

# Workforce Mobility and Skills in the UK Construction Sector 2015

North East Report





Study prepared by BMG Research from a commission by CITB.

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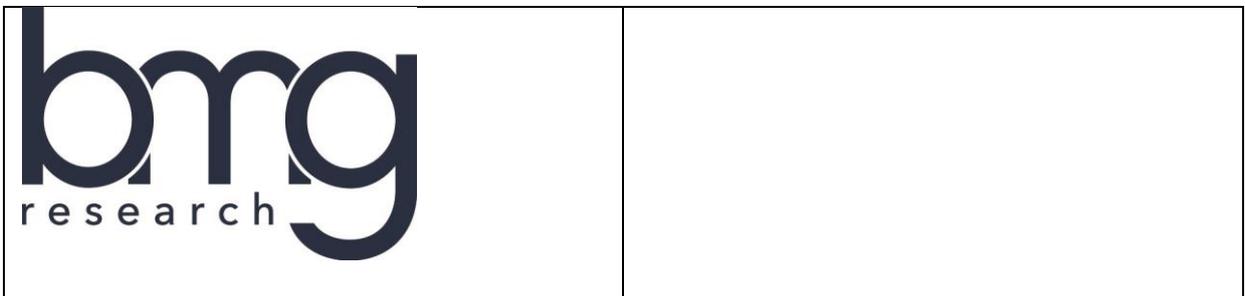
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## Executive summary

### Introduction

- CITB commissioned BMG Research to undertake the 2015 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2012, 2007 and 2005. Face to face interviews were conducted with 4771 construction workers undertaking manual roles on sites across the UK and 427 interviews were conducted with construction workers in the North East region.

### Profile of the sample

- More than two fifths of construction workers interviewed in the North East are aged 34 and under (42%), which is a higher proportion than compared with the UK population as a whole (37%), but slightly lower than the UK average in the survey (47%). Just 5% of construction workers are aged 60 or over.
- Overall less than 0.5% of the North East construction workforce is of BME ethnic origin. The UK average in the survey is 4%, increasing to 15% in London.
- By trade/occupation, the highest proportion of the North East sample is accounted for by bricklayers (21%), followed by labourers/general operatives (19%). Compared with 2012 the proportion that are labourers/general operatives has declined (from 24%) and bricklayers account for a higher proportion of construction workers (increasing from 9%).
- Less than a quarter of all those interviewed in the North East perform a supervisory or management role on their site (22%); a similar proportion as nationally (25%).
- Just over three quarters of construction workers interviewed for the survey are employed directly by a company (78%), which represents an increase compared with 2012 (66%). The proportion of workers self-employed has fallen since 2012 (from 27% to 19%), as has the proportion of workers working for an agency (from 6% in 2012 to 3% in 2015). The likelihood of being self-employed increases with time spent working in construction, from 3% of those that have worked in construction for less than a year to 23% of those that have been working in the industry for 5+ years.
- One in seven construction workers in North East (15%) are employed on a temporary, rather than permanent basis. This is a lower proportion than the UK average (23%).
- Construction workers in the North East work an average of 41 hours per week, which includes 1 in 10 that work more than 50 hours per week (10%). North East construction workers are significantly less likely to work more than 50 hours per week than the UK average (23%).



## Work history

### Time in the sector

- Over one third of all North East construction workers have worked in the industry for at least 20 years (36%), which compares with a lower UK average (31%). Just under two thirds have done so for 10+ years (61%).
- Nearly three quarters of construction workers in the North East have only ever worked within the construction industry (73%); slightly more than the UK average (70%). Half of North East construction workers (51%) have worked pretty much continuously, without spells out of work and this is a similar proportion to across the UK (55%).

### Previous non-construction jobs

- Amongst the 15% of construction workers in the North East that worked in another sector before starting work in construction, the sector worked in beforehand is most likely to be the manufacturing sector (28%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in skilled trade occupations (28%), followed by process, plant and machine operatives (20%).

### Occupational switching within the construction sector

- A quarter of all construction workers in the North East have worked in more than one construction trade or occupation whilst working in the construction industry (26%). The proportion that has worked in more than one role is significantly higher amongst those who are employed by an agency (46%) than compared with those directly employed (27%) or those who are self-employed (20%).
- Workers are most likely to have previously worked as a labourer/general operative (33%); while 1 in 7 have worked as a carpenter/joiner (15%) and 1 in 10 as a bricklayer and plant/machine operative (10% each).
- Thinking about their future plans in the construction sector, more than four fifths of construction workers in the North East would like to carry on in the same trade or occupation (86%), while less than 1 in 20 would each like to change their trade/occupation (4%) or leave the construction altogether (3%). The proportion that wants to carry on as they are is higher in the North East than the UK average (79%).
- The most popular occupation that construction workers in the North East would like to change to is site manager (31% of those who would like to change).
- In 8 in 10 of cases where North East construction workers would like to change trade/occupation they believe they will require further training or qualifications in order to do so (81%). This is a higher proportion than the UK average (77%).
- The main reason for wanting to change trade/occupation is the belief that workers will be better paid (63%), followed by workers wanting to make better use of their skills or abilities (50%).



## Qualifications and skills

### Skills cards/certificates

- The vast majority of all construction workers in the North East, as across the UK as a whole, hold some form of construction skill card or certificate (96% cf. 99% in 2012 and a UK average of 96%).
- Younger workers (67% of 16-19 year olds) and those who have worked in construction for less than a year (72%) remain 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 North East; 86% across the UK).
- Card colours vary by age and particularly by occupation; banksman/bankspersons (100%) and labourers/general operatives (61%) are most likely to hold Green cards; dryliners and plasterers (both 60%) are most likely to hold Blue cards; and plumbers (73%), electricians (67%), and carpenters/joiners (56%) are most likely to hold Gold skill cards.

### Construction-specific qualifications

- Two thirds of construction workers in the North East say they had no formal qualifications when they first started working in the construction industry (68%). This compares with a higher UK average (75%).
- By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (92%), roofers (87%), scaffolders, painters/decorators and labourers/general operatives (each 86%), whilst electricians (38%), bricklayers (47%) and site managers (48%) are least likely to have started with no formal qualifications.
- Overall 8 in 10 construction workers in the region reported holding some sort of construction related qualification at the time of interview (80% cf. 78% in 2012 and a UK average of 63%).
- The proportion of workers that currently hold any qualifications is lower than average amongst workers who have worked in construction for less than a year (52%).
- The qualifications most likely to be held by construction workers in the North East are NVQ/SVQ qualifications (72% of those with qualifications) and this is a similar proportion to that reported in 2012 (75%) and higher than the UK average (66%). One in seven construction workers in the region with qualifications hold City & Guilds qualifications (15%; 22% in 2012 and compared with 20% across the UK). Whilst 1 in 6 construction workers with qualifications now hold an apprenticeship (18%), which is a significant increase compared with 2012 when just 1% did and is on a par with the construction workers across the UK.

### Basic skill needs

- One in fourteen construction workers in the North East believe they would benefit from some form of training in basic skills (7%), compared with a higher proportion in 2012 (16%). The proportion in the North East is half that of the UK average (14%).



### Current study for qualifications

- One in eight construction workers in the North East are currently working towards any formal qualifications relevant to the construction industry (12% cf. 6% in 2012 and a UK average of 12%). This proportion is significantly higher amongst 16-19 year olds (71%) and amongst those who have worked within the construction industry for less than a year (56%).
- By trade/occupation, In terms of the subject of the qualifications being worked towards scaffolding (24%), followed by bricklaying (21%) are most common.
- Over three fifths of those who are working towards qualifications are working towards qualifications equivalent to Level 2 (62%), and a further fifth to Level 3 (20%).

### Supervisory/managerial training

- Of those not currently performing a supervisory/management role, three fifths are certain that they would not like to do so (60%; 53% across the UK), while more than a fifth would like to do so (22%; 26% across the UK) and just under a fifth are unsure (18%; 21% across the UK).
- A quarter of all construction workers in the North East (24%) and nearly three quarters of those who have had some form of supervisory or management responsibilities (72% cf. 70% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills. These proportions are similar to the UK average.
- In-house training (49%) is the type of training most likely to have been received, followed by a SMSTS (38%) and Site Safety Supervisors Course (31%).

### Overall skill levels

- All of the construction workers in the North East (100%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview). One in six (18%) also hold a skill card/certificate, but have no other construction qualification. This compares with a UK average of 30%.
- Overall, while a fifth of construction workers in the North East have no qualifications (20% cf. 30% in 2012 and a 2015 UK average of 37%) the majority have qualifications equivalent to Level 2 or above (75% cf. 72% in 2012 and 58% across the UK in 2015). Around a third of all North East construction workers (35% cf. 33% in 2012) hold qualifications equivalent to Level 3 or above; this proportion is higher than average amongst site managers (80%), plumbers (77%) and carpenters (57%).

### 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 North East (80%) and this proportion is higher than in 2012 (72%), as well as being higher than the 2015 UK average (61%). The second main reason for their location is due to their employer sending them there (in 16% of cases).



- In 2015, a higher proportion of construction workers in the North East compared with 2012 have worked within their current region for their entire construction career (56% cf. 31% in 2012) and the majority of construction workers in the region have remained in the North East for all or most of their career (88%). This compares with a UK average of 80%.
- Thus, in the majority of cases, the last site workers were based at was also in the North East (86%).

### **Worker origins**

- Overall nearly all construction workers in the North East were interviewed in the same region in which they were living in when they started their construction career (96%). Workers currently based in the North East are among the most likely to have remained in the same region/nation in which they were based for their first construction job.
- Nine in ten construction workers in the North East (92%) have remained in the same region as they did their first qualification/training in. Compared with other regions/nations, they are amongst the least mobile. The highest proportion by region/nation is 96% in Northern Ireland, followed by 95% in Scotland.

### **Travel to site**

- Around two fifths of construction workers in the North East have travelled at least 50 miles from their permanent/current home to work in the last 12 months (39%). Across the regions/nations, North East construction workers are amongst those most likely to have travelled more than 100 miles from their permanent home to work in the last 12 months (26%).
- Overall just 4% of construction workers in the North East (7% in 2012) are currently staying in temporary accommodation while working at their site. This proportion is lower than the UK average (6%).
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 14 miles (22 miles is the UK average) which is less than in 2012 when workers travelled an average (mean) of 31 miles.

### **Site duration and change**

- Two fifths of temporary workers in the North East (40%) do not know how much longer they can expect to be working for their current company/agency. This compares with a UK average of 43%.
- When all respondents, whether temporary or permanent were asked to indicate how long in total they expect to work at that specific site during this phase about a third expect to stay on that site for a year or longer (32% cf. UK average of 26%), which is an increase compared with 2012 (21%), suggesting some improvement with regard to stability. However in a further 3 in 10 cases (30% cf. 11% 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.
- Three quarters of all North East construction workers are confident that when they finish their current job their next job will allow them to travel to work from their permanent home on a



daily basis (76% cf. 71% in 2012). The remaining fifth say it depends/they don't know or that they won't be able to commute. Compared with workers in other regions/nations, those in the North East are the most confident in this respect.

## **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 North East, up from 69% to 86%. 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 about half of all construction workers have only worked on one project type (49%).

### **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 North East, around half the construction workers say they definitely will be (48%); a further third think it is very or quite likely (35%); 3% consider it unlikely; just 1% say they definitely won't be and a further 7% 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 area 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, 427 interviews were conducted in the North East.



## 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 (%)
<b>North East</b>	<b>427</b>	<b>4.2</b>
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 North East is abbreviated as NE in the tables for brevity of presentation.

## 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 (17%), just as they did in the previous survey in 2012 (14%). Similarly the proportion of workers aged 25 to 34 years is similar to that reported in 2012 (25%, compared with 21%); as is the proportion of workers aged 35 to 55 (43%, compared with 49%) and 55 and over (14%, compared with 14%). 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 (42% in the North East; 47% across the UK cf. 37% of economically active adults across the UK).



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

*Base: All respondents*

	NE 2015 %	NE 2012 %	NE 2007 %	UK 2015 %		UK Workforce* %
16 to 19 years	7	4	7	5	16 to 19 years	4
20 to 24 years	10	10	11	13	20 to 24 years	10
25 to 34 years	25	21	19	29	25 to 34 years	23
35 to 44 years	21	27	26	22	35 to 49 years	34
45 to 54 years	22	22	23	20	50 to 64 years	26
55 to 59 years	9	14	15	6		
60+ years	5			4	65+ years	3
<i>Unweighted bases</i>	427	394	427	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 North East are of White origins (99% as in 2012). Within this proportion 1% describe themselves as 'White Other' (cf. 0% in 2012) and 0% describe themselves as White Irish (cf. 1% in 2012).

Workers of Black (0%) and Asian (<0.5%) ethnic origin (BME) make up similar proportions of the sample as in 2012.

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

*Base: All respondents*

	NE 2015 %	NE 2012 %	NE 2007 %	UK 2015 %	UK Population aged 16-64* %
White	99	99	100	94	87
Black	0	0	0	2	3
Asian	<0.5	0	0	1	5
Other/Not stated	<0.5	1	0	3	5
<i>Unweighted bases</i>	427	394	427	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 less than 0.5% of construction workers in the North East sample are BME, compared with a higher incidence of 4% of the UK sample and 2% across the North East 16 to 64 population.

Compared with other regions/nations, the North East has a low proportion of construction workers that are of BME origin.



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

Base: All respondents

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

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

Overall most North East construction workers have lived in the UK all of their life (97%). This proportion is significantly higher than the UK average (84%).

Amongst all North East construction workers 2% indicate that they have a long term illness, health problem or disability which limits the type of work they can do. The most common illness/disability amongst these workers is to do with mobility, such as a wheelchair user, having an artificial lower limb, using walking aids, having rheumatism or arthritis (25%), and reduced physical capacity (25%). 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, carpenter/joiners and labourers/general operatives are among the top three occupations amongst construction workers in the North East (reflecting the profile across the UK), although there has been a decline in the proportion that are labourers/general operatives (19%, 24% in 2012). Bricklayers account for the largest proportion (21%) which represents an increase since 2012 (9%).



