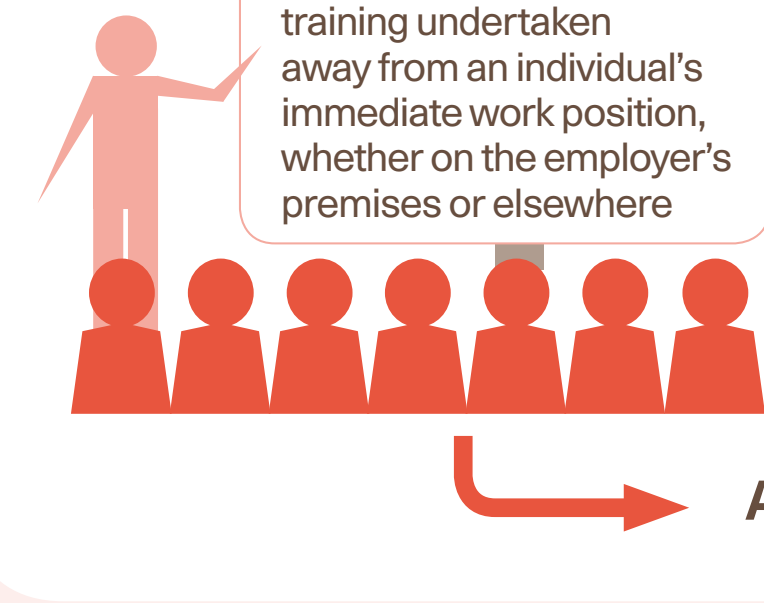


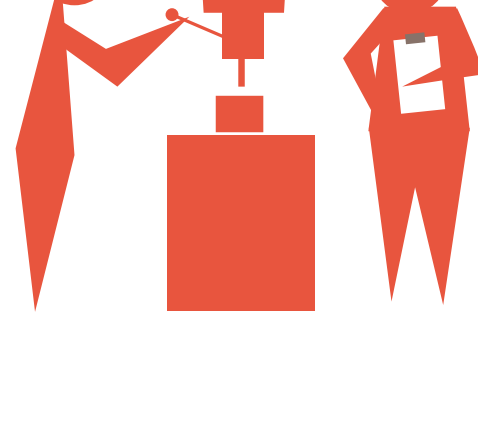
# Employer Investment in Training

## Introduction

We measured two types of training:



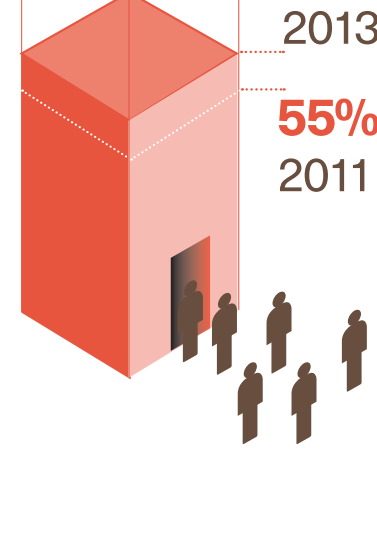
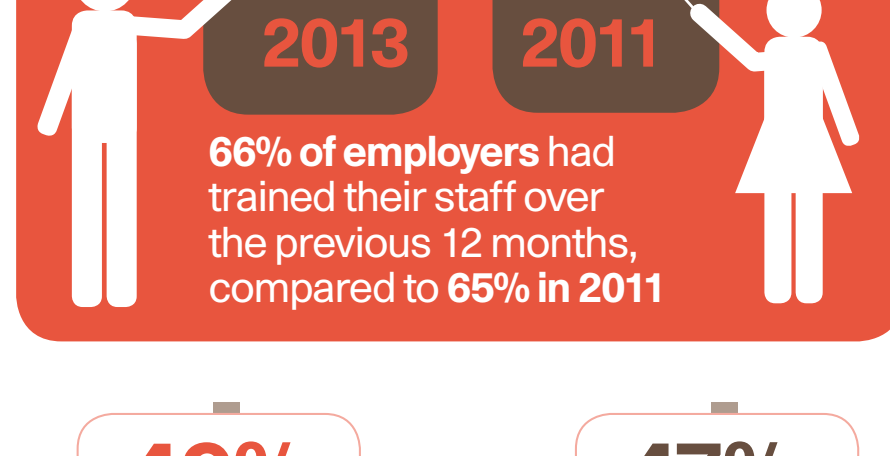
**On-the-job training:** activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time



