

# **Workforce Mobility and Skills in the UK Construction Sector (Northern Ireland Report)**

Research Report

prepared for

**ConstructionSkills, Department of Trade and Industry (DTI)  
and ECITB**

by

**IFF Research Ltd**

March 2005

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## Workforce Mobility and Skills in the Construction Sector in the UK (Northern Ireland report)

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### 1 Background, objectives and methodology

- 1.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills (formerly CITB), the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI).
- 1.2 The overall aim of the study was to provide reliable data on the nature of the construction workforce in the UK in regard to their qualification levels and the extent of occupational and geographic mobility within the workforce. More specifically, the key objectives of the research were to examine:
- The qualification and skill levels of the UK construction workforce
  - The extent to which the workforce in each region is constituted of workers originating or living in other parts of the UK (or further afield), and general mobility and travel to work issues
  - The nature of the mobile workforce / 'imported' workforce in terms of their occupations and their qualifications levels
  - A range of other issues such as switching between different occupations within the construction sector and the extent to which managers have received any training specifically to enhance their managerial skills.

#### Research Methodology

- 1.3 The key elements of the research approach were as follows:
- *Sample:* a list of current construction projects over £1m in value was drawn from Glenigan, an Emap publication detailing current and forthcoming construction projects. (Among the many details listed for each project are the value, the size, the nature of the project, the planned start and completion dates and the organisations and contact details for the key contractors and organisations involved). The sample was drawn within each region aiming to achieve a spread by value and by phase of project. We also aimed to include a significant number of civil engineering projects. For Engineering Construction projects, ECITB provided details of significant projects to supplement some appearing on the Glenigan list. The lists were checked for completeness and omissions by regional ConstructionSkills representatives.

- *Interviewing contractors / employers:* key contacts at each site were then called to collect some headline information about the sites (information such as the number of workers on site, the main occupations currently employed and the phase of the project) and then to ask for permission to interview at the named site (or an alternative if for some reason this was preferred).
  - *Worker interviews:* once permission had been sought then dates for visits were arranged with site managers (this often involved contacting a different person within the organisation, or a different organisation). Site interviews were then conducted face-to-face by IFF interviewers. These normally took place in a canteen or equivalent. At some of the larger sites more than one interviewer attended, and in some cases interviewers returned on a second day. The interview took around 5 minutes to conduct. The questionnaire used is appended.
- 1.4 The survey results presented in this report is based on fieldwork conducted in Northern Ireland from August to November 2004. This consisted of a total of 403 face-to-face interviews with site-based workers obtained across 13 sites.
- 1.5 At the analysis stage, weighting was applied to the UK data to ensure that each region was represented in its correct proportions based on the relative size of the construction workforce via LFS figures. This is something of a proxy measure as these LFS figures do not tie in exactly the scope of the current survey (i.e. workers on large construction sites). Weighting was important both because, at a UK wide level, London and the South East were relatively oversampled, and then in the rest of the UK the sampling strategy intentionally oversampled smaller regions. Unless otherwise stated, and with the exception of base totals, the figures in this report are based on weighted data. Weighted, Northern Ireland accounted for approximately 3% of the UK construction workforce.

### Details of the sites covered in the research

- 1.6 The following table shows the profile of the sites covered by the research in Northern Ireland by the type of work being undertaken. We show for each type of project the number of workers described by the contractor as being on site, and then the number of interviews carried out.

<b>Table 1.1: Sites covered by type of activity</b>			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews</i>
<b>Total</b>	<b>13</b>	<b>529</b>	<b>403</b>
New Housing	7	382	298
Engineering construction work	2	56	37
Other commercial	3	51	36
Civil Engineering projects	1	40	32

- 1.7 As shown the sites at which interviews were conducted in Northern Ireland were predominantly at new housing.
- 1.8 Figures from the contractors interviewed at each site indicated that there were some 529 workers across the 13 sites. Hence in total we interviewed approximately three-quarters of the potential workforce at these sites.
- 1.9 The following table shows the coverage by the number of workers at the site.

<b>Table 1.2: Sites covered by number of workers on the site</b>			
	<i>Number of sites</i>	<i>Approximate current employment on site</i>	<i>Number of interviews (and proportion this represents of the total within that size band)</i>
<i>Total</i>	<i>13</i>	<i>529</i>	<i>403 (76%)</i>
50 or less	11	357	239 (67%)
51-99	1	70	62 (89%)
100-199	1	102	102 (100%)



## 2 Management Summary

2.1 This report presents the findings of a survey conducted by IFF Research on behalf of ConstructionSkills, the Engineering Construction Industry Training Board (ECITB) and the Department of Trade and Industry (DTI). The survey in Northern Ireland consisted of interviews with 403 construction workers employed across 11 sites. The work took place from August to November 2004. The survey covered large projects with an estimated value of £1m plus, and in this sense it did not seek to be representative of the overall construction workforce.

2.2 The project sought to establish reliable information on the qualification and skill levels of the UK construction workforce, and also geographic and occupational mobility.

### The profile of the workforce

2.3 A wide range of occupations was covered in the research, though in Northern Ireland labourers / general operatives (17%), carpenters / joiners (10%), electricians (10%) and bricklayers (10%) constituted almost half of those interviewed. Most had worked in the industry for very long periods, indeed a third had worked in construction for over 20 years. One in twelve (8%) were new entrants with less than a year's experience.

2.4 Almost three in five site workers (58%) were employed directly by a company (identical to the UK figure). However, with fewer working for agencies 91% v. 7% across the UK) the proportion who were self-employed in Northern Ireland (41%) was higher than the UK (35%). The level of self-employment varied enormously by occupation being particularly high among bricklayers, carpenters / joiners and plasterers, and low among electricians and plant / machine operators.

2.5 Nine in ten workers (89%) were employed on a permanent basis while just 6% were working on a temporary basis (a small proportion, 5%, worked on some other basis or were unsure if it was permanent or temporary).

2.6 Construction workers in Northern Ireland appear more likely to have chosen the industry as their first choice career than elsewhere in the UK. In Northern Ireland 20% of site workers ended up in construction after first starting in some other field. In the UK as a whole as many as one in three (35%) started their careers in other industries.

## Mobility issues

- 2.7 Northern Ireland has a very ‘self-contained’ workforce in the sense that:
- Very few workers are drawn in from outside the region: 99.5% of the workers interviewed had their permanent residence in Northern Ireland.
  - A very high proportion of the region’s workforce were originally from Northern Ireland (90%). Only workforces in the North East and Scotland were more ‘self-contained’ on this measure (both 91%).
  - Almost nine in ten had spent all (52%) or most (37%) of their construction career on sites in Northern Ireland (this a little higher than found across the UK as a whole).
- 2.8 Only 2% of workers whose permanent residence was in Northern Ireland were working on sites outside the region. This was by far the lowest proportion of all UK regions (the UK average being 21%).
- 2.9 One in eleven workers interviewed (9%) were travelling to work from a temporary address, similar to the national average (8%).
- 2.10 The mean average number of miles travelled to work (each way), in Northern Ireland was 23 miles, identical to the UK average. Around this average figure there are large variations, with approaching half (45%) travelling less than 15 miles and at the other extreme 13% travelling more than 50 miles each way to work. Northern Ireland has slightly fewer travelling such large distances compared with the UK as a whole (15%).



## Training and Qualifications

- 2.11 The site-based workforce in Northern Ireland has similar qualification levels to those found across the UK. The following table shows comparative results, these qualification levels showing *construction-related* qualifications.

<b>Table 2.1: Highest construction-related qualification level</b>		
	Northern Ireland (403) %	UK (8,436) %
No qualifications	22	25
Level 1 or 2	42	45
Level 3	28	26
Level 4 or 5	7	3

- 2.12 The picture compared to the rest of the UK is clearly encouraging with over a third (35%) having a level 3 or higher construction qualification (compared with 29% across the UK) and fewer having no qualifications at all (22% v 25% UK-wide).
- 2.13 Of the main occupations electricians and plant / machine operators were among the most highly qualified (45% and 40% respectively had a level 3 or higher), and plumbers the least qualified (37% had no construction qualifications at all).
- 2.14 Almost two-thirds (64%) of the workforce in Northern Ireland had a construction skills card or certificate, slightly higher than that found across the UK excluding London and the South East (61%). The figure varies from 13% amongst those who have been in the industry less than a year to almost three-quarters (71%) among those who have more than five year's experience in the sector. The most commonly held cards / certificates were CSR cards (held by 54% of all site-based workers).
- 2.15 Just under half the workforce in Northern Ireland (46%) have a qualification relevant to construction other than just a skills card or certificate. This was amongst the lowest rates found across all UK regions. Only in Wales and London did a smaller proportion of the workforce hold such qualifications. Such qualifications were found equally amongst directly employed and self-employed workers in Northern Ireland (46%).

- 2.16 Just under a quarter of the workforce said they had managerial or supervisory duties at the site (23%). Only 35% of these had ever had any training designed to improve their managerial or supervisory knowledge or skills, slightly lower than the level found across the UK (39%). However, unlike most other UK regions, in-house training was not found to be more common than accredited, industry-recognised training programmes.
- 2.17 Overall 17% of the workforce were working towards a construction-related qualification. Unlike most regions in the UK (where NVQs are generally the most common qualification being worked towards) apprenticeships proved to be the most popular qualification in Northern Ireland. New entrants to the industry (68% among those with less than a year's experience) and 16-17 year olds (74%) were much more likely than average to be working towards a construction qualification. Hence whereas in the rest of the UK those working towards a qualification tended to be those who already had some qualification, in Northern Ireland, this split roughly evenly. Those studying for a qualification who did not currently have either a skill card / certificate or some other construction qualification represented 8% of the total workforce.
- 2.18 Part of the continuing training and upskilling of unqualified workers may happen from a worker, demand-led angle, though the potential may be relatively limited:
- Some workers, (7%) recognise that they need more training or qualifications to do their current job. Perhaps surprisingly, almost no respondents who had no qualifications nor were not working towards any believed that they required further training to do their current job. Educating this proportion of the workforce on the benefits of training and qualifications should be a priority in Northern Ireland.
  - Four percent of workers identified the need for training and improvement in their basic skills (particularly writing and reading). This was the same as that found across the rest of the UK.
  - Of greater potential are those looking to change the roles they carry out in construction (12% of all workers in Northern Ireland). Among these workers, the majority (74%) recognise that training and / or further qualifications will be required.
- 2.19 One challenge to the uptake and delivery of training to site-based workers is the relatively limited time they are on each site. In Northern Ireland only a third (34%) of workers definitely expected to be on site for more than six months (though this was higher than found across the UK as a whole, 27%), and almost half (46%) were unsure what the overall duration would be, neither factors likely to be conducive to workers considering on-site training.

