The background of the entire page is a detailed white line-art map of the Stoke-on-Trent and Staffordshire region, showing a dense network of streets and roads. The map is set against a solid teal background.

Stoke-on-Trent and Staffordshire Skills Advisory Panel: Skills for Growth Survey

Annex 2: Sector Spotlights
September 2022

Introduction

- The following pack contains key results for the 5 priority sectors;
 - Engineering and manufacturing
 - Health and social care
 - Construction
 - Digital
 - Logistics
- A further two spotlights for High Street Services and Accommodation/Food and Drink have been prepared.
- The final part of the pack summarises the results of questions posed around digital and green skills.



Engineering and Manufacturing

Metro — Dynamics

Businesses Surveyed

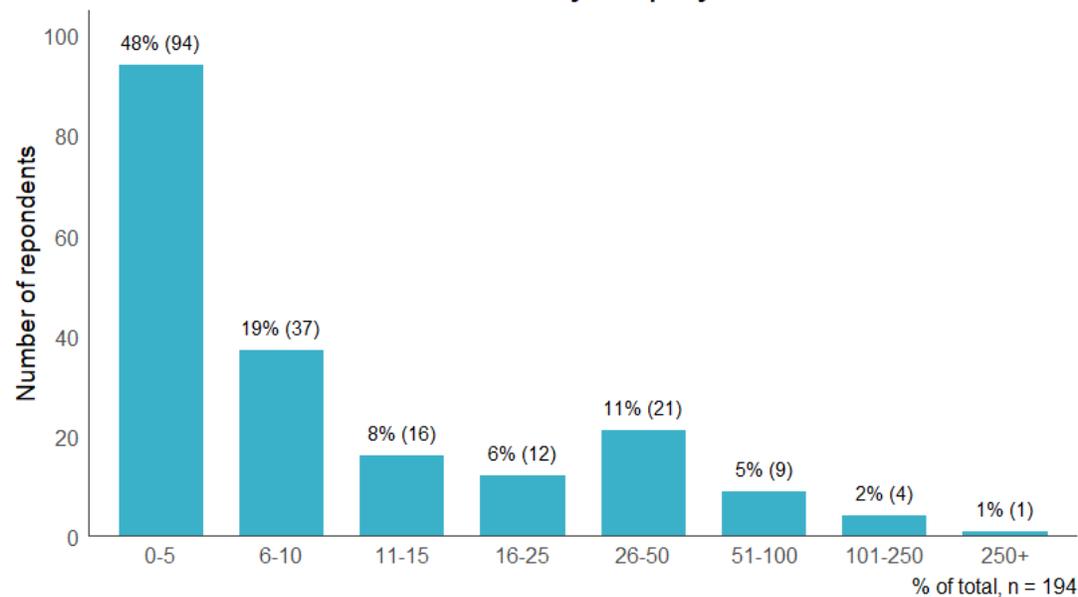
Business Location	Count
Cannock Chase	26
East Staffordshire	27
Lichfield	9
Newcastle-under-Lyme	14
South Staffordshire	4
Stafford	26
Staffordshire Moorlands	8
Stoke-on-Trent	55
Tamworth	11
Somewhere else	14

Note: businesses based 'somewhere else' work across boundaries.

The Engineering/manufacturing businesses surveyed are spread across the LEP area.

Around 67% of respondents were micro businesses (0-9 employees) compared with 88.9% in the business base and there is a higher proportion of medium sized businesses (7% versus 1.5% in the business base).

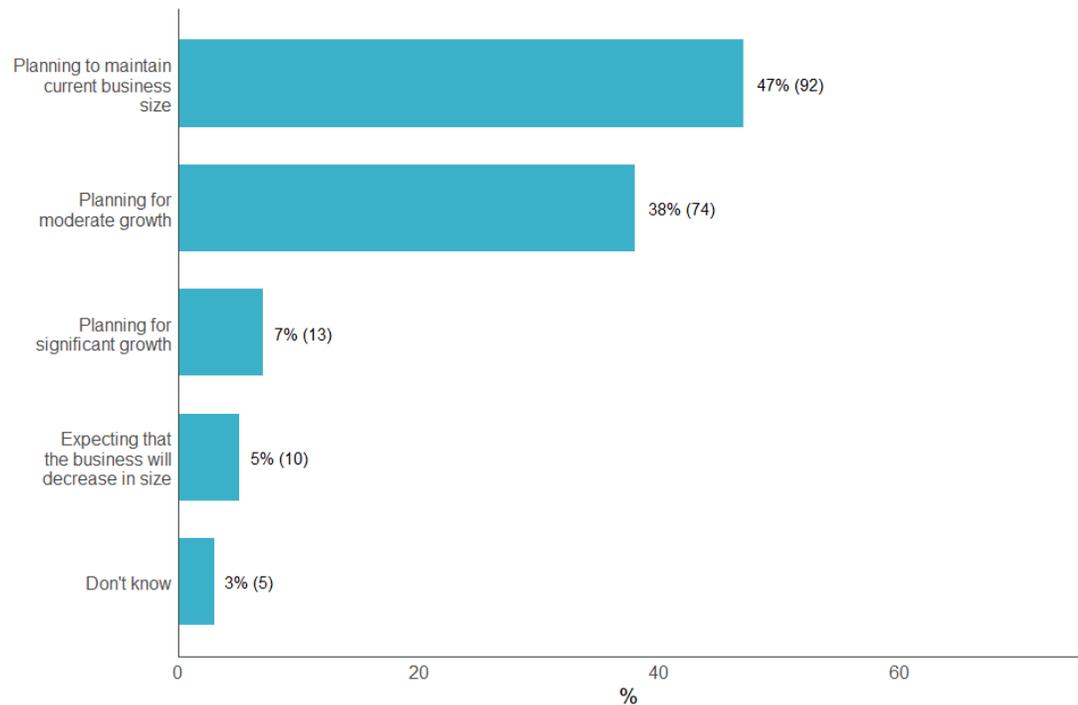
Firm size by employees



Growth priorities

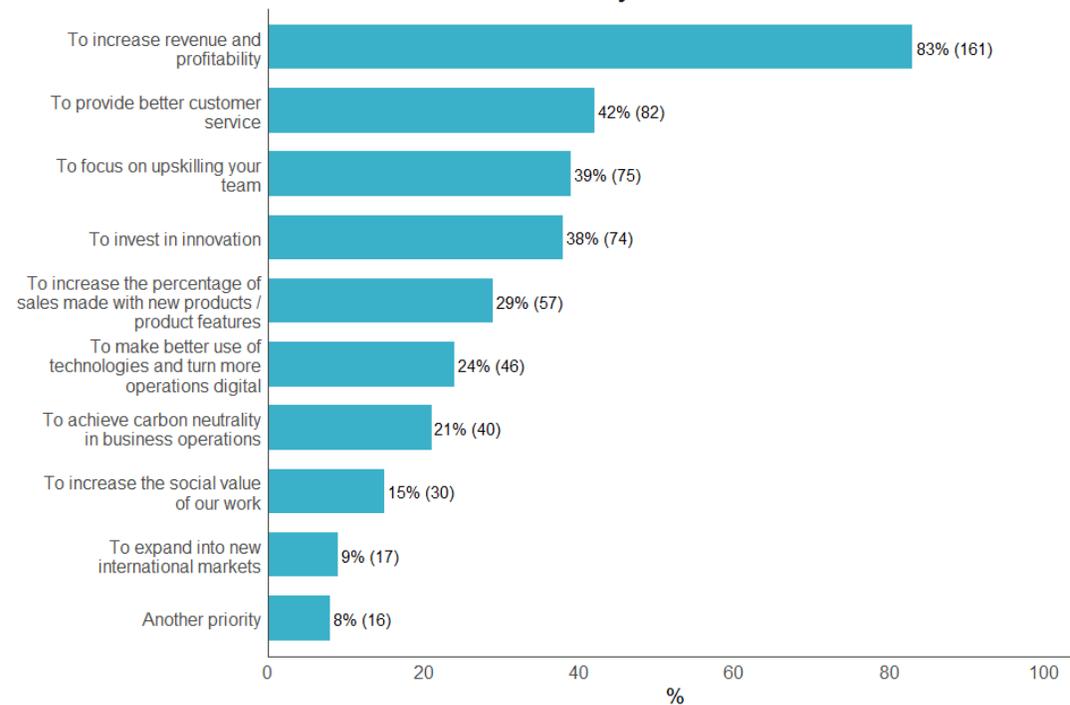
The modal answer on future growth aspirations is planning to stay at current size, with a significant percentages planning for some level growth (45% in total). Increasing revenue and profitability are a priority for 83% of respondents, followed by providing better customer service, upskilling teams, and investing in innovation.

Q1.13 What are the future growth aspirations for the business?



