



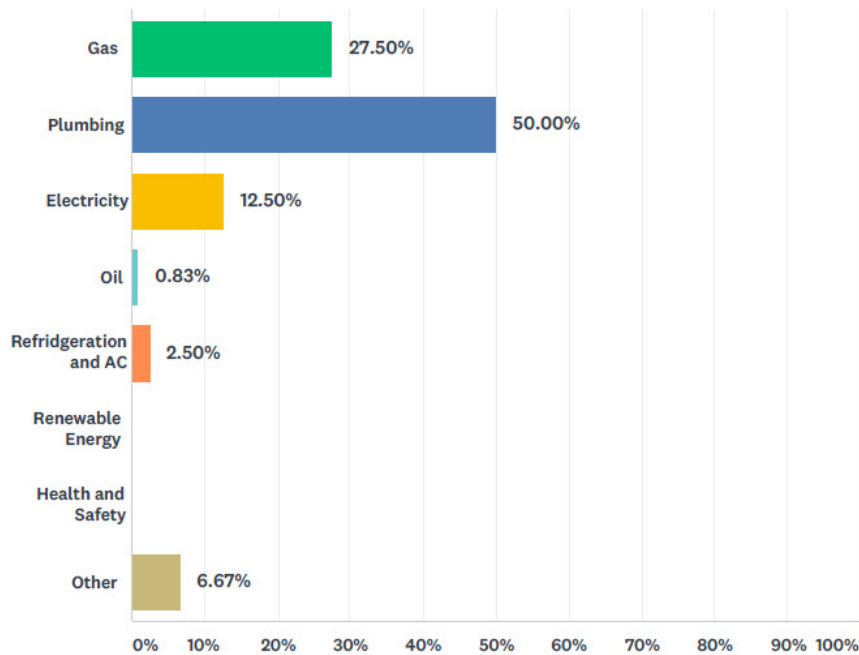
Survey Report: How Multi-Skilled Are You?

Between 16 October and 15 November 2018, Logic4training surveyed 120 building services engineers about the ways in which they had developed their skill sets over the course of their career and what their upskill-plans were for the future.

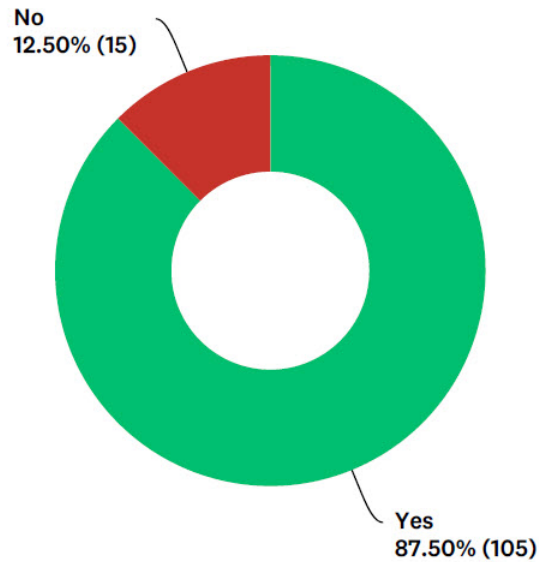
The Career Path of Building Services Engineers

Of the 116 men and four women who participated – the majority of which aged 35 to 54 – 50% started off their career in the field of plumbing. However, an overwhelming 87.50% added to this skill later on in their career.

When you first started your career in building services engineering, which field did you operate in?



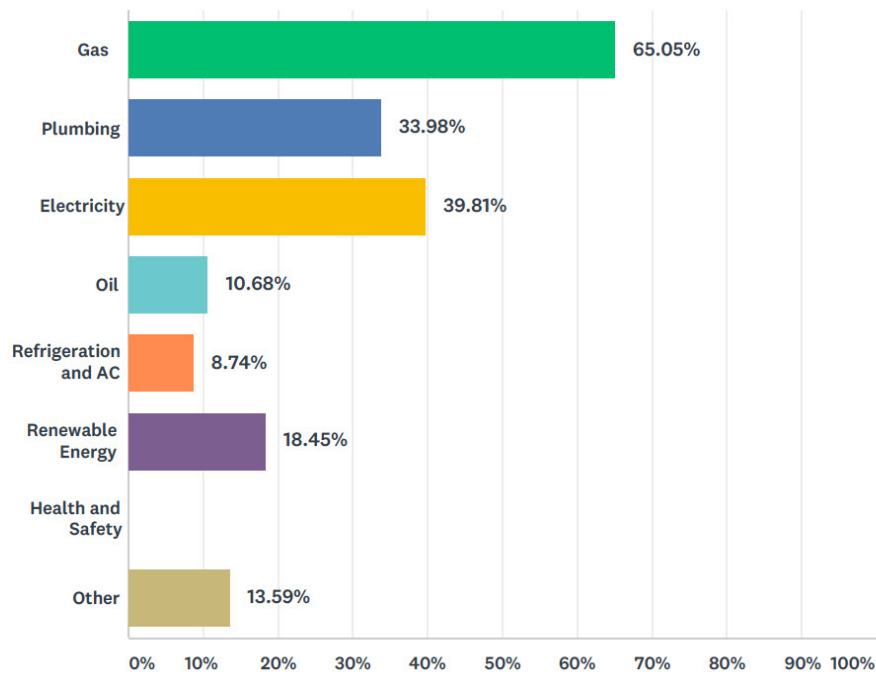
Have you added to this skill?



