

Driving as an employment qualification - technical paper update

Bhavin Makwana

October 2018

Introduction

This paper is an update of the 2016 technical paper “Driving as an employment qualification” that analysed the extent to which driving was a direct or implied requirement for advertised jobs in the *Find a Job* and *Find an Apprenticeship* jobs databases.

As per the original paper, the findings seek to inform the debate about the mobility needs of people - in particular younger drivers (16-24 years old) - on our Nation’s roads. In turn, this update aims to provide evidence on the impact that restrictions on young drivers’ licences may have on for gaining employment.

Methodology

The original method was replicated for this update.

A Freedom of Information (FoI) request was sent to the Department for Work and Pensions (DWP) and the Education and Skills Funding Agency (ESFA) in June 2018 requesting a snapshot, for the most recently available date, of the *Find a Job* (that replaced the Universal Jobmatch database in May 2018) and *Find an Apprenticeship* databases (see Appendix 1 for the list of FOI questions). Please note the Education and Skills Funding Agency replaced the Skills Funding Agency in 2017. In addition, the *Universal Jobmatch* database ceased to exist on the 18 June 2018, it was replaced with the *Find a Job* database on the 14 May 2018. It should be noted that the *Universal Jobmatch* and the *Find a Job* databases are not quite directly comparable. *Universal Jobmatch* was designed as an open platform for employers and other agencies to post vacancies. *Find a job* database only works with select and vetted employers and agencies and so has a smaller number of listings than the old *Universal Jobmatch* database.

The DWP provided data from the *Find a Job* database as on 14 September 2018. It contained 182,062 individual job listings in the UK. The ESFA provided a snapshot of all the apprenticeships within their database as on 18 July 2018; it contained full information on 21,176 job listings for England only.

A list of words and phrases, pertaining to the necessity to hold a driving licence to gain employment, was already held from the 2016 report. The phrases split jobs into the following four categories of varying levels of driving licence requirement:

- 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 per the original method 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, 194 and 405 filter phrases were used to sort divide the ESFA and DWP databases respectively (see Appendix 2 and 3). The method was coded into the statistical programme R that resulted in some refinements to the filter phrases that were use in the 2016 technical paper.

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, 17% (1 in 6 job listings) of all apprenticeship roles and 24% (1 in 4 jobs) of the *Find a Job* 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 8.2% of roles in the *Find an Apprenticeship* database, but 18.7% of roles in the *Find a Job* database.

Jobs where the ability to drive or have a vehicle is beneficial or practical accounted for 7.6% of roles in the *Find an Apprenticeship* database and 1.2% of roles in the *Find a Job* database. The requirement to have a licence or own a vehicle is more explicit in the *Find a Job* 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 1.5% and 4.4% for the remaining jobs in ESFA and DWP databases respectively. When examining each database as a whole the total number of roles that have night shifts accounted for approximately 1.7% (ESFA) and 6% (DWP) of vacancies in these databases.

The remaining uncategorised roles (137,922 in the *Find a Job* database and 17,526 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 necessarily mean that the ability to drive is not practical or beneficial. In 2016, 68% of people in Great Britain usually travelled to work by car (DfT, 2017). Previous, 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 ESFA, *Find an Apprenticeship* database.

Category	Number of job listings	% of total job listings	1 in every...
Job listings required a vehicle/licence	1,736	8.2%	12 jobs
Job listings where a vehicle/licence is beneficial	286	1.35%	74 jobs
Job listings where a vehicle/licence is practical	1,315	6.21%	16 jobs
Remaining jobs which required nightshifts (subset)	313	1.48%	68 jobs
Total	3,650	17%	6 jobs
All night hours job listings	364	1.72%	58 jobs

Table 2: Key results from the DWP, *Find a Job* database.

Category	Number of job listings	% of total job listings	1 in every...
Job listings required a vehicle/licence	34,067	18.71%	5 jobs
Job listings where a vehicle/licence is beneficial	1,670	0.92%	109 jobs
Job listings where a vehicle/licence is practical	442	0.24%	412 jobs
Remaining jobs which required nightshifts (subset)	7,961	4.37%	23 jobs
Total	44,140	24%	4 jobs
All night hours job listings	10,902	5.99%	17 jobs

Summary

Overall, 17% (1 in 6 job listings) of roles in the ESFA's *Find an Apprenticeship* database and 24% (1 in 4 jobs) of roles in the DWP's *Find a Job* database either required, or stated that it is of benefit or practical to have a driving licence or own a vehicle. 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 (18.7% of jobs) in the *Find a Job* than the *Find an Apprenticeship* (8.2%) 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

