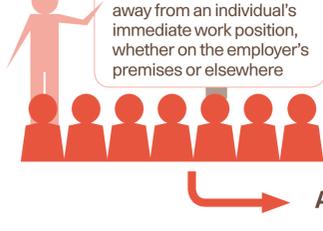


# Employer Investment in Training

## Introduction

We measured two types of training:



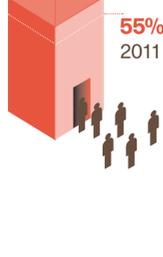
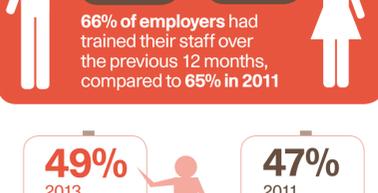
**On-the-job training:** activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time



Any Training

## Positive training trends

The proportion of employers training has held up over the past 2 years:



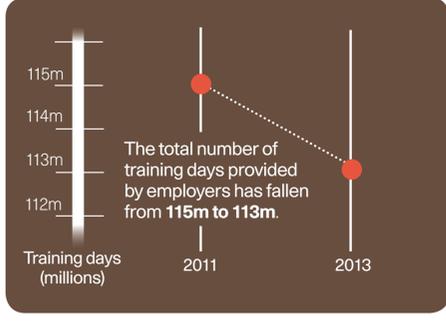
**More employees** are being trained: The proportion of the workforce receiving training has risen by 7% from 55% to 62% in 2013

Equivalent to **16.8m** employees trained, up by **2.1m** compared to 2011



**More off-the-job training:** is being arranged by employers: 49% of employers provided in 2013 compared with 47% in 2011.

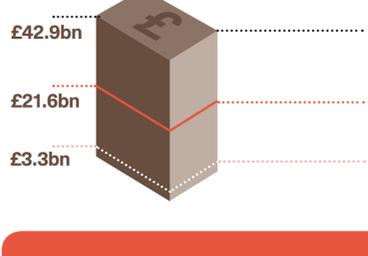
## Training challenges...



So each employee being trained is getting less: the number of days training each trainee has fallen – from 7.8 days to 6.7 days

The amount of spend on training has fallen by **£2.5 billion** since 2011

## How much do employers invest in training?



Employers invested **£42.9bn** in training in the last 12 months

Around half of this (**£21.6bn**) was on the wages of those being trained

**£3.3bn** was spent on external providers, of which **£440m** goes directly to FE colleges and Higher Education Institutions

Equivalent to **£1,590** per employee



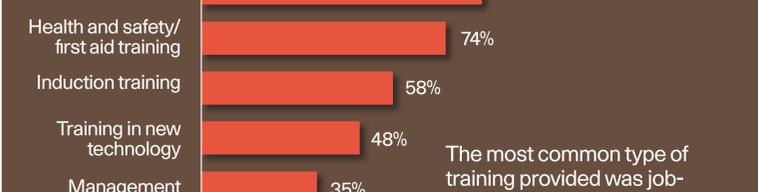
£1,590

Equivalent to **£2,550** per person trained



£2,550

## What type of training is provided?



The most common type of training provided was job-specific (85% of employers training), followed by health and safety/first aid training (74%)

There were wide variations in employers providing management training...

Highest in:

Education



Public Administration



Lowest in:

Construction



Agriculture

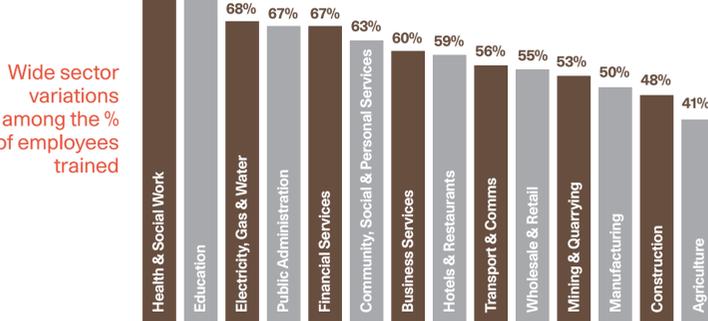


Around the UK the % of trainees trained to a qualification varies:

## Variations by sector and geography

Differences by sector, occupation, and geography across training measures, e.g.

### SECTOR



Wide sector variations among the % of employees trained

### GEOGRAPHY

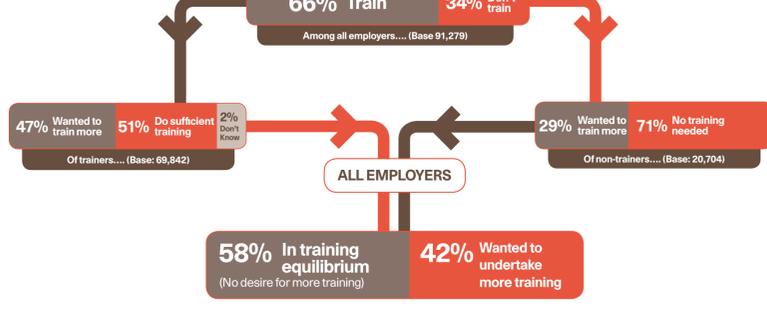
Proportion of businesses training by local education authority in London (%)



70% and above 65-69% 60-64% 60% and below

## Employers want to train more

Employers are not meeting their skills investment appetite:



42% wanted to provide more training, but felt they were prevented by barriers.

The key barriers to training included having no money available for training and a lack of time.