

UKCES LMI training workshop

UK Commission for Employment and Skills

Twitter: [#localmi](https://twitter.com/localmi)

Aims of the workshop

- ‘Hands on’ access to our local level data with help from UKCES experts on:
 - Employer Skills Survey
 - Employer Perspectives Survey
 - Working Futures
- Providing guidance on how to make best use of LMI data and turn it into intelligence on employment and skills issues in your locality
- Learning from each other

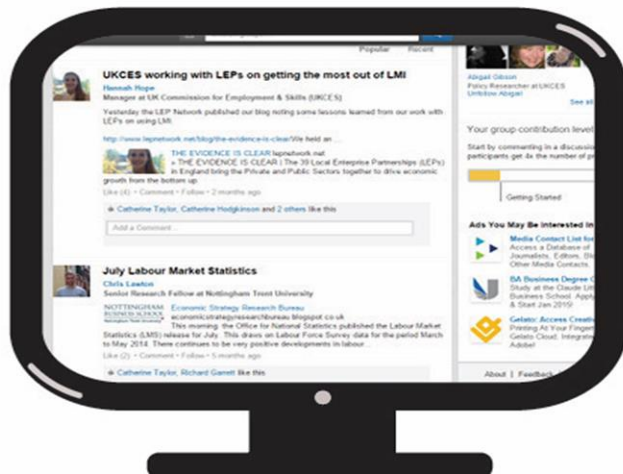


THE LMI NETWORK



Successful economies rely on high quality Labour Market Information (LMI). Crucial to competitiveness and growth, LMI helps people, businesses and organisations to understand the economy and make better choices.

The LMI Network connects users of labour market information and supports them in sharing ideas and expertise.



The LMI Network will help its members to:

- share their expertise and experience;
- identify research collaboration opportunities;
- share advice on technical issues, definitions and methodological problems; and
- signpost each other to reports, findings and events of interest.

Introduction to UKCES LMI

Employer Skills Survey
Employer Perspectives Survey
Working Futures

Aims of the session

- Introduce the UKCES' three main intelligence sources
 - Employer Skills Survey
 - Employer Perspectives Survey
 - Working Futures
- Demonstrate how they can be used to analyse local labour market needs
- Advise on what research outputs are available and how to access them

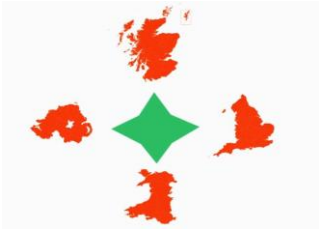
Employer Skills Survey (ESS)

An overview of the survey and some key findings from 2013

ESS overview

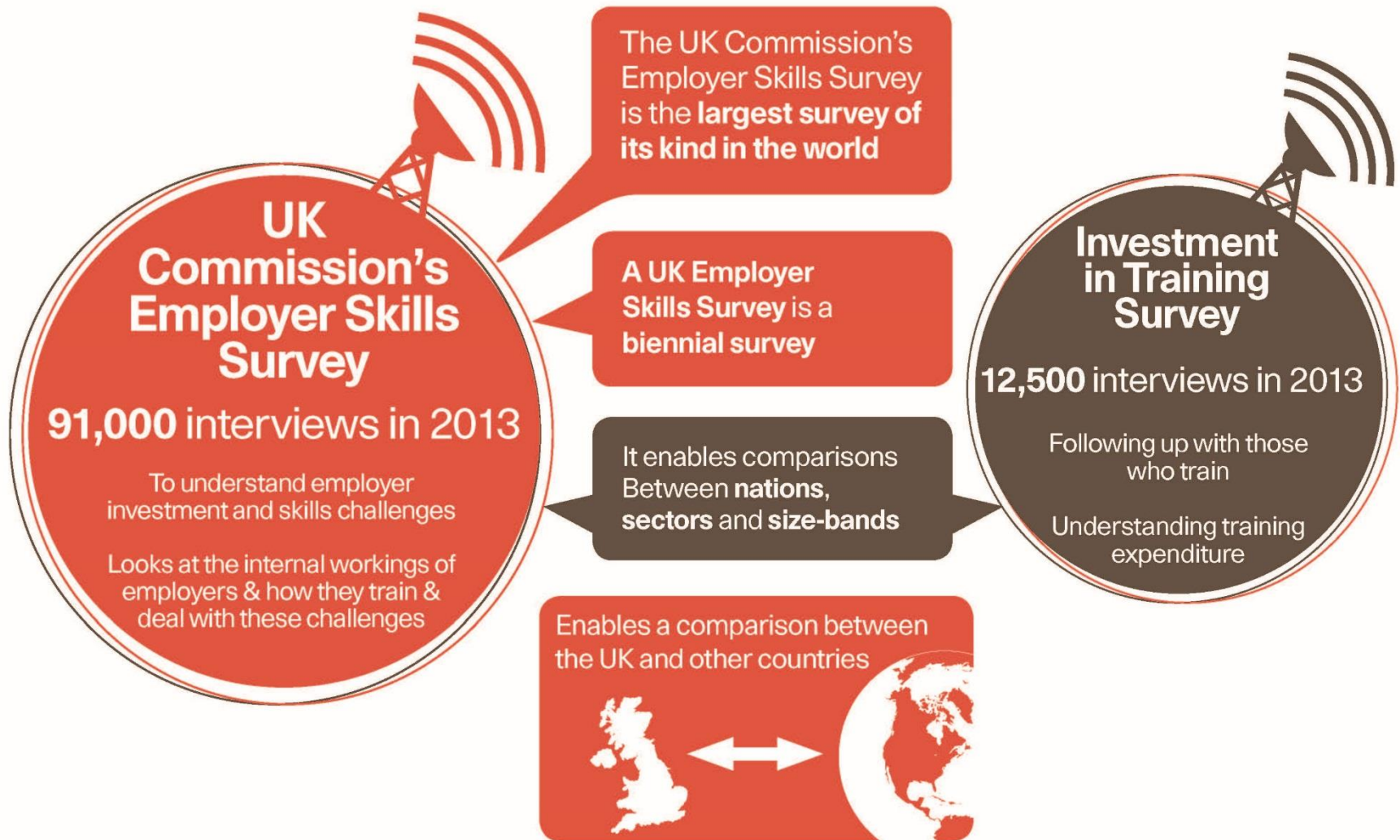
Why is the survey important?

