



Department  
for Work &  
Pensions



Government  
Social Research

# DWP Employer Survey 2024

Labour Market

May 2025

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# 1. Executive summary

# Executive summary – Labour market

This summary presents the key findings from a survey of 8,006 employers (each of which had at least two employees). The research looked at employer attitudes and behaviours towards the recruitment, retention and progression of staff within their organisations, as well as engagement with government employment schemes and wider engagement with DWP.

- **Employer recruitment** has decreased slightly since 2022, and over half of employers (53%) who have recruited in the previous 12 months were unable to find a suitable candidate. Low numbers of applicants with the required skills (58%), or with the required attitude, motivation or personality (45%) were cited by employers as the main challenges to recruitment.
- Most employers have not experienced issues with **employee retention** in the past year. Where employers had experienced problems with retaining staff (13%), poor terms and conditions (e.g. pay) was the most commonly cited factor (31%).
- Overall, engagement with **government employment schemes** was low. The most utilised was the Apprenticeship Scheme (25% of employers who had heard of apprenticeships said they have recruited through this scheme), however, almost two thirds of these employers (64%) believed that candidates recruited through this scheme were not job-ready when they joined their organisation. Small and medium-sized enterprises (SMEs) were more likely to report issues with candidate suitability compared to large employers.
- Employer provision of support to encourage **employee progression** has remained broadly consistent since the 2022 survey. The most utilised measure employers reported undertaking was encouraging employees to upskill or undertake learning activities (75%).
- Employment of **older workers** (aged 50 or over) has increased since the 2022 survey (84% said this in 2024 compared to 73% in 2022); with employers also more likely to agree with many of the perceived benefits of having these workers in their organisation.
- In terms of **menopause**, over 6 in 10 employers (64%) agreed that workplaces should provide support for employees who are experiencing menopause. However, only a small proportion of employers have a menopause policy in place (18%) or provide menopause-related training (5%).

## 2. Introduction and methodology

# Background and aims

- The DWP Employer Survey 2024 is the second wave of a cross-sectional representative survey of employers in Great Britain (GB). Wave 1 of this survey was conducted in 2022 and published in 2023.
- The survey is designed to gather evidence from employers on their policies, awareness and attitudes in relation to key topics of interest to DWP. The topics covered by the survey include:
  - Health and disability in the workplace
  - Recruitment, retention and progression of staff
  - Engagement with government employment schemes and wider engagement with DWP
  - Pension provision
  - Groups who may be disadvantaged in the labour market.
- The survey in its current form was commissioned in 2021. It consolidated three different cross-cutting employer surveys that were taking place across the department into one, biennial, modularised survey. This new survey format was intended to streamline DWP's ask of employers, and therefore to reduce the burden on employers in terms of DWP research participation.
- This survey allows DWP to understand how employer attitudes and behaviours have changed since 2022, as well as providing information on new topics of interest to DWP such as menopause and flexible working.

# Methodology

- Wave 2 of this survey was conducted between the 28<sup>th</sup> February and 25<sup>th</sup> April 2024. It used a mixed mode design (conducted online and via telephone) and reached a total of 8,006 employers in Great Britain.
- The survey questionnaire was modularised so the sample size for individual questions differs from the total number of responses achieved across the survey.
- The data collected has been weighted to make it representative of the underlying population of employers in Great Britain in terms of business sector, size and country. The weighting approach was consistent with wave 1 and used counts from the Inter-Departmental Business Register (IDBR), a comprehensive list of UK businesses. More information on the survey methodology is detailed in the technical report.
- The mode split for this wave differed slightly to wave 1. Wave 2 consisted of 3,059 telephone interviews and 4,947 online surveys whereas, wave 1 consisted of 4,794 telephone interviews and 3,208 online surveys. The effect of this change in mode on the data collected and comparisons between waves has not been fully explored.
- The definitions used to categorise employers according to organisation size are detailed below.
  - **Large employer:** an organisation with 250 or more employees
  - **Medium employer:** an organisation with 50 to 249 employees
  - **Small employer:** an organisation with 2 to 49 employees\*
  - **Small and medium-sized enterprises (SMEs):** organisations with 2 to 249 employees

\*Note: These definitions are slightly different to the ONS harmonised definitions of employer size, as this survey excluded organisations with less than 2 staff members.

# Approach to reporting

- The findings in this slide deck are based on employers' direct experiences of DWP services and policies, and their experiences of a variety of workplace management topics. The survey included a small number of perception and attitudinal-based questions which ask employers about their views of DWP services and policies, and some of these were asked whether or not employers had experienced these services and policies directly. These perceptions and attitudes are important in better understanding how employers view what the department delivers and to help the department understand and address any concerns from this stakeholder group.
- Where comparisons are made in this slide pack between different population groups or variables, only those differences found to be statistically significant at the 5% level ( $p < 0.05$ ) are reported.
- In some cases, it was not possible to include within these slides the data from all respondent sub-groups, however this analysis is available in the accompanying published data tables.
- In this slide pack, key information is provided for each reported question. The number of respondents presented with each question (unweighted) and description of these respondents (Base=N) is provided under each graph. The chart titles contain the corresponding question number.



### 3. Recruitment and retention

# Fewer than half of employers had recruited or tried to recruit staff in the previous 12 months

Chart 1: The proportion of employers who had recruited or tried to recruit staff in the previous 12 months, by organisation size, H1, 2024

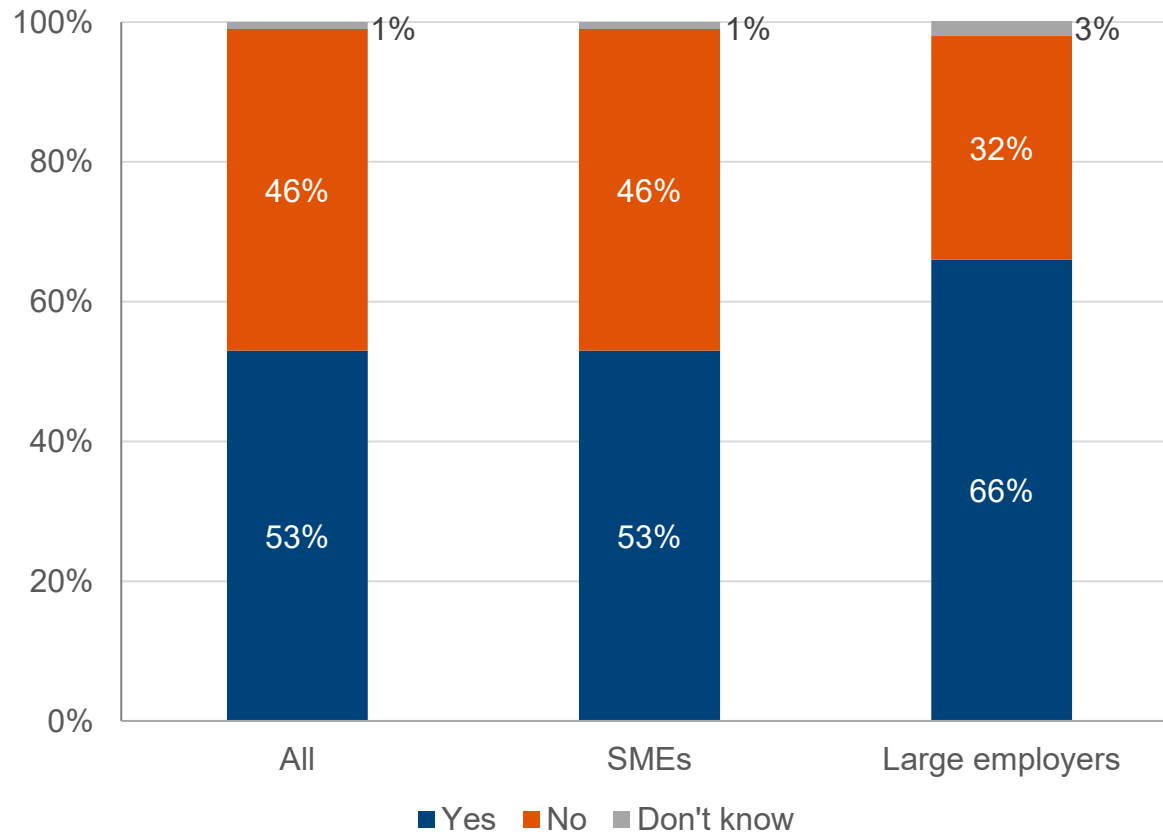


Unweighted base: All employers (2,667); 2-4 staff (835); 5-9 staff (495); 10-24 staff (517); 25-49 staff (303); 50-99 staff (214); 100-249 staff (192); 250+ staff (111)

- Over 4 in 10 (46%) employers said they had recruited or tried to recruit staff in the previous 12 months. This consisted of over 3 in 10 (37%) employers who had recruited staff, and a further 1 in 10 (9%) who had tried to recruit but not managed to take on new staff.
- Over half of employers (53%) said they had not recruited or tried to recruit in the previous 12 months, and fewer than 1 per cent did not know.
- Employers with 2 to 4 staff were more likely than every other employer size band to say they had not recruited or tried to recruit in the last year (72% of these employers said this).
- Employers were less likely to say they had recruited in the previous 12 months compared to the 2022 survey (a decrease of 4.5 percentage points (pp) from 42%).

# Over half of employers who had recruited said there were instances when they had been unable to find suitable candidates

Chart 2: The proportion of employers who had tried to recruit staff but were unable to find a suitable candidate, by organisation size, H8, 2024



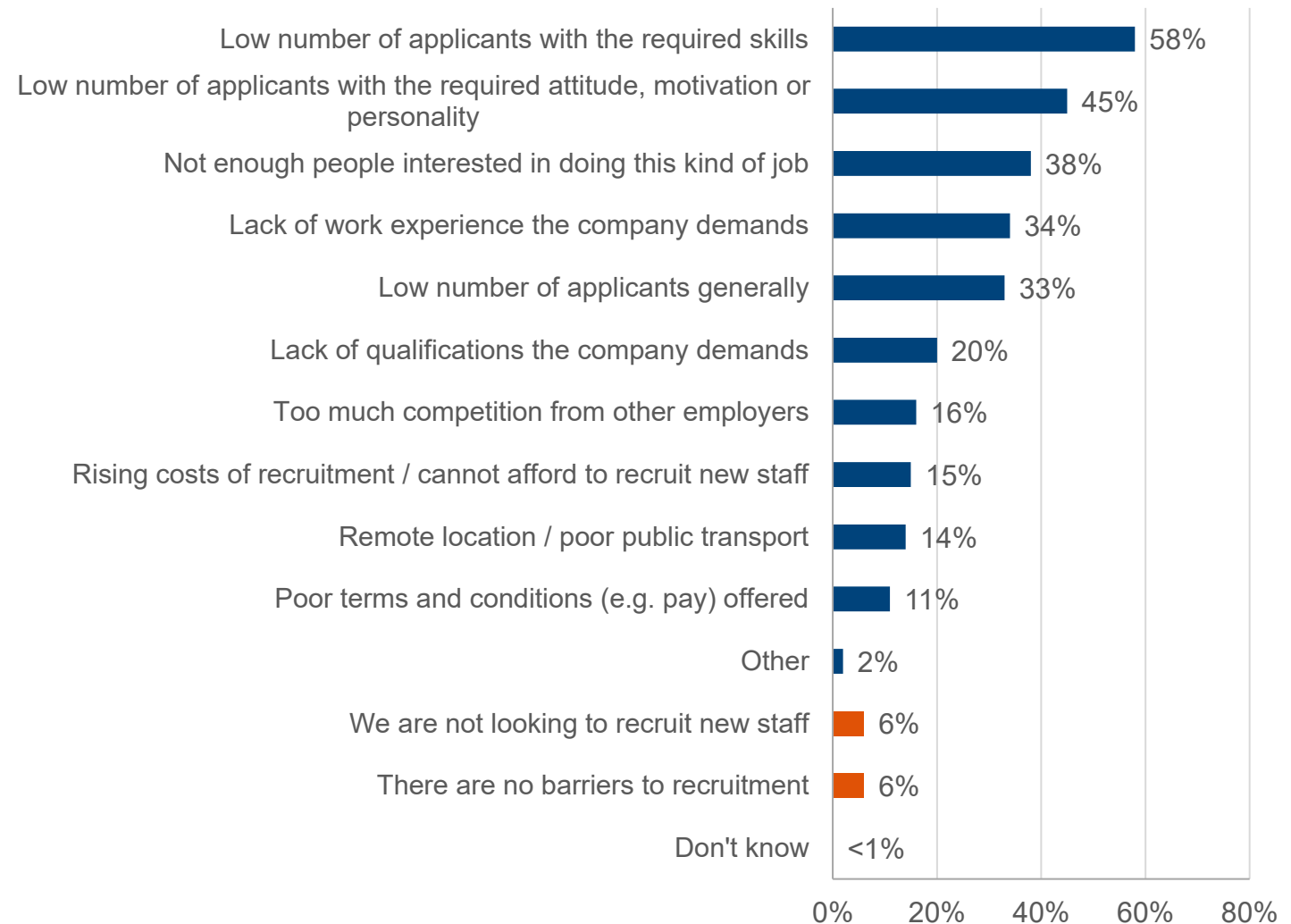
Unweighted base: All employers who have recruited in the last 12 months (1,566); SMEs (1,457); Large employers (109)

- Employers who had recruited in the previous 12 months (37%), were asked if there had been any instances in the last year where they had tried to recruit but were unable to find a suitable candidate.
- Over half of employers who were asked this question said there had been instances where they were unable to find a suitable candidate (53%). Slightly fewer employers (46%) said there had not been instances where they had been unable to find a suitable candidate, and 1 per cent did not know.
- SMEs were more likely than large employers to say they had **not** had any instances where they had been unable to find suitable candidates (46% of SMEs said this compared to 32% of large employers).
- Responses to this question had not changed significantly since the 2022 survey.

# The main perceived barriers to recruitment among employers who had recruited or tried to recruit in the last 12 months were low numbers of applicants with the required skills or attitude

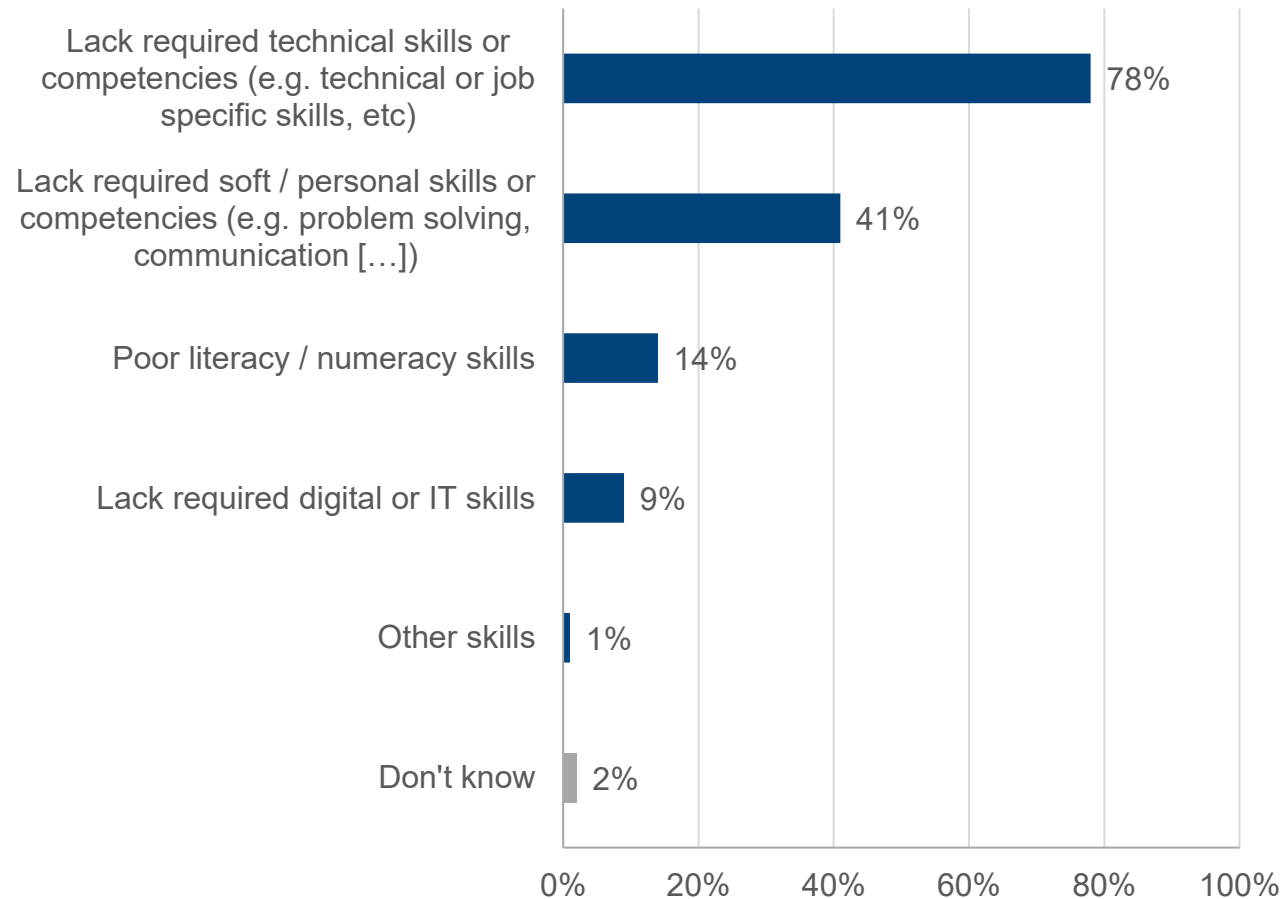
Chart 3: Employer views on the barriers to recruitment for their organisation, H11, 2024

- Employers who had recruited or tried to recruit in the previous 12 months (46%) were asked what the main barriers to recruitment were for their organisation.
- The most common response, reported by over half of employers, was a low number of applicants with the required skills (58%). This was consistent across all organisation size bands.
- This was followed by a low number of applicants with the required attitude, motivation or personality (45%) and not enough people interested in doing this kind of job (38%).
- It is not possible to make comparisons to 2022 data for this question due to changes in the survey question and approach to collecting responses.