% of total, n = 194

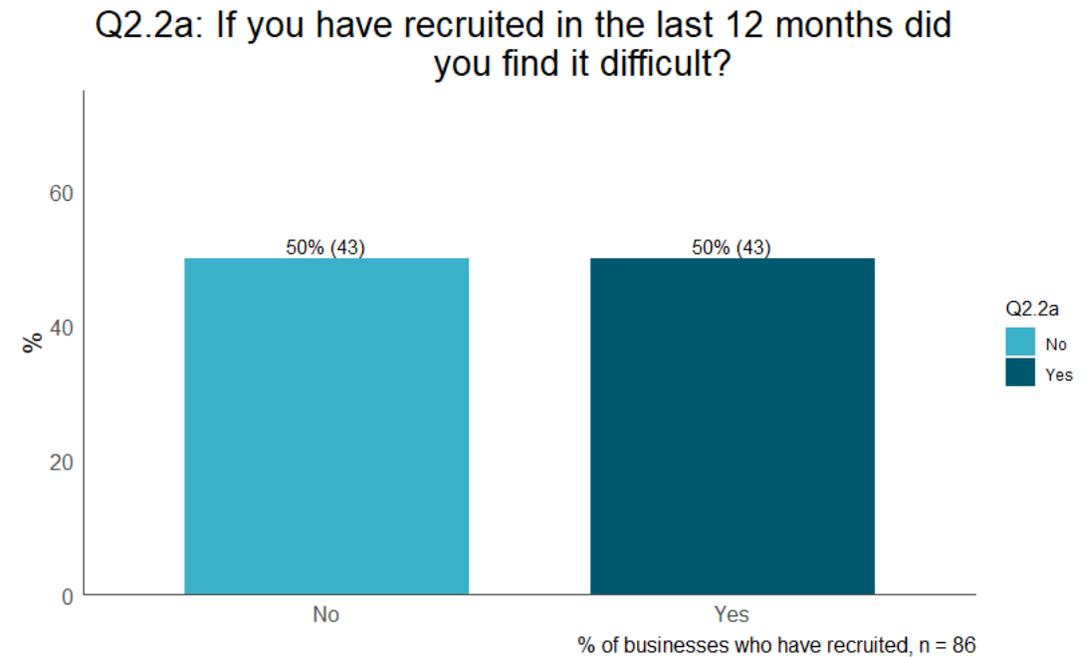
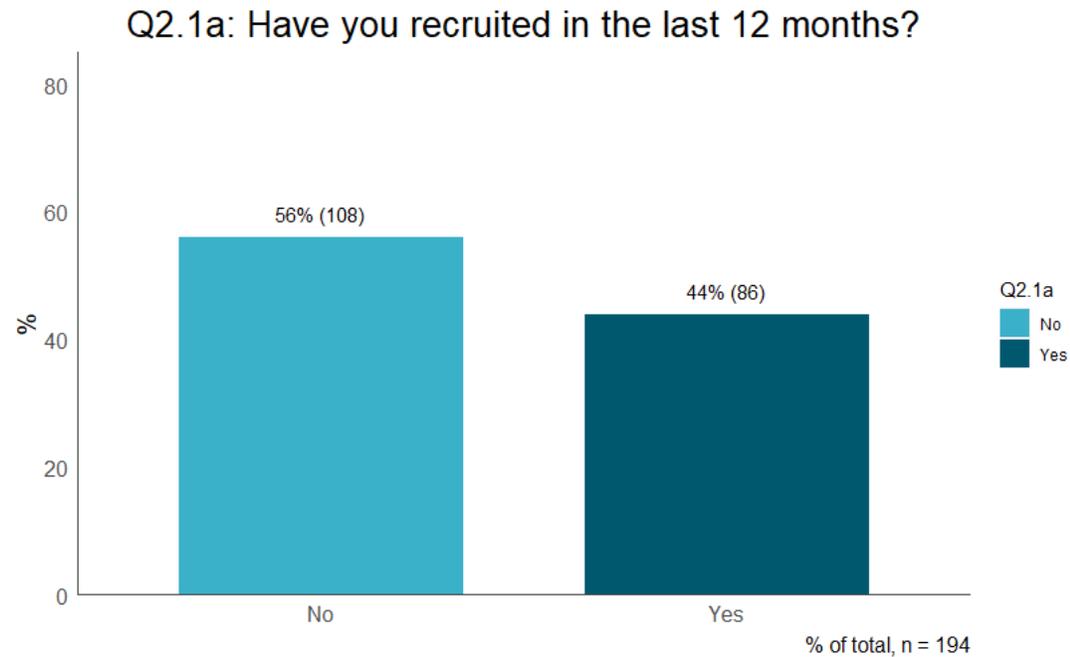
Q1.14 Which of the following are priorities for your business?



% of total, n = 194

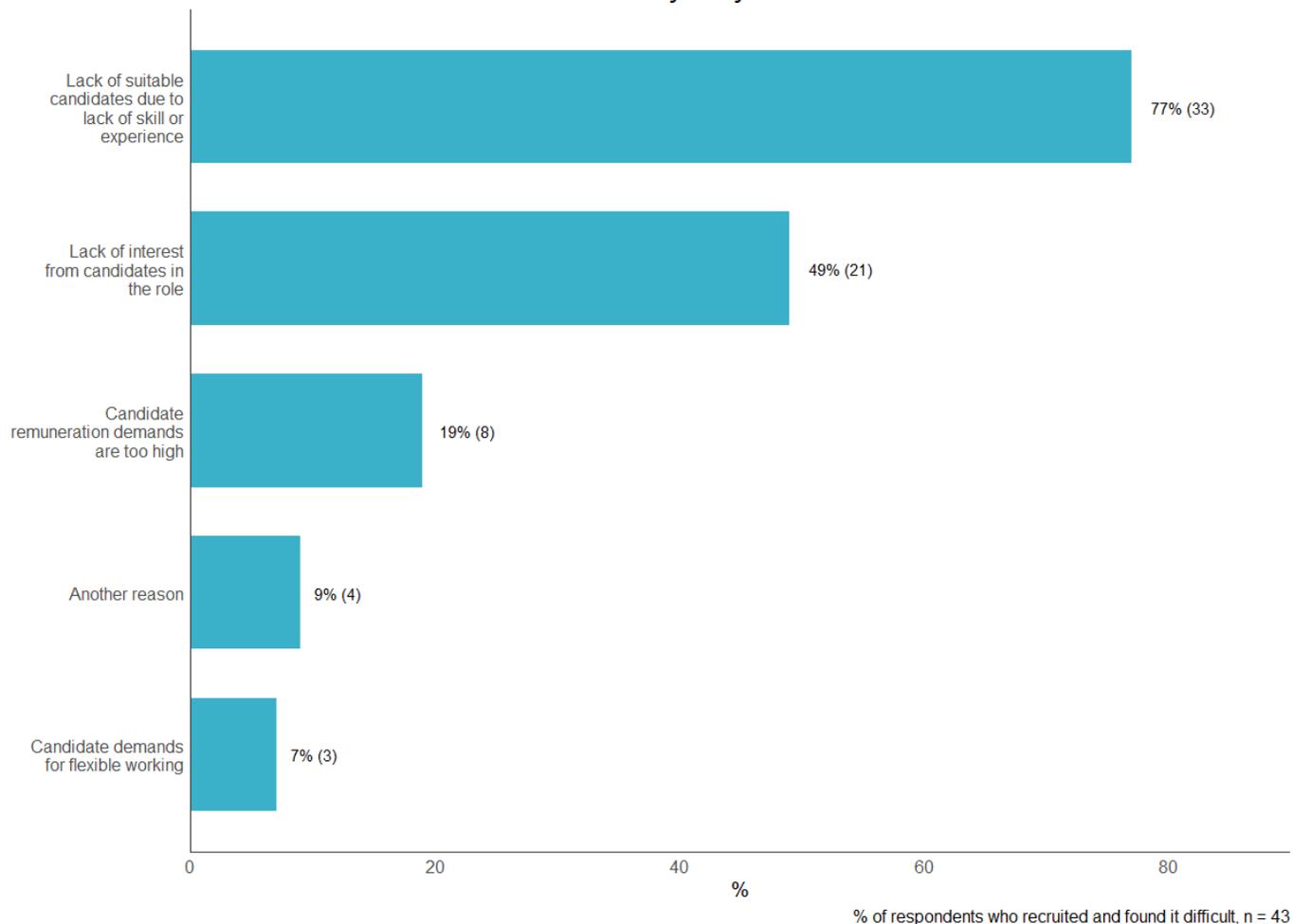
Recruitment

44% of businesses have recruited in the 12 months prior to taking the survey. Of the 86 businesses who had recruited, 50% reported finding it difficult.



Reason for recruitment challenges

Q2.2b: Why do you think that is?

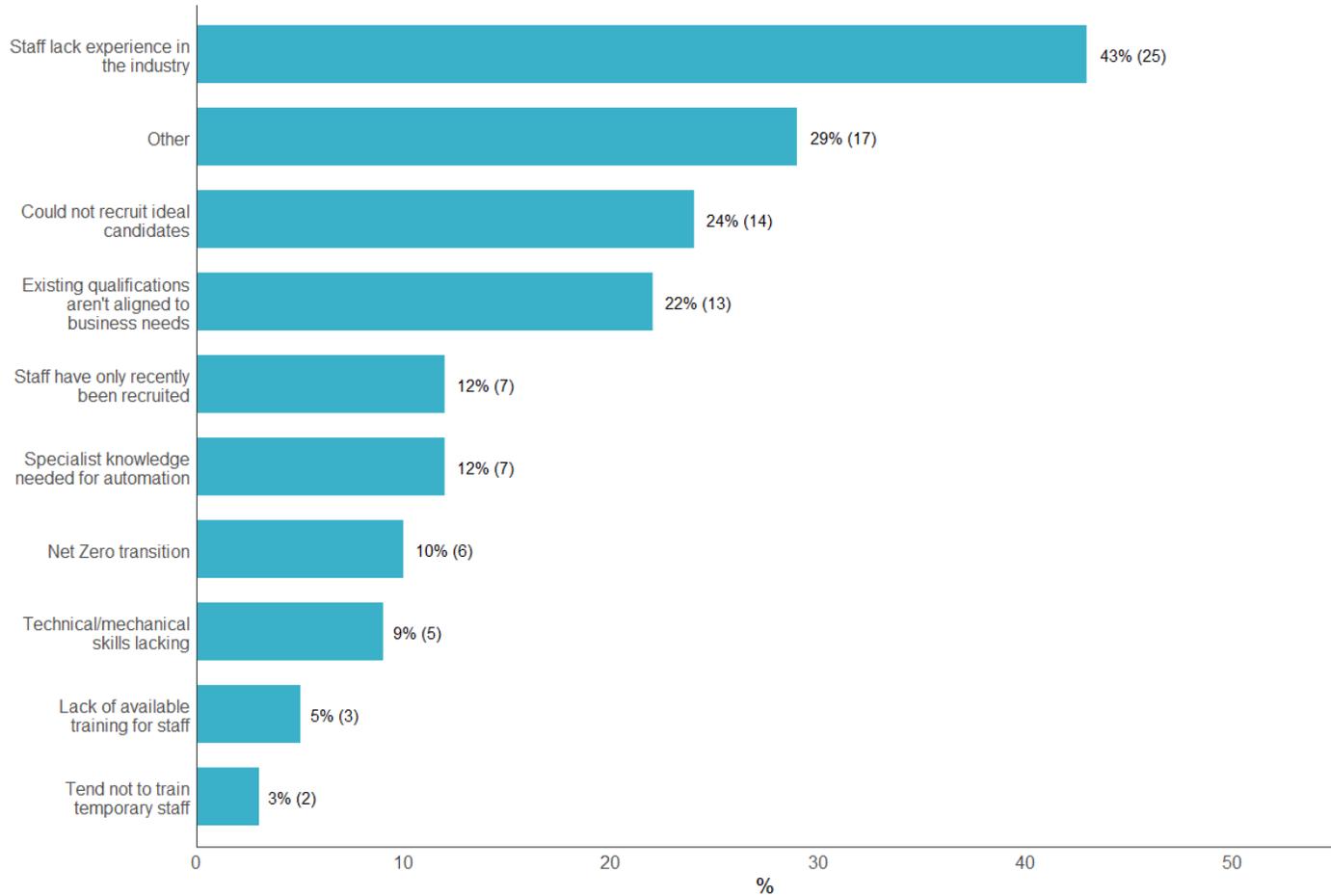


Businesses believe that the main reason for recruitment challenges is a lack of suitable candidates due to a lack of skills/experiences, with 77% of businesses who found it difficult to recruit citing this.