- **UK Employer Skills Survey**
enables a comparisons between the UK and other countries



- Intra-UK comparisons by nation, sector and size-band for many variables (**and by LEP and LEA**)
- Biennial survey. **Next survey in field in March 2015**
- Now available: 2013 data, with full UK comparisons back to 2011 (and further back to legacy surveys in individual countries)

Key facts



Employer Skills Survey

Scope



Topic coverage

Skill deficiencies

Training and
investment in training

Retention of staff

...and high performance
working practices

Vacancies

Workforce
development

Business strategies




Skills shortage vacancies

i.e.. when a business fails to recruit due to applicants not having the right skills or work experience.



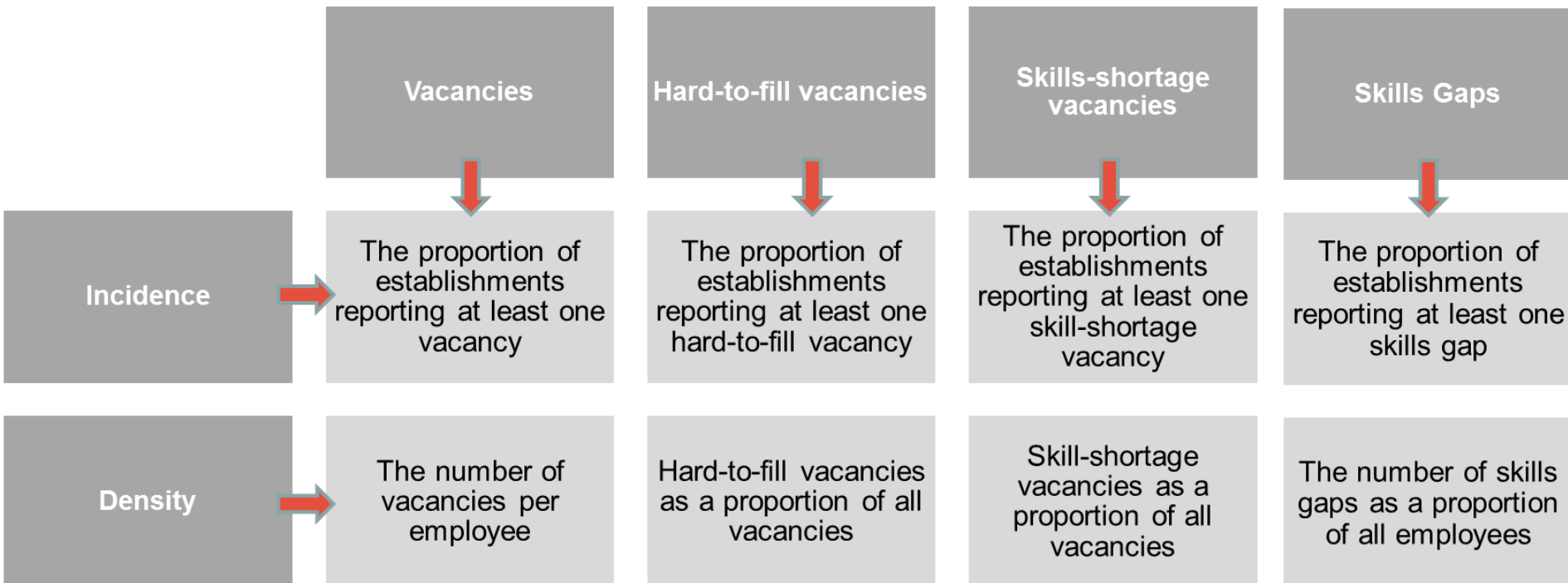
Skills gaps

i.e. are when an employee does not have the right skills to be fully proficient in their role.