DfT (Department for Transport) (2017). Transport Statistics Great Britain 2016. TSGB0109 - Usual method of travel to work by region of workplace: Great Britain October to December 2016. Accessed Online on 08/08/2018 <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 Education and Skills Funding Agency

Under the Freedom of Information Act 2000 I seek a full list of all job vacancies in your [Find a Job 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 ESFA *Find an Apprenticeship* database

Note: the filter phrases include spelling errors and HTML format

Require vehicle/licence	Vehicle/licence is beneficial	Vehicle/licence is practical	Night shift
requires a driver	a car would be beneficial	not easily accessible by public transport	10.30pm
full driving license	driving licence desirable	ability to travel	10:30pm
driving license	a car would be useful	be aware of the vacancy location	10pm
learn to drive	driving licence is desirable	car share	11.30pm
car licence	a driver would be an advantage	check location	11:30pm
access to a vehicle	driving licence is preferable	check you can	11pm
driving licence	ability to drive	check you can get	2.30am
driving licence (note essential for job progression)	driving licence would be an advantage	consider the location	2:30am
to gain their licence	able to drive	how you would travel to work	2am
driver's license	driving licence and own car desirable	limited transport links	3.30am

must be a car driver	access to a car	own travel	3:30am
who is a car driver	driving licence and access to a car would be beneficial	poor public transport	3am
car and benefit package	be able to drive	public transport	4.30am
company vehicle	driving licence with access to own car preferred	public transport hard	4:30am
drivers licence	best not to rely on public transport	public transport is not easy	4am
drivers license	driving licence and own car desirable	public transport limited	5.30am
need to be a driver	can drive	public transport poor	5:30am
being a driver is essential	driving licence and access to car, bonus	reliably travel	5am
driver	car driver	some travel	9:30pm
access to own (transport)	driving license desirable	transport links not reliable	9.30pm
access to their own (transport)	driver	transport links poor	9pm
must be able to drive	driving license is desirable	travel independently	late at night
able to drive	driver desirable	travel involved	late night
own car	driving license is preferable	travelling involved	late shift
access to a car	driver desirable	your location	midnight
be a car driver	driving license would be an advantage	have to travel	night shift
own transport	driver preferable		nightshift
have own transport	driving license and own car desirable		01:00
prefer a driver/learning to drive	driver preferred		01:30
you must have transport	driving license and access to a car would be beneficial		02:00
essential to have transport and a license	driver would be desirable		02:30
ability to drive	driving license with access to own car preferred		03:00
tractor driving experince	driving licence		03:30
need own from of transport	driving license and own car desirable		04:00
must have own means of	driving license		04:30

transport			
own vehicle	driving license and access to car, bonus		05:00
	have transport		05:30
	driving license and access to own car would be an advantage		21:00
	ideally have own transport		21:30
	driving licence and access to own car would be an advantage		22:00
	isolated location		22:30
	driving license with access to own car is preferred		23:00
	little public transport		23:30
	driving licence with access to own car is preferred		10.30 pm
	long walk from the nearest bus stop		10:30 pm
	driving licence is not required but		10:00 pm
	no reliable public transport		11.30 pm
	driving license is not required but		11:30 pm
	own car due		11:00 pm
	driving licence not essential		2.30 am
	own car preferable		2:30 am
	driving license not essential		2:00 am
	own independent transport		3.30 am
	access to a car desirable desirable		3:30 am
	own transport		3:00 am
	driving licence desirable		4.30 am
	own transport		4:30 am
	driving licence is desirable		4:00 am
	own transport would be an asset		5.30 am
	driving licence is preferable		5:30 am
	own transport		5:00 am
	driving licence would be an advantage		9:30 pm
	own travel arrangements		9.30 pm
	driving licence and own car		9:00 pm

	desirable		
	public transport limited		
	driving licence and access to a car would be beneficial		
	remote location		
	driving licence with access to own car preferred		

