

D2N2 Employer Survey - September 2016

Summary of Results

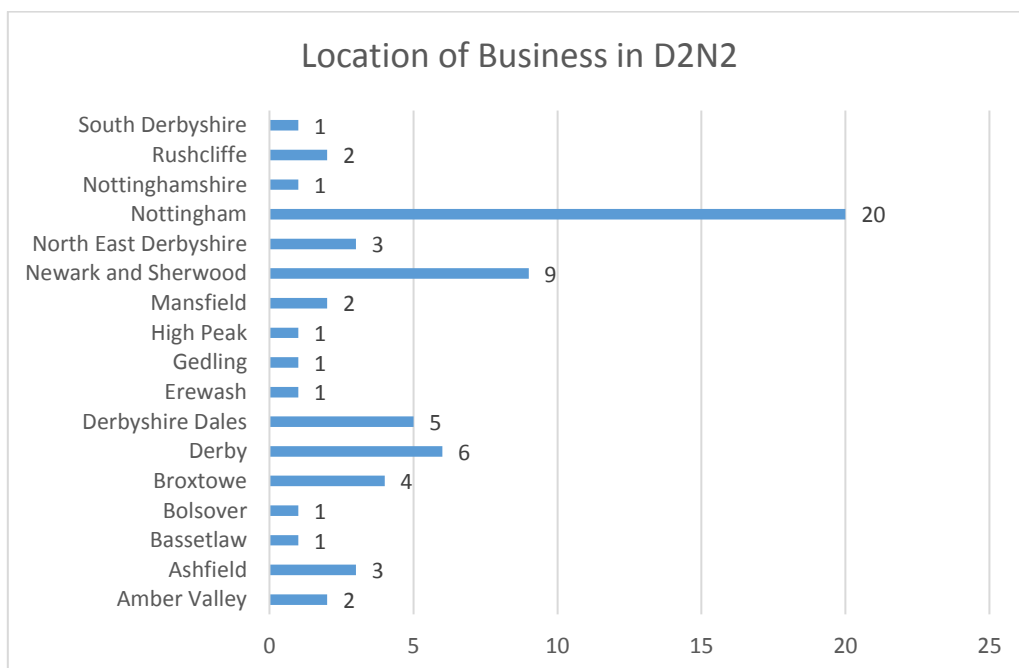
The D2N2 LEP and stakeholders are keen to engage with and hear from employers across Derby, Derbyshire, Nottingham and Nottinghamshire to find out the challenges and issues they face in relation to skills, training, recruitment and accessing support.

The survey results will provide strategic direction to align investment and delivery of activities to meet local employer and local economic needs and to influence a cohesiveness across business, education, careers and employment.

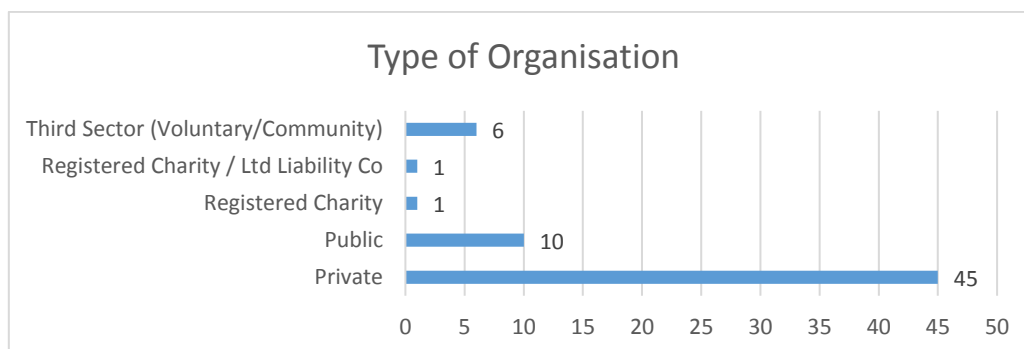
The survey was accessible from the D2N2 LEP website between Monday 5th September 2016 and Friday 30th September 2016, with a one week extension to 7th October 2016.

There were 63 respondents to the survey from a range of D2N2 businesses who employ a total of 54,632 employees. Most businesses are a UK Limited Company (70%).

36% of the respondents were from Nottingham City, 14% Newark and Sherwood and 9% Derby.

