

Workforce Mobility and Skills in the UK Construction Sector 2018/19

West Midlands Report - April 2019





Study prepared by BMG Research from a commission by CITB.

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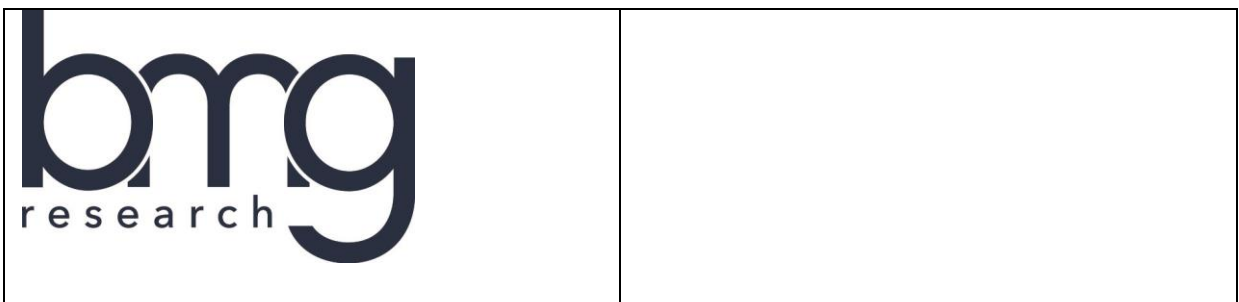




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Executive summary

Introduction

- CITB commissioned BMG Research to undertake the 2018/19 Construction Workforce Mobility Survey, which builds on previous surveys conducted in 2015, 2012, 2007, and 2005. Face-to-face interviews were conducted with 4048 construction workers undertaking manual roles on sites across the UK and 412 interviews were conducted with construction workers in the West Midlands region.

Profile of the sample

- All but 2% of construction workers are male. Over two-fifths of the construction workers interviewed in the West Midlands are aged under 35 (44%), which is a higher proportion than the general UK 16-64 years' workforce as a whole (36%), but similar to the UK average¹ in the survey (45%). Just 6% of construction workers are aged 60 or over.
- Overall, 7% of the West Midlands construction workforce is of BME ethnic origin, compared with a higher incidence of 20% in the West Midlands 16-64 years' population as a whole. The UK average in the survey is 6% (compared with 15% of the UK 16-64 years' population as a whole).
- By trade/occupation, the highest proportion of the West Midlands sample is accounted for by labourers/general operatives (17%), followed by bricklayers (10%) and site managers (10%). The upward trend in site managers continues from 2015 in the West Midlands (increasing from 0% in 2012 to 6% in 2015 to 10% in 2018/19).
- Around a quarter of all those interviewed in the West Midlands perform a supervisory or management role on their site (28%); a higher proportion than in 2015 (24%) but slightly lower than the UK average in 2018/19 (30%).
- More than half of construction workers interviewed for the survey in the West Midlands are self-employed (54%), which is a higher proportion than the UK average (of 43%). Over a third of workers in the West Midlands are employed directly by a company (36%) and this is a lower proportion than the UK average (of 49%). Since 2015, there has been a decrease in the proportion that are directly employed (from 41% in 2015) and an increase in the proportion that are working for an employment agency (10% from 5% in 2015).
- The likelihood of being directly employed increases with time spent working in construction, from 22% of those that have worked in construction for less than a year to 38% of those that have been working in the industry for 5+ years.
- One in four of all construction workers in the West Midlands (27%) are employed on a temporary, rather than permanent basis. This is a similar proportion to the UK average (28%). By occupation, the proportion is highest amongst plant/machine operatives (40%),

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



carpenters/joiners (38%) and labourers/general operatives (37%) and lowest amongst site managers (18%), technical staff (18%) and electricians (13%).

- Similarly to the UK average, more than two-thirds of construction workers in the West Midlands work between 40 and 49 hours per week (69%, compared with a UK average of 60%), and 1 in 5 works more than 50 hours per week (22%), which is in line with the UK average (23%).

Work history

Time in the sector

- A third of all West Midlands construction workers have worked in the industry for at least 20 years (33%), which compares with a similar UK average (32%). Around three-fifths have done so for 10+ years (58%).
- Nearly three-quarters of construction workers in the West Midlands have only ever worked within the construction industry (67%), same as in 2015 (67%) and the UK average in 2018/19 (67%). More than half of West Midlands' construction workers (53%) have worked pretty much continuously, without spells out of work and this is a similar proportion to that across the UK (56%).

Previous non-construction jobs

- Amongst the nearly 1 in 5 construction workers in the West Midlands that worked in another sector before starting work in construction (18% of all respondents). The sector worked in beforehand is most likely to have been manufacturing (67%).
- In terms of the job roles that construction workers previously did in other sectors, the highest proportion worked in skilled trade occupations (36%), followed by associate professional and technical occupations (27%).

Occupational switching within the construction sector

- Almost a third of all construction workers in the West Midlands (31%) have worked in more than one construction trade or occupation whilst working in the construction industry. This proportion is in line with 2015 (31%) and significantly lower than the UK average in 2018/19 (36%). The proportion that has worked in more than one role is significantly higher amongst site managers (55%).
- Workers are most likely to have previously worked as a labourer/general operative (23%); while 1 in 5 have worked as a carpenter/joiner (20%).
- Thinking about their future plans in the construction sector, just over 8 in 10 construction workers in the West Midlands would like to carry on in the same trade or occupation (81% cf. 80% across the UK as a whole), while just over 1 in 20 would like to change their trade/occupation (7%) and a similar proportion would like to leave the construction altogether (5%). However, West Midlands workers are significantly less likely to want to change their trade/occupation (7% cf. 10% across the UK).



- The most popular occupation that construction workers in the West Midlands would like to change to is site manager (34% of those who would like to change).
- Three-quarters of construction workers in the West Midlands that would like to change trade/occupation (76%) believe they will require further training or qualifications in order to do so. This is a lower proportion than the UK average (87%).
- The main reason for wanting to change trade/occupation is the belief that workers will be better paid (69%), followed by the opportunity to use their skills/abilities better (52%) and workers wanting less physical work (48%) or more responsibility (48%).

Qualifications and skills

Skills cards/certificates

- Most construction workers in the West Midlands, as across the UK as a whole, hold some form of construction skill card or certificate (99% cf. 98% in 2015, 100% in 2012 and a UK average in 2018/19 of 97%).
- Younger workers (99% of 16-19 year olds) and those who have worked in construction for less than a year (100%) are as likely to hold a skill card/certificate as other groups of workers, in contrast to other regions and the UK wide picture.
- In terms of the type of skill card/certificate held, CSCS remains the most commonly held overall (89% in the West Midlands; 85% across the UK).
- Card colours vary by age and particularly by occupation; younger workers are more likely to hold Green cards for general site operatives (78% of 16 to 19 year olds with a CSCS card*), while older workers are more likely to hold Blue cards (42% of 45+ year olds); labourers/general operatives are most likely to hold Green cards (84%); and bricklayers (59%) are most likely to hold Blue cards. (* caution: small sample base)

Construction-specific qualifications

- Sixty-seven per cent of construction workers in the West Midlands say they had no formal qualifications when they first started working in the construction industry. This compares with a slightly higher UK average (72%).
- By current trade/occupation, the proportion of workers that started their construction careers with no formal qualifications is highest amongst electricians (83%) and labourers/general operatives (82%), while it is lowest amongst technical staff (36%).
- Compared with the third of construction workers in the West Midlands that had qualifications when they first started working in construction (33%), nearly two-thirds of all construction workers in the region now hold some sort of construction-related qualification (61%, compared with 66% in 2015 and a UK average in 2018/19 of 72%).
- Within the West Midlands, the proportion of workers that currently hold any qualification is lower than average amongst workers who have worked in construction for less than a year



(15%), while a third of the youngest age group hold qualifications (32% of 16-19 year olds*), which is lower than other age groups. (* caution: small sample base)

- By contract type, workers employed by an agency are less likely to hold qualifications (35% cf. 67% in 2015).
- By trade/occupation, proportions vary from the majority of site managers (78%), and technical staff (82%) down to just a third of labourers/general operatives (35%).
- The qualifications most likely to be held by construction workers in the West Midlands are NVQ/SVQ qualifications (47% of those with qualifications), while 1 in 6 construction workers in the region with qualifications hold City & Guilds qualifications (16%). Just 4% of construction workers with qualifications now hold an apprenticeship.

Basic skill needs

- One in seven construction workers in the West Midlands believe they would benefit from some form of training in basic skills (14%), which is a similar proportion to previous years (13% in 2015 and 17% in 2012) and to the UK average in 2018/19 (11%).
- In terms of the type of training required, there is an almost even split across reading, writing, speaking English, and Maths.

Current study for qualifications

- One in seven construction workers in the West Midlands are currently working towards formal qualifications relevant to the construction industry (14% cf. 13% in 2015, 10% in 2012 and a UK average in 2018/19 of 15%). This proportion is significantly higher amongst 16-24 year olds (29%) and amongst those who have worked within the construction industry between 2 and 5 years (30%).
- Amongst workers with no qualifications 13% are currently working towards a qualification.

Supervisory/managerial training

- Of those not currently performing a supervisory/management role, more than half are certain that they would not like to do so (54%), a similar proportion to across the UK (51%), while 3 in 10 would like to do so (28% cf. 24% in 2015) and around a fifth are unsure (18%).
- One in three construction workers in the West Midlands (35%) and over four-fifths of those who have had some form of supervisory or management responsibilities (83% cf. 76% in 2015 and 94% in 2012) have received any formal training designed to improve managerial or supervisory knowledge or skills. These proportions are in line with the UK average (34% and 81% respectively).
- SMSTS (Site Manager Safety Training Scheme) is most frequently mentioned as the type of training received (41%), followed by in-house training (39%) and Site Safety Supervisors Course (31%).



Overall skill levels

- The vast majority of construction workers in the West Midlands (99%) have a construction-related qualification and/or skills card/certificate (or were working towards a qualification at the point of interview): only 1% of those interviewed could not say that they were at least working towards obtaining a CSCS card (or similar) or construction qualification. Just a third of West Midlands construction workers (33%) hold a skill card/certificate but have no other construction qualification. This compares with a lower UK average of 22%.
- Overall, around than half of West Midlands construction workers that provided a response have qualifications equivalent to Level 2 or above (49% cf. 61% in 2015, 59% in 2012 and 59% across the UK in 2018/19); around a fifth hold qualifications equivalent to Level 3 or above (18% cf. 24% in 2015 and 13% in 2012).

Geographic mobility

Work history in the region/nation

- That their employer sent them there (62%) or the fact that they grew up there/have always lived there (41%) are the most likely reasons why construction workers are based within the West Midlands. A higher proportion state that it is because their employer sent them there in 2018/19 than in 2015 (48% in 2015) and this reflects the UK-wide picture.
- In 2018/19, compared with 2015, a lower proportion of construction workers in the West Midlands have worked within their current region for their entire construction career (36% cf. 42% in 2015 and 18% in 2012) and the majority of construction workers in the region have remained in the West Midlands for all or most of their career (77%). This is the same as the UK average of 77%.
- Almost three-quarters of construction workers in the West Midlands (71%) were also based in the region for their last job and this proportion is slightly lower than in 2015 (75%).

Worker origins

- Overall, more than three-fifths of all construction workers in the West Midlands were interviewed in the same region they were living in when they started their construction career (71% cf. 84% in 2015). There are considerable variations in the extent to which workers have remained in their original locality, with the proportion being highest in Scotland (96%) and Northern Ireland (95%) and lowest in the East of England (44%).
- Sixty-nine per cent of construction workers in the West Midlands have remained in the same region in which they did their first qualification/training. Compared with other regions/nations, this is in the lower end of the range, with the highest proportion by region/nation within Scotland (96%) and the lowest within the South East (41%).

Travel to site

- More than a quarter of construction workers in the West Midlands have travelled at least 50 miles from their permanent/current home to work in the last 12 months (37%). Across the



regions/nations, West Midlands' construction workers are just as likely to have travelled more than 100 miles from their permanent home to work in the last 12 months (17%).

- Overall, 6% of construction workers in the West Midlands (3% in 2015) are currently staying in temporary accommodation while working at their site. This proportion is in line with the UK average (5%).
- The average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 20 miles (18 miles is the UK average), which is less than in 2015 when workers in the region travelled an average (mean) of 22 miles.

Site duration and change

- Around a third of temporary workers in the West Midlands (31%) do not know how much longer they can expect to be working for their current company/agency. This compares with a UK average of 38%.
- When all respondents, whether temporary or permanent, were asked to indicate how long in total they expect to work at that specific site during this phase, one in seven expect to stay on that site for a year or longer (14% cf. UK average of 18%), which is a significant decrease compared with 2015 (31%). However, in more than one in ten cases (13% cf. 25% in 2015) workers do not know how much longer they can expect to be on site, indicating a decrease in the degree of uncertainty in the last 3-4 years.
- More than three-quarters of all West Midlands construction workers are confident that, when they finish their current job, their next job will allow them to travel to work from their permanent home on a daily basis (76% cf. 79% in 2015 and 57% in 2012). This is a lower proportion than the UK average in 2018/19 (84%). The remaining fifth say it depends/they don't know or that they won't be able to commute.

Sub-sector and sector mobility

Sub-sector mobility

- Following on from 2015, the vast majority of construction workers in the West Midlands have been working on new housing (69% cf. 87% in 2015 and 51% in 2012). For all other types of projects, the proportions of construction workers that have worked on them have increased since 2015.
- Overall, around half of all construction workers in the West Midlands have only worked on one project type (46%), which is a lower proportion than in 2015 (58%) and higher than within most other regions/nations (UK average is 30%).

Leaving the sector

- In order to assess the potential outflow from the sector in the next five years (led by worker preference), all workers were asked how likely it is that in 5 years' time they will still want to be working in construction. Amongst construction workers of all ages in the West Midlands, around half say they definitely will be (48% for both West Midlands and UK average); a further



third think it is very or quite likely (36%); 5% consider it unlikely; just 1% say they definitely won't be and a further 6% hope to be retired by then, while 4% don't know.

Introduction

Aims and objectives

Following on from previous surveys conducted for CITB in 2015, 2012, 2007 and 2005, BMG Research was commissioned to undertake a UK-wide mobility survey of construction workers in 2018/2019.

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 both occupational and geographic mobility. This work will ultimately provide an evidence-base that has the potential to provide a common currency for subsequent skills planning, particularly in respect of profiling the existing workforce and offering insight into where gaps might emerge as a result of occupational/geographic movement. The final data and findings will be used to ensure that everyone in industry, government, training providers and others know exactly what we will need to continue to develop as an industry.

The specific objectives of this research project were to:

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

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

Method

The 2018/19 Construction Workforce Mobility Survey followed a similar methodology to that used in the last wave of this research in 2015. Overall, 4048 interviews with construction workers in manual roles across the UK were completed, split between the 12 standard regions/nations. In total, 412 interviews were conducted in the West Midlands.



Sampling

This sub-section provides an overview of the sampling methodology employed for the 2018 Construction Workforce Mobility Survey: further detail is provided in the technical report that accompanies this analytical report.

Although this survey focuses on the mobility of individual workers, the sampling strategy was to select construction projects (generally referred to in this report as 'sites') with sufficient workers on-site each day to enable a minimum of 10 interviews. This site-based approach was employed to ensure cost-effective face-to-face interviewing, comparable to that used in the 2015 survey.

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

Where sites met these criteria, they were deemed eligible to participate. A target of 30 sites per region/nation (as well as in 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 and lower numbers of workers than expected 'on-site'. In some regions, more than 30 sites were recruited.

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

Site visits

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



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

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

The following table shows the number of interviews achieved in each region/nation. In order to obtain strong bases for regional/national analysis, a quota of 400 completed questionnaires per region/nation was set, with an allowance of +/- 50 interviews per region/nation. However, at the analysis stage weighting factors were applied to survey data to ensure that for national analysis, regions/nations were represented in their correct proportions according to the size of the construction workforce as reported in the Annual Population Survey via Nomis for economically active adults aged 16+ in October 2017 – September 2018.

Figure 1: Interviews and weights by region/nation

	Interviews	Weighted profile (%)
North East	411	3.9
North West	282	10.5
Yorkshire and The Humber	333	8.1
West Midlands	411	7.4
West Midlands	412	8.1
East of England	298	10.8
London	375	13.6
South East	403	14.4
South West	277	8.6
Scotland	404	8.0
Wales	287	4.3
Northern Ireland	155	2.2
Unknown (paper copies returned by post)	2	N/A
UK	4048	

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

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

Notes on reading this report

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

The base for statistics is described under each figure (table or graph) heading, with the base counts (unweighted) on dedicated rows of tables. Where tables include statistics on many different bases, the unweighted bases for 2018/19 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, particularly those on bases further restricted by the routing out of some respondents. Unweighted bases are shown throughout for guidance.

West Midlands is referred to by the abbreviation 'WM' in tables.

Profile of construction site workers

This first section of the report provides a profile of construction site workers interviewed in the 2018/19 survey and where possible makes comparisons with 2015. 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 employed by an agency;
- Employment contract basis i.e. whether working on a temporary or permanent basis.

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

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



Personal demographics

Figures 2 and 3 detail the demographic profile (gender, age, ethnicity, nationality and disability) of the 2018/9 sample of construction workers in the West Midlands, compared with the 2015 survey and official statistics from the Annual Population Survey (where comparisons are possible).

The vast majority of construction workers in manual roles interviewed in the West Midlands were male (98%). 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 maintenance and repair.

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

	WM 2018/19 %	UK 2018/19 %		UK Workforce* %
Male	98	98	Male	53
Female	1	1	Female	47
Transgender	1	<0.5	Transgender	-
Non-binary	0	<0.5	Non-binary	-
Prefer not to say	<0.5	<0.5	Prefer not to say	-
<i>Unweighted bases</i>	<i>412</i>	<i>4048</i>		<i>32,277,500</i>

Q43 *Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Oct 2017-Sep 2018



Within the West Midlands, the youngest age group (16 to 24 year olds) account for a fifth of construction workers (18%), the same proportion as in 2015 and 2012 (both 18%). Compared with 2015, there is a slightly lower proportion of workers aged 25 to 34 years (26% cf. 29%), while the proportion of workers aged 35 to 44 is higher than in 2015 (23% cf. 19%). There are slightly fewer 45 to 54 year olds among West Midlands construction workers compared with 2015 (18% cf. 20%), while the proportion of workers aged 55 and over is unchanged (13% in both 2018/19 and 2015). Workers aged 60 and over account for just 6% of construction workers in the region.

Compared with the UK construction workforce overall, there is a similar proportion of construction workers who are aged under 35 years within the West Midlands (44% in the West Midlands; 45% across the UK cf. 36% of economically active adults across the UK).