Gas appeared to be the most popular area to upskill in for building services engineers, with 65.05% of respondents having trained to become gas engineers after starting their career in another area. For those who started off as plumbers, gas was an even more popular field to upskill in, with 73.33% of plumbers choosing to become a multi-hyphenated 'plumbing and gas engineer'. On average, respondents who had upskilled did so in 1.90 (approximately two) other areas.



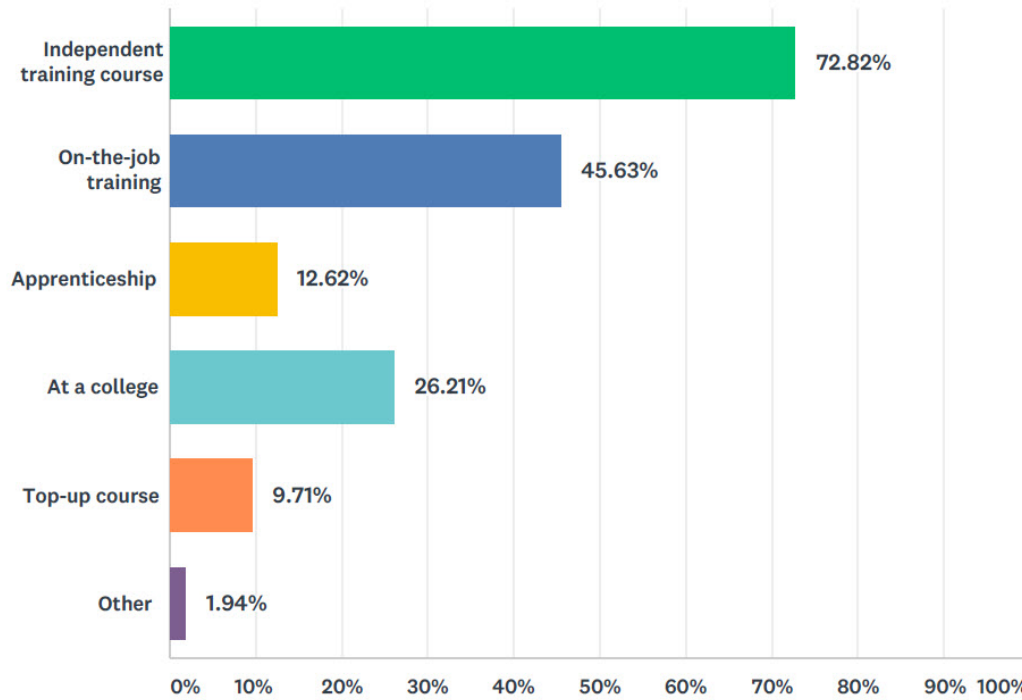
In what areas did you upskill? (You can choose multiple answers)



How and Why Engineers Upskilled

Independent training courses were the most popular way of upskilling, with 72.82% of respondents choosing this path, swiftly followed by on-the-job training (45.63%). 40% of those who followed an independent training course had combined this with on-the-job training.

