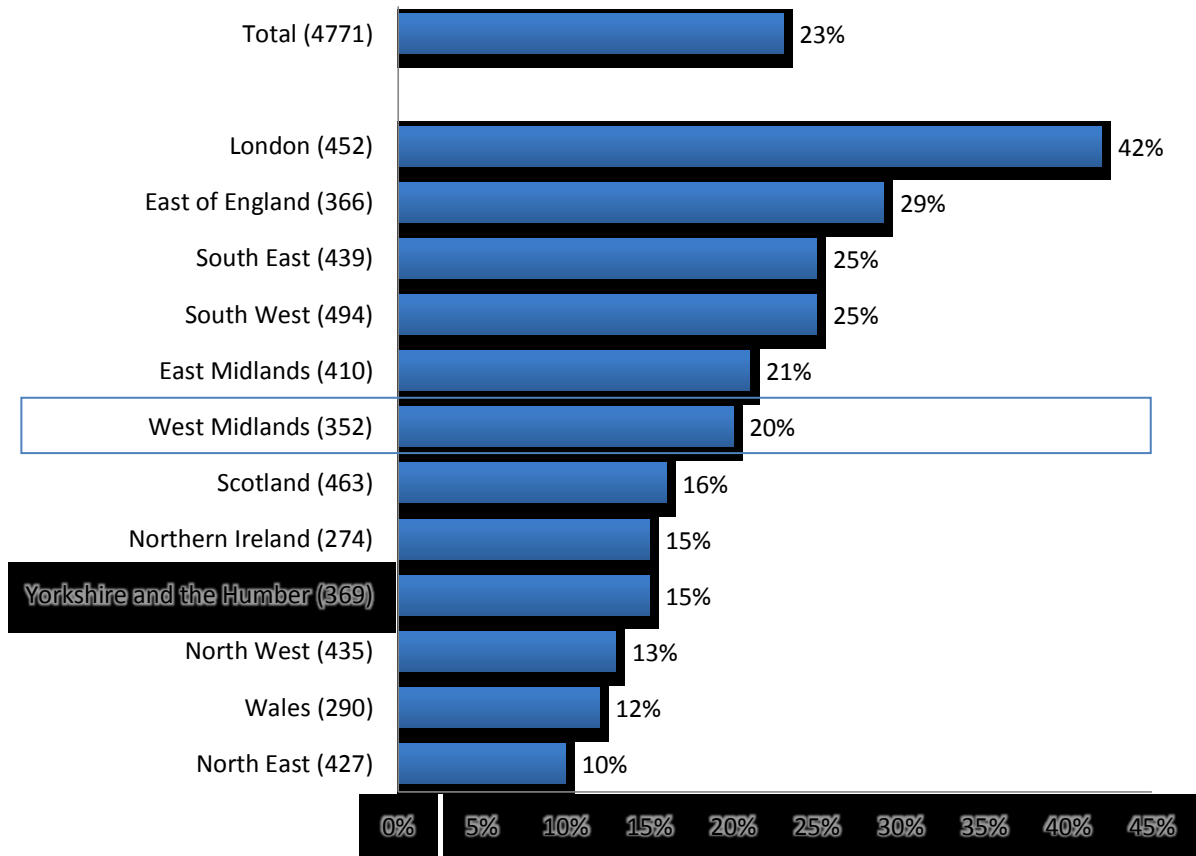


Hours worked

On average construction workers in the West Midlands report that they typically work 43 hours per week, with 63% that tend to work between 40 and 49 hours per week and 1 in 5 that work more than 50 hours (20%).

The proportion that works more than 50 hours per week is slightly lower than the UK average amongst West Midlands' construction workers.

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



Unweighted bases in parentheses

Work histories

Time in the sector

Almost a third of construction workers in the West Midlands have worked in the construction industry for over 20 years (31%) and a total 63% have worked in the industry for at least 10 years.

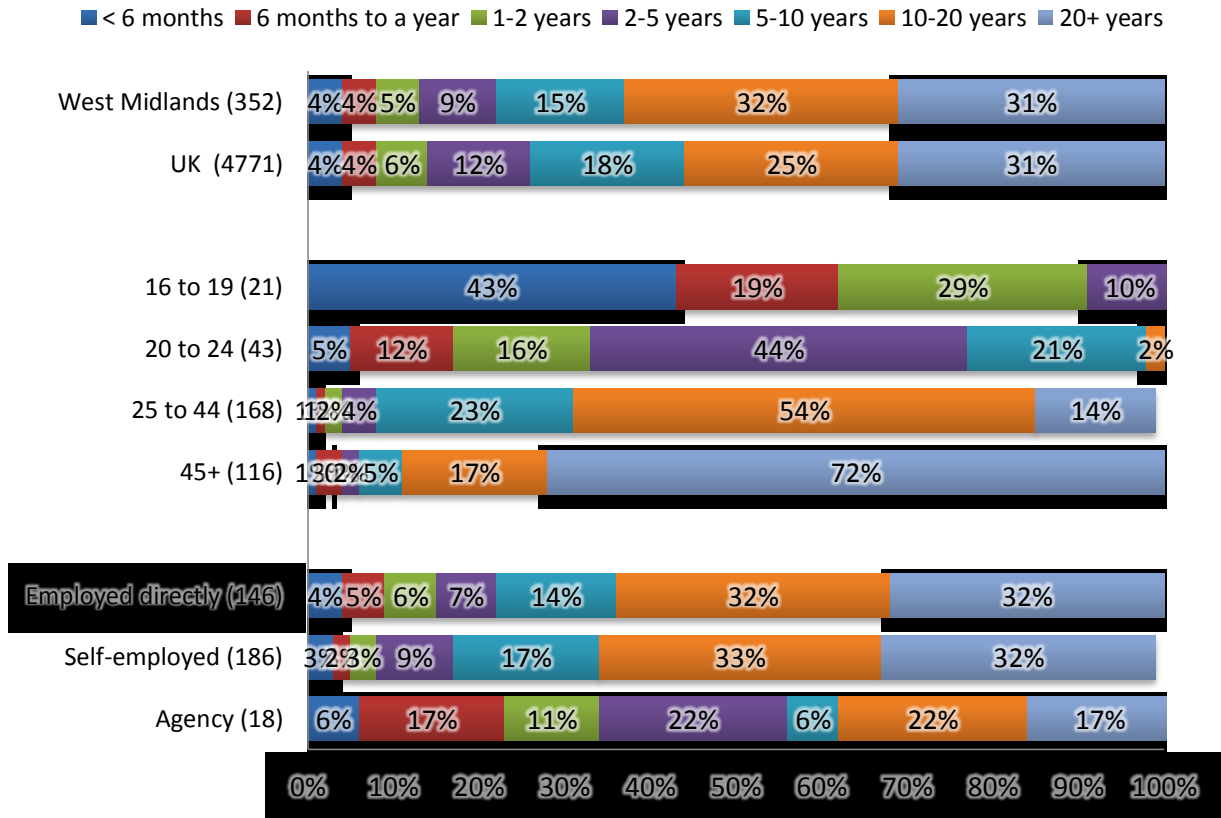
Construction workers in the West Midlands are more likely than the UK average to have worked in industry for over 10 years (63% compared to 56% across the UK).



As one would expect the length of experience in the industry increases with age to 72% of workers aged 45 and over in the West Midlands that have more than 20 years experience of working in the construction sector.

Figure 11: Years spent working in the construction sector

Base: All respondents



Unweighted bases in parentheses

Compared with 2012 Figure 12 shows that in 2015 workers are less likely to have worked in the construction sector for 10 years or less (37% compared with 48% in 2012).

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

Base: All respondents

	WM 2015	WM 2012	WM 2007	UK 2015
	%	%	%	%
Less than 6 months	4	2	4	4
Up to a year	8	6	6	8
Up to 2 years	13	10	14	14
Up to 5 years	22	24	29	26
Up to 10 years	37	48	50	44
Up to 20 years	69	69	74	69
More than 20 years	31	29	26	31
Unweighted bases	352	403	262	4771



Pre-construction employment histories

Two thirds of workers in the West Midlands have only ever worked in the construction industry (67% cf. 70% across the UK and 74% within the West Midlands in 2012). This includes 57% who have worked in construction pretty much continuously; 5% for whom this is their first job; and a further 5% that have only ever worked in the construction sector, but have had spells out of work.

The likelihood that workers have worked continuously in construction increases with age; up to six in ten workers aged 45 and over (59%). Whilst, as one would expect, younger workers are more likely to say that this is their first job and that they have not worked in any other industry (24% of 16 to 19 year olds).

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

All respondents

	WM 2015 %	UK 2015 %	Age %			
			16 to 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	57	55	33	53	58	59
I have only worked in construction jobs but have had spells of being out of work	5	6	5	5	5	5
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	9	8	14	12	10	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	19	19	23	16	25
This is my first job. I haven't worked in any other industry.	5	9	24	5	5	1
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	1	3	0	0	2	2
Prefer not to say	3	2	5	2	4	0
<i>Unweighted bases</i>	<i>352</i>	<i>4771</i>	<i>21</i>	<i>43</i>	<i>168</i>	<i>116</i>

Overall 1 in 5 construction workers in the West Midlands say that their first job after full time education was NOT in construction and that they moved into the industry after working in other sorts of jobs/sectors (20% cf. 21% in 2012).

Those who had worked in other sectors before starting their construction careers (21% of all respondents) were asked to give details of what they were doing immediately before they started working in construction. In nearly two fifths of cases respondents had previously worked in the manufacturing sector (38%) while 1 in 6 had worked in the wholesale/retail trade sector beforehand (18%).

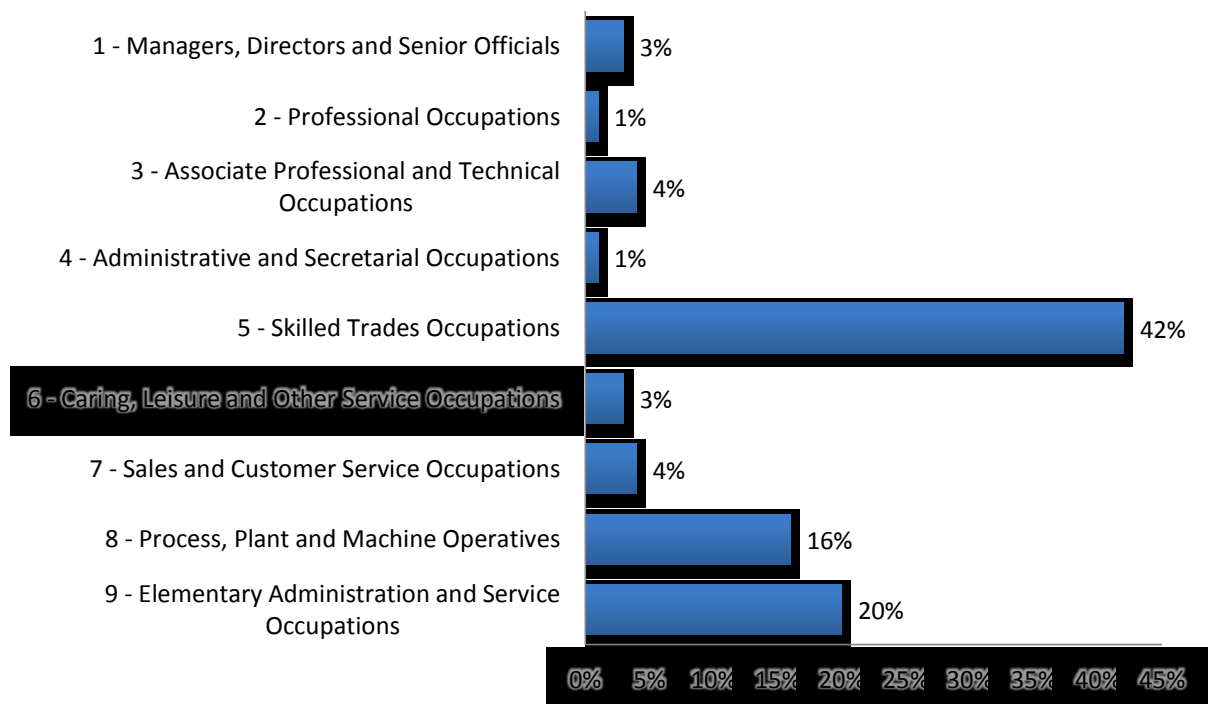


Figure 14: Industry worked in before starting work in the construction sector
Base: Where first job was not in construction