# Where a lack of skills was mentioned as a barrier to recruitment, this was mostly in relation to technical, job-specific skills or competencies

**Chart 4: Employer views on the type of skills that are lacking, and which present a recruitment challenge for their business, H10, 2024**

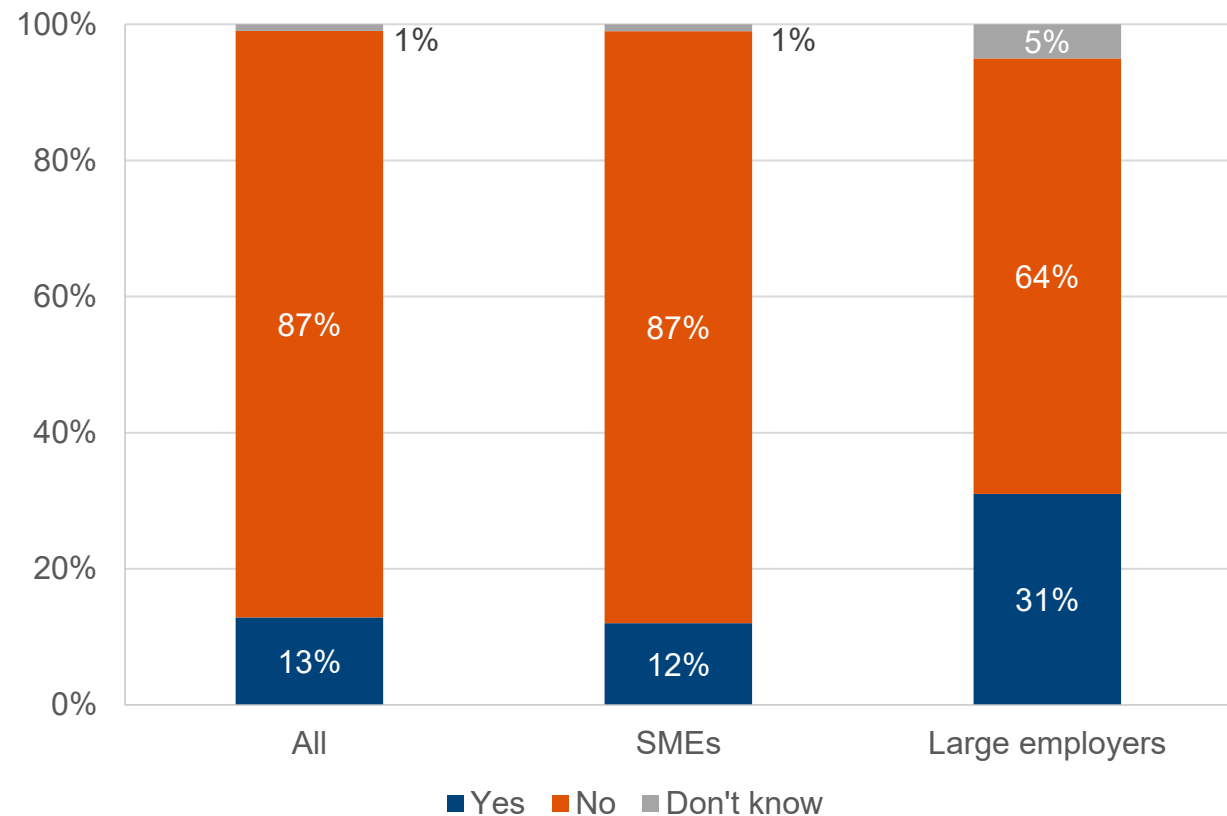


Unweighted base: Employers who selected lack of skills as a barrier to recruitment (1,093)

- Employers who mentioned a low number of applicants with the required skills as a barrier to recruitment for their organisation (58% of employers who had recruited or tried to recruit) were asked what specific skillsets, from a pre-defined list, were lacking.
- The most common response by far was a lack of required technical skills or competencies, mentioned by over three quarters (78%) of these employers. This was followed by a lack of soft or personal skills (41%) and poor literacy or numeracy skills (14%).
- SMEs were more likely than large employers to say a lack of soft or personal skills (41% of SMEs vs 18% of large employers said this), and poor literacy or numeracy skills (14% vs 2%). These comparisons by organisation size should be used with some caution due to the low base size for large employers (n=71) for this question.
- It is not possible to make comparisons to 2022 data for this question due to changes in the survey response options and routing.

# Most employers have not had any problems with retaining staff over the last year; large employers were more likely than SMEs to face issues with employee retention

**Chart 5: The proportion of employers who have had problems with retaining staff over the previous year, by organisation size, H12, 2024**



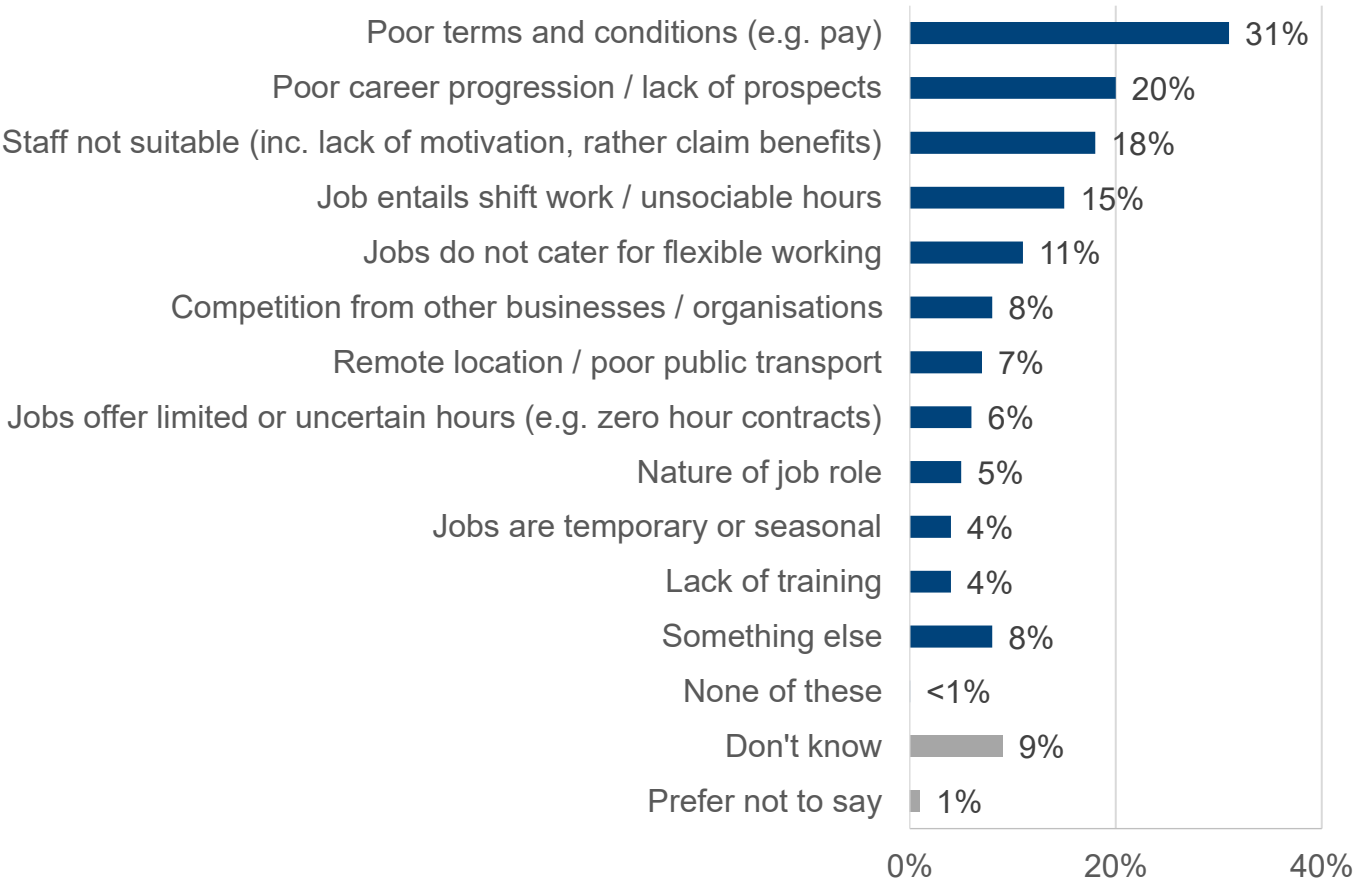
Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)

- Most employers (87%) have not had any problems with retaining staff over the last year; a small proportion of employers (13%) have had problems with this.
- Large employers were more likely than SMEs to report that they have had problems with retaining staff over the last year (31% vs 12%).
- The proportion of employers who have had problems with retaining staff over the last year had not changed significantly since the 2022 survey.

# Employers most commonly cited poor terms and conditions (e.g. pay) as a barrier to retention for their organisation

- Employers who reported that they have had problems with retaining staff over the last year (13%) were asked what the main barriers to retention are for their organisation.
- The most common barrier reported by employers was poor terms and conditions (e.g. pay) (31%). This was followed by poor career progression/lack of prospects (20%) and staff not being suitable (18%).
- Large employers were more likely than SMEs to report competition from other businesses/organisations as a barrier to retention (35% vs 7%).
- In 2024, employers were more likely to report ‘Staff not suitable’ as a barrier to retention compared to the 2022 survey (an increase of 10.3pp).
- Additionally, employers were less likely to report ‘Competition from other businesses/organisations’ as a barrier to retention in 2024, compared to the 2022 survey (a decrease of 8.6pp).

Chart 6: Barriers to retaining staff reported by employers, H13, 2024



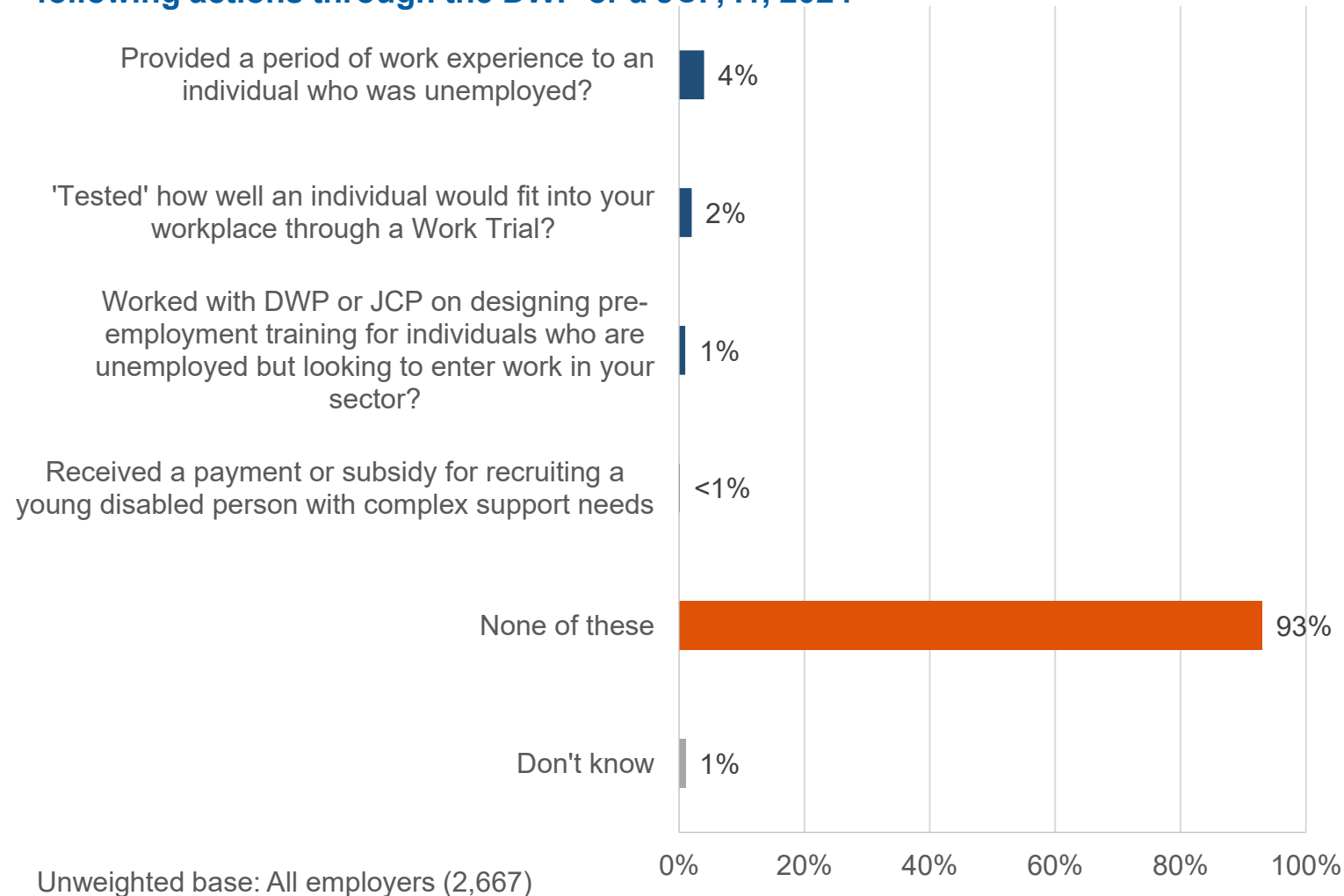
Unweighted base: Employers who have had problems with retaining staff (453)

