



Employer Qualification Perceptions Survey

Final report – data annex

July 2017

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This report has been commissioned by the Office of Qualifications and Examinations Regulation.
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Data tables – all respondents

In the past 12 months, has the number of people your company employs:

Increased a lot	5.40%
Increased a little	20.20%
Not changed	67.90%
Decreased a little	5.70%
Decreased a lot	0.80%

Base 2035

Over the next 12 months, do you expect the number of people your company employs to

Increase a lot	5.20%
Increase a little	26.50%
Not change	64.40%
Decrease a little	3.50%
Decrease a lot	0.40%

Base 2029

Do you employ apprentices - either currently or have you done so in the past few years?

We currently employ apprentices	47.70%
We have employed apprentices in the past few years	62.50%

Base 966

Is your company known as an employer training provider i.e. do you typically offer any training that leads to an accredited qualification either for your own staff or to people outside of your organisation?

Yes	18.10%
No	81.90%

Base 1958

As an employer training provider, do you enrol learners on qualifications offered by awarding organisations?

Yes	75.20%
No	16.60%
Don't know	8.20%

Base 355

Please rate your understanding of:	Base	Very good understanding	Quite good understanding	Limited understanding	Not very good understanding	No understanding at all
Functional skills qualifications	2037	27.00%	35.80%	18.60%	5.80%	12.80%
Vocational/technical qualifications in my sector	1918	28.40%	39.20%	20.30%	6.20%	5.90%
Apprenticeships in my sector	1918	18.30%	28.30%	25.40%	10.60%	17.40%

Have you or anyone else in your organisation been involved in supporting development – for example as a member of a working group, responding to an online consultation or contributing to assessment design of the following in the last few years?	Base	Yes	No	Don't know
Functional skills qualifications	2028	28.20%	62.90%	8.90%
Apprenticeships in my sector	1899	24.60%	65.90%	9.50%
Vocational/technical qualifications in my sector	1877	27.70%	62.70%	9.70%

Does your organisation typically recruit people with, or arrange training leading to Functional Skills qualifications?

Yes	31.00%
No	60.60%
Don't know	8.30%

Base 2037

To what extent do you agree or disagree with the following statements:	Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
We value Functional Skills qualifications	1651	25.00%	41.60%	24.80%	2.80%	0.60%	5.20%
Functional Skills qualifications are well-understood by managers in my organisation	1637	18.90%	39.90%	28.60%	6.30%	0.90%	5.40%
Functional Skills qualifications prepare learners well for the workplace	1639	18.40%	44.50%	26.10%	3.90%	0.60%	6.50%
Functional Skills qualifications are of a high standard of quality	1632	16.20%	38.00%	32.70%	4.20%	1.00%	7.90%
Skills assessed through Functional Skills qualifications can be adapted to business needs	1643	15.90%	44.10%	27.60%	3.20%	1.30%	7.90%
People holding Functional Skills qualifications have the appropriate levels of English and maths skills needed by my organisation	1643	15.80%	38.70%	30.40%	5.50%	1.20%	8.30%
We value Functional Skills qualifications as highly as other English and maths qualifications	1635	14.90%	37.70%	31.10%	7.90%	1.90%	6.50%
Functional Skills qualifications prepare learners for the workplace as effectively as other English and maths qualifications	1642	13.80%	39.20%	31.20%	6.30%	1.50%	7.90%
Functional Skills qualifications are easy to achieve	1624	11.80%	30.10%	39.00%	7.30%	0.80%	11.00%

You disagree that you value Functional Skills qualifications as highly as other English and maths qualifications, do you value them more or less highly than other English and maths qualifications?

More highly	16.70%
Less highly	83.30%

Base 126

You disagree that Functional Skills qualifications prepare learners as effectively for the workplace as other English and maths qualifications, do you think they prepare learners more or less effectively than other English and maths qualifications?

More effectively	16.70%
Less effectively	83.30%

Base 102

Does your organisation typically recruit people with, or arrange training leading to, vocational or technical qualifications?

Yes	27.10%
No	63.50%
Don't know	9.40%

Base 2037

To what extent do you agree or disagree with the following statements:	Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
We value vocational and technical qualifications	1679	24.40%	47.30%	21.70%	2.40%	0.40%	3.80%
Vocational and technical qualifications are well-understood by managers in my organisation	1666	18.20%	46.60%	25.00%	4.70%	0.70%	4.70%
Vocational and technical qualifications prepare learners well for the workplace	1663	18.10%	47.30%	25.30%	3.60%	0.30%	5.40%
Skills assessed through vocational and technical qualifications can be adapted to business needs	1665	18.00%	48.30%	24.90%	3.10%	0.40%	5.30%
People achieving vocational and technical qualifications have the appropriate levels of technical skills needed by my organisation	1670	16.60%	41.00%	29.20%	5.90%	1.10%	6.20%
Vocational and technical qualifications are of a high standard of quality	1665	16.60%	40.00%	30.90%	4.50%	0.60%	7.40%
Vocational and technical qualifications are as well-known and understood as GCSEs and A levels	1666	13.90%	32.80%	27.60%	16.00%	3.50%	6.10%
We value vocational and technical qualifications as highly as GCSEs and A Levels	1670	16.00%	40.80%	28.60%	7.10%	1.60%	5.90%
Vocational and technical qualifications prepare learners for the workforce as effectively as GCSEs and A-levels	1665	17.10%	41.40%	27.70%	5.70%	1.20%	6.80%
Vocational and technical qualifications are easy to achieve	1658	10.50%	32.20%	35.70%	11.10%	1.20%	9.30%