Figure 3: Age profile of the sample compared with 2015, 2012, 2007 & the Annual Population Survey

Base: All respondents

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %		UK Workforce* %
16 to 19 years	5	6	1	8	5	16 to 19 years	4
20 to 24 years	13	12	17	13	12	20 to 24 years	9
25 to 34 years	26	29	31	27	28	25 to 34 years	23
35 to 44 years	23	19	22	25	23	35 to 49 years	33
45 to 54 years	18	20	20	13	20	50 to 64 years	27
55 to 59 years	8	8	8	13	7		
60+ years	6	5			4	65+ years	4
<i>Unweighted bases</i>	<i>412</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4048</i>		<i>32,277,500</i>

Q44 *Source Annual Population Survey via Nomis: Economically Active adults aged 16+ Oct 2017-Sep 2018

In terms of ethnicity, the vast majority of construction workers in the West Midlands are of white origins, consistent with previous years (92% cf. 94% in 2015 and 91% in 2012).

Workers of Black (3%) and Asian (3%) ethnic origin (BME) are slightly more prominent in this year's sample compared to 2015 (1% Black and 1% Asian).



Figure 4: Ethnic profile of the sample compared with 2015, 2012, 2007 and UK Population

Base: All respondents

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %	UK Population aged 16-64* %
White	92	94	91	92	94	85
Black	3	1	2	4	2	3
Asian	3	1	6	3	2	6
Mixed	1	-	-	-	1	1
Other/Not stated	<0.5	4	1	2	1	4
<i>Unweighted bases</i>	412	352	403	262	4048	41,217,200

Q49 *Source Annual population Survey via Nomis: UK population aged 16-64 Oct 2017-Sep 2018

Figure 5 summarises the proportion of construction workers of non-white (BME) origin overall and within each region/nation and compares the profile with construction workers from previous surveys and the population (aged 16-64) of each region/nation as a whole.

Compared with the West Midlands population as a whole (aged 16-64), a lower proportion of West Midlands' construction workers are of BME origins (7% cf. 20% amongst the West Midlands population and 15% of the UK population).

Compared with other regions/nations, the West Midlands has the third largest proportion of workers that are of BME origin (7%), after London (15%) and the South East (10%).

Figure 5: Proportion of construction workers of BME (Non-White) origin

Base: All respondents

	UK BME 2018/19 %	UK BME 2015 %	UK BME 2012 %	UK BME 2007 %	Non-white (BME) population aged 16-64* %
UK	6	4	4	3	15
North East	<0.5	<0.5	<0.5	2	5
North West	3	1	2	3	12
Yorkshire and the Humber	5	2	1	10	12
East Midlands	2	2	2	<0.5	13
West Midlands	7	5	9	1	20
East of England	5	3	4	0	10
London	15	15	12	0	40
South East	10	8	3	3	11
South West	5	2	1	2	6
Wales	2	2	<0.5	1	5
Scotland	1	2	1	7	5
Northern Ireland	1	1	<0.5	4	3
<i>Unweighted bases</i>	4048	4771	4933	3877	41,217,200

Q49 *Source Annual population Survey via Nomis: UK Population aged 16-64 by ethnicity Oct 2017-Sep 2018



In this survey, construction workers were asked for detail about their nationality and country of origin.

The majority of construction workers in the West Midlands (88%) originated from the UK while 6% originated from another EU country and 6% from a non-EU country. The largest proportions of construction workers from overseas originate from Romania (3%), Poland (2%) and India (2%).

Figure 6: Country of origin of construction workers in the UK by region/nation

*Base: All respondents * Other EU includes Ireland and Romania but excludes the UK*

<i>Row percentages</i>	<i>Unweighted bases</i>	Non-UK %	Ireland %	Romania %	Other EU* %
UK	4048	17	1	5	10
East Midlands	411	6	0	2	3
East of England	298	28	1	10	18
London	375	51	5	15	31
North East	411	1	<0.5	0	1
North West	282	3	<0.5	1	2
South East	403	25	1	7	13
South West	277	9	1	1	5
West Midlands	412	12	<0.5	3	6
Yorkshire and the Humber	333	11	<0.5	2	6
Wales	287	3	0	0	1
Scotland	404	3	1	<0.5	3
Northern Ireland	155	5	3	0	4

8% of construction workers in the West Midlands hold a passport for another country. This compares with a UK average of 14%. The majority hold a UK passport (85%), with a further 7% reporting that they do not have a passport. Of those with a non-UK passport, around three-quarters (74%, equating to 6% of all West Midlands construction workers) state that it is an EU member state passport. Most of the remainder (23% of those with a non-UK passport) hold a passport from a non-EU country.

Of those construction workers in the West Midlands that were born outside of the UK or have a non-UK passport, 10% have British citizenship, which compares with a UK average of 14%.

Overall, most West Midlands construction workers have lived in the UK all of their life (86%). This proportion is significantly higher than the UK average (80%).

Amongst all West Midlands construction workers, 5% indicate that they have a long-term illness, health problem or disability which limits the type of work they can do. The most common illness/disability amongst these workers is to do with reduced physical capacity, such as an inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, asthma, angina or diabetes (67%). The next most common is to do with physical coordination problems (14%), such as manual dexterity, muscular control or cerebral palsy. A further 10% report speech impairments, 10% report



mobility issues and 10% cite mental illness. Across the UK, 3% of construction workers indicate they have a long-term illness, health problem or disability, and the most common condition is a reduced physical capacity (50%).

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 7 summarises all the trades/occupations mentioned by at least 1% of the sample and compares this with the occupational profile from previous surveys.

In 2018/19, labourers/general operatives, bricklayers and site managers are the top three occupations amongst construction workers in the West Midlands. This reflects the profile across the UK. There has been a slight decrease in the proportion that are bricklayers since 2015 (from 13% in 2015 to 10% in 2018/19). However, the proportion of site managers in the region has increased by 4 percentage points since 2015 (6% in 2015 cf. 10% in 2018/19).



Figure 7: Occupational profile

Base: All respondents '-' = not applicable

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
Labourer/General operative	17	18	24	24	16
Bricklayer	10	13	6	13	11
Site manager	10	6	0	0	11
Carpenter/joiner	8	15	11	16	10
Electrician	6	1	8	5	6
Plant/machine operative (e.g. Fork lift/JCB)	6	9	5	14	7
Technical e.g. surveyor, maintenance technician	5	2	5	2	4
Plumber	4	7	2	4	4
Roofer	4	1	4	1	2
Scaffolder	4	6	7	2	4
Ground worker	4	6	0	0	4
Dryliner	3	1	3	With plasterer	3
Plasterer	3	5	2	5	1
Banksman/Banksperson	2	1	3	2	1
Painter/decorator	2	2	2	5	2
Pipe fitter	2	<0.5	2	2	2
Ceiling fixer	1	1	2	With plasterer	1
Mechanical fitter	1	1	1	2	1
Steel erector/rigger	1	0	6	1	1
Supervisor/foreman	1	<0.5	0	18	2
Project Manager	1	<0.5	-	-	1
Other	3	2	0	N/A	3
<i>Unweighted bases</i>	412	352	403	262	4048

Q5

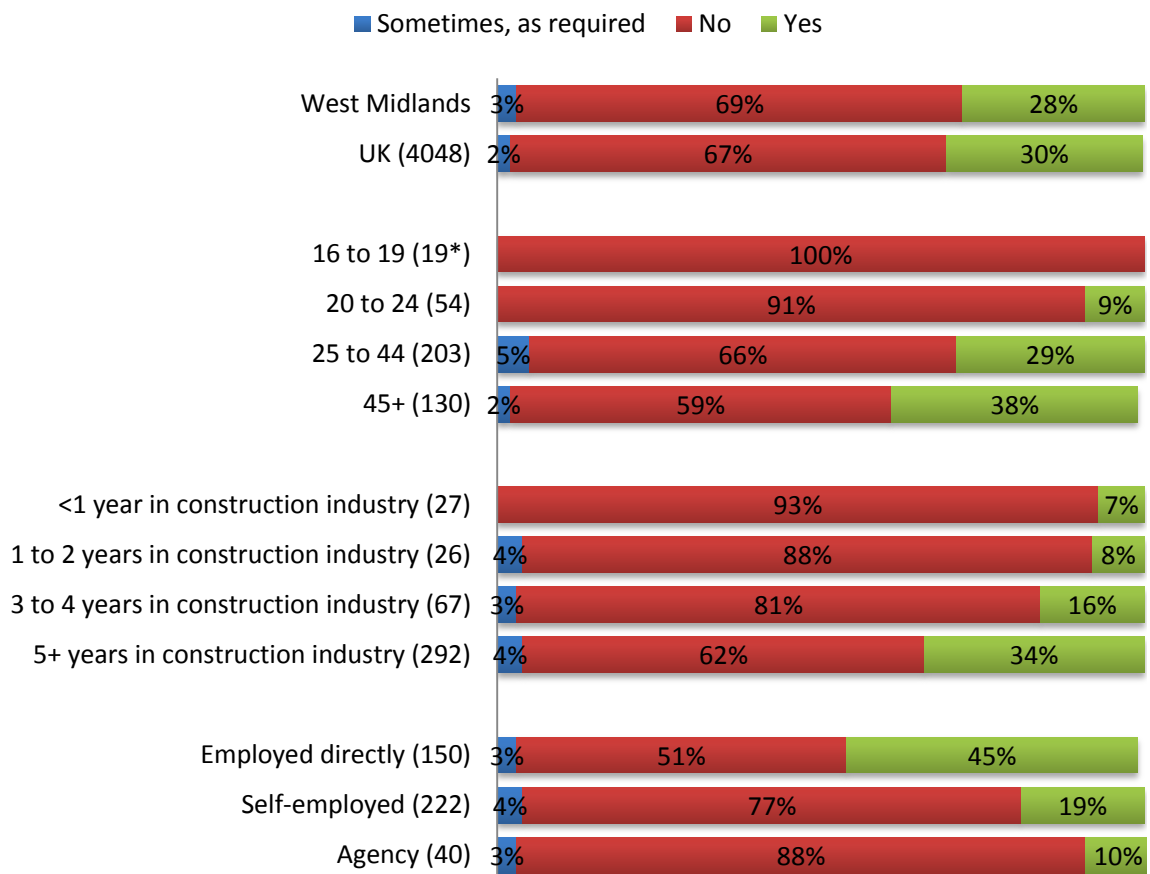


Supervisory roles

Around a quarter of all construction workers in the West Midlands interviewed for the 2018/19 survey say they perform a supervisory or management role on their site (28%). This is a slightly higher proportion than in 2015 (24%), and similar to the UK average in 2018/19 (30%).

The incidence of workers in a supervisory role is considerably lower amongst workers aged under 25 and amongst those that have worked in the construction industry for less than 5 years, as one would expect. Workers who are directly employed by a company (45%) are more likely than those that are self-employed (19%) or work for an agency (10%) to perform a supervisory or management role. These differences are summarised in the following figure.

Figure 8: Whether respondents perform a supervisory or management role
Base: All respondents



Unweighted bases in parentheses Q8



Employment status

The highest proportion of construction workers within 2018/19's West Midlands sample is self-employed (54%). This is in line with 2015 (53%) and higher than in 2012 (49%). Those who have worked within the private industrial sub-sector are significantly more likely to be self-employed (63%). The proportion of workers who are self-employed increases by age from 21% of 16 to 19 year olds to 59% of workers aged 25 to 44. The proportion of respondents that are self-employed decreased to 30% among site managers. Similarly, the likelihood of being employed directly by a company increases from a 22% amongst those who have been working in construction for less than a year to 38% of those who have been working in the industry for 5 years or more.

Over a third of construction workers within 2018/19's West Midlands sample is employed directly by a company (36%), which is a lower proportion than in 2015 (41%) and 2012 (46%).

One-tenth (10%) of the sample is accounted for by construction workers who are working for an employment agency, which is higher than the proportion reported in 2015 and 2012 (5% in both instances).

Figure 9: Employment status

Base: All respondents

*Caution: small sample bases

	WM 2018/19 %	WM 2015 %	WM 2012 %	UK 2018/19 %	Years working in construction			
					<1	1-2	3-4	5+
Self-employed	54	53	49	43	52	46	51	55
Employed directly by a company (contractor or sub-contractor)	36	41	46	49	22	35	37	38
Working for an employment agency	10	5	5	7	26	19	12	7
Working on some other basis	0	1	0	<0.5	0	0	0	0
<i>Unweighted bases</i>	412	352	403	4048	27	26	67	292

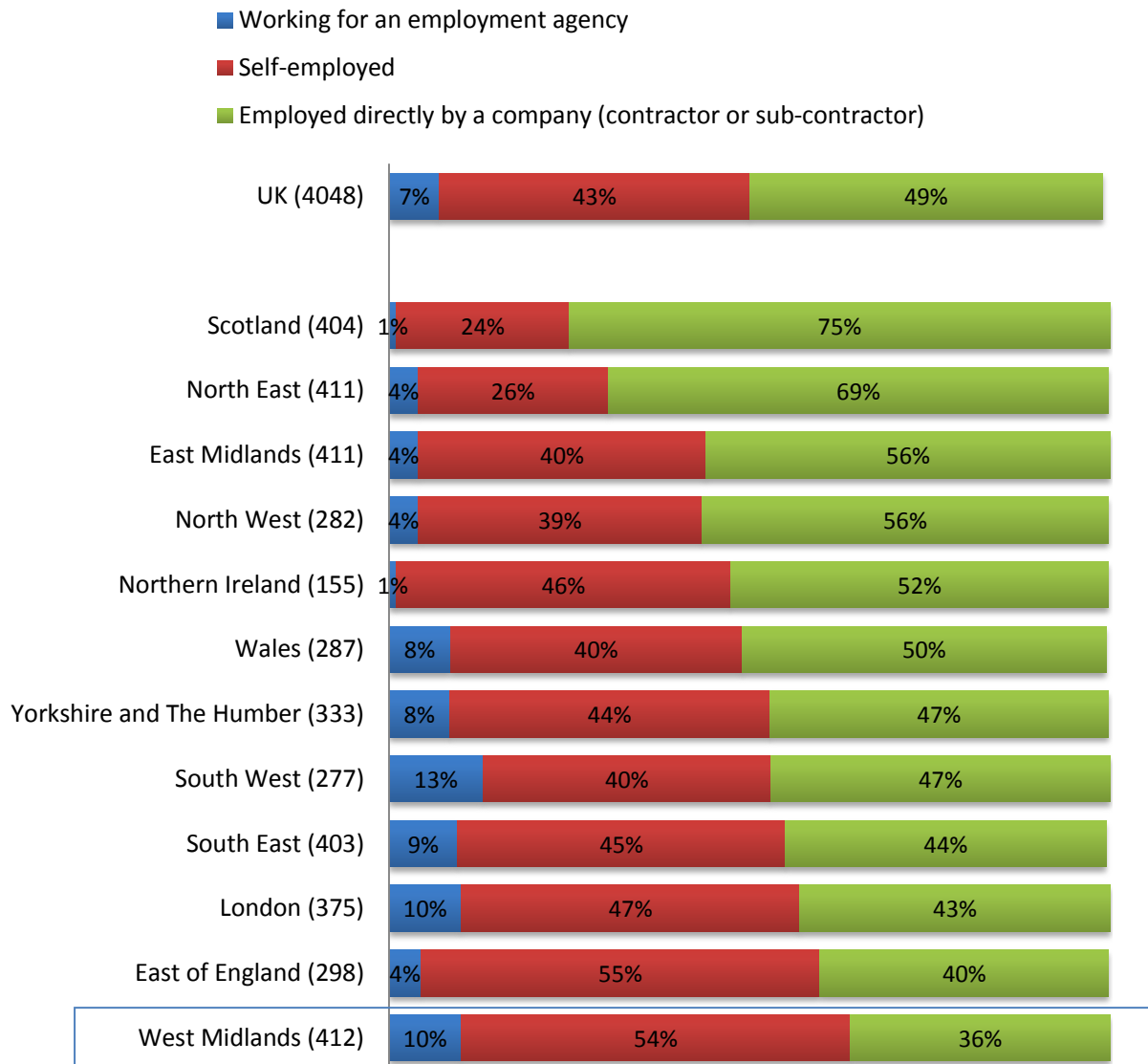
Q20



The West Midlands has an employment status profile that differs significantly from the UK average. Compared with UK construction workers, those in the West Midlands are less likely to be directly employed and more likely to be self-employed and agency workers.

Figure 10: Employment status by region/nation

Base: All respondents



Unweighted bases in parentheses Q20



Employment contract basis

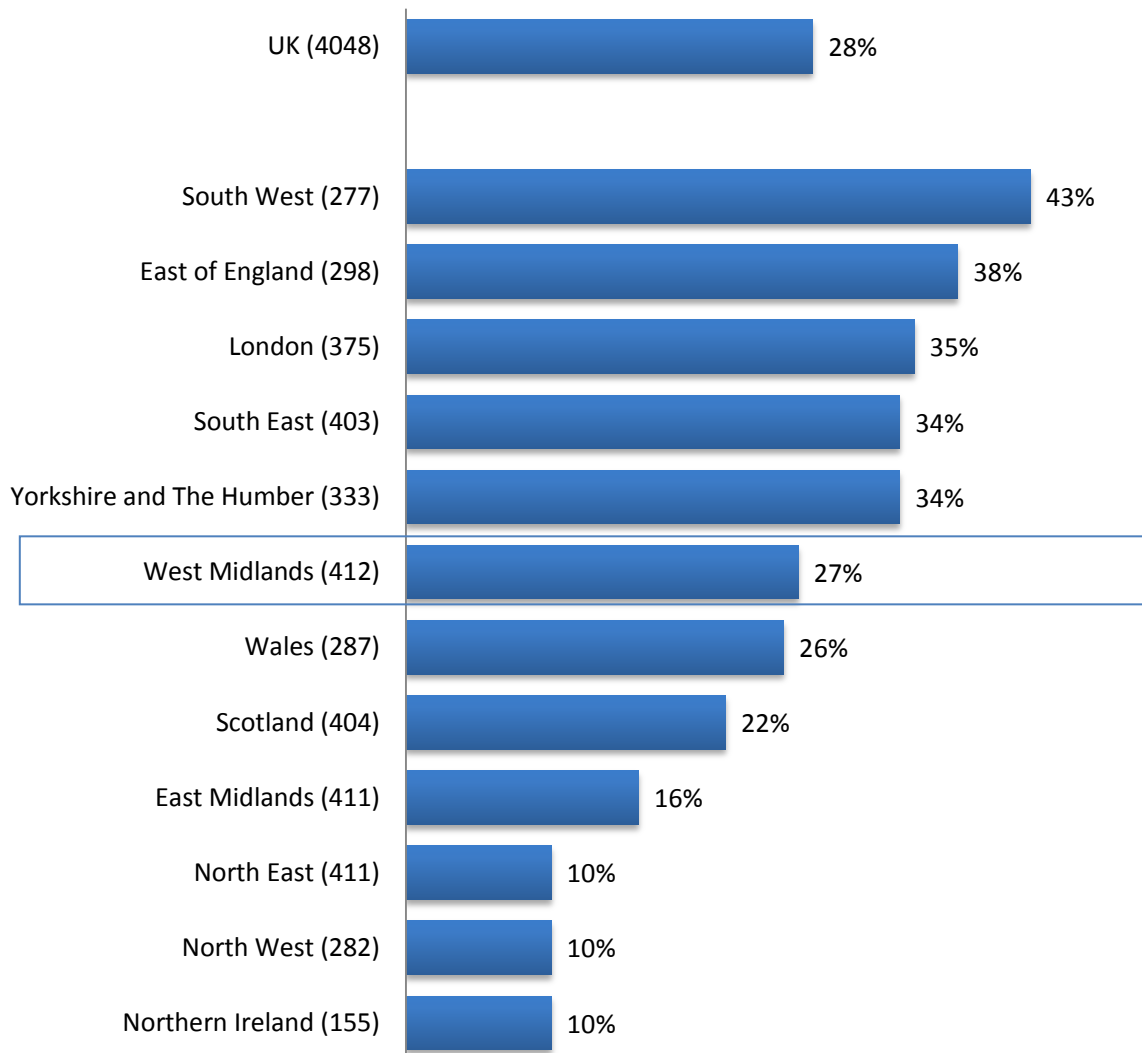
Overall, one in four West Midlands construction workers (27%) is employed on a temporary, rather than permanent basis (72%). This is similar to the results reported in 2015, when 24% was employed on a temporary basis.

