

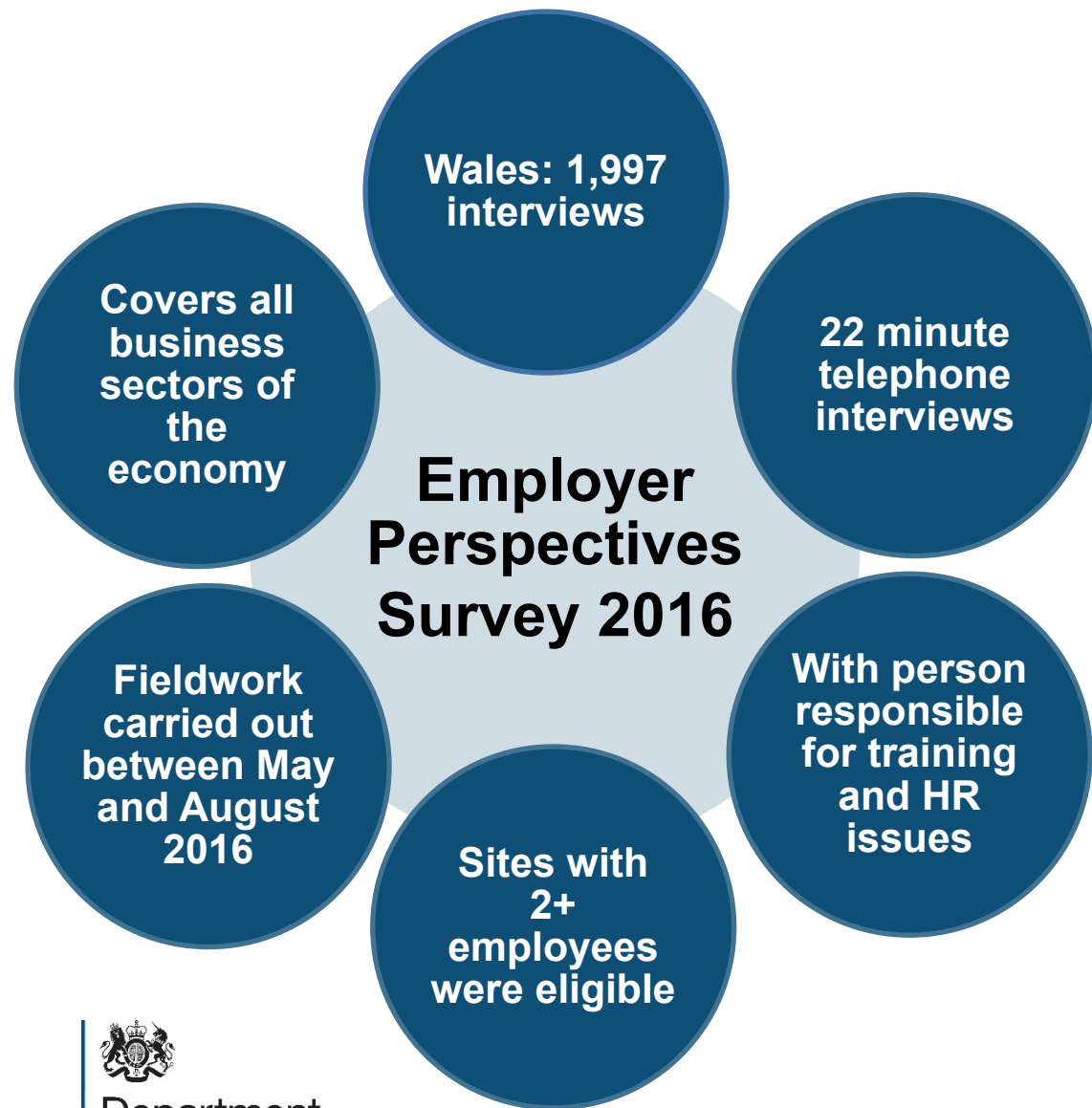
Employer Perspectives Survey 2016

Wales 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
Wales	87,068	1,997
By region		
North Wales	21,698	519
Mid Wales	10,135	200
South West Wales	19,884	436
South East Wales	35,351	842

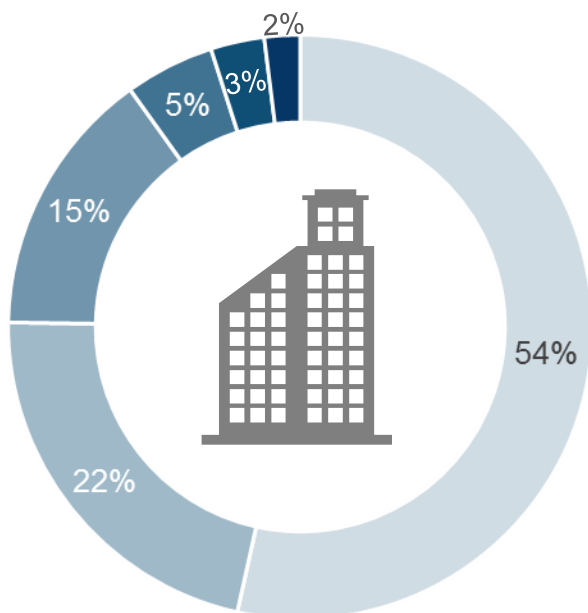
By sector	Population	Number of interviews
Primary Sector & Utilities	10,188	114
Manufacturing	4,332	142
Construction	7,882	143
Wholesale & Retail	17,336	483
Hotels & Restaurants	9,262	222
Transport & Comms	4,646	102
Financial Services	1,546	38
Business Services	14,052	232
Public Admin.	1,252	51
Education	2,834	107
Health & Social Work	7,160	242
Arts & Other Services	6,578	121

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 4 and 9 percentage points across the region and sector sub-groups.

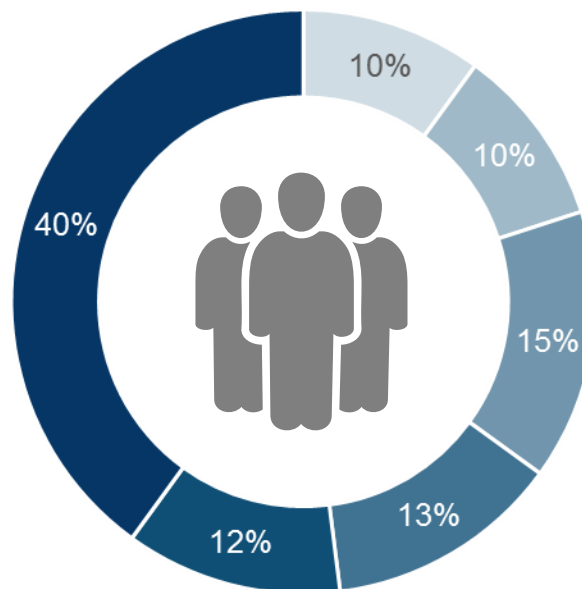


Survey population: size

% of all establishments



% of all employment



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

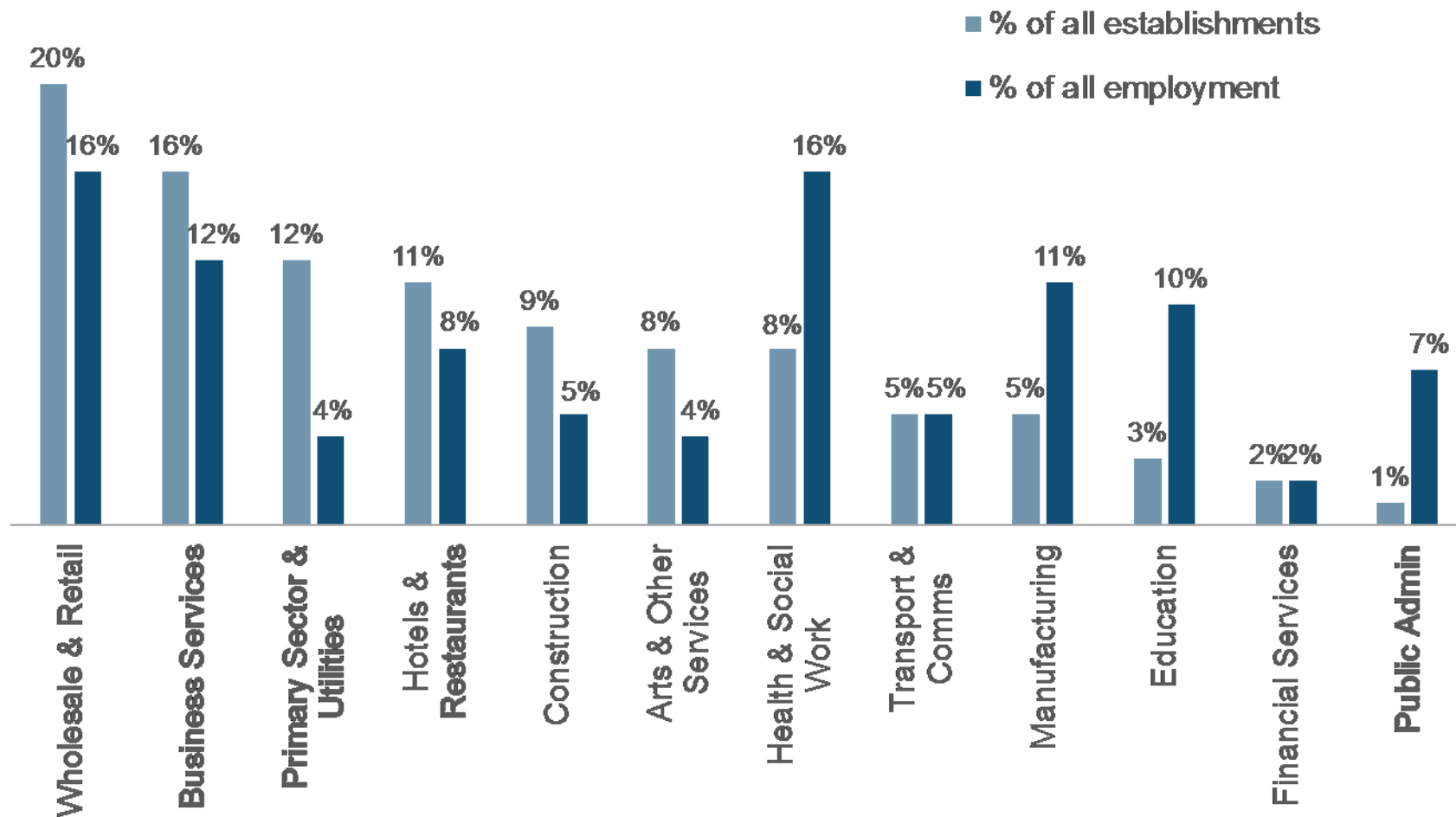
Source: ONS Inter-Departmental Business Register (IDBR), March 2015



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Survey population: sector

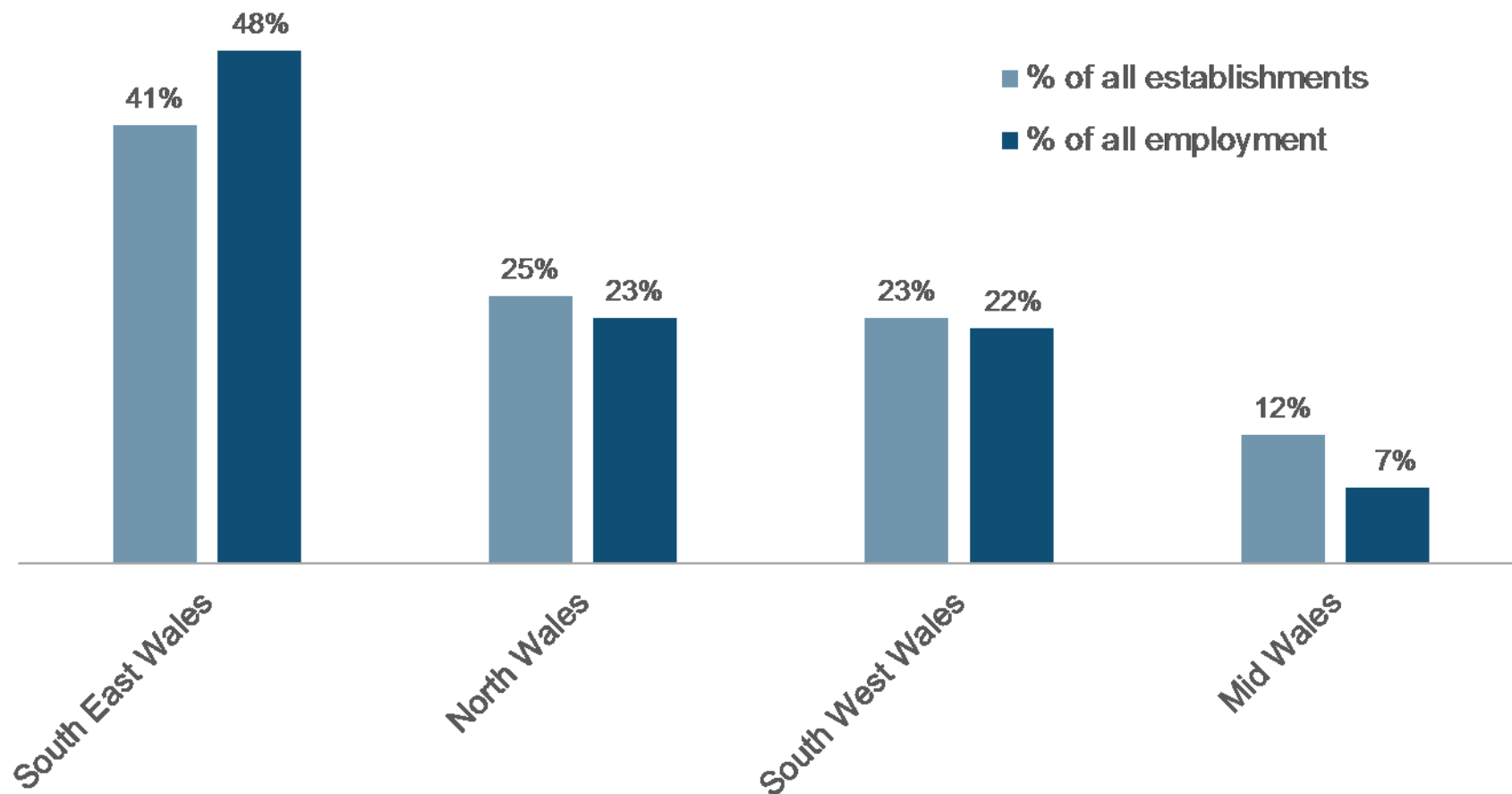


Source: ONS Inter-Departmental Business Register (IDBR), March 2015



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Survey population: region



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



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Employer attitudes

AGREE

Staff happiness is as important as organisational performance



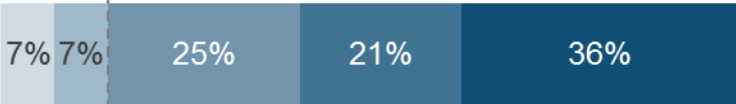
85%

Staff ability to do job is more important than formal qualifications



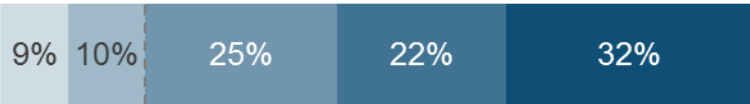
82%

Happy to pay towards training and development



58%

Always looking for new opportunities



55%

Investing in management skills is a top priority



49%

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

Base: All establishments (1,997)

Entry to work

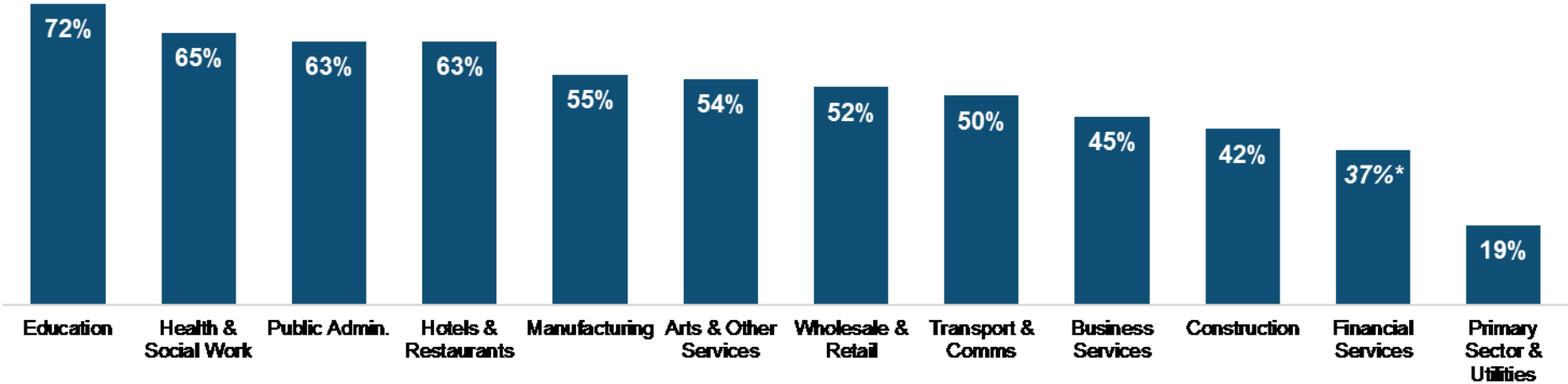
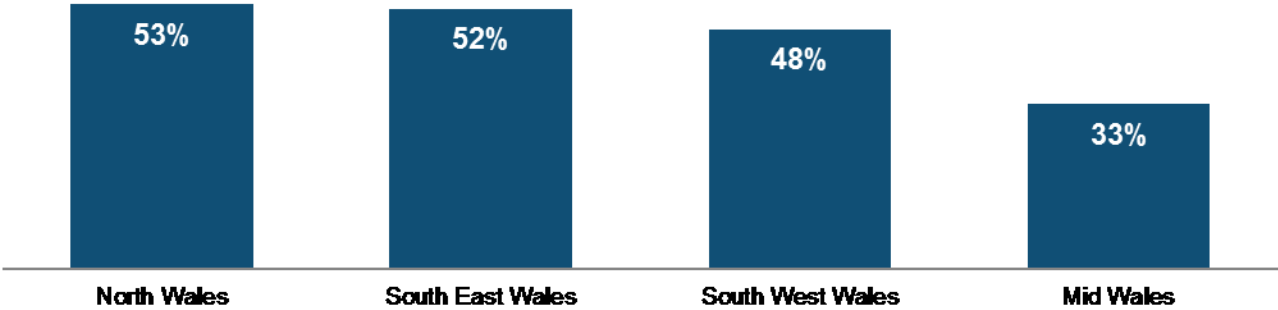


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Employers with vacancies in the past 12 months

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

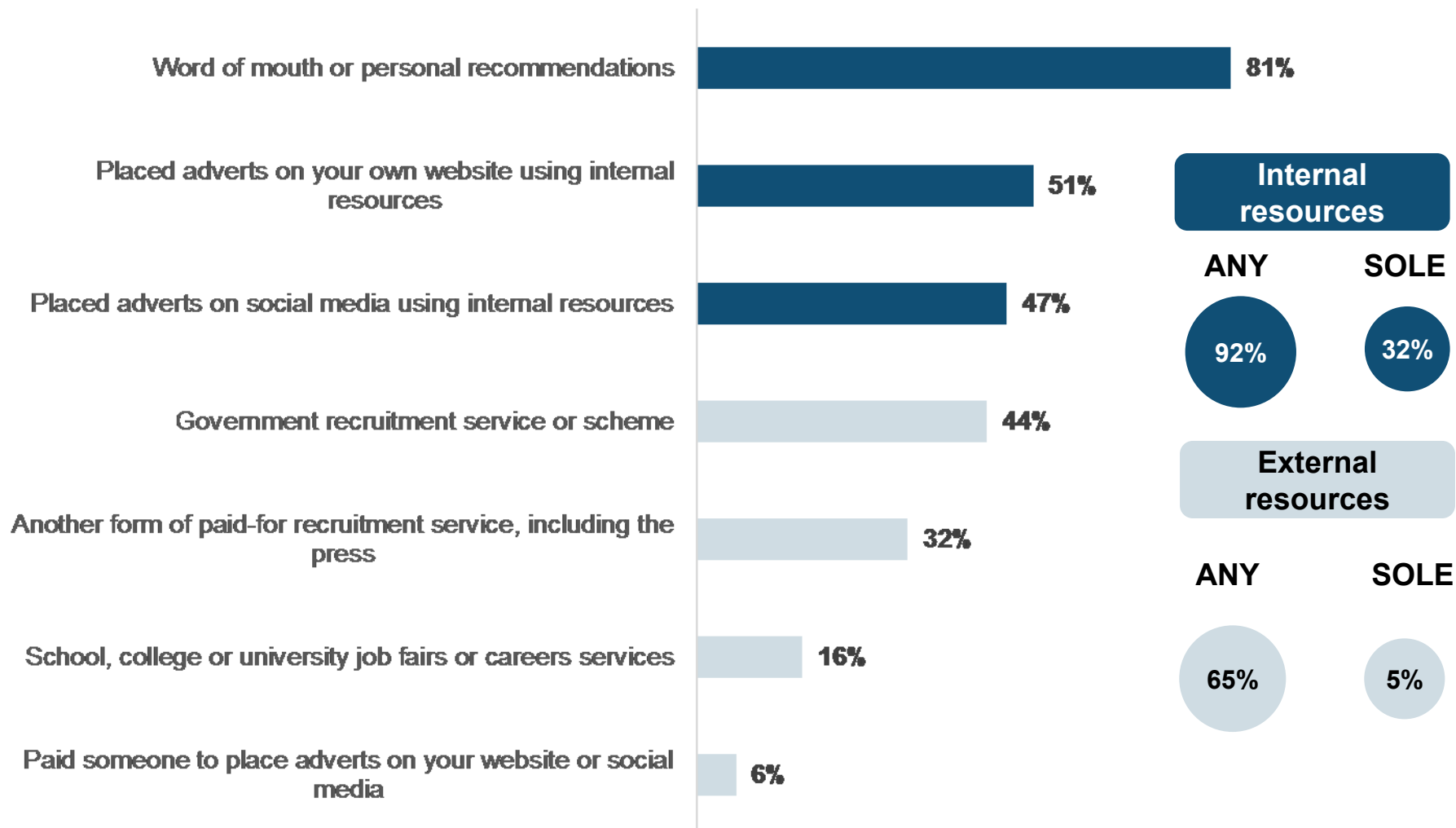
Base: All Wales establishments (1,997)



Base: All Wales establishments: Education (107), Health & Social Work (242), Public Admin. (51), Hotels & Restaurants (222), Manufacturing (142), Arts & Other (121), Wholesale & Retail (483), Transport & Comms (102), Business Services (232), Construction (143), Financial Services (38), Primary Sector & Utilities (114)

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

Recruitment channels used



Base: All Wales recruiting employers (1,320)

Note: multiple responses were allowed.