Skills under-use i.e. where businesses report that the skills of at least one of their staff was under-used in their current role.

Looking at data from different perspectives



Outputs now available

UK

UK Report
2011 tables
2013 tables
Chapter infographics
Technical report

England

Slide pack
2011 tables
2013 tables
Infographic

LEP/LEA

Slide pack
2011 tables
2013 tables
Maps

Skills shortages are rising fast. Employers are finding it increasingly difficult to recruit the skilled workers they need in key areas

One in five vacancies (**22%**) is proving difficult to fill due to skills-shortages, up from one in six vacancies (**16%**) in 2011 (i.e. an **increase in volume of 60%**).

2013
2011

skills shortage vacancies
Vacancy growth

The growth in skills shortage vacancies has significantly **outpaced** vacancy growth.

<https://www.gov.uk/government/collections/ukces-employer-skills-survey-2013>

Also available : NI, Scotland and Wales data; thematic reports

Employer Skills Survey

Investment in Training (follow-up)

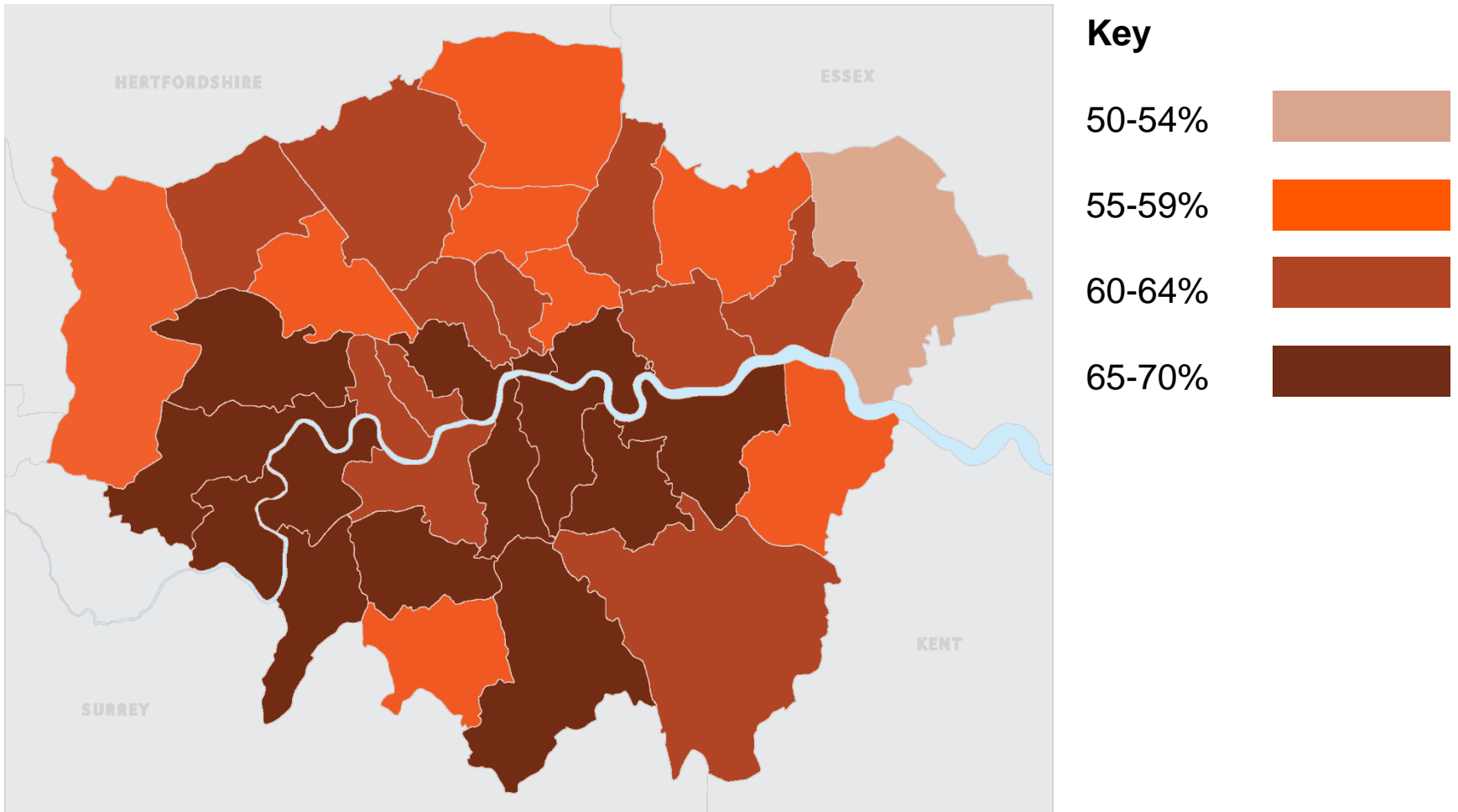
The Investment in Training Survey generates information on UK training expenditure

- Sampling frame drawn from those in ESS who answered 'yes' to having trained.
- c.12,000 interviews by phone.
- UK spend £43bn in 2013 vs. £45bn in 2011
- Figures breakdown by nation



Geography matters

We can show variation at the local level by **LEA and LEP**. For example the diagram below shows *the incidence of training by local authority area in London*.



