HBF
HOME BUILDERS FEDERATION

Home Building Workforce Census 2017

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- Anwyl Homes
- Archway Homes
- Barratt Developments
- Bellway Homes
- Bewley Homes
- Bloor Homes
- Bovis Homes
- Burrington Estates
- CALA Homes
- Cavanna Homes
- Churchill Retirement Living
- Compton Group
- Countryside
- Crest Nicholson
- Croudace Homes
- Davidsons Developments
- Drew Smith Homes
- Fairgrove Homes
- Fairview New Homes
- Galliard Homes
- Hill
- Inland Homes
- Keepmoat Homes
- Kier Living
- Linden Homes - Galliford Try
- Lioncourt Homes
- McCarthy & Stone
- Mears Group
- Miller Homes
- Morris Homes
- Redrow
- St. Modwen Homes
- Story Homes
- Strata Homes
- Taylor Wimpey
- Tern Developments

Background

Housing supply has increased by 74% over the last four years. As a result of this rapid increase in the number of new homes being built, the availability of skilled labour has become a major challenge for many companies. Indeed, only perennial frustrations with planning delays currently rank alongside it as impediments to business expansion.

To address the long-term challenge, the HBF and its members established the Home Building Skills Partnership to help to identify, recruit and train the home building workforce of the future. Anecdotally, we have been aware for many years that in certain parts of the country and in certain trades, the industry is reliant on workers from the EU and, in some cases, beyond. As the country prepares for Brexit, it is extremely important that the industry has robust data against which to benchmark its current workforce to begin preparation for a post-Brexit environment and any additional constraints on accessing labour which may be put in place in the future.

The industry shares the ambition of the Government to sustain and build on the unprecedented level of growth in housing supply over the recent period but this will require sufficient skilled labour.

Introduction to the Census

Over the course of five weeks between September and October 2017, HBF and its members conducted the first ever census of the on-site home building workforce.

The census was supported by almost 40 house building companies around the country, operating on 1,090 sites and included responses from 37,167 participants. In advance of the publication of this document, HBF has provided an outline of relevant information to the Migration Advisory Committee which is in the process of gathering evidence before reporting to the Home Office on specific skill requirements in the UK economy.

Over the course of five weeks in 2017

HBF conducted the first ever census

Supported by almost 40 house building companies

Operating on 1,090 sites

Responses from 37,167 participants

Understanding the workforce

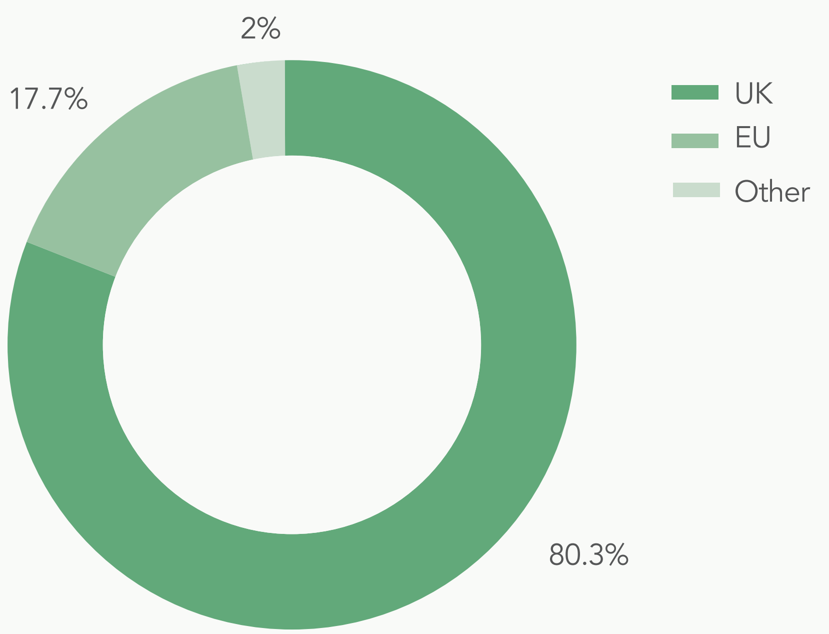
Workforce overview

- **17.7%** of the home building workforce is from a European Union country, with a further **2%** from elsewhere
- Romania, Poland, Lithuania and Ireland are the most common countries of origin for the non-British workforce

The Home Building Workforce Census was completed by 37,167 participants from more than 80 countries around the world.

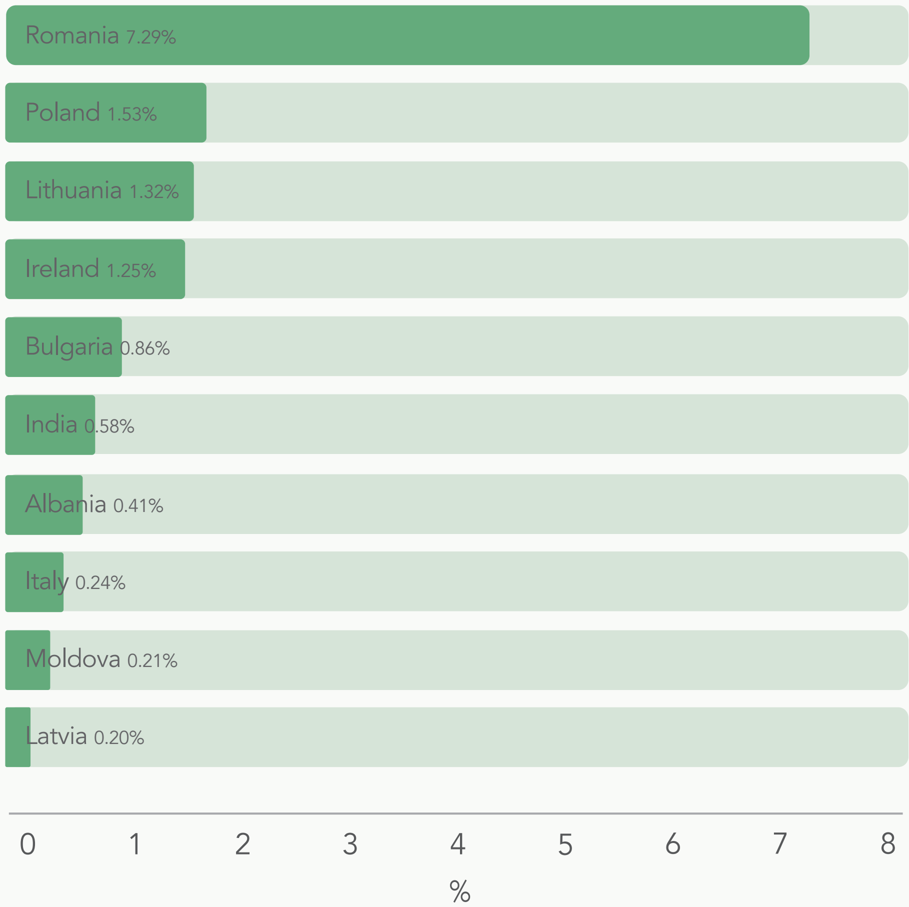
In total, 19.7% of respondents were from overseas. The vast majority of these workers were from European Union (EU) states which accounted for 17.7% of the total. A further 2% of the workforce originates from countries outside the EU.

Broad nationality of home building workforce



Other than the UK, the most prominent individual country represented was Romania, with 7.29% of respondents who provided a specific country listing their nationality as Romanian. This was followed by Poland (1.53% of the workforce), Lithuania (1.32%), Ireland (1.25%), Bulgaria (0.86%) and India (0.58%). Other than India, non-EU countries represented in significant numbers included Albania, Moldova, Nigeria, Jamaica and Ukraine.

