

Employer Perspectives Survey 2014 Wales Slide Pack

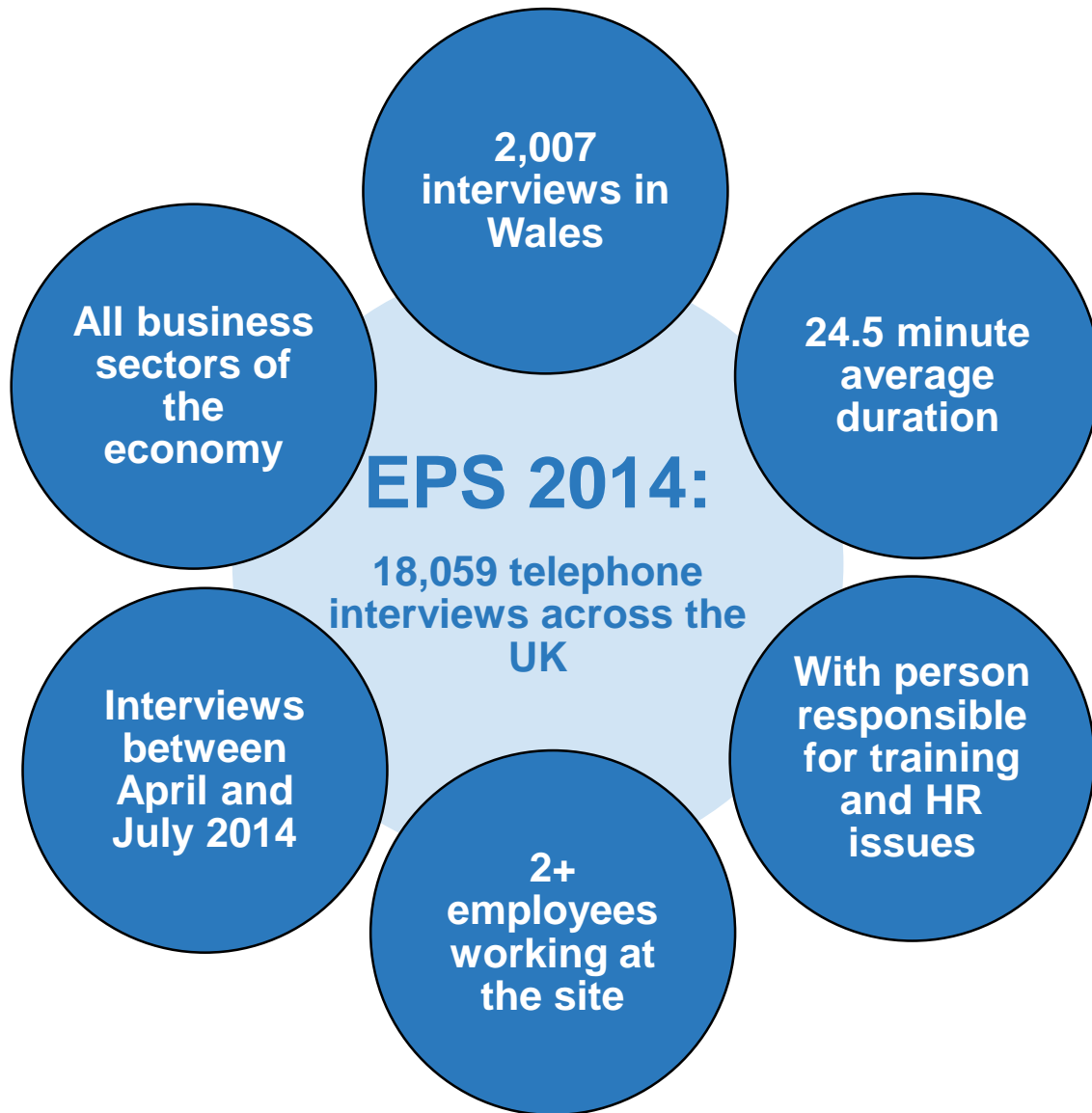


HM Government



Chapter 1: Background and Introduction

Overview of EPS 2014



Questionnaire coverage

- This is the third survey in this biennial series
- The study focussed on the following areas:
 - Recruitment, particularly young people and education leavers
 - Work experience and internships
 - Engagement with education providers
 - Staff development, including sources of information and advice
 - Training activity
 - Vocational qualifications
 - Apprenticeships
 - National Occupational Standards
 - Investors in People
 - Collaborating with other employers

Achieved interviews / confidence intervals

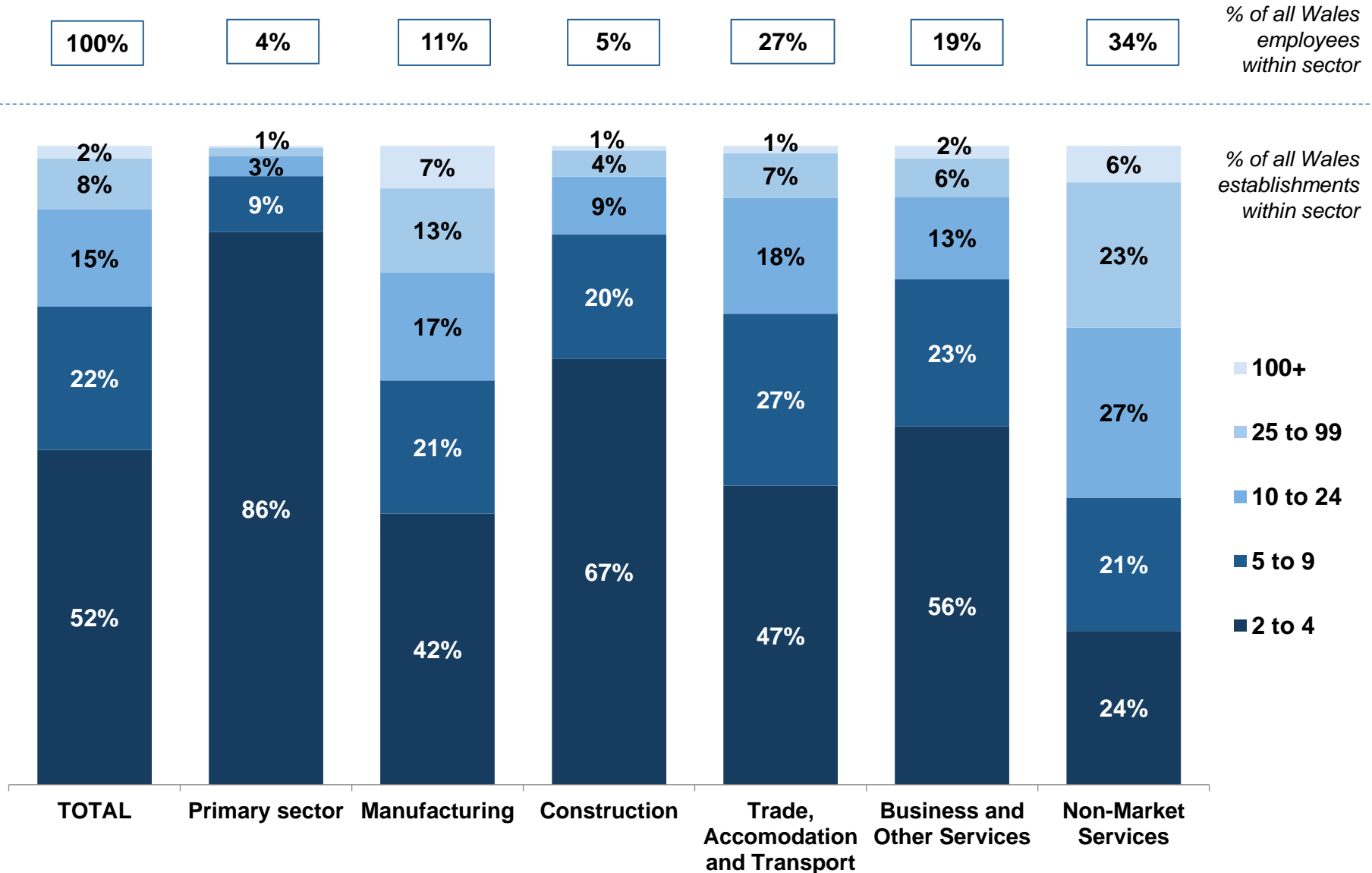
‘for a question asked of all respondents where the survey result is 50%, we are 95% confident that the true figure lies within the range 47.8% to 52.2%’

	Population	Number of interviews	Confidence Intervals
Wales	81,202	2,007	±2.2
By region			
North Wales	20,331	510	±4.3
Mid Wales	9,714	212	±6.7
South East Wales	32,564	804	±3.4
South West Wales	18,593	481	±4.4

By size of establishment	Population	Number of interviews	Confidence Intervals
2-4	42,553	503	±4.3
5-9	18,205	480	±4.4
10-24	12,335	438	±4.6
25-99	6,488	449	±4.5
100+	1,621	137	±8.0

By broad sector			
Primary sector and utilities	10,213	133	±8.4
Manufacturing	4,195	134	±8.3
Construction	7,230	152	±7.9
Trade, accommodation and transport	29,630	689	±3.7
Business and other services	23,261	484	±4.4
Non-Market services	11,044	415	±4.7

Profile of survey population in Wales



Source: The Inter-Departmental Business Register (IDBR), March 2014
 Note that some columns not adding to 100% due to rounding at the decimal point level.

Chapter 2: Recruitment

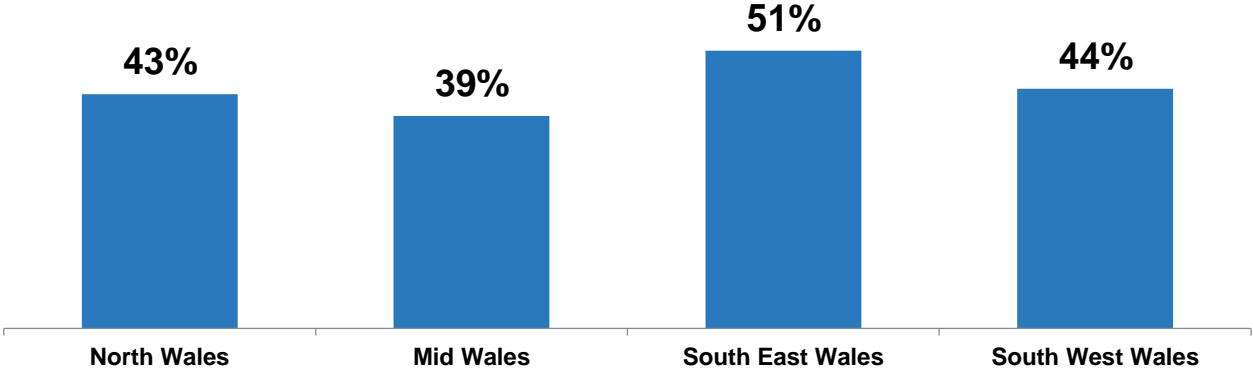
Employers reporting one or more vacancies in the last 12 months



OF ALL ESTABLISHMENTS HAD VACANCIES

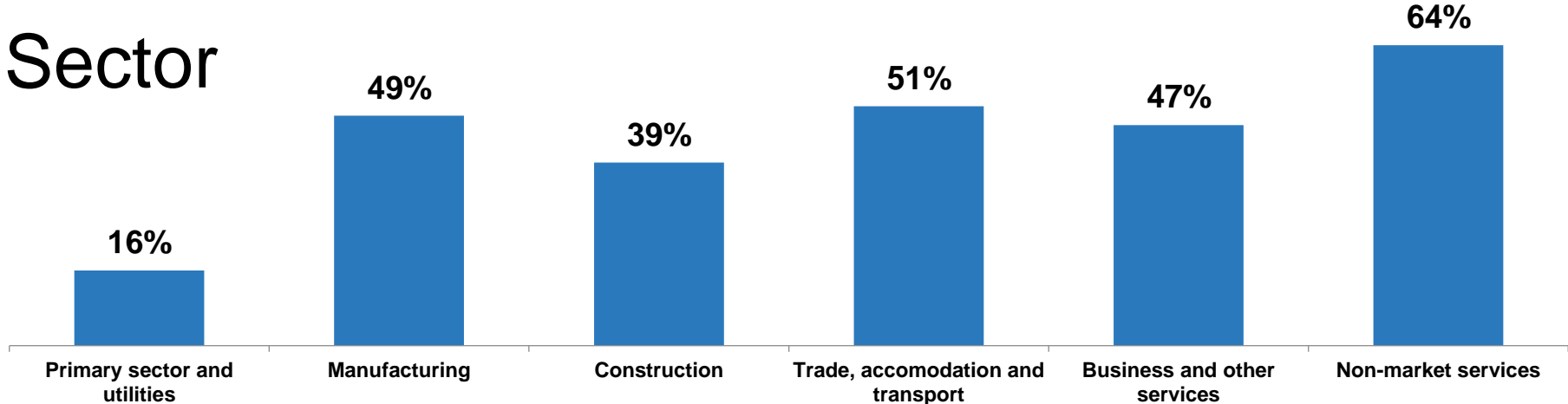
Base: All Wales establishments (2,007)

Region



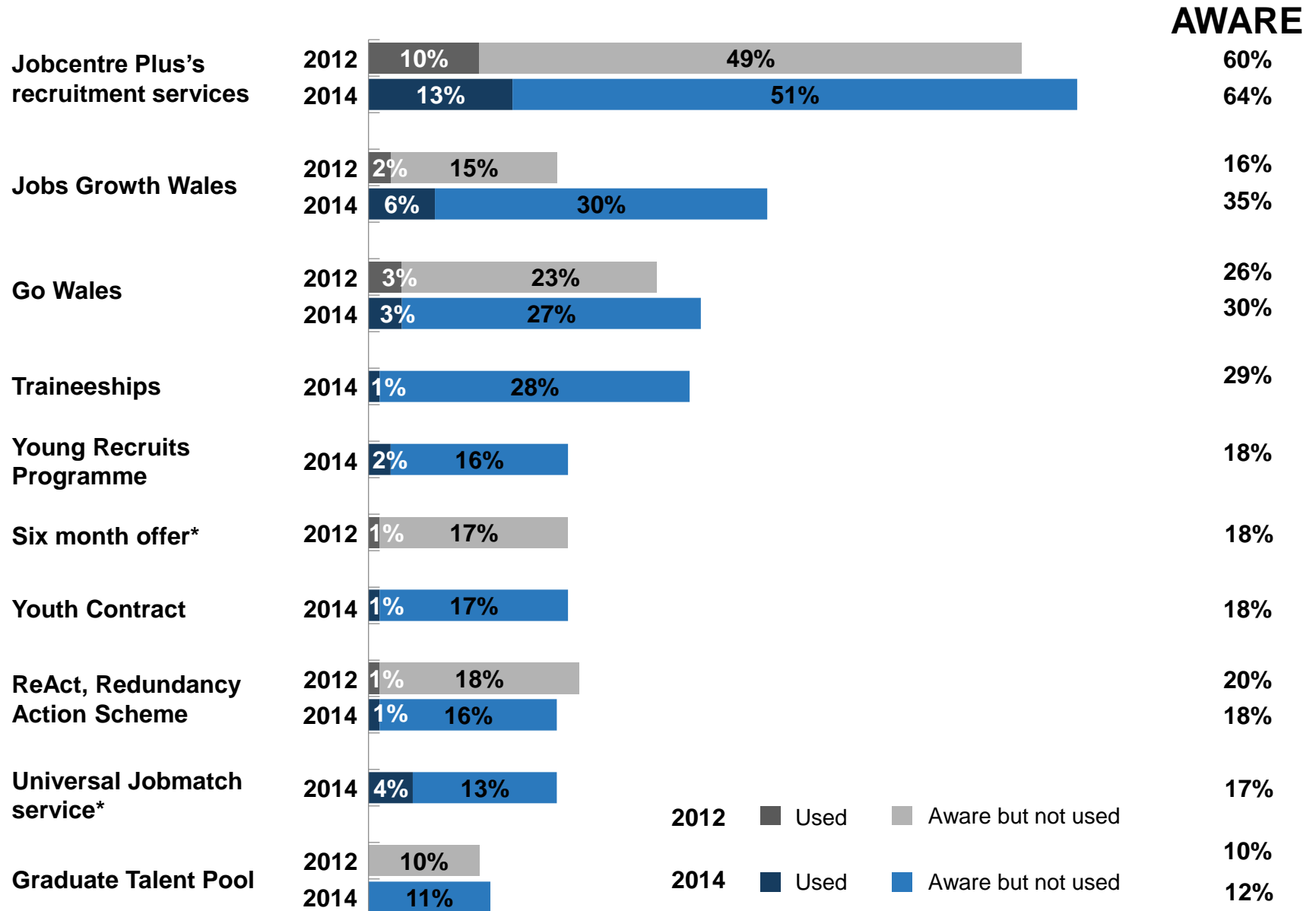
Base: All Wales establishments: North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

Awareness and use of recruitment initiatives



*Traineeships, Young Recruits Programme and Universal Jobmatch service were new initiatives tested in 2014. Six Month Offer was only asked about in 2012
 Base (2012/2014): All Wales establishments (2,001/2,007)

Most common recruitment channels used in Wales

PRIVATE FREE

2012

2014

66%

70%

PUBLIC FREE

2012

2014

55%*

53%

PRIVATE PAID FOR

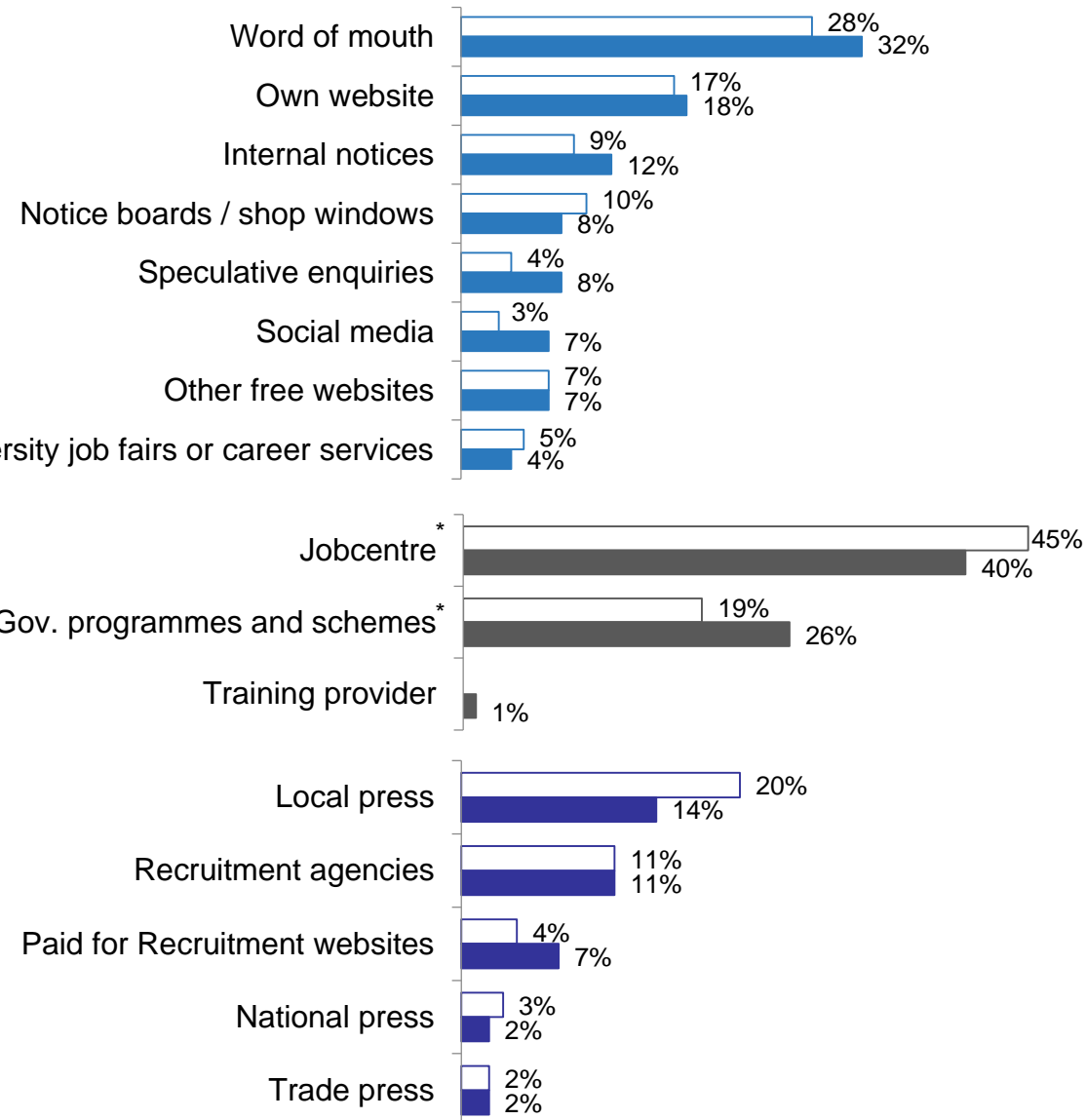
2012

2014

34%

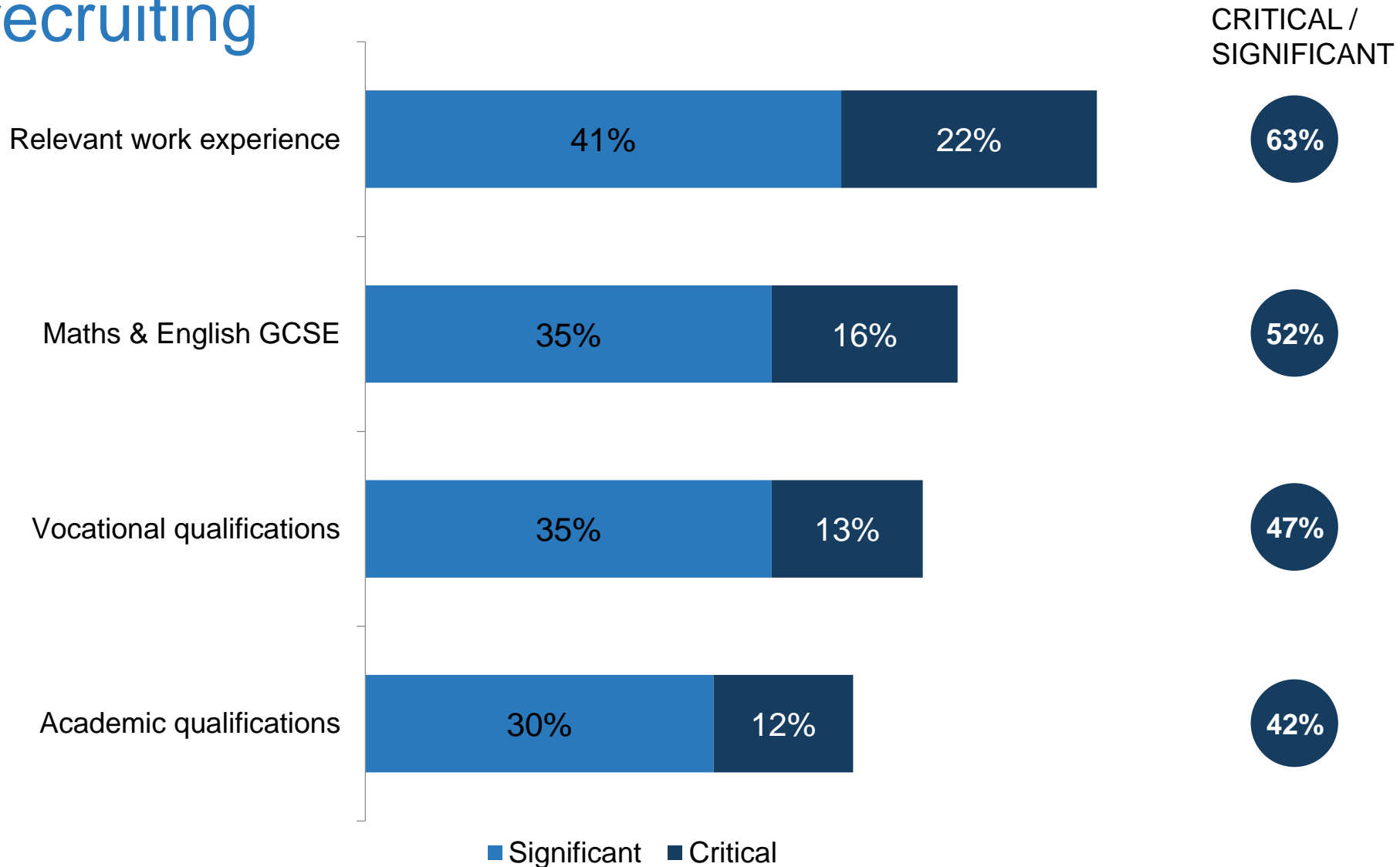
31%

School / college / university job fairs or career services



* 2012 figures differ from those presented in the 2012 report as "prompted" and "unprompted" mentions were separated out in the analysis that time.
 Base (2012/2014): All Wales establishments with vacancies (1,234/1,230)

