

UK Employer Skills Survey 2013

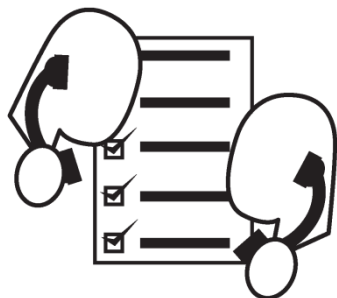
Local Slide Pack

Chapter 1: Background and Introduction

UKCESS 2013 - Overview

75,255 telephone interviews with establishments in England

8,704 follow up interviews on training spend



Vacancies

Skill-shortage vacancies

Upskilling

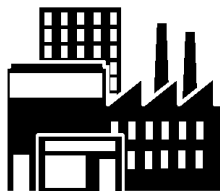
Training activity

Skills gaps

Product Market Strategy

High Performance Working

Under-use of skills



- UKCESS 2013 is the second time the survey has been run at a UK-level
- The 2013 survey covers establishments with 2 or more people working at them
- The 2011 survey included establishments with one employee – these were not covered in 2013.
- Where comparisons are made with 2011 findings, these are based on re-weighted 2011 data (configured to represent the 2+ employment business population used in 2013).

Achieved interviews / confidence intervals

For both LEA and LEP: ‘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 49.65% to 50.35%’

	Population	Number of interviews	(Maximum) Sampling Error
England	1,465,963	75,255	+/-0.36
LEA (top 5 and bottom 5)			
Essex	39,887	1,936	+/-2.23
Kent	40,099	1,775	+/-2.33
Hampshire	38,682	1,763	+/-2.33
Hertfordshire	33,818	1,577	+/-2.47
Lancashire	31,195	1,530	+/-2.51
Bracknell Forest	2,798	115	+/-9.14
Slough	3,152	115	+/-9.14
Knowsley	2,265	105	+/-9.56
Rutland	1,271	64	+/-12.25
Isles of Scilly	278	10	+/-30.99

	Population	Number of interviews	(Maximum) Sampling Error
England	1,465,963	75,255	+/-0.36
LEP (top 5 and bottom 5)			
London	248,679	10,369	+/-0.96
South East	108,071	4,901	+/-1.40
North Eastern	42,358	4,300	+/-1.49
Leeds City Region	73,768	4,130	+/-1.52
Derby, Derbyshire, Nottingham and Nottinghamshire	51,856	3,166	+/-1.74
Gloucestershire	19,650	987	+/-3.12
Cornwall and the Isles of Scilly	18,730	966	+/-3.15
Worcestershire	17,115	960	+/-3.16
Oxfordshire LEP	21,939	897	+/-3.27
Buckinghamshire Thames Valley	17,808	652	+/-3.84

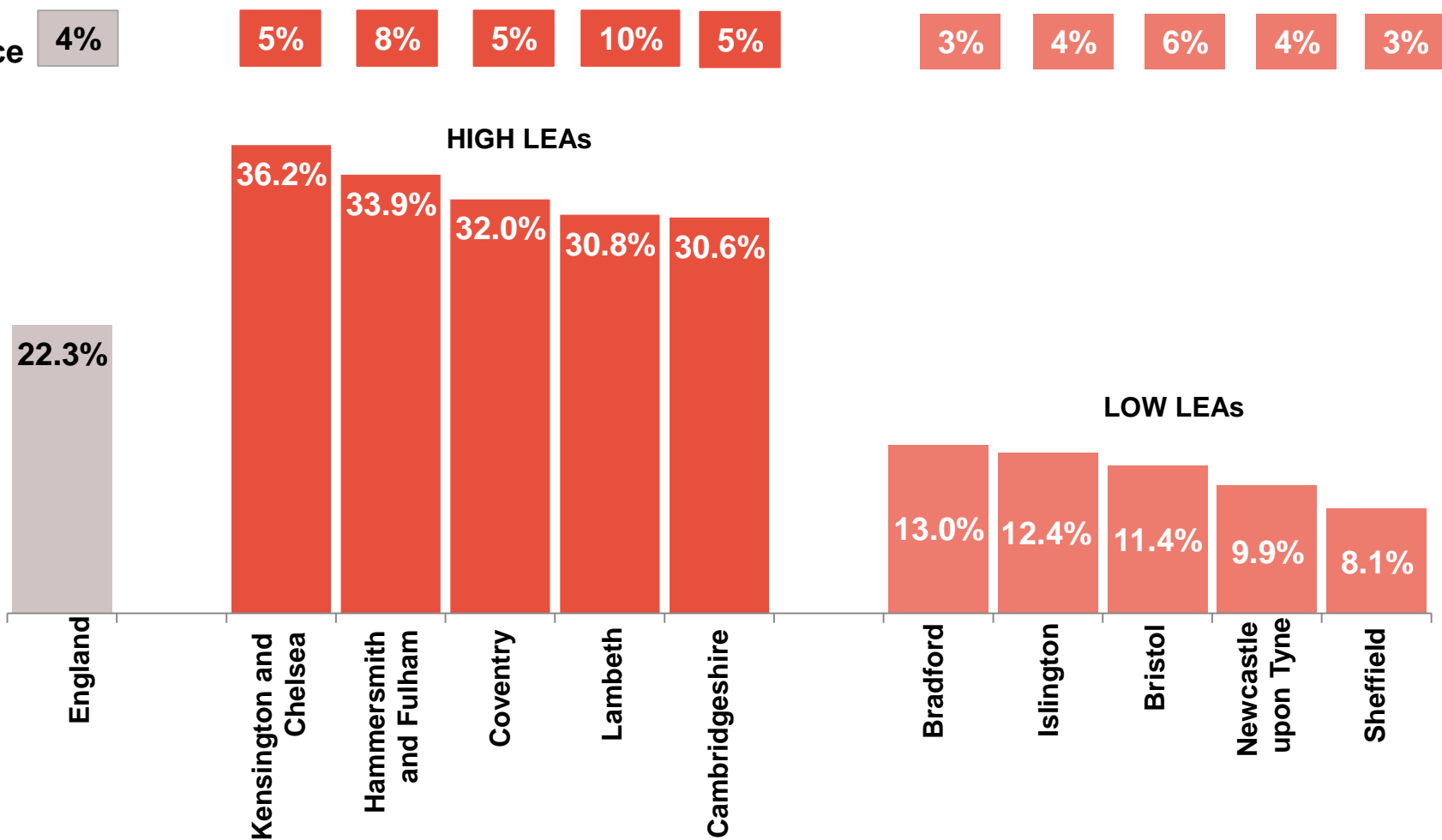
Chapter 2: Employers' experiences of skill shortages

Incidence and density measures (recruitment)



Incidence and density of skill-shortage vacancies by LEA

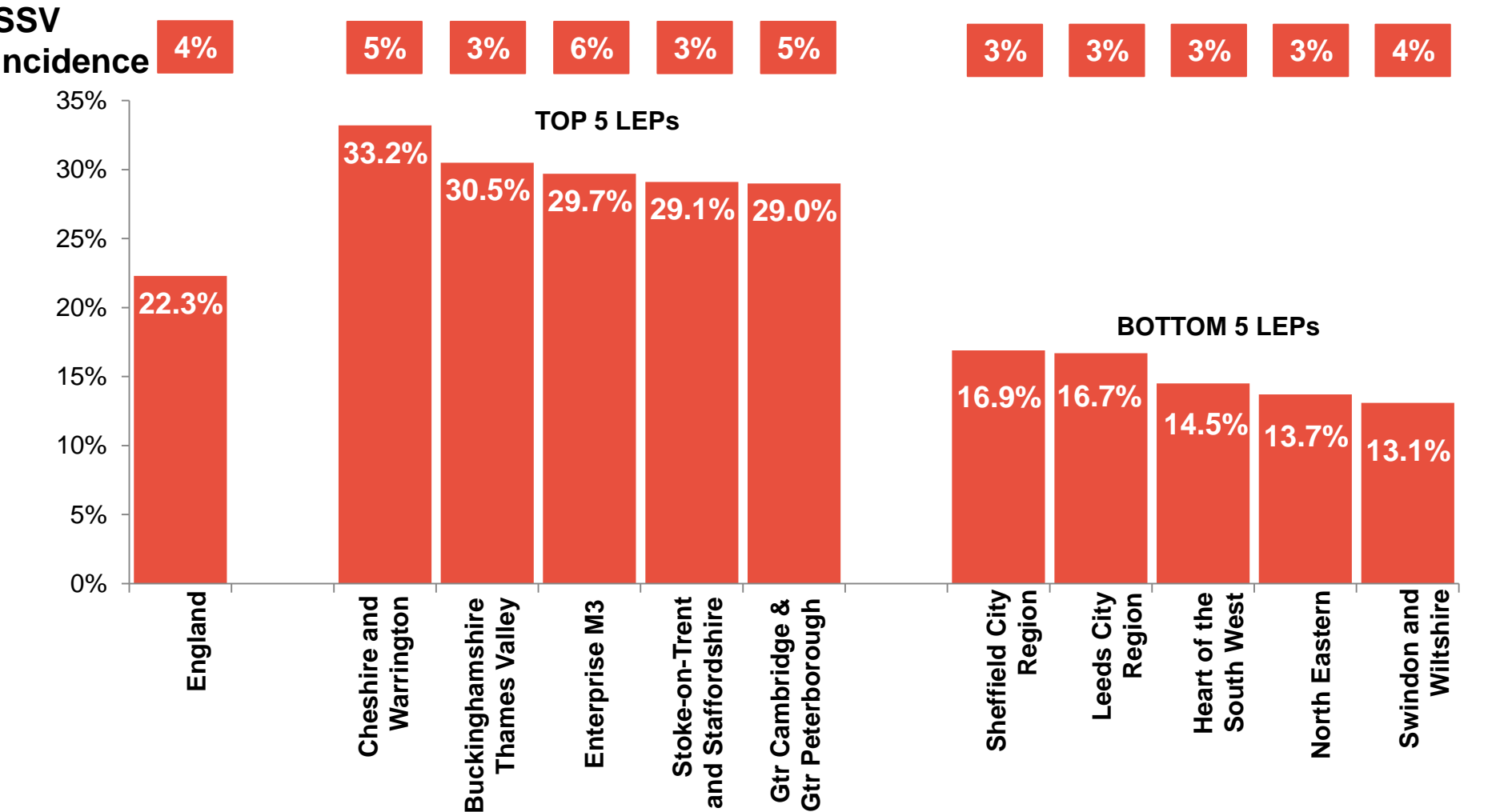
SSV Incidence



Base for boxes: All establishments (as shown below)

Base for bars: All vacancies based on responses from all establishments (England: 75,255; Kensington and Chelsea: 309; Hammersmith and Fulham: 302; Coventry: 354; Lambeth: 286; Cambridgeshire: 1,021; Bradford: 619; Islington: 452; Bristol: 612; Newcastle upon Tyne: 661; Sheffield: 714)

Incidence and density of skill-shortage vacancies by LEP



Base for boxes: All establishments (as shown below)