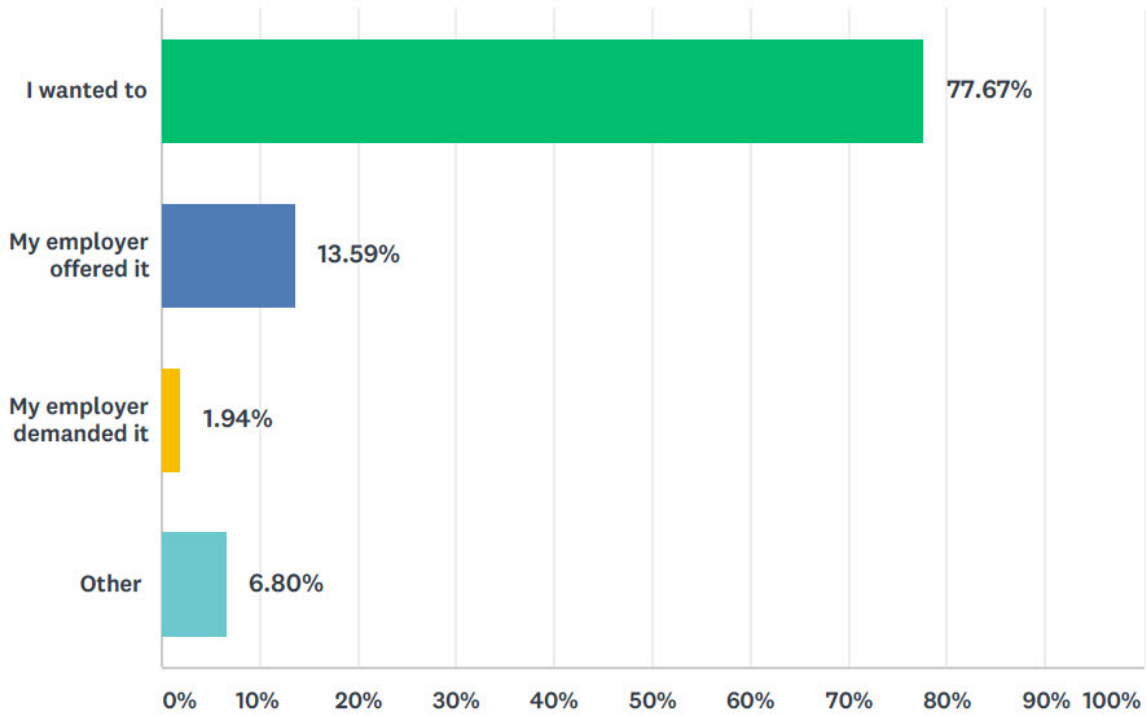
How did you upskill? (You can choose multiple options)



In terms of motivations to upskill, 77.67% of respondents said they did it because they wanted to. In some cases (13.59%), employers had offered the option to their employees, but they rarely demanded it (1.94%).



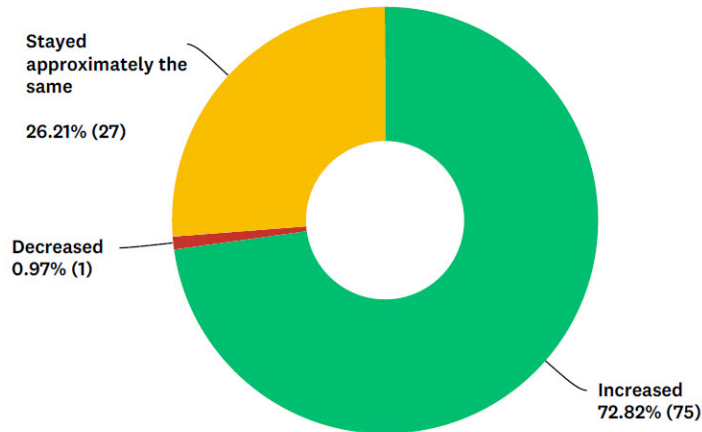
Why did you upskill?



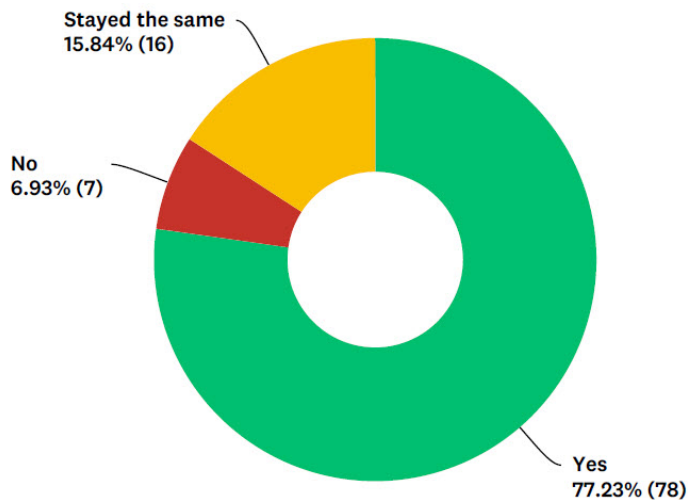
The Effects of Upskilling

Investing in one's skill set appeared to have overall positive results for building services engineers: in 72.82% of cases their customer base increased, and 77.23% experienced an increase in income because of their increased customer base and wider skill set.

Since expanding your skill set, has your customer base increased or decreased?