Amongst workers who are employed by an agency, the proportion on temporary contracts is significantly higher, as one would expect, than it is amongst those who are self-employed or employed directly by a company (85%, compared with 28% and 10% respectively).

The West Midlands is in line with the UK average with regard to the profile of its construction workforce in terms of temporary employment contracts held, as the following figure illustrates.

Figure 11: Proportion of workers employed on a temporary basis (including fixed-term contracts)

Base: All respondents



Unweighted bases in parentheses Q21

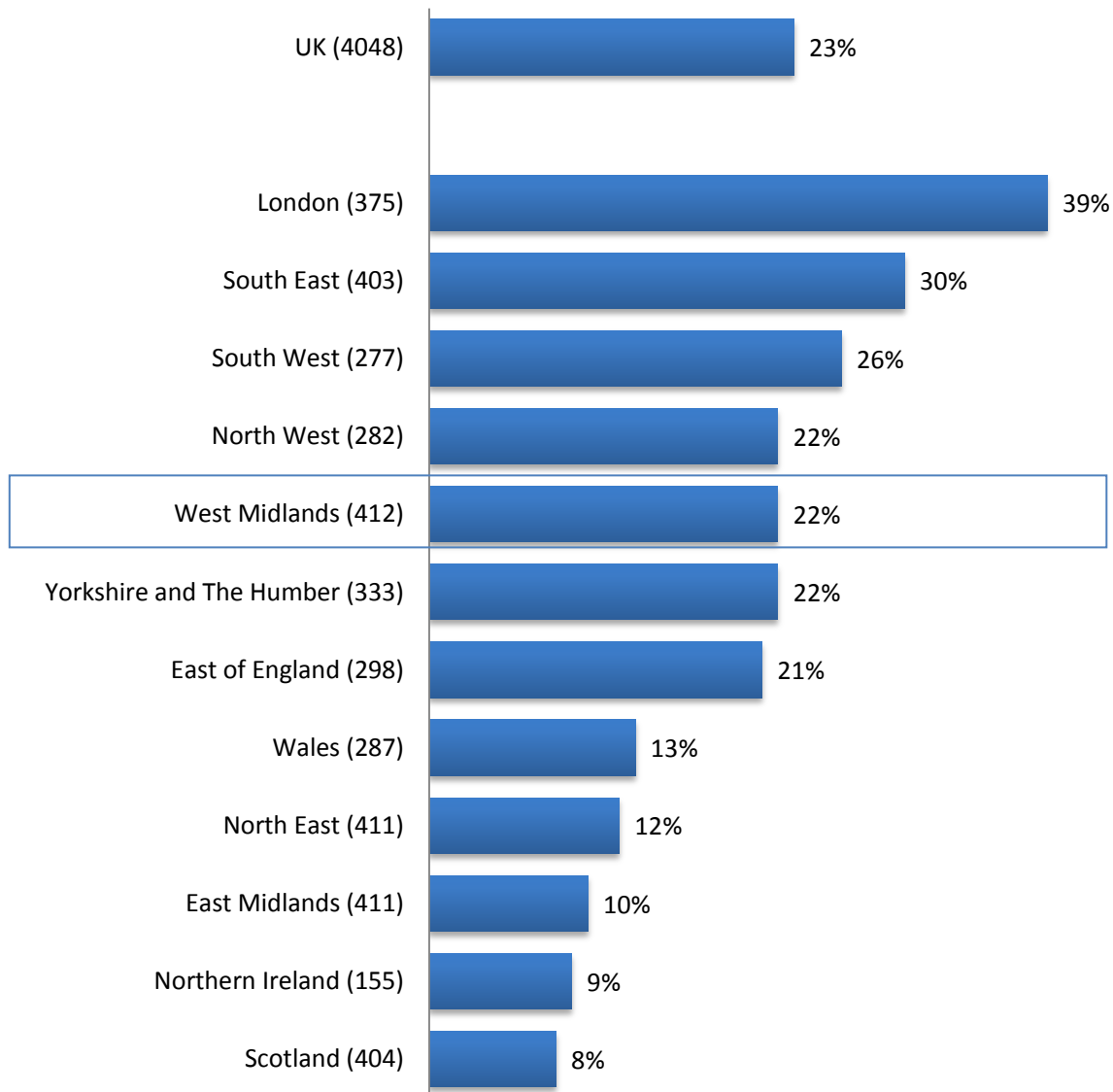


By current trade/role, the proportion working on a temporary basis is higher than average amongst plant/machine operators (40%), carpenters/joiners (38%) and labourers/general operatives (37%), and lowest amongst site managers (18%), technical staff (18%) and electricians (13%).

Hours worked

Construction workers in the West Midlands, as across the UK as a whole, are most likely to report that they work between 40 and 49 hours per week (69%, compared with a UK average of 60%). Around one in five (22%) works more than 50 hours a week, which is in line with the UK average of 23%.

Figure 12: Proportion of workers that typically work 50 or more hours per week
 Base: All respondents Unweighted bases in parentheses



Unweighted bases in parentheses Q22



Work histories

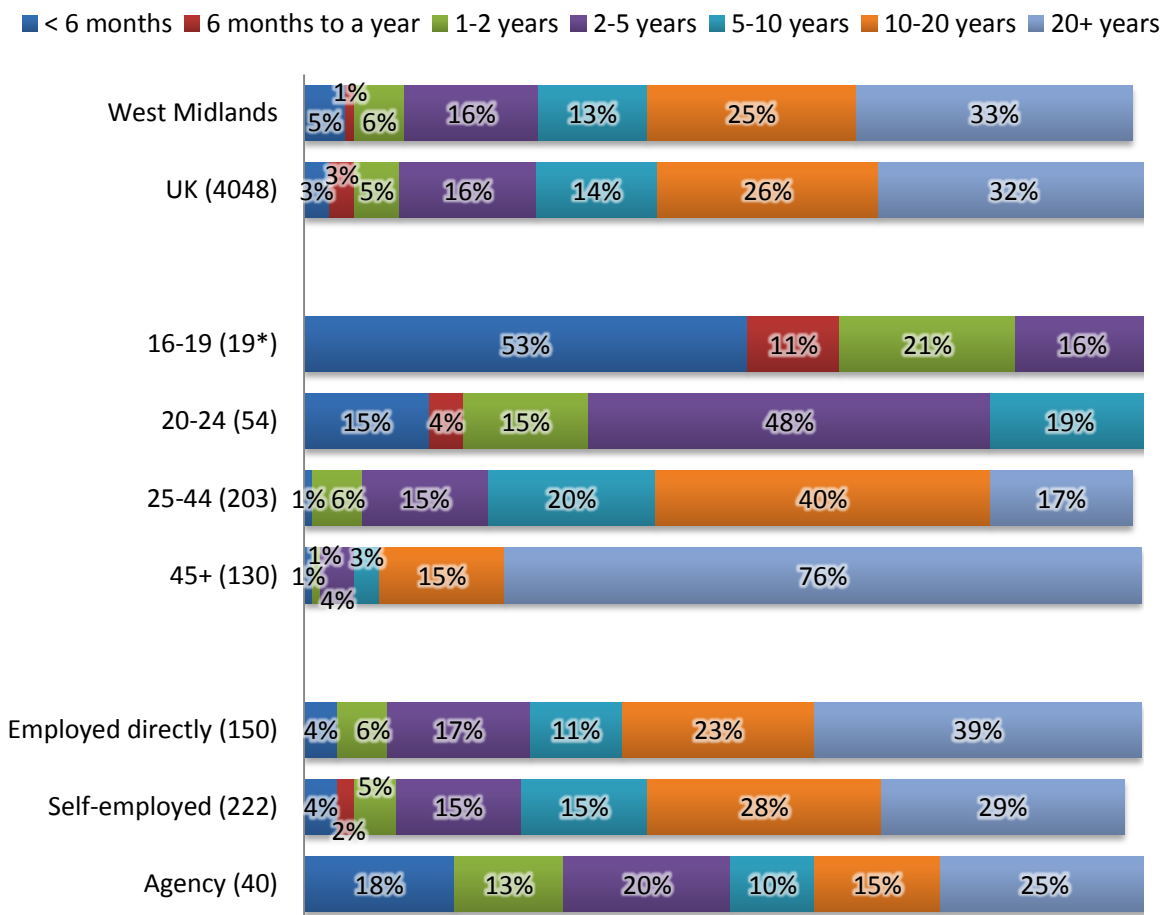
Time in the sector

A third of West Midlands construction workers have worked in the construction industry for over 20 years (33%) and three-fifths have worked in the industry for at least 10 years (58%).

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

Figure 13: Years spent working in the construction sector

Base: All respondents Unweighted bases in parentheses *Caution: small sample base



Unweighted bases in parentheses Q1



Compared with 2015, Figure 14 shows that, in 2018/19, workers are less likely to have worked in the construction sector up to 20 years (67% cf. 69% in 2015); 33% have 20+ years' experience, compared with 31% in 2015, whilst 42% have 10 or fewer years' experience, compared with 37% in 2015.

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

Base: All respondents

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
Less than 6 months	5	4	2	4	3
Up to a year	7	8	6	6	6
Up to 2 years	13	13	10	14	12
Up to 5 years	29	22	24	29	28
Up to 10 years	42	37	48	50	42
Up to 20 years	67	69	69	74	68
More than 20 years	33	31	29	26	32
<i>Unweighted bases</i>	412	352	403	262	4048



Pre-construction employment histories

Two-thirds of workers in the West Midlands have only ever worked in the construction industry (67% cf. 67% across the UK and 67% within the West Midlands in 2015). This includes more than half who have worked in construction pretty much continuously (53%); 8% for whom this is their first job; and a further 7% that have only ever worked in the construction sector, but have had spells out of work.

The likelihood that workers have only ever worked in construction increases with age; up to four-fifths of workers aged 60 and over (83%).

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

Base: All respondents

*Caution: small sample base

	WM 2018/19 %	WM 2015 %	UK 2018/19 %	Age %			
				16 to 19	20 to 24	25 to 44	45+
I've worked in construction pretty much continuously (and not worked in any other industry)	53	57	56	42	46	53	58
I have only worked in construction jobs but have had spells of being out of work	7	5	4	5	7	9	5
My first job was in construction but I've also worked in other sorts of jobs in one or more other industries	11	9	7	5	15	12	9
My first job after full time education was NOT in construction. I moved into the industry after working in other sort(s) of jobs	18	20	23	21	19	19	15
This is my first job. I haven't worked in any other industry.	8	5	7	21	7	4	11
This is my first job in construction but I have worked in other sorts of jobs in one or more other industries	4	1	3	5	6	3	3
<i>Unweighted bases</i>	412	352	4048	19*	54	203	130

Q2



Overall, nearly 1 in 5 construction workers in the West Midlands say that their first job after full-time education was not in construction and that they moved into the industry after working in other sorts of jobs/sectors (18%). This is a similar proportion to that reported in 2015 (20%).

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. In more than two-thirds of cases respondents had previously worked in manufacturing (67%), which was a higher proportion than among construction workers across the UK as a whole (45%). In addition, 1 in 5 had worked in wholesale and retail trade (23%).

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

Base: Where first job was not in construction

	WM 2018/19 %	WM 2015 %	UK 2018/19 %
C – Manufacturing	67	38	45
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	23	18	19
H – Transportation and storage	4	9	6
<i>Unweighted bases</i>	73	76	862

Q3

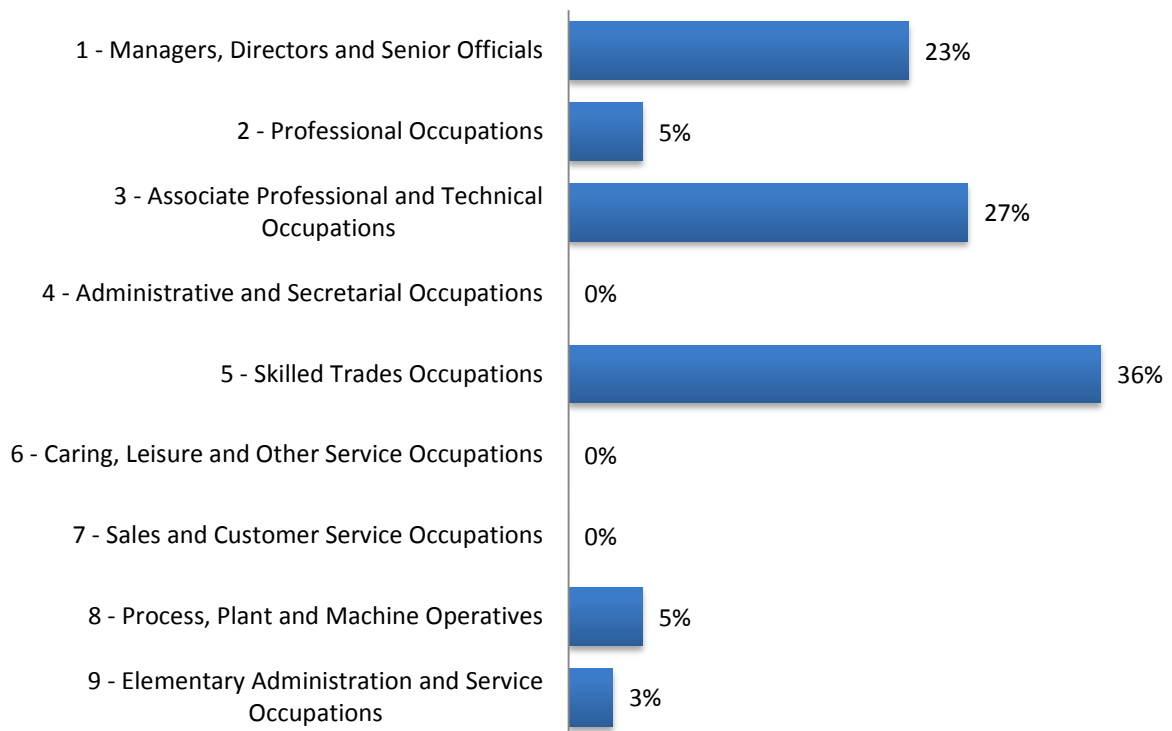


In terms of the job roles that West Midlands construction workers have undertaken in other sectors, more than a third had worked in skilled trade occupations (36% cf. 27% across the UK). Around a quarter had worked in associate professional and technical occupations (27% cf. 28% across the UK), and around 1 in 5 workers had previously worked as managers, directors or senior officials (23%).

Just 5% had undertaken professional occupations, while a similar proportion had worked as process, plant and machine operatives (5%). Slightly fewer had worked within elementary administrative and service occupations (3%). These figures compare with 10%, 3% and 2% across the UK as a whole.

Figure 17: Job roles undertaken in other sectors

Base: Where first job was not in construction



Unweighted base = 73 Q3



Occupational switching and progression within construction

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

Overall, almost one-third of all construction workers in the West Midlands have worked in more than one construction trade or occupation whilst working in the construction industry (31%), which is in line with 2015 results (31%) and significantly lower than the UK average in 2018/19 (36%).

As one would expect, the proportion of workers that have had more than one role increases with age (to 39% amongst those aged 60+ cf. 22% amongst those 16 to 24 years) and the length of time spent in the construction sector: those who have been in the sector for five years or more are significantly more likely to have worked in more than one construction trade or occupation (34%).

A third of workers with the highest level of qualifications (Level 4 and above) are likely to have had more than one role or occupation within the construction sector (33%).

As in 2015, there are also variations by current job role, with site managers (55%), plant/machine operatives (48%) and labourers/general operatives (31%) being most likely to have had more than one role/occupation within construction. Electricians (13%) are the least likely to have had any other trade within the construction sector. The following figure summarises the current job roles most and least likely to have had more than one role/trade in the construction sector.

Figure 18: Other construction roles under taken, by current occupation

Base: All respondents

MORE likely to have had more than one role			LESS likely to have had more than one role		
	WM 2018/19 %	UK 2018/19 %		WM 2018/19 %	UK 2018/19 %
Site manager (40)	55	69	Bricklayer (40)	28	24
Plant /Mach. Op. (25)	48	55	Carpenter/Joiner (34)	24	22
Labourer/General Op. (71)	31	29	Technical (22)	14	29
			Electrician (23)	13	17
<i>Unweighted bases for 2018/19 West Midlands in parentheses</i>					

Q6



Respondents who have worked in other roles/occupations within the construction industry, other than the role they are currently in, were asked to specify which trades/occupations they have previously worked in, with each respondent able to list all previous occupations. Figure 19 summarises the previous trades/occupations most frequently listed by those who have worked in other roles in the construction sector.

Workers are most likely to have previously worked as a labourer/general operative (23%), while 1 in 5 workers have previously worked as a carpenter/joiner (20%) and 1 in 6 have worked as a bricklayer (14%).