A lack of candidate interest was also cited by almost half of these businesses.

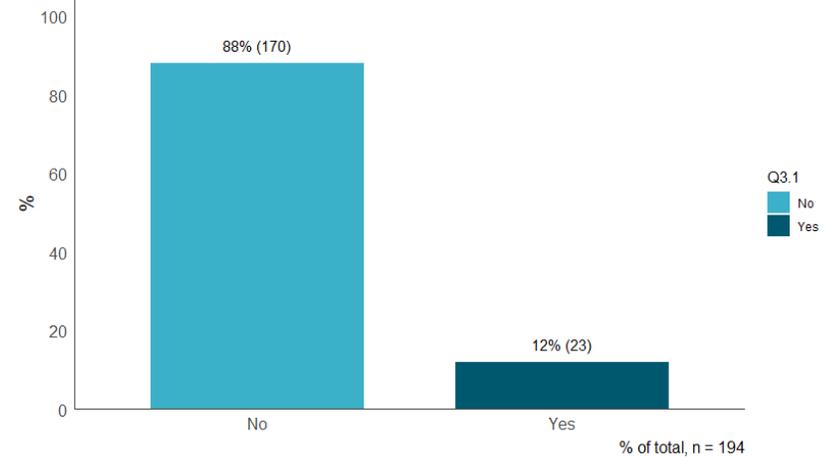
Skills gaps in existing workforce

Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?

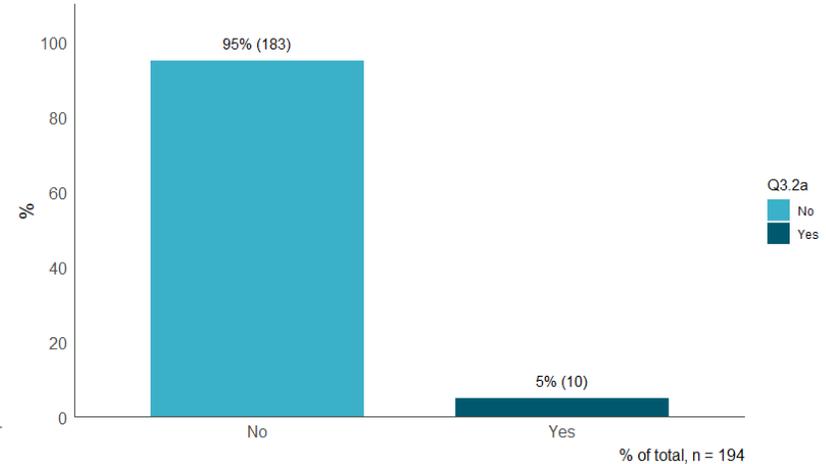


% of businesses responding, n = 58

Q3.1: Are there digital skills gaps in your existing workforce?

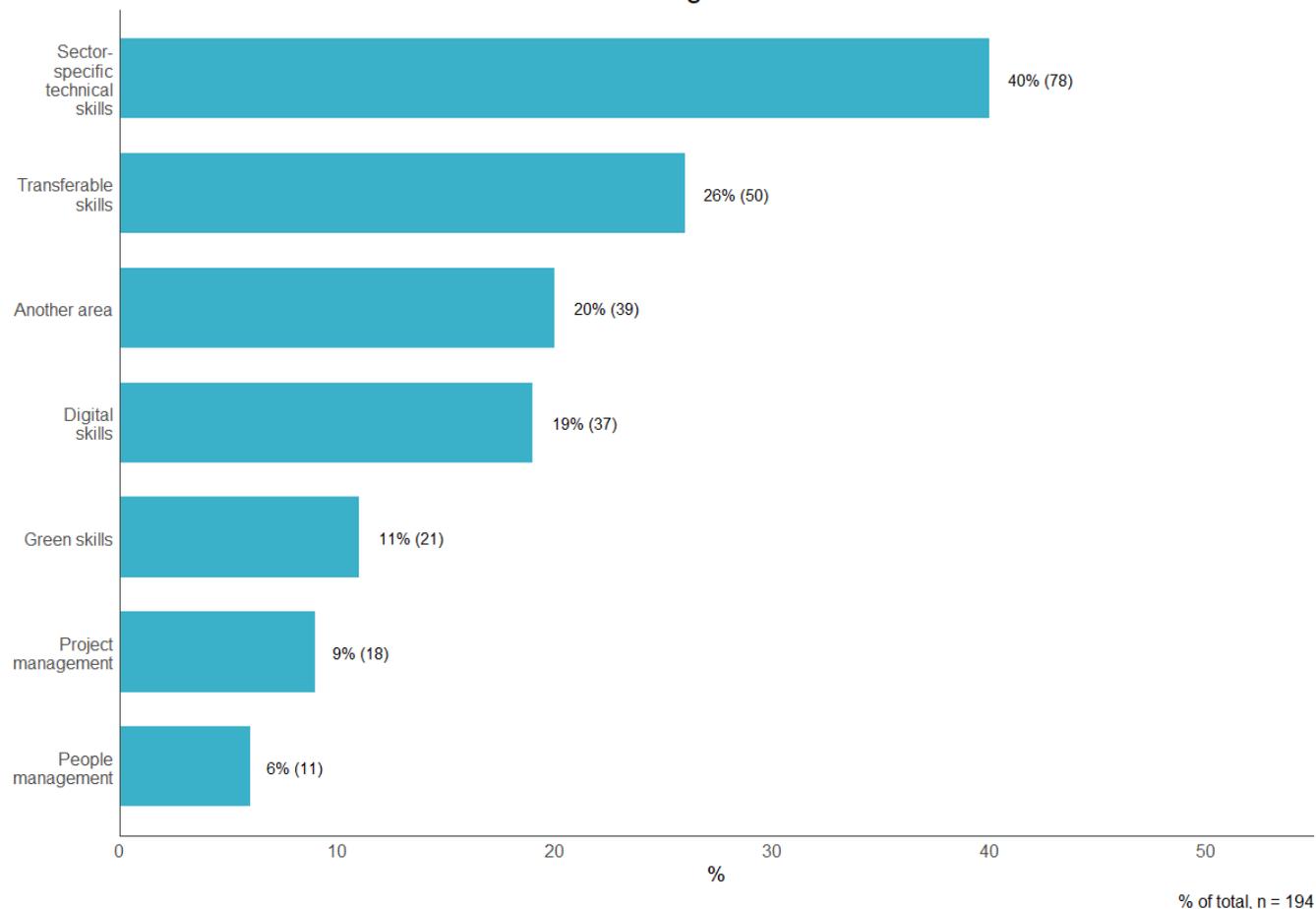


Q3.2: Are there green skills gaps in your existing workforce?



Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



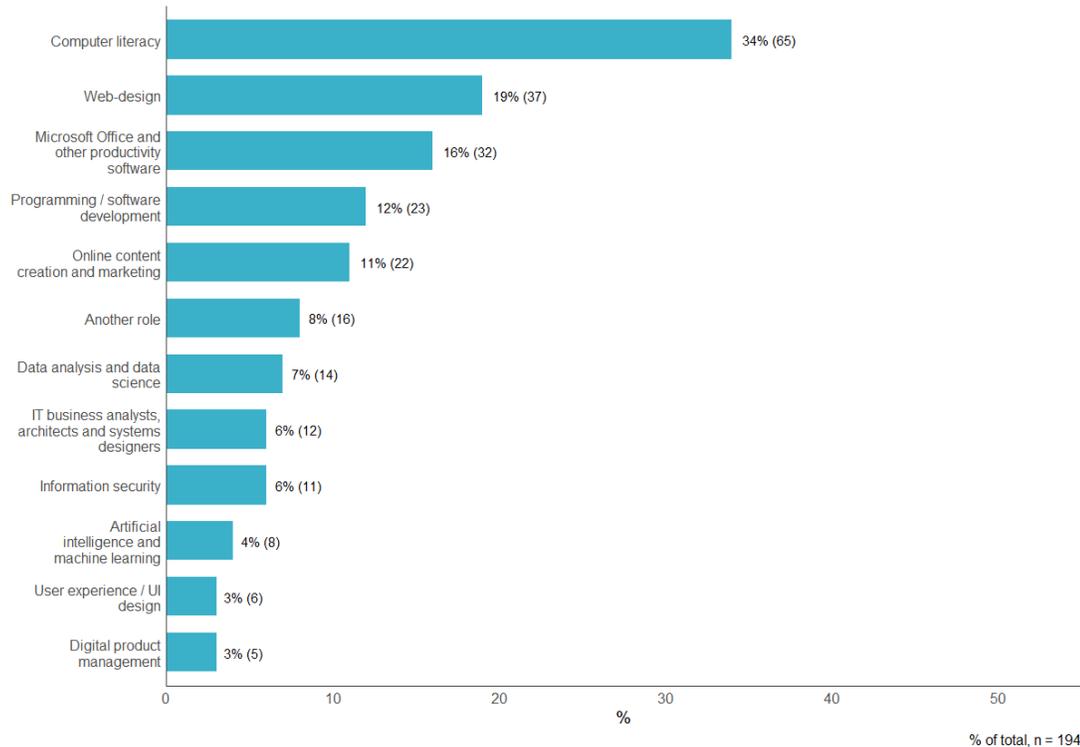
The main skills that business anticipate they will need in the future are sector-specific technical skills, which 40% expect will be a key need.

