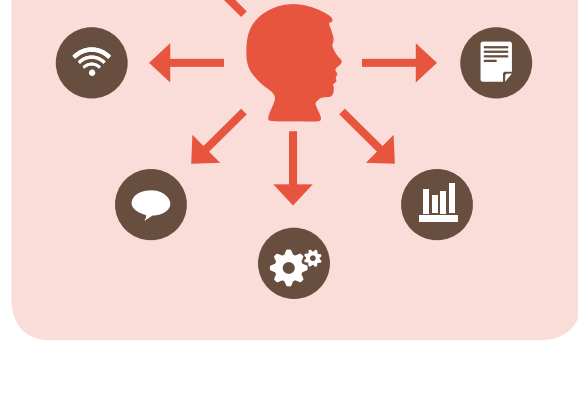


UK Commission's Employer Skills Survey 2013: Northern Ireland Findings

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



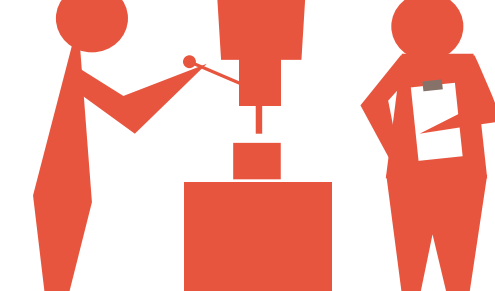
A 'Skills mismatch' can occur as a result of either under- or over-skilling: some employees lack the skills required to operate effectively in their job roles (a "skills gap"), whereas others do not fully utilise their existing skill set.

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



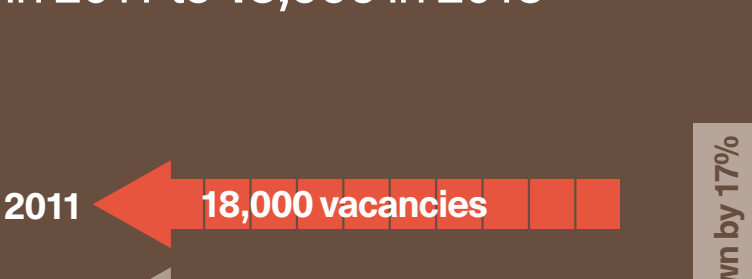
On-the-job training: activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time



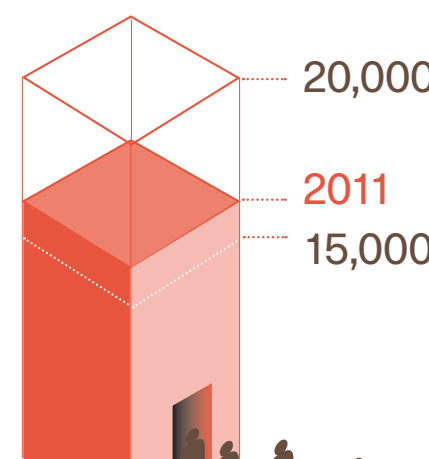
Any Training

Employers and the labour market

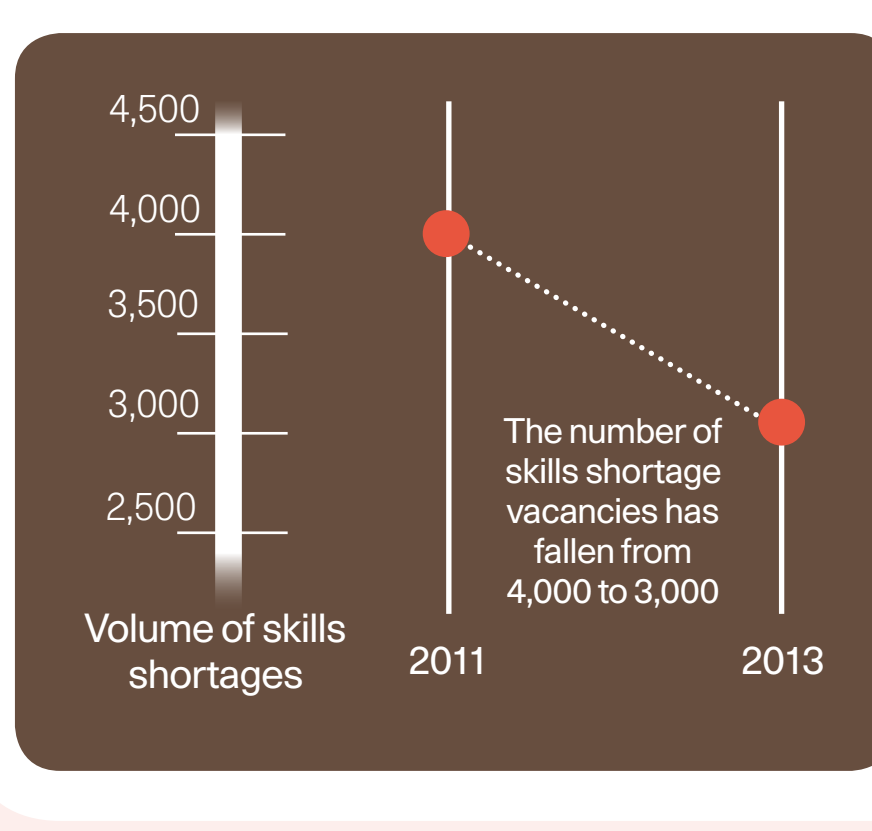
In Northern Ireland vacancies fell from **18,000** in 2011 to **15,000** in 2013



