

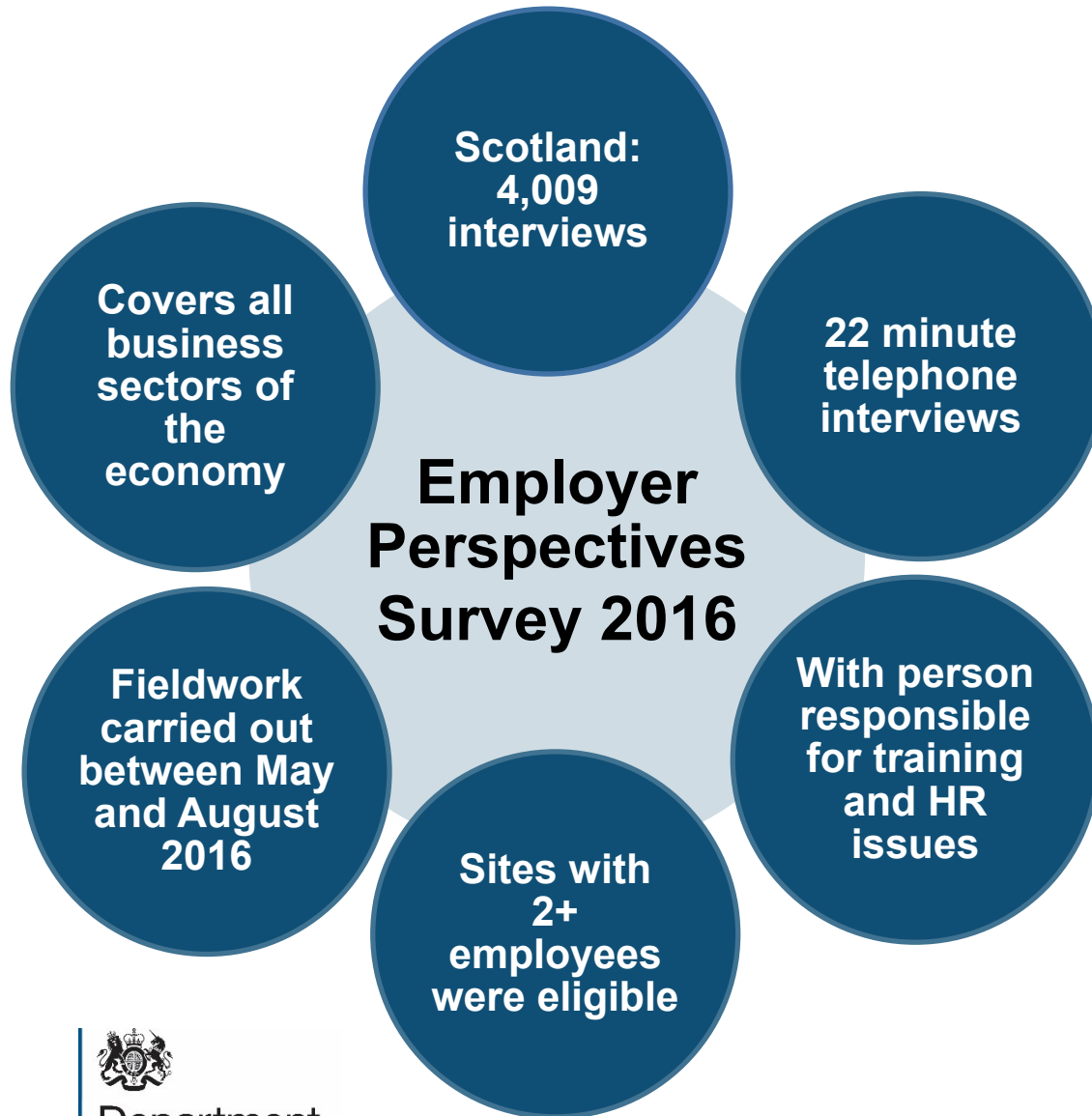
Employer Perspectives Survey 2016

Scotland 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

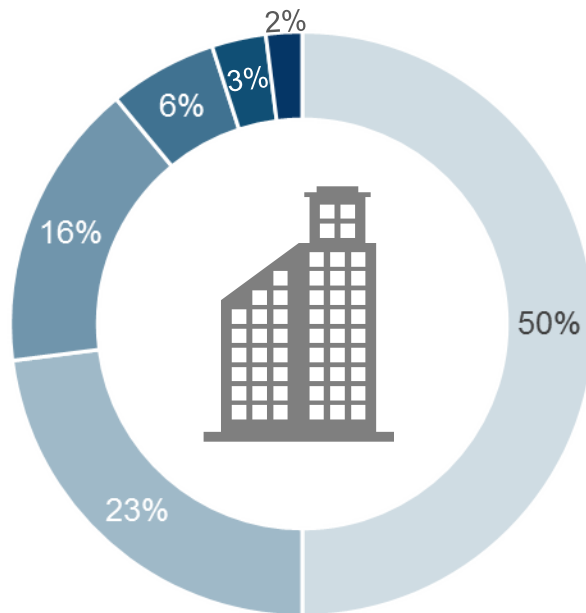
	Population	Number of interviews	By sector	Population	Number of interviews
Scotland	150,876	4,009	Primary Sector & Utilities	13,297	257
By size of establishment			Manufacturing	7,000	187
2-4	75,002	1,004	Construction	12,882	252
5-9	35,123	983	Wholesale & Retail	29,634	847
10-24	24,665	905	Hotels & Restaurants	15,477	448
25-49	8,575	519	Transport & Comms	8,835	233
50-99	4,184	289	Financial Services	2,871	91
100+	3,327	309	Business Services	29,665	669
			Public Admin.	2,416	109
			Education	4,738	172
			Health & Social Work	11,260	463
			Arts & Other Services	12,801	281

All the figures presented in this slide pack are subject to a margin of error; 2 percentage points at the overall level and typically between 2 and 6 percentage points across the establishment size and sector sub-groups.

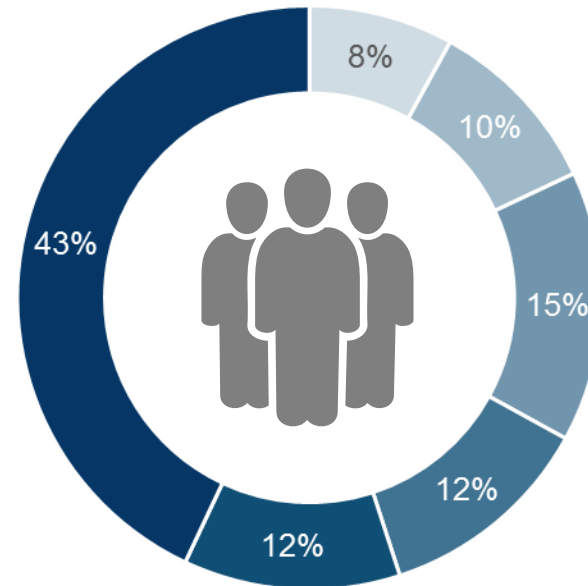


Survey population: size

% of all establishments



% of all employment

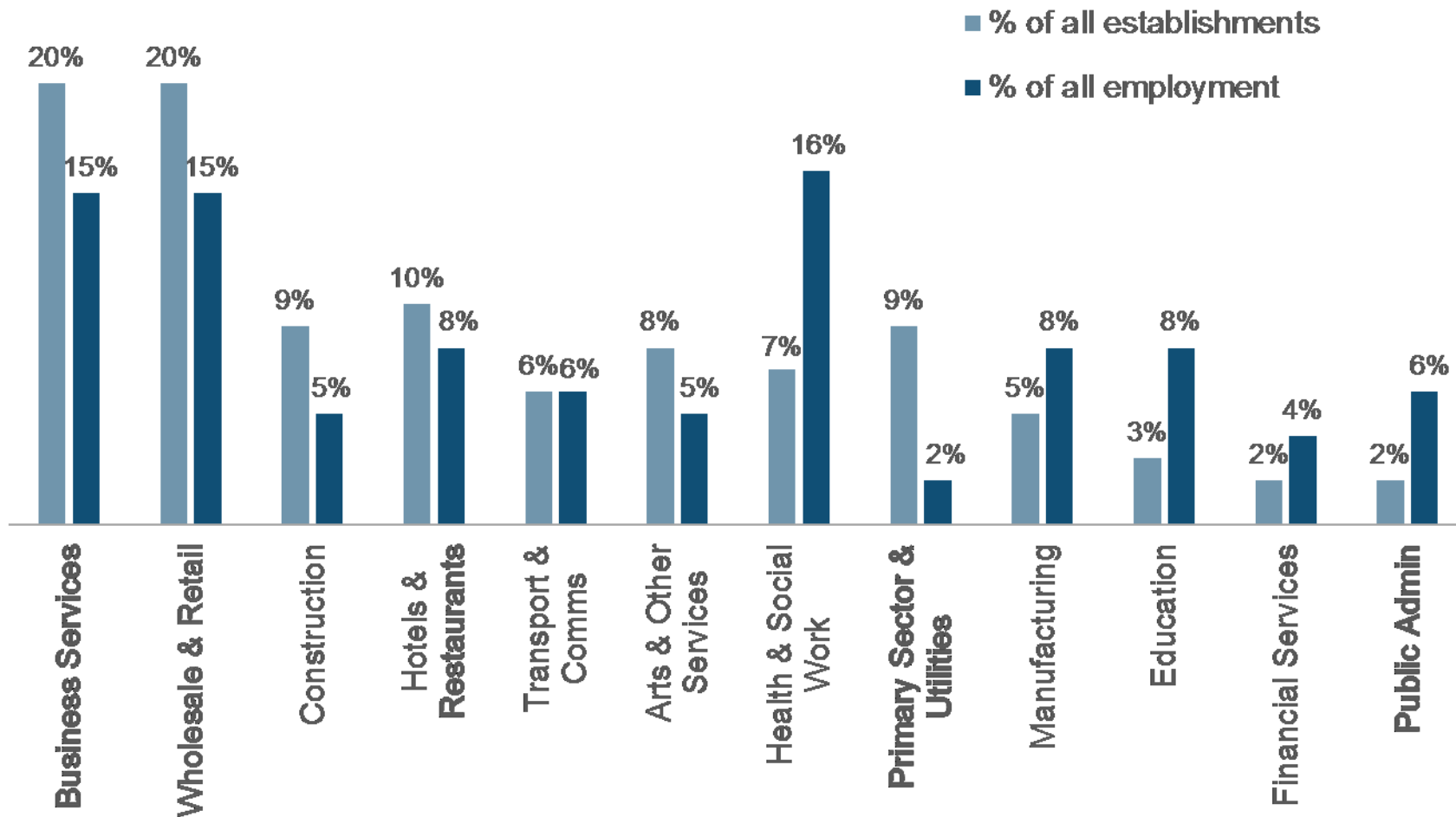


■ 2 to 4 employees ■ 5 to 9 ■ 10 to 24 ■ 25 to 49 ■ 50 to 99 ■ 100+

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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Employer attitudes

AGREE

Staff happiness is as important as organisational performance



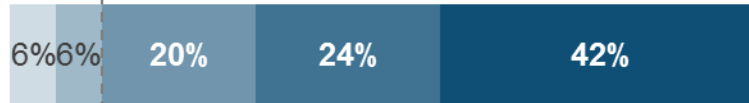
86%

Staff ability to do job is more important than formal qualifications



82%

Happy to pay towards training and development



66%

Always looking for new opportunities



55%

Investing in management skills is a top priority



52%

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

Base: All establishments (4,009)

Entry to work

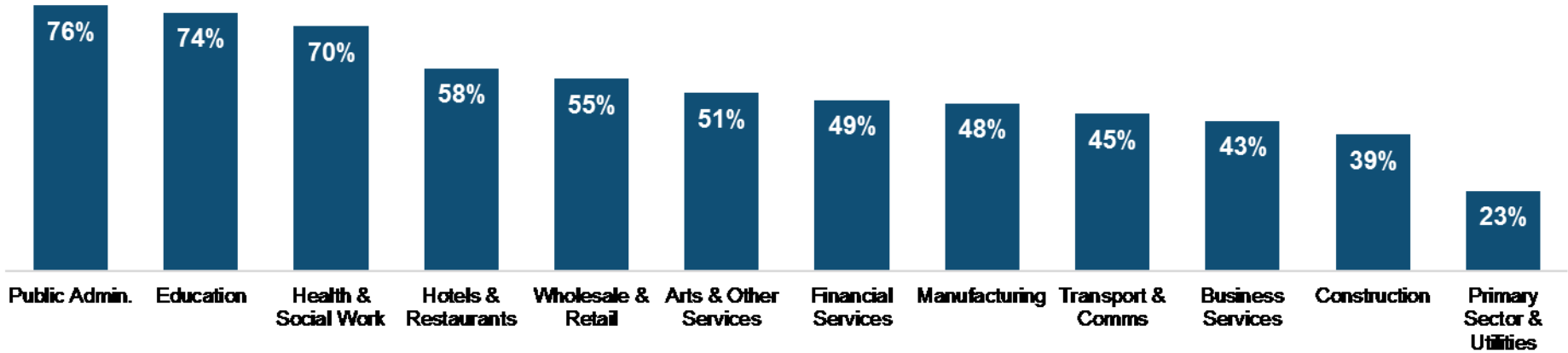
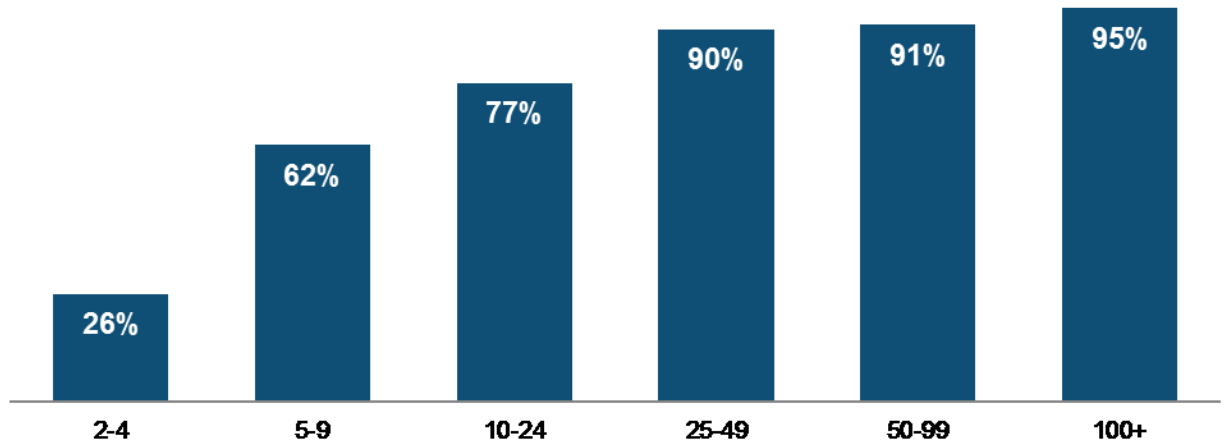


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Employers with vacancies in the last 12 months

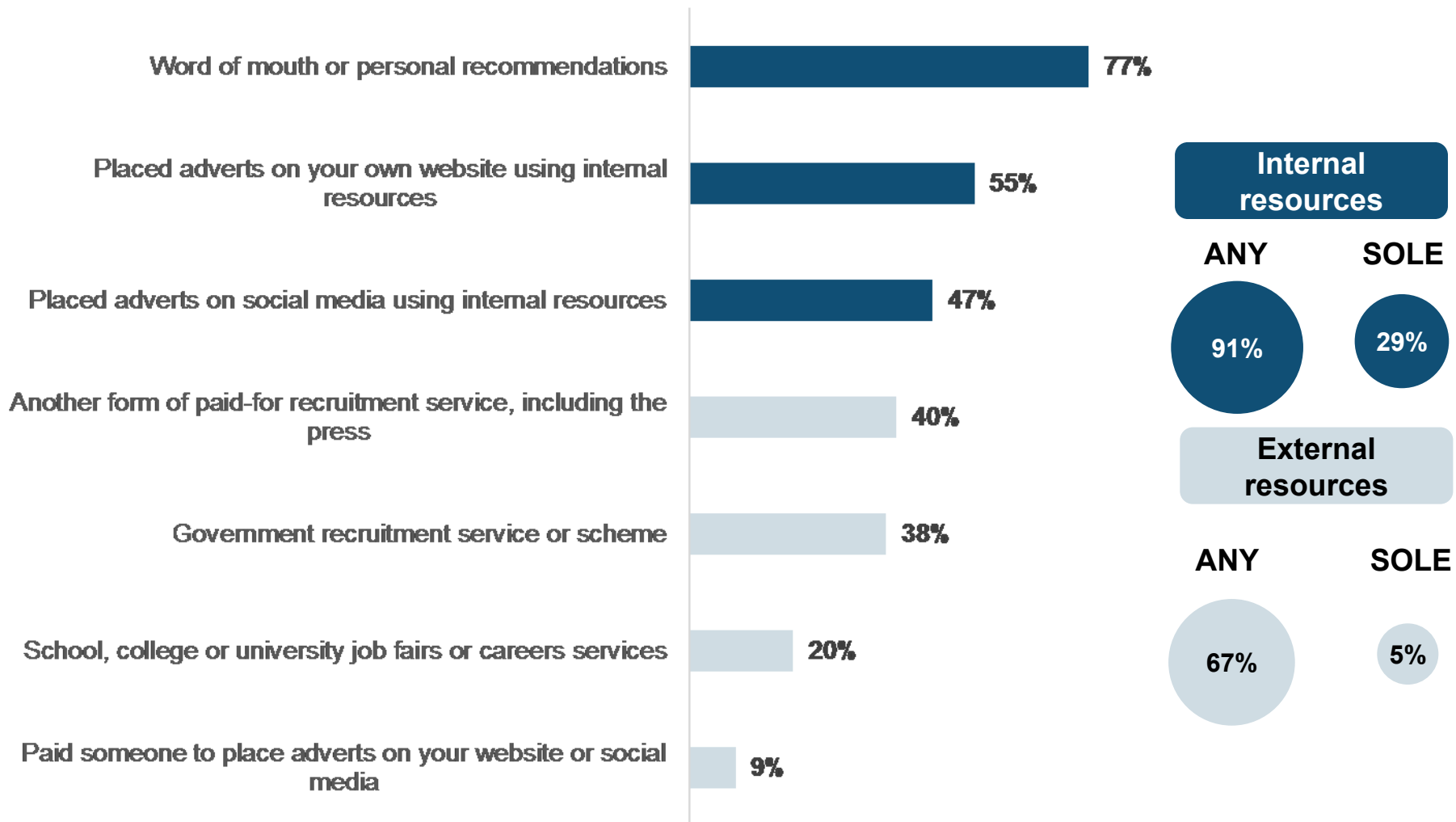
Scotland: 49%
of employers had vacancies
in the last 12 months

Base: All Scotland establishments (4,009)



Base: All Scotland establishments: Public Admin. (109), Education (172), Health & Social Work (463), Hotels & Restaurants (448), Wholesale & Retail (847), Arts & Other (281), Financial Services (91), Manufacturing (187), Transport & Comms (233), Business Services (669), Construction (252), Primary Sector & Utilities (257)

Recruitment channels used



Base: All Scotland recruiting employers (2,605)

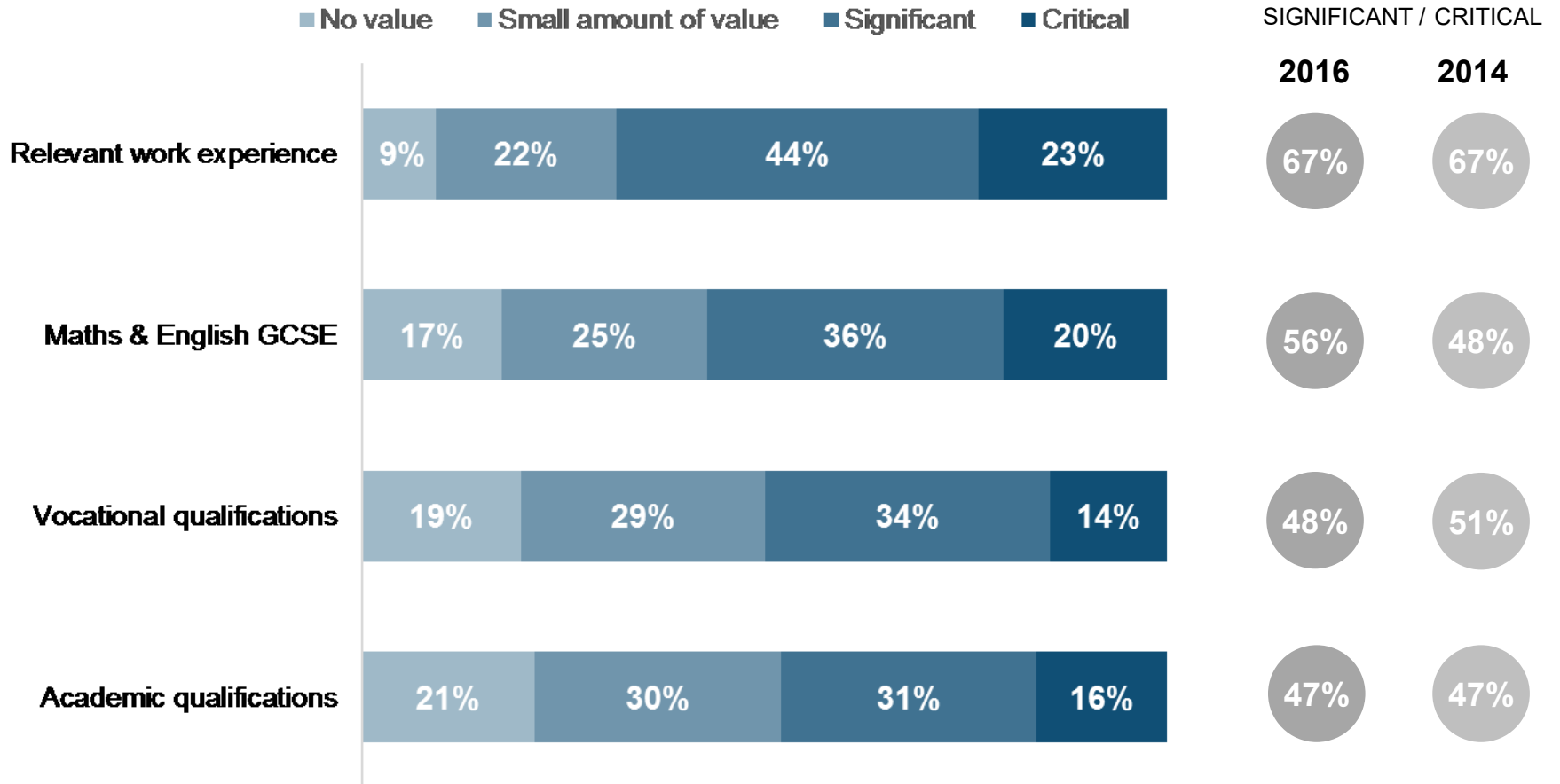
Note: Multiple responses were allowed.