**Figure 5: Occupational profile**

*Base: All respondents*

	<b>NE 2015</b> %	<b>NE 2012</b> %	<b>NE 2007</b> %	<b>UK 2015</b> %
Bricklayer	21	9	22	15
Labourer/General operative	19	24	25	18
Carpenter/joiner	11	14	16	11
Scaffolder	7	2	1	4
Site manager	7	n/a	n/a	8
Plant/machine operative (e.g. Fork lift/JCB)	6	10	11	7
Roofer	4	2	1	2
Electrician	4	8	4	5
Plumber	4	6	5	5
Dryliner	3	5	With plasterer	3
Ground worker	3	n/a	n/a	4
Painter/decorator	2	5	2	3
Technical e.g. surveyor, maintenance technician	2	*	n/a	2
Plasterer	1	4	3	2
Supervisor/foreman	1	n/a	n/a	1
Other	2	0	n/a	
<i>Unweighted bases</i>	<i>427</i>	<i>394</i>	<i>427</i>	<i>4771</i>

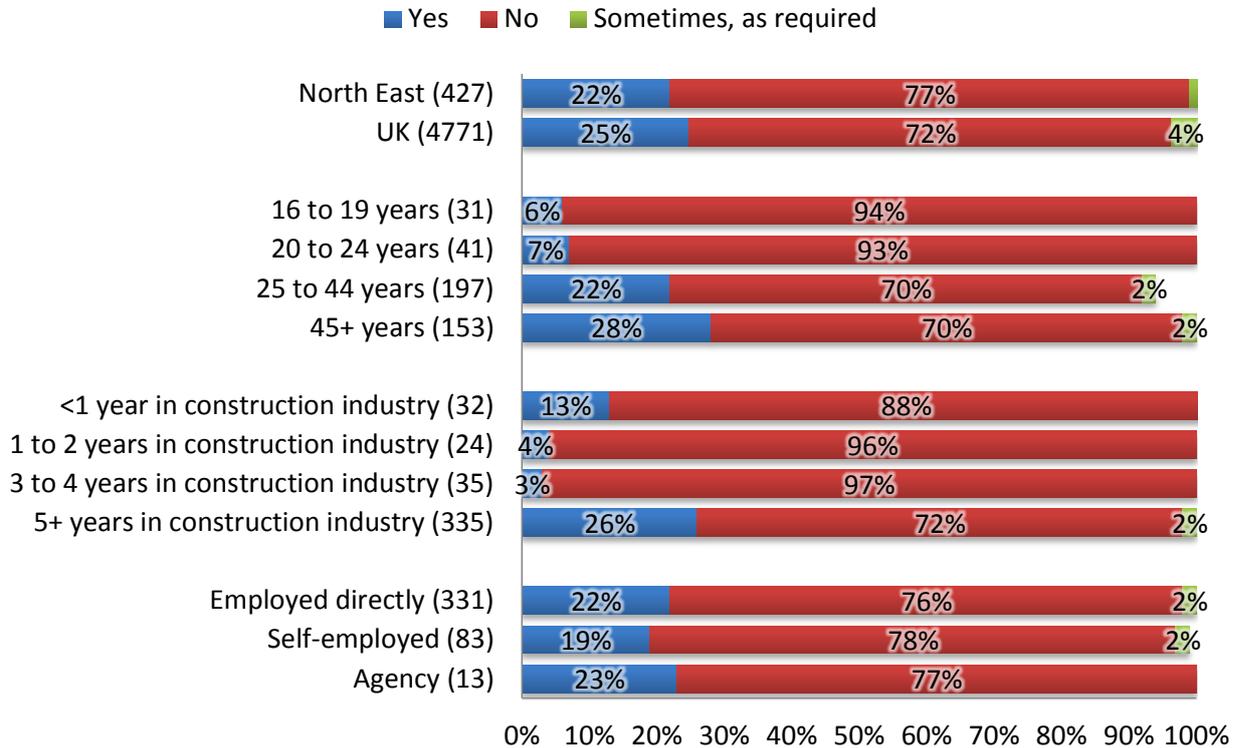
## Supervisory roles

Nearly a quarter of all construction workers in the North East interviewed for the 2015 survey say they perform a supervisory or management role on their site (22%). This is similar to the proportion 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 (22%) are more likely than those that are self-employed (19%) to perform a supervisory or management role, however, equally likely as those that work for an agency (23%). 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

Just over three quarters of construction workers in this year's North East sample are directly employed by a company (78%) and this has increased compared with 2012 (66%).

The next highest proportion of construction workers within the North East is self-employed (19%), which is lower than in 2012 (27%). The proportion of workers who are self-employed increases amongst respondents who have been working in the construction sector for longer (23% amongst those with 5+ years experience, compared with 3% amongst those who have worked in the industry for less than a year).

Just 3% of the sample is accounted for by construction workers who are working for an employment agency. This is summarised in the following table.



**Figure 7: Employment status**

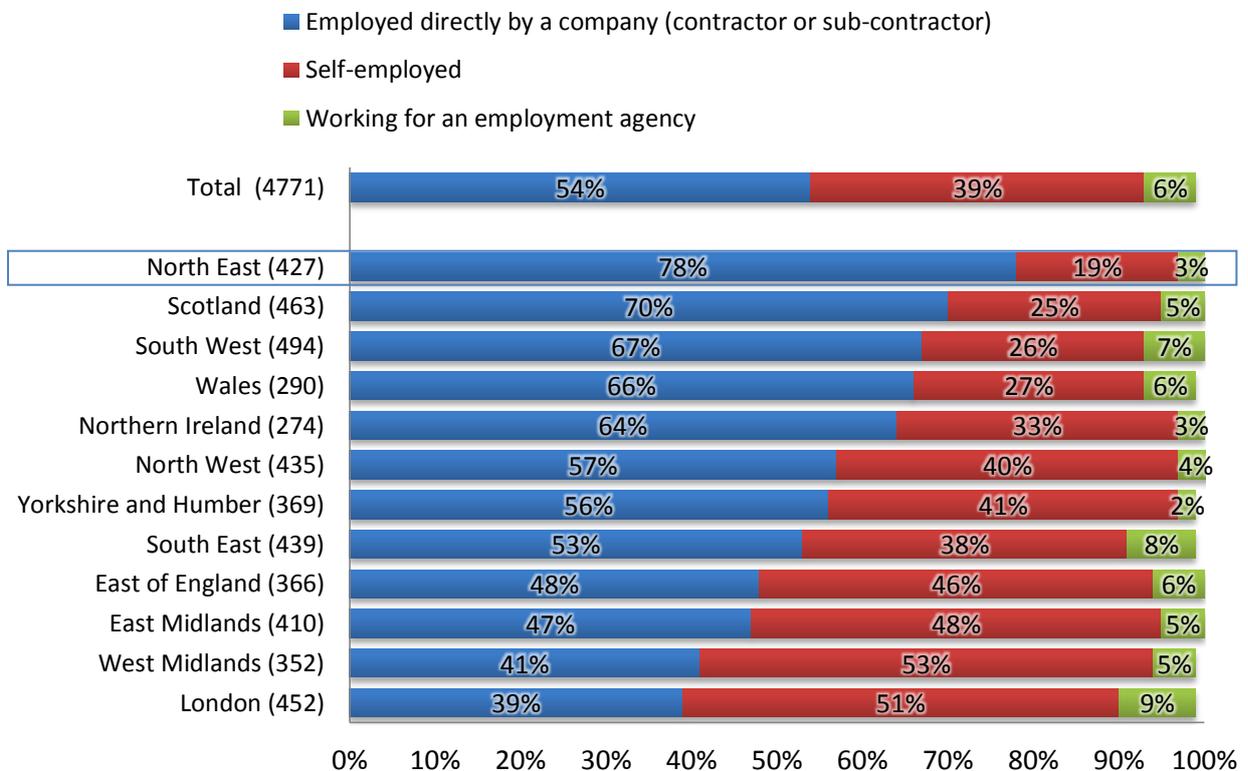
Base: All respondents

	NE 2015	NE 2012	UK 2015	Years working in construction			
	%	%	%	<1	1-2	3-4	5+
Employed directly by a company (contractor or sub-contractor)	78	66	54	94	83	94	74
Self-employed	19	27	39	3	13	6	23
Working for an employment agency	3	6	6	3	4	0	3
Working on some other basis	0	1	<0.5	0	0	0	0
<i>Unweighted bases</i>	427	394	4771	32	24	35	335

The proportion employed directly is higher in the North East than the UK average (78%, compared with 54%), while the proportion that are self-employed is lower (19%, compared with 39%).

**Figure 8: Employment status by region/nation**

Base: All respondents



Unweighted bases in parentheses

### Employment contract basis

Overall, 15% of North East construction workers are employed on a temporary, rather than permanent basis (84%). The remainder believed they had another type of contract arrangement (1%) or refused (<0.5%).

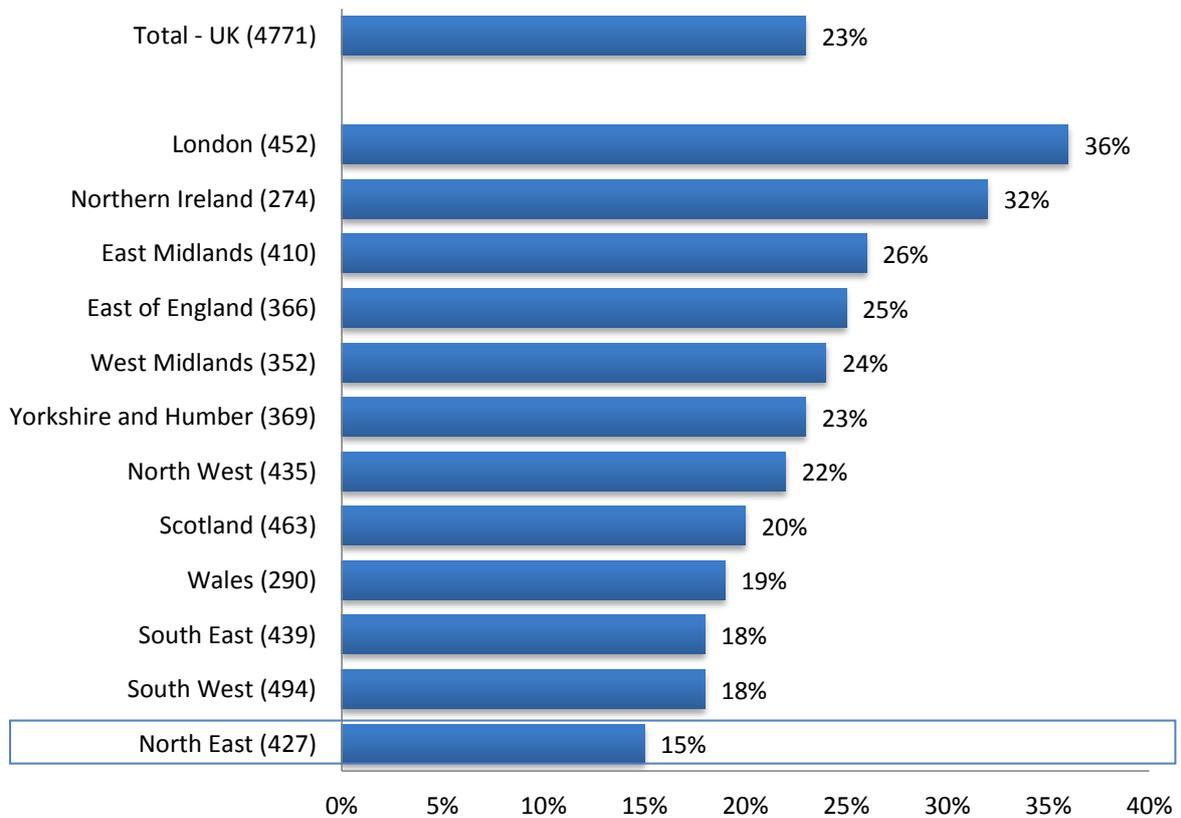


Amongst workers who are employed by an agency the proportion on temporary contracts is substantially higher, as one would expect (92%) than it is amongst those who are self-employed (41%) or employed directly (6%).

The North East is lower than 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*

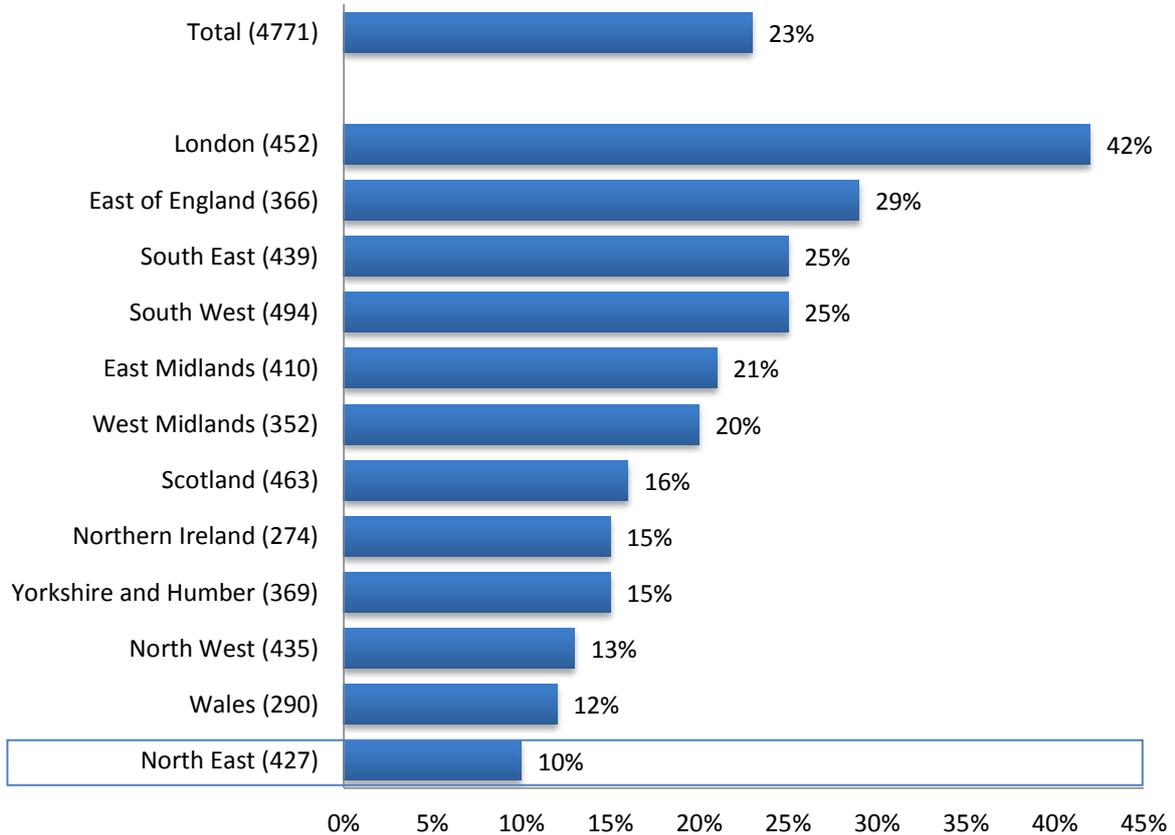
### Hours worked

On average construction workers in the North East report that they typically work 41 hours per week, with 47% that tend to work between 30 and 39 hours per week and 1 in 10 that work more than 50 hours (10%).

