

Dadansoddi ar gyfer Polisi

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Welsh Government

Employer Skills Survey 2022

Core results: Wales slide pack



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Introduction



Questionnaire Coverage

- **The sixth survey in this biennial series – and the second to incorporate Employer Perspectives content.**
- **This slide pack focuses on the following core areas of the survey:**
 - Recruitment and skill-shortage vacancies
 - Skills gaps in the existing workforce
 - Training and workforce development

Achieved interviews

	Population	Number of interviews	Module A	Module B	Module C	Module D
Wales	87,900	4,825	1,239	1,256	1,168	1,153
By region						
North Wales	21,600	1,193	294	320	286	288
Mid Wales	9,800	694	190	175	166	162
South East Wales	36,600	1,911	481	507	449	471
South West Wales	20,000	1,027	274	254	267	232
Mid/South West Wales	29,800	1,721	464	429	433	394

All the figures presented in this slide pack are subject to a margin of error. At a 95% confidence level, the maximum margin of error is 1 percentage point at the overall level and typically between 2 and 4 percentage points across the region sub-groups.

Achieved interviews

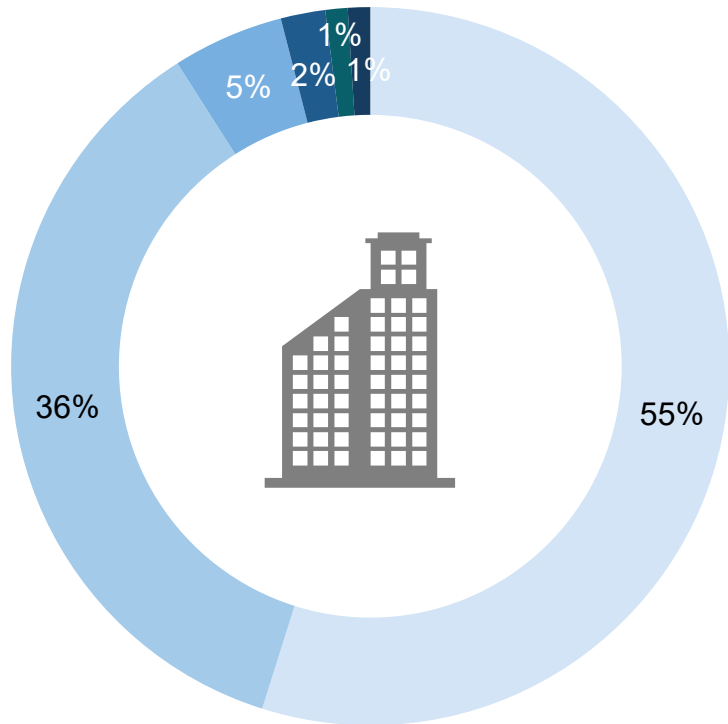
By sector	Population	Number of interviews	Module A	Module B	Module C	Module D
Primary Sector & Utilities	9,800	372	91	97	103	80
Manufacturing	4,400	322	86	80	76	80
Construction	8,800	322	71	87	77	84
Wholesale & Retail	16,400	1,010	283	246	233	247
Hotels & Restaurants	9,800	552	141	148	132	131
Transport & Storage	2,900	178	45	41	46	46
Information & Communications	2,100	76	20	21	13	20
Financial Services	1,400	58	10	14	22	12
Business Services	14,900	686	168	190	168	159
Public Administration	1,300	61	13	15	13	20
Education	2,800	299	76	79	74	70
Health & Social work	6,900	580	145	158	143	134
Arts & Other Services	6,400	309	90	80	68	70

All the figures presented in this slide pack are subject to a margin of error. At a 95% confidence level, the maximum margin of error is 1 percentage point at the overall level and typically between 3 and 13 percentage points across the sector sub-groups.

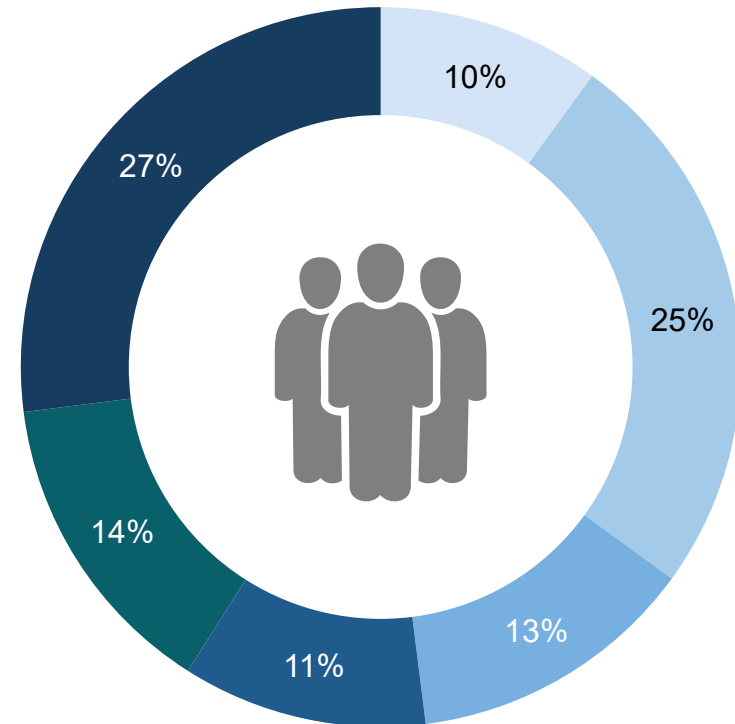
Population counts taken from the ONS Inter-Departmental Business Register (IDBR) and have been rounded to the nearest hundred.

Survey population: size of establishment

% of all establishments

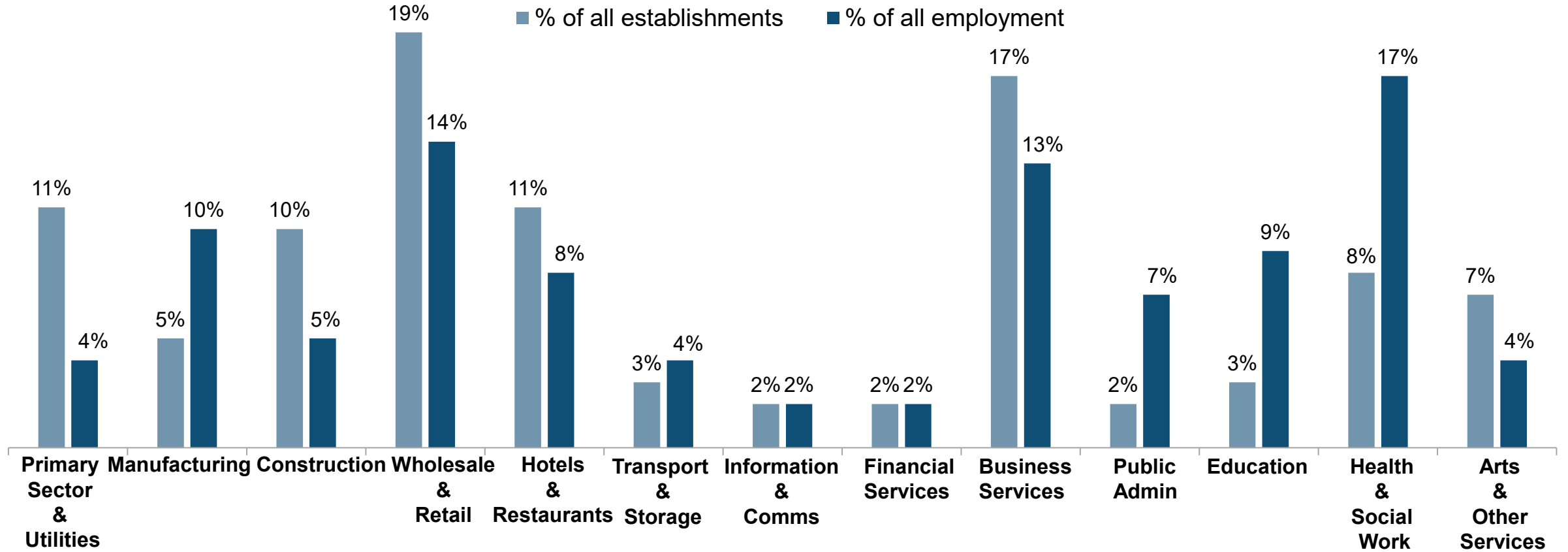


% of all employment



Number of employees: 2 to 4 5 to 24 25 to 49 50 to 99 100 to 249 250+

Survey population: sector



Key definitions

Establishment base

Proportions are based on the number of establishments, defined here as a single location of an organisation, where at least two people work.

Employment base

Proportions are based on the total number of employees and working proprietors across establishments.

Vacancies

Skill-shortage vacancies

Skills gaps

Incidence

Proportion of establishments reporting at least one vacancy

Proportion of establishments reporting at least one skill-shortage vacancy (i.e. vacancies which are reported to be hard-to-fill because applicants lack relevant skills, qualifications or experience)

Proportion of establishments with at least one employee deemed by their employer to be not fully proficient in their role

Density

Vacancies as a proportion of all employment

Skill-shortage vacancies as a proportion of all vacancies

The number of staff reported as not fully proficient as a proportion of all employment

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Recruitment and skill-shortage vacancies

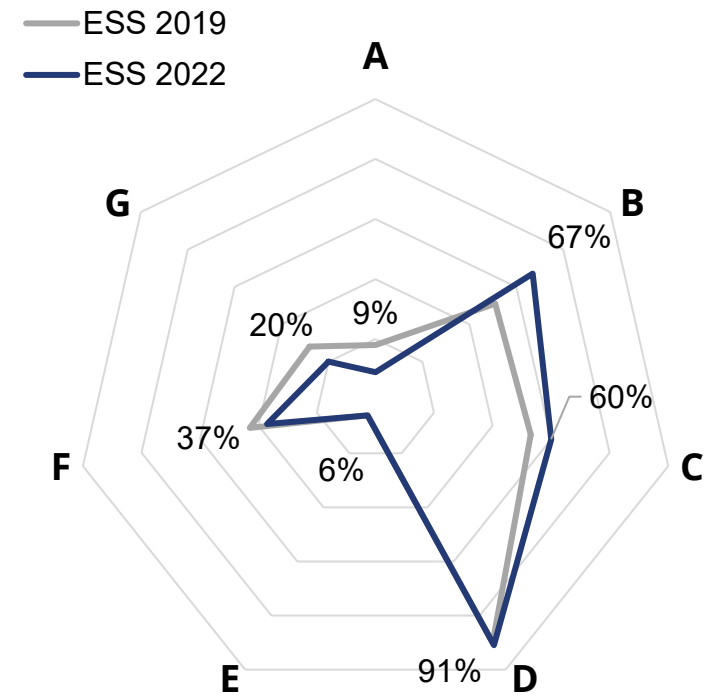
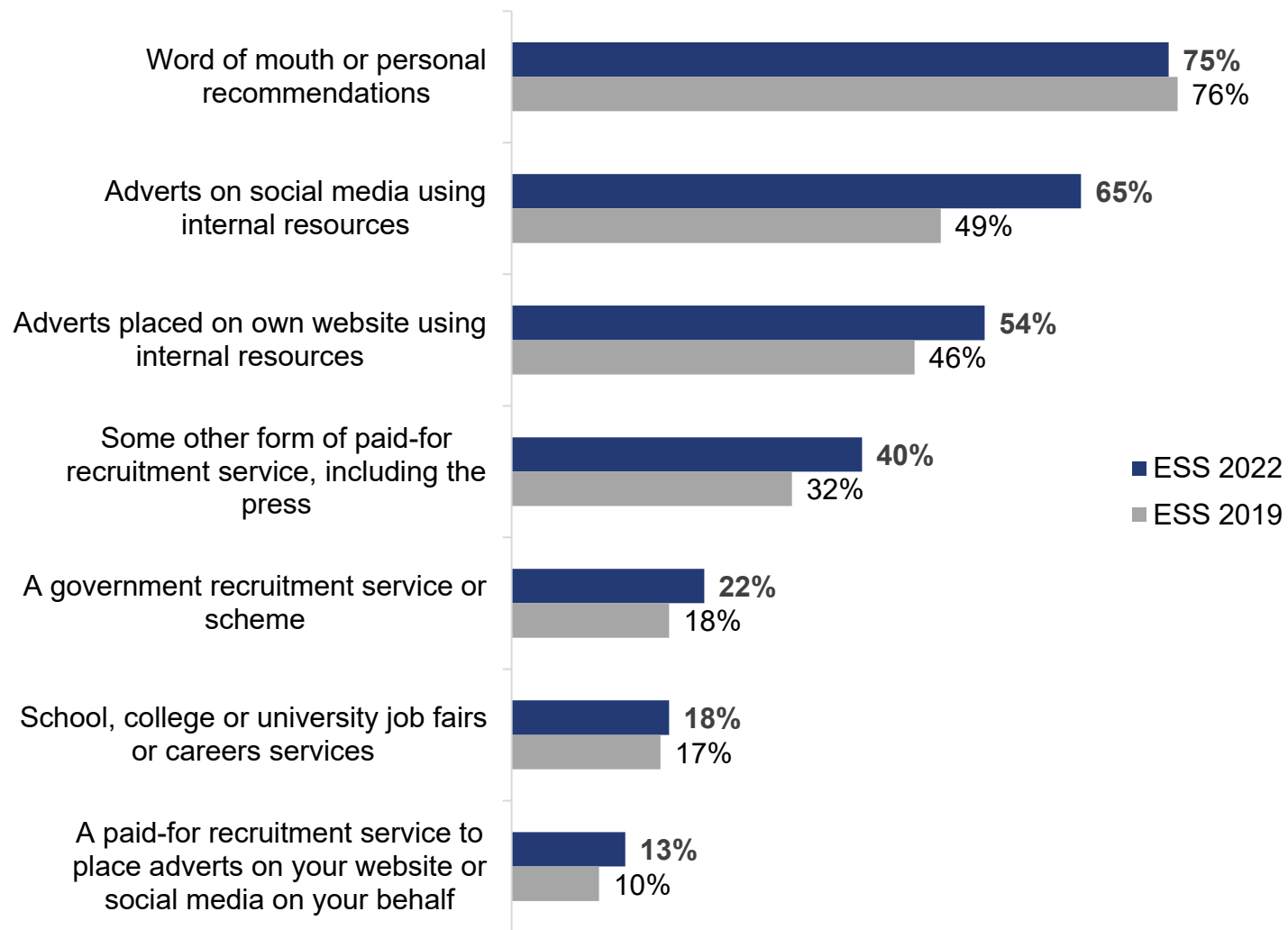


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Recruitment methods used in the last 12 months



KEY	BROAD RECRUITMENT METHOD
A	Word of mouth only
B	Any Social Media
C	Any External Resource
D	Any Internal Resource
E	External Resources Only
F	Internal Resources Only
G	Single Approach

