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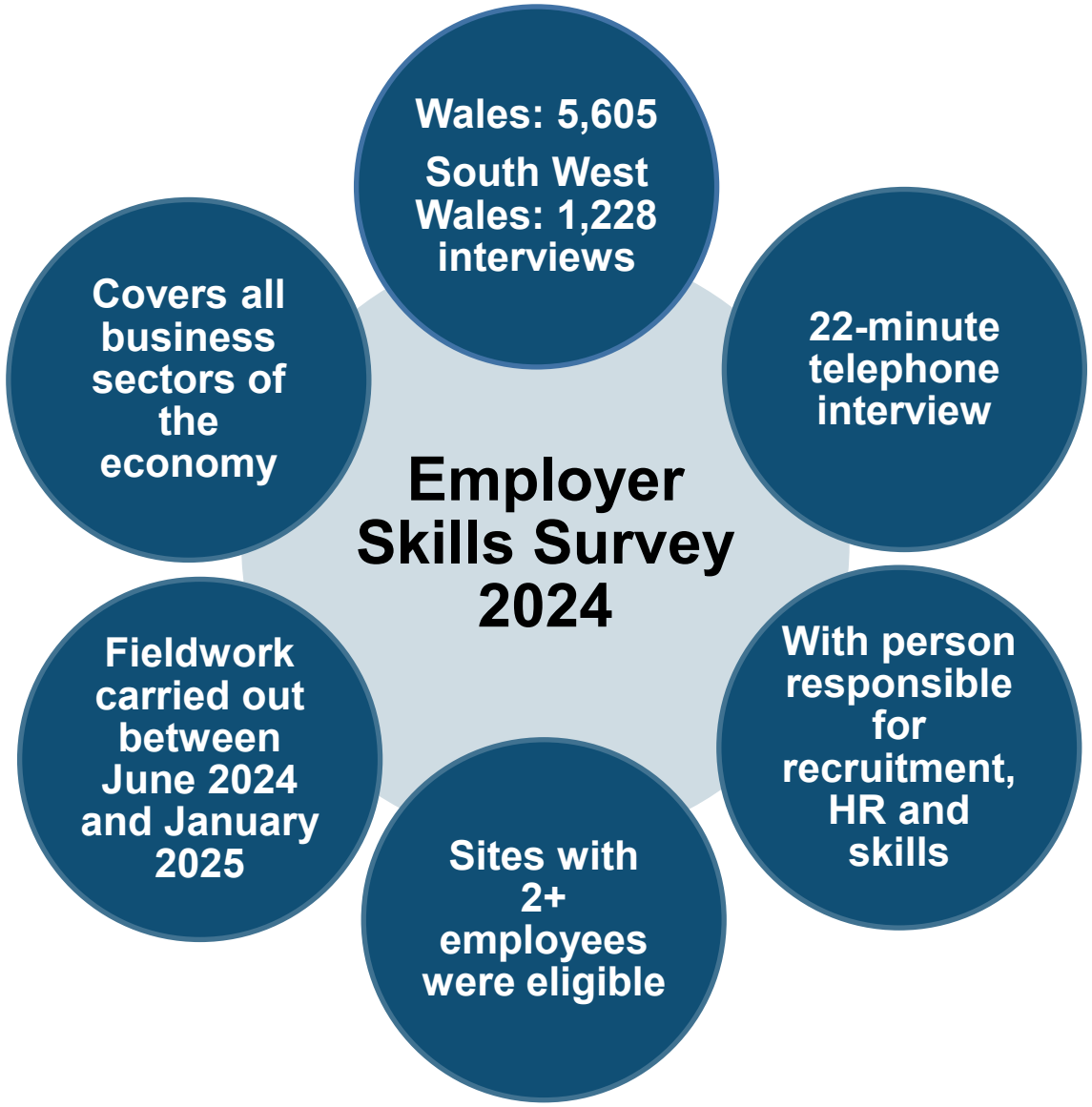
# Employer Skills Survey 2024

## Core results: South West Wales slide pack

Department for Education

IFF Research

# Introduction




## Slide Pack Information

- The seventh survey in this biennial series
- Includes content which was previously covered in the Employer Perspectives Survey
- 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
  - Employer practices: High Performance Working Practices, use of Artificial Intelligence and Net Zero strategies

**Further detail – including on other survey areas – is available in the Wales reports and data tables**

# Methodology

- The population covered by the survey comprised UK employers at the site level (rather than at an organisational level) with at least 2 employees on the payroll. Sole traders with a single person on the payroll were excluded.
- The survey encompassed sites across the whole of the UK, covering all sectors of the economy (the commercial, public and charitable spheres).
- ESS 2024 was the second in the series to use a Random Probability Sampling (RPS) approach, where the sample is processed according to agreed protocols, meaning that sites have an equal and known probability of being sampled.
- Data was collected via Computer-Assisted Telephone Interviewing (CATI). Employers were offered the option to be interviewed in Welsh or English.
- The overall response rate for sites in Wales was 71%, calculated as ‘achieved interviews’ as a proportion of all respondents who were successfully contacted and reached a final outcome (including those who refused, or who quit during the interview). The response rate for Wales was higher than those for the other UK nations, which ranged from 63% to 66%.
- Further detailed technical information is available in the accompanying Technical Report, published on the DfE website.

# Reporting conventions

- The terms ‘site’ and ‘employer’ are used interchangeably throughout this report to avoid excessive repetition.
- All comparisons referred to in the slide pack are statistically significant at the 95% level of confidence. This applies to differences between survey subgroups, such as region, size and sector, and also to differences over time. In some places, the highest or lowest subgroups are reported to give an indication of range, however this does not suggest statistical significance.
- Throughout the report unweighted base figures are shown on tables and charts to give an indication of the statistical reliability of the figures. These figures are always based on the number of sites answering a question, as this is the information required to determine statistical reliability.
- In tables, ‘zero’ is denoted as a dash (‘-’); and an asterisk is used (‘*’) if the figure is larger than zero but less than 0.5%. All volume measures have been rounded to the nearest 100.
- Throughout the slide pack, figures with a base size of fewer than 30 sites are not reported (a double asterisk (**) is displayed instead), and figures with a base size of 30 to 49 are denoted by a single asterisk (*) next to the data value and should be treated with caution as the margin of error for these results is larger and therefore the results are less statistically reliable.
- Please note that, unless otherwise stated, all figures presented in this slide pack are taken from responses by employers to the ESS 2024 survey and therefore represent their views.

# Reporting conventions

Large sections of the ESS survey were modularised to ensure that ESS and EPS legacy questions could be covered without adding significantly to interview length. All employers were asked a set of core questions and one modularised set of questions, after being randomly allocated to a module. The survey structure (in order of how questions were asked to employers) is shown below:

- **Vacancies and skill shortage vacancies**
- Recruitment channels (Module C)
- Recruitment of education leavers (Module C)
- Work placements and work inspiration activities (Module B)
- **Workforce composition and skills gaps**
- **Underutilisation (Module A)**
- Upskilling (Module A)
- **Training and workforce development**
- Investment in Training
- Vocational qualifications (Module B)
- **Apprenticeships (Module A)**
- National Occupational Standards (Module D)
- **High Performance Working Practices (Module D)**
- **Current and future use of AI**
- **Net Zero**

Only the topics in **bold** are covered in this slide pack

# Achieved interviews

| By nation and region | Population | Number of interviews |
|---|---|---|
| Wales | 86,800 | 5,605 |
| South West | 19,400 | 1,228 |
| **By size (number of employees): South West Wales** | Population | Number of interviews |
| 2-4 | 10,700 | 330 |
| 5-24 | 7,000 | 619 |
| 25-49 | 1,000 | 158 |
| 50-99 | 400 | 89 |
| 100+ | 300 | 32 |

| By sector (South West Wales) | Population | Number of interviews |
|---|---|---|
| Primary Sector & Utilities | 2,700 | 88 |
| Manufacturing | 900 | 65 |
| Construction | 2,000 | 77 |
| Wholesale & Retail | 3,600 | 271 |
| Hotels & Restaurants | 2,200 | 143 |
| Transport & Storage | 600 | 45 |
| Information & Communications | 400 | 24 |
| Financial Services | 300 | 19 |
| Business Services | 3,000 | 153 |
| Public Administration | 300 | 18 |
| Education | 600 | 91 |
| Health & Social Work | 1,500 | 162 |
| Arts & Other Services | 1,500 | 72 |

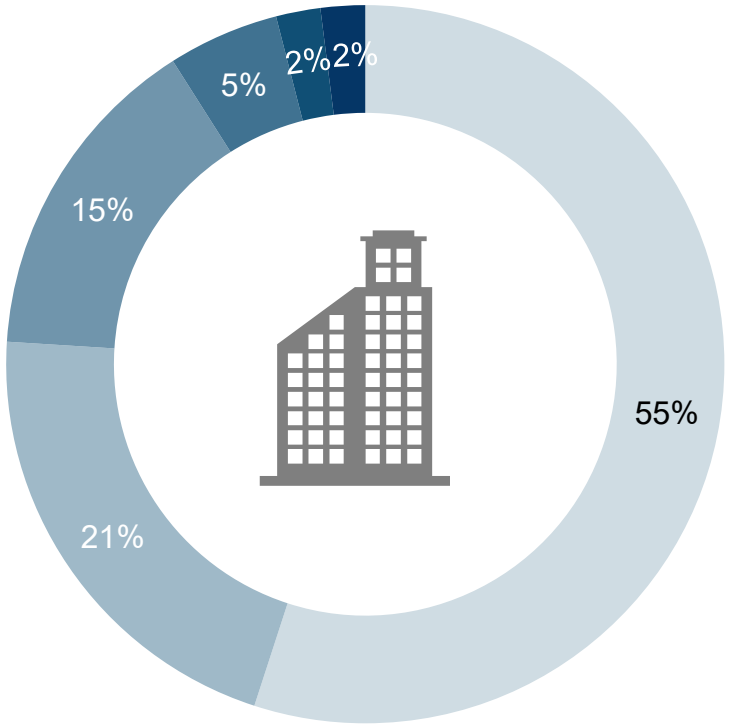
All the figures presented in this slide pack are subject to a margin of error. At a 95% confidence level, the maximum margin of error is 3 percentage points (p.p.) for South West Wales. Within South West Wales, for sectors which are in scope for reporting (with a base size of 30 or more), at the 95% confidence level, the margin of error for results based on ‘all sites’ ranges from 6 p.p. for Wholesale & Retail to 14 p.p. for Transport & Storage.

Due to small base sizes for sub-groups and higher margin of error, care should be taken when comparing sub-group differences over time

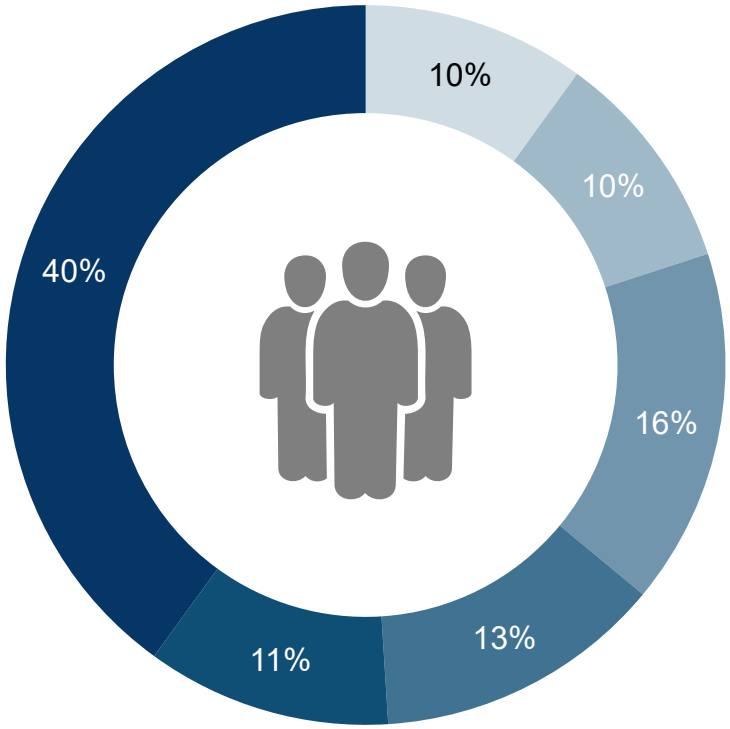
Population counts taken from the ONS Inter-Departmental Business Register (IDBR), and have been rounded to the nearest hundred.

# Survey population South West Wales: employer size profile by number of employees

## % of all sites



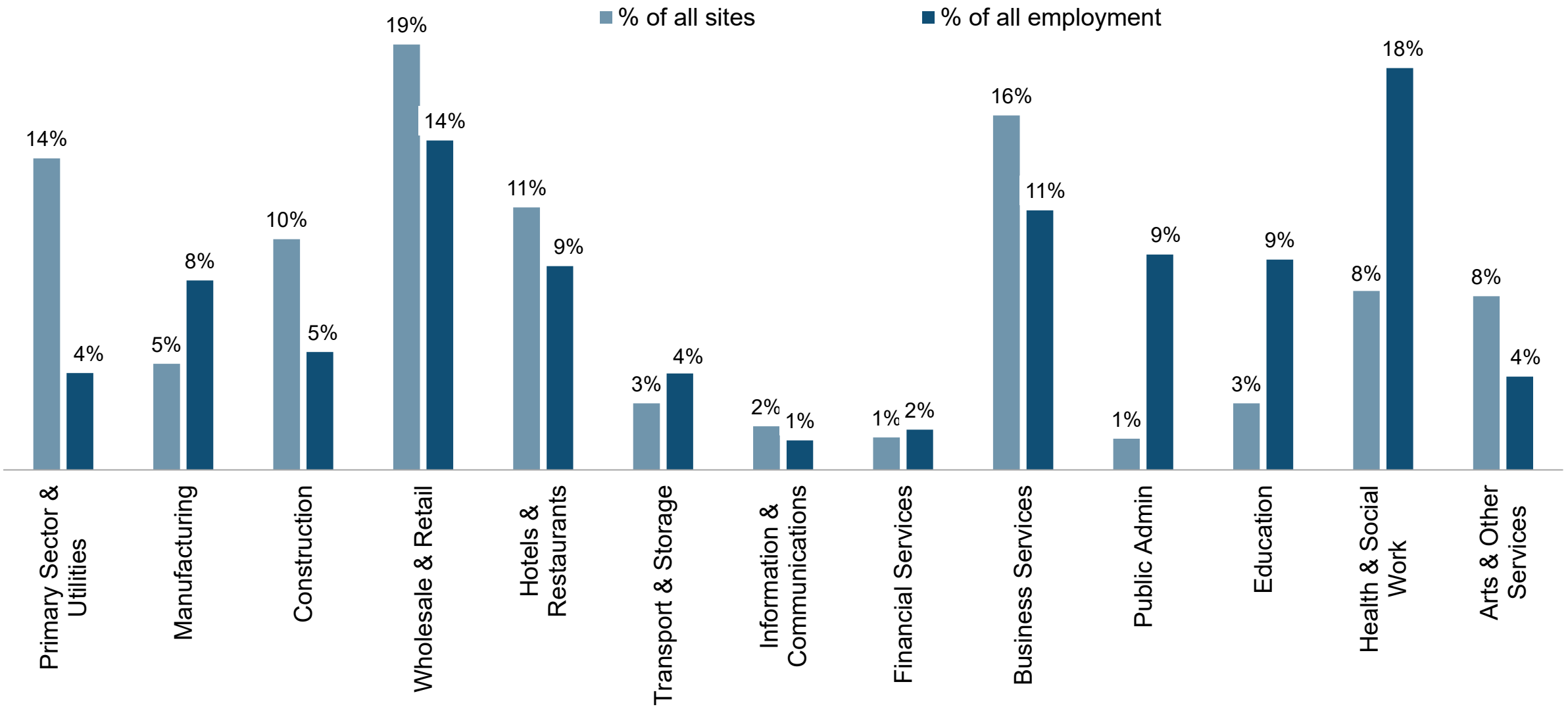

## % of workforce




Number of employees: 2 to 4 | 5 to 9 | 10 to 24 | 25 to 49 | 50 to 99 | 100+

Source: ONS Inter-Departmental Business Register (IDBR).

# Survey population South West Wales: sector




Source: ONS Inter-Departmental Business Register (IDBR)

# Key definitions

| | |
|---|---|
| **Site base** | Proportions are based on the number of sites, 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 sites. |

| | **Vacancies** | **Skill-shortage vacancies (SSVs)** | **Skills gaps** |
|---|---|---|---|
| **Incidence** | Proportion of sites reporting at least one vacancy | Proportion of sites 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 sites 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 |

# Overview

- ESS 2024 shows that vacancies had decreased in South West Wales when compared with 2022, reflecting a cooling labour market across Wales and the UK as a whole. The density of skill-shortage vacancies (SSVs) in South West Wales was the lowest across the Welsh regions.
- Both the proportion of employers with skills gaps and the density of skills gaps among the workforce remained in line with previous years.
- The proportion of employers who had arranged or funded training for their staff in the previous 12 months was in line with 2022, as was the proportion of staff trained.
- A similar proportion of employers in South West Wales offered apprenticeships in 2024, although there was a decrease in the proportion who planned to offer them in the future.
- Looking at employer practices, a minority in South West Wales were considered to be High Performance Working (HPW) employers. Around 1 in 10 employers reported using Artificial Intelligence (AI), while 13% had a Net Zero strategy in place and 5% were already at Net Zero (the highest proportion among all of the Welsh regions).