Top 10 non-UK nationalities in the home building workforce

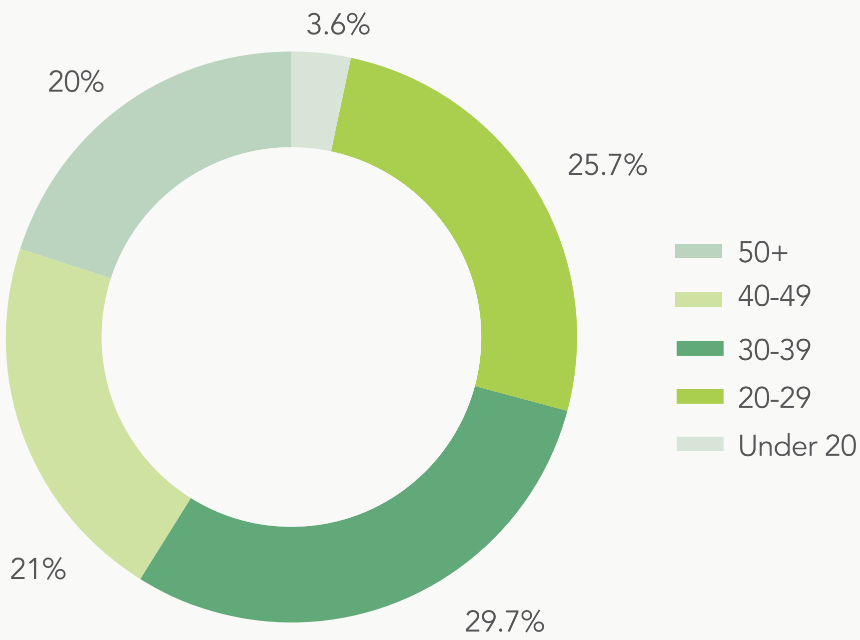


Workforce age analysis

- **59%** of the workforce is **aged under 40** with almost a **third of the workforce in the 30-39 age bracket**
- Those aged roughly **between 28 and 33** at the time of the census accounted for **20%** of the workforce
- The overseas workforce tends to be younger than UK passport holders in the sector with overseas workers much more likely to be between in their **20s or 30s** than UK counterparts.

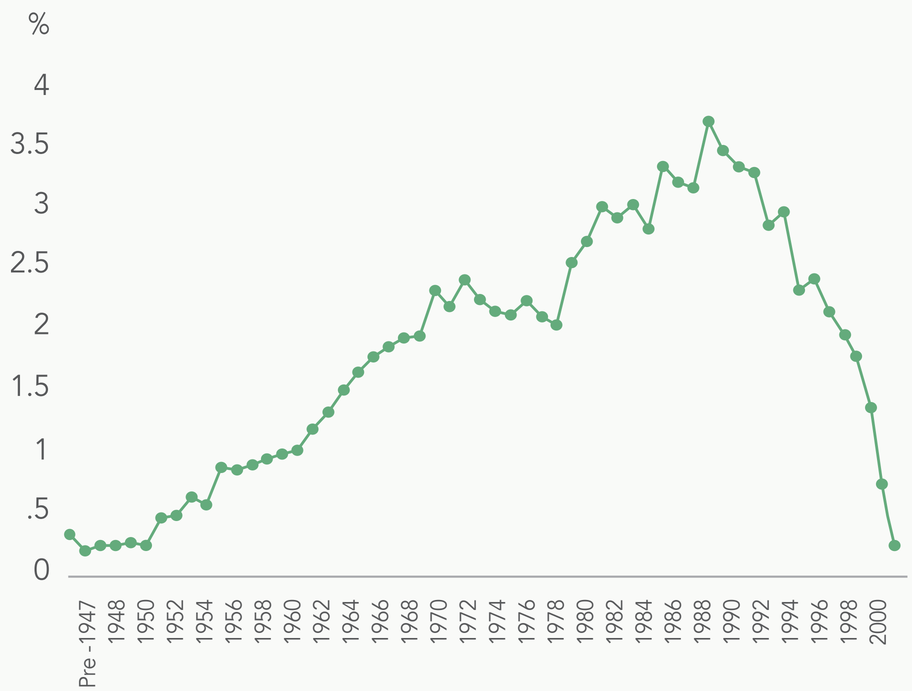
The home building workforce is characterised by a wide span of age ranges, and a fairly even split between workers in their 20s, 30s, 40s and 50s. Overall, 59% of the workforce is aged under 40 with almost a third of the workforce in the 30-39 age bracket.

Home building workforce by age band



27,223 respondents to the census provided a recognisable year of birth (73.3% of the total sample). By single year of birth, 1987 was the most common birth year amongst the census respondents. In total, the birth years 1984 to 1989 (i.e. those aged roughly between 28 and 33 at the time of the census) accounted for 20.0% of the workforce.

Percentage of workforce by single year of birth

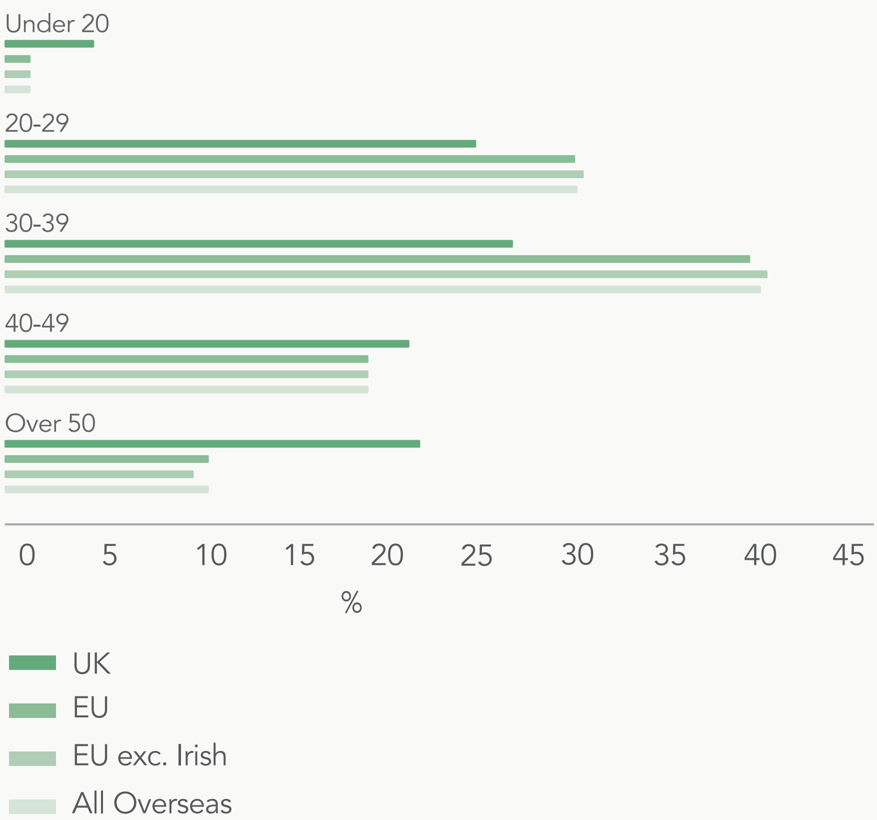


Workforce age analysis

One interesting distinction the census results highlight is the relative disparity in ages between UK nationals in the home building workforce and the non-UK contingent. The overseas workforce tends to be younger than UK passport holders in the sector. While amongst UK workers, there is a fairly even spread across different age bands with each 10-year bracket between 20 and 'Over 50s' accounting for 21.5% (40-49 years) to 27.3% (30-39 years) of UK workers, overseas workers are much more likely to be in their 20s or 30s.

Just over half (52.3%) of the UK originating workforce responding to the census put their age at 20-40, compared with 69.4% of overseas workers. This figure rises to more than 7 in 10 (71%) amongst non-Irish EU respondents.

