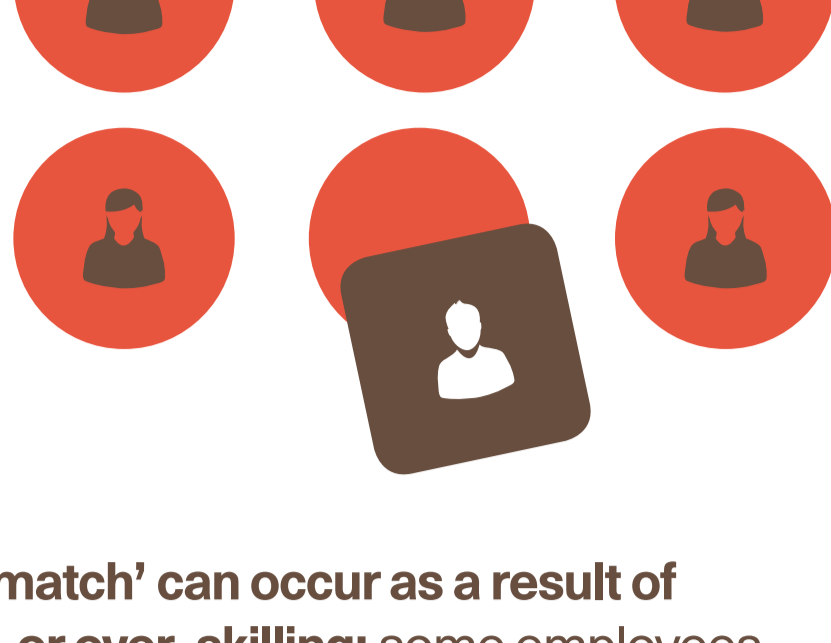


UK Commission's Employer Skills Survey 2013: Scotland Findings

Introduction

The survey includes measures of skills shortages, internal skills mismatches such as skills gaps and training.

A skills shortage vacancy (SSV) is when a business fails to recruit due to applicants not having the right skills or work experience



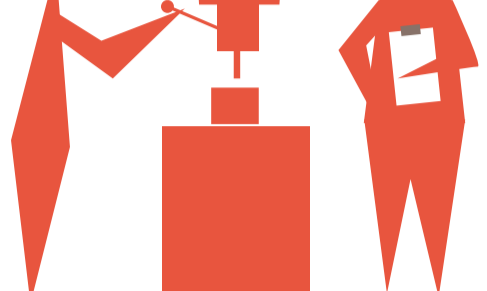
A 'Skills mismatch' can occur as a result of either under- or over-skilling: some employees lack the skills required to operate effectively in their job roles (a "skills gap"), whereas others do not fully utilise their existing skill set.

We measured two types of training:



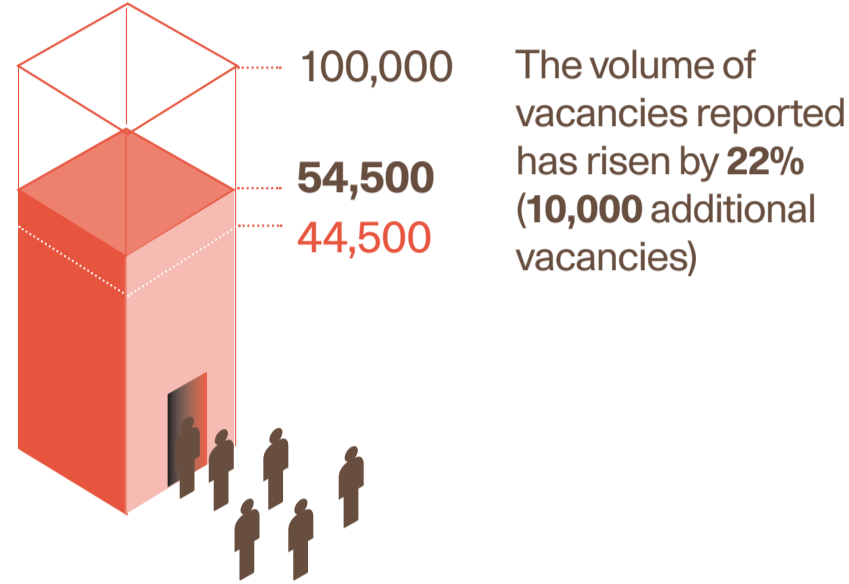
Off-the-job training: training undertaken away from an individual's immediate work position, whether on the employer's premises or elsewhere

