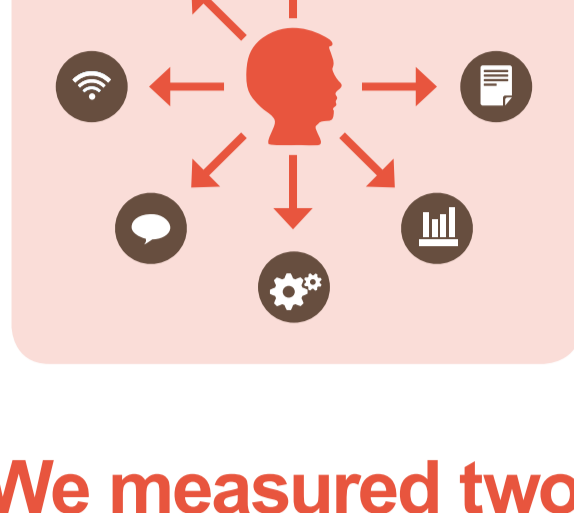
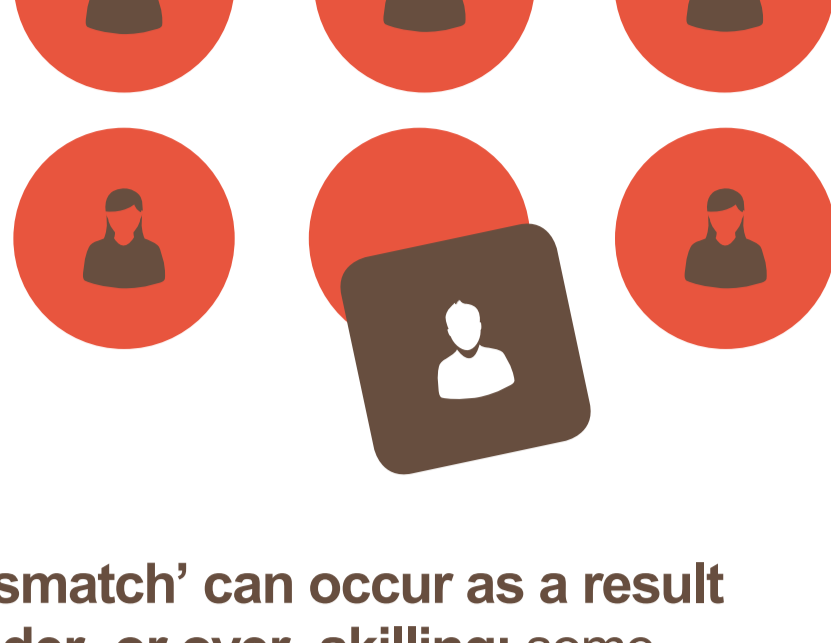


UK Commission's Employer Skills Survey 2013: Wales Findings

Introduction

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

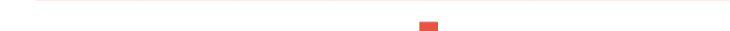
A skills shortage vacancy (SSV) is when a business fails to recruit due to applicants not having the right skills or work experience



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

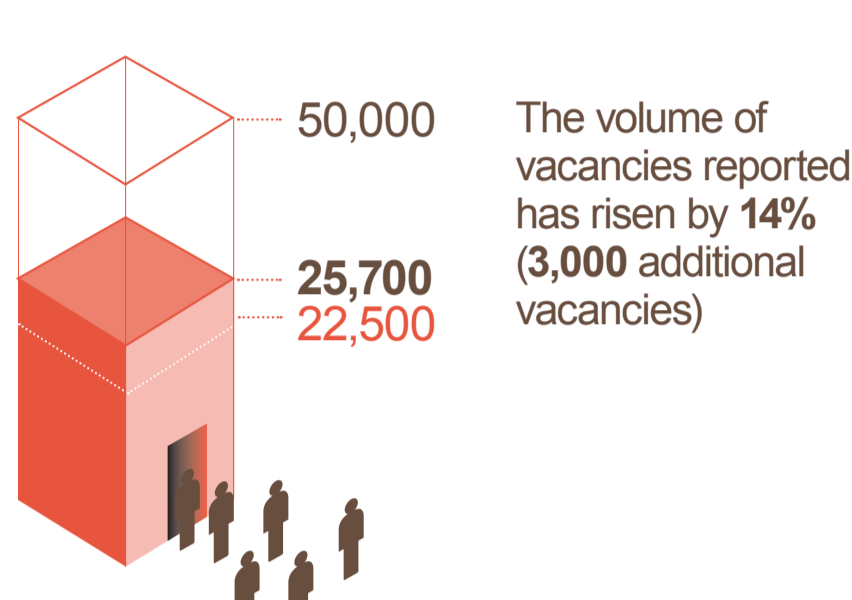


On-the-job training: activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time