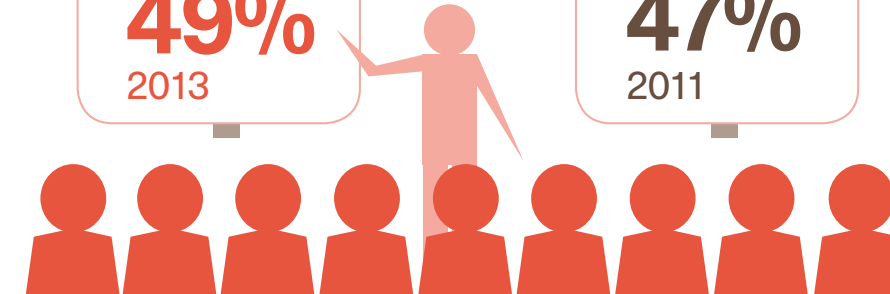
Any Training

## Positive training trends

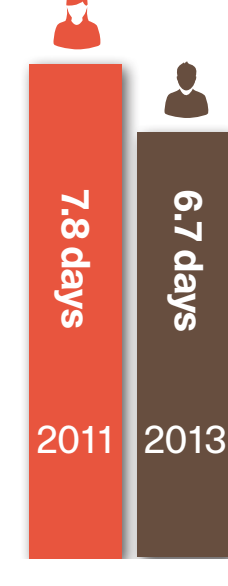
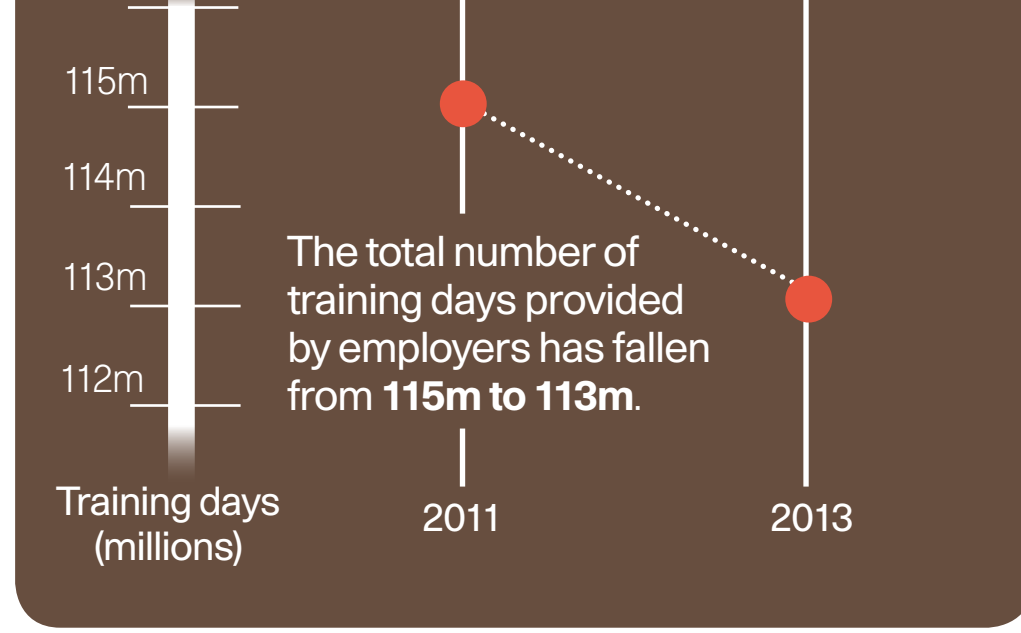
The proportion of employers training has held up over the past 2 years:



Equivalent to **16.8m** employees trained, up by **2.1m** compared to 2011



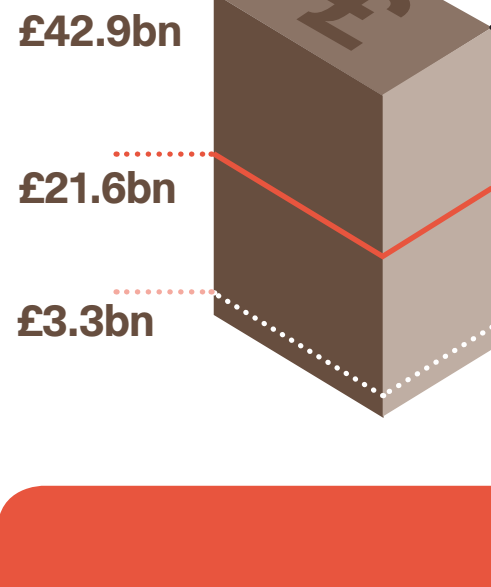
## Training challenges...



