

# Workforce Mobility and Skills in the UK Construction Sector 2022

East Midlands Report - May 2023



Study prepared by BMG Research from a commission by CITB.

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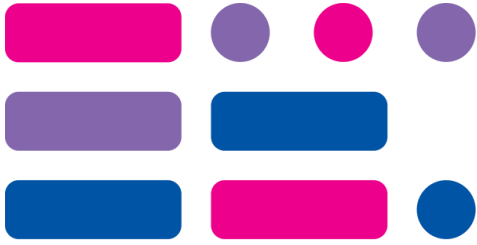
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## Executive summary

CITB commissioned BMG Research to undertake the 2022 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2018/19, 2015, 2012, 2007, and 2005. Face-to-face interviews were conducted with 3,005 construction workers undertaking manual roles on sites across the UK and 232 interviews were conducted with construction workers in the East Midlands region.

### Profile of the sample

All but 3% of construction workers in the East Midlands are male. Under half (47%) are aged under 35, which is a higher proportion than the general UK 16-64 years' workforce as a whole (36%), and higher than the UK average<sup>1</sup> in the survey (45%). Just under one in ten (8%) are aged 16 to 19, which is higher than the UK average (6%). Just 5% of construction workers are aged 60 or over.

Overall, 3% of the East Midlands construction workforce represents an ethnic minority group, compared with a higher incidence of 14% in the East Midlands 16-64 years' population as a whole. This is in line with the UK survey average of 5%, which in turn compares to the general UK 16-64 years' population of 14%. On this basis the gap between the incidence of residents from ethnic minority groups and the extent to which this is represented within the construction worker population is among the largest in the East Midlands as compared to other regions.

One in eight construction workers in the East Midlands (13%) originate from another country as compared to a UK average of 17%.

In line with 2018/19, the majority of East Midlands construction workers have lived in the UK all of their life (83% compared to 92% in 2018/19). Again, as was the case in 2018/19, this is higher than the UK average of 80%. Just 3% have lived in the UK less than five years.

By trade/occupation, the highest proportion of the East Midlands sample is accounted for by bricklayers and labourers/general operatives (both at 14%), followed by site managers (11%)

A third (32%) of all those interviewed in the East Midlands perform a supervisory or management role on their site, an increase from 2018/19 (19%) and 2015 (23%), and with the UK average (27%).

The highest proportion of construction workers within the 2022 East Midlands sample is employed directly by a company (47%), which is lower than in 2018/19 (56%). Around two

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

fifths (41%) of construction workers in the East Midlands are self-employed, in line with 2018/19 (40%) but lower than in 2015 (48%) and 2012 (47%). It is similar to the UK average in 2022 (42%). Around one in ten (11%) report working for an employment agency, higher than in 2018/19 (4%) and the UK average in 2022 (9%).

Three in ten construction workers in the East Midlands (31%) are employed on a temporary, rather than a permanent basis (66%), and the proportion of those employed on a temporary basis has increased since 2018/19 (16%). The East Midlands is in line with the UK average in terms of the level of temporary employment (29% across the UK).

Almost half of construction workers in the East Midlands (48%) report that they work between 40 and 49 hours per week, which is lower than the UK average (59%), while 19% work 50 hours or more a week, which is in line with the UK average of 19%. There has been an increase in the proportion of workers in the region working 50 or more hours per week since 2018/19 (10% in 2018/19).

## Work history

### Time in the sector

Around three in ten (28%) construction workers in the East Midlands have worked in the construction industry for over 20 years, in line with the UK average (30%) though fewer than in 2018/2019 (35%). Over three-fifths (56%) have worked in the industry for 10+ years, similarly to 2018/2019 (59%).

There has been an increase in the proportion of East Midlands construction workers who have worked pretty much continuously in the industry, from 54% in 2015 and 53% in 2018/19 to 60% in the latest survey, and within the region it is in line with the UK average (61%). However, the proportion of construction workers have only ever worked in construction decreased from 72% in 2018/19 to 69% in the latest survey.

### Previous non-construction jobs

Amongst the 22% of construction workers in the East Midlands who worked in another sector before starting work in construction, the most common sectors in which construction workers had started their careers were wholesale and retail trade (24%), manufacturing (18%), and accommodation and food (14%). The pattern of response largely reflects that in the UK, with a decline in those who started in manufacturing.

In terms of the job roles that respondents have held in other sectors, the highest proportions were in skilled trades occupations (25%), elementary administration and service occupations (20%), and sales and customer service occupations (18%).

### Occupational switching within the construction sector

Overall, a third (32%) of all construction workers in the East Midlands have worked in more than one construction trade or occupation whilst working in the construction industry,



higher than in 2018/19 (25%) and 2015 (35%), but in line with the UK average in 2022 (35%). Amongst this group, 21% had worked in 1 previous role, 51% had worked in 2 previous roles, 24% had worked in 3 roles/occupations and 4% had worked in 4 roles/occupations.

Workers are most likely to have previously worked as a labourer/general operative (31%) or bricklayer (16%).

The majority of construction workers in the East Midlands (84%) would like to carry on in the same trade or occupation, in line with 2018/19 (82%) and the UK average in 2022 (80%). One in twenty (6%) would like to change their trade/occupation, again in line with 2018/19 and the 2022 UK average (both 7%). The remainder would like to leave construction (2%) or were unsure (8%).

## Qualifications and skills

### Skills cards/certificates

Nine in ten (90%) of all construction workers in the East Midlands report holding a skill card or certificate (e.g. CSCS or CSR), this is a reduction on the 97% who did so in previous surveys. This reflects the UK picture, which has seen a similar decline (from 97% to 93%). Correspondingly, the proportion who have no cards has risen from 3% in 2018/19, to 8% in the latest survey.

In terms of the type of skill card or certificate held by construction workers in the East Midlands, the CSCS (Construction Skills Certification Scheme (GB) is the most commonly held (83%), in line with 2018/19 (83%). Over one in ten (13%) hold the CPCS, and 2% hold the CISRS.

### Construction-specific qualifications

Overall, a quarter (26%) of construction workers in the East Midlands report having no construction-related qualifications when they started their first job. This is significantly lower than the 70% who reported this in 2018/19, and lower than the 2022 UK average of 47%.

Over three quarters (74%) of construction workers in the East Midlands report holding a construction-related qualification, an uplift on the 64% who did so in 2018/19. This is in contrast to the UK-wide picture, where there has been a decrease in the proportion of workers holding a qualification, from 72% in 2018/19 to 69% in the latest survey.

As in previous years, the qualifications most likely to be held by construction workers in the East Midlands are NVQ/SVQ qualifications (35%), though a lower proportion to what was reported in 2018/2019 and 2015 (58% and 70% respectively). One in six (16%) construction workers with qualifications hold City & Guilds qualifications (compared to 16% in 2018/19 and 21% in 2015), whilst 8% hold an apprenticeship, an uplift on the 3% who did in 2018/19 and 2015. One in twenty (4%) construction workers with qualifications hold an

HNC/HND/BTEC Higher, and a similar proportion hold a Construction Award (4%) while slightly more hold a degree (6%), double the proportion in 2018/19.

### **Current study for qualifications**

Overall, 15% of all construction workers in the East Midlands are currently working towards formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This is in line with the UK average (13%), and compares with 12% in 2018/19 and 8% in 2015.

One in six (18%) of those who have no qualifications are working towards one, compared to 13% in 2018/19, and the 2022 UK average of 11%.

### **Supervisory/managerial training**

Amongst those who do not currently perform supervisory/management roles and have not had this role before, 16% want to become a supervisor or manager in the future (in line with the 15% who did so in 2018/19) and just 1% previously held the role and want to return to that status (2% in 2018/19). Close to two-thirds (63%) are certain that they do not want to, and a fifth (20%) are unsure.

Two in five (40%) construction workers in the East Midlands have received formal training designed to improve managerial or supervisory knowledge or skills, up from 21% who had in 2018/19, and higher than the 2022 UK average of 33%. Among those who have or have had some form of supervisory or management responsibilities, four in five (80%) have received formal training, an increase from 2018/19 (62%) and 2015 (75%), and the same as the UK average.

In terms of the types of supervisory/managerial training undertaken, SMSTS (Site Manager Safety Training Scheme) is most frequently mentioned by those who have undertaken any training (48%), followed by Site Safety Supervisors Courses and in-house training (both at 30%). These were also the top three most mentioned types of supervisory training in 2018/19, 2015 and 2012.

### **Basic skill needs**

Overall, 22% of construction workers in the East Midlands believe they would benefit from some form of training in basic skills (12% in 2018/19, 12% in 2015 and 2012, 11%). This is higher than the 2022 UK average (19%), which has seen also an increase since 2018/19 (11%).

### **Overall skill levels**

As in previous years, the vast majority (97%) of construction workers in the East Midlands have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 3% of those interviewed could not

say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

The proportion of construction workers in the East Midlands who hold a skill card/certificate, but has no other construction qualification has fallen to 10%, from 28% in 2018/19, continuing a downward trend that is also evident across the UK.

At 15%, the proportion of construction workers who are working towards a construction qualification is slightly higher than in 2018/19 (12%) and 2015 (8%), and the UK average (13%).

Overall, two in three (66%) of construction workers in the East Midlands have qualifications equivalent to Level 2 or above, an uplift on the 52% who did in 2018/19, and the 61% who did in 2015. This is also somewhat higher than the UK average of 61%.

## Geographic mobility

### Work history in the region/nation

All workers were asked what made them decide to work in the region/nation that they are currently working in. The pattern of results is similar to that seen in 2018/19, and to the UK average, with half (50%) saying it was because their employer sent them there (compared to 54% in 2018/19 and the UK average of 47%) and a third (33%) saying it was because they grew up there/have always lived there (compared to 53% in 2018/19, and the UK average of 46%).

Around half (49%) of construction workers in the East Midlands have worked within their current region for their whole career, a higher proportion than in 2015 (37%) and 2018/19 (43%), and in line with the UK average (49%). Three in ten (30%) have worked in their current region for most of their career, meaning that 79% have remained in the East Midlands for all or most of their career, as in 2018/19, but this is lower than the UK average (83%).

Similarly, construction workers in the East Midlands are among the least likely to state that their last site was in the same region (51%), and this is lower than in 2018/19 (71%) and 2015 (75%).

### Worker origins

Construction workers in the East Midlands are among the least likely to be interviewed in the same region/nation in which they were living when they started their construction career (53%), and this is significantly lower than in 2018/19 (82%) and 2015 (78%).

### Travel to site

Over a quarter (28%) of construction workers in the East Midlands have worked no more than 20 miles away, a slight decrease compared to 2018/19 (31%) and in line the UK average of 33%.

Compared with workers in other regions/nations, workers based in the East Midlands are just as likely as workers in the UK as a whole to have travelled more than 100 miles from their permanent home to work in the last 12 months (12%).

The average furthest distance travelled is 49 miles in the East Midlands, compared to the UK average of 46 miles.

The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site is 18 miles, in comparison to 15 miles in 2018/19 and 23 miles in 2015.

Over a third (36%) of those providing a response travel less than 10 miles to work, three in five (61%) travel between 10 and 49 miles (compared to 55% in 2018/19), and the remaining 3% travel further than this (compared to 9% in 2018/19).

### **Use of temporary accommodation**

In the East Midlands, around one in twenty (6%) construction workers reported that they were currently staying in temporary accommodation while working at their site, in line with the national picture (5%) and higher than previous years (3% in 2018/19, and 5% in 2015).

### **Site duration and change**

More than a quarter of temporary workers (27%) do not know how much longer they expect to be working, the same proportion as 2018/19 and less than the 2022 UK average (32%). Overall, 12% of all construction workers in the East Midlands, whether temporary or permanent, do not expect to work on that site for more than a month, continuing a downward trend, from 23% in 2015 to 14% in 2018/19. More than half (55%) anticipate being on site for more than a month but less than a year, higher than the 40% who did so in 2018/19, but similar to the UK average in 2022 (53%). One in eight (13%) expect to be on site for more than a year, again a downward trend is indicated, from 29% in 2015, to 20% in 2018/19. This proportion is the same as the 2022 UK average.

