



## Workforce Mobility and Skills Survey Northern Ireland 2015

### SUMMARY OF RESULTS

**CITB NI carries out a regular programme of employer research to provide up-to-date intelligence and the evidence needed to underpin policy making and strategic decisions.**

The Workforce Mobility and Skills Survey 2015 is commissioned by CITB GB on a UK wide basis to

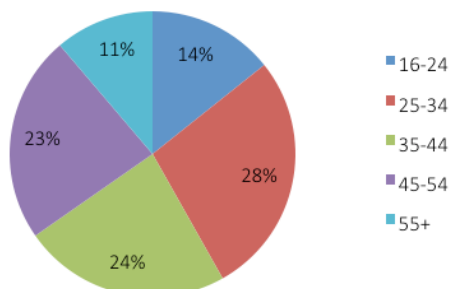
establish reliable information on the qualification levels of the UK construction workforce and the extent of geographic and occupational mobility. The focus of the survey is on site-based manual occupations. This document summarises the findings for Northern Ireland which involved 274 face-to-face interviews with construction workers carried out in Spring 2015.

### Profile of the Workforce

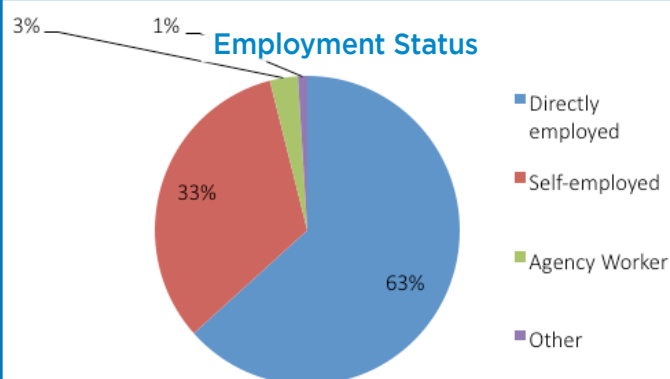
16-24 year olds account for 14% of the construction workers surveyed in NI, down from 17% in the 2012 survey and highlighting the impact of the economic downturn on the recruitment of school / college leavers to the sector.

The number of directly employed workers in the NI construction industry has increased from 52% in 2012 to 64% in 2015.

Age Profile of the NI Construction Workforce



Employment Status





## Work History

17% of workers (14% in 2012) had no more than 5 years of construction experience in comparison to 36% (27% in 2012) who had in excess of 20 years' experience.

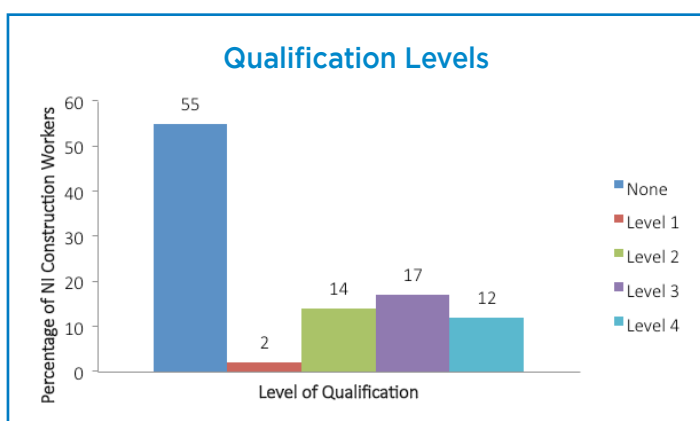
89% of those surveyed in NI had never worked outside of the construction industry.

39% of workers had undertaken more than one type of construction occupation (7% in 2012).

## Skills Cards, Qualifications and Skills

90% of interviewees in NI hold at least one recognised skill card / certificate (100% in 2012). Of those who hold a CSR card (70%), 32% held a green skill card, 15% held a blue skill card and 35% held a gold card.

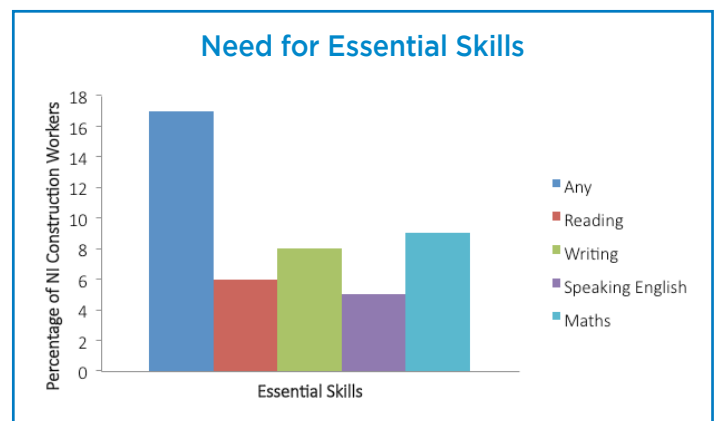
Only 45% of workers in NI hold construction specific qualifications, up from 33% in 2012. 51% of those with a construction-related qualification in NI reported that their main qualification was an NVQ / SVQ (73% in 2012).



Just 7% of workers in NI said that they were working towards additional construction qualifications at the time of interview (6% in 2012).

## Basic (Essential) Skills Needs and Supervisory / Managerial Training

Over 1 in 6 construction workers in NI feel they would benefit from some form of training in basic (Essential) skills (17%).



A fifth of all construction workers in NI (20%) and 59% of those who have some form of supervisory or management responsibilities have received any formal training in these skills. Site Safety Supervisors courses are most popular (45%) followed by Managing Safety in the Construction Industry (38%).

## Geographic Mobility

A high proportion of the workforce in NI had worked there for their entire construction career (77%), in comparison to the UK average of 61%.

In NI, the proportion of workers that had also begun their construction career in the same region / nation as they were interviewed in was the highest in the UK at 97% (London 50%).

NI is one of the regions / nations with the most stable workforces (i.e. importing the lowest proportions of workers at only 1%) in comparison to the more buoyant areas of southern England (London, East of England and the South East).



NI workers make up 1% of those interviewed in each of six other regions / nations (East Midlands, East of England, Scotland, South East, South West and West Midlands). Based on CSN LMI figures this equates to between 2,000 and 4,000 people from NI working in each of these regions.

NI workers travel on average 30 miles from their home to their current site, across the UK the average distance was 22 miles.

## Mobility within the Industry

A third of workers (34%) have only worked on one type of project in 2015, much higher than in 2010 (0%)<sup>1</sup>.

Of workers in NI, 18% said that they would definitely want to work in construction (rather than another sector) in 5 years' time, and a further 60% felt that they were very or quite likely to. 8% consider it unlikely, 2% say they definitely do not want to be, and 4% hope to be retired in 5 years.



For a copy of the full report please go to the Research and Development section of our website:  
**[www.citbni.org.uk](http://www.citbni.org.uk)**

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<sup>1</sup> New housing, public non-housing, commercial, infrastructure, housing repair & maintenance and private industrial