Appendix 3: Filter phrases used in the analysis of the DWP *Find a Job* database

Note: the filter phrases include spelling errors and HTML format

Require vehicle/licence	Vehicle/licence is beneficial	Vehicle/licence is practical	Night shift
ability to drive	own transport are at an advantage	please state your location	10.30pm
ability to drive a car	driving licence desirable	abilty to travel	10:30pm
ability to drive company / hire vehicles	(rural area)	able to travel to different locations (own or public transport)	10pm
ability to drive is essential	driving licence is desirable	be aware of location	11.30pm
ability to drive or have the means to travel	ability to drive	be aware of the location	11:30pm
ability to drive or make	driving licence is preferable	car share	11pm
ability to drive/have your own transport	ability to drive (desirable not essential)	check you can get there	2.30am
abilty to drive is a requiemet for this role	driving licence would be an advantage	consider the location	2:30am
ability to drive or access to reliable transport	ability to drive a tractor	consider location	2am
able to drive	driving licence and own car desirable	how you would travel to work	3.30am
access to your own transport	ability to drive helpful	limited public transport	3:30am
access to a car	driving licence and access to a car would be beneficial	limited transport	3am
access to a vehicle	ability to drive is an advantage	no public transport	4.30am
can drive and has transport	driving licence with access to own car preferred	no public transport links	4:30am
can drive and have access to	ability to drive or willing to learn	not be able to rely on public transport	4am
can drive or have use of a car	driving licence and own car	not easily accessible	5.30am

	desirable		
candidate can drive	ability to drive to and from	not on any public transport route	5:30am
canditate can drive	driving licence and access to car, bonus	not serviced by any public transport	5am
car driver	ability to drive would be a benefit	off of transport links	9:30pm
car essential	driving license desirable	off public transport	9.30pm
car licence	abilty to drive	off transport links	9pm
car license	driving license is desirable	outside of public transport	late at night
car owner	abilty to drive a tractor	own transport is not necessary	late night
car required	driving license is preferable	own travel arrangements	late shift
does not have any public transport	abilty to drive is preferred	peak public transport	midnight
driver is essential	driving license would be an advantage	poor transport links	night shift
driver licence	abilty to drive would be desirable	public transport can be limited	nightshift
driver license	driving license and own car desirable	public transport may not run	01:00:00
driver required	able to drive	public transportation links are unlikely to be suitabl	01:30:00
driver with a car	driving license and access to a car would be beneficial	reliably travel	02:00:00
drivers licence	being able to drive would be beneficial	rural area	02:30:00
drivers license	driving license with access to own car preferred	rural areas often with limited public transport	03:00:00
drivers only	able to drive is an advantage	rural location	03:30:00
drivers with own vehicle	driving license and own car desirable	some travel	04:00:00
drivers with your own transport	access to a car	travel independently	04:30:00
driving licence	driving license and access to car, bonus	travel involved	05:00:00
driving license	access to a car is preferred	travelling involved	05:30:00
due to location, can drive	driving license and access to own car would be an		21:00:00

	advantage		
due to rural location	access to transport is beneficial		21:30:00
due to the rural location	driving licence and access to own car would be an advantage		22:00:00
essential as rural area	advantage due to rural area		22:30:00
essential for this role that you can drive	driving license with access to own car is preferred		23:00:00
essential that you can drive	advantage to have your own transport		23:30:00
full driv	driving licence with access to own car is preferred		
full driver	beneficial if you can drive		
full uk licence	driving licence is not required but		
full uk license	beneficial if you have your own transport		
have own transport	driving license is not required but		
limited transport	better advantage if they have their own transport		
must be able to drive	driving licence not essential		
must have access to own transport	can drive (but not essential)		
must have own car	driving license not essential		
must have own transport	can drive (preferably)		
must have transport	access to a car desirable desirable		
must have your own vehicle	can drive and have access to		
need a car	driving licence desirable		
need to be a driver	can drive and ideally has their own tools		
need to drive	driving licence is desirable		
needs to be a driver	can drive or have easy access to		
not accessible by public transport	driving licence is preferable		
not within easy rech of public transport	can drive will have an advantage		

own car	driving licence would be an advantage		
own form of transport	can drive would be a bonus		
own independent transport	driving licence and own car desirable		
own means of transport	car driver preferred		
have their own transport	driving licence and access to a car would be beneficial		
need your own transport	car driver would be desirable		
own transport is essential	driving licence with access to own car preferred		
own transport essential	car owner		
own transport is required	driving licence and own car desirable		
own transport required	car would be beneficial		
own transport advisable	driving licence and access to car, bonus		
own transport is absolutely essential	car would be useful		
own transport is essential	driving license desirable		
require their own transport	desirable that you can drive		
must have their own transport	driving license is desirable		
must have your own transport	drive would be an advantage		
need their own transport	driving license is preferable		
own transport is also required	driver and ability to drive		
own transport a necessity	driving license would be an advantage		
own transport as public transport links	driver desirable		
own transport is a must	driving license and own car desirable		
own transport is advised	driver preferable		
own transport required	driving license and access to a car would be beneficial		
own vehicle	driver preferred		
poor public transport	driving license with access to own car preferred		
public transport is not available	driver would be an		