## 4. Engagement with government employment schemes and wider engagement with DWP



# The majority of employers had not carried out recruitment activities through DWP/JCPs in the previous 12 months

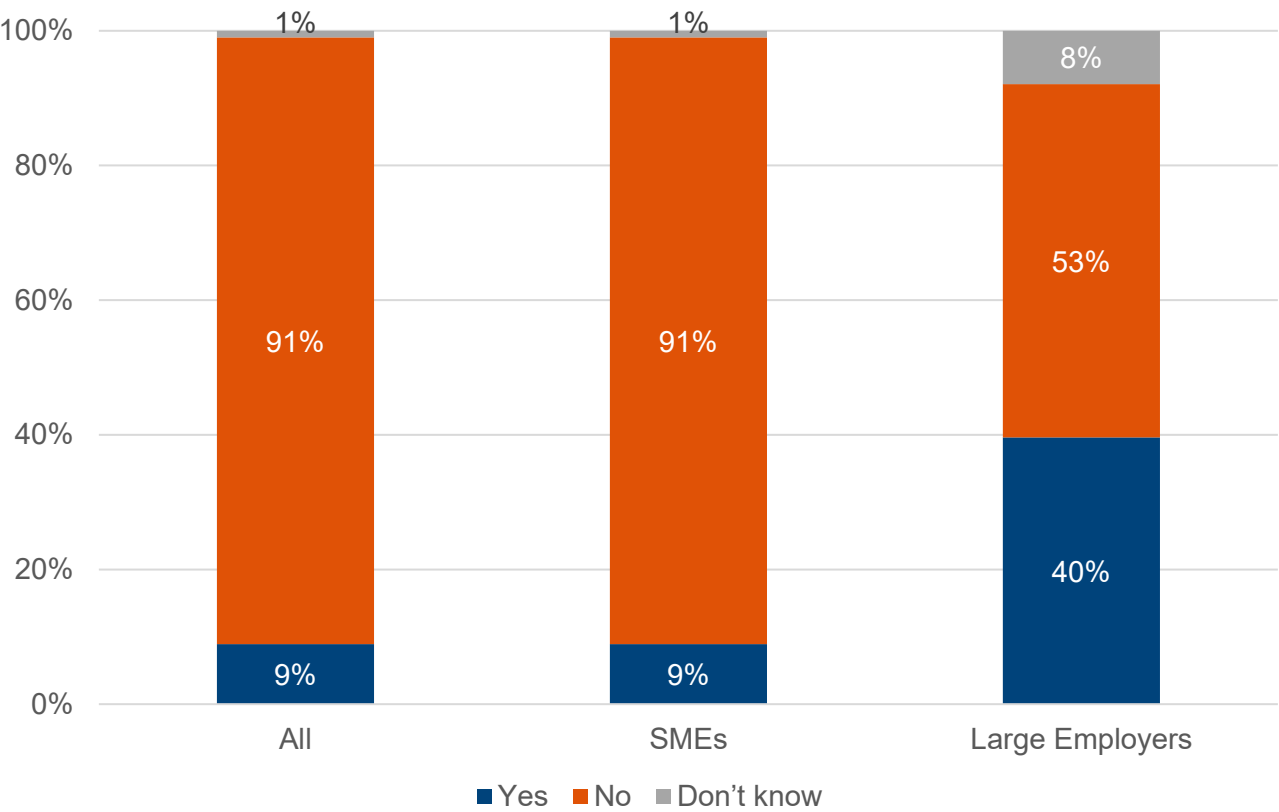
**Chart 7: Proportion of employers who, in the past 12 months, have carried out the following actions through the DWP or a JCP, 11, 2024**



- Employers were asked whether they had engaged with a selection of Department for Work and Pensions (DWP) or Jobcentre Plus (JCP) recruitment activities in the previous 12 months. Most employers had not engaged with any of these activities (93%).
- SMEs were more likely than large employers to say they had not engaged with the activities they were prompted with (93% vs 74%).
- Compared to the 2022 survey, employers were less likely to say they had offered work experience or a work trial. Instead, they were more likely to select none of these (an increase of 8.7pp).
- Note, the response option 'received a payment or subsidy for recruiting an 18-24 year old who had previously been unemployed' was removed for the 2024 survey.

# Most employers do not currently employ anybody through government recruitment schemes

Chart 8: Proportion of employers who say they employ someone through a government scheme, by organisation size, I2, 2024

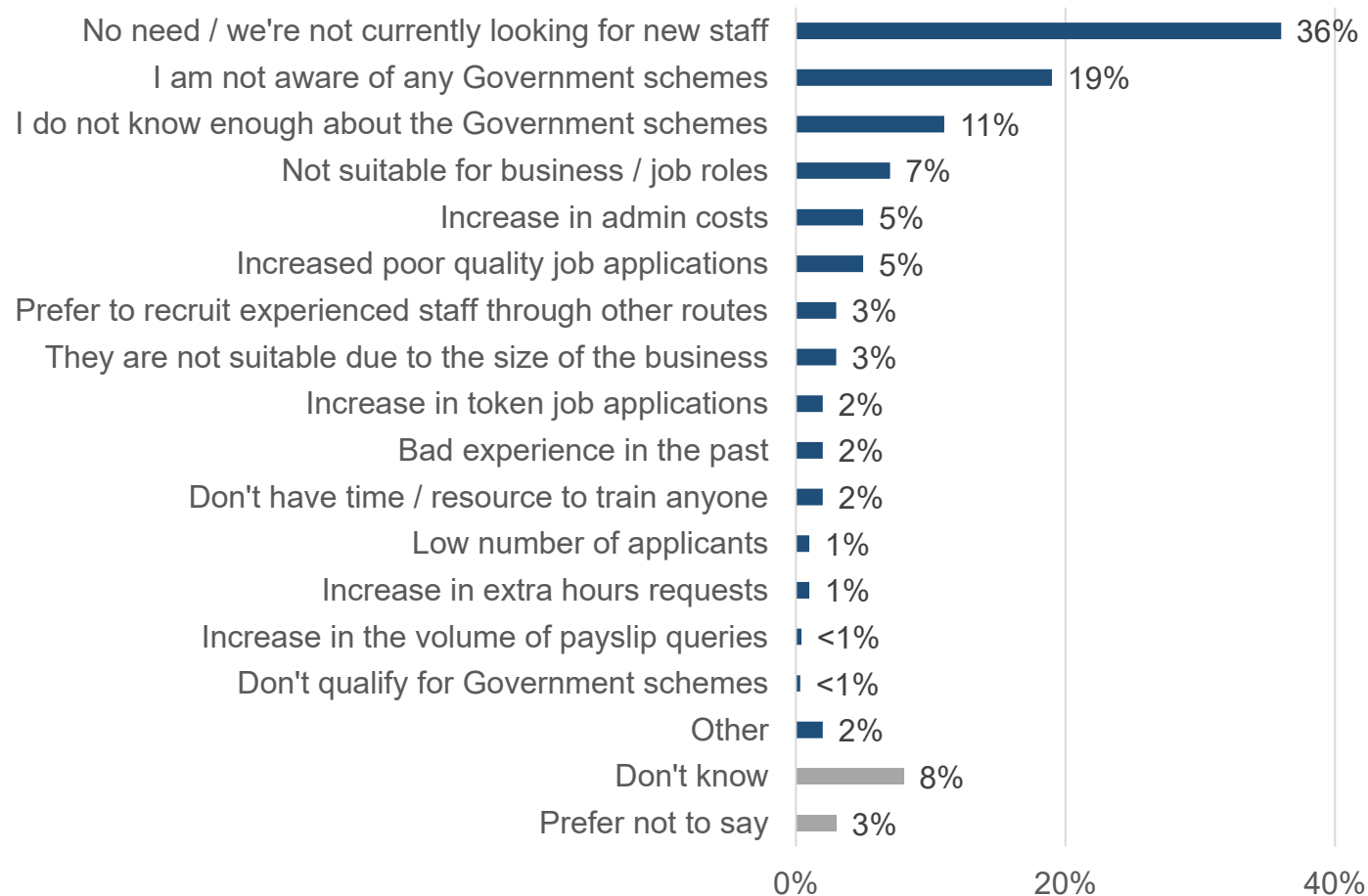


- Just under 1 in 10 (9%) employers reported that they currently employ someone through a government scheme; the majority of employers (91%) do not currently employ anybody through a government scheme.
- Large employers were more likely than SMEs to say they employ someone through a government scheme (40% vs 9%).
- Employers in 2024, were slightly less likely to say they employ someone through a government scheme, compared to 2022 (a decrease of 3.2pp).

Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)

# The most common reason employers gave for not employing anybody through a government scheme was no need / not currently looking for new staff

**Chart 9: Reasons employers provided for not employing anybody through any government schemes, I3, 2024**

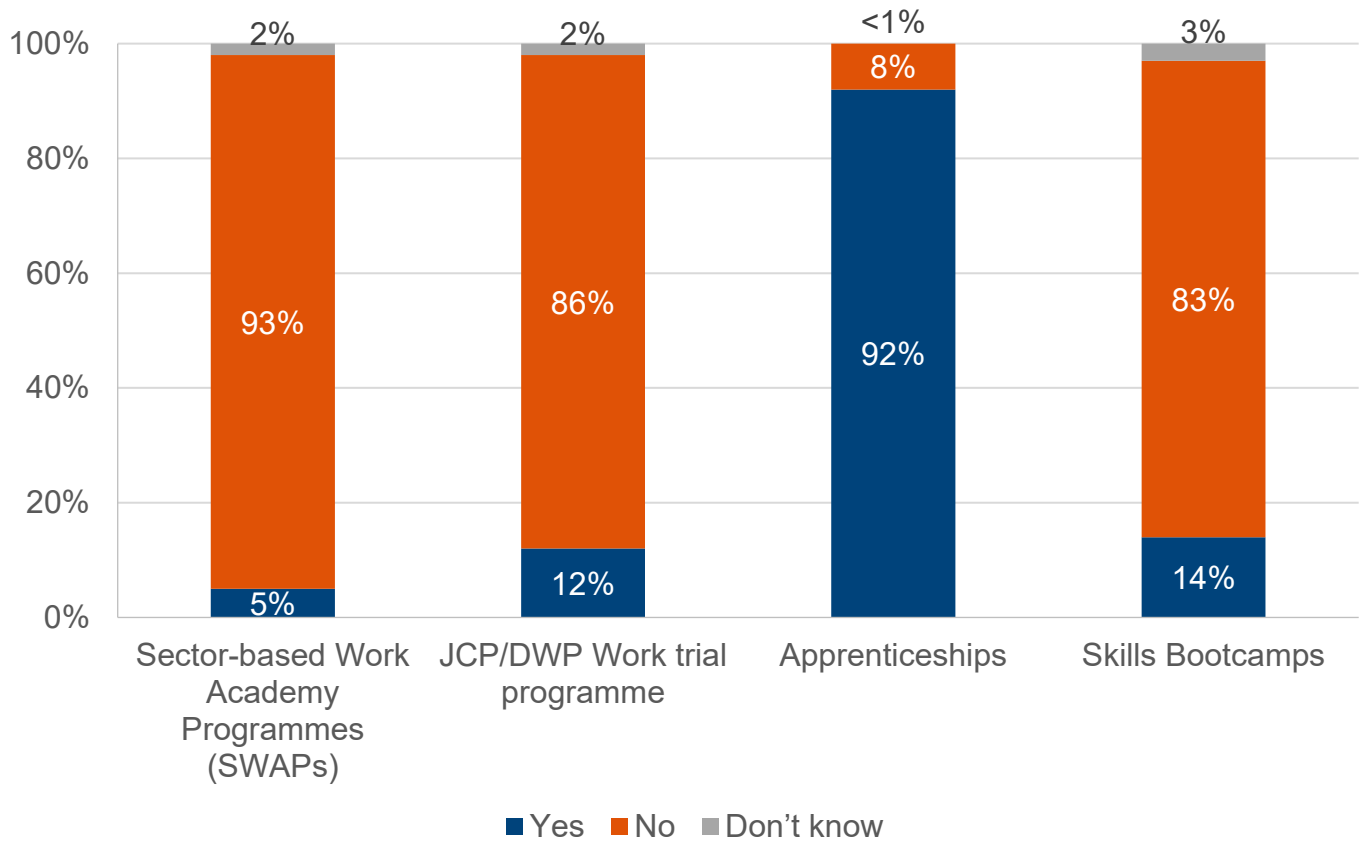


Unweighted base: Employers who do not employ anybody through Government schemes (2,221)

- Employers who said they do not currently employ anybody through a government scheme (91%) were asked what their reasoning was for this.
- The most common reason given was that there was no need/they are not currently looking for new staff (36%). This was followed by a lack of awareness of any government schemes (19%) and not knowing enough about the government schemes (11%).
- Compared to the 2022 survey, employers were more likely to say that they were not aware of any government schemes (an increase of 6.6pp), and the schemes were not suitable for their business/job roles (an increase of 2.3pp).
- Employers in 2024 were slightly less likely to say they prefer to recruit experienced staff through other routes (a decrease of 3.2pp) and that they don't qualify for government schemes (a decrease of 1.8pp).
- To note, a lot of the responses displayed on the slide were unprompted using the 'other (please specify)' option.

# Most employers have heard of apprenticeships; very few employers have heard of the remaining government schemes

Chart 10: Proportion of employers who have heard of the following government schemes, 14, 2024

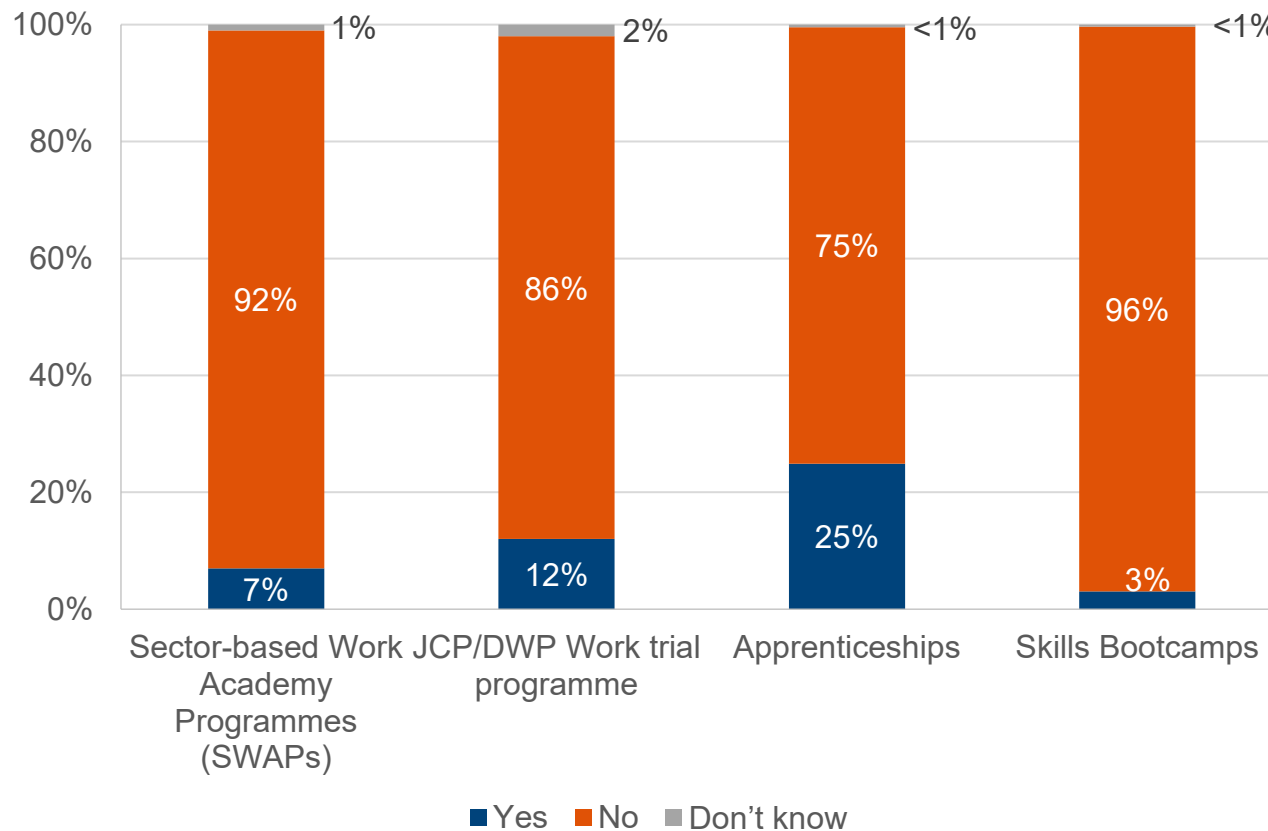


Unweighted base: SWAPs, JCP/DWP Work trial programme, Apprenticeships: All employers (2,667). Skills Bootcamps: Employers based in England (2,299)

- Most employers have not heard of SWAPs (93%), the JCP/DWP work trial programme (86%) and skills bootcamps (83%).
- Over 9 in 10 (92%) employers have heard of apprenticeships; large employers were more likely than SMEs to have heard of these (100% vs 92%).
- Large employers were also more likely than SMEs to have heard of JCP/DWP’s work trial programme (21% vs 12%).
- In 2024, employers were slightly more likely to say they had heard of apprenticeships, compared to the 2022 survey (an increase of 2.9pp).
- Employer knowledge of SWAPs or the work trial programme had not changed significantly since the 2022 survey.
- Skills bootcamps were added to this question for the 2024 survey.