	WM 2015 %	UK 2015 %
C – Manufacturing	38	20
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	18	22
H – Transportation and storage	9	10
N – Administrative and support service activities	8	6
A – Agriculture, Forestry and Fishing	7	6
I – Accommodation and food service activities	5	10
O – Public administration and defence; compulsory social security	3	6
R – Arts, entertainment and recreation	1	4
J – Information and communication	1	2
Q – Human health and social work activities	1	1
E – Water supply, sewerage, waste management and remediation activities	1	<0.5
S – Other service activities	1	<0.5
<i>Unweighted bases</i>	76	983

In terms of the job roles that West Midlands respondents have undertaken in other sectors, the highest proportion has worked in skilled trades occupations (42% cf. 36% in 2012 and 29% across the UK in 2015). One in five has worked in elementary administration and service occupations (20% cf. 32% in 2012 and 21% across the UK in 2015) and one in six have worked as process, plant and machine operatives (16% cf. 29% in 2012 and 13% across the UK in 2015).

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



Unweighted base = 76



Occupational switching and progression within construction

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

Overall just under a third of all construction workers in the West Midlands have worked in more than one construction trade or occupation whilst working in the construction industry (31%). This represents a significant increase compared with 2012 when just 14% had worked in more than one role. The proportion in the West Midlands is slightly lower than the UK average (34%).

As one would expect the proportion of workers that have had more than one role increases with age (to 34% amongst those aged 45+ cf. 5% amongst those 16 to 19 years).

As in 2012, there are also variations by current job role, with banksmen* (75%), site managers* (67%), plant/machine operatives (50%) and labourers/general operatives (45%) most likely to have had more than one role/occupation within construction. None of the electrician* or roofers* interviewed had had any other trade within the construction sector (both 0%). The following figure summarises the current job roles most and least likely to have had more than one role/trade in the construction sector. (*Caution: Small sample base)

Figure 16: Other construction roles under taken, by current occupation

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

	MORE likely to have had more than one role		LESS likely to have had more than one role		
	WM 2015 %	UK 2015 %		WM 2015 %	UK 2015 %
Banksman /banksperson* (4)	75	46	Scaffolder (20)	25	31
Site manager* (18)	67	69	Bricklayer (46)	22	19
Plant / Mach. Op. (32)	50	55	Plasterer* (14)	21	34
Labourer / Gen. Op. (65)	45	33	Carpenter / Joiner (53)	21	18
			Dryliner* (5)	20	38
			Painter / decorator* (6)	17	27
			Plumber (24)	4	13
			Roofer* (3)	0	29
			Electrician* (3)	0	13

Unweighted bases for 2015 West Midlands in parentheses

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

Workers are most likely to have previously worked as a labourer/general operative (30%) while 18% of workers have previously worked as a bricklayer and 17% as a plant/machine operative.



Figure 17: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	WM 2015	UK 2015
	%	%
Labourer/General operative	30	30
Bricklayer	18	13
Plant/machine operative (e.g. Fork lift/JCB)	17	10
Roofer	11	9
Ground worker	9	5
Carpenter/joiner	8	18
Dryliner	8	7
Pipe fitter	8	5
Banksman/banksperson	7	7
Plasterer	6	7
Technical e.g. surveyor, maintenance technician	5	4
Scaffolder	5	4
Steel erector/rigger	5	3
Painter/decorator	4	8
Floorer	4	3
Electrician	3	3
Site manager	2	5
Plumber	2	5
Ceiling fixer	2	4
Welder	2	2
Supervisor/foreman	1	1
Glazer/window fitter	1	1
Mechanical fitter	1	1
Concrete worker	1	1
Fencer	1	<0.5
Demolition worker	1	<0.5
Other	4	6
<i>Unweighted bases</i>	<i>110</i>	<i>1576</i>

Future career plans

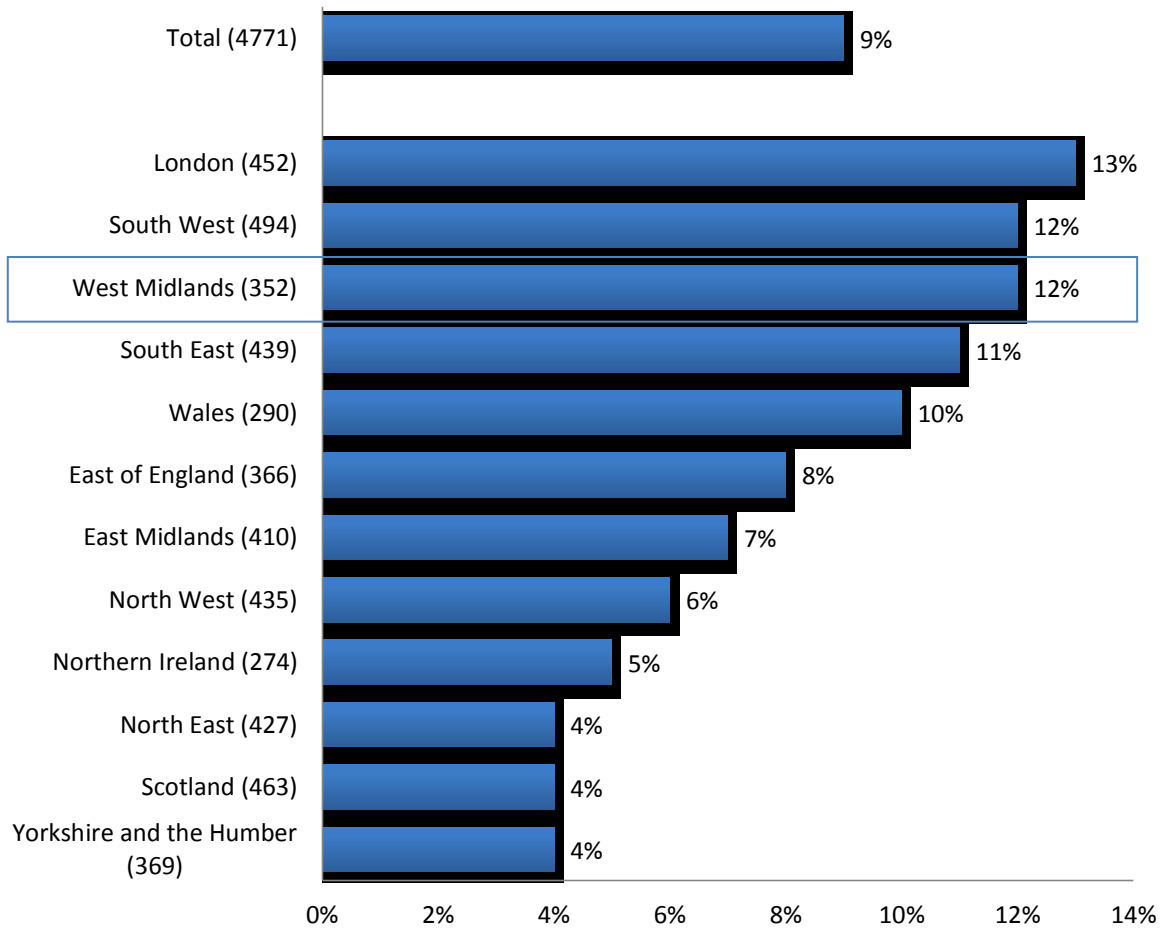
Thinking about their future plans in construction, three quarters of construction workers in the West Midlands would like to carry on in the same trade or occupation (75%); 1 in 8 would like to change their trade/occupation (12%); and a further 7% would like to leave construction; the remainder are not sure.

Compared with the UK average, construction workers in the West Midlands are slightly less likely to want to carry on as they are (79% across the UK) and more likely to want to change their trade/occupation (9% across the UK).



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

Base: All respondents



Unweighted bases in parentheses

Construction workers currently working for an agency (44%) are more likely than those employed directly (10%) or self-employed (10%) to want to change their trade or occupation; whilst by current trade/occupation those working as a roofer* (33%) are most likely to, followed by banksmen* (25%) and labourers/general operatives (23%). (*Caution: Small sample base)

Amongst those who would like to change trade or occupation a range of alternative trades/occupations are mentioned, however the highest proportion overall would like to be a site manager (37%).

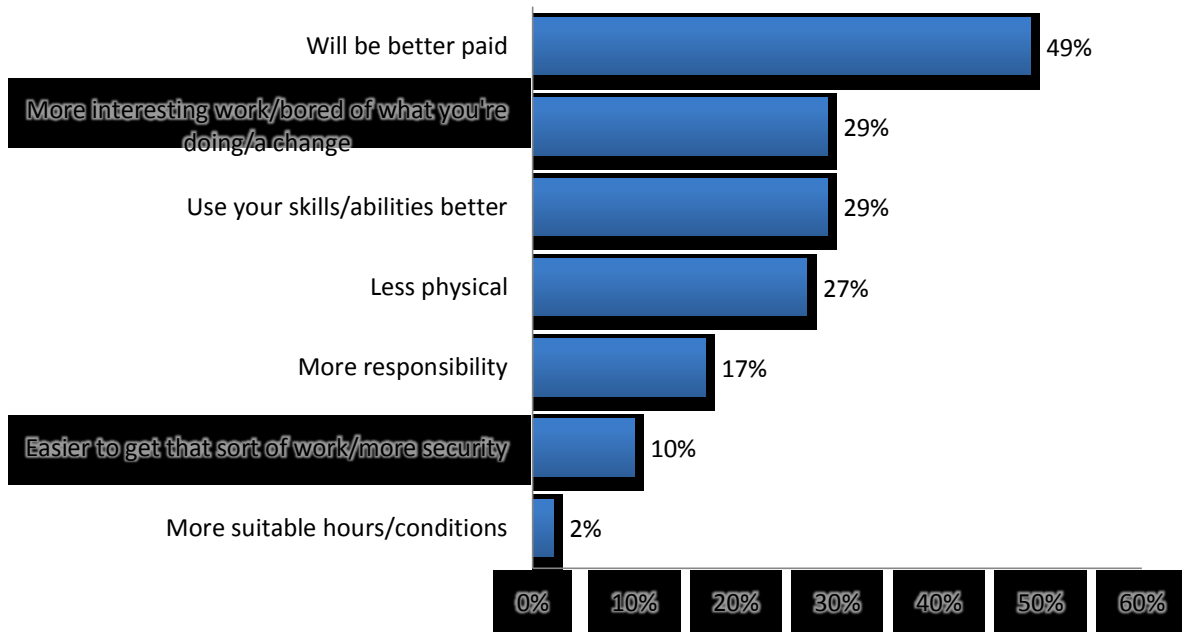
More than four fifths of construction workers in the West Midlands that would like to change trade or occupation believe they will require further training or qualifications in order to do this other kind of work (83%). This compares to a lower proportion across the UK (77%).



