Department for Education

Employer Skills Survey 2019: Training and Workforce Development

Research report

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Government Social Research

Contents

List of figures

List of tables

Executive Summary

Introduction

The Employer Skills Survey (ESS) has run biennially since 2011, providing a vital source of intelligence on the skills issues employers face. ESS traditionally has an inward-looking focus assessing the current skills position and skills needs of employers. It has sat alongside the Employer Perspectives Survey, which is primarily outward-looking, covering provision of and engagement with the wider skills system. In ESS 2019, the two surveys were, in effect, merged, by incorporating EPS questions as modules.

This report focuses on findings relating to training and workforce development, making up one of four thematic reports to supplement the core ESS findings on skill-shortage vacancies, skills gaps and key training measures.

Most of the training measures reported are based on the full sample of 81,013 respondents across England, Northern Ireland and Wales. Some topics were modularised in order to integrate the EPS questions, including questions covering employer provision of training designed to lead to vocational qualifications and the extent to which employers sought advice on skills and training-related issues. In total, 16,057 respondents were included in this module.

In addition, a separate follow-up survey explored the investment employers had made in providing training to employees in the previous 12 months (the “Investment in Training Survey”).

Incidence of training and workforce development

Three-fifths (61%) of employers had funded or arranged training for any of their employees over the previous 12 months. This is lower than found previously in the ESS series from 2011 to 2017, when two-thirds of employers (65%-66%) had provided training over the previous 12 months.

The **decrease** in the proportion of employers providing training was **driven by results in England and Northern Ireland**, where the proportion of training employers had decreased by 5 percentage points and 4 percentage points respectively compared with 2017. In contrast, the proportion of employers providing training in Wales remained stable (62%).

Results varied by sector, with **training most common among employers in Education and Public Administration** (each mentioned by approaching nine in ten employers), in comparison, only around half of establishments in Information and Communications and the Construction sectors provided training.

Incidence of training increased substantially as establishment size increased; less than half (46%) of employers with 2 to 4 employees had provided training, compared with three-quarters (75%) of those with 5 to 24 employees, and almost all (92%) of those with 25 or more employees. Employers were more likely to have provided on-the-job training than off-the-job training in the previous 12 months (49% and 43% respectively); three in ten (31%) had provided both.

Number and profile of staff trained

Employers trained a total of 16.5m staff over the previous 12 months, very similar to the 16.4m figure reported in 2017. However, due to a 4% increase in the total workforce from 2017 to 2019, **the proportion of the workforce trained has fallen** from 62% in 2017 to 60% in 2019.

The **overall decrease in the proportion of the workforce trained was driven by a decline in England** (60%, down from 62% in 2017). In contrast, the proportion of the workforce trained in Northern Ireland (62% vs. 60% in 2017) and Wales (65% vs. 58%) had increased.

The **proportion of staff trained increased as establishment size increased**, ranging from a third (36%) of staff among establishments with 2 to 4 employees, to two-thirds (67%) among establishments with 250 or more staff.

In terms of sector, the **proportion of staff trained was highest in the Health and Social Work** (76%), Education (75%) and Public Administration (72%) sectors. In contrast, less than half of staff in the Manufacturing and Construction sectors received training (each 48%).

By occupation, **Caring, Leisure and Other Services occupations remained the most likely to have been trained** (75%), although the proportion had decreased since 2017 (80%). Fewer staff had also been trained compared with 2017 among Elementary occupations (54%, compared to 59% in 2017), Machine Operatives (47% vs. 52%) and Managers (46% vs. 49%). In contrast, the proportion of Associate Professionals receiving training has risen since 2017 (66% vs. 62%).

Training days

Employers provided 99m training days over the previous 12 months, equivalent to 6.0 days per annum per trainee and 3.6 days per employee. Despite employment growth of 4% since 2017 across England, Northern Ireland and Wales and a 1% increase in the number of staff trained, **the total number of training days undertaken was 6% lower than in 2017**. As a result, the number of training days per person trained (i.e. 'per trainee') and per employee were also lower than in 2017 (6.4 days per trainee and 4.0 days per employee).

Despite a higher proportion of employers training than in 2017, Wales saw the biggest decrease in training days per trainee (down to 5.1 days, compared with 6.2 in 2017 and 7.2 in 2015).

In line with historical patterns, **training days reduced as establishment size increased,** falling from 8.8 days per trainee among establishments with 2 to 4 staff to 4.7 days among establishments with 250 staff or more.

The **Public Administration and Hotels and Restaurants sectors provided most training days per trainee** over the last 12 months (8.2 and 8.0 days respectively), although both had decreased on 2017 levels (9.8 and 8.9 days respectively).

The **Education and Transport and Storage sectors, which have historically ranked low on this measure, provided the lowest number of days training to their trainees** (4.6 and 4.9 days respectively), although the Transport and Storage sector was one of the few sectors to report an increase since 2017 (4.5 days per trainee).

Investment in training

Employers had invested around £42.0bn in training over the previous 12 months, slightly less in real terms than in 2017 in (down 0.5%). This was equivalent to a spend of £2,540 per trainee and £1,530 per employee (1% and 5% decreases respectively on 2017). Training spend per trainee per annum was higher in England (£2,570) than in Northern Ireland (£2,190) and Wales (£2,130).

By sector, **the largest increase in total training expenditure occurred in the Business Services sector**, from £9.4bn in 2017 to £11.4bn in 2019 (an increase of 21%), however spend per trainee per annum was highest in Construction (£4.4k), despite decreasing from the 2017 average (£4.8k).

The **overall composition of training expenditure shifted slightly compared to previous years**, with off-the-job and on-the-job training each accounting for half of overall spend, compared with 55% spent on off-the-job training in 2017. Off-the-job training expenditure decreased in real terms by around £2.3bn compared with 2017, whereas on-the-job training expenditure increased by around £2.1bn.

Types of training provided

The **most common type of training provided in the last 12 months was job specific training** (mentioned by 84% of training employers). Health and safety or first aid training and basic induction training for new staff were also both provided by the majority of employers that had trained (71% and 60% respectively), although incidence for both of these types of training had decreased since 2017 (by 3 percentage points and 5 percentage points respectively).

Results show an **increase in the use of online training and e-learning**. Overall, 56% of training employers funded or arranged online training or e-learning for staff (up from 51% in 2017). Increases were reported across all nations, though training employers in Northern Ireland remained the least likely to utilise online methods (42%).

Use of online methods increased with employer size: under half (45%) of employers with 2 to 4 employees that trained had made use of these, compared with approaching nine in ten (86%) of those with 250 or more employees.

By sector, at least three-quarters of training employers had arranged online training in Education, Financial Services, Public Administration Health and Social Work. In contrast, it was only provided by a quarter of training employers in the Primary Sector & Utilities, and by a minority of those that trained in the Manufacturing, Transport and Storage and Construction sectors (each 38-40%).

There was **no change compared to 2017 in the proportion of training employers offering other self-learning** (i.e. besides online or e-learning) where the employee does the learning at a time of their own choosing (42%). Subgroup patterns were similar to those reported for online training.

More than two-fifths (43%) of training employers had trained staff towards a nationally recognised qualification in the last 12 months. This represents a reduction of 3-4 p.p. compared with previous ESS waves since 2011. In total 2.9m employees across England, Wales and Northern Ireland had been trained to nationally recognised qualifications compared with 3.2m in 2017 and 3.4m in 2015.

Overall results suggest that **18% of the workforce trained over the previous 12 months had trained towards a qualification, comparable with 2017** (19%) but lower than in 2013 and 2015 (21%). While provision of training had decreased across most levels, in line with the general trend, the proportion training to qualifications at Level 4 and above remained unchanged (at 14%).

A fifth (19%) of training employers had arranged or funded training designed to lead to a recognised vocational qualification (VQ) in the last 12 months, equating to 11% of all employers. Training to VQs was most common in Public Administration (40% of all training employers), Education (29%) and Health and Social Work (29%), and least common among the Information and Communications and Hotels and Restaurants sectors (10% and 12% respectively).

For those that had trained off-the-job, but not to VQs, reasons for not training to VQs tended to focus on supply issues (40%) and demand issues (39%).

Barriers and limits on training

Close to half (45%) of employers that provided training over the last 12 months would have liked to provide more training than they had arranged. The main barriers for these employers were not being able to spare more staff time (50%) and lacking funds (48%). For those not providing training, the main reason for not doing so was staff being considered fully proficient (70%).

Despite fewer employers training, **the proportion of employers that were in 'training equilibrium'**, meaning that they had no desire to undertake more training over the previous 12 months, **had increased slightly** to 61% (up from 59% in 2017). This was driven by an increase in non-training employers showing no desire for training (75%, compared with 69% in 2017). Just over half (53%) of training employers felt the amount of training they had conducted was sufficient, similar to levels reported in 2017.

Seeking information, advice and other practical help on skills and training

More than a fifth (22%) of all employers had sought information, advice or other practical help on skills and training related issues in the last 12 months, **lower than levels reported in 2016** (28%). A further 7% of employers had experienced skills or training-related issues which might have required external help but had not sought or received advice; this equates to a quarter (23%) of all employers experiencing these types of issues that had not sought any help to address them.

The **likelihood of experiencing skills and training-related issues which might have required external help increased as establishment size increased**, ranging from a quarter (25%) of employers with 2 to 4 employees, to half (51%) of those with 100 or more employees. By sector likelihood was most common in the Education (50%), Health and Social Work (46%) and Public Administration (45%).

The most common sources of advice used were professional bodies (10% of all employers) and commercial training providers (10%).

1. Introduction and Background

Background to the Employer Skills Survey

Since 2011, the Employer Skills Survey (ESS) has been conducted biennially, providing labour market intelligence on skills challenges faced by employers, both when recruiting and among their existing workforce, and the incidence and nature of employer training activity.

In 2019, the questionnaire content of the ESS survey was in effect merged with that of the Employer Perspectives Survey (EPS), which from 2010 to 2016 was conducted in alternative years to the ESS survey. The EPS has a more outward-looking focus than the ESS, covering employer engagement with the wider skills system.

To integrate the two surveys, EPS questions were run as separate modules within the survey, with each module answered by a random subgroup of respondents. This approach meant that EPS measures were covered without adding considerable length to the survey, and at the same time enabled sufficient sample sizes to be achieved for detailed analysis of these measures.

A separate ‘core’ report covers the key, ‘traditional’ ESS measures including recruitment and skill-shortage vacancies, internal skills challenges, and the incidence and nature of training and workforce development activity. This report specifically explores in more depth employer engagement in workforce training and development. It combines traditional ESS measures on the incidence and volume of training, the prevalence of specific forms of training (such as off- and on-the-job training, online training and other self-learning), and the barriers to providing more training, with EPS measures, such as the use of vocational qualifications and seeking external help on skills and training-related issues. The EPS training questions were asked as a module to 16,057 respondents across England, Northern Ireland and Wales, while the traditional ESS questions were asked of all participating respondents (81,013 in total). A full breakdown of respondents by subgroup is provided in Table A.1.1 and Table A.1.5 in Appendix A

There are three other thematic reports in the ESS 2019 series, which explore apprenticeships and traineeships, current and future skills needs of employers, and the skills pipeline.

Policy background

The period between the last ESS in 2017 and the 2019 survey was marked by continued economic growth,[1] and high levels of job creation, with the employment rate at the end of the second quarter of 2019 at 76.1%, at that time the joint highest since records began.[2] However, the UK economy during this period was also characterised by its long-standing productivity gap relative to international competitors (Taylor, M., 2017). According to the most recent ONS estimates, the UK had the lowest productivity rate of all G7 countries except Italy.[3] In the second quarter of 2019 output per hour fell by 0.5%, the largest quarterly fall in productivity in five years.[4]

Training and workforce development provide a vital means of addressing skills shortages and skills gaps, and thus enabling employers to improve productivity. Whilst workforce training does not sit in one single policy area, there have been a number of developments in training policy in recent years. In 2019, the UK government published its 'National retraining scheme' for **England**, forming part of its wider UK Industrial Strategy. The scheme aims to help adults already in work retrain into better jobs and prepare them for future changes to the economy, including automation. The autumn budget of 2018 committed £100m to support development of the scheme and initial delivery to the public. The first part of the scheme, 'Get help to retrain' was tested across six areas of England and will be rolled out to people and businesses in England in 2020. The scheme is overseen by a national retraining partnership, including government departments, the Confederation of British Industry (CBI) and the Trades Union Congress (TUC) and uses feedback from employers and workers to ensure the scheme meets the needs of individuals and employers using it.[5]

In **Wales**, the Welsh Government's Flexible Skills Programme helps employers to upskill their employees, with specific interventions that aim to develop advanced digital skills, address export-related skills challenges, and support skills gaps in the Engineering and Manufacturing and creative sectors. Approved training courses receive 50% funding from the Welsh government.[6]

[1] 2.7% growth in UK gross domestic product (GDP) between 2017 Q2 and 2019 Q2. Source: ONS, *Quarterly National Accounts time series dataset March 2020*, (2020).
[2] ONS, *Labour Market Overview: June 2019* (2019)
[3] ONS, *International comparisons of productivity: 2016* (2018)
[4] ONS, *Labour productivity, UK: April to June 2019*, (2019)
[5] *Department for Education, Policy Paper: National retraining scheme* (2019).
[6] Business Wales, *Flexible Skills Programme* [accessed June 2020].

In addition, the Welsh Government administers the ReAct programme with support from the European Social Fund. This programme helps individuals who have recently been made redundant get back into work, providing a vocational training grant that individuals can used to update their skills and additional support in removing any barriers to vocational training. The employer element of the programme provides a contribution to wages and help with training costs to recruiting employers in the scheme.[7]

Northern Ireland also runs a series of government sponsored training programmes designed to get people into or back into work, or provide training opportunities for those who are under-employed or looking for a career change. For example, the 'Assured skills training programme' uses academy-style training to fast-track individuals into jobs with recruiting employers.[8]

Management skills are also a key area, various research studies have shown that a lack of management skills and effective management practices among SMEs is a contributing factor to the UK's productivity issues.[9] In the autumn budget of 2018, the UK government announced measures to help the small business community address management skills issues, including investing £20m into networks to enable small businesses to learn from each other and with large business mentors offering their management expertise. In addition, a further £11m was committed to a new training programme helping SMEs to improve their management skills, which aims to engage 10,000 people per year by 2025.[10]

There is also recognised gap in digital skills in the UK with a 2017 report finding that a quarter (26%) of small business owners lacking confidence in their basic digital skills.[11] Furthermore, the adoption of digital technologies in the UK lags behind many other OECD countries.[12] In response, the UK government has invested £18.5m in driving up skills in artificial intelligence (AI) and data science and support more adults to upskill and retrain to progress in their careers or find new employment. £13.5m is being used to fund new degree and Masters conversion courses and scholarships in data science and AI, while £5 million is also being invested in the Adult Learning Technology Innovation Fund, which will encourage technology companies to develop cutting-edge solutions, utilising AI and automation, to improve the quality of online learning for adults.[13]

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[7] *Business Wales, ReAct* [accessed June 2020].
[8] NI Direct, *Assured Skills Training Programme*, [accessed June 2020].
[9] NIESR, *The Impact of Management Practices on SME Performance*, p.17. (March 2018)
BIS, *Leadership and Management Skills in SMEs: Measuring Associations with Management Practices and Performance: Technical Report*, p.54 (2015).
[10] HM Treasury, *Government support to boost skills and prosperity* (2018).
[11] Federation of Small Business, *Learning the ropes – skills and training in small businesses*, p.8 (2017).
[12] OECD, OECD Science, Technology and Industry Scoreboard (2017).
[13] GOV.UK Press release, *£18.5m to boost diversity in AI tech roles and innovation in online training for adults* (2019).

In addition to these interventions, there is a continued focus on increasing the uptake of apprenticeships. In April 2017, the UK government introduced the apprenticeship levy, paid by all employers with an annual wage bill in excess of £3m at a rate of 0.5% of their wage bill. In addition, employers in England who do not pay the levy and those who want to invest more in apprenticeships can take advantage of further government funding provided under the co-investment funding model. While the apprenticeship levy had already been introduced before ESS 2017 was undertaken, many measures (particularly those assessing activity over the previous 12 months) covered a period of time before the April 2017 reforms. ESS 2019 therefore provides the first standalone set of post-reform findings on training and workforce development. More information on the impact of these policies on apprenticeships specifically can be found in the Apprenticeships Thematic Report. While the government's ambition through these reforms has been to increase the number of apprenticeship starts, it is possible that apprenticeships as a result might substitute other forms of training.

In this context, ESS 2019 provides valuable insight into general training provision among employers, including incidence of training, the amount and types of training provided, and the level of employer investment, as well as considering what might be preventing more extensive provision of training.

Methodological overview

This section briefly summarises the key features of the methodology for ESS 2019, further detail of which can be found in the published technical report on the gov.uk website. As in previous iterations of ESS, the survey was carried out in two parts, both of which were conducted by telephone: a core survey of establishments and a follow-up survey looking at the investment employers had made in providing training to employees in the previous 12 months (the "Investment in Training Survey").

Sampling

The population covered by the survey comprised employers (at the establishment level rather than at an organisational level)[14] in England, Northern Ireland and Wales with at least two staff on the payroll. Sole traders with a single person on the payroll were excluded.

The survey covered all sectors of the economy (the commercial, public and charitable spheres). The profile of this population was established through Office for National Statistics (ONS) data from the March 2018 Inter-Departmental Business Register (IDBR), the most up to date business population figures available at the time of the survey.

The sample of establishments was primarily sourced from the commercial data supplier Market Location. This was supplemented by records supplied directly through the IDBR to improve coverage of establishments in specific sectors and parts of sectors that are underrepresented in Market Location's database.

Quotas for the main survey were set by size within sector separately for Wales, Northern Ireland and eight English regions, while in one region, the West Midlands, a slightly different approach was adopted. In this region a Random Probability Sampling method was trialled, with no quotas and instead interviews were attempted with all sample records loaded.

Questionnaire

ESS 2019 was designed to merge the ESS and EPS surveys to provide greater efficiency and to enhance the potential for cross analysis. The surveys were required to be combined in such a way that interview length stayed below 25 minutes: a longer survey would have impacted on response rates and the quality of information provided. To avoid an excessively long questionnaire the merger of two surveys required extensive modularisation of the questionnaire.

Questions were designed to be as consistent as possible with previous questionnaires in order to ensure comparability over time.

[14] i.e. multiple sites (or premises) of a larger organisation were in scope for the research and were thus counted separately for sampling purposes. This was in recognition of the influence that local labour markets have on skill issues and the fact that skills issues are felt most acutely at the site level.

Fieldwork

Fieldwork for the core survey was undertaken between May and December 2019 and involved 81,013 interviews. Fieldwork was conducted by three research agencies (IFF Research, BMG Research and Ipsos MORI). An overall response rate of 41% was achieved for the core survey.

Fieldwork for the follow-up Investment in Training Survey was undertaken by IFF Research between August and December 2019 and involved 10,255 interviews with training establishments that had taken part in the core survey.

Weighting

Findings from the core survey have been weighted and grossed up to accurately represent the total population of establishments in England, Northern Ireland and Wales with at least two people on their payroll, calculated using the March 2019 IDBR population statistics. This has been done on a size, sector and geographic basis. Separate weights were generated which allow findings to be presented (a) based on the number of workplaces reporting a particular experience, and (b) based on the number of employees and/or job roles affected by different challenges. For questions that were modularised (i.e. only asked of a random selected sample of respondents), modular versions of the workplace and employee weights were created.

Findings from the Investment in Training survey have been weighted and grossed up to reflect the population of training establishments. These population figures were generated from the weighted findings of the core survey.

Report coverage

This report covers:

- Provision of any training or workforce development (i.e. the proportion of employers that arranged or funded any training for their employees over the last 12 months);
- Volumes of staff trained and the profile of the trained workforce;
- Provision of online training and other self-learning;
- Specific types of training provided to employees;
- Provision of training that leads to nationally recognised qualifications;
- Provision of training that leads to vocational qualifications (VQs) specifically (and the benefits and impacts of VQs);

- Employer investment in training;
- Barriers and limits on training; and
- Seeking help, advice and other practical help on skills and training-related issues.

Reporting conventions

The terms “establishment”, “employer” and “workplace” are used interchangeably throughout this report to avoid excessive repetition.

Throughout the report unweighted base figures are shown on tables and charts to give an indication of the statistical reliability of the figures.

Prior to the 2019 survey, the ESS survey, along with its sister survey the UK EPS ran across the UK on alternate years. This means that comparisons over time refer to different survey years depending on whether the measure being referred to originated from the ESS or EPS survey prior to 2019. The report commonly refers to the last two waves of these surveys (i.e. ESS 2015 and 2017 and EPS 2014 and 2016).

In tables, “zero” is denoted as a dash (“-“); and an asterisk is used (“*”) if the figure is larger than zero but less than 0.5%.

Throughout the report, figures with a base size of fewer than 30 establishments are not reported (a double asterisk, “**”, is displayed instead), and figures with a base size of 30 to 49 are italicised and should be treated with caution.

The scale and scope of data collected in ESS 2019 means that it is a valuable research resource supporting detailed and complex statistical analysis of the inter-relationships between employer characteristics and their practices and experiences. The findings presented in this report reflect a descriptive exploration of the data. All differences referred to in the text are statistically significant at the 95% level of confidence. Significance testing on employer measures use the unweighted respondent base, while employment measures, and density measures such as the proportion of the workforce with skills gaps and skills-shortage vacancy density, have been calculated on the basis of the unweighted employment (or vacancy) base. Further statistical information can be found in Appendix E.

2. Incidence of training and workforce development

Chapter summary

Three-fifths (61%) of employers had funded or arranged any training for staff over the previous 12 months. This is a marked reduction from previous ESS surveys, which consistently found that around two-thirds of employers had done so.

The decrease in the overall proportion of employers training was driven by in the situation in England (61% trained in 2019, 5 percentage points lower than in 2017) and Northern Ireland (59% trained in 2019, 4 percentage points lower than in 2017), while there was no change in Wales (62%).

Employers in the Education and Public Administration sectors, with their larger size profile, were more likely to have trained (89% and 86% respectively), while training was least common in the Information and Communications and Construction sectors (both 52%).

More than two-fifths (43%) of employers provided off-the-job training while around half (49%) had funded or arranged on-the-job training in the previous 12 months. Both represent decreases of 4 to 5 percentage points compared with 2017. Approaching a fifth (18%) of employers only offered on-the-job training (no change from 2017), though this was higher in the Hotels and Restaurants, Wholesale and Retail and the Financial Services sectors (25%, 22% and 22% respectively).

Introduction

This chapter explores the uptake of training among employers in terms of the proportion that had arranged or funded training for their employees over the past 12 months and how this has changed over time. In addition, it considers the incidence of on and off-the-job training, defined as follows:

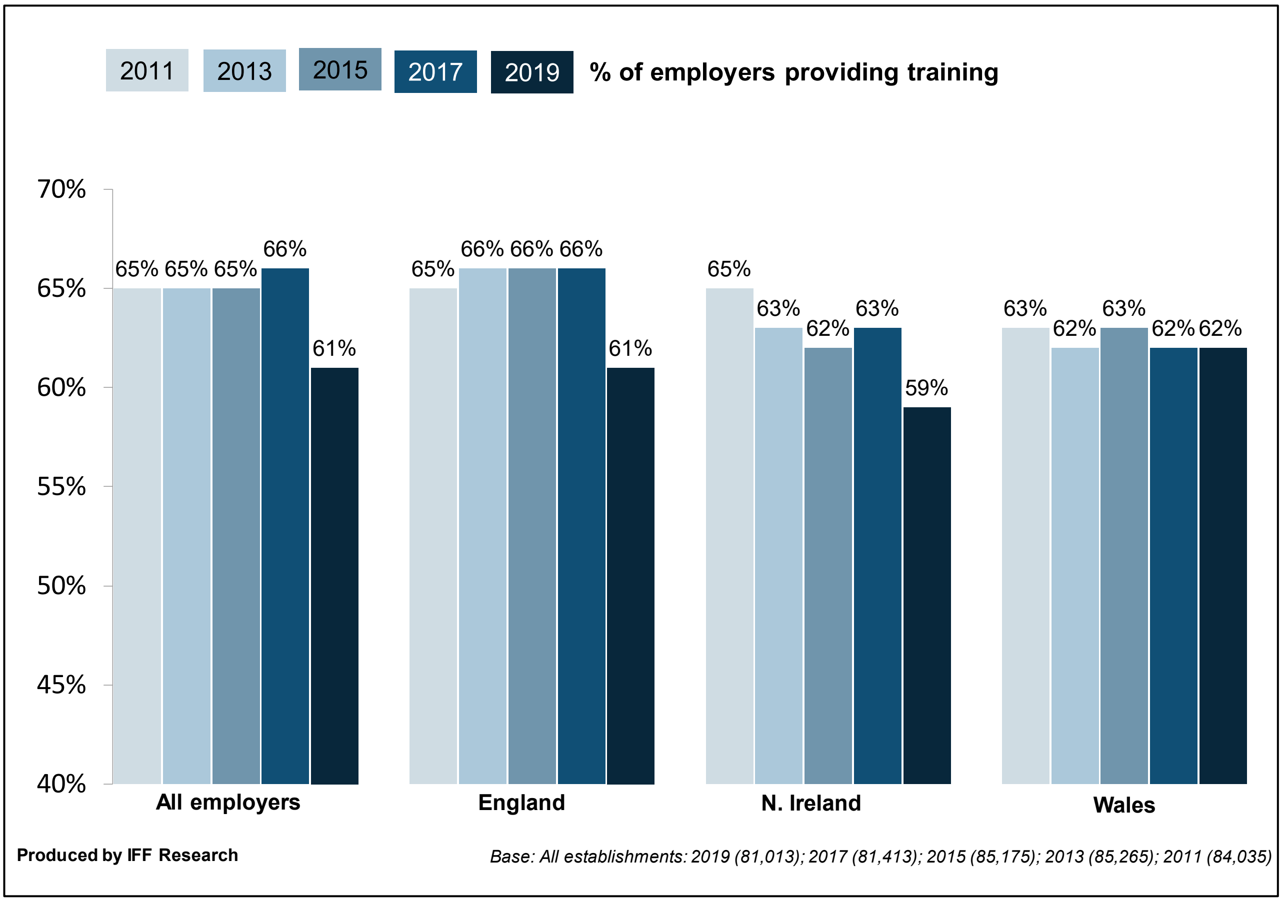
Off-the-job training → Training undertaken **away from the individual's immediate work position**, whether on the employer's premises or elsewhere.

On-the-job training → Training undertaken **at the individual's work position**, and covering activities would be recognised as training by staff, rather than learning by experience which can take place all the time.

Incidence of training and development

Three-fifths (61%) of employers had funded or arranged any training over the previous 12 months for any employees on the payroll of their site. This is lower than the figure of around two-thirds (65%-66%) found in the previous waves of ESS dating back to 2011. The reduction in training since 2017 is, in part, due to lower levels of recruitment activity; 46% had recruited anybody over the past 12 months, compared with half (50%) in 2017. When considering only those that had recruited, there was a smaller difference in training levels between 2019 and 2017 (79% and 81% respectively). Figure 2-1 shows how the proportion of employers that have trained has changed since 2011.

Figure 2-1 Proportion of employers training (2011-2019)



Employers in Northern Ireland were less likely to have provided training than other nations (59%, compared with 61% in England and 62% in Wales). The overall decrease in training incidence was driven mainly by employers in England (decreasing 5 percentage points) and Northern Ireland (decreasing 4 percentage points). The proportion of employers providing training in Wales has remained relatively consistent in the 2011-2019 period (62%-63%).