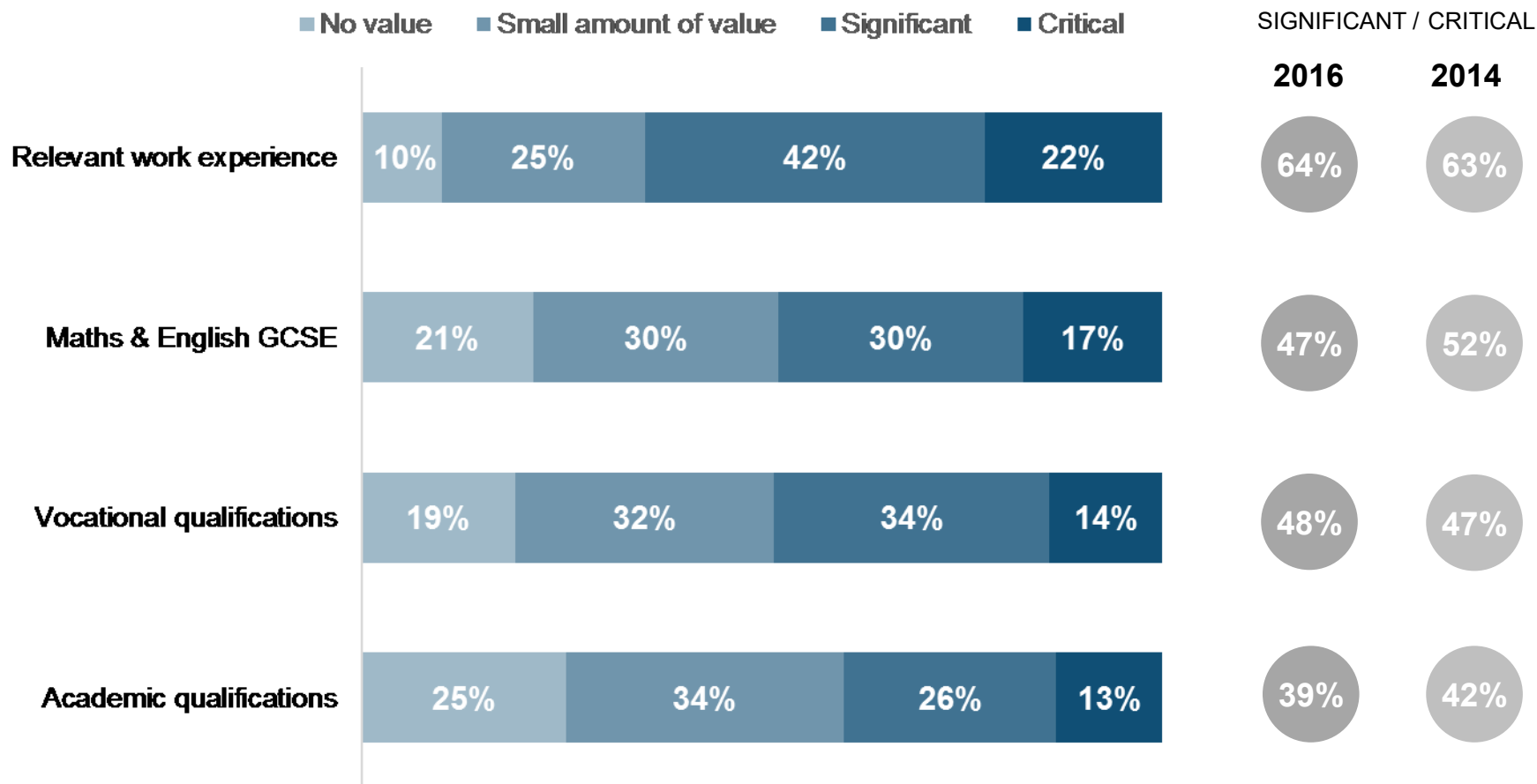
“Any recruitment channel” refers to employers who used an internal or external recruitment channel, in conjunction with others. “Sole recruitment channel” refers to those employers who used either internal or external resources as their only method of recruitment



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What employers look for when recruiting



Base: All Wales employers (2016: 1,997, 2014: 2,007)



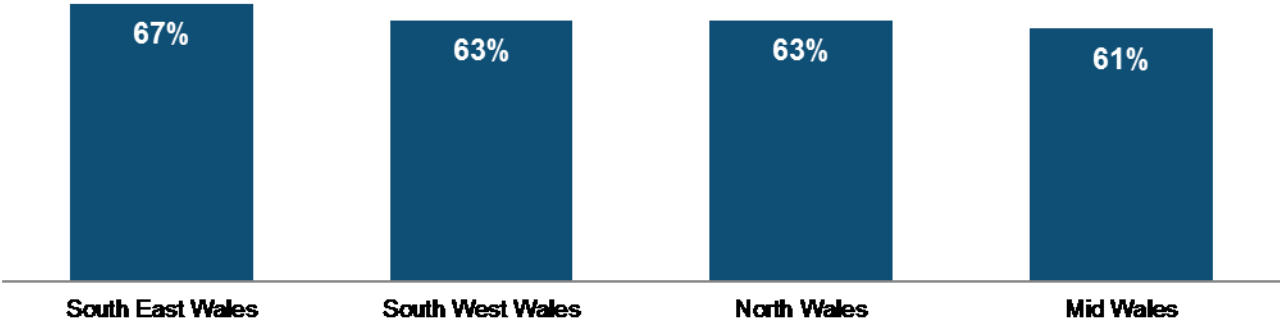
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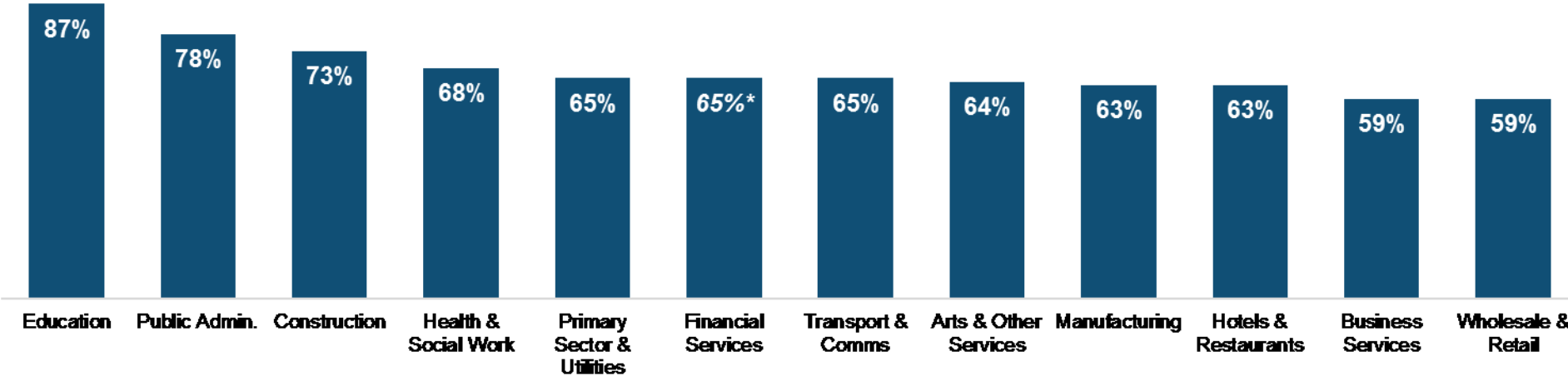
What employers look for: relevant work experience

Wales: 64%
of employers look for
relevant work experience

Base: All Wales establishments (1,997)



Base: All Wales establishments: South East Wales (842) South West Wales (436), North Wales (519), Mid Wales (200)



Base: All Wales establishments: Education (107), Public Admin. (51), Construction (143), Health & Social Work (242), Primary Sector & Utilities (114), Financial Services (38), Transport & Comms (102), Arts & Other (121), Manufacturing (142), Hotels & Restaurants (222), Business Services (232), Wholesale & Retail (483)

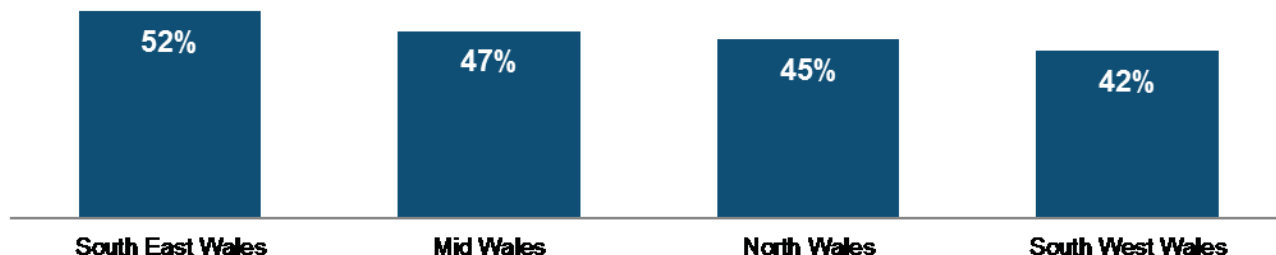
“*” denotes a base size of between 25-49 employers and should be treated with caution

What employers look for: maths and English

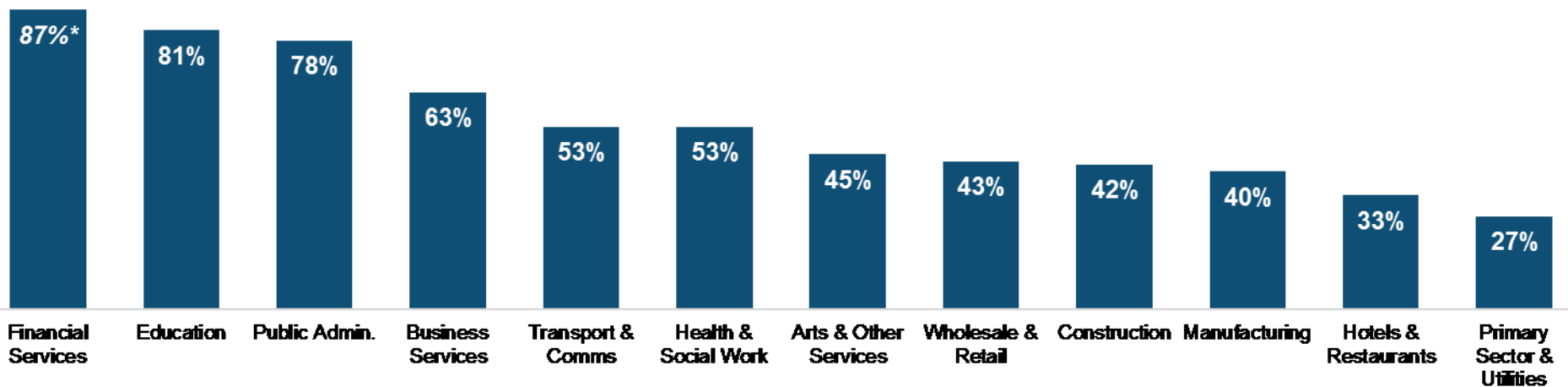
Wales: 47%

of employers look for maths and English

Base: All Wales establishments (1,997)



Base: All Wales establishments: South East Wales (842), Mid Wales (200), North Wales (519), South West Wales (436)



Base: All Wales establishments: Financial Services (38), Education (107), Public Admin. (51), Business Services (232), Transport & Comms (102), Health & Social Work (242), Arts & Other (121), Wholesale & Retail (483), Construction (143), Manufacturing (142), Hotels & Restaurants (222), Primary Sector & Utilities (114)

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



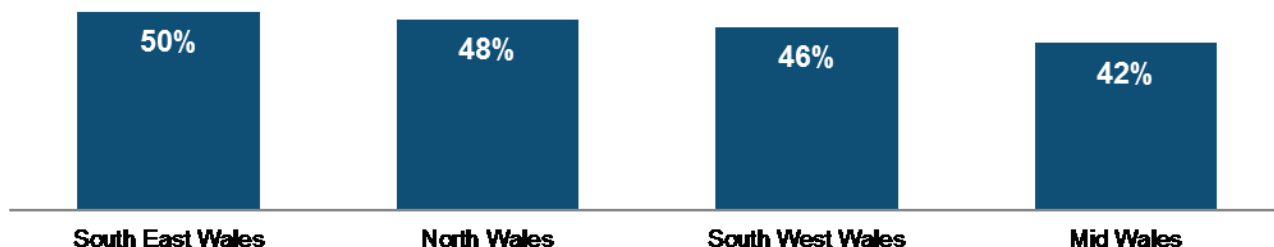
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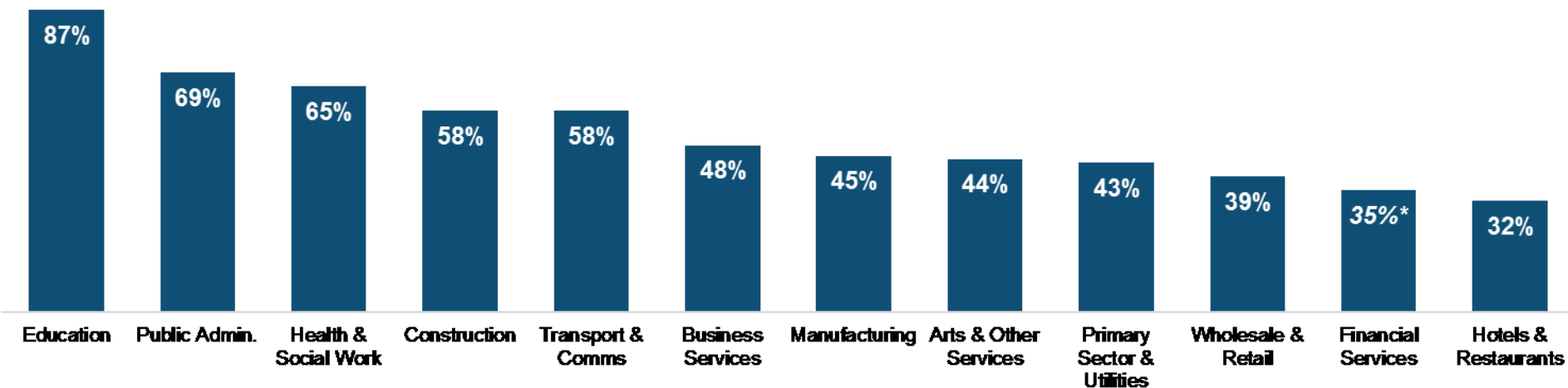
What employers look for: vocational qualification

Wales: 48%
of employers look for
vocational qualifications

Base: All Wales establishments (1,997)



Base: All Wales establishments: South East Wales (842), North Wales (519), South West Wales (436), Mid Wales (200)



Base: All Wales establishments: Education (107), Public Admin. (51), Health & Social Work (242), Construction (143), Transport & Comms (102), Business Services (232), Manufacturing (142), Arts & Other (121), Primary Sector & Utilities (114), Wholesale & Retail (483), Financial Services (38), Hotels & Restaurants (222)

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



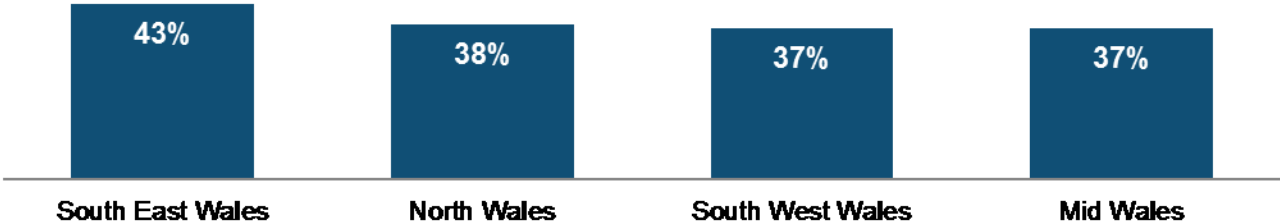
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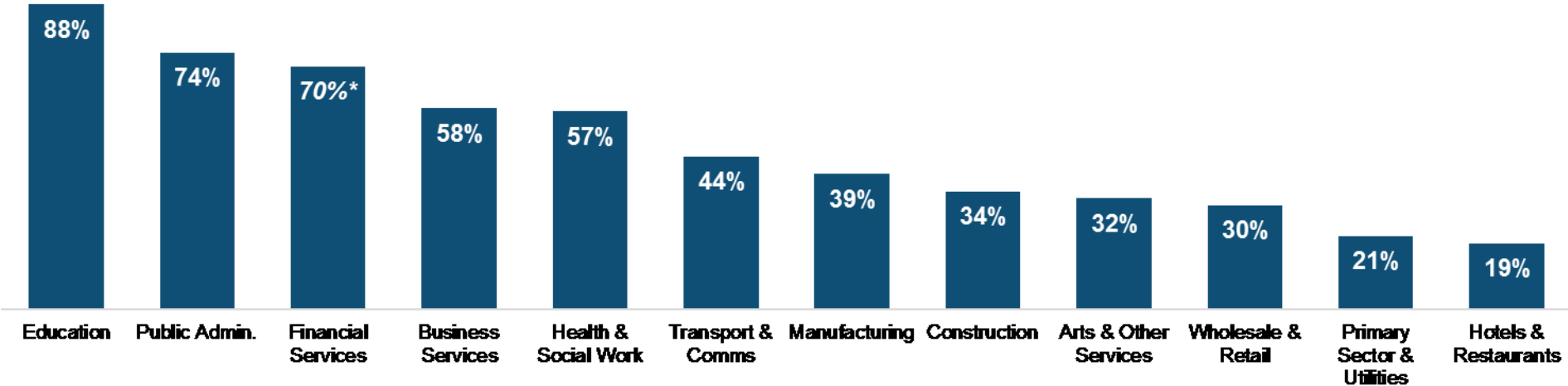
What employers look for: academic qualification

Wales: 39%
of employers look for
academic qualifications

Base: All Wales establishments (1,997)



Base: All Wales establishments: South East Wales (842), North Wales (519), South West Wales (436), Mid Wales (200)



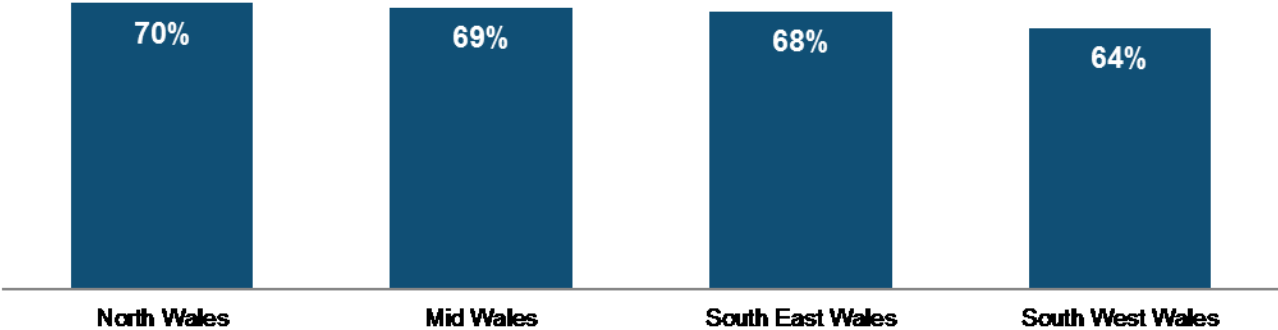
Base: All Wales establishments: Education (107), Public Admin. (51), Financial Services (38), Business Services (232), Health & Social Work (242), Transport & Comms (102), Manufacturing (142), Construction (143), Arts & Other (121), Wholesale & Retail (483), Primary Sector & Utilities (114), Hotels & Restaurants (222)

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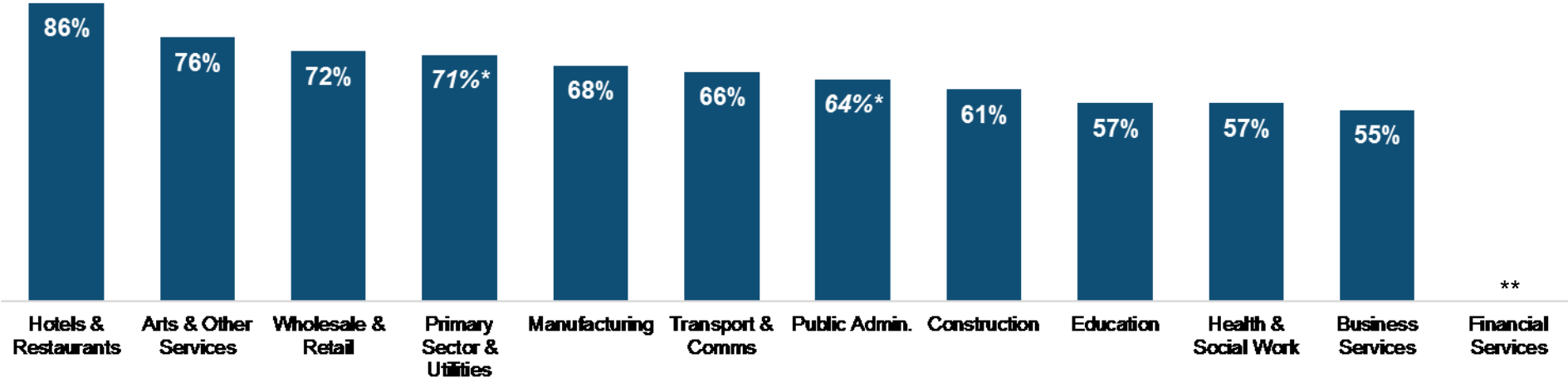
Recruitment

Wales: 68%
of recruiting employers had
taken on a young person in
the last 12 months

Base: All Wales employers who had
recruited (1,236)



Base: All Wales establishments who had recruited: North Wales (329), Mid Wales (97), South East Wales (558), South West Wales (252),



Base: All Wales establishments who had recruited: Hotels & Restaurants (168), Arts & Other (72), Wholesale & Retail (275), Primary Sector & Utilities (36), Manufacturing (95), Transport & Comms (62), Public Admin. (32), Construction (74), Education (81), Health & Social Work (184), Business Services (139), Financial Services (18)