One in five (20%) are uncertain in this regard, fewer than in 2018/19 (27%) but in line with the UK average of 22%.

The majority (76%) of all construction workers in the East Midlands are confident that when they finish this job, they will get a job that allows them to travel from their permanent home to work on a daily basis, which is in line with 2018/19 (78%) but higher than 2015 and 2012 (71% and 69% respectively). It compares to a lower UK average in 2022 of 69%.

The proportion who are sure that this will not be the case has remained stable (4% compared to 5% in 2018/19), while the proportion who say it depends where the work is has increased, from 12% in 2018/19 to 16% in the latest survey, as is the case across the UK overall (from 8% in 2018/19 to 20% in 2022).

## Sub-sector and sector mobility

### Sub-sector mobility

New housing continues to be the most common type of construction work undertaken (80%, compared to 88%), followed by private industrial work (32%, compared to 29%), commercial work (29%, compared to 28%), housing repair and maintenance (28%, compared to 32%) and public non-housing work (24%, compared to 28%).

In terms of the number of types of work undertaken, the results are in line with the UK average, and with 2018/19, with over half (53%) undertaking one type, 16% two types, 17% three or four types, and 13% more than this.

### Leaving the sector

More than two-thirds (68%) be working in construction in five years' time, including 45% who say they definitely will be, and 23% who think it is very likely. This is lower than the UK average of 82%. Just 5% say it is unlikely that they will still want to work in construction in five years' time (compared with a UK average of 7%).

## Introduction

### Aims and objectives

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

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

The specific objectives of this research project are to:

- Examine the qualification levels of the construction industry workforce in the UK and analyse what part qualifications have played in career progression.
- Identify, quantify and analyse the extent to which the workforce in each region/nation within the UK comprises workers originating or living in other parts of the UK (or further afield) and mobility and travel to work.
- Examine the occupations and qualification levels of the mobile UK-origin workforce and of that part of the workforce with overseas origins.
- Examine the scale and extent of occupational mobility within the construction workforce to see how workers in construction occupations change their occupations over time, both within construction and in relation to other sectors, and, related to this, the extent to which managers and supervisors have received training specifically to enhance their managerial skills.

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

## Method

The 2022 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research in 2018/19. Overall, 3,005 interviews with construction workers in site-based roles across the UK were required, split between the 12 standard regions/nations. In total, 232 interviews were conducted in the East Midlands region.

### Sampling

This sub-section provides an overview of the sampling methodology employed for the survey. Further detail is provided in the technical report that accompanies this analytical report.

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

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

Project eligibility criteria were:

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

Where sites met these criteria, they were deemed eligible to participate. A target of 30 sites per English region and in each of Scotland, Wales and Northern Ireland was set in order to achieve a sufficient number of interviews in each. However, in some instances this target was not achievable due to site refusals to take part, some sites not meeting the eligibility criteria on further screening, or lower than expected numbers of on-site workers being available. In some regions, more than 30 sites were recruited to compensate.

### Telephone-based site recruitment

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

to visit the site and a confirmation email was sent to the relevant individual. Confirmation calls were made ahead of site visits to ensure recall of the visit.

### Site visits

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

Interviews were completed using Computer Assisted Personal Interviewing (CAPI) techniques as well as self-completion techniques. They were undertaken between May and December 2022

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

The following table shows the number of interviews achieved in each region/nation. In order to obtain strong bases for regional/national analysis, a quota of 200 completed questionnaires per region/nation was set, with an allowance of +/- 50 interviews per region/nation. However, at the analysis stage, weighting factors were applied to survey data to ensure that, for national analysis, regions/nations were represented in their correct proportions according to the size of the construction workforce per region/nation as reported in the government's Annual Population Survey of economically active adults aged 16 and over.

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

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

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

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



### Methodological points to note

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

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

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

### Notes on reading this report

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

The base for statistics is described under each figure (table or graph) heading, with the base counts (unweighted) on dedicated rows of tables. Where tables include statistics on many different bases, the unweighted bases for 2022 data are shown in brackets.

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

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

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

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

## Profile of construction site workers

This first section of the report provides a profile of construction site workers interviewed in the survey and where possible makes comparisons with previous years' surveys. The section examines: *personal demographics*, including gender, age, ethnicity, nationality (including length of time that workers have been resident in the UK) and disability; *current occupation*; *employment status* i.e. whether employed directly, self-employed or by an agency; and *employment contract basis* i.e. whether working on a temporary or permanent basis.

The section then moves on to examine career histories, including: the number of years respondents have worked in the construction industry, pre-construction employment histories, occupational switching, and progression within the construction sector.

### Personal demographics

Figures 2 to 5 detail the demographic profile (gender, age, ethnicity, nationality and disability) of the 2022 sample of construction workers, compared with the 2018/19 and 2015 surveys and official statistics from the Annual Population Survey (where comparisons are possible).

#### Gender

As in previous years of the survey, the vast majority of construction workers in manual roles interviewed in the East Midlands were male (97%), in line with the UK average. Male dominance is greater in the survey sample than in the UK construction workforce as a whole as this survey does not include those in office-based roles within the construction industry (either administrative or professional, where the incidence of female workers is higher) and interviews were conducted on relatively large construction sites (valued at £250,000+, with at least 10 workers), thereby excluding female construction workers on small building sites and in maintenance and repair (an industry segment in which women, for example in some small all-female businesses, may be slightly more frequent). More detail is shown in the following figure.

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

*Base: All respondents*

	<b>EM 2022</b>	<b>UK 2022</b>	<b>UK Workforce*</b>
	<b>%</b>	<b>%</b>	<b>%</b>
Male	97	97	52
Female	3	2	48
Transgender	<0.5	<0.5	-
Non-binary	-	<0.5	-
Prefer not to say	<0.5	<0.5	-
<i>Unweighted bases</i>	<i>232</i>	<i>3,005</i>	<i>33,808,600</i>

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

## Age

Within the East Midlands, the youngest age group (16 to 24 year olds) accounts for under one in five construction workers (16%), a decrease on previous iterations of the survey (21% in 2012), and a smaller proportion compared to data for the UK overall in 2022 (19%) though higher than the UK workforce overall (13%).

The proportion aged 25 to 44 is the highest since 2018/19, 2015 and 2012 (55% compared to 47%, 44% and 50% respectively), and in line with the UK workforce overall (56%).

Those aged 45 to 59 account for 24%, continuing a downward trend since 2015 (31%) and 2018/19 (26%), and lower than the 28% in the UK workforce overall.

Just 5% are aged 60 or over, in line with previous years, and largely in line with the UK workforce overall (4%).

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

Base: All respondents

	EM 2022 %	EM 2018/9 %	EM 2015 %	EM 2012 %	UK 2022 %		UK Workforce* %
16 to 19 years	8	9	6	3	6	16 to 19 years	4
20 to 24 years	9	12	12	18	13	20 to 24 years	9
25 to 34 years	30	26	25	28	26	25 to 34 years	23
35 to 44 years	25	21	19	22	24	35 to 49 years	33
45 to 54 years	17	17	23	17	17	50 to 64 years	28
55 to 59 years	7	9	8	11	8		
60+ years	5	5	7		6	65+ years	4
<i>Unweighted bases</i>	232	411	410	408	3,005		33,808,600

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

## Ethnicity

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

On this basis, 3% are of Black, Asian or Mixed origin, lower than the UK working age population (12%).

### Figure 4: Ethnic profile of the sample compared with previous surveys and the UK population

Base: All respondents

	EM 2022 %	EM 2018/19 %	EM 2015 %	EM 2012 %	UK 2022 %	UK population aged 16 to 64* %
White	95	97	97	98	91	84
Black	1	1	<0.5	1	2	4
Asian	1	<0.5	<0.5	<0.5	2	6
Mixed	-	<0.5	-	-	1	2
Other/Not stated	2	1	1	1	3	4
<i>Unweighted bases</i>	<i>232</i>	<i>411</i>	<i>410</i>	<i>408</i>	<i>3,005</i>	<i>41,439,500</i>

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

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

At 3%, the proportion of East Midlands construction workers of ethnic minority origin is amongst the lowest out of all the regions, with only North East (2%), North West (1%) and Northern Ireland (1%) ranking even lower which has been the case in previous iterations of the survey. This is a significantly lower proportion than among the East Midlands working age population (14%).

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

Base: All respondents

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

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

## Country of origin

Construction workers were asked for details about their nationality and country of origin. The table below focuses on the non-UK nationalities that are most frequent in the 2022 survey.

As was the case in 2018/19, the majority of construction workers in the East Midlands (87%, compared to a higher 94% in 2018/19) originated from the UK and the remaining 13% originated from another country, 5% from within the EU, and 8% from outside the EU (the latter including 1% from India).

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

Base: All respondents

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

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

## Holding of passports

Under one in ten (8%) construction workers in the East Midlands hold a passport for another country, which is double the proportion in 2018/19 (4%), and lower than the UK average of 13%. The majority hold a UK passport (82%), with a further 8% reporting that they do not have a passport.

## Length of time living in the UK

The majority of East Midlands construction workers have lived in the UK all of their life, although at a lower proportion than 2018/19 (83% and 92% respectively). This is in line with the UK average of 80%. Just 3% have lived in the UK less than five years.

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

Base: All respondents

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

Q39

## Disability

Amongst all construction workers in the East Midlands, 4% report that they have a long-term illness, health problem, or disability which limits the type of work they can do (as compared to 3% in 2018/19), in line with the UK average of 3%.

## Occupational profile

### Current job role

All workers were asked what their current trade or occupation is at their site. Respondents in a supervisory role were asked to detail their trade/occupation background, as their supervisory roles would be asked about later in the survey. Figure 8 summarises all the trades/occupations mentioned by at least 1% of the sample and compares this with the occupational profile from the 2018/19 and 2015 surveys.

In 2022, labourers/general operatives and bricklayers account for the highest proportion of construction workers in the East Midlands, (both at 14%, compared to 16% for labourers/general operatives and 27% for bricklayers in 2018/19).

Around one in ten of the workforce in the East Midlands site managers (11%), plant/machine operatives or in technical roles (9%).

### Figure 8: Occupational profile

Base: All respondents. Mentions 1%+

	EM 2022 %	EM 2018/19 %	EM 2015 %	UK 2022 %
Bricklayer	14	27	24	10
Labourer/General operative	14	16	16	18
Site manager	11	6	7	9
Plant/machine operative (e.g. Fork lift/JCB)	9	8	10	9
Technical e.g. surveyor, maintenance technician	9	2	<0.5	3
Carpenter/joiner	6	10	11	9
Electrician	6	3	3	5
Dryliner	5	2	1	3
Ground worker	5	4	<0.5	5
Plumber	3	5	2	3
Pipe fitter	2	1	1	1
Scaffolder	2	6	6	3
Banksman/Banksperson	1	1	1	2
Painter/decorator	1	3	6	1
Plasterer	1	1	3	1
Roofer	1	-	-	3
Gardener/landscaper	1	-	-	2
Other	6	1	<0.5	1
<i>Unweighted bases</i>	232	412	352	3,005

Q5

### Supervisory roles

Around a third (32%) of all construction workers in the East Midlands say they perform a supervisory or management role on their site (compared to 19% in 2018/19 and 23% in 2015). As expected, the incidence of workers in a supervisory role increases with age, from 17% of 16 to 24 year-olds to 42% of those aged 45+.

As was the case last year, workers who are directly employed by a company (46%) are more likely than those that are self-employed (21%) or work for an agency (15%) to perform a supervisory or management role.