This is followed by transferable skills (such as communications and customer service), which 26% of businesses said will be key.

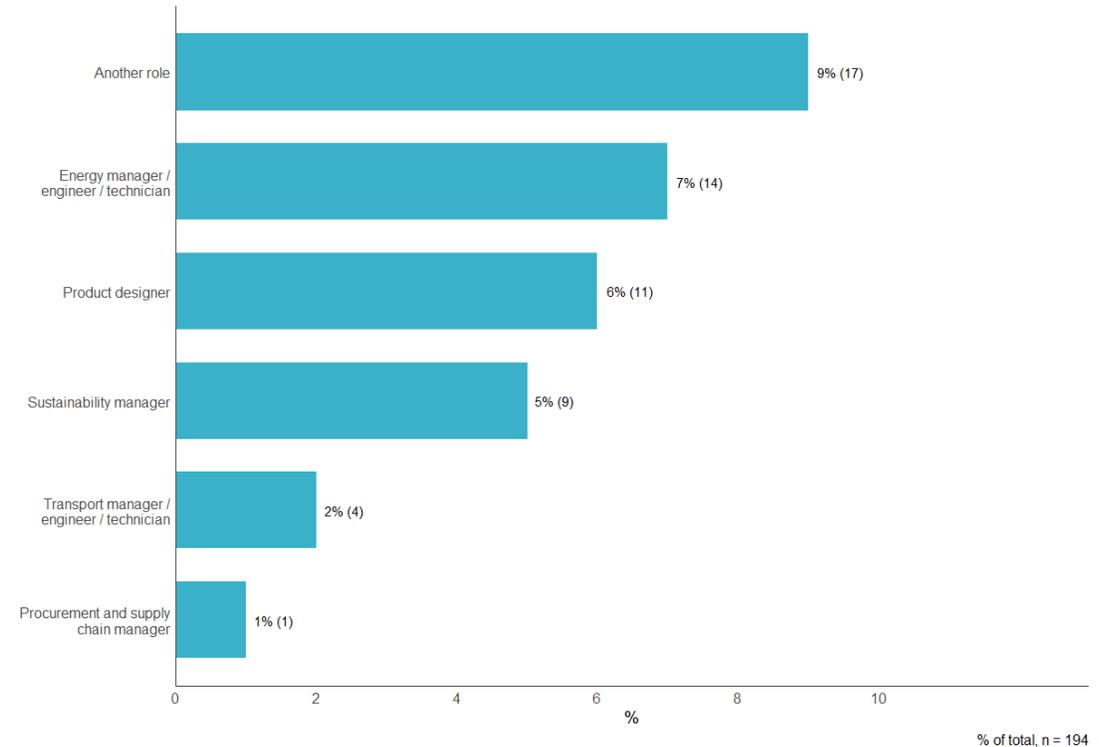
Future Skills Needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

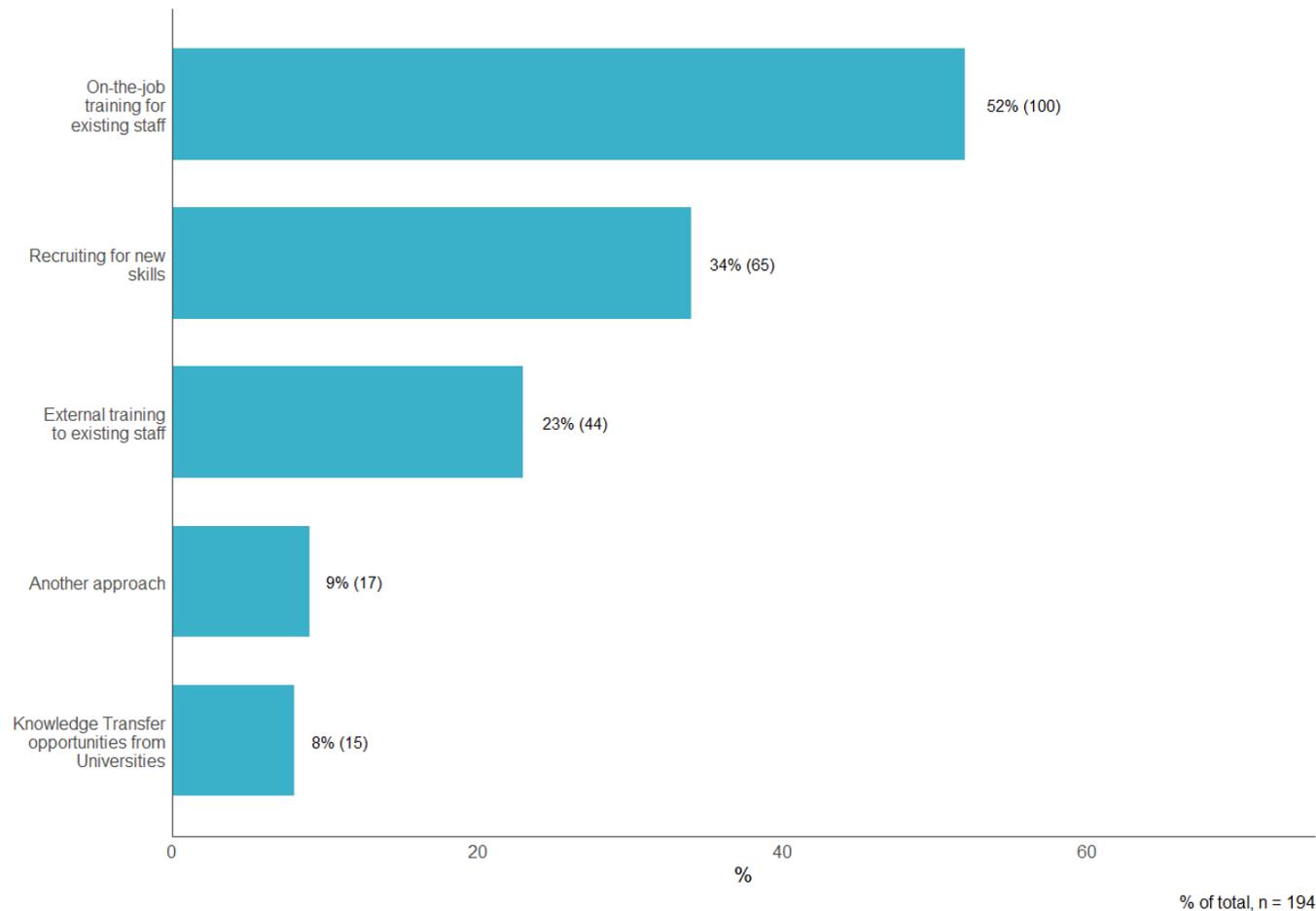


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



Over half of businesses surveyed expect that their workforces will obtain these skills through on-the-job training.

Recruitment will also play a role, with 34% anticipating that they will recruit for new skills.

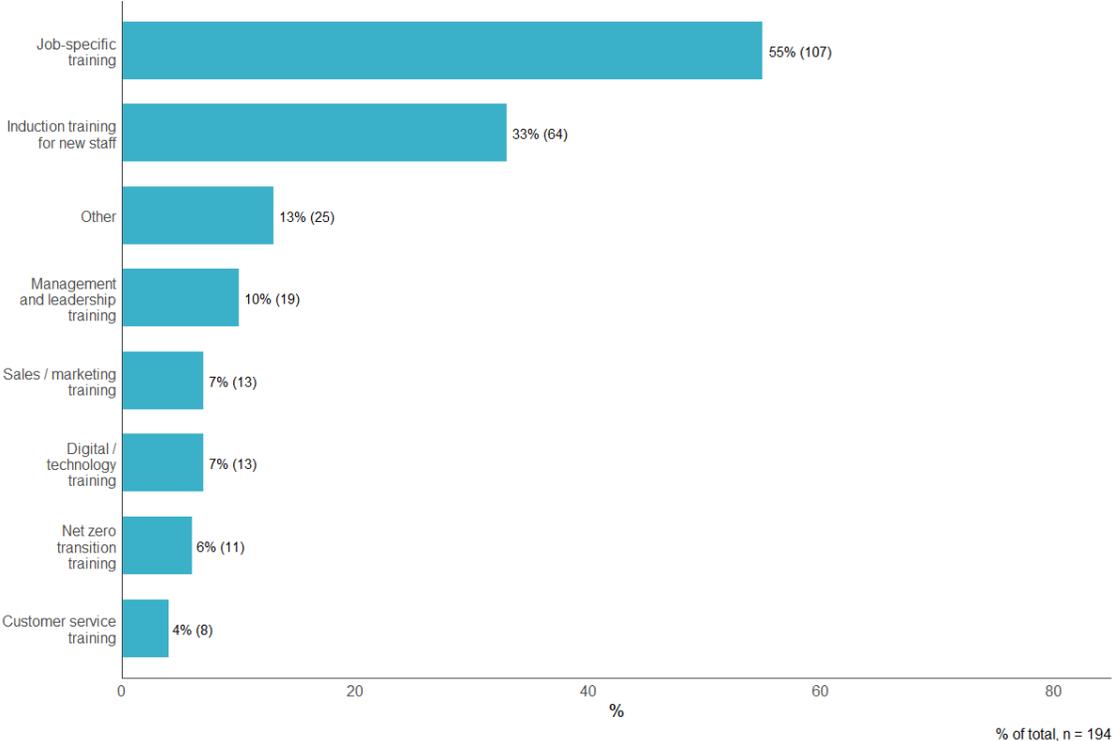
23% plan to have staff receive external training to obtain skills needed.

