

## Driving as an employment qualification

### Technical Paper

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#### Introduction

This paper details the approach taken to analyse the extent to which driving is a direct or implied requirement for advertised jobs in the 'Universal Jobmatch' and 'Find an Apprenticeship' jobs databases. The findings seek to inform the debate about the mobility needs of particularly younger drivers (16-24 years old) on our Nation's roads. The paper also aims to provide evidence on the impact that restrictions on young drivers' licences may have on gaining employment.

#### Methodology

A Freedom of Information (FoI) request was sent to the Department for Work and Pensions (DWP) and the Skills Funding Agency (SFA) in July 2015 requesting a snapshot, on the most recently available date, of the *Universal Jobmatch* and *Find an Apprenticeship* databases (see Appendix 1 for a full list of questions from the FOI request). The DWP provided data from the *Universal Jobmatch* database as on 20th July 2015. It contained 846,676 individual job listings in Great Britain. The SFA provided a snapshot of all the apprenticeships within their database as on 7<sup>th</sup> September 2015; it contained full information on 16,100 job listings in England only.

A random sample of 100 jobs from the SFA database were analysed for words and phrases pertaining to the necessity to hold a driving licence to gain employment. From this sample of job listings, four categories of varying levels of driving licence requirement were identified, as follows:

- 1) Job listings specifically stating the requirement of a driving licence or own form of transport.
- 2) Job listings stating it to be beneficial to have a driving licence or own form of transport.
- 3) Job listings indicating it is practical to have a driving licence or own form of transport.
- 4) Job listings that required night shifts or working between 9:30pm and 5:30am.

The job database was filtered by appropriate words and phrases (filter phrases), allowing each role to be allocated to one of the above categories or left unallocated. Job listings that were not allocated to one of these categories gave no indication that the role either required, was beneficial or practical to have a driving licence or own a vehicle.

As the *Find an Apprenticeship* database was analysed further; more filter phrases were identified and used to categorise the job listings. The identification of filter phrases took into account spelling errors, formatting errors (the jobs descriptions included HTML coding) and unorthodox methods of phrasing a statement. In total, 120 filter phrases were used to sort divide this database (see Appendix 2).

The filter phrases were used as the basis to divide the larger *Universal Jobmatch* database into the same categories as the *Find an Apprenticeship* database. The same method was applied to the smaller

SFA database and additional filter phrases were identified to allocate a role to one of the four categories or remain unallocated. In total 276 filter phrases were used to analyse the DWP database (see Appendix 3).

As well as allocating the vacancies into the four subsets (or leaving them unallocated) the total number of jobs which require people to work a night shift or between the hours of 9:30pm and 5:30am was also determined to better compare the need for people to work during these hours. This is different to category (4) in that it explored each database as a whole unlike the fourth category which was applied only to vacancies which did not fall in to category (1), (2) or (3).

## Key Results

Tables 1 and 2 below summarise the key findings from the two job vacancy databases. In total, 16% (1 in 6 job listings) of all apprenticeship roles and 19% (1 in 5 jobs) of the *Universal Jobmatch* database either required, or stated that it is of benefit or practical to have a driving licence or own a vehicle.

Despite the similar proportion of job listings falling into the 4 categories, there are some key differences in the breakdown of job roles between the two job databases. Job listings specifically stating they require a driving licence or vehicle accounted for 5% of roles in the *Find an Apprenticeship* database, but 15% of roles in the *Universal Jobmatch* database.

Jobs where the ability to drive or have a vehicle is beneficial or practical accounted for 8% of roles in the *Find an Apprenticeship* database, but only 1% of roles in the *Universal Jobmatch* database. The requirement to have a licence or own a vehicle is more explicit in the *Universal Jobmatch* than the *Find an Apprenticeship* database.

After the jobs that have some form of requirement for the ability to drive have been considered, vacancies that have night shifts accounted for approximately 3% for the remaining jobs in both databases.

When examining each database as a whole the total number of roles that have night shifts accounted for approximately 4% of vacancies in both databases.

The remaining uncategorised roles (708,252 in the *Universal Jobmatch* database and 13,168 in the *Find and Apprenticeship* database) did not specifically state that they required a driving licence or the ability to drive, nor did they indicate that it would be beneficial or practical. However, this does not mean that the ability to drive is not practical or beneficial. In 2014, 69% of people in Great Britain usually travelled to work by car (DfT, 2015). RAC Foundation research suggests that the ability to drive or to have access to a form of vehicle is important for young driver mobility; 29% of 17-19 year olds drive themselves to work in the UK, increasing to 46% for 20-24 year olds (Berrington & Mikolai, 2014). When travelling as a passenger, motorcycle travel and the use of a taxi to commute to work are included this proportion rises to 54% and 58%, respectively.