You disagree that vocational and technical qualifications prepare learners as effectively for the workplace as GCSEs and A-levels, do you think they prepare them more or less effectively?

More effectively	33.70%
Less effectively	66.30%

Base 95

Are you familiar with end point assessments of apprenticeships?

Yes	22.90%
No	77.10%

Base 2036

To what extent do you agree or disagree with the following statements:	Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
We value end point assessments of apprenticeships	464	32.10%	44.80%	17.70%	1.30%	1.70%	2.40%
End point assessments of apprenticeships are well-understood by managers in my organisation	462	24.50%	46.80%	21.00%	5.00%	0.90%	1.90%
End point assessments of apprenticeships prepare learners well for the workplace	462	24.90%	42.20%	26.20%	3.50%	1.10%	2.20%
Skills assessed through end point assessments of apprenticeships can be adapted to business needs	458	24.70%	43.70%	23.10%	4.60%	1.30%	2.60%
People passing end point assessments of apprenticeships have the vocational and technical skills needed by my company	461	26.90%	39.70%	24.50%	4.80%	1.50%	2.60%
End point assessments of apprenticeships are of a high standard of quality	461	26.00%	41.20%	23.60%	4.80%	1.10%	3.30%
End point assessments of apprenticeships are easy to achieve	454	22.00%	35.70%	27.30%	9.70%	1.50%	3.70%

Are you aware the following are being reformed?	Base	Yes, aware of and understand the changes proposed or taking place	Yes, and have some understanding of the changes proposed or taking place	Yes, but don't know what changes are proposed or taking place	No
Functional skills qualifications	2033	13.60%	15.20%	16.10%	55.10%
Vocational/technical qualifications	2031	12.10%	16.90%	19.30%	51.70%
How apprentices are assessed	2025	10.60%	16.50%	18.10%	54.80%

When recruiting new employees into these types of roles, are any of the following essential?	Base	Professional and managerial roles	Skilled and supervisory roles	Entry level and admin roles
5 GCSEs at A*-C	1271	66.90%	52.70%	50.70%
Maths and English GCSEs	1370	59.10%	61.60%	62.80%
Maths and English Functional Skills	1134	46.90%	57.00%	61.30%
Relevant vocational or technical qualification	1139	46.40%	65.00%	43.80%
Completion of an apprenticeship	751	30.90%	57.80%	40.50%
Relevant work experience	1455	65.60%	70.00%	46.20%
A levels	1017	65.10%	47.50%	22.50%
Degree	997	80.60%	30.80%	16.20%
Masters	560	72.10%	24.30%	17.70%
PhD	491	69.00%	22.60%	16.90%

Has your company had any vacancies in the last 12 months, regardless of whether you were able to fill them?

Yes	40.30%
No	59.70%

Base 2006

Does your company typically recruit people:	Base	All of the time	Most of the time	Some of the time	None of the time
Aged 16-18 - first job from school, college or training provider	1961	6.90%	10.50%	28.40%	54.20%
Aged 19-24 - first job from school, college or other training provider	2006	7.80%	19.10%	39.00%	34.00%

In the last 12 months, have you arranged or funded training for your employees?

Yes	30.50%
No	69.50%

Base 2037

Thinking about the training your company has arranged or funded in the last 12 months, how much of it typically results in a qualification for the following levels of employee:	Base	All training leads to a qualification	Most training leads to a qualification	Some training leads to a qualification	No training leads to a qualification
Professional and managerial roles	580	30.30%	21.60%	29.80%	18.30%
Skilled and supervisory roles	578	25.10%	28.20%	29.20%	17.50%
Entry level and admin roles	559	22.00%	22.50%	32.20%	23.30%

Has any of the training your company has arranged or funded in the last 12 months led to any of the following: Functional Skills qualification in English or maths

Functional Skills qualification in English or maths	23.20%
GCSE in English or maths	13.90%

Other English or maths qualification	7.70%
Vocational or technical qualification	64.20%
End point assessment of an apprenticeship	13.10%
Other	20.60%

Base 495

Can you please say why your organisation hasn't arranged external training that led to an English or maths qualification?