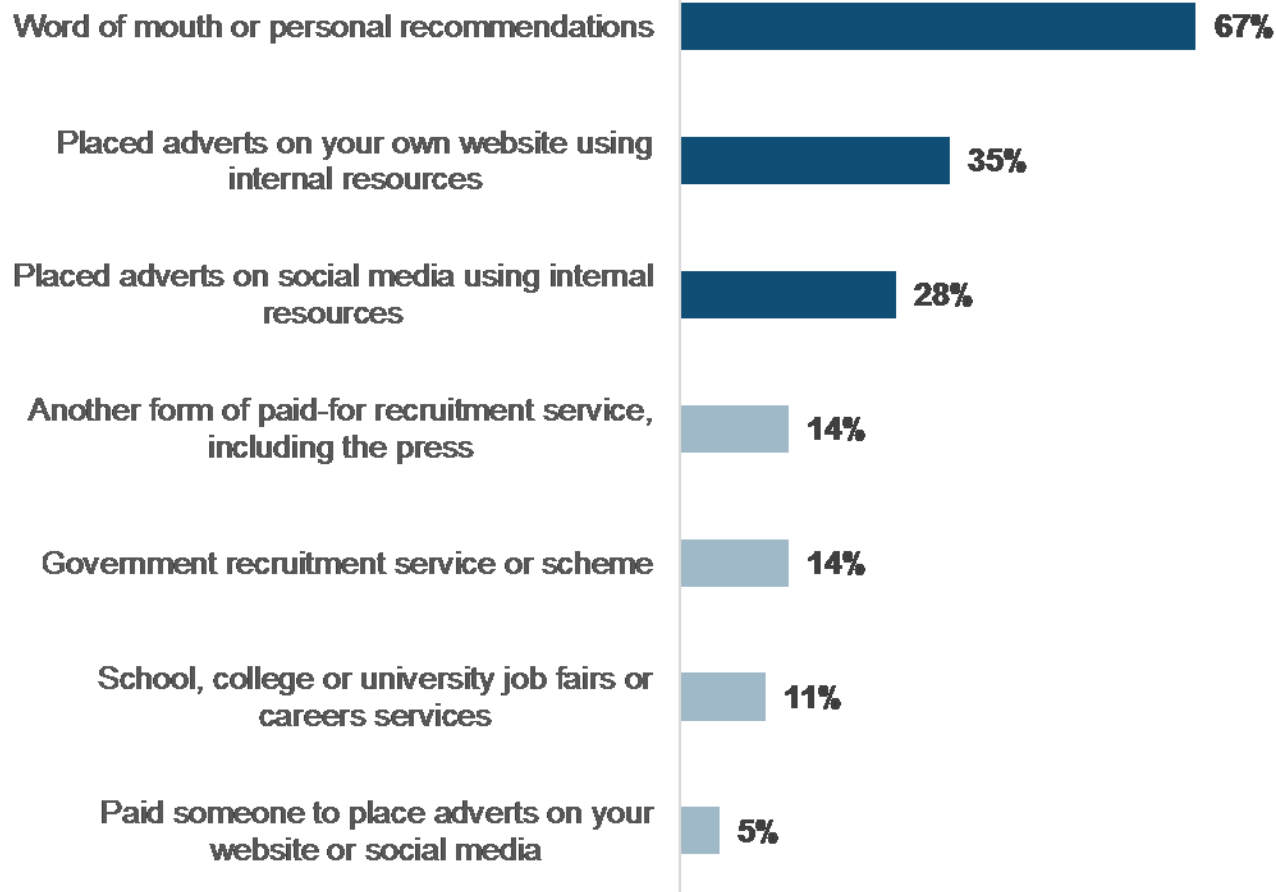
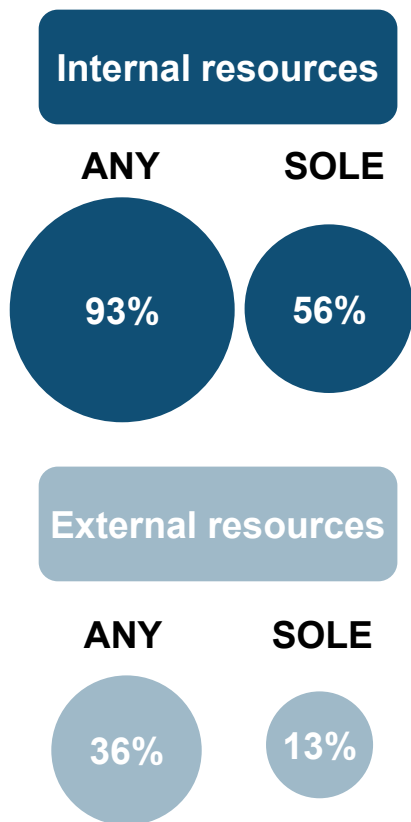
*** denotes a figure not shown due to a base size of fewer than 25 employers

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



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Channels used to recruit young people



Base: All Wales establishments that have taken on a young person in the last year (907)

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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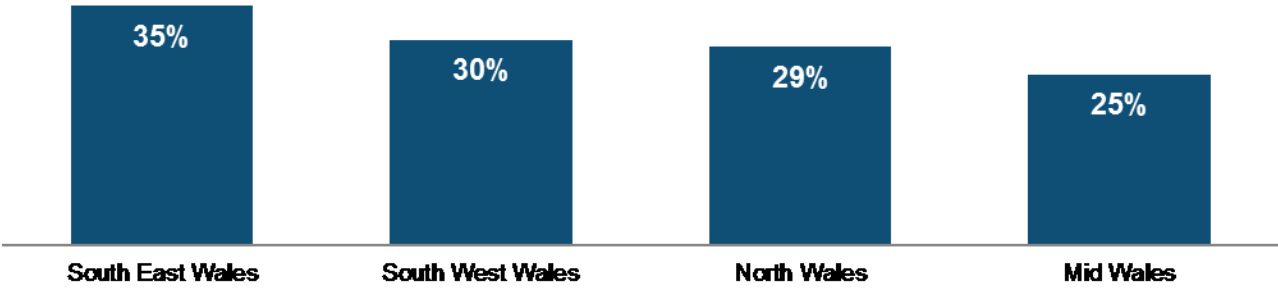


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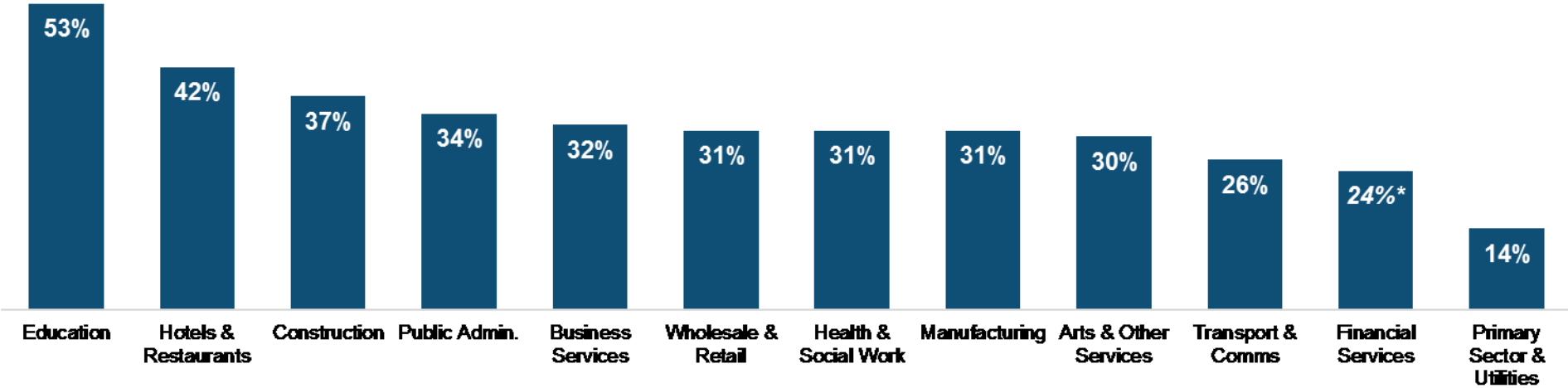
Recruitment

Wales: 31%
had recruited an education
leaver in the last 12 months

Base: All Wales employers (1,997)



Base: All Wales establishments: South East Wales (842), North Wales (519), South West Wales (436), Mid Wales (200)



Base: All Wales establishments: Education (107), Hotels & Restaurants (222), Construction (143), Public Admin. (51), Business Services (232), Wholesale & Retail (483), Health & Social Work (242), Manufacturing (142), Arts & Other (121), Transport & Comms (102), Financial Services (38), Primary Sector & Utilities (114)

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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



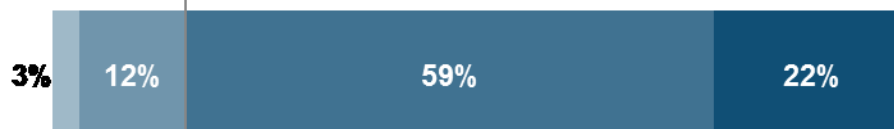
17-18 year-old school leavers



17-18 year-old FE leavers



University/HE leavers



Base: All Wales establishments that have recruited each type of education leaver in the previous 2-3 years: 16 year-old school leavers (277), 17-18 year old school leavers (370), 17-18 year old FE leavers (358), University/HE leavers (449)



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Work experience offered in last 12 months

39% of employers in Wales 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: 10%

Placements for unemployed: 7%

Voluntary work (unprompted*): 1%

Special needs/Disability programme: 1%

Internships: 8%

Internships, either paid or unpaid: 7%

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

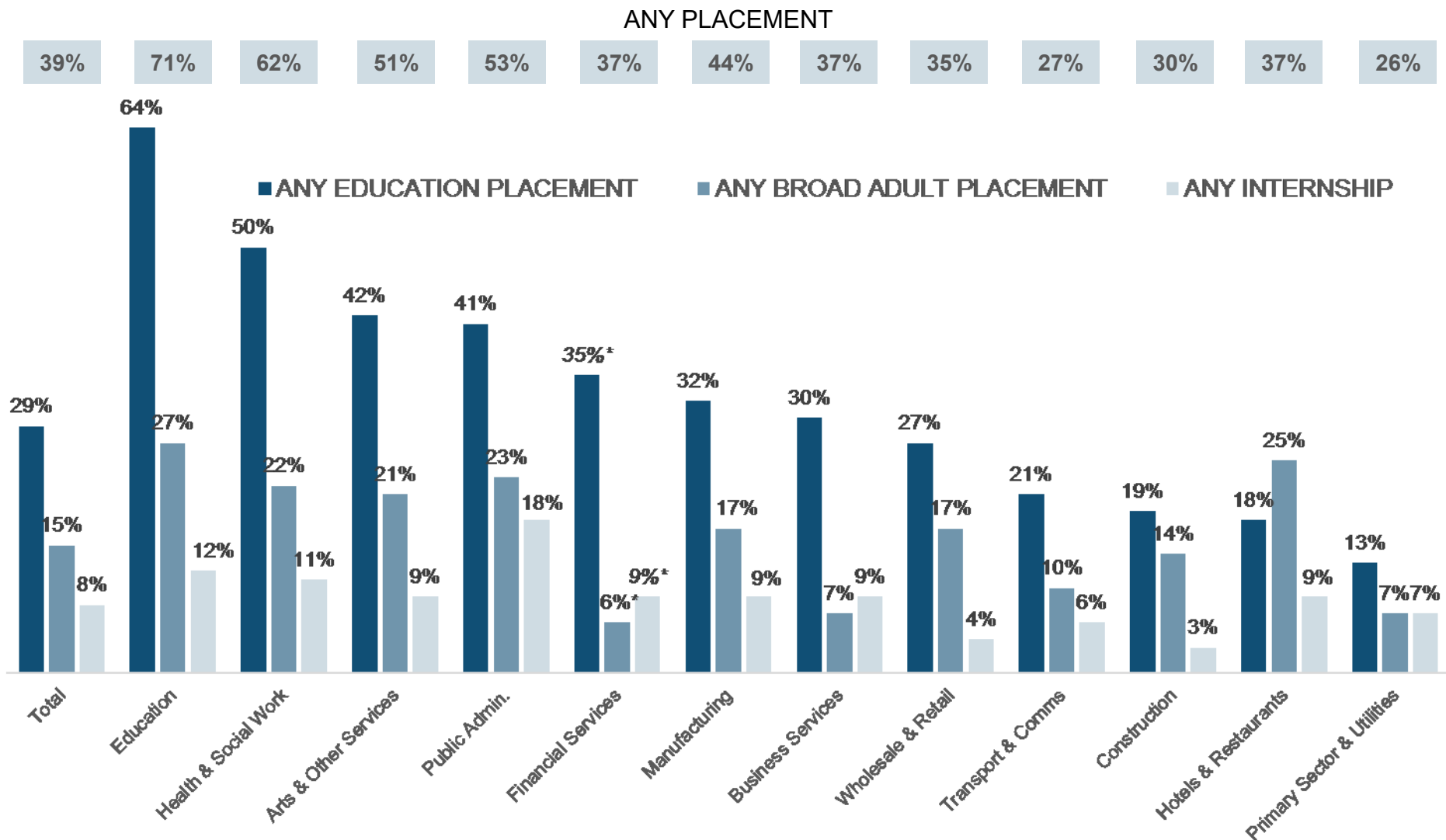


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** Where respondents had offered other types of work experience which did not fit within the pre-coded answer options, they were able to provide detail for an "other" type of experience.*

*Base: All Wales establishments (1,997)
Note: multiple responses were allowed.*

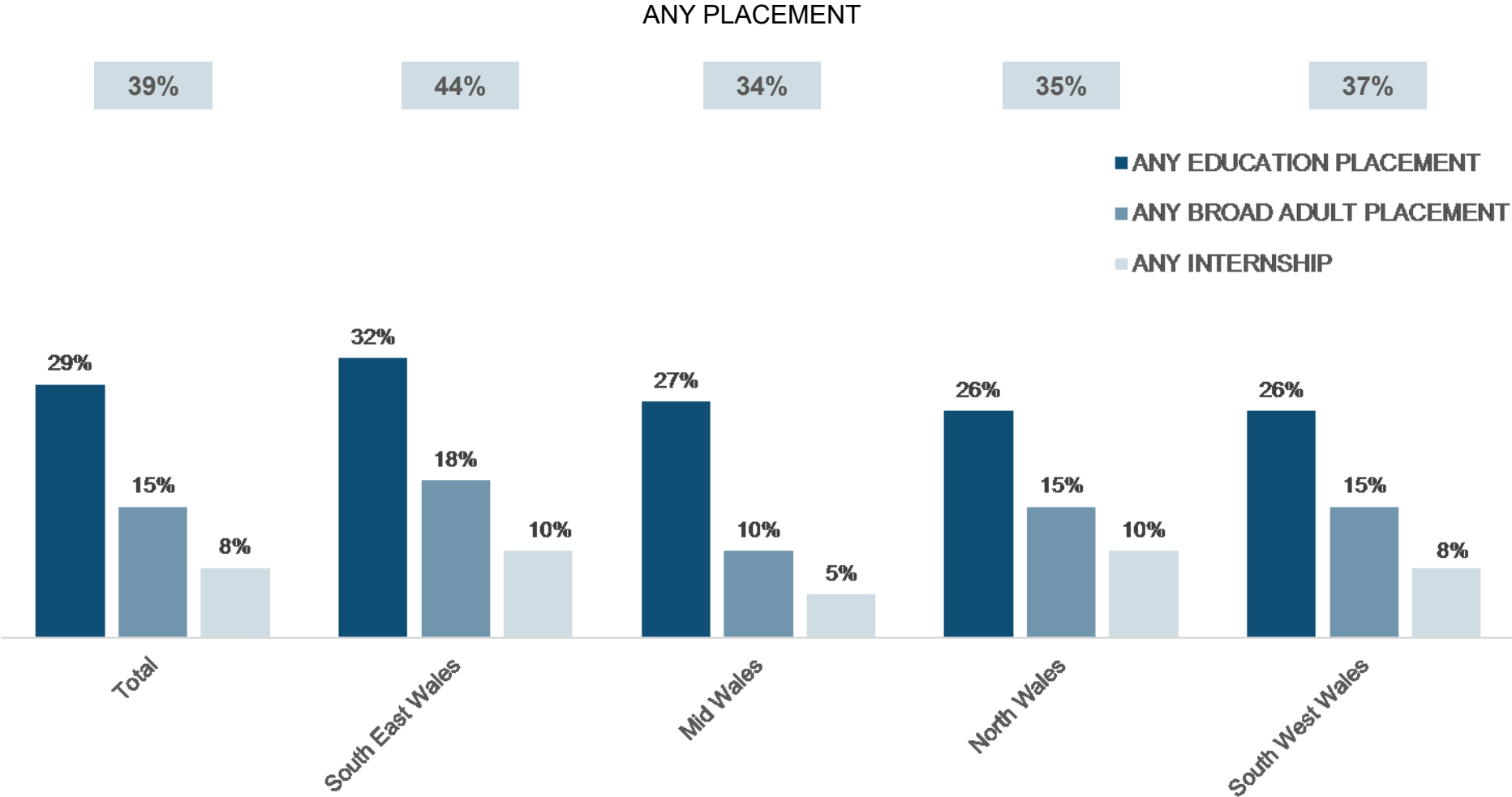
Work placement offering, by sector



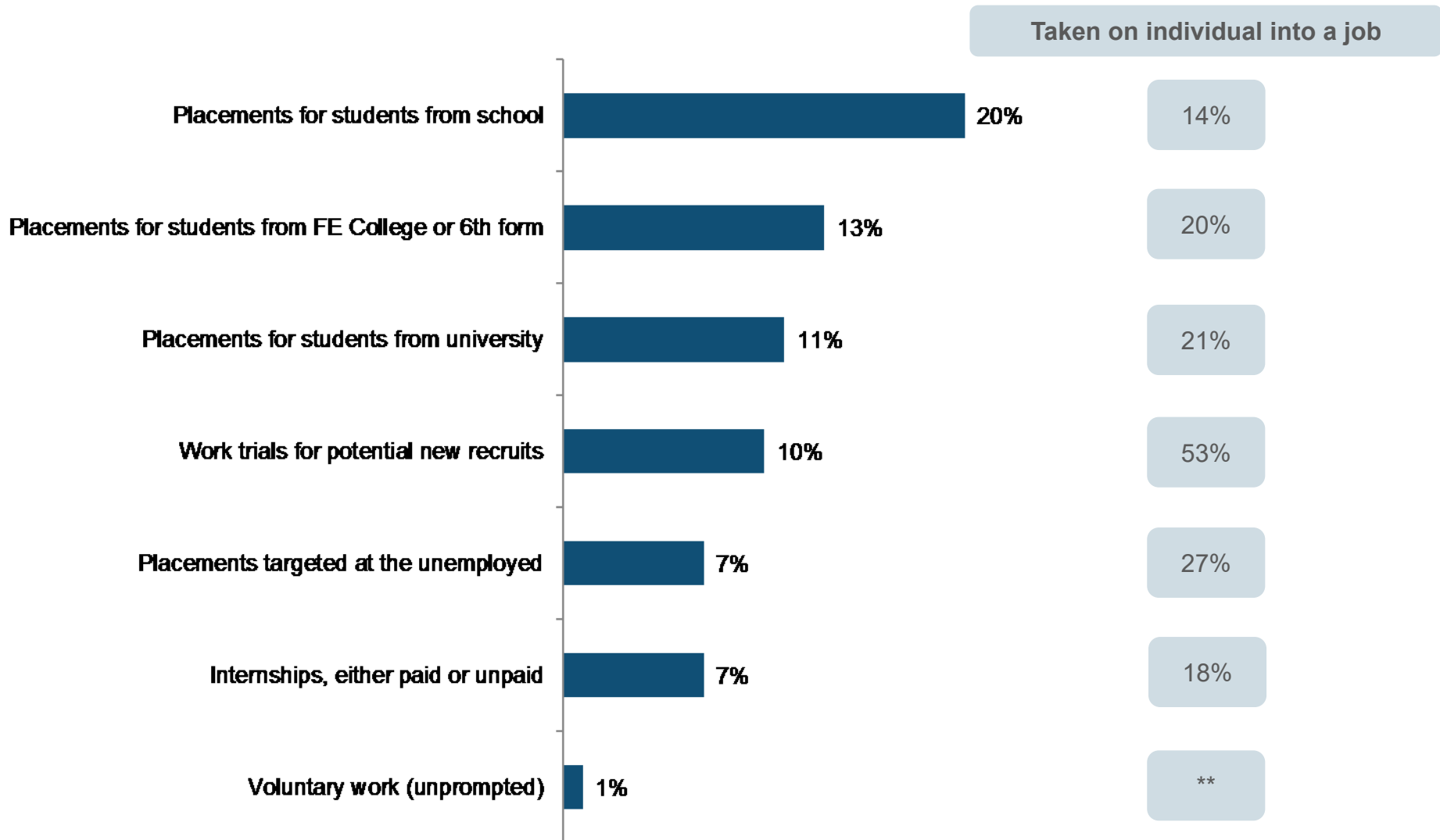
Base: All Wales establishments: Education (107), Health & Social Work (242), Arts & Other (121), Public Admin. (51), Financial Services (38), Manufacturing (142), Business Services (232), Wholesale & Retail (483), Transport & Comms (102), Construction (143), Hotels & Restaurants (222), Primary Sector & Utilities (114)

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

Work placement offering, by region



Types of work placement offered

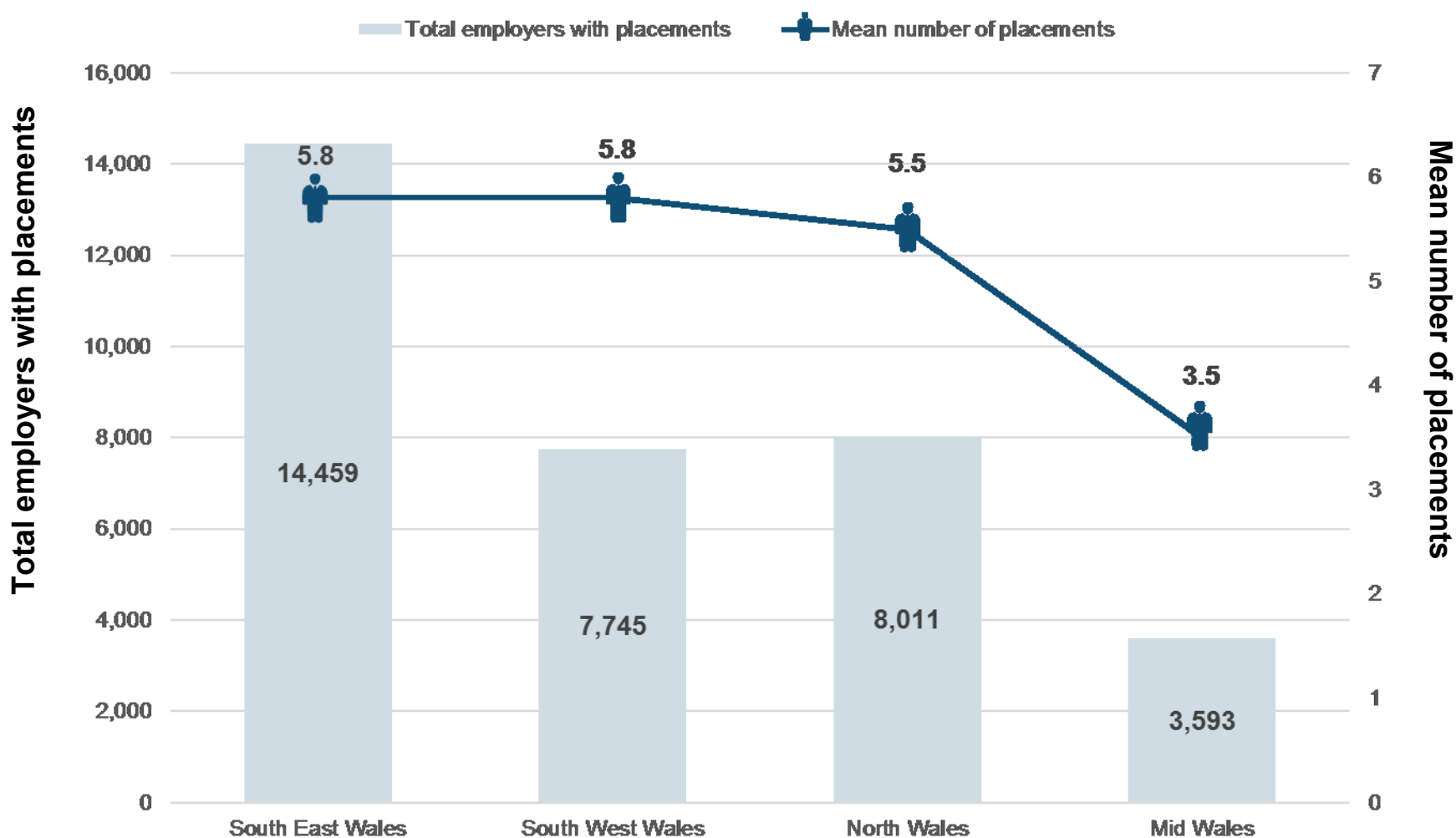


Base: All Wales employers (1,997)

