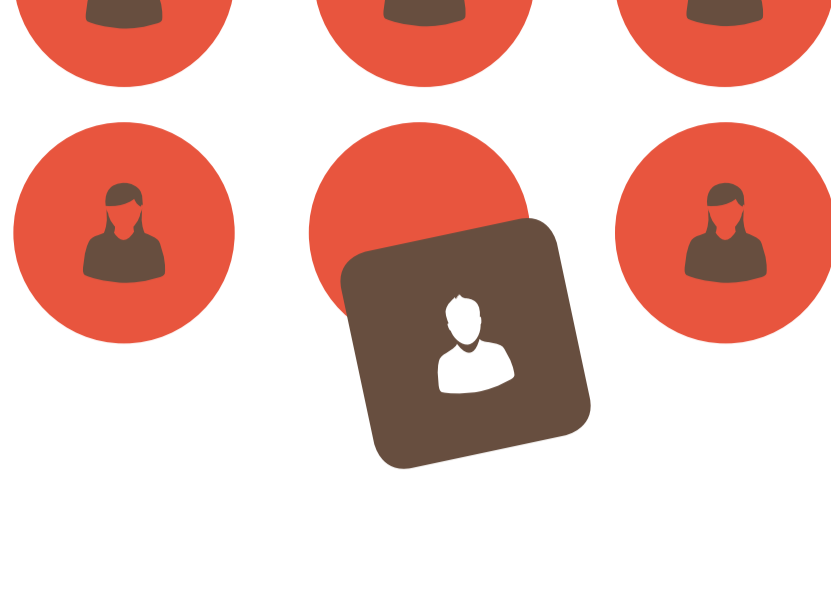


# UK Commission's Employer Skills Survey 2013: England Findings

## Introduction

A skills shortage vacancy (SSV) is when a business fails to recruit due to applicants not having the right skills or work experience



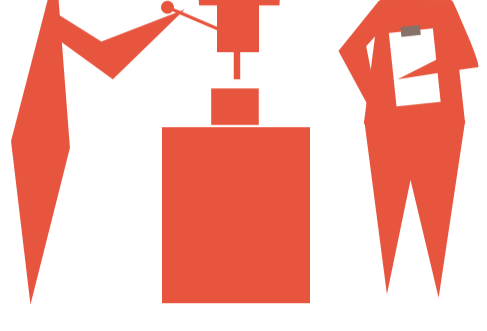
A 'Skills mismatch' can occur as a result of either under- or over-skilling: some employees lack the skills required to operate effectively in their job roles (a "skills gap"), whereas others do not fully utilise their existing skill set.

### We measured two types of training:

**Off-the-job training:** training undertaken away from an individual's immediate work position, whether on the employer's premises or elsewhere

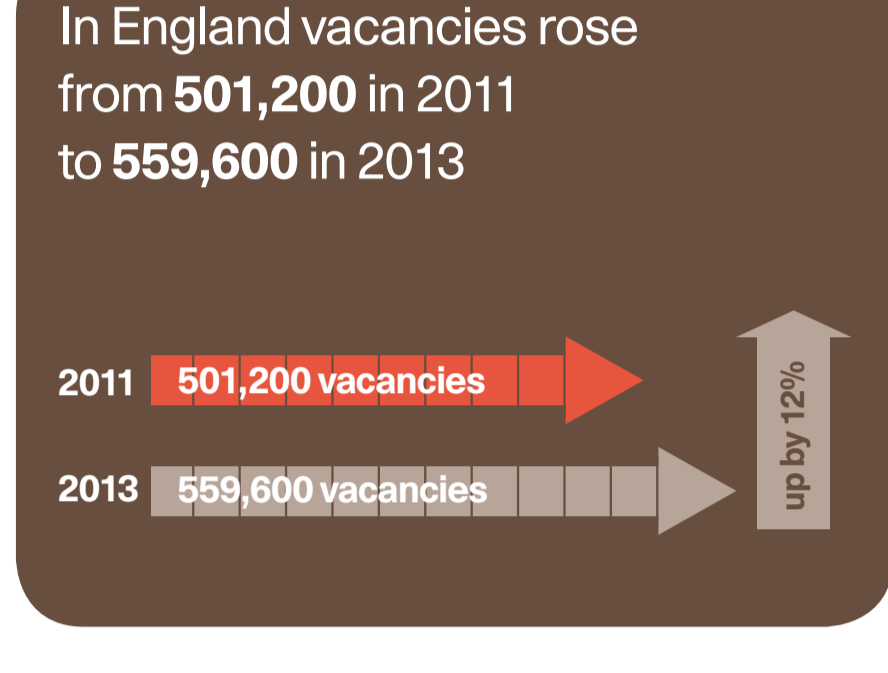


**On-the-job training:** activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time

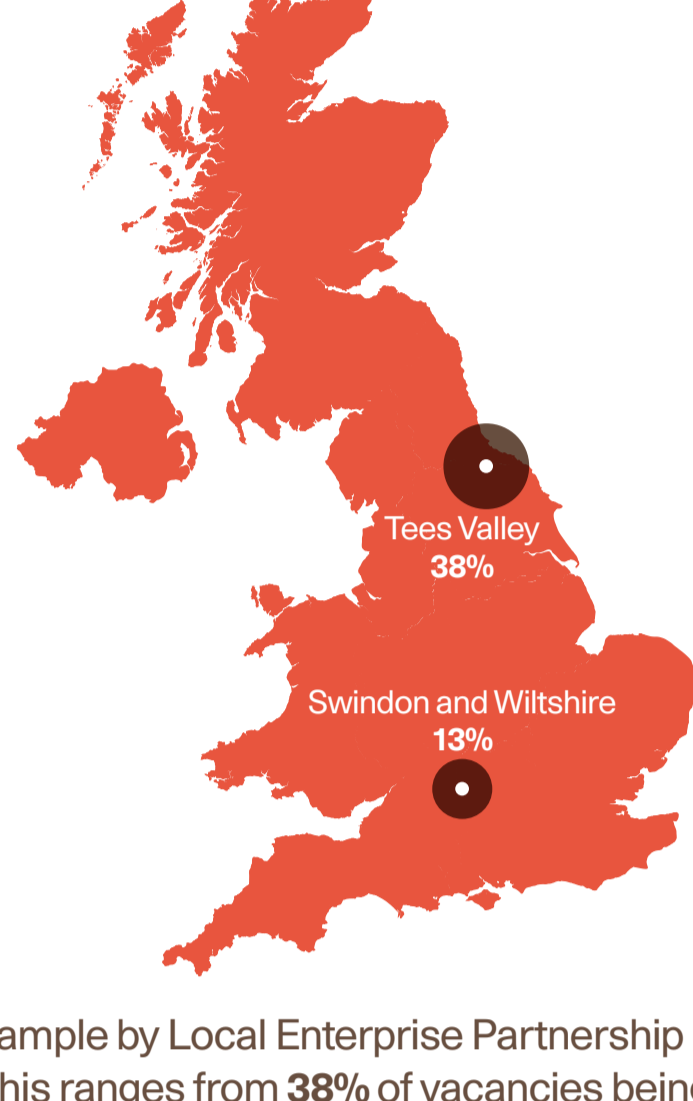


Any Training

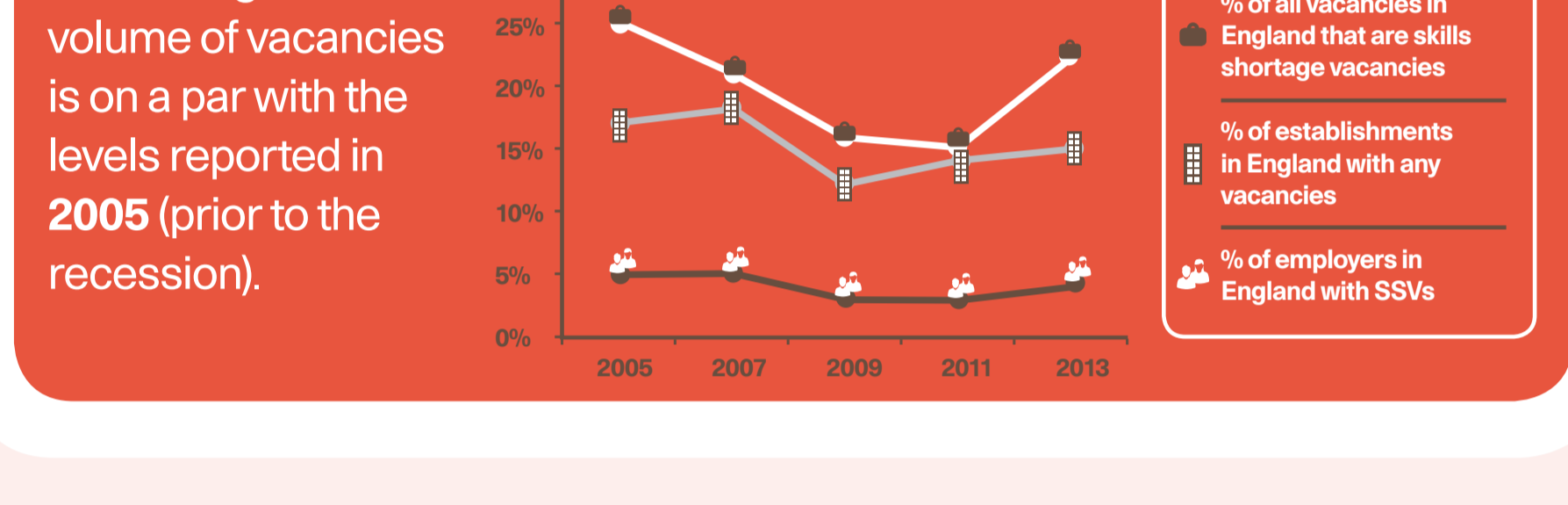
## Employers and the labour market



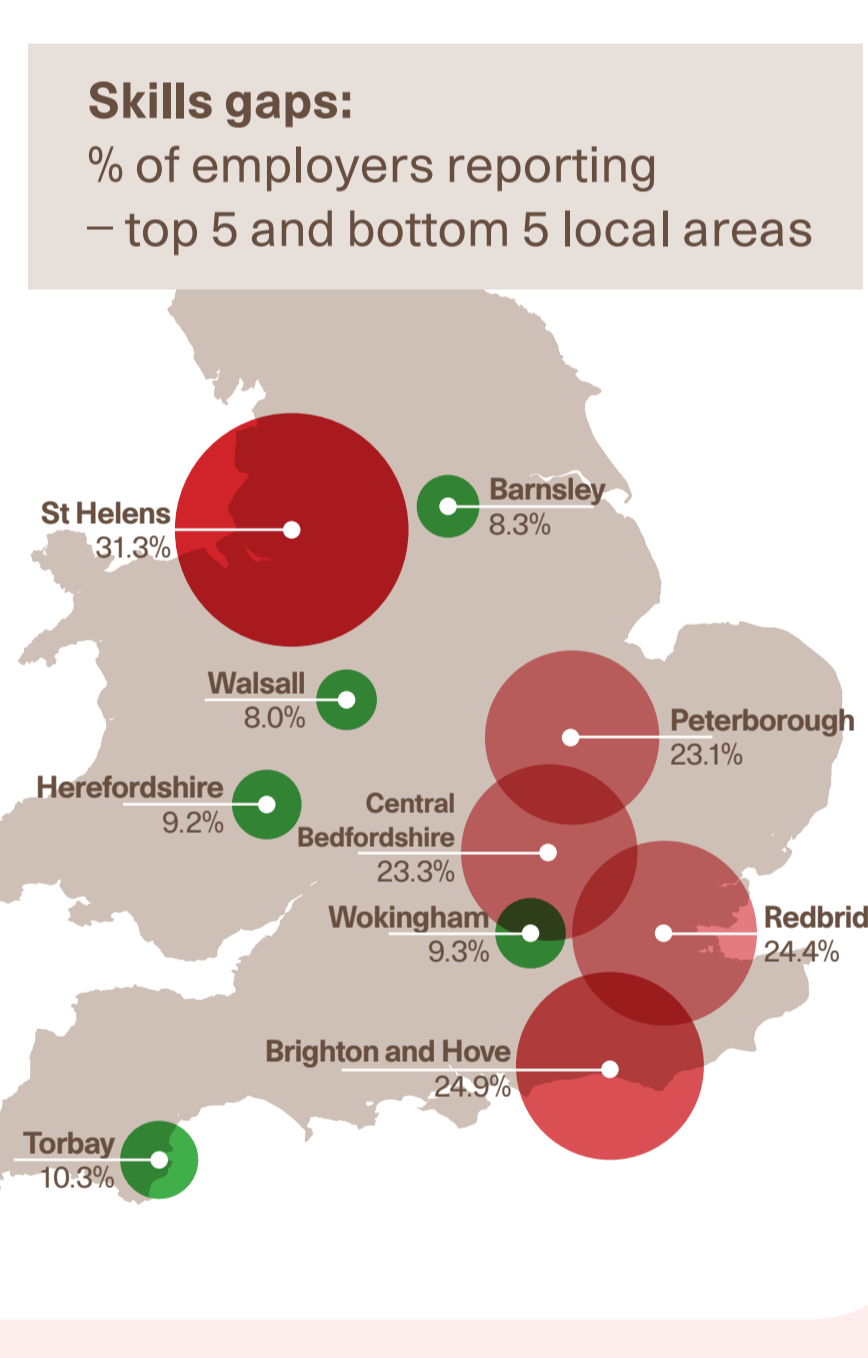
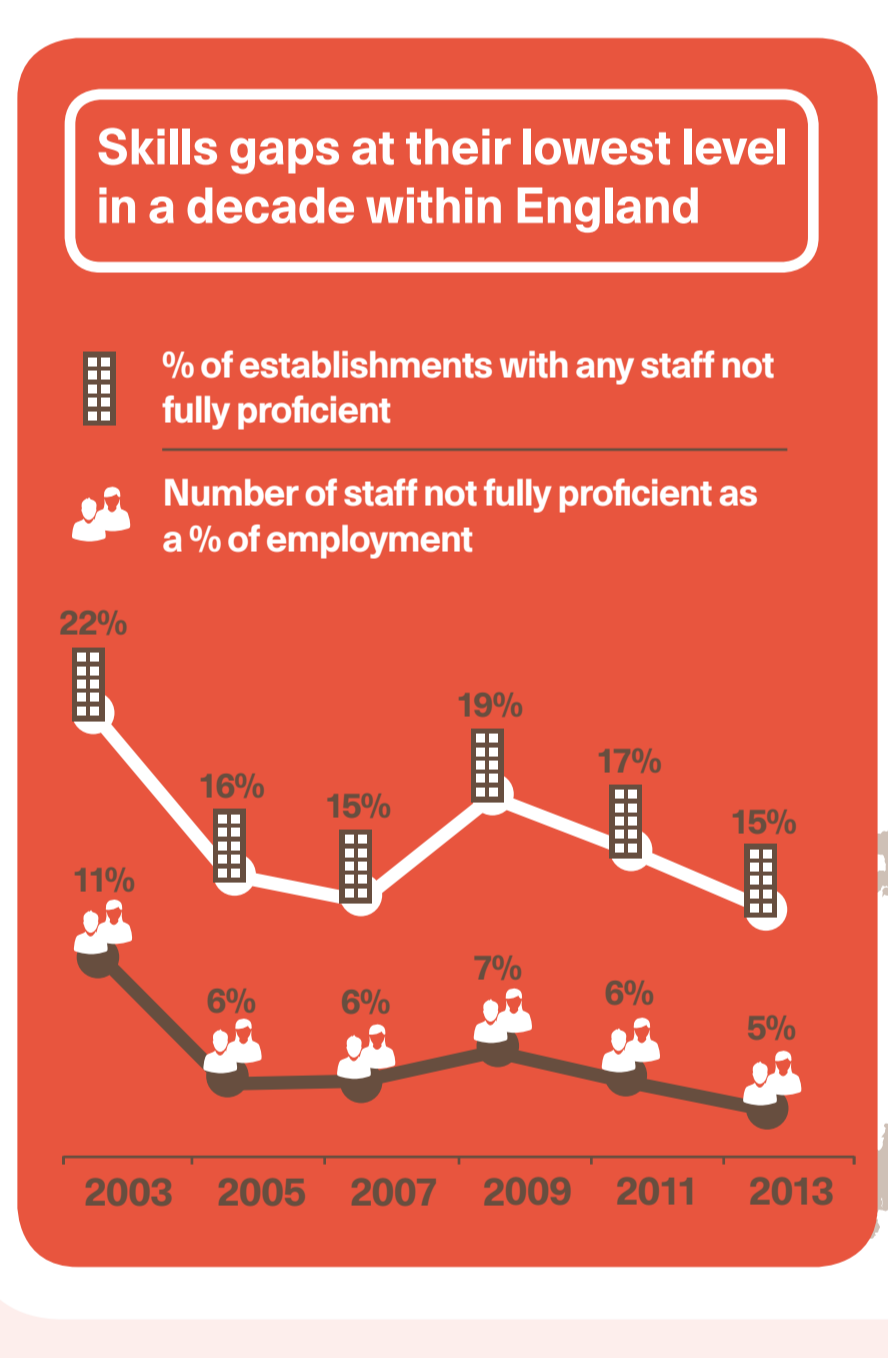
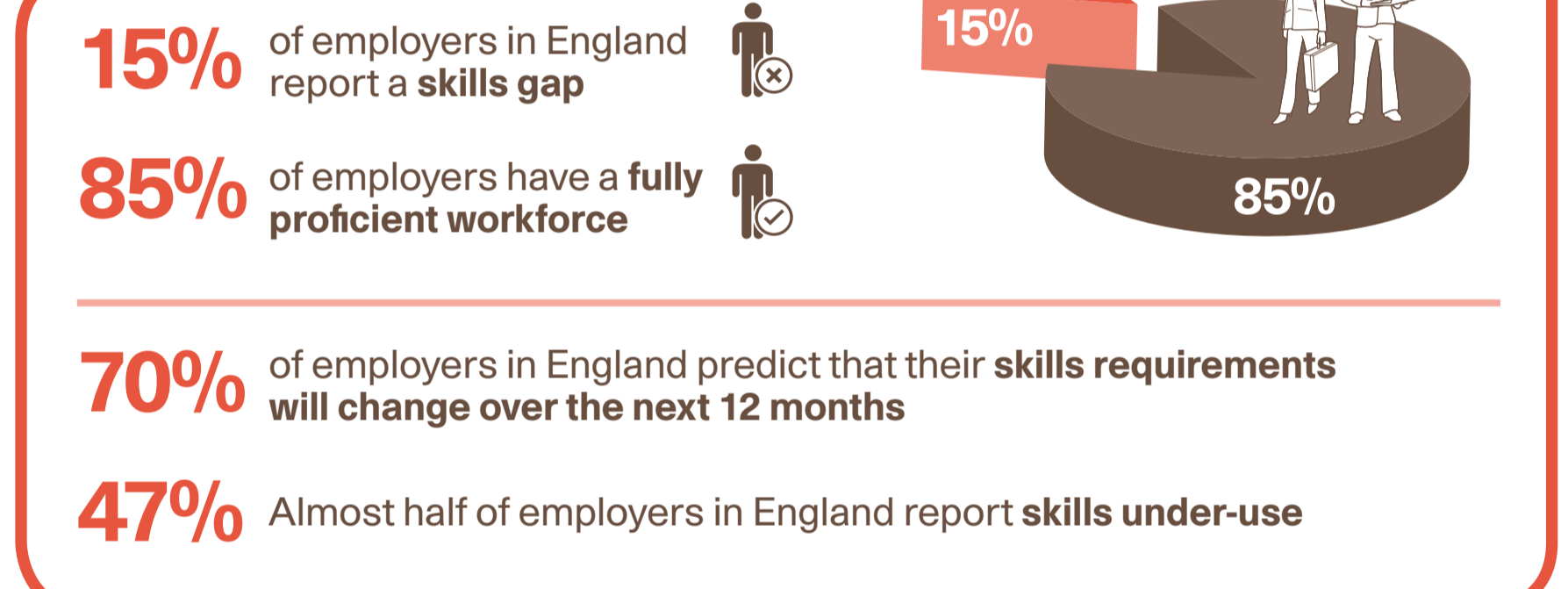
The intensity of skills shortage vacancies are being more widely felt in some sectors, occupations, and local areas



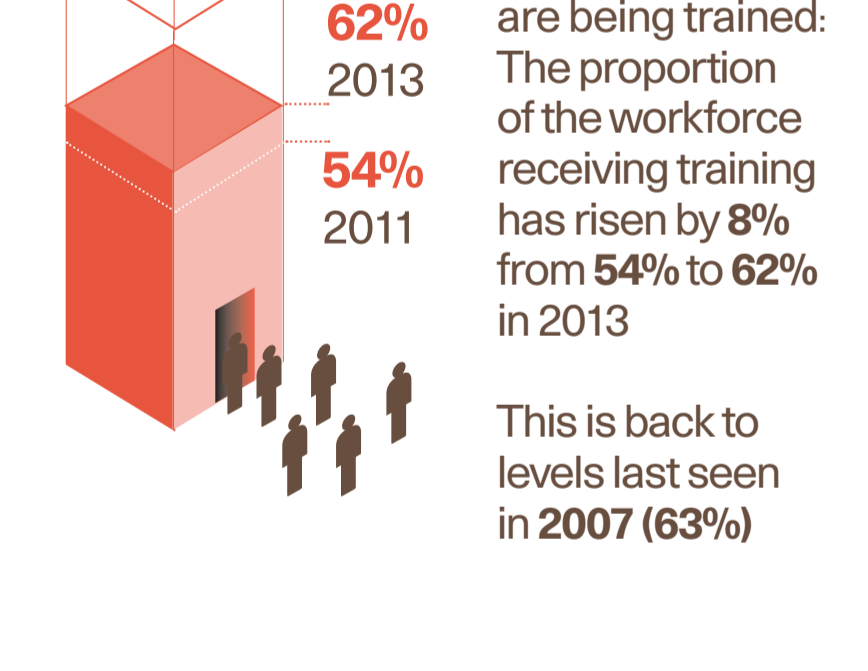
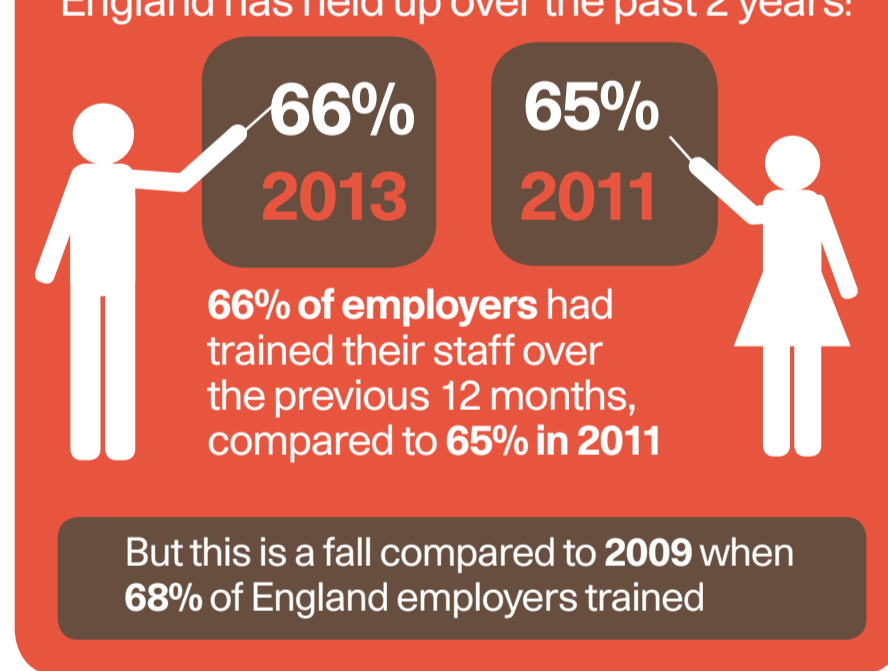
For example by Local Enterprise Partnership (LEP) this ranges from **38%** of vacancies being SSVs in the **Tees Valley** LEP compared to **13%** in **Swindon and Wiltshire** LEP



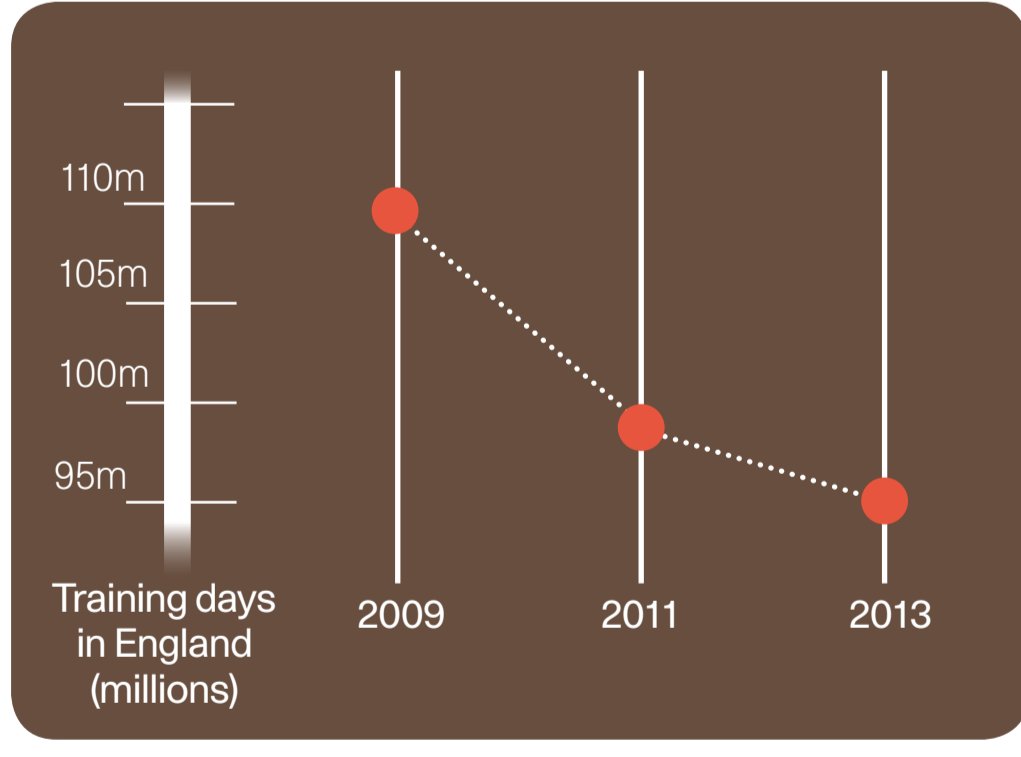
## Employers and their existing employees



## Employer investment in training



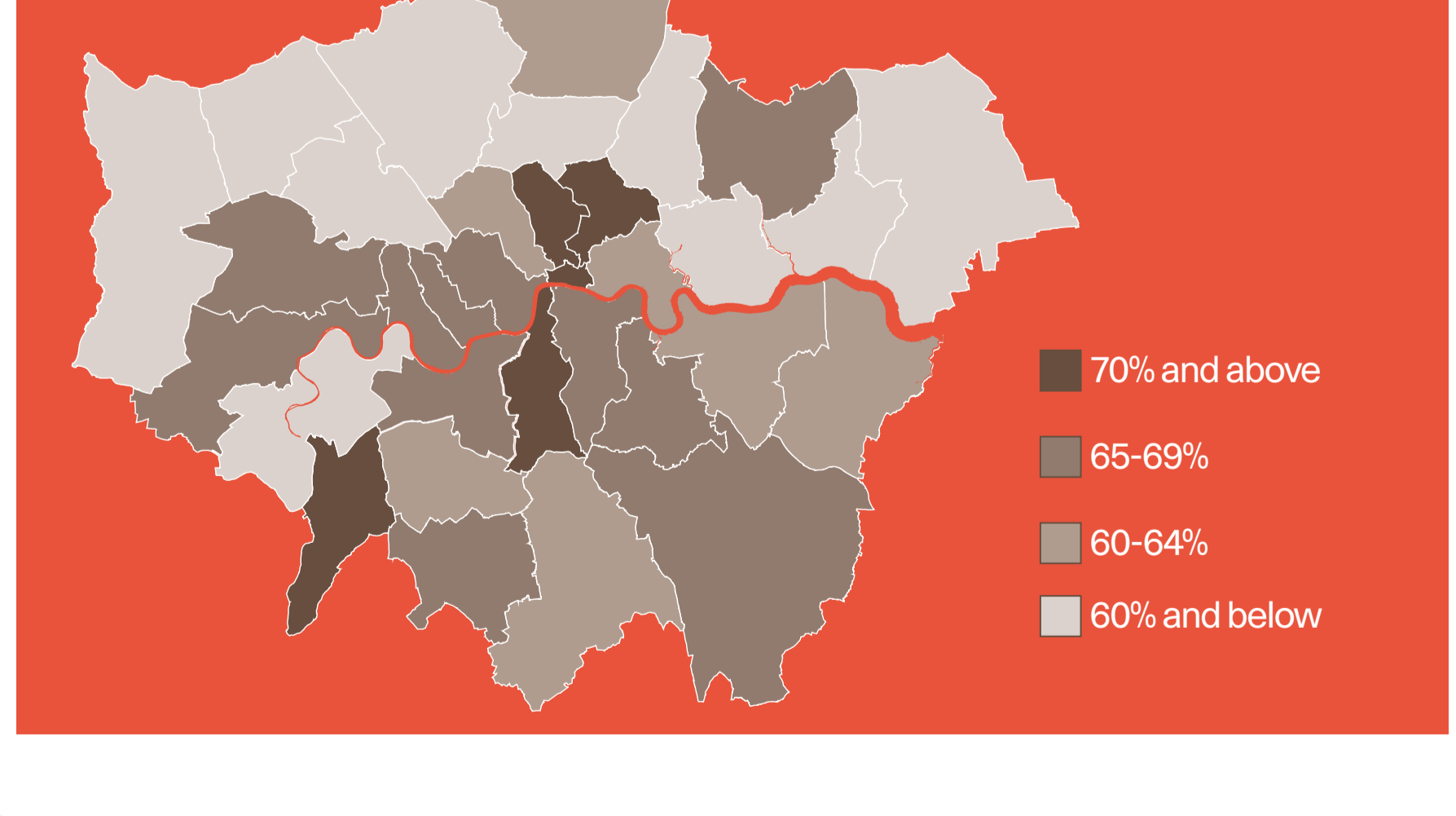
### There are training challenges



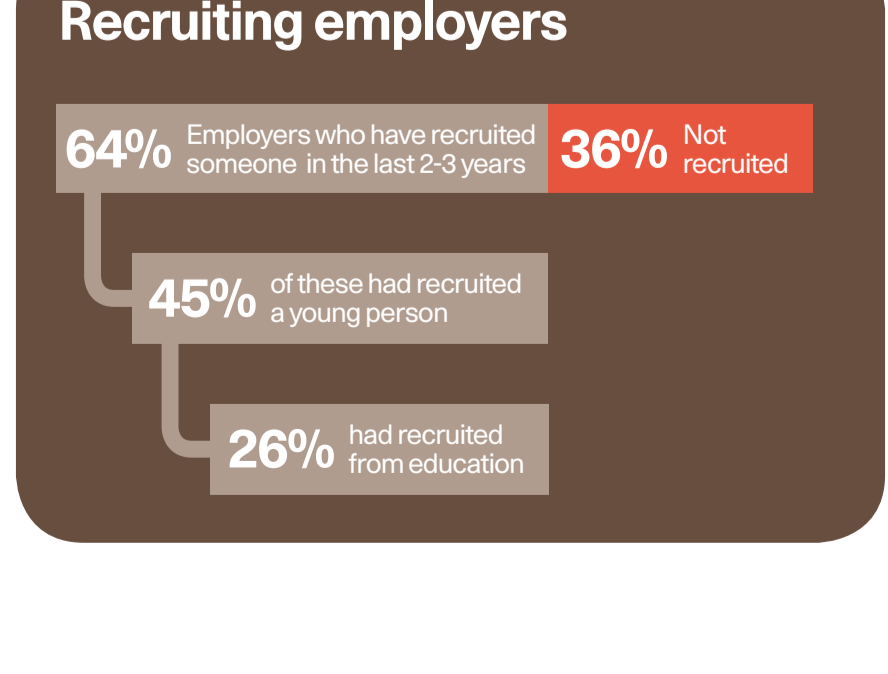
The total number of training days provided by employers in England has fallen from **109m** (2009) to **97m** (2011) to **95m** (2013) so each employee is getting less

Training spend fell by **£2.6 billion** in England between 2011 and 2013

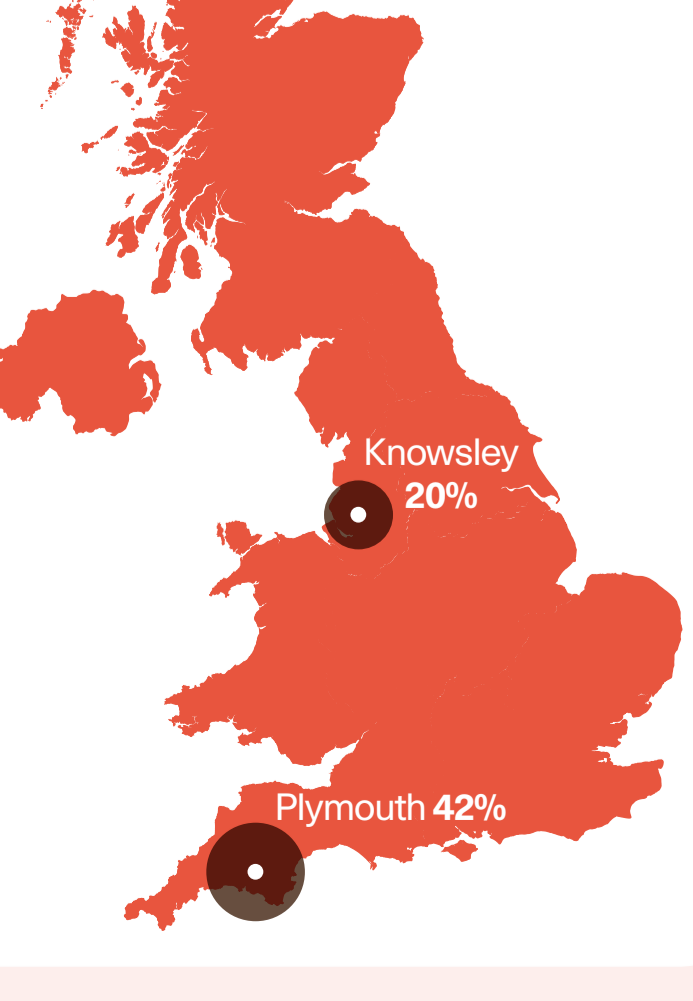
### Proportion of businesses training by local education authority in London



## Recruitment of young people



**Recruitment of education leavers varies around the country**, for example 20% of employers recruited education leavers in Knowsley compared 42% of employers in Plymouth



**The likelihood of an employer recruiting an education leaver varies around England**

Most employers who recruited an education leaver found them **well prepared for work**