The proportion that works more than 50 hours per week is significantly lower than the UK average amongst North East 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

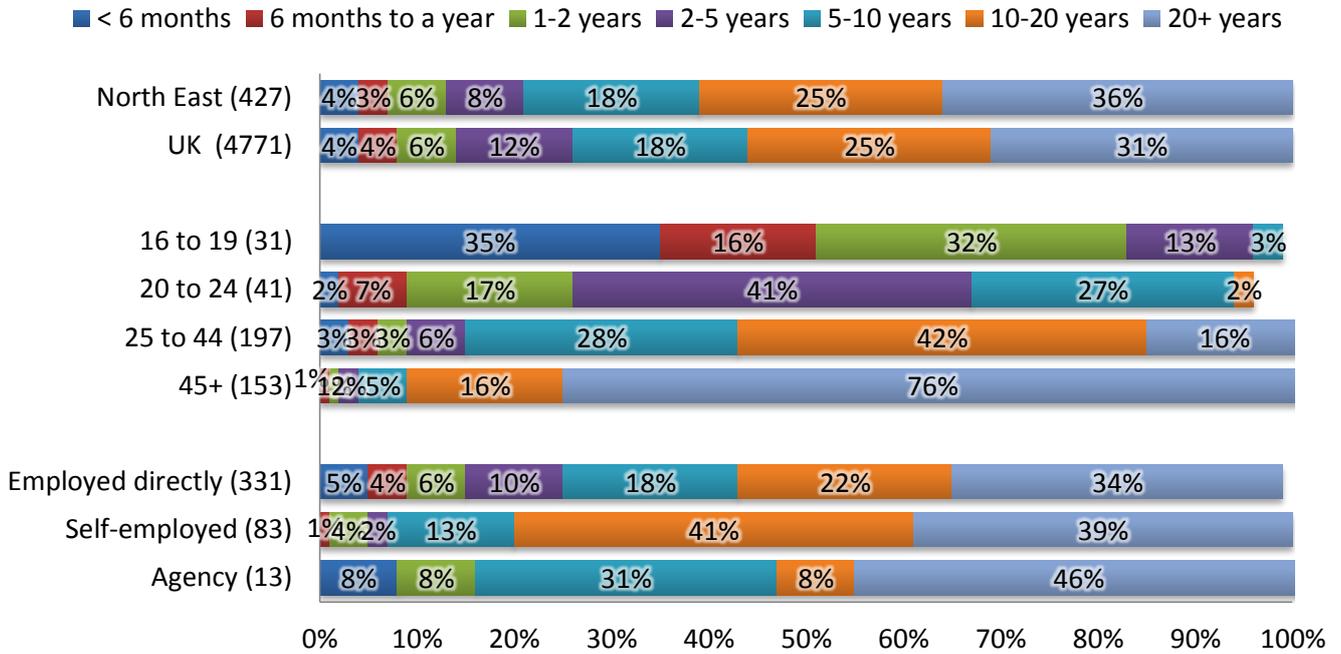
Over a third of North East construction workers have worked in the construction industry for over 20 years (36%) and more than three fifths have worked in the industry for at least 10 years (61%).

Construction workers in the North East are more likely than the UK average to have worked in industry for over 20 years (36% compares to 31% across the UK).

As one would expect the length of experience in the industry increases with age to three quarters of workers aged 45 and over in the North East that have more than 20 years experience of working in the construction sector (76%).



**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 longer; 36% have 20+ years experience, compared with 45% in 2012, whilst 39% have 10 or fewer years experience, compared with 31% in 2012.

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

	NE 2015 %	NE 2012 %	NE 2007 %	UK 2015 %
Less than 6 months	4	*	1	4
Up to a year	7	2	5	8
Up to 2 years	13	6	11	14
Up to 5 years	21	13	23	26
Up to 10 years	39	31	38	44
Up to 20 years	64	55	60	69
More than 20 years	36	45	39	31
Unweighted bases	427	394	427	4771



## Pre-construction employment histories

Nearly three quarters of workers in the North East have only ever worked in the construction industry (73% cf. 70% across the UK and 65% within the North East in 2012). This includes one half who have worked in construction pretty much continuously (51%); 16% for whom this is their first job; and a further 6% 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 two thirds of workers aged 45 and over (65%). 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 (61% 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*

	NE 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)	51	55	29	34	47	65
I have only worked in construction jobs but have had spells of being out of work	6	6	0	10	7	5
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	7	8	0	5	9	7
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	15	19	6	12	17	13
This is my first job. I haven't worked in any other industry.	16	9	61	29	14	5
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	4	3	0	7	6	3
Prefer not to say	1	2	3	2	1	1
<i>Unweighted bases</i>	<i>427</i>	<i>4771</i>	<i>31</i>	<i>41</i>	<i>197</i>	<i>153</i>

Overall 1 in 7 construction workers in the North East 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 (15%). This compares with almost a quarter of workers in 2012 (23%).



Those who had worked in other sectors before starting their construction careers (19% of all respondents) were asked to give details of what they were doing immediately before they started working in construction. In more than a quarter of cases respondents had previously worked in the manufacturing sector (28%), while 1 in 7 worked in the wholesale/retail sector beforehand (15%). A further 1 in 7 construction workers who worked in another sector before working in construction previously worked in the transportation and storage trade (14%).

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

*Base: Where first job was not in construction*

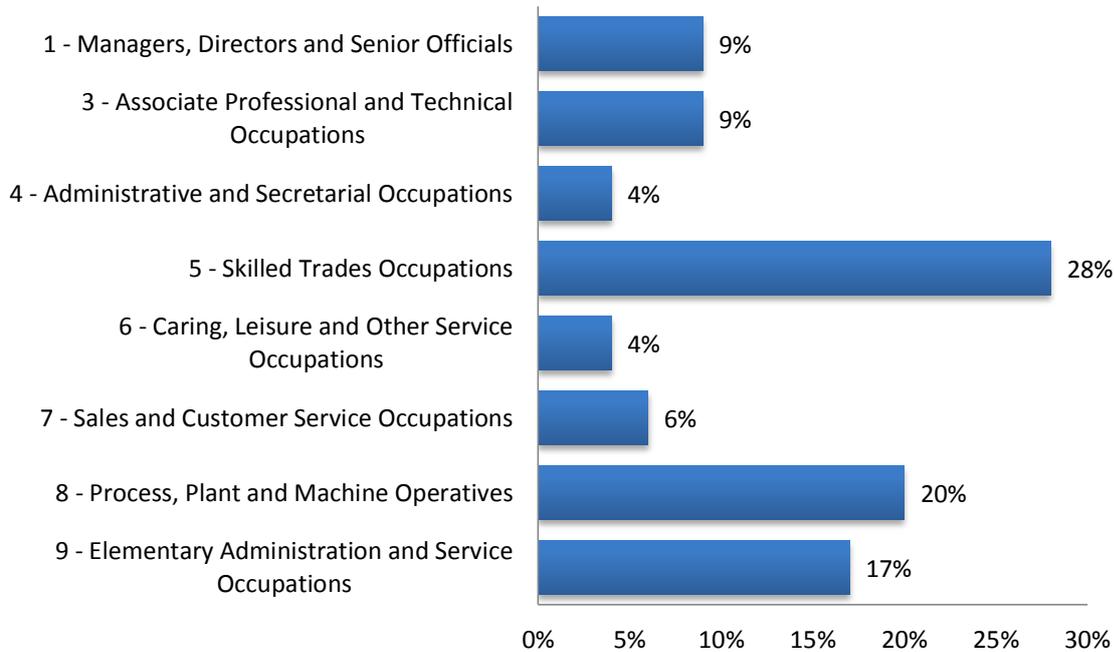
	<b>NE 2015</b>	<b>UK 2015</b>
	<b>%</b>	<b>%</b>
C - Manufacturing	28	20
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	15	22
H - Transportation and storage	14	10
A - Agriculture, Forestry and Fishing	7	6
O - Public administration and defence; compulsory social security	7	6
I - Accommodation and food service activities	6	10
P - Education	6	6
N - Administrative and support service activities	4	6
B – Mining and quarrying	4	1
K – Financial and insurance activities	2	1
R - Arts, entertainment and recreation	1	4
D – Electricity, gas, steam and air conditioning supply	1	2
E – Water supply, sewerage, waste management and remediation activities	1	1
Unable to code	2	3
<i>Unweighted bases</i>	<i>81</i>	<i>983</i>

In terms of the job roles that North East respondents have undertaken in other sectors, the highest proportion has worked in skilled trades occupations (28% cf. 26% in 2012 and 26% across the UK in 2015). One in five has worked as process, plant and machine operatives (20% cf. 25% in 2012 and 17% across the UK in 2015).

One in six workers that worked in other sectors have worked in elementary administration and service occupations (17% cf. 31% in 2012 and 20% across the UK in 2015), while 9% that worked in other sectors before the construction sector were in associate professional and technical occupations previously (13% in 2012, 8% across the UK in 2015) or worked as managers, directors and senior officials (3% 2012; 11% across the UK in 2015).



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



*Unweighted base = 81*

### Occupational switching and progression within construction

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

Overall a quarter of all construction workers in the North East have worked in more than one construction trade or occupation whilst working in the construction industry (26%). This is similar to results found in 2012 (27%). The proportion in the North East is 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. 3% amongst those 16 to 19 years).

The proportion that has worked in more than one role is also significantly higher amongst those who are employed by an agency (46%), compared with the self-employed (20%) and those employed directly (27%). Workers with the highest level of qualifications (Level 4 and above) are also more likely to have had more than one role or occupation within the construction sector (39%), as are those in a supervisory or management role on site (46%) and plant/machine operatives (44%).



As in 2012, there are also variations by current job role, with banksman/banksperson\* (100%) followed by site managers (61%) and dryliner\* (45%) most likely to have had more than one role/occupation within construction. Electricians\* and plumbers\* are least likely to have had any other trade within the construction sector (0% each). 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 bases.)

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

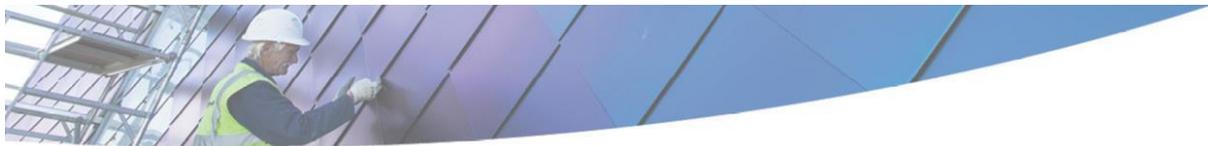
*Base: All respondents \*caution: small sample base*

MORE likely to have had more than one role			LESS likely to have had more than one role		
	NE 2015 %	UK 2015 %		NE 2015 %	UK 2015 %
Banksman/Banksperson (2)*	100	46	Painter / decorator (8)*	25	27
Site manager (23)	61	69	Labourer / Gen. Op. (36)	23	33
Dryliner (11)	45	38	Carpenter / Joiner (46)	15	18
Plant / Mach. Op. (27)	44	55	Bricklayer (91)	12	19
Plasterer (5)*	40	34	Plumber (15)	0	13
Roofer (15)	33	29	Electrician (16)	0	13
Scaffolder (28)	29	31			

*Unweighted bases for 2015 North East 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 (33%) while 1 in 7 workers has previously worked as a carpenter/joiner (15%) and 1 in 10 as a bricklayer or plant/machine operative (10% each).



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

*Base: Workers that have switched occupations within construction*

Occupation	NE 2015	UK 2015
	%	%
Labourer/General operative	33	30
Carpenter/joiner	15	18
Bricklayer	10	13
Plant/machine operative (e.g. Fork lift/JCB)	10	10
Plasterer	7	7
Dryliner	7	7
Ground worker	5	5
Roofer	5	9
Banksman/banksperson	4	7
Ceiling fixer	4	4
Floorer	4	3
Plumber	4	5
Scaffolder	4	4
Site manager	4	5
Steel erector/rigger	4	3
Painter/decorator	3	8
Welder	3	2
Gardener/landscaper	3	1
Pipe fitter	2	5
Technical e.g. surveyor, maintenance technician	2	4
Glazer/window fitter	1	1
Supervisor/foreman	1	1
Concrete worker	1	1
Other	3	6
<i>Unweighted bases</i>	<i>113</i>	<i>1576</i>

### Future career plans

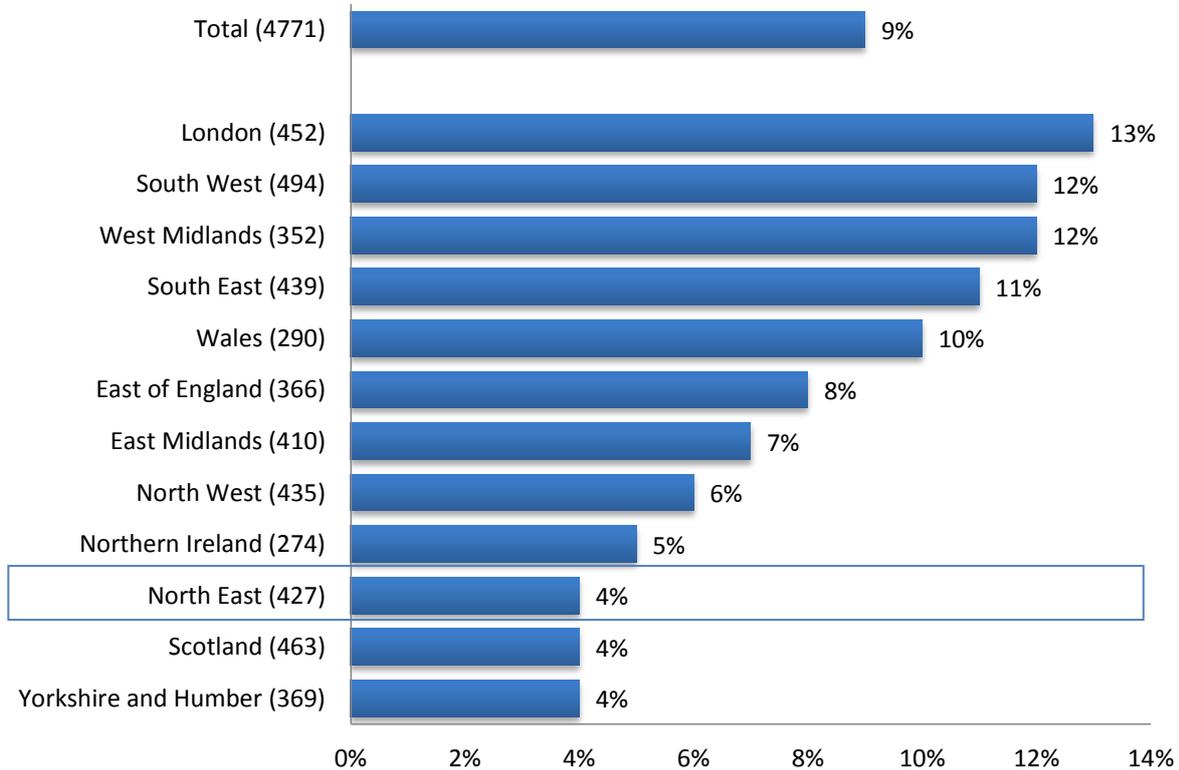
Thinking about their future plans in construction, more than four fifths of construction workers in the North East would like to carry on in the same trade or occupation (86%); less than 1 in 20 would like to change their trade/occupation (4%) or leave construction (3%); the remainder are not sure.

