

Employer Skills Survey 2015

LEA/LEP Slide Pack

May 2016

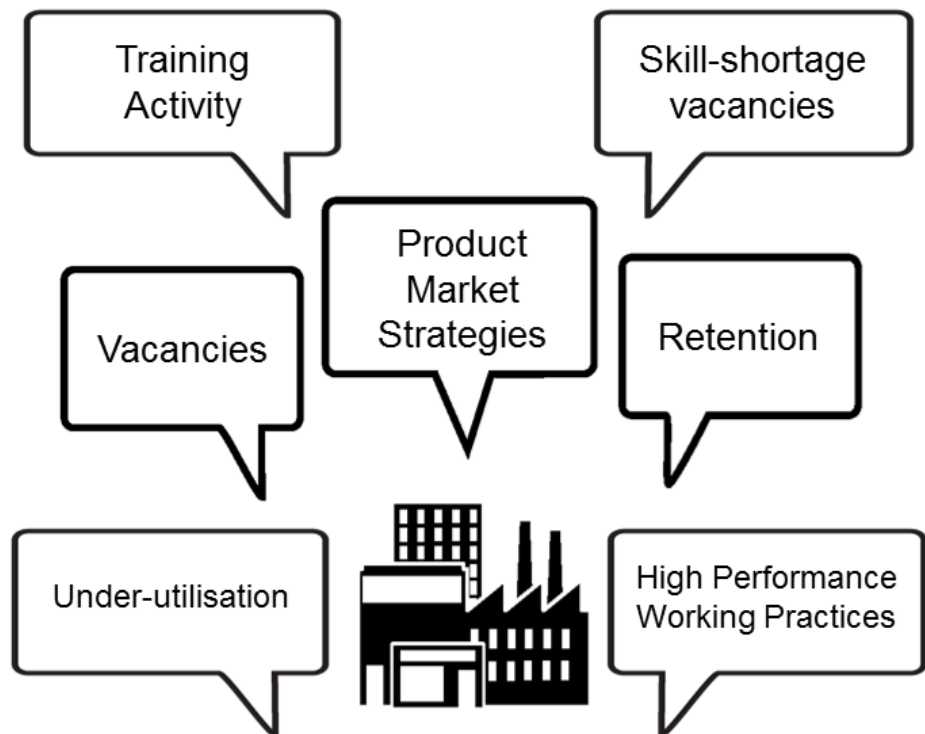
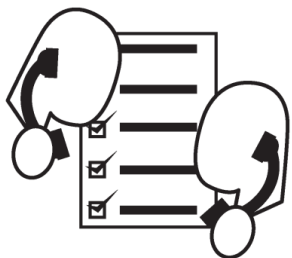
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Chapter 1: Background and Introduction

ESS 2015 – overview

75,129 telephone interviews with establishments in England



- ESS 2015 is the third time the survey has been run at UK-level
- The 2015 survey covers establishments with 2 or more people working at them
- The 2011 survey included establishments with one employee – these were not covered in 2013 or 2015.
- Where comparisons are made with 2011 or 2013 findings, these are based on re-weighted 2011 data (configured to represent the 2+ employment business population used in 2013 and 2015).

LEA / LEP - overview

Owing to the scale of ESS 2015, it is possible to explore variation by locations using both the LEA and LEP groupings.

The data in this slide pack provides an overview as to the sorts of analysis that can be conducted by LEA and LEP.

The slide pack largely focuses on the LEAs and LEPs exhibiting very high and very low proportions for key measures. This is not with the intention to form judgements on different areas on England, but rather highlight where the pockets of skills and employment challenges are seen.

It is clear there are wide variations by locality, even within the same broad region of England.

Accompanying LEA and LEP Excel tables show the full detail of the analysis.

Achieved interviews / confidence intervals

‘For a question asked of all respondents where the survey result is 50%, we are 95% confident that the true figure lies within the range 49.64% to 50.36%’

	Population	Number of interviews	(Maximum) Sampling Error
England	1,488,201	75,129	+/-0.36
LEA (High and Low)			
Essex	40,475	2,013	+/-2.18
Hampshire	39,075	1,773	+/-2.33
Kent	40,472	1,722	+/-2.36
Hertfordshire	34,539	1,717	+/-2.37
Lancashire	31,057	1,540	+/-2.50
Halton	2,670	124	+/-8.80
Knowsley	2,237	118	+/-9.02
Slough	3,376	117	+/-9.06
Bracknell Forest	2,832	95	+/-10.05
Rutland	1,239	73	+/-11.47

	Population	Number of interviews	(Maximum) Sampling Error
England	1,488,201	75,129	+/-0.36
LEP (High and Low)			
London	260,280	10,629	+/-0.95
South East	109,586	4,932	+/-1.40
North East	42,604	4,289	+/-1.50
Leeds City Region	73,792	4,049	+/-1.54
Derby, Derbyshire, Nottingham and Nottinghamshire	51,646	3,127	+/-1.75
Oxfordshire LEP	21,352	975	+/-3.14
Cornwall and the Isles of Scilly	18,654	963	+/-3.16
Worcestershire	17,070	956	+/-3.17
Cumbria	18,347	914	+/-3.24
Buckinghamshire Thames Valley	17,993	654	+/-3.83

Key definitions

Establishment base

Proportions are based on the number of establishments, defined here as a single location of an organisation, where at least two people work.

Employment base

Proportions are based on the total number of employees and working proprietors across establishments.

Vacancies

Skill-shortage vacancies

Skills gaps

Under-utilisation

Incidence

Proportion of establishments reporting at least one vacancy

Proportion of establishments reporting at least one skill-shortage vacancy

Proportion of establishments with at least one employee deemed by their employer to be not fully proficient in their role

Proportion of establishments with at least one employee with skills **and** qualifications more advanced than required for their current job role

Density

Vacancies as a proportion of all employment

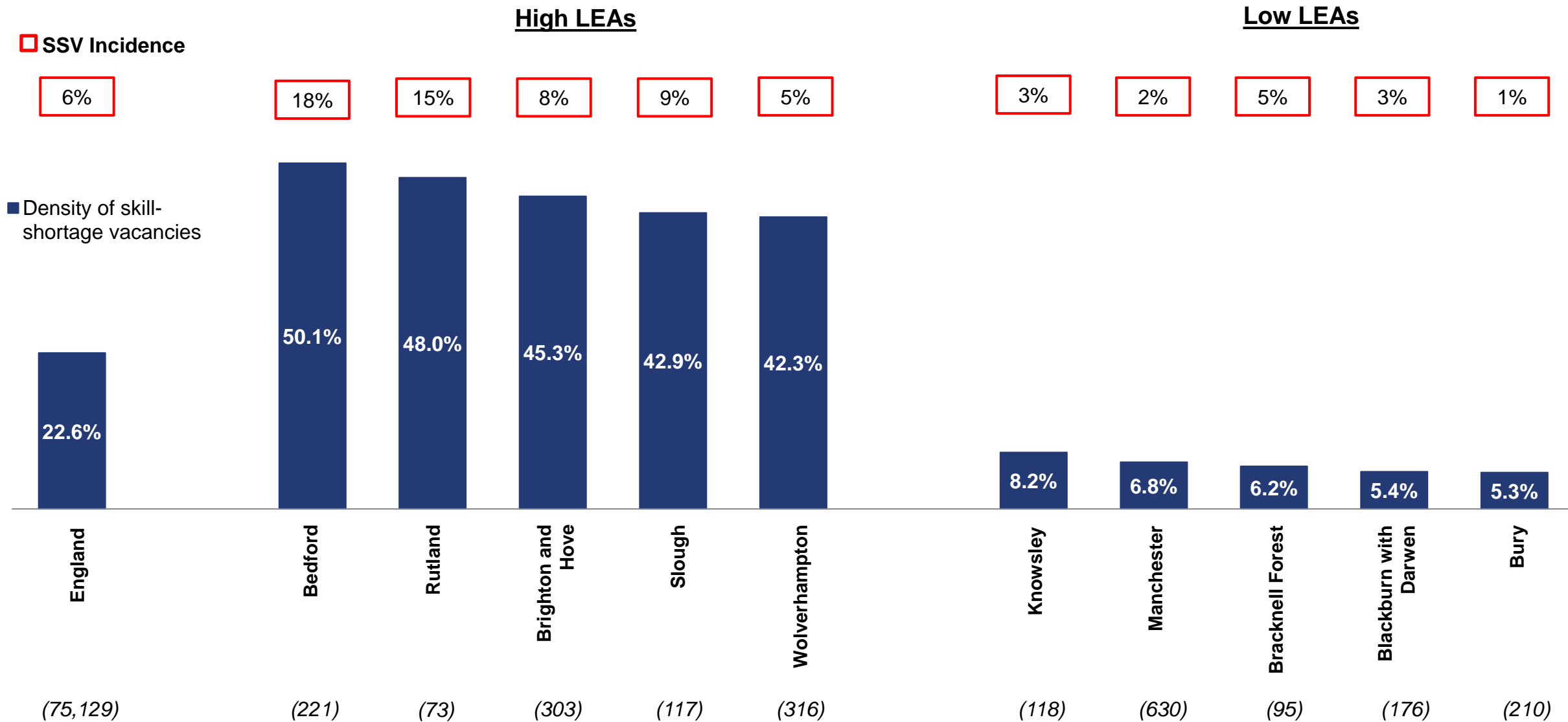
Skill-shortage vacancies as a proportion of all vacancies

The number of staff reported as not fully proficient as a proportion of all employment

The proportion of all staff with skills **and** qualifications more advanced than required for their current job role

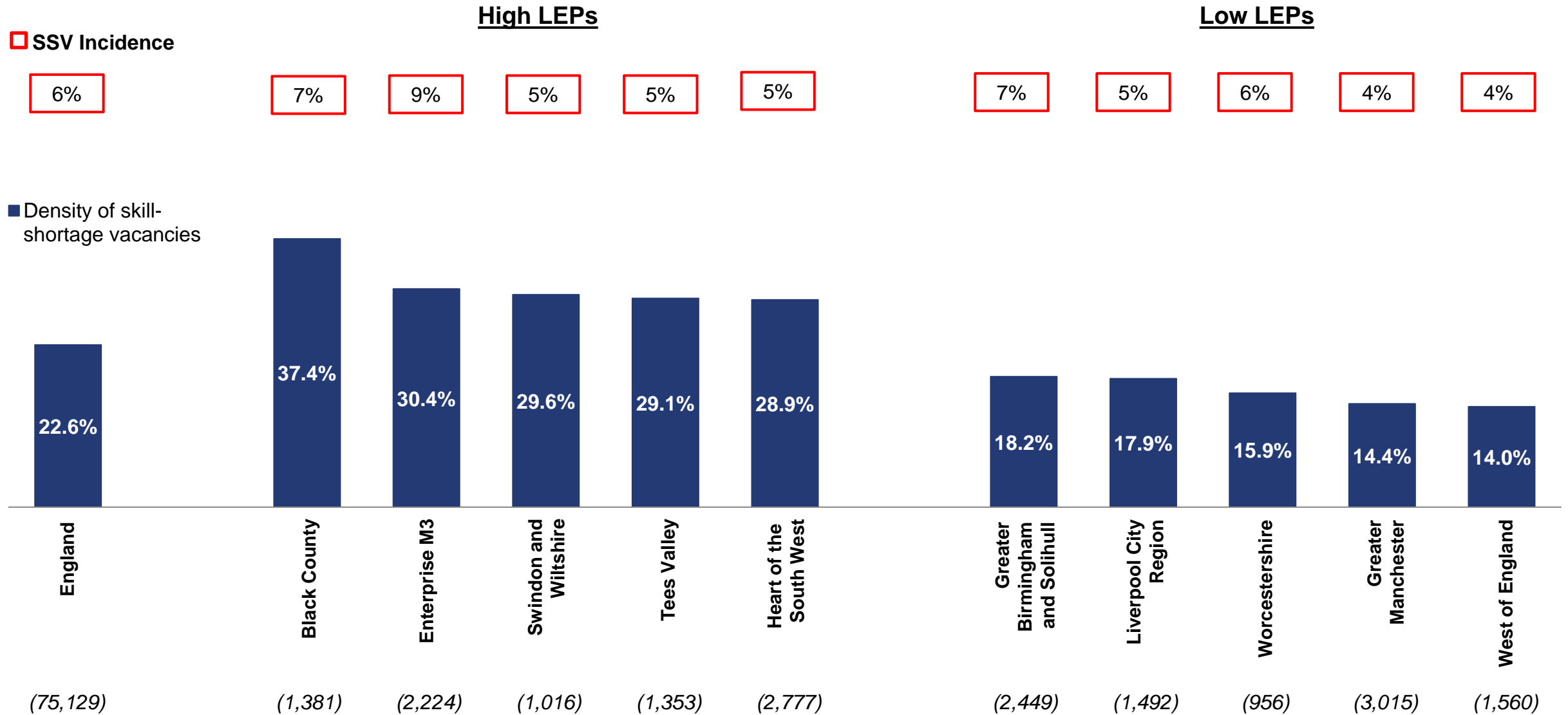
Chapter 2: Employers' experiences of skill shortages