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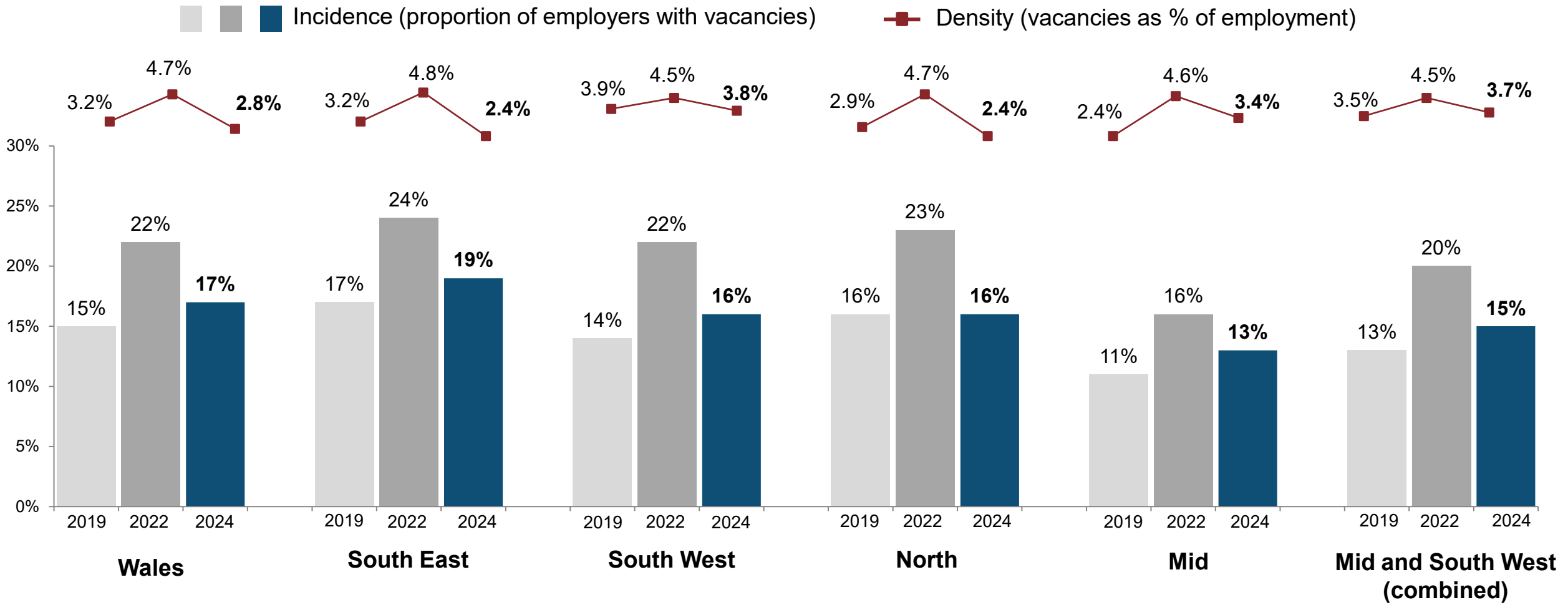
# Recruitment and skill-shortage vacancies

Department for Education

IFF Research

# Vacancy incidence decreased across each Welsh region, except in Mid Wales, returning to 2019 levels. Vacancy density decreased in South East Wales and North Wales

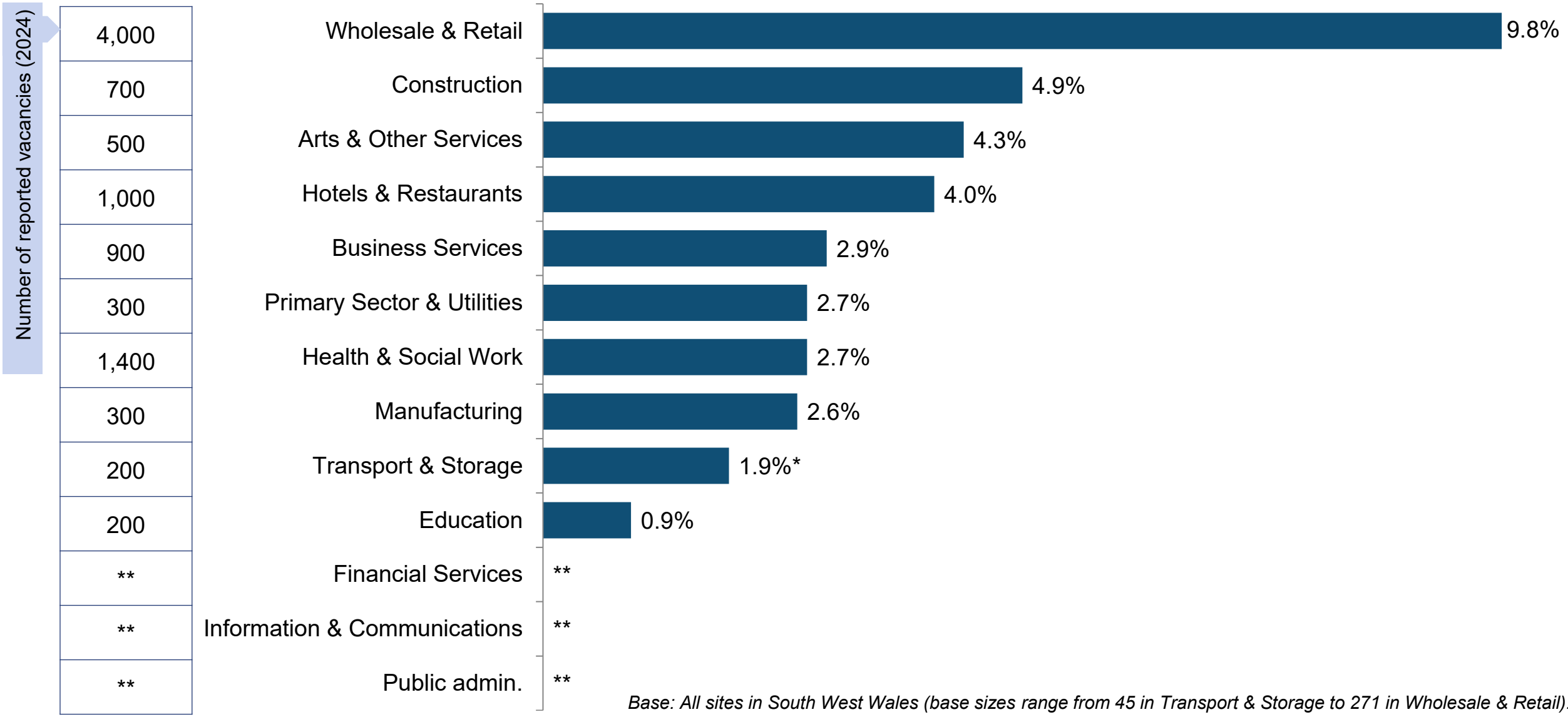



| Wales | South East | South West | North | Mid | Mid and South West (combined) |
|---|---|---|---|---|---|
| 35,700 | 15,500 | 10,400 | 7,000 | 2,700 | 13,100 |

Number of reported vacancies (2024)

*Base: All sites in Wales (2024: 5,605; 2022: 4,825; 2019: 6,773). 2024 regional base sizes range from 717 in Mid Wales to 2,310 in South East Wales.*

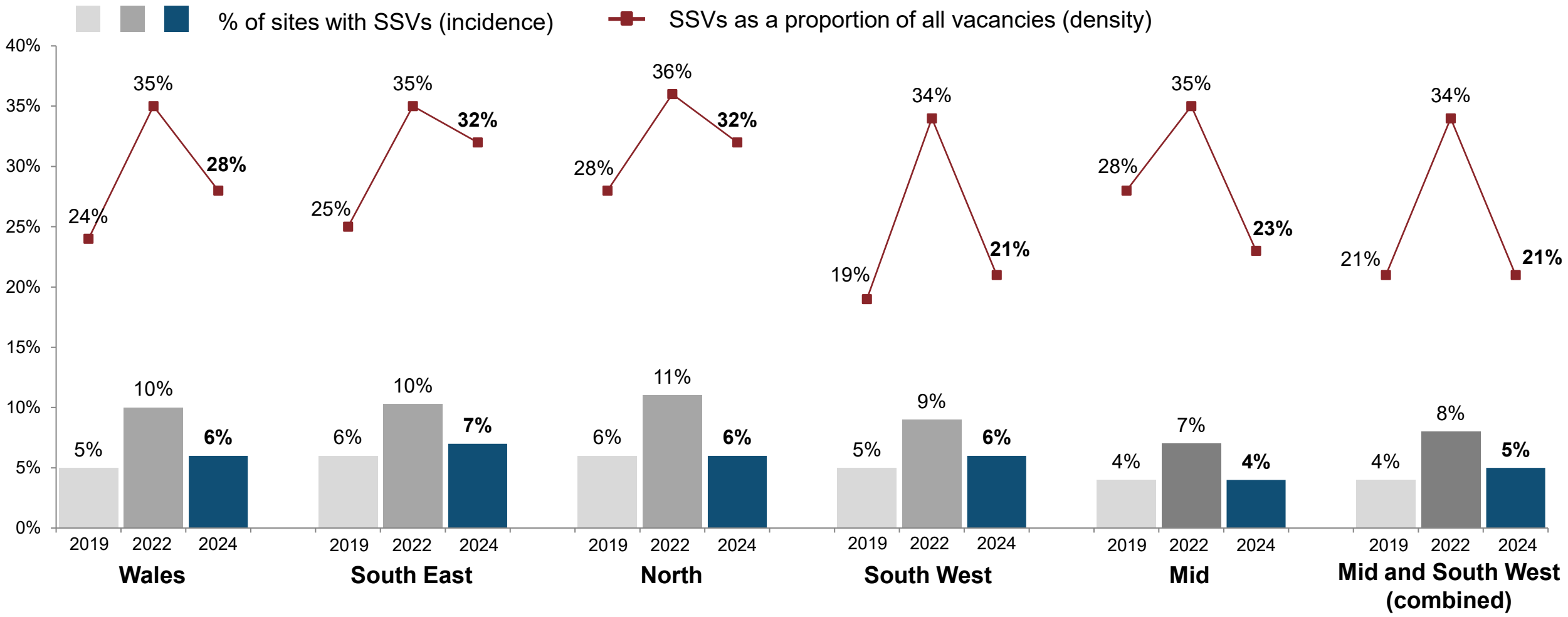
# By sector, vacancy density was highest among Wholesale and Retail employers




*Base: All sites in South West Wales (base sizes range from 45 in Transport & Storage to 271 in Wholesale & Retail).*

***Where base sizes are under 30 within a sector, data has been removed (denoted by a double asterisk); where base sizes are between 30 and 49, an asterisk has been included next to the data value. When base sizes are small, volume and density measures at subgroup level can be heavily influenced by a small number of cases. Results should be interpreted with caution.***

# SSV incidence decreased across all regions to levels similar to 2019, and was highest in South East Wales and lowest in Mid Wales



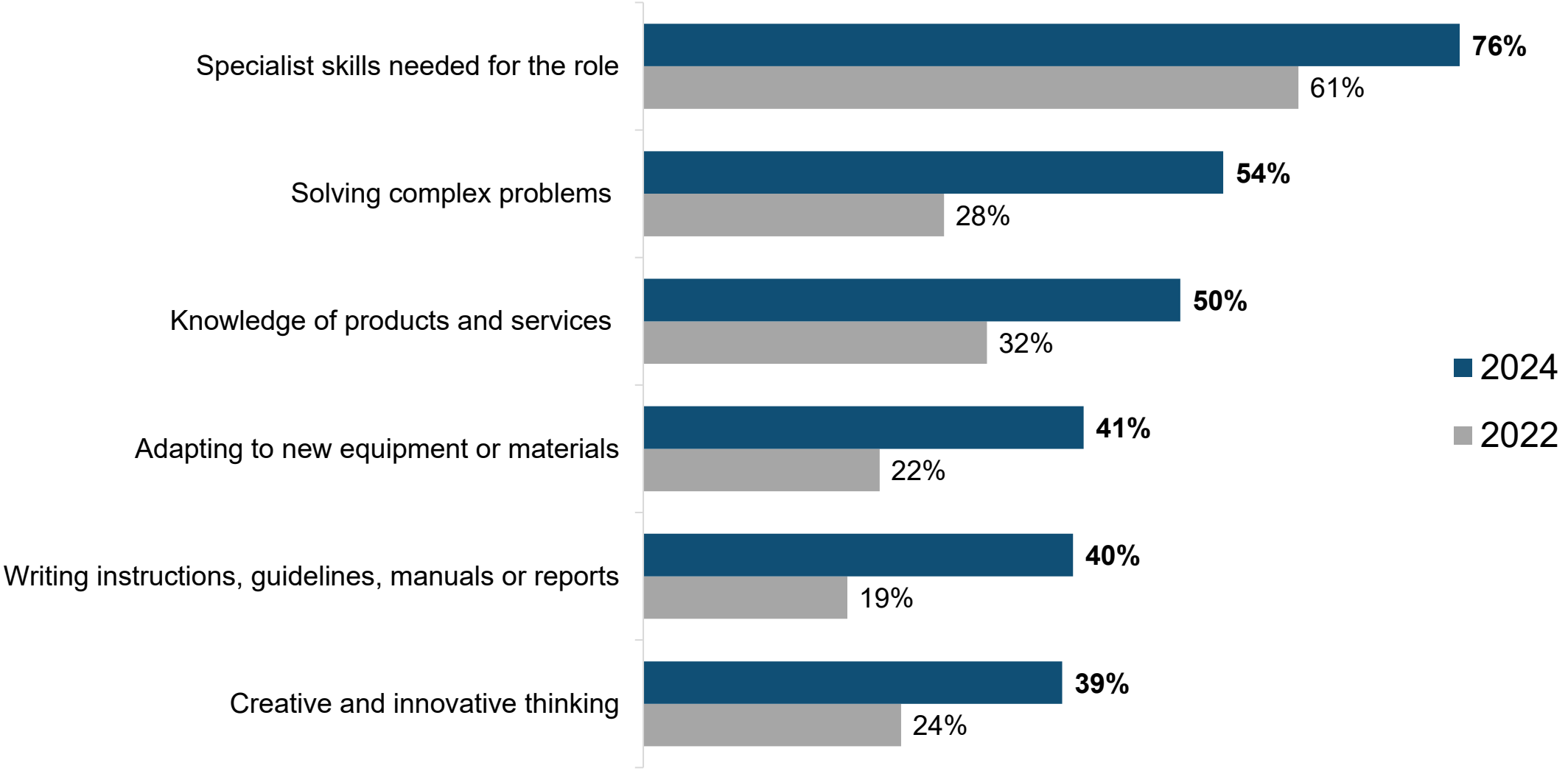

| 10,100 | 5,000 | 2,200 | 2,200 | 600 | 2,800 |
|---|---|---|---|---|---|

Number of skill-shortage vacancies (2024)

*Base for incidence of skill-shortage vacancies: All sites in Wales: (2024: 5,605; 2022: 4,825; 2019: 6,773). 2024 regional base sizes range from 454 in Mid Wales to 1,321 in South East Wales.*

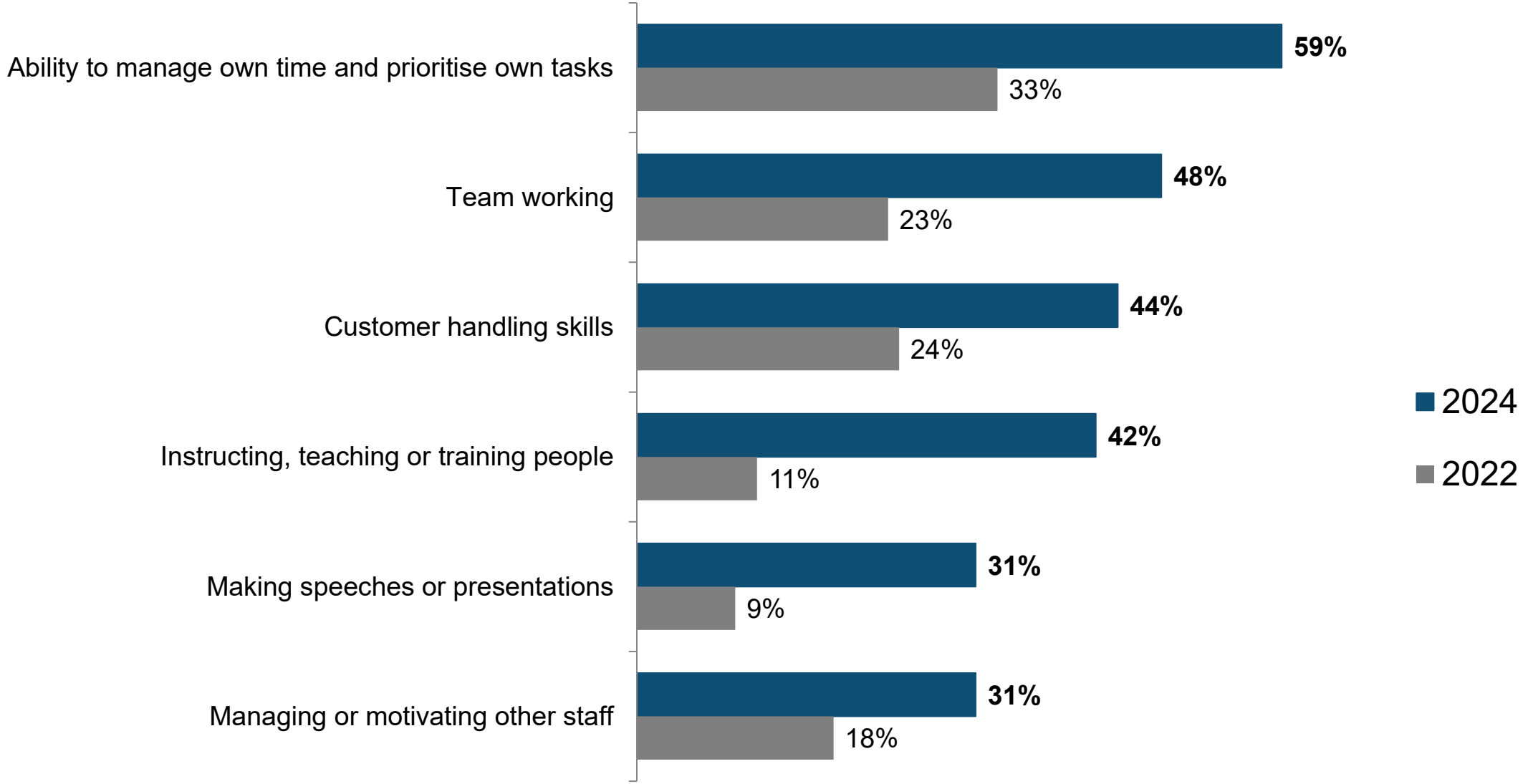
*Base for density: All sites in Wales with vacancies: (2024: 1,300; 2019: 1,503; 2022; 1,560). 2024 regional base sizes range from 160 in Mid Wales to 552 in South East Wales.*

# Specialist skills or knowledge remains the most common technical and practical skill reported as lacking among SSV applicants