Base: Establishments who had each type of placement in the last 12 months: school (539), FE College (358), university (325), work trials (262), unemployed (182), internships (192)

*** denotes a figure not shown due to a base size of fewer than 25 employers

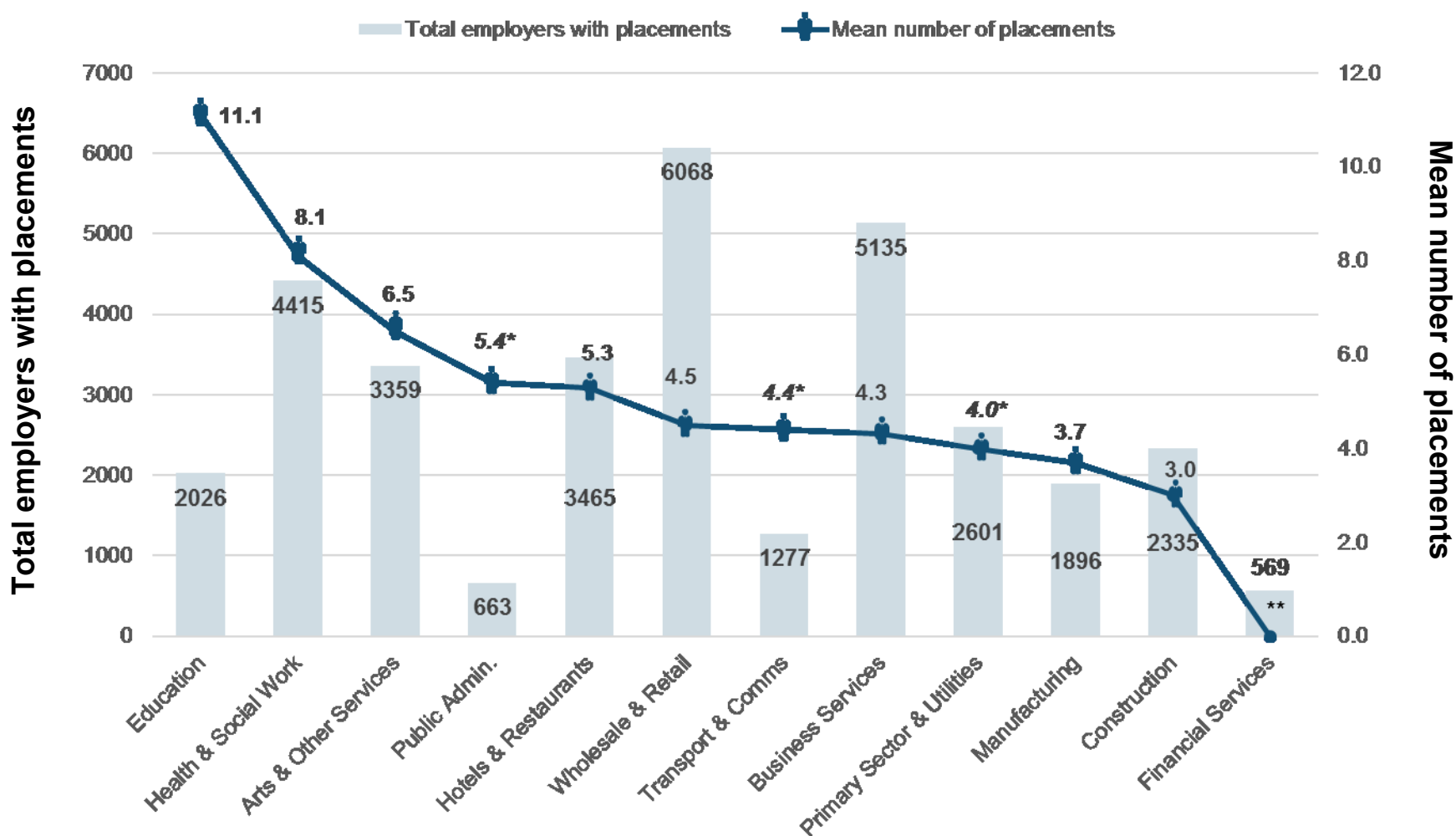
Mean number of work placements offered in the last 12 months, by region



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Base: All Wales establishments who have had placements in the last 12 months: South East Wales (429), South West Wales (203), North Wales (238), Mid Wales (88)

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



Base: All Wales establishments who have had placements in the last 12 months: Education (86), Health & Social Work (149), Arts & Other (69), Public Admin. (28), Hotels & Restaurants (108), Wholesale & Retail (187), Transport & Comms (39), Business Services (105), Primary Sector & Utilities (35), Manufacturing (79), Construction (54)

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

** denotes where data is not shown due to a low base of fewer than 25 employers



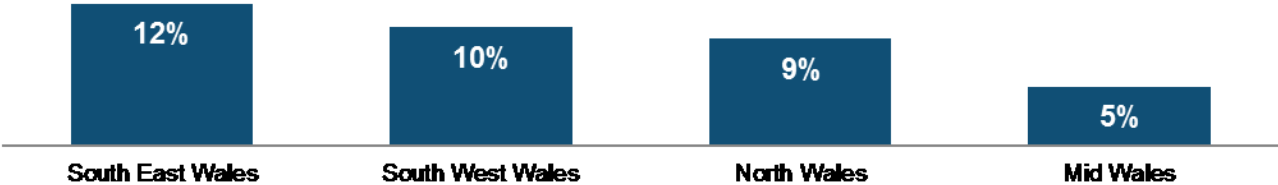
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Employers offering work inspiration activities to

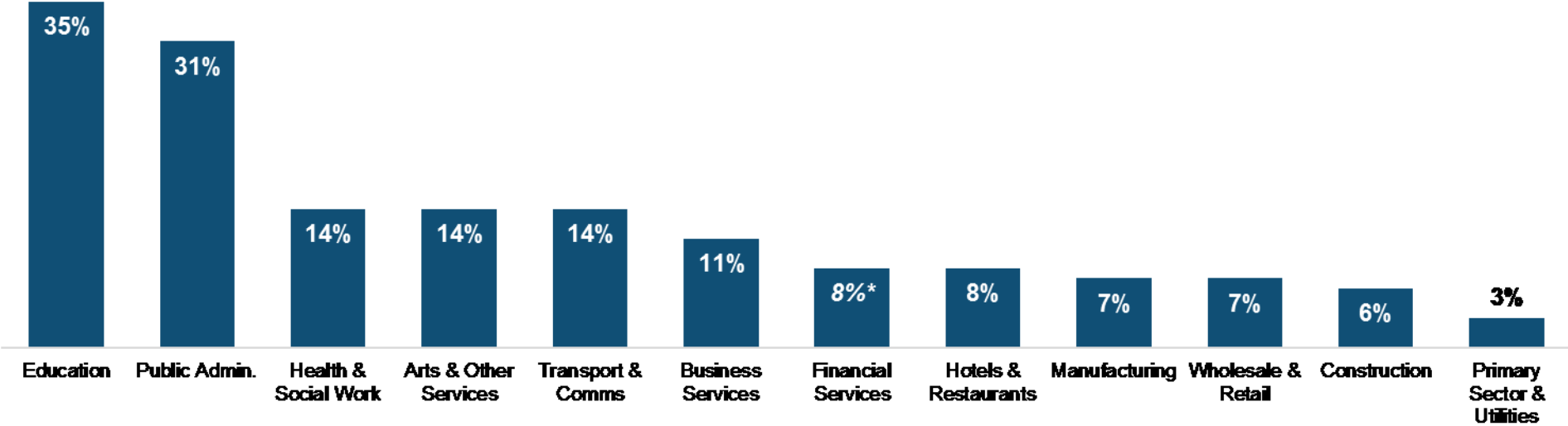
Work Inspiration activities include mentoring, holding site visits and visiting educational institutions to talk with students about careers

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

Base: All Wales establishments (1,997)



Base: All Wales establishments: South East Wales (842), North Wales (519), South West Wales (436), Mid Wales (200)



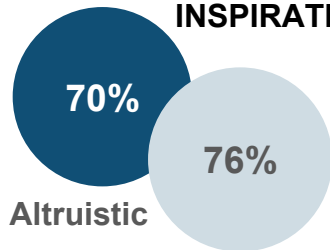
Base: All Wales establishments: Education (107), Public Admin. (51), Health & Social Work (242), Arts & Other (121), Transport & Comms (102), Business Services (232), Financial Services (38), Hotels & Restaurants (222), Manufacturing (142), Wholesale & Retail (483), Construction (143), Primary Sector & Utilities (114)

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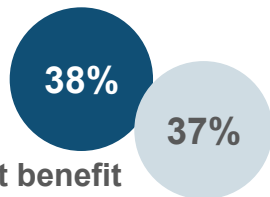
Reasons for offering work experience opportunities

PLACEMENTS

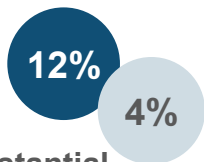
INSPIRATION



Direct benefit



Circumstantial



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Gives them experience

Doing our 'bit' / uphold relations with the local community

Part of formal corporate social responsibility policy

Existing links with educational institutions

Helps with recruitment / as a trial

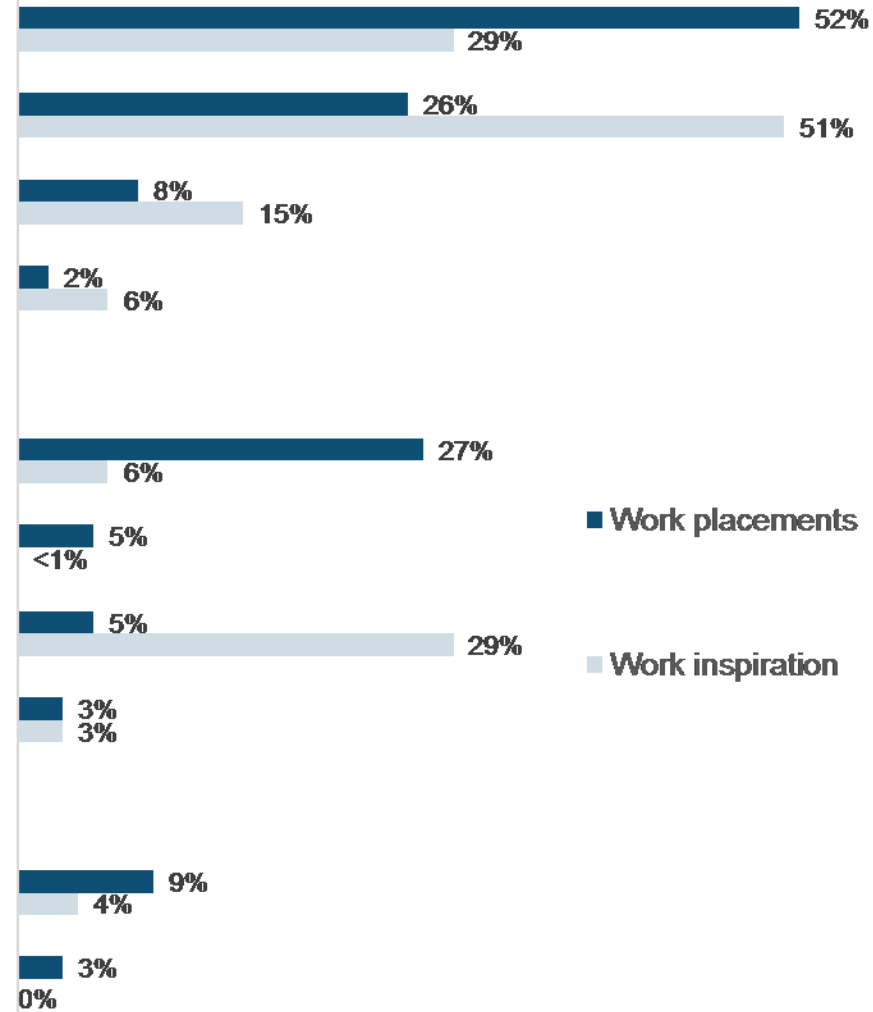
Helps with the workload

Raises our profile in the recruitment market

Beneficial to the company (e.g. fresh ideas/up to date skills etc.)

Approached by student or educational institution

Favour for family member or friend

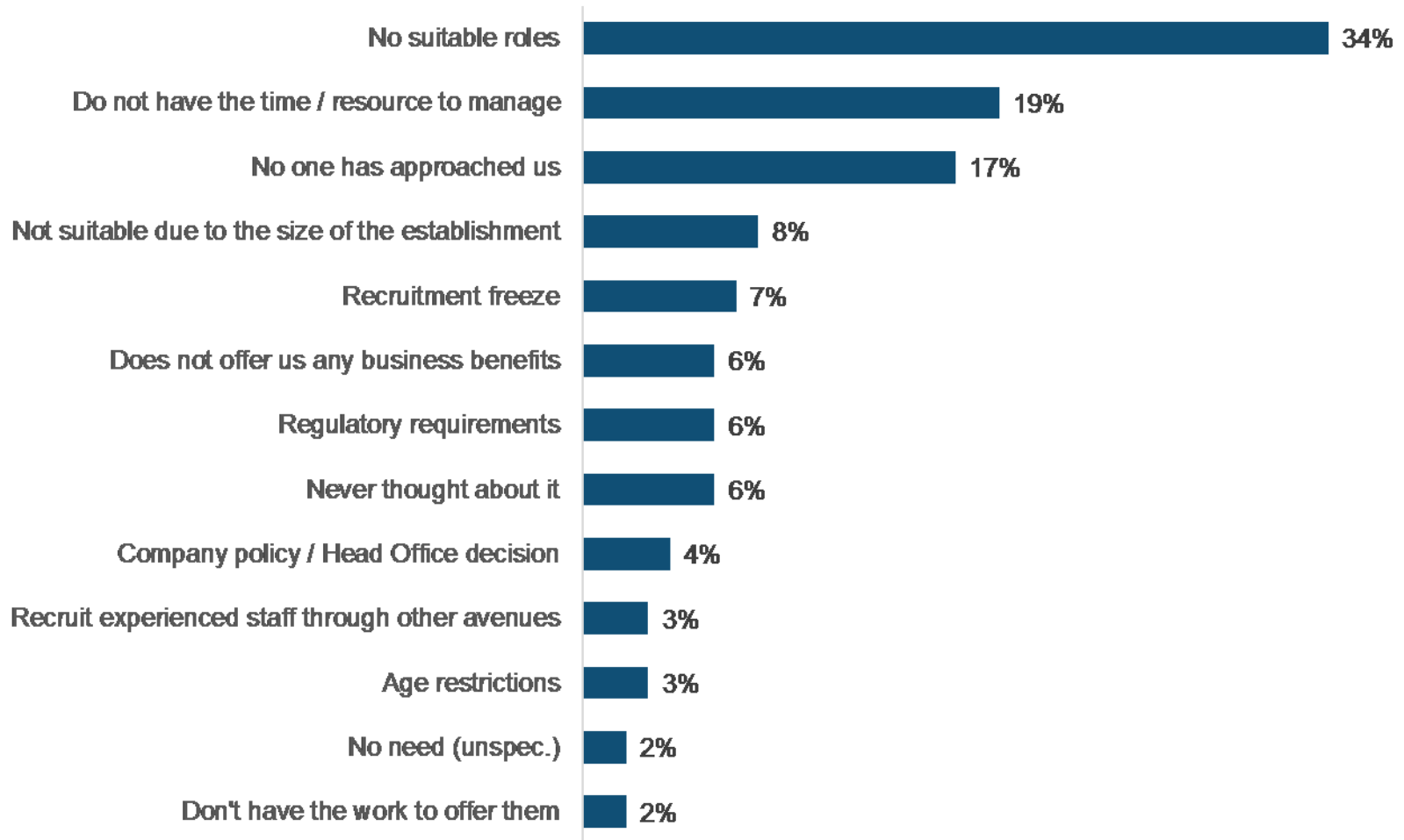


Base: All Wales establishments who have had work placements / offered work inspiration in the last 12 months (958/290)

Note: multiple responses were allowed.

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Reason for not offering work experience



Base: All Wales establishments offering no work experience opportunities in the last 12 months (961)

Note: multiple responses were allowed.



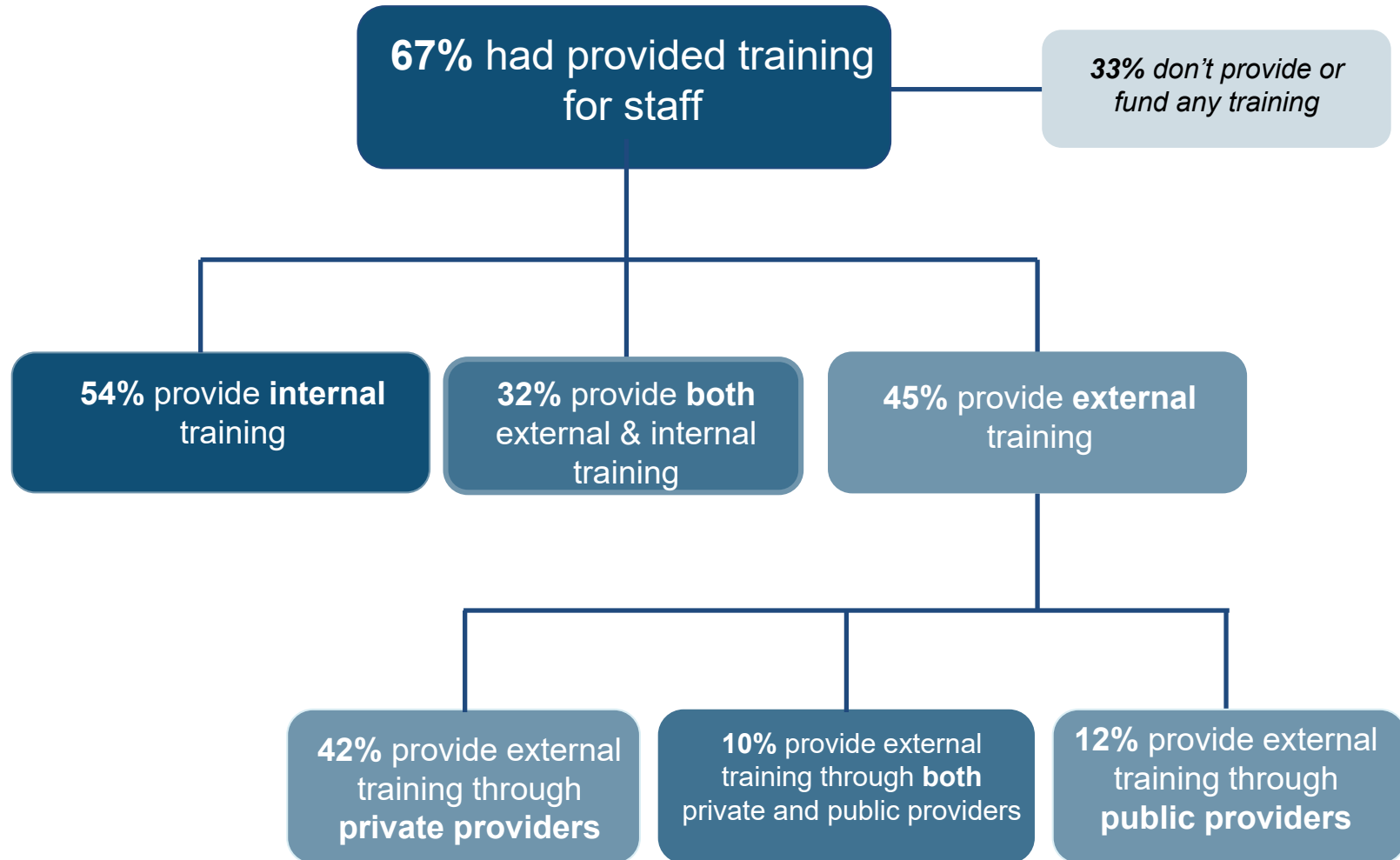
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People development



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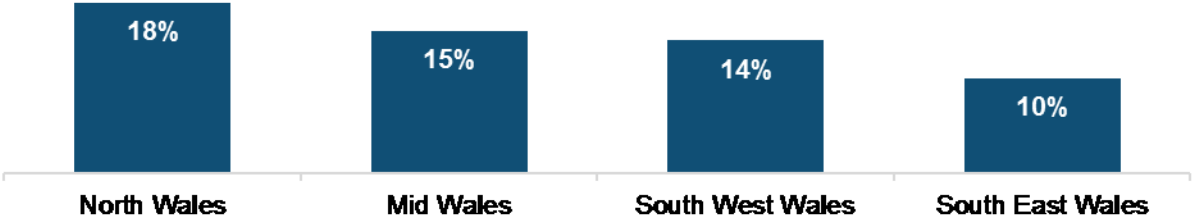
Summary of approach to training



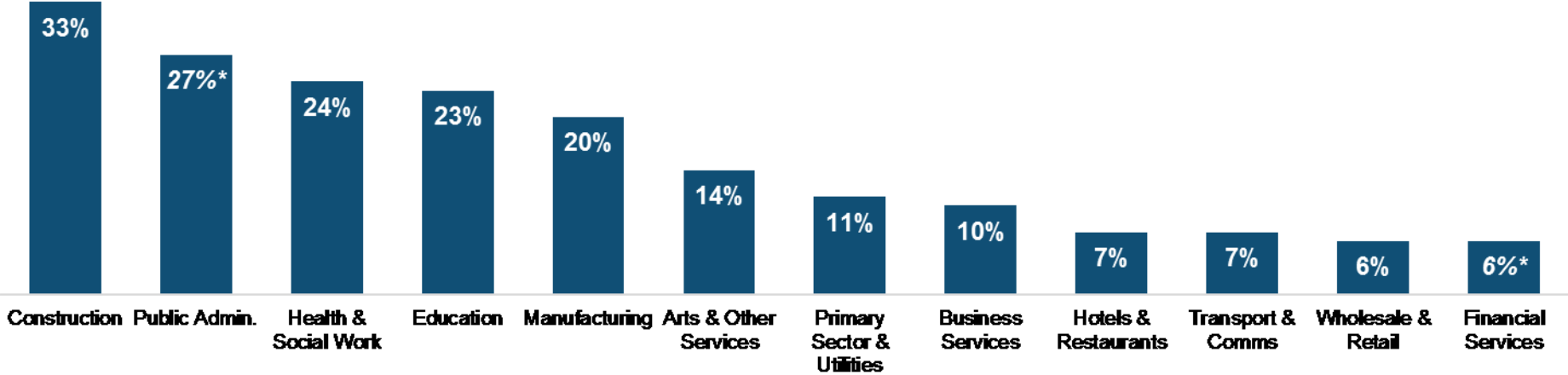
FE Colleges as a source of training

Wales: 14%
Of employers who train used FE colleges as a source of training

Base: All Wales establishments who train
(1,589)