Table 1: Key results from the SFA, *Find an Apprenticeship* database.

Database as on <b>07 September 2015</b>			
	<b>Number of Job listings</b>	<b>Percentage of total job listings</b>	<b>1 in every...</b>
Total job listings	16,100	-	-
Job listings required a vehicle/licence	806	5.01%	20 jobs
Job listings where a vehicle/licence is beneficial	337	2.09%	48 jobs
Job listings where a vehicle/licence is practical	989	6.14%	16 jobs
Remaining jobs which required nightshifts (subset)	508	3.16%	32 jobs
<b>Total</b>	<b>2,640</b>	<b>16.40%</b>	<b>6 jobs</b>
All night hours job listings	715	4.44%	23 jobs

Table 2: Key results from the DWP's *Universal Jobmatch* database.

Database as on <b>20 July 2015</b>			
	<b>Number of Job listings</b>	<b>Percentage of total jobs</b>	<b>1 in every...</b>
Total job listings	846,676	-	-
Job listings required a vehicle/licence	130,666	15.43%	6 jobs
Job listings where a vehicle/licence is beneficial	4,021	0.47%	211 jobs
Job listings where a vehicle/licence is practical	3,737	0.44%	227 jobs
Remaining jobs which required nightshifts (subset)	23,998	2.83%	35 jobs
<b>Total</b>	<b>162,422</b>	<b>19.18%</b>	<b>5 jobs</b>
All night hours job listings	33,417	3.95%	25 jobs

## Summary

Almost 1 in 5 vacancies in both the DWP's *Universal Jobmatch* and the SFA's *Find an Apprenticeship* databases have either a requirement for the applicant to have a driving licence or own form of transport. This proportion of jobs can be subcategorised into the following:

- 1) Jobs which specifically state that they required a driving licence or own form of transport.
- 2) Jobs which state that it is beneficial to have a driving licence or own form of transport.
- 3) Jobs which indicate that it is practical to have a driving licence or own form of transport.
- 4) Jobs which required people to work a night shift or between the hours of 9:30pm and 5:30am.

Whilst the proportion of jobs that meet these criteria is similar for both the DWP and SFA job vacancies databases the breakdown of these jobs differ. The requirement to have a driving licence or own vehicle is more explicit (15% of jobs) in the *Universal Jobmatch* than the *Find an Apprenticeship* (5%) database for which the requirement is more beneficial or practical.

## References

Berrington A. & Mikolai J. (2014). *Young Adults' Licence-Holding and Driving Behaviour in the UK*. RAC Foundation. London: RAC. Available online a

[http://www.racfoundation.org/assets/rac\\_foundation/content/downloadables/Young-Adults-Licence-Holding-Berrington-Mikolai-DEC-2014.pdf](http://www.racfoundation.org/assets/rac_foundation/content/downloadables/Young-Adults-Licence-Holding-Berrington-Mikolai-DEC-2014.pdf)

DfT (Department for Transport) (2015). *Transport Statistics Great Britain 2013*. TSGB0109 - Usual method of travel to work by region of workplace: Great Britain October to December 2014. Accessed Online on 11/3/2016. <https://www.gov.uk/government/statistical-data-sets/tsgb01-modal-comparisons>

## **Appendix**

### Appendix 1: FOI request questions to the Department of Work and Pensions and Skills Funding Agency

Under the Freedom of Information Act 2000 I seek a full list of all job vacancies in your [Universal Jobmatch database/Find and Apprenticeship Service] as of the latest available information (please state the date of access of this information). Please include:

- 1) The Job ID
- 2) The full job description
- 3) The posting date of the vacancy
- 4) The employer name
- 5) The location of the role
- 6) The industry type of the vacancy
- 7) The job type (Part-time/full time)
- 8) Any other information regarding the skills required for the role

Appendix 2: Filter phrases used in the analysis of the SFA *Find an Apprenticeship* database