No need for them	69.60%
Not aware of them	5.00%
Don't know which ones are relevant for us	5.30%
Too expensive	9.90%
Too time consuming	6.20%
Takes employees away from the day job	6.30%
Not of a high quality standard	2.60%
Too easy	1.70%
Too difficult	2.00%
Not enough Government funding to pay for them	5.80%
Can no longer afford to fund them, but funded them in the past	3.80%
Other	5.90%

Base 1406

Can you please say why your organisation hasn't arranged external training that led to a vocational or technical qualification?

No need for them	67.50%
Not aware of them	4.70%
Don't know which ones are relevant for us	6.40%
Too expensive	8.70%
Too time consuming	6.60%
Takes employees away from the day job	6.70%
Not of a high quality standard	2.80%
Too easy	1.40%
Too difficult	2.10%
Not enough Government funding to pay for them	5.80%
Can no longer afford to fund them, but funded them in the past	3.60%
Other	5.50%

Base 1398

Can you please say which of the following factors are taken into account when identifying which qualifications are offered to your employees:

Reputation of the awarding organisation (exam board)	28.40%
Sector recognised (valued) qualification	32.00%
Relevance for our organisation	50.40%
Size of the qualification	13.10%
Level of the qualification	29.50%
Flexible assessment	18.40%
Organisation culture i.e. always offered these qualifications	11.60%
None of these factors are taken into account	26.70%

Base 1997

To what extent do you agree or disagree with the following statements in relation to employees with Functional Skills qualifications in English or maths:	Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Holding Functional Skills in English or maths improves business performance	1671	20.40%	41.30%	25.10%	3.30%	0.50%	9.40%
Holding Functional Skills in English or maths enables the employee do their job more effectively	1668	18.60%	44.40%	24.70%	2.80%	0.70%	8.90%
Holding Functional Skills in English or maths increases productivity	1661	15.50%	37.10%	31.30%	5.40%	1.00%	9.70%
Training employees in Functional Skills in English or maths improves staff commitment	112	26.80%	51.80%	11.60%	5.40%	-	4.50%
Training employees in Functional Skills in English or maths offers good value for money	113	31.00%	47.80%	12.40%	4.40%	-	4.40%
Training employees in Functional Skills in English or maths improves staff retention	112	25.00%	53.60%	12.50%	3.60%	0.90%	4.50%

For your employees who achieve Functional Skills in English or maths at Level 2 how often does this lead to:	Base	All of the time	Most of the time	Some of the time	None of the time	Don't know
A pay increase	623	12.20%	22.60%	30.30%	20.40%	14.40%
A promotion or improved job status	619	12.30%	25.70%	34.40%	14.50%	13.10%
New responsibilities	620	13.50%	28.50%	34.20%	10.80%	12.90%

To what extent do you agree or disagree with the following statements in relation to employees with vocational or technical qualifications:	Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know
Holding vocational or technical qualifications improves business performance	1725	16.50%	47.80%	25.80%	3.00%	0.50%	6.40%
Holding vocational or technical qualifications enables the employee do their job more effectively	1724	16.60%	50.30%	23.70%	2.90%	0.50%	6.00%
Holding vocational or technical qualifications increases productivity	1720	15.50%	44.00%	28.60%	4.70%	0.70%	6.60%

To what extent do you agree or disagree with the following statements in relation to employees with vocational or technical qualifications:	Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know
Training employees in vocational or technical qualifications improves staff commitment	318	18.90%	62.60%	13.20%	0.90%	0.90%	3.50%
Training employees in vocational or technical qualifications offers good value for money	318	15.70%	60.10%	17.00%	3.10%	0.60%	3.50%
Training employees in vocational or technical qualifications improves staff retention	318	16.70%	56.30%	17.60%	5.30%	0.90%	3.10%

For your employees who achieve vocational or technical qualifications how often does this lead to:	Base	All of the time	Most of the time	Some of the time	None of the time	Don't know
A pay increase	542	15.70%	25.60%	35.60%	13.80%	9.20%
A promotion or improved job status	546	12.80%	25.80%	44.30%	9.20%	7.90%
New responsibilities	541	15.20%	33.10%	39.00%	5.50%	7.20%

For your employees who have passed the end-point assessment of an apprenticeship, how often does this lead to:	Base	All of the time	Most of the time	Some of the time	None of the time	Don't know	Not applicable
A pay increase	465	17.20%	24.70%	34.60%	8.60%	5.20%	9.70%
A promotion or improved job status	464	13.40%	28.90%	37.90%	7.10%	3.00%	9.70%
New responsibilities	463	16.40%	30.20%	35.00%	5.20%	3.70%	9.50%