Base: All Wales establishments who train: North (411), Mid (146), South West (334), South East (698)



Base: All Wales establishments who train: Construction (101), Public Admin (49), Health & Social Work (229), Education (104), Manufacturing (117), Arts & Other (92), Primary Sector & Utilities (57), Business Services (192), Hotels & Restaurants (176), Transport & Comms (82), Wholesale & Retail (360), Financial Services (30)



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

Higher Education Institutions as a source of training

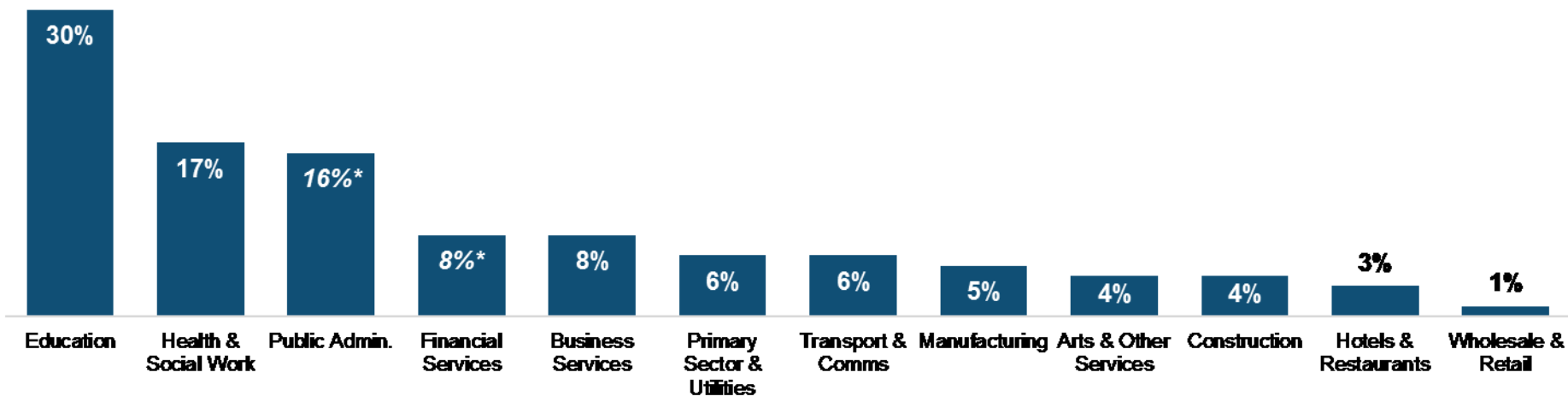
Wales: 7%

Of employers who train used
Higher Education Institutions as a
source of training

Base: All Wales establishments who train
(1,589)



Base: All Wales establishments who train: North (411), South West (334), South East (698), Mid (146)



Base: All Wales establishments who train: Education (104), Health & Social Work (229), Public Admin (49), Financial Services (30), Business Services (192), Primary Sector & Utilities (57), Transport & Comms (82), Manufacturing (117), Arts & Other (92), Construction (101), Hotels & Restaurants (176), Wholesale & Retail (360),

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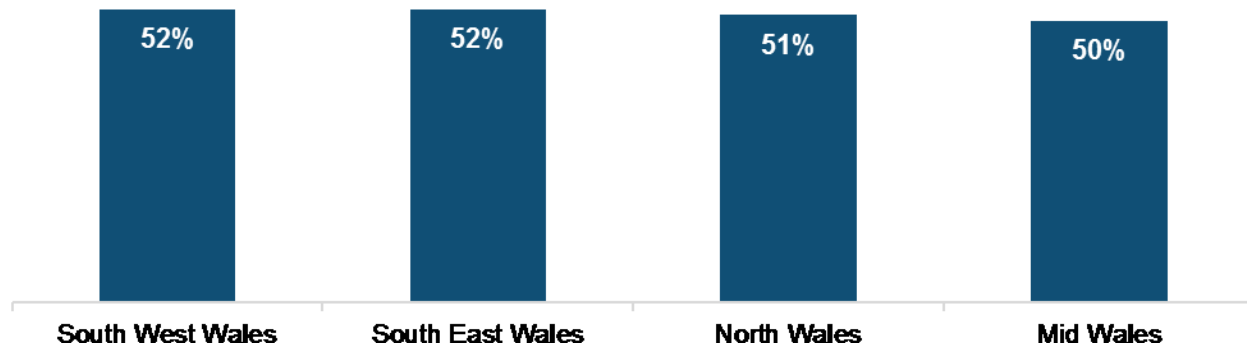
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Commercial organisations as a source of training

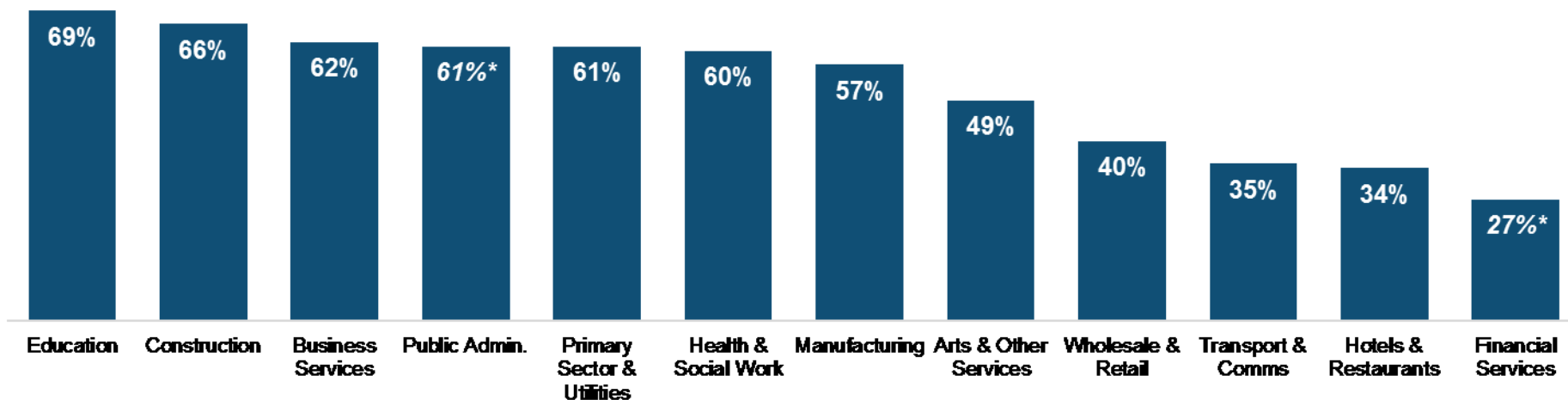
Wales: 51%

Of employers who train used commercial organisations as a source of training

Base: All Wales establishments who train (1,589)



Base: All Wales establishments who train: South East (411), Mid (146), South East (698), South West (334)



Base: All Wales establishments who train: Education (104), Construction (101), Business Services (192), Public Admin (49), Primary Sector & Utilities (57), Health & Social Work (229), Manufacturing (117), Arts & Other (92), Wholesale & Retail (360), Transport & Comms (82), Hotels & Restaurants (176), Financial Services (30)



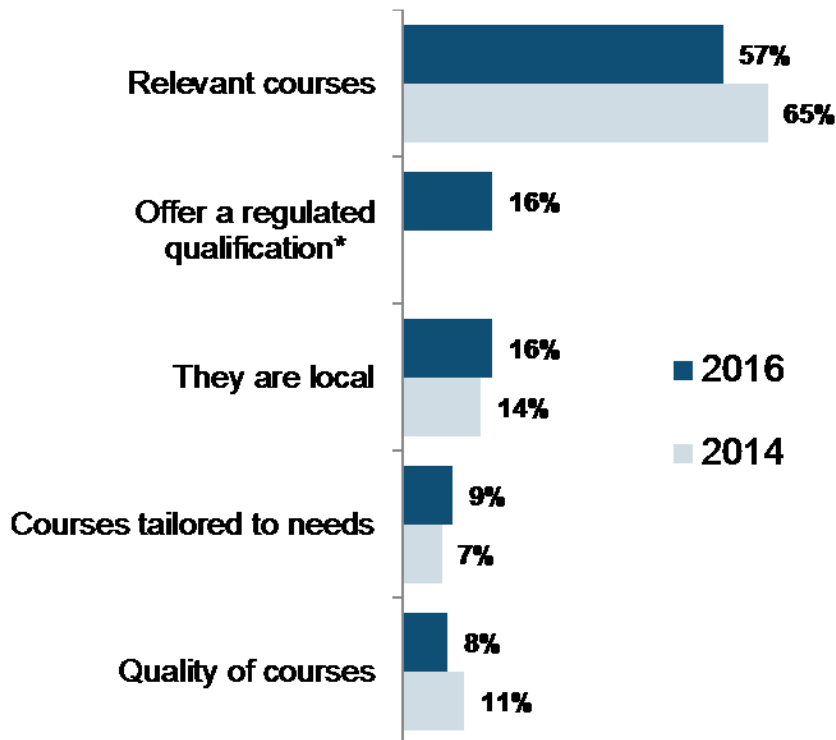
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Reasons for choosing to invest resource in public training providers

Reasons for using



* This reason was added as a pre-code answer in 2016

Base (2016/2014): All Wales employers who use FE Colleges or HEIs to deliver training (381/377)

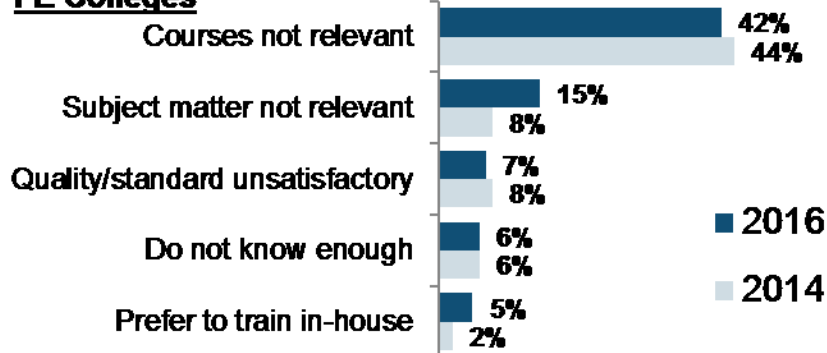
Note: multiple responses were allowed.



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Barriers to using

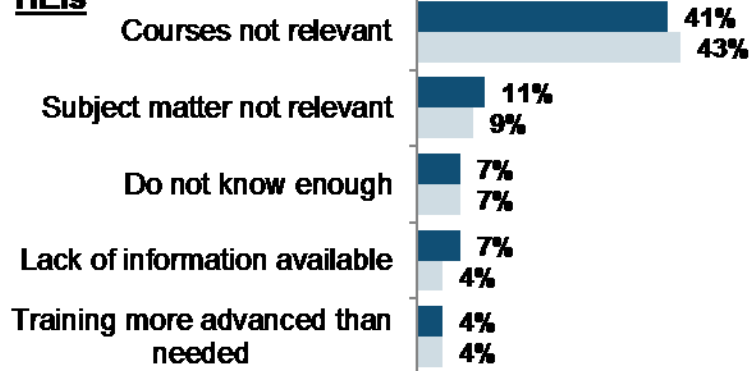
FE Colleges



Base (2016/2014): All Wales employers who have not used FE colleges for external training and were asked why (475/475)

Note: multiple responses were allowed.

HEIs



Base (2016/2014): All Wales employers who have not used HEIs for external training and were asked why (567/535)

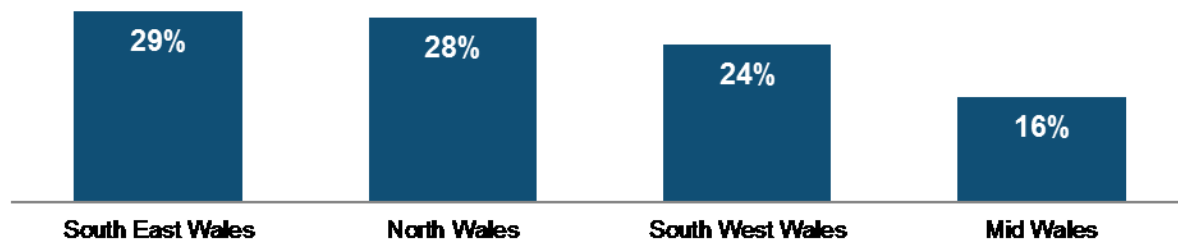
Note: multiple responses were allowed.

Take-up of vocational qualifications

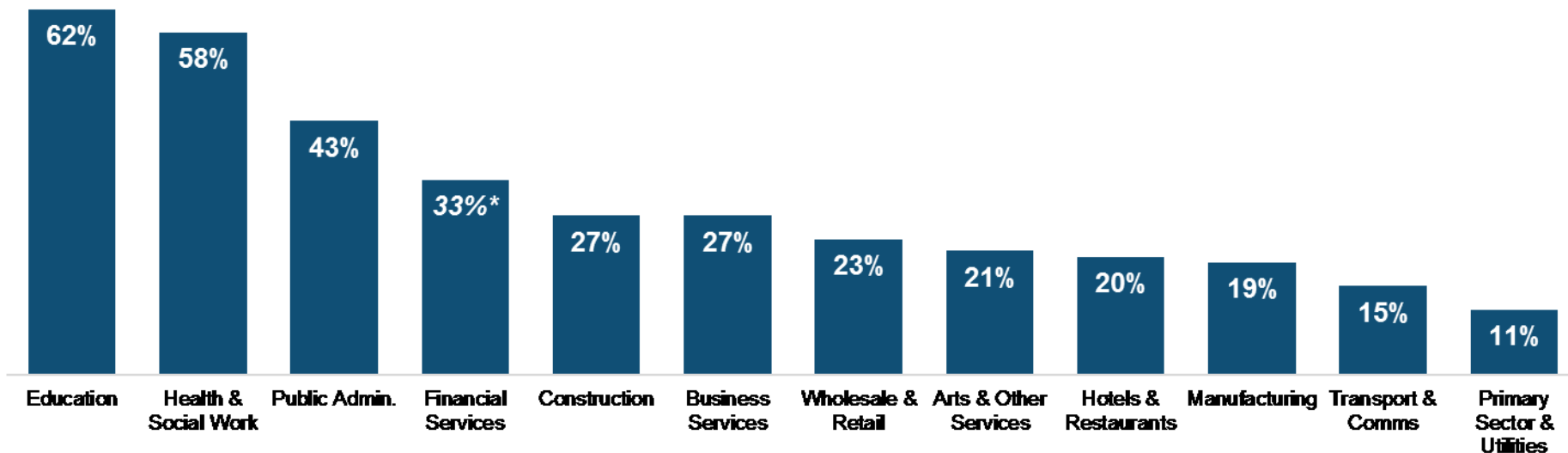
Wales: 26%

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

Base: All Wales employers (1,997)



Base: All Wales employers: South East (842), North (519), South West (436), Mid (200)



Base: All Wales establishments: Education (107), Health & Social Work (242), Public Admin. (51), Financial Services (38), Construction (143), Business Services (232), Wholesale & Retail (483), Arts & Other (121), Hotels & Restaurants (222), Manufacturing (142), Transport & Comms (102), Primary Sector & Utilities (114)

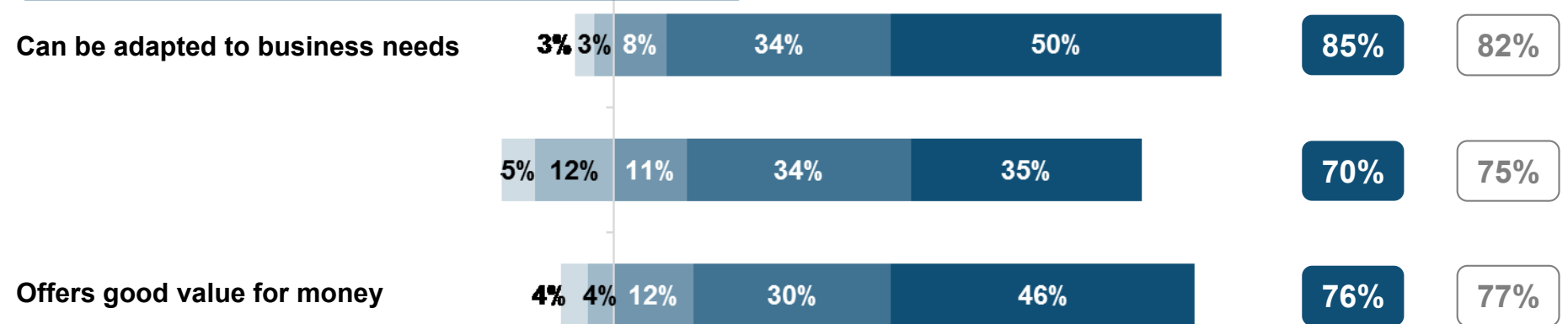
**) denotes a base size of between 25-49 employers and should be treated with caution

Business benefits and impacts of vocational qualifications

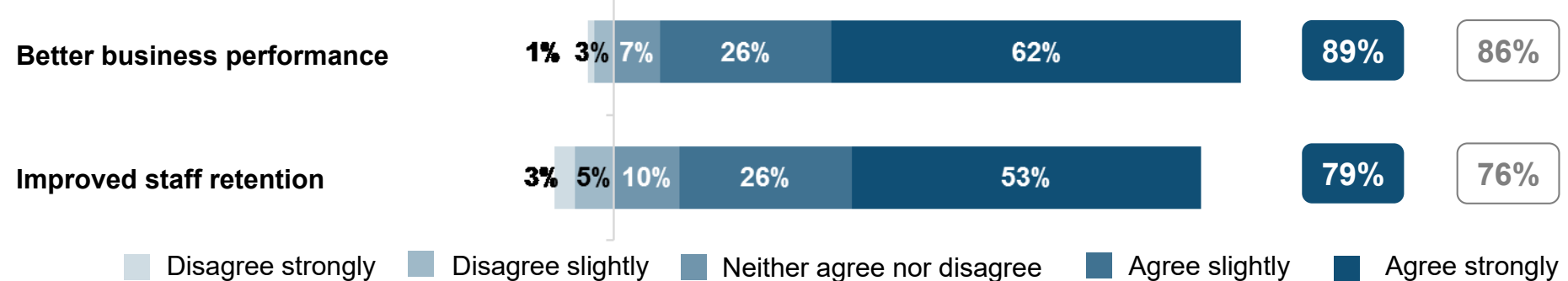
Business benefits of vocational qualifications

