



Leading learning and skills

Herefordshire and Worcestershire - Key Findings

National Employer Skills Survey 07

Welcome

Structure



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Background



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Background



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- The aim of the National Employer Skills Survey is to investigate skills deficiencies and the role of workforce development amongst employers in England. It also provides an indication of current employer engagement with workforce development activities and their satisfaction with training provision.
- The 2007 survey is the 4th employer skills survey that has been undertaken nationally (the last one being in 2005), and the third with a large enough sample to provide a sound basis for meaningful analysis.
- The survey, which is funded by the LSC, the DIUS and the SSSA, was conducted between April and July 2007 and involved 79,000 telephone interviews with employers.
- The sample of West Midlands based employers was 8,047 (with 1,319 of these being in Herefordshire and Worcestershire).

Headline Findings



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Within the West Midlands the results are positive



	NESS 03	NESS 05	NESS 07	National 07
West Midlands results				
Skill-shortage vacancies (SSVs)				
% of establishments with vacancies	17%	17%	16%	18%
% of establishments with SSVs	4%	4%	3%	4%
Proportion of all vacancies which are SSVs	24%	21%	12%	16%
Number of SSVs per 1,000 employees	8	5	3	5
Skill gaps				
% of establishments with any staff not fully proficient	24%	16%	14%	15%
The number of staff not fully proficient as a % of employment	16%	5%	5%	6%
Training				
% of establishments training staff over the last 12 months	60%	60%	65%	67%
No. of staff receiving training over last 12 months as a % of current w.force	58%	56%	64%	63%
% of employers with a training plan	40%	46%	47%	48%
% of employers with a budget for training	30%	34%	34%	35%

Source: NESS



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Herefordshire and Worcestershire results

	Herefordshire & Worcestershire NESS 05	Herefordshire & Worcestershire NESS 07	Midlands NESS 07
Skill-shortage vacancies (SSVs)			
% of establishments with vacancies	n/a	16%	16%
% of establishments with SSVs	n/a	3%	3%
Proportion of all vacancies which are SSVs	20%	7%	12%
Number of SSVs per 1,000 employees	6	3	3
Skill gaps			
% of establishments with any staff not fully proficient	16%	14%	14%
The number of staff not fully proficient as a % of employment	7%	5%	5%
Training			
% of establishments training staff over the last 12 months	59%	66%	65%
No. of staff receiving training over last 12 months as a % of current w.force	54%	67%	64%
% of employers with a training plan	45%	41%	47%
% of employers with a budget for training	34%	32%	34%

Source: NESS

Recruitment Issues



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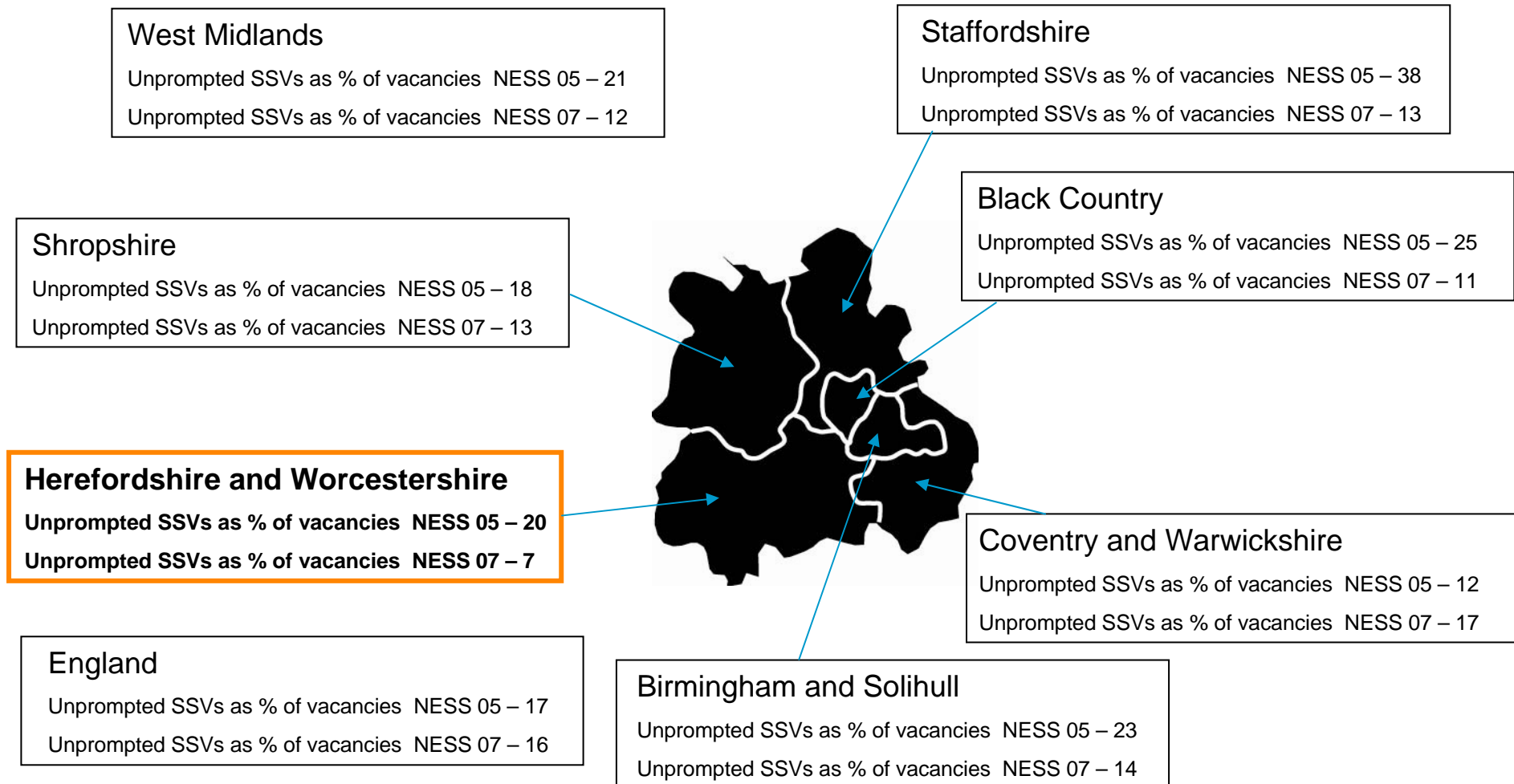
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Recruitment in the West Midlands



