

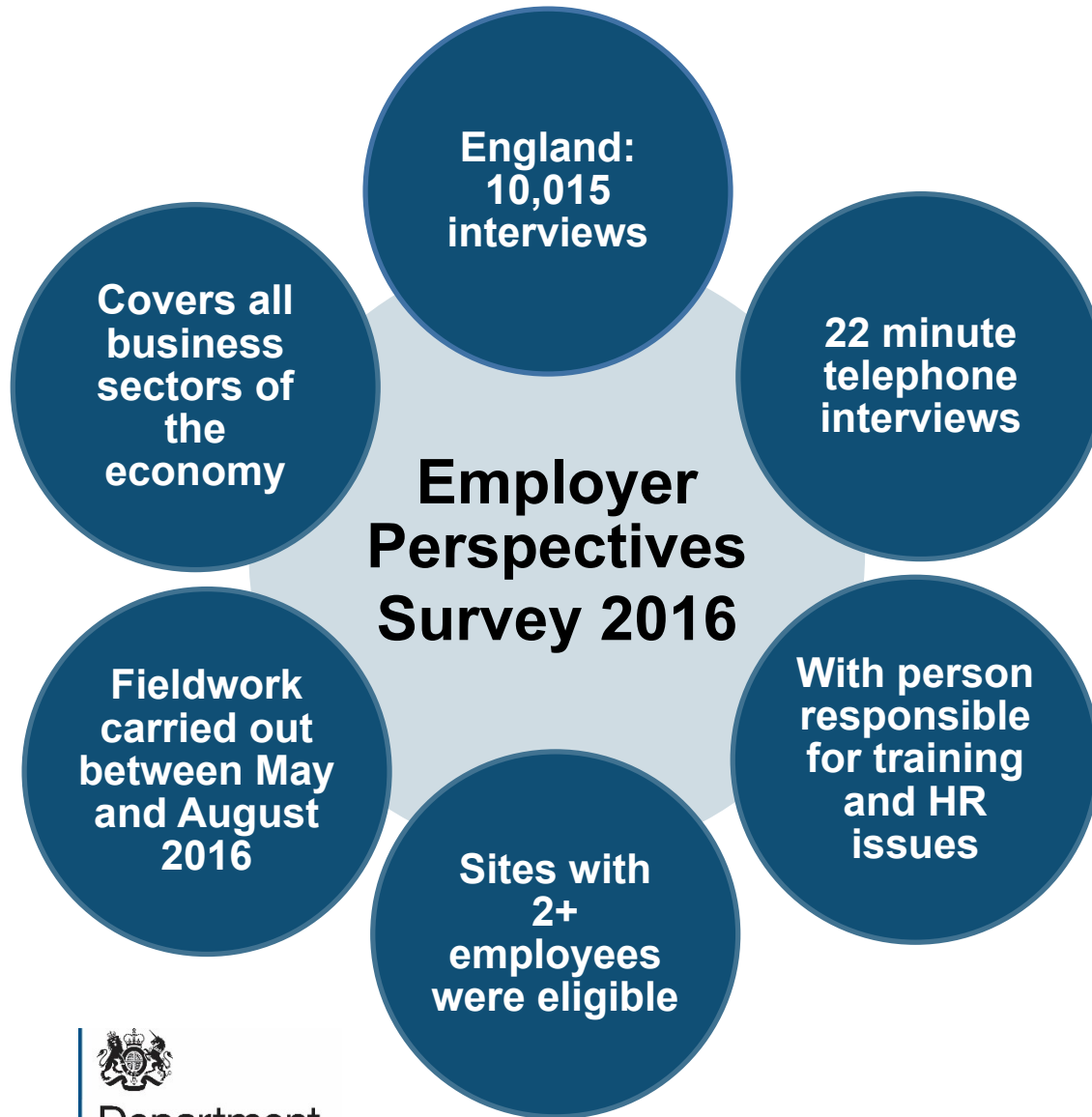
Employer Perspectives Survey 2016

England Slide Pack



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Introduction



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Questionnaire Coverage

- This is the fourth survey in this biennial series
- A number of changes were made to the questionnaire to reflect changing policy requirements.
- The study focused on the following areas:
 - How to support the pipeline of talent into business
 - Employers' approaches to recruitment
 - What employers look for in applicants and recruitment of education leavers
 - Employer engagement with work experience
 - Staff development and employers' decisions on this
 - Skills initiatives and vocational qualifications
 - Employer engagement with and attitudes towards apprenticeships

Achieved interviews and confidence intervals

	Population	Number of interviews
England	1,591,571	10,015
By region		
East Midlands	128,638	947
East of England	179,988	1,043
London	283,952	1,540
North East	60,625	395
North West	191,230	1,122
South East	273,267	1,807
South West	177,076	1,254
West Midlands	152,757	985
Yorkshire and The Humber	144,038	922

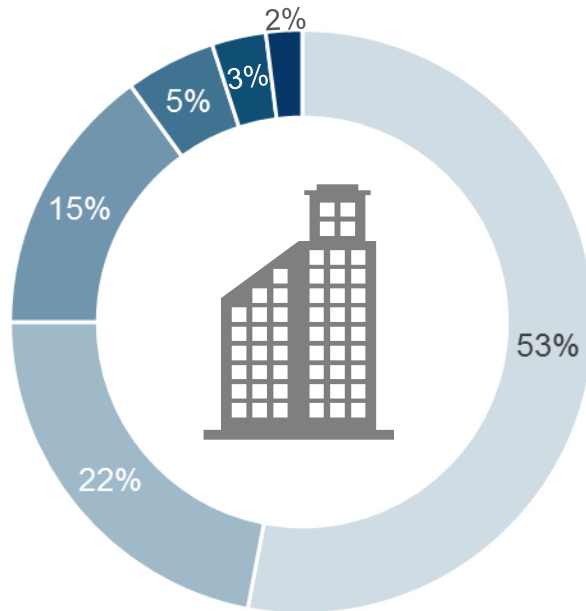
By sector	Population	Number of interviews
Primary Sector & Utilities	79,113	375
Manufacturing	86,363	612
Construction	144,135	656
Wholesale & Retail	321,146	2,072
Hotels & Restaurants	145,927	991
Transport & Comms	120,553	712
Financial Services	33,725	220
Business Services	363,719	1,934
Public Admin.	14,474	209
Education	48,384	572
Health & Social Work	112,710	1,066
Arts & Other	121,322	596

All the figures presented in this slide pack are subject to a margin of error; 1 percentage point at the overall level and typically between 2 and 4 percentage points across the region and sector sub-groups.

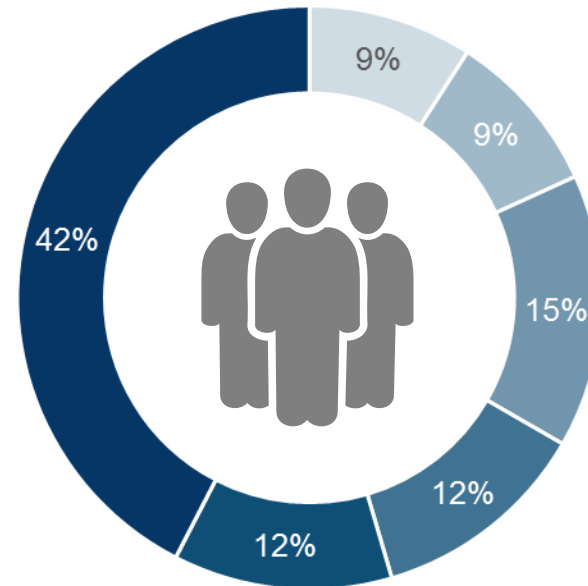


Survey population: size

% of all establishments



% of all employment

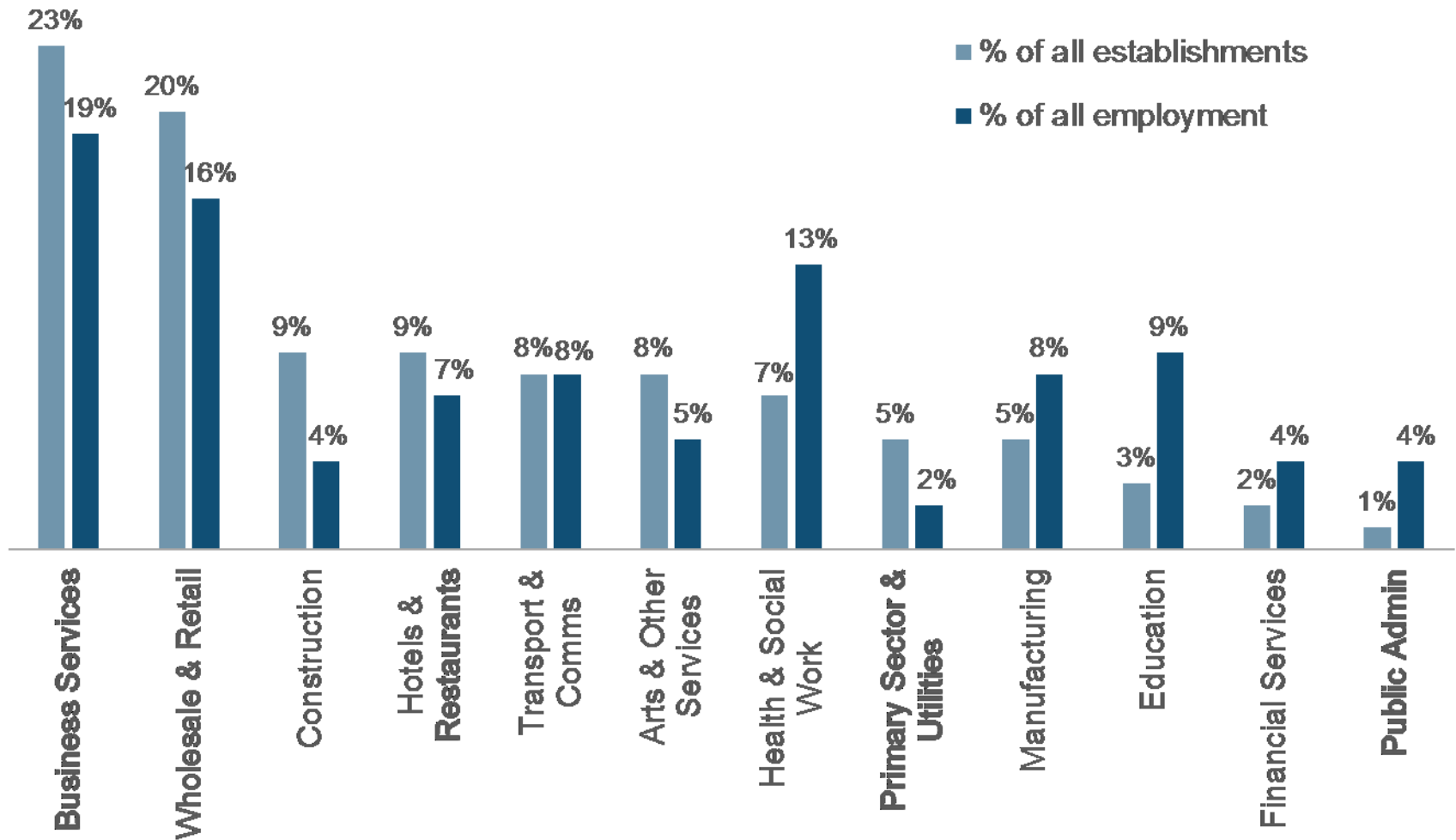


■ 2 to 4 employees ■ 5 to 9 ■ 10 to 24 ■ 25 to 49 ■ 50 to 99 ■ 100+

Source: ONS Inter-Departmental Business Register (IDBR), March 2015



Survey population: sector

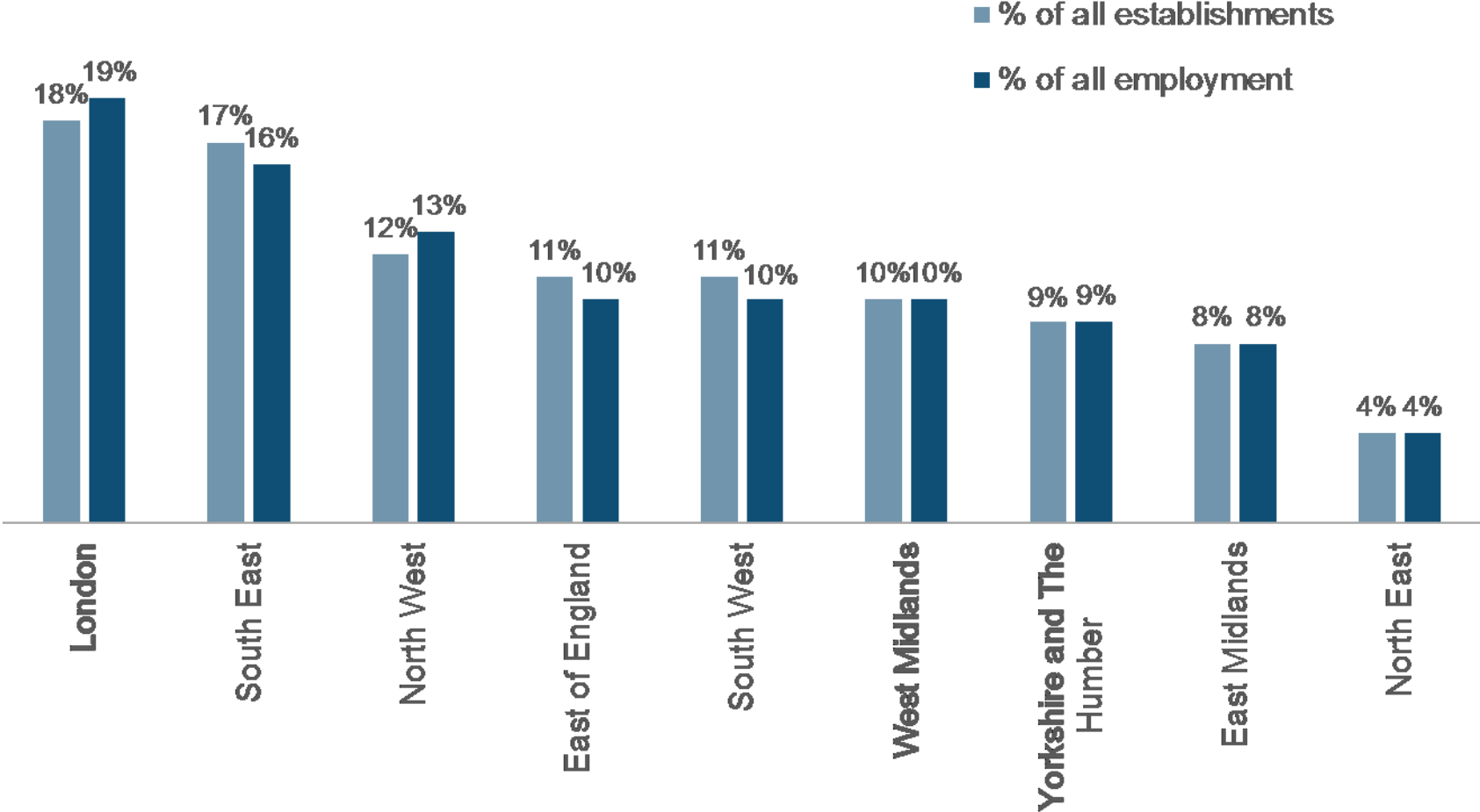


Source: ONS Inter-Departmental Business Register (IDBR), March 2015



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Survey population: region



Source: ONS Inter-Departmental Business Register (IDBR), March 2015



Employer attitudes

AGREE

Staff happiness is as important as organisational performance



86%

Staff ability to do job is more important than formal qualifications



83%

Happy to pay towards training and development



63%

Always looking for new opportunities



56%

Investing in management skills is a top priority



52%

Disagree strongly Disagree slightly Neither agree nor disagree Agree slightly Agree strongly

Base: All establishments (10,015)

Entry to work

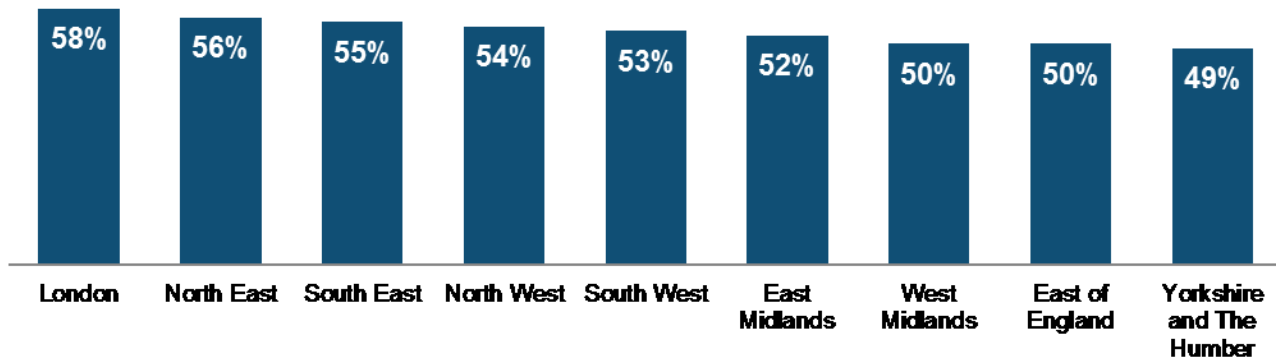


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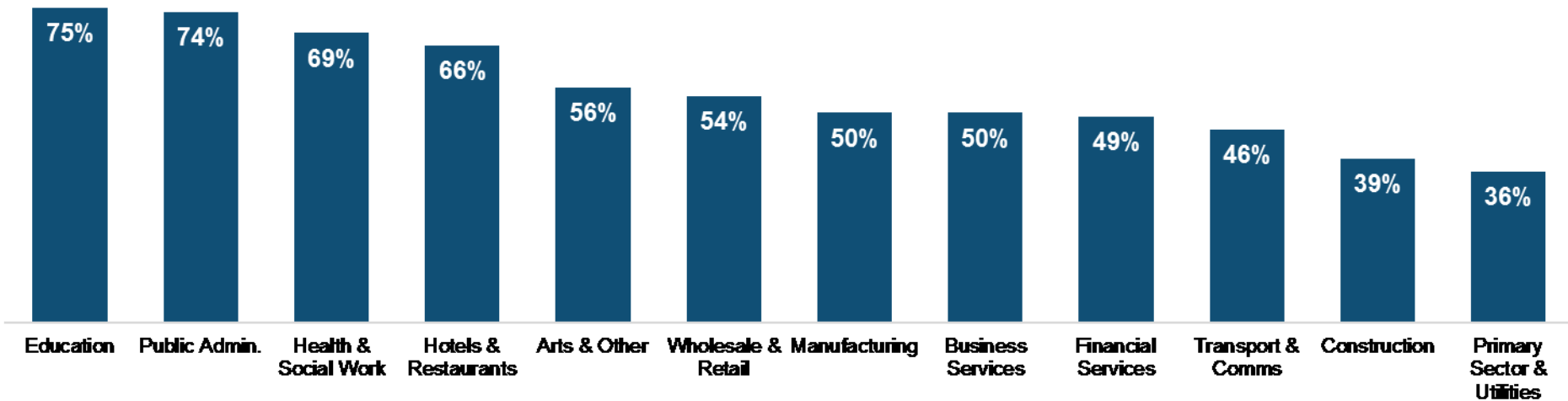
Employers with vacancies in the past 12 months

England: 53%
of employers had vacancies
in the last 12 months

Base: All England establishments (10,015)

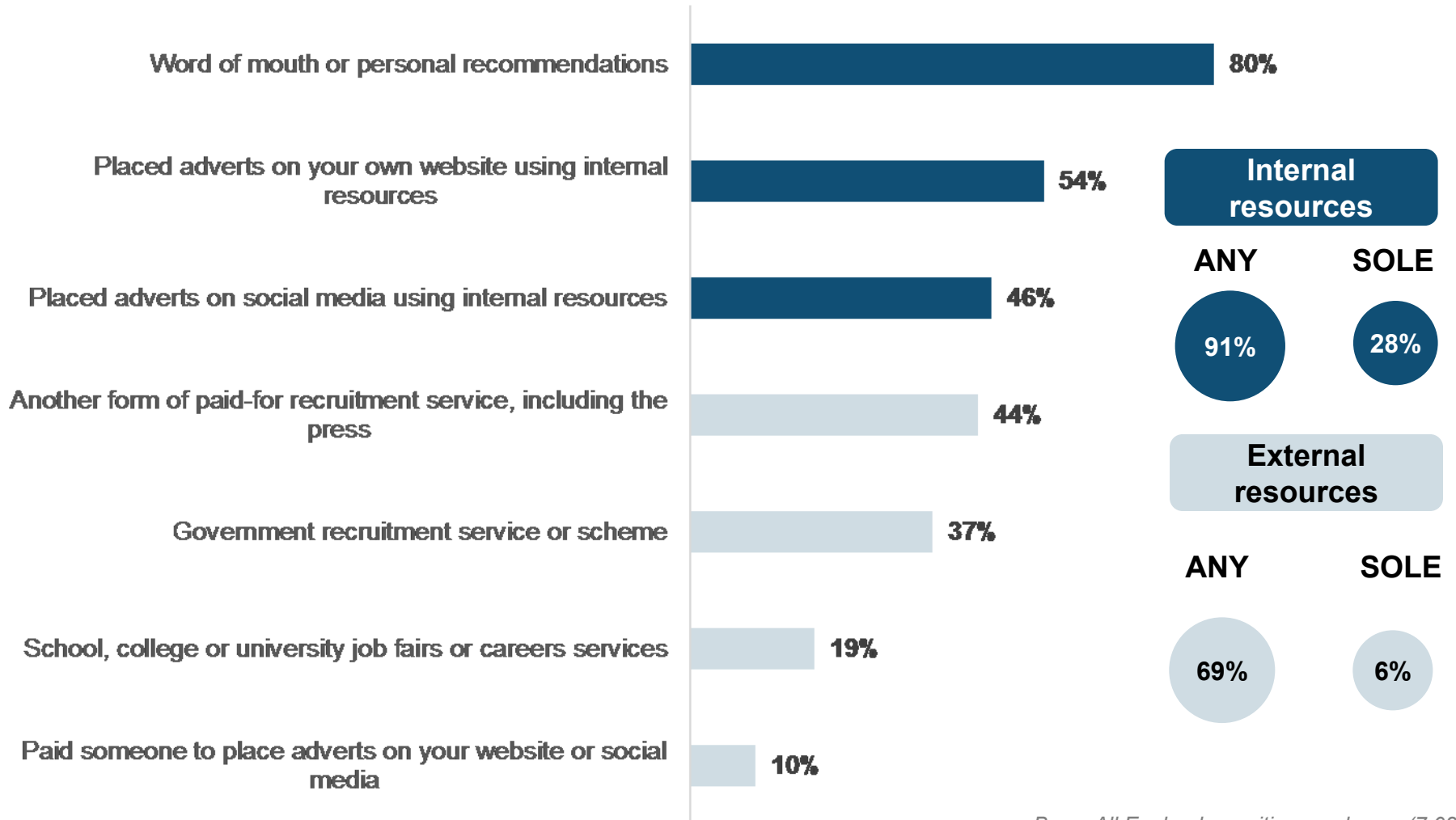


Base: All England establishments. London (1,940), North East (395), South East (1,607), North West (1,122), South West (1,254), East Midlands (947), West Midlands (985), East of England (1,043), Yorkshire and The Humber (922)



Base: All England establishments: Education (572), Public Admin. (209), Health & Social Work (1,066), Hotels & Restaurants (991), Arts & Other (596), Wholesale & Retail (2,072), Manufacturing (612), Business Services (1,934), Financial Services (220), Transport & Comms (712), Construction (656), Primary Sector & Utilities (375)

Recruitment channels used



Base: All England recruiting employers (7,022)

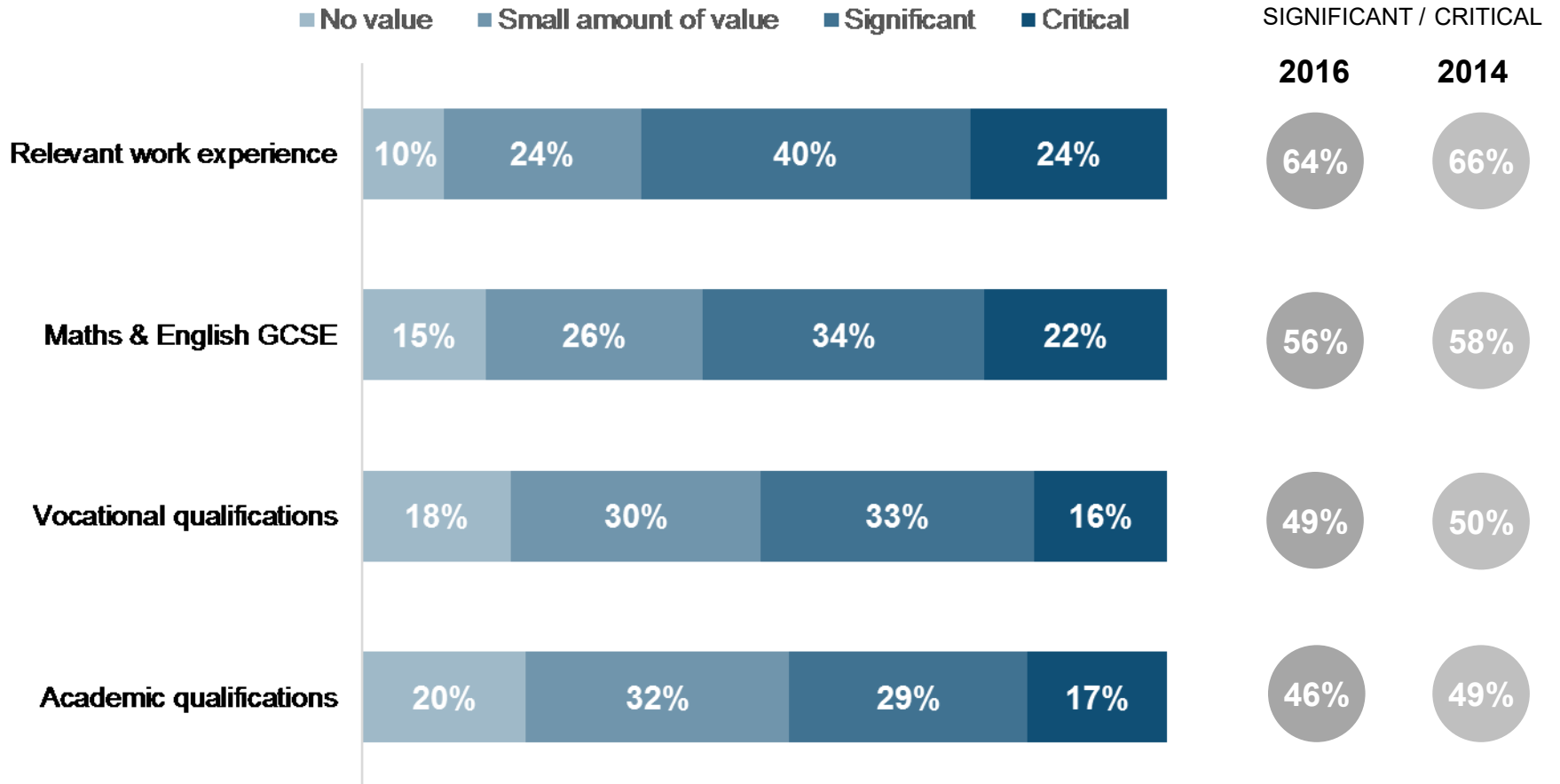
Note: multiple responses were allowed.