Compared with the UK average, North East construction workers are more likely to want to carry on as they are (79% across the UK) and less 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 (15%) are more likely than those employed directly (4%) or self-employed (1%) to want to change their trade or occupation; whilst by current trade/occupation those working as a banksman/banksperson\* (100%) are most likely to. (\*Caution: Small sample base.)

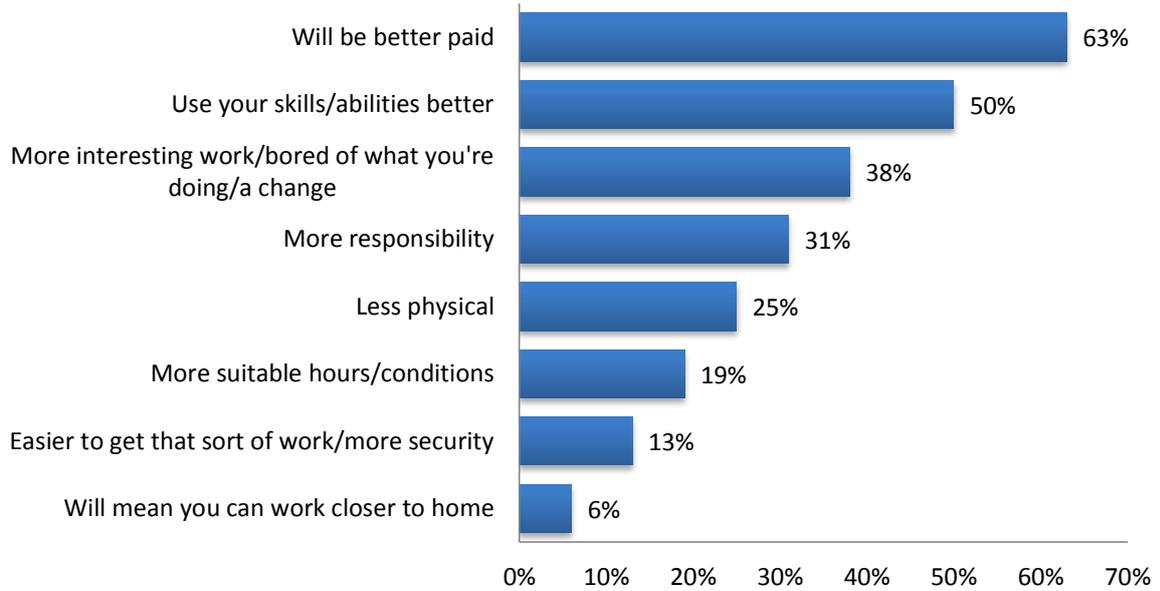
Amongst those who would like to change trade or occupation a wide range of alternative trades/occupations are mentioned, however the highest proportion overall would like to be a site manager (31%).

Eight in ten construction workers in the North East 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 (81%). 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 (63%), while half of those wishing to change trade would like to make better use of their skills or abilities (50%). Nearly two fifths believe they would have interesting work or that they are bored with what they are currently doing (38%), while slightly fewer would like more responsibility (31%).



**Figure 19: Reasons for wanting to change trade/occupation**  
*Base: Where workers would like to change trade/occupation*



*Unweighted base = 16*



## 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 4% of all construction workers in the North East (2% across the UK) say they do not hold any card. In total therefore 96% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.

Figure 20 summarises the proportion of workers by region/nation that hold any card and compares these proportions with the 2012 survey. Workers in the North East are equal to the UK as a whole in their likelihood to hold skill certificates or cards (96%). There has been a slight decline in this respect in the North East since 2012; although the increase in the proportion of workers in the North East, 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*

	<b>UK 2015</b>	<b>UK 2012</b>	<b>UK 2007</b>
	<b>%</b>	<b>%</b>	<b>%</b>
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
<b>North East (427)</b>	<b>96</b>	<b>99</b>	<b>68</b>
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 North East in parentheses</i>			



As in 2012, the incidence of workers holding skill cards or certificates remains lower amongst younger workers (65% amongst 16 to 19 year olds) and those who have worked within construction for a shorter period of time (72% amongst those that have worked in the industry for less than a year). This suggests that employers are not always ensuring that new employees are immediately made aware of the need to prepare for, or acquire a CSCS card (or similar) and/or that young trainees are starting work/placements without the assurance that comes from having achieved such an accreditation.

However, more positively, as Figure 21 summarises, in terms of those with less experience of the industry, in 2015, a higher proportion of those with less than 1 year of experience hold a skill card or certificate than in 2012 and 2007.

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

*Base: All respondents*

		NE 2015	NE 2012	NE 2007	UK 2015
		%	%	%	%
Total (427)		96	99	68	96
Age	16 to 19 years (31)	65	88	66	85
	20 to 24 years (41)	100	100	73	95
	25 to 44 years (197)	97	99	70	97
	45+ years (153)	99	100	64	95
Length of time in construction	<1 year in construction (32)	72	0	38	88
	1 to 2 years (24)	87	99	67	96
	3 to 4 years (35)	97	95	71	96
	5+ years (335)	98	100	69	96
Contract-type	Employed directly (331)	95	99	67	95
	Self-employed (83)	98	99	66	97
	Agency (13)	100	100	84	95
<i>Unweighted bases for 2015 North East in parentheses</i>					

In terms of the type of skill card or certificate held by construction workers in the North East the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (88%), as it was in 2012 (97%). Overall one in ten hold the CPCS (Construction Plant Competence Scheme) card/certificate (10%) and this proportion increases to 15% amongst workers aged 45+.

**Figure 22: Type of skill card/certificate held**

*Base: All respondents*

	NE 2015	NE 2012	UK 2015
	%	%	%
CSCS (Construction Skills Certification Scheme) (GB)	88	97	86
CSR (Construction Skills Register) (NI)	0		3
CISRS (Construction Industry Scaffolders Record Scheme)	7	2	4
CPCS (Construction Plant Competence Scheme)	10	13	13
Other	4	11	4
<i>Unweighted bases</i>	<i>427</i>	<i>394</i>	<i>4771</i>



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

- Plant/machine operatives (81%) are more likely to hold CPCS (Construction Plant Competence Scheme);
- More than 9 in 10 scaffolders\* (96%) and half of banksmen/bankspersons\* (50%) hold CISRS (Construction Industry Scaffolders Record Scheme);
- At least 90% of labourers/general operatives, bricklayers, dryliners\*, banksmen/bankspersons\*, roofers\*, plasterers\*, plumbers\* and site managers hold CSCS (Construction Skills Certification Scheme (GB));
- A third of electricians\* hold other types of skill cards/certificates (31%).

(\*Caution: Small sample base.)

Workers that hold a CSCS card were asked what colour their cards are. Figure 23 summarises the types of cards held by workers. Overall, within the North East, 8% of CSCS card holders have red cards; a quarter of CSCS (26%) card holders have green cards; and nearly a third of CSCS card holders (31%) in the North East have blue cards. Slightly fewer CSCS card holders have gold cards (25%).

**Figure 23: Colour of CSCS cards held**

Base: Where CSCS cards are held

	CSCS %
Red - Trainee	6
Red - Experienced worker card	2
Green - construction site operative card for general site workers	26
Blue - skilled	31
Gold - craft/supervisor card	25
Platinum - manager card	2
Black - contracts manager card	5
Other	1
Unsure	3
<i>Unweighted bases</i>	<i>377</i>

Alongside their counterparts in the North West (26%) and Scotland (24%), construction workers in the North East are significantly more likely than those in other regions/nations to hold a Gold coloured card (25%).

As expected, younger workers are more likely to hold Red Trainee cards (50% of 16 to 19 year olds with a CSCS card), while older workers are more likely to hold Blue cards (39% of 45+ year olds).



Card colours also vary significantly according to current occupation/trade, as Figure 24 summarises. Some differences (not all significant due to sample sizes) include that banksman/bankpersons\* (100%) and labourers/general operatives (61%) are most likely to hold Green cards; roofers (73%), dryliners\* and plasterers\* (both 60%) are most likely to hold Blue cards; and plumbers (73%), electricians (67%), and carpenters/joiners (56%) are most likely to hold Gold skill cards. (\*Caution: Small sample bases.)

**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.	75	5	4	61	25	3	0	0
Plant / Mach. Op.	19	0	0	42	53	0	0	0
Carpenter / Joiner	39	3	3	3	36	56	0	0
Bricklayer	84	8	0	13	30	43	1	1
Dryliner*	10	0	10	30	60	0	0	0
Banksman / Banksperson*	2	0	0	100	0	0	0	0
Electrician	12	17	0	17	0	67	0	0
Roofer	15	7	0	13	73	0	0	0
Painter / decorator*	7	14	0	14	14	43	0	0
Plasterer*	5	0	0	40	60	0	0	0
Plumber*	15	7	0	13	7	73	0	0
Scaffolder *	12	8	0	17	42	25	0	0
Site manager	22	5	0	0	0	14	14	64

### Construction qualifications held

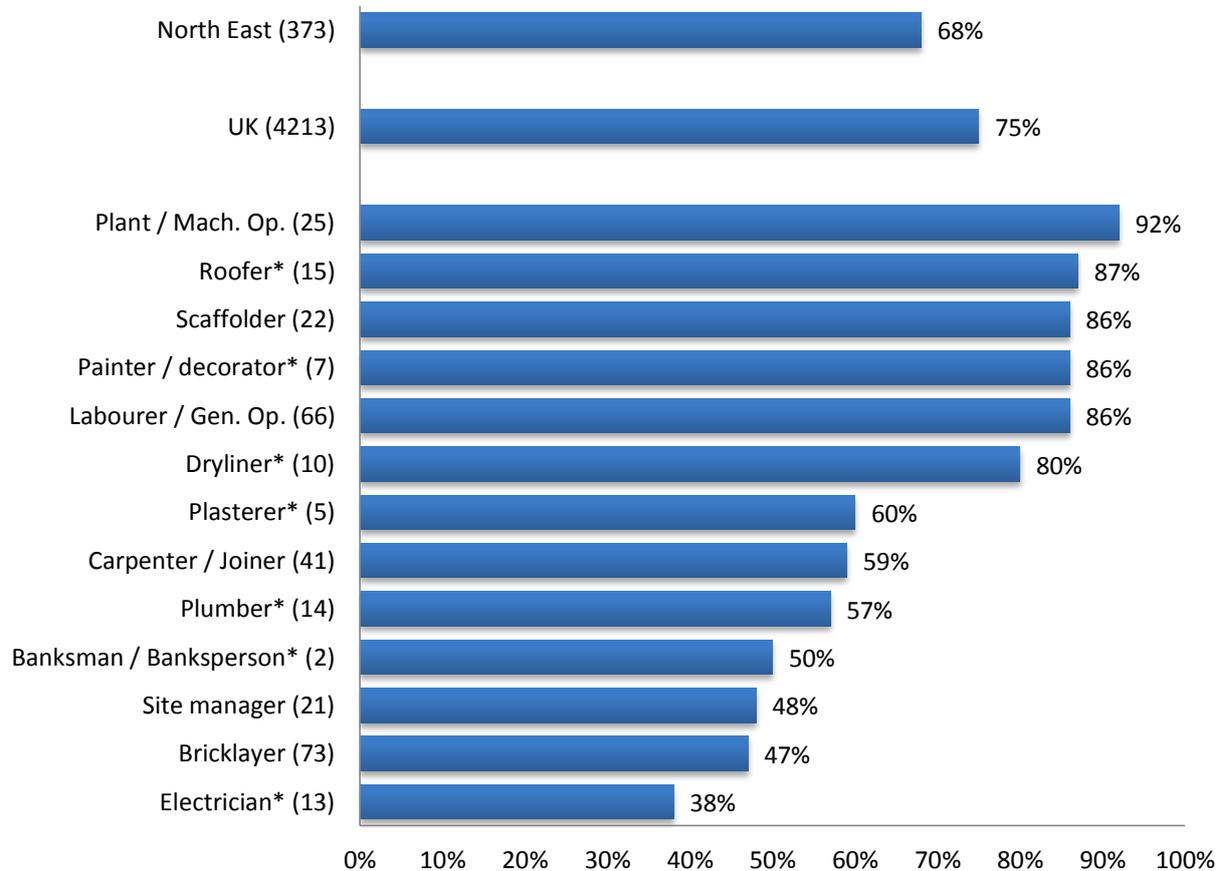
All workers were asked about the construction-specific qualifications they held after leaving full time education and started their first proper job in construction.