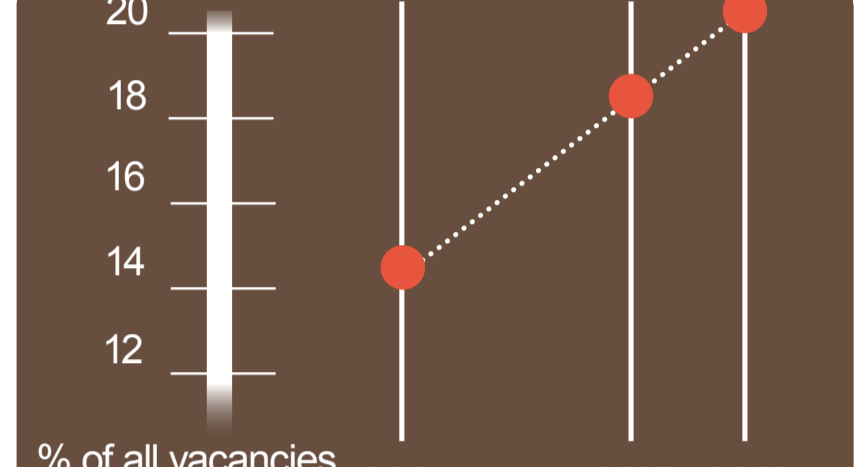


Any Training

Employers and the labour market

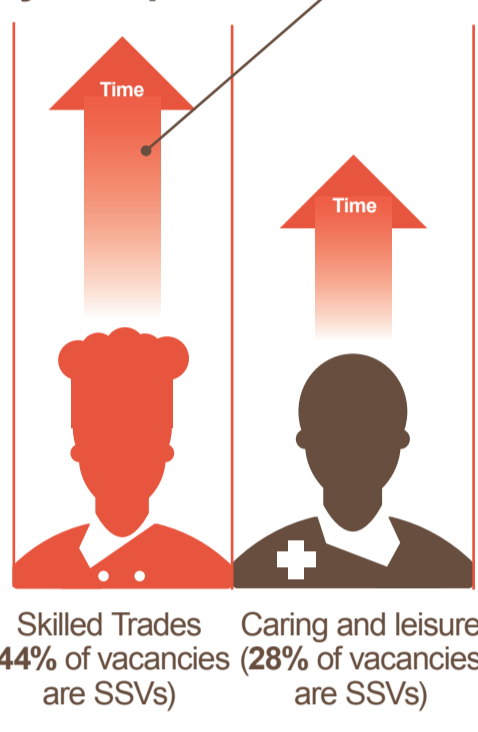


One in five vacancies is proving difficult to fill due to skills shortages – a figure which has risen steadily since 2005.

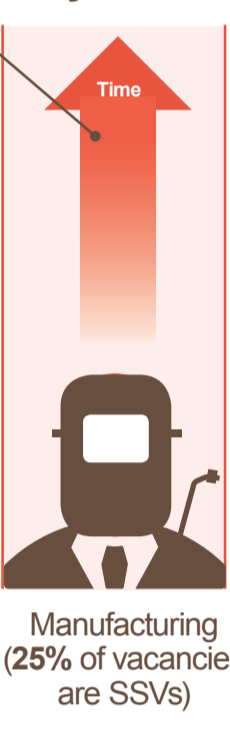


Some pockets of deficiency have increased over time (e.g. Skilled Trades roles and the Manufacturing sector)

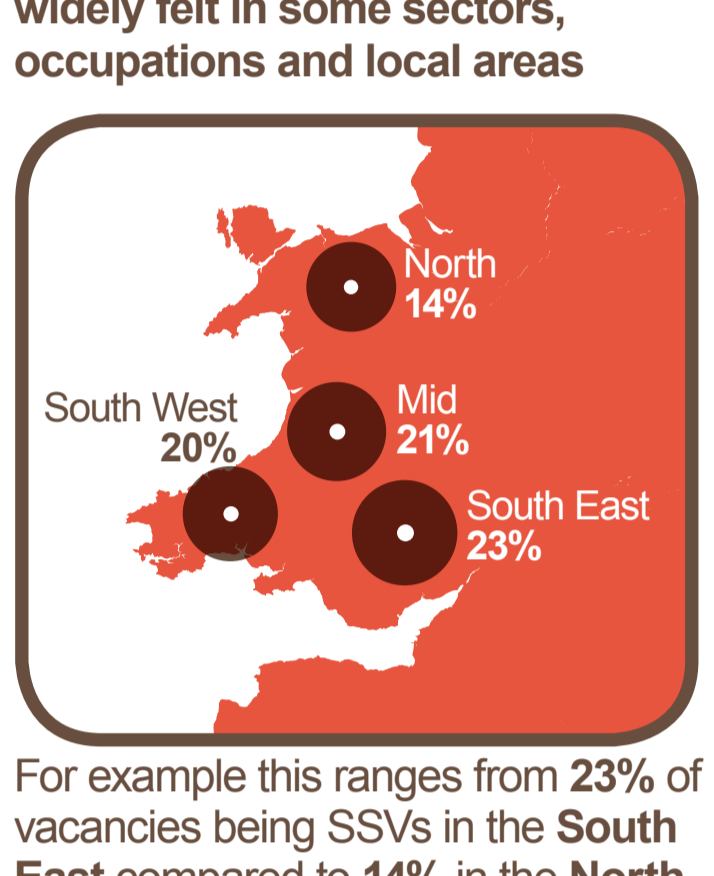
By occupation:



By sector:



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

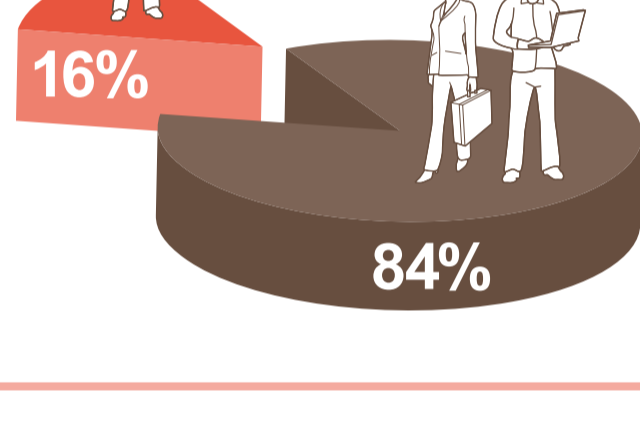


For example this ranges from 23% of vacancies being SSVs in the South East compared to 14% in the North

Employers and their existing employees

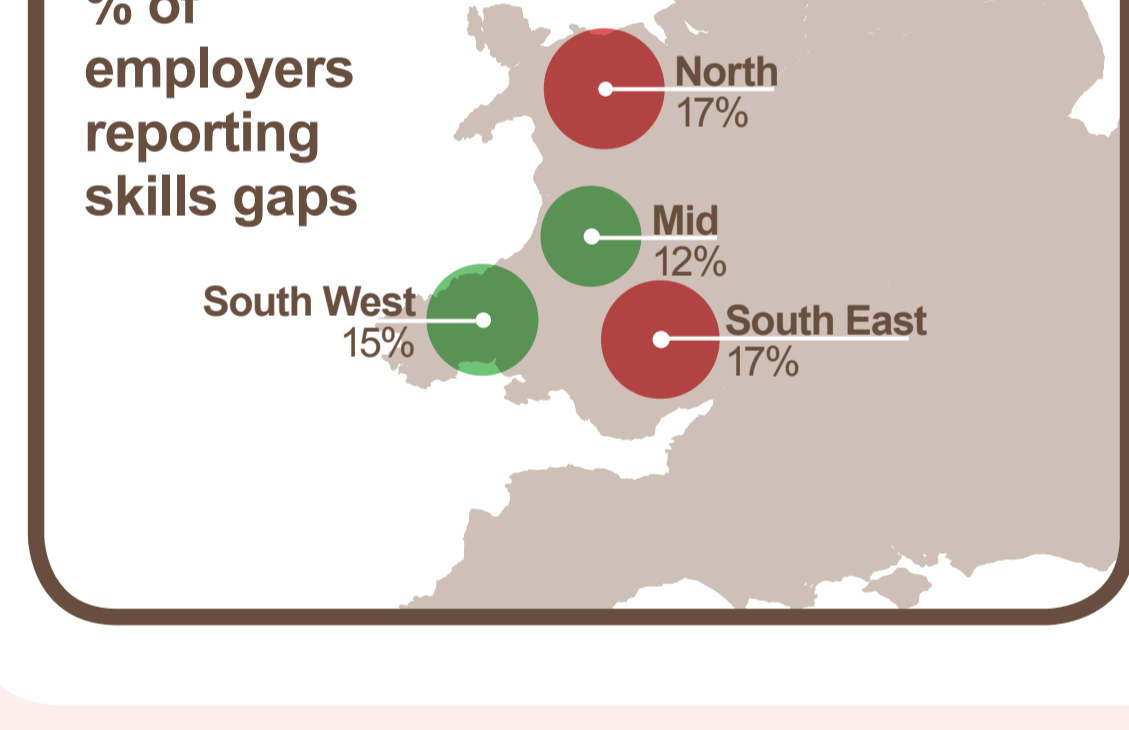
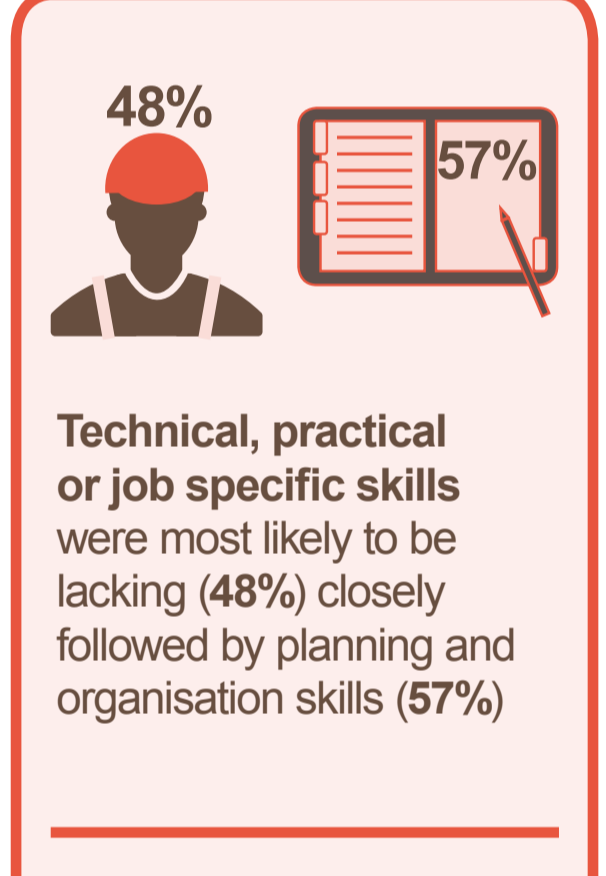
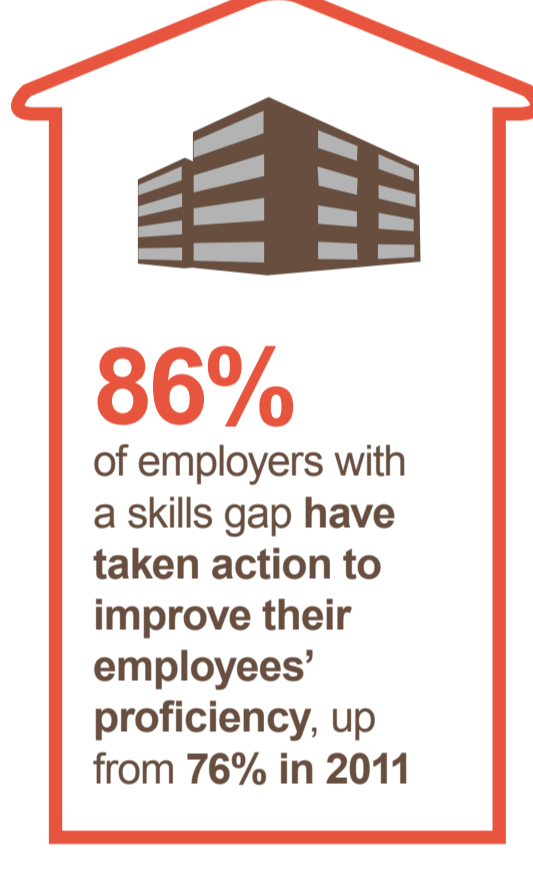
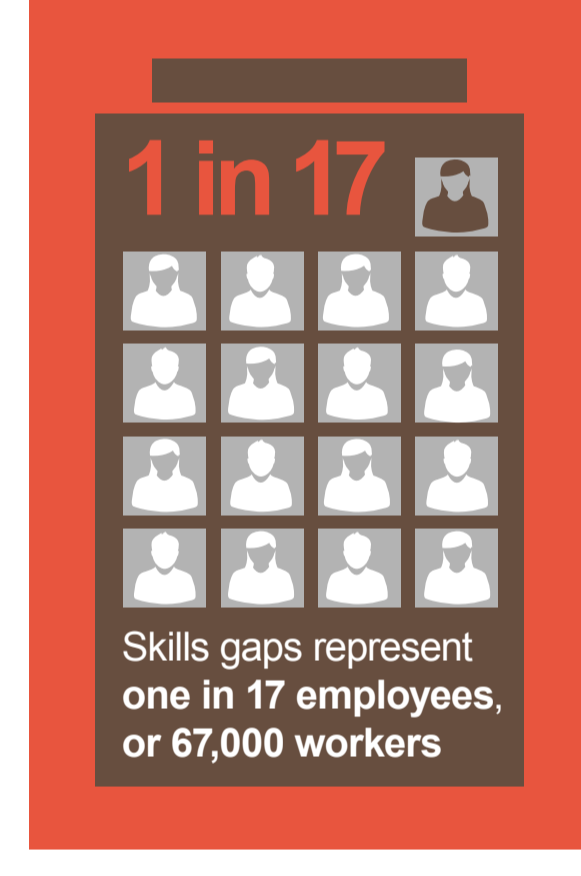
16% of employers in Wales report a skills gap

