

Fencer

A fencer puts up or repairs fences around houses, schools, factories, prisons, railways and motorways, as well as around open areas such as playgrounds, parkland, farms, fields, forests and animal sanctuaries.

Fencers also put up safety fencing for events such as concerts and festivals.

The Work

You could be:

- measuring the area which you will be fencing in and calculating the amount of material you need
- removing old fencing and tree roots and preparing the ground
- using a mechanical digger or hand tools to dig holes, of the right depth, for fence posts
- carrying the concrete, timber or metal posts to the site and planting them in the soil, possibly fixing them to a concrete base
- cutting fencing panels to size and nailing them horizontally to the upright posts
- stapling lengths of wire, possibly barbed wire, to the upright posts and perhaps fixing steel mesh between them
- painting wooden fence panels with weatherproofing material
- installing gates or railings
- specialising in a particular type of fencing such as: high security fencing, domestic fencing, stock fencing or motorway safety fencing (known as vehicle restraint systems).

Pay

The figures below are only a guide. Pay rates vary, depending on:

- where you work
- the size of your company
- the demand for the job.

The starting salary for a Modern Apprentice is often based on the National Minimum Wage (NMW), but some employers may offer a higher salary. The apprentice rate, for those aged under 19 or aged 19 or over and in the first year of their apprenticeship, is £8.00 an hour (1 April 2026).

Starting salaries for qualified fence are around £8.00 to £9.00 an hour. With experience this can rise to around £12.00 an hour. Overtime can increase these rates. If you are working for yourself you may earn more.

Conditions

- You work outdoors in all weathers.
- You would work around 40 hours a week, with some overtime or weekend work.
- You often work on rough, uneven or very wet ground.
- You travel to different sites, some of them remote. Some may involve working away from home.

- You do lots of heavy lifting and bending.
- You wear protective clothing and sometimes ear protectors.
- Work is often temporary or seasonal.

Getting In

- Many people start through a Modern Apprenticeship, run through the Lantra Apprenticeship scheme.
- You do not always need formal qualifications, but some employers ask for subjects at National 4 or 5 including English, Maths and a science or technological subject.
- You may have to sit an aptitude test as part of the application process.
- A driving licence is useful and may be necessary.
- You should be physically fit.
- Experience in woodworking or building work is useful.
- You must complete health and safety training, pass a health and safety test and hold a Fencing Industry Skills Scheme (FISS) card.
- You must hold a Construction Skills Certification Scheme (CSCS) card or equivalent to work on a site. You must pass a health and safety test to qualify for this scheme.

You can look for work with large construction companies, smaller fence erecting companies, landscape contractors or with motorway, road or rail network companies.

What Does It Take

You need to have:

- practical skills
- physical strength to lift and carry heavy materials
- an interest in construction and working outdoors
- maths skills to calculate the materials needed
- an understanding of different types of fencing and materials
- an awareness of health and safety matters.

You need to be able to:

- follow technical plans and drawings
- measure accurately
- use drills and other equipment
- meet deadlines
- work alone and as part of a team.

Training

- Training during a Modern Apprenticeship is mainly on the job with off the job training, you would work towards the Lantra Awards Level 2 Diploma in Work-Based Fencing (QCF).
- Lantra runs the Fencing Industry Skills Scheme (FISS) linked to the Construction Skills Certification Scheme (CSCS).

Getting On

- With experience and completing the Level 3 Award in Fencing, you could progress to become a supervisor, foreperson or estimator.
- With further training or qualifications, you might move into other areas such as quantity surveying or health and safety management.
- Like many fencers, you might become self-employed.

More Information

There are estimated to be around 3,150 fencing businesses, large and small, in the UK, employing some 27,000 people.

Contacts

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Scottish Building Apprenticeship and Training Council (SBATC)

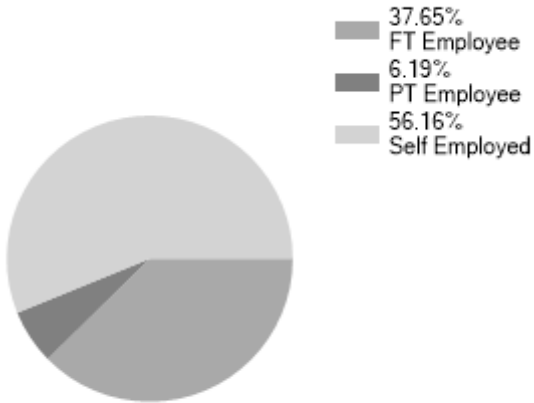
Tel: 0131 556 8866

Email: registrar@sbatc.co.uk

Website: www.sbatc.co.uk

Statistics

Employment Status UK %

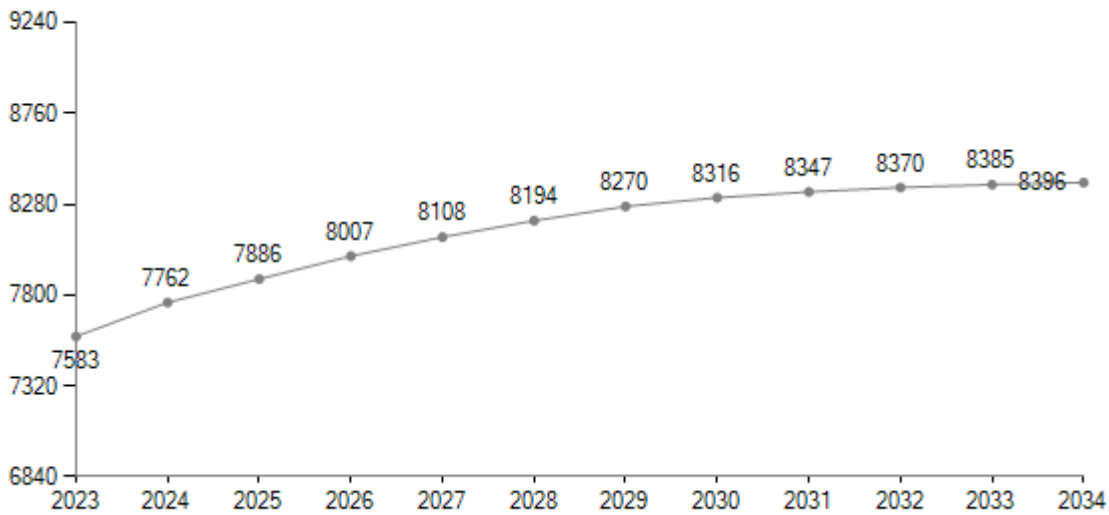


Past Unemployment - Scotland

No Claimant statistics available for Scotland.

LMI data powered by [LMI for All](#)

Predicted Employment in Scotland



LMI data powered by [Lightcast](#)