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% of vacancies which are skills-shortage vacancies (SSVs) 05 vs. 07



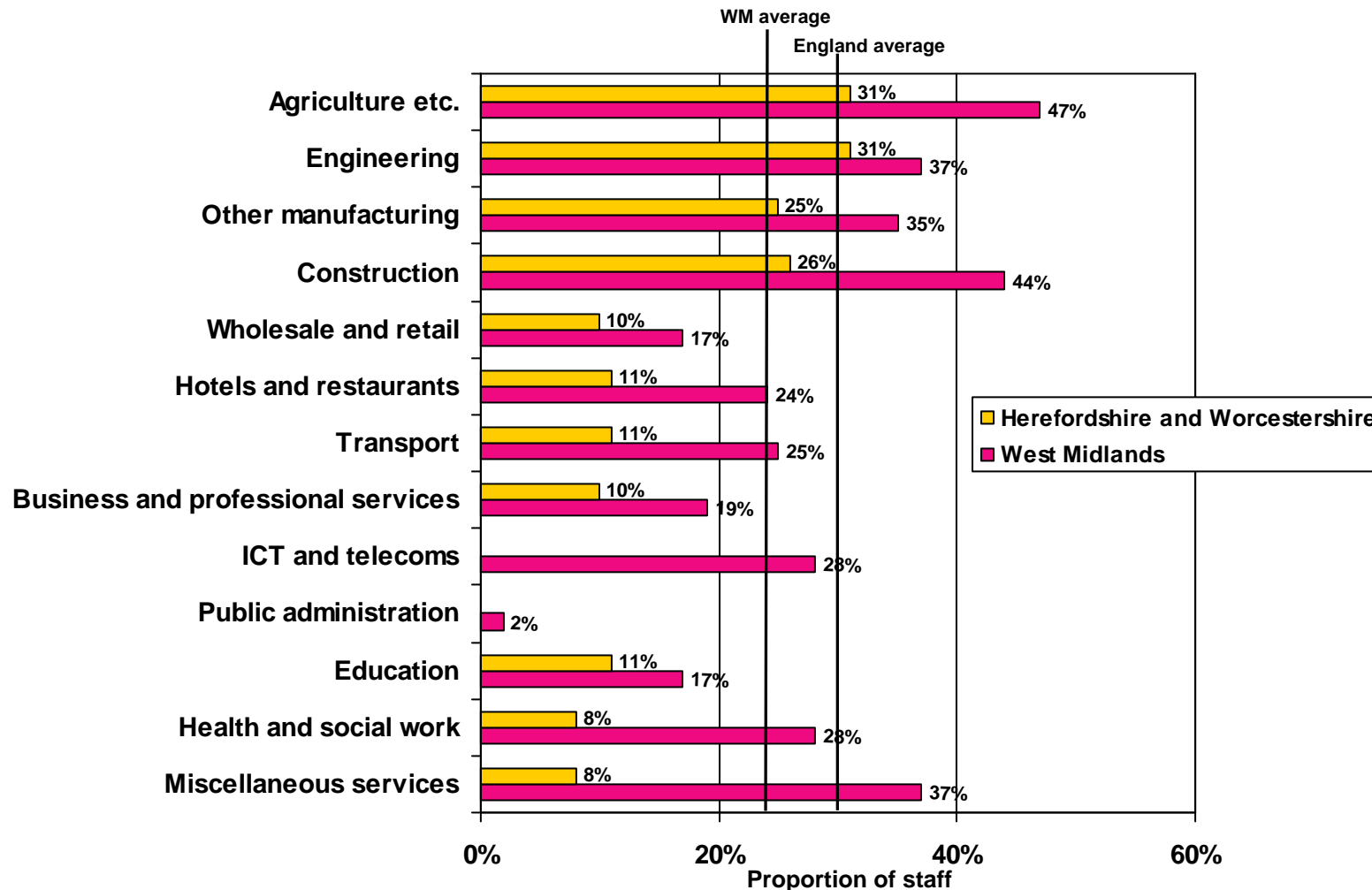
Source: NESS

Hard to fill vacancies in Herefordshire and Worcestershire are most common in agriculture and engineering



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Hard to fill vacancies (HtFVs) as a % of vacancies, by sector