Similarly, a higher proportion of those who have worked in the construction industry for more than 5 years have supervisory roles than those that have worked in the industry for

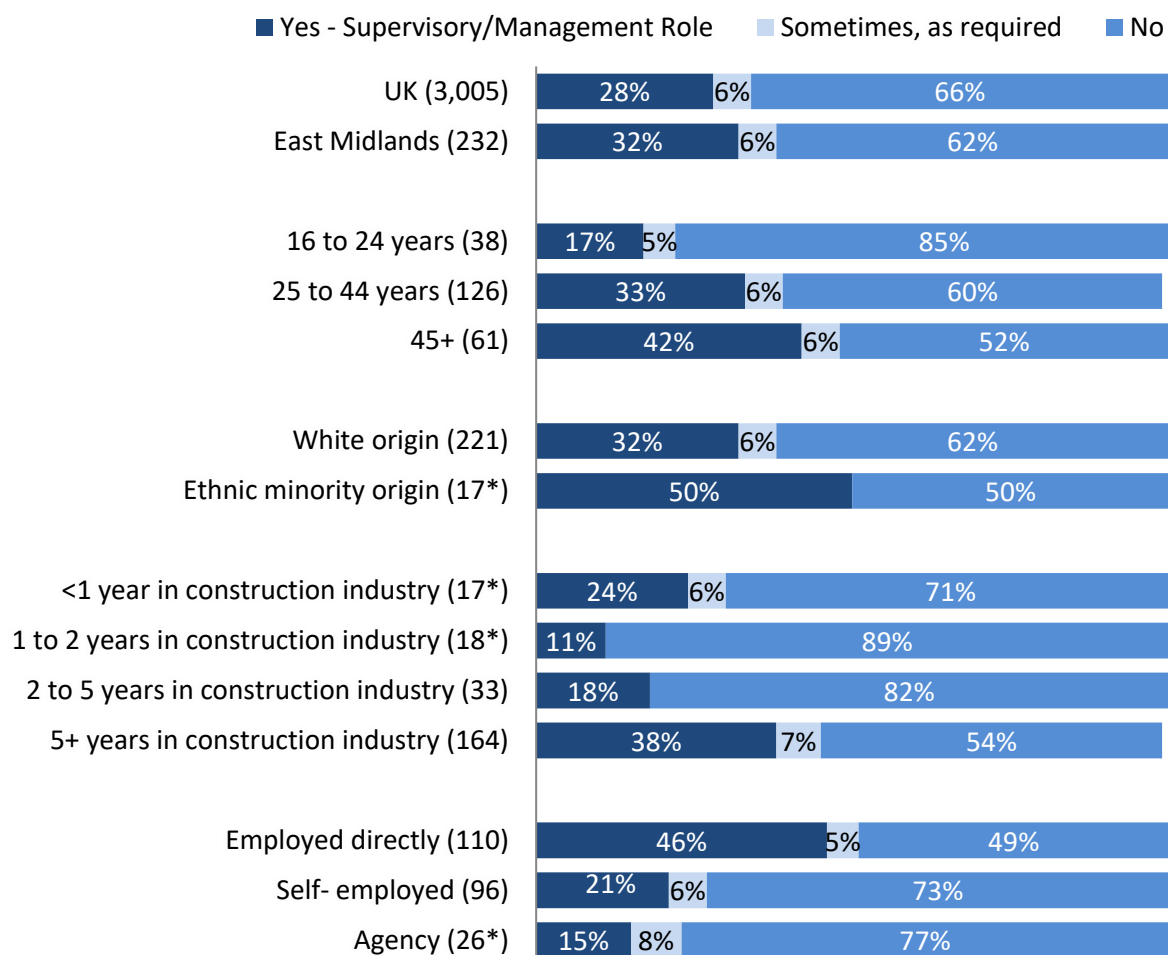


less than 5 years (38%, compared to 24% of those who have worked in the industry for less than a year).

These differences are summarised in the following figure.

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

Base: All respondents



Q8. Unweighted bases in parentheses

\* Caution: low base

## Employment status

The highest proportion of construction workers within the 2022 East Midlands sample is employed directly by a company (47%), which is lower than in 2018/19 (56%).

Around two fifths (41%) of construction workers in the East Midlands are self-employed, in line with 2018/19 (40%) but lower than in 2015 (48%) and 2012 (47%). It is similar to the UK average in 2022 (42%).

Around one in ten (11%) report working for an employment agency, higher than in 2018/19 (4%) and the UK average in 2022 (9%).

The proportion of workers who are self-employed increases with the length of time worked in the industry, from 18% of those in the industry for less than a year, to 45% of those in the sector for over five years.

Correspondingly, the proportion who are work for an agency decreases with time worked in the industry, from 29% of those in the sector for less than a year, to 9% of those who have worked in the industry for more than five years.

### Figure 10: Employment status

Base: All respondents

	EM 2022 %	EM 2018/19 %	EM 2015 %	UK 2022 %	Years working in construction %			
					<1	1-2	2-5	5+
Employed directly by a company (contractor or sub-contractor)	47	56	47	42	53	67	39	46
Self-employed	41	40	48	48	18	22	48	45
Working for an employment agency	11	4	5	9	29	11	12	9
Working on some other basis	<0.5	0	1	1	0	0	0	0
<i>Unweighted bases</i>	232	411	410	3,005	17*	18*	33*	164

Q20

\* Caution: low base

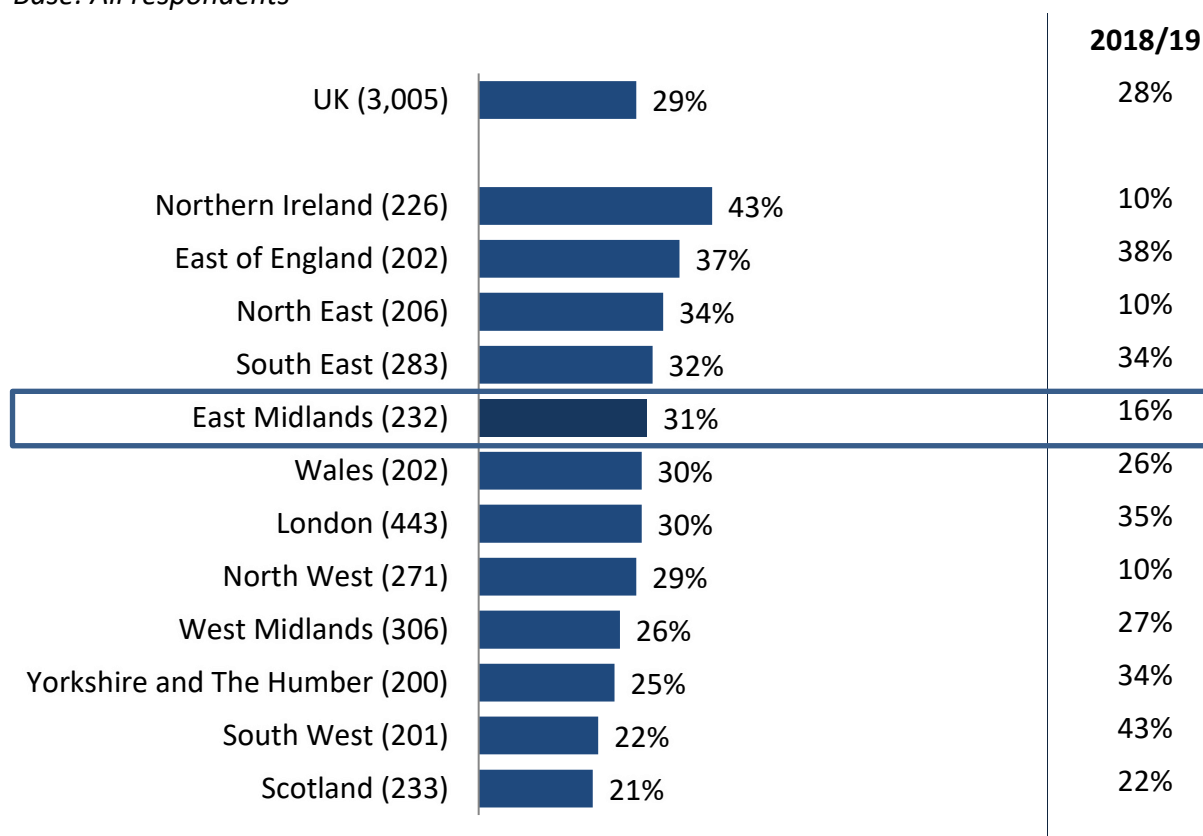
### Employment contract basis

A third (31%) of construction workers in the East Midlands are employed on a temporary, rather than a permanent basis (66%), and temporary employment has increased compared to 2018/19 (16% and 82% respectively). The remainder believe they have an ‘other’ type of contract arrangement (3%).

The East Midlands is in line with the UK average in terms of the level of temporary employment (29% across the UK).

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

Base: All respondents



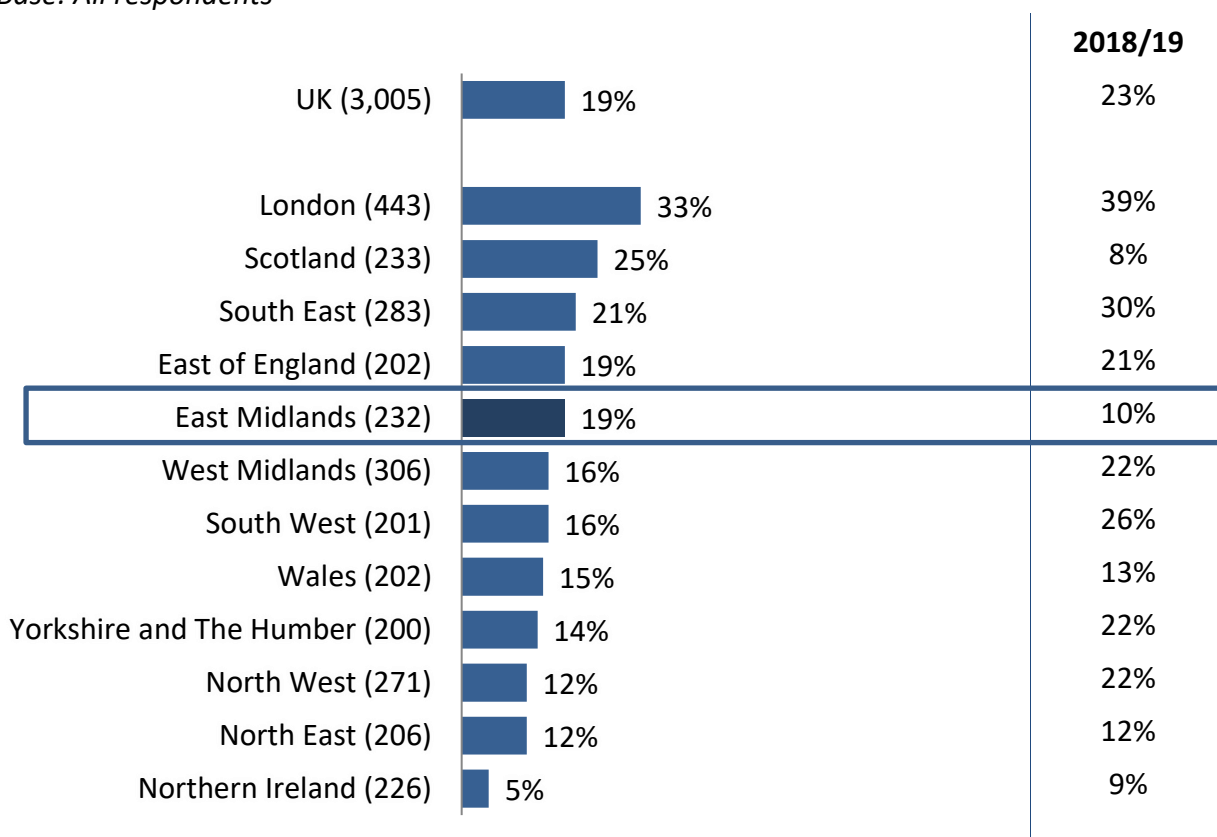
Q21. Unweighted bases in parentheses

### Hours worked

Almost half of construction workers in the East Midlands (48%) report that they work between 40 and 49 hours per week, which is lower than the UK average (59%), while 19% work 50 hours or more a week, which is in line with the UK average of 19%. There has been an increase in the proportion of workers in the region working 50 or more hours per week since 2018/19 (10% in 2018/19).