“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



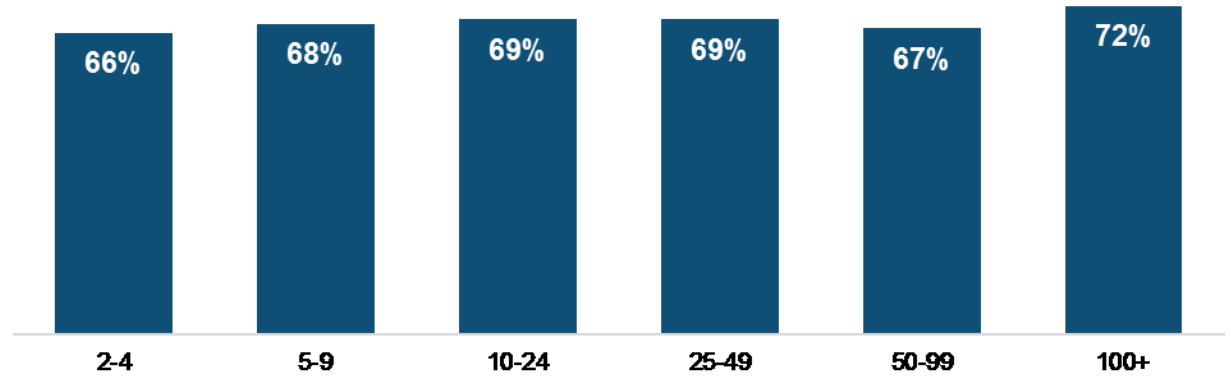
Base: All Scotland employers (2016: 4,009, 2014: 4,015)



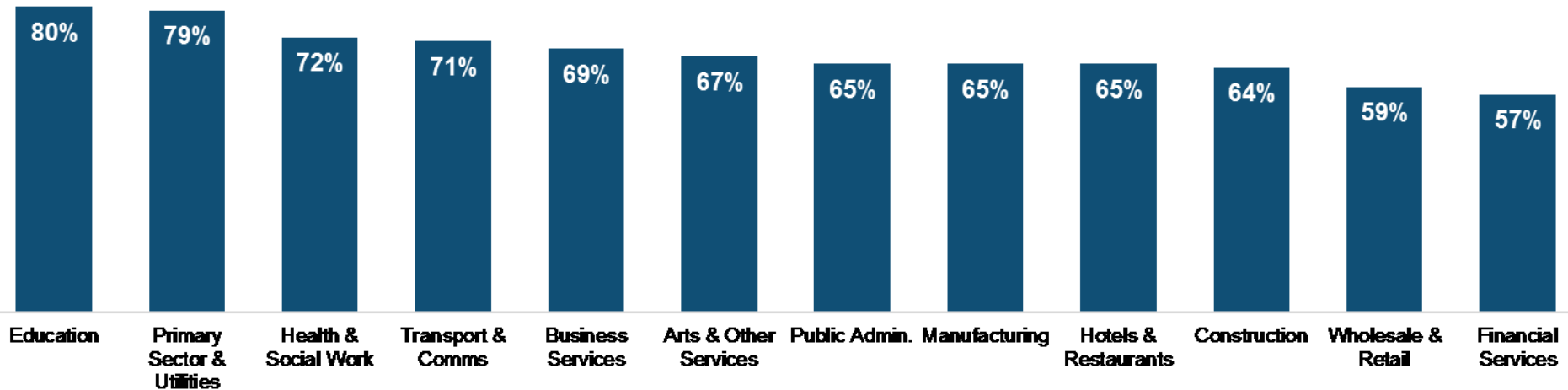
What employers I experience

Scotland: 67%
of employers look for
relevant work experience

Base: All Scotland establishments (4,009)



9)



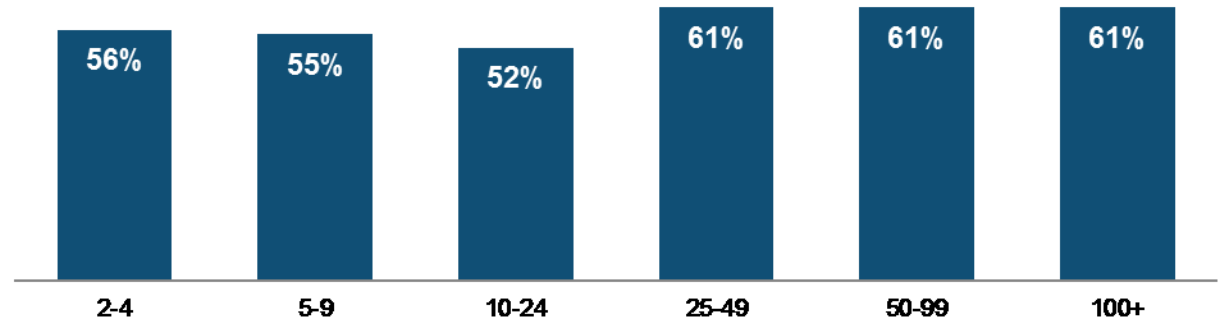
Base: All Scotland establishments: Education (172), Primary Sector & Utilities(257), Health & Social Work (463, Transport & Comms (233), Business Services (669), Arts & Other (281), Public Admin. (109), Manufacturing (187), Hotels & Restaurants (448), Construction (252), Wholesale & Retail (847), Financial Services (91),



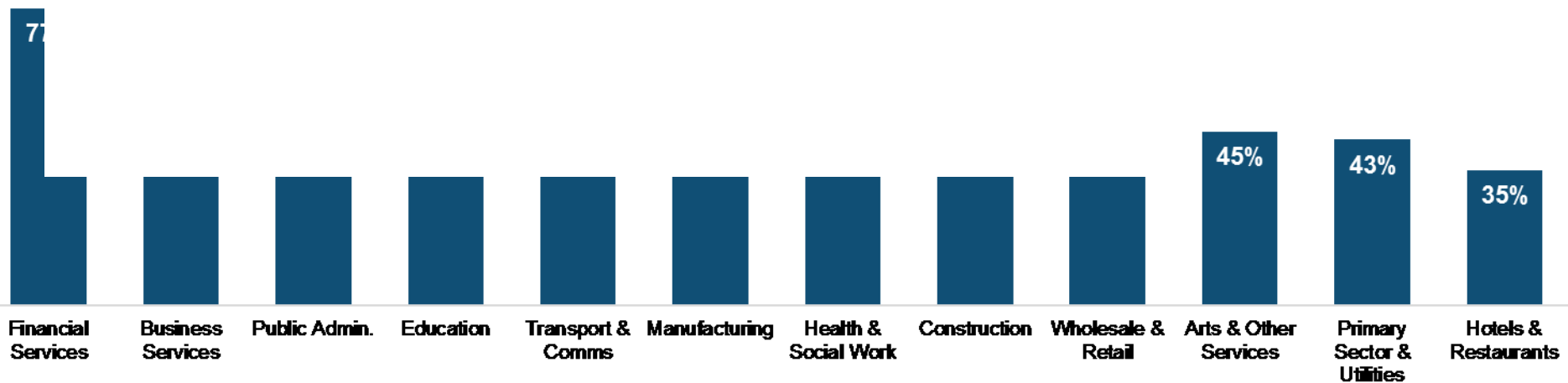
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What employers look for: maths and English

B



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All Scotland establishments: Financial Services (91), Business Services (669), Public Admin. (109), Education (172), Transport & Comms (233), Manufacturing (187), Health & Social Work (463), Construction (252), Wholesale & Retail (847), Arts & Other (281), Primary Sector & Utilities (257) Hotels & Restaurants (448)

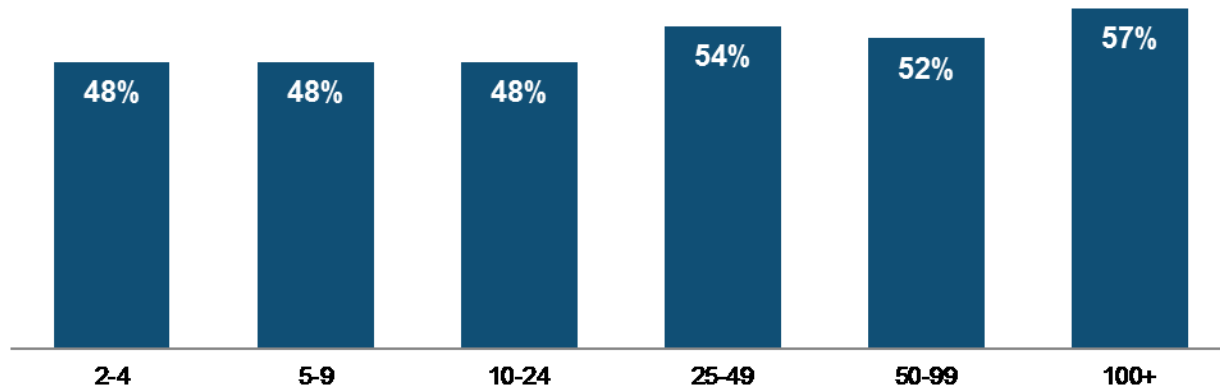


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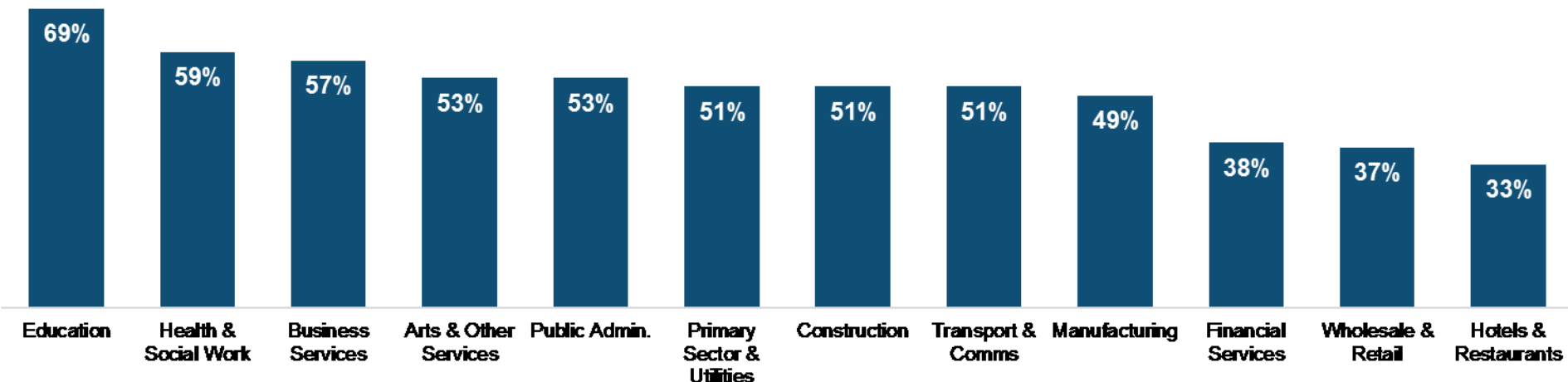
What employers look for: vocational qualification

Scotland: 48%
of employers look for vocational qualifications

Base: All Scotland establishments (4,009)



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All Scotland establishments: Education (172), Primary Sector & Utilities (257), Health & Social Work (463), Construction (252), Arts & Other (281), Transport & Comms (233), Business Services (669), Financial Services (91), Public Admin. (109), Manufacturing (187), Wholesale & Retail (847), Hotels & Restaurants (448)

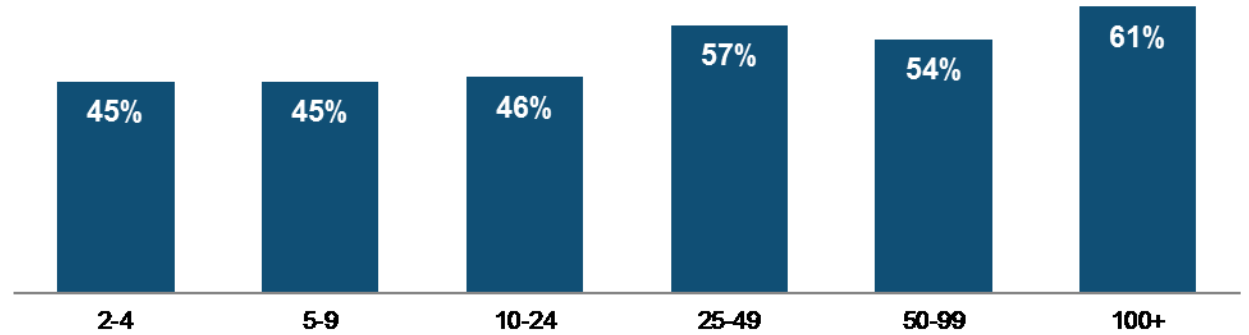


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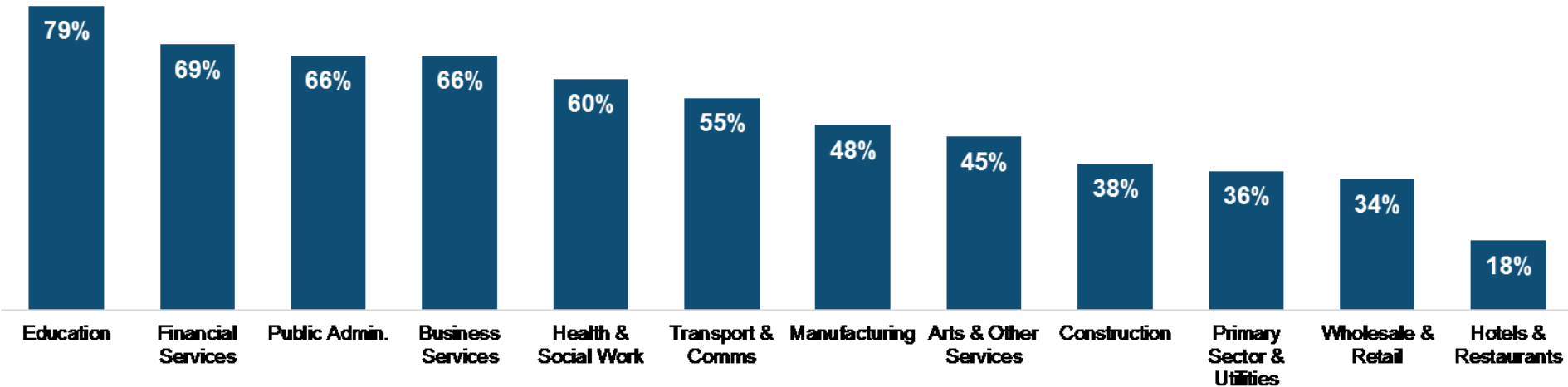
What employ qualifications

Scotland: 47%
of employers look for
academic qualifications

Base: All Scotland establishments (4,009)



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All Scotland establishments: Education (172), Financial Services (91), Public Admin. (109), Business Services (669), Health & Social Work (463), Transport & Comms (233), Manufacturing (187), Arts & Other (281), Construction (252), Primary Sector & Utilities (257), Wholesale & Retail (847), Hotels & Restaurants (448)



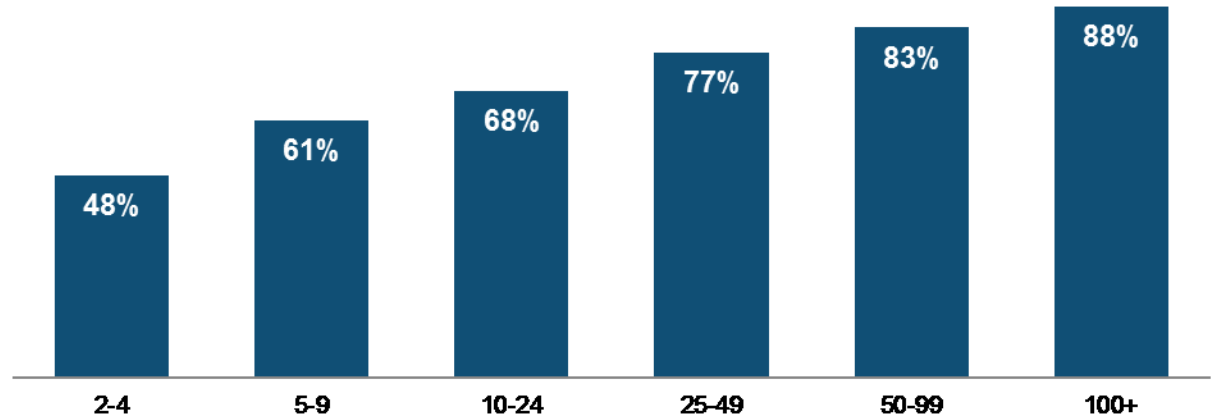
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Recruitment of young people

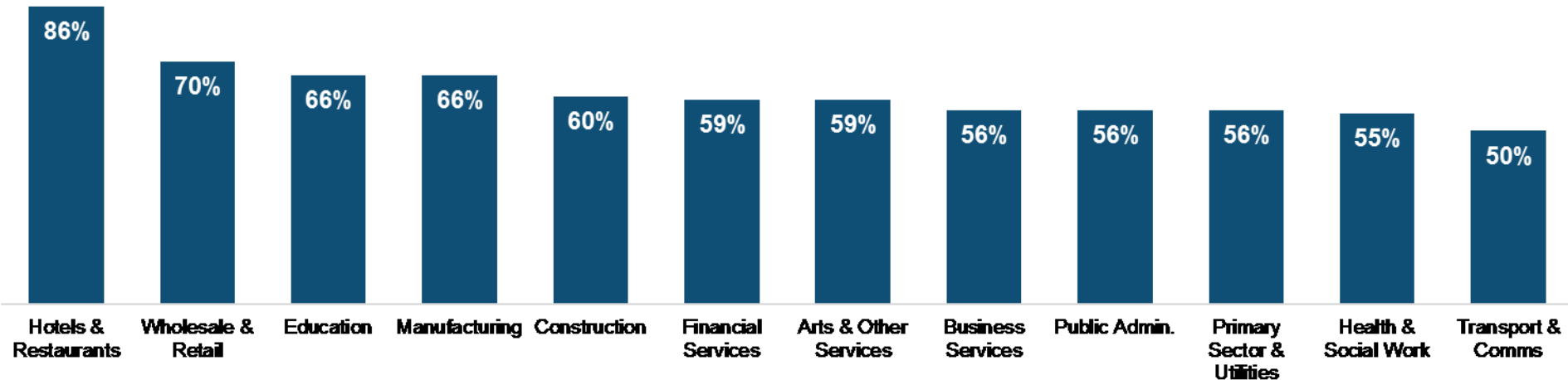
Scotland: 64%

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

Base: All Scotland employers who had recruited (2,470)



Base: All Scotland establishments who had recruited: 2-4 (220), 5-9 (573), 10-24 (669), 25-49 (460), 50-99 (258), 100+ (290)



Base: All Scotland establishments who had recruited: Hotels & Restaurants (349), Wholesale & Retail (521), Education (134), Manufacturing (102), Construction (134), Financial Services (46), Arts & Other (163), Business Services (364), Public Admin. (78), Primary Sector & Utilities (95), Health & Social Work (348), Transport & Comms (136)



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Channels used to recruit young people

Internal resources

ANY

SOLE

78%

51%

External resources

ANY

SOLE

40%

15%



Base: All Scotland establishments that have taken on a young person in the last year (1,738)

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



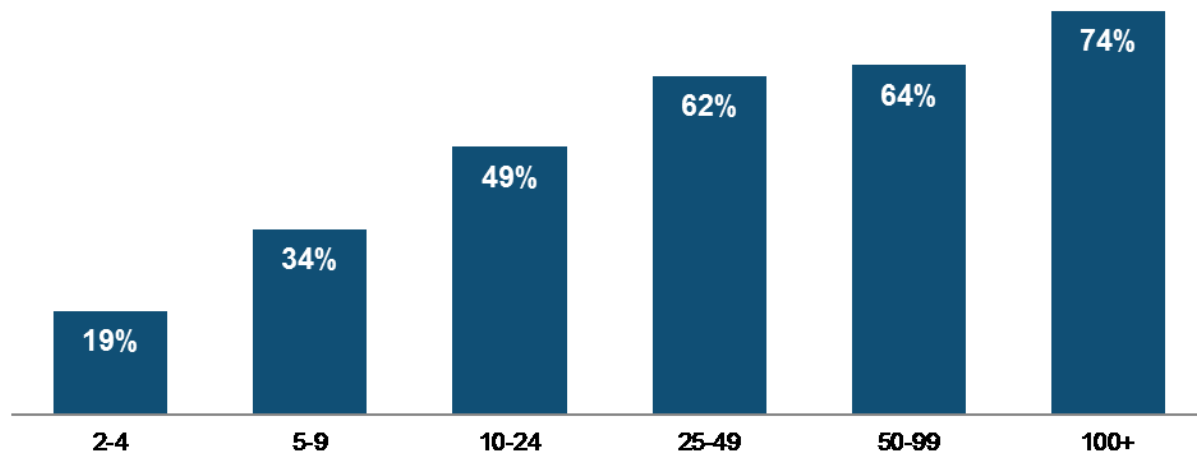
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Recruitment of education leavers

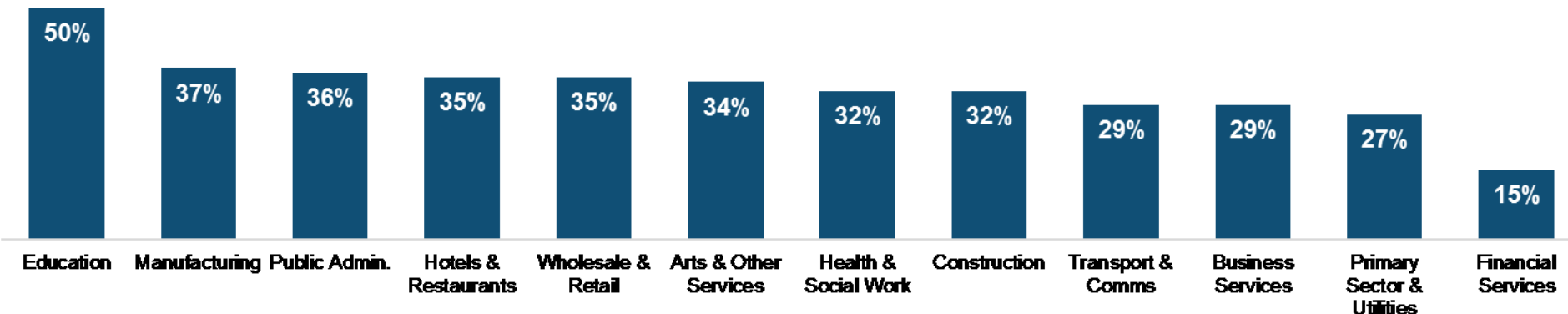
Scotland: 32%

had recruited an education leaver in the last 12 months

Base: All Scotland employers (4,009)