Source: NESS

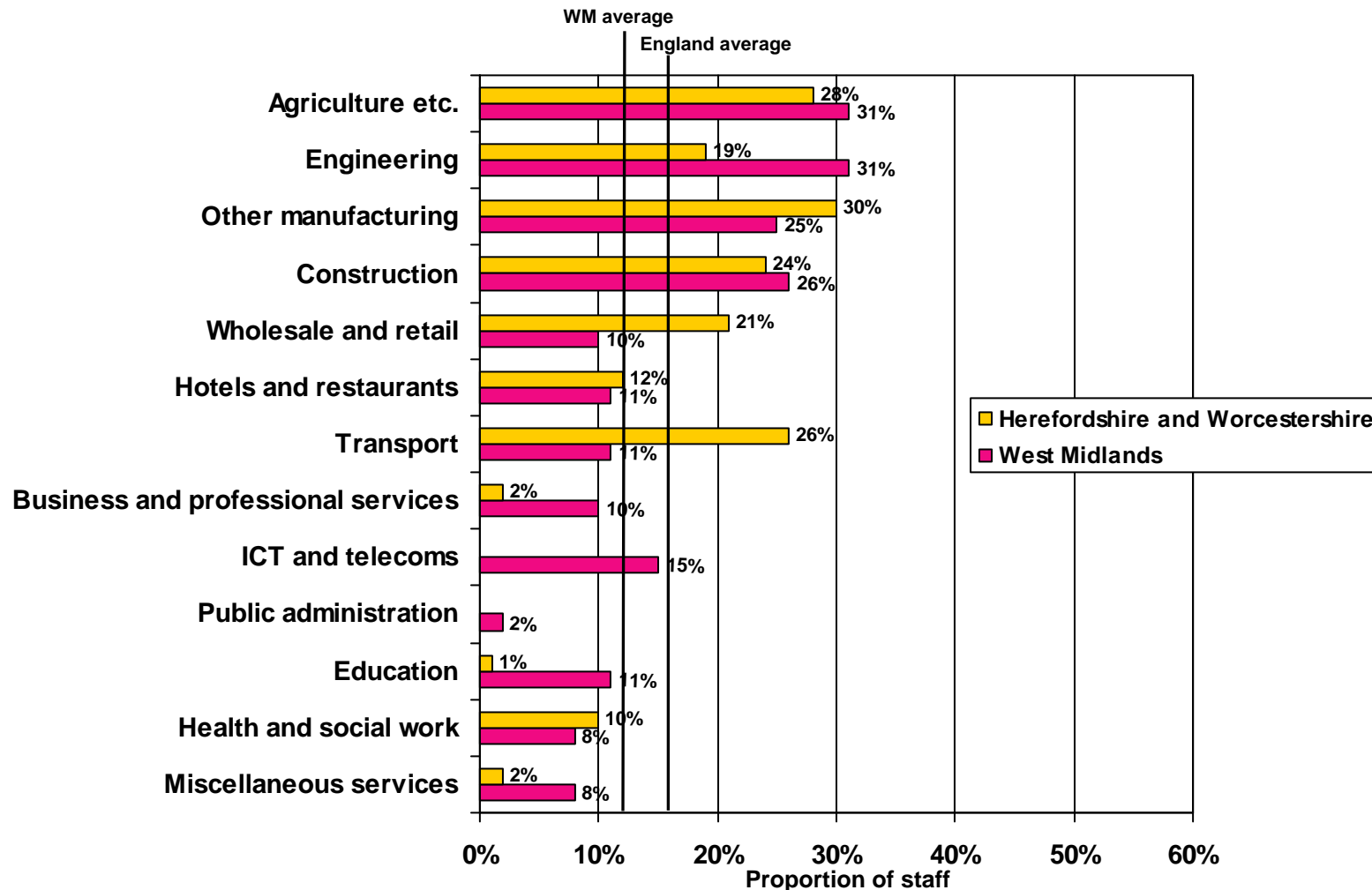
Note: Electricity, gas and water is excluded due to small base figures regionally. ICT and telecoms and public admin are excluded at local level due to low numbers.

Skills shortage vacancies in Herefordshire and Worcestershire are most prevalent in the agriculture and engineering sectors



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Skills-shortage vacancies (SSVs) as a % of vacancies, by sector



Source: NESS

Note: Electricity, gas and water is excluded due to small base figures regionally. ICT and telecoms and public admin are excluded at local level due to low numbers.

Skills Gaps



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Skills gaps by incidence within the West Midlands



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Employment (000s) and % occupation lacking skills

	Birmingham and Solihull		Black Country		Coventry and Warwickshire		Herefordshire and Worcestershire	
Managers	71	3%	66	4%	101	3%	51	3%
Professional	37	7%	38	5%	85	9%	21	4%
Associate Professionals	28	2%	24	6%	42	4%	22	3%
Admin	64	4%	61	4%	97	6%	36	4%
Skilled Trades	39	17%	36	4%	40	5%	24	9%
Personal Service	20	5%	39	3%	37	4%	28	5%
Sales	44	9%	58	8%	75	8%	43	8%
Machine Operatives	25	20%	45	10%	26	4%	24	4%
Elementary	47	6%	65	10%	72	5%	39	8%

	Shropshire		Staffordshire		West Midlands		England	
Managers	32	5%	69	2%	404	3%	3,934	4%
Professional	18	3%	54	1%	279	4%	2,669	5%
Associate Professionals	8	5%	20	4%	132	4%	1,608	6%
Admin	24	5%	51	2%	344	4%	3,149	6%
Skilled Trades	20	6%	46	5%	205	8%	1,578	7%
Personal Service	21	5%	41	4%	187	4%	1,672	6%
Sales	20	9%	52	6%	307	8%	3,021	9%
Machine Operatives	13	7%	31	2%	173	7%	1,497	6%
Elementary	28	13%	57	4%	304	7%	3,132	8%