On-the-job training: activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time

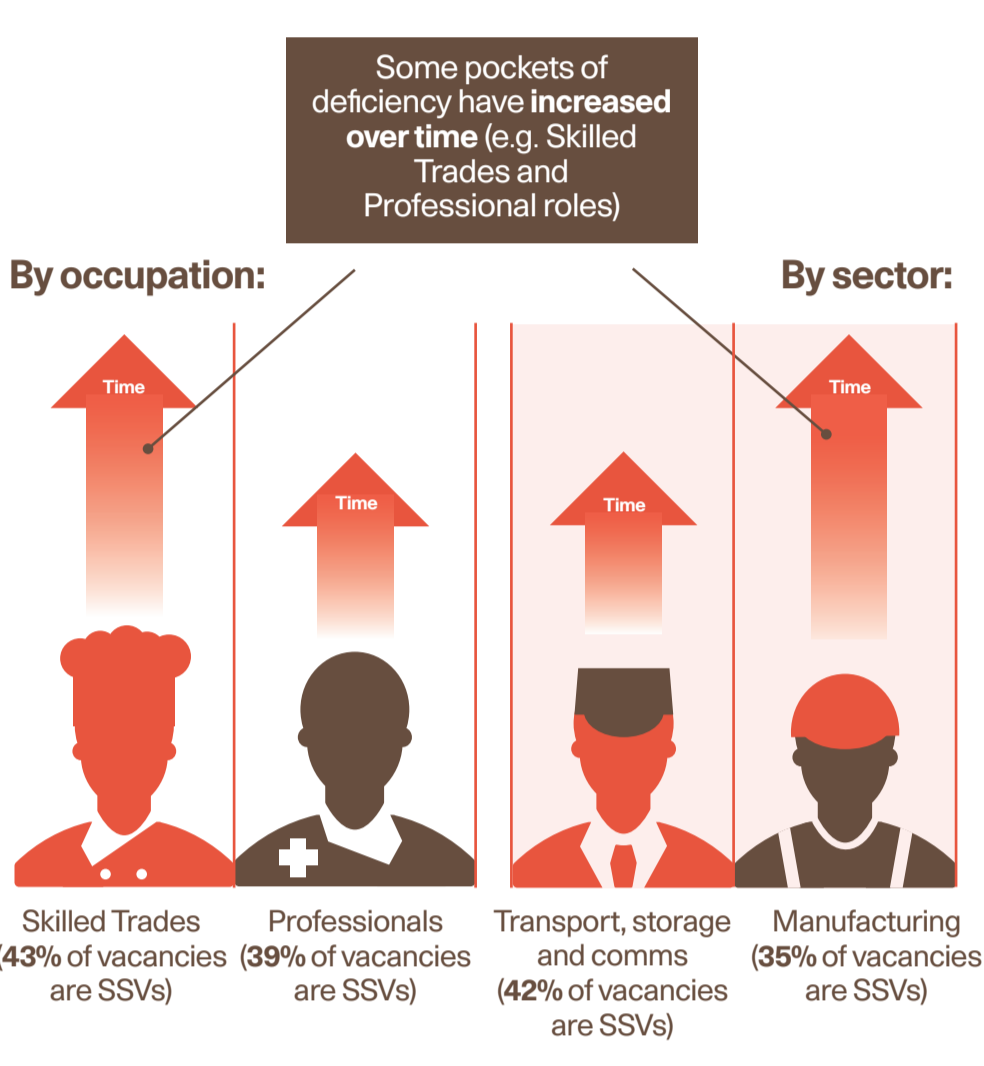
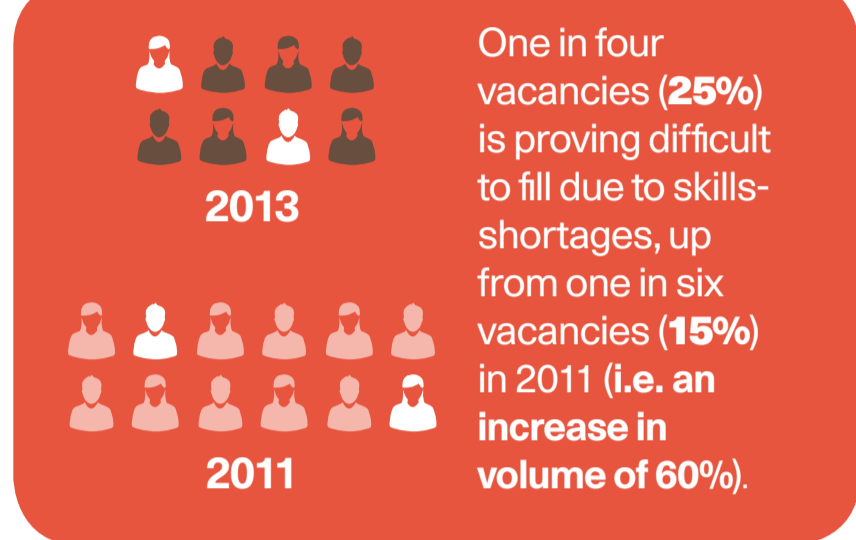


