

UKCES Employer Perspectives Survey 2014

Tees Valley

1. Executive Summary

It is apparent from the results of the 2014 Employer Perspectives Survey that Tees Valley employers place a high emphasis on qualifications and a comparatively lower emphasis on work experience, possibly due to the large amount of skilled jobs available in the Tees Valley. However the number of employers in the Tees Valley offering apprenticeships is significantly higher than nationally – matched only by Greater Manchester at 21%.

The amount of vacancies for full or part time staff in the last 12 months is low compared to national figures and neighbouring LEP's, as is the number of employers who have recruited staff in the last 12 months.

It is apparent that more needs to be done to encourage employers to offer work inspiration to young people in the Tees Valley, with Tees Valley figures much lower than national and neighbouring LEPs.

We can also see that a joined up approach between employers should be encouraged, as the Tees Valley is currently the joint lowest in the country (alongside Leicester and Leicestershire) in the percentage of employers who have collaborated with another employer in the last 12 months with regards to training and skills development practices.

2. Introduction

This report presents the Tees Valley findings from the 2014 UK Commission Employer Perspectives Survey (EPS). It provides insight into the thoughts and behaviour of Tees Valley employers. Key areas covered in this report include: training; work experience; collaboration with schools, colleges and universities; Apprenticeships and recruitment.

The EPS is carried out in alternate years with the Employer Skills Survey series (ESS), which is considered the definitive source of intelligence on employer skills needs in the UK. The two survey series have been designed to complement each other in providing a clear picture of the skills challenges faced by employers. The report detailing the latest Tees Valley results of the ESS can be [found here](#).

3. Recruitment

Around 41% of Tees Valley employers had vacancies for full or part time staff in the previous 12 months, compared to 50% nationally and 37% of Tees Valley employers had recruited staff in the last 12 months compared to 46% nationally.

The number of Tees Valley employers stating that possession of specific qualifications was important was much higher than nationally. 56% of employers said that that having a particular level of academic qualification (e.g. GCSEs, A levels or a degree) was either a critical or significant factor when recruiting compared to 49% nationally. This could be linked to the number of highly technically skilled jobs available in the Tees Valley. According to the latest ESS a very high proportion (84%) of Tees Valley employers said the cause of having hard to fill vacancies was due to not being able to find the skills looked for (70% nationally) .

Interestingly the proportion of Tees Valley employers citing that relevant work experience is either a critical or significant factor when recruiting was slightly lower than nationally, at 63% compared to 66%.

4. Recruitment of Young People

22% of Tees Valley employers had recruited young people (aged under 24) in the last year, compared to 31% nationally. This breaks down to 6% who have recruited 16-18 year olds and 20% who have recruited 19-24 year olds (11% and 27% nationally)

25% of Tees Valley employers have recruited education leavers in the last 12 months, compared to 31% nationally.

5. Work Experience

34% of Tees Valley employers have had someone on work experience in the past 12 months, compared to 38% nationally. Awareness of traineeships is the same as nationally at 68%.

11% of Tees Valley employers have offered any work inspiration in the past 12 months compared to 18% nationally. This may include activities such as attending skills events, or going into schools to talk to pupils.

6. Training

62% of Tees Valley employers have offered some form of training in the past 12 months compared to 69% nationally. This can be broken down further into 54% internal training and 42% external training (58% and 45% nationally).

The majority of employers used external organisations to conduct their training (37% compared to 41% nationally), only 8% used FE colleges and 5% Higher Education institutions (8% and 4% nationally).

A quarter of Tees Valley employers have offered vocational qualification in the past 12 months (26% nationally). A quarter of Tees Valley employers have

also sought or received advice on skills and training related issues (27% nationally).

The percentage of Tees Valley employers who have collaborated with another employer in the last 12 months with regards to training and skills development practices is significantly lower than England as a whole at 8% compared to 17%.

7. Apprenticeships

A higher proportion of Tees Valley employers than in the country as a whole offer formal Apprenticeships at 21% compared to 15% nationally. This is matched only by Greater Manchester.

41% of Tees Valley employers plan to offer apprenticeships in the future compared to 35% nationally.

8. Comparison to local LEPs

There are some distinct differences in the results between the Tees Valley and neighbouring LEPs.

8.1 North Eastern (NELEP)

The NELEP has slightly higher results for the number of vacancies and numbers recruited with 44% of employers offering vacancies compared to the Tees Valley figure of 41% and 40% recruited in the last 12 months compared to a Tees Valley figure of 37%. 26% of employers in the NELEP have recruited a young person compared to 22% in the Tees Valley.

Again the Tees Valley places a higher emphasis in the need for specific qualifications when recruiting with 56% citing they are necessary compared to a NELEP value of 45%. Employers in the NELEP place more emphasis on work experience with 68% claiming this was a significant factor when recruiting compared to a Tees Valley value of 63%.

The percentage of employers offering work experience is similar at 35% compared to Tees Valley's 34%. However the percentage offering some form of work inspiration is the same as the national figure at 18%, compared to the low value of 11% seen in the Tees Valley.

Tees Valley employers offer more apprenticeships than employers in the NELEP with 21% compared to 17%. Only 36% of employers in the NELEP plan to offer an apprenticeship compared to 41% of employers in the Tees Valley.

The percentage of NELEP employers who have collaborated with another employer in the last 12 months with regards to training and skills development

practices is significantly higher than the Tees Valley at 17% compared to 8% in the Tees Valley (17% nationally).

8.2 York and North Yorkshire (YNY)

Employers in the YNY LEP have a higher number of vacancies and recruit more than both the Tees Valley and NELEP. With 45% of employers offering vacancies and 42% recruited in the last 12 months. 29% of employers have recruited a young person in the last 12 months compared to 22% in the Tees Valley.

Again the Tees Valley places a higher emphasis in the need for specific qualifications when recruiting with 56% citing they are necessary compared to a YNY value of 44%.

The significant difference between the YNY LEP and both the Tees Valley and NELEP is the lower emphasis placed on work experience in YNY. Only 53% of employers in YNY believe that work experience is a significant factor when recruiting compared to 63% in The Tees Valley (68% in NELEP and 66% nationally).

Consequently less employers have offered work experience in the past 12 months at 32% compared to 34% in the Tees Valley. 13% of YNY employers have offered work inspiration similar to the Tees Valley figure of 11% but much lower than the national 18%.

A lower amount of employers have offered training at 58% compared to 62% in the Tees Valley.

The amount of employers offering apprenticeships in YNY is much lower than the Tees Valley at 14% compared to a Tees Valley figure of 21%, with only 30% of employers planning to offer an apprenticeship.

Again the percentage of YNY LEP employers who have collaborated with another employer in the last 12 months with regards to training and skills development practices is significantly higher than the Tees Valley at 15% compared to 8% in the Tees Valley (17% nationally).