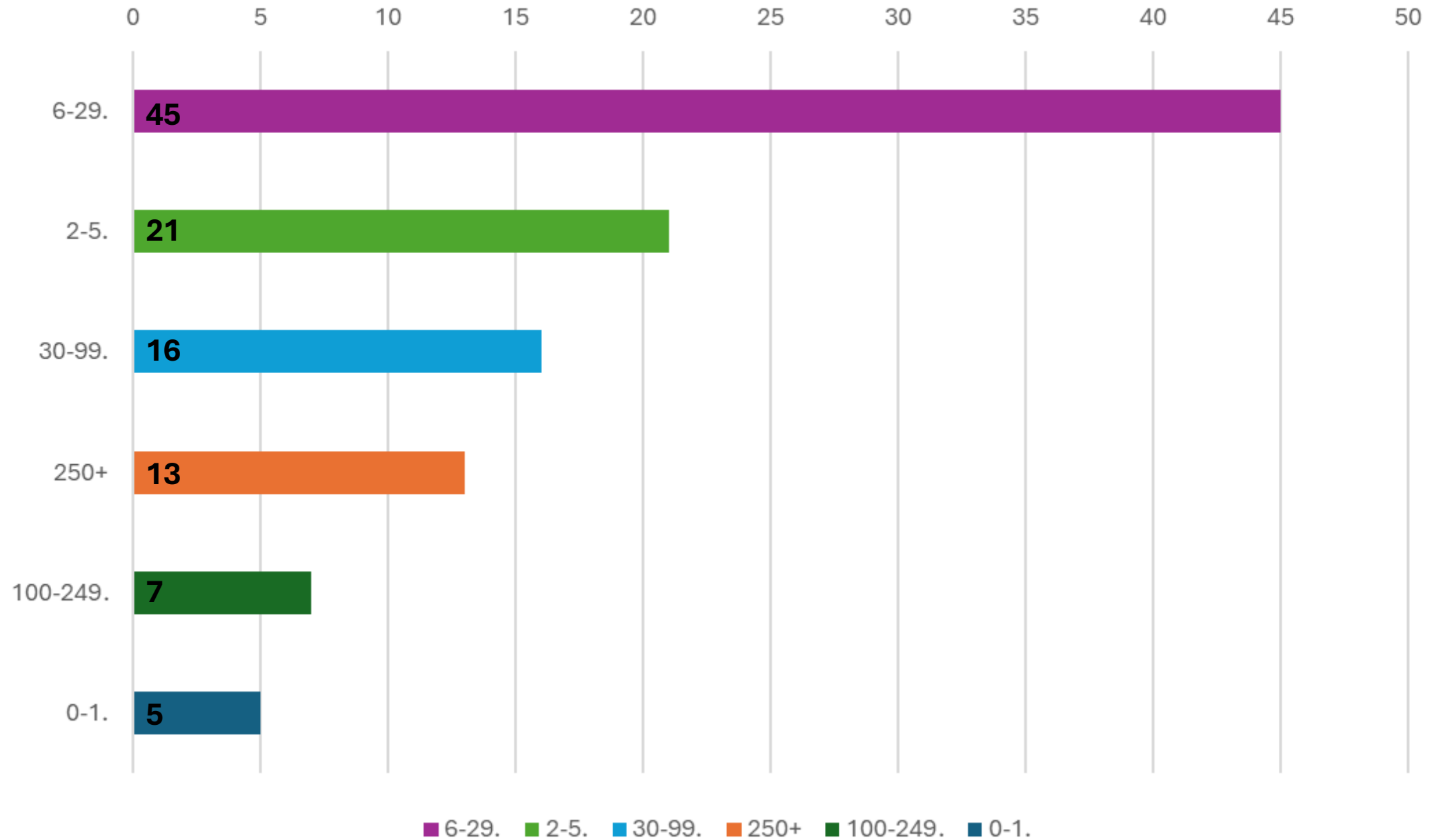
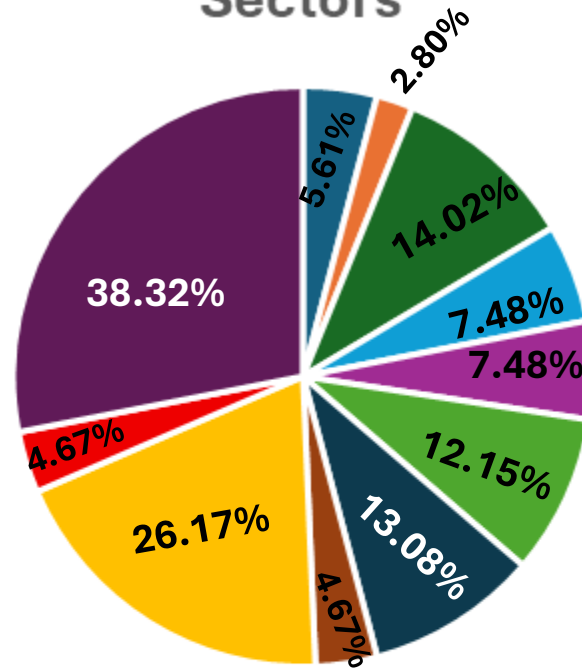


Employees



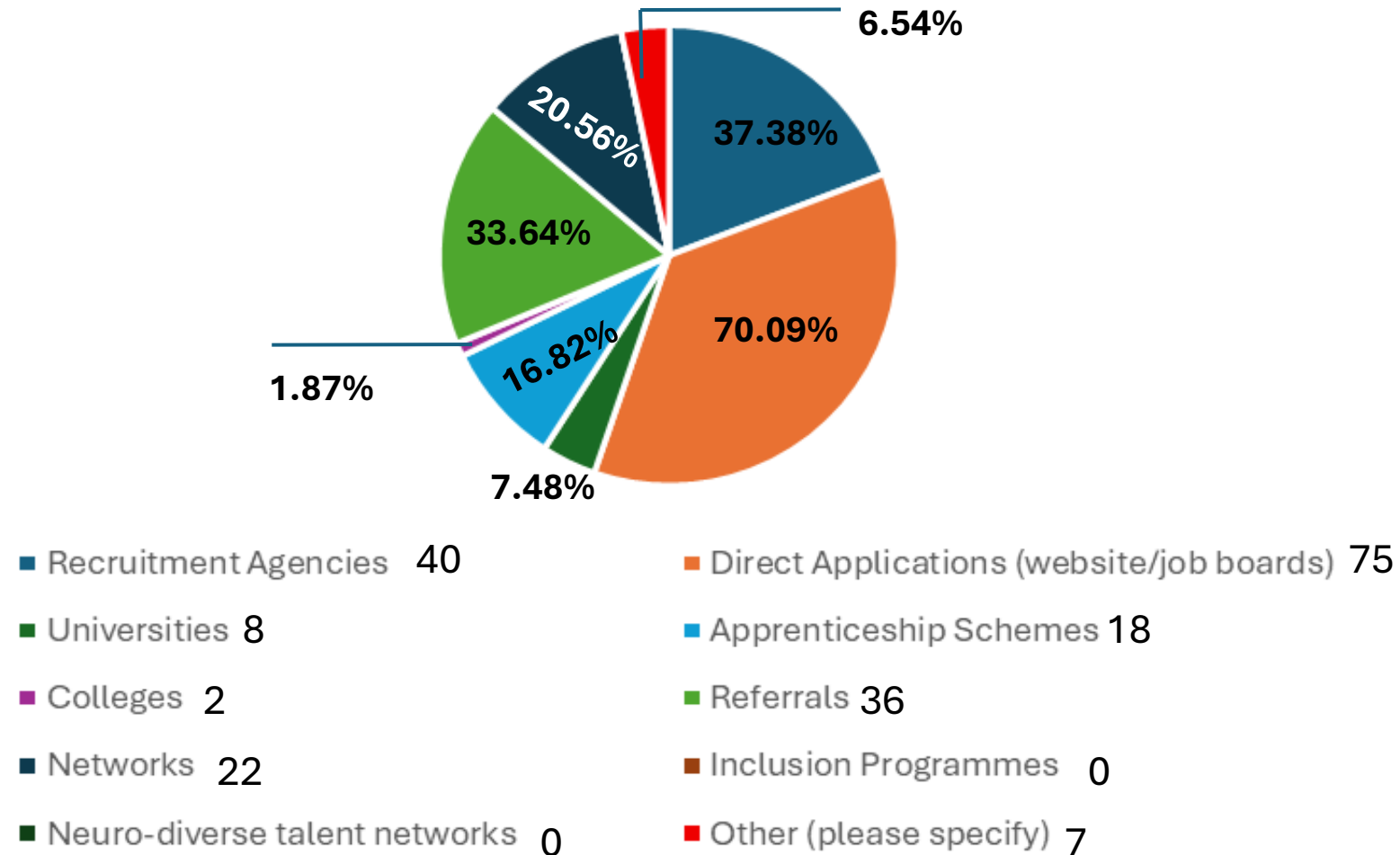
Sectors



- Advanced Manufacturing & Engineering 6
- Aerospace, Space & Satellite 3
- Construction 15
- Creative 8
- Health and Social Care 8
- Hospitality and Tourism 13
- IT 14
- Land Based (incl. Animal Health and Welfare) 5
- Professional Services 28
- Green Economy 5
- Other (please specify): 41

Other = Retail (Not included on initial survey)

Where companies typically recruit from?