### 3 Profile, work status and work histories of the construction workforce

3.1 In this chapter we look at the demographic details of the sample of construction workers interviewed in terms of age, ethnicity and gender. We also look at the proportion working directly for a company, self-employed or for an agency, and the extent to which they are working on a permanent or temporary basis. We also look at the occupational profile of the sample and examine career histories in terms of how many years they have worked in construction and the previous roles workers have had within the sector.

#### Demographic profile of the sample

3.2 The following table shows the demographic profile of our sample of construction workers in Northern Ireland, and compares this to the overall workforce in the UK.

<b>Table 3.1: Demographic profile of the Northern Ireland sample compared with the UK construction average</b>		
	Northern Ireland respondents (403) %	UK respondents (8,436) %
<i>Age:</i>		
16-17	5	2
18-24	26	19
25-34	26	27
35-44	23	26
45-54	13	16
55+	8	9
<i>Ethnicity:</i>		
White	99	97
Non-white	1	3
<i>Gender:</i>		
Male	99	99
Female	1	1

3.3 There is a broad spread by age in Northern Ireland, with a third (30%) under 25 (representing the relatively new entrants to the industry in the region) and around one in five (21%) aged 45 plus. Compared to the national average, Northern Ireland has a relatively young (site-based construction) workforce.

- 3.4 One per cent of those interviewed described themselves as non-white. This matches the findings of the 2001 Census.
- 3.5 Predictably the workforce was very male dominated. In total only 2 female workers were interviewed in the Northern Ireland representing just 0.5% of the total sample (in line with the UK figure).

### Work status

- 3.6 Almost three in five (58%) of the sample of site workers were employed directly by a company. Around two in five (41%) were self-employed and the remainder (1%) worked for an agency. Compared to the situation nationally Northern Ireland's site-based workforce is slightly more likely to be self-employed and less likely to be employed by an agency (see Table 3.2).
- 3.7 Self-employment is considerably higher among those more experienced workers, with half of those with over five years experience being self-employed. This is summarised in the following table.

Table 3.2: Work status						
Base:	UK	Northern Ireland				
	UK total (8,436)	NI total (403)	Years working in construction			
			< 1 (31)	1-2 (39)	2- 5 (33)	> 5 (300)
	%	%	%	%	%	%
Employed by a company	58	58	74	92	85	49
Self employed	35	41	19	8	15	51
Work for an agency	7	1	3	*	*	1

- 3.13 Self-employment reaches its peak among those aged 45-54 almost whom more than half (53%) were self-employed. Those aged 25-44 were also more likely than not to be self-employed (51%).

- 3.14 There were wide differences in the likelihood of being self-employed by occupation, as summarised on the following table. Owing to low base sizes in a number of occupations, only those occupations where we interviewed 15 or more workers have been referenced.

<b>Table 3.3: Level of self-employment by occupation</b>	
<i>High</i>	<i>Low</i>
Bricklayers (76%)	Electricians (14%)
Carpenters / joiners (68%)	Plant / machine operators (21%)
Plasterers (63%)	Labourer / general operatives (31%)

- 3.15 Nine in ten (89%) of our sample of workers said they were employed on a permanent basis compared with just 6% working on a temporary basis (5% worked on some other basis or were unsure if it was permanent or temporary).

### **Occupational profile**

- 3.16 Results showing how workers classified their current role or occupation are shown in the following table, which lists those occupations mentioned by 3% or more of the sample. The actual number of respondents interviewed within each occupation is shown simply to indicate the base size of each group when we discuss occupational differences throughout the report.

<b>Table 3.4: Occupational profile</b>			
<i>Base: all respondents</i>	<i>Northern Ireland</i>		<i>UK</i>
	403 Number	%	8,436 %
Labourer / general operative	67	17	16
Bricklayer	42	10	10
Electrician	42	10	7
Carpenter / joiner	40	10	13
Plant / machine operator	38	9	7
Plumber	19	5	4
Plasterer	19	5	1
Technical	18	4	2
Welder	14	3	1
Manager	12	3	2
Supervisor	11	3	3
Painter / decorator	11	3	3



- 3.17 Approximately half of the site workers interviewed classified themselves as either carpenters / joiners, labourers / general operatives, electricians or bricklayers. Although broadly comparable with the UK, there were noticeably more plasterers and electricians in the Northern Ireland and fewer carpenters / joiners.

### Years working in construction

- 3.18 The length of time spent working in construction ranges from 8% of new entrants who have worked in the industry for a year or less, to a third (33%) who have worked in the industry for over 20 years. The following table summarises findings showing cumulative proportions (i.e. those who have worked in the industry for a year or less includes those who have worked in it for less than 6 months). As can be seen the profile in Northern Ireland is very close to the UK average.

<b>Table 3.5: Years spent working in construction (cumulative)</b>		
	<i>Northern Ireland</i>	<i>UK</i>
<i>Base: all</i>	403 %	8,436 %
Less than 6 months	5	5
A year or less	8	8
2 years or less	18	15
5 years or less	26	25
10 years or less	41	39
20 years or less	67	65
More than 20 years	33	35

- 3.19 Plumbers and technical staff (e.g. surveyors or maintenance technicians) were the occupations with the greatest proportion of workers with less than two years experience (37% and 54% respectively). Unlike other regions of the UK where labourers / general operatives were much more likely to be recent recruits to the industry, the majority of these workers in Northern Ireland (53%) had at least 10 years experience in the construction industry.



### **Construction employment**

- 3.20 One in five (20%) of our sample of site workers in the Northern Ireland ended up in the construction industry after first starting in some other field (significantly lower than the UK wide figure of 35% suggesting that in the Northern Ireland workers are more likely than average to have had construction as their first choice career).
- 3.21 Labourers / general operatives (33%) and plant / machine operators (34%) were more likely to have started their careers in other industries. In other occupational areas it appears as if most chose from an early age that this is the type of work they want to do and entered this employment straight after leaving education. This includes electricians (among whom only 7% had started out in another sector), bricklayers (10%), plumbers (11%) and carpenters / joiners (13%).
- 3.22 Since starting their first job in construction, the vast majority had only ever worked in the sector: 90% (vs. 83% nationally) reported having worked in construction continuously and a further 4% had only worked in this sector though but with spells out of work. Overall 5% had dipped in and out of the construction sector since their first construction job which was slightly lower than the picture across the UK as a whole, where the figure was 8%.

### **Occupational switching and progression**

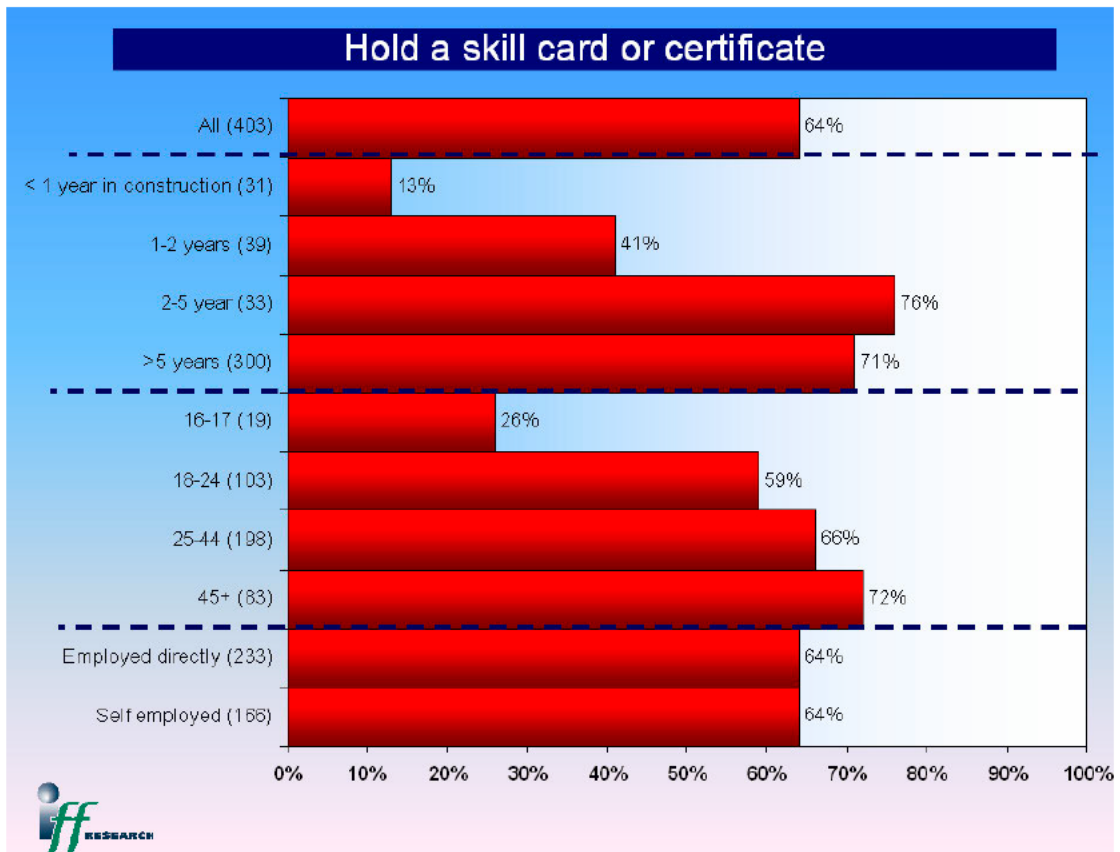
- 3.23 An area of particular interest in the research was the extent of switching between occupations within construction. For example, one possible way for employers to meet particular occupational shortages would be to recruit, or transfer staff, from related occupational groups. The same issue applies for ConstructionSkills when forecasting at an industry wide level particular occupational shortages. And in itself it is important to see typical career progression paths, for example the route from unskilled general labouring to more skilled positions.
- 3.24 To this end, workers were asked if they had always worked in their current role / occupation and if not what their previous occupation had been (a fair number of respondents listed all their main previous construction occupations rather than their last one, but these responses have been kept).
- 3.25 The majority (77% vs. 72% nationally) indicated that they had always worked in the same occupational area as their current job. Not surprisingly, younger workers and those in the industry for less than a year were much less likely to have changed occupation. Overall under a quarter (23%) had ever switched roles.