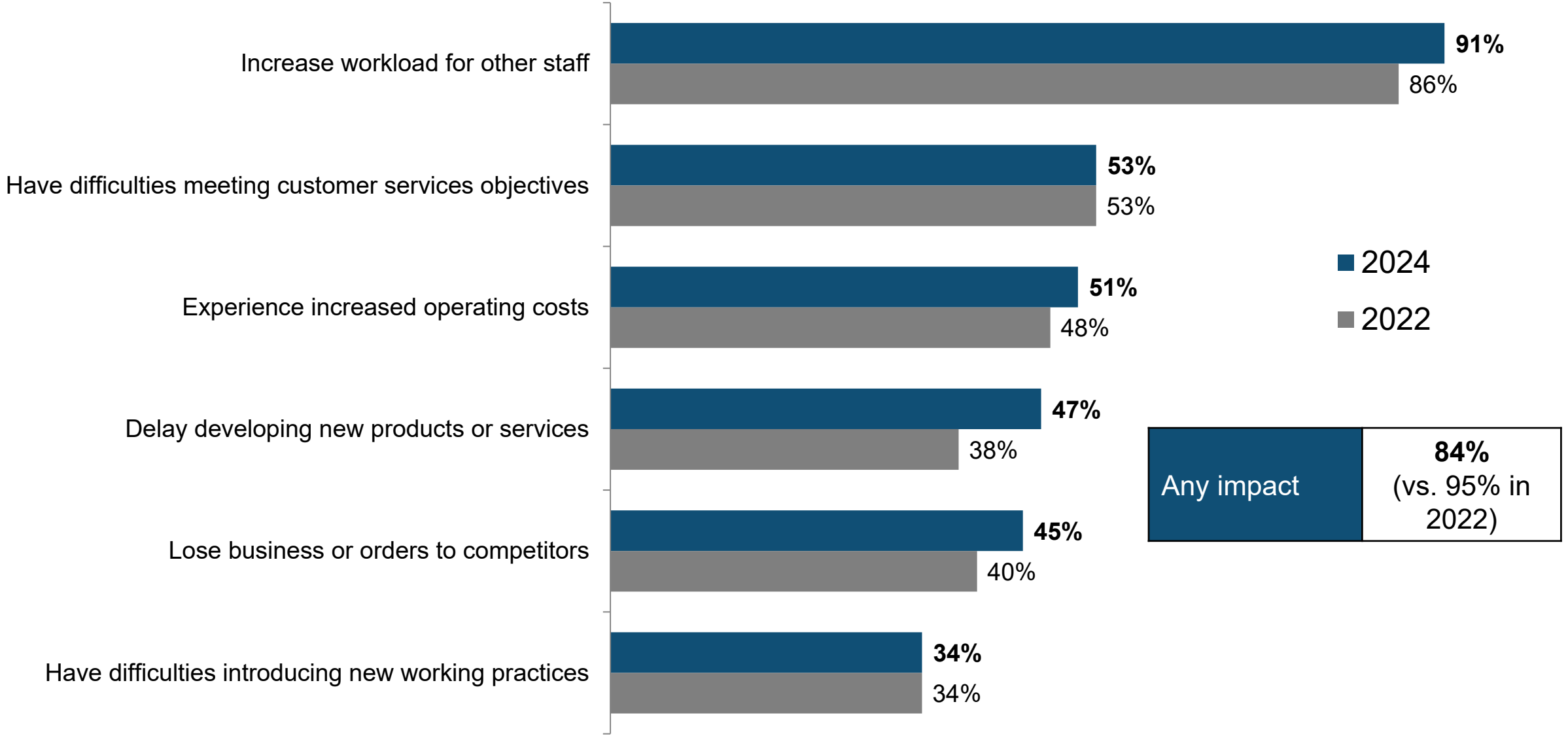

*Base: All with skill-shortage vacancies in South West Wales (2024: 92; 2022: 125).*
*Figures are shown as a percentage of all skill-shortage vacancies followed up (not a percentage of all sites).*

# The most common people and personal skills reported to be lacking among SSV applicants were time management and task prioritisation, and team working



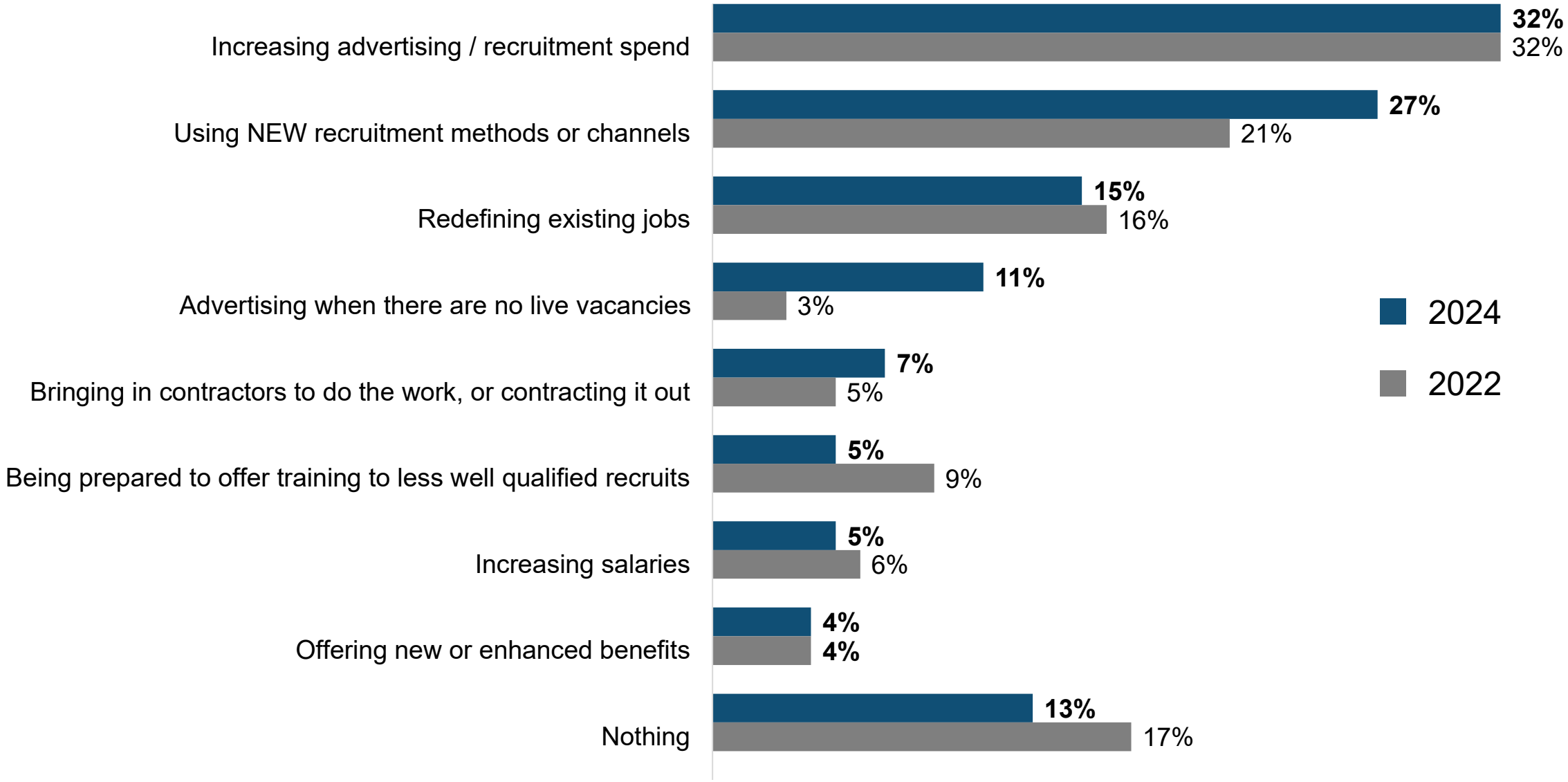

*Base: All with skill-shortage vacancies in South West Wales (2024: 92; 2022: 125)*
*Figures are shown as a percentage of all skill-shortage vacancies followed up (not a percentage of all sites)*

# The most commonly reported impact of SSVs was an increased workload for other staff, as was the case in 2022




*Base: All sites in South West Wales with hard-to-fill vacancies that are all as a result of skill shortages (2024: 84; 2022: 101)*

# Employers most commonly increased advertising / recruitment spend to overcome hard-to-fill vacancies




*Base: All sites in South West Wales with hard-to-fill vacancies that are all as a result of skill shortages (2024: 84; 2022: 101)*

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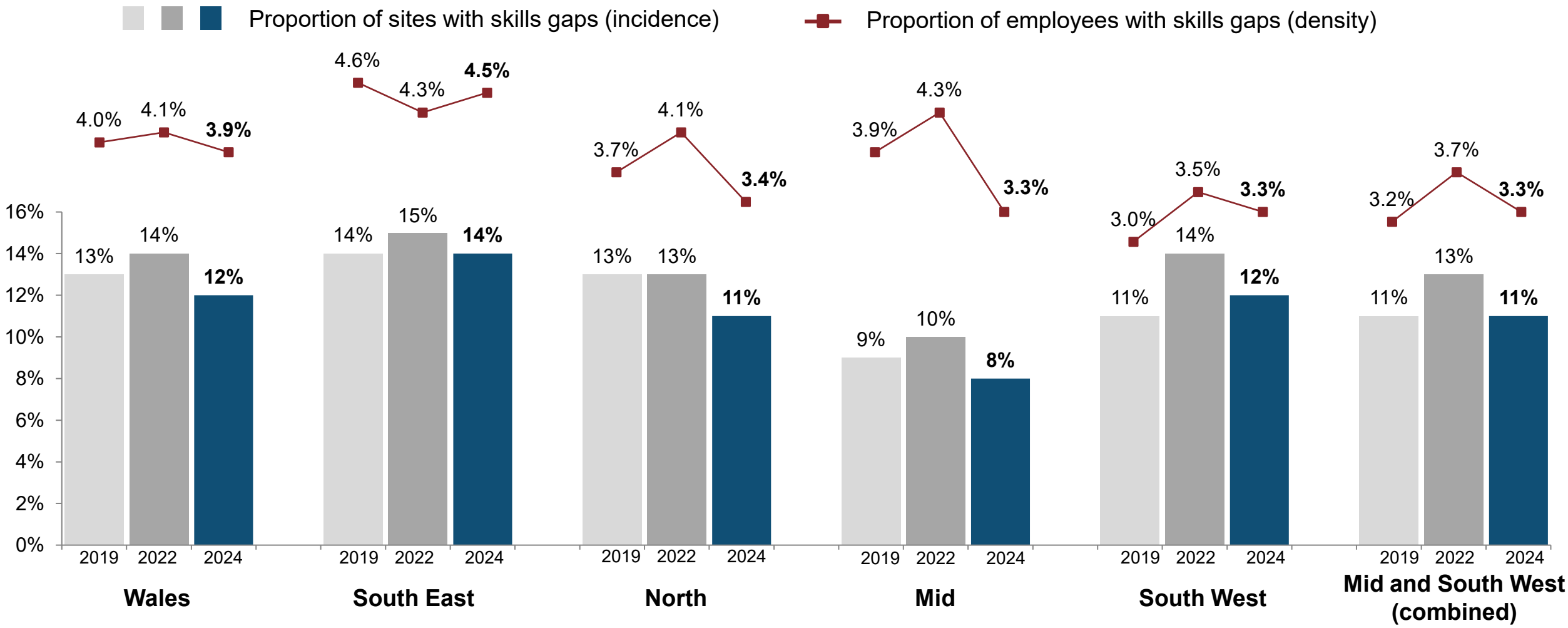
# Skills gaps in the existing workforce

Department for Education

IFF Research

# Skills gap incidence and density remained in line with 2022 and 2019 levels across all Welsh regions



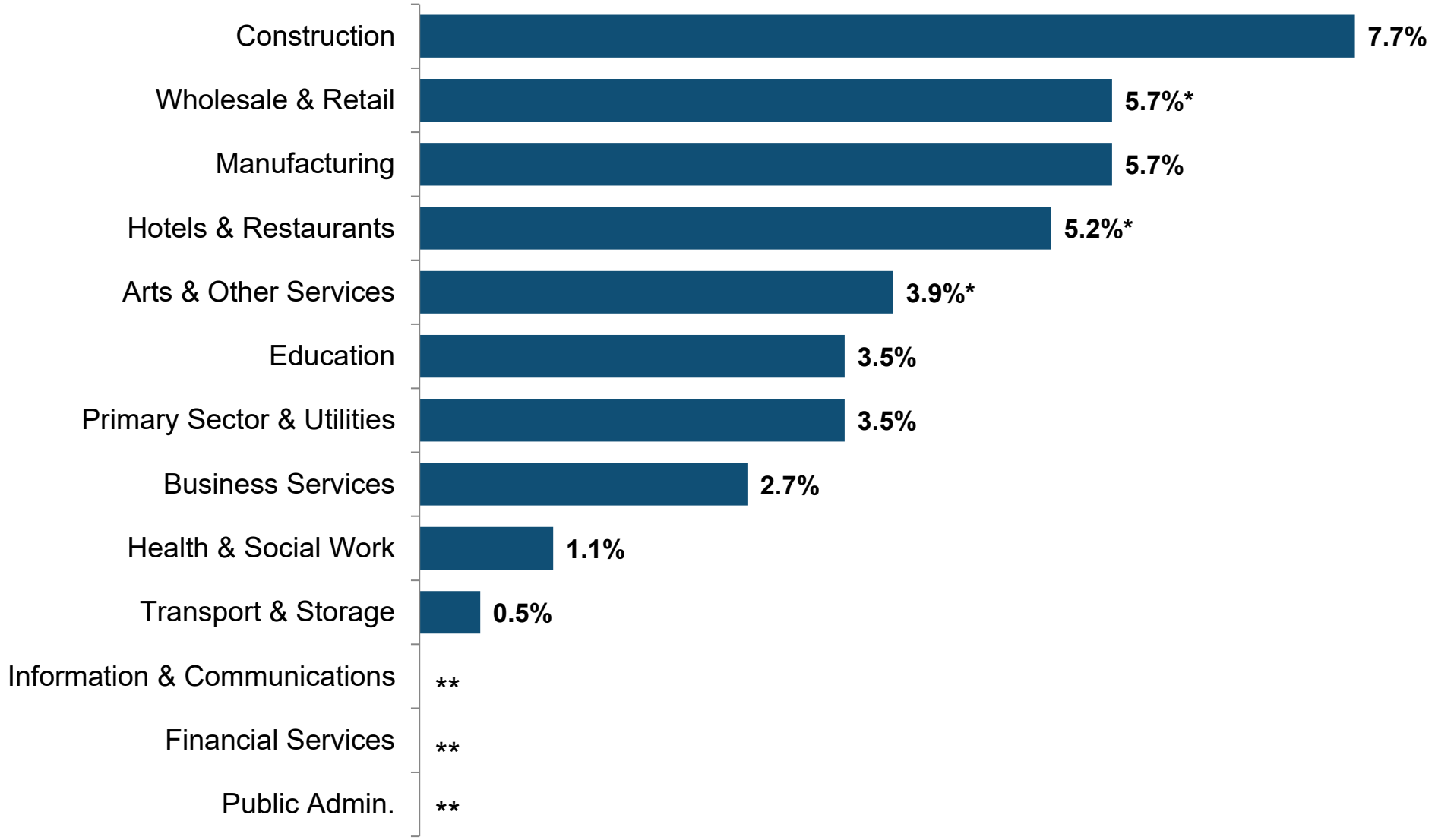

| Wales | South East | North | Mid | South West | Mid and South West (combined) |
|---|---|---|---|---|---|
| 50,400 | 28,900 | 9,900 | 2,700 | 8,900 | 11,600 |

Number of skills gaps (2024)

*Base: All sites in Wales (2024: 5,605; 2022: 4,825; 2019: 6,773). 2024 regional base sizes range from 717 in Mid Wales to 2,310 in South East Wales.*

# Skills gap density was highest among Construction employers

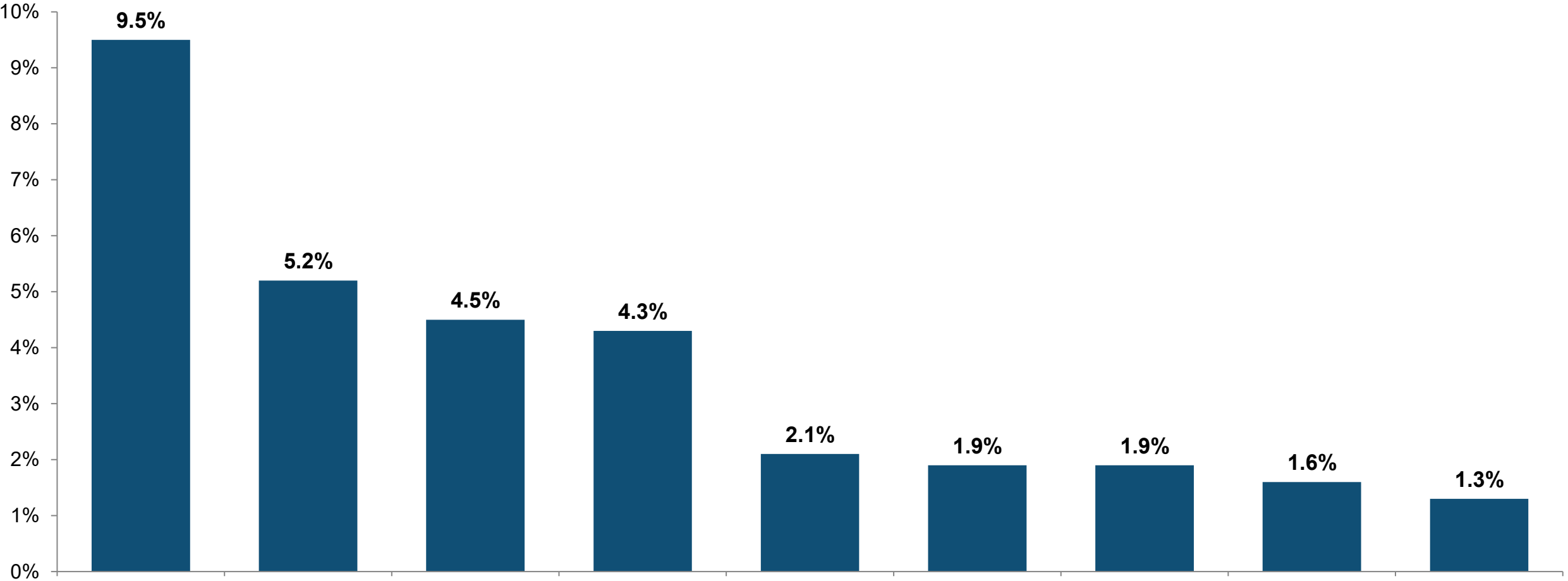
| Number of skills gaps (2024) | |
|---|---|
| Construction | 1,100 |
| Wholesale & Retail | 2,300 |
| Manufacturing | 600 |
| Hotels & Restaurants | 1,300 |
| Arts & Other Services | 400 |
| Education | 900 |
| Primary Sector & Utilities | 400 |
| Business Services | 900 |
| Health & Social Work | 600 |
| Transport & Storage | 70 |
| Information & Communications | ** |
| Financial Services | ** |
| Public Admin. | ** |