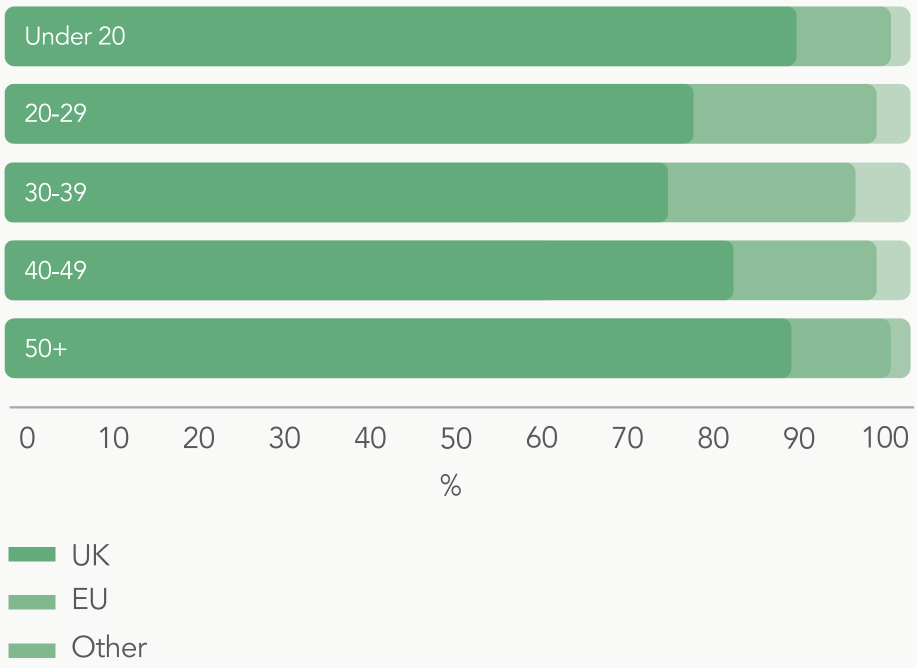
Distribution of workforce origins by age bracket



Of all the 30-39 year olds who took part in the census, over a quarter were non-UK nationals and more than 21% of those in their 20s were also from other countries.

UK workers are predominant at both extremes of the workforce age brackets, making up 92.2% of the Under 20s, and 90.5% of the Over 50s.

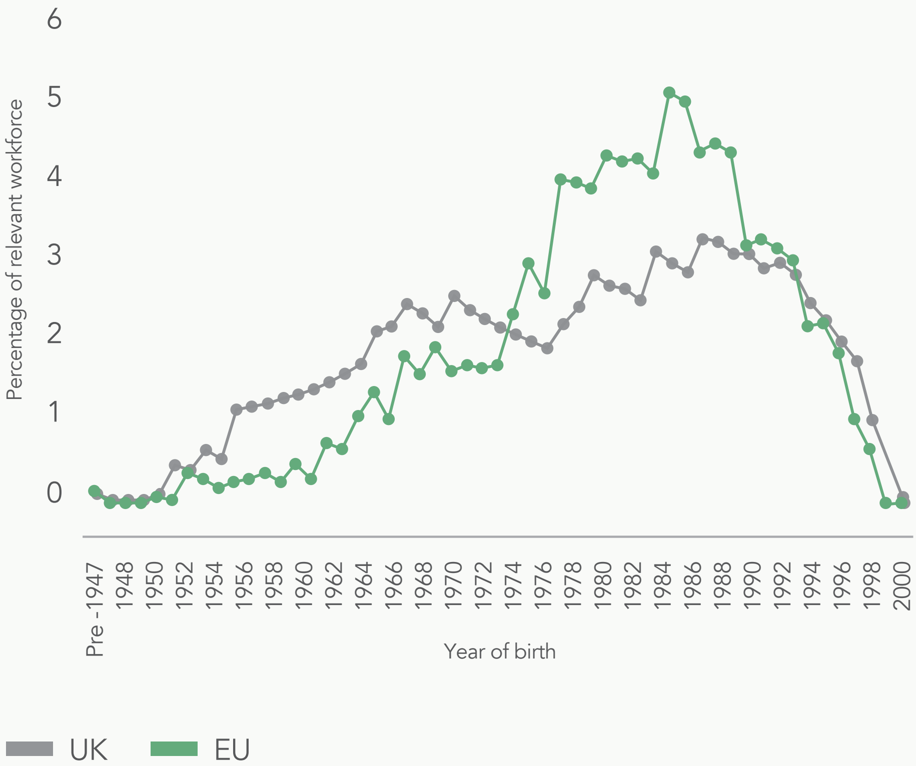
Age of industry workforce by trade



Workforce age analysis

Comparing single birth years across UK nationals and workers originating from European Union countries, this phenomenon is highlighted even more starkly. While 34.1% of UK workers were born between 1979 and 1990 (i.e. aged approximately 27 to 38 at the time of the census), 49.3% of EU workers fell into this age range.

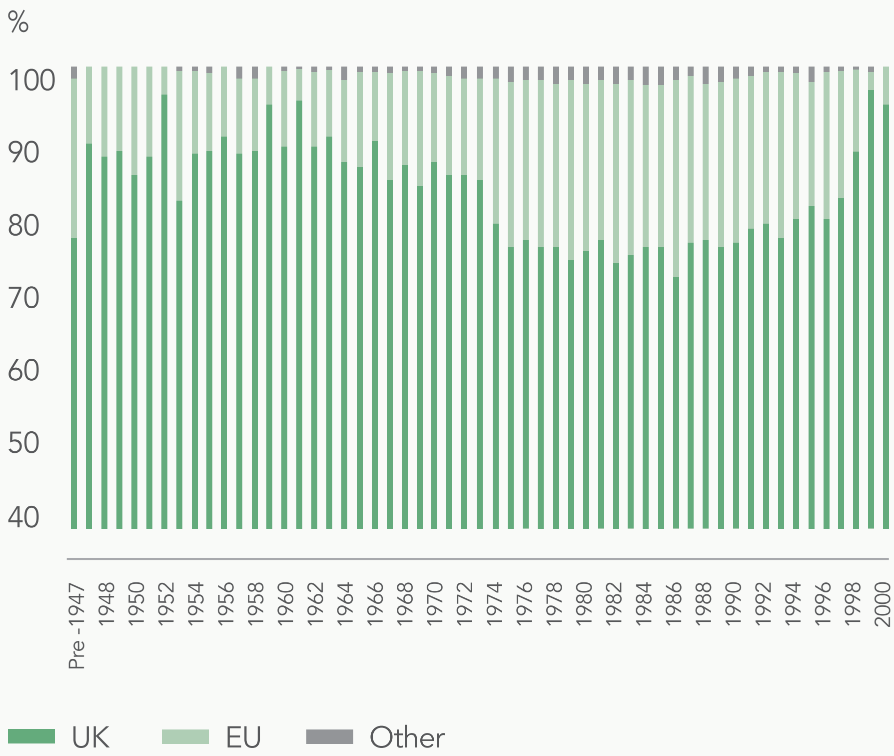
UK and EU workforce by single year of birth



Proportionally, at each single year of birth point covering workers aged between 48 and 61, roughly twice as many UK workers feature compared with EU workers. Meanwhile, for every single year of birth between 1974 and 1994, a greater proportion of EU workers feature, peaking in 1986 and 1987 when close to 10% of the total EU workforce on home building sites were born.

Although the much smaller sample makes the data less reliable and is thus not included in the chart to the left, the peak birth year for non-EU overseas workers was 1984, accounting for almost 6.5% of all 'Other' workers.

Age of industry workforce by trade



The lowest proportion of UK workers for any single birth year occurs at 1986. Just 71.3% of people citing their birth year as 1986 stated their nationality as UK. This means that of all people approximately 31 years of age at the time of the census, 25.7% were from EU countries with a further 3.0% from elsewhere.

Experience and intention to stay

Time in the home building industry and intention to remain working in the sector:

- 6.4% of workers indicated they do not plan to stay in the industry indefinitely
- Overseas workers were only slightly more likely to state that they do not see their long-term future in the UK construction industry
- Workers in Wales, the North East and the Midlands were more likely to state that they see their future away from the sector.