Incidence and density and volume of vacancies over time

Volume of vacancies

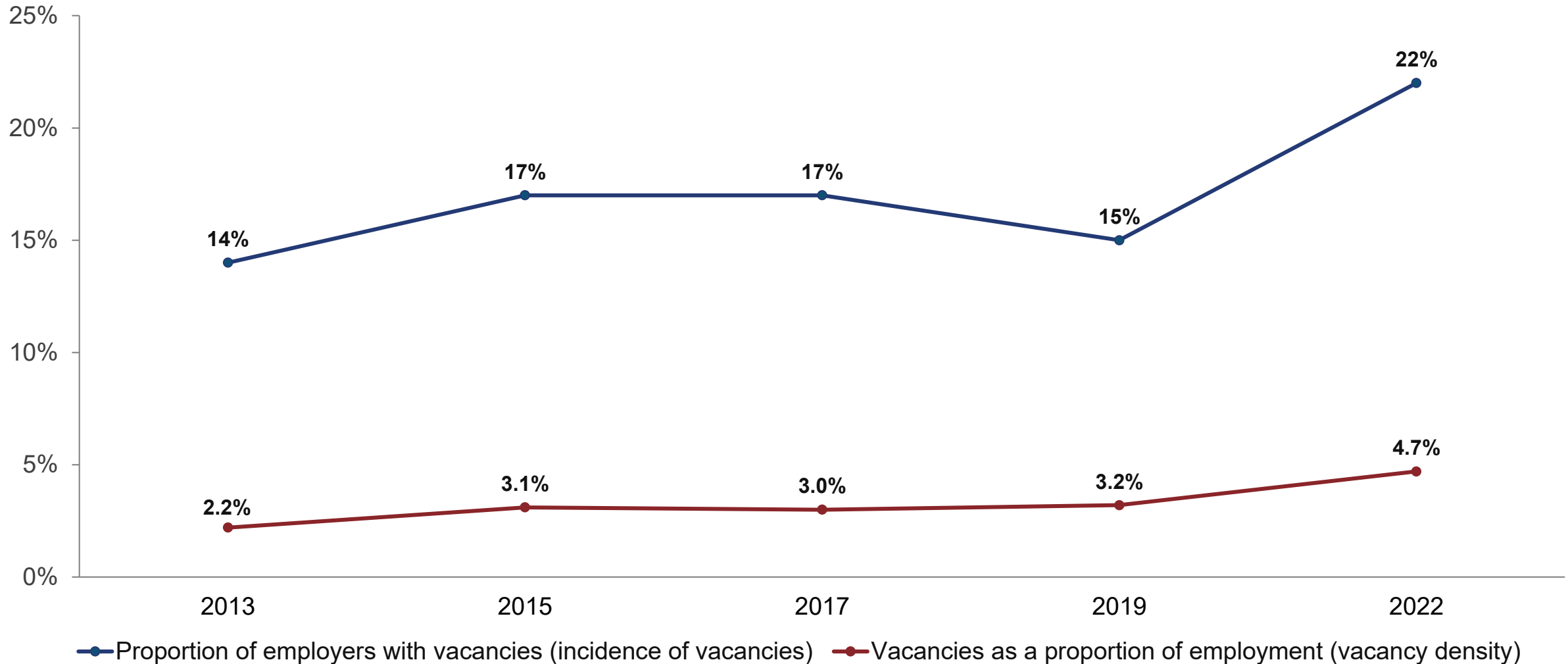
25,700

36,500

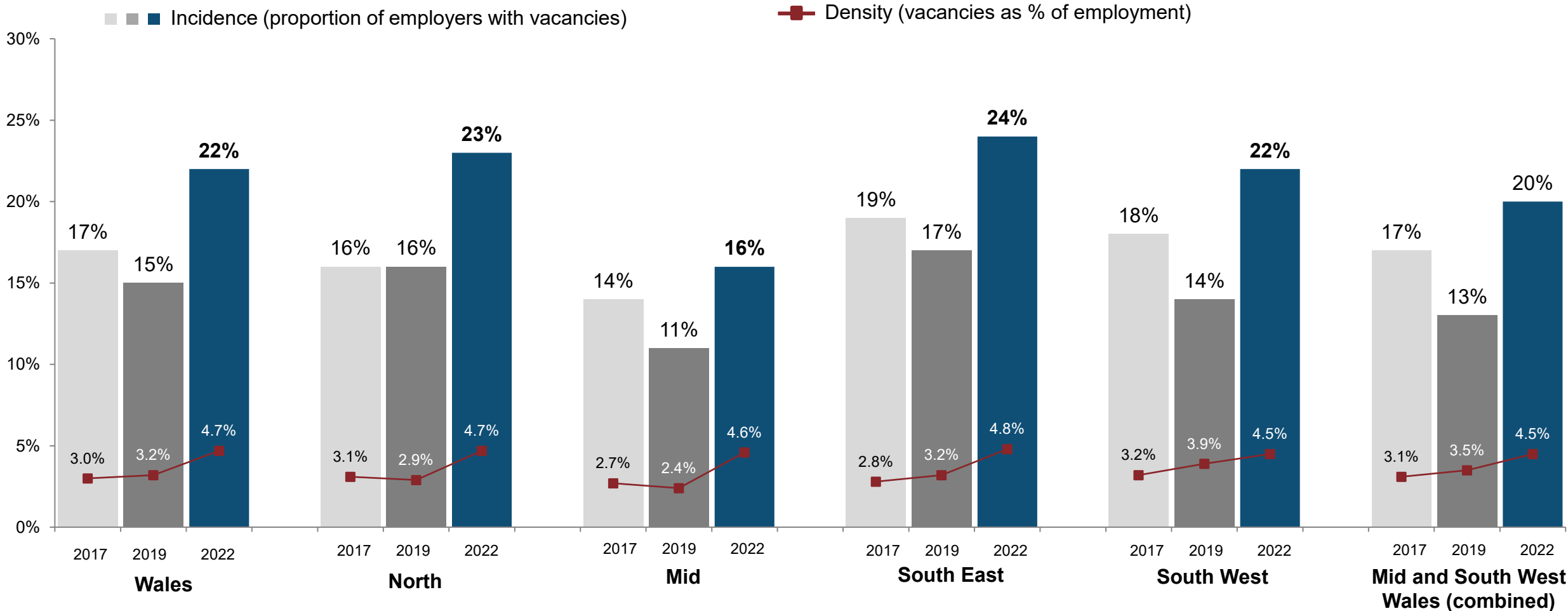
36,400

40,800

58,900



Incidence and density of vacancies by region



58,900	13,400	3,700	29,700	12,100	15,800
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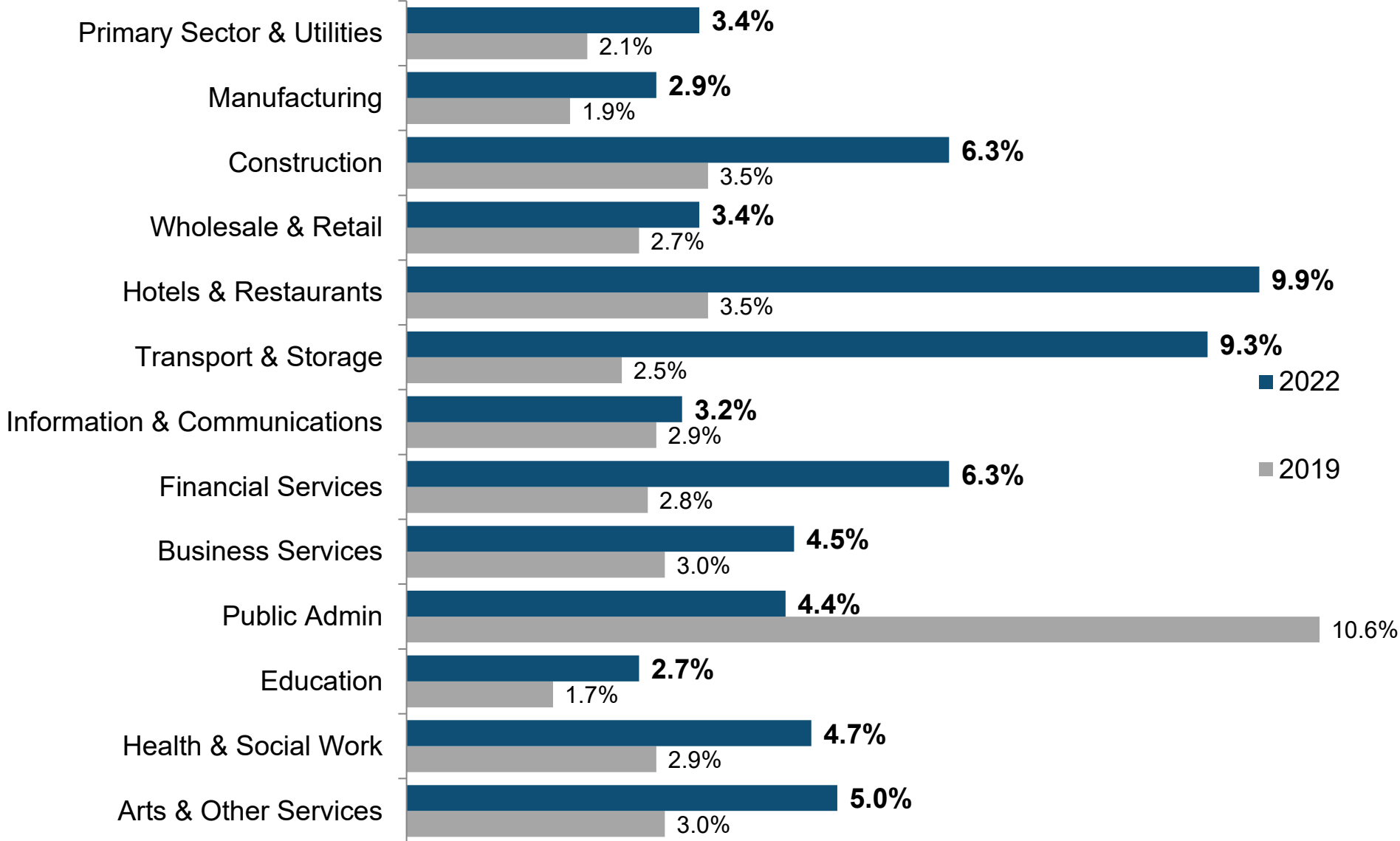
Number of reported vacancies (2022)

Base: All establishments: (2022: 4,825; 2019: 6,773; 2017: 5,913). 2022 regional base sizes range from 694 in Mid Wales to 1,911 in South East Wales.

Density of vacancies by sector

Number of reported vacancies (2022)

1,400
4,500
3,300
6,400
10,300
3,700
500
700
8,200
4,300
3,000
10,000
2,700



Base: All establishments: (2022: 4,825; 2019: 6,773) 2022 base sizes range from 58 in Financial Services to 1,010 in Wholesale and Retail

Incidence, density and volume of skill-shortage vacancies over time

Volume of SSVs

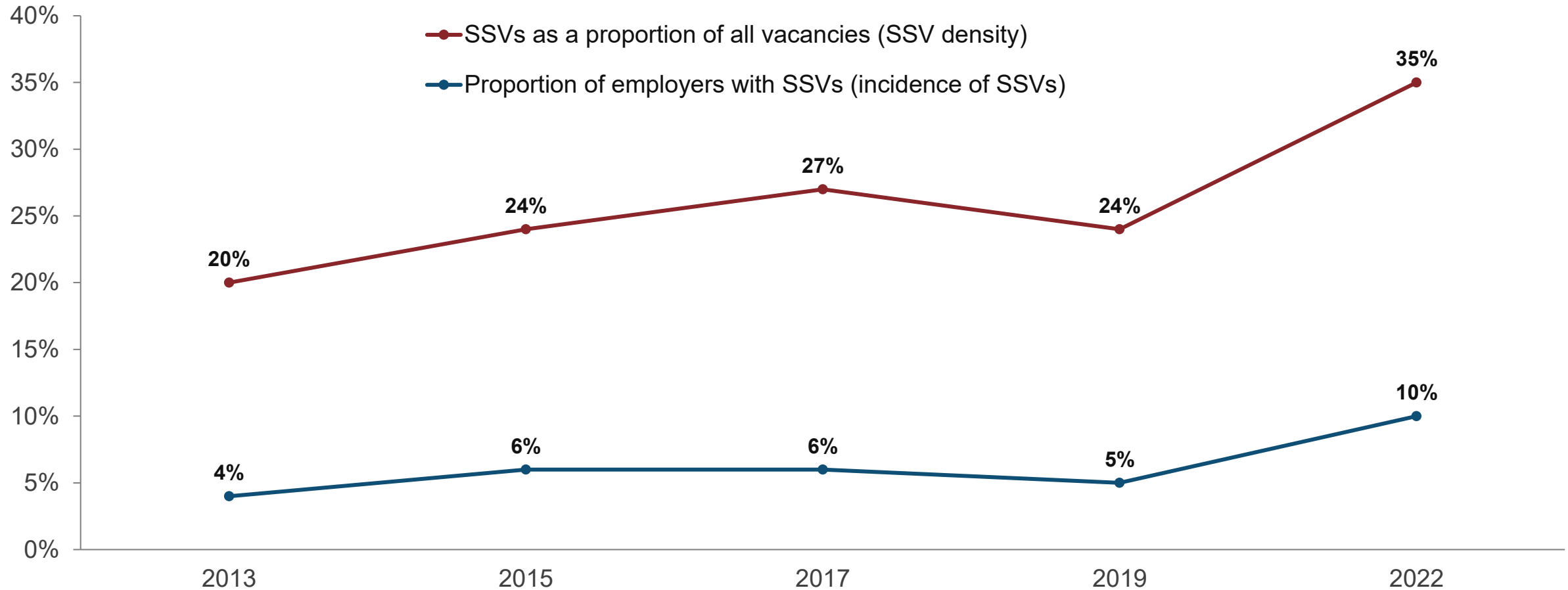
5,100

8,800

9,900

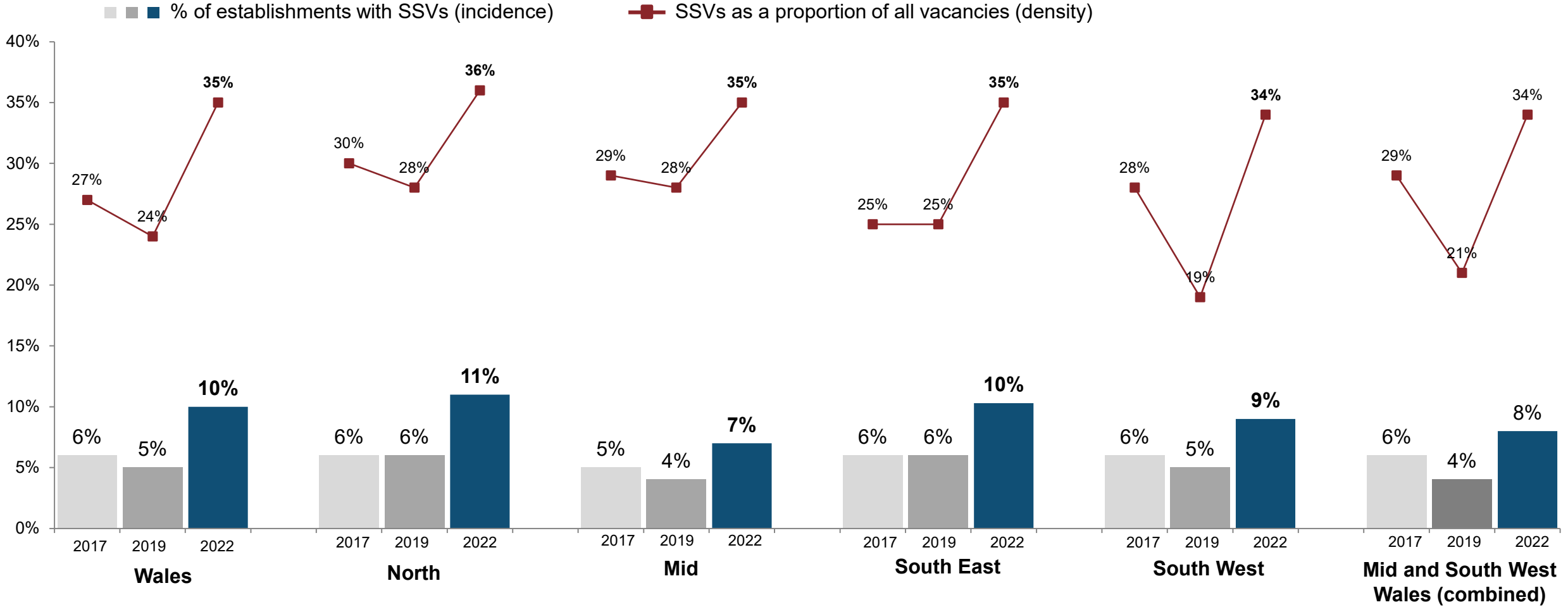
9,800

20,600



Base: All establishments (2013: 5,996 ; 2015: 6,027 ; 2017: 5,913 ; 2019: 6,773 ; 2022: 4,825)