## 4 Qualifications and skills

- 4.1 A key objective of the survey was to measure the qualification levels of the construction workforce. A number of questions were asked to ascertain this:
- Whether any construction skill certificate or card was held and if so, which and, in the case of CSCS and ECI cards, to what level.
  - What formal qualifications relevant to the construction industry they held or were working towards, if any.
  - Those with managerial or supervisory duties were specifically asked about any training specifically designed to improve their managerial or supervisory skills or knowledge.
- 4.2 We report on each of these, and then summarise the findings in terms of their *construction-specific* qualification level (this is not equivalent to the qualification level of construction workers as we intentionally excluded qualifications with no relevance to construction). Readers wishing to look at figures on the qualification level of the workforce without looking at the figures on how this picture is built up from qualifications held should skip to section 4.23.
- 4.3 We also look at workers' own assessment of their skills, including basic skills, and how many felt they needed more training to do their current job.

### Construction skill cards or certificates

- 4.4 There is a general move in the industry towards the need for workers to have construction skill cards and certificates, indeed on some large major sites having such cards is a requirement of employment. The issue has been very high profile within the industry because of the employment implications for those without such cards.
- 4.5 Overall, almost two-thirds (64%) workers in Northern Ireland had a skills card or certificate. This compares with 57% across the UK and 61% in the UK excluding London and the South East (the latter is a better comparator since the work in London and the South East was undertaken in 2003 whereas in the rest of the UK it took place around 12 months later). Thus results suggest that Northern Ireland is very close to the national picture in this regard.
- 4.6 Following the national pattern, older workers and those with more than two years experience in the industry were all more likely than average to have a skills card or certificate. This is shown on the following chart.



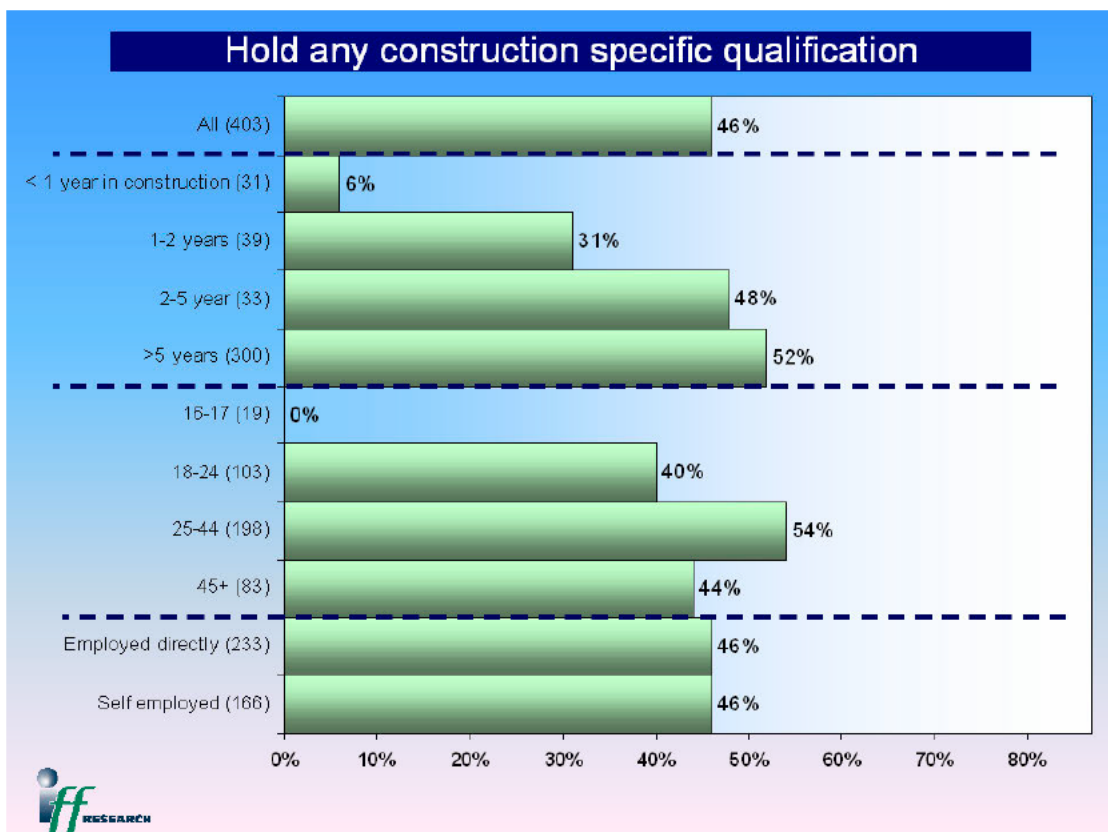
4.7 The main differences by occupation are shown in the following table which lists occupations with the highest and the lowest penetrations. Again only those occupations where at least 15 workers were interviewed have been included. Unlike other regions of the UK, labourers / general operators were more likely than not to hold a skills card certificate in Northern Ireland (61% hold one compared to 37% nationally).

<i>High likelihood</i>	<i>Low likelihood</i>
Plant / machine operators (95%) Plasterers (74%) Bricklayers (71%)	Plumbers (37%) Technical workers (44%)

4.8 The main type of card held are CSR cards, possessed by 54% of all site-based workers in the region, followed by CSCS cards (held by 7% of the workforce). Of those occupations in which we interviewed more than 15 workers, uptake of CSR was highest among plant / machine operators (66%) and lowest amongst plumbers (32%).

### Construction qualifications held

4.9 Having described what skill card or certificates they held, workers were asked what *other* formal qualifications relevant to construction they held (excluding first aid certificates). Under half (46%) had such a qualification, slightly less than the average nationally (50%). Only in Wales and London do a smaller proportion of the workforce hold a construction-specific qualification (43%). As with skill cards or certificates, there were predictable differences by age and length of time worked in the industry, as summarised on the following chart.



4.10 Workers who were self-employed or directly employed were equally likely to hold a construction-related qualification.

4.11 No workers aged 16-17 in Northern Ireland were found to have a construction qualification. Nationally, 12% of this age group hold such a qualification. However, this finding is slightly off-set by the slightly higher than average number of workers aged 18-24 who hold such a qualification in Northern Ireland (40% vs. 37% nationally). Although qualification levels for the 25-44 year-olds matched that seen nationally (54%), the proportion of older workers (45+) holding such a qualification was significantly lower (44% vs. 56% nationally).



- 4.12 Key occupational variations are summarised below, showing occupations with high proportions with a qualification, and then those with low relative proportions.

<b>Table 4.2: Whether have construction qualifications (other than skill cards / certificates)</b>	
<i>High likelihood</i>	<i>Low likelihood</i>
Managers (75%) Plant / machine operators (66%) Carpenters / joiners (63%)	Labourers / general operatives (27%) Plasterers (21%)

- 4.13 We come on to discuss the overall qualification level of the workforce later in the chapter. Here, as an indication of the type of qualifications held, we show the type of qualifications which respondents regarded as their highest. This is based on those with qualifications, not all respondents. National figures are given in brackets.

<b>Table 4.3: Main type of highest qualifications held</b>	
<i>Base: those with a qualification (185)</i>	<i>%</i>
City and Guilds	41 (46)
NVQ	24 (25)
CTA	15 (7)
HNC/HND/BTEC higher	5 (3)
Apprenticeship (including Modern Apprenticeship)	2 (6)

- 4.14 Similar to national trends City and Guilds is the most commonly held form of construction qualification followed by NVQs. CTA qualifications appear to be more widely held in Northern Ireland than they are nationally (15% vs. 7%).
- 4.15 Workers were also asked *where* their highest qualification was attained. For the majority of workers holding a construction qualification, this had been in Northern Ireland (88%), indicating lower labour market mobility than in the UK construction workforce generally (an issue discussed in chapter 5).

### Those working towards a qualification

4.16 Around one in six of the workforce (17%) were working towards a construction qualification. Predictably this is much higher among new entrants and younger workers, as follows:

➤ 16-17 year olds	74%
➤ 18-24 year olds	43%
➤ 25 plus	3%
➤ Worked in construction for less than a year	68%
➤ Worked in construction 1-2 years	59%
➤ Worked in the industry 2-5 years	39%
➤ Worked in the industry > 5 years	4%

4.17 That almost three-quarters of 16-17 year olds (74%), and over two-fifths of 18-24 year-olds (43%) are working towards a qualification is encouraging (this compares to 57% and 28% respectively on a national level). Still, a significant proportion of these youngest workers are *not* studying towards a qualification – however, the results suggest it is almost as likely for those who have 1-2 years experience to be studying toward something as those who have been in the industry less than a year, indicating that many employers wait for young people to get some experience under their belt first.

4.18 City and Guilds are the most common qualification currently held, though NVQs are the main qualification being studied (as elsewhere in the UK); 20% of those working towards a qualification were working towards an NVQ compared to 6% working towards a City and Guilds. However, apprenticeships (including Modern Apprenticeships) are currently the most common choice in Northern Ireland. Almost half (46%) of those studying were doing so as part of an apprenticeship. In no other UK region was the apprenticeship route so popular (the second highest was the South West with 24%).

4.19 An important point to note is that a large proportion of those working towards a construction qualification already have one. **Those studying towards a qualification who do not already have a qualification or skill card / certificate represent 8% of the total workforce** (higher than the 4% figure nationally). If skill cards / certificates are not included in the figure for those with a construction qualification, then those working towards a qualification who do not already have one rises to 14% of the total workforce (vs 8% nationally).



## Managerial qualifications

- 4.20 Just under a quarter of the workforce (23%) said they had supervisory or managerial duties at the site. A minority (35%) of those with current managerial and supervisory duties in Northern Ireland had ever received any training designed to improve skills in this area. This compares to 39% nationally. The clear implication is that a significant amount of managerial and supervisory duties are being carried out by staff with no formal training in this area.
- 4.21 Unlike most other UK regions, in-house management and supervisory training was not found to be more common than accredited, industry-recognised training programmes. This is shown on the following table, based on all those with supervisory or management duties.