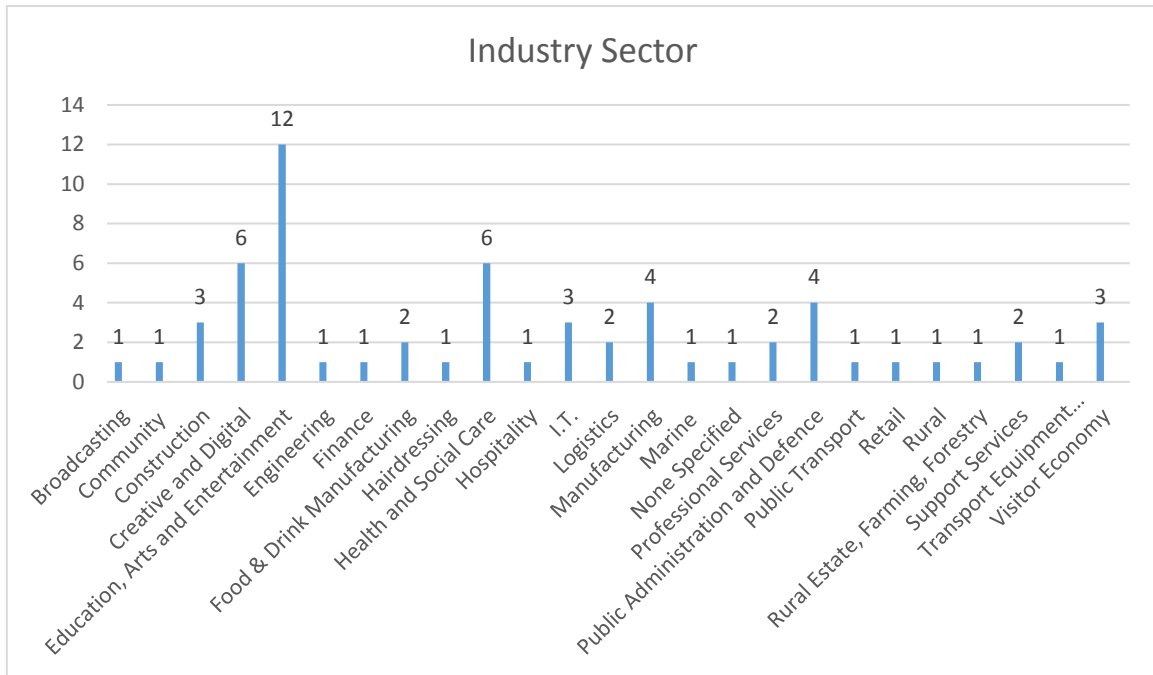


The organisation type is predominantly private, showing as 71%.



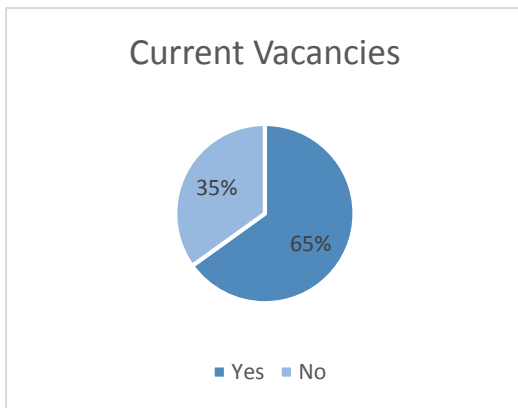
The size of the organisation is quite evenly spread with 27% being small, 32% micro, 16% medium and 25% large.

Industry sectors who responded were from across the spectrum with the highest being 19% from Education, Arts and Entertainment, and 9% from both Creative and Digital and Health & Social Care.



Vacancies:

When asked if they have any current vacancies, 65% of respondents answered yes.