*Base: All sites in South West Wales (2024 base sizes range from 45 in Transport & Storage to 271 in Wholesale & Retail).*

***Where base sizes are under 30 within a sector, data has been removed (denoted by a double asterisk); where base sizes are between 30 and 49, an asterisk has been included next to the data value. When base sizes are small, volume and density measures at subgroup level can be heavily influenced by a small number of cases. Results should be interpreted with caution.***

# By occupation, Skilled Trades roles had the highest density of skills gaps

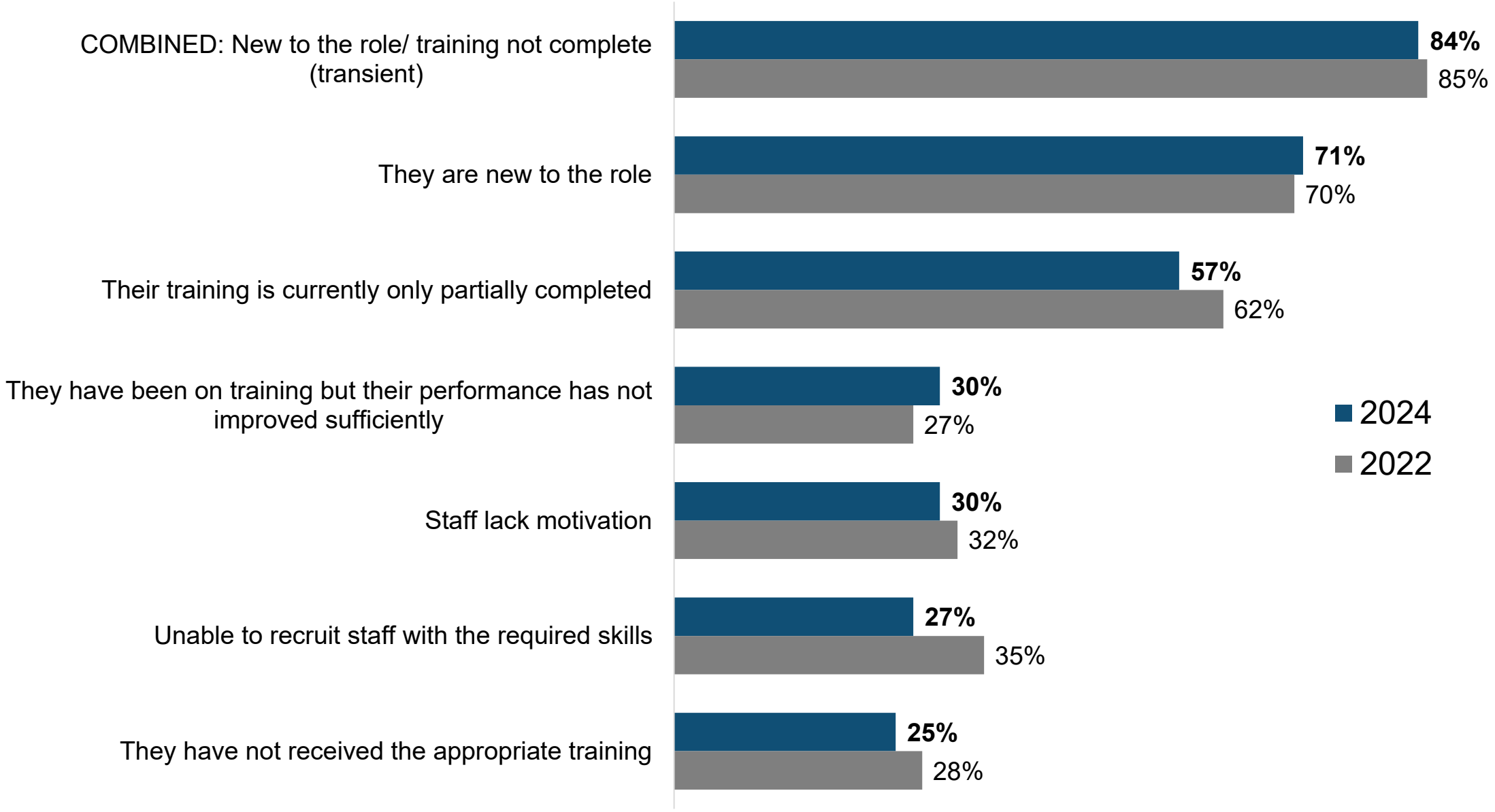



| Skilled Trades | Elementary | Machine Operatives | Sales and Customer Service | Professionals | Caring, Leisure, Other Services | Admin. and Secretarial | Associate Professionals | Managers |
|---|---|---|---|---|---|---|---|---|
| 2,000 | 1,800 | 1,500 | 700 | 600 | 800 | 600 | 300 | 600 |

Number of skills gaps (2024)

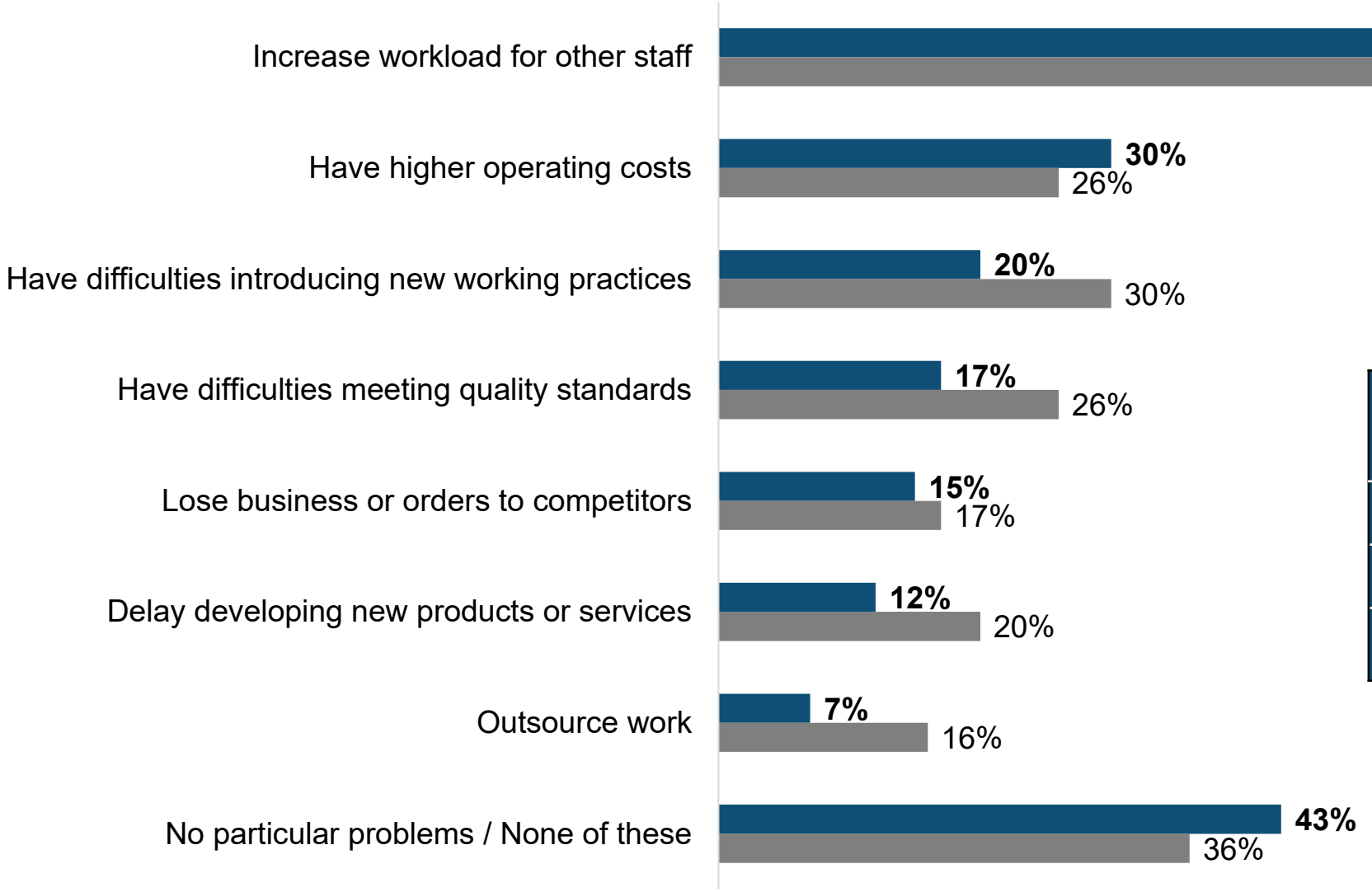
*Base: All sites in South West Wales with staff in the given occupations (2024 base sizes range from 154 for Associate Professionals to 1,183 for Managers).*

# Transient factors continued to be the leading causes of skills gaps




*Base: All sites in South West Wales with skills gaps - up to 2 occupations followed up (2024: 218; 2022: 198)*
*Figures are shown as a percentage of all skills gaps (not a percentage of all sites)*

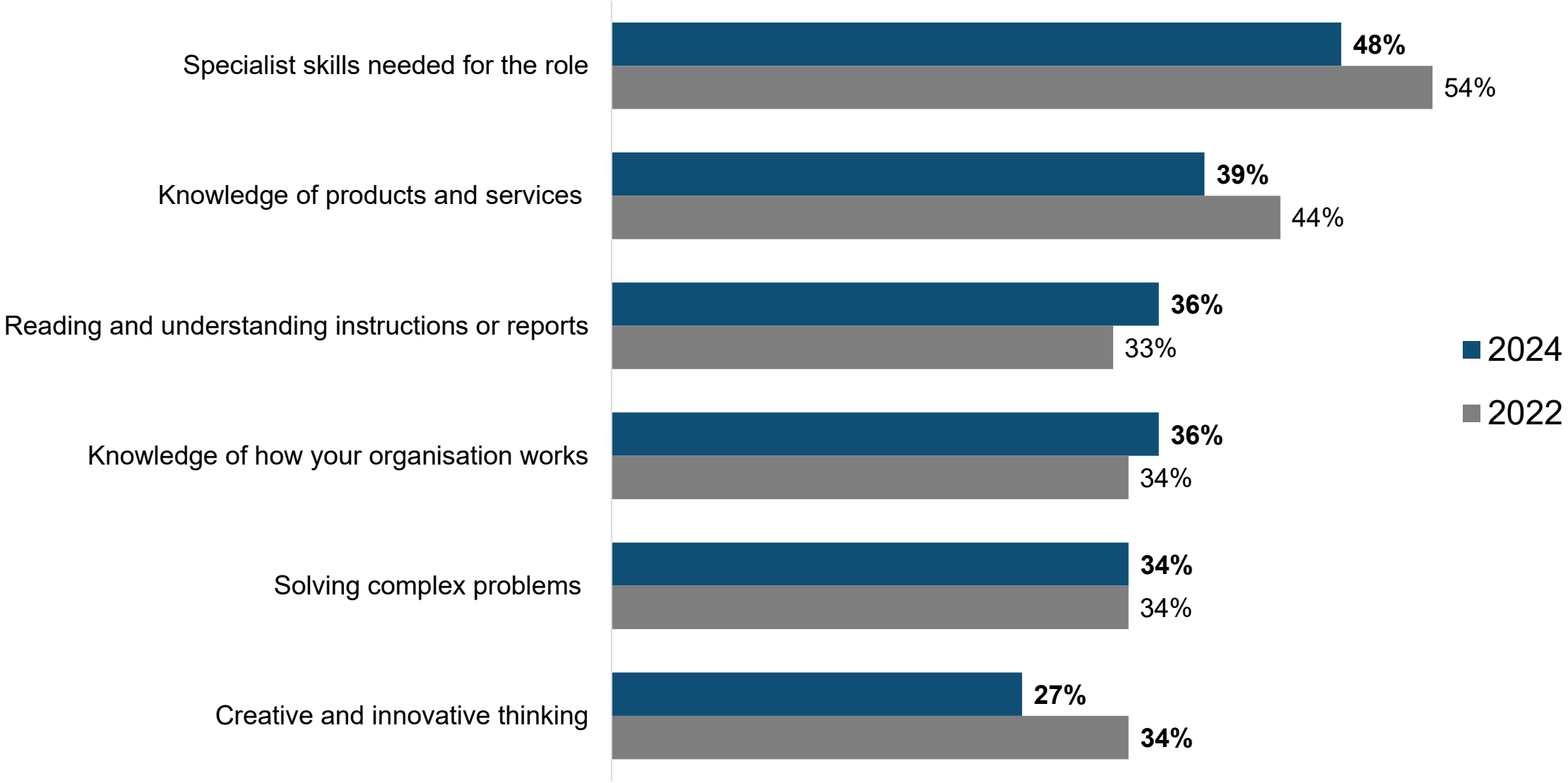
# As when looking at SSVs, the main impact of skills gaps continued to be increased workloads for other staff members




| Impact on employer performance: | |
|---|---|
| Major impact | 9% |
| Minor impact | 53% |
| No impact | 38% |

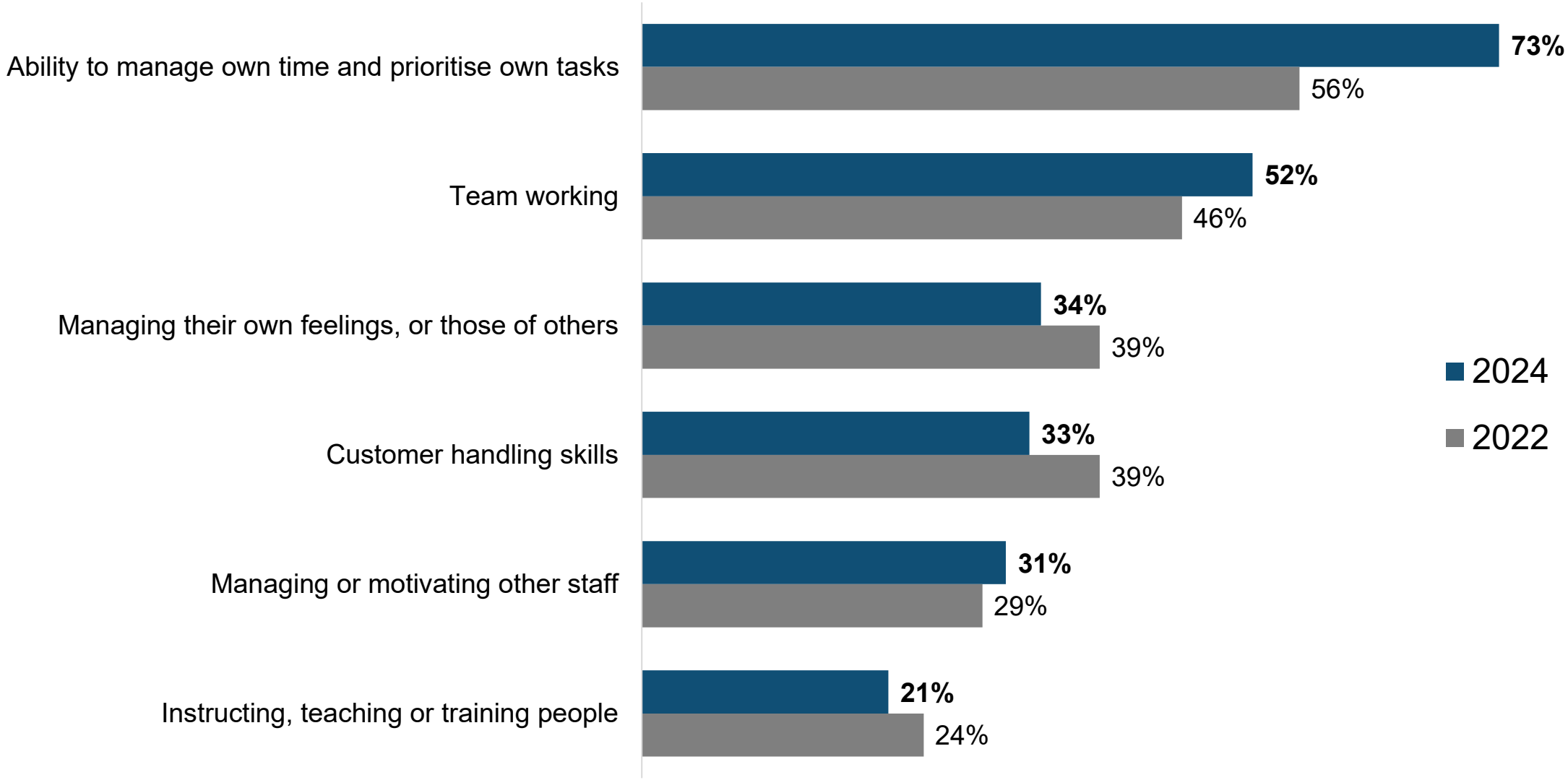
*Base: All sites in South West Wales with skills gaps (2024: 218; 2022: 198)*

# Specialist skills or knowledge remained the most common technical and practical skill reported as lacking among the existing workforce