<b>Table 4.4: Type of training received to improve management or supervisory skills</b>	
<i>Base: all with management and supervisory duties (94)</i>	<b>%</b>
<b>None</b>	<b>65</b>
Site Manager Safety Training Scheme (SMSTS)	13
In-house training	12
Project Management Short Courses	5
CIOB Site Supervisor (First Line Supervisor - FLS)	4
CIOB Site Education and Training Scheme (SMETS)	4
Chargehand and team leader training	2
Civil Engineering Site Managers Scheme	2
Other training	2
Institute of Supervision and Management Workshops	1

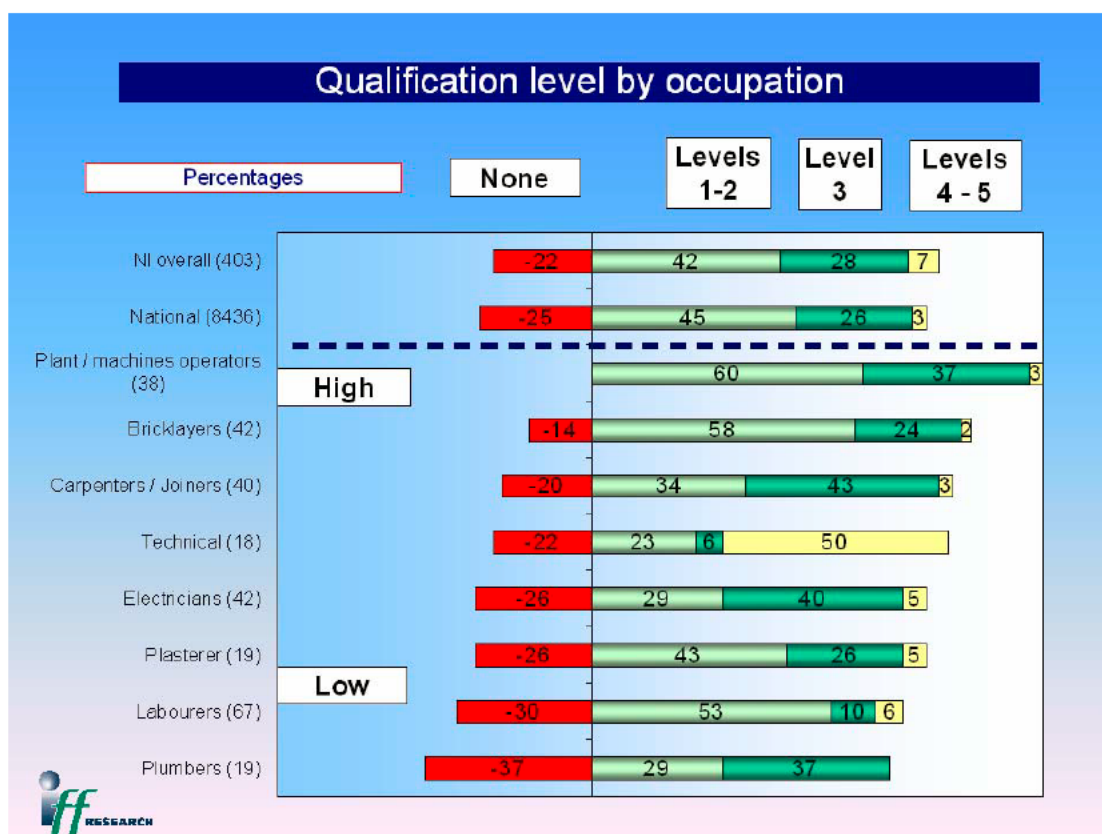
## Summary of qualifications and skill cards status

- 4.22 The following table summarises the situation in regard to qualifications and skills cards / certificates attained and working towards, and compares Northern Ireland to the rest of the UK. A very positive picture emerges, with Northern Ireland ahead of the rest of the UK on all measures.

<b>Table 4.5: Qualifications status</b>		
<i>Base: all</i>	NI (403) %	UK (8,436) %
Hold a formal construction qualification <u>or</u> a skills card / certificate <u>or</u> working towards a qualification	86	79
Hold a formal construction qualification <u>or</u> a skills card / certificate	78	75
Hold a skills card / certificate	64	57
Hold a skills card / certificate <u>but</u> no other construction qualification	32	24
Working towards a qualification	17	13

## Qualification level of the construction workforce

- 4.23 In this chapter to date we have discussed the qualifications and skill cards / certificates held and the managerial / supervisory training that workers have received. From this, highest qualification levels have been derived for each worker (the technical appendix lists the definitions of each level). As a note this has been defined in relation to qualifications relevant to construction; hence if somebody felt they had no such qualifications but they did have GCSEs or O levels from school, these latter qualifications have not been included.
- 4.24 For simplification we have merged levels 1 and 2 (the majority fall in to the latter) and levels 4 and 5. We show the findings overall and then we present results by occupation showing occupations (where we interviewed at least 15 workers) with higher and lower than average qualification levels.



- 4.25 Just over one in five (22%) of the workforce in Northern Ireland have no construction qualification compared to a quarter (25%) across the UK. The proportion with a level 1 or 2 qualification (42%) is similar to the UK as a whole (45%). However, Northern Ireland was the UK region that had the greatest proportion of workers qualified to level 4 or level 5 (7%). This is influenced by a high proportion of technical staff with level 4 / 5 qualifications.
- 4.26 Results vary by occupation. Among labourers / general operatives almost one in three (30%) have no construction qualifications and for plumbers this rises to well over a third (37%). Clearly for significant increases to occur in the qualification level of construction workers it will be necessary for levels to be increased across the full range of occupations, particularly some of the larger occupations where relatively few have or are working towards any qualifications.

### Self assessment of skill level by site workers

- 4.27 Workers' own perceptions as to whether they had all the skills they need to do their current job were ascertained after they were asked about the various qualifications they held or were working towards. The table below summarises results; figures at a national level are given in brackets.

<b>Table 4.6: Self-assessment of skill level and training needs for their current job</b>		
<i>Base: all NI workers</i>	403	No qualifications, skill card / certificates nor working towards any 56
	%	%
Have all the skills needed for current job	90 (83)	95
Need more training or qualifications	7 (10)	*
Need more experience	2 (5)	*

- 4.28 The vast majority of workers believe they have all the skills they require for their current job. Only 7% see a need for more training and / or achieving qualifications, while one in 50 feel they just need more experience. As to be expected, the youngest workers were particularly likely to believe that they needed more training and qualifications (47% of 16-17 year olds, and 11% among those aged 18-24). That said, the majority of 16-17 year olds (53%) felt they had all the skills required to do their current job.
- 4.29 Less than 1% of those with no qualifications who were not working towards any believed that they needed further training or experience to do their job (95% believed they had all the skills they needed and 5% were unsure). This compares to 9% amongst such respondents across the UK who identified a need for further training or qualifications. Educating this proportion of the workforce on the benefits of training and qualifications would appear to be a priority in Northern Ireland.

- 4.30 Respondents were also asked whether they felt they needed training in basic skills. This was asked as follows:

*“In most construction jobs nowadays, people need to be able do things such as read instructions and record information. Are there any such tasks you find difficult where training in writing, reading, communication or numeracy would help you with your work?”*

- 4.31 Overall 4% of workers in Northern Ireland recognised a need for such training, this exactly the same level as found across the UK as a whole.
- 4.32 Those aged 55-59 are particularly likely to feel they need basic skills training or development (10% compared with 6% of those aged 25-34 and 5% of 16-17 year-olds).
- 4.33 A need for basic skills development was most often recognised for writing (67% of those identifying a need, representing 3% of all workers in the Northern Ireland) followed by reading (56% of all workers identifying a need).
- 4.34 The other means by which increased training may arise from a demand-led worker angle is those wishing to change occupation within the sector and anticipating this needing re-training. Overall, one in eight (12%) say they want to change the kind of work they do (a further 1% were undecided), and the vast majority of these (74%) say that to achieve this aim they will need further training and qualifications. This represents 9% of all those interviewed in Northern Ireland, clearly a significant number of workers.
- 4.35 One important proviso of course is that wanting to change occupation and actually making this step are two different things, hence these figures may overstate the demand.
- 4.36 Predictably, the desire for a change of role was particularly apparent among less skilled workers, particularly labourers / general operatives and bricklayers (each 22%).



4.37 The clear desire is to take up more skilled positions which offer better pay (the key motive) but also offer more interesting work. Hence the most common roles that people would like to switch to are:

- supervisor (16%)
- technical role e.g. surveyor or maintenance technician (16%)
- managerial positions (14%)
- Carpenter / joiner (12%), particularly popular among labourers wishing to change occupations (20%)

4.38 One challenge to delivering training to site-based workers which the survey reveals is the relatively short period of time that workers stay at one site as well as the uncertainty that exists about how long the work will last. This is shown on the following table shows results for Northern Ireland and UK level.

<b>Table 4.7: Length of time expect to work at the site in total</b>		
Base: All	Northern Ireland (403) %	UK (8,436) %
< 1 month	7	13
1 - 3 months	7	17
> 3 up to 6 months	5	17
> 6 months up to a year	13	18
More than a year	21	9
Don't know	46	25

4.39 In Northern Ireland around a third (34%) of workers expect to be on site for more than six months. Although this is higher than the average found nationally (27%), it leaves a fifth of workers expecting to be on site for less than six months. Furthermore, almost half (46%) were unsure what the overall duration would be, something unlikely to be conducive to workers considering on-site training.



## 5 Mobility

- 5.1 A key aim of the survey was to gain an understanding of geographic mobility of construction workers across the UK, and to try to get a measure of which regions are net ‘importers’ and which are net ‘exporters’ (or donors), as well as which workers (for example, by occupation and qualification level) are particularly likely to be mobile. The results clearly have a bearing on training planning, provision and investment. It could be argued, for example, that training investment should take account of mobility to the extent that it should recognise where workers gain their skills rather than simply where they end up working. And information regarding geographic mobility by occupation clearly needs to be taken into account when forecasting potential regional occupational shortfalls, since shortfalls could be met, in part, by attracting mobile workers with relevant skills from other regions.
- 5.2 What constitutes a mobile worker is ‘multi-dimensional’. Potentially it includes those who live outside a region and travel in on a daily basis, those who live in temporary accommodation while working but whose permanent address is outside the region, those who have moved to the area on a semi-permanent basis, as well as those who received their construction training elsewhere but have now moved to the region on a permanent basis. Hence for the survey a number of measures were asked covering these issues. These were:
- Where respondents were from ‘originally’
  - Whether they travel from their permanent address or a temporary address (and if temporary why they work in the current region)
  - The proportion of their time working in construction in the UK which has been on sites within the region where they are currently working
  - The miles they travel to get to the site each day (as well as the town and postcode of where they travel from)
  - Whether when they finish this site they expect to get a job which allows them to commute on a daily basis from their permanent address.
- 5.3 We discuss these in turn. In the final section we also look at how long workers typically work at an individual site, giving some idea of the frequency of moving between sites. Clearly workers may have spent their whole working life in one region and therefore appear relatively immobile, but if they move site very frequently providing training to these workers may be problematic.