Figure 19: Previous occupations/trades in the construction sector

Base: Workers that have switched occupations within construction

Occupation	WM 2018/19	UK 2018/19
	%	%
Labourer/General operative	23	34
Carpenter/joiner	20	19
Bricklayer	14	12
Plant/machine operative (e.g. Fork lift/JCB)	11	10
Plasterer	11	8
Dryliner	9	8
Painter/decorator	9	7
Ceiling fixer	8	5
Electrician	8	5
Roofer	7	8
Plumber	6	5
Site manager	6	5
Banksman/Banksperson	5	6
Floorer	5	4
Pipe fitter	4	4
Scaffolder	4	4
Technical e.g. surveyor, maintenance technician	3	3
Steel erector/rigger	2	4
Glazer/window fitter	2	1
Ground worker	2	5
Mechanical fitter	1	1
Welder	1	2
Tilers	1	1
Other	6	7
<i>Unweighted base</i>	<i>125</i>	<i>1328</i>

Q7



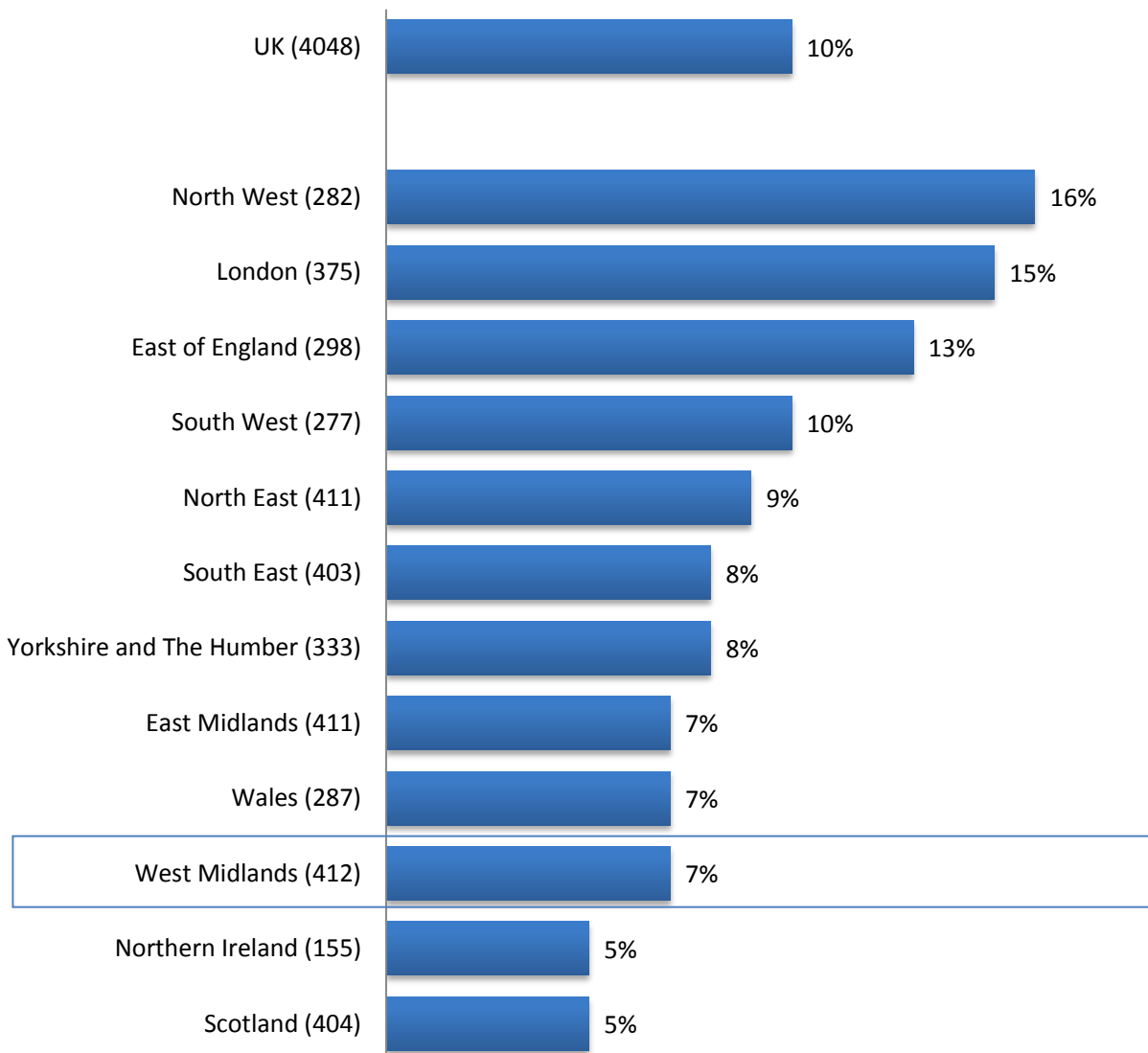
Future career plans

Thinking about their future plans in construction, 8 in 10 construction workers in the West Midlands would like to carry on in the same trade or occupation (81%); 1 in 20 would like to change their trade/occupation (7%); and a further 1 in 20 would like to leave construction (5%); the remainder (7%) are not sure.

Compared with the UK average, West Midlands construction workers are just as likely to want to carry on as they are (80% across the UK) and significantly less likely to want to change their trade/occupation (7% cf. 10% across the UK).

Figure 20: Proportion of construction workers that would like to change their trade or occupation, by region/nation

Base: All respondents



Unweighted bases in parentheses Q33



Construction workers aged 16 to 24 years are more likely than those in other age groups to want to change their trade or occupation (12%). Older workers are more likely than average to want to carry on as they are (86% of 45+ year olds).

By current trade/occupation, labourers/general operatives (15%) are most likely to want to change their occupation.

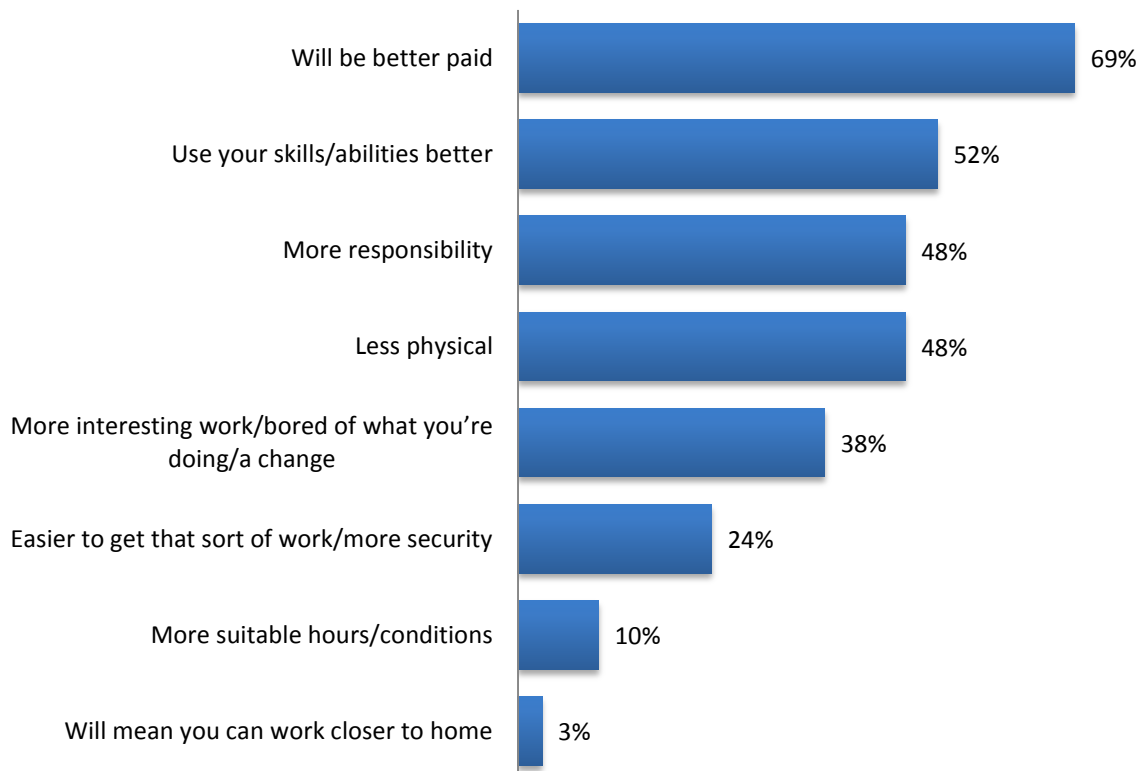
Amongst those who would like to change trade or occupation, a wide range of alternative trades/occupations are mentioned. However, the highest proportion overall would like to be a site manager (34%).

In three-quarters of cases where construction workers in the West Midlands would like to change trade or occupation, they believe they will require further training or qualifications in order to do this (76%). This compares to a higher proportion in 2015 (83%) and across the UK in 2018/19 (87%).

The most popular reason for wanting to change trade or occupation is the perception amongst workers that they will be better paid (69%), while half of them say that they would like to use their skills better (52%). Similar proportions would like to have more responsibility (48%), with a further 48% citing less physical work. Slightly fewer (38%) want more interesting work (or are bored of what they are currently doing/want a change), while a quarter say that it would give them more security (24%).

Figure 21: Reasons for wanting to change trade/occupation

Base: Where workers would like to change trade/occupation



Unweighted base = 29 Q36



Qualifications and skills

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

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

Construction skill cards and certificates

When asked which type of construction skill certificate or card they currently hold (e.g. CSCS or CSR), just 1% of all construction workers in the West Midlands (2% across the UK) say they do not hold any card. In total, therefore, 99% of all workers are certain that they hold at least one type of skill card or certificate that provides evidence to construction sites that they have received a certain level of health and safety awareness training.

Figure 22 summarises the proportion of workers by region/nation that hold any card and compares these proportions with previous surveys and the UK as a whole. Workers in the West Midlands are amongst those most likely to hold skill certificates, with the result being in line with previous years.

Figure 22: Proportion of workers that have a skill card/certificate, by region/nation

Base: All respondents

	2018/19	2015	2012
	%	%	%
UK (4048)	97	96	97
West Midlands (412)	99	98	100
Scotland (404)	99	88	98
Yorkshire and the Humber (333)	98	97	97
London (375)	98	98	96
South East (403)	98	98	96
North West (282)	98	97	99
East of England (298)	97	96	98
South West (277)	97	96	97
Northern Ireland (155)	97	90	100
North East (411)	94	96	99
East Midlands (411)	93	93	99
Wales (287)	92	92	92
<i>Unweighted bases for 2018/19 in parentheses</i>			



Unlike in previous surveys, and in contrast to other regions and the UK as a whole, the incidence of workers holding skill cards or certificates is high amongst younger workers (100% amongst 16 to 19 year olds*) and those who have worked within construction for a shorter period of time (100% amongst those that have worked in the industry for less than a year). This suggests that employers in the West Midlands are ensuring that new employees are immediately made aware of the need to prepare for, or acquire, a CSCS card (or similar) and/or that young trainees are starting work/placements with the assurance that comes from having achieved such an accreditation, and that this is more likely to be the case in the West Midlands than in other regions/nations. The chart below shows that the vast majority (and in some cases all) workers within these various sub-groups hold a skill card or certificate. (* caution: small sample base)

Figure 23: Proportion of workers that have a skill card/certificate, by other variables

Base: All respondents *Caution: small sample base

		WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
Total (412)		99	98	100	79	97
Age	16 to 19 years (19*)	100	90	-	52	85
	20 to 24 years (54)	98	100	100	63	97
	25 to 44 years (203)	100	98	100	85	98
	45+ years (130)	98	98	100	86	98
Length of time in construction	<1 year in construction (27)	100	85	100	50	89
	1 to 2 years (26)	96	100	100	74	97
	2 to 5 years (67)	97	100	100	78	96
	5+ years (292)	99	99	100	82	98
Contract-type	Employed directly (150)	98	98	100	78	96
	Self- employed (222)	100	97	100	80	98
	Agency (40)	98	94	100	89	97

Unweighted bases for 2018/19 West Midlands in parentheses

Q12



In terms of the type of skill card or certificate held by construction workers in the West Midlands, the CSCS (Construction Skills Certification Scheme (GB)) is the most commonly held (89%), as it was in 2015 (88%). Overall, 13% hold the CPCS (Construction Plant Competence Scheme) card/certificate (compared to 20% in 2015) and this proportion increases to 22% amongst workers aged 45+.

Figure 24: Type of skill card/certificate held

Base: All respondents

	WM 2018/19 %	WM 2015 %	WM 2012 %	UK 2018/19 %
CSCS (Construction Skills Certification Scheme) (GB)	89	88	91	85
CSR (Construction Skills Register) (NI)	<0.5	<0.5		3
CISRS (Construction Industry Scaffolders Record Scheme)	3	4	7	3
CPCS (Construction Plant Competence Scheme)	13	20	14	11
Other	5	4	5	4
<i>Unweighted bases</i>	412	352	403	4048

Q12

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

- At least 90% of carpenters/joiners (100%), technical workers (100%), bricklayers (98%), labourers/general operatives (96%) and site managers (93%) hold CSCS (Construction Skills Certification Scheme (GB)).
- Electricians (39%) are the most likely to hold another type of skill card/ certificate.



Workers that hold either a CSCS or CSR card were asked what colour their cards are. Figure 25 summarises the types of cards held by workers, with card colours split into sub-levels. Overall, within the West Midlands, 4% of CSCS card holders have Red trainee cards and 2% have red experienced worker cards; nearly two-fifths of CSCS (38%) card holders have Green cards and almost a third have Blue cards (32%). 5% of card holders have Gold cards for advanced craft/skilled workers and 7% have the Gold card for supervisors. A further 7% have Black cards for contracts managers, and various other cards were mentioned by a small proportion of workers.

Figure 25: Colour of CSCS/CSR cards held

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

	CSCS %		CSR* %
Red – Trainee	4	Red – Apprenticeship/Trainee	0
Red – Experienced worker card	2	Red – Trained Plant Operator	0
Green – construction site operative card for general site workers	38	Green – Construction Operative (for general site workers)	100
Blue – skilled	32	Blue – Operative/ Craft	0
Gold – supervisor card	7	Gold – Craft/Supervisor Card	0
Gold – Advanced craft/skilled worker	5	Gold – Advanced Scaffolder	0
Black – contracts manager card	7	Black – Senior Managers Card	0
Academically Qualified Persons Card	2		
Professionally Qualified Persons Card	1		
Construction Site Visitor Card	1		
Apprentice Card	1		
Other	1	Other	0
Unsure	1	Unsure	0
<i>Unweighted bases</i>	<i>343</i>	<i>Unweighted bases</i>	<i>2</i>

Q13/Q14



Younger workers are more likely to hold Green cards for general site workers (78% of 16 to 19 year olds with a CSCS card*), while older workers are more likely to hold Blue cards (42% of 45+ year olds). Workers currently employed by an agency are more likely to hold Green cards (76%), compared with those employed directly or self-employed (23% and 41% respectively). * caution: small sample base

Card colours also vary significantly according to current occupation/trade, as Figure 26 summarises. Some significant differences include that bricklayers (59%) and carpenters/joiners (47%) are most likely to hold Blue cards; and labourers/general operatives (84%) are most likely to hold Green cards.

Figure 26: Colour of CSCS card held, by current occupation

*Base: Where currently hold a CSCS card *Caution: small sample bases*

	<i>Unweighted bases</i>	Red: Trainee %	Red: Experienced worker card %	Green %	Blue %	Gold %	Black %
Bricklayer	39	3	3	31	59	5	0
Carpenter/Joiner	34	6	3	26	47	18	0
Electrician	12*	0	0	0	8	58	8
Labourer/General Op.	68	3	0	84	9	4	0
Plant/Machine Op.	10*	0	10	30	60	0	0
Site Manager	37	3	0	5	5	32	38
Technical	22	14	0	5	5	14	27



Construction qualifications held

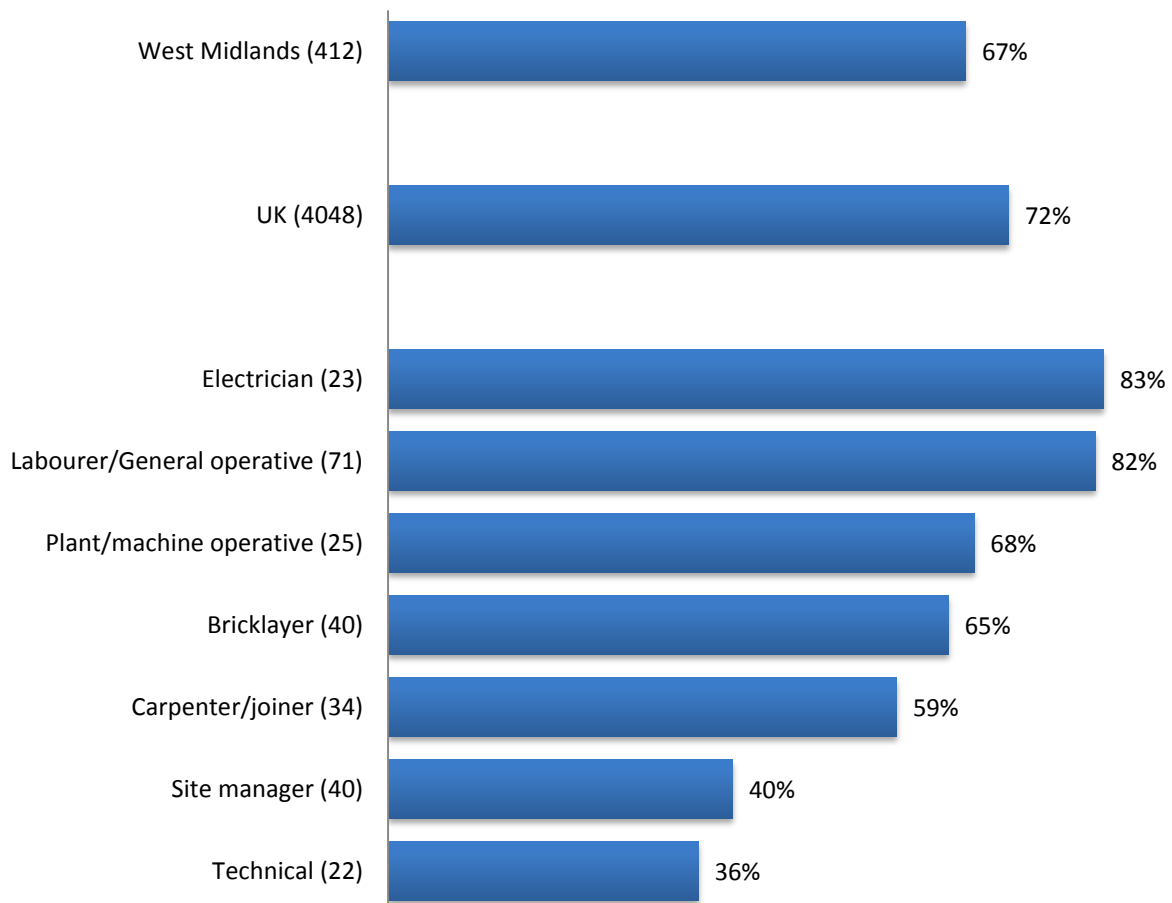
All workers were asked about the construction-specific qualifications they held after leaving full-time education and starting their first proper job in construction.

Overall, 67% of construction workers in the West Midlands say they had no formal qualifications related to construction when they first started working in the construction industry. This compares with 79% in 2015 and 72% of all UK construction workers in 2018/19.

By current trade/occupation within the West Midlands, the proportion of workers that started their construction careers with no formal qualifications is highest amongst electricians (83%) and labourers/general operatives (82%), while it is lowest among technical staff (36%).

Figure 27: Proportion of workers that had no formal construction-specific qualifications when they started their first proper job in construction, since leaving full time education, by occupation

Base: All respondents



Unweighted bases in parentheses Q15/Q16



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 we are able to derive the highest level of construction qualification held at the time of interview, including the type of qualification, the subject of the qualification and the level.