Training

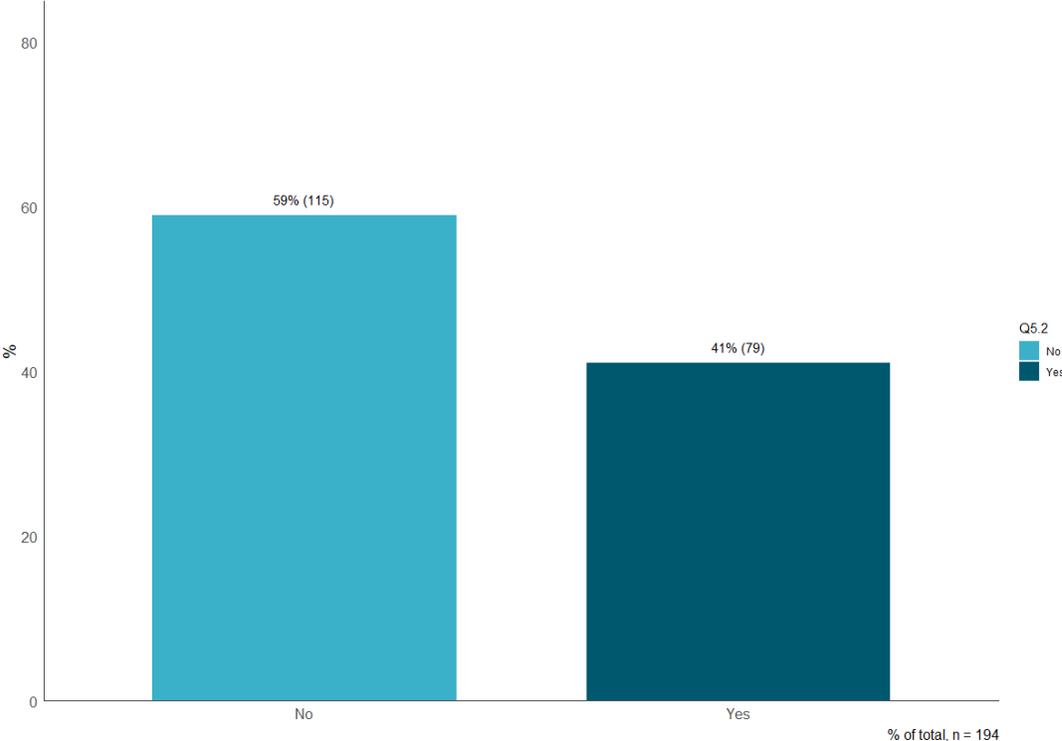
The most common types of training arranged in the year prior to the survey were job-specific training and induction for new staff.

59% of businesses did not have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





Health and social care

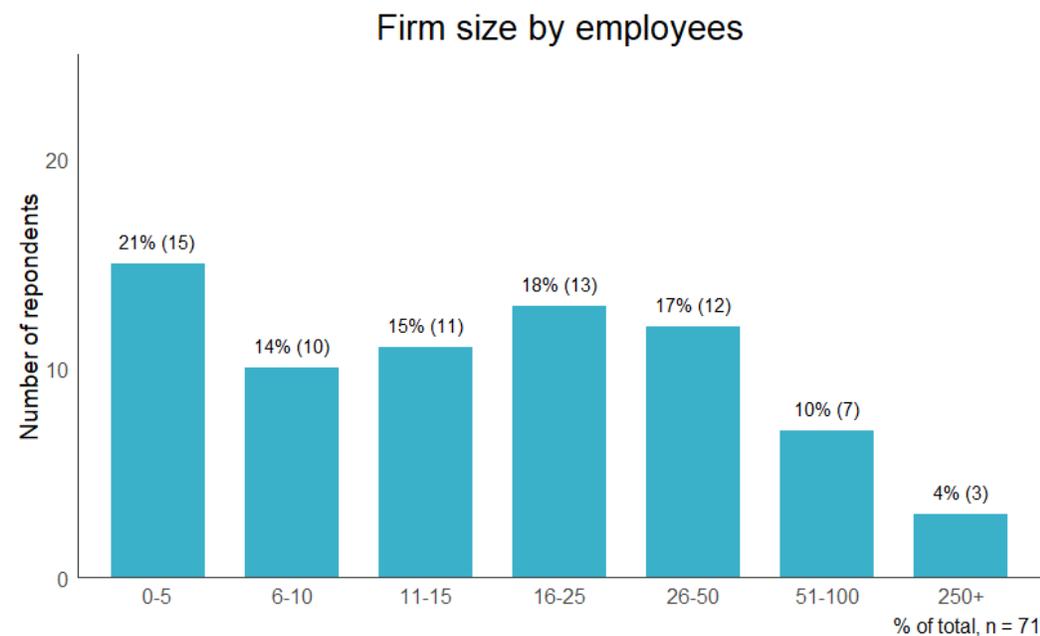
Metro — Dynamics

Businesses Surveyed

Business Location	Count
Cannock Chase	8
East Staffordshire	5
Lichfield	7
Newcastle-under-Lyme	3
South Staffordshire	3
Stafford	10
Staffordshire Moorlands	5
Stoke-on-Trent	22
Tamworth	3
Somewhere else	5

Note: businesses based 'somewhere else' work across boundaries.

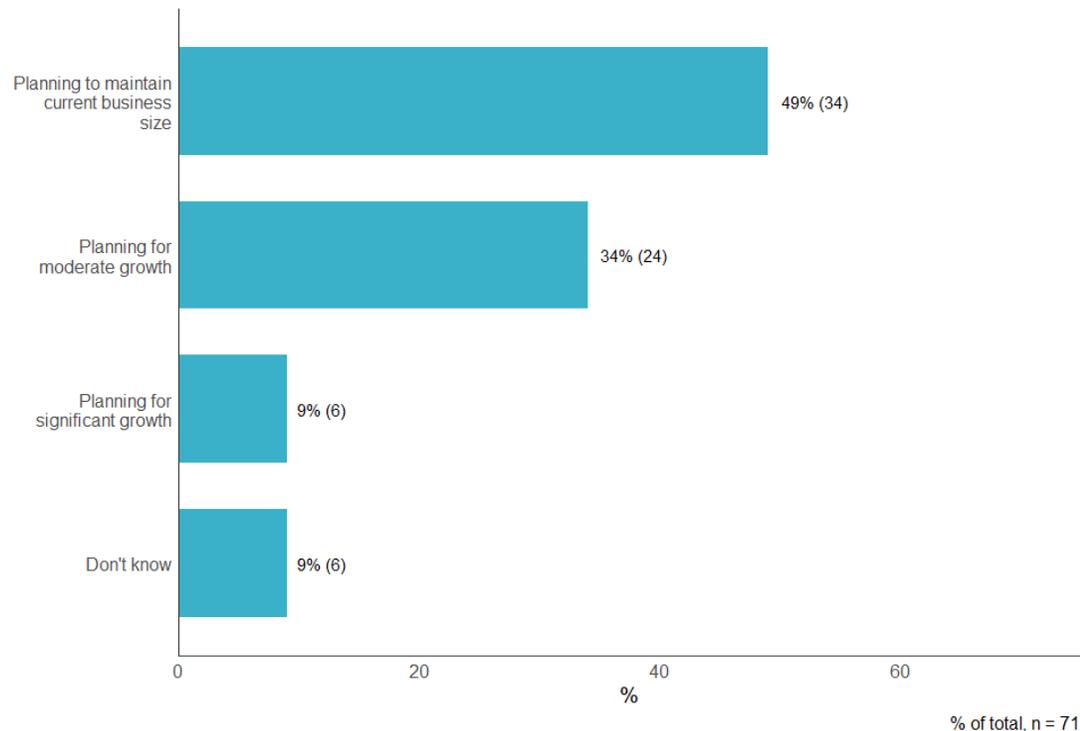
The Health and Social care businesses surveyed are spread across the LEP area. Around 35% of respondents were micro businesses (0-9 employees) compared with 88.9% in the business base. There is a higher proportion of medium sized businesses (7% versus 1.5% in the business base) but it is interesting to note that there are no businesses with between 101 and 249 employees in the survey sample.



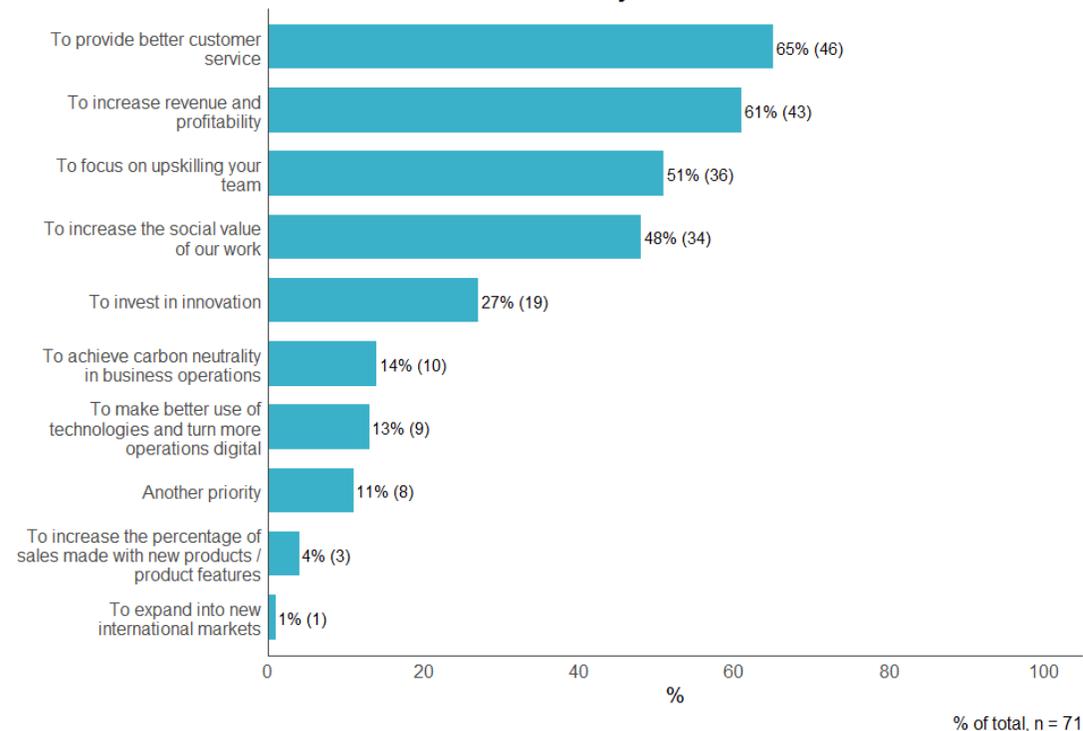
Growth Priorities

The modal answer on future growth aspirations is planning to stay at current size (49%), with a significant percentage planning for some level growth (43% in total). Providing better customer service is a priority for 65% of respondents, followed by increasing revenue and profitability, upskilling teams, and increasing the social value of their work.