The proportion of employers providing training in the previous 12 months increased with establishment size; less than half (46%) of employers with 2 to 4 employees had done so, compared with three-quarters (75%) of those with 5 to 24 employees, and almost all (92%) of those with 25 or more employees. Although there were decreases among all these size groups in the proportion that had provided any training in the last 12 months c compared to 2017, these were particularly marked among establishments with 2 to 4 staff (a 6 percentage point decrease, compared with a 3 percentage point decrease among those with 5 to 24 employees and a 1 percentage point decrease among establishments with 25 or more employees).

Employers in the Education (89%) and Public Administration (86%) sectors were far more likely than average to have provided training in the last 12 months, reflecting the wider prevalence of training in the public sector generally (91%, compared with only 58% in the private sector). Training was least common in the Information and Communications and Construction sectors (both 52%).

These results are partly driven by establishment size; the Information and Communications and Construction sectors had a particularly high composition of establishments with 2 to 4 employees (70% and 72% respectively), while this size group made up a far smaller proportion of establishments within the Education and Public Administration sectors (both 23%).

A full breakdown of size and sector differences is shown in Table A.2.1 in Appendix A.

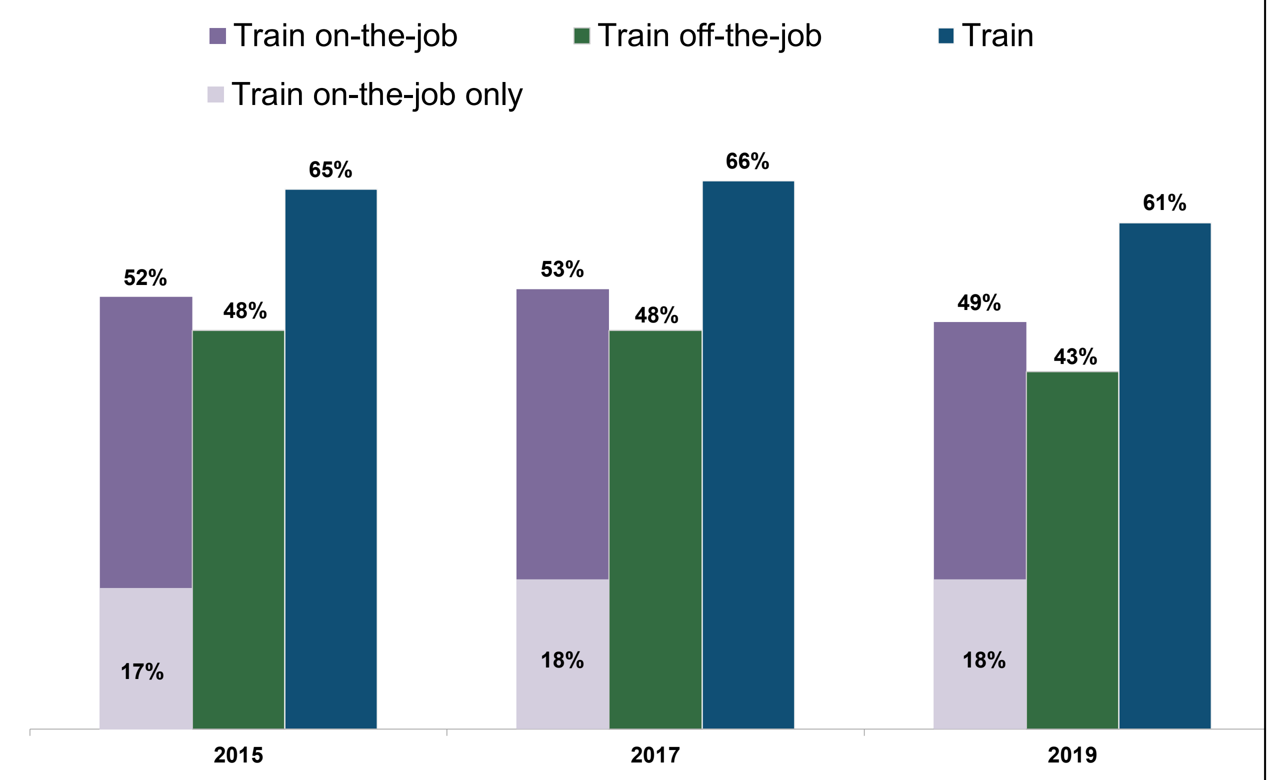
Employers that had recruited in the previous 12 months were far more likely to have trained than those who had not (79% vs. 45%). This was also true of those who had skills gaps among their workforce (82% vs 58% without skills gaps). These patterns were independent of those occurring due to establishment size. For example, employers with skills gaps in the smaller and larger size groups were both more likely than those without skills gaps in the same size groups to have trained (65% vs 45% without skills gaps among those with 2 to 4 employees; 97% vs. 94% among those with 250+ employees).

Incidence of on and off-the-job training

As Figure 2-2 shows, more than two-fifths (43%) of employers provided off-the-job training while around half (49%) had funded or arranged on-the-job training in the previous 12 months. Both represent falls of 4 to 5 percentage points compared with 2017. Approaching a fifth (18%) of employers only offered on-the-job training (no change from 2017), though this was higher in the Hotels and Restaurants, Wholesale and Retail and the Financial Services sectors (25%, 22% and 22% respectively).

Three in ten employers (31%) had provided both on- and off-the-job training to their staff. The likelihood of providing both types of training increased substantially as establishment size increased, ranging from two-fifths (18%) of employers with 2 to 4 employees to over three-quarters (77%) among those with 100 or more employees.

Figure 2-2 Training provision 2015-2019



Produced by IFF Research

Base: All establishments: 2019 (81,013) ; 2017 (81,413); 2015 (85,175)

3. Number and profile of staff trained

Chapter summary

The proportion of staff trained over the last 12 months, at 60%, was the lowest figure since ESS 2011 (54%; the figure was highest at 63% in 2015). Due to general increases in the number of employees, however, there was a slight increase compared with 2017 in the total number of staff trained in the last 12 months to 16.5m (up from 16.4m in 2017).

Employees in the Health and Social Work, Education and Public Administration sectors were more likely to receive training (seven in ten or more in each). By comparison, less than half of employees in Construction and Manufacturing received training in the last 12 months (each 48%).

By occupation, training was most common among Caring, Leisure and Other Services occupations (75% had received training in the previous 12 months), continuing historical trends. Compared to 2017, fewer staff had been trained among Elementary occupations (54%, compared to 59% in 2017); Machine Operatives (47% vs. 52%) and Managers (46% vs. 49%). There was however an increase in the proportion of Associate Professionals that had received training (66% vs. 62% in 2017).

Introduction

This chapter explores the number of staff employers had trained over the last 12 months, what this equates to in terms of the proportion of the workforce receiving training, and how both of these measures have changed over time.

Number and profile of staff trained

Employers had trained a total of 16.5m staff over the previous 12 months, a slight increase from the 16.4m figure in 2017. However, due to the corresponding increase in the size of the total workforce from 2017 to 2019 (4%), the proportion of the workforce trained has fallen from 62% in 2017 to 60% in 2019. As Table 3-1 shows, these training levels are the lowest since 2011 (when just 54% of the workforce had been trained in the previous 12 months). The lower proportion of staff trained across England, Northern Ireland and Wales was due to fewer employers providing training (discussed in Chapter 2); among those that had trained the proportion of staff trained remained the same as in 2017 (70%).

Table 3-1 Number and proportion of staff trained over the last 12 months 2011-2019, by country and establishment size

	2011		2013		2015		2017		2019	
	No. trained	% of staff trained	No. trained	% of staff trained	No. trained	% of staff trained	No. trained	% of staff trained	No. trained	% of staff trained
All	13.4m	54	15.3m	62	15.9m	63	16.4m	62	16.5m	60
Country										
England	12.3m	54	14.1m	62	14.7m	63	15.2m	62	15.2m	60
Northern Ireland	0.4m	56	0.4m	59	0.5m	64	0.4m	60	0.5m	62
Wales	0.7m	56	0.7m	62	0.8m	64	0.7m	58	0.8m	65
Size										
2 to 4	0.9m	40	0.9m	41	0.9m	42	1.0m	42	0.9m	36
5 to 24	3.0m	52	3.2m	54	3.4m	56	3.5m	55	3.5m	54
25 to 49	1.8m	58	1.9m	63	2.1m	65	2.1m	64	2.1m	62
50 to 99	1.8m	59	2.0m	66	2.1m	66	2.2m	65	2.3m	66
100 to 249	2.2m	60	2.5m	69	2.7m	68	2.8m	70	2.8m	65
250+	3.6m	54	4.7m	70	4.8m	70	4.8m	68	4.9m	67

Base: All establishments. Base sizes are shown in Table A.1.1 in Appendix A.

The fall in the proportion of staff trained over the previous 12 months was driven by a fall in England, where in 2019 60% of staff were trained, down from 62% in 2017. However, reflecting the overall trend, among those that trained the proportion of staff trained had not changed since 2017 (70%). Employers in England reported the lowest proportion of staff trained among all nations; in Northern Ireland the proportion of staff trained increased from 60% in 2017 to 62% in 2019, while there was a sharp rise in the proportion of staff trained in Wales from 58% in 2017 to 65% (similar to the level found in 2015). Increases in the proportion of staff trained were also reported specifically among employers that trained in these two nations (by 4 and 8 percentage points respectively).

Full results by country, size and sector for the proportion of staff that had trained *among training employers* is provided in Table A.3.2 in Appendix A.

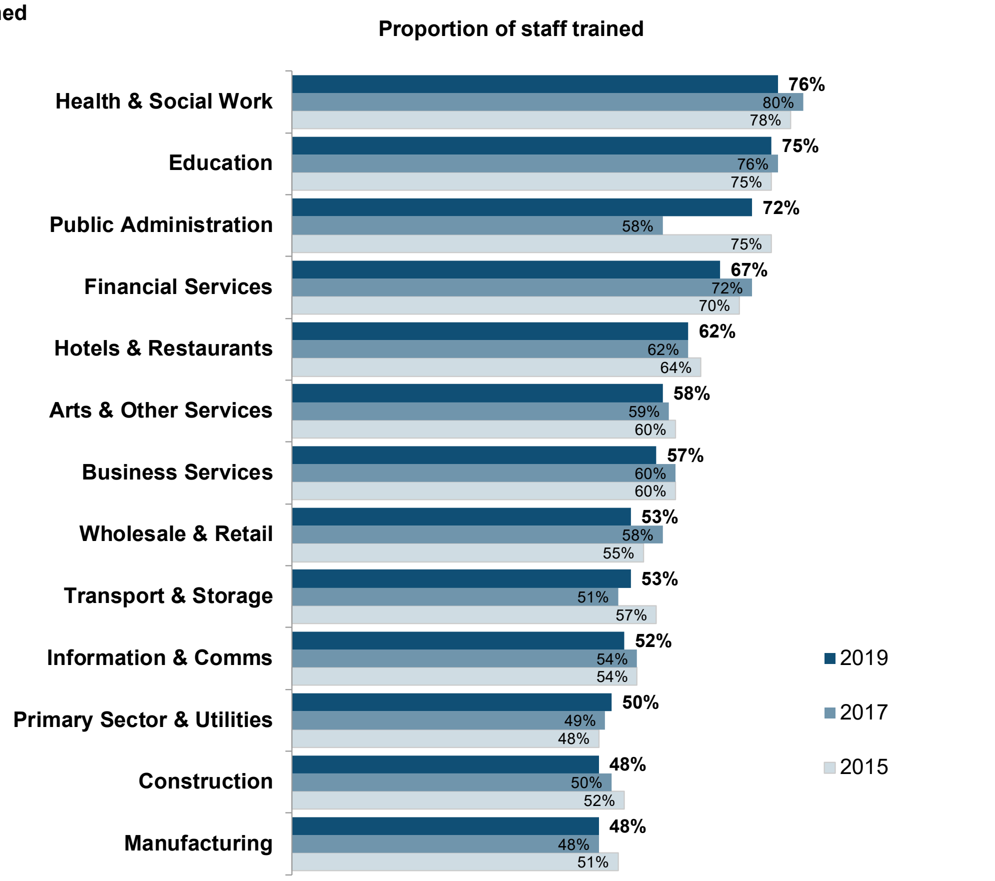
The proportion of staff trained generally increased with the size of the establishment. More than a third (36%) of staff among establishments with 2 to 4 employees had been trained over the previous 12 months, compared with more than two-thirds (67%) among establishments with 250 or more staff.

There were notable decreases in the proportion of staff trained compared with 2017 among establishments with 2 to 4 staff (falling 6 percentage points from 2017) and 100 to 249 staff (falling 5 percentage points). These patterns were also true specifically for those that trained within these size groups (decreases of 5 and 3 percentage points respectively). In contrast, despite no substantial changes in the proportion of staff trained within establishments with 5 to 24 employees, those that had trained in this size group reported an increase (75%, up 6 percentage points).

Figure 3-1 Proportion of staff trained by sector, 2015-2019

Number of staff trained

Sector	2017	2019
Health & Social Work	2.8m	2.7m
Education	1.8m	1.8m
Public Administration	0.7m	0.8m
Financial Services	0.7m	0.6m
Hotels & Restaurants	1.2m	1.3m
Arts & Other Services	0.7m	0.7m
Business Services	3.0m	3.0m
Wholesale & Retail	2.5m	2.2m
Transport & Storage	0.6m	0.7m
Information & Comms	0.5m	0.6m
Primary Sector & Utilities	0.3m	0.3m
Construction	0.6m	0.6m
Manufacturing	1.1m	1.1m



Produced by IFF Research

Base: All establishments (see Table A.1.1 in Appendix A for base sizes)

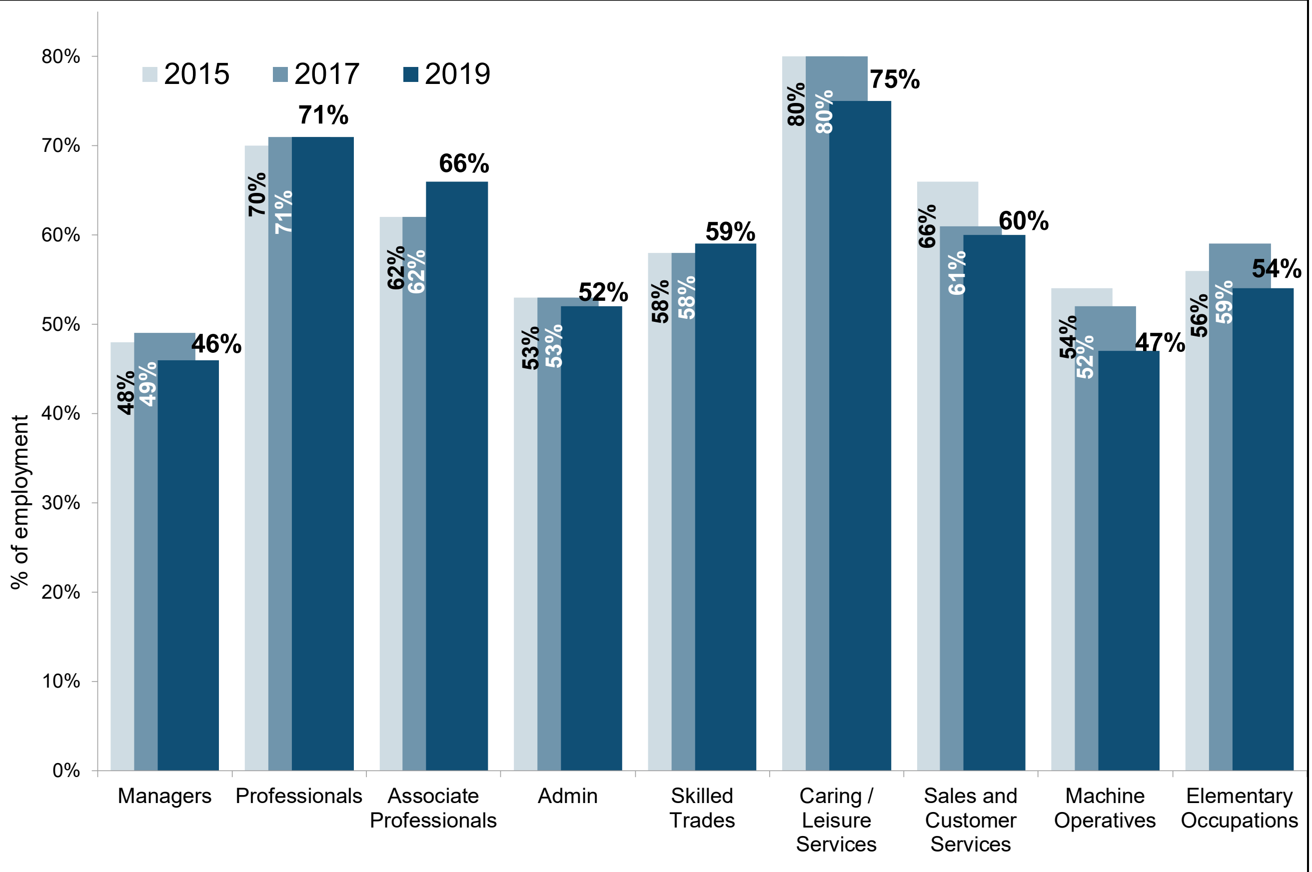
As shown in Figure 3-1, employers in the Health and Social Work and the Education sectors trained the highest proportion of their staff (76% and 75% respectively). Due to the size of these sectors, this also translated to high volumes of employees trained at 2.7m and 1.8m employees respectively. Despite training high volumes of staff overall, employers in the Business Services and Wholesale and Retail sectors trained a relatively low proportion of the workforce (57% and 53% respectively). However, Manufacturing and Construction employers trained the lowest proportion of their staff (each 48% of their respective workforces).

There was a sharp increase in the proportion of staff trained in the Public Administration sector, from 58% in 2017 to 72% in 2019 (returning to similar levels reported in 2015). Among those that had trained, the increase was even greater, from 59% in 2017 to 77% in 2019.

Data for the number and proportion of staff trained by sector, from 2013-2019, are provided in Table A.3.1 in Appendix A.

At occupational level, Caring, Leisure and Other Services occupations remained the most likely to have been trained; three-quarters (75%) had received training in the previous 12 months, although this represented a decrease from four-fifths (80%) in 2015 and 2017. There were also proportionately fewer staff compared with 2017 being trained among Elementary occupations (54%, compared to 59% in 2017); Machine Operatives (47% vs. 52%) and Managers (46% vs. 49%). Conversely, there was a rise in the proportion of Associate Professionals that had received training in the previous 12 months (66% vs. 62% in 2017).

Figure 3-2 Proportion of staff trained over the last 12 months by occupation (2015-2019)



Base: All establishments with staff in each occupation (excluding establishments where the numbers of staff trained is unknown; see Table A.3.3 in Appendix A for base sizes

4. Training and development days

Chapter summary

Employers had provided 99m training days over the last 12 months, equivalent to 6.0 days per annum per person trained (i.e. ‘per trainee’) and 3.6 days per employee. These figures were lower than in 2017, when 105m training days were reported and trainees received an average of 6.4 days training per annum. Training days fell across all nations, but the largest drop was in Wales, decreasing by more than a day to 5.1 days per trainee per annum.

In line with historical trends, the number of training days provided per trainee decreased with establishment size, falling from 8.8 days per trainee among establishments with 2 to 4 staff to only 4.7 days among establishments with 250 staff or more.

The number of training days per trainee decreased across most sectors compared with 2017; however there were increases among the Primary Sector and Utilities (from 4.8 days in 2017, to 5.6 days in 2019) and the Transport and Storage sector (from 4.5 days in 2017, to 4.9 days in 2019). Despite seeing an increase in training, the number of training days per trainee in Transport and Storage was among the lowest of all of the sectors, alongside the Education and Manufacturing sectors (4.6 days and 4.9 days respectively). Low training levels in the Manufacturing sector are of particular concern given that this sector had the second highest proportion of its workforce lacking full proficiency.

Introduction

The training measures covered so far in this report have focused solely on training incidence among employers and staff. Another important aspect to consider however is training intensity - the *amount* of training employers are providing to staff. This chapter explores the total training and development days provided by employers in the past 12 months, what this equates to per trainee and employee per annum and how these measures have changed over time. In addition, it considers whether there is a relationship between the number of training days undertaken and skills gap density within particular sectors.

Training and development days

Employers had provided 99m training days over the last 12 months, equivalent to 6.0 days per annum per person trained ('per trainee') and 3.6 days per employee. This compares with 105m total training days in 2017, and continues a downward trend from 2015, when 108m training days were reported over the previous 12 months. The number of days per trainee and per employee were also at their lowest levels over the 2011-2019 period, as Table 4-1 shows.

Table 4-1 Total training and development days, and days per trainee and per employee, by country and establishment size (2011-2019)

	2011			2013			2015			2017			2019		
	Training days			Training days			Training days			Training days			Training days		
	Total	Per trainee	Per employee	Total	Per trainee	Per employee	Total	per trainee	per employee	Total	per trainee	per employee	Total	Per trainee	Per employee
All	105m	7.8	4.3	103m	6.7	4.2	108m	6.8	4.2	105m	6.4	4.0	99m	6.0	3.6
Country															
England	97m	7.9	4.3	95m	6.7	4.2	100m	6.8	4.3	98m	6.4	4.0	92m	6.0	3.6
Northern Ireland	3m	6.3	3.5	3m	6.3	3.7	3m	5.6	3.6	3m	5.7	3.5	3m	5.4	3.4
Wales	5m	7.5	4.2	6m	7.7	4.8	5m	7.2	4.6	4m	6.2	3.6	4m	5.1	3.3
Size															
2 to 4	9m	10.7	4.3	10m	10.5	4.3	9m	10.1	4.3	9m	8.8	3.7	8m	8.8	3.2
5 to 24	27m	9.0	4.7	26m	8.2	4.5	29m	8.4	4.7	26m	7.5	4.1	24m	6.8	3.7
25 to 49	15m	8.3	4.8	14m	7.2	4.5	16m	7.7	5.0	16m	7.4	4.8	14m	6.6	4.1
50 to 99	15m	7.9	4.7	14m	6.7	4.4	16m	7.5	4.9	15m	6.8	4.4	14m	6.1	4.0
100 to 249	15m	6.6	4.0	16m	6.4	4.4	15m	5.6	3.8	17m	5.8	4.1	16m	5.6	3.6
250+	24m	6.6	3.5	24m	5.0	3.6	23m	4.9	3.4	23m	4.8	3.2	23m	4.7	3.2

Base: All establishments that train (though 'days per employee' is based upon employment across all establishments). Base sizes are shown in Table A.3.4 in Appendix A.

Employers in England provided the most training (6.0 days per trainee), but this was lower than in 2017 (6.4 days per trainee). While there was little change from 2017 in Northern Ireland in terms of total training days, the number of training days per trainee decreased slightly from 5.7 days per trainee in 2017 to 5.4 in 2019. In Wales, there was a substantial decrease in training days to 5.1 days per trainee, a day less, on average, than in 2017 (6.2) and two days less than in 2015 (7.2).

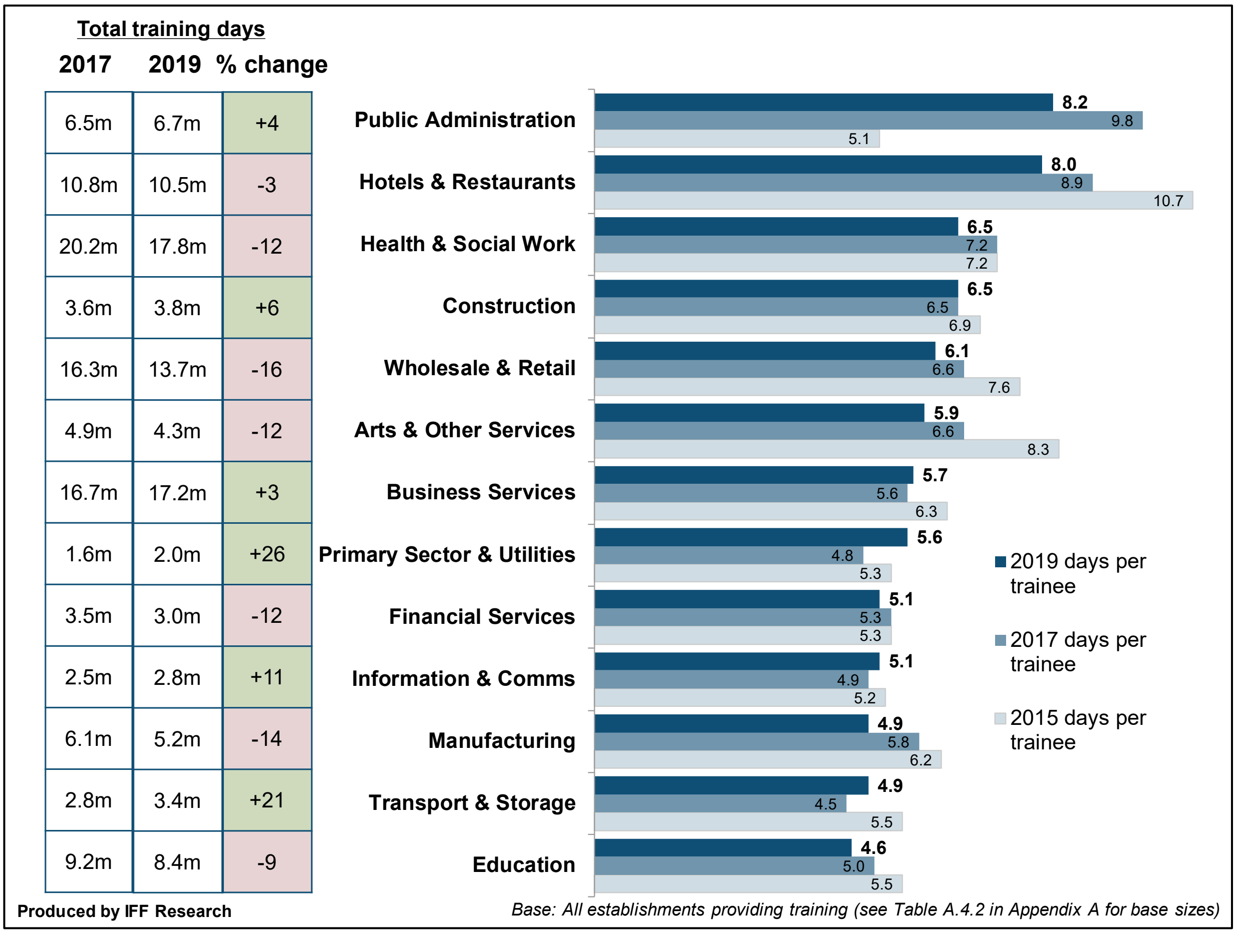
Continuing trends seen since 2011, the number of training days per annum per trainee decreased with establishment size, falling from 8.8 days per trainee among establishments with 2 to 4 staff to only 4.7 days among establishments with 250 staff or more. While the amount of training provided by employers in these size groups remained unchanged compared with 2017, all others reported a fall in training days per trainee.

Figure 4-1 shows how total training days and training days per trainee varied by sector. The Public Administration and Hotels and Restaurants sectors provided the most training (8.2 and 8.0 days per trainee respectively). However, both figures were lower than in 2017 (down from 9.8 training days in Public Administration and 8.9 in Hotels and Restaurants).

While most sectors saw a decrease in training days per trainee, this had increased by close to a day per trainee in the Primary Sector & Utilities (from 4.8 training days per trainee in 2017, to 5.6 days in 2019) and by half a day per trainee in the Transport and Storage sector (from 4.5 days in 2017, to 4.9 days in 2019). In both of these cases, there were large increases in the total number of training days delivered (26% and 21% increases respectively on 2017 figures). Despite an increase in the amount of training days per trainee in the Transport and Storage sector (4.9 days), this amount was still among the lowest of all the sectors, alongside the Education and Manufacturing sectors (4.6 and 4.9 days respectively).