Any Training

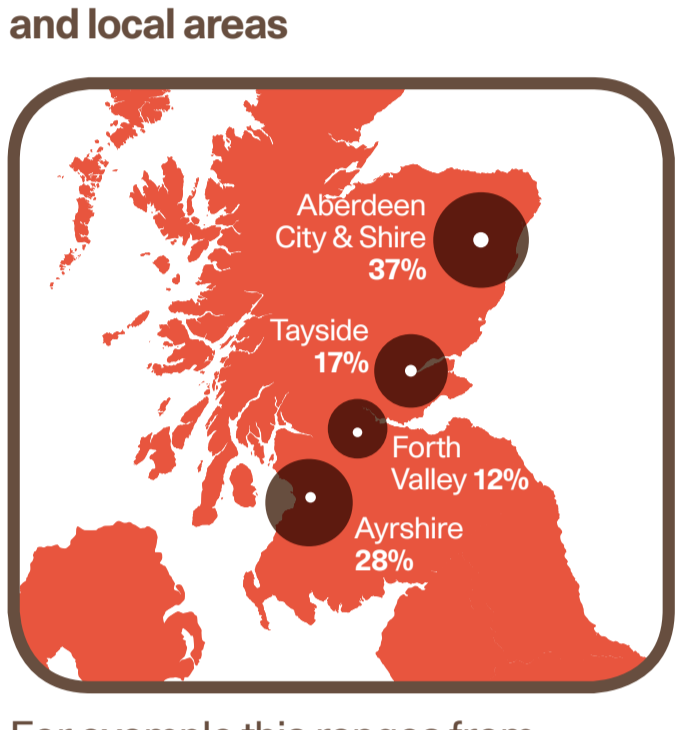
Employers and the labour market



Skills shortage vacancies have doubled in volume



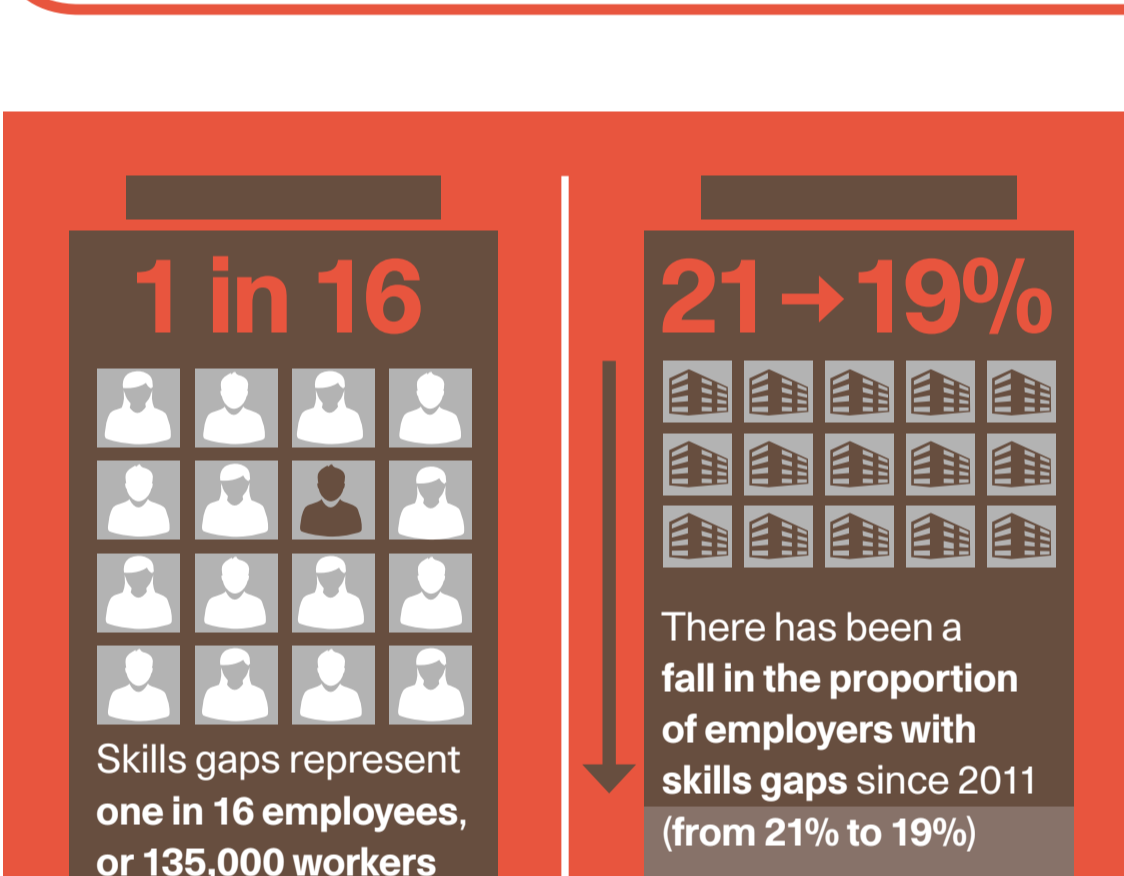
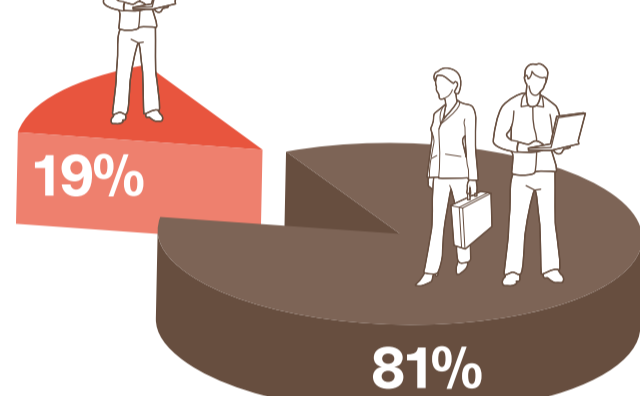
The intensity of skills shortage vacancies are being more widely felt in some sectors, occupations and local areas