The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (49%), while around 3 in 10 of those wishing to change trade believe they would have interesting work or that they are bored with what they are currently doing (29%) or believe this kind of work will make better use of their skills or abilities (29%). Over a quarter would like an occupation which is less physical (27%).

Figure 19: Reasons for wanting to change trade/occupation

Base: Where workers would like to change trade/occupation



Unweighted base = 41

Qualifications and skills

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

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

Construction skill cards and certificates

When asked which type of construction skill certificate or card they currently hold (e.g. CSCS or CSR) just 1% of all construction workers in the West Midlands (2% nationally) say they do not hold any card and 1% are unsure. In total therefore 98% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.



Figure 20 summarises the proportion of workers by region/nation that hold any card and compares these proportions with the 2012 survey. Workers in the West Midlands are amongst those in London and the South East that are most likely to hold skill certificates or cards (98% in each case). There has been a slight decline in this respect in the West Midlands since 2012 (100%); although the increase in the proportion of workers in the West Midlands, as across all regions/nations, that have a skill card/certificate since 2007 is significant.

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

Base: All respondents

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

As in 2012, the incidence of workers holding skill cards or certificates remains lower amongst younger workers (90% amongst 16 to 19 year olds) and those who have worked within construction for a shorter period of time (85% amongst those that have worked in the industry for less than a year). This suggests that employers are not always ensuring that new employees are immediately made aware of the need to prepare for, or acquire a CSCS card (or similar) and/or that young trainees are starting work/placements without the assurance that comes from having achieved such an accreditation.

As Figure 21 summarises, in terms of those with less experience of the industry, in 2015, a lower proportion of those with less than 1 year of experience hold a skill card or certificate than in 2012 (100%).



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

		WM 2015	WM 2012	WM 2007	UK 2015
		%	%	%	%
Total (352)		98	100	79	96
Age	16 to 19 years (21)	90	-	52	85
	20 to 24 years (43)	100	100	63	95
	25 to 44 years (168)	98	100	85	97
	45+ years (116)	98	100	86	95
Length of time in construction	<1 year in construction (28)	85	100	50	88
	1 to 2 years (17)	100	100	74	96
	3 to 4 years (30)	100	100	78	96
	5+ years (276)	99	100	82	96
Contract-type	Employed directly (146)	98	100	78	95
	Self- employed (186)	97	100	80	97
	Agency (18)	94	100	89	95
<i>Unweighted bases for 2015 West Midlands in parentheses</i>					

In terms of the type of skill card or certificate held by construction workers in the West Midlands the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (88%), as it was in 2012 (91%). Overall 20% hold the CPCS (Construction Plant Competence Scheme) card/certificate, an increase since 2012 (14%).

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

	WM 2015	WM 2012	UK 2015
	%	%	%
CSCS (Construction Skills Certification Scheme) (GB)	88	91	86
CSR (Construction Skills Register) (NI)	<0.5		3
CISRS (Construction Industry Scaffolders Record Scheme)	4	7	4
CPCS (Construction Plant Competence Scheme)	20	14	13
Other	4	5	4
<i>Unweighted bases</i>	352	403	4771

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

- Plant/machine operatives (91%) are most likely to hold CPCS (Construction Plant Competence Scheme);
- Almost two thirds of scaffolders (65%) hold CISRS (Construction Industry Scaffolders Record Scheme);
- At least 95% of carpenters/joiners, bricklayers, banksman/banksperson*, roofers*, painters/decorators* and plasterers* hold CSCS (Construction Skills Certification Scheme (GB)) (*Caution: Small sample base).



Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 23 summarises the types of cards held by workers, with the CSR card colours split into sub-levels. Overall, within the West Midlands, 6% of CSCS card holders have red cards; nearly a third (32%) of CSCS card holders have green cards; 35% of CSCS card holders have blue cards; and 15% of CSCS card holders and the one CSR card holder in the West Midlands have gold cards.

Figure 23: Colour of CSCS/CSR cards held

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

	CSCS %		CSR* %
Red - Trainee	4	Red - Apprenticeship/Trainee	0
Red - Experienced worker card	2	Red - Trained Plant Operator	0
Green - construction site operative card for general site workers	32	Green - Construction Operative (for general site workers)	0
Blue - skilled	35	Blue - Operative/ Craft	0
		Blue - Plant Operator	0
		Blue - Basic Scaffolder	0
Gold - craft/supervisor card	15	Gold - Craft/Supervisor Card	100
		Gold - Advanced Scaffolder	0
Platinum - manager card	1	Platinum - Manager Card	0
Black - contracts manager card	6	Black - Senior Managers Card	0
Other	2	Other Professional cards, visitor cards, temporary cards	0
Unsure	4	Unsure	0
<i>Unweighted bases</i>	<i>310</i>		<i>1</i>

As expected, younger workers are more likely to hold Red Trainee cards (42% of 16 to 19 year olds with a CSCS card), while older workers are more likely to hold Blue or Gold cards (40% and 21% of 45+ year olds). Workers currently self-employed are more likely to hold Blue cards (44%), compared with those employed directly (23%).

Card colours also vary significantly according to current occupation/trade, as Figure 24 summarises. Labourers/general operatives are most likely to hold Green cards (60%); and plumbers (43%) are most likely to hold Gold cards.



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

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

	Unweighted bases	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Platinum %	Black %
Labourer / Gen. Op.	60	0	2	60	30	3	0	0
Plant / Mach. Op.	17	0	0	24	76	0	0	0
Carpenter / Joiner	51	8	0	18	39	29	0	2
Bricklayer	46	7	2	35	28	22	0	0
Dryliner*	4	25	0	25	25	25	0	0
Banksman / Banksperson*	4	0	0	50	50	0	0	0
Electrician*	2	0	0	0	0	100	0	0
Roofer*	3	33	0	0	67	0	0	0
Painter / decorator*	6	0	17	17	50	0	0	17
Plasterer*	14	0	0	21	64	7	0	0
Plumber	21	10	5	19	19	43	0	0
Scaffolder*	10	10	0	20	50	0	0	0
Site manager *	17	0	0	12	12	12	0	65

Construction qualifications held

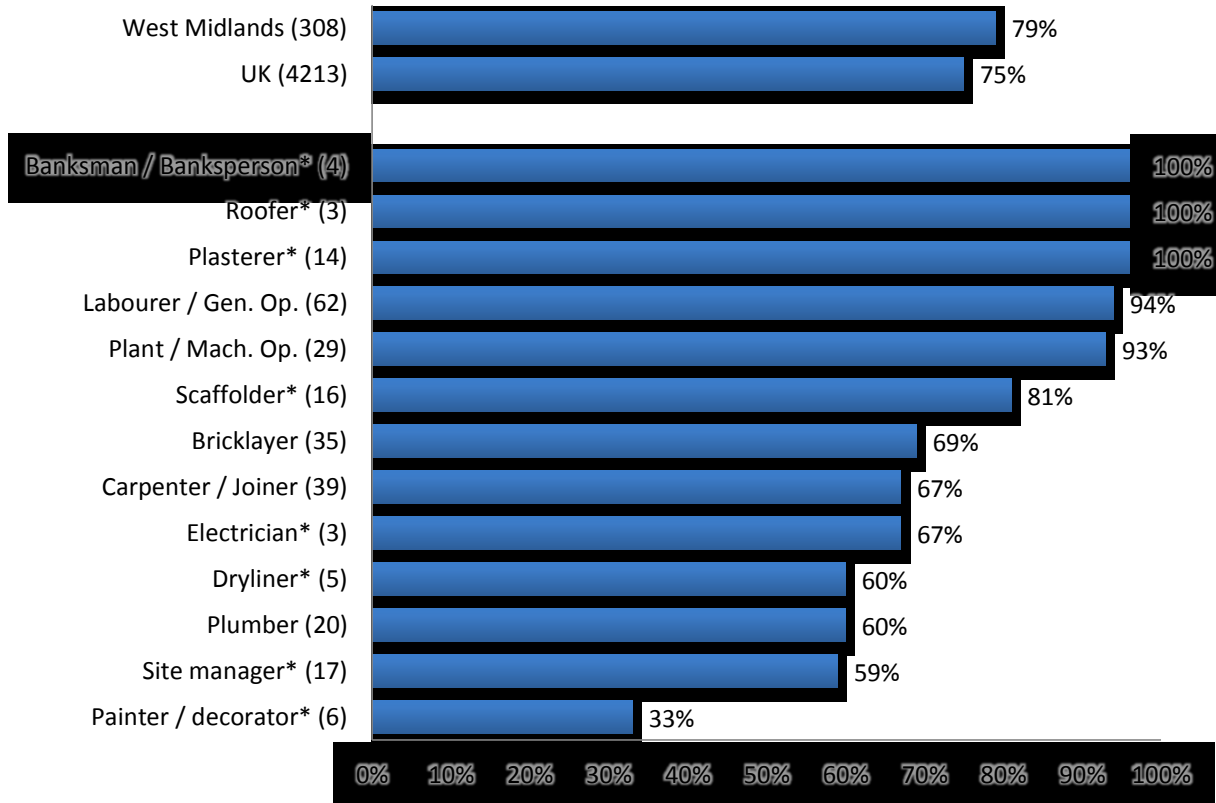
All workers were asked about the construction-specific qualifications they held after leaving full time education and started their first proper job in construction.

Overall 8 in 10 construction workers in the West Midlands say they had no formal qualifications related to construction when they first started working in the construction industry (79%). By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plasterers* (100%), banksmen* (100%), roofers* (100%), labourers/general operatives (94%) and plant/machine operatives (93%), whilst painter/decorators* (33%) are least likely to have started with no formal qualifications. (*Caution: Small sample base.)



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

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



Unweighted bases in parentheses

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

Overall, two thirds of construction workers in the West Midlands reported holding some sort of construction related qualification at the time of interview (66%), compared with 59% in 2012. Compared with the UK average, construction workers in the West Midlands are slightly more likely to hold some sort of construction related qualification (63% in 2015; 65% in 2012).

As Figure 26 summarises the proportion of workers that hold any qualifications is lower than average amongst those aged 16 to 19 years old (55%) and those who have worked in construction for less than a year (40%) or 1 to 2 years (44%).



