



WHOLE LIFE CONSULTANTS LTD

# Grimsby Institute: Labour & Skills Study

## Technical Appendices



**European Union**  
**European Social Fund**  
Investing in jobs and skills



**GRIMSBY INSTITUTE GROUP**

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## Appendix A. Methodological note about the LFT

The Labour Forecasting Tool (LFT) was used to develop a profile of estimated labour requirements in the LEP area. The tool creates a bottom up approach to skills forecasting by aggregating the employment from individual projects to create an area-specific profile. The Labour Forecasting Tool can predict labour requirements (i.e. number of operatives and managers) on a month-by-month and trade-by-trade basis given no more than the type of project, its value or gross floor area where appropriate, its location and its start and end dates. The LFT produces an indication of the total construction labour demand arising for that project which may or may not be from within the immediate vicinity.

The projects analysed were assigned the most appropriate project model of the LFT's database. The following models were used, for the scope of this analysis:

- Housing
- Public Non-residential
- Private Commercial
- Private Industrial
- Housing R&M
- Non-housing R&M
- Infrastructure - Flooding
- Infrastructure - Roads
- Infrastructure - Rail Stations
- Infrastructure - Energy from Waste
- Infrastructure - Energy from Fossil Fuel
- Infrastructure - Photovoltaics
- Infrastructure - Onshore Wind
- Infrastructure - Offshore Wind
- Infrastructure - Oil & Gas
- Infrastructure - Gas transmission
- Infrastructure - Mines/Tunnelling

Construction employment is broken down into 28 occupation groups<sup>43</sup>.

The labour demand is shown in two ways:

1. Total Person Years – this is the total person years for each occupation required for the project. This output takes no account of the project duration which has been given in the original data. For instance if the total person years were 50, this means that if the project lasts for one year there would be 50 people employed for one year; if it lasted for two years then there would be an average of 25 people employed each year.

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<sup>43</sup> The employment profile is disaggregated by 28 occupational groups within the LFT. Details of these groups are given in Appendix C.

2. Peak workforce – this is the highest number of people involved with the construction process throughout the whole development. The month for which the peak occurs is also provided. It should be noted that the peak labour demand refers to the current “snapshot” of the scheduled development spend. It is prudent to expect that, should the investment in future years follow the same pattern, the peak demand figures are likely to be similar for future years, assuming the mix of projects remains consistent.

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## Appendix C. Occupational definitions

Reference is made in this report to a range of occupational aggregates for construction occupations. This appendix contains details of the 166 individual occupations which are aggregated into 28 occupational aggregates.



*Appendix Table C-1: Detailed breakdown of construction occupation groups*

Occupations included within construction occupational aggregates (Four-digit codes refer to Office for National Statistics Standard Occupational Classification Codes).	
1 Senior, executive, and business process managers)	
	(1115) Chief executives and senior officials (1131) Financial managers and directors (1132) Marketing and sales directors (1133) Purchasing managers and directors (1135) Human resource managers and directors (1251) Property, housing and estate managers (1136) Information technology and telecommunications directors (2150) Research and development managers (1162) Managers and directors in storage and warehousing (1259) Managers and proprietors in other services nec (1139) Functional managers and directors nec (2133) IT specialist managers (2134) IT project and programme managers (3538) Financial accounts managers (3545) Sales accounts and business development managers
2 Construction project managers	
	(2436) Construction project managers and related professionals
3 Other construction process managers	
	(1121) Production managers and directors in manufacturing (1122) Production managers and directors in construction (1161) Managers and directors in transport and distribution (1255) Waste disposal and environmental services managers (3567) Health and safety officers (3550) Conservation and environmental associate professionals
4 Non-construction professional, technical, IT, and other office-based staff (excl. managers)	
	(3131) IT operations technicians (3132) IT user support technicians (3534) Finance and investment analysts and advisers (3535) Taxation experts (3537) Financial and accounting technicians (3563) Vocational and industrial trainers and instructors (3539) Business and related associate professionals nec (3520) Legal associate professionals (3565) Inspectors of standards and regulations

(2136) Programmers and software development professionals
(2139) Information technology and telecommunications professionals nec
(3544) Estate agents and auctioneers
(2413) Solicitors
(2419) Legal professionals nec
(2421) Chartered and certified accountants
(2424) Business and financial project management professionals
(2423) Management consultants and business analysts
(4216) Receptionists
(4217) Typists and related keyboard occupations
(3542) Business sales executives
(4122) Book-keepers, payroll managers and wages clerks
(4131) Records clerks and assistants
(4133) Stock control clerks and assistants
(7213) Telephonists
(7214) Communication operators
(4215) Personal assistants and other secretaries
(7111) Sales and retail assistants
(7113) Telephone salespersons
(3541) Buyers and procurement officers
(3562) Human resources and industrial relations officers
(4121) Credit controllers
(4214) Company secretaries
(7129) Sales related occupations nec
(7211) Call and contact centre occupations
(7219) Customer service occupations nec
(9219) Elementary administration occupations nec
(2111) Chemical scientists
(2112) Biological scientists and biochemists
(2113) Physical scientists
(3111) Laboratory technicians
(3421) Graphic designers
(2463) Environmental health professionals
(2135) IT business analysts, architects and systems designers
(2141) Conservation professionals
(2142) Environment professionals
(2425) Actuaries, economists and statisticians
(2426) Business and related research professionals

	(4124) Finance officers (4129) Financial administrative occupations nec (4138) Human resources administrative occupations (4151) Sales administrators (4159) Other administrative occupations nec (4162) Office supervisors (7130) Sales supervisors (7220) Customer service managers and supervisors (4161) Office managers
<b>5 Construction Trades Supervisors</b>	
	(5250) Skilled metal, electrical and electronic trades supervisors (5330) Construction and building trades supervisors
<b>6 Wood trades and interior fit-out</b>	
	(5315) Carpenters and joiners (8121) Paper and wood machine operatives (5442) Furniture makers and other craft woodworkers (5319) Construction and building trades nec (25%)
<b>7 Bricklayers</b>	
	(5312) Bricklayers and masons
<b>8 Building envelope specialists</b>	
	(5319) Construction and building trades nec (50%)
<b>9 Painters and decorators</b>	
	(5323) Painters and decorators (5319) Construction and building trades nec (5%)
<b>10 Plasterers</b>	
	(5321) Plasterers
<b>11 Roofers</b>	
	(5313) Roofers, roof tilers and slaters
<b>12 Floorers</b>	
	(5322) Floorers and wall tillers
<b>13 Glaziers</b>	
	(5316) Glaziers, window fabricators and fitters (5319) Construction and building trades nec (5%)
<b>14 Specialist building operatives not elsewhere classified (nec)</b>	
	(8149) Construction operatives nec (100%) (5319) Construction and building trades nec (5%) (9132) Industrial cleaning process occupations

	(5449) Other skilled trades nec
<b>15 Scaffolders</b>	
	(8141) Scaffolders, staggers and riggers
<b>16 Plant operatives</b>	
	(8221) Crane drivers (8129) Plant and machine operatives nec (8222) Fork-lift truck drivers (8229) Mobile machine drivers and operatives nec
<b>17 Plant mechanics/fitters</b>	
	(5223) Metal working production and maintenance fitters (5224) Precision instrument makers and repairers (5231) Vehicle technicians, mechanics and electricians (9139) Elementary process plant occupations nec (5222) Tool makers, tool fitters and markers-out (5232) Vehicle body builders and repairers
<b>18 Steel erectors/structural fabrication</b>	
	(5311) Steel erectors (5215) Welding trades (5214) Metal plate workers, and riveters (5319) Construction and building trades nec (5%) (5211) Smiths and forge workers (5221) Metal machining setters and setter-operators
<b>19 Labourers nec</b>	
	(9120) Elementary construction occupations (100%)
<b>20 Electrical trades and installation</b>	
	(5241) Electricians and electrical fitters (5249) Electrical and electronic trades nec (5242) Telecommunications engineers
<b>21 Plumbing and heating, ventilation, and air conditioning trades</b>	
	(5314) Plumbers and heating and ventilating engineers (5216) Pipe fitters (5319) Construction and building trades nec (5%) (5225) Air-conditioning and refrigeration engineers
<b>22 Logistics</b>	
	(8211) Large goods vehicle drivers (8212) Van drivers (9260) Elementary storage occupations

	(3541) Buyers and purchasing officers (50%) 3541 (4134) Transport and distribution clerks and assistants
<b>23 Civil engineering operatives not elsewhere classified (nec)</b>	
	(8142) Road construction operatives (8143) Rail construction and maintenance operatives (8123) Quarry workers and related operatives
<b>24 Non-construction operatives</b>	
	(8117) Metal making and treating process operatives (8119) Process operatives nec (8125) Metal working machine operatives (8126) Water and sewerage plant operatives (8132) Assemblers (vehicles and metal goods) (8133) Routine inspectors and testers (8139) Assemblers and routine operatives nec (9249) Elementary security occupations nec (9233) Cleaners and domestics (9232) Street cleaners (5113) Gardeners and landscape gardeners (6232) Caretakers (9241) Security guards and related occupations (3319) Protective service associate professionals nec
<b>25 Civil engineers</b>	
	(2121) Civil engineers
<b>26 Other construction professionals and technical staff</b>	
	(2122) Mechanical engineers (2123) Electrical engineers (2126) Design and development engineers (2127) Production and process engineers (2461) Quality control and planning engineers (2129) Engineering professionals nec (3112) Electrical and electronics technicians (3113) Engineering technicians (3114) Building and civil engineering technicians (3119) Science, engineering and production technicians nec (3121) Architectural and town planning technicians (3122) Draughtspersons (3115) Quality assurance technicians (2432) Town planning officers

	(2124) Electronics engineers (2435) Chartered architectural technologists (3531) Estimators, valuers and assessors (3116) Planning, process and production technicians
<b>27 Architects</b>	
	(2431) Architects
<b>28 Surveyors</b>	
	(2433) Quantity surveyors (2434) Chartered surveyors

## Appendix D. Significant Glenigan projects and corresponding local authorities

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
1	Offshore Wind Farm - Zone 4 - Hornsea	East Riding of Yorkshire	1,200.00	01/04/2017	01/04/2022	Civil Engineering (Utilities)
2	Offshore Wind Farm - Project Two - Hornsea	East Riding of Yorkshire	300.00	11/09/2017	11/09/2020	Civil Engineering (Utilities)
3	Offshore Wind Farm - Dogger Bank Creyke Beck A	East Riding of Yorkshire	180.00	14/12/2015	14/12/2017	Civil Engineering (Utilities)
4	Offshore Wind Farm - Dogger Bank Creyke Beck B	East Riding of Yorkshire	180.00	14/12/2015	14/12/2017	Civil Engineering (Utilities)
5	Potash Mine Development	Scarborough, North Yorkshire	1,700.00	01/04/2015	01/04/2018	Civil Engineering (Infrastructure)
6	Biomass Conversion Plant	Selby, North Yorkshire	175.00	01/04/2015	01/04/2018	Civil Engineering (Utilities)
7	YORbuild East Area Contractor Framework	East Riding of Yorkshire	800.00	04/01/2010	04/11/2015	Community & Amenity
8	YORbuild2 East Area Contractors Framework	East Riding of Yorkshire	680.00	02/11/2015	02/11/2021	Community & Amenity
9	Motorway (Improvements)	Hambleton, North Yorkshire	285.00	03/03/2014	03/06/2017	Civil Engineering (Infrastructure)
10	YORbuild North Contractor Framework	Scarborough, North Yorkshire	307.76	11/01/2010	11/11/2015	Community & Amenity
11	5,000 Houses/Business & Leisure	East Riding of Yorkshire	258.50	04/04/2006	04/04/2016	Housing
12	Residential and Commercial Development	Hambleton, North Yorkshire	250.00	12/05/2014	12/05/2029	Housing
13	Waste Recovery Facility	Harrogate, North Yorkshire	100.00	08/12/2014	11/12/2017	Civil Engineering (Utilities)
14	Cinema, Hotel, & Retail	East Riding of Yorkshire, East Riding of Yorkshire	120.00	19/06/2014	10/12/2015	Retail
15	YORbuild2 North Area Contractors Framework	City of York	108.00	02/11/2015	02/11/2021	Community & Amenity
16	813 Residential & Commercial Units	East Riding of Yorkshire	100.00	11/08/2014	11/10/2017	Housing
17	Railway Station	Harrogate, North Yorkshire	48.00	17/07/2017	17/07/2019	Civil Engineering (Infrastructure)
18	741 Residential Units	East Riding of Yorkshire	55.58	18/09/2015	15/10/2016	Housing
19	84 Retail & 8 Restaurant Units	Richmondshire, North Yorkshire	50.00	24/10/2015	22/05/2016	Retail

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
20	National Framework Agreement	East Riding of Yorkshire	50.00	06/04/2015	06/04/2018	Education
21	Underground Pipeline (Replacement)	East Riding of Yorkshire	13.50	11/01/2016	11/01/2018	Civil Engineering (Utilities)
22	230 Houses and 42 Flats	City of York	44.00	05/08/2013	05/08/2018	Housing
23	700 Residential Units	City of York	41.80	04/05/2015	30/04/2018	Housing
24	79,780 Solar Photovoltaic Panels	Selby, North Yorkshire	32.00	13/07/2015	18/04/2016	Civil Engineering (Utilities)
25	New Livestock Market & Mixed-Use Development	Ryedale, North Yorkshire	37.83	18/05/2015	20/02/2016	Industrial
26	Sports Stadium	City of York	37.00	02/03/2015	28/03/2016	Hotel & Leisure
27	Energy from Waste Facility	Harrogate, North Yorkshire	18.05	30/10/2014	30/11/2017	Civil Engineering (Utilities)
28	Biomass Plant & Auxiliary Offices	East Riding of Yorkshire	17.50	02/02/2015	31/10/2016	Civil Engineering (Utilities)
29	600 Houses	East Riding of Yorkshire	34.70	14/12/2015	06/02/2017	Housing
30	Wind Farm	East Riding of Yorkshire	3.40	04/01/2016	04/01/2017	Civil Engineering (Utilities)
31	361 Student Flats & 1 Office (New/Alterations)	City of York	33.90	30/01/2014	10/06/2015	Housing
32	55 Student Flats (Conversion)	City of York	33.20	15/07/2015	25/08/2016	Housing
33	MBT & AD facility (Extension)	Harrogate, North Yorkshire	16.13	30/10/2014	30/11/2017	Civil Engineering (Utilities)
34	Student Accommodation (New/Extension)	City of York	32.06	21/11/2015	01/01/2017	Housing
35	Retail and Leisure Facilities	East Riding of Yorkshire	31.88	23/06/2014	14/12/2015	Offices/Commercial
36	Oil & Gas Exploration	East Riding of Yorkshire	30.00	06/04/2015	07/09/2015	Civil Engineering (Utilities)
37	427 Residential/Care Home/Retail/Commercial Units	East Riding of Yorkshire	29.80	03/12/2014	31/12/2015	Housing
38	15 Distribution/Warehouse & Offices	Richmondshire, North Yorkshire	26.75	12/08/2015	19/10/2016	Industrial
39	262 Residential Units	Ryedale, North Yorkshire	26.00	07/10/2013	14/10/2015	Housing
40	Waste to Energy	City of York	11.75	02/02/2015	01/08/2016	Civil Engineering (Utilities)
41	Sports Facilities & Leisure Centre	Scarborough, North Yorkshire	22.00	03/11/2014	03/11/2016	Hotel & Leisure



Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
42	Energy from Waste Facility (Extension)	Harrogate, North Yorkshire	10.93	30/10/2014	30/11/2017	Civil Engineering (Utilities)
43	Care Village	Ryedale, North Yorkshire	21.50	01/12/2014	01/04/2018	Housing
44	393 Residential/Commercial Units	Selby, North Yorkshire	20.40	19/05/2016	19/06/2018	Housing
45	500 Homes	Ryedale, North Yorkshire	20.00	04/11/2015	04/11/2017	Housing
46	Onshore Wind Farm	East Riding of Yorkshire	2.00	18/05/2015	11/01/2016	Civil Engineering (Utilities)
47	Framework for Construction Works	Hambleton, North Yorkshire	20.00	17/12/2014	17/12/2018	Housing
48	2 Student Accommodation Buildings	City of York	20.00	01/07/2014	26/07/2016	Housing
49	195 Flats	East Riding of Yorkshire	20.00	28/07/2014	28/01/2016	Housing
50	Leisure Centre Building	East Riding of Yorkshire	20.00	06/10/2014	04/07/2016	Hotel & Leisure
51	6 Wind Turbines & 1 Sub Station Building	East Riding of Yorkshire	2.00	11/07/2014	11/07/2016	Civil Engineering (Utilities)
52	Manufacturing/Storage Unit	East Riding of Yorkshire	19.33	22/07/2015	01/02/2016	Industrial
53	University	City of York	19.00	06/07/2015	19/12/2016	Education
54	Food Production Unit & Warehouse (Extension)	East Riding of Yorkshire	18.70	04/03/2014	04/08/2015	Industrial
55	247 Houses/Bunaglows & Care Home	Scarborough, North Yorkshire	18.53	01/09/2015	01/09/2018	Housing
56	Relief Road	Hambleton, North Yorkshire	18.50	06/04/2015	03/07/2017	Civil Engineering (Infrastructure)
57	College Student Accommodation/Engineering Buildings (Extension/Alterations)	City of York	18.50	28/09/2015	28/06/2017	Education
58	230 Houses	Selby, North Yorkshire	17.25	24/12/2015	20/01/2017	Housing
59	227 Residential Units	Ryedale, North Yorkshire	17.03	09/07/2015	05/08/2016	Housing
60	226 Houses	Hambleton, North Yorkshire	16.95	24/01/2016	20/02/2017	Housing
61	225 Holiday Lodges/Static Caravans	East Riding of Yorkshire	16.88	05/02/2016	04/03/2017	Housing
62	210 Houses, 50 Care Flats & 1 School	Ryedale, North Yorkshire	16.40	12/11/2014	12/11/2016	Housing
63	Spine Road	East Riding of Yorkshire	16.00	22/09/2014	22/09/2015	Civil Engineering (Infrastructure)

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
64	153 Holiday Units & 1 Restaurant	Scarborough, North Yorkshire	15.90	11/05/2015	08/05/2017	Housing
65	202 Houses/6 Flats/1 Hospital/1 Care Centre	East Riding of Yorkshire	15.75	03/07/2015	30/07/2016	Housing
66	183 Residential Units	Hambleton, North Yorkshire	15.70	01/01/2015	01/10/2016	Housing
67	Hotel	City of York	15.57	05/01/2015	05/01/2016	Hotel & Leisure
68	206 Houses	Harrogate, North Yorkshire	15.45	29/10/2015	25/11/2016	Housing
69	200 Residential Units	East Riding of Yorkshire	15.00	15/08/2015	11/09/2016	Housing
70	200 Houses & 1 School	East Riding of Yorkshire	14.70	13/04/2015	09/01/2017	Housing
71	195 Houses	East Riding of Yorkshire	14.63	10/12/2015	06/01/2017	Housing
72	203 Houses & 19 Bungalows	East Riding of Yorkshire	14.30	16/02/2016	16/11/2017	Housing
73	Flood Dam Attenuation	East Riding of Yorkshire	12.60	12/01/2015	11/07/2016	Civil Engineering (Utilities)
74	70 Houses	City of York	14.00	01/04/2013	01/04/2020	Housing
75	123 Residential Units	City of York	14.00	23/05/2013	23/05/2016	Housing
76	180 Houses	East Riding of Yorkshire	13.50	12/05/2014	12/05/2019	Housing
77	176 Residential Units	Harrogate, North Yorkshire	13.20	11/12/2015	07/01/2017	Housing
78	202 Houses	East Riding of Yorkshire	12.40	14/10/2015	14/07/2017	Housing
79	School	East Riding of Yorkshire	12.20	09/06/2014	09/12/2015	Education
80	161 Flats & 79 Houses	City of York	12.00	02/10/2015	02/10/2016	Housing
81	Environmental Research Building	City of York	12.00	18/08/2014	03/08/2015	Education
82	Onshore Wind Farm	Harrogate, North Yorkshire	1.20	06/02/2017	06/12/2017	Civil Engineering (Utilities)
83	221 Student Flats Accommodation	City of York	12.00	02/06/2014	03/08/2015	Housing
84	College Boarding Accommodation (Extension)	Harrogate, North Yorkshire	11.77	27/10/2014	20/07/2015	Housing
85	4 Broiler Buildings & 1 Workers House	East Riding of Yorkshire	11.20	01/10/2015	12/04/2016	Industrial
86	Office Building	City of York	11.00	18/08/2014	07/09/2015	Offices/Commercial

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
87	144 Houses	East Riding of Yorkshire	10.80	02/09/2015	29/09/2016	Housing
88	Distribution Centre	East Riding of Yorkshire	10.80	13/08/2014	08/04/2015	Industrial

## **Appendix E. Omitted Glenigan projects and corresponding local authorities**

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
1	Hotel	Harrogate, North Yorkshire	100.00	-	-	Hotel & Leisure
2	105 Houses	Scarborough, North Yorkshire	10.00	-	-	Housing
3	3 Industrial/Office/Warehouse Units (Extension)	Hambleton, North Yorkshire	7.30	-	-	Industrial
4	3 Industrial/Office/Warehouse Units (Extension)	Hambleton, North Yorkshire	7.30	-	-	Industrial
5	Storage & Distribution Facility	Hambleton, North Yorkshire	5.90	-	-	Industrial
6	Storage & Distribution Facility	Hambleton, North Yorkshire	5.90	-	-	Industrial
7	87 Houses	East Riding of Yorkshire	5.60	-	-	Housing
8	61 Houses	East Riding of Yorkshire	4.00	-	-	Housing
9	Commercial Development	East Riding of Yorkshire	3.90	-	-	Retail
10	54 Houses	Craven, North Yorkshire	3.50	-	-	Housing
11	40 Houses	East Riding of Yorkshire	2.70	-	-	Housing
12	Agricultural Buildings and Farm House	East Riding of Yorkshire	2.40	-	-	Industrial
13	Agricultural Buildings and Farm House	East Riding of Yorkshire	2.40	-	-	Industrial
14	29 Houses	Craven, North Yorkshire	2.18	-	-	Housing
15	33 Holiday Lodges/1 Managers Flat/Caravan Pitches (New/Extension)	East Riding of Yorkshire	2.10	-	-	Housing
16	33 Holiday Lodges/1 Managers Flat/Caravan Pitches (New/Extension)	East Riding of Yorkshire	2.10	-	-	Housing
17	30 Houses	East Riding of Yorkshire	2.00	-	-	Housing
18	28 Houses	Craven, North Yorkshire	1.90	-	-	Housing
19	School	Harrogate, North Yorkshire	1.90	-	-	Education
20	25 Houses	East Riding of Yorkshire	1.70	-	-	Housing