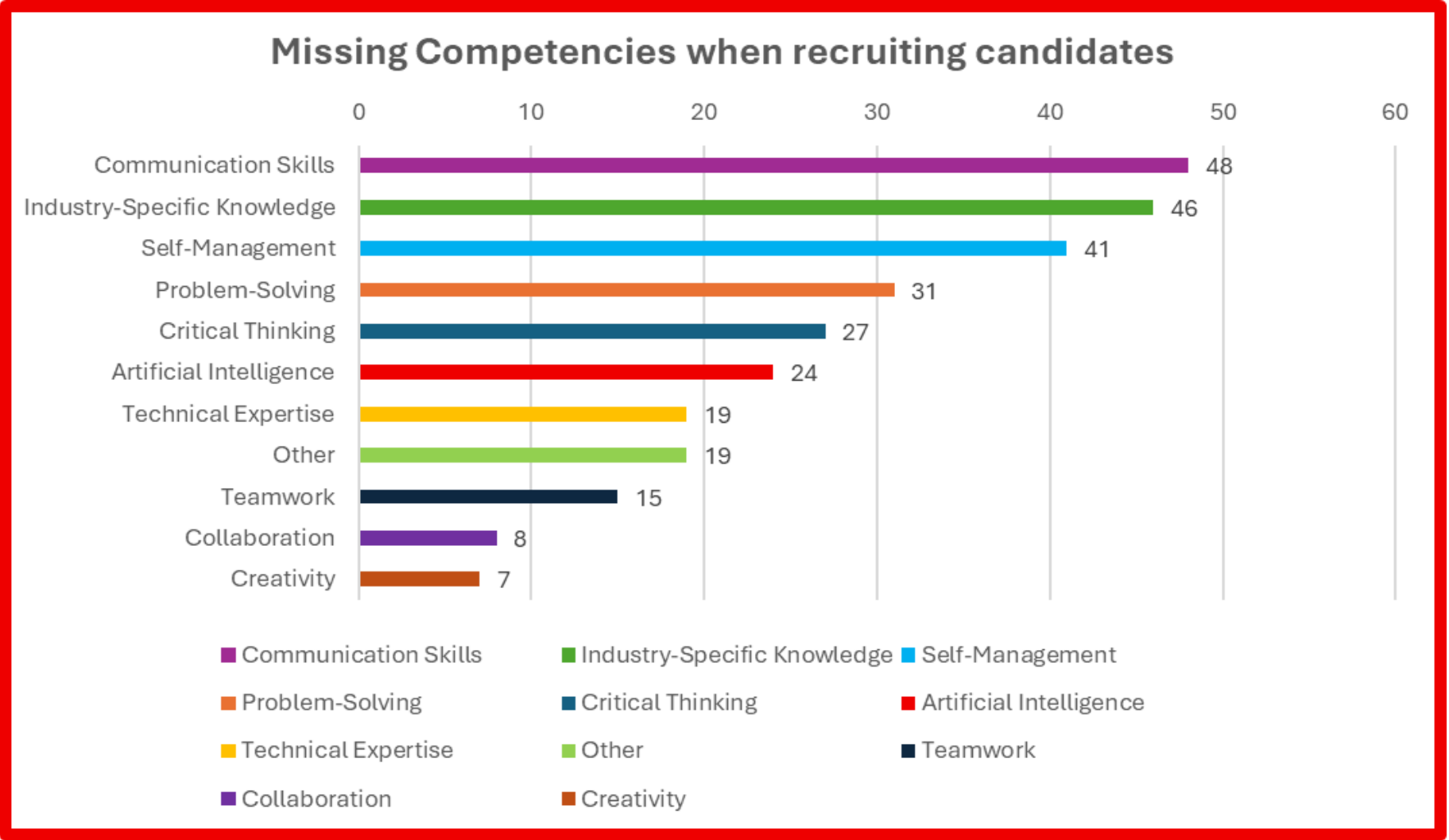


Other includes Social Media, Sponsorship and the use of AI agents as “employees”

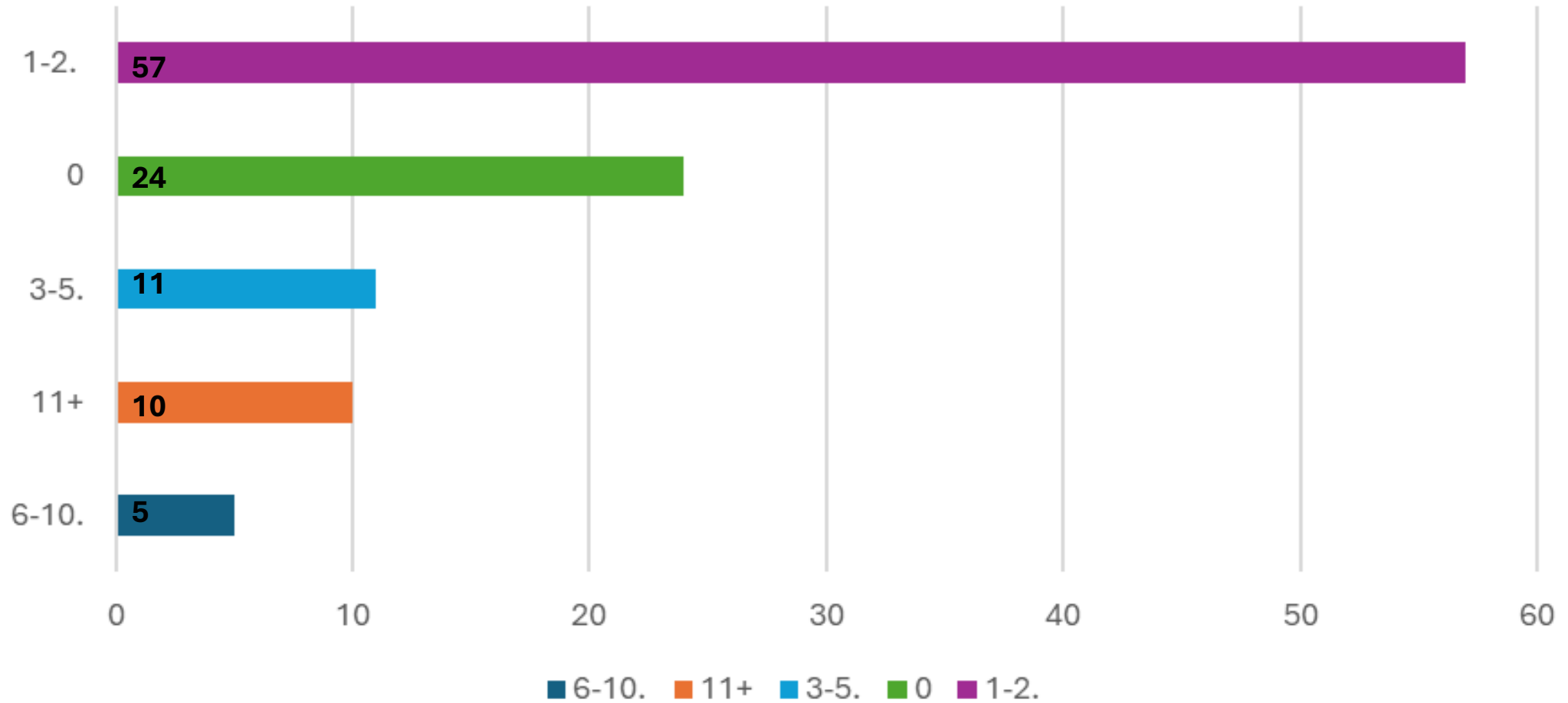
Answers given in Other include – Sales and Digital Marketing Skills

Industry Specific Knowledge - Employers reported gaps in sector awareness such as renewables, space, horticulture, and digital/creative industries.

