

TRAINEE NUMBERS SURVEY

2003/2004



Summary

- First year intake in 2003/2004 stands at just over 49,000. This represents a further rise on previous year's figures

- The composition of the top five occupations in terms of numbers of trainees has changed for the first time in five years. Although the three most numerous have remained the same: Wood Trades Bricklayers and Technical Occupations, the increase in Plant and General Operative training has seen them become the 4th and 5th largest training occupations.

- Further growth in training has occurred in areas outside of the main building trades

- Over half of all first year trainees are undertaking an S/NVQ Level 2 or Intermediate Construction Award

- The East of England has more trainees than the other 10 areas.

- Approximately three-quarters of all first year trainees undertaking craft training are work-based.

- Just over half of the trainees carrying out work-based craft training are following a Modern Apprenticeship programme.

- Adult training has grown for the fifth year running and now accounts for 56% of the total, compared to 45% in 1999/2000

- There are 1,321 female trainees (3% of total)

- Ethnic minority trainees account for 5% of the total, but there is a strong variation between regions – rising to 26% in London.

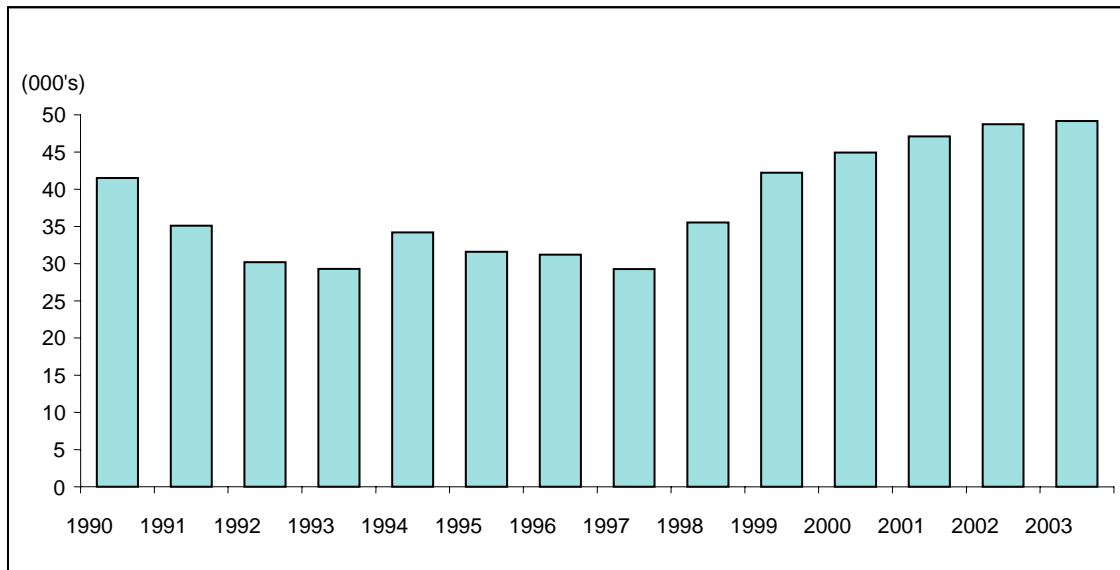
Introduction

Each year CITB-ConstructionSkills conducts a survey to measure the numbers of people entering construction training. Data is collected from colleges, private training providers and construction industry training centres across Great Britain. These include those coming through CITB-ConstructionSkills own managing agency and those entering other formal certificated training at craft and technical level. In all training for 17 different occupations is covered. The results are used (together with separately sourced figures on higher-level construction courses) to compare with estimates of skill demand contained in the ConstructionSkills Foresight Report.

The National Picture

The number of first year trainees has increased slightly in 2003/2004 a rise for the sixth year running. This is highlighted in Chart 1 below, which shows the trend of first year trainees over a fourteen-year period (1990 – 2003). As the chart shows, throughout much of the 1990's the numbers were around 30,000, down by around 10,000 on the pre-recession level of the late 1980's. It should be noted that during the '90s the industry underwent a prolonged period of low activity, with a contracting workforce, and low levels of recruitment. The years since 1998 have seen a recovery in the levels of training as the industry continues to grow.

Chart 1 - Numbers of First Year Trainees 1990-2003 (Great Britain: All Occupations)



Training by Occupation

The overall first year intake in the academic year 2003/2004 is 49,153. The following table shows the breakdown for the 17 occupations covered by the survey.