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
21	27 Flats & 4 Houses	East Riding of Yorkshire	1.70	-	-	Housing
22	27 Flats & 4 Houses	East Riding of Yorkshire	1.70	-	-	Housing
23	12 Houses & 6 Flats	Ryedale, North Yorkshire	1.30	-	-	Housing
24	18 Houses	Richmondshire, North Yorkshire	1.30	-	-	Housing
25	Factory Unit	Craven, North Yorkshire	1.20	-	-	Industrial
26	Bowling Club Building	Hambleton, North Yorkshire	1.20	-	-	Hotel & Leisure
27	Factory Unit	Craven, North Yorkshire	1.20	-	-	Industrial
28	University (Extension)	City of York	1.20	-	-	Education
29	Bowling Club Building	Hambleton, North Yorkshire	1.20	-	-	Hotel & Leisure
30	15 Houses	Craven, North Yorkshire	1.10	-	-	Housing
31	Supermarket (Extension)	Scarborough, North Yorkshire	1.00	-	-	Retail
32	Restaurant & Workshop/Office	City of York	1.00	-	-	Hotel & Leisure
33	13 Houses	East Riding of Yorkshire	0.92	-	-	Housing
34	11 Houses	East Riding of Yorkshire	0.85	-	-	Housing
35	10 Houses	East Riding of Yorkshire	0.75	-	-	Housing
36	10 Houses	Ryedale, North Yorkshire	0.75	-	-	Housing
37	10 Houses	East Riding of Yorkshire	0.75	-	-	Housing
38	14 Flats	Selby, North Yorkshire	0.70	-	-	Housing
39	Traveller/Gypsy Caravan Pitches	Selby, North Yorkshire	0.68	-	-	Hotel & Leisure
40	Club House	City of York	0.68	-	-	Hotel & Leisure
41	Sports Club (Extension)	East Riding of Yorkshire	0.59	-	-	Hotel & Leisure
42	Onshore Gas Terminal Development	East Riding of Yorkshire	0.50	-	-	Civil Engineering (Utilities)

Number	Description	Local Authority	Value (£m)	Start Date	End Date	Project Type
43	Sheltered Residential Care Home	East Riding of Yorkshire	0.50	-	-	Medical & Scientific
44	Sheltered Residential Care Home	East Riding of Yorkshire	0.50	-	-	Medical & Scientific
45	Village Hall	Scarborough, North Yorkshire	0.48	-	-	Community & Amenity
46	19 Luxury Houses & 9 Houses	Selby, North Yorkshire	0.46	-	-	Housing
47	Grammar School Classroom Block (Extension)	Craven, North Yorkshire	0.39	-	-	Education
48	Grammar School Classroom Block (Extension)	Craven, North Yorkshire	0.39	-	-	Education
49	Consultant Consortia Framework	Hambleton, North Yorkshire	24.00	01/04/2015	01/04/2018	Consultancy (Medical & Scientific)

## Appendix F. Construction labour demand per occupation

Occupation	Total construction labour demand arising from the development spend in the LEP		
	Average workforce during year of peak	Peak workforce	Time of peak
Senior, executive, and business process managers	1,450	1,750	Feb-16
Construction project managers	450	550	Feb-16
Other construction process managers	1,850	2,150	Feb-16
Non-construction professional, technical, IT, and other office-based staff (excl. managers)	3,250	3,900	Feb-16
Construction trades supervisors	650	750	Feb-16
Wood trades and interior fit-out	3,050	3,400	May-16
Bricklayers	600	850	Jan-16
Building envelope specialists	1,050	1,400	Feb-16
Painters and decorators	1,000	1,200	Jul-16
Plasterers and dry liners	500	650	May-16
Roofers	400	600	Mar-16
Floorers	250	350	Jul-16
Glaziers	250	400	Apr-16
Specialist building operatives not elsewhere classified (nec*)	700	800	Feb-16
Scaffolders	400	400	Jul-16
Plant operatives	600	700	Feb-16
Plant mechanics/fitters	450	450	Feb-16
Steel erectors/structural	250	450	Dec-15
Labourers nec*	1,700	2,100	Feb-16

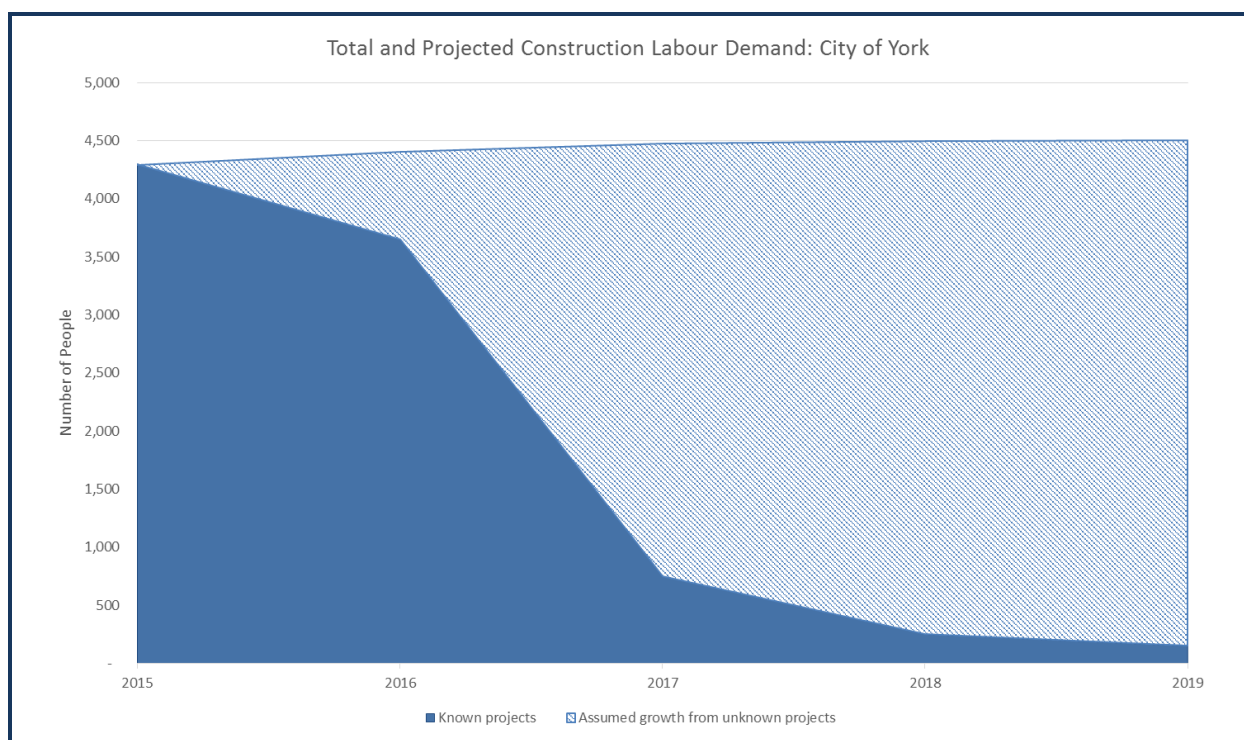


Occupation	Total construction labour demand arising from the development spend in the LEP		
	Average workforce during year of peak	Peak workforce	Time of peak
Electrical trades and installation	1,350	1,700	May-16
Plumbing and heating, ventilation, and air conditioning trades	1,300	1,750	Apr-16
Logistics	300	350	Feb-16
Civil engineering operatives not elsewhere classified (nec*)	450	550	Nov-15
Non-construction operatives	800	950	Mar-16
Civil engineers	1,050	1,150	Feb-16
Other construction professionals and technical staff	1,800	2,050	Feb-16
Architects	300	400	Feb-16
Surveyors	700	850	Mar-16
<b>Total</b>	<b>1,450</b>	<b>1,750</b>	<b>Feb-16</b>

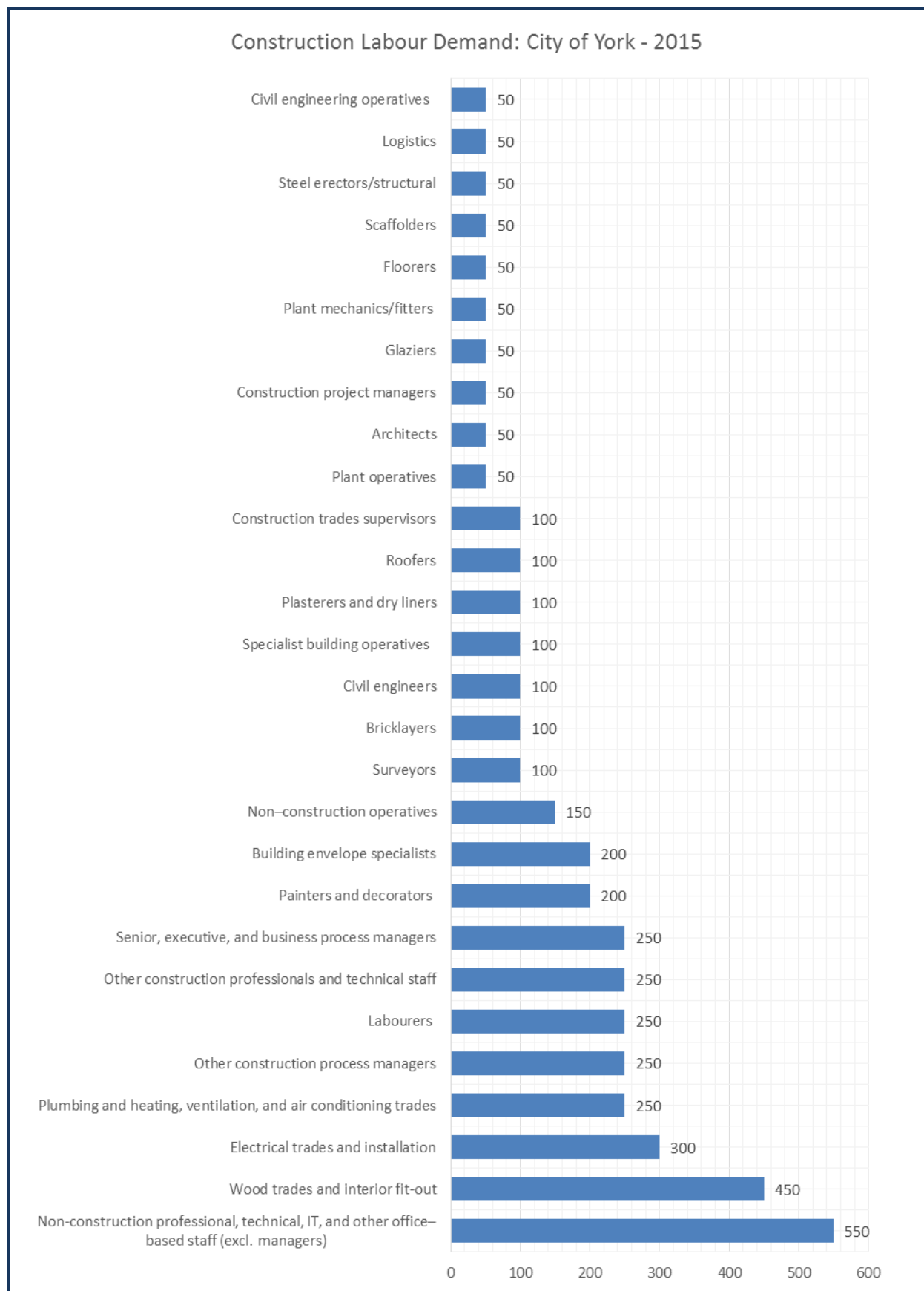
## Appendix G. Construction labour demand per local authority in the LEP

### G.1. City of York

This section contains a forecast of labour demand for all of the projects in the Glenigan database for the City of York area. Appendix Figure G.1-1 shows the demand from known projects with a projection superimposed for as yet undefined projects. Appendix Figure G.1-2 details the split of the labour demand by 28 occupational groups at the year of the peak (2015).



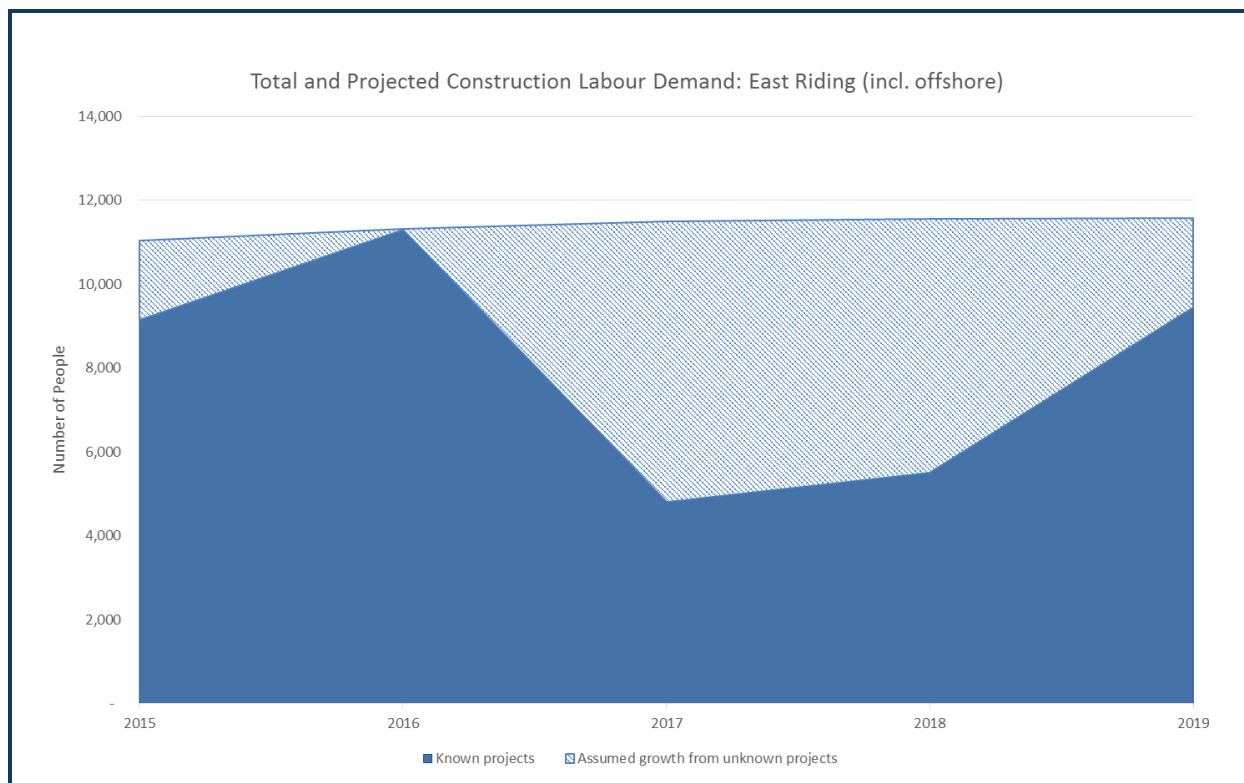
Appendix Figure G.1-1: Total and projected labour demand for the City of York



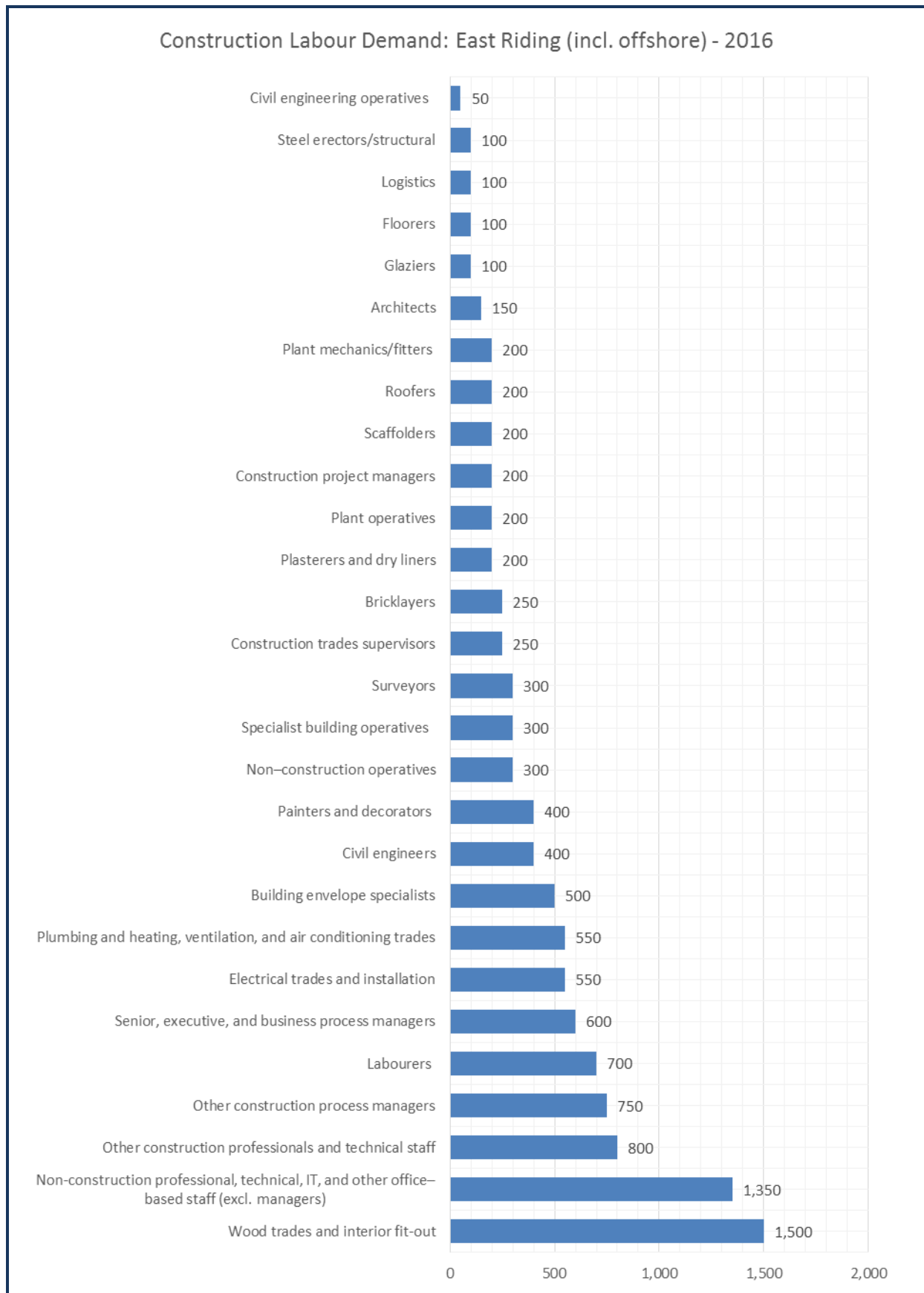
Appendix Figure G.1-2: Labour demand for the City of York by occupation

## G.2. East Riding of Yorkshire

This section contains a forecast of labour demand for all of the projects in the Glenigan database for the East Riding of Yorkshire area. Appendix Figure G.2-1 shows the demand from known projects with a projection superimposed for as yet undefined projects. Appendix Figure G.2-2 details the split of the labour demand by 28 occupational groups at the year of the peak (2016).