AGREE
2016

AGREE
2014

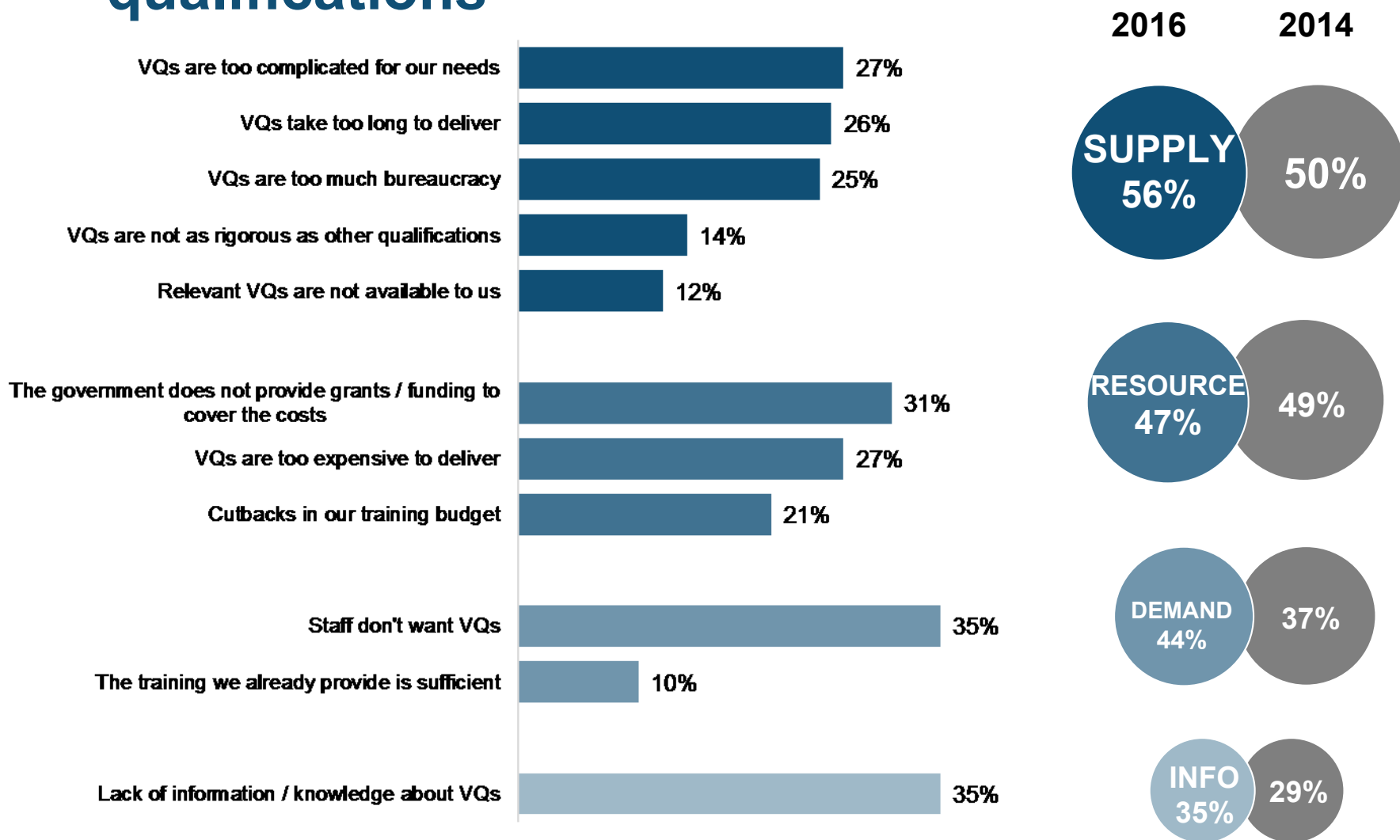


Impact of vocational qualifications



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

Barriers of training staff to vocational qualifications

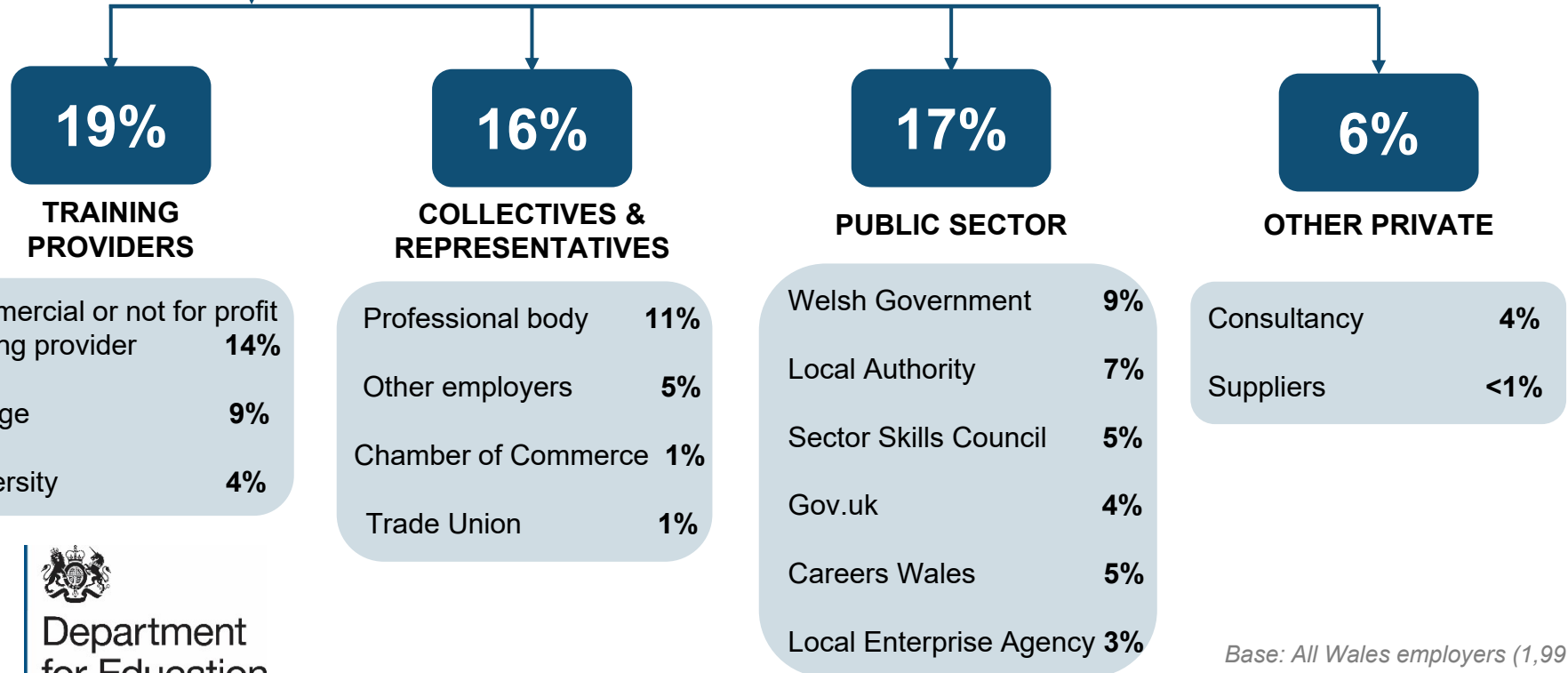
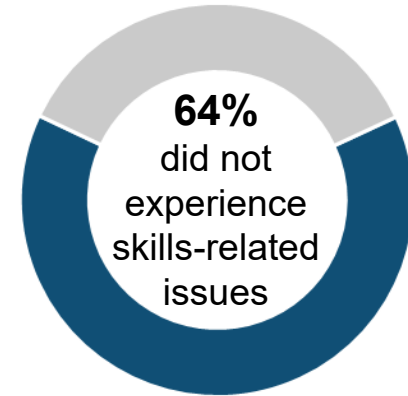
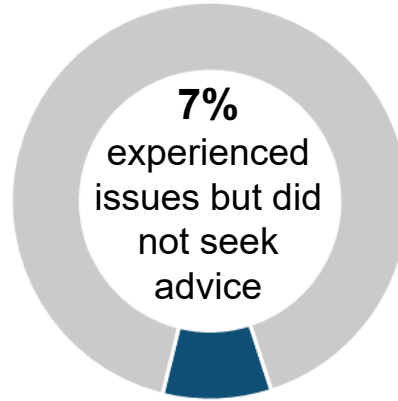
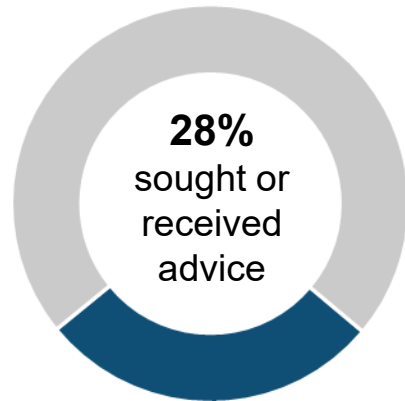


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Multiple responses were allowed

Base: All Wales employers who have not arranged training in the last 12 months that has led to a Vocational Qualification (2014/2016): 778/814

External help sought on skills and training



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Base: All Wales employers (1,997)

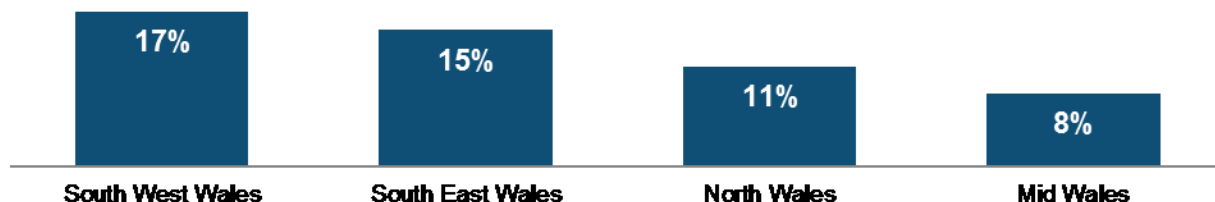
Produced by IFF Research

Employer collaboration on skills and training practice

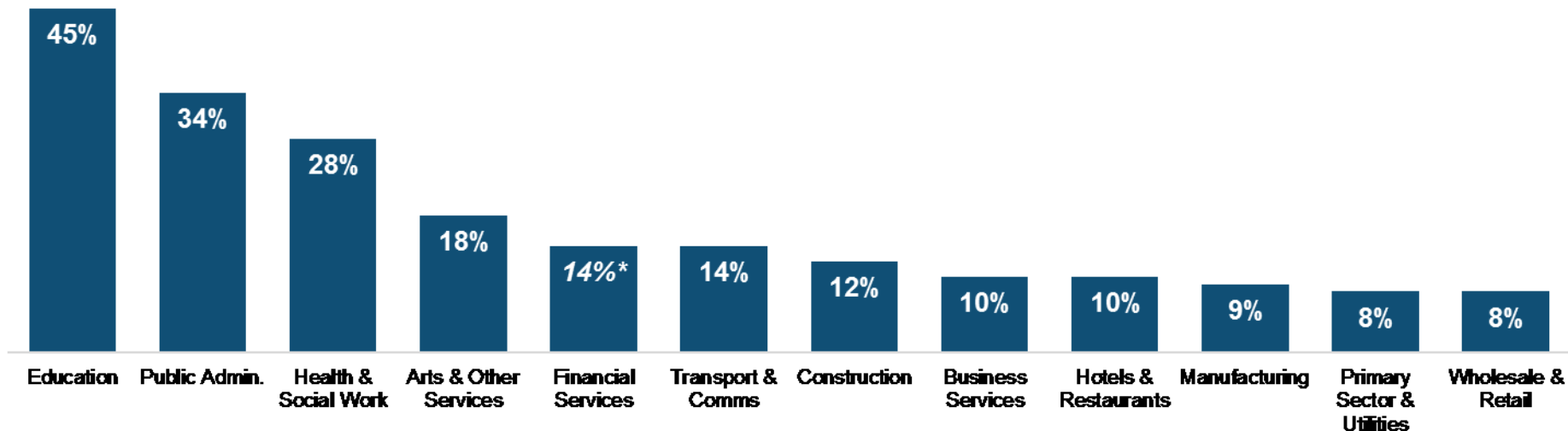
Wales: 13%

Of employers have worked with others to develop skills or expertise in the workforce

Base: All Wales establishments (1,997)



Base: All Wales employers: South West (436), South East (842), North (519), Mid (200)



Base: All Wales establishments: Education (107), Public Admin. (51), Health & Social Work (242), Arts & Other (121), Financial Services (38), Transport & Comms (102), Construction (143), Business Services (232), Hotels & Restaurants (222), Manufacturing (142), Primary Sector & Utilities (114), Wholesale & Retail (483)

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



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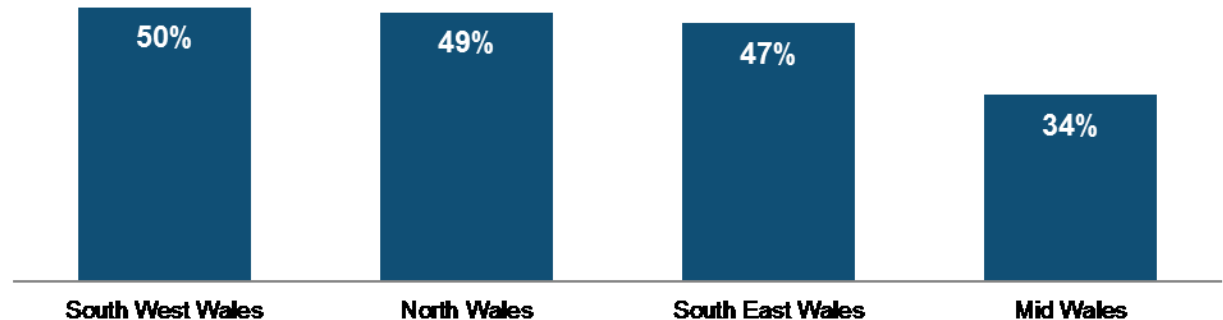
Produced by IFF Research

Employer involvement in designing content of vocational

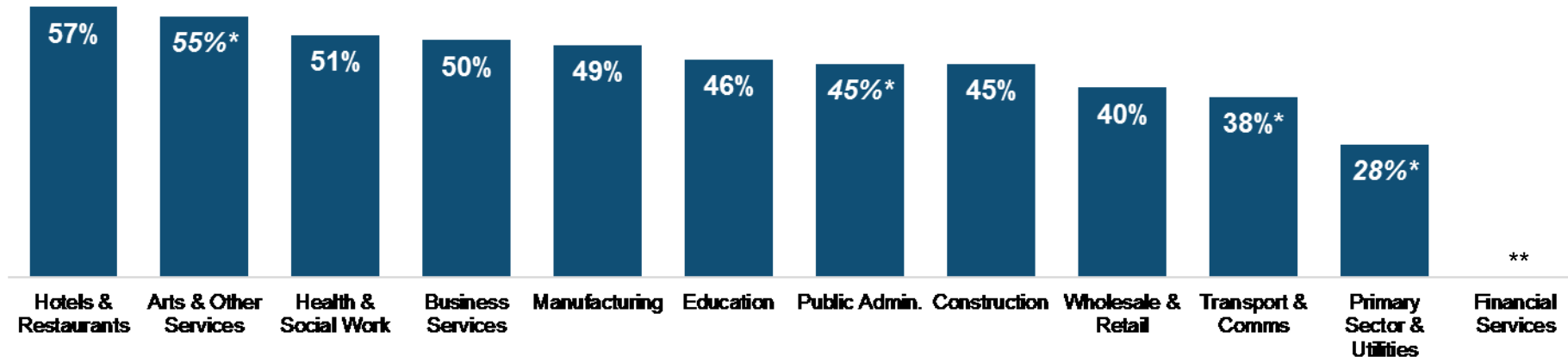
Wales: 47%

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 Wales employers who have trained staff using vocational qualifications in last 12 months (775)



Base: All Wales employers who have trained staff using vocational qualifications in last 12 months : South West (147), North (210), South East (358), Mid (60)



Base: All Wales employers who have trained staff using vocational qualifications in last 12 months: Hotels & Restaurants (71), Arts & Other (36), Health & Social Work (171), Business Services (91), Manufacturing (54), Education (72), Public admin. (25), Construction (55), Wholesale & Retail (131), Transport & Comms (26), Primary Sector & Utilities (28)

*** 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



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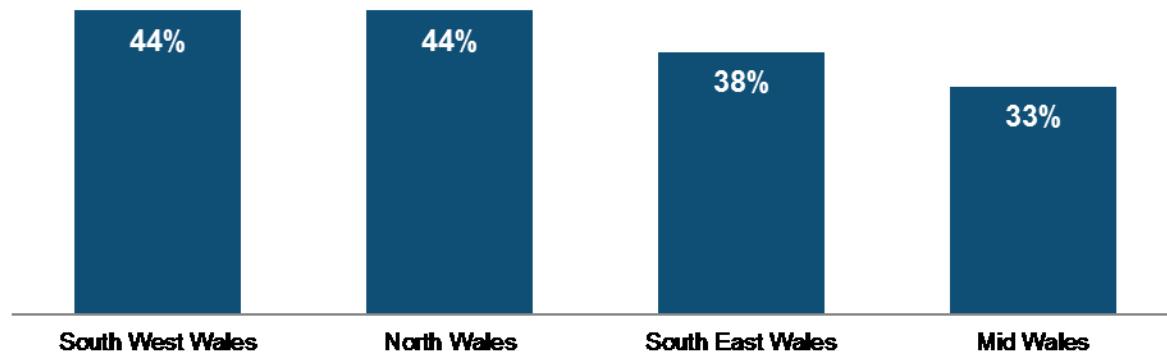
Produced by IFF Research

Employer involvement in designing content of external training

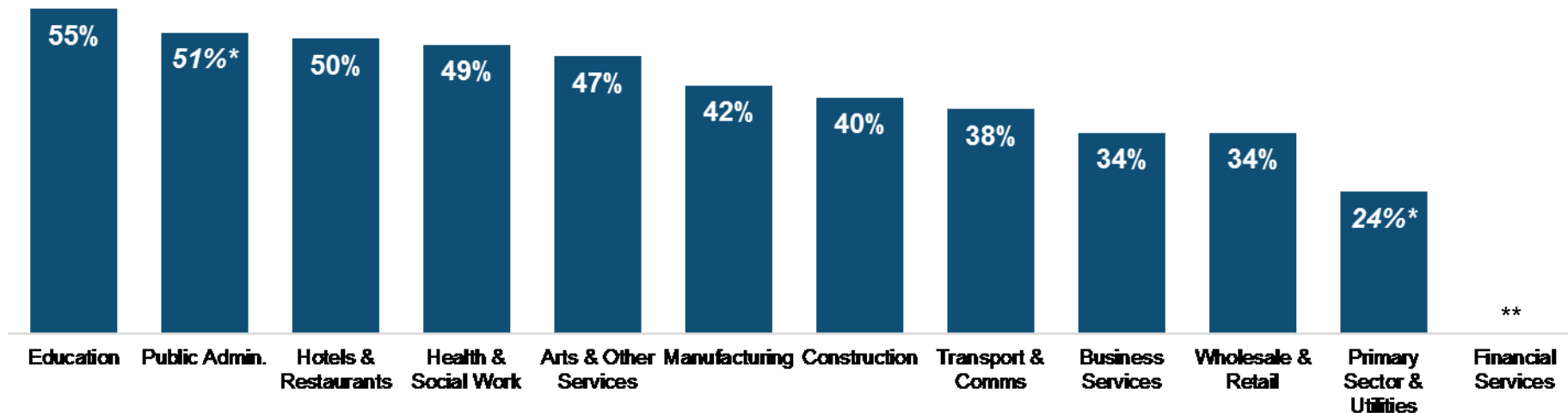
Wales: 40%

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

Base: All Wales employers that provide external training (1,156)



Base: All Wales employers that provide external training: South West (248), North (303), South East (501), Mid (104)

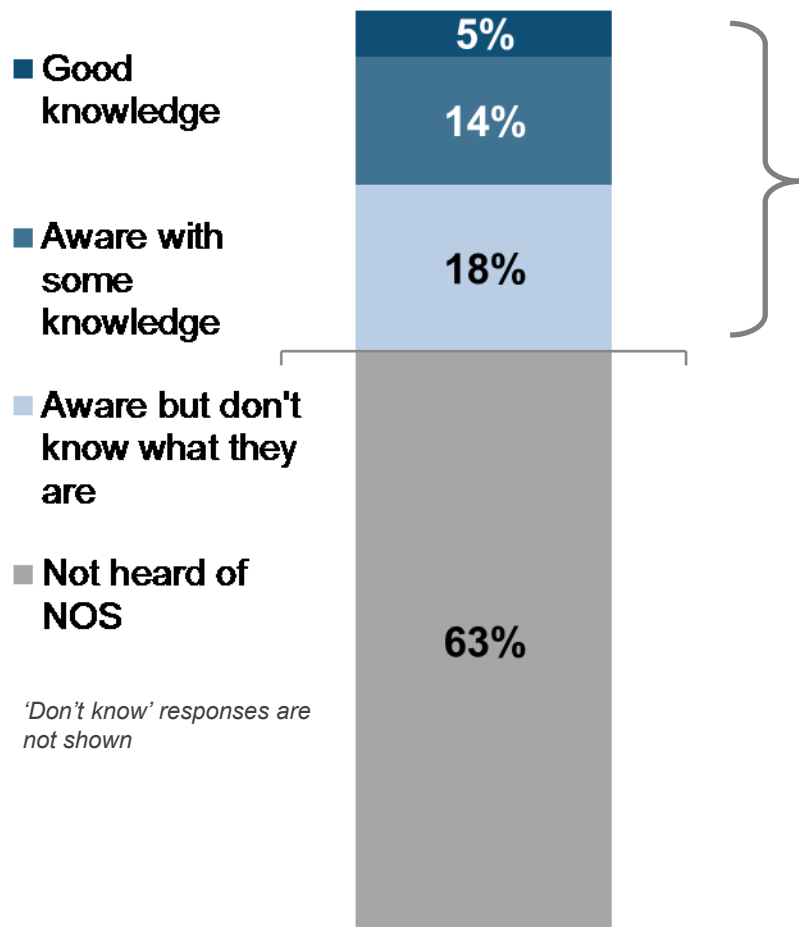


Base: All Wales employers that provide external training: Education (94), Public admin. (39), Hotels & Restaurants (92), Health & Social Work (204), Arts & Other (67), Manufacturing (98), Construction (90), Transport & Comms (53), Business Services (153), Wholesale & Retail (207), Primary Sector & Utilities (43)

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Awareness and use of the National Standards in Wales



'Don't know' responses are not shown

Wales: 37% any awareness of NOS
(2014: 40%)

9% of all Wales employers used NOS...
(2014: 13%)

- To develop training plans to meet the establishment's training needs: **7%** (2014: 9%)
- For staff appraisals or performance management: **6%** (2014: 8%)
- To develop job descriptions or guide recruitment criteria: **6%** (2014: 9%)
- For succession planning or competency frameworks: **5%** (2014: 7%)

Base: All Wales establishments (2016/2014):
1,997/2,007



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Apprenticeships

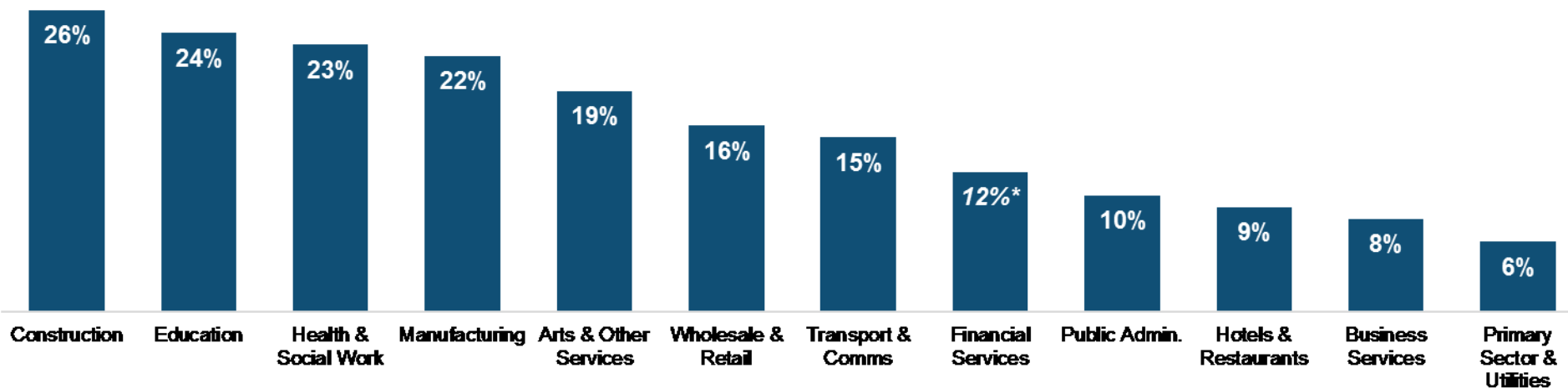
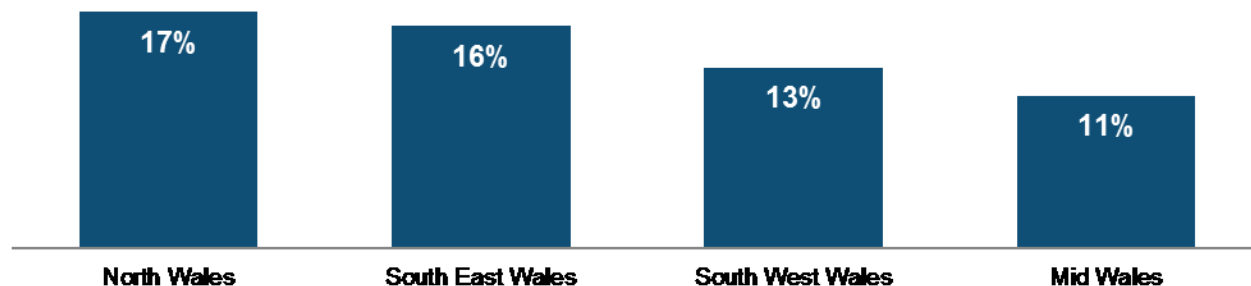


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An overview

Wales: 15%
of establishments offered
apprenticeships

Base: All Wales establishments (1,997)



Base: All Wales establishments: Construction (143), Education (107), Health & Social Work (242), Manufacturing (142), Arts & Other (121), Wholesale & Retail (483), Transport & Comms (102), Financial Services (38), Public Admin. (51), Hotels & Restaurants (222), Business Services (232), Primary Sector & Utilities (114)