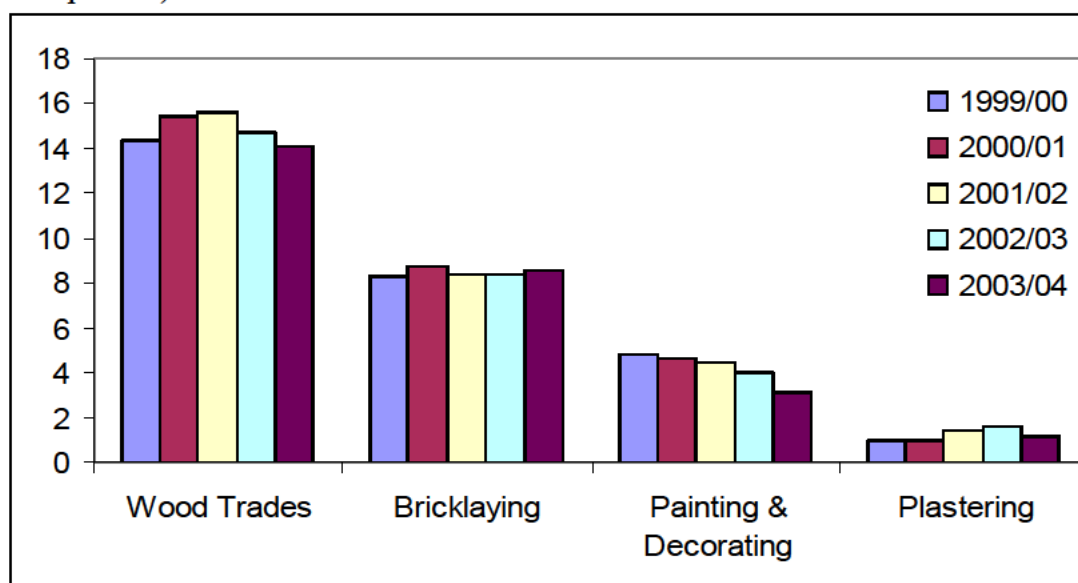
Table 1 - Numbers of First Year Trainees 2003/2004 (Great Britain)

Occupations	Trainees		Total
	Under 18 years old	18 years old & Over	
Technical Occupations	1,564	4,866	6,430
Wood Trades	8,718	5,379	14,097
Bricklayers	5,222	3,363	8,585
Painters	1,704	1,419	3,123
Plasterers	635	662	1,297
Roofers	277	437	714
Floorers	93	231	324
Glaziers	69	*	71
Other Specialist Building Operatives	74	401	475
Scaffolders	153	246	399
Plant Operatives	57	4,516	4,573
Plant Mechanics	151	68	219
Steel Erectors/Structural	*	66	82
Other Civil Engineering Operatives	*	501	527
General Operatives	1,017	3,067	4,084
Maintenance Workers	*	116	165
Mechanical Engineering	1,732	2,256	3,988
Total	21,557	27,596	49,153

* = indicates less than 50 trainees

The five-year trend in the number of first year trainees entering building craft occupations is shown in Chart 2 below.

Chart 2 - Number of First Year Trainees 1999-2003 (Great Britain: Building Craft Occupations)



As shown in the chart, the academic year 2003/2004 has seen a slight decrease across all the building craft trades with the exception of Bricklaying, which has witnessed an increase of 2%. However, as with previous years Wood Trades and Bricklaying dominate the first year training figures with 14,097 (29%) and 8,585 (17%) of the total respectively.

Out of the 17 occupations listed, 9 have more first year trainees this year than the previous year. These have been shaded in the table below.

Table 2 - Comparison of Number of First Year Trainees by Occupation in Academic Years 2003/2004 and 2002/2003 (Great Britain)

Occupations	2003/2004	2002/2003
Wood Trades	14,097	14,690
Bricklayers	8,585	8,399
Technical Occupations	6,430	7,470
Plant Operatives	4,573	2,097
General Operatives	4,084	2,429
Mechanical Engineering	3,988	5,754
Painters	3,123	4,041
Plasterers	1,297	1,626
Roofers	714	356
Other CE Operatives	527	274
Other SB Operatives	475	190
Scaffolders	399	636
Floorers	324	379
Plant Mechanics	219	214
Maintenance Workers	165	55
Steel Erectors/Structural	82	42
Glaziers	71	92
Total	49,153	48,744

For the second year running the biggest increase has been in the number entering Plant Operative training, which have risen significantly from 306 in 2001 to 2,097 in 2002 to 4,573 first year trainees this year. In addition General Operative training has grown quite considerably since last year. Both these can be explained by the inclusion of more private training providers in the survey sample, which has been the practice for the past two years.

These increases in both Plant and General Operative training has changed the composition of the top five occupations as a proportion of all trainees, as shown in the table above, although, as mentioned earlier both Wood Trades and Bricklaying still dominate the training figures as do Technical Occupations. However, in order to appreciate the changes this year, it should be noted that for the previous five academic years (1999 to 2002) the top five in descending order have been:

- Wood Trades
- Bricklaying
- Technical Occupations
- Mechanical Engineering
- Painting.