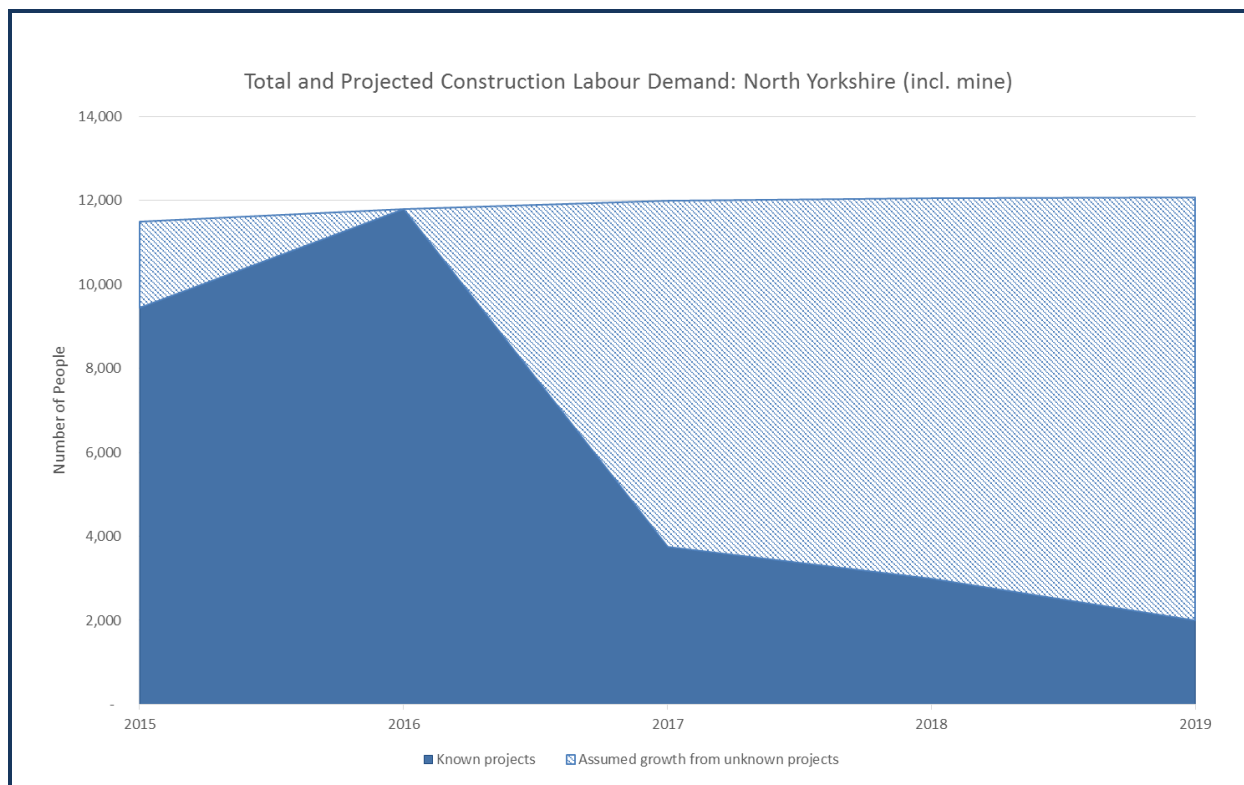
Appendix Figure G.2-1: Total and projected labour demand in the East Riding of Yorkshire



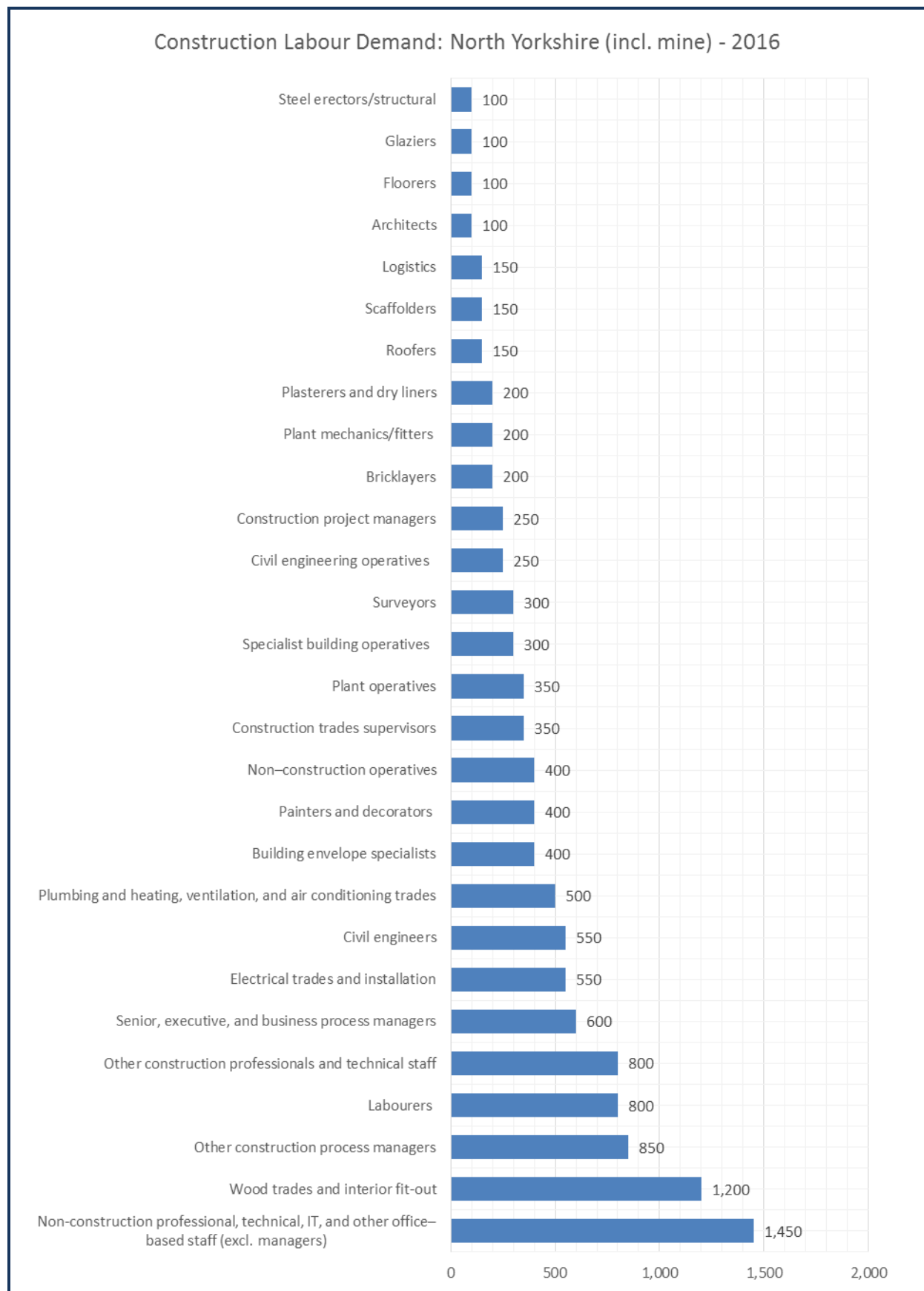
Appendix Figure G.2-2: Labour demand for the East Riding of Yorkshire by occupation

## G.3. North Yorkshire

This section contains a forecast of labour demand for all of the projects in the Glenigan database for the North Yorkshire area. Appendix Figure G.3-1 shows the demand from known projects with a projection superimposed for as yet undefined projects. Appendix Figure G.3-2 details the split of the labour demand by 28 occupational groups at the year of the peak (2016).



*Appendix Figure G.3-1: Total and projected labour demand for North Yorkshire*



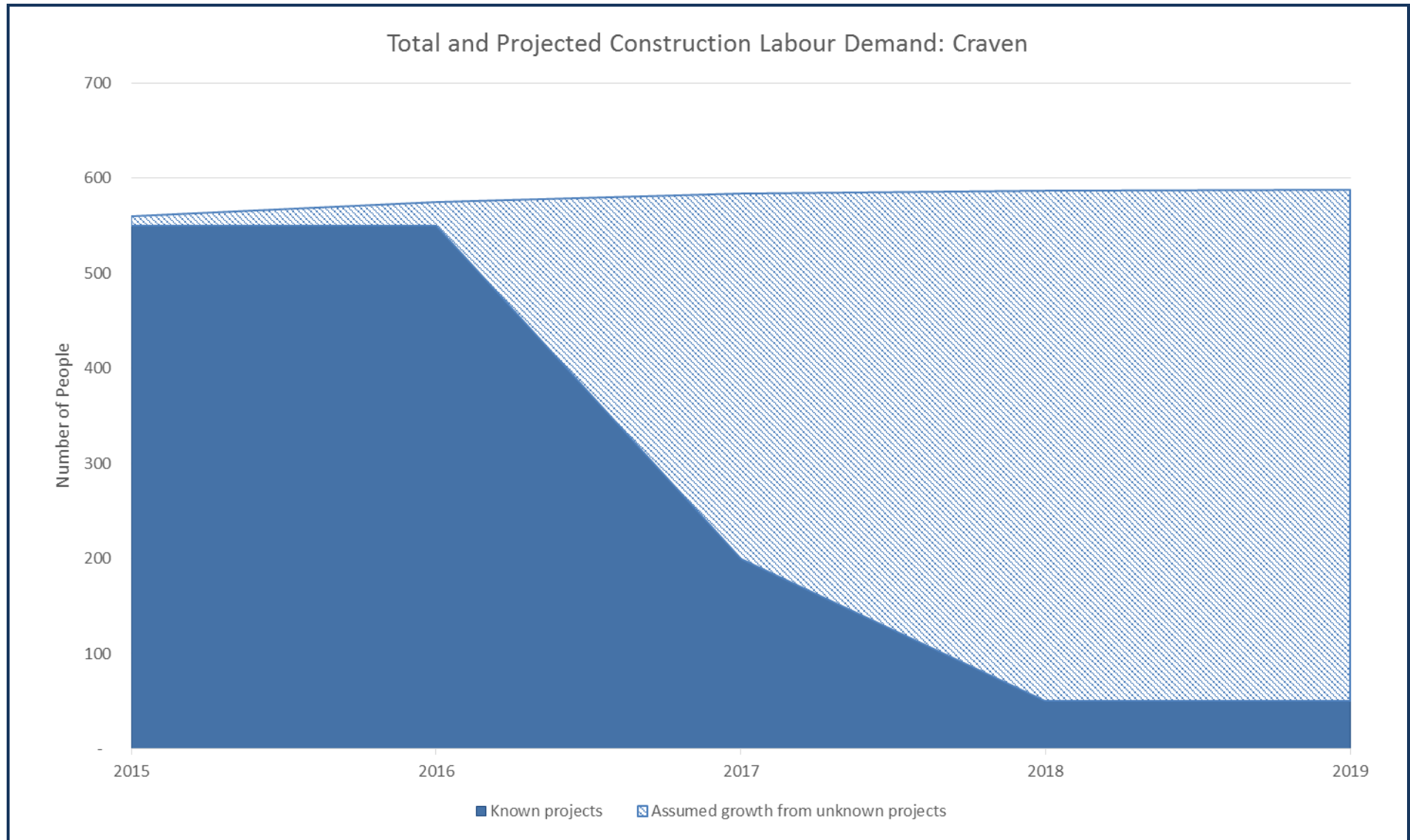
Appendix Figure G.3-2: Labour demand for North Yorkshire by occupation

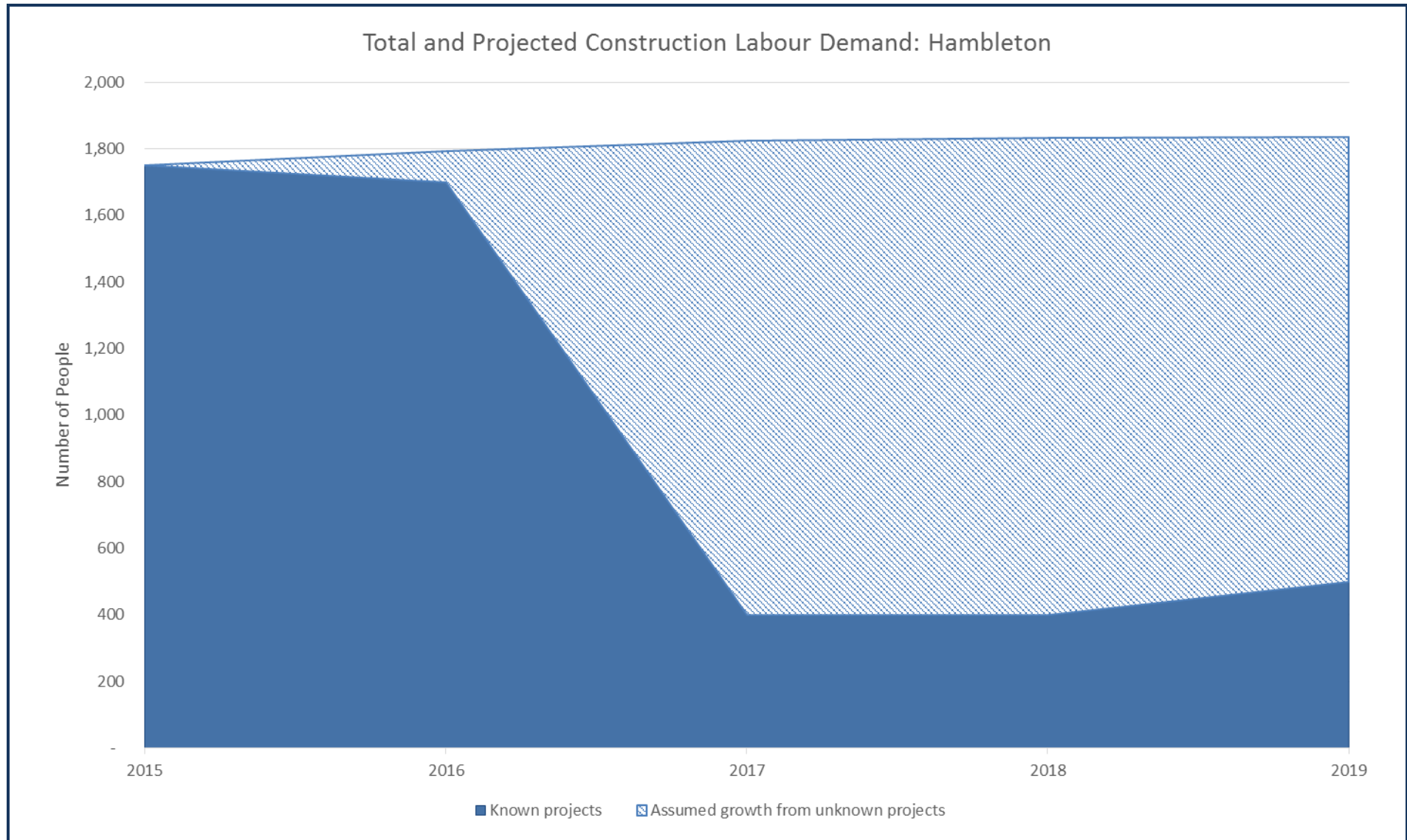
North Yorkshire is composed of seven areas. Detailed demand forecasts for each area are presented in Appendix G the remainder of the appendix. Appendix Table G.3 1 shows the breakdown by district of the labour demand, including the peak and timing of that peak. Over half of the labour demand is in Harrogate or Scarborough. It should be noted that two scenarios have been presented for Scarborough. One of these excludes the potash mine and the other overlays the potash mine on top of the projected workforce without the mine.

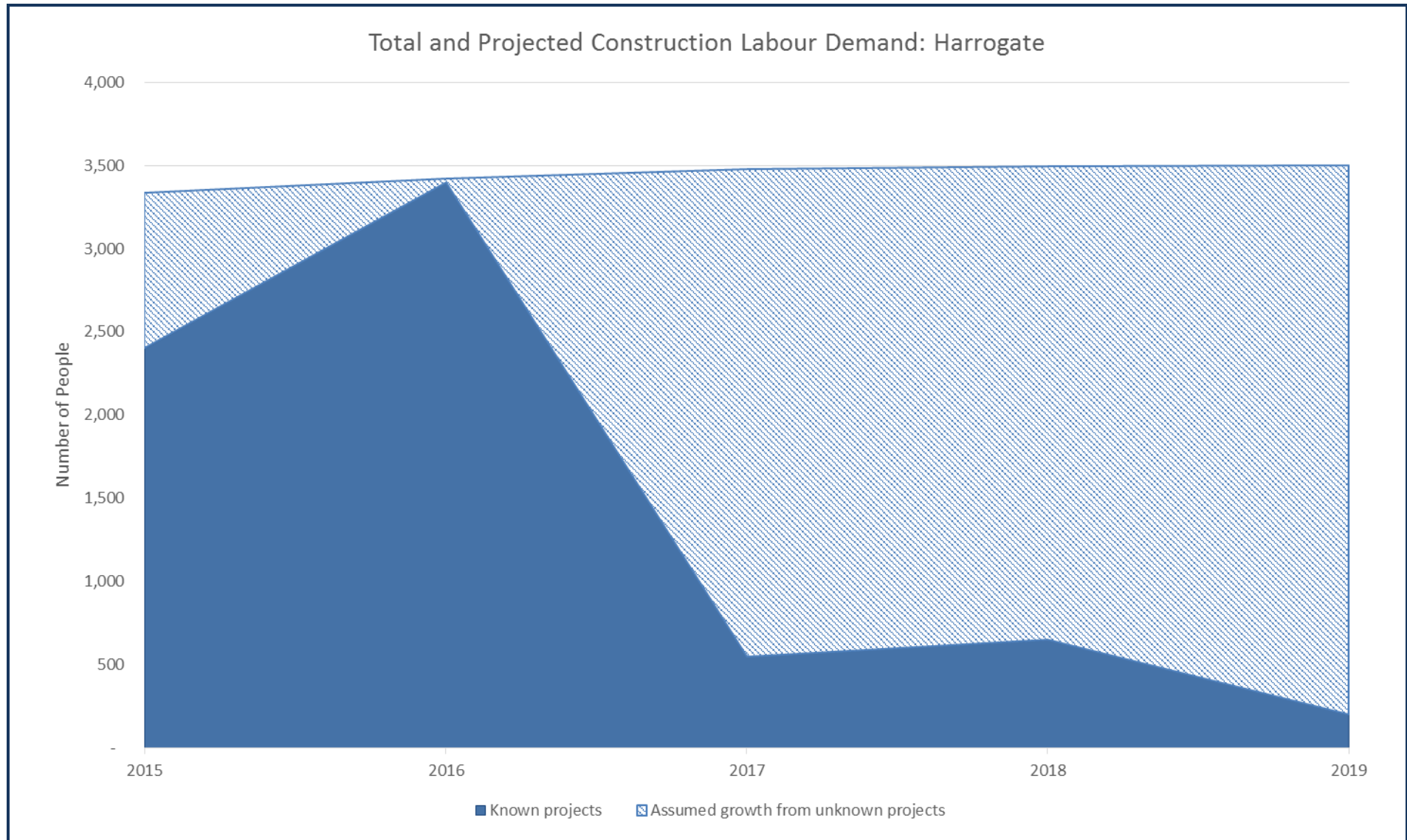
*Appendix Table G.3-1: Comparison of labour demand in the Local authorities of North Yorkshire*

District authority	Total Person-Years 2006-2029	Person-Years 2015-2019	% of total demand in 2015-2019	Average workforce during year of peak
Craven	1,900	1,400	73.7%	550
Hambleton	9,600	4,750	49.5%	1,750
Harrogate	8,850	7,200	81.4%	3,400
Richmondshire	5,150	4,400	85.4%	2,150
Ryedale	3,950	3,050	77.2%	1,400
Scarborough	8,400	7,150	85.1%	1,650
Selby	2,800	2,000	71.4%	900
<b>Total</b>	<b>40,700</b>	<b>30,000</b>	<b>73.7%</b>	<b>11,800</b>