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All Scotland establishments: Education (172), Manufacturing (187), Public Admin. (109), Hotels & Restaurants (448), Wholesale & Retail (847), Arts & Other (281), Health & Social Work (463), Construction (252), Transport & Comms (233), Business Services (669), Primary Sector & Utilities (257), Financial Services (91)



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Preparedness of education leavers for work

PREPARED

2016

2014

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

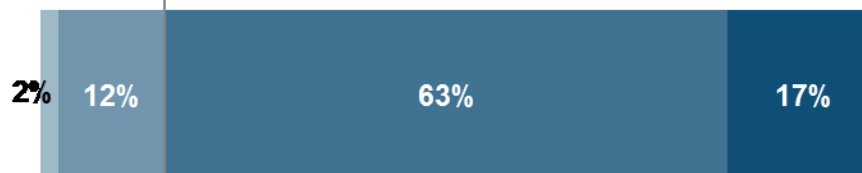
Secondary school leavers



65%

63%

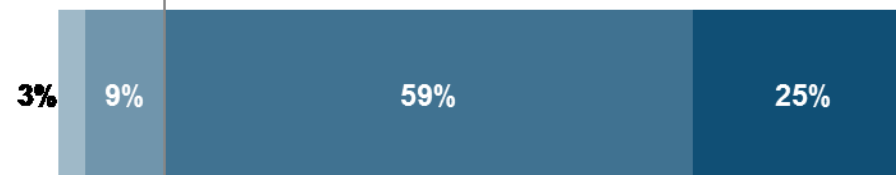
FE leavers



80%

81%

University/HE leavers



84%

88%

Base: All Scotland establishments that have recruited each type of education leaver in the previous 2-3 years: Secondary school leavers (1052), FE leavers (707), University/HE leavers (827)



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Work experience offered in last 12 months

39% of employers in Scotland offered work placements

Education placements: 18%

Students at school: 21%

Students at FE or 6th Form College: 10%

Students at University: 13%

Broad Adult Placements: 15%

Work trials: 9%

Placements for unemployed: 7%

Voluntary work (unprompted*): 1%

Special needs/Disability programme: <1%

Internships: 7%

Internships, either paid or unpaid: 7%

Graduate programme (unprompted*): <1%

Work Inspiration

13% 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

Base: All Scotland establishments (4,009)

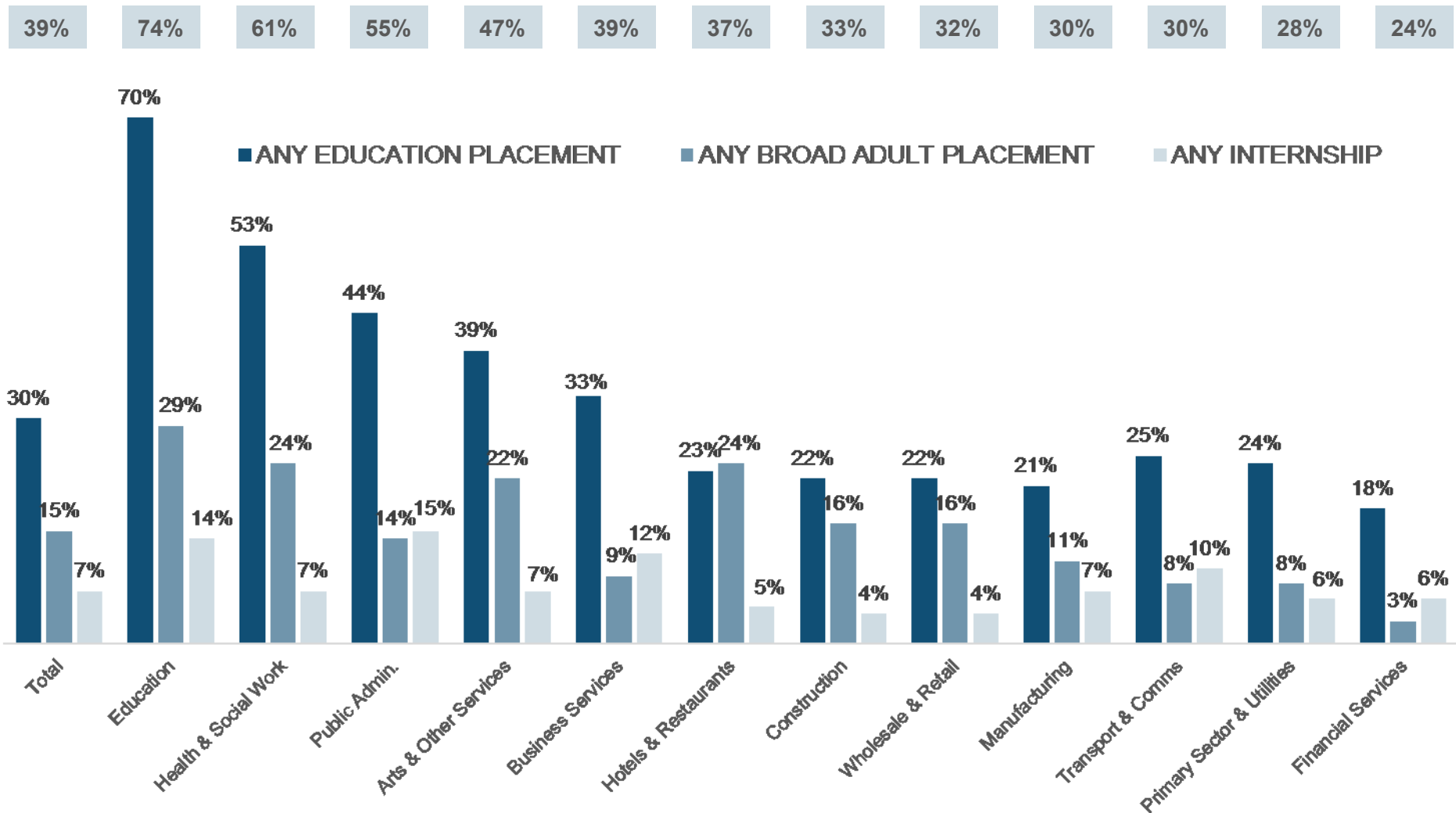


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* Where respondents had offered other types of work experience which did not fit within the pre-coded answer options, they were able to provide detail for an "other" type of work placement experience.

Work placement offering, by sector

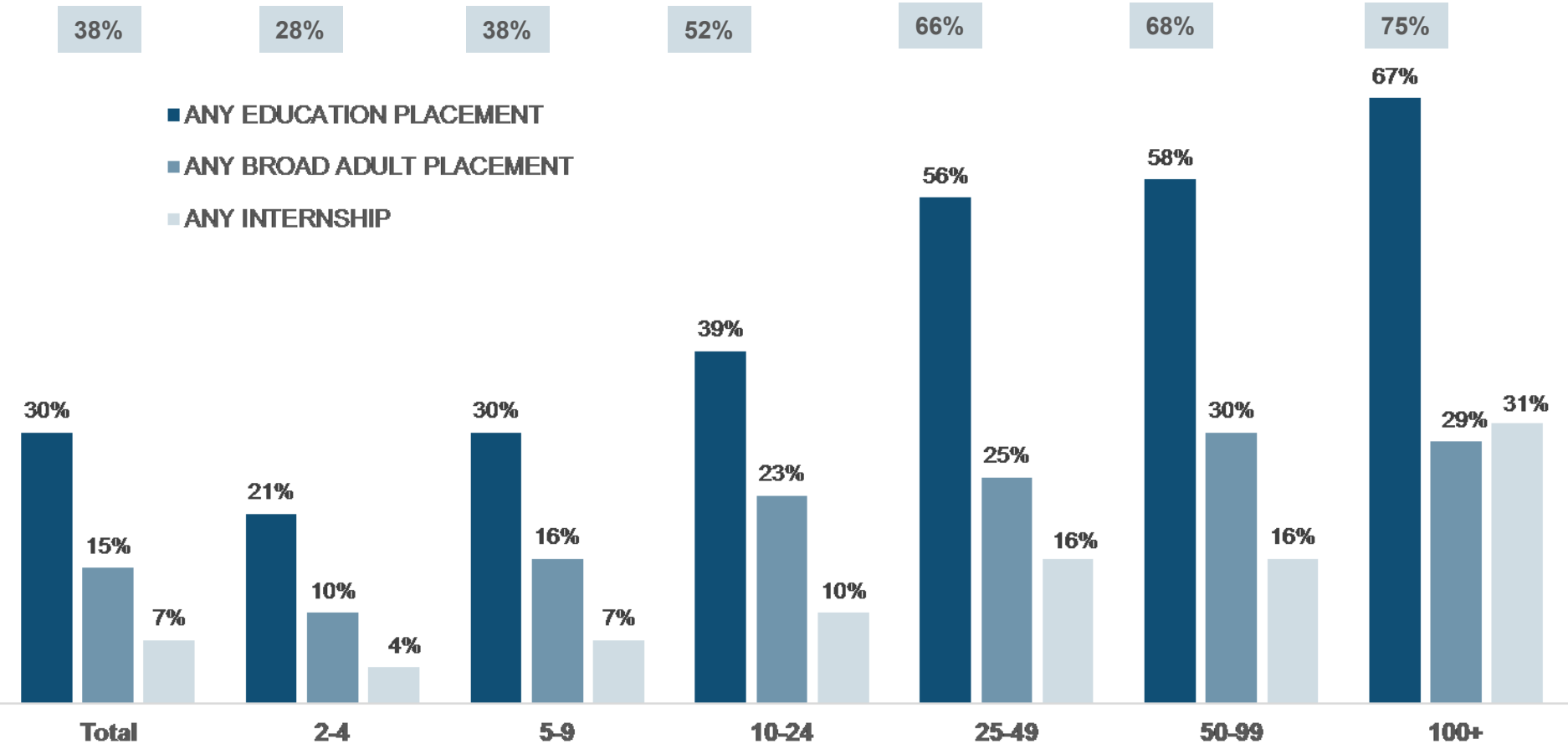
ANY PLACEMENT



Base: All establishments: Total (4,009), Education (172), Health & Social Work (463), Public Admin. (109), Arts & Other (281), Business Services (669), Hotels & Restaurants (448), Construction (252), Wholesale & Retail (847), Manufacturing (187), Transport & Comms (233), Primary Sector & Utilities. (257), Financial Services (91)

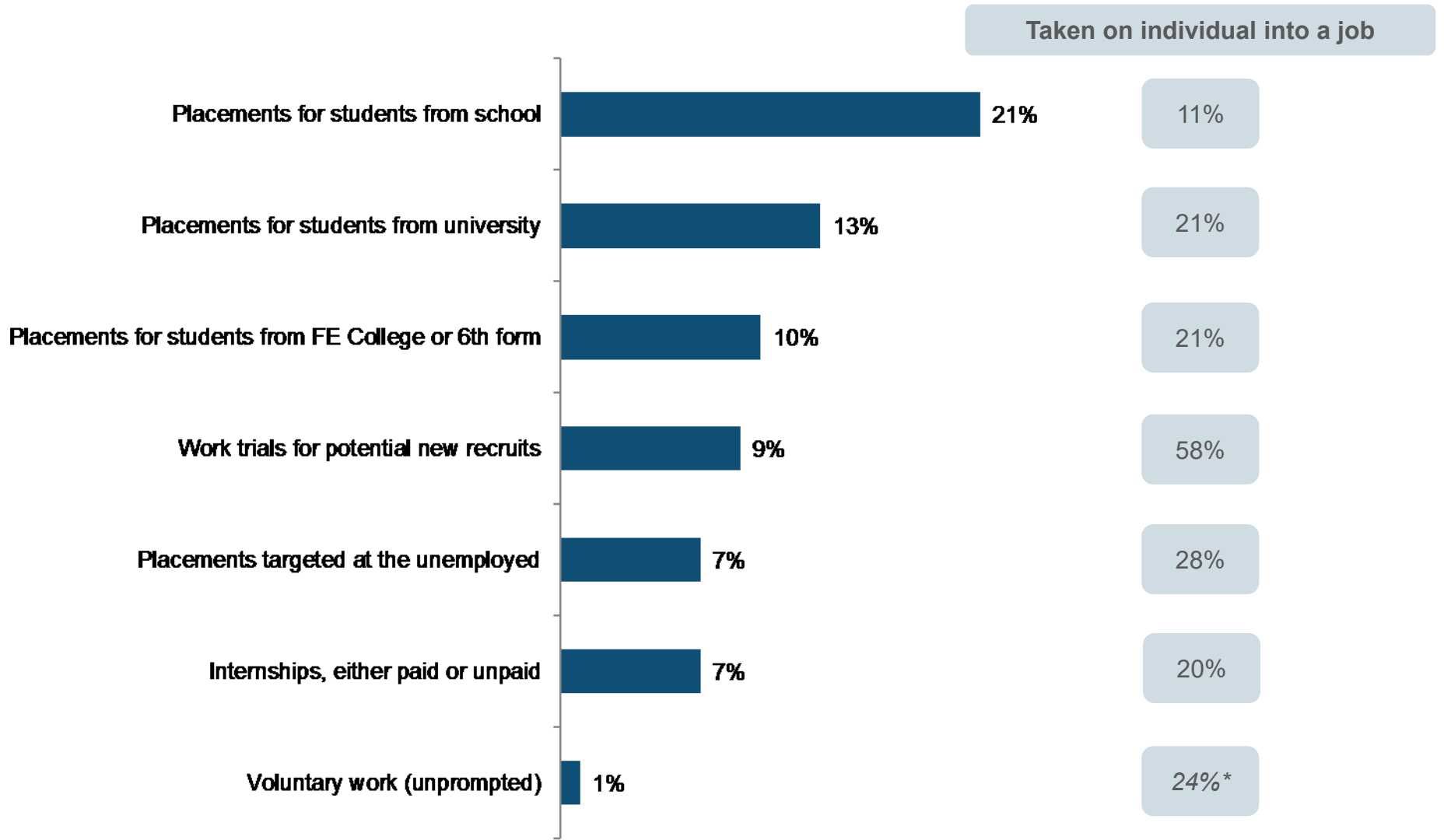
Work placement offering, by establishment size

ANY PLACEMENT



Base: All Scotland establishments: Total (4,009), 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)

Types of work placement offered

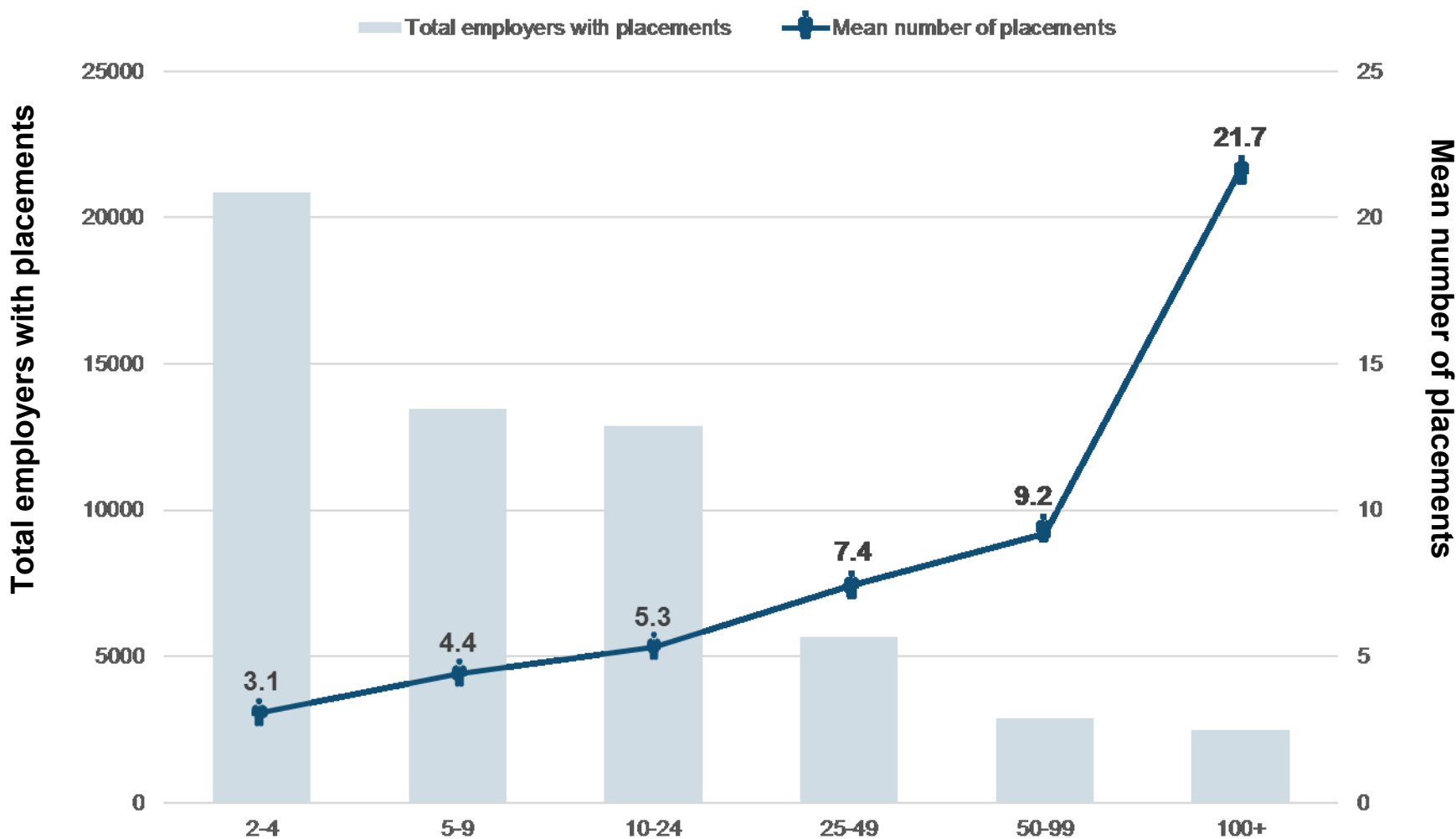


Base: All Scotland employers (4,009)

Base: Establishments who had each type of placement in the last 12 months: school (1,045), university (710), FE College (589), work trials (471), unemployed (371), internships (401), voluntary (33)

** denotes a base size of 25-49 employers and should be treated with caution

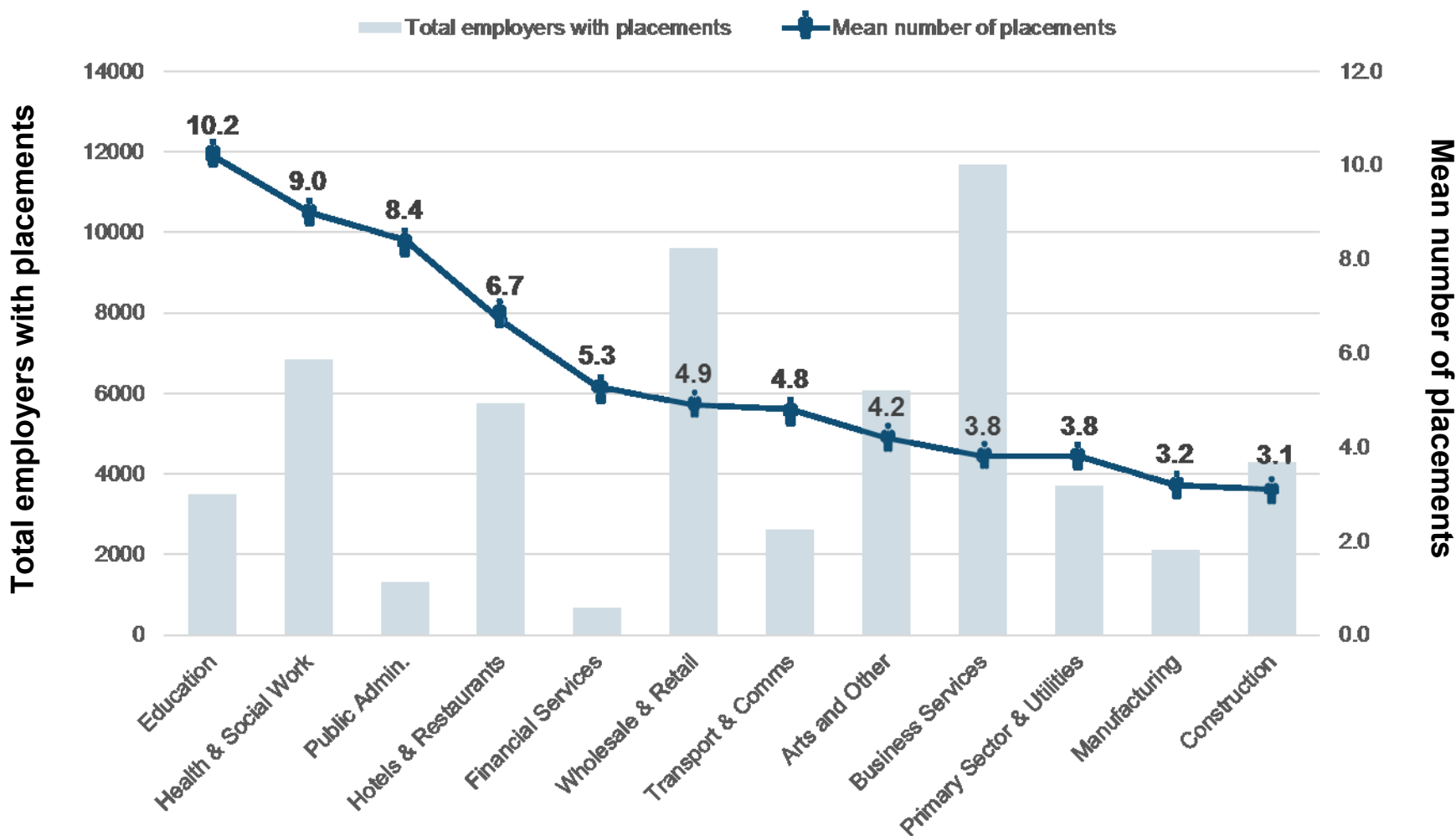
Mean number of work placements offered in the last 12 months, by establishment size