Overall two thirds of all construction workers in the North East say they had no formal qualifications related to construction when they first started working in the construction industry (68%) and the proportion is higher amongst older workers (72% of 45+ year olds). By current trade/occupation the proportion of workers that started their construction careers with no formal qualifications is highest amongst plant/machine operatives (92%) and roofers\* (87%), whilst electricians\* (38%), bricklayers (47%) and site managers (48%) 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*



*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, eight in ten North East construction workers reported holding some sort of construction related qualification at the time of interview (80%), compared with a very similar proportion in 2012 (78%). Compared with the UK average, North East construction workers are 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 who have worked in construction for less than a year (52%).

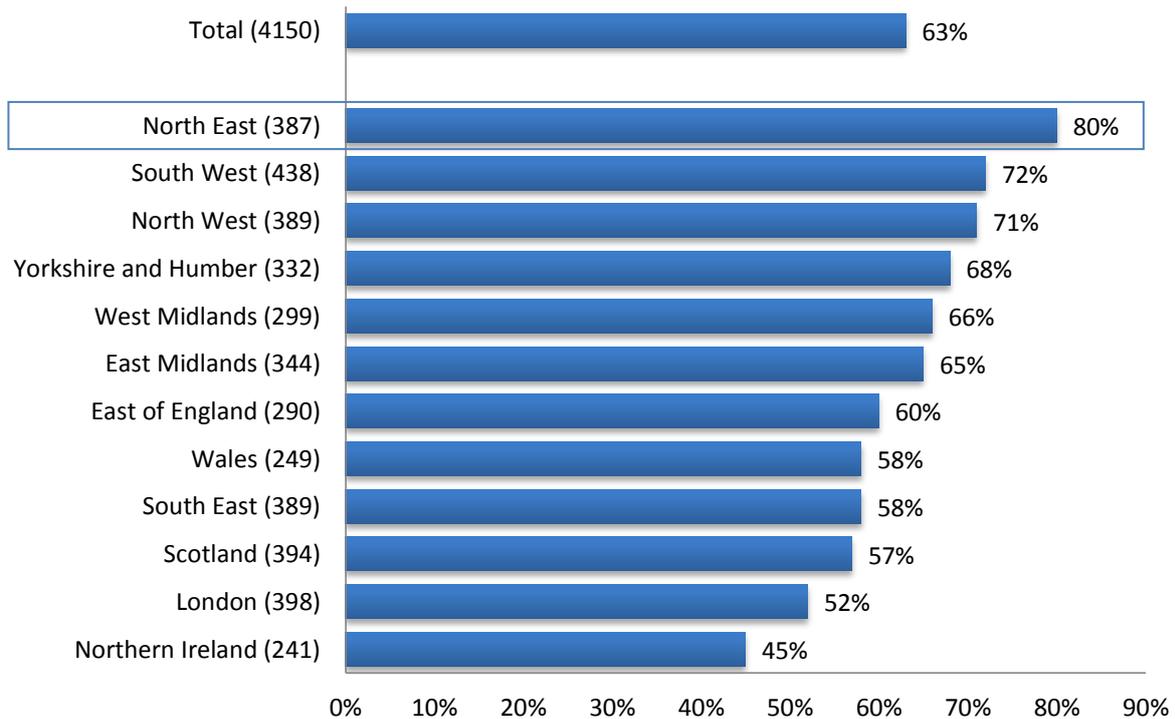


**Figure 26: Proportion of workers that hold any construction-specific qualification**  
*Base: All respondents who provided a valid response*

		NE 2015	NE 2012	NE 2007	UK 2015
		%	%	%	%
North East (387)		80	78	66	63
Age	16 to 19 years (30)	83	57	54	62
	20 to 24 years (38)	76	83	79	62
	25 to 44 years (180)	84	78	66	65
	45+ years (134)	75	79	65	61
Length of time in construction	<1 year (29)	52	-	33	35
	1 to 2 years (22)	91	50	42	50
	3 to 4 years (30)	70	77	62	54
	5+ years (305)	83	81	70	68
Current contract type	Employed directly (299)	77	78	65	65
	Self-employed (76)	88	78	80	61
	Agency (12)	83	82	56	46
<i>Unweighted bases for 2015 North East in parentheses</i>					

The construction workforce in the North East are more likely than those based elsewhere to hold any construction-specific qualifications (see Figure 27).

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



*Unweighted bases in parentheses*



The likelihood that workers hold any qualifications also varies significantly by current job role, as was the case in 2012. Banksman/banksperson\* and painter/decorators\* (100%) are most likely to hold qualifications. Trades less likely to hold formal qualifications include those working as dryliners\* and roofers\* (60%). (\*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 (72%), which is a similar proportion to that reported in 2012 in the North East (75% in 2012) and higher than the UK 2015 average (66%). One in seven North East construction workers with qualifications hold City & Guilds qualifications (15%), a lower proportion than in 2012 (22%), and lower than the UK 2015 average (20%). In the North East 1 in 6 construction workers with qualifications now hold an apprenticeship (18%), which is a significant increase compared with 2012 when just 1% did.

**Figure 28: Main type of qualification held**

*Base: Workers with qualifications who provided a valid response*

	<b>NE 2015</b>	<b>NE 2012</b>	<b>NE 2007</b>	<b>UK 2015</b>
	%	%	%	%
NVQ/SVQ	72	75	53	66
City & Guilds	15	22	35	20
Apprenticeship	18	1	3	13
HNC/HND/BTEC Higher	2	1	3	4
Degree	2	0	1	4
Other	9	1	n/a	11
<i>Unweighted bases</i>	<i>286</i>	<i>186</i>	<i>427</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 7% of construction workers in the North East believe they would benefit from some form of training in basic skills, compared with 16% in 2012 and a UK average of 14%. The need for basic skills is fairly even distributed across the basic skill areas, as Figure 29 summarises.



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

*Base: All respondents*

	<b>NE 2015</b> %	<b>NE 2012</b> %	<b>NE 2007</b> %	<b>UK 2015</b> %
ANY	7	16	6	14
Reading	4	9	4	6
Writing	2	10	3	6
Speaking English	1	5	3	7
Maths	4	10	3	6
<i>Unweighted bases</i>	427	394	427	4771

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

- Those who work for an agency (15%);
- Banksman/banksperson\* (50%) and bricklayers (12%).

### *Current study for additional construction qualifications*

Overall 12% of all construction workers in the North East are currently working towards any formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This is the same as the UK average and compares with 6% in the North East in 2012.

As in 2012 the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (71% of 16 to 19 year olds) and amongst those who have worked within the construction industry for less than a year (56%). Workers employed directly (14%) are also more likely than those who are self employed (7%) or working through an agency (0%) to be currently working towards a qualification.

Of those who have no qualifications currently nearly 1 in 10 are working towards one (9%).

Figure 30 summarises these findings.



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

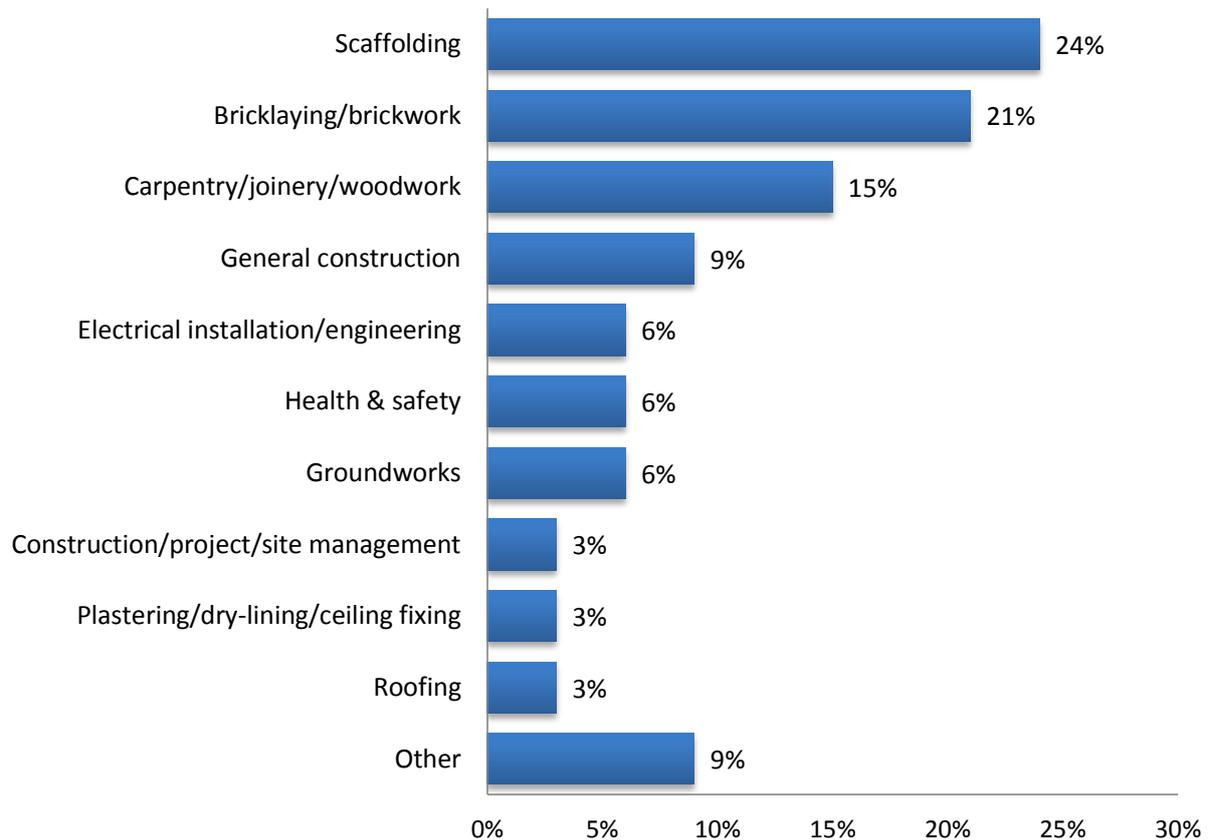
		NE 2015 %	NE 2012 %	NE 2007 %	UK 2015 %
Total (427)		12	6	13	12
Age	16 to 19 years (31)	71	69	41	57
	20 to 24 years (41)	15	12	22	23
	25 to 44 years (197)	11	4	10	10
	45+ years (153)	2			4
Length of time in construction	<1 year in construction (32)	56	-	24	31
	1 to 2 years (24)	33	60	33	28
	3 to 4 years (35)	20	24	32	23
	5+ years (335)	6	2	9	7
Contract type	Employed directly (331)	14	N/A	N/A	16
	Self-employed (83)	7	N/A	N/A	8
	Agency (13)	0	N/A	N/A	10
Highest qualification level	None (79)	9	N/A	N/A	11
	Level 1 (20)	45	N/A	N/A	32
	Level 2 (153)	14	N/A	N/A	15
	Level 3 (107)	5	N/A	N/A	8
	Level 4+ (28)	14	N/A	N/A	15

*Unweighted bases for 2015 North East in parentheses*

Of those who are currently studying for a qualification the most popular type of qualification is an NVQ/SVQ (97%). In terms of the subject of the qualifications being worked towards scaffolding (24%), followed by bricklaying (21%) are most common, as Figure 31 illustrates.



**Figure 31: Subject of qualification being worked towards**  
 Base: Where working towards a qualification



Unweighted base = 34

With regards to the level of qualification being worked towards (see Figure 32), qualifications equivalent to Level 2 (62%) is most common, including amongst those with no qualifications currently (100% working towards this level).

**Figure 32: Level of qualification being worked towards**  
 Base: Where working towards a qualification who provided a valid response

	NE 2015 %	UK 2015 %
Level 1	7	6
Level 2	62	31
Level 3	20	35
Level 4+	7	11
Other	4	9
None	-	7
Unweighted bases	45	469



## Supervisory and managerial qualifications and training

As reported earlier, over a fifth of all construction workers in the North East perform a supervisory or management role at their site (22%). Amongst those who do not currently perform supervisory/management roles 1 in 6 want to become a supervisor or manager in the future, but have not done it before (17%) and a further 5% want to be a supervisor/manager and have done it before. One in six workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (18%), while more than half are certain that they do not want to be (60%).

Amongst the youngest workers, aged 16 to 24, the proportion that would like to be supervisors/managers is highest, at around two fifths (41%), while amongst those aged 45 and over a significantly higher proportion of workers definitely do not want to be supervisors/managers (79%). 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 66% 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 any agency or employed directly (20% each) are more likely than those who are self-employed (6%) to want to be a supervisor/manager, but have not done it before, as are workers with level 4+ qualifications (33%), compared with workers with lower level or no qualifications.



**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*

		<i>Unweighted bases</i>	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
North East		327	17	5	60	18
UK		3457	20	6	53	21
Age	16 to 19 years	29	41	0	34	24
	20 to 24 years	38	24	0	39	37
	25 to 44 years	150	17	5	55	23
	45+ years	107	8	7	79	5
Length of time in construction	<1 year	28	43	0	29	29
	1 to 2 years	23	39	0	48	13
	3 to 4 years	34	21	3	50	26
	5+ years	241	12	6	66	17
Contract type	Employed directly	252	20	5	56	19
	Self-employed	65	6	3	77	14
	Agency	10	20	20	40	20
Highest qualification level	No Qualifications	72	15	3	65	17
	Level 1	17	29	0	53	18
	Level 2	122	18	6	58	18
	Level 3	80	13	8	53	28
	Level 4+	6	33	17	50	0

A quarter of all construction workers in the North East (24%; 25% across the UK) and nearly three quarters of those who have had some form of supervisory or management responsibilities (72% cf. 70% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills.