Overall, nearly two-thirds of West Midlands construction workers reported holding some sort of construction-related qualification at the time of interview (61%), compared with a similar proportion in 2015 (66%). Compared with the UK average, West Midlands construction workers were less likely to hold some sort of construction-related qualification at the time of the interview (72% across the UK).

By trade/occupation, proportions vary from the majority of site managers (78%), and technical staff (82%) down to just a third of labourers/general operatives (35%). (*Caution: small sample base).

As Figure 28 summarises, the proportion of workers that hold any qualifications is lower than average amongst those who have worked in construction for less than a year and for workers employed by an agency (35%). The latter is significantly lower compared with 2015 (67% cf. 35% in 2018/19).

Figure 28: Proportion of workers that hold any construction-specific qualification

Base: All respondents * caution: small sample base

		WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
Total (412)		61	66	59	48	72
Age	16 to 19 years (19*)	32	55	-	37	52
	20 to 24 years (54)	46	66	58	44	63
	25 to 44 years (203)	68	69	53	56	74
	45+ years (130)	62	64	71	39	76
Length of time in construction	<1 year (27)	15	40	25	12	34
	1 to 2 years (26)	42	44	28	50	52
	2 to 5 years (67)	46	58	43	41	63
	5+ years (292)	71	71	66	52	79
Current contract type	Employed directly (150)	71	68	59	44	75
	Self-employed (222)	60	63	60	59	73
	Agency (40)	35	67	50	41	49

Unweighted bases for 2018/19 West Midlands in parentheses

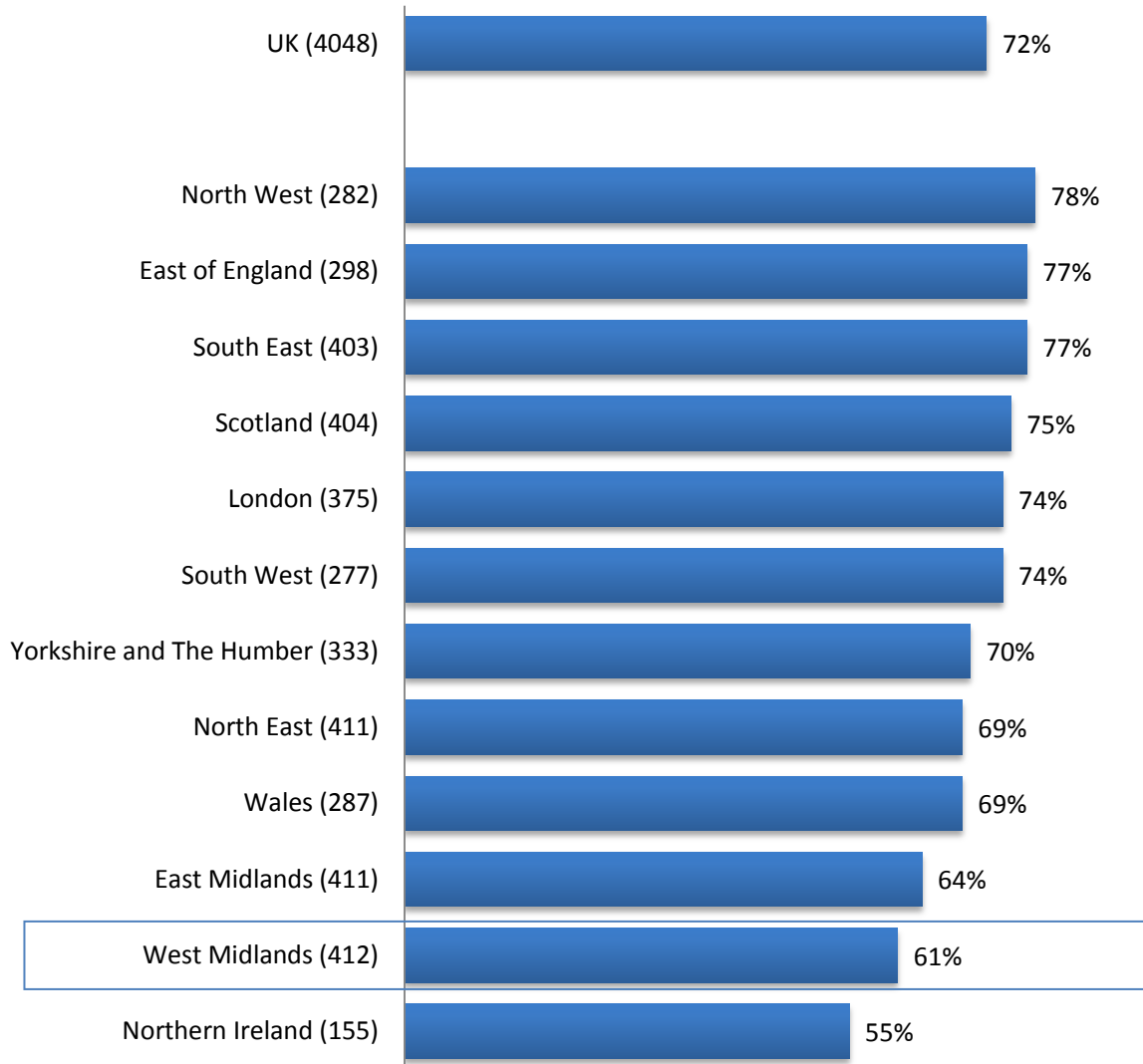
Q15/Q16



The West Midlands is below the UK average in terms of the propensity of its construction workforce to hold any construction-specific qualifications (see Figure 29).

Figure 29: Proportion of workers that hold any construction-specific qualification, by region/nation

Base: All respondents



Unweighted bases in parentheses 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 30 summarises the types of qualifications that workers hold and compares the figures to the 2015 survey (amongst those who have any qualifications and who provided a response).

The qualifications most likely to be held by construction workers are NVQ/SVQ qualifications (47%), which is lower than the proportion reported in 2015 in the West Midlands (71% in 2015) and the UK 2018/19 average (58%). One in six West Midlands construction workers with qualifications hold City & Guilds qualifications (16%), the same proportion as in 2015 (16%), and slightly higher than the UK 2018/19 average (14%). In the West Midlands, just 4% of construction workers with qualifications hold an apprenticeship. This is the same proportion as in 2015 within the West Midlands but lower than the UK average in 2018/19 (6%). However, the proportion of construction workers who are qualified to degree level in the West Midlands has increased by 10 percentage points compared to 2015 (13% cf. 3% in 2015) and is above the 2018/19 UK average of 7%.

Figure 30: Main type of qualification held

Base: Workers with qualifications (valid responses)

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
NVQ/SVQ	47	71	74	52	58
City & Guilds	16	16	15	36	14
Apprenticeship	4	4	1	3	6
HNC/HND/BTEC Higher	8	6	1	2	6
Degree	13	3	0	2	7
Other	28	11	1	N/A	24
<i>Unweighted bases</i>	<i>163</i>	<i>180</i>	<i>198</i>	<i>122</i>	<i>2122</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 basic skills to help with their work.

Overall, 1 in 7 construction workers in the West Midlands believe they would benefit from some form of training in basic skills (14% cf. 13% in 2015 and 17% in 2012). This is a similar proportion to the UK 2018/19 average (11%).

In terms of the type of training required, there is an almost even split across reading, writing, speaking English, and Maths, as Figure 31 summarises.

Figure 31: Self-assessed need for training in basic skills

Base: All respondents

	WM 2018/19	WM 2015	WM 2012	WM 2007	UK 2018/19
	%	%	%	%	%
ANY	14	13	17	18	11
Reading	7	6	7	9	5
Writing	7	7	6	8	5
Speaking English	8	3	7	9	6
Maths	7	6	9	9	5
<i>Unweighted bases</i>	<i>412</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4048</i>

Q37

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

- Younger workers aged 16-19* (32% cf. 9% aged 45+);
- Those who have worked in the industry for less than a year (30%);
- Plant/machine operatives (24%). (* caution: small sample base)



Current study for additional construction qualifications

Overall, 14% of all construction workers in the West Midlands are currently working towards a formal qualification relevant to the construction industry (excluding supervisory or managerial qualifications). This compares with 13% in 2015, 10% in 2012 and a UK average in 2018/19 of 15%.

As in previous surveys, the likelihood that workers are currently working towards qualifications is significantly higher amongst the youngest workers (42% of 16 to 19 year olds*) and amongst those who have worked within the construction industry for less than five years. Workers employed directly (21%) are also more likely than those who are self-employed (9%) or working through an agency (13%) to be currently working towards a qualification. Of those who have no qualifications, currently 13% are working towards one. Figure 32 summarises these findings. (* caution: small sample base)

Figure 32: Proportion working towards additional construction qualifications

Base: All respondents *Caution: Small sample bases

		WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
Total (412)		14	13	10	17	15
Age	16 to 19 years (19*)	42	57	-	52	55
	20 to 24 years	24	23	13	29	24
	25 to 44 years	15	10	9	11	14
	45+ years	3	3			6
Length of time in construction	<1 year (27)	26	36	8	39	38
	1 to 2 years (26)	31	41	11	37	31
	2 to 5 years (67)	30	20	23	37	25
	5+ years (292)	8	8	9	10	9
Contract type	Employed directly (150)	21	20	N/A	N/A	20
	Self-employed (222)	9	6	N/A	N/A	9
	Agency (40)	13	11	N/A	N/A	11
Highest qualification level	None (159)	13	12	N/A	N/A	16
	Level 1 (10*)	30	50	N/A	N/A	27
	Level 2 (103)	11	10	N/A	N/A	12
	Level 3 (49)	16	11	N/A	N/A	14
	Level 4+ (9*)	33	11	N/A	N/A	21

Unweighted bases for 2018/19 West Midlands in parentheses

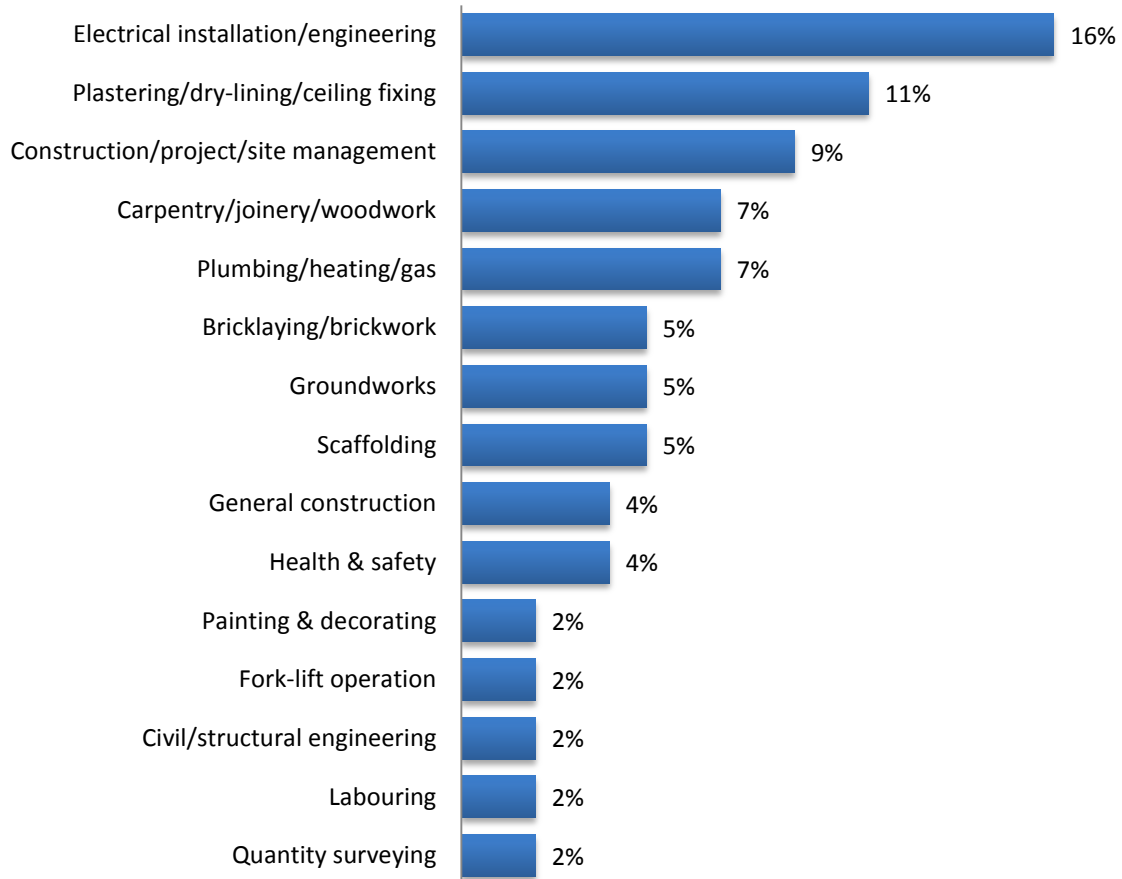
Q18



Of those who are currently studying for a qualification, the most popular type of qualification is an NVQ/SVQ (28%). In terms of the subject of the qualifications being worked towards, electrical installation/engineering (16%) followed by plastering/dry-lining/ceiling fixing (11%) and management (9%) are most popular, as Figure 33 illustrates.

Figure 33: Subject of qualification being worked towards

Base: Where working towards a qualification



Unweighted base = 57 Q19



Supervisory and managerial qualifications and training

As reported earlier, around a quarter of all construction workers in the West Midlands perform a supervisory or management role at their site (28%). Amongst those who do not currently perform supervisory/management roles, 1 in 5 want to become a supervisor or manager in the future but have not done it before (23%) and a further 6% want to be a supervisor/manager and have done it before. Around a fifth of all workers not currently managers/supervisors are unsure as to whether they'd like to be one in the future (18%), while more than half are certain that they do not want to be (54%).

The likelihood that workers want to be supervisors/managers also diminishes amongst those that have worked in the industry for at least 5 years, with 65% of those having worked in construction for 5+ years not wishing to be supervisors/managers, compared with a West Midlands average of 54%. Analysis by contract type reveals that those who are currently self-employed or directly employed by a company are more likely than those who work for an agency to want to be a supervisor/manager and have done it before (6%, 6% and 0% respectively).

Figure 34: Whether those who are not currently supervisors want to be one in the future

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

		Unweighted bases	Yes, but have not done it before %	Yes and have done it before %	No %	Maybe/depends %
West Midlands		283	23	6	54	18
UK		2824	24	6	51	20
Age	16 to 19 years	19*	32	5	37	26
	20 to 24 years	49	39	4	45	12
	25 to 44 years	134	26	6	42	26
	45+ years	77	4	6	84	5
Length of time inc construction	<1 year	25	32	0	44	24
	1 to 2 years	23	30	0	30	39
	3 to 4 years	54	43	4	31	22
	5+ years	181	14	8	65	13
Contract type	Employed directly	77	25	6	52	17
	Self-employed	171	22	6	56	16
	Agency	35	23	0	46	31
Highest qualification level	No Qualifications	129	22	3	60	16
	Level 1	10*	20	0	50	30
	Level 2	75	29	7	51	13
	Level 3	34	18	6	56	21
	Level 4+	2*	0	50	0	50



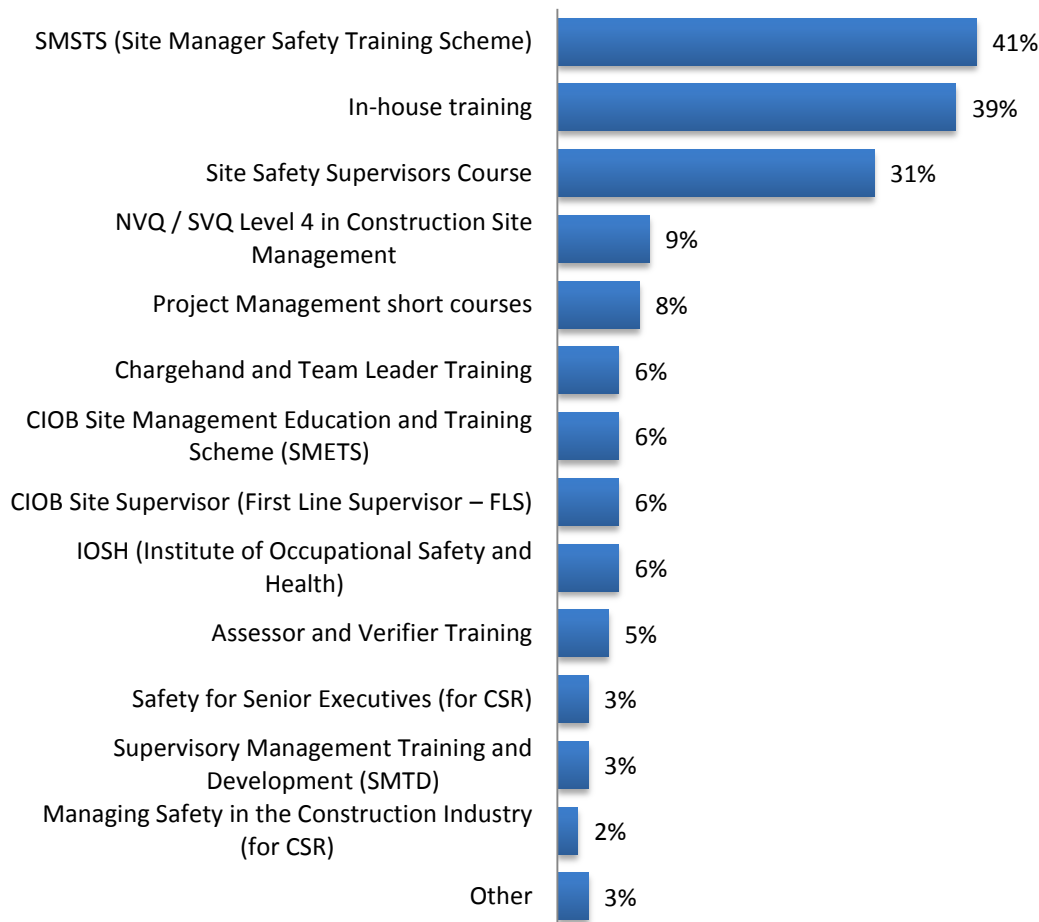
One in three construction workers in the West Midlands (35%; 34% across the UK) and four-fifths of those who have had some form of supervisory or management responsibilities (83% cf. 76% in 2015, 94% in 2012 and 81% across the UK in 2018/19) have received some formal training designed to improve managerial or supervisory knowledge or skills.

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 (41%, compared with 11% for those who have worked in the sector less than a year). Construction workers employed directly are more than twice as likely as agency workers to have received formal training in this area (49%, compared with 18%). Nearly all site managers in the sample (95%) have received formal training designed to improve managerial or supervisory knowledge or skills.

In terms of the types of supervisory/managerial training undertaken, the proportions mentioning each type are summarised in Figure 35. SMSTS is most frequently mentioned (41%), with around two-fifths of those that have received training mentioning in-house training (39%). Three in ten cite Site Safety Supervisors' Course (31%). These three were also the most frequently mentioned in 2015 and 2012.

Figure 35: Types of managerial/supervisory training undertaken

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



Unweighted base = 143 Q11



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 36 below.