Note: the filter phrases include spelling errors and HTML format

<b>Require vehicle/licence</b>	<b>Vehicle/licence is beneficial</b>	<b>Vehicle/licence is practical</b>	<b><u>Night shift</u></b>
ability to drive	a car would be beneficial	not easily accessible by public transport	10.30pm/10:30pm
able to drive	a car would be useful	ability to travel	10pm
access to a car	a driver would be an advantage	be aware of the vacancy location	11:30pm/11.30pm
access to a vehicle	ability to drive	car share	11pm
access to own transport	able to drive	check location	2am
access to their own transport	access to a car	check you can	3am
be a car driver	be able to drive	check you can get	5.30am/5:30am
being a driver is essential	best not to rely on public transport	consider the location	5am
car and benefit package	can drive	how you would travel to work	9.30pm/9:30pm
car licence	car driver	Limited transport links	9pm
company vehicle	driver	own travel	late at night
driver	driver desirable	poor public transport	late night
Driver's License	driver desirable	public transport	late shift
drivers licence	driver preferable	public transport hard	midnight
drivers license	driver preferred	public transport is not easy	Night shift
driving licence	driver would be desirable	public transport limited	02:00:00
driving licence essential	driving licence	public transport poor	21:00:00
driving license	driving license	reliably travel	22:00:00
essential to have transport and a license	have transport	some travel	23:00:00
full driving license	Ideally have own transport	Transport links not reliable	nightshift
have own transport	isolated location	Transport links poor	
learn to drive	little public transport	travel independently	
must be a car driver	long walk from the nearest bus stop	travel involved	
must be able to drive	no reliable public transport	travelling involved	
must have own means of transport	own car due	your location	
need own from of transport	own car preferable	have to travel	
need to be a driver	own independent transport		
own car	own transport		

own transport	own transport		
prefer a driver/learning to drive	own transport would be an asset		
requires a driver	own trasstt		
to gain their licence	own travel arrangements		
tractor driving experience	Public transport limited		
who is a car driver	remote location		
you must have transport	rural area		
own vehicle	Rural location		
	transport beneficial		
	you will have to travel		

Appendix 3: Filter phrases used in the analysis of the DWP *Universal Jobmatch* database

Note: the filter phrases include spelling errors and HTML format

Required vehicle/licence		Vehicle/licence is beneficial				Vehicle/licence is practical	Night shift
ability to drive	full driver	own transport are at an advantage	driver would be an advantage	own transport is advantageous	possibly need own transport	please state your location	10.30pm/10:30pm
ability to drive a car	Full UK licence	(rural area)	drivers with own vehicle	own transport is advised	prefer a driver	ability to travel	10pm
ability to drive company / hire vehicles	Full UK license	ability to drive	due to its rural location	own transport is an distinct advantage	preferable able to drive	able to travel to different locations (own or public transport)	11.30pm/11:30pm
ability to drive is essential	have own transport	ability to drive	due to location	own transport is beneficial	preferable if you own your own transport	be aware of location	11pm
ability to drive or have the means to travel	limited transport	ability to drive a tractor	due to our rural location	own transport is desirable	preferably for you to have your own transport	be aware of the location	2.30am/2:30am
ability to drive or make	must be able to drive	ability to drive helpful	have to travel	own transport is helpful	preferably have their own transport	car share	2am
ability to drive/have your own transport	must have access to own transport	ability to drive is an advantage	ideal candidate will have their own transport	own transport is highly beneficial	preferred if you have your own vehicle	check you can get there	3.30am/3:30am
ability to drive	must have own car	ability to drive or willing to learn	ideally have their own transport	own transport is not essential	preferred that the successful applicant has their own transport	consider the location	3am
ability to drive is a requirement for this role	must have own transport	ability to drive to and from	ideally have your own transport	own transport is not necessary but desirable	public transport can be difficult	consider location	4.30am/4:30am
ability to drive or access to	must have transport	ability to drive would be a benefit	Ideally own transport	own transport is not vital	public transport	consider location	4am

