

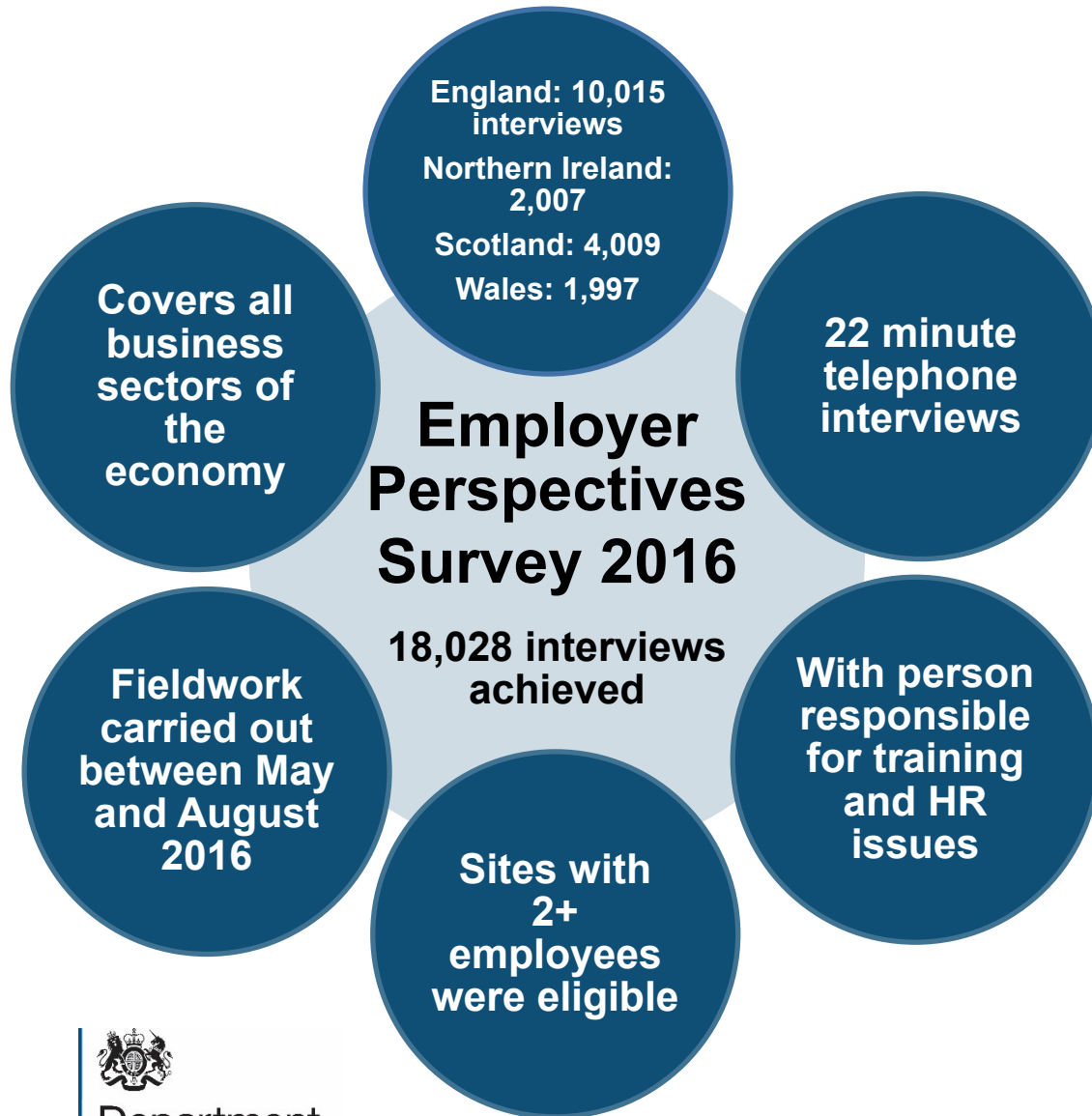
Employer Perspectives Survey 2016

UK Slide Pack



Department
for Education

Introduction



Department
for Education

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
UK	1,884,619	18,028
By country		
England	1,591,571	10,015
Northern Ireland	55,104	2,007
Scotland	150,876	4,009
Wales	87,068	1,997
By size of establishment		
2-4	996,002	4,297
5-9	411,578	4,290
10-24	283,116	4,312
25-49	103,307	2,337
50-99	51,253	1,250
100+	39,363	1,542

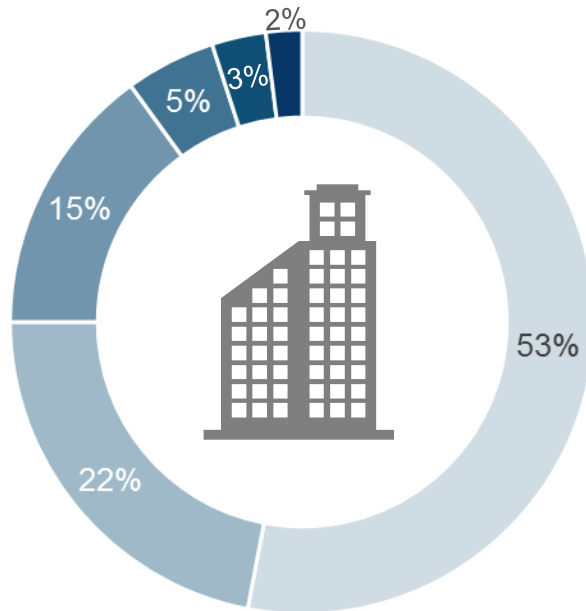
By sector	Population	Number of interviews
Primary Sector & Utilities	110,312	866
Manufacturing	100,752	1,065
Construction	170,296	1,212
Wholesale & Retail	379,922	3,933
Hotels & Restaurants	174,736	1,792
Transport & Comms	135,650	1,143
Financial Services	39,235	395
Business Services	414,047	3,081
Public Admin.	18,940	403
Education	59,052	990
Health & Social Work	135,604	2,023
Arts & Other	145,073	1,125

All the figures presented in this slide pack are subject to a margin of error; typically between 1 and 2 percentage points. The EPS 2016 technical report provides a full breakdown of confidence intervals by key sub-groups.

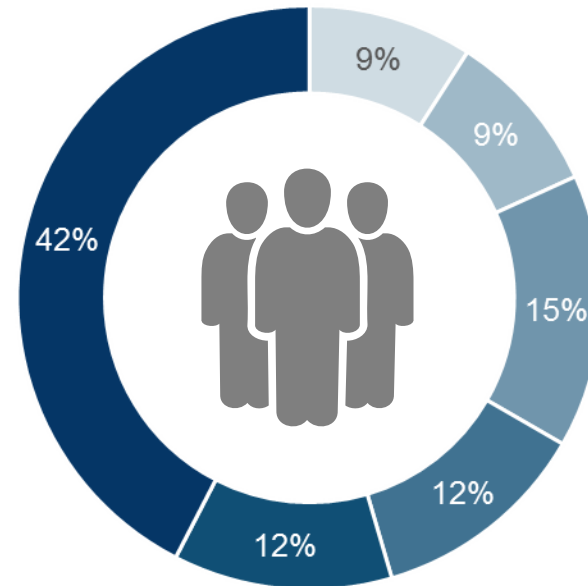


Survey population: size

% of all establishments



% of all employment



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

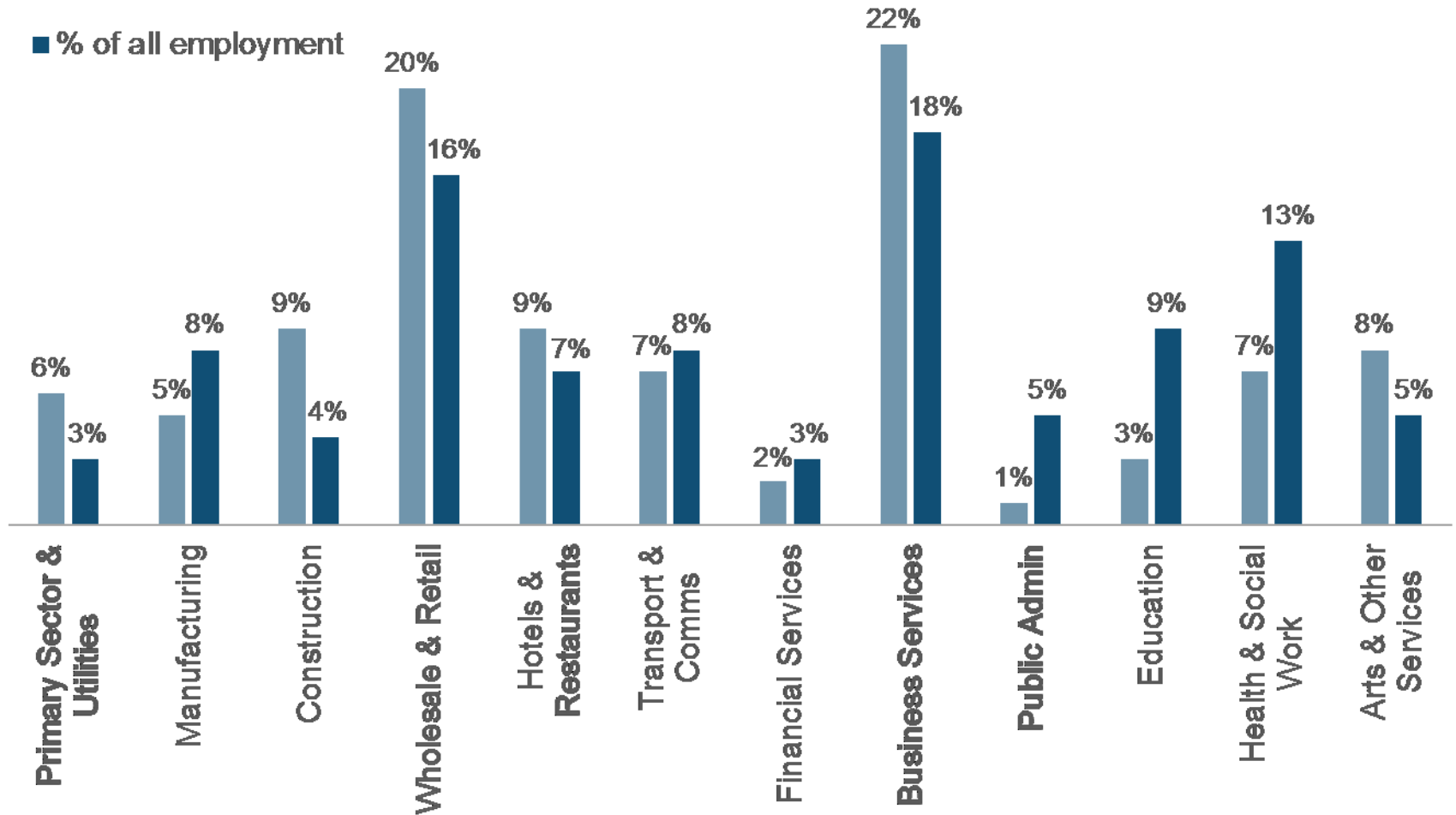
Source: ONS Inter-Departmental Business Register (IDBR), March 2015



Survey population: sector

■ % of all establishments

■ % of all employment



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



Department
for Education

Employer attitudes

AGREE

Staff happiness is as important as organisational performance



86%

Staff ability to do job is more important than formal qualifications



83%

Happy to pay towards training and development



63%

Always looking for new opportunities



56%

Investing in management skills is a top priority



51%

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

Base: All establishments (18,028)

Entry to work



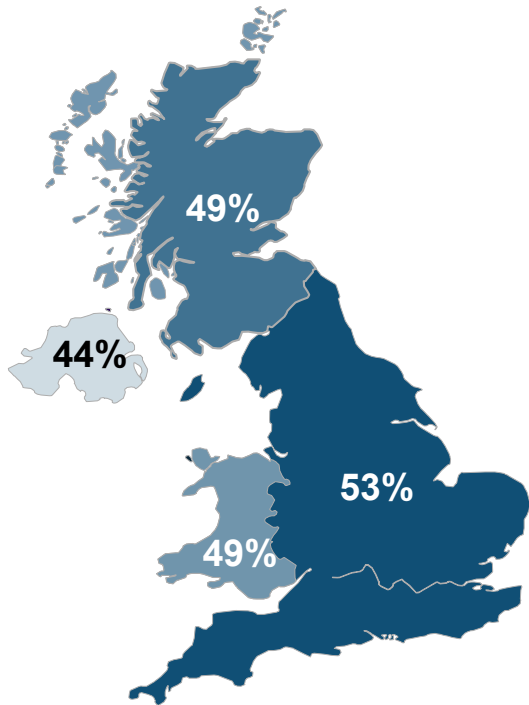
Department
for Education

Employers with vacancies in the past 12 months

UK: 52%

Of employers had vacancies in the last 12 months

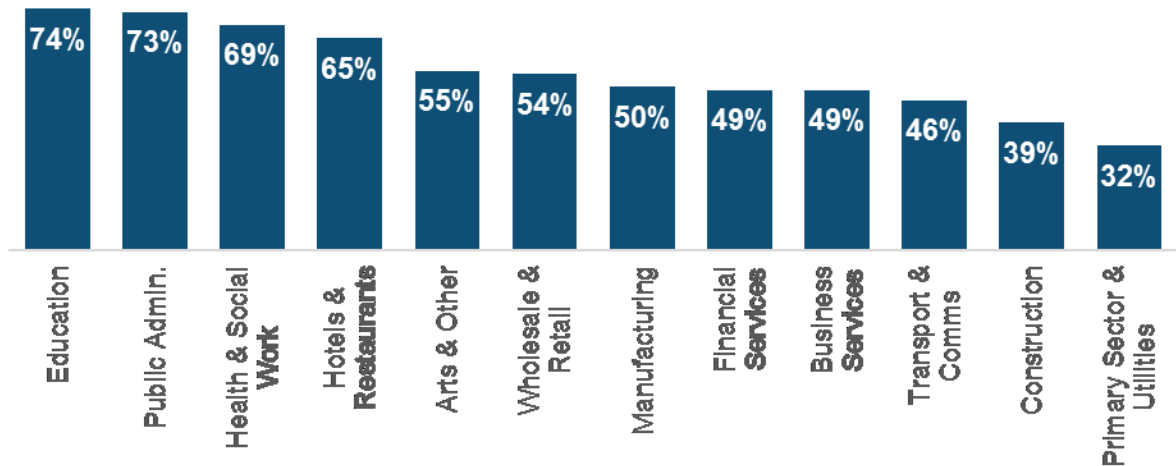
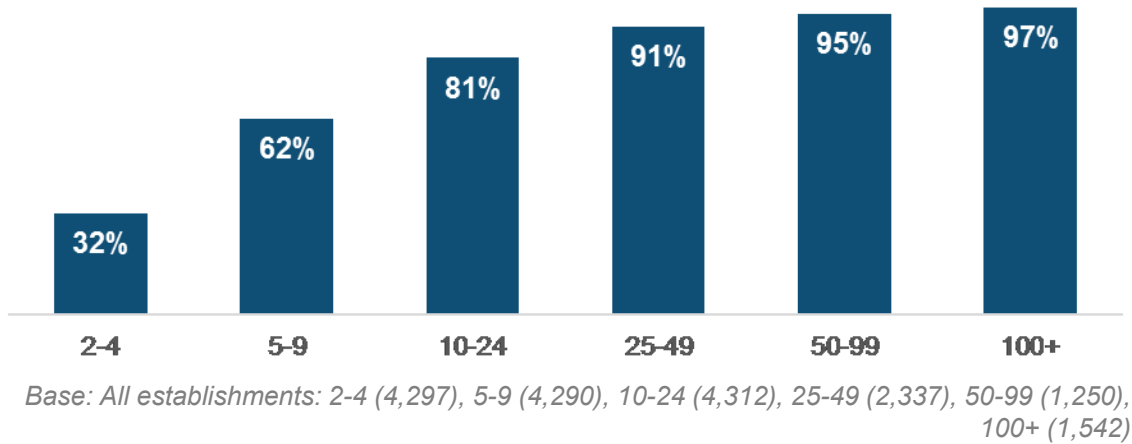
Base: All establishments (18,028)



Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)

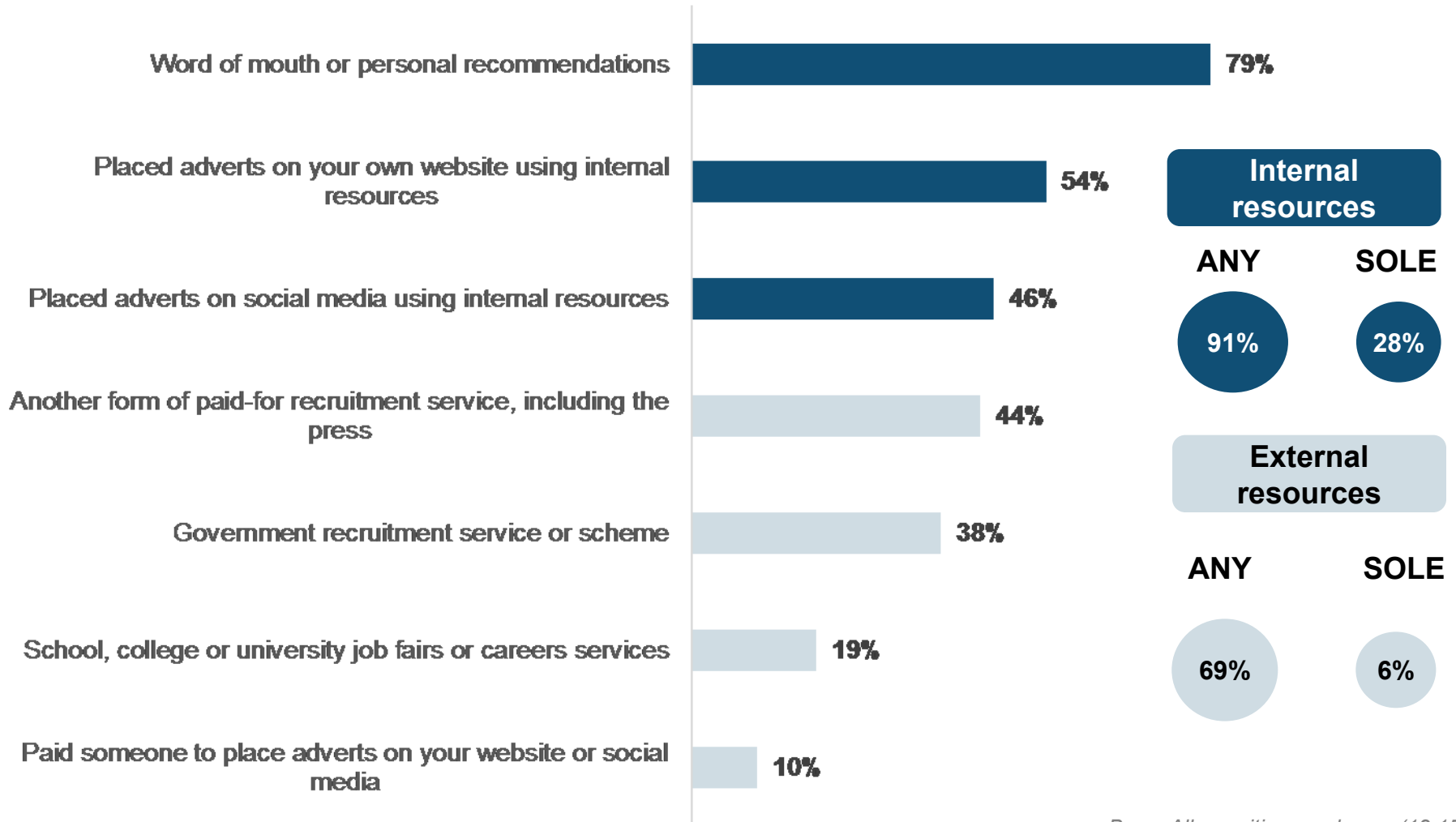


Department
for Education



Base: All establishments: Education (990), Public Admin. (403), Health & Social Work (2,023), Hotels & Restaurants (1,792), Arts & Other (1,125), Wholesale & Retail (3,933), Manufacturing (1,065), Financial Services (395), Business Services (3,081), Transport & Comms (1,143), Construction (1,212), Primary Sector & Utilities. (866)

Recruitment channels used



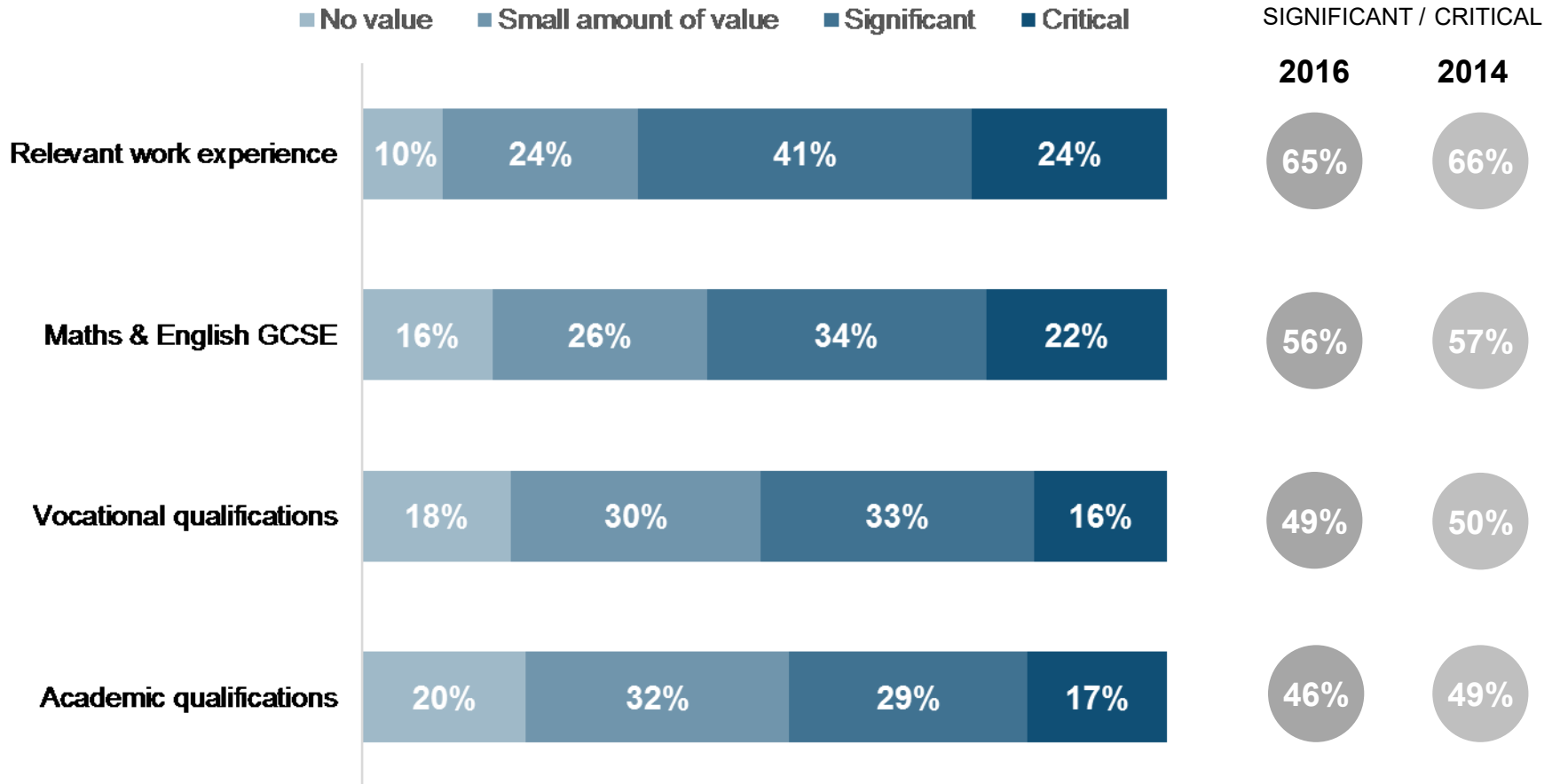
Base: All recruiting employers (12,151)

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



What employers look for when recruiting



Base: All employers (2016: 18,028, 2014: 18,059)

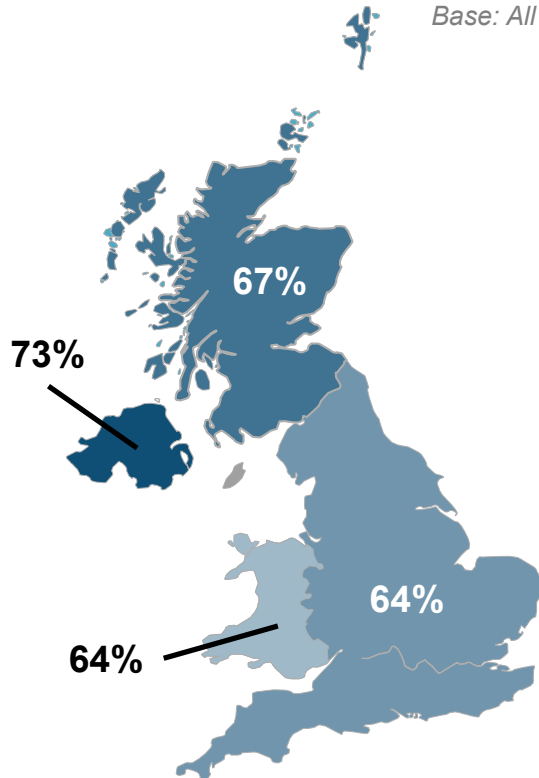


Department
for Education

What employers look for: relevant work experience

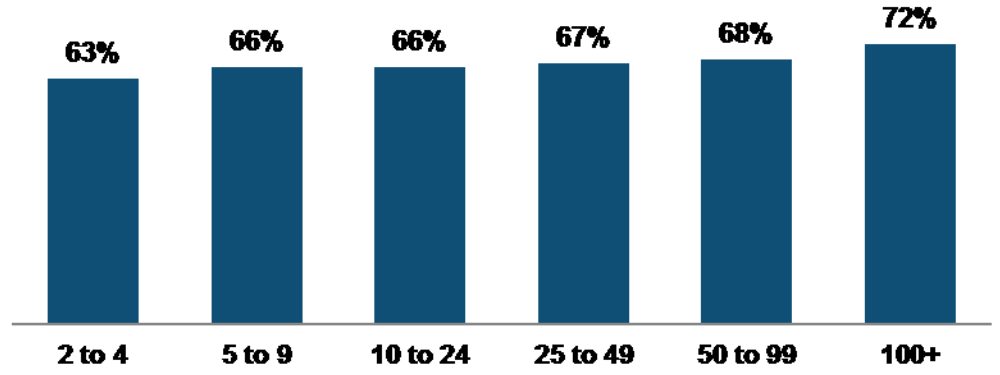
UK: 65%
felt work experience was critical or significant

Base: All establishments (18,028)