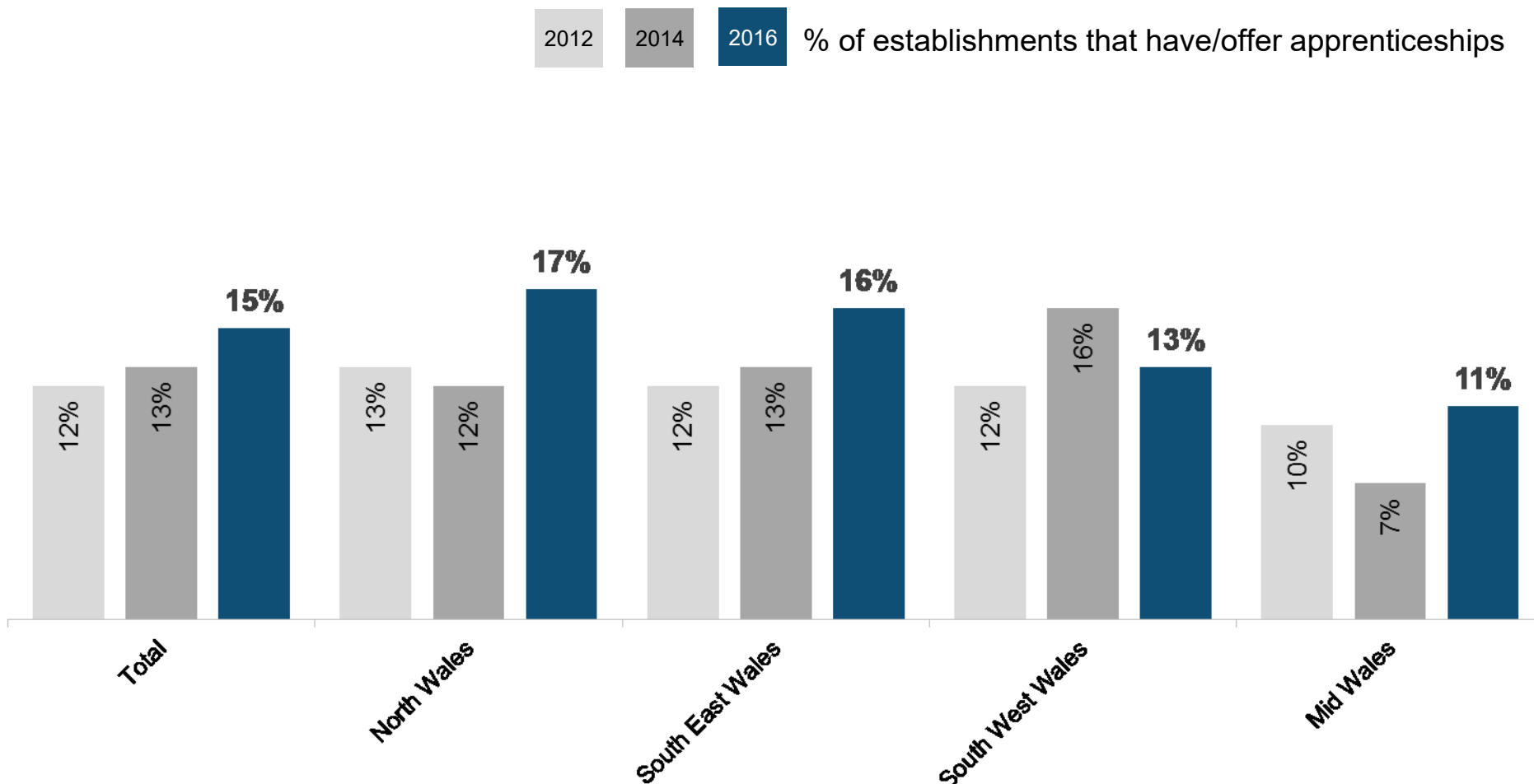
“*” denotes a base size of between 25-49 employees and should be treated with caution



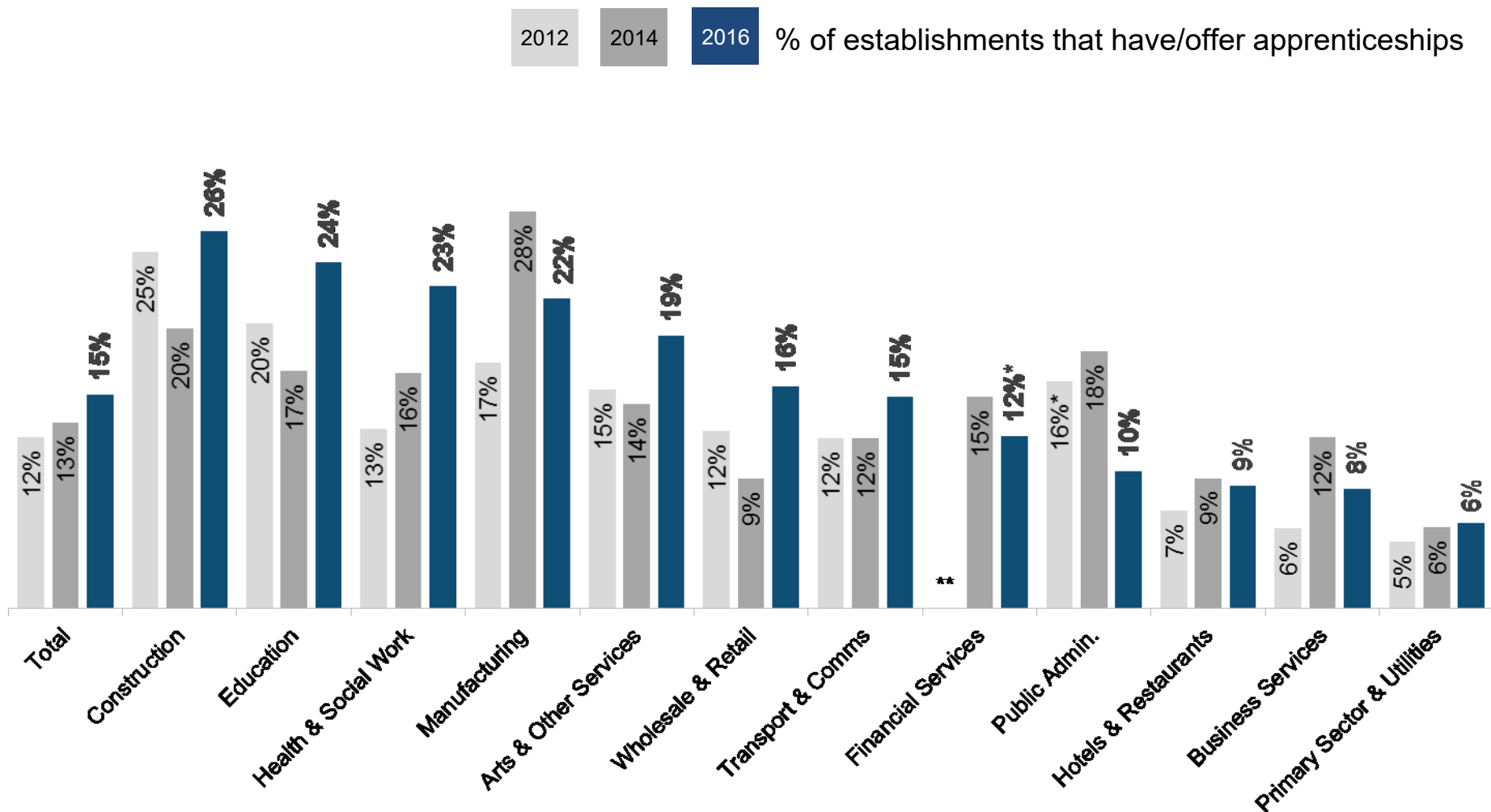
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Apprenticeships by region



Apprenticeships by sector



Base: All Wales establishments (2016): Total (1,997), Education (107), Public Admin. (51), Health & Social Work (242), Arts & Other (121), Construction (143), Manufacturing (142), Wholesale & Retail (483), Hotels & Restaurants (222), Business Services (232), Financial Services (38), Primary Sector & Utilities (114), Transport & Comms (102)

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

46%

Acquiring talent

21%

Nurturing talent

26%

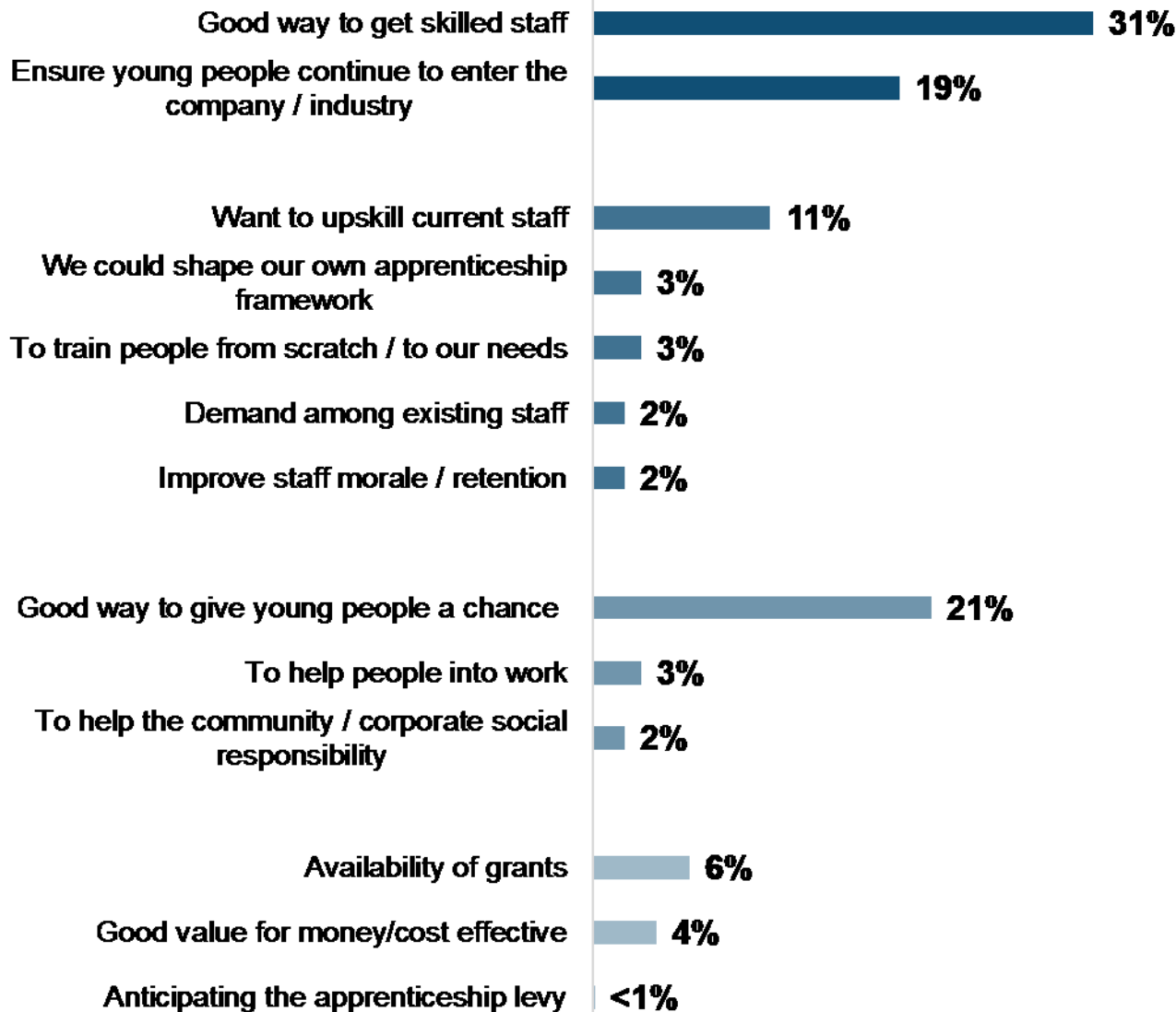
Altruistic

10%

Financial



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Base: All Wales establishments that started offering apprenticeships in the last three years (127).

Note: multiple responses were allowed.

Reasons for not offering apprenticeships

62%

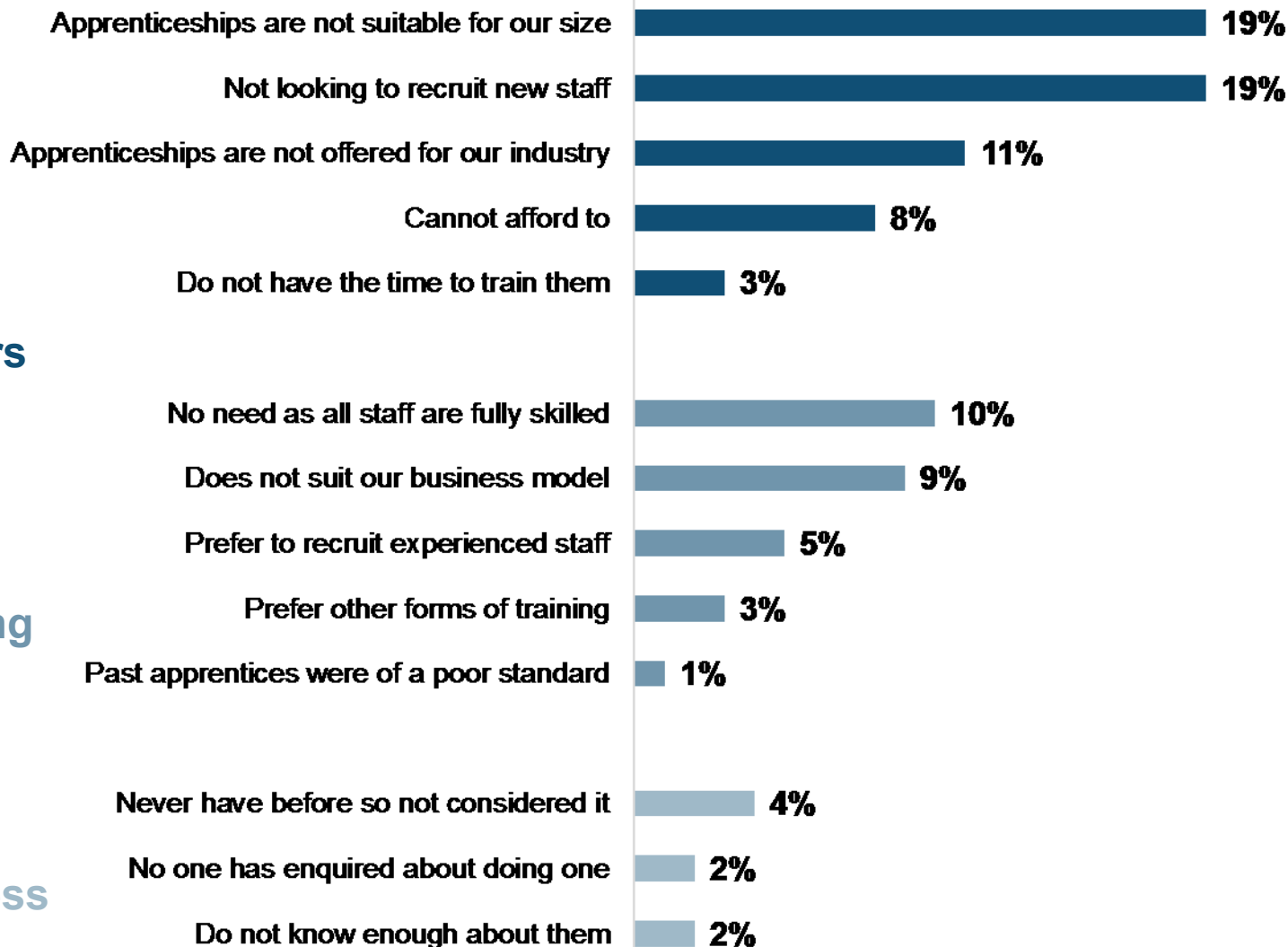
Perceived structural barriers

27%

Actively choosing not to

11%

Lack of awareness



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Base: All Wales establishments not offering apprenticeships (1,559)

Note: multiple responses allowed.

Types of external training providers used for apprenticeships

63%

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

Base: All Wales establishments who have or offer formal apprenticeships (438)



*Base: All Wales establishments whose apprentices receive external training (358)
Note: multiple responses were allowed.*



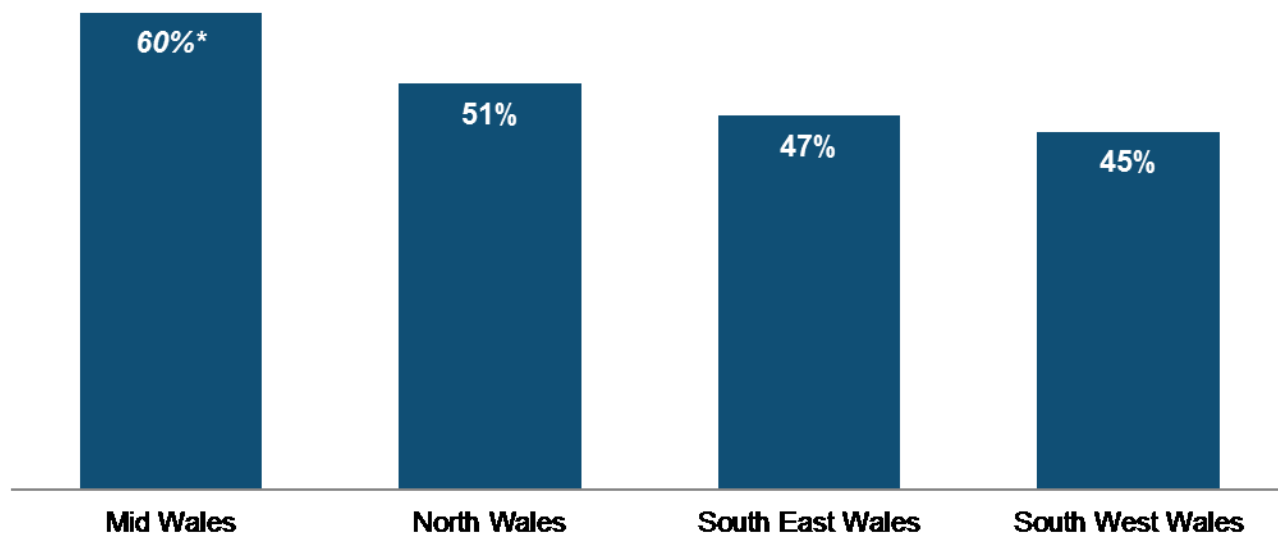
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Employer involvement in designing external training content of apprenticeships

Wales: 49%

of employers whose apprentices receive external training have had involvement in the design of the content

Base: All Wales establishments whose apprentices receive external training (358)



Note: employer involvement by sector is not shown due to low base sizes.

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



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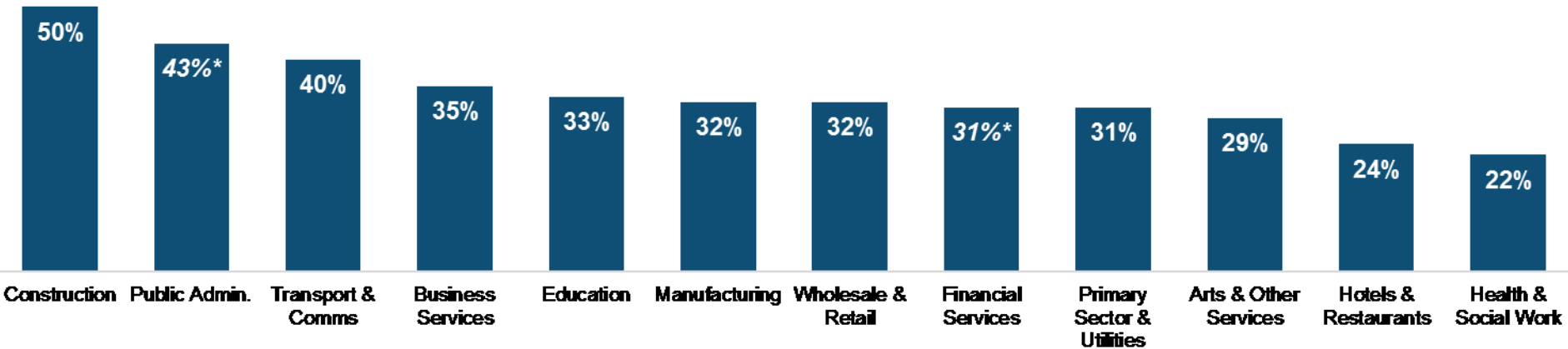
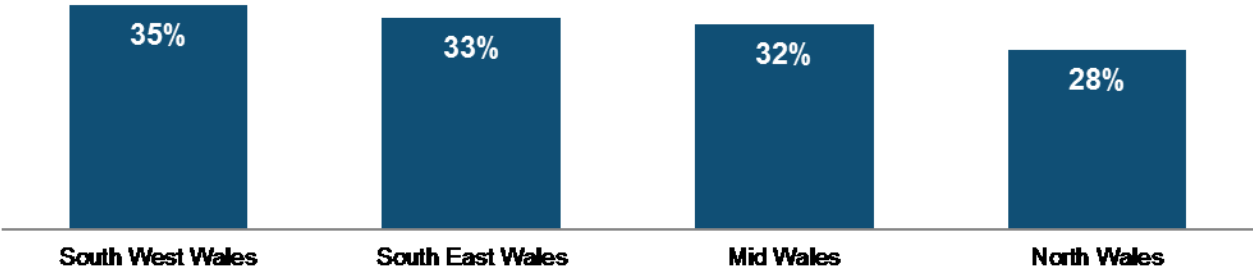
Produced by IFF Research

Awareness and knowledge of apprenticeships

Wales: 32%

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

Base: All Wales establishments not offering apprenticeships (1,559)



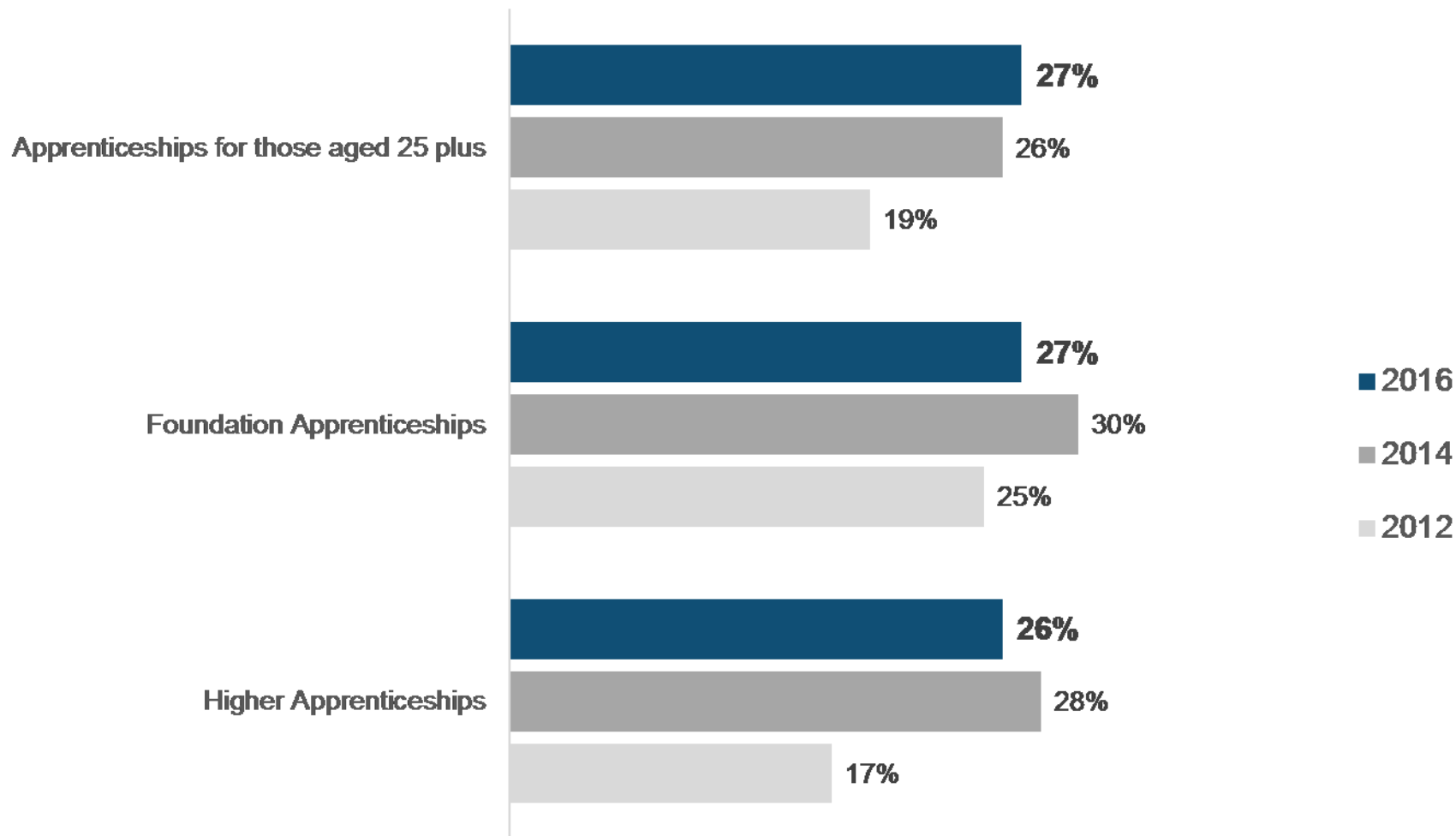
Base: All Wales establishments not offering apprenticeships: Construction (90), Public admin. (43), Transport & Comms (77), Business Services (192), Education (79), Manufacturing (91), Wholesale & Retail (397), Financial Services (31), Primary Sector & Utilities (100), Arts & Other (101) Hotels & Restaurants (183), Health & Social Work (175)