Data tables – cross-tabulation by organisation size

Please rate your understanding of Functional Skills qualifications in your sector	All	Micro	Small	Medium	Large
<i>Base</i>	1981	1246	328	172	235
Very good understanding	27.4%	23.9%	30.2%	30.8%	39.1%
Quite good understanding	36.3%	35.3%	36.6%	40.7%	37.9%
Limited understanding	18.5%	19.9%	18.0%	12.2%	16.2%
Not very good understanding	5.6%	6.0%	4.3%	9.9%	1.7%
No understanding at all	12.3%	14.8%	11.0%	6.4%	5.1%

Please rate your understanding of Vocational and Technical qualifications in your sector	All	Micro	Small	Medium	Large
<i>Base</i>	1863	1165	310	164	224
Very good understanding	28.7%	26.8%	28.4%	34.1%	35.3%
Quite good understanding	39.3%	35.9%	43.5%	43.9%	48.2%
Limited understanding	20.3%	22.2%	20.3%	17.1%	12.9%
Not very good understanding	6.1%	7.5%	5.5%	3.0%	1.8%
No understanding at all	5.5%	7.6%	2.3%	1.8%	1.8%

Please rate your understanding of apprenticeships in your sector	All	Micro	Small	Medium	Large
<i>Base</i>	1863	1165	310	164	224
Very good understanding	18.6%	13.8%	20.3%	29.3%	33.5%
Quite good understanding	28.5%	23.6%	35.2%	37.2%	38.4%
Limited understanding	25.6%	28.8%	19.7%	20.7%	20.1%
Not very good understanding	10.5%	13.3%	9.7%	4.3%	1.8%
No understanding at all	16.8%	20.4%	15.2%	8.5%	6.3%

Have you, or anyone else in your organisation been involved in supporting development of Functional skills qualifications	All	Micro	Small	Medium	Large
<i>Base</i>	1972	1241	326	172	233
Yes	28.5%	18.4%	33.1%	48.8%	61.4%
No	63.1%	75.5%	58.6%	41.3%	19.3%
Don't know	8.4%	6.1%	8.3%	9.9%	19.3%

Have you, or anyone else in your organisation been involved in supporting development of Apprenticeships	All	Micro	Small	Medium	Large
<i>Base</i>	1844	1157	306	160	221
Yes	24.9%	13.9%	30.4%	46.3%	59.3%
No	66.1%	78.6%	62.1%	41.9%	24.0%
Don't know	9.0%	7.5%	7.5%	11.9%	16.7%

Have you, or anyone else in your organisation been involved in supporting development of Vocational and Technical qualifications	All	Micro	Small	Medium	Large
<i>Base</i>	1824	1141	307	162	214
Yes	28.0%	17.7%	33.2%	47.5%	60.7%
No	62.8%	74.9%	59.3%	37.0%	22.4%
Don't know	9.2%	7.4%	7.5%	15.4%	16.8%

Does your organisation typically recruit people with, or arrange training leading to Functional Skills qualifications?

	All	Micro	Small	Medium	Large
Base	1981	1246	328	172	235
Yes	31.4%	18.3%	40.5%	59.3%	68.1%
No	60.7%	75.5%	48.8%	33.1%	18.7%
Don't know	7.9%	6.2%	10.7%	7.6%	13.2%

Does your organisation typically recruit people with, or arrange training leading to, vocational or technical qualifications?

	All	Micro	Small	Medium	Large
Base	1981	1246	328	172	235
Yes	27.1%	16.6%	39.0%	47.7%	51.1%
No	63.9%	76.0%	51.2%	41.3%	33.6%
Don't know	9.0%	7.4%	9.8%	11.0%	15.3%

Are you familiar with end point assessments of apprenticeships?

	All	Micro	Small	Medium	Large
Base	1980	1245	328	172	235
Yes	23.1%	15.6%	24.7%	37.8%	49.8%
No	76.9%	84.4%	75.3%	62.2%	50.2%

Functional skills qualifications	All	Micro	Small	Medium	Large
Base	1978	1244	328	172	234
Yes, aware of and understand the changes proposed or taking place	14.0%	8.0%	16.8%	23.8%	34.6%

Yes, and have some understanding of the changes proposed or taking place	15.4%	10.8%	19.2%	28.5%	24.8%
Yes, but don't know what changes are proposed or taking place	16.4%	17.3%	16.2%	9.9%	16.7%
No	54.3%	64.0%	47.9%	37.8%	23.9%

Vocational/technical qualifications	All	Micro	Small	Medium	Large
<i>Base</i>	<i>1976</i>	<i>1245</i>	<i>328</i>	<i>171</i>	<i>232</i>
Yes, aware of and understand the changes proposed or taking place	12.3%	7.6%	12.5%	22.8%	29.7%
Yes, and have some understanding of the changes proposed or taking place	17.3%	11.6%	23.2%	29.2%	31.0%
Yes, but don't know what changes are proposed or taking place	19.5%	20.1%	21.0%	15.2%	17.2%
No	50.9%	60.8%	43.3%	32.7%	22.0%

How apprentices are assessed	All	Micro	Small	Medium	Large
<i>Base</i>	1970	1241	326	170	233
Yes, aware of and understand the changes proposed or taking place	10.8%	6.1%	10.7%	18.8%	29.6%
Yes, and have some understanding of the changes proposed or taking place	16.9%	11.1%	21.8%	32.4%	29.6%
Yes, but don't know what changes are proposed or taking place	18.3%	17.4%	19.6%	17.1%	21.9%
No	54.1%	65.4%	47.9%	31.8%	18.9%

Has your company had any vacancies in the last 12 months, regardless of whether you were able to fill them?