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

Base: All respondents



Q22. Unweighted bases in parentheses

## Work histories

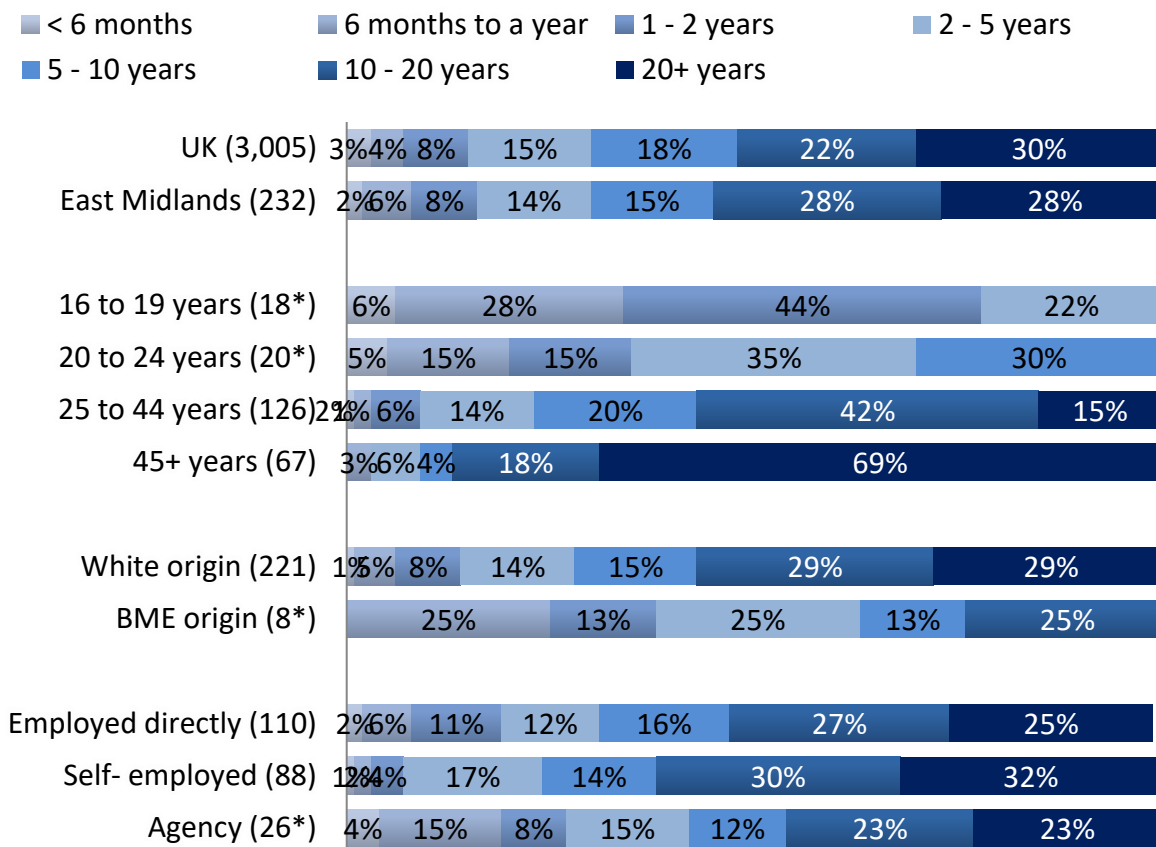
### Time in the sector

Just under three in ten (28%) construction workers in the East Midlands have worked in the construction industry for over 20 years, fewer than in 2018/19 (35%), but similar to the UK average (30%). Over half (56%) have worked in the industry for at least 10 years, similarly to 2018/19 (59%).

Two-thirds of construction workers aged 45 and over have more than 20 years' experience of working in the sector, but this proportion has decreased since 2018/19 (69%, compared to 84%).

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

Base: All respondents



Q1. Unweighted bases in parentheses

\* Caution: low base

Figure 14 further highlights a decline in workers with more than 20 years' experience since 2015, from 38% in 2015 to 35% in 2018/19 to 28% in 2022.

**Figure 14: Years spent working in the construction sector (cumulative)**

*Base: All respondents*

	<b>EM 2022</b> %	<b>EM 2018/19</b> %	<b>EM 2015</b> %	<b>UK 2022</b> %
Less than 6 months	2	3	4	3
Up to a year	8	7	7	7
Up to 2 years	16	14	11	14
Up to 5 years	30	28	21	29
Up to 10 years	45	42	36	48
Up to 20 years	73	56	62	70
More than 20 years	28	35	38	30
<i>Unweighted bases</i>	232	411	410	3,005

Q1

## Pre-construction employment histories

There has been an increase in the proportion of East Midlands construction workers who have worked pretty much continuously in the industry, from 54% in 2015 and 53% in 2018/19 to 60% in the latest survey, and within the region it is in line with the UK average (61%). However, the proportion of construction workers have only ever worked in construction decreased from 72% in 2018/19 to 69% in the latest survey.

**Figure 15: Statement that best describes respondents' work histories since leaving full time education and starting their first job in construction.**

*All respondents*

	EM 2022 %	EM 2018/19 %	EM 2015 %	UK 2022 %	Age %			
					16 - 19	20 - 24	25 - 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	60	53	54	61	50	50	63	63
I have only worked in construction jobs but have had spells of being out of work	7	6	6	6	0	10	8	6
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	9	6	9	8	17	5	6	12
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	17	20	21	18	22	20	16	16
This is my first job. I haven't worked in any other industry.	2	13	7	4	6	10	1	1
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	5	3	1	4	6	5	6	1
<i>Unweighted bases</i>	<i>232</i>	<i>411</i>	<i>410</i>	<i>3,005</i>	<i>18*</i>	<i>20*</i>	<i>126</i>	<i>67</i>

Q2

\* Caution: low base

Overall, 17% of construction workers in the East Midlands say that their first job after full-time education was not in construction and that they moved into the industry after working in other sorts of jobs/sectors. This continues a slight downward trend since 2015 (21%) and 2018/19 (20%), and is lower than the UK average of 22%.

Those who had worked in other sectors before starting their construction careers were asked to give details of what they were doing immediately before they started working in construction. The most common sectors in which construction workers had started their careers were wholesale and retail trade (24%), manufacturing (18%), and accommodation and food service (14%). The pattern of response largely reflects that in the UK, with a decline in those who started in manufacturing.

**Figure 16: Industry worked in before starting work in the construction sector**

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

	<b>EM 2022 %</b>	<b>EM 2018/19 %</b>	<b>EM 2015 %</b>	<b>UK 2022 %</b>
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	24	11	11	20
C – Manufacturing	18	37	24	11
I – Accommodation	14	0	-	12
O – Public admin and defence	12	0	-	5
P – Education	8	0	-	2
H – Transportation and storage	4	7	11	8
<i>Unweighted bases</i>	<i>51</i>	<i>81</i>	<i>94</i>	<i>624</i>

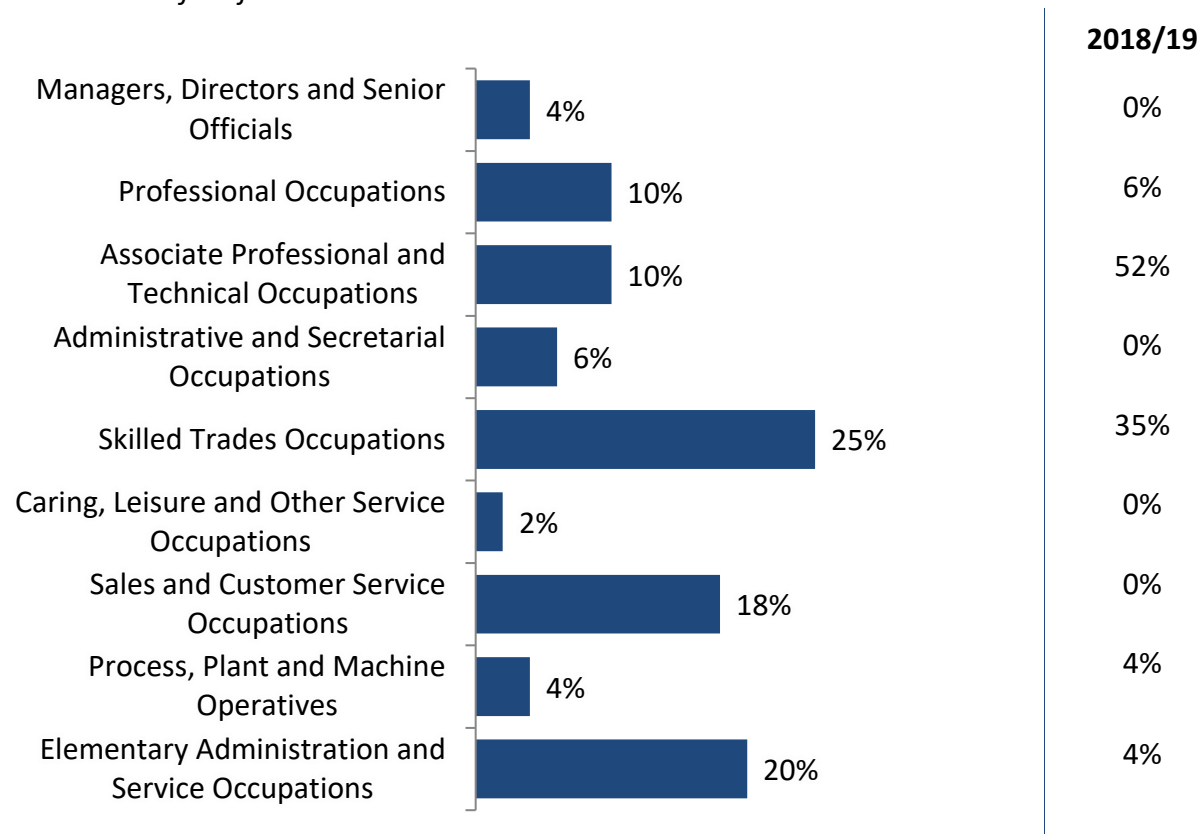
Q3



In terms of the job roles that respondents have held in other sectors, the highest proportions were in skilled trades occupations (25%), elementary administration and service occupations (20%), and sales and customer service occupations (18%).

**Figure 17: Job roles undertaken in other sectors in 2022 compared with 2018/2019**

*Base: Where first job was not in construction*



Q3. Unweighted base (51)

## Occupational switching and progression within construction

All workers were asked whether they have worked in differing construction roles or occupations whilst working in the construction industry.

Overall, a third (32%) of all construction workers in the East Midlands have worked in more than one construction trade or occupation whilst working in the construction industry, which is a higher proportion than in 2018/19 (25%) but in line with 2015 figures, and with the UK average (both at 35%).

Naturally, the proportion of workers who have had more than one role increases with age, from 15% of those aged between 20-24 to 42% of those aged 45 or over, and with the length of time respondents have worked in construction, from 12% of those with up to a year's experience to 35% amongst those with 5 or more years of experience.

There are also variations by current job role with plant/machine operatives being significantly more likely than average to have done so (68%), followed by site managers (50%). Those with a technical e.g., surveyor, maintenance technician role are least likely to have worked more than one construction trade or occupation whilst working in the industry.

### Figure 18: Percentages having had other construction roles by current occupation

Base: All respondents

MORE likely to have had more than one role (average 32% in 2022)			LESS likely to have had more than one role (average 32% in 2022)		
	EM 2022 %	UK 2022 %		EM 2022 %	UK 2022 %
Plant / Mach. Op. (22*)	68	48	Labourer/General operative (32*)	31	28
			Bricklayer (32*)	22	26
Site manager (26*)	50	56	Technical (21*)	19	25
Unweighted bases for 2022 East Midlands in parentheses					

Q6

\* Caution: low base

Construction workers 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 had previously worked in, with each worker able to list all previous occupations.

Amongst the 32% of all East Midlands construction workers that had worked in at least one other role/occupation, 21% had worked in 1 previous role, 51% had worked in 2 previous roles, 24% had worked in 3 roles/occupations and 4% had worked in 4 roles/occupations.

Workers are most likely to have previously worked as a labourer/general operative (31%), or as bricklayers (16%). This is in line with the UK average.