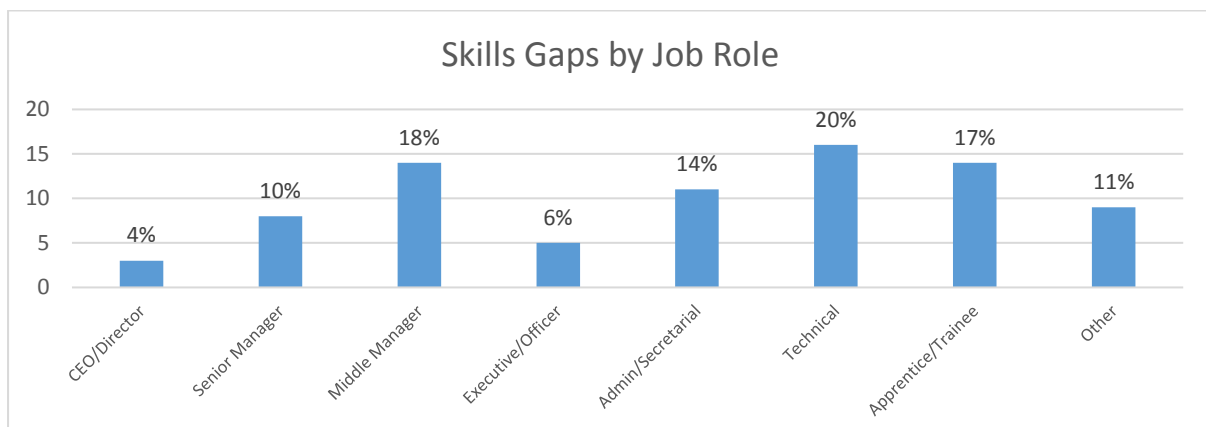


The main reason given for vacancies is Business Growth due to a new position (45%), then the Replacement of a current position (40%), Retirement (13%) and Maternity (2%).

Within the last 12 months 44% of respondents said they have found it difficult to fill vacancies they've advertised for. The most reasons given are a lack of quality, skilled or specialist applicants. Other reasons were due to applicants who lack motivation or attitude, and expectations relating to pay.

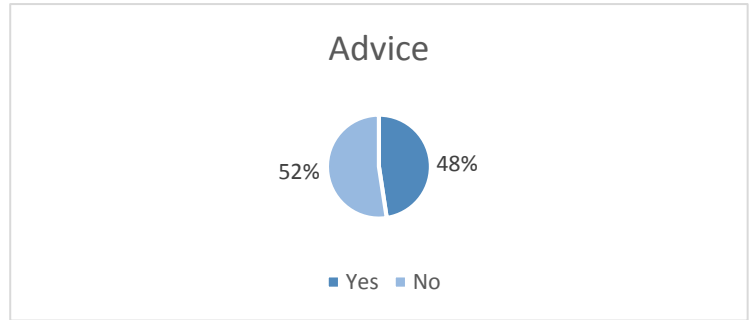
Skills Gaps:

When asked about current staff who lack the right skills for their job, 38% said no. Where respondents had said yes, the breakdown of typical job role is:



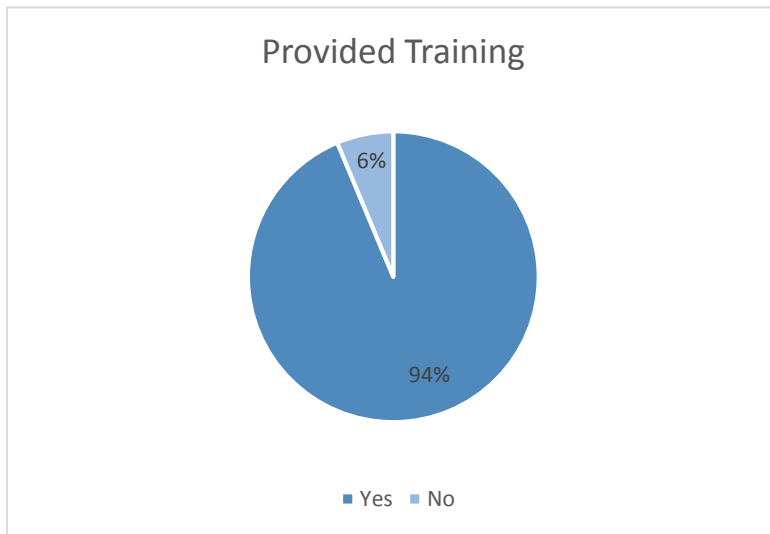
Training Advice:

When asked if respondents have sought advice on skills and training schemes for their workforce in the past six months 33 said NO and 40 said YES. When asked if it was helpful and effective 89% said it was, 11% said it wasn't.



