

# Employers and the labour market

## Recruitment

THE PROPORTION OF EMPLOYERS REPORTING VACANCIES IN THE UK HAS INCREASED

**15%** → **19%**  
VACANCIES

IN 2013  
**655,000**  
VACANCIES

IN 2015  
**927,000**  
VACANCIES

THAT'S  
**272,000**  
MORE THAN IN 2013

THE NUMBER OF VACANCIES  
OVERALL HAS ALSO INCREASED  
**42%**  
SINCE 2013

**RECRUITMENT  
IS UP ACROSS  
THE UK**



**What This Means**

RECRUITMENT HAS INCREASED, REFLECTING GROWTH IN THE UK ECONOMY AND A BUOYANT LABOUR MARKET

## Growing skill shortages

**23%**

**SKILL-SHORTAGE  
VACANCY**  
PLEASE APPLY WITHIN

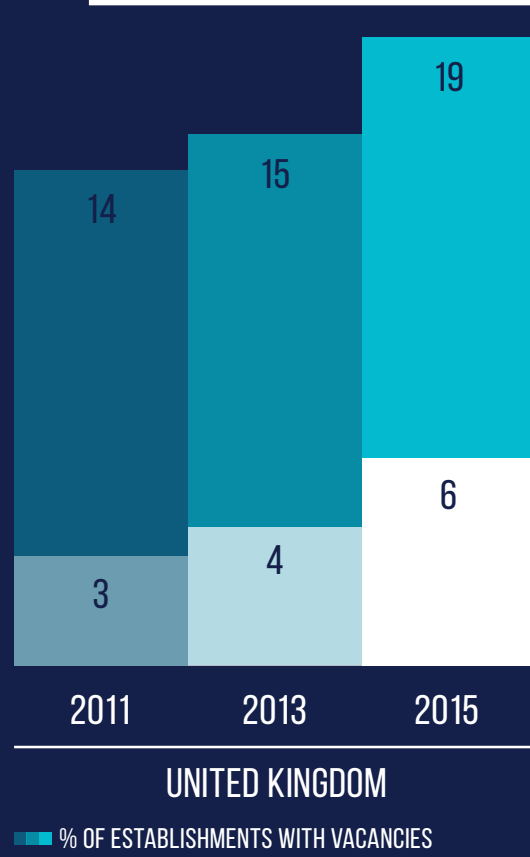
OF VACANCIES ARE HARD TO FILL BECAUSE EMPLOYERS CAN'T FIND PEOPLE WITH THE RIGHT SKILLS OR EXPERTISE

THE TOTAL NUMBER OF SKILL-SHORTAGE VACANCIES HAS INCREASED BY 43%

**146,000** **209,000**  
IN 2013 IN 2015

**SKILL-SHORTAGE VACANCIES**

ARE VACANCIES WHICH ARE HARD TO FILL DUE TO A LACK OF APPROPRIATE SKILLS, QUALIFICATIONS OR EXPERIENCE IN THE LABOUR MARKET.



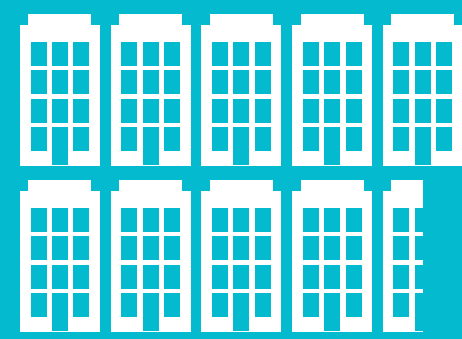
**What This Means**

AS THE ECONOMY GROWS, SO TOO DOES THE PREVALENCE OF SKILL-SHORTAGE VACANCIES

## Impact of skills shortages

**94%**

OF EMPLOYERS WITH A SKILLS-SHORTAGE VACANCY SAID  
'IT HAS HAD AN IMPACT'



SKILL SHORTAGES OFTEN AFFECT EMPLOYERS' ABILITIES TO INNOVATE AND ADAPT



**40%**

REPORTED DELAYS IN THE DEVELOPMENT OF NEW PRODUCTS OR SERVICES.