“Any recruitment channel” refers to employers who used an internal or external recruitment channel, in conjunction with others. “Sole recruitment channel” refers to those employers who used either internal or external resources as their only method of recruitment



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What employers look for when recruiting



Base: All England employers (2016: 10,015, 2014: 10,032)

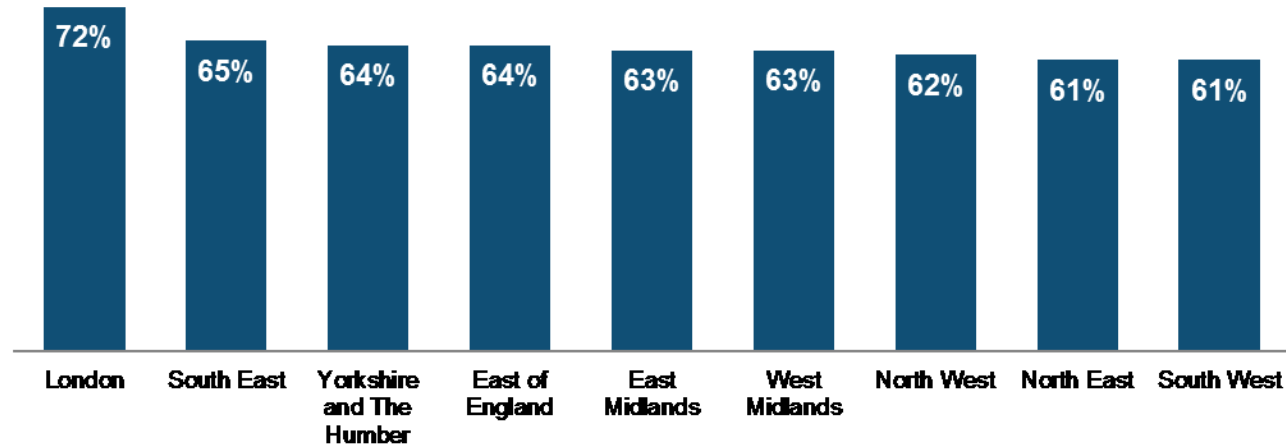


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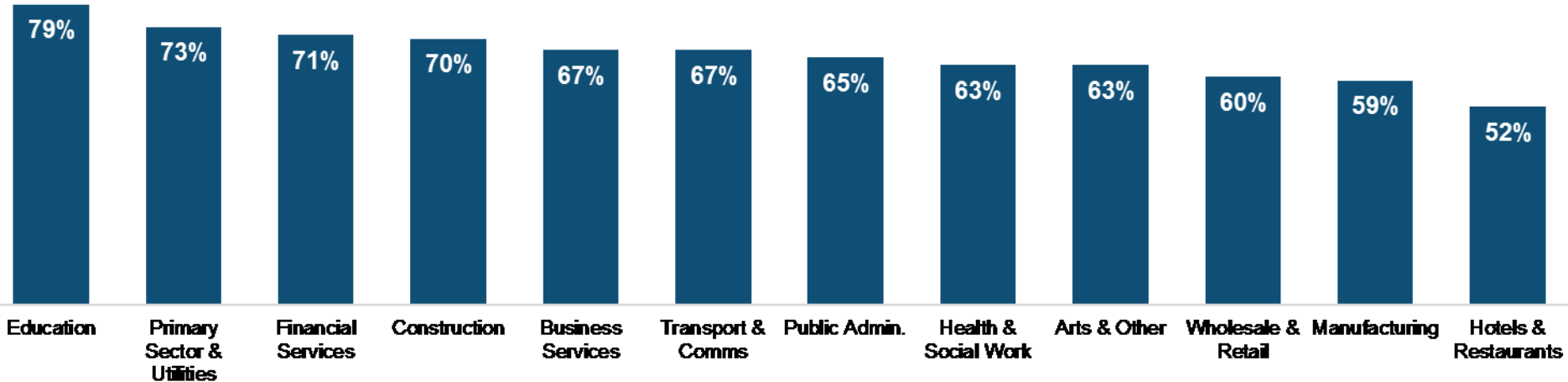
What employers look for: relevant work experience

England: 64%
of employers look for
relevant work experience

Base: All England establishments (10,015)



Base: All England establishments: London (1,916), South East (1,107), Yorkshire and The Humber (922), East of England (1,043), East Midlands (947), West Midlands (985), North West (1,122), North East (395), South West (1,254)



Base: All England establishments: Education (572), Primary Sector & Utilities(375), Financial Services (220), Construction (656), Business Services (1,934), Transport & Comms (712), Public Admin. (209), Health & Social Work (1,066), Arts & Other (596), Wholesale & Retail (2,072), Manufacturing (612), Hotels & Restaurants (991)

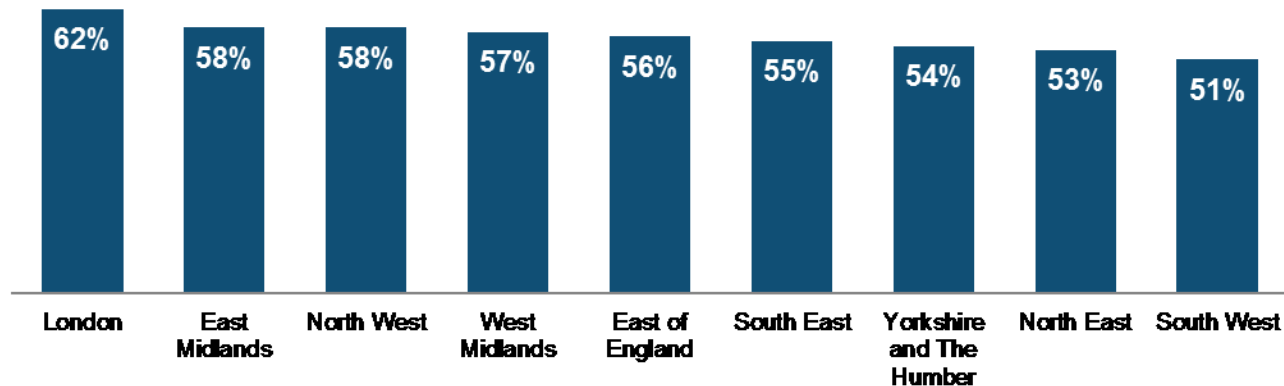


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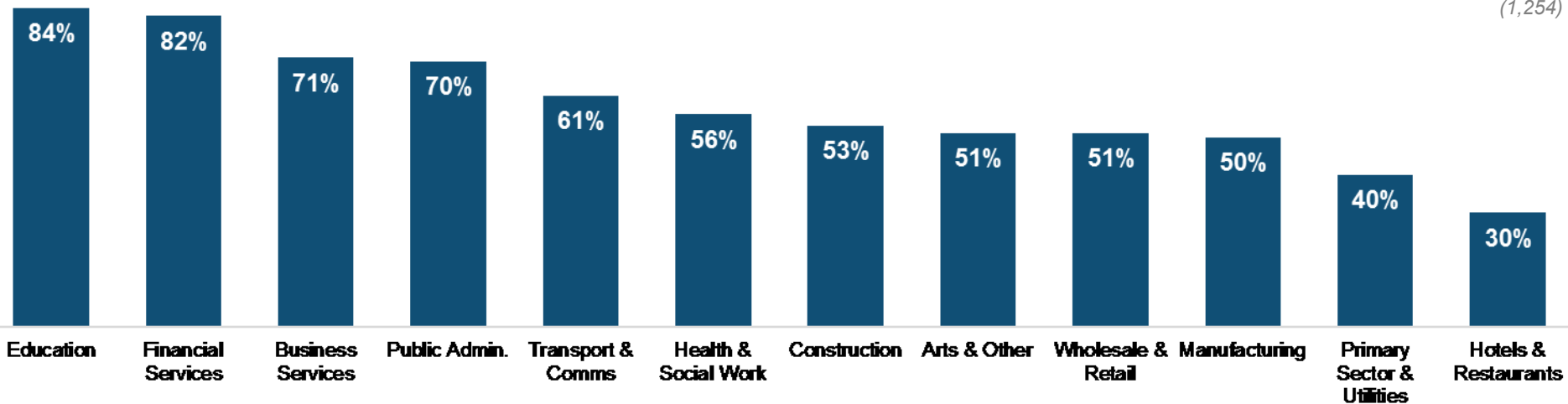
What employers look for: maths and English

England: 56%
of employers look for maths and English

Base: All England establishments (10,015)



Base: All England establishments: London (1,540), East Midlands (947), North West (1,122), West Midlands (985), East of England (1,043), South East (1,807), Yorkshire and The Humber (922), North East (395), South West (1,254)



Base: All England establishments: Education (572), Financial Services (220), Business Services (1,934), Public Admin. (209), Transport & Comms (712), Health & Social Work (1,066), Construction (656), Arts & Other (596), Wholesale & Retail (2,072), Manufacturing (612), Primary Sector & Utilities (375), Hotels & Restaurants (991)

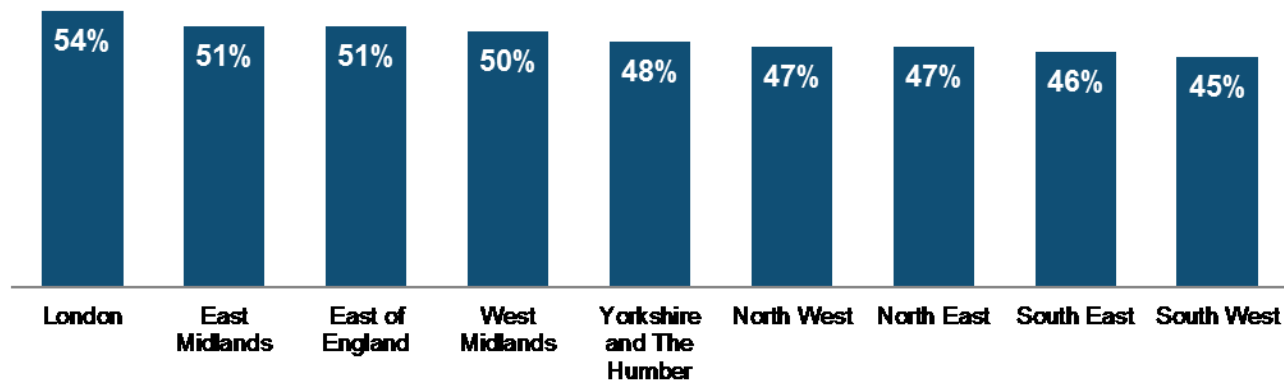


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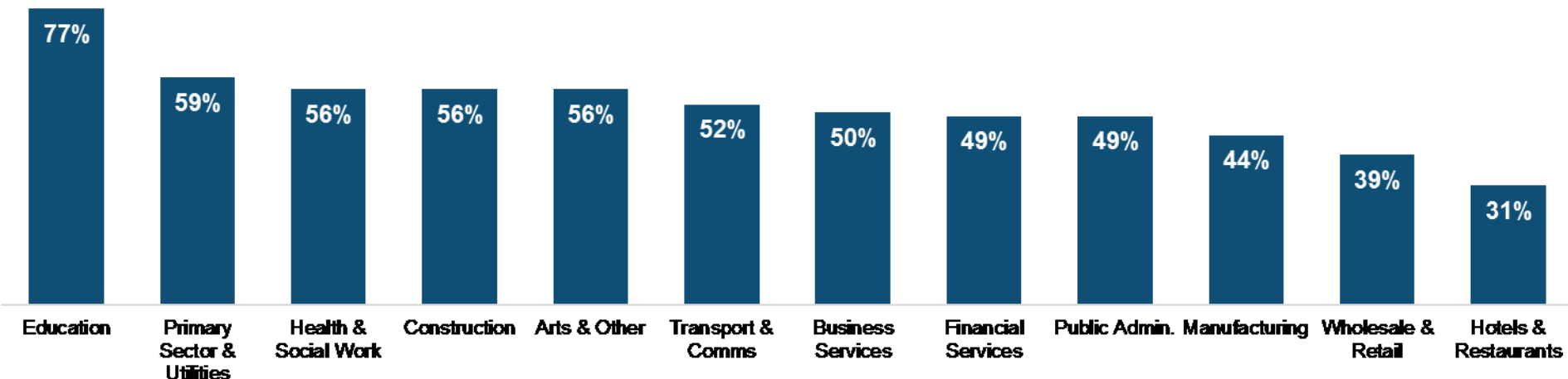
What employers look for: vocational qualification

England: 49%
of employers look for vocational qualifications

Base: All England establishments (10,015)



Base: All England establishments: London (1,540), East Midlands (947), East of England (1,043), West Midlands (985), Yorkshire and The Humber (922), North West (1,122), North East (395), South East (1,807), South West (1,254)



Base: All England establishments: Education (572), Primary Sector & Utilities (375), Health & Social Work (1,066), Construction (656), Arts & Other (596), Transport & Comms (712), Business Services (1,934), Financial Services (220), Public Admin. (209), Manufacturing (612), Wholesale & Retail (2,072), Hotels & Restaurants (991)

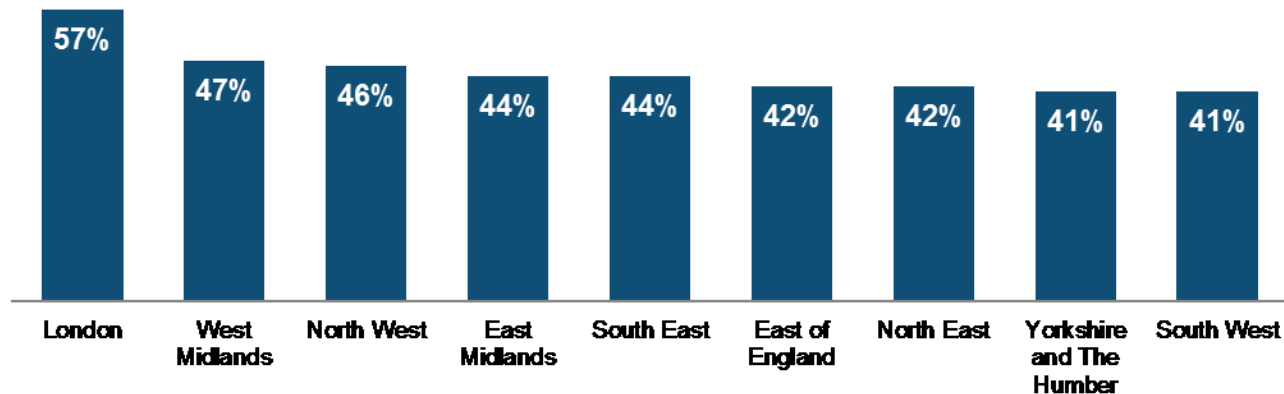


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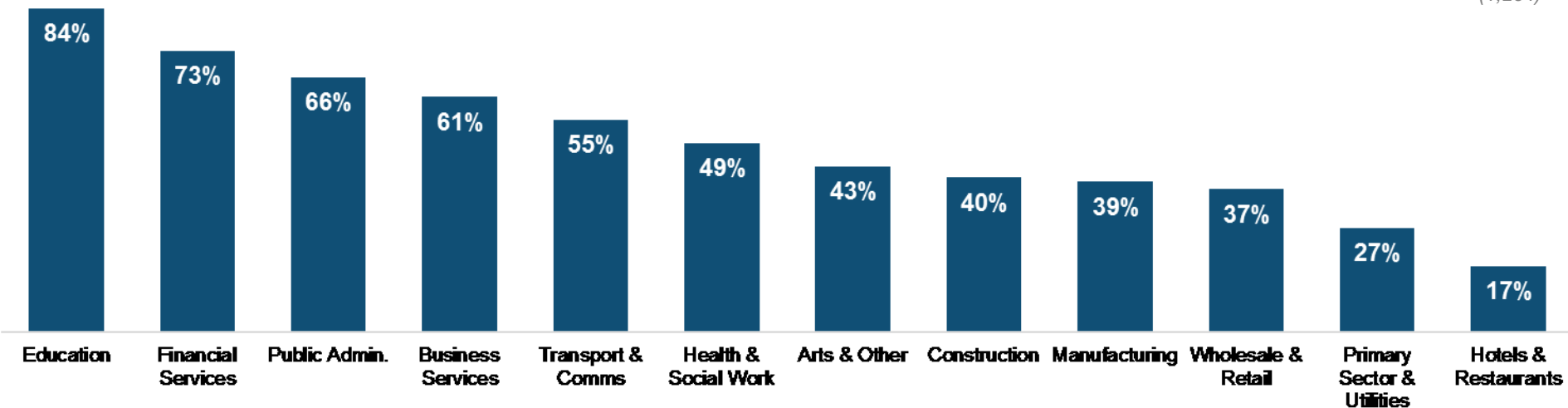
What employers look for: academic qualification

England: 46%
of employers look for
academic qualifications

Base: All England establishments (10,015)



Base: All England establishments: London (1,540), West Midlands (985), North West (1,122), East Midlands (947), South East (1,807), East of England (1,043), North East (395), Yorkshire and The Humber (922), South West (1,254)



Base: All England establishments: Education (572), Financial Services (220), Public Admin. (209), Business Services (1,934), Transport & Comms (712), Health & Social Work (1,066), Arts & Other (596), Construction (656), Manufacturing (612), Wholesale & Retail (2,072), Primary Sector & Utilities (375), Hotels & Restaurants (991)



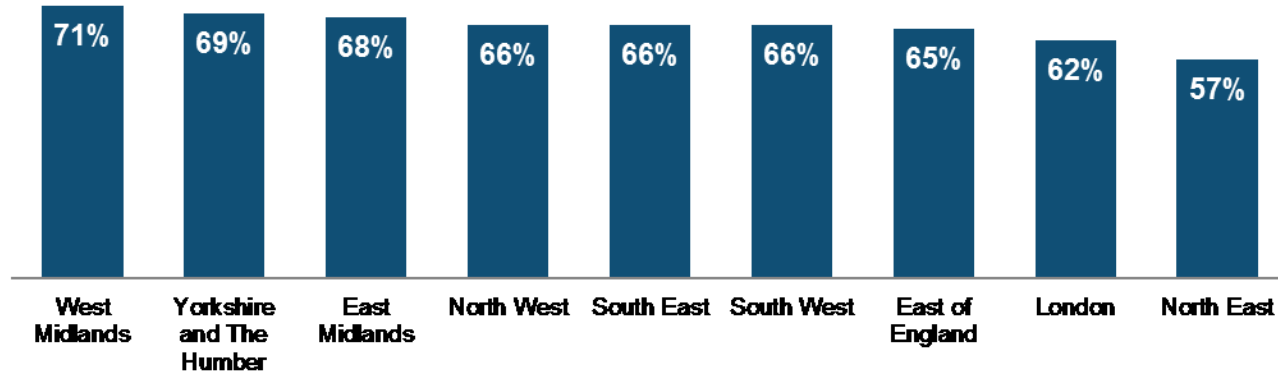
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Recruitment

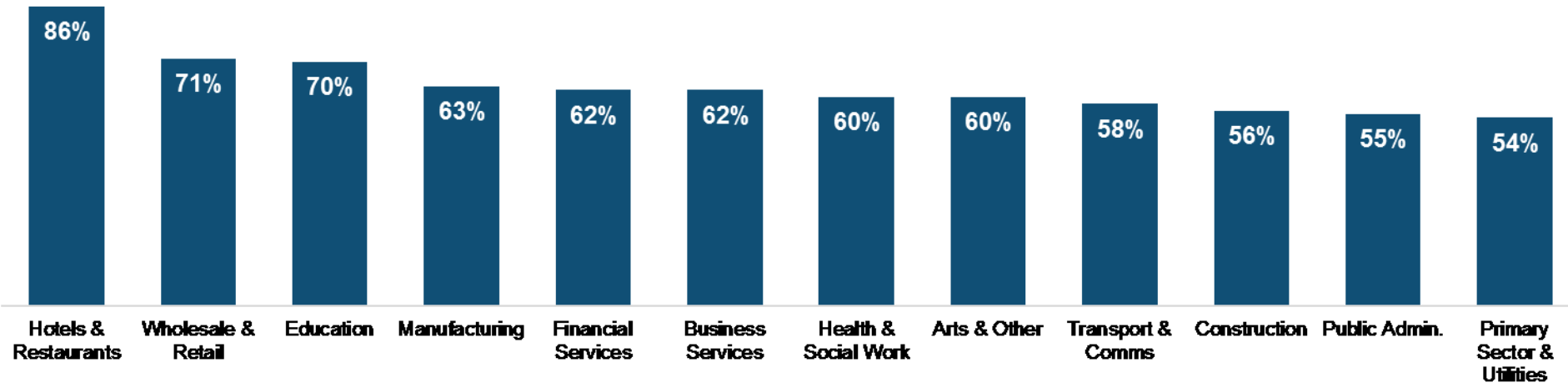
England: 66%

of recruiting employers had taken on a young person in the last 12 months

Base: All England employers who had recruited (6,664)



Base: All England establishments who had recruited: West Midlands (622), Yorkshire and The Humber (580), East Midlands (616), North West (770), South East (1,234), South West (827), East of England (661), London (1,082), North East (272)



Base: All England establishments who had recruited : Hotels & Restaurants (814), Wholesale & Retail (1,321), Education (466), Manufacturing (384), Financial Services (134), Business Services (1,203), Health & Social Work (829), Arts & Other (368), Transport & Comms (444), Construction (335), Public Admin. (160), Primary Sector & Utilities (206)



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Channels used to recruit young people

Internal resources

ANY

SOLE

78%

50%

External resources

ANY

SOLE

42%

15%



Base: All England establishments that have taken on a young person in the last year (4,869)

Note: multiple responses were allowed.



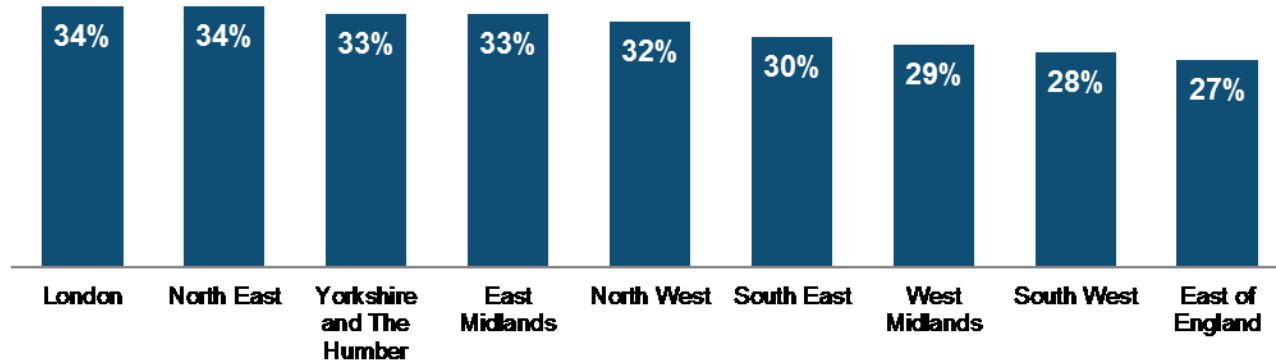
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Recruitment

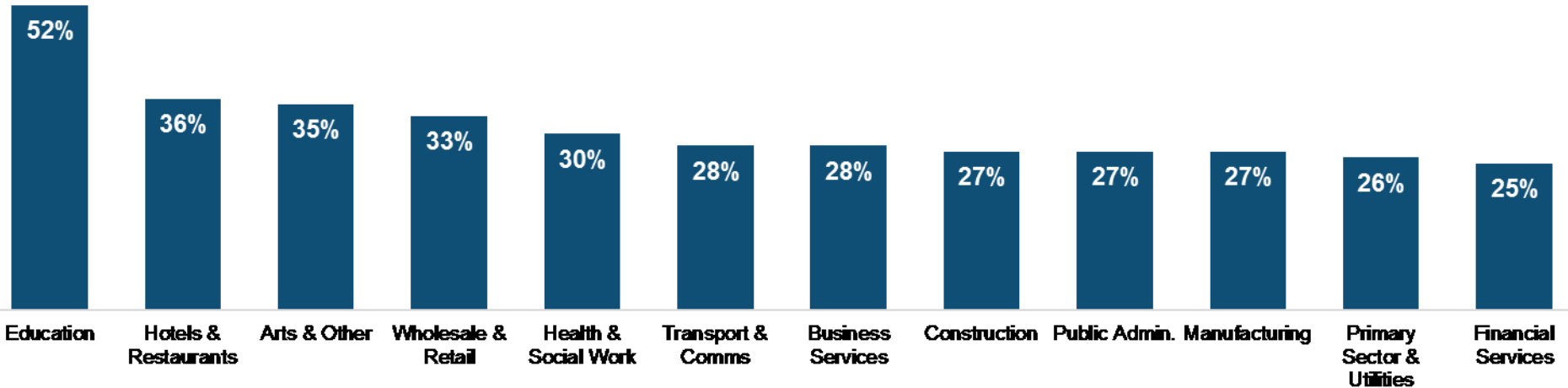
England: 31%

had recruited an education leaver in the last 12 months

Base: All England employers (10,015)



Base: All England establishments: London (1,540), North East (395), Yorkshire and The Humber (922), East Midlands (947), North West (1,122), South East (1,807), West Midlands (985), South West (1,254), East of England (1,043)



Base: All England establishments: Education (572), Hotels & Restaurants (991), Arts & Other (596), Wholesale & Retail (2,072), Health & Social Work (1,066), Transport & Comms (712), Business Services (1,934), Construction (656), Public Admin. (209), Manufacturing (612), Primary Sector & Utilities (375), Financial Services (220)



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Preparedness of education leavers for work

■ Very poorly prepared ■ Poorly prepared ■ Well prepared ■ Very well prepared

PREPARED

2016 2014

16 year-old school leavers



52% 52%

17-18 year-old school leavers



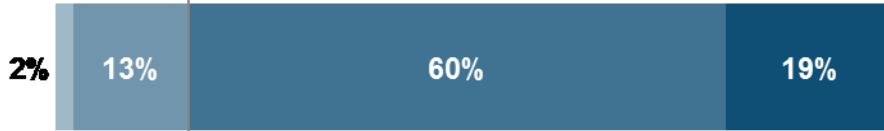
58% 60%

17-18 year-old FE leavers



68% 72%

University/HE leavers



80% 81%

Base: All England establishments that have recruited each type of education leaver in the previous 2-3 years: 16 year-old school leavers (1,315), 17-18 year old school leavers (1,923), 17-18 year old FE leavers (1,904), University/HE leavers (2,242)