So each employee being trained is getting less: the number of days training each trainee has fallen – from 7.8 days to 6.7 days

The amount of spend on training has fallen by **£2.5 billion** since 2011

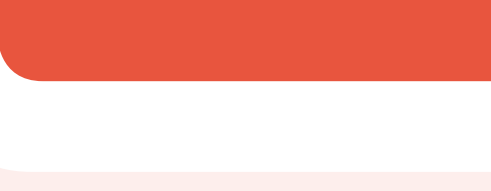
## How much do employers invest in training?



Employers invested **£42.9bn** in training in the last 12 months



Around half of this (**£21.6bn**) was on the wages of those being trained



**£3.3bn** was spent on external providers, of which **£440m** goes directly to FE colleges and Higher Education Institutions

Equivalent to **£1,590** per employee



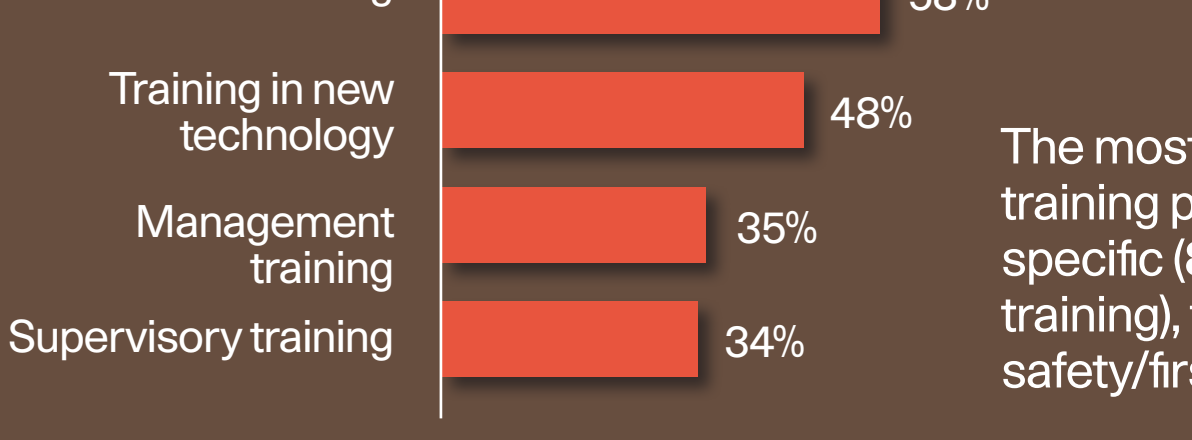
£1,590

Equivalent to **£2,550** per person trained



£2,550

## What type of training is provided?



The most common type of training provided was job-specific (85% of employers training), followed by health and safety/first aid training (74%)

There were wide variations in employers providing **management training**...

Highest in:

Education

**60%**



Public Administration

**54%**



Lowest in:

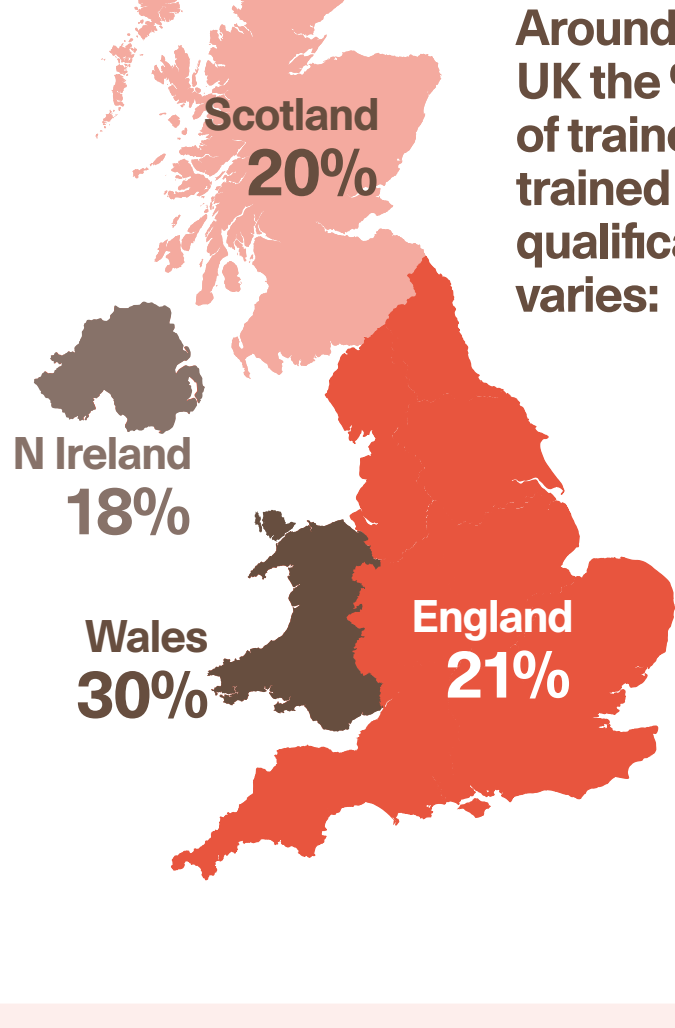
Construction

**22%**



Agriculture

**14%**

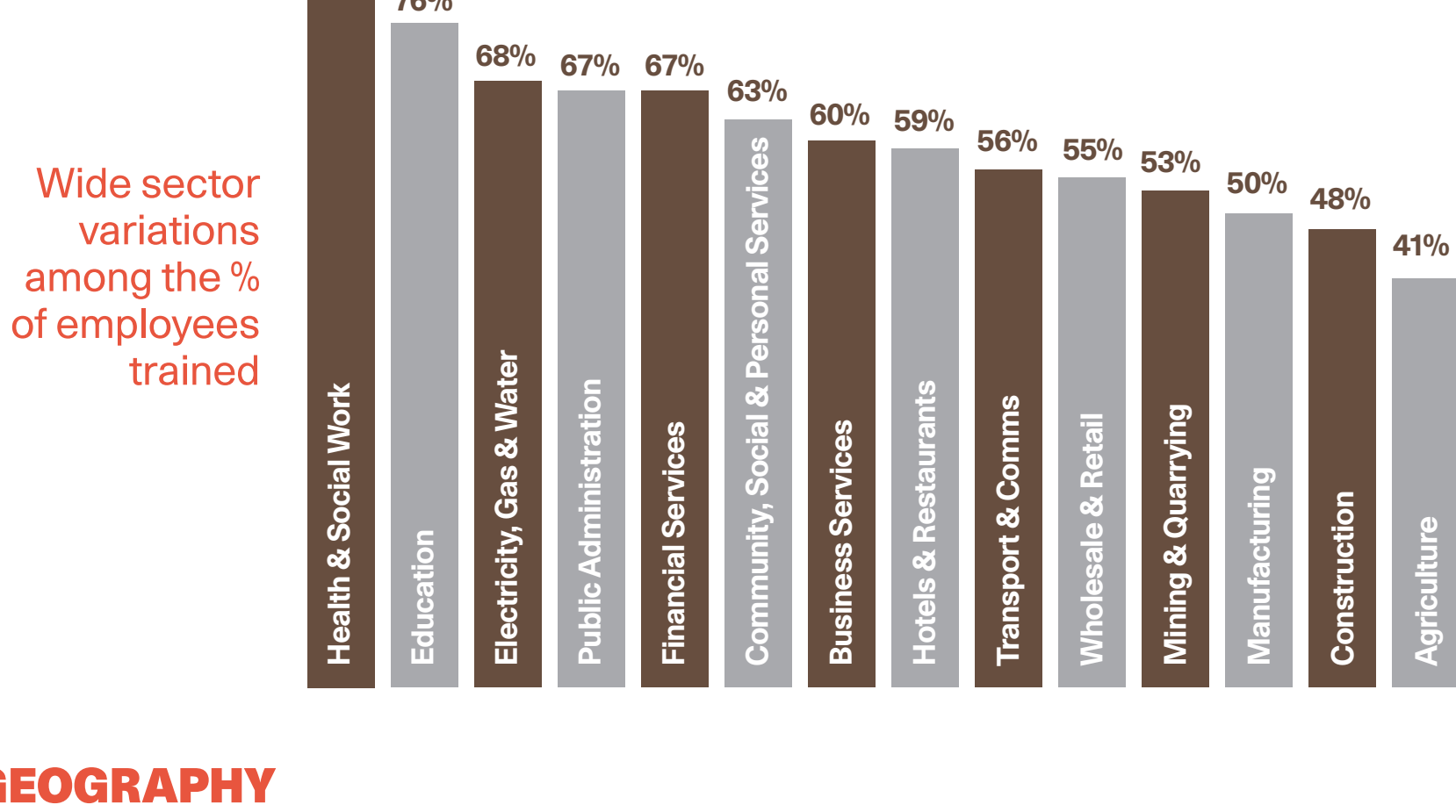


Around the UK the % of trainees trained to a qualification varies:

## Variations by sector and geography

Differences by sector, occupation, and geography across training measures, e.g.