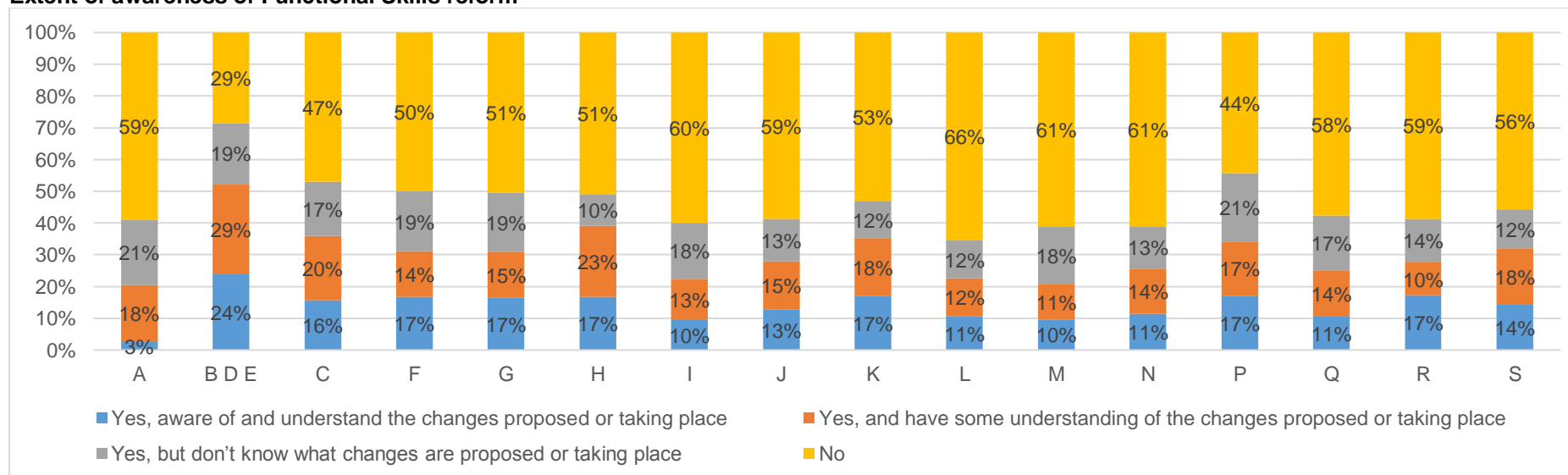
	All	Micro	Small	Medium	Large
<i>Base</i>	1950	1230	322	169	229
Yes	40.5%	22.2%	62.1%	76.9%	81.2%
No	59.5%	77.8%	37.9%	23.1%	18.8%

In the last 12 months, have you arranged or funded training for your employees?

	All	Micro	Small	Medium	Large
<i>Base</i>	1981	1246	328	172	235
Yes	30.5%	18.8%	42.7%	55.8%	57.0%
No	69.5%	81.2%	57.3%	44.2%	43.0%

Data tables – cross-tabulation by sector

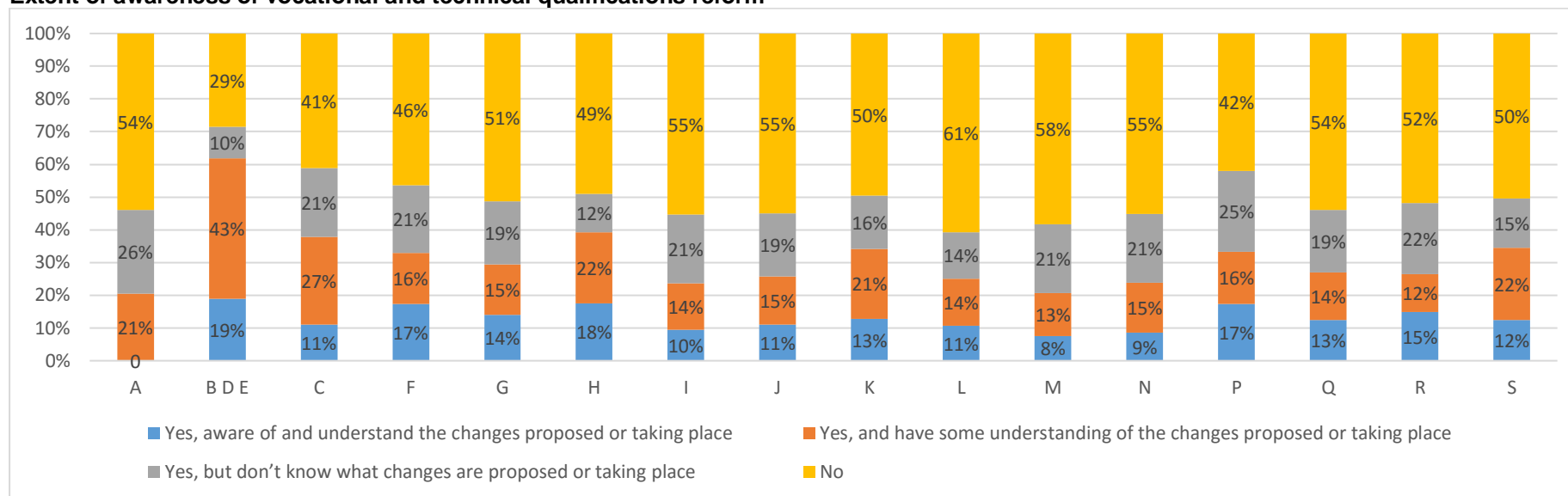
Extent of awareness of Functional Skills reform