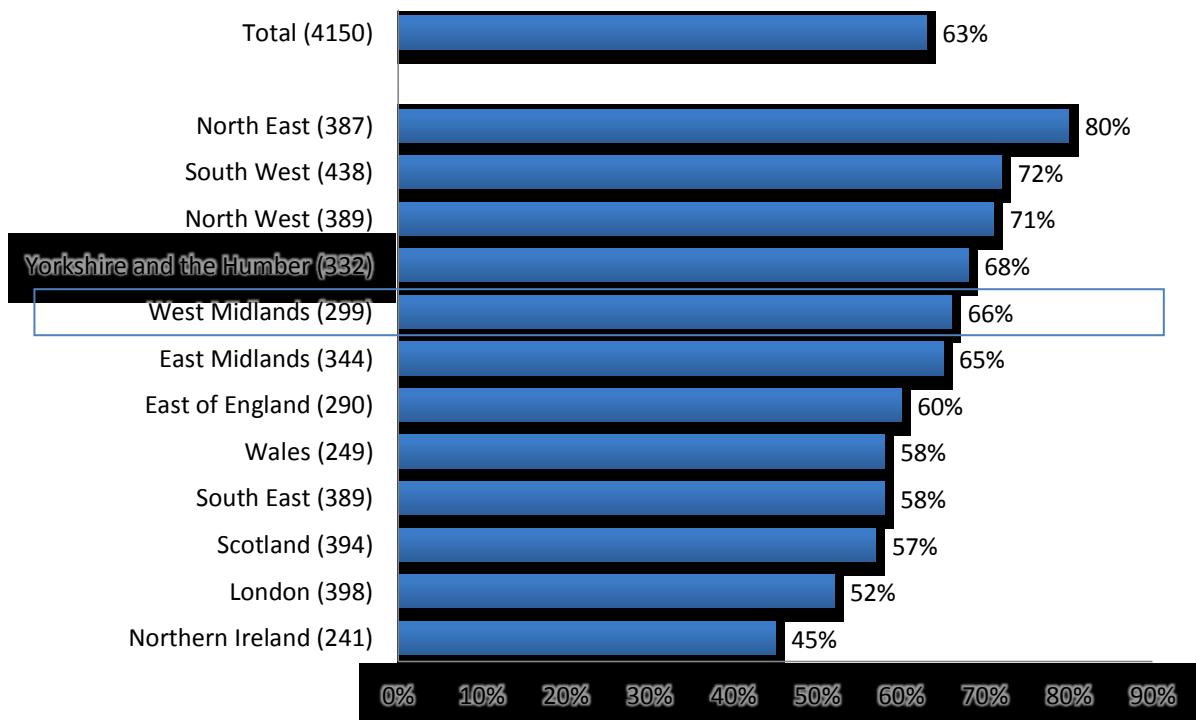
Figure 26: Proportion of workers that hold any construction-specific qualification
 Base: All respondents who provided a valid response *caution: small sample base

		WM 2015	WM 2012	WM 2007	UK 2015
		%	%	%	%
West Midlands (299)		66	59	48	63
Age	16 to 19 years (20)	55	-	37	62
	20 to 24 years (38)	66	58	44	62
	25 to 44 years (140)	69	53	56	65
	45+ years (98)	64	71	39	61
Length of time in construction	<1 year (25)	40	25	12	35
	1 to 2 years (16)	44	28	50	50
	3 to 4 years (26)	58	43	41	54
	5+ years (231)	71	66	52	68
Current contract type	Employed directly (123)	68	59	44	65
	Self-employed (159)	63	60	59	61
	Agency* (15)	67	50	41	46

Unweighted bases for 2015 West Midlands in parentheses

The West Midlands is just above the UK average in terms of the propensity of its' construction workforce to hold any construction-specific qualifications, similar to the East Midlands and Yorkshire and the Humber (see Figure 27).

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





The likelihood that workers hold any qualifications also varies significantly by current job role, as was the case in 2012. Electricians* (100%) and site managers* (87%) are most likely to hold qualifications, whilst trades less likely to hold formal qualifications include those working as a banksman/banksperson* (25%) labourer/general operative (48%) and roofer* (50%). (*Caution: Small sample base)

Type of construction qualifications held

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

As in 2012 the qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (71%), which is a similar proportion to that reported in 2012 in the West Midlands (74%) and higher than the UK 2015 average (66%). One in six construction workers in the West Midlands with qualifications hold City & Guilds qualifications (16%), a similar proportion to 2012 (15%), and slightly lower than the UK 2015 average (20%). In the West Midlands 4% of construction workers with qualifications now hold an apprenticeship, which is an increase compared with 2012 (1%) but still less than the UK average (13%).

Figure 28: Main type of qualification held

Base: Workers with qualifications who provided a valid response

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %
NVQ/SVQ	71	74	52	66
City & Guilds	16	15	36	20
Apprenticeship	4	1	3	13
HNC/HND/BTEC Higher	6	1	2	4
Degree	3	0	2	4
Other	11	1	N/A	11
<i>Unweighted bases</i>	<i>180</i>	<i>198</i>	<i>122</i>	<i>2455</i>

Additional formal training

Self-assessment of basic skills needs

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



Overall 1 in 8 construction workers in the West Midlands believe they would benefit from some form of training in basic skills (13%), compared with 1 in 6 in 2012 (17%). In terms of the type of training required there is an almost even split across reading, writing and maths, while slightly fewer believe they would benefit from training in speaking English, as Figure 29 summarises.

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

Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %
ANY	13	17	18	14
Writing	7	6	8	6
Maths	6	9	9	6
Reading	6	7	9	6
Speaking English	3	7	9	7
<i>Unweighted bases</i>	352	403	262	4771

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

- Younger workers aged 16-19 (24% cf. 8% aged 45+);
 - Those who have worked in the industry for less than a year (29%);
 - Dryliners (40%*), electricians (33%*), roofers (33%*) and banksmen (25%*).
- (*Caution: Small sample base)

The proportion that identified a need for more training in basic skills is similar in the West Midlands to the UK average (14%).

Current study for additional construction qualifications

Overall 13% of construction workers in the West Midlands are currently working towards any formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 10% in 2012 and a UK average of 12% in 2015.

The likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (57% of 16 to 19 year olds) and amongst those who have worked within the construction industry for less than a year (36%) or 1 to 2 years (41%). Workers employed directly (20%) are also more likely than those who are self employed (6%) to be currently working towards a qualification.

Of those who have no qualifications currently 1 in 8 are working towards one (12%).

Figure 30 summarises these findings.



Figure 30: Proportion working towards additional construction qualifications

Base: All respondents *caution: small sample base

		WM 2015	WM 2012	WM 2007	UK 2015
		%	%	%	%
Total (352)		13	10	17	12
Age	16 to 19 years (21)	57	-	52	57
	20 to 24 years (43)	23	13	29	23
	25 to 44 years (168)	10	9	11	10
	45+ years (116)	3			4
Length of time in construction	<1 year in construction (28)	36	8	39	31
	1 to 2 years (17)	41	11	37	28
	3 to 4 years (30)	20	23	37	23
	5+ years (276)	8	9	10	7
Contract type	Employed directly (146)	20	N/A	N/A	16
	Self-employed (186)	6	N/A	N/A	8
	Agency (18)	11	N/A	N/A	10
Highest qualification level	None (103)	12	N/A	N/A	11
	Level 1* (14)	50	N/A	N/A	32
	Level 2 (110)	10	N/A	N/A	15
	Level 3 (54)	11	N/A	N/A	8
	Level 4+ (18)	11	N/A	N/A	15

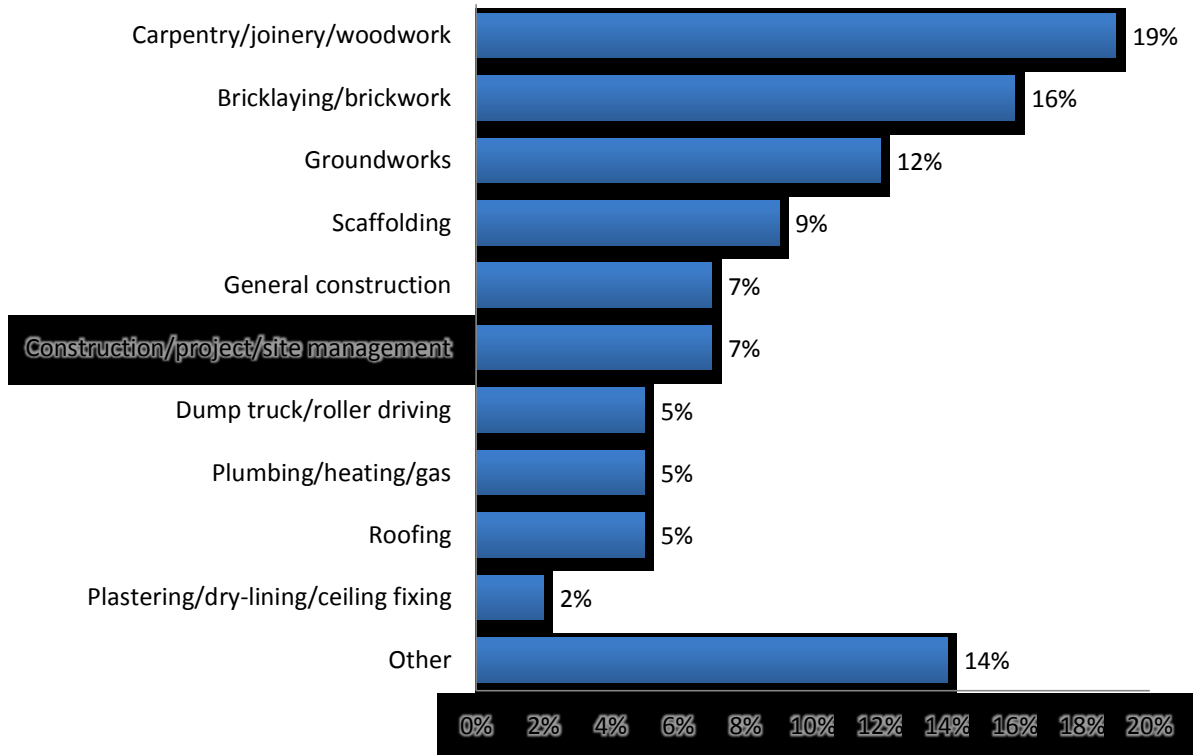
Unweighted bases for 2015 West Midlands in parentheses

Of those who are currently studying for a qualification the most popular type of qualification is an NVQ/SVQ (81%). In terms of the subject of the qualifications being worked towards carpentry/joinery/woodwork (19%), followed by bricklaying (16%), are most popular, as Figure 31 illustrates.



Figure 31: Subject of qualification being worked towards

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



Unweighted base = 43

With regards to the level of qualification being worked towards (see Figure 32), qualifications equivalent to Level 2 (43%) and Level 3 (30%) are most common.

Figure 32: Level of qualification being worked towards

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

	WM 2015 %	UK 2015 %
Level 1	5	6
Level 2	43	31
Level 3	30	35
Level 4+	11	11
Other	8	9
None	3	7
Unweighted bases	37	469



Supervisory and managerial qualifications and training

As reported earlier, nearly a quarter of all construction workers in the West Midlands perform a supervisory or management role at their site (24%). Amongst those who do not currently perform supervisory/management roles, around 1 in 5 want to become a supervisor or manager in the future, but have not done it before (19%) and a further 5% want to be a supervisor/manager and have done it before. A quarter of all workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (25%), while around half are certain that they do not want to be (51%).

Amongst the youngest workers, aged 16 to 24, the proportion that would like to be supervisors/managers is highest (33% among those aged 16 to 19, 36% among those aged 20 to 24), while amongst those aged 45 and over a significantly higher proportion of workers definitely do not want to be supervisors/managers (74%). The likelihood that workers want to be supervisors/managers also diminishes amongst those that have worked in the industry for at least 5 years, with 57% of those having worked in construction for 5+ years not wishing to be supervisors/managers. Analysis by contract type reveals that those who currently work for an agency (31%) are more likely than those employed directly (22%) or self-employed (14%) to want to be a supervisor/manager, but have not done it before, as are workers with level 3 qualifications (31%), compared with workers with lower-level (15% with level 1 qualifications, 21% with level 2+ qualifications) or no qualifications (16%).



