

Employer Perspectives Survey 2014 Northern Ireland Slide Pack



HM Government



Chapter 1: Background and Introduction

Overview of EPS 2014



Questionnaire coverage

- This is the third survey in this biennial series
- The study focussed on the following areas:
 - Recruitment, particularly young people and education leavers
 - Work experience and internships
 - Engagement with education providers
 - Staff development, including sources of information and advice
 - Training activity
 - Vocational qualifications
 - Apprenticeships
 - National Occupational Standards
 - Investors in People
 - Collaborating with other employers

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 47.8% to 52.2%’

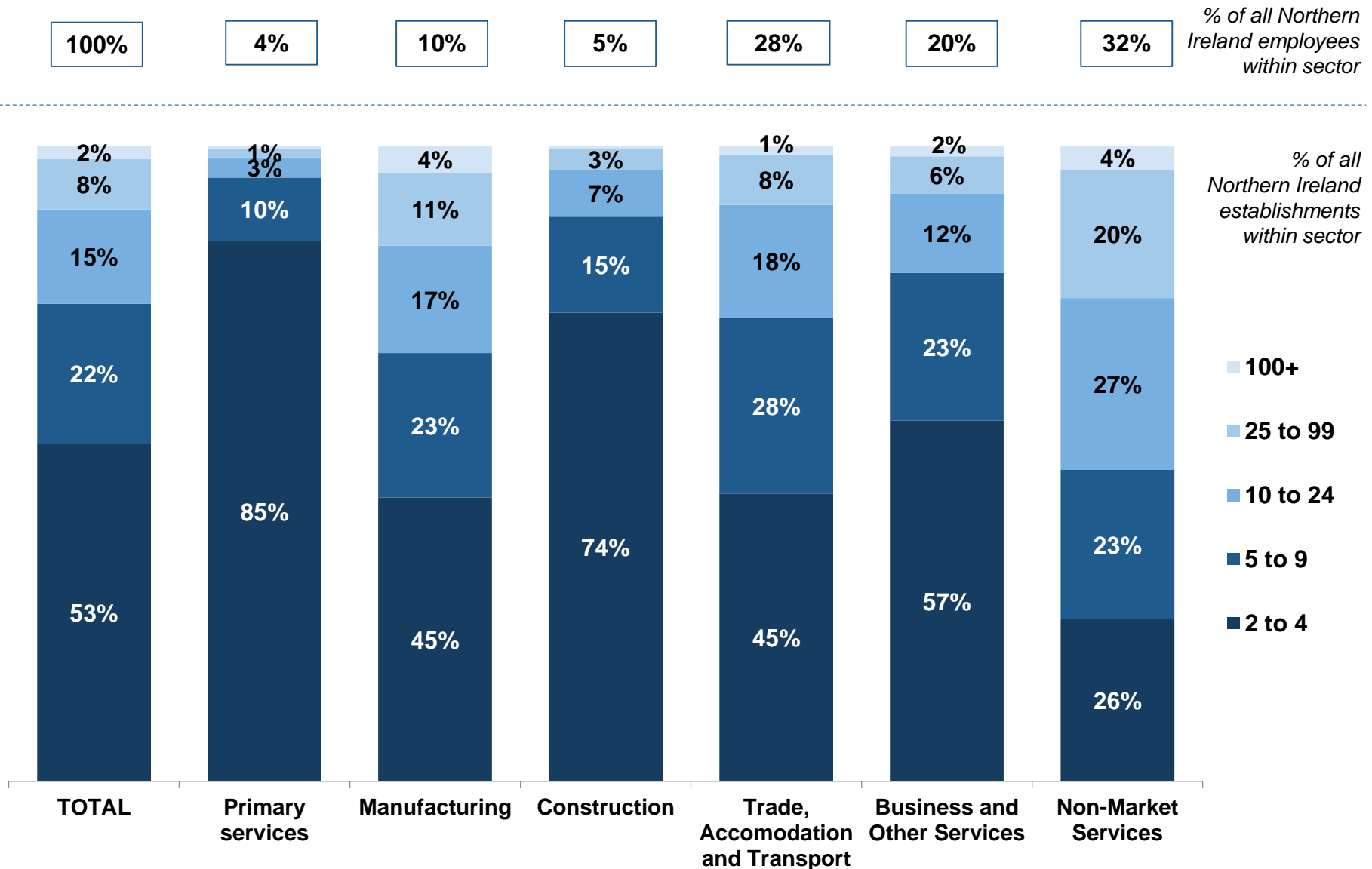
	Establishment Population	Number of interviews	Confidence Interval
Northern Ireland	54,518	2,005	±2.2
By region			
NI Belfast	10,607	479	±4.4
NI Northern	12,531	442	±4.6
NI North West	4,813	197	±6.8
NI Southern	9,458	289	±5.7
NI South East	8,872	336	±5.2
NI South West	8,237	262	±6.0

By size of establishment	Establishment Population	Number of interviews	Confidence Interval
2-4	29,112	524	±4.2
5-9	12,079	488	±4.4
10-24	8,124	452	±4.5
25-99	4,330	415	±4.6
100+	873	126	±8.1

By broad sector	Establishment Population	Number of interviews	Confidence Interval
Primary sector and utilities	7,502	96	±9.9
Manufacturing	3,059	139	±8.1
Construction	5,715	148	±8.0
Trade, accommodation and transport	18,318	675	±3.7
Business and other services	14,067	468	±4.5
Non-Market services*	8,346	479	±4.4

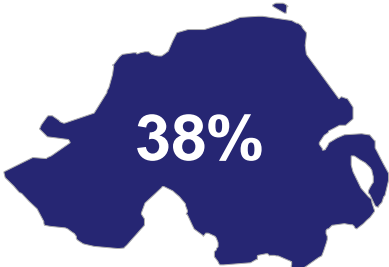
* 'Non-Market services' is comprised of the Public administration, Education, and Health and Social work sectors

Profile of survey population in Northern Ireland



Chapter 2: Recruitment

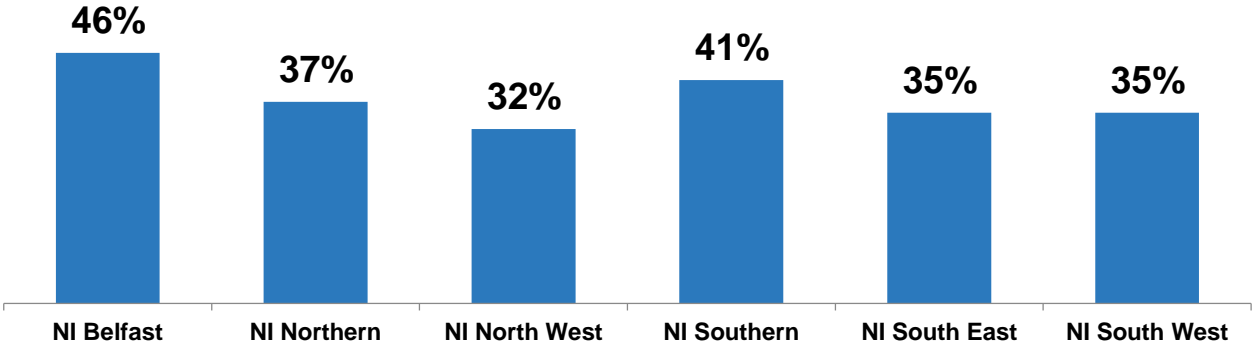
Employers reporting one or more vacancies in the last 12 months



OF ALL ESTABLISHMENTS HAD VACANCIES

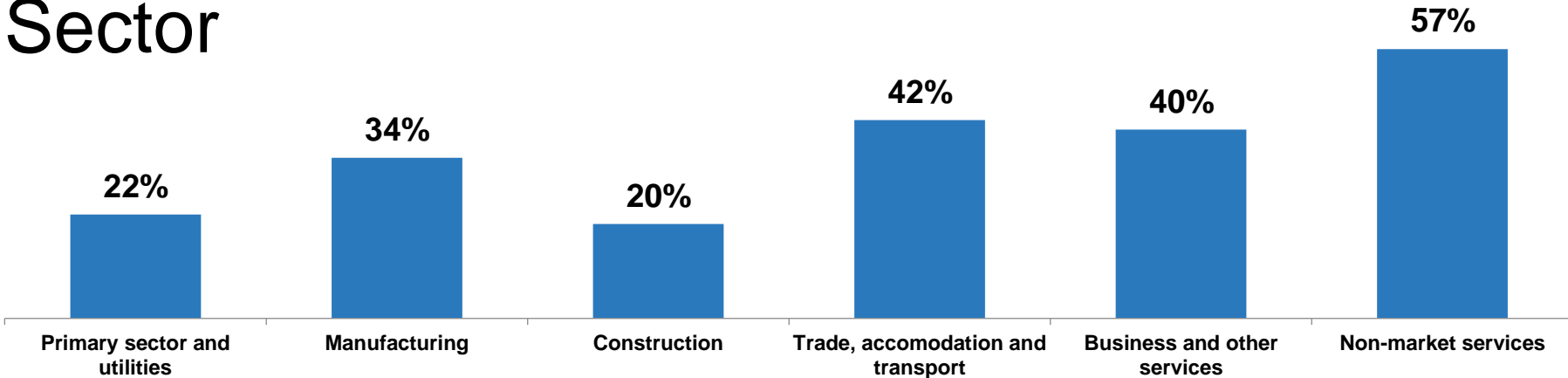
Base: All Northern Ireland establishments (2,005)

Region



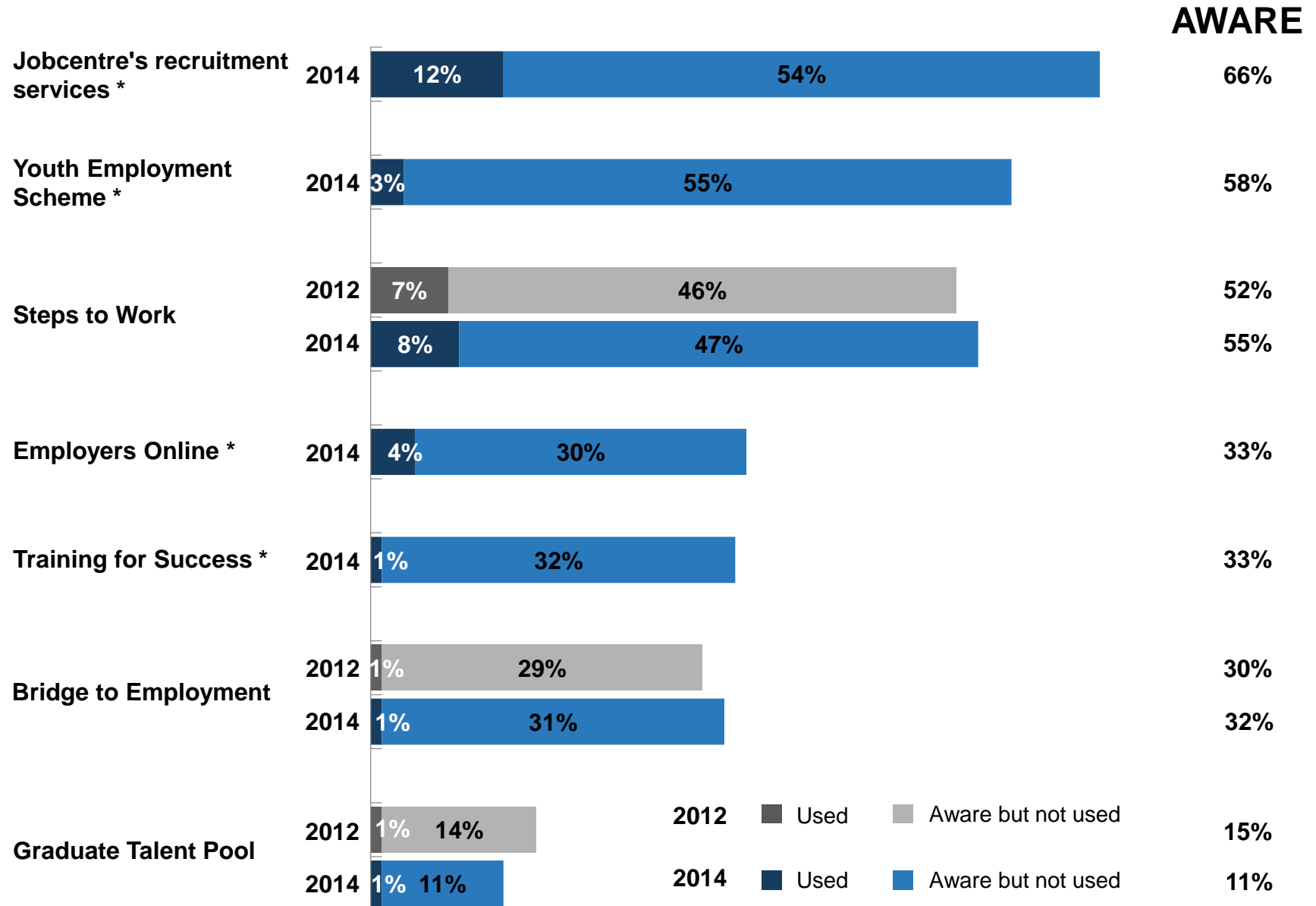
Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

Awareness and use of recruitment initiatives

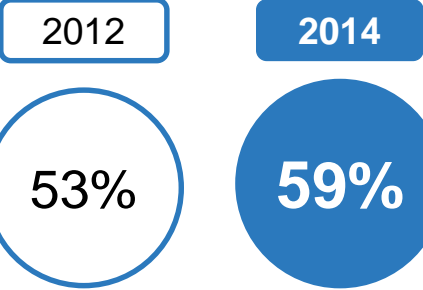


* Jobcentre's recruitment services, Youth Employment Scheme, Employers Online and Training for Success were new initiatives tested in 2014

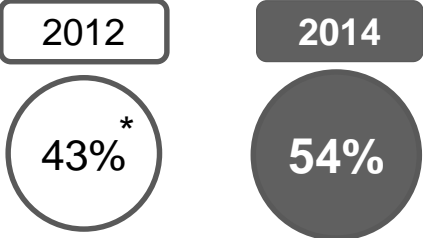
Base (2012/2014): All Northern Ireland establishments (1,000/2,005)

Most common recruitment channels used in Northern Ireland

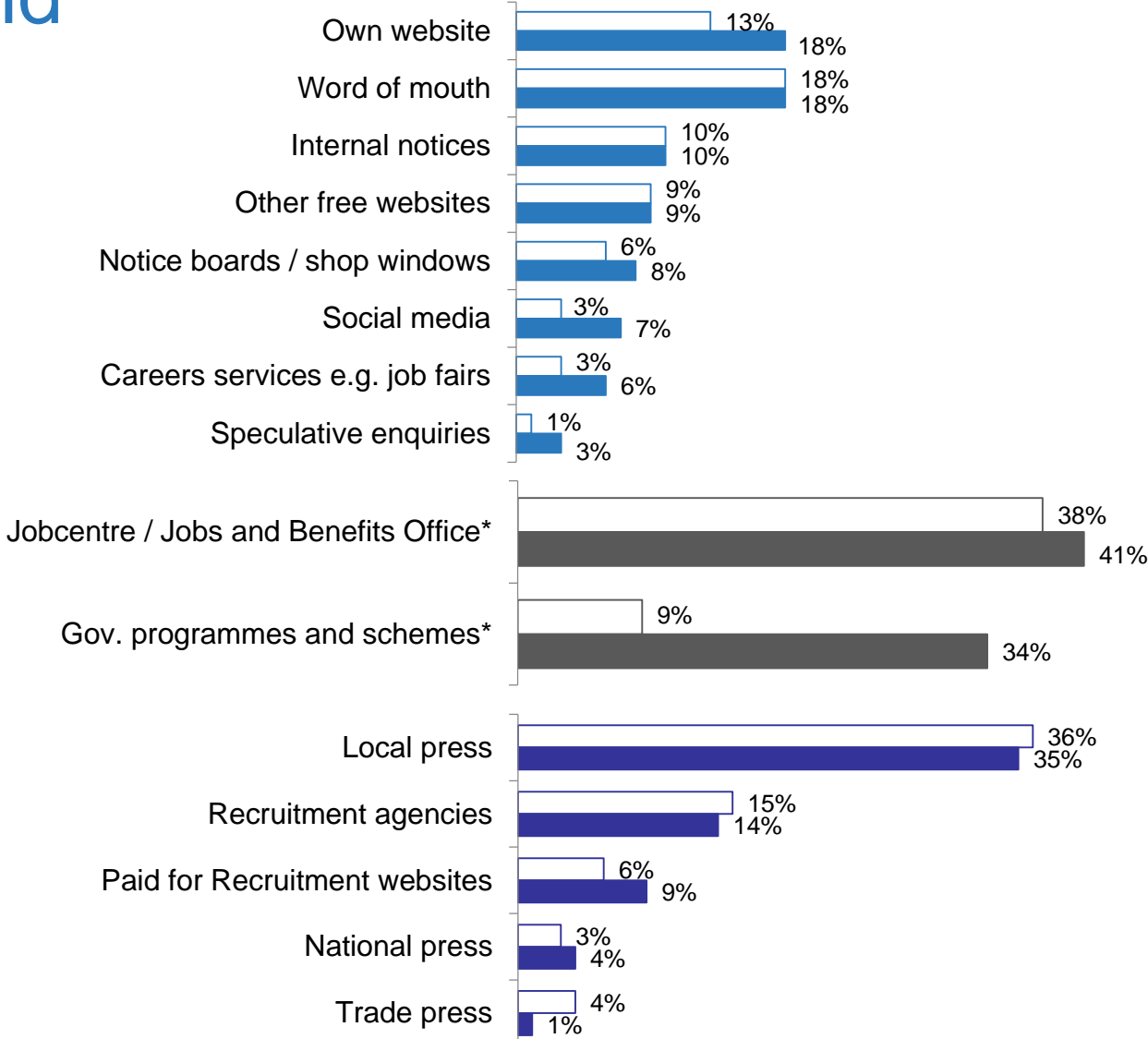
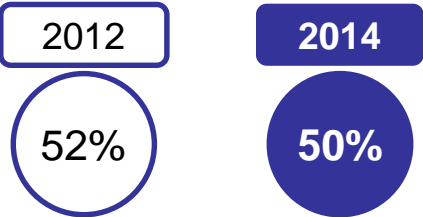
PRIVATE FREE