Data by sector for the total number of training and development days, and days per trainee and per employee from 2013 to 2019 can be found in Table A.4.2 in Appendix A.

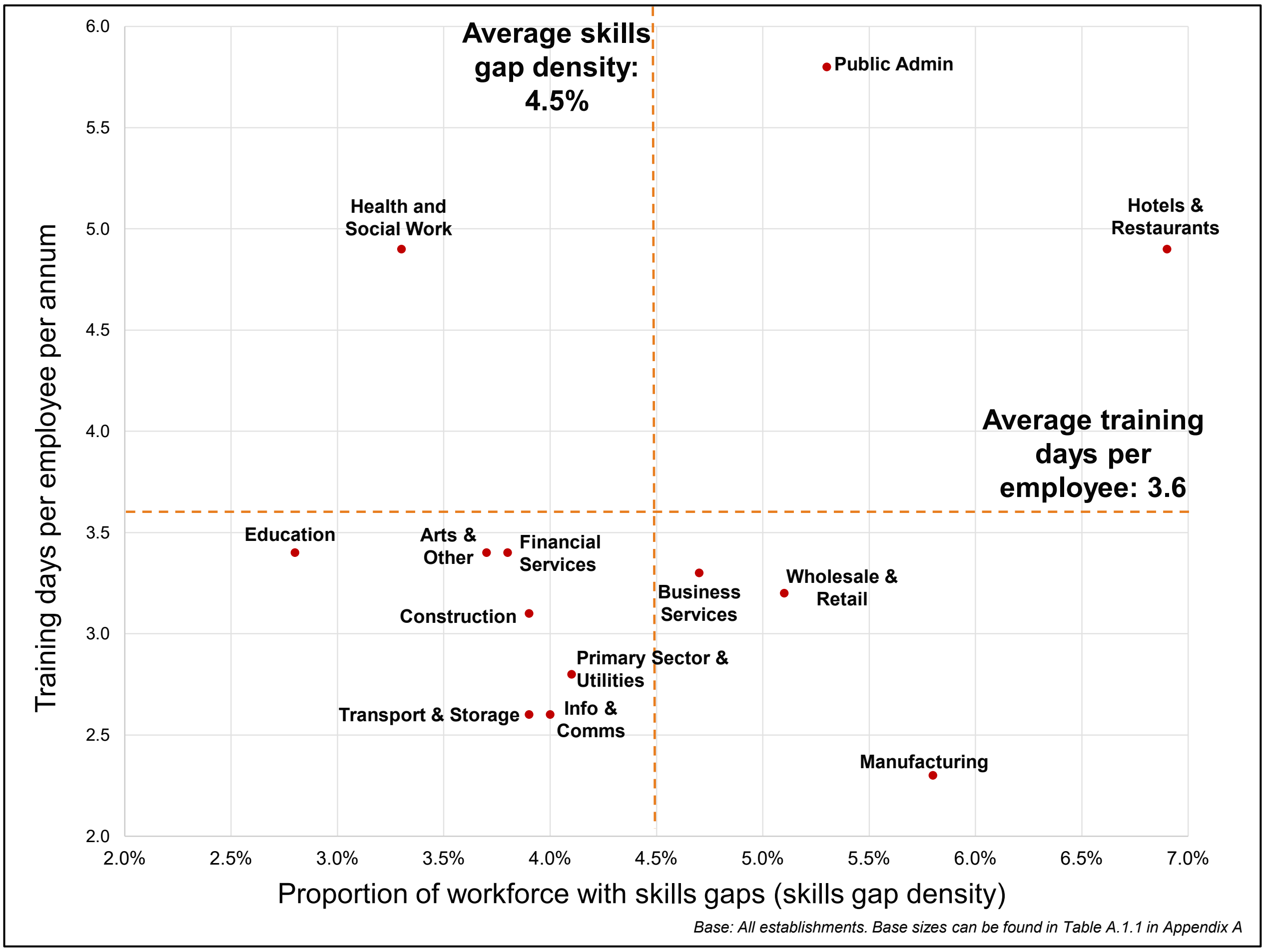
Figure 4-1 Change in total training days and training days per trainee, by sector, 2015-2019



Relationship between training days and skills gap density

Comparing skills gap density (i.e. the proportion of the total workforce with skills gaps) with the average number of training days per employee for each sector provides some indication of the extent to which each sector may be using training to address skills deficiencies in their workforce. The results are shown in Figure 4-2. The further right a sector appears the higher the skills gap density, while the vertical scale shows the number of training days per sector. The upper right quadrant shows the sectors (Hotels and Restaurants and Public Administration) more affected by skills issues than average and providing more training days per employee than average. In contrast, as shown in the bottom right sector quadrant, despite having the second highest skills gap density (5.8%), the Manufacturing sector provided the least amount of training (2.3 days per employee). In comparison, the Health and Social Work sector had fewer skills gaps among their workforce than average, but provided much more training per employee than average (top left sector).

Figure 4-2 Skills gap density vs. training days per employee, by sector



The direction of change on both of these measures from 2017 could provide some indication that training may be helping to reduce skills deficiencies in the workforce in some sectors. In the Primary Sector & Utilities, the number of training days per employee increased from 2.4 in 2017 to 2.8 in 2019 and skills gap density reduced from 4.6% to 4.1%. In Hotels and Restaurants and Manufacturing, average training days per employee decreased, and both sectors experienced an increase in skills gap density. However, for other sectors the relationship between skills gap density and training days per employee is not always clear. The analysis points towards each sector facing different skills challenges, and the most effective and appropriate response to these is likely to vary depending on the sector.

5. Investment in training

Chapter summary

Employers invested £42.0bn in training and development over the previous 12 months, a slight (0.5%) decrease in real terms (taking into account inflation) on the 2017 figure of £42.2bn. This was equivalent to a spend of £2,540 per person trained (i.e. ‘per trainee’) and £1,530 per employee (1% and 5% decreases respectively on 2017).

The overall composition of training expenditure shifted slightly compared to previous years, with off-the-job and on-the-job training each accounting for half of overall spend, compared with 55% spent on off-the-job training in 2017. Off-the-job training expenditure decreased in real terms by around £2.3bn compared with 2017, whereas on-the-job training expenditure increased by around £2.1bn.

Training spend was highest in England (£2,570 per trainee, compared with £2,190 in Northern Ireland and £2,130 in Wales) and decreased as establishment size increased, with employers with 2 to 4 staff spending almost three times as much per trainee than those with 100 or more employees (£5,500, compared with £1,630 among employers with 100 or more staff).

Comparing overall training spend per *employee* over the past 12 months with the number of training days per employee per annum, Business Services and Construction firms had the highest overall expenditure per employee (£2,160 and £2,090 respectively), yet were below average in terms of the amount of training they had provided (3.3 and 3.1 days respectively). In contrast, establishments in the Hotels and Restaurants and Public Administration sectors had below average spend on training per employee (£1,280 and £1,470 respectively) but their staff received the most training (4.9 and 5.8 days per employee respectively).

Introduction

Another important aspect of training and development story to consider is the level of employer investment in training. While high training days evidence employers’ willingness to engage in training, this does not necessarily translate to high quality training. Investing for instance, in external training, could unlock valuable expertise required to upskill the current workforce. A separate ‘Investment in Training’ survey (a follow-up to the main ESS survey) was conducted to collate training expenditure information from employers. This chapter explores overall employer training expenditure and how this has changed over time; how this spend is broken down by individual components; and whether there is a relationship between the amount of training undertaken and the costs incurred.

Overall spend on training

Employer expenditure on training and development over the previous 12 months was £42.0bn. As well as such elements as fees to external providers and expenditure on equipment or materials (which comprised a relatively small proportion of overall employer investment in training), a substantial proportion of this expenditure covered the wages of staff while being trained, and of staff delivering training.

The 2019 training expenditure of £42.0bn represents a slight (0.5%) decrease in real terms on the 2017 figure of £42.2bn. Note, that for figures from earlier years, inflation has been taken into account.[15] While training expenditure has gradually increased in England since 2015 (from £38.9bn in 2015 to £39.2bn in 2019) and remained stable in Northern Ireland (£1.1bn), it has fallen in Wales to £1.7bn (compared with £2.1bn in 2015 and 2017); this is despite the proportion of staff trained in Wales increasing, due to a reduction in training days (see Chapter 4). The largest increase in total training expenditure occurred in the Business Services sector, from £9.4bn in 2017 to £11.4bn in 2019 (an increase of 21%). In contrast, there has been a continued downward trend in total training expenditure in the Education sector; £3.5bn was spent on training over the last 12 months in 2019, compared with £.3.7bn in 2017 and £4.2bn in 2015. A similar story was also true for Arts and Other Services; training spend in this sector has fallen to £1.7bn, down from 2.2bn in 2017 and 2.6bn in 2015.

Employers' total investment in training over the previous 12 months was equivalent to around £2,540 per person trained (i.e. 'per trainee') and £1,530 per employee. These figures have decreased by 1% and 5% respectively since 2017 (Table 5-1). However, across the ESS series since 2011 the per employee and per trainee training spends have been relatively stable.

Training spend per trainee was highest in England (£2,570) compared with Northern Ireland (£2,190) and Wales (£2,130). England also had the highest spend per employee (£1,540 in England compared to £1,380 in Wales and £1,370 in Northern Ireland).

As in previous years, training spend per trainee and per employee decreased with employer size. Employers with 2 to 4 staff spent more than three times as much per trainee (£5,500, compared with £1,630 among employers with 100 or more staff), a pattern which is likely to reflect economies of scale available to larger employers.

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[15] We have adjusted 2017, 2015, 2013 and 2011 training expenditure figures to reflect inflation, so that in effect they are presented in '2019 prices.' The adjustments used were an uplift of 4.3% for the original 2017 data collected, 7.8% for 2015, 9.4% for 2013 and 15.4% for 2011. Source: ONS, *Consumer price inflation tables 2020* (2020), Table 20a

Table 5-1 Total training expenditure and spend per trainee and per employee (2011 to 2019), in 2019 prices

	2015			2017			2019		
	Total	Per trainee	Per employee	Total	Per trainee	Per employee	Total	Per trainee	Per employee
	£	£	£	£	£	£	£	£	£
Total	42.0bn	2.6k	1.7k	42.2bn	2.6k	1.6k	42.0bn	2.5k	1.5k
Country									
England	38.9bn	2.6k	1.7k	39.1bn	2.6k	1.6k	39.2bn	2.6k	1.5k
Northern Ireland	1.0bn	2.1k	1.3k	1.1bn	2.4k	1.5k	1.1bn	2.2k	1.4k
Wales	2.1bn	2.8k	1.8k	2.1bn	2.9k	1.7k	1.7bn	2.1k	1.4k
Size									
2 to 4	5.7bn	6.1k	2.6k	5.9bn	5.7k	2.4k	5.2bn	5.5k	2.0k
5 to 24	12.9bn	3.8k	2.1k	13.3bn	3.8k	2.1k	12.5bn	3.6k	1.9k
25 to 49	5.8bn	2.8k	1.8k	6.4bn	3.1k	2.0k	6.0bn	2.9k	1.8k
50 to 99	5.9bn	2.8k	1.8k	5.0bn	2.3k	1.5k	5.7bn	2.5k	1.7k
100+	11.7bn	1.6k	1.1k	11.6bn	1.5k	1.0k	12.6bn	1.6k	1.1k
Sector									
Primary Sector & Utilities	1.1bn	3.8k	1.8k	1.0bn	3.0k	1.5k	0.9bn	2.5k	1.3k
Manufacturing	2.6bn	2.4k	1.2k	2.8bn	2.6k	1.3k	2.7bn	2.5k	1.2k
Construction	2.2bn	4.1k	2.1k	2.6bn	4.8k	2.4k	2.6bn	4.4k	2.1k
Wholesale & Retail	4.7bn	2.1k	1.1k	6.1bn	2.5k	1.5k	4.6bn	2.1k	1.1k
Hotels & Restaurants	2.9bn	2.6k	1.7k	3.0bn	2.5k	1.5k	2.7bn	2.1k	1.3k
Transport & Storage	1.3bn	2.1k	1.2k	1.4bn	2.3k	1.2k	1.4bn	2.1k	1.1k
Information & Comms	1.8bn	3.4k	1.8k	1.4bn	2.7k	1.5k	1.6bn	2.8k	1.5k
Financial Services	1.5bn	2.4k	1.7k	1.3bn	1.9k	1.4k	1.3bn	2.2k	1.5k
Business Services	9.3bn	3.5k	2.1k	9.4bn	3.2k	1.9k	11.4bn	3.8k	2.2k
Public Admin	1.8bn	2.0k	1.5k	1.9bn	2.9k	1.7k	1.7bn	2.1k	1.5k
Education	4.2bn	2.3k	1.7k	3.7bn	2.0k	1.5k	3.5bn	1.9k	1.4k
Health & Social Work	5.8bn	2.2k	1.7k	5.3bn	1.9k	1.5k	5.9bn	2.1k	1.6k
Arts & Other Services	2.6bn	3.7k	2.2k	2.2bn	3.0k	1.8k	1.7bn	2.4k	1.4k

Base: Establishments completing the Investment in Training study excluding Scotland (UK 2011: 10,345; 2013: 11,093; 2015: 11,549; 2017: 11,059; 2019: 10,255). Spends per trainee and employee to the nearest 10. See Table A.5.3 in Appendix A for base sizes

Spend per trainee per annum was highest in Construction (£4,370); although this was lower than in 2017 (£4,770), this was still higher than the 2015 figure (£4,085). Spend per trainee was lowest in Education (£1,930), Public Administration (£2,050), Hotels and Restaurants (£2,060) and Wholesale and Retail (£2,060). Results indicate continued downward trends in training spend per trainee per annum in:

- Primary Sector & Utilities: £2.5k per trainee per annum, compared with £3.0k in 2017 and £3.8k in 2015;
- Hotels and Restaurants: £2.1k, compared with £2.5k in 2017 and £2.6k in 2015; and,
- Arts and Other Services: £2.4k, compared with £3.0k in 2017 and £3.7k in 2015.

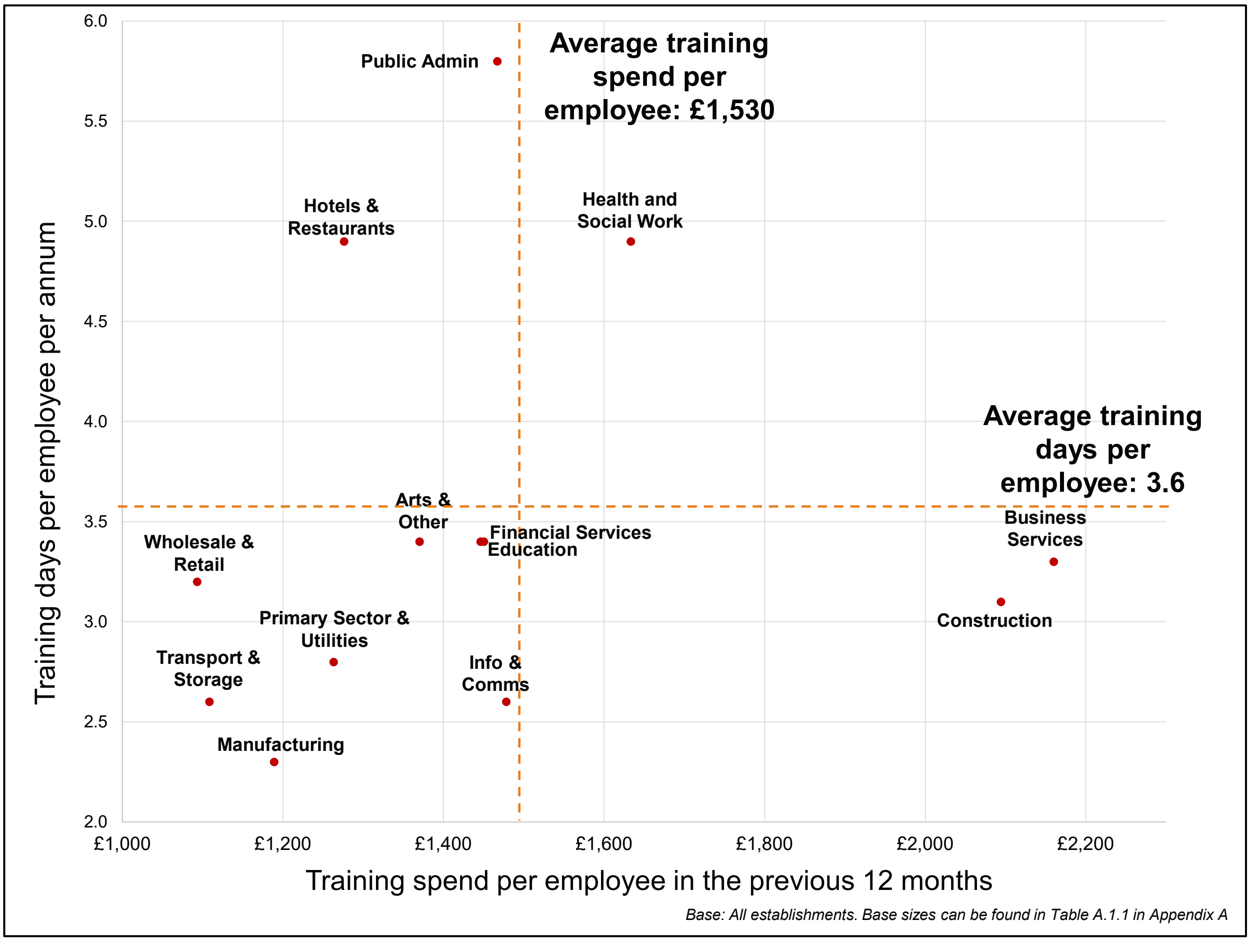
Table A.5.1 and Table A.5.2 in Appendix A provide a breakdown of training expenditure by country, size and sector.

Training spend vs. training and development days

Figure 5-1 compares training spend per employee with the number of training days provided per employee over the last 12 months, Results suggest that high training spend per employee does not always translate to a higher number of training days. Business Services and Construction firms had the highest overall expenditure on training per employee in the previous 12 months (£2,160 and £2,090) yet were slightly below average in terms of training days per employee (3.3 and 3.1 days respectively). In contrast, establishments in the Hotels and Restaurants and Public Administration sectors had below average spend on training (£1,280 and £1,470 respectively) but their staff received the most training (4.9 and 5.8 days per employee respectively).

The analysis shows care needs to be taken in interpreting higher training spend figures, as these do not necessarily mean employees are receiving more training days in a sector. Spend per employee will also depend on factors such as salary costs in the sector, the types of occupations requiring training, the cost of training/trainers in the sector, or requirement for more bespoke/expensive forms of training vs. lower cost induction-type training. As with sector analysis in earlier sections, the results highlight the importance of considering different groups of employers, their skills challenges and the most appropriate policy response.

Figure 5-1 Training spend per employee vs. training days per employee, by sector



Breakdown of training spend

As shown in Table 5-2, the overall composition of training expenditure shifted slightly compared to previous years, with off-the-job and on-the-job training each accounting for half of overall spend, compared with 55% spent on off-the-job training in 2017.

Off-the-job training expenditure decreased in real terms by around £2.3bn compared with 2017, whereas on-the-job training expenditure increased by around £2.1bn.

Increased investment in on-the-job training was reflective of increased expenditure on both trainers' and trainees' labour costs (which increased from 2017 by 9% and 12% respectively).The decrease in off-the-job training expenditure was mostly driven by reduction in spending on training centres both onsite (spending down by 38% compared to 2017) and offsite (down by 22%), as well as a reduction in training management costs (down by 17%).

Table 5-2 Total training expenditure broken down by individual components (2011 to 2019), in 2019 prices

	2015		2017		2019	
Unweighted Base:	*11,549*		*11, 059*		*10,255*	
	£	%	£	%	£	%
Total training expenditure	*42.0bn*	100	*42.2bn*	100	*42.0bn*	100
Off-the-job training: total	*23.0bn*	55	*23.2bn*	55	*20.9bn*	50
Off-the-job training: Course-related: total	*19.9bn*	47	*19.9bn*	47	*17.5bn*	42
Trainee labour costs	*5.1bn*	12	*4.9bn*	12	*4.9bn*	12
Fees to external providers	*2.2bn*	5	*2.4bn*	6	*2.7bn*	7
On-site training centre	*3.6bn*	9	*3.3bn*	8	*2.0bn*	5
Off-site training centre (in the same company)	*0.7bn*	2	*0.7bn*	2	*0.6bn*	1
Training management	*7.7bn*	18	*7.9bn*	19	*6.6bn*	16
Non-training centre equipment and materials	*0.4bn*	1	*0.4bn*	1	*0.3bn*	1
Travel and subsistence	*0.4bn*	1	*0.4bn*	1	*0.4bn*	1
Levies minus grants	*-0.2bn*	-*	*-0.2bn*	-*	*-0.05bn*	-*
Off-the-job training: other (seminars, workshops etc.): total	*3.1bn*	7	*3.3bn*	8	*3.4bn*	8
Trainee labour costs	*2.2bn*	5	*2.3bn*	6	*2.4bn*	6
Fees to external providers	*0.8bn*	2	*0.9bn*	2	*0.9bn*	2
On-the-job training: total	*19.0bn*	45	*19.0bn*	45	*21.1bn*	50
Trainee labour costs	*11.7bn*	28	*11.9bn*	28	*13.4bn*	32
Trainers' labour costs	*7.3bn*	17	*7.1bn*	17	*7.8bn*	18

In line with previous years, the wages of staff being trained (trainee labour costs) accounted for nearly half (49%) of all training expenditure. Also in keeping with previous years, the wages / salaries of those providing on-the-job training accounted for around a sixth of total training expenditure (18%).

Payments to external training providers continued to account for a relatively small proportion of total expenditure (9%, compared with 8% in 2017). Table 5-3 summarises the breakdown of training expenditure by size and sector of establishment.

Table 5-3 Training expenditure by size and sector, the proportion spent on off-the-job elements, and the breakdown of total training expenditure (both on-the-job and off-the-job) by key elements

	Unwtd Base		Expenditure on training (£)		% spent on off-the-job training	Wages of trainees %	Wages of trainers %	Fees to external providers %	Other %
Total	*10,255*	£	42.0bn	%	50	49	18	9	23
Size									
2-4	*2, 319*	£	5.2bn	%	59	39	17	3	35
5-24	*5,132*	£	12.5bn	%	52	44	20	8	28
25-49	*1, 429*	£	6.0bn	%	48	52	17	10	21
50-99	*717*	£	5.7bn	%	47	53	20	8	20
100+	*656*	£	12.6bn	%	45	56	18	9	17
Sector									
Primary Sector & Utilities	*354*	£	0.9bn	%	62	43	20	13	29
Manufacturing	*683*	£	2.7bn	%	45	50	21	9	20
Construction	*592*	£	2.6bn	%	51	40	24	10	26
Wholesale & Retail	*1,751*	£	4.6bn	%	45	48	21	9	22
Hotels & Restaurants	*707*	£	2.7bn	%	32	53	24	5	19
Transport & Storage	*280*	£	1.4bn	%	51	43	20	9	28
Information & Comms	*344*	£	1.6bn	%	44	46	24	9	21
Financial Services	*241*	£	1.3bn	%	45	50	21	11	19
Business Services	*2,318*	£	11.4bn	%	51	48	19	10	23
Public Administration	*152*	£	1.7bn	%	54	48	14	13	25
Education	*814*	£	3.5bn	%	51	53	11	7	29
Health & Social Work	*1,272*	£	5.9bn	%	51	58	14	6	22
Arts and Other Services	*747*	£	1.7bn	%	53	46	17	7	30

Base: Establishments completing the Investment in Training study 2019 (10,255)

As employer size increases, the proportion of total training expenditure spent on off-the-job training decreases, while the proportion spent on the wages / salaries of people being trained increases.

Primary Sector & Utilities spent the highest proportion of total training expenditure on off-the-job training (62%). This marks a change from 2017 in which the Health and Social Work and Education sectors spent the largest proportion on off-the-job training (63% and 62% respectively); both these sectors spent around a half (51%) of total expenditure on off-the-job training in 2019. As in previous years, Hotels and Restaurants spent by far the lowest proportion on off-the-job training (32%, down from 41% in 2017).

For Hotels & Restaurants, Information & Communications and Construction almost a quarter (24%) of total training expenditure was on wages of trainers (compared with 18% overall). Education had the lowest proportion of spend on trainers' wages (11%).

There was also wide variation by sector in the proportion of total training expenditure accounted for by the wages/salaries of people being trained. This was highest for Health and Social work (58%), Hotels and Restaurants (53%) and Education (53%) and lowest in Construction (40%).

Overall 9% of total training expenditure was spent on fees to external training providers. This varied relatively little by establishment size, although it accounted for a lower proportion (3%) for the very smallest employers with fewer than five staff - this was a reversal on 2017, when the smallest employers spent an above average proportion on fees to external providers (10%, compared with the overall average of 8%). There was also some variation by sector, with Public Administration and Primary Sector & Utilities spending the highest proportion on eternal providers (both 13%), almost three times the proportion among employers in the Hotels & Restaurants sector (5%).

In total, employers in the UK spent £0.5bn on online training or e-learning for staff[16] in 2019, equating to 1% of total training expenditure (unchanged from 2017, 1%). Although the proportion of total expenditure spent remained the same, there was an increase in the number of businesses reporting to have provided online training in the last 12 months (56% in 2019 vs 51% 2017).

[16] 'Out of pocket' costs incurred by this establishment in purchasing or developing online or e-training for example paying an external provider or consultancy

6. Types of training provided

Chapter summary

Job specific training remained the most common form of training provided by employers (84% of those that trained, no change from 2017). Reflecting lower levels of recruitment compared with 2017, employers were less likely to have provided any induction training in the previous 12 months (down 5 percentage points to 62%). Employers were also less likely (by 3 to 4 percentage points) to have provided health and safety or first aid training (71%), management training (32%) and supervisory training (31%).

More than half (56%) of employers that provided training had arranged or funded online training or e-learning for their staff, up from 51% in 2017. Likelihood of having provided online training among those that trained increased substantially as establishment size increased, rising from 45% of small employers with 2 to 4 employees to 86% of large employers with 250 or more employees.

There was wide variation in the use of online training by sector; more than three-quarters of training employers had done so in the Education, Financial Services, Public Administration and Health and Social Work sectors, compared with a small minority of those in the Primary Sector & Utilities (26%) and Manufacturing (38%) sectors.

Around two-fifths (42%) of employers offered other self-learning where the employee does the learning at a time of their own choosing, with subgroup patterns similar to those reported for online training.

More than two-fifths (43%) of training employers had arranged or funded training towards a nationally recognised qualification in the last 12 months, with 2.9m staff being trained overall (down from 3.2m - 3.4m in the 2013 to 2017 period). Overall, 18% of those trained across England, Northern Ireland and Wales in the last 12 months had received trained designed to lead to nationally recognised qualification (equivalent to 11% of the total workforce).

A fifth (19%) of employers that trained had arranged or funded training intended to lead to a recognised vocational qualification and the vast majority of those that had done so agreed that achieving vocational qualifications leads to better business performance (90%) and improves staff retention (78%).

Introduction

The types of training being undertaken provide further evidence about the nature and quality of employer engagement in training. Some forms of training such as induction training and safety or first aid training, might be undertaken because they are a legal requirement, rather than necessarily reflecting a desire among all employers to develop the skills of the workforce. In contrast, more advanced forms of training and those that lead to nationally recognised qualifications are likely to be arranged by employers who recognise the value of training as a means of addressing skills issues in the workforce. This chapter explores the types of training topics covered by employers that train, the incidence of online or e-training and other self-learning; and the uptake of training designed to lead to nationally recognised qualifications and vocational qualifications specifically.