Incidence and density of skill-shortage vacancies by LEA



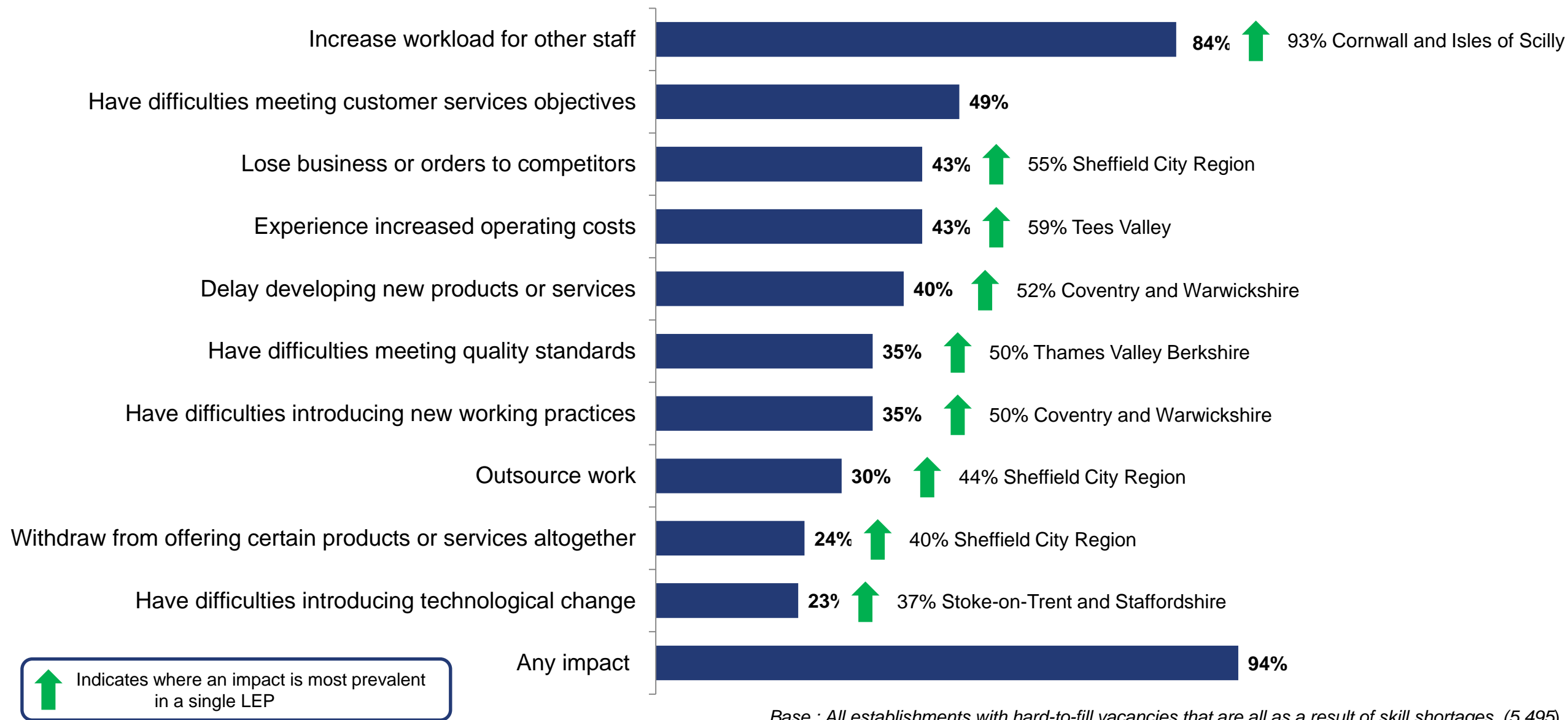
Base: All establishments (as shown)

Incidence and density of skill-shortage vacancies by LEP



Base: All establishments (as shown)

Impact of skill-shortage vacancies (LEP)



Chapter 3: Retention Difficulties

LEAs / LEPs with high and low incidence of retention

High LEAs ($\geq 15\%$)

Barking and Dagenham
Croydon
Rutland
Lewisham
Sutton
Hillingdon
Doncaster

Low LEAs ($\leq 4\%$)

Bury
Luton
Warrington
Stoke-on-Trent
North Somerset
Cheshire East
Newham
Oldham
Isle of Wight
Medway
Sefton
Gateshead
Rochdale
Wigan

High LEPs ($\geq 10\%$)

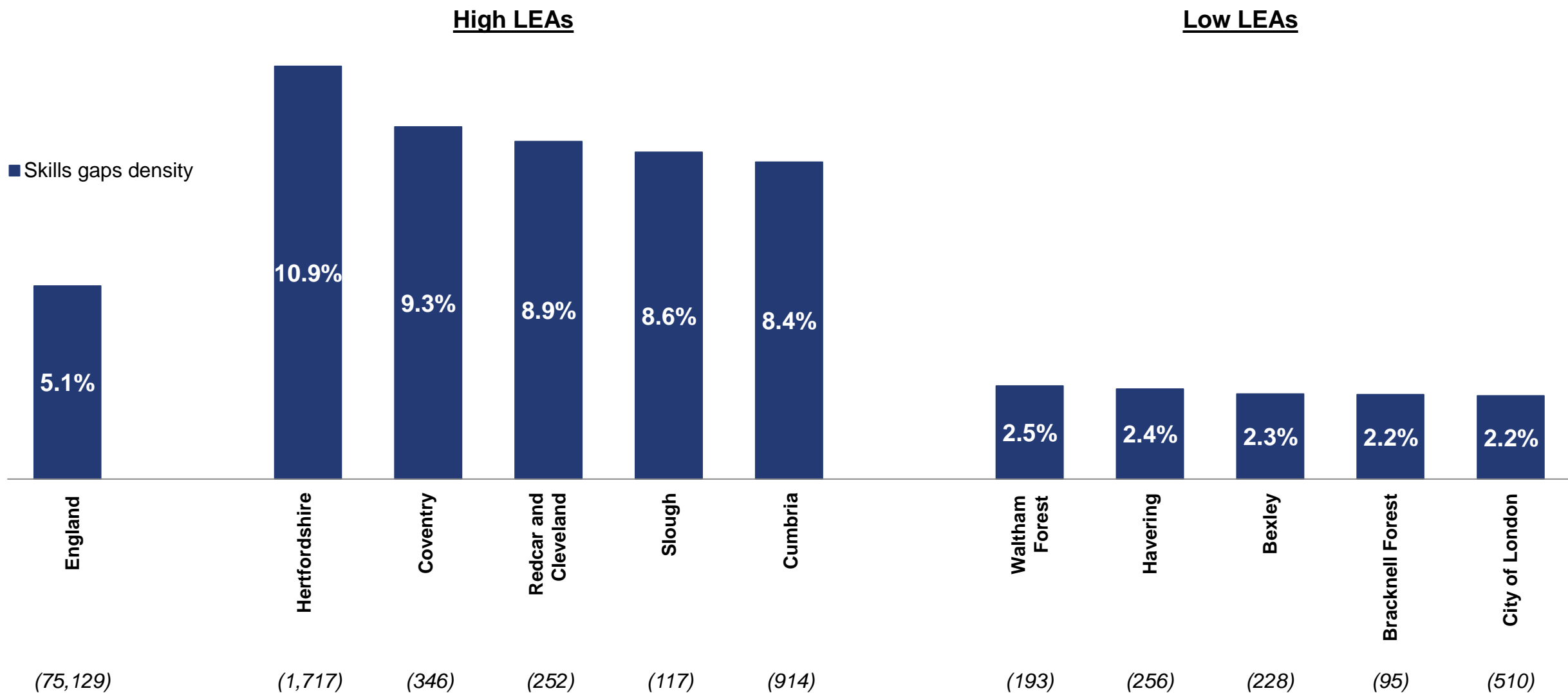
Coventry and Warwickshire
Coast to Capital
Worcestershire
Leicester and Leicestershire
The Marches
Oxfordshire LEP
South East Midlands
Thames Valley Berkshire
Black Country
London
Heart of the South West
Northamptonshire
Buckinghamshire Thames Valley

Low LEPs ($\leq 6\%$)

Cumbria
Hertfordshire
Lancashire
Humber
Greater Manchester
Cheshire and Warrington
West of England

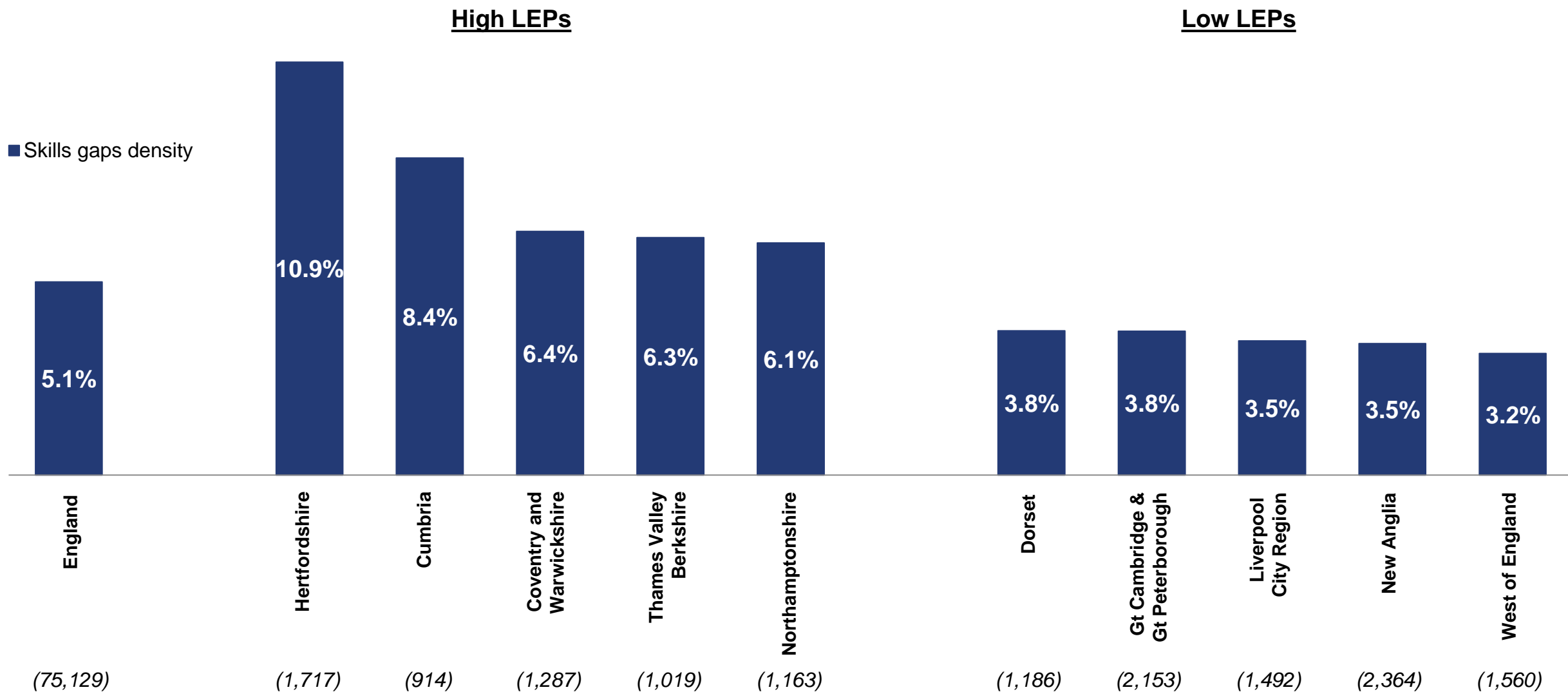
Chapter 3: The internal Skills Challenge