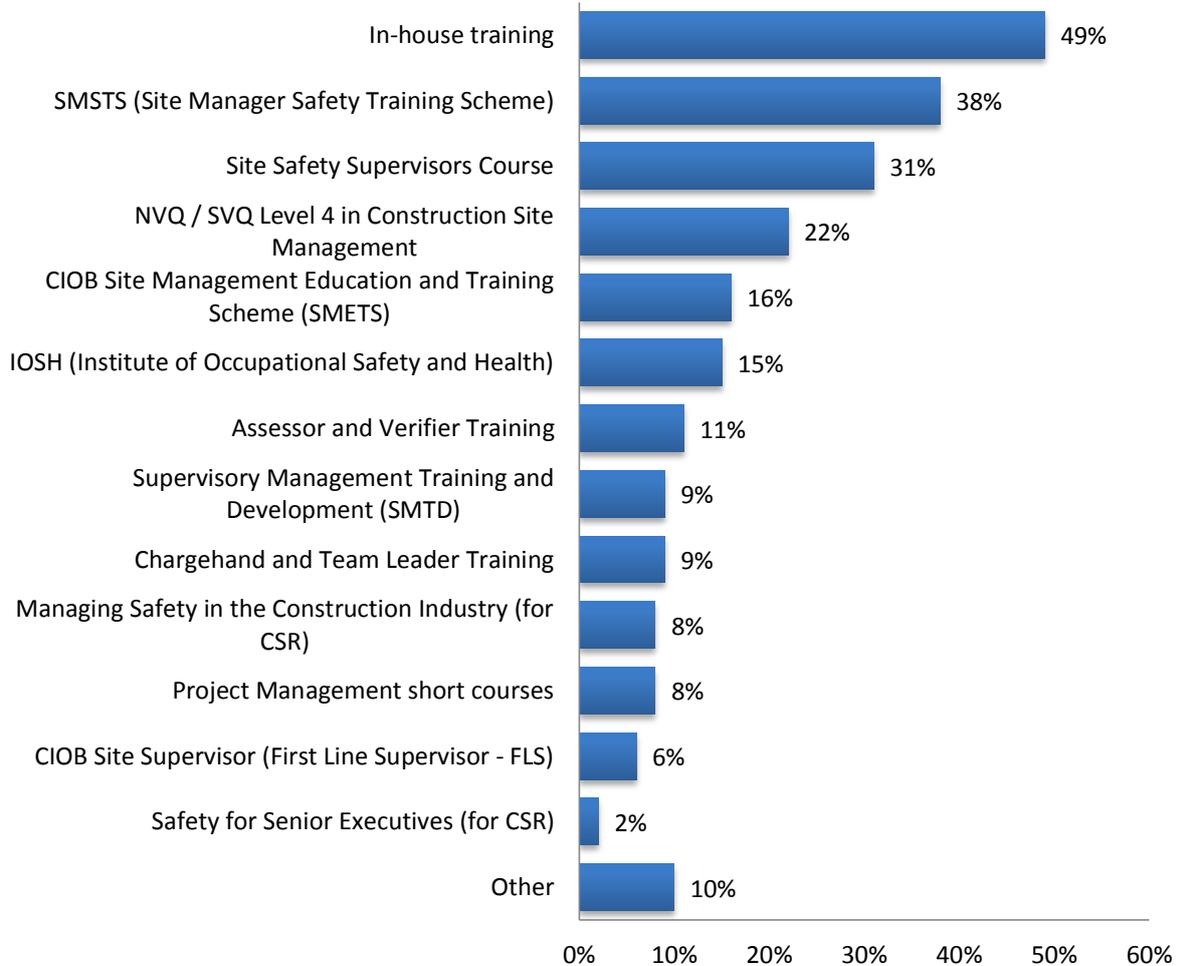
The proportion that has undertaken any managerial or supervisory training increases to 3 in 10 workers aged 45 and over (30%) and amongst those that have worked in construction for 5+ years (also 30%). All site managers have received formal training designed to improve managerial or supervisory knowledge or skills (100%).

In terms of the types of supervisory/managerial training undertaken the proportions mentioning each type are summarised in Figure 34. In-house training is most frequently mentioned by those who have undertaken any training (49%), followed by SMSTS (38%) and Site Safety Supervisors Courses (31%). These were also the top three most mentioned types of supervisory training in 2012, although SMSTS was only mentioned by a small minority then (9%).



**Figure 34: Types of managerial/supervisory training undertaken**

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



Unweighted base = 103

**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 all construction workers in the North East (100%) had a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview).

One in six of the workforce (18%) holds a skill card/certificate, but have no other construction qualification, this is lower than in 2012; however is more consistent with findings from 2007 (52% and 22% respectively).



**Figure 35: Qualification status summary**

*Base: All respondents*

	<b>NE 2015</b> %	<b>NE 2012</b> %	<b>NE 2007</b> %	<b>UK 2015</b> %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	100	100	86	98
Holds a formal construction qualification or a skills card/certificate	99	99	84	97
Holds a skills card/certificate	95	99	68	96
Holds a skills card/certification but no other qualification	18	52	22	30
Working towards a qualification	12	6	13	12
<i>Unweighted bases</i>	<b>427</b>	<b>394</b>	<b>427</b>	<b>4771</b>

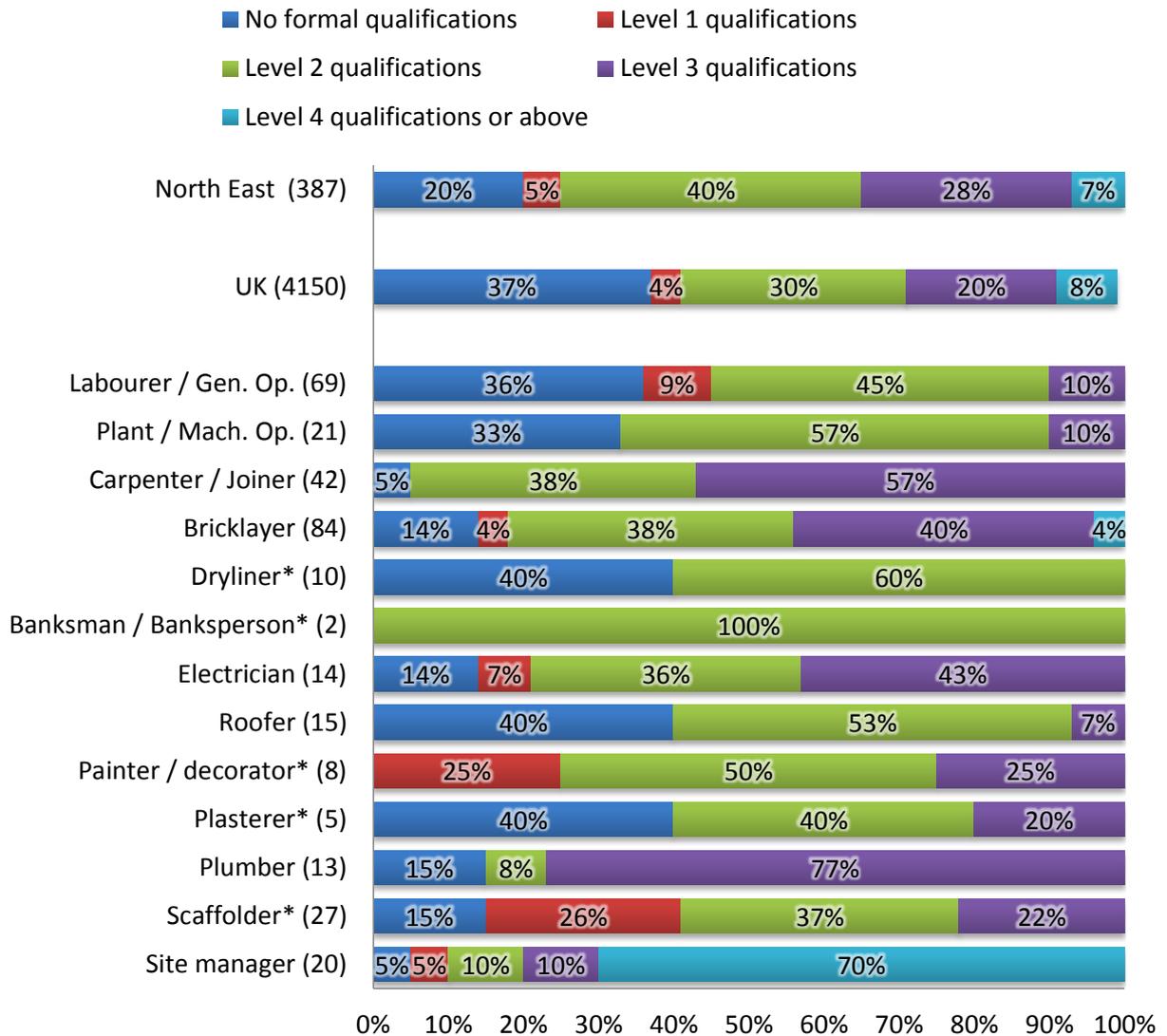
Based on all questions relating to qualifications it is possible to calculate each worker's highest qualification level. Figure 36 summarises all construction workers' highest level of qualification, overall and by occupation.

Overall while a fifth of construction workers in the North East (20% cf. 22% in 2012 and a 2015 UK average of 37%) have no qualifications, the majority have qualifications equivalent to Level 2 or above (75% cf. 72% in 2012; 58% across the UK in 2015).

By occupation site managers are most likely to hold the highest level of qualifications; 7 in 10 hold qualifications at Level 4 or above (70%). Plumbers and carpenters/joiners are also more likely than other occupations to hold qualifications equivalent to Level 3 or above (77% and 57% respectively).



**Figure 36: Current qualification level, by occupation**  
 Base: All respondents who provided a valid response

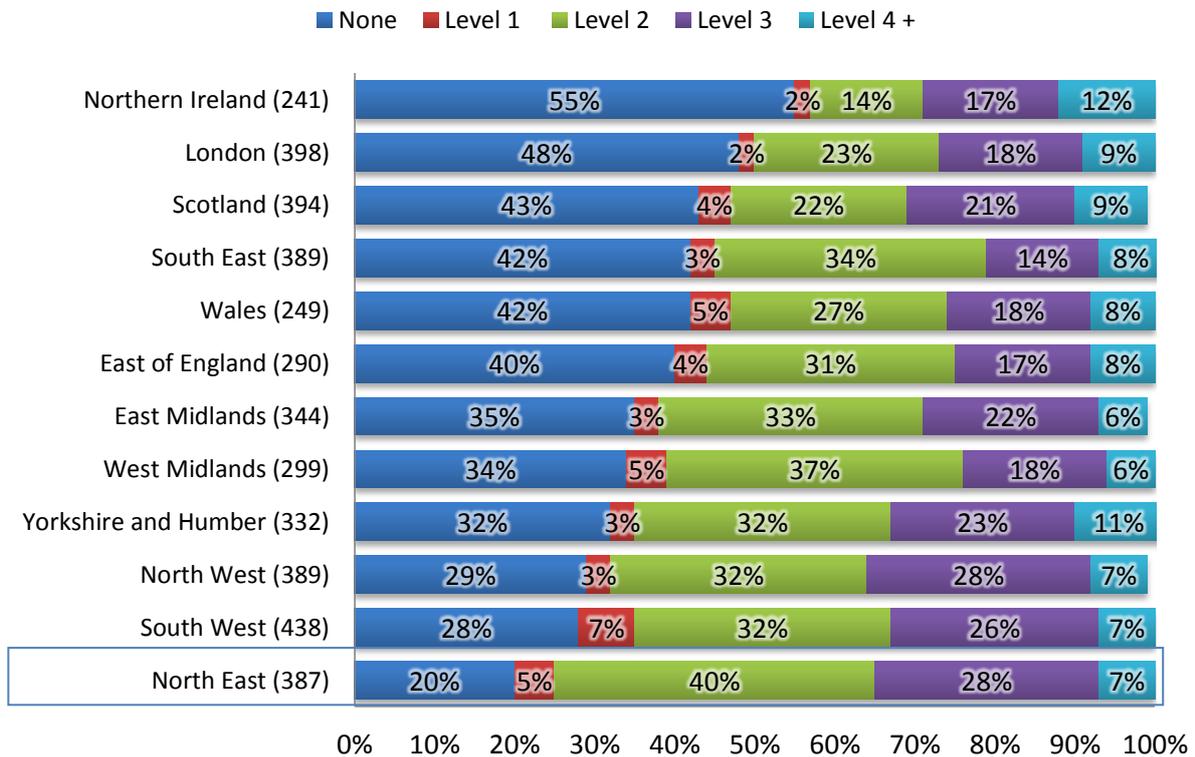


Unweighted bases in parentheses

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 North East is amongst the best qualified in the UK.



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



*Unweighted bases in parentheses*

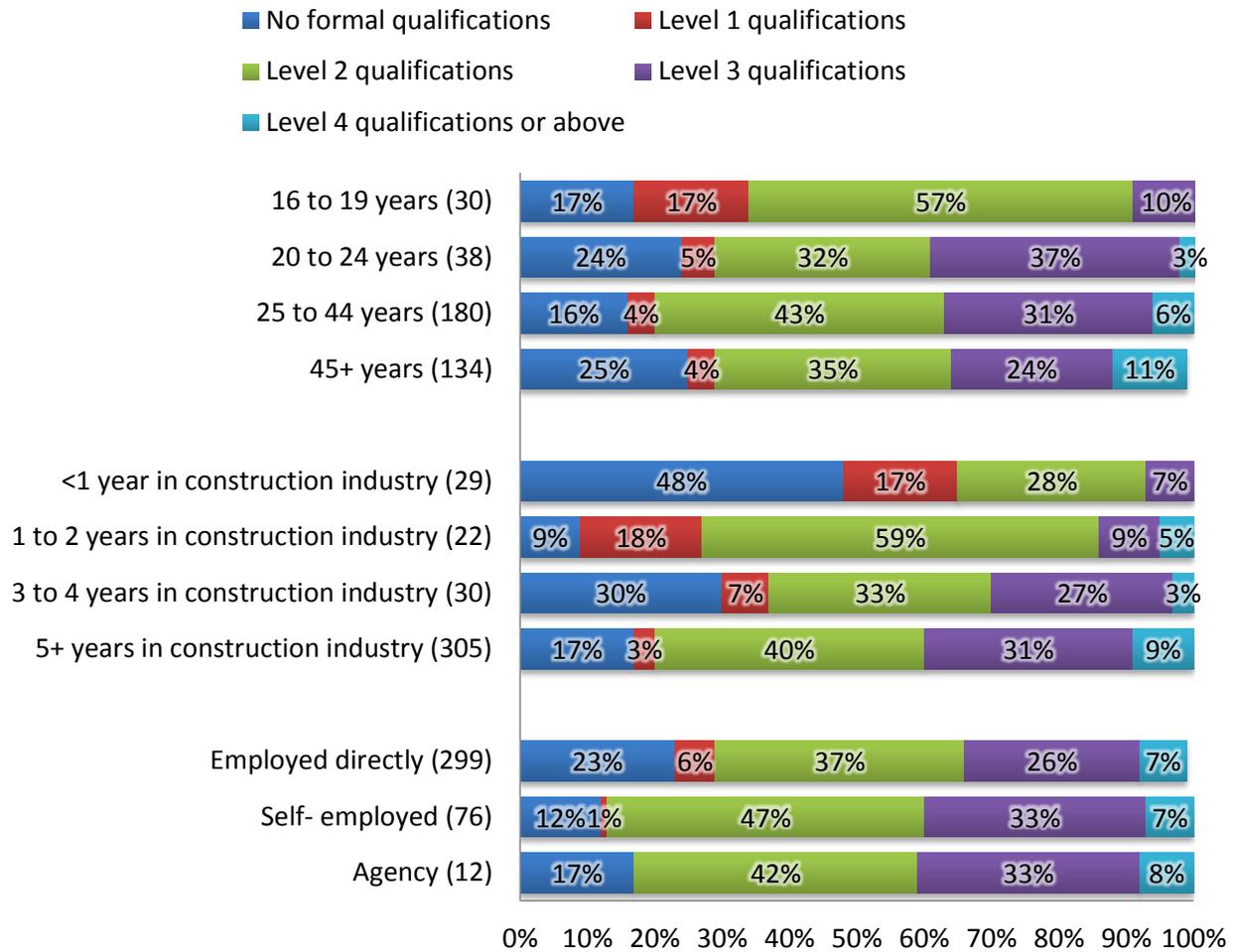
Looking at other sub-groups of construction workers, younger workers are most likely to have qualifications up to Level 1 or 2 (74% of 16-19 year olds) and workers over the age of 25 are most likely to have qualifications at Level 3 or 4+ (37% of 25-44 year olds and 35% of 45+ year olds). A similar pattern is evident in terms of length of time in the construction industry, with those having worked in construction for 5+ years more likely than those having spent less time in the industry having qualifications at Level 3 or 4+ (40%, compared with 7% that have less than 1 year of experience).