Training:

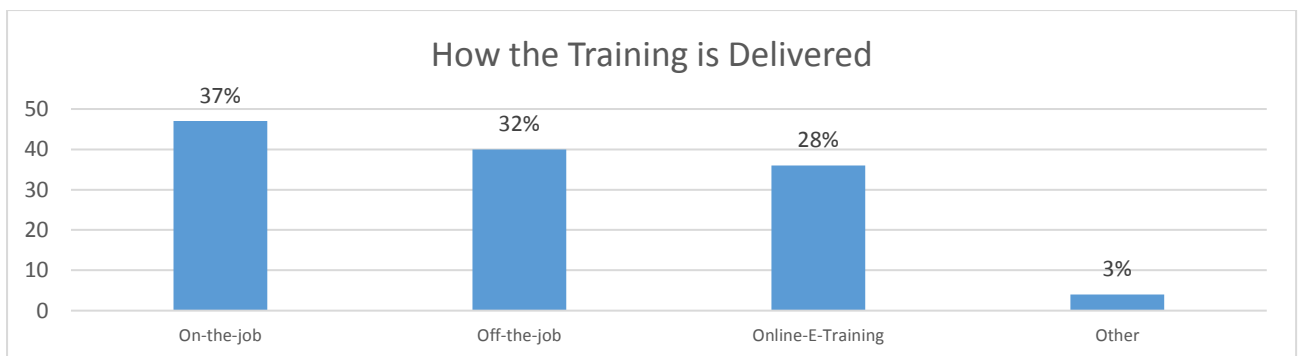
When asked if the business has provided training for their staff in the last 12 months, 59 said yes, and 4 said no.



Generally businesses have provided training to all or most of their staff over the last 12 months. The approximate number of employees who have received training over the last 12 months from 59 businesses is 14,652 individuals. 4 said no training was provided and 1 was unable to indicate how many employees had received training.

49 of the businesses indicated a specific number of training days undertaken per employee, this equates to an average of 4.6 days. Other responses were that the training was ad-hoc, and a couple said training was weekly.

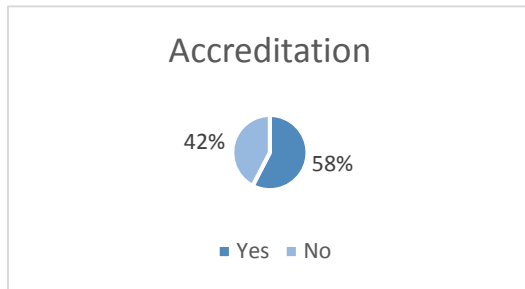
When asked how the training was delivered, the responses were:



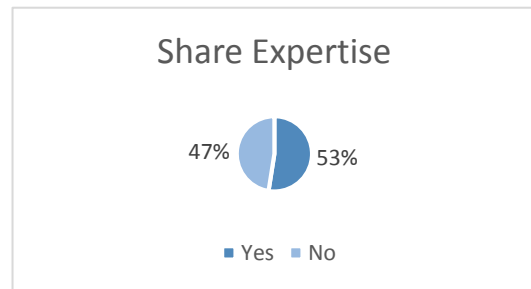
Responses for other were NVQ, LA training, workshops and training with a mentor.

Training delivery is a mix of in-house and by utilising providers. The breakdown is In-House by the business (29%), a Training Provider (28%), a Specialist (26%), a College (14%) and other including by volunteers (3%).

When asked if the training generally led to some form of accreditation:



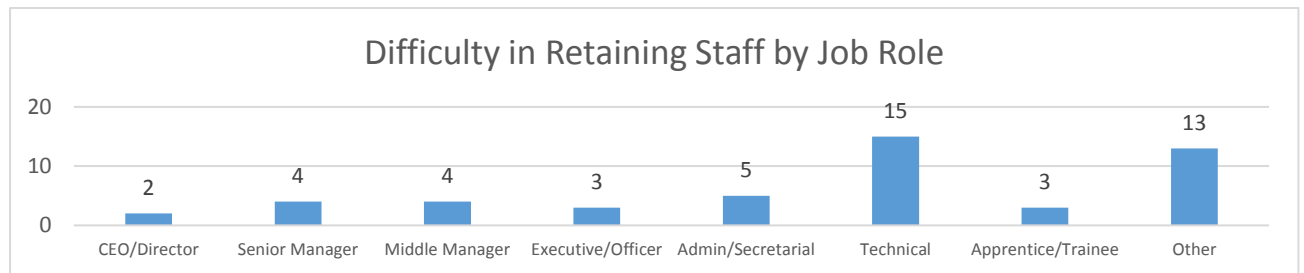
The response is fairly mixed from business' when asked if they share expertise and best practice on training.