**Figure 19: Previous occupations/trades in the construction sector**

*Base: Workers that have switched occupations within construction*

Occupation	EM 2022	UK 2022
	%	%
Labourer/General operative	31	39
Bricklayer	16	12
Carpenter/joiner	9	15
Roofer	8	4
Plant/machine operative (e.g. Fork lift/JCB)	7	10
Ceiling fixer	7	3
Plasterer	4	5
Site manager	4	4
Banksman/Banksperson	4	7
Painter/decorator	3	4
Dryliner	3	5
Pipe fitter	3	2
Scaffolder	3	2
Technical e.g. surveyor, maintenance technician	3	2
Plasterer	3	5
Plumber	1	3
Electrician	1	2
Steel erector/rigger	1	2
Floorer	1	4
Welder	1	1
Other	23	10
<i>Unweighted base</i>	<i>74</i>	<i>1,082</i>

Q7

### Future career plans

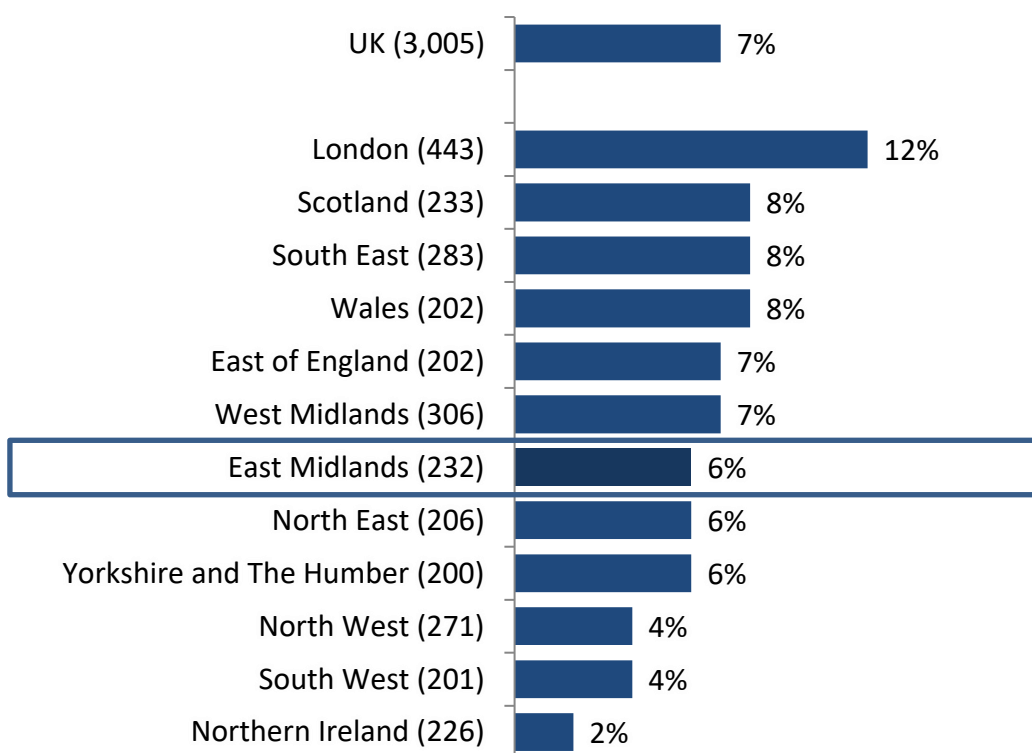
Most construction workers in the East Midlands (84%) would like to carry on in the same trade or occupation, in line with 2018/19 (82%) and the UK average in 2022 of 80%.

Close to one in twenty (6%) would like to change their trade/occupation, again in line with 2018/19 and the UK average in 2022 (both 7%). The remainder would like to leave construction (2%) or were unsure (8%).

Self-employed construction workers are less likely than average to want to carry on working in the same trade or occupation (78%), and more likely to be unsure (10%).

**Figure 20: Proportion of construction workers who would like to change their trade or occupation within the construction sector, by region/nation**

Base: All respondents



Q33. Unweighted bases in parentheses

## Qualifications and skills

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

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

### Construction skill cards and certificates

Nine in ten (90%) construction workers in the East Midlands report holding a skill card or certificate (e.g. CSCS or CSR), this is a reduction on the 93% who did so in 2012. While this reflects the UK picture, which has seen decline (from 97% to 93%), East Midlands are currently the least likely to hold skill certificates or cards in 2022.

Correspondingly, the proportion who have no cards has risen from 3% in 2018/19, to 8% in the latest survey.

#### Figure 21: Proportion of workers who have a skill card/certificate, by region/nation

Base: All respondents

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

Q12

In terms of the type of skill card or certificate held by construction workers in the East Midlands, the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (83%), in line with levels found in 2018/19 and 2015 (both at 83%).

One in eight (13%) hold the CPCS (Construction Plant Competence Scheme), in line with 2018/19 (11%) but down from 2015 (17%), and 2% hold the CISRS (Construction Industry Scaffolders Record Scheme).

There are few sub-group differences in the extent to which construction workers in the East Midlands hold cards, with the exception that those employed directly are more likely than average to hold none (11%), and those who are self-employed are more likely than average to hold any skill card/ certificate (95%)

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

Base: All respondents

	EM 2022 %	EM 2018/19 %	EM 2015 %
CSCS (Construction Skills Certification Scheme) (GB)	83	83	83
CSR (Construction Skills Register) (NI)	1	<0.5	<0.5
CISRS (Construction Industry Scaffolders Record Scheme)	2	4	7
CPCS (Construction Plant Competence Scheme)	13	11	17
Other	6	4	5
<i>Unweighted bases</i>	232	411	410

Q12

Workers who hold a CSCS card were asked what colour their cards are. Overall, 7% of CSCS card holders have Red cards, almost three in ten (28%) have Green cards, similar to 2018/19 (30%), and 30% have Blue cards, in line with 2018/19 (29%). One in seven (14%) have Gold cards, with types of card held by less than 5%.

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

Base: Where CSCS card is held

	EM 2022 %	EM 2018/19 %
Red – Trainee	4	6
Red – Experienced worker card	3	2
Green – construction site operative card for general site workers	28	30
Blue – skilled	30	29
Gold – supervisor card	9	4
Gold – Advanced craft/skilled worker	5	16
Black – contracts manager card	7	4
Academically Qualified Persons Card	6	-
Professionally Qualified Persons Card	2	-
Construction Site Visitor Card	1	-
Apprentice Card	1	-
Other	2	4
Unsure	1	4
<i>Unweighted bases</i>	<i>192</i>	<i>343</i>

Q13/Q14

Card colours vary significantly according to current occupation/trade. Labourers/general operatives are more likely than average to hold Green cards (61%), while bricklayers (15%) are more likely than average to hold Gold cards.

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

Base: All respondents

	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold: Advanced craft %	Gold: Supervisors card %	Black %
Bricklayer (26*)	4	4	27	42	15	0	4
Labourer/general operative (28*)	0	7	61	14	0	4	0
Site manager (21*)	5	0	0	10	0	10	57
<i>Unweighted bases in parentheses</i>							

Q13

\* Caution: low base

## Construction qualifications held

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

Overall, a quarter (26%) of construction workers in the East Midlands report having no construction-related qualifications when they started their first job. This is significantly lower than the 70% who reported this in 2018/19, and the 76% who did so in 2015, and lower than the UK average of 47%.

Those who are employed directly are more likely than average to report having no qualifications (30%), and this rises to one in five (38%) of those working as labourers/general operatives.

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

Overall, three quarters (74%) of construction workers in the East Midlands report holding a construction-related qualification, a significant uplift on the 64% who did so in 2018/19. This is in contrast to the UK-wide picture, where there has been a decrease in the proportion of workers holding a qualification, from 72% in 2018/19 to 69% in the latest survey.

While there have been increases across the board, the most marked are among those who have been in the construction industry for a shorter period of time (plus 21 percentage points for those who have been in the industry less than a year and plus 11 percentage points for those who have been in the industry for 1 to 2 years). Furthermore, those who are aged 45+ have seen an increase of plus 14 percentage points.



**Figure 25: Proportion of workers that hold any construction-specific qualification***Base: All respondents*

		<b>EM 2022</b> %	<b>EM</b> <b>2018/19</b> %	<b>EM 2015</b> %	<b>EM 2012</b> %	<b>UK 2022</b> %
Total (232)		74	64	65	82	69
Age	16 to 19 years (18*)	67	55	0	-	54
	20 to 24 years (20*)	75	67	74	58	64
	25 to 44 years (126)	74	68	87	53	72
	45+ years (67)	76	62	80	71	69
Length of time in construction	<1 year (17*)	59	38	53	25	46
	1 to 2 years (18*)	61	50	0	28	43
	2 to 5 years (33*)	48	60	72	43	62
	5+ years (164)	82	69	86	66	75
Current contract type	Employed directly (110)	71	62	80	59	69
	Self-employed (96)	78	68	83	60	74
	Agency (26*)	69	61	90	50	50
<i>Unweighted bases for 2022 in parentheses</i>						

Q15/Q16

## Type of construction qualifications held

Based on the qualifications that workers had when they first started working in the construction industry and any they have gained since, Figure 26 summarises the types of qualifications that workers hold and compares the figures to previous surveys (amongst those who have any qualifications and who provided a response).

As in previous years, the qualifications most likely to be held by construction workers in the East Midlands are NVQ/SVQ qualifications (51%), however there has been a downtrend on this measure since 2015.

One in five (19%) construction workers with qualifications hold City & Guilds qualifications (compared to 16% in 2018/19 and 21% in 2015), whilst 8% hold an apprenticeship, an uplift on the 3% who did in 2018/19 and 2015.

One in twenty (5%) construction workers with qualifications hold an HNC/HND/BTEC Higher, and a similar proportion hold a Construction Award (5%), 7% of construction workers hold a degree, the highest proportion seen since the beginning of this survey.

### Figure 26: Main type of qualification held

Base: Workers with qualifications (valid responses)

	WM 2022 %	EM 2018/19 %	EM 2015 %	EM 2012 %	UK 2022 %
NVQ/SVQ	51	58	70	73	69
City & Guilds	19	16	21	18	18
Construction Award	5	-	-	-	3
Apprenticeship	8	3	3	<0.5	11
HNC/HND/BTEC Higher	5	9	3	2	5
Degree	7	3	1	0	5
Other	18	26	11	4	12
<i>Unweighted bases</i>	<i>232</i>	<i>160</i>	<i>191</i>	<i>273</i>	<i>2,093</i>

Q15/Q16

## Additional formal training

### Self-assessment of basic skills needs

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

Overall, 22% of construction workers in the East Midlands believe they would benefit from some form of training in basic skills, a considerable increase on previous years (12% in 2018/19, 11% in 2015 and 11% in 2012). This is a similar proportion to the UK average (19%), which has also seen an increase since 2018/19 (11%).

In terms of the type of training required, there is a relatively even split across reading (7%), writing (6%), speaking English (9%), maths (6%) and digital skills (6%).

### Figure 27: Self-assessed need for training in basic skills

Base: All respondents

	EM 2022 %	EM 2018/19 %	EM 2015 %	EM 2012 %	UK 2022 %
ANY	22	12	11	11	19
Reading	7	7	6	4	9
Writing	6	7	5	4	7
Speaking English	9	5	4	4	9
Maths	6	7	5	4	6
Digital skills	6	-	-	-	4
<i>Unweighted bases</i>	<i>232</i>	<i>411</i>	<i>410</i>	<i>408</i>	<i>3,005</i>

Q37

### Current study for additional construction qualifications

Overall, 15% of all construction workers in the East Midlands are currently working towards formal qualifications relevant to the construction industry (excluding supervisory or managerial qualifications). This is in line with the UK average (13%), and compares with 12% in 2018/19 and 8% in 2015.

As in previous surveys, the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (56% of 16 to 19 year olds).

Workers employed directly (23%) continue to be more likely than those who are self-employed (6%) or working for an agency (15%) to be working towards additional construction qualifications, and this is to a greater extent than is the case for the UK as a whole, where 15% of those employed directly are doing so.

There are no real differences by qualification level, but it is notable that 18% of those who have no qualifications are working towards one, which is twice that of 2018/19 (9%), and is higher than the UK average of 11%.

**Figure 28: Proportion working towards additional construction qualifications**

Base: All respondents

		EM 2022 %	EM 2018/19 %	EM 2015 %	UK 2022 %
Total (232)		15	12	8	13
Age	16 to 19 years (18*)	56	38	57	43
	20 to 24 years (20*)	15	15	23	24
	25 to 44 years (126)	12	6	10	11
	45+ years (67)	10	5	3	5
Length of time in construction	<1 year (17*)	35	32	36	28
	1 to 2 years (18*)	39	22	41	27
	2 to 5 years (33*)	12	10	20	20
	5+ years (164)	11	5	8	8
Contract type	Employed directly (110)	23	13	20	15
	Self-employed (96)	6	5	6	10
	Agency (26*)	15	5	11	8
Highest qualification level	None (33*)	18	9	12	11
	Level 1 (18*)	17	17	50	17
	Level 2 (70)	16	10	10	12
	Level 3 (45*)	7	7	11	11
	Level 4+ (38*)	29	9	11	16
<i>Unweighted bases for 2022 in parentheses</i>					

Q18

\* Caution: low base

Of the 35 construction workers in the East Midlands who are currently studying for a qualification (and who provided a response) 57% are studying for an NVQ/SVQ, 14% for an apprenticeship, 11% for City & Guilds, and just 6% for a degree.

### Supervisory and managerial qualifications and training

As reported earlier, a third (32%) of construction workers in the East Midlands perform a supervisory or management role at their site.

Amongst those who do not currently perform supervisory/management roles and have not had this role before, 16% want to become a supervisor or manager in the future, in line with the proportion in 2018/19 (15%), and 1% previously held the role and want to return to that status (compared to 2% in 2018/19). Close to two thirds (63%) are certain that they do not want to, and one in five (20%) are unsure.

By age, those aged 20 to 24 are most likely to want to be supervisors/managers (25%), while 83% of those aged 45 or over do not wish to, and this is reflected in the length of time in

construction, where 33% of those in the industry for up to a year want to be supervisors/managers, and 71% of those in the industry for over five years do not. Analysis by contract type reveals those who are employed by an agency are more likely than those self-employed to want to be a supervisor/manager, but have not done it before (40% and 10% respectively).

**Figure 29: Whether those who are not currently supervisors want to be one in the future**

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

		Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/ depends %
2022 UK (1,982)		17	6	59	18
2022 East Midlands (144)		16	1	63	20
Age	16 to 19 years (18*)	19	0	57	25
	20 to 24 years (20*)	25	0	38	38
	25 to 44 years (126)	16	1	61	22
	45+ years (67)	9	3	83	6
Length of time in construction	<1 year (17*)	33	0	25	42
	1 to 2 years (18*)	38	0	38	25
	2 to 5 years (33*)	15	0	67	19
	5+ years (164)	10	2	71	17
Contract type	Employed directly (110)	15	2	57	26
	Self-employed (96)	10	1	70	19
	Agency (26*)	40	0	50	10
<i>Unweighted bases in parentheses</i>					

Q9

\* Caution: low base

Two in five (40%) construction workers in the East Midlands have received formal training designed to improve managerial or supervisory knowledge or skills, an increase from the 21% who had in 2018/19, and higher than the 2022 UK average of 33%. Among those who have or have had some form of supervisory or management responsibilities, four in five (80%) have received formal training, higher than 2018/19 (62%) and 2015 (75%), and the same as the UK average (80%).

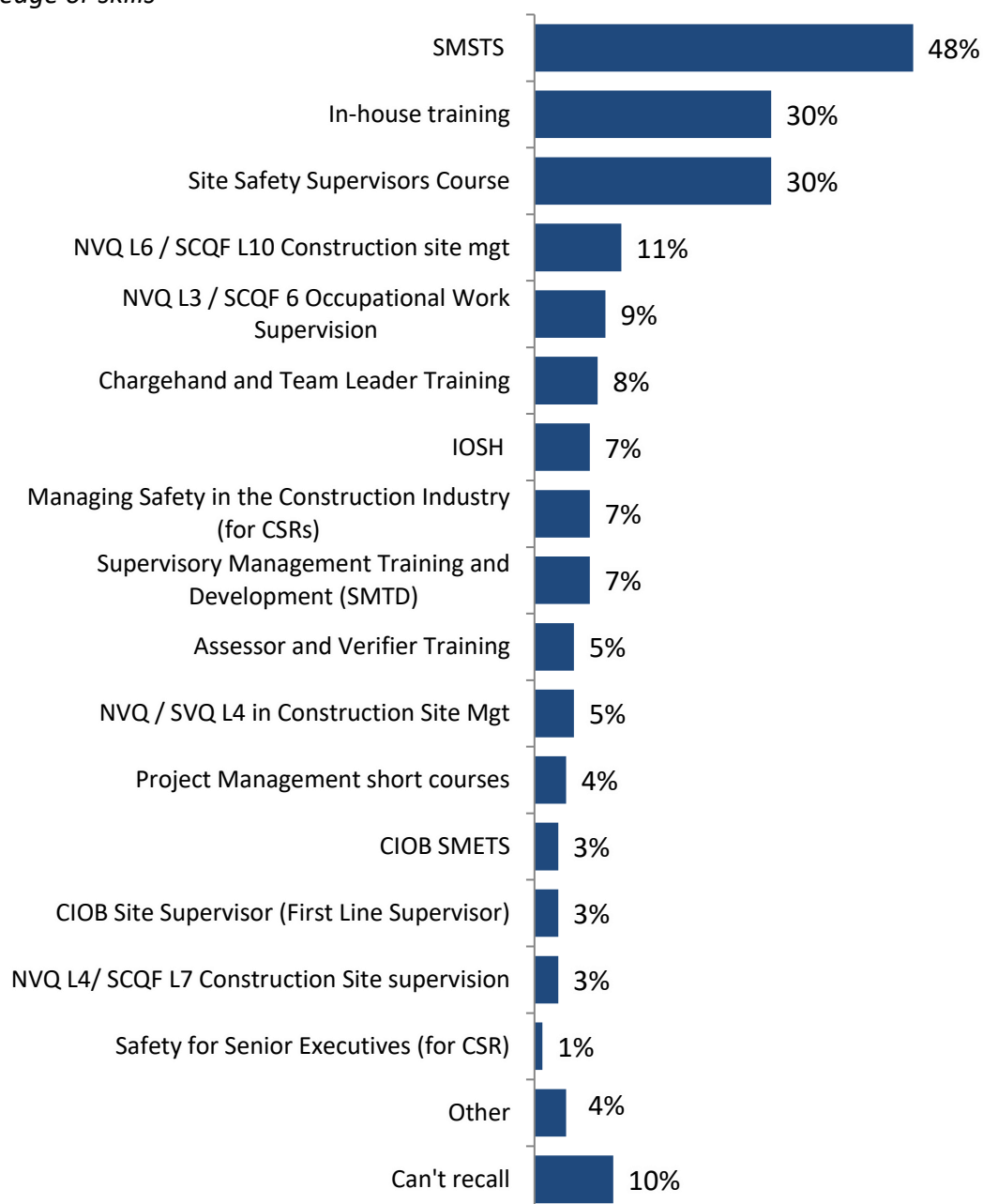
The proportion that has undertaken any managerial or supervisory training is higher amongst those that have worked in construction for at least 5 years than those that have worked in the sector for less time (49%, compared with 18% for those who have worked in the sector less than a year).

Construction workers employed directly are also more likely than average to have received formal training in this area (53%) compared to 23% in 2018/19. All site managers (100%) have received formal training designed to improve managerial or supervisory knowledge or skills.

In terms of the types of supervisory/managerial training undertaken, SMSTS (Site Manager Safety Training Scheme) is most frequently mentioned by those who have undertaken any training (48%), followed by Site Safety Supervisors Courses and in-house training (both at 30%). These were also the top three most mentioned types of supervisory training in 2018/19, 2015 and 2012.

**Figure 30: Types of managerial/supervisory training undertaken**

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



Q11. Unweighted base = 92

### 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 31 below.

As in previous years, the vast majority (97%) of construction workers in the East Midlands have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 3% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification.

The proportion of construction workers in the East Midlands who hold a skill card/certificate, but has no other construction qualification has fallen to 10%, from 28% in 2018/19, continuing a downward trend that is also evident across the UK.

At 15%, the proportion of construction workers who are working towards a construction qualification is largely in line with 2018/19 (12%), and the UK average (13%).

#### Figure 31: Qualification status summary

Base: All respondents

	EM 2022 %	EM 2018/19 %	EM 2015 %	EM 2012 %	UK 2022 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	97	97	95	99	96
Holds a formal construction qualification or a skills card/certificate	96	95	94	99	96
Holds a skills card/certificate	90	93	93	99	93
Holds a skills card/certification but no other qualification	10	28	26	34	19
Working towards a qualification	15	12	8	12	13
<i>Unweighted bases</i>	232	411	410	408	3,005

Q12/Q15/Q16/Q18

Based on all questions relating to qualifications it is possible to calculate each worker’s highest qualification level, and Figure 32 summarises construction workers’ highest level of qualification, overall and by occupation.

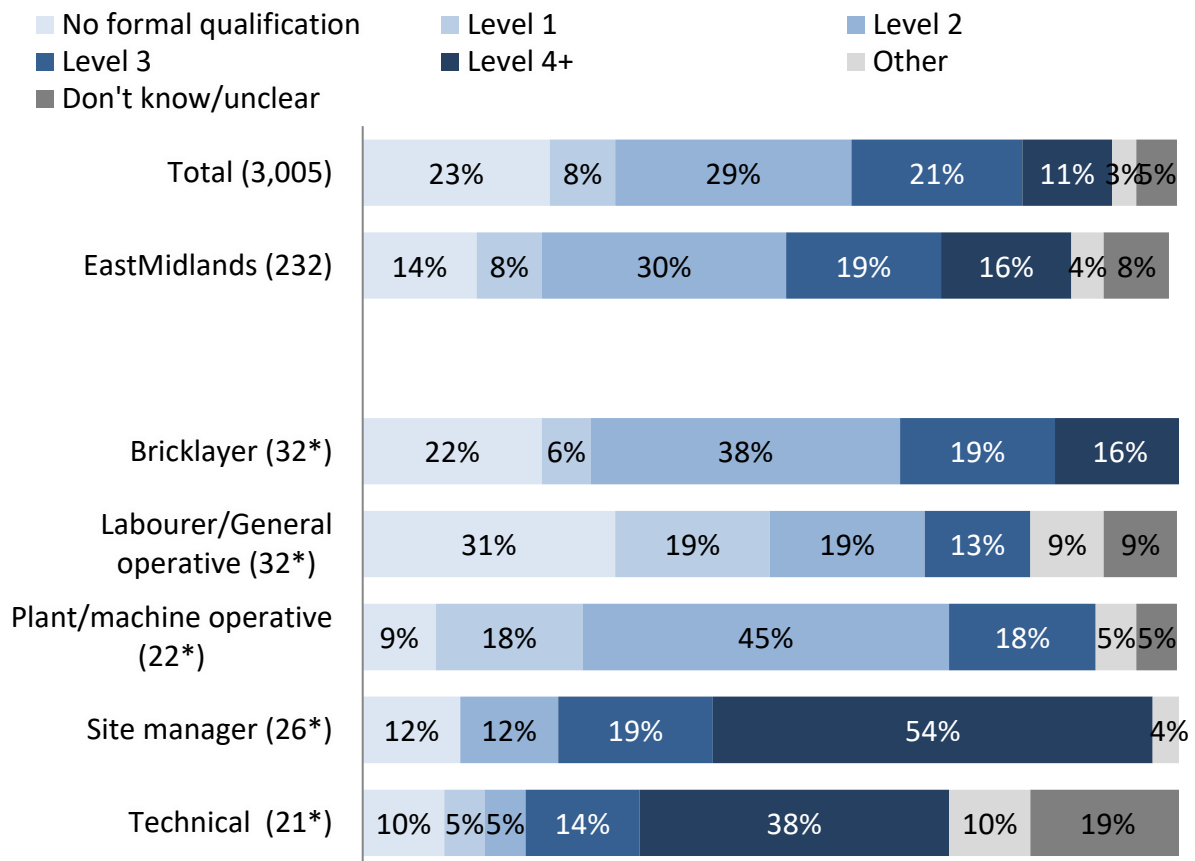
Overall, two in three (66%) construction workers in the East Midlands have qualifications equivalent to Level 2 or above, an uplift on the 52% who did in 2018/19, and 61% who did in 2015. This is also somewhat higher than the UK average of 61%.