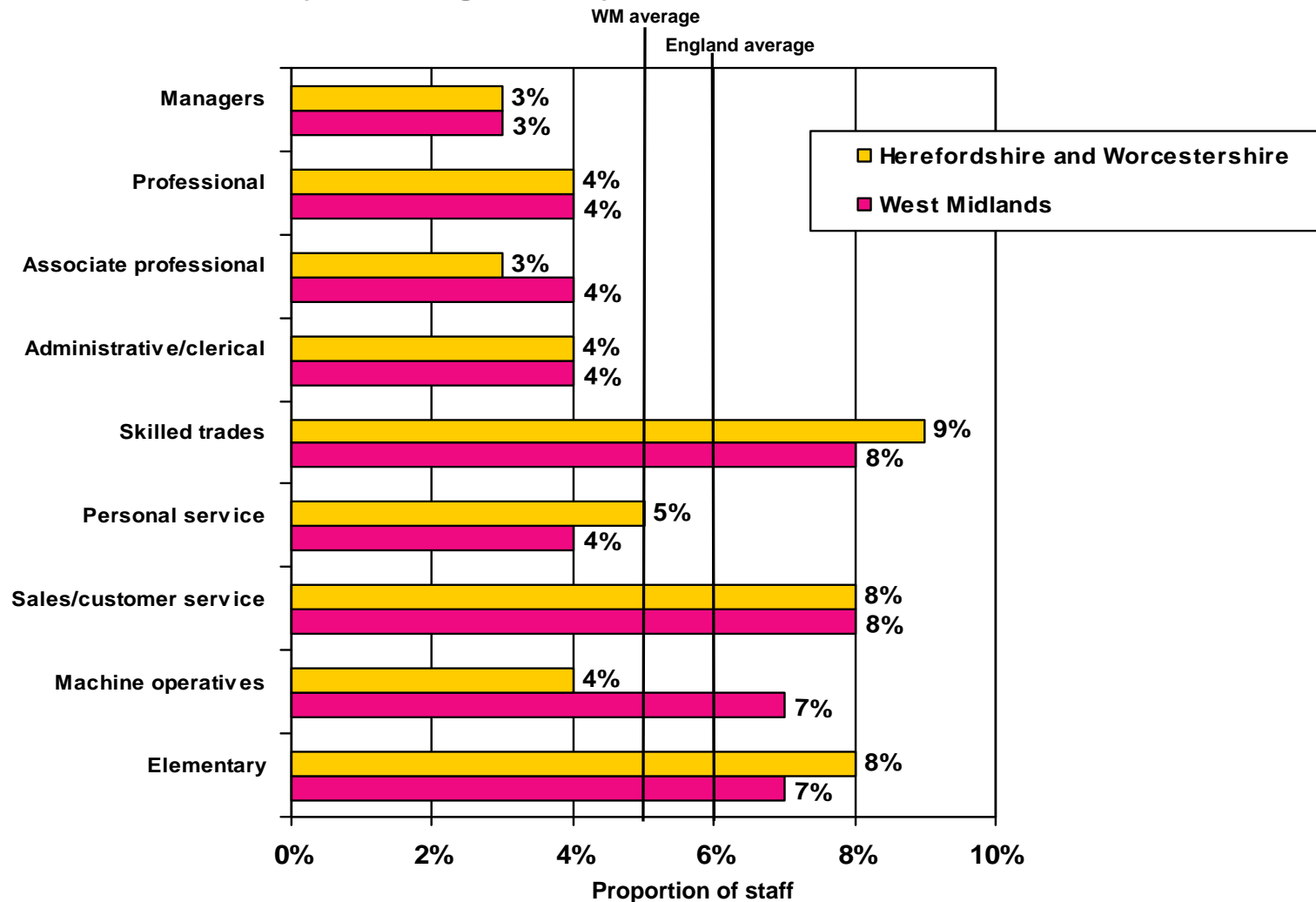
Source: NESS

Skilled trade occupations are most likely to have skills deficiencies in Herefordshire and Worcestershire



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% of workforce with any skills gaps, by occupation i.e. staff who are not proficient at their jobs