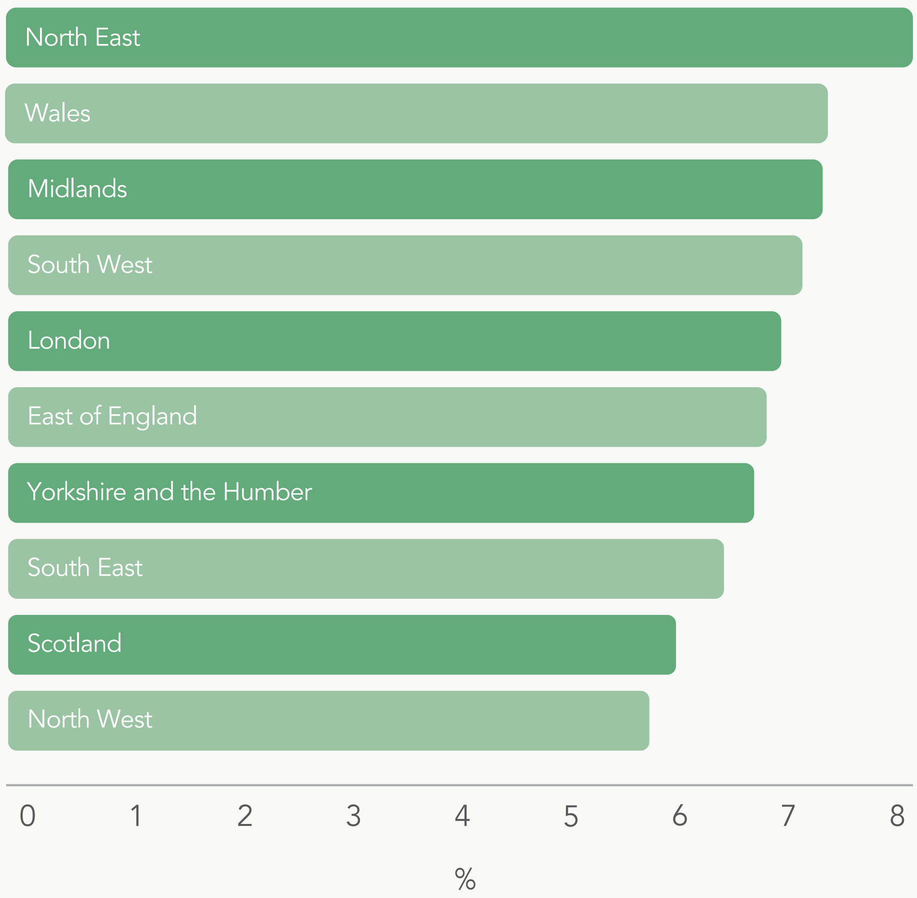
The vast majority of workers in the home building industry are intending to stay in the UK construction industry indefinitely with only 6.4% of workers indicating that they are not planning to stay in the industry long-term. As 59% of those not intending to remain in the industry are those with 10 or more years in the industry this may indicate that these workers are expecting to leave the industry due to retirement.

Generally, more of the workforce with an expectation to leave the industry are indirectly employed in the home building industry. Of those workers indicating that they are not planning to stay, 82.4% are indirectly employed, compared to 78.3% of all workers who responded to this question.

6.7% of EU workers who responded to the question on future intentions were not intending to stay in the UK industry compared with 6.9% of other overseas workers and 6.35% of UK workers.

There is broad consistency across regions in relation to workers' intention to remain in the construction sector long-term with the North East offering the only significant deviation as 7.9% of respondents stated that they were not planning to continue working in the sector. The position of the North East and Wales at the top of this list likely reflects the generally less buoyant home building environment in these areas in recent years. The North West had the lowest proportion of workers contemplating a future away from the industry.

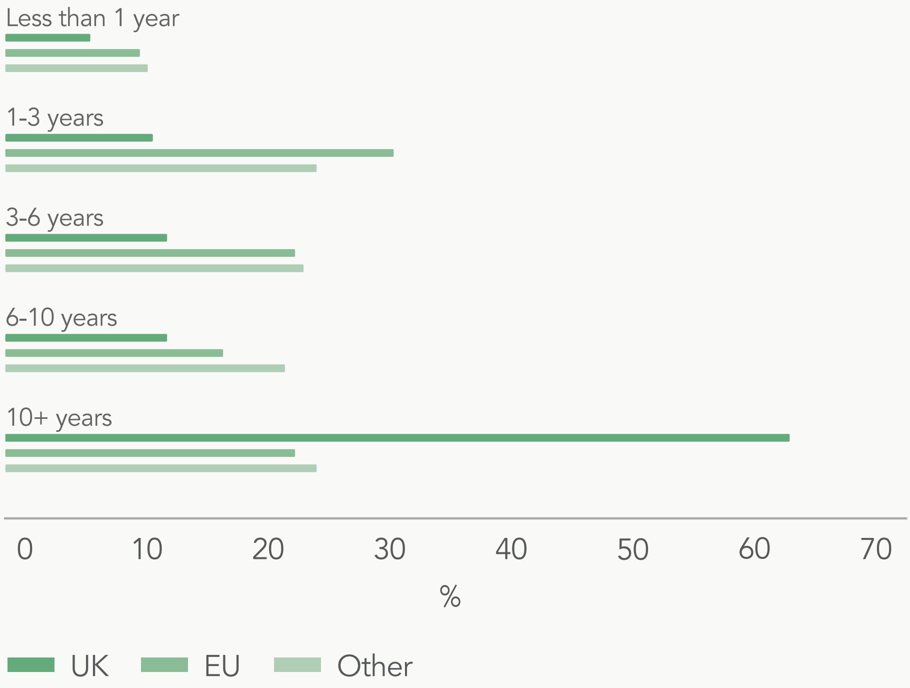
Percentage of regional workforce not intending to stay in the industry indefinitely



Experience and intention to stay

According to the data collected through the HBF Workforce Census, 62% of workers holding a UK passport have been in the industry for more than ten years in comparison with 22% and 25% of EU and other overseas workers respectively. A third of EU workers have been in the industry for one to three years which suggests a relatively new labour force. However, in combination with the data collected about the workforce's intention to stay, this indicates that this new labour force is nevertheless committed to remaining in the industry.

Length of time in the industry



The Home Building Workforce Census was completed by **37,167** participants from more than **80** countries around the world

6.4% of workers indicated they do not plan to stay in the industry indefinitely

59% of the workforce is aged under 40 with almost a third of the workforce in the 30-39 age bracket

Regional view

Regional overview

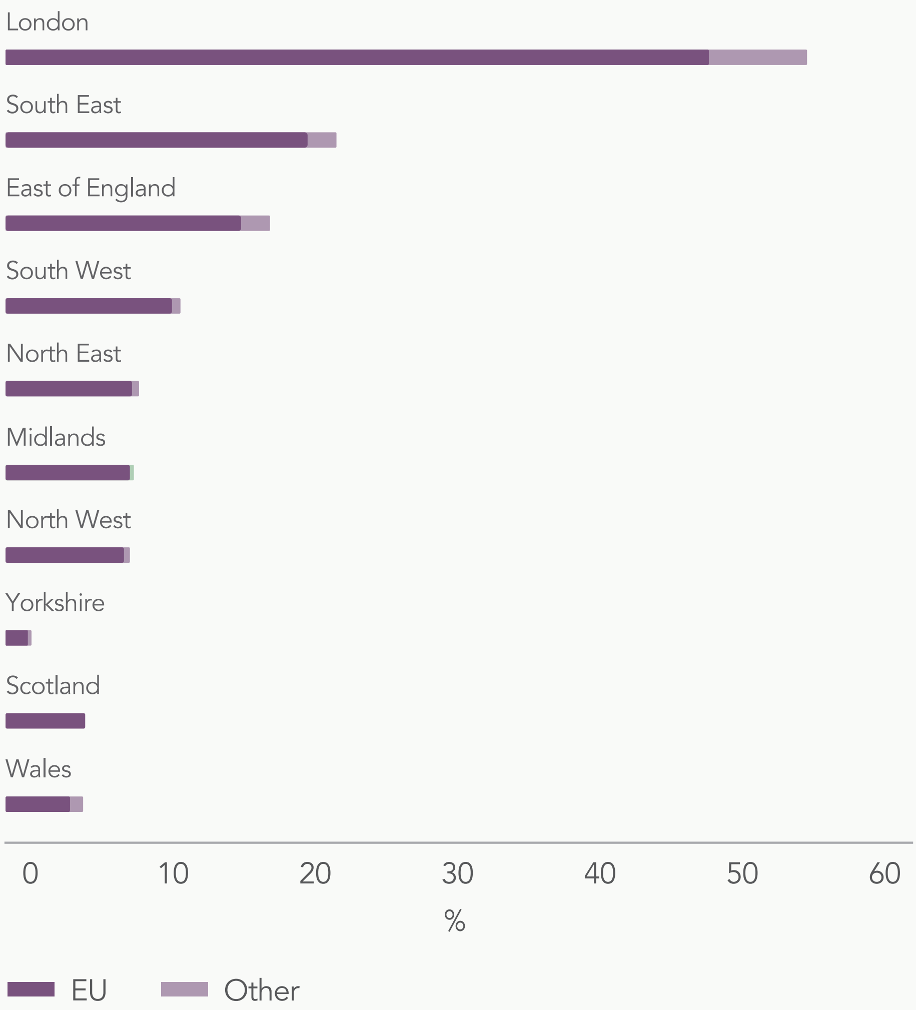
- Overseas workers account for more than half of the home building workforce in London
- Overseas workers account for around 1 in 5 workers in the South East and East of England
- The North West, South West and London have the greatest proportion of workers who have joined the industry in the last three years
- While in most regions, Romanian workers are the most heavily represented amongst overseas nationalities, in Yorkshire, Irish workers are more populous, and in Scotland and Wales, Polish workers are more prominent
- EU nationals in the North West, Yorkshire and the Midlands were more likely to consider their English language skills to be native, fluent or advanced.