The volume of vacancies reported has fallen by **17%** (equivalent to **3,000** fewer vacancies compared to 2011)

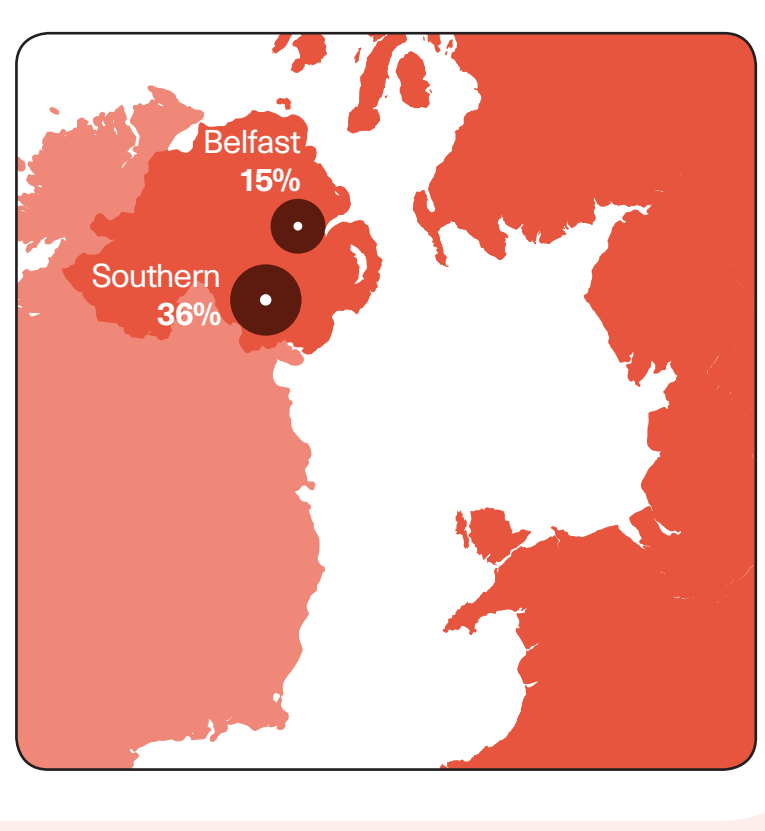


There has been little change in the density of skills shortage vacancies (**19% in 2013** and **21% in 2011**), however the number of skill shortage vacancies has fallen by a quarter:



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

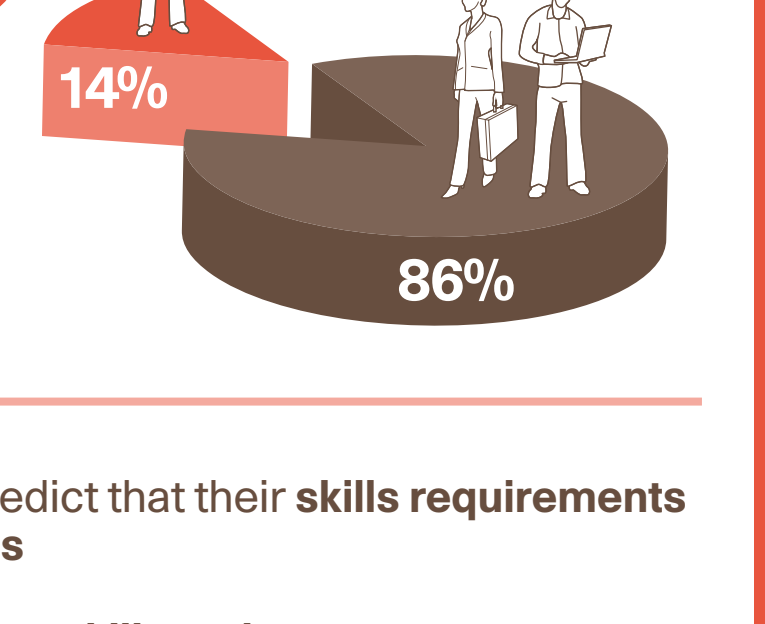
For example, this ranges from **36% in the Southern region** compared to **15% in Belfast**.