Base: All vacancies based on responses from all establishments (England: 75,255; Cheshire and Warrington: 1,436; Buckinghamshire Thames Valley: 652; Enterprise M3: 2,226; Stoke-on-Trent and Staffordshire: 1,555; Gtr Cambridge and Gtr Peterborough: 2,270; Sheffield City Region: 2,385; Leeds City Region: 4,130; Heart of the South West: 2,881; North Eastern: 4,300; Swindon and Wiltshire: 1,002)

Skills lacking among applicants among LEAs with high densities of SSVs

England

- Technical, practical or job specific skills (62%)
- Oral communication (42%)
- Customer handling (41%)
- Written communication (38%)
- Problem solving skills (37%)

Kensington and Chelsea

- Oral communication (75%)
- Written communication (73%)
- Literacy skills (63%)
- Technical, practical or job specific skills (46%)
- Customer handling (34%)

Hammersmith and Fulham

- Technical, practical or job specific skills (87%)
- Planning and organisation skills (68%)
- Strategic management skills (67%)
- Oral communication (47%)
- Advanced IT skills (47%)

Coventry

- Technical, practical or job specific skills (86%)
- Problem solving skills (68%)
- Literacy skills (65%)
- Customer handling (58%)
- Written communication (51%)

Lambeth

- Technical, practical or job specific skills (80%)
- Customer handling (70%)
- Strategic management skills (70%)
- Oral communication (68%)
- Advanced IT skills (61%)

Cambridgeshire

- Technical, practical or job specific skills (68%)
- Oral communication (43%)
- Written communication (41%)
- Planning and organisation skills (38%)
- Problem solving skills (37%)

Base: All establishments with skill-shortage vacancies – up to 6 occupations followed up (England: 4,057; Kensington and Chelsea: 30; Hammersmith and Fulham: 25; Coventry: 25; Lambeth: 25; Cambridgeshire: 87).

Note: figures are shown as a percentage of all SSVs (not a percentage of all establishments)

Skills lacking among applicants among the top five LEPs with the greatest densities of SSVs

England Top 5

- Technical, practical or job specific skills (62%)
- Oral communication (42%)
- Customer handling (41%)
- Written communication (38%)
- Problem solving skills (37%)

Cheshire and Warrington

- Oral communication (58%)
- Numeracy skills (57%)
- Technical, practical or job specific skills (54%)
- Basic computer literacy (52%)
- Team working skills (43%)

Buckinghamshire Thames Valley

- Technical, practical or job specific skills (87%)
- Oral communication (59%)
- Problem solving skills (55%)
- Planning and organisation skills (53%)
- Written communication (51%)

Enterprise M3

- Technical, practical or job specific skills (60%)
- Customer handling (50%)
- Planning and organisation skills (40%)
- Oral communication (36%)
- Problem solving skills (34%)

Stoke-on-Trent and Staffordshire

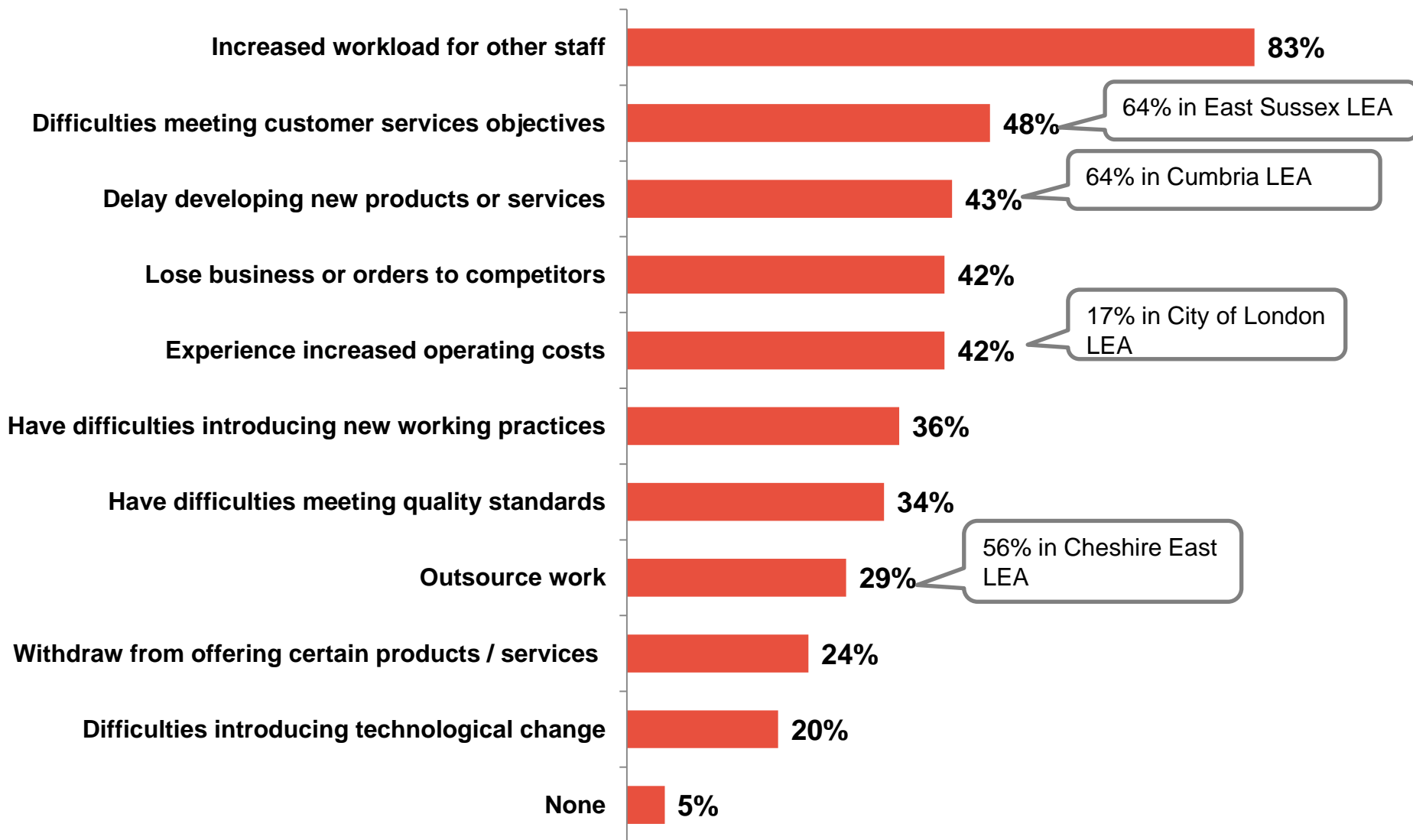
- Oral communication (51%)
- Problem solving skills (50%)
- Written communication (49%)
- Literacy skills (47%)
- Technical, practical or job specific skills (45%)

Gtr. Cambridge and Gtr. Peterborough

- Technical, practical or job specific skills (63%)
- Written communication (43%)
- Oral communication (39%)
- Problem solving skills (37%)
- Literacy skills (35%)

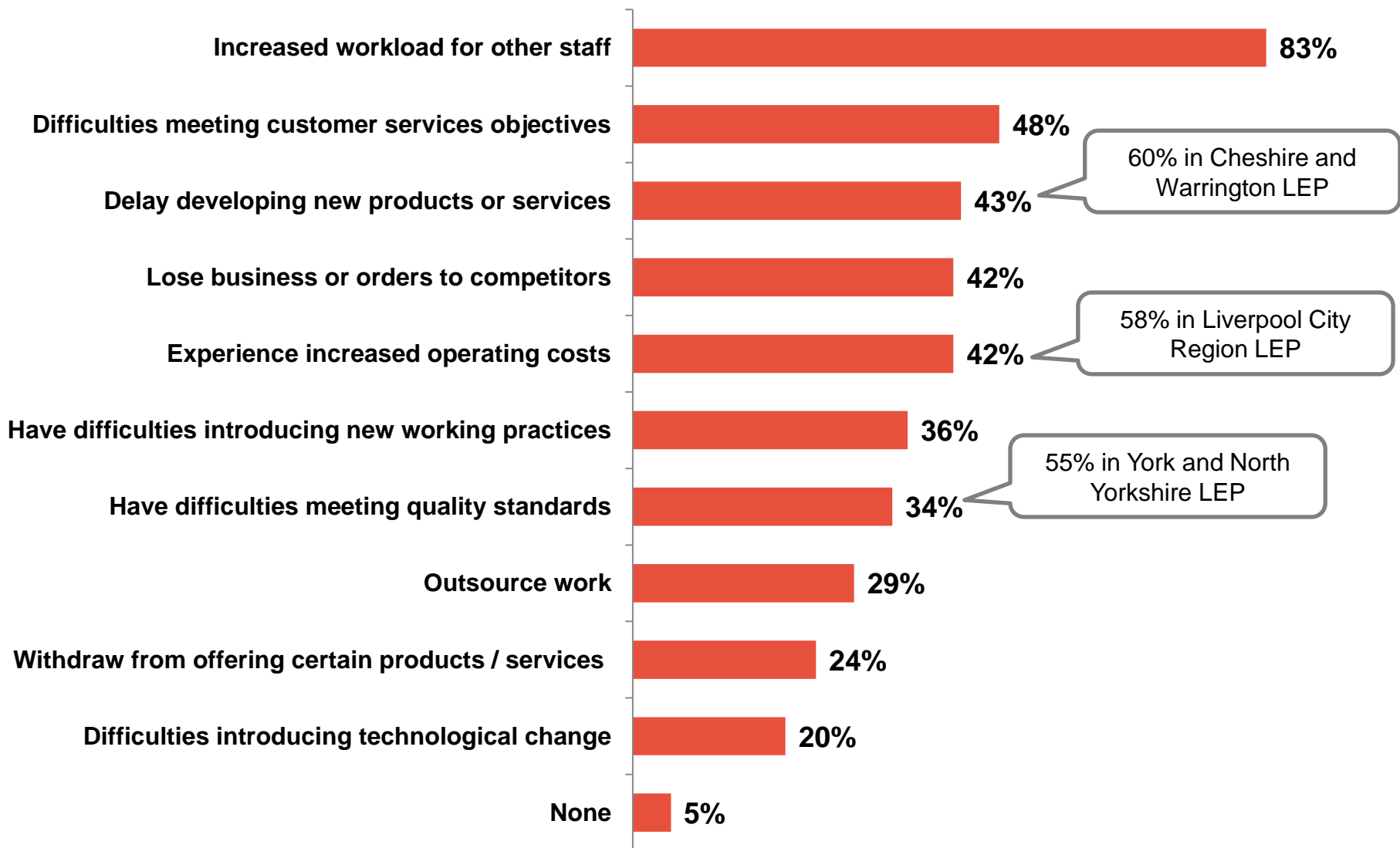
*Base: All establishments with skill-shortage vacancies – up to 6 occupations followed up (England: 4,057; Tees Valley: 43; Cheshire and Warrington: 107; Buckinghamshire Thames Valley: 40; Enterprise M3: 173; Stoke-on-Trent and Staffordshire: 82)
Note: Figures are shown as a percentage of all SSVs (not a percentage of all establishments)*

Impact of skill-shortage vacancies (LEA)



Base: All establishments where all hard-to-fill vacancies caused by skills related issues (3,879)

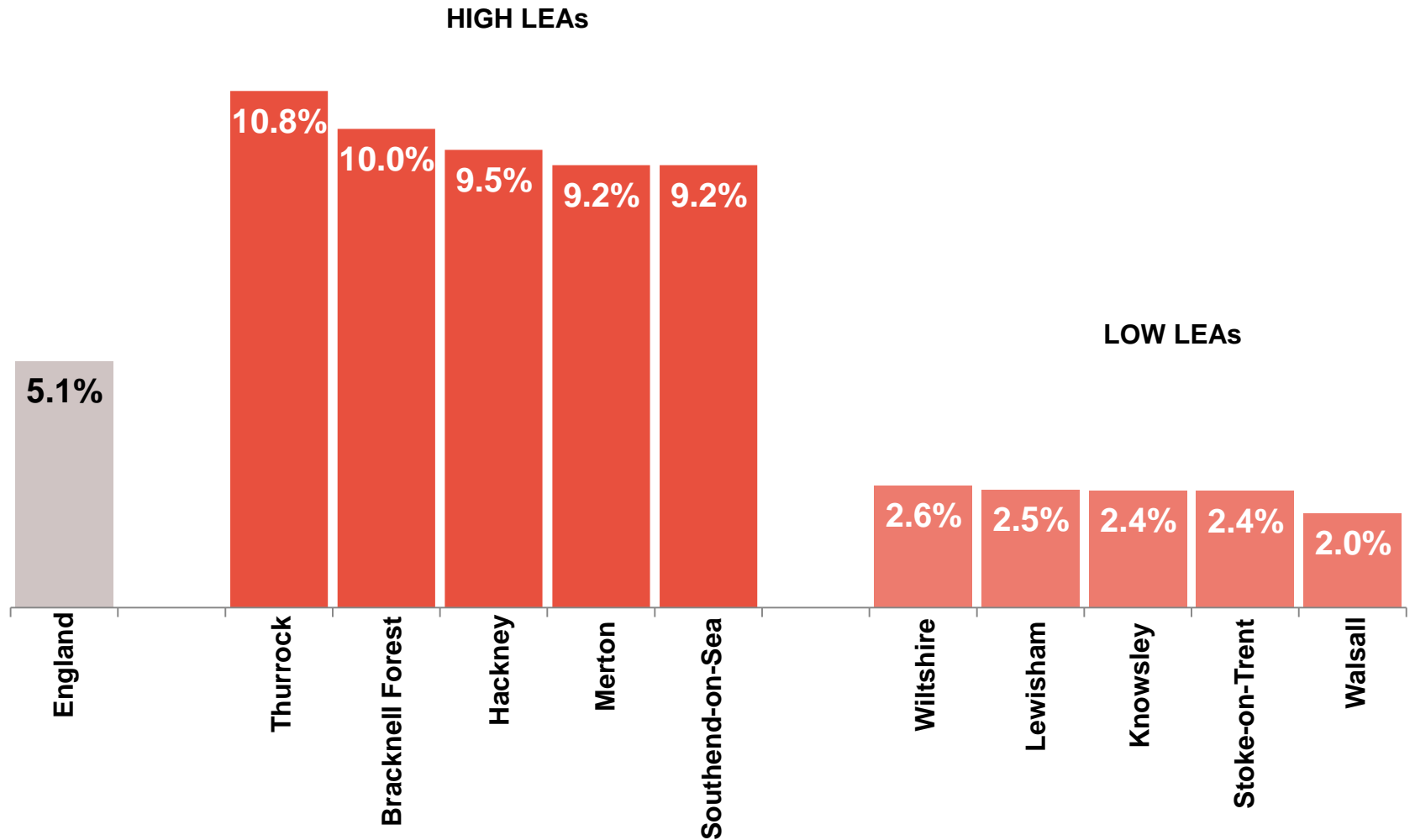
Impact of skill-shortage vacancies (LEP)



Base: All establishments where all hard-to-fill vacancies caused by skills related issues (3,879)

Chapter 3: The Internal Skills Challenge

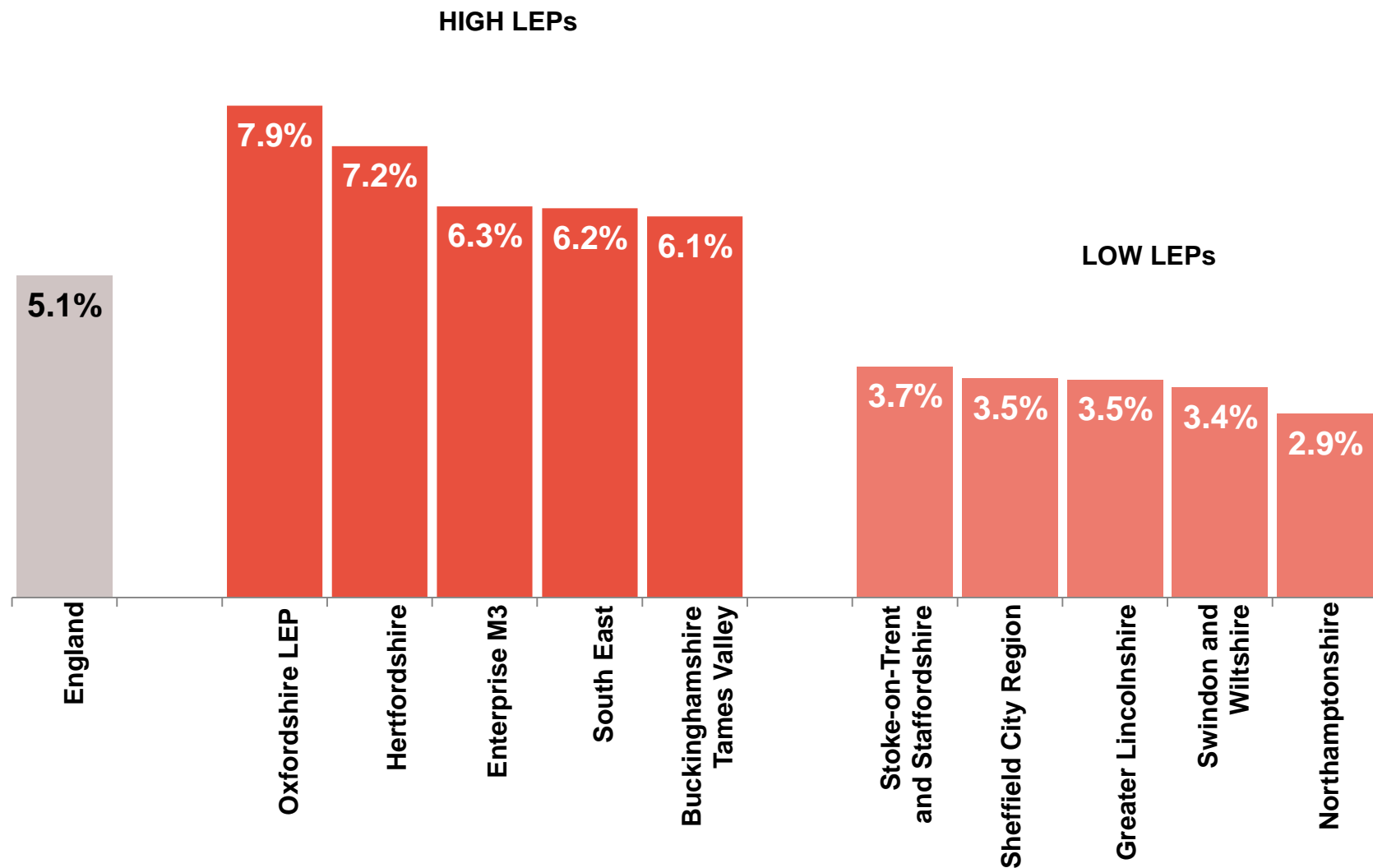
Skills gaps as a proportion of employment (density) by LEA



Base: All establishments (England: 75,255; Thurrock: 163; Bracknell Forest: 115; Hackney: 234; Merton: 212; Southend-on-Sea: 197; Wiltshire: 762; Lewisham: 190; Knowsley: 105; Stoke-on-Trent: 308; Walsall: 301)

Note: Figures are shown as a percentage of all employment (not a percentage of all establishments)

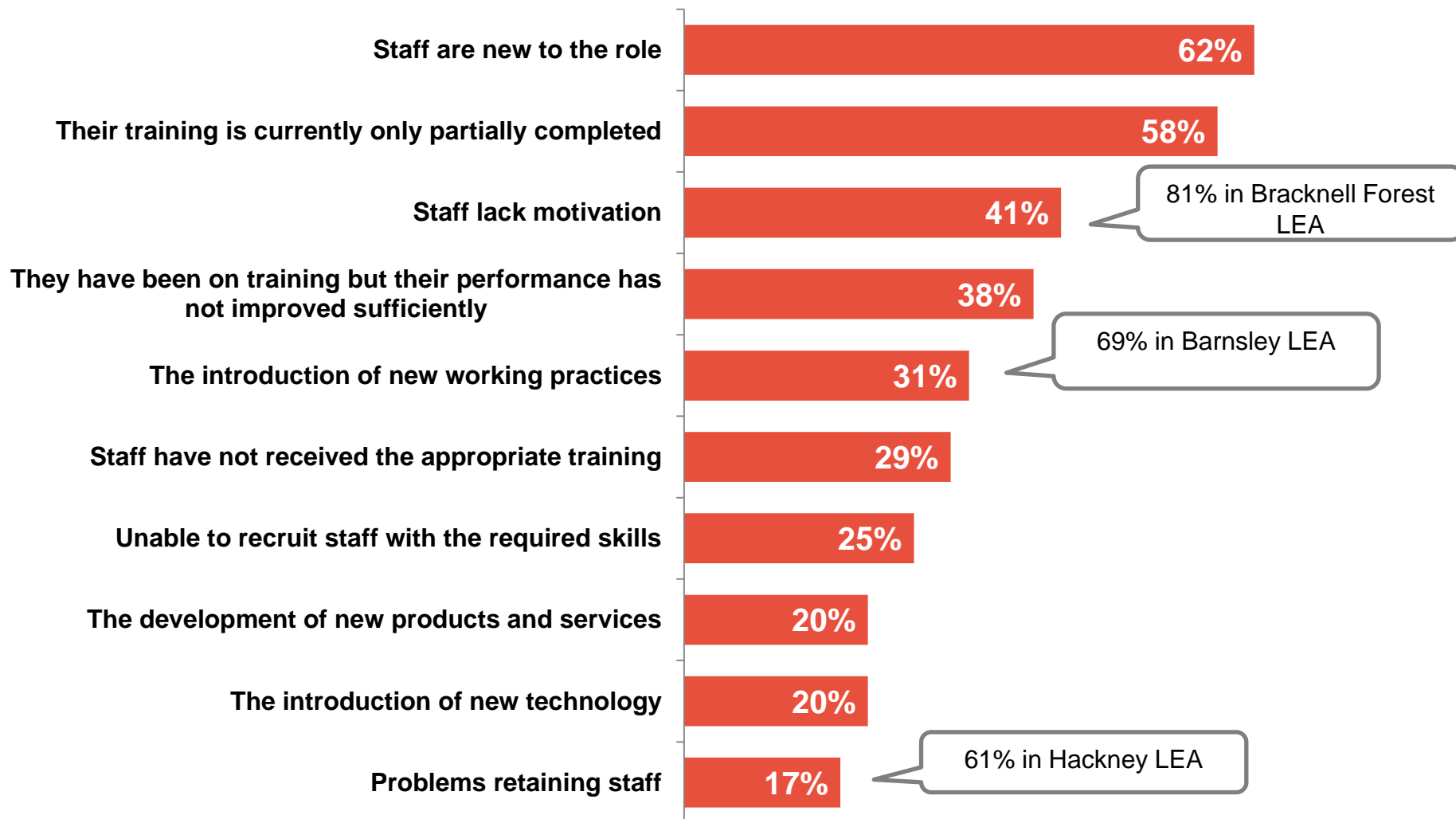
Skills gaps as a proportion of employment (density) by LEP



Base: All establishments (England: 75,255; Oxfordshire LEP: 897; Hertfordshire: 1,577; Enterprise M3: 2,226; South East: 4,901; Buckinghamshire Thames Valley: 652; Stoke-on-Trent and Staffordshire: 1,555; Sheffield City Region: 2,385; Greater Lincolnshire: 1,770; Swindon and Wiltshire: 1,002; Northamptonshire: 1,185)

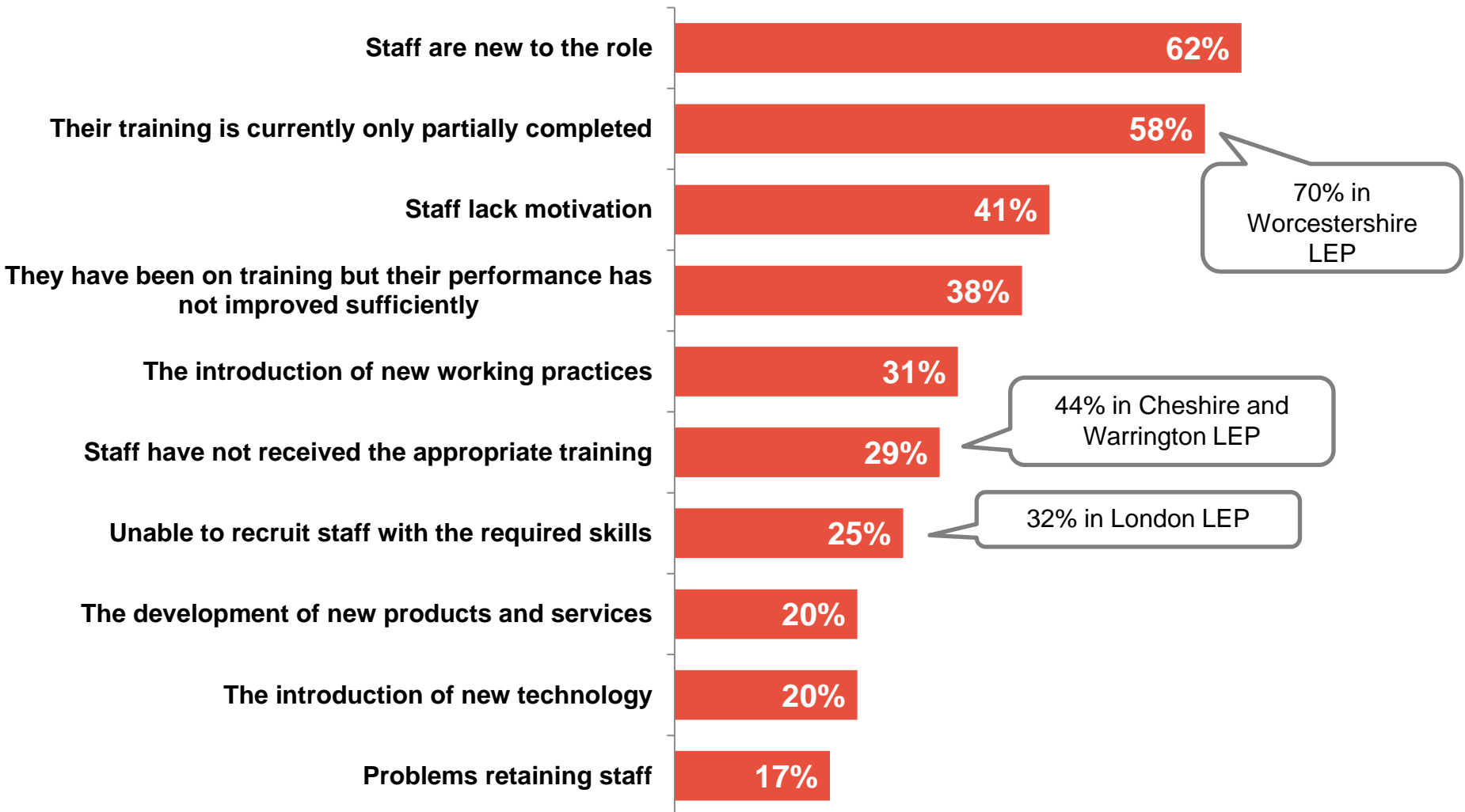
Note: Figures are shown as a percentage of all employment (not a percentage of all establishments)

Main causes of skills gaps by LEA



*Base : All establishments with skills gaps - up to 2 occupations followed up (16,563)
Note: Figures are shown as a percentage of all skills gaps (not a percentage of all establishments)*

Main causes of skills gaps by LEP



Base : All establishments with skills gaps - up to 2 occupations followed up (16,563)
Note: Figures are shown as a percentage of all skills gaps (not a percentage of all establishments)

Skills lacking in staff with skills gaps among the LEAs with the greatest densities of skills gaps

England

- Technical, practical or job specific skills (57%)
- Planning and organisation skills (57%)
- Team working skills (53%)

Thurrock

- Planning and organisation skills (73%)
- Customer handling skills (65%)
- Problem solving skills (60%)

Bracknell Forest

- Customer handling skills (89%)
- Technical, practical or job specific skills (87%)
- Team working skills (87%)

Hackney

- Problem solving skills (79%)
- Customer handling skills (78%)
- Planning and organisation skills (73%)

Merton

- Planning and organisation skills (75%)
- Written communication (57%)
- Team working skills (53%)

Southend-on-Sea

- Technical, practical or job specific skills (75%)
- Customer handling skills (74%)
- Planning and organisation skills (69%)

Base: All establishments with skills gaps – up to 2 occupations followed up (England: 16,563; Thurrock: 39; Bracknell Forest: 35; Hackney: 48; Merton: 69; Southend-on-Sea: 59).

Note: figures are shown as a percentage of all skills gaps (not a percentage of all establishments)

Skills lacking in staff with skills gaps among LEPs with the greatest densities of skills gaps

England

- Technical, practical or job specific skills (57%)
- Planning and organisation skills (57%)
- Team working skills (53%)

Oxfordshire LEP

- Customer handling skills (40%)
- Oral communication (37%)
- Team working skills (36%)

Hertfordshire

- Technical, practical or job specific skills (58%)
- Problem solving skills (58%)
- Planning and organisation skills (58%)

Enterprise M3

- Planning and organisation skills (49%)
- Technical, practical or job specific skills (47%)
- Team working skills (41%)

South East

- Planning and organisation skills (59%)
- Technical, practical or job specific skills (55%)
- Team working skills (54%)

Buckinghamshire Thames Valley

- Planning and organisation skills (68%)
- Team working skills (67%)
- Technical, practical or job specific skills (64%)

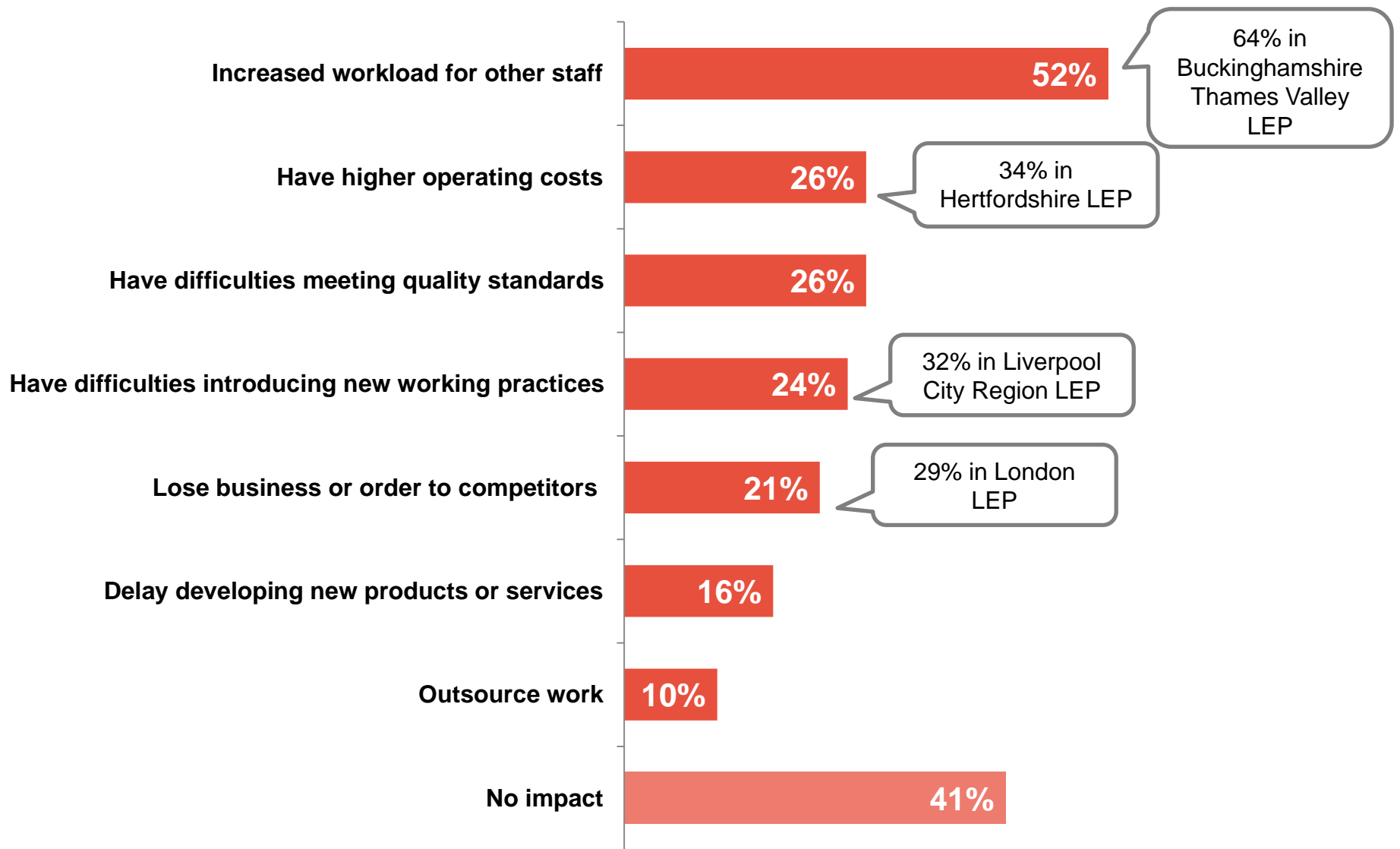
Base: All establishments with skills gaps – up to 2 occupations followed up (England: 16,563; Oxfordshire LEP: 245; Hertfordshire: 423; Enterprise M3: 579; South East: 1,320; Buckinghamshire Thames Valley: 167).

Note: figures are shown as a percentage of all skills gaps (not a percentage of all establishments)

Impact of skills gaps by LEA

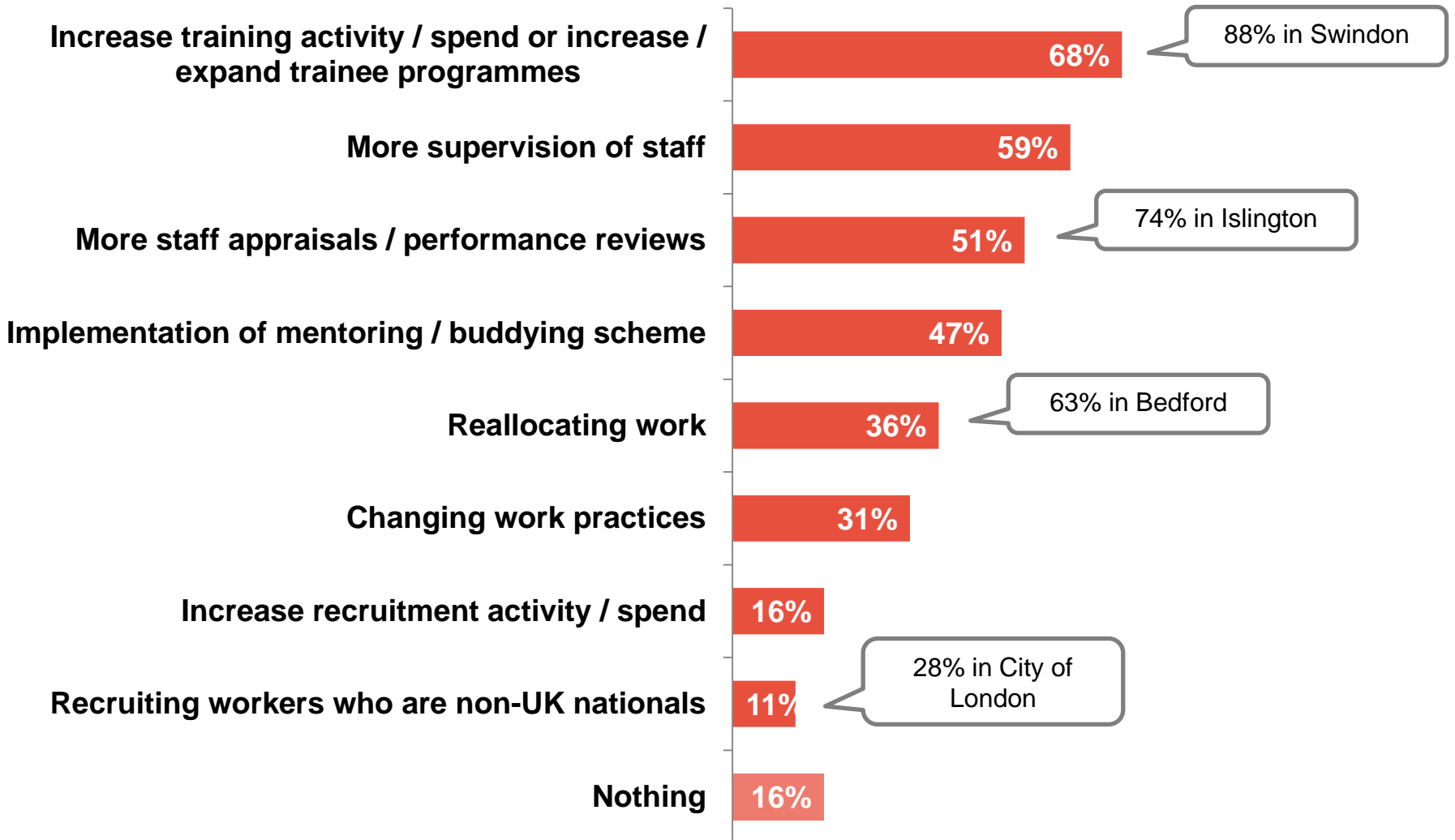


Impact of skills gaps by LEP



Base: All establishments with skills gaps (16,563)

Action taken to overcome skills gaps by LEA



Base: All establishments with skills gaps (16,563)

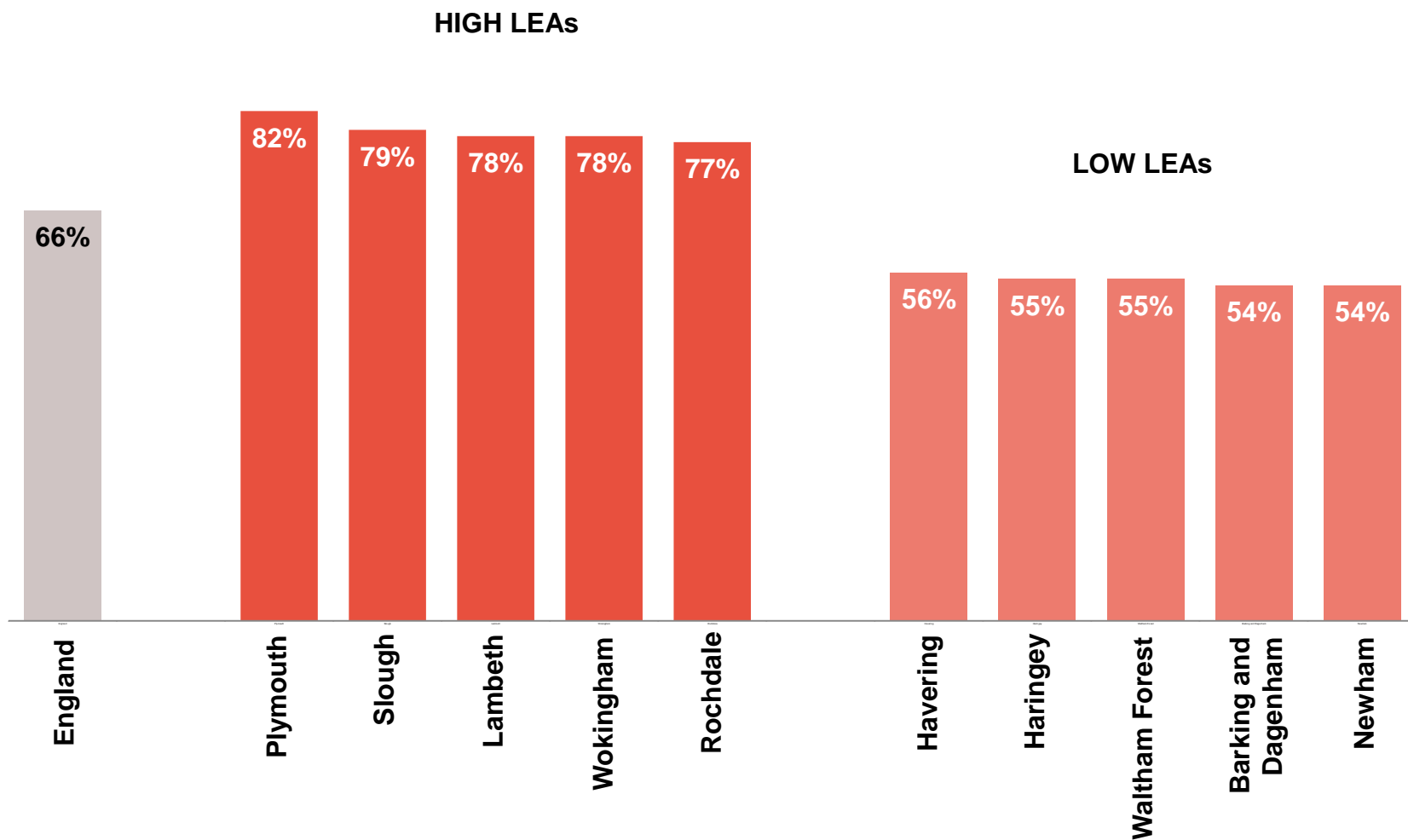
Action taken to overcome skills gaps by LEP



Base: All establishments with skills gaps (16,563)

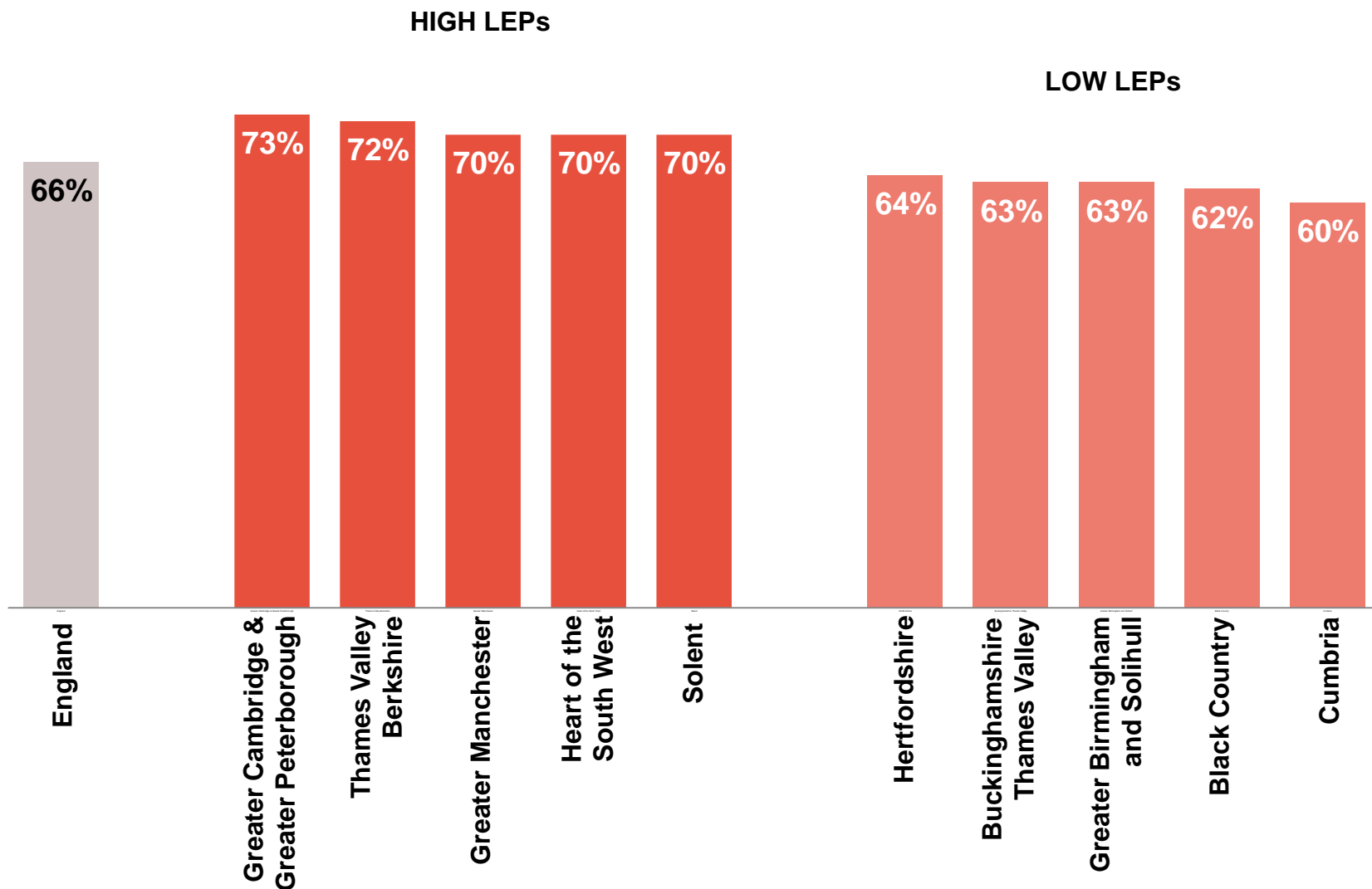
Chapter 4: Training and Workforce Development

Proportion of employers training over the previous 12 months by LEA



Base: All establishments (England: 75,255; Plymouth: 285; Slough: 115; Lambeth: 286; Wokingham: 194; Rochdale: 223; Havering: 257; Haringey: 193; Waltham Forest: 157; Barking and Dagenham: 128; Newham: 175)

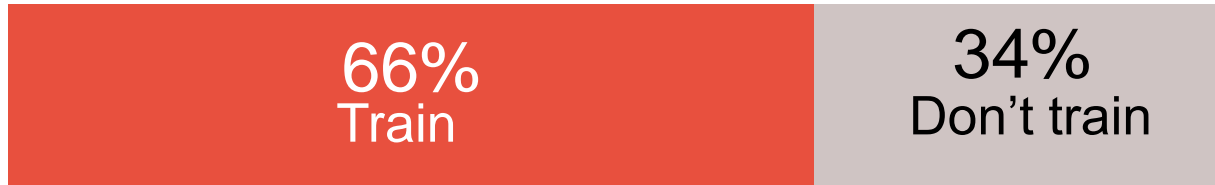
Proportion of employers training over the previous 12 months by LEP



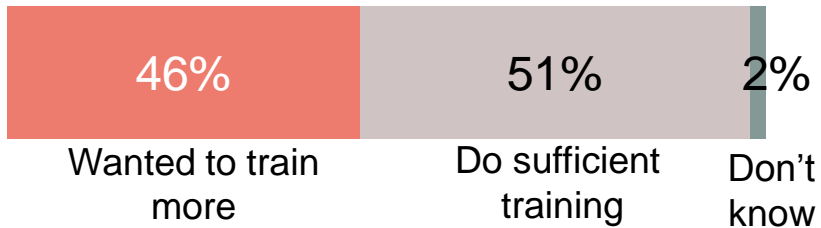
Base: All establishments (England: 75,255; Greater Cambridge & Greater Peterborough: 2,270; Thames Valley Berkshire: 1,076; Greater Manchester: 2,985; Heart of the South West: 2,881; Solent: 2,002; Hertfordshire: 1,577; Buckinghamshire Thames Valley: 652; Greater Birmingham and Solihull: 2,510; Black Country: 1,376; Cumbria: 1,021)

Training Equilibrium: employer interest in providing more training than they were able to

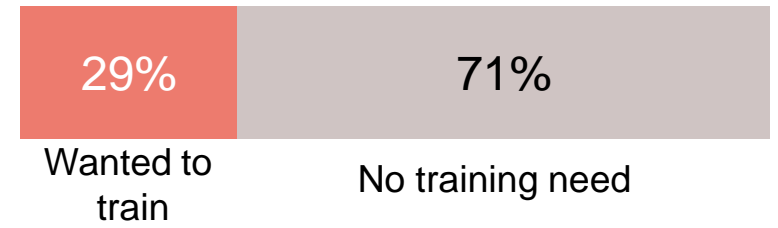
Among all employers....
(Base: 75,255)



Of trainers.... (Base: 57,787)



Of non-trainers.... (Base: 17,468)



ALL EMPLOYERS

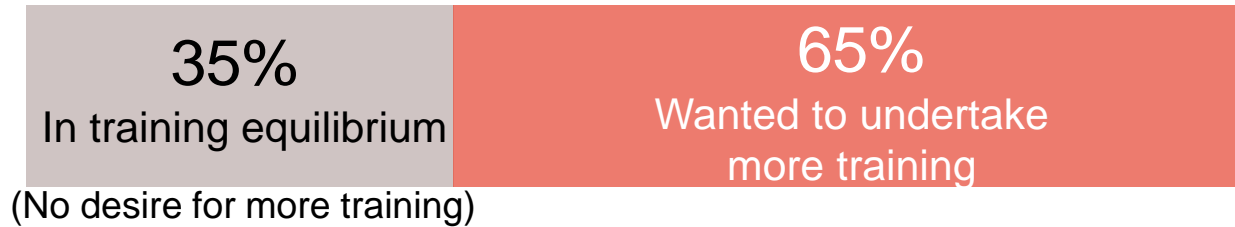
(Base: All establishments, 75,255)



Training Equilibrium: Top 5 LEAs wanting to undertake more training

Slough

(Base: All establishments, 115)



Rutland

(Base: All establishments, 64)



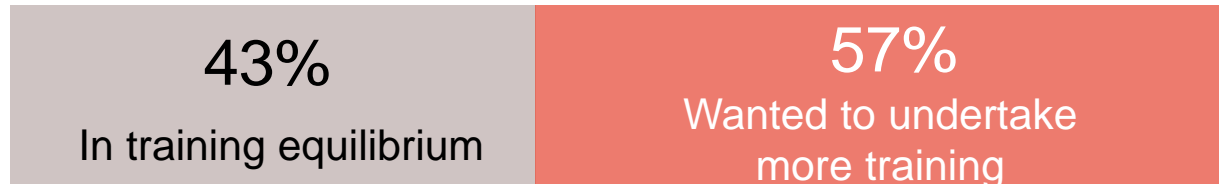
Lambeth

(Base: All establishments, 286)



Kingston upon Thames

(Base: All establishments, 211)



Salford

(Base: All establishments, 251)



Training Equilibrium: Top 5 LEPs wanting to undertake more training

London

(Base: All establishments, 10,369)

53%

In training equilibrium

47%

Wanted to undertake more training

(No desire for more training)

Thames Valley Berkshire

(Base: All establishments, 1,076)

53%

In training equilibrium

47%

Wanted to undertake more training

Greater Cambridge & Greater Peterborough

(Base: All establishments, 2,270)

54%

In training equilibrium

46%

Wanted to undertake more training

Greater Manchester

(Base: All establishments, 2,985)

55%

In training equilibrium

45%

Wanted to undertake more training

Liverpool City Region

(Base: All establishments, 1,470)

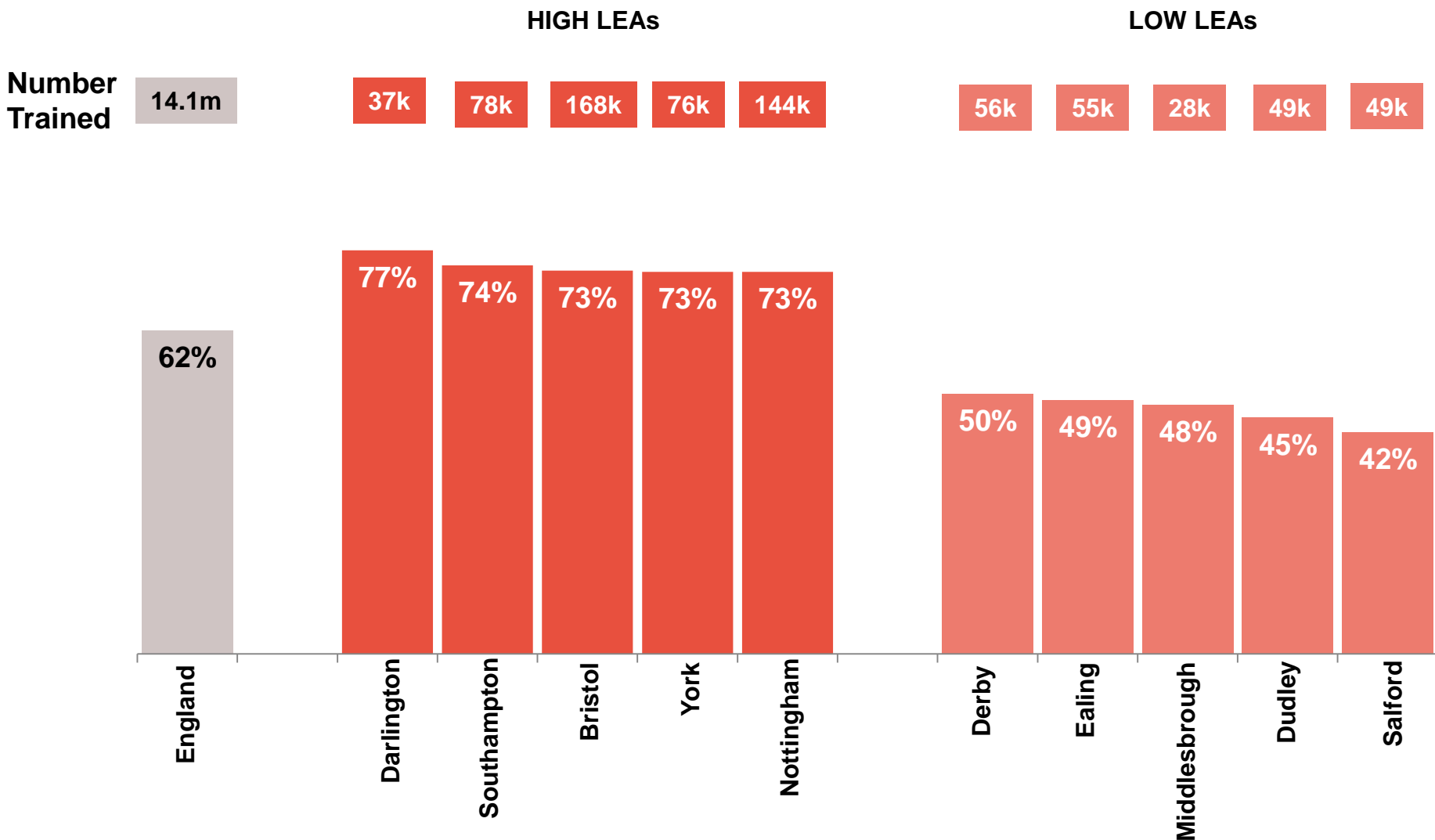
55%

In training equilibrium

45%

Wanted to undertake more training

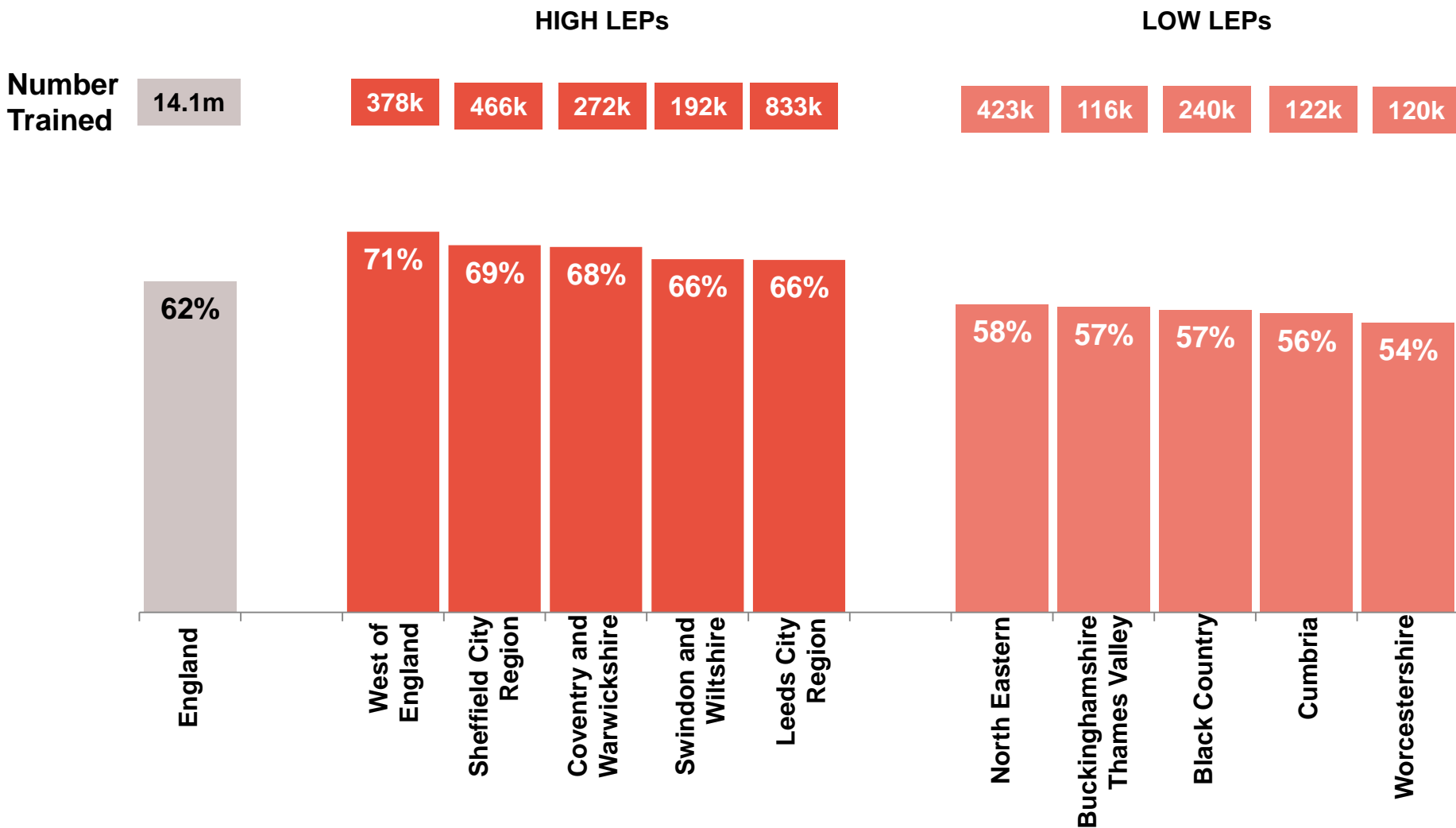
Number and proportion of staff trained by LEA



Base for bars: All employment across all establishments (England: 75,255; Darlington: 258; Southampton: 249; Bristol: 612; York: 325; Nottingham: 449; Derby: 326; Ealing: 353; Middlesbrough: 268; Dudley: 418; Salford: 251)

Note: proportion of staff trained shown as a proportion of all employment across all establishments, not just those establishments that train.

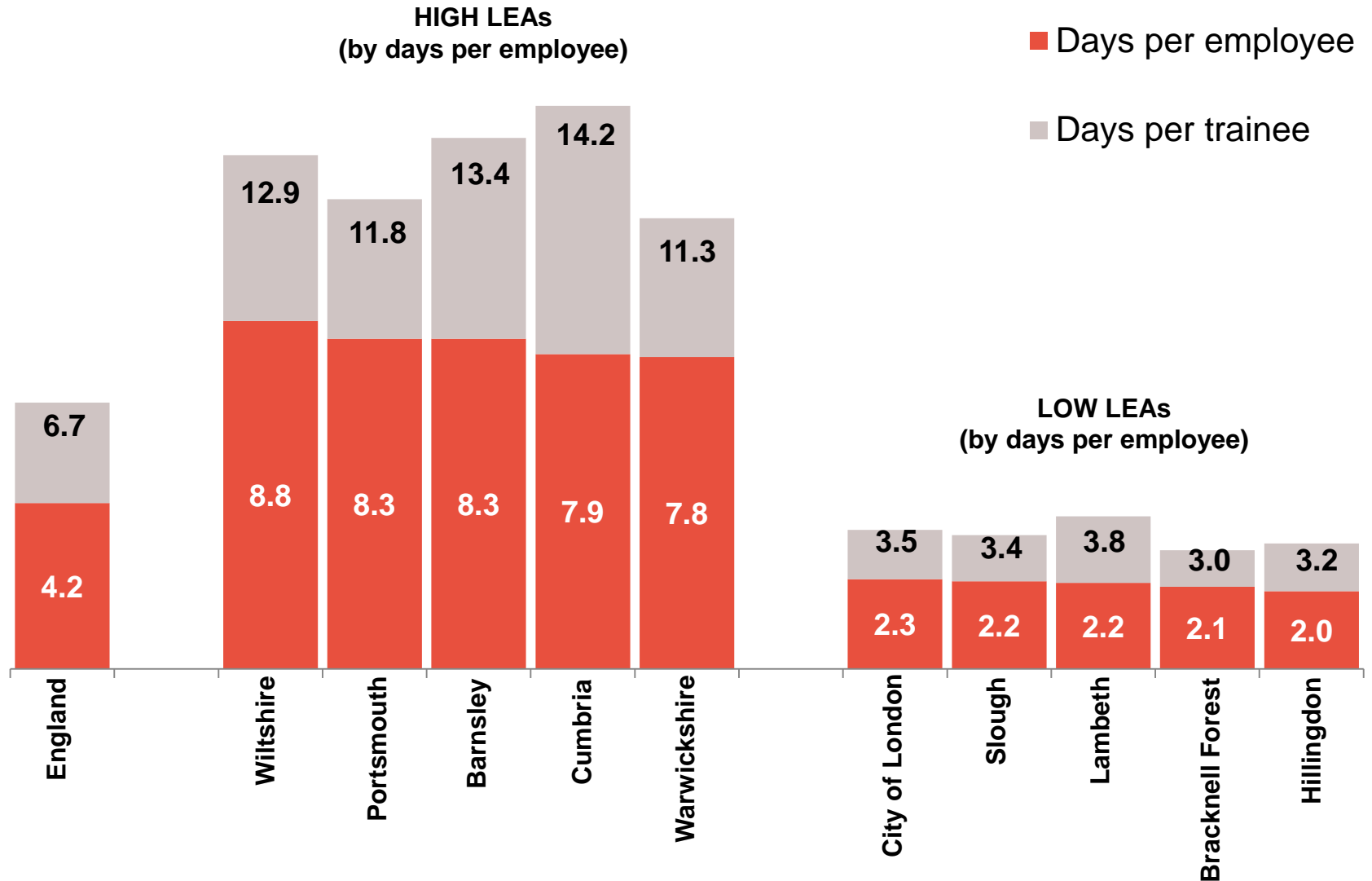
Number and proportion of staff trained by LEP



Base for bars: All employment across all establishments (England: 75,255; West of England: 1,505; Sheffield City Region: 2,385; Coventry and Warwickshire: 1,291; Swindon and Wiltshire: 1,002; Leeds City Region: 4,130; North Eastern: 4,300; Buckinghamshire Thames Valley: 652; Black Country: 1,376; Cumbria: 1,021; Worcestershire: 960)

Note: proportion of staff trained shown as a proportion of all employment across all establishments, not just those establishments that train.

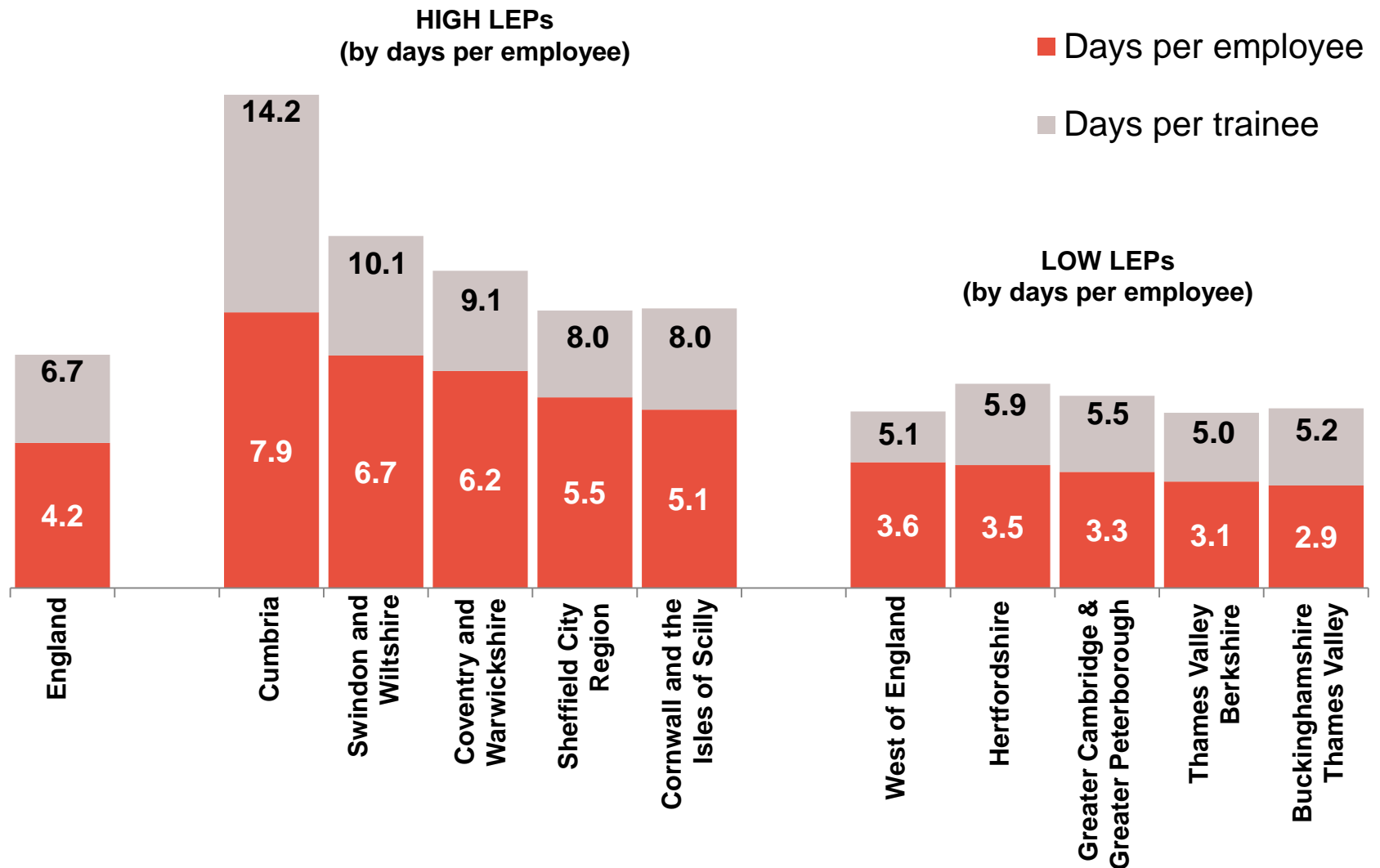
Training days provided by LEA



Base: All employment across all establishments (England: 75,255; Wiltshire: 762; Portsmouth: 218; Barnsley: 256; Cumbria: 1,021; Warwickshire: 937; City of London: 494; Slough: 115; Lambeth: 286; Bracknell Forest: 115; Hillingdon: 325)

Note: Days per employee shown as an average for all employment across all establishments; days per trainee shown as an average of all trainees.

Training days provided by LEP

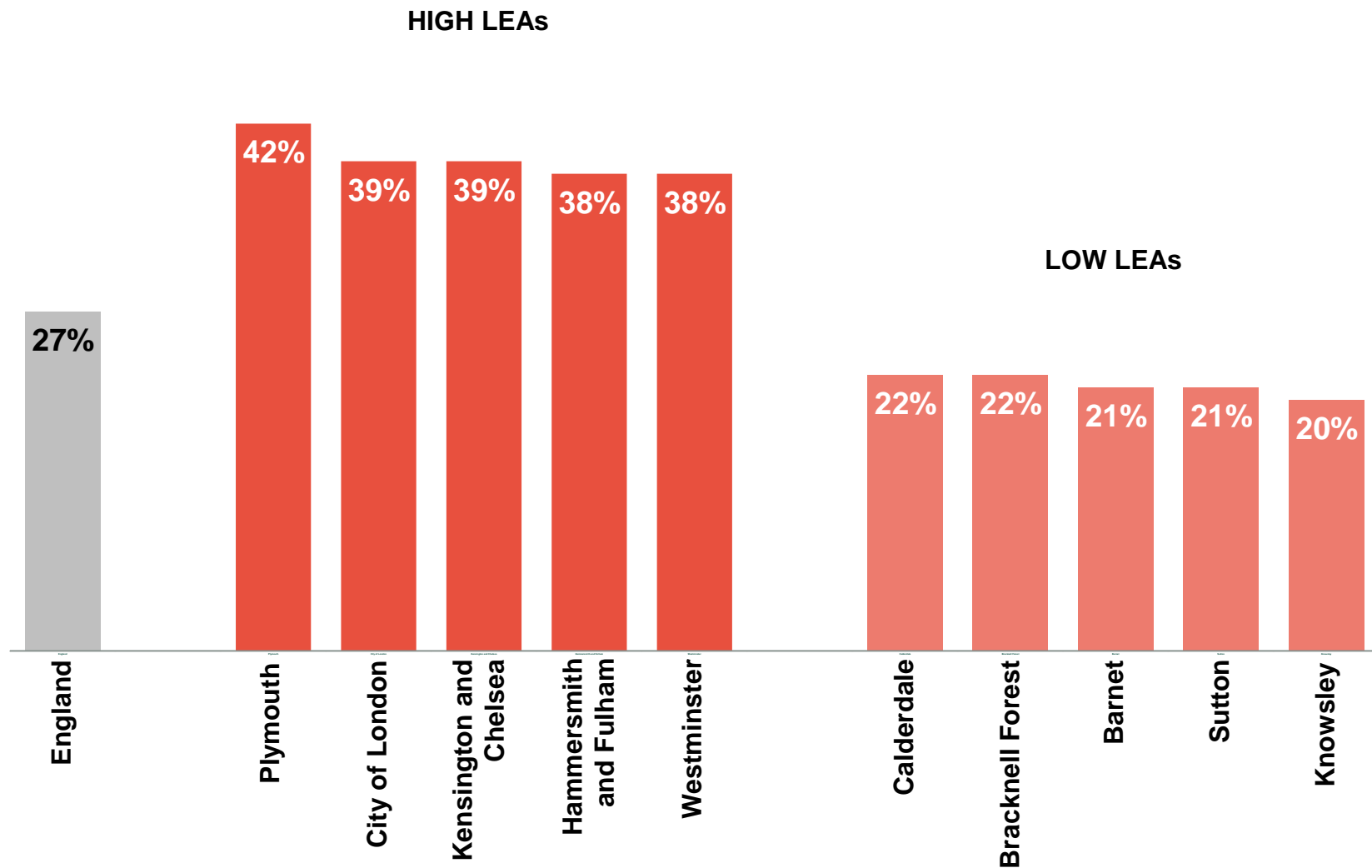


Base: All employment across all establishments (England: 75,255; Cumbria: 1,021; Swindon and Wiltshire: 1,002; Coventry and Warwickshire: 1,291; Sheffield City Region: 2,385; Cornwall and the Isles of Scilly: 966; West of England: 1,505; Hertfordshire: 1,577; Greater Cambridge & Greater Peterborough: 2,270; Thames Valley Berkshire: 1,076; Buckinghamshire Thames Valley: 652)

Note: Days per employee shown as an average for all employment across all establishments; days per trainee shown as an average of all trainees.

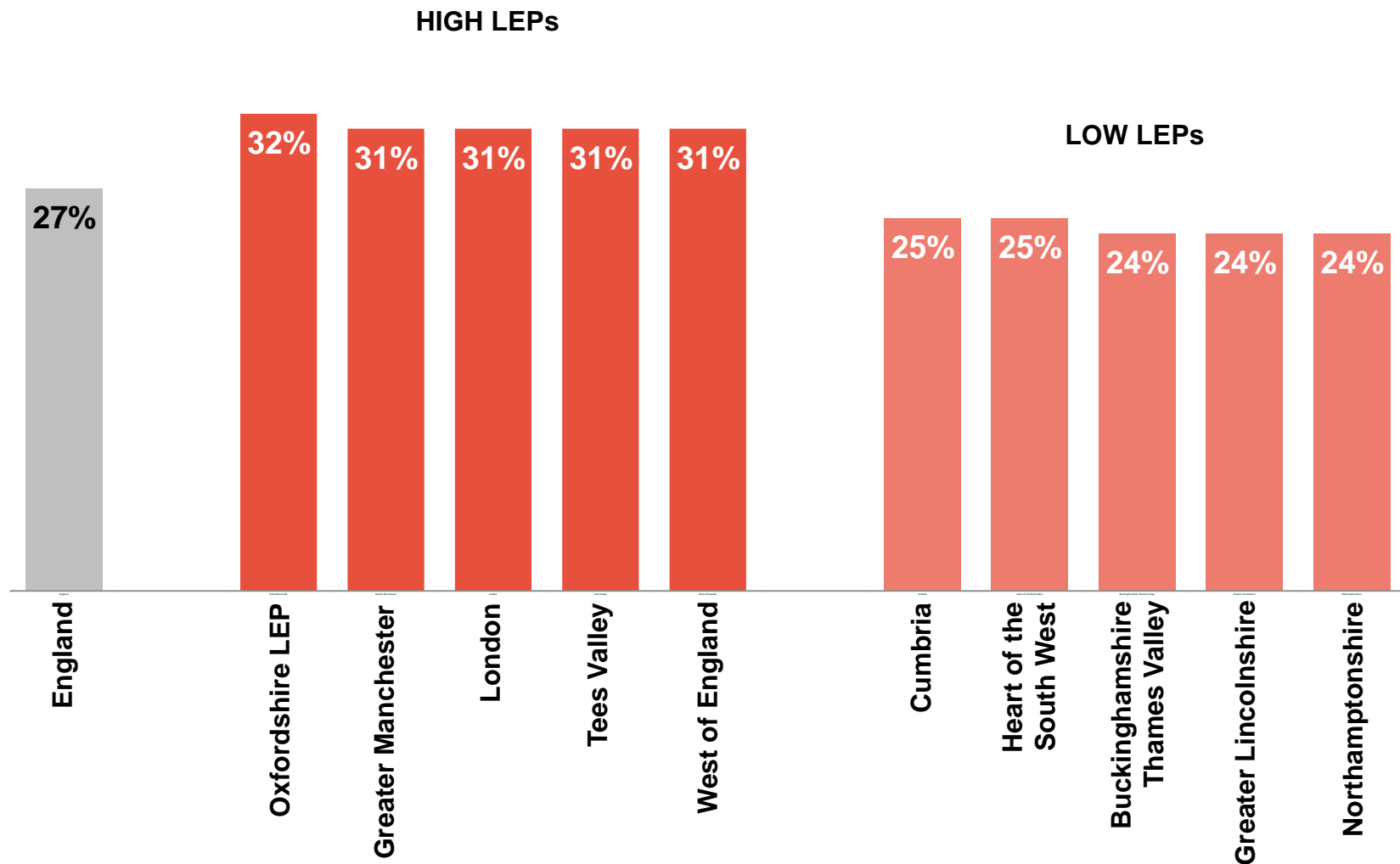
Chapter 5: Recruitment of Education Leavers

Proportion of employers recruiting education leavers by LEA



Base: All establishments (England: 75,255; Plymouth: 285; City of London: 494; Kensington and Chelsea: 309; Hammersmith and Fulham: 302; Westminster: 1,316; Calderdale: 310; Bracknell Forest: 115; Barnet: 307; Sutton: 216; Knowsley: 105)

Proportion of employers recruiting education leavers by LEP



Base: All establishments (England: 75,255; Oxfordshire LEP: 897; Greater Manchester: 2,985; London: 10,369; Tees Valley: 1,314; West of England: 1,505; Cumbria: 1,021; Heart of the South West: 2,881; Buckinghamshire Thames Valley: 652; Greater Lincolnshire: 1,770; Northamptonshire: 1,185)

Chapter 6: Summary

The Employer Skills Survey 2013 data by LEA and LEP

Owing to the scale of UKCESS 2013, it is possible to explore variation by locations using both the LEA and LEP groupings.

The data in this slide pack provides an overview as to the sorts of analysis that can be conducted by LEA and LEP. Accompanying LEA and LEP Excel tables show the full detail of the analysis.

It is clear there are wide variations by locality, even within the same broad region of England.

More data: www.ukces.org.uk/ess13



employersurveys@ukces.org.uk



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[#ESS13](https://twitter.com/ukces)