Training topics covered

As has been the case in the ESS series since 2011, the most common type of training provided was job specific training, mentioned by 84% of training employers (the same proportion as in 2017). The majority of employers also provided health and safety or first aid training (71%) and basic induction training (60%). Incidence for both of these types of training had decreased since 2017 (by 3 percentage points and 5 percentage points respectively), Around a third (34%) provided more extensive induction training for new staff (34%, down from 36% in 2017). Results are summarised in Figure 6-1.

The lower incidence of induction training reflects lower recruitment activity compared with 2017. Among employers that had recruited there was little change in the proportion that had provided any induction training (86% in 2017 and 85% 2019).

There were also decreases compared to 2017 in the provision of supervisory training (31%, down from 35% in 2017) and management training (32%, down from 35% in 2017). While this was true for most sectors, the largest decreases were reported in the Transport and Storage sector for both measures; around a quarter provided management training (24%) and supervisory training (23%); each down 8 percentage points from 2017 (32% and 31% respectively).

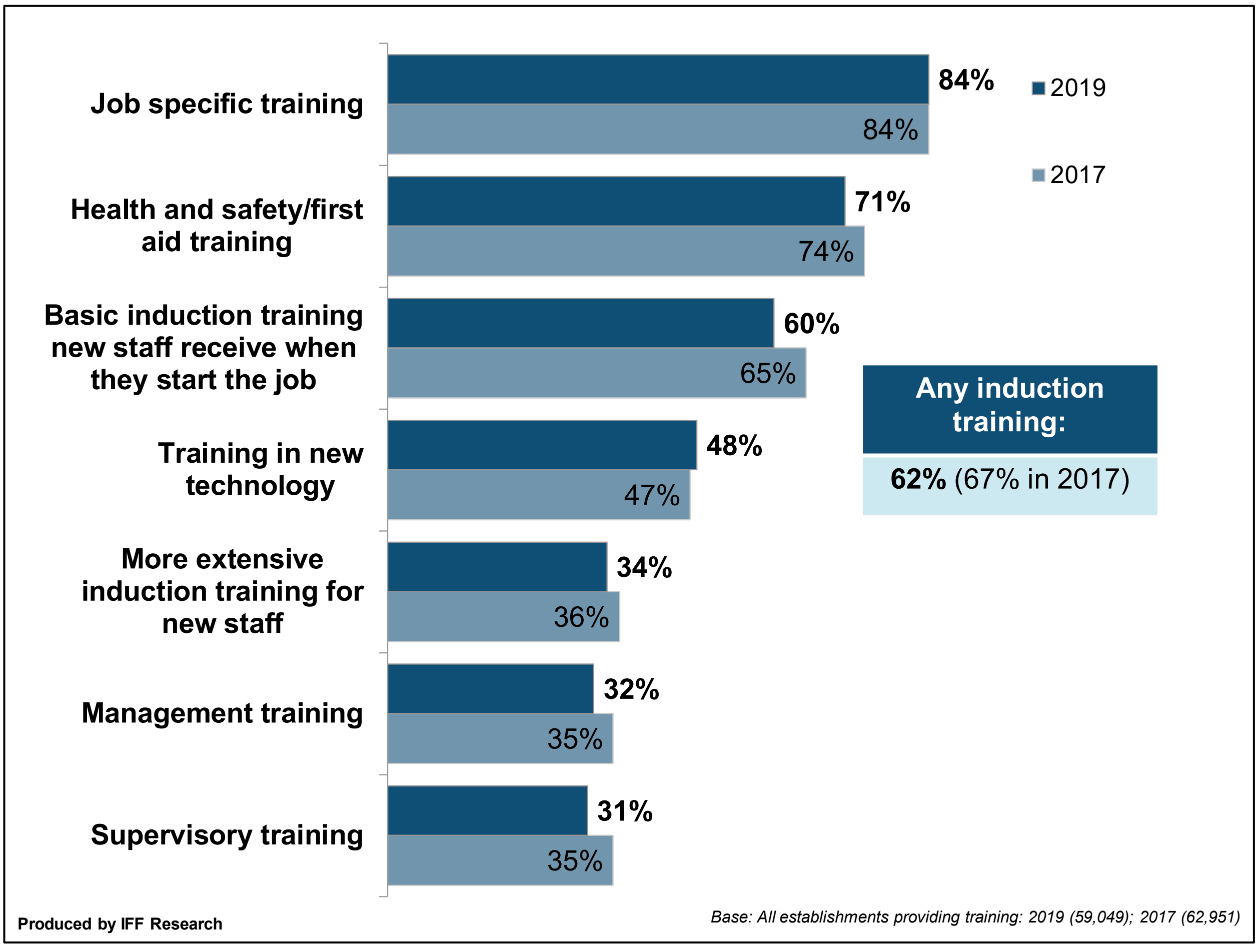
The government is introducing a scheme that specifically supports management training among smaller businesses. [17] Results show the prevalence of both supervisory and management training is low among these businesses; just a quarter of establishments with fewer than 25 employees had provided these types of training in the last 12 months (27% supervisory training and 26% management training), compared with around three-fifths (58% and 63% respectively) of those with 25 or more employees. Results also show that these types of training were less prevalent among smaller businesses with fewer than 25 employees than in 2017, with decreases of 4 percentage points in both supervisory and management training. This lack of management training is coupled with lower prevalence of training among managers, as was discussed in Chapter 2.

Larger employers with 25 or more employees were more likely to do each of the types of training shown in Figure 6-1: a majority had done each type of training and almost all provided health and safety training (93%), job specific training (92%) and basic induction training (91%). Employers with 2 to 4 staff reported the largest fall in any induction training (41%, down from 49% in 2017) and health and safety training (56%, down from 61% in 2017), reflecting a particularly substantial drop in recruitment among this group.

The Information and Communications sector was by far the most likely sector to train staff in new technology (72%), with the next highest being the Financial Services sector at 57%. Management and supervisory training were most common in Education (53% and 39% respectively), Public Administration (50% and 44%). Health and Social Work (46% and 43%), and Hotels and Restaurants (44% and 48%).

[17] HM Treasury, *Government support to boost skills and prosperity* (2018).

Figure 6-1 Types of training provided over the last 12 months by employers that train (prompted)



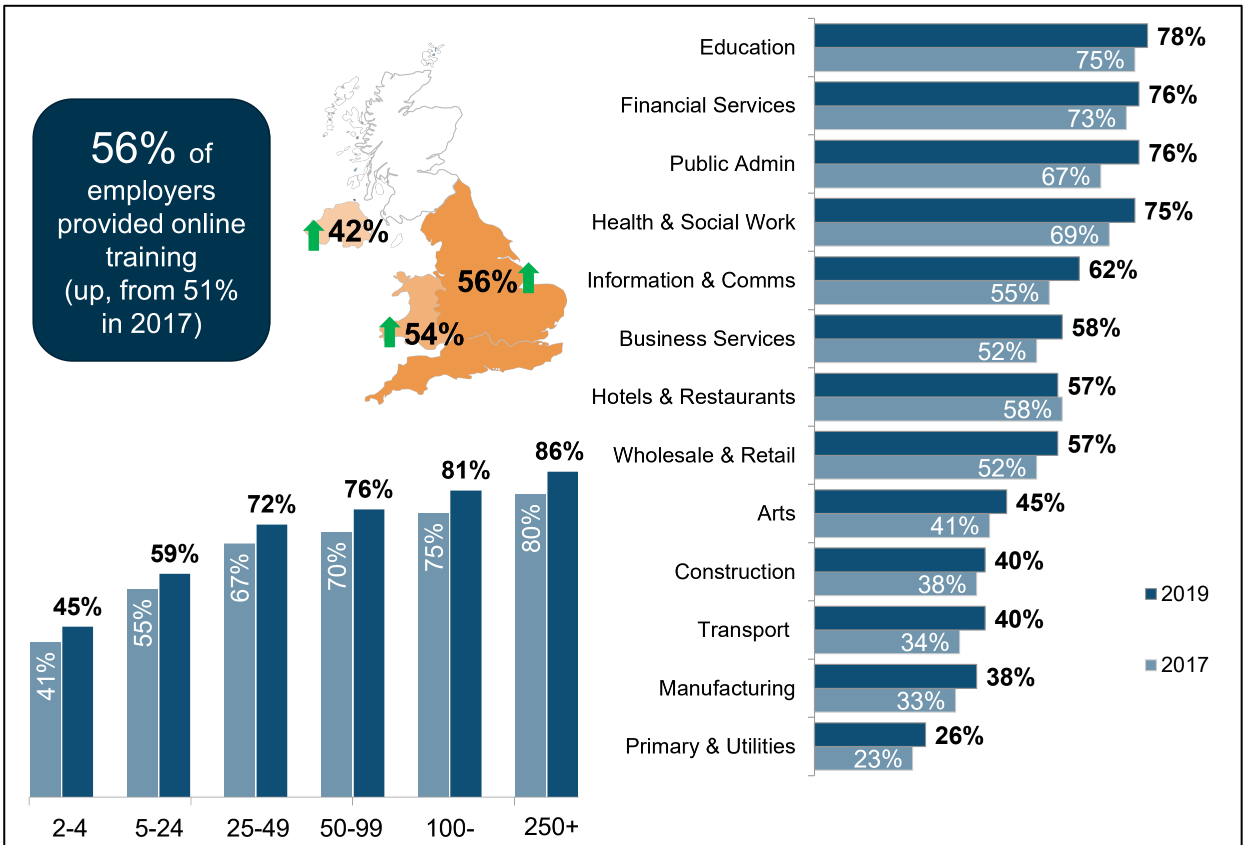
Induction training and health and safety / first aid training is often undertaken because it is a legislative requirement (rather than to develop the skills of the workforce). The Employer Skills Survey series has therefore asked employers what proportion of their training over the previous 12 months involved these types of training.

Overall, 30% of training employers said that *at least half* of all their training was for basic induction or health and safety training, down from 34% reporting this in 2017. Further, 12% said that *all* of their training was one of these two types of training (slightly lower than the 13% in 2017). These falls mark a change from the historical trend from 2011-2017 which saw health and safety and basic induction training comprising an increasing share of all training provided.

Online training and other self-learning

The 2019 survey found that 56% of employers that provided training had funded or arranged online training or e-learning for their staff in the previous 12 months, up from 51% in 2017. Country, size and sector results are shown in Figure 6-2. There were increases in the proportion of employers providing online training across all nations (each by 4 percentage points), however employers in Northern Ireland remained less likely to provide this type of training (42%, compared with 56% of employers that trained in England and 54% in Wales).

Figure 6-2 Proportion of training employers that provided online training or e-learning to staff



Base: All establishments providing training: 2019 (59,049); 2017 (62,951). See Table A.3.2 in Appendix A for subgroup base sizes

Matching previous results, the likelihood of having provided online training among those that trained increased substantially as establishment size increased, rising from 45% of small employers with 2 to 4 employees to 86% of large employers with 250 or more employees. Increases in the proportion of employers providing online training compared with 2017 were reported across all size groups, although the margin of increase was highest among the larger size bands (6 percentage points among employers with 250 or more employees).

There was wide variation in uptake of online training by sector. At the upper end, three-quarters or more of training employers had provided online training in the Education (78%), Financial Services (76%), Public Administration (76%) and Health and Social Work (75%) sectors. In contrast, incidence of online training was particularly low in Primary Sector & Utilities (26%), Manufacturing (38%), Construction (40%) and Transport and Storage (40%). All sectors, with the exception of Hotels and Restaurants, saw an increase in online training compared with 2017. The largest increases were reported in Public Administration (up 9 percentage points to 76%) and Information and Communications (up 6 percentage points to 62%).

Other self-learning

Around two-fifths (42%) of employers that trained offered other self-learning (i.e. besides online or e-learning) where the employee does the learning at a time of their own choosing. This figure was unchanged from levels reported in 2017. Establishments in England were most likely to offer this type of training (42%, compared with 39% in Wales and 33% in Northern Ireland). Other subgroup patterns were also similar to those reported for online training. For instance, likelihood of offering other self-learning increased as establishment size increased, ranging from around a third (35%) among those with 2 to 4 employees, to up to two-thirds (66%) among those that trained with 100 or more employees. Differences by size were greater than found in 2017 as a result of increases in the proportion of larger establishments offering this type learning (increasing 3 percentage points from 2017 among those with 100 or more employees), while contracting among the smallest establishments with 2 to 4 employees (decreasing 2 percentage points from 2017).

Sectoral differences were also similar to those reported for online training; again, establishments in the Financial Services (60%), Education (59%), Health and Social Work (59%) and Public Administration (56%) sectors were most likely to offer other self-learning, while the Primary Sector & Utilities (26%), Transport and Storage (27%), Manufacturing (29%) and Construction (29%) sectors were least likely to have offered this. The Education sector saw an increase in other self-learning (up 4 percentage points from 2017) while the proportion offering this fell substantially in the Hotels and Restaurants sector (decreasing 5 percentage points to 39%).

Table A.6.3 in Appendix A contains a detailed breakdown of online training and other self-learning by country, size and sector.

Training to qualifications

Overall, more than two-fifths (43%) of training employers reported that any staff had trained towards a nationally recognised qualification in the last 12 months, equating to around a quarter (27%) of all employers. This is a marked decrease from relatively stable levels of 46% to 47% reported by training employers between 2011 and 2017 (equivalent to 30% to 31% of all employers).

The number of staff trained to a qualification over the previous 12 months also fell to 2.9m (down from 3.2m - 3.4m in the 2013 to 2017 period) despite a slight increase in the overall volume of employees receiving any form of training in the last 12 months. Overall, 18% of the trained workforce across England, Northern Ireland and Wales had trained to nationally recognised qualifications (or 11% of the total workforce). This confirms a downward trend since 2015, where more than a fifth (21%) of trainees trained to qualifications.

Table 6-1 Training to nationally recognised qualifications over the previous 12 months

	All employers				Employers than train			
	2013	2015	2017	2019	2019			
	All	All	All	All	All	England	N. Ireland	Wales
Trained any staff to a qualification	31%	31%	30%	27%	43%	43%	40%	49%
Number trained to a qualification	3.3m	3.4m	3.2m	2.9m	2.9m	2.7m	0.1m	0.2m
Of staff trained, the % trained to a qualification over the last 12 months	21%	21%	19%	18%	18%	18%	14%	21%
Of all employees, % trained to a qualification over the last 12 months	13%	13%	12%	11%	11%	11%	9%	13%

Base for 'Proportion of all employees trained to qualifications': All establishments: 2013 (85,265); 2015 (85,175); 2017 (81,413); 2019 (81,013)

Base for 'Establishments providing training': 2019 (59,049); England (51,203); Northern Ireland (2,906): Wales (4,940).

Continuing historical trends, employers in Wales that provided training were most likely to have trained staff towards nationally recognised qualifications (49%, compared with 43% in England and 40% in Northern Ireland). There were decreases in this type of provision across all nations since 2017, although there was a lower level of contraction in Wales (2 percentage point decrease) than in England (3 percentage decrease) and Northern Ireland (4 percentage point decrease).

Likelihood of offering training designed to lead to a nationally recognised qualification increased as establishment size increased, as shown in Table 6-2. Only a third (32%) of establishments with 2 to 4 employees that trained had provided this type of training compared with more than four-fifths (83%) of establishments with 250 or more employees. Results also show that despite an overall reduction in this type of training, levels have increased among larger establishments; the figure for establishments with 250 or more employees, represents a 9 percentage point increase on 2017 levels.

In terms of sector, establishments in the Information and Communications sector that trained were least likely to have trained staff to a nationally recognised qualification (28%). The Education (60%); Public Administration (59%); and Health and Social Work (57%) sectors were most likely to have done so. As Table 6-2 shows, there were substantial reductions in provision of this type of training among the Hotels and Restaurants (a 13 percentage point decrease from 2017) and Education (7 percentage points) sectors.

Table 6-2 Incidence of training to nationally recognised qualifications among employers that train, and the proportion of the trainees and the workforce trained to nationally recognised qualifications (2015-2019)

	2015			2017			2019		
	Trained staff to qualification	% of all trainees trained to quals	% of all staff trained to quals	Trained staff to qualification	% of all trainees trained to quals	% of all staff trained to quals	Trained staff to qualification	% of all trainees trained to quals	% of all staff trained to quals
	%	%	%	%	%	%	%	%	%
All	47	21	13	46	19	12	43	18	11
Size									
2 to 4	37	27	11	36	27	11	32	23	9
5 to 24	50	26	14	49	25	14	46	22	12
25 to 49	64	24	16	62	23	15	62	21	13
50 to 99	69	22	14	68	20	13	71	19	12
100 to 249	73	19	13	73	18	12	75	16	11
250+	80	17	12	74	13	9	83	12	8
Sector									
Primary Sector & Utilities	47	27	13	47	28	14	42	25	12
Manufacturing	42	16	8	44	20	10	44	15	7
Construction	53	33	17	51	35	18	52	37	18
Wholesale & Retail	38	13	7	38	12	7	38	13	7
Hotels & Restaurants	51	20	13	51	19	12	38	15	9
Transport & Storage	47	33	19	40	21	11	44	24	13
Information & Communications	35	12	7	32	10	5	28	12	6
Financial Services	47	22	16	51	15	11	50	20	13
Business Services	41	19	11	40	17	10	40	18	10
Public Administration	64	19	14	57	17	10	59	17	12
Education	66	15	12	67	14	11	60	13	10
Health and Social Work	67	31	25	61	29	23	57	20	16
Arts and Other Services	50	30	18	47	24	14	44	22	13

Base for 'Trained staff to qualifications' and 'Proportion of trainees trained to qualifications': Establishments providing training: 2015 (64,647); 2017 (62,951); 2019 (59,049)

Base for 'Proportion of all staff trained to qualifications': All establishments: 2015 (85,175); 2017 (81,413); 2019 (81,013).

Subgroup base sizes are shown in Table A.1.1 (all establishments) and Table A.4.2 (all establishments that train) in Appendix A.

Table 6-3 shows the qualification levels that training employers offered training towards, with comparisons by country. Despite reductions across most levels as a result of a general downward trend in training to qualifications, incidence of training to qualifications at Level 4 and above was unchanged (at 14%). There were decreases in the proportion providing training to Level 2 (13%, compared with 16% in 2017) and Level 3 (15% vs. 17%) qualifications. The 2019 wave was the first in the series to provide separate results for incidence of Level 4 and 5 qualifications and Level 6 and above. Overall, 9% of employers had provided training leading to Level 4 or 5 qualifications and 7% had done so at Level 6.

Results earlier in this section show that training employers in Wales were more likely to train staff to qualifications; Table 6-3 shows that they were more likely to train staff to Level 2 (15%, compared with 13% overall), Level 3 (18% vs. 15% overall) and Level 4 or 5 qualifications (12% vs. 9%).

Table 6-3 Levels of qualifications training employers trained staff towards

	2013	2015	2017	2019			
	All	All	All	All	England	N. Ireland	Wales
	%	%	%	%	%	%	%
Level 1	9	9	8	7	7	8	7
Level 2	18	18	16	13	13	11	15
Level 3	18	18	17	15	15	12	18
Level 4/5	N/A	N/A	N/A	9	9	10	12
Level 6+	N/A	N/A	N/A	7	7	7	6
Summary: Level 4 or above	*15*	*14*	*14*	*14*	*14*	*14*	*15*

Base: Establishments that train: 2015 (64,647); 2017 (62,951); 2019 (59,049). More than one level can be selected.

A full breakdown of qualification levels trained towards by size and sector is shown in Table A.6.5 in Appendix A.

Training to vocational qualifications

Take-up of vocational qualifications

A fifth (19%) of employers that trained said they had arranged or funded training intended to lead to a recognised vocational qualification (VQ) in the last 12 months, equating to 11% of all employers.[18]

[18] Note – this section does not include any comparisons with EPS 16 due to differences in the way the questions were asked. In ESS 2019, only those who trained off-the-job and who undertook external training were asked whether they had arranged or funded training designed to lead to recognised vocational

Similar factors which determined whether any training was undertaken also influenced the incidence of training designed to lead to VQs. In terms of country, employers that trained in Northern Ireland were least likely to have provided this training (14%), while those in Wales were most likely to have done so (23%). The likelihood of providing training designed to lead to a VQ increased as establishment size increased, ranging from 11% of training employers with 2 to 4 employees providing this, to half (51%) of employers with 250 or more staff.

Table 6-4 Proportion of employers training towards vocational qualifications, by country and size

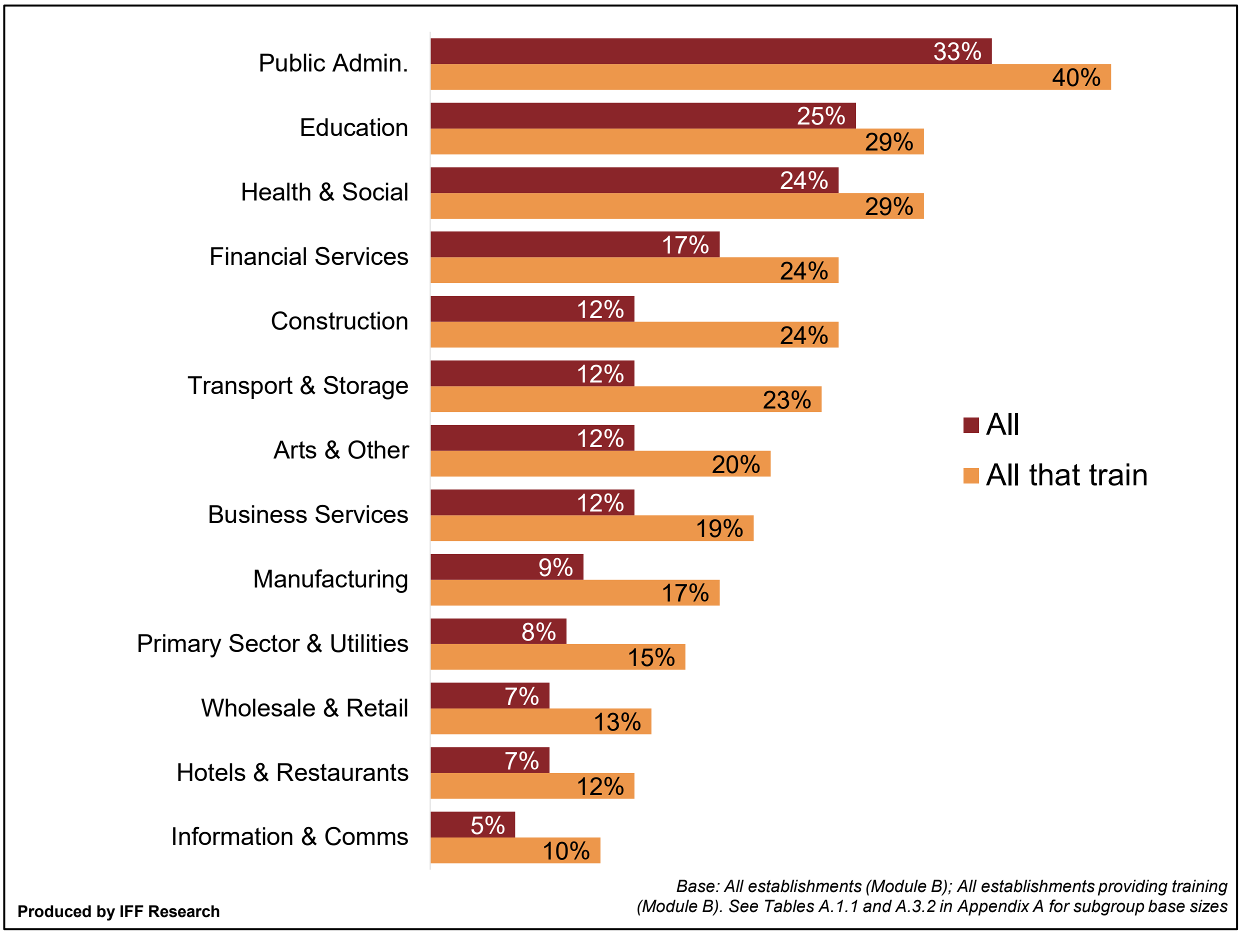
	All	All that train
	%	%
Total	11	19
Country		
England	11	19
Northern Ireland	8	14
Wales	14	23
Size		
2 to 4	5	11
5 to 24	14	19
25 to 49	28	32
50 to 99	36	38
100 to 249	43	46
250+	50	51

Bases: All establishments (Module B) (16,057); Establishments that train (Module B): 2019 (11,555). See Table A.1.1 (all establishments) and Table A.3.2 (all establishments that train) in Appendix A for base sizes

There was also wide variation be sector on this measure. Employers that trained in Public Administration (40%), Education (29%) and Health and Social Work (29%) were most likely to have provided training leading to a VQ, while at the lower end just 10% of employers in Information and Communications and 12% of Hotels and Restaurants had done so. Full sector results are shown in Figure 6-3.

qualifications in the last 12 months. In contrast, this same question was asked of all employers that trained in the EPS 16 survey.

Figure 6-3 Proportion of employers training towards vocational qualifications, by sector



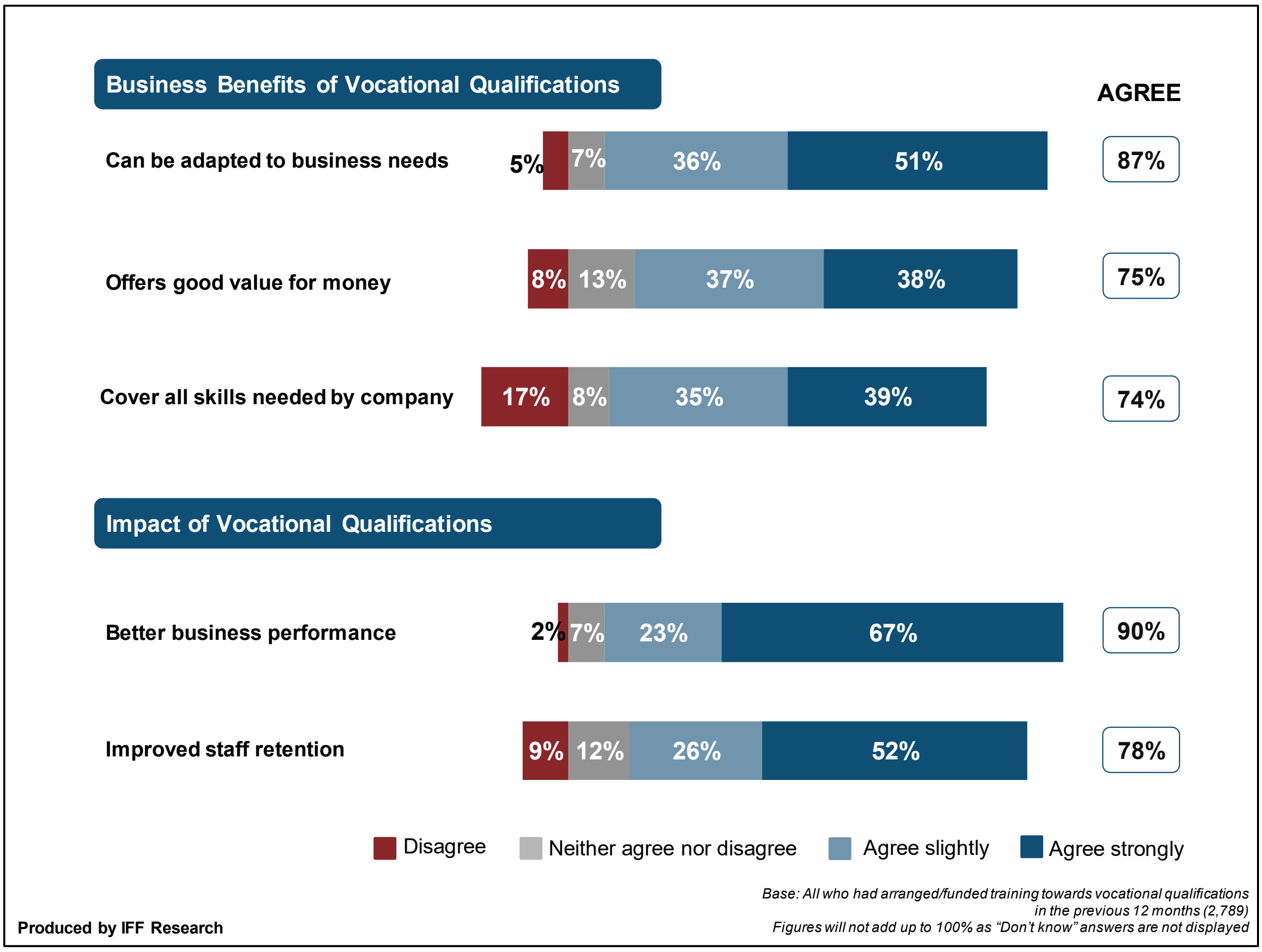
Benefits and impacts of vocational qualifications

Establishments that had arranged or funded training designed to lead to a recognised VQ in the last 12 months were asked to what extent they agreed that VQs had offered a range of business benefits and had a positive impact in terms of better business performance and staff retention. Results are shown in Figure 6-4.

Employers were most positive about VQs being adaptable to business needs (87%). Three-quarters (75%) felt that VQs offered good value for money, while a similar proportion (74%) agreed that VQs covered all skills needed by the company.

Employers in Northern Ireland were more likely to agree strongly that VQs can be adapted to business needs (61%, compared with 51% in England and 47% in Wales) and that they cover all skills needed by the company (50%, compared with 39% in England and 35% in Wales). In terms of size, those with 2 to 4 employees were most positive about the adaptability of VQs (59% strongly agreed).

Figure 6-4 Benefits and impacts of vocational qualifications



The vast majority of employers were also positive about the impacts of VQs. Nine in ten (90%) felt that they had led to better business performance and approaching four-fifths (78%) had experienced improved staff retention. Employers in Northern Ireland were far more likely to strongly agree VQs led to improved staff retention (66%, compared with 51% in England and 47% in Wales). By size, while a large majority of each size group agreed overall that VQs had benefitted staff retention, agreement was particularly high among the largest employers with 250 or more employees (89%).

Employers that had provided training towards VQs in the Transport and Storage and Construction sectors were least likely to agree that achieving these had led to better business performance and improved staff retention. Around six in ten (58%) Transport and Storage establishments and seven in ten (69%) Construction establishments agreed there were staff retention benefits, compared with around three-quarters or more in all other sectors. In addition, although a large majority of Transport and Storage and Construction establishments agreed overall that employees achieving VQs leads to better business performance (79% and 85% respectively), this was relatively low compared to nine in ten or more that agreed in all other sectors except Hotels and Restaurants (84%).

A full breakdown of differences by country, size and sector is shown in Table A.6.6 and Table A.6.7in Appendix A.

Barriers to greater take-up of vocational qualifications

Figure 6-5 shows the reasons why employers who had trained off-the-job but not arranged training leading to VQs in the last 12 months had not done do. These reasons are classified into four categories: lack of demand, issue with the supply (quality or content of VQs), financial issues, and a lack of information or knowledge about VQs.

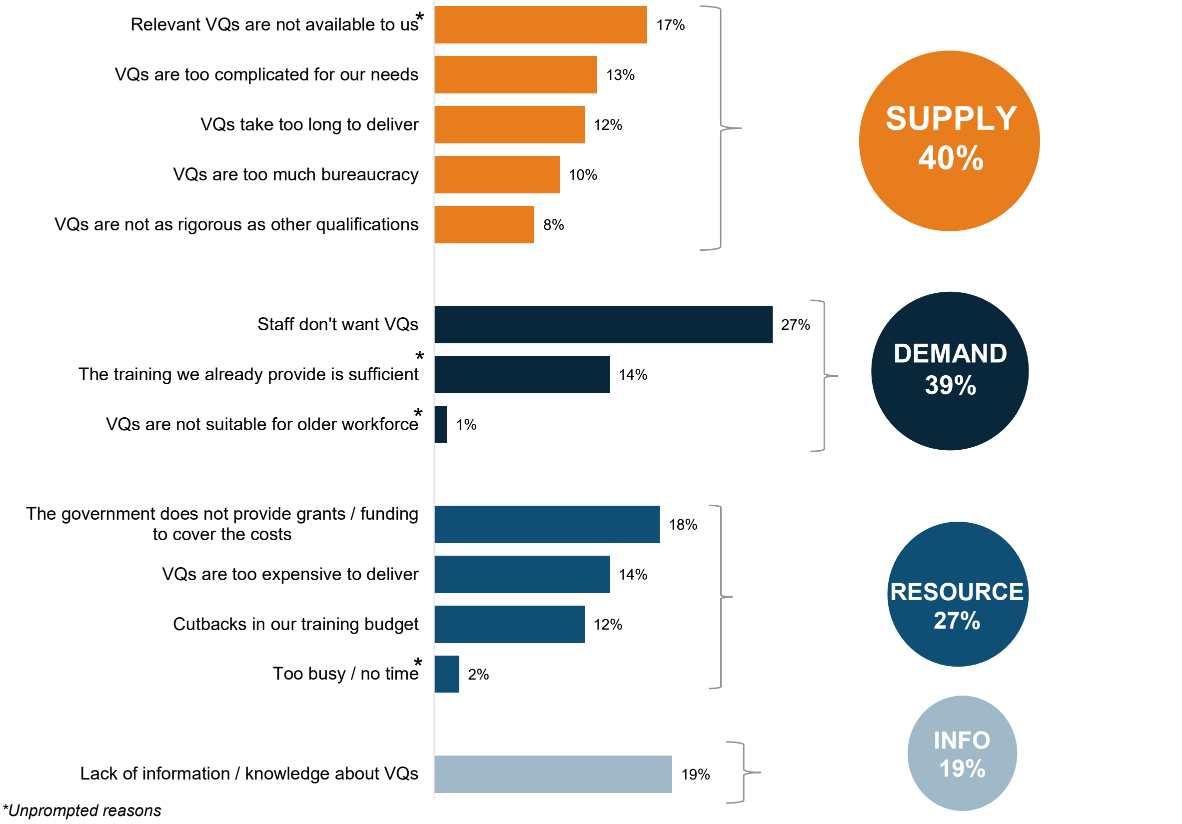
Supply and demand issues were most commonly cited as reasons for not arranging training leading to VQs (40% and 39% respectively). The most common supply-related issue cited by employers was relevant VQs not being available to them (17%, compared with 14% in 2016). The most common demand related specific reason cited by employers was staff not wanting training leading to VQs (27%).

Employers in Northern Ireland and Wales were more likely to cite resource-related barriers (each 34%) than those in England (27%). Northern Ireland employers were however less likely to mention demand issues (33%, compared with 43% in Wales and 39% in England).

Demand and supply factors were both more likely to be mentioned by smaller employers; each was mentioned by two-fifths (42% and 41% respectively) of employers with 2 to 4 employees, but only by around a third (35%) of employers with 25 or more employees. In contrast, financial / resource-related barriers were far more common among the largest employers (40% of those with 100 or more employees).

Financial / resource-related issues were most acute for the Education (42%), Health and Social Work (35%) and Arts and Other Services (33%) sectors, and more broadly for the public (40%) and charity (41%) sectors.

Figure 6-5 Barriers of training staff towards vocational qualifications (prompted)



**Unprompted reasons*
Multiple responses allowed

Produced by IFF Research

Base: All establishments that train off-the-job and have not arranged training towards VQs in the last 12 months (Module B) (3,922)

7. Barriers and limits on training

Chapter summary

Approaching half (45%) of establishments that had provided training over the past 12 months said they would have liked to provide more training than they had arranged. The main barriers to doing so were not being able to spare more staff time (50%) and lacking funds for training (48%).

Around two-fifths (39%) of employers had not trained in the last 12 months; by far and away the main reason for not doing so (mentioned by 70%, up slightly from the 67% mentioning this in 2017) was a belief that their staff were fully proficient in the jobs and therefore did not require training.

Overall, the proportion of employers in training equilibrium (i.e. content with their training levels over the past 12 months), had increased slightly to 61%, up from 59% in 2017. This was driven by an increase in non-training employers reporting no desire for training (75%, compared with 69% in 2017). Just over half (53%) of training employers felt their training levels were sufficient, similar to levels reported in 2017.

This reduction in appetite for more training was driven by changes among smaller establishments; the proportion that desired more training among establishments with fewer than 25 employees decreased by 2 percentage points from 2017 levels but increased across every other size group.

Introduction

In order to help employers unlock the benefits of training and develop skills within the workforce, it is important to understand the barriers that could be preventing them from providing training or providing as much training as they would like. This chapter explores the prevalence of these barriers, as well assessing the scope for increasing the uptake of training by exploring employer satisfaction with their current training levels.

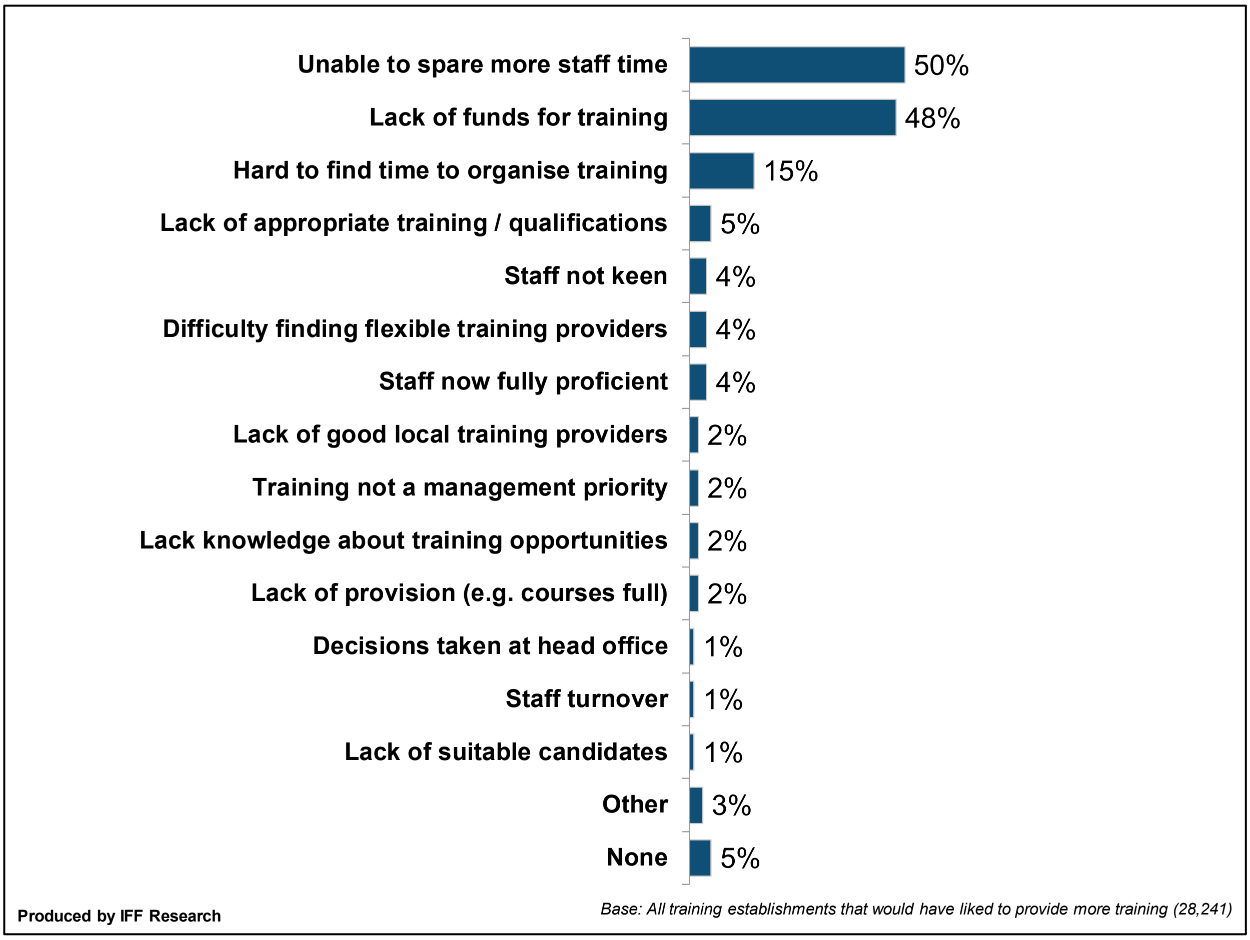
Barriers to providing more training (among training employers)

Among establishments that had provided training over the previous 12 months, approaching half (45%) would have liked to provide more training for staff than they had funded or arranged. This desire for more training increased with business size, from two-fifths of training establishments with 2 to 4 employees to three-fifths (62%) of establishments with 250 or more employees.

By sector, the desire for more training was most prevalent in the Education (60%) and Information and Communications (52%) sectors, and least common among Primary Sector & Utilities and Transport and Storage establishments (36% and 37% respectively).

The main barriers to providing more training among establishments that would have liked to provide more were not being able to spare more staff time (50%) and lacking funds for training (48%). Difficulties around finding the time to organise training were also a relatively common barrier to providing more training (15%). The proportion of employers mentioning these reasons remained similar to 2017 levels.

Figure 7-1 Barriers to providing more training (spontaneous)



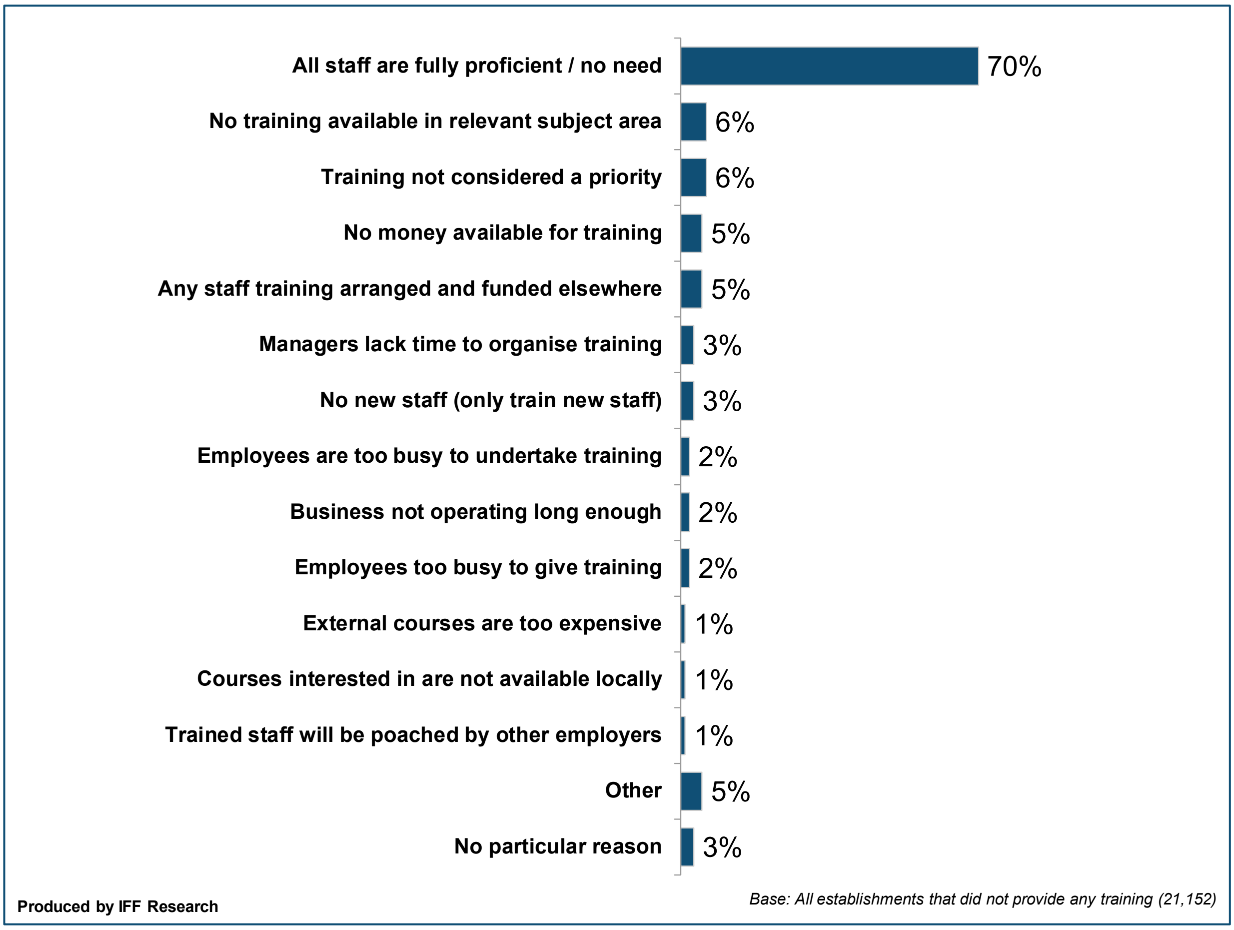
The types of barriers faced were influenced by business size. For instance, not being able to spare more staff time was particularly acute for larger businesses with 100 or more employees (54%). In contrast, medium-sized businesses with between 50 and 249 employees were more likely than average to say they lacked funds for training (58%).

More data on the proportion of training employers that would have liked to provide more training over the previous 12 months, and the main barriers preventing them doing so, can be found in Table A.7.1 in Appendix A.

Barriers to providing training (among non-training employers)

Approaching two-fifths (39%) of employers had not provided any training or development for their staff in the last 12 months. Figure 7-2 shows the main reasons why employers had not trained their staff.

Figure 7-2 Reasons for not providing training in the previous 12 months (spontaneous)

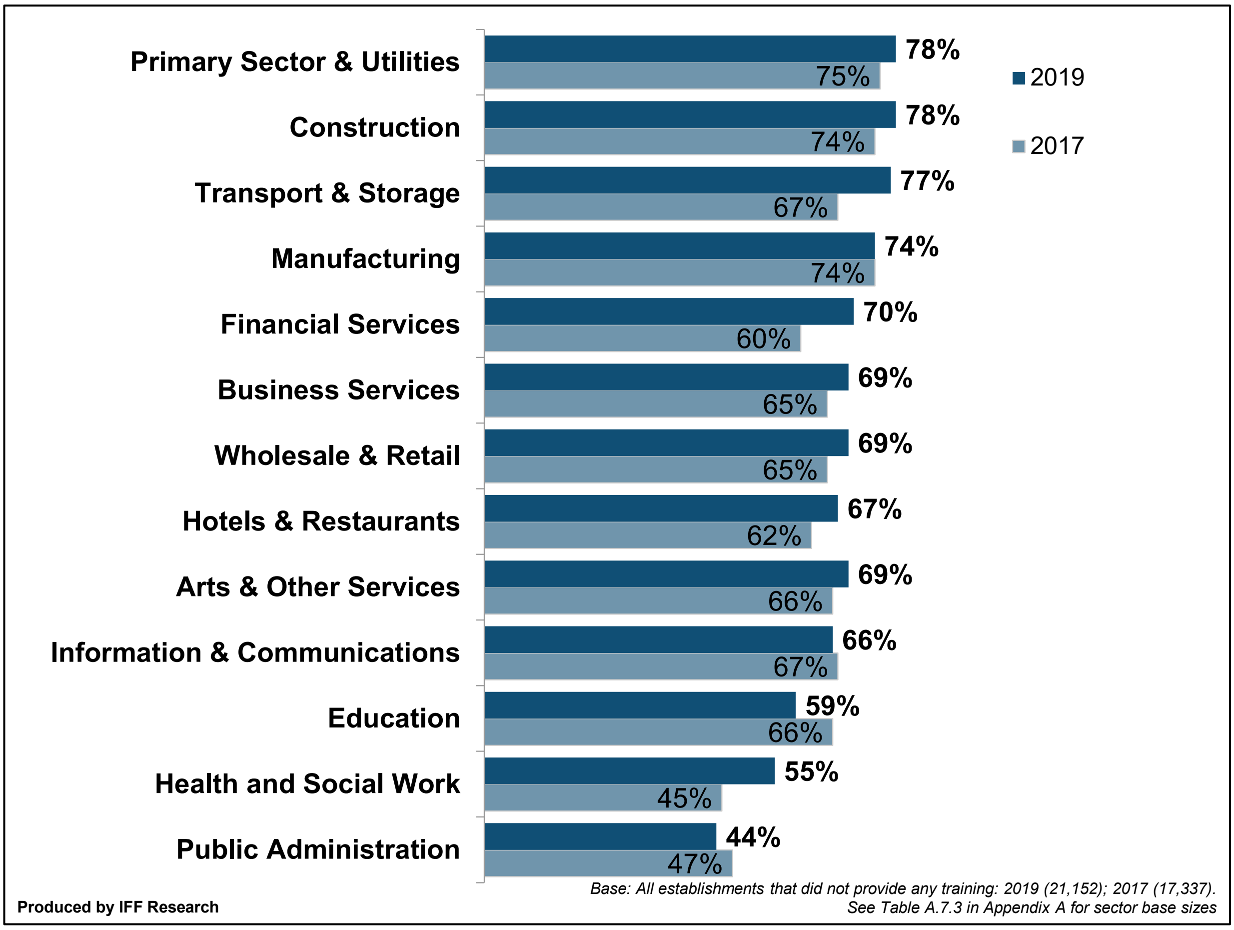


The main reason for not training employees, mentioned by seven in ten employers (70%), was their staff being considered proficient at their jobs and the perception that training was therefore not necessary; this represents a 3 percentage point increase on 2017, where around two-thirds mentioned this as a reason for not training (67%). Prevalence of this reason varied substantially by size and was particularly common among small establishments: approaching three-quarters (73%) of establishments with 2 to 4 employees mentioned this, but the proportion fell to around two-thirds (63%) among those with 5 to 24 employees, and to only two-fifths (43%) of employers with 25 or more staff.

There was wide variation by sector in terms of mentioning staff being fully proficient as a reason for not training, as is illustrated in Figure 7-3. At one end of the spectrum, more than three-quarters of Primary Sector & Utilities (78%), Construction (78%) and Transport and Storage (77%) establishments cited this reason, while at the other end, it was mentioned by a minority (although still the most common reason at 44%) of establishments in Public Administration. Public Administration establishments were more likely to say they had not trained any staff because they only trained new recruits and had not recently recruited (12% vs. 3% overall), and also more commonly mentioned not having funds to train (10% vs. 5% overall).

The overall increase in staff being fully proficient as a reason for not training was driven by particularly large increases (each by 10 percentage points on 2017 levels), within Transport & Storage, Financial Services, and Health and Social Work. These results were found despite differing stories for these sectors in terms of changes in skills gap density (i.e. the proportion of staff *not* considered fully proficient), again pointing towards the need to understand the specific skills challenges faced by each sector.

Figure 7-3 Proportion of employers reporting staff being fully proficient as a reason for not training, by sector (2017-2019)



A variety of other reasons were mentioned for not training staff, each by a small minority of these employers. As Figure 7-2 shows, these included training not being available in relevant subject areas (6%); training not being considered a priority (6%; a 3 percentage point decrease from 2017); and lacking funds for training (5%). The latter reason was more common among large establishments with 100 or more employees (12%) and those in the Education (14%) and Public Administration (10%) sectors, as well as the public sector more widely (15%).

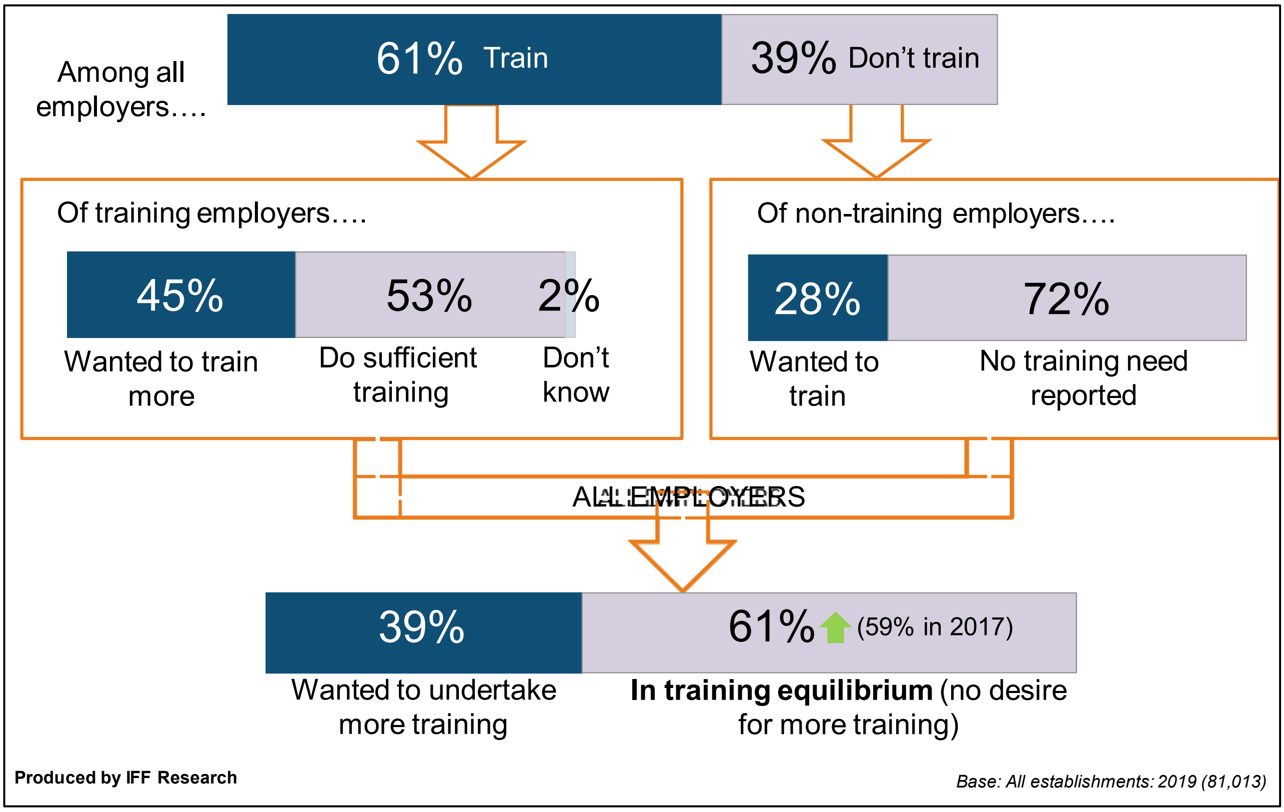
Training Equilibrium

Figure 7-4 shows the proportion of employers that were in 'training equilibrium', meaning that they had not wished to undertake more training over the previous 12 months (in the case of non-training employers this means they had no wish to have undertaken any training).[19] Despite fewer employers training overall, the proportion of employers in training equilibrium had increased to 61%, up from 59% in 2017 and 58% in 2015. This was driven by an increase in non-training employers reporting no desire for training (75%, compared with 69% in 2017). Just over half (53%) of training employers felt their training levels were sufficient, similar to levels reported in 2017. Results are also, in part, a result of lower levels of recruitment activity. Those that had recruited were less likely to be in training equilibrium (50%, similar to levels reported in 2017).

Two-fifths of all employers (39%) were not in training equilibrium (i.e. they would have liked to undertake more training over the previous 12 months). This desire for more training increased as establishment size increased; ranging from three in ten (31%) employers with 2 to 4 employees, to two-thirds (67%) of employers with 250 or more staff. It was also higher in the Education (58%), Public Administration (50%) and Health and Social Work (49%) sectors.

[19] Results for non-trainers have been determined from their reasons for not training, rather than a direct question. Those answering that they had not provided any training because training was not considered to be a priority for their establishment, because all their staff were fully proficient or they had no need for training were regarded as being in skills equilibrium and having no perceived need to undertake training. Those not giving any of these reasons were classified as wanting to have undertaken training. Additionally, training employers that answered 'don't know' when asked if they would have liked to train more were classified as not being in training equilibrium.

Figure 7-4 Employers in training equilibrium



As Table 7-1 shows, the proportion of employers that desired more training in England and Northern Ireland decreased from 2017 levels (both by 2 percentage points) but remained the same in Wales. While there was an overall reduction in employers wanting to undertake more training, these results were driven by changes among smaller establishments; the proportion that desired more training among establishments with fewer than 25 employees decreased by 2 percentage points from 2017 levels but increased across every other size group.

The desire to undertake more training was less prevalent compared with 2017 across most sectors. There was a particularly sharp decrease in the proportion not in training equilibrium in Transport and Storage sector, from 38% in 2017 to 33% in 2019. The largest increases were found in the Education and Information and Communications sectors (both by 3 percentage points).

Table 7-1 Proportion of employers in training equilibrium, by country, size and sector (2015-2019)

	2015		2017		2019	
	In training equil-ibrium %	Not %	In training equil-ibrium %	Not %	In training equil-ibrium %	Not %
Total	58	42	59	41	61	39
Country						
England	58	42	59	41	61	39
Northern Ireland	57	43	60	40	62	38
Wales	56	44	59	41	59	41
Size						
2 to 4	64	36	65	35	68	32
5 to 24	53	47	53	47	54	46
25 to 49	49	51	47	53	45	55
50 to 99	47	53	45	55	43	57
100 to 249	39	61	41	59	38	62
250+	35	65	35	65	33	67
Sector						
Primary Sector & Utilities	70	30	71	29	70	30
Manufacturing	61	39	64	36	64	36
Construction	67	33	67	33	69	31
Wholesale & Retail	58	42	58	42	61	39
Hotels & Restaurants	54	46	55	45	57	43
Transport & Storage	61	39	62	38	67	33
Information & Communications	56	44	60	40	57	43
Financial Services	61	39	62	38	64	36
Business Services	60	40	61	39	62	38
Public Administration	49	51	47	53	49	51
Education	46	54	44	56	41	59
Health & Social Work	47	53	48	52	49	51
Arts & Other Services	51	49	53	47	55	45

Base: All establishments: 2015 (85,175); 2017 (81,413); 2019 (81,013). Base sizes are shown in Table A.1.1 in Appendix A.

8. Seeking information, advice and other practical help on skills and training-related issues

Chapter summary

Overall, 22% of employers had sought advice or practical help on skills or training-related issues from external sources in the last 12 months. Far fewer (7%) had experienced skills or training issues where they might have needed information, help or advice but not sought external help.

Skills and training-related issues which might have required external support were most prevalent among the Education and Health and Social Work sectors (50% and 46% of all employers respectively), despite these sectors having the lowest skills gap density. In contrast, despite Hotels and Restaurants being least likely to report these issues (18%) they had the highest skills gap density.

Among only those that had faced issues, employers in the Wholesale and Retail (34%), Manufacturing (30%) and Hotels and Restaurants (28%) sectors were most likely to say the had not sought or received advice to help address these issues.

In terms of external sources used to help with skills and training-related issues, the most commonly used were collectives and representative bodies (e.g. professional bodies, other employers and non-profit making organisations), mentioned by around two-thirds (64%) of those that had sought advice. There was a large decrease in the use of training providers (e.g. FE colleges, universities and other training providers), from 69% of employers in 2016 to 58% in 2019, and an increase in the use of other private sources such as consultants and suppliers (26%, compared with 19% in 2017).

Introduction

This chapter explores the extent to which employers had experienced skills or training-related issues in the last 12 months which may have required information, help or advice; the proportion that sought help in response; and the most common sources of information, help or advice used.

External help sought in the last 12 months

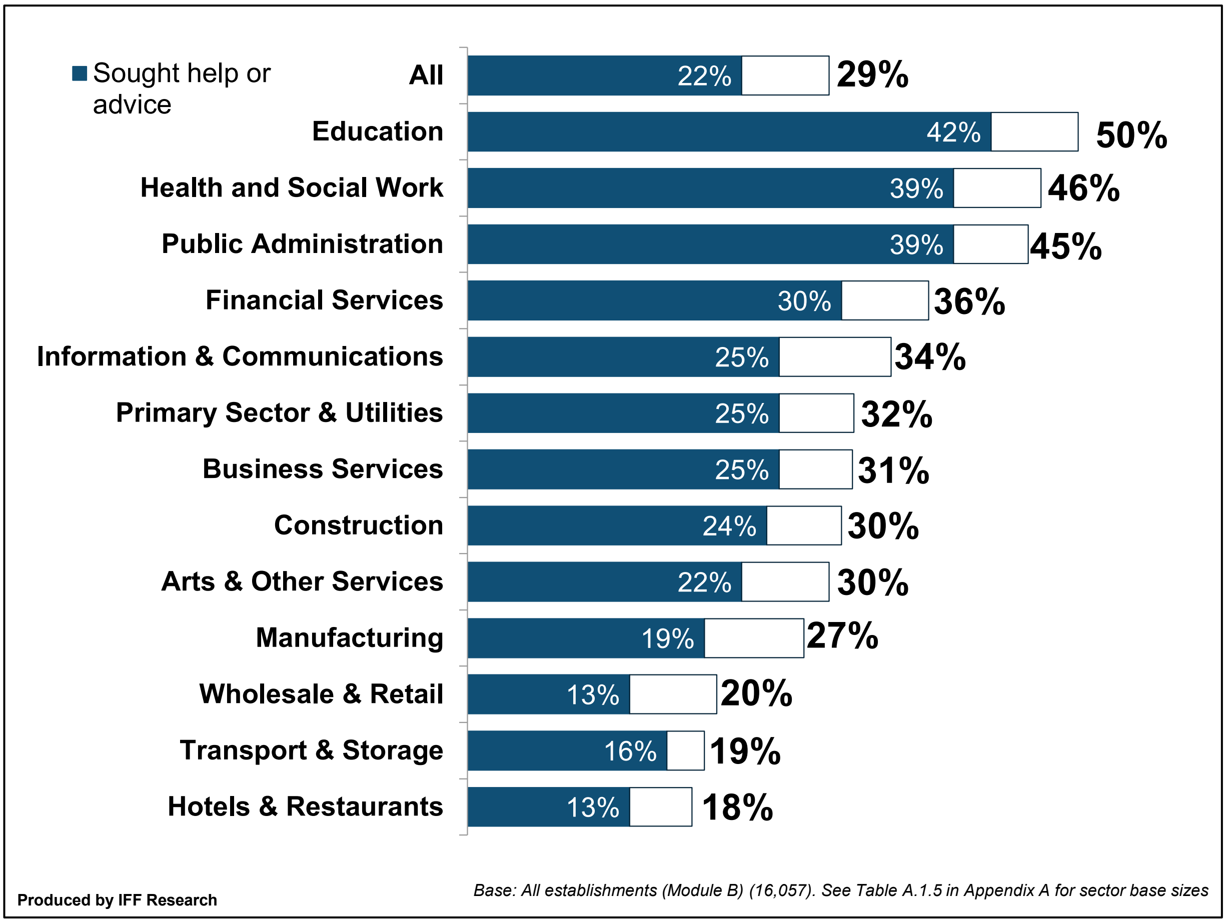
More than a fifth (22%) of all employers had sought information, advice or other practical help on skills and training related issues in the last 12 months from external sources, representing a decrease from the proportion that had done so in 2016 (28%). A further 7% of employers had had skills or training-related issues where they might have needed information, help or advice but had not sought or received advice. This indicates that almost a quarter (23%) of all employers experiencing skills and training-related issues had not sought any help to address them. Among this group that had experienced issues, those that had not provided training over the past 12 months were more likely not to have sought advice than those than had trained (29% and 21% respectively).

Figure 8-1 shows the proportion of employers that had experienced skills or training-related issues that might have required external help or advice, and the proportion who sought help, with comparisons by sector. Employers in Education (50%), Health and Social Work (46%) and Public Administration (45%) were the most likely to have experienced these information needs. This was far less common among the Hotels and Restaurants (18%), Transport and Storage (19%) and Wholesale and Retail (20%) sectors. Interestingly, there was little sectoral correlation between skills gap density and experiencing skills or training-related issues which may have required external help. For instance, these issues were most prevalent among the Education and Health and Social Work sectors, despite them having the lowest skills gap density (2.8% and 3.3% respectively); similarly Hotels and Restaurants report being least affected by skills and training-related issues yet had the highest skills gap density (6.9%).

Among only those that had faced these types of issues, employers in the Wholesale and Retail (34%), Manufacturing (30%) and Hotels and Restaurants (28%) sectors were more likely to say the had not sought or received advice to help address them.

Clearly the skills and training issues may be quite different between different sectors, and as we have seen in earlier sections there is no single “sector skills story” that emerges. There may therefore be value in the future for sector-focused skills research to better understand the support, information and advice needs of different sectors.

Figure 8-1 Proportion of employers with skills or training-related issues which might have required external help, and the proportion who sought help, by sector

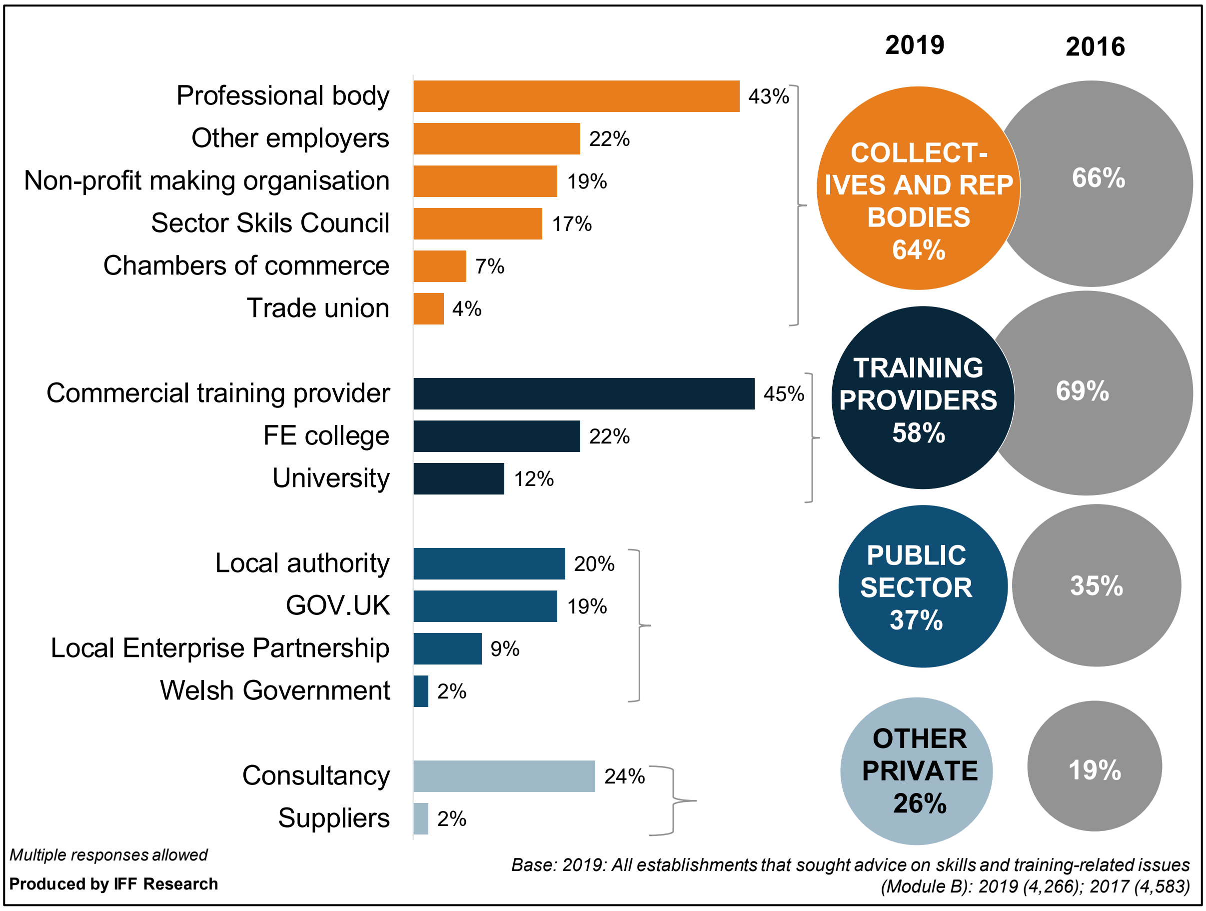


Likelihood of experiencing skills and training-related issues which required external help increased as establishment size increased, ranging from a quarter (25%) of employers with 2 to 4 employees, to half (51%) of those with 100 or more employees. Smaller businesses that had faced issues were also more likely to say they had not sought help (27% among establishments with 2 to 4 employees, compared with just 11% of those with 100 or more employees).

The sources of this advice used by employers on skills and training-related issues (as shown in Figure 8-2) can be condensed into four broad categories: training providers (e.g. FE colleges, universities and other training providers), collectives and representative bodies (e.g. professional bodies, other employers and non-profit making organisations such as employer associations or voluntary organisations), public sector organisations (e.g. Local Authorities and country-specific organisations such as the Welsh Government) and other private sector bodies (predominantly consultants).[20]

[20] Note, in previous waves of EPS, Sector Skills Councils (SSCs) were categorised as a public sector source, however due to changes in the way these are funded (via private funding sources), these are now categorised as 'collectives and representatives'. Also note that NI-specific sources of advice including NI

Figure 8-2 Sources of advice used by employers that had sought advice on skills and training-related issues in the last 12 months [21]



Due to a lower proportion of employers seeking any help or advice on skills and training related issues, use of each of these types of sources decreased compared with 2016. However, when only considering those that had sought advice, there was a large decrease in the use of training providers, from 69% of employers in 2016 to 58% in 2019, and an increase in the use of other private sources (26%, compared with 19% in 2017) and public sector sources (37%, compared with 35% in 2017). There was no substantial change in the proportion that had sought advice from collectives and representative bodies.

Table A.8.1 and Table A.8.2 in Appendix A contains a detailed breakdown by country, size and sector of the proportion of employers that had sought external help on their skills and training related issues.

Business Information and Invest Northern Ireland were not included as options in 2019, unlike in previous waves (in 2017, these options were selected by 1% of respondents overall and 18% in Northern Ireland).
[21] The chart shows the reasons mentioned by 2% of establishments or more who sought advice on skills and training-related issues. A full list of definitions for each category is shown in Table B.2 in Appendix B.

Conclusions

The ESS 2019 survey findings represent a watershed in the training and workforce development picture. After years of relatively stable training levels, there have been decreases in the proportion of employers providing training and the proportion of staff trained, while the amount of training provided and employer spend on training has also decreased (albeit in the latter case slightly). Given that a substantial proportion (12%) of employers only provide basic induction or health and safety training, which would mainly be undertaken after recruitment activity, the decline in these training measures can, in part, be attributed to lower levels of recruitment activity in 2019 compared with 2017. However, even among employers that had recruited over the previous 12 months the proportion that had trained and the proportion of staff trained was lower compared with 2017.

The overall decrease in training incidence was driven by a large decrease among establishments with fewer than 25 employees, particularly those with fewer than five employees. While training incidence remained far less likely among smaller establishments, training days per trainee and investment in training per trainee was far higher among small than among larger establishments.

The three nations had very different training stories. Only England reported fewer staff receiving training compared with 2017 levels, despite Northern Ireland also reporting lower incidence of training. In contrast, the incidence of training in Wales had remained stable, while there was a large increase in the proportion of staff trained.

In terms of sector, training levels remain lowest in the Manufacturing sector, and fewer than half of staff had received training over the previous 12 months. The Manufacturing sector also provided a below average amount of training days to its workforce despite being above average in terms of skills gap density. This was also the case for the Business Services and Wholesale and Retail sectors, suggesting the training they provide is not proportionate to the internal challenges faced within these sectors. The Construction sector, despite recording the second lowest proportion of staff trained, provided a relatively high number of training days for its trainees and also had the highest training expenditure per trainee.

The extent to which employers experienced skills and training related issues that might have required external advice or support were shown to not always correlate with skills gap density. For instance, the Hotels and Restaurants sectors report being least affected by these types of skills and training-related issues yet had the highest skills gap density (6.9%). Incongruity in these results suggest establishments in this sector either have not fully recognised the negative impacts of skills gaps to the extent that they consider these to be an ‘issue’, or they are less likely to believe these are issues which require external help.

Further analysis has shown across a range of measures that skills and training issues are notably different between sectors, and no single "sector skills story" emerges. For example for some sectors such as Wholesale and Retail and Manufacturing, the picture is one of lower than average training spend, low training days and high skills gaps density; for other such as Hotels and Restaurants skills gap density is high, training spend is lower than average, but training days are above average. There may therefore be value in the future for sector-focused skills research to better understand the challenges facing sectors and to better understand the training support, information and advice needs of different sectors. The latest results also demonstrate the increasing popularity of online training, with a larger majority of training employers providing this to their trainees than in 2017, although Northern Ireland lagged behind England and Wales on the uptake of online training. Unsurprisingly, lower levels of online training occurred among sectors which were less likely to be office-based such as the Primary Sector & Utilities; Manufacturing, Transport and Storage, and Construction sectors.

Lower levels of recruitment activity also had an impact on the types of training being provided. The lower prevalence of induction training, for example, was primarily due to reductions in recruitment. However, a potential concern for policymakers is the continued lack of management training among businesses; in fact, results show that the provision of management and supervisory have both fallen since 2017, particularly among smaller businesses. In addition, the proportion of managers receiving any form of training has also decreased. These results come despite recognition that poor management skills are one of the key contributing factors to the UK's productivity gap.[22]

Training staff to qualifications has decreased after relatively stable levels from 2011 to 2017, driven mainly by lower provision among smaller employers compared to 2017. Employers need to be convinced about the value of training staff to qualifications and vocational qualifications specifically; after all, the vast majority of employers that trained staff to vocational qualifications (VQs) perceived them to have positive impacts on their business including improved performance and staff retention. Steps that could be taken to overcome some of the key barriers to uptake of VQs include promoting the value to VQs to the workforce, introducing a broader range of VQs and improving access to funding.

[22] Bloom N et al, p.33.

Although training provision has decreased, the proportion of employers that were in training equilibrium (i.e. satisfied with their current training levels) increased slightly on 2017 levels. These results still leave around two in five employers that desired more training, due to reasons such as being unable to spare staff time or lack of funds. The increase in training equilibrium appears to be linked, in part, to lower levels of recruitment activity and the perception among non-training employers that there was less need to train; those that already trained on the other hand were more likely to desire more training. While it is therefore important to find ways of removing some of the barriers to providing training for those who want to provide more, it is also important to help those who see no need to train realise how doing so can unlock their growth potential.

Appendix A: Supplementary tables

Table A.1.1 Unweighted base sizes (i.e. number of completed interviews) for all establishments, by country, size and sector (2015 – 2019)

	2015	2017	2019
Total	85,175	81,413	81,013
Country			
England	75,129	71,527	70,217
Northern Ireland	4,019	3,973	4,023
Wales	6,027	5,913	6,773
Size			
2 to 4	19,263	16,137	20,183
5 to 24	46,565	43,798	40,611
25 to 49	10,728	11,500	10,795
50 to 99	5,346	5,974	5,377
100 to 249	2,440	3,018	3,122
250+	833	986	925
Sector			
Primary Sector & Utilities	4,248	4,460	2,952
Manufacturing	6,450	6,169	6,234
Construction	6,895	6,422	5,249
Wholesale & Retail	15,188	13,581	17,503
Hotels & Restaurants	8,338	7,898	7,594
Transport & Storage	4,357	3,746	2,330
Information & Communications	3,996	3,721	2,511
Financial Services	2,322	2,471	1,577
Business Services	12,380	12,875	15,490
Public Administration	845	1,004	840
Education	5,177	5,146	5,012
Health & Social Work	7,962	7,379	8,092
Arts & Other Services	6,927	6,541	5,629

Source: Employer Skills Survey (2019)

Table A.1.2 Unweighted base sizes (i.e. number of completed interviews) for establishments in England, by size and sector (2015 - 2019)

	2015	2017	2019
England total	75,129	71,527	70,217
Size			
2 to 4	16,346	13,371	17,286
5 to 24	41,013	38,447	35,102
25 to 49	9,860	10,571	9,510
50 to 99	4,882	5,461	4,710
100 to 249	2,263	2,757	2,781
250+	765	920	828
Sector			
Primary Sector & Utilities	3,649	3,761	2,394
Manufacturing	5,703	5,498	5,391
Construction	6,334	5,622	4,531
Wholesale & Retail	13,126	11,841	15,131
Hotels & Restaurants	7,274	6,917	6,486
Transport & Storage	3,797	3,317	2,047
Information & Communications	3,741	3,436	2,305
Financial Services	2,121	2,195	1,387
Business Services	11,158	11,582	14,040
Public Administration	721	859	683
Education	4,549	4,516	4,190
Health & Social Work	6,963	6,315	6,828
Arts & Other Services	5,993	5,668	4,804

Source: Employer Skills Survey (2019)

Table A.1.3 Unweighted base sizes (i.e. number of completed interviews) for establishments in Northern Ireland, by size and sector (2015 - 2019)

	2015	2017	2019
Northern Ireland total	4,019	3,973	4,023
Size			
2 to 4	1,168	1,097	984
5 to 24	2,236	2,182	2,102
25 to 49	321	368	485
50 to 99	191	220	285
100 to 249	72	88	124
250+	31	18	43
Sector			
Primary Sector & Utilities	122	188	194
Manufacturing	330	252	377
Construction	246	319	317
Wholesale & Retail	859	782	930
Hotels & Restaurants	415	384	311
Transport & Storage	201	155	112
Information & Communications	88	117	65
Financial Services	93	122	81
Business Services	507	499	462
Public Administration	49	54	48
Education	267	255	359
Health & Social Work	382	461	439
Arts & Other Services	460	385	328

Source: Employer Skills Survey (2019)

Table A.1.4 Unweighted base sizes (i.e. number of completed interviews) for establishments in Wales, by size and sector (2015 - 2019)

	2015	2017	2019
Wales total	6,027	5,913	6,773
Size			
2 to 4	1,749	1,669	1,193
5 to 24	3,316	3,169	3,407
25 to 49	547	561	800
50 to 99	273	293	382
100 to 249	105	173	217
250+	37	48	54
Sector			
Primary Sector & Utilities	477	511	364
Manufacturing	417	419	466
Construction	405	481	401
Wholesale & Retail	1,203	958	1,442
Hotels & Restaurants	649	597	797
Transport & Storage	359	274	171
Information & Communications	167	168	141
Financial Services	108	154	109
Business Services	715	794	988
Public Administration	75	91	109
Education	361	375	463
Health & Social Work	617	603	825
Arts & Other Services	474	488	497

Source: Employer Skills Survey (2019)

Table A.1.5 Unweighted base sizes (Module B) for EPS measures (i.e. number of completed interviews) for all establishments, by country, size and sector (2014 – 2019)

	2014	2016	2019
Total	14,044	14,019	16,057
Country			
England	10,032	10,015	13,355
Northern Ireland	2,005	2,007	1,002
Wales	2,007	1,997	1,700
Size			
2 to 4	3,344	3,293	3,957
5 to 24	6,438	6,714	8,088
25 to 49	1,911	1818	2,108
50 to 99	1,029	961	1,117
100 to 249	889	836	623
250+	433	397	164
Sector			
Primary Sector & Utilities	669	609	568
Manufacturing	1,011	878	1,272
Construction	1,202	960	1,071
Wholesale & Retail	2,755	3,086	3,429
Hotels & Restaurants	1,234	1,344	1,559
Transport & Storage	432	382	477
Information & Communications	516	528	473
Financial Services	419	304	329
Business Services	2,000	2,412	3,007
Public Administration	342	294	161
Education	936	818	1,008
Health & Social Work	1,567	1,560	1,574
Arts & Other Services	961	844	1,129

Source: Employer Skills Survey (2019)

Table A.1.6 Unweighted base sizes (Module B) for EPS measures (i.e. number of completed interviews) for establishments in England, by size and sector (2014 – 2019)

	2014	2016	2019
England total	10,032	10,015	13,355
Size			
2 to 4	2,317	2,261	3,210
5 to 24	4,580	4,814	6,737
25 to 49	1,336	1,339	1,788
50 to 99	740	670	940
100 to 249	707	628	545
250+	352	303	135
Sector			
Primary Sector & Utilities	440	375	434
Manufacturing	738	612	1,050
Construction	902	656	883
Wholesale & Retail	1,875	2,072	2,844
Hotels & Restaurants	854	991	1,264
Transport & Storage	328	267	415
Information & Communications	383	445	415
Financial Services	313	220	277
Business Services	1,568	1,934	2,634
Public Administration	214	209	120
Education	667	572	804
Health & Social Work	1,070	1,066	1,287
Arts & Other Services	680	596	928

Source: Employer Skills Survey (2019)

Table A.1.7 Unweighted base sizes (Module B) for EPS measures (i.e. number of completed interviews) for establishments in Northern Ireland, by size and sector (2014 – 2019)

	2014	2016	2019
Northern Ireland total	2,005	2,007	1,002
Size			
2 to 4	524	521	245
5 to 24	940	958	509
25 to 49	260	245	136
50 to 99	155	151	75
100 to 249	86	87	28
250+	40	45	9
Sector			
Primary Sector & Utilities	96	120	48
Manufacturing	139	124	92
Construction	148	161	91
Wholesale & Retail	449	531	229
Hotels & Restaurants	173	131	82
Transport & Storage	53	56	26
Information & Communications	63	40	18
Financial Services	56	46	21
Business Services	202	246	119
Public Administration	68	34	15
Education	153	139	95
Health & Social Work	258	252	91
Arts & Other Services	147	127	74

Source: Employer Skills Survey (2019)

Table A.1.8 Unweighted base sizes (Module B) for EPS measures (i.e. number of completed interviews) for establishments in Wales, by size and sector (2014 – 2019)

	2014	2016	2019
Wales total	2,007	1,997	1,700
Size			
2 to 4	503	511	502
5 to 24	918	942	842
25 to 49	315	234	184
50 to 99	134	140	102
100 to 249	96	121	50
250+	41	49	20
Sector			
Primary Sector & Utilities	133	114	86
Manufacturing	134	142	130
Construction	152	143	97
Wholesale & Retail	431	483	356
Hotels & Restaurants	207	222	213
Transport & Storage	51	59	36
Information & Communications	70	43	40
Financial Services	50	38	31
Business Services	230	232	254
Public Administration	60	51	26
Education	116	107	109
Health & Social Work	239	242	195
Arts & Other Services	134	121	127

Source: Employer Skills Survey (2019)

Table A.1.9 Size within sector population profile of establishments

Row percentages	Size							
	%	2 to 4	5 to 9	10 to 24	25 to 49	50 to 99	100 to 249	250+
Sector								
Primary Sector & Utilities	%	77	14	6	2	1	1	*
Manufacturing	%	44	21	17	8	5	3	1
Construction	%	72	16	8	2	1	*	*
Wholesale & Retail	%	47	27	18	5	2	1	*
Hotels & Restaurants	%	39	27	23	8	2	1	*
Transport & Storage	%	53	20	13	6	4	3	1
Information & Communication	%	70	13	10	4	2	1	1
Financial Services	%	47	25	17	5	3	2	2
Business Services	%	65	18	11	3	2	1	1
Public Administration	%	23	16	22	14	10	8	7
Education	%	23	15	19	19	15	8	2
Health & Social Work	%	29	22	27	12	6	2	1
Arts & Other Services	%	59	24	11	3	2	1	*