**35%**

SAID IT HELD BACK THE DEVELOPMENT OF NEW WORKING PRACTICES

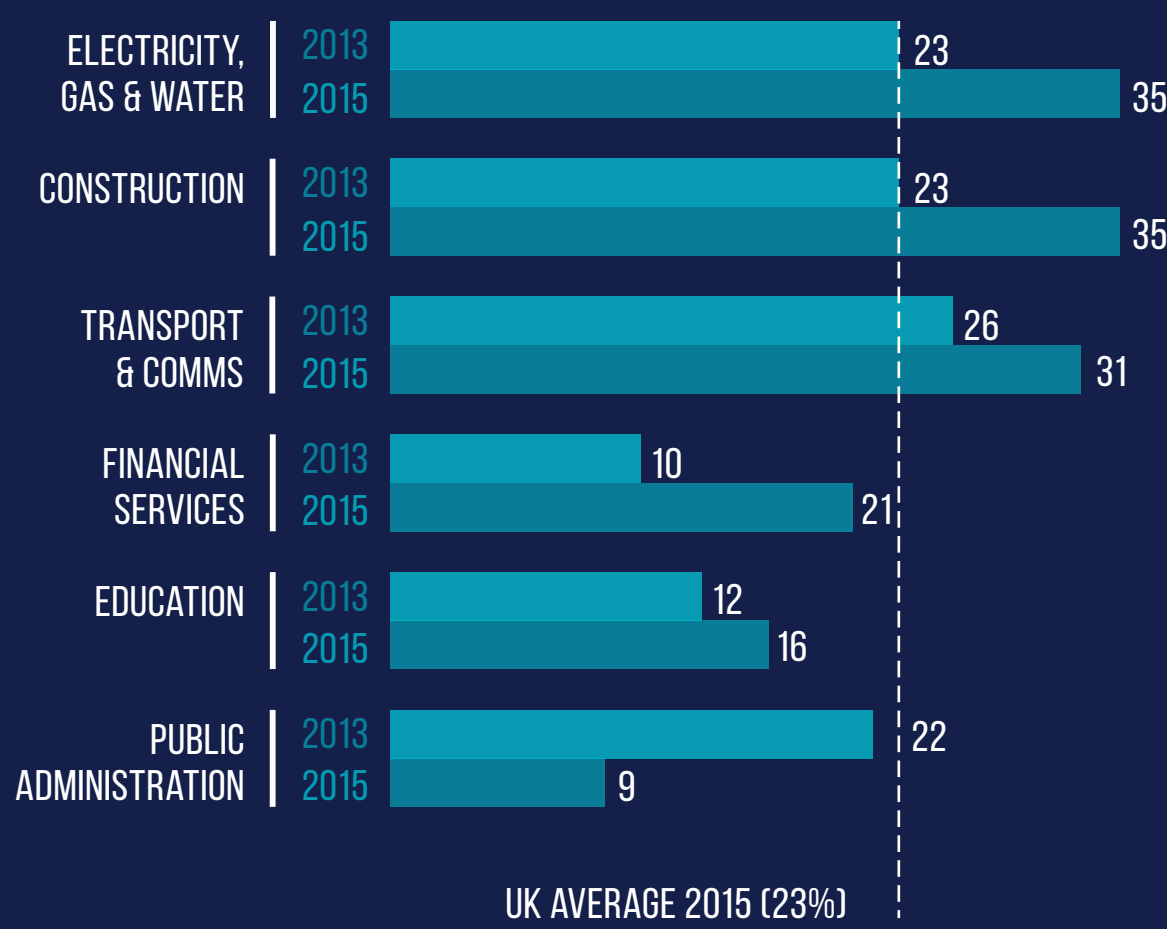
**What This Means**

NEARLY ALL EMPLOYERS WITH A SKILLS SHORTAGE ARE AFFECTED IN SOME WAY, OFTEN IT'S THEIR ABILITY TO INNOVATE AND ADAPT

## Pockets of skill shortages

**BY SECTOR**

SIX SECTORS HAVE SEEN NOTABLE CHANGE SINCE 2013



**BY OCCUPATION**

**43%**

OF SKILLED TRADE VACANCIES ARE SKILL-SHORTAGE VACANCIES COMPARED TO A UK AVERAGE OF 23%



SKILLS SHORTAGES FOR MACHINE OPERATIVES ARE AN INCREASING ISSUE, WITH A BIG INCREASE IN SKILL-SHORTAGE DENSITY:

**25%** → **32%**  
IN 2013 IN 2015

**SKILL-SHORTAGE VACANCY DENSITY**

THE PROPORTION OF ALL VACANCIES THAT ARE SKILL-SHORTAGE VACANCIES

**What This Means**

SKILLS SHORTAGES ARE MORE ACUTE IN SOME SECTORS AND IN SOME OCCUPATIONS

## Skills that are hard to recruit

PEOPLE AND PERSONAL SKILLS ARE AMONG THE MOST COMMONLY LACKING



**47%**

TIME MANAGEMENT AND TASK PRIORITISATION



**39%**

CUSTOMER HANDLING

TECHNICAL AND PRACTICAL SKILL SHORTAGES

ANALYTICAL SHORTAGES WHICH MAY INHIBIT INNOVATION AND ADAPTATION



**39%**

COMPLEX PROBLEM SOLVING SKILLS



**29%**

COMPLEX NUMERICAL /STATISTICAL SKILLS

BASE: ALL ESTABLISHMENTS. %s INDICATE PROPORTION OF SKILL-SHORTAGE VACANCIES WHERE THIS SKILL IS LACKING

**What This Means**

BUSINESSES ARE LOOKING FOR A WIDE RANGE OF TECHNICAL AND PERSONAL SKILLS AMONGST APPLICANTS