PUBLIC FREE

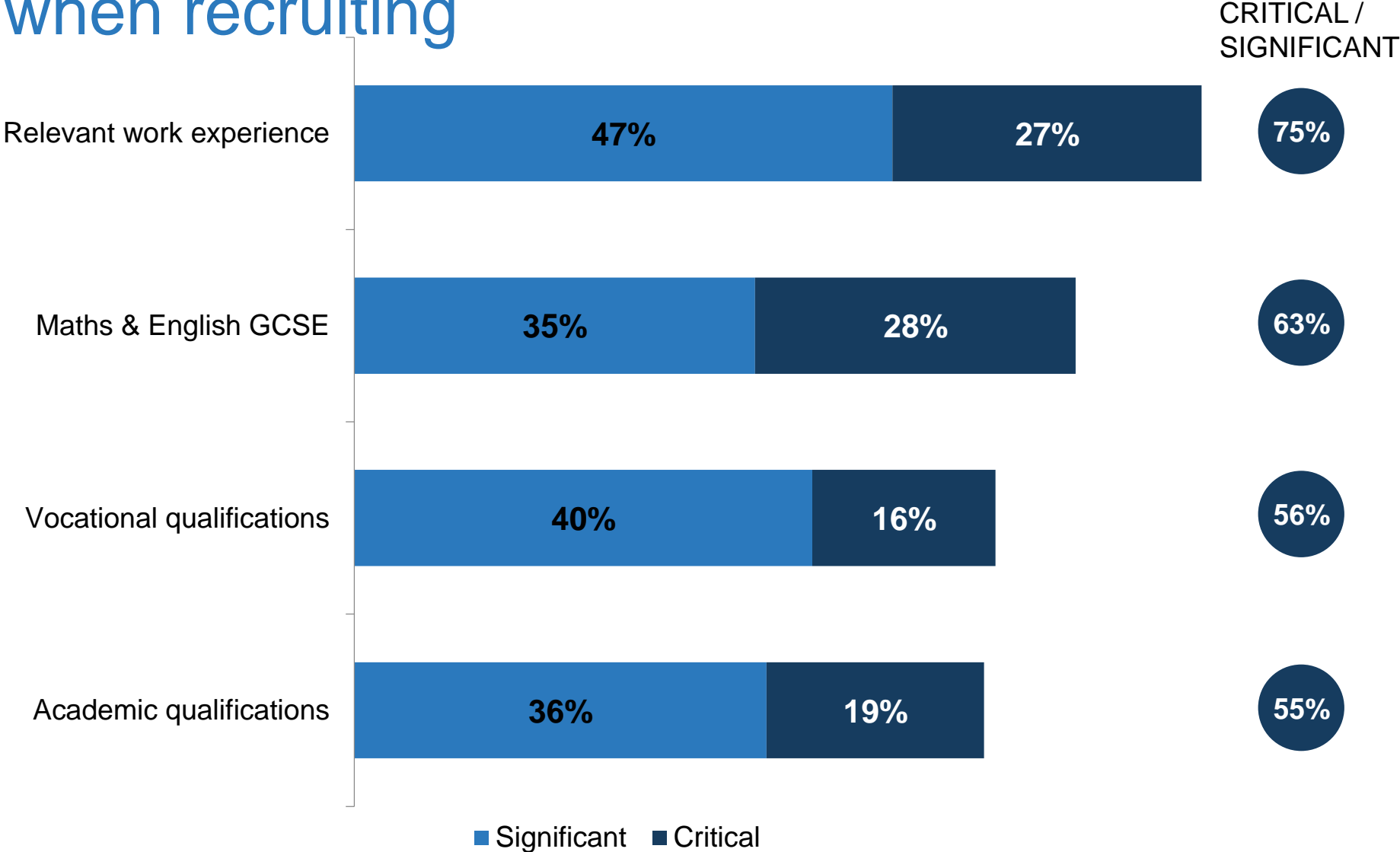


PRIVATE PAID FOR



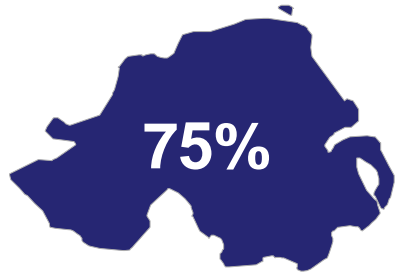
* 2012 figures differ from those presented in the 2012 report as “prompted” and “unprompted” mentions were separated out in the analysis that time; also ‘Steps to Work’, which was treated as part of the ‘Jobcentre / Jobs and Benefits Office in 2012, is now treated as ‘Gov. programmes and schemes’
 Base (2012/2014): All Northern Ireland establishments with vacancies (544/1,090)

What employers in Northern Ireland look for when recruiting



Note that 'Small amount of value', 'No value' and 'Don't know' responses are not shown
Base: All Northern Ireland establishments (2,005)

What employers look for when recruiting: Relevant work experience

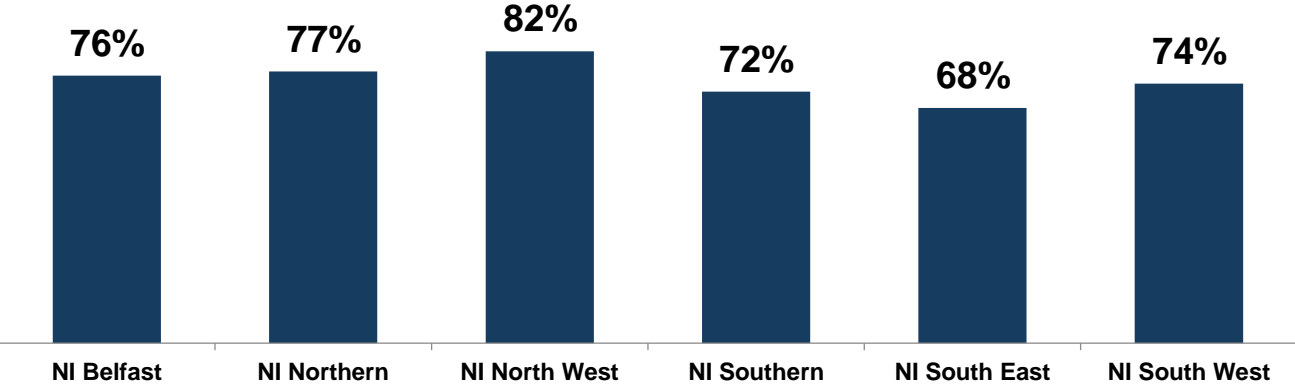


**OF ALL ESTABLISHMENTS
DEEMED RELEVANT
WORK EXPERIENCE
CRITICAL/SIGNIFICANT**

Base: All Northern Ireland establishments (2,005)

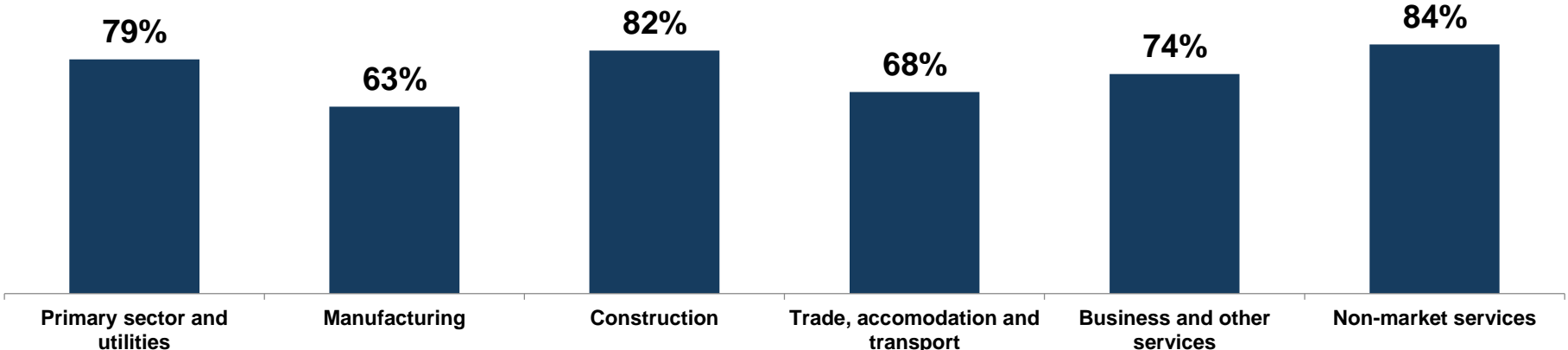
Region

■ % Critical or significant



Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

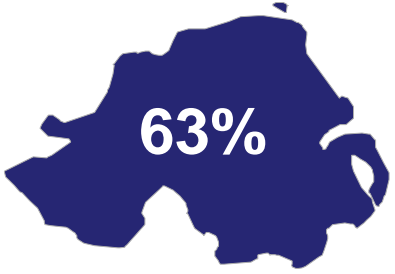
Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

What employers look for when recruiting: Maths & English GCSE

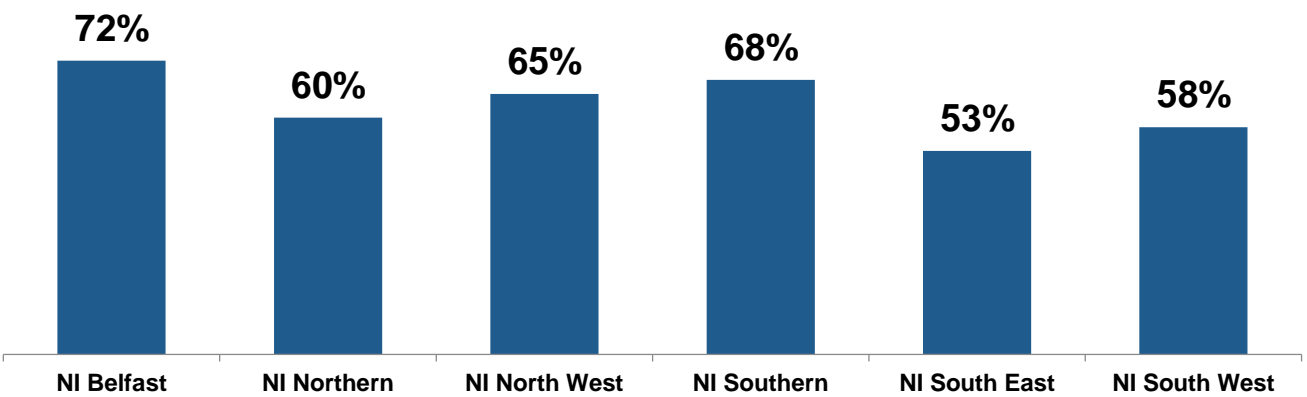
■ % Critical or significant



**OF ALL ESTABLISHMENTS
DEEMED MATHS &
ENGLISH GCSE
CRITICAL/SIGNIFICANT**

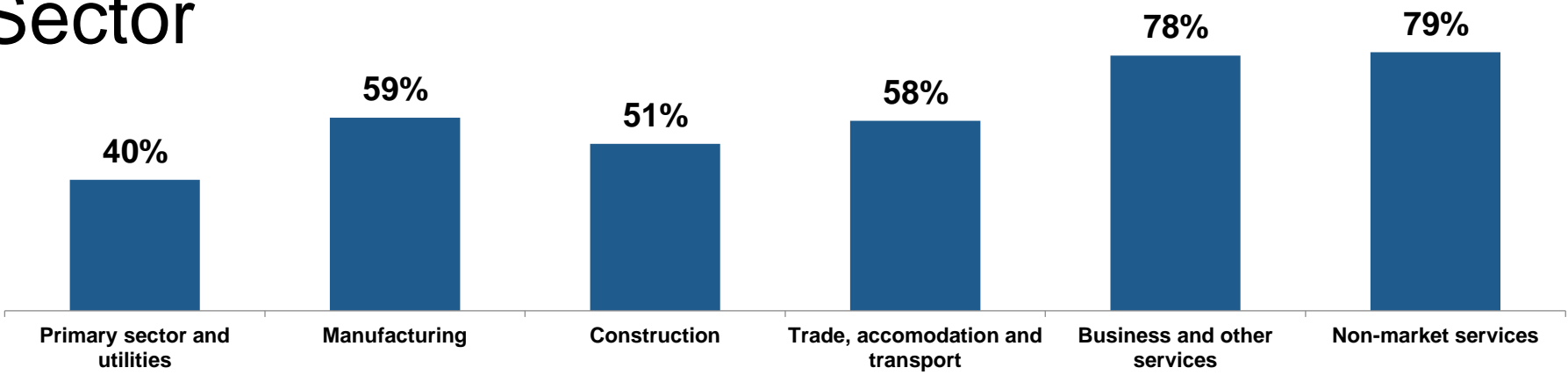
Base: All Northern Ireland establishments (2,005)

Region



Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector

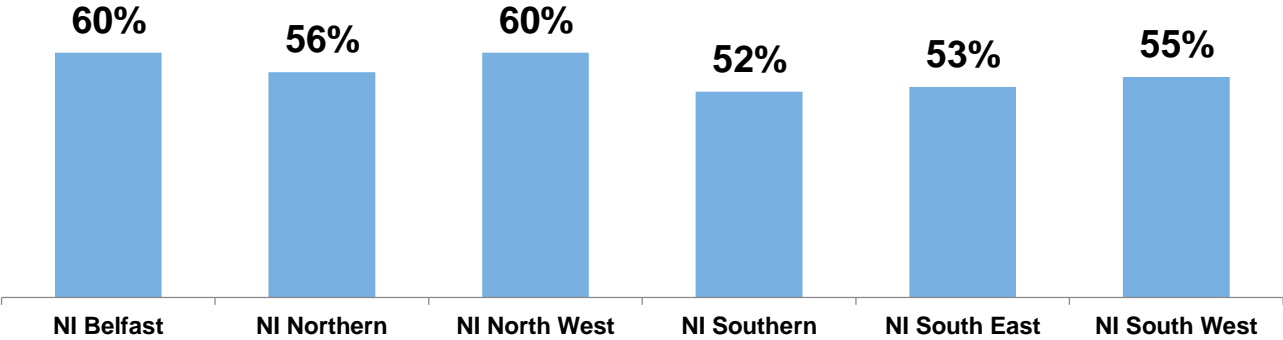


Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

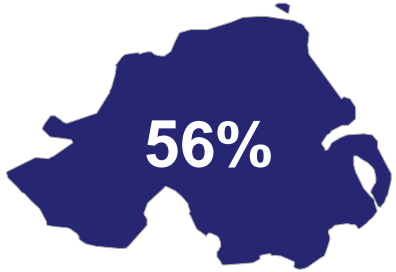
What employers look for when recruiting: Vocational qualifications

■ % Critical or significant

Region



Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

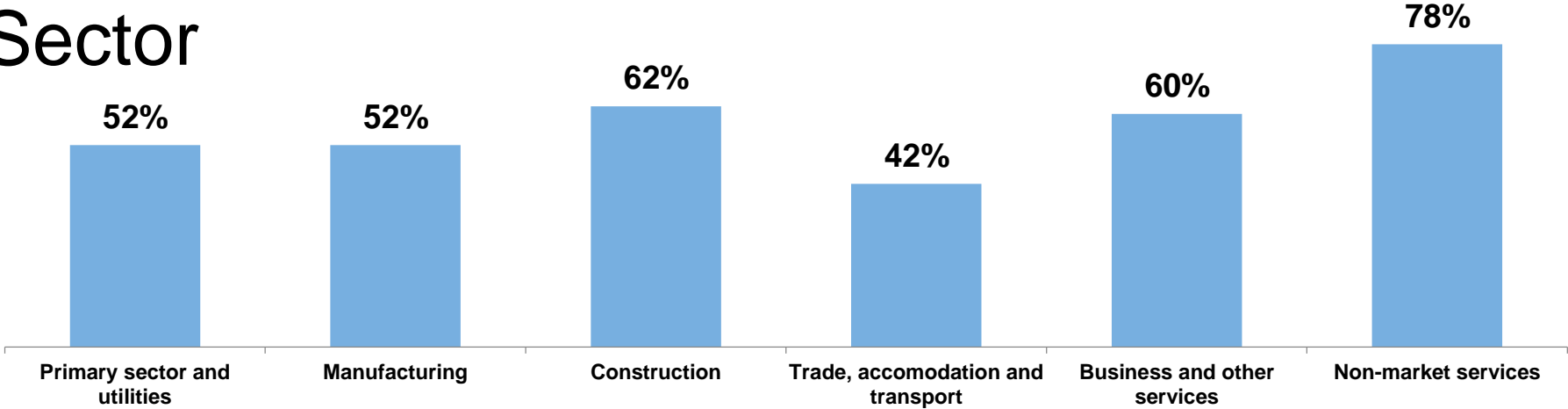


56%

**OF ALL ESTABLISHMENTS
DEEMED VOCATIONAL
QUALIFICATIONS
CRITICAL/SIGNIFICANT**

Base: All Northern Ireland establishments (2,005)

Sector

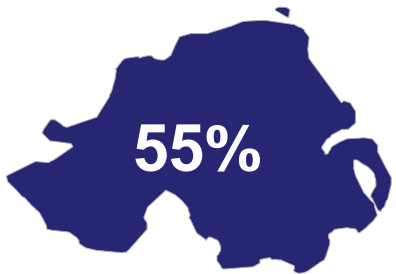


Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

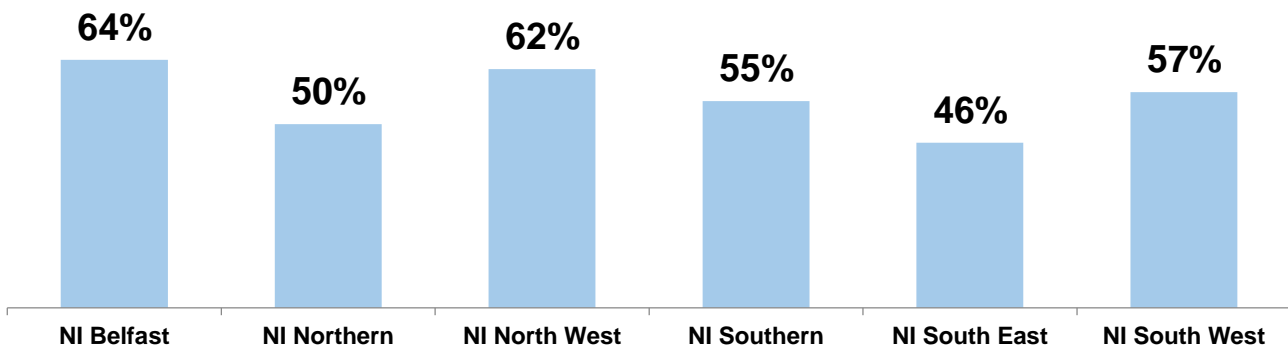
What employers look for when recruiting: Academic qualifications

■ % Critical or significant

Region



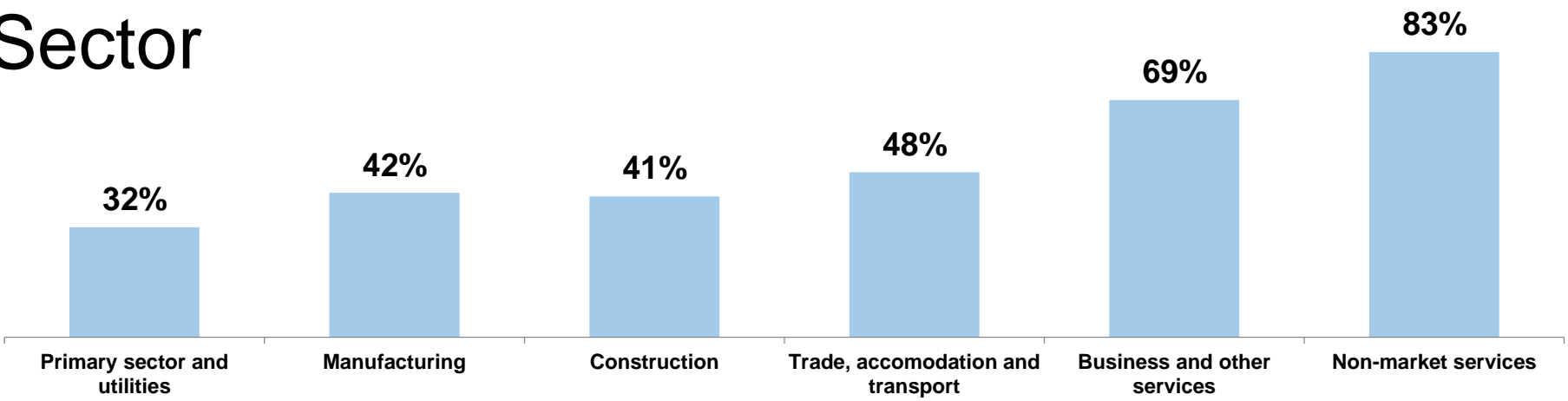
**OF ALL ESTABLISHMENTS
DEEMED ACADEMIC
QUALIFICATIONS
CRITICAL/SIGNIFICANT**



Base: All Northern Ireland establishments (2,005)

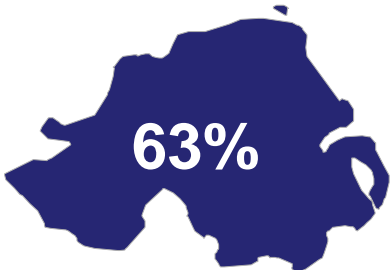
Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