Base: All Scotland establishments: 2-4 (281), 5-9 (382), 10-24 (469), 25-49 (339), 50-99 (194), 100+ (237)



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



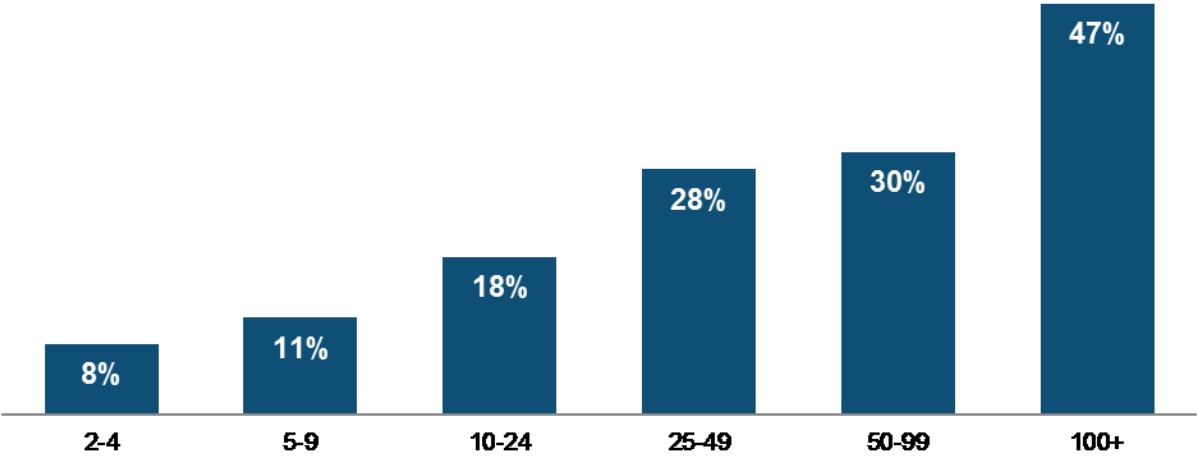
Base: All Scotland establishments who have had placements in the last 12 months: Education (487), Health & Social Work (672), Public Admin. (111), Hotels & Restaurants (494), Financial Services (105), Wholesale & Retail (840), Transport & Comms (314), Arts & Other (322), Business Services (879), Primary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



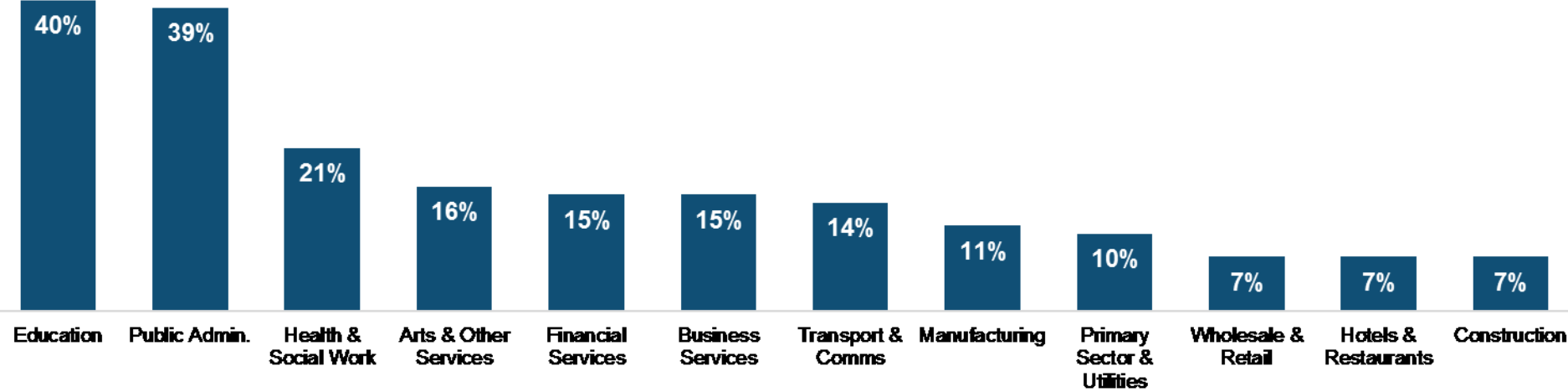
Employers offering work inspiration activities to

Scotland: 13%
of employers offered work experience activities to students

Base: All Scotland establishments (4,009)



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All establishments: Education (172), Public Admin. (109), Health & Social Work (463), Arts & Other (281), Financial Services (91), Business Services (669), Transport & Comms (233), Manufacturing (187), Primary Sector & Utilities (257), Wholesale & Retail (847), Hotels & Restaurants (448), Construction (252)

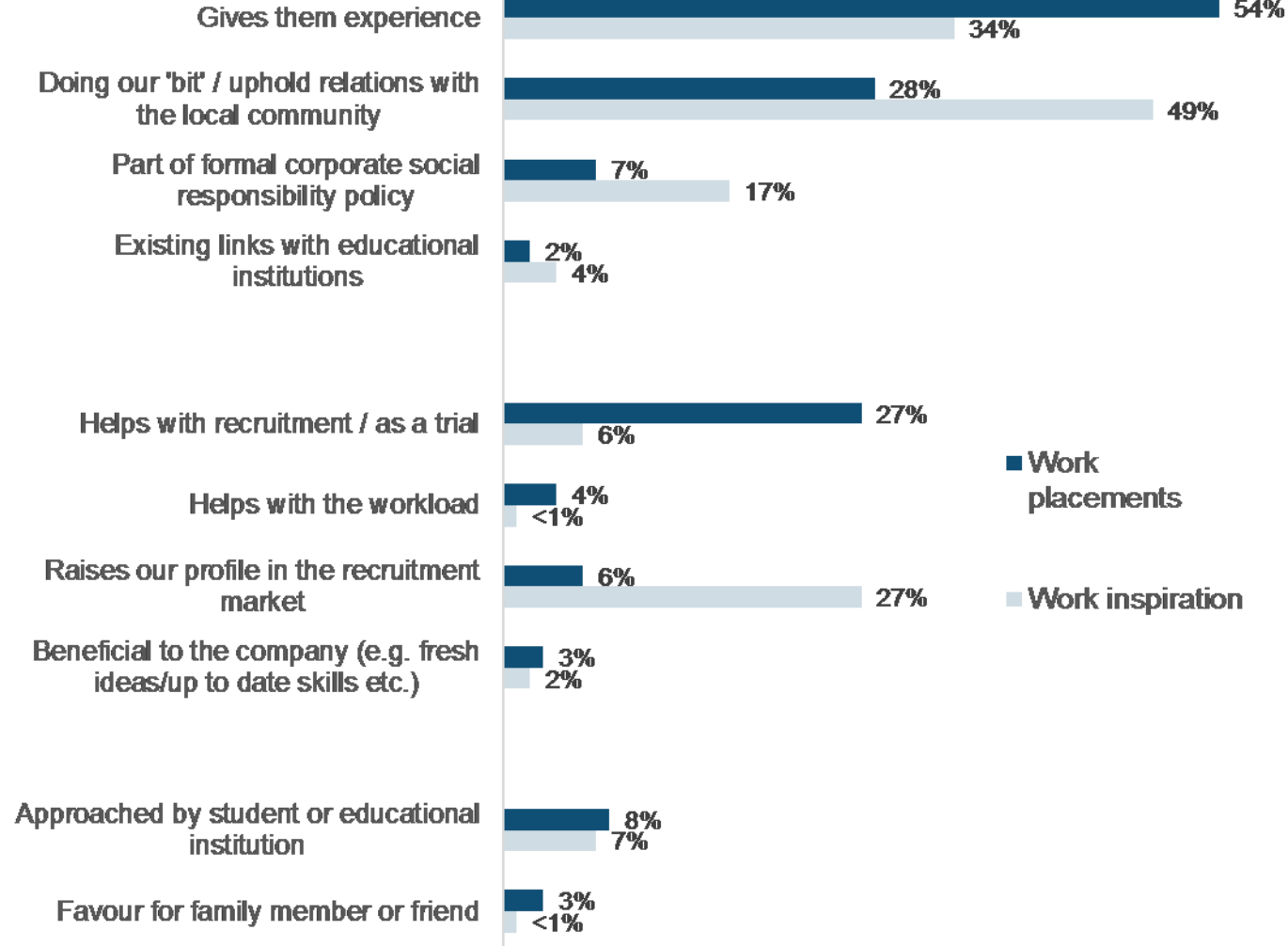
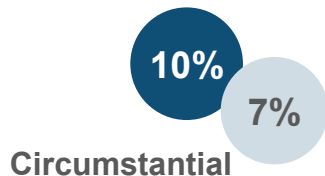
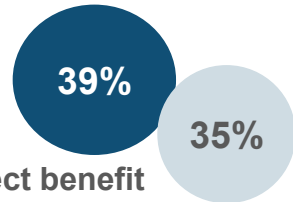
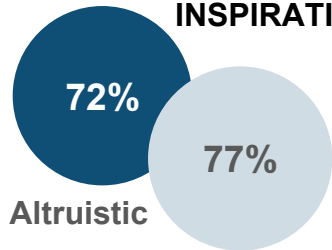


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Reasons for offering work experience opportunities

PLACEMENTS

INSPIRATION



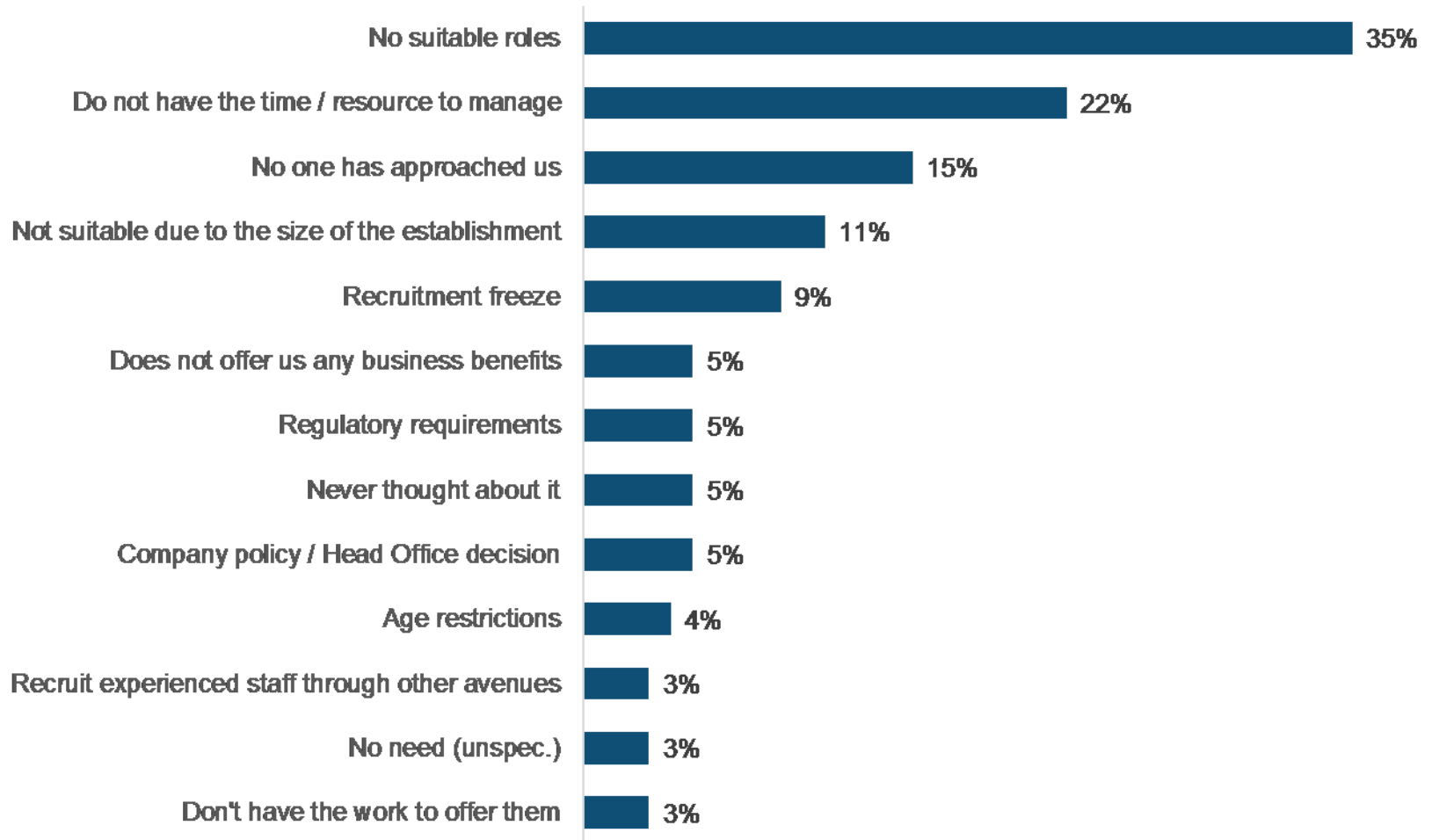
Base: All Scotland establishments who have had work placements / offered work inspiration in the last 12 months (1,902 / 722)

Note: Multiple responses were allowed.



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Reason for not offering work experience



Base: All Scotland establishments offering no work experience opportunities in the last 12 months (1,918)

Note: Multiple responses were allowed.

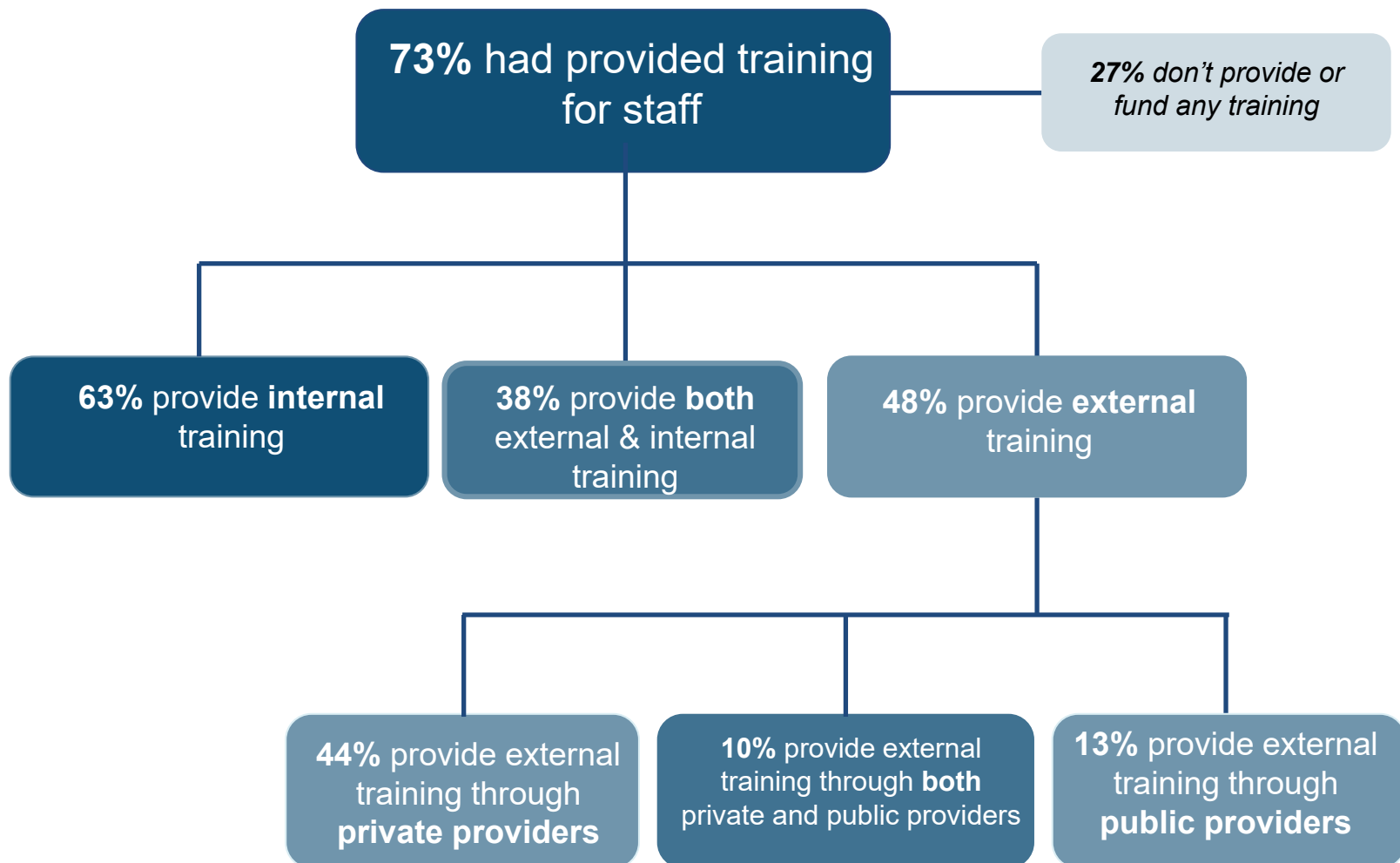


People development



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Summary of approach to training

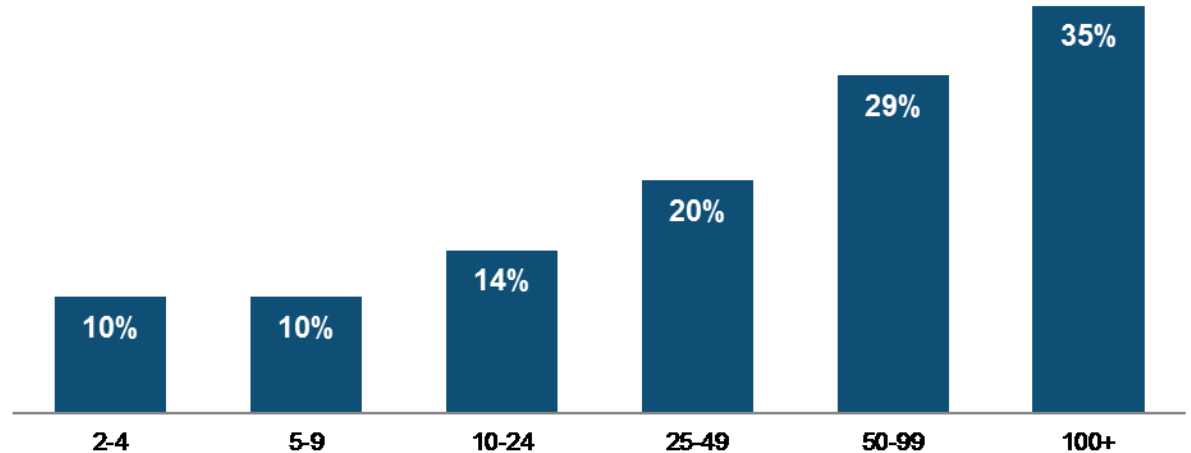


FE Colleges a

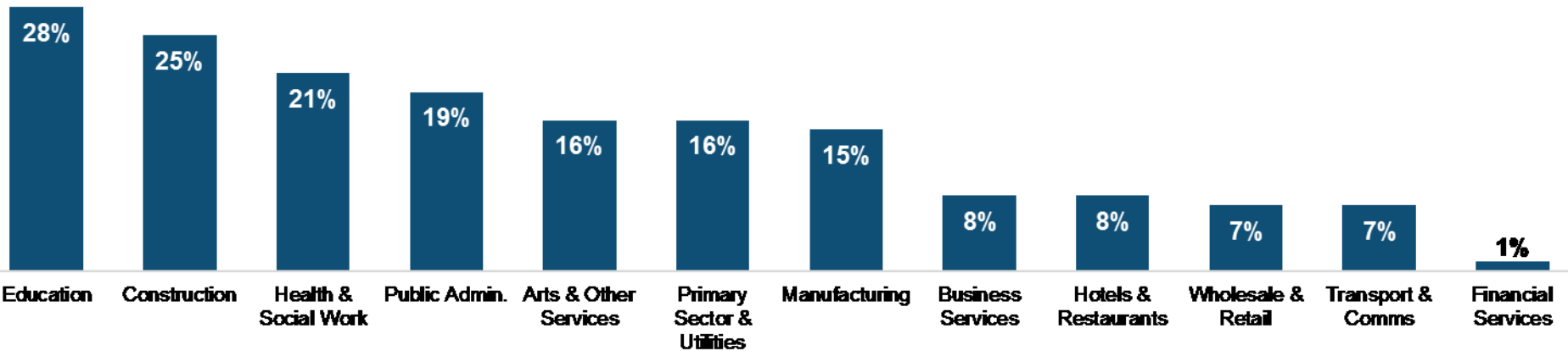
Scotland: 13%

of employers who train used FE colleges as a source of training

Base: All Scotland establishments who train (3,288)



Base: All Scotland establishments who train: 2-4 (581), 5-9 (804), 10-24 (820), 25-49 (504), 50-99 (277), 100+ (302)



Base: All Scotland establishments who train: Education (162), Construction (197), Health & Social Work (438), Public Admin (105), Arts & Other (222), Primary Sector & Utilities (192), Manufacturing (147), Business Services (540), Hotels & Restaurants (365), Wholesale & Retail (654), Transport & Comms (184), Financial Services (82)

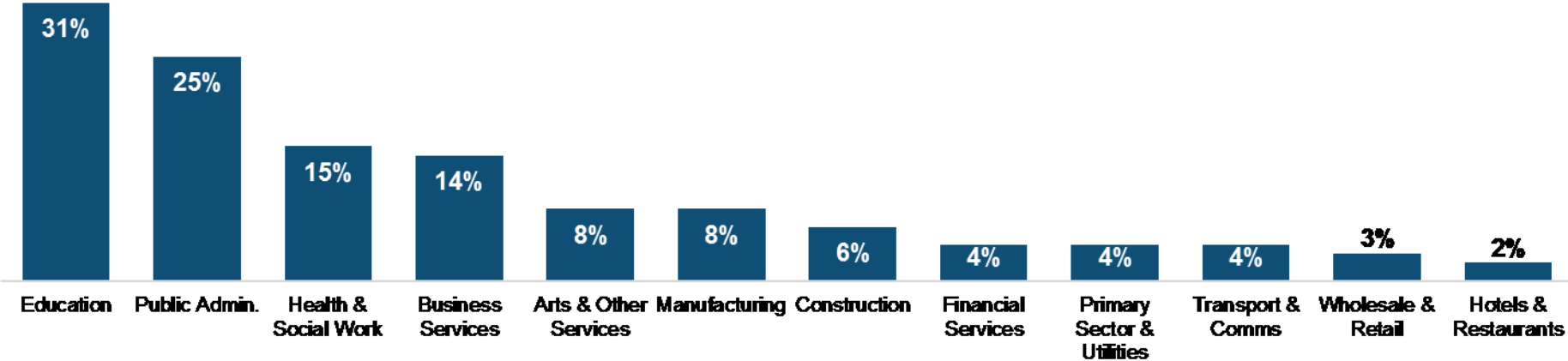
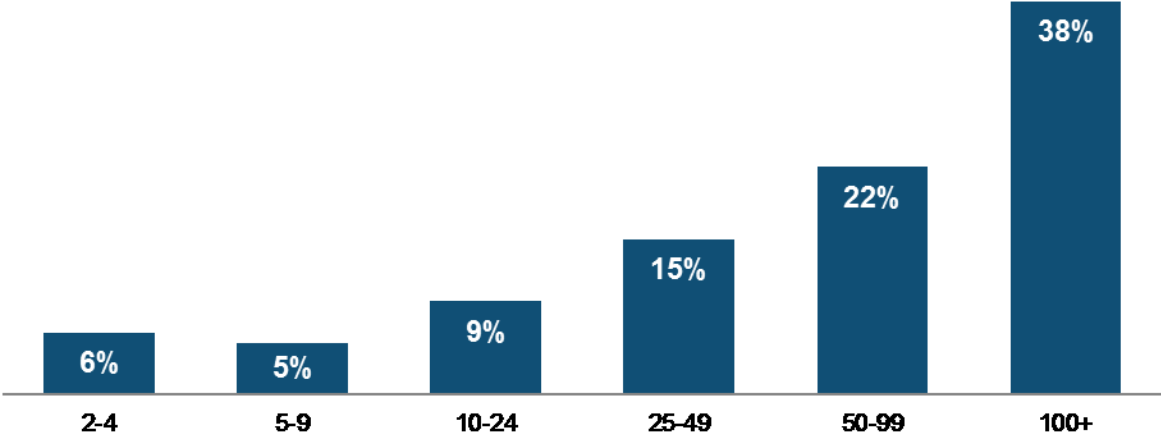


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Higher Education Institutions as a source of training

Scotland: 9%
of employers who train used
Higher Education Institutions as a
source of training

Base: All Scotland establishments who train
(3,288)



Base: All Scotland establishments who train: Education (162), Public Admin (105), Health & Social Work (438), Business Services (540), Arts & Other (222), Manufacturing (147), Construction (197), Financial Services (82), Primary Sector & Utilities (192), Transport & Comms (184) Wholesale & Retail (654), Hotels & Restaurants (365).