	advantage		
public transport is very limited	driving license and own car desirable		
public transport so you would need to drive	drivers with own vehicle		
public transport in this area is infrequent	driving license and access to car, bonus		
requires a driver	due to its rural location		
requires someone who can drive	driving license and access to own car would be an advantage		
rural area driving is a must	due to the location this role would ideally suit candidates that can drive		
rural location so it is essential that the successful applicant has a car	driving licence and access to own car would be an advantage		
some who can drive	due to our rural location		
someone who can drive	driving license with access to own car is preferred		
their own transport	have to travel		
tractor driver	driving licence with access to own car is preferred		
tractor driving	ideal candidate will have their own transport		
transport is required	driving licence is not required but		
transport required	ideally have their own transport		
uk driv	driving license is not required but		
uk driving	ideally have your own transport		
uk drivinga	driving licence not essential		
use of a car	ideally own transport		
who can drive (car owner essential)	driving license not essential		
you must drive	ideally suit a driver		
driving license essential	access to a car desirable desirable		
have your own transport	ideally with access to own		

	transport		
own transport rquired	driving licence desirable		
own transport â is required	ideally you should have your own transport		
must be over 18 with own transport	driving licence is desirable		
with own transport	ideally you will have your own transport		
have the flair and passion to sell and your own transport	driving licence is preferable		
need own transport	ideally you would have your own transport		
provide their own transport	driving licence would be an advantage		
own transport necessary	if you don have your own transport		
own transport an absolute must	driving licence and own car desirable		
own transport is necessary	inconvenient for those using public transport		
own transport to sites	driving licence and access to a car would be beneficial		
own transport are required	infrequent public transport		
own transport are needed	driving licence with access to own car preferred		
own transport is important	isn't easily reached by public transport		
there own transport	driving licence and own car desirable		
own transport to get to work	it is helpful if you own and drive a car or have your own transport		
own transport and tools required	driving licence and access to car, bonus		
own transport due to location	it may be an advantage for you to have your own transport		
	driving license desirable		
	lack of public transport		
	driving license is desirable		
	lack of reliable public		

	transport		
	driving license is preferable		
	limited access to public transport		
	driving license would be an advantage		
	limited transport		
	driving license and own car desirable		
	little public transport		
	driving license and access to a car would be beneficial		
	locality an advantage		
	driving license with access to own car preferred		
	no transport links		
	driving license and own car desirable		
	not accessible by public transport		
	driving license and access to car, bonus		
	not accessible using public transport		
	driving license and access to own car would be an advantage		
	not be easily accessible with public transport		
	driving licence and access to own car would be an advantage		
	not on a public transport route		
	driving license with access to own car is preferred		
	not public transport		
	driving licence with access to own car is preferred		
	not suitable for public transport		

	driving licence is not required but		
	own car preferable		
	driving license is not required but		
	own transport		
	driving licence not essential		
	own transport is an advantage		
	driving license not essential		
	own transport a benefit		
	access to a car desirable desirable		
	own transport advantage		
	driving licence desirable		
	own transport advantageous		
	driving licence is desirable		
	own transport an advantag		
	driving licence is preferable		
	own transport and ppe is preferred		
	driving licence would be an advantage		
	own transport beneficial		
	driving licence and own car desirable		
	own transport desired		
	driving licence and access to a car would be beneficial		
	own transport helpful		
	driving licence with access to own car preferred		
	own transport ideally		
	driving licence and own car desirable		
	own transport is a benefit		
	driving licence and access to car, bonus		

	own transport is a huge advantage		
	driving license desirable		
	own transport is advantageous		
	driving license is desirable		
	own transport is advised		
	driving license is preferable		
	own transport is an distinct advantage		
	driving license would be an advantage		
	own transport is beneficial		
	driving license and own car desirable		
	own transport is desirable		
	driving license and access to a car would be beneficial		
	own transport is helpful		
	driving license with access to own car preferred		
	own transport is highly beneficial		
	driving license and own car desirable		
	own transport is not essential		
	driving license and access to car, bonus		
	own transport is not necessary but desirable		
	driving license and access to own car would be an advantage		
	own transport is not vital		
	driving licence and access to own car would be an advantage		
	own transport is preferable		
	driving license with access		

	to own car is preferred		
	own transport is preferred		
	driving licence with access to own car is preferred		
	own transport is recommended		
	driving licence is not required but		
	own transport may also be advantageous		
	driving license is not required but		
	own transport may be an advantage		
	driving licence not essential		
	own transport not essential		
	driving license not essential		