### Where workers from originally

- 5.4 Workers were asked where they were from originally. As a measure of mobility clearly it is very broad, since people may have moved to a region on a permanent basis and done so many years ago. It is not in itself an indication of willingness to travel far to work. That said, there are some interesting differences between the regions as far as importing and exporting workers is concerned which are shown in the following table.

Table 5.1: Where from originally / inter region movement												
Where from originally...	Where currently working...											
	London	South East	East	NE	NW	Y&H	East Mids	West Mids	SW	Wales	Scot.	N. Ire
	%	%	%	%	%	%	%	%	%	%	%	%
London & South East	40	66	16	2	1	*	4	3	10	2	*	-
East	7	3	55	1	*	1	1	*	1	1	*	-
North East	5	2	3	91	2	3	1	1	1	1	1	*
North West	5	2	4	1	75	3	2	4	3	3	1	1
Yorkshire & Humberside	1	2	2	2	9	81	8	2	1	2	1	-
East Midlands	3	3	5	*	*	5	65	5	1	1	-	-
West Midlands	2	2	2	1	3	*	8	76	3	3	-	*
South West	1	4	*	1	*	1	1	*	67	3	*	*
Wales	3	1	1	-	2	*	1	1	5	81	1	-
Scotland	4	2	*	1	2	1	2	1	2	1	91	2
Northern Ireland	-	*	1	1	1	*	*	*	1	-	1	90
Outside the UK	30	12	11	*	5	5	7	7	5	2	4	7

- 5.5 Northern Ireland is among those geographic areas with the most ‘self-contained’ workforces (where very high proportions originally come from the region) – this along with Scotland and the North East. In each, nine in ten of the workers were originally from the region. By contrast London and the East of England stand out as being the largest net ‘importers’ of construction workers on this measure.

- 5.6 At a national level, nine in ten (89%) said they had lived in the UK all their life which rose to 95% in Northern Ireland.

## Region / country of workplace, current residence and permanent residence

- 5.7 Respondents were all asked about where they were living to get to their current place of work, whether this was their permanent address and, if not, where their permanent address was. Table 5.2 presents results for *all* regions, showing:
- the percentage of workers whose *permanent* residence is in the same region / country as their current work (the column shown in bold on the table 5.2); and
  - the percentage of workers currently living in the same region / country while working.

In each instance, the percentages resident in neighbouring regions are also presented.

**Table 5.2: Region of establishment, work residence and permanent residence**

Region of establishment...	Region of <b>permanent</b> residence				Region of <b>current</b> residence		
	Valid cases	% from different region	% from same region	% from neighbouring regions	% from different region	% from same region	% from neighbouring regions
Northern Ireland	381	0.5	<b>99.5</b>	-	0.5	99.5	-
South West	470	13	<b>87</b>	8	8	92	5
East	593	32	<b>68</b>	27	30	70	28
North East	352	5	<b>95</b>	4	4	96	3
North West	636	19	<b>81</b>	17	13	87	12
Yorkshire & H.	570	12	<b>88</b>	10	8	92	8
West Midlands	436	11	<b>89</b>	10	10	90	9
East Midlands	364	25	<b>75</b>	18	20	80	16
Wales	355	10	<b>90</b>	5	8	92	4
Scotland	544	2	<b>98</b>	1	1	99	1
London	944	43	<b>57</b>	25	29	71	26
South East	2,151	27	<b>73</b>	23	21	79	21

- 5.8 Of the UK regions / countries, Northern Ireland is the most likely to draw workers from residences within the region (99.5% of workers on sites in Northern Ireland have their permanent address within the region). This contrasts with sites in London, the East, the South East and the East Midlands where relatively high levels are based outside region.
- 5.9 Of workers with a permanent residence in Northern Ireland who were currently working outside the region, they were most commonly found in the North West (where just under 1% of the workforce permanently live in Northern Ireland: see table A1 in the appendix).

- 5.10 Table 5.3 shows the percentage of construction workers working outside the region where they have their permanent residence. Of all UK regions, Northern Ireland has by far the smallest proportion of its residents working in other regions; just 2% of workers who permanently live in the region were working in another part of the UK.

**Table 5.3: Percentage working outside their region of permanent residence**

Region of permanent address	%
East Midlands	43
London	35
East	29
West Midlands	27
South West	27
Yorkshire & Humber	22
North East	21
Wales	18
North West	15
South East	12
Scotland	8
<b>Northern Ireland</b>	<b>2</b>
All	21

### Living in temporary accommodation

- 5.11 While clearly not everyone based in temporary accommodation will necessarily be ‘imported’ workers (some may have a permanent address within the region), this group is a proxy for the highly mobile workforce and as such constitutes another measure of mobility.
- 5.12 Approximately one in eleven (9%) of workers interviewed in Northern Ireland were based at a temporary address to get to work, similar to the figure of 8% across the UK (this figure was as high as 19% in London, the biggest importer).

### Proportion of UK Construction career spent in current region

5.13 Workers were asked what proportion of the time they had worked in construction in the UK had been spent on sites in the region where they were currently working. A slight majority (52%) said they spent *all* of their construction career on sites in the region, emphasising a relatively high degree of mobility in the industry. Overall around one in eleven (9%) said they had spent half or less of their time in construction working on sites in their current region, representing the most mobile group of workers. The results indicate that workers in Northern Ireland are less likely than average to have worked in other regions (supporting findings on workforce mobility in 5.10).

Table 5.4: Proportion of construction career spent in current region		
	Northern Ireland	UK
<i>Base: all</i>	403	8,436
	%	%
All of it	52	41
Most of it	37	37
Around half	6	10
Small proportion	3	11

5.14 Younger workers and new entrants to the industry are more likely than average to have spent all their time on sites in Northern Ireland (70% of those under 24 and 75% of those in the industry less than 2 years). Related to this, those not so qualified tended to be less mobile in respect of this measure, with 64% of those with no construction specific qualifications or skill card / certificate spending all their time in construction on sites in the region. This suggests that mobile workers tend to be the most highly skilled.

### Travel to work distances

5.15 The mean average number of miles travelled to work (each way), in Northern Ireland was 23 miles. This is identical to the UK average (23 miles). Around this average figure there are large variations, with approaching half (45%) travelling less than 15 miles and at the other extreme 13% travelling more than 50 miles each way to work. Northern Ireland has slightly fewer travelling such large distances compared with the UK as a whole (15%).



### Sub-sector mobility

- 5.16 Respondents were asked whether they had spent significant parts of their construction career on any of the following types of project: new housing; housing repair and maintenance including extensions and lofts; other commercial work such as shops, offices factories, warehouses, stadia etc; civil engineering projects such as roads, bridges etc; engineering construction work such as power stations, oil refineries and chemical processing plants; and other types of project. Results are summarised on the following table. National figures are again in brackets.

<b>Table 5.5: Types of project spent significant periods of construction career on</b>	
<i>Base: all</i>	403 %
Other commercial (shops, factories, offices etc)	66 (76)
New housing	88 (72)
Housing repair and maintenance	57 (50)
Engineering construction	30 (28)
Civil engineering	32 (33)
One type of project only	15 (25)
Two types of project only	29 (23)
Three types of project only	32 (29)
Four types of project only	16 (14)
Worked on all five types of project	8 (10)

- 5.17 Most workers (85%) in Northern Ireland had spent significant periods working in different sub-sectors within construction, higher than was seen on average across the UK (75%). The vast majority of workers (88%) had worked in new housing although only two-thirds (66% compared to 76% nationally) had worked on 'other' commercial sites.

## Leaving the industry

- 5.18 A final measure of mobility is the anticipated outflow from the workforce i.e. those expecting to leave the industry. This was asked of those aged under 60.

<b>Table 5.6: Likelihood of working in construction in 5 year's time</b>		
<i>Base: all aged under 60</i>	<i>Northern Ireland (391) %</i>	<i>UK (8,128) %</i>
Definitely will	46	45
Very likely	30	32
Quite likely	20	12
Quite unlikely	2	2
Very unlikely	1	2
Definitely will not	*	3
Don't know	1	3

- 5.19 Only three per cent of the under 60s think it unlikely they will be working in the industry in five years time. With over three quarters saying it is definite (46%) or very likely (30%), this presents a very stable picture in terms of intent, though of course many external factors may affect what actually happens.
- 5.20 Predictably those new to the industry (with less than one year's experience) were a little more uncertain than average.

**TECHNICAL APPENDICES**

**Appendix A: Definition of qualification level**

<b>Level</b>	<b>Qualification / Construction skill card held</b>
1	NVQ level 1 Construction Award – Foundation 50% mentions NSDS CSCS card – Red 55% Spontaneous ‘other’ mentions(e.g. JIB, ECITB unspecified, Airport construction cert)
2	NVQ level 2 (plus 50% of NVQ unspecified / unsure of level) City and Guilds craft (plus 50% unspecified / unsure of level) Construction Award – Intermediate Modern Apprenticeship (FMA) 50% other unnamed Apprenticeship 50% informal Apprenticeship 50% mentions NSDS BTEC / Scotvec first general Certificate in Training Achievement - basic (CTA) Scaffolder’s Record Card Scheme – basic or advanced card CSCS card – Blue / Green CPCS (Construction Plant Competence Scheme) CITB Ticket ECI skills database card Grade 2,3 35% Spontaneous ‘other’ mentions (e.g. JIB, ECITB unspecified, Airport construction cert) SMSTS (Site Manager Safety Training Scheme) Civil engineering Site Managers Scheme Supervisory Management Training and Development (SMTD) Chargehand and Team Leader Training Institute of Supervision and Management Workshops Project Management Short Courses Assessor and Verifier Training Misc formal CITB qualifications for managerial or supervisory duties
3	NVQ level 3 (plus 50% of NVQ unspecified / unsure of level) City & Guilds advanced craft (plus 50% unspecified / unsure of level) Construction Award – Advanced Advanced Modern Apprenticeship (AMA) 50% other unnamed Apprenticeship 50% informal Apprenticeship OND / ONC / BTEC or Scotvec National NASEC Certificate in Training Achievement – advanced (CTA) ECI skills database card Grade 3 CIOB Site Supervisor (First Line Supervisor – FLS) CSCS card – Gold ECI skills database card Grade 4-6 10% Spontaneous ‘other’ mentions by respondents (e.g. JIB, ECITB unspecified)
4	NVQ level 4 Degree (MSc, PhD etc) HNC / HND / BTEC higher CIOB Site Management Education and Training Scheme (SMETS) CSCS card – Platinum
5	NVQ level 5 CSCS card – Black

NB – workers on the CSR (Construction Skills Register - N.Ireland equivalent of CSCS cards) were assigned levels in proportion to the different levels of CSCS held.