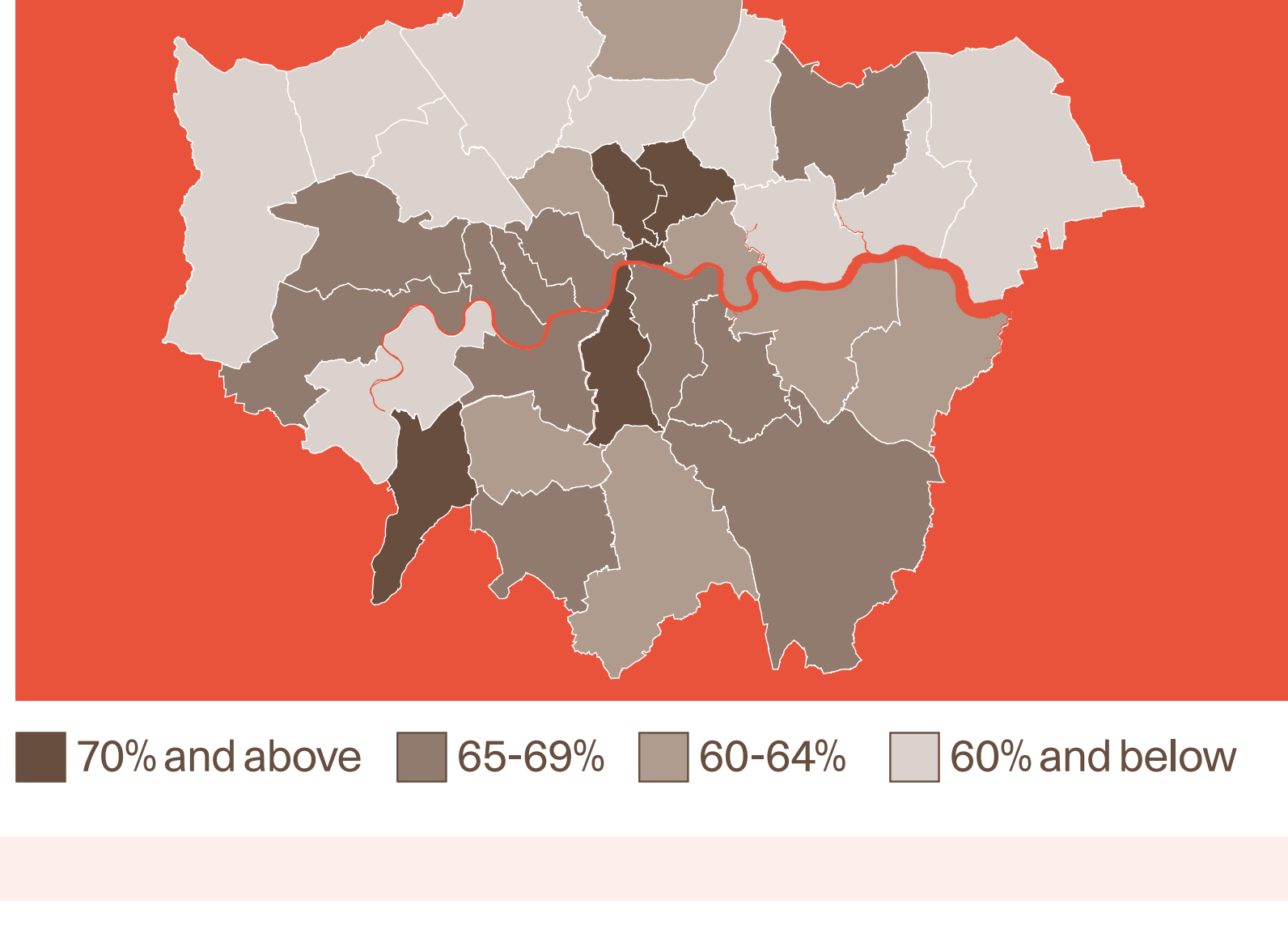
### SECTOR



Wide sector variations among the % of employees trained

### GEOGRAPHY

Proportion of businesses training by local education authority in London (%)



## Employers want to train more

Employers are not meeting their skills investment appetite:

