

Training and workforce development

Prevalence of training

THE MAJORITY OF STAFF RECEIVED TRAINING

63%
STAFF TRAINED

17.4 MILLION
EMPLOYEES IN THE UK RECEIVED TRAINING IN 2015.

4.2 DAYS
THE AVERAGE AMOUNT OF TRAINING EACH EMPLOYEE RECEIVED

TRAINING LEVELS OVERALL ARE HOLDING UP, BUT THIS MASKS THE DIFFERENCES BETWEEN EMPLOYERS

66%
EMPLOYERS THAT TRAIN

TRAINING IS ALMOST UNIVERSAL AMONG LARGER EMPLOYERS

96%
OF EMPLOYERS WITH 100+ STAFF CONDUCT TRAINING

IT'S FAR LESS COMMON FOR THE SMALLEST ESTABLISHMENTS

51%
OF EMPLOYERS WITH 2-4 STAFF CONDUCT TRAINING

What This Means

TWO THIRDS OF UK EMPLOYERS FUND OR ARRANGE TRAINING FOR THEIR EMPLOYEES

Training by occupation

63%
STAFF TRAINED

OF THE WORKFORCE RECEIVED TRAINING IN THE PREVIOUS 12 MONTHS

MANAGERS ARE LEAST LIKELY TO RECEIVE TRAINING

48%

RECEIVED TRAINING IN 2015, DOWN FROM 50% IN 2013

THE INCREASE IN TRAINING IS LARGELY AMONG

LOWER SKILLED OCCUPATIONS

WITH ALL OTHER OCCUPATIONS SEEING A DECREASE OR NO CHANGE

THE INCREASE IN TRAINING AMONG LOWER SKILLED OCCUPATIONS IS ALMOST ENTIRELY DOWN TO SALES AND CUSTOMER SERVICE STAFF.

ALL OTHER OCCUPATIONS HAVE SEEN A DECREASE OR NO SUBSTANTIVE CHANGE.

SALES AND CUSTOMER SERVICE STAFF HAVE SEEN A SMALL INCREASE:

63% → 66%

IN 2013

IN 2015

BASE: ALL ESTABLISHMENTS WITH STAFF IN EACH OCCUPATION

What This Means

TRAINING LEVELS ARE BROADLY THE SAME AS IN 2013, AND REMAIN LOWEST FOR MANAGERS

Types of training

AN INCREASE IN BASIC INDUCTION TRAINING REFLECTS INCREASED RECRUITMENT ACTIVITY



↑ HEALTH AND SAFETY



↑ INDUCTION TRAINING

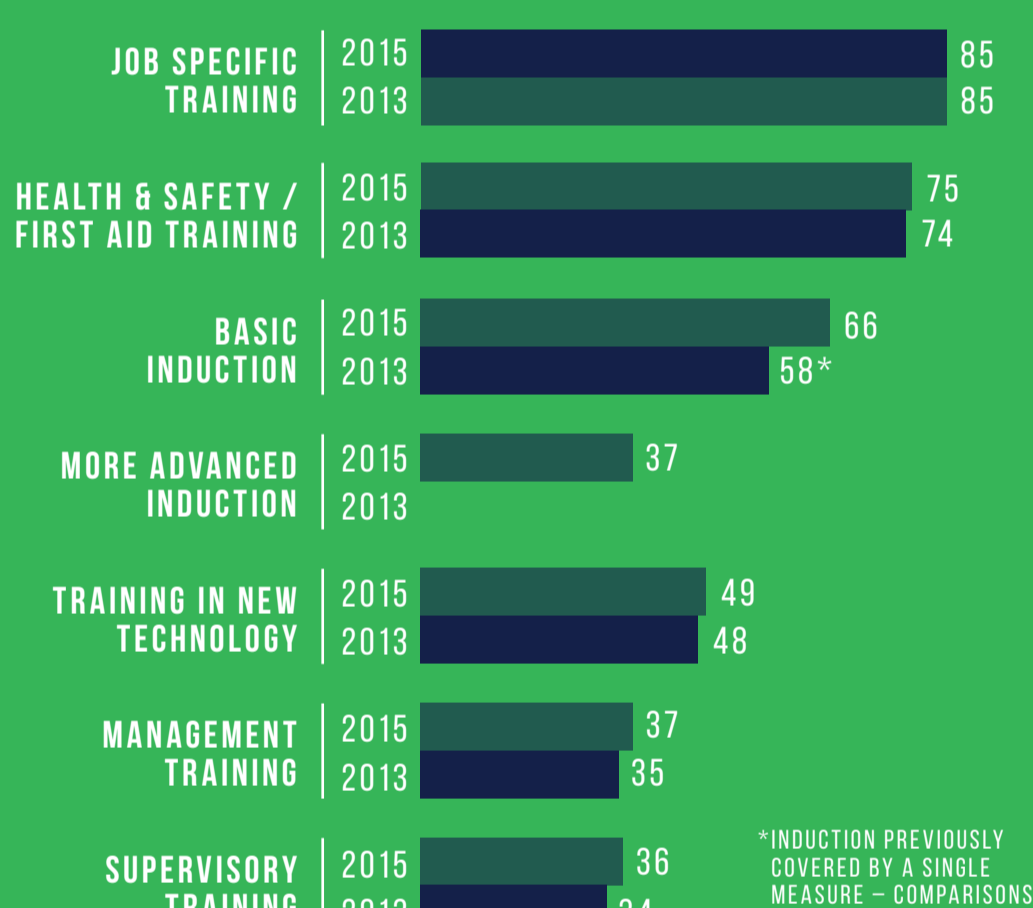
THERE ARE ALSO INCREASES IN TRAINING TO SUPPORT MANAGERS AND SUPERVISORS



↑ MANAGEMENT TRAINING



↑ SUPERVISORY TRAINING



BASE: ALL ESTABLISHMENTS THAT TRAIN

What This Means

INDUCTION AND HEALTH AND SAFETY TRAINING HAS INCREASED, BUT MORE COULD BE DONE TO DEVELOP WORKERS' SKILLS

Delivery of training is changing

ONLINE AND SELF-LEARNING ARE ON THE UP



45%

OF EMPLOYERS TRAIN ONLINE



39%

OF EMPLOYERS REPORTED THAT USE OF ONLINE TRAINING OR E-LEARNING HAD INCREASED IN THE LAST 12 MONTHS



38%

OF EMPLOYERS SAID THEY HAD PROVIDED OTHER SELF-LEARNING



29%

OF EMPLOYERS HAD INCREASED THEIR PROVISION OF SELF-LEARNING IN THE PAST TWO YEARS

What This Means

THE NATURE OF TRAINING IS CHANGING — ONLINE AND SELF-LEARNING IS INCREASING

Employer spend on training

INVESTMENT IN TRAINING (BY EMPLOYERS) HAS INCREASED OVER THE PREVIOUS 12 MONTHS



£43.0BN → £45.4BN

IN 2013

IN 2015

EMPLOYERS' TOTAL INVESTMENT IN TRAINING IS EQUIVALENT TO AROUND

£2,600 / £1,640

PER PERSON TRAINED

PER EMPLOYEE

INCREASED SPEND IS LARGELY DRIVEN BY

↑ **↑** **↑**

INCREASED EMPLOYMENT SINCE 2013

What This Means

SPEND ON TRAINING HAS INCREASED SINCE 2013 REFLECTING INCREASED EMPLOYMENT