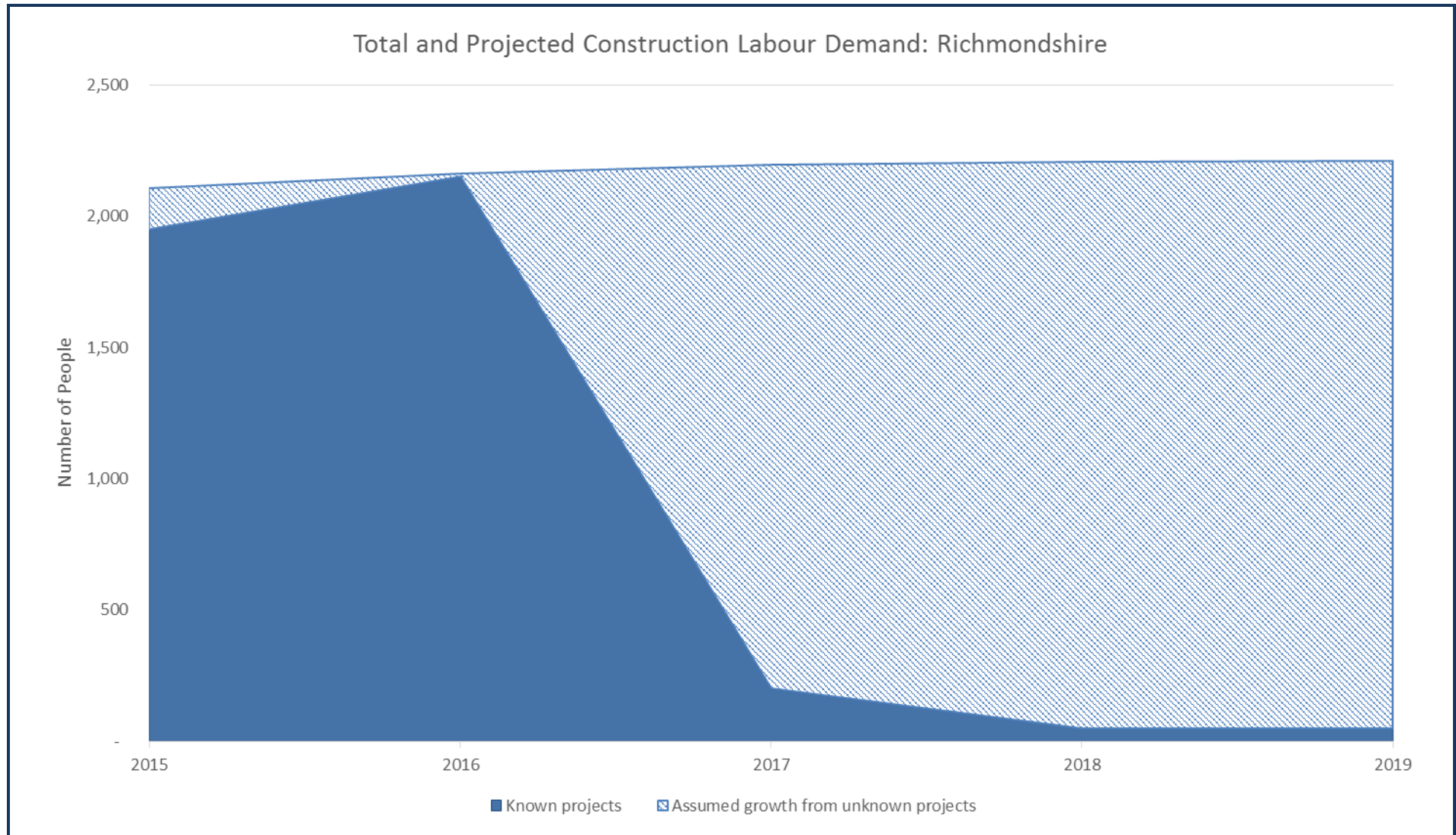


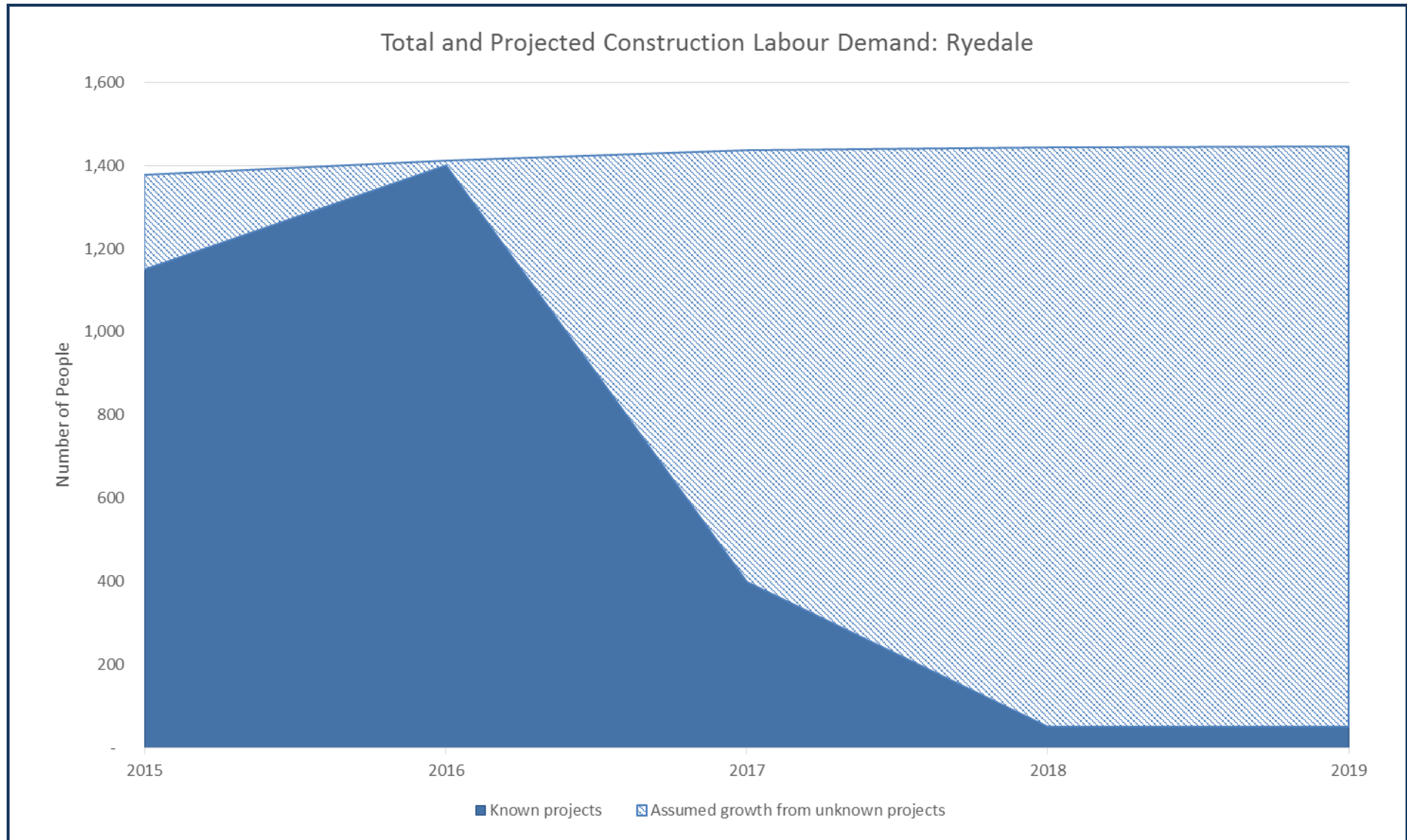


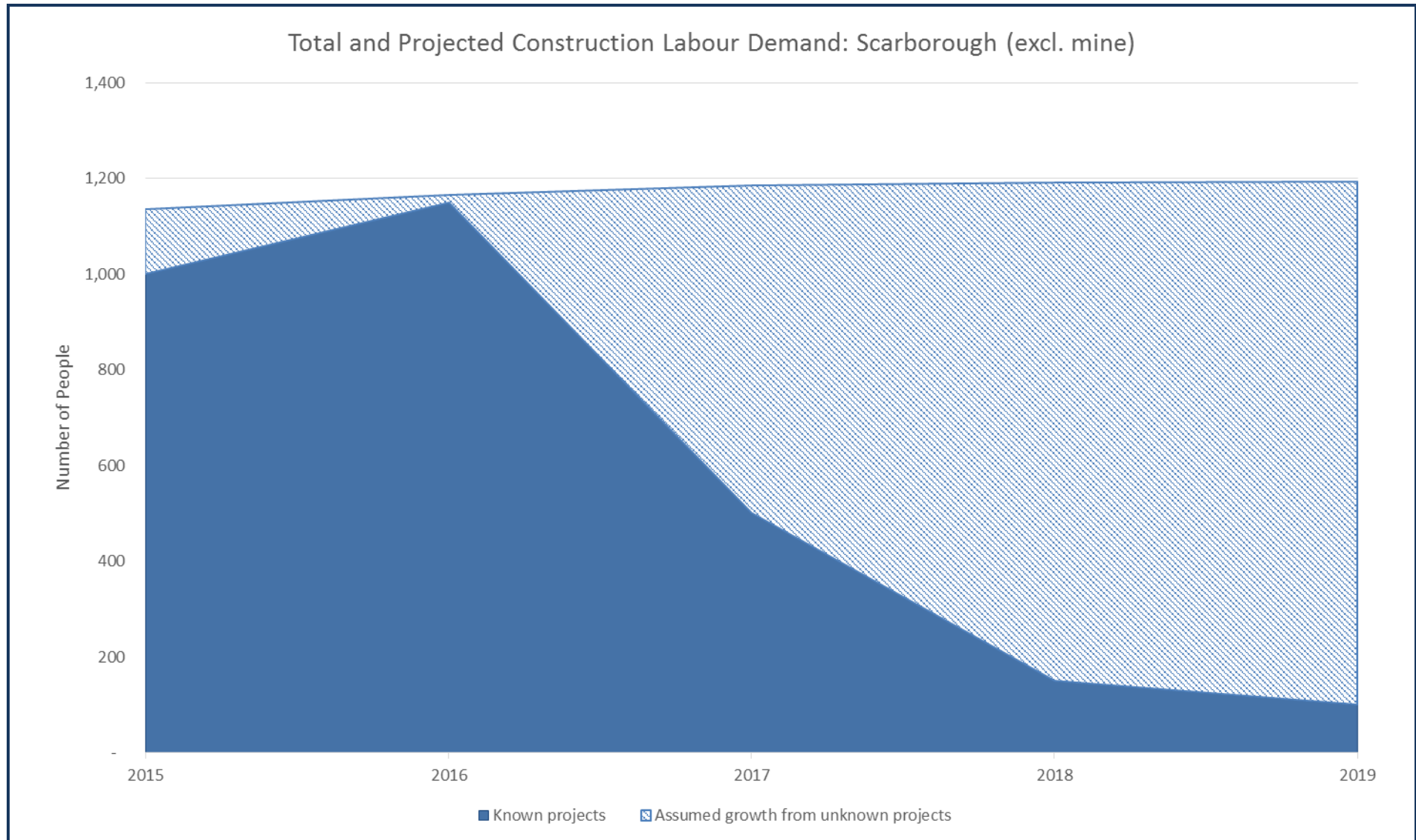






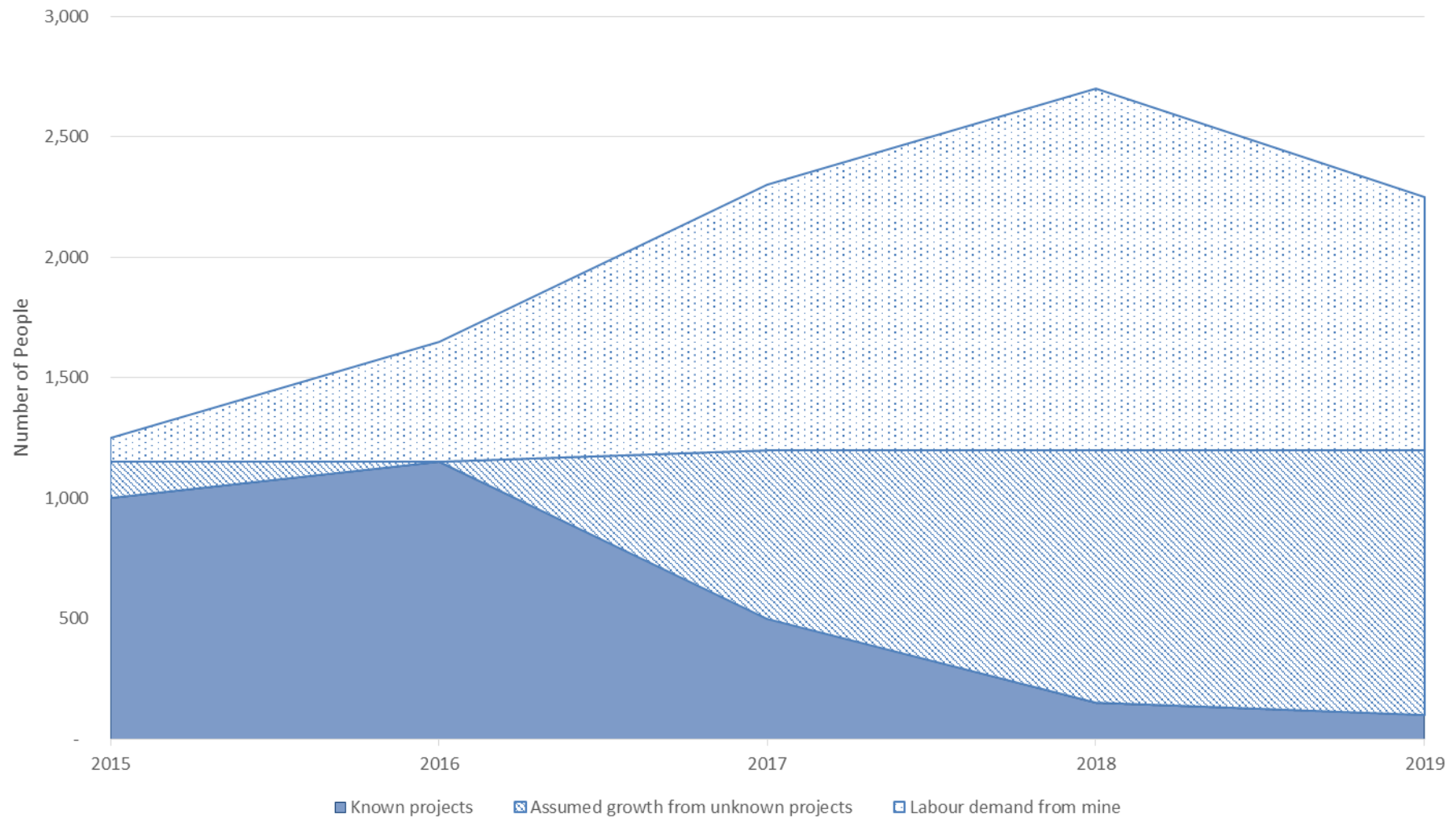


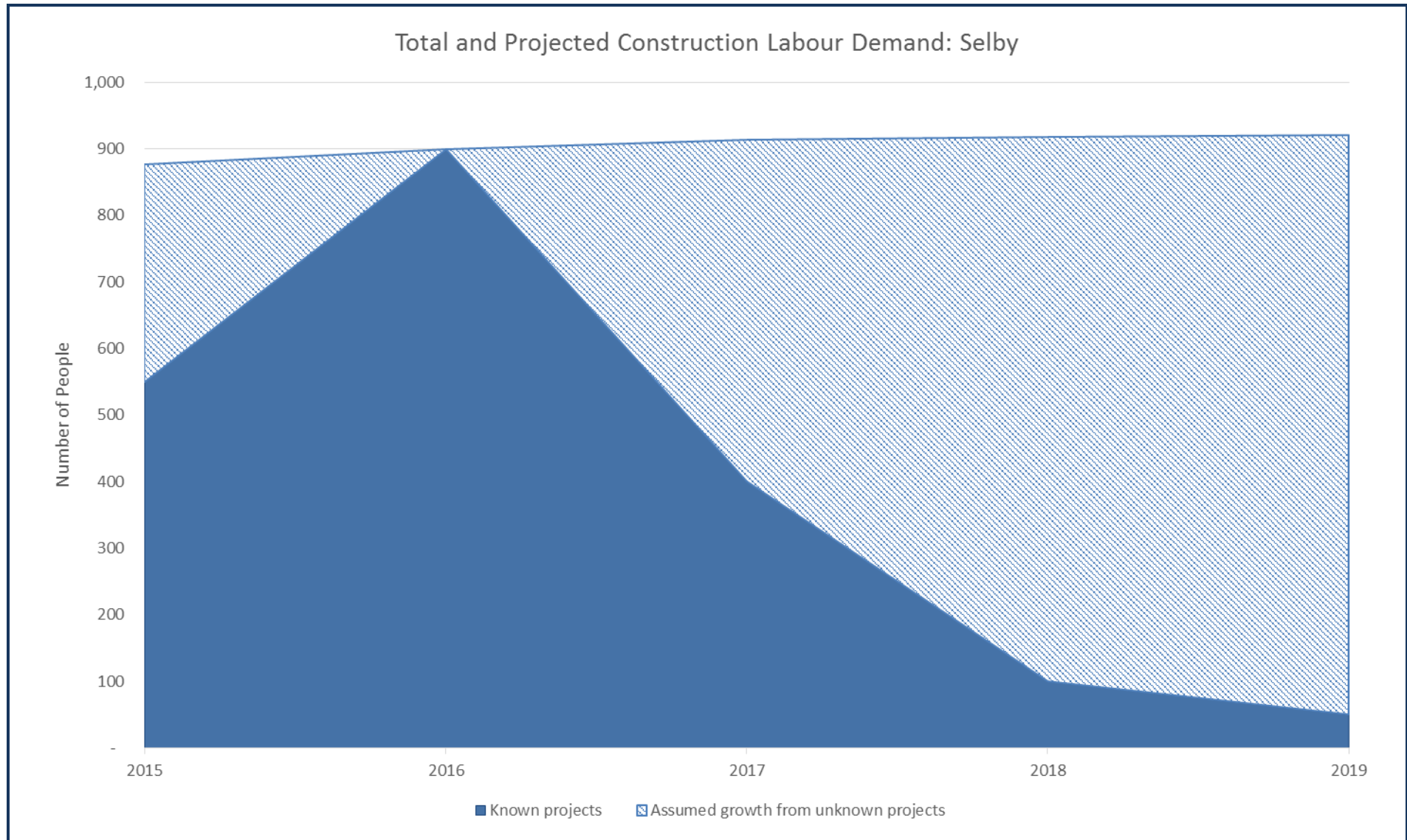






Total and Projected Construction Labour Demand: Scarborough - Mine Scenario







## Appendix H. Existing qualifications

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Askham Bryan College	Highways Maintenance Construction Excavation Advanced Apprenticeship Level 3 Plant Maintenance - Intermediate and Advanced Apprenticeship Levels 2/3	Level 2 Diploma in Construction Plant Maintenance	-	Introduction to Dry St1 Walling Lantra Awards Abrasive Wheels
Craven College	Brickwork Intermediate and Advanced Level 2/3 Carpentry & Joinery Intermediate and Advanced Level 2/3 Construction Maintenance Operations Intermediate Level 2 Painting & Decorating Intermediate and Advanced Level 2/3 Light/Heavy Vehicle Maintenance Intermediate and Advanced Level 2/3 Plastering Intermediate and Advanced Level 2/3	Career Intro Construction practical skills in bricklaying, carpentry and joinery, plastering, painting and decorating, Multi Skills Level 1 Bricklaying Level 1 Painting & Decorating Level 1 Carpentry & Joinery Level 1 Career Intro Construction Multi-skills Level 1 Diploma Bricklaying Level 1, 2 and 3 Diploma Plastering Level 1, 2 and 3 Diploma Painting & Decorating Level 1, 2 and 3 Diploma Carpentry & Joinery Level 1, 2 and 3 Diploma		

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
East Riding College	Brickwork - Intermediate and advanced Level 2/3 General Construction Operations - Intermediate Level 2 Plastering - Intermediate Level 2 Multi Trade Repair and Maintenance - Intermediate Level 2 Construction, Wood - Intermediate and advanced Level 2/3 16-23 year-olds Traineeship in Construction	Diploma Level 1 Diploma in Basic Construction Level 1 Diploma in Basic Construction - Electrical Installations Level 1 Diploma in Basic Construction - Plumbing Level 1 Diploma in Bricklaying Level 1 Diploma in Plastering Level 3 Diploma in Bricklaying Level 2 Diploma in Bricklaying Level 2 Diploma in Building Maintenance, Multi-trade Repair and Refurbishment Operations Level 2 Diploma in Construction Operations Level 2 Diploma in Plastering Level 2 Intermediate Apprenticeship in Multi Trade Repair and Maintenance Level 1 Diploma in Carpentry and Joinery Level 2 Diploma in Site Carpentry Level 3 Diploma in Site Carpentry Part time Abrasive Wheels Package inc.COSHH Construction Skills Certification Scheme Training Control of Substances Hazardous to Health (COSHH) Level 4 BTEC Higher National	Higher Education Level 4 BTEC Higher National Certificate in Construction	Bricklaying for Beginners (8 Weeks) certificate of completion Joinery for Beginners (8 Weeks) certificate of completion Plastering for Beginners (8 Weeks) certificate of completion St1 carving for Starters for Beginners (8 Weeks) certificate of completion St1masonry for Beginners (8 Weeks) certificate of completion Woodcarving for Beginners (8 Weeks) certificate of completion

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
		Certificate in Construction Level 1 Award in Basic Construction Level 1 Award in Construction Skills (including CSCS test) Level 1 Award in Health and Safety in the Construction Environment Level 1 Certificate in Building Crafts Construction Level 3 Diploma in Wood Occupations Level 3 NEBOSH Construction Certificate Health and Safety (unit NCC1 and NCC2 only) Level 2 Award in Principles of Carbon Management Level 2 Diploma in Wood Occupations NVQ Level 2 Diploma in Innovative/Modern Methods in Construction Working at Height Inc. Ladder Safety Level 2 NVQ Diploma in Bricklaying NVQ Level 3 Brickwork		

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Heritage Craft Alliance	<p>L2 Traineeships 16-23 year-olds, 5 months</p> <p>Gain experience and accredited qualifications in traditional masonry, brickwork, wood occupations and lime mortars.</p> <p>Apprenticeships</p> <p>Level 3 Traditional Craft</p> <p>Apprenticeships specialising in masonry and wood occupations</p> <p>On Site Assessment &amp; Training (OSAT)</p> <p>NVQ Diplomas Levels 2, 3 and 6 and 4</p> <p>Also L3 Understanding Repair and Maintenance through CITB</p> <p>Other Awarding bodies quals: (Ascentis) - L2 Award in Heritage Construction</p>	<p>(ONE Awards) -</p> <p>NOCN Level 3 Diploma in Underpinning Knowledge for Heritage Skills (Construction): Traditional Craft Masonry (QCF)</p> <p>NOCN Level 2 Award in Heritage Conservation and Restoration of Britain's Canals and Waterways (QCF)</p> <p>NOCN Level 2 NVQ Diploma in Heritage Conservation and Restoration of Britain's Canals and Waterways (QCF)</p> <p>NOCN Level 3 NVQ Diploma in Heritage Skills (Construction) (QCF)</p>		

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Hull College		Part time courses:- Electrical Installation • C&G 2394 Initial Verification Inspection & Testing • C&G 2395 Initial Verification Inspection & Testing • C&G 2396 Level 4 Electrical Design • C&G 2382 Level 3 Award in Requirements for Electrical • Installation BS7671:June 2008 (2011) (QCF) Full Time Diploma in Brickwork Level 1, 2 and 3 Diploma in Electrical Installation (7202-01) Level 1 and 2 Diploma in Painting and Decorating Level 1, 2 and 3 Diploma in Plastering Level 1 and 2 Diploma in Plumbing & Heating (over 19) Level 2 and 3 Diploma in Plumbing & Heating (under19) Level 2 and 3 Diploma in Electrical Installations (2365-03) Level 3 Diploma in Engineering Level 3 Extend Diploma in Construction Level 3 Subsidiary Diploma in Construction Level 3 Carpentry & Joinery Level 1 Carpentry & Joinery Site Level 2	HNC/D General Engineering  BEng (Hons) Engineering Technology (Top Up)  HNC/HND Diploma Construction & the Built Environment BSc (Hons) Construction Management (Top Up) FdA Express Logistics Management	14-16 Specialism Trade Pathway - Construction

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
		and 3 Carpentry & Joinery Bench Level 2 and 3 Plumbing (for school leavers) Level 1 Certificate in Engineering Level 1 Performing Engineering Operations Welding Level 1 Diploma in Fabrication and Welding Engineering Level 2 VRQ Engineering Technology Level 2 Advanced Diploma in Fabrication and Welding Level 3		
HACS Construction		NVQ Level 2 Plant Operators NVQ Level 3/4 Occupational Health and Safety QCF NVQ Level 3 Construction Site Supervisors QCF NVQ Level 4 Construction Site Management		Site Safety Plus Mobile Tower Erector and Dismantle Prefabricated Access Suppliers' and Manufacturers' Association Training

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Harrogate College	Brickwork Level Apprenticeships 1/2/3 Brickwork Level 3 CSKILLS Level 1/2/3 QCF in Bricklaying Carpentry & Joinery – Level 1 Construction Diploma Bench Joinery Level Apprenticeships 2/3 Bench Joinery Level 2/3 Diploma Electrical Installation Buildings and Structures L3 NVQ Diploma Site Carpentry Level 2/3 Building Maintenance, Multi Trade Repair and Refurbishment Operations Construction (QCF) Level 3 Supervision and a Level 4/5 HNC/HND		HNC/HND Diploma Construction & The Build Environment BTEC 4/5	14+ Skills Academy Construction & The Build Environment BTEC Level1 / Level 2 Trade and Craft (3D-Design) 1 GCSE A*-C