What employers in Wales look for when recruiting



*Note that 'Small amount of value', 'No value' and 'Don't know' responses are not shown
Base: All Wales establishments (2,007)*

What employers look for when recruiting: Relevant work experience

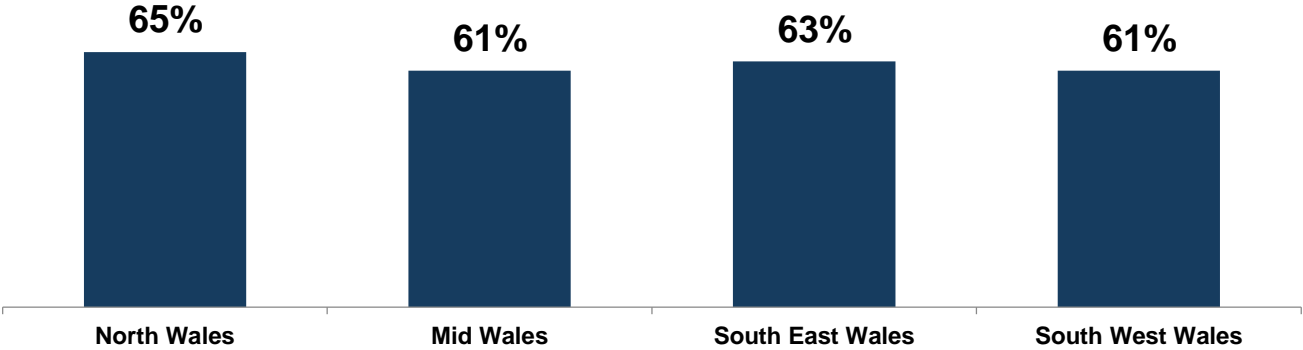


**OF ALL ESTABLISHMENTS
DEEMED RELEVANT
WORK EXPERIENCE
CRITICAL/SIGNIFICANT**

Base: All Wales establishments (2,007)

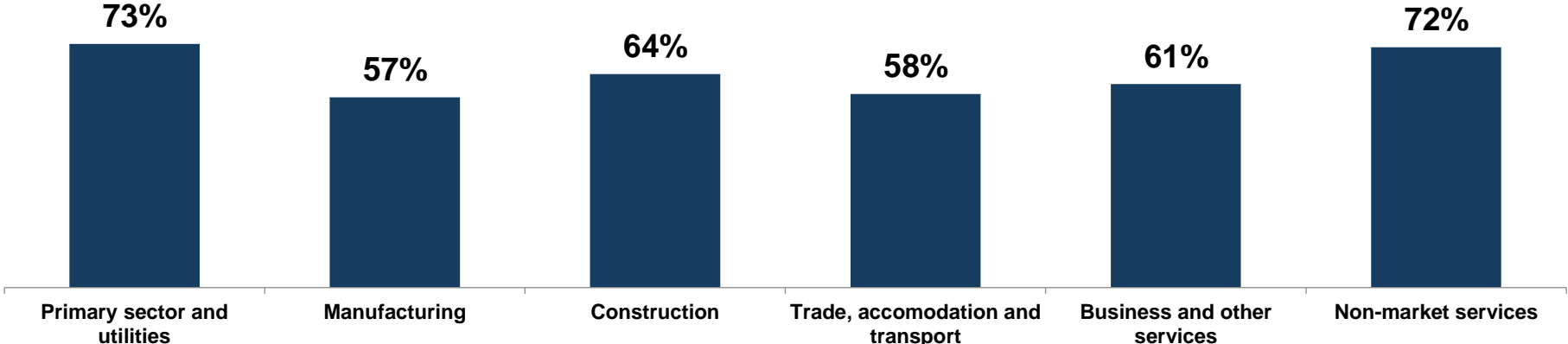
Region

■ % Critical or significant



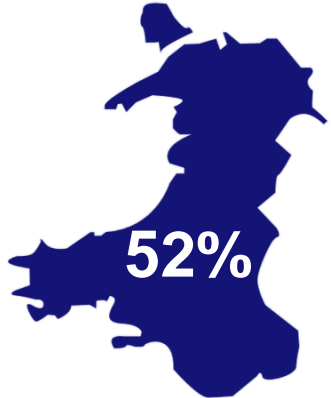
Base: All Wales establishments: North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

What employers look for when recruiting: Maths & English GCSE

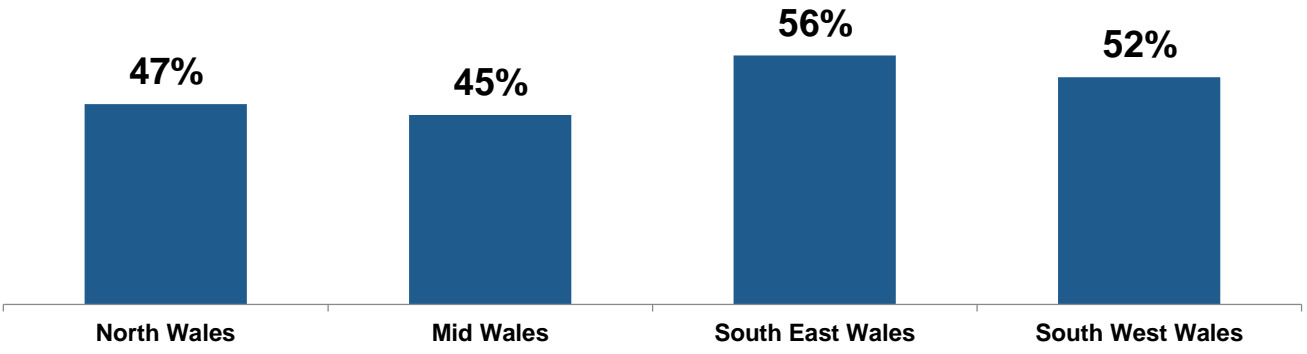


**OF ALL ESTABLISHMENTS
DEEMED MATHS &
ENGLISH GCSE
CRITICAL/SIGNIFICANT**

Base: All Wales establishments (2,007)

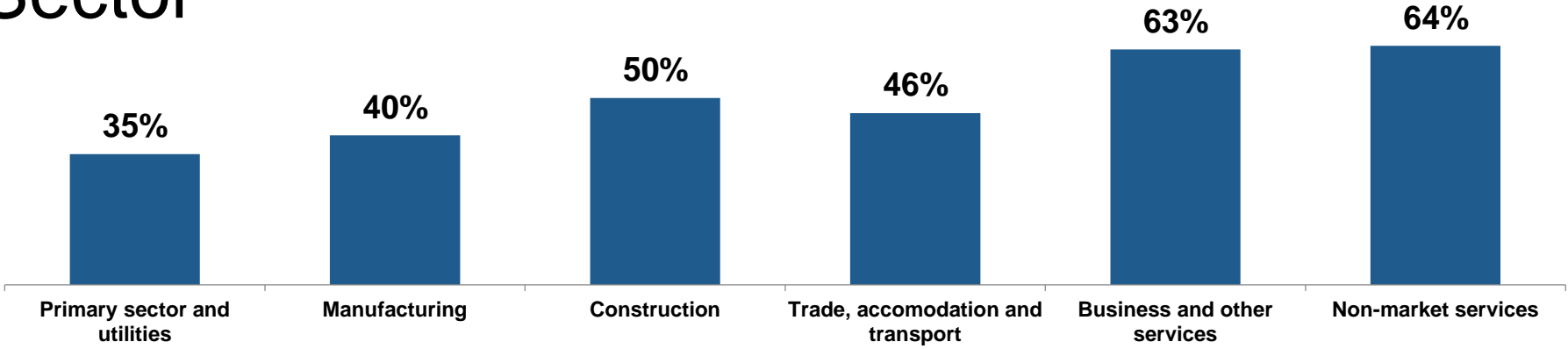
■ % Critical or significant

Region



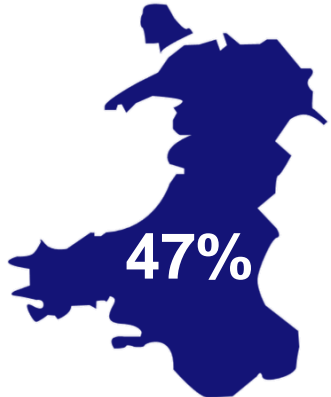
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Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

What employers look for when recruiting: Vocational qualifications

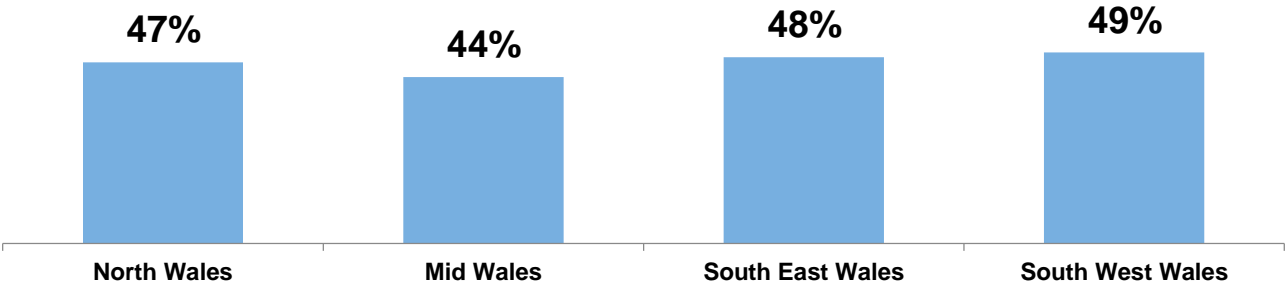


**OF ALL ESTABLISHMENTS
DEEMED VOCATIONAL
QUALIFICATIONS
CRITICAL/SIGNIFICANT**

Base: All Wales establishments (2,007)

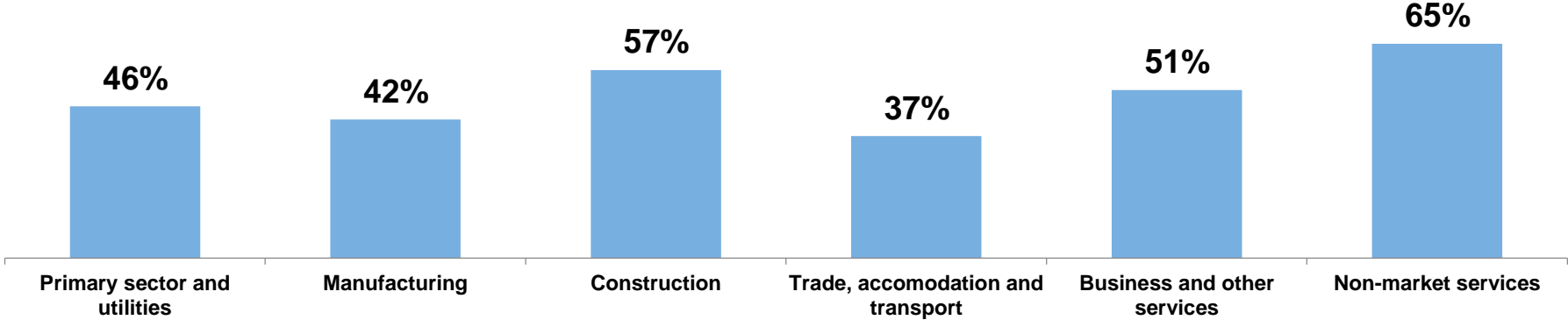
Region

■ % Critical or significant



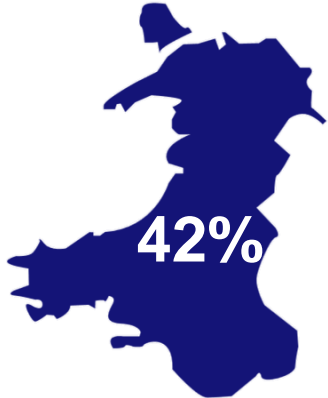
Base: All Wales establishments: North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

What employers look for when recruiting: Academic qualifications

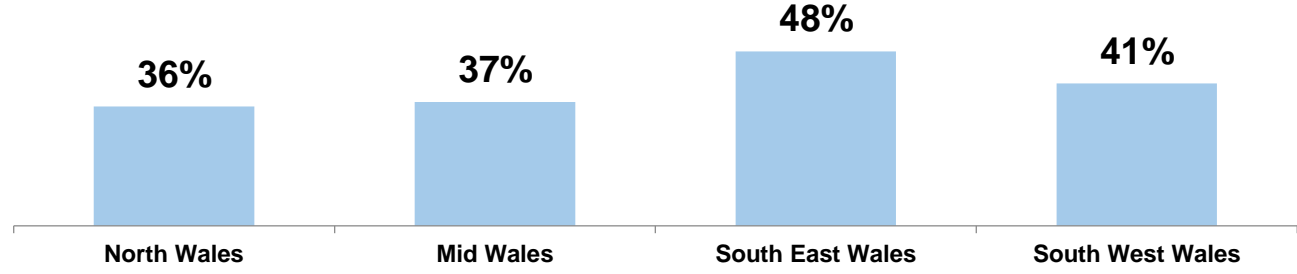


**OF ALL ESTABLISHMENTS
DEEMED ACADEMIC
QUALIFICATIONS
CRITICAL/SIGNIFICANT**

Base: All Wales establishments (2,007)

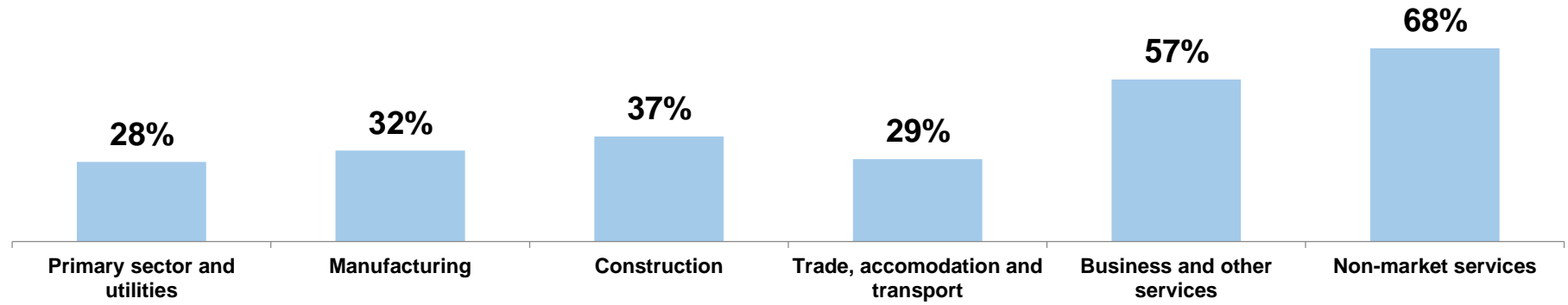
Region

■ % Critical or significant



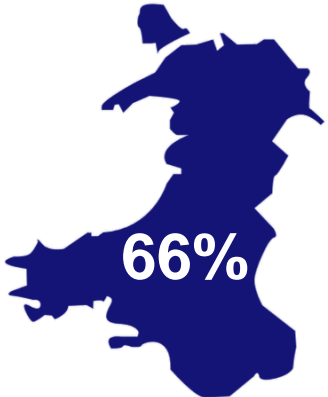
Base: All Wales establishments: North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

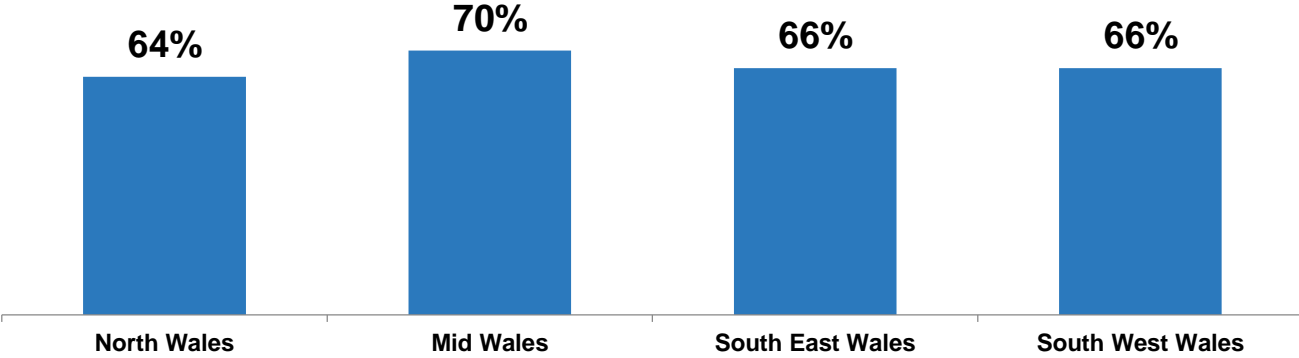
Recruitment of young people (aged 16 – 24) in the last 12 months



OF RECRUITING ESTABLISHMENTS RECRUITED YOUNG PEOPLE

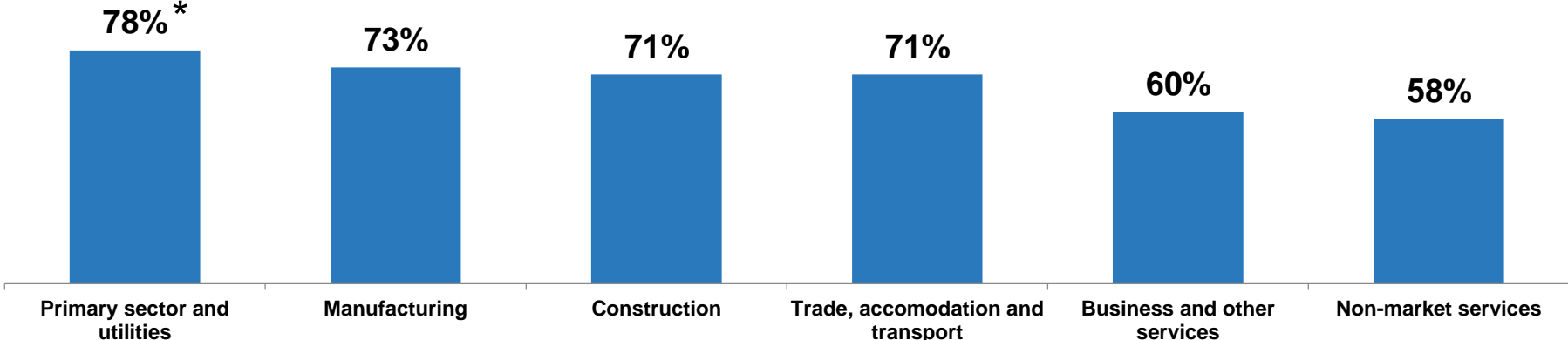
Base: All Wales employers who had recruited (1,164)