New regional and local data

- Until recently the LEP and LEA data has only covered headline measures
- Employer Skills Survey local level summary tables were released in September '14
- New Employer Perspectives Survey tables also being launched– giving breakdowns at local level
- Local outputs for ESS – how do the figures look for different types of business in your area?



Sector



Number of emps

SME

SME vs. Non



Product Market
Strategy

Getting access

ESS what's available

Links to be emailed to you...

Webisodes and maps

Online at gov.uk/ukces

Reports – UK and country

Online at gov.uk/ukces

Excel data tables

At gov.uk/ukces / via
employer.surveys@ukces.org.uk

SPSS datasets

Data access request:
employer.surveys@ukces.org.uk

ONS Virtual Microdata Laboratory

Application packs at
ons.gov.uk

New insights from the 2014 Employer Perspectives Survey

- <https://www.gov.uk/government/collections/employer-perspectives-survey>

Employer Perspectives Survey 2014

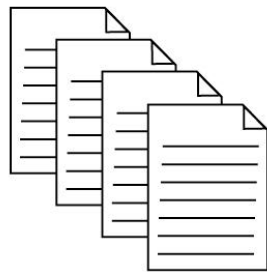
Robust UK wide survey of 18,000 businesses providing detailed insight into:

- 1. What employers think of the skills system**
- 2. How and why they behave in the way they do in terms of recruitment and training**

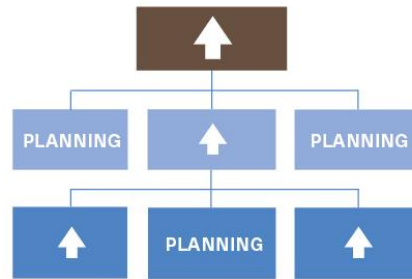
- Representative coverage of all sectors and sizes of employer
- Geographically representative down to sub-regional levels (LEP in England)
- Themes: Recruitment, work experience, providers of training, vocational qualifications, Apprenticeships, employer collaboration



Applications of labour market intelligence



content



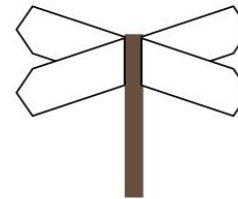
Curriculum
strategy



Business
development

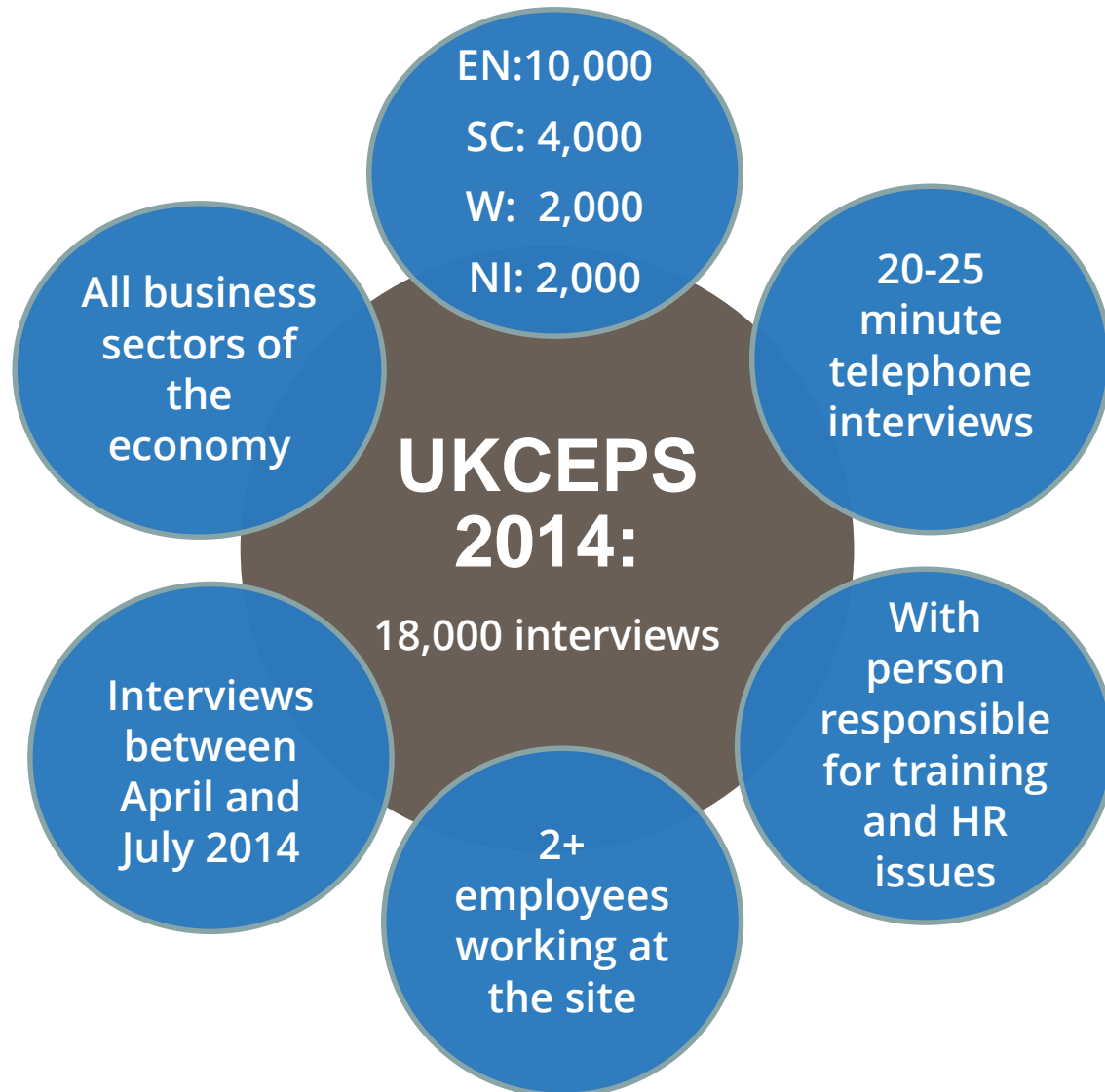


Local
strategic
dialogue



Careers
information
and advice

Overview of the Survey



What can EPS tell us?

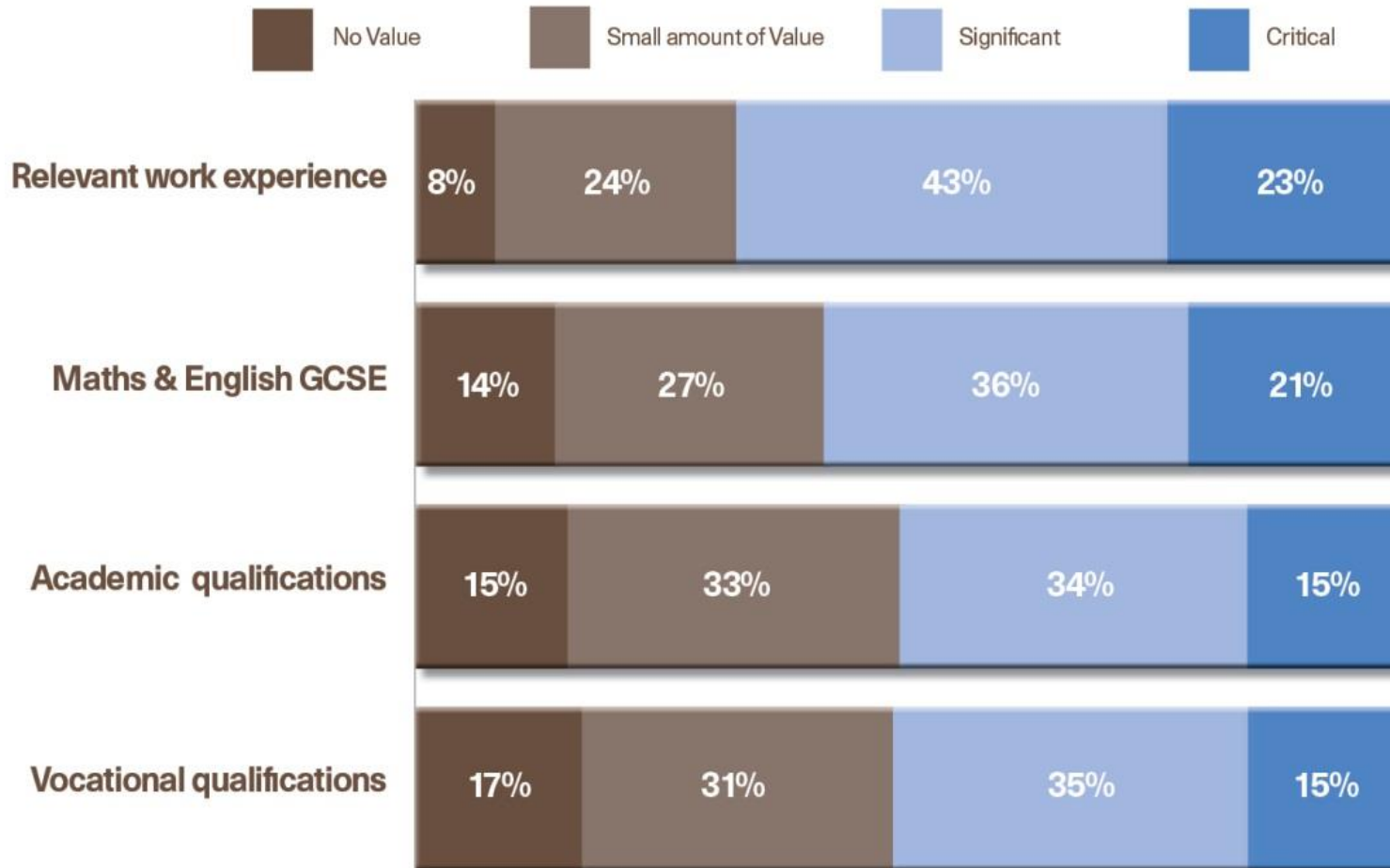
Recruitment and work experience	People development and Apprenticeships	Engagement with education and training
<p>How do employers go about hiring staff?</p> <p>How prepared for work are education leavers' (as perceived by employers)?</p> <p>Are employers offering work experience in your area?</p>	<p>Are employers training in your area?</p> <p>Which sources of training are companies using, and why?</p> <p>How many employers are using Apprenticeships and Vocational Qualifications?</p>	<p>How satisfied are employers with skills/training support locally?</p> <p>Are employers involved in designing training in your area?</p> <p>How many employers offer wider work-related learning for students?</p>