Q1.13 What are the future growth aspirations for the business?

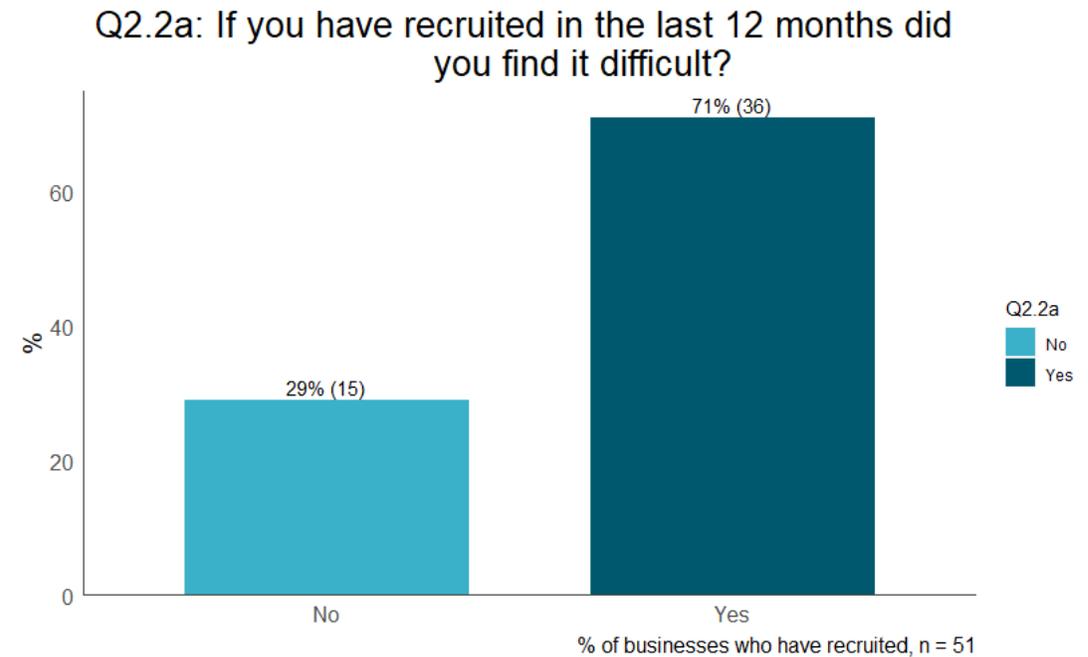
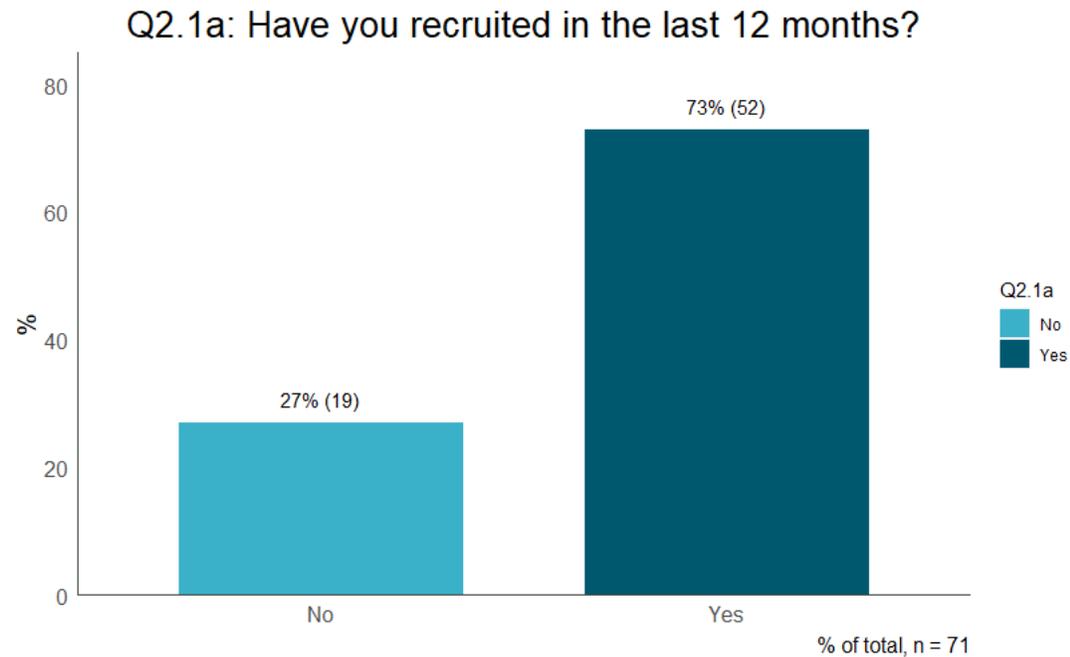


Q1.14 Which of the following are priorities for your business?



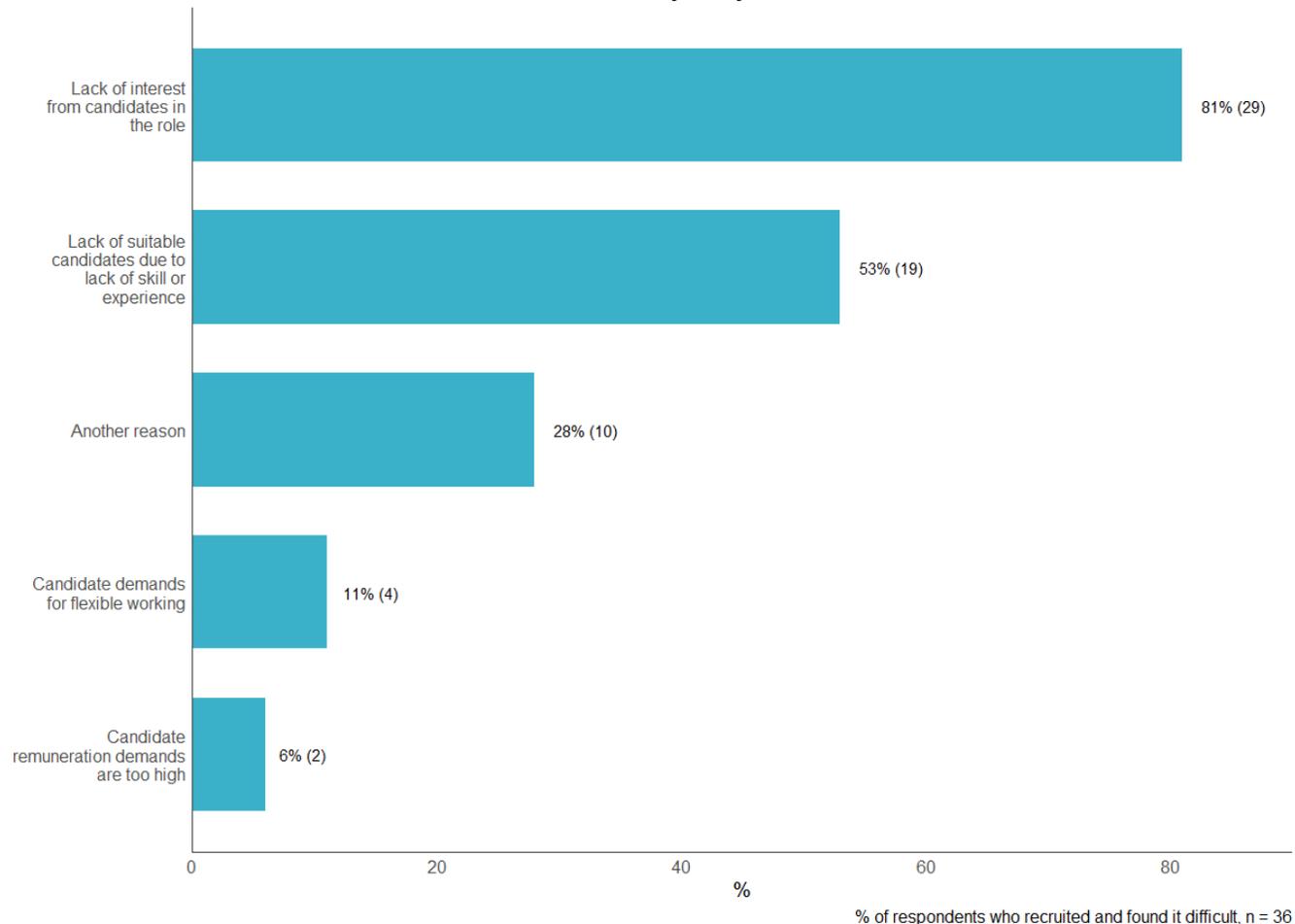
Recruitment

73% of businesses have recruited in the 12 months prior to taking the survey. Of the 52 businesses who had recruited, 71% reported finding it difficult.



Reasons for recruitment challenges

Q2.2b: Why do you think that is?