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

Just a third of the workforce (33%) holds a skill card/certificate, but have no other construction qualification. This is higher than in 2015 (28%) but remains lower than in 2012 (51%).

Figure 36: Qualification status summary

Base: All respondents

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
Holds a formal construction qualification or a skills card/certificate or working towards a qualification	99	99	100	88	99
Holds a formal construction qualification or a skills card/certificate	99	99	100	84	98
Holds a skills card/certificate	99	98	100	79	97
Holds a skills card/certification but no other qualification	33	28	51	38	22
Working towards a qualification	14	13	10	17	15
<i>Unweighted bases</i>	<i>412</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4048</i>



Based on all questions relating to qualifications, it is possible to calculate each worker's highest qualification level. Figure 37 summarises construction workers' highest level of qualification, overall and by occupation, based on where the information provided enabled a level to be assigned (20% of all West Midlands construction workers did not provide sufficient information).

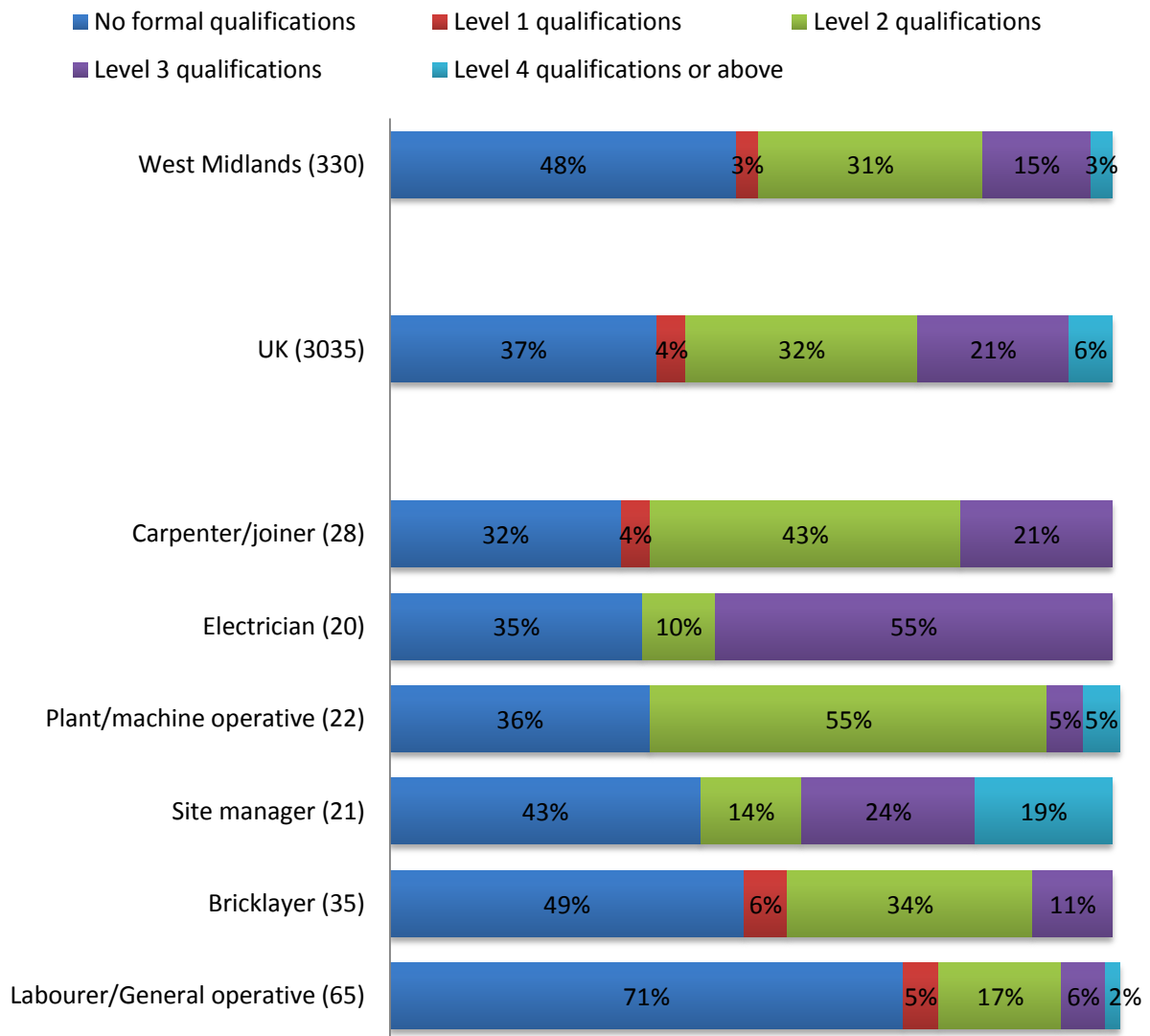
Overall, around half of construction workers in the West Midlands providing a response have qualifications equivalent to Level 2 or above (49%, cf. 61% in 2015; 59% across the UK in 2018/19).

By occupation, site managers (providing a response) are most likely to hold the highest level of qualifications; one in five hold qualifications at Level 4 or above (19%). Electricians (55%) are more likely than other occupations to hold qualifications equivalent to Level 3 (with none holding Level 4+ qualifications).

Figure 37: Current qualification level, by occupation

Base: All respondents who provided a valid response

*Caution: small sample bases



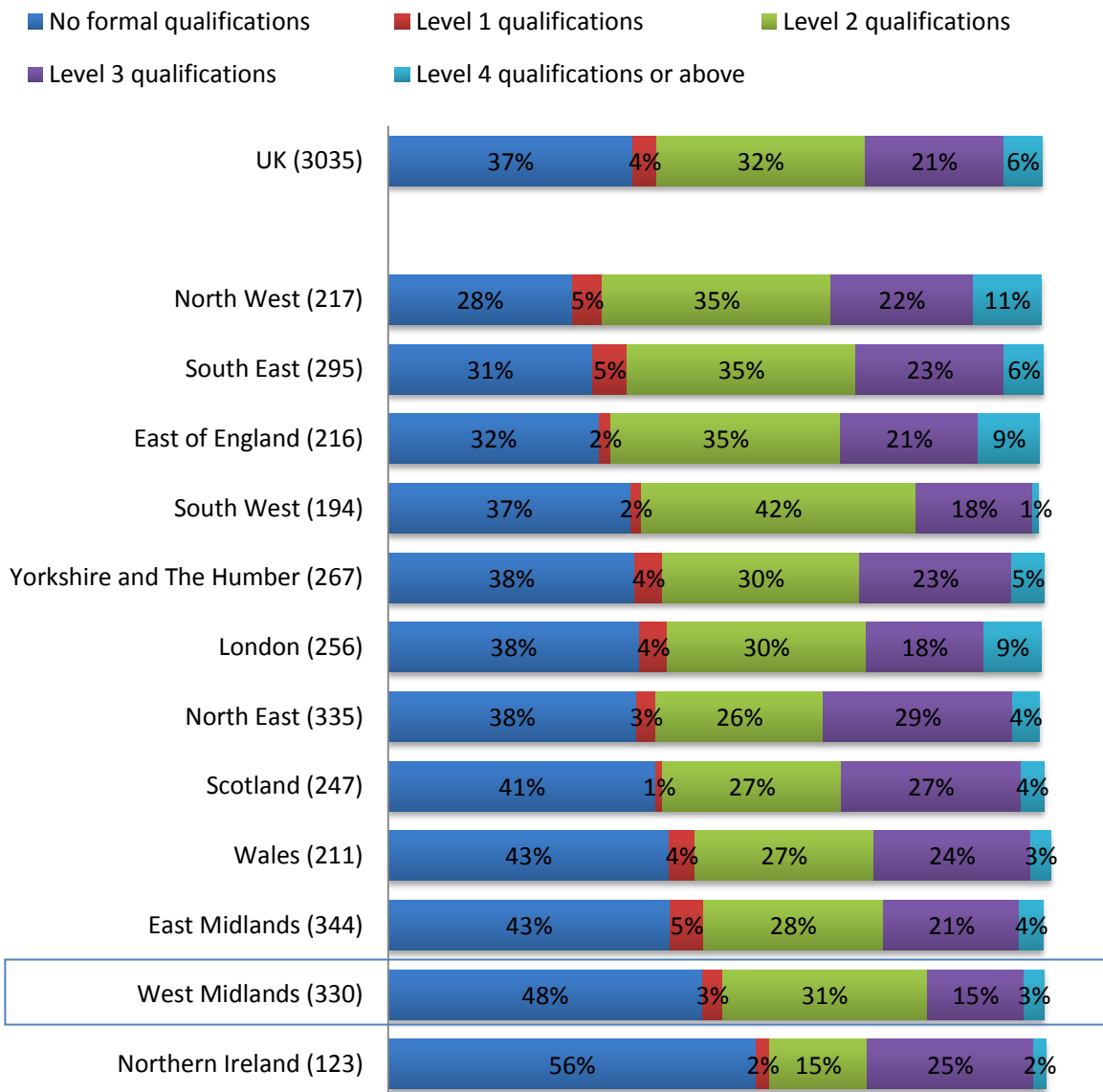
Unweighted bases in parentheses Q15/Q16



Analysis by region/nation reveals that while the proportions that hold qualifications at Level 1, or at Level 4 and above are generally quite similar, the proportions that have Level 2 or 3 qualifications and no qualifications varies quite considerably. These variances are summarised in Figure 38, which highlights that construction workers in the West Midlands are more likely than average across the UK to hold no formal qualifications.

Figure 38: Current qualification level, by region/nation

Base: All respondents who provided a valid response



Unweighted bases in parentheses

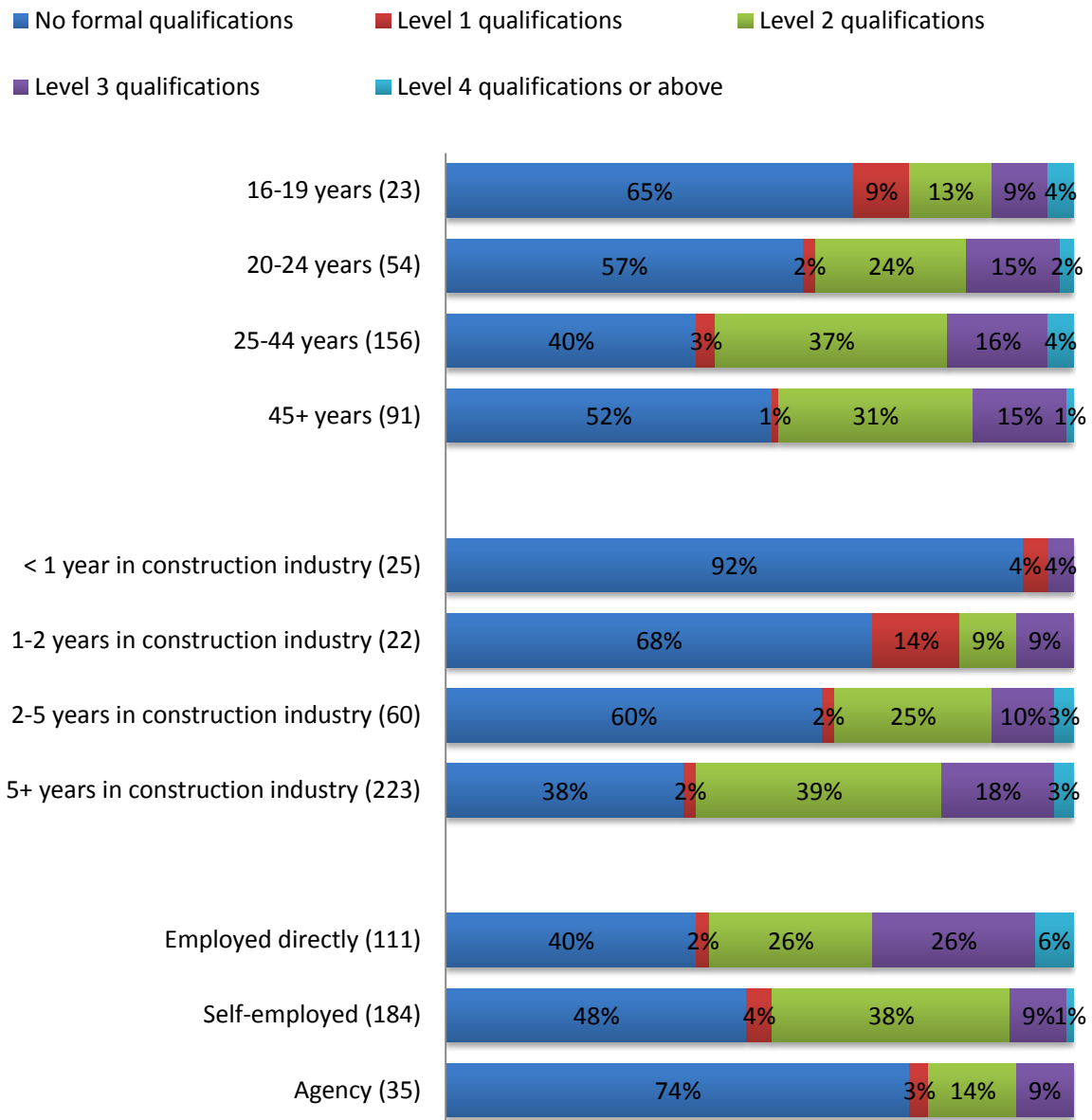


Looking at other sub-groups of construction workers, workers that have worked in construction for 5+ years are more likely than those having spent less time in the industry to have qualifications at Levels 2, 3 or 4+ (60%, compared with 18% that have between 1-2 years' experience).

In terms of contract type, workers employed directly by a company are more likely to have higher level qualifications, compared with workers who are self-employed; 1 in 3 workers employed directly have qualifications equivalent to Level 3 or above (32%), compared with 1 in 10 self-employed (10%) and workers employed by an agency (9%). Figure 39 illustrates these variances and levels of qualifications held by other key variables.

Figure 39: Current qualification level, by other key variables

Base: All respondents who provided a valid response



Unweighted bases in parentheses Q15/Q16



Geographic mobility

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

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

Work history in the current region/nation

All workers were asked what made them decide to work in the region/nation that they are currently working in. Within the West Midlands, similarly to across the UK as a whole, the most likely reason for working in the region/nation is because their employer sent them there (62%), although the fact that they grew up there/have always lived there is also mentioned by two-fifths of workers (41%).

Figure 40: Reasons for choosing to work in current location

Base: All respondents

	WM 2018/19 %	WM 2015 %	UK 2018/19 %		WM 2012 %
Employer sent you here	62	48	51	Employer sent me	45
You grew up here/have always lived here	41	52	43	Family	40
Family reasons	4	3	5		
It's local to me	<0.5	<0.5	1		
Came to the area to take up this or another job	4	4	3	More regular opportunities	3
Construction work is better paid in this area	3	2	3	Better paid jobs	3
Better promotional prospects in this area	1	<0.5	1	More chance of promotion	0
Wanted to move to the area because you like it or feel it offers opportunities for better quality of life	<0.5	1	2	Prefer living here	6
There are more jobs available in this area	1	4	5	More jobs here	8
<i>Unweighted bases</i>	412	352	4048		403

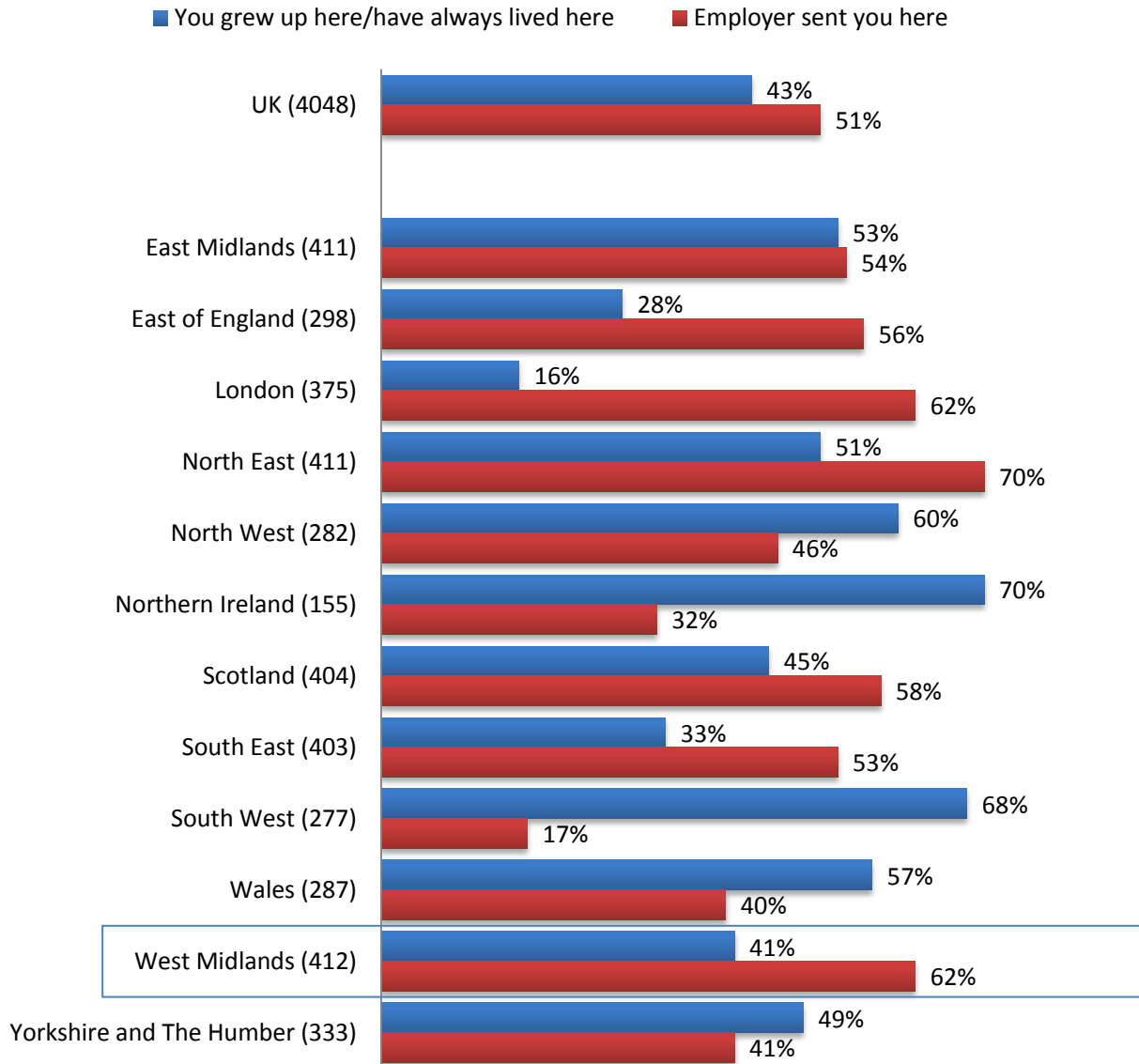
Q28



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

Figure 41: Top two reasons for deciding to work in their current region/nation, by region/nation

Base: All respondents



Unweighted bases in parentheses Q28



Over a third of all workers in the West Midlands have worked within this region for their entire construction career (36%). This is a lower proportion compared to 2015 (42%), but higher than that reported in 2012 (18%). A further 41% have remained in this region most of the time. This means the majority of all workers have remained in the West Midlands for all or most of the time (77%).