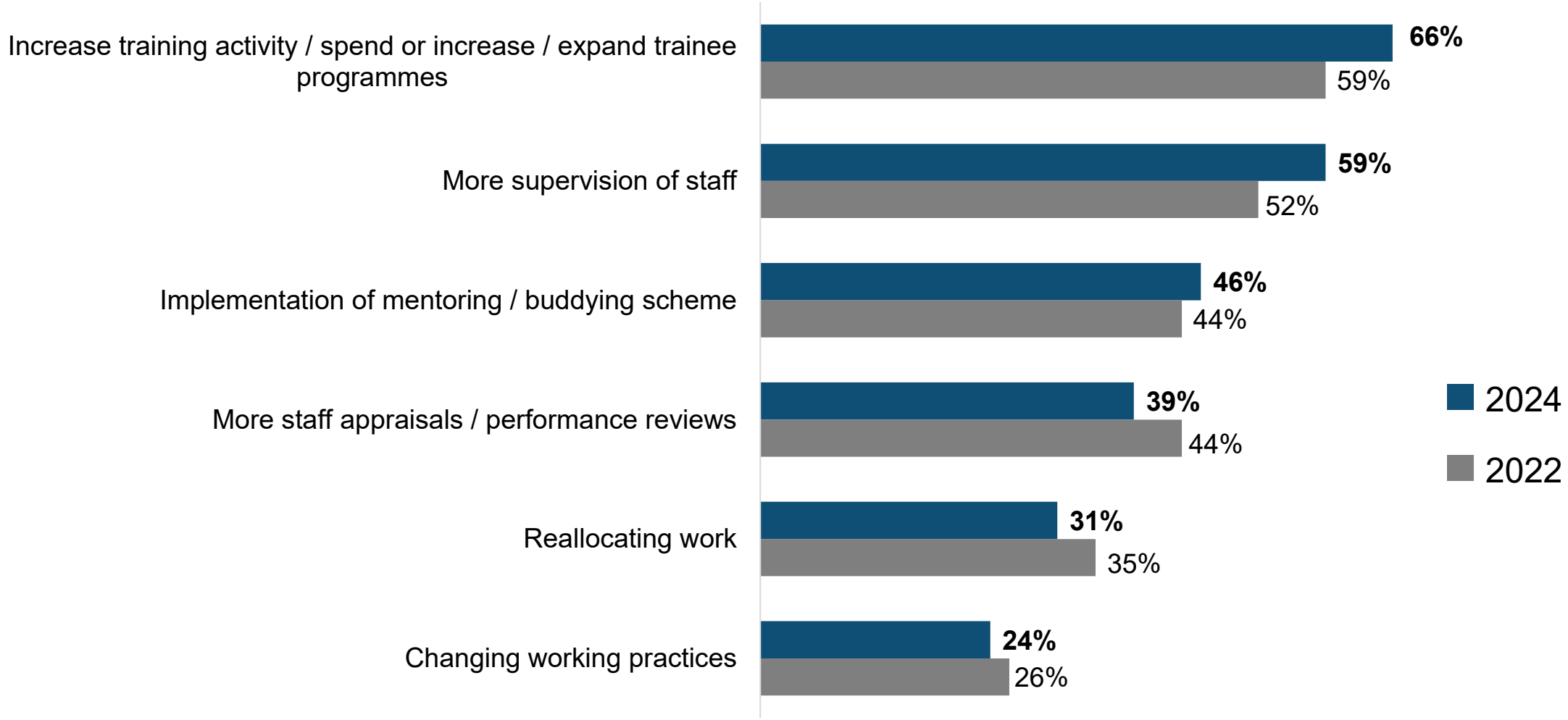

*Base: All sites in South West Wales with skills gaps - up to 2 occupations followed up (2024: 218; 2022: 198)*
*Figures are shown as a percentage of all skills gaps (not a percentage of all sites).*

# There was a notable decrease in the proportion of the workforce reported to be lacking the ability to manage their own time and prioritise tasks




*Base: All sites in South West Wales with skills gaps - up to 2 occupations followed up (2024: 218; 2022: 198)*
*Figures are shown as a percentage of all skills gaps (not a percentage of all sites)*

# The most common action taken to overcome skills gaps continues to be to increase training activity / spend or to increase / expand trainee programmes, as in 2022




*Base: All sites in South West Wales with skills gaps (2024: 218; 2022: 198).*

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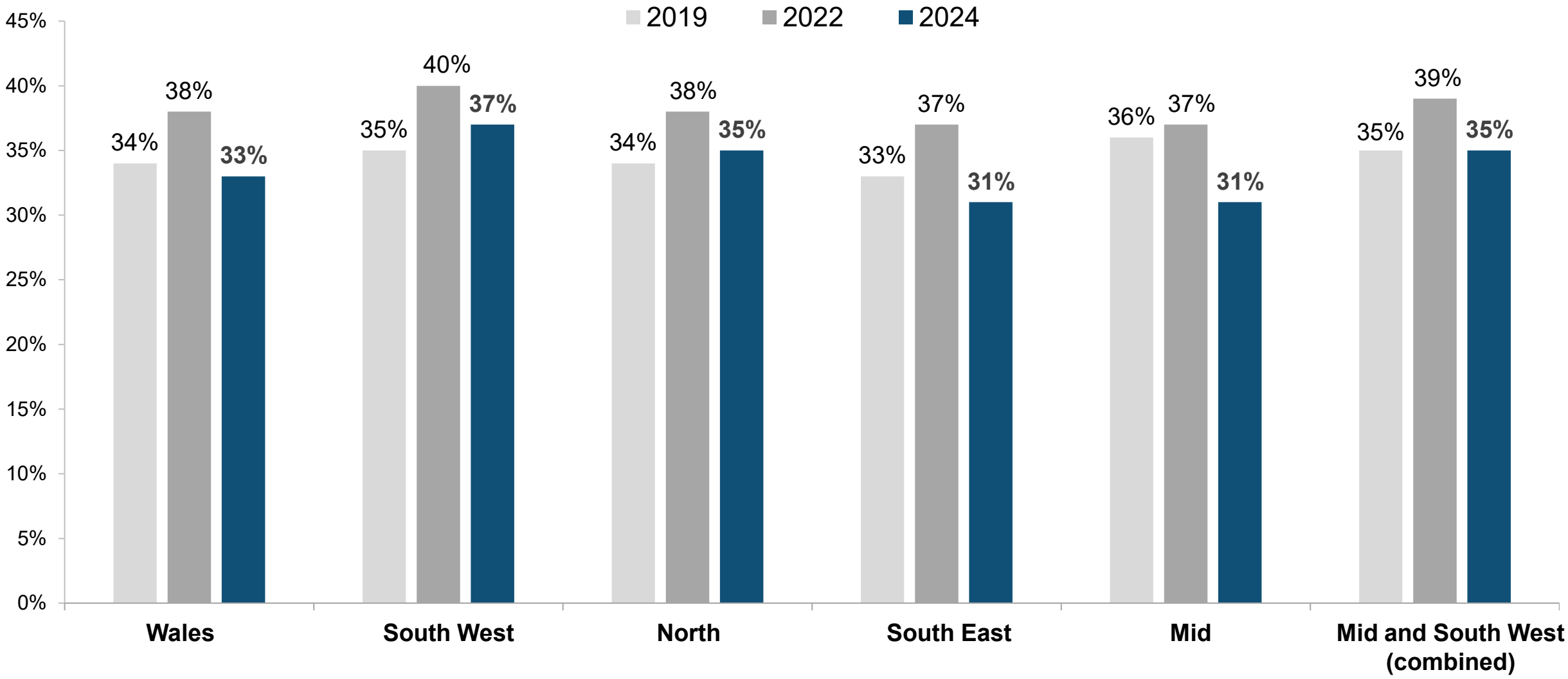
# Under-use of skills and qualifications

Department for Education

IFF Research

# South East Wales was the only Welsh region which saw a notable decrease in the proportion of sites with underutilised staff when compared with 2022




*Base: All sites 2024 (Module A): Wales: 1,379; regional base sizes range from 181 in Mid Wales to 568 in South East Wales.*

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# Training and workforce development

Department for Education

IFF Research

# Training and workforce development – South West Wales summary

| Measure | 2015 | 2017 | 2019 | 2022 | 2024 |
|---|---|---|---|---|---|
| % of employers that train | 61% | 64% | 61% | 59% | **57%** |
| % of employers that train *off*-the-job | 48% | 49% | 43% | 35% | **38%** |
| % of employers that train *on*-the-job | 13% | 14% | 18% | 23% | **47%** |
| % that *only* train *on*-the-job | 13% | 14% | 18% | 23% | **20%** |
| % of staff trained over the last 12 months | 63% | 56% | 64% | 63% | **61%** |
| Days training per person trained | 7.5 | 8.2 | 5.4 | 5.7 | **5.3** |
| Total training days provided | 1.2m | 1.2m | 0.9m | 1.0m | **0.9m** |

# The number of training days per person trained in South West Wales has remained consistent since 2019

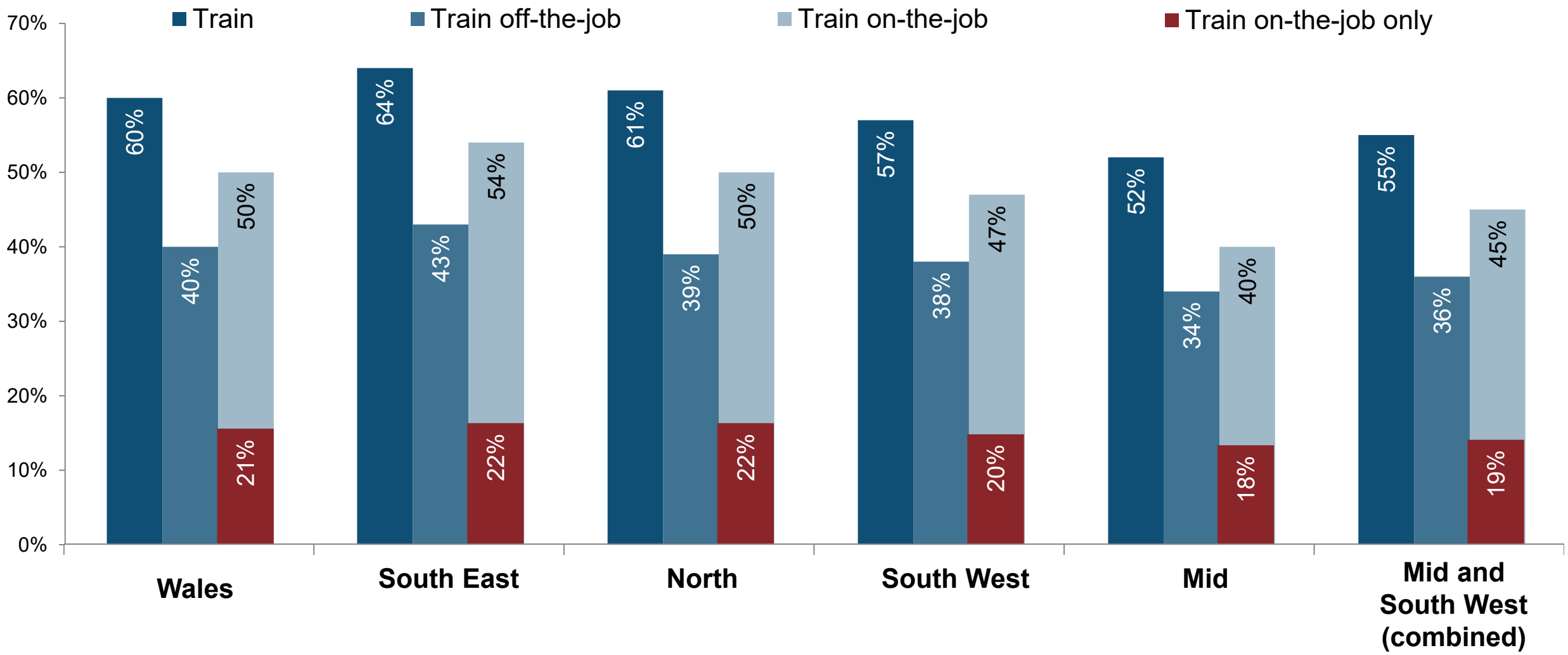
| By nation and region | Days per person trained | | | Total training days | | |
|---|---|---|---|---|---|---|
| | 2019 | 2022 | **2024** | 2019 | 2022 | **2024** |
| Wales | 5.1 | 6.8 | **6.6** | 4.2m | 5.3m | **5.4m** |
| North | 5.5 | 6.9 | **4.9** | 1.1m | 1.3m | **0.9m** |
| Mid | 6.4 | 5.2 | **5.8** | 0.3m | 0.3m | **0.3m** |
| South East | 4.7 | 7.4 | **8.0** | 1.9m | 2.8m | **3.3m** |
| South West | 5.4 | 5.7 | **5.3** | 0.9m | 1.0m | **0.9m** |
| Mid and South West (combined) | 5.6 | 5.6 | **5.4** | 1.2m | 1.2m | **1.2m** |

# Arts & Other Services employers provided the most training days per trainee in 2024

| By sector | Days per person trained | Total training days |
|---|---|---|
| Primary Sector & Utilities | **6.1*** | **32,000** |
| Manufacturing | **3.9*** | **17,000** |
| Construction | **6.3*** | **49,000** |
| Wholesale & Retail | **4.4** | **117,000** |
| Hotels & Restaurants | **5.0** | **72,000** |
| Transport & Storage | **5.7*** | **26,000*** |
| Information & Communications | ** | ** |
| Financial Services | ** | ** |
| Business Services | **4.4** | **109,000** |
| Public Admin. | ** | ** |
| Education | **4.6** | **84,000** |
| Health & Social Work | **5.0** | **229,000** |
| Arts & Other Services | **14.1*** | **89,000** |

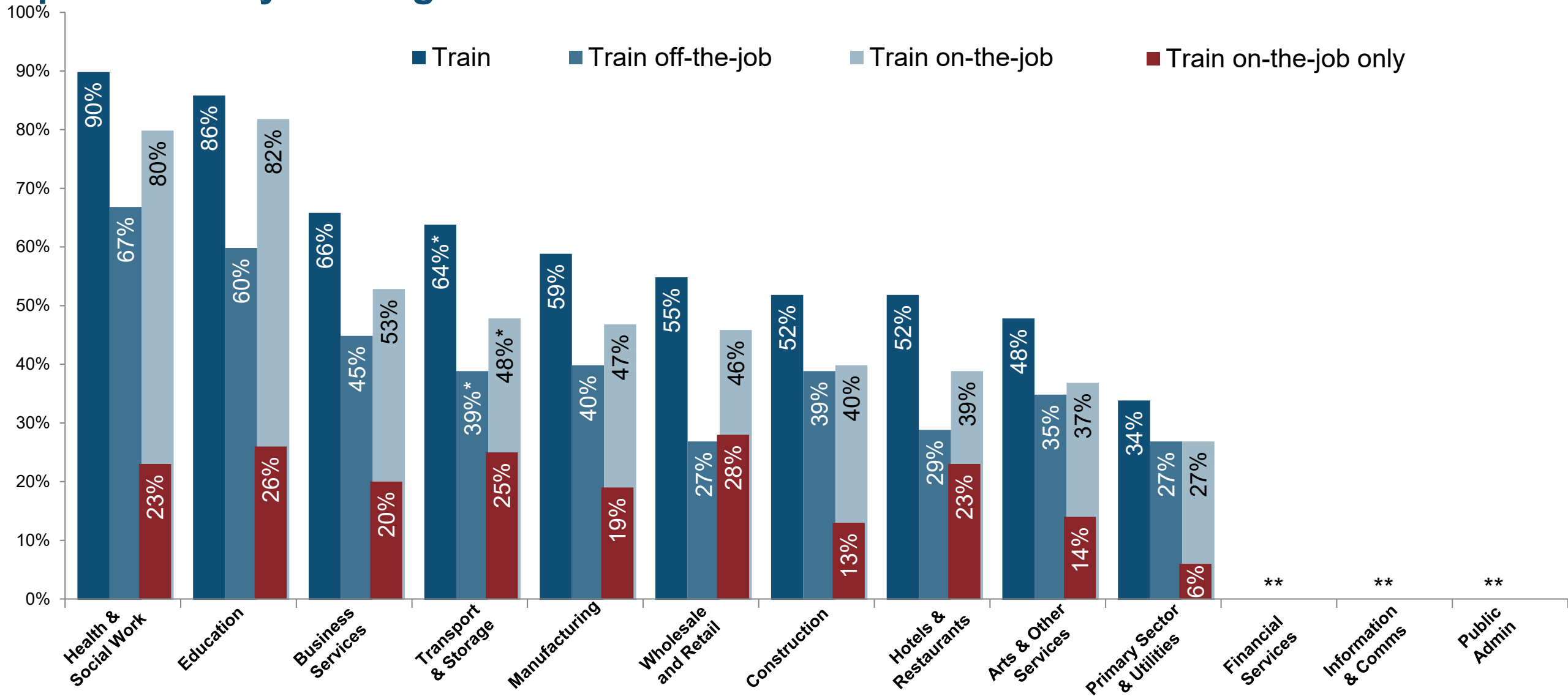
***Results for Financial Services, Public Admin., and Information & Communication not shown due to low base size. Where base sizes are between 30 and 49, an asterisk has been included next to the data value. Results should be interpreted with caution.***

# The proportion of employers in South West Wales who had provided training to their staff was lower than the Wales average



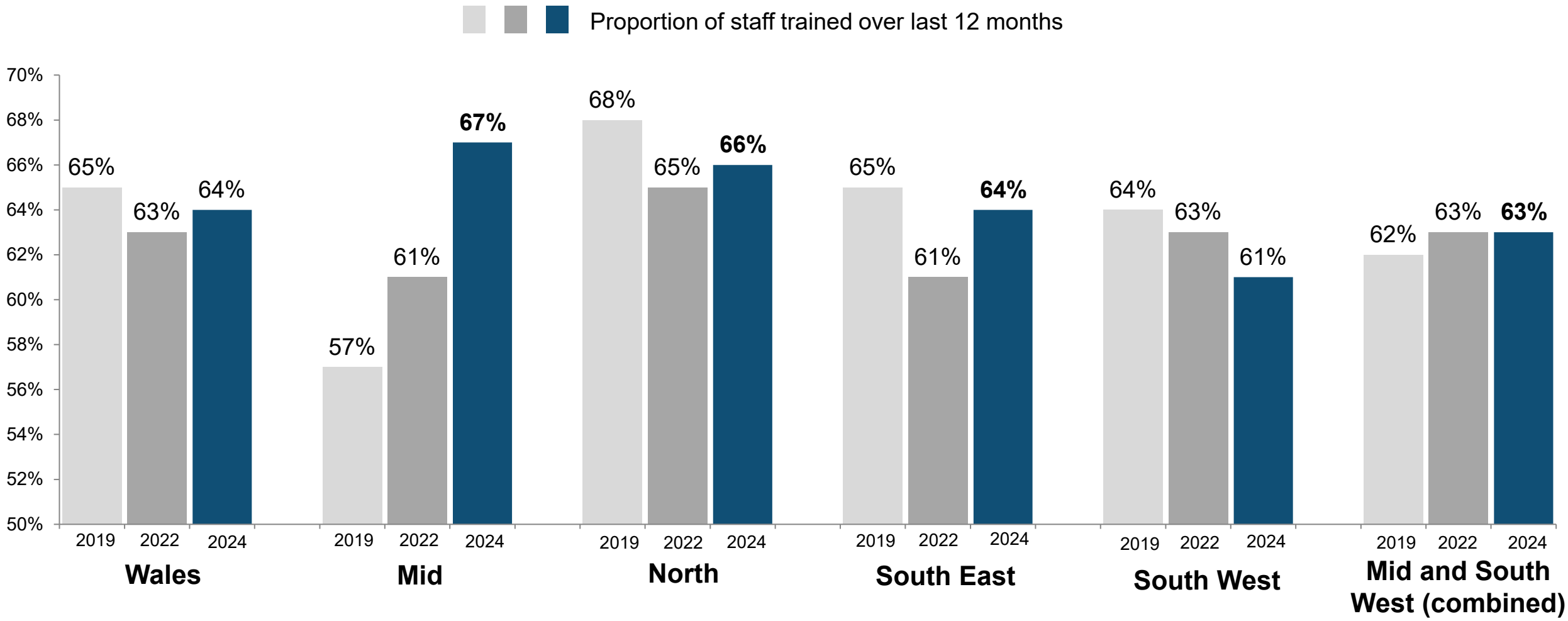

*Base: All sites in Wales: 5,605; Regional base sizes range from 717 in Mid Wales to 2,310 in South East Wales.*