Region



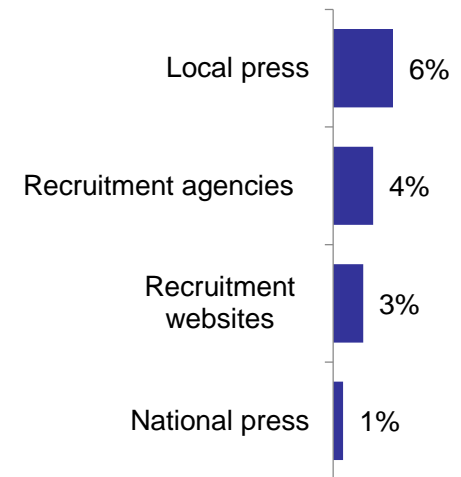
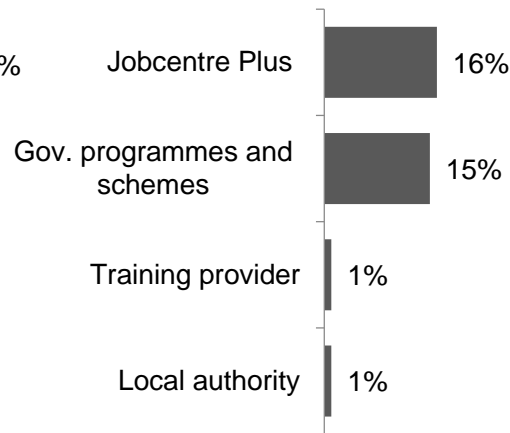
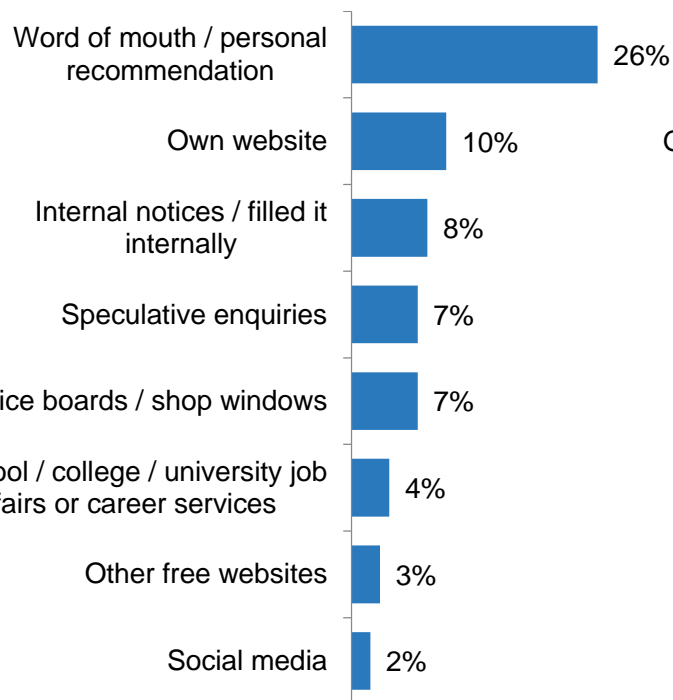
Base: All Wales employers who had recruited: North Wales (282), Mid Wales (124), South East Wales (498), South West Wales (260)

Sector



Base: All Wales employers who had recruited: Primary (37), Manufacturing (82), Construction (69), Trade, Accom. & Transport (416), Business (260), Non-market services (300) *Low base size, treat with caution*

Recruitment channels used to recruit young people in Wales



Base: All Wales establishments that have taken on a young person (837)
 Note that this question was asked about channels that were used to fill the last young person role

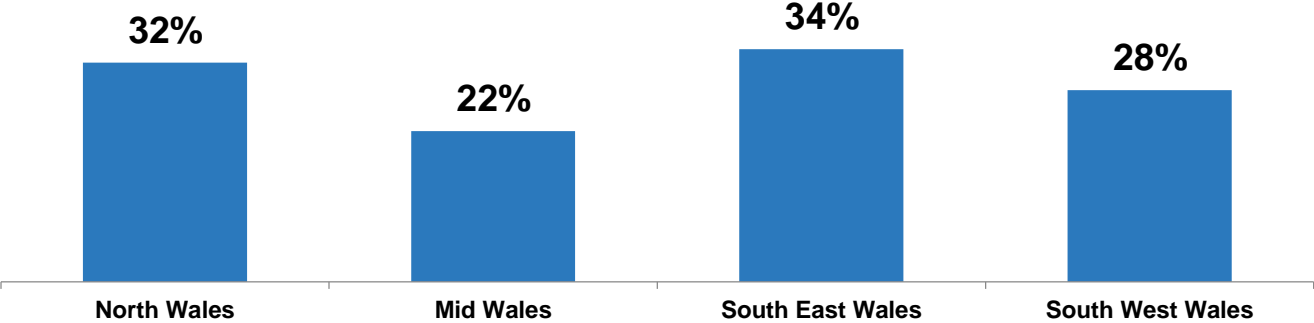
Recruitment of education leavers in Wales over the last 2 to 3 years



OF ALL ESTABLISHMENTS RECRUITED EDUCATION LEAVERS

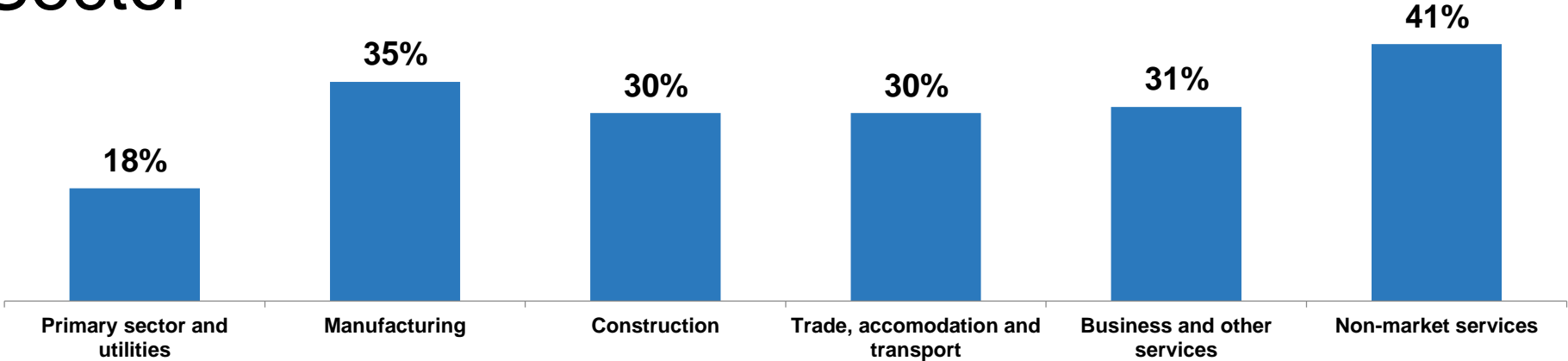
Base: All Wales establishments (2,007)

Region



Base: All Wales establishments: North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

Preparedness of education leavers for work in Wales over the last 2 to 3 years

Very poorly prepared
 Poorly prepared
 Well prepared
 Very well prepared

16 year-old school leavers



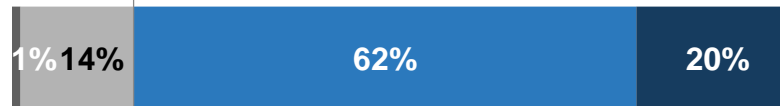
17-18 year-old school leavers



17-18 year-old college leavers



University/HE leavers



Note that 'Don't know' and 'Varies too much to say' responses are not shown.

Base: All Wales establishments that have recruited each type of education leaver in the previous 2-3 years; 16 year old school leavers (249), 17-18 year old school leavers (346), 17-18 year old FE leavers (323), University/HE leavers (419)

Chapter 3: Work Experience

Work experience offering in Wales

44%

of all establishments in Wales had either had **work placements** or conducted **work inspiration activities** in the last 12 months

Work placement 39%

Education placements 31%

School 23%
FE College 13%
University 11%

Broad adult placements 17%

Unemployed 9%
Work trials 9%
Voluntary* 1%
Special needs <1% programme*

Internships 4%

Internships 4%
Grad Programme* 1%

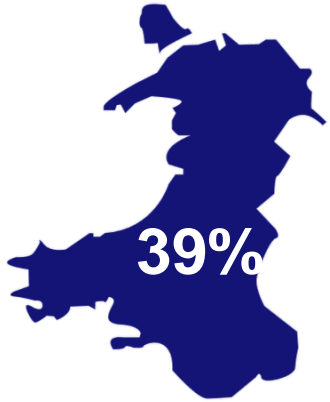
Work inspiration 17%

Held site visits 8%
Mentoring 6%
Careers talks 6%
Mock interviews 4%
Design coursework 4%
Enterprise competitions 3%

Placements marked with an asterisk () were spontaneously mentioned by establishments*

Base: All Wales establishments (2,007)

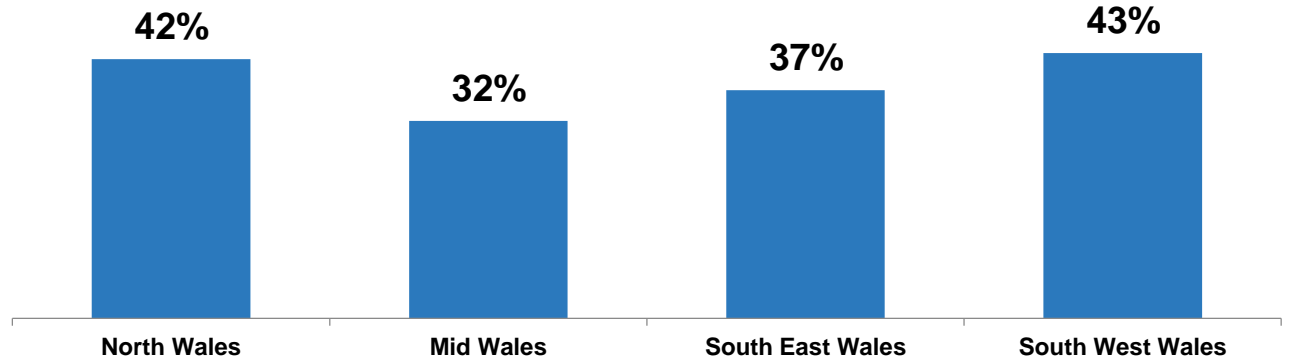
Work placement offering in Wales



**OF ALL ESTABLISHMENTS
HAD ANY WORK
PLACEMENTS**

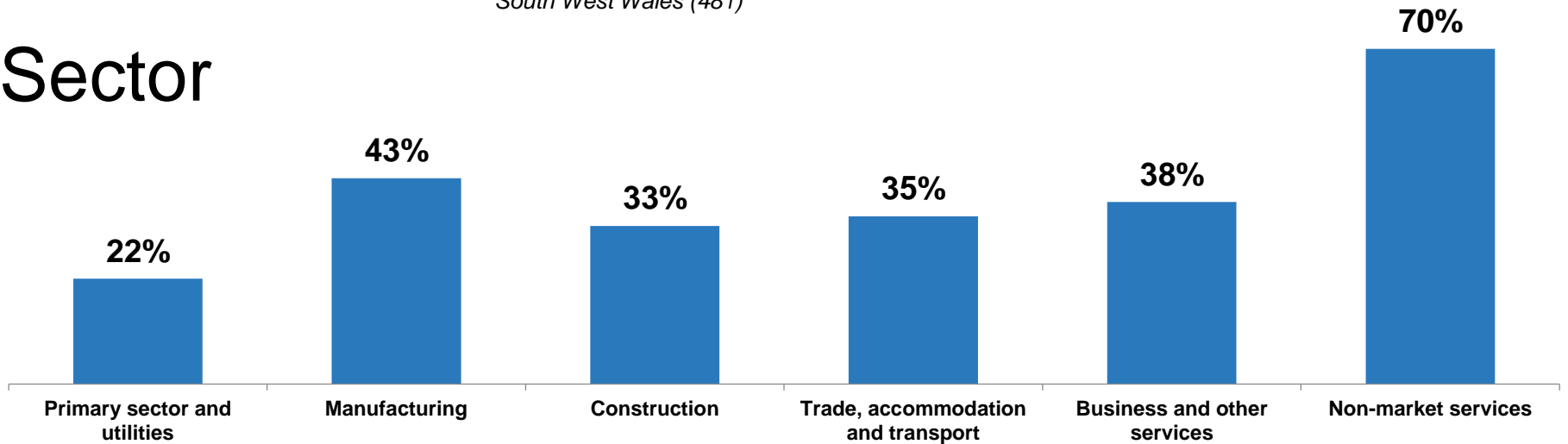
Base: All Wales establishments (2,007)

Region



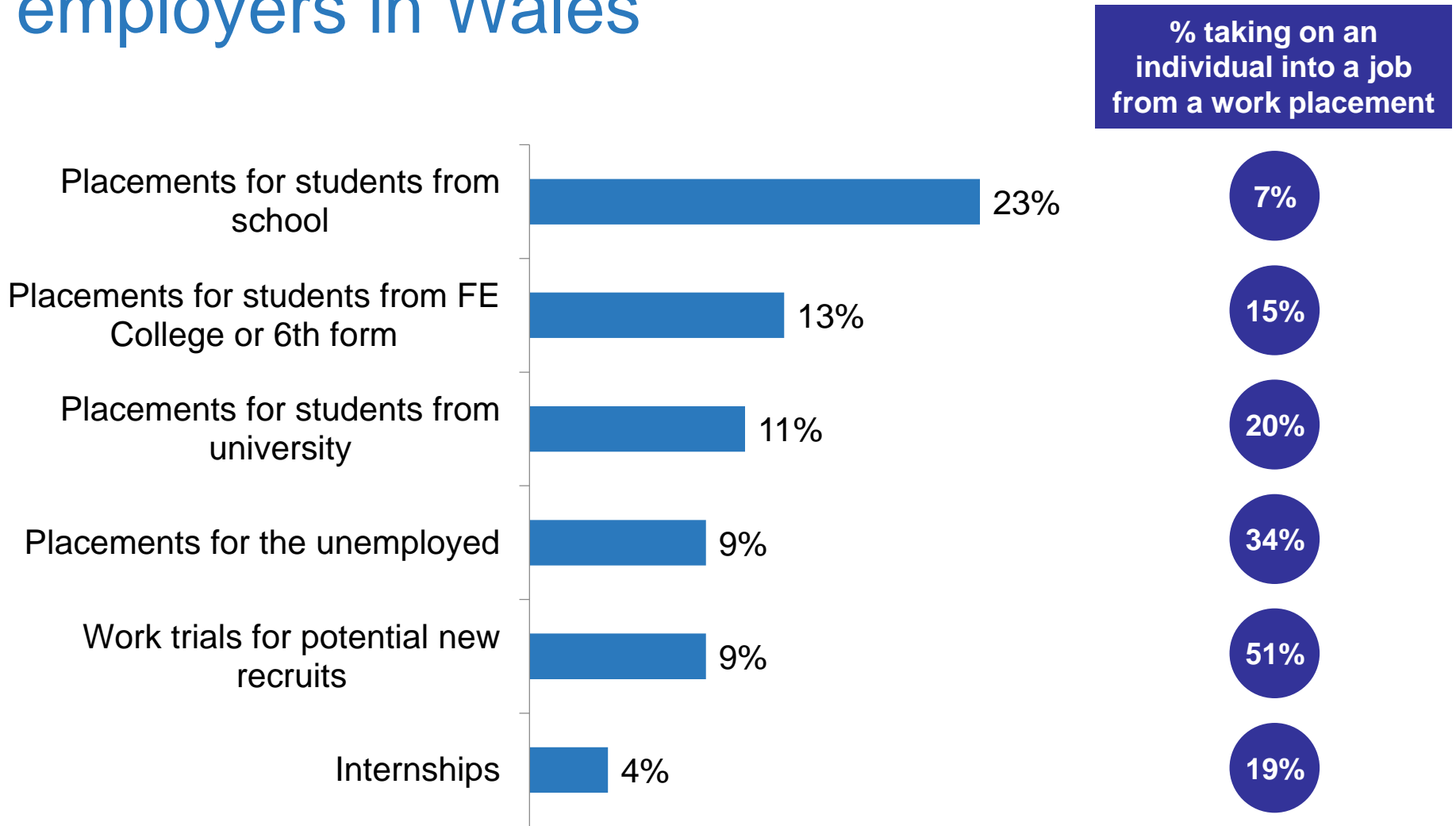
Base: All Wales establishments: North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

Most common work placements offered by employers in Wales

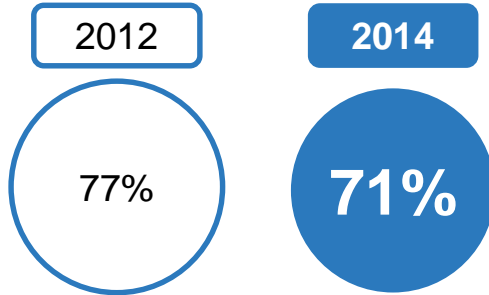


Base: All Wales establishments (2,007)

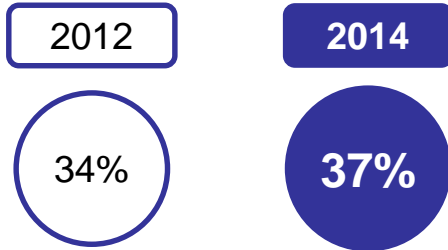
All Wales establishments who have had particular placements in the last twelve months: School (609), College (381), University (342), Unemployed (242), Work trials (237), Internships (113)

Reasons for offering work placements in Wales

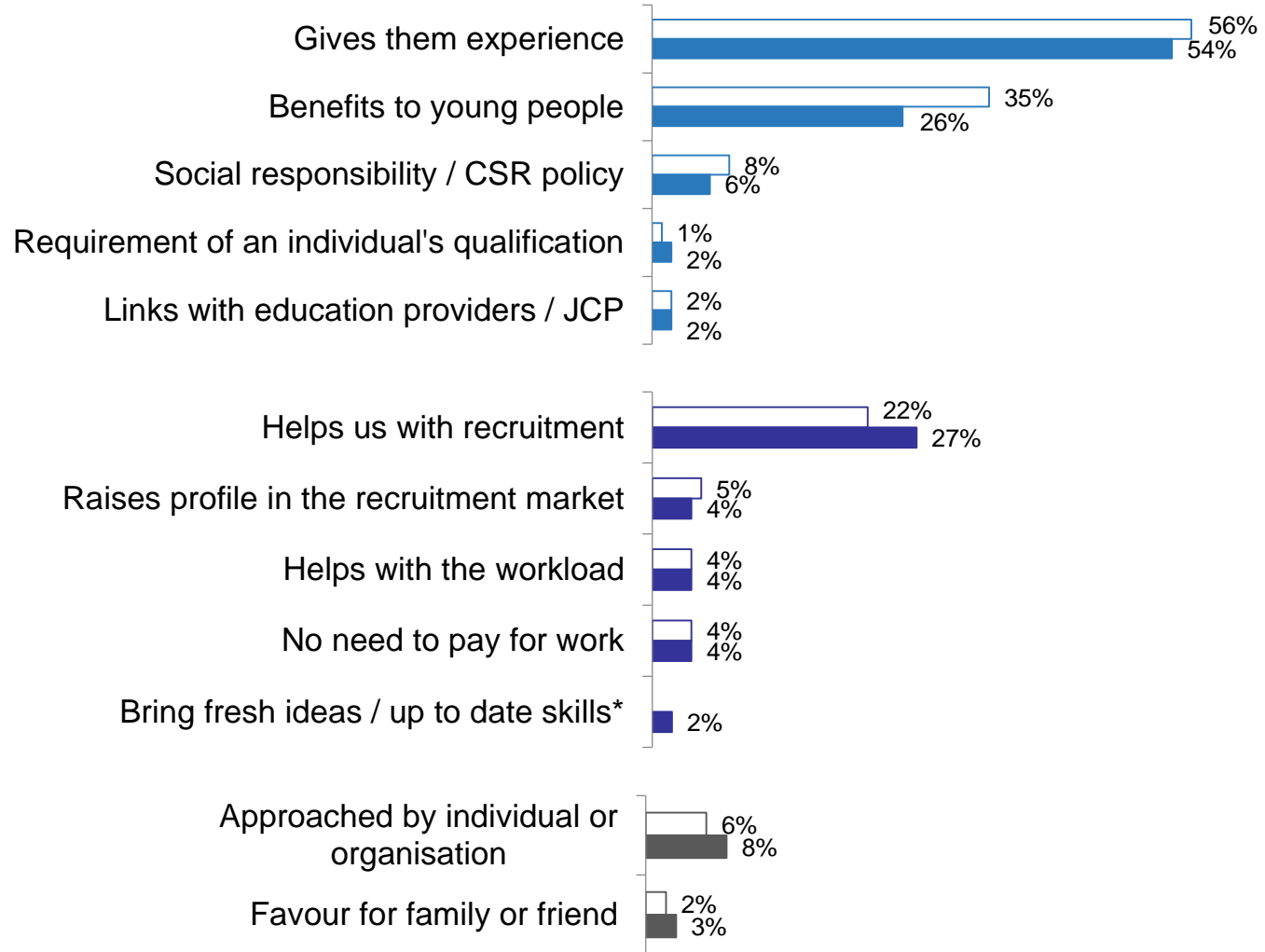
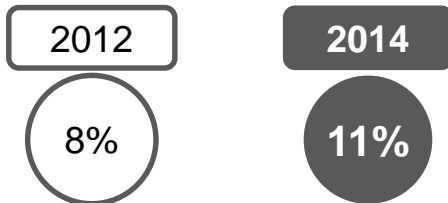
ALTRUISM