Figure 42: Proportion of construction workers' career worked in current region/nation

Base: All respondents

	WM 2018/19 %	WM 2015 %	WM 2012 %	WM 2007 %	UK 2018/19 %
All of your time	36	42	18	35	44
Most of it	41	38	35	37	33
Around half your time	9	10	14	12	9
A small proportion of your time	10	7	24	11	10
Only on this job (this is the first site you've been to in this region/nation)	1	1	7	4	2
Don't know	2	2	2	1	1
<i>Unweighted bases</i>	<i>412</i>	<i>352</i>	<i>403</i>	<i>262</i>	<i>4048</i>

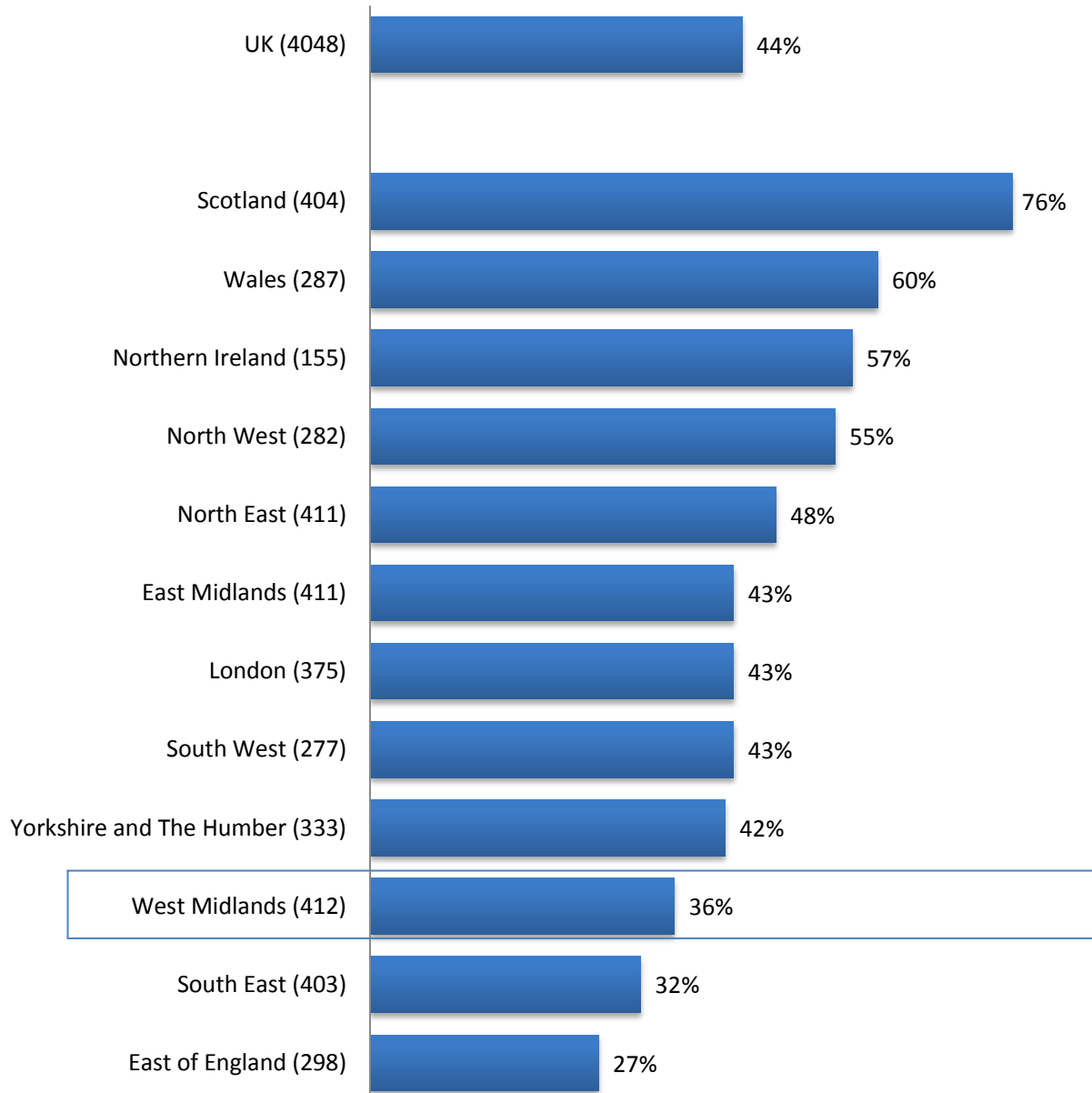
Q26/Q27



The proportion of construction workers in the West Midlands that have spent all of their time in the region is significantly higher amongst younger workers (58% of 16 to 24 year olds) and similarly high amongst those that have worked in the construction industry for the shortest period of time (74% of those that have worked in the industry for less than a year and 58% of those that have worked in the industry for between 1 and 2 years).

Figure 43: Proportion of workers that have spent all their time in this current region/nation

Base: All respondents



Unweighted bases in parentheses Q26



The proportion of workers that reported their employer operates (takes on construction contracts) only within particular regions/nations, nationwide or internationally is shown in Figure 44. In the West Midlands, two-thirds indicate their employer operates nationwide, with around a quarter (27%) stating that their employer operates in particular parts of the UK including the West Midlands, while 3% are unsure.

Figure 44: Region/nation employer operates in (takes on construction contracts), compared with region/nation working in currently

Base: All respondents *denotes less than 0.5%

Region/nation employer operates in	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands (EM)	54	4	2	*	1	0	0	2	1	1	10	2
East of England (EE)	2	20	6	*	1	0	*	6	1	1	2	1
London (GL)	2	11	22	*	2	0	0	9	2	1	2	1
North East (NE)	1	*	2	46	1	1	0	*	1	1	2	2
North West (NW)	1	*	2	1	29	0	0	1	*	1	3	2
South East (SE)	2	8	9	*	1	1	0	26	7	*	2	1
South West (SW)	1	0	2	*	1	0	0	5	60	3	3	*
West Midlands (WM)	8	0	2	*	1	0	0	2	3	2	27	2
Yorkshire & Humber (YH)	4	3	2	2	2	0	0	1	1	1	2	32
Northern Ireland (NI)	1	1	2	0	*	69	0	*	*	*	0	0
Scotland (SC)	1	*	1	1	1	2	24	*	1	*	1	0
Wales (WA)	1	0	1	0	2	0	*	1	3	53	2	0
Nationally	42	69	74	52	69	25	76	66	37	45	66	66
Other parts of Europe	*	*	1	1	3	25	0	1	*	0	1	*
Outside of Europe	0	1	1	*	*	1	0	2	0	0	*	1
Other / Unsure	3	3	6	*	*	7	0	5	2	2	3	1
Unweighted bases	411	298	375	411	282	155	404	403	277	287	412	333

Q25



Region/nation worked in before current site

Thinking about the last construction site they worked on before this one, in the majority of cases, workers' last 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 45 illustrates. Similarly to 2015, construction workers in the West Midlands are amongst those least likely to state that their last site was in the same region (71%), and the proportion is slightly lower than in 2015 (75%). There are also lower proportions whose last site was in the same region/nation in the South East (62%) and the East of England (52%).

Figure 45: Region/nation of last site before this current one

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)	79	2	*	1	0	0	0	4	*	0	16	4
East of England (EE)	4	52	6	1	0	0	0	11	1	*	1	*
London (GL)	4	31	73	2	*	1	*	14	4	*	1	3
North East (NE)	0	*	0	90	0	1	*	0	0	*	1	2
North West (NW)	1	0	*	2	91	1	0	1	1	*	4	3
South East (SE)	1	11	16	0	0	1	*	62	8	1	2	*
South West (SW)	1	1	*	0	0	0	*	3	81	4	1	1
West Midlands (WM)	7	1	1	0	*	1	1	3	*	0	71	2
Yorkshire & Humber (YH)	3	0	1	2	2	1	0	*	*	0	1	83
Northern Ireland (NI)	0	0	1	0	1	93	1	0	0	0	0	0
Scotland (SC)	0	*	1	2	1	2	98	0	*	*	*	1
Wales (WA)	0	*	*	0	2	0	0	1	2	88	1	0
Republic of Ireland	0	0	*	0	0	0	0	0	0	0	0	*
Other parts of Europe	0	0	0	0	*	0	0	0	0	0	1	0
Outside of Europe	0	0	0	0	1	1	0	0	0	0	0	0
Other / Unsure	1	2	1	*	1	0	0	1	1	6	1	*
<i>Unweighted Bases</i>	347	284	353	283	243	151	369	382	251	256	366	304

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. Overall, almost three-quarters of all construction workers in the West Midlands were living in the West Midlands when they started their construction career (71% cf. 84% in 2015). This compares with other regions/nations where the proportion is significantly higher (Scotland at 96%; Northern Ireland at 95%) and those where the proportion is significantly lower (East of England at 44%; South East at 51%). Figure 46 summarises this data.

Figure 46: Inter-regional/national movement during construction careers

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

Original home	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands (EM)	82	6	2	0	*	0	*	9	*	1	12	2
East of England (EE)	1	44	6	*	0	0	0	9	2	0	1	1
London (GL)	2	26	59	1	3	0	0	13	6	1	1	4
North East (NE)	1	*	*	93	0	0	*	1	*	1	*	5
North West (NW)	1	*	1	1	87	1	*	1	1	0	4	2
South East (SE)	1	14	15	*	1	1	0	51	5	0	1	1
South West (SW)	*	1	*	*	1	1	0	4	76	1	1	*
West Midlands (WM)	7	2	2	0	*	0	0	5	1	*	71	1
Yorkshire & Humber (YH)	4	3	1	2	3	1	*	2	1	1	2	81
Northern Ireland (NI)	0	0	4	0	1	95	*	1	0	*	0	*
Scotland (SC)	*	0	1	1	1	1	96	1	1	1	0	1
Wales (WA)	0	*	*	*	1	0	*	1	3	93	1	1
Republic of Ireland	0	*	3	0	0	0	1	*	0	0	*	*
Other parts of Europe	*	1	4	*	0	0	1	2	2	*	3	*
Outside of Europe	*	*	1	0	*	1	0	0	0	*	1	0
Other / Unsure	0	1	0	0	0	0	*	0	0	1	0	1
Unweighted Bases	411	298	375	411	282	155	404	403	277	287	412	333

Q40



Thinking next about where workers studied for their first construction qualification, Figure 47 summarises the proportion of construction workers now working in the same region/nation in which they acquired their first construction qualification. This analysis shows that while once again there are great variations by region/nation, more than two-thirds of construction workers in the West Midlands (69%) achieved their first qualification there, a proportion that has declined by 10 percentage points compared to 2015 (79%).

Figure 47: Proportion of construction workers based in the same region/nation as when their first qualification was achieved

Base: Those with a formal qualification who provided a valid response

	2018/19 %	2015 %	Higher than average mentions for other regions/nations
Scotland (304)	96	95	
Northern Ireland (87)	93	96	
North East (283)	90	92	
Wales (197)	86	83	
North West (222)	85	90	
Yorkshire & the Humber (232)	81	82	
East Midlands (264)	80	65	West Midlands 9%
South West (208)	75	76	South East 7%
West Midlands (254)	69	79	East Midlands 14%
London (277)	59	58	South East 16%, East of England 7%
East of England (230)	47	50	London 24%, South East 13%
South East (312)	41	55	London 16%, East Midlands 12%, East of England 10%
<i>Unweighted bases for 2018/19 in parentheses</i>			

Q17



Travel to site

Relative locations of current workplace to home

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

One in five construction workers in the West Midlands are travelling into the region for work from another region/nation in which their current residence is based (20%). This is similar to the proportion seen in the 2015 survey (18%), but lower than the figure reported in 2012 (32%).

Figure 48: Inter-regional/national movement from permanent residence to current site

Base: All respondents who provided a valid response

	2018/19			2015		
	% from same region/nation	% from different region/nation	% from neighbouring region/nation	% from same region/nation	% from different region/nation	% from neighbouring region/nation
Northern Ireland (145)	100	0	-	99	1	-
Scotland (196)	100	0	0	96	4	0
Wales (258)	98	2	2	93	7	5
North East (335)	96	4	4	97	3	1
North West (257)	94	6	6	88	12	12
South West (243)	94	6	6	85	15	11
East Midlands (309)	90	10	10	74	26	23
Yorkshire and the Humber (290)	88	12	9	86	14	14
West Midlands (308)	80	20	19	82	18	16
London (341)	63	37	32	71	29	25
East of England (270)	60	40	36	63	37	27
South East (362)	55	45	42	58	42	38

Unweighted bases for 2018/19 in parentheses

Q52/Q54



The extent to which construction workers live in the same region/nation in which they work is further illustrated in Figure 49. Eight in ten construction workers in the West Midlands are currently living in the same region as the site they work on (80%), which compares with 82% in 2015. The majority of those that are travelling from a different region are living in the East Midlands (14%), a neighbouring region.

Figure 49: Region/nation of current site in relation to current residence

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

Region/nation of current residence	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	90	9	0	0	0	0	0	11	0	*	14	6
East of England	1	60	18	0	0	0	0	10	0	0	*	0
London	0	16	63	0	0	0	0	9	0	0	*	1
North East	0	0	*	96	0	0	0	0	0	0	0	2
North West	*	0	*	*	94	0	0	0	0	0	4	1
Northern Ireland	0	0	2	0	0	100	0	1	0	0	0	0
Scotland	0	0	1	1	0	0	100	*	0	0	0	0
South East	1	11	14	0	0	0	0	55	2	0	0	*
South West	0	1	0	0	0	0	0	9	94	2	*	0
Wales	0	0	*	0	1	0	0	2	2	98	1	0
West Midlands	6	2	1	0	0	0	0	4	2	0	80	1
Yorkshire and the Humber	2	1	1	3	5	0	0	*	0	0	1	88
Unweighted bases	309	270	341	335	257	145	196	362	243	258	308	290

Q52/Q54

Furthest distance worked in last 12 months

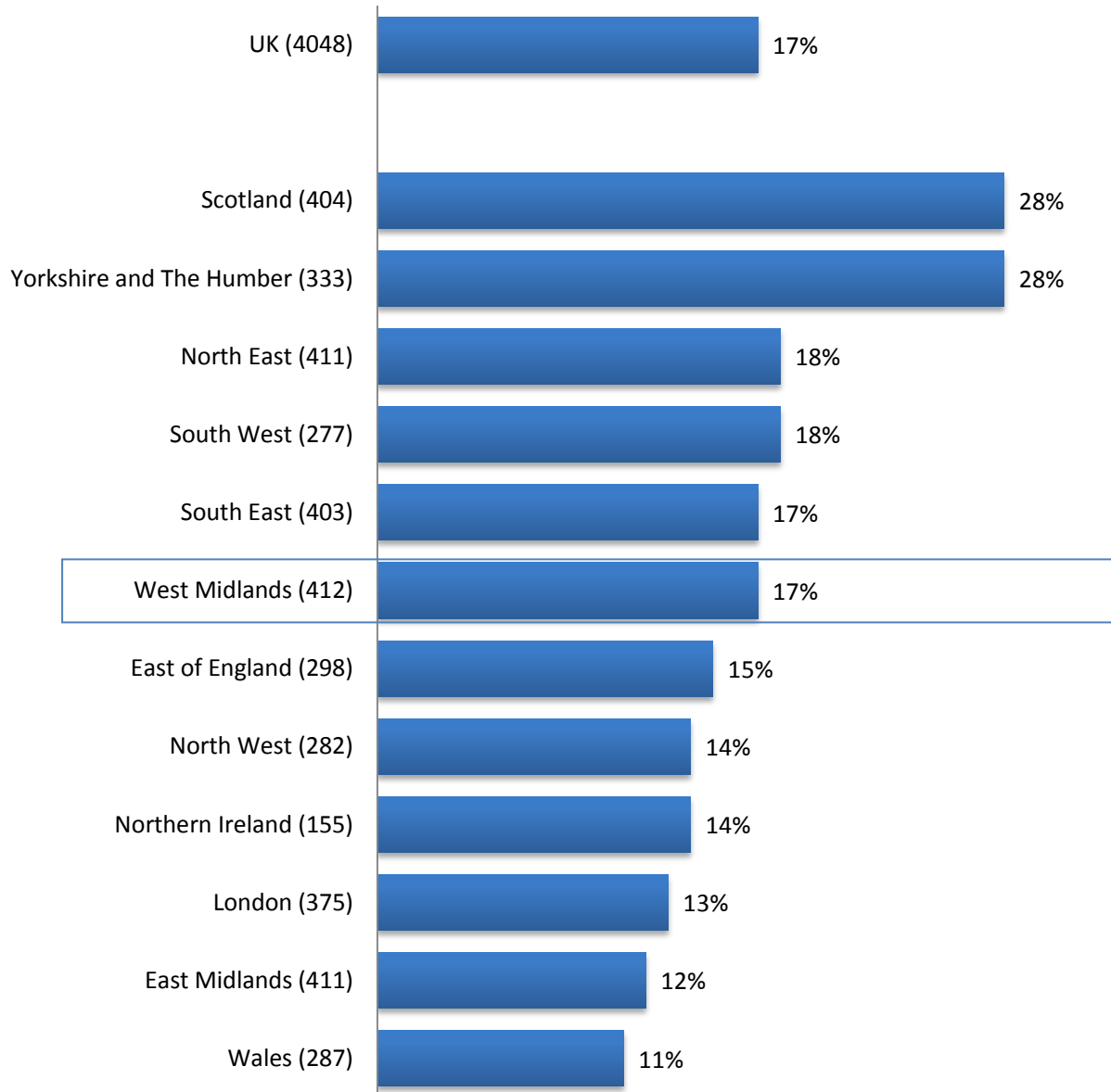
All workers were asked to indicate the furthest distance they have worked from their permanent or current home in the last 12 months. Within the West Midlands, around 1 in 4 construction workers have worked no more than 20 miles away (25%) and a further third have worked between 21 and 50 miles away (35%). The average maximum distances travelled to work by West Midlands construction workers in 2018/19 were similar to those in 2015 when 21% had never worked no more than 20 miles from their home and 36% had never travelled further than between 21 and 50 miles to work. This leaves over a third that have worked more than 50 miles away from their permanent home (37%), including 28% that have worked between 51 and 100 miles away and 1 in 8 that have worked more than 100 miles away (17%).

Compared with workers in other regions/nations, workers based in the West 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 (both 17%).



Figure 50: Proportion of workers that have travelled more than 100 miles from their permanent home to work, in the last 12 months, by region/nation

Base: All respondents



Unweighted bases in parentheses Q29



Use of temporary accommodation

Nationally, 1 in 20 (5%: 6% in 2015) construction workers reported that they were currently staying in temporary accommodation while working at their site. By region/nation, the West Midlands proportion is towards the higher end of the range (6%), with the lowest proportion in the North East (1%), and the highest in London (10%). The proportion of construction workers in the West Midlands using temporary accommodation has doubled since 2015 (6% in 2018/19 cf. 3% in 2015).