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Work experience offered in last 12 months

38% of employers in England offered work placements

Education placements: 29%

Students at school: 20%

Students at FE or 6th Form College: 13%

Students at University: 11%

Broad Adult Placements: 15%

Work trials: 11%

Placements for unemployed: 5%

Voluntary work (unprompted*): 1%

Special needs/Disability programme: <1%

Internships: 7%

Internships, either paid or unpaid: 6%

Graduate programme (unprompted*): <1%

Work Inspiration

10% of employers engaged with schools, colleges or universities to offer 'work inspiration' activities, such as mentoring, holding site visits and visiting educational institutions to talk with students about careers



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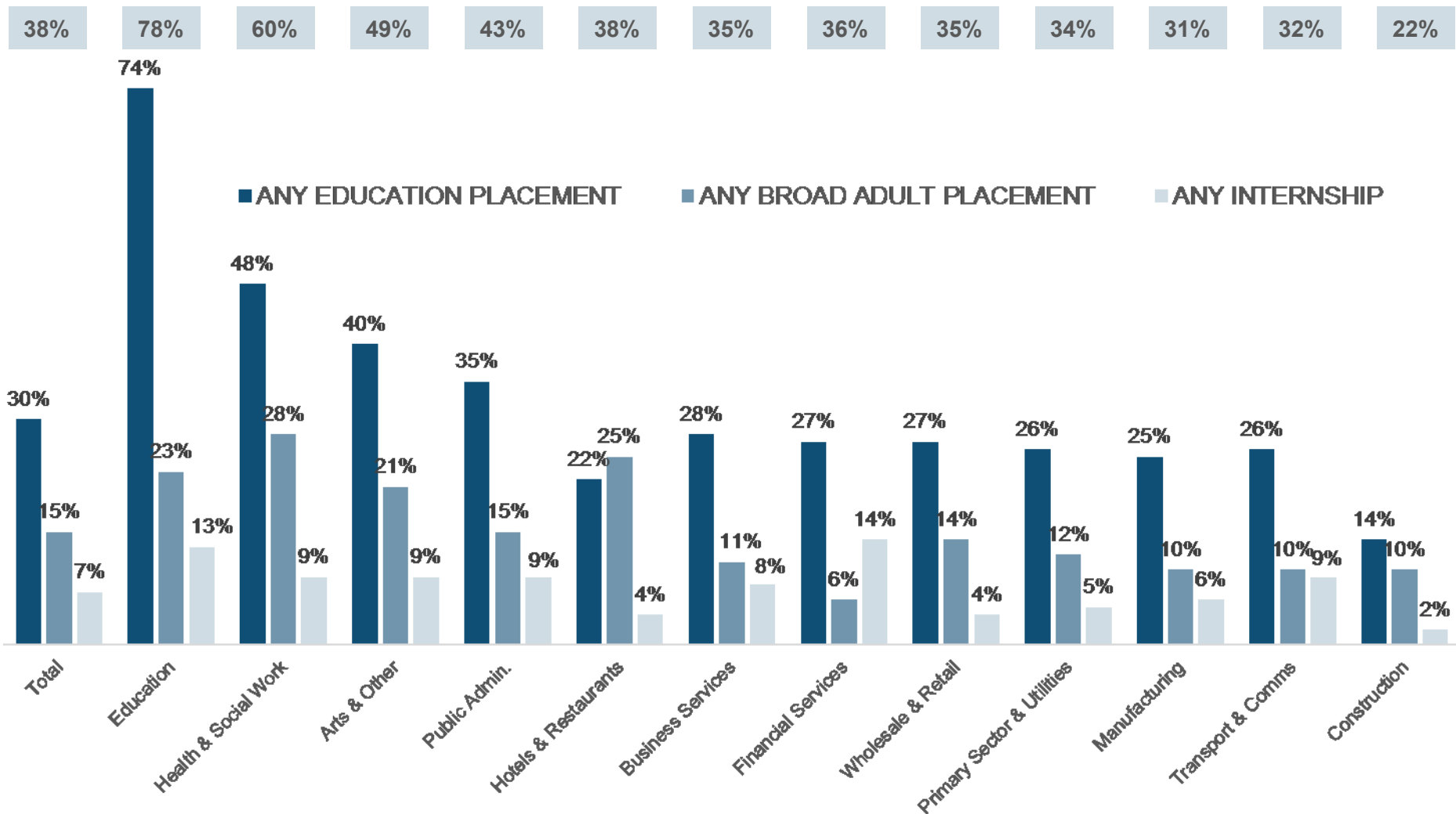
** Where respondents had offered other types of work experience which did not fit within the pre-coded answer options, they were able to provide detail for an "other" type of experience.*

Base: All England establishments (10,015)

Produced by IFF Research

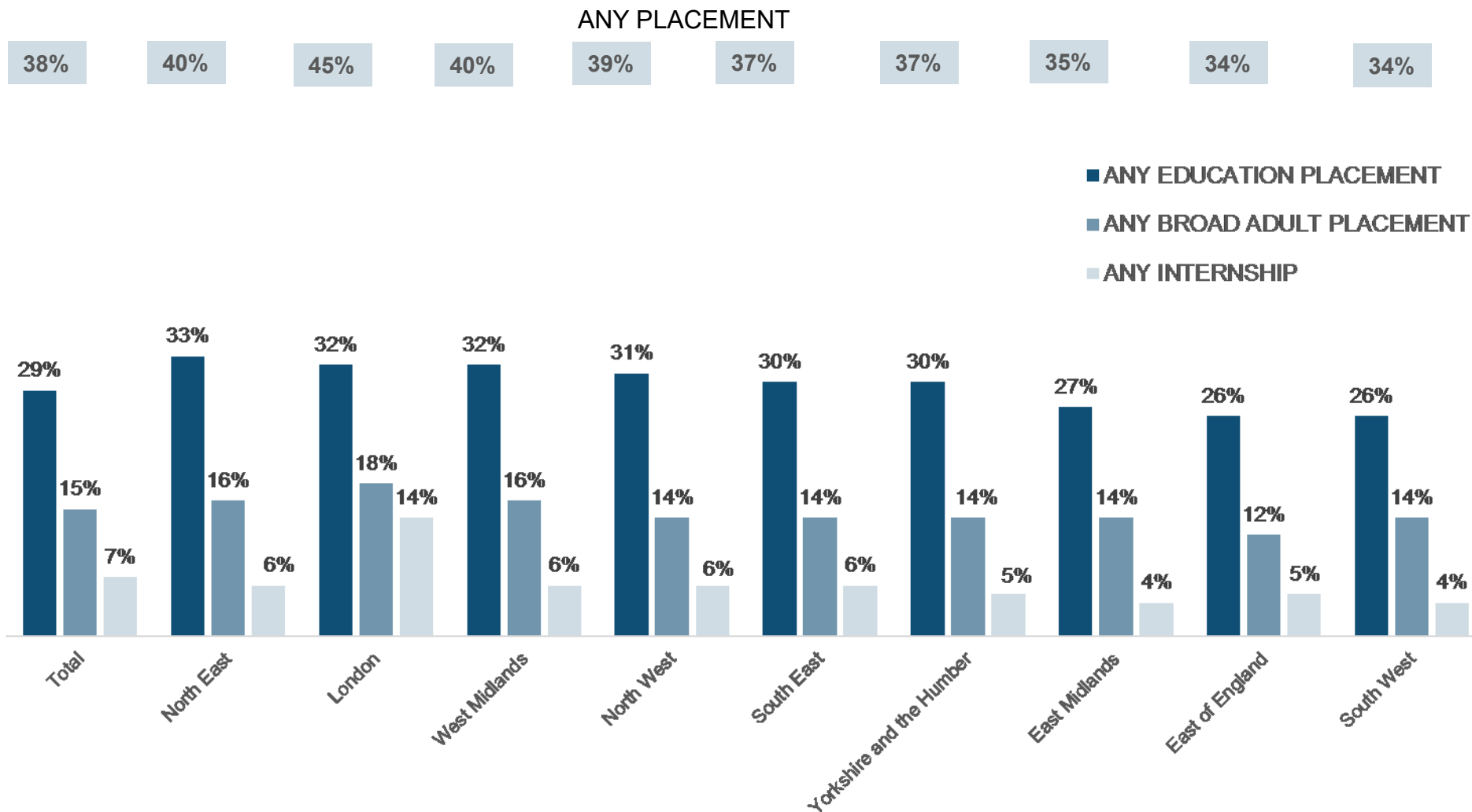
Work placement offering, by sector

ANY PLACEMENT



Base: All establishments: Education (572), Health & Social Work (1,066), Arts & Other (596), Public Admin. (209), Hotels & Restaurants (991), Business Services (1,934), Financial Services (220), Wholesale & Retail (2,072), Primary Sector & Utilities. (375), Manufacturing (612), Transport & Comms (712), Construction (656)

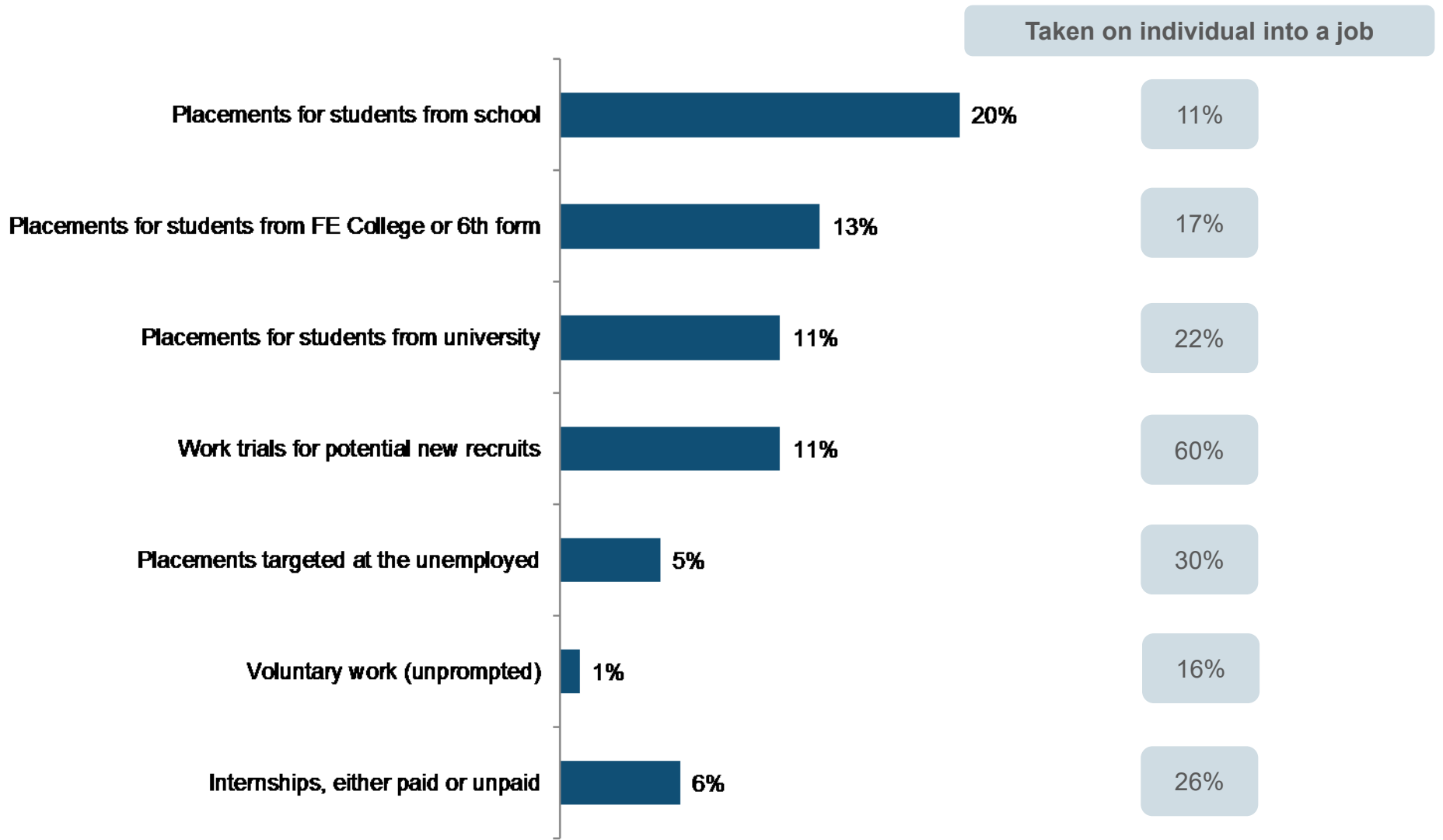
Work placement offering by region



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Base: All England establishments: North East (395), London (1,540), West Midlands (985), North West (1,122), South East (1,807), Yorkshire and The Humber (922), East Midlands (947), East of England (1,043), South West (1,254)

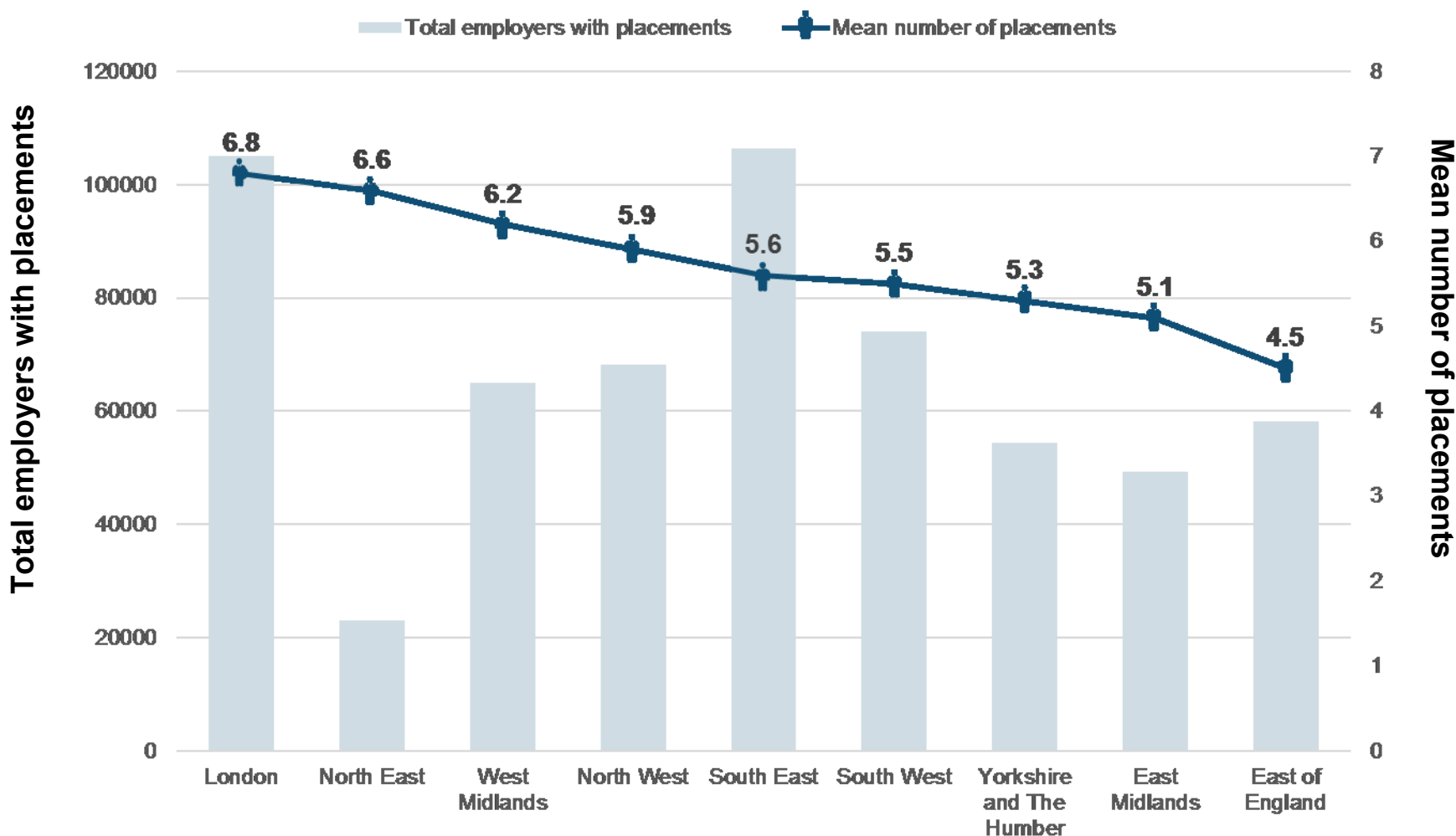
Types of work placement offered



Base: All England employers (10,015)

Base: Establishments who had each type of placement in the last 12 months: school (2,653), FE College (1,777), university (1,703), work trials (1,384), unemployed (688), voluntary (93), internships (977)

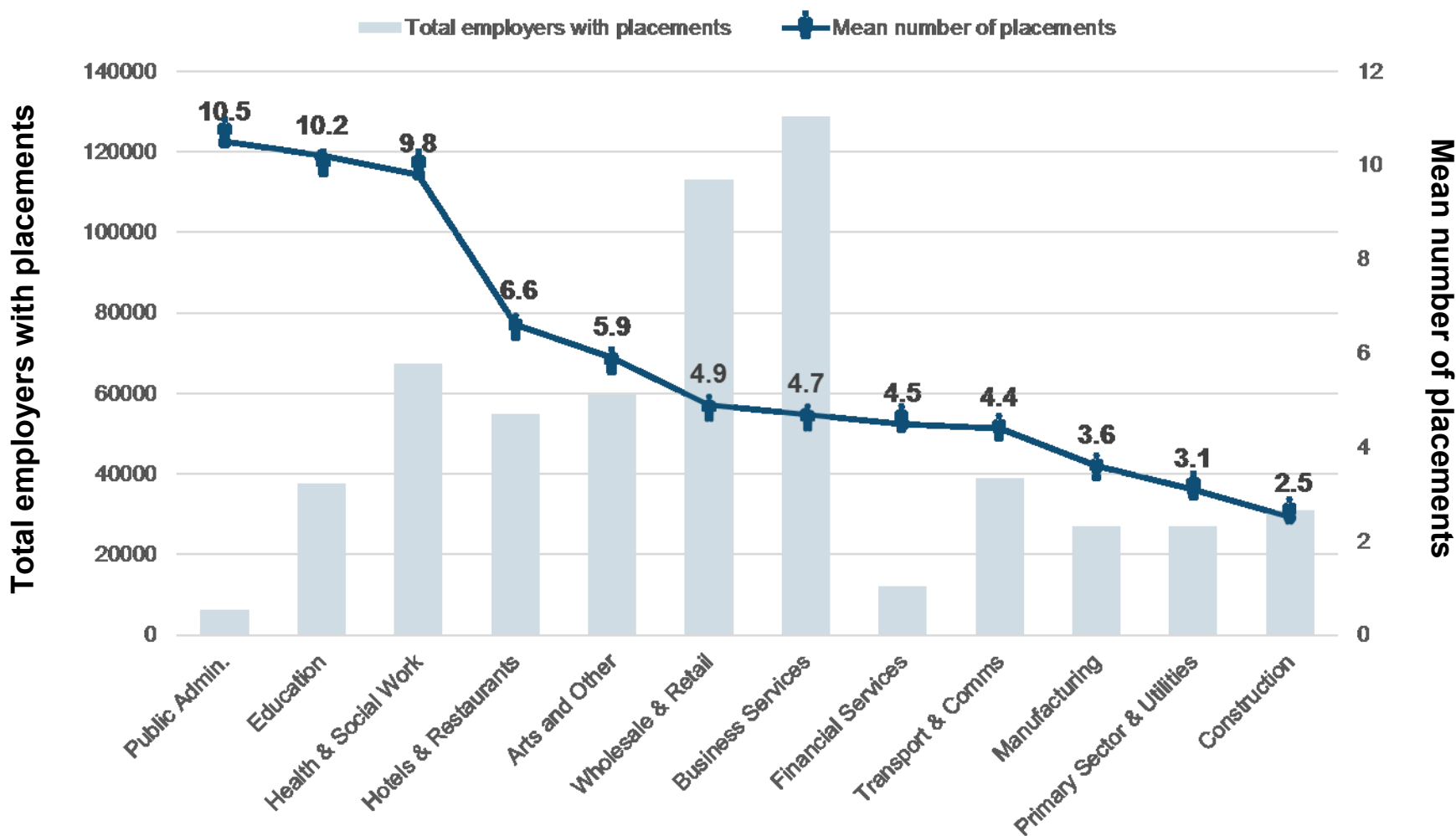
Mean number of work placements offered in the last 12 months, by region



Base: All England establishments who have had placements in the last 12 months: London (839), North East (195), West Midlands (483), North West (534), South East (877), South West (578), Yorkshire and The Humber (439), East Midlands (433), East of England (469)



Mean number of work placements offered in the last 12 months, by sector



Base: All England establishments who have had placements in the last 12 months: Public Admin. (111), Education (487), Health & Social Work (672), Hotels & Restaurants (494), Arts & Other (322), Wholesale & Retail (840), Business Services (879), Financial Services (105), Transport & Comms (314), Manufacturing (264), Primary Sector & Utilities (160), Construction (199)

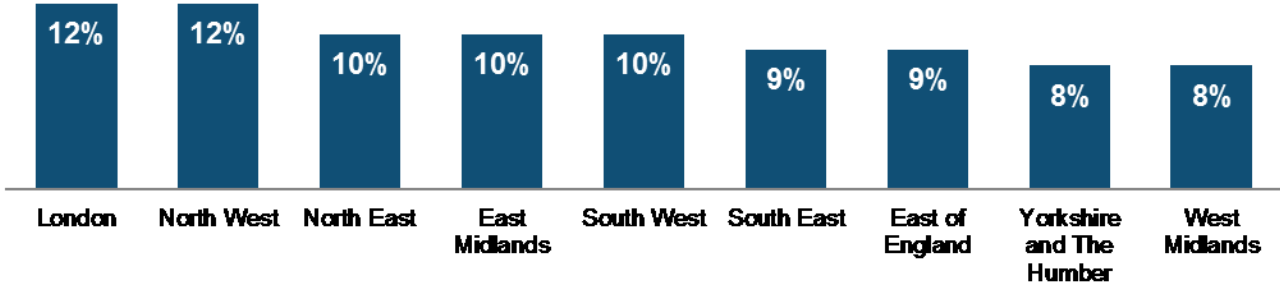


Employers offering work inspiration activities to

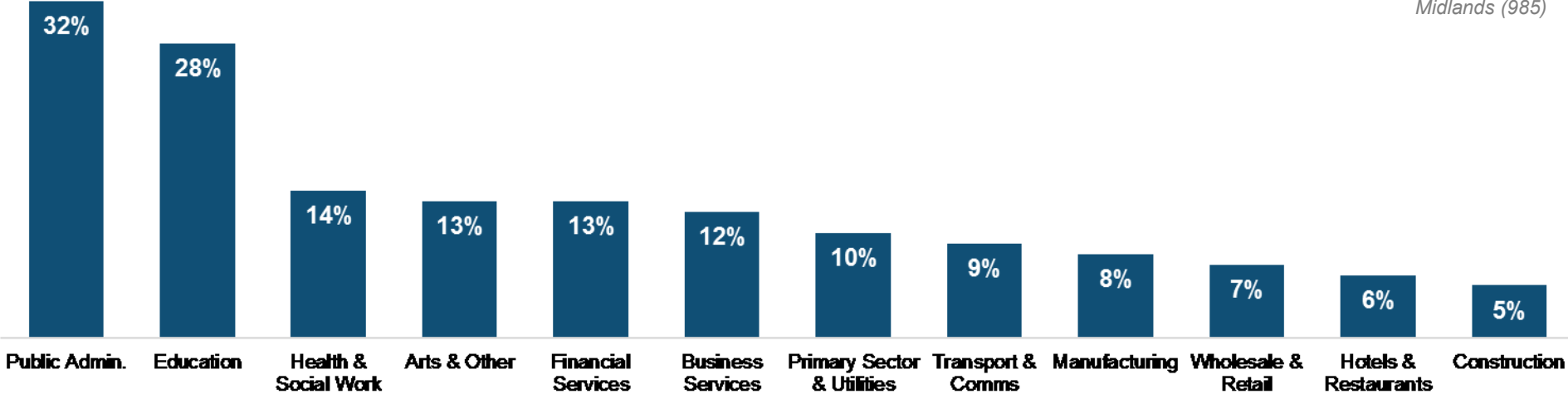
Work Inspiration activities include mentoring, holding site visits and visiting educational institutions to talk with students about careers

England: 10%
of employers offered work inspiration activities to students

Base: All England establishments (10,015)



Base: All England establishments: London (1,540), North East (395), North West (1,122), East Midlands (947), South West (1,254), South East (1,807), East of England (1,043), Yorkshire and The Humber (922), West Midlands (985)

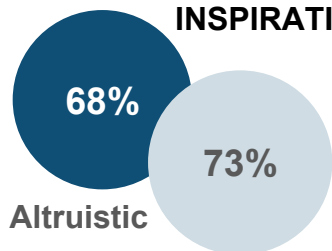


Base: All establishments: Public Admin. (209), Education (572), Health & Social Work (1,066), Arts & Other (596), Financial Services (220), Business Services (1,934), Primary Sector & Utilities (375), Transport & Comms (712), Manufacturing (612), Wholesale & Retail (2,072), Hotels & Restaurants (991), Construction (656)

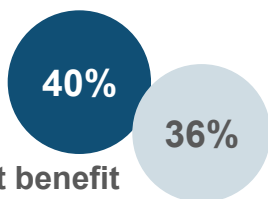
Reasons for offering work experience opportunities