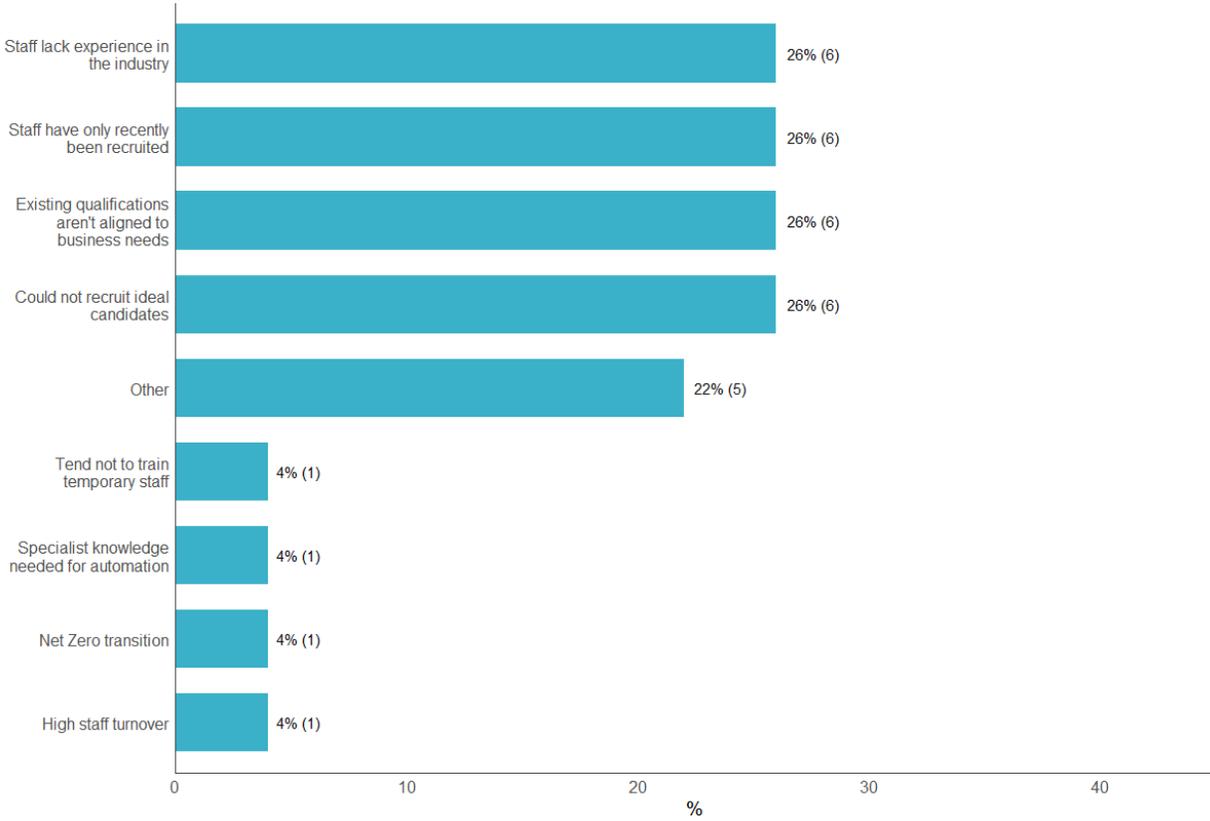


Businesses believe that the main reason for recruitment challenges is a lack of suitable candidates due to a lack of skills/experiences, with 81% of businesses who found it difficult to recruit citing this.

A lack of candidate interest was also cited by over half of these businesses.

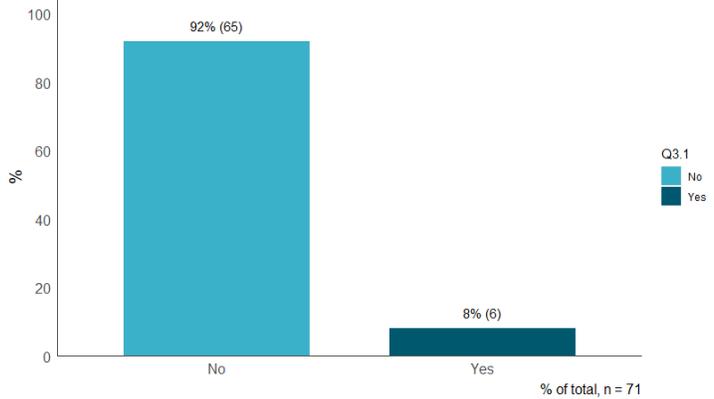
Skills gaps in existing workforce

Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?



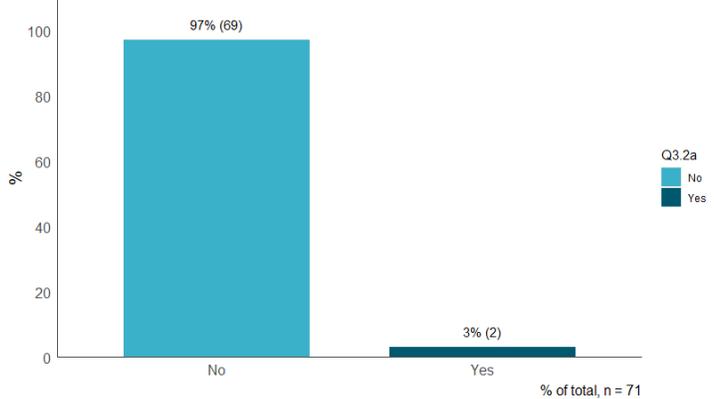
% of businesses responding, n = 23

Q3.1: Are there digital skills gaps in your existing workforce?



% of total, n = 71

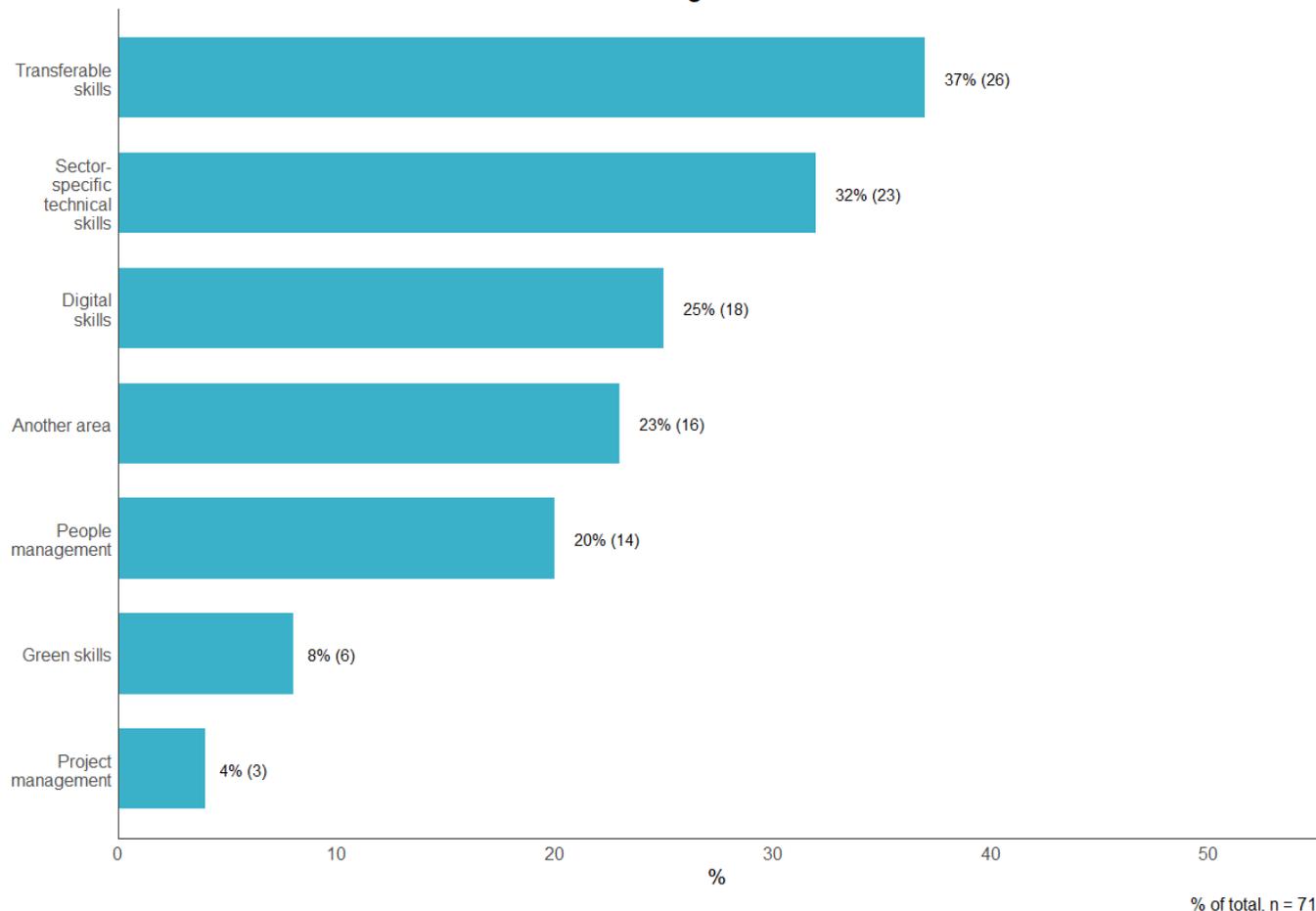
Q3.2: Are there green skills gaps in your existing workforce?



% of total, n = 71

Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



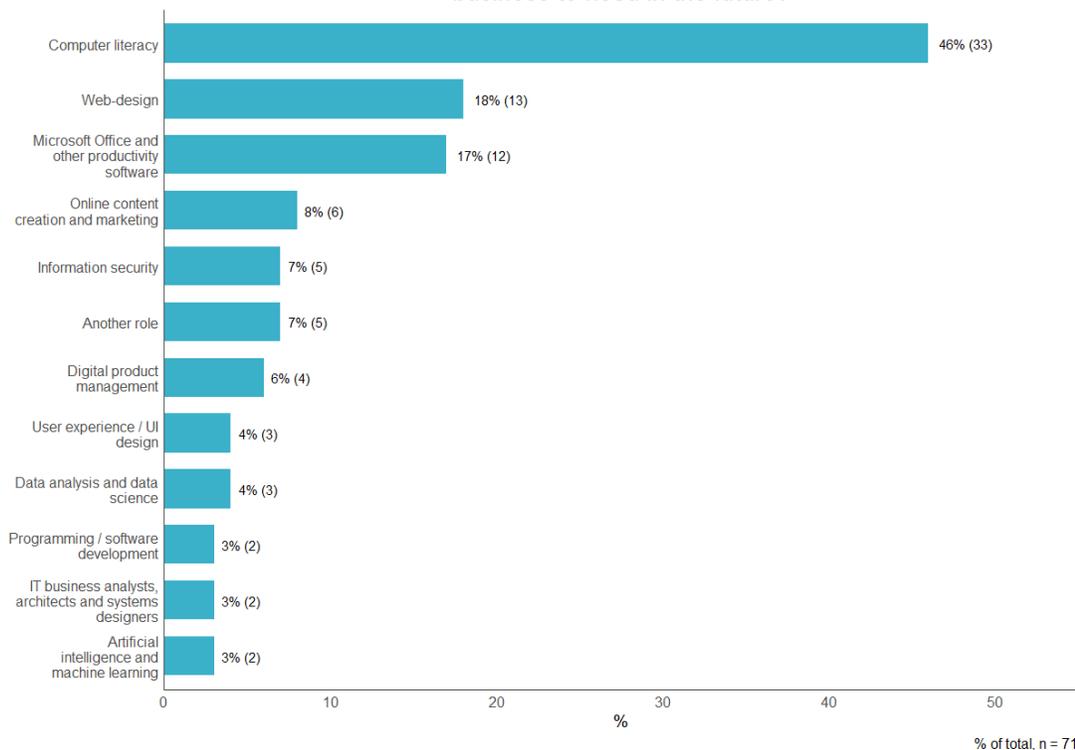
The main skills that business anticipate they will need in the future are transferable skills (such as communications and customer service), which 37% expect will be a key need.