The regional profile of the home building industry's workforce provides an essential insight into the way in which the workforce is comprised across the country.

The workforce in London, and to a lesser degree the South East and the East of England, deviates significantly from that of the rest of the country in its reliance on overseas workers. While in Yorkshire and the Humber the non-UK workforce is as small as 1.8% this increases dramatically in London where over half the industry's workforce does not identify as UK nationals.

There is also some regional variation in terms of the countries of origin for the non-UK workforce, including those from the EU. For example, while Romanian workers are a key part of most regional non-UK workforces in some regions other nationalities such as Irish or Polish workers contribute comparatively to the local workforce. The data gives little indication that any one region's workforce is made up of more temporary, younger or less experienced labour than another with strong consistency in age and experience across the various regions. Indeed, a more significant variation in age can be seen when considering this in relation to other factors such as trades.

Overseas workers as percentage of regional home building workforces



Regional view

London

56.3% non-UK workforce

49.5% of all workers are from EU countries, of these 49% are from Romania, 8.5% are from Bulgaria, 6.4% are from Poland

6.8% of the London workforce from overseas countries outside the EU

41.6% of EU workers have been in the UK industry for less than three years

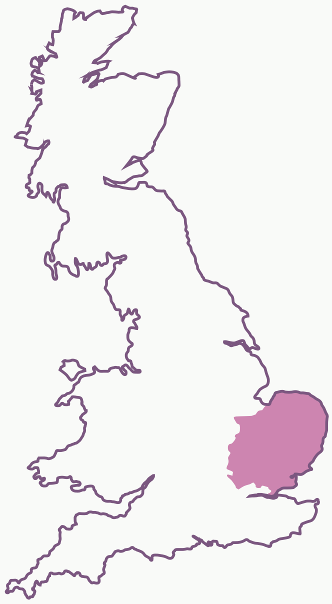
49% of EU workers consider themselves either advanced, native or fluent in English

73.2% of UK workers are indirectly employed compared to **89.3%** of EU workers

18.2% of EU workers have Demolition/Groundwork/Frames occupations, **15.2%** have General Labour occupations and **11.8%** have Carpentry occupations

6.5% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **7.1%** of EU workers

East of England



17.8% non-UK workforce

15.6% are EU workers, of these 53.8% are from Romania, 10.5% are from Ireland, 10.2% are from Lithuania

38.3% of EU workers have been in the UK industry for less than three years

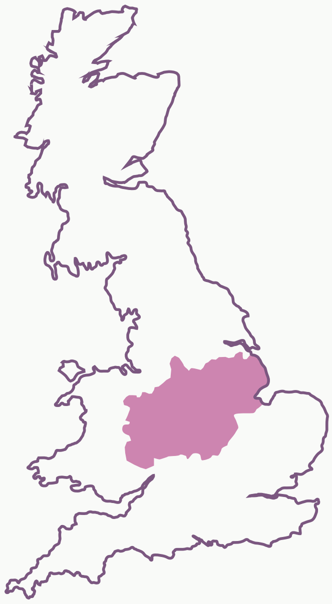
50.1% of EU workers consider themselves either advanced, native or fluent in English

79.5% of UK workers are indirectly employed compared to **85.2%** of EU workers

28.8% of EU workers have Demolition/Groundwork/Frames occupations, **17.5%** have Brickwork occupations and **15.2%** have General Labour occupations

6.4% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **6.7%** of EU workers

Midlands



7.5% non-UK workforce

6.6% are EU workers, of these 35.5% are from Romania, 23.9% are from Ireland, 18.7% are from Poland

34.2% of EU workers have been in the UK industry for less than three years

63.6% of EU workers consider themselves either advanced, native or fluent in English

77.5% of UK workers are indirectly employed compared to **82.3%** of EU workers

33.9% of EU workers have Demolition/Groundwork/Frames occupations, **19.3%** have Brickwork occupations and **16.8%** have General Labour occupations

7.0% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **8.7%** of EU workers

South West

10.5% non-UK workforce

9.4% are EU workers, of these 43.5% are from Romania, 19.3% are from Poland, 8.1% from Ireland

41.2% of EU workers have been in the UK industry for less than three years

43.5% of EU workers consider themselves either advanced, native or fluent in English

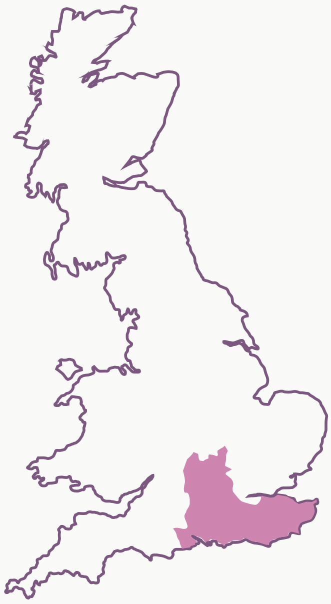
77.6% of UK workers are indirectly employed compared to **84.2%** of EU workers

19.9% of EU workers have Demolition/Groundwork/Frames occupations, **19.2%** have Brickwork occupations and **14.7%** have General Labour occupations

7.1% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **5.1%** of EU workers

Regional view

South East



22.7% non-UK workforce

19.8% are EU workers, of these 47.4% are from Romania, 16.1% are from Poland, 12.1% are from Ireland

36.7% of EU workers have been in the UK industry for less than three years

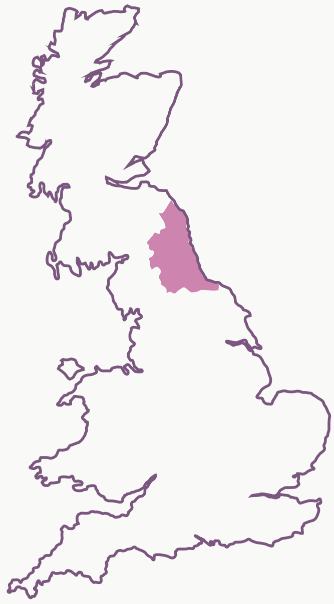
53.2% of EU workers consider themselves either advanced, native or fluent in English

80% of UK workers are indirectly employed compared to **89%** of EU workers

26.2% of EU workers have Demolition/Groundwork/ Frames occupations, **18.6%** have Brickwork occupations and **12.7%** have General Labour occupations