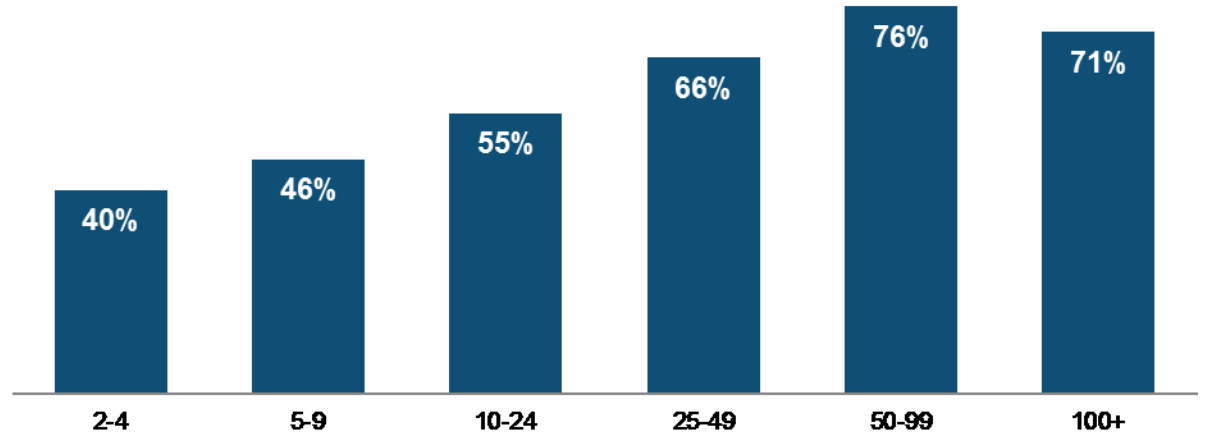


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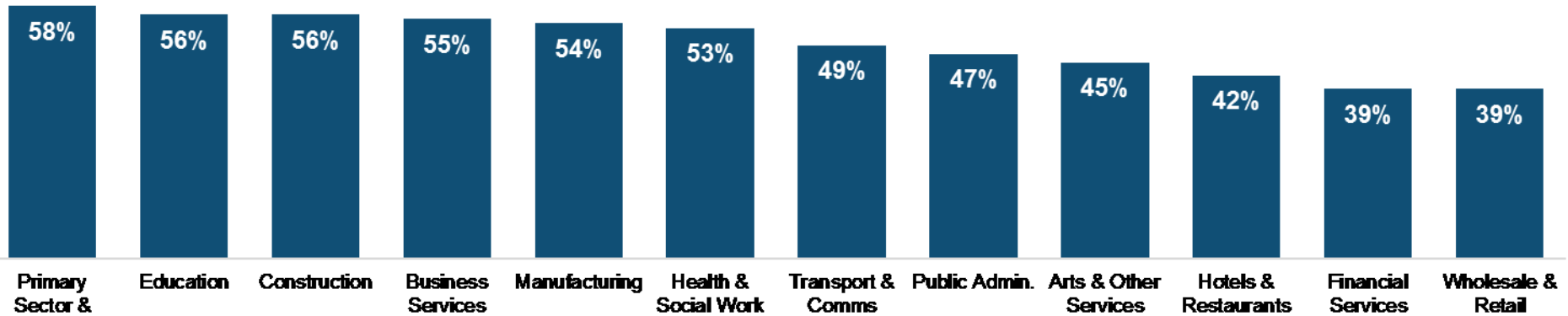
Commercial organisations as a source of training

Scotland: 49%
of employers who train used commercial organisations as a source of training

Base: All Scotland establishments who train (3,288)



Base: All Scotland establishments who train: 2-4 (581), 5-9 (804), 10-24 (820), 25-49 (504), 50-99 (277), 100+ (302)

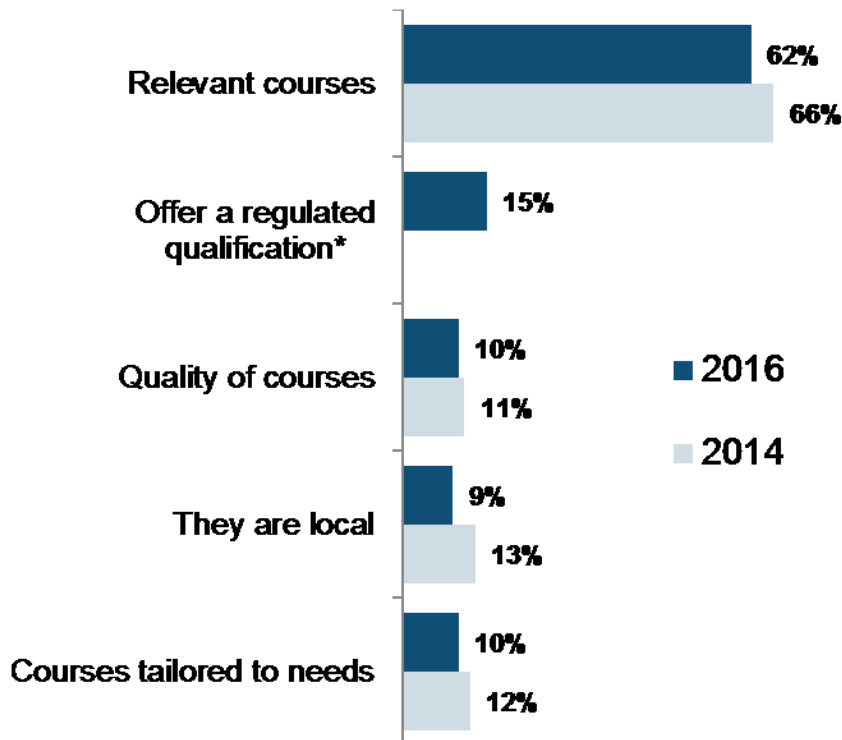


Base: All establishments who train: Primary Sector & Utilities (192), Education (162), Construction (197), Business Services (540), Manufacturing (147), Health & Social Work (438), Transport & Comms (184), Public Admin (105), Arts & Other (222), Hotels & Restaurants (365), Financial Services (82), Wholesale & Retail (654)



Reasons for choosing to invest resource in public training providers

Reasons for using

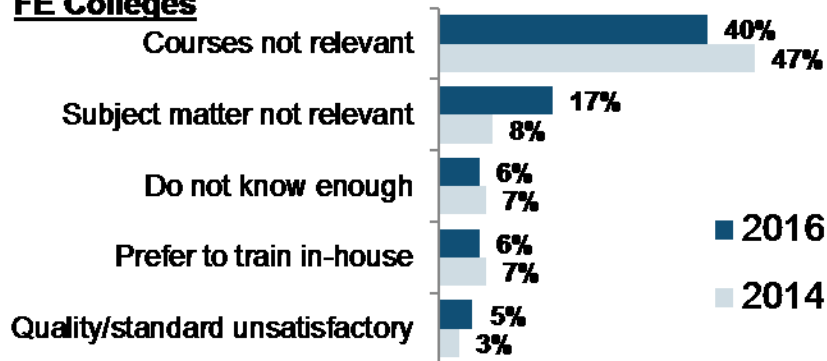


* Added as a pre-code answer in 2016

Base (2016/2014): All Scotland employers who use FE Colleges or HEIs to deliver training (699/796)

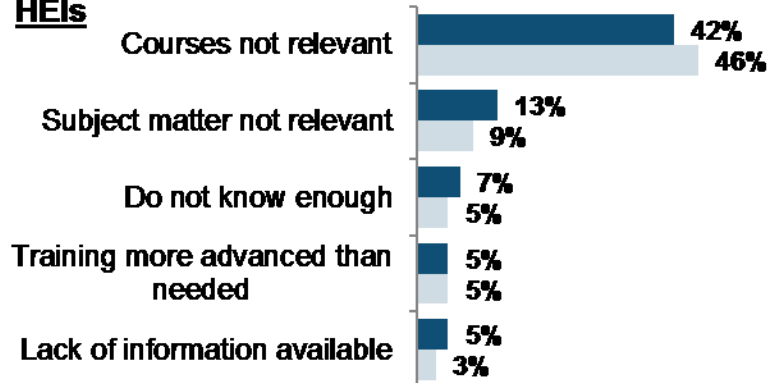
Barriers to using

FE Colleges



Base (2016/2014): All Scotland employers who have not used FE colleges for external training and were asked why (986/944)

HEIs



Base (2016/2014): All Scotland employers who have not used HEIs for external training and were asked why (1,163/1,215)

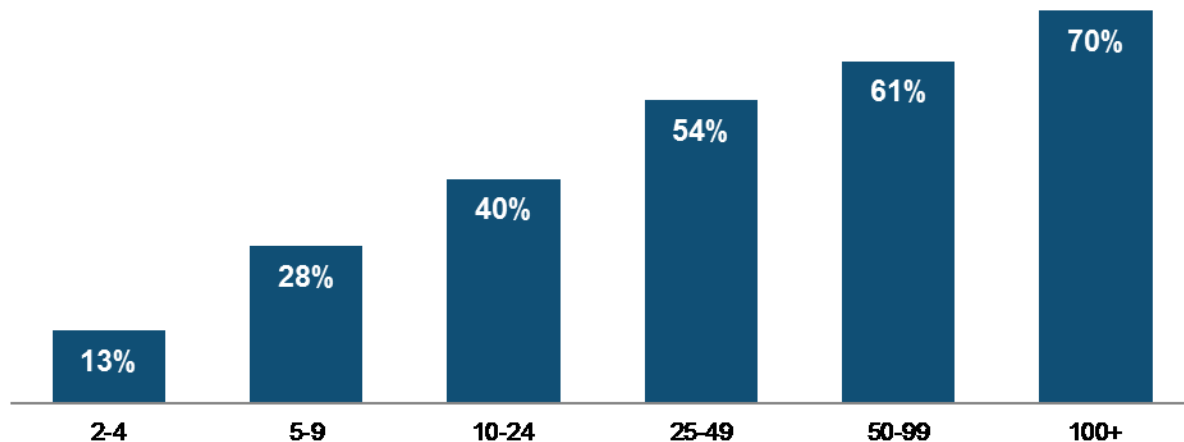


Take-up of vocational training

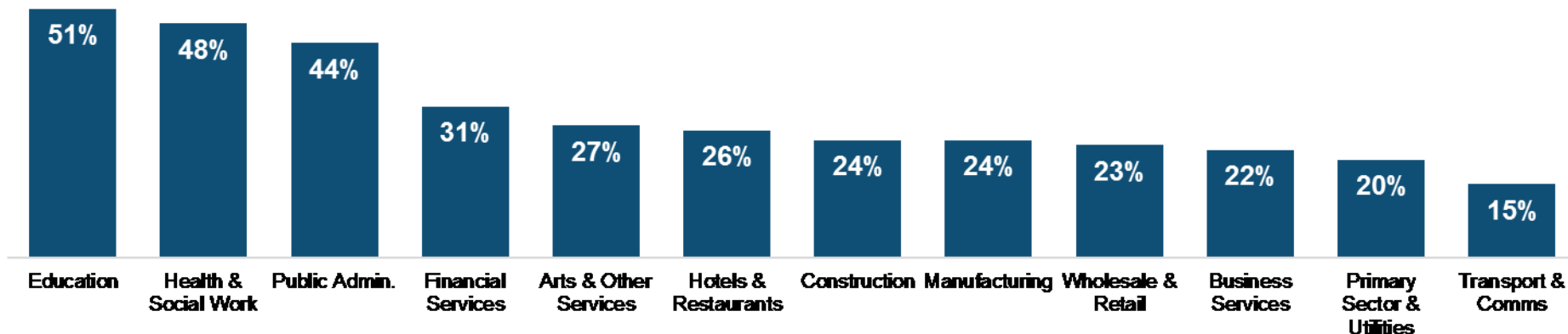
Scotland: 26%

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

Base: All Scotland employers (4,009)



Base: All Scotland employers: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All Scotland employers: Education (172), Health & Social Work (463), Public Admin. (109), Financial Services (91), Arts & Other (281), Hotels & Restaurants (448), Construction (252), Manufacturing (187), Wholesale & Retail (847), Business Services (669), Primary Sector & Utilities (257), Transport & Comms (233),



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Business benefits and impacts of vocational qualifications

Business benefits of vocational qualifications

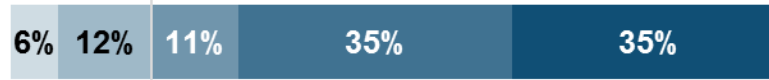
AGREE 2016 AGREE 2014

Can be adapted to business needs



84%

82%



70%

73%

Offers good value for money



74%

74%

Impact of vocational qualifications

Better business performance



86%

86%

Improved staff retention



76%

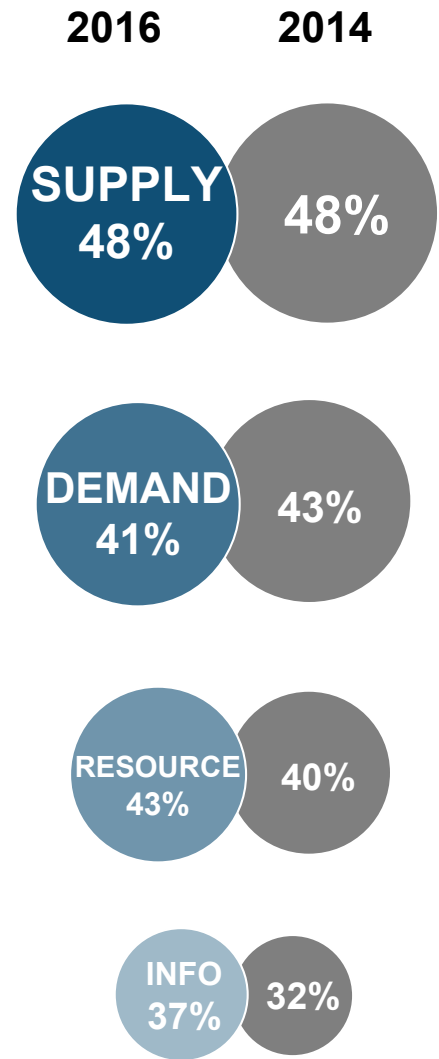
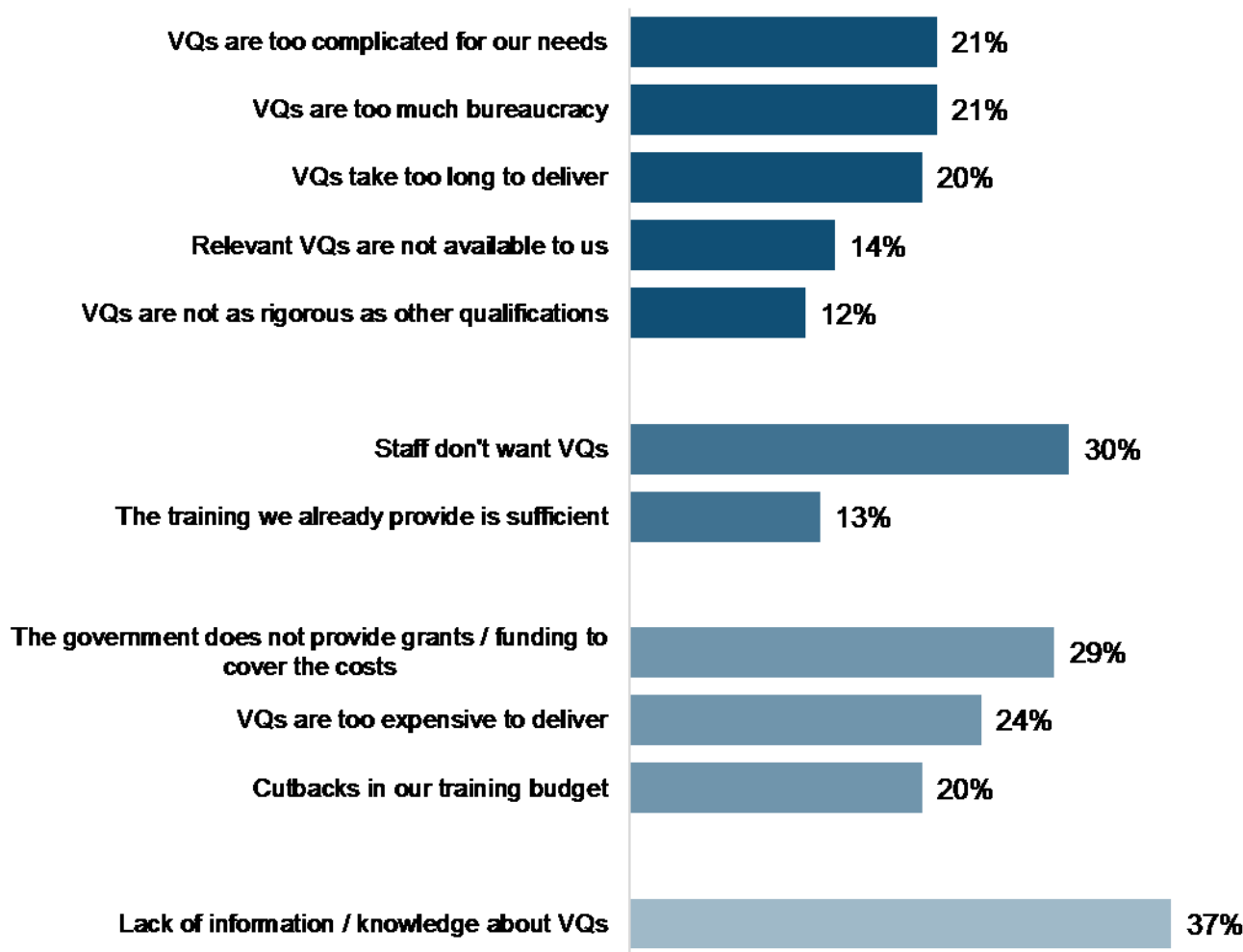
78%

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

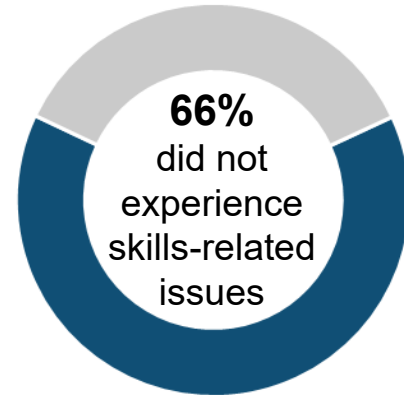
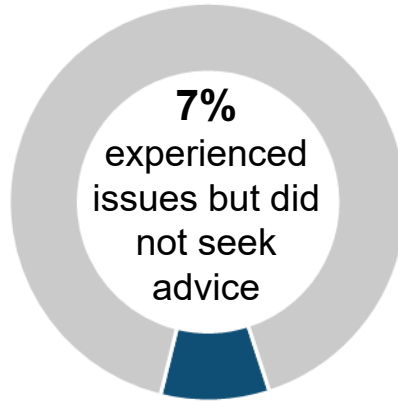
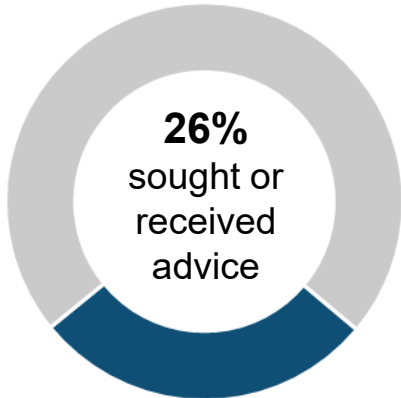
Base: All Scotland employers who had arranged/funded training towards vocational qualifications in the previous 12 months (2014/2016): 1,526/1,443

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



18%

TRAINING PROVIDERS

Commercial or not for profit training provider	14%
College	7%
University	4%

16%

COLLECTIVES & REPRESENTATIVES

Professional body	11%
Other employers	5%
Chamber of Commerce	2%
Trade Union	1%

15%

PUBLIC SECTOR

Local Authority	6%
Sector Skills Council	6%
Business Gateway	3%
Scottish Enterprise	3%
Highlands and Islands Enterprise	1%