This is followed by sector specific technical skills, which 32% of businesses said will be key and digital skills, which were cited by 25% of businesses.

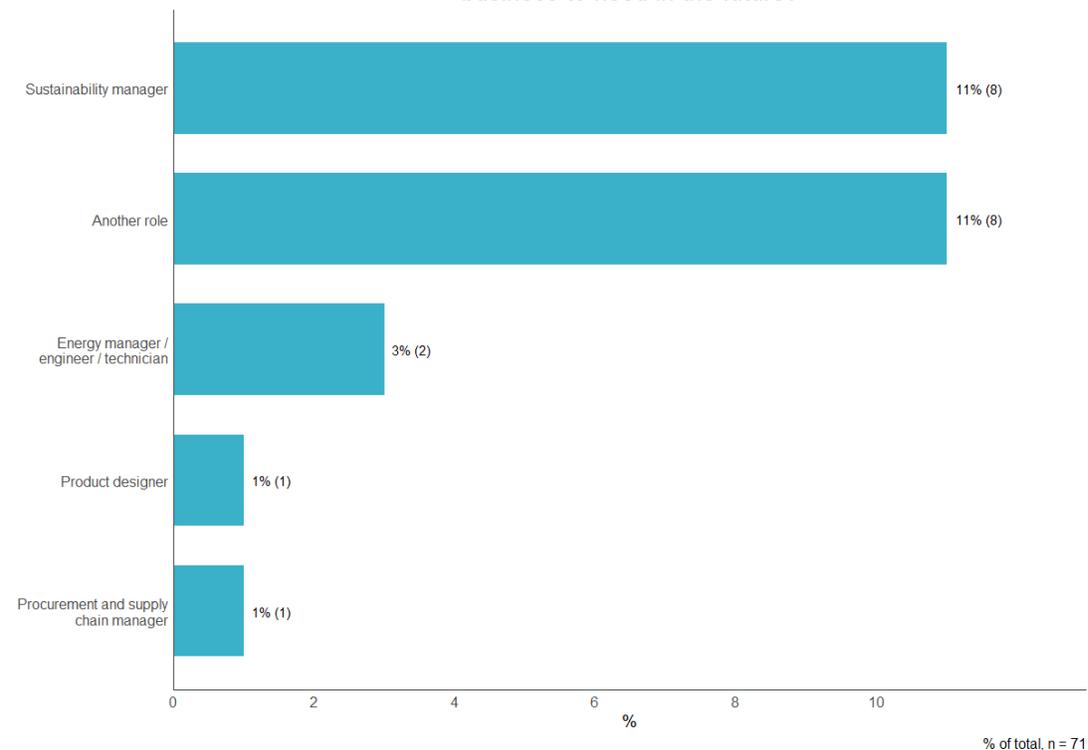
Future skills needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

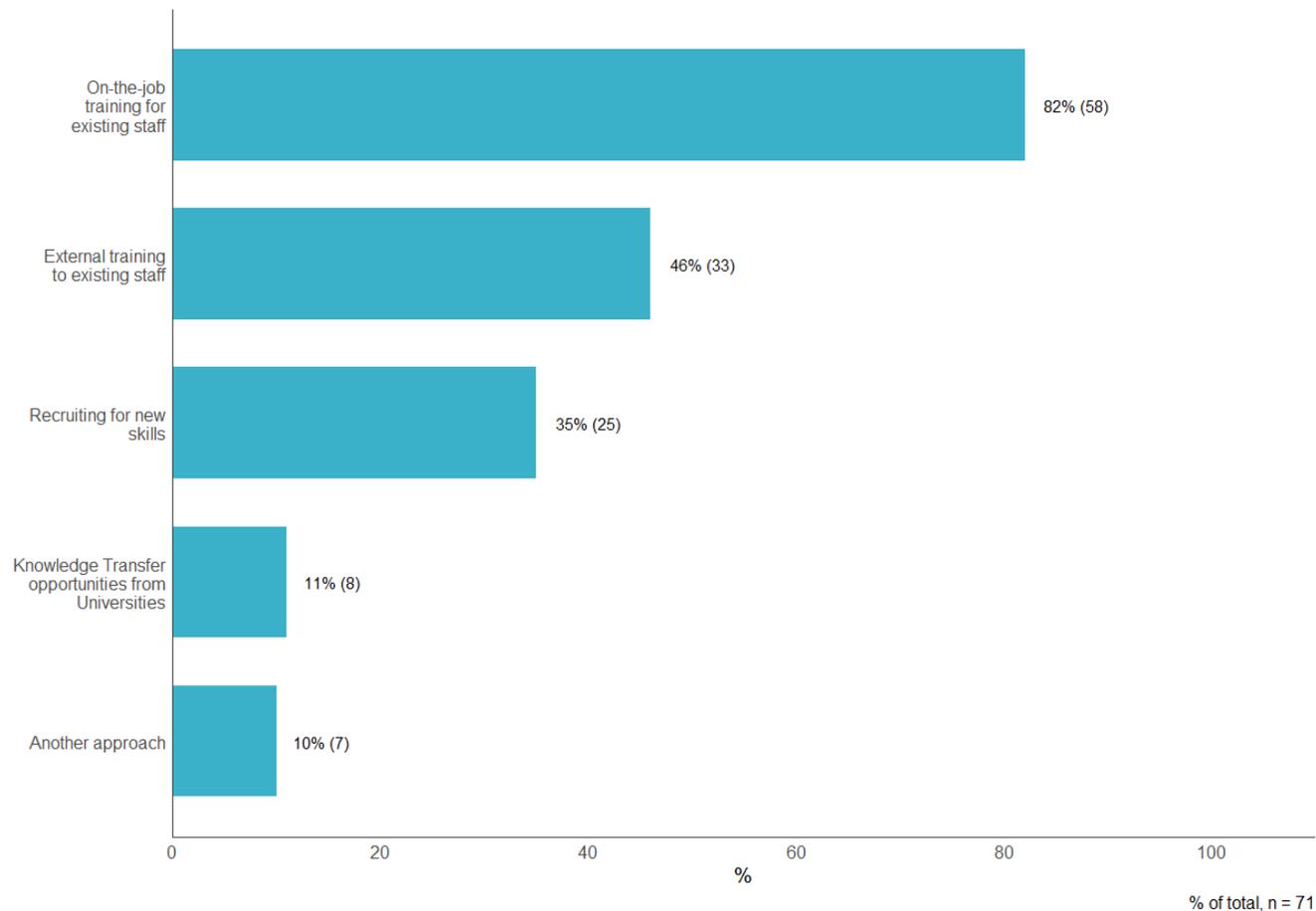


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



A large majority of businesses surveyed expect that their workforces will obtain these skills through on-the-job training (82%).

Recruitment will also play a role, with 46% anticipating that they will recruit for new skills.

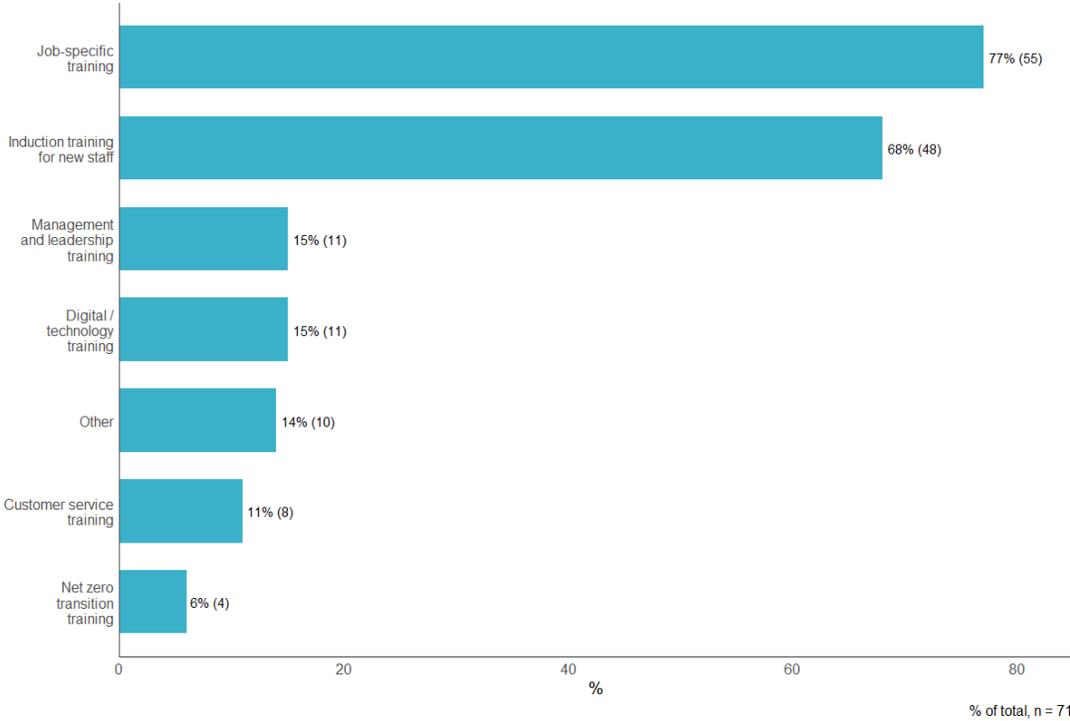
35% plan to have staff receive external training to obtain skills needed.

Training