CORPORATE BENEFIT



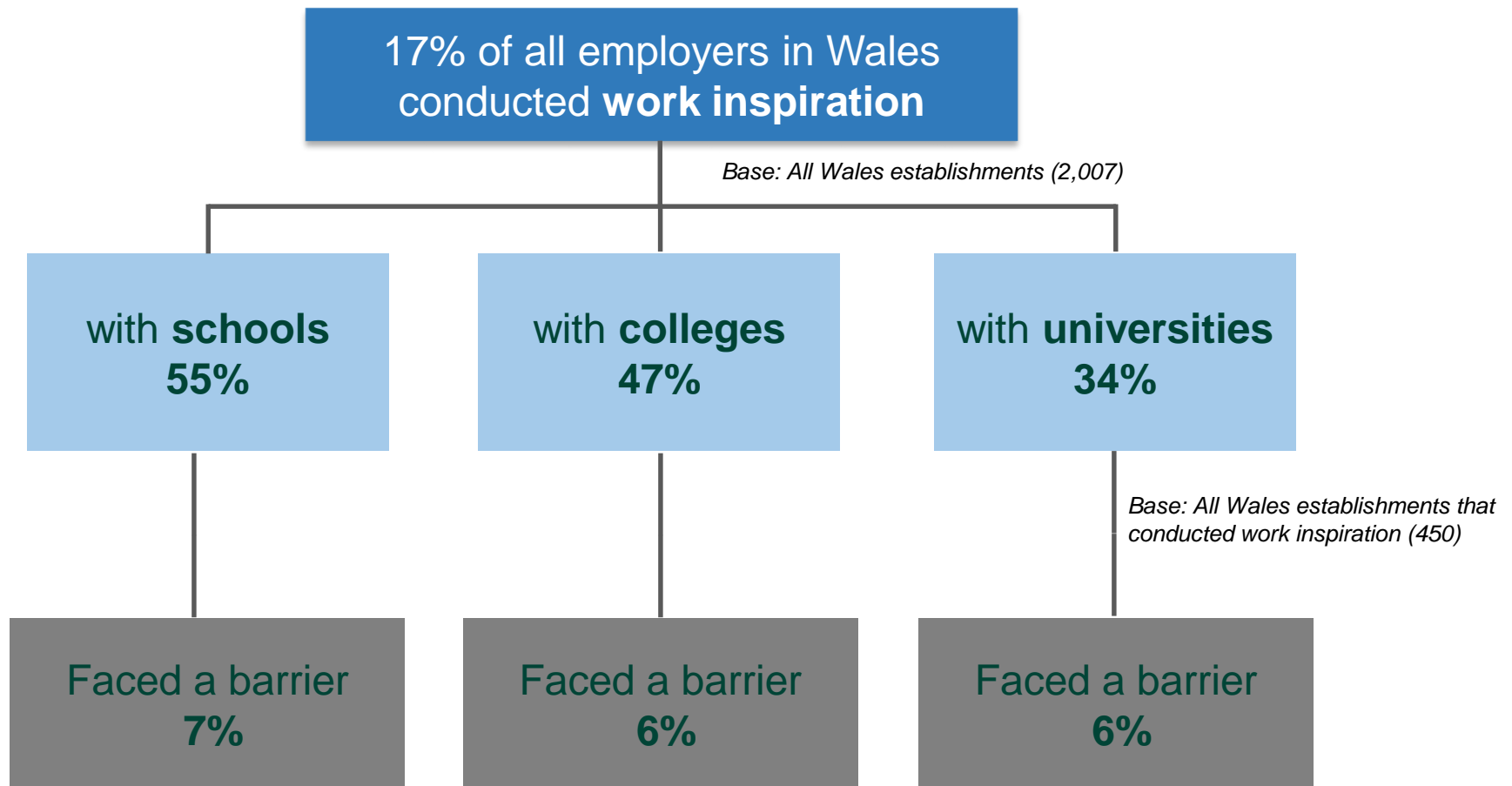
CIRCUMSTANTIAL



*Note that this code was not used in 2012

Base (2012/2014): All Wales establishments who have offered placements in the last twelve months (800/993)

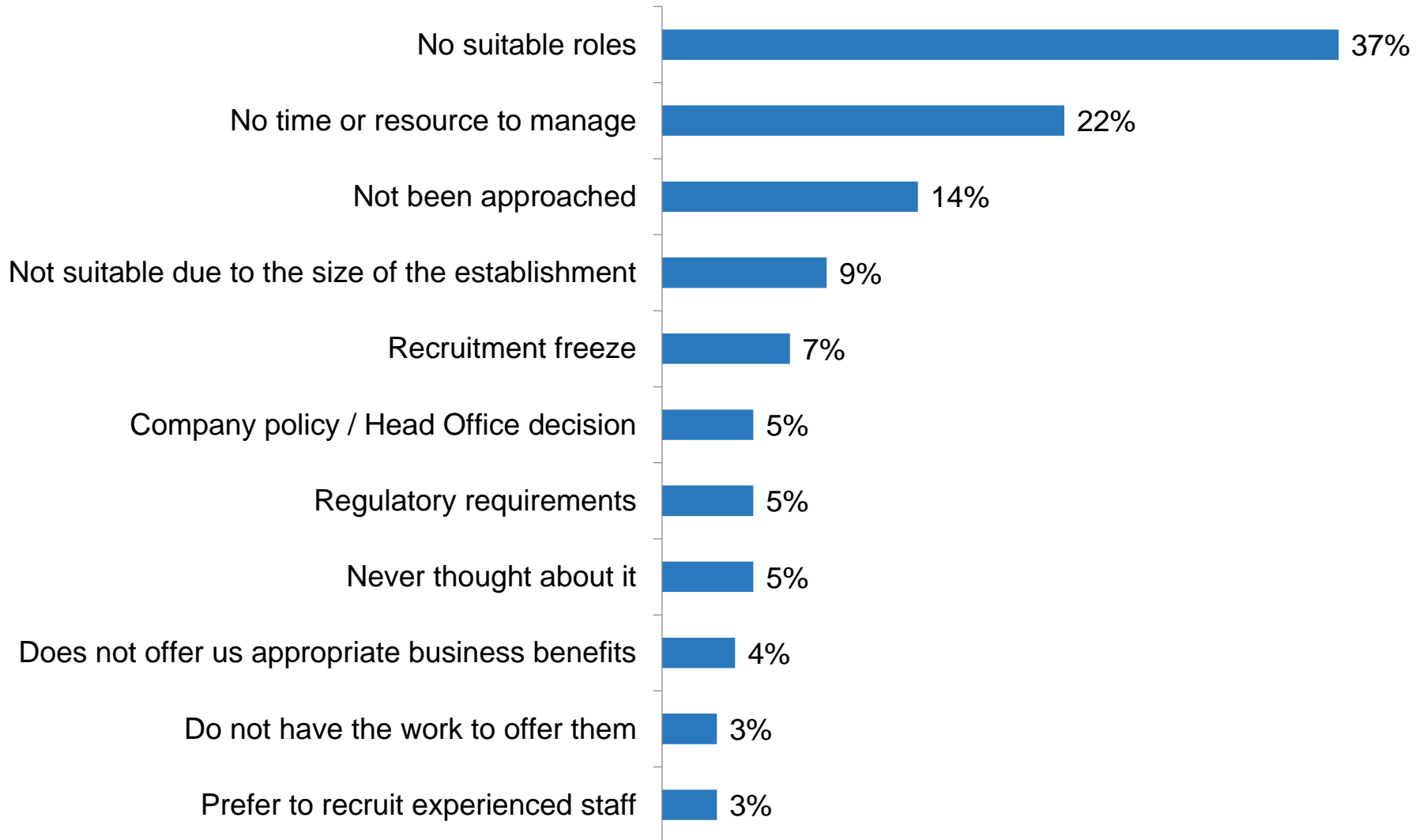
Employers in Wales offering work inspiration activities* to students in education



Base: All Wales establishments that worked with schools/colleges/universities to provide work inspiration activities (272/223/178)

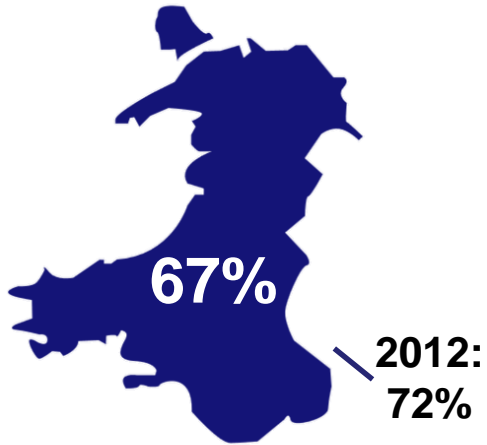
*'Work inspiration activity' is the term given to a range of activities designed to bring young people in education closer to the workplace, ranging from mentoring support to employers speaking at schools, colleges and universities. It does not include work placements.

Reasons for not offering any form of work experience



Chapter 4: People Development

Approach to training in Wales



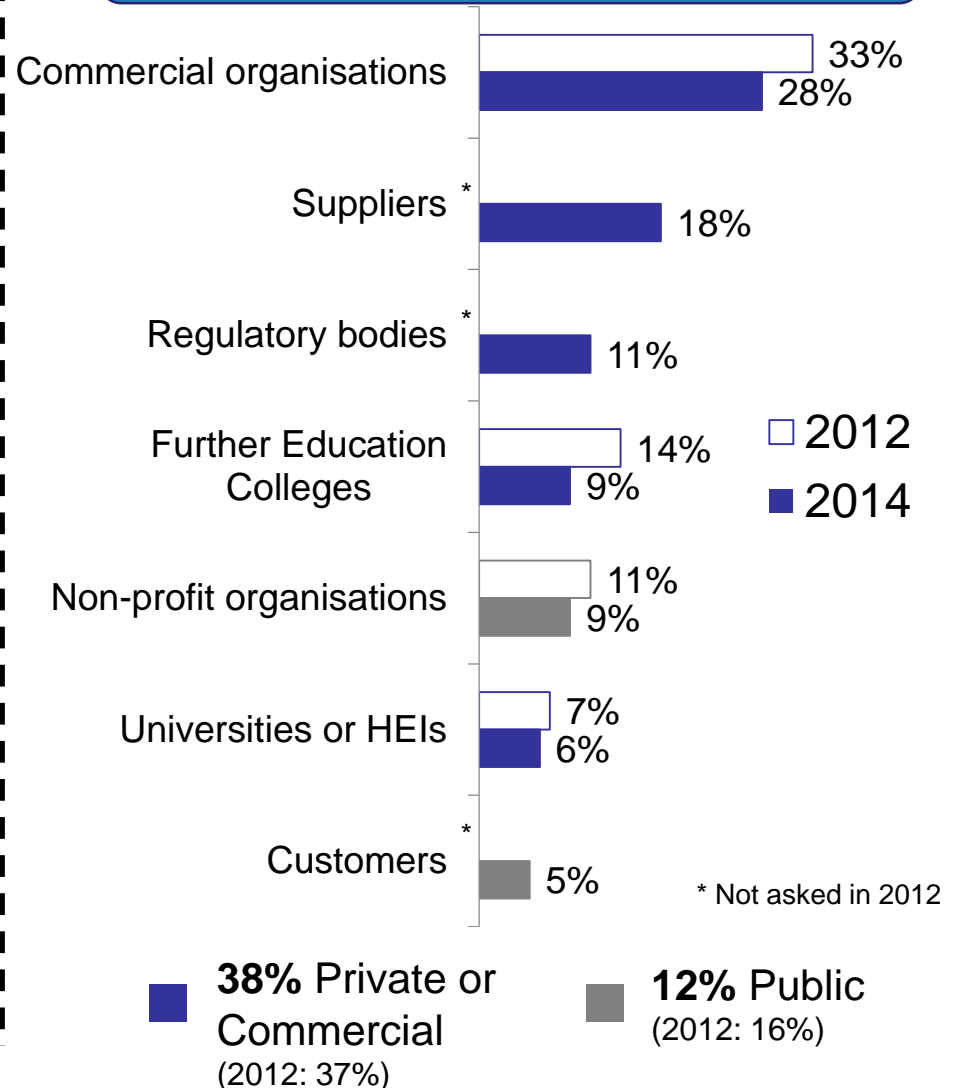
**OF ALL EMPLOYERS
PROVIDE TRAINING FOR
THEIR STAFF**

55% of all
provide
internal
training
(2012: 62%)

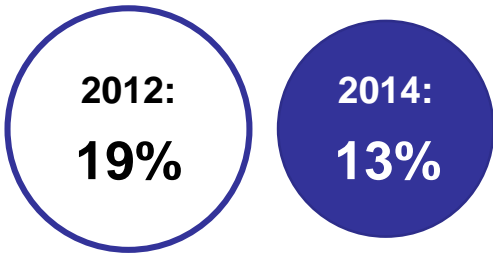
42% of all
provide
external
training
(2012: 45%)

30% provide both internal
and external training
(2012: 35%)

External providers used, across all establishments



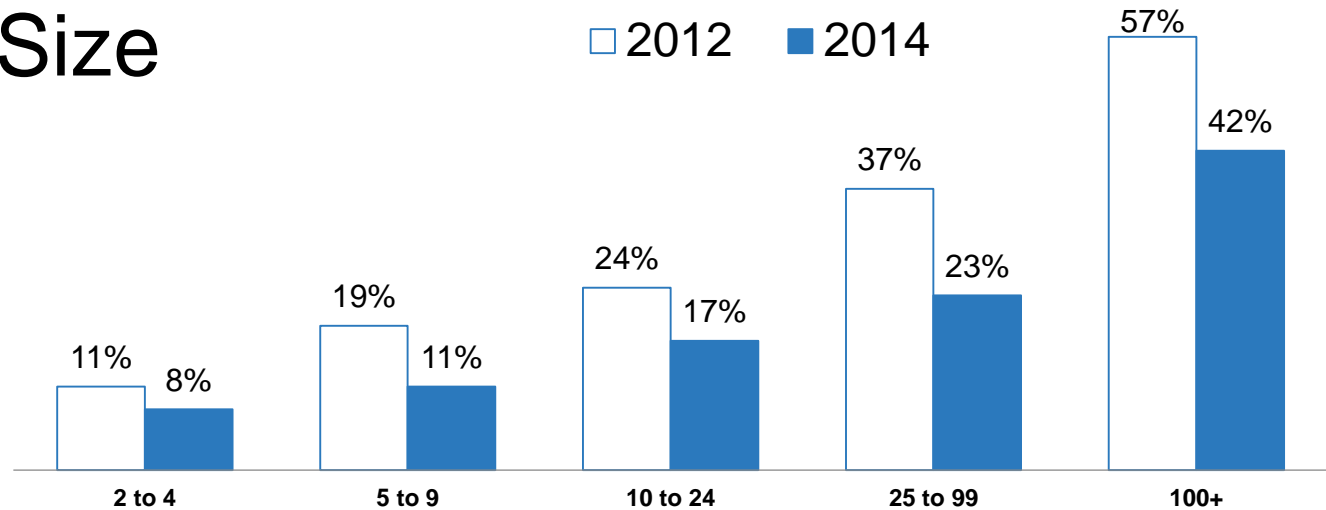
FE Colleges as a source of training



OF WALES ESTABLISHMENTS WHO TRAIN USE FE COLLEGES

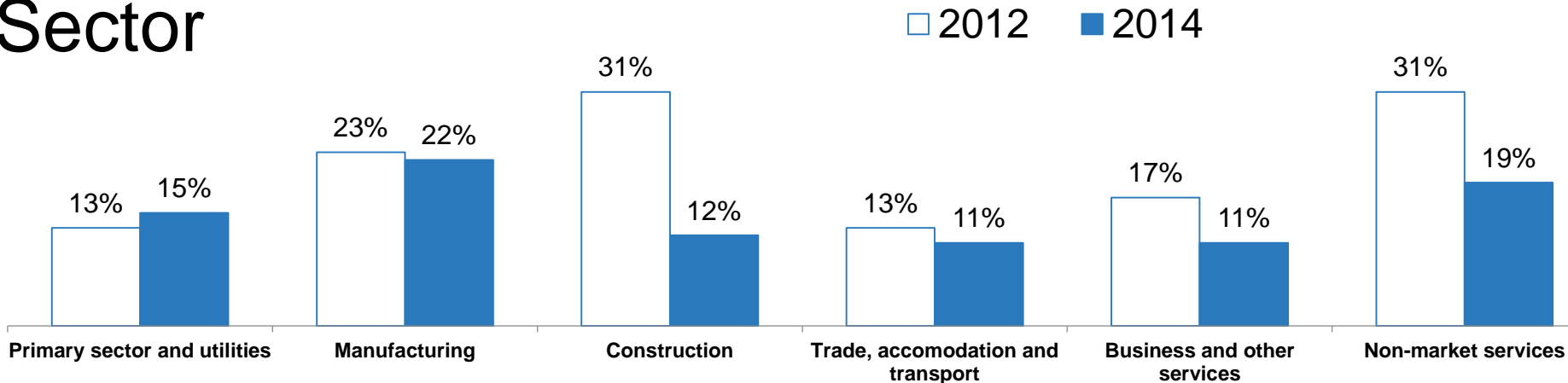
Base: All Wales establishments who train (2012/2014): (1,701/1,583)

Size



Base: All Wales establishments who train (2012/2014): 2 to 4 (267/261), 5 to 9 (397/366), 10 to 24 (428/392), 25 to 99 (424/430), 100+ (185/134)

Sector



Base: All Wales establishments who train (2012/2014): Primary (82/68), Manufacturing (136/108), Construction (104/122), Trade, Accom. & Transport (560/504), Business (382/393), Non-market services (437/388)

Higher Education institutions as a source of training

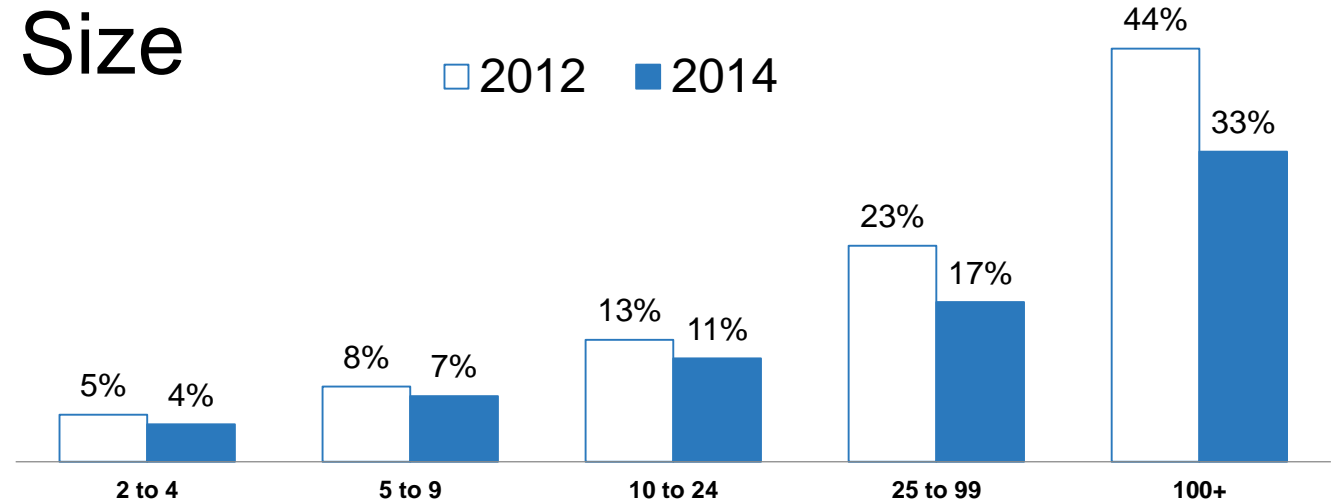
2012:
10%

2014:
8%

OF WALES ESTABLISHMENTS WHO TRAIN USE HE INSTITUTIONS

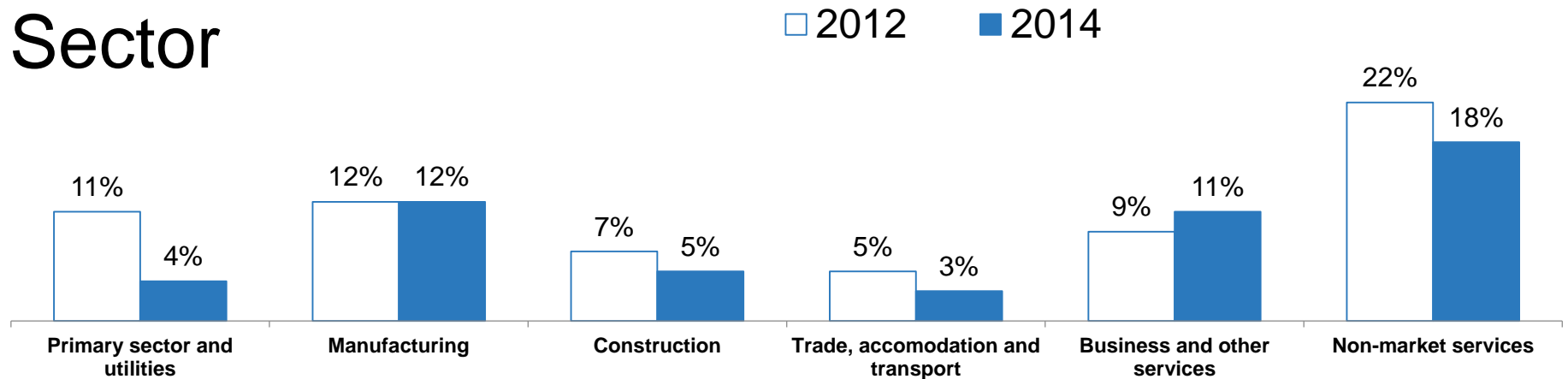
Base: All Wales establishments who train (2012/2014): (1,701/1,583)

Size



Base: All Wales establishments who train (2012/2014): 2 to 4 (267/261), 5 to 9 (397/366), 10 to 24 (428/392), 25 to 99 (424/430), 100+ (185/134)