Staffing:

The response to whether business have staff who are more qualified than their role requires was very mixed, with 56% saying NO and 44% saying YES.

When asked if they had any roles which were more difficult to retain their staff in the answer was 51% NO, and 49% YES. The breakdown of the job roles which are difficult to retain staff in are:

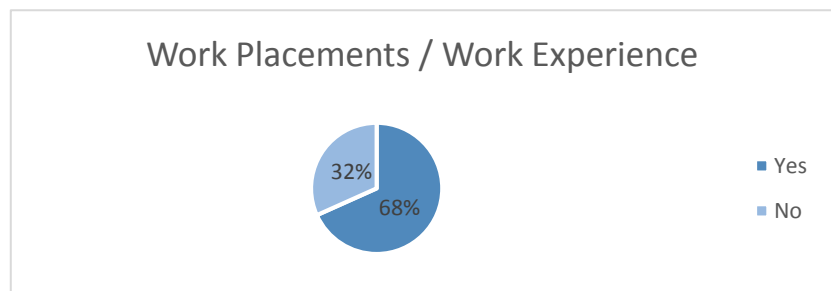


Generally responses to Other were low level jobs. The most significant being for carers and caterers.

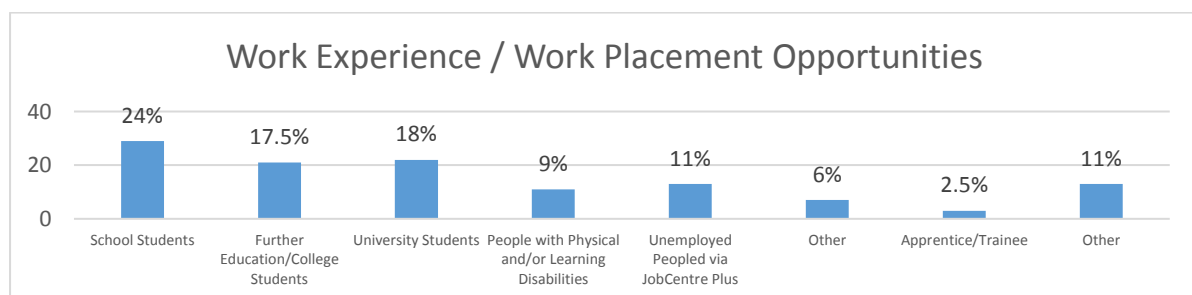
When asked whether the jobs which are difficult to retain were mostly higher or lower paid jobs, the results were slightly toward the lower end of the scale. 29 responses showed it was for average paid jobs, 20 were for lower paid jobs, and 12 for higher paid jobs.

Work Experience:

Respondents were asked if they had provided work placements / work experience in the last 12 months. Two thirds said yes.

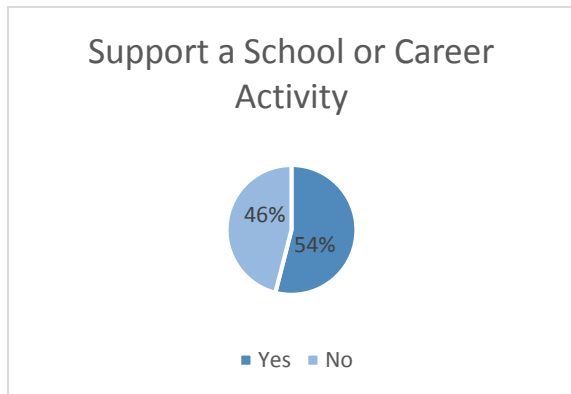


When asked who they have offered work placements / work experience to, they were a mix:



School and Career Activities:

Respondents were asked in the past 12 months, has your business supported school or career activities such as school visits, mock interviews careers events.

