

# EMPLOYER SKILLS SURVEY 2015 (ESS15)

## COLLEGES, TRAINING PROVIDERS & CAREER ADVISORS

### SURVEY MEASURES INCLUDE:



SKILLS SHORTAGE  
VACANCIES



SKILLS GAPS



UNDERUTILISATION



INVESTMENT IN  
TRAINING



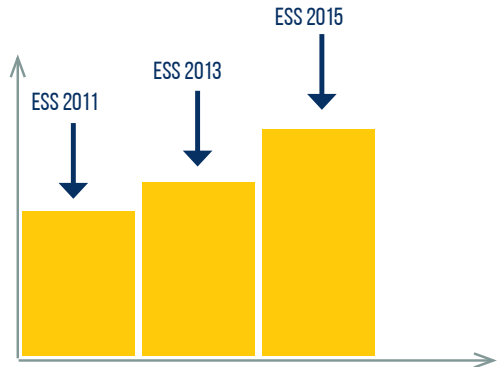
RETENTION OF STAFF



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.

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For colleges, training providers and careers advisers, the ESS15 data offers a comprehensive insight into the mind-set of 91,000 employers, throughout the UK. This information offers an invaluable perspective on the skills employers value but struggle to find in the labour market, where the employment opportunities are for education leavers, and how employers meet their skills needs and the training services that are of value to them. This includes whether employers have provided off-the-job training, the different types of training undertaken and the amount employers invest in skills.

Information available can help training providers:



**Communicate and engage with businesses on skills issues**, by improving understanding of the priorities of employers and informing discussions as to how training services can meet these.



**Shape provision to match the demand in a particular market**, through understanding the sectoral, geographic and occupational dimensions involved in the investment in, and incidence of, training.



**Develop successful and targeted curriculum strategies** by aligning qualifications on offer with employer expectations.



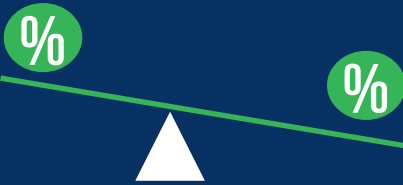
**Provide effective careers advice** underpinned by robust and up to date intelligence about opportunities in the labour market and the priorities of employers.

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**66%** of  
**STAFF TRAINED**

employers trained their staff in the past 12 months.

**42%** of employers are not in training equilibrium.



**57%** of employers who train used online training or e-learning.



**39%** of them said this amount had increased in the past 12 months.

**£45.4 BILLION** was spent on training.



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## EXAMPLES

**LMI for all** is a free online data portal, connecting sources of high quality labour market information with the aim of informing careers decisions. The ESS is an integral source of robust intelligence made available through the portal. LMI for All allows users to:

- compare occupations and sectors
- look up the skills required for a particular vacancy
- find average salaries for occupations
- and even see the square footage of a house they can buy for a weekly average salary in a job or sector across different regions of the UK!



In Northern Ireland, the ESS has been used by the Careers Service to produce industry factsheets that highlight current and future career opportunities across a wide range of sectors. It has also been used to help identify priority skills areas for Northern Ireland. This has led to the development of priority funding for certain skills and has proved a useful resource to inform the choices and decisions of individuals, employers, education providers and government.



[www.gov.uk/government/collections/ukces-employer-skills-survey-2015](http://www.gov.uk/government/collections/ukces-employer-skills-survey-2015)



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#ESS15

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UK COMMISSION FOR  
EMPLOYMENT AND SKILLS