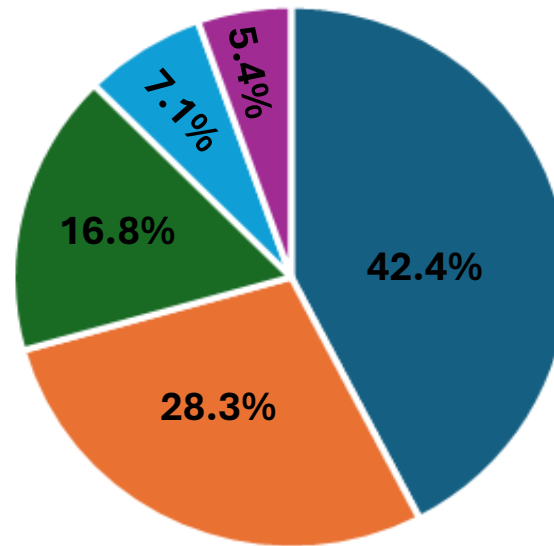
Technical Expertise - Feedback highlighted shortages in areas such as engineering, electronics, software development, electrotechnical trades, and digital tools.



On average, how many vacancies are open in your business at any one time?



Where do you typically source your training and development support for team members?

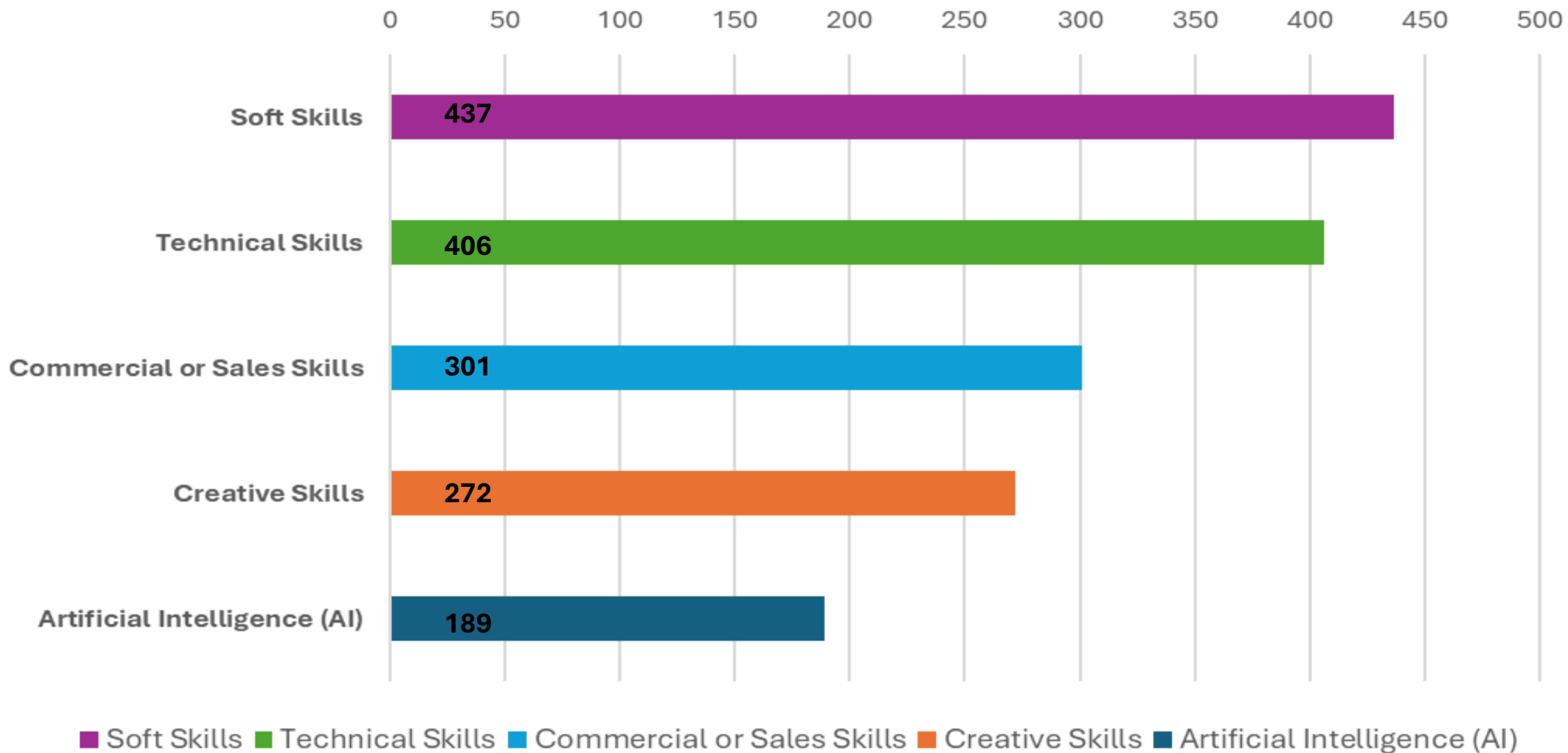


- In-house trainers or resources 42.4%
- External providers or consultants 28.3%
- Online platforms (e.g., LinkedIn Learning, Udemy) 16.8%
- Partnering with colleges/universities 7.1%
- Other (please specify): 5.4%

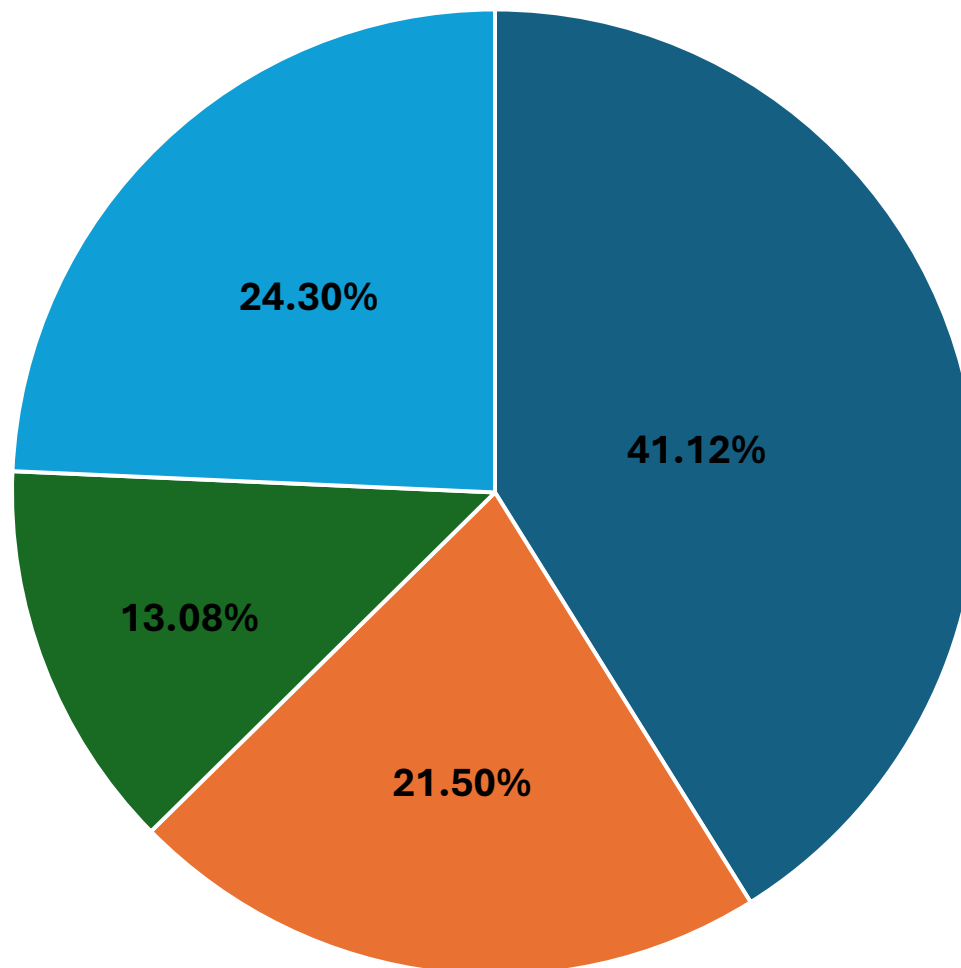
Other:

Local BID
Sector Specific Bodies
Skills for Care
Specialised Courses
Independent Training Providers

Which of the following skill types do you believe are most important for the ongoing success of your businesses?



What is your attitude to Apprenticeships?



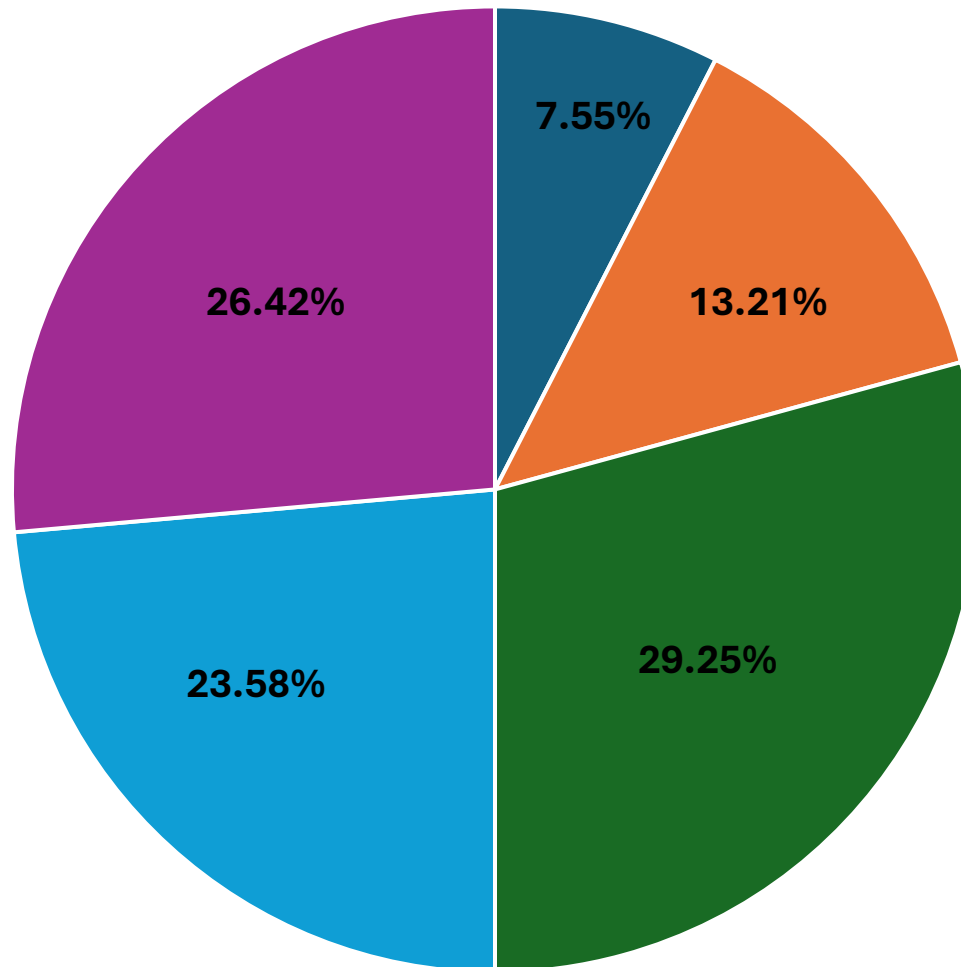
■ Committed and Run them | 44

■ Considering a programme | 23

■ Haven't considered a programme | 14

■ Not right for the business | 26

What is your attitude to T-Levels?



■ Committed and Run them | 8

■ Considering a programme | 14

■ Haven't considered a programme | 31

■ Not right for the business | 25

■ What is a T-Level? | 28