Density of skills gaps by LEA



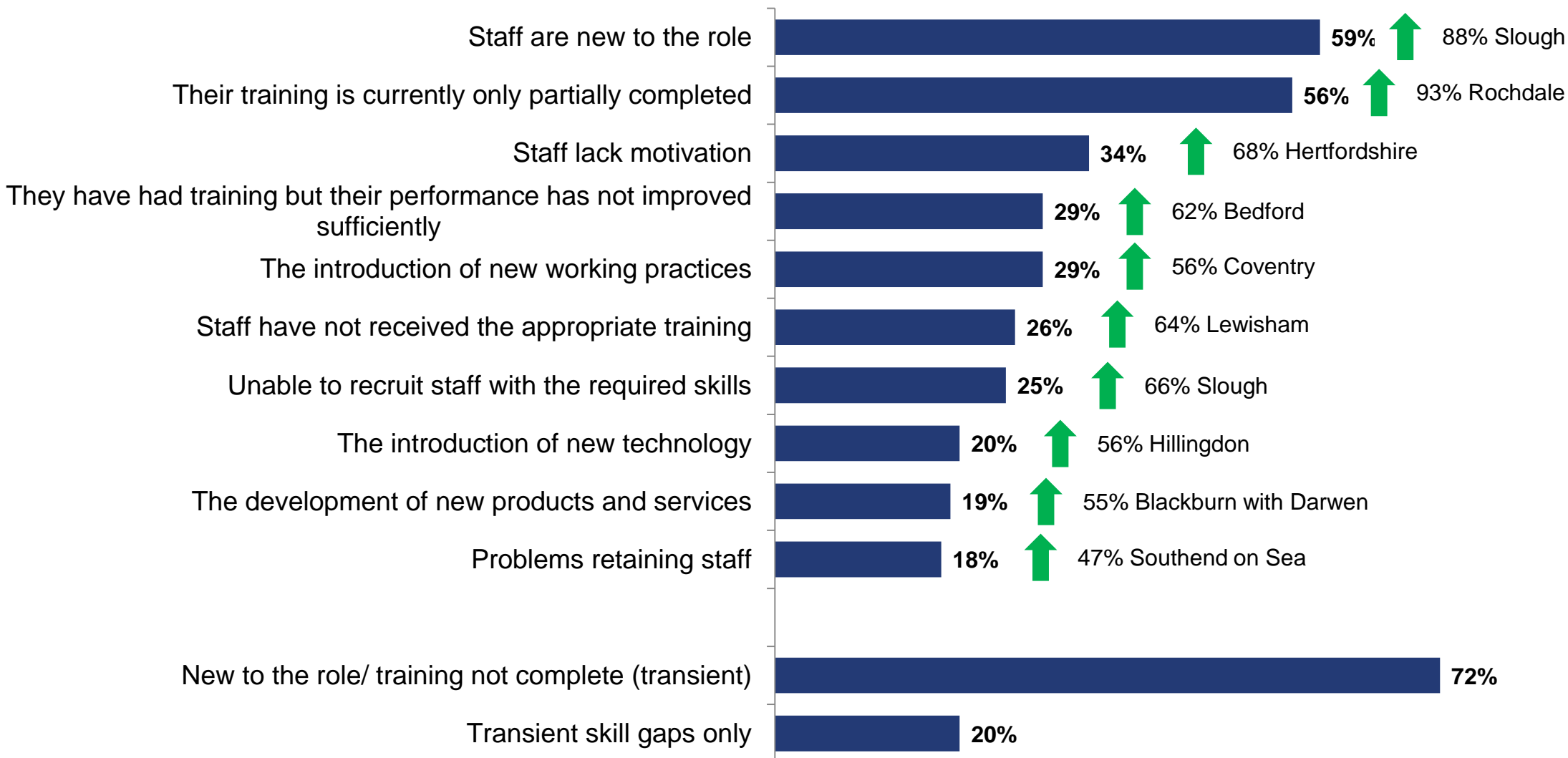
Base: All establishments (as shown)

Density of skills gaps by LEP



Base: All establishments (as shown)

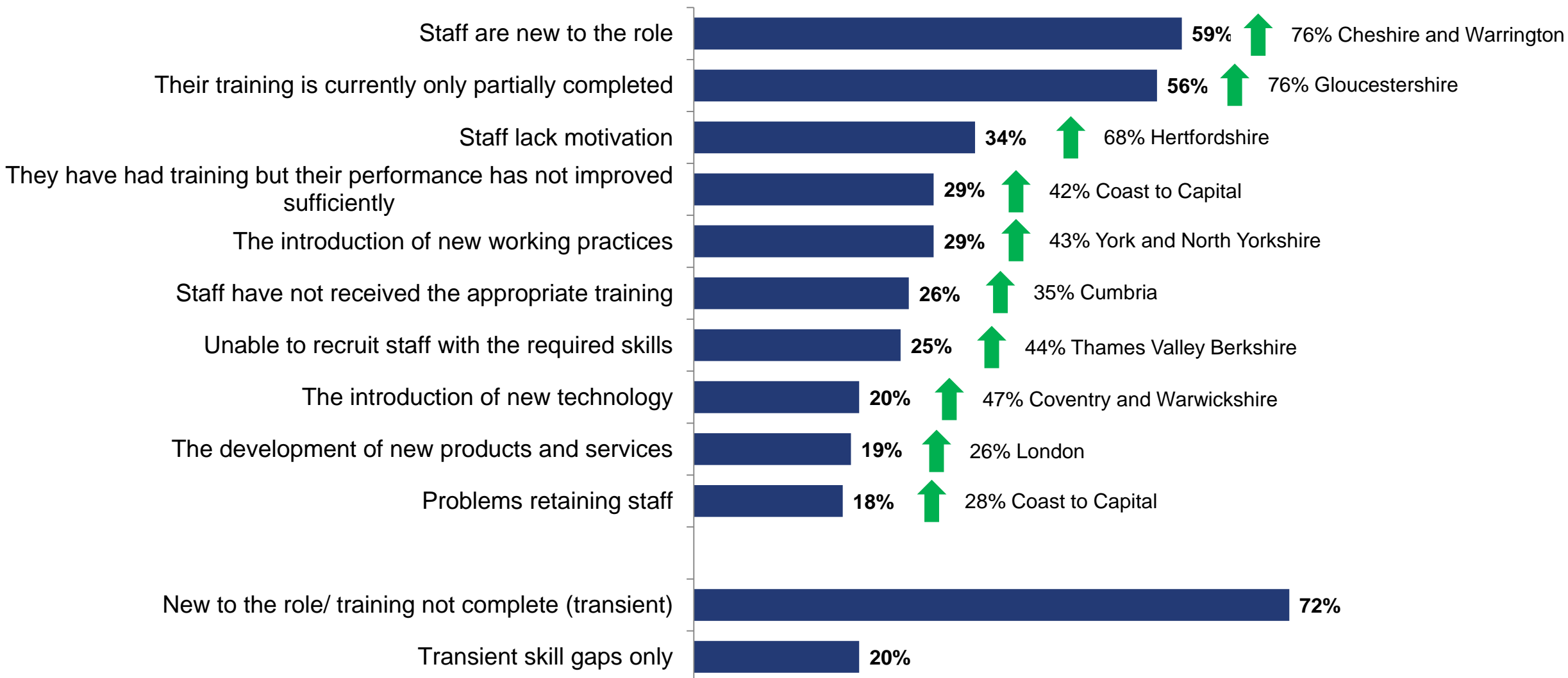
Main causes of skills gaps (LEA)



Indicates where an impact is most prevalent in a single LEA

Base : All establishments with skills gaps - up to 2 occupations followed up (15,409)
 Figures are shown as a percentage of all gaps (not a percentage of all establishments)

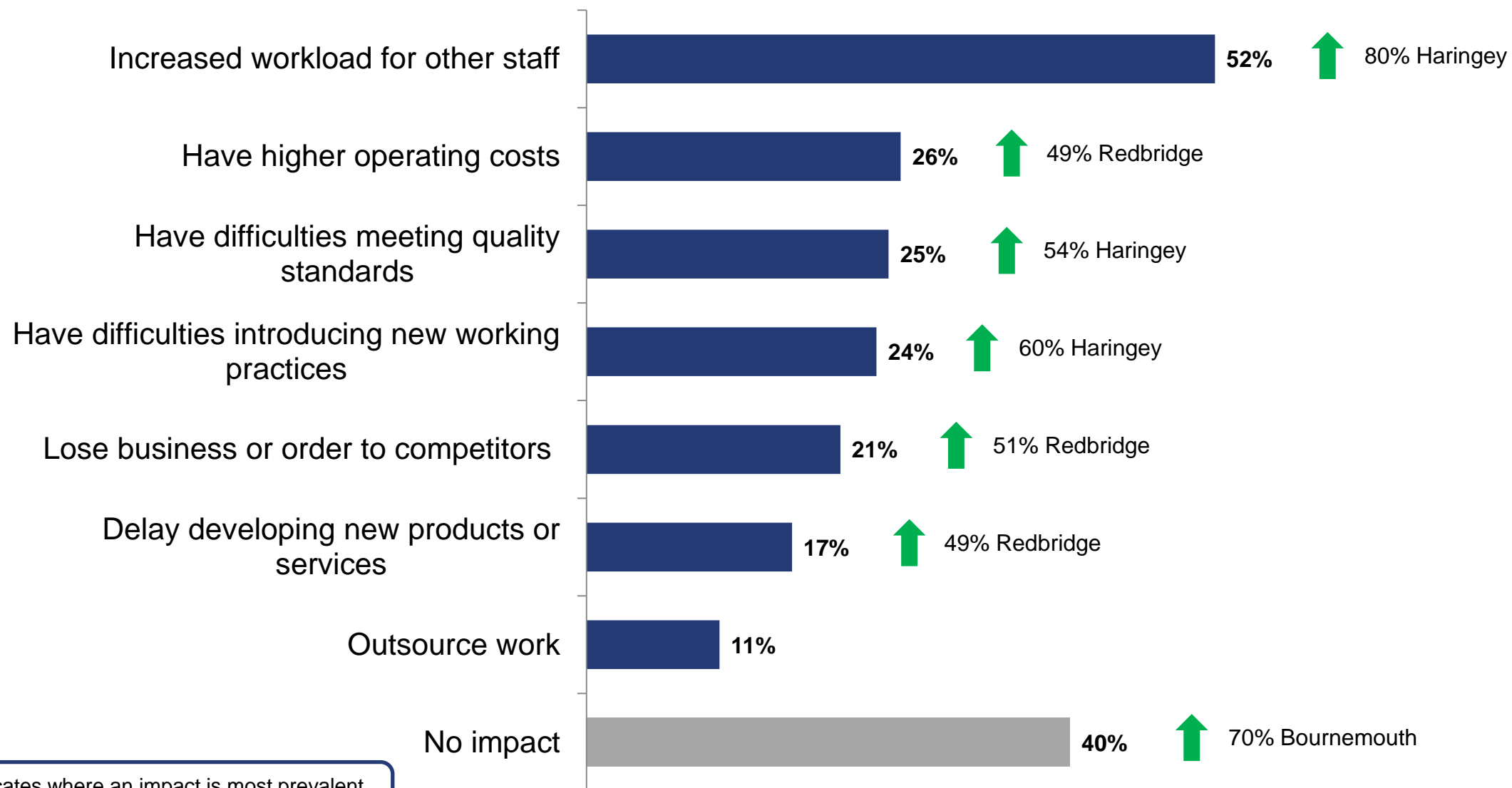
Main causes of skills gaps (LEP)