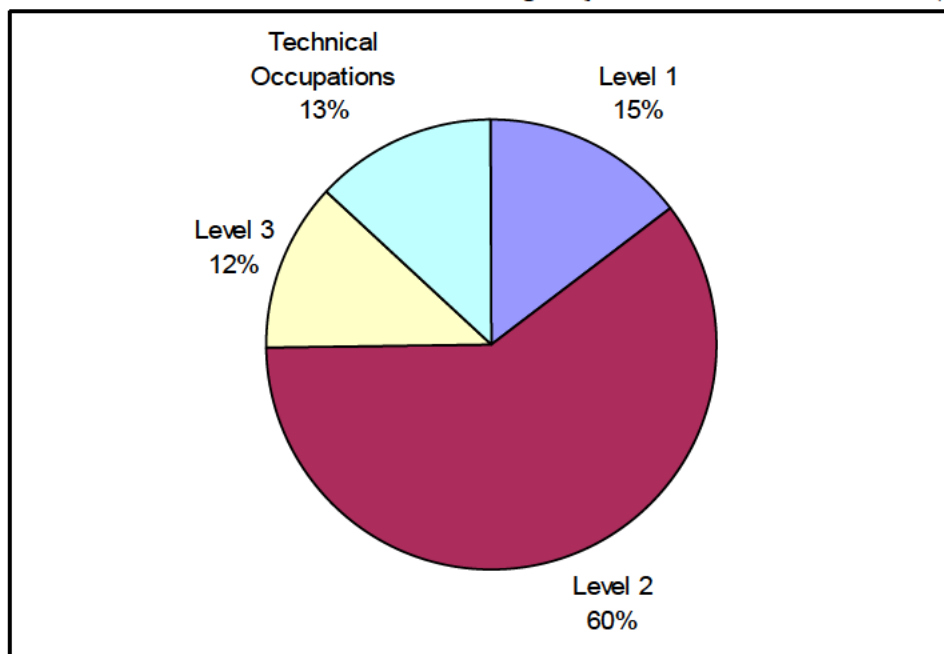
Training by Qualification

Data is collected on trainees starting construction qualifications in each of the following levels:

- S/NVQ Level 1 or Foundation Construction Award
- S/NVQ Level 2 or Intermediate Construction Award
- S/NVQ Level 3 or Advanced Construction Award
- Further & Higher Education Courses
(National Certificate/Diploma & Higher National Certificate/Diploma)

The percentage of first year trainees on a qualification within each of these levels for the whole of Great Britain is shown below

Chart 3 - First Year Trainees Undertaking a Qualification in Each Level (Great Britain)



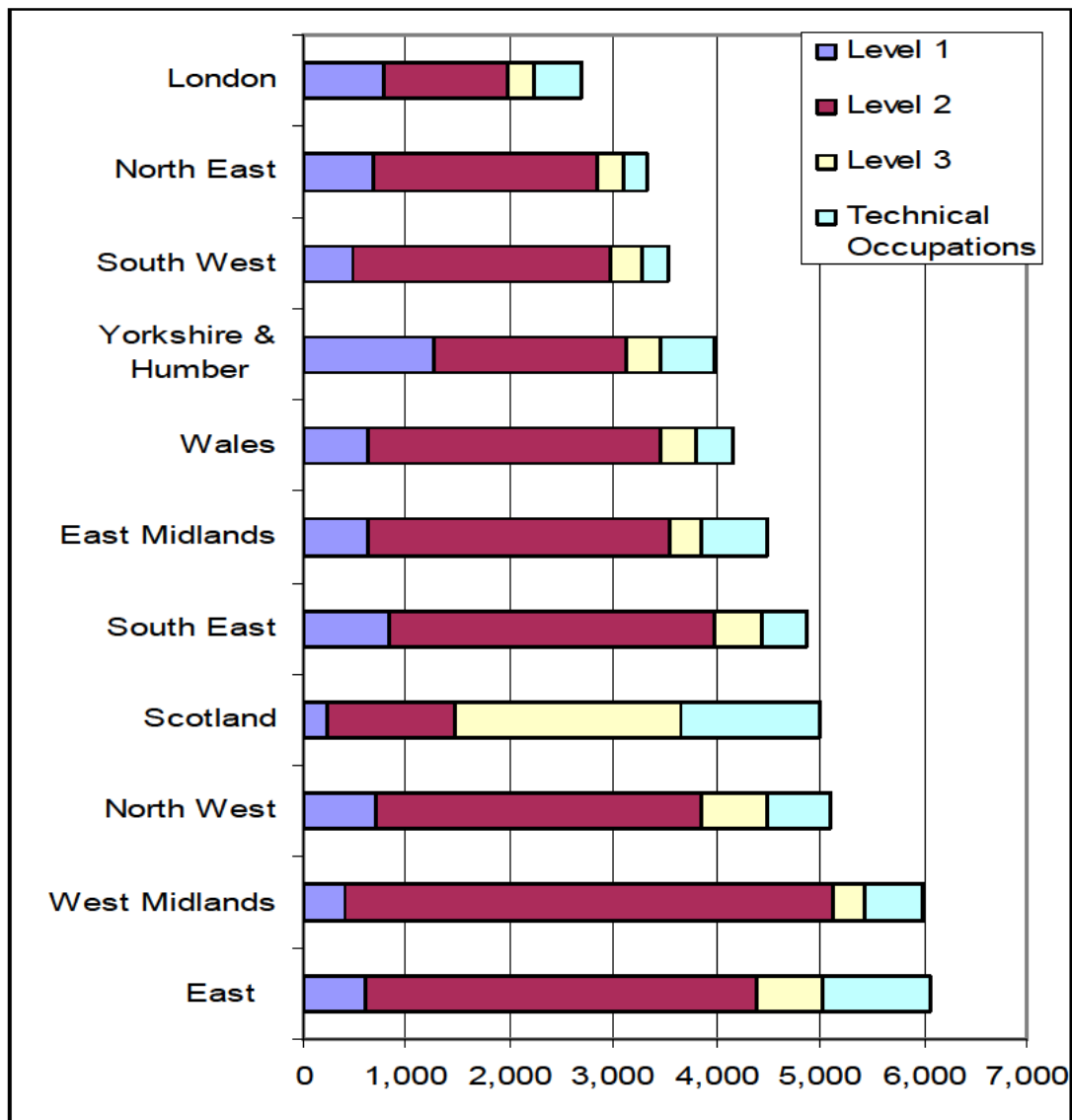
Within Great Britain, over half (60%) of the first year trainees are undertaking a qualification on S/NVQ Level 2 or an Intermediate Construction Award. With the remaining 40% spread fairly evenly between the other 3 levels.