Sector

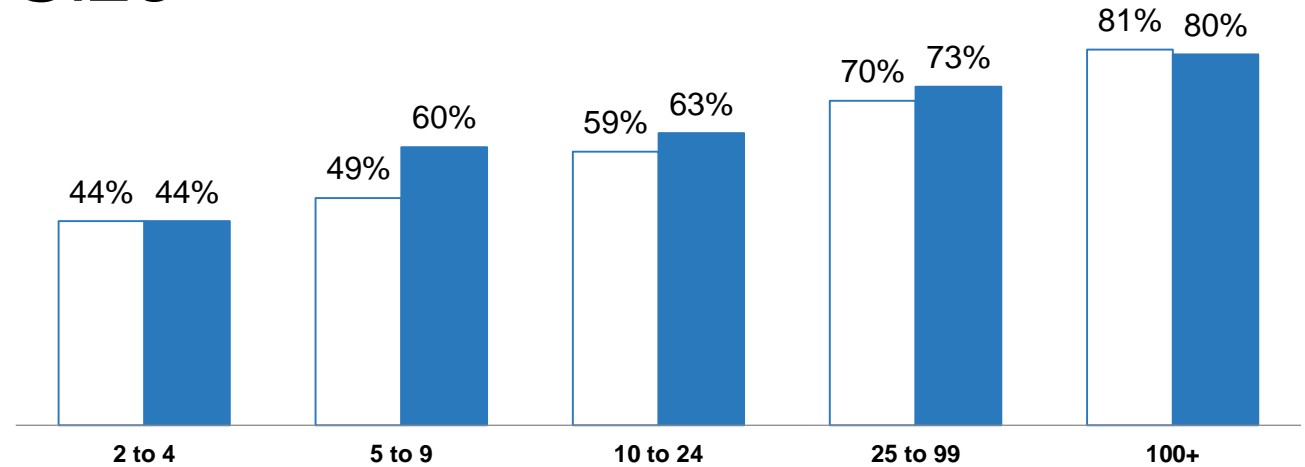


Base: All Wales establishments who train (2012/2014): Primary (82/68), Manufacturing (136/108), Construction (104/122), Trade, Accom. & Transport (560/504), Business (382/393), Non-market services (437/388)

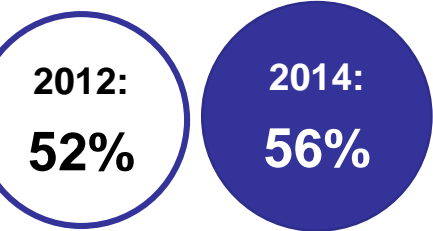
Commercial organisations as a source of training

Size

□ 2012 ■ 2014



Base: All Wales establishments who train (2012/2014): 2 to 4 (267/261), 5 to 9 (397/366), 10 to 24 (428/392), 25 to 99 (424/430), 100+ (185/134)

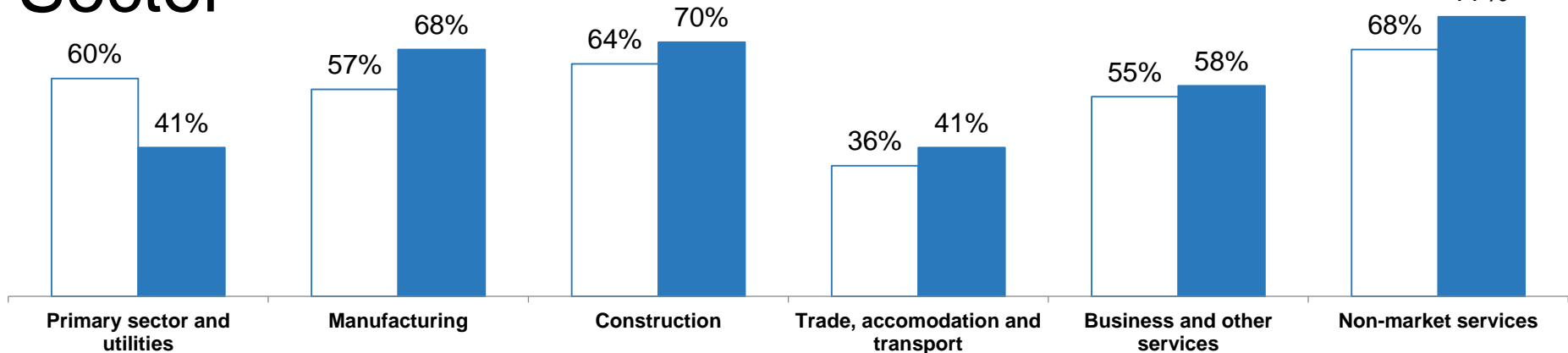


OF WALES ESTABLISHMENTS WHO TRAIN USE COMMERCIAL ORGANISATIONS

Base: All Wales establishments who train (2012/2014): (1,701/1,583)

Sector

□ 2012 ■ 2014

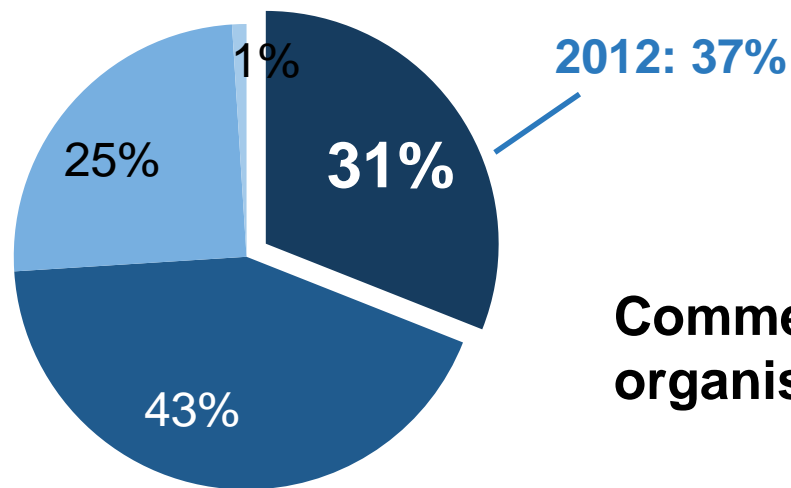


Base: All Wales establishments who train (2012/2014): Primary (82/68), Manufacturing (136/108), Construction (104/122), Trade, Accom. & Transport (560/504), Business (382/393), Non-market services (437/388)

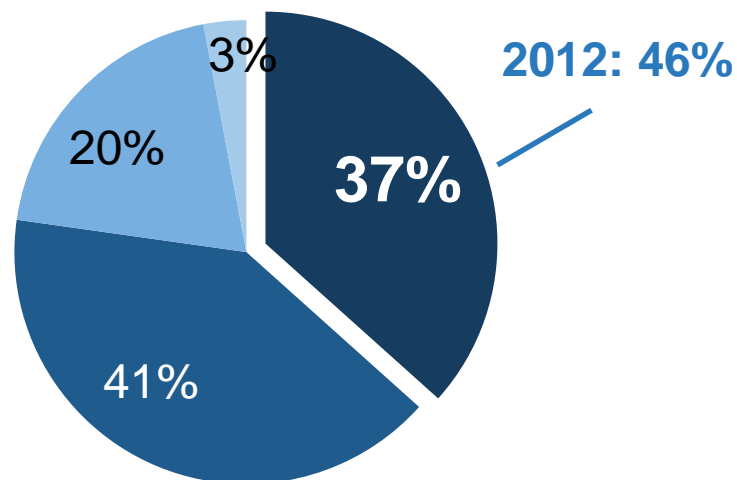
Commercial organisations are defined as: Suppliers / Customers / Regulatory bodies / Other commercial or non-profit organisations

Employer funding of external training in Wales

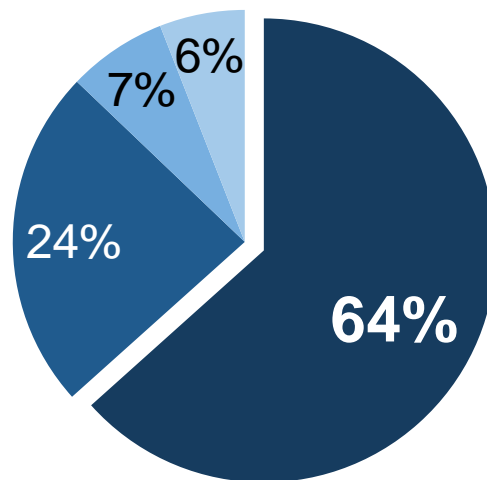
FE College



University / HEI



Commercial organisation



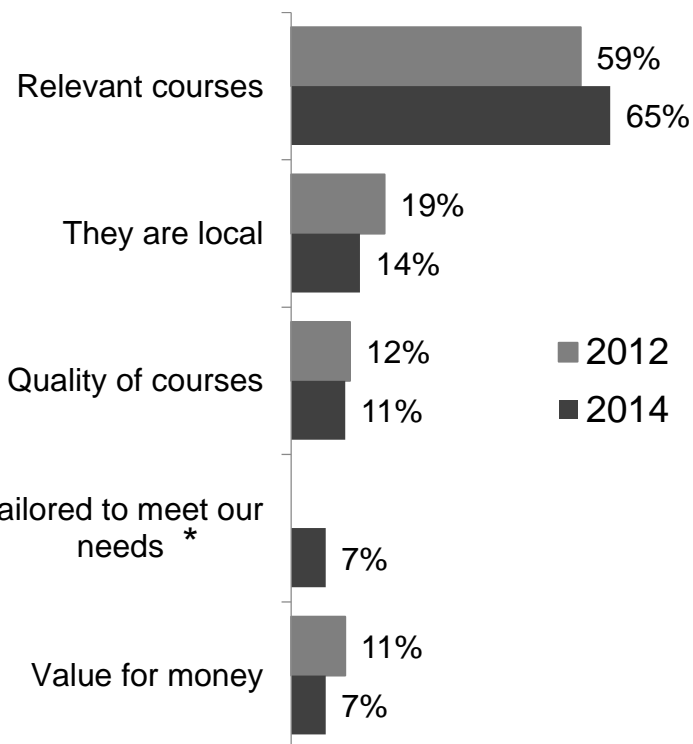
- Wholly funded by establishment
- Partly funded by establishment
- Not funded at all by establishment
- Don't know

Note that employers were not asked about their funding of commercial organisations for training purposes in 2012.

Base: All Wales establishments who use FE Colleges, Universities or commercial organisations as external sources of training (284/194/785)

Reasons for choosing public training providers

Reasons for using public institutions



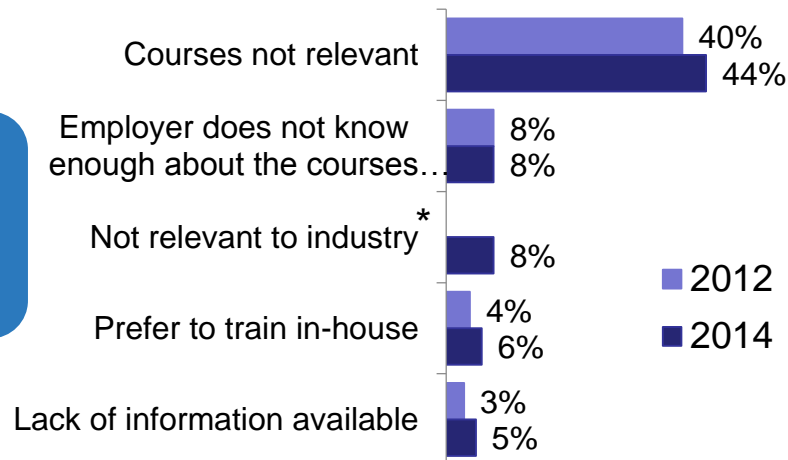
* This was added as a pre-code answer in 2014

Base (2012/2014): All in Wales who use FE Colleges or HEIs to deliver training (543/377)

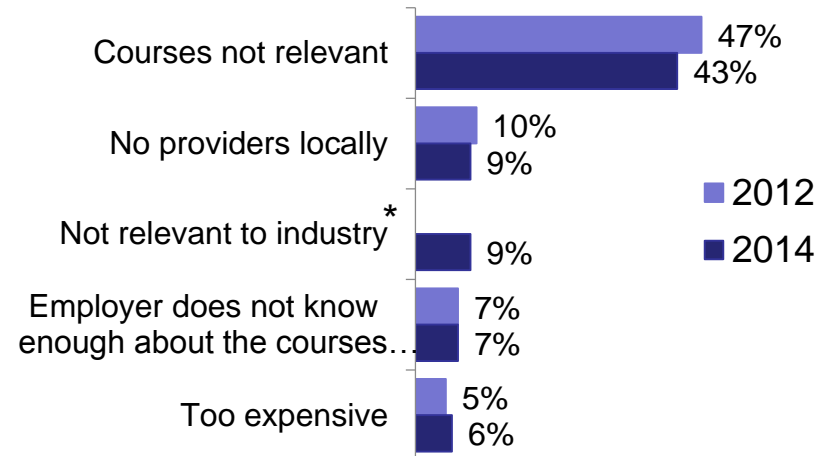
FE Colleges

HEIs

Barriers to using

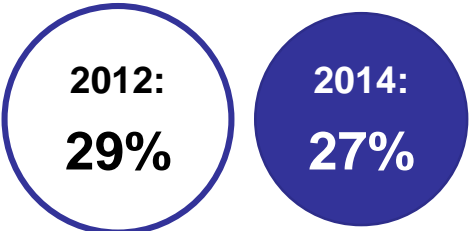


Base (2012/2014): All in Wales who have not used FE colleges for external training and were followed up as to why (393/475)



Base (2012/2014): All in Wales who have not used HEIs for external training and were followed up as to why (596/535)

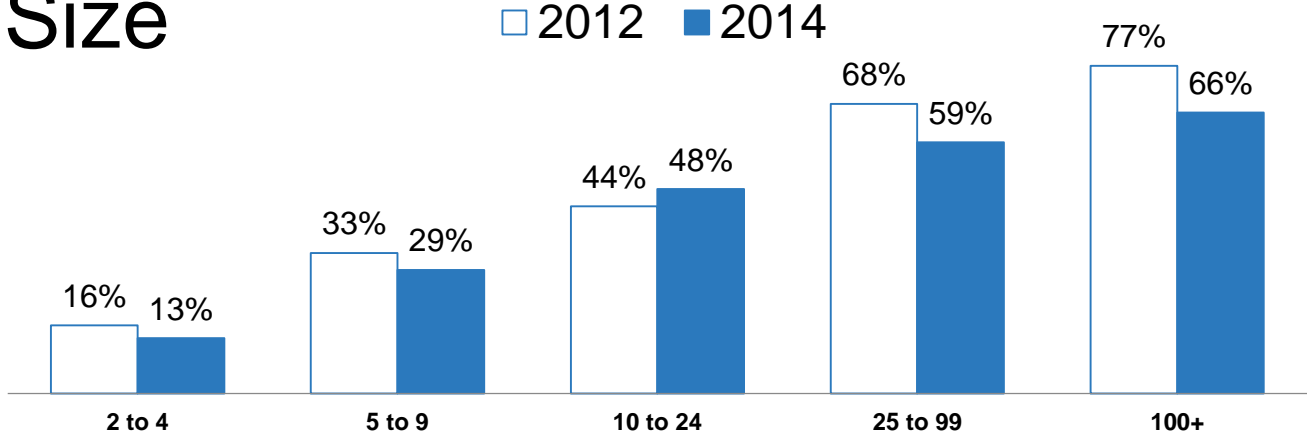
Take up of vocational qualifications in Wales



OF ALL WALES ESTABLISHMENTS ARRANGED OR FUNDED VOCATIONAL QUALIFICATIONS

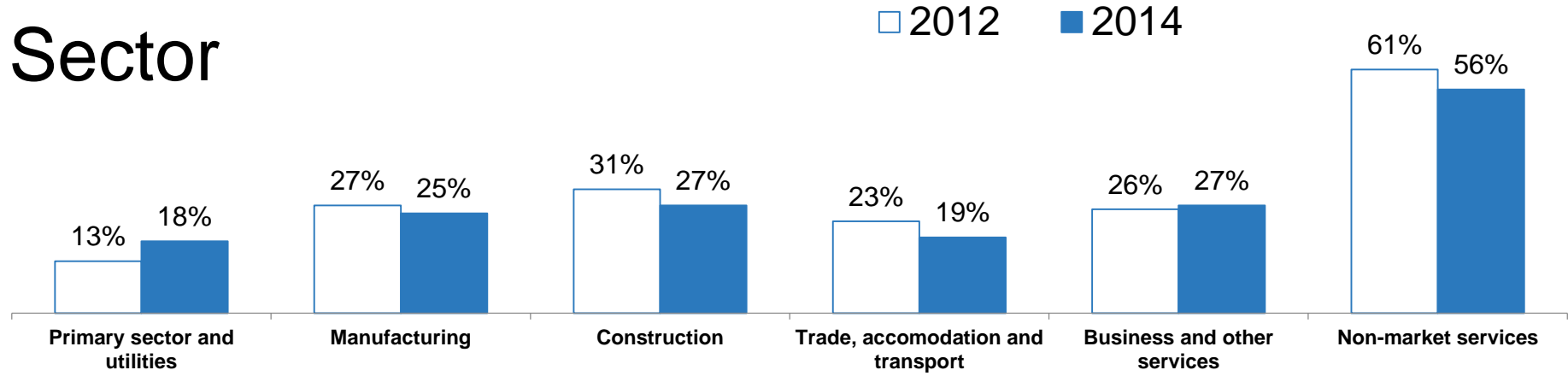
Base: All Wales establishments (2012/2014): (2,001/2,007)

Size



Base: All Wales establishments (2012/2014): 2 to 4 (451/503), 5 to 9 (461/480), 10 to 24 (463/438), 25 to 99 (439/449), 100+ (187/137)

Sector



Base: All Wales establishments (2012/2014): Primary (117/133), Manufacturing (161/134), Construction (137/152), Trade, Accom. & Transport (677/689), Business (456/484), Non-market services (453/415)

Business benefits and impacts of using vocational qualifications

Business Benefits

SLIGHTLY /
STRONGLY
AGREE

Provide staff with a suitable balance of work and study



83%

Can be adapted to business needs



82%

Offer good value for money



77%

Cover all skills needed by the company



75%

Impact

The ability of staff to do their jobs better



90%

Better business performance



86%

Improved productivity



84%

Improved staff commitment



83%

Improved staff retention



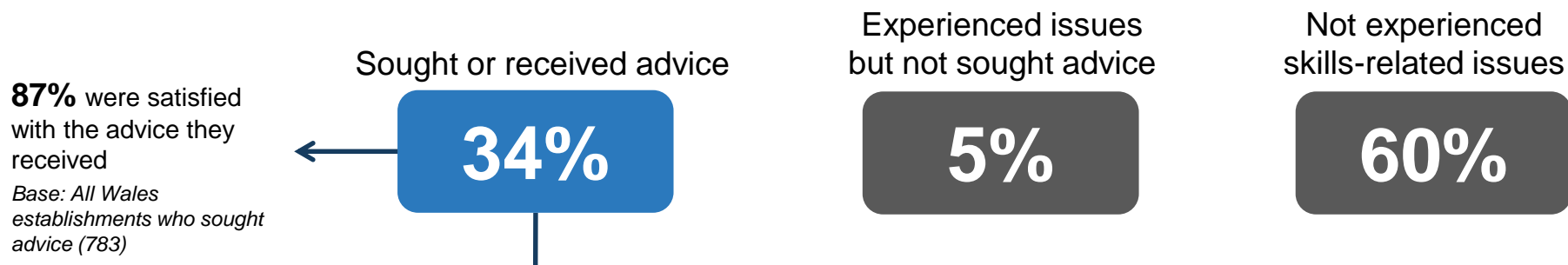
76%

■ Disagree strongly ■ Disagree slightly ■ Agree slightly ■ Agree strongly

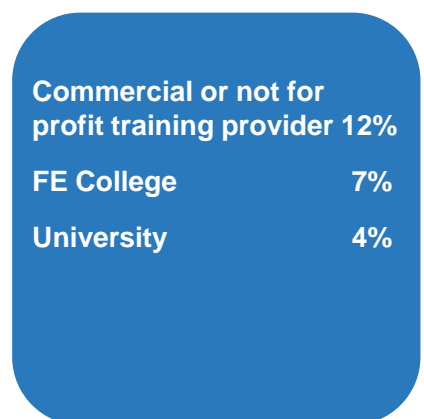
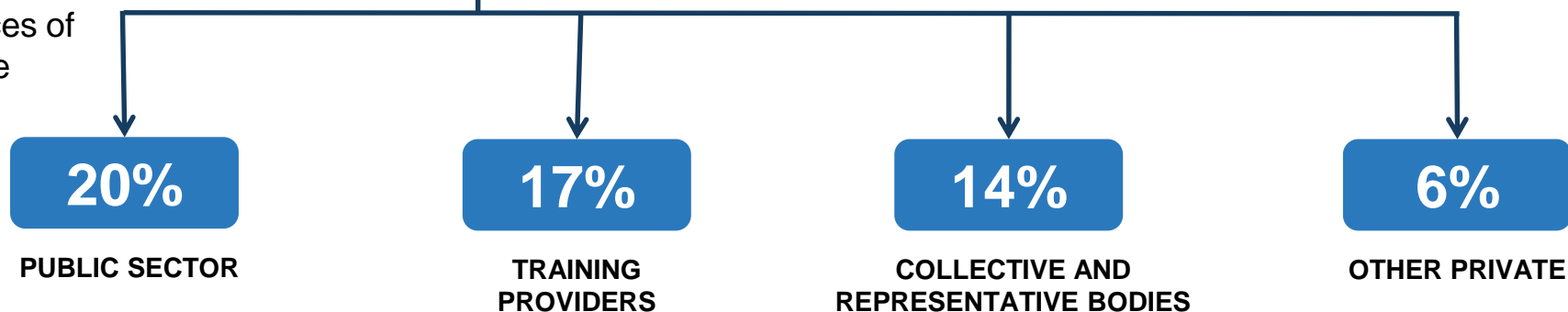
Figures will not add up to 100% as "Neither agree nor disagree" and "Don't know" answers are not displayed