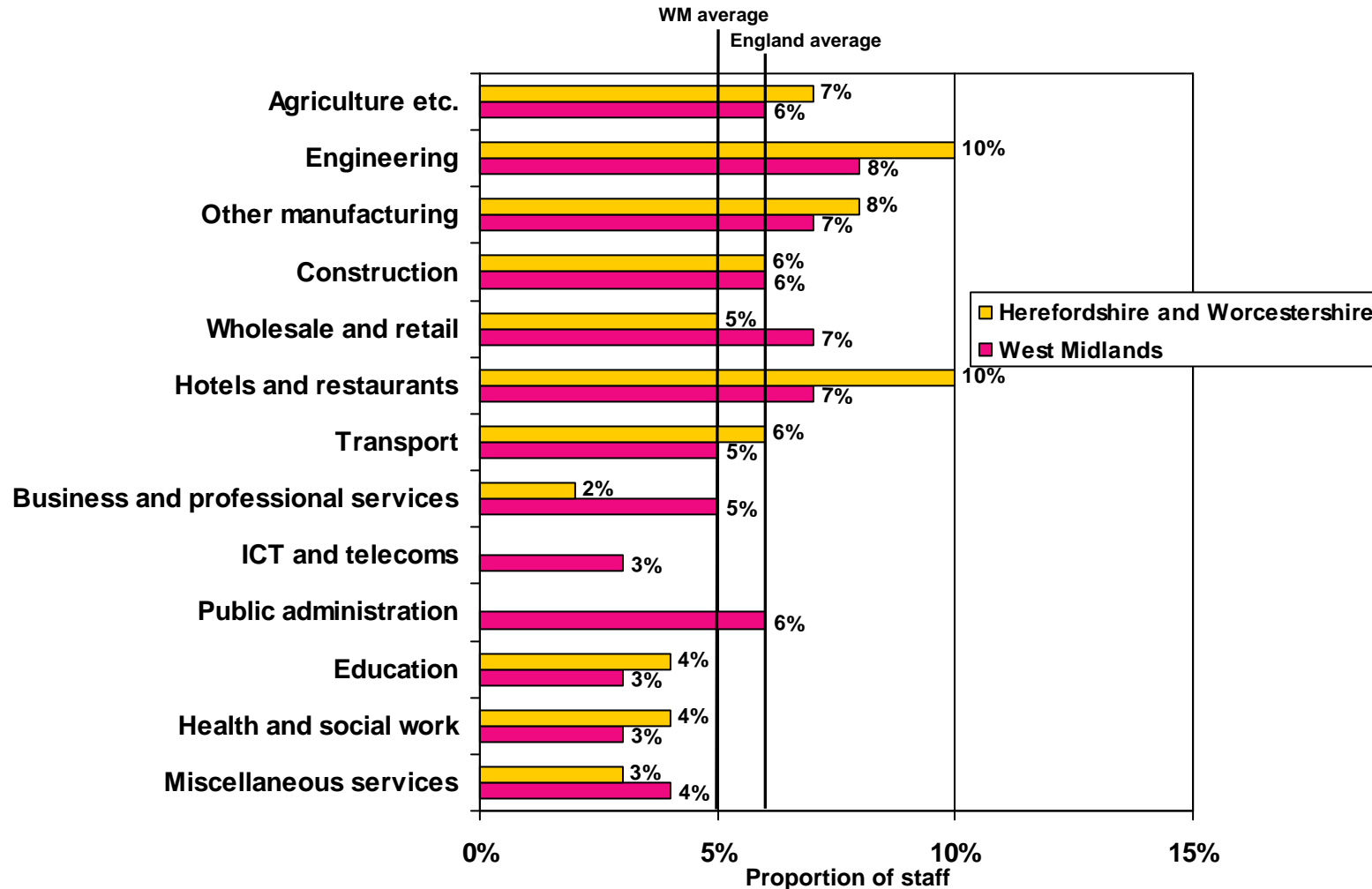
Source: NESS

Skills gaps in Herefordshire and Worcestershire are most common in engineering and hotels and restaurants



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% of workforce with any skills gaps, by sector i.e. staff who are not proficient at their jobs



Source: NESS

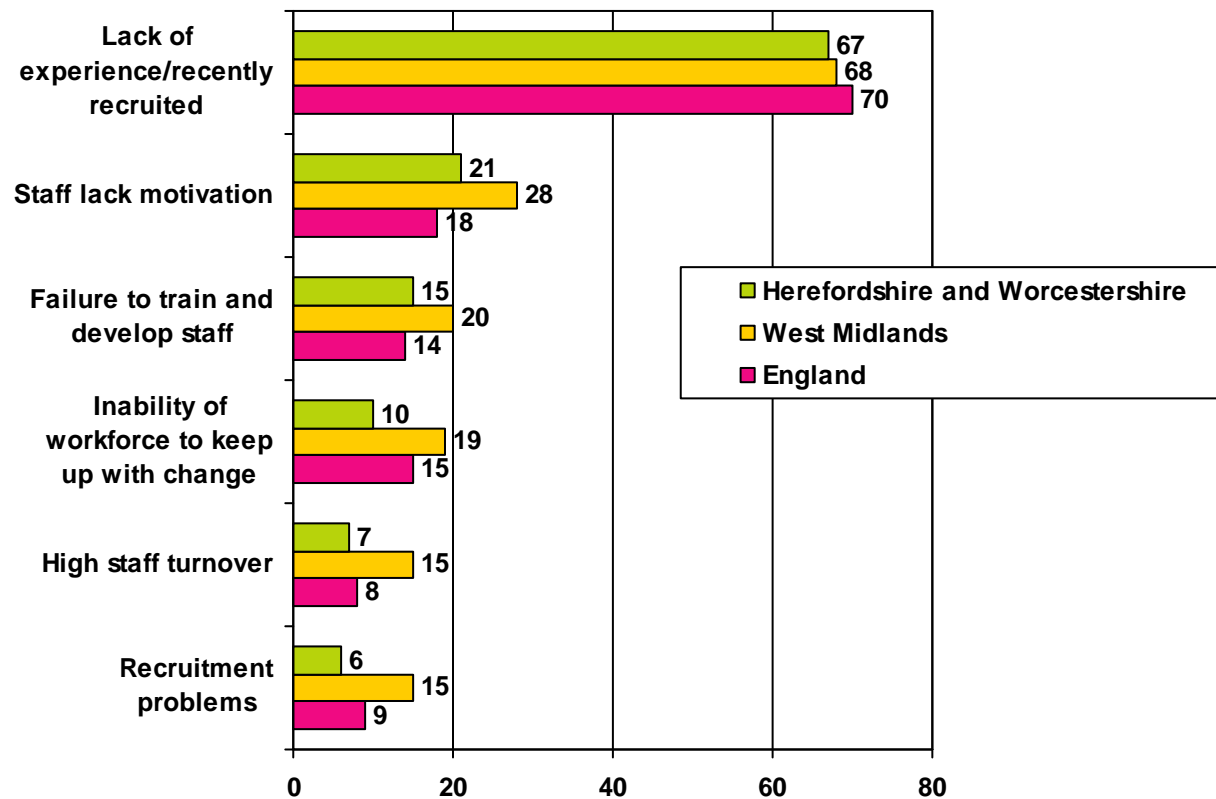
Note: Electricity, gas and water is excluded due to small base figures regionally. ICT and telecoms and public admin are excluded at local level due to low numbers.