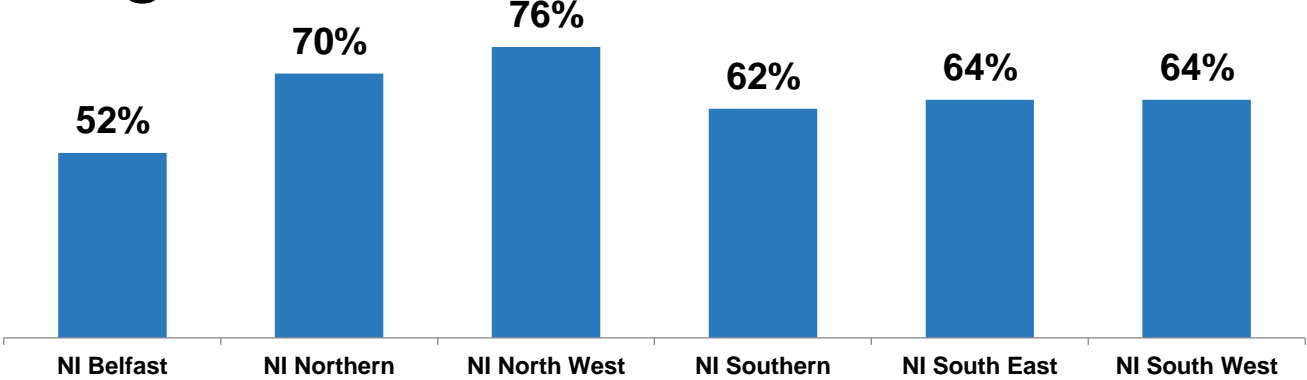
Recruitment of young people (aged 16 – 24) in the last 12 months



OF RECRUITING ESTABLISHMENTS RECRUITED YOUNG PEOPLE

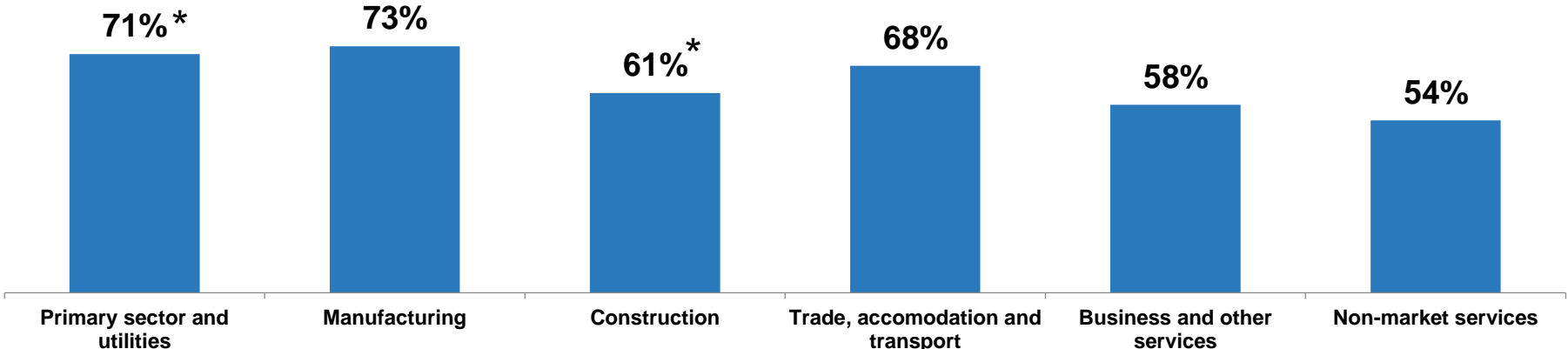
Base: All Northern Ireland employers who had recruited (1,014)

Region



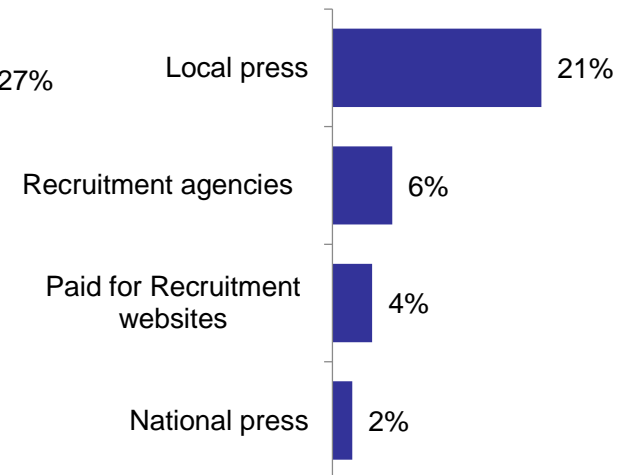
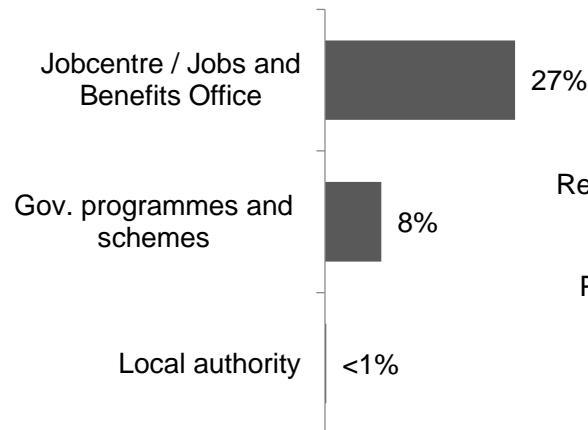
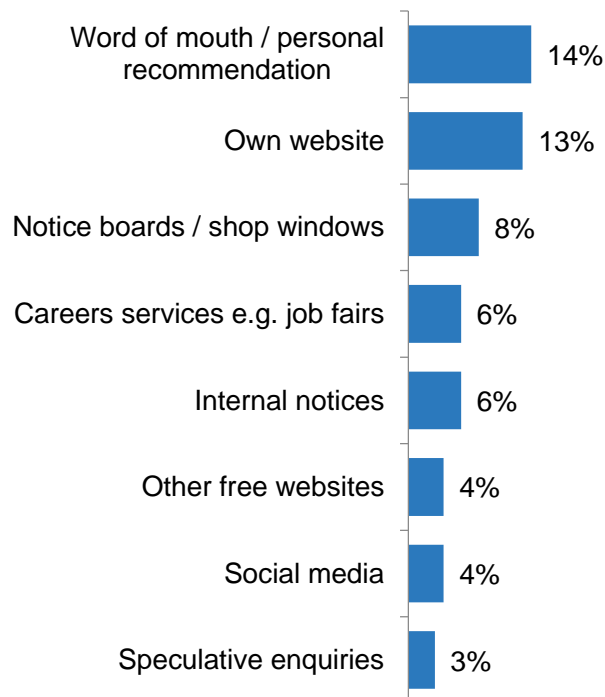
Base: All Northern Ireland employers who had recruited: NI Belfast (275), NI Northern (225), NI North West (81), NI Southern (149), NI South East (159), NI South West (125)

Sector

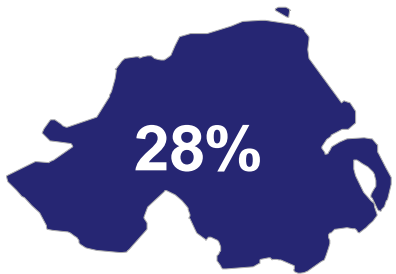


Base: All Northern Ireland employers who had recruited: Primary (25*), Manufacturing (69), Construction (38*), Trade, Accom. & Transport (364), Business (221), Non-market services (297) *Low base size, treat with caution. Note question was asked of those who had recruited young people

Recruitment channels used to recruit young people in Northern Ireland



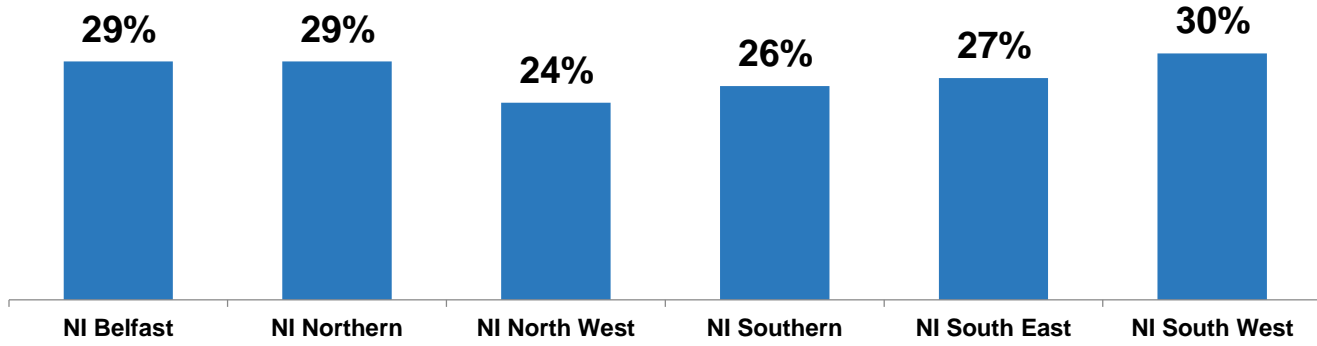
Recruitment of education leavers in Northern Ireland over the last 2 to 3 years



OF ALL ESTABLISHMENTS RECRUITED EDUCATION LEAVERS

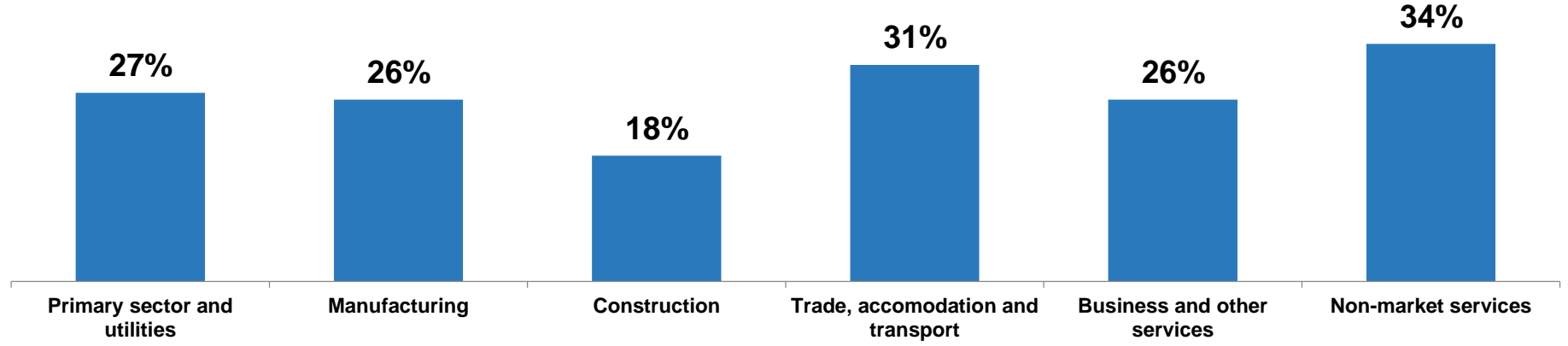
Base: All Northern Ireland establishments (2,005)

Region



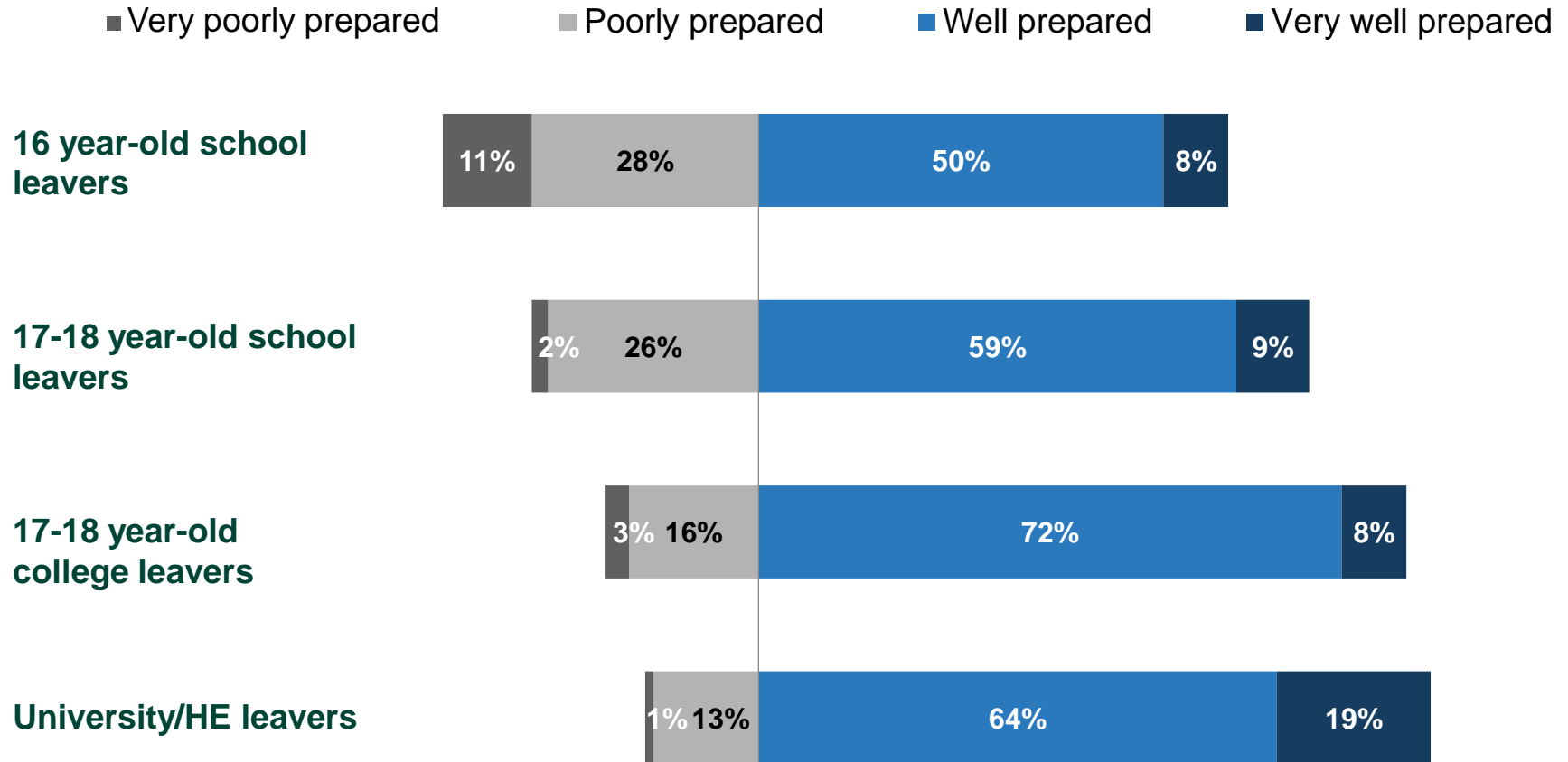
Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

Preparedness of education leavers' for work in Northern Ireland over the last 2 to 3 years



Note that 'Don't know' and 'Varies too much to say' responses are not shown.

Base: All Northern Ireland establishments that have recruited each type of education leaver in the previous 2-3 years; 16 year old school leavers (218), 17-18 year old school leavers (310), 17-18 year old FE leavers (278), University/HE leavers (453)

Chapter 3: Work Experience

Work experience offering in Northern Ireland

54%

of all establishments in Northern Ireland had either had **work placements** or conducted **work inspiration activities** in the last 12

months

Work placement 48%

**Education placements
40%**

School 28%
FE College 22%
University 15%

**Broad adult placements
21%**

Unemployed 17%
Work trials 6%
Voluntary* 1%
Special needs programme* 1%

**Internships
8%**

Internships 7%
Grad Programme* 1%

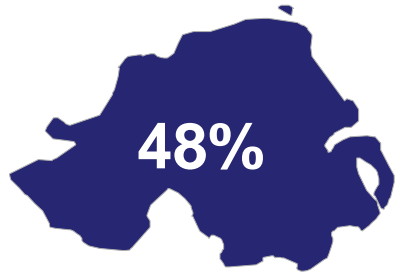
**Work inspiration
22%**

Held site visits 11%
Mentoring 9%
Careers talks 9%
Mock interviews 6%
Design coursework 5%
Enterprise competitions 3%

Placements marked with an asterisk () were spontaneously mentioned by establishments*

Base: All Northern Ireland establishments (2,005)

Work placement offering in Northern Ireland



**OF ALL ESTABLISHMENTS
HAD ANY WORK
PLACEMENTS**

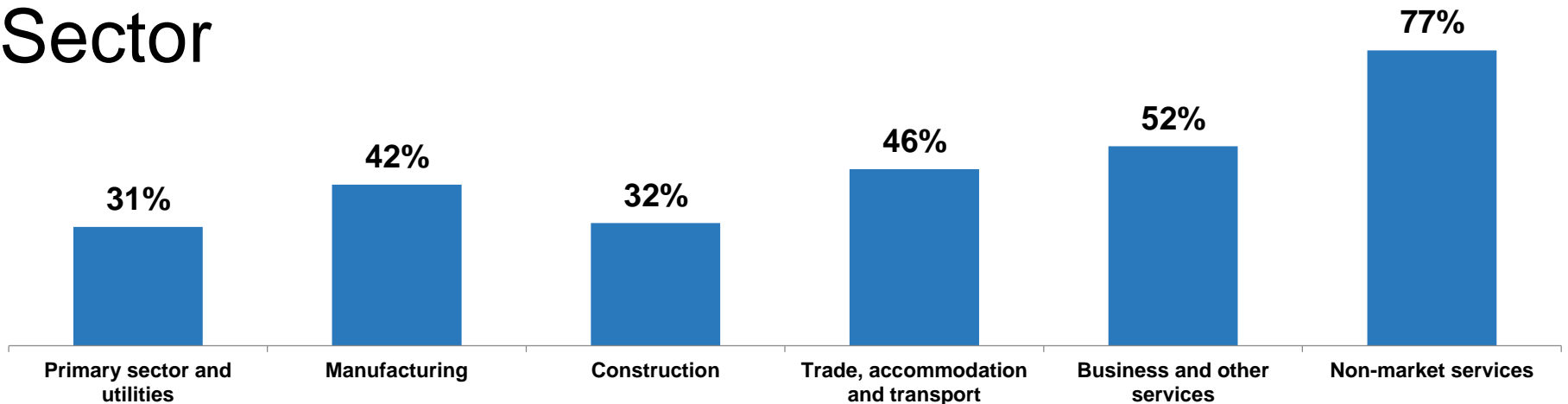
Base: All Northern Ireland establishments (2,005)