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

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

*caution: small sample base

		Unweighted bases	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
West Midlands		255	19	5	51	25
UK		3457	20	6	53	21
Age	16 to 19 years	21	33	0	38	29
	20 to 24 years	39	36	0	28	36
	25 to 44 years	121	17	6	47	31
	45+ years	73	8	7	74	11
Length of time in construction	<1 year	27	41	0	22	37
	1 to 2 years	17	29	0	47	24
	3 to 4 years	26	31	0	38	31
	5+ years	184	13	7	57	23
Contract type	Employed directly	85	22	5	53	20
	Self-employed	152	14	5	52	28
	Agency	16	31	0	38	31
Highest qualification level	No Qualifications	89	16	3	58	22
	Level 1*	13	15	0	46	38
	Level 2	85	21	8	40	31
	Level 3	32	31	3	44	22
	Level 4+*	1	100	0	0	0

A quarter of all construction workers in the West Midlands (24%; 25% across the UK) and three quarters of those who have had some form of supervisory or management responsibilities (76% cf. 94% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.

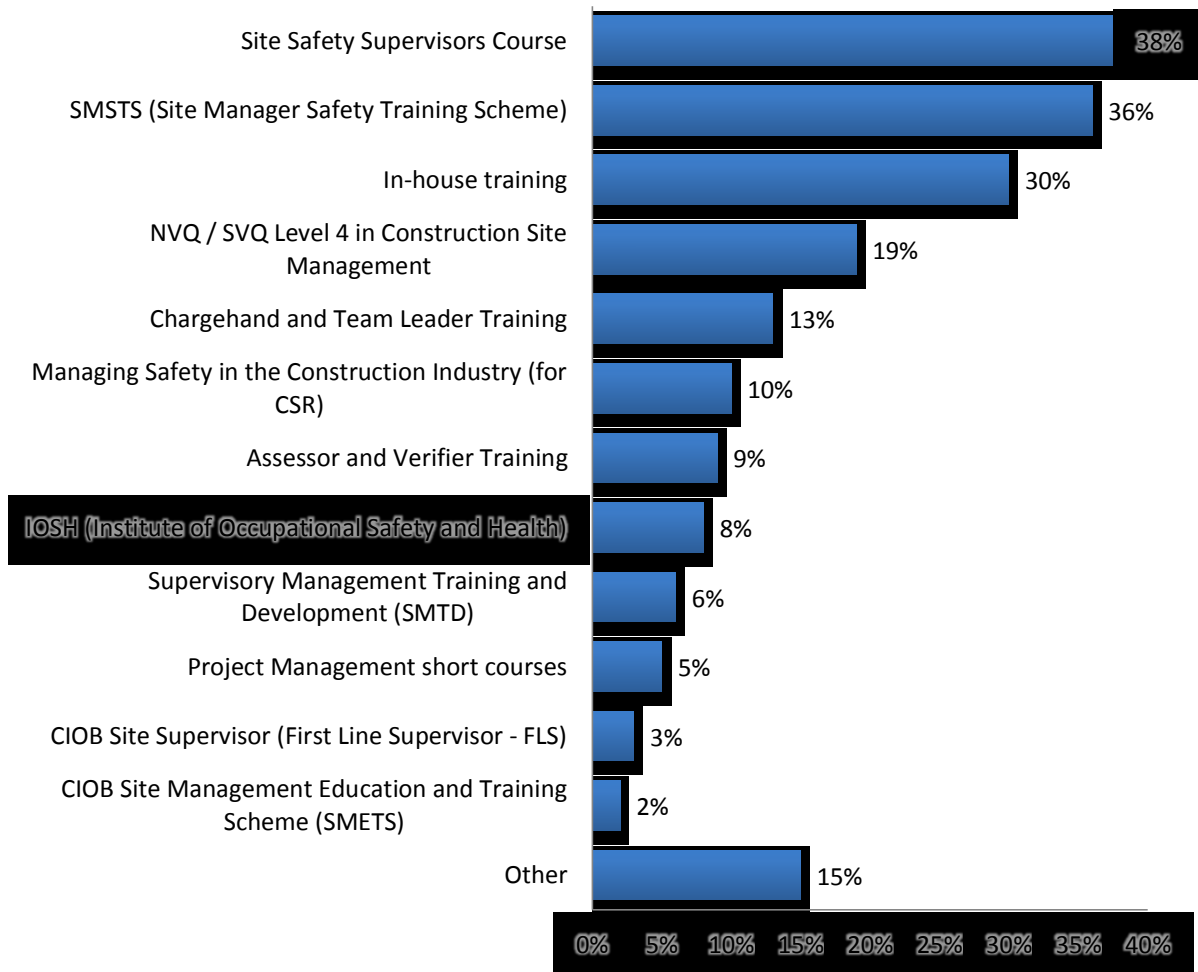
The proportion that has undertaken any managerial or supervisory training increases to around a third amongst workers aged 45 and over (32%) and those employed directly (36%). It increases to more than a quarter amongst those that have worked in construction for 5+ years (28%). Almost all site managers have received formal training designed to improve managerial or supervisory knowledge or skills (94%).



In terms of the types of supervisory/managerial training undertaken the proportions mentioning each type are summarised in Figure 34. The Site Safety Supervisors Course and SMSTS are most frequently mentioned by those who have undertaken any training (38% and 36%), followed by in-house training (30%). These were also the top three most mentioned types of supervisory training in 2012.

Figure 34: Types of managerial/supervisory training undertaken

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



Unweighted base = 86

Overall skill levels

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



As in 2012 the vast majority of construction workers in the West Midlands (99%) has a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 1% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

Just over a quarter of the workforce (28%) holds a skill card/certificate, but have no other construction qualification, this is significantly lower than in 2012 (51%); however is more consistent with findings from 2007 (38%).

Figure 35: Qualification status summary

Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	99	100	88	98
Holds a formal construction qualification or a skills card/certificate	99	100	84	97
Holds a skills card/certificate	98	100	79	96
Holds a skills card/certification but no other qualification	28	51	38	30
Working towards a qualification	13	10	17	12
<i>Unweighted bases</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4771</i>

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

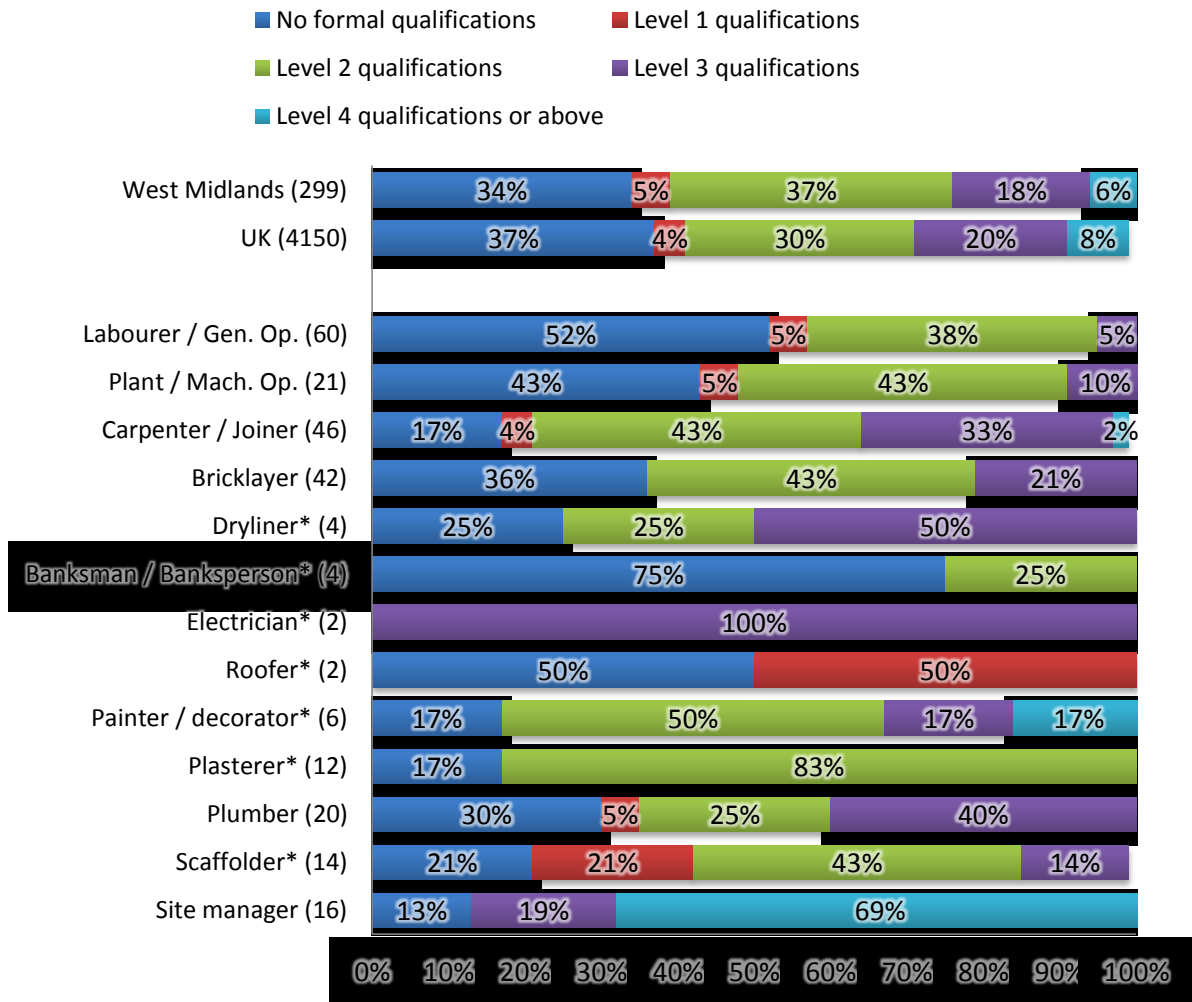
Overall while a third of construction workers in the West Midlands (34% cf. 41% in 2012 and a 2015 UK average of 37%) have no qualifications, the majority have qualifications equivalent to Level 2 or above (61% cf. 58% across the UK in 2015).

