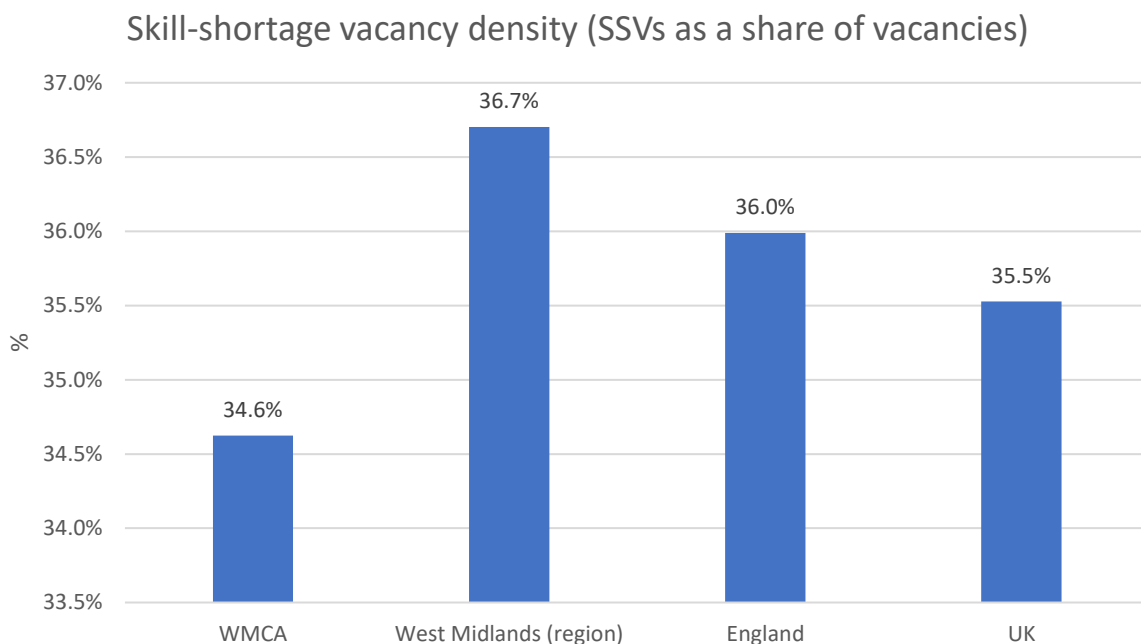


UK Employment and Skills Survey September 2023 Release: WMCA Context

UK Employer Skills Survey (ESS) is based on survey responses from 72,918 employers across the UK - and was commissioned by Department for Education. This research provides a comprehensive source of intelligence on the skills challenges that UK employers face both within their existing workforces and when recruiting, the levels and nature of investment in training and development, and the relationship between skills challenges, training activity and business strategy.

Skills challenge 1: finding the right workers

- Around a quarter (23%) of all employers in the UK had a vacancy at the time of the survey, one in ten (10%) had a skill-shortage vacancy. This represents an increase since 2017, when one in five (20%) employers had a vacancy and 6% had a skill-shortage vacancy.¹
- In the WMCA, 22% of employers had a vacancy, with 9% reporting a skills shortage vacancy.
- More than a third (36%) of all vacancies in the UK in 2022 were skill-shortage vacancies, compared to 22% in 2017.
- 35% of all WMCA vacancies were skilled shortage vacancies.

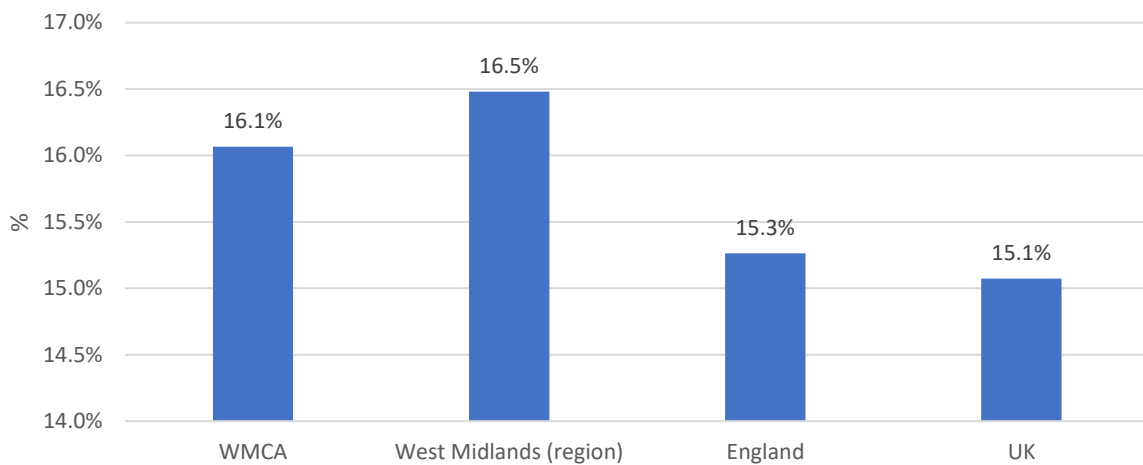


Skills challenge 2: optimising and improving existing skills

- A skills gap is where an employee is judged by their employer to lack full proficiency. 15% of employers across the UK had at least one member of staff who was not fully proficient (i.e. a skills gap), slightly higher than in 2017 (13%).
- In the WMCA, this was higher at 16%.
- Overall, 5.7% of the UK workforce had a skills gap, compared to 4.4% in 2017.
- 6.5% of the WMCA workforce had a skills gap.

¹ A skill-shortage vacancy is a vacancy that is hard to fill due to a lack of skills, qualifications or experience among applicants.

Percentage of establishments with at least one skill gap (i.e. 1+ employee not fully proficient)



Skills challenge 3: expanding employee training

- Three-fifths (60%) of employers had provided training for their staff in the last 12 months, a decrease from 66% in 2017. Half of all employers (49%) provided on-the-job training (down from 53% in 2017) and 39% provided off-the-job training (down from 48% in 2017).
- In the WMCA, 49% of employers provided training for staff in the last 12 months, with 60% of employers provided on-the-job training, and 41% of employers provided off-the-job training.
- 60% of all employees received training in 2022, compared to 62% in 2017. The average investment in training per employee was £1,780, compared to £2,010 in 2017 (accounting for inflation).
- 58% of all WMCA employees received training in 2022, with the average investment in training per employee at £1,585 in the West Midlands region (WMCA data unavailable).

Percentage of establishments that have funded or arranged any training for staff over the past 12 months