Incidence and density of skill-shortage vacancies by region



20,600	4,900	1,300	10,300	4,200	5,400
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Number of skill-shortage vacancies (2022)

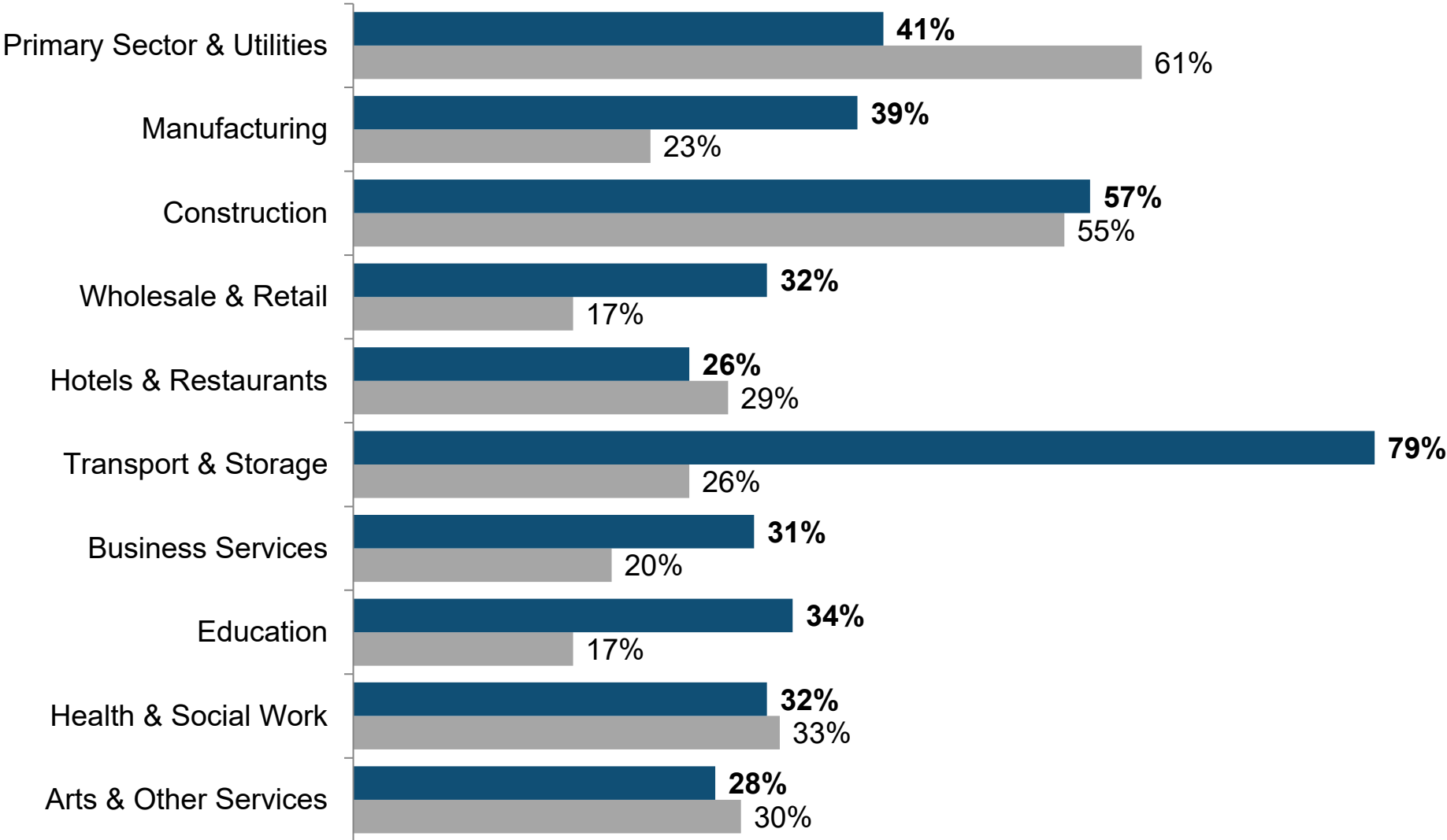
Base: All establishments: (2022: 4,825; 2019: 6,773; 2017: 5,913) 2022 regional base sizes range 694 in Mid Wales to 1,911 in South East Wales.

Density of skill-shortage vacancies by sector

■ 2022 SSVs as a proportion of all vacancies (SSV density) ■ 2019 SSV density

Number of skill-shortage vacancies (2022)

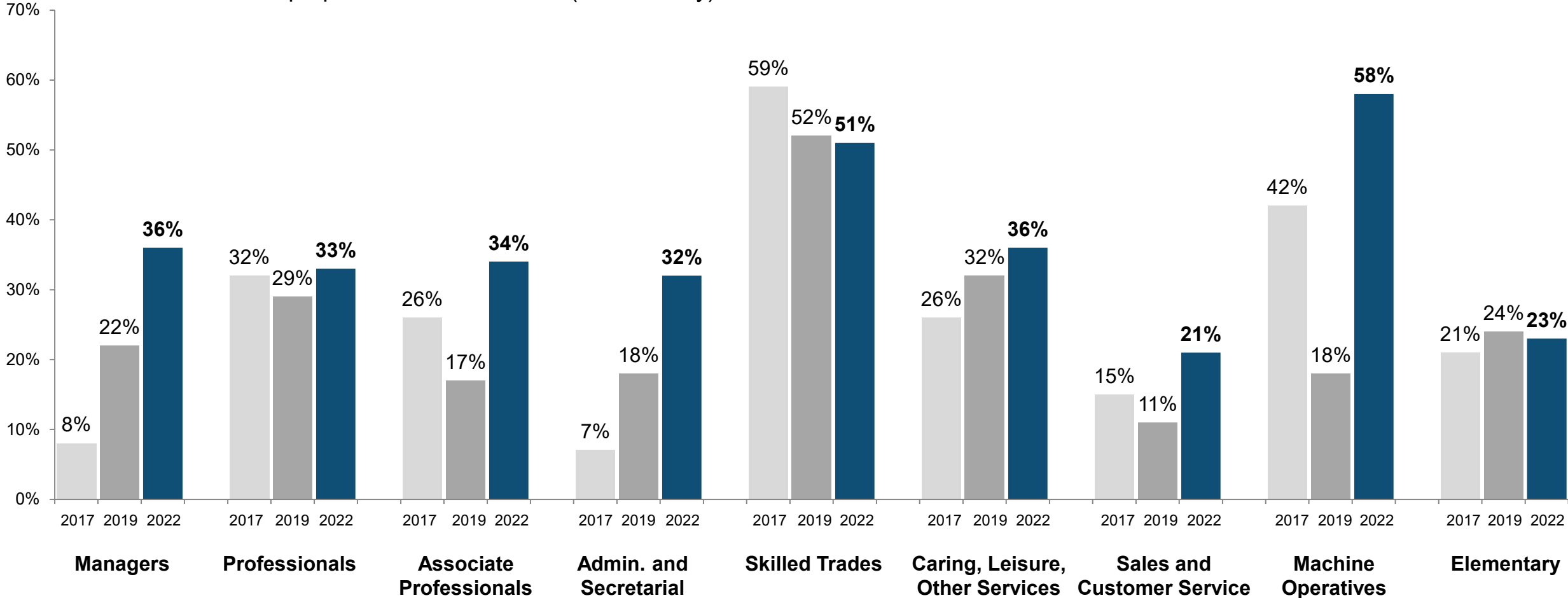
600
1,800
1,900
2,000
2,700
2,900
2,500
1,000
3,200
800



Base: All establishments with vacancies: 2022 base sizes range from 55 in Primary Sector & Utilities to 305 in Health & Social Work. Information & Communications (15), Financial Services (16) and Public Admin (20) are not charted due to low base sizes.

Density of skill-shortage vacancies by occupation

■ ■ ■ SSVs as a proportion of all vacancies (SSV density)

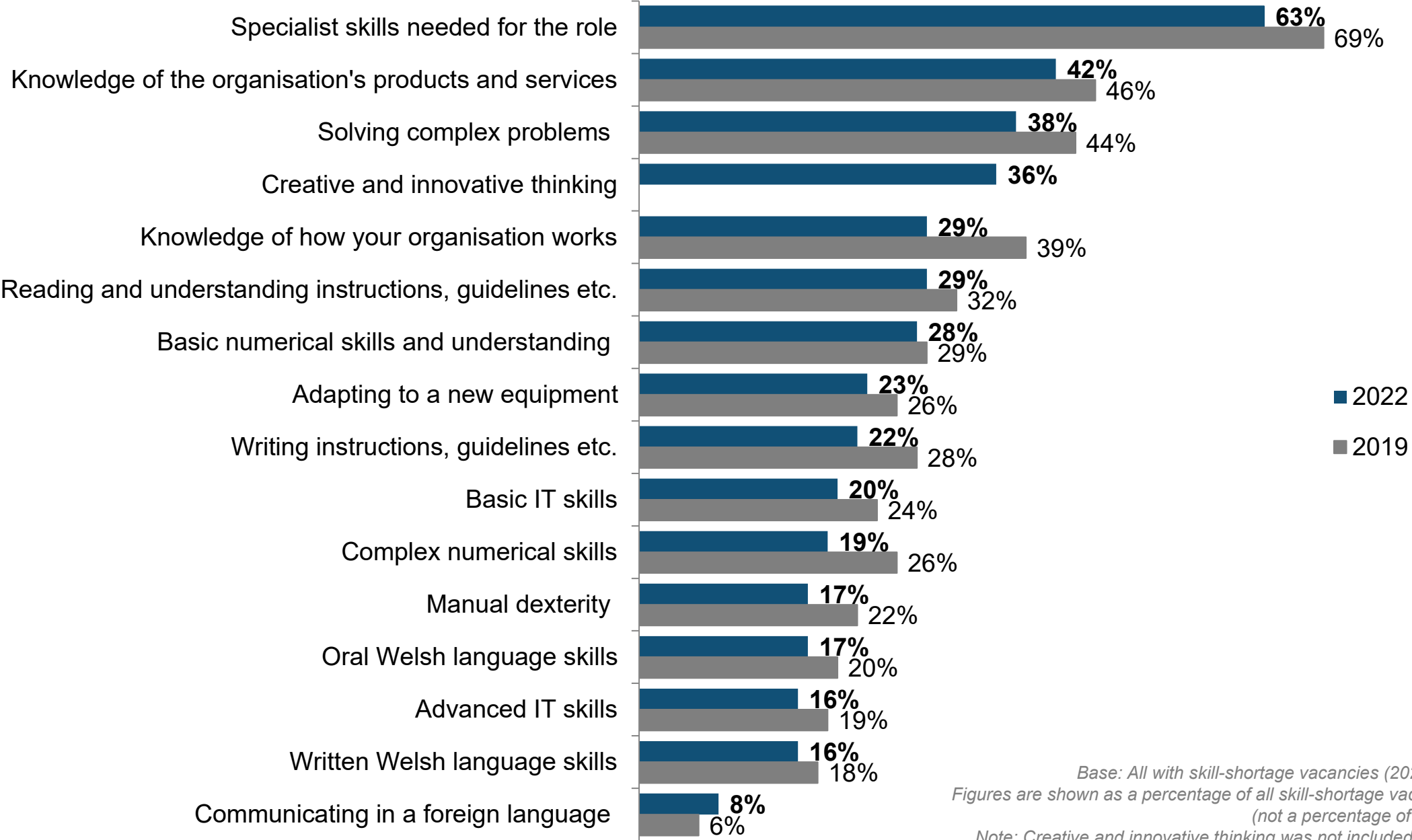


500	2,100	1,500	1,500	4,100	3,000	1,000	3,800	3,100
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Number of skill-shortage vacancies (2022)

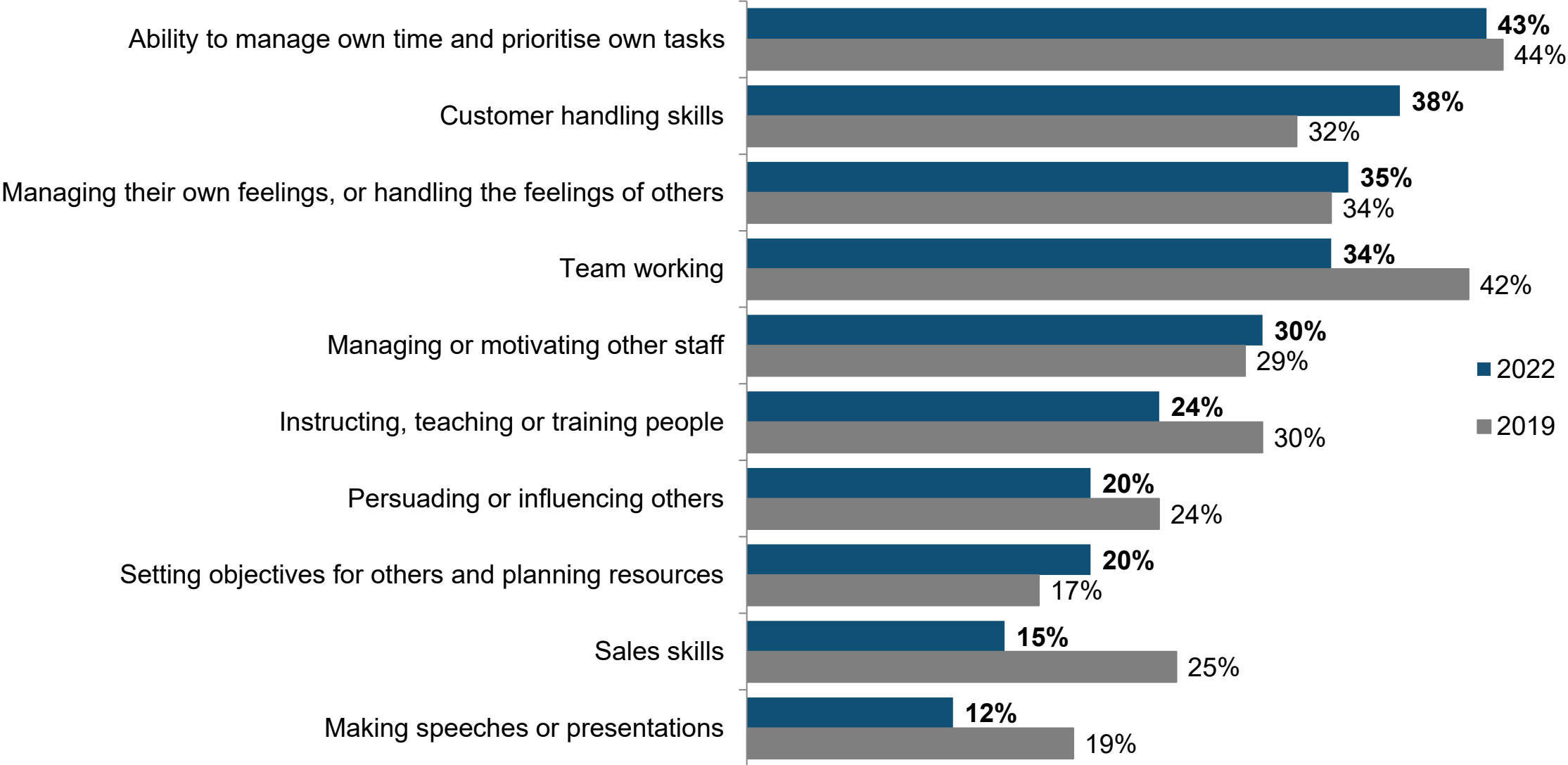
Base: All establishments with vacancies in the given occupations (2022 base sizes range from 90 for Managers to 384 for Elementary occupations)

Technical and practical skills lacking among applicants



Base: All with skill-shortage vacancies (2022: 640; 2019: 498)
 Figures are shown as a percentage of all skill-shortage vacancies followed up
 (not a percentage of all establishments)
 Note: Creative and innovative thinking was not included as a code in 2019.

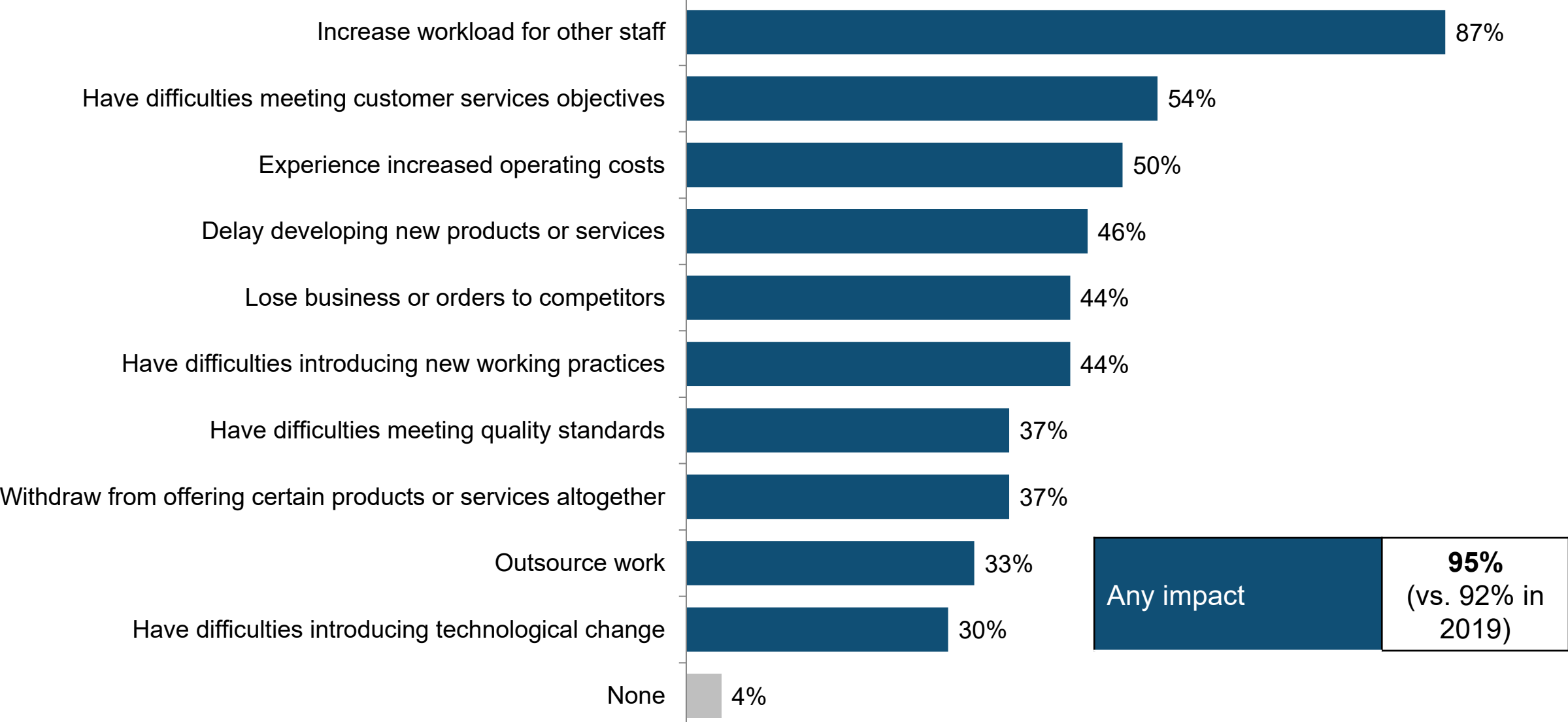
People and personal skills lacking among applicants



Base: All with skill-shortage vacancies (2022: 640; 2019: 498)

Figures are shown as a percentage of all skill-shortage vacancies followed up (not a percentage of all establishments)

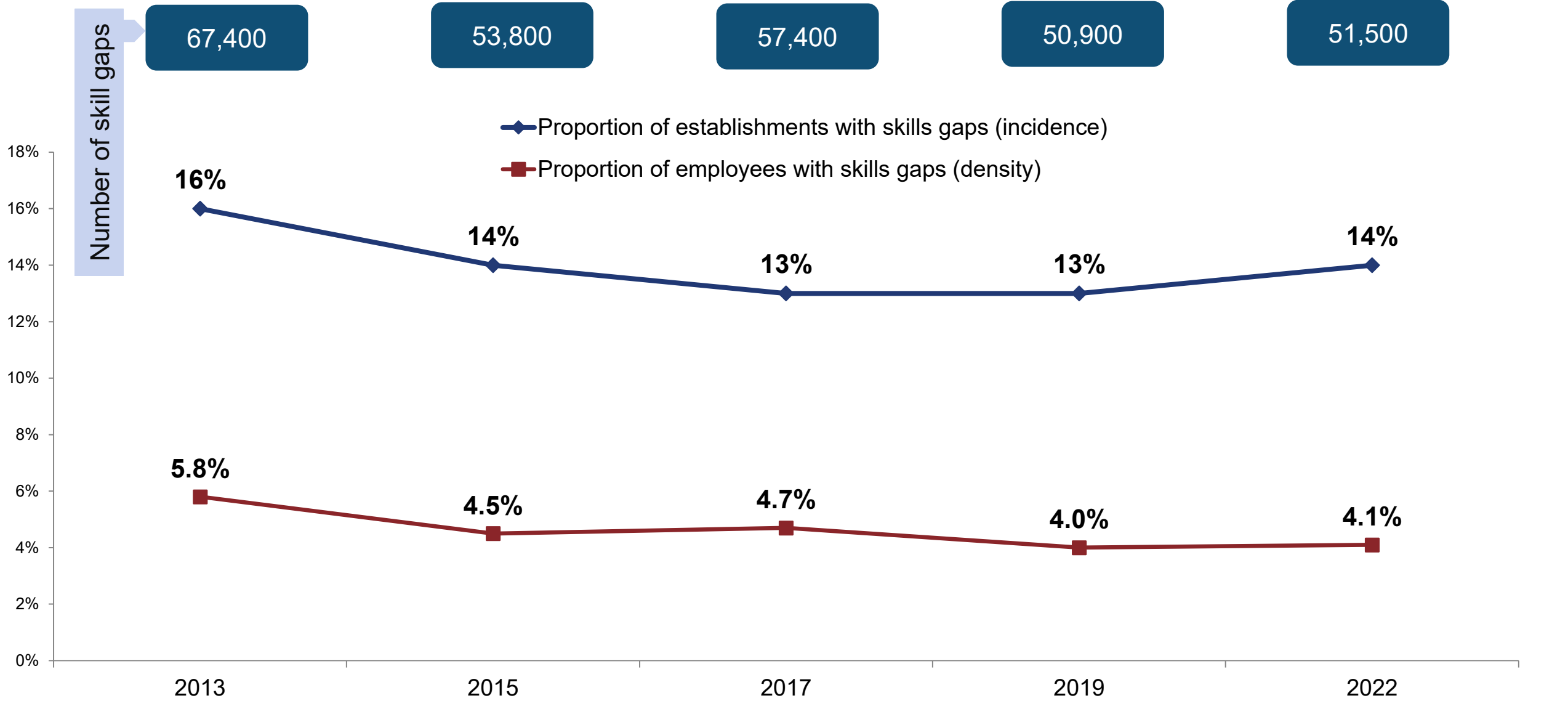
Impact of skill-shortage vacancies



Base: All establishments with hard-to-fill vacancies that are all as a result of skill shortages (528)

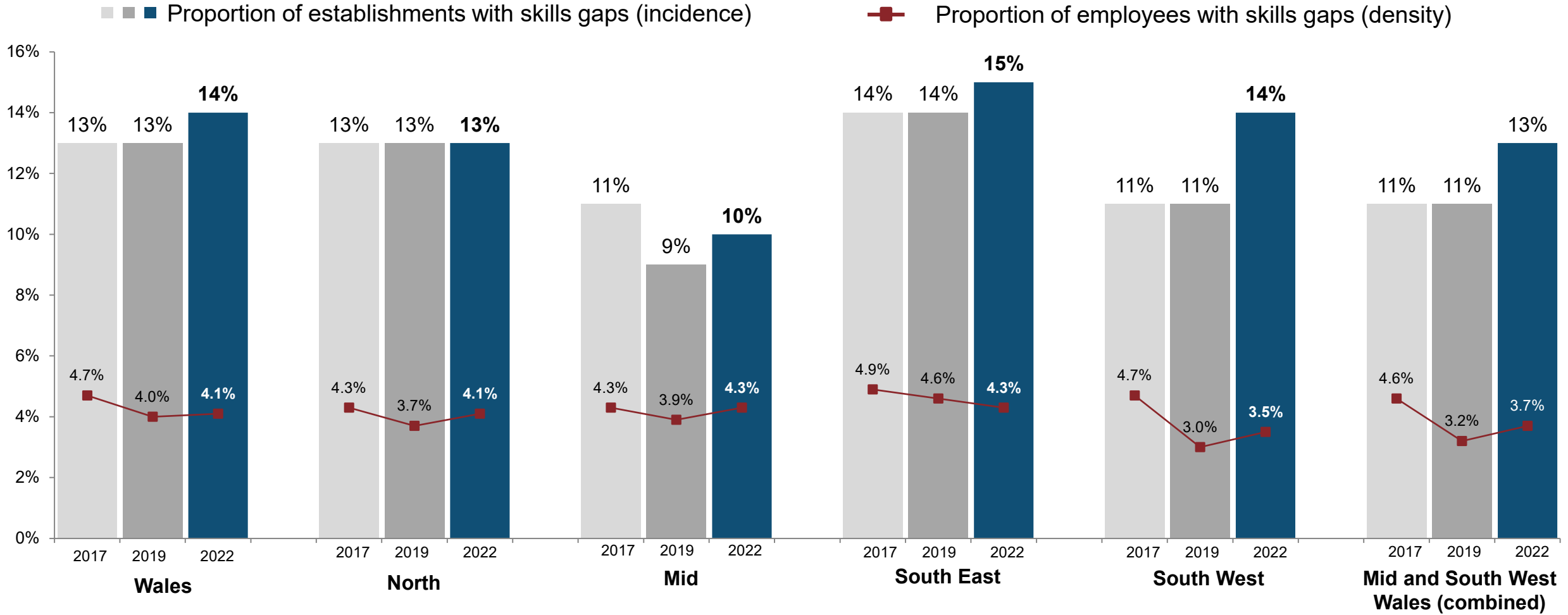
Skills gaps in the existing workforce

Incidence and density of skills gaps over time



Base: All establishments (2013: 5,996 ; 2015: 6,027 ; 2017: 5,913 ; 2019: 6,773 ; 2022: 4,825)

Incidence and density of skills gaps by region

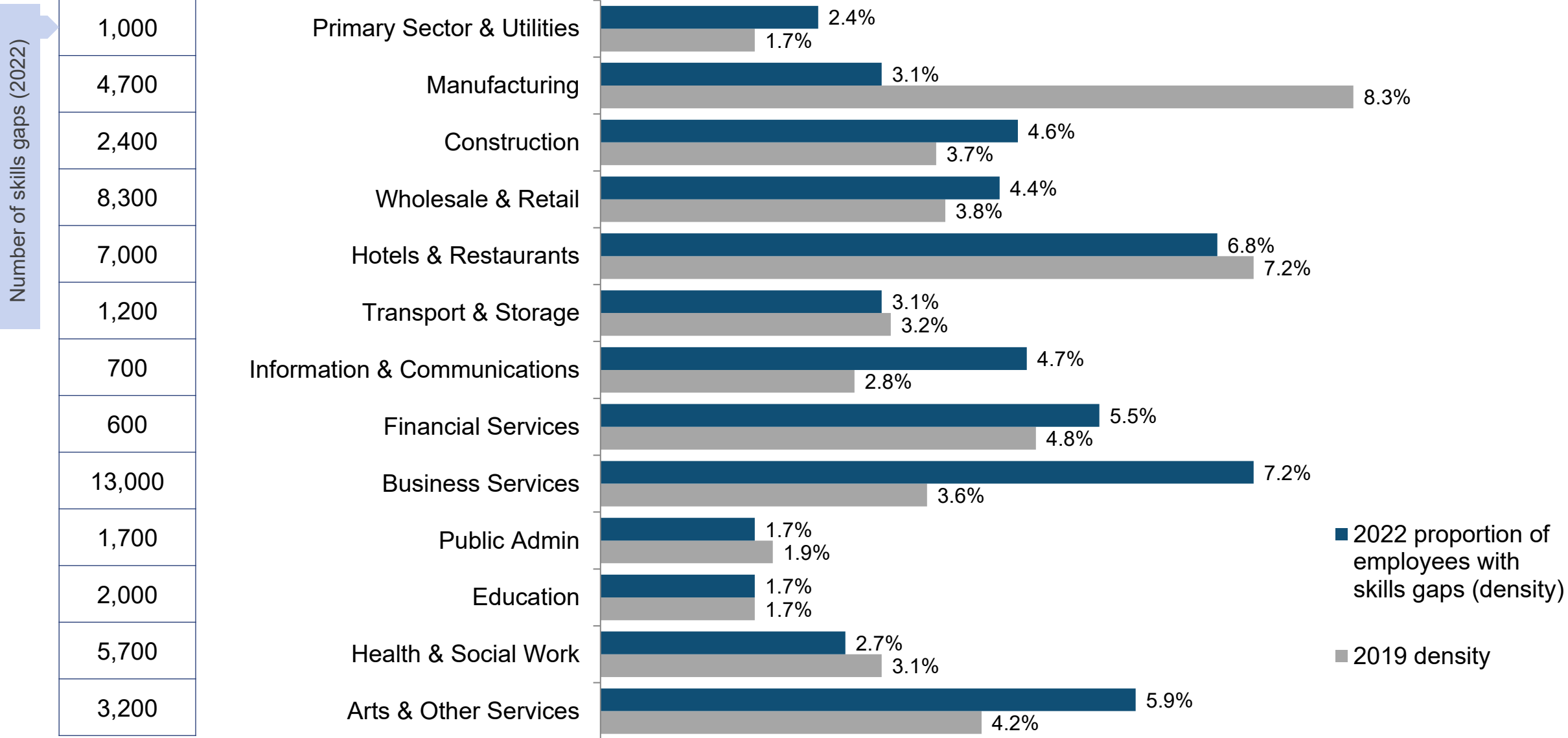


51,500	11,800	3,400	26,800	9,500	12,900
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Number of skills gaps (2022)

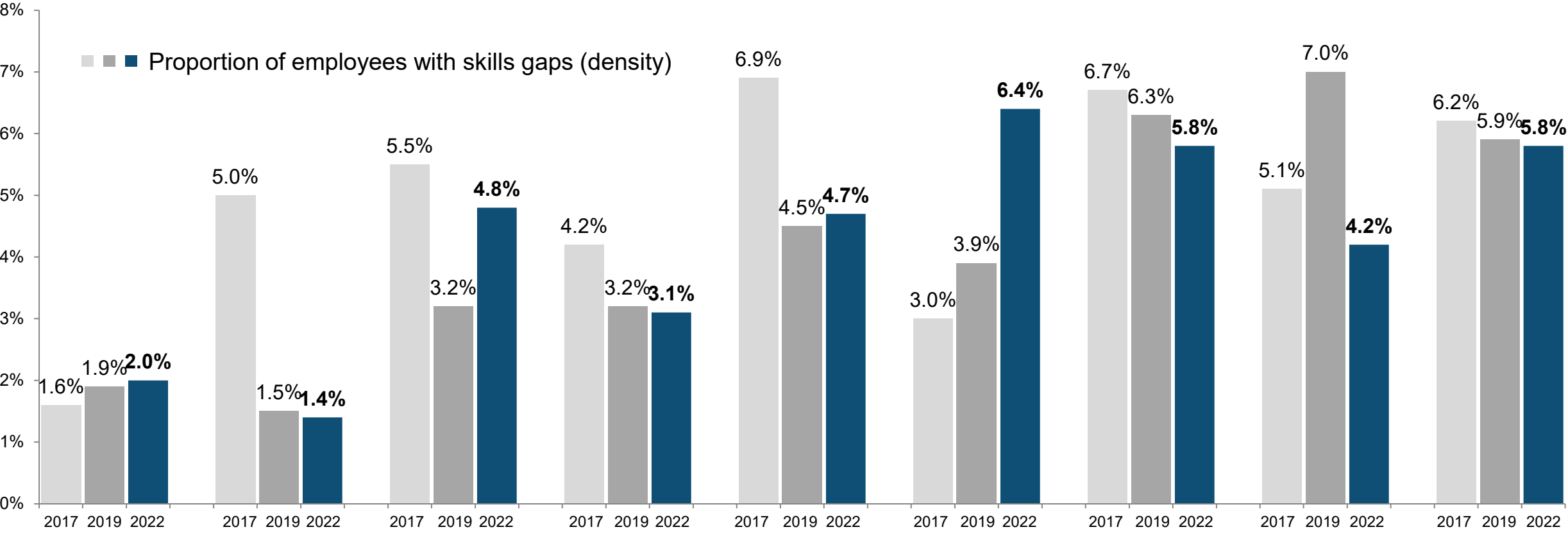
Base: All establishments 2022: Wales:4,825; regional base sizes range from 694 in Mid Wales to 1,911 in South East Wales.

Density of skills gaps by sector



Base: All establishments 2022; base sizes range from 58 in Financial Services to 1,010 in Wholesale and Retail (2019 base sizes range from 109 in Public Admin. to 1,442 in Wholesale and Retail)

Density of skills gaps by occupation



Managers

Professionals

Associate Professionals

Admin. and Secretarial

Skilled Trades

Caring, Leisure, Other Services

Sales and Customer Service

Machine Operatives

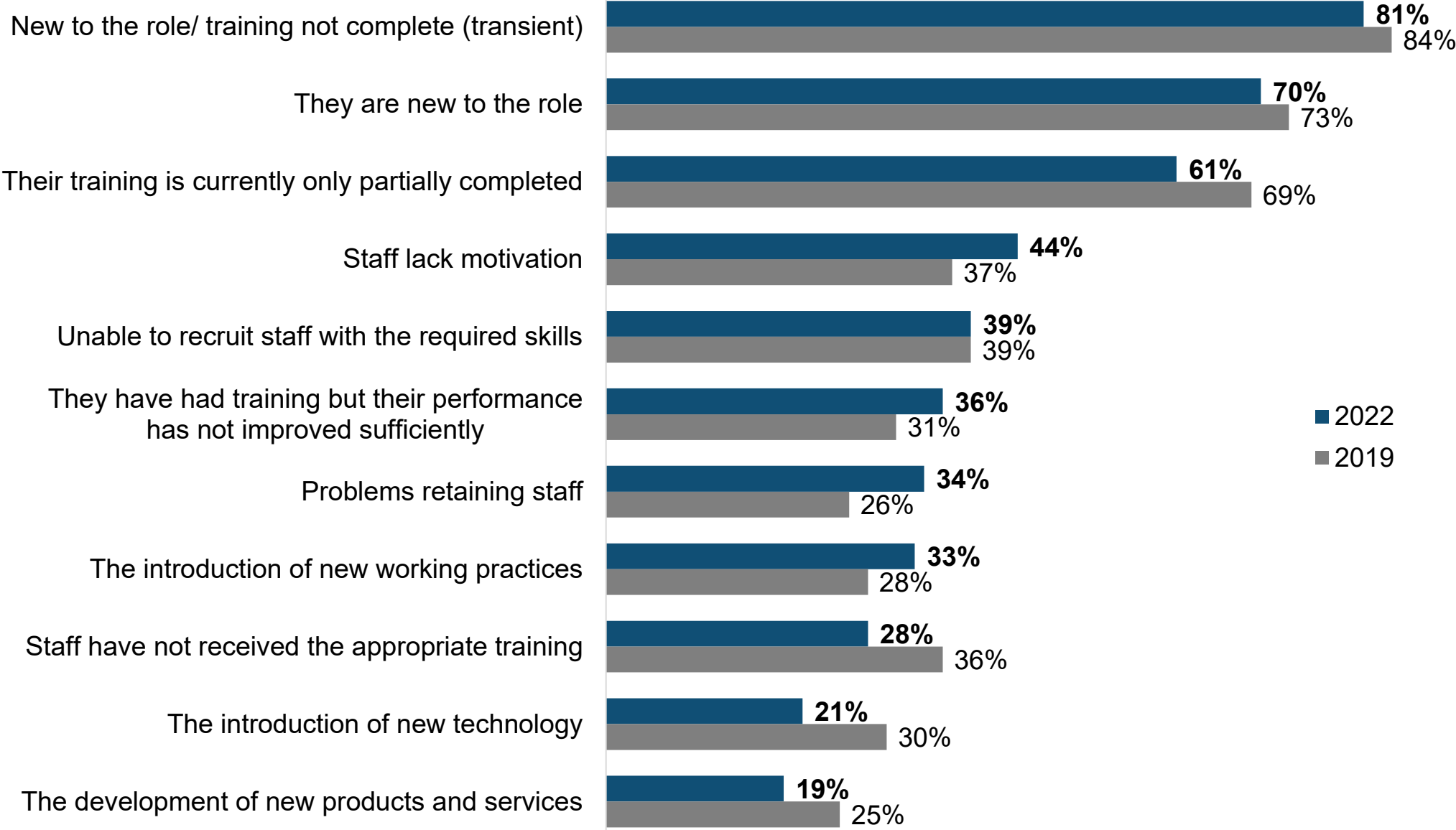
Elementary

4,500	2,000	3,100	4,500	5,400	8,900	8,100	5,900	9,100
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Number of skills gaps (2022)

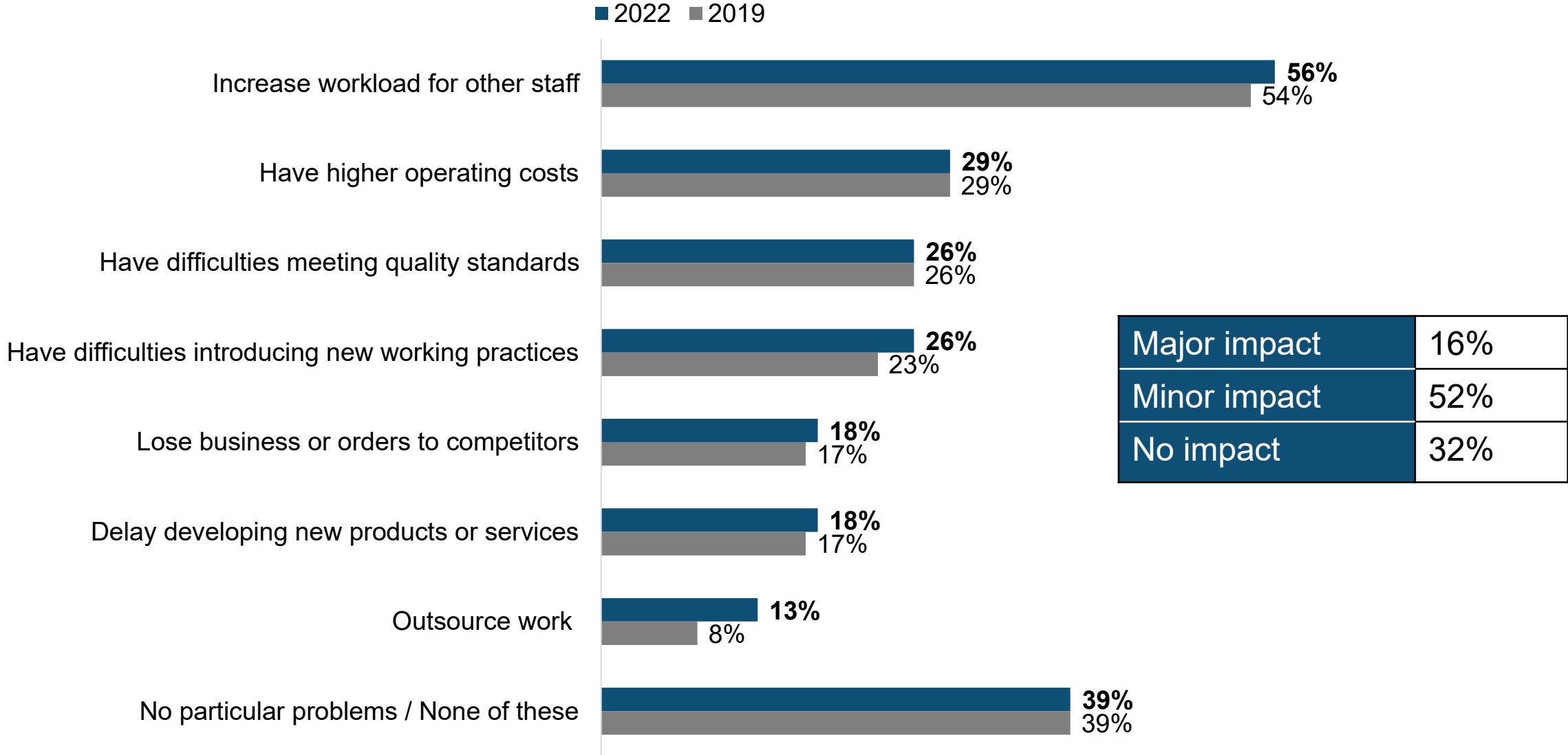
Base: All establishments with staff in the given occupations (2022 base sizes range from 639 for Associate Professionals to 4,597 for Managers)

Main causes of skills gaps



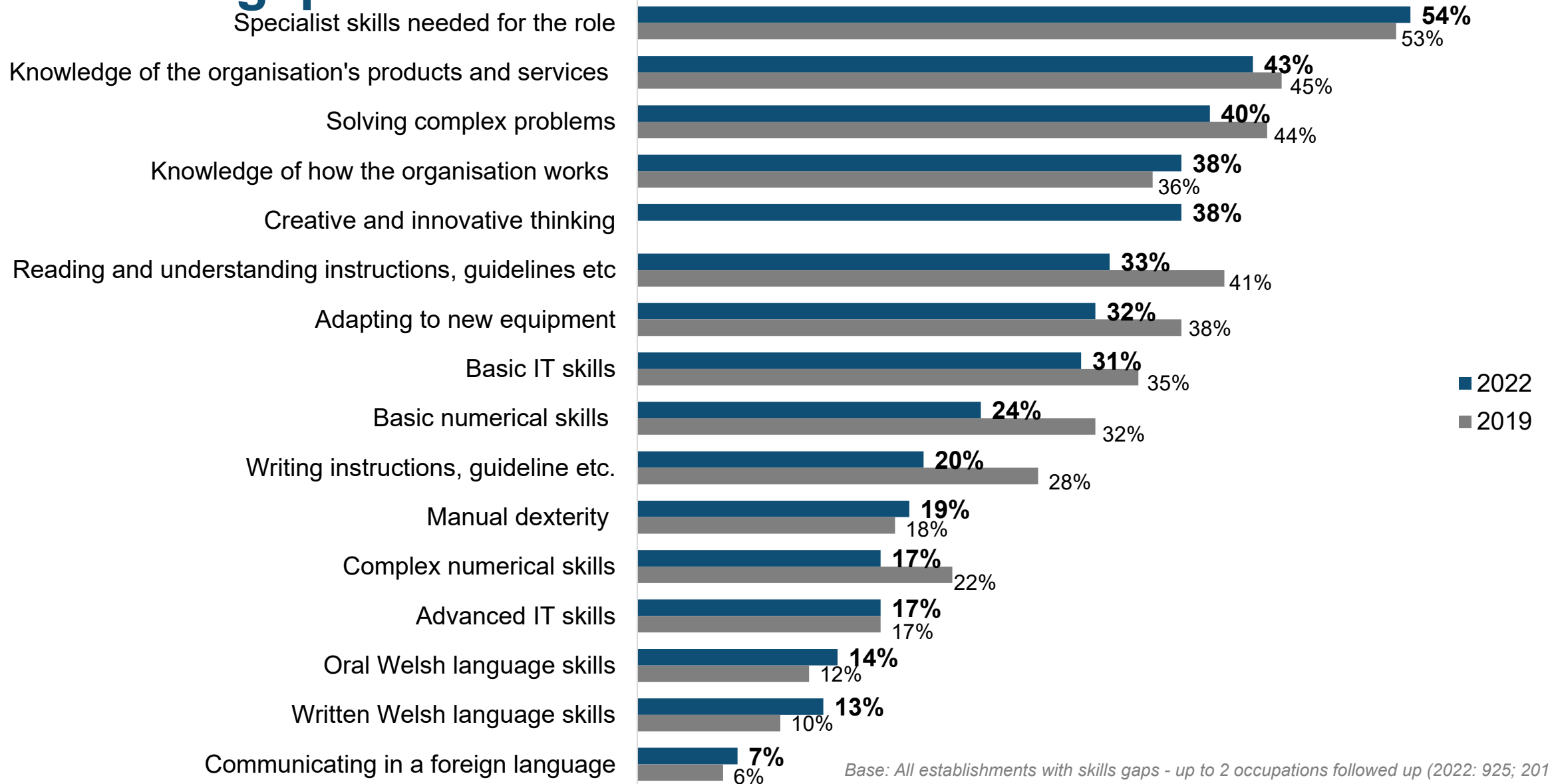
Base: All establishments with skills gaps - up to 2 occupations followed up (2022: 925; 2019: 1,209)
 Figures are shown as a percentage of all skills gaps (not a percentage of all establishments)

Impact of skills gaps



Base: All establishments with skills gaps (2022: 925; 2019: 1,209)