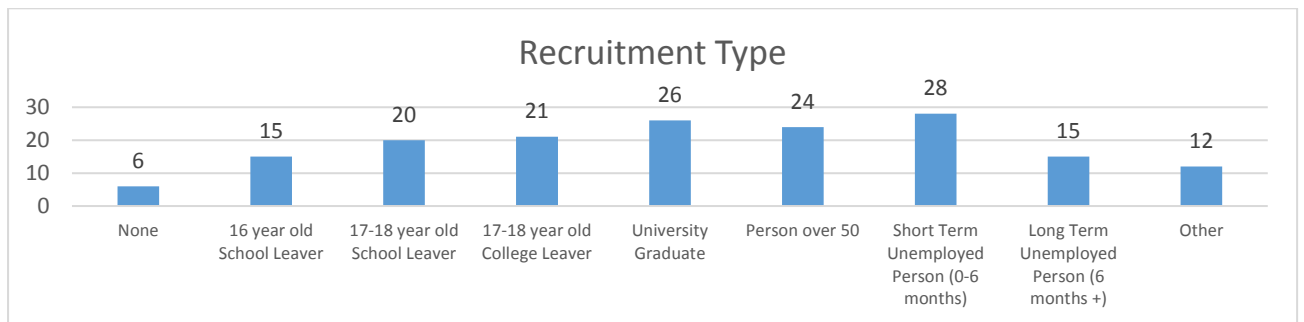


When asked how many activities the business had supported the average number of days of 22 businesses was 8.5 days. A range of written responses stated that the business had supported many, some due to the nature of the business.

The impact of supporting the activities from the business' perspective was varied but the most common theme was for future recruitment, promotion of their business and to raise an awareness of the sector. Other answers included to develop the staff within the business and to improve the network with the university.

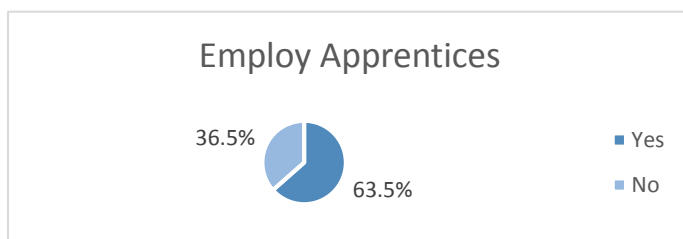
Recruitment:

Respondents were asked in the past 12 months which of the following types of person had their business recruited.



Apprenticeships:

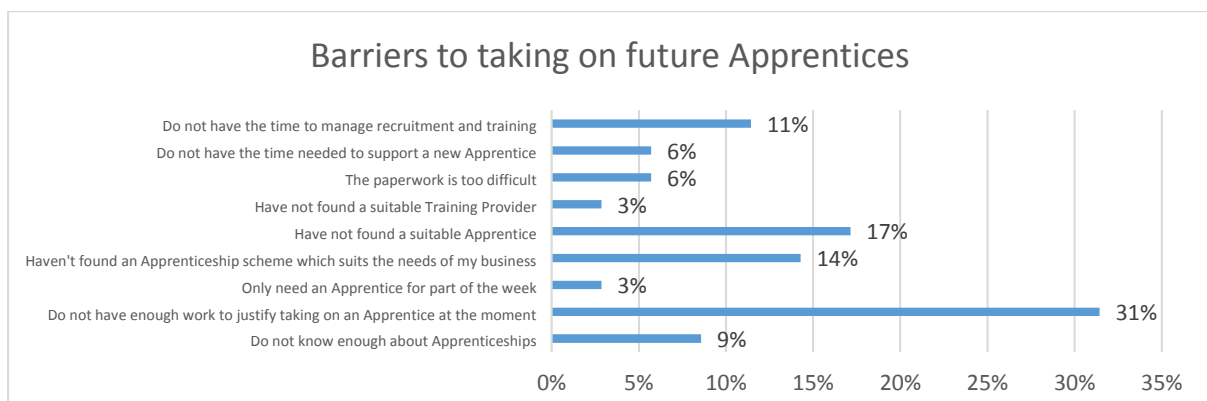
When asked if the business currently employs any apprentices two thirds said yes.