Employers and their existing employees

14% of employers in Northern Ireland report a **skills gap**

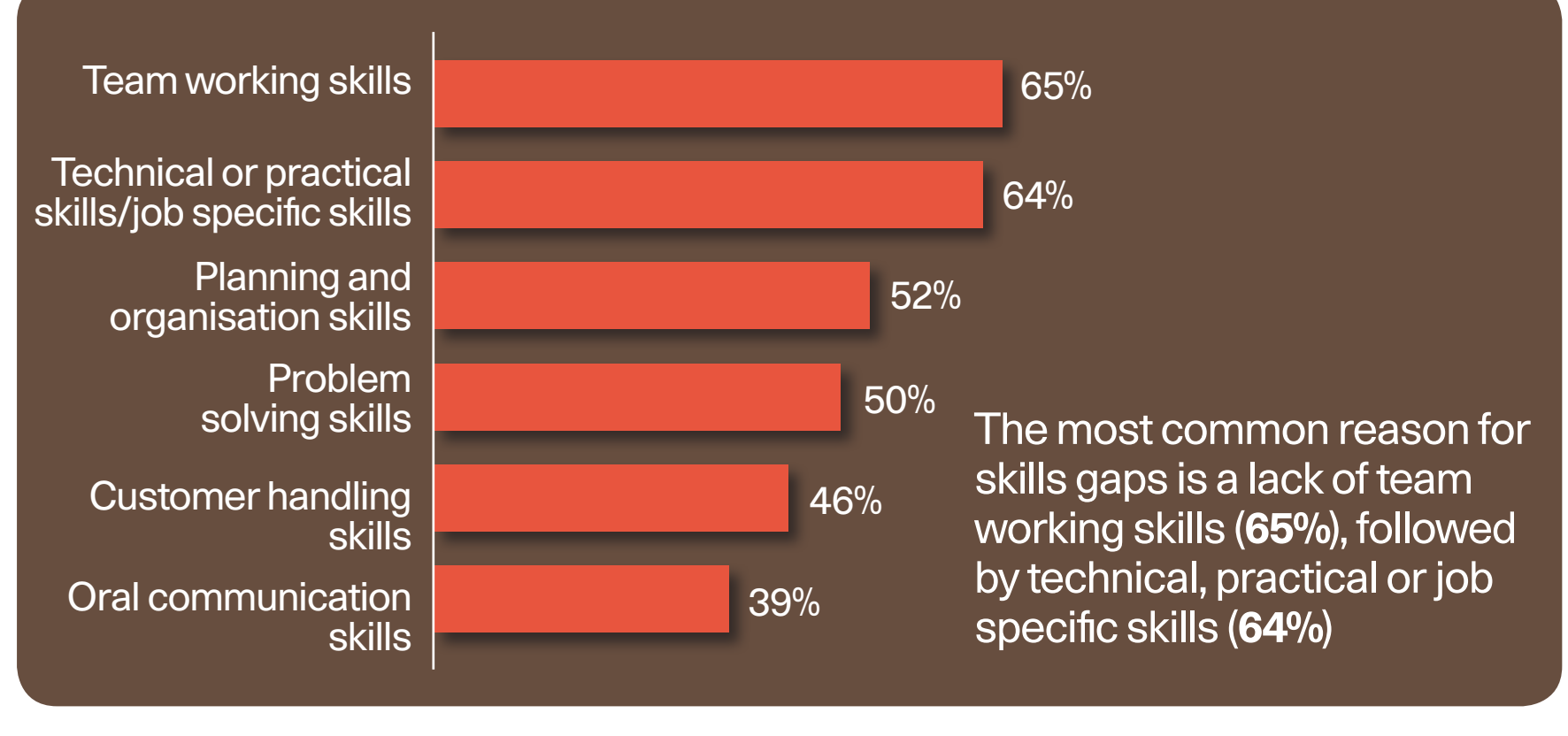
86% of employers have a **fully proficient workforce**



