



Regional Key Competencies

- a way to manage structural changes (ATG)

IDENTIFICATION OF THE QUESTIONNAIRE	
IDENTITY	
TITLE	National Employer Skills Survey 2005 (NESS05)
FIELD: LABOUR MARKET TRAINING & EDUCATION R&D – INNOVATION	Labour Market Training and Education
DATE OF PUBLICATION	May 2005
AUTHORS	Drafted by MORI, in close discussion with the NESS Steering Group and Technical Group, then piloted first by MORI, then by two Market Research Companies IFF Research and BMG.
CONTEXT	
COMMISSIONING AGENCY	Learning and Skills Council (LSC) in partnership with the Sector Skills Development Agency and the Development for Education and Skills (DfES)
REASONS AND OBJECTIVES OF THE QUESTIONNAIRE (INVENTORY, FORECAST)	To provide a picture of skills demand and supply and workforce development at national level which is made up of robust data at local level. To identify national, regional and local skills gaps for drawing up plans and contracts for skills provision (at local and regional level).
DEVELOPMENT OF THE QUESTIONNAIRE	NESS is part of a longer series of surveys starting with Skills Needs in Britain (1990-1998), followed by Employers Skills Surveys (1999, 2001, 2002), and the National Employers Skills Survey 2003, 2004 and 2005 (NESS03, NESS04 and NESS05). 4 Research companies were selected to conduct the surveys in different parts of the country. The survey was conducted by telephone interviews, using computer aided telephone interviewing (CATI) technology. The interviewers called randomly selected employers, selected from the 'Yells Business Database' which comprises all the entries in the 'Yellow pages' across the UK. The 'Yellow Pages' is an area based telephone



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	directory of businesses.
TARGET PUBLIC/POPULATION	<p>There were targets set for the desired profile of interviews within each of the 47 sub regions (defined by local Learning and Skills Council areas) 33 sectors and 6 size bands. (In more recent surveys the sectors have been chosen in line with the emerging Sector Skills Councils definitions.)</p> <p>Enterprises which only employed the owners of the business were not interviewed.</p> <p>There is a lot of detail available about this process in the technical annexes of the main reports.</p>
SAMPLE FRAME	<p>Over 74,835 interviews in the UK. 8,095 of these were in the South West.</p> <p>The sample design was created using a three-dimensional grid defined by sector of business activity and size of establishment within local Learning and Skills Council (local LSC) area.</p>
FREQUENCY OF THE SAMPLE	<p>Large sample has been repeated every 2 years with a smaller sample in the year in between, so that;</p> <p>In 2003 sample size was 72,000 In 2004 sample size was 27,172 In 2005 sample size over 70,000 again</p>
RESPONSE: OBLIGATORY? YES/NO	No
RESULTS	
RESPONSE LEVEL	<p>There was a 43% overall response rate.</p> <p>Callers keep phoning until the target sample size and coverage has been reached.</p>
REPRESENTATIVENESS	<p>Overall the sampling technique employed represents sectors in the ratio of establishments in that sector to the total business population.</p> <p>The 72,100 businesses interviewed employed over 2.2 million staff which represents over 10% of the workforce (excluding the self employed)</p>
PUBLICATION OF THE RESULTS (REPORT AVAILABLE?)	<p>Main report for the NESS 2005, is available at the LSC website</p>
SUMMARY OF MAIN RESULTS (IN SHORT)	<p>The results give us an overview of recruitment problems skills gaps and how enterprises address these issues.</p> <p>In the South West it tells us such things as;</p> <p>About 7% of employers are experiencing hard to fill vacancies, and 49% of these were skills related, and 12% were increasing their staff training in order to address the hard to fill vacancies.</p> <p>The most common skills reported as lacking were team-working and customer handling skills. As well as</p>



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	<p>technical job specific skills communication and problem solving skills were the next most reported skills lacking. Larger employers are more likely have skills gaps than smaller establishments.</p>
<p>ACTIONS TAKEN IN LIGHT OF PUBLISHED RESULTS? IF YES, WHICH ONES?</p>	<p>At a National Level the results have been used by the Learning and Skills Councils to inform the national skills strategy. They have for developed such schemes as; Train to Gain which offer free training to employees and compensation to employers for the time employees take off work to train.</p> <p>On a local level the results are being used more and more by the Local Learning and Skills Councils(LLSCs) to inform the process of negotiating contracts for skills provision in their local area.</p> <p>Most LLSCs and now the Sector Skills Councils have commissioned further, more detailed research, using the NESS results as a base.</p> <p>In the South West SLIM has commissioned a regional analysis of the results and this can be found on the SLIM website at</p> <p>They have also been used in reports such as The Healthy Labour Market Review which is also available at the SLIM website.</p>