**PRIVATE & CONFIDENTIAL**

**CITB-ConstructionSkills  
Mobility and Skills in  
Construction Survey  
Northern Ireland version**

**J:/3852/  
July 2004**

**Office Use only:**

SERIAL				CARD
				1
101	102	103	104	105

SITE NO.		
106	107	108

REGION
109

Date:	
Site Name:	
Job Title:	CHECK THAT RESPONDENT HAS MANUAL (NON DESK) POSITION
Interviewer:	

- 1) Good morning / afternoon / evening. I'm from IFF Research, an independent market research agency and we are conducting a survey for the **(READ OUT AS APPROPRIATE DEPENDING ON SITE)** CITB-ConstructionSkills / Engineering Construction Industry Training Board (ECITB). This is looking at how far people travel to work and the type of qualifications people have. It will just take about 5-6 minutes. Is now a good time?

PLEASE BE REASSURED THAT EVERYTHING YOU SAY WILL BE STRICTLY CONFIDENTIAL (We will just be passing results back to our client in the form of aggregated statistics).

- 2) First can you tell me how many years experience you have working in the construction industry? **PROBE FOR BEST ESTIMATE (NOTE: EXCLUDE SPELLS OF TIME WORKING IN OTHER INDUSTRIES / UNEMPLOYMENT)**

	(110)
Less than 6 months	1
6 months to a year	2
More than a year <b>(WRITE IN EXACT NUMBER)</b>	
_____ years	
Don't know	X

111-112 = \_ \_

- 3) Thinking about your first serious job after leaving full time education, which one of the following apply:  
**READ OUT ALL AND CODE ONE ONLY**

	(113)	
Your first serious job was NOT in construction	1	GO TO Q4
Working for your current employer is your first serious job	2	ASK Q7
Your first serious job was in construction	3	ASK Q5



- 4) **IF FIRST JOB NOT IN CONSTRUCTION, OTHERS CHECK Q5**  
 What job were you doing immediately before you started working in construction?

**PROBE FULLY - OBTAIN DETAILS OF SECTOR AND OCCUPATION (INCLUDING SPECIFIC JOB TITLES)**

--	--

114-116= \_\_\_\_\_ 117-119 = \_\_\_\_\_

- 5) **ASK ALL EXCEPT IF THIS THEIR FIRST JOB AT Q3 (THESE ASK Q7)**  
 Since your first job in construction, which of the following comes closest to your situation:

**READ OUT AND CODE ONE ONLY**

(120)

I have worked in construction pretty much continuously	1	GO TO Q7
I have only worked in construction jobs but have had spells of out of work	2	
I have done other sorts of jobs	3	ASK Q6

- 6) **IF DONE OTHER SORTS OF JOBS AT Q5 (OTHERS ASK Q7)**  
 What are the main other jobs you have had in between construction jobs?

**PROBE FULLY**

--	--

121-123 = \_\_\_\_\_ 124-126 = \_\_\_\_\_

- 7) **ASK ALL**  
 What is your role or occupation at this site?

**PROMPT IF NECESSARY**

**INTERVIEWER NOTE:**

**IF SAY 'Supervisor' OR 'Charge hand' ALSO ASK FOR OCCUPATION AS WELL.  
 IF SAY 'engineer' ASK FOR TYPE OF ENGINEER (AND WRITE IN RESPONSE WITHIN 'OTHER')**

	(127)		(128)		(129)
Banksman / banksperson	1	Labourer / operative	1	Plumbers	1
Bricklayer	2	Manager	2	Scaffolders	2
Carpenter / joiner	3	Mechanical fitter	3	Steel erectors / riggers	3
Ceiling fixers	4	Roofers	4	Supervisor	4
Dry liner	5	Painter / decorator	5	Technical (e.g. surveyor, maintenance technicians)	5
Electricians	6	Pipe fitters	6	Welder	6
Floorers	7	Plant / machine operator (e.g. fork lift / JCB operators)	7	Other (STATE)	0
Glaziers	8	Plasterer	8		
Groundworker	9	Plater	9		

130 = \_\_\_\_\_; 131 = \_\_\_\_\_

- 8) Have you worked in other occupations / roles while working in construction (or have you only ever worked as (answer from q7)?

(132)

Had other roles	1	ASK Q9
Only ever worked as (answer from q7)	2	ASK Q10

**ASK IF HAD OTHER ROLES AT Q8**

- 9) What was your previous construction job?

**INTERVIEWER NOTE: NOT ALL PREVIOUS JOBS**

	( 133)		(134)		(135)
Banksman / banksperson	1	Labourer / operative	1	Plumbers	1
Bricklayer	2	Manager	2	Scaffolders	2
Carpenter / joiner	3	Mechanical fitter	3	Steel erectors / riggers	3
Ceiling fixers	4	Roofers	4	Supervisor	4
Dry liner	5	Painter / decorator	5	Technical (e.g. surveyor, maintenance technicians)	5
Electricians	6	Pipe fitters	6	Welder	6
Floorers	7	Plant / machine operator (e.g. fork lift / JCB operators)	7	Other (STATE)	0
Glaziers	8	Plasterer	8		
Groundworker	9	Plater	9		

136 = \_\_\_\_ 137 = \_\_\_\_

138 = \_\_\_\_ 139 = \_\_\_\_

**ASK ALL**

- 10) Are you currently.....?

**READ OUT**

(140)

Employed directly by a company	1	
Self-employed	2	
Working for an agency	3	
Or working on some other basis (SPECIFY)	4	

- 11) How long have you worked for (**IF EMPLOYED DIRECTLY AT Q10:** your current employer **IF SELF-EMPLOYED AT Q10:** for the current contractor / firm / person paying you / **IF AGENCY AT Q10** this agency)?  
**WRITE IN EXACT FIGURE IF MORE THAN A YEAR IF THIS KNOWN OR PROMPT WITH A RANGE IF NECESSARY**

(141)

Less than 6 months	1
6 months to a year	2
More than a year ( <b>WRITE IN EXACT NUMBER IF KNOWN</b> ) _____ years	3
<b>PROMPT WITH RANGES IF EXACT NOT KNOWN</b>	
More than a year up to 3 years	4
More than 3 years up to 5 years	5
More than 5 years up to 10 years	6
More than 10 years up to 20 years	7
More than 20 years	8
Don't know	X

142-143 = \_\_\_\_

- 12) Are you employed on a temporary or a permanent basis?

(144)

Temporary <b>IF TEMPORARY ASK:</b> How much longer do you expect to work for the employer / contractor / agency currently paying you? <b>WRITE IN</b>	1
Permanent	2
<b>OTHER (SPECIFY)</b> _____	3

- 12b) And how long in total do you expect to work at this specific site including any time you have already worked here? **PROBE FOR BEST ESTIMATE**

(145)

A week or less	1
A month or less	2
3 months or less	3
6 months or less	4
A year or less	5
More than a year ( <b>WRITE IN EXACT NUMBER IF KNOWN</b> ) _____ years	6
Don't know	X

146 = \_\_\_\_

- 13) Geographically, which one of the following best describes where (*IF DIRECTLY EMPLOYED* employer... *IF SELF-EMPLOYED*: the firm / person paying you... *IF AGENCY*: your agency) operates...: **READ OUT AND CODE ONE ONLY**

	(147)
<b>ONLY</b> locally i.e. within a 20-30 mile radius	1
<b>ONLY</b> within a 70 mile radius	2
Across <b>England</b> but not in the rest of the UK	3
Across the whole of the UK	4

148 = \_\_\_\_; 149 = \_\_\_\_\_

- 14) So would you say all, most, some or very little of your employer's (*IF NECESSARY FOR SELF-EMPLOYED*: the contractor / firm / person paying you *IF AGENCY*: your agency's) construction work takes place in Northern Ireland: by Northern Ireland I mean Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry and Co. Tyrone.

(150)

All	1
Most	2
Some	3
Very little	4
Don't Know	X
Other (WRITE IN)	0

- 15) Which of the following best describes the work being undertaken at this site? E.g. what is being built? **PROMPT WITH ANSWER FROM CONTRACTOR OR FROM KNOWLEDGE OF SITE IF NEEDED**

- 15a) And which, if any, of the following types of construction work have you spent significant periods of your career in construction? **READ OUT ALL EXCEPT FOR THE ONE MENTIONED AT Q15**

	Q15 (151)	Q15a (152)
New housing	1	1
Housing repair and maintenance including extensions / loft conversions	2	2
Other commercial work such as shops, offices factories, warehouses, stadia etc	3	3
Civil engineering projects such as roads, bridges etc	4	4
Engineering construction work such as Power stations, Oil refinery, and chemical processing plants	5	5
Other (WRITE IN)	6	
None		6

153 = \_\_\_\_

**ASK ALL**

- 16) I'd like to turn now to qualifications. Are you currently **working towards** any **formal** qualifications relevant to the construction industry (such as City & Guilds qualifications or NVQs)? *By formal I mean certified, recognised qualifications*

(154)

Yes	1	ASK Q17
No	2	GO TO Q18

**IF YES (OTHERS ASK Q18)**

- 17) What subject, type and level of qualification(s) are you working towards (please tell me only about the highest qualification if you are working towards more than one)?  
 INTERVIEWER - FILL IN **SUBJECT AND THEN TYPE / LEVEL**. **PROMPT IF NECESSARY** eg if 'NVQ' ask what level this is being studied to

