

UK Commission's Employer Skills Survey 2013: Scotland Findings

Introduction

The survey includes measures of skills shortages, internal skills mismatches such as skills gaps and training.

A skills shortage vacancy (SSV) is when a business fails to recruit due to applicants not having the right skills or work experience



A 'Skills mismatch' can occur as a result of either under- or over-skilling: some employees lack the skills required to operate effectively in their job roles (a "skills gap"), whereas others do not fully utilise their existing skill set.

We measured two types of training:



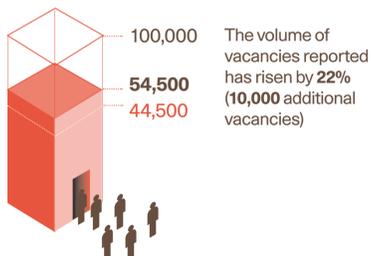
Off-the-job training: training undertaken away from an individual's immediate work position, whether on the employer's premises or elsewhere

On-the-job training: activities that would be recognised as training by staff, and not the sort of learning by experience which could take place all the time

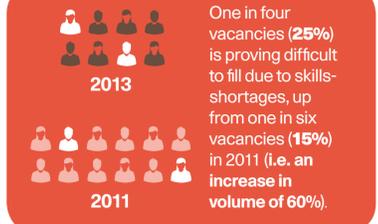


Any Training

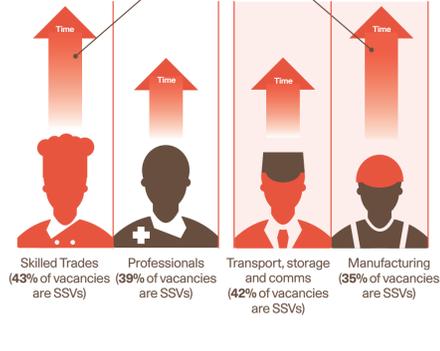
Employers and the labour market



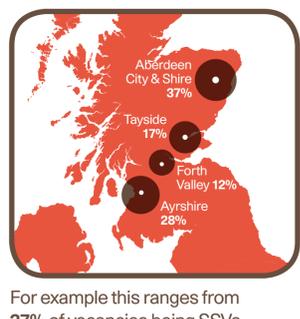
Skills shortage vacancies have doubled in volume



Some pockets of deficiency have increased over time (e.g. Skilled Trades and Professional roles)

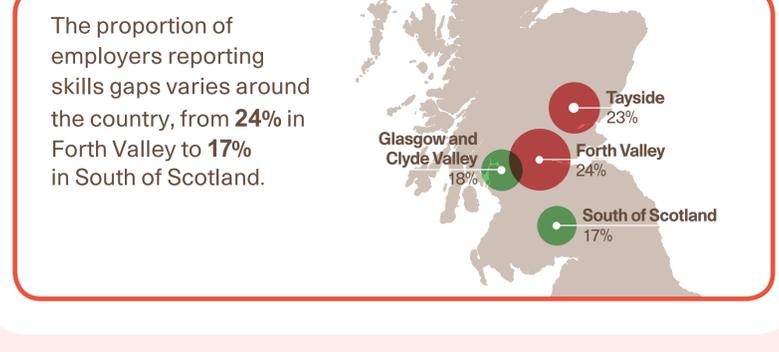
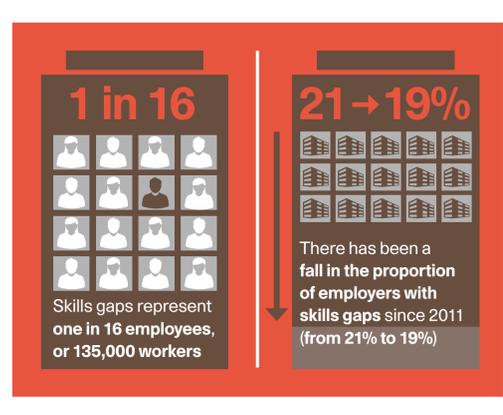
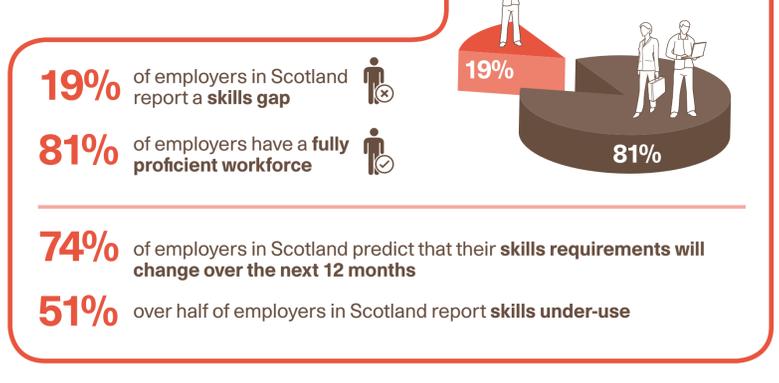


The intensity of skills shortage vacancies are being more widely felt in some sectors, occupations and local areas

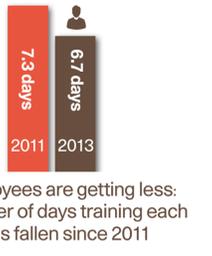
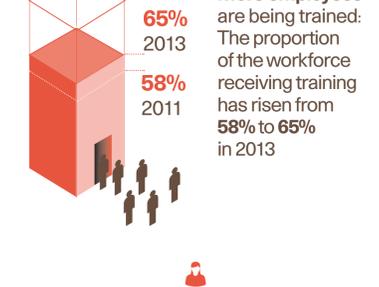


For example this ranges from 37% of vacancies being SSVs in Aberdeen City & Shire compared to 17% in Tayside

Employers and their existing employees



Employer investment in training



Types of training provided



Recruitment of young people