Region



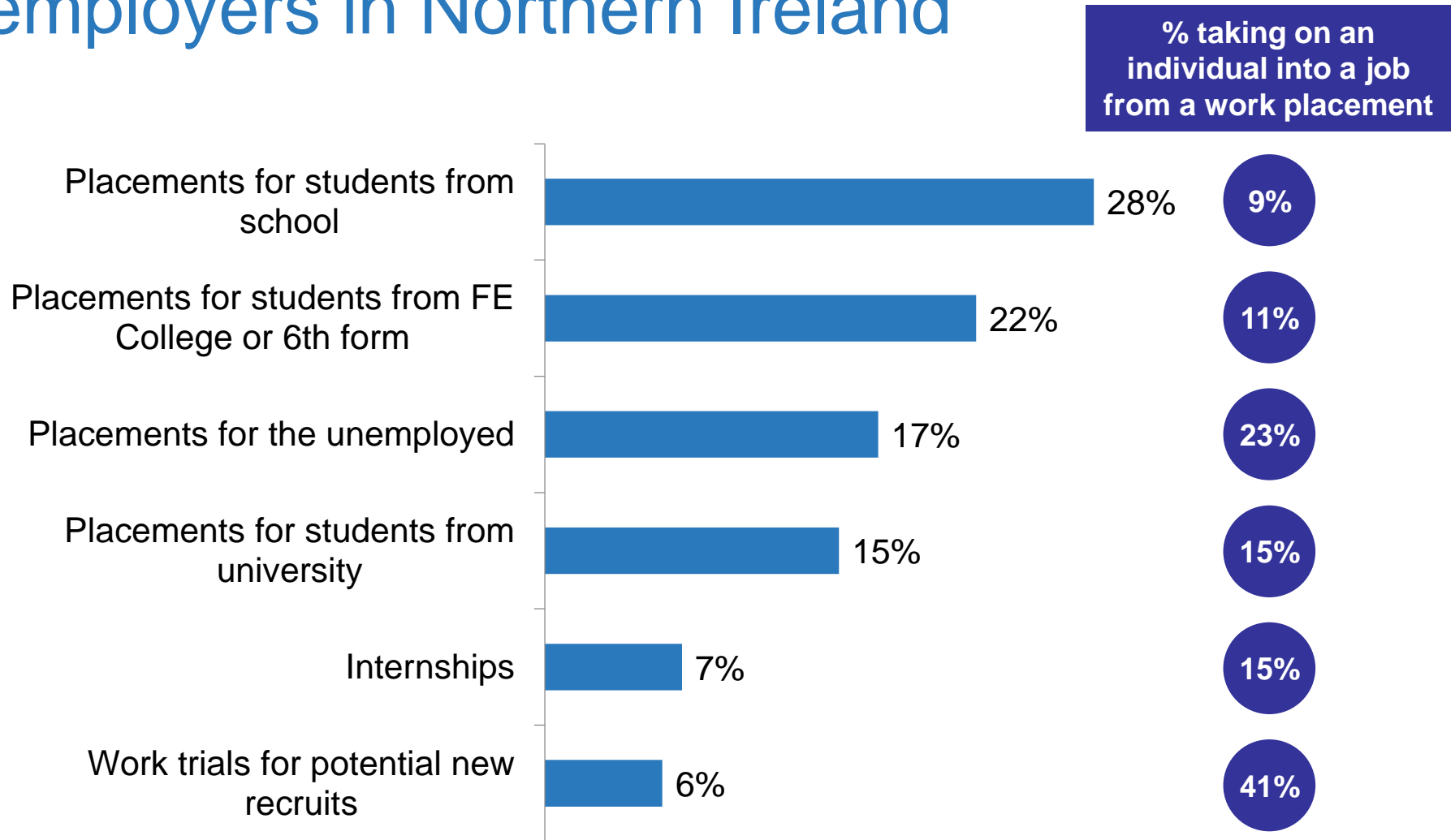
Base: All Northern Ireland establishments: NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

Most common work placements offered by employers in Northern Ireland

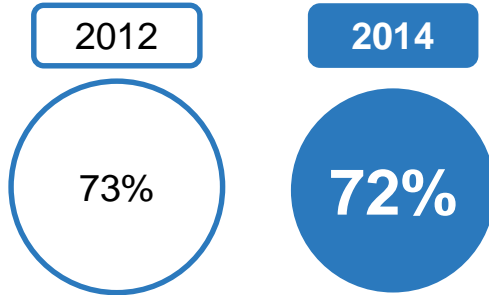


Base: All Northern Ireland establishments (2,005)

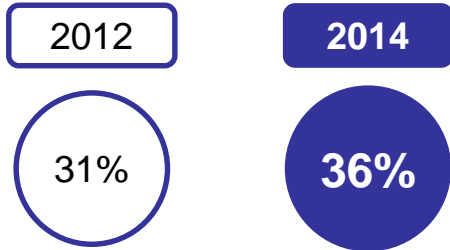
All Northern Ireland establishments who have had particular placements in the last twelve months: School (728), College (566), Unemployed (416), University (439), Internships (198), Work trials (155)

Reasons for offering work placements in Northern Ireland

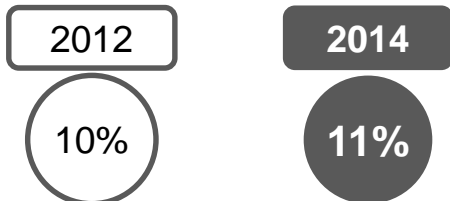
ALTRUISM



CORPORATE BENEFIT



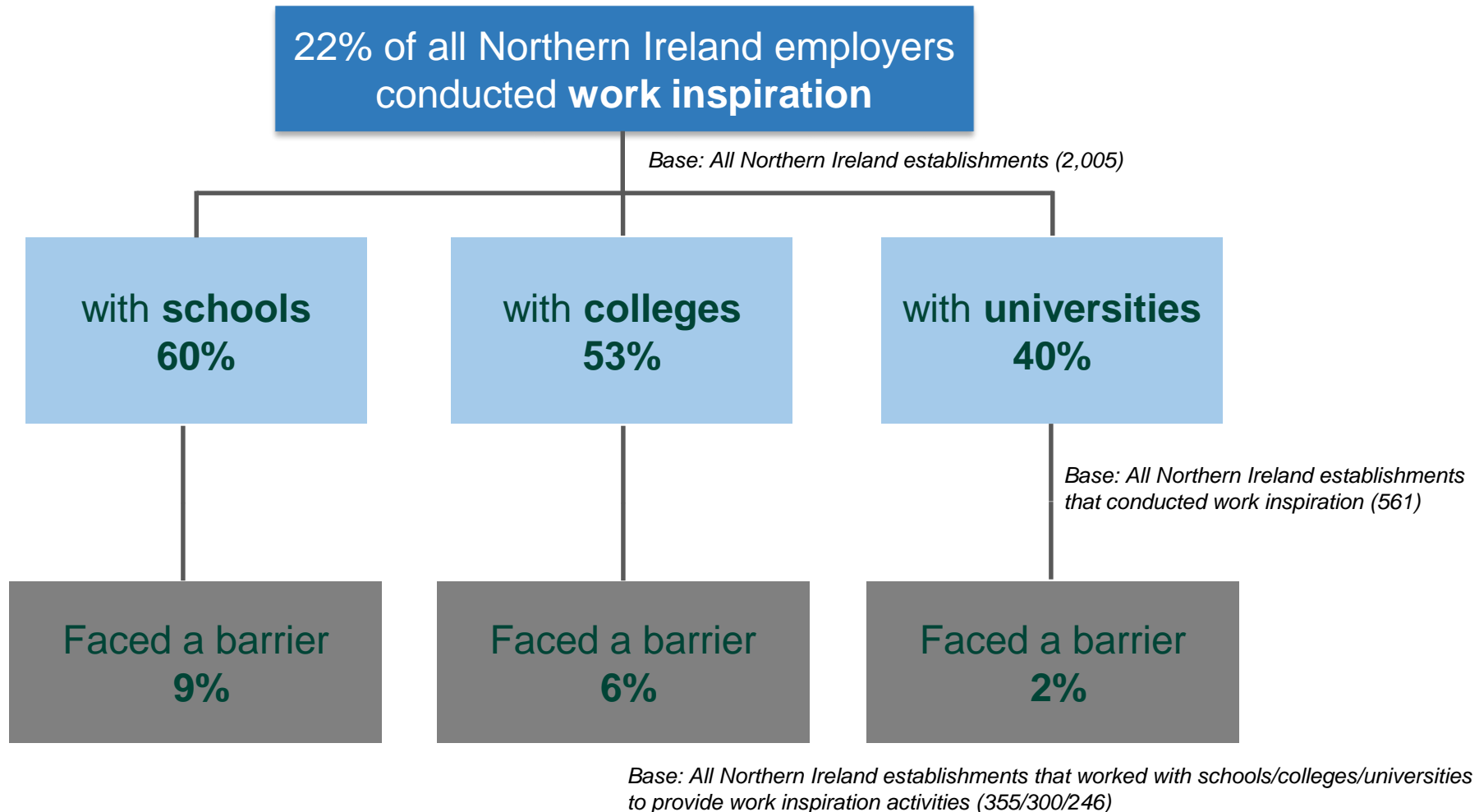
CIRCUMSTANTIAL



*Note that this code was not used in 2012

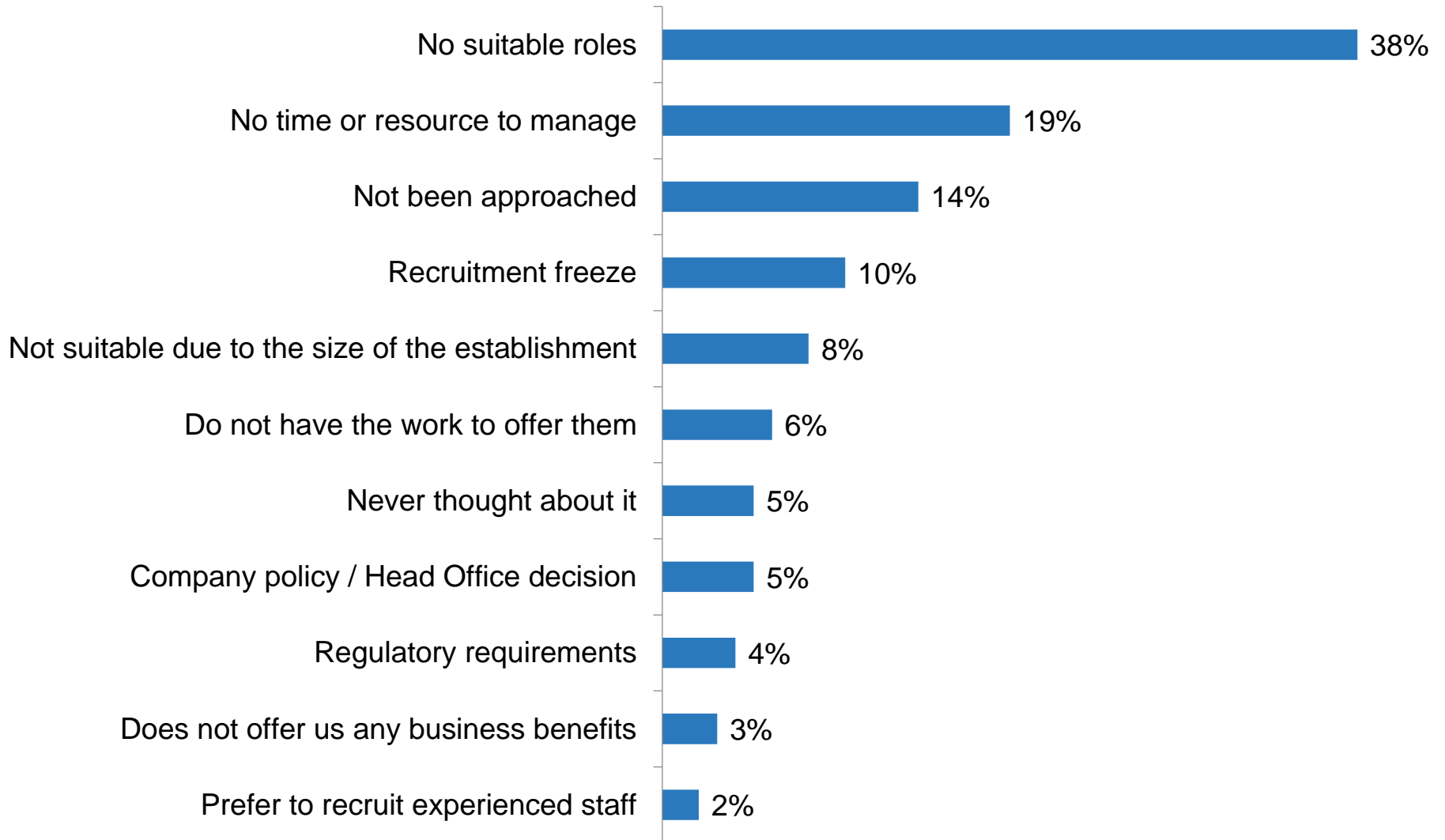
Base (2012/2014): All Northern Ireland establishments who have offered placements in the last twelve months (411/1,169)

Employers in Northern Ireland offering work inspiration activities* to students in education



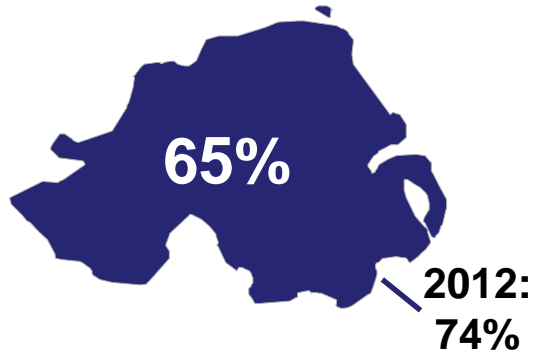
*'Work inspiration activity' is the term given to a range of activities designed to bring young people in education closer to the workplace, ranging from mentoring support to employers speaking at schools, colleges and universities. It does not include work placements.

Reasons for not offering any form of work experience



Chapter 4: People Development

Approach to training in Northern Ireland



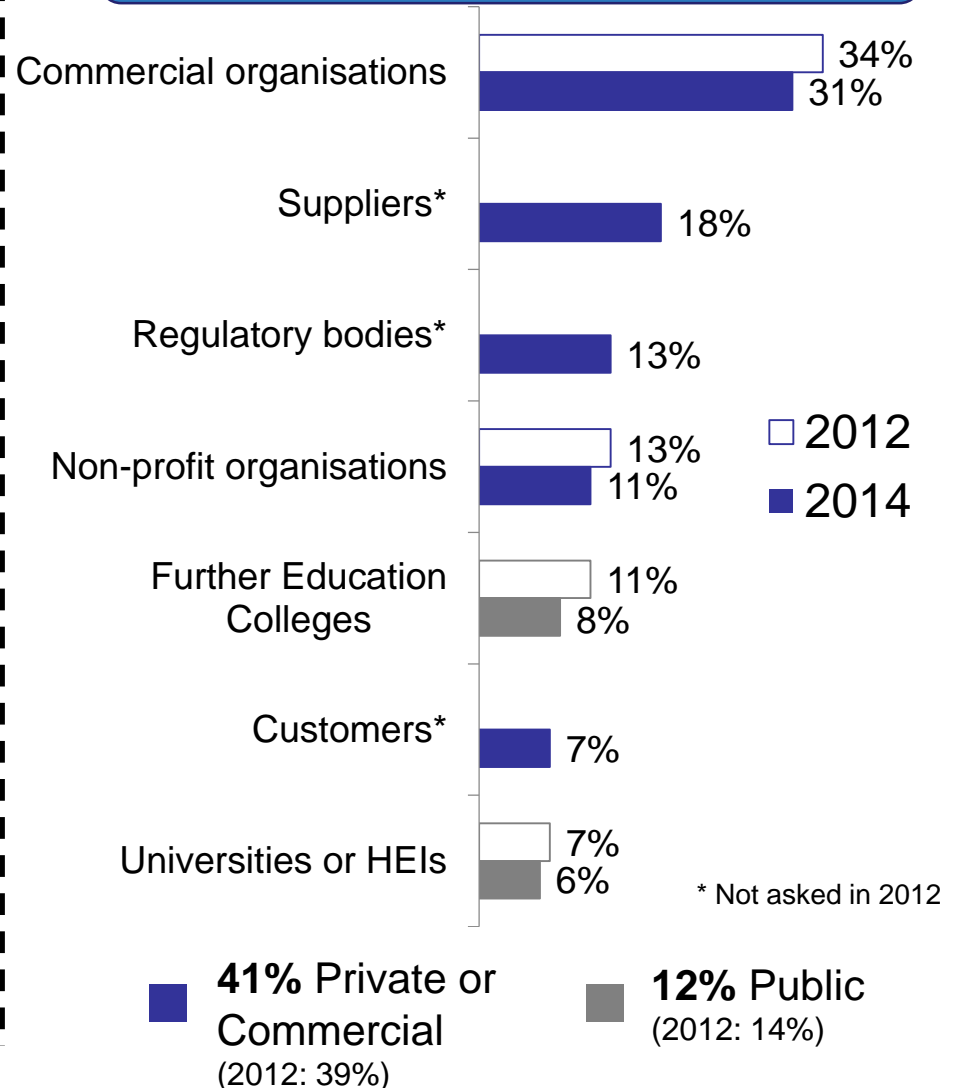
OF ALL EMPLOYERS PROVIDE TRAINING FOR THEIR STAFF

52% of all provide **internal training** (2012: 63%)

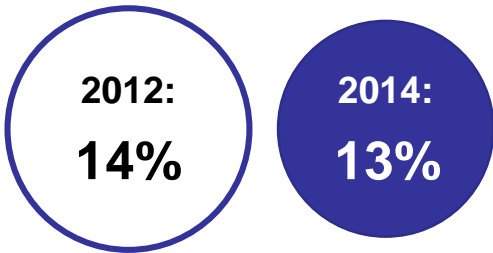
45% of all provide **external training** (2012: 45%)

32% provide both internal and external training (2012: 34%)

External providers used, across all establishments

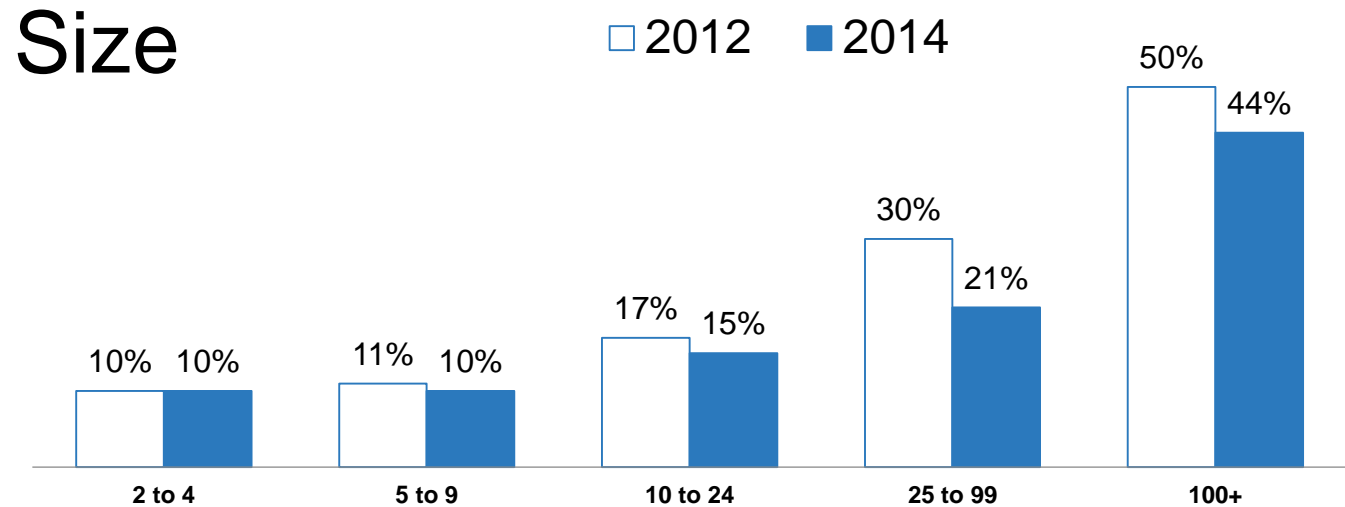


FE Colleges as a source of training



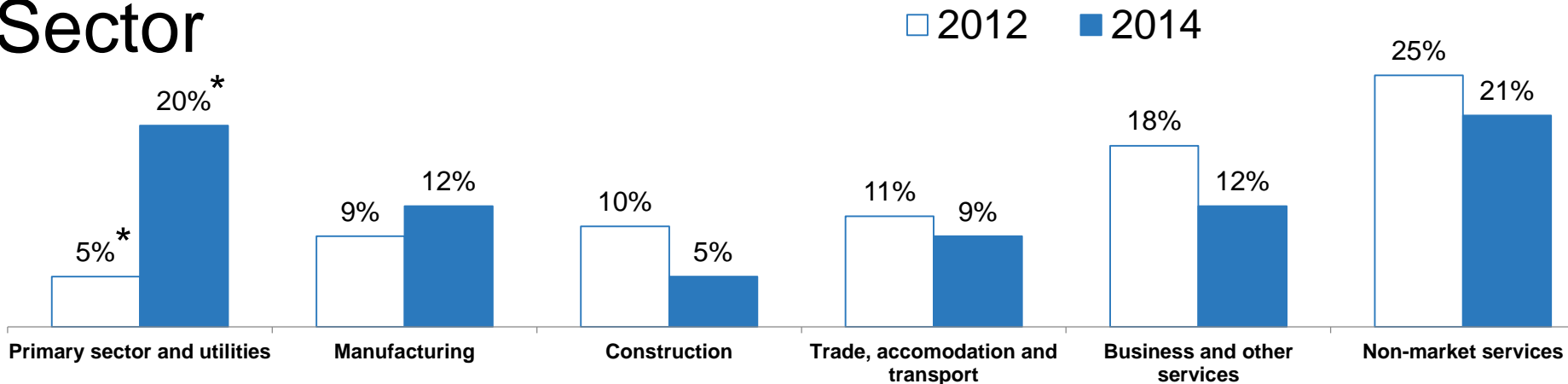
OF NORTHERN IRELAND ESTABLISHMENTS WHO TRAIN USE FE COLLEGES

Base: All Northern Ireland establishments who train (2012/2014): (846/1,535)