5.6% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **7.1%** of EU workers

North East



7.9% non-UK workforce

7.2% are EU workers, of these 61.1% are from Romania, 11.1% are from Ireland, 7.4% are from Poland and 7.4% are from Lithuania

24.7% of EU workers have been in the UK industry for less than three years

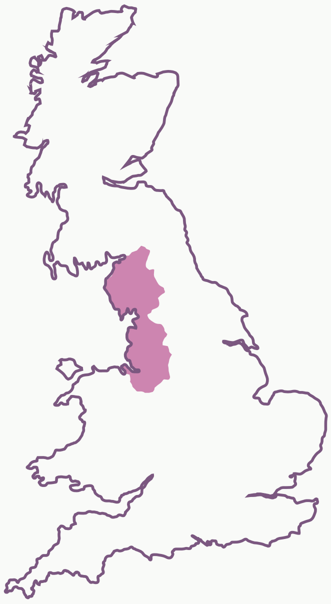
48.2% of EU workers consider themselves either advanced, native or fluent in English

60.1% of UK workers are indirectly employed compared to **79.2%** of EU workers

29.3% of EU workers have Brickwork occupations (all but 5 of sample of 27 on one site) and **12%** have Carpentry occupations

8% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **7.4%** of EU workers

North West



5.9% non-UK workforce

5.4% are EU workers, of these 61.7% are from Romania, 10.9% are from Hungary,10.9% are from Poland

41% of EU workers have been in the UK industry for less than three years

57.2% of EU workers consider themselves either advanced, native or fluent in English

73.4% of UK workers are indirectly employed compared to **86.9%** of EU workers

30.6% of EU workers have Demolition/Groundwork/ Frames occupations, **17.1%** have Brickwork occupations and **14.7%** have Carpentry occupations

5.6% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **4.3%** of EU workers

Yorkshire and the Humber

1.8% non-UK workforce

1.3% are EU workers, of these 35.7% are from Ireland, 14.3% are from Hungary

27.8% of EU workers have been in the UK industry for less than three years

73.7% of EU workers consider themselves either advanced, native or fluent in English

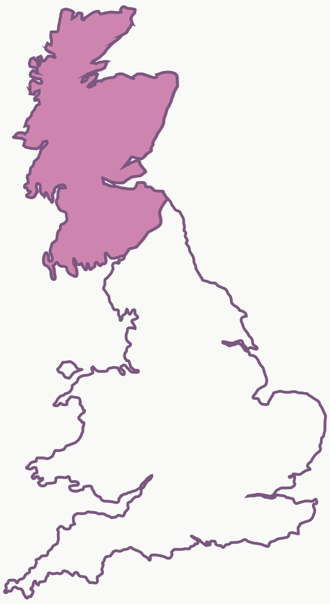
69.8% of UK workers are indirectly employed compared to **76.4%** of EU workers

36.8% of EU workers have Demolition/Groundwork/ Frames occupations, **26.3%** have General Labour occupations and **26.3%** have Carpentry occupations

5.9% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **15.8%** of EU workers

Regional view

Scotland



0% Non-EU or non-UK workers

3.5% are EU workers, of these 66.7% are from Poland, 16.7% are from Lithuania

58.3% of EU workers have Brickwork occupations

8.3% of EU workers have been in the UK industry for less than three years

58.3% of EU workers consider themselves either advanced, native or fluent in English

73% of UK workers are indirectly employed compared to **27.2%** of EU workers

3.5% are EU workers, of these **66.7%** are from Poland, **16.7%** are from Lithuania

5.9% of UK workers in the region and not planning to stay in the UK industry indefinitely compared to no EU workers

Wales

2.1% non-UK workforce

2% are EU workers, of these 37.5% are from Poland, 25% are from Romania

23.1% of EU workers have been in the UK industry for less than three years

50% of EU workers consider themselves either advanced, native or fluent in English

74.2% of UK workers are indirectly employed compared to **84.6%** of EU workers

29% of EU workers have Demolition/Groundwork/Frames occupations and **21.4%** have specifically indicated they work in landscaping

6.3% of UK workers in the region are not planning to stay in the UK industry indefinitely compared to **21.4%** of EU workers

Overseas workers account for more than half of the home building workforce in London

Overseas workers account for around 1 in 5 workers in the South East and East of England

The North West, South West and London have the greatest proportion of workers who have joined the industry in the last three years

Employment and trades

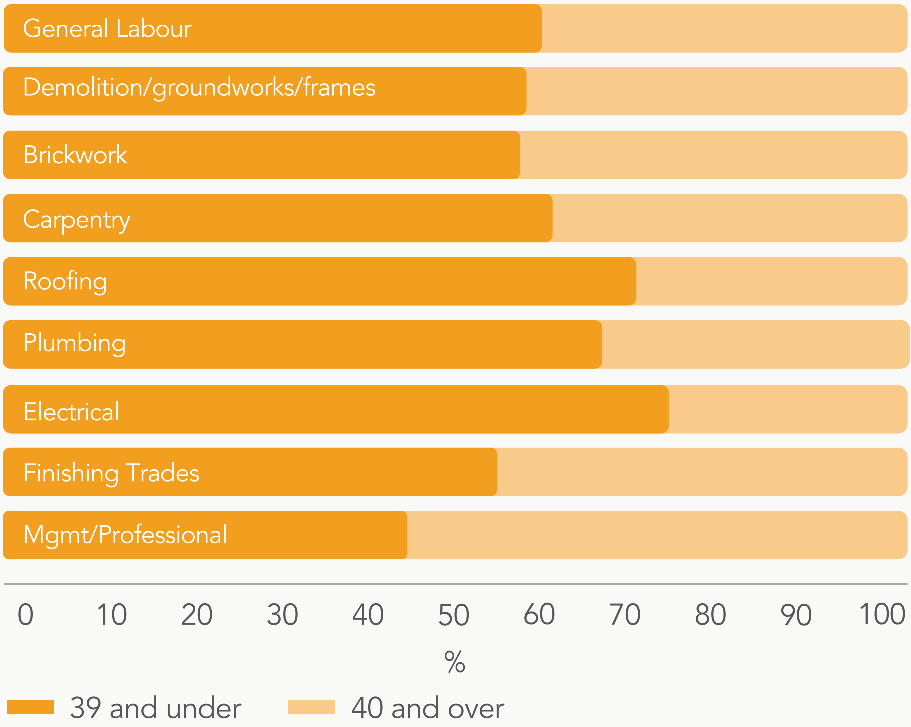
Employment and trades overview

- Roofing and plumbing are the trades with the greatest proportion of the workforce **under the age of 40**
- Management and finishing trades had the **highest proportion of over 40s** followed by demolition and ground works
- Indirect employment was generally very high across all trades, particularly **finishing trades (92%) and roofing (91%)**
- Employees working in carpentry, general labour and finishing trades were most **likely to state that they do not intend to remain in the UK** construction sector indefinitely
- General labour, demolition/groundworks and finishing trades had the **highest proportion of non-UK workers**
- In London, more than **7 in 10** carpentry workers were from overseas.

The home building industry's site-based workforce is made up of a vast range of different occupations and trades including engineers, bricklayers, administrative staff, roofers, plumbers, plasterers, cleaning staff, electricians.

All these workers play an important role in ensuring that the industry is able to keep delivering new homes. Each trade or occupation's demographic differs due to the relative importance of experience, formal qualifications, physical fitness and other factors in being successful in performing particular jobs. For example, the age profile of management and professional staff is significantly higher suggesting that workers with a number of years of site-based experience eventually progress into more senior managerial roles on site. Other workers such as those working in roofing and electrical occupations tend to be younger potentially due to the more demanding physical elements of the work.