*SUBJECT OF QUALIFICATION (eg carpentry, management etc)*

--

TYPE / LEVEL OF QUALIFICATION

	(155)		(157)
NVQ level 1	1	Apprenticeship ( <b>WRITE IN NAME OR BRIEF DETAILS</b> )	1
NVQ level 2	2	Modern Apprenticeship (FMA/AMA)	2
NVQ level 3	3	HNC / HND / BTEC higher	3
NVQ level 4	4	OND / ONC / BTEC or Scotvec National	4
NVQ level 5	5	BTEC / Scotvec first general	5
NVQ (unsure of level)	6	Certificate in Training Achievement (CTA) for <b>plant operators</b> [= CITB plant ticket / card] – <b>basic</b> level or CPCS basic card	6
City & Guilds advanced craft	7	CTA for <b>plant operators</b> [= CITB plant ticket / card] – <b>advanced</b> level or CPCS advanced card	7
City and Guilds craft	8	Scaffolder's Record Card Scheme - Basic card [=CITB Scaffolders ticket / card]	8
City and Guilds (unspecified / unsure of level)	9	Scaffolder's Record Card Scheme – Advanced card. [=CITB Scaffolders ticket / card]	9
Construction Award - Advanced	0	NASEC	0
Construction Award – Intermediate	V	NSDS	V
Construction Award – Foundation	(156)		(158)
	1	Don't know	1
Degree (MSc, PhD etc)	2	Other (WRITE IN)	2

159-160 = \_\_\_\_\_

161 = \_\_\_\_\_



- 18) Do you hold any type of construction **skill** certificate or card, such as a CSCS card or any CITB or ECITB construction skill card - **please do not include a CIS (tax) card?**  
(162)

Yes	1	ASK Q19
No	2	GO TO Q21
Not sure	3	

**IF YES (OTHERS ASK Q21)**

- 19) Which type of card or cards do you hold? PROMPT IF NECESSARY  
(163)

CSCS (Construction Skills Certification Scheme) ££	1	CHECK Q20
CTA (Certificate of Training Achievement)	2	
CPCS (Construction Plant Competence Scheme)	3	
CITB ticket	4	
ECI skills database card \$\$	5	
ACE card	6	
Other (SPECIFY)	7	
Don't know	8	

164 = \_\_\_ 165 = \_\_\_

**IF CSCS CARD ££ AT Q19 (OTHERS CHECK Q20a)**

- 20) What colour card is this? PROMPT IF NECESSARY

(166)

Red (trainee)	1
Green (level 1)	2
Blue (skilled at level 2)	3
Gold (supervisor / NVQ3)	4
Platinum (manager / NVQ4)	5
Black (senior manager NVQ5)	6
Other (SPECIFY)	0
Don't know	X

167= \_\_\_\_\_

**IF ECI SKILLS DATABASE CARD \$\$ AT Q19 (OTHERS ASK Q21)**

- 20a) What type of ECI skills database card is this? PROMPT IF NECESSARY

(168)

Grade 1 – trainee / operative; new entrant	1
Grade 2 – trainee / operative and achieved a N/SVQ level 2 in Engineering Construction or proof of relevant competence	2
Grade 3 – trainee / operative new entrant; progressively achieving trade specific units of competence	3
Grade 4 – craftsman; achieved N/SVQ level 3 in Engineering Construction or relevant units of competence	4
Grade 5 – advanced craftsman; has N/SVQ level 3 AND has been in Engineering Construction for over 2 years at grade 4	5
Grade 6 – advanced craftsman (selected from grade 5 to undertake supervisory duties for an employer)	6
Don't know	X

**ASK ALL**

- 21) And do you hold any other formal qualifications that are relevant to the construction industry (such as City & Guilds qualifications or NVQs) - please do not include first aid certificates? *By formal I mean certified, recognised qualifications*

(169)

Yes	1	ASK Q22
No	2	GO TO Q23

**IF DO HOLD FORMAL QUALIFICATION**

- 22) I'd like to know a bit more about the highest qualification that you have relevant for construction. What subject, type and level qualification(s) do you hold? INTERVIEWER - FILL IN **SUBJECT** AND THEN **TYPE / LEVEL**. **PROMPT IF NECESSARY** (eg if 'NVQ' ask for level  
(IF HOLD MORE THAN ONE QUALIFICATION ASK FOR LEVEL OF HIGHEST)

*SUBJECT OF QUALIFICATION*  
(eg carpentry, management etc)

--

**TYPE / LEVEL OF QUALIFICATION**

	(170)		(172)
NVQ level 1	1	Apprenticeship ( <b>COLLECT NAME AND DETAILS</b> )	1
NVQ level 2	2	Informal apprenticeship	2
NVQ level 3	3	Modern Apprenticeship (FMA/AMA)	3
NVQ level 4	4	HNC / HND / BTEC higher	4
NVQ level 5	5	OND / ONC / BTEC or Scotvec National	5
NVQ (unsure of level)	6	BTEC / Scotvec first general	6
City & Guilds advanced craft	7	Certificate in Training Achievement (CTA) for <b>plant</b> operators [= CITB plant ticket / card] – <b>basic</b> level or CPCS basic card	7
City and Guilds craft	8	CTA for <b>plant</b> operators [= CITB plant ticket / card] – <b>advanced</b> level or CPCS advanced card	8
City and Guilds (unspecified / unsure of level)	9	Scaffolder's Record Card Scheme - Basic card [=CITB Scaffolders ticket / card]	9
Construction Award – Advanced	0	Scaffolder's Record Card Scheme – Advanced card. [=CITB Scaffolders ticket / card]	0
Construction Award – Intermediate	V	NASEC	V
Construction Award – Foundation	(171) 1	NSDS	(173) 1
Degree (MSc, PhD etc)	2	Don't know	2
		Other (WRITE IN)	3

174-175 = \_\_\_\_

176 = \_\_\_\_

22a) And where were you living when you were studying or training to get this qualification?

	(177)		(178)
London (within M25)	1	South West : Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire	1
South East (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but NOT Herts or Essex).	2	Wales (Clwyd, Dyfed, Gwent, Mid – Glamorgan, NE ales, Pembrokeshire, Powys, West Glamorgan, South Glamorgan, West Wales)	2
East of England (Essex, Bedfordshire, Herts, Norfolk, Suffolk, Cambridgeshire)	3	Scotland (Ayrshire, Borders Dumfries & Galloway, Dunbartonshire, Edinburgh & Lothian, Fife, Forth Valley, Glasgow, Grampian, Lanarkshire, Renfrewshire, Tayside)	3
North East (Tyne and Wear, County Durham, Northumberland, Tees Valley)	4	Northern Ireland (Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry, Co. Tyrone)	4
North West (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	5	Ireland	5
Yorkshire and Humberside (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	6	EUROPE (SPECIFY)	6
East Midlands (Northants, Derbyshire, Notts, Leicestershire, Lincolnshire)	7	OTHER (SPECIFY)	7
West Midlands (B'ham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	8	REFUSED	8

179-180 = \_\_\_\_

201-204 as card 1  
205=2

206-207= \_\_\_\_

**ASK ALL**

23) Do you have supervisory or managerial duties on this site?

(208)

Yes	1	ASK Q24
No	2	ASK Q26
Don't know	3	

**IF YES AT Q23 (OTHERS ASK Q26)**

24) Have you ever received formal training specifically designed to improve managerial or supervisory knowledge and skills?

(209)

Yes	1	ASK Q25
No	2	ASK Q26
DK	3	

**IF YES AT Q24**

25) What training was this? PROMPT IF NECESSARY

	(210)		(211)
CIOB Site Supervisor (First Line Supervisor –FLS)	1	Supervisory Training and Management Development (SMTD)	1
CIOB Site Management Education and Training Scheme (SMETS)	2	Chargehand and Team Leader Training	2
SMSTS (Site Manager Safety Training Scheme)	3	Institute of Supervision and Management Workshops	3
Civil engineering Site Managers Scheme (nb this not a formal programe)	4	Project Management Short Courses	4
In-house training	5	Assessor and Verifier Training	5
Other (SPECIFY)			0
Can't remember / DK			X

212= \_\_\_ 213 = \_\_\_

**ASK ALL**

26) And did you leave school, college or formal education with any of the following qualifications? **CODE ALL THAT APPLY. IF SAY NOT EDUCATED IN THIS COUNTRY WRITE IN HIGHEST QUALIFICATIONS ACHIEVED.**

	Yes	No	
a) CSEs / GCSEs / O levels / Scottish or other equivalents	1	2	(214)
<b>IF YES AT a) ABOVE</b> , do you have one in maths?	1	2	(215)
<b>IF YES at A) ABOVE</b> , do you have one in English?	1	2	(216)
GNVQs	1	2	(217)
A levels or equivalent	1	2	(218)
Any other qualifications (STATE)	1	2	(219)
Left with no qualifications	1		(220)

221= \_\_\_ 222 = \_\_\_

27) Do you feel you have...**READ OUT AND CODE ONE ONLY**

	(223)
All the skills you need to do your current job	1
Or do you feel you need more training and or qualifications (IF SO PROBE: What further training / qualifications do you feel you require? <b>WRITE IN</b> )	2
Or do you feel that you the qualifications and training you need but you just more experience	3
(DO NOT READ OUT) Don't know	X

224= \_\_\_

- 27a) In most construction jobs nowadays, people need to be able do things such as read instructions and record information. Are there any such tasks you find difficult where training in writing, reading, communication or numeracy would help you with your work?

(225)

Yes	1	ASK Q27b
No	2	ASK Q28
Don't know	3	

**IF YES AT Q27a**

- 27b) What sort of training would be useful?

**PROMPT IF NECESSARY. MULTICODE ALLOWED**

Training in: (226)

Reading	1
Writing	2
Oral communication	3
Other (specify) <b>WRITE IN</b>	4
Numeracy	5

227= \_\_\_      228= \_\_\_

**ASK ALL**

- 28) While staying in the construction trade do you want to carry on working in the same job that you currently do (cf Question 7) or do you want to change the kind of work that you do?

(229)

Same	1	ASK Q32
Different	2	ASK Q29
Don't know	3	ASK Q32

**IF DIFFERENT (OTHERS GO TO Q32)**

- 29) What kind of work would you like to change to?