Indicates where an impact is most prevalent in a single LEP

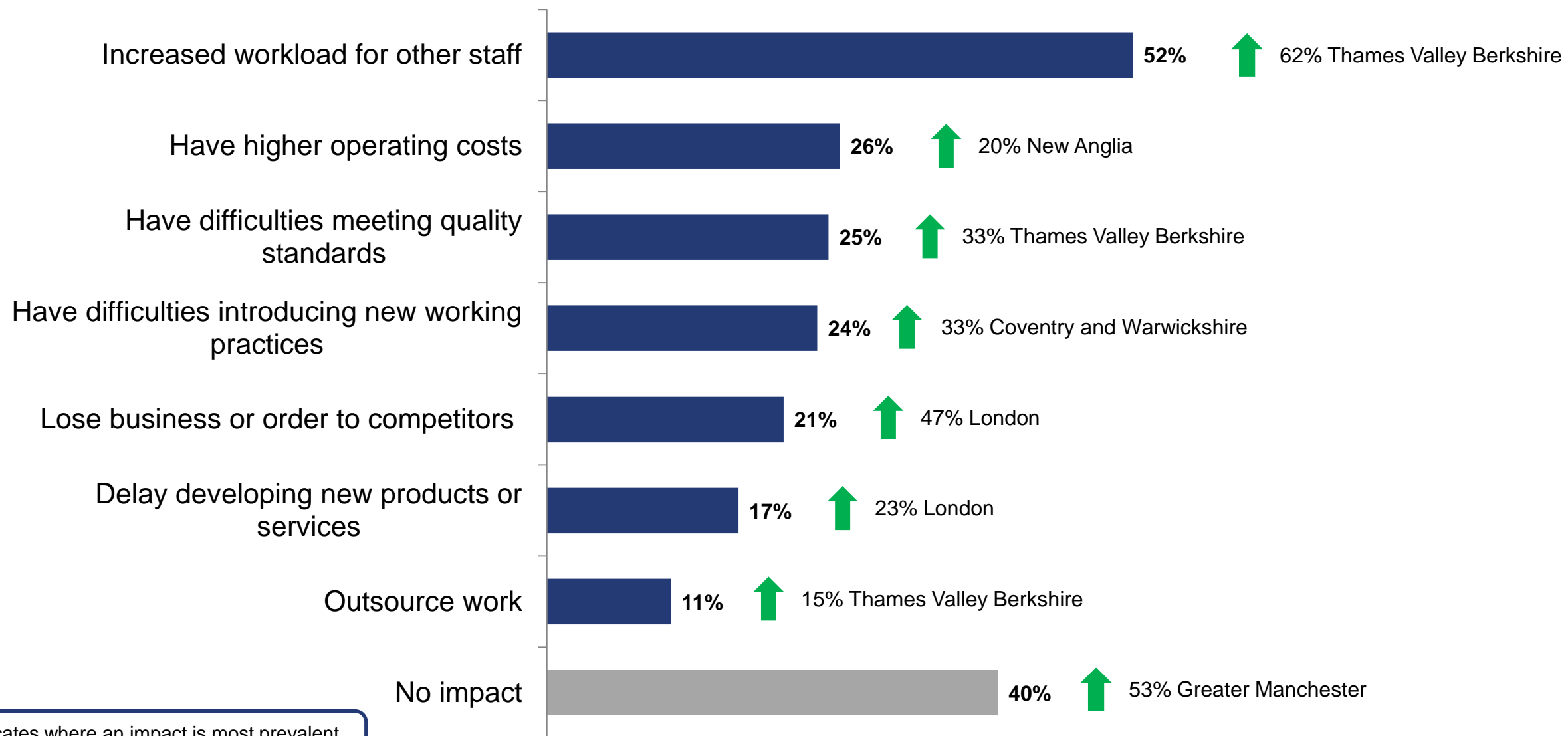
Base : All establishments with skills gaps - up to 2 occupations followed up (15,409)
 Figures are shown as a percentage of all gaps (not a percentage of all establishments)

Impact of skills gaps (LEA)



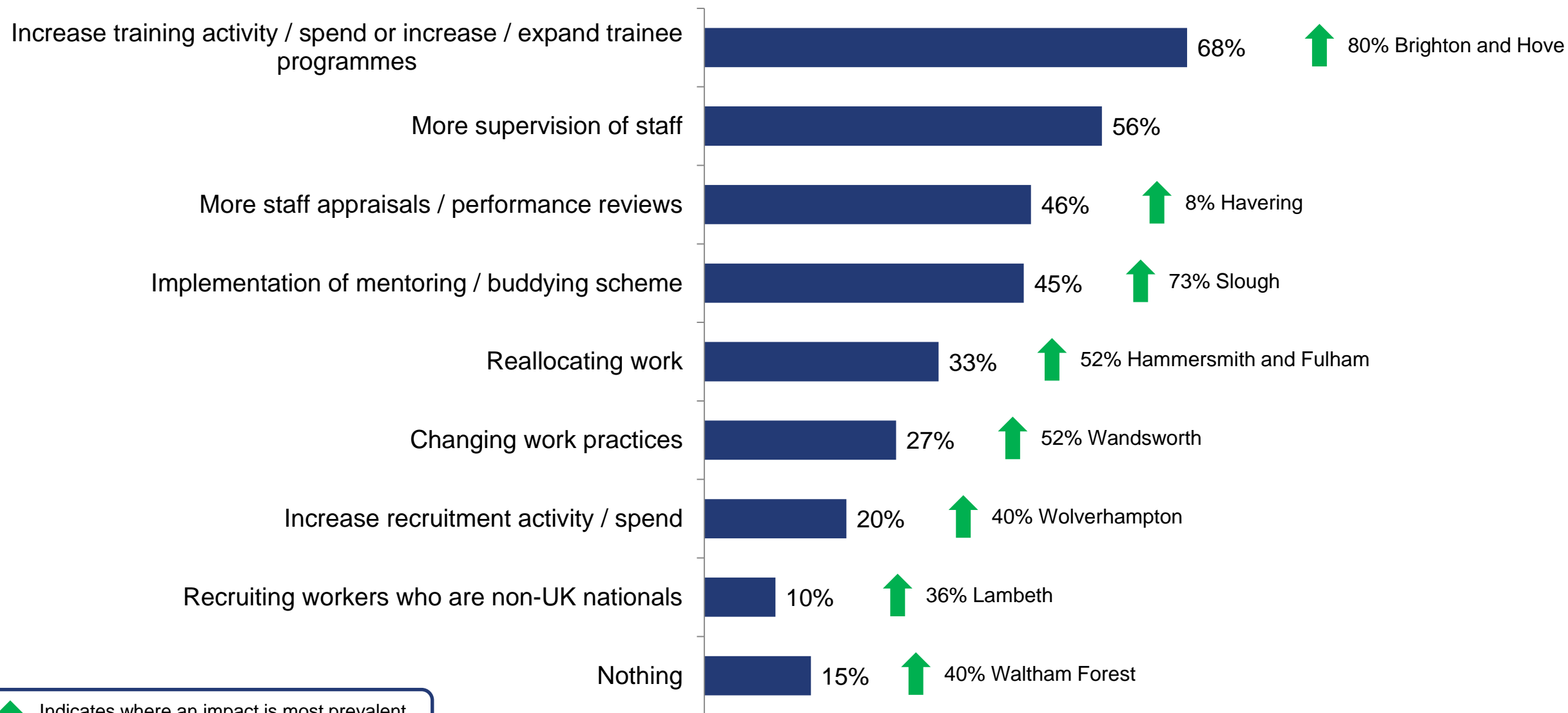
Indicates where an impact is most prevalent in a single LEA


Impact of skills gaps (LEP)



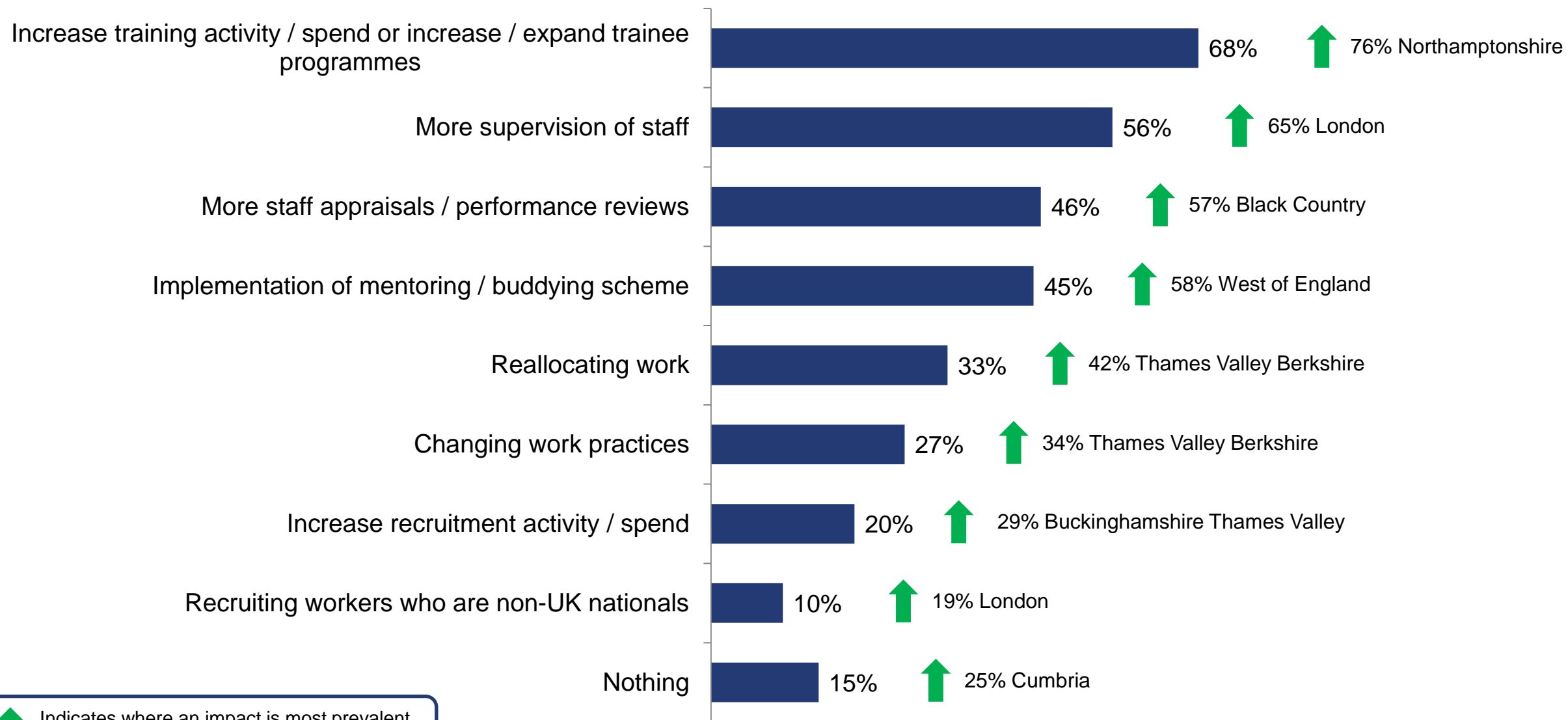
Indicates where an impact is most prevalent in a single LEP


Action taken to overcome skills gaps (LEA)



 Indicates where an impact is most prevalent in a single LEA

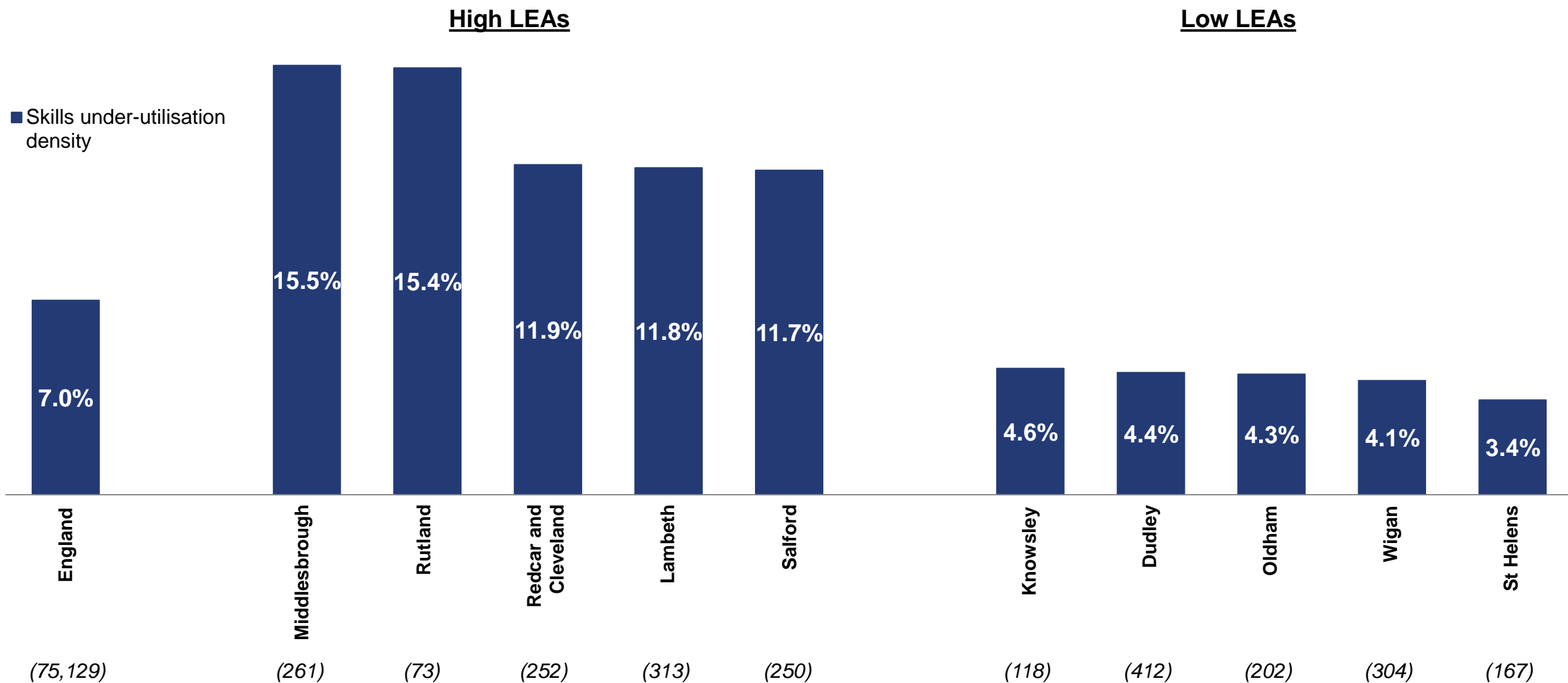
Action taken to overcome skills gaps (LEP)



 Indicates where an impact is most prevalent in a single LEP

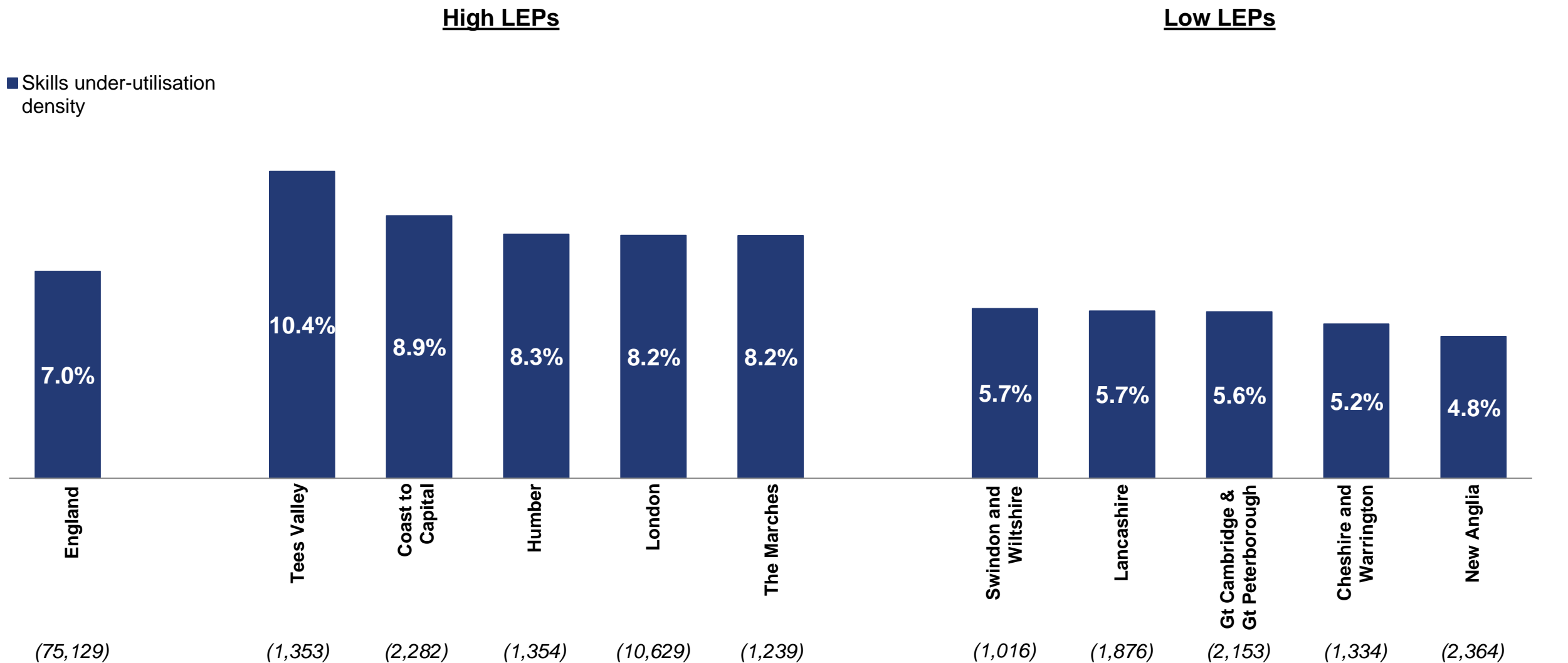
Section 4: Under-utilisation

Density of under-utilisation by LEA



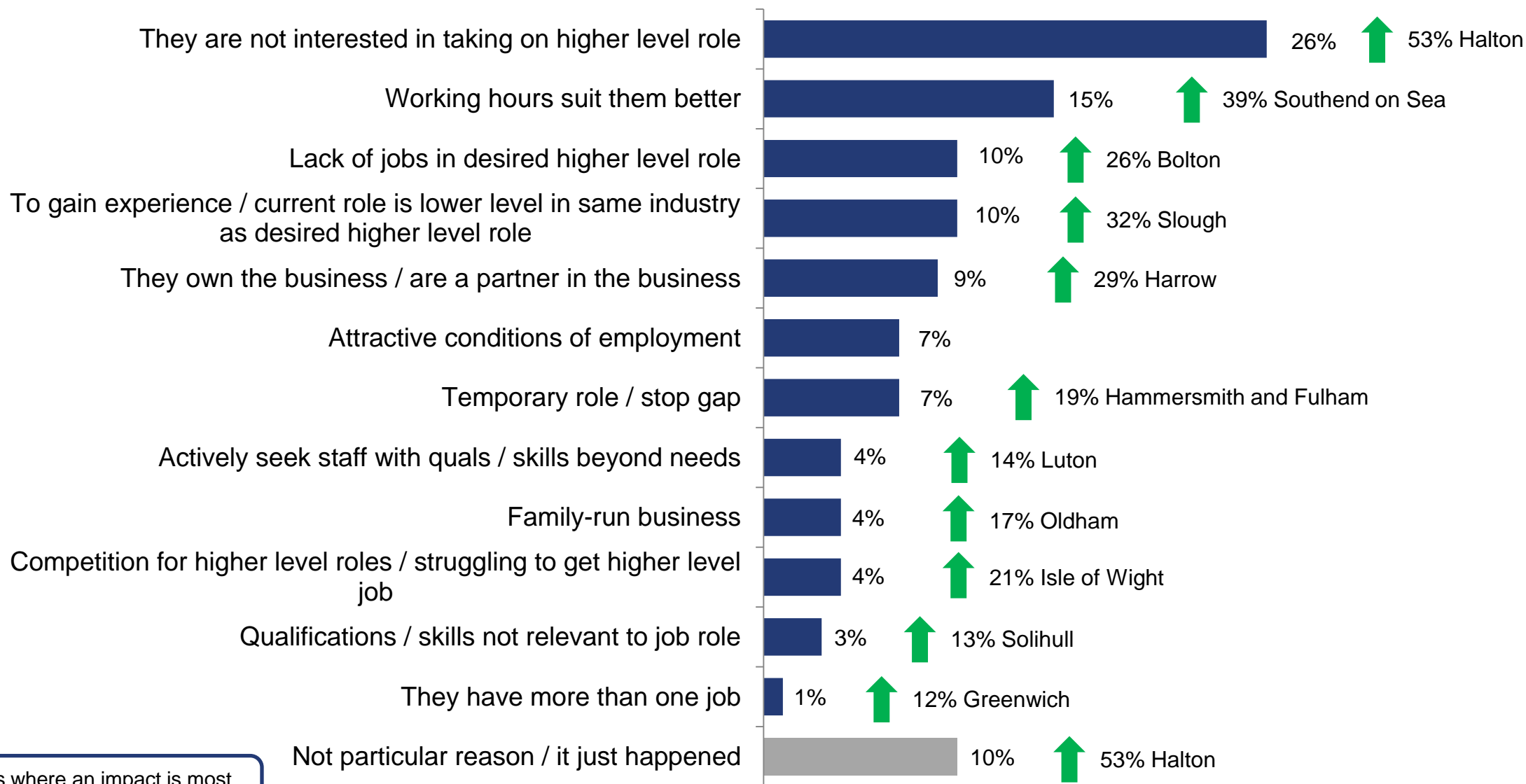
Base: All establishments (as shown)

Density of under-utilisation by LEP



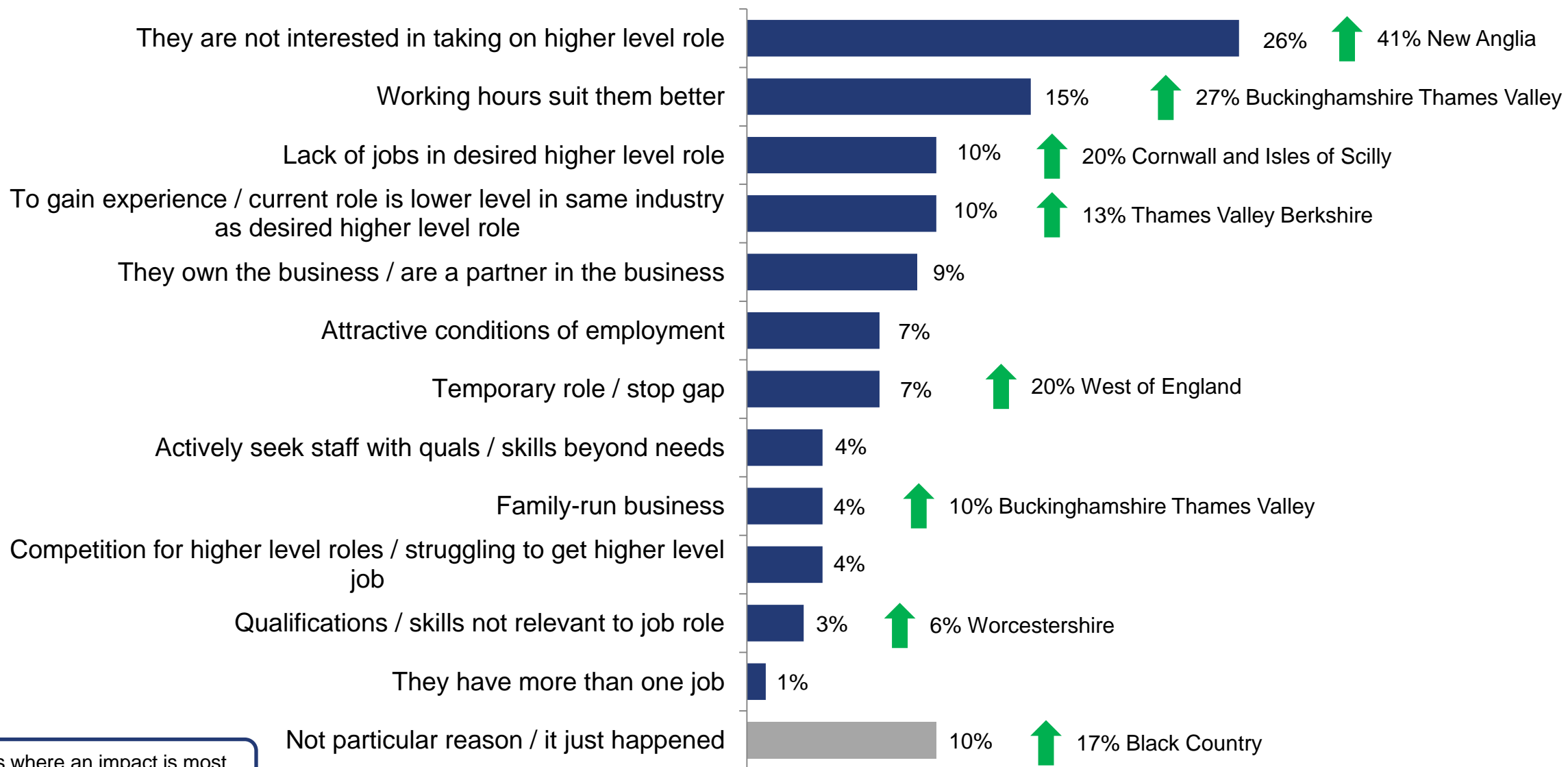
Base: All establishments (as shown)


Reasons for under-utilisation (LEA)



↑ Indicates where an impact is most prevalent in a single LEA

Reasons for under-utilisation (LEP)

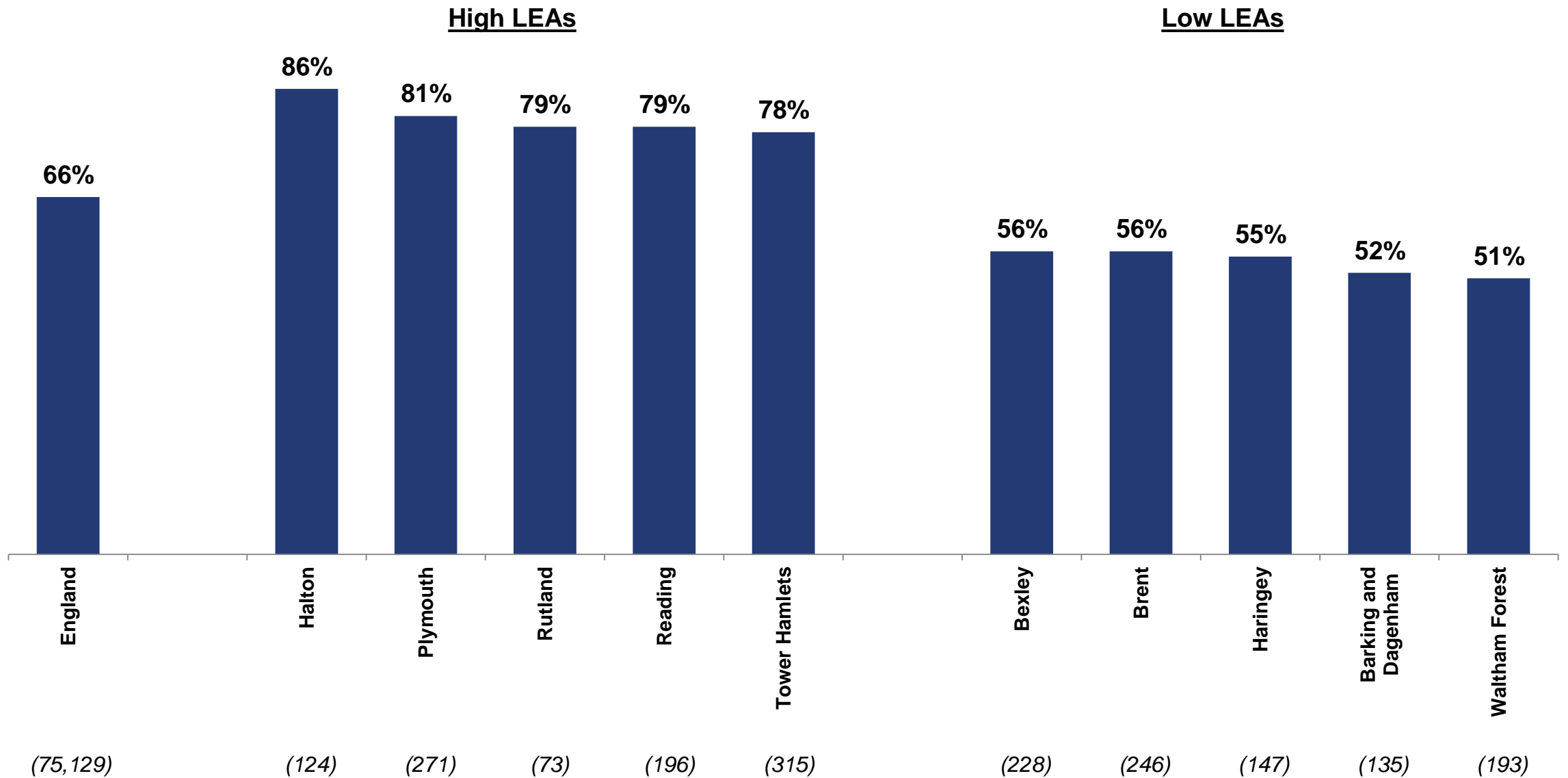


 Indicates where an impact is most prevalent in a single LEP

Base: All establishments with under-utilised staff (22,879)

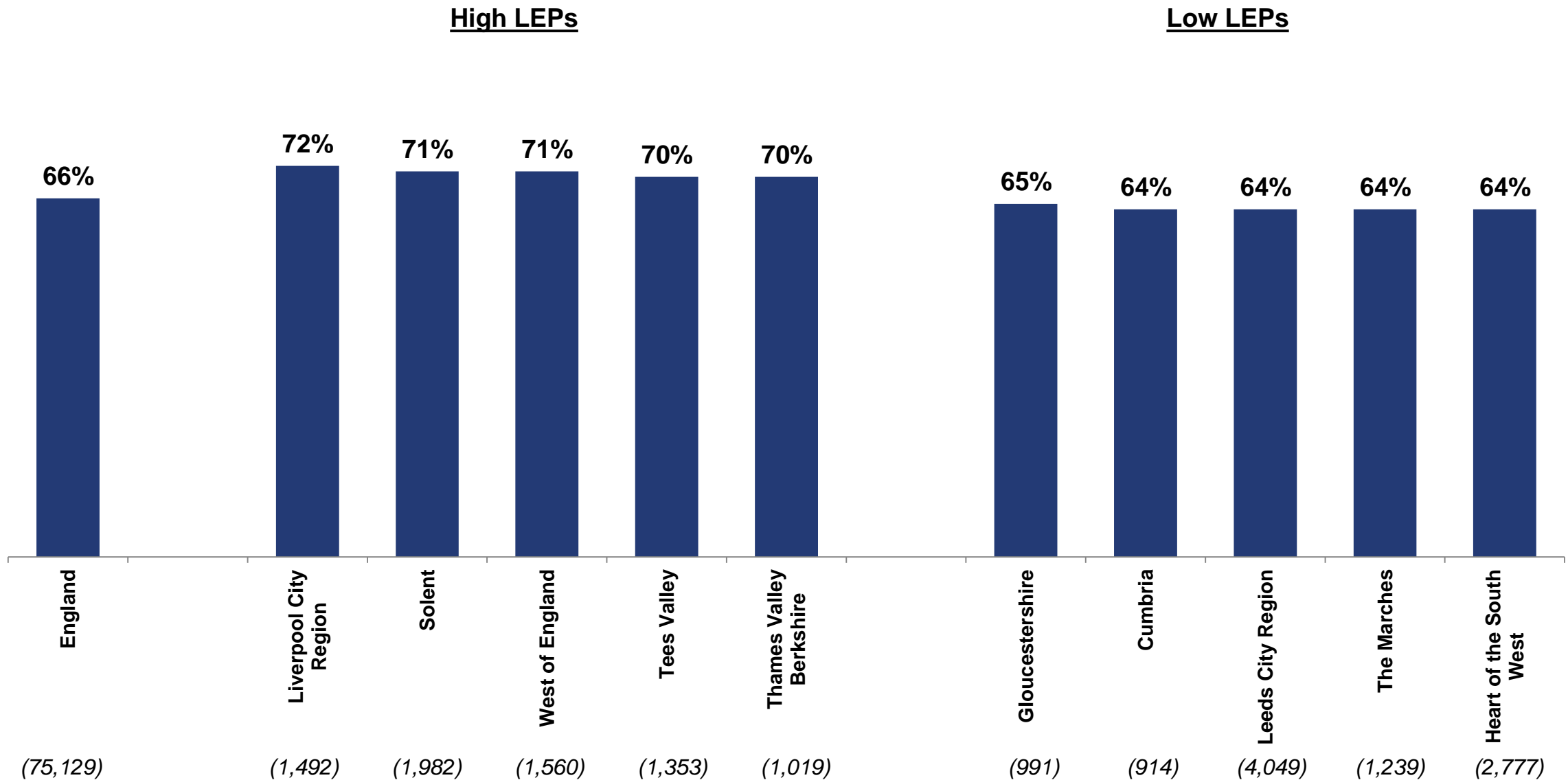
Section 5: Training and Workforce Development

Proportion of employers training over the previous 12 months by LEA



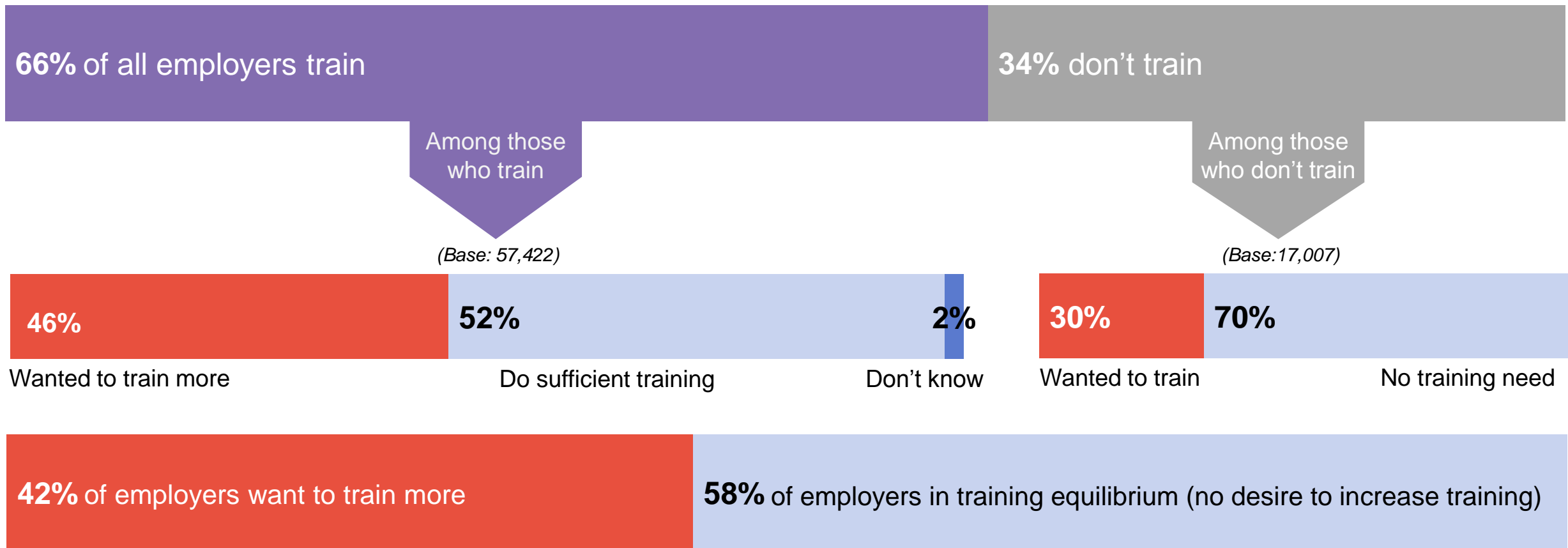
Base: All establishments (as shown)

Proportion of employers training over the previous 12 months by LEP



Base: All establishments (as shown)

Training Equilibrium: employers' interest in providing more training than they were able to

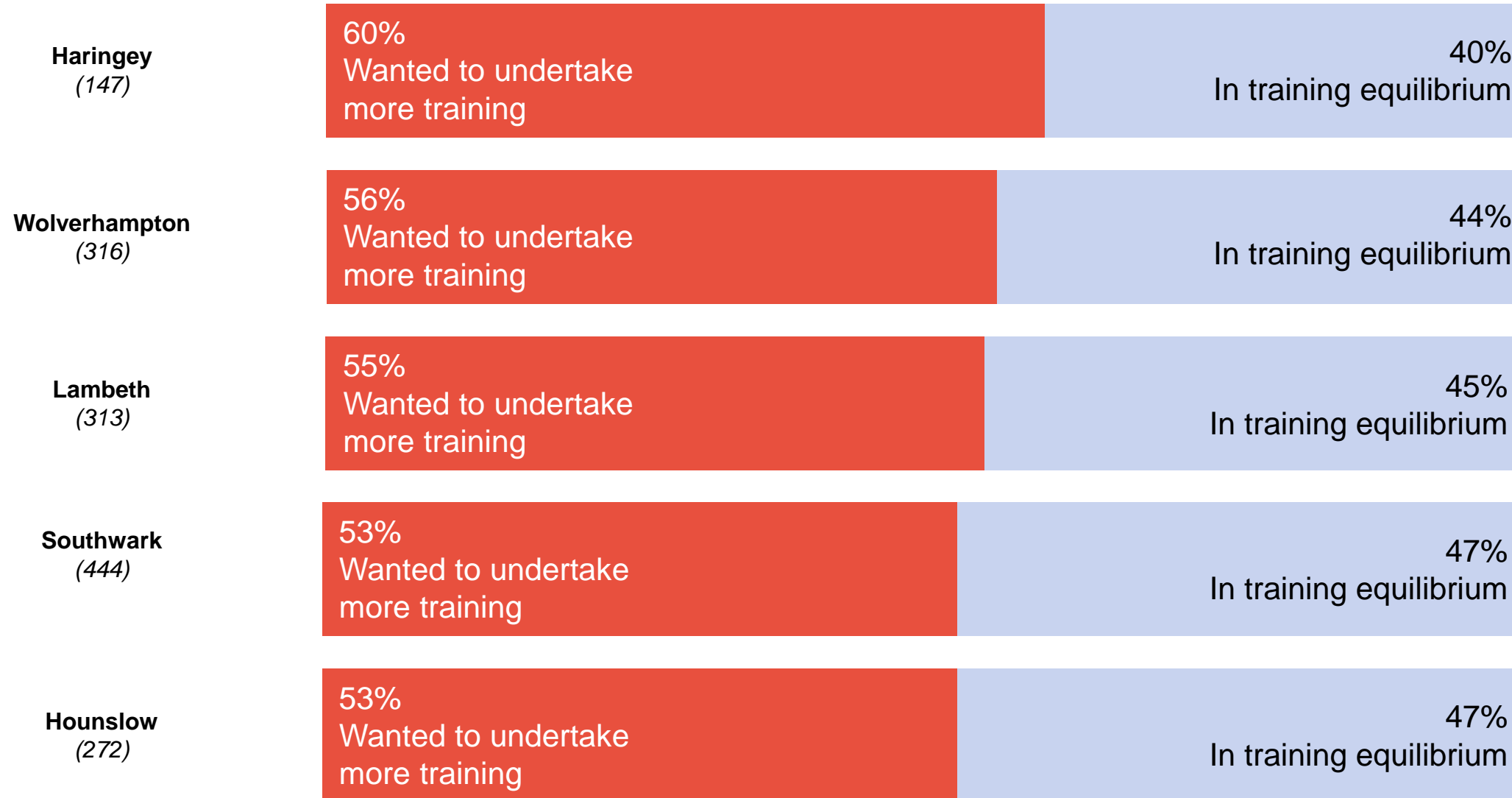


*Note training employers responding 'Don't know' have been included in the group 'Wanted to undertake more training' on final measure

Base: All establishments (75,129)

Training Equilibrium: LEAs most likely to want to undertake more training

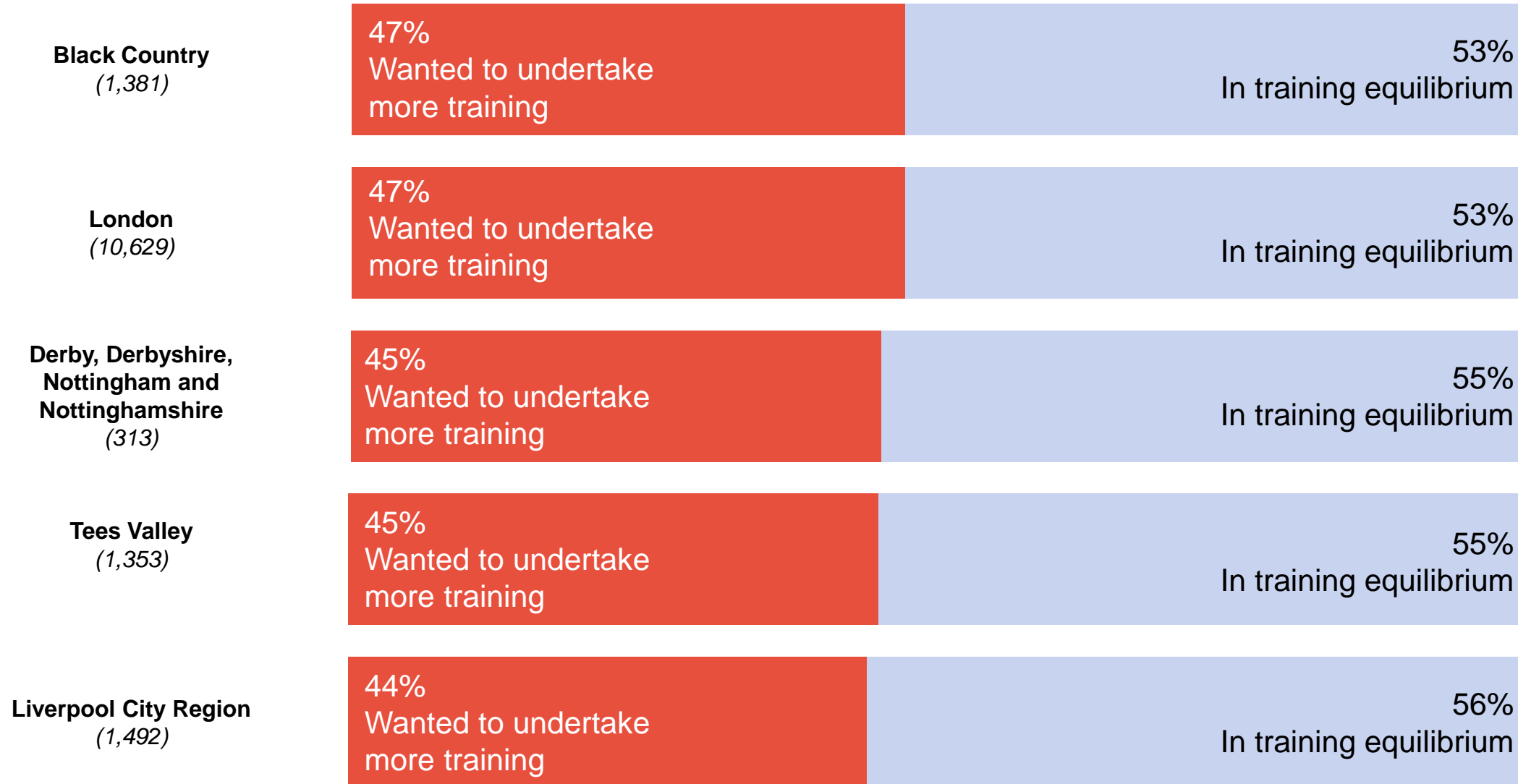
(No desire for more training)



(Base: All establishments, as shown)

Training Equilibrium: LEPs most likely to want to undertake more training

(No desire for more training)



(Base: All establishments, as shown)

Number and proportion of staff trained by LEA

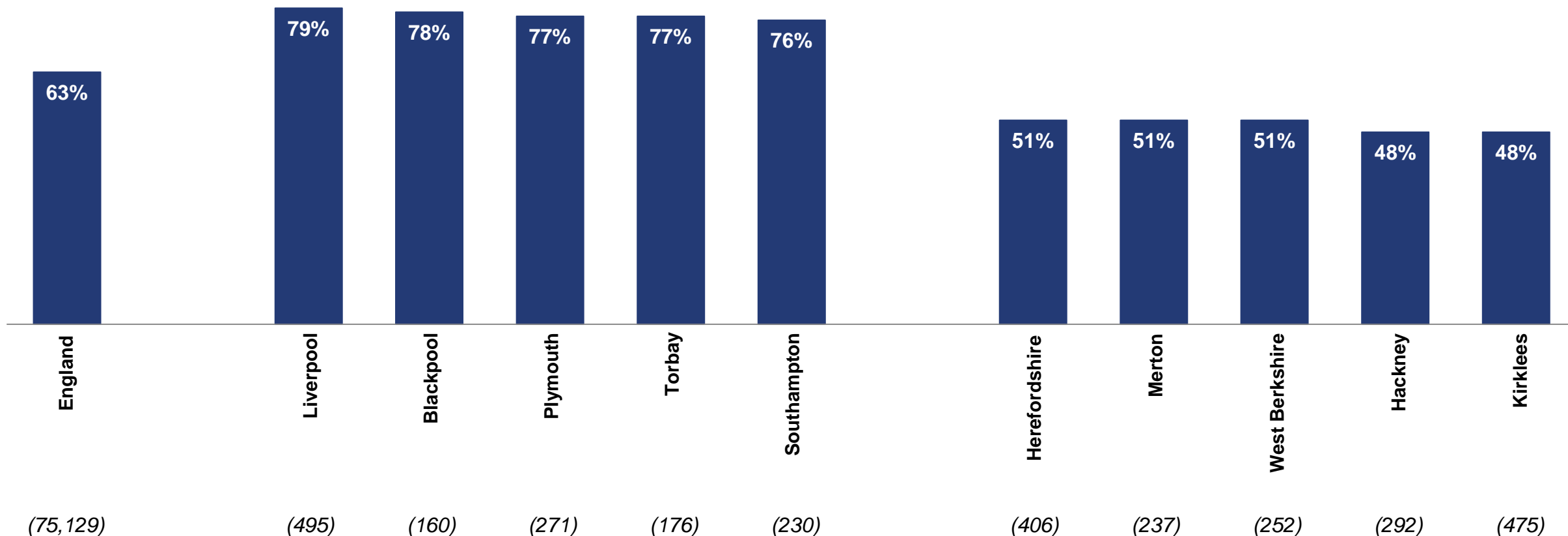
Total no. of staff trained:



High LEAs

Low LEAs

■ Proportion of staff trained



(75,129)

(495)

(160)

(271)

(176)

(230)

(406)

(237)

(252)

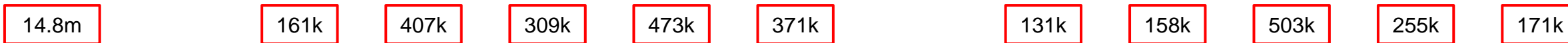
(292)

(475)

Base: All establishments (as shown)

Number and proportion of staff trained by LEP

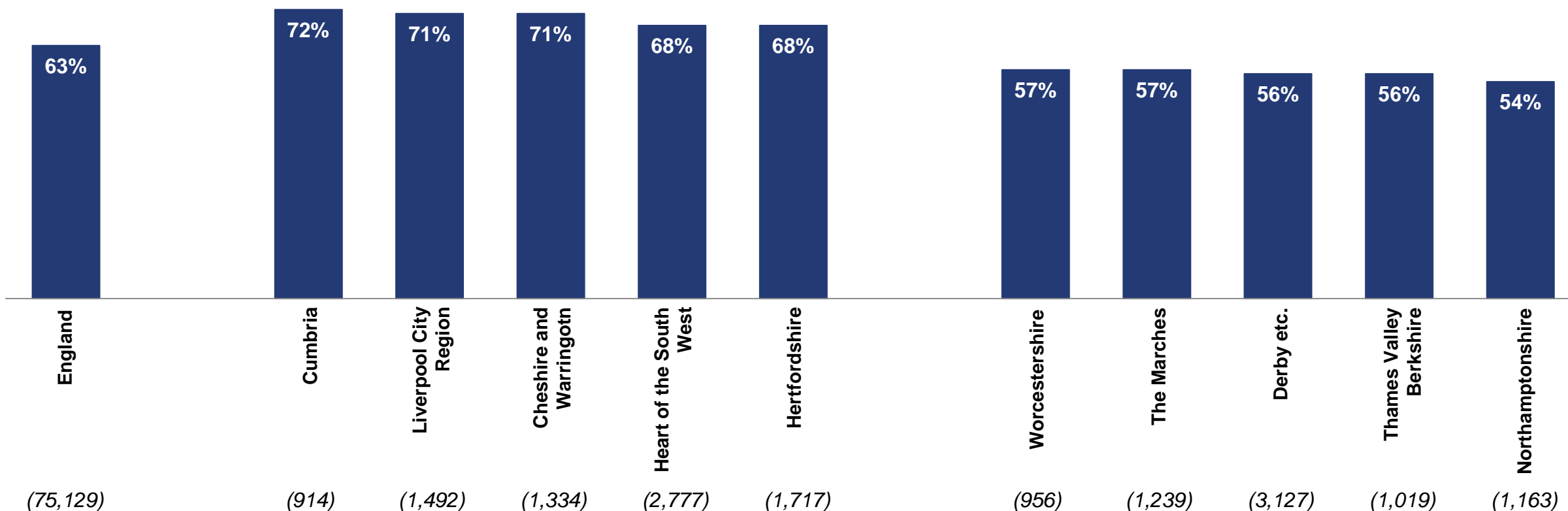
Total no. of staff trained:



High LEPs

Low LEPs

■ Proportion of staff trained



(75,129)

(914)

(1,492)

(1,334)

(2,777)

(1,717)

(956)

(1,239)

(3,127)

(1,019)

(1,163)

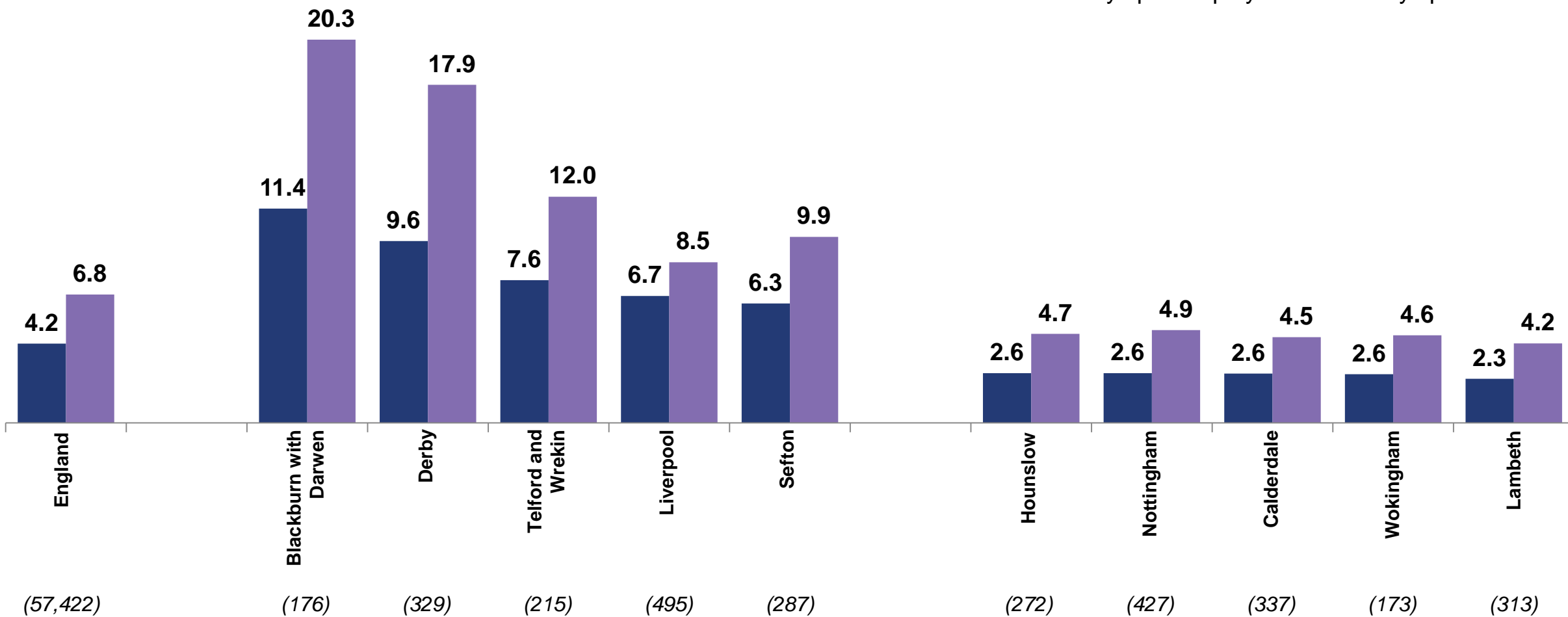
Base: All establishments (as shown)

Training days provided by LEA

High LEAs

Low LEAs

■ Days per employee ■ Days per trainee



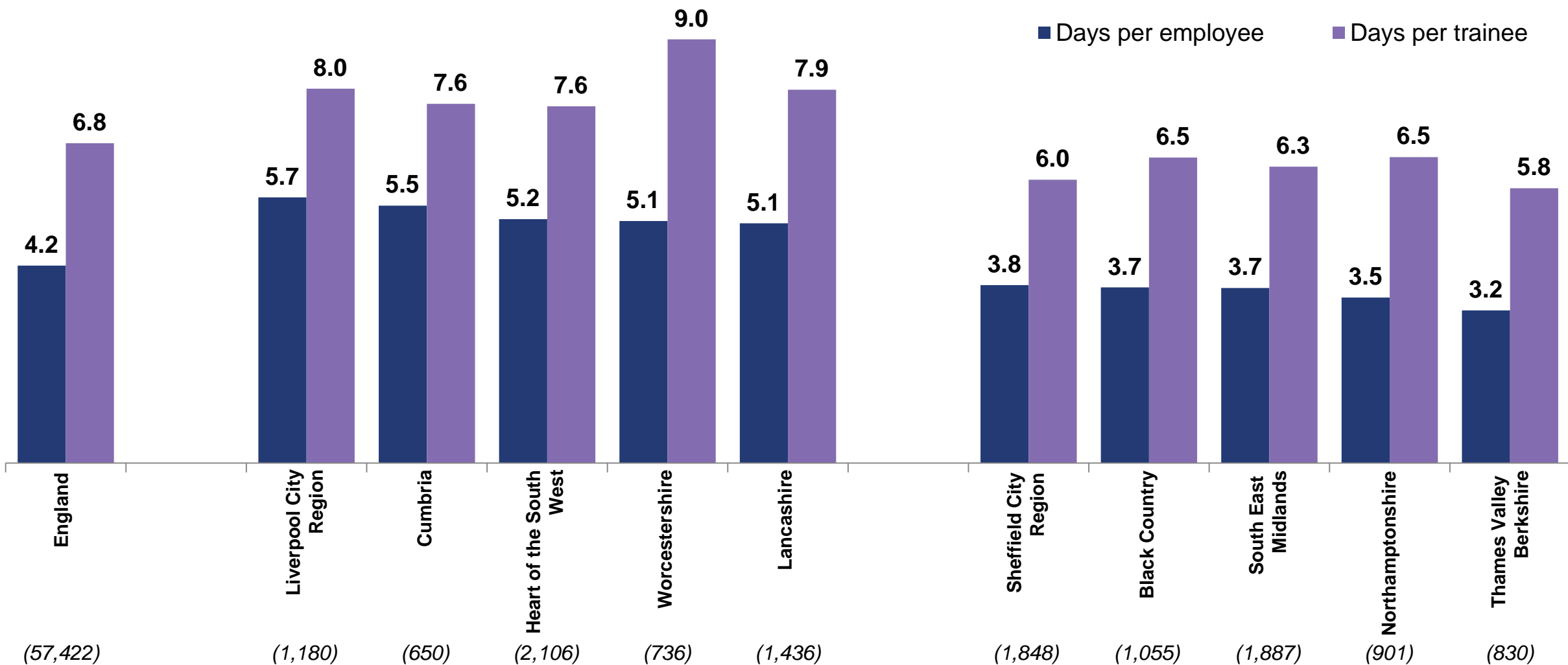
Base: All establishments (as shown)

Note: Days per employee shown as an average for all employment across all establishments; days per trainee shown as an average of all trainees

Training days provided by LEP

High LEPs

Low LEPs



Base: All establishments (as shown)

Note: Days per employee shown as an average for all employment across all establishments; days per trainee shown as an average of all trainees

For more information contact UKCES Employer Surveys



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