In terms of contract type, workers who are employed directly are less likely than those working for an agency or self employed to have any qualifications (23% have none). In addition workers employed through an agency are more likely to have higher level qualifications, compared with workers who are employed directly; two fifths of workers employed through an agency have qualifications equivalent to Level 3 or above (41%), compared with a third of construction workers employed directly (33%). Figure 38 illustrates these variances.

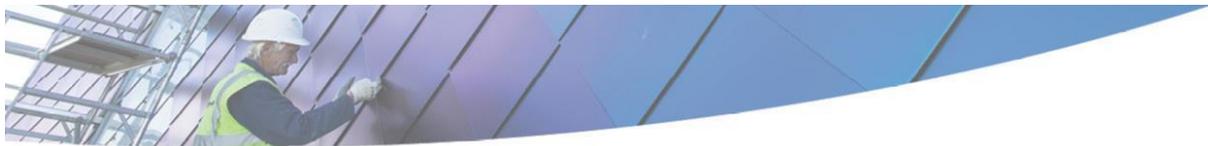


**Figure 38: Current qualification level, by other key variables**

Base: All respondents who provided a valid response



Unweighted bases in parentheses



## Geographic mobility

This section of the report on geographic mobility helps to identify which areas 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 area that they are currently working in, although the code frame used for the responses was slightly different. Within the North East the most likely reason for working in the region is because they grew up there/have always lived there (80%), with a further 7% mentioning other reasons to do with their family. Overall family reasons are mentioned to a greater degree than in 2012 (87% cf. 72%).

The next most likely reason for working at their current location is that their employer sent them there (16% cf. 24% in 2012).

**Figure 39: Reasons for choosing to work in current location**

*Base: All respondents*

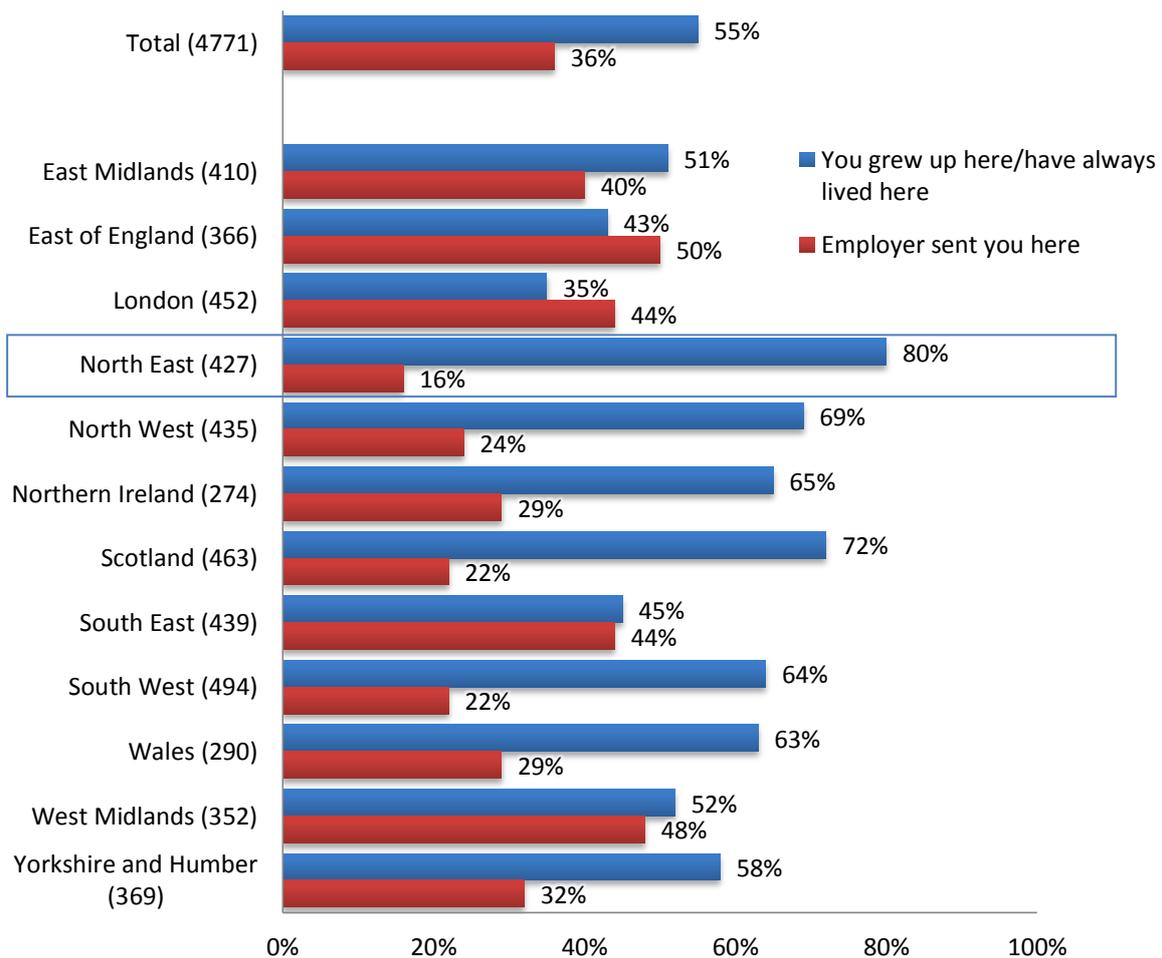
	NE 2015 %	UK 2015 %		NE 2012 %
You grew up here/have always lived here	80	55	Family	72
Family reasons	7	6		
Employer sent you here	16	36	Employer sent me	24
Came to the area to take up this or another job	3	5	More regular opportunities	3
There are more jobs available in this area	3	6	More jobs here	4
Construction work is better paid in this area	1	3	Better paid jobs	0
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	13
<i>Unweighted bases</i>	<i>427</i>	<i>4771</i>		<i>394</i>



Workers under the age of 20 are more likely than those over 44 years to state that they work in their current location because that's where they have always lived/grew up (90%, compared with 82%). Workers aged between 20 and 24 are significantly more likely than those in other age groups to say that it is because their employer sent them (24%).

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 North East are more likely than the UK average to cite having always lived there and less likely to say their employer sent them.

**Figure 40: Top two reasons for deciding to work in their current area, by region/nation**  
*Base: All respondents*



*Unweighted bases in parentheses*

Over half of all workers have worked within the North East for their entire construction career (56%), compared with a lower proportion in 2012 (31%). With a further 32% that have remained in this region most of the time, this means the majority of all workers have remained in the current region for all or most of the time (88%).

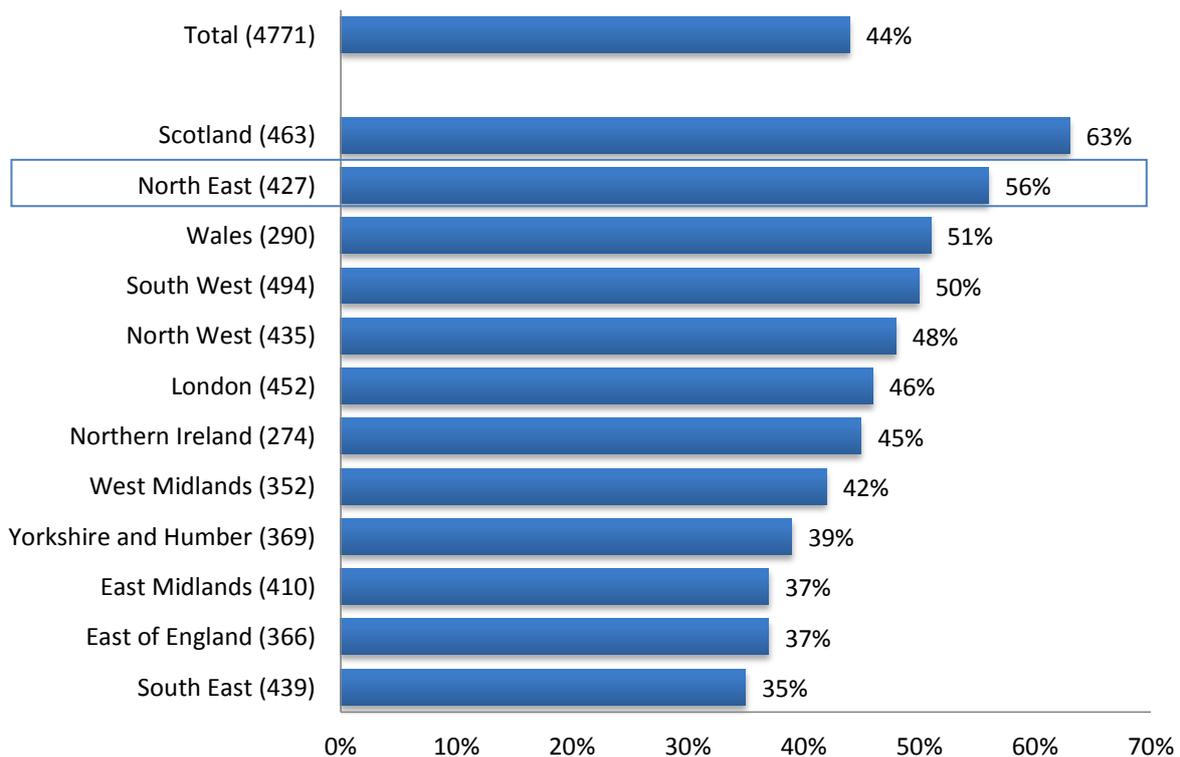


**Figure 41: Proportion of construction workers' career worked in current region/nation**  
*Base: All respondents*

	NE 2015 %	NE 2012 %	NE 2007 %	UK 2015 %
All of your time	56	31	54	44
Most of it	32	49	35	36
Around half your time	7	9	7	8
A small proportion of your time	5	6	3	7
Only on this job (this is the first site you've been to in this region/nation)	<0.5	3	1	3
Don't know	-	1	<0.5	2
<i>Unweighted bases</i>	<i>427</i>	<i>394</i>	<i>427</i>	<i>4771</i>

The proportion of construction workers in the North East that have spent all of their time in the region is higher amongst younger workers (84% of 16 to 19 year olds and 85% of 20 to 24 year olds) and similarly high amongst those that have worked in the construction industry for the shortest period of time. There are quite significant variations again by region/nation, with construction workers in the North East more likely than the UK average to have spent all their time in the region.

**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 93% in the North East.

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

Base: All respondents

\*denotes less than 0.5%

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

### Region/nation worked in before current site

Thinking about the last construction site they worked on, before this one, in the majority of cases workers' last site is in the same region/nation as they are working in now, however the extent to which this is the case varies considerably by region/nation, as Figure 44 illustrates. Construction workers in the North East are amongst those most likely to state that their last site was in the North East (86%), second to Scotland (94%).



**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 nearly all construction workers in the North East were interviewed in the same region in which they were living in when they started their construction career (96%). However, as in 2012, 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 North East are among the most likely to have remained in the same region in which they were based when they started their construction careers. They are on a par with Scotland (96%) and Northern Ireland (97%) in this respect.



**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	*
<b>North East</b>	<b>0</b>	<b>*</b>	<b>1</b>	<b>96</b>	<b>*</b>	<b>0</b>	<b>*</b>	<b>*</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>
North West	1	*	*	1	91	0	*	0	1	3	2	2
Northern Ireland	1	1	0	0	0	97	1	1	1	0	1	0
Scotland	1	1	1	1	0	0	96	0	*	0	*	0
South East	2	2	10	0	0	0	0	55	7	0	1	0
South West	*	*	0	0	*	0	0	8	76	0	2	0
Wales	*	1	0	0	1	0	0	0	1	94	2	0
West Midlands	6	*	*	*	2	0	0	1	3	1	84	0
Yorkshire and the Humber	2	3	*	1	1	0	*	0	1	0	0	90
Republic of Ireland	0	0	1	0	*	1	0	1	0	*	1	0
Other parts of Europe	*	1	2	0	*	*	*	6	2	0	1	*
Outside Europe	0	0	*	*	0	0	0	0	*	0	0	0
Other/ Unsure	3	19	8	0	1	*	0	8	5	1	2	2
Outside of UK and ROI	1	5	23	*	1	1	2	4	*	*	0	1
<i>Unweighted bases</i>	<i>318</i>	<i>302</i>	<i>345</i>	<i>386</i>	<i>389</i>	<i>215</i>	<i>409</i>	<i>374</i>	<i>478</i>	<i>231</i>	<i>291</i>	<i>292</i>

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



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

*Base: Those with a formal qualification*

	<b>UK 2015</b> %	<b>UK 2012</b> %	Higher than average mentions for other regions/nations
Northern Ireland (142)	96	98	
Scotland (372)	95	86	
<b>North East (348)</b>	<b>92</b>	<b>82</b>	
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.

Just 3% of all construction workers in the North East are travelling into the region for work from another region/nation in which their current residence is based (cf. 13% in 2012).



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

	UK 2015			UK 2012		
	% from same region/nation	% from different region/nation <sup>1</sup>	% 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
<b>North East (166)</b>	<b>97</b>	<b>3</b>	<b>1</b>	<b>87</b>	<b>13</b>	<b>13</b>
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.

Construction workers in the North East are amongst the most likely to currently be living in the same region/nation as the site they work on (97%), second only to Northern Ireland (99%).

<sup>1</sup> This percentage includes those travelling to/from a neighbouring region/nation./



**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

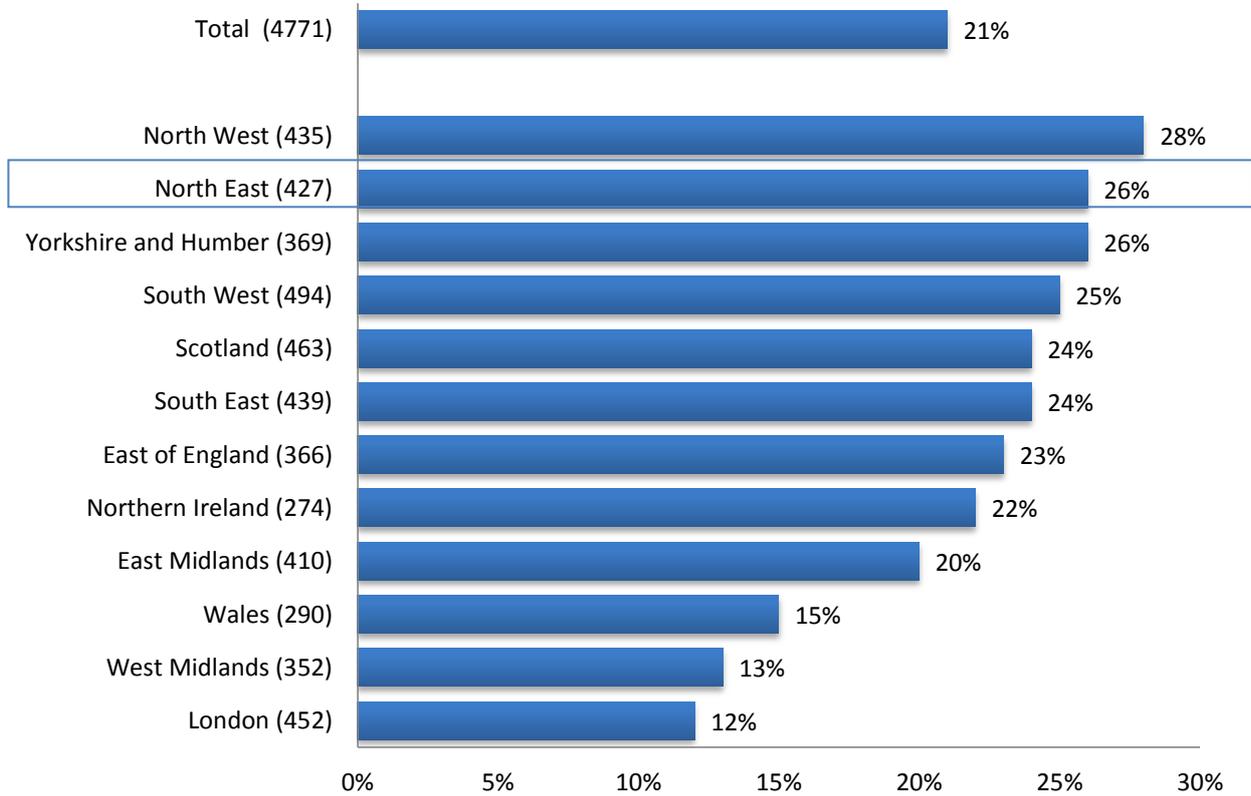
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within the North East, a quarter of construction workers have worked no more than 20 miles away (27%) and a further third have worked between 21 and 50 miles away (33%). This leaves two fifths that have worked more than 50 miles away from their permanent home (39%), with 13% that have worked between 51 and 100 miles away and a quarter that have worked more than 100 miles away (26%).

Once again there are variations in this regard, with workers based in the North East (26%) among the most 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 in the North East (4%) is among the lowest, whereas in the 2012 survey the proportion in the North East was similar to the UK average (7%, compared with 6%).



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

	<b>UK 2015</b> %	<b>UK 2012</b> %
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
<b>North East (427)</b>	<b>4</b>	<b>7</b>
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 North East, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 14 miles which is less than the average of 31 miles reported in 2012. The North East mean compares to a mean of 22 miles across the UK.

More than half (53%) travelled less than 10 miles from their current residence to the site they work, whilst 30% travelled between 10 and 19 miles, 15% travelled between 20 and 49 miles, and 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 (15% of all construction workers in the North East) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 8% expect to work for another week or so, or less; 14% expect another month; 3% about 3 months; 25% between 6 months and a year and 11% expect to still be working for their current company/agency in more than a year's time. 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 (40%).

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 North East (16% cf. 15% in 2012) do not expect to work on that site for more than a month, including 7% that only expect to be there for about a week or less. More than a fifth anticipated being on site for more than a month, but less than a year (22%), compared with a significantly higher proportion in 2012 (53%). A third expect to stay on that site for a year or longer (32%), which is an increase compared with 2012 (21%), suggesting more stable employment than in 2012. However a further 3 in 10 workers (30% cf. 11% in 2012) 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.

Those aged 20-24 are also more likely to be unsure of how much longer they can expect to work for (51% don't know).

Amongst the various trades/job roles, site managers are more likely to indicate that they expect to work at that site for more than a year (43%); dryliners\*, banksmen/bankspersons\*, and plasterers\* are least likely to indicate that this is the case (0%). (\*Caution: Small sample base.)

### Expected next site location

Three quarters of all construction workers in the North East 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 (76% cf. 71% in 2012). The remaining quarter of workers in aggregate are sure that this will not be the case (5%); that it depends where the work is (16%); or that they don't know (3%).

By trade/occupation, banksman/bankperson\* and plumbers are among those most confident that they will be able to travel from their permanent home to work on a daily basis (100% and 87%). (\*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 North East that do not expect to be able to commute daily to their next job are the most likely to expect to remain in the region/nation for their next job.



**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 North East; up from 69% to 86%. For all other types of projects the proportion of construction workers that have worked on them has fallen since 2012. In 2012 around three fifths had worked on commercial work (61%) or private industrial work (62%), compared with closer to a third in each case now (37% and 31% respectively). The proportion of construction workers that have been involved in infrastructure projects has fallen from around a half in 2012 (53%) to closer to one fifth this year (17%).

Overall one half of all construction workers have only worked on one project type (49%), a large increase compared with 1% in 2012, which again suggests a pattern of increased stability in the sector.



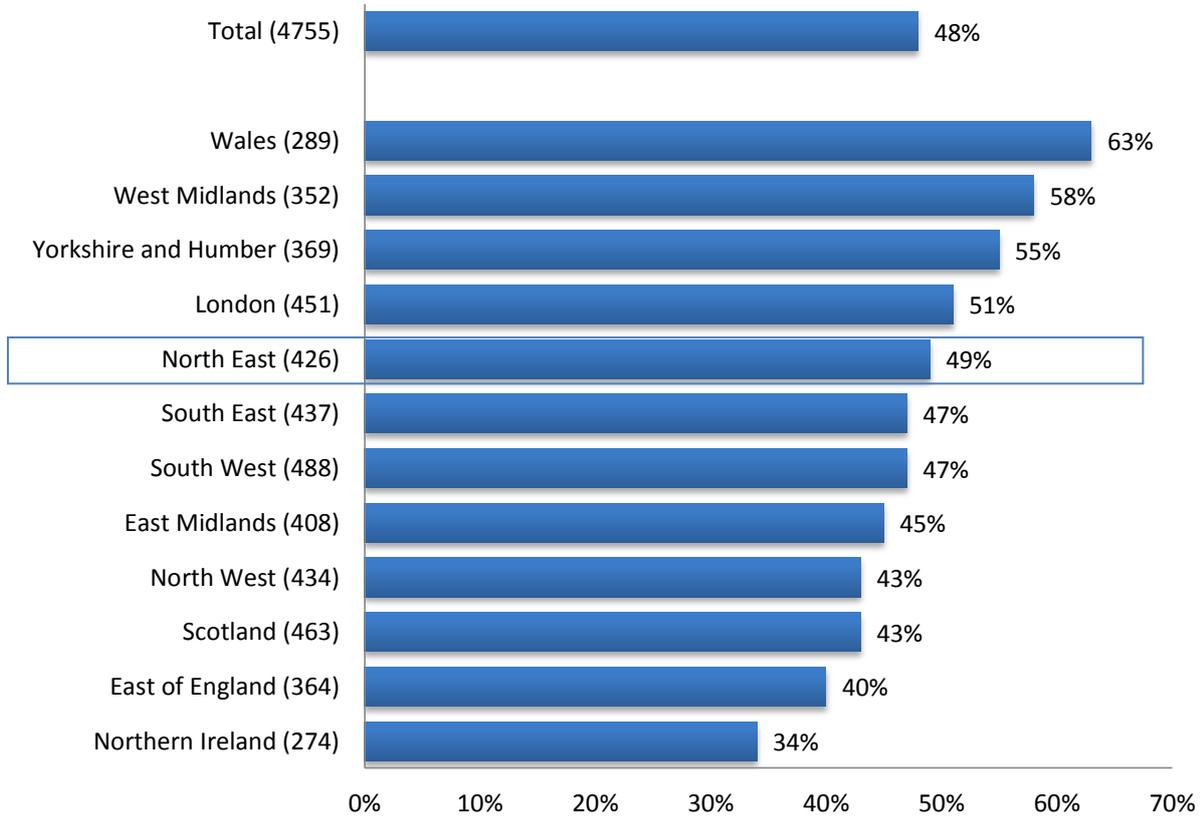
**Figure 52: Type of projects spent significant periods on**  
*Base: All respondents*

	<b>NE 2015</b> %	<b>NE 2012</b> %	<b>NE 2007</b> %	<b>UK 2015</b> %
New housing	86	69	83	83
Housing repair and maintenance including extensions/loft conversions	35	53	44	36
Commercial work such as shops, office, pubs etc	37	61	38	35
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	31	62	29	30
Public non-housing work such as schools, sports facilities, landscaping	33	69	39	33
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	17	53	23	21
ONE TYPE ONLY	49	1	36	48
TWO TYPES	12	17	22	14
THREE TYPES	11	10	12	11
FOUR TYPES	9	15	12	8
FIVE TYPES	11	16	8	9
SIX TYPES	8	23	8	9
<i>Unweighted bases</i>	<i>427</i>	<i>394</i>	<i>427</i>	<i>4771</i>

The number of project types worked on varies significantly by region/nation, as Figure 53 illustrates. The North East as a region is similar to the UK as a whole in how likely it is to report its' construction workers working on one project type (49%). The North East proportion compares with the highest proportion reported in Wales (63%) and the lowest proportion reported in Northern Ireland (34%).



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



*Unweighted bases in parentheses*

The likelihood that workers have worked only on one project type declines, as age increases, as one would expect (from 81% of 16 to 19 year olds to 42% of 45+ year olds). By current trade/occupation, labourers/general operatives (65%) and painters/decorators (63%) are most likely to have only worked on one project type, while site managers (30%), dryliners\* (36%) and electricians\* (38%) are least likely. Site managers (17%) are also most likely to have worked on all six project types. (\*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*	2	50	0	50	0	0	0
Dryliner*	11	36	18	27	9	0	9
Labourer / Gen. Op.	77	65	9	8	5	9	3
Scaffolder	28	57	7	0	0	18	14
Plasterer*	5	40	20	0	20	20	0
Bricklayer	91	51	11	11	9	8	8
Plumber*	15	47	0	13	20	7	13
Plant / Mach. Op.	27	41	11	15	19	4	11
Carpenter / Joiner	45	40	13	13	13	13	7
Roofer*	15	53	20	13	0	7	7
Painter / decorator*	8	63	13	0	13	13	0
Site manager	23	30	13	9	13	17	17
Electrician*	16	38	19	13	6	13	13

### 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 North East, half the construction workers say they definitely will be (48%); a further third think it is very or quite likely (35%); 3% consider it unlikely; just 1% say they definitely won't be and a further 7% 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): 50% believe they will definitely want to be working in the construction sector, 24% believe it is very likely they will want to be working in the construction sector and 12% believe it is quite likely they will want to be working in the construction sector. Only 4% think on any level that they will not want to be working in the construction sector in 5 years time which is less than in 2012 (11%).



## The North East 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 North East. Since 2012 there has been an increase in the proportion of workers employed directly by companies (from 66% to 78%) and a corresponding decrease in the proportion that are self-employed (from 27% to 19%).

There has also been an increase in the proportion of North East construction workers that expect to stay on the site they are currently working on for a year or longer (from 21% to 32%).

The proportion of workers that have worked on new housing is also up, from 69% to 86%, which reflects more confidence in the sector.

Some uncertainty does however remain with two fifths of temporary workers not knowing how much longer they can expect to be working for their current employer/agency (40%) and 3 in 10 workers not knowing how much longer they can expect to be on their current site (30%).

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 the same as the UK average in the North East (96%).

Four fifths of all construction workers in the North East (80%) hold some form of qualifications and this proportion is significantly higher than the UK average (of 63%). In particular, there has been a significant increase in the proportion of workers with Apprenticeships since 2012. The majority of all construction workers in the North East hold qualifications equivalent to Level 2 or above (75%) and they are above the national average in this respect (58%).

Around 1 in 8 North East construction workers are currently working towards a qualification and 1 in 14 believes they would benefit from training in basic skills.

In terms of mobility an increased proportion of construction workers have worked within the North East for their entire construction career (56% cf. 31% in 2012). In the majority of cases (86%) workers' last construction sites were in the North East.

About a quarter of North East construction workers (26%) have travelled 100+ miles to construction sites for work in the last 12 months and compared with workers in other regions/nations, they are most likely to have done so. However, just 4% of workers remain in temporary accommodation.



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