# Employers in Health & Social Work and Education were most likely to have provided any training




*Base: All sites in South West Wales 2024 (base sizes range from 45 in Transport & Storage to 271 in Wholesale and Retail).* ***Where base sizes are under 30 within a sector for 2024, data has been removed (denoted by a double asterisk); where base sizes are between 30 and 49, an asterisk has been included next to the data value.***

# The proportion of staff trained in South West Wales did not significantly change when compared with previous years

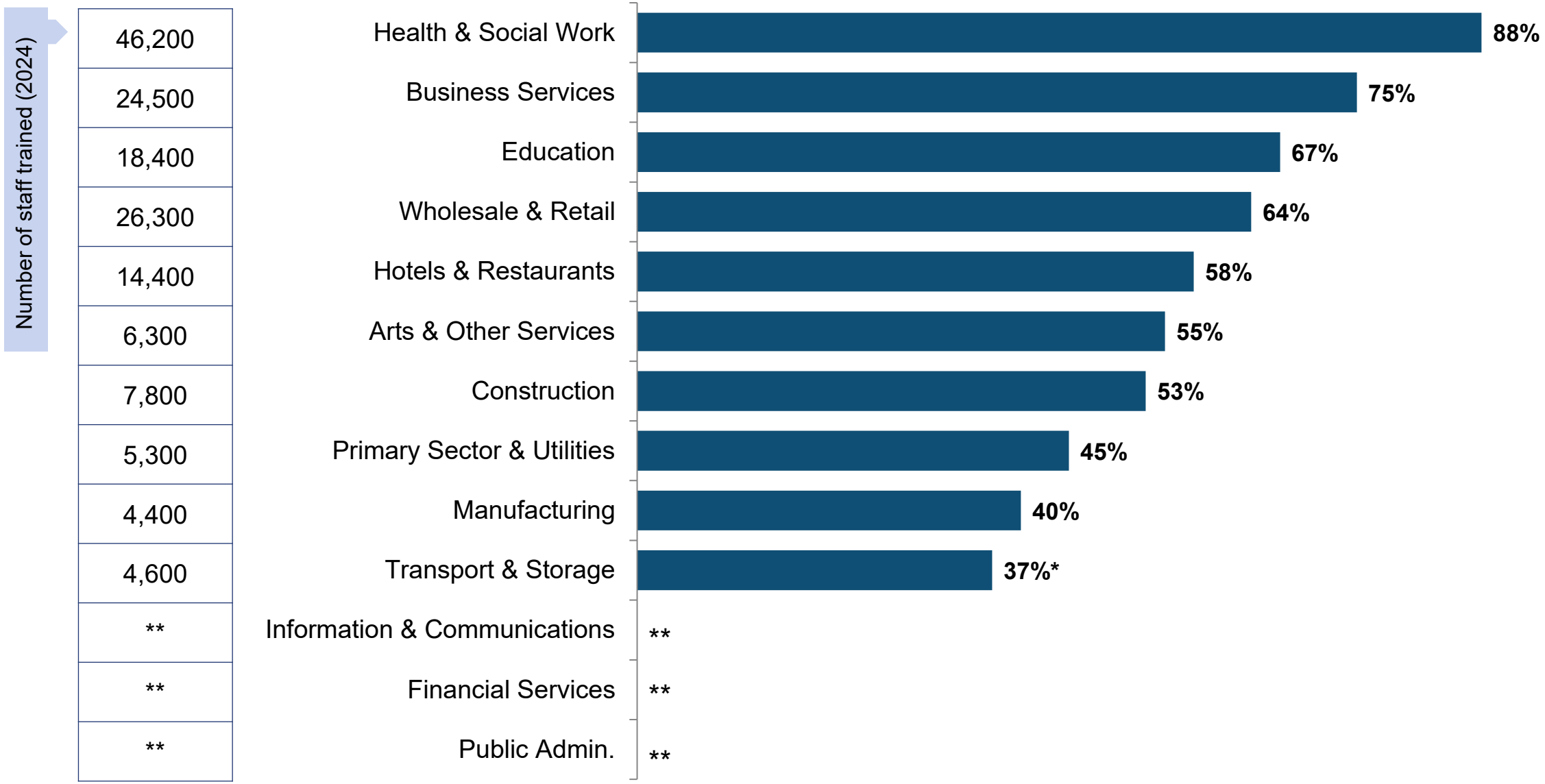



| 823,400 | 54,000 | 192,000 | 410,700 | 166,700 | 220,700 |
|---|---|---|---|---|---|

Number of staff trained (2024)

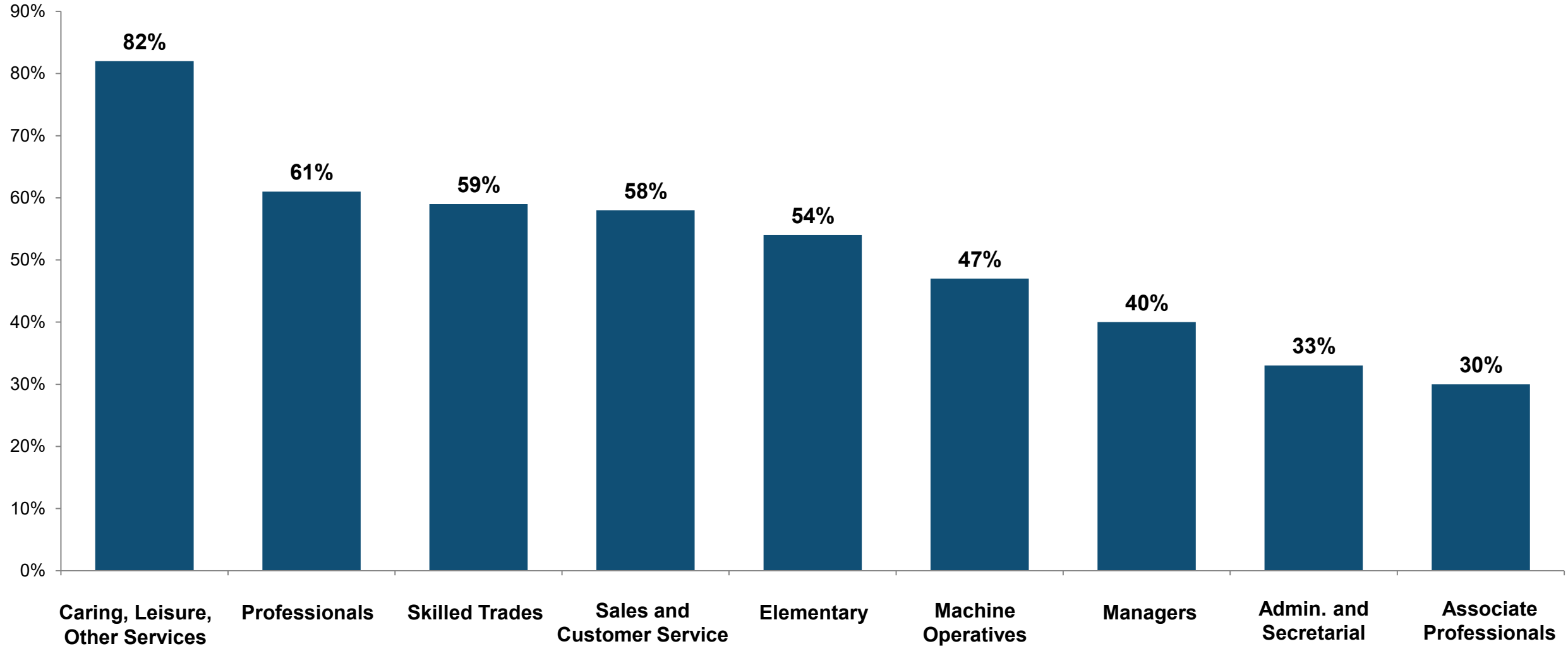
*Base: All sites in Wales (2024: 5,605; 2022: 4,825; 2019: 6,773). 2024 regional base sizes range from 717 in Mid Wales to 2,310 in South East Wales.*

# The Health and Social Work sector saw the highest proportion of staff trained



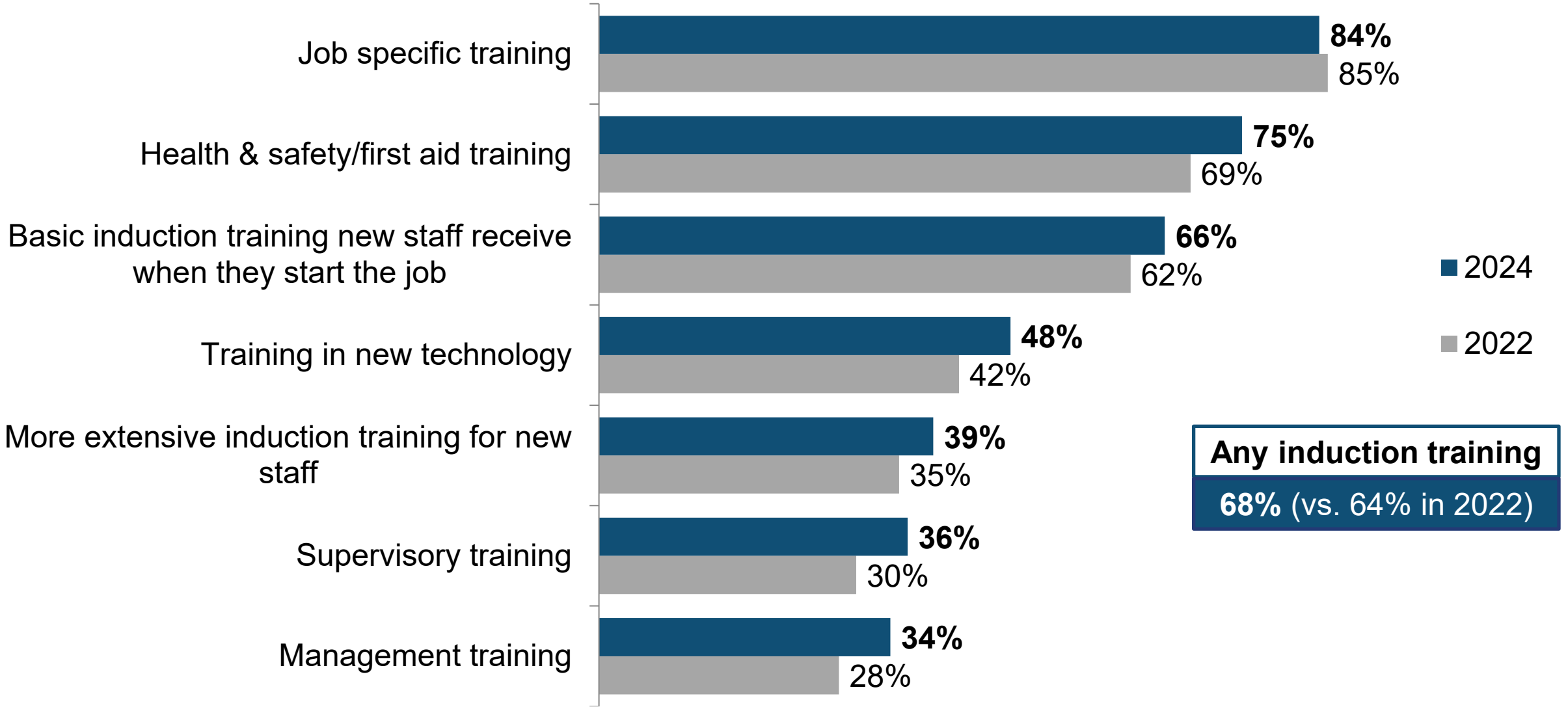

*Base: All sites in South West Wales 2024 (base sizes range from 45 in Transport & Storage to 271 in Wholesale and Retail).* ***Where base sizes are under 30 within a sector for 2024, data has been removed (denoted by a double asterisk); where base sizes are between 30 and 49, an asterisk has been included next to the data value. When base sizes are small, volume and density measures at subgroup level can be heavily influenced by a small number of cases. Results should be interpreted with caution.***

# Staff in Caring, Leisure and Other Services roles were most likely to have received any training



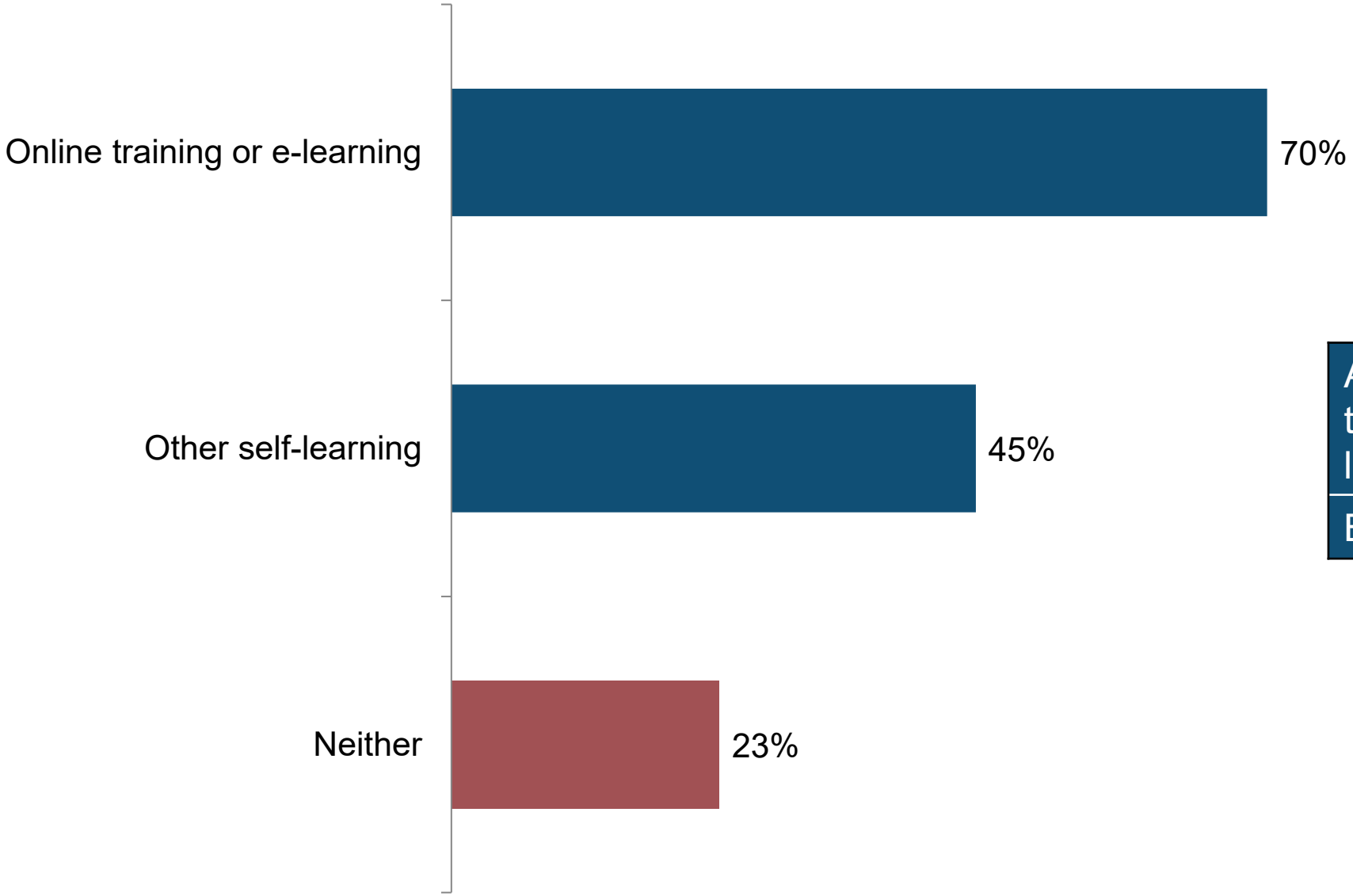

*Base: All that employ each occupation in South West Wales (excluding modelled data) (2024 base sizes range from 108 for Associate Professionals to 577 for Managers).*

# The most common type of training, as in 2022, was job specific training, followed by health and safety / first aid training