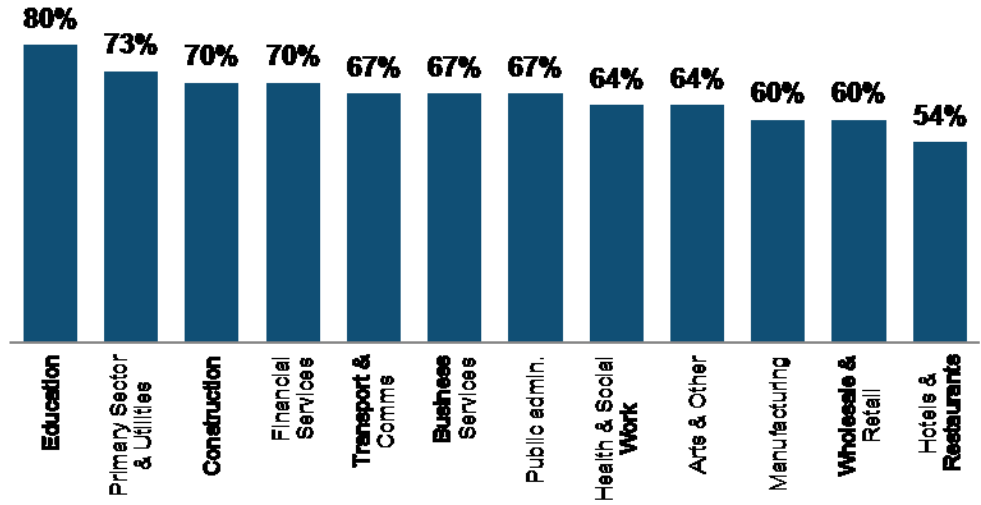


Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)

■ % Critical or significant



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)



Base: All establishments: Education (990), Primary Sector & Utilities (866), Construction (1,212), Financial Services (395), Transport & Comms (1,143), Business Services (3,081), Public Admin. (403), Health & Social Work (2,023), Arts & Other (1,125), Manufacturing (1,065), Wholesale & Retail (3,933), Hotels & Restaurants (1,792)



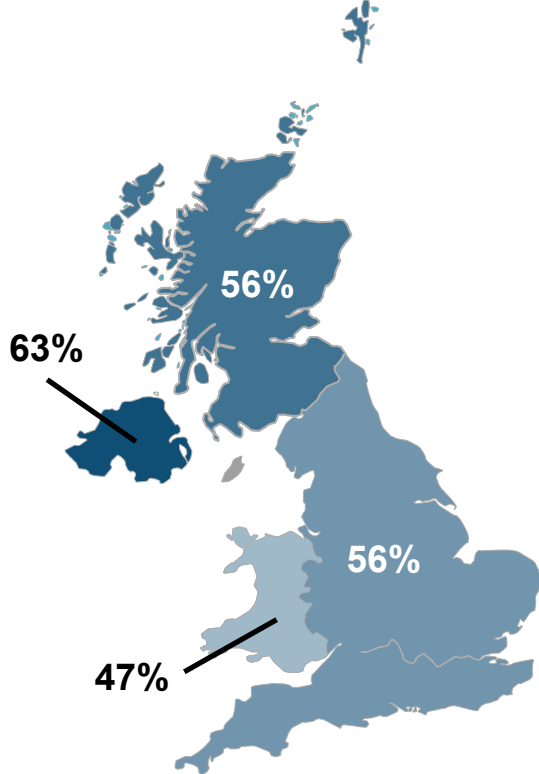
Department for Education

What employers look for: maths and English

UK: 56%

felt maths and English was critical or significant

Base: All establishments (18,028)

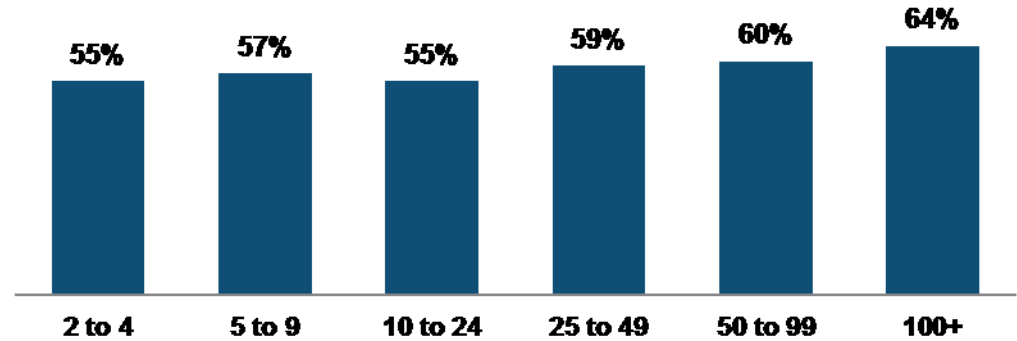


Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)

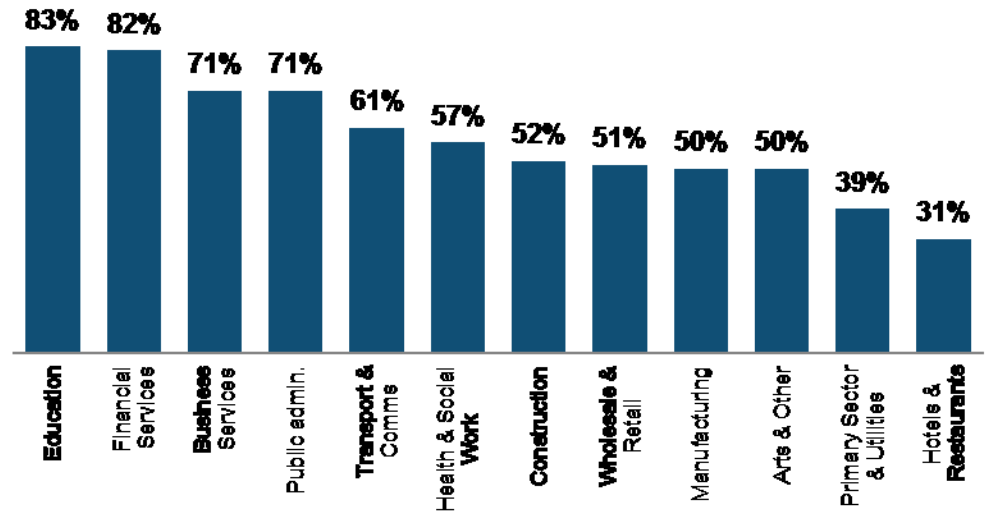


Department for Education

■ % Critical or significant



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)



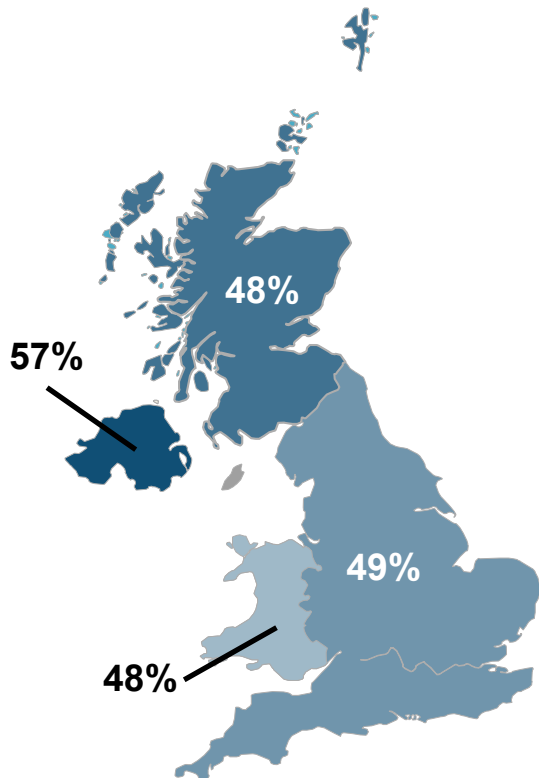
Base: All establishments: Education (990), Financial Services (395), Business Services (3,081), Public Admin. (403), Transport & Comms (1,143), Health & Social Work (2,023), Construction (1,212), Wholesale & Retail (3,933), Manufacturing (1,065), Arts & Other (1,125), Primary Sector & Utilities (866), Hotels & Restaurants (1,792)

What employers look for: vocational qualifications

UK: 49%

felt vocational qualifications were critical or significant

Base: All establishments (18,028)

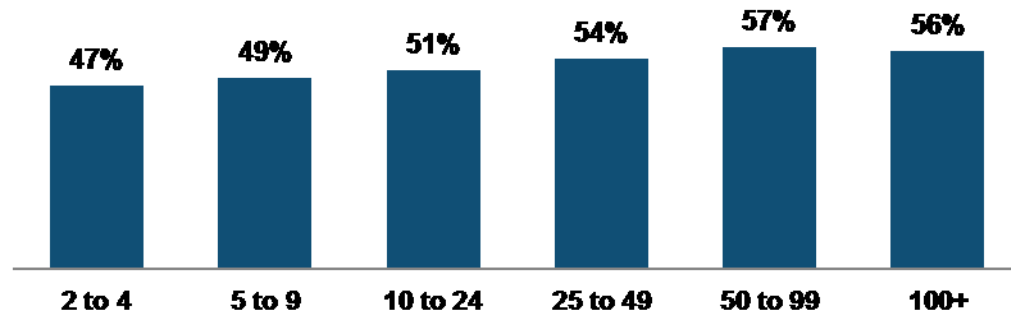


Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)

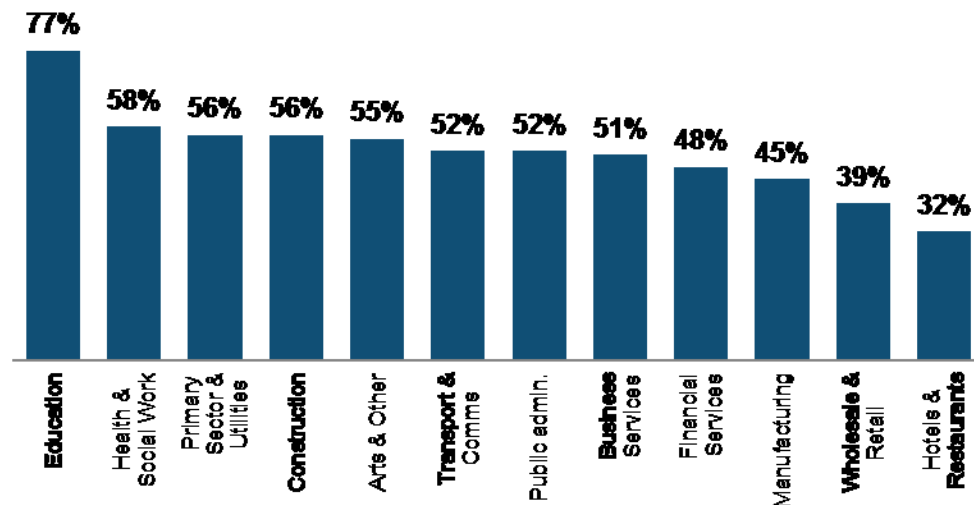


Department for Education

■ % Critical or significant



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)

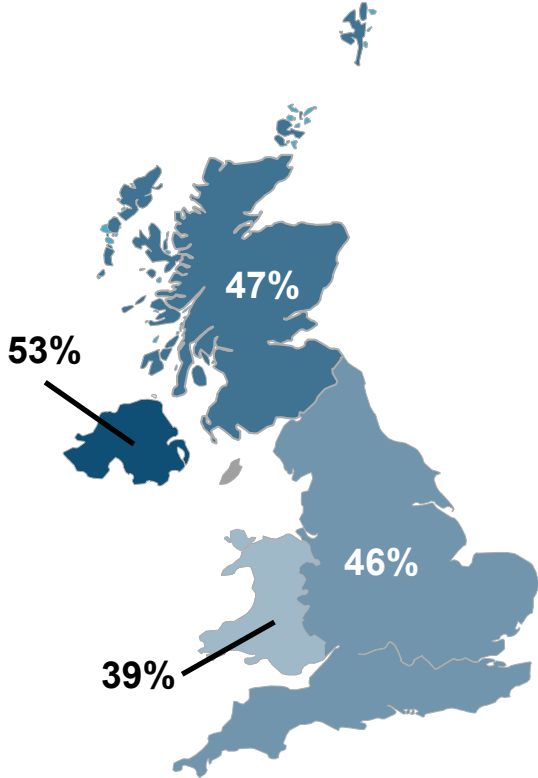


Base: All establishments: Education (990), Health & Social Work (2,023), Primary Sector & Utilities (866), Construction (1,212), Arts & Other (1,125), Transport & Comms (1,143), Public Admin. (403), Business Services (3,081), Financial Services (395), Manufacturing (1,065), Wholesale & Retail (3,933), Hotels & Restaurants (1,792)

What employers look for: academic qualifications

UK: 46%
felt academic qualifications were critical or significant

Base: All establishments (18,028)

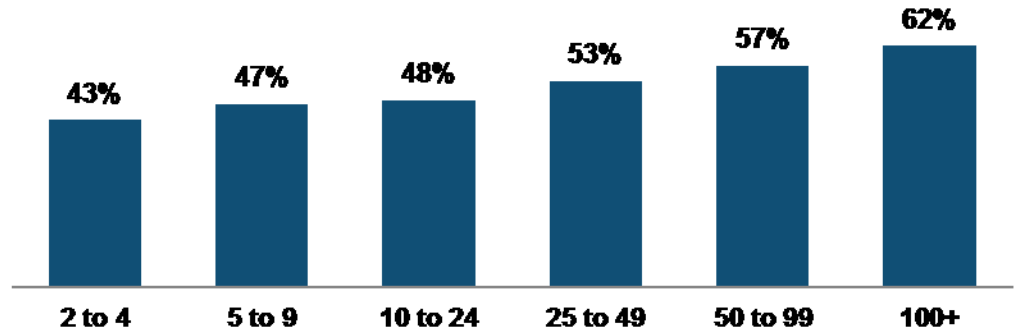


Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)

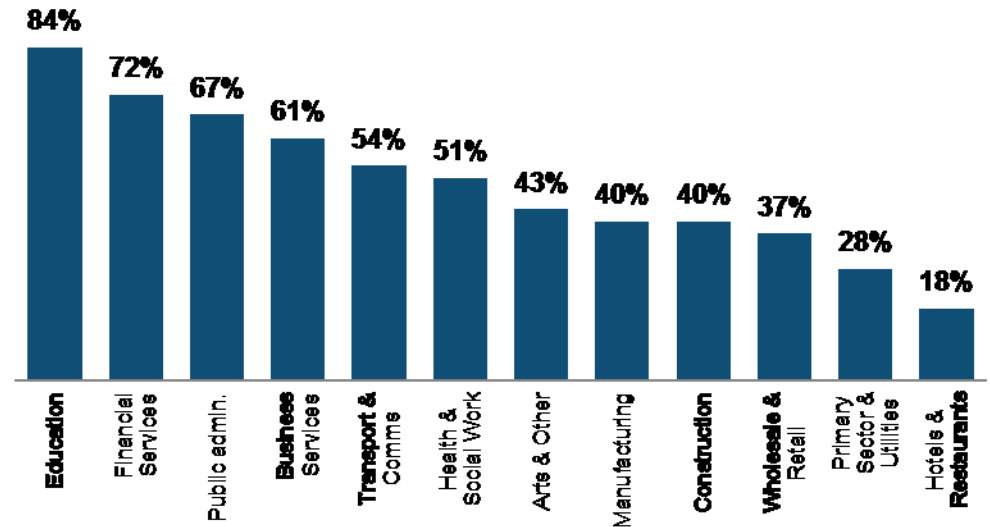


Department
for Education

■ % Critical or significant



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)



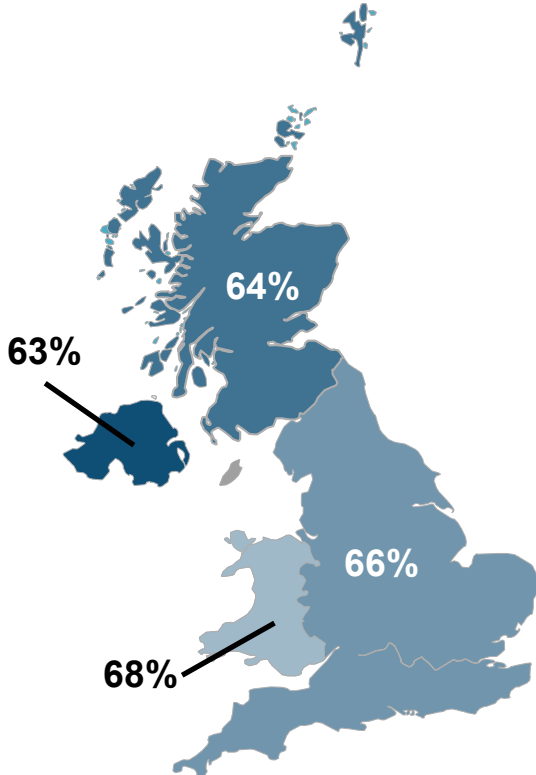
Base: All establishments: Education (990), Financial Services (395), Public Admin. (403), Business Services (3,081), Transport & Comms (1,143), Health & Social Work (2,023), Arts & Other (1,125), Manufacturing (1,065), Construction (1,212), Wholesale & Retail (3,933), Primary Sector & Utilities. (866), Hotels & Restaurants (1,792)

Recruitment of young people (aged under 25)

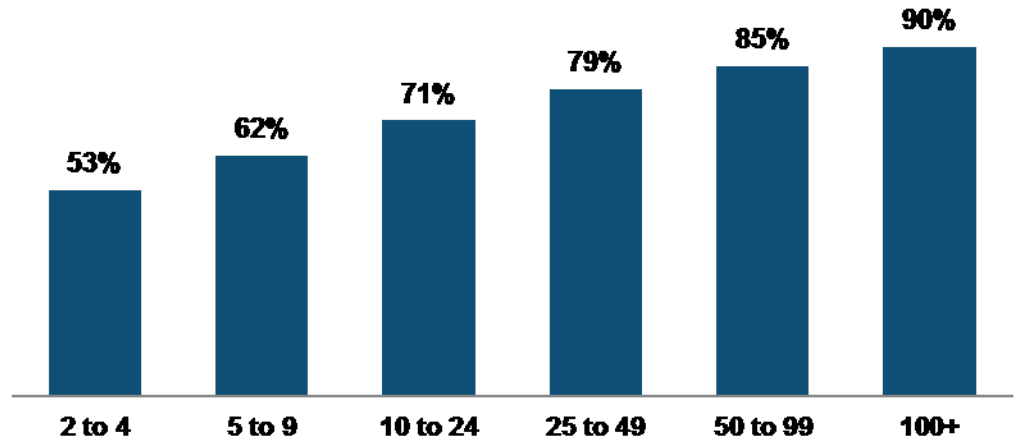
UK: 66%

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

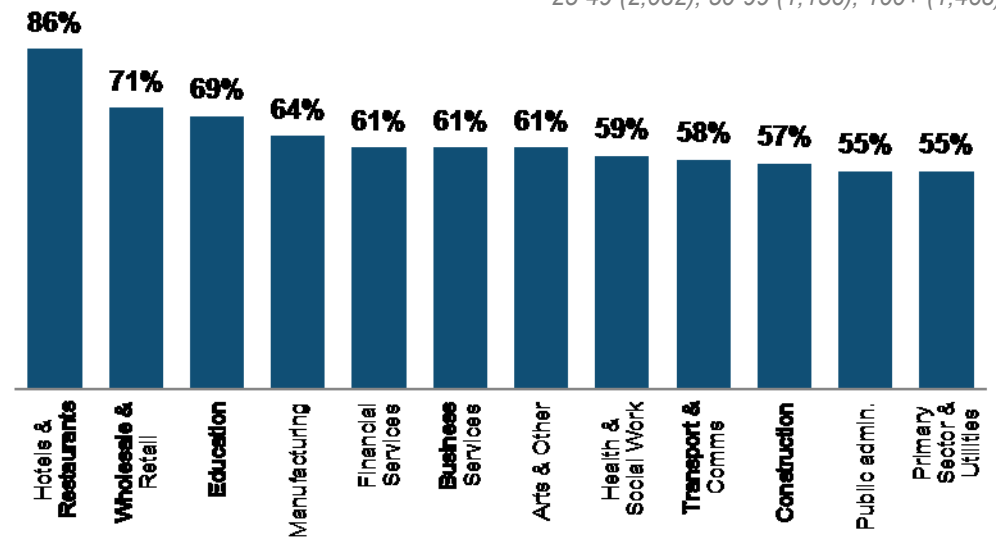
Base: All employers who had recruited (11,501)



Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)



Base: All employers who had recruited : 2-4 (1,076), 5-9 (2,419), 10-24 (3,300), 25-49 (2,082), 50-99 (1,156), 100+ (1,468)



Base: All employers who had recruited: Hotels & Restaurants (1,429), Wholesale & Retail (2,398), Education (764), Manufacturing (666), Arts & Other (659), Financial Services (216), Business Services (1,843), Health & Social Work (1,541), Transport & Comms (703), Construction (613), Public Admin. (290), Primary Sector & Utilities. (379)



Department
for Education

Channels used to recruit young people

External resources

ANY

SOLE

42%

15%

Internal resources

ANY

SOLE

78%

51%



Base: All establishments that have taken on a young person (8,302)

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

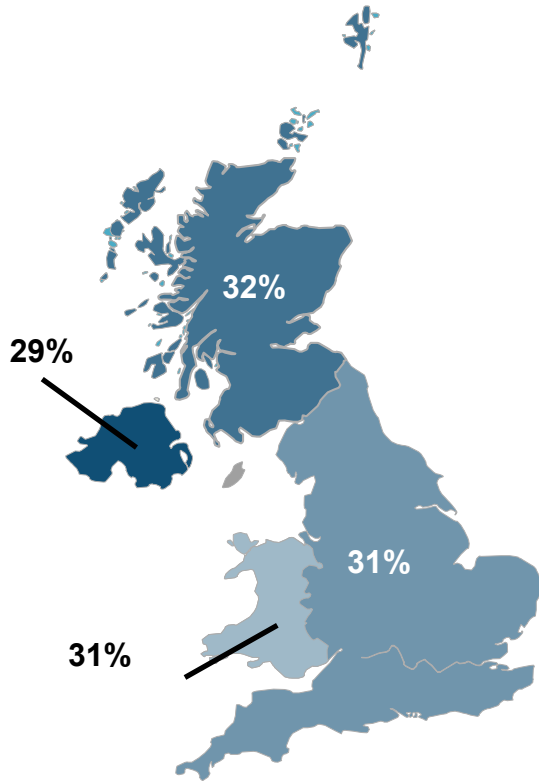


Department
for Education

Recruitment of education leavers

UK: 66%

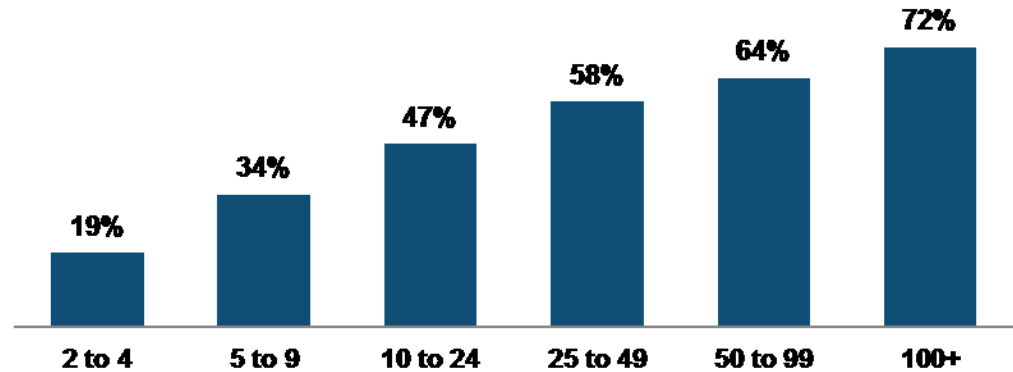
Had recruited an education leaver in the last 12 months



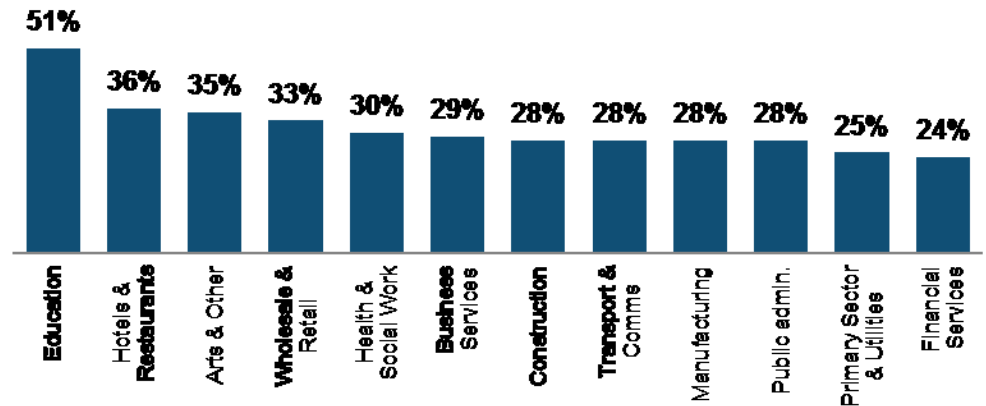
Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)



Department for Education



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)



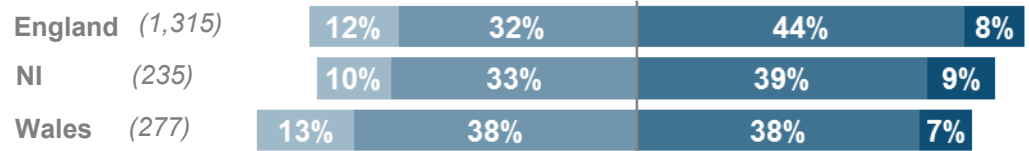
Base: All establishments: Education (990), Hotels & Restaurants (1,792), Arts & Other (1,125), Wholesale & Retail (3,933), Health & Social Work (2,023), Business Services (3,081), Construction (1,212), Transport & Comms (1,143), Manufacturing (1,065), Public Admin. (403), Primary Sector & Utilities. (866), Financial Services (395)

Preparedness of education leavers for work

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

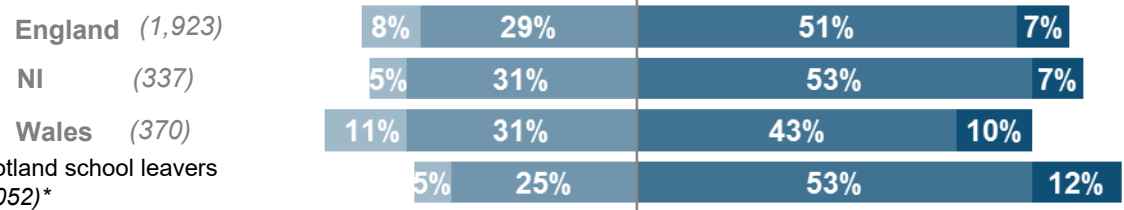
PREPARED	
2016	2014
52%	52%
49%	57%
44%	59%
58%	60%
60%	68%
52%	60%
65%	63%
68%	72%
76%	79%
63%	75%
80%	81%
80%	81%
82%	83%
81%	82%
84%	88%