By occupation, site managers are most likely to hold the highest level of qualifications (54% hold level 4 or above).

While a third (31%) of general operatives/labourers have no qualifications, a slightly higher proportion (38%) hold level 1 or level 2 qualifications.

**Figure 32: Current qualification level, by occupation**

Base: All respondents who provided a valid response



Q15/Q16. Unweighted bases in parentheses

\* Caution: low base



## Geographic mobility

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

- reasons for working in current location
- comparisons of current location with workers' region/nation of origin
- proportion of construction workers' career that has been spent working in the current region/nation
- whether workers commute daily to their current site or whether temporary accommodation is used
- miles travelled to site each day
- whether their next site will be in commuting distance or will require temporary accommodation

### Work history in the current region/nation

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

The pattern of results is similar to that seen in 2018/19, and to the UK average, with half (50%) saying it was because their employer sent them there (compared to 54% in 2018/19 and the UK average of 47%), and a third (33%) saying it was because they grew up there/have always lived there (compared to 53% in 2018/19, and the UK average of 46%).

### Figure 33: Reasons for choosing to work in current location – prompted, multiple response

Base: All respondents

	EM 2022 %	EM 2018/19 %	EM 2015 %	UK 2022 %
Employer sent you here	50	54	40	47
You grew up here/have always lived here	33	53	51	46
Came to the area to take up this or another job	8	2	5	5
Family reasons	7	2	5	5
Construction work is better paid in this area	3	2	6	4
There are more jobs available in this area	2	3	3	3
<i>Unweighted bases</i>	232	411	408	3,005

Q28

Approaching half (49%) of construction workers in the East Midlands have worked within their current region for their whole career, rising from 43% in 2018/19, and in line with the UK average (49%).

A further three in ten (30%) have worked in their current region for most of their career, meaning that 79% have remained in the East Midlands for all or most of their career, as in 2018/19, but this is lower than the UK average (83%).

Unsurprisingly the proportion of workers who have spent all of their time in the current region/nation reduces with age, from 83% of those aged 16 to 19 to 72% of those aged 45 or over.

**Figure 34: Proportion of construction workers' career worked in current region/nation**

*Base: All respondents*

	<b>EM 2022</b> %	<b>EM</b> <b>2018/19</b> %	<b>EM 2015</b> %	<b>EM</b> <b>2012</b> %	<b>UK 2022</b> %
All of your time	49	43	37	22	49
Most of it	30	36	34	35	34
Around half your time	8	8	11	14	8
A small proportion of your time	8	8	10	21	5
Only on this job (this is the first site you've been to in this region/nation)	3	2	4	4	1
Don't know	2	2	3	4	3
<i>Unweighted bases</i>	<i>232</i>	<i>411</i>	<i>410</i>	<i>408</i>	<i>3,005</i>

*Q26/Q27*

In the East Midlands, around four in five of construction workers (78%) indicate their employer operates nationwide, with a quarter (25%) reporting that their employer operates in particular parts of the UK including the East Midlands (17%), while 2% are unsure.

These results are much in line with 2018/19.

## Region/nation worked in before current site

Thinking about the last construction site they worked on before their current one, in the majority of cases, workers' last sites are in the same region/nation as they are working in now. However, the extent to which this is the case varies considerably by region/nation, as Figure 35 illustrates.

Construction workers in the East Midlands are among the least likely to state that their last site was in the same region (55%), and the proportion is lower than in 2018/19 (79%) and 2015 (60%).

**Figure 35 Region/nation currently working in compared with the region/nation of workers' immediately previous construction sites**

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

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

Q32

## Worker origins

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

Again, similarly to 2018/19 and 2015, overall, construction workers in the East Midlands are among the least likely to be interviewed in the same region/nation in which they were living when they started their construction career (53%), and this proportion is lower than in 2018/19 (82%) and 2015 (78%).

**Figure 36: Region/nation currently working in compared with workers' region/nation of residence prior to first starting work in construction**

Base: All respondents \*denotes less than 0.5%

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

Q40

## Travel to site

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

The majority (76%) of construction workers in the East Midlands were interviewed on a site that was located within the same region/nation as their permanent home, as was the case in 2018/19 (90%) and 2015 (74%), although this is lower than the UK average (85%).

Of the 24% who travel outside of their region to their current site, almost all (23%) are from a neighbouring region.

### 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.

Over a quarter (28%) of construction workers in the East Midlands have worked no more than 20 miles away, a slight decrease compared to 2018/19 (31%) and in line the UK average of 33%.

A further two-fifths (38%) have worked between 21 and 50 miles away, in line with 2018/19 (38%) but higher than the UK average of 33%.

This leaves a third (32%) who have worked more than 50 miles away from their permanent or current home, including 13% who have worked more than 100 miles from their home. This is similar to findings seen previously (30% and 12% respectively in 2018/19).

Compared with workers in other regions/nations, workers based in the East Midlands are just as likely as workers in the UK as a whole to have travelled more than 100 miles from their permanent home to work in the last 12 months (12%).

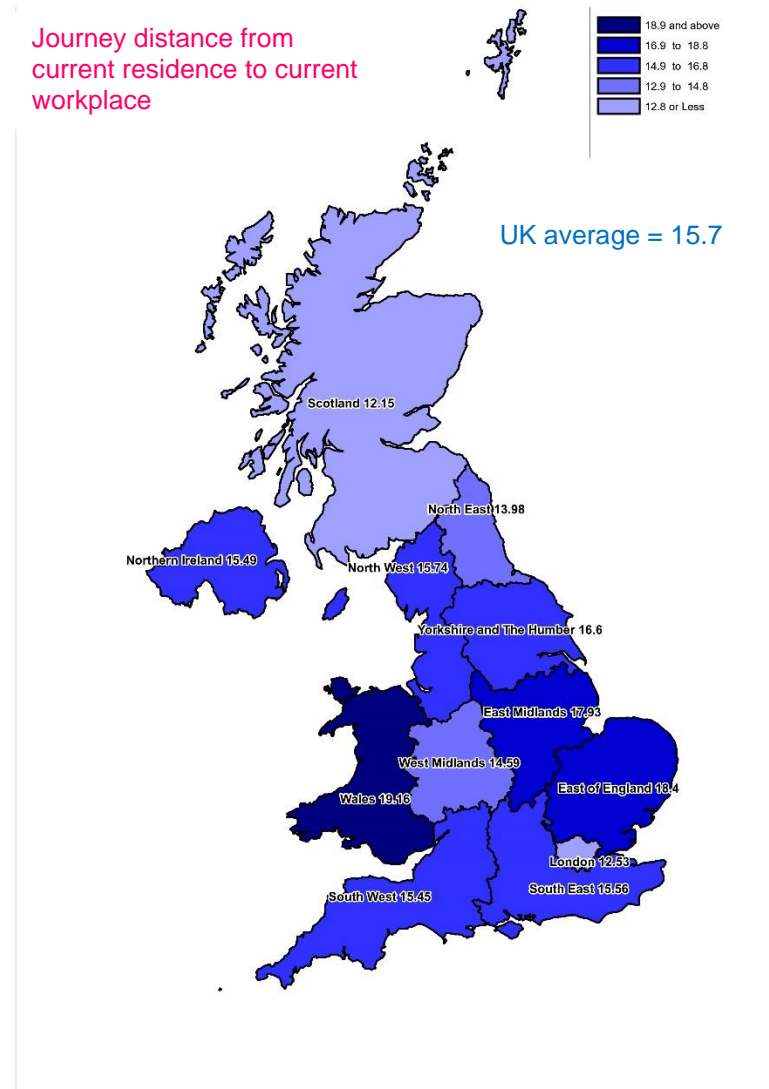
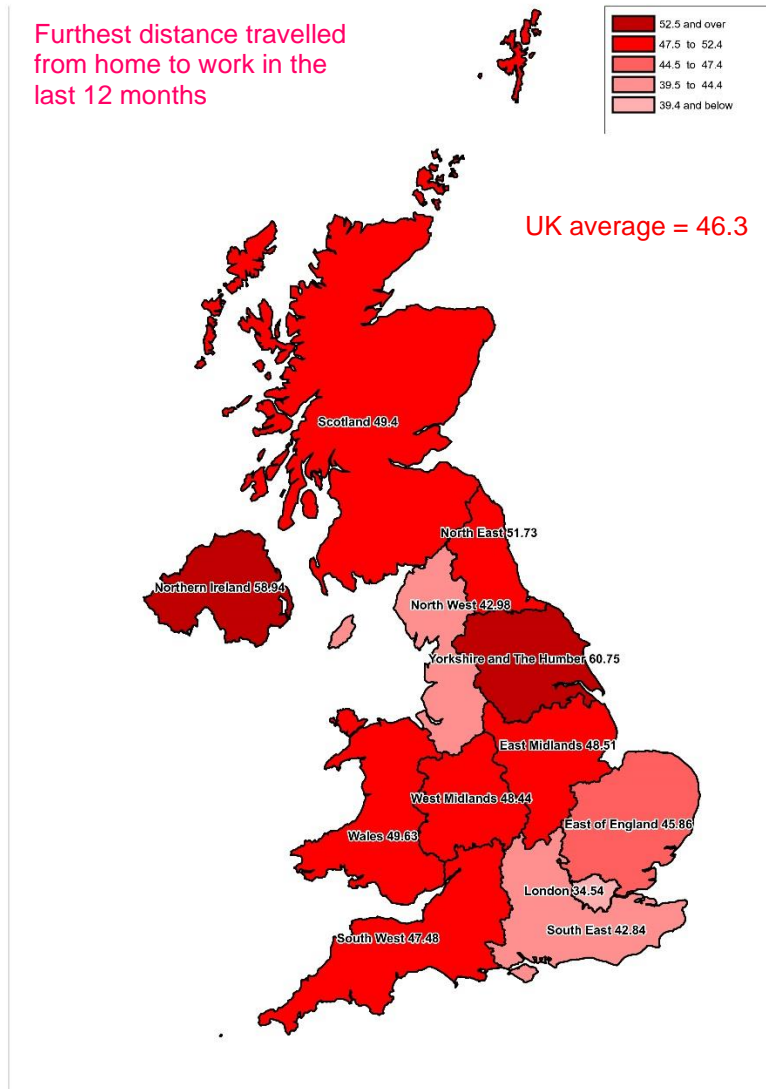
The average furthest distance travelled is 49 miles in the East Midlands, compared to the UK average of 46 miles.

### Journey distance to work

The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site is 18 miles, a rise from 2018/19 (15 miles) while remaining lower than 2015 and 2012 (23 miles and 35 miles respectively).

This compared to the national picture, where the average distance is 17 miles, down on 18 miles in 2018/19, 22 miles in 2015 and 28 miles in 2012.

Over a third (36%) of those providing a response travel less than 10 miles to work, down from the 47% who did so in 2018/19, six in ten (61%) travel between 10 and 49 miles (compared to 50% in 2018/19), and the remaining 3% travel further than this (compared to 4% in 2018/19).



### Use of temporary accommodation

In the East Midlands, one in twenty (6%) construction workers reported that they were currently staying in temporary accommodation while working at their site, in line with the national picture (5%) and higher than previous years (3% in 2018/19, and 5% in 2015)

### Site duration and change

#### Expected site/phase duration

All the workers in the East Midlands who are currently employed on a temporary basis (31% of all construction workers) were asked how much longer they expect to be working for the company/person/agency paying them.