This pattern is consistent across all the Regional Development Areas of England and across Wales, with the highest proportion of first year trainees undertaking a Level 2 or equivalent qualification. However, the exception to this is Scotland, where the majority of trainees are on an SVQ Level 3 as opposed to a Level 2. Chart 4 below highlights this.

The Regional Picture

As mentioned at the beginning of the report, the numbers of first year trainees is collected from colleges, private training providers and construction industry training centres across Great Britain. This data is then analysed by the numbers in the training establishments within each Regional Development Agency (RDA) Area in England, and in Scotland and Wales.

Chart 4 – First Year Trainees by Level of Qualification and Region: 2003/2004 (Great Britain)



As is highlighted in the chart above and mentioned earlier – Scotland differs to the other regions by having its largest proportion of trainees on an SVQ Level 3 qualification compared to all the other areas which have the majority of trainees on Level 2.

The explanation for this lies in the fact that in England and Wales, an NVQ Level 2 is regarded as the normal skill level for crafts people. Whereas in Scotland an SVQ Level 3 is the expected level of skill required.

As Chart 4 also shows, the East has the largest share of first year trainees at just over 6,000 while London has the smallest share at approximately 2,700.

Work Based Training

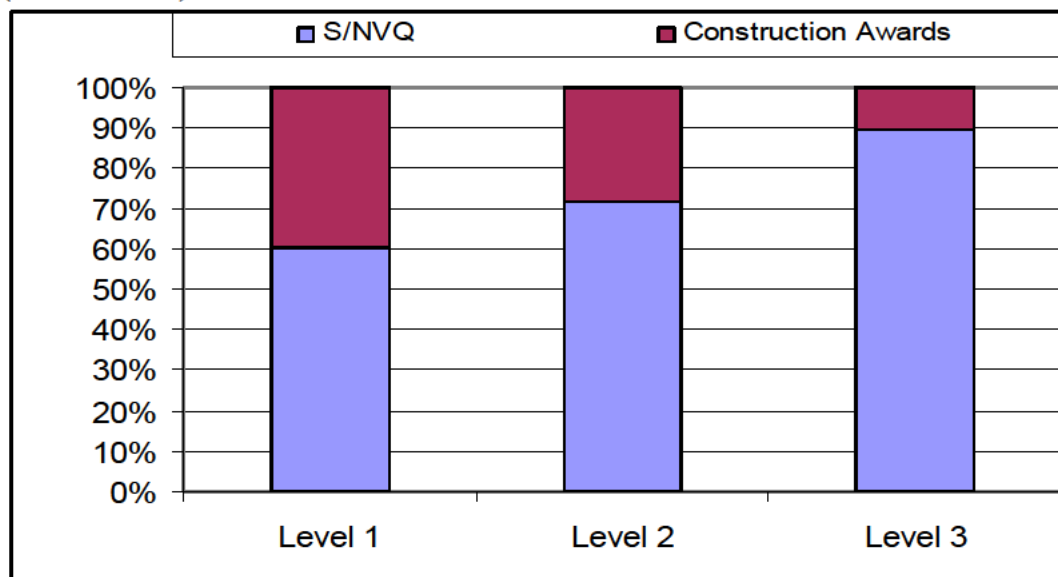
This year, the survey intended to differentiate between those trainees who are undertaking Work Based Training and those who are not. In order to identify these, the survey was extended to ask training providers how many first year trainees were undertaking a Construction Award qualification.

Construction Awards are qualifications for craft occupations that you can complete part-time or full-time, but they do not include any proof of work undertaken on site, as opposed to the S/NVQ framework which requires on-site experience/assessment. There are three levels of Construction Awards, inline with the S/NVQ system – Foundation (Level 1), Intermediate (Level 2) and Advanced (Level 3).

Of the 42,723 trainees undertaking construction craft training in 2003/2004, 11,840 (28%) are studying for a Construction Award. In other words, 72% of first year trainees are involved in Work Based Training.

As would be expected, as a proportion of trainees in each Level there are more trainees undertaking a Foundation Construction Award (Level 1) with the percentage decreasing as competence rises.

Chart 5 - Proportion of First Year Trainees split by Work Based Training 2003/2004 (Great Britain)



However, it should be noted that as this survey is undertaken at the beginning of the academic year, the numbers on Construction Awards will undoubtedly decrease as the year progresses as more trainees are placed with employers and thus the trainee will move into the relevant NVQ Level qualification.