By occupation site managers* are most likely to hold the highest level of qualifications; over two thirds hold qualifications at Level 4 or above (69%) and a further 19% have Level 3 qualifications. Dryliners* and plumbers are also more likely than other occupations to hold qualifications equivalent to Level 3 or above (50% and 40%, respectively). (*Caution: Small sample base)



Figure 36: Current qualification level, by occupation

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

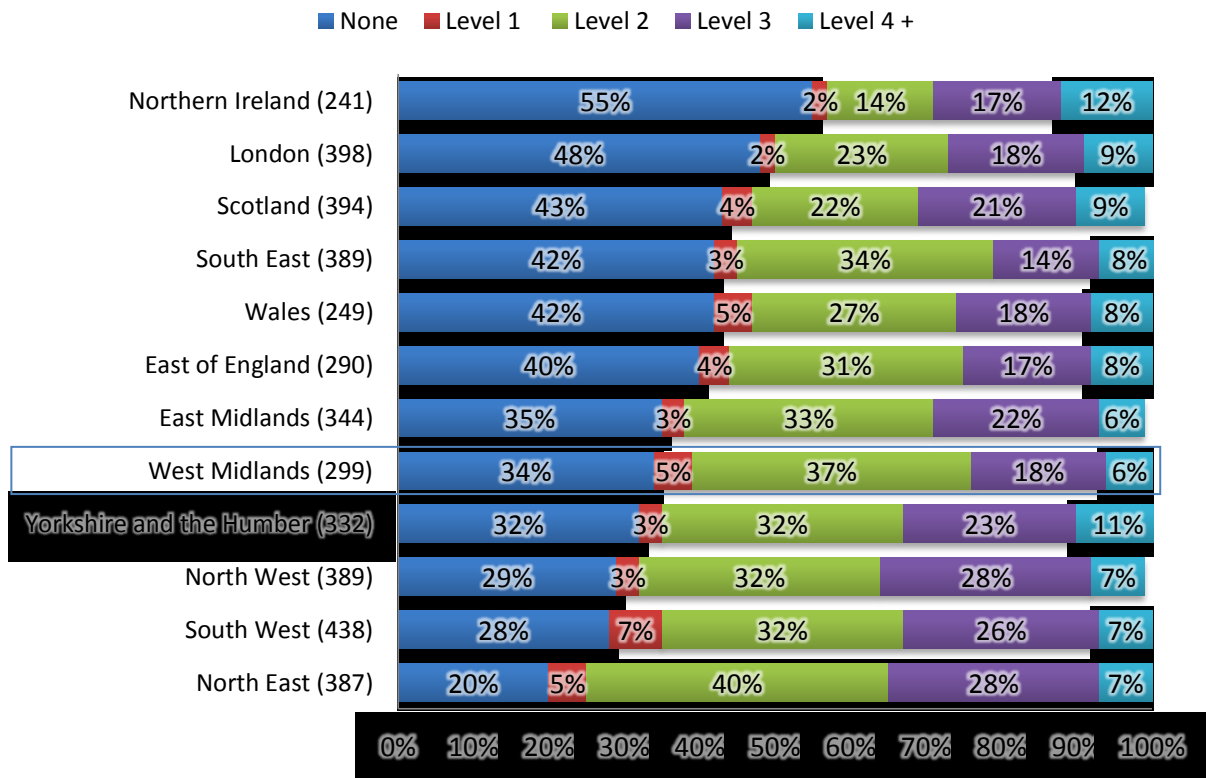


Unweighted bases in parentheses

Analysis by region/nation reveals that while the proportions that hold qualifications at Level 1, or at Level 4 and above, are generally quite similar, the proportions that have Level 2 or 3 qualifications and no qualifications varies quite considerably. These variances are summarised in Figure 37, which highlights that the construction workforce in the West Midlands has a high proportion of workers with Level 2 qualifications, but fewer with Level 3 or 4+.



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



Unweighted bases in parentheses

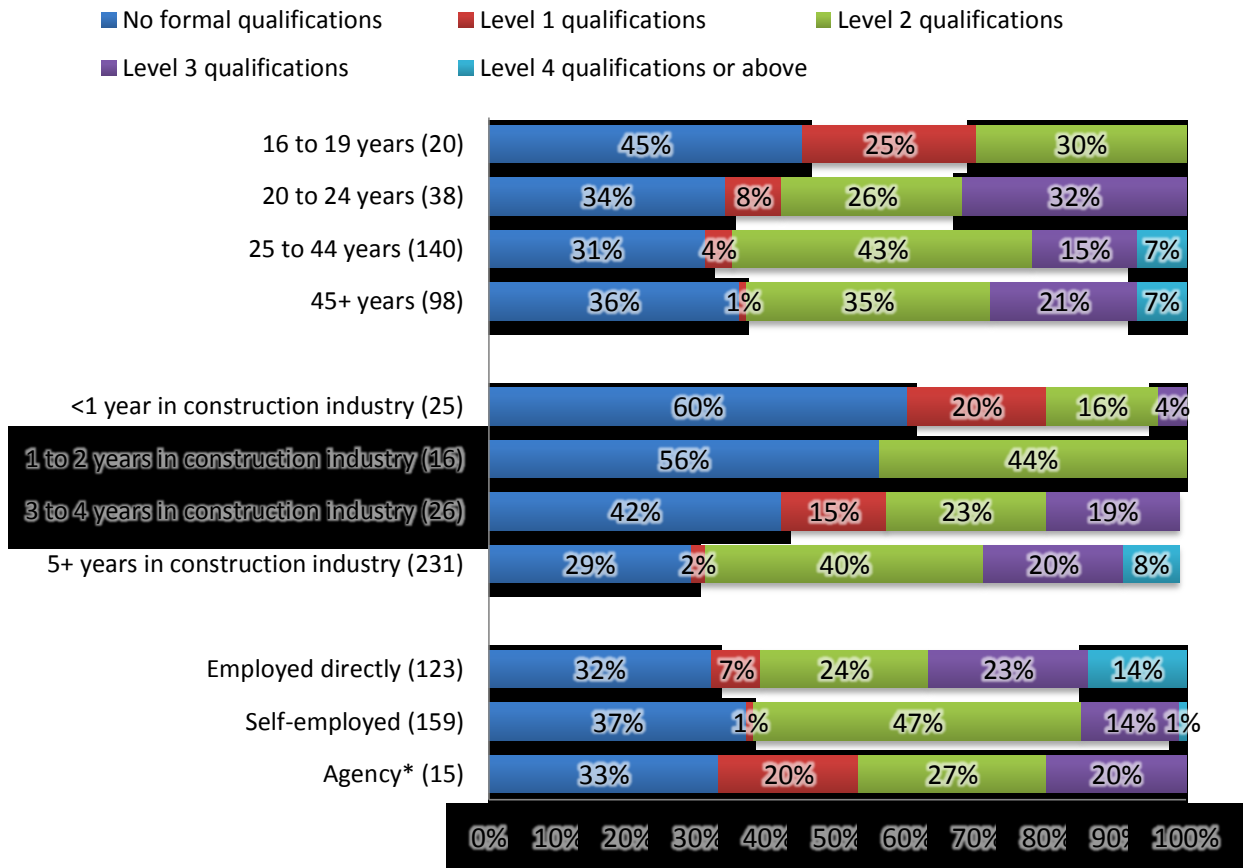
Looking at other sub-groups of construction workers, younger workers are most likely to have Level 1 qualifications (25% of 16-19 year olds) and workers over the age of 25 are most likely to have qualifications at Level 4+ (7% of 25-44 year olds and 45+ year olds). A similar pattern is evident in terms of length of time in the construction industry, with those having worked in construction for 5+ years more likely than those having spent less time in the industry having qualifications at Level 3 or 4+ (28%, compared with 4% that have less than a year's experience).

In terms of contract type, workers employed directly by a company are more likely to have higher level qualifications, compared with workers who are self-employed; more than a third of workers employed directly have qualifications equivalent to Level 3 or above (37%), compared with 15% of self-employed construction workers and 20% of agency workers. Figure 38 illustrates these variances.



Figure 38: Current qualification level, by other key variables

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



Unweighted bases in parentheses

Geographic mobility

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

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



Work history in the current region/nation

As in the 2012 survey all workers were asked what made them decide to work in the region/nation that they are currently working in, although the code frame used for the responses was slightly different. Within the West Midlands the most likely reason for working in the region is because they grew up there/have always lived there (52%), with a further 3% mentioning other reasons to do with their family. Overall family reasons are mentioned to a greater degree than in 2012 (55% cf. 40%).

The next most likely reason for working at their current location is that their employer sent them there (48% cf. 45% in 2012).

Figure 39: Reasons for choosing to work in current location

Base: All respondents

	WM 2015 %	UK 2015 %		WM 2012 %
You grew up here/have always lived here	52	55	Family	40
Family reasons	3	6		
Employer sent you here	48	36	Employer sent me	45
Came to the area to take up this or another job	4	5	More regular opportunities	3
There are more jobs available in this area	4	6	More jobs here	8
Construction work is better paid in this area	2	3	Better paid jobs	3
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	1	1	Prefer living here	6
<i>Unweighted bases</i>	<i>352</i>	<i>4771</i>		<i>403</i>

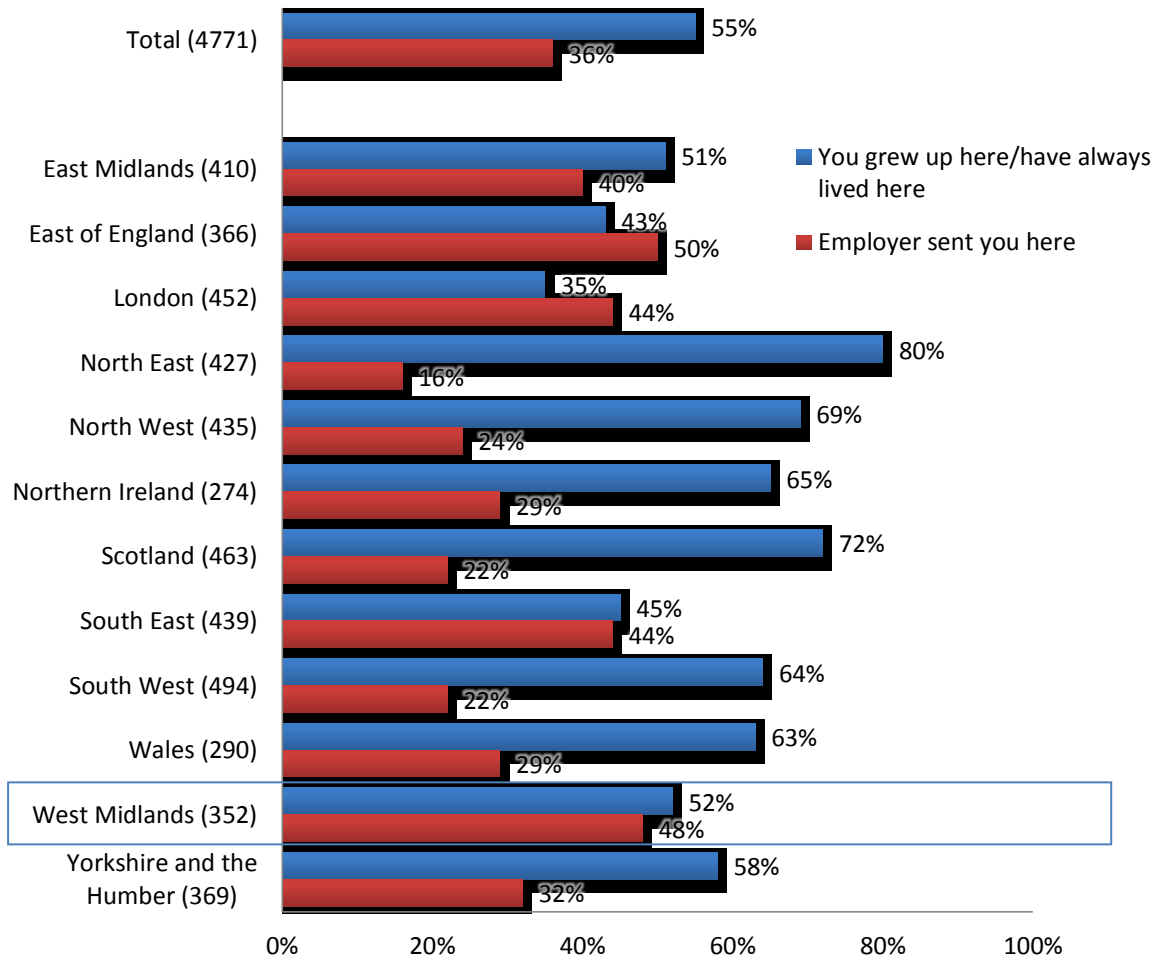
Younger workers aged 16-24 (57% of 16-19 year olds and 63% of 20-24 year olds) are more likely than those aged over 25 years (43% of 25-44 year olds and 47% of 45+ year olds) to say that it is because their employer sent them.