There is little difference between Herefordshire and Worcestershire and England in terms of the skills lacking



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Reasons why staff lack skills



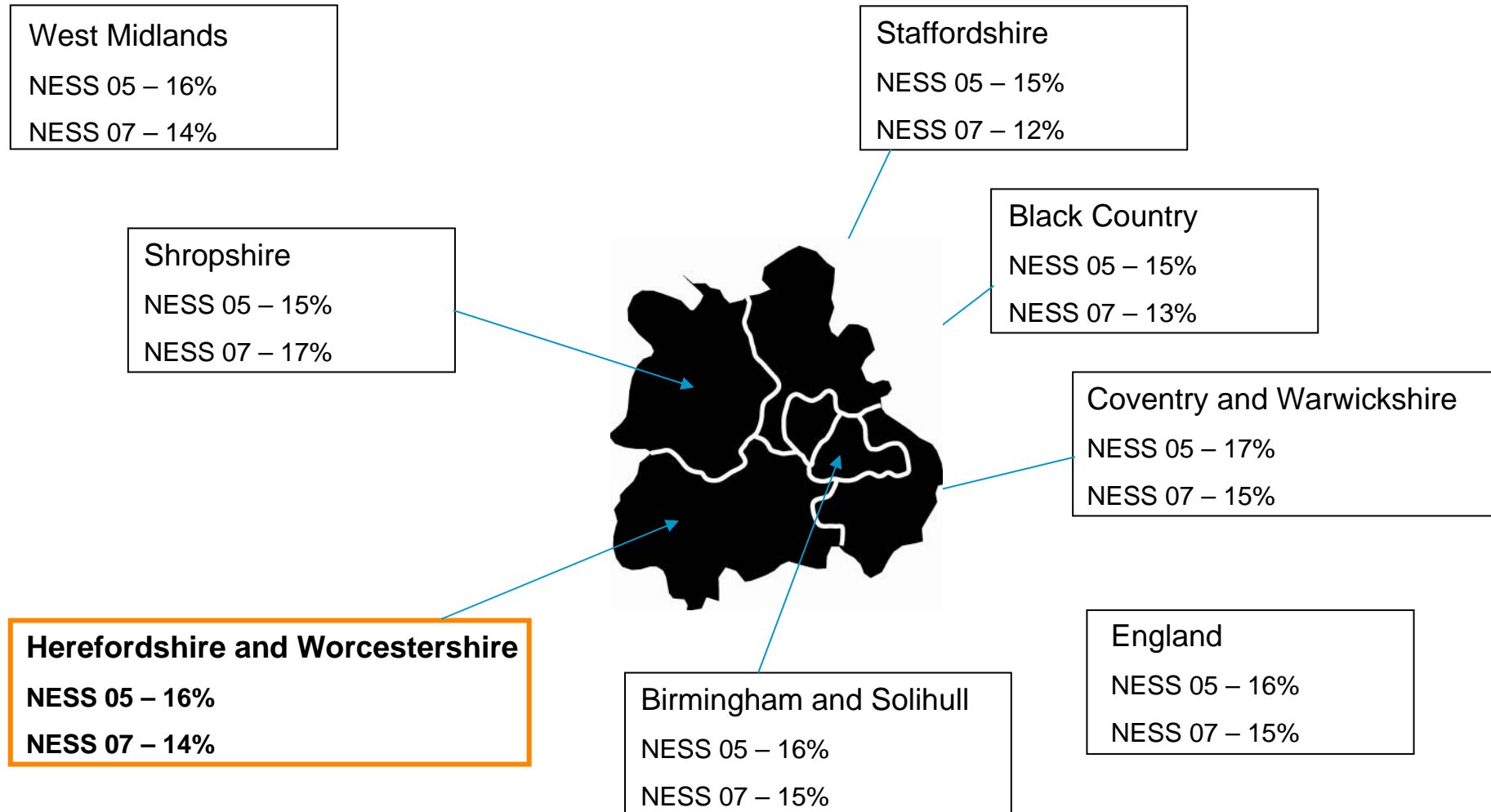
Base: All skill gaps followed up

Skills gaps within the West Midlands



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% of establishments with any skills gaps i.e. staff who are not proficient at their jobs