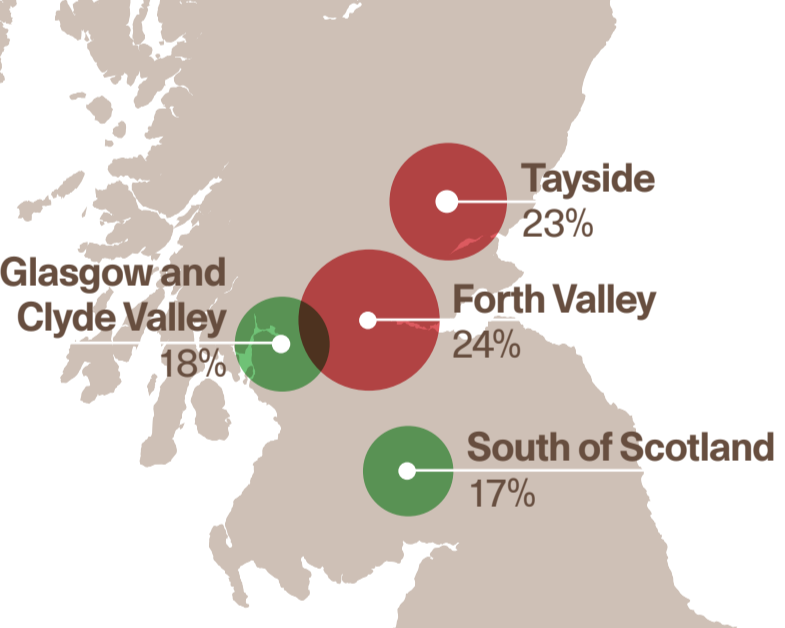
For example this ranges from 37% of vacancies being SSVs in Aberdeen City & Shire compared to 17% in Tayside

Employers and their existing employees

- 19% of employers in Scotland report a skills gap
- 81% of employers have a fully proficient workforce
- 74% of employers in Scotland predict that their skills requirements will change over the next 12 months
- 51% over half of employers in Scotland report skills under-use

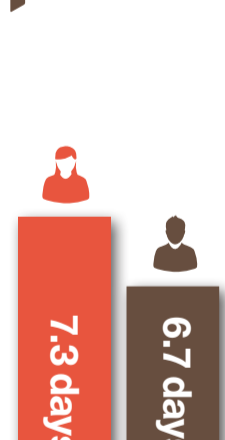
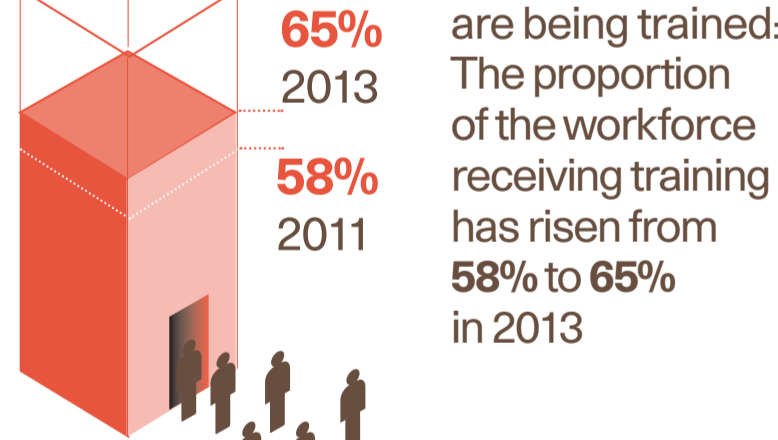
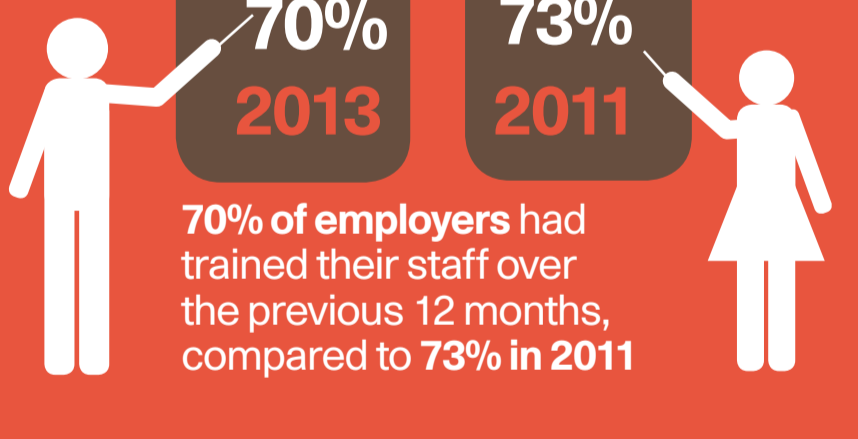


The proportion of employers reporting skills gaps varies around the country, from 24% in Forth Valley to 17% in South of Scotland.