*Base: All sites in South West Wales that train (2024: 864; 2022: 721)*

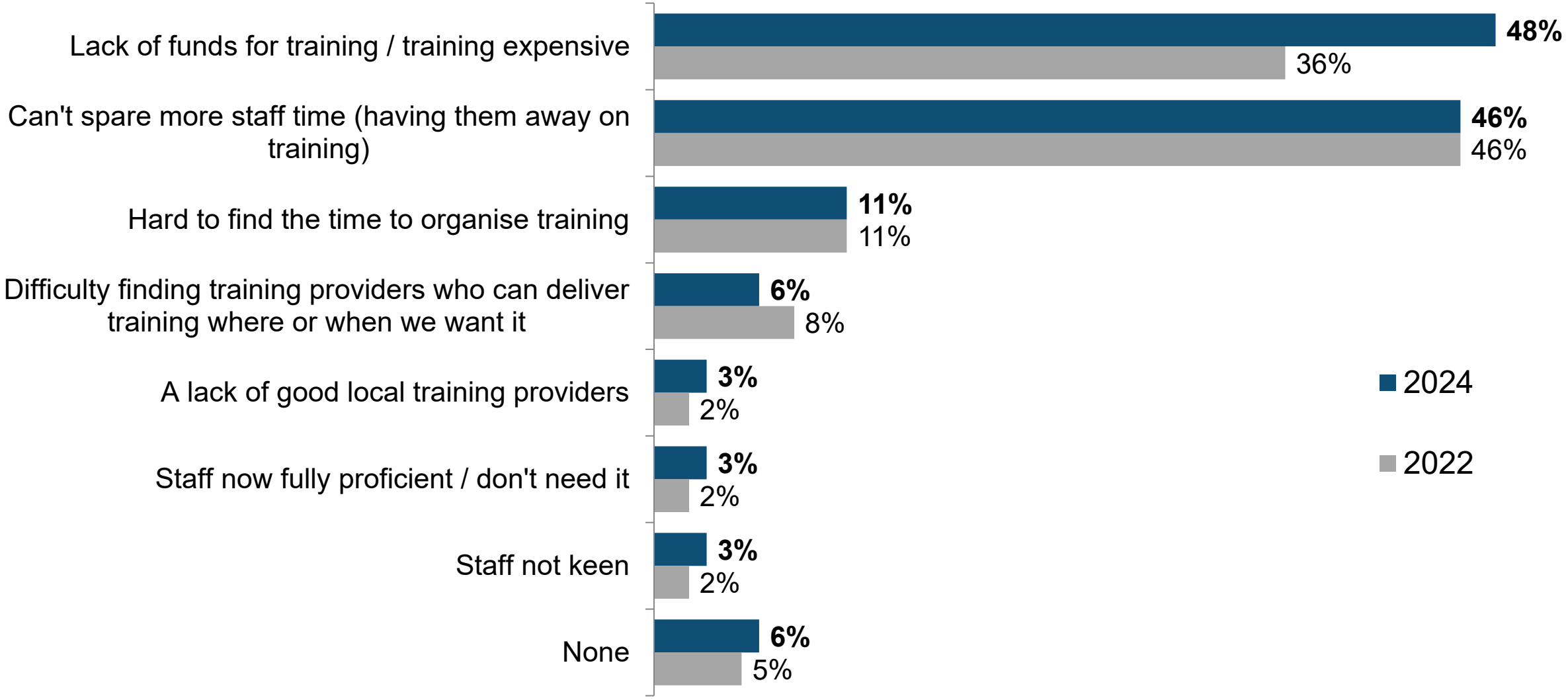
# 7 in 10 employers that trained their staff offered online or e-learning training




| | |
|---|---|
| Any online training or self-learning | 76% |
| Both | 39% |

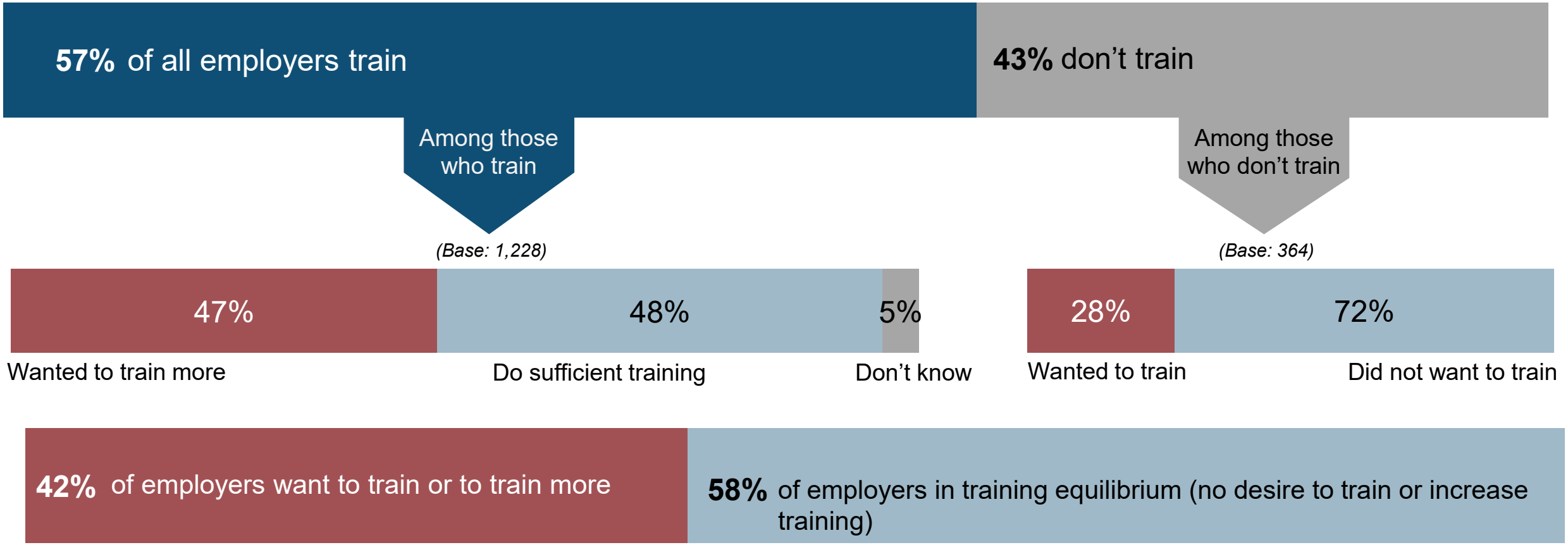
*Base: All sites in South West Wales that train (2024: 864)*

# A lack of funds for training and the inability to spare staff time were the most cited barriers to employers providing more training




*Base: All sites in South West Wales who would have provided more training in the past 12 months if they could (2024: 425; 2022: 353)*

# A majority of employers were content with the amount of training that they provide




*Note training employers responding 'Don't know' (5%) have been included in the group 'Want to train more' on the final measure

*Base: All sites in South West Wales (1,228). Note, the percentages may not sum to 100% due to rounding.*

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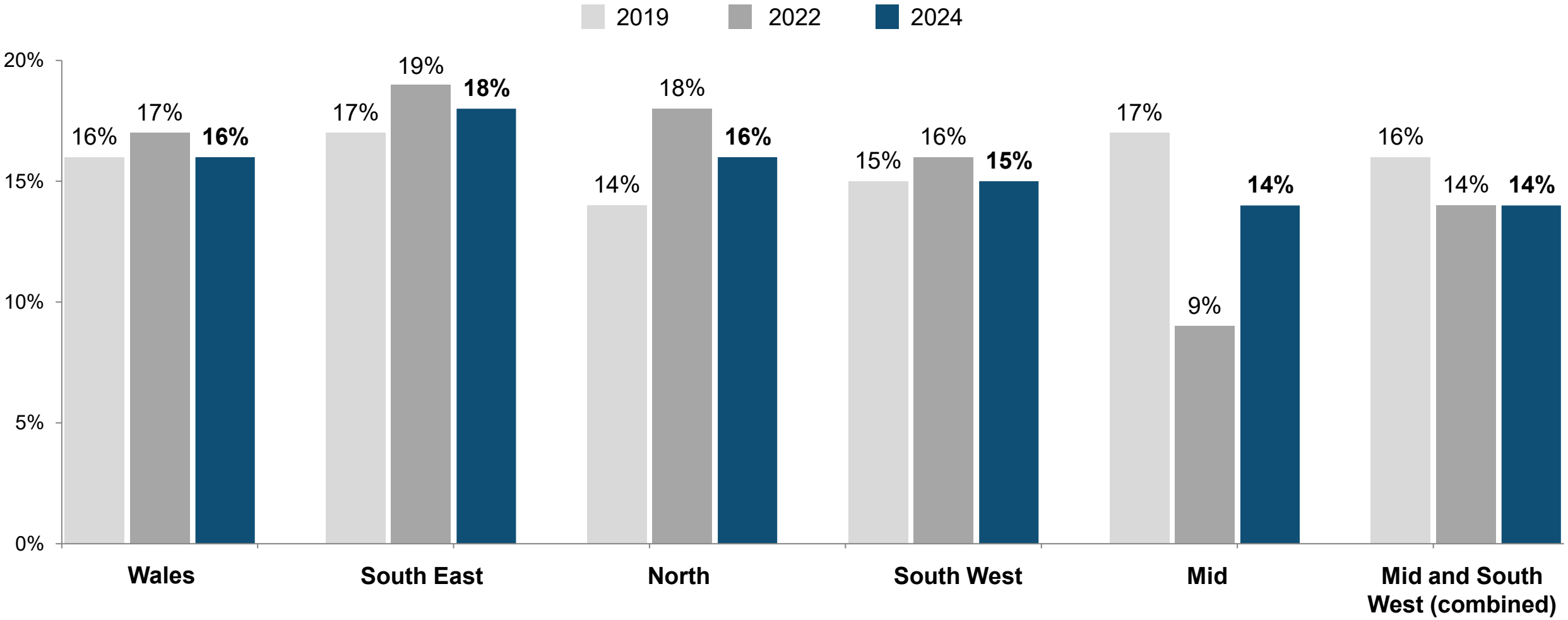
# Apprenticeships

Department for Education

IFF Research

# The proportion of employers who offered apprenticeships was similar to previous years across the Welsh regions




*Base: All sites in Wales (Module A) 2024: 1,379; 2022: 1,239; 2019: 1,704. 2024 regional base size ranges from 181 in Mid Wales to 568 in South East Wales.*

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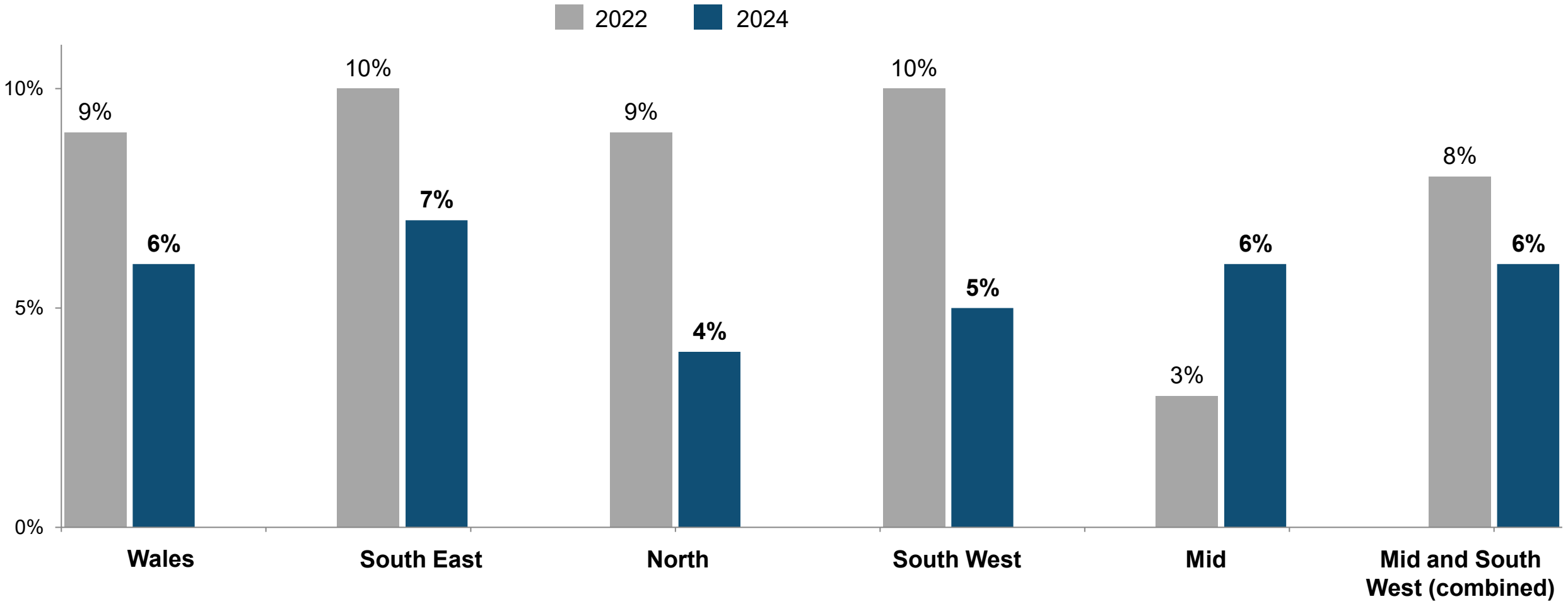
# High Performance Working Practices

**High Performance Working (HPW) practices** are practices recognised to ensure employee skills are harnessed, nurtured and used to their best effect

Department for Education

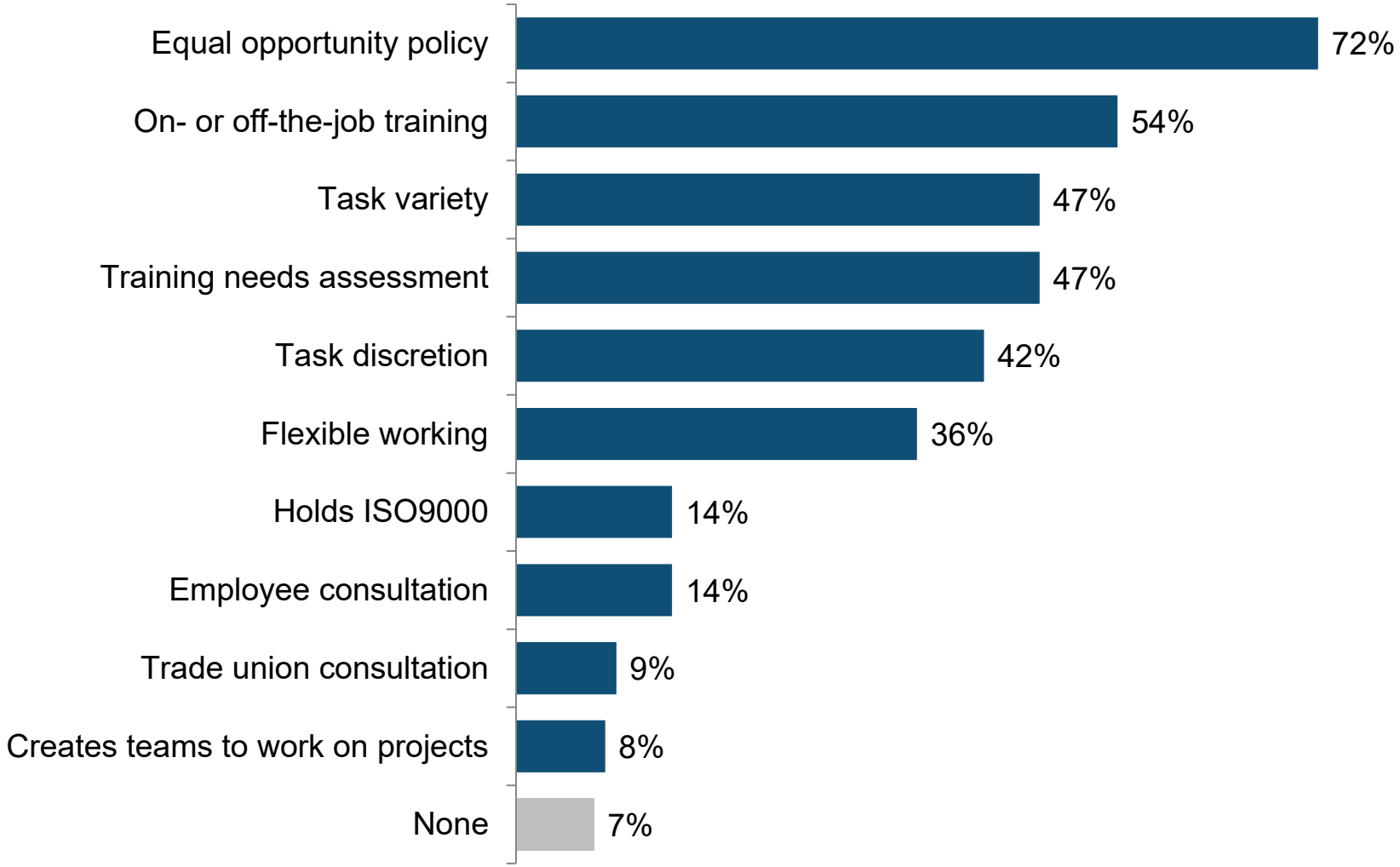
IFF Research

# The proportion of HPW employers in South West Wales was in line with Wales overall. Employers in North Wales were least likely to be HPW employers




*Base: All sites in Wales 2024: 1,396; 2022 (Module D): 1,153. 2024 regional base size ranges from 190 in Mid Wales to 595 in South East Wales.*

# The most common HPW practice implemented by employers was having an equal opportunity policy




**5%**

were HPW employers (defined as having 7 of 10 HPW measures in place)

**3 practices**

was the average number of HPW practices adopted

*Base: All sites in South West Wales (283).*

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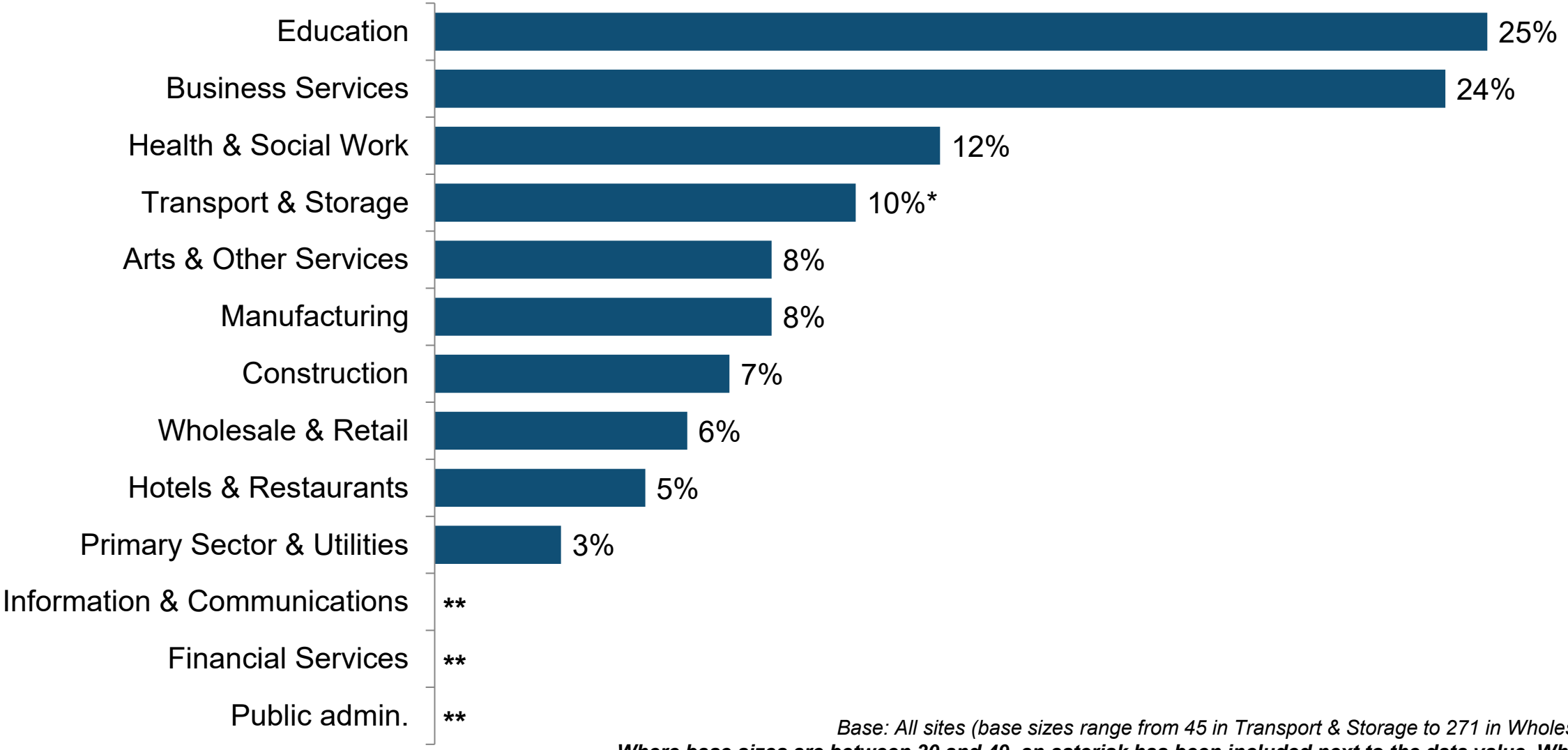
# Current and planned use of Artificial Intelligence (AI)