There are significant differences by region/nation in the proportions that give these two main reasons for working in their current location. These differences are summarised in the following figure. Construction workers in the West Midlands are more likely than the UK average to say their employer sent them there (48% cf. 36%).



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

Base: All respondents



Unweighted bases in parentheses

Just over two fifths of all workers in the West Midlands have worked within the region for their entire construction career (42%), compared with a lower proportion in 2012 (18%) and 2007 (35%). With a further 38% that have remained in this region most of the time, this means the majority of all workers have remained in the West Midlands for all or most of the time (80%).

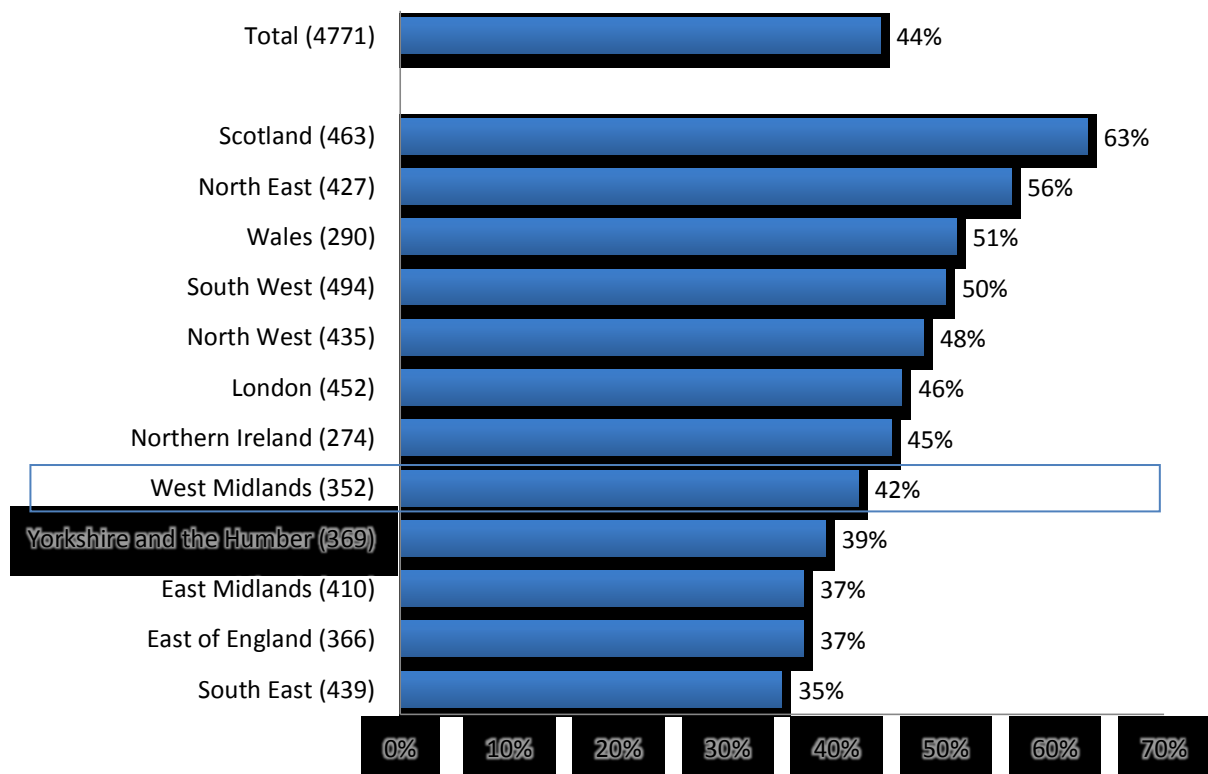


Figure 41: Proportion of construction workers' career worked in current region/nation
Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %
All of your time	42	18	35	44
Most of it	38	35	37	36
Around half your time	10	14	12	8
A small proportion of your time	7	24	11	7
Only on this job (this is the first site you've been to in this region)	1	7	4	3
Don't know	2	2	1	2
<i>Unweighted bases</i>	352	403	262	4771

The proportion of construction workers in the West Midlands that have spent all of their time in the region is higher amongst younger workers (67% of 16 to 19 year olds and 51% of 20 to 24 year olds) and similarly high amongst those that have worked in the construction industry for the shortest period of time (68% amongst those that have worked in the industry less than a year). There are quite significant variations again by region/nation, but the West Midlands is similar to the UK average this respect.

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



Unweighted bases in parentheses



In terms of the regions/nations in which workers' current employer operates in, mostly workers reported that their employer operated within the region/nation they were currently working in as shown in Figure 43. The proportion for which this is the case is 92% in the West Midlands.

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

Base: All respondents

*denotes less than 0.5%

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

Region/nation worked in before current site

Thinking about the last construction site they worked on, before this one, in the majority of cases workers' last site is in the same region/nation as they are working in now, however the extent to which this is the case varies considerably by region/nation, as Figure 44 illustrates. Three quarters of construction workers in the West Midlands state that their last site was in the West Midlands (75%), similar to the South West (76%) and London (77%).



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

Base: All respondents *denotes less than 0.5%

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

Worker origins

Workers were asked which region/nation they were living in just before they got their first job in construction in the UK. Overall more than four fifths of all construction workers in the West Midlands were living in the West Midlands when they started their construction career (84%). There are considerable variations in the extent to which workers have remained in their original locality. As Figure 45 summarises, workers currently based in the West Midlands are less likely than workers from some regions/nations to have remained in the same region/nation in which they were based when they started their construction careers.



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

Base: All respondents who provided a valid response

*denotes less than 0.5%

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

Thinking next about where workers studied for their first construction qualification Figure 46 summarises the proportion of construction workers now working in the same region/nation in which they acquired their first construction qualification. This analysis shows that once again there are great variations by region/nation. Construction workers in the West Midlands are most similar to Yorkshire and the Humber and the South West in terms of how many workers are based in the same region/nation in which they acquired their first construction qualification; 79% of workers in the West Midlands are still working in the same region/nation in which they acquired their first construction qualification.



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

Base: Those with a formal qualification

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

Travel to site

Relative locations of current workplace to home

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

One in six construction workers in the West Midlands are travelling into the region for work from another region/nation in which their current residence is based (18%); this is significantly fewer compared to 2012 (32%).



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

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

Unweighted bases for 2015 in parentheses

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

More than four fifths of construction workers in the West Midlands are both living and working in the region (82%).



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

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

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

Furthest distance worked in last 12 months

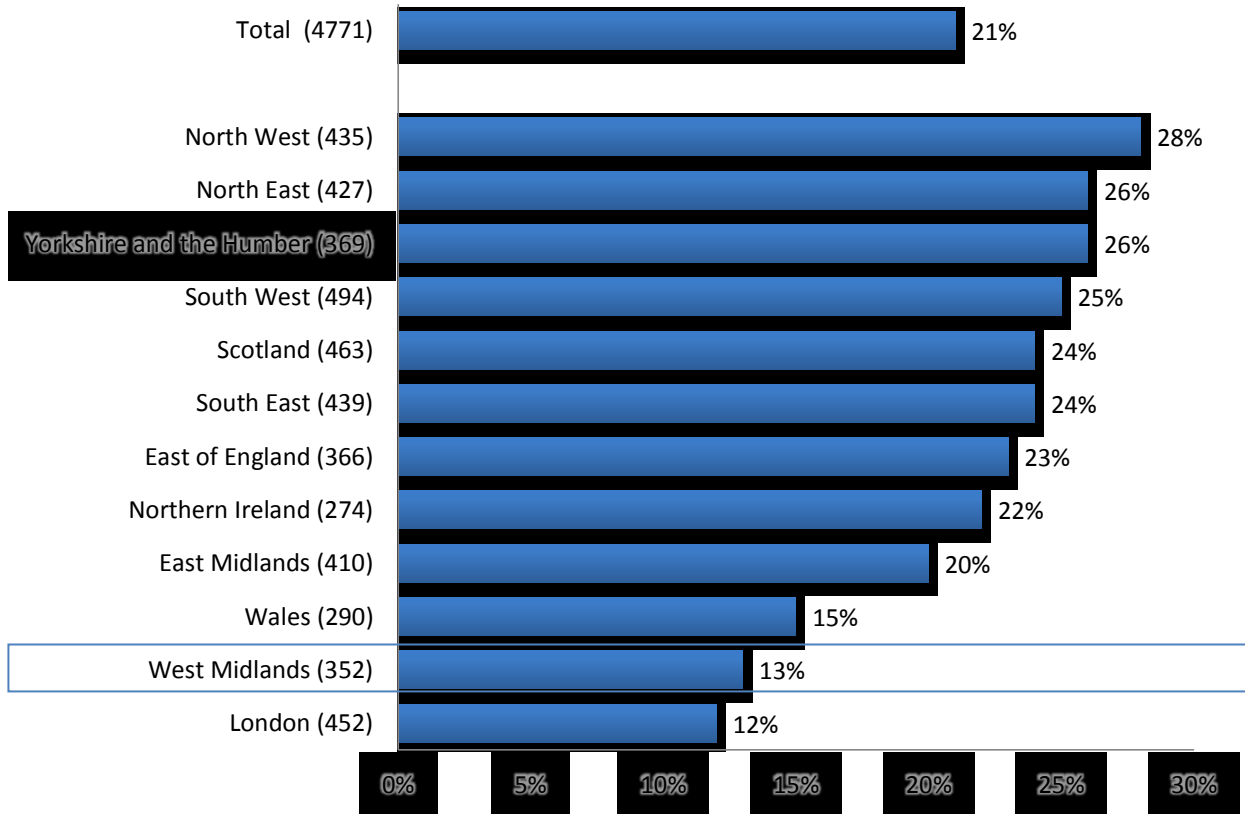
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within the West Midlands, 1 in 5 construction workers have worked no more than 20 miles away (21%) and a further 36% have worked between 21 and 50 miles away. This leaves two fifths that have worked more than 50 miles away from their permanent home (41%), with 28% that have worked between 51 and 100 miles away and 13% that have worked more than 100 miles away.

Once again there are variations in this regard, with workers based in the West Midlands (13%), along with those in London (12%), least likely to have travelled more than 100 miles from their permanent home to work in the last 12 months.



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

Base: All respondents



Unweighted bases in parentheses

Use of temporary accommodation

Nationally, 1 in 20 (6%: as in 2012) construction workers reported that they were currently staying in temporary accommodation while working at their site. By region/nation, the proportion is among the lowest in the West Midlands (3%), whereas in the 2012 survey the proportion in the West Midlands was significantly higher (11%).