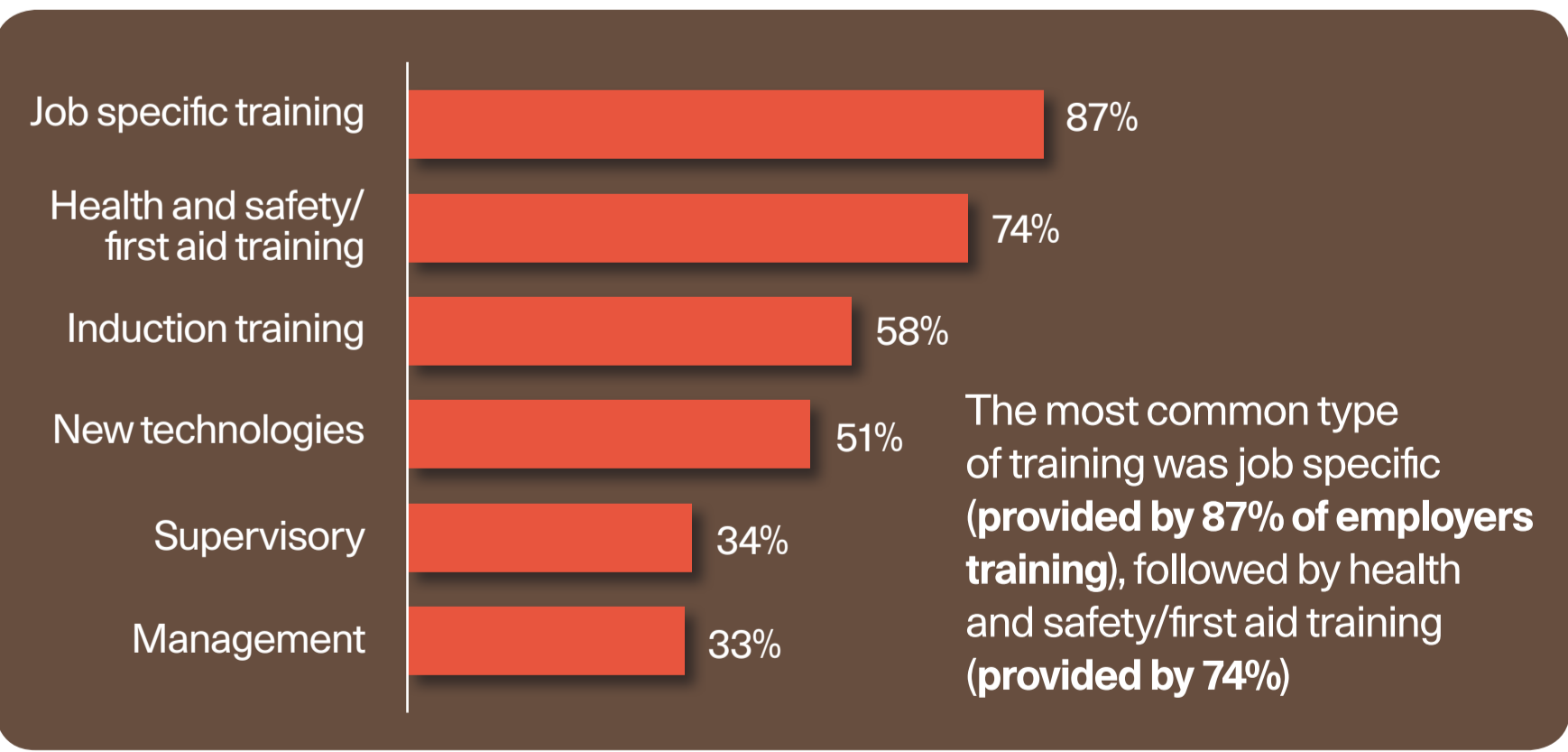
Employer investment in training

The proportion of employers training in Scotland has fallen over the past two years