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
The Grimsby Institute	Level 2 Intermediate Apprenticeship in Brickwork Level 2 Intermediate Apprenticeship in Carpentry and Joinery Level 2 Intermediate Apprenticeship in Plumbing and Heating Level 2 Intermediate Apprenticeship in Painting and Decorating Level 2 Intermediate Apprenticeship in Fabrication and Welding Level 2 Intermediate Apprenticeship in Electrical Engineering Level 2 Intermediate Apprenticeship in Light/ Heavy Vehicle Maintenance and Repair Principles Level 3 Advanced Apprenticeship in Plumbing Level 3 Advanced Apprenticeship in Electrical Installation Level 3 Advanced Apprenticeship in Carpentry and Joinery	16-19 Courses Brickwork Level 1, 2 and 3 Diploma Carpentry and Joinery Level 1, 2 and 3 Diploma Electrical Installation Level 1 and 2 Fabrication and Welding Level 1 and 2 Fabrication and Welding Level 3 Diploma Plastering Level 1 Painting and Decorating Level 1, 2 and 3 Diploma Plumbing Level 1 Construction / Civil Engineering and Building Services Level 3 Diploma Fabrication and Welding Level 1 Painting and Decorating Level 1, 2 CAA Level 2 Part-time course Diploma In Plumbing and Heating Carpentry and Joinery Level 2 and 3 Diploma	FdSc Refrigeration & Air Conditioning Engineering Air Conditioning Engineering HNC Electrical and Electronic Engineering HND Electrical and Electronic Engineering HNC Mechanical Engineering HND Mechanical Engineering HNC Operations Engineering HNC Construction and HND Construction HNC Civil Engineering	Plumbing <ul style="list-style-type: none"> <li>• HETAS H005 Direct Entry Mapped - Registered Biomass</li> <li>• HETAS H006 - Chimney Systems</li> <li>• HETAS H004 - Wet Installer</li> <li>• HETAS H003 - Dry Appliance Installer</li> <li>• HETAS H003 - Dry Appliance Installer Refresher - Option 1</li> <li>• HETAS H003 - Dry Appliance Installer Refresher - Option 2</li> <li>• HETAS H003 and H004 - Dry and Wet Installer</li> <li>• Domestic Natural Gas - ACS Re-Assessment</li> <li>• Domestic Natural Gas - ACS Industrial Updating and/or Re-ass...</li> <li>• Domestic Natural Gas - ACS Initial Assessment Only</li> <li>• Domestic Natural Gas - ACS Initial Training and Assessment</li> <li>• Domestic LP Gas Changeover - CONGLP1 Re-Assessment</li> <li>• Essential Electrics for Plumbers</li> <li>• Domestic Unvented Hot Water Storage Certificate</li> <li>• Domestic Unvented Hot Water Storage - Re-assessment</li> <li>• Energy Efficiency - Part L</li> <li>• Legi11la Disinfection</li> <li>• Legi11la Risk Assessment</li> <li>• OFTEC Oil Package</li> <li>• OFTEC Oil - 101</li> </ul>



Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
				<ul style="list-style-type: none"><li>• OFTEC Oil - 105e</li><li>• OFTEC Oil - 600a</li><li>• Domestic Solar Hot Water Installer</li><li>• Combination and High Efficiency Boilers Fault Finding</li><li>• HETAS H001 - Introduction to Solid Fuel</li><li>• HETAS H002 - Solid Fuel Regulations and Standards</li><li>• Domestic LPG Gas Changeover - CONGLP1</li></ul>

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Selby	Brickwork Intermediate Level 2 Carpentry & Joinery Intermediate Level 2 Advanced Apprenticeship in Engineering Intermediate and Advanced Level 2 /3	Access to Building Services Level 1 Certificate of Completion and Level BTEC 2 Diploma Basic Construction Skills Level 1 Diploma Bricklaying Level 2 Diploma Site Joinery NVQ Level 2, 3 Construction and The Built Environment BTEC Level 3 Electrical Engineering Level 1 Certificate of Completion Electrical & Electronic Engineering Level 2 Mechanical Engineering Level 1 Certificate of Completion Mechanical Engineering Level 2 Diploma Engineering (Mechanical Engineering extended) BTEC Level 3 Mechanical Engineering BTEC Level 3 Engineering Design and Product Development BTEC Level 3 Part-time Courses City & Guilds AutoCAD Level 2/3 City & Guilds AutoCAD 3D Level 3 City & Guilds CAD Parametric Modelling 2 /3 Welding (NVQ) 2 Electrical Engineering (NVQ) 2 Mechanical Engineering Workshop 2 BTEC National Extended Certificate	Higher National Certificate and Diploma (HNC/HND) in General Engineering	

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
		3		

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Super Skills		Basic 1, 2 and 5 day Course on Bricklaying CITB Level 1 Certificate In Bricklaying. NVQ Level 2 Bricklaying On Site Assessment and Training NVQ Level 3 Bricklaying Assessment CITB Level 1 Award in Carpentry & Joinery NVQ Level 2 Carpentry On Site Assessment and Training NVQ Level 3 Carpentry Assessment Dryling Level 2 On Site Assessment and Training CITB Level 1 Award in Painting & Decorating NVQ Level 2 Painting & Decorating On Site Assessment and Training NVQ Level 3 Painting & Decorating Assessment CITB Level 1 Award In Plastering. NVQ Level 2 Plastering On Site Assessment and Training NVQ Level 3 Plastering Assessment CITB Level 1 Certificate In Wall and Floor Tiling NVQ Level 2 Tiling Assessment Wall and Floor Tiling NVQ Level 2 On Site Assessment and Training NVQ Level 3 Wall and Floor Tiling Assessment		

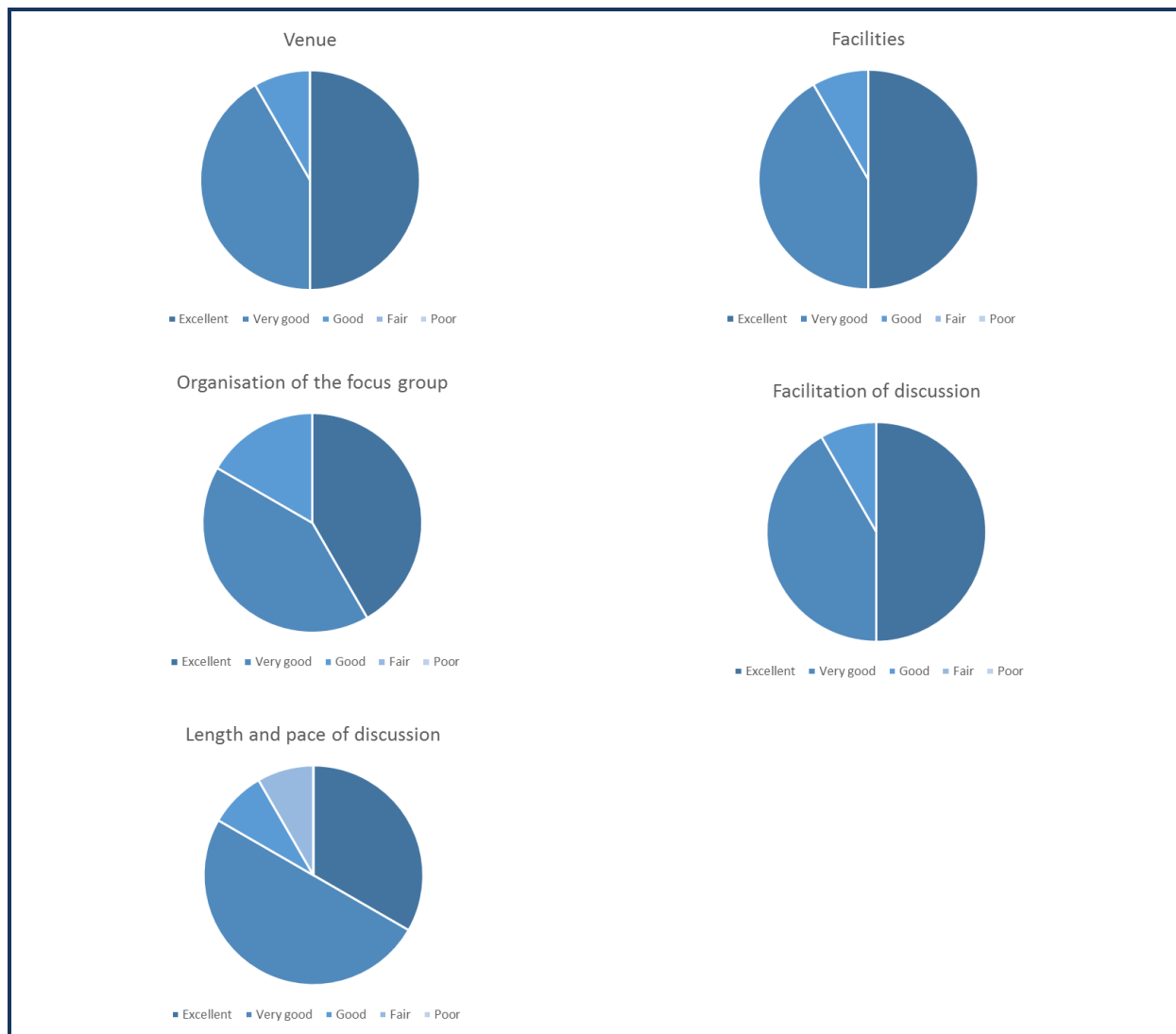
Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
Yorkshire Coast College	Brickwork - Intermediate and advanced Level 2/3 Electrotechnical – Intermediate Level 2 Joinery - Intermediate and advanced Level 2/3 Plumbing and Heating - Intermediate and advanced Level 2/3 Plastering Intermediate and advanced Level 2/3 16-18 Courses Introduction into Construction Level 1 Entry into Construction Level 3 Certificate		HNC/HND Mechanical Engineering HNC/HND Construction	
York College of Further and Higher Education	Building Maintenance, Multi Trade Repair and Refurbishment Operations Construction Intermediate L2 Electrotechnical Advanced L3 Painting and Decorating Intermediate and Advanced Apprenticeship Levels 2/3 Plastering Intermediate and Advanced Apprenticeship Levels 2/3 Plumbing Intermediate and Advanced Apprenticeship Levels 2/3 St1masonry Intermediate and Advanced Apprenticeship Levels 2/3	Bricklaying (St1mason's Route) Diploma Level 1 Construction and the Built Environment BTEC Diploma Level 1 Construction and the Built Environment (Construction, Design and Management) BTEC Extended Diploma Level 3 Decorative Occupations (Painting and Decorating) Diplomas Level 1, Level 2 Electrical Installation Diploma in Electrotechnical Studies (Electrician's course) Level 1/2 Electrical Installations (Buildings and Structures) Diploma Level 3 Plastering Occupations Diplomas	Construction & The Build Environment BTEC Level 4	Adult Learning Art School: St1 Carving BTEC Subsidiary Diploma Level 3 in Construction and the Built Environment City and Guilds Level 1 Certificate in Basic Construction Skills City and Guilds Level 1 Certificate in Furniture Making and Furnishings City and Guilds Level 2 Plumbing (Evenings)

Provider	Apprenticeships/Traineeships	Vocational Courses	Higher/Further Education	Other
	<p>Trowel Occupations Intermediate and Advanced Apprenticeship Levels 2/3</p> <p>Wood Occupations Intermediate and Advanced Apprenticeship Levels 2/3</p>	<p>Level 1, Level 2 and Level 3 Plumbing Diploma Level 1, 2 and 3</p> <p>Preparation for Employment in the Construction Industry Diploma Level 1</p> <p>Stonemasonry Diploma Level 2</p> <p>Trowel Occupations (Bricklaying) Diplomas Level 1, Level 2</p> <p>Wood Occupations (Carpentry and Joinery) Diplomas Level 1, Level 2 and Level 3</p>		

## Appendix I. Attendees at focus groups

Name	Organisation	Attended Focus Group 1	Attended Focus Group 2
Katie Abley	Scarborough Jobmatch	Yes	Yes
Kacie Peirson	Jobmatch UK	Yes	Yes
Martin Garbutt	Guy Bentley	Yes	Yes
John Long	CITB	Yes	Yes
Simon Featherstone	Scarborough Borough Council	Yes	Yes
Bronwen Dixon	Job Centre plus	Yes	No
Claire Simpson	Yorkshire Coast Homes	Yes	No
Bob Spedding	Yorkshire Coast Homes	Yes	Yes
Mike Curtis	CITB	Yes	No
Doug Forbes	Whole Life Consultants Ltd	Yes	Yes
Joanne Garrity	Scarborough Skills Village	Yes	Yes
Andrew Ramsey	Kebbell Homes	Yes	No
Neil Hall	Vulcan Windows	Yes	Yes
Nicola Bryne	Yorkshire Coast College	Yes	No
Colin Chaplin	CITB	Yes	No
Mat McAdams	4M Dry Wall	No	Yes

## Appendix J. Feedback from focus groups





## Appendix K. Analysis of Training Needs Assessments (TNAs)

### K.1. Introduction

As part of a wider piece of research, the Grimsby Institute Group, Groundwork and Yorkshire Coast College have been undertaking training needs assessments with local construction companies in the LEP area.

We have analysed and synthesised the outputs from this exercise. In total there were 71 TNAs provided by Yorkshire Coast College. These TNAs were completed in an interview situation by employers. The assessment sought to assess the employers' skills needs and workforce training and development.

The training needs assessments which have been undertaken have added another layer to the research in this report. The labour demand, supply and gap analysis has focussed at the occupational level. The TNAs have allowed additional insights to be gained into the specific skills that might be required for the industry and what training might be delivered. It has also explored the methods by which training might be delivered and the barriers to training.

The sample of respondents has not been tested for their representivity of the entire construction industry. Indeed, it is unlikely, given the large number and range of employers within the LEP that such a small sample would prove to be statistically representative.

### K.2. Assessment results

This section outlines the responses to the Training Needs Assessments question by question. Question numbers are shown in the headings. The questions in Part 1 covered details about the organisation such as name and contact details. A sample assessment questionnaire is shown in section K.4.

#### K.2.1. Q2a: Summary of assessments

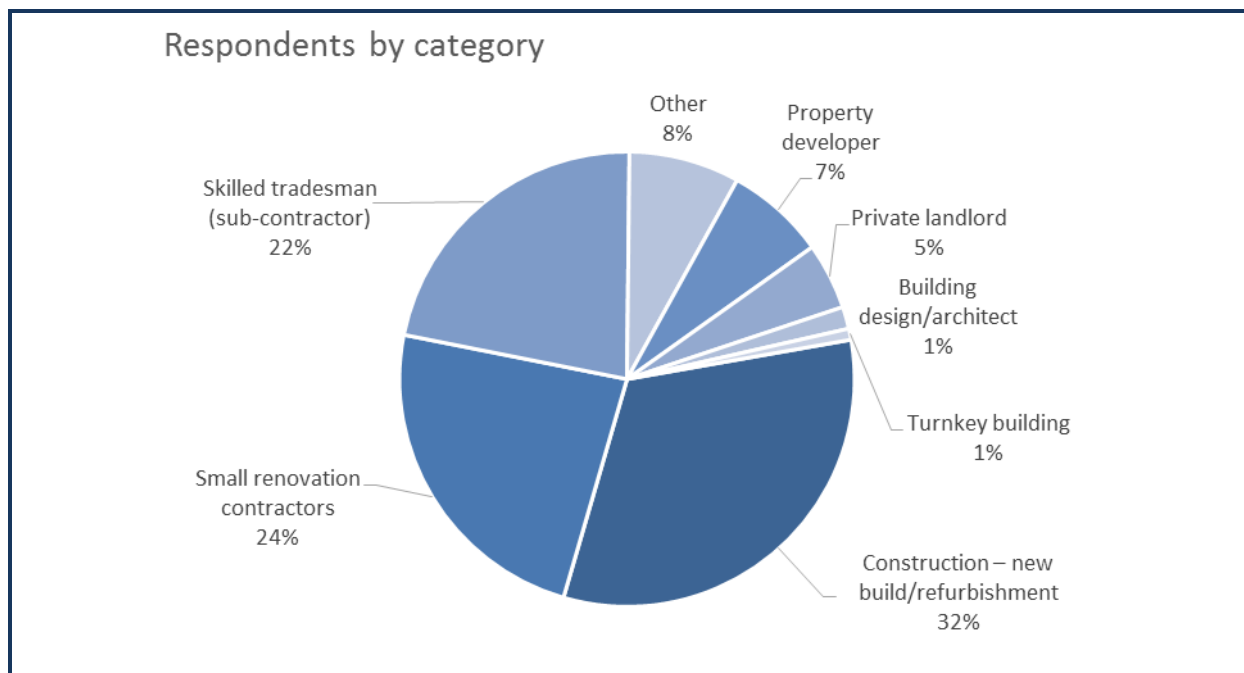
Appendix Table K.2.1-1 provides details of sizes of organisations that have completed an assessment. This is broken down by size of company. It can be seen that almost 80% were micro or small employers (i.e. less than 10 employees).

*Appendix Table K.2.1-1: Number of employees*

Number of employees	Responses	%
1 employee	23	33%
2 - 9 employees	31	45%
10 - 49 employees	12	17%
50 - 249 employees	3	4%
No answer	2	n/a
<b>Total</b>	<b>69</b>	<b>100%</b>

## K.2.2. Q2b: Business category

This question asked “Which of these categories best describes your business activity?” Eight options were offered and the number of assessments by each category is shown in Appendix Figure K.2.2-1. This shows that almost 80% of responses were from three groups: a) Construction – new build/refurbishment (32%); small renovation contractors (24%) and skilled tradesman (sub-contractors) (22%). One person did not respond to this question. There were 8% which defined their business category as “other”. These included manufacture of modular buildings; building and civil engineering; bespoke joinery and carpentry; plumbing; scaffolding; renewables; windows and doors, decorators; and glaziers.



Appendix Figure K.2.2-1: Respondents by category

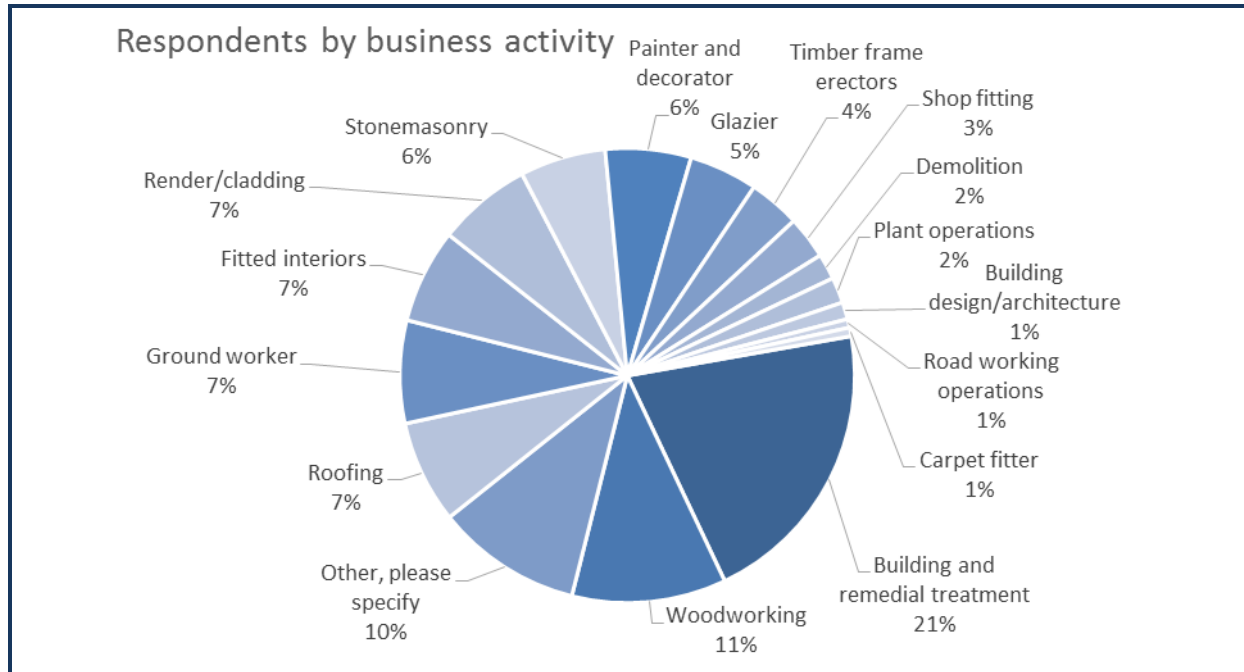
Some respondents indicated that their company was described by more than one category. Appendix Table K.2.2-1 shows the number of organisations who described themselves using multiple categories.

Appendix Table K.2.2-1: Number of categories per assessment

Number of categories per assessment	Responses	%
0	1	1%
1	41	58%
2	14	20%
3	8	11%
4	3	4%
5	2	3%
6	2	3%
<b>Total</b>	<b>71</b>	<b>100%</b>

## K.2.3. Q2c: Main business activity

This question asked “What is the main business activity of your organisation?” Seventeen options were offered and the number of assessments by each activity is shown in Appendix Figure K.2.3-1.



Appendix Figure K.2.3-1: Respondents by business activity

Some respondents indicate that their company was described by more than one category. Appendix Table K.2.3-1 shows the number of organisations who described themselves using multiple categories. There were 7% of respondents who are involved with 7 or more categories. From this table and the figure above around two thirds of respondents have only one, specialised, activity. This is consistent with the large proportion of small and micro employers in the sample.

Appendix Table K.2.3-1: Number of activities per assessment

Number of activities per assessment	Responses	%
0	2	3%
1	47	66%
2	2	3%
3	3	4%
4	4	6%
5	4	6%
6	4	6%
7 or more	5	7%
<b>Total</b>	<b>71</b>	<b>100%</b>

The “other” category accounted for 10% of respondents. These included damp and timber treatment; property maintenance; plumber; maintaining sea defences; scaffolding; plumbing and heating; repair and maintenance for rented properties; renewables; new build construction; home improvements; windows and doors; general builders; building contractors; and plastering.