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



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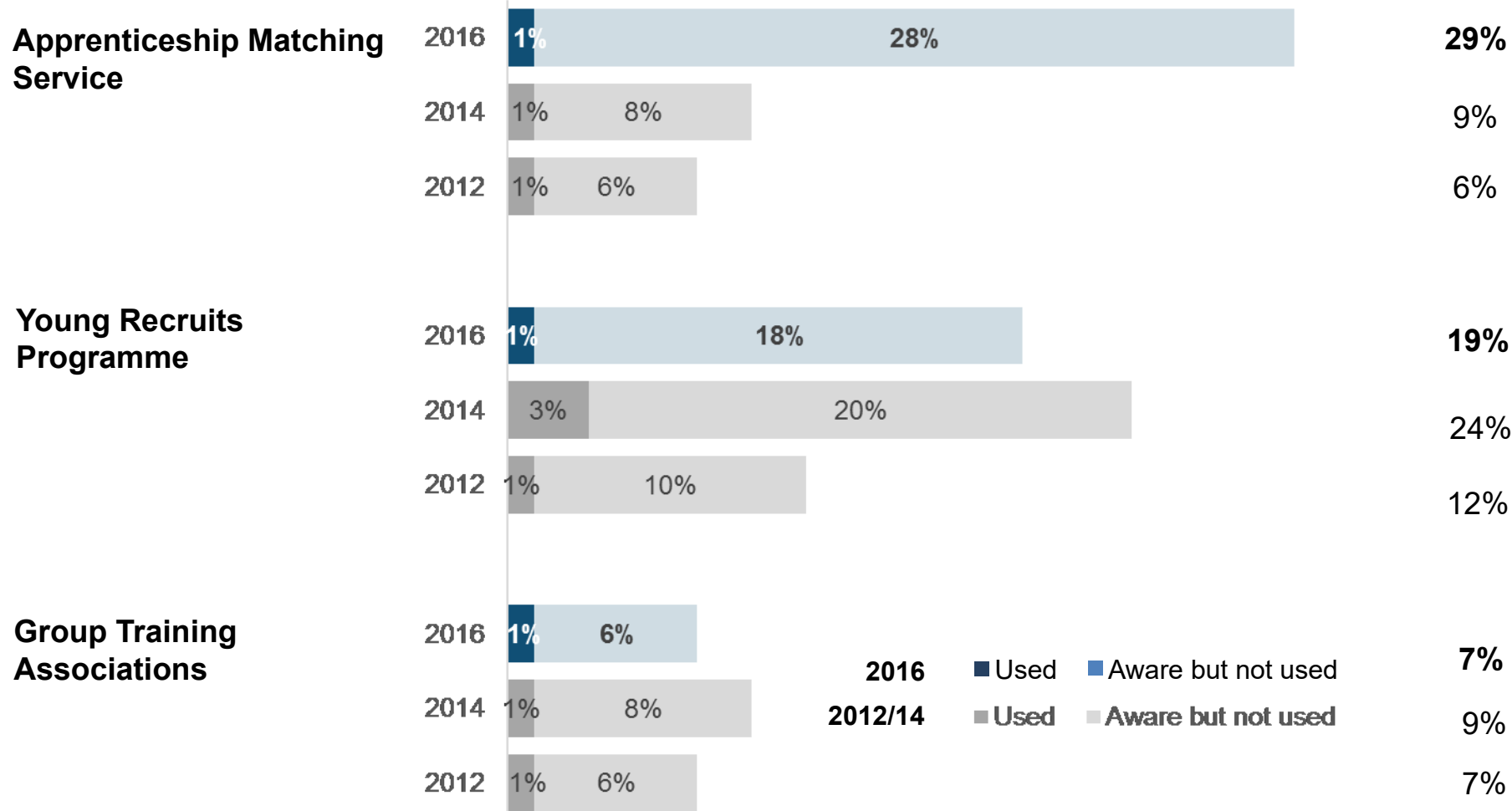
Awareness of specific government-recognised apprenticeship schemes



Base (2012/2014/2016): All Wales establishments (2,001 / 2,007 / 1,997)

Awareness and use of Apprenticeship services

AWARE

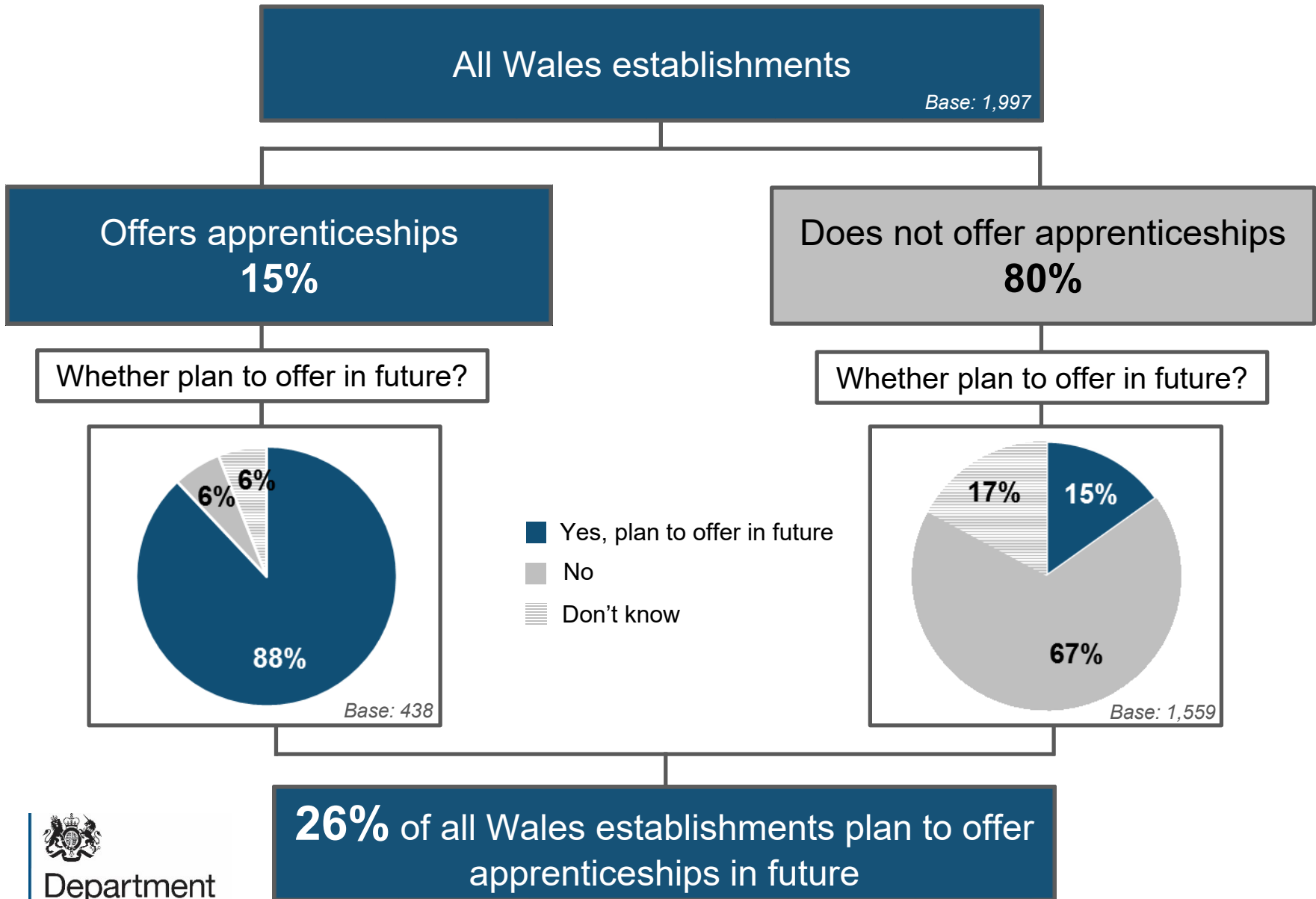


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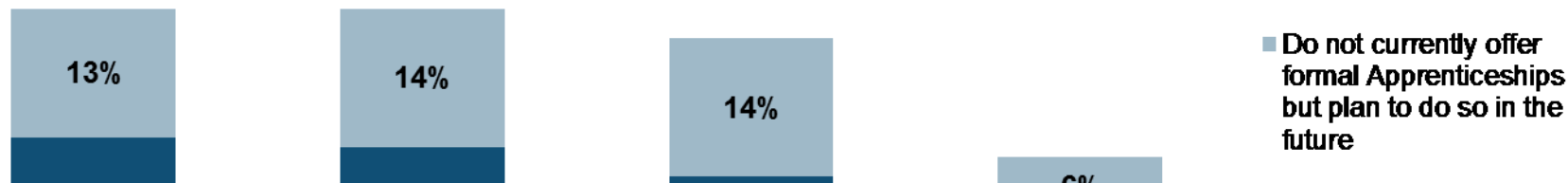
Base (2012/2014/2016): All Wales establishments (2,001 / 2,007 / 1,997)

Produced by IFF Research

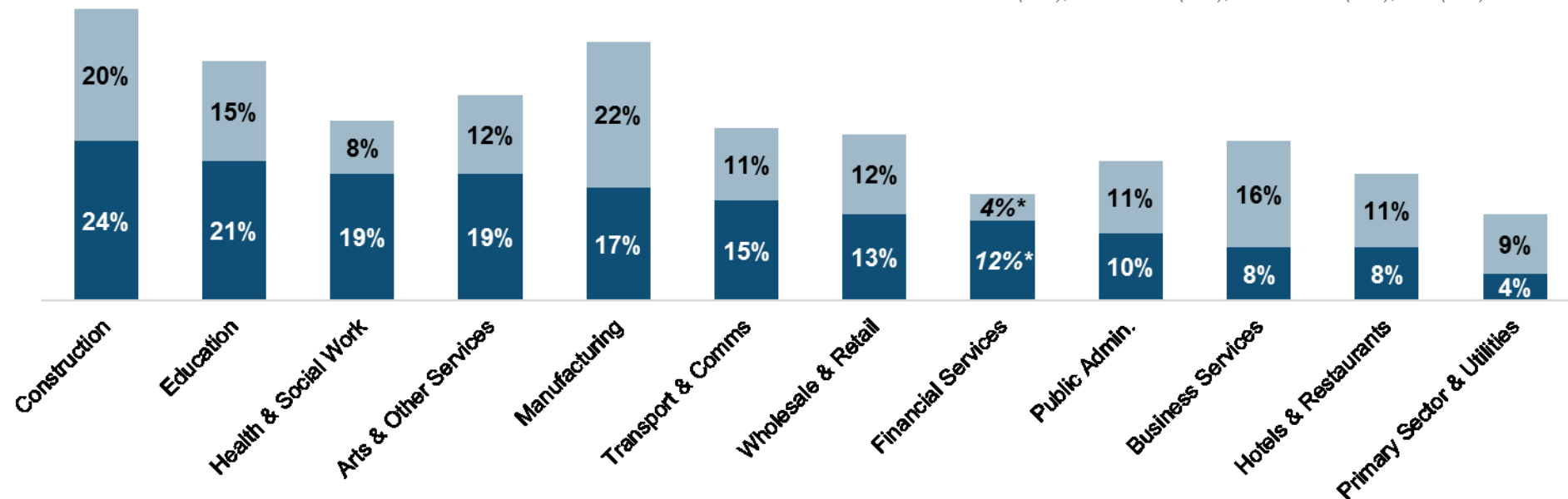
Future demand for apprenticeships



Future demand for apprenticeships, by region and sector



Base: All Wales establishments: North (519), South East (842), South West (436), Mid (200)



Base: All Wales establishments: Construction (143), Education (107), Health & Social Work (242), Arts & Other (121), Manufacturing (142), Transport & Comms (102), Wholesale & Retail (483), Financial Services (38), Public Admin. (51), Business Services (232), Hotels & Restaurants (222), Primary Sector & Utilities (114)

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

Reasons for planning to start offering apprenticeships

69%

Acquiring talent

13%

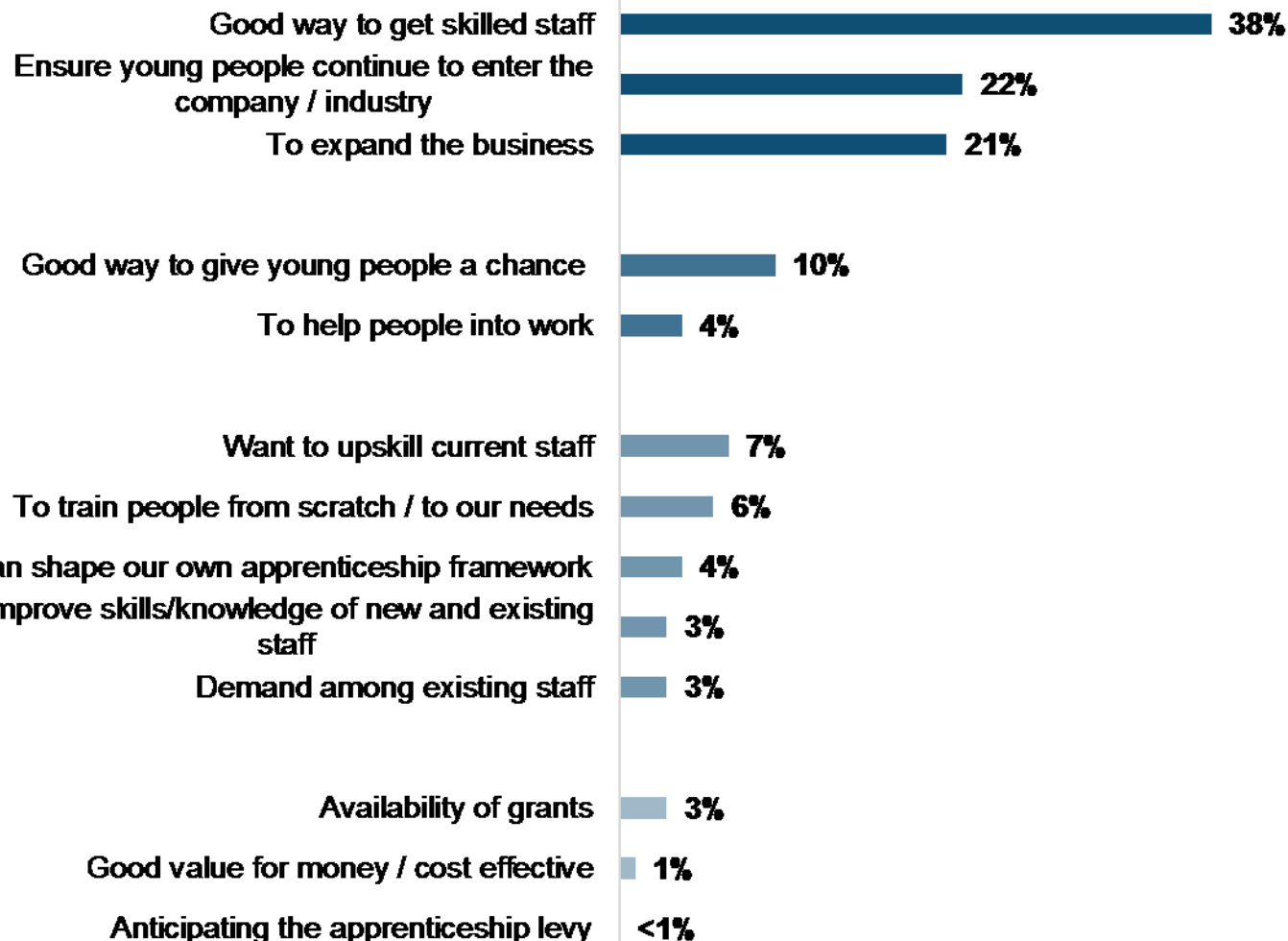
Altruistic

24%

Nurturing talent

4%

Financial

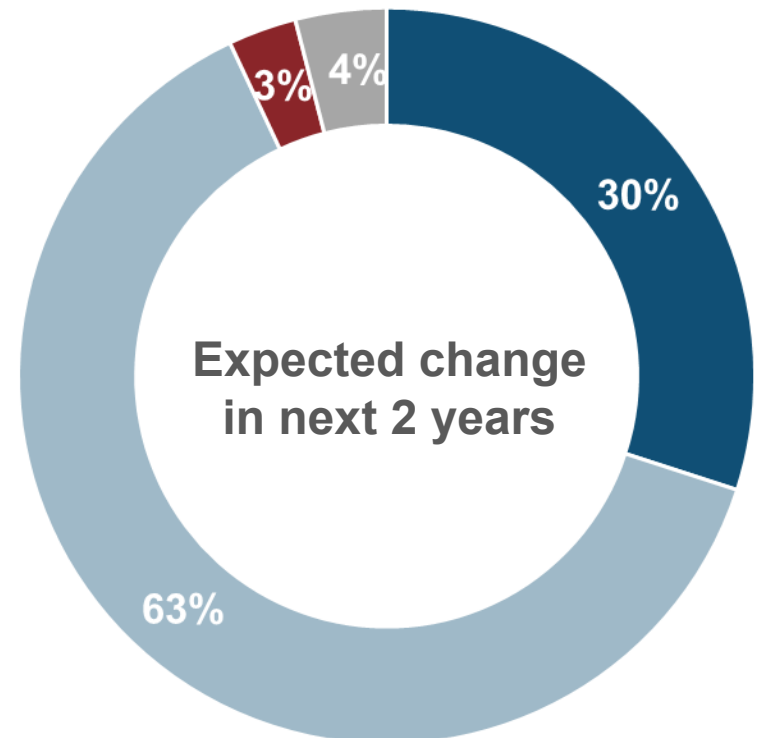
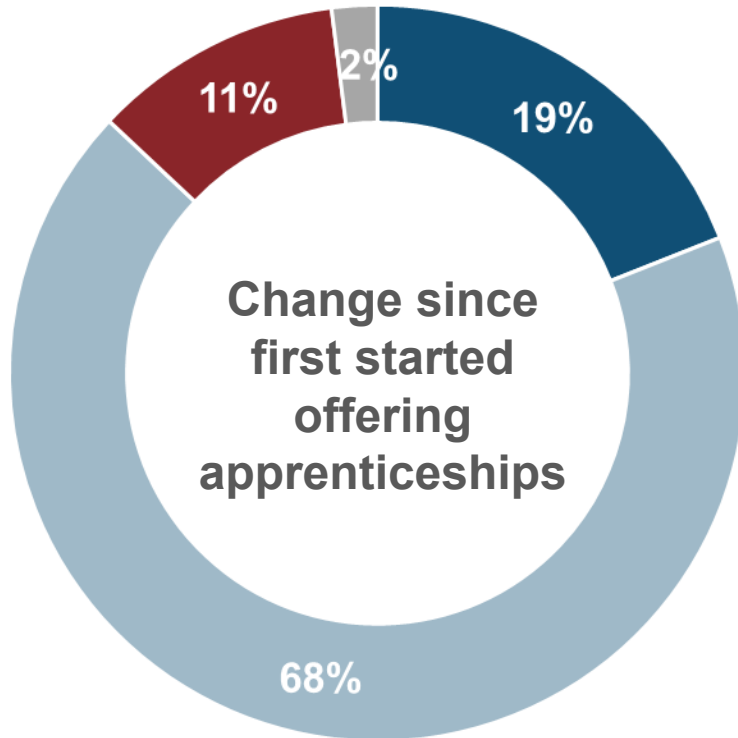


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Base: All Wales establishments that plan to start offering apprenticeships in future (266).
Note: multiple responses were allowed.

Change in apprentice numbers (past and future)

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



Base: All Wales establishments with current apprentices and plan to continue offering apprenticeships in future (259)

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

Conclusions



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

- Despite issues relating to hard-to-fill and skills-shortage vacancies (as highlighted in ESS 2015, where 23% of vacancies in Wales were skills-shortage vacancies), employers use a fairly limited number and range of recruitment channels to bring talent into their business.
 - The majority of employers who recruited someone (81%) used word of mouth / personal recommendations to access the potential labour market. (13% 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 (such as the Welsh Government's target of supporting a minimum of 100,000 apprentices by the end of the current Assembly in 2021), EPS 2016 presents a positive picture in terms of increases in the proportion of establishments offering apprenticeships.
- 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.
- Around a quarter (26%) of establishments in Wales were planning to offer apprenticeships in future.
- Potential to increase apprenticeship numbers also exists among establishments already offering them and planning to offer them in future. Almost a third (30%) of these employers 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.
- Around half (49%) 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 is similar to the 47% that had arranged training for their staff leading to a vocational qualification (VQ) being involved in designing the training content, but higher than the 40% 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, or in relation to VQs, suggests that employers were more engaged in these types of training, or there is greater receptiveness among apprenticeships / VQ training providers to receive input from employers.



Regional differences

- A greater proportion of employers in South East Wales look for academic qualifications when recruiting compared with other regions.
- Whilst employers in all regions place a high value on relevant work experience when recruiting, there was a greater propensity for South East Wales employers to have offered work placements.
- The proportion of employers offering apprenticeships was lowest in Mid Wales (11%) and highest in North Wales (17%). The region with the largest percentage point increase in the proportion of employers offering apprenticeships was North Wales (increasing from 12% of employers offering apprenticeships in 2014 to 17% in 2016).
- It should be noted, however, that the size and sector profile of employers within each region may account for some of these findings.



Sector differences

- Work experience appears to be of most importance to employers in the Education sector: 87% look for relevant work experience when recruiting and 71% had offered work placements in the past 12 months.
- Offering apprenticeships was most common in the Construction sector (26%), followed by Education (24%), Health and Social Work (23%) and Manufacturing (22%). The offering of apprenticeships was lowest in the Business Services sector (8%) and Primary Sector and Utilities (6%).
- The take-up of training toward vocational qualifications (VQs) was highest in the Education and Health and Social Work sectors (62% and 58% respectively), and lowest in Transport and Communications (15%) and Primary Sector and Utilities (11%).
- Construction employers were more likely than those in other sectors to have used further education colleges as a source of training for their employees, whereas employers in the Education sector were most likely to have used higher education institutions as a source of training.