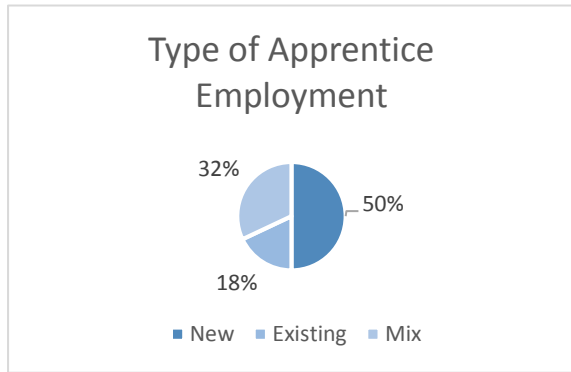
When asked how many the business currently employ of the 39 businesses that input a figure the average is 13.8 (540 apprentices in total).

When asked if the business plans to take on any apprentices in the next 12 months 42 business said YES (66.7%).

The reasons stated for not taking on future apprentices in the next 12 months were because:



Where respondents said they were planning to take on apprentices in the next 12 months of the 37 businesses who specified a number of apprentices the total new apprentices is 475.

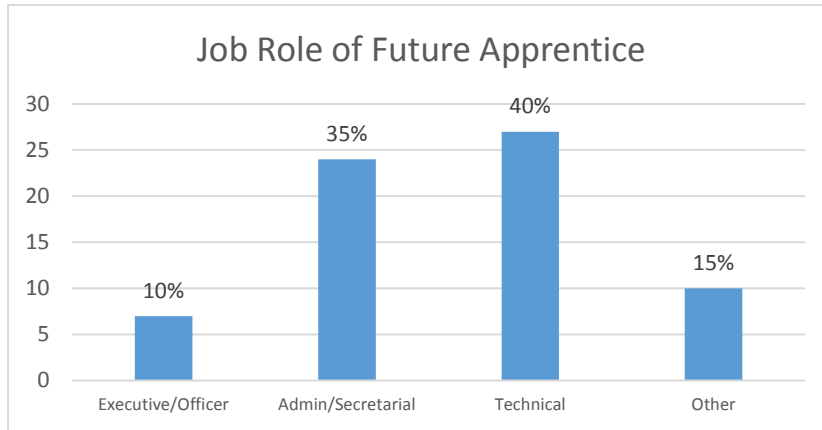


When asked what type of opportunity the apprenticeship role will be, 50% will be NEW positions, 18% EXISTING and 32% will be a mixture of new and to existing staff within the business.

When asked about the age range of the future apprentice positions answers given are:

| | |
|----------------|-------|
| 16-18 year old | 26% |
| 19-21 year old | 30.5% |
| 21+ year old | 11.5% |
| Not Important | 33% |

For the type of job roles the apprentice will fill, most responses received showed they will be Technical or Administrative/Secretarial.



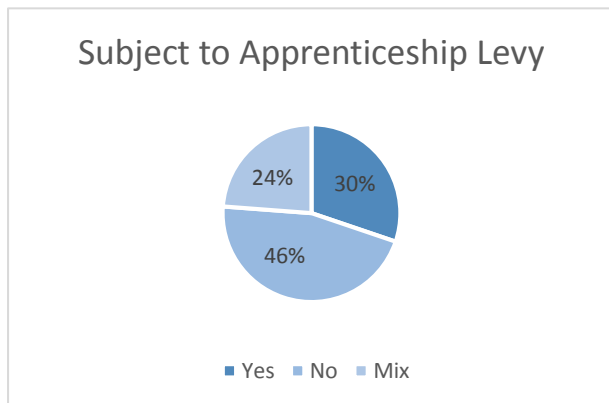
The OTHER roles provided were catering (2), trainee (3), construction (1), warehousing (1) and general workforce (2).

When asked at what level the apprentice role will be at the most responses were for Level 2, with very few at Level 4.

| | |
|---------|------------|
| Level 2 | (20 / 34%) |
| Level 3 | (17 / 29%) |
| Level 4 | (5 / 8%) |
| Various | (17 / 29%) |

Apprenticeship Levy:

Respondents were asked if they will be subject to the Apprenticeship Levy.