reliable transport					does not run		
able to drive	must have your own vehicle	ability to drive	ideally suit a driver	own transport is preferable	public transport is limited	how you would travel to work	5.30am/5:30am
access to your own transport	need a car	ability to drive a tractor	ideally with access to own transport	own transport is preferred	public transport not present	limited public transport	5am
access to a car	need to be a driver	ability to drive is preferred	Ideally you should have your own transport	own transport is recommended	remote location	limited transport	9:30pm/9.30pm
access to a vehicle	need to drive	ability to drive would be desirable	Ideally you will have your own transport	own transport may also be advantageous	rural area where public transport is minimal	no public transport	9pm
can drive and has transport	needs to be a driver	able to drive	ideally you would have your own transport	own transport may be an advantage	someone who can drive	no public transport links	late at night
can drive and have access to	not accessible by public transport	able to drive + beneficial	if you don't have your own transport	own transport not essential	suit local person or with own transport	not be able to rely on public transport	late night
can drive or have use of a car	not within easy reach of public transport	able to drive is an advantage	inconvenient for those using public transport	own transport or living locally	to drive is beneficial	not easily accessible	late shift
candidate can drive	own car	access to a car	infrequent public transport	own transport preferable	transport links are poor	not on any public transport route	midnight
candidate can drive	own form of transport	access to a car is preferred	isn't easily reached by public transport	own transport preferred	transport links may be difficult	not serviced by any public transport	night shift
car driver	own independent transport	access to transport is beneficial	It is helpful if you own and drive a car or have your own transport	own transport preferred	transport links very limited	off of transport links	nightshift
car essential	own means of transport	advantage due to rural area	It may be an advantage for you to have your own transport	own transport preferred	transport would also be an advantage	off public transport	01:00:00
car licence	own transport	advantage to have your	lack of public transport	own transport recommended	travel within a rural area	off transport links	01:30:00

		own transport					
car license	own transport	beneficial if you can drive	lack of reliable public transport	own transport will be an advantage	who can drive is ideal	outside of public transport	02:00:00
car owner	own transport + essential	beneficial if you have your own transport	limited access to public transport	own transport will be beneficial	who can drive is preferable	own transport is not necessary	02:30:00
car required	own transport + must have	better advantage if they have their own transport	limited transport	own transport will be preferred	without the use of public transport	own travel arrangements	03:00:00
does not have any public transport	own transport + rural location	can drive (but not essential)	little public transport	own transport would be [would be] preferred	without using public transport	peak public transport	03:30:00
driver (in job title)	own transport a necessity	can drive (preferably)	locality an advantage	Own transport would be an advantage	would be an advantage as would own transport	poor transport links	04:00:00
driver is essential	own transport as public transport links	can drive and have access to	NO TRANSPORT LINKS	own transport would be a distinct advantage		public transport can be limited	04:30:00
driver licence	own transport is a must	can drive and ideally has their own tools	not accessible by public transport	own transport would be advantageous		public transport may not run	05:00:00
driver license	own transport is advised	can drive or have easy access to	not accessible using public transport.	Own transport would be an advantage		public transportation links are unlikely to be suitable	05:30:00
driver required	own transport required	can drive will have an advantage	not be easily accessible with public transport	own transport would be an advantage		reliably travel	21:00:00
driver with a car	own vehicle	can drive would be a bonus	not on a public transport route	own transport would be beneficial		rural area	21:30:00
drivers licence	poor public transport	car driver preferred	not public transport	own transport would be desirable		rural areas often with limited public transport	22:00:00

drivers license	public transport is not available	car driver would be desirable	not suitable for public transport	own transport would be desired		rural location	22:30:00
drivers only	public transport is very limited	car owner	own car preferable	own transport would be helpful		some travel	23:00:00
drivers with own vehicle	public transport so you would need to drive	car would be beneficial	own transport	own transport would be preferable		travel independently	23:30:00
drivers with your own transport	PUBLIC TRANSPORT IN THIS AREA IS INFREQUENT	car would be useful	own transport	own transport would be preferred		travel involved	
Driving licence	requires a driver	desirable that you can drive	own transport + advantage	own transport would be useful		travelling involved	
Driving license	requires someone who can drive	drive would be an advantage	own transport a benefit	Own transport would be very advantageous			
due to location, can drive	rural area driving is a must	driver and ability to drive	own transport advantage	Own transportation as well as your own PPE would be an advantage			
due to rural location	rural location + transport	driver desirable	own transport advantageous	own transportation is preferred			
due to the rural location	rural location so it is essential that the successful applicant has a car	driver preferable	own transport an advantage	own vehicle desirable			
essential as rural area	some who can drive	driver preferred	Own transport and PPE is preferred	own vehicle preferable			
essential for this role that you can drive	someone who can drive		own transport beneficial	own vehicle preferred			
essential that you can drive	their own transport		own transport desired	own vehicle would be an advantage			
full driv [full driving license]	tractor driver		own transport desired	own vehicle would be desirable			
	tractor driving		own transport helpful	poor public transport			
	transport is required		own transport ideally				

	transport required		own transport is a benefit				
	UK driv (driving license)		Own transport is a huge advantage				
	UK driving [license]						
	UK drivingA						
	use of a car						
	who can drive (car owner essential)						
	you must drive						