Base: All Northern Ireland establishments who train (2012/2014): 2 to 4 (142/285), 5 to 9 (186/363), 10 to 24 (204/384), 25 to 99 (211/382), 100+ (103/121)

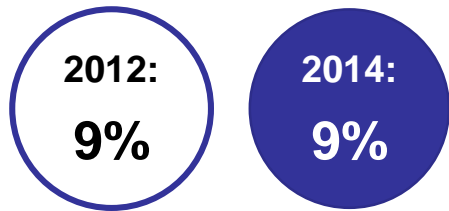
Sector



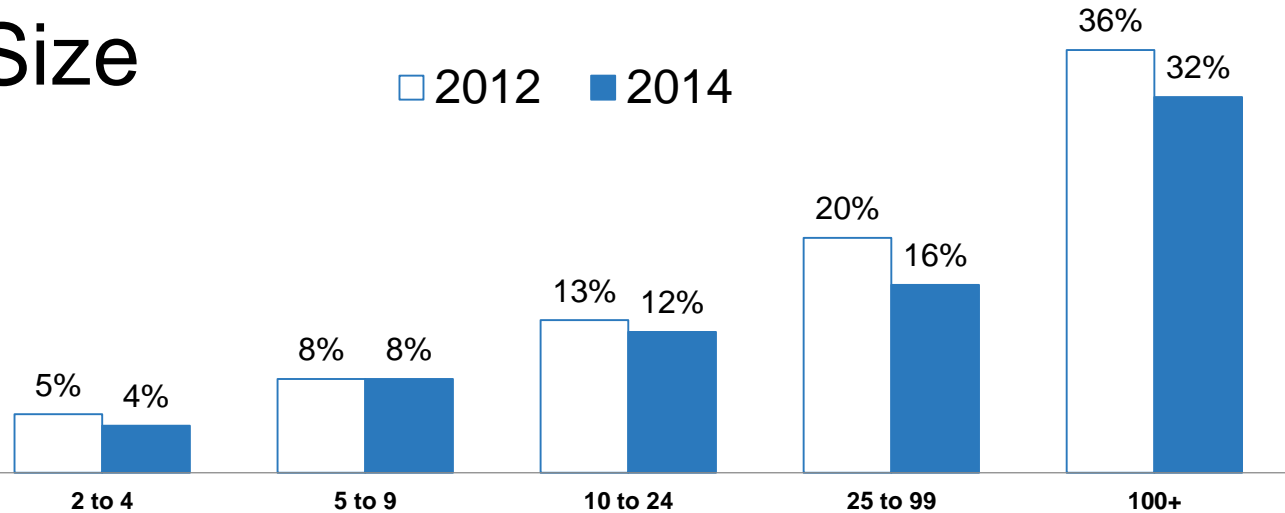
Base: All Northern Ireland establishments who train (2012/2014): Primary (42*/47*), Manufacturing (60/110), Construction (68/93), Trade, Accom. & Transport (269/485), Business (168/357), Non-market services (239/443). *Low base size, treat with caution

Higher Education institutions as a source of training

Size



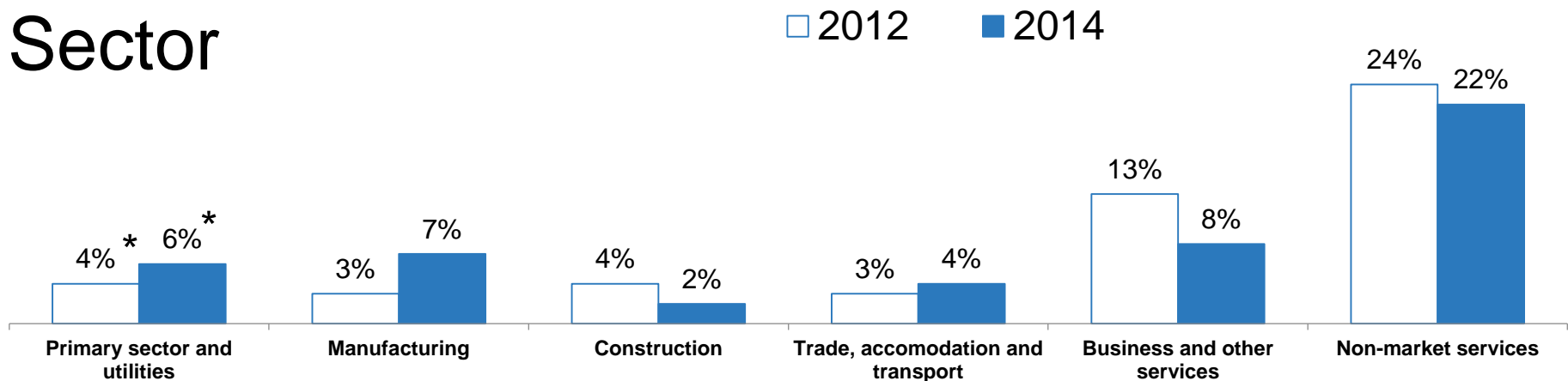
OF NORTHERN IRELAND ESTABLISHMENTS WHO TRAIN USE HE INSTITUTIONS



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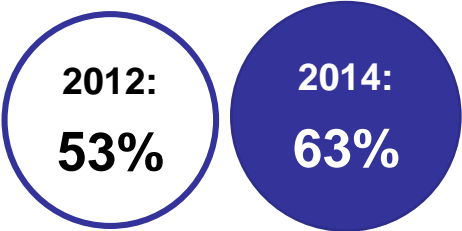
Base: All Northern Ireland establishments who train (2012/2014): 2 to 4 (142/285), 5 to 9 (186/363), 10 to 24 (204/384), 25 to 99 (211/382), 100+ (103/121)

Sector



Base: All Northern Ireland establishments who train (2012/2014): Primary (42*/47*), Manufacturing (60/110), Construction (68/93), Trade, Accom. & Transport (269/485), Business (168/357), Non-market services (239/443). *Low base size, treat with caution

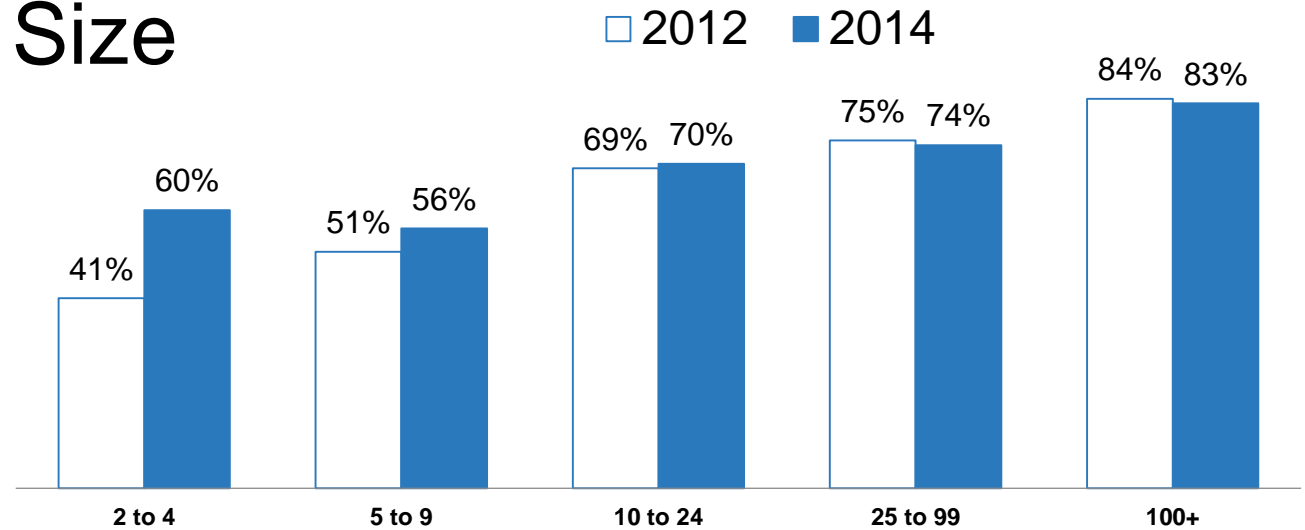
Commercial organisations as a source of training



OF NORTHERN IRELAND ESTABLISHMENTS WHO TRAIN USE COMMERCIAL ORGANISATIONS

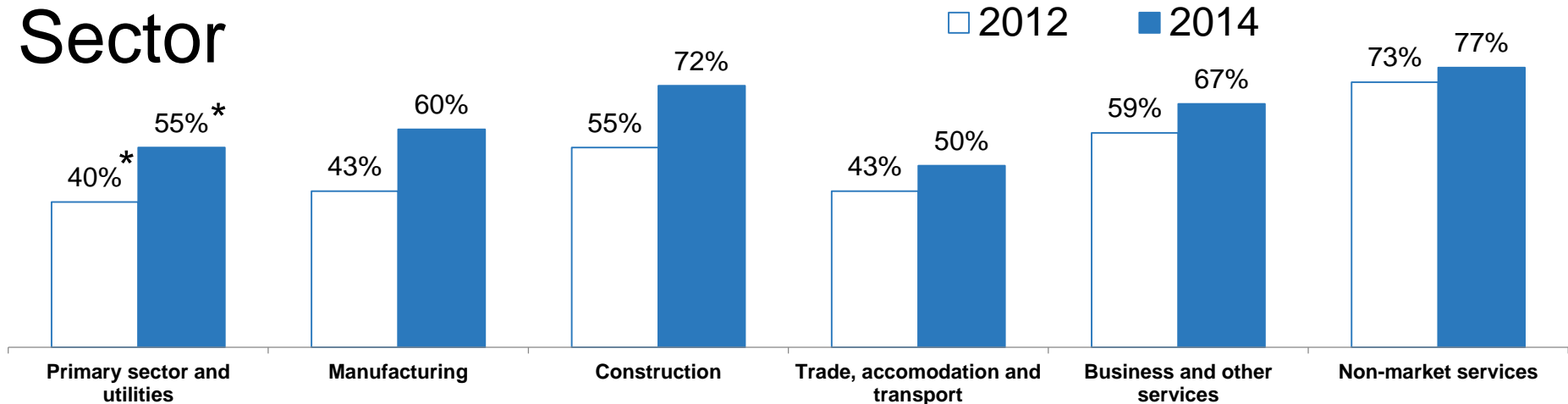
Base: All Northern Ireland establishments who train (2012/2014): (846/1,535)

Size



Base: All Northern Ireland establishments who train (2012/2014): 2 to 4 (142/285), 5 to 9 (186/363), 10 to 24 (204/384), 25 to 99 (211/382), 100+ (103/121)

Sector

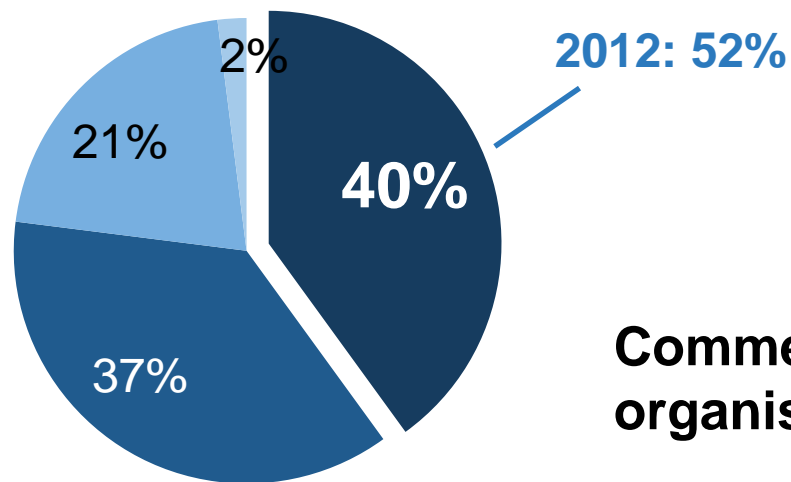


Base: All Northern Ireland establishments who train (2012/2014): Primary (42*/47*), Manufacturing (60/110), Construction (68/93), Trade, Accom. & Transport (269/485), Business (168/357), Non-market services (239/443). *Low base size, treat with caution

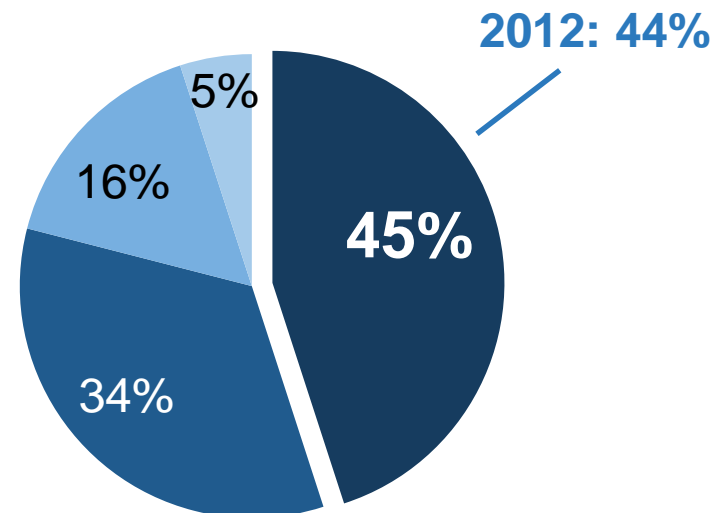
Commercial organisations are defined as: Suppliers / Customers / Regulatory bodies / Other commercial or non-profit organisations

Employer funding of external training in Northern Ireland

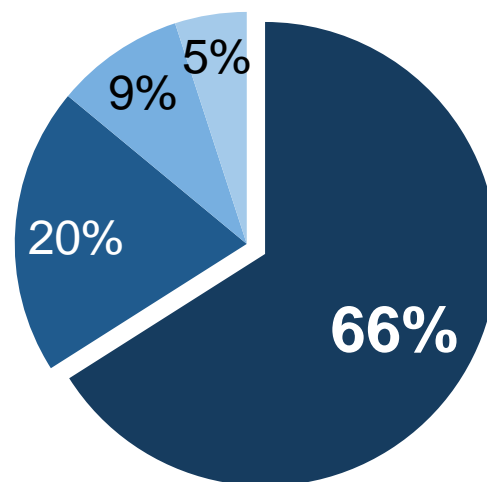
FE College



University / HEI



Commercial organisation

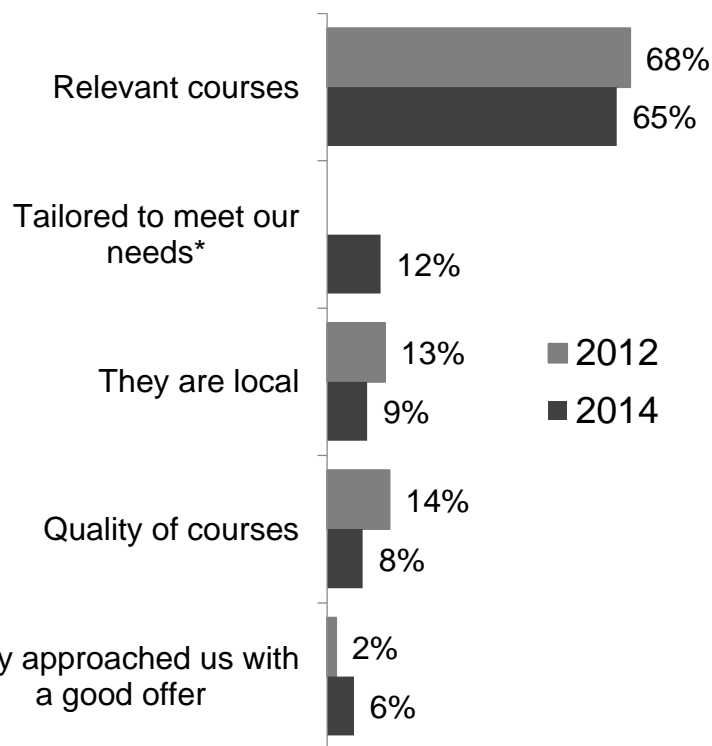


- Wholly funded by establishment
- Partly funded by establishment
- Not funded at all by establishment
- Don't know

Note that employers were not asked about their funding of commercial organisations for training purposes in 2012.