PLACEMENTS

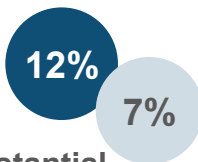
INSPIRATION



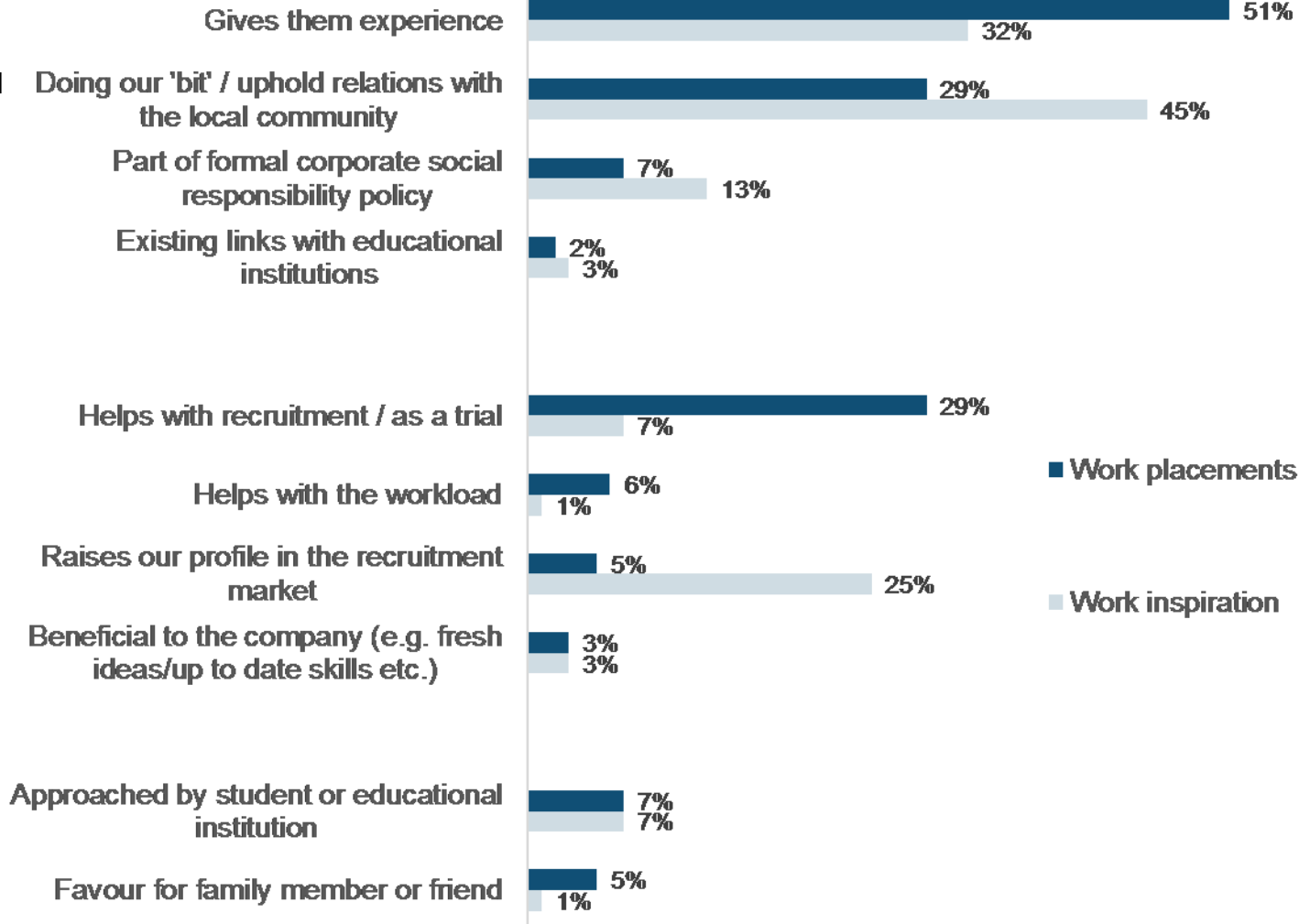
Direct benefit



Circumstantial

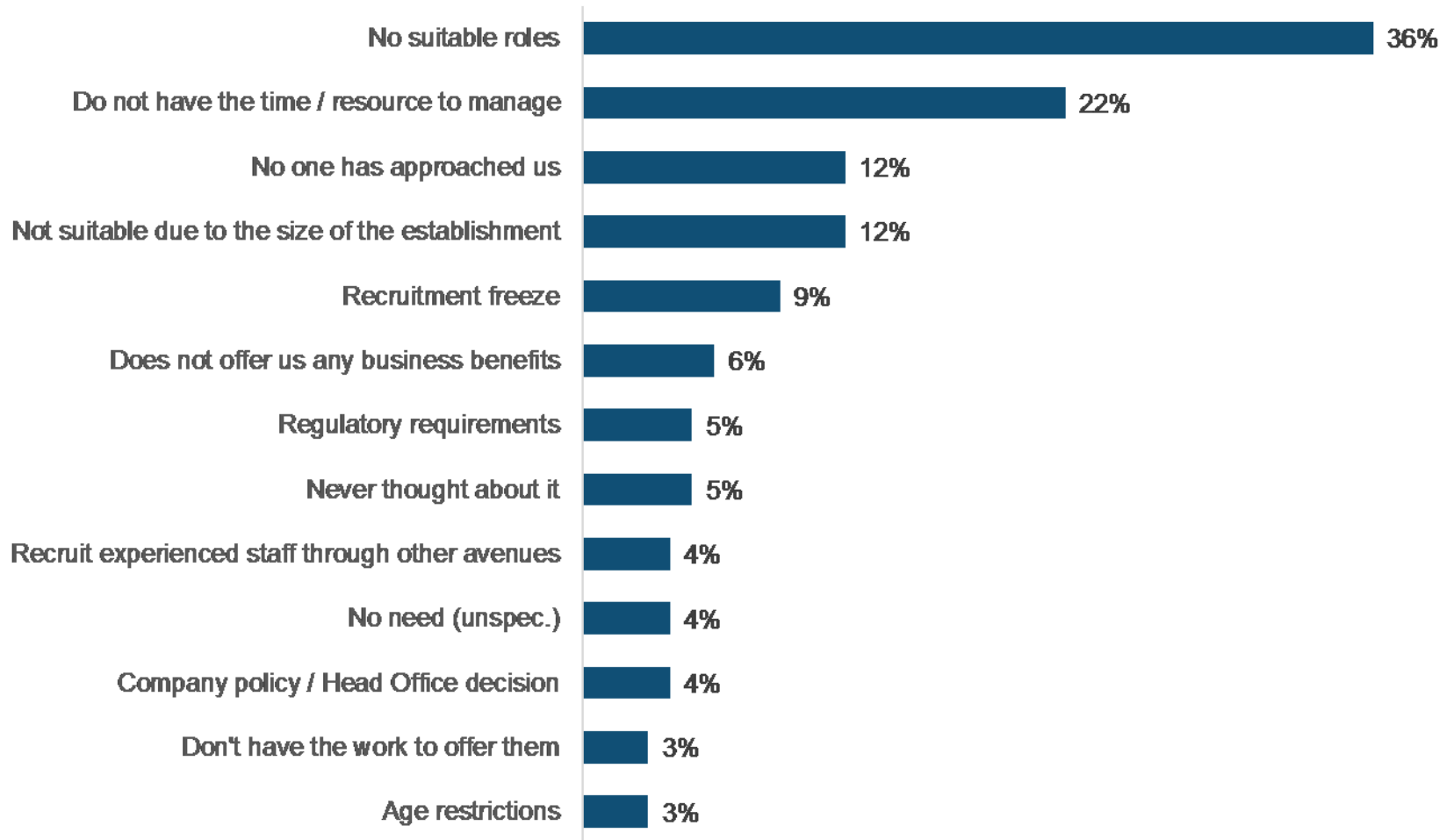


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Base: All England establishments who have had work placements / offered work inspiration in the last 12 months (4,847 / 1,489)
Note: multiple responses were allowed.

Reason for not offering work experience



Base: All England establishments offering no work experience opportunities in the last 12 months (4,825)

Note: multiple responses were allowed.

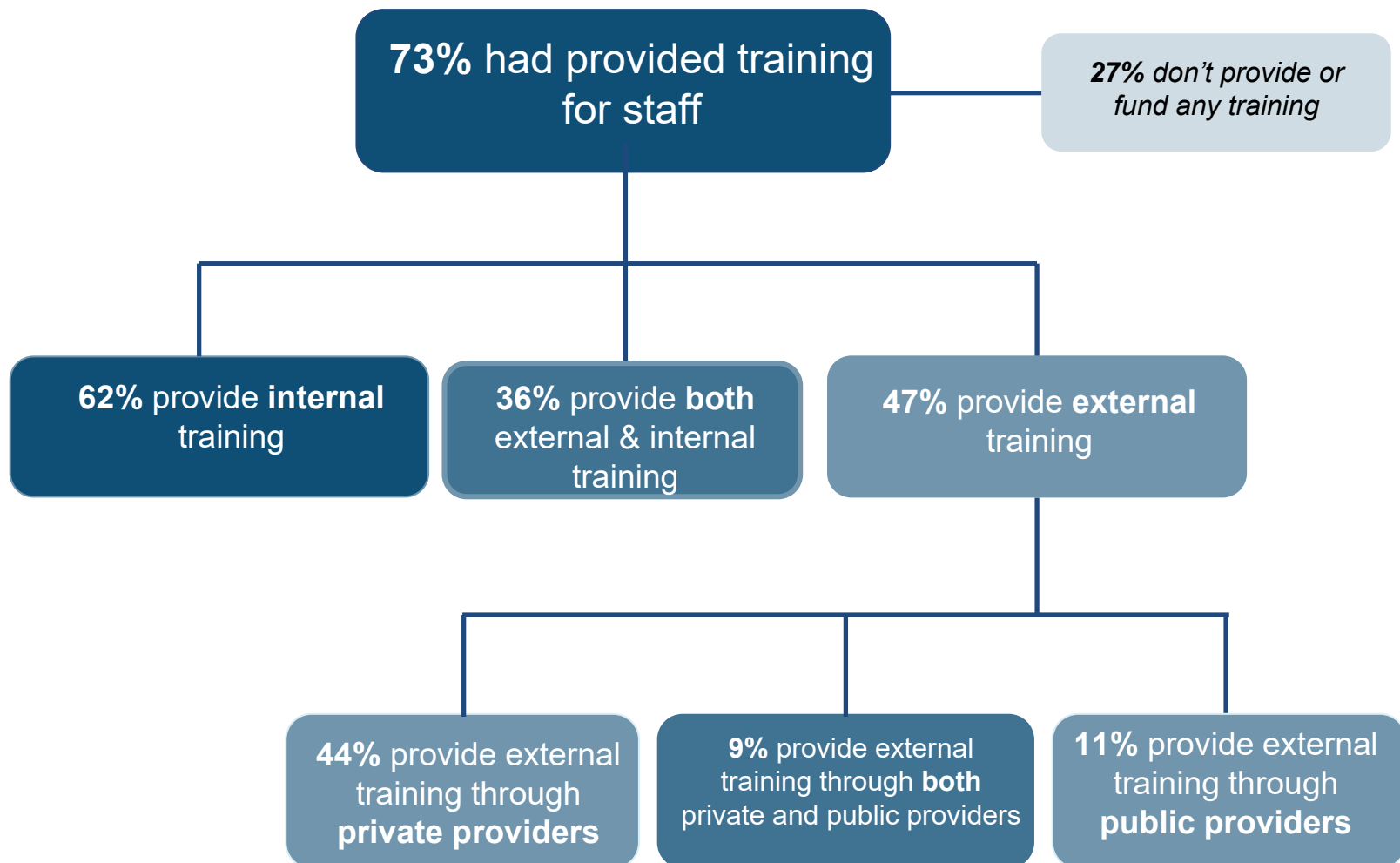


People development



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Summary of approach to training

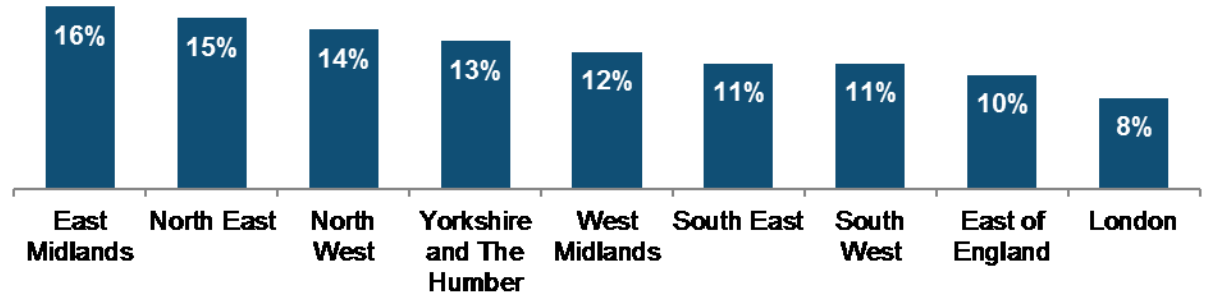


FE Colleges as a source of training

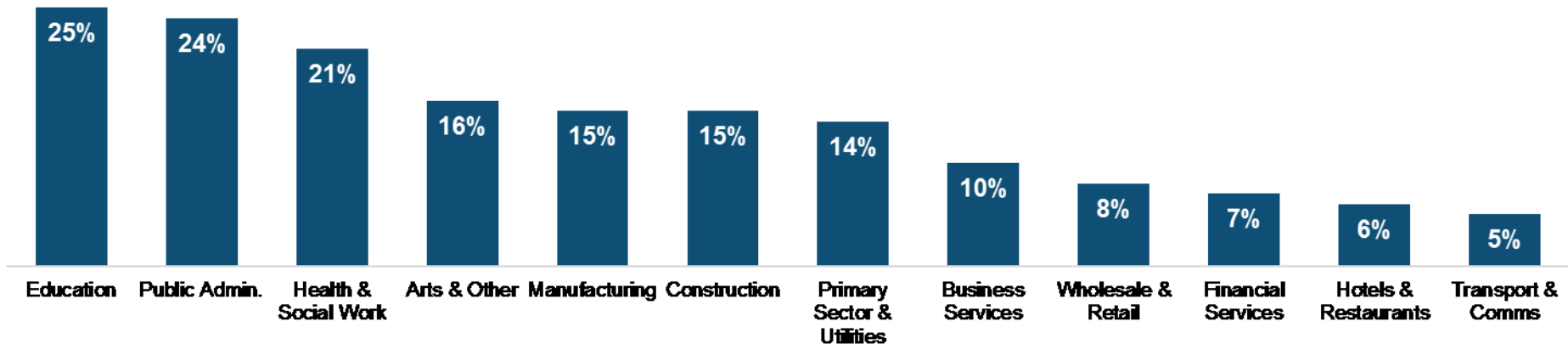
England: 12%

Of employers used FE colleges as a source of training

Base: All England establishments who train (8,362)



Base: All England establishments who train: East Midlands (803), North East (331), North West (937), Yorkshire and The Humber (772), West Midlands (807), South West (1,016), South East (1,543), East of England (868), London (1,285)



Base: All England establishments who train: Education (550), Public Admin (196), Health & Social Work (1,001) Arts & Other (484), Manufacturing (491), Construction (520), Primary Sector & Utilities (300), Business Services (1,616), Wholesale & Retail (1,628), Financial Services (186), Hotels & Restaurants (827), Transport & Comms (563)



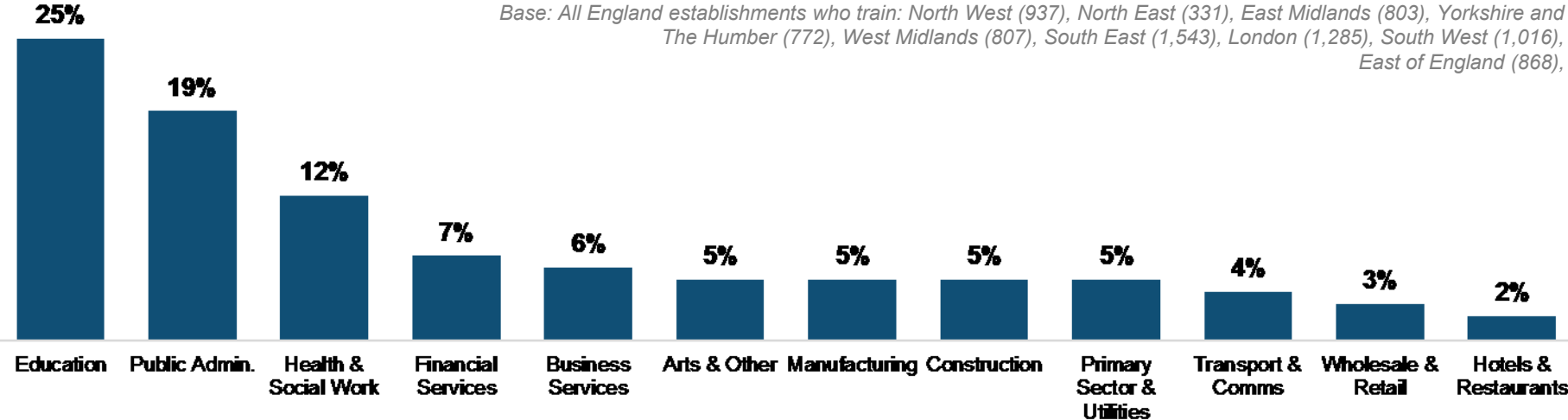
Higher Education Institutions as a source of training

England: 6%
Of employers used Higher Education Institutions as a source of training

Base: All England establishments who train (8,362)



Base: All England establishments who train: North West (937), North East (331), East Midlands (803), Yorkshire and The Humber (772), West Midlands (807), South East (1,543), London (1,285), South West (1,016), East of England (868),



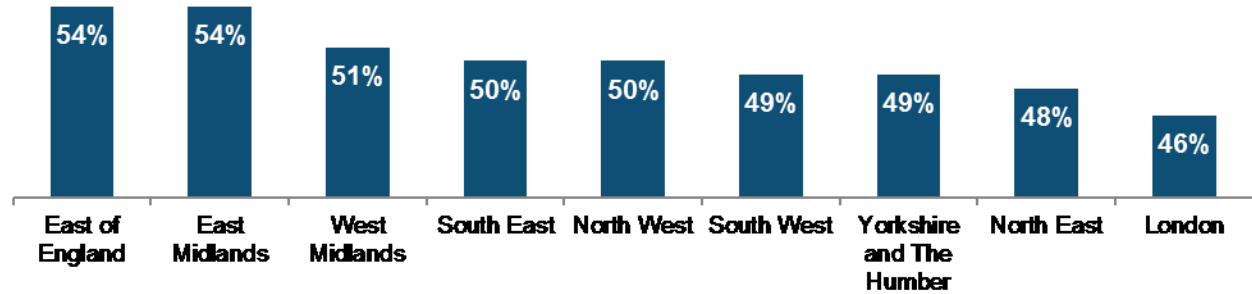
Base: All England establishments who train: Education (550), Public Admin (196), Health & Social Work (1,001), Financial Services (186), Business Services (1,616), Arts & Other (484), Manufacturing (491), Construction (520), Primary Sector & Utilities (300), Transport & Comms (563) Wholesale & Retail (1,628), Hotels & Restaurants (827).



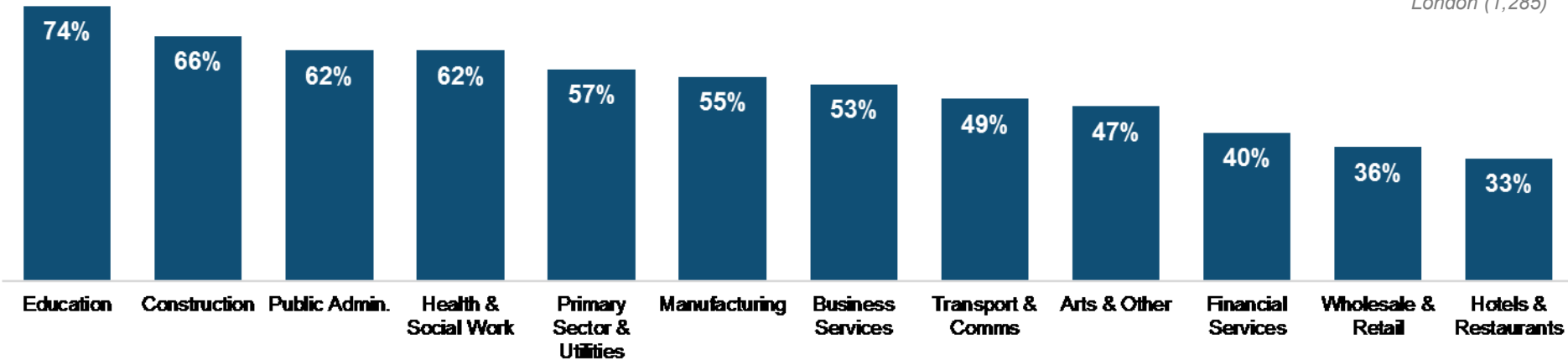
Commercial organisations as a source of training

England: 50%
Of employers used commercial organisations as a source of training

Base: All England establishments who train (8,362)



Base: All England establishments who train: East of England (868), East Midlands (803), West Midlands (807), North West (937), South East (1,543), Yorkshire and The Humber (772), South West (1,016), North East (331), London (1,285)

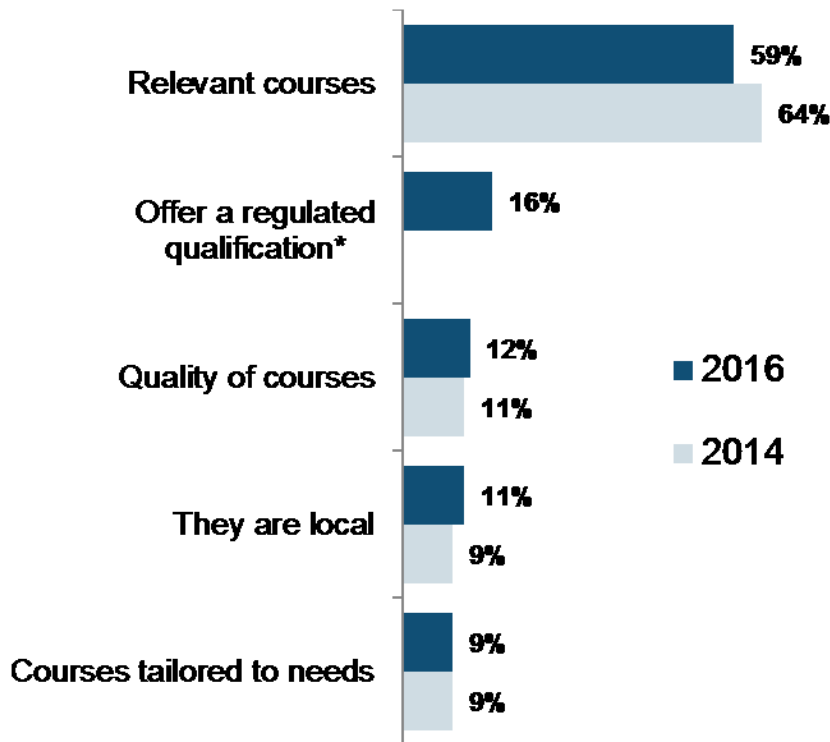


Base: All establishments who train: Education (550), Construction (520), Public Admin (196), Health & Social Work (1,001), Primary Sector & Utilities (300), Manufacturing (491), Business Services (1,616), Transport & Comms (563), Arts & Other (484), Financial Services (186), Wholesale & Retail (1,628), Hotels & Restaurants (827)



Reasons for choosing to invest resource in public training providers

Reasons for using



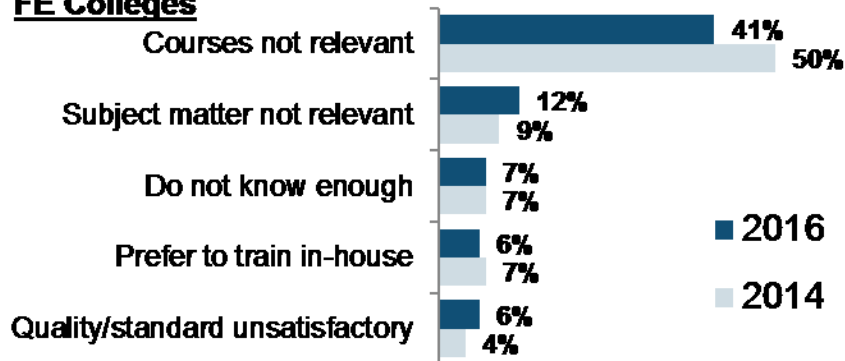
* This added as a pre-code answer in 2016

Base (2016/2014): All England employers who use FE Colleges or HEIs to deliver training (1,736/1,737)

Note: multiple responses were allowed.