Department for Education

IFF Research

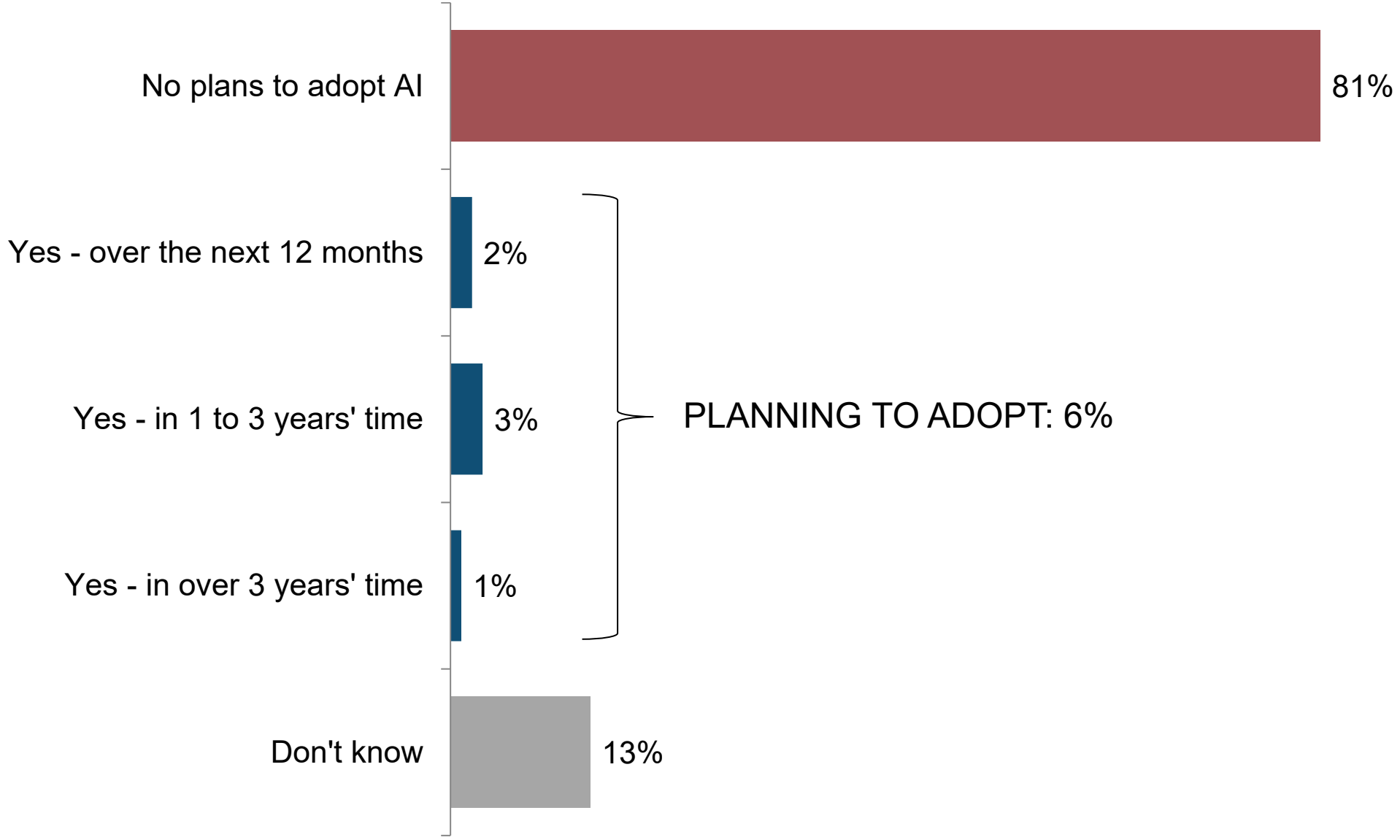
# Education employers were most likely to use AI, closely followed by Business Services employers




*Base: All sites (base sizes range from 45 in Transport & Storage to 271 in Wholesale and Retail)*

***Where base sizes are between 30 and 49, an asterisk has been included next to the data value. Where base sizes are under 30 within a sector for 2024, data has been removed (denoted by a double asterisk); Results should be interpreted with caution.***

# Most employers not using AI had no plans to adopt it




*Base: All sites in South West Wales that do not use Artificial Intelligence (AI) (1,028)*

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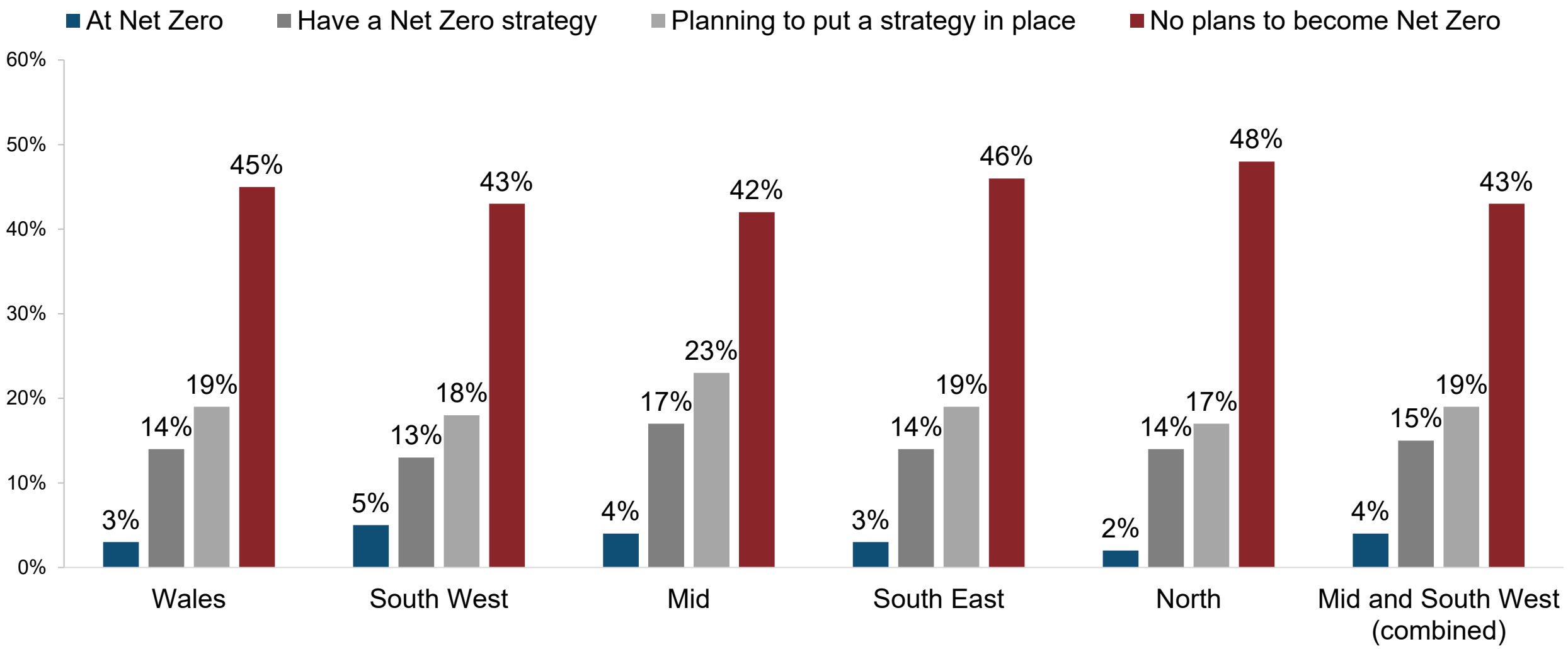
# Net Zero

Department for Education

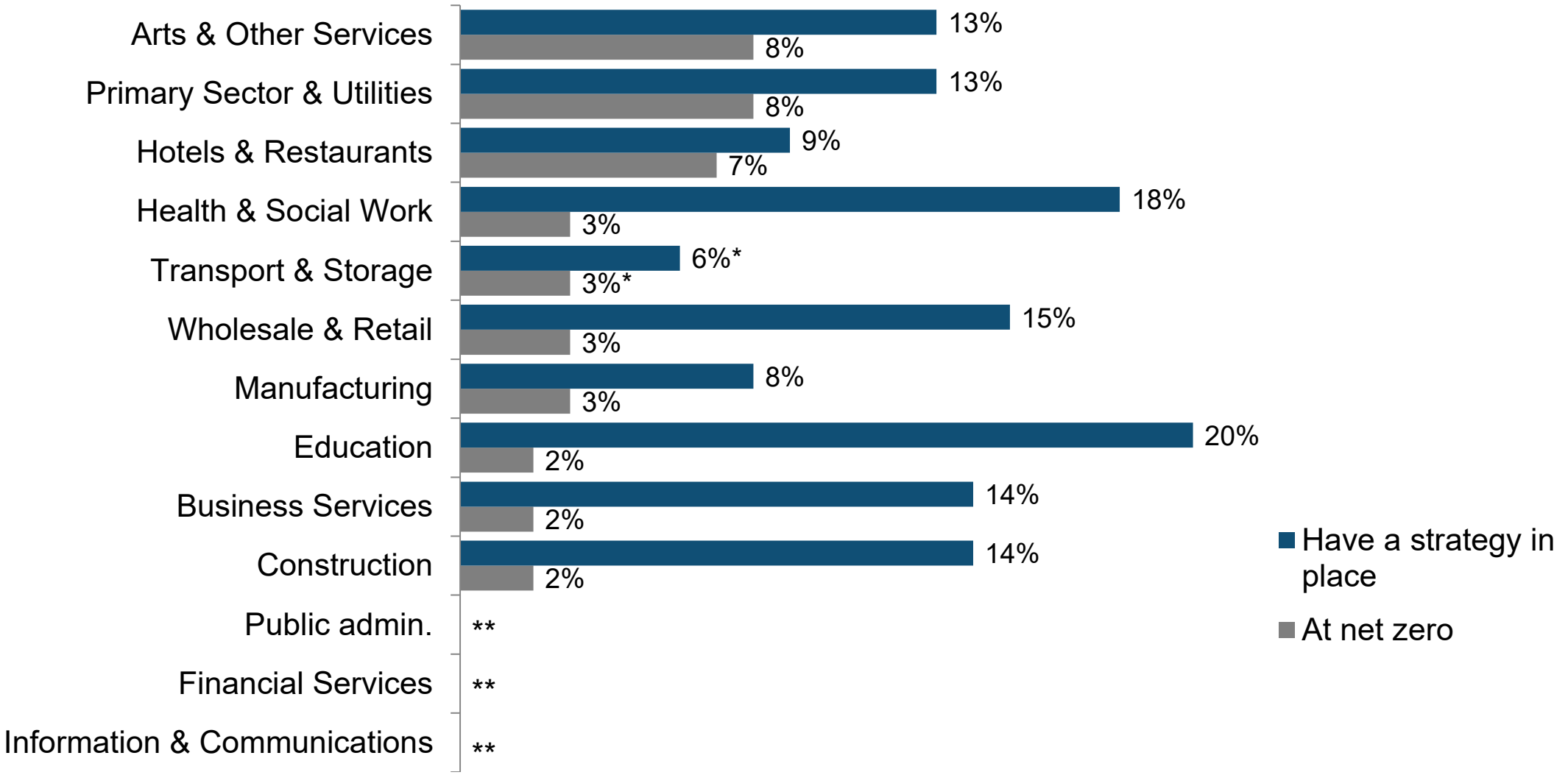
IFF Research

# The proportion of employers in South West Wales that had a Net Zero strategy was higher than the Wales average




*Base: All sites in Wales (5,605). Regional base size ranges from 717 in Mid Wales to 2,310 in South East Wales.*

# The Arts & Other Services sector and Primary Sector & Utilities had the highest proportion of employers already at Net Zero




*Base: All sites in South West Wales (1.228). Sector base sizes range from 45 in Transport & Storage. to 271 in Wholesale and Retail).*

***Where base sizes are under 30 within a sector, data has been removed (denoted by a double asterisk); where base sizes are between 30 and 49, an asterisk has been included next to the data value. Results should be interpreted with caution.***

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# Summary and conclusions

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IFF Research

# Summary of Findings – 1

- **ESS 2024 found a lower proportion of employers in South West Wales with vacancies (16% vs. 22% in 2022)**. **Skill-shortage vacancies (SSVs) affected a smaller proportion of employers than in 2022** (6% vs. 9% in 2022), and they made up a smaller proportion of all vacancies (21%) than in in 2022 (34%).
- Among those whose hard-to-fill vacancies were all SSVs, **almost all (99%) reported that these had an impact on their organisation**. As in previous years, the most common impact was **increased workloads for other staff** (91%).
- The proportion of employers reporting skills gaps (12%) and the density of skills gaps (3.3%) **remained similar to previous years**. **South West Wales had a lower skills gap** density than Wales overall (3.3% vs. 3.9 average).
- **Employers in the Construction, Wholesale & Retail, and Manufacturing sectors had the highest density of skills gaps** (7.7%, 5.7%, and 5.7% respectively). The occupation with the largest skills gap density was **Skilled Trades occupations** (9.5%)**.**
- **As in 2022, a large proportion of skills gaps were caused, at least partly, by transient causes (84%),** such as being new to the role and not having completed their training yet. For **9% of employers, skills gaps had a major impact on the organisation**, with a further 53% reporting a minor impact. The most common impact reported was an increased workload for other staff (50%). As in 2022, the most commonly reported action taken to overcome skills gaps was to **increase training activity, spending or programmes (66%)**.
- The most common technical skill lacking among staff **was specialist skills (48% of skills gaps),** while the most common people and personal skill lacking was the **ability to manage time and prioritise tasks (73%).**
- **More than a third (37%) of employers in South West Wales had underutilised staff**. This was the highest proportion in Wales (though not a statistically significant difference from Wales overall).

# Summary of Findings – 2

- **The proportion of employers that had provided training in South West Wales in the last 12 months was lower than Wales as a whole (57% vs. 60%)**. The proportion of staff trained remained consistent (61% vs. 63% in 2022). Employers in South West Wales offered **5.3 training days per trainee** and the lowest number of training days **per employee** (3.2 days) of all the Welsh regions.
- Employers in the Health & Social Work and Business Services sectors trained the highest proportion of their staff (88% and 75% respectively), whereas staff in **Transport and Storage sector were least likely to have received training** (37%). By occupation, **Caring, Leisure & Other Services staff** (82%) and **Professionals** (61%) were most likely to receive training.
- **Around a sixth (15%) of South West Wales employers currently had or offered apprenticeships,** in line with the Wales average (16%).
- **South West Wales was the most likely to be at Net Zero** compared to other regions (5% vs. 3% in Wales). The Education sector had the highest proportion of employers with a Net Zero strategy in place (20%).
- About a tenth (11%) of employers used AI, with **employers in the Education and Business Services sectors (25% and 24% respectively) more likely to do so**. Among those who did not use AI, over four-fifths (81%) had no plans to do so.
- 5% of employers in South West Wales were **considered a High Performance Working employer,** in line with the Wales average (6%). However, the proportion decreased from 2022 (5% vs. 10% in 2022).

# Conclusions

- ESS 2024 shows that vacancies have decreased in South West Wales when compared with 2022, reflecting a cooling labour market across Wales and the UK as a whole. Around 1 in 5 vacancies (21%) in South West Wales were skill-shortage vacancies (SSVs), down from roughly a third (34%) in 2022, and the lowest proportion in Wales overall in 2024. The most common skills reported as lacking among applicants were the specialist skills or knowledge required to perform job roles, time management and task prioritisation skills, and complex problem-solving abilities. Increased workloads for existing staff remain the most frequently reported impact of SSVs.
- Skills gaps within the workforce remained at similar levels to previous years. Around 1 in 8 employers (12%) reported having skills gaps within their workforce. Most skills gaps were caused by transient factors such as new hires or incomplete training, but deficiencies in time management and task prioritisation, teamwork, and technical expertise were commonly reported.
- Training activity was consistent with 2022. Around 6 in 10 employers (57%) in South West Wales reported providing training in the past year, with this mainly being job-specific and health and safety or first aid training. The average number of training days per person trained remained similar (5.3 in 2024 vs. 5.7 in 2022).
- Around 1 in 6 (15%) employers in South West Wales said they currently had apprentices or offered apprenticeships at the time of survey, while just under a quarter (24%) planned to offer them in the future, down from 37% in 2022.
- A small minority of employers in South West Wales (5%) were classed as High Performance Working (HPW) employers. Around 1 in 10 employers (11%) reported that they currently use Artificial Intelligence, while around 1 in 8 employers (13%) had a formal Net Zero plan in place (a further 5% were already at Net Zero).