5%

OTHER PRIVATE

Consultancy	4%
Suppliers	<1%



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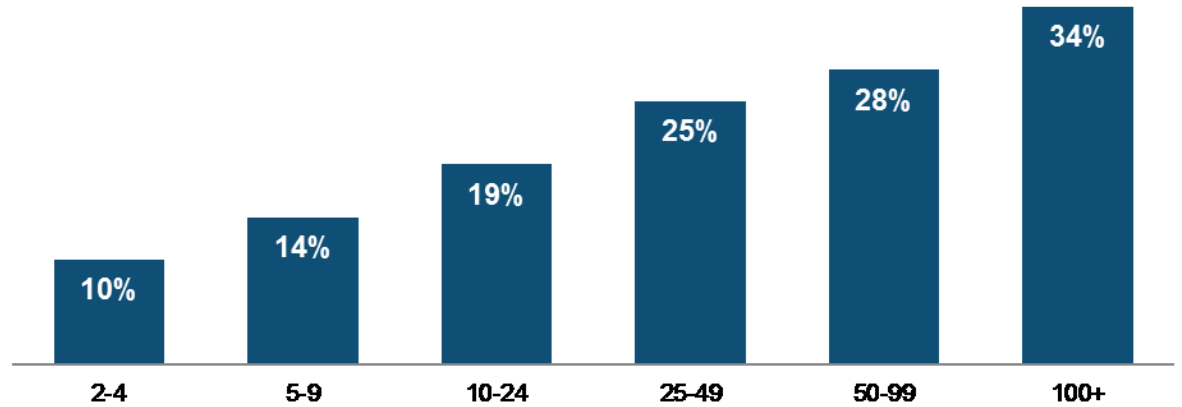
Base: All Scotland employers (4,009)

Produced by IFF Research

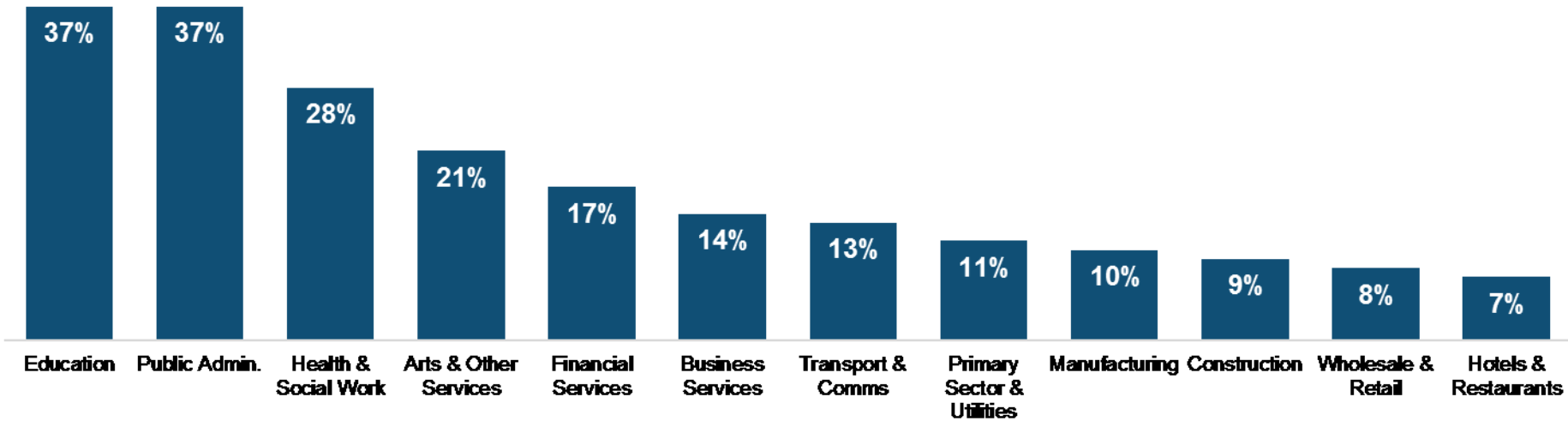
Employer collaboration training practice

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

Base: All Scotland establishments (4,009)



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)



Base: All Scotland establishments: Education (172), Public Admin. (109), Health & Social Work (463), Arts & Other (281), Financial Services (91), Business Services (669), Transport & Comms (233), Primary Sector & Utilities (257), Manufacturing (187), Construction (252), Wholesale & Retail (847), Hotels & Restaurants (448),

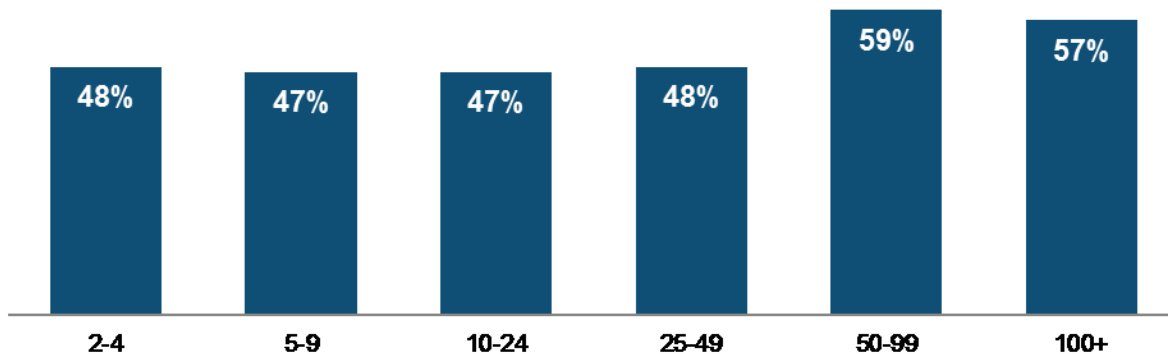


Employer involvement in designing content of vocational qualifications

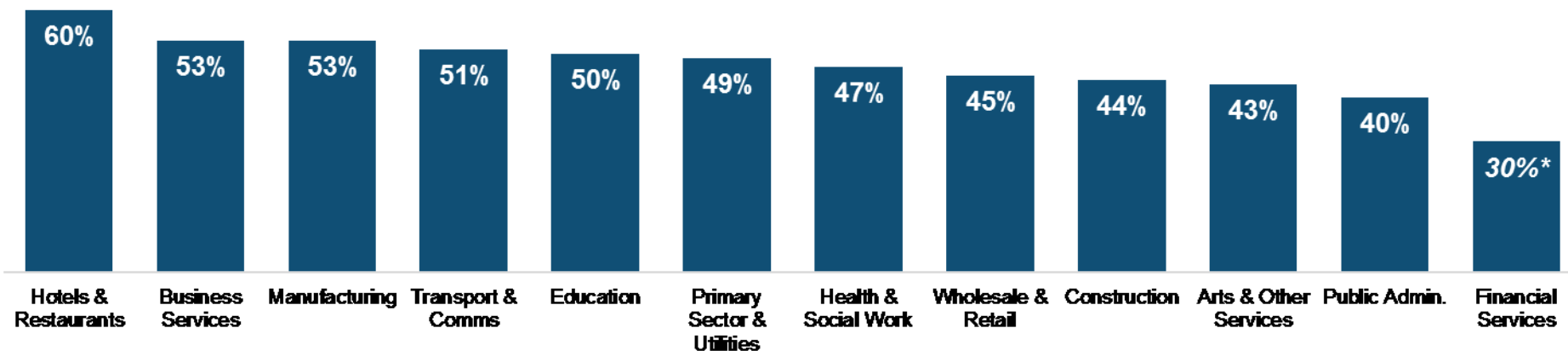
Scotland: 49%

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 Scotland employers who have trained staff using vocational qualifications in last 12 months (1,443)



Base: All Scotland employers who have trained staff using vocational qualifications in last 12 months : 2-4 (132), 5-9 (275), 10-24 (365), 25-49 (277), 50-99 (179), 100+ (215)



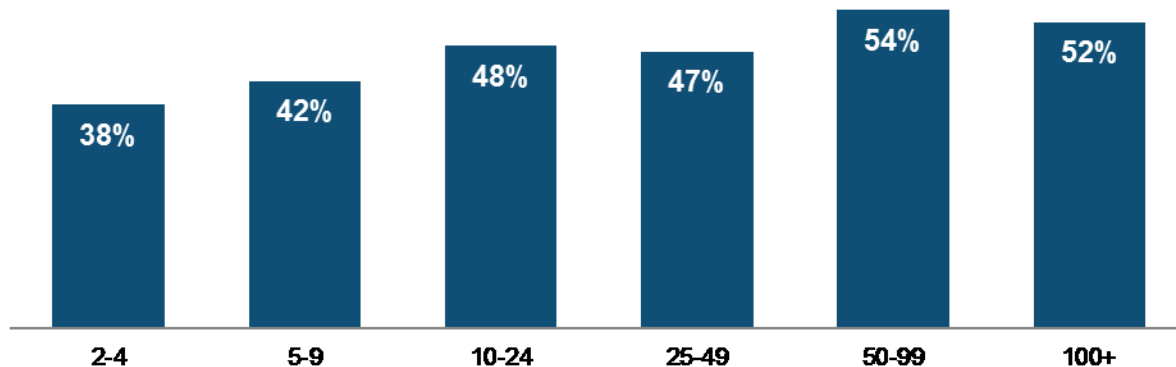
Base: All Scotland employers who have trained staff using vocational qualifications in last 12 months: Hotels & Restaurants (158), Business Services (211), Manufacturing (68), Transport & Comms (58), Education (96), Primary Sector & Utilities (76), Health & Social Work (274), Wholesale & Retail (228), Construction (92), Arts & Other (93), Public Admin. (58), Financial Services (31),

** denotes a base size of between 25-49 employers and should be treated with caution

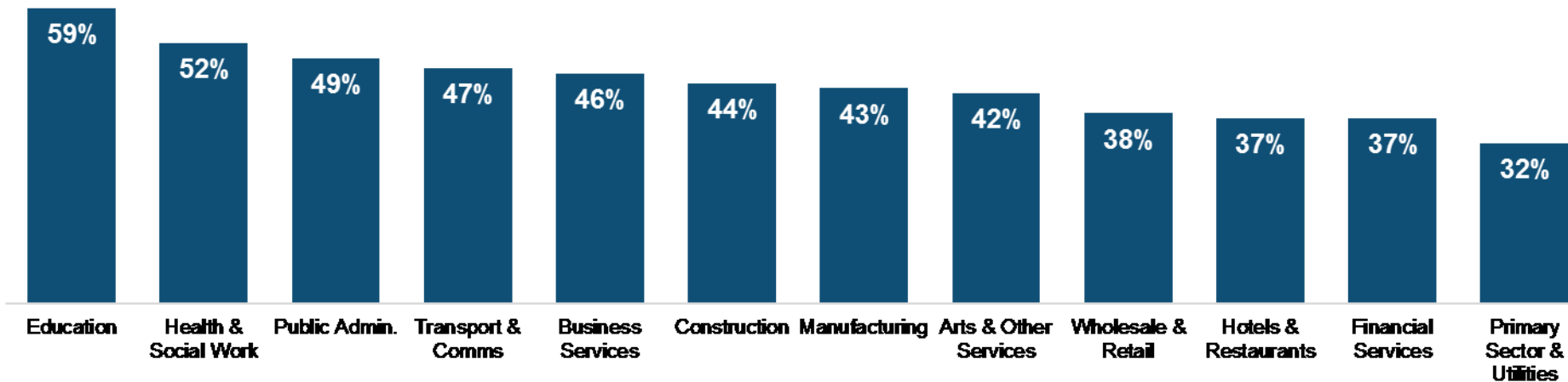
Employer involvement in designing content of external training

Scotland: 43%
of employers who have arranged external training in the past 12 months have had some involvement in the design of its content

Base: All Scotland establishments that provide external training (2,365)

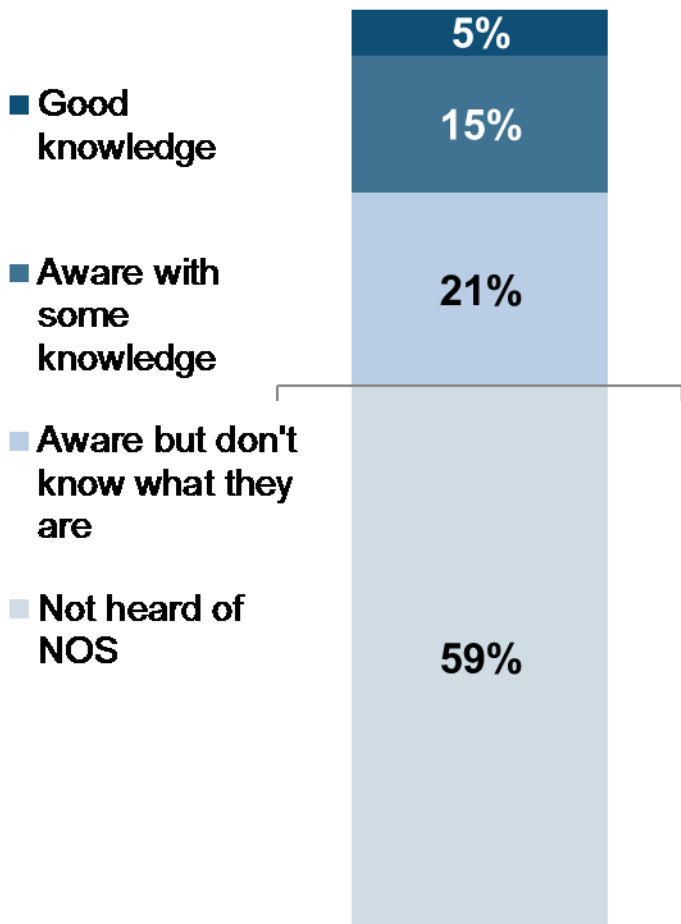


20-49 (410), 50-99 (242), 100+ (201)



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

Awareness and use of the National Occupational Standards in Scotland



Scotland: 40% any awareness of NOS
(2014: 40%)

11% of all Scotland employers used NOS...
(2014: 10%)

- To develop training plans to meet the establishment's training needs: **8%** (2014: 7%)
- For staff appraisals or performance management: **8%** (2014: 6%)
- To develop job descriptions or guide recruitment criteria: **7%** (2014: 6%)
- For succession planning or competency frameworks: **6%** (2014: 6%)

Base (2016/2014): All Scotland establishments (4,009/4,015)



Apprenticeships

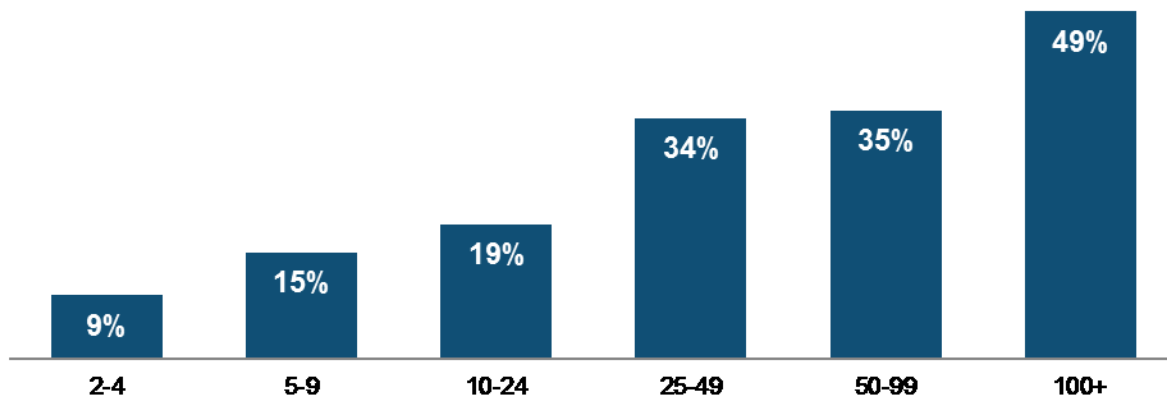


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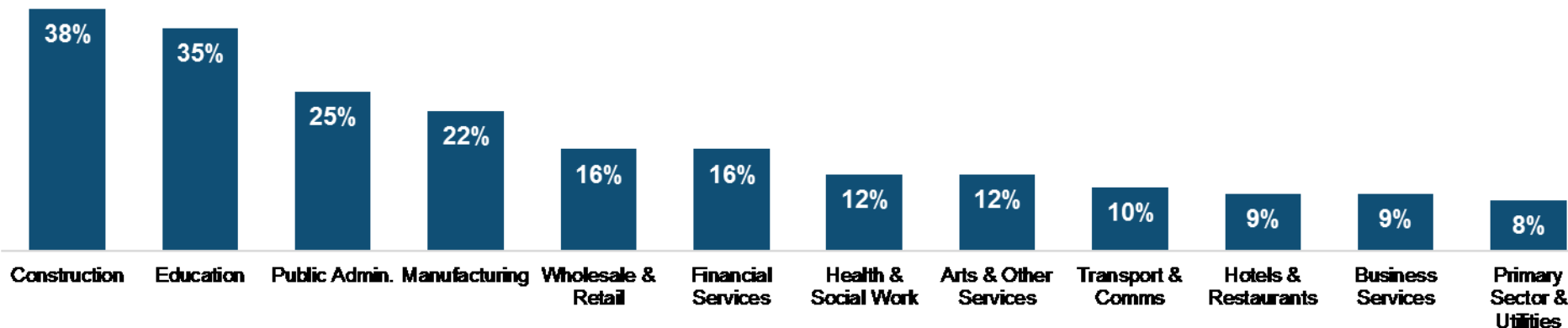
An overview

Scotland: 15%
of establishments offered
apprenticeships

Base: All Scotland establishments (4,009)



Base: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)

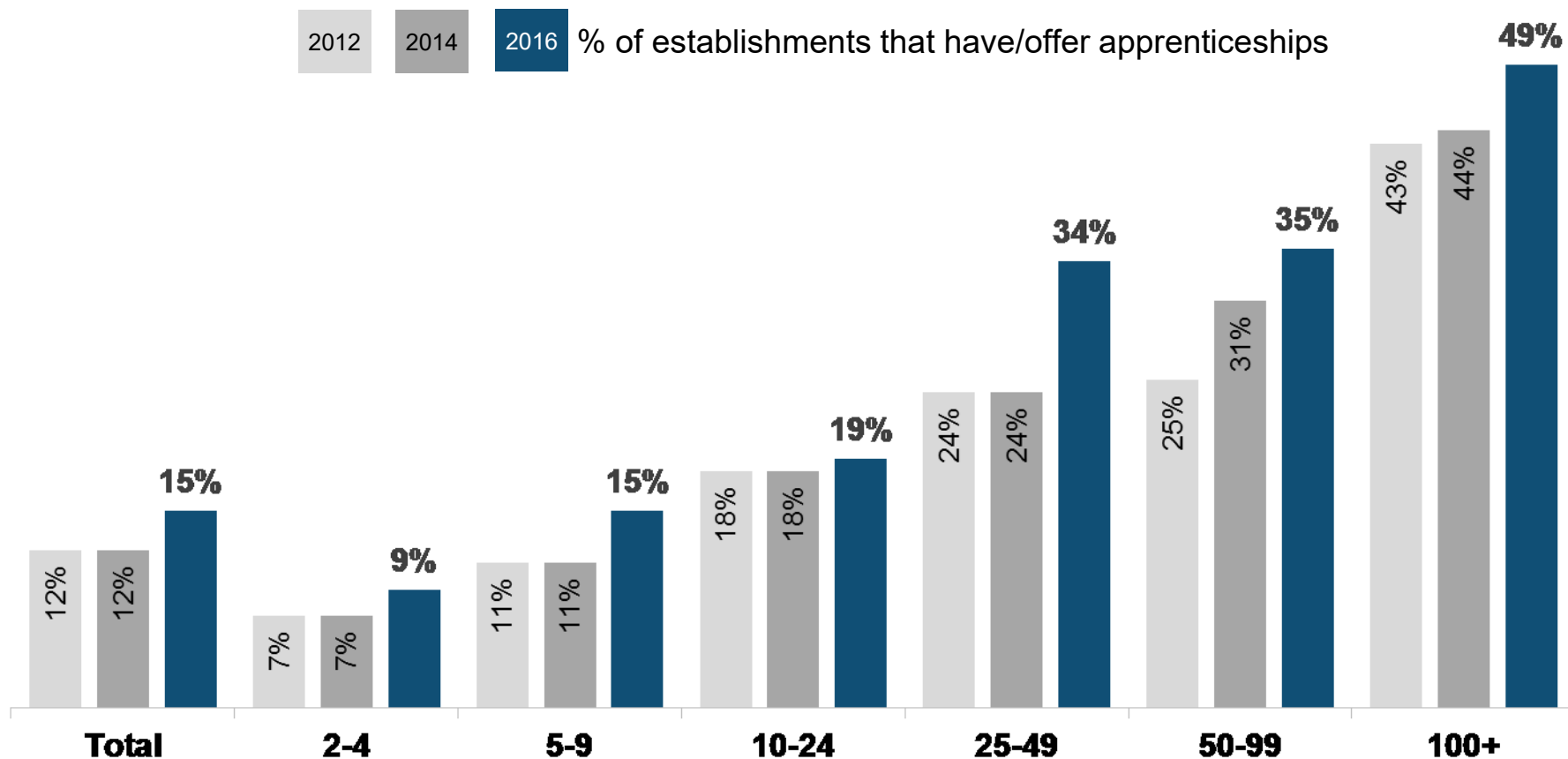


Base: All Scotland establishments: Construction (252), Education (172), Public Admin. (109), Manufacturing (187), Wholesale & Retail (847), Financial Services (91), Health & Social Work (463), Arts & Other (281), Transport & Comms (233), Hotels & Restaurants (448), Business Services (669), Primary Sector & Utilities (257)