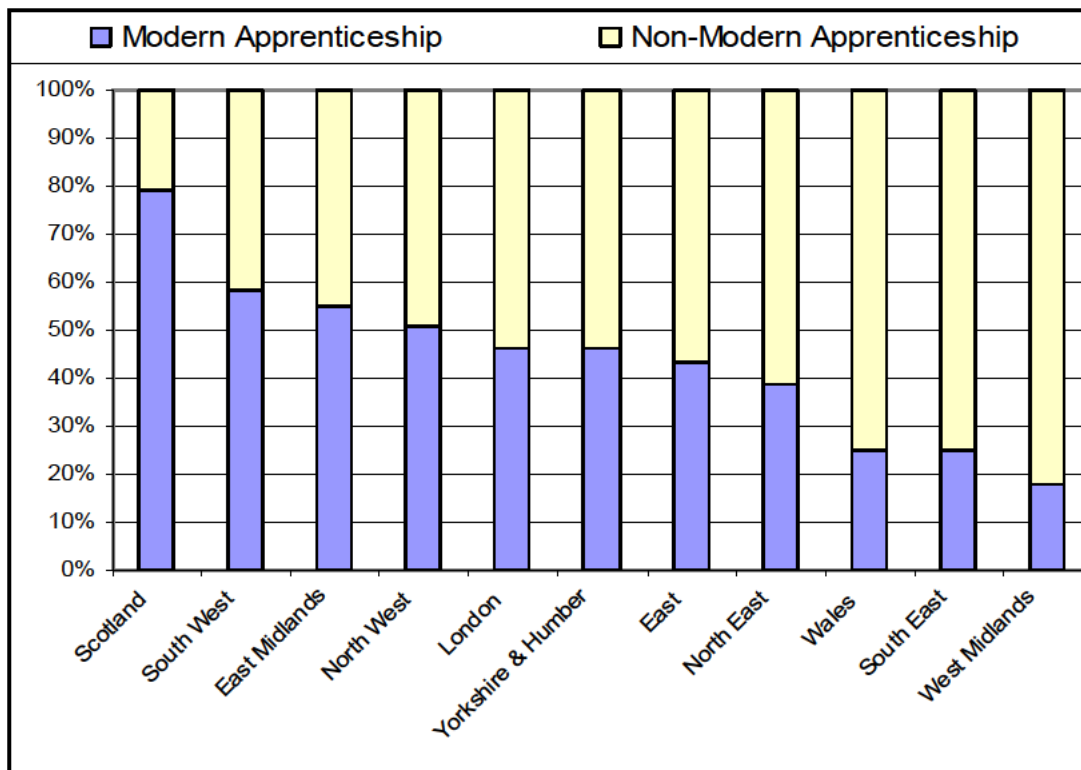
Modern Apprenticeships

Craft Training

With the exception of the 11,840 trainees ineligible, at the time of the survey, to undertake a Modern Apprenticeship programme (see previous section for explanation), 57% of the remaining first year entrants on construction craft training are Modern Apprentices.

Analysis by region shows that Scotland has the highest proportion with 79% of all Scottish first year trainees undertaking a Modern Apprenticeship Programme. In comparison the West Midlands has the lowest proportion with only 18%.

Chart 6 - Proportion of First-Year Craft Trainees who are undertaking a Modern Apprenticeship by Region 2003/2004 (Great Britain)



Technical Occupations

Of the 6,430 new entrants on technical training, 12% are on a Modern Apprenticeship. Unfortunately due to the very low numbers in some regions, analysis on a regional basis can not be carried out.

As the analysis of the survey has been changed this year to identify work-based trainees separately it would not be appropriate to provide trend analysis of Modern Apprentices.

First Year Trainees Characteristics

Age

The survey asks respondents to breakdown the number of trainees undertaking each qualification into two broad age categories:

- Under 18
- 18 & Over.

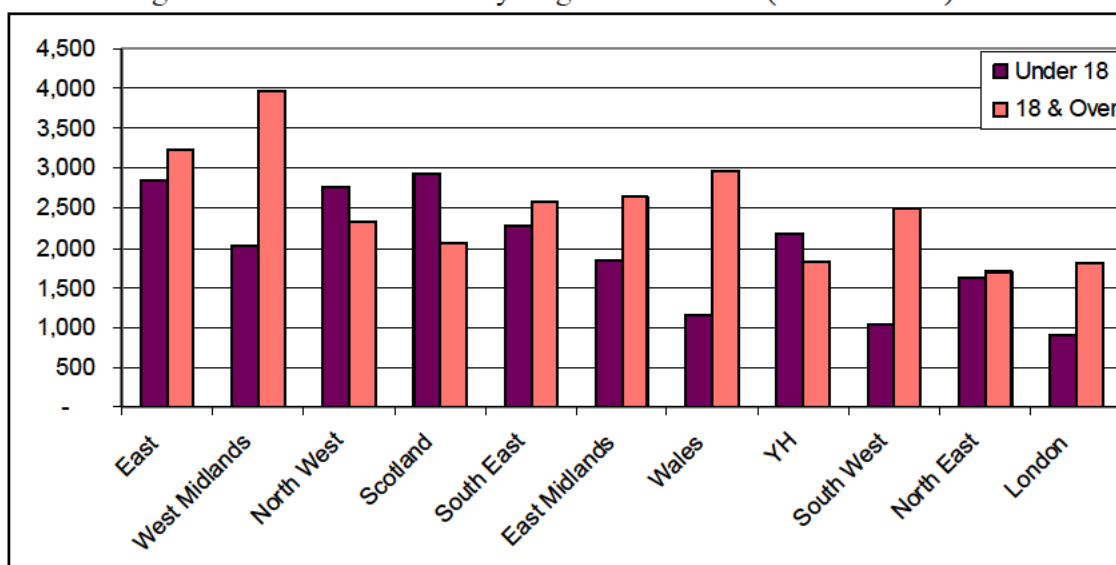
Table 3 – Breakdown of First-Year Trainees by Age and Level of Qualification 2003/2004 (Great Britain)