16 year-old school leavers



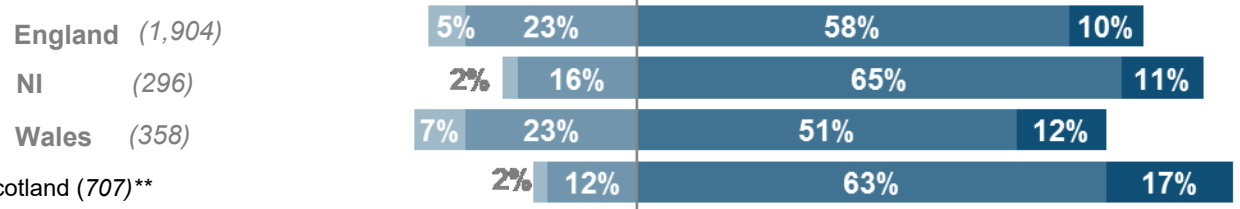
17-18 year-old school leavers

Scotland school leavers (1,052)*

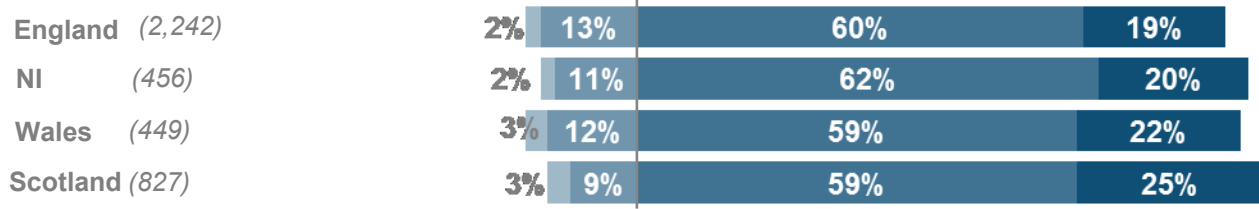


17-18 year-old FE leavers

Scotland (707)**



University/HE leavers



Base: All establishments that have recruited each type of education leaver in the previous 2-3 years

*Scotland is shown separately as the preparedness of 'school leavers' was asked as one grouping for Scotland respondents, rather than split into age groups

**Scotland is shown separately as the ages of 'FE college leavers' was not specified for Scotland respondents



Department for Education

Work experience offered in last 12 months

38% of employers offered work placements

Education placements: 30%

Students at school: 20%

Students at FE or 6th Form College: 13%

Students at University: 11%

Broad Adult Placements: 15%

Work trials: 11%

Placements for unemployed: 5%

Voluntary work (unprompted*): 1%

Special needs/Disability programme: <1%

Internships: 7%

Internships, either paid or unpaid: 6%

Graduate programme (unprompted*): <1%

Work Inspiration

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



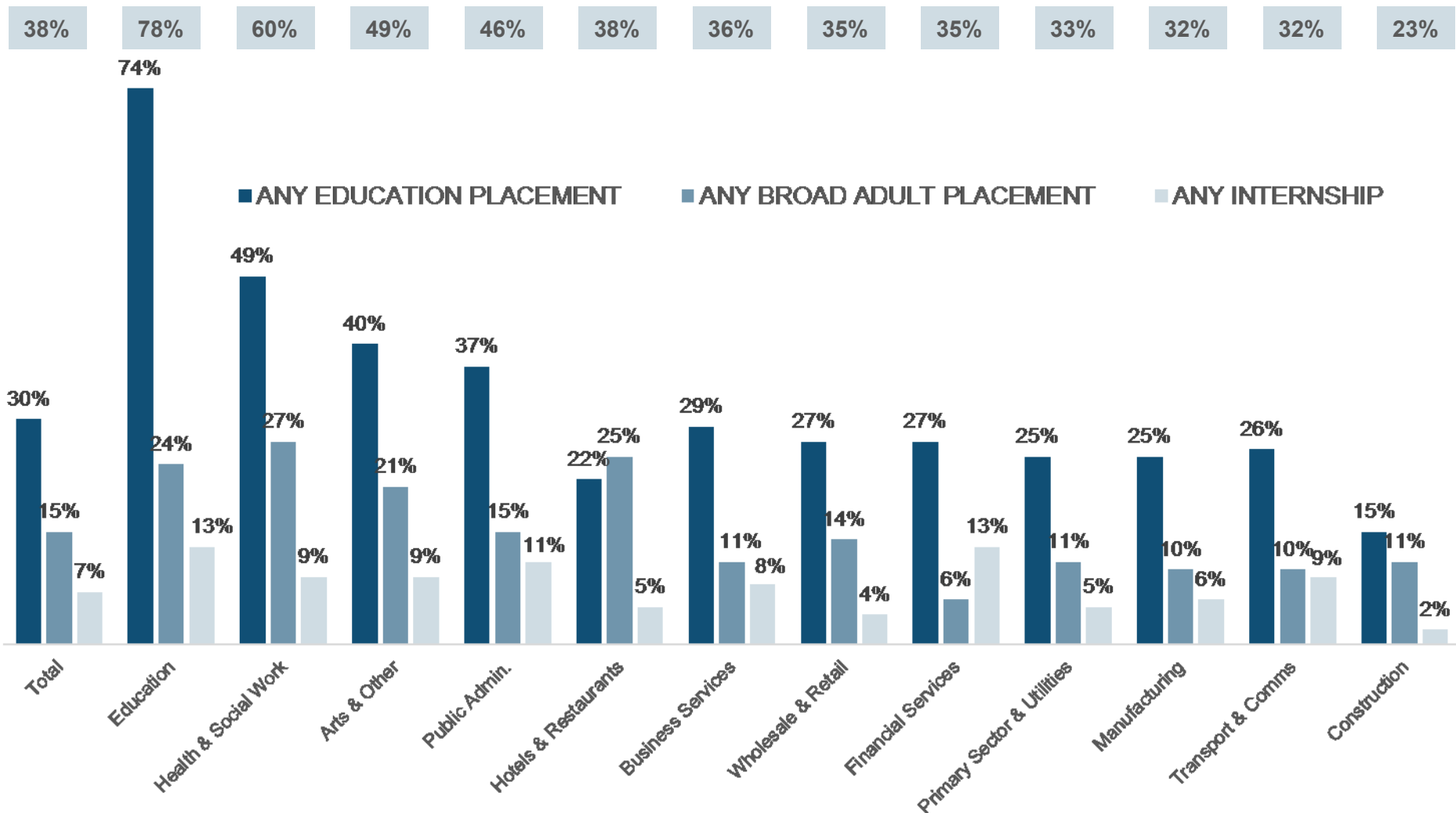
Department
for Education

* 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 establishments (18,028)

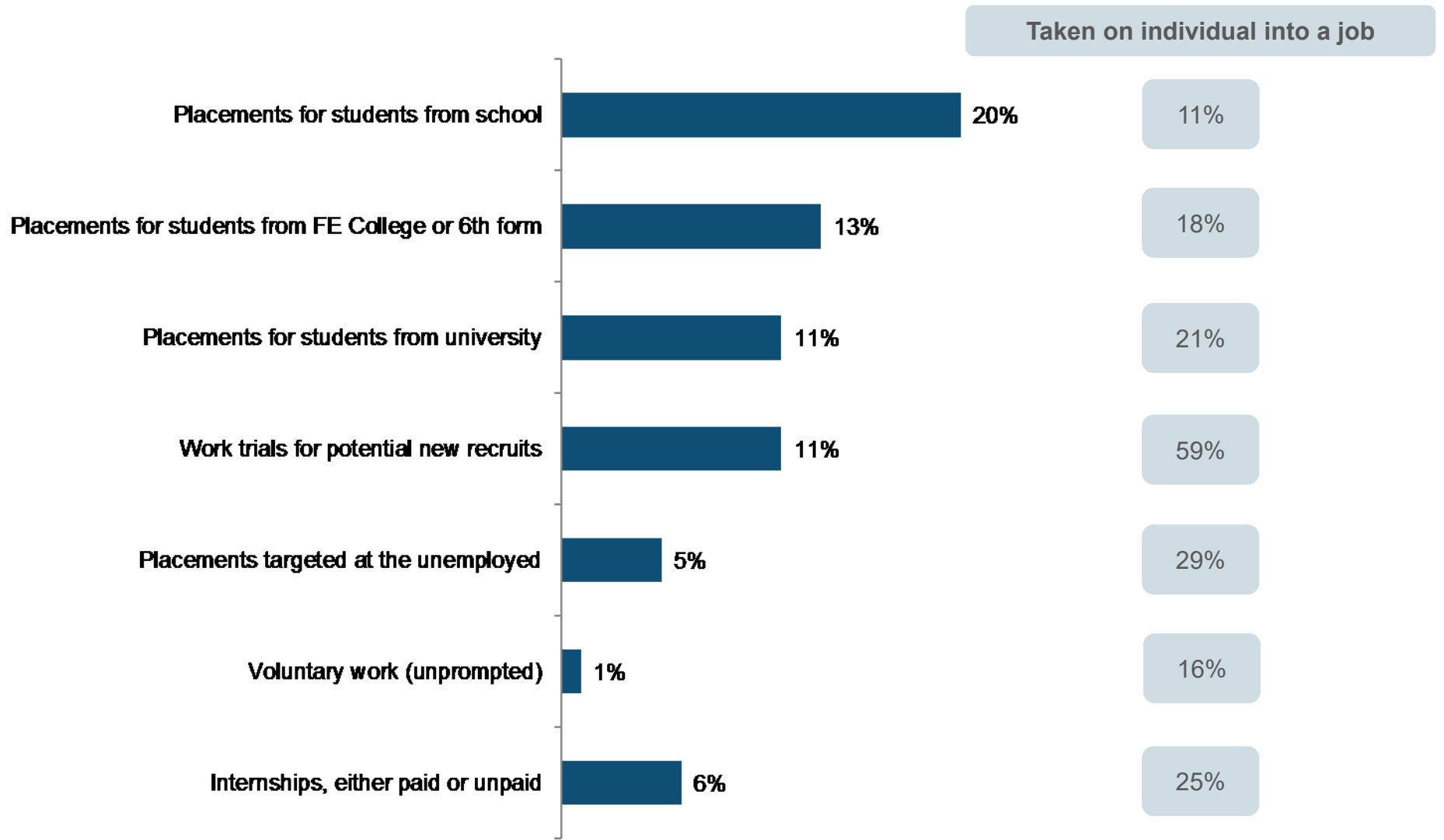
Work placement offering, by sector

ANY PLACEMENT



Base: All establishments (18,028): Education (990), Health & Social Work (2,023), Arts & Other (1,125), Public Admin. (403), Hotels & Restaurants (1,792), Business Services (3,081), Wholesale & Retail (3,933), Financial Services (395), Primary Sector & Utilities (866), Manufacturing (1,065), Transport & Comms (1,143), Construction (1,212),

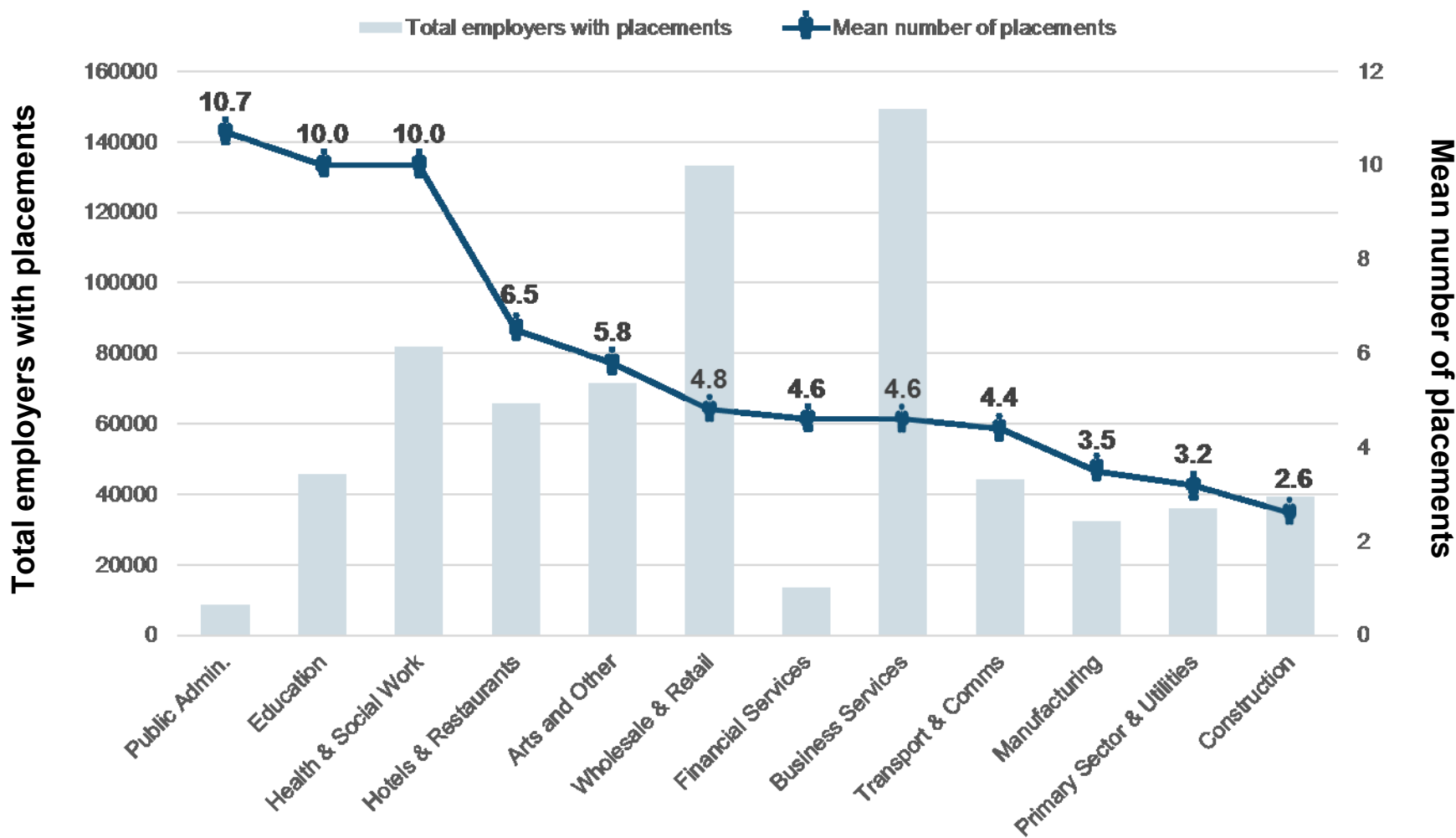
Types of work placement offered



Base: All employers (18,028)

Base: Establishments who had each type of placement in the last 12 months: school (5,006), FE College (3,265), university (3,170), work trials (2,285), unemployed (1,460), voluntary (167), internships (1,787)

Mean number of work placements offered in the last 12 months



Base: All establishments who have had placements in the last 12 months: Public Admin. (221), Education (836), Health & Social Work (1,326), Hotels & Restaurants (881), Arts & Other (617), Wholesale & Retail (1,578), Financial Services (164), Business Services (1,465), Transport & Comms (500), Manufacturing (496), Primary Sector & Utilities (335), Construction (419)

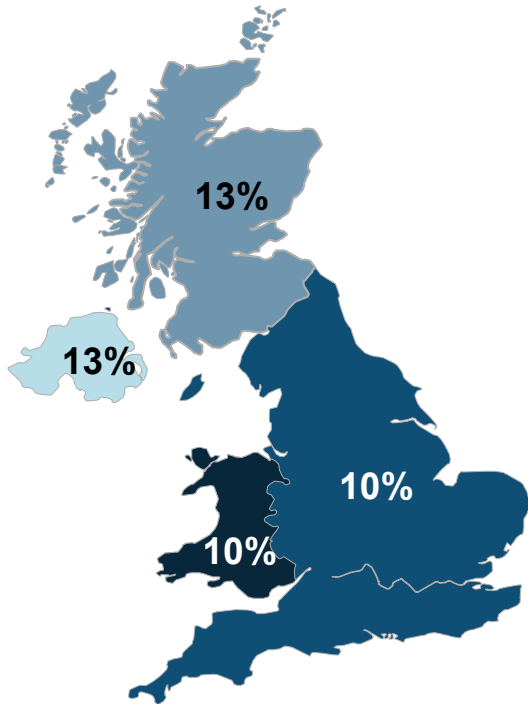


Employers offering work inspiration activities to students

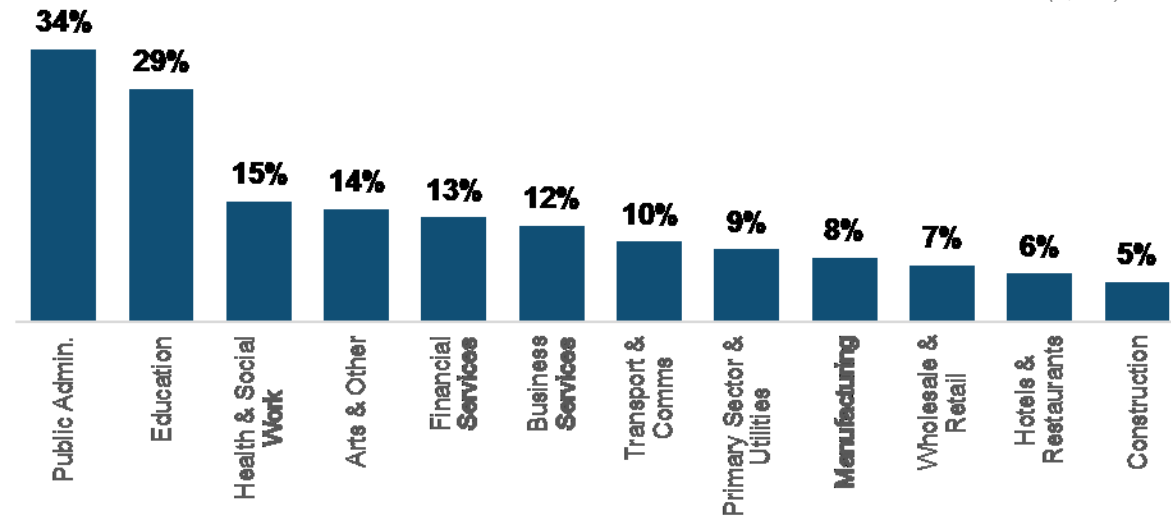
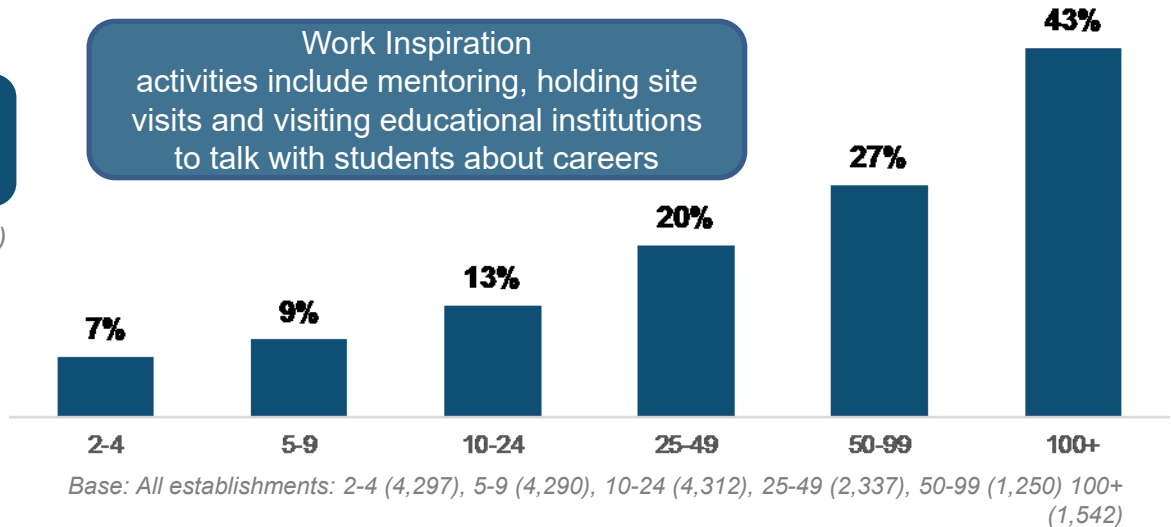
UK: 10%
Of employers offered work inspiration activities to students

Base: All establishments (18,028)

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



Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)



Base: All establishments: Public Admin. (403), Education (990), Health & Social Work (2,023), Arts & Other (1,125), Financial Services (395), Business Services (3,081), Transport & Comms (1,143), Primary Sector & Utilities (866), Manufacturing (1,065), Wholesale & Retail (3,933), Hotels & Restaurants (1,792), Construction (1,212)



Department for Education

Reasons for offering work experience opportunities

PLACEMENTS

INSPIRATION

69%

74%

Altruistic

40%

35%

Direct benefit

12%

7%

Circumstantial



Department
for Education

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

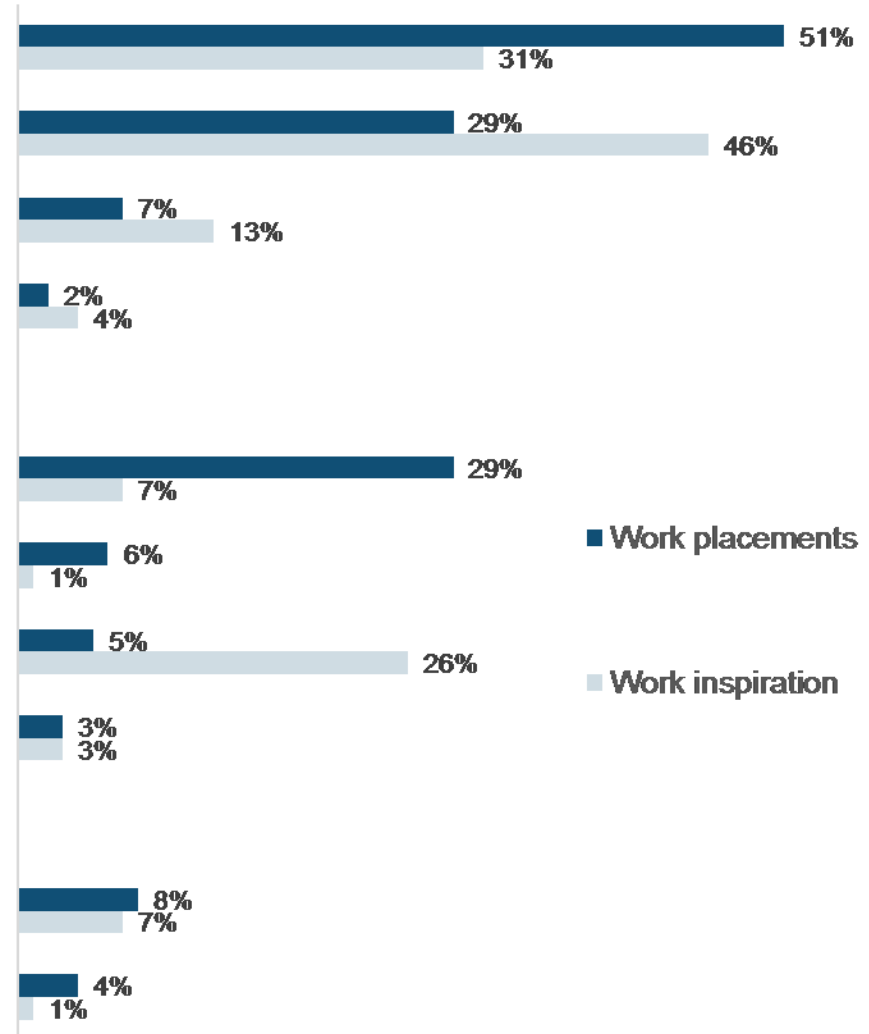
Helps with the workload

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

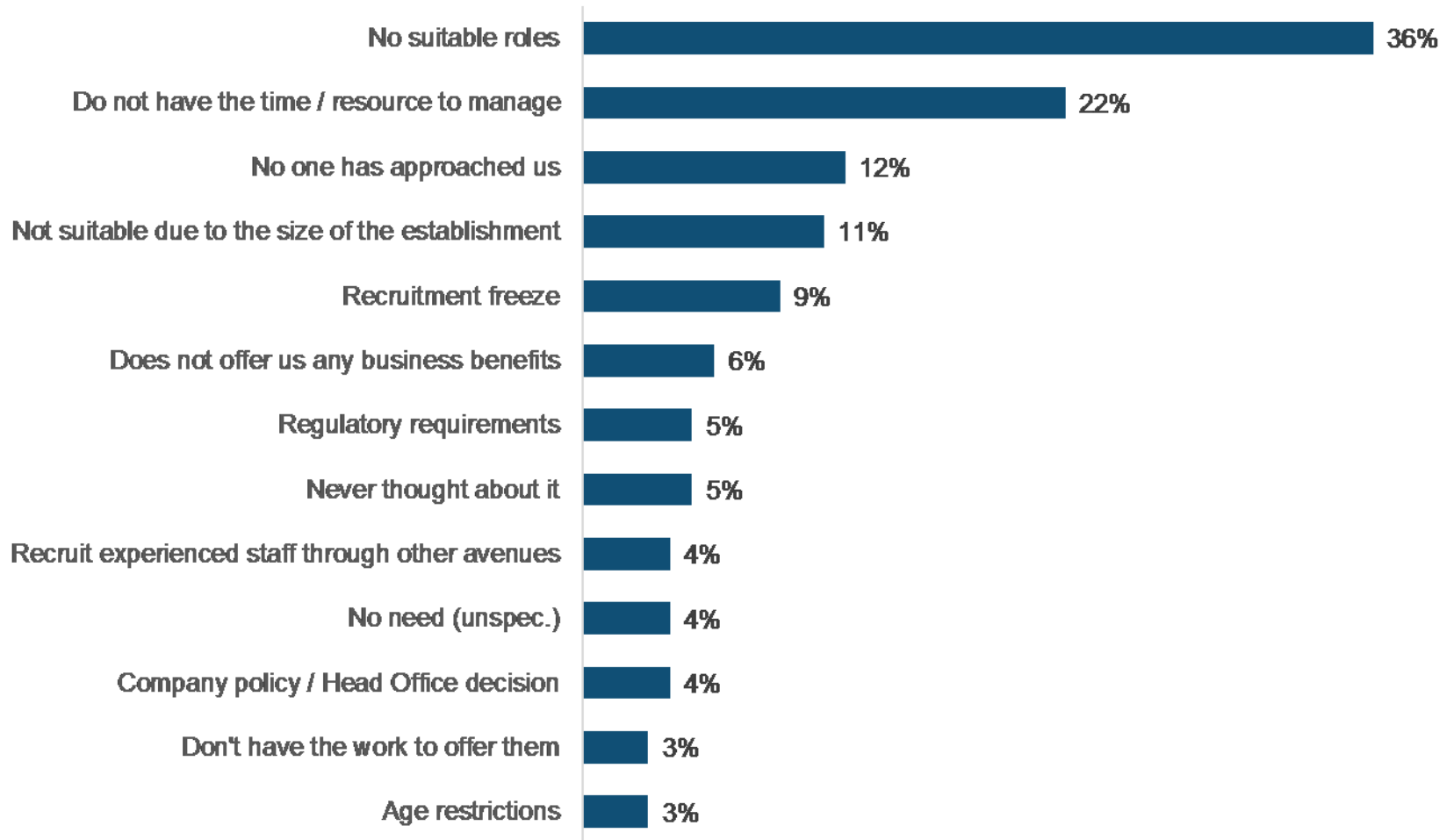
Favour for family member or friend



Base: All establishments who have had work placements / offered work inspiration in the last 12 months (8,838 / 2,872)

Note: multiple responses were allowed.