Technical and practical skills that need improving among staff with skills gaps

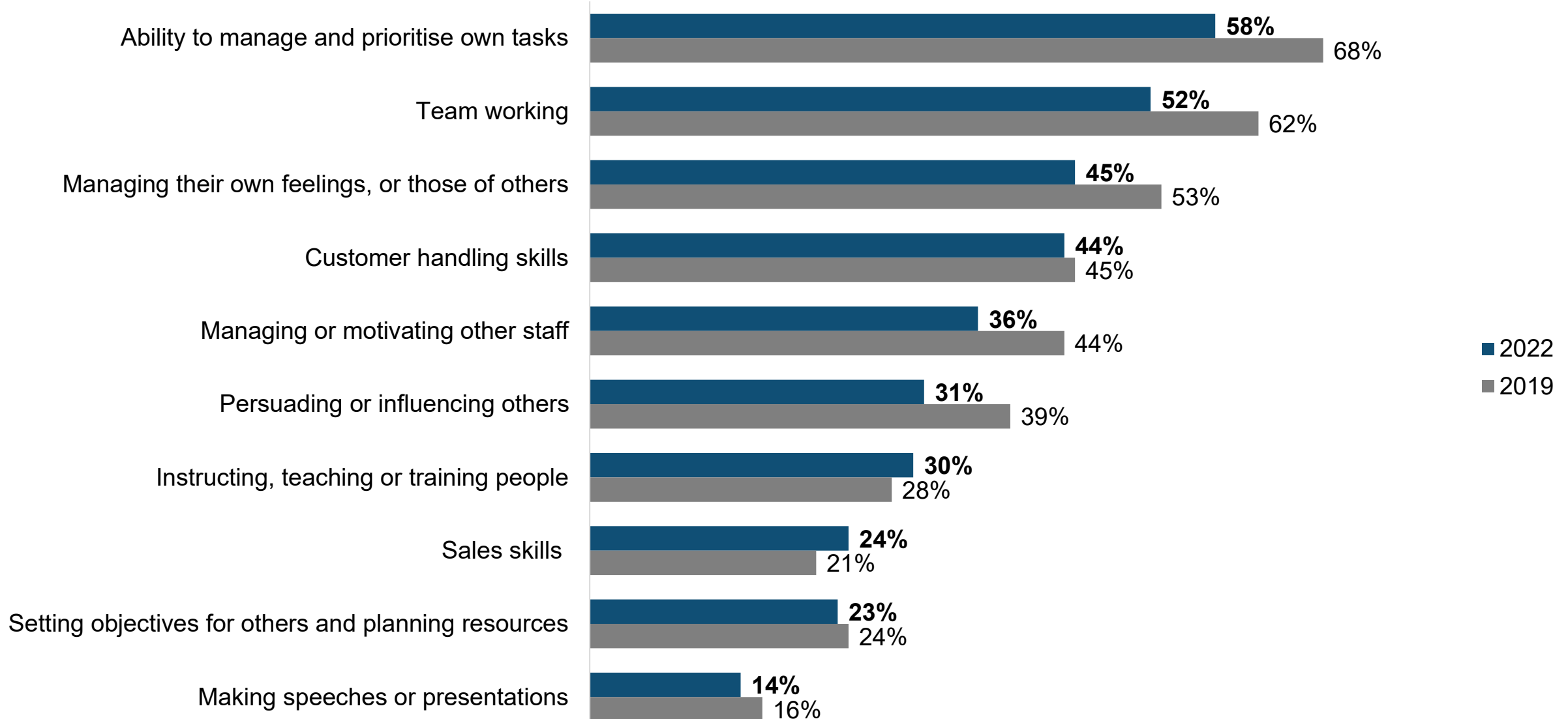


Base: All establishments with skills gaps - up to 2 occupations followed up (2022: 925; 2019: 1,209)

Figures are shown as a percentage of all skills gaps (not a percentage of all establishments)

Note: Creative and innovative thinking was not included as a code in 2019.

People and personal skills that need improving among staff with skills gaps



Base: All establishments with skills gaps - up to 2 occupations followed up (2022: 925; 2019: 1,209)
Figures are shown as a percentage of all skills gaps (not a percentage of all establishments)

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Training and workforce development

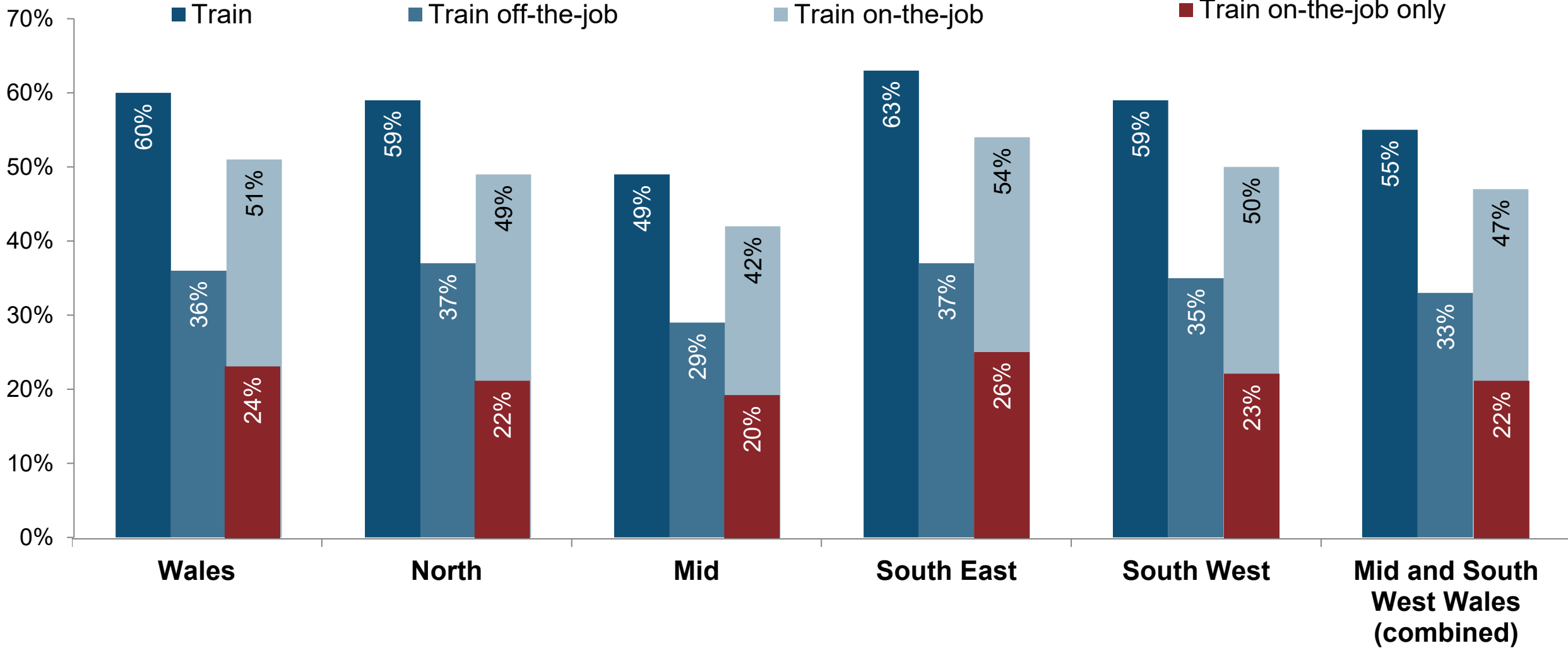


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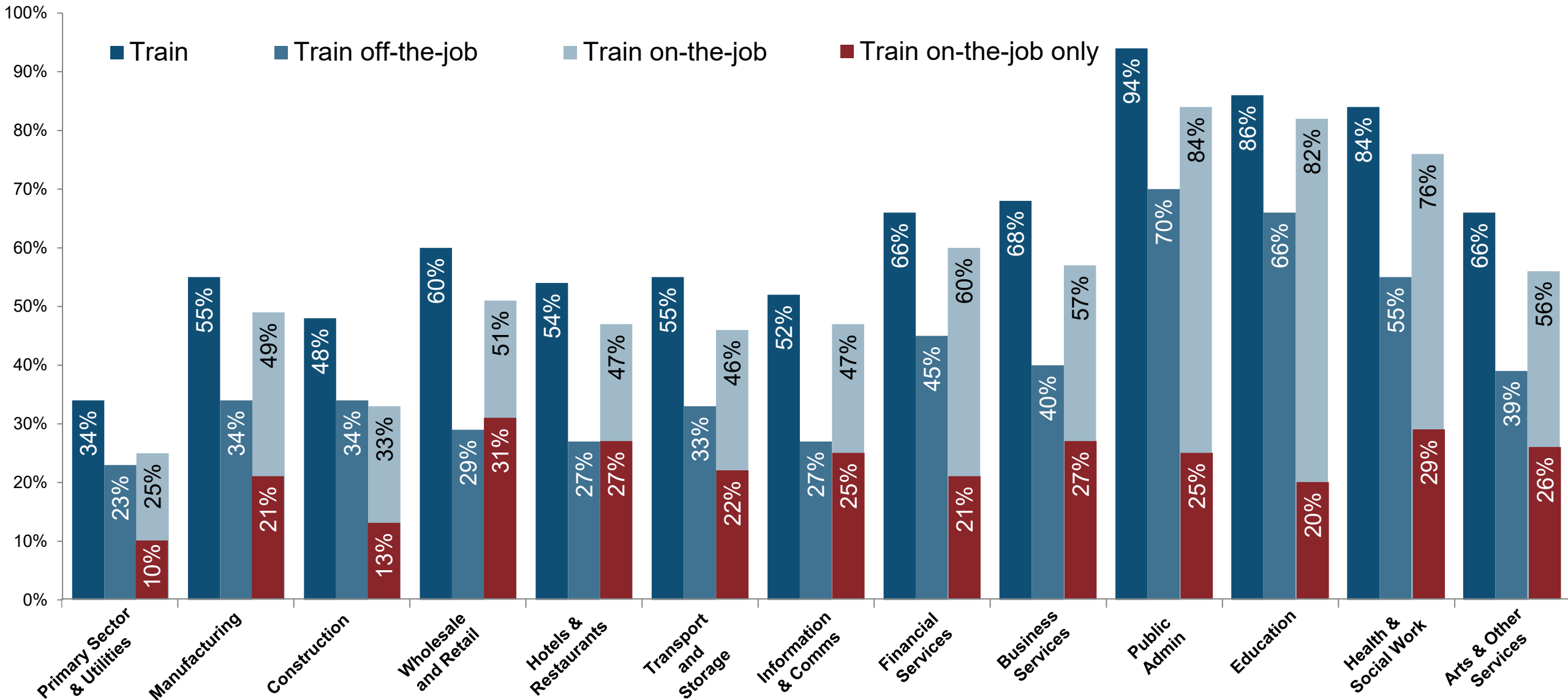
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Proportion of employers providing training in the last 12 months by region



Base: All establishments 2022: Wales: 4,825; regional base sizes range from 694 in Mid Wales to 1,911 in South East Wales.

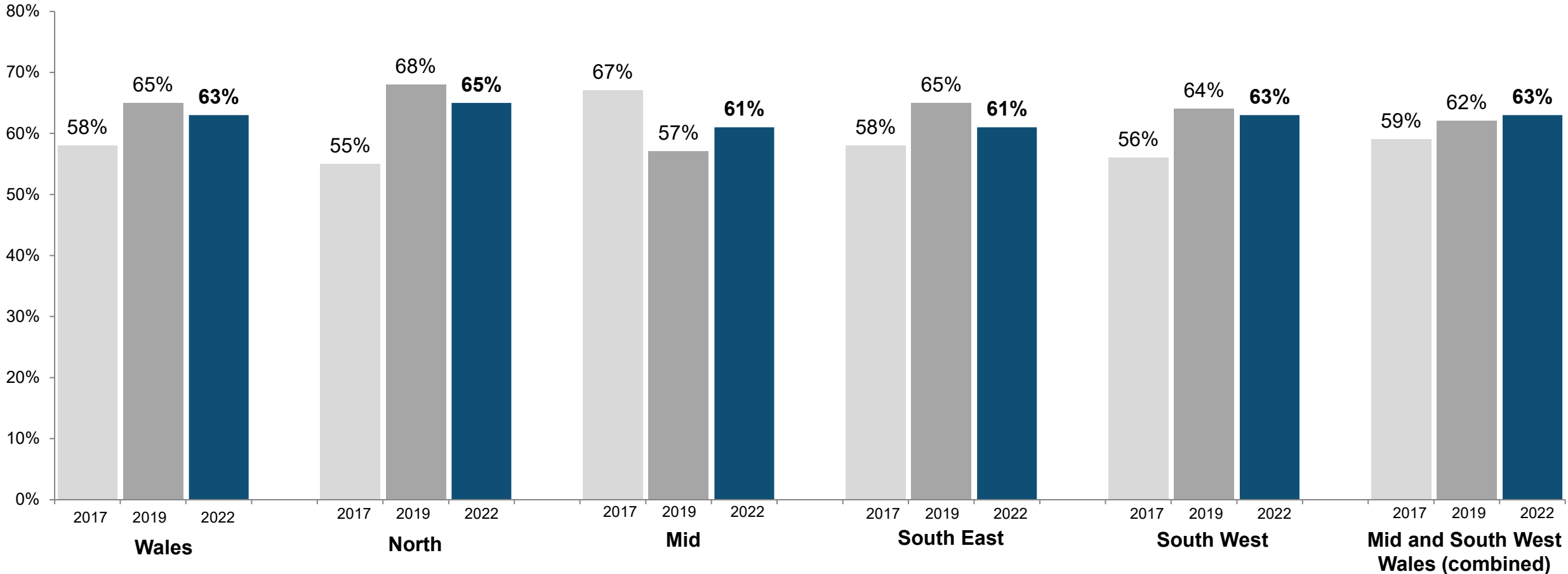
Proportion of employers providing training in the last 12 months by sector



Base: All establishments 2022; base sizes range from 58 in Financial Services to 1,010 in Wholesale and Retail

Number and proportion of staff trained by region

■ ■ ■ Proportion of staff trained over last 12 months

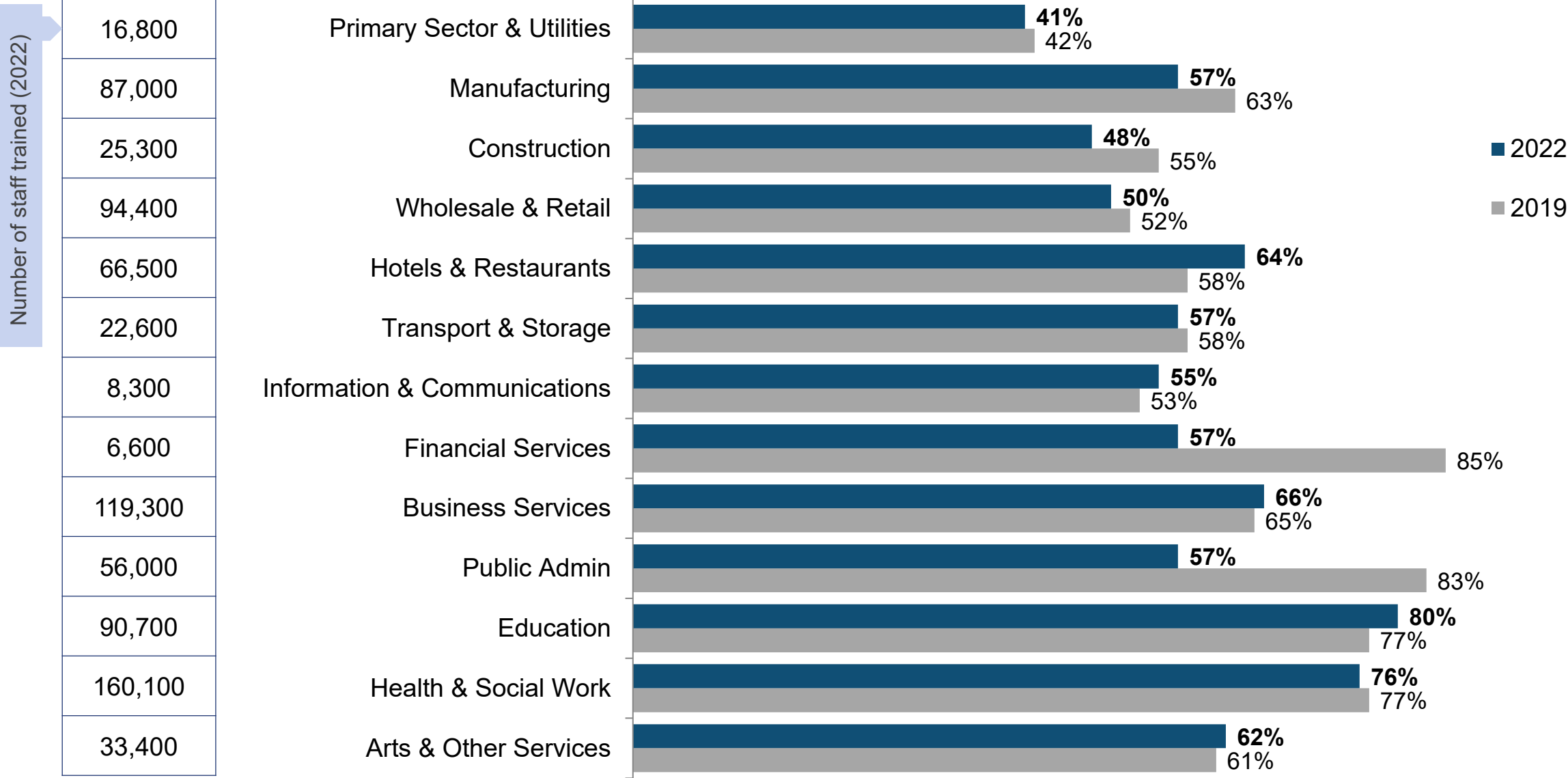


787,000	188,000	48,800	379,800	170,500	219,300
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Number of staff trained (2022)