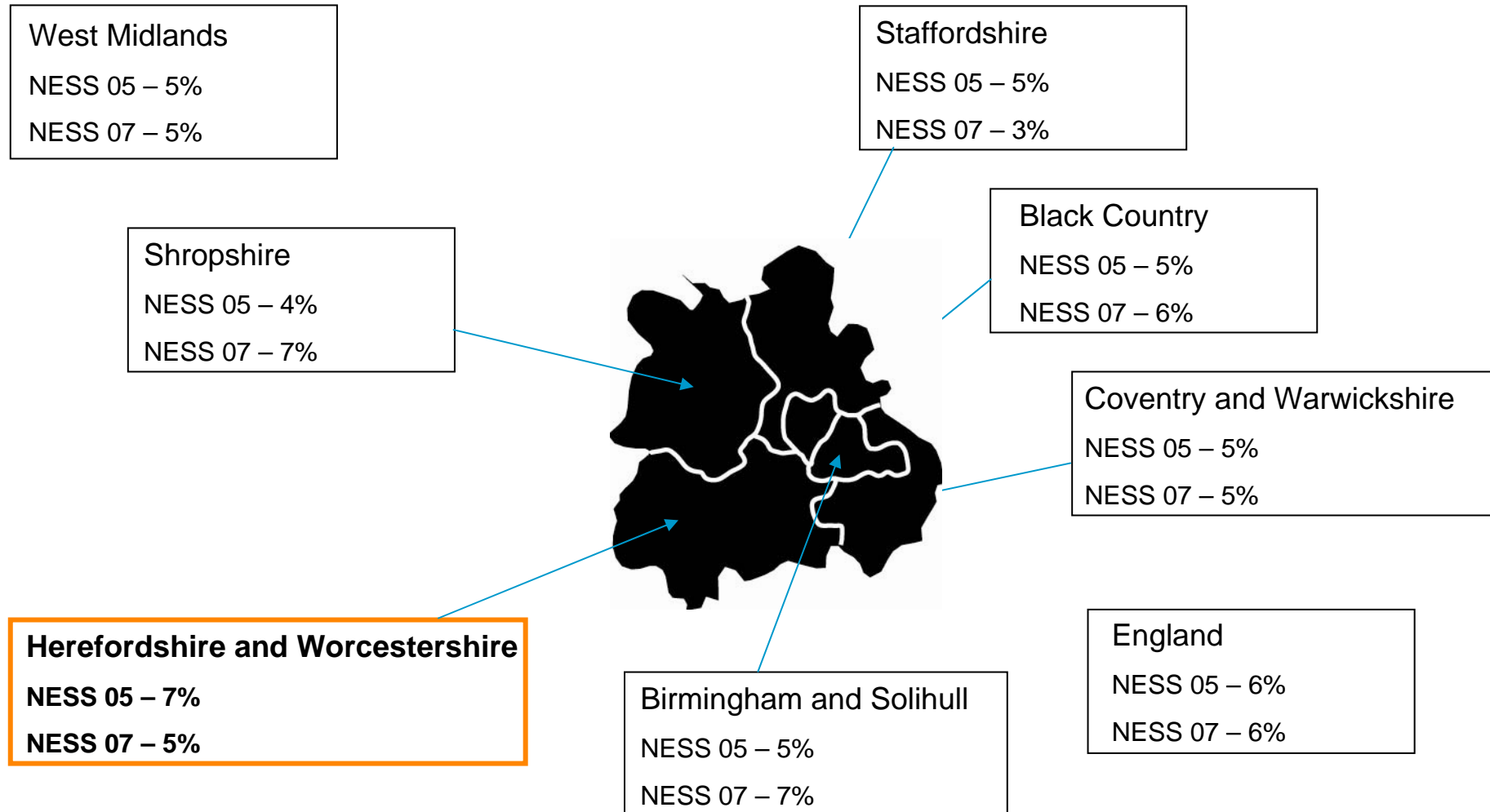
Source: NESS

Skill gaps within the West Midlands



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% of workforce with any skills gaps i.e. staff who are not proficient at their jobs



Training



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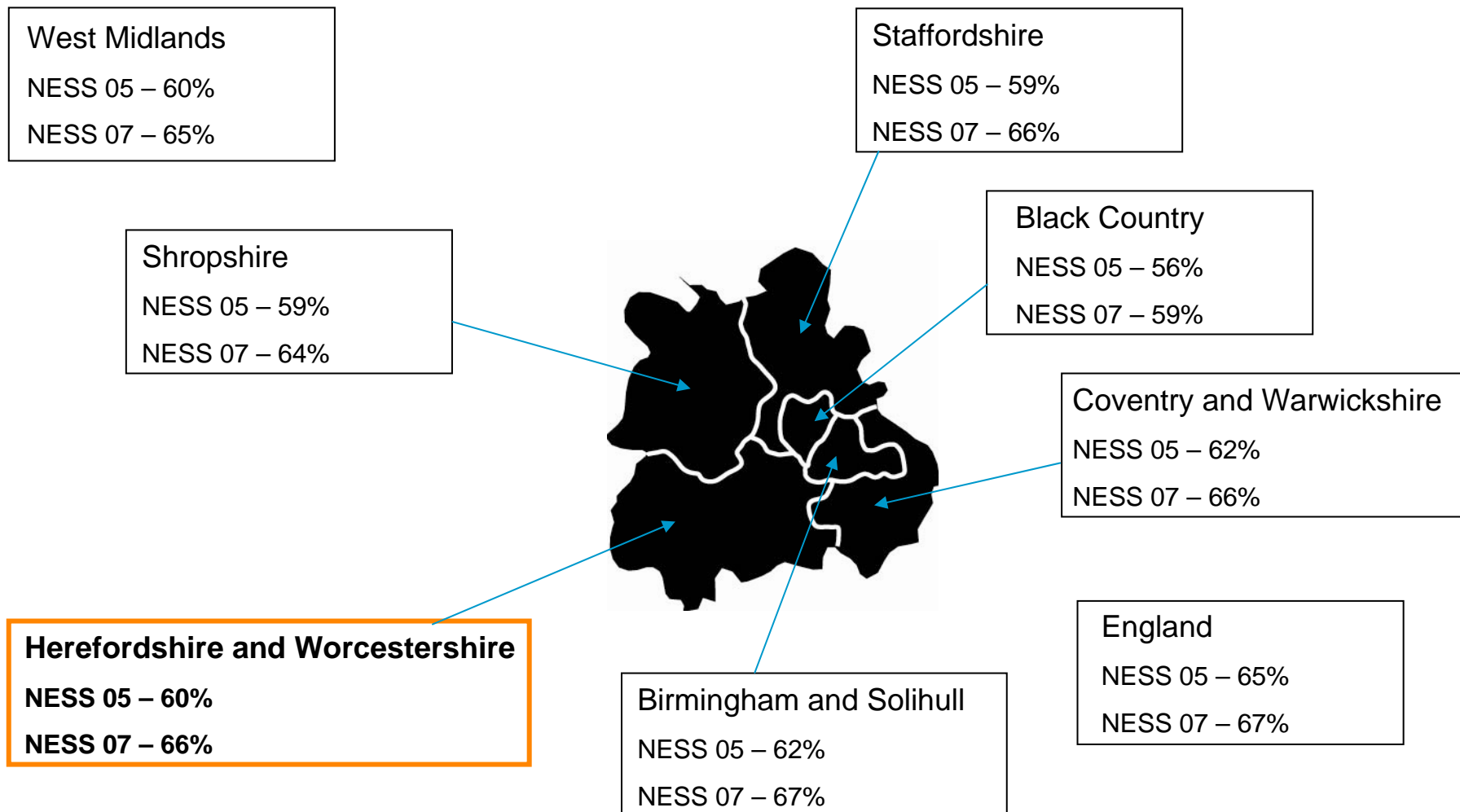
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Training levels within the West Midlands