	Under 18	18 & Over	Total
Level 1	5,179 (71%)	2,117 (29%)	7,296
Level 2	12,628 (43%)	16,804 (57%)	29,432
Level 3	2,186 (36%)	3,809 (64%)	5,995
Technical Occupations	1,564 (24%)	4,866 (76%)	6,430
	21,557 (44%)	27,596 (56%)	49,153

As the table shows the breakdown of trainees by age is fairly evenly split, with there being slightly more trainees aged 18 and over. As would be expected, the younger trainees dominate in Level 1 qualifications; Level 2 is more or less half and half, while Levels 3 and Technical occupations have a far higher proportion of older trainees.

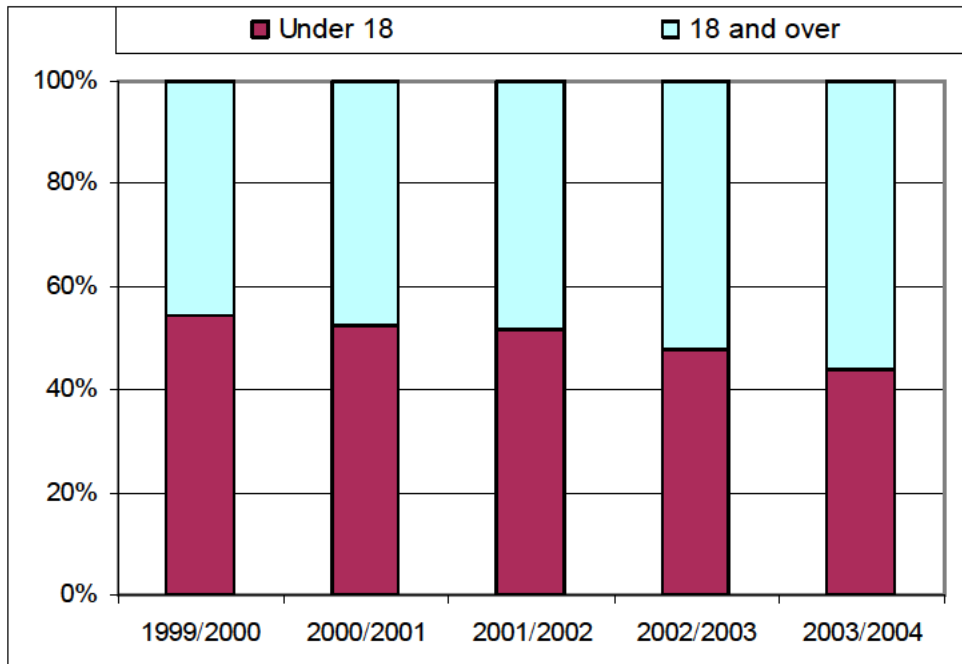
Split by region, the chart below shows that Scotland has more under 18's, and the West Midlands has more aged 18 and over compared to all the other areas.

Chart 7 – Age of First Year Trainees by Region 2003/2004 (Great Britain)



On a year by year basis the age composition of trainees has changed. While the number of under 18's has been falling slightly in contrast the trainees aged 18 and over has been increasing.

Chart 8 – Age of First Year Trainees as a Proportion of Total 1999-2003 (Great Britain)



Gender

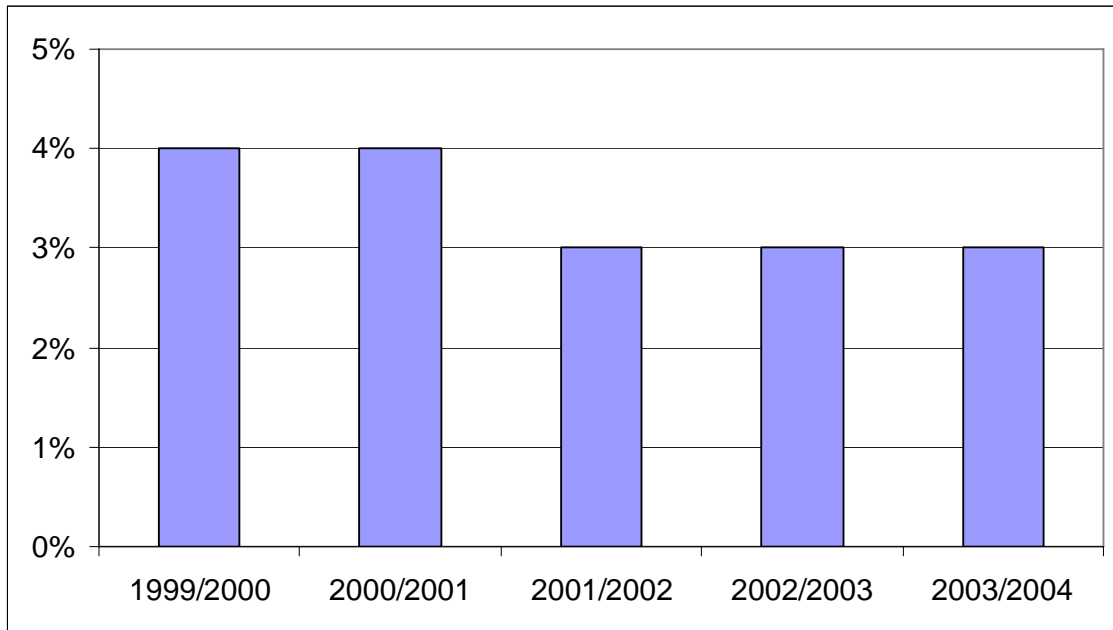
The number of first year trainees broken down by gender is shown below.