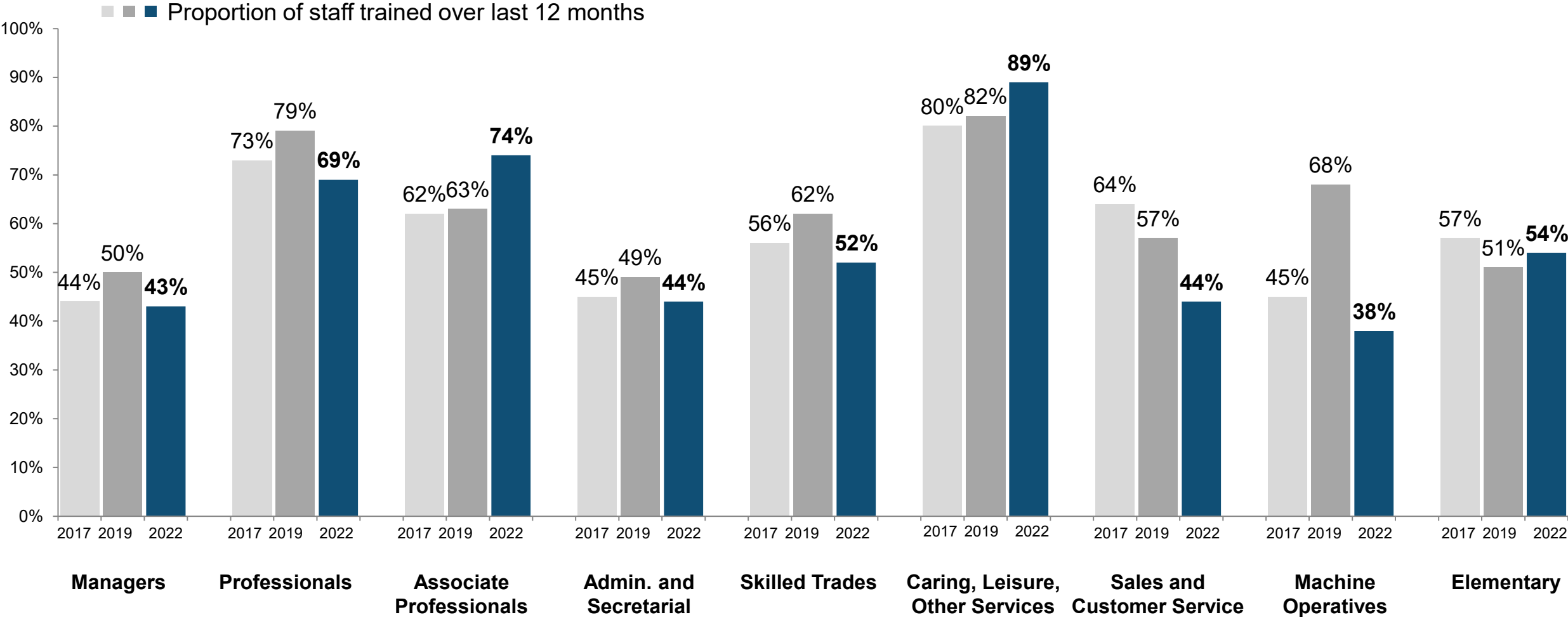
Base: All establishments 2022: Wales:4,825; regional base sizes range 694 in Mid Wales to 1,911 in South East Wales.

Number and proportion of staff trained by sector



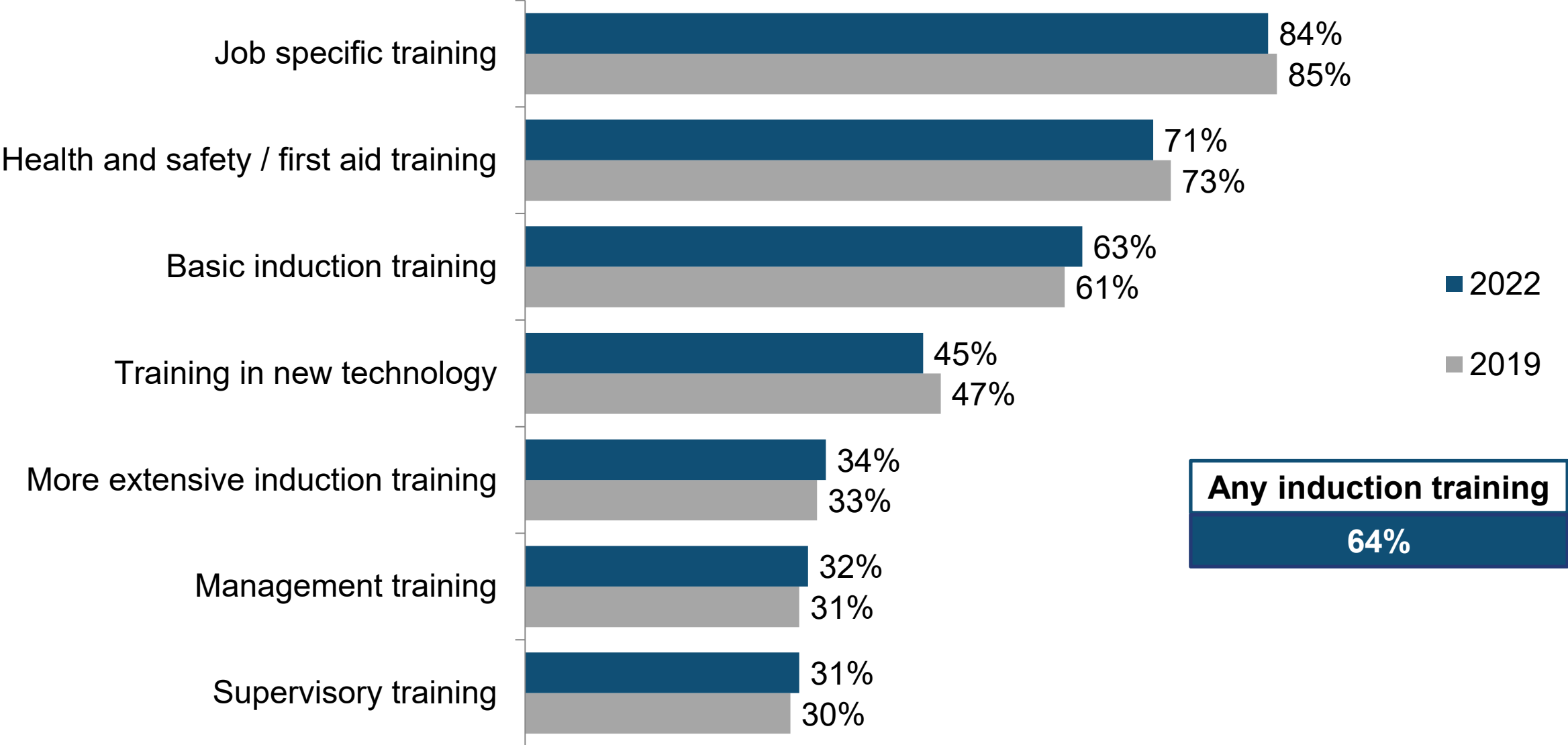
Base: All establishments 2022; base sizes range from 58 in Financial Services to 1,010 in Wholesale and Retail

Proportion of staff trained by occupation



Base: All that employ each occupation (excluding modelled data) (Module B) (2022 base sizes range from 107 for Associate Professionals to 580 for Managers)

Types of training provided



Base: All establishments that train (2022: 3,421; 2019: 4,940)

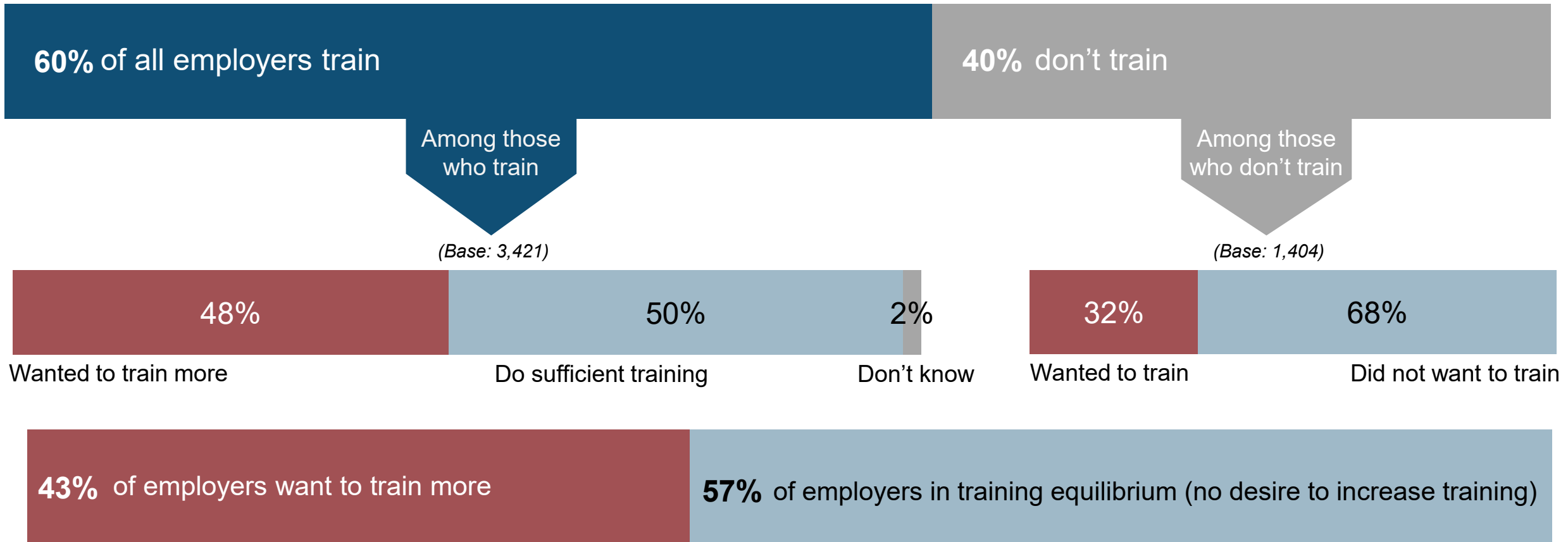
Training days

	Days per person trained			Total training days		
	2017	2019	2022	2017	2019	2022
Wales	6.2	5.1	6.8	4.4m	4.2m	5.3m
North	5.6	5.5	6.9	0.9m	1.1m	1.3m
Mid	9.4	6.4	5.2	0.5m	0.3m	0.3m
South East	5.0	4.7	7.4	1.8m	1.9m	2.8m
South West	8.2	5.4	5.7	1.2m	0.9m	1.0m
Mid and South West (combined)	8.5	5.6	5.6	1.7m	1.2m	1.2m

Training days by sector

	Days per person trained			Total training days (thousands)		
	2017	2019	2022	2017	2019	2022
Primary sector & Utilities	5.5	4.4	5.5	89	88	92
Manufacturing	5.9	4.3	7.7	337	369	673
Construction	7.9	8.4	6.6	235	275	167
Wholesale & Retail	6.7	5.7	7.3	699	540	692
Hotels & Restaurants	9.9	6.3	6.4	557	389	426
Transport & Storage	3.8	4.1	6.9	73	115	156
Information & Communications	3.9	4.5	5.7	42	61	48
Financial Services	6.6	2.8	14.3	174	69	94
Business Services	5.1	4.9	5.9	381	515	703
Public admin.	8.1	4.1	3.2	192	298	181
Education	5.9	4.9	5.2	560	433	475
Health & Social Work	5.2	5.5	8.2	826	861	1,316
Arts & Other Services	6.1	5.6	8.8	193	192	296

Training Equilibrium: employers' interest in providing more training than they were able to



*Note training employers responding 'Don't know' (3%) have been included in the group 'Wanted to undertake more training' on final measure

Training and workforce development - summary

	2013	2015	2017	2019	2022
% of employers that train	62%	63%	62%	62%	60%
% of employers that train off-the-job	47%	49%	47%	45%	36%
% that <i>only</i> train on-the-job	15%	14%	15%	18%	24%
% of staff trained over the last 12 months	62%	64%	58%	65%	63%
Days training per person trained	7.7	7.2	6.2	5.1	6.8
Total training days provided	5.6m	5.4m	4.4m	4.2m	5.3m