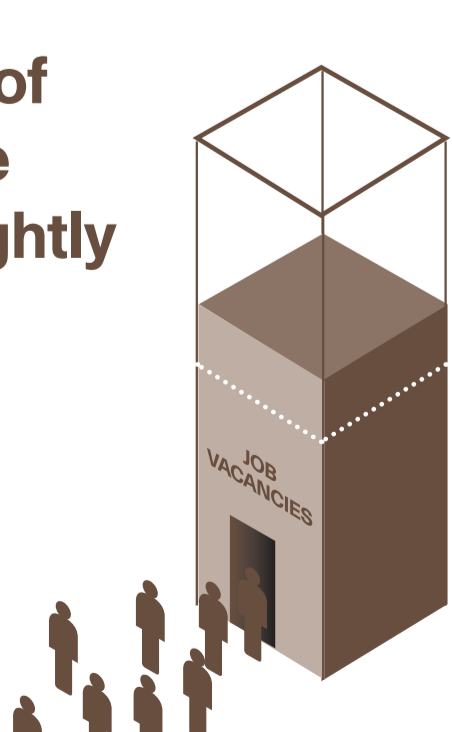
But employees are getting less: the number of days training each trainee has fallen since 2011

Types of training provided



Recruitment of young people

Recruitment of young people has fallen slightly in Scotland.

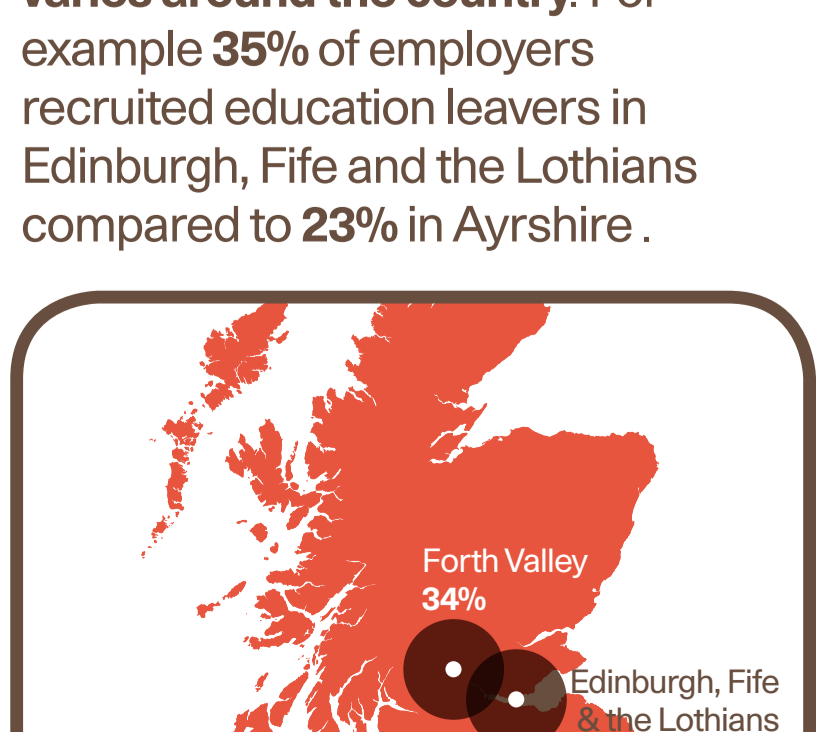


The proportion of employers who had recruited an education leaver (29%) is slightly lower in 2013 than in 2011 (30%)

Recruiting employers



Recruitment of education leavers varies around the country. For example 35% of employers recruited education leavers in Edinburgh, Fife and the Lothians compared to 23% in Ayrshire.



The likelihood of an employer recruiting an education leaver varies around Scotland

Most employers who recruited an education leaver found them well prepared for work