# Only a small proportion of employers have recruited through various government schemes; 1 in 4 employers have recruited through apprenticeships

Chart 11: Proportion of employers who have recruited through the following government schemes, 15, 2024

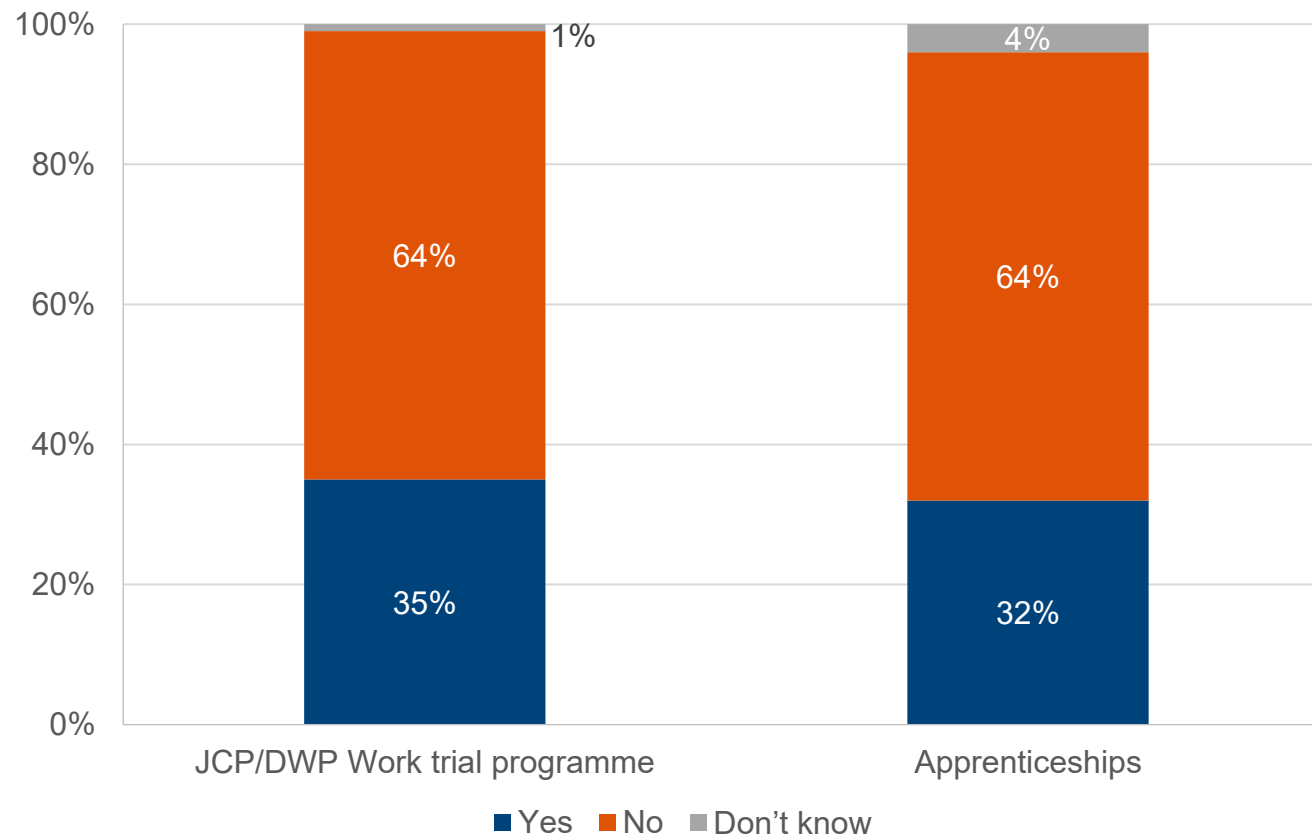


Unweighted base: Employers who have heard of... SWAPs (135); JCP/DWP Work trial programme (393); Apprenticeships (2,487); Skills Bootcamps (319)

- Of those employers who have heard of the following government schemes, the majority have not recruited through them: SWAPs (92%); JCP/DWP's work trial programme (86%); apprenticeships (75%); skills bootcamps (96%).
- One in four (25%) employers said they have recruited through apprenticeships; this was the highest proportion across the schemes employers were prompted with.
- Large employers were more likely than SMEs to have recruited through apprenticeships (74% vs 24%).
- The recruitment activities of employers through SWAPs, work trials and apprenticeships had not changed significantly since the 2022 survey; skills bootcamps were added to this question for the 2024 survey.

# Under half of employers believed that candidates recruited through apprenticeships, or the work trial programme were job-ready when joining their organisation

**Chart 12: Proportion of employers who believe that individual candidates on these programmes were job-ready when they joined their organisation, 16, 2024**



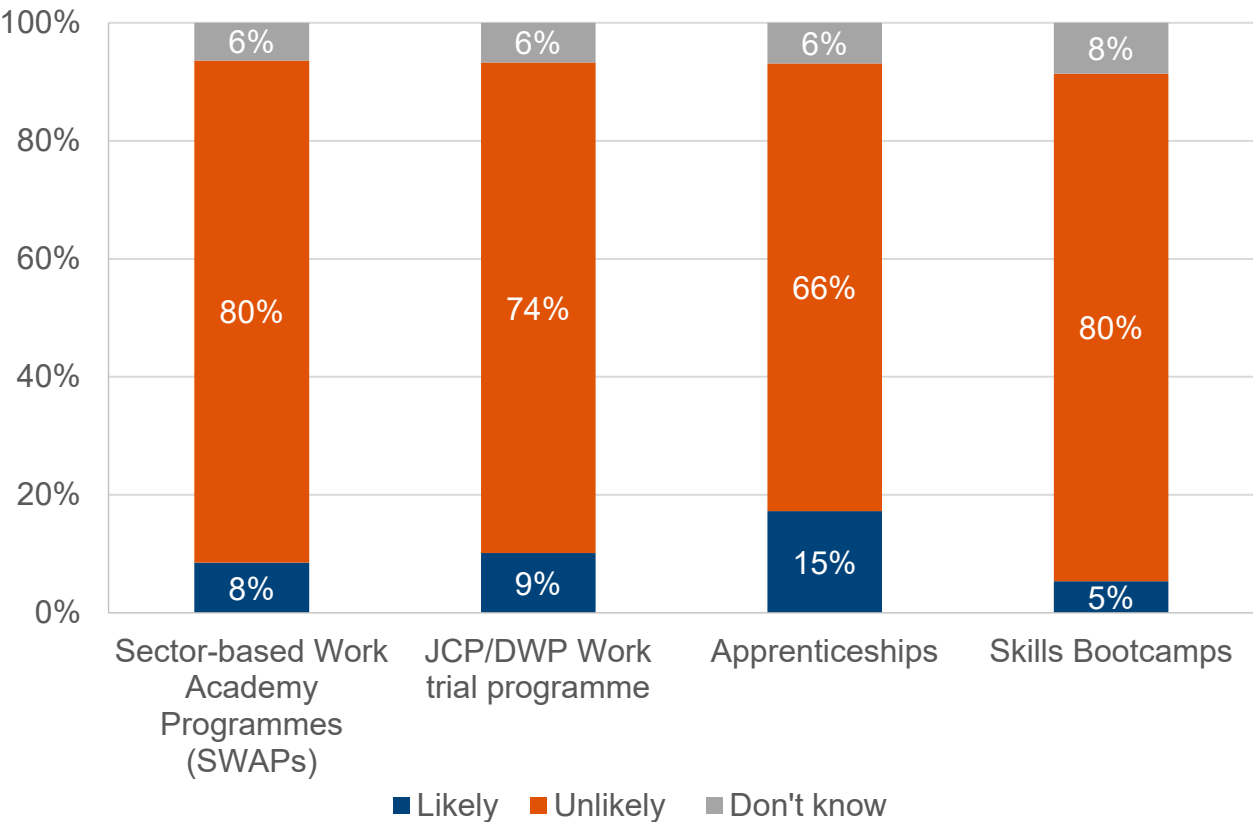
Unweighted base: Employers who have recruited through... JCP/DWP Work trial programme (46)\*; Apprenticeships (863)

- Employers who had recruited through each government scheme were asked whether the candidates were job-ready on joining their organisation. Under half of employers who recruited through the JCP/DWP work trial programme (35%) and apprenticeships (32%) believed that the candidates were job ready.
- SMEs were more likely than large employers to say that candidates recruited through the apprenticeship scheme were not job ready (65% vs 45%). However, these comparisons by organisation size should be used with some caution due to the low base size for large employers (n=78) for this question.
- There were no significant changes since the 2022 survey in the proportion of employers who believed candidates from the work trial programme and apprenticeships were job-ready when they joined their organisation.
- It is not possible to report the data for this question for SWAPs and Skills Bootcamps due to low base sample sizes (n<40).

\*Caution low base size

# Employers thought it unlikely that they would use government skills recruitment schemes in the next 12 months

Chart 13: Likelihood of employers making use of various government schemes in the next 12 months, 17, 2024



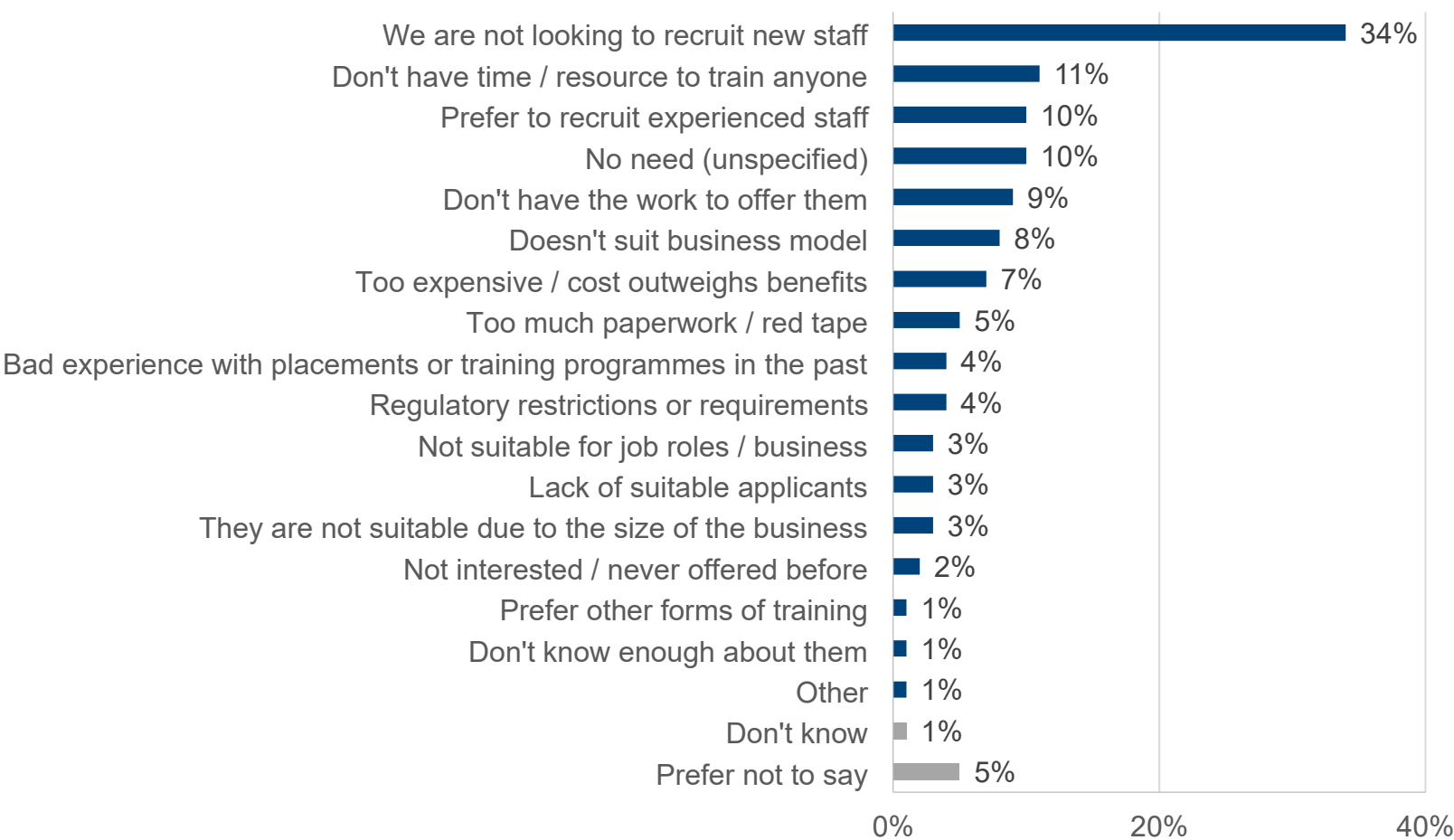
- Of those employers who had heard of the government schemes they were prompted with, the majority thought it unlikely they would utilise those schemes, in the next 12 months.
- The scheme employers thought they had the highest likelihood of utilising in the next 12 months was the apprenticeships scheme (15%). Overall, employers thought they were least likely to use skills bootcamps (5%).
- Large employers were more likely than SMEs to say they would make use of apprenticeships (69% vs 15%).
- The likelihood of employers utilising SWAPs, work trials or apprenticeships in the next 12 months has not changed significantly since the 2022 survey; skills bootcamps were added to this question for the 2024 survey.

Unweighted base: Employers who have heard of... SWAPs (135); JCP/DWP Work trial programme (393); Apprenticeships (2,487); Skills Bootcamps (319).



# Employers most commonly cited not looking to recruit new staff as the reason they are unlikely to engage with SWAPs in the next 12 months

Chart 14: Reasons employers are unlikely to engage with SWAPs, 18, 2024



- Employers who reported that they were unlikely to engage with SWAPs in the next 12 months (80% of employers who had heard of SWAPs) were asked what their reasoning was for this. The most common answer given was that they were not looking to recruit new staff (34%).
- This was followed by a lack of time/resource to train anyone (11%) and a preference to recruit experienced staff (10%).
- The reasons given for being unlikely to engage with SWAPs in the next 12 months have not changed significantly since the 2022 survey.

Unweighted base: Employers unlikely to engage with SWAPs (91)



# One third of employers cited not looking to recruit new staff as their reason for being unlikely to engage with the JCP/DWP work trial programme in the next 12 months

Chart 15: Reasons employers are unlikely to engage with JCP/DWP work trial programme, 18, 2024



- Employers who reported that they were unlikely to engage with JCP/DWP's work trial programme in the next 12 months (74% of employers who had heard of these) were asked their reasoning for this. The most common answer given was that they were not looking to recruit new staff (34%).
- This was followed by there being no need (11%) and not having the work to offer (11%).
- Compared to the 2022 survey, employers were less likely to say they were unlikely to engage with the work trial programme because they prefer to recruit experienced staff, or that they are not suitable for this programme due to the size of their business (a decrease of 9.2pp and 7.1pp, respectively).

Unweighted base: Employers unlikely to engage with JCP/DWP Work trial programme (265)

# Employers most commonly cited not looking to recruit new staff as the reason they are unlikely to engage with apprenticeships in the next 12 months

Chart 16: Reasons employers are unlikely to engage with Apprenticeships, 18, 2024



- Of those employers who reported they were unlikely to engage with apprenticeships in the next 12 months (66% of employers who had heard of these), almost 1 in 3 (32%) said this was due to the fact they were not looking to recruit new staff.
- This was followed by not having the work to offer (12%) and apprenticeships not being suitable for their job roles/business (10%).
- Employers in 2024 were more likely to say that they were not looking to recruit new staff, compared to the 2022 survey (an increase of 7.5pp).

Unweighted base: Employers unlikely to engage with Apprenticeships (1,355)

# A quarter of employers cited not looking to recruit new staff as the reason they are unlikely to engage with Skills Bootcamps in the next 12 months

Chart 17: Reasons employers are unlikely to engage with Skills Bootcamps, 18, 2024



- Employers who reported that they were unlikely to engage with skills bootcamps in the next 12 months (80% of employers who had heard of these) were asked their reasoning for this.
- The most common reason employers gave was that they were not looking to recruit new staff (26%).
- This was followed by having no need (12%), and skills bootcamps not being suitable for their job roles/business (10%).