## K.2.4. Q3a: Skills areas causing business problems

This question asked “In relation to [relevant skills area] are skills needs causing your business problems?” A set of 21 pre-defined skills areas were offered for response. Most assessments identified that there was more than one skill area which caused problems. Nearly one third have issues with more than four skills areas. Appendix Table K.2.4-1 shows the number skills areas which were identified in the assessments.

*Appendix Table K.2.4-1: Number of skills areas per assessment*

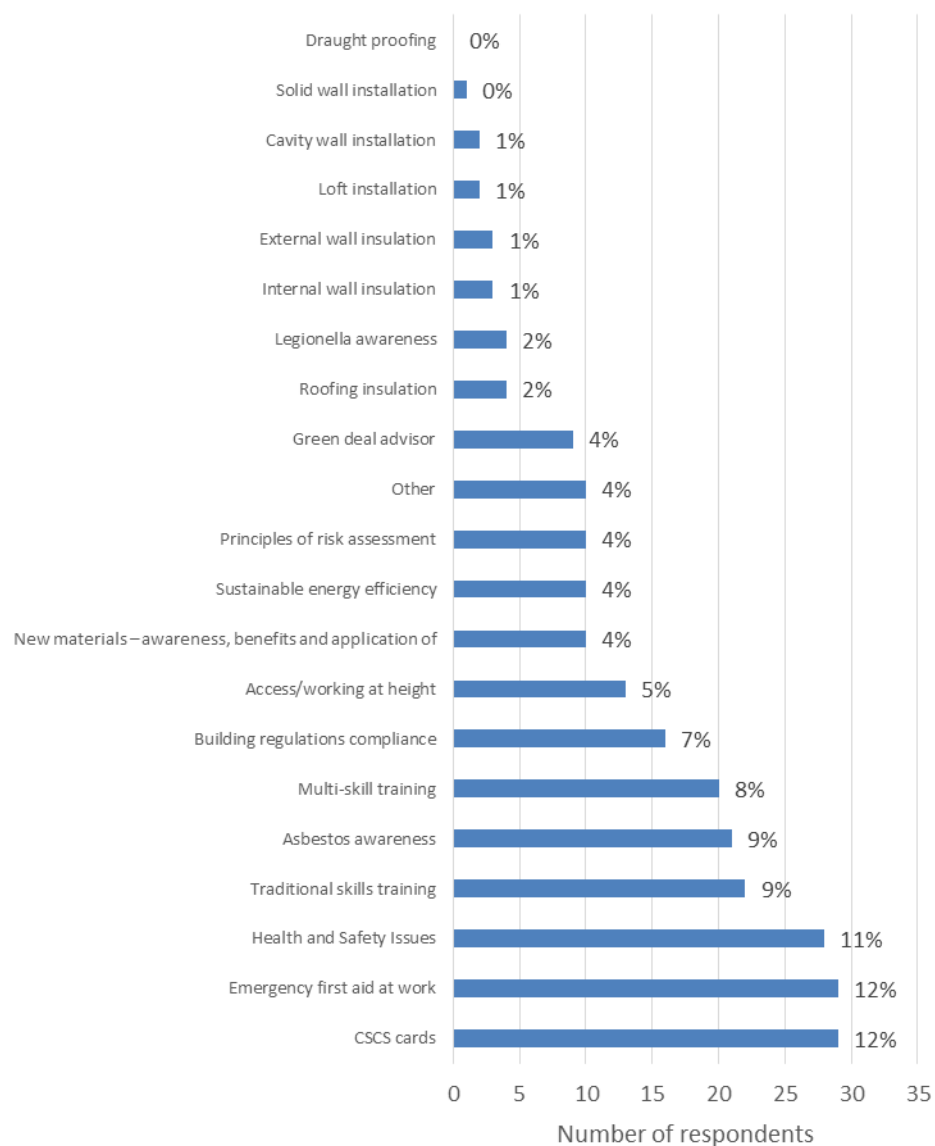
Number of skills areas per assessment	Responses	%
0	9	13%
1	13	18%
2	7	10%
3	12	17%
4	9	13%
More than 4	21	30%
<b>Total</b>	<b>71</b>	<b>100%</b>

Appendix Figure K.2.4-1 shows the number of respondents by each of the skills areas which cause business problems. It can be seen from this that there are three main skills issues which are causing the businesses problems. These are:

- CSCS cards
- Emergency first aid at work
- Health and safety issues.

These three account for more than a third of all of the issues. Around 4% indicated that there were “other” issues which were not listed. These included IPAF, vibration awareness, abrasive wheels, scaffolding/zip up, risk assessment – paperwork, glass reinforced plastic roofing, CSCS, fibre glassing, CIS, H&S passport, training to drive/operate specialist equipment, business advice/paperwork, plastering. Some of these, such as CSCS, were listed as options on the form, but selected as “other”.

## What skills needs are causing your business problems?



Appendix Figure K.2.4-1: Skills needs causing problems

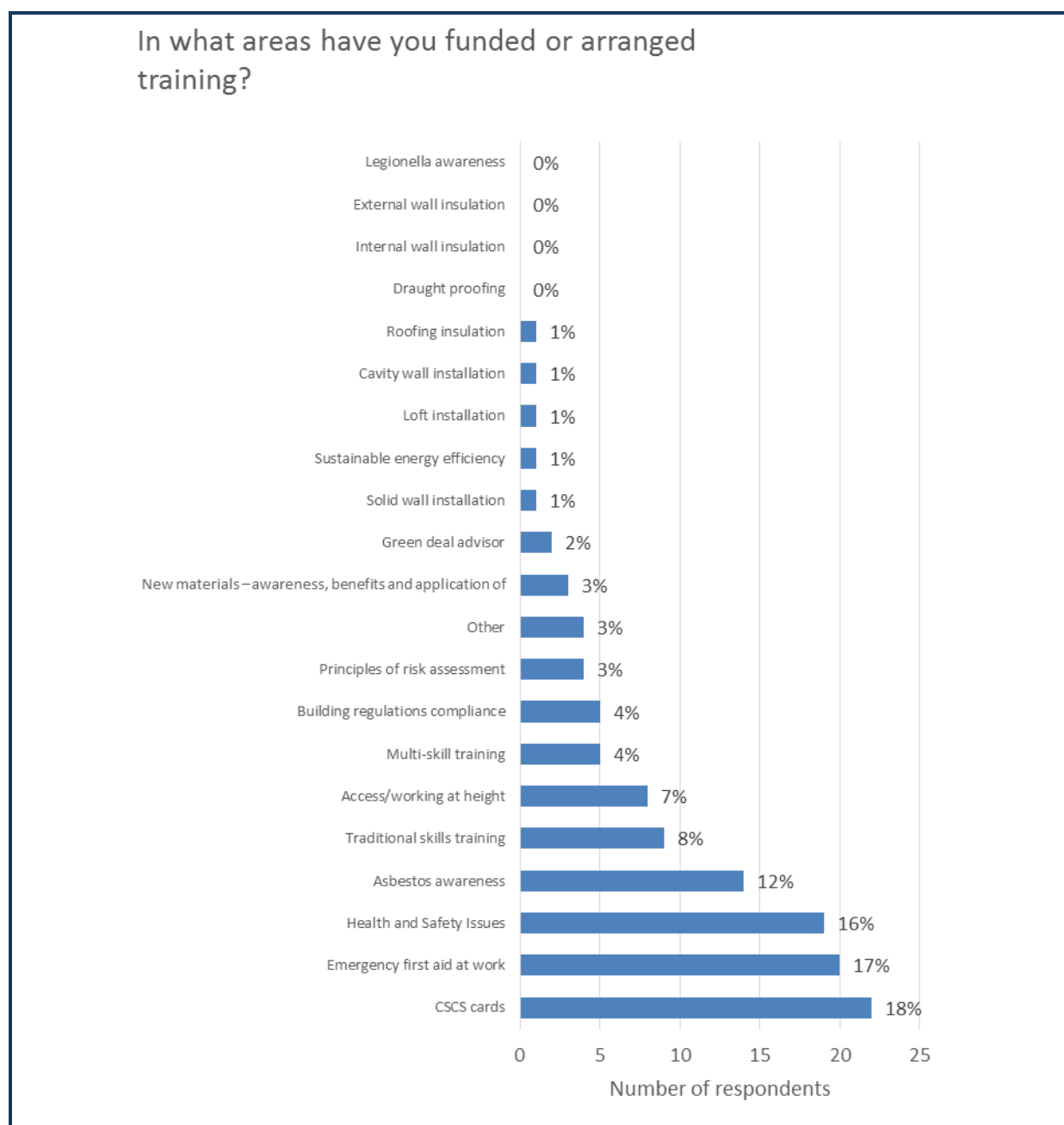
## K.2.5. Q3b: Funding or training arranged

In a follow up to Q3a, this question asked “Over the last 12 months have you funded or arranged training in relation to this skills area?” Appendix Table K.2.5-1 shows the number of skills areas for which the assessments showed funding had been provided or training arranged over the last 12 months. This shows that nearly half have not arrange or funded training in the last 12 months, but equally, 43% have funded or arrange training for two or more skills areas.

*Appendix Table K.2.5-1: Number of skills areas per assessment*

Number of skills areas per assessment	Responses	%
0	31	44%
1	10	14%
2	10	14%
3	4	6%
4	7	10%
More than 4	9	13%
<b>Total</b>	<b>71</b>	<b>100%</b>

Appendix Figure K.2.5-1 shows the breakdown of which skills areas have been funded or in which training has been arranged in the last 12 months. Most of the training has been provided in the same skills areas which are causing the business problems, such as health and safety, first aid and CSCS cards. More than 50% of the training which has been arrange or funded in that period has addressed these areas. There are 3% of respondents who indicated “other” areas of funded or arranged training. These included, IPAF and Face Fit Testing and Abrasive wheels.



Appendix Figure K.2.5-1: Areas where training has been funded or arranged

## K.2.6. Q3c: Training needed

This question followed on from the previous two to ask “Would training in this skills area be of benefit to your business?” Appendix Table K.2.6-1 shows number of assessments indicating that training in particular areas would be of benefit to the company. This shows that around two thirds would benefit from training in more than one area. Equally around 30% do not feel that training would be of benefit to their business.

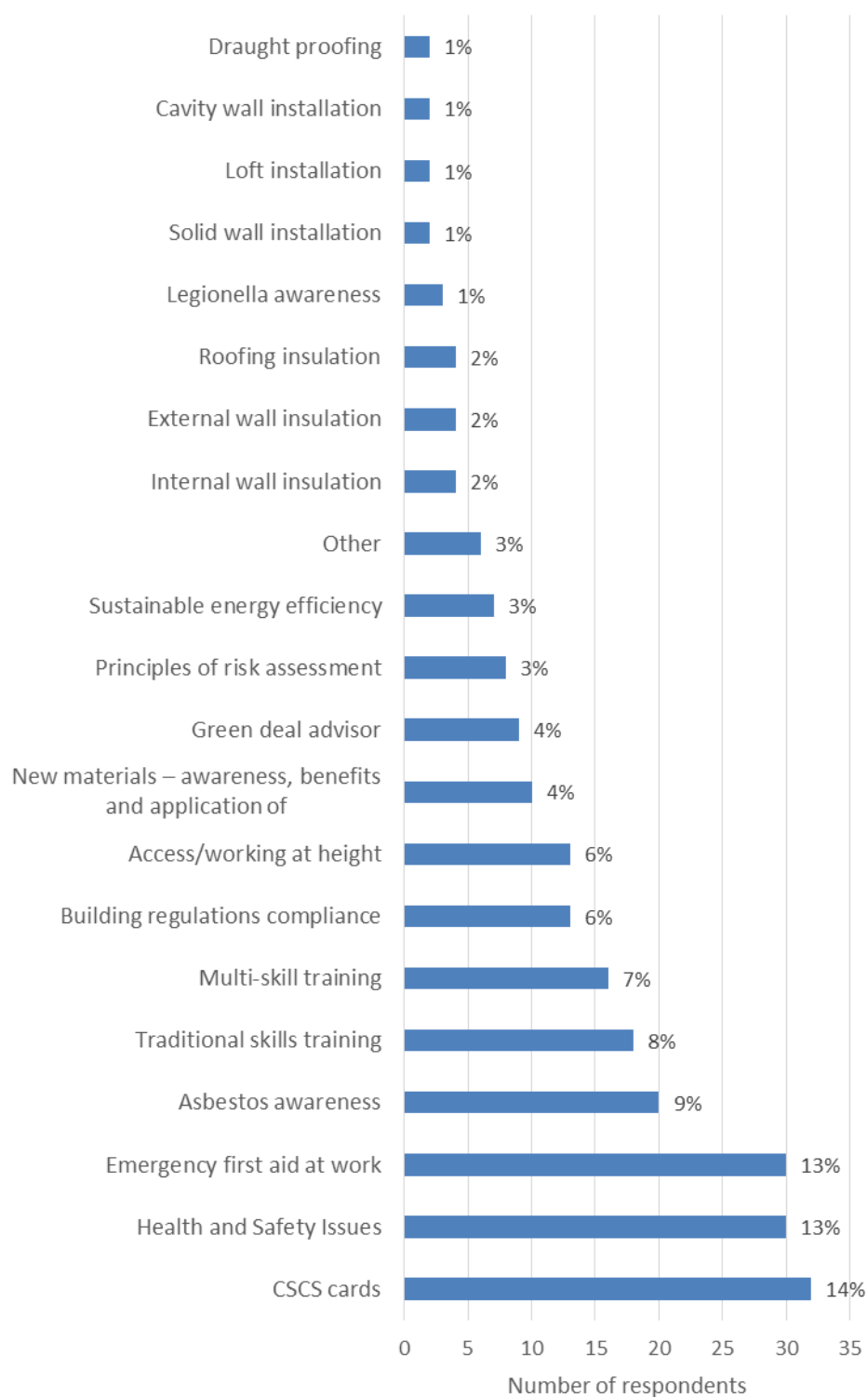
*Appendix Table K.2.6-1: Number of skills areas per assessment*

Number of skills areas per assessment	Responses	%
0	19	27%
1	6	8%
2	7	10%
3	12	17%
4	9	13%
More than 4	18	25%
<b>Total</b>	<b>71</b>	<b>100%</b>

Appendix Figure K.2.6-1 shows the number of assessments indicating which skills areas would be of benefit to businesses in training. Unsurprisingly, there is a strong correlation between the highest ranking training from this question and the skills gaps that are causing businesses problems and for which they have already funded or arranged training. That would suggest that although training has been arranged or funded there is still a strong need for further training in the areas of health and safety, first aid and CSCS card.



### What training would be of benefit to your business?



Appendix Figure K.2.6-1: Training beneficial to the business

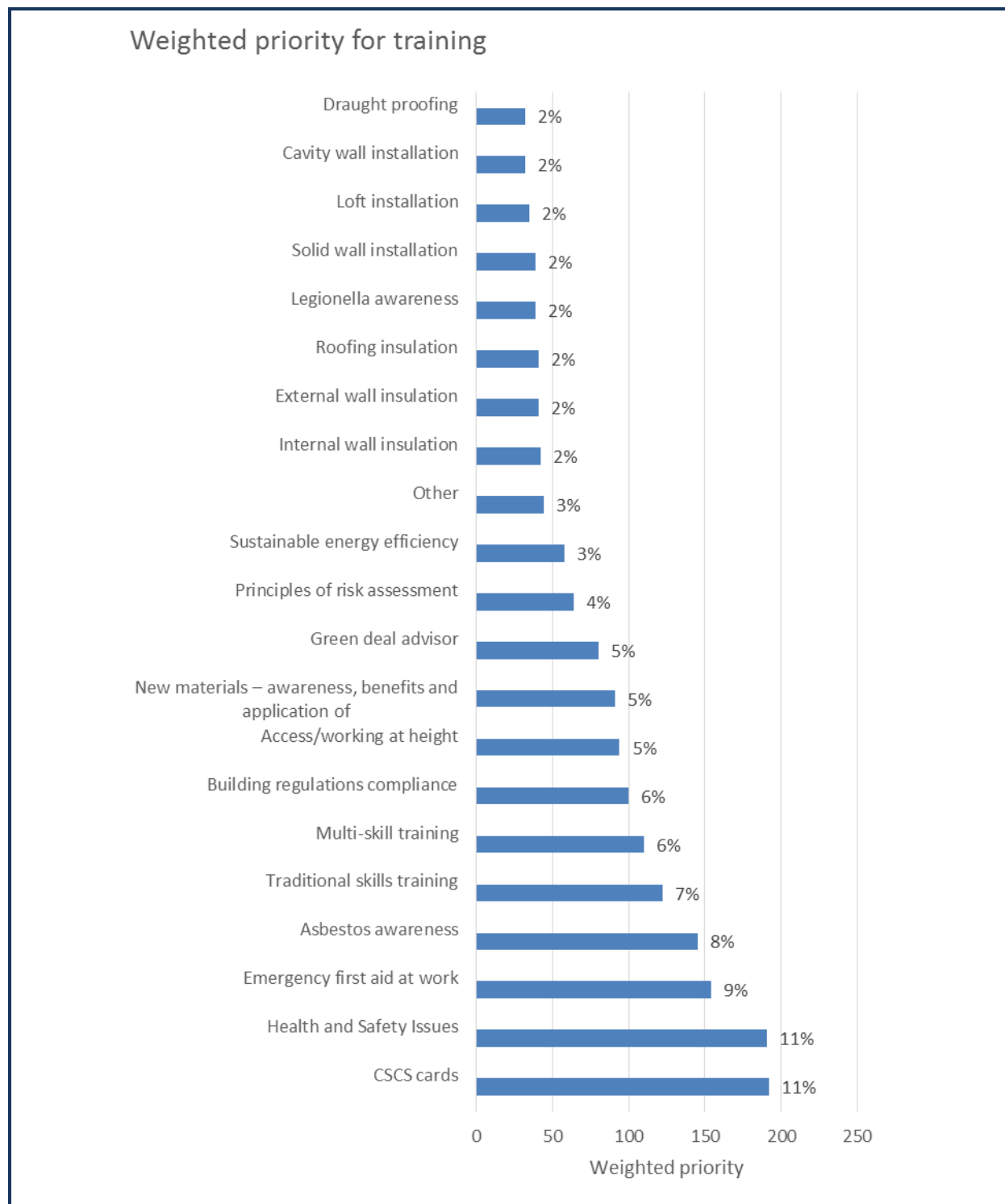
## K.2.7. Q3d: Training priorities

The respondents were then asked “For your business, can you please rate the priority of having training in this skills area on a scale of 1 to 5 - where 1 is low priority and 5 is high priority?” Appendix Table K.2.7-1 shows the responses indicating the priority. The total responses are shown for each priority along with the percentage share of each priority.

*Appendix Table K.2.7-1: Desirability of training*

Skills area	Low Priority				High Priority
	1	2	3	4	5
Emergency first aid at work	4 (8%)	1 (2%)	11 (23%)	7 (15%)	25 (52%)
Health and Safety Issues	5 (10%)	1 (2%)	9 (19%)	8 (17%)	25 (52%)
CSCS cards	5 (12%)	4 (10%)	8 (20%)	3 (7%)	21 (51%)
Asbestos awareness	15 (34%)	0 (0%)	4 (9%)	7 (16%)	18 (41%)
Traditional skills training	7 (20%)	2 (6%)	8 (23%)	3 (9%)	15 (43%)
Access/working at height	9 (26%)	2 (6%)	6 (18%)	6 (18%)	11 (32%)
Building regulations compliance	9 (26%)	5 (15%)	8 (24%)	3 (9%)	9 (26%)
Multi-skill training	4 (14%)	2 (7%)	13 (45%)	3 (10%)	7 (24%)
Principles of risk assessment	12 (38%)	1 (3%)	7 (22%)	4 (13%)	8 (25%)
New materials – awareness, benefits and application of	8 (27%)	5 (17%)	11 (37%)	1 (3%)	5 (17%)
Green deal advisor	14 (52%)	1 (4%)	5 (19%)	2 (7%)	5 (19%)
Sustainable energy efficiency	16 (57%)	2 (7%)	6 (21%)	0 (0%)	4 (14%)
Loft installation	15 (63%)	2 (8%)	4 (17%)	2 (8%)	1 (4%)
Internal wall insulation	16 (64%)	4 (16%)	3 (12%)	1 (4%)	1 (4%)
External wall insulation	16 (64%)	4 (16%)	4 (16%)	0 (0%)	1 (4%)
Roofing insulation	14 (58%)	4 (17%)	5 (21%)	1 (4%)	0 (0%)
Solid wall installation	16 (70%)	2 (9%)	2 (9%)	2 (9%)	1 (4%)
Legionella awareness	19 (76%)	1 (4%)	2 (8%)	3 (12%)	0 (0%)
Cavity wall installation	15 (68%)	2 (9%)	4 (18%)	1 (5%)	0 (0%)
Draught proofing	14 (67%)	3 (14%)	4 (19%)	0 (0%)	0 (0%)
Other	2 (20%)	2 (20%)	2 (20%)	0 (0%)	4 (40%)

It can be seen from the table that the largest number of responses were in low priority, which would suggest that training is not a priority for nearly 40% of the respondents. The responses were weighted by multiplying the number of responses by the scale 1 to 5 to determine the relative importance of each type of training. Appendix Figure K.2.7-1 shows the weighted priority for each type of training. This shows again a high importance being places on health and safety and also CSCS cards. Emergency first aid is also a high priority training requirement. There is also a second group of high priority training in asbestos awareness and traditional skills training.



Appendix Figure K.2.7-1: Weighted priority for training

## K.2.8. Q3e-h: Other skills areas

The respondents were then asked “Are there any other skills, not previously mentioned, related to the building/construction in which you are struggling to recruit or in which your staff requires training?” This was a free text response. A follow on question asked “For your business, can you please rate the priority of having training in these other skills areas on a scale of 1 to 5 - where 1 is low priority and 5 is high?”. Appendix Table K.2.8-1 shows the number of respondents and how many other skills they indicated in their assessment. In total there were 38 respondents who identified other skills areas in which they are struggling to recruit or in which staff require training. Most only specified one additional skills area.