Table 4 - Number of First-Year Trainees broken down by Gender and Age 2003/2004 (Great Britain)

Under 18		18 & Over		Total	
Male	Female	Male	Female	Male	Female
21,187	370	26,645	951	47,832	1,321
(43%)	(1%)	(54%)	(2%)	(97%)	(3%)

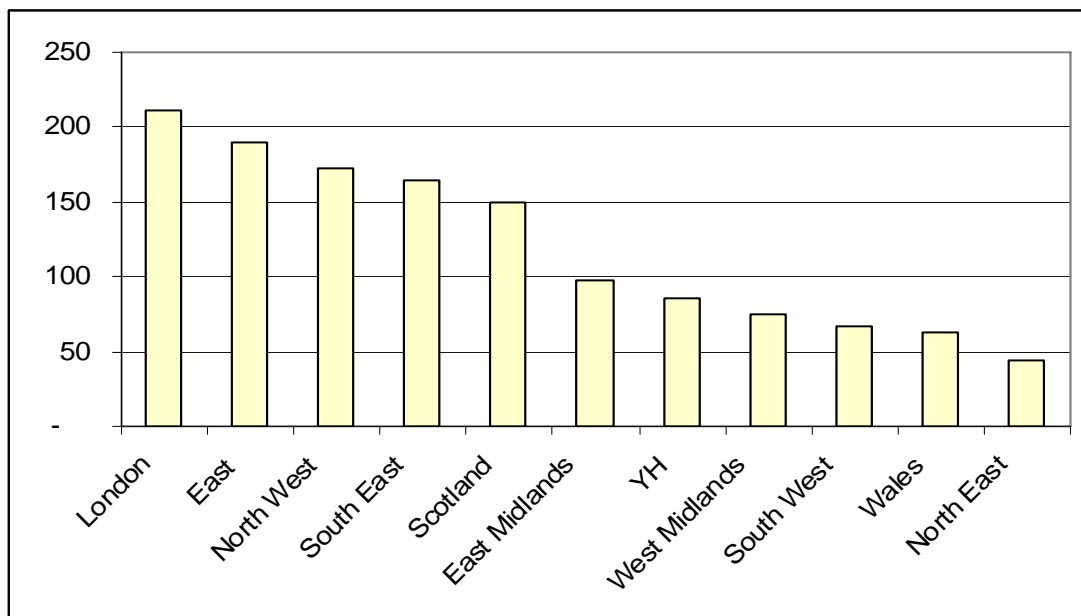
As this table shows in the academic year 2003/2004 there were 1,321 (3%) female trainees compared to 47,832 (97%) male trainees. These proportions are exactly the same as the previous two academic years. As highlighted in the following chart.

Chart 9 – Female Trainees as a Proportion of the Total Number of First-Year Trainees 1999-2003 (Great Britain)



Regional analysis of the figures in 2003/2004 show that London has more female trainees (211) which account for the highest proportion (8%) in a region. In all the other areas female trainees account for between 1% and 3% of their total number of first-year trainees. Over the past four academic years, London has consistently had the highest number of female trainees. The following chart shows the number of female trainees in all the regions.