% of establishments that carry out any training



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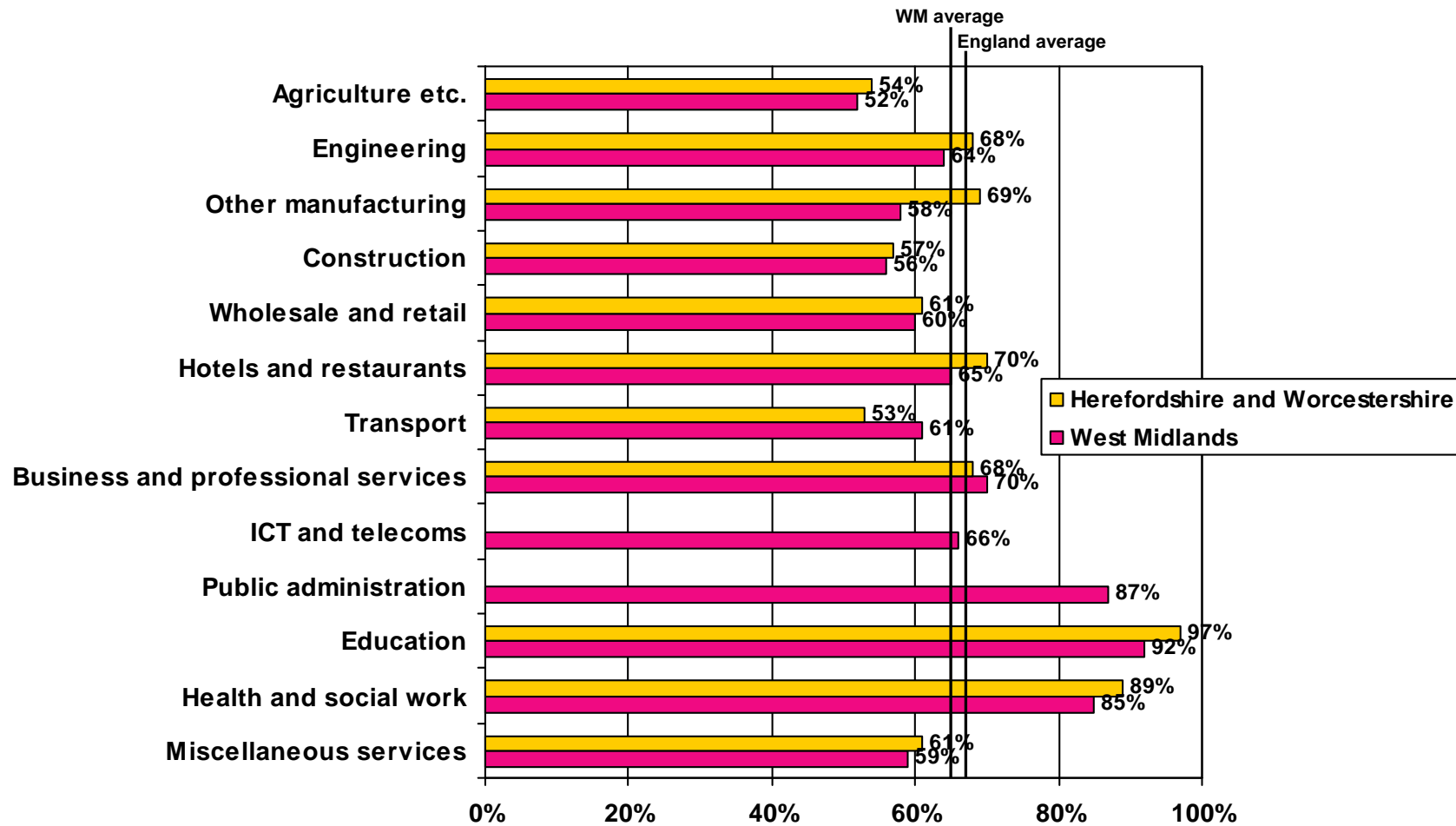


Source: NESS

The education and health and social work sectors are more likely to carry out training than other sectors



% of establishments carrying out training, by sector



Source: NESS

Note: Electricity, gas and water is excluded due to small base figures regionally. ICT and telecoms and public admin are excluded at local level due to low numbers.

Summary



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Summary



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Overall, a positive message for Herefordshire and Worcestershire – skills gaps have fallen and the amount of training has increased.

Recruitment Problems

- Recruitment problems have alleviated since 2005. The proportion of vacancies which are unfilled for skills shortage reasons has fallen by 13 percentage points (20% to 7%).
- In only Engineering and Agriculture are the proportion of hard to fill vacancies higher than the national average.

Skills Gaps

- Overall, skills gaps have fallen since 2005 – from 16% of employees to 14%.
- Skilled trades remain the highest occupational group for skills gaps (9%).
- By sector, Engineering, Hotels & Restaurants and Other Manufacturing most likely to have skills gaps.

Training

- The proportion of employers providing training and employees receiving training have increased by 7 and 13 percentage points respectively since 2005.
- Two thirds of employers have provided training in the last 12 months, compared to 60% in 2005.

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A full report of these findings can be downloaded from this link:

<http://www.lsc.gov.uk/regions/WestMidlands/Publications/Latestdocuments/Detail.htm?id=7d7c536e-b416-492f-9e17-c4c82666c132>