*Appendix Table K.2.8-1: Number of other skills levels per assessment*

Number of other skills	Number of responses	%
1	25	66%
2	8	21%
3	4	11%
4	1	3%
5	0	0%
<b>Total</b>	<b>38</b>	<b>100%</b>

Appendix Table K.2.8-2 shows the other skills areas which were identified. These have been grouped from the individual responses to create a manageable set of categories. There was some duplication with previously specified categories (such as health and safety and CSCS). Not surprisingly all of the other training was marked at priority three or above as people will have specified the requirement.

*Appendix Table K.2.8-2: Other skills areas requiring training*

Skill area	Number of responses	Low priority			High priority		
		1	2	3	4	5	No rating given
CSCS/CPCS	10			10%	30%	50%	10%
Other specialised courses	8			13%		75%	13%
Joiners	6					83%	17%
Management/IT	6			50%	17%	33%	
Scaffolding	4					75%	25%
Decorators	4				25%	75%	
other	4					75%	25%
Renewable, green/sustainability	2					100%	
H&S	2			50%		50%	
Plastering	2					50%	50%
First Aid	2			50%		50%	
Bricklayers	2					50%	50%
No requirement	5						

Linked to the question above respondents were asked “Over the last 12 months have you funded or arranged training in relation to these other skill areas?” and “Would training in these other skills areas be of benefit to your business?” Appendix Table K.2.8-3 provides the results of this question. Interestingly nearly 30% have provided training over the last 12 months in these skills areas, and yet they remain a priority. In addition, nearly 70% would benefit from training in these other skills areas. It is clear that more respondents answered this question than indicated “other” skills.

*Appendix Table K.2.8-3: Additional questions on training*

	Yes	No	Total responses
Over the last 12 months have you funded or arranged training in relation to these other skill areas?	32%	68%	60
Would training in these other skills areas be of benefit to your business?	67%	33%	55

## K.2.9. Q3i: Skills levels

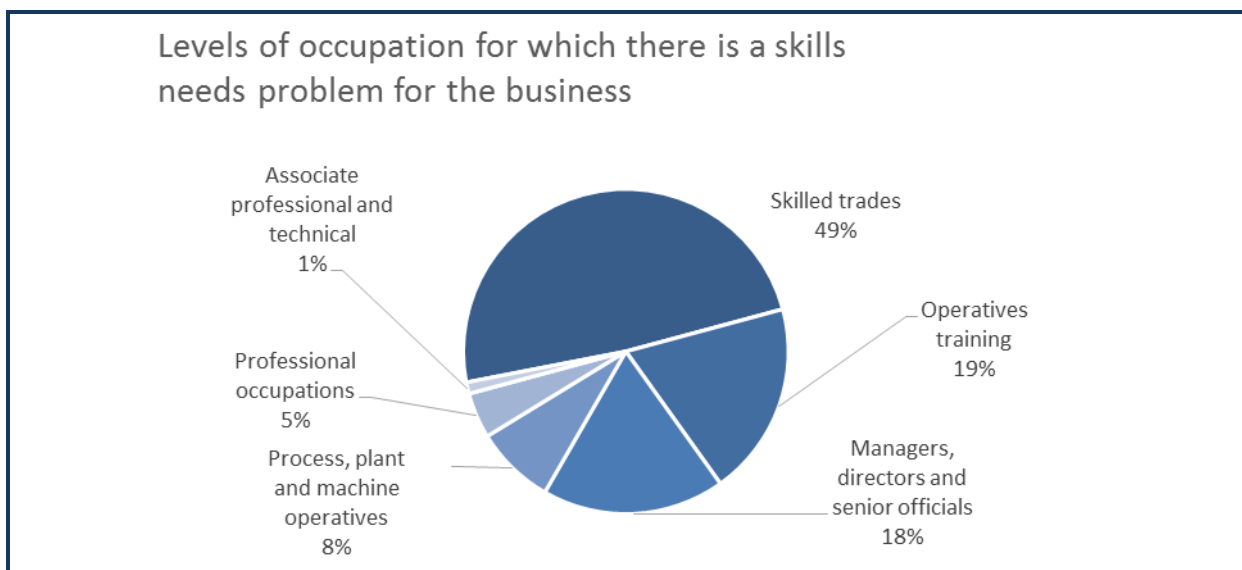
To look at the occupational levels which are causing issues the assessment asked “At which of the following occupational levels are these skills needs a problem for the business?” Some respondents indicated more than one level and the number of occupational levels and the responses is shown in

Appendix Table K.2.9-1. Around 30% do not see an issue, and more than 40% see an issue in one occupational level. The remaining 30% see an issue in more than one occupational level.

*Appendix Table K.2.9-1: Number of occupational levels per assessment*

Number of occupational levels per assessment	Responses	%
0	20	28%
1	29	41%
2	11	15%
3	9	13%
4	1	1%
5	0	0%
6	1	1%
<b>Total</b>	<b>71</b>	<b>100%</b>

Appendix Figure K.2.9-1 shows the breakdown by occupational level for which there is a skills need problem. Almost half of the issues are within skills trades, and over 85% are between skilled trades, operatives and managers directors and senior officials. There is a much smaller issue foreseen within the professional and associate professional and technical occupations. This is likely to be reflective of the business activity of the respondents.



*Appendix Figure K.2.9-1: Levels of occupation and skills needs problem*

## K.2.10. Q3j: New skills

This question asked “In relation to the building/construction, what NEW skills do you think will be required by your business in the next 3 years?” This was a free text answer and we have grouped these to allow trends to be seen.

Most of the respondents identified that there was a need for new skills in the next three years. The largest group was within the trades (such as joinery, bricklaying or apprenticeships). The second largest groups were looking at sustainability, green construction and renewables and also CSCS cards. This would suggest that CSCS cards are not currently held by a number of organisations (as they are defined here as new skills), but from previous responses they are foreseen as being a major training need. Health and safety and first aid were not so prevalent in response to this question. (Appendix Table K.2.10-1)

*Appendix Table K.2.10-1: New skills required*

Skills	Number of responses	% of total
Trades	15	17%
Green Construction/Sustainability/Renewables	12	14%
CSCS/CPCS	12	14%
Site Engineering/Management/Supervision	10	11%
H&S	8	9%
Specific courses	8	9%
First Aid	4	5%
Updates to skills	3	3%
Multiskilling	3	3%
IT	2	2%
Engineering skills	1	1%
Business/Marketing	1	1%
Other	3	3%
No Requirement	5	6%

A number of respondents identified more than one new skill. These are shown in Appendix Table K.2.10-2.

*Appendix Table K.2.10-2: Number of responses requiring new skills*

Number of new skills	Number of responses	%
0	19	27
1	28	39%
2	12	17%
3	8	11%
4	2	3%
5	2	3%
<b>Total</b>	<b>46</b>	<b>100%</b>

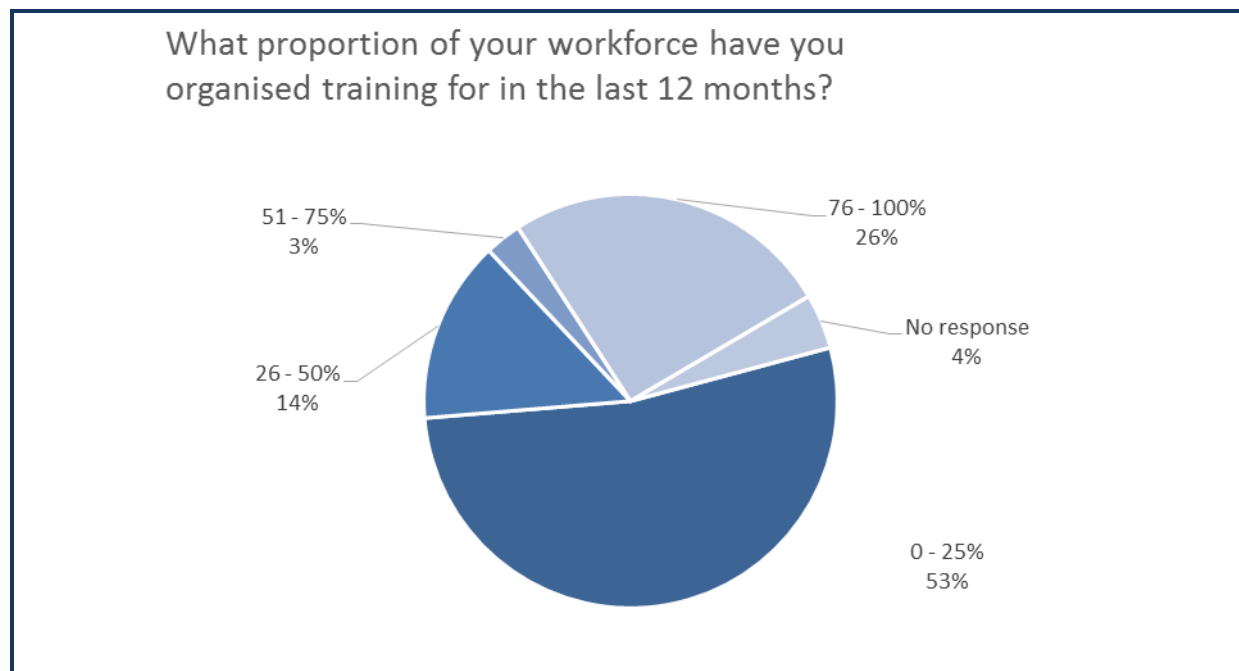
## K.2.11. Q4a: Training provided

This question asked “In relation to the skills areas we have discussed, approximately what proportion of your workforce have you organised training for in the last 12 months?” Responses were asked to select from a percentage scale which was split into four (Appendix Table K.2.11-1). Appendix Figure K.2.11-1 shows the responses to this question. The analysis shows that more than half of the organisations completing an assessment have trained less than 25% of the workforce. There is, however, around a quarter who have trained 76-100% of the workforce. It should be noted that although the proportion is high because of the large proportion of micro and small employers included the actual number of individuals trained may be small.

*Appendix Table K.2.11-1: Number of responses concerning proportion of workforce trained*

Proportion	Number of Responses	%
0 - 25%	37	53%
26 - 50%	10	14%
51 - 75%	2	3%
76 - 100%	18	26%
No response	3	4%
	<b>70</b>	<b>100%</b>





Appendix Figure K.2.11-1: Proportion of workforce and training

### A.1.1. Q4b: Training provided by occupation

This question asked “At which of the following occupational levels have you organised this type of training, in the last 12 months?” Appendix Table K.2.11-2 shows the breakdown of the occupational levels for which training has been provided. Some companies indicated that they have organised training at more than one occupational level. This shows that around half of the training which has been provided has been aimed at skilled trades. Around a quarter has been for managers, directors and senior officials.

Appendix Figure K.2.11-2 shows the number of levels and the corresponding number of assessments. More than a quarter have trained more than one level, but the majority have trained just one level. Again, this is likely to be reflective of the micro and small employers completing the assessments.

*Appendix Table K.2.11-2: Number of occupational levels per assessment*

Number of occupational levels per assessment	Responses	%
0	25	35%
1	27	38%
2	12	17%
3	5	7%
4	2	3%
5	0	0%
6	0	0%
7	0	0%
	<b>71</b>	<b>100%</b>

*Appendix Figure K.2.11-2: Occupational level for organising training*

## K.2.12. Q4c: Training provided

This question asked “What qualifications, specific to the skills areas we have discussed, have you funded or arranged?” This was another free text response and the responses have been grouped to allow trends to be seen. Appendix Table K.2.12-1 shows the responses. Over one third of responses have identified that training has been provided in specific courses. These specific courses are summarised in Appendix Table K.2.12-2. Of these courses 70% were spread between four types in asbestos, scaffolding, abrasive wheels and working at height. The next three responses were consistent with the answers to question 3b which looked at training that had been funded or arranged. These covered health and safety, first aid and CSCS. We also included CPCs in the same group where respondents had considered plant training.

*Appendix Table K.2.12-1: Qualifications provided*

Qualifications	Number of responses	% of total responses
<b>Specific courses</b>	23	34%
<b>H&amp;S</b>	10	15%
<b>CSCS/CPCS</b>	10	15%
<b>First Aid</b>	8	12%
<b>Trades</b>	7	10%
<b>Site Engineering/Management/Supervision</b>	3	4%
<b>Other</b>	2	3%
<b>Green Construction/Sustainability/Renewables</b>	1	1%
<b>Business/Marketing</b>	1	1%
<b>No Requirement</b>	2	3%

*Appendix Table K.2.12-2: Additional details for specific courses*

Specific course	Number of responses	% of total responses
<b>Asbestos</b>	6	26%
<b>Scaffolding</b>	5	22%
<b>Abrasive wheels</b>	3	13%
<b>Working at Height</b>	2	9%
<b>Other</b>	7	30%
<b>Total</b>	23	100%

Appendix Table K.2.12-3 provides details of respondents who indicated that they had funded or arranged training. It shows less than half have funded or arranged training. Only a very small number have done so in two or more areas.

*Appendix Table K.2.12-3: Number of additional qualifications provided*

Number of additional qualifications	Number of responses	% of total responses
0	25	35%
1	25	35%
2	10	10%
3	6	8%
4	3	4%
5	3	7%
<b>Total</b>	<b>71</b>	<b>100%</b>

## K.2.13. Q4d: Other beneficial training

This question asked “In addition to the skills areas we have discussed, is there any other training that would benefit your business in relation to building/construction?” This was another free text question and we have grouped the individual responses to allow trends to be seen. This question generated a poor response overall with around a quarter of respondents seeing any other training being of benefit. Of those, importance was placed on business and marketing and specific courses. These specific courses included scaffolding and updates to electrical regulations (Appendix Table K.2.13-1).

*Appendix Table K.2.13-1: Other beneficial training*

Qualification	Number of responses	% of total responses
Business/Marketing	4	15%
Specific courses	4	15%
Trades	3	12%
H&S	2	8%
Green Construction/Sustainability/Renewables	2	8%
IT	2	8%
Site Engineering/Management/Supervision	2	8%
Multiskilling	1	4%
Other	3	12%
No Requirement	3	12%

The vast majority of respondents to this question only identified one additional qualification as shown in (Appendix Table K.2.13-2).

*Appendix Table K.2.13-2: Number of additional beneficial qualifications*

Number of additional beneficial qualifications	Number of responses	% of total responses
0	50	70%
1	17	24%
2	2	3%
3	1	1%
4	1	1%
5	0	0%
Total	71	100%

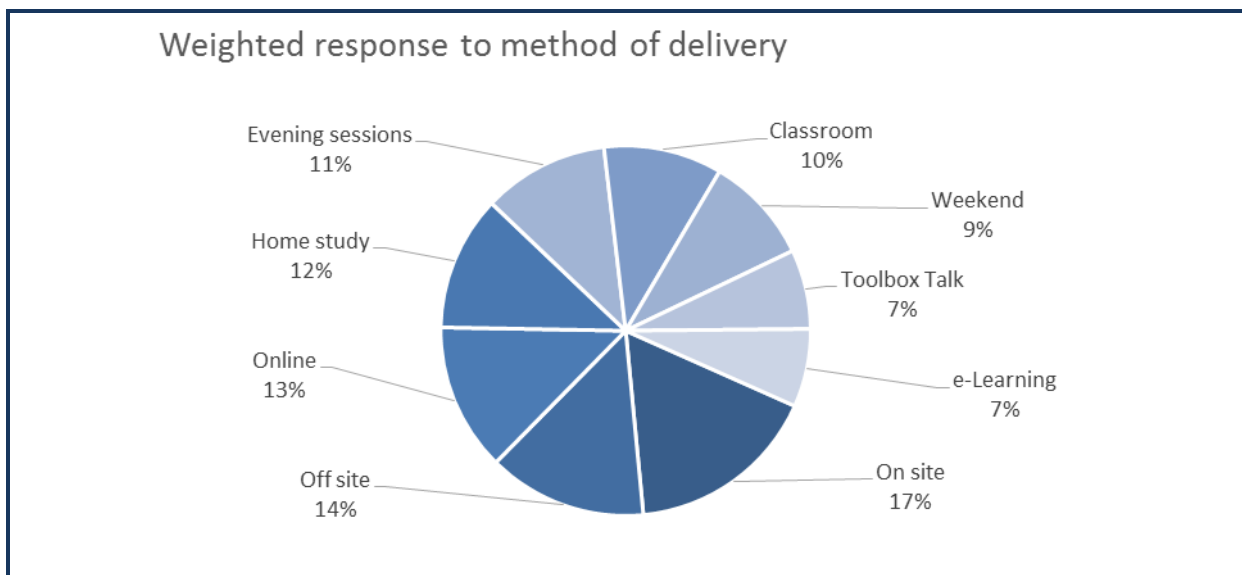
## A.1.2. Q4e: Method of training delivery

This question asked “How would you prefer training to be delivered? Please rate the following delivery methods from 1 to 5, where 1 is highly undesirable and 5 is highly desirable.” Appendix Table K.2.13-3 shows the number of responses for each method by desirability.

Appendix Table K.2.13-3: Delivery methods - rating

Method of delivery	Highly undesirable					Highly desirable				
	1	2	3	4	5	1	2	3	4	5
On site	8 (14%)	2 (3%)	6 (10%)	8 (14%)	34 (59%)					
Off site	6 (11%)	5 (9%)	14 (26%)	11 (20%)	18 (33%)					
Online	12 (21%)	8 (14%)	11 (20%)	8 (14%)	17 (30%)					
Home study	14 (27%)	3 (6%)	11 (21%)	10 (19%)	14 (27%)					
Evening sessions	18 (32%)	10 (18%)	10 (18%)	6 (11%)	12 (21%)					
Classroom	23 (42%)	7 (13%)	7 (13%)	5 (9%)	13 (24%)					
Weekend	22 (42%)	8 (15%)	9 (17%)	5 (9%)	9 (17%)					
Toolbox Talk	36 (68%)	5 (9%)	4 (8%)	2 (4%)	6 (11%)					
e-Learning	30 (61%)	6 (12%)	5 (10%)	3 (6%)	5 (10%)					

The responses were weighted by multiplying the number of responses by the scale 1 to 5 to determine the relative importance of each method of delivery. Appendix Figure K.2.13-1 shows the weighted priority for each method. There is a broadly consistent level of desirability assigned to all nine modes of delivery for training. This makes it very difficult to draw any clear conclusions. However, it could be said that on-site training is the most desirable with 17% of the weighted responses. E-learning and toolbox talks have a very low desirability. However, there is a slight contradiction in the responses as “online” is almost twice as desirable as “e-learning” when the two approaches may be considered very similar. The exact reasons for this are unclear, but one possibility is that there is uncertainty surrounding what is meant by “e-learning”.



Appendix Figure K.2.13-1: Method of delivery

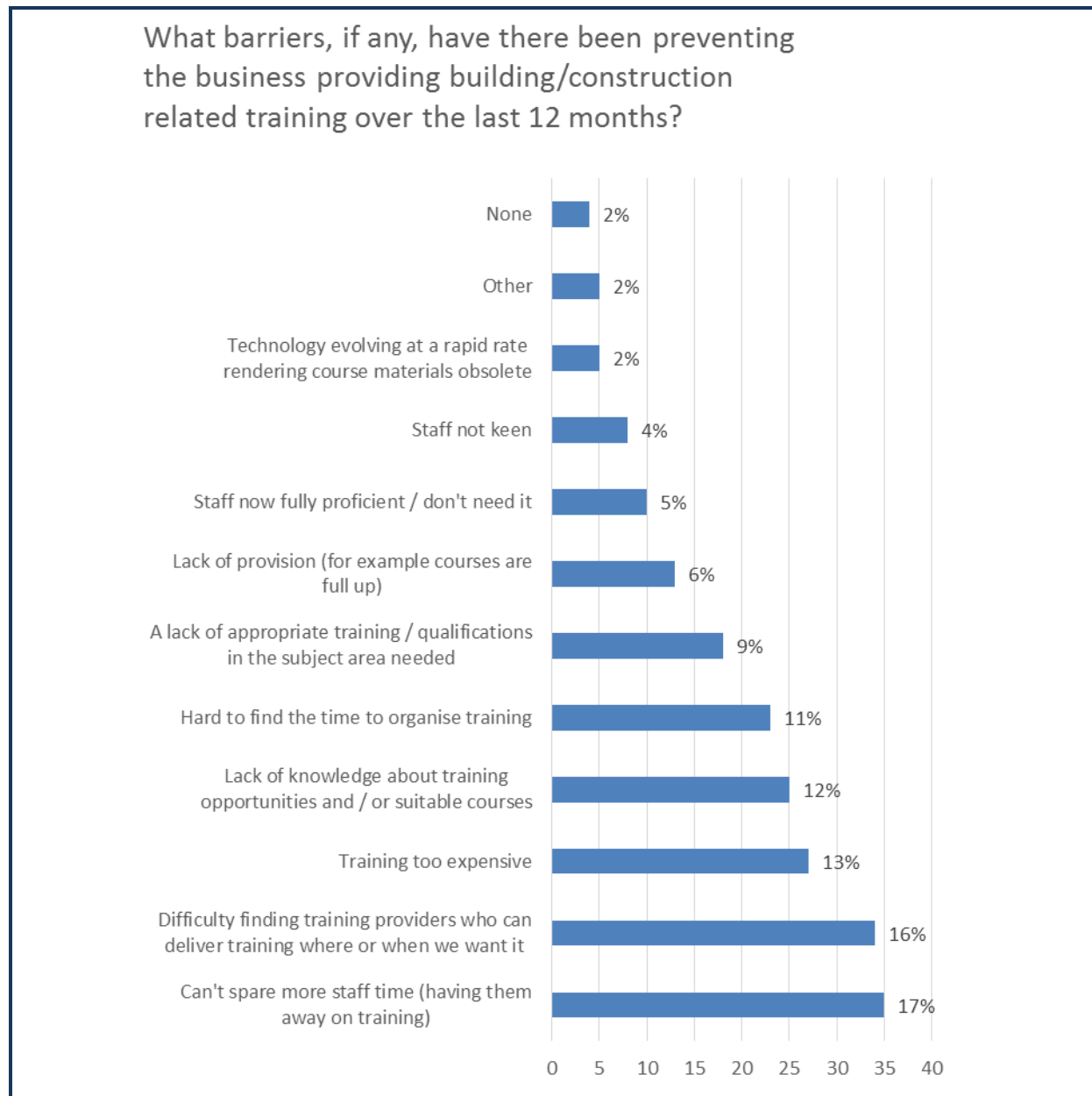
## K.2.14. Q4f: Barriers to training

This question asked “What barriers, if any, have there been preventing the business providing building/construction related training over the last 12 months?” A list of 11 possible barriers was suggested along with an “other” option. Appendix Figure K.2.14-1 shows the responses by each of the barriers. There is a very small number who face no barriers; t there is also a low importance for “staff not being keen” for training. This would suggest that there is an appetite for training. The two top barriers are “difficulty in finding suitable trainers” and “an inability to be able to spare staff time”.