Source: ONS Inter-Departmental Business Register
** denotes a figure greater than zero but less than 0.5%*

Table A.2.1 Proportion of employers providing any training (2013-2019), by country, size and sector

	2013		2015		2017		2019	
	Unwtd. base	Any training	*Unwtd. base*	Any training	*Unwtd. base*	Any training	*Unwtd. base*	Any training
		%		%		%		%
Total	*85,265*	65	*85,175*	65	*81,413*	66	*81,013*	61
Country								
England	*75,255*	66	*75,129*	66	*71,527*	66	*70,217*	61
Northern Ireland	*4,014*	63	*4,019*	62	*3,973*	63	*4,023*	59
Wales	*5,996*	62	*6,027*	63	*5,913*	62	*6,773*	62
Size								
2 to 4	*17,949*	51	*19,263*	51	*16,137*	52	*20,183*	46
5 to 24	*48,387*	77	*46,565*	77	*43,798*	77	*40,611*	75
25 to 49	*10,078*	92	*10,728*	92	*11,500*	92	*10,795*	91
50 to 99	*5,102*	95	*5,346*	95	*5,974*	95	*5,377*	94
100 to 249	*2,674*	97	*2,440*	96	*3,018*	96	*3,122*	95
250+	*1,075*	97	*833*	97	*986*	96	*925*	95
Sector								
Primary Sector & Utilities	*4,067*	52	*4,248*	52	*4,460*	53	*2,952*	54
Manufacturing	*7,013*	58	*6,450*	62	*6,169*	61	*6,234*	54
Construction	*6,706*	55	*6,985*	57	*6,422*	58	*5,249*	52
Wholesale & Retail	*16,296*	61	*15,188*	59	*13,581*	60	*17,503*	57
Hotels & Restaurants	*8,317*	62	*8,338*	63	*7,898*	64	*7,594*	60
Transport & Storage	*3,887*	60	*4,357*	63	*3,746*	60	*2,330*	58
Information & Communications	*2,557*	66	*3,996*	60	*3,721*	60	*2,511*	52
Financial Services	*2,125*	76	*2,322*	74	*2,471*	77	*1,577*	74
Business Services	*13,227*	67	*12,380*	67	*12,875*	68	*15,490*	62
Public Administration	*818*	89	*845*	90	*1,004*	90	*840*	86
Education	*5,442*	91	*5,177*	93	*5,146*	91	*5,012*	89
Health & Social Work	*7,892*	89	*7,962*	88	*7,379*	86	*8,092*	84
Arts & Other Services	*6,918*	69	*6,927*	69	*6,541*	67	*5,629*	60

Base: All establishments

Table A.2.2 Proportion of employers providing off- and on-the-job training (2013-2019)

	2013		2015		2017		2019	
	Any off-job training	Any on-job training	Any off-job training	Any on-job training	Any off-job training	Any on-job training	Any off-job training	Any on-job train-ing
	%	%	%	%	%	%	%	%
Total	48	52	48	52	48	53	43	49
Country								
England	48	52	48	52	48	53	43	49
Northern Ireland	49	47	47	49	47	48	42	46
Wales	47	48	49	49	47	48	45	49
Size								
2 to 4	35	37	35	37	35	39	31	34
5 to 24	58	63	58	64	57	64	52	62
25 to 49	77	83	76	83	75	83	72	81
50 to 99	82	88	82	88	81	87	79	87
100 to 249	86	92	85	91	85	90	82	89
250+	88	93	86	92	87	92	84	91
Sector								
Primary Sector & Utilities	42	33	43	34	41	35	43	36
Manufacturing	42	44	45	49	45	49	37	43
Construction	44	36	46	37	47	40	41	35
Wholesale & Retail	40	49	38	48	39	49	35	46
Hotels & Restaurants	39	50	40	52	40	54	35	50
Transport & Storage	43	43	47	49	42	47	44	43
Information & Communications	49	53	42	47	41	48	34	41
Financial Services	54	65	53	64	57	66	51	65
Business Services	50	52	51	53	50	54	44	49
Public Administration	72	78	75	78	76	77	72	72
Education	80	82	82	84	80	82	75	79
Health & Social Work	74	76	72	77	69	75	63	74
Arts & Other Services	51	56	51	57	48	56	43	49

Base: All establishments (base sizes are the same as displayed in Table A.4.1)

Table A.3.1 Number employed and trained over the last 12 months by sector, and the proportion of the workforce trained

	2013	2015	2017		2019		
	% of staff trained	% of staff trained	% of staff trained	*Unwtd. base*	Number employed (000s)	Number trained (000s)	% of staff trained
Primary Sector & Utilities	52	48	49	*2,952*	702	350	50
Manufacturing	50	51	48	*6,234*	2,232	1,063	48
Construction	48	52	50	*5,249*	1,226	587	48
Wholesale & Retail	55	55	58	*17,503*	4,245	2,248	53
Hotels & Restaurants	60	64	62	*7,594*	2,138	1,322	62
Transport & Storage	59	57	51	*2,330*	1,296	685	53
Information & Communications	51	54	54	*2,511*	1,076	559	52
Financial Services	66	70	72	*1,577*	893	598	67
Business Services	60	60	60	*15,490*	5,278	3,025	57
Public Administration	68	75	58	*840*	1,147	820	72
Education	76	75	76	*5,012*	2,425	1,812	75
Health & Social Work	79	78	80	*8,092*	3,606	2,746	76
Arts & Other Services	63	60	59	*5,629*	1,270	731	58

Base: All establishments

Note: '% of staff trained' refers to the number of staff trained over the last 12 months (whether or not they still work at the establishment) as a percentage of the number of staff currently employed.

Table A.3.2 Proportion of staff trained over the last 12 months among training employers (2017-2019)

	Base 2017	*Base 2019*	**2017**	**2019**
	n	n	%	%
All	62,951	59,049	70	70
Country				
England	55,755	51,203	70	70
Northern Ireland	2,893	2,906	69	73
Wales	4,283	4,940	66	74
Size				
2 to 4	8,215	9,459	77	75
5 to 24	34,584	30,850	69	68
25 to 49	10,614	9,830	69	69
50 to 99	5,682	5,056	69	70
100 to 249	2,903	2,968	73	69
250+	953	886	73	72
Sector				
Primary Sector & Utilities	2,656	1,883	63	62
Manufacturing	4,500	4,191	54	55
Construction	4,711	3,516	62	63
Wholesale & Retail	10,005	11,475	71	67
Hotels & Restaurants	6,017	5,561	76	78
Transport & Storage	2,505	1,662	58	59
Information & Communications	2,591	1,598	63	64
Financial Services	1,997	1,268	75	74
Business Services	10,284	11,174	68	67
Public Administration	889	719	59	77
Education	4,950	4,764	79	78
Health & Social Work	6,819	7,262	84	84
Arts & Other Services	5,027	3,976	70	70

Base: Establishments that had funded or arranged training in the previous 12 months

Table A.3.3 Unweighted base sizes for Figure 3-2 in main report

	2015	2017	2019
Occupation			
Managers	81,843	78,105	77,494
Professionals	16,234	18,173	17,819
Associate professionals	12,334	13,987	13,052
Administrative / clerical staff	19,915	50,416	48,948
Skilled trades occupations	22,306	20,805	21,410
Caring, leisure and other services	14,303	13,085	12,802
Sales and customer services	24,362	23,721	23,959
Machine operatives	12,998	13,619	13,265
Elementary staff	85,175	28,289	26,003

Base: All establishments with staff in each occupation (excluding establishments where the number of staff are unknown)

Table A.3.4 Unweighted base sizes for Table 4-1

	2011	2013	2015	2017	2019
Total	66,439	64,958	64,647	62,951	59,049
Country					
England	56,713	57,787	57,422	55,775	51,203
Northern Ireland	2,903	2,894	2,869	2,893	2,906
Wales	4,653	4,277	4,356	4,283	4,940
Size					
2 to 4	9,121	8,992	9,633	8,215	9,459
5 to 24	37,758	38,152	36,906	34,584	30,850
25 to 49	9,416	9,311	9,872	10,614	9,830
50 to 99	5,416	4,850	5,084	5,682	5,056
100 to 249	3,150	2,606	2,344	2,903	2,968
250+	1,578	1,047	808	953	886

Base: Establishments that had funded or arranged training in the previous 12 months

Table A.4.1 Average training days over the last 12 months per person trained

			Average days training per person trained					
	Unwtd. base		1 day or less	2	3-4	5-6	7-10	11+
Total	*59,049*	%	15	17	21	16	12	14
Country								
England	*51,203*	%	15	17	20	16	11	14
Northern Ireland	*2,906*	%	14	18	22	16	12	12
Wales	*4,940*	%	14	16	21	18	12	14
Size								
2 to 4	*9,459*	%	15	16	21	16	12	15
5 to 24	*30,850*	%	15	17	20	15	12	14
25 to 49	*9,830*	%	14	17	20	16	11	13
50 to 99	*5,056*	%	13	17	20	16	11	12
100 to 249	*2,968*	%	16	18	18	16	9	11
250+	*886*	%	15	19	18	14	10	11
Sector								
Primary Sector & Utilities	*1,883*	%	18	21	24	14	9	9
Manufacturing	*4,191*	%	16	19	18	15	10	14
Construction	*3,516*	%	15	17	21	19	10	13
Wholesale & Retail	*11,475*	%	17	17	19	13	11	16
Hotels & Restaurants	*5,561*	%	20	15	18	11	12	15
Transport & Storage	*1,662*	%	17	20	18	21	10	10
Information & Communications	*1,598*	%	11	14	20	17	13	17
Financial Services	*1,268*	%	9	12	19	18	14	22
Business Services	*11,174*	%	13	16	22	17	12	15
Public Administration	*719*	%	12	18	19	17	11	14
Education	*4,764*	%	12	16	23	23	12	7
Health & Social Work	*7,262*	%	10	14	22	17	13	15
Arts & Other Services	*3,976*	%	17	18	21	15	10	14

Base: Establishments that had funded or arranged training in the previous 12 months.

Table A.4.2 Total training and development days, and days per person trained, and per employee, by sector (2013 – 2019)

	2013				2015				2017				2019			
	Unwtd. base	Total training days	Days per person trained	Days per employee	Unwtd. base	Total training days	Days per person trained	Days per employee	Unwtd. base	Total training days	Days per person trained	Days per employee	Unwtd. base	Total training days	Days per person trained	Days per employee
Total	*64,958*	103.2m	6.7	4.2	*64,647*	107.9m	6.8	4.2	*62,951*	104.5m	6.4	4.0	*59,049*	98.7m	6.0	3.6
Sector																
Primary Sector & Utilities	*2,324*	2.5m	7.9	4.1	*2,456*	1.6m	5.3	2.6	*2,656*	1.5m	4.8	2.4	*1,883*	2.0m	5.6	2.8
Manufacturing	*4,798*	5.5m	5.2	2.6	*4,599*	6.9m	6.2	3.1	*4,500*	6.1m	5.8	2.8	*4,191*	5.2m	4.9	2.3
Construction	*4,420*	3.4m	6.2	3.0	*4,683*	3.8m	6.9	3.6	*4,711*	3.5m	6.5	3.3	*3,516*	3.8m	6.5	3.1
Wholesale & Retail	*11,650*	17.6m	7.8	4.3	*10,719*	17.3m	7.6	4.2	*10,005*	16.2m	6.6	3.9	*11,475*	13.7m	6.1	3.2
Hotels & Restaurants	*6,291*	8.9m	9.1	5.4	*6,359*	12.1m	10.7	6.8	*6,017*	10.8m	8.9	5.6	*5,561*	10.5m	8.0	4.9
Transport & Storage	*2,671*	2.9m	4.3	2.6	*2,865*	3.5m	5.5	3.1	*2,505*	2.7m	4.5	2.3	*1,662*	3.4m	4.9	2.6
Information & Communications	*1,924*	3.5m	8.3	4.2	*2,685*	2.7m	5.2	2.8	*2,591*	2.5m	4.9	2.6	*1,598*	2.8m	5.1	2.6
Financial Services	*1,660*	3.2m	5.1	3.3	*1,738*	3.3m	5.3	3.7	*1,997*	3.5m	5.3	3.8	*1,268*	3.0m	5.1	3.4
Business Services	*10,444*	18m	7.2	4.4	*9,974*	16.9m	6.3	3.8	*10,284*	16.7m	5.6	3.4	*11,174*	17.2m	5.7	3.3
Public Admin.	*744*	6.6m	7.6	5.2	*759*	4.6m	5.1	3.8	*889*	6.5m	9.8	5.7	*719*	6.7m	8.2	5.8
Education	*5,224*	9m	4.9	3.8	*4,970*	10.1m	5.5	4.2	*4,950*	9.2m	5.0	3.8	*4,764*	8.3m	4.6	3.4
Health & Social Work	*7,385*	16.9m	6.6	5.2	*7,385*	19.2m	7.2	5.6	*6,819*	20.2m	7.2	5.8	*7,262*	17.8m	6.5	4.9
Arts & Other Services	*5,423*	5.2m	7.4	4.6	*5,455*	5.8m	8.3	5.0	*5,027*	4.9m	6.6	3.9	*3,976*	4.3m	5.9	3.4

Base: Establishments that had funded or arranged training in the previous 12 months

Table A.5.1 Total training expenditure and training spend per person trained and per employee by country and size (2013 - 2019), in 2019 prices

	2013			2015			2017			2019		
	Total	Per trainee	Per employee	Total	Per trainee	Per employee	Total	Per trainee	Per employee	Total	Per trainee	Per employee
	£	£	£	£	£	£	£	£	£	£	£	£
Total	39.3bn	2,570	1,590	42.0bn	2,640	1,650	42.2bn	2,580	1,600	42bn	2,540	1,530
Country												
England	36.2bn	2,560	1,590	38.9bn	2,640	1,660	39.1bn	2,570	1,600	39.2bn	2,570	1,530
Northern Ireland	1.1bn	2,650	1,550	1.0bn	2,080	1,340	1.1bn	2,440	1,470	1.1bn	2,190	1,410
Wales	1.9bn	2,690	1,670	2.1bn	2,830	1,800	2.1bn	2,910	1,680	1.7bn	2,130	1,610
Size												
2 to 4	5.1bn	5,640	2,320	5.7bn	6,100	2,580	5.9bn	5,730	2,420	5.2bn	5,500	2,320
5 to 24	11.7bn	3,670	1,990	12.9bn	3,800	2,120	13.3bn	3,830	2,120	12.5bn	3,600	2,040
25 to 49	5.9bn	3,070	1,930	5.8bn	2,790	1,810	6.4bn	3,050	1,950	6bn	2,860	1,870
50 to 99	4.9bn	2,350	1,540	5.9bn	2,780	1,830	5.0bn	2,320	1,520	5.7bn	2,510	1,460
100+	11.7bn	1,630	1,130	11.7bn	1,580	1,100	11.6bn	1,520	1,040	12.6bn	1,630	1,000

Base: Establishments completing the Investment in Training study. Note: figures for spend per person trained and per employee have been rounded to the nearest £10

Table A.5.2 Total training expenditure and training spend per person trained and per employee by sector (2013 - 2019), in 2019 prices

	2013			2015			2017			2019		
	Total	Per trainee	Per employee	Total	Per trainee	Per employee	Total	Per trainee	Per employee	Total	Per trainee	Per employee
	£	£	£	£	£	£	£	£	£	£	£	£
Total	39.3bn	2,570	1,590	42.0bn	2,640	1,650	42.2bn	2,580	1,600	42bn	2,540	1,530
Sector												
Primary Sector & Utilities	0.7bn	2,130	1,120	1.1bn	3,760	1,820	1.0bn	2,960	1,460	0.9bn	2,540	1,400
Manufacturing	2.4bn	2,210	1,100	2.6bn	2,380	1,210	2.8bn	2,610	1,250	2.7bn	2,500	1,200
Construction	2.3bn	4,250	2,050	2.2bn	4,090	2,140	2.6bn	4,770	2,390	2.6bn	4,370	2,290
Wholesale & Retail	5.8bn	2,580	1,430	4.7bn	2,060	1,140	6.1bn	2,500	1,460	4.6bn	2,060	1,400
Hotels & Restaurants	2.3bn	2,400	1,430	2.9bn	2,590	1,660	3.0bn	2,480	1,550	2.7bn	2,060	1,480
Transport & Storage	1.2bn	1,790	1,060	1.3bn	2,110	1,190	1.4bn	2,330	1,190	1.4bn	2,100	1,140
Information & Comms	1.8bn	4,340	2,190	1.8bn	3,420	1,840	1.4bn	2,740	1,480	1.6bn	2,840	1,420
Financial Services	1.2bn	1,920	1,260	1.5bn	2,400	1,680	1.3bn	1,920	1,380	1.3bn	2,160	1,320
Business Services	7.9bn	3,160	1,910	9.3bn	3,480	2,100	9.4bn	3,170	1,910	11.4bn	3,770	1,830
Public Administration	1.8bn	2,060	1,400	1.8bn	2,030	1,530	1.9bn	2,930	1,680	1.7bn	2,050	1,620
Education	5.2bn	2,860	2,180	4.2bn	2,320	1,730	3.7bn	2,000	1,530	3.5bn	1,930	1,460
Health & Social Work	4.8bn	1,880	1,480	5.8bn	2,170	1,690	5.3bn	1,920	1,530	5.9bn	2,140	1,470
Arts & Other Services	1.9bn	2,770	1,730	2.6bn	3,670	2,210	2.2bn	3,040	1,810	1.7bn	2,380	1,730

Base: Establishments completing the Investment in Training study. Note: figures for spend per person trained and per employee have been rounded to the nearest £10.

Table A.5.3 Unweighted base sizes for all establishments training, by country, size and sector (2013 – 2019)

	2013	2015	2017	2019
Total	11,093	11,549	11,059	10,255
Country				
England	8,704	9,616	8,872	8,068
Northern Ireland	1,028	699	859	825
Wales	1,361	1,234	1,328	1,362
Size				
2 to 4	2,146	1,801	1,927	2,319
5 to 24	6,122	7,082	6,189	5,132
25 to 49	1,513	1,597	1,615	1,429
50 to 99	788	691	836	719
100+	524	378	492	656
Sector				
Primary Sector & Utilities	379	383	472	354
Manufacturing	786	872	712	683
Construction	811	743	769	592
Wholesale & Retail	1,772	1,681	1,504	1,751
Hotels & Restaurants	945	1,150	883	707
Transport & Storage	482	500	466	280
Information & Communications	379	523	516	344
Financial Services	320	313	340	241
Business Services	2,124	1,929	2133	2,318
Public Administration	169	162	212	152
Education	563	621	788	814
Health & Social Work	1,383	1,655	1,310	1,272
Arts & Other Services	980	1,017	954	747

Base: Establishments completing the Investment in Training study

Table A.6.1 Types of training provided over the last 12 months (prompted)

	Unwtd. base		Job specific	Health & Safety	Basic induction*	New technology	Extensive induction*	Management	Supervisory
Total 2013	*64,958*	%	85	74	n/a	48	n/a	36	34
Total 2015	*64,647*	%	85	75	66	50	37	37	37
Total 2017	*62,951*	%	84	74	65	47	36	35	35
Total 2019	*59,049*	%	84	71	60	48	34	32	31
Country									
England	*51,203*	%	85	71	61	48	34	32	32
Northern Ireland	*2,906*	%	79	72	57	46	30	30	28
Wales	*4,940*	%	85	73	61	47	33	31	30
Size									
2 to 4	*9,459*	%	80	56	38	46	20	18	19
5 to 24	*30,850*	%	86	78	71	47	39	34	34
25 to 49	*9,830*	%	91	91	89	53	54	56	51
50 to 99	*5,056*	%	93	95	93	61	62	66	58
100 to 249	*2,968*	%	95	96	95	68	67	75	69
250+	*886*	%	96	95	96	76	72	86	83
Sector									
Primary Sector & Utilities	*1,883*	%	82	71	40	40	20	18	19
Manufacturing	*4,191*	%	82	77	62	45	34	25	28
Construction	*3,516*	%	78	74	47	39	20	20	27
Wholesale & Retail	*11,475*	%	85	73	66	53	37	35	36
Hotels & Restaurants	*5,561*	%	85	85	78	36	44	44	48
Transport & Storage	*1,662*	%	86	73	60	37	32	24	23
Information & Communications	*1,598*	%	81	47	47	72	27	22	19
Financial Services	*1,268*	%	90	52	56	57	35	34	33
Business Services	*11,174*	%	85	55	52	55	29	28	25
Public Administration	*719*	%	90	81	70	56	46	50	44
Education	*4,764*	%	90	90	77	48	47	53	39
Health & Social Work	*7,262*	%	88	89	75	43	49	46	43
Arts & Other Services	*3,976*	%	81	74	61	42	32	25	27

Base: Establishments that had funded or arranged training in the previous 12 months.

n/a: since the 2015 survey induction training has been split between 'basic' and 'extensive' induction training, hence data from 2013 is not comparable.

Table A.6.2 Percentage of training that has been health and safety or induction training (2011 – 2019)

	2013	2015	2017	2019			
	Total	Total	Total	Total	England	Northern Ireland	Wales
Unweighted base	*64,958*	*64,647*	*62,951*	*59,049*	*51,203*	*2,906*	*4,940*
	%	%	%	%	%	%	%
Less than 20%	*35*	*25*	24	25	25	22	26
20-49%	*27*	*23*	21	22	22	20	21
50-80%	*18*	*17*	17	15	15	16	16
More than 80% but not all	*4*	*4*	4	4	4	4	4
All of it (100%)	*12*	*11*	13	12	12	16	12
None	*0*	*15*	16	20	20	20	18
Don’t know	*4*	*5*	5	4	4	3	4

Base: Establishments that had funded or arranged training in the previous 12 months

Table A.6.3 Whether establishment has funded or arranged online training or e-learning, or other self-learning, over the past 12 months

	2017				2019			
	Unwtd. base	% funding or arranging online	% funding or arranging other	% funding or arranging either	Unwtd. base	% funding or arranging online	% funding or arranging other	% funding or arranging either
Total	*62,951*	51	42	62	*59,049*	56	42	65
Country								
England	*55,775*	52	43	63	*51,203*	56	42	65
Northern Ireland	*2,893*	38	34	50	*2,906*	42	33	54
Wales	*4,283*	50	41	62	*4,940*	54	39	63
Size								
2 to 4	*8,215*	41	37	54	*9,459*	45	35	56
5 to 24	*34,584*	55	43	65	*30,850*	59	42	67
25 to 49	*10,614*	67	52	76	*9,830*	72	53	79
50 to 99	*5,682*	70	58	80	*5,056*	76	60	83
100-249	*2,903*	75	61	84	*2,968*	81	65	87
250+	*953*	80	67	87	*886*	86	70	91
Sector								
Primary Sector & Utilities	*2,656*	23	24	35	*1,883*	26	26	39
Manufacturing	*4,500*	33	30	46	*4,191*	38	29	47
Construction	*4,711*	38	30	49	*3,516*	40	29	49
Wholesale & Retail	*10,005*	52	40	62	*11,475*	57	38	65
Hotels & Restaurants	*6,017*	58	44	67	*5,561*	57	39	65
Transport & Storage	*2,505*	34	28	45	*1,662*	40	27	47
Information & Communications	*2,591*	55	52	69	*1,598*	62	51	72
Financial Services	*1,997*	73	59	83	*1,268*	76	60	84
Business Services	*10,284*	52	44	64	*11,174*	58	45	68
Public Admin.	*889*	67	53	75	*719*	76	56	81
Education	*4,950*	75	55	82	*4,764*	78	59	84
Health & Social Work	*6,819*	69	58	79	*7,262*	75	59	83
Arts & Other Services	*5,027*	41	38	55	*3,976*	45	36	57

Table A.6.4 Unweighted base sizes for Table 6-2 (Incidence of training to nationally recognised qualifications among employers that train, and the proportion of the workforce trained (2015-2019)

	2015		2017		2019	
	All establishments	Establishments providing training	All establishments	Establishments providing training	All establishments	Establishments providing training
Total	85,175	64,647	81,413	62,951	81,013	59,049
Size						
2 to 4	19,263	9,633	16,137	8,215	20,183	9,459
5 to 24	46,565	36,906	43,798	34,584	40,611	30,850
25 to 49	10,728	9,872	11,500	10,614	10,795	9,830
50 to 99	5,346	5,084	5,974	5,682	5,377	5,056
100 to 249	2,440	2,344	3,018	2,903	3,122	2,968
250+	833	808	986	953	925	886
Sector						
Primary Sector & Utilities	4,248	2,456	4,460	2,656	2,952	1,883
Manufacturing	6,450	4,599	6,169	4,500	6,234	4,191
Construction	6,895	4,683	6,422	4,711	5,249	3,516
Wholesale & Retail	15,188	10,719	13,581	10,005	17,503	11,475
Hotels & Restaurants	8,338	6,359	7,898	6,017	7,594	5,561
Transport & Storage	4,357	2,865	3,746	2,505	2,330	1,662
Information & Communications	3,996	2,685	3,721	2,591	2,511	1,598
Financial Services	2,322	1,738	2,471	1,997	1,577	1,268
Business Services	12,380	9,974	12,875	10,284	15,490	11,174
Public Administration	845	759	1,004	889	840	719
Education	5,177	4,970	5,146	4,950	5,012	4,764
Health and Social Work	7,962	7,385	7,379	6,819	8,092	7,262
Arts and Other Services	6,927	5,455	6,541	5,027	5,629	3,976

Table A.6.5 Levels of qualifications training employers trained staff towards

	Unwtd. base:		Level 1	Level 2	Level 3	Level 4 or 5	Level 6+	Summary: Level 4 or above
Total	*59,049*	%	7	13	15	9	7	14
Size								
2 to 4	*9,459*	%	4	7	8	5	4	8
5 to 24	*30,850*	%	7	14	16	9	6	13
25 to 49	*9,830*	%	10	23	27	18	11	24
50 to 99	*5,056*	%	12	27	32	25	18	34
100 to 249	*2,968*	%	13	30	37	31	23	40
250+	*886*	%	16	35	47	46	35	53
Sector								
Primary Sector & Utilities	*1,883*	%	6	9	8	6	3	8
Manufacturing	*4,191*	%	7	13	16	10	6	13
Construction	*3,516*	%	9	14	15	7	5	10
Wholesale & Retail	*11,475*	%	8	13	12	5	3	7
Hotels & Restaurants	*5,561*	%	9	17	11	4	1	4
Transport & Storage	*1,662*	%	8	7	8	6	3	9
Information & Communications	*1,598*	%	3	4	8	7	5	11
Financial Services	*1,268*	%	4	5	10	19	16	29
Business Services	*11,174*	%	4	7	11	10	12	18
Public Administration	*719*	%	10	18	27	22	16	28
Education	*4,764*	%	5	18	28	19	19	30
Health & Social Work	*7,262*	%	6	24	33	21	8	25
Arts & Other Services	*3,976*	%	8	19	17	7	4	9

Base: All establishments providing training

Table A.6.6 Proportion of establishments that agree or strongly agree with each statement regarding the features of vocational qualifications

Row percentages	*Unwtd Base:*	Can be adapted to business needs %	Offer good value for money %	Cover all skills needed by the company %
Total	*2,789*	87	75	74
Country				
England	*2,320*	87	76	74
Northern Ireland	*133*	88	76	76
Wales	*336*	82	71	70
Size				
2 to 4	*200*	87	72	69
5 to 24	*1,223*	86	75	77
25 to 49	*613*	88	81	74
50 to 99	*404*	85	79	74
100 to 249	*256*	89	74	71
250+	*93*	89	71	71
Sector				
Primary Sector & Utilities	*73*	91	76	75
Manufacturing	*190*	87	74	64
Construction	*219*	85	68	69
Wholesale & Retail	*333*	88	77	76
Hotels & Restaurants	*174*	88	70	77
Transport & Storage	*86*	73	67	67
Information & Communications	*41*	93	79	70
Financial Services	*71*	79	66	70
Business Services	*531*	87	77	74
Public Admin.	*50*	92	77	75
Education	*319*	87	77	75
Health & Social Work	*518*	89	81	79
Arts & Other	*184*	84	76	73