Reason for not offering work experience



Base: All establishments offering no work experience opportunities in the last 12 months (8,512)

Note: multiple responses were allowed.

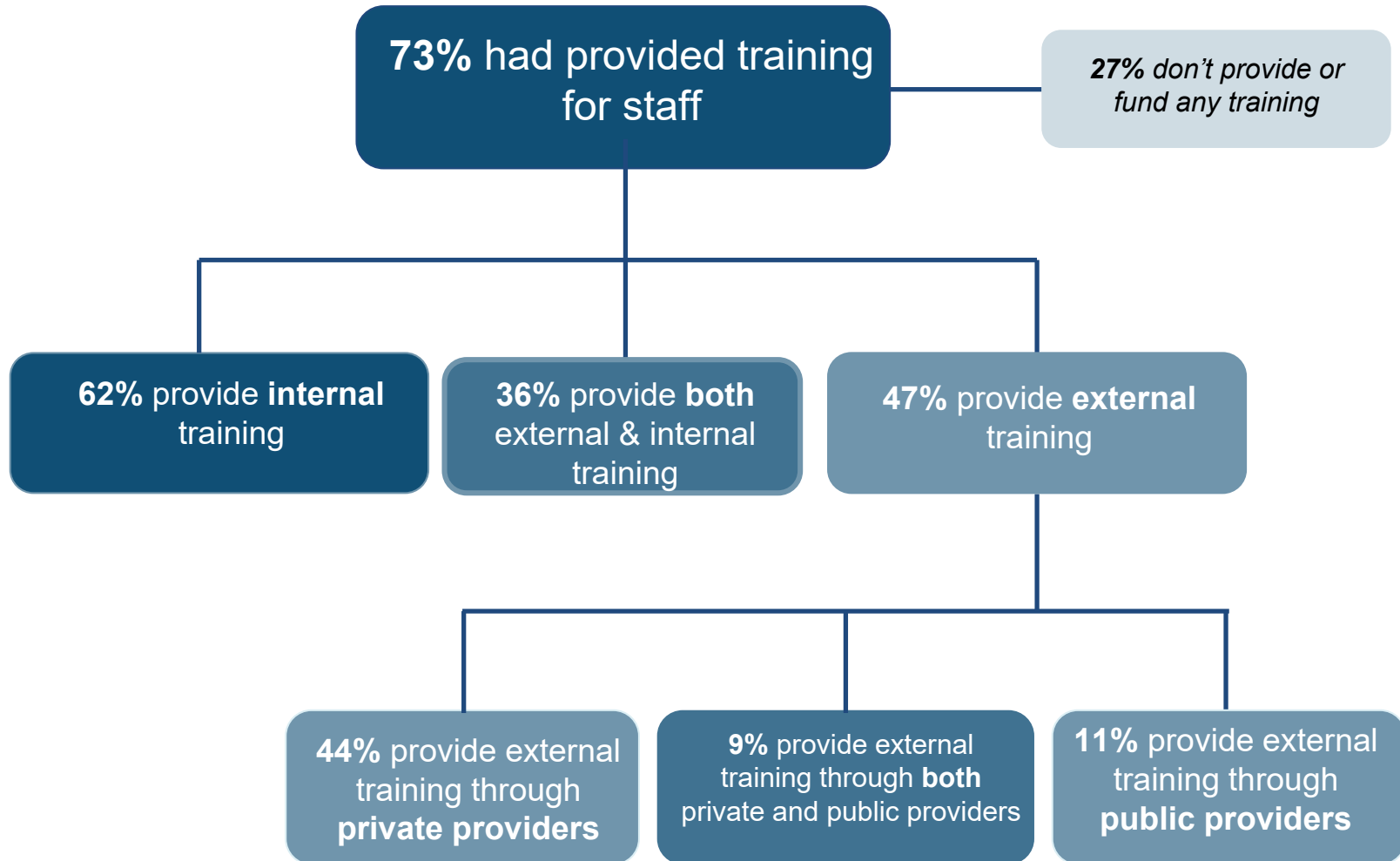


People development



Department
for Education

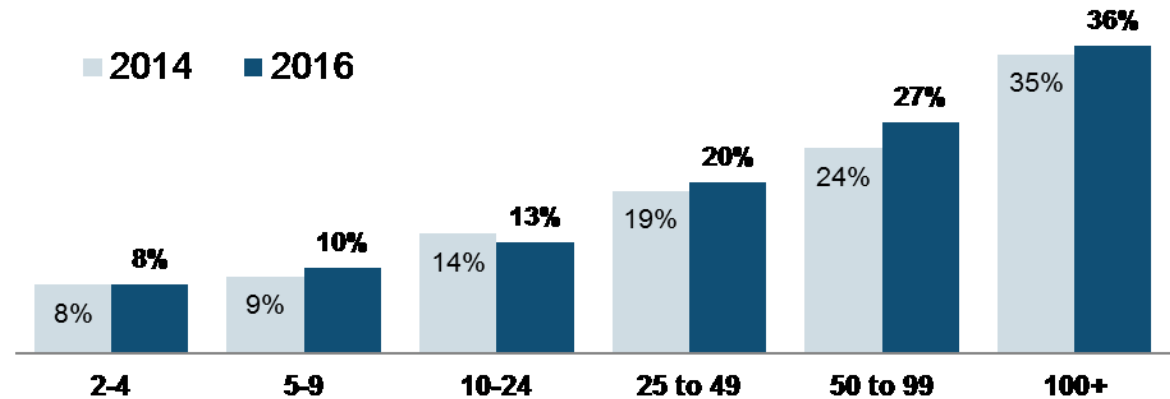
Summary of approach to training



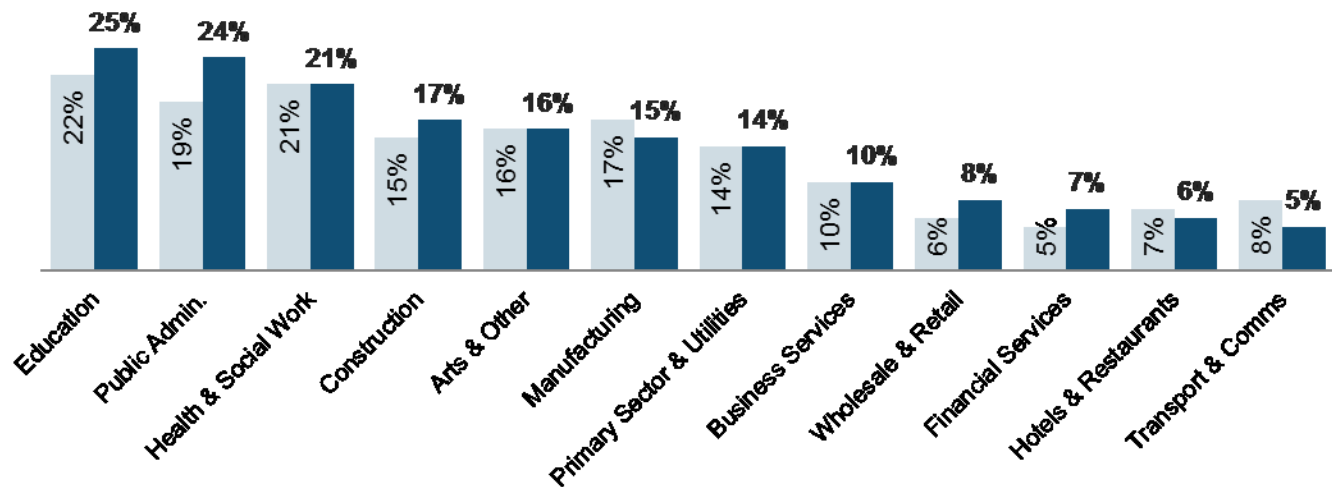
FE Colleges as a source of training

	2014	2016
UK	12%	12%
England	11%	12%
Northern Ireland	13%	14%
Scotland	13%	13%
Wales	13%	14%

Base: All establishments who train (14,820)



Base: All establishments who train (2014/2016): 2 to 4 (2,294/2,496), 5 to 9 (3,342/3,452), 10 to 24 (3,600/3,906), 25 to 49 (2,374/2,237), 50 to 99 (1,285/1,214), 100+ (1,606/1,515)



Base: All establishments who train (2014/2016): Education (1,059/950), Public Admin (436/381), Health & Social Work (1,979/1,903), Construction (1,053/944), Arts & Other (964/895), Manufacturing (975/855), Primary Sector & Utilities (591/621), Business Services (2,108/2,542), Wholesale & Retail (2,662/3,016), Financial Services (423/339), Hotels & Restaurants (1,344/1,469), Transport & Comms (907/905)

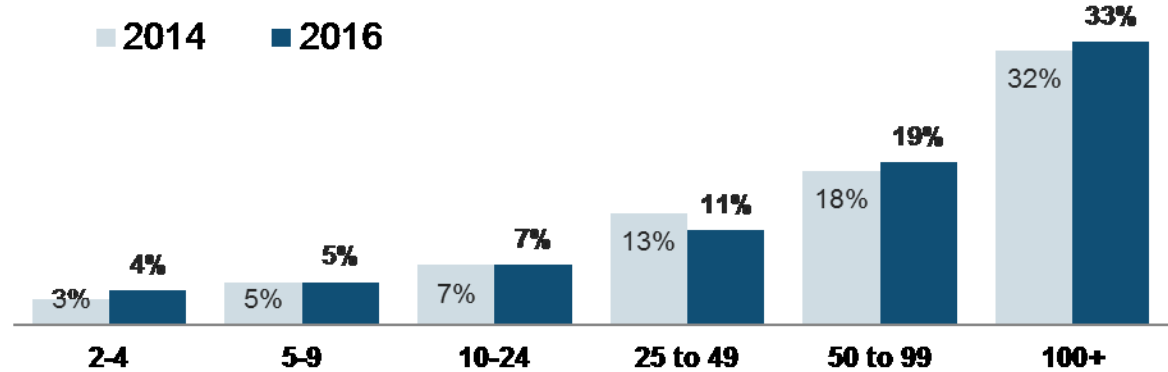


Department
for Education

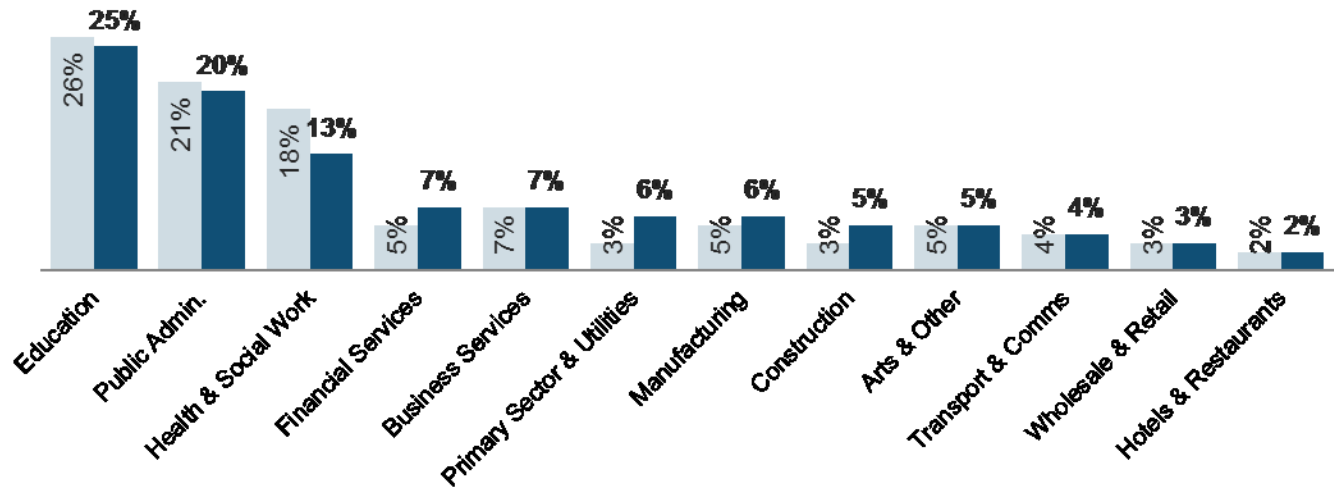
Higher Education Institutions as a source of training

	2014	2016
UK	7%	7%
England	6%	6%
Northern Ireland	9%	11%
Scotland	8%	9%
Wales	8%	7%

Base: All establishments who train (14,820)



Base: All establishments who train (2014/2016): 2 to 4 (2.294/2.496). 5 to 9 (3.342/3.452). 10 to 24 (3.600/3.906). 25 to



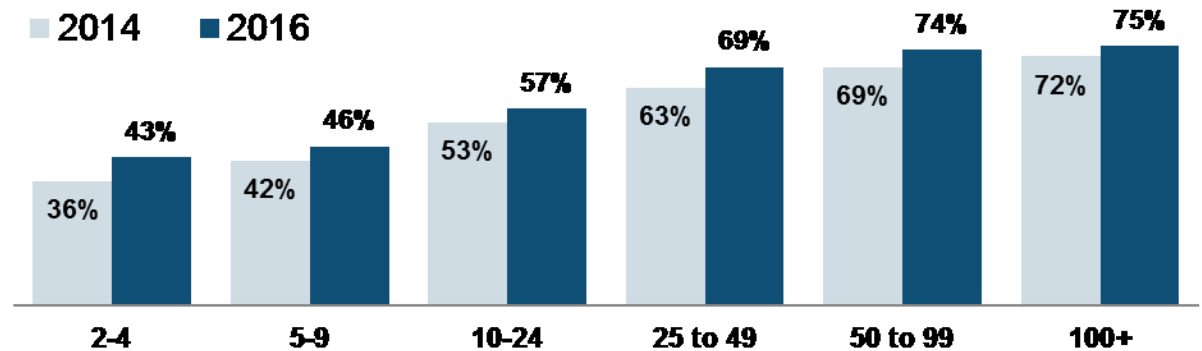
Base: All establishments who train (2014/2016): Education (1,059/950), Public Admin (436/381), Health & Social Work (1,979/1,903), Financial Services (423/339), Business Services (2,108/2,542), Primary Sector & Utilities (591/621), Manufacturing (975/855), Construction (1,053/944), Arts & Other (964/895), Transport & Comms (907/905), Wholesale & Retails (2,662/3,016), Hotels & Restaurants (1,344/1,469)



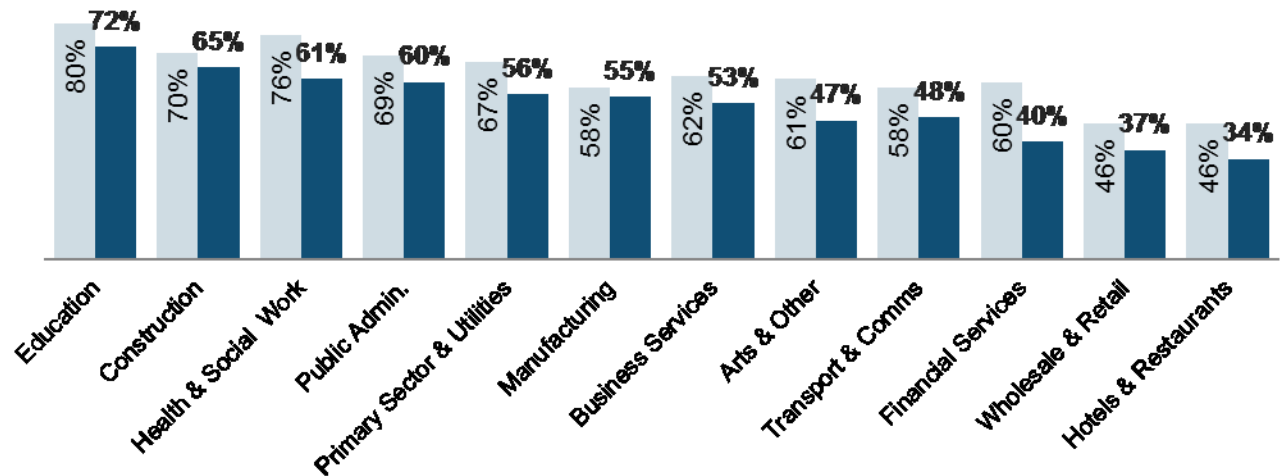
Commercial organisations as a source of training

	2014	2016
UK	60%	50%
England	60%	50%
Northern Ireland	63%	50%
Scotland	58%	49%
Wales	56%	49%

Base: All establishments who train (14,820)



Base: All establishments who train (2014/2016): 2 to 4 (2,294/2,496), 5 to 9 (3,342/3,452), 10 to 24 (3,600/3,906), 25 to 49 (2,374/2,237), 50 to 99 (1,285/1,214), 100+ (1,606/1,515)

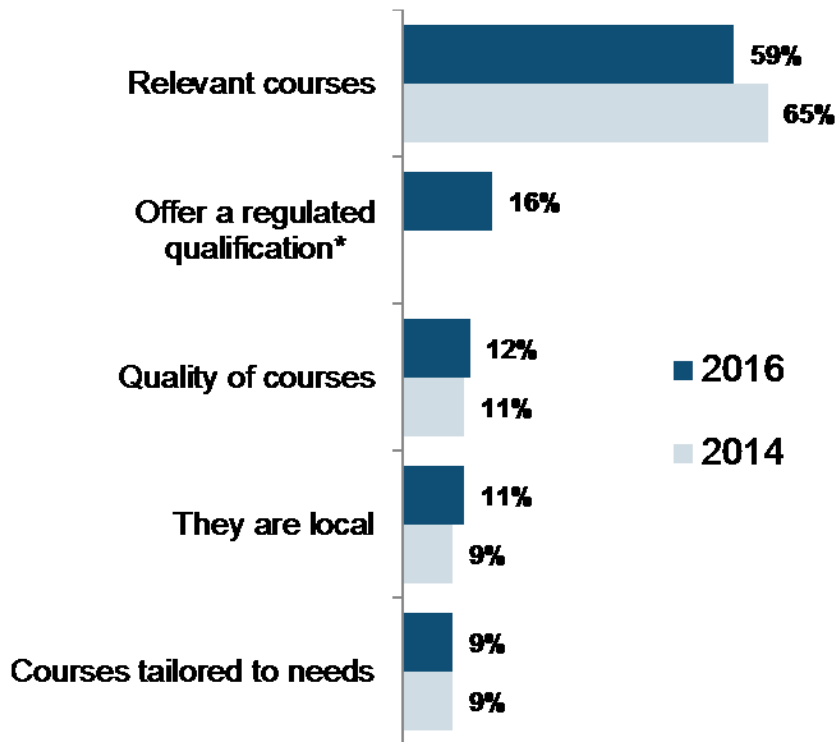


Base: All establishments who train (2014/2016): Education (1,059/950), Construction (1,053/944), Health & Social Work (1,979/1,903), Public Admin (436/381), Primary Sector & Utilities (591/621), Manufacturing (975/855), Business Services (2,108/2,542), Arts & Other (964/895), Transport & Comms (907/905), Financial Services (423/339), Wholesale & Retail (2,662/3,016), Hotels & Restaurants (1,344/1,469)



Reasons for choosing to invest resource in public training providers

Reasons for using



* This added as a pre-code answer in 2016

Base (2016/2014): All who use FE Colleges or HEIs to deliver training (3,184/3,268)

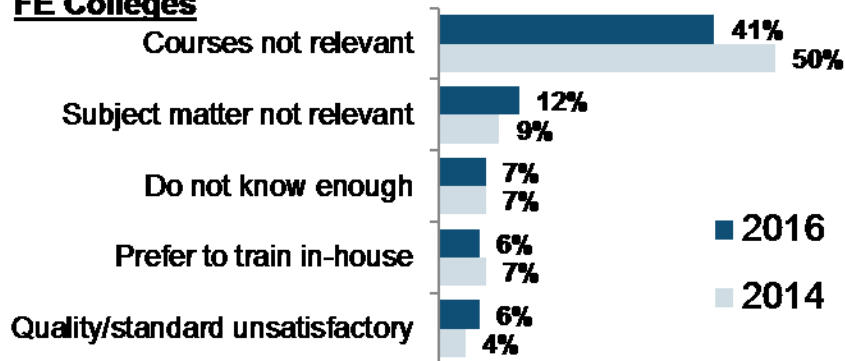
Note: multiple responses were allowed.



Department for Education

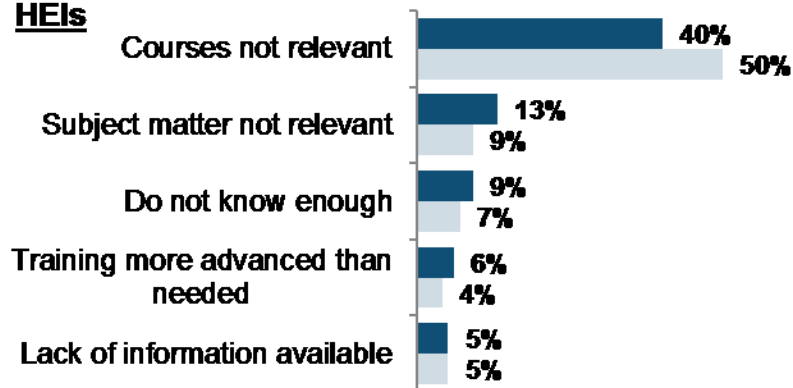
Barriers to using

FE Colleges



Base (2016/2014): All who have not used FE colleges for external training and were asked why (4,445/4,414)

HEIs



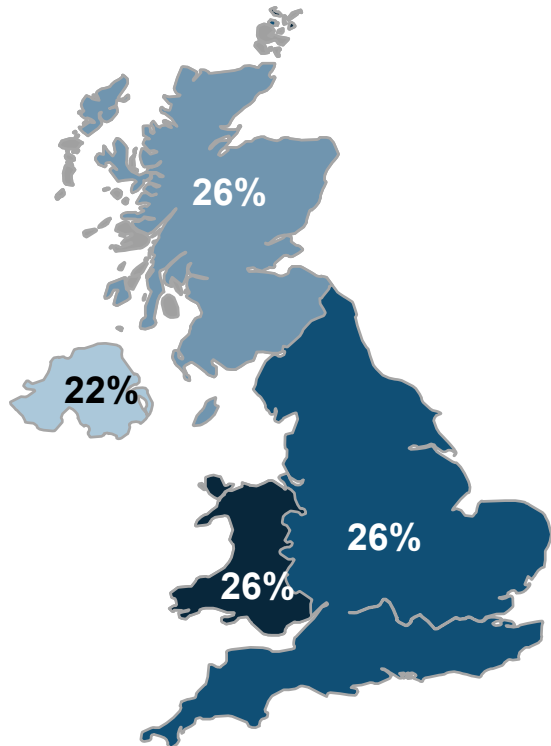
Base (2016/2014): All who have not used HEIs for external training and were asked why (5,307/5,201)

Take-up of vocational qualifications

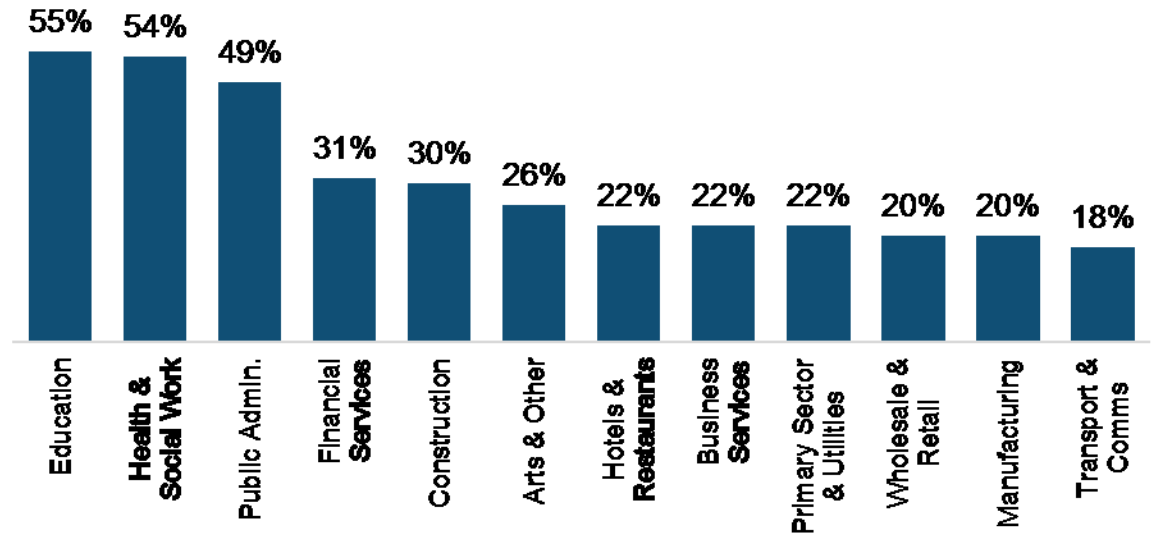
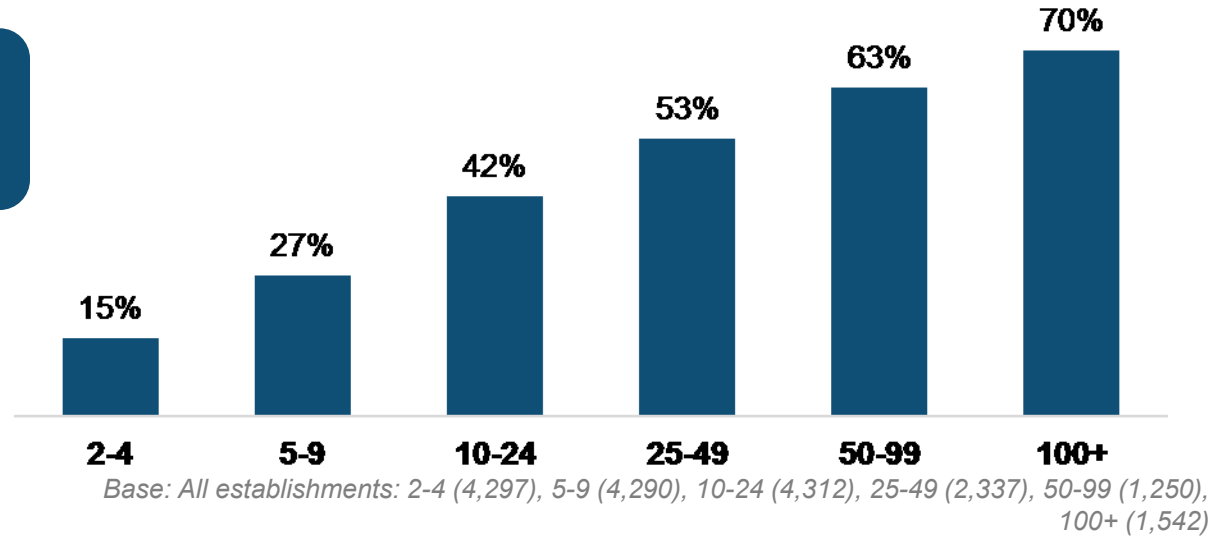
UK: 26%

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

Base: All establishments (18,028)



Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)



Base: All establishments: Education (990), Health & Social Work (2,023), Public Admin. (403), Financial Services (395), Construction (1,212), Arts & Other (1,125), Hotels & Restaurants (1,792), Business Services (3,081), Primary Sector & Utilities (866), Wholesale & Retail (3,933), Manufacturing (1,065), Transport & Comms (1,143)



Department
for Education

Business benefits and impacts of vocational qualifications

Business benefits of vocational qualifications

AGREE 2016 AGREE 2014

Can be adapted to business needs



85%

82%

Cover all skills needed by company



71%

72%

Offers good value for money



74%

74%

Impact of vocational qualifications

Better business performance



87%

86%

Improved staff retention



78%

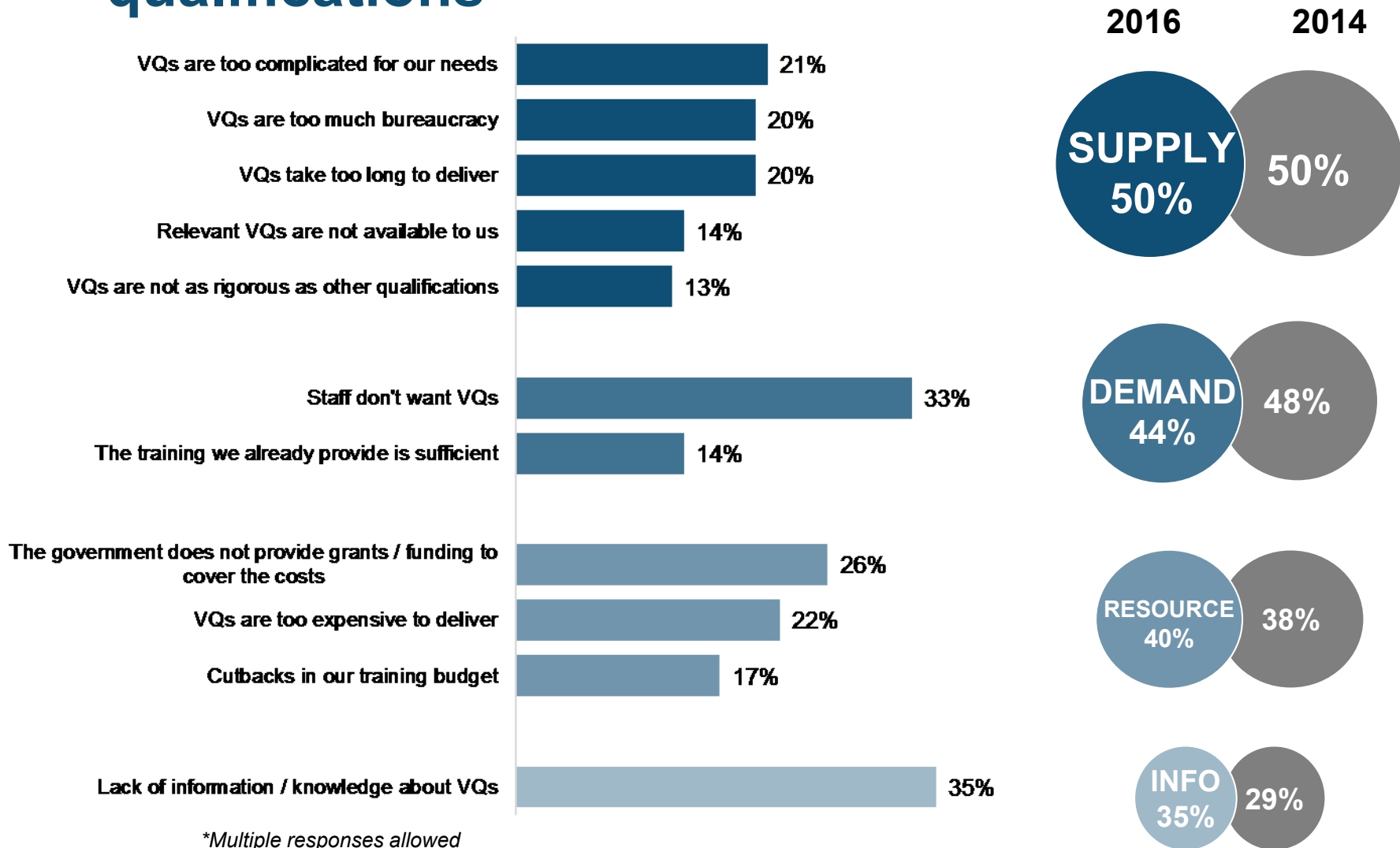
78%

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

Base: All who had arranged/funded training towards vocational qualifications in the previous 12 months (2014: 6,812), (2016: 6,662)

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

Barriers of training staff to vocational qualifications



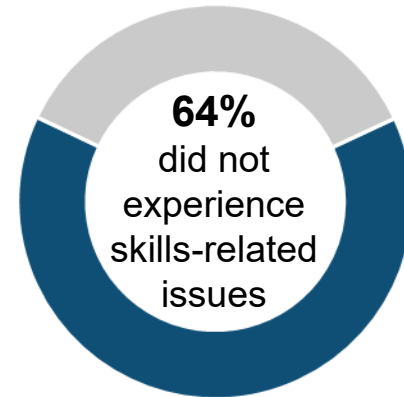
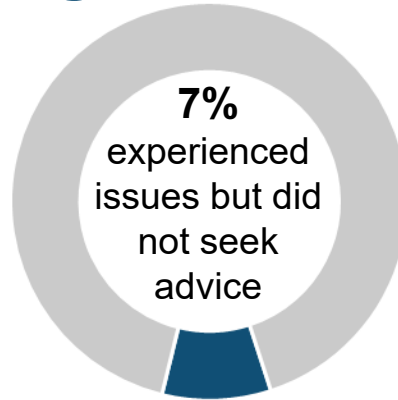
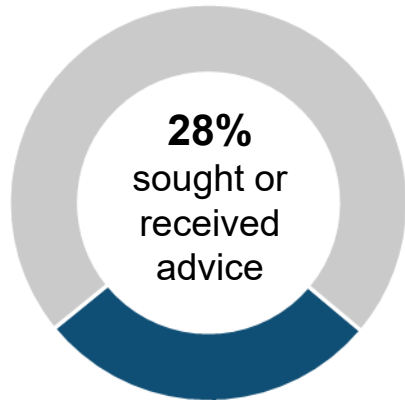
*Multiple responses allowed



Department
for Education

Base: All who have not arranged training in the last 12 months that has led to a Vocational Qualification: (2014: 7,689), (2016: 8,158)
Note: multiple responses were allowed.

External help sought on skills and training



19%

TRAINING PROVIDERS

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

17%

COLLECTIVES & REPRESENTATIVES

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

13%

PUBLIC SECTOR

Local Authority	6%
Sector Skills Council	6%
Gov.uk	4%
LEP	2%

6%

OTHER PRIVATE

Consultancy	5%
Suppliers	<1%



Department for Education

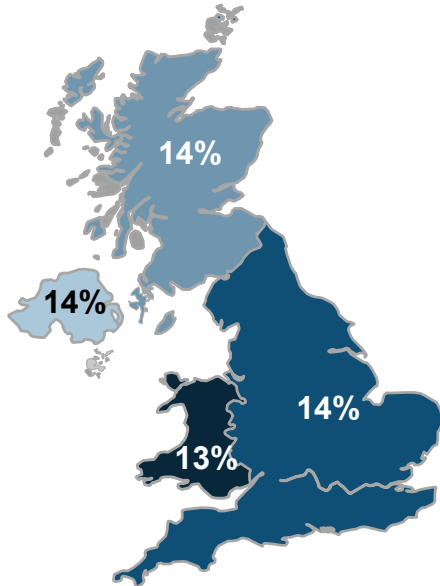
Base: All employers (18,028)

Employer collaboration on skills and training practices

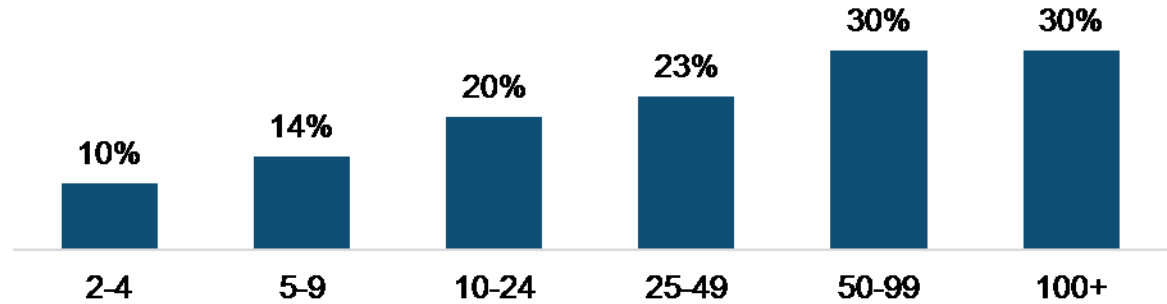
UK: 14%

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

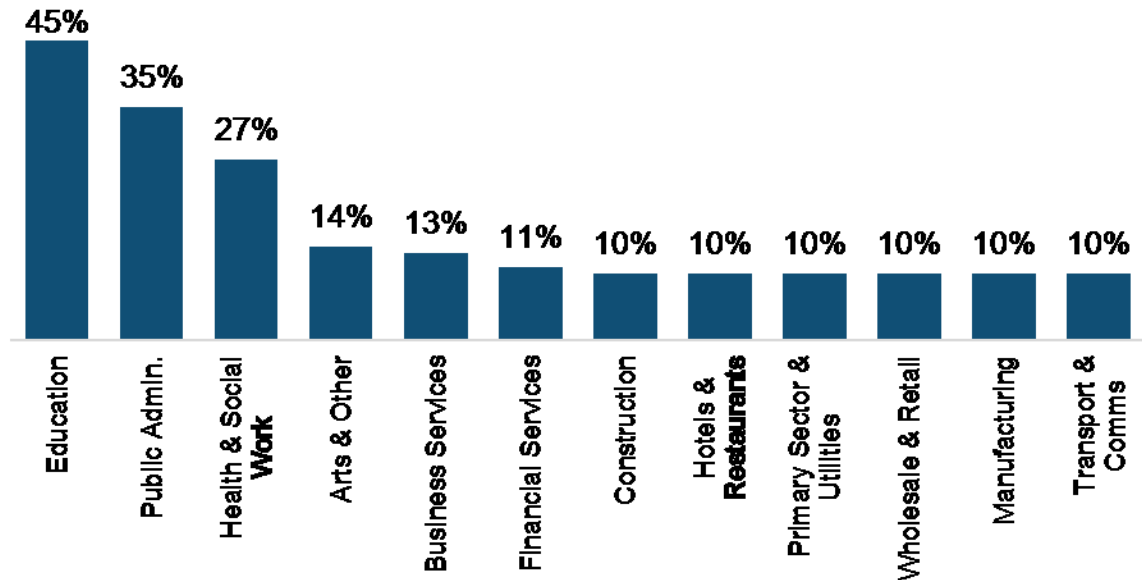
Base: All establishments (18,028)



Base: All establishments: England (10,015); Northern Ireland (2,007); Scotland (4,009); Wales (1,997)



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)



Base: All establishments: Education (990), Public Admin. (403), Health & Social Work (2,023), Arts & Other (1,125), Business Services (3,081), Financial Services (395), Construction (1,212), Hotels & Restaurants (1,792), Primary Sector & Utilities (866), Wholesale & Retail (3,933), Manufacturing (1,065), Transport & Comms (1,143)



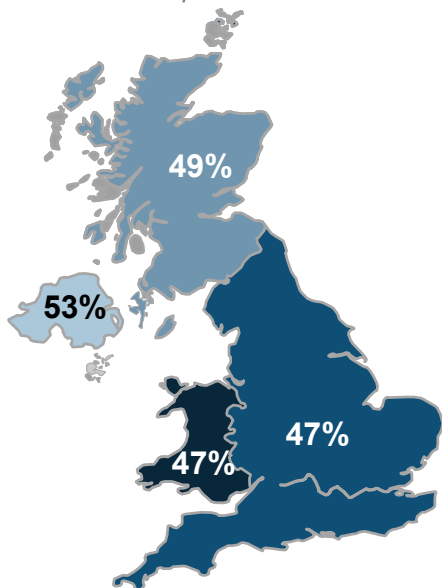
Department for Education

Employer involvement in designing content of vocational qualifications

UK: 47%

of employers who have arranged 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

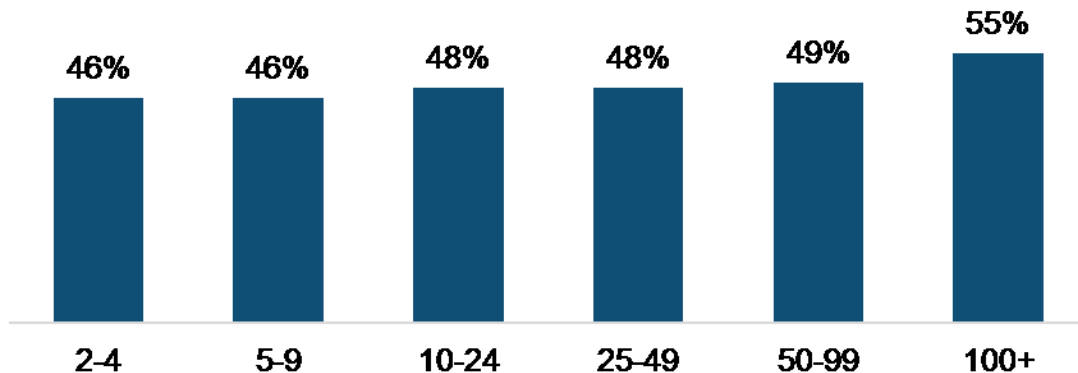
Base: All who had trained staff using vocational qualifications in last 12 months (6,662)



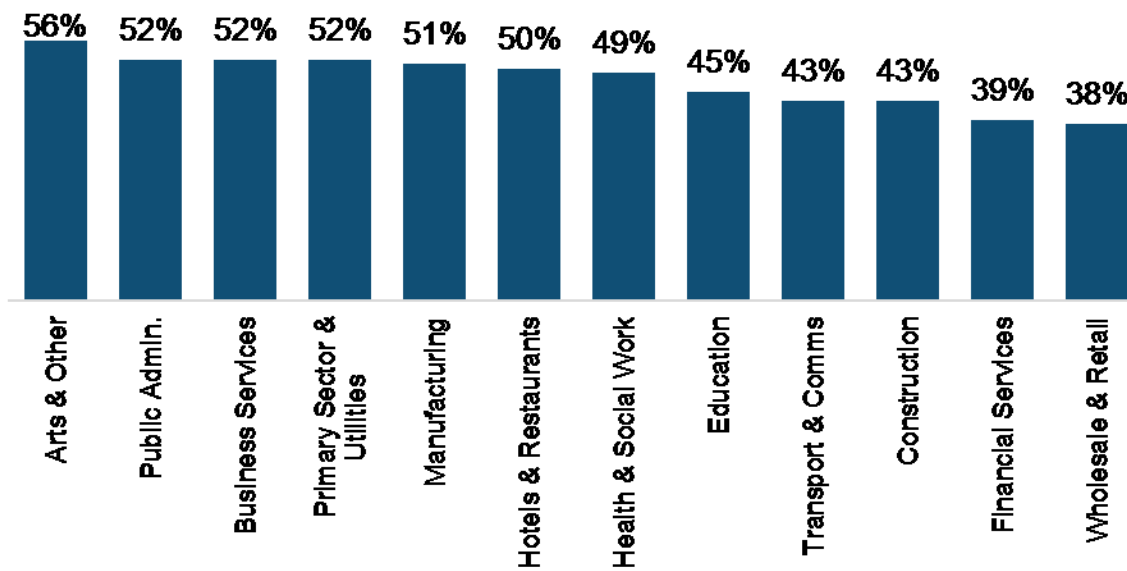
Base: All who had trained staff using vocational qualifications in last 12 months; England (3,824); Northern Ireland (620); Scotland (1,443); Wales (775)



Department for Education



Base: 2-4 (621), 5-9 (1,154), 10-24 (1,786), 25-49 (1,225), 50-99 (780), 100+ (1,096)



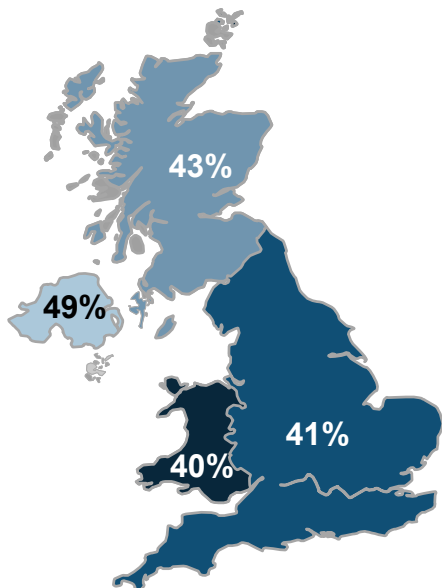
Base: Arts & Other (375), Public Admn. (221), Business Services (995), Primary Sector & Utilities. (268), Manufacturing (356), Hotels & Restaurants (597), Health & Social Work (1,297), Education (576), Transport & Comms (329), Construction (473), Financial Services (158), Wholesale & Retail (1,017).

Employer involvement in designing content of external training

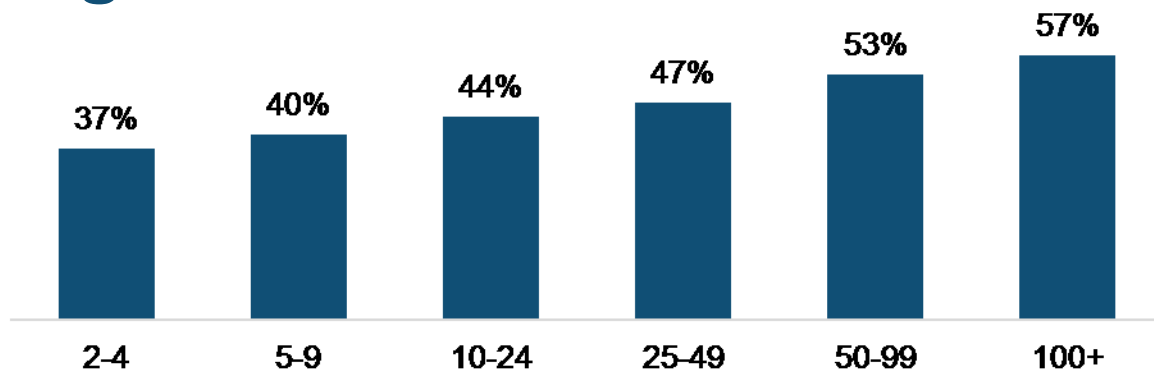
UK: 42%

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

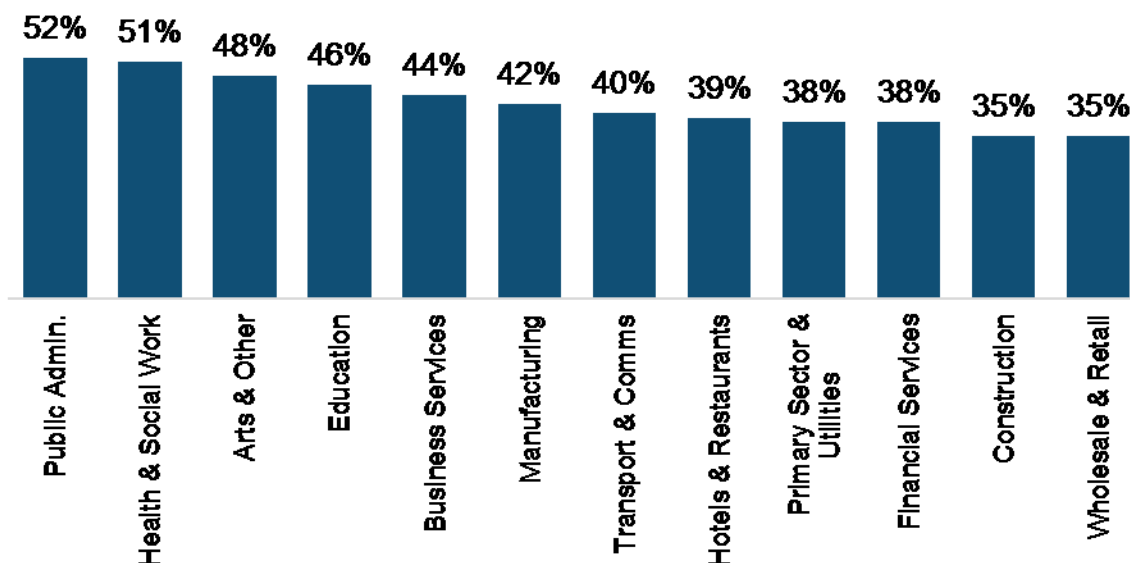
Base: All establishments that provide external training (10,654)



Base: All establishments that provide external training; England (5,972); Northern Ireland (1,161); Scotland (2,365); Wales (1,156)



Base: 2-4 (1,437), 5-9 (2,186), 10-24 (2,843), 25-49 (1,811), 50-99 (1,046), 100+ (1,331)



Base: Public admin (312), Health & Social Work (1,636), Arts & Other (646), Education (859), Business Services (1,856), Manufacturing (677), Transport & Comms (617), Hotels & Restaurants (841), Primary Sector & Utilities (485), Financial Services (214), Construction (785), Wholesale & Retail (1,726).



Department
for Education

Apprenticeships

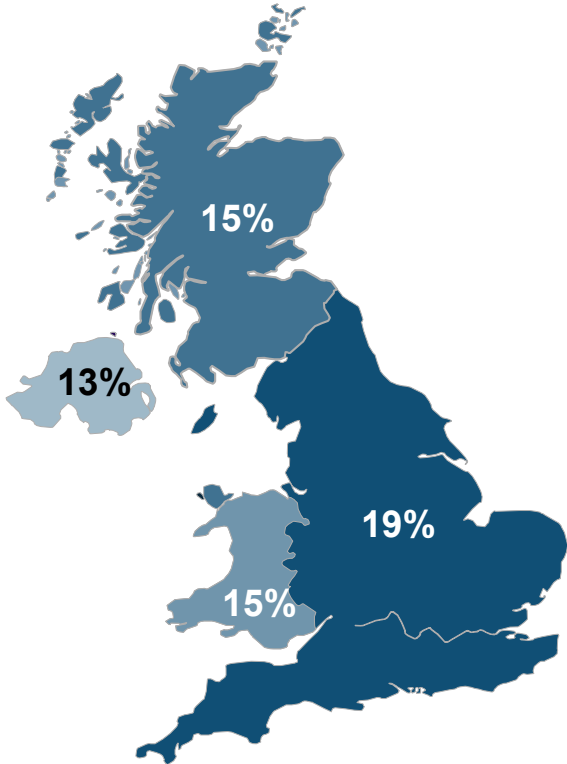


Department
for Education

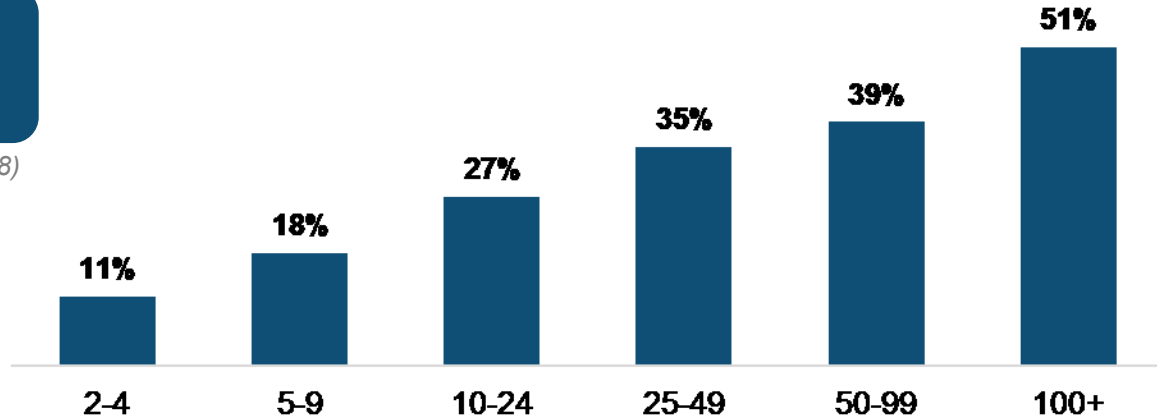
An overview of apprenticeships

UK: 18%
of establishments offered apprenticeships

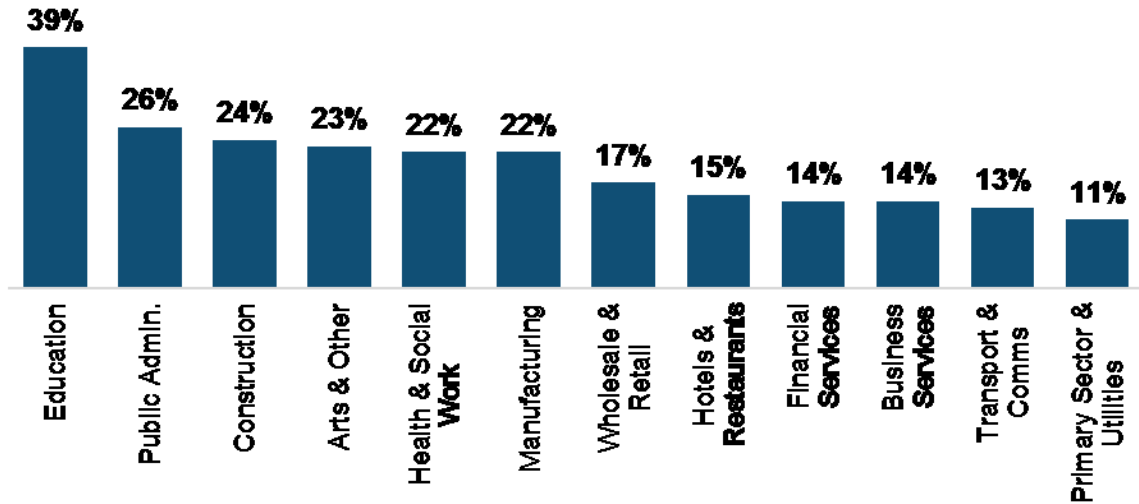
Base: All establishments (18,028)



Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)



Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)

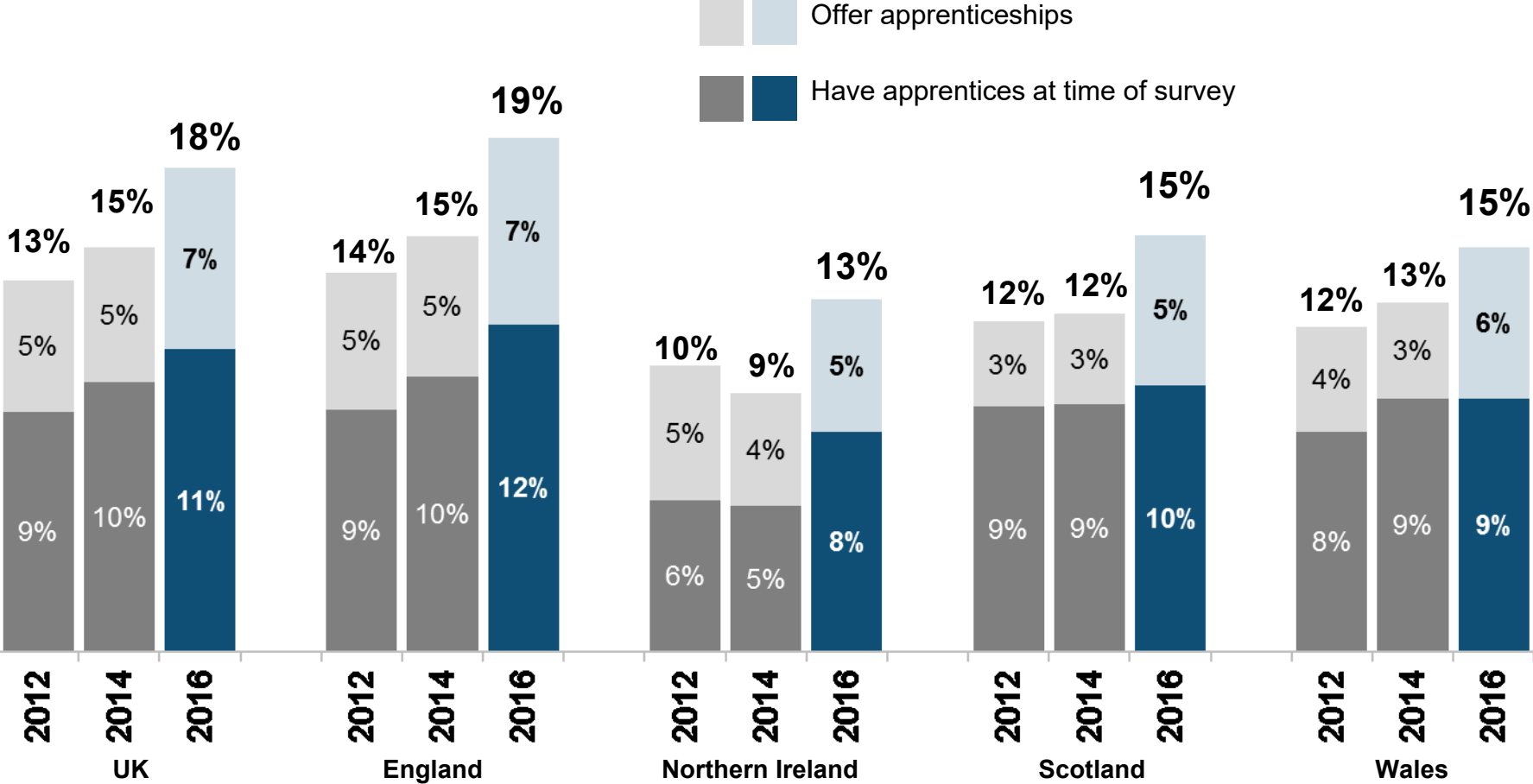


Base: All establishments: Education (990), Public Admin. (403), Construction (1,212), Arts & Other (1,125), Manufacturing (1,065), Health & Social Work (2,023), Wholesale & Retail (3,933), Hotels & Restaurants (1,792), Financial Services (395), Business Services (3,081), Transport & Comms (1,143), Primary Sector & Utilities (866).



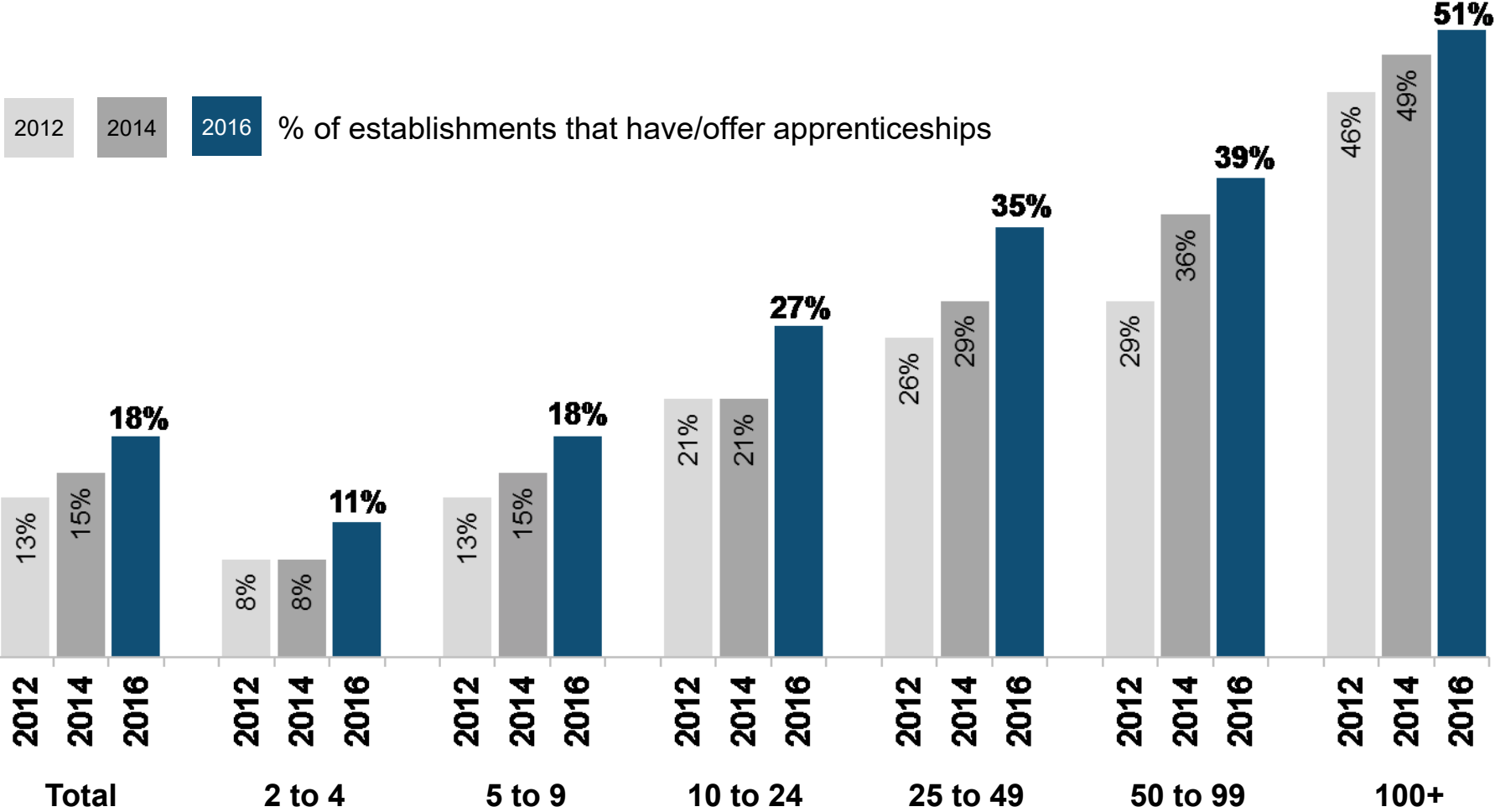
Department
for Education

Apprenticeships by country



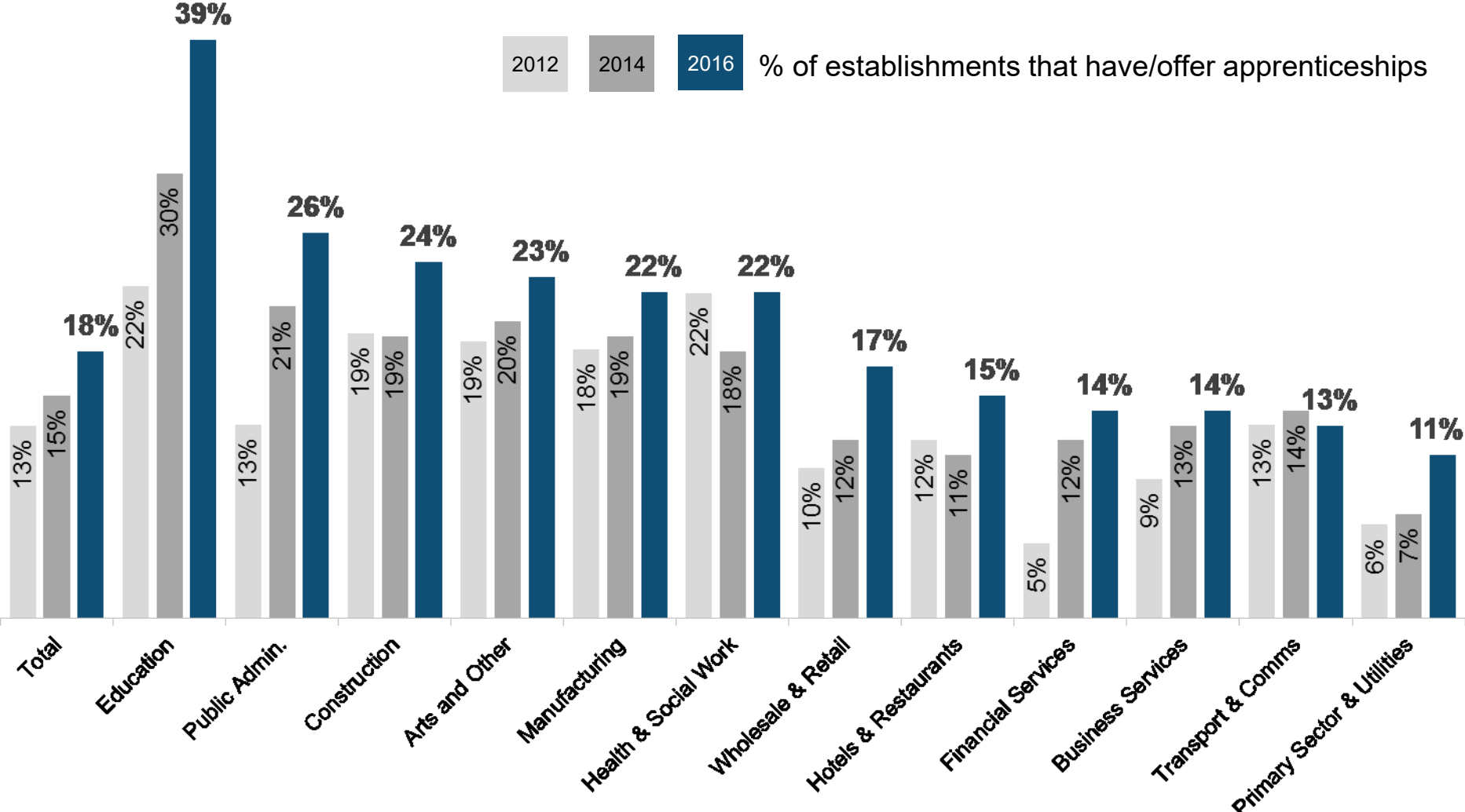
Base for 2016: All establishments: UK (18,028), England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)

Apprenticeships by establishment size



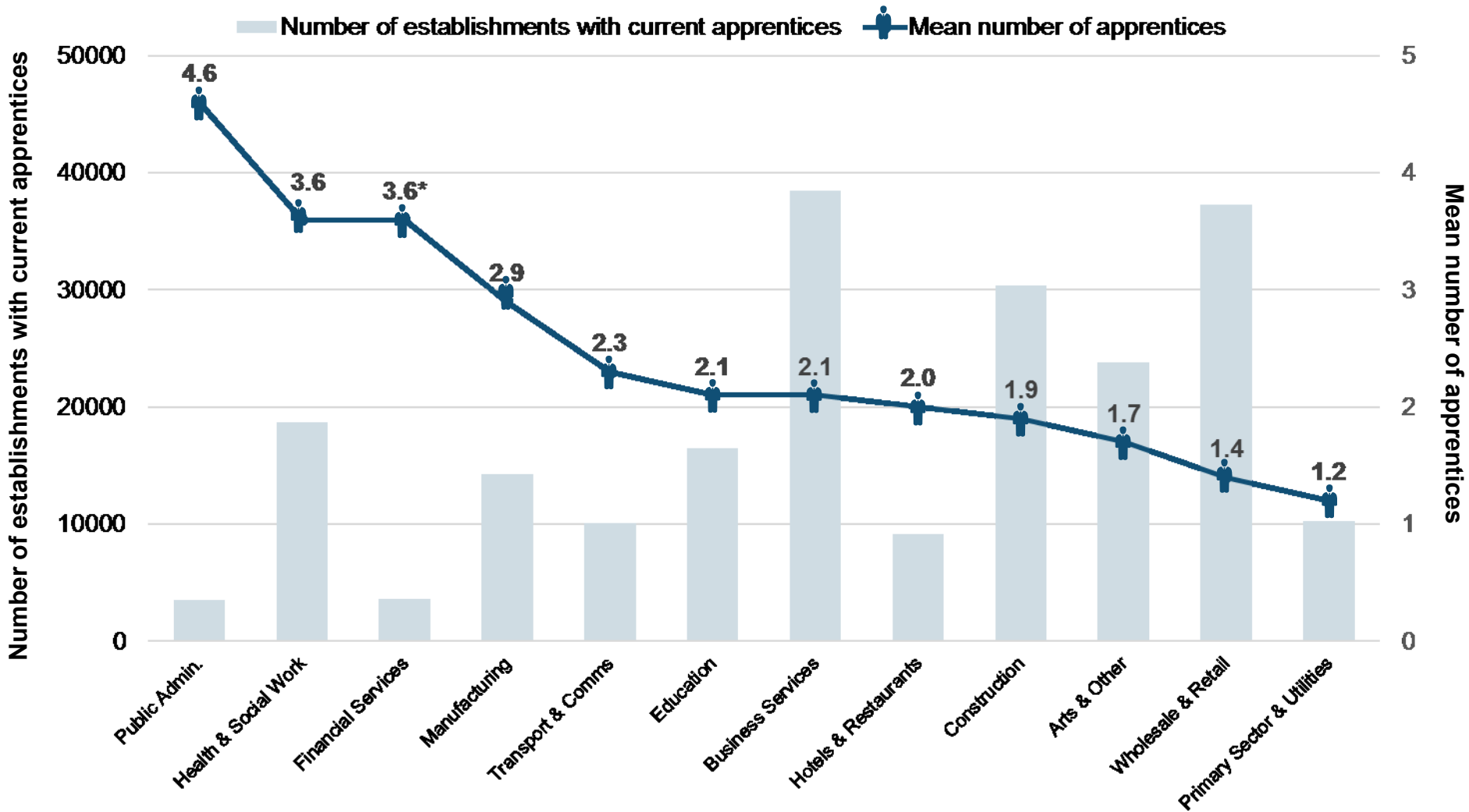
Base for 2016: All establishments: Total (18,028), 2 to 4 (4,297), 5 to 9 (4,290), 10 to 24 (4,312), 25 to 49 (2,337), 50 to 99 (1,250), 100+ (1,542).

Apprenticeships by sector



Base for 2016: All establishments: Total (18,028), Education (990), Public Admin. (403), Construction (1,212), Arts & Other (1,125), Manufacturing (1,065), Health & Social Work (2,023), Wholesale & Retail (3,933), Hotels & Restaurants (1,792), Financial Services (395), Business Services (3,081), Transport & Comms (1,143), Primary Sector & Utilities (866)

Average number of apprentices

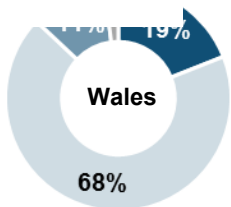
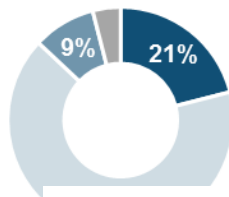
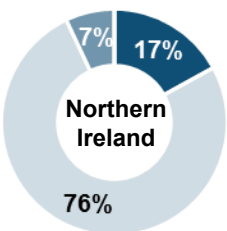
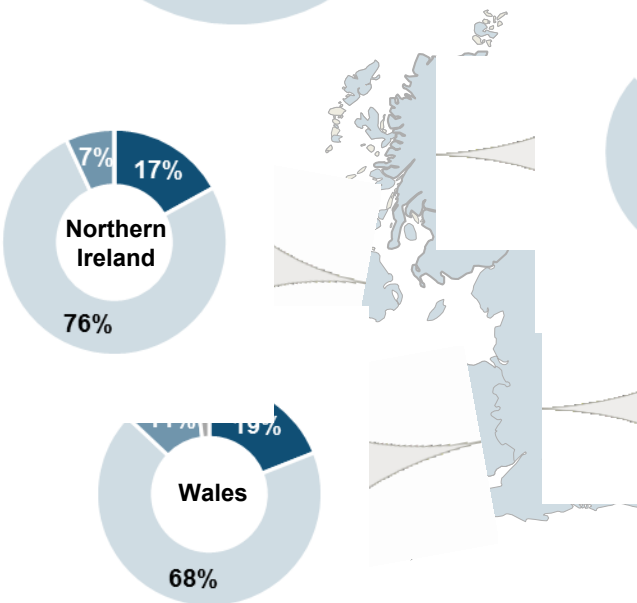
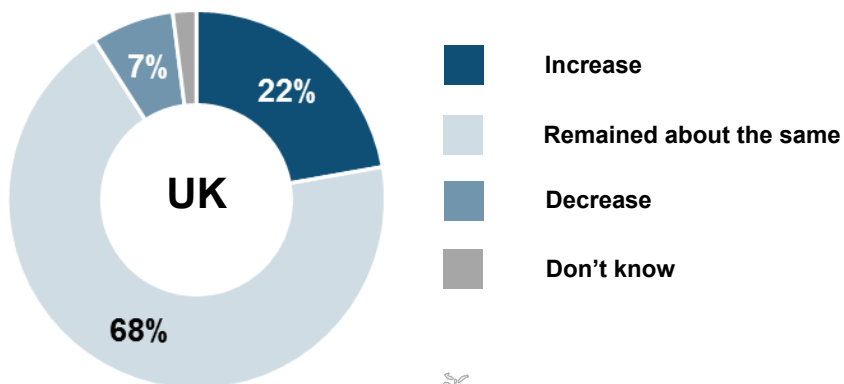


Department
for Education

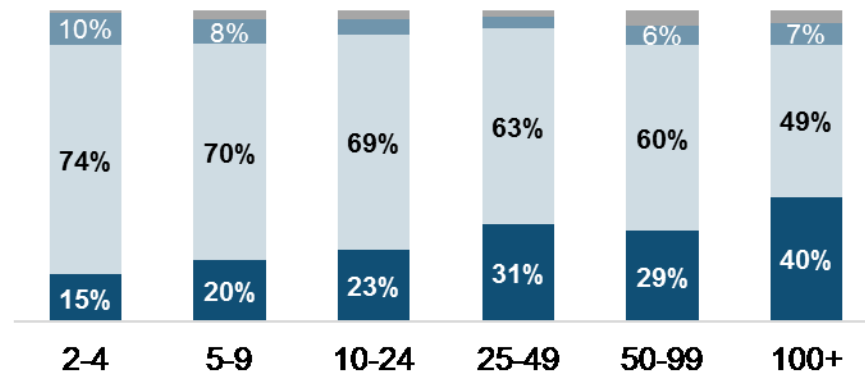
Base: All establishments with current apprentices: Public Admin. (103), Health & Social & Work (322), Financial Services (46), Manufacturing (277), Transport & Comms (144), Education (276), Business Services (432), Hotels & Restaurants (153), Construction (362), Arts & Other (168), Wholesale & Retail (465), Primary Sector & Utilities (94).

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

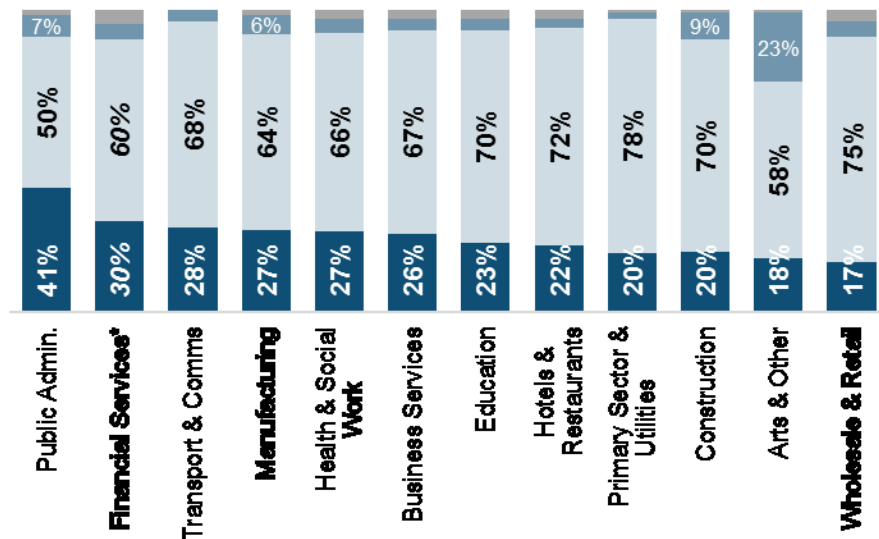
Change in apprentice numbers



Establishments with current apprentices: UK (2,842), England (1,766), Northern Ireland (215), Scotland (569), Wales (292). **Note: percentages of 5% or less are not shown.**



Base: All establishments with current apprentices : 2-4 (265), 5-9 (476), 10-24 (637), 25-49 (493), 50-99 (334), 100+ (637)

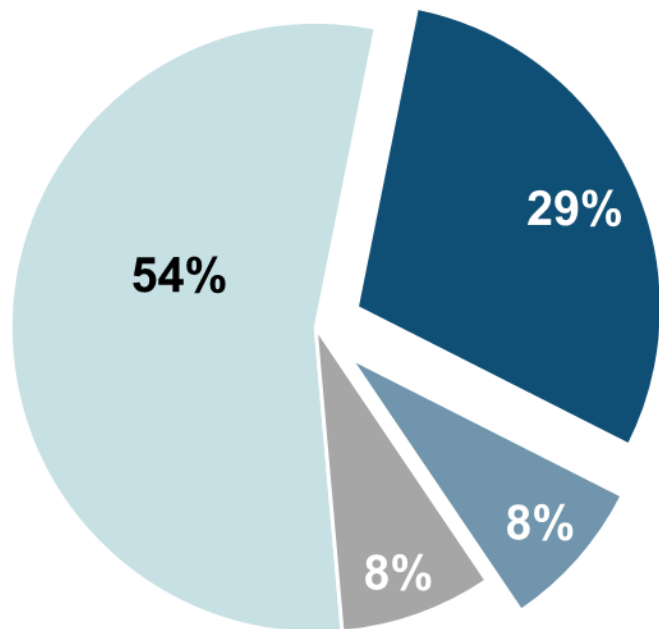


Base: All establishments with current apprentices: Public Admin (103), Financial Services (46), Transport & Comms (144), Manufacturing (277), Health & Social Work (322), Business Services (432), Education (276), Hotels & Restaurants (153), Primary Sector & Utilities (94), Construction (362), Arts & Other (168), Wholesale & Retail (465)

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

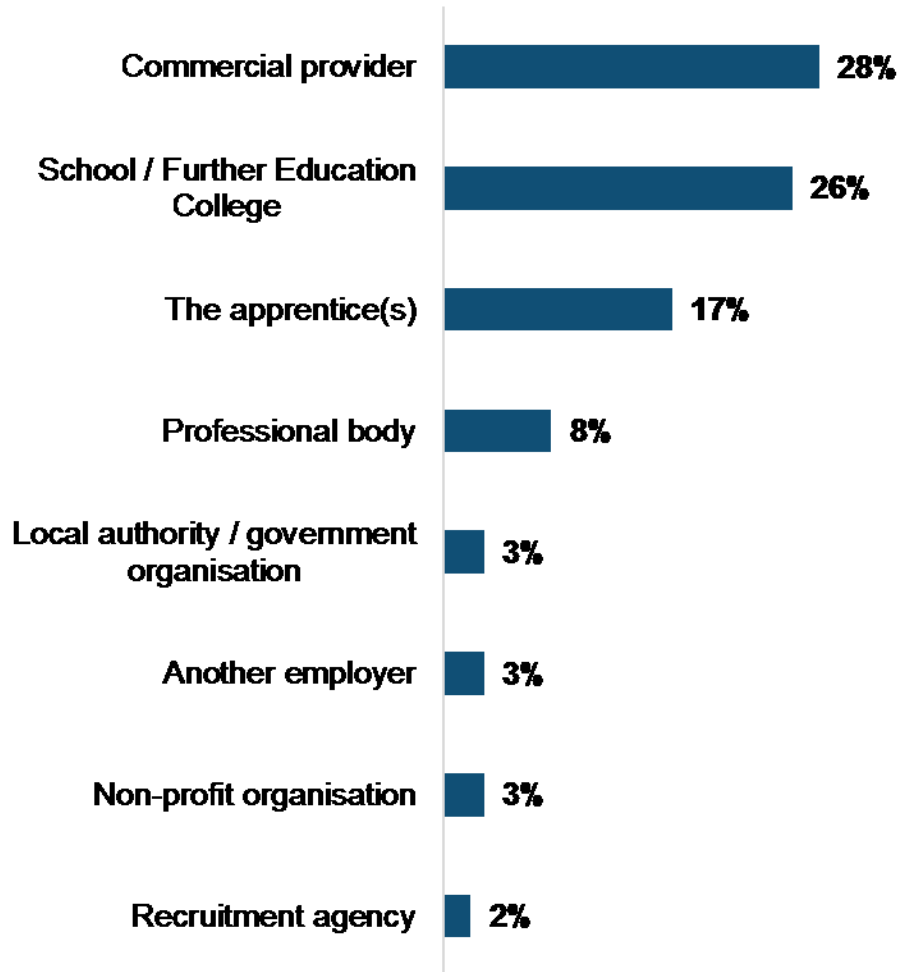


Whether approached by external agencies about offering apprenticeships



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

Base for pie chart: All establishments that started offering apprenticeships in the last 3 years (1,424)



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



Department
for Education

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

48%

Acquiring talent

25%

Nurturing talent

22%

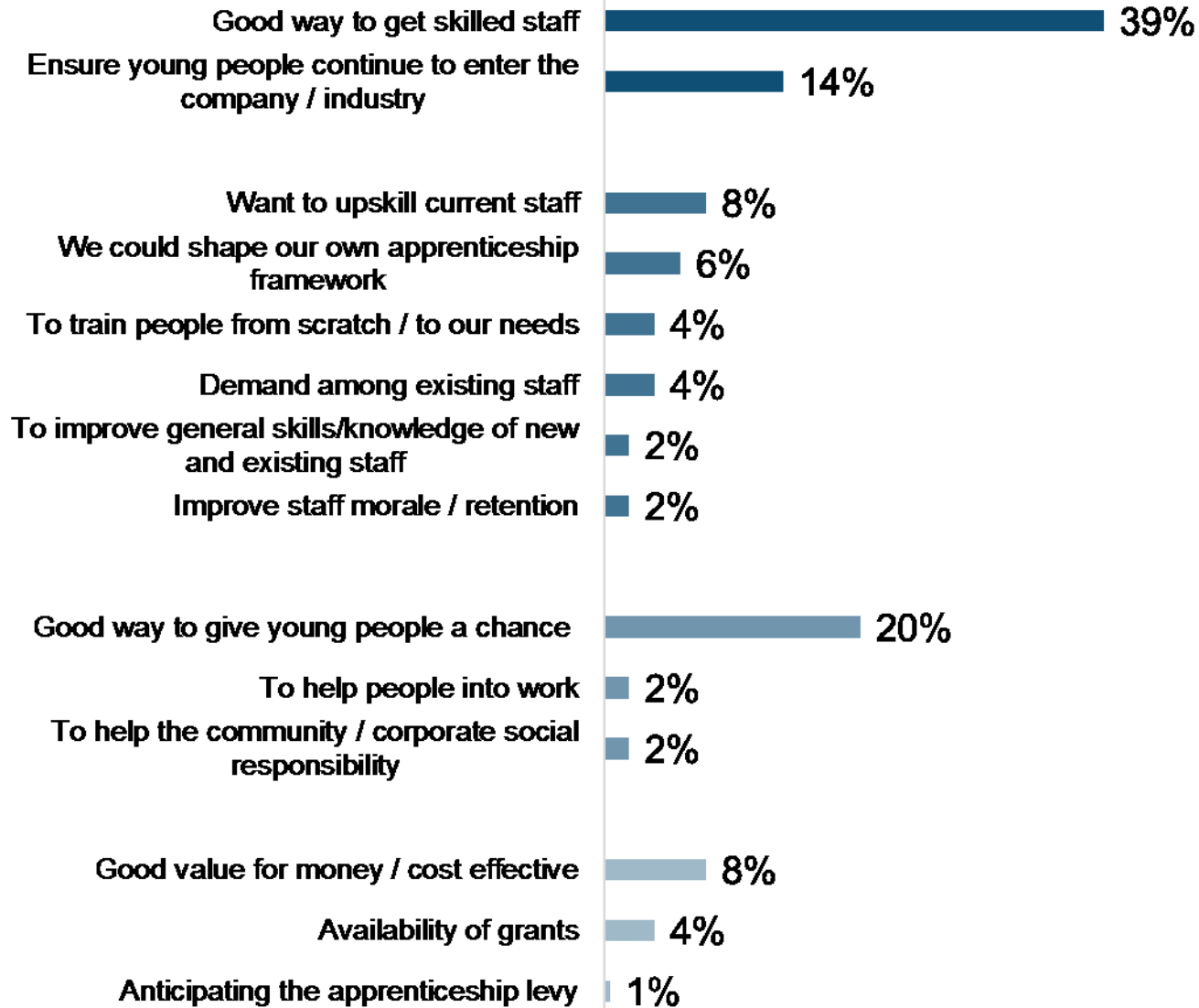
Altruistic

12%

Financial



Department
for Education



Base: All establishments that started offering apprenticeships in the last three years (1,424).

Note: multiple responses were allowed.

Reasons for not offering apprenticeships

61%

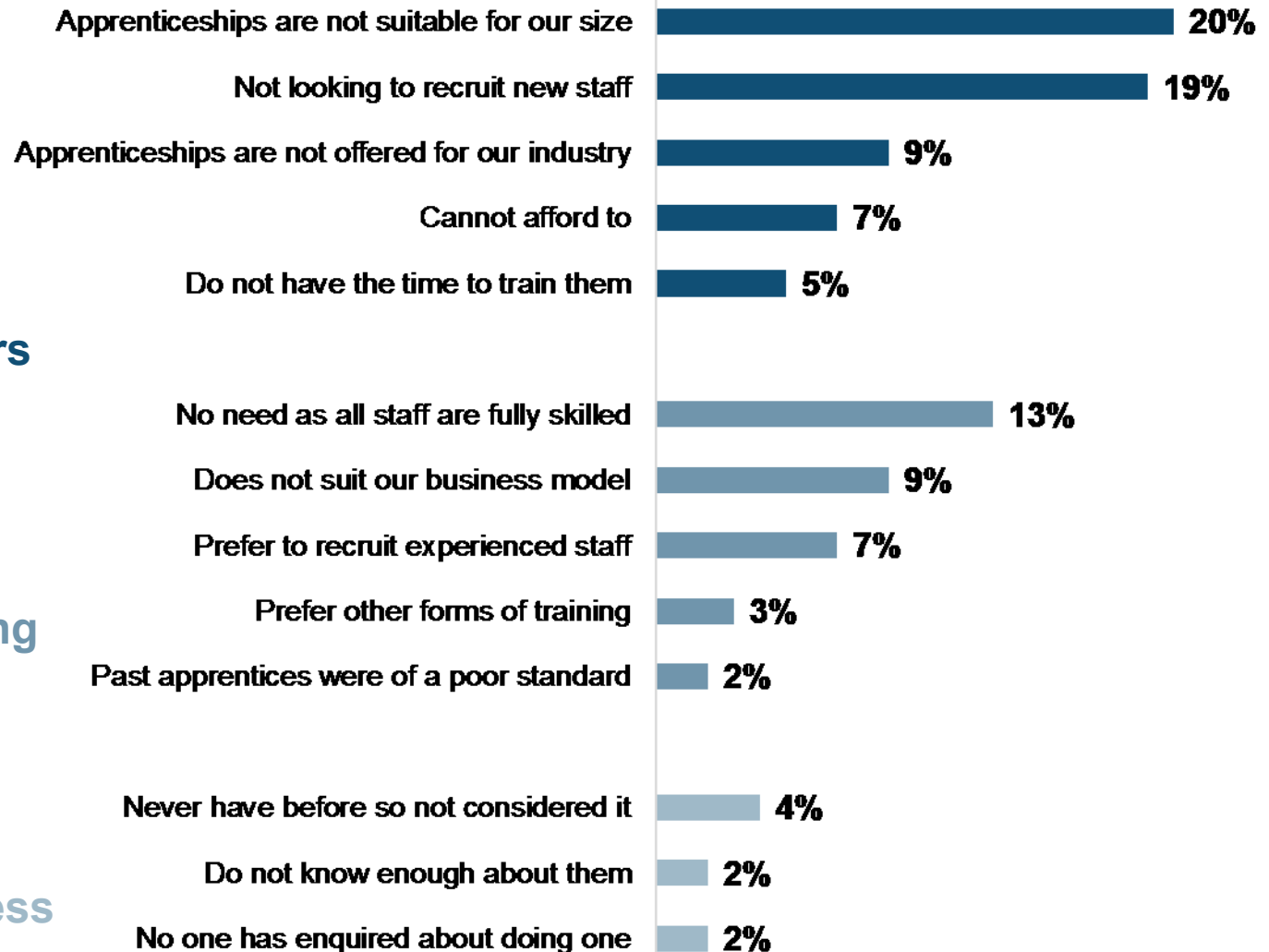
Perceived structural barriers

33%

Actively choosing not to

10%

Lack of awareness



Department
for Education

Base: All establishments not offering apprenticeships (13,763)
Note: multiple responses allowed.

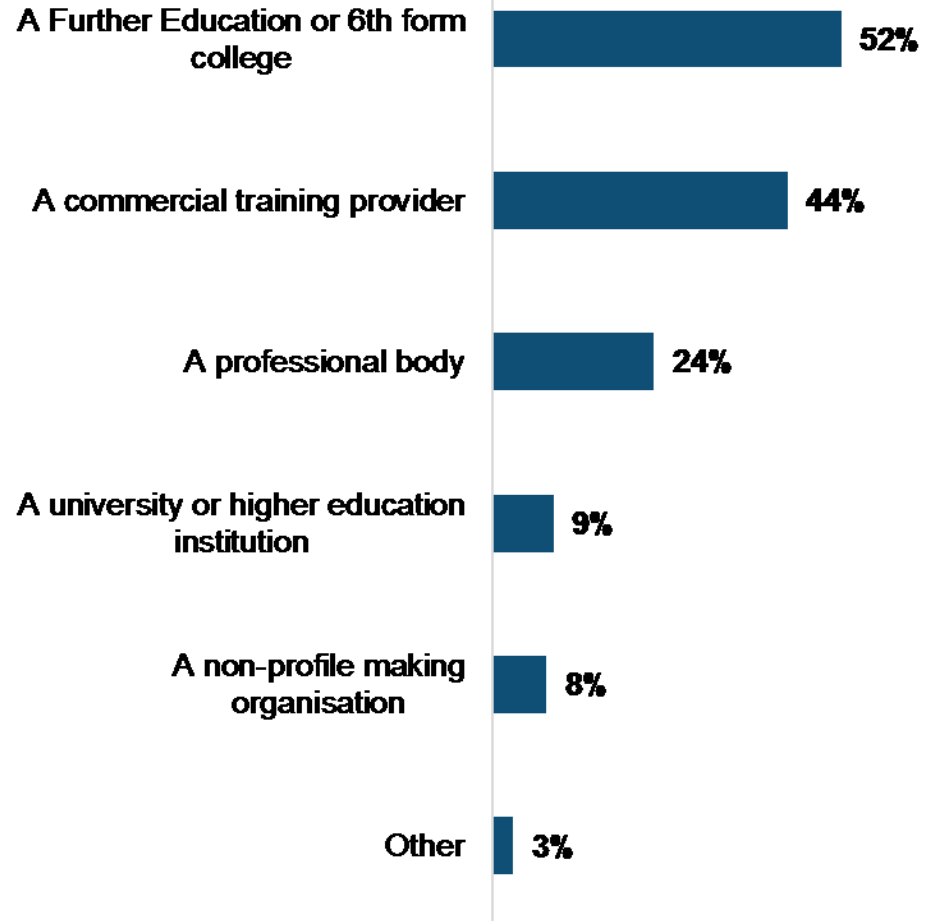
Produced by IFF Research

Types of external training providers used for apprenticeships

82%

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

Base: All establishments who have or offer formal apprenticeships (4,264)



Base: All establishments whose apprentices receive external training (3,545)

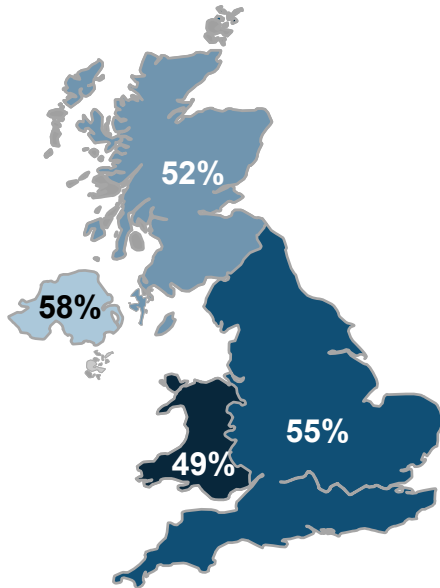


Employer involvement in designing external training content of apprenticeships

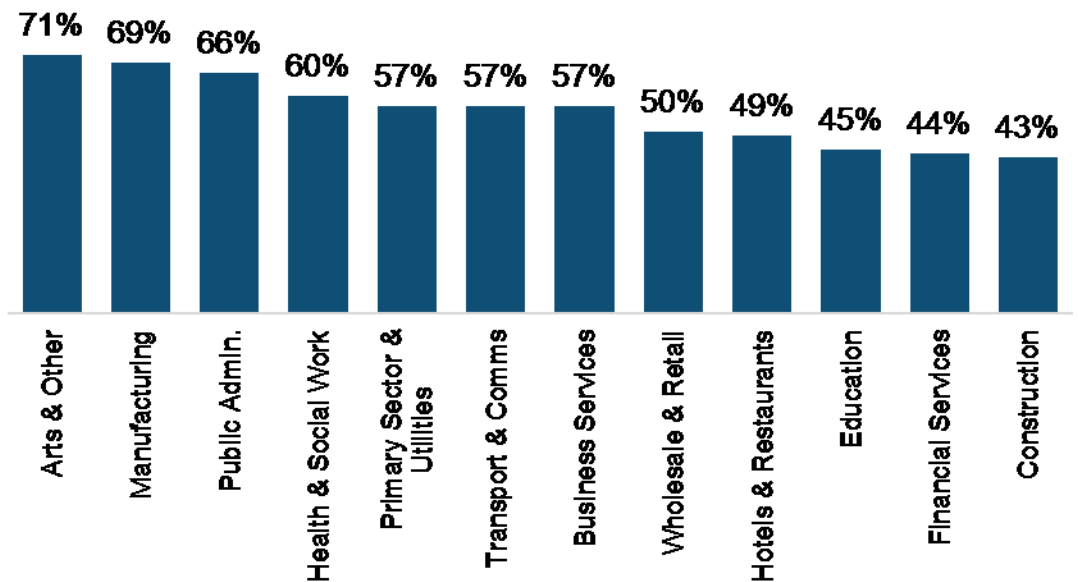
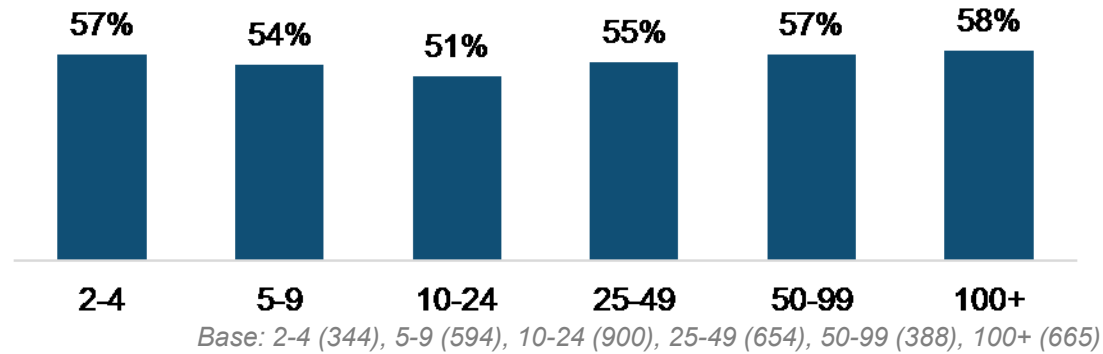
UK: 55%

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

Base: All whose apprentices receive external training (3,545)



Base: All establishments who whose apprentices receive external training: UK (3,545) England (2,252), Northern Ireland (251), Scotland (684), Wales (358)



Base: Arts & Other (193), Manufacturing (298), Public Admin. (96), Health & Social Work (451), Primary Sector & Utilities (106), Transport & Comms (199), Business Services (489), Wholesale & Retail (641), Hotels & Restaurants (312), Education (320), Financial Services (64), Construction (376)



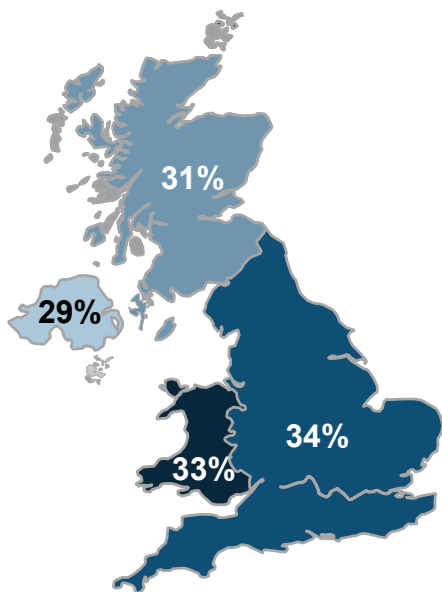
Department
for Education

Awareness and knowledge of apprenticeships

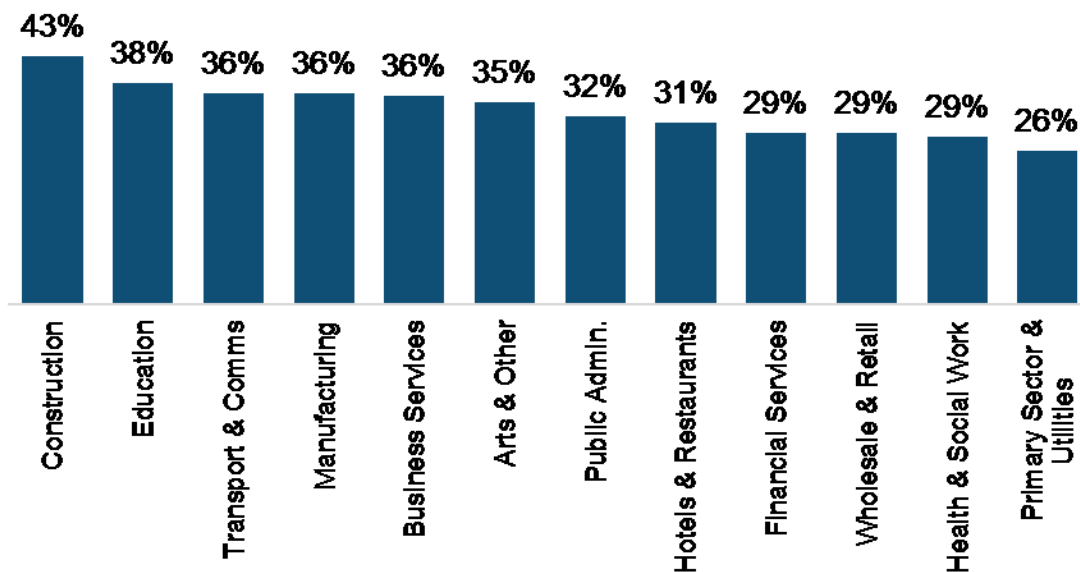
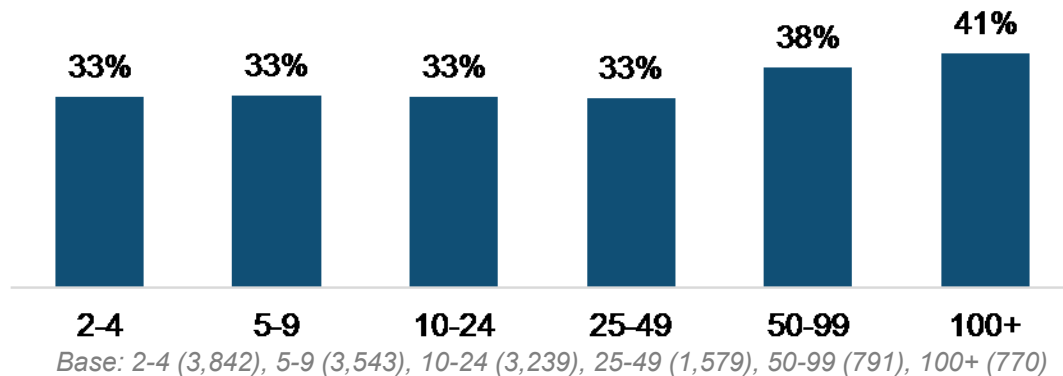
UK: 33%

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

Base: All establishments not offering apprenticeships (13,764)



Base: All establishments not offering apprenticeships: England (7,332), Northern Ireland (1,681), Scotland (3,192), Wales (1,559)

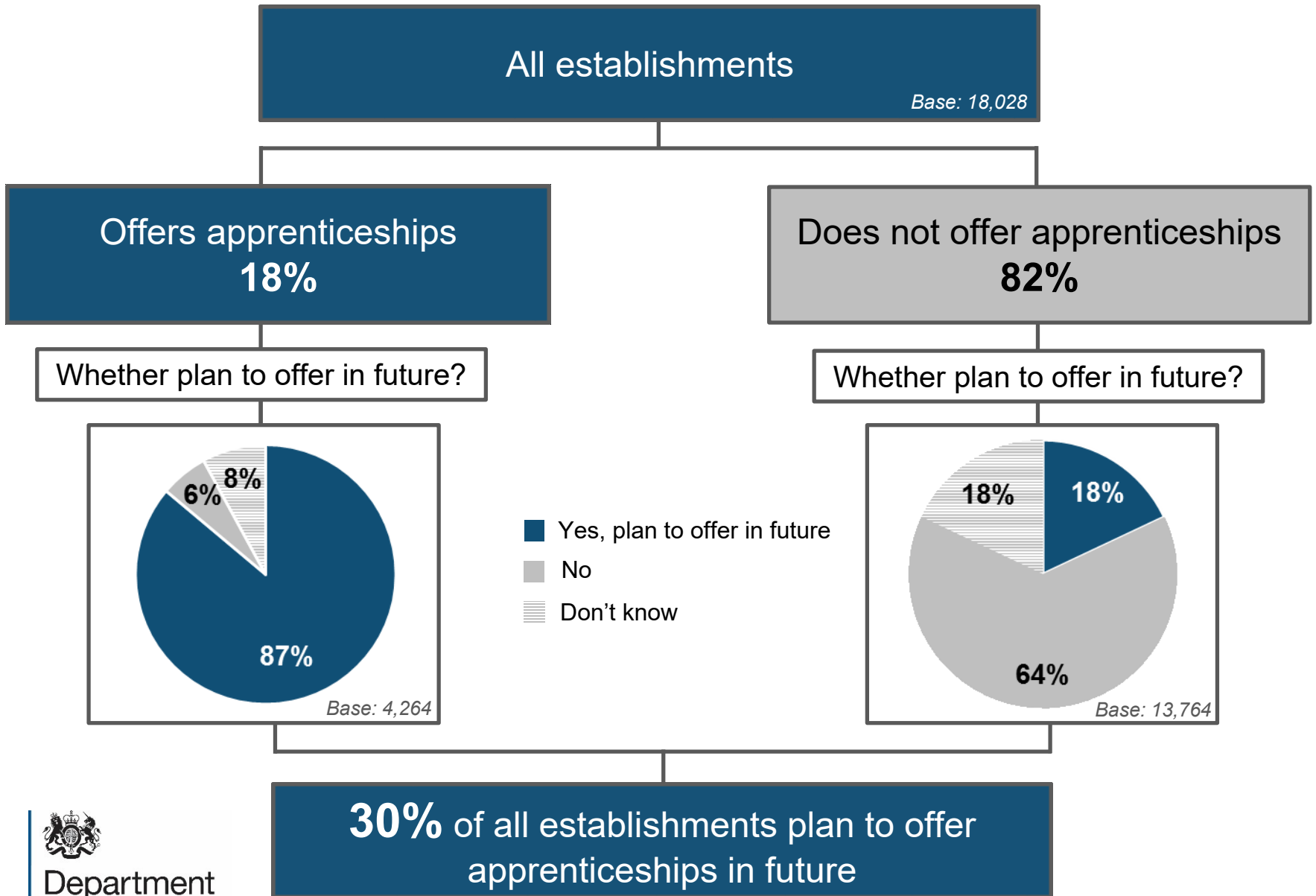


Base: Construction (751), Education (616), Transport & Comms (913), Manufacturing (705), Business Services (2,482), Arts & Other (890), Public Admin (278), Hotels & Restaurants (1,399), Financial Services (322), Wholesale & Retail (3,149), Health & Social Work (1,522), Primary Sector & Utilities (737)

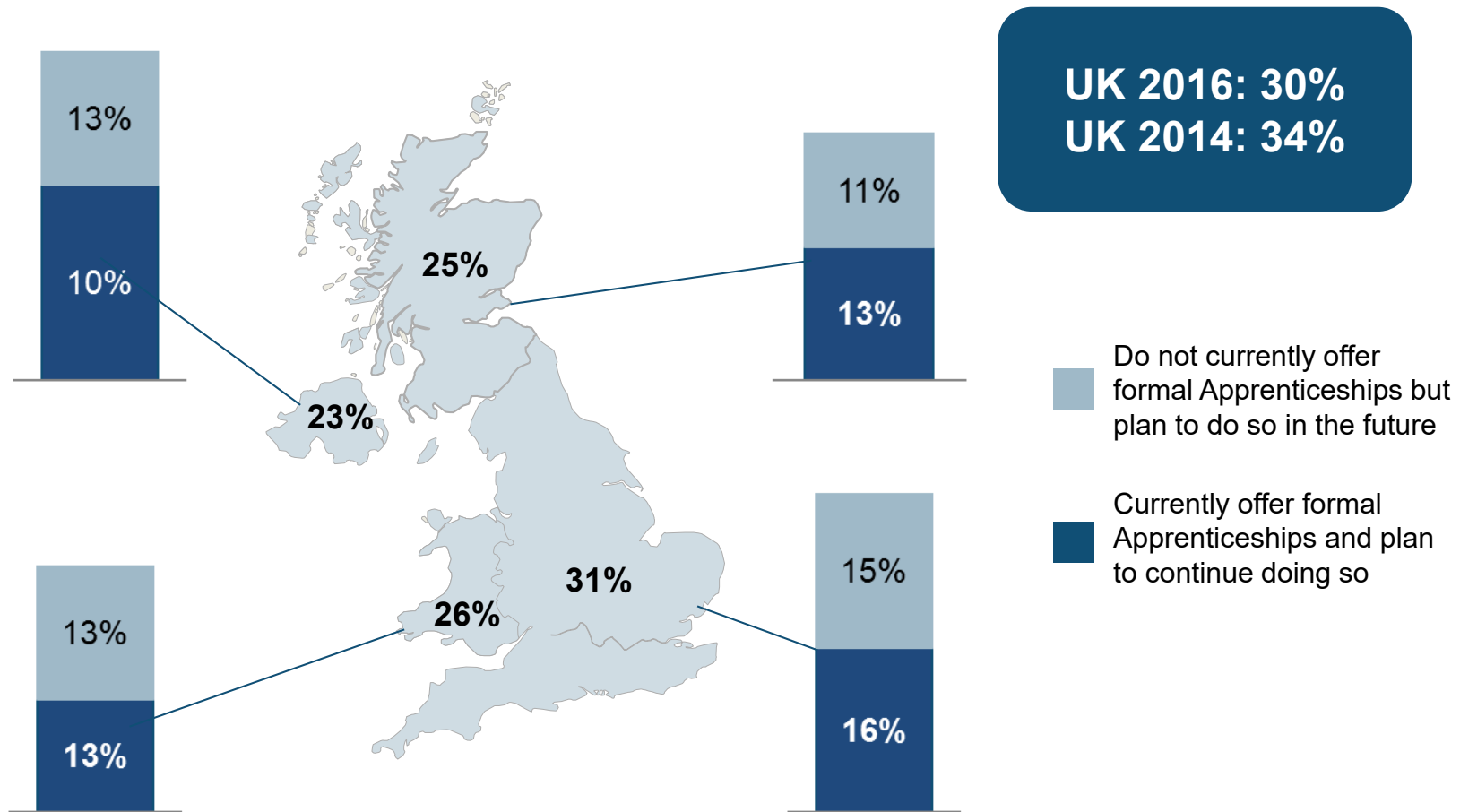


Department for Education

Future demand for apprenticeships



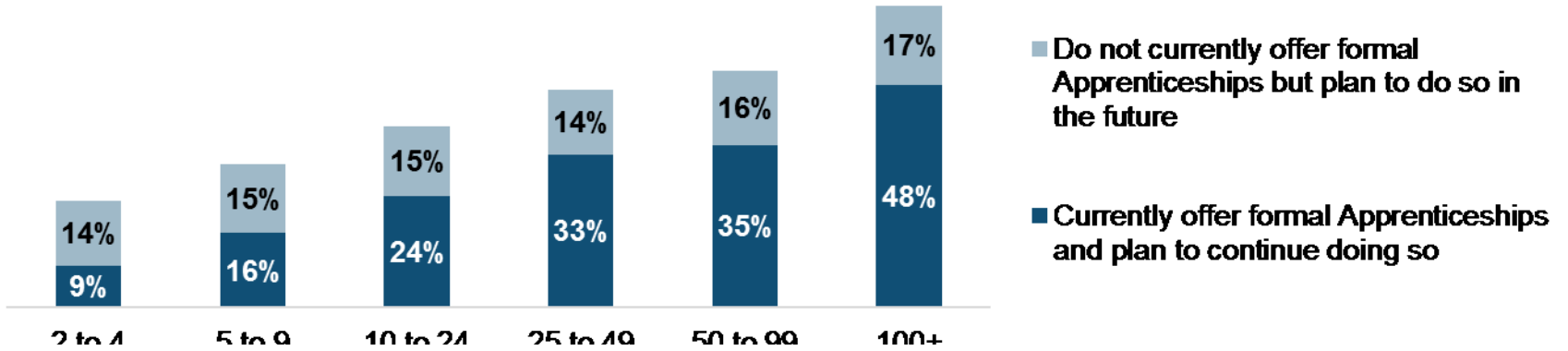
Future demand for apprenticeships, by country



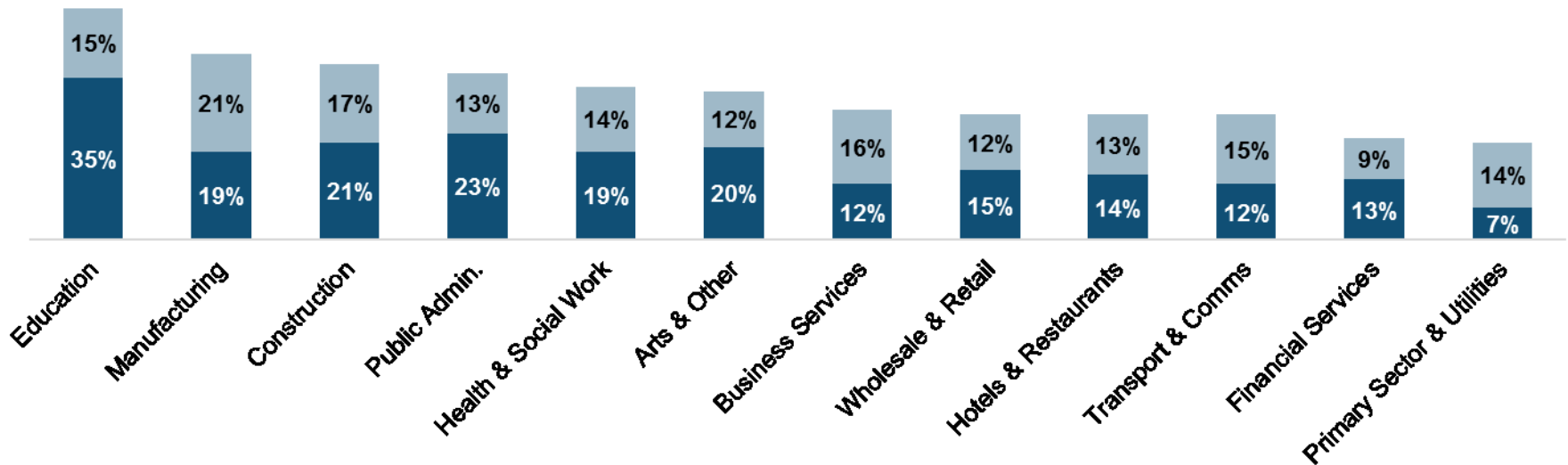
Base: All establishments: England (10,015), Northern Ireland (2,007), Scotland (4,009), Wales (1,997)



Future demand for apprenticeships, by size



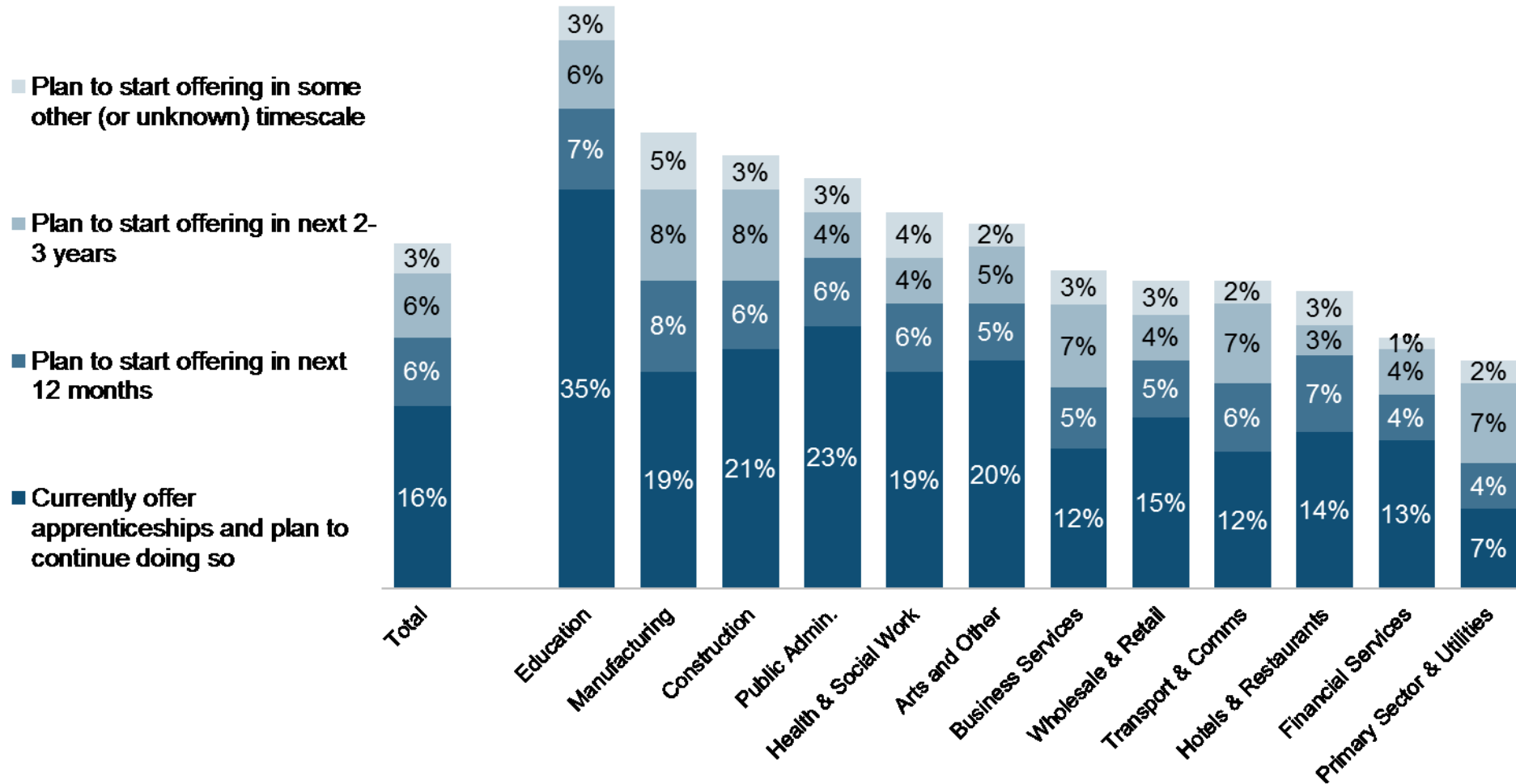
Base: All establishments: 2-4 (4,297), 5-9 (4,290), 10-24 (4,312), 25-49 (2,337), 50-99 (1,250), 100+ (1,542)



Base: All establishments: Education (990), Manufacturing (1,065), Construction (1,212), Public Admin. (403), Health & Social Work (2,023), Arts & Other (1,125), Business Services (3,081), Wholesale & Retail (3,933), Transport & Comms (1,143), Hotels & Restaurants (1,792), Financial Services (395), Primary Sector & Utilities (866)



Timescales in which employers plan to start offering apprenticeships



Base: All establishments: Education (990), Manufacturing (1,065), Construction (1,212), Public Admin. (403), Health & Social Work (2,023), Arts & Other (1,125), Business Services (3,081), Wholesale & Retail (3,933), Transport & Comms (1,143), Hotels & Restaurants (1,792), Financial Services (395), Primary Sector & Utilities (866).

Reasons for planning to start offering apprenticeships

64%

Acquiring talent

22%

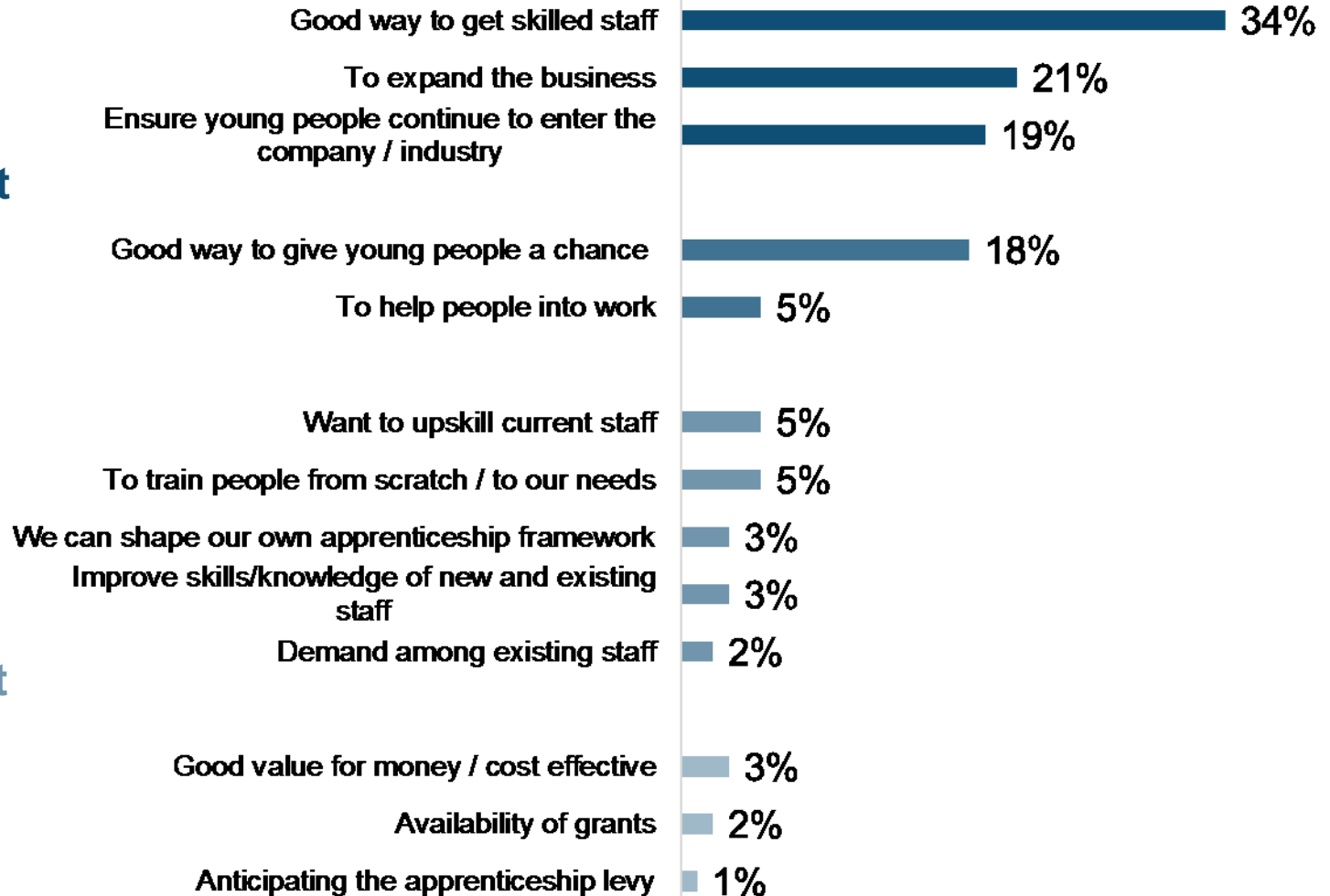
Altruistic

18%

Nurturing talent

6%

Financial



Department
for Education

Base: All establishments that plan to start offering apprenticeships in future (2,525).
Note: multiple responses were allowed.

Reasons for planning to stop offering apprenticeships

57%

Perceived structural barriers

21%

Actively choosing to stop offering



Responses do not sum to 100% as 'other', 'no particular reason' and 'don't know' are not shown

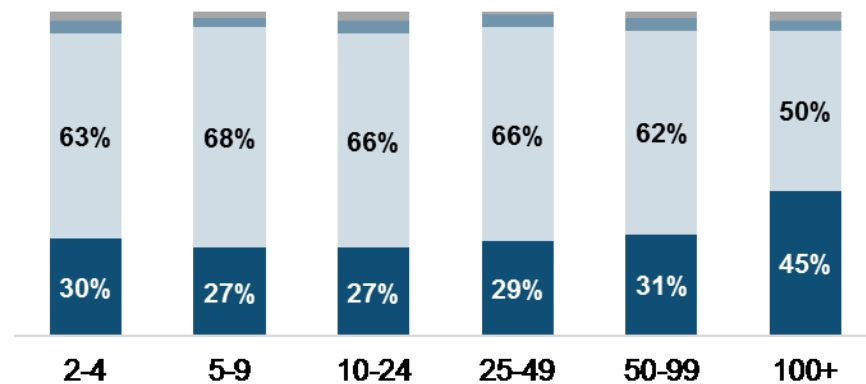
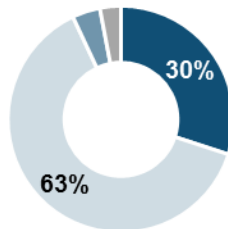
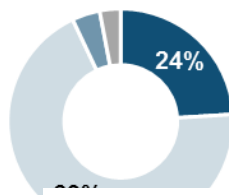
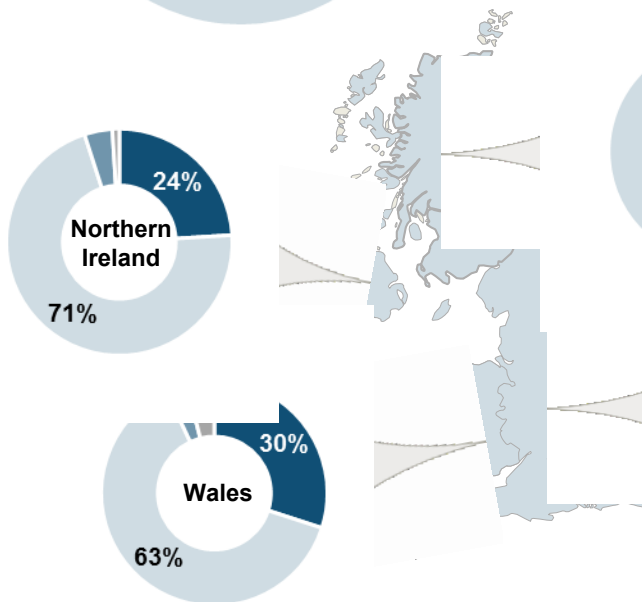
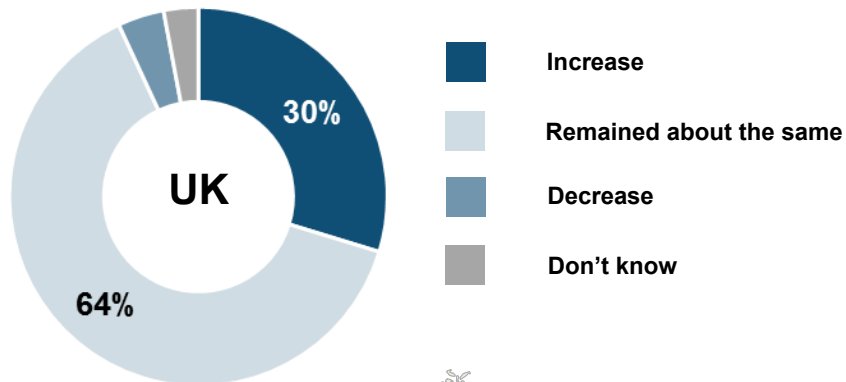
Base: All establishments that plan to stop offering apprenticeships in future (197)

Note: multiple responses allowed.

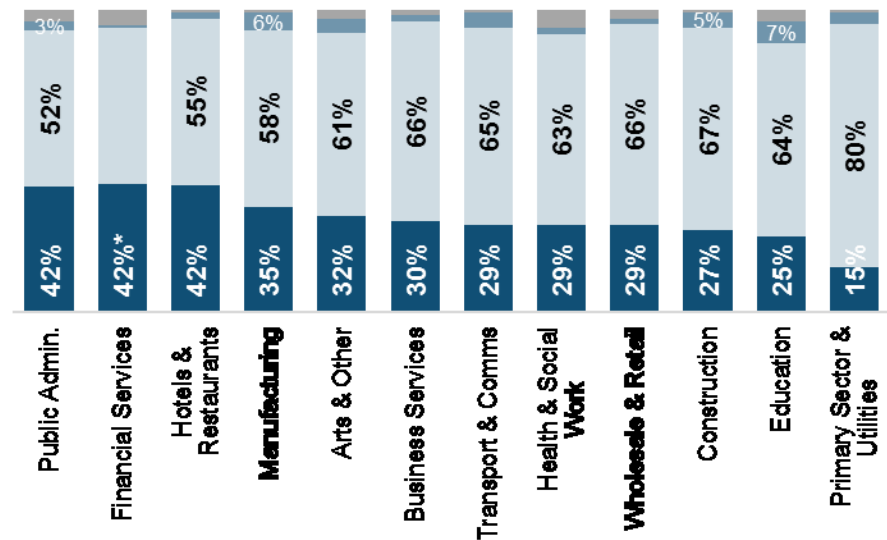


Department
for Education

Expected change in apprentice numbers in next 2 years



Base: 2-4 (199), 5-9 (392), 10-24 (559), 25-49 (452), 50-99 (307), 100+ (596)



Base: Public Admin (98), Financial Services (40), Hotels & Restaurants (141), Manufacturing (252), Arts & Other (154), Business Services (367), Transport & Comms (129), Health & Social Work (285), Wholesale & Retail (396), Construction (324), Education (250), Primary Sector & Utilities (69)

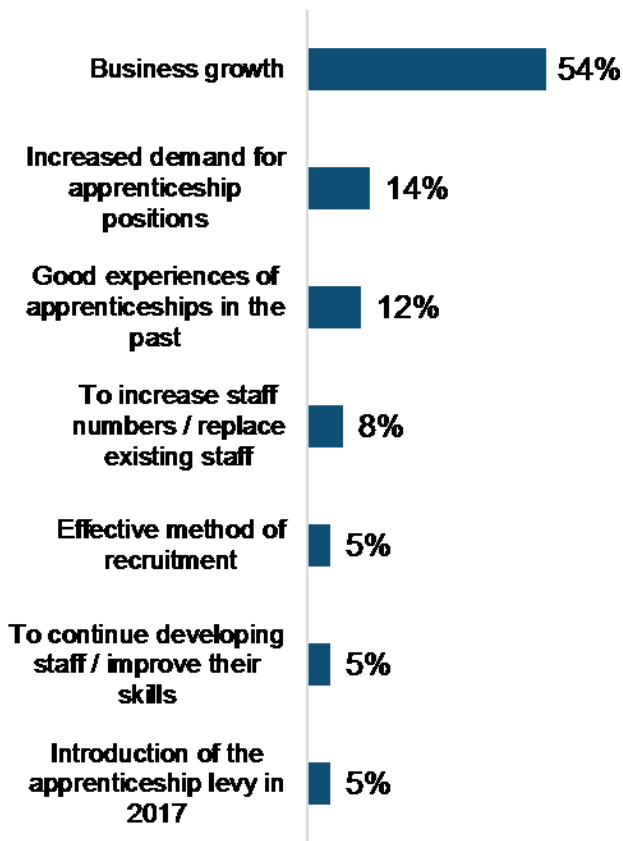
* denotes a base size of <50 employers and should be treated with caution

establishments with current apprentices with plans to ending apprenticeships in future: UK (2,505), England (1,560), Northern Ireland (184), Scotland (502), Wales (259).
 Note: percentages of 5% or less are not shown.



Reasons for expected change in apprentice numbers

Among those expecting an increase...



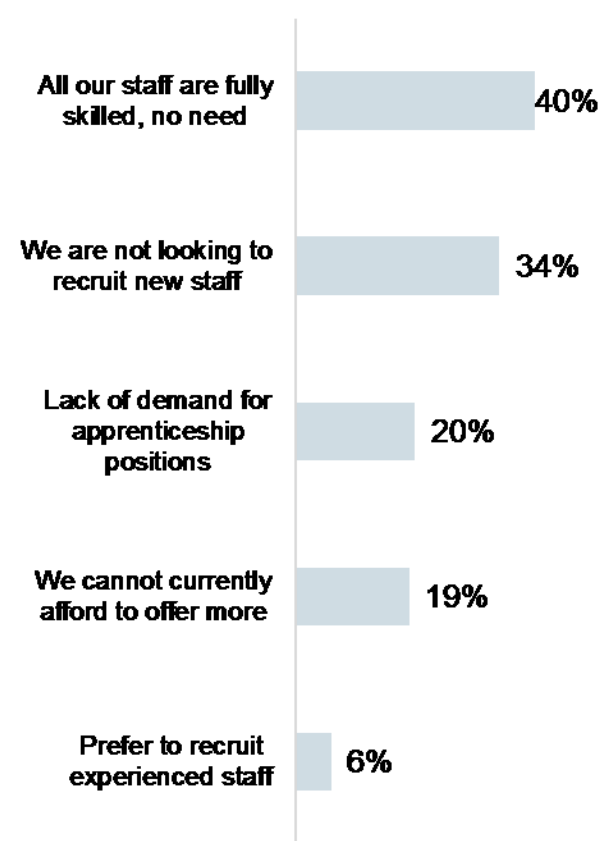
Base: all establishments that expect to increase their number of apprentices over the next two years (799)

Among those expecting no change...



Base: all establishments that expect their number of apprentices to stay the same over the next two years (1,549)

Among those expecting a decrease...



Base: all establishments that plan to decrease their number of apprentices over the next two years (93)



Department for Education

Note: only reasons mentioned by at least 5% of employers are shown
Multiple responses were allowed.

Produced by IFF Research

Conclusions



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

- Despite deep and persistent issues relating to hard-to-fill and skill-shortage vacancies (as reported in ESS 2015), employers use a fairly limited number and range of recruitment channels to bring talent into their business.
 - The majority of employers who recruited someone (79%) used word of mouth / personal recommendations to access the potential labour market.
 - As well as limiting the range of potential applicants that employers have access to, this has the impact of restricting jobseekers' routes to employment.
- Employers value work experience above qualifications (whether academic or vocational) as a means of gauging the quality and potential of new recruits. In this context it is perhaps concerning that employers were increasingly critical of the preparedness for work of the education leavers they recruit.
- 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 and awareness of apprenticeships, EPS 2016 presents a positive picture in terms of increases in the proportion of establishments offering apprenticeships and the number of apprentices taken on.
- Among employers that had started offering apprenticeships in the last three years, the most common reasons for having done so related to them being viewed as a means to acquire new talent. Among employers not offering apprenticeships, perceived structural barriers were common (e.g. perceiving apprenticeships to be unsuitable for their size or sector).
 - The findings on reasons why employers engage or not engage with apprenticeships may serve as useful tools to inform communications with employers to support increased engagement with apprenticeships.
- Nearly a third (30%) of UK establishments were planning to offer apprenticeships in the future. The survey helps identify where communication and resource might be best focussed to increase uptake of apprenticeships. For instance, there is appetite for increased engagement in the two largest sectors: Business Services and Manufacturing.
- Potential to increase apprenticeship numbers also exists among establishments already offering them. Almost a third (30%) of these employers expected to increase the number of apprenticeships they offered over the next two years, with larger employers (with over 100+ employees) most likely.



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

- New for EPS 2016, the survey provides a measure of the extent of collaboration and employer input into the skills system.
- Just over half (55%) of employers using an external training provider to deliver some of their apprenticeship training reported that they had some involvement in designing or tailoring the training content. This compares with 47% that had arranged training for their staff leading to a vocational qualification (VQ) being involved in designing the training content and 42% of employers that had arranged external training in general for their staff that were involved in designing the training content.
- The higher level of involvement of employers in designing the training content delivered to their apprentices suggests that perhaps employers offering apprenticeships were more engaged, or there is greater receptiveness among training providers to receive input from apprenticeship employers, suggesting there *may* be lessons to be learned from the apprenticeship model.

