

EMPLOYER SKILLS SURVEY 2015 (ESS15)

EMPLOYERS & BUSINESSES

SURVEY MEASURES INCLUDE:



SKILLS SHORTAGE
VACANCIES



SKILLS GAPS



UNDERUTILISATION



INVESTMENT IN
TRAINING



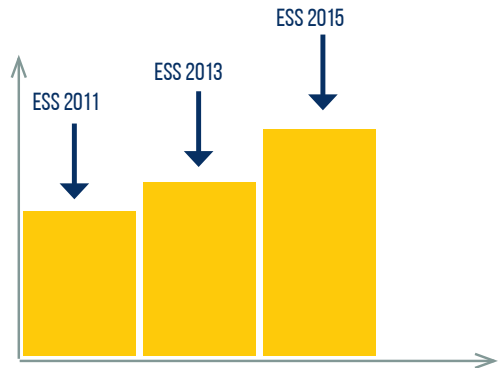
RETENTION OF STAFF



HIGH PERFORMANCE
WORKING PRACTICES



BUSINESS STRATEGIES



ESS15 is the third in a series of Employer Skills Survey - allowing a robust time series on key skills topics.

#ESS15

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ESS 2015 offers a range of valuable insights for employers. Using ESS data can help employers to benchmark training targets and objectives against national data and to identify common skills deficiencies by sector. This can all enable better business planning.

Specifically, the ESS provides employers with the intelligence to:



Compare and benchmark against others in the provision of training or experience of skills deficiencies. Data on workforce skills and training is available by sector, occupation, size of establishment, and various geographies across the UK right down to local authority.



Identify opportunities and threats for future business growth. For example, information is available on the skills lacking in the existing workforce, the reasons for retention difficulties, and why some employees are over-skilled or over-qualified in their roles.



Shape and inform investment decisions in workforce skills and training by identifying common skills deficiencies and recruitment issues, assessing employee skills needs and understanding skills challenges by sector or within similar types of businesses.

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On average, employers invested around

£1,650

per employee on training



2,000,000

workers in the UK are underutilised.



63%
STAFF TRAINED

of the workforce received training in the last 12 months equivalent to

17.4 million
staff in the UK (a 4% increase from 2013).

1.4 MILLION

employees were perceived to be not fully proficient.



66%

of employers with skills gaps reported an impact on their organisation's performance.

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EXAMPLES

Natwest Business Sense Magazine

aims to give business the 'know-how and expertise to achieve business ambitions'. In supporting business to assess the opportunities and priorities in their region, the magazine published an article using ESS data on skills gaps, skill shortages and training to highlight the need for employers, employees and the government to address skills gaps and shortages.



EEF: The Manufacturers' Organisation

used ESS data alongside a survey of manufacturing companies to assess the best ways to get more young people interested in the sector.



 www.gov.uk/government/collections/ukces-employer-skills-survey-2015

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#ESS15

UKCES
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EMPLOYMENT AND SKILLS