84% of employers have a fully proficient workforce

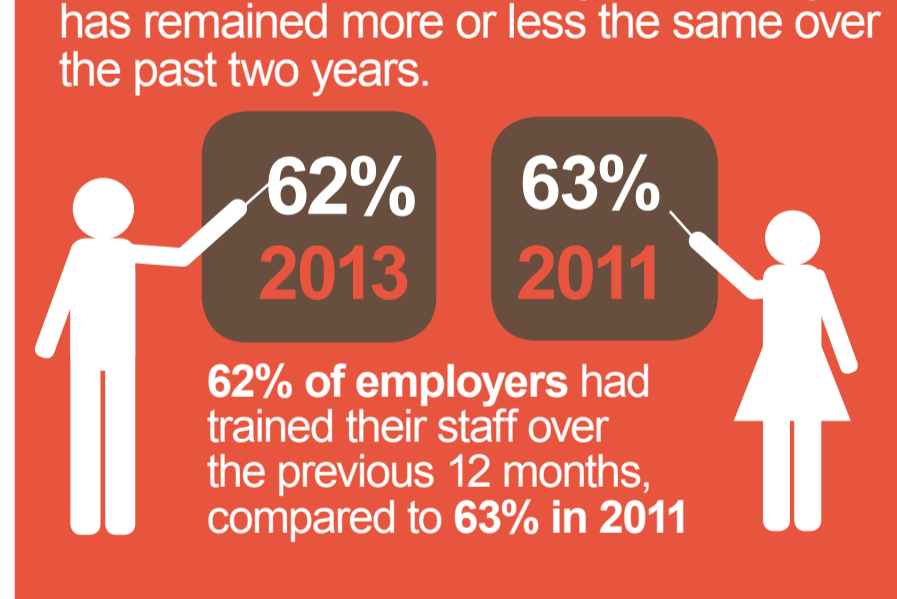


72% of employers in Wales predict that their skills requirements will change over the next 12 months