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

49% of employers in Northern Ireland have **skills under-use**

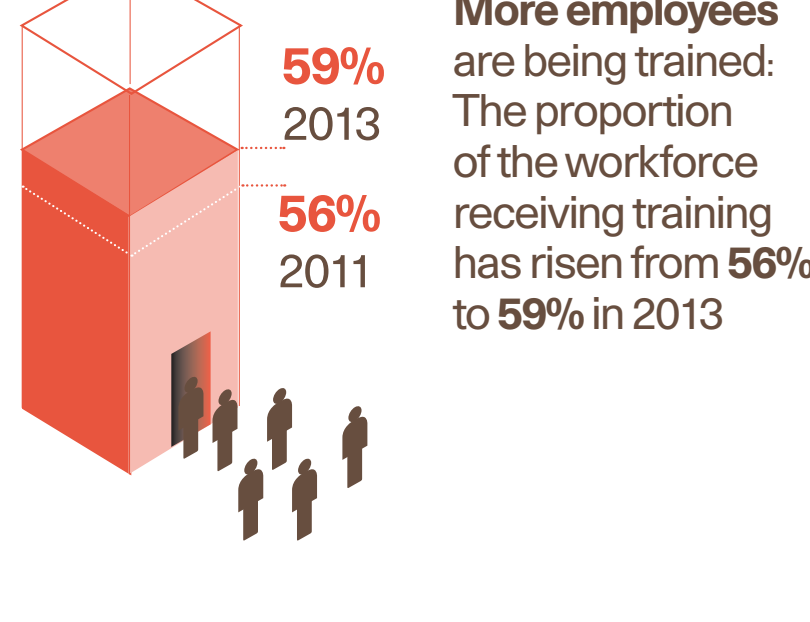
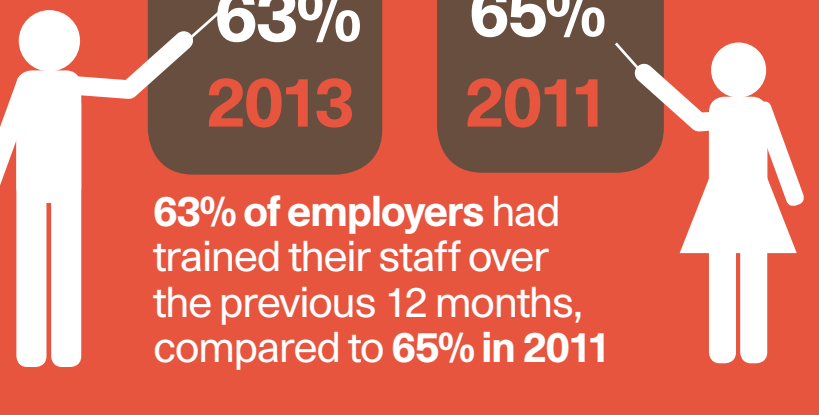
What are the reasons for skills gaps?



The most common reason for skills gaps is a lack of team working skills (**65%**), followed by technical, practical or job specific skills (**64%**)

Employer investment in training

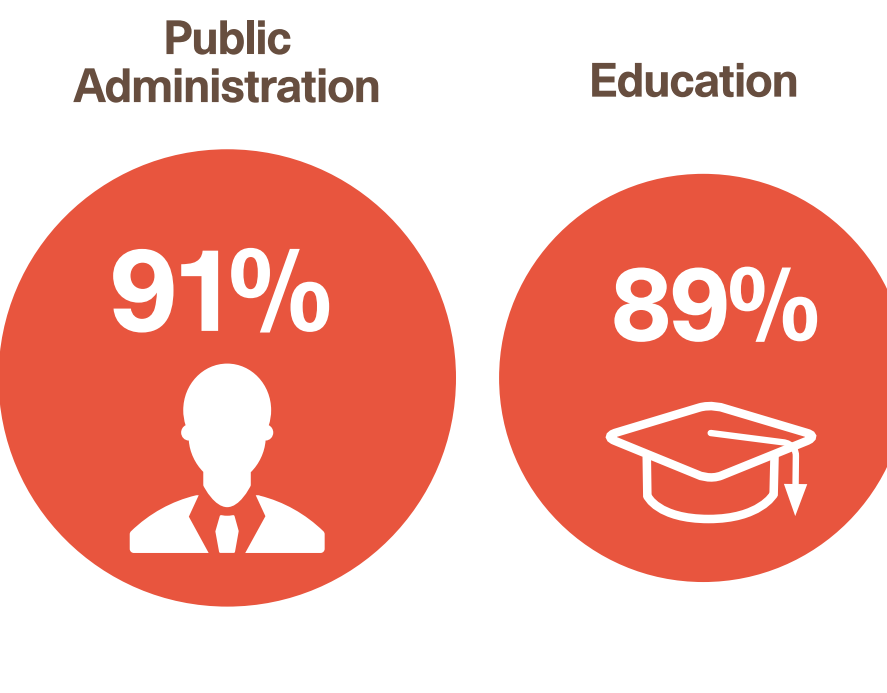
The proportion of employers training in Northern Ireland has fallen over the past two years



More employees are being trained: The proportion of the workforce receiving training has risen from **56%** to **59%** in 2013

There were variations in employers providing training...