When asked if support was needed in understanding how the Apprenticeship Levy might affect their business 47 (75%) said NO and 16 (25%) said YES

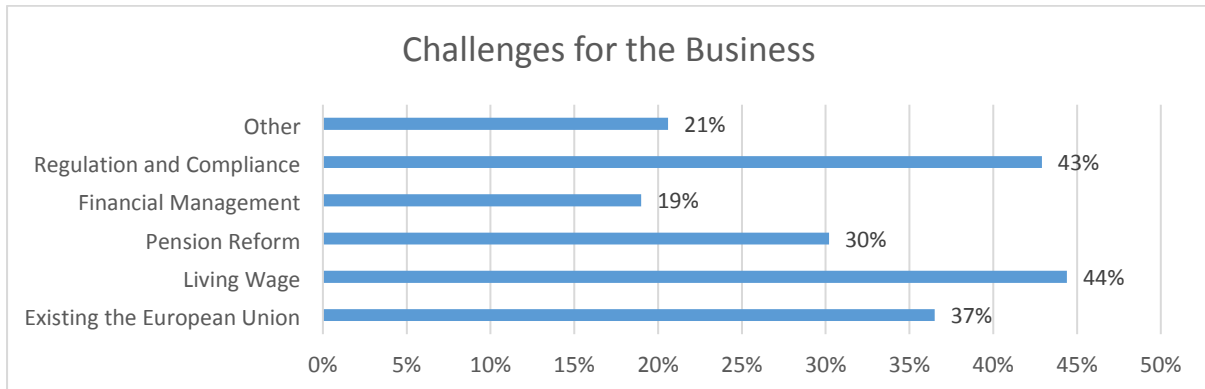
Business Productivity:

The responses were varied in response to how recruitment and skills is positively affecting business productivity for their business. Generally they were that it helps with workforce planning, for a more diverse workforce and CPD. Having apprentices join the business was quoted a number of times as having a positive impact on the business.

Responses to how recruitment and skills is negatively affecting business productivity of their business were that some businesses are finding it difficult to recruit people with the right skills set, continual recruitment costs money and time, and that delivering good quality training costs money and staff time.

Other Questions:

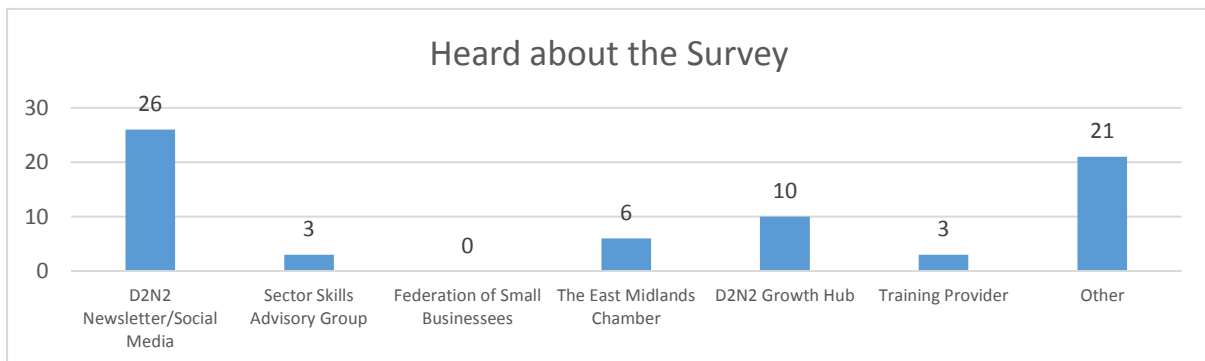
We took the opportunity to ask what other challenges the business is facing and the breakdown is:



We informed all respondents that there will be future funded programmes to support businesses with less than 250 employees with business growth, staff recruitment and skills development for existing staff and would they like to be kept informed. 38 respondents (60%) said YES.

We also informed them of future funding opportunities via the D2N2 LEP and its Growth Hub and asked if they would like to be kept up to date. 49 respondents (78%) said YES.

As this was the first survey we were keen to ascertain where businesses heard about the survey. The results are:



Other sources were business clubs, various strategic groups, personal emails, local authority services and training providers.