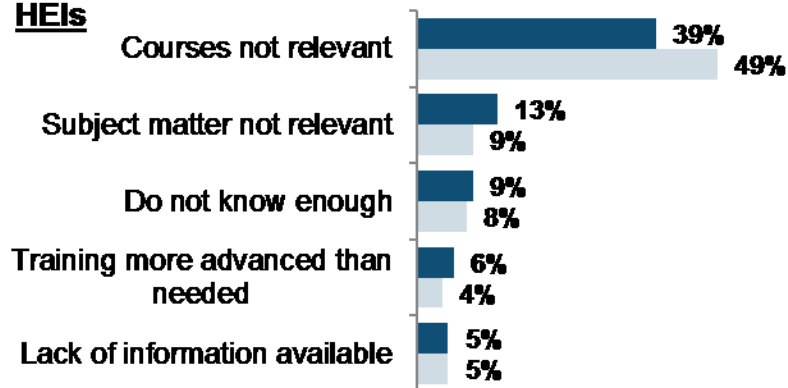
Barriers to using

FE Colleges



Base (2016/2014): All England employers who have not used FE colleges for external training and were asked why (2,483/2,536)

HEIs



Base (2016/2014): All England employers who have not used HEIs for external training and were asked why (3,019/2,895)

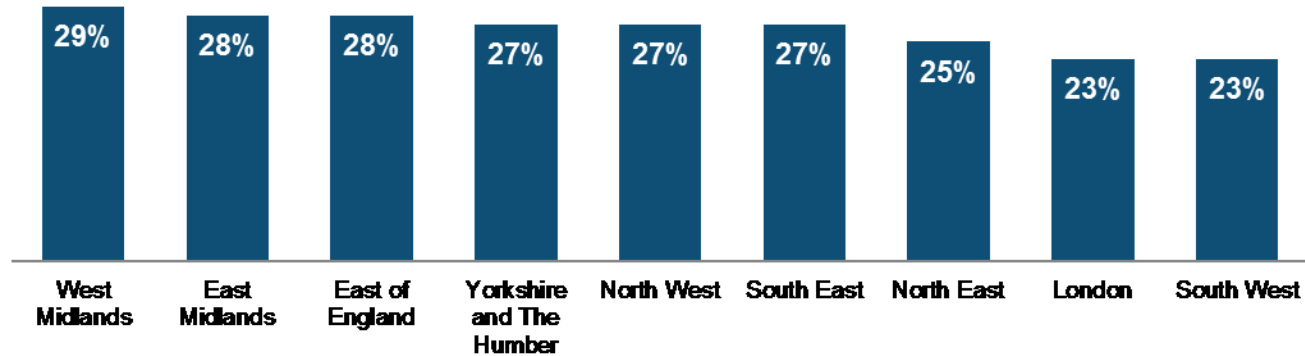


Take-up of vocational qualifications

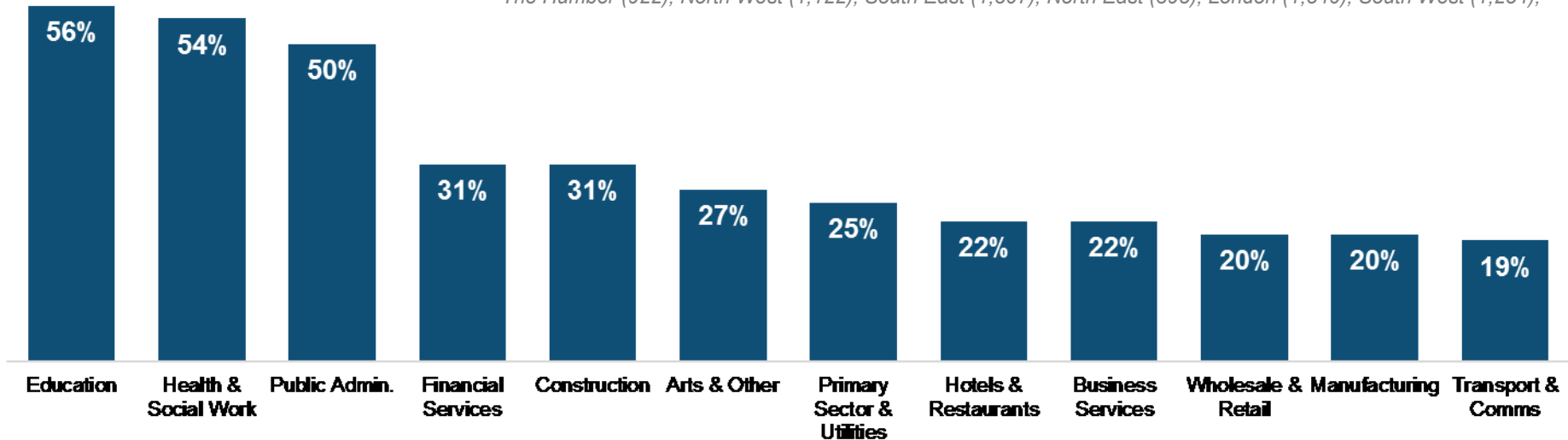
England: 26%

Of employers had arranged or funded training designed to lead to a recognised vocational qualification in the last 12 months

Base: All England employers (10,015)



Base: All England employers: West Midlands (985), East Midlands (947), East of England (1,043), Yorkshire and The Humber (922), North West (1,122), South East (1,807), North East (395), London (1,540), South West (1,254)



Base: All England employers: Education (572), Health & Social Work (1,066), Public Admin. (209), Financial Services (220), Construction (656), Arts & Other (596), Primary Sector & Utilities (375), Hotels & Restaurants (991), Business Services (1,934), Wholesale & Retail (2,072), Manufacturing (612), Transport & Comms (712)

Business benefits and impacts of vocational qualifications

Business benefits of vocational qualifications

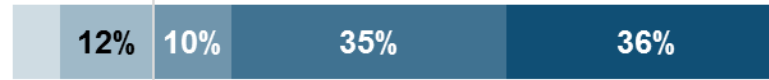
AGREE 2016 AGREE 2014

Can be adapted to business needs



85%

82%



71%

72%

Offers good value for money



74%

74%

Impact of vocational qualifications

Better business performance



87%

86%

Improved staff retention



78%

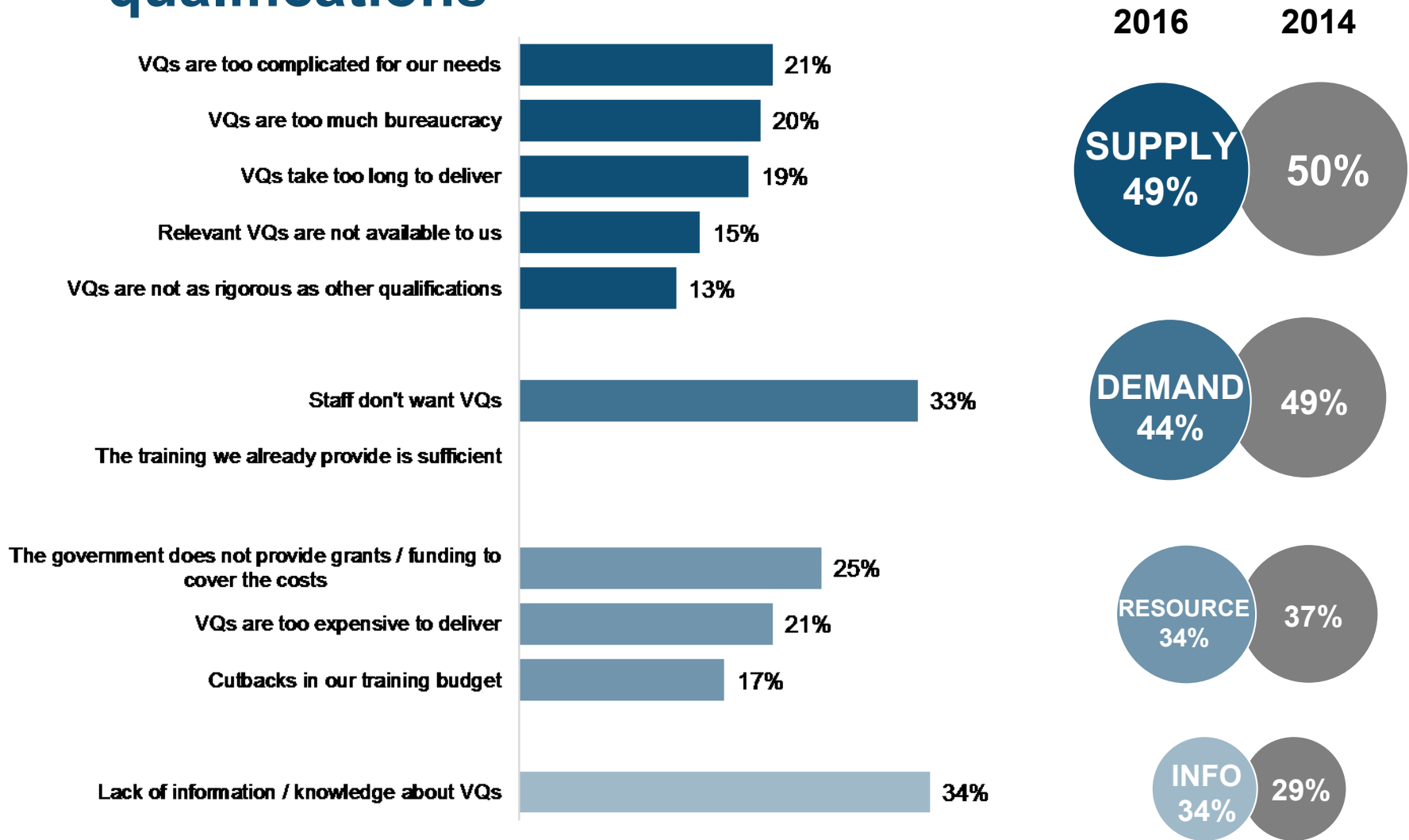
78%

Disagree strongly Disagree slightly Neither agree nor disagree Agree slightly Agree strongly

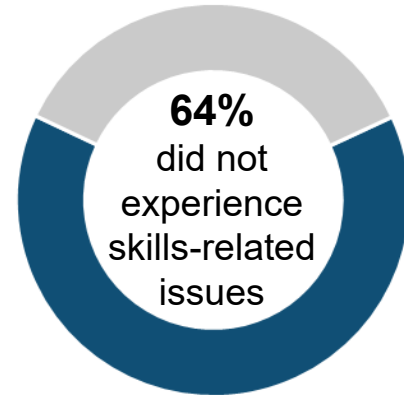
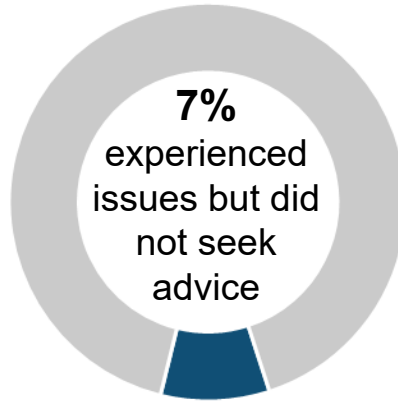
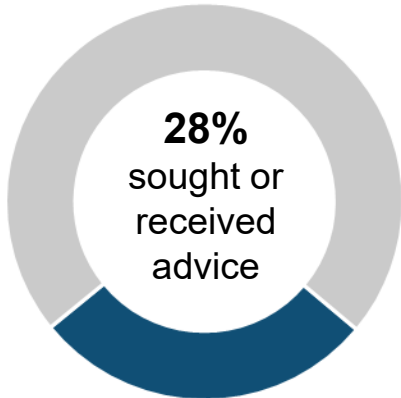
Base: All England employers who had arranged/funded training towards vocational qualifications in the previous 12 months (2014/2016): 3,868/3,824

Figures will not add up to 100% as "don't know" answers are not displayed

Barriers of training staff to vocational qualifications



External help sought on skills and training



19%

TRAINING PROVIDERS

Commercial or not for profit training provider	15%
College	8%
University	3%

17%

COLLECTIVES & REPRESENTATIVES

Professional body	12%
Other employers	6%
Chamber of Commerce	2%
Trade Union	1%

13%

PUBLIC SECTOR

Local Authority	5%
Sector Skills Council	6%
Gov.uk	5%
LEP	3%

6%

OTHER PRIVATE

Consultancy	5%
Suppliers	<1%



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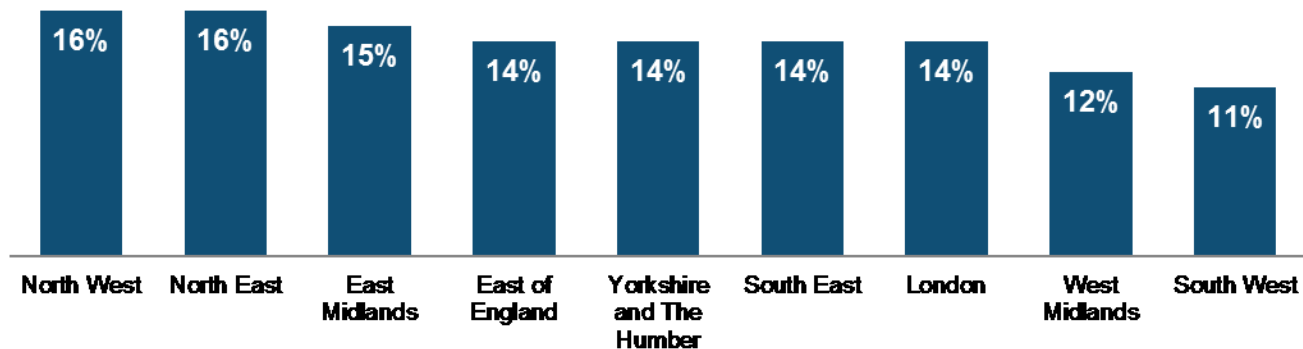
Base: All England employers (10,015)

Produced by IFF Research

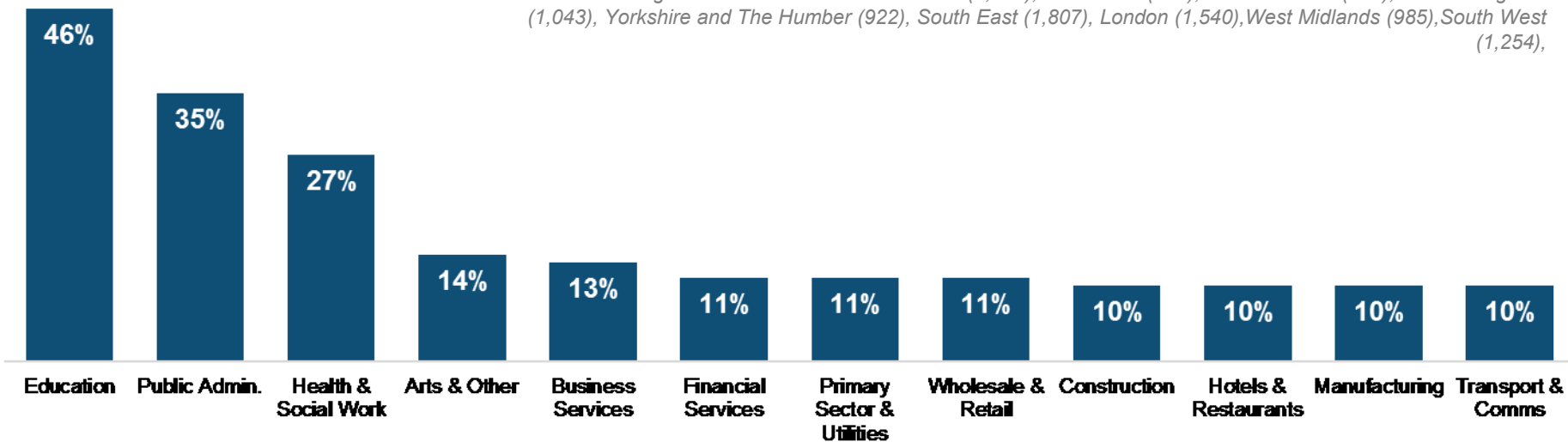
Employer collaboration on skills and training practice

England: 14%
Of employers have worked with others to develop skills or expertise in the workforce

Base: All England establishments (10,015)



Base: All England establishments: North West (1,122), North East (395), East Midlands (947), East of England (1,043), Yorkshire and The Humber (922), South East (1,807), London (1,540), West Midlands (985), South West (1,254),



Base: All England establishments: Education (572), Public Admin. (209), Health & Social Work (1,066), Arts & Other (596), Business Services (1,934), Financial Services (220), Primary Sector & Utilities (375), Wholesale & Retail (2,072), Construction (656), Hotels & Restaurants (991), Manufacturing (612), Transport & Comms (712)

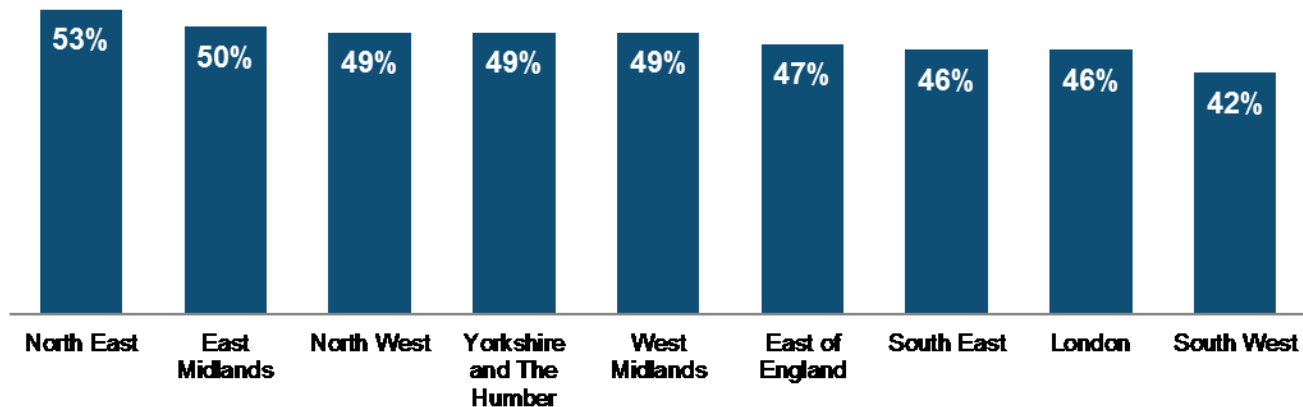


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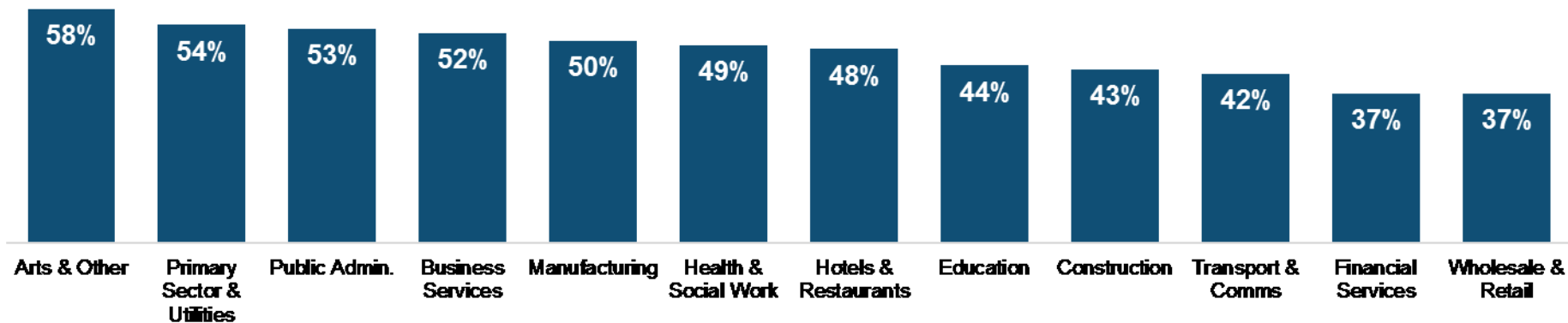
Employer involvement in designing content of vocational qualifications

England: 47%
 Of employers who have arranged or funded external training in the past 12 months that was designed to lead to a Vocational Qualification have had some involvement in the design of its content

Base: All England employers who have trained staff using vocational qualifications in last 12 months (3,824)



Base: All England employers who have trained staff using vocational qualifications in last 12 months : North East (156), East Midlands (381), North West (462), Yorkshire and The Humber (360), West Midlands (371), East of England (412), South East (706), London (512), South West (464),

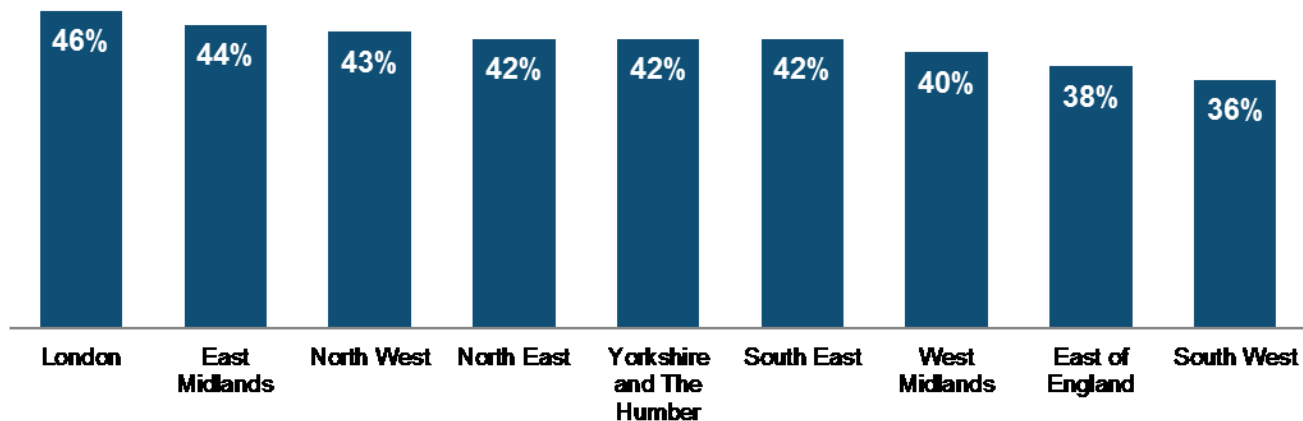


Base: All England employers who have trained staff using vocational qualifications in last 12 months: Arts & Other (213), Primary Sector & Utilities (142), Public Admin. (121), Business Services (625), Manufacturing (198), Health & Social Work (715), Hotels & Restaurants (324), Education (352), Construction (275), Transport & Comms (216), Financial Services (94), Wholesale & Retail (549).

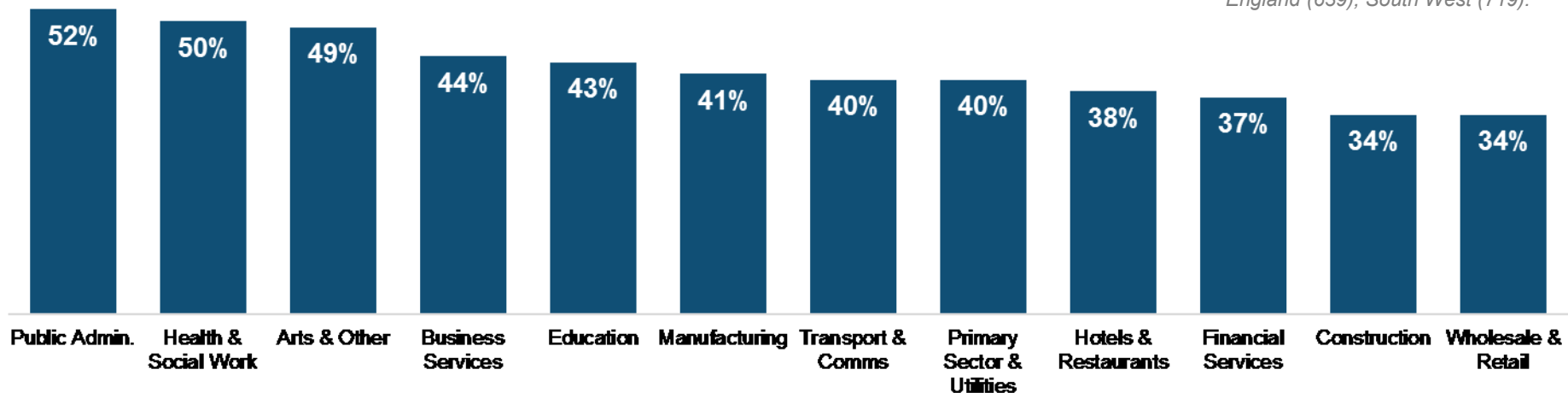
Employer involvement in designing content of external training

England: 41%
 Of employers who have arranged external training in the past 12 months have had some involvement in the design of its content

Base: All England establishments that provide external training (5,972)

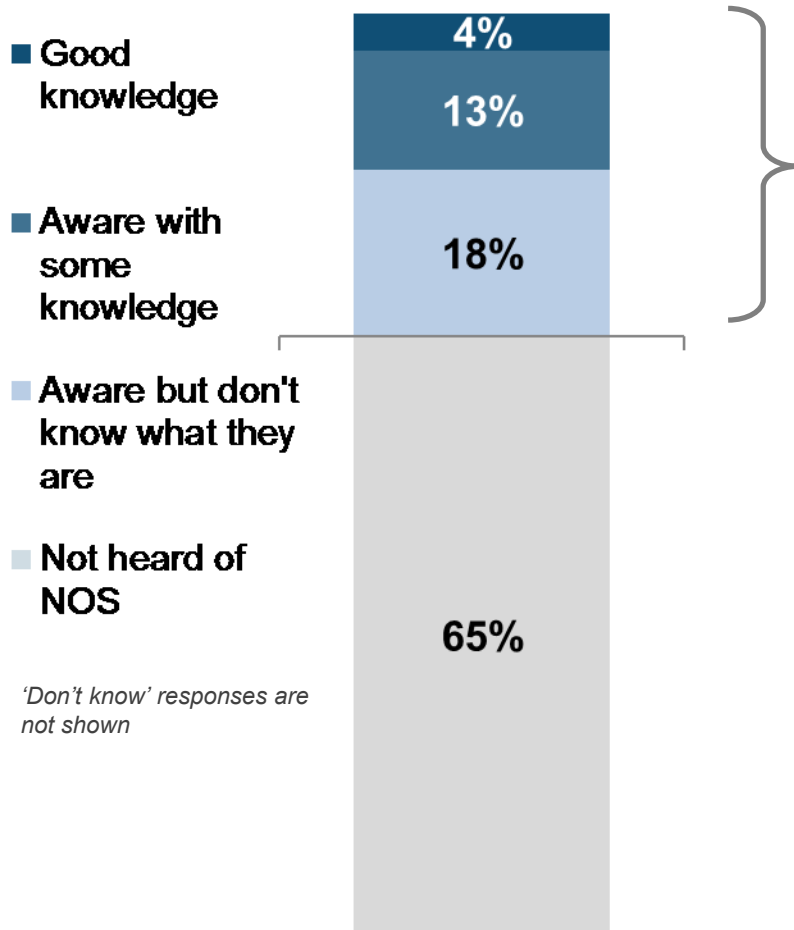


Base: All England establishments that provide external training: London (866), East Midlands (612), North West (673), North East (238), Yorkshire and The Humber (543), South East (1,108), West Midlands (574), East of England (639), South West (719).



Base: All England establishments that provide external training: Public admin (165), Health & Social Work (851), Arts & Other (348), Business Services (1,151), Education (515), Manufacturing (394), Transport & Comms (389), Primary Sector & Utilities (244), Hotels & Restaurants (455), Financial Services (125), Construction (421), Wholesale & Retail (914).