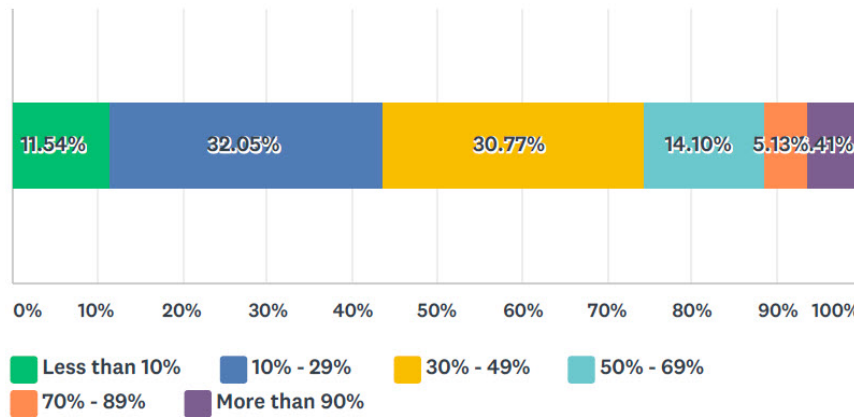


Since expanding your skill set, has your income increased?



The income increases weren't negligible either: for 32.05% of respondents, income increased by 10-29% – for 30.77% of respondents the income increase was a 30%-49%. 4.1% of respondents saw their income soar by more than 90%.

If your income has increased, approximately by how much?



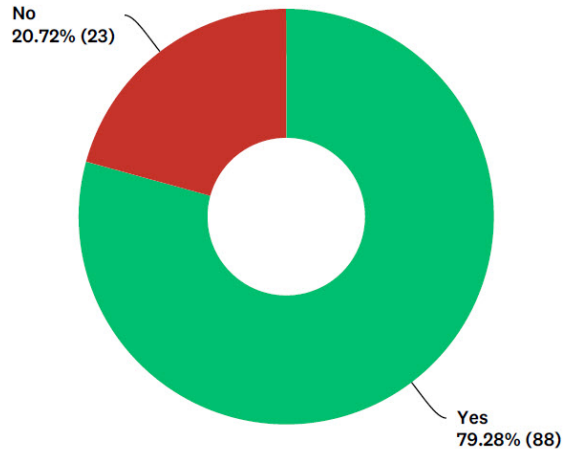
53.33% of those who had not upskilled earned an hourly rate of under £20 an hour, whereas this percentage was just 19.79% for those who had invested in expanding their skill set. The most common hourly rate for upskilled workers was between £30 and £39 an hour (21.87%), followed by an hourly rate of £40-£49 an hour (11.46%). 15.6% of upskilled workers earned an hourly rate of £60 or more.

The survey concluded that upskilling increased the overall work satisfaction, too. The average work satisfaction amongst engineers who hadn't upskilled was 5.38 out of 10 – for those who *had* upskilled, this satisfaction increased to 7.5 out of 10, on average.

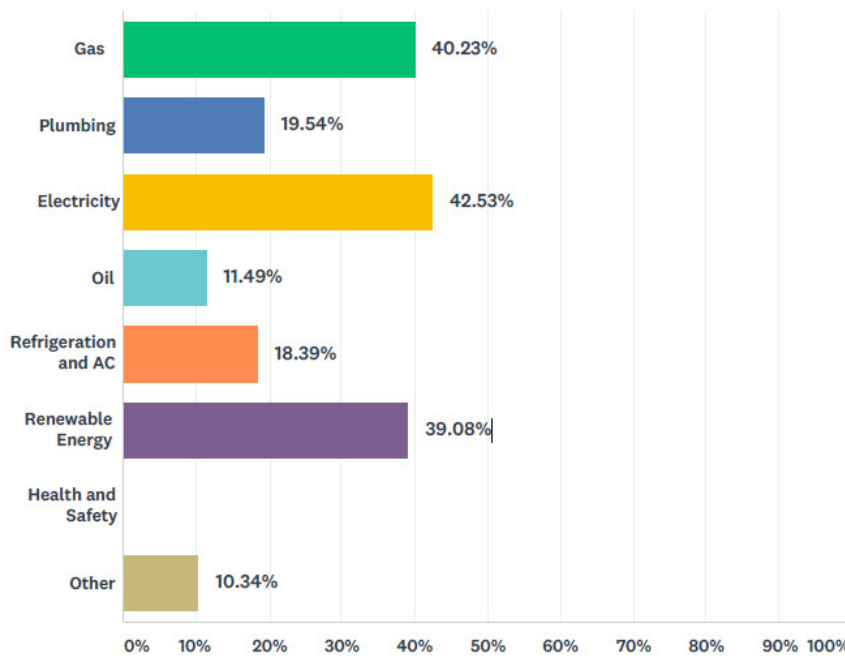
Reasons for Expanding One's Skill Set

Of all building services engineers who were surveyed, 93.69% would recommend their peers to expand their skill set, and 79.28% were looking to upskill in the future themselves. Electricity (42.53%), gas (40.23%) and renewable energy (39.08%) were the most popular options.

Do you plan to upskill in the future?



In what areas are you looking to upskill? (You can choose multiple answers)



As the main reasons to upskill, respondents named greater work satisfaction, more self-sufficiency, better pay and a larger customer base.

What is your main reason to upskill?