Channels used to recruit young people aged 16-24



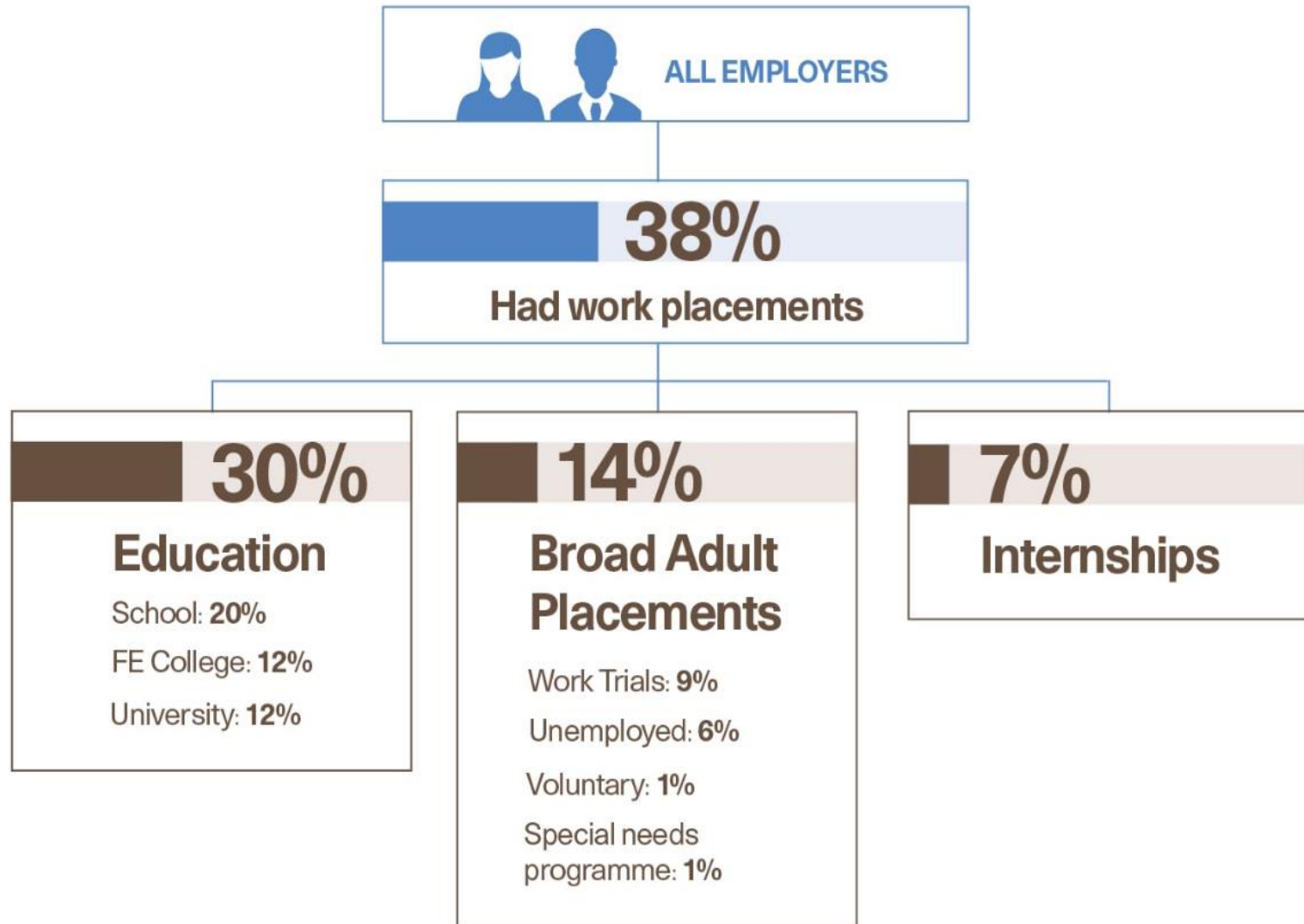
Base: All employers that have taken on a young person (7,928)

Significance placed on different factors when recruiting



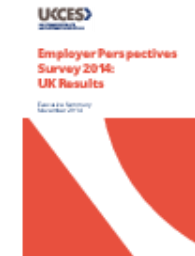
Base: all establishments (18,059)
Percentages do not add up to 100% as "Don't know" answers are not shown. 2% in each case.