Unweighted base: Employers unlikely to engage with skills bootcamps (235)

# Most employers have had no contact with DWP in the last 12 months; SMEs were more likely than large employers to have had no contact

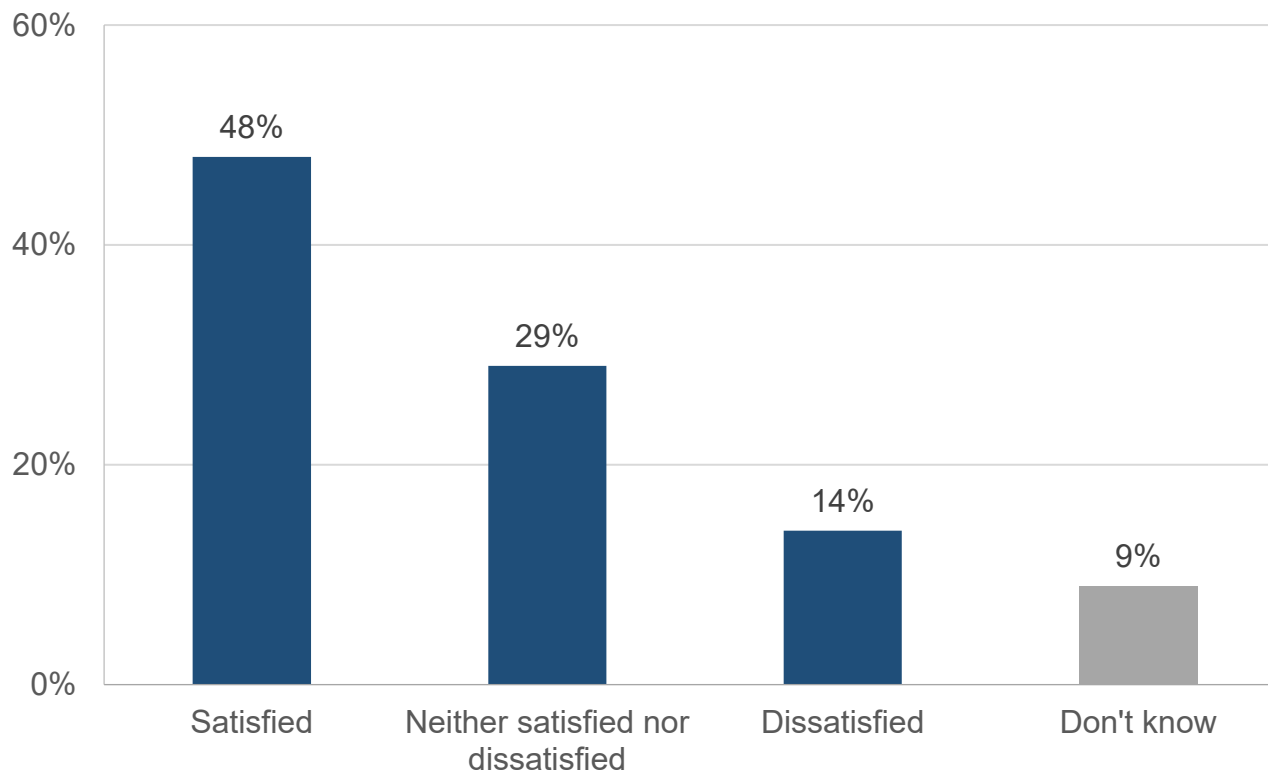
Chart 18: Employer contact with DWP in the last 12 months, K1, 2024



- Most employers (79%) said they had not made contact or obtained information from DWP in the last 12 months. A small proportion of employers (3%) said they did not know whether they had contacted DWP.
- Employers had most commonly contacted or obtained information from DWP regarding workplace pensions (8%). This was followed by apprenticeships (6%) and Universal Credit (3%).
- SMEs were more likely than large employers to say they had not contacted DWP in the last 12 months (79% vs 32%).
- Employers in 2024 were more likely to say that they have had no contact with DWP in the last 12 months (an increase of 7.0pp) compared to 2022. Employers in 2024 were also slightly less likely to say they had contacted DWP regarding apprenticeships (a decrease of 3.3pp) and inclusive recruitment support (a decrease of 0.8pp), than in the 2022 survey.
- The response options have been amended since the 2022 survey. 'In-work progression' was added as an option for 2024, whereas 'kickstart' and 'traineeships' were removed.

# Around half of employers who contacted DWP in the last 12 months were satisfied with the way their query was dealt with

**Chart 19: Employer satisfaction with how their query was dealt with by DWP, K2, 2024**



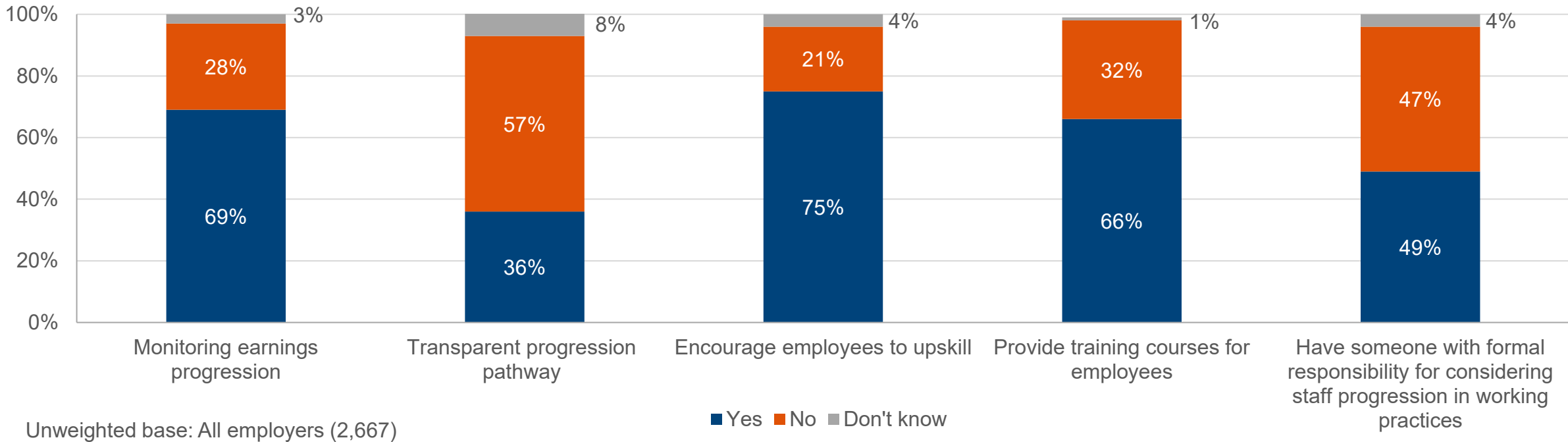
- Employers who reported that they had made contact or obtained information from DWP in the last 12 months (18%) were asked how satisfied they were with how their most recent query was dealt with by DWP.
- Around half (48%) of employers said they were satisfied with the way their query was dealt with, and over one in ten employers (14%) were dissatisfied with this.
- Almost 3 in 10 (29%) employers were neither satisfied nor dissatisfied by how their query was dealt with and 9 per cent did not know how satisfied or dissatisfied they were.
- There were no significant differences in satisfaction levels between 2022 and 2024.

Unweighted base: Employers who have contacted DWP in the past 12 months (658)

## 5. Employee progression

# The most common measure employers undertake to support employee progression is encouraging employees to upskill

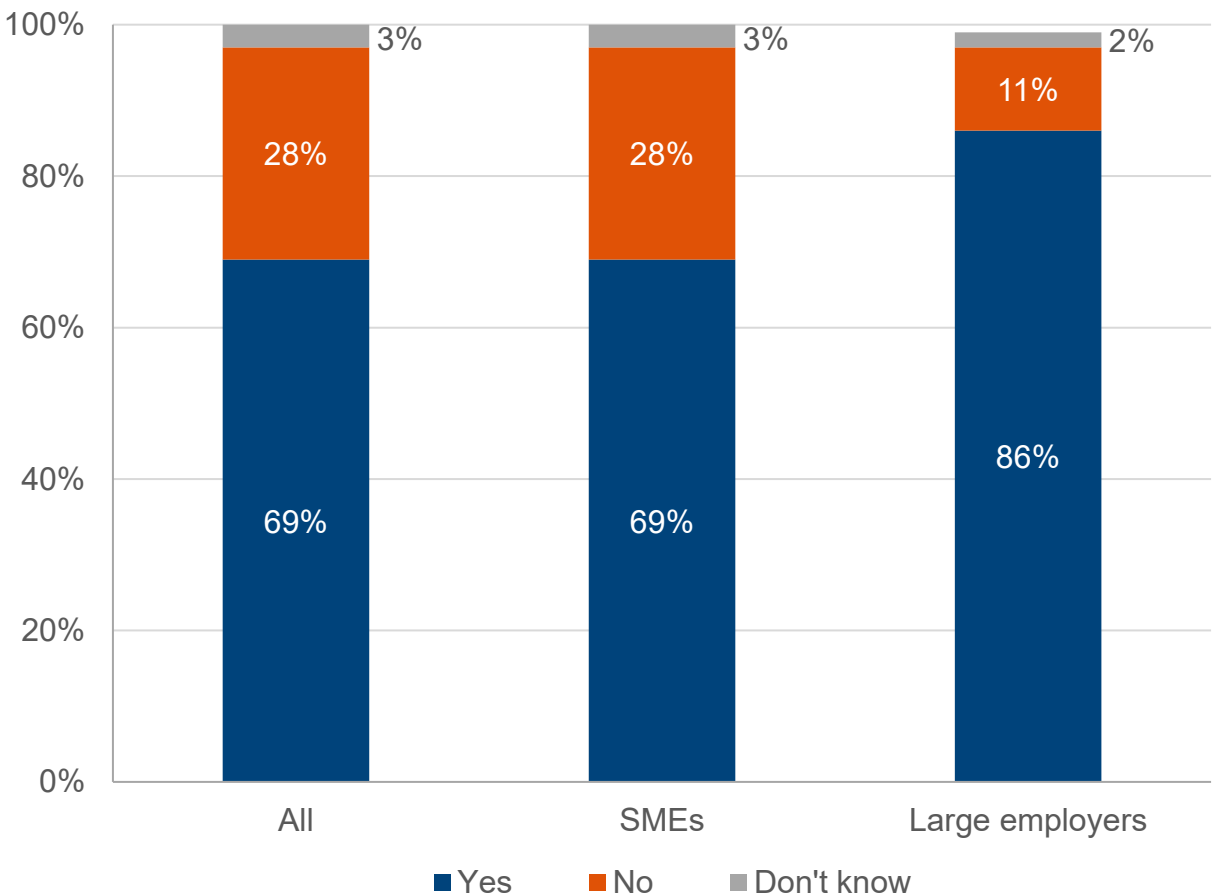
Chart 20: The proportion of employers who have measures in place to support employee progression, 2024



- Employers were asked a series of questions about what measures they had in place to support and/or promote employee progression.
- The most common measure that employers said they were undertaking, was encouraging their employees to upskill or undertake learning activities (75% of employers said they did this). This was followed by monitoring earnings progression (69%) and providing training courses for employees (66%). These results are examined further in the following slides.

# Over two thirds of employers said they monitor the earnings progression of their employees

Chart 21: The proportion of employers who monitor earnings progression, by organisation size, J1, 2024



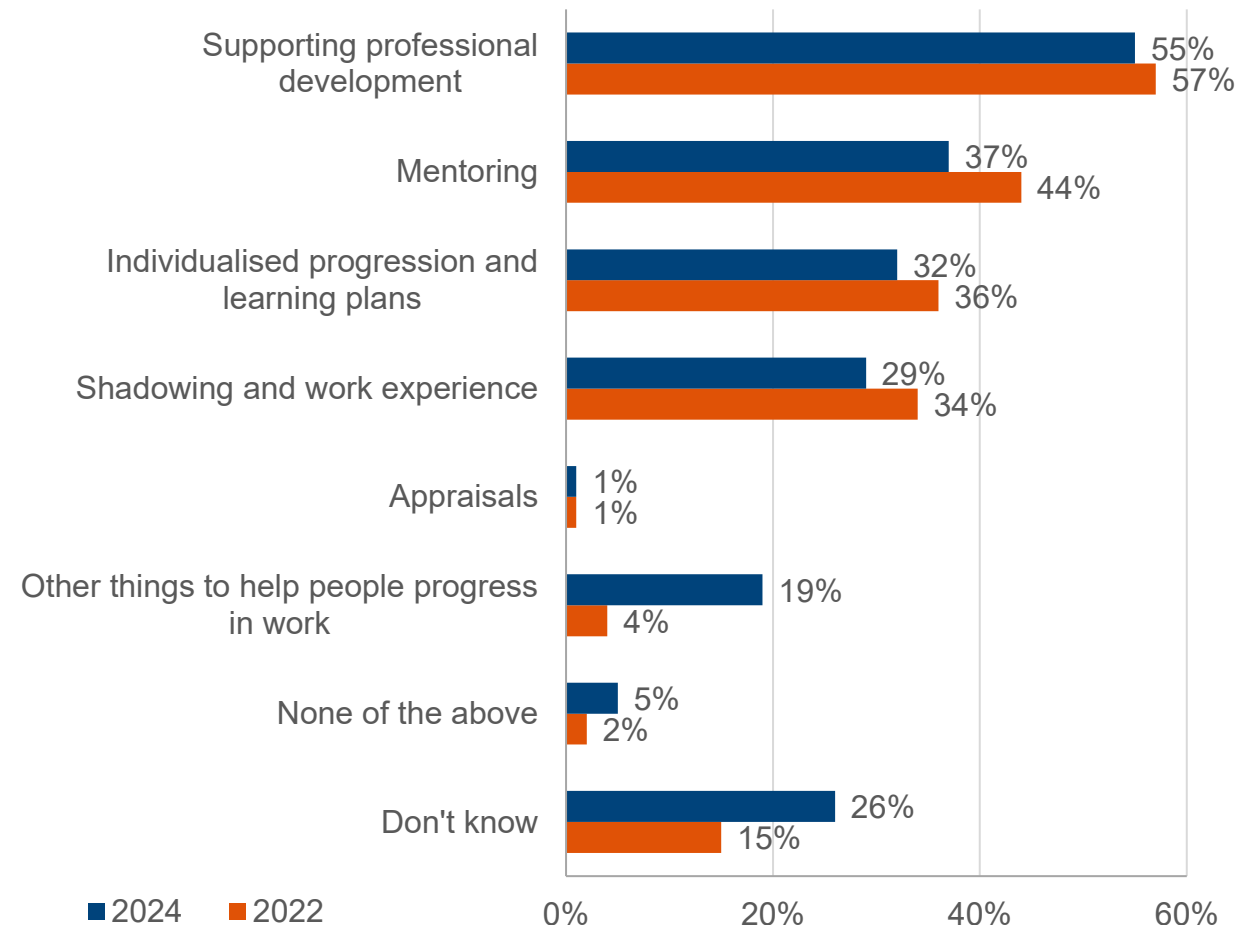
- Around 7 in 10 (69%) employers said they monitor the earnings progression of their employees. Just under 3 in 10 (28%) employers said they do not monitor this, and 3 per cent did not know.
- Large employers were more likely than SMEs to say they monitor employee earnings progression (86% of large employers said this compared to 69% of SMEs).
- Employers with 2 to 4 staff were more likely than all other employer size bands to say they do **not** monitor employee earnings (35% of employers in this size band said this).
- Rates of monitoring earnings progression have not changed significantly since the 2022 survey.
- Note, no further information was provided alongside this question on what is meant by earnings progression.

Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)



# Employers had a range of progression-related provision in place; the most common form was support for professional development

Chart 22: Employer provision in relation to employee progression, J2, 2024 and 2022

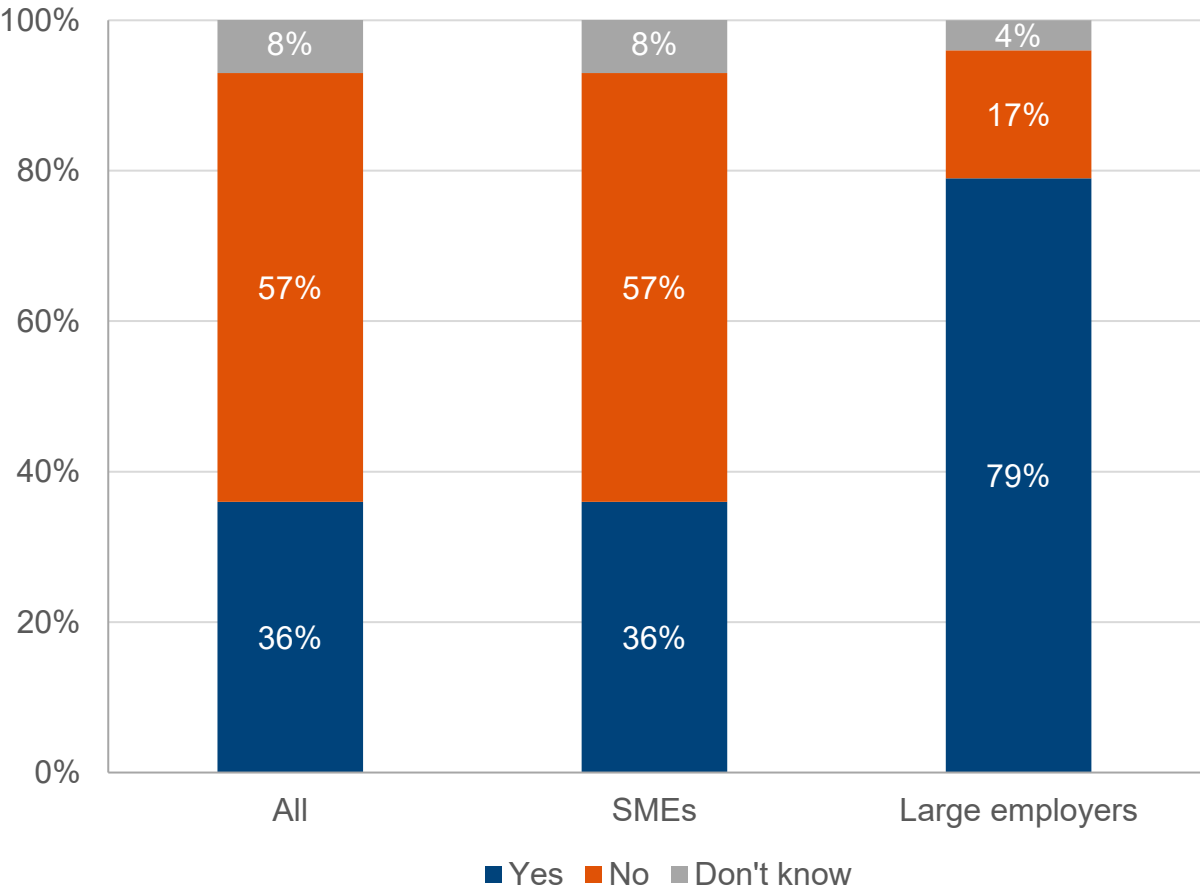


- Employers were asked what specific provision is available for all members of their staff in relation to employee progression. The most common response, cited by more than half of employers (55%) was supporting professional development for all members of staff.
- This was followed by mentoring (37%) and individualised progression and learning plans (32%). Just over a quarter (26%) of employers were not sure if they offered to all employees any of the measures they were prompted with.
- Compared to the 2022 survey, employers were significantly less likely to say they offered mentoring (a decrease of 6.6pp) and shadowing/work experience (a decrease of 5.1pp).
- Instead, in 2024, employers were more likely to say they offer other things to help people progress in work (an increase of 14.9pp), or that they did not know (an increase of 11.0pp), or none of the above (an increase of 2.4pp).
- Some of this change may be attributable to the removal of the 'flexible working' response option in 2024, due to this provision being asked about elsewhere in the survey.

Unweighted base: All employers. 2024 (2,667); 2022 (2,666)

# Around a third of employers said they have a transparent progression pathway in their company

Chart 23: The proportion of employers who have a transparent progression pathway in their company, by organisation size, J3, 2024

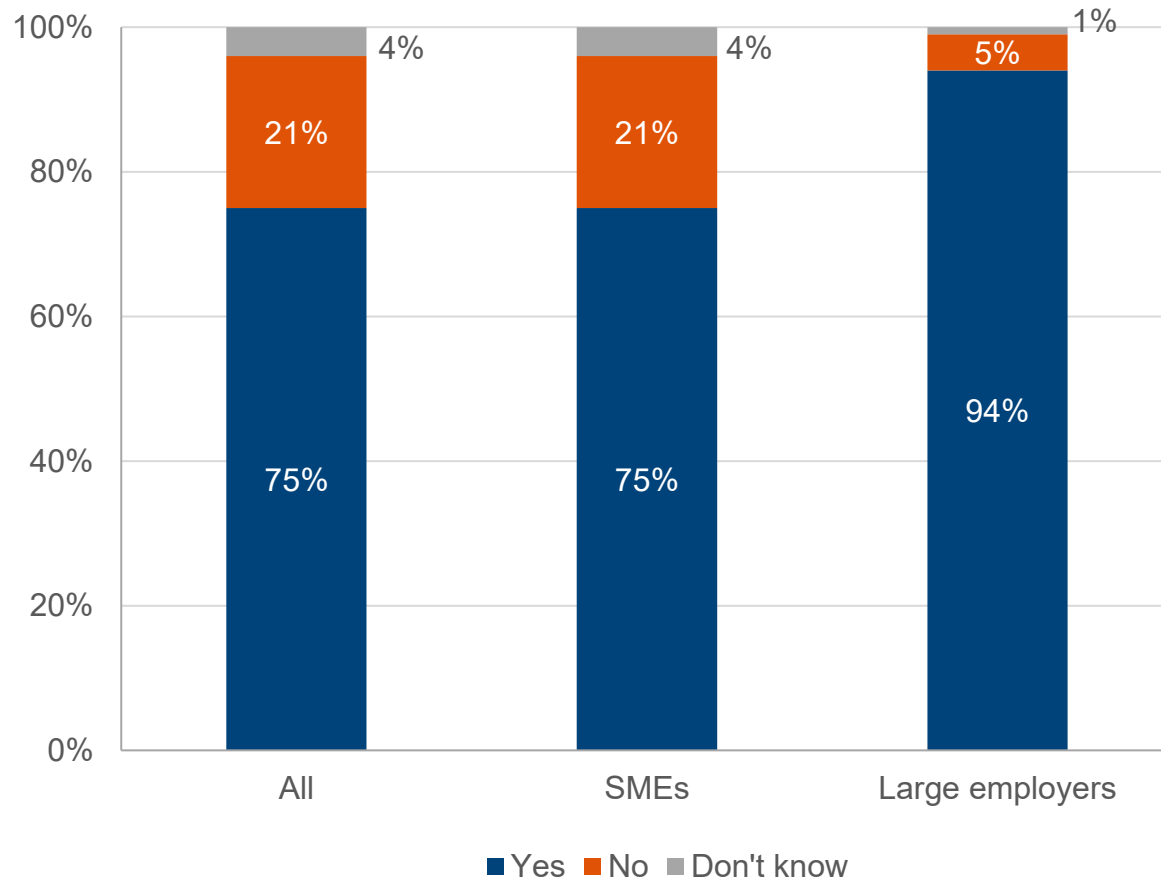


- Employers were asked if there is a transparent progression pathway in their company, ensuring entry level jobs are a stepping stone to higher paid work.
- Just over a third (36%) of employers said there was a clear progression pathway. However, over half of employers (57%) said they did not have a transparent progression pathway in their organisation, and 8 per cent did not know.
- Large employers were more likely than all other size bands to say they had a transparent progression pathway (79% of large employers said this compared to 36% of SMEs).
- The proportions of employers who said they did or did not have a transparent progression pathway in place has not changed significantly since the 2022 survey.

Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)

# Across all employer sizes, most employers encourage their employees to upskill or undertake learning activities

**Chart 24: The proportion of employers who encourage their employees to upskill/undertake learning activities, by organisation size, J4, 2024**

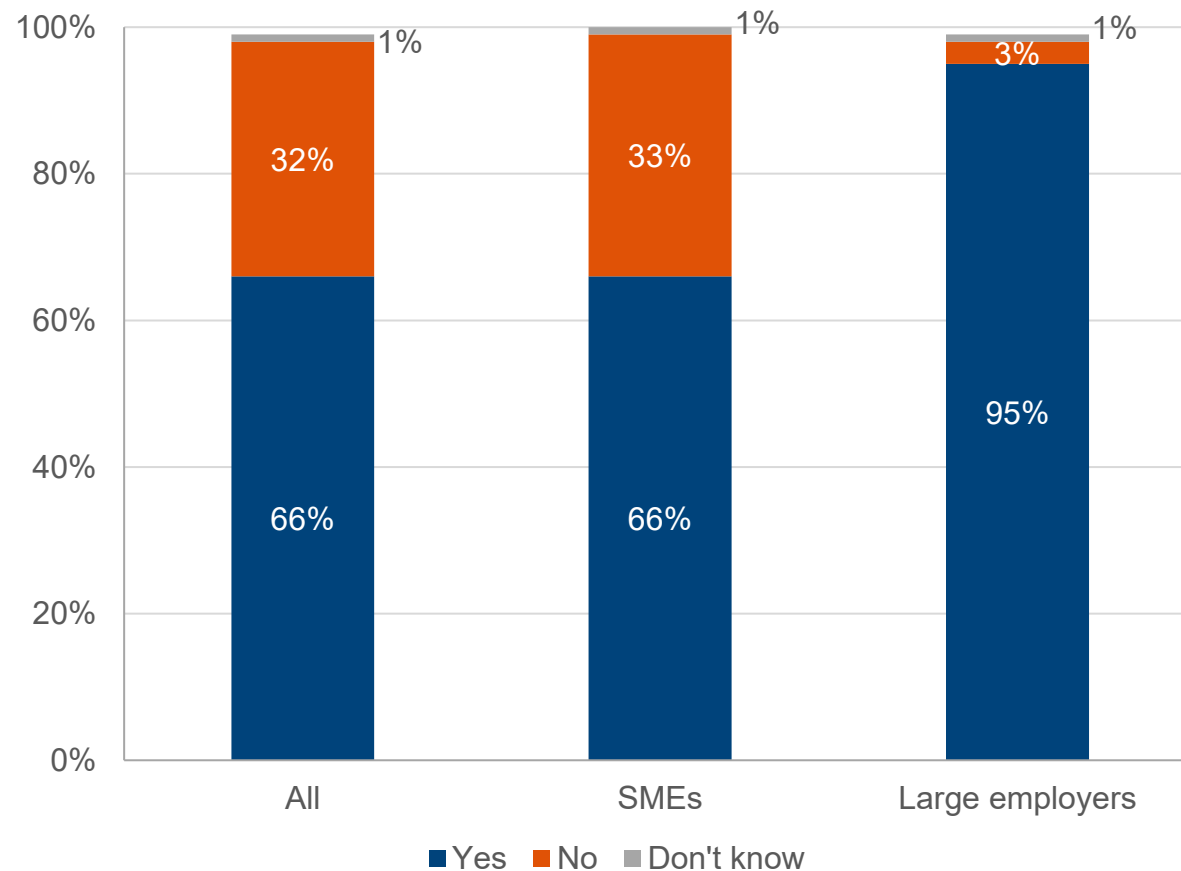


Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)

- Employers were also asked whether they encourage their employees to upskill or undertake learning activities. Three quarters of employers (75%) said they encourage employees to do so.
- A further 1 in 5 (21%) employers said they did not encourage their employees to upskill or undertake learning activities, and 4 per cent of employers did not know.
- Almost all large employers (94%) said they encourage their employees to upskill or undertake learning activities; these employers were significantly more likely than SMEs to do so (75%).
- Rates of encouraging employees to upskill had not changed significantly since the 2022 survey.

# Two thirds of employers provide training courses for their employees, with most large employers doing so

Chart 25: The proportion of employers who provide training courses for their employees, by organisation size, J6, 2024

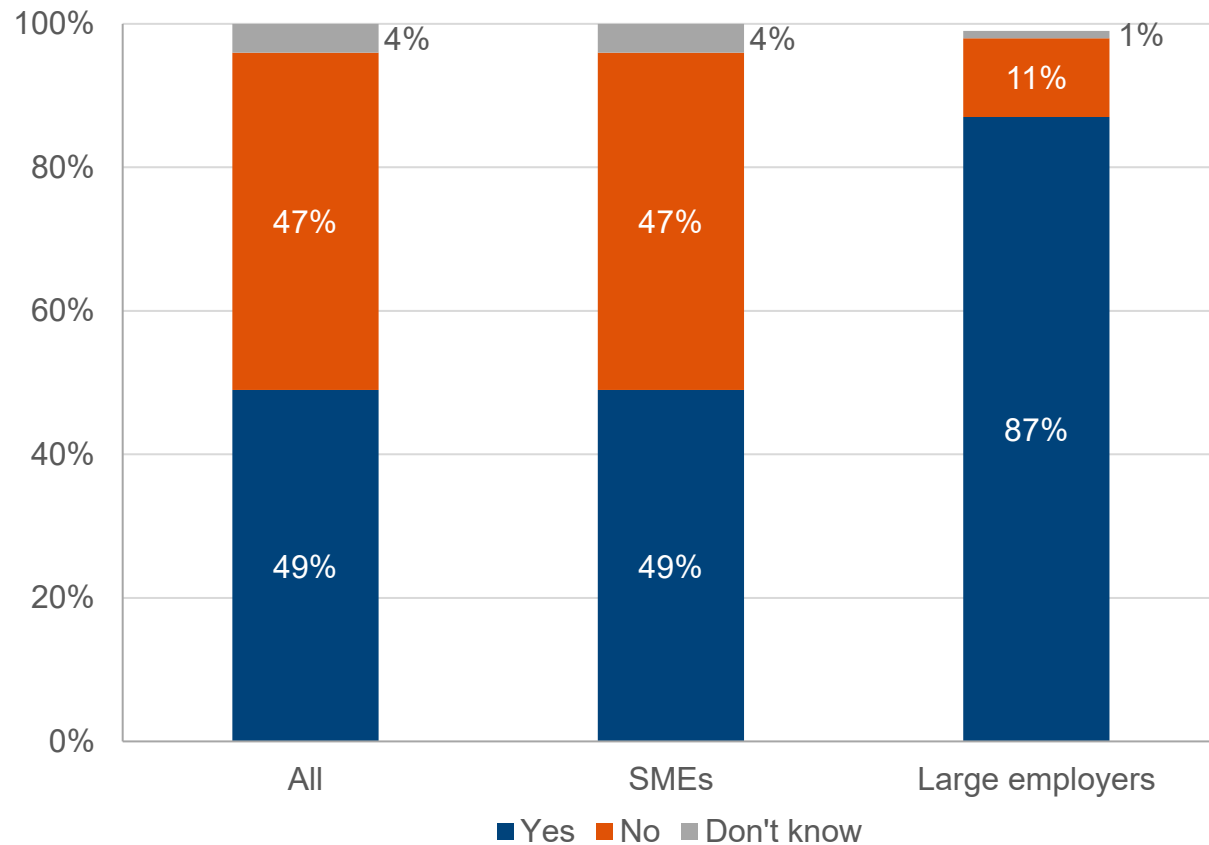


- Employers were asked if they provide training courses for their employees. Two thirds of employers (66%) said they provide training courses, and just under a third (32%) said they did not. A very small proportion (1%) did not know.
- Large employers were more likely than SMEs to say they provide training courses (95% of large employers said this compared to 66% of SMEs).
- Rates of training provision had not changed significantly since the 2022 survey.

Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)

# Almost half of employers said they have a member of staff with formal responsibility for embedding the progression of staff into working practices

**Chart 26: The proportion of employers who have a member of staff with formal responsibility for embedding the progression of employees into working practices, by organisation size, J5, 2024**

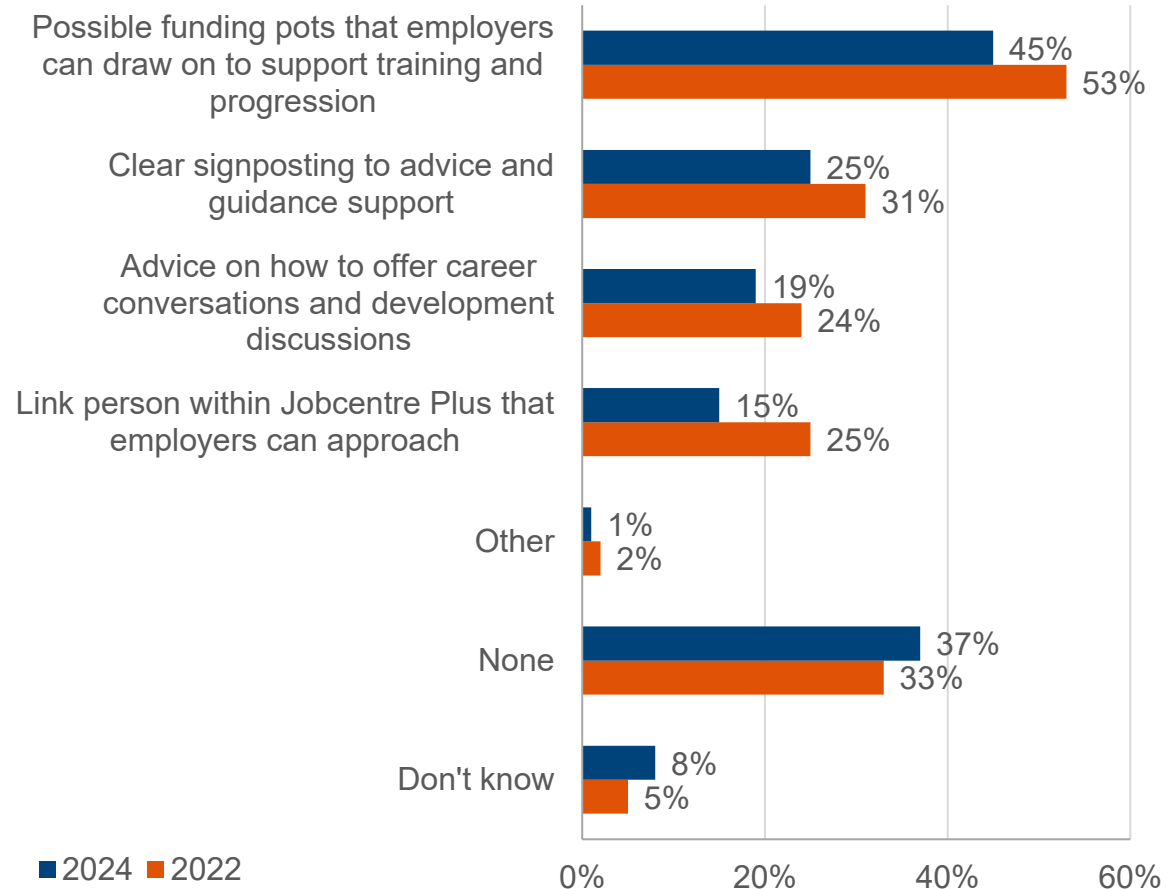


Unweighted base: All employers (2,667); SMEs (2,556); Large employers (111)

- Employers were also asked if they have any HR or senior leadership-level responsibility for embedding the progression of staff into working practice. If organisations did not have a HR department, they were asked whether someone at their organisation had formal responsibility for considering staff progression in working practices.
- Nearly half (49%) of employers said they have a member of staff with formal responsibility for embedding staff progression. Slightly fewer employers (47%) said they did not have anyone with this responsibility, and 4 per cent did not know.
- Large employers were more likely than SMEs to have someone with this responsibility in their organisation (87% of large employers said this compared to 49% of SMEs). Again, this was predominantly driven by employers in the smallest size bands.
- There were no significant changes in how employers answered this question compared to 2022.

# The most popular form of support employers said would help them progress staff was funding pots, however over a third of employers said none of the suggested options would help

**Chart 27: Forms of support or guidance that would help employers progress staff, J7, 2024 and 2022**



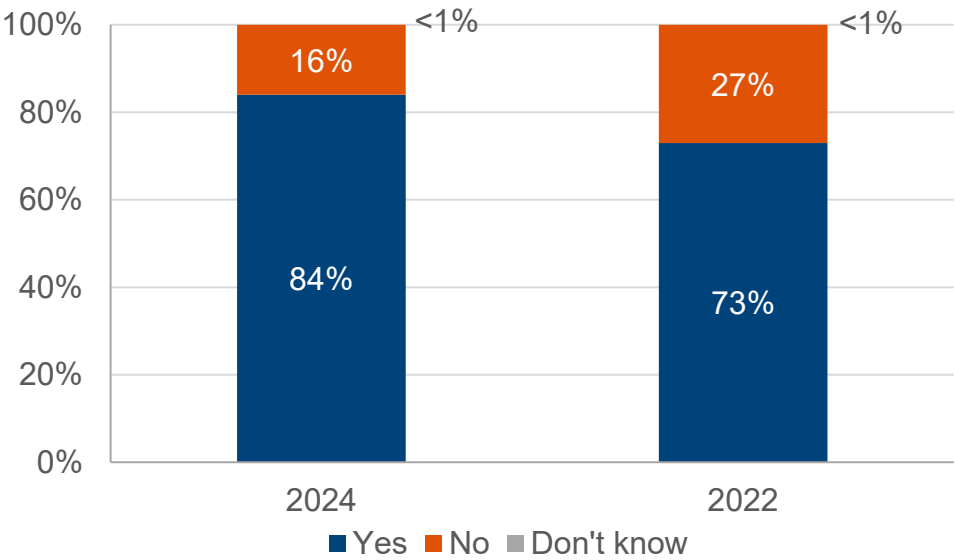
- Employers were asked to select from a list what additional support or guidance, if any, would help them to progress staff. The most common response chosen was possible funding pots that employers can draw on to support training and progression (45%).
- This was followed by clear signposting to advice and guidance support (25%) and advice on how to offer career conversations (19%).
- Over a third of employers (37%) said none of the support they were presented with would help them to progress staff. Employers with 2 to 4 staff were more likely than all other size bands to say this (45%).
- Compared to the 2022 survey, employers were less likely to say each of the four possible forms of support or guidance they were prompted with. Instead, employers were slightly more likely to answer that they did not know (an increase of 2.3pp compared to the 2022 survey).

Unweighted base: All employers. 2024 (2,667); 2022 (2,666)

## 6. Older workers

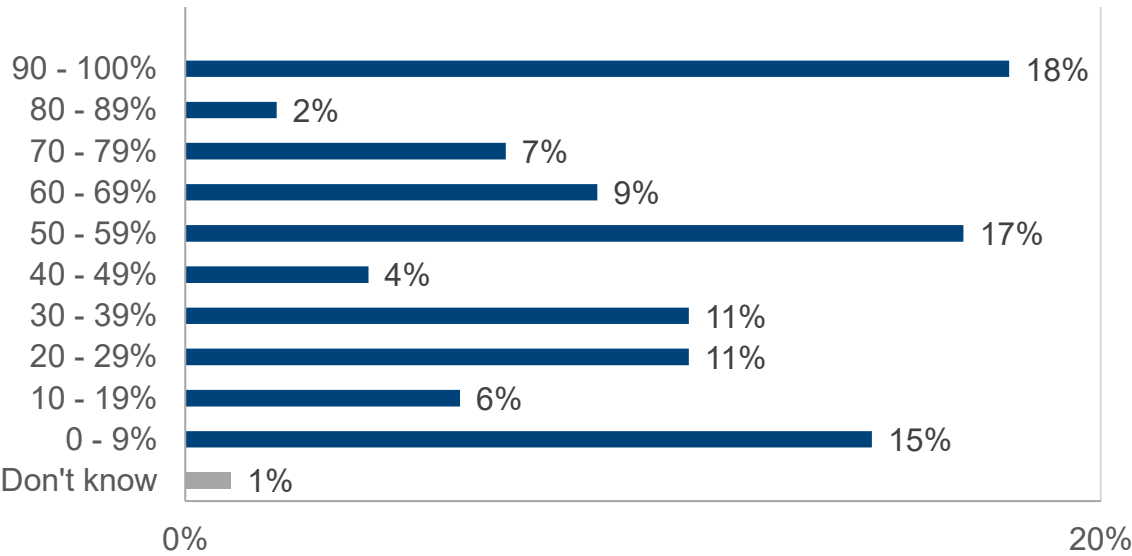
# Employers in 2024 were more likely to say they employ workers aged over 50 compared to 2022; but the share of over 50s in the workforce remains broadly consistent

Chart 28: Proportion of employers who employ workers aged 50+, B1, 2024



Unweighted base: All employers. 2024 (1,333); 2022 (2,667)

Chart 29: Proportion of employees aged 50+, B2, 2024



Unweighted base: Employers who employ anyone over 50 years. 2024 (1,205)

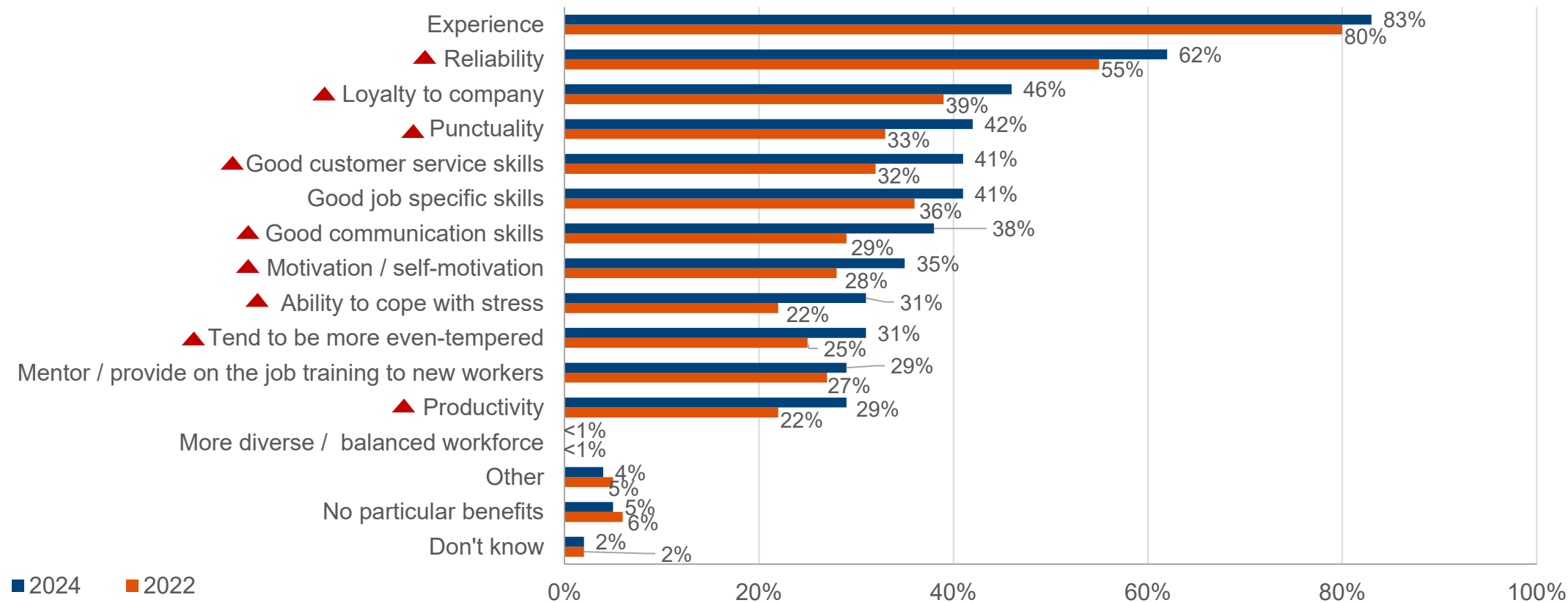
- Over 4 in 5 (84%) employers said they currently employ someone over the age of 50. Sixteen per cent said they do not employ someone in this age group, and less than 1 per cent did not know.
- Employers were more likely to say they currently employed someone over the age of 50, compared to the 2022 survey (84% said this in 2024 compared to 73% in 2022).
- The proportion of employees aged over 50 varied considerably, with 15 per cent of employers saying these workers made up 0 to 9% of their workforce, and 18 per cent saying they made up 90 to 100% of their workforce. There were no significant differences in how employers answered this question compared to the 2022 survey.



# Experience and reliability remain the top two perceived benefits of having workers aged over 50 in the workforce

Employers who employed workers aged over 50 (84%) were asked about the benefits of having these workers in their organisation. The most common perceived benefit was experience (83%), followed by reliability (62%), and loyalty to the company (46%). One in twenty (5%) employers said there were no particular benefits of having workers aged over 50 in their organisation.

Chart 30: Employer views on the perceived benefits of having workers aged over 50 in their organisation, B7, 2024 and 2022



Unweighted base: Employers who employ anyone over 50 years. 2024 (1,205); 2022 (2,181)

▲ Significant increase from wave 1

# When asked about the challenges of having workers aged over 50, employers were more likely than in 2022 to mention retirement / succession planning

Chart 31: Employer views on the perceived challenges of having workers aged over 50 in their organisation, B8, 2024 and 2022

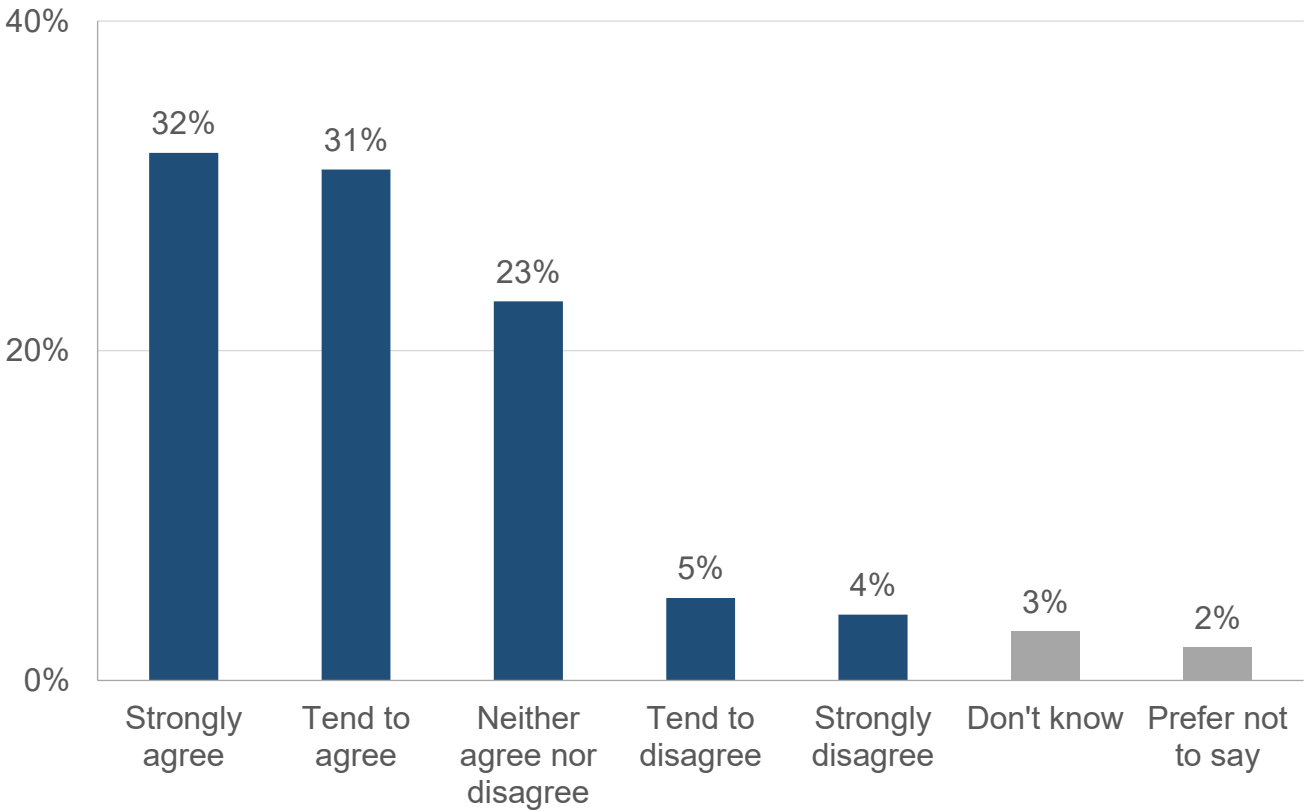


Unweighted base: Employers who employ anyone over 50 years. 2024 (1,205); 2022 (2,181)

- Employers who employed workers aged over 50 (84%) were also asked about the challenges of having workers of this age in their organisation. Employers reported a range of challenges, although a significant minority (41%) reported no challenges.
- The most common challenges reported were that staff might retire soon (26%), difficulty with physical aspects of a job (19%), and staff being stuck in their ways (18%).
- Compared to the 2022 survey, employers were more likely to mention the challenge of staff potentially retiring soon and having succession planning problems (an increase of 6.4pp).