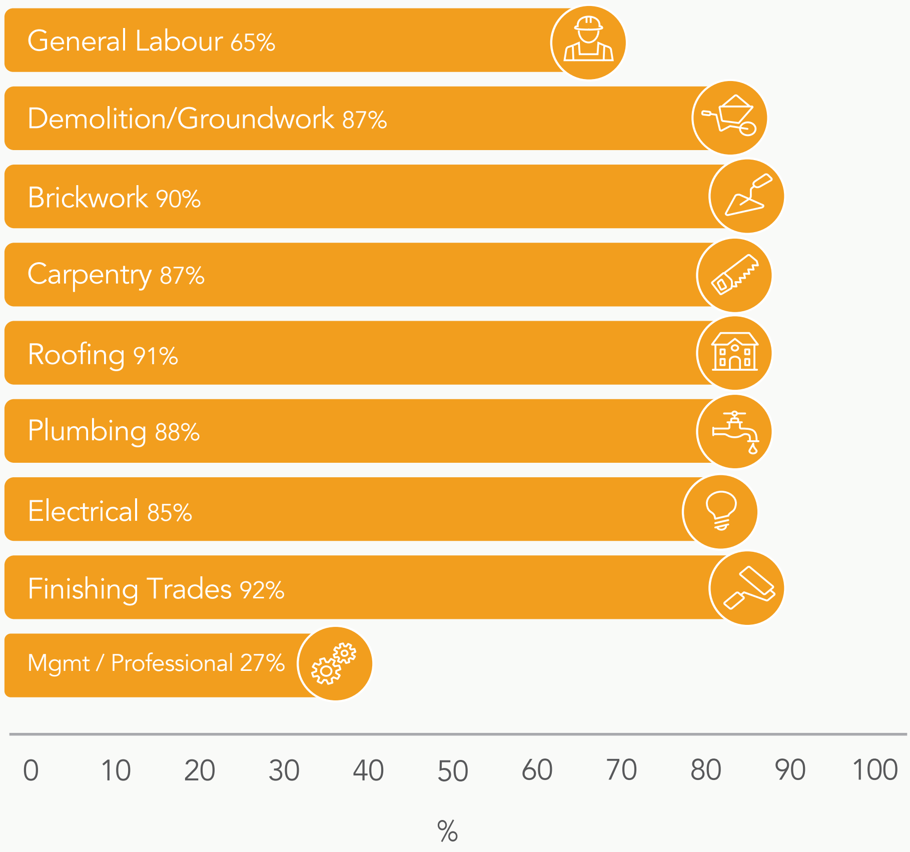
Age of industry workforce by trade



Employment and occupations

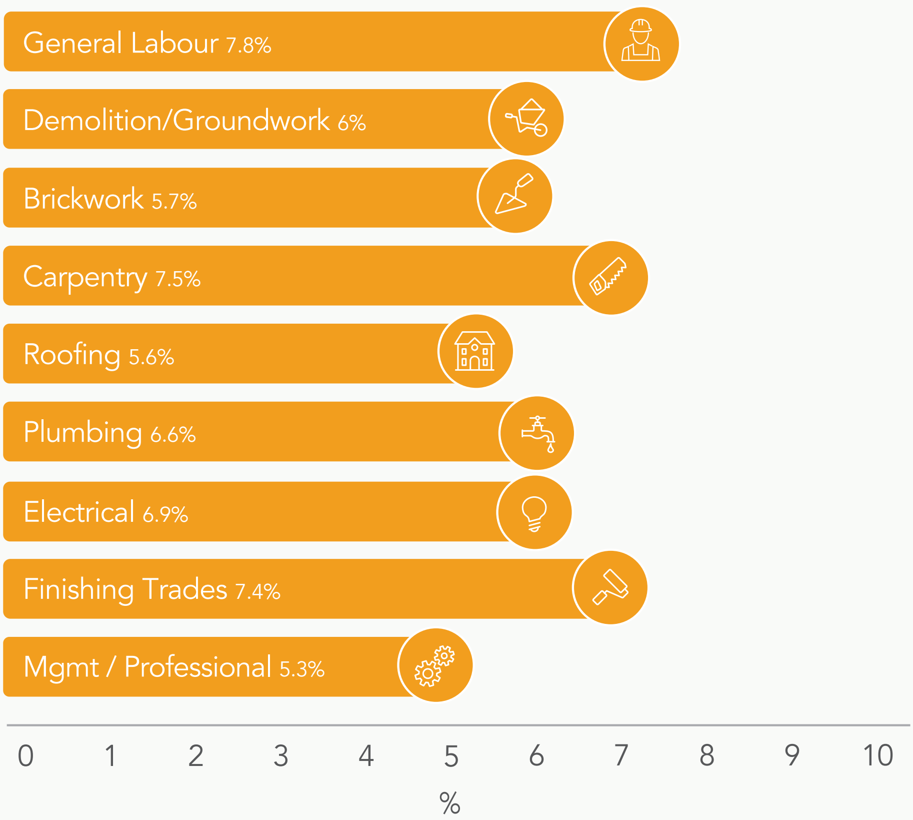
An analysis of the census data by trades also indicates the prevalence of indirect employment amongst most trades with the most striking exceptions being management and professional workers as well as, to a lesser degree, general labourers. This may be an indication that, unlike other trades, workers in these roles are required on site throughout the construction process rather than being specifically needed to complete a particular aspect of the build.

Percentage of workers indirectly employed by trade



However, in terms of intention to stay in the industry these two trades are the most different with management and professional workers indicating that they have the greatest intention to stay in the UK industry indefinitely while general labourers have the lowest intention to stay out of all the trades covered in the census. Here again the age and time invested in the industry will likely be a key influence for management and professional workers while general labourers, which has the highest percentage of non-UK workers nationally amongst the trades covered, may eventually transition into other roles and industries as they gain general work experience and develop their skillset.

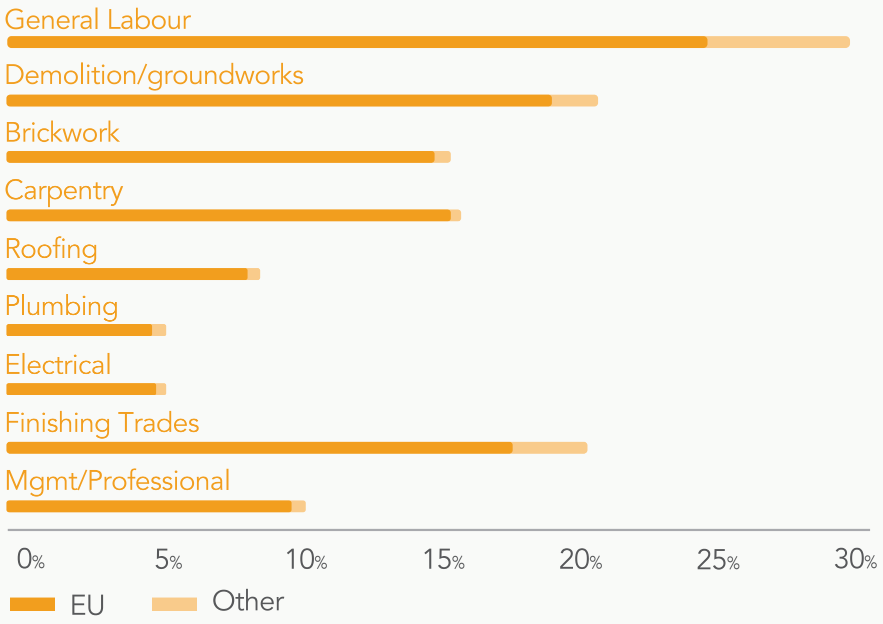
Percentage of workers not planning to stay in the UK industry indefinitely by trade



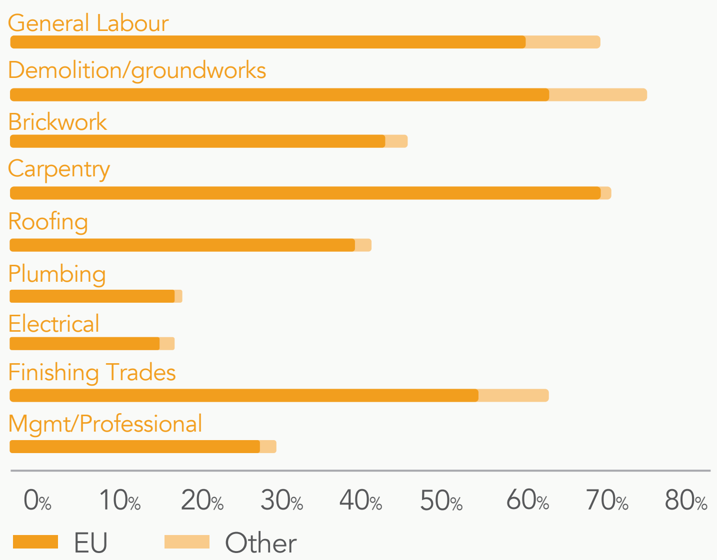
Employment and occupations

Along with general labourers, 'demolition/groundworks and frames', and finishing trades have the largest proportion of non-UK workers. These are closely followed by the more specialised brickwork and carpentry trades, the latter of which is almost entirely made-up of EU workers with very few other non-EU overseas workers. Non-EU overseas workers across all trades are a small proportion in comparison to EU workers although slightly more prevalent amongst general labourer and demolition, groundworks and frames occupations.