Awareness and use of the National standards in England



'Don't know' responses are not shown

England: 35% any awareness of NOS
(2014: 39%)

9% of all England employers used NOS...
(2014: 9%)

- To develop training plans to meet the establishment's training needs: **6%** (2014: 6%)
- For staff appraisals or performance management: **6%** (2014: 6%)
- To develop job descriptions or guide recruitment criteria: **6%** (2014: 6%)
- For succession planning or competency frameworks: **5%** (2014: 5%)

Base (2016/2014): All England establishments:
(10,015/10,032)



Apprenticeships

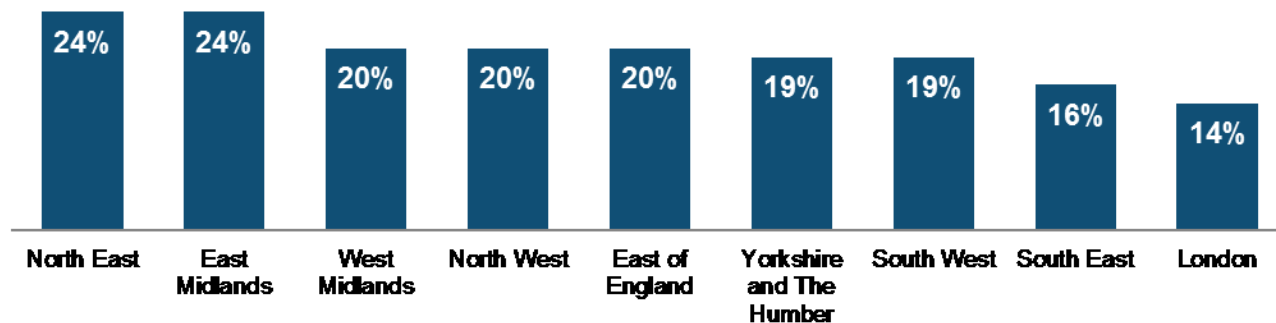


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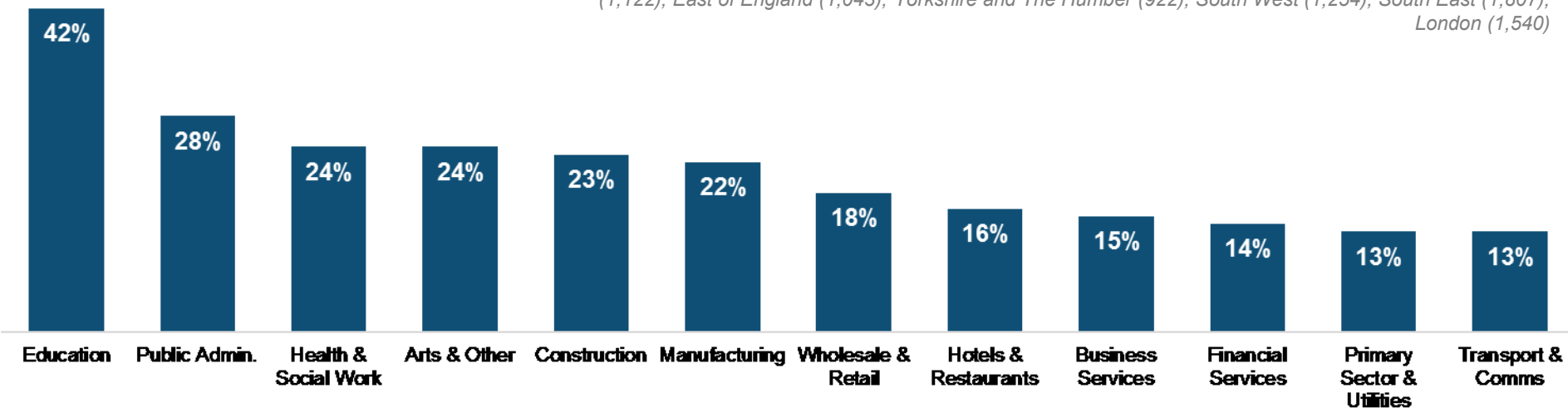
An overview

England: 19%
of establishments offered
apprenticeships

Base: All England establishments (10,015)



Base: All England establishments: North East (395), East Midlands (947), West Midlands (985), North West (1,122), East of England (1,043), Yorkshire and The Humber (922), South West (1,254), South East (1,807), London (1,540)

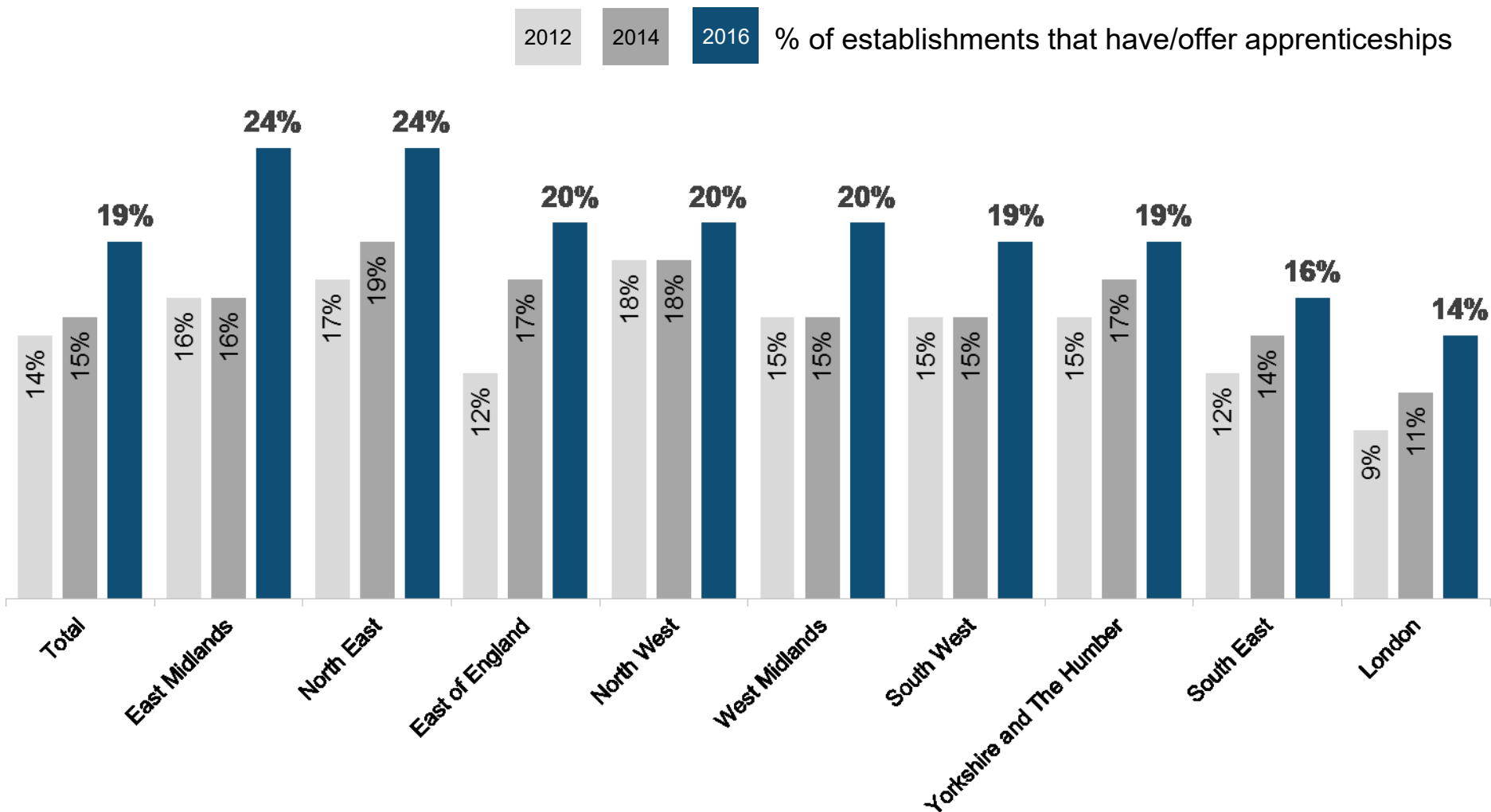


Base: All England establishments: Education (572), Public Admin. (209), Health & Social Work (1,066), Arts & Other (596), Construction (656), Manufacturing (612), Wholesale & Retail (2,072), Hotels & Restaurants (991), Business Services (1,934), Financial Services (220), Primary Sector & Utilities (375), Transport & Comms (712)

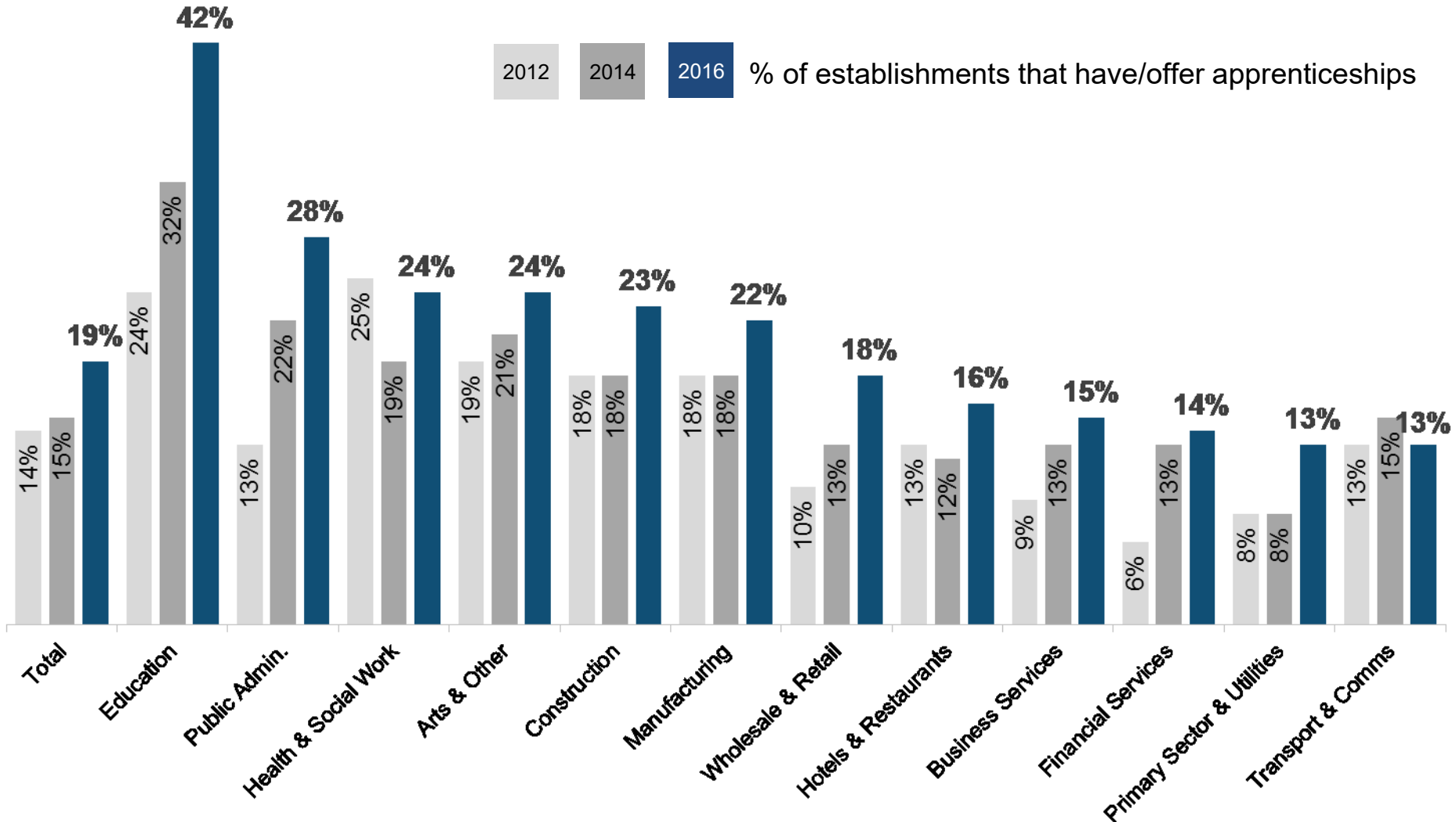


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Apprenticeships by region



Apprenticeships by sector

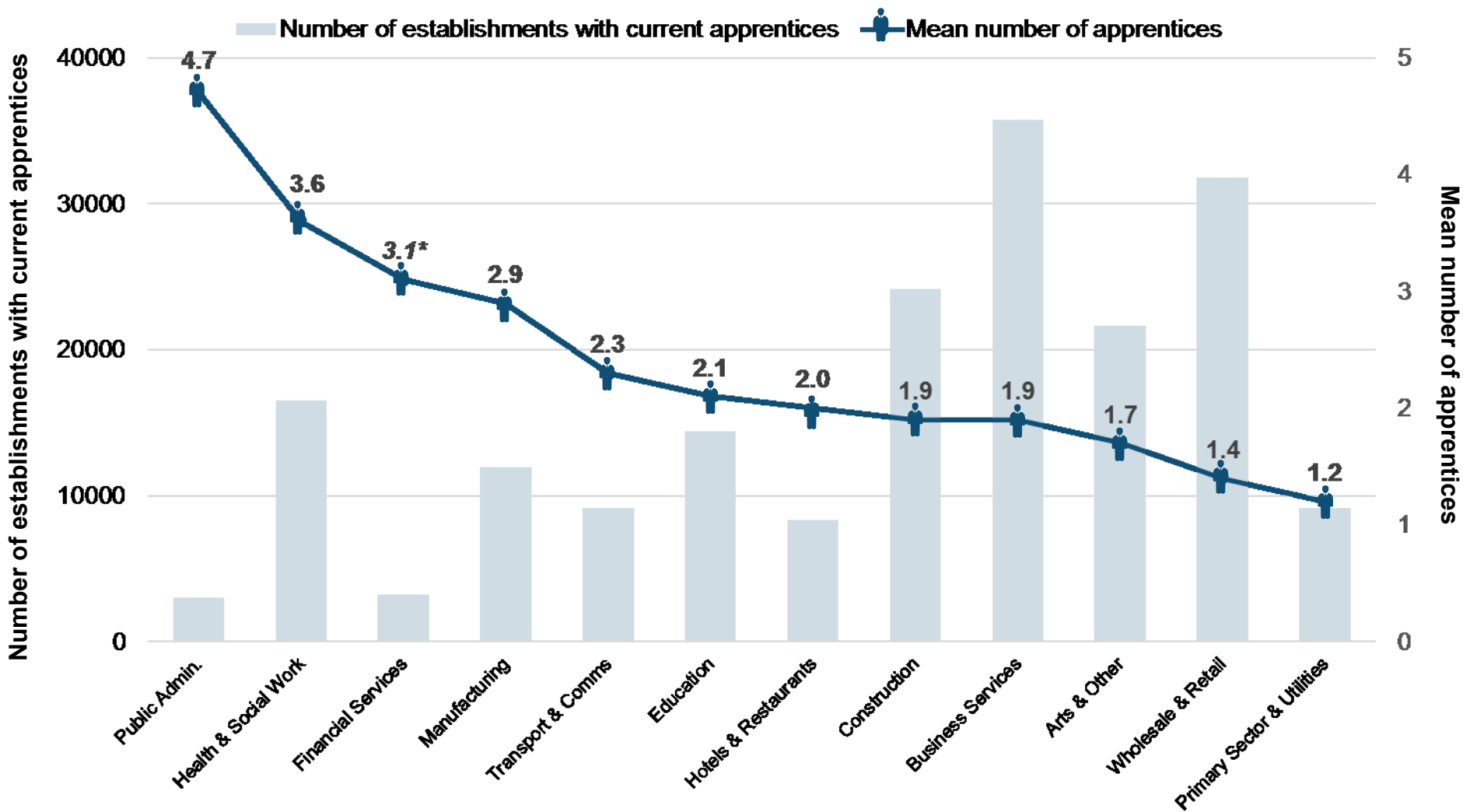


Base for 2016: All England establishments: Total (10,015), Education (572), Public Admin. (209), Health & Social Work (1,066), Arts & Other (596), Construction (656), Manufacturing (612), Wholesale & Retail (2,072), Hotels & Restaurants (991), Business Services (1,934), Financial Services (220), Primary Sector & Utilities (375), Transport & Comms (712)



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Average number of apprentices, by sector

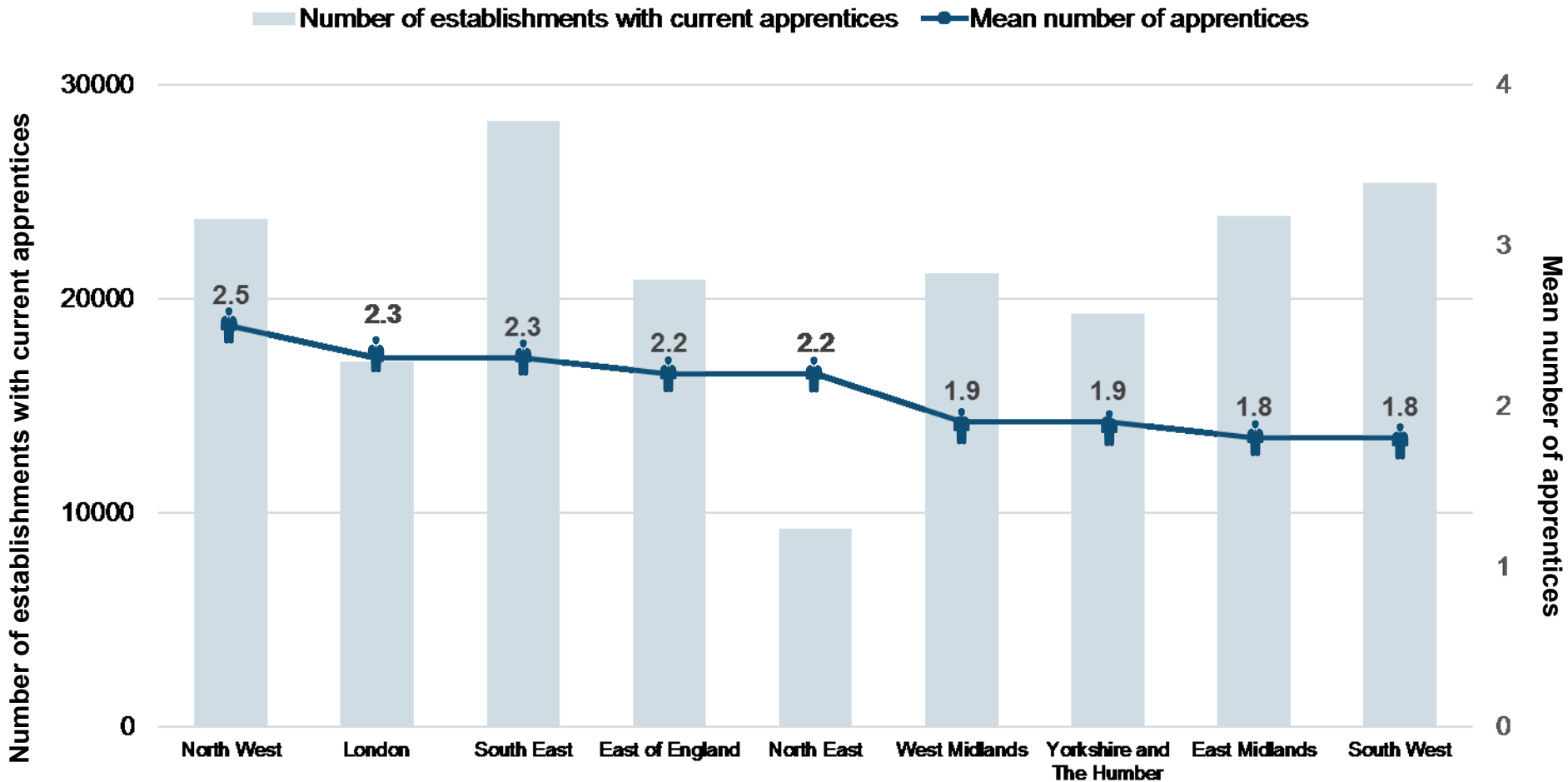


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Base: All England establishments with current apprentices: Public Admin. (71), Health & Social & Work (211), Financial Services (33), Manufacturing (153), Transport & Comms (95), Education (189), Hotels & Restaurants (105), Construction (172), Business Services (302), Arts & Other (118), Wholesale & Retail (261), Primary Sector & Utilities (56).

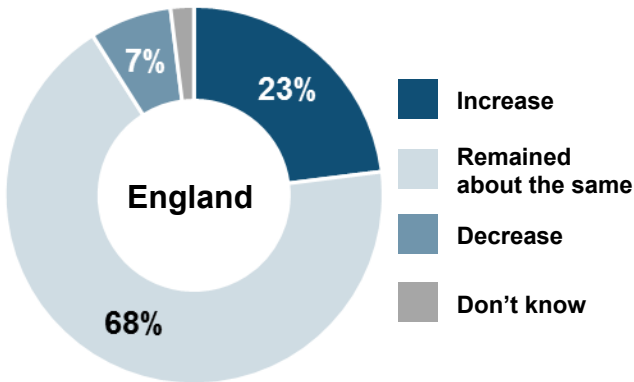
** denotes a base size of <50 employees and should be treated with caution

Average number of apprentices, by region

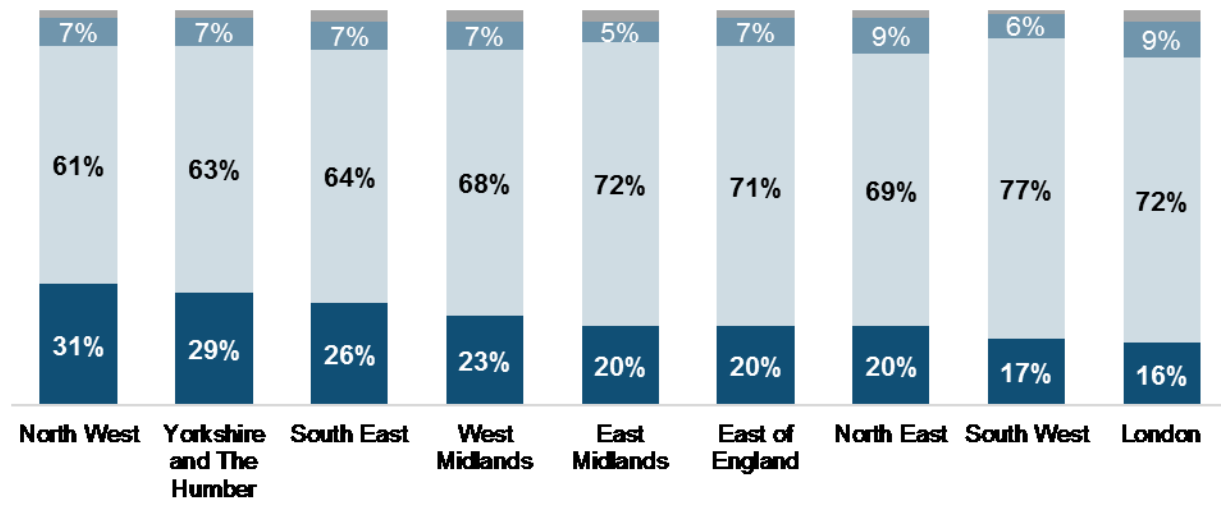


Base: All England establishments with current apprentices: North West (232), London (170), South East (282), East of England (191), North East (97), West Midlands (183), Yorkshire and The Humber (183), East Midlands (218), South West (210)

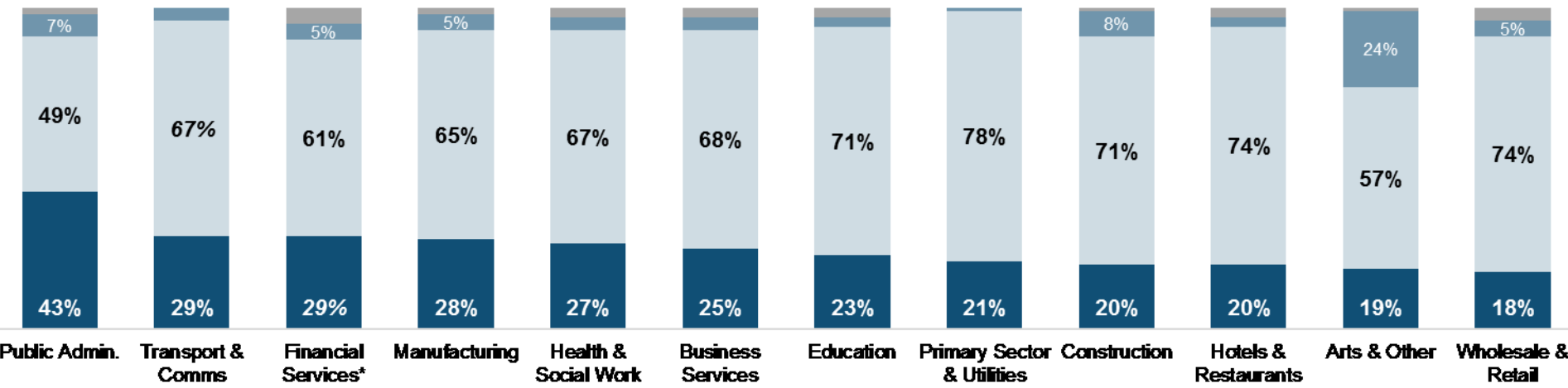
Change in apprentice numbers



Base: All England establishments with current apprentices (1,766)



Base: All England establishments with current apprentices: North West (232), Yorkshire and The Humber (183), South East (282), West Midlands (183), East Midlands (218), East of England (191), North East (97), South West (210), London (170)



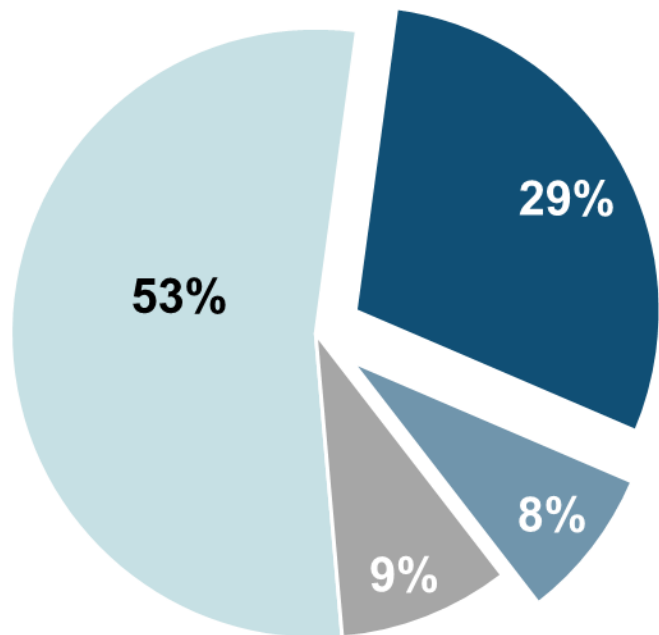
Base: All England establishments with current apprentices: Public Admin (71), Transport & Comms (95), Financial Services (33), Manufacturing (153), Health & Social Work (211), Business Services (302), Education (189), Primary Sector & Utilities (56), Construction (172), Hotels & Restaurants (105), Arts & Other (118), Wholesale & Retail (261)



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** denotes a base size of <50 employers and should be treated with caution

Whether approached by external agencies about offering apprenticeships

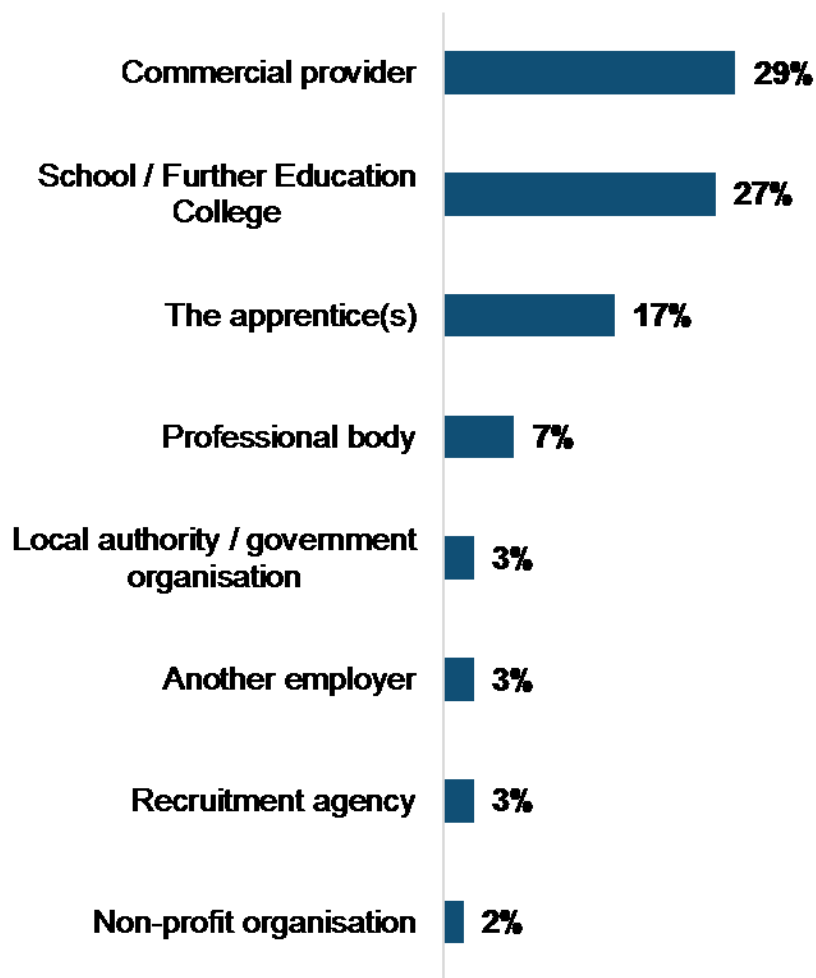


- Initiated by the establishment
- Approached by another individual or organisation
- A bit of both
- Don't know