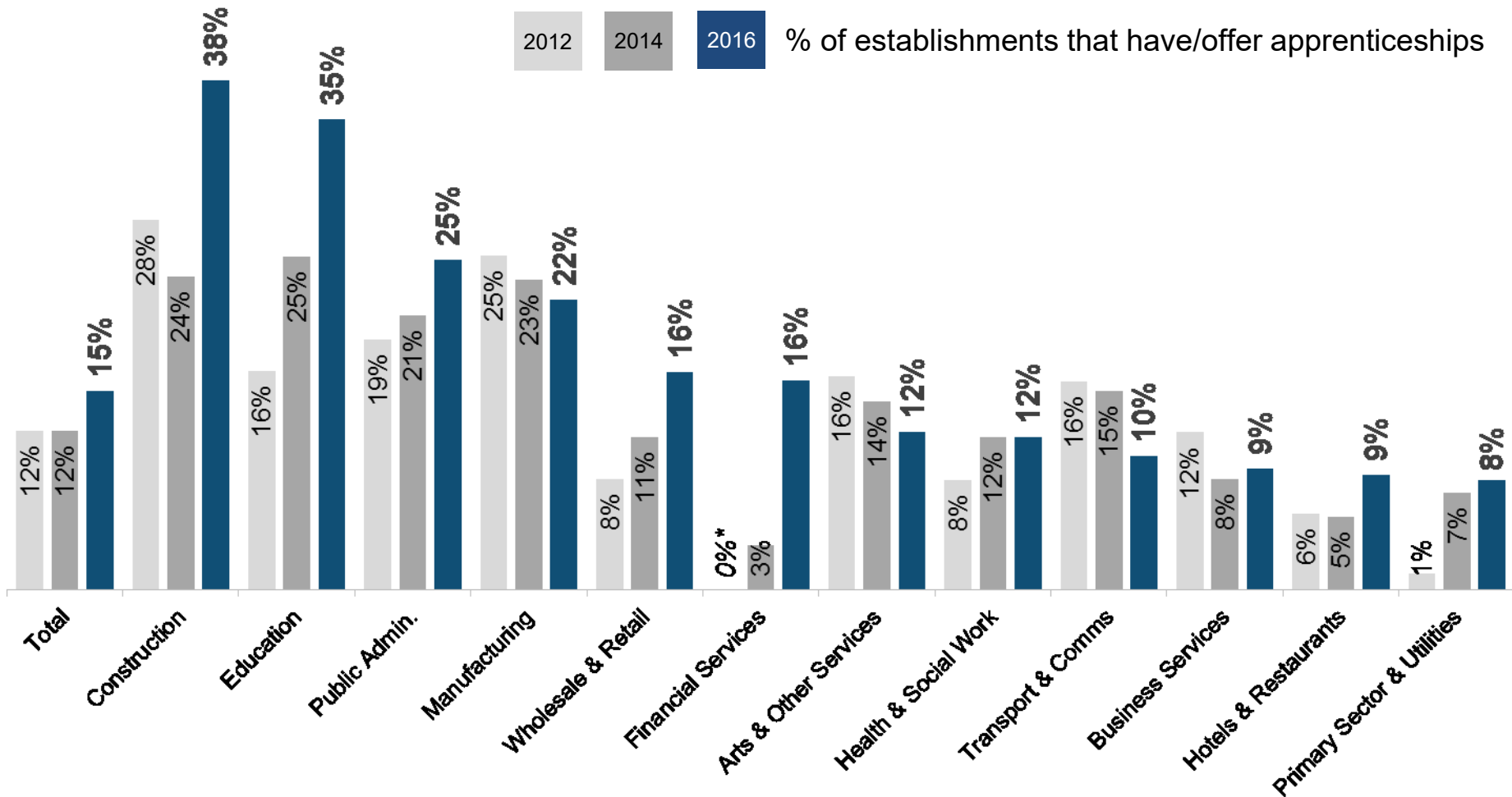
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Apprenticeships by establishment size



Base for 2016: All Scotland establishments: 2-4 (1,004), 5-9 (983), 10-24 (905), 25-49 (519), 50-99 (289), 100+ (309)

Apprenticeships by sector



Base: All Scotland establishments: Construction (252), Education (172), Public Admin. (109), Manufacturing (187), Wholesale & Retail (847), Financial Services (91), Health & Social Work (463), Arts & Other (281), Transport & Comms (233), Hotels & Restaurants (448), Business Services (669), Primary Sector & Utilities (257)

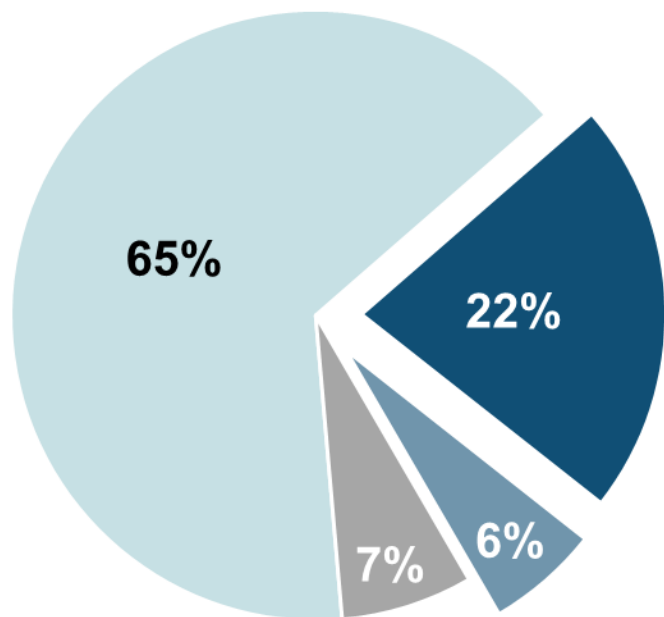


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** denotes a base size of between 25-49 employers and should be treated with caution

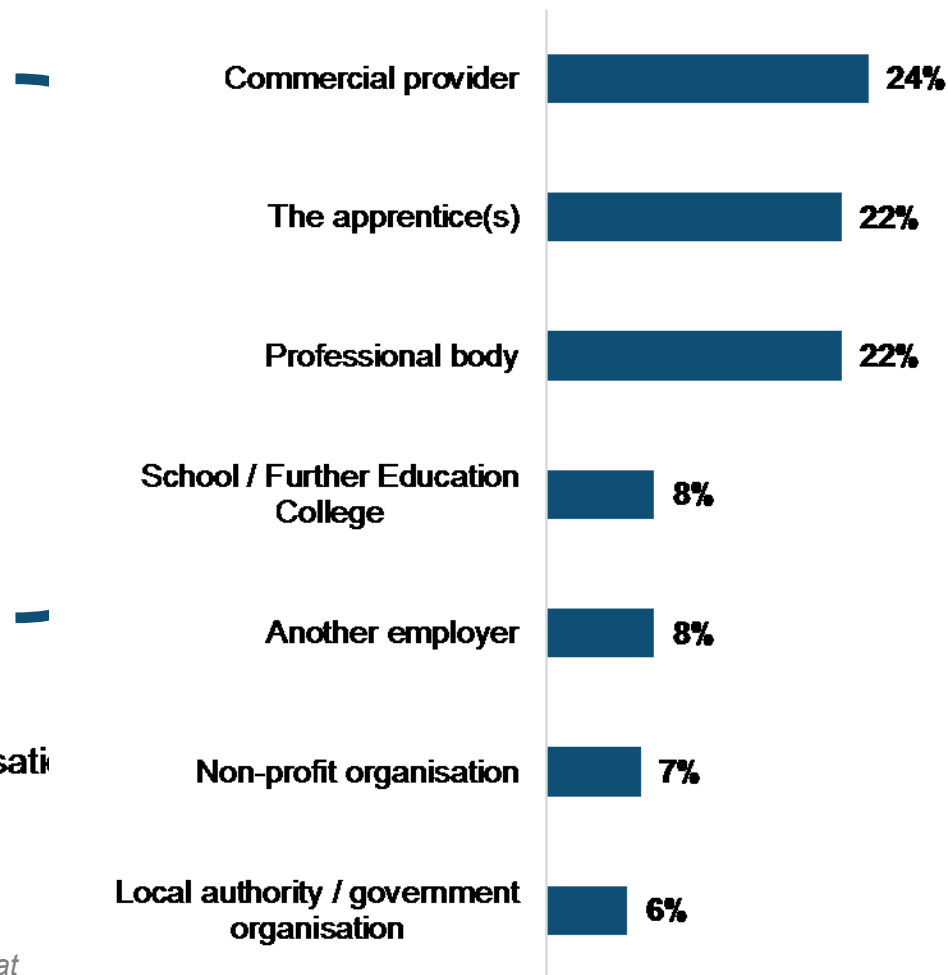
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Whether approached by external agencies about offering apprenticeships



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

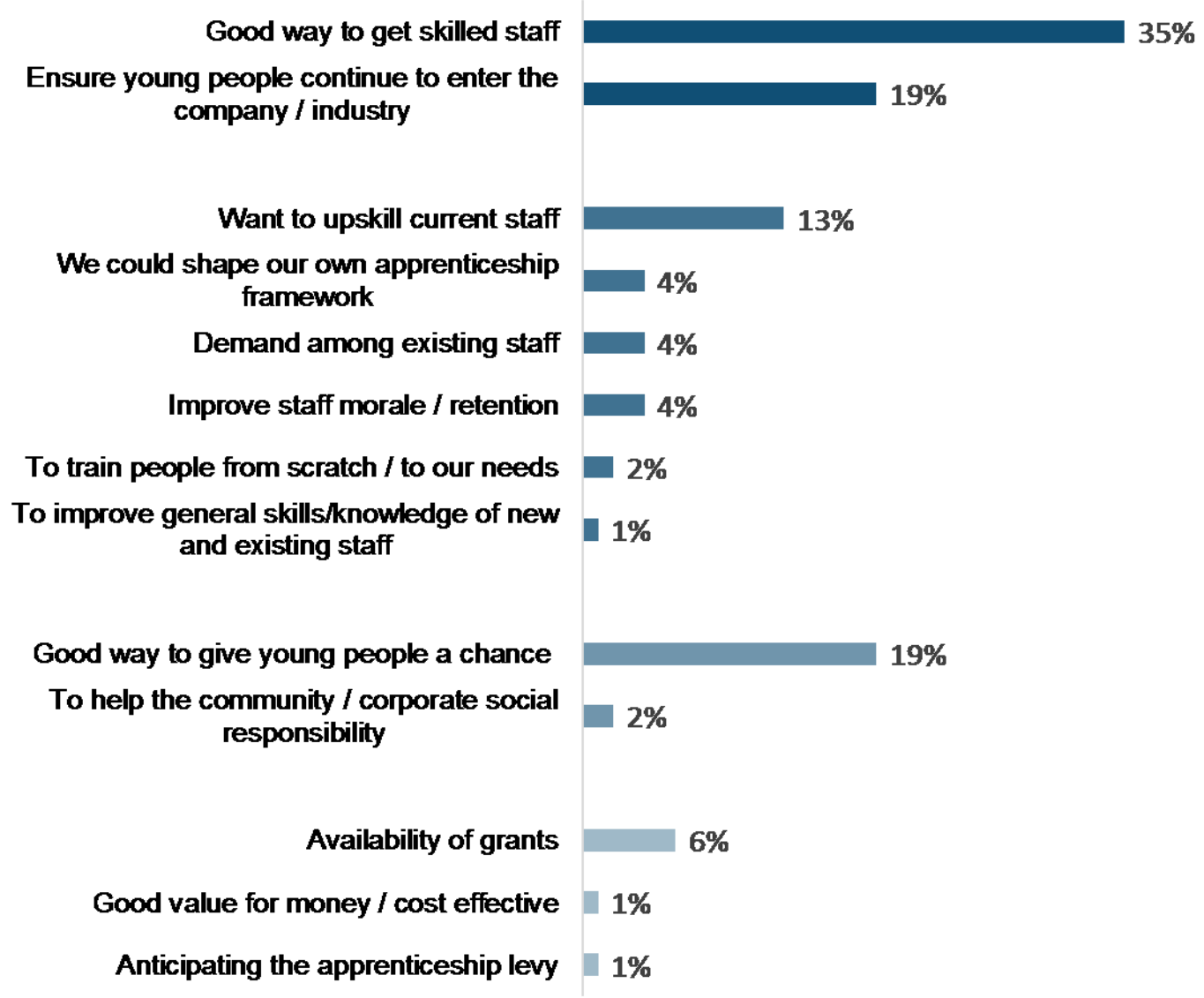
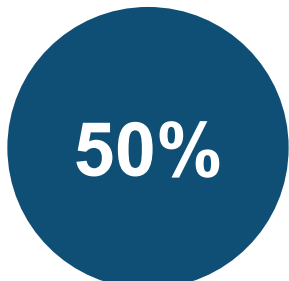
Base for pie chart: All Scotland establishments that started offering apprenticeships in the last 3 years (221)



Base for bars: All establishments that were approached by an individual / organisation (56)



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



Note: multiple responses were allowed.

Reasons for not offering apprenticeships

61%

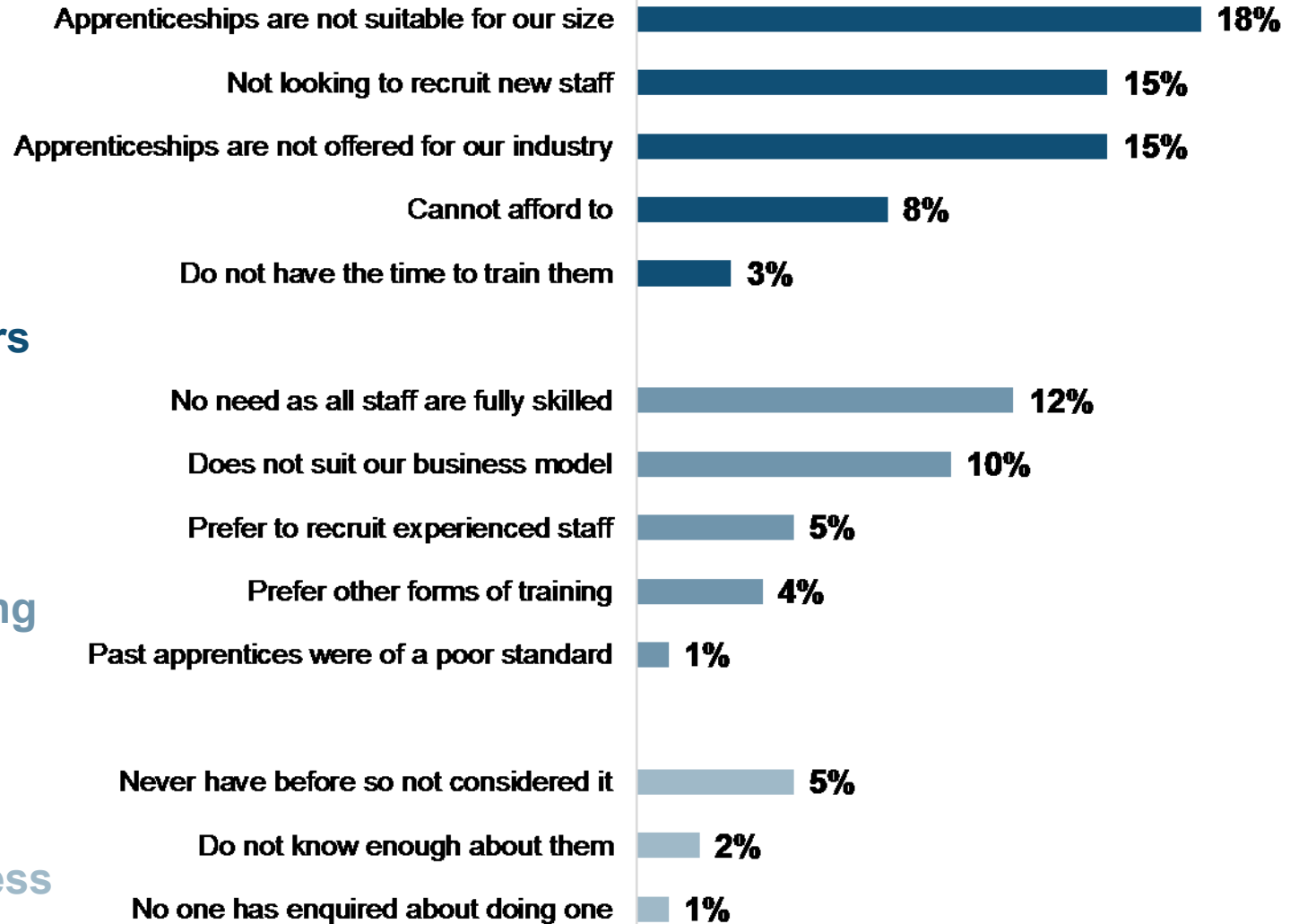
Perceived structural barriers

31%

Actively choosing not to

10%

Lack of awareness



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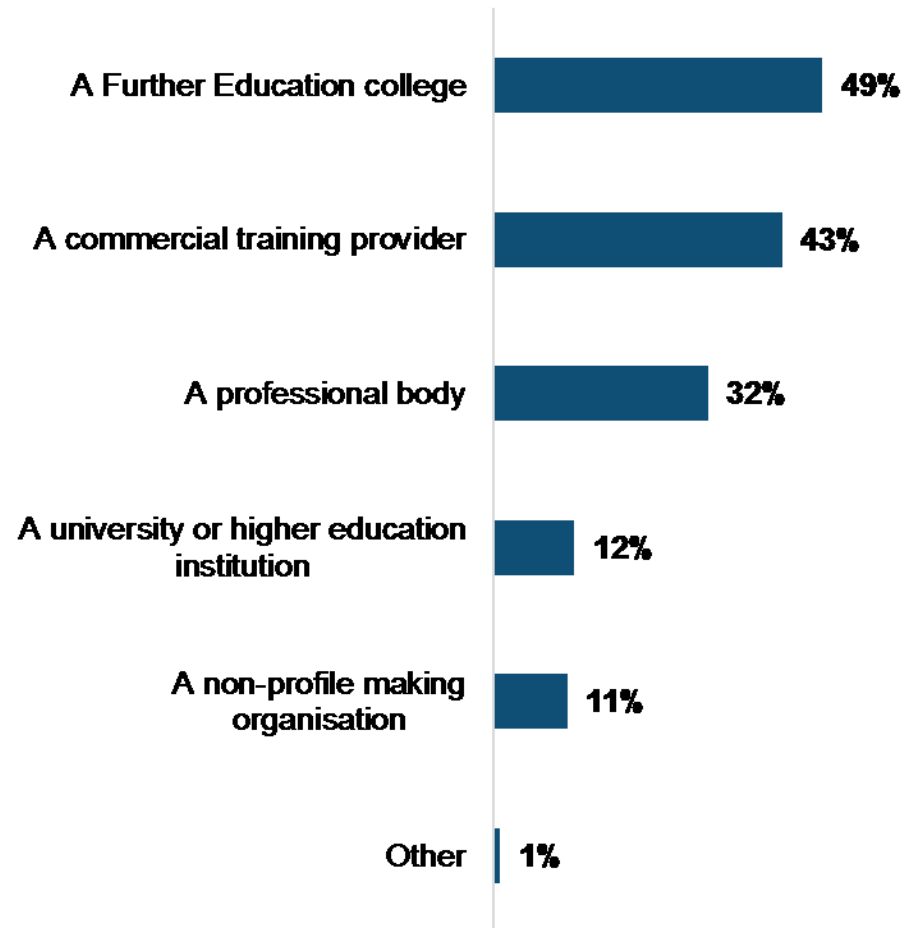
Base: All Scotland establishments not offering apprenticeships (3,192)
Note: multiple responses were allowed.

Types of external training providers used for apprenticeships

80%

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

Base: All Scotland establishments who have or offer apprenticeships (817)



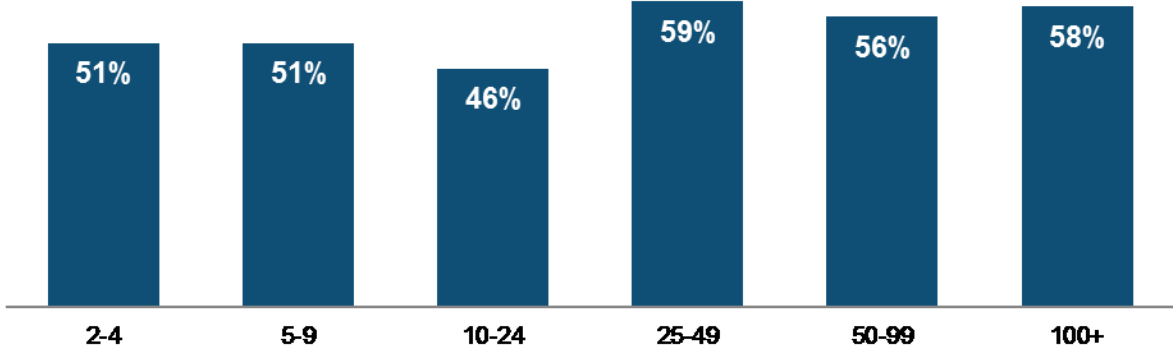
Base: All establishments whose apprentices receive external training (684)



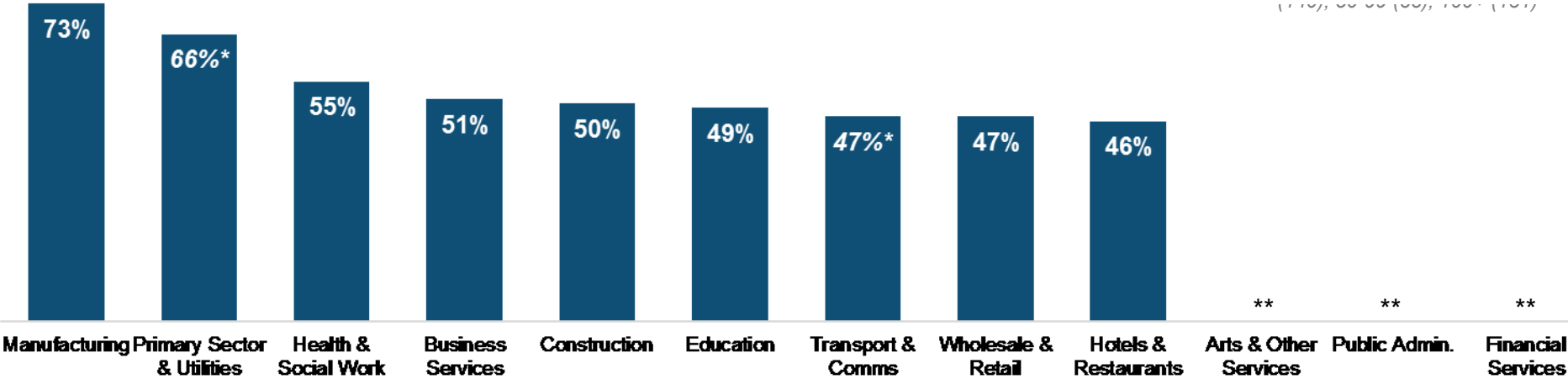
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Employer involvement in designing external training

Scotland: 52%
employers whose apprentices receive external training have had involvement in the design of the content



Base:



Base: All Scotland establishments whose apprentices receive external training: Manufacturing (52), Primary Sector & Utilities (32), Health & Social Work (58), Business Services (87), Construction (105), Transport & Comms (34), Wholesale & Retail (137), Hotels & Restaurants (54)

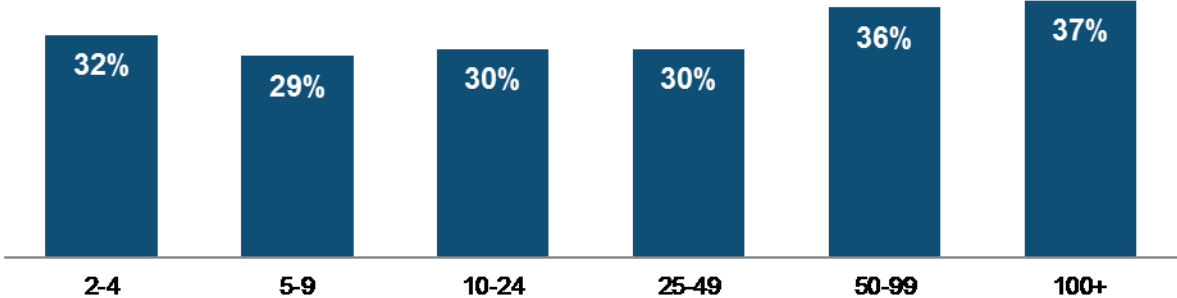
*** denotes a figure not shown due to a base size of fewer than 25 employers
 ** denotes a base size of between 25-49 employers and should be treated with caution



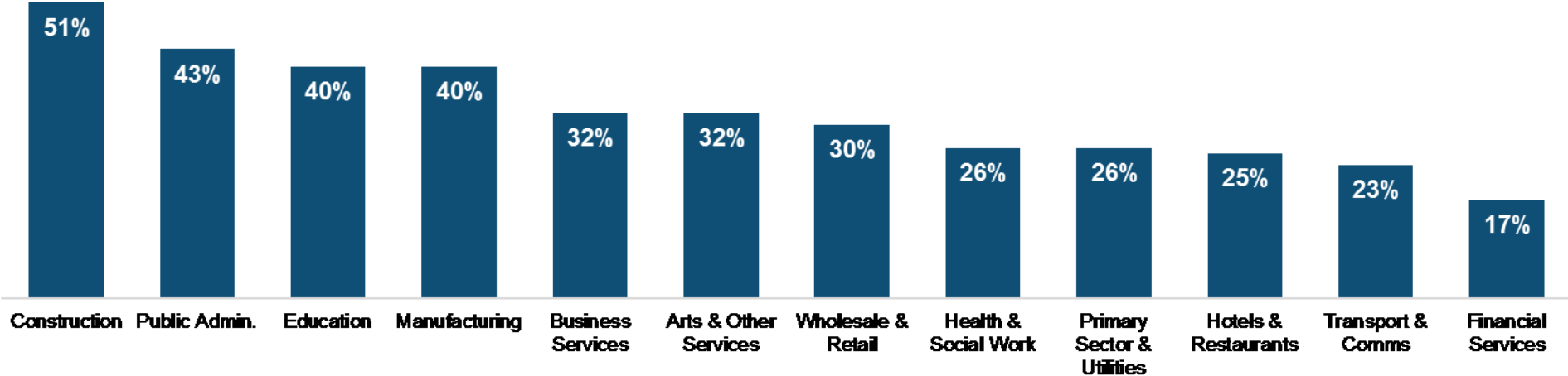
Awareness and knowledge of apprenticeships

Scotland: 31%
 employers not currently offering apprenticeships were aware of apprenticeships and had at least a (self described) **good** knowledge of what they involve

Base: All Scotland establishments not offering apprenticeships (3,192)

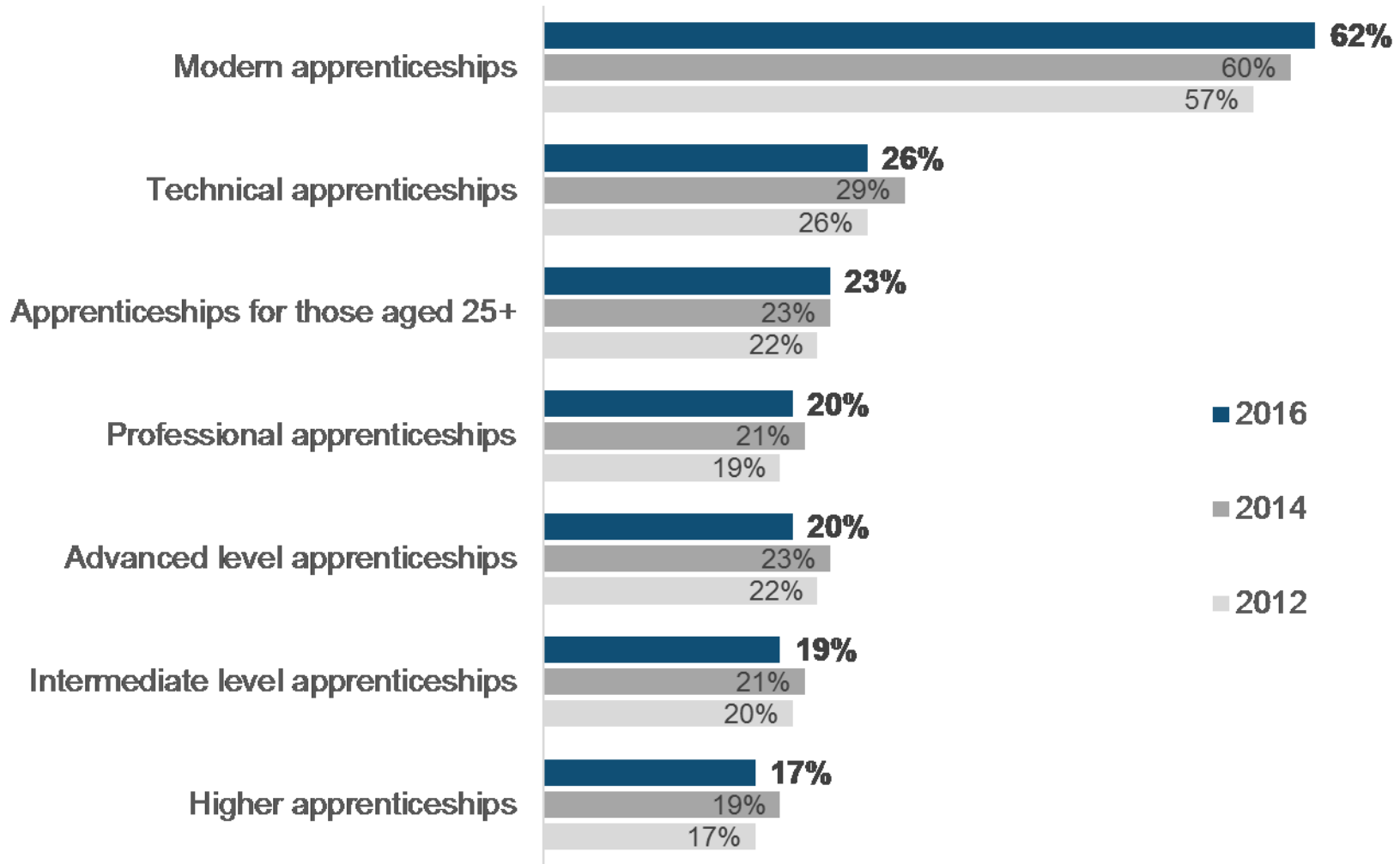


Base: All Scotland establishments not offering apprenticeships: 2-4 (913), 5-9 (840), 10-24 (725), 25-49 (362), 50-99 (188), 100+ (164)



Base: All Scotland establishments not offering apprenticeships: Construction (126), Public Admin. (77), Education (105), Manufacturing (127), Business Services (563), Arts & Other (245), Wholesale & Retail (1,614), Health & Social Work (399), Primary Sector & Utilities (218), Hotels & Restaurants (381), Transport & Comms (194), Financial Services (72)

Awareness of specific government-recognised apprenticeship schemes

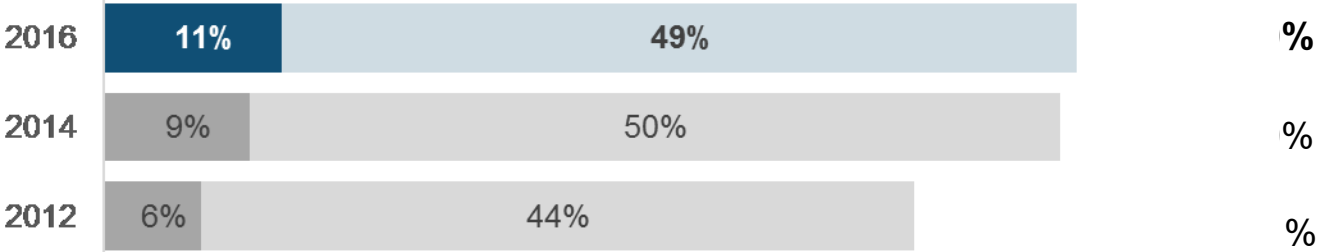


Base (2012/2014/2016): All Scotland establishments (2,000 / 4,015 / 4,009)

Awareness and use of Apprenticeship services

AWARE

Skills Development Scotland



Adopt an Apprentice



Group Training Associations



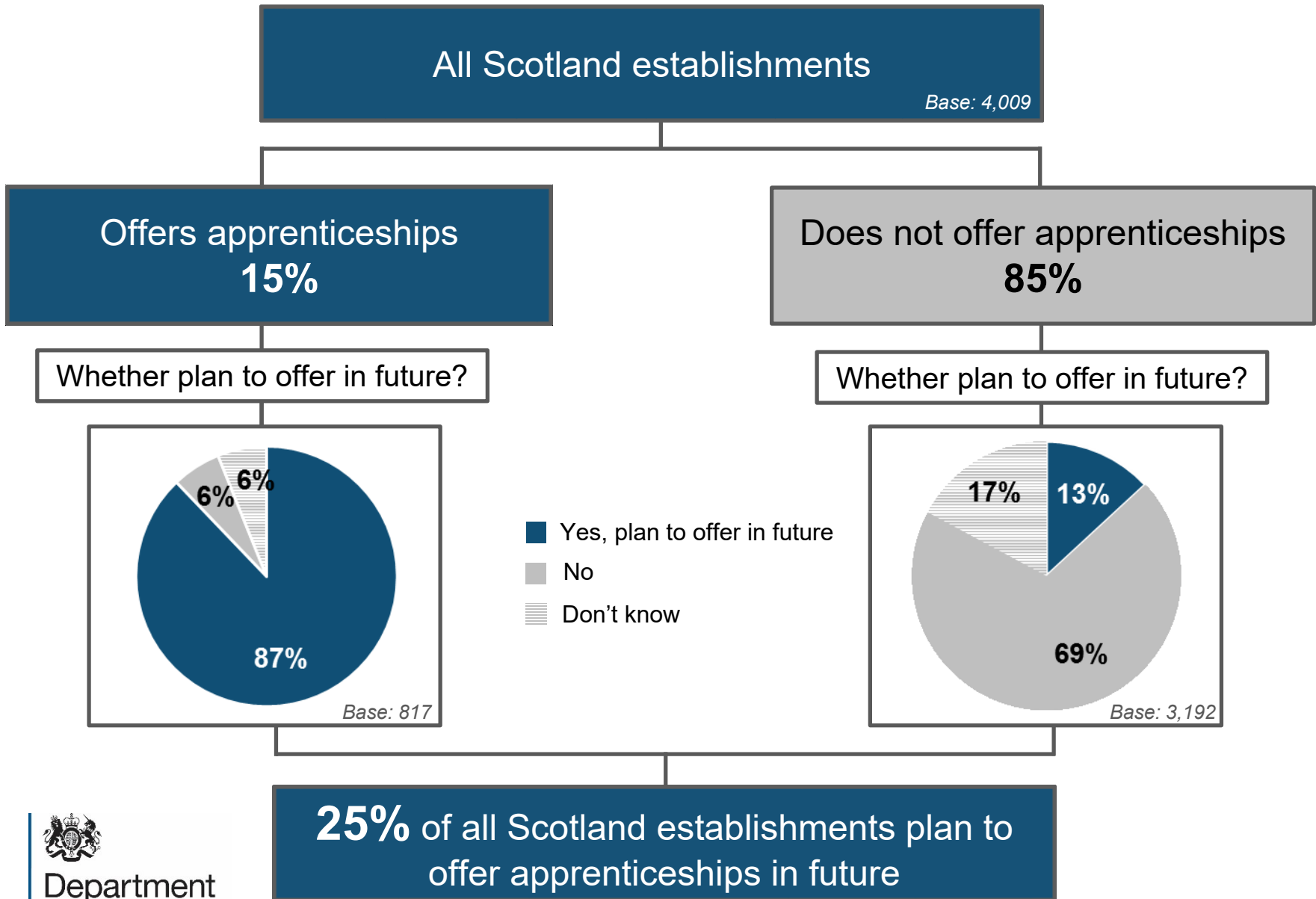
■ Used ■ Aware but not used



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Base (2012/2014/2016). All Scottish establishments (2,000 / 4,010 / 4,009)

Future demand for apprenticeships



Reasons for planning to start offering apprenticeships

66%

Acquiring talent

18%

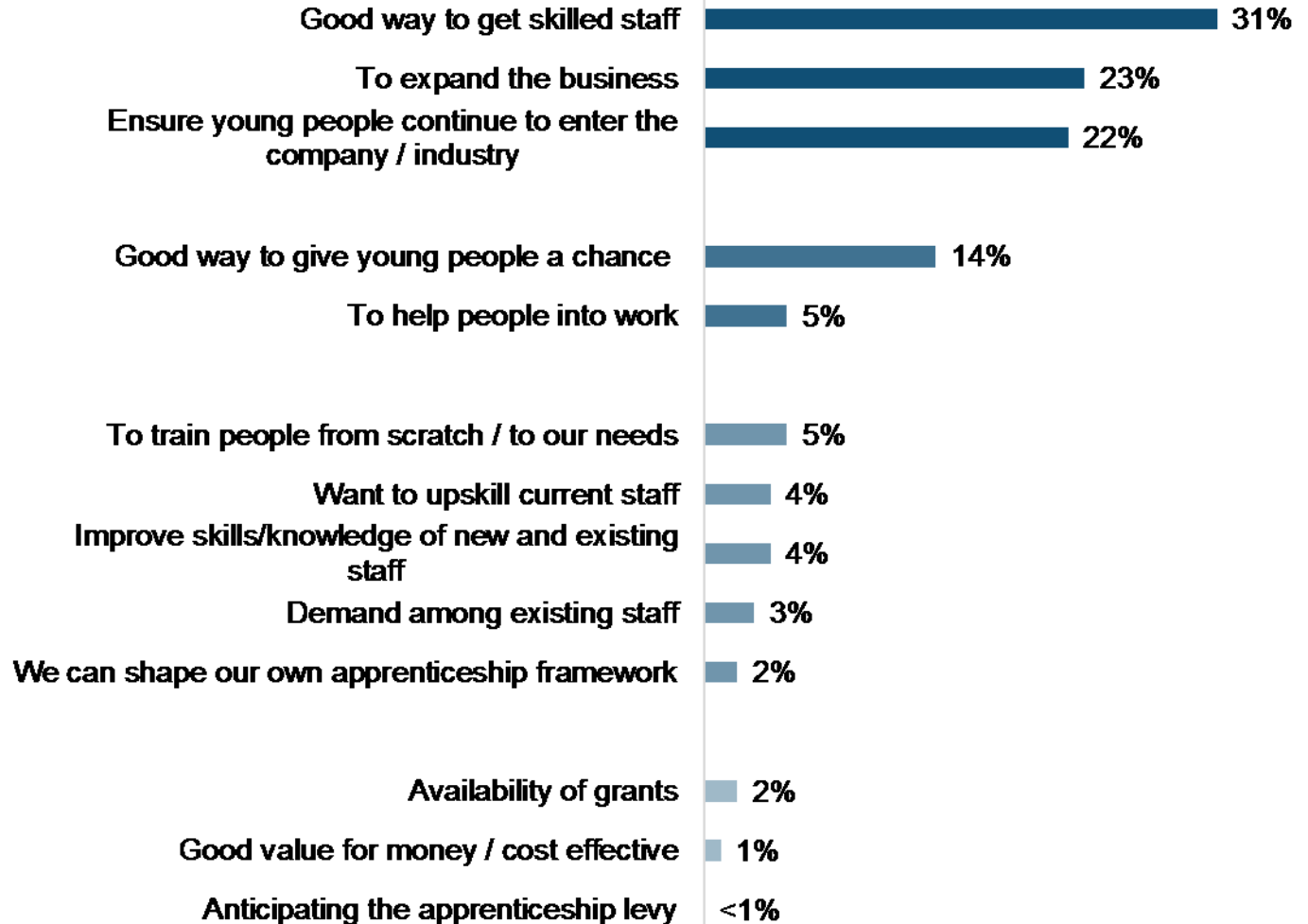
Altruistic

17%

Nurturing talent

4%

Financial

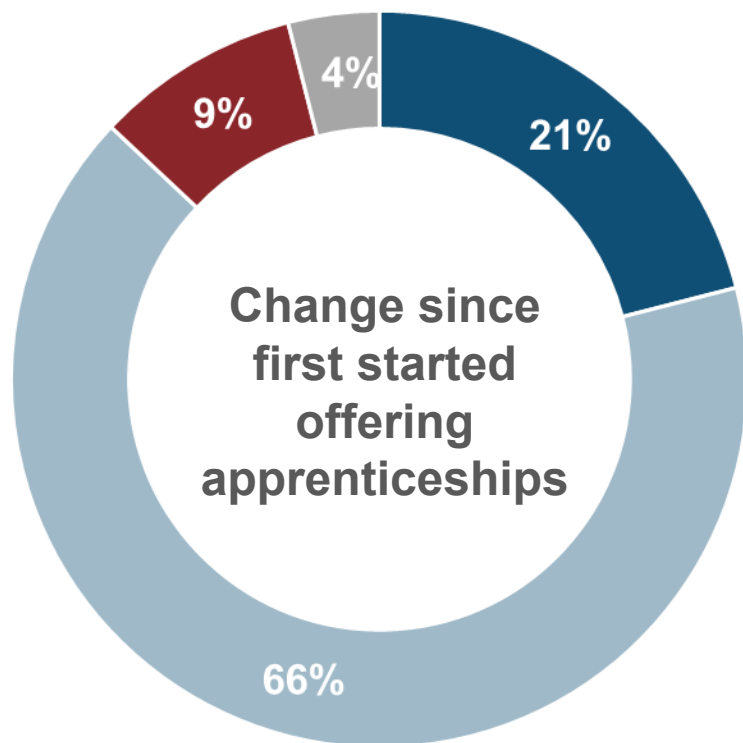


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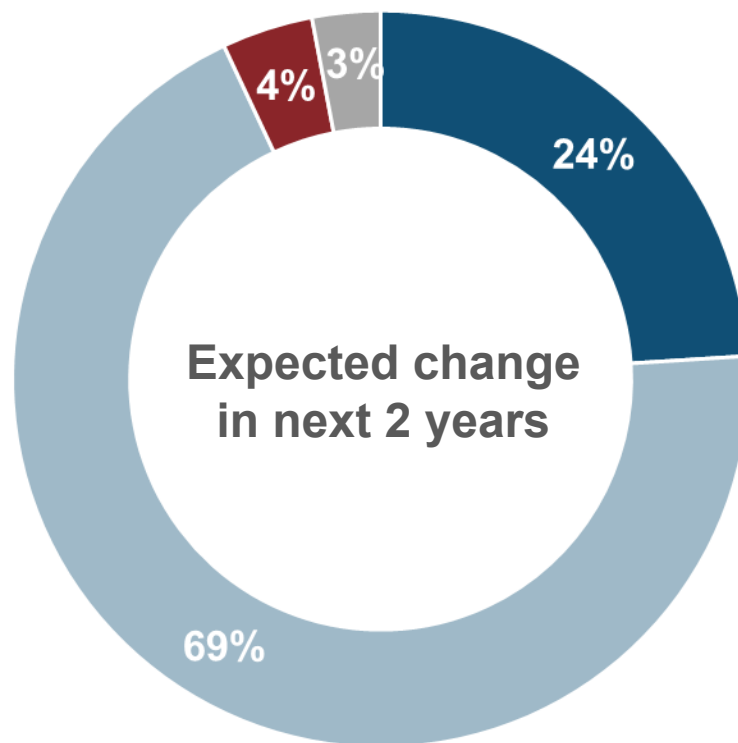
Base: All Scotland establishments that plan to start offering apprenticeships in future (480).
Note: multiple responses were allowed.

Change in apprentice numbers (past and future)

■ Increase ■ Stay about the same ■ Decrease ■ Don't know



Base: All Scotland establishments with current apprentices (569)



Base: All Scotland establishments with current apprentices and plan to continue offering apprenticeships in future (502)

Note: breakdowns by region and sector are not show due to low base sizes.

Conclusions



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

- Despite 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 (77%) used word of mouth / personal recommendations to access the potential labour market. (10% used this as their sole method of recruitment).
 - 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 the Scottish Government's target of supporting 30,000 Modern Apprenticeships starts per year 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.
- A quarter (25%) of Scotland establishments were planning to offer apprenticeships in future.
- Potential to increase apprenticeship numbers also exists among establishments already offering them. Almost a quarter (24%) of these employers with plans to continue offering apprenticeships expected to increase the number of apprentices they employ 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 (52%) of employers in Scotland 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 is similar to the 49% that had arranged training for their staff leading to a vocational qualification (VQ) being involved in designing the training content, both higher than the 43% 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 and for VQs suggests that employers providing these types of training for their staff were more engaged, or there is greater receptiveness among training providers to receive employer input for VQs and training for apprentices.



Sector differences

- Offering work placements was most common in the 'non-market services' sectors: 70% of Education employers had offered them, followed by 61% of Health and Social Work, and 55% of Public Administration employers.
- Offering apprenticeships was also most common in the Education sector (35% were offering apprenticeships at the time of the survey). The offering of apprenticeships was lowest among employers in Hotels and Restaurants and Primary Sector and Utilities (9% and 8% respectively).
- Employers in 'non-market services' sectors (Education, Public Administration, and Health and Social Work) were more likely than other sectors to have arranged or funded training leading to VQs for their staff.
- Employers in these sectors were also more likely than others to have collaborated with other employers on skills and training practices.