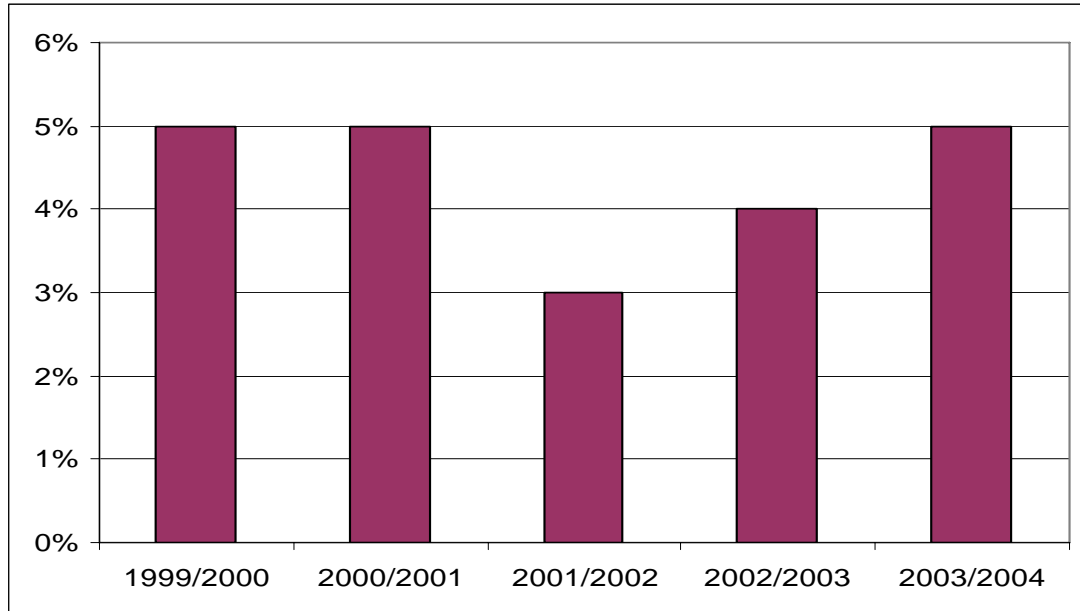
Chart 10 - Number of Female First Year Trainees by Region 2003/2004 (Great Britain)



Ethnic Minorities

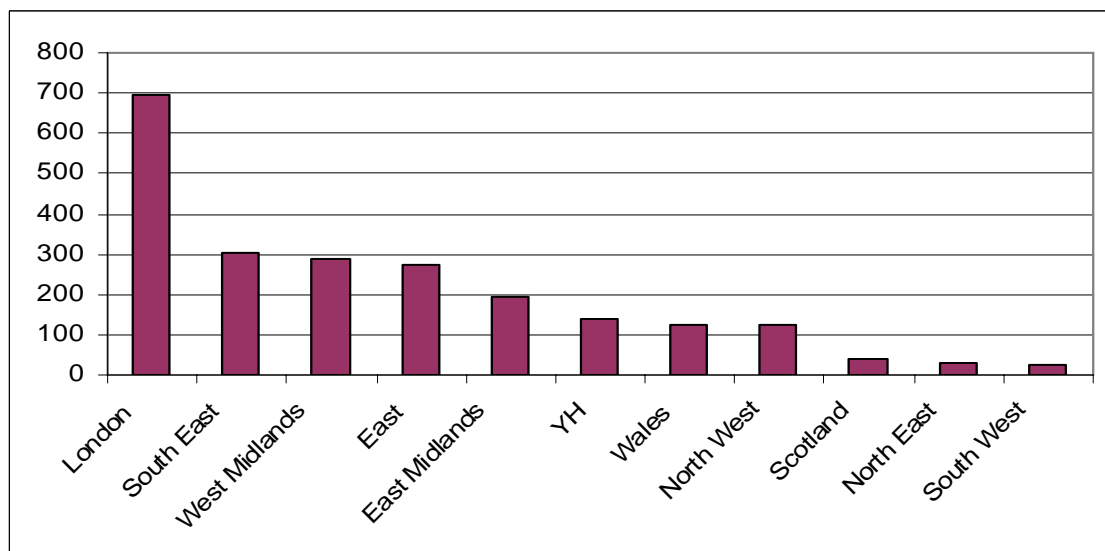
The number of first year trainees who are from an ethnic minority stands at 2,237 in 2003/2004 (5% of the total). As a proportion of the total this is an increase on the previous two academic year, and directly comparable to 1999/2000 and 2000/2001. See following chart.

Chart 11 - Ethnic Minority Trainees as a Proportion of the Total Number of First Year Trainees 1999-2003 (Great Britain)



As with the number of female trainees, London also has the highest number of ethnic minority trainees. In fact, as Chart 12 shows, there is a huge difference between the numbers of ethnic minority trainees in London compared to those in all the other areas. As a proportion of all trainees in the region, ethnic minority trainees in London account for 26% which is much higher than the other areas which have between 1% and 6% of their trainees from an ethnic minority.

Chart 12 - Number of Ethnic Minority First Year Trainees by Region (Great Britain) 2003/2004



Conclusion

The almost static figure of new entrants onto construction training since last year is not surprising given the availability and demand for Further Education construction training courses as highlighted in a recent survey¹. This found that approximately three-quarters of colleges expect their construction craft courses to be oversubscribed in the academic year 2003/2004. Specifically, plumbing and related trade occupations were emphasised as having serious shortage of capacity problems, although also significant were a growing restraint on construction craft occupations. The decrease of first year intake onto trades predominately undertaken at a further education college in contrast to the increase in trades associated with private training providers appears to concur these findings.

As this was the first year the Trainee Numbers Survey intended to identify work based training separately, it is impossible to state whether there has been an increase in either this type of training or, in contrast, Construction Awards. However, anecdotal evidence supported by the Capacity Survey implies that colleges are struggling to find employers willing to offer trainees work experience. By offering Construction Awards, the colleges are removing this necessity whilst still receiving funding for each trainee. The consequence of this has been that colleges are concentrating on Construction Awards and in particular those at the Intermediate level.

In addition to these issues, the buoyancy of the industry means that employers are often too busy to train people which have obvious implications for those trainees wishing to undertake Modern Apprenticeship Programmes.

¹ CITB-ConstructionSkills (2003) Training Capacity Survey