Base: 2,033 respondents

A	Farming; forestry and fishing	K	Insurance and banking; financial services; legal and accounting
B, D, E	Energy and utilities; mining	L	Real estate
C	Manufacturing	M	Architecture and engineering; pharmaceuticals; professional services; scientific and technical activities; scientific research and development; veterinary
F	Construction and facilities management	N	Office administration and support
G	Retail	P	Education
H	Postal and courier; transport and logistics; warehousing	Q	Healthcare; residential care; social care
I	Hospitality	R	Arts, culture and entertainment; sport and leisure
J	Computing/digital/IT; media, publishing and journalism; telecommunications	S	Employment; rental and leasing; travel and tourism; advertising and market research

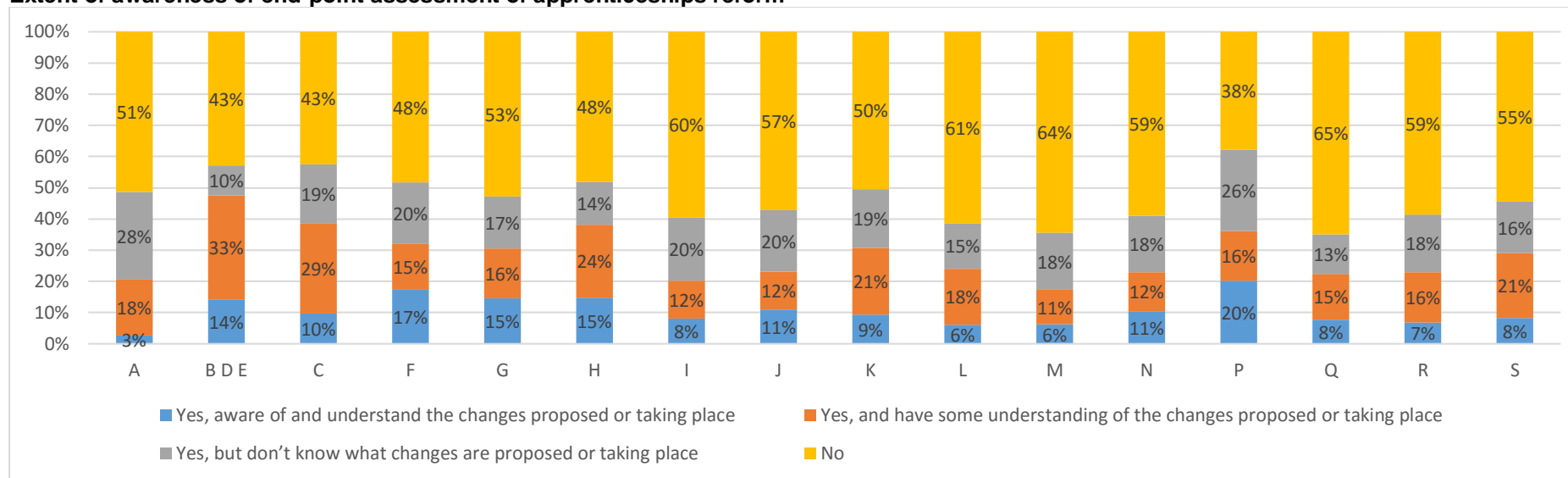
Extent of awareness of vocational and technical qualifications reform