Responses range from 1% who expect to work for another week, 4% expecting another three to four weeks, over a quarter (27%) for one to six months, slightly fewer (21%) six to twelve months, and over one in ten (14%) more than a year.

Over a quarter (27%) do not know how much longer they expect to be working, fewer than 2018/19 (50%), and also lower than the 2022 UK average (32%).

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

Overall, 12% of construction workers in the East Midlands do not expect to work on that site for more than a month, indicating a downward trend in this respect (14% in 2018/19, 23% in 2015). Just 4% believe they will be there for less than a week (compared to 5% in 2018/19).

More than half (55%) anticipate being on site for more than a month but less than a year, an increase on 2018/19 (40%), but similar to the UK average in 2022 of 53%.

One in eight (13%) expect to be on site for more than a year, continuing a downward trend in this respect, from 29% in 2015, to 20% in 2018/19. It is the same as the 2022 UK average.

One in five (20%) are uncertain how long they would be working on this specific site, fewer than 2018/19 (27%) and 2015 levels (25%), and slightly lower than the 2022 UK average (22%).

Amongst the various job roles/trades site managers (27%) are more likely than average to expect to work for over a year in comparison to bricklayers (16%), labourers (13%) and plant/ machine operatives (14%).

**Figure 37: Length of time workers expect to work at that specific site during current phase***Base: All respondents*

	<b>EM 2022</b> %	<b>EM 2018/19</b> %	<b>UK 2022</b> %
Less than a week	4	5	2
1-2 weeks	4	3	3
2-3 weeks	2	2	3
3-4 weeks	2	4	4
1-3 months	9	9	11
3-6 months	17	10	17
6-12 months	30	21	25
More than a year	13	20	13
Don't know	20	27	22
<i>Unweighted bases</i>	<i>232</i>	<i>411</i>	<i>3,005</i>

Q24

**Expected next site location**

The majority (76%) of all construction workers in the East Midlands are confident that when they finish this job, they will get a job that allows them to travel from their permanent home to work on a daily basis, which is in line with 2018/19 (78%) and higher than 2015 and 2012 (71% and 69% respectively). Construction workers in the East Midlands are above the UK average in this respect (69%).

The proportion who are sure that this will not be the case has remained stable (4% compared to 5% in 2018/19), while the proportion who say it depends where the work is has increased, from 12% in 2018/19 to 16% in the latest survey, as is the case across the UK overall (from 8% in 2018/19 to 20% in 2022).

The remaining 3% do not know.



## Sub-sector and sector mobility

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

### Sub-sector mobility

All workers were asked which (if any) of six types of construction work they have undertaken for a continuous period of at least 3 months.

The pattern of response is similar to that in 2018/19, with new housing continuing to be the most common type of construction work undertaken (80%, compared to 88%), followed by private industrial work (32%, compared to 29%), commercial work (29%, compared to 28%), housing repair and maintenance (28%, compared to 32%), and public non-housing work (24%, compared to 28%).

There has been a fluctuation in the proportion of construction workers in the East Midlands who have worked on infrastructure projects, from 12% in 2018/19 to 16% in the latest survey, almost reaching 2015 levels (23%). This is also lower than the UK average of 23%, which has also seen a decline since 2018/19 from 31%.

In terms of the number of types of work undertaken, the results are in line with the UK average, and with 2018/19, with over half (53%) undertaking one type, 16% two types, 17% three or four types, and 13% more than this.

The likelihood that workers have worked only on one project type declines as age increases, as one would expect (from 72% of 16 to 19 year olds to 45% of 45+ year olds).

Correspondingly, the likelihood that workers have worked on five or six project types increases with age (from 25% of those aged 25 to 44, to 24% of those aged 45 or over).

**Figure 38: Type of projects on which workers have spent significant periods of time***Base: All respondents*

	<b>EM 2022 %</b>	<b>EM 2018/19 %</b>	<b>EM 2015 %</b>	<b>EM 2012 %</b>	<b>UK 2022 %</b>
New housing	80	88	88	72	78
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	32	29	35	63	35
Housing repair and maintenance including extensions/loft conversions	28	32	39	68	42
Commercial work such as shops, office, pubs etc	29	28	38	62	39
Public non-housing work such as schools, sports facilities, landscaping	24	28	32	53	32
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	16	12	23	34	23
Off-site manufacturing	3	Na	Na	Na	6
ONE TYPE ONLY	53	55	45	2	42
TWO TYPES	16	12	14	16	17
THREE TYPES	11	10	9	14	13
FOUR TYPES	6	9	9	15	9
FIVE TYPES	8	9	9	16	9
SIX TYPES	5	5	12	22	6
<i>Unweighted bases</i>	<i>232</i>	<i>411</i>	<i>410</i>	<i>408</i>	<i>3,005</i>

Q4

## Leaving the sector

In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years' time they will still want to be working in construction.

More than two-thirds (68%) of construction workers in the East Midlands think it is likely that they will still want to do so, including 45% who say they definitely will be, and 23% who think it is very likely. However, this is less than the UK average of 82%.

Just 5% say it is unlikely that they will still want to work in construction in five years' time (compared with a UK average of 7%).

Age is the predominant factor in this respect. Most obviously, the proportion that hopes to be retired in five years' time increases to 10% of construction workers aged 45 and over. Perhaps surprisingly, the proportion that felt they *definitely* will still want to work in the construction sector in five years increases with age from 33% of those aged 16 to 19, to 42% of those aged 45 or over.

**Figure 39: Likelihood of construction workers still wanting to be working in the construction sector in five years' time**

*Base: All respondents*

	All %	Age %			
		16 - 19	20 - 24	25 - 44	45+
Definitely will be	45	33	30	51	42
Very likely	23	17	25	25	21
Quite likely	13	6	15	13	13
Quite unlikely	2	0	5	2	1
Very unlikely	3	11	0	2	4
Definitely will not be	1	6	0	1	1
Hope to be retired	3	6	0	0	10
Don't know	9	22	25	6	6
<i>Unweighted bases</i>	<i>232</i>	<i>16*</i>	<i>18*</i>	<i>126</i>	<i>67</i>

Q38A

\* *Caution: low base*

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 46% 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 13% believe it is quite likely they will want to be working in the construction sector. Overall, 83% of this group are likely to some degree to want to be working in the sector, slightly lower than the 90% who did so in 2018/19. Just 5% of this age group think it unlikely they will want to be working in the construction sector in five years (compared with 5% in 2018/19).

## The East Midlands construction workforce 2022 summary

### The UK construction industry

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

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

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

### Stability within the construction industry in the East Midlands

However, a substantial proportion of industry workers, as surveyed here, have been in the industry for lengthy periods. Across the UK around 70% of workers have worked in the industry for 5 years or more (71% within the East Midlands region), and this reflects findings from previous surveys. Demographic and other characteristics of the workforce therefore change little overall, and with only 11% of workers (just 9% in the East Midlands) expecting to leave construction in the next 5 years, changes to the demography of the workforce can occur only at the margin. A doubling of the percentage of female or ethnic minority entrants would have only a minor effect on the overall structure of the workforce.

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

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

Where survey respondents reported that they had changed roles within the industry, the distribution of prior occupations broadly reflects the current distribution of occupations in the workforce as a whole. Aspirations to a different future occupation are infrequent, as

only 7% of workers across the UK – 6% within the East Midlands - want to change their occupation.

### Some indicators of change

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

Within the East Midlands, there are similar findings, as 75% of workers hold a construction-related qualification and 15% are working towards one.

Across the UK there appears to be greater reticence in taking on more responsibility this year than previously, with few respondents certain they want to become a supervisor or manager in the future (23% across the UK and 17% within the East Midlands), but while this proportion has declined across the UK, it has remained at a similar level in the East Midlands compared with 2018/19 (30% and 17% respectively). Furthermore, while fewer workers across the UK than in 2018/19 have had formal training in managerial or supervisory knowledge or skills (28%, compared with 35%), this has increased in the East Midlands (40%, compared with 21%), highlighting a contrary trend in the region, with the level of interest in moving into management and supervisory posts increasing in the area perhaps?

While the proportion of workers holding industry Skills Cards is still high, in the East Midlands it has fallen somewhat since 2018/19, from 93% to 90% (97% to 93% across the UK over this period).

Overall, a higher proportion of construction workers in the East Midlands in 2022 than in 2018/19 held construction-related qualifications prior to starting their first job in construction, with a quarter (26%) of construction workers in the East Midlands reporting having no construction-related qualifications when they started their first job, compared with 70% in 2018/19, and 76% in 2015.

Around three quarters of construction workers in the East Midlands reported holding a construction-related qualification (74%), which is a significant increase on the 64% who did so in 2018/19.

Since 2018/19, within the East Midlands (as across the UK) the proportion of direct employees in the workforces has decreased (from 56% in 2018/19 to 47% in 2022) while self-employment, always strong in the sector, has remained stable (40% in 2018/19, 41% in 2022) and agency employment has increased (from 4% in 2018/19 to 11% in 2022). There is also an increase in temporary employment (from 16% in 2018/19 to 31% in 2022) which is likely to positively impact both employers - enabling increased flexibility and cost control – and workers - increased independence, but may also have a negative impact, with greater uncertainty and insecurity in the industry for workers. Potentially, this change may result in lower levels of employer-led training, and attention to improving the skills of the workforce.

Although a similar proportion of workers are working towards a qualification in 2022 as in previous studies (15% within the East Midlands), this proportion has only slightly increased, and is particularly low, and lower than previously, among the core workforce age group of 25 to 44 (12% within the East Midlands), as well as among early career workers (15% of 20 to 24 year olds).

Another area of change identified by the survey concerns working hours. The proportion of workers in the East Midlands working more than 50 hours per week has increased somewhat since 2018/19, from 10% to 19%. Across the UK a decrease in this practice was observed (24% to 19% across the UK). Thus East Midlands is bucking the trend that is visible across the UK, where interesting questions are raised as to whether some technological changes are permitting fewer but more productive hours for some workers; or whether workforce culture, in line with general trends since Covid, is disposing some workers to put personal time ahead of overtime hours; or, simply, whether demand pressures in the industry are lower. Perhaps, locally, it is a reflection of the volume of construction work taking place and we will see the East Midlands fall into line with the UK in due course?

While the survey identified that across the UK fewer workers are travelling long distances to work (32% had worked more than 50 miles from home in 2022, compared with 41% in 2018/19). There has been less change in the East Midlands in this respect: 32% of East Midlands workers had worked more than 50 miles from home in the last year, compared with 30% in 2018/19. The average travel distance to work was 18 miles in 2022 and 16 miles in 2018/19, compared with 17 miles and 18 miles respectively across the UK.

### **Focus on how the East Midlands differs from the UK average**

Compared with the construction workforce across the UK as a whole, the East Midlands stands out in several respects:

- While the proportion of the regional population that represent an ethnic minority group is similar to the UK average (14%), the East Midlands construction workforce has only a lower representation of ethnic minority groups (3%, compared with 7%)
- Fewer construction workers in the East Midlands than across the UK originate from another country (13%, compared with 17%)
- Workers in the East Midlands are less likely than the UK average to hold a skill card or certificate (90%, compared to 93%)
- At 26% the East Midlands construction workforce is less likely than the UK average (47%) to report having no construction-related qualifications when they started their first job
- East Midlands construction workers are more likely to hold construction-related qualifications (at the time they were interviewed) than the UK average (74%, compared with 69%)

- While the proportion of workers with no qualifications in the East Midlands that are currently working towards formal qualifications relevant to the construction industry is above the UK average (18%, compared with 11%)
- A higher proportion of workers in the East Midlands believe that they would benefit from some form of training in basic skills compared with the UK average (22%, compared with 19%)
- East Midlands construction workers are more likely than the UK average to have received formal training to improve managerial or supervisory knowledge or skills than the UK average (40%, compared with 33%)
- Construction workers in the East Midlands are among the least likely to state that their last site was in the same region (55%), and also among the least likely to be working in the same region that they were living in when they started their construction career (53%)

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