Percentage of non-UK workers nationally by trade



Percentage of non-UK workers in London by trade



Employment and trades breakdown

General Labour

29% of general labourers are from overseas (24.5% are from EEA countries)

64.9% of general labourers are indirectly employed

7.8% of general labourers are not planning to stay in the UK construction industry indefinitely

38.5% of general labourers are over the age of 40; 61.5% are 39 or under

56.4% of overseas general labourers are Romanian; 7.4% are Polish; 6.7% are Bulgarian; 6% are Lithuanian; 4.5% are Irish; 3.9% are Indian

55 Overseas countries are represented in total amongst those who identified as general labourers

In London, non-UK workers account for **71.4%** of general labourers (61% are from EEA countries)

Demolition/Groundworks/Frames

21.9% of workers in demolition/groundworks/frames occupations are from overseas (18.6% are from EEA countries)

87.2% of workers in demolition/groundworks/frames occupations are indirectly employed

6% of workers in demolition/groundworks/frames occupations are not planning to stay in the UK construction industry indefinitely

42.2% of workers in demolition/groundworks/frames occupations are over the age of 40; 57.8% are 39 or under

47.8% 47.8% of overseas workers in demolition/groundworks/frames occupations are Romanian; 11.9% are Irish; 5.8% are Polish; 3.8% are Lithuanian

40 overseas countries are represented in total amongst those who identified as being in demolition/groundworks/frames occupations

In London, non-UK workers account for **76.2%** of workers in demolition/groundworks/frames occupations (63.3% are from EEA countries)

Employment and trades breakdown

Brickwork

15.3% of workers in brickwork occupations are from overseas (14.1% are from EEA countries)

41.7% of workers in brickwork occupations are over the age of 40; 58.3% are 39 or under

51.5% of overseas workers in brickwork occupations are Romanian; 14% are Polish; 12.3% are Lithuanian; 5.7% are Irish

90% of workers in brickwork occupations are indirectly employed

5.7% of workers in brickwork occupations are not planning to stay in the UK construction industry indefinitely

31 overseas countries are represented in total amongst those who identified as being in brickwork occupations

In London, non-UK workers account for **48.5%** of workers in brickwork occupations (44.2% are from EEA countries)

Carpentry

36.8% of workers in carpentry occupations are over the age of 40; 63.2% are 39 or under

54.8% of non-UK workers in carpentry occupations are Romanian; 15.7% are Lithuanian; 9% are Polish; 7% are Irish

23 overseas countries are represented in total amongst those who identified as being in carpentry occupations

In London, non-UK workers account for **72.5%** of workers in carpentry occupations (70.5% are from EEA countries)

16% of workers in carpentry occupations are non-UK nationals (15.5% are from EEA countries)

7.5% of workers in carpentry occupations are not planning to stay in the UK construction industry indefinitely

87.3% of workers in carpentry occupations are indirectly employed

Roofing

10.4%

of workers in roofing occupations are non-UK nationals (9.7% are from EEA countries)

5.6% of workers in roofing occupations are not planning to stay in the UK construction industry indefinitely

91%

of workers in roofing occupations are indirectly employed

32.8% of non-UK workers in roofing occupations are Romanian; 22.4% are Bulgarian; 13.8% are Polish; 10.3% are Latvian

28.6% of workers in roofing occupations are over the age of 40; 71.4% are 39 or under

In London, non-UK workers account for **43%** of workers in roofing occupations (39.5% are from EEA countries)

16 overseas countries are represented in total amongst those who identified as being in roofing occupations

Plumbing

19 overseas countries are represented in total amongst those who identified as being in plumbing occupations

88%

of workers in plumbing occupations are indirectly employed

6.6% of workers in plumbing occupations are not planning to stay in the UK construction industry indefinitely

34.4%

of non-UK workers in plumbing occupations are Romanian; 11.5% are Irish; 9.8% are Polish

32.6% of workers in plumbing occupations are over the age of 40; 67.4% are 39 or under

In London, non-UK workers account for **18.9%** of workers in plumbing occupations (17.4% are from EEA countries)

5.1% of workers in plumbing occupations are non-UK nationals (3.9% are from EEA countries)

Employment and trades breakdown

Electrical

5.5% of workers in electrical occupations are non-UK nationals (4.6% are from EEA countries)

84.7%

of workers in electrical occupations are indirectly employed

6.9% of workers in electrical occupations are not planning to stay in the UK construction industry indefinitely

In London, non-UK workers account for **17.3%** of workers in electrical occupations (14.5% are from EEA countries)

23.2% of workers in electrical occupations are over the age of 40; 76.8% are 39 or under

31.9% of non-UK workers in electrical occupations are Romanian; 17% Irish; 14.9% are Bulgarian

15 overseas countries are represented in total amongst those who identified as being in electrical occupations

Finishing Trades

20.8%

of workers in finishing trades are non-UK nationals (17.7% are from EEA countries)

7.4% of workers in finishing trades are not planning to stay in the UK construction industry indefinitely

91.5%

of workers in finishing trades are indirectly employed

33.8% of non-UK workers in finishing trades are Romanian; 13.6% are Polish; 9.6% are Indian

46.3% of workers in finishing trades are over the age of 40; 53.7% are 39 or under

In London, non-UK workers account for **63.1%** of workers in finishing trades (54% are from EEA countries)

31 overseas countries are represented in total amongst those who identified as being in finishing trades

Management/Professional

8.6% of workers in management and professional roles are non-UK nationals (7.5% are from EEA countries)

5.3% of workers in management and professional roles are not planning to stay in the UK construction industry indefinitely

27.3% of general labourers are indirectly employed

54.2% of workers in management and professional roles are over the age of 40; 45.8% are 39 or under

29.9% of non-UK workers in management and professional roles are Irish; 25.2% are Romanian; 4.7% are Bulgarian

38 overseas countries are represented in total amongst those who identified as being in management and professional roles

In London, non-UK workers account for **29.6%** of workers in management and professional roles (25.3% are from EEA countries)

Amongst workers not identifying with any of the above categories key occupation areas included:

scaffolding which **24%** identified as their occupation

driving vehicles and machinery which **9%** identified as their occupation

3.5% cleaning which 3.5% identified as their occupation

landscaping which **2.5%** identified as their occupation

Appendix

Research and Analysis methodology

Research method

The HBF Workforce Census was a voluntary initiative amongst members of the Home Builders Federation with both company and individual participation voluntary. Census forms were completed on participating sites on any normal working day over a five-week period. No personal data was collected or recorded as part of the census.

Data samples

Due to the voluntary nature of the census the distribution across sites in England, Wales and Scotland could not be regulated, therefore, some regional sample sizes are more substantial than others.

Regional

Because of the nature of the industry's workforce, particularly in the case of workers that are indirectly employed, many members of the workforce will undertake work in a number of regions around the UK. Therefore, where respondents indicated they work in more than one region their responses will have been considered in the analysis of all relevant regional datasets.

Notes

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