Base for pie chart: All England establishments that started offering apprenticeships in the last 3 years (993)

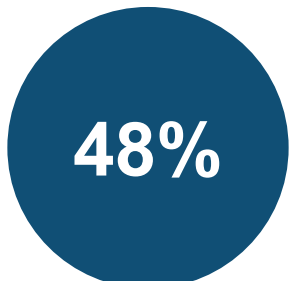


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Base for bars: All establishments that were approached by an individual / organisation (468)

Reasons for offering apprenticeships, amongst employers who have recently started to offer them



Acquiring talent



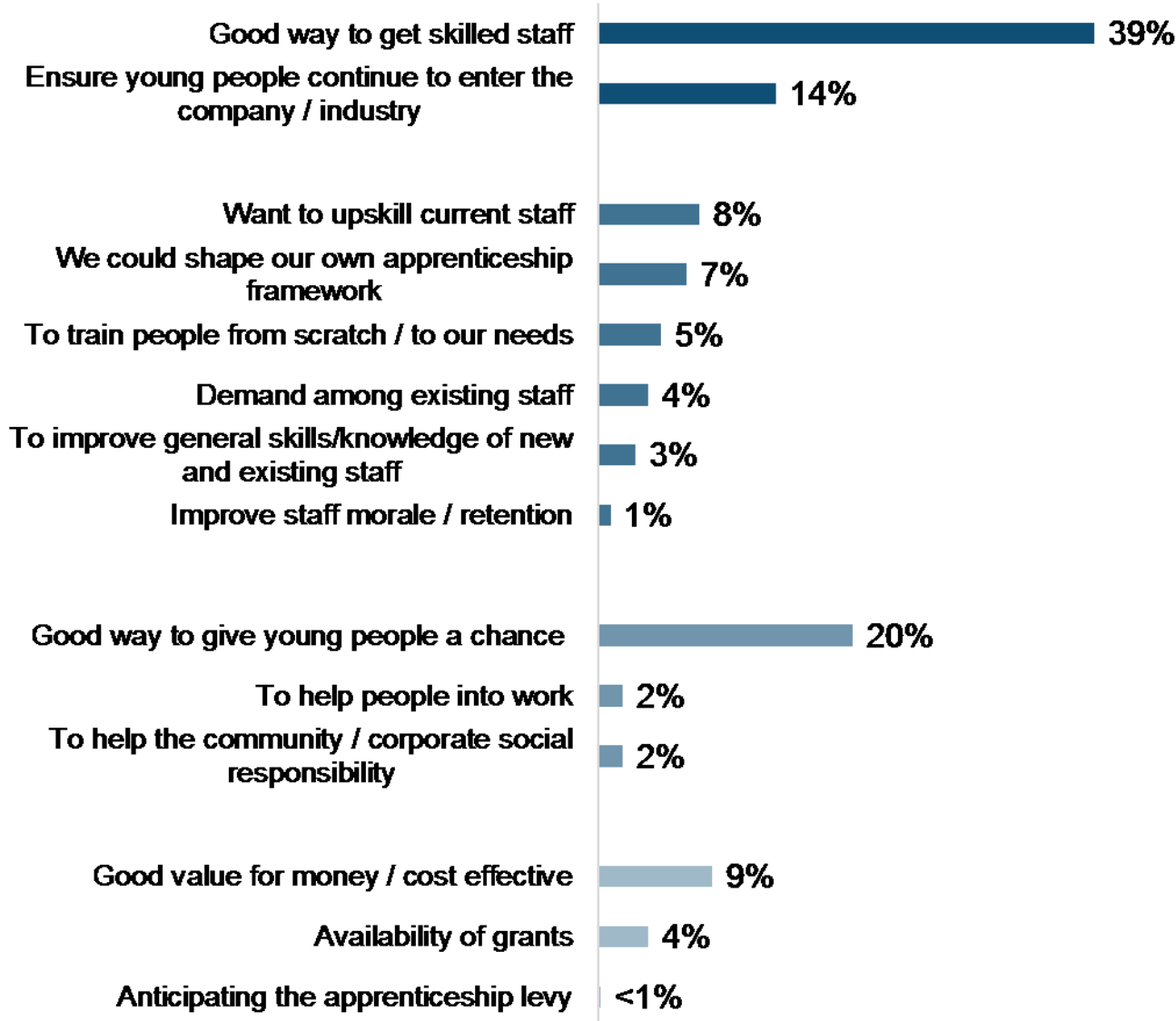
Nurturing talent



Altruistic



Financial



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Base: All England establishments that started offering apprenticeships in the last three years (993).
Note: multiple responses were allowed.

Reasons for not offering apprenticeships

61%

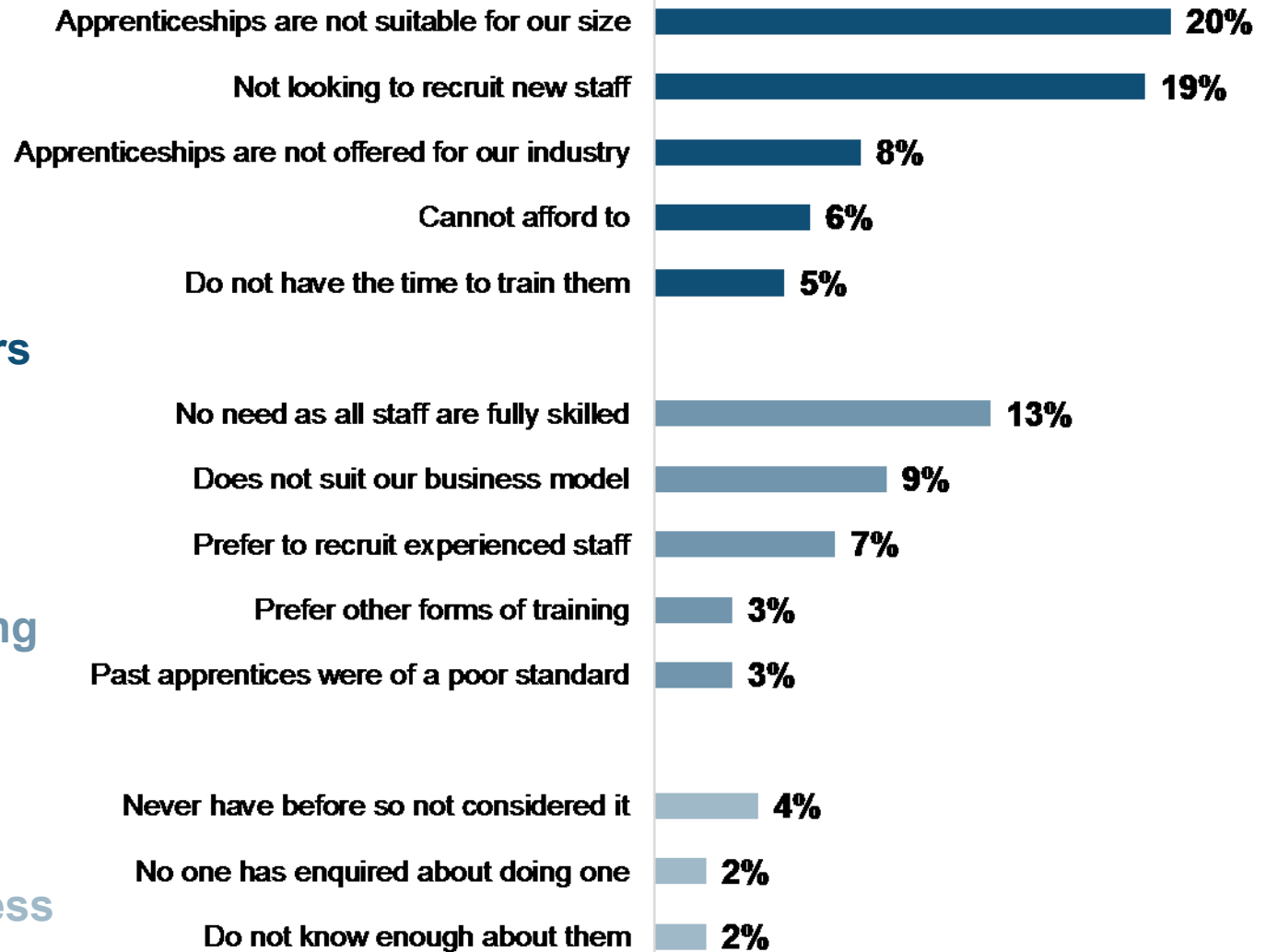
Perceived structural barriers

34%

Actively choosing not to

9%

Lack of awareness



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Base: All England establishments not offering apprenticeships (7,331)
Note: multiple responses allowed.

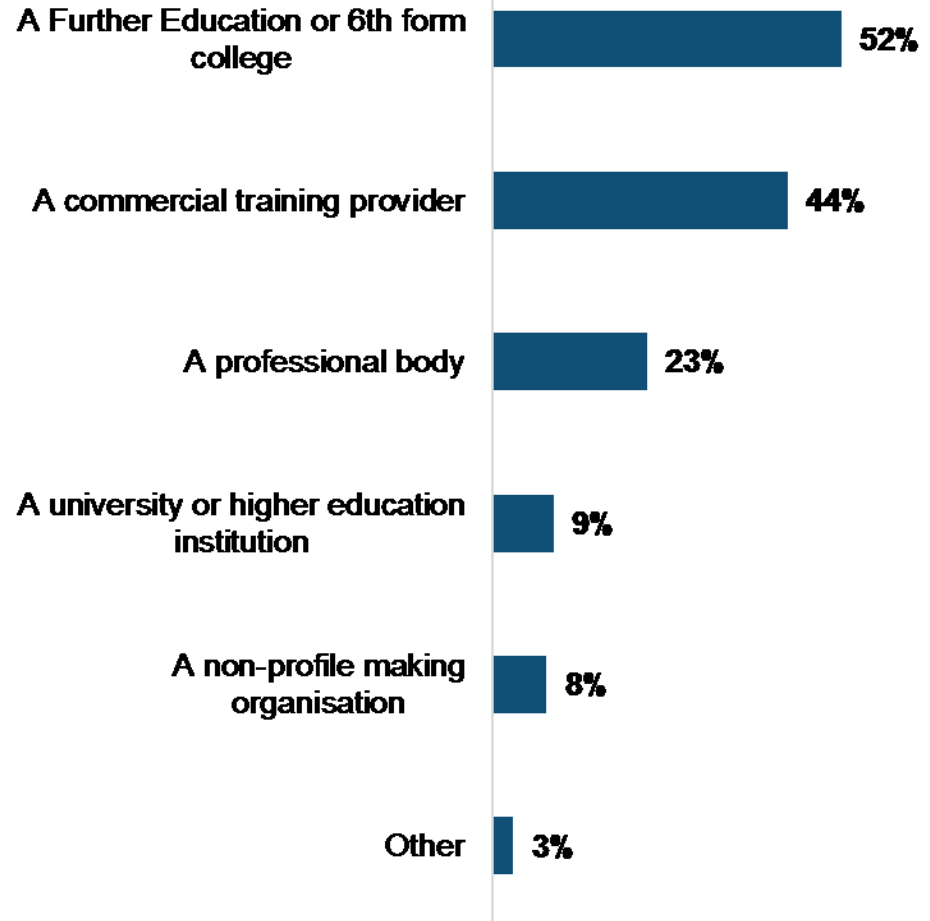
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Types of external training providers used for apprenticeships

82%

of establishments offering apprenticeships had used an external provider to deliver at least some of the training for their apprentices

Base: All England establishments who have or offer formal apprenticeships (2,683)



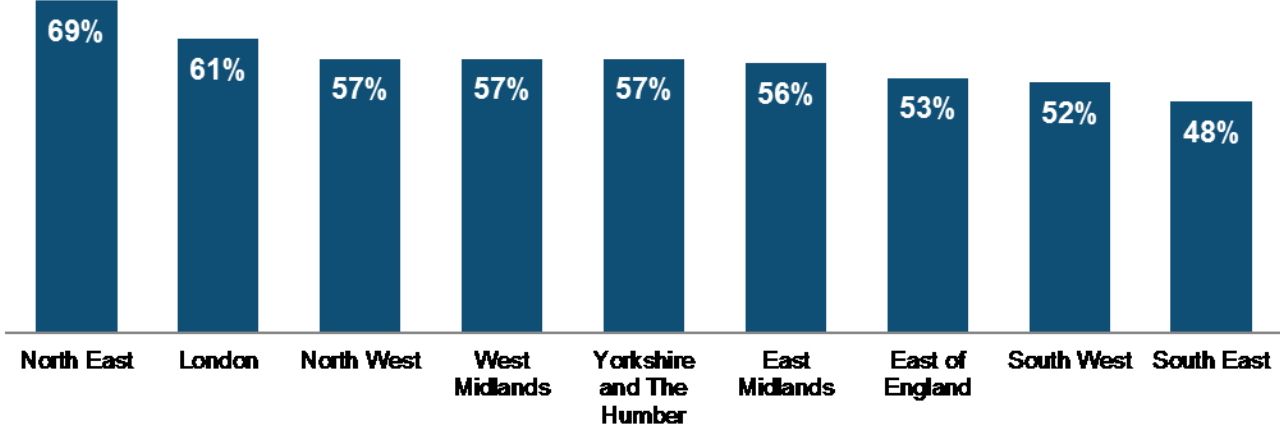
Base: All establishments whose apprentices receive external training (2,252)



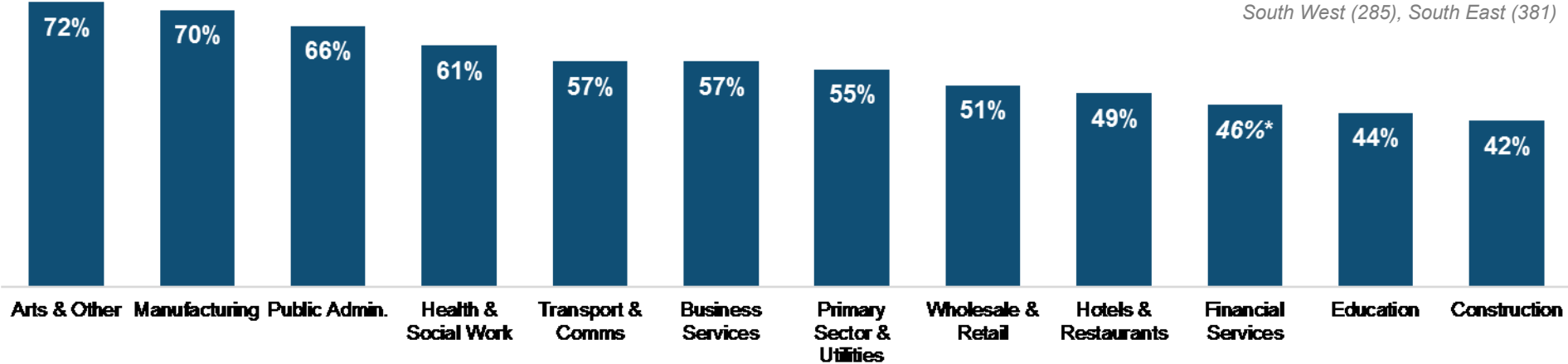
Employer involvement in designing external training

England: 55%
employers whose apprentices receive external training have had involvement in the design of the content

Base: All England establishments whose apprentices receive external training (2,252)



West (299), West Midlands (200), Yorkshire and the Humber (227), East Midlands (200), East of England (207), South West (285), South East (381)



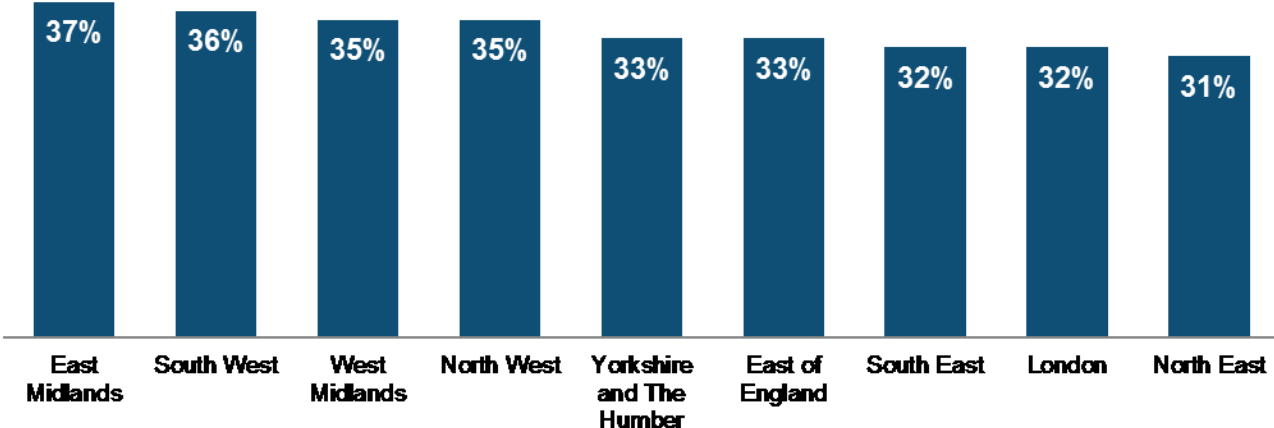
Base: All England establishments whose apprentices receive external training: Arts & Other (136), Manufacturing (166), Public Admin. (67), Health & Social Work (309), Transport & Comms (141), Business Services (346), Primary Sector & Utilities (61), Wholesale & Retail (377), Hotels & Restaurants (215), Financial Services (39), Education (217), Construction (178)

*' denotes a base size of <50 employers and should be treated with caution

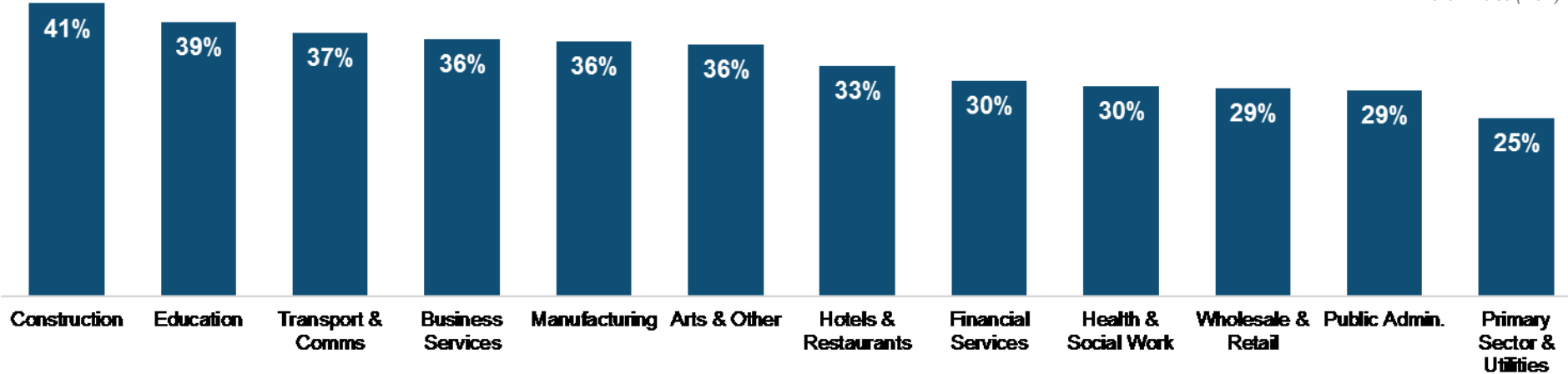
Awareness and knowledge of apprenticeships

England: 34%
 employers not currently offering apprenticeships were aware of apprenticeships and had at least a (self described) good knowledge of what they involve

Base: All England establishments not offering apprenticeships (7,332)

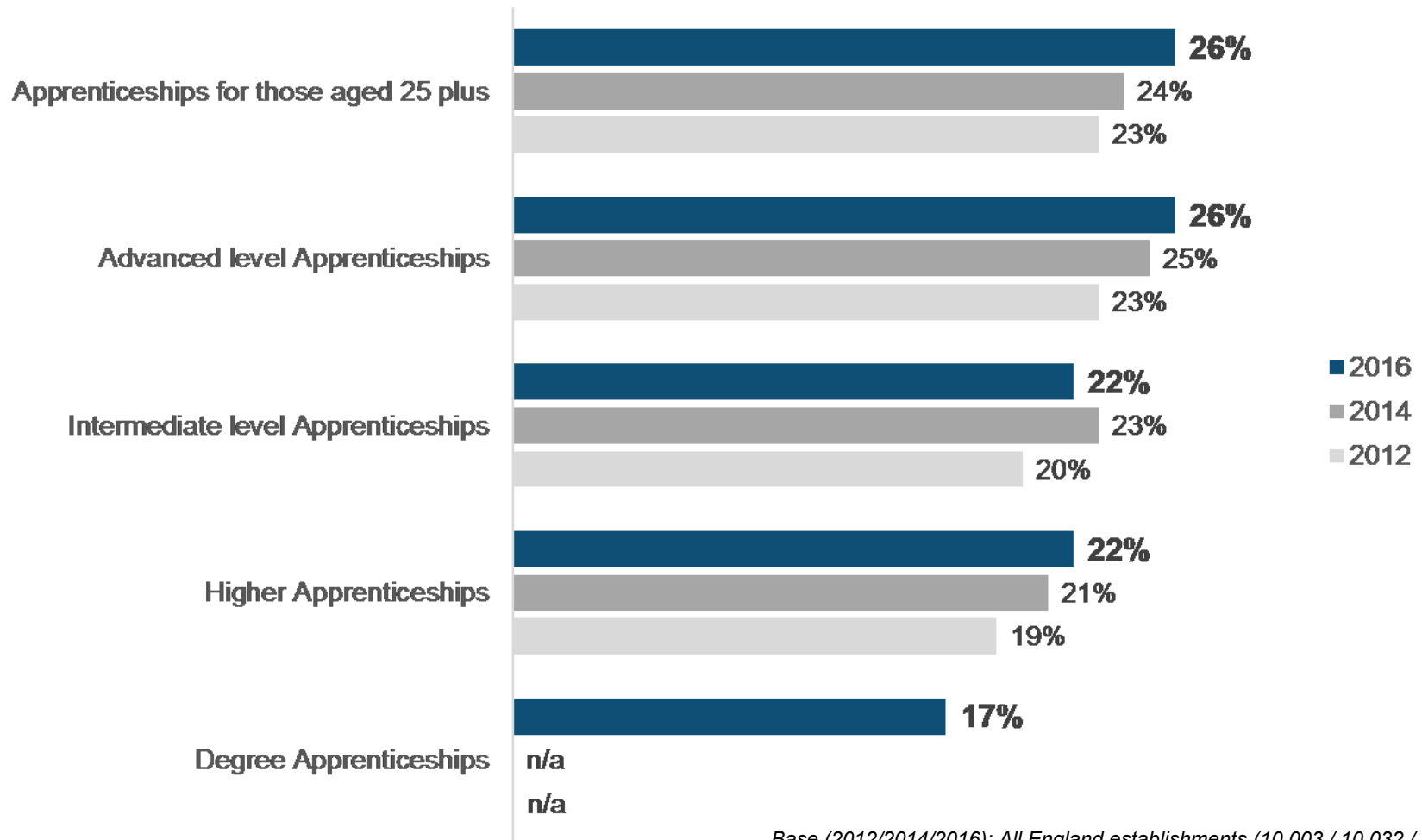


(710), North West (788), Yorkshire and The Humber (659), East of England (762) South East (1,354), London (1,249), North East (254)



Base: All England establishments not offering apprenticeships: Construction (432), Education (310), Transport & Comms (556), Business Services (1,517), Manufacturing (410), Arts & Other (436), Hotels & Restaurants (725), Financial Services (177), Health & Social Work (723), Wholesale & Retail (1,614), Public Admin. (126), Primary Sector & Utilities (306)

Awareness of specific government-recognised apprenticeship schemes

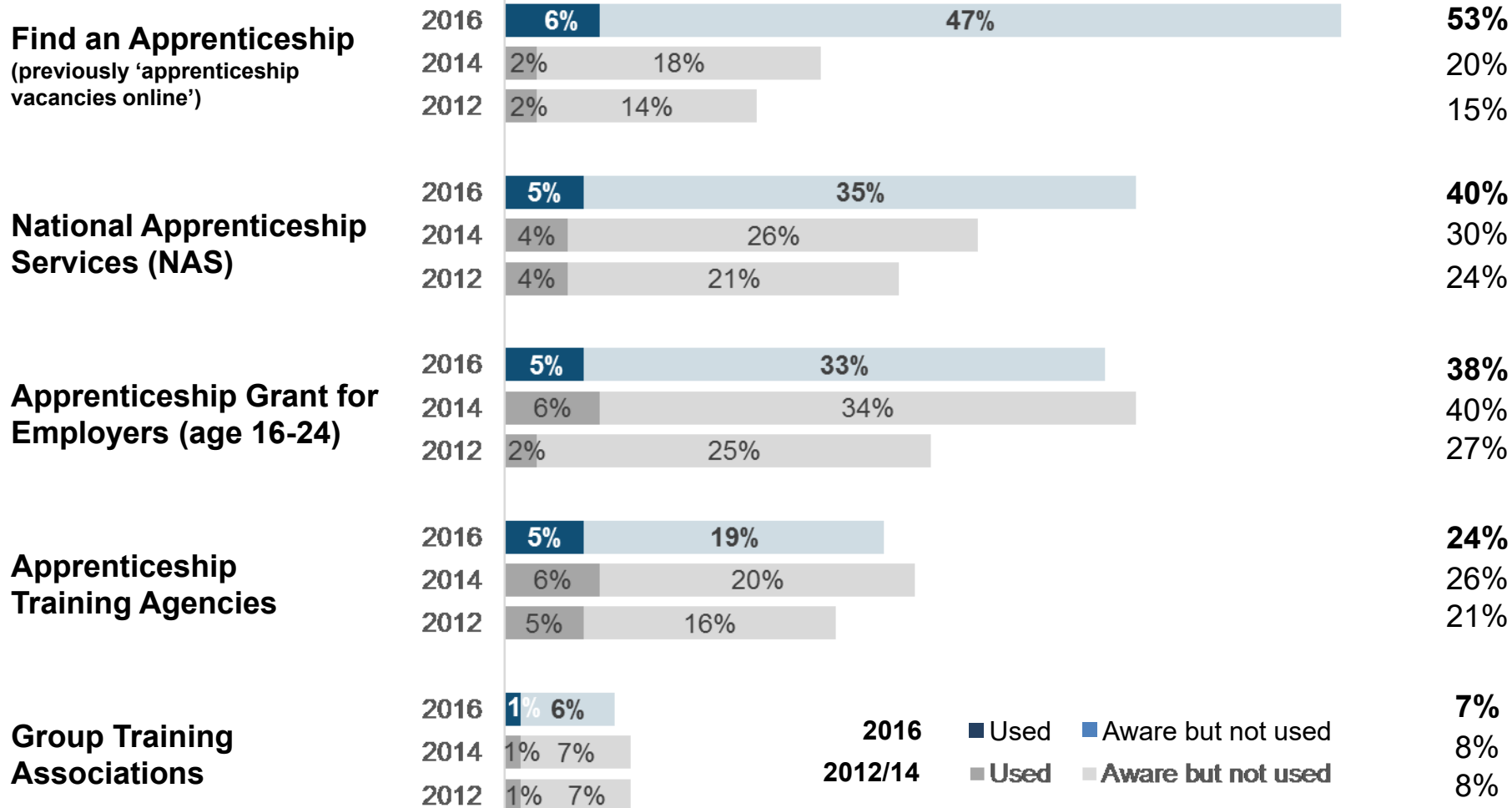


Base (2012/2014/2016): All England establishments (10,003 / 10,032 / 10,015)