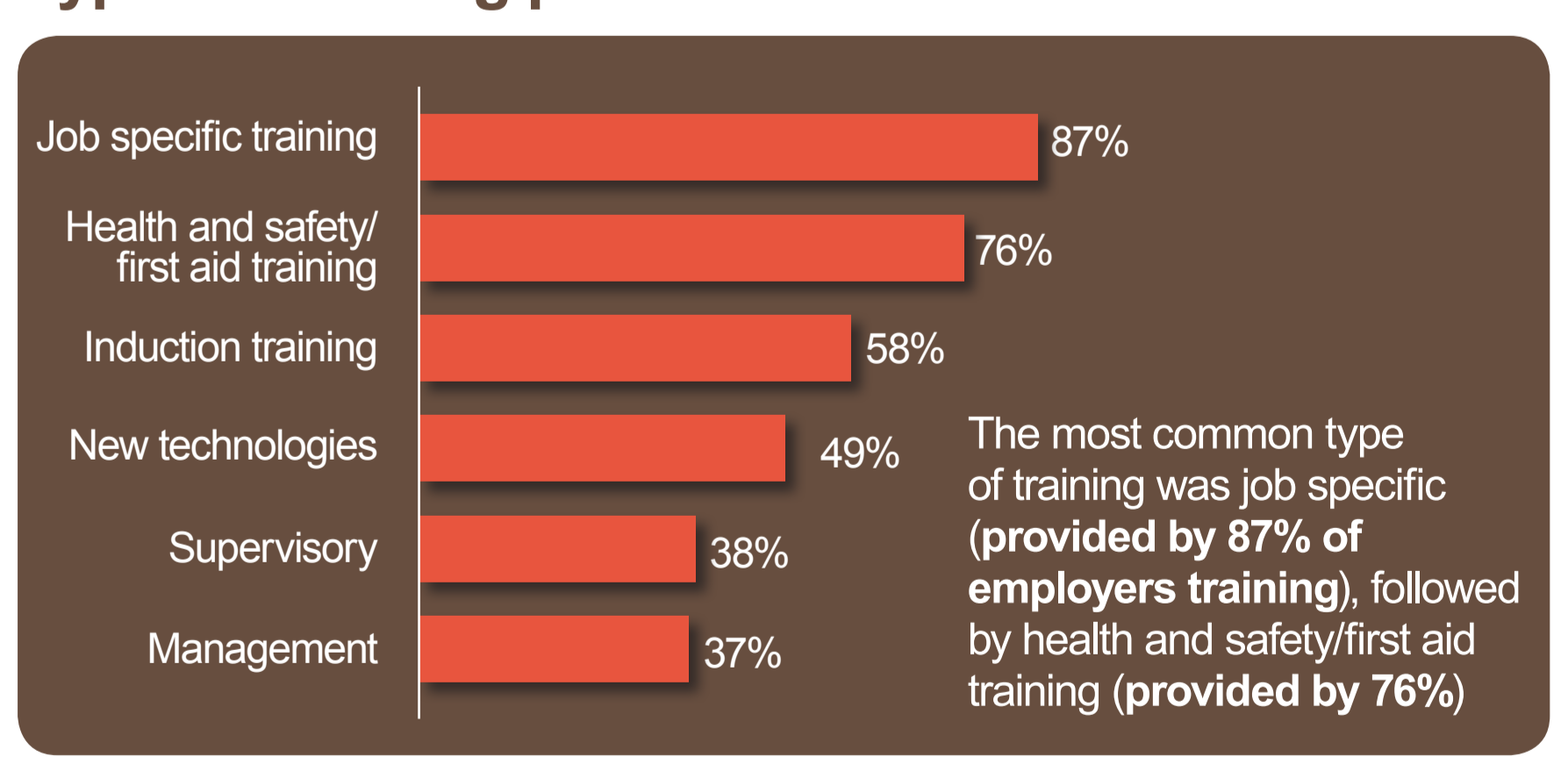
50% half of employers in Wales report skills under-use



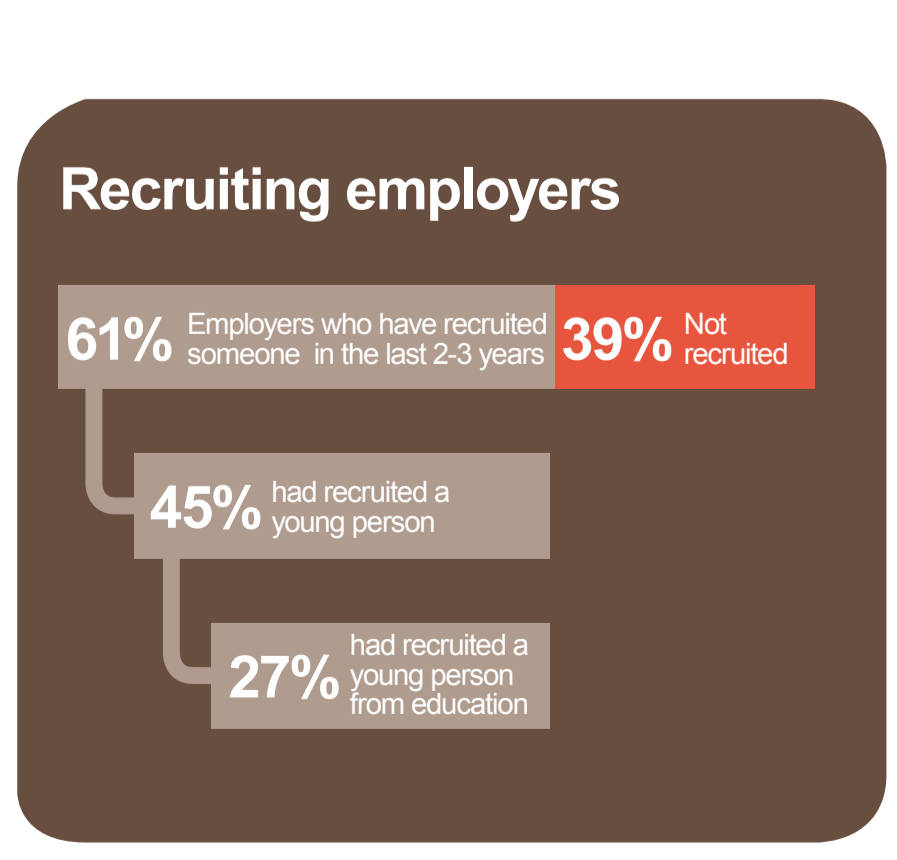
Employer investment in training



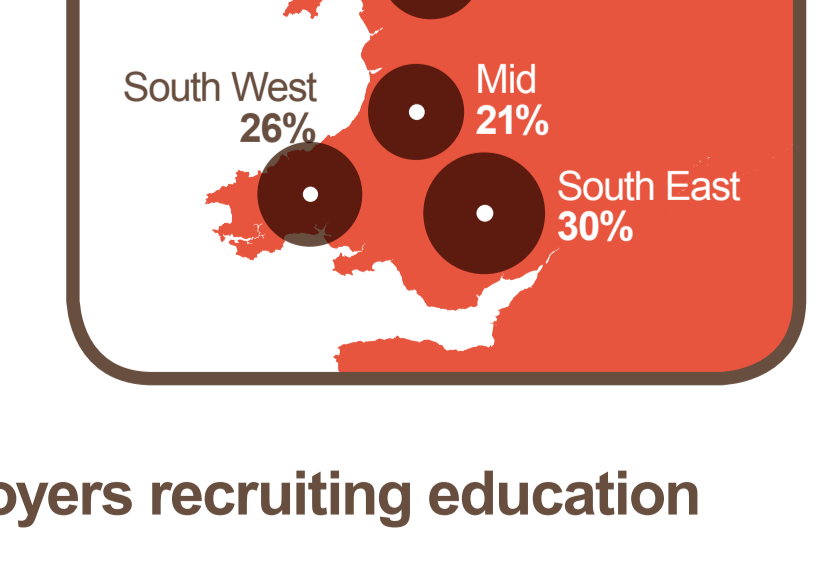
Types of training provided



Recruitment of young people and education leavers



Recruitment of education leavers varies around the country, for example 30% of employers recruited education leavers in South East Wales compared to 21% in Mid Wales



There are wide variations in employers recruiting education leavers by sector...

Highest in:

Education



Public Administration



Lowest in:

Agriculture