Base: 2,031 respondents

A	Farming; forestry and fishing	K	Insurance and banking; financial services; legal and accounting
B, D, E	Energy and utilities; mining	L	Real estate
C	Manufacturing	M	Architecture and engineering; pharmaceuticals; professional services; scientific and technical activities; scientific research and development; veterinary
F	Construction and facilities management	N	Office administration and support
G	Retail	P	Education
H	Postal and courier; transport and logistics; warehousing	Q	Healthcare; residential care; social care
I	Hospitality	R	Arts, culture and entertainment; sport and leisure
J	Computing/digital/IT; media, publishing and journalism; telecommunications	S	Employment; rental and leasing; travel and tourism; advertising and market research

Extent of awareness of end-point assessment of apprenticeships reform



Base: 2,025 respondents

A	Farming; forestry and fishing	K	Insurance and banking; financial services; legal and accounting
B, D, E	Energy and utilities; mining	L	Real estate
C	Manufacturing	M	Architecture and engineering; pharmaceuticals; professional services; scientific and technical activities; scientific research and development; veterinary
F	Construction and facilities management	N	Office administration and support
G	Retail	P	Education
H	Postal and courier; transport and logistics; warehousing	Q	Healthcare; residential care; social care
I	Hospitality	R	Arts, culture and entertainment; sport and leisure
J	Computing/digital/IT; media, publishing and journalism; telecommunications	S	Employment; rental and leasing; travel and tourism; advertising and market research

Data tables – cross-tabulation by region

Functional skills qualifications

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2037	210	152	381	107	233	337	224	207	186
Very good understanding	27.0%	26.7%	28.3%	28.1%	35.5%	32.2%	26.4%	25.9%	21.7%	21.0%
Quite good understanding	35.8%	33.3%	42.1%	32.0%	38.3%	37.3%	35.0%	38.8%	39.1%	31.7%
Limited understanding	18.6%	17.6%	16.4%	18.6%	19.6%	16.7%	18.4%	21.9%	17.4%	21.0%
Not very good understanding	5.8%	5.7%	4.6%	6.3%	3.7%	6.4%	6.8%	6.3%	4.8%	4.8%
No understanding at all	12.8%	16.7%	8.6%	15.0%	2.8%	7.3%	13.4%	7.1%	16.9%	21.5%

Vocational/technical qualifications in my sector

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	1918	198	148	353	97	219	314	212	195	182
Very good understanding	28.4%	31.8%	33.1%	26.9%	34.0%	33.8%	27.1%	31.1%	21.5%	20.3%
Quite good understanding	39.2%	35.9%	38.5%	38.8%	42.3%	37.9%	38.2%	37.7%	44.6%	41.8%
Limited understanding	20.3%	23.7%	19.6%	19.5%	15.5%	17.8%	20.4%	23.1%	17.4%	24.2%
Not very good understanding	6.2%	5.6%	7.4%	6.8%	6.2%	5.0%	5.4%	2.8%	8.7%	8.8%
No understanding at all	5.9%	3.0%	1.4%	7.9%	2.1%	5.5%	8.9%	5.2%	7.7%	4.9%

Apprenticeships in my sector

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	1918	198	148	353	97	219	314	212	195	182
Very good understanding	18.3%	20.2%	25.0%	16.4%	25.8%	24.2%	15.3%	19.8%	13.8%	11.5%
Quite good understanding	28.3%	28.3%	33.1%	30.3%	21.6%	28.8%	28.0%	22.6%	32.8%	25.3%
Limited understanding	25.4%	23.2%	23.6%	23.2%	28.9%	19.6%	28.7%	30.7%	26.7%	25.8%
Not very good understanding	10.6%	13.1%	8.8%	9.6%	9.3%	11.9%	8.0%	10.4%	10.3%	15.4%
No understanding at all	17.4%	15.2%	9.5%	20.4%	14.4%	15.5%	20.1%	16.5%	16.4%	22.0%

Functional skills qualifications – involvement in development

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2028	207	152	381	105	231	337	224	207	184
Yes	28.2%	23.7%	34.2%	36.7%	29.5%	28.6%	23.7%	31.3%	25.6%	16.8%
No	62.9%	66.7%	58.6%	53.0%	61.0%	64.1%	64.1%	62.1%	68.6%	74.5%
Don't know	8.9%	9.7%	7.2%	10.2%	9.5%	7.4%	12.2%	6.7%	5.8%	8.7%

Apprenticeships in my sector – involvement in development

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	1899	195	147	350	92	217	314	211	194	179
Yes	24.6%	23.6%	36.7%	30.9%	30.4%	25.8%	18.2%	26.1%	20.6%	13.4%
No	65.9%	66.2%	55.8%	57.4%	60.9%	65.4%	69.7%	66.8%	71.1%	79.9%
Don't know	9.5%	10.3%	7.5%	11.7%	8.7%	8.8%	12.1%	7.1%	8.2%	6.7%

Vocational/technical qualifications in my sector – involvement in development

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	1877	194	142	346	97	216	305	207	191	179
Yes	27.7%	23.7%	33.8%	34.1%	32.0%	30.1%	23.6%	31.9%	21.5%	17.9%
No	62.7%	67.0%	57.7%	54.6%	59.8%	60.6%	64.3%	60.4%	69.1%	74.3%
Don't know	9.7%	9.3%	8.5%	11.3%	8.2%	9.3%	12.1%	7.7%	9.4%	7.8%

Does your organisation typically recruit people with, or arrange training leading to Functional Skills qualifications?