Reasons for choosing to invest resource in public training providers

Reasons for using public institutions



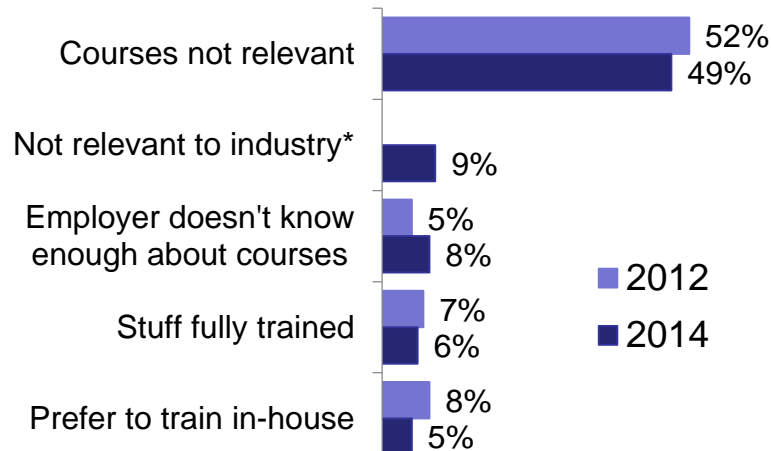
* This was added as a pre-code answer in 2014

Base (2012/2014): All in Northern Ireland who use FE Colleges or HEIs to deliver training (232/358)

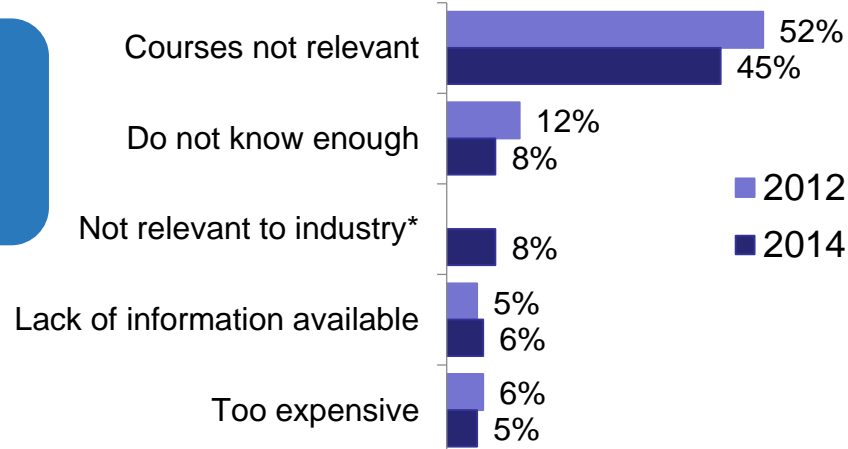
FE Colleges

HEIs

Barriers to using

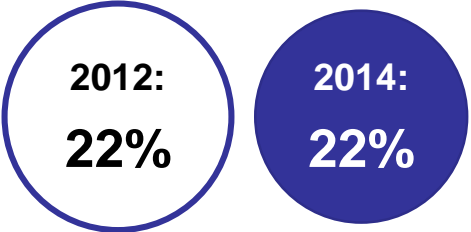


Base (2012/2014): All in Northern Ireland who have not used FE colleges for external training and were followed up as to why (230/459)



Base (2012/2014): All in Northern Ireland who have not used HEIs for external training and were followed up as to why (299/556)

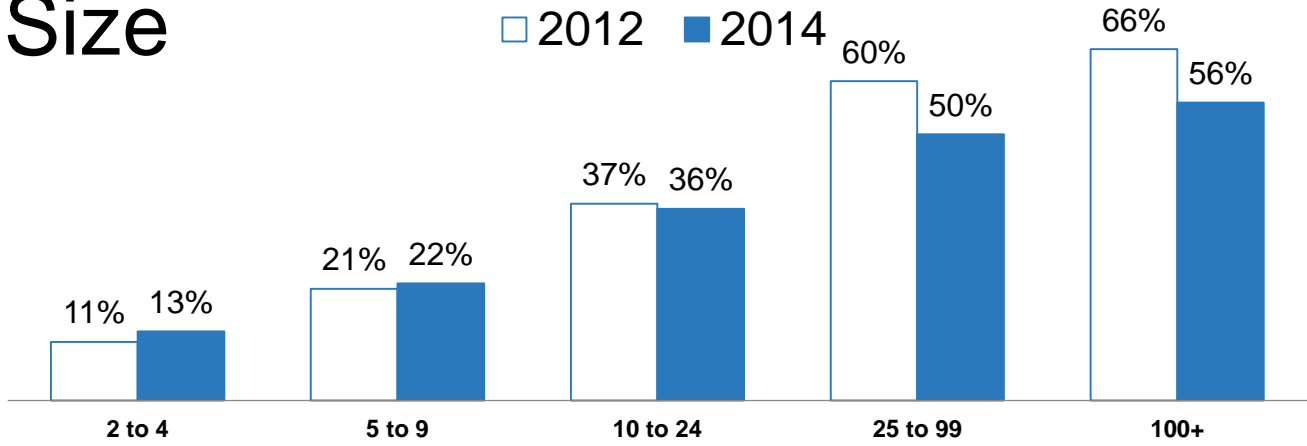
Take up of vocational qualifications in Northern Ireland



OF ALL NORTHERN IRELAND ESTABLISHMENTS ARRANGED OR FUNDED VOCATIONAL QUALIFICATIONS

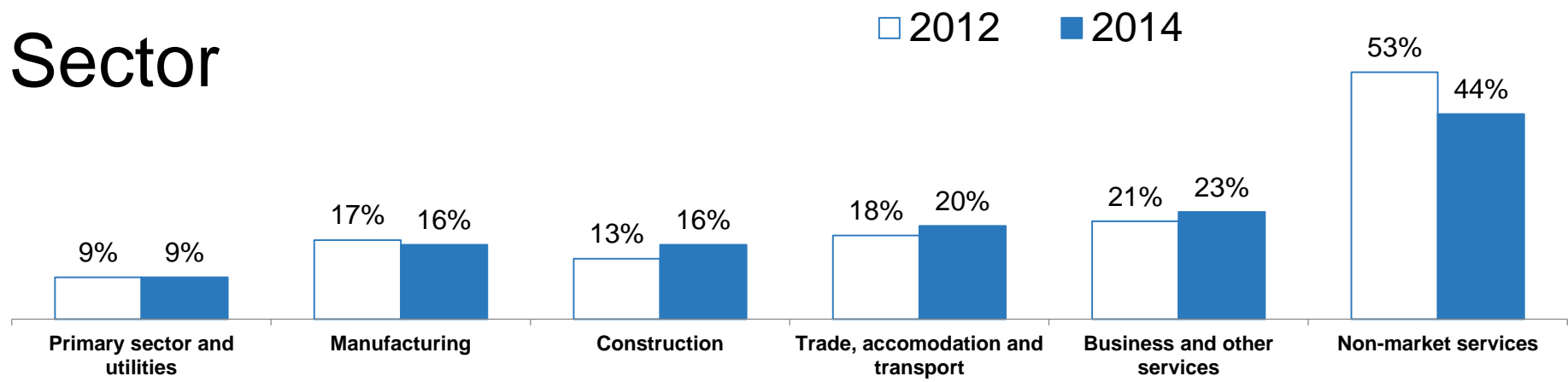
Base: All Northern Ireland establishments (2012/2014): (1,000/2,005)

Size



Base: All Northern Ireland establishments (2012/2014): 2 to 4 (221/524), 5 to 9 (230/488), 10 to 24 (224/452), 25 to 99 (219/415), 100+ (106/126)

Sector



Base: All Northern Ireland establishments (2012/2014): Primary (55/96), Manufacturing (67/139), Construction (84/148), Trade, Accom. & Transport (341/675), Business (208/468), Non-market services (245/479)

Business benefits and impacts of using vocational qualifications

Business Benefits

Slightly/Strongly AGREE

Provide staff with a suitable balance of work and study



86%

Can be adapted to business needs



86%

Offer good value for money



81%

Cover all skills needed by the company



80%

Impact

The ability of staff to do their jobs better



94%

Better business performance



90%

Improved staff commitment



86%

Improved productivity



84%

Improved staff retention



84%

■ Disagree strongly ■ Disagree slightly ■ Agree slightly ■ Agree strongly

Figures will not add up to 100% as "Neither agree nor disagree" and "Don't know" answers are not displayed

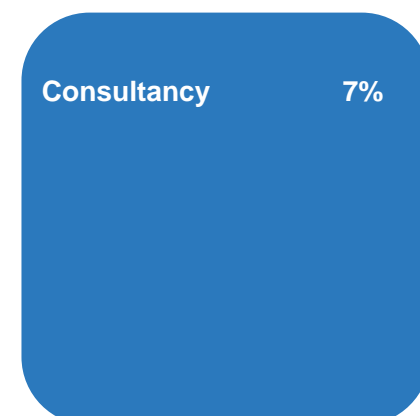
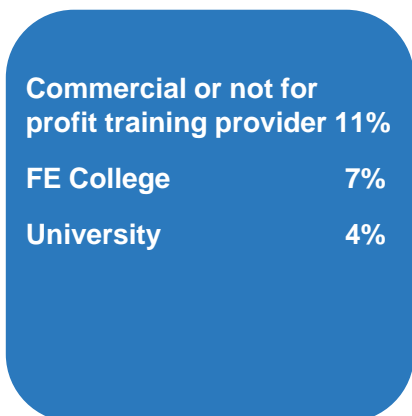
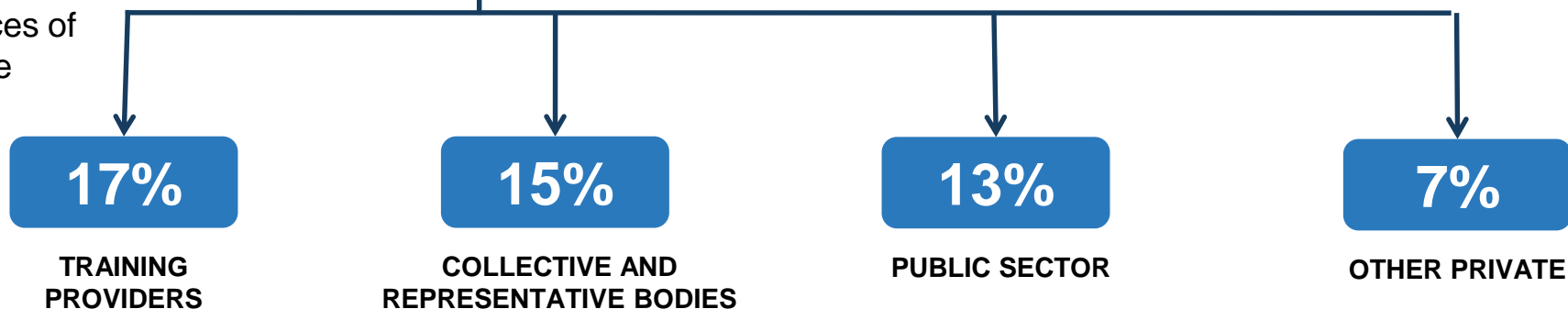
Base: All Northern Ireland establishments who had arranged/funded training towards vocational qualifications in the previous 12 months (640)

External help sought on skills and training-related issues in Northern Ireland

88% were satisfied with the advice they received
Base: All Northern Ireland establishments who sought advice (681)

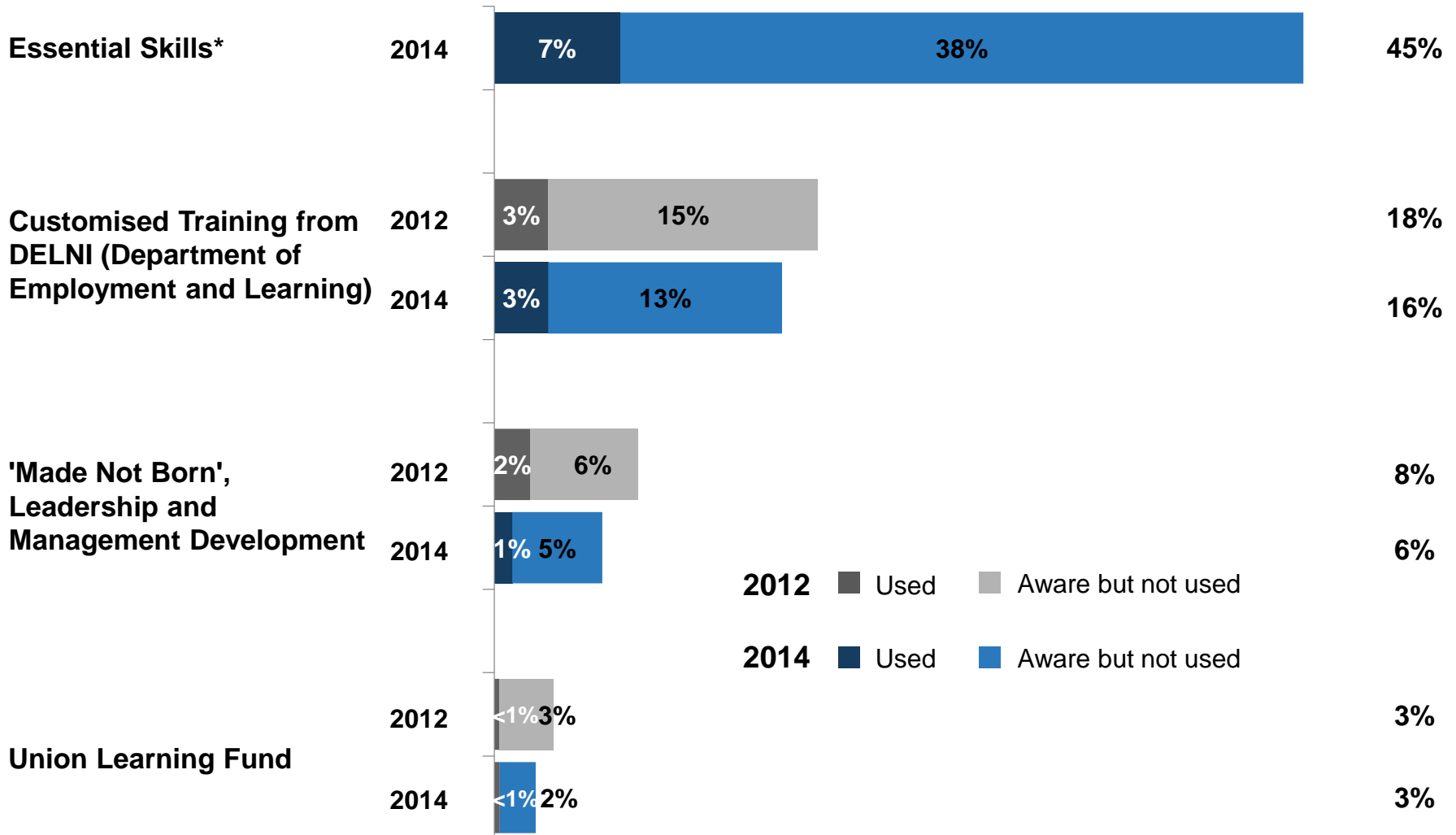


Sources of advice



Awareness and use of People Development initiatives

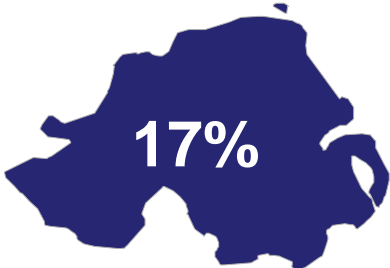
AWARE



All percentages have been rounded to zero decimal places. This means the overall AWARE figures will not necessarily be a sum of the two percentages presented for the 'Used' and 'Aware but not used'. *Essential Skills was a new initiative tested in 2014

Base (2012/2014): All Northern Ireland establishments (1,000/2,005)

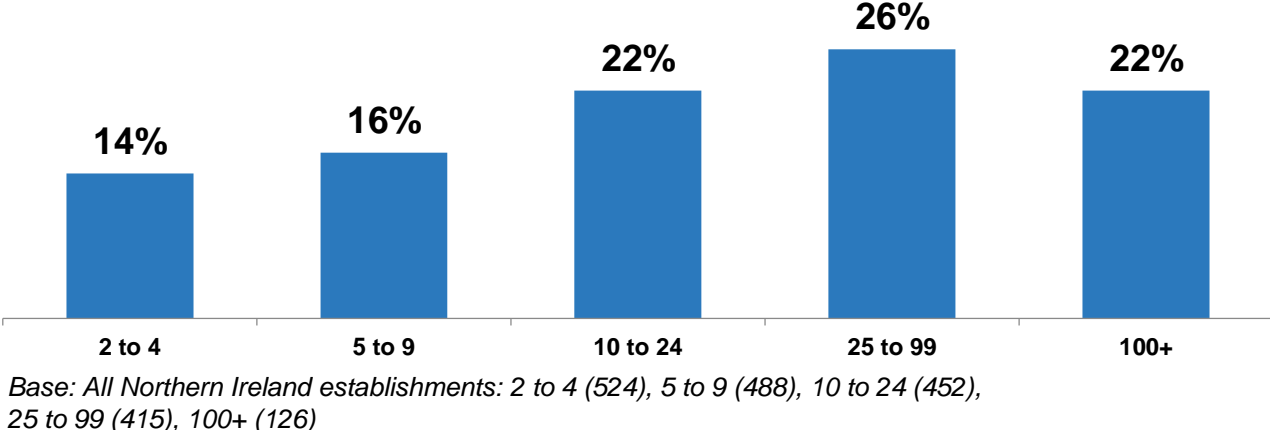
Employer collaboration on skills and training practices in Northern Ireland



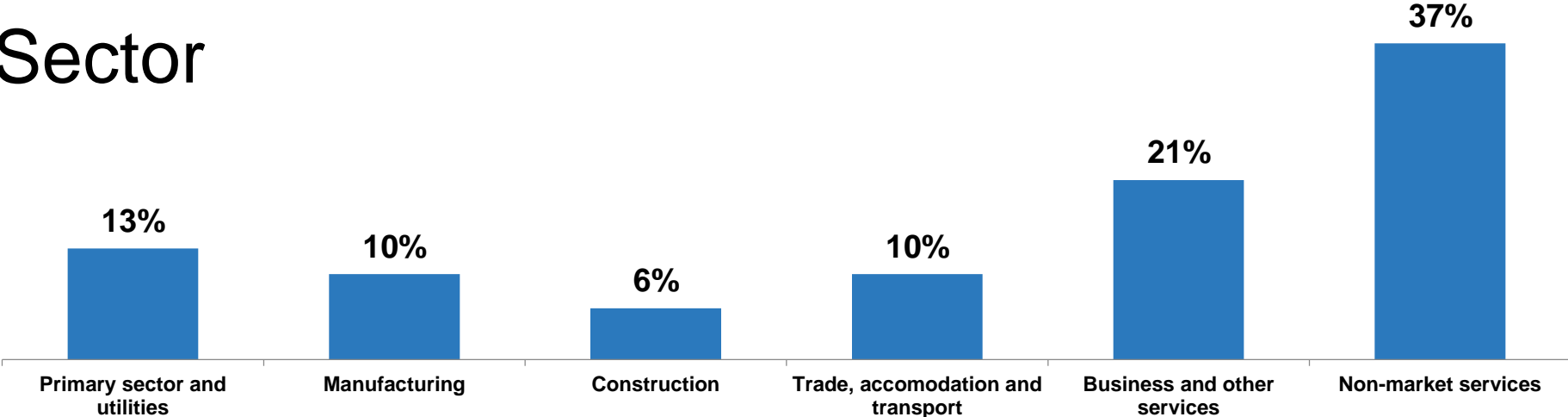
OF ALL ESTABLISHMENTS COLLABORATE ON SKILLS AND TRAINING PRACTICES

Base: All Northern Ireland establishments (2,005)