Base: All Wales establishments who had arranged/funded training towards vocational qualifications in the previous 12 months (778)

External help sought on skills and training-related issues in Wales

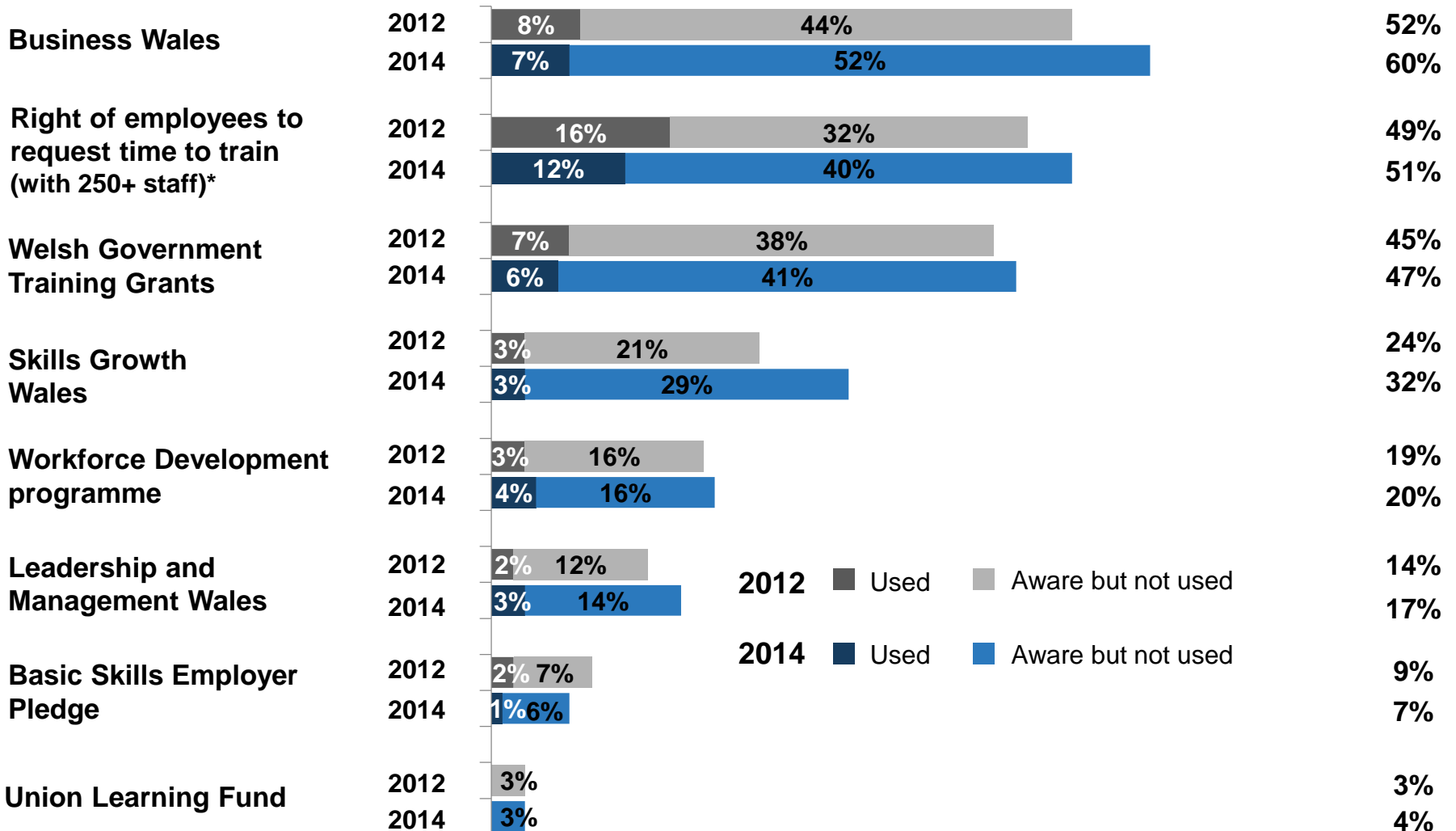


Sources of advice



Awareness and use of People Development initiatives

AWARE



All percentages have been rounded to zero decimal places. This means the overall AWARE figures will not necessarily be a sum of the two percentages presented for the 'Used' and 'Aware but not used'.

Base (2012/2014): All Wales establishments (2,001/2,007) 250+ staff (68/41*) *Low base size, treat with caution

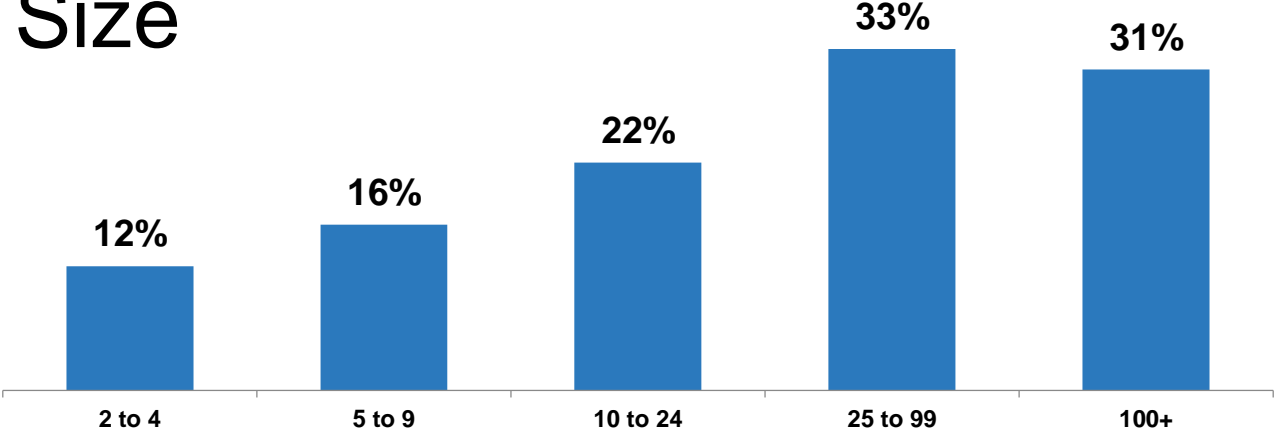
Employer collaboration on skills and training practices in Wales



OF ALL ESTABLISHMENTS COLLABORATE ON SKILLS AND TRAINING PRACTICES

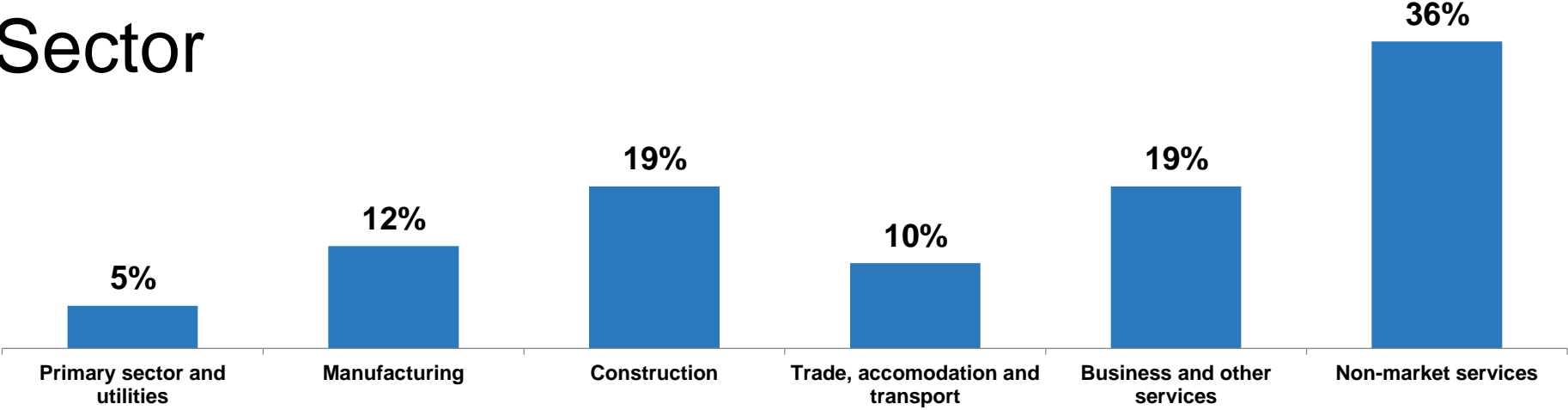
Base: All Wales establishments (2,007)

Size



Base: All Wales establishments: 2 to 4 (503), 5 to 9 (480), 10 to 24 (438), 25 to 99 (449), 100+ (137)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

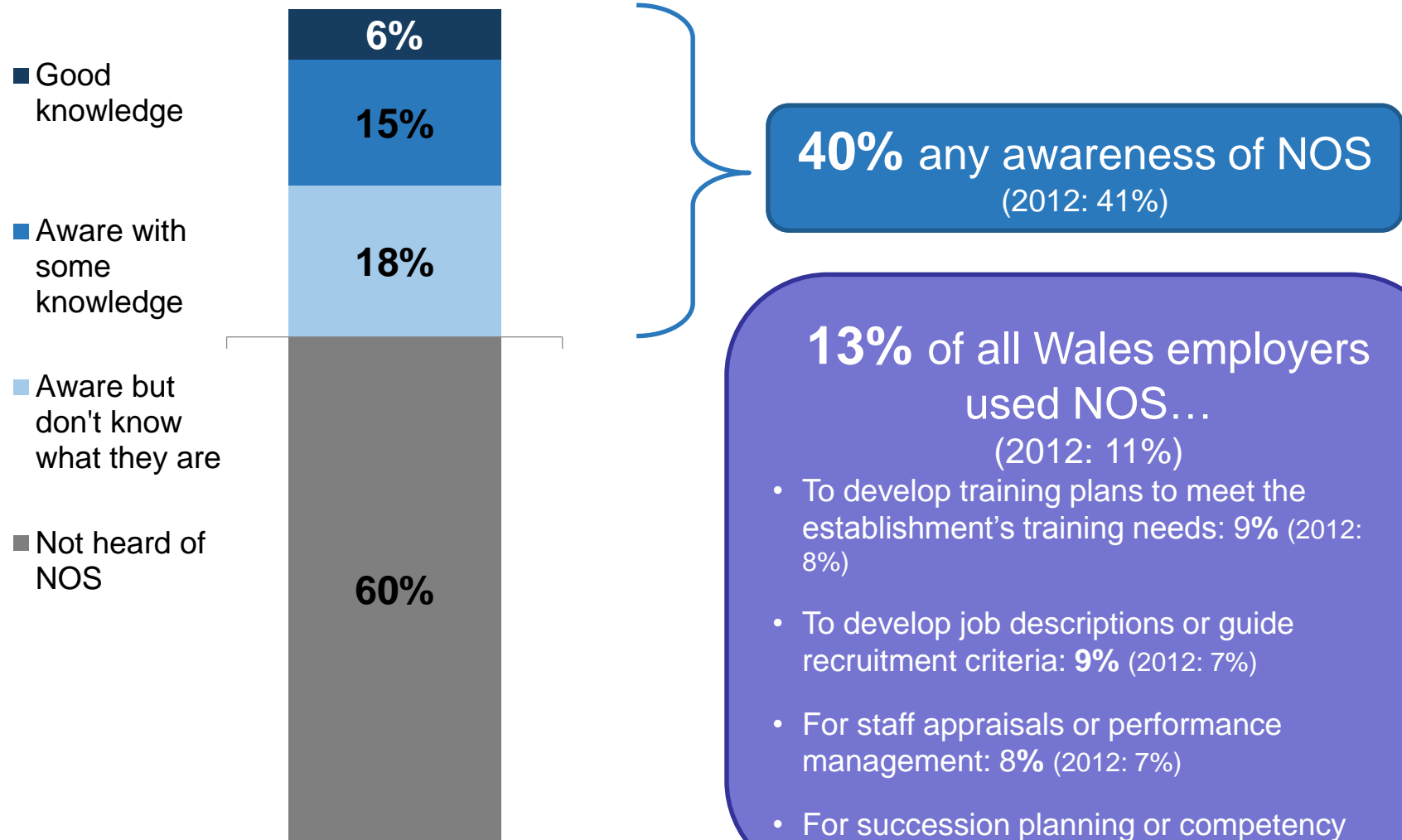
Benefits of collaborating with other employers



Multiple responses allowed

Base: All Wales establishments that have worked with another employer regarding training and skills development practices (419)

Awareness and use of the National Occupational Standards in Wales

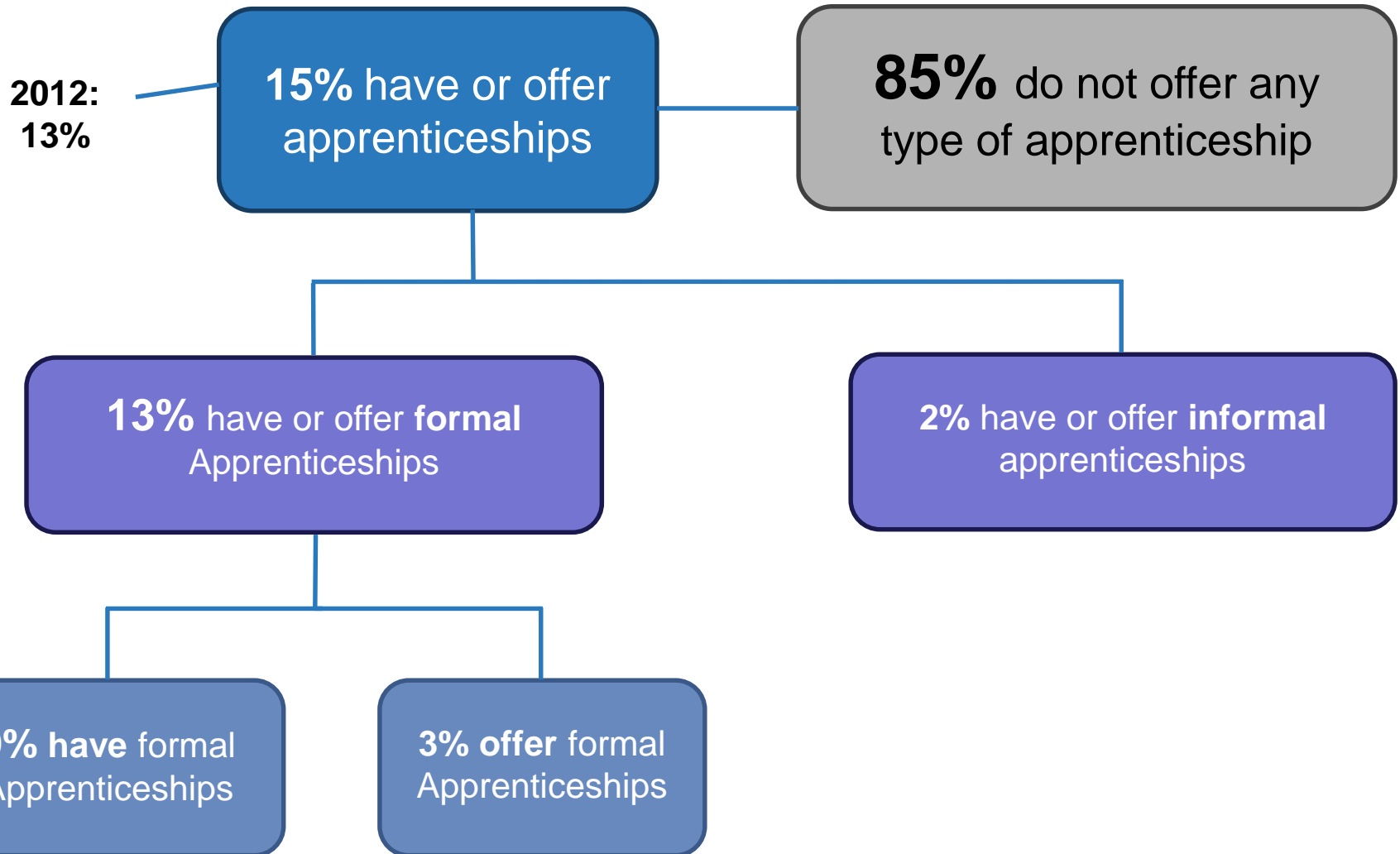


Note that 'Don't know' responses are not shown
Base: All Wales establishments 2012/2014 (2,001/2,007)

Chapter 5: Apprenticeships

An overview of apprenticeships in Wales

Of all employers in Wales...



All percentages have been rounded to zero decimal places. This means that percentages displayed in the bottom row do not appear to sum to the overall proportion of employers who have or offer

Base: All Wales establishments (2,007)

Formal Apprenticeship offering, by region and sector



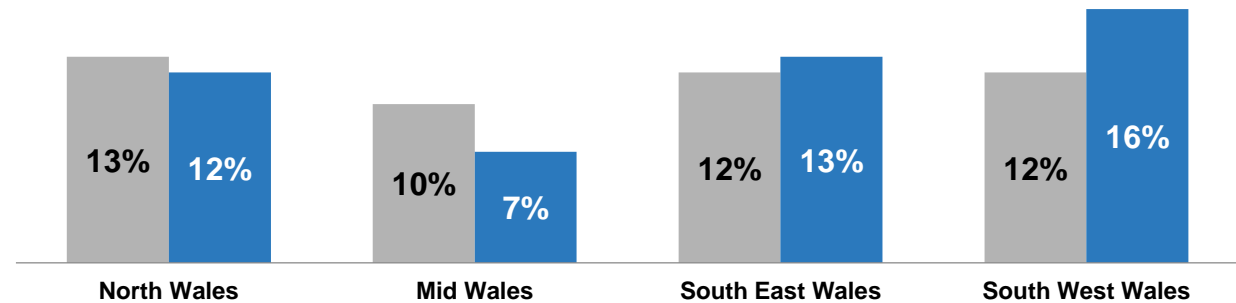
2012:
12%

**OF ALL ESTABLISHMENTS
HAD OR OFFERED FORMAL
APPRENTICESHIPS**

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

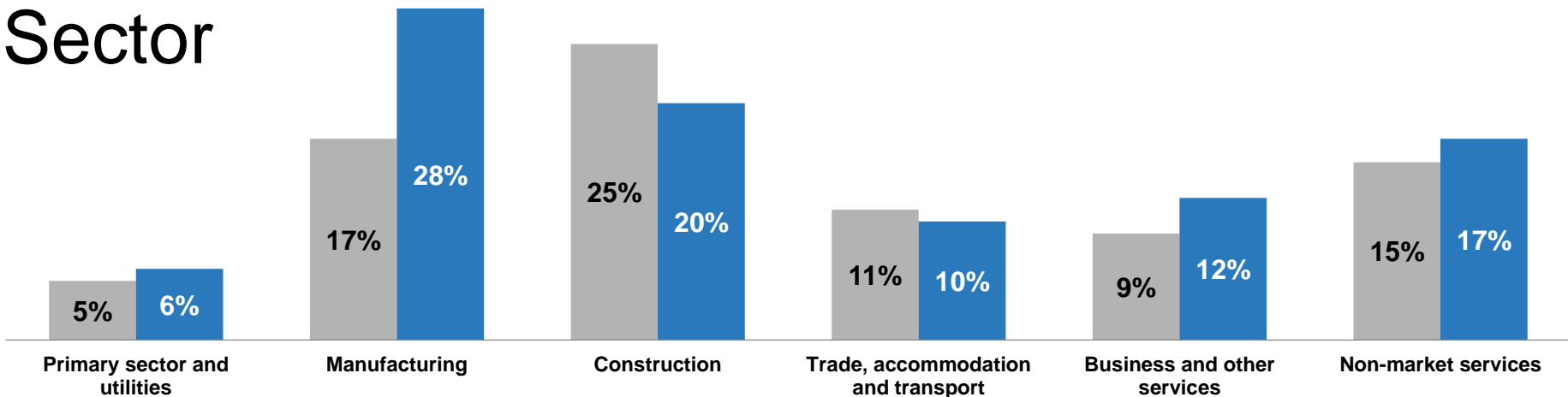
Region

■ 2012 ■ 2014



Base: All Wales establishments (2012/2014): North Wales (495/510), Mid Wales (226/212), South East Wales (835/804), South West Wales (445/481)

Sector

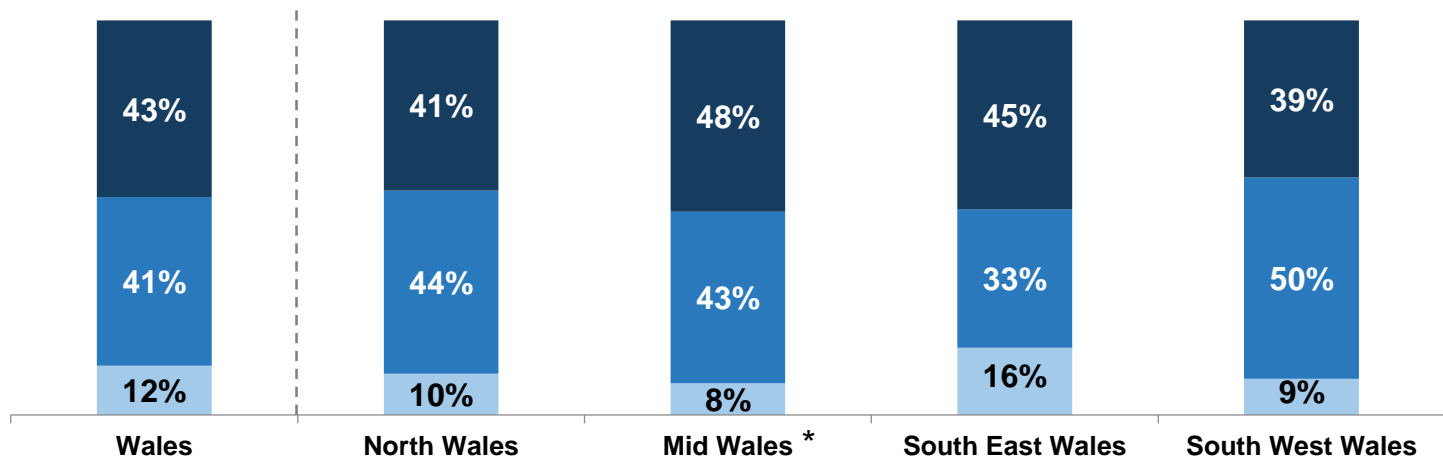


Base: All Wales establishments (2012/2014): Primary (117/133), Manufacturing (161/134), Construction (137/152), Trade, Accom. & Transport (677/689), Business (456/484), Non-market services (453/415)