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Apprenticeships



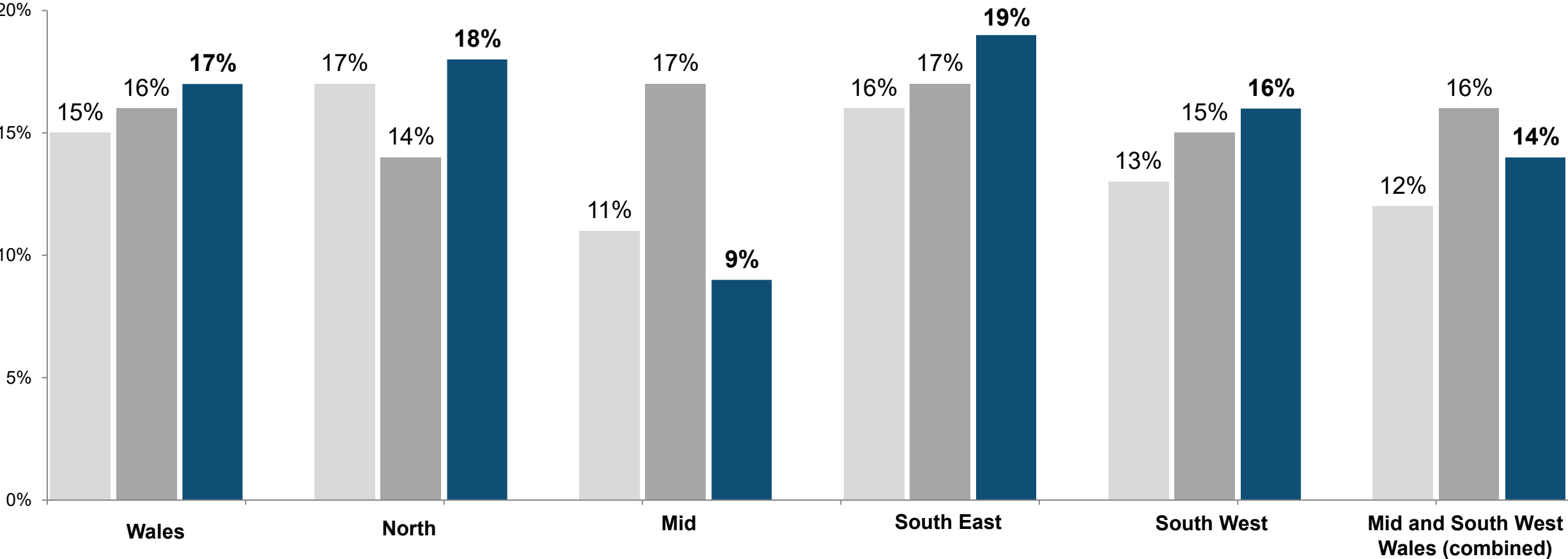
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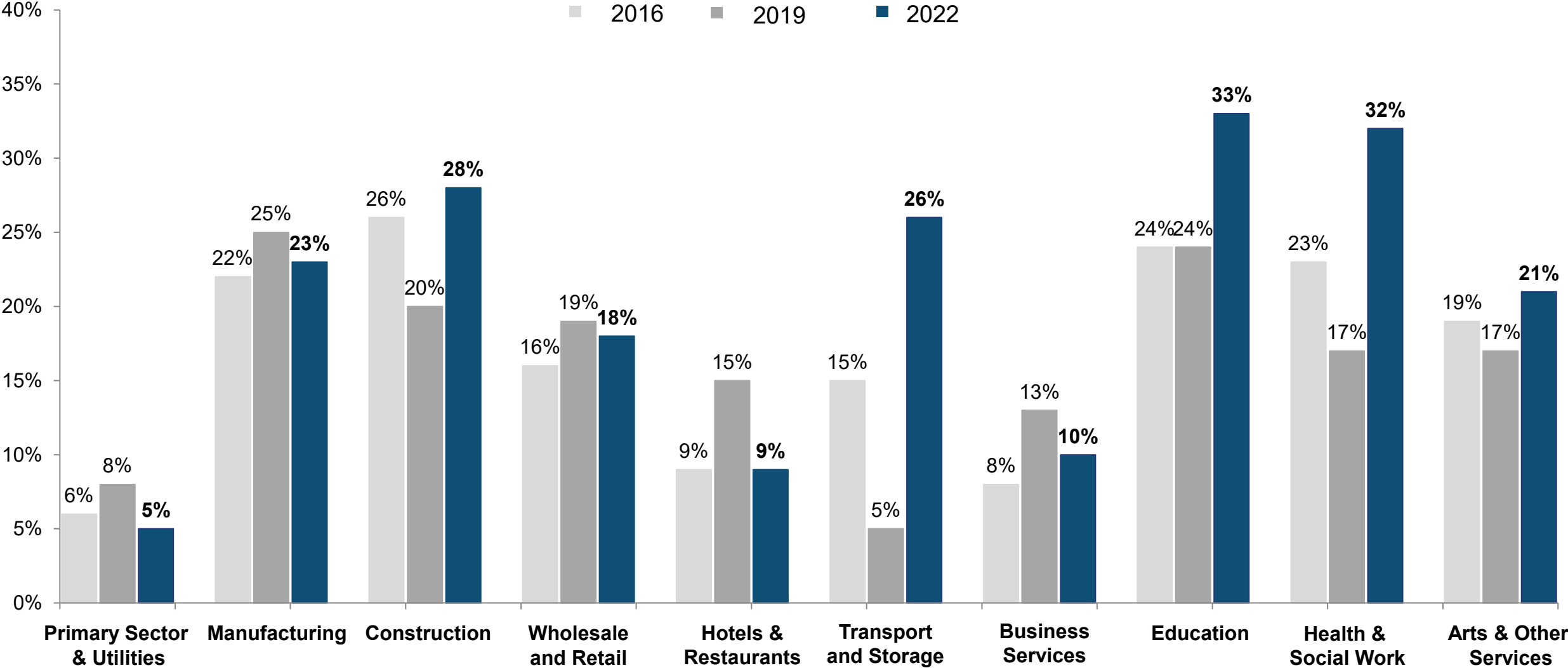
Proportion of employers that currently have, or offer apprenticeships

2016 2019 2022



Base: All establishments (Module A) 2022: 1,239; regional base sizes range from 190 in Mid Wales to 481 in South East Wales. 2019: 1,704; regional base sizes range from 192 in Mid Wales to 746 in South East Wales. 2016: 1,997; regional base sizes range from 200 in Mid Wales to 842 in South East Wales

Proportion of employers that currently have, or offer apprenticeships, by sector



Base: All establishments (Module A): 2022: 1,239; 2019: 1,704; 2016: 1,997). 2022 base sizes range from 45 in Transport & Storage to 283 in Wholesale & Retail; Information & Communications (20), Financial Services (10) & Public Admin (13) are not charted due to low base sizes.

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High Performance Working Practices

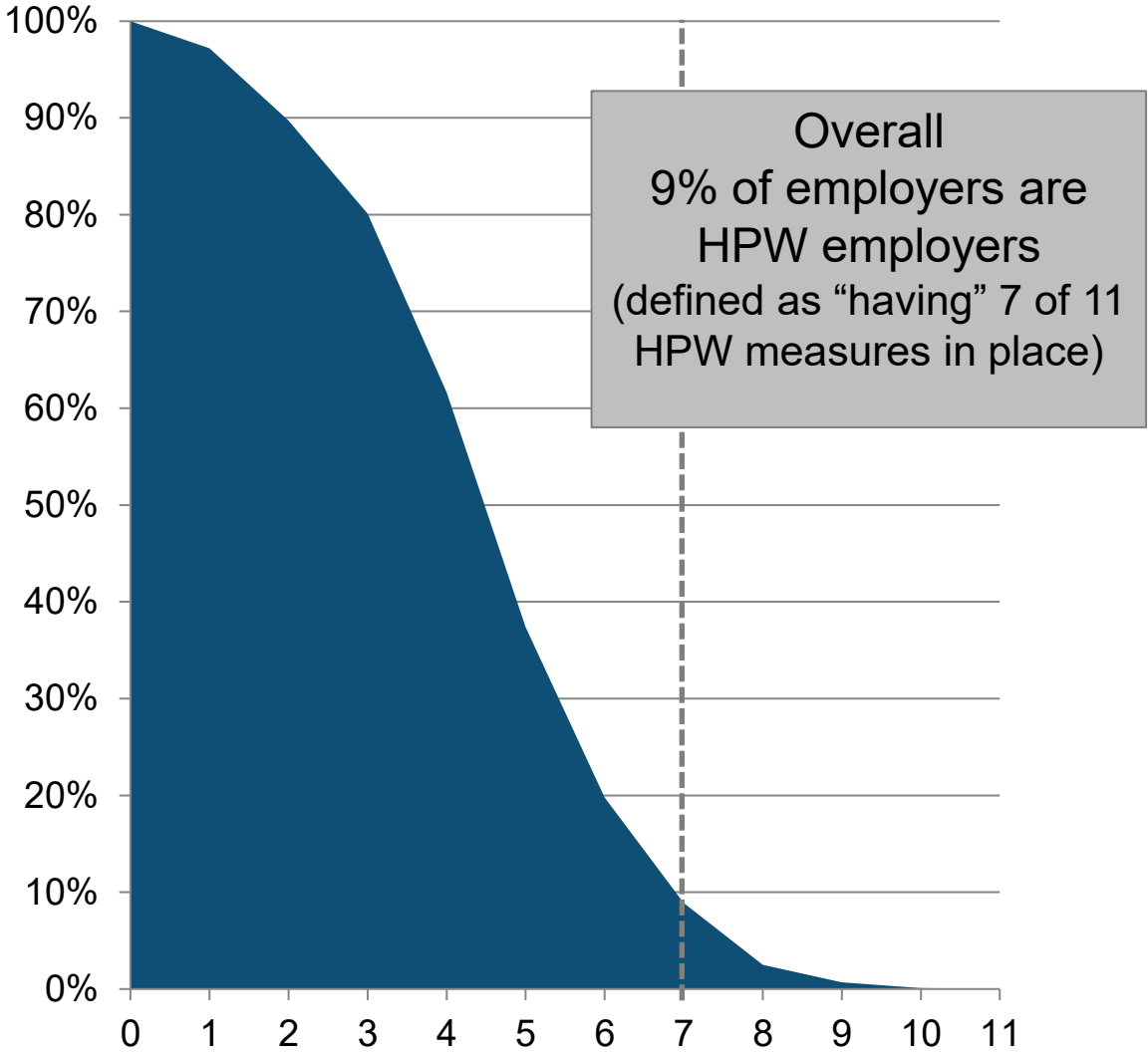
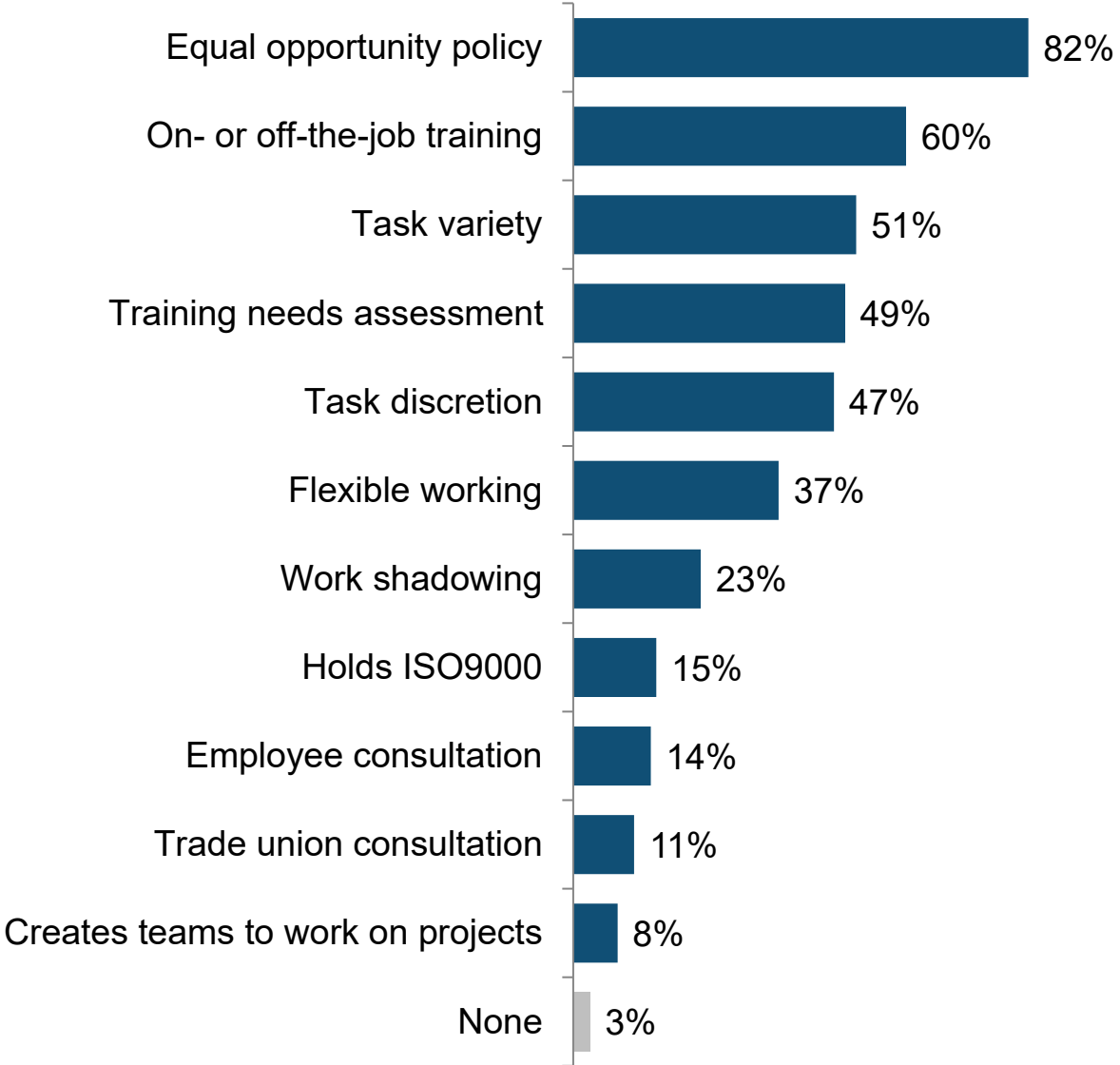


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High Performance Working Practices



Base: All establishments in Module D (1,153).

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Conclusions



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Conclusions

- ESS 2022 found a **greater proportion of employers in Wales had vacancies** (22% vs. 15% in 2019) and **there were more vacancies reported** (a 44% increase). There was also a **higher proportion of employers with SSVs**, doubling from 5% to 10%. **SSVs were also more numerous** (20,600 vs. 9,800 in 2019). This resulted in an increase in SSV density (35% vs. 24% in 2019).
- Almost all sectors experienced a higher degree of skills challenges when recruiting in 2022 compared to 2019, with the **highest increase in the Transport & Storage sector**. SSV density did however decrease by 20 percentage points in Primary Sector & Utilities.
- **SSVs remained a particular challenge when recruiting for Skilled Trades occupations** (51% SSV density vs. 52% in 2019), although the density of SSVs has increased since 2019 for almost all occupation types. However, the occupation with **the highest SSV density was Machine Operative occupations**, with the largest increase since 2019 (58% in 2022 vs. 18% in 2019).
- Almost all (95%) employers that had experienced SSVs said these had an impact on their organisation. The most common impact of SSVs was **increased workloads for other staff** (87%). Difficulties meeting customer services objectives and experiencing increased operating costs were also common.
- In terms of internal skills challenges, **both the proportion of employers reporting skills gaps (14%) and the proportion of the workforce with skills gaps (4.1%) remained relatively stable in comparison to 2019.**

Conclusions - 2

- Employers in the **Business Services, Hotels & Restaurants, and Arts & Other Services** sectors had the highest density of skills gaps. By occupation, **the largest increases in skills gap densities were found in Caring, Leisure, Other Services (which had the highest skills gap density, at 6.4%), and Associate Professional roles.**
- A large proportion of skills gaps were caused, at least in part, by transient causes, like people being new to the role and not having completed their training yet (81%). As was the case for SSVs, **increased workloads were the most common impact of skills gaps**, alongside having higher operating costs, difficulties meeting quality standards and having difficulties introducing new working practices.
- The proportion of employers providing training has remained similar to 2019 (60%), though **the amount of training each trainee had received increased from 5.1 days to 6.8 days.** Overall, **the proportion of staff trained has decreased from 65% to 63%**, with the largest decreases in Financial Services (57%, down from 85%) and Public Admin (57%, down from 83%). Caring, Leisure and Other Services occupations remained the most likely to have been trained (89%).
- Overall, **17% of employers currently had, or offered apprenticeships.** This was considerably lower in Mid Wales (9%) compared to other regions. The sectors most likely to offer apprenticeships were **Education (33%), Health & Social Work (32%) and Construction (28%),** whilst the biggest increase in the proportion offering apprenticeships was seen in Transport and Storage (26% compared to 5% in 2019).
- **In Wales, 9% of employers were considered High Performance Working employers;** 82% had an equal opportunities policy in place and 60% provided on- or off-the-job training.