Some respondents indicated that there was more than one barrier and the number of barriers and the corresponding number of responses is shown in Appendix Table K.2.14-1. The vast majority identified more than one barrier to training.

*Appendix Table K.2.14-1: Number of barriers per assessment*

Number of barriers per assessment	Responses	%
0	3	4%
1	12	17%
2	19	27%
3	11	15%
4	13	18%
More than 4	13	18%
<b>Total</b>	<b>71</b>	<b>100%</b>

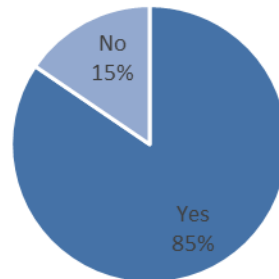


Appendix Figure K.2.14-1: Barriers to training

## K.2.15. Q5: Concluding questions

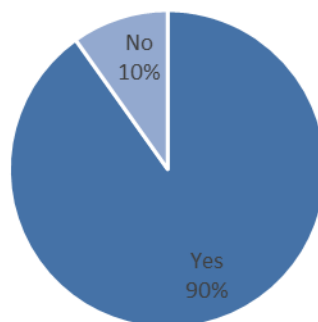
A set of concluding questions asked those completing the assessment if they were willing to engage further, or find out more. Appendix Figure K.2.15-1, Appendix Figure K.2.15-2 and Appendix Figure K.2.15-3 show the questions which were asked and the responses.

Are you happy for your responses to be attributed to your business when research results are reported?



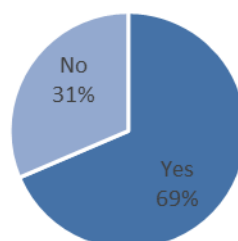
Appendix Figure K.2.15-1: Concluding question 1

Can we send you details of the training we develop from this research?



Appendix Figure K.2.15-2: Concluding question 2

Would you be willing to be contacted again regarding a more in depth discussion of your company's business/construction related skills needs?



Appendix Figure K.2.15-3: Concluding question 3



## K.3. Summary

Overall, 71 organisations who have completed a training needs assessment. Most of those who have completed it have been small and micro employers working in the building or skilled trades sector. There is a wide range of business activity covering a range of specialist trade activity as well as general building. The number of responses is unlikely to demonstrate a statistically representative sample and so care should be taken in interpreting the results. However the following key themes have been highlighted by the analysis. There are three major skills issues which appear to be causing businesses problems, namely:

- Health and safety
- Emergency first aid
- CSCS cards

The need for traditional skills training is also an issue, as is asbestos awareness. These same issues are the ones for which employers have provided funded or arranged training in the last 12 months and also those for which employers could see benefit to them in receiving training. This would suggest that some training has been carried out in these areas, but that further opportunities are required. In terms of new skills for the employers included in the analysis there is a large number who responded that new trade skills will be important over the next 3 years. The sustainable construction agenda is also important as are CSCS/CPCS cards and site engineering/management/supervision. Most of the training is required at the skilled trades and operatives levels although the assessments have identified that there is a need with managers, directors and senior officials.

The assessments identified that there is a broad range of opinion in the preferred method of delivery of training. However, the majority preferred on site delivery. This is possibly connected with the main barrier to training which is the inability to spare staff time away from site.

## K.4. Blank TNA questionnaire



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### Training Needs Analysis

#### Part 1: Basic details of employer

<b>Q1a</b>	<b>Organisation name and address:</b>
<b>Q1b</b>	<b>Contact name:</b>
<b>Q1c</b>	<b>Job title:</b>
<b>Q1d</b>	<b>Telephone number:</b>
<b>Q1e</b>	<b>Email address:</b>

#### Part 2: Company profile

<b>Q2a</b>	<b>How many people are employed by the business in total across all sites?</b>	
	1 employee	
	2 - 9 employees	
	10 - 49 employees	
	50 - 249 employees	
<b>Q2b</b>	<b>Which of these categories best describes your business activity?</b>	
<b>Category</b>		
Construction – new build/refurbishment		
Small renovation contractors		
Property developer		
Turnkey building		
Private landlord		
Skilled tradesman (sub-contractor)		
Building design/architect		
Other, please specify		



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<b>Q2c</b>	<b>What is the main business activity of your organisation?</b>
<b>Category</b>	
Building and remedial treatment	
Demolition	
Fitted interiors	
Render/cladding	
Road working operations	
Roofing	
Shop fitting	
Stonemasonry	
Timber frame erectors	
Woodworking	
Building design/architecture	
Glazier	
Ground worker	
Painter and decorator	
Plant operations	
Carpet fitter	
Other, please specify	

**Part 3: Skills Needs**

	<b>Thinking specifically about the construction/building sector...</b>			
<b>Q3a</b>	<b>In relation to [relevant skills area] are skills needs causing your business problems?</b>			
<b>Q3b</b>	<b>Over the last 12 months have you funded or arranged training in relation to this skills area?</b>			
<b>Q3c</b>	<b>Would training in this skills area be of benefit to your business?</b>			
<b>Q3d</b>	<b>For your business, can you please rate the priority of having training in this skills area on a scale of 1 to 5 - where 1 is low priority and 5 is high priority?</b>			
	<b>Q3a</b> Yes	<b>Q3b</b> Yes	<b>Q3c</b> Yes	<b>Q3d</b> 1-5
Traditional skills training				
Multi-skill training				
New materials – awareness, benefits and application of				
Building regulations compliance				
Health and Safety Issues (please specify)				
Solid wall installation				
Sustainable energy efficiency				
Loft installation				
Cavity wall installation				
Draught proofing				
Internal wall insulation				
External wall insulation				
Roofing insulation				
Green deal advisor				
CSCS cards				
Legionella awareness				
Asbestos awareness				
Principles of risk assessment				
Access/working at height				
Emergency first aid at work				
Other, please specify				



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<b>Q3e</b>	<b>Are there any other skills, not previously mentioned, related to the building/construction that you are struggling to recruit or that your staff requires training in?</b>
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<b>Q3f</b>	<b>Over the last 12 months have you funded or arranged training in relation to these other skills areas?</b>
------------	--

	<b>Yes</b>
	<b>No</b>

<b>Q3g</b>	<b>Would training in these other skills areas be of benefit to your business?</b>
------------	---

	<b>Yes</b>
	<b>No</b>

<b>Q3h</b>	<b>For your business, can you please rate the priority of having training in these other skills areas on a scale of 1 to 5 - where 1 is low priority and 5 is high</b>
------------	--

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<b>Q3i</b>	<b>At which of the following occupational levels are these skills needs a problem for the business?</b>
------------	---

	<b>Managers, directors and senior officials</b>
	<b>Professional occupations</b>
	<b>Associate professional and technical</b>
	<b>Skilled trades</b>
	<b>Process, plant and machine operatives</b>
	<b>Operatives training</b>

<b>Q3j</b>	<b>In relation to the building/construction, what NEW skills do you think will be required by your business in the next 3 years?</b>
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#### Part 4: Workforce Training and Development

<b>Q4a</b>	<b>In relation to the skills areas we have discussed, approximately what proportion of your workforce have you organised training for in the last 12 months? [tick]</b>
	0 - 25%
	26 - 50%
	51 - 75%
	76 - 100%

<b>Q4b</b>	<b>At which of the following occupational levels have you organised this type of training, in the last 12 months?</b>
	Managers, directors and senior officials
	Professional occupations
	Associate professional and technical
	Skilled trades
	Process, plant and machine operatives
	Elementary occupations

<b>Q4c</b>	<b>What qualifications, specific to the skills areas we have discussed, have you funded or arranged?</b>

<b>Q4d</b>	<b>In addition to the skills areas we have discussed, is there any other training that would benefit your business in relation to building/construction?</b>

<b>Q4e</b>	<b>How would you prefer training to be delivered? Please rate the following delivery methods from 1 to 5, where 1 is highly undesirable and 5 is highly desirable.</b>					
	On site	1	2	3	4	5
	Off site					
	Online					
	Home study					
	Evening sessions					
	Classroom					
	Weekend					
	Toolbox Talk					
	e-Learning					



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<b>Q4f</b>	<b>What barriers, if any, have there been preventing the business providing building/construction related training over the last 12 months?</b>	
	A lack of appropriate training / qualifications in the subject area needed	
	Technology evolving at a rapid rate rendering course materials obsolete	
	Can't spare more staff time (having them away on training)	
	Staff now fully proficient / don't need it	
	Staff not keen	
	Lack of provision (for example courses are full up)	
	Difficulty finding training providers who can deliver training where or when we want it	
	Hard to find the time to organise training	
	Lack of knowledge about training opportunities and / or suitable courses	
	Training too expensive	
	None	
	Other, please specify	

#### Part 5: Closing questions

<b>Q5a</b>	<b>Are you happy for your responses to be attributed to your business when research results are reported?</b>	
	Yes	
	No	
<b>Q5b</b>	<b>Can we send you details of the training we develop from this research?</b>	
	Yes	
	No	
<b>Q5c</b>	<b>Would you be willing to be contacted again regarding a more in depth discussion of your company's business/construction related skills needs?</b>	
	Yes	
	No	
<b>Q5d</b>	<b>Can you please tell us how you would prefer to be contacted, by telephone or email?</b>	
	Telephone	
	Email	



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I confirm the information provided here is correct and recognise that this will be covered under the Data Protection Act. The information contained in this report will be shared as evidence for funding with GIFHE and the SFA. The information may be collated for statistical purposes on an anonymised basis by GIFHE or the North Yorkshire Local Enterprise Partnership (LEP) but will not be shared with other third parties. By signing this form, I am accepting this statement.

ESF support is primarily for Small Medium Enterprises (SMEs). The questions below are intended to identify whether or not a company is an SME. Where respondents are unsure, clarification and evidence should be sought and submitted with this form e.g. if the number of employees might be 250 or 300, consult payroll and send a letter from the enterprise confirming the actual number of employees.

The number of employees corresponds to the number of annual working units (AWU) i.e. FTE during one year with part-time and seasonal workers being fractions of AWU. The reference year is to be the last approved accounting period.

The turnover and balance sheet total thresholds are those of the last approved 12-month accounting period. In the case of newly established enterprises whose accounts have not been approved, the thresholds shall be derived from a reliable estimate made in the course of the financial year.

**Number of employees (Annual Working Units) in the last approved accounting period**

This total includes all employees in parent and subsidiary companies regardless of location

**Balance sheet of no more than C43M (£29M approx.), or annual turnover of less than €50 (£34M approx) (tick)**

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

<b>Authorised Signature</b>	
<b>Contact Name</b>	
<b>Position in Organisation</b>	
<b>Date</b>	

## K.5. List of respondents

For those who have indicated that they are happy for their name to be associated with the findings the names, roles and organisations are listed below.

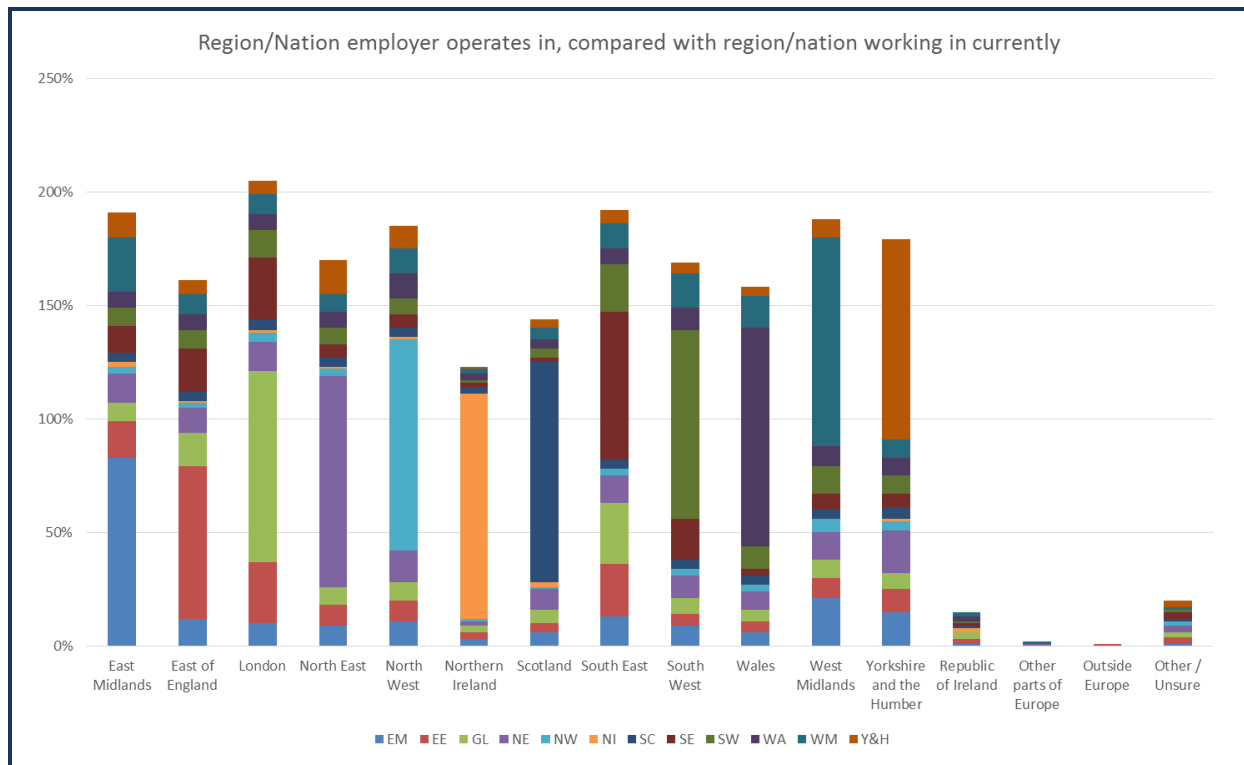
- Alan Martin & Sons Building Contractors
- Andy Whitelaw Joinery
- AW Birch Building & Plastering Contracts
- Birch Joinery
- C B Developments
- C.A Wharton & Son Ltd
- Central Property Developments
- Centurion Windows
- Craig S Butcher
- D B Decorators Ltd
- D.B Builders
- Darren Wade
- David Bielby
- David Pulford Joinery
- Diamond Property Renovations Ltd
- Eastgate Builders Ltd
- Eazzee Property Maintenance
- Elect-Rick Installation and Testing Ltd
- EMCE
- Eyre Scaffolding (Yorkshire Ltd)
- G N Fields Joinery
- GasElect Ltd
- GHK Design & Build Ltd
- GR Building & Maintenance
- Guy Bentley
- Hakings Buildings Contractors
- Iain Harrison Ltd
- JR Joinery
- JSR Building
- K+D Building (Whitby) Ltd
- Kebbell Dev Ltd
- KFB Scarborough Ltd
- KGW Decor
- L K Prince
- M Pride
- Michael Scott (Decorators)
- MJ Builders Ltd
- Neal Castleton Suspended Ceilings
- NS Joinery Services
- Oakland Homes UK
- Oceansafe Ltd
- Old Meadow Builders
- PA Scaife Building Contractor Ltd
- Phil France Plumbing & Heating
- Phoenix Building Contractors Ltd
- PHT Solutions
- PM Straw Builders
- Property Maintenance
- R & AJ Medforth Ltd
- Richard Clark Builders Ltd
- Richard Thraves Joinery
- Rising Builders Ltd
- Robert Harrison & Sons Ltd
- Robert Wharton Builders
- Sam Underwood
- Sky Scaffolding
- Transcore Limited
- Trevor Robinson
- Yorkshire Coast Homes
- Yorkshire Eco Solutions Ltd



## Appendix L. Mobility data

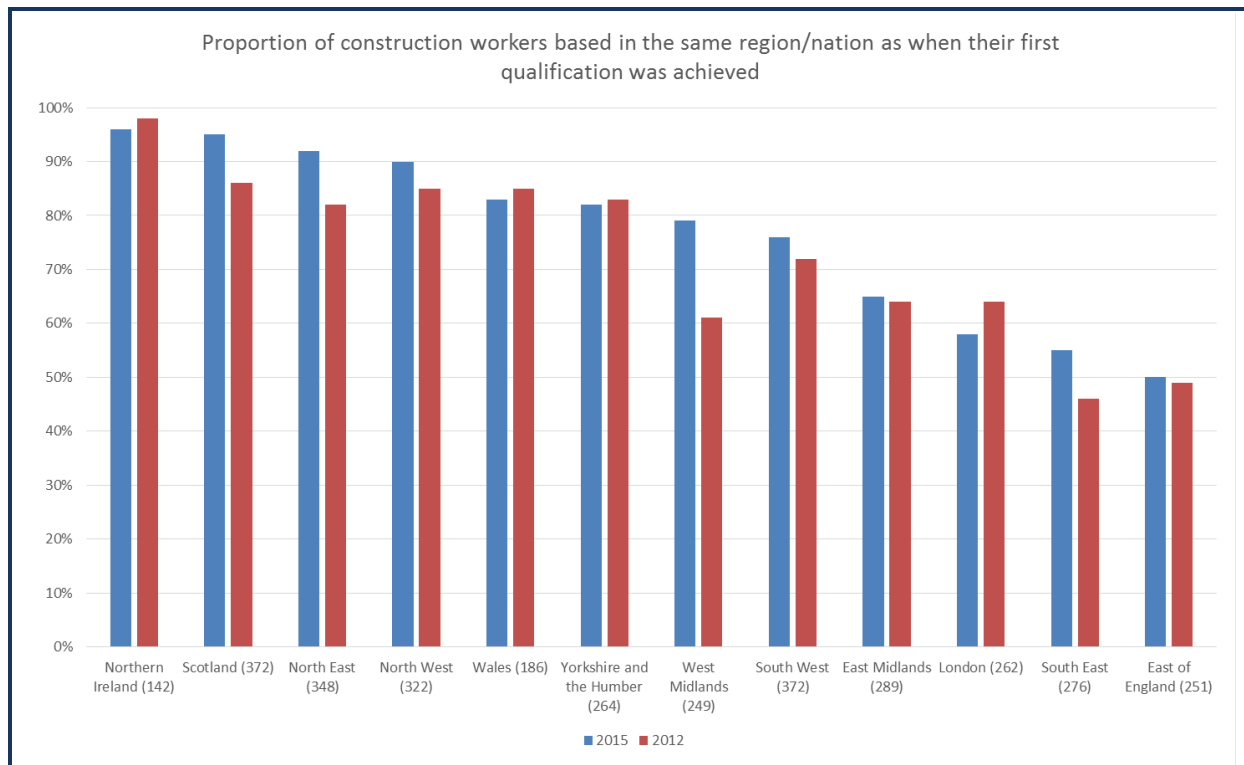
Region/Nation employer operates in	Region/Nation currently working in											
	EM %	EE %	GL %	NE %	NW %	NI %	SC %	SE %	SW %	WA %	WM %	Y&H %
East Midlands	83	16	8	13	3	2	4	12	8	7	24	11
East of England	12	67	15	11	2	1	4	19	8	7	9	6
London	10	27	84	13	4	1	5	27	12	7	9	6
North East	9	9	8	93	3	1	4	6	7	7	8	15
North West	11	9	8	14	93	1	4	6	7	11	11	10
Northern Ireland	3	3	3	2	1	99	3	2	1	3	2	1
Scotland	6	4	6	9	1	2	97	2	4	4	5	4
South East	13	23	27	12	3	*	4	65	21	7	11	6
South West	9	5	7	10	3	*	4	18	83	10	15	5
Wales	6	5	5	8	3	*	4	3	10	96	14	4
West Midlands	21	9	8	12	6	*	4	7	12	9	92	8
Yorkshire and the Humber	15	10	7	19	4	1	5	6	8	8	8	88
Republic of Ireland	1	2	3	*	*	2	1	1	1	2	2	*
Other parts of Europe	*	*	*	1	0	0	0	0	*	0	1	0
Outside Europe	*	1	0	*	0	0	0	0	*	0	*	0
Other / Unsure	1	3	2	3	2	*	1	3	1	*	1	3
<b>Unweighted bases</b>	<b>410</b>	<b>366</b>	<b>452</b>	<b>427</b>	<b>435</b>	<b>274</b>	<b>463</b>	<b>439</b>	<b>494</b>	<b>290</b>	<b>352</b>	<b>369</b>

\* denotes percentages of <0.5%



Appendix Figure L-1: Region/Nation employer operates in, compared with region/nation working in currently (CITB, 2015)

	UK 2015 %	UK 2012 %	Higher than average mentions for other regions/nations
Northern Ireland (142)	96	98	
Scotland (372)	95	86	
North East (348)	92	82	
North West (322)	90	85	
Wales (186)	83	85	
<b>Yorkshire and the Humber (264)</b>	<b>82</b>	<b>83</b>	<b>North East 8%</b>
West Midlands (249)	79	61	
South West (372)	76	72	
East Midlands (289)	65	64	Yorkshire and the Humber 9%
London (262)	58	64	South East 24%,
South East (276)	55	46	London 14%, South West 8%
East of England (251)	50	49	London 20%, South East 9%
Unweighted bases for 2015 in parentheses			



Appendix Figure L-2: Proportion of construction workers based in the same region/nation as when their first qualification was achieved (CITB, 2015)