Profile of Apprentices in Wales: Whether new or existing recruits

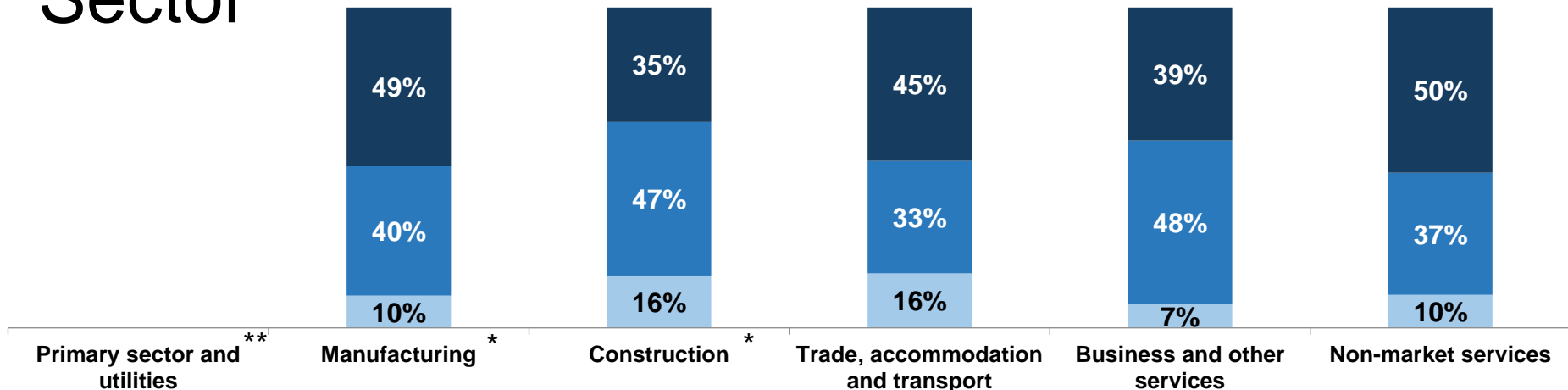
Region

- Both
- New employees only
- Existing employees only



Base: All Wales establishments who currently have or offer formal Apprenticeships: Wales (363); North Wales (89), Mid Wales (34)*, South East Wales (149), South West Wales (91)

Sector

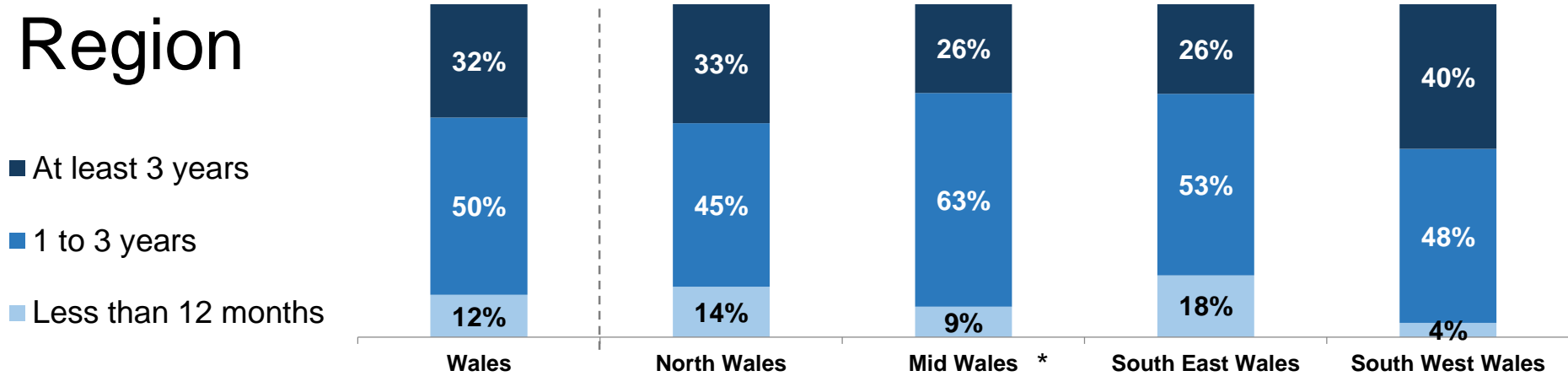


Base: All Wales establishments who currently have or offer formal Apprenticeships: Primary (15)** , Manufacturing (44)*, Construction (48)*, Trade, Accom. & Transport (100), Business (75), Non-market services (81)

*Low base size, treat with caution. **Primary sector and utilities excluded due to small base size. 'Don't know' responses are not shown.

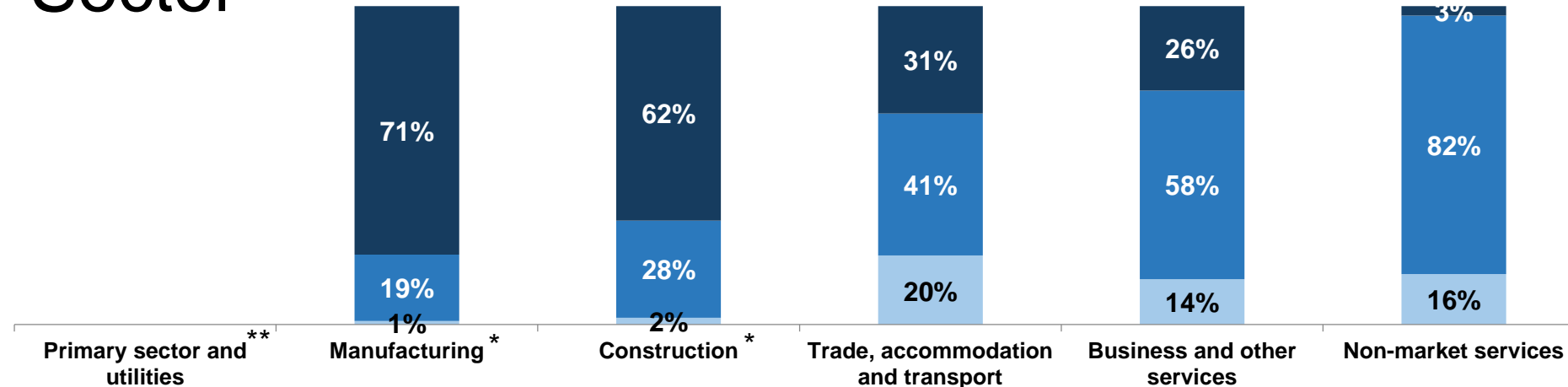
Length of typical Apprenticeships, by sector and region

Region



Base: All Wales establishments who currently have or offer formal Apprenticeships: Wales (363); North Wales (89), Mid Wales (34)*, South East Wales (149), South West Wales (91)

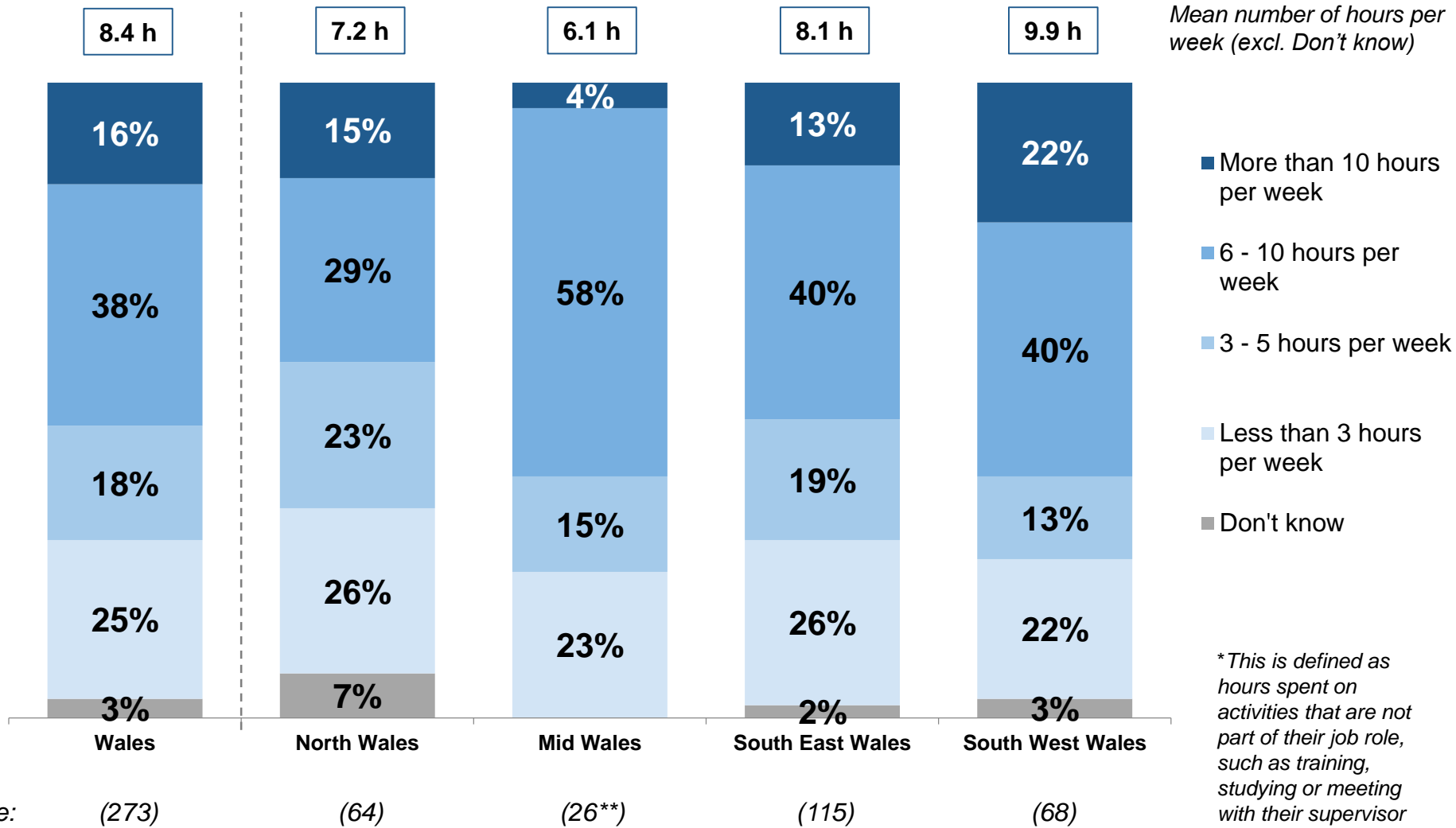
Sector



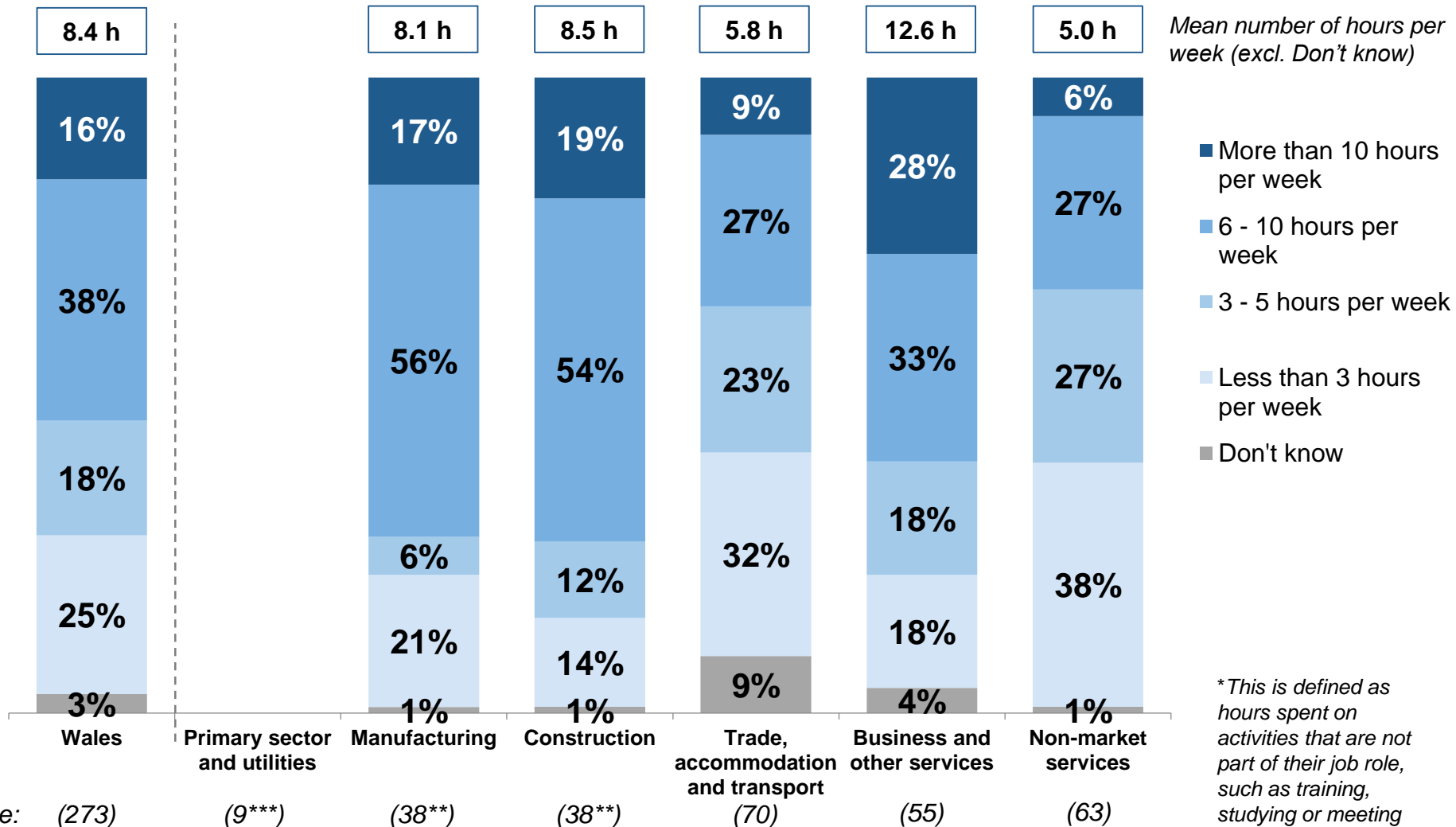
Base: All Wales establishments who currently have or offer formal Apprenticeships: Primary (15)**, Manufacturing (44)*, Construction (48)*, Trade, Accom. & Transport (100), Business (75), Non-market services (81)

*Low base size, treat with caution. **Primary sector and utilities excluded due to small base size. 'Don't know' responses are not shown.

Hours spent by Apprentices on activities not part of their job role*, by region



Hours spent by Apprentices on activities not part of their job role*, by sector

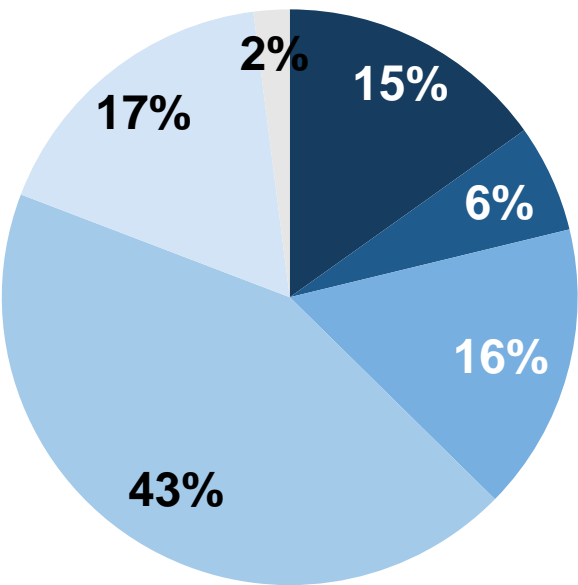


*This is defined as hours spent on activities that are not part of their job role, such as training, studying or meeting with their supervisor

Base: All Wales establishments who currently have formal Apprenticeships (273)
 ** Low base size – treat figures with caution. ***Primary sector and utilities excluded due to small base size.

Awareness and knowledge of Apprenticeships

Wales



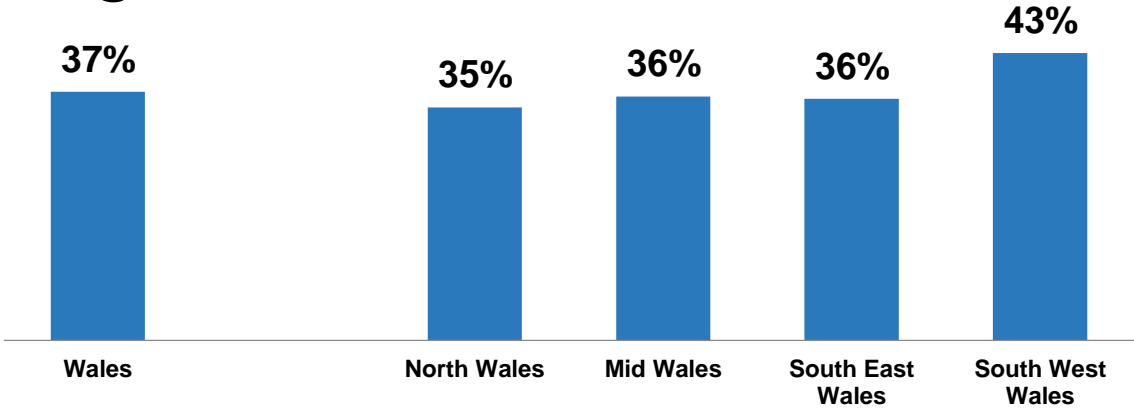
- Have/offer apprenticeships
- Aware and have a very good knowledge
- Aware and have a good knowledge
- Aware and have some knowledge
- Heard the term but no knowledge
- Not heard of apprenticeships

Base: All Wales establishments: (2,007)

Figures refer to awareness and knowledge of both formal and informal apprenticeships

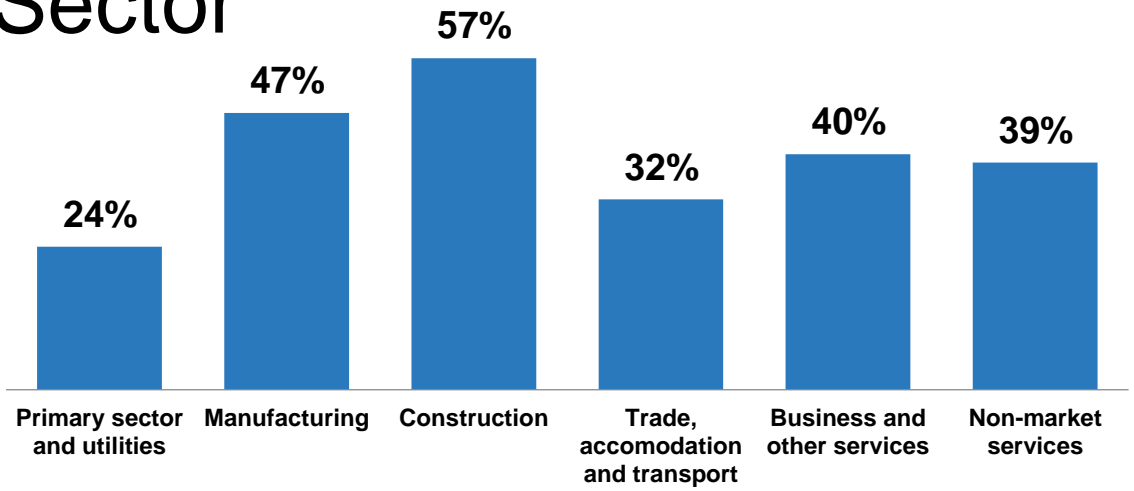
Region

Note: Sector and Region percentages represent those with at least a **good** knowledge of apprenticeships



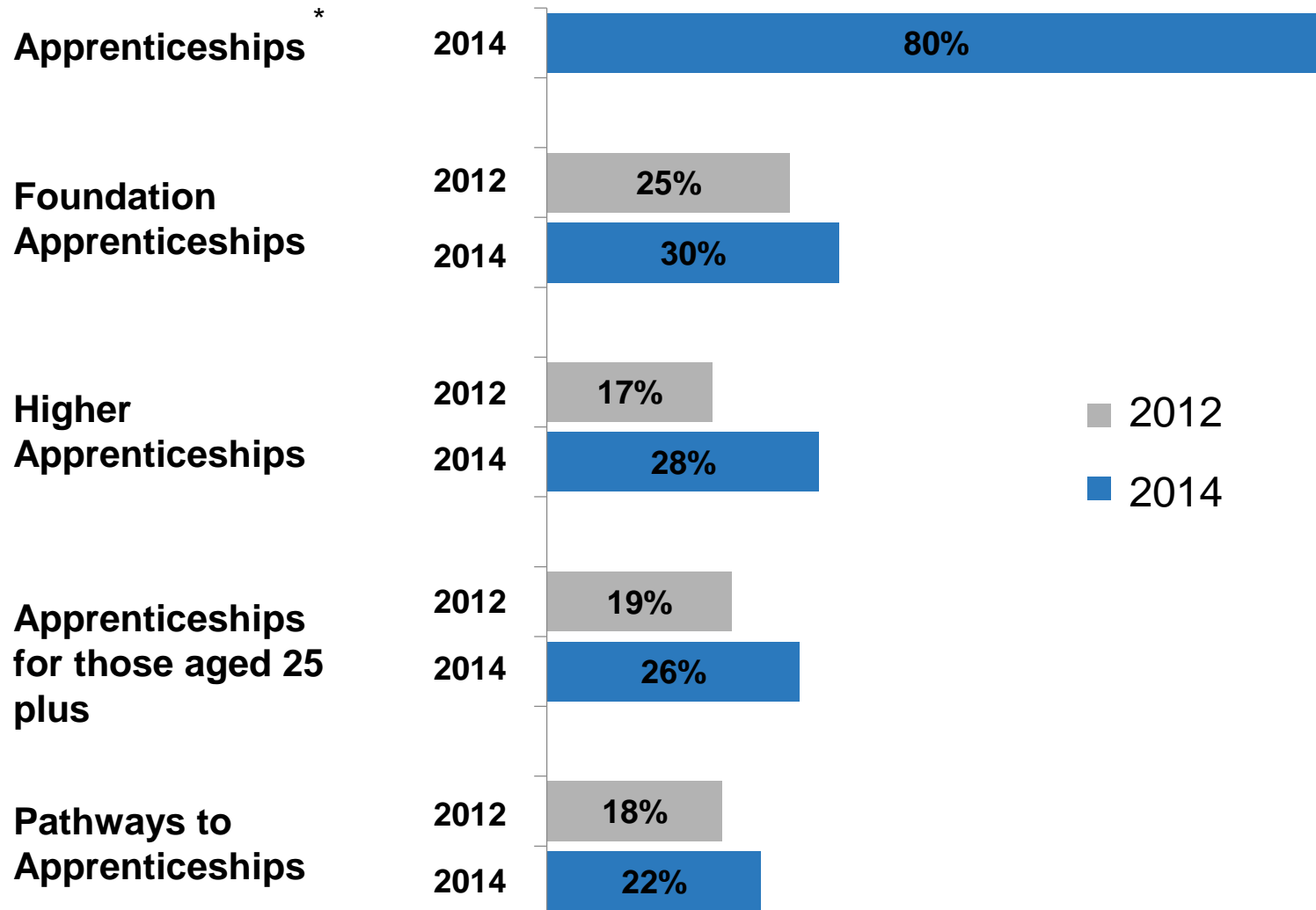
Base: All Wales establishments: Wales (2,007), North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

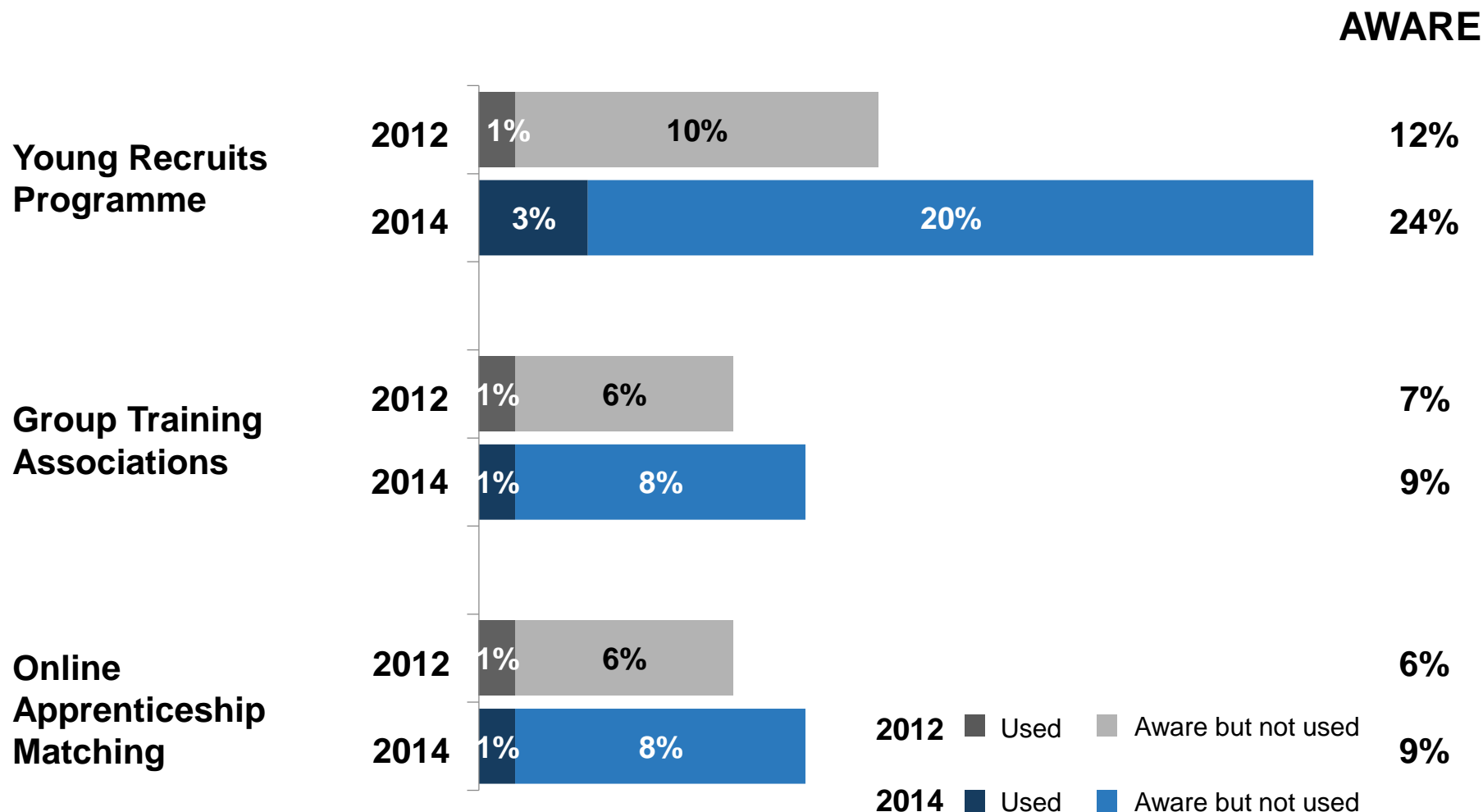
Awareness of specific government-recognised Apprenticeship schemes



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

* This was added as an answer in 2014

Awareness and use of Apprenticeship services



All percentages have been rounded to zero decimal places. This means the overall AWARE figures will not necessarily be a sum of the two percentages presented for the 'Used' and 'Aware but not used'.

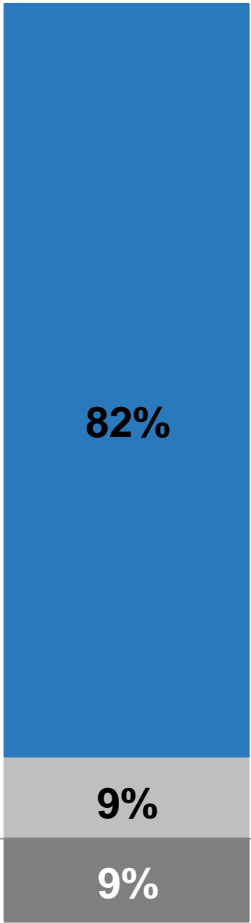
Base (2012/2014): All Wales establishments (2,001/2,007)

Employers in Wales planning to offer Apprenticeships in the future

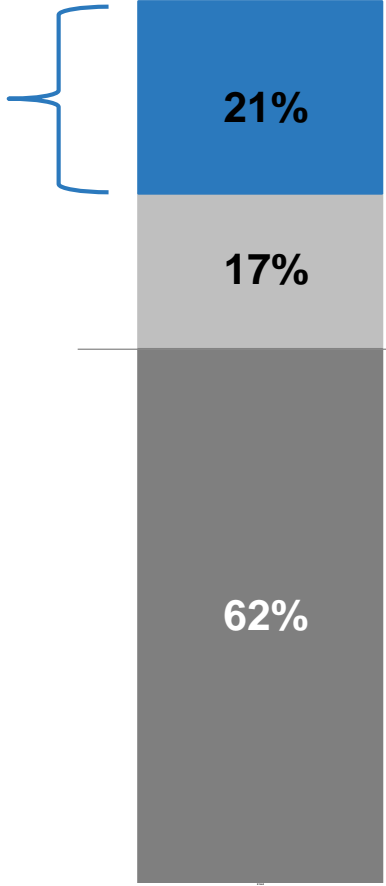
■ Plan to offer Apprenticeships in the future

■ Do not know whether plan to offer formal Apprenticeships in the future

■ Do not plan to offer formal Apprenticeships in the future



29%
of all Wales employers plan to offer formal Apprenticeships in the future



In 2012, **30%** of all Wales employers planned to offer formal Apprenticeships: 87% of those already offering, and 22% of those not offering.

All Wales establishments offering formal Apprenticeships

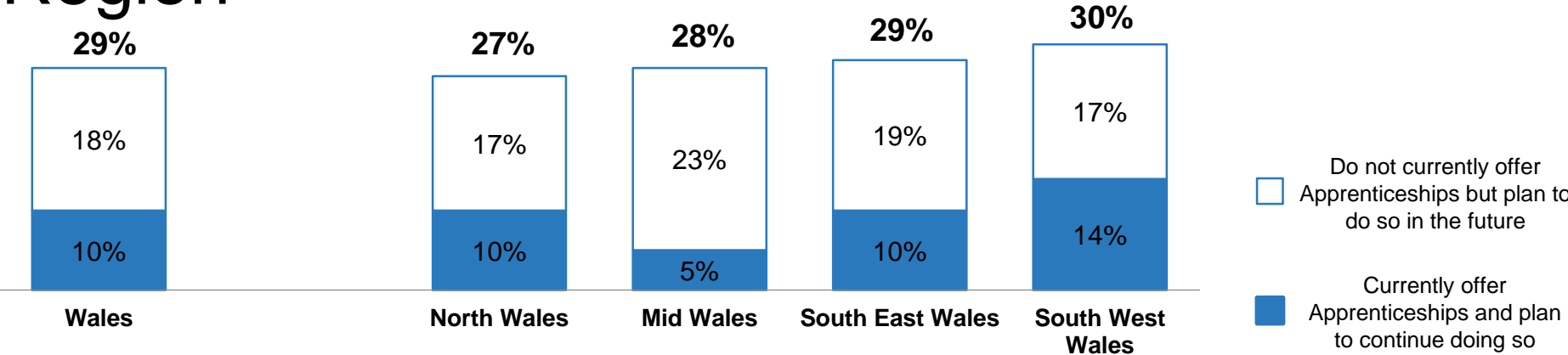
Base: (363)

All Wales establishments not offering formal Apprenticeships

Base: (1,644)

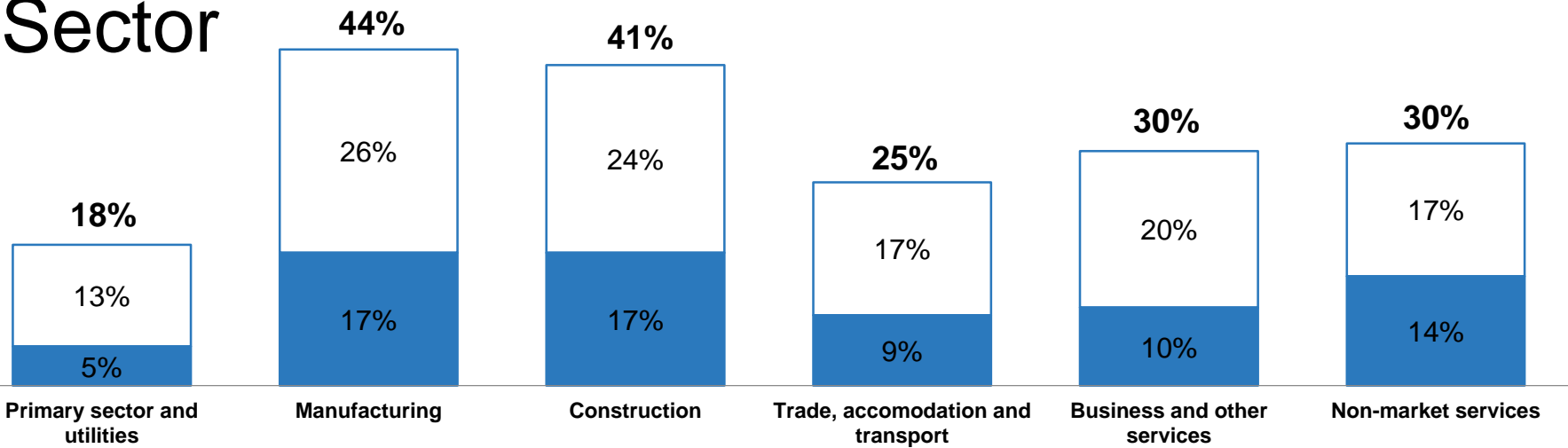
Market potential for Apprenticeships, by region and sector

Region



Base: All Wales establishments: Wales (2,007), North Wales (510), Mid Wales (212), South East Wales (804), South West Wales (481)

Sector



Base: All Wales establishments: Primary (133), Manufacturing (134), Construction (152), Trade, Accom. & Transport (689), Business (484), Non-market services (415)

All percentages have been rounded to zero decimal places. This means that percentages in the bars do not always sum to the total percentage above each bar

Reasons for not offering Apprenticeships

55%

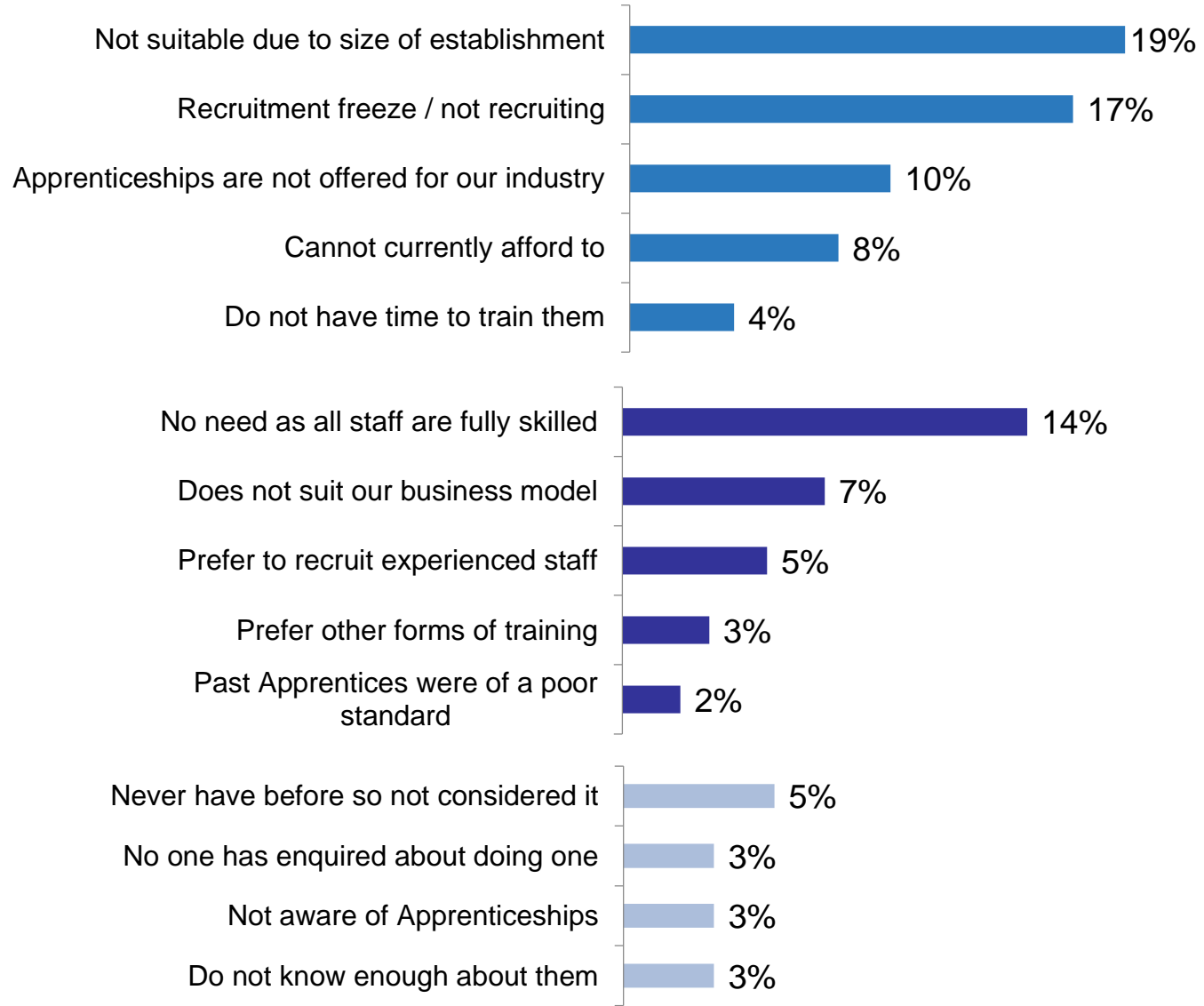
**PERCEIVED
STRUCTURAL
BARRIERS**

30%

**ACTIVELY
CHOOSING NOT TO**

12%

**LACK OF
AWARENESS**



*Note: Multiple responses allowed; 'Don't know' and 'No particular reason' responses not shown
Base: All Wales establishments not offering any type of apprenticeship (1,587)*

Chapter 6: Summary and Conclusions

Conclusions: Recruitment of young people and work experience

- “Public Free” channels such as the Jobcentre and (increasingly since 2012) other government programmes and schemes were used commonly by employers when recruiting young people. However, word of mouth continues to be the most popular method for recruiting young people. The dominance of word of mouth recruitment is a concern as it is a relatively ‘closed’ channel that potentially disadvantages those without social networks and links into the workplace.
- Nearly two-thirds (63 per cent) of employers in Wales rate work experience as a critical or significant factor looked for in candidates. Along with the finding above, this demonstrates the need to ensure young people are properly equipped to gain employment on leaving education.
- Given the value employers place on candidates having work experience, it is interesting to find that two-fifths (39 per cent) had provided individuals with work placements in the last 12 months. 17 per cent had offered work inspiration activities such as site visits with students. Perhaps greater promotion of the benefits of offering work experience would help encourage more employers to engage.
- Thirteen per cent of all Wales employers offered formal Apprenticeships. There remains significant desire among Wales employers not currently engaged in Apprenticeships to offer them in the future (21 per cent). Using duration of Apprenticeship as an indicator of quality, Apprenticeships offered appear to be of variable quality: half of Wales employers offered average duration Apprenticeships lasting between 12 months and three years.

Conclusions: Training, People Development and Employer Development

- The majority of employers in Wales train their staff (67 per cent). Internal training provision is more commonly arranged or funded for staff (55 per cent), although a considerable proportion of all employers in Wales use external providers to deliver their training (42 per cent).
- There is an imbalance in the use of private and public providers for external training. Private providers are much more likely to be used (38 per cent) compared with nine per cent who use FE colleges and six per cent who use HEIs). The gap between private and public is also widening over time.
- The findings show that employers in Wales tend to make their choices based on the *relevance* of provision. Although it appears that employers are able to find the external training they want, whether through public or private provision, there is some move towards private training due to a perceived lack of suitable options among public providers. A significant minority of Wales employers use the Welsh Government to find out information about skills and training related issues (13 per cent).
- Over a quarter of establishments in Wales (27 per cent) offer training that is designed to lead to a vocational qualification.
- Around one-sixth of employers (16 per cent) had worked with other employers to access, develop or share expertise on skills and training. Findings show that the most common benefit that employers reported from collaboration was the ability to share best practice from previous experiences. Furthermore, around one in eight employers who had collaborated with others reported financial benefits as a result.

Conclusions: Regional differences

- Work experience was of similar value across all regions. However, South West Wales and North Wales employers were more likely to have taken individuals on to a work placement (43 per cent and 42 per cent respectively).
- Employers in the Mid Wales region were least likely to offer work placements (32 per cent) or to have recruited education leavers over the last 2 to 3 years (22 per cent).
- Both awareness of apprenticeships and tendency to offer formal Apprenticeships was higher in South West Wales. Employers in Mid Wales are the least likely to offer formal Apprenticeships, and this is declining over time (10 per cent in 2012, 7 per cent in 2014).

Conclusions: Sector differences

- Work experience appeared to be of most importance to employers in the Primary sector and utilities and the Non-market services sector. Seventy three and 72 per cent respectively said it was important in recruiting, despite Primary sector employers being the least likely to offer work placements (22 per cent).
- Both awareness of apprenticeships in the Primary sector and utilities was low, as was their tendency to offer formal Apprenticeships* (six per cent). Employers in the Manufacturing sector were the most likely to offer Apprenticeships (28 per cent), and tended to offer longer Apprenticeships.
- Among employers in the Non-market services sector who train their staff, there was a large decline between 2012 and 2014 in the proportion who use FE colleges to provide this training (31 to 19 per cent). A similar reduction was also seen amongst employers in the Construction sector (31 to 12 per cent), making this sector one of the least likely to use FE colleges for training.
- Primary sector employers were the only group to reduce their usage of commercial organisations for training from 2012 to 2014 (60 per cent to 41 per cent).
- Establishments in the Non-market sector were most likely to collaborate with other employers on their skills and training practices (36 per cent), and were also the most likely to offer VQs (56 per cent).

*Formal Apprenticeships leading to a nationally-recognised qualification denoted by the capital 'A.'

For more information contact UKCES Employer Surveys



employersurveys@ukces.org.uk



@ukces

Data for Wales available at:

<http://www.gov.uk/government/publications/employer-perspectives-survey-2014-wales-data>