Size

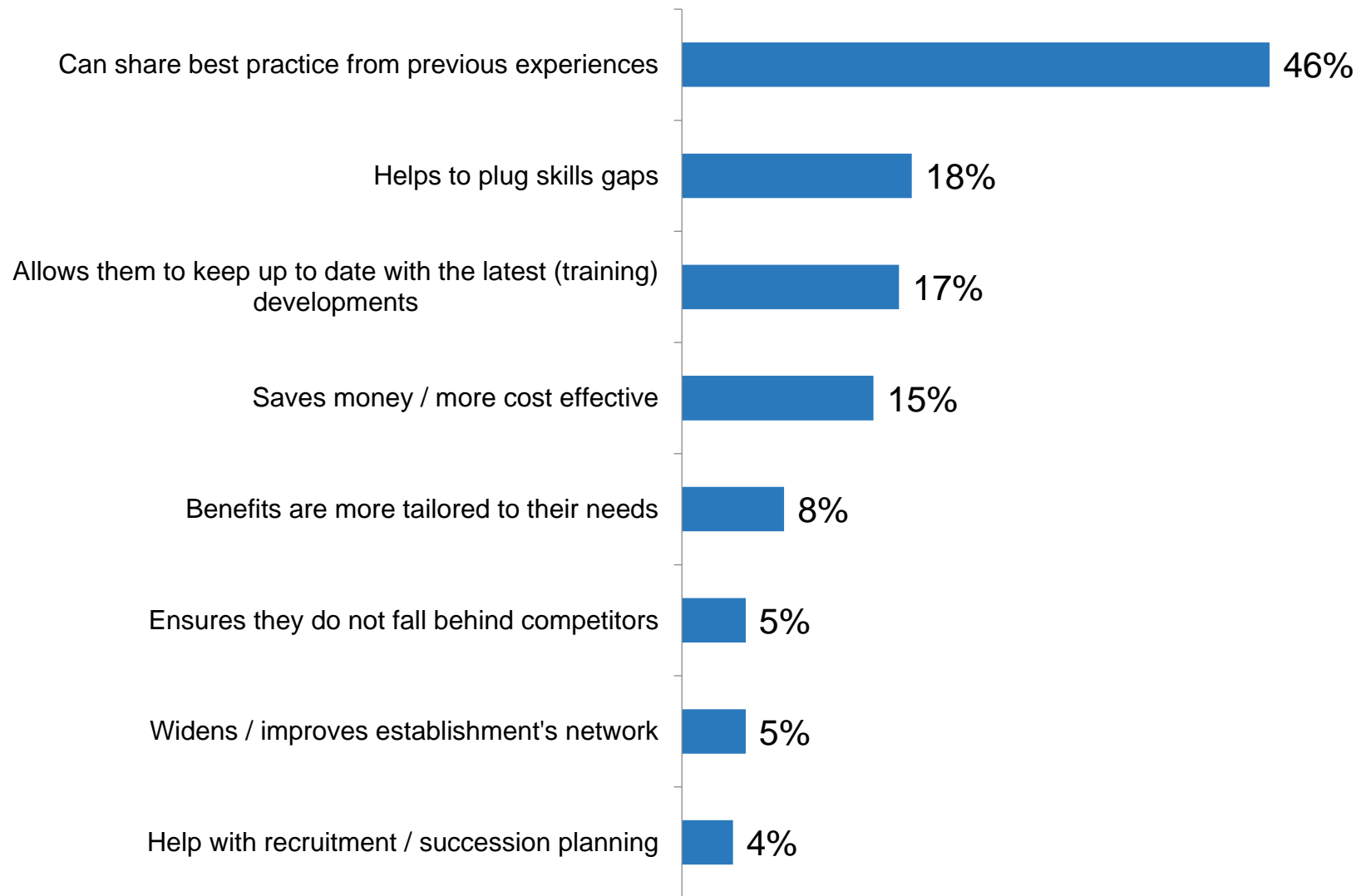


Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

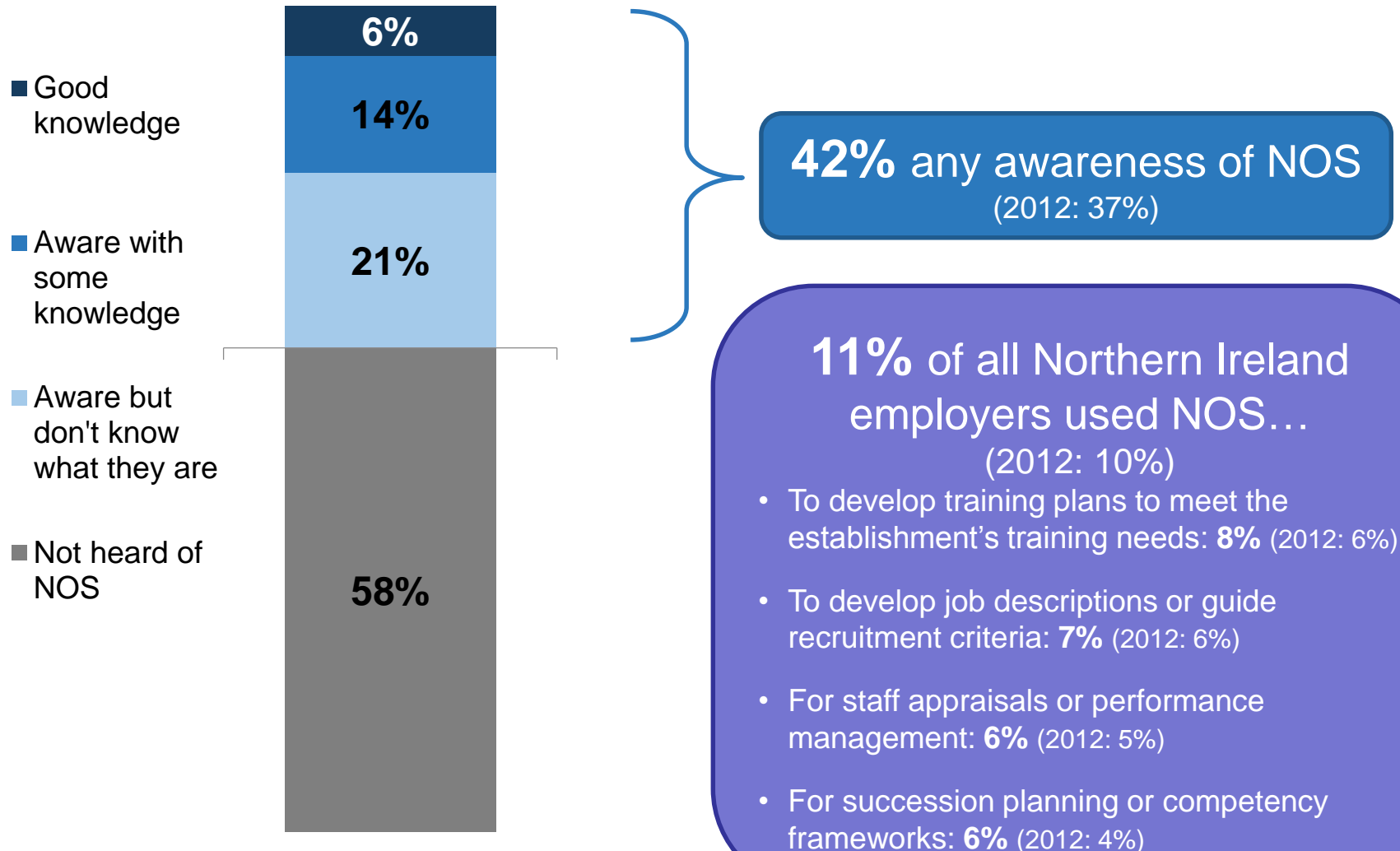
Benefits of collaborating with other employers



Multiple responses allowed

Base: All Northern Ireland establishments that have worked with another employer regarding training and skills development practices (407)

Awareness and use of the National Occupational Standards in Northern Ireland



Note that 'Don't know' responses are not shown
Base: All Northern Ireland establishments 2012/2014 (1,000/2,005)

Chapter 5: Apprenticeships

An overview of apprenticeships in Northern Ireland

Of all Northern Ireland employers...

2012:
13%

11% have or offer apprenticeships

89% do not offer any type of apprenticeship

9% have or offer formal Apprenticeships

2% have or offer informal apprenticeships

5% have formal Apprenticeships

4% offer formal Apprenticeships

All percentages have been rounded to zero decimal places. This means that percentages displayed in the bottom row do not appear to sum to the overall proportion of employers who have or offer

Base: All Northern Ireland establishments (2,005)

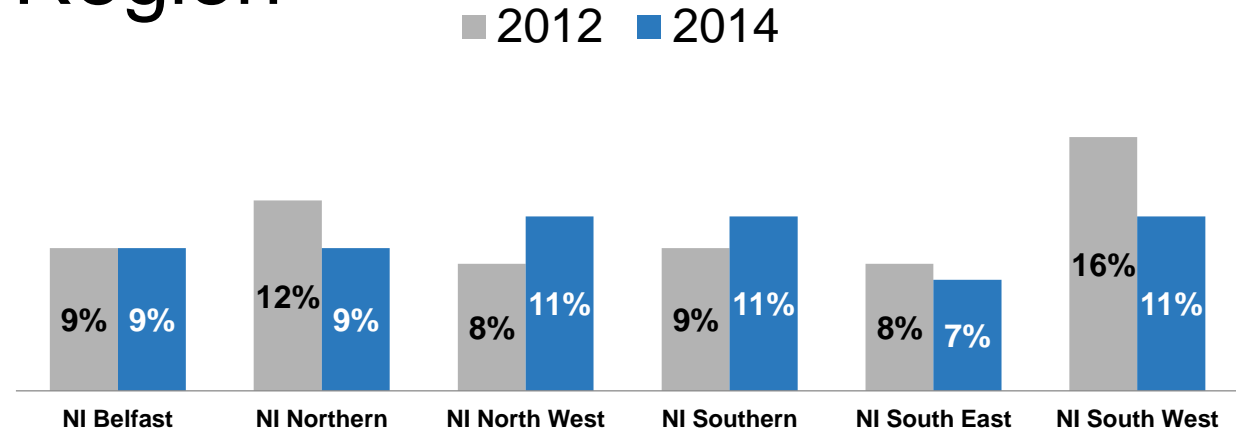
Formal Apprenticeship offering, by region and sector



OF ALL ESTABLISHMENTS HAD OR OFFERED FORMAL APPRENTICESHIPS

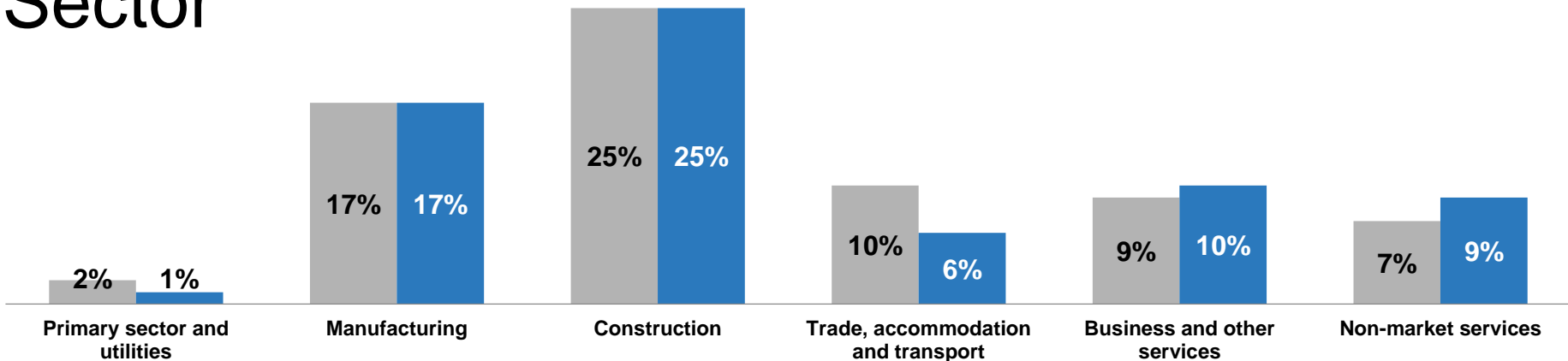
Base: All Northern Ireland establishments (2012/2014): (1,000/2,005)

Region



Base: All Northern Ireland establishments (2012/2014): NI Belfast (234/479), NI Northern (222/442), NI North West (89/197), NI Southern (153/289), NI South East (178/336), NI South West (124/262)

Sector

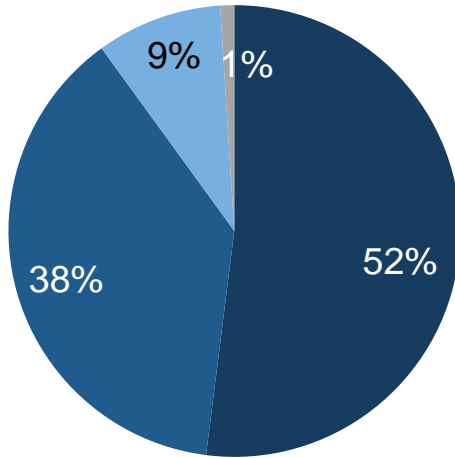


Base: All Northern Ireland establishments (2012/2014): Primary (55/96), Manufacturing (67/139), Construction (84/148), Trade, Accom. & Transport (341/675), Business (208/468), Non-market services (245/479)

Profile of Apprenticeships in Northern Ireland

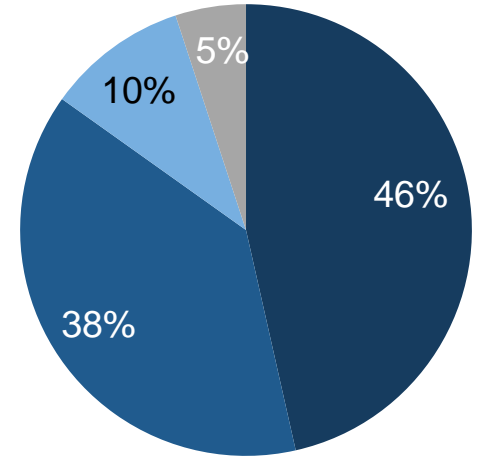
Whether new or existing recruits

- Both
- New employees only
- Existing employees only
- Don't know



Length of typical Apprenticeship

- At least 3 years
- 1 to 3 years
- Less than 12 months
- Don't know



Base: All Northern Ireland establishments who currently have or offer formal Apprenticeships (255)

Hours spent by Apprentices on activities not part of their job role*

Mean number of hours per week (excl. Don't know)



9.1h

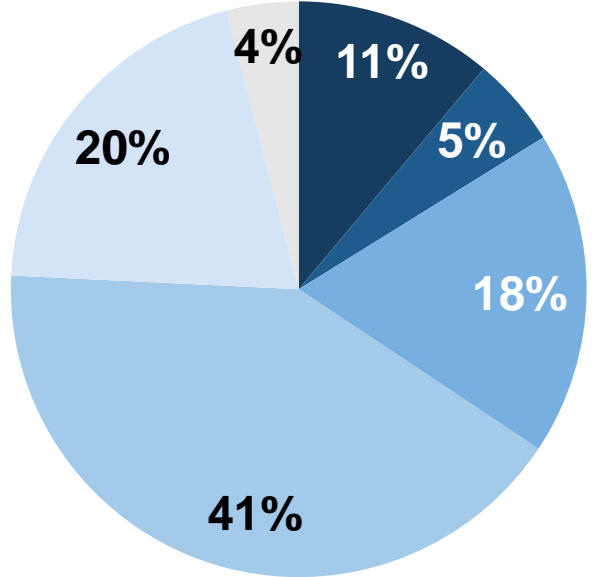
- Don't know
- Less than 3 hours per week
- 3 - 5 hours per week
- 6 - 10 hours per week
- More than 10 hours per week

*This is defined as hours spent on activities that are not part of their job role, such as training, studying or meeting with their supervisor

Base: All Northern Ireland establishments who currently have formal Apprenticeships (150)

Awareness and knowledge of Apprenticeships

Northern Ireland



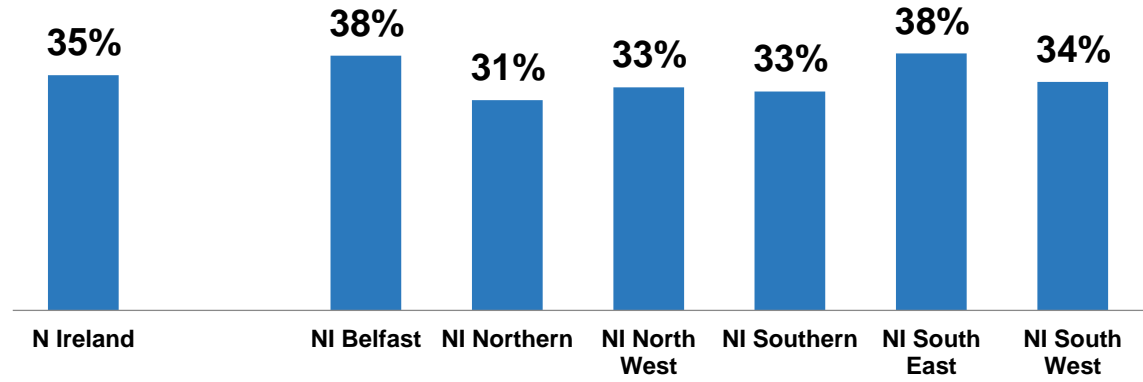
- Have/offer apprenticeships
- Aware and have a very good knowledge
- Aware and have a good knowledge
- Aware and have some knowledge
- Heard the term but no knowledge
- Not heard of apprenticeships

Base: All Northern Ireland establishments: (2,005)

Figures refer to awareness and knowledge of both formal and informal apprenticeships

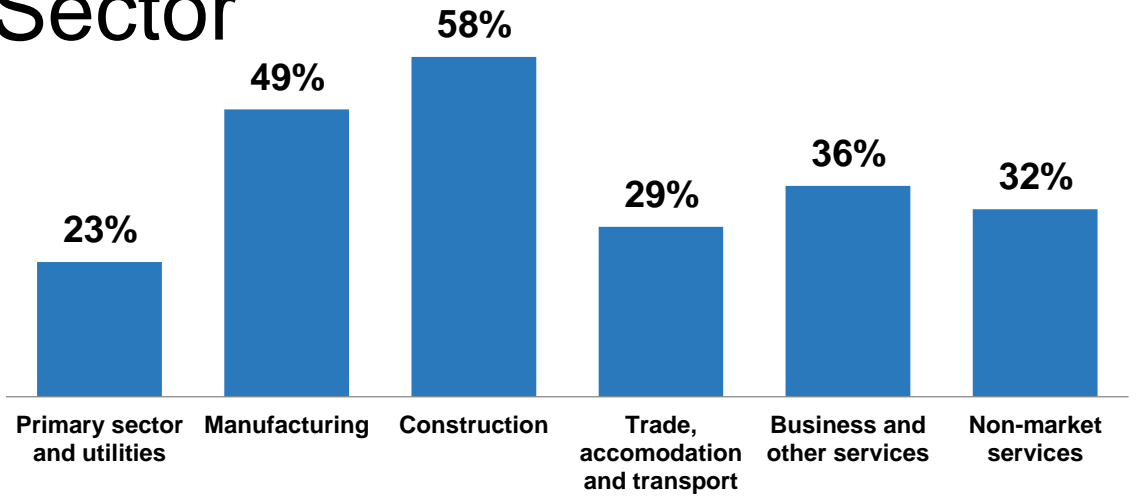
Region

Note: Sector and Region percentages represent those with at least a **good** knowledge of apprenticeships



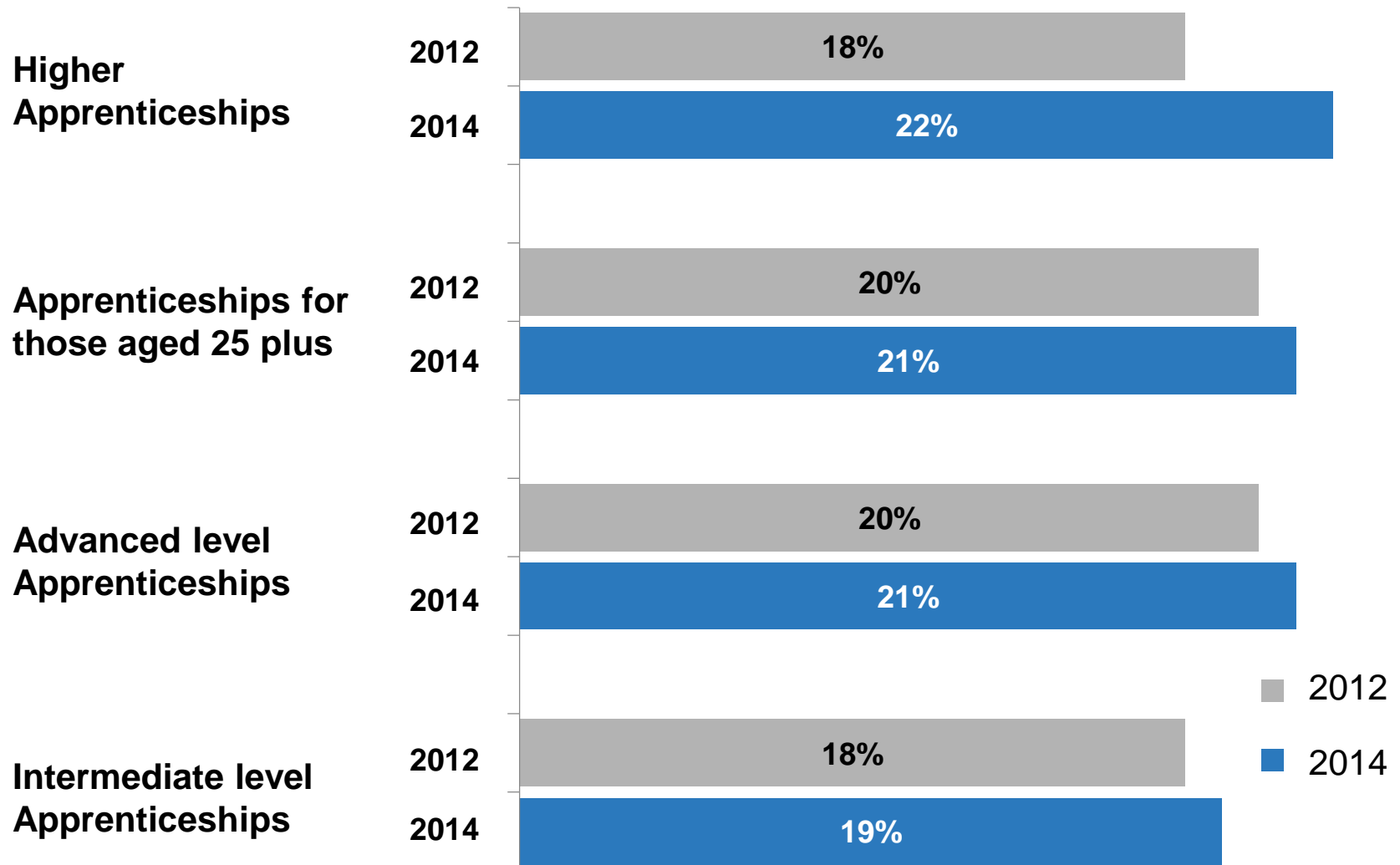
Base: All Northern Ireland establishments: Northern Ireland (2,005), NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector

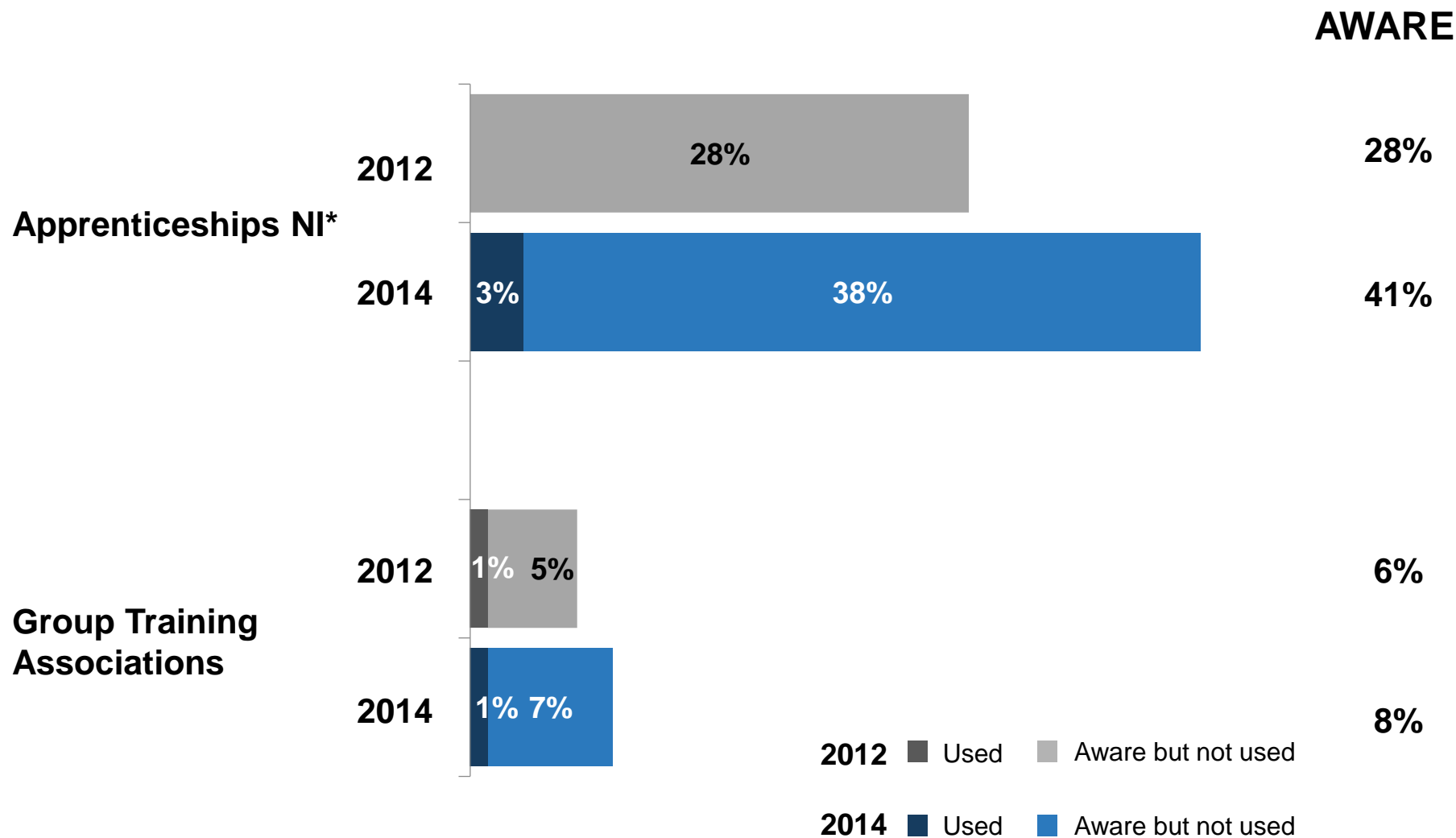


Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

Awareness of specific government-recognised Apprenticeship schemes



Awareness and use of Apprenticeship services



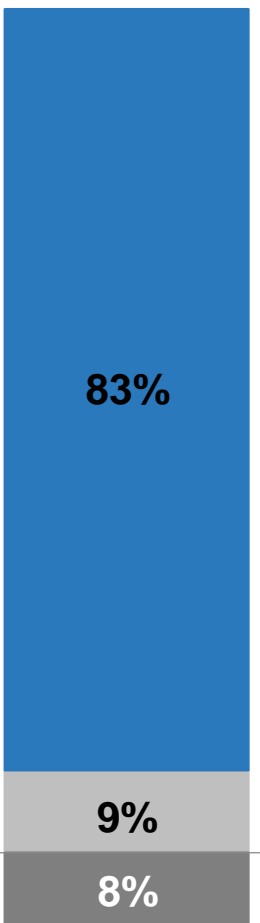
All percentages have been rounded to zero decimal places. This means the overall AWARE figures will not necessarily be a sum of the two percentages presented for the 'Used' and 'Aware but not used'.

* Use of Apprenticeships NI was not captured in 2012.

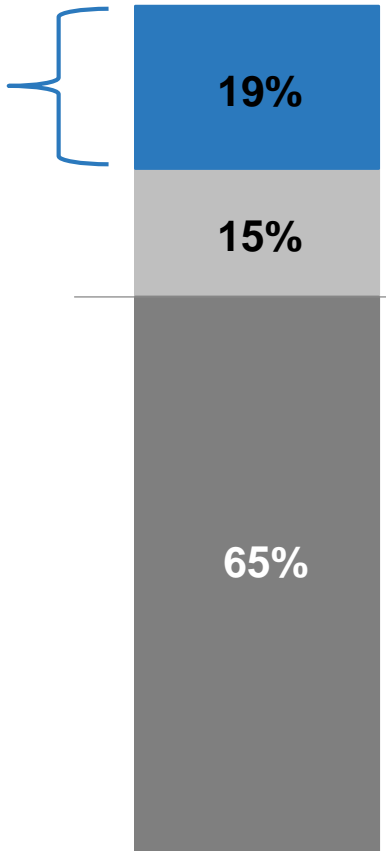
Base (2012/2014): All Northern Ireland establishments (1,000/2,005)

Northern Ireland employers planning to offer Apprenticeships in the future

- Plan to offer Apprenticeships in the future
- Do not know whether plan to offer formal Apprenticeships in the future
- Do not plan to offer formal Apprenticeships in the future



25%
of all Northern Ireland employers plan to offer formal Apprenticeships in the future



All Northern Ireland establishments offering formal Apprenticeships

Base: (255)

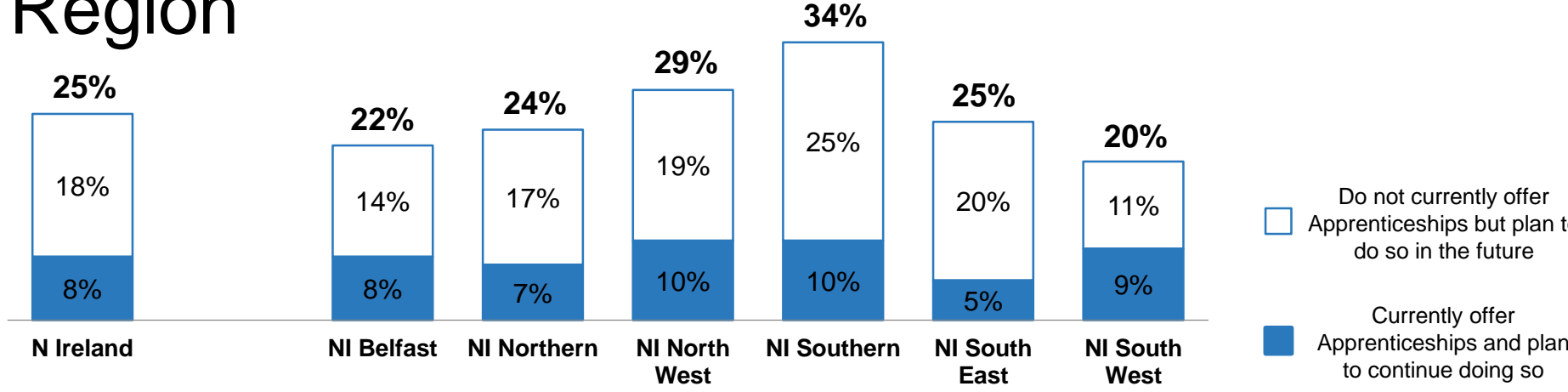
In 2012, **27%** of all Northern Ireland employers planned to offer formal Apprenticeships: 82% of those already offering, and 20% of those not offering.

All Northern Ireland establishments not offering formal Apprenticeships

Base: (1,750)

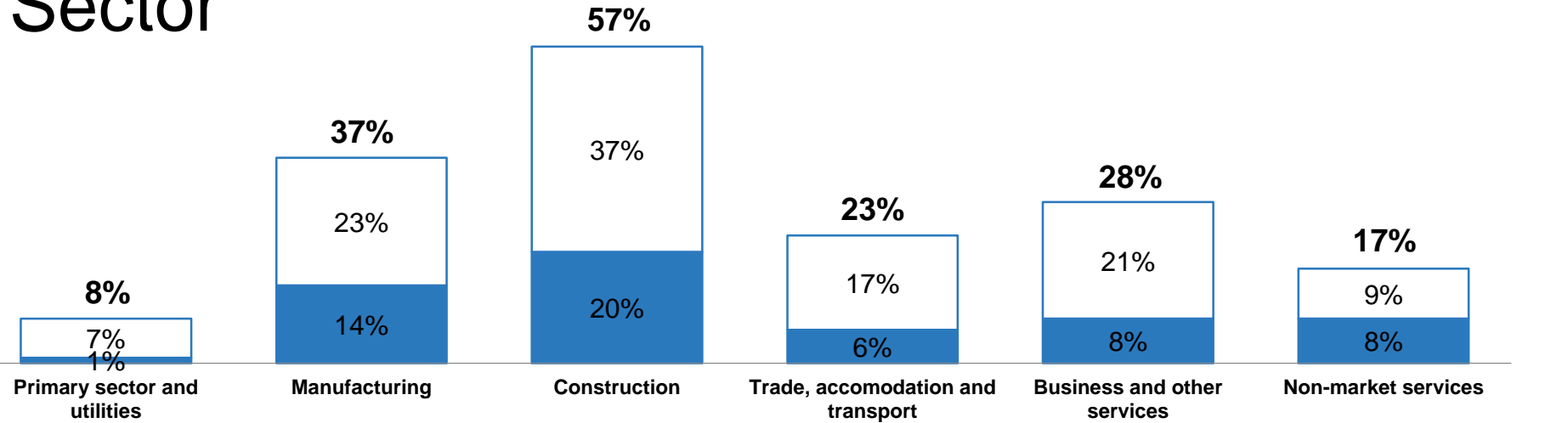
Market potential for Apprenticeships, by region and sector

Region



Base: All Northern Ireland establishments: Northern Ireland (2,005), NI Belfast (479), NI Northern (442), NI North West (197), NI Southern (289), NI South East (336), NI South West (262)

Sector



Base: All Northern Ireland establishments: Primary (96), Manufacturing (139), Construction (148), Trade, Accom. & Transport (675), Business (468), Non-market services (479)

All percentages have been rounded to zero decimal places. This means that percentages in the bars do not always sum to the total percentage above each bar

Reasons for not offering apprenticeships

54%

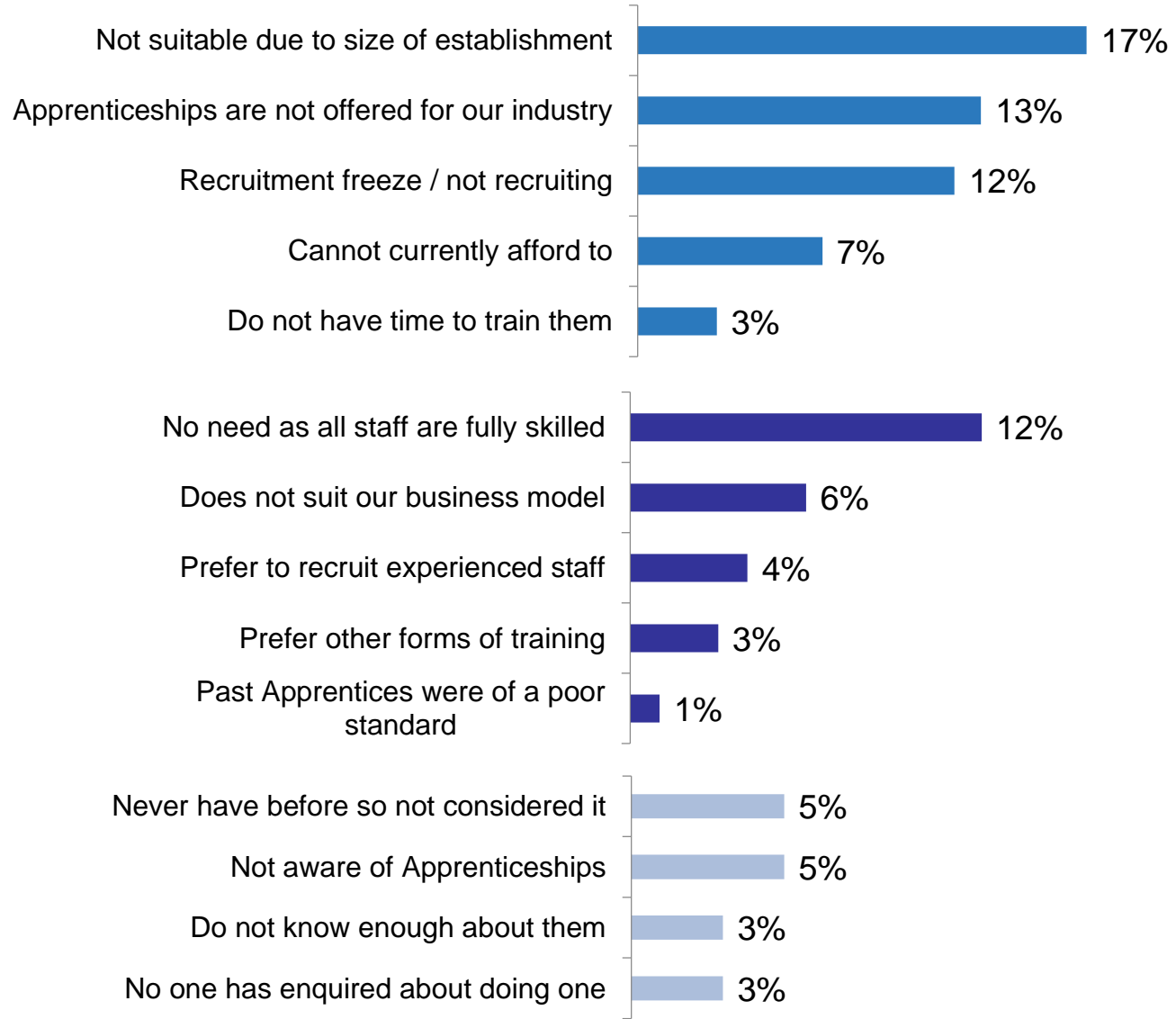
**PERCEIVED
STRUCTURAL
BARRIERS**

29%

**ACTIVELY
CHOOSING NOT TO**

15%

**LACK OF
AWARENESS**



*Note: Multiple responses allowed; 'Don't know' and 'No particular reason' responses not shown
Base: All Northern Ireland establishments not offering any type of apprenticeship (1,699)*

Chapter 6: Summary and Conclusions

Conclusions: Recruitment of young people and work experience

- Recruitment channels used to hire individuals were varied: 59 percent of recruiting employers used a “Private Free” channel, such as word of mouth (18 per cent) or their own website (18 per cent). The Jobs and Benefits Office (41 per cent) and Local press (35 per cent) were in fact the most popular recruitment methods.
- Three-quarters of Northern Ireland employers rated work experience as a critical or significant factor looked for in candidates (75 per cent).
- Given the value employers place on candidates having work experience, it is interesting to find that less than half (48 per cent) had provided individuals with work placements in the last 12 months. 22 per cent had offered work inspiration activities such as site visits with students. Perhaps greater promotion of the benefits of offering work experience would help encourage more employer engagement.
- While awareness of Apprenticeships was relatively high (35 per cent reported a good knowledge of Apprenticeships; 41 per cent had heard of Apprenticeships NI), nevertheless fewer than one in 10 had or offered formal Apprenticeships (nine per cent). Reasons for not offering Apprenticeships were varied, with the size of the establishment the most common barrier cited (17 per cent).
- Using duration of Apprenticeship as an indicator of quality, Apprenticeships offered appear to be of variable quality: approaching a half of Northern Ireland employers (46 per cent) offered Apprenticeships lasting at least three years on average.

Conclusions: Training, People Development and Employer Development

- There was a reduction in the proportion of establishments offering internal training since 2012 (52 per cent from 63 per cent), although there was no change in the use of external training providers (45 per cent in both years). Around one-third provided both internal and external training (32 per cent).
- There is an imbalance in the use of private and public providers for external training, with private providers much more likely to be used (63 per cent of those who train compared with 13 per cent who use FE colleges and nine per cent HEIs), and the gap is widening.
- The findings show that Northern Ireland employers tend to make their choices based on the *relevance* of provision and although it appears that employers are able to find the external training they want, whether through public or private provision, some move towards private training due to a perceived lack of suitable options among public providers.
- Over a fifth of Northern Ireland establishments (22 per cent) offer training that is designed to lead to a vocational qualification.
- Around one-sixth of employers (17 per cent) had worked with other employers to access, develop or share expertise on skills and training. Findings show that the most common benefit that employers reported from collaboration was the ability to share best practice from previous experiences. Furthermore, around one in six employers who had collaborated with others reported financial benefits as a result.

Conclusions: Subgroup differences

- Establishment in the North West placed most value on candidates having relevant work experience when recruiting (82 per cent), and this was reflected in the proportion of these employers who actually offered work placements (62 per cent).
- By sector, work experience appeared to be of most importance to employers in the Non-market services and Construction sectors: 84 and 82 per cent respectively said it was important when recruiting, although their actual work placement offering differed significantly (77 and 32 per cent respectively).
- Employers in the Construction (25 per cent) and Manufacturing (17 per cent) were most likely to have or offer Apprenticeships, but there was little difference by region. Both awareness and usage was lowest among employers in the Primary and utilities sector.
- Establishments in the Non-market sector were most likely to collaborate with other employers on their skills and training practices (37 per cent), and were also the most likely to offer VQs (44 per cent).
- The size of the establishment also dictated employers' propensity to offer VQs (56 per cent of those who had 100+ staff offered VQs compared with 13 per cent of establishments with 2-4 staff), but size appeared to have less impact on establishments' tendency to collaborate with other employers.

For more information contact UKCES Employer Surveys



employersurveys@ukces.org.uk



[@ukces](https://twitter.com/ukces)

Data tables for Northern Ireland available at:
www.gov.uk/government/publications/employer-perspectives-survey-2014-northern-ireland-data