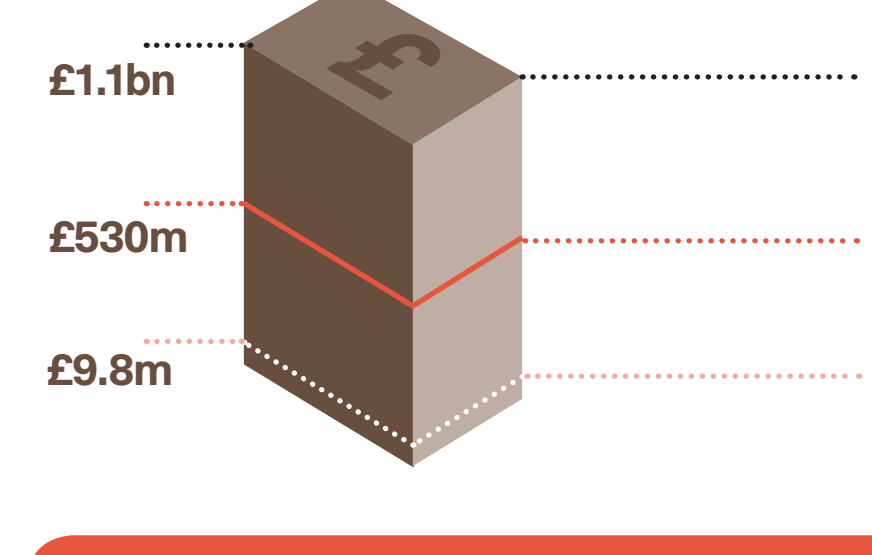
Highest in:



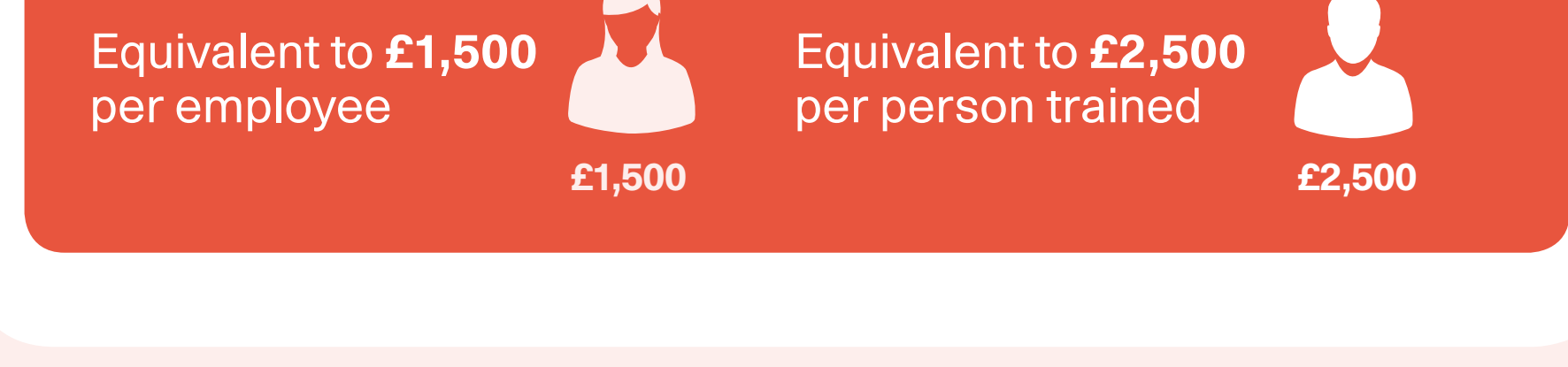
Lowest in:



How much do employers invest in training?



Employers invested **£1.1bn** in training in the last 12 months
 Around half of this (**£530m**) was on the wages of those being trained
£73.5m was spent on external providers, of which **£9.8m** went directly to FE colleges and Higher Education Institutions



Recruitment of young people

Recruiting employers



Recruitment of education leavers varies around Northern Ireland, for example **28%** of employers recruited education leavers in Belfast compared to **19%** of employers in the Northern region



The likelihood of an employer recruiting an education leaver varies around Northern Ireland
 Most employers who recruited an education leaver found them **well prepared for work**