

## The UK Commission for Employment and Skills (UKCES) Employer Skills Survey 2013

### Summary results for Coventry

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The UKCES Employer Skills Survey interviewed 354 workplaces in Coventry on a number of topics during the spring of 2013. These workplaces employed 11,120 people. Some of the findings about the experience of Coventry businesses and employees are summarised below. The findings are based on a sample survey and so are subject to a margin of error.

#### Vacancies & Skills-Shortage Vacancies (SSVs)

**Skills shortage vacancies are vacancies that have proved hard-to-fill due to a lack of skills, qualifications or experience among the applicants.** The skills shortage vacancy density is the number of skills shortage vacancies as a proportion of all vacancies.

- *The survey results suggest that 2013 Coventry vacancy levels were lower than the national average and reduced from 2011 levels*
- *Coventry has a relatively high number of Skills Shortage Vacancies (SSVs) compared to all vacancies – one of the highest SSV densities of all local authorities*
- *Coventry SSVs are concentrated in a relatively small number of businesses*
- *As with overall vacancies, the number of SSVs has fallen from 2011 levels. Also – while the SSV levels are still relatively high, SSV density has fallen since 2011*

Scaling up the results from the 354 workplaces interviewed, there were an estimated 2,315 vacancies at Coventry workplaces around the time of the survey. Proportionally this is less than the national average number of vacancies (1.7% of employment in Coventry vs. 2.5% for England overall). This appears to show a reduction in the vacancies in Coventry since the last survey in 2011.

An estimated 300 workplaces in Coventry have at least one skills shortage vacancy (the skills shortage vacancy incidence), 5% of all workplaces in Coventry. This is about the same proportion as the national average.

In total, there are an estimated 750 skills shortage vacancies in Coventry – making up about a third of all vacancies (32% - the skills-shortage vacancy density). Almost all hard to fill vacancies in Coventry are skills shortage vacancies.

Coventry workplaces have notably more skills shortage vacancies than average for England - the national SSV density is 22%. Coventry's SSV density is one of the highest in England – in the top fifth of English local authority areas.

The SSV incidence in Coventry is similar to the national average - Coventry has more SSVs in total because those businesses with SSVs have a higher number of SSVs each than the national average.

The number of skills-shortage vacancies in Coventry has also fallen between 2011 and 2013. The results from the survey estimate a fall from around 1,700 in 2011 to 750 in 2013.

The number of skills shortage vacancies decreased by more than other vacancies did between 2011 and 2013 – the skills-shortage vacancies density decreased from 45% to 32%. This may be a result of the demand for the Labour in Coventry being relatively low at the time of this survey in 2013 and businesses are no longer trying to fill the vacancies that they were previously finding it difficult to fill due to skills shortages. In this sense the fall in the SSV density at Coventry workplaces is not necessarily a positive story.

Since 2011 the national SSV density has increased with an increased number of total vacancies and SSVs increasing by more than other vacancies. This direction of change is different to that in Coventry – while Coventry is still much higher than the national average for SSVs – the gap between Coventry and England has reduced.

Based on a relatively small sample, the interviewed employers reported that the main skills lacking amongst applicants to SSV roles are: Technical, practical or job specific skills (86% of SSVs), Problem solving skills (68%), Literacy Skills (65%), Customer Handling (58%) and Written Communication (51%).

## Skills Gaps

**A “skills gap” is where an employee is not fully proficient, i.e. is not able to do their job to the required level.** The Skills Gaps Density is the number of staff reported as being not fully proficient as a proportion of all employment.

About in five (18%) Coventry workplaces report skills gaps – where at least one employee is not fully proficient. This will equate to around 1,100 workplaces with more than 1 employee. This is about the same incidence as in 2011 – no significant change.

This skills gap incidence is marginally higher than the national average incidence rate.

The skills gap density in Coventry is estimated at around 3% of all employment – marginally lower than the national average density. This equates to an estimated 4,600 employees at Coventry workplaces with skills gaps.

## Recruitment

### *Recruiting young people*

Just under of third (28%) of Coventry workplaces surveyed said they had recruited a person straight from school, college or university in the last 2-3 years. This gives a picture of Coventry businesses at about the national average. This equates to about 1,700 Coventry workplaces that had recruited young education leavers.

Between 2011 and 2013 there was no significant change in the proportion of Coventry businesses recruiting education leavers.

Out of those who had recruited people for their first job straight out of University, 90% reported that they were either very well prepared or well prepared.