	(230)		(231)		(232)
Banksman / banksperson	1	Labourer / operative	1	Plumbers	1
Bricklayer	2	Manager	2	Scaffolders	2
Carpenter / joiner	3	Mechanical fitter	3	Steel erectors / riggers	3
Ceiling fixers	4	Roofers	4	Supervisor	4
Dry liner	5	Painter / decorator	5	Technical	5
Electricians	6	Pipe fitters	6	Welder	6
Floorers	7	Plant / machine operator (e.g. fork lift / JCB operators)	7	Other (STATE)	0
Glaziers	8	Plasterer	8		
Groundworker	9	Plater	9		



233= \_\_\_\_ 234= \_\_\_\_

30) What is the main reason for wanting to change? **CODE ALL THAT APPLY**

	( 235)		(236)
Will be better paid	1	Will mean I can work closer to home	1
More interesting work	2	More suitable hours / conditions	2
Bored of what I'm doing / a change	3	Less physical	3
Easier to get that sort of work / more security	4	Other (WRITE IN)	0
Will be able to go self-employed	5		
More responsibility	6	No particular reason / don't know	X

31) Will you need further training and a qualification to do this kind of work?

237 = \_\_\_\_

(238)

Yes	1	
No	2	
DK	3	

**ASK ALL**

32) To change the subject a bit, please could you tell me where you live while working at this site? I am just interested in the town and postcode of where you come from to get to work here.

*[INTERVIEWER NOTE: If respondent goes 'home' at weekends and stay locally during the week then it is the local address of interest. Hence on a Monday, e.g. address may not be where respondent came from that day to get to work].*

<b>TOWN / CITY / COUNTY</b>		
<b>POSTCODE</b>		(239-242)

33) How many miles would you estimate it is from there to the site? **ASK FOR BEST ESTIMATE**

**MILES** \_\_\_\_\_ **243-245 =** \_ \_ \_

Don't know.....X

34) Is this what you would consider your permanent address?

(246)

Yes – permanent	1	ASK Q36
No – temporary	2	ASK Q35

**IF CURRENT ADDRESS NOT PERMANENT ADDRESS ASK:**

- 35) Could you tell me the town, postcode (IF NEEDED 'Country) for your permanent home?

<b>TOWN / CITY</b>		
<b>POSTCODE</b>		(247-250)
<b>COUNTRY</b>		(251-252)

**ASK ALL**

- 36) Is your permanent address close enough to allow you to commute to this site on a daily basis?

(253)

Yes	1	GO TO Q38
No	2	ASK Q37

**IF NOT ABLE TO COMMUTE DAILY**

- 37) What made you decide to come and work in Northern Ireland? **DO NOT PROMPT**

(254)

No / little construction work in home area (generally or in respondent's particular field)	1
Construction work is better paid in Northern Ireland	2
Better job opportunities in the Northern Ireland	3
Prefer living in the Northern Ireland	4
Don't Know	X
Other (WRITE IN)	0

255= \_\_\_\_

**ASK ALL**

- 38) When you finish this job, do you anticipate that you will get a job that allows you to commute from your permanent home address *on a daily basis*?

(256)

Yes	1	GO TO Q40
No	2	ASK Q39
It depends (e.g. on where I'm sent /where the work is)	3	GO TO Q40

**IF NO (OTHERS GO TO Q40)**

- 39) Are you expecting this next job will be in the Northern Ireland (meaning Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry and Co. Tyrone.) or do you expect it to be elsewhere?

(257)

Northern Ireland	1
Abroad	2
Somewhere else (SPECIFY)	3
Don't Know	X

258= \_\_\_\_

**ASK ALL**

- 40) What proportion of the time that you have been working in construction in the UK has been spent on sites in Northern Ireland (**ADD FOR THOSE NOT ASKED Q39** 'By Northern Ireland we mean Co. Antrim, Co. Armagh, Co. Down, Co. Fermanagh, Co. Londonderry and Co. Tyrone.'). Would you say that it has been....**READ OUT**

(259)

All of your time	1
Most of it	2
Around half your time	3
A small proportion of your time	4
Only this job	5
Don't Know	X
Other (WRITE IN)	0

- 41) And where are you from originally? CODE AS APPROPRIATE (PROMPT IF NECESSARY)

(260)

(2  
61  
)

London (within M25)	1	South West: (Avon, Devon & Cornwall, Somerset, Gloucestershire, Dorset, Wiltshire)	1
South East (Berks, Bucks, Hampshire, Oxfordshire, Kent, Sussex, Surrey but <i>NOT</i> Herts or Essex).	2	Wales	2
East of England (Essex, Bedfordshire, Herts, Norfolk, Suffolk, Cambridgeshire)	3	Scotland	3
North East (Tyne and Wear, County Durham, Northumberland, Tees Valley)	4	Northern Ireland	4
North West (Greater Manchester, Merseyside, Cumbria, Lancashire, Cheshire / Warrington)	5	Ireland	5
Yorkshire and Humberside (Humberside, North Yorkshire, South Yorkshire, West Yorkshire)	6	EUROPE (SPECIFY)	6
East Midlands (Northants, Derbyshire, Notts, Leicestershire, Lincolnshire)	7	OTHER (SPECIFY)	7
West Midlands (B'ham, Black Country, Shropshire, Staffordshire, Coventry & Warwickshire, Hereford and Worcestershire)	8	REFUSED	8

262= \_\_\_\_; 263 = \_\_\_\_

**INTERVIEWER RECORD GENDER**

(264)

Male	1
Female	2

- 42) And finally, can I just ask you a few quick questions about yourself. Firstly, which of the following age brackets do you fall into?

(265)

16-17	1	45-54	5
18-24	2	55-59	6
25-34	3	60+	7
35-44	4	Don't Know /refused	8

**IF AGED UNDER 60 (OTHERS ASK Q44)**

- 43) How likely would you say that it is that in 5 years time you will still be working in construction? **READ OUT CODE ONE ONLY**

(266)

Definitely will	1
Very likely to be	2
Quite likely to be	3
Quite unlikely to be	4
Very unlikely to be	5
Definitely will not	6
Don't know	X

**ASK ALL**

- 44) Which of the following best describes your ethnic group? **READ OUT MAJOR CATEGORIES (IN BOLD) AND THEN ADD 'Is that...' MORE SPECIFIC CATEGORIES IN THAT MAJOR CATEGORY**

(Major category)	(more specific category)	
<b>White</b>	British (if prefer: English / Welsh / Scottish)	01
	Irish	02
	Any other white background	03
<b>Black</b>	Caribbean	04
	African	05
	Any other black background	06
<b>Asian or Asian British</b>	Indian	07
	Pakistani	08
	Bangladeshi	09
	Any other Asian background	10
<b>Chinese</b>		11
<b>Mixed</b>	White and Black Caribbean	12
	White and Black African	13
	White and Asian	14
	Any other mixed background	15
(DO NOT READ OUT) Other		16
(DO NOT READ OUT) Prefer not to say		17
(DO NOT READ OUT) Don't know		18

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

(269)

Yes	1
No	2
DK	3

- 46) And how many hours are you tending to work per week at the moment? PROBE FOR BEST ESTIMATE. (IF VARIES ASK FOR LAST FULL WEEK). [ADD IF NECESSARY: Include overtime etc but exclude time spent travelling to work].

NUMBER OF HOURS PER WEEK  270-271= \_ \_

- 47) And how long have you lived in the UK (READ OUT IF NECESSARY)

(272)

All my life	1
Less than a year	2
Less than 3 years	3
Less than 5 years	4
5 or more years	5
Don't Know	X
Other (WRITE IN)	0

- 48) Finally, our client, CITB ConstructionSkills, are considering talking to a handful of the 5,000 workers we are interviewing to get more details about their careers in construction, this is just to build up some interesting case studies. Would you be willing in principle to do this – if so I just need your first name and a contact number. We will not pass on any details to them about your specific answers.

(273)

Yes (COLLECT FIRST NAME AND CONTACT TELEPHONE NUMBER)	1	Thank and close
No	2	Thank and close

THANK RESPONDENT AND CLOSE INTERVIEW

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



**Table A1: Percentage of workers permanently resident in each region (horizontal %)**

<i>Region of Site</i>	<i>Base: all with region codes</i>		<i>North East</i>	<i>North West</i>	<i>Yorkshire &amp; Humber</i>	<i>East Midlands</i>	<i>West Midlands</i>	<i>East</i>	<i>London</i>	<i>South East</i>	<i>South West</i>	<i>Scotland</i>	<i>Wales</i>	<i>Northern Ireland</i>
Northern Ireland	381	%	0.0	0.3	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	<b>99.5</b>
South West	470	%	0.2	0.0	0.0	0.4	1.7	0.2	1.3	6.2	<b>86.6</b>	0.4	3.0	0.0
East	593	%	0.8	1.0	0.5	7.9	1.3	<b>68.3</b>	13.3	5.9	0.2	0.2	0.3	0.2
North West	636	%	1.4	<b>81.4</b>	8.0	0.9	3.8	0.2	0.2	0.6	0.0	0.9	1.7	0.8
Yorkshire & Humb.	570	%	2.3	3.0	<b>88.4</b>	4.7	0.7	0.4	0.0	0.5	0.0	0.0	0.0	0.0
West Midlands	436	%	0.0	1.4	0.9	6.4	<b>88.8</b>	0.0	0.7	0.5	0.5	0.0	0.9	0.0
East Midlands	364	%	1.4	0.8	6.9	<b>75.3</b>	9.3	0.5	1.1	2.2	0.0	0.3	2.2	0.0
North East	352	%	<b>94.6</b>	0.6	2.8	0.0	0.6	0.0	0.0	0.3	0.6	0.3	0.3	0.0
Wales	355	%	0.8	1.4	2.3	1.7	1.4	0.0	0.3	0.0	1.7	0.6	<b>89.9</b>	0.0
Scotland	544	%	0.4	0.7	0.2	0.0	0.0	0.2	0.2	0.0	0.0	<b>98.2</b>	0.2	0.0
London	944	%	3.5	4.1	1.5	1.8	1.6	10.1	<b>57.3</b>	14.4	1.8	1.9	2.0	0.0
South East	2,151	%	0.7	0.4	1.3	3.3	1.9	3.1	9.3	<b>73.4</b>	5.5	0.6	0.5	0.1
<i>All</i>	<i>7,796</i>	<i>%</i>	<i>5.4</i>	<i>7.8</i>	<i>8.3</i>	<i>6.1</i>	<i>6.8</i>	<i>7.3</i>	<i>10.7</i>	<i>23.0</i>	<i>7.1</i>	<i>7.4</i>	<i>5.0</i>	<i>5.0</i>