Figure 51: Percentage of workers in temporary accommodation

Base: All respondents

	2018/19	2015
	%	%
Total - UK (4048)	5	6
London (375)	10	8
South East (403)	7	6
West Midlands (412)	6	3
East of England (298)	5	11
South West (277)	3	7
East Midlands (411)	3	5
North West (282)	3	2
Yorkshire and The Humber (333)	3	4
Wales (287)	3	4
Northern Ireland (155)	3	3
Scotland (404)	2	7
North East (411)	1	4

Unweighted bases for 2018/19 in parentheses

Q41/Q42

Journey distance to work

Within the West Midlands, the average (mean) distance from workers' current residence (taking into account temporary residences) to their current site was 20 miles, which is less than the average of 22 miles reported in 2015, which in turn was less than the average of 39 miles reported in 2012. The West Midlands mean compares to a mean of 18 miles across the UK.

More than one in three (37%) travelled less than 10 miles from their current residence to the site they work, whilst 28% travelled between 10 and 19 miles, 27% travelled between 20 and 49 miles, 8% travelled between 50 and 99 miles and less than 1% travelled more than 100 miles.



Site duration and change

Expected site/phase duration

All construction workers who are currently employed on a temporary basis (27% of all construction workers in the West Midlands) were asked how much longer they expect to be working for the company/person/agency paying them. In summary, 5% expect to work for around another week or less; 4% expect another month; 10% between a month and 3 months; 15% between 3 and 6 months; 24% between 6 months and a year and 11% expect to still be working for their current company/agency in more than a year's time. Three in ten temporary workers in the region did not know how much longer they could expect to be working for their current company/agency (31%; 38% across the UK).

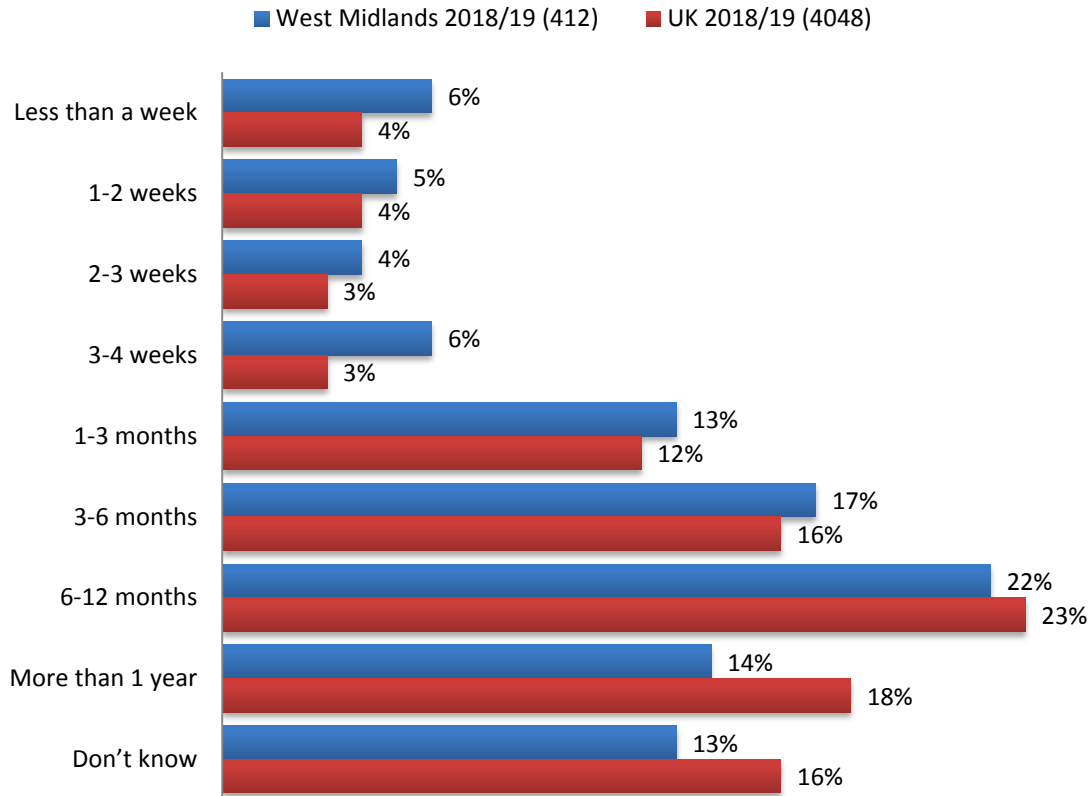
In order to get a measure of workplace stability amongst all workers, all respondents (whether temporary or permanent) were asked to indicate how long in total they expect to work at that specific site during this phase.

One in five construction workers in the West Midlands (20% cf. 16% in 2015 and 29% in 2012) do not expect to work on that site for more than a month, including 6% that only expect to be there for a week or less. Half anticipate being on site for more than a month, but less than a year (52%), while one in seven expect to stay on that site for a year or longer (14%), which is a significant decrease compared with 2015 (31%) but comparable with 2012 (14%). It compares with a UK average in 2018/19 of 18%. However, in more than one in ten cases (13% cf. 25% in 2015 and 24% in 2012) workers did not know how much longer they could expect to be on site, indicating that a significant minority of construction workers are living with a degree of uncertainty and insecurity.



Figure 52: Length of time workers expect to work at that specific site during the current phase

Base: All respondents



Unweighted bases in parentheses
Q24

Amongst the various trades/job roles, site managers are more likely to indicate that they expect to work at that site for more than a year (30%); whilst plant/machine operatives (8%), and labourers/general operatives (10%) are least likely to indicate that this is the case.

Expected next site location

More than three-quarters of all construction workers in the West Midlands are confident that, when they finish this job, they will get a job that allows them to travel from their permanent home to work on a daily basis and this is a lower proportion than in the previous survey (76% cf. 79% in 2015 and 57% in 2012). The remaining fifth of workers are sure that this will not be the case (7%); that it depends where the work is (12%); or that they don't know (6%).

Construction workers in the West Midlands are below the UK average in this respect (84%).

Construction workers who have worked in construction for the longest period of time are more likely to be confident of this (79% of those who have worked in the industry for 5+ years, cf. 63% of those who have worked in construction for under a year). By trade/occupation, labourers/general operatives are least confident (63%).



Workers that are certain that their next job will not be within commuting distance of their permanent home were asked to indicate which region/nation they expect to be working in next. The following figure summarises their responses by region/nation (although the base sizes within each region/nation are very small, so some caution is needed) and it gives an indication of the likely pattern of movement between regions/nations. Nearly three-fifths of construction workers in the West Midlands (68%) that do not expect to be able to commute daily to their next job expect to remain in the region for their next job. The remainder are split between London (7%), the East of England, the North East and the North West (all 4% respectively).

Figure 53: Expected location of next site/job

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

* denotes less than 0.5%

Expected location of next job	Region/nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	YH %
East Midlands	79	0	0	0	0	0	0	0	7	0	0	0
East of England	0	21	0	0	0	0	0	8	0	0	4	0
London	11	21	85	7	0	20	0	17	7	29	7	14
North East	0	0	0	86	0	20	0	0	7	0	4	7
North West	0	7	0	0	44	0	0	8	0	0	4	7
Northern Ireland	0	0	0	0	0	40	0	0	0	0	0	0
Scotland	0	0	0	0	33	20	100	0	0	0	0	0
South East	0	7	0	0	0	0	0	25	0	0	0	0
South West	0	0	0	0	11	0	0	8	64	0	0	0
Wales	0	7	0	0	0	0	0	0	0	43	0	0
West Midlands	11	7	8	0	0	0	0	17	0	0	68	7
Yorkshire and the Humber	0	0	0	0	0	0	0	0	0	0	0	64
Outside Europe	0	0	0	0	0	0	0	0	0	0	4	0
Other / Unsure	0	29	8	7	11	0	0	17	14	29	11	0
Unweighted bases	19	14	13	14	9	5	13	12	14	7	28	14

Q31

Sub-sector and sector mobility

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

Sub-sector mobility

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



Following on from 2015, the vast majority of construction workers in the West Midlands have worked on new housing (69%). However, this proportion has decreased significantly compared to 2015 (87% in 2015). Unlike in 2015, there is an upward trend in the proportions of construction workers that have been working on other types of projects, but the figures remained lower than those seen in the 2012 survey.

Overall, around half of all construction workers have only worked on one project type (46%), a decrease on 2015 (58%), and this suggests some increased instability in the sector in terms of the sub-sectors in which work is available.

Figure 54: Type of projects spent significant periods on

Base: All respondents

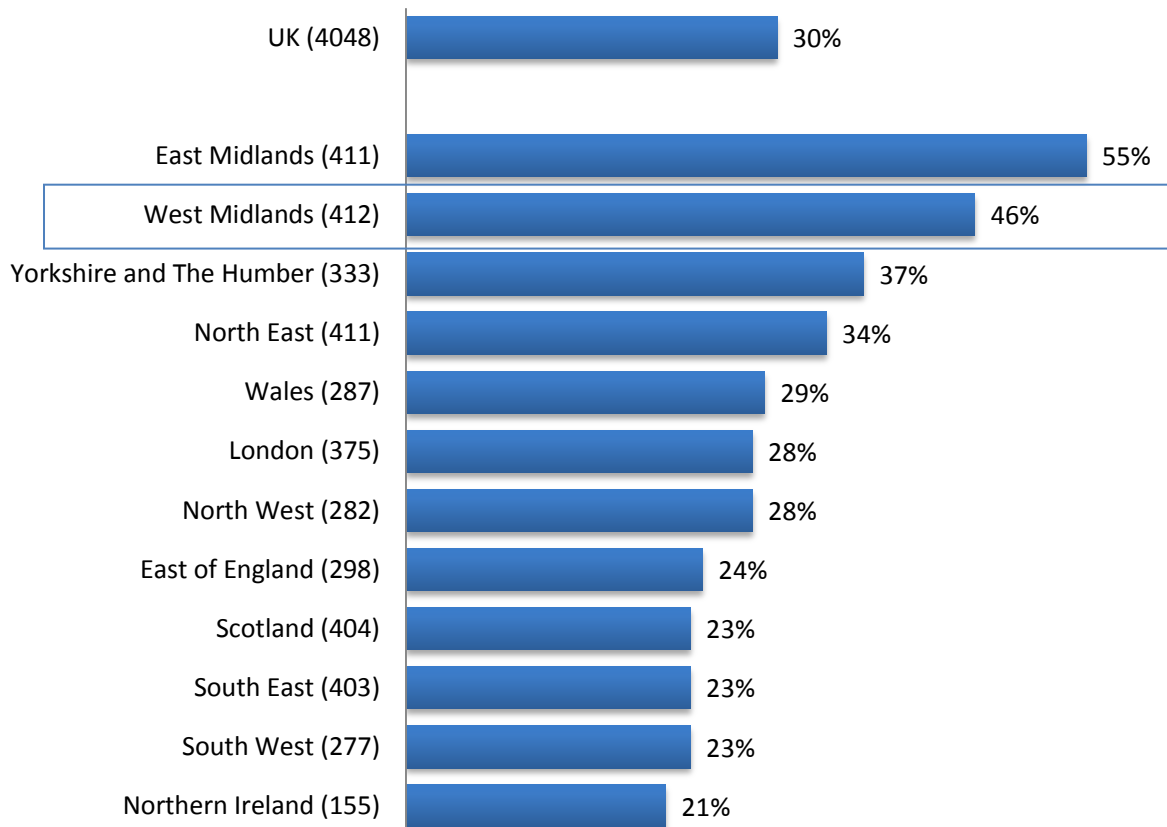
	WM 2018/19	WM 2015	WM 2012	WM 2007	UK 2018/19
	%	%	%	%	%
New housing	69	87	51	76	79
Housing repair and maintenance including extensions/loft conversions	32	31	39	34	46
Commercial work such as shops, office, pubs etc	39	29	55	50	51
Private industrial work such as factories, warehousing, mechanical engineering, land reclamation	36	20	56	32	45
Public non-housing work such as schools, sports facilities, landscaping	38	24	62	51	51
Infrastructure building projects, such as road/rail/airport, sewerage/water treatment, power stations	25	16	53	27	31
ONE TYPE ONLY	46	58	26	29	30
TWO TYPES	15	11	17	24	16
THREE TYPES	11	11	15	16	14
FOUR TYPES	12	7	8	14	12
FIVE TYPES	11	4	11	10	13
SIX TYPES	6	7	21	6	14
<i>Unweighted bases</i>	412	352	403	262	4048

Q3/Q4



The number of project types worked on varies significantly by region/nation, as Figure 55 illustrates. The West Midlands is the second most likely region/nation to have its construction workers working on one project type (46% cf. 30% in the UK), preceded only by the East Midlands (55%).

Figure 55: Proportion of workers that have only worked on one project type
Base: All respondents



Unweighted bases in parentheses Q4



The likelihood that workers have worked only on one project type declines as time spent in the sector increases, as one would expect (from 89% of workers who have worked in the sector for less than a year to 38% of those who have been in the sector 5+ years). By current trade/occupation, the proportion that has worked only on one project is lowest amongst electricians (35%) and carpenters/joiners (38%).

Figure 56: Number of sub-sectors worked in, by occupation

Base: All respondents

	<i>Unweighted bases</i>	1 type %	2 types %	3 types %	4 types %	5 types %	6 types %
Bricklayers	40	50	23	3	5	10	10
Carpenters/joiners	34	38	15	18	18	9	3
Electrician	23	35	22	17	4	17	4
Labourer/General Operatives	71	46	15	13	13	8	4
Plant/Machine Operatives	25	48	12	12	12	16	0
Site Manager	40	40	15	15	10	13	8
Technical	22	41	23	5	23	5	5

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. Overall, three-quarters (73%) felt it was very likely that they would still want to, which is a similar proportion to the UK average (74%). This included, within the West Midlands, around half of construction workers who say they definitely will be (48%); a quarter who believe is very likely (25%) and a further 11% who say it is quite likely; 5% consider it unlikely; just 1% say they definitely won't be and a further 6% hope to be retired by then, while 4% don't know.

Age is the predominant factor in this respect. Most obviously, the proportion that hopes to be retired in five years' time increases to 16% of construction workers aged 45 and over and 57% of those aged 60 and over.



Figure 57: Likelihood of construction workers still wanting to be working in the construction sector in five years' time

Base: All respondents

	WM 2018/19 %	UK 2018/9 %	Age			
			16 to 19 %	20 to 24 %	25 to 44 %	45+ %
Definitely will be	48	48	21	48	52	46
Very likely	25	26	42	22	28	20
Quite likely	11	11	21	15	9	9
Quite unlikely	3	2	11	2	3	2
Very unlikely	2	2	0	4	3	2
Definitely will not be	1	1	0	0	1	2
Hope to be retired	6	4	0	2	<0.5	16
Don't know	4	5	5	7	4	3
<i>Unweighted bases</i>	<i>412</i>	<i>4048</i>	<i>19*</i>	<i>54</i>	<i>203</i>	<i>130</i>

Q38A

Excluding those aged 60 and over (as those over 60 may be assumed to be considering retirement in the next 5 years): 50% believe they will definitely want to be working in the construction sector, 26% believe it is very likely, and 10% believe it is quite likely. Only 6% think on any level that they will not want to be working in the construction sector in 5 years' time which is less than in previous years (8% in 2015 and 9% in 2012).

Overall, 6% of all construction workers felt it was unlikely that they would still want to work in the construction sector in five years' time. These workers were asked the reasons why. They were most likely to cite the fact that they might find more interesting work outside of construction, or that they are bored of what they're doing/want a change (38%, 10 respondents), while a fifth thought they will be better paid outside of construction (19%, 5 respondents). Other reasons, each cited by two respondents, include: expectations of better use of skills/abilities and doing less physical work outside of the sector.



The West Midlands construction workforce 2018-19 summary

Across the wide range of issues covered within the 2018/19 survey, there are indications of more flexible, adaptive working patterns across the UK Construction workforce, which is reflected among the West Midlands workforce. Within the West Midlands, there has been a decrease in the proportion of workers employed directly by companies, from 41% in 2015 to 36% in 2018/19, and there has been a corresponding increase in the proportion that are working for an employment agency (from 5% in 2015 to 10% in 2018/19). More than one in four workers in the West Midlands are employed on a temporary basis in 2018/19 (27%), which is similar to the UK-wide average of 28%.

Workers in the region, on average, travel longer distances to their current site than the UK average, but the distance they travel has slightly decreased since 2015, from 22 miles to 20 miles. West Midlands construction workers are just as likely as their counterparts across the UK as a whole to have travelled more than 100 miles from their permanent home to work in the last 12 months (17%, same as the UK average of 17%).

West Midlands construction workers are most likely to report that they work at their current site because their employer sent them there or they have always lived in that area (62% and 41% respectively). They are more likely than the UK average to report that their employer sent them to the area in which they currently work (62% cf. 51% across the UK) and the proportion who say so has also increased since 2015 (48% in 2015), which suggests that there is more recent mobility among West Midlands workers compared with the UK as a whole in this respect.

This is further highlighted by the fact that the proportion saying that they grew up in the region or have always lived there has decreased by 11 percentage points since 2015 (41% in 2018/19 cf. 52%). A lower proportion of West Midlands workers in 2018/19 than in 2015 were also based in the region for their last job (71%, compared with 75%). Longer-term, over the course of careers in construction, West Midlands workers are intermediate, compared with those in other regions/nations, in their propensity to have remained in the same region/nation in which they started their careers (71%, compared with 96% in Scotland and 44% in the East of England) or in which they obtained their first qualification/training in construction (69%, compared with 96% in Scotland and 41% in the South East).

There is some evidence of less uncertainty with regard to the duration of temporary employment within the region than is average across the UK; just under one in three (31%) do not know how long they expect to continue with their current employer/agency, compared with a UK average of 38%.

Compared with 2015, West Midlands workers were less likely to be confident that their next job will be at a location that will allow them to travel to work from their permanent home on a daily basis (76%, compared with 79%).

West Midlands construction workers are as likely to have worked in more than one trade as they were in 2015 (31% in each case) and less likely to have worked in just one project area



(46%, compared to 58%). In line the UK trend, there appears to have been an increase in the range of experience in the region.

In terms of skills and qualifications, the vast majority of West Midlands construction workers continue to hold some form of skill card or certificate, with the proportion within the West Midlands being higher than the UK average (99%, compared with 97%). However, there are lower levels of qualified workers in the region compared with the UK (61% cf. 72% across the UK). Nonetheless, it is encouraging to note that a similar proportion of workers in the West Midlands to the UK average are working towards a construction qualification (14% cf. 15% across the UK).

One in seven construction workers in the West Midlands in 2018/19 believe they would benefit from training in basic skills (14%), a proportion that has decreased since 2012 (17%), but it represents a small increase on 2015 (13%).



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