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2037	210	152	381	107	233	337	224	207	186
Yes	31.0%	28.6%	31.6%	39.1%	28.0%	32.6%	27.6%	32.1%	30.0%	22.6%
No	60.6%	66.2%	63.2%	52.8%	66.4%	57.9%	61.7%	59.8%	60.4%	67.7%
Don't know	8.3%	5.2%	5.3%	8.1%	5.6%	9.4%	10.7%	8.0%	9.7%	9.7%

Does your organisation typically recruit people with, or arrange training leading to, vocational or technical qualifications?

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2037	210	152	381	107	233	337	224	207	186
Yes	27.1%	28.1%	25.7%	29.9%	22.4%	29.6%	26.4%	27.7%	26.6%	22.0%
No	63.5%	61.9%	63.8%	60.4%	65.4%	60.5%	65.9%	62.9%	63.3%	71.0%
Don't know	9.4%	10.0%	10.5%	9.7%	12.1%	9.9%	7.7%	9.4%	10.1%	7.0%

Are you familiar with end point assessments of apprenticeships?

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2036	210	152	381	107	233	336	224	207	186
Yes	22.9%	21.0%	30.3%	25.2%	22.4%	28.8%	19.3%	24.6%	17.9%	17.2%
No	77.1%	79.0%	69.7%	74.8%	77.6%	71.2%	80.7%	75.4%	82.1%	82.8%

Functional skills qualifications – awareness of reform

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2036	210	152	381	107	233	337	223	207	186
Yes, aware of and understand the changes proposed or taking place	13.6%	11.9%	20.4%	19.4%	18.7%	13.7%	8.3%	13.0%	13.0%	5.9%
Yes, and have some understanding of the changes proposed or taking place	15.1%	12.4%	16.4%	16.5%	11.2%	17.2%	14.5%	15.7%	16.4%	12.9%
Yes, but don't know what changes are proposed or taking place	16.1%	23.3%	16.4%	11.8%	15.9%	14.2%	19.3%	14.8%	18.4%	11.8%
No	55.1%	52.4%	46.1%	52.2%	54.2%	54.9%	57.3%	56.5%	52.2%	69.4%

Vocational/technical qualifications – awareness of reform

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2036	210	152	381	107	233	337	223	207	186
Yes, aware of and understand the changes proposed or taking place	12.0%	11.9%	19.1%	16.0%	15.9%	13.7%	5.9%	12.1%	8.2%	9.1%
Yes, and have some understanding of the changes proposed or taking place	16.9%	12.9%	17.8%	20.2%	15.9%	17.6%	17.2%	14.8%	21.3%	10.8%
Yes, but don't know what changes are proposed or taking place	19.3%	26.2%	19.1%	13.9%	18.7%	15.9%	22.6%	17.5%	24.6%	17.2%
No	51.6%	49.0%	44.1%	49.3%	49.5%	52.4%	54.0%	55.6%	45.9%	62.4%

How apprentices are assessed – awareness of reform

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2036	210	152	381	107	233	337	223	207	186
Yes, aware of and understand the changes proposed or taking place	10.5%	9.0%	16.4%	15.5%	12.1%	10.7%	6.8%	10.3%	7.7%	5.9%
Yes, and have some understanding of the changes proposed or taking place	16.5%	13.8%	17.8%	18.9%	16.8%	17.2%	14.5%	14.3%	21.7%	12.4%
Yes, but don't know what changes are proposed or taking place	18.0%	23.8%	18.4%	15.2%	19.6%	17.6%	19.3%	17.9%	17.9%	14.5%
No	54.5%	53.3%	46.7%	49.6%	50.5%	54.5%	58.8%	56.5%	52.7%	66.1%

Has your company had any vacancies in the last 12 months, regardless of whether you were able to fill them?

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2006	207	150	374	107	230	331	220	203	184
Yes	40.3%	34.8%	50.7%	48.9%	38.3%	37.4%	36.3%	44.5%	36.9%	31.0%
No	59.7%	65.2%	49.3%	51.1%	61.7%	62.6%	63.7%	55.5%	63.1%	69.0%

In the last 12 months, have you arranged or funded training for your employees?

	All	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
<i>Bases</i>	2037	210	152	381	107	233	337	224	207	186
Yes	30.5%	32.9%	32.2%	36.0%	32.7%	27.9%	29.7%	28.6%	27.1%	25.3%
No	69.5%	67.1%	67.8%	64.0%	67.3%	72.1%	70.3%	71.4%	72.9%	74.7%