# Around two thirds of employers agreed that workplaces should provide support for employees who are experiencing menopause

Chart 32: Employer views on workplaces providing support for employees who are experiencing menopause, B12, 2024

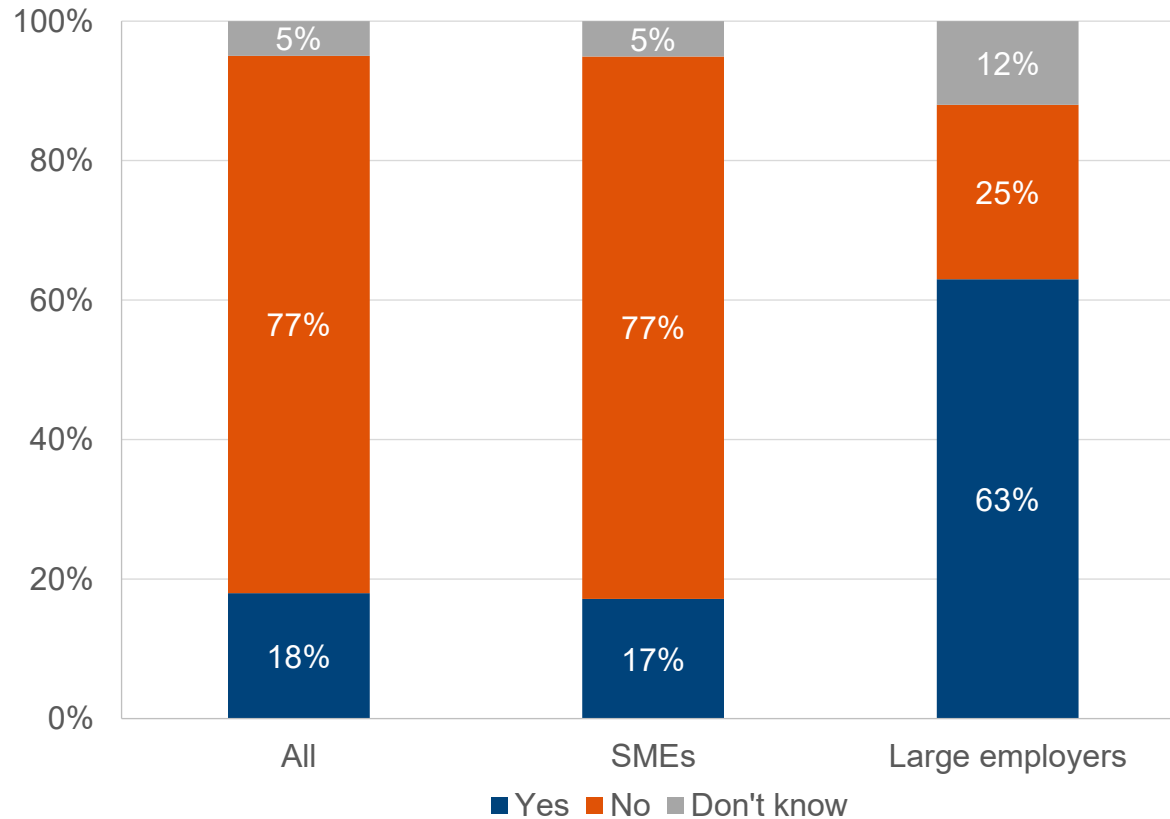


Unweighted base: All employers (1,333)

- Over 6 in 10 employers (64%) agreed that workplaces should provide support for employees who are experiencing menopause.
- Just under 1 in 10 employers (8%) disagreed with this statement.
- A small proportion of employers did not know how to respond or preferred not to answer (5%).
- Large employers were more likely to agree that workplaces should provide support to employees experiencing menopause, compared to SMEs (91% of large employers agreed with this statement compared to 63% of SMEs). However, this comparison should be used with caution due to the low base size for large employers (n=46) for this question.

# However, most employers do not have a policy in place to support the wellbeing of employees experiencing menopause

Chart 33: Provision of a menopause policy, by organisation size, B9, 2024



Unweighted base: All employers (1,333); SMEs (1,287); Large employers (46\*)

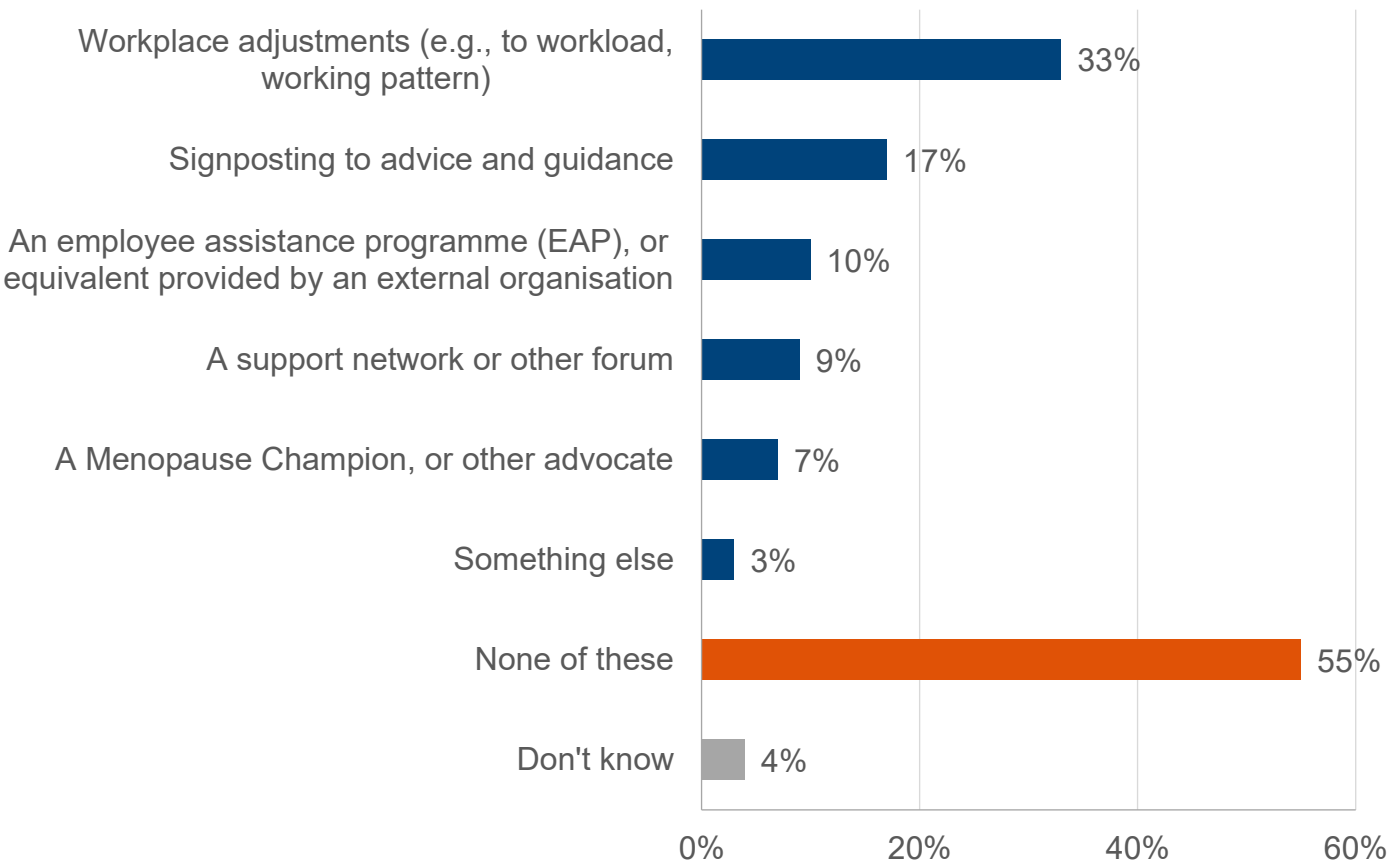
- Employers were asked if they have a policy in place to support the wellbeing of people in their organisation who are experiencing menopause. Under 1 in 5 employers (18%) reported that they do have this type of policy in place.
- Just over 3 in 4 employers (77%) said they do **not** have a policy in place. A small proportion (5%) were not sure whether they did or did not have a policy.
- Large employers were more likely than SMEs to say they have a policy in place to support the wellbeing of employees experiencing menopause (63% of large employers said this vs 17% of SMEs).

\*Caution low base size

# Over half of employers offer no support to employees experiencing menopause; a third of employers offer workplace adjustments

- All employers were asked if they offer various forms of support to employees who are transitioning through menopause. Over half of employers (55%) said they do not offer, to these employees, any of the support they were prompted with.
- Of those who did offer support, the most common form employers said they offered was workplace adjustments (33%). This was consistent across all organisation size bands.
- Large employers were more likely than SMEs to say they offered each form of support they were prompted with.
- SMEs were more likely than large employers to report that they offer none of the support they were prompted with (55% of SMEs said this vs 11% of large employers). Again, these comparisons by organisation size should be used with some caution due the low base size for large employers (n=46) for this question.

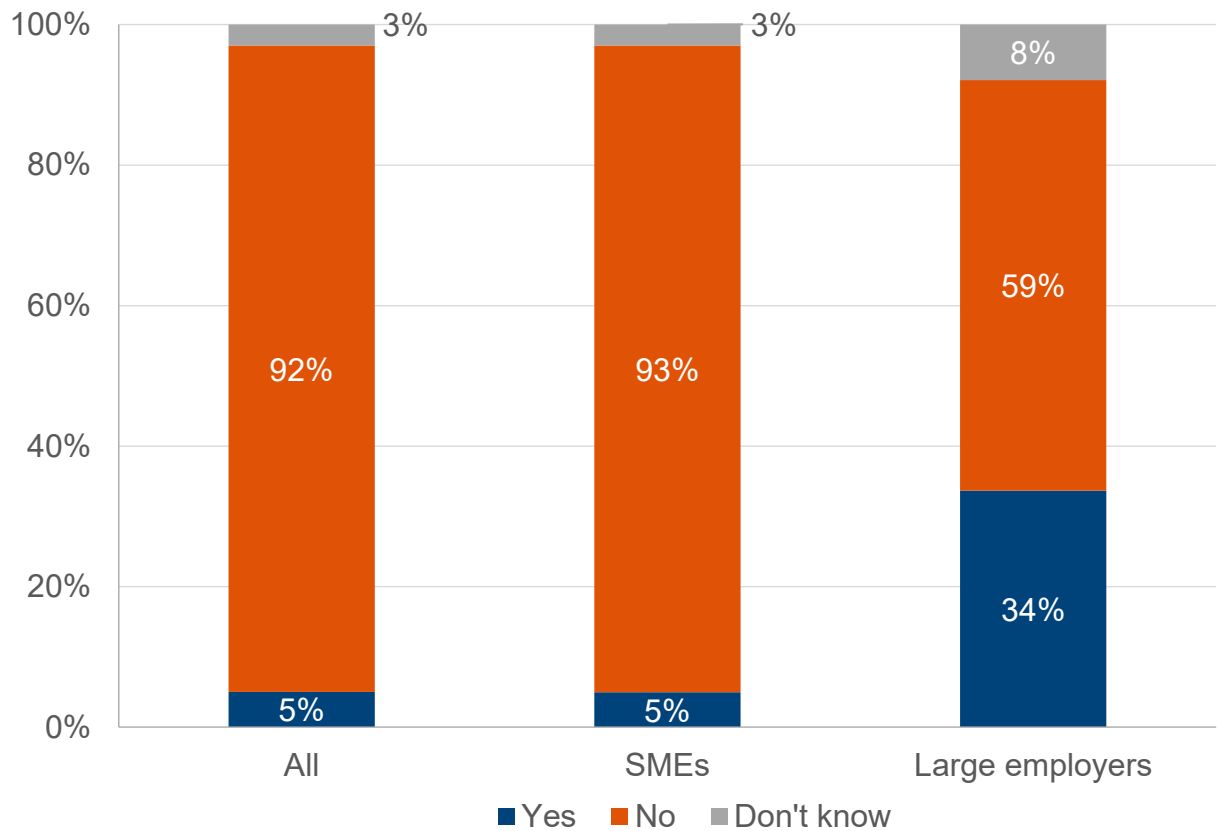
Chart 34: Types of support on offer to employees transitioning through menopause, B10, 2024



Unweighted base: All employers (1,333)

# Most employers do not provide training on menopause awareness within their organisation

Chart 35: Provision of menopause training, by organisation size, B11a, 2024



Unweighted base: All employers (1,333); SMEs (1,287); Large employers (46\*)

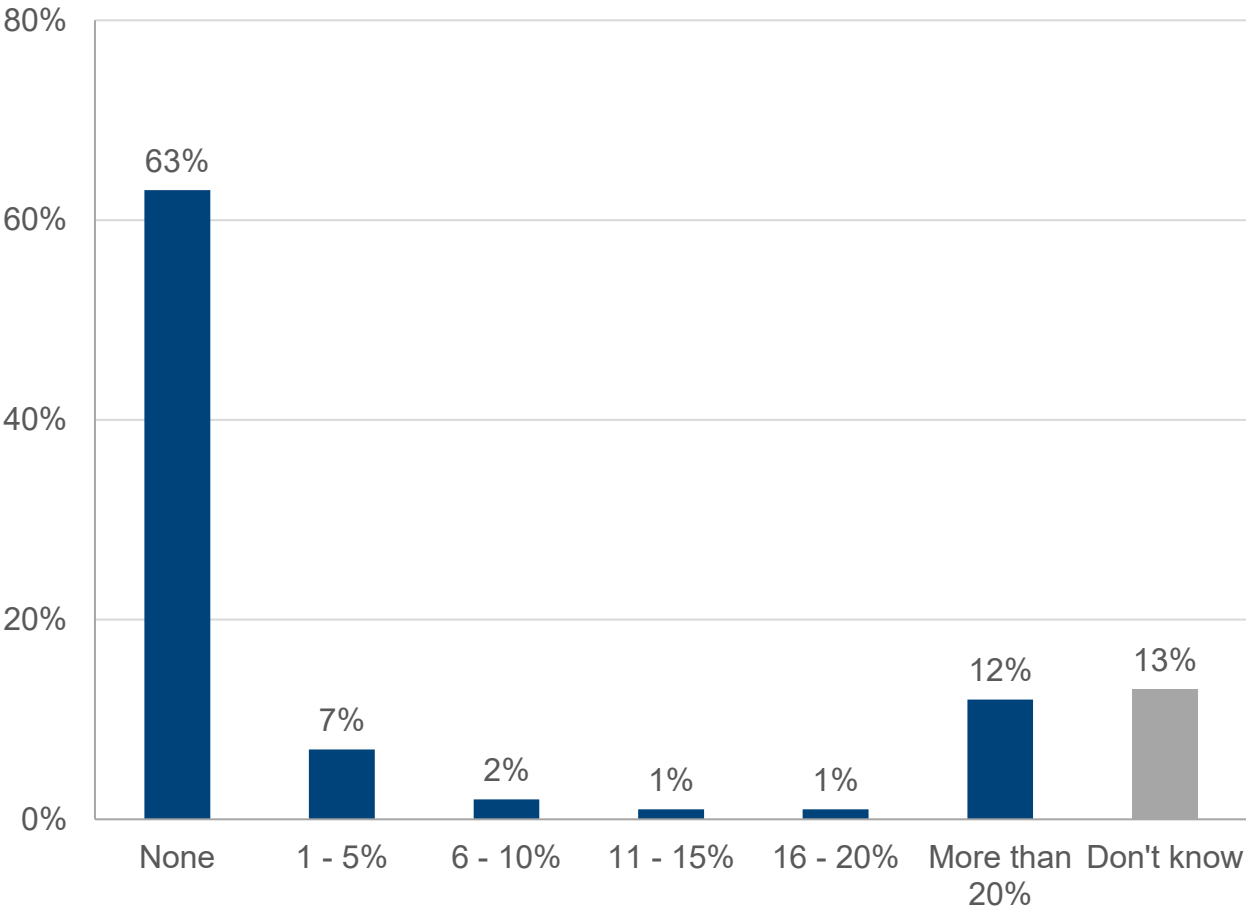
- Employers were asked if they provide training on menopause awareness and how to provide support for employees experiencing menopause.
- Most employers (92%) said they do **not** provide training on menopause awareness, with only a small proportion (5%) saying that they do provide this type of training.
- Very few employers (3%) did not know if they provide this type of training.
- Large employers were more likely than SMEs to say they did provide this form of training for employees (34% of large employers said this compared to 5% of SMEs).

\*Caution low base size

## 7. Green jobs

# Overall, most employers thought there were no roles in their organisation which could be considered as “green jobs”

Chart 36: The proportion of employees in roles that could be considered “green jobs”, J8, 2024



Unweighted base: All employers (2,667)

- Employers were asked what proportion of employees in their organisation are in roles that could be considered as “green jobs”. Survey respondents were provided with a definition and examples of roles that could be labelled as green jobs.
- Around 1 in 4 (24%) employers said that their employees were in roles that could be considered green jobs. A further 63 per cent said that no employees were in green jobs, and 1 in 10 (13%) said they did not know.
- Of those who said they had employees in green jobs, just over 1 in 10 (12%) employers said that more than 20 per cent of their employees were in this type of role.