Engagement in work placements



What's available from the Employer Perspectives Survey?

Reports



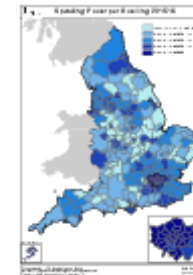
Info-graphics



Data



EPS 2014.sav



- <https://www.gov.uk/government/publications/employer-perspectives-survey-2014>



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uk




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Working Futures

An overview

Working Futures: Key facts




A UK labour market model that assesses prospects for the coming decade (2012-2022)

Explores employment prospects by occupation and qualification level

Provides projections of replacement demands – the main source of future job openings

Model consists of more than 800,000 separate time series



The most comprehensive and detailed labour market model in the UK

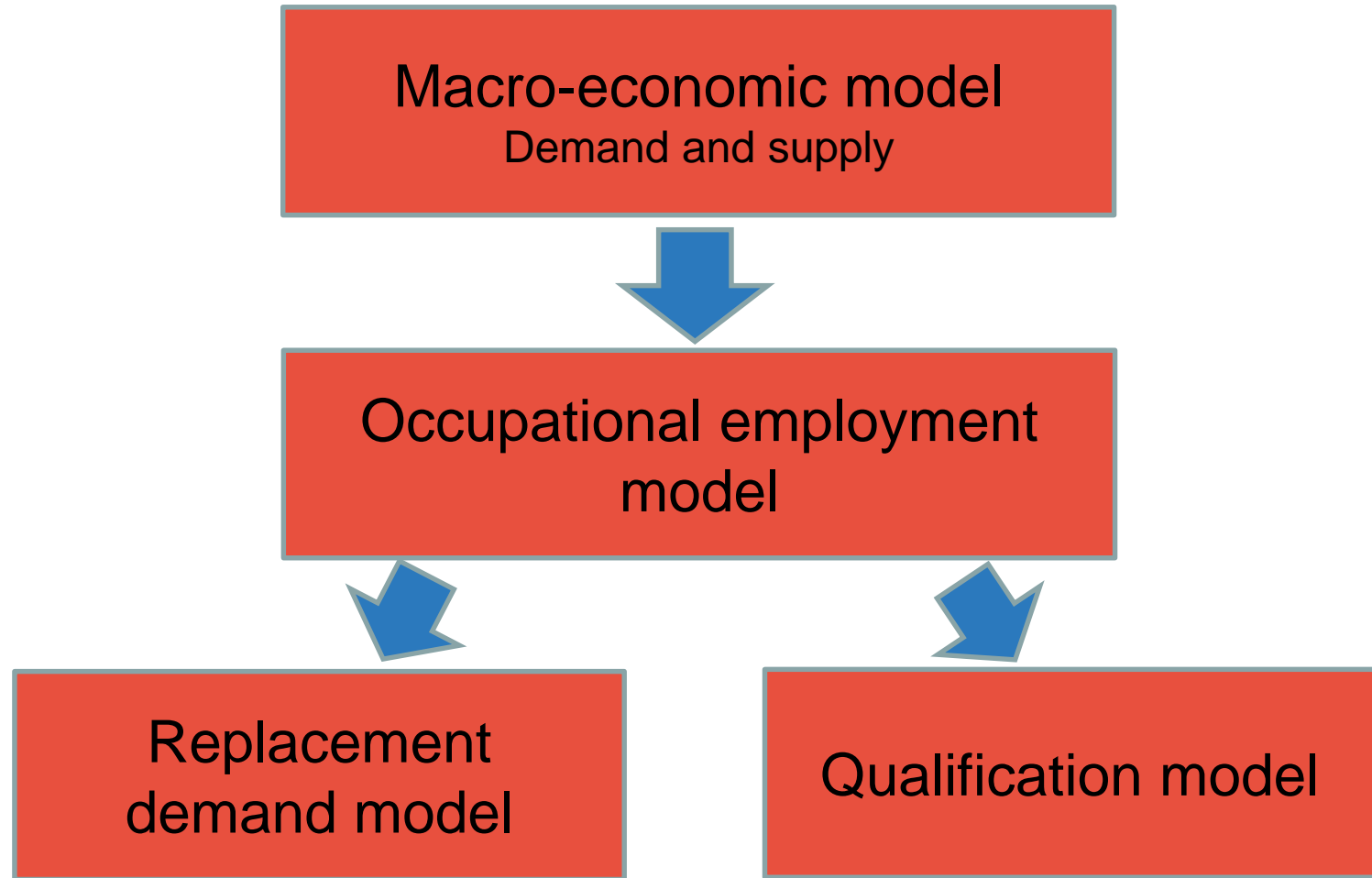
Refreshed every two to three years

Common, consistent data

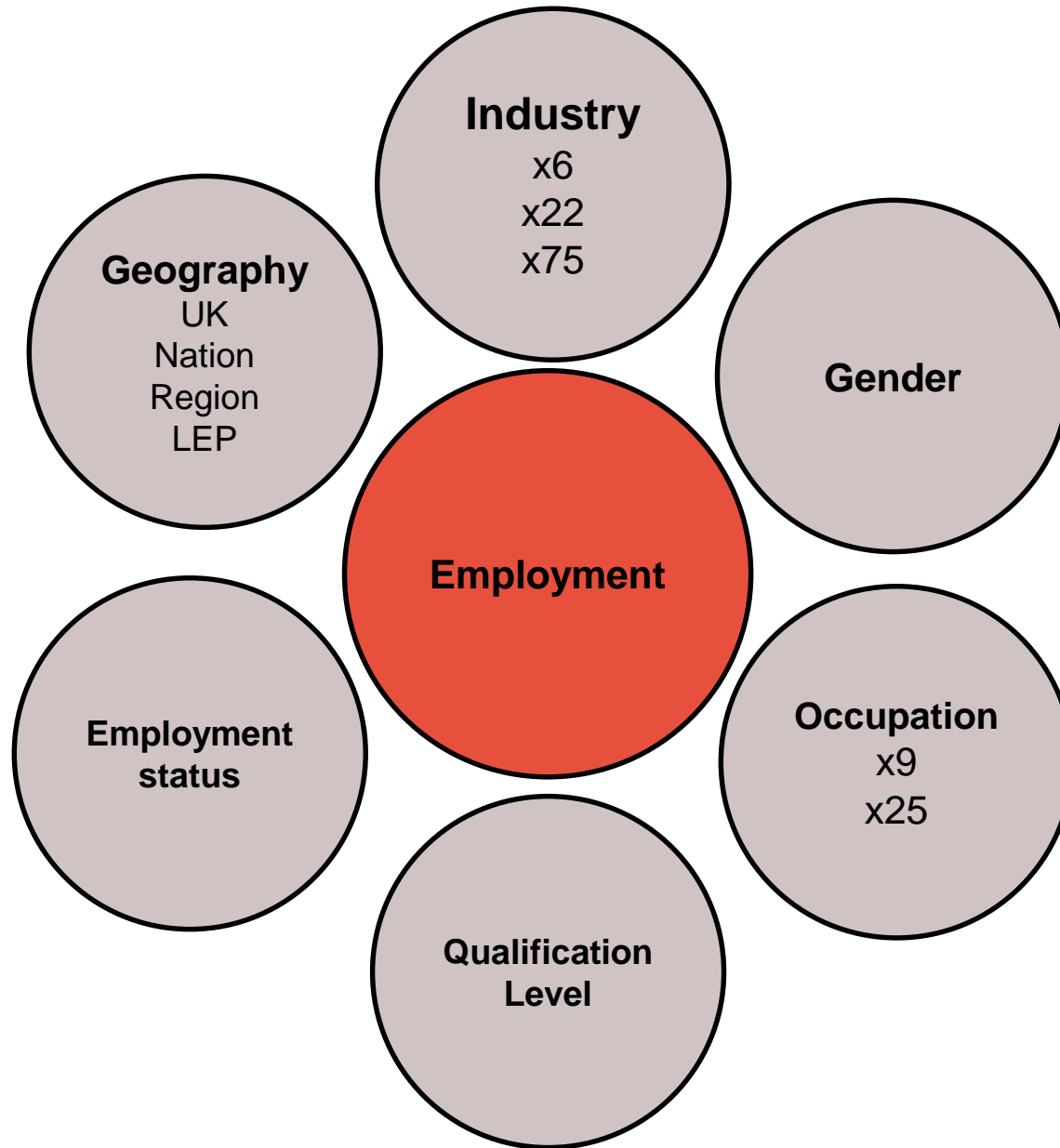
Enables comparisons between sectors and spatial areas - nations, English regions, LEP areas

Gives an indication of broad future employment patterns and trends based on past behaviour and performance - does not provide precise predictions

The model



Key lenses



LEP level results

- LEP analysis derived from industry forecasts at regional level
- Assumed that occupational / qualification patterns at detailed industry level match those seen at regional level
- No specific local knowledge, insight

Limitations of Working Futures

Indicative
benchmark
estimates

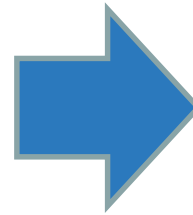
Quality of
original
data

Judicious
approach to
analysis

Margins of
error

Restrictions
on
publication

Technical
report , user
guidance



Value at local level

Informing
economic
and labour
market
priorities

Benchmarking,
impact
assessment

Understanding
current and
future skills
needs

Informing
careers
information

Working Futures data

- UK and regional reports available from <https://www.gov.uk/government/publications/working-futures-2012-to-2022>
- Local data available from WF data portal in MS Excel 2007 format from our secure Yammer network
- Restrictions on circulation and publication of local data
- Chancellor of Exchequer's notice required in order to access
- Guidance on use is provided
- To find out more email: working.futures@ukces.org.uk

Thank you