Base: All establishments who have trained off-the-job and have arranged training in the past 12 months that leads to vocational qualifications (Module B)

Table A.6.7 Proportion of establishments that agree or strongly agree with each statement regarding the impact of vocational qualifications for establishments

Row percentages	*Unwtd Base:*	**Better business performance** **%**	**Improved staff retention** **%**
Total	*2,789*	90	78
Country			
England	*2,320*	90	78
Northern Ireland	*133*	92	84
Wales	*336*	86	74
Size			
2 to 4	*200*	89	70
5 to 24	*1,223*	90	78
25 to 49	*613*	92	80
50 to 99	*404*	90	84
100 to 249	*256*	91	84
250+	*93*	91	89
Sector			
Primary Sector & Utilities	*73*	90	76
Manufacturing	*190*	91	87
Construction	*219*	85	69
Wholesale & Retail	*333*	90	75
Hotels & Restaurants	*174*	84	74
Transport & Storage	*86*	79	58
Information & Communications	*41*	90	85
Financial Services	*71*	93	83
Business Services	*531*	93	80
Public Admin.	*50*	93	79
Education	*319*	90	82
Health & Social Work	*518*	92	82
Arts & Other	*184*	89	78

Base: All establishments who have trained off-the-job and have arranged training in the past 12 months that leads to vocational qualifications (Module B)

Table A.6.8 The top six reasons for not providing training designed to lead to vocational qualifications to staff, by sector

Row percentages	*Unweighted bases*	%	Staff don't want vocational qualifications	Don't know enough about what vocational qualifications are available	The Government does not provide funding or grants to cover the costs	VQs are not relevant/available for our industry /roles or skills	Vocational qualifications are too expensive to deliver	Staff already have / are provided with sufficient training	Summary: Demand	Summary: Supply	Summary: Resource	Summary: Information
Total	*3,922*	%	27	19	18	17	14	14	39	40	27	19
Country												
England	*3,240*	%	27	18	17	17	14	14	39	40	27	18
Northern Ireland	*300*	%	27	16	25	15	15	6	33	39	34	16
Wales	*382*	%	31	21	22	16	16	14	43	43	34	21
Size												
2 to 4	*552*	%	27	18	16	19	13	17	42	41	24	18
5 to 24	*2,107*	%	27	19	19	17	15	13	38	41	29	19
25 to 49	*668*	%	29	19	18	14	14	9	37	35	28	19
50 to 99	*379*	%	30	19	18	15	12	7	36	36	31	19
100-249	*192*	%	29	17	22	10	13	6	34	32	39	17
250+	*24*	%	**	**	**	**	**	**	**	**	**	**

Base: All establishments who train off-the-job and have not arranged training in the last 12 months that leads to vocational qualifications (Module B)

*'**' denotes a base size of under 25*

Table A.6.9 The top six reasons for not providing training designed to lead to vocational qualifications to staff, by sector

Row percentages	*Unweighted bases*	%	Staff don't want vocational qualifications	Don't know enough about what vocational qualifications are available	The Government does not provide funding or grants to cover the costs	VQ's are not relevant/available for our industry /roles or skills	Vocational qualifications are too expensive to deliver	Staff already have / are provided with sufficient training	Summary: Demand	Summary: Supply	Summary: Resource	Summary: Information
Total	*3,922*	%	27	19	18	17	14	14	39	40	27	19
Sector												
Primary Sector & Utilities	*147*	%	34	18	19	16	10	10	41	44	29	18
Manufacturing	*337*	%	31	19	17	17	11	10	39	40	25	19
Construction	*262*	%	28	20	20	11	17	16	45	39	27	20
Wholesale & Retail	*613*	%	25	24	15	17	14	13	36	42	26	24
Hotels & Restaurants	*290*	%	29	18	18	16	9	4	31	42	26	18
Transport & Storage	*112*	%	29	16	14	23	11	12	39	48	20	16
Information & Communications	*113*	%	22	16	12	29	8	13	31	48	22	16
Financial Services	*74*	%	26	23	11	16	2	18	40	35	13	23
Business Services	*786*	%	25	17	15	22	13	17	41	42	24	17
Public Admin.	*51*	%	20	13	4	24	13	12	30	37	19	13
Education	*409*	%	31	16	29	10	19	14	43	27	42	16
Health & Social Work	*458*	%	30	17	25	9	21	14	42	30	35	17
Arts & Other Services	*270*	%	22	19	21	16	17	14	36	39	33	19

Base: All establishments who train off-the-job and have not arranged training in the last 12 months that leads to vocational qualifications (Module B)

Table A.6.10 Proportion of employers who sought external help on their skills and training-related issues in the last 12 months

Row percentages	*Unwtd Base:*	**Sought or received advice on skills and training related issues** **%**	**Experienced skills and training related issues but have NOT sought or received advice** **%**
Total	*16,057*	22	7
Country			
England	*13,355*	22	7
Northern Ireland	*1,002*	25	7
Wales	*1,700*	25	7
Size			
2 to 4	*3,957*	19	7
5 to 24	*8,088*	24	7
25 to 49	*2,108*	34	5
50 to 99	*1,117*	41	6
100 to 249	*623*	45	5
250+	*164*	45	7
Sector			
Primary Sector & Utilities	*568*	25	6
Manufacturing	*1,272*	19	8
Construction	*1,071*	24	6
Wholesale & Retail	*3,429*	13	7
Hotels & Restaurants	*1,559*	13	5
Transport & Storage	*477*	16	3
Information & Communications	*473*	25	9
Financial Services	*329*	30	7
Business Services	*3,007*	25	7
Public Admin.	*161*	39	6
Education	*1,008*	42	7
Health & Social Work	*1,574*	39	7
Arts & Other Services	*1,129*	22	7

Base: All establishments (Module B)

Table A.7.1 Whether training employers would have liked to provide more training, and if so the main barriers (prompted)

			Main barriers among those wanting to provide more training					
	Unwtd. base	% would have liked to provide more training	*Unwtd. base*		Can't spare time for employees to be training	Lack of funds / training expensive	Hard to find the time to organise training	Lack appropriate training / qualifications in the subject areas we need
Total	*59,049*	45	*28,241*	%	50	48	15	5
Country								
England	*51,203*	44	*24,386*	%	49	48	15	5
Northern Ireland	*2,906*	46	*1,403*	%	49	49	20	4
Wales	*4,940*	47	*2,452*	%	54	50	16	8
Size								
2 to 4	*9,459*	39	*3,731*	%	48	47	15	6
5 to 24	*30,850*	46	*14,303*	%	50	47	16	5
25 to 49	*9,830*	52	*5,167*	%	49	51	14	4
50 to 99	*5,056*	54	*2,740*	%	50	57	14	3
100-249	*2,968*	58	*1,747*	%	54	59	14	3
250+	*886*	62	*553*	%	55	52	15	3
Sector								
Primary Sector & Utilities	*1,883*	36	*737*	%	50	41	14	10
Manufacturing	*4,191*	44	*1,910*	%	51	46	16	8
Construction	*3,516*	40	*1,433*	%	53	50	15	5
Wholesale & Retail	*11,475*	44	*5,229*	%	52	37	15	4
Hotels & Restaurants	*5,561*	49	*2,994*	%	44	37	16	2
Transport & Storage	*1,662*	37	*686*	%	49	42	14	6
Information & Communications	*1,598*	52	*826*	%	51	56	18	6
Financial Services	*1,268*	35	*470*	%	52	32	17	3
Business Services	*11,174*	41	*4,767*	%	50	46	17	5
Public Admin.	*719*	46	*332*	%	45	57	14	4
Education	*4,764*	60	*2,941*	%	49	79	12	4
Health & Social Work	*7.262*	50	*3,777*	%	49	55	14	5
Arts & Other Services	*3,976*	51	*2,139*	%	45	63	14	5

Base: Column 2: Establishments that had funded or arranged any training in the previous 12 months; Column 4 onwards: Establishments that would have liked to provide more training.

Table A.7.2 Reasons for not funding or arranging training over the last 12 months (unprompted)

	2013	2015	2017	2019			
	Total	Total	Total	Total	England	Northern Ireland	Wales
Unweighted base	*19,623*	*19,649*	*17,337*	*21,152*	*18,291*	*1,087*	*1,774*
	%	%	%	%	%	%	%
All our staff are fully proficient / no need for training	69	68	67	70	70	73	72
No training available in relevant subject area	5	5	4	6	6	6	7
Training is not a priority for the establishment	7	7	9	6	6	5	9
No money available for training	10	7	7	5	5	4	5
Managers have lacked the time to organise training	3	2	3	3	3	3	2
No new staff (only train new staff)	1	*	1	3	3	2	3
Employees are too busy to undertake training	2	2	2	2	2	2	4
Business not operating long enough / new business	1	1	1	2	2	2	1
Employees are too busy to give training	2	2	1	2	2	1	2
External courses are too expensive	2	1	1	1	1	1	1
Courses interested in not available	1	1	1	1	1	1	1
Trained staff will be poached by other employers	1	1	1	1	1	1	*
No particular reason	5	5	6	3	3	1	3

Base: Establishments that had not funded or arranged training or development in the previous 12 months.

Note: Responses are only shown if given by one per cent or more of respondents in 2019.

'' denotes a figure larger than zero but smaller than 0.5*

Table A.7.3 Base sizes for Figure 7-3 (all non-trainers)

	2017 *n*	2019 *n*
Primary Sector & Utilities	*1,771*	*1,050*
Manufacturing	*1,598*	*1,984*
Construction	*1,647*	*1,687*
Wholesale & Retail	*3,360*	*5,839*
Hotels & Restaurants	*1,736*	*1,944*
Transport & Storage	*1,182*	*649*
Information & Communications	*1,066*	*883*
Financial Services	*453*	*291*
Business Services	*2,385*	*4,154*
Public Admin.	*99*	*110*
Education	*152*	*213*
Health & Social Work	*451*	*754*
Arts & Other	*1,437*	*1594*

Table A.8.1 Specific sources of advice employers used to resolve skills and training related issues in the last 12 months (2016 comparison)

	Total		England		Northern Ireland		Wales	
Unwtd base:	2016	2019	2016	2019	2016	2019	2016	2019
	14,019	*16,057*	*10,015*	*13,355*	*2,007*	*1,002*	*1,997*	*1,700*
	%	%	%	%	%	%	%	%
Sought ANY external advice	28	22	28	22	24	25	28	25
Where establishments have received advice from								
A commercial training provider	15	10	15	10	10	8	14	11
A professional body	12	10	12	10	11	9	11	10
A consultancy	5	5	5	5	5	6	4	5
A Further Education college	8	5	8	5	9	6	9	6
Other employers in your industry or your locality	6	5	6	5	6	4	5	4
Local Authority	6	4	5	4	7	7	7	6
Gov.uk	4	4	5	4	n/a	n/a	4	3
A non-profit making organisation	4	4	4	4	6	6	6	5
A Sector Skills Council (SSC) or similar body	6	4	6	4	6	4	5	4
A university	3	3	3	3	4	3	4	3
A Local Enterprise Partnership (LEP)	2	2	3	2	n/a	n/a	n/a	n/a
Chamber of Commerce	2	2	2	2	2	2	1	1
A trade union	1	1	1	1	2	2	1	2
Welsh Government	*	*	n/a	n/a	n/a	n/a	9	9
Suppliers	*	*	*	*	*	*	*	*
Government source	*	*	*	*	1	*	*	*
Careers Wales	*	*	n/a	n/a	n/a	n/a	5	3
Local Enterprise Agency	*	*	n/a	n/a	n/a	n/a	3	2
Skills Gateway	*	*	n/a	n/a	n/a	n/a	1	1
TRAINING PROVIDERS	19	13	19	13	16	13	19	15
COLLECTIVES AND REPRESENTATIVE BODIES	18	14	18	14	17	15	17	14
PUBLIC SECTOR	10	8	9	8	10	8	15	13
OTHER PRIVATE	5	6	5	6	5	6	4	6
NO ADVICE SOUGHT OR RECEIVED	72	78	72	78	76	75	72	75

Base: All establishments (Module B)

'' denotes a figure larger than zero but smaller than 0.5; 'n/a' denotes a source not available in that country*

Table A.8.2 Specific sources of advice employers used to resolve skills and training related issues in the last 12 months (2016 comparison)

	Total		England		Northern Ireland		Wales	
	2016	2019	2016	2019	2016	2019	2016	2019
Unwtd base:	*4,583*	*4,266*	*3,335*	*3,496*	*580*	*280*	*668*	*490*
	%	%	%	%	%	%	%	%
Where establishments have received advice from								
A commercial training provider	54	45	55	46	43	32	49	46
A professional body	43	43	44	43	45	34	41	39
A consultancy	18	24	19	24	19	24	13	21
A Further Education college	28	22	28	22	36	25	31	26
Other employers in your industry or your locality	21	22	22	22	23	15	16	18
Local Authority	20	20	19	19	30	29	23	23
Gov.uk	16	19	17	20	n/a	n/a	13	13
A non-profit making organisation	15	19	14	18	25	24	20	21
A Sector Skills Council (SSC) or similar body	21	17	21	17	25	16	18	15
A university	12	12	12	12	18	12	13	13
A Local Enterprise Partnership (LEP)	9	9	9	10	n/a	n/a	n/a	n/a
Chamber of Commerce	7	7	7	7	10	7	3	3
A trade union	4	4	4	3	7	8	5	7
Welsh Government	2	2	n/a	n/a	n/a	n/a	32	36
Suppliers	1	2	1	2	*	2	1	2
Government source	1	1	1	1	2	1	1	1
Careers Wales	1	1	n/a	n/a	n/a	n/a	18	11
Local Enterprise Agency	1	*	n/a	n/a	n/a	n/a	12	9
Skills Gateway	*	*	n/a	n/a	n/a	n/a	3	4
TRAINING PROVIDERS	69	58	69	58	67	52	67	60
COLLECTIVES AND REPRESENTATIVE BODIES	66	64	66	65	71	59	61	57
PUBLIC SECTOR	35	37	34	37	41	31	55	54
OTHER PRIVATE	19	26	20	26	19	25	13	23
NO ADVICE SOUGHT OR RECEIVED	5	6	5	6	3	6	3	5

Base: All establishments that sought advice on skills and training-related issues (Module B)

'' denotes a figure larger than zero but smaller than 0.5; 'n/a' denotes a source not available in that country*

Appendix B: Definitions for categories

Table B.1 Grouped reasons why establishments had not arranged training for employees designed to lead towards the achievement of a vocational qualification

Demand	Supply	Resource	Information
Staff already have / are provided with sufficient training	Don't think vocational qualifications are as rigorous as other qualifications	Cutbacks in our training budget	Don't know enough about what vocational qualifications are available
Staff don't want vocational qualifications	Vocational qualifications are not relevant / available	The Government does not provide funding or grants to cover the costs	
The employees are too old	Vocational qualifications are too complicated for our needs	Too busy / no time	
	Vocational qualifications are too much bureaucracy	Vocational qualifications are too expensive to deliver	
	Vocational qualifications take too long to deliver		

Table B.2 Grouped sources of advice or help used in the last 12 months in relation to skills and training-related issues

Training providers	Collectives and representative bodies	Public sector	Other private sources
A commercial training provider	A chamber of Commerce	A Local Enterprise Agency	A consultancy
A Further Education college	A non-profit making organisation, for example employer associations or voluntary organisations	A Local Enterprise Partnership (LEP)	Suppliers
A university	A professional body	Careers Wales	
	A Sector Skills Council (SSC) or other sector-specific body or organisation	Government source	
	A trade union	GOV.UK	
	Other employers in your industry or locality	Local Authority	
		Skills Gateway	
		Welsh Government	

Appendix C: Industry coding

Each establishment was allocated to one of 13 sectors, based on their Standard Industrial Classification (SIC). SIC 2007 was used to classify establishments using the following method. Using the four-digit Standard Industrial Classification (SIC) supplied for each record from the Market Location or IDBR database, a description of business activity was read out to each respondent. If they agreed that this description matched the main activity undertaken at the establishment, then the SIC on Market Location's database or IDBR was assumed to be correct. If, however, the respondent felt the description did not correspond to their main business activity at the site (around a fifth of cases), a verbatim response was collected to find out what they do. At the analysis stage this was coded to a four-digit SIC which was then used as the basis for allocation into sector.

The table below shows the 13 sectors and their corresponding SIC 2007 definitions.[23]

Sector	SIC 2007
Primary Sector and Utilities	A - Agriculture, forestry and fishing (01-03) Including farming, hunting and other related service activities, forestry and logging, fishing and aquaculture B - Mining and quarrying (05-09) Including mining of coal, metals, sand/stone/clay, and extraction of crude petroleum and natural gas D - Electricity, gas, steam and air conditioning supply (35) E - Water supply, sewerage, waste management and remediation activities (36-39) Including electric power generation, transmission and distribution, manufacture of gas and distribution of gaseous fuels, steam and air conditioning supply, water collection, treatment and supply, sewerage and waste collection
Manufacturing	C - Manufacturing (10-33) Including manufacture of food and beverage, textiles, chemicals and chemical products, basic pharmaceutical products, other mineral products, manufacture of metals and metal products, machinery, computer and electronic products and equipment, motor vehicles and other transport equipment, furniture, and repair and installation of machinery and equipment
Construction	F - Construction (41-43)

[23] UK Standard Industrial Classification of Economic Activities 2007 (SIC 2007), Source: Companies House, *Standard industrial classification of economic activities (SIC)* (2008)

	Including the construction of buildings, civil engineering (constructing roads, railways and other utility projects), demolition, and specialised activities such as electrical installation, roofing and scaffold erection
Wholesale and Retail	G - Wholesale and retail trade; repair of motor vehicles and motor cycles (45-47) Including sale, maintenance and repair of motor vehicles, parts and accessories, non-vehicle wholesale (for example agriculture, food, household goods), and the retail trade of all products whether in stores, stalls, markets, mail order or online
Hotels and Restaurants	I - Accommodation and food service activities (55-56) Including hotels, campsites, youth hostels, holiday centres, villages and other short stay accommodation, restaurants and takeaways, event catering and licensed clubs, pubs and bars
Transport and Storage	H - Transport and storage (49-53) Including land, water and air transport (passenger and freight), warehousing and support activities for transportation, postal and courier activities,
Information and Communications	J - Information and communication (58-63) Including publishing (books, journals, newspapers etc. and software/computer games), television, film and music production, broadcasting, telecommunications, computer programming and consultancy, information service activities (e.g. data processing and hosting)
Financial Services	K - Financial and insurance activities (64-66) Including banks and building societies, activities of holding companies, trusts, funds and similar financial entities, credit granting, pensions, insurance and reinsurance
Business services	L - Real estate activities (68) M - Professional, scientific and technical activities (69-75) N - Administrative and support service activities (77-82) Including the buying, selling and renting of real estate, legal activities, accounting, bookkeeping and auditing, management consultancy, architectural and engineering activities, scientific research and development, advertising and market research, specialist design, photographic activities, translation and interpretation, veterinary activities, renting and leasing of tangible goods (motors, household, machinery), employment agencies, travel agencies and tour operations, security and investigation activities, office administration and business support
Public Administration	O - Public administration and defence; compulsory social security (84) Including administration of the State and economic and social policy of the community, provision of services to the community such as defence activities, foreign affairs, justice and judicial activities, fire service and compulsory social security activities
Education	P - Education (85) Including pre-primary, primary, secondary and higher education, other education (such as sports, driving schools, cultural education), educational support activities
Health and Social Work	Q - Human health and social work activities (86-88)

	Including Hospitals, medical and dental practices, residential care, social work activities
Arts, entertainment, recreation and other service activities	R - Arts, entertainment and recreation (90-93) S - Other service activities (94-96) Including performing arts, libraries and museums, gambling and betting, sports facilities, amusement and recreation activities, activities of membership organisations (religious, political, trade union, professional), personal services (hairdressing, beauty, textile cleaning, well-being activities, funeral activities)
NOT COVERED IN SURVEY	T - Activities of households as employers; undifferentiated goods and services producing activities of households for own use (97-98) U - Activities of extraterritorial organisations and bodies (99) Including households as employers of domestic personnel, private households producing goods for own use

Appendix D: Occupational Coding

The occupational data collected in the survey were collected both pre-coded and verbatim. The former included the occupational breakdown of employment (question SD5A to SD8) where respondents were asked how many of their workforce fell into each of the nine major (one-digit) Standard Occupation Classification (SOC) 2010 categories (Managers, Directors and Senior Officials through to Elementary occupations). However, on vacancy measures (for example the occupations in which vacancies exist – question SC7) this information was collected verbatim. This was then coded at the analysis stage, where possible to a four-digit level SOC, if not three, two- or one-digit level.

Examples of what might fall into each occupational band are as follows:

Occupational group	Primary sectors (Primary Sector & Utilities, Manufacturing, Construction	Service sectors (Retail, Business, Finance, Transport, etc.)	Public sector (Public Admin, Health, Education, etc.)
Managers, Directors and Senior Officials	Site managers, Department Heads, Shift Managers (not supervisors)	Directors, Managers / Branch/site managers, shift managers (not supervisors	Police inspectors and above, department heads, Head teachers, Senior Officials
Professionals	Professional engineers, software and IT professionals, accountants, chemists, scientific researchers	Solicitors, lawyers, accountants, IT professionals, economists, architects, actuaries	Doctors, nurses, midwives, teachers, social workers, librarians
Associate Professionals	Science and engineering technicians, lab technicians, IT technicians, accounting technicians	Insurance underwriters, finance/investment analysts and advisers, writers/journalists, buyers, estate agents	Junior police/fire/prison officers, therapists, paramedics, community workers, H&S officers, housing officers
Administrative staff	Secretaries, receptionists, PAs, telephonists, bookkeepers	Secretaries, receptionists, PAs, communication operators, market research interviewers, clerks	Secretaries, receptionists, PAs, local government officers and assistants, office assistants, library and database assistants
Skilled Trades	Farmers, electricians, machine setters / tool makers, carpenters, plasterers	Motor mechanics, printers, TV engineers, butchers	Chefs
Caring, Leisure and Other Service Occupations	Care assistants, nursery nurses	Travel agents, travel assistants, hairdressers, housekeepers	Care assistants, home carers, nursery nurses, ambulance staff, pest control, dental nurses, caretakers
Sales and customer service occupations	Customer facing roles: sales staff and call centre agents	Sales assistants and retail cashiers, telesales, call centre agents	Customer care operations
Process, plant and machine operatives	Routine operatives, drivers, machine operators, sorters and assemblers	HGV, van, fork-lift, bus and taxi drivers	Drivers, vehicle inspectors
Elementary occupations	Labourers, packers, goods handling and storage staff	Bar staff, shelf fillers, catering assistants, waiters/waitresses, cleaners	Labourers, cleaners, road sweepers, traffic wardens, security guards

Appendix E: Sampling Error and Statistical Confidence (summary)

Sampling errors for the survey results overall and for key sub-groups are presented in Table E.1. Figures have been based on a survey result of 50% (the ‘worst’ case in terms of statistical reliability) and have used a 95% confidence level. Where the table indicates that a survey result based on all respondents has a sampling error of ±0.34%, this should be interpreted as follows: ‘for a question asked of all respondents where the survey result is 50%, we are 95% confident that the true figure lies within the range 49.66% to 50.34%’. Significance testing on employer measures use the unweighted respondent base, while employment measures, and density measures such as the proportion of the workforce with skills gaps and skills-shortage vacancy density, have been calculated on the basis of the unweighted employment (or vacancy) base.

As a note, the calculation of sampling error has taken into account the finite population correction factor to account for cases where we are measuring a significant portion of the population universe (i.e. even if two sample sizes are the same, the sampling error will be lower if in one case a far higher proportion of the population was covered).

These confidence intervals are based on the assumptions of probability random sampling and a normal distribution of responses.

Table E.2 shows the sampling error for the modular elements of the survey. All modularised training questions reported belong to Module B.

Table E.1 Sampling error (at the 95% confidence level) associated with findings of 50%. Non-modular data.

	Population	Number of interviews	(Maximum) Sampling Error
Overall	**1,831,000**	**81,013**	**± 0.34**
By country			
England	1,683,000	70,217	± 0.36
Northern Ireland	59,000	4,023	± 1.49
Wales	89,000	6,773	± 1.14
By size			
2 to 4	998,000	20,183	± 0.68
5 to 9	381,000	20,012	± 0.67
10 to 24	267,000	20,599	± 0.66
25 to 49	98,000	10,795	± 0.89
50 to 99	50,000	5,377	± 1.26
100 to 249	27,000	3,122	± 1.65
250+	11,000	925	± 3.09
By sector			
Primary Sector & Utilities	99,000	2,952	± 1.78
Manufacturing	94,000	6,234	± 1.20
Construction	179,000	5,249	± 1.33
Wholesale and Retail	348,000	17,503	± 0.72
Hotels and Restaurants	172,000	7,594	± 1.10
Transport and Storage	62,000	2,330	± 1.99
Information and Communications	91,000	2,511	± 1.93
Financial Services	37,000	1,577	± 2.41
Business Services	426,000	15,490	± 0.77
Public Administration	15,000	840	± 3.29
Education	55,000	5,012	± 1.32
Health and Social Work	120,000	8,092	± 1.05
Arts and Other Services	134,000	5,629	± 1.28

Source for population data is the ONS Inter-Departmental Register (IDBR). Populations have been rounded to the nearest 1,000.

Table E.2 Sampling error (at the 95% confidence level) associated with findings of 50%. Non-modular data.

	Population	Number of interviews	(Maximum) Sampling Error
Overall	**1,831,000**	**16,057**	**± 0.77**
By country			
England	1,683,000	13,355	± 0.84
Northern Ireland	59,000	1,002	± 3.07
Wales	89,000	1,700	± 2.35
By size			
2 to 4	998,000	3,957	± 1.55
5 to 9	381,000	4,013	± 1.54
10 to 24	267,000	4,075	± 1.52
25 to 49	98,000	2,108	± 2.16
50 to 99	50,000	1,117	± 2.90
100 to 249	27,000	623	± 3.88
250+	11,000	164	± 7.60
By sector			
Primary Sector & Utilities	99,000	568	± 4.10
Manufacturing	94,000	1,272	± 2.73
Construction	179,000	1,071	± 2.99
Wholesale and Retail	348,000	3,429	± 2.99
Hotels and Restaurants	172,000	1,559	± 1.67
Transport and Storage	62,000	477	± 4.47
Information and Communications	91,000	473	± 4.49
Financial Services	37,000	329	± 5.38
Business Services	426,000	3,007	± 1.78
Public Administration	15,000	161	± 7.68
Education	55,000	1,008	± 3.06
Health and Social Work	120,000	1,574	± 2.45
Arts and Other Services	134,000	1,129	± 2.90

Source for population data is the ONS Inter-Departmental Register (IDBR). Populations have been rounded to the nearest 1,000.

Appendix F: Survey population estimates (weighted)

Table D.1 Survey population estimates (weighted)

	Total	England	Northern Ireland	Wales
Provided any training in the previous 12 months	1,116,885	1,026,938	34,514	55,433
Any on-the-job training	892,833	822,421	26,972	43,440
Any off-the-job training	785,700	721,460	24,494	39,746
Both on- and off-the-job training	561,648	516,943	16,952	27,753
Provided no training for staff	713,916	656,134	24,149	33,634
Provided training towards a nationally recognised qualification	485,839	445,157	13,701	26,891

Base: All establishments

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