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

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

Journey distance to work

Within the West Midlands, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 22 miles which is less than the average of 39 miles reported in 2012. The West Midlands mean compares to a mean of 22 miles across the UK.

Nearly a third (32%) travelled less than 10 miles from their current residence to the site they work, whilst 26% travelled between 10 and 19 miles, 37% travelled between 20 and 49 miles, 5% travelled between 50 and 99 miles and less than 1% travelled more than 100 miles.

Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (24% of all construction workers in the West Midlands) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 3% expect to work for another week or so, or less; 8% expect another month; 13% about 3 months; 7% between 6 months and a year and 16% expect to still be working for their current company/agency in more than a year's time. More than two fifths of all temporary workers in the region did not know how much longer they could expect to be working for their current company/agency (43%).

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



Around 1 in 6 of all construction workers in the West Midlands (16% cf. 29% in 2012) do not expect to work on that site for more than a month, including 5% that only expect to be there for about a week or less. More than a quarter anticipated being on site for more than a month, but less than a year (28% cf. 33% in 2012). Almost a third expect to stay on that site for a year or longer (31%), which is a significant increase compared with 2012 (14%), suggesting more stable employment than in 2012. However in a further one quarter of cases (25% cf. 24% in 2012) workers did not know how much longer they could expect to be on site, indicating that a significant minority of temporary workers are living with a certain amount of uncertainty and insecurity.

The youngest workers, aged 16-19 are more likely to be unsure of how much longer they can expect to work for (29% don't know) compared to those aged 45+ (21% don't know).

Amongst the various trades/job roles, electricians* (67%) and site managers* (56%) are most likely to indicate that they expect to work at that site for more than a year; roofers* (0%) and scaffolders (15%) are least likely to indicate that this is the case. (*Caution: Small sample base)

Expected next site location

Around four fifths of construction workers in the West Midlands 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 (79% cf. 57% in 2012). The remaining fifth of workers, in aggregate, are sure that this will not be the case (3%); that it depends where the work is (14%); or that they don't know (4%).

Construction workers who have worked in construction for the longest period of time are more likely to be confident of this (82% of those who have worked in the industry for 5+ years, cf. 71% of those who have worked in construction for under a year). By trade/occupation, roofers* (100%) and site managers* (94%) are most confident. (*Caution: Small sample base)

Workers that are certain that their next job will not be within commuting distance of their permanent home were asked to indicate which region/nation they expect to be working in next. The following figure summarises their responses by region/nation (although the base sizes within each region/nation are very small, so some caution is needed) and it gives an indication of the likely pattern of movement between regions/nations. Construction workers in the West Midlands that do not expect to be able to commute daily to their next job are amongst those least likely to expect to remain in the region for their next job (58%).



Figure 51: Expected location of next site/job

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

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

Sub-sector and sector mobility

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

Sub-sector mobility

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

Compared with 2012 there has been a significant increase in the proportion of construction workers that have been working on new housing within the West Midlands; up from 51% to 87%. There has been a decline in the proportion of construction workers in the region that have worked on public non-housing (from 62% in 2012 to 24% in 2015); private industrial work (from 56% to 20%); commercial work (from 55% to 29%) and infrastructure projects (from 53% to 16%).

Overall more than half of all construction workers have only worked on one project type (58%), compared with around a quarter in 2012 (26%), which again suggests a pattern of increased stability in the sector.



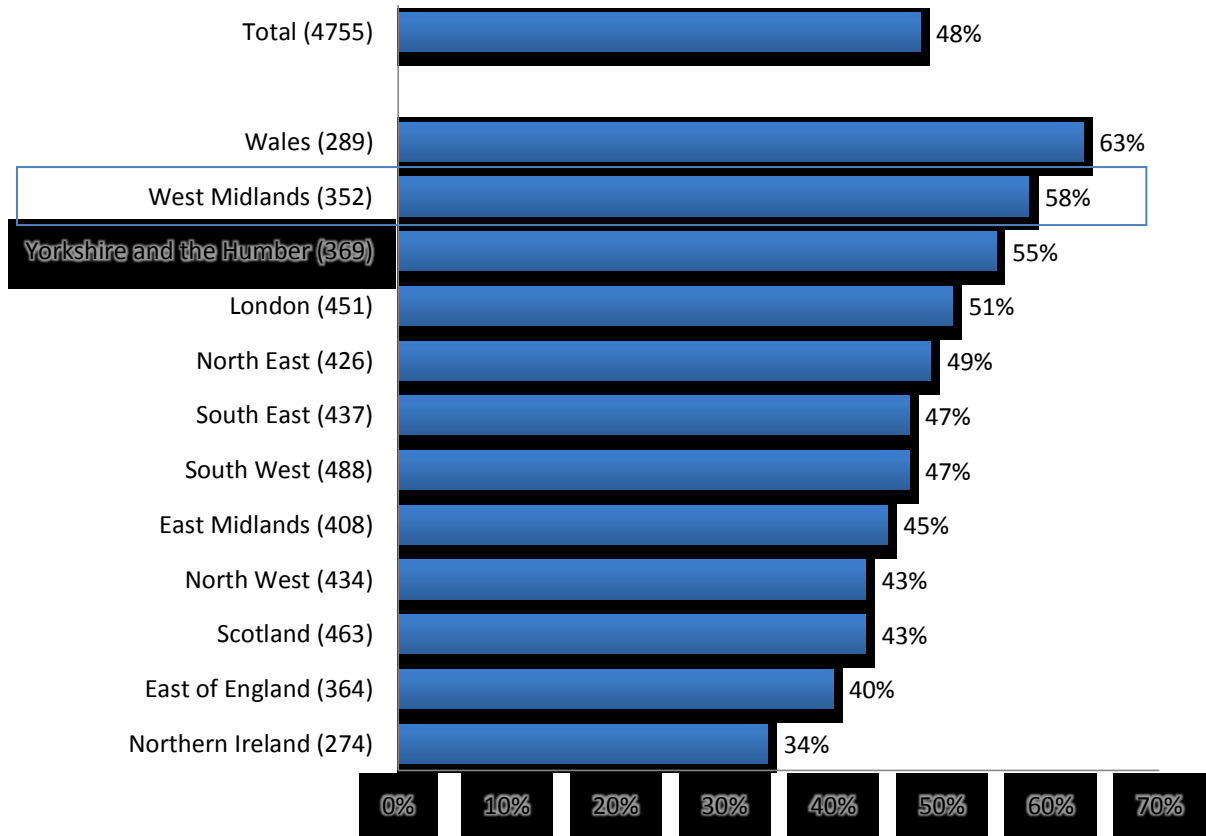
Figure 52: Type of projects spent significant periods on
Base: All respondents

	WM 2015 %	WM 2012 %	WM 2007 %	UK 2015 %
New housing	87	51	76	83
Housing repair and maintenance including extensions/loft conversions	31	39	34	36
Commercial work such as shops, office, pubs etc	29	55	50	35
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	20	56	32	30
Public non-housing work such as schools, sports facilities, landscaping	24	62	51	33
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	16	53	27	21
ONE TYPE ONLY	58	26	29	48
TWO TYPES	11	17	24	14
THREE TYPES	11	15	16	11
FOUR TYPES	7	8	14	8
FIVE TYPES	4	11	10	9
SIX TYPES	7	21	6	9
<i>Unweighted bases</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4771</i>

The number of project types worked on varies significantly by region/nation, as Figure 53 illustrates. The West Midlands as a region is amongst those most likely to report its' construction workers working on one project type (58%), similar to Yorkshire and the Humber (55%) and Wales (63%).



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



Unweighted bases in parentheses

The likelihood that workers have worked only on one project type declines, as age increases, as one would expect (from 86% of 16 to 19 year olds to 43% of 45+ year olds). By current trade/occupation, banksmen* (75%), plasterers* (71%), bricklayers (67%) and electricians* (67%) are most likely to have only worked on one project type, while roofers* (0%) and painter/decorators* (17%) are least likely. (*Caution: Small sample base.)



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

Base: All respondents *caution: small sample base

	Unweighted bases	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Banksman/banksperson*	4	75	0	0	25	0	0
Dryliner*	5	40	0	20	0	20	20
Labourer / Gen. Op.	65	57	8	17	3	5	9
Scaffolder	20	60	15	5	0	5	5
Plasterer*	14	71	7	7	0	0	14
Bricklayer	46	67	15	4	11	0	2
Plumber	24	54	17	13	13	4	0
Plant / Mach. Op.	32	47	16	19	3	3	13
Carpenter / Joiner	53	57	11	6	15	6	6
Roofer*	3	0	33	0	33	0	0
Painter / decorator*	6	17	17	17	17	17	17
Site manager*	18	56	11	17	6	0	11
Electrician*	4	67	33	0	0	0	0

Leaving the sector

In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years time they will still want to be working in construction. Within the West Midlands, just over a third of construction workers say they definitely will be (35%); almost half think it is very or quite likely (48%); 4% consider it unlikely; just 2% say they definitely won't be and a further 5% hope to be retired by then, while 5% don't know.

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 37% believe they will definitely want to be working in the construction sector, 34% believe it is very likely they will want to be working in the construction sector and 15% believe it is quite likely they will want to be working in the construction sector. Only 8% think on any level that they will not want to be working in the construction sector in 5 years time similar to 2012 (9%).



The West Midlands construction workforce 2014-15 summary

Across the wide range of issues covered within the 2015 survey it seems there are a number of signs of increased stability amongst the UK construction workforce and this is reflected in the West Midlands.

There has been an increase in the proportion of West Midlands construction workers that expect to stay on the site they are currently working on for a year or longer (from 14% to 31%). In terms of project type there has also been increased stability, with more than half of all construction workers in the West Midlands that have worked on just one project type (58%), compared with a quarter in 2012 (26%). The proportion of workers that have worked on new housing is also up, from 51% to 87%, which reflects more confidence in the sector.

Some uncertainty does however remain with more than two fifths of temporary workers not knowing how much longer they can expect to be working for their current employer/agency (43%) and a quarter of all workers not knowing how much longer they can expect to be on their current site (25%). The West Midlands also has a higher proportion of self-employed construction workers compared to the UK average (53% cf. 39%) and fewer workers employed directly by companies (41% cf. 54%).

In terms of skills and qualifications it is encouraging to note that virtually all workers continue to hold some form of skill card or certificate, with this proportion being on a par with the UK average in the West Midlands (98%, compared with 96%).

Two thirds of all construction workers in the West Midlands (66%) hold some form of qualification and this proportion is slightly higher than the UK average (63%) and an increase on 2012 when 59% did so. The majority of all construction workers in the West Midlands hold qualifications equivalent to Level 2 or above (61% cf. 58% across the UK).

Around 1 in 8 construction workers in the West Midlands are currently working towards a qualification and the same proportion believe they would benefit from training in basic skills (both 13% cf. UK averages of 14% and 12%, respectively).

In terms of mobility, an increased proportion of construction workers have worked within the West Midlands for their entire construction career (42%) compared to 2012 (18%). In the majority of cases (92%) workers' last construction sites were in the West Midlands.

Around 1 in 8 construction workers in the West Midlands (13%) have travelled 100+ miles to construction sites for work in the last 12 months. Compared with workers in other regions/nations, those in the West Midlands, as well as London (12%), are least likely to have travelled 100+ miles. Just 3% of workers are currently staying in temporary accommodation, representing a decline since 2012 (11%).



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