Degree Apprenticeships are listed as 'n/a' for 2012 and 2014 as they are a type of apprenticeship introduced in 2015

Awareness and use of Apprenticeship services

AWARE

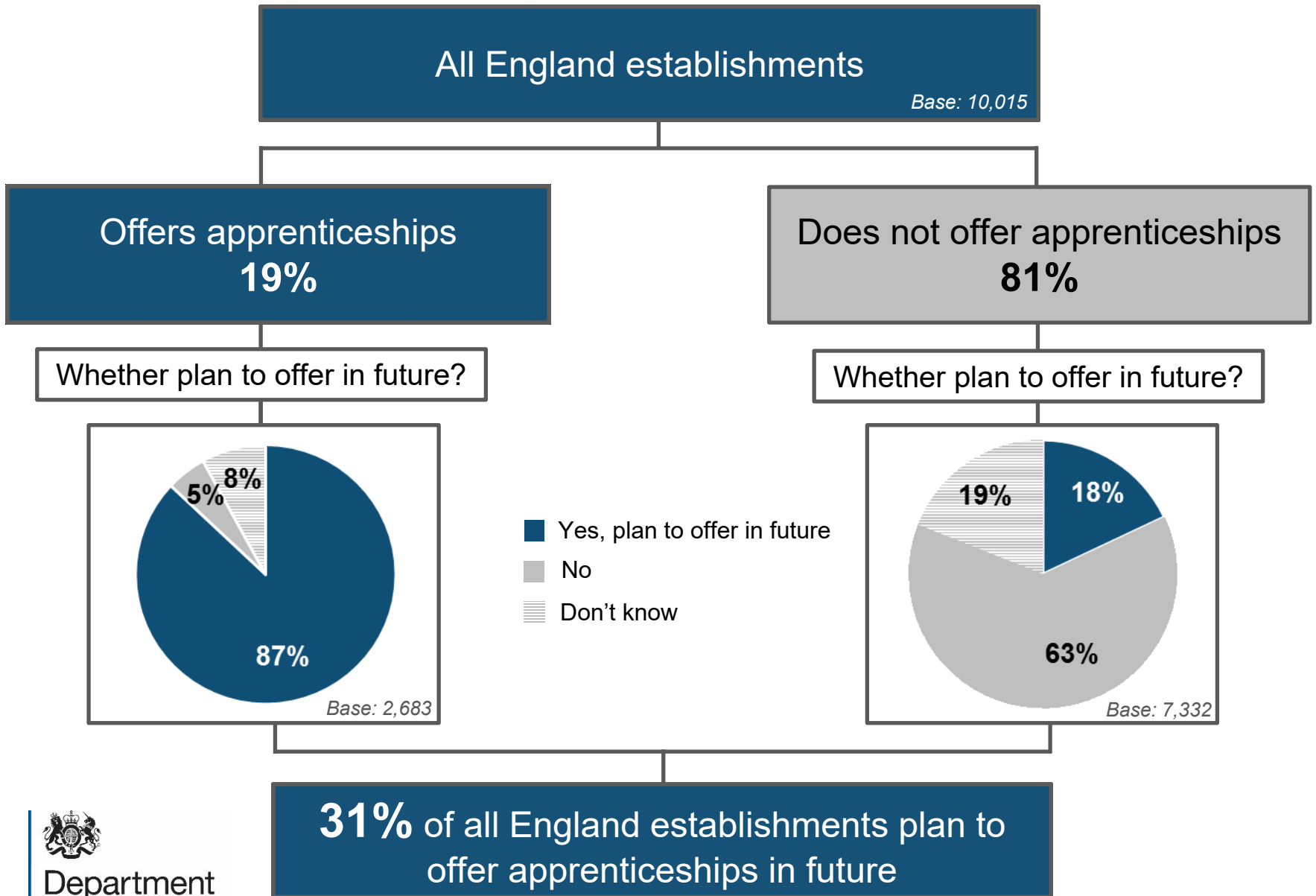


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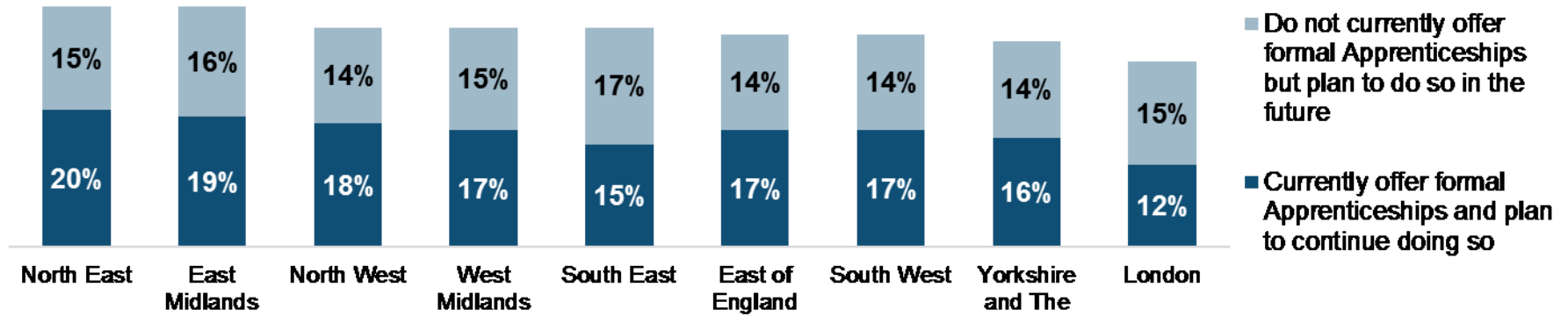
Base (2012/2014/2016). All Eligible Establishments (10,005 / 10,052 / 10,015)

Produced by IFF Research

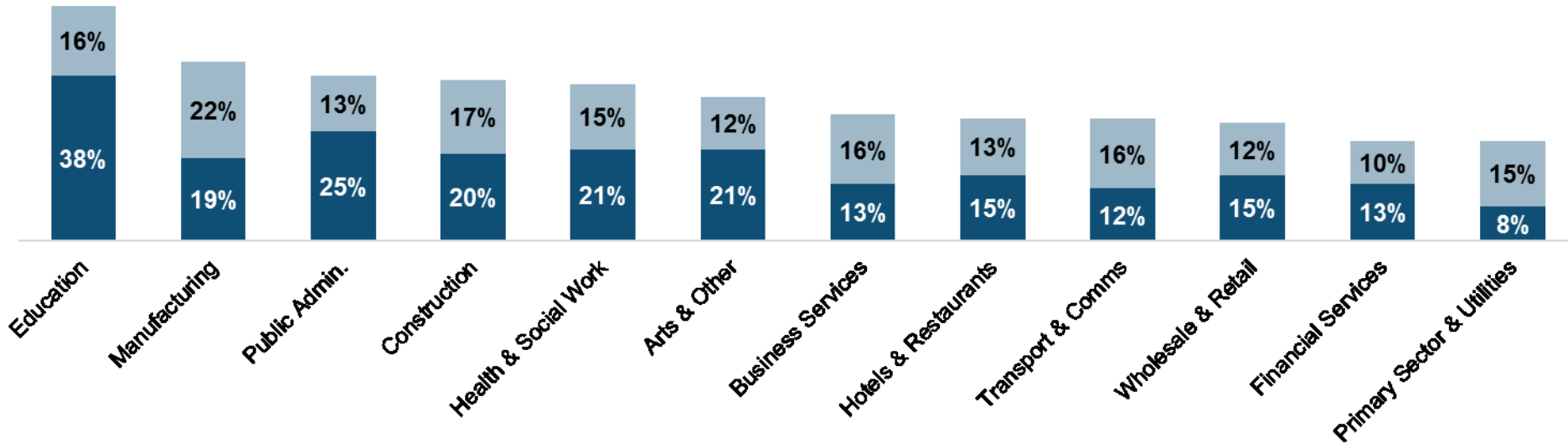
Future demand for apprenticeships



Future demand for apprenticeships, by region and sector



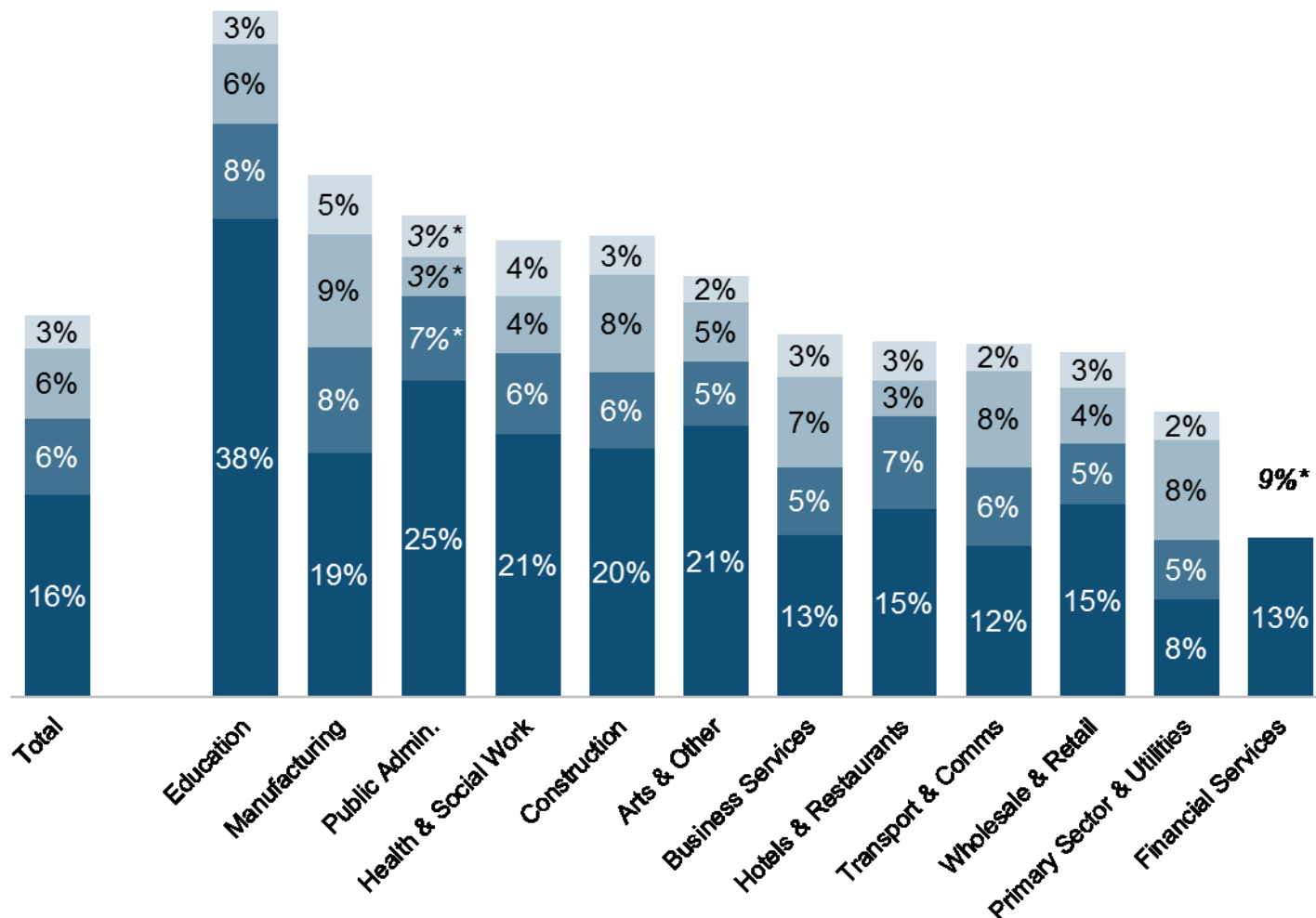
Base: All England establishments: North East (395), East Midlands (947), North West (1,122), West Midlands (985), South East (1,807), East of England (1,043), South West (1,254), Yorkshire and The Humber (922), London (1,540)



Base: All England establishments: Education (572), Manufacturing (612), Public Admin. (209), Construction (656), Health & Social Work (1,066), Arts & Other (596), Business Services (1,934), Hotels & Restaurants (991), Transport & Comms (712), Wholesale & Retail (2,072), Financial Services (220), Primary Sector & Utilities (375)

Timescales in which employers plan to start

- Plan to start offering in some other (or unknown) timescale
- Plan to start offering in next 2-3 years
- Plan to start offering in next 12 months
- Currently offer apprenticeships and plan to continue doing so



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& Retail (2,072), Primary Sector & Utilities (375), Financial Services (220)

*Timescales for offering among Financial Services employers is not shown due to a low base size of fewer than 25 employers who were not currently offering apprenticeships but had plans to do so in future. The timescales shown for Public Admin should be treated with caution due to a base size between 25 and 50 employers (29)

Reasons for planning to start offering apprenticeships

64%

Acquiring talent

23%

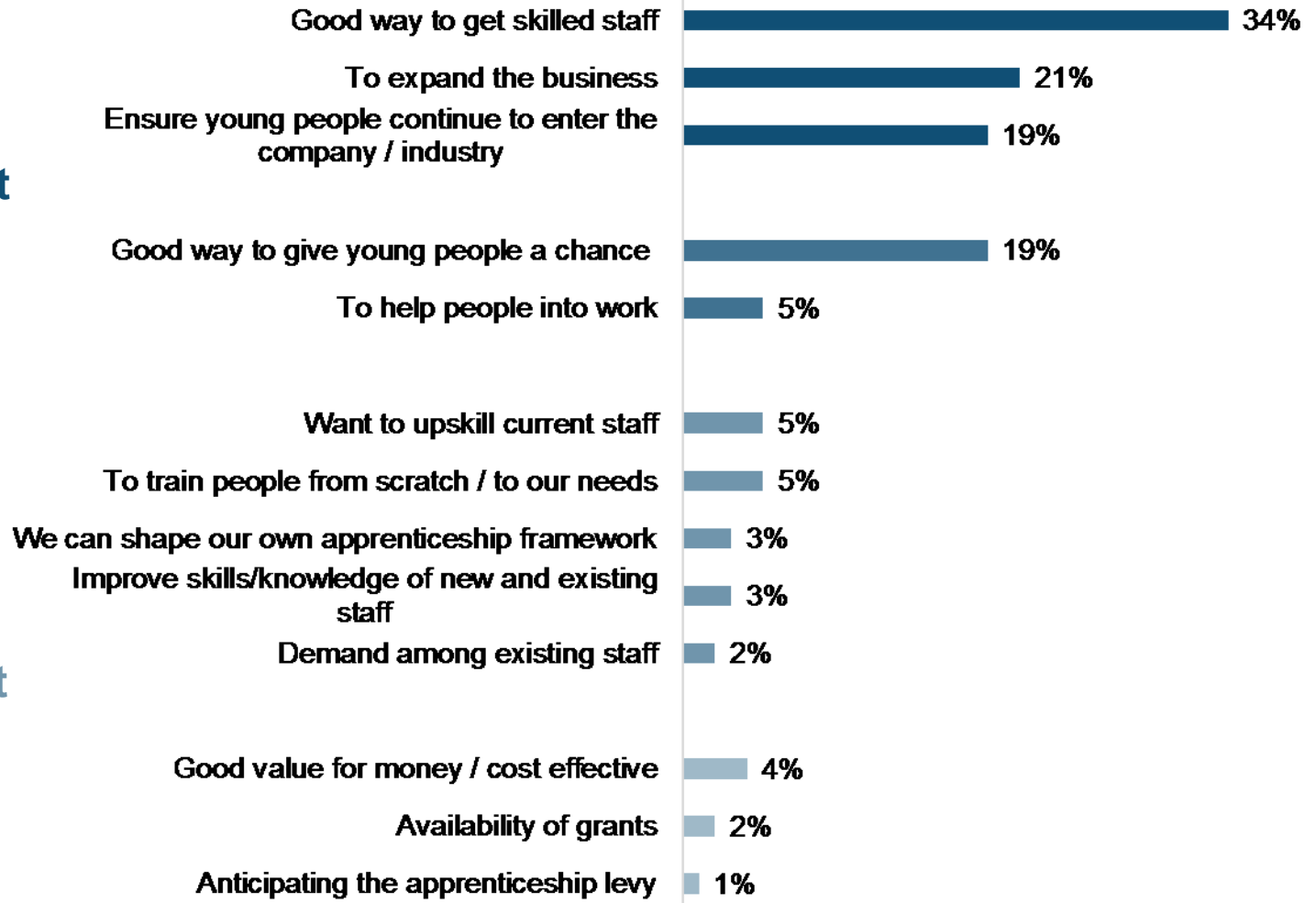
Altruistic

18%

Nurturing talent

6%

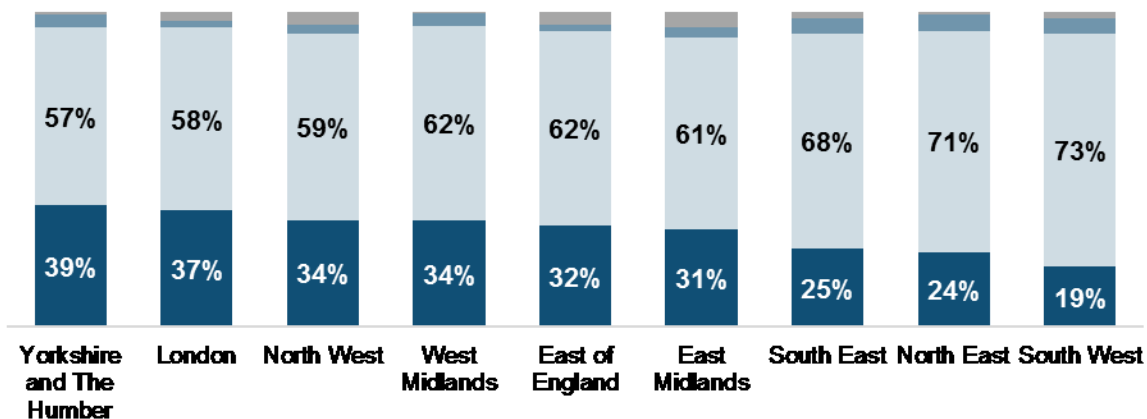
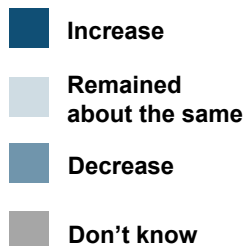
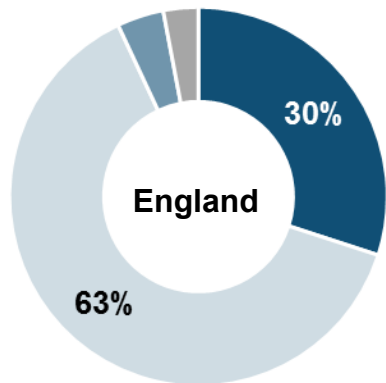
Financial



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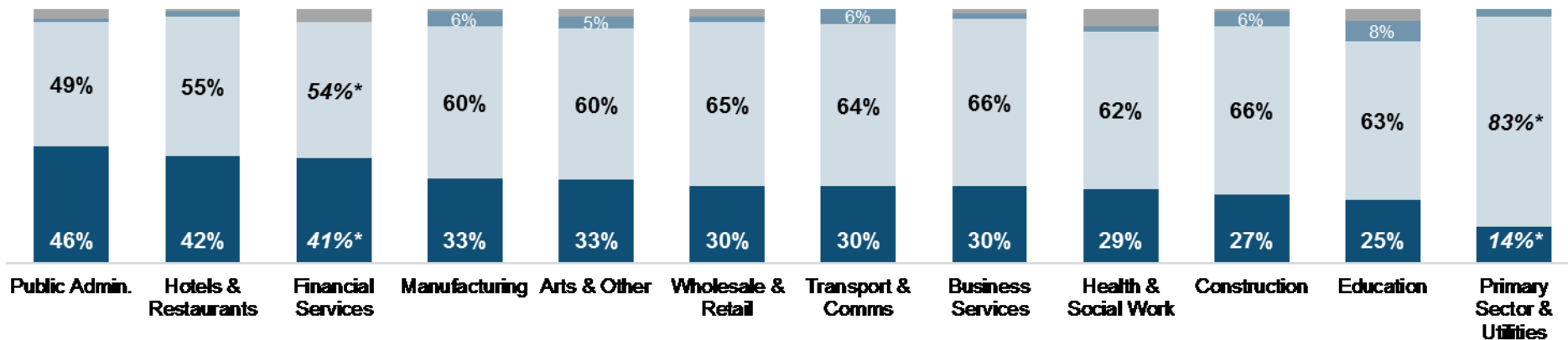
Base: All England establishments that plan to start offering apprenticeships in future (1,528).
Note: multiple responses were allowed.

Expected change in apprentice numbers in next



Base: All England establishments with current apprentices with plans to continue offering apprenticeships in future (1,560)
 Note: percentages of 5% or less are not shown.

Base: All England establishments with current apprentices with plans to continue offering apprenticeships in future: Yorkshire and The Humber (162), London (132), North West (212), West Midlands (162), East of England (171), East Midlands (194), South East (255), North East (83), South West (189)



Base: All England establishments with current apprentices with plans to continue offering apprenticeships in future: Public Admin. (66), Hotels & Restaurants (100), Financial Services (28), Manufacturing (141), Arts & Other (107), Wholesale & Retail (229), Transport & Comms (84), Business Services (254), Health & Social Work (188), Construction (152), Education (170), Primary Sector & Utilities (41)

** denotes a base size of <50 employers and should be treated with caution

Conclusions



How establishments support the pipeline of talent into businesses and entry routes into employment

- Despite deep and persistent issues relating to hard-to-fill and skill-shortage vacancies (as reported in ESS 2015), employers use a fairly limited number and range of recruitment channels to bring talent into their business.
 - The majority of employers who recruited someone (80%) used word of mouth / personal recommendations to access the potential labour market.
 - As well as limiting the range of potential applicants that employers have access to, this has the impact of restricting jobseekers' routes to employment.
- Employers value work experience above qualifications (whether academic or vocational) as a means of gauging the quality and potential of new recruits.
- Developing forms of work experience and work inspiration that genuinely respond to employers' needs to develop and access experienced new recruits offers potential to improve individuals' entry to the labour market.



How to increase the provision of apprenticeships

- In light of recent policy initiatives to increase the uptake of apprenticeships (including a target to support 3 million apprenticeship starts by 2020), EPS 2016 presents a positive picture in terms of increases in the proportion of establishments offering apprenticeships and the number of apprentices taken on.
- Among employers that had started offering apprenticeships in the last three years, the most common reasons for having done so related to them being viewed as a means to acquire new talent. Among employers not offering apprenticeships, perceived structural barriers were common (e.g. perceiving apprenticeships to be unsuitable for their size or sector).
 - The findings on reasons why employers engage or not engage with apprenticeships may serve as useful tools to inform communications with employers to support increased engagement with apprenticeships.
- Nearly a third (31%) of England establishments were planning to offer apprenticeships in future with most of those with plans to *start* offering apprenticeships intending to do so in the next three years (i.e. before 2020).
- Potential to increase apprenticeship numbers also exists among establishments already offering them. Almost a third (30%) of these employers expected to increase the number of apprenticeships they offer over the next two years.



How to stimulate employer input into the design, delivery and content of skills initiatives

- New for EPS 2016, the survey provides a measure of the extent of collaboration and employer input into the skills system.
- Just over half (55%) of employers using an external training provider to deliver some of their apprenticeship training reported that they had some involvement in designing or tailoring the training content. This compares with 47% that had arranged training for their staff leading to a vocational qualification (VQ) being involved in designing the training content and 41% of employers that had arranged external training in general for their staff that were involved in designing the training content.
- The higher level of involvement of employers in designing the training content delivered to their apprentices suggests that employers offering apprenticeships were more engaged, or there is greater receptiveness among training providers to receive input from apprenticeship employers, suggesting there *may* be lessons to be learned from the apprenticeship model.



Regional differences

- Employers in London commonly showed different approaches to recruitment, training development and apprenticeships than other England employers.
- A greater proportion of London employers look for academic qualifications when recruiting compared with other regions. However, employers in London were also more likely to look for relevant work experience among candidates and were more likely to have offered internships over the past year.
- The proportion of employers offering apprenticeships was lowest in London (14%) and highest in the North East and East Midlands (both 24%). The region with the largest increase in the proportion of employers offering apprenticeships was the East Midlands (increasing from 16% in 2014 to 24% in 2016).
- London employers who train were again less likely than average to use further education colleges as a source of training, as they were in 2012 and 2014.
- Employers in the North East were more likely than average to have had at least some involvement with training providers in designing or tailoring the content of vocational qualifications and apprenticeships.



Sector differences

- Work experience appears to be of most importance to employers in the Education sector: 79% look for relevant work experience when recruiting and 78% had offered work placements in the past 12 months.
- Offering apprenticeships was also most common in the Education sector (42% were offering apprenticeships at the time of the survey). The offering of apprenticeships was lowest among employers in Transport and Communications and Primary Sector and Utilities (both 13%).
- Employer involvement in the design of training content for their apprenticeship programmes was highest in the Arts and Other Services sector (72%) followed by Manufacturing (70%), but was lowest among apprenticeship employers in Education and Construction (44% and 42% respectively).
- Employers in 'non-market services' sectors (Education, Public Administration, and Health and Social Work) were more likely than other sectors to have used further education colleges as a source of training for their employees. Employers in these sectors were also more likely than other to have used higher education institutions as a source of training.
- 'Non-market services' employers were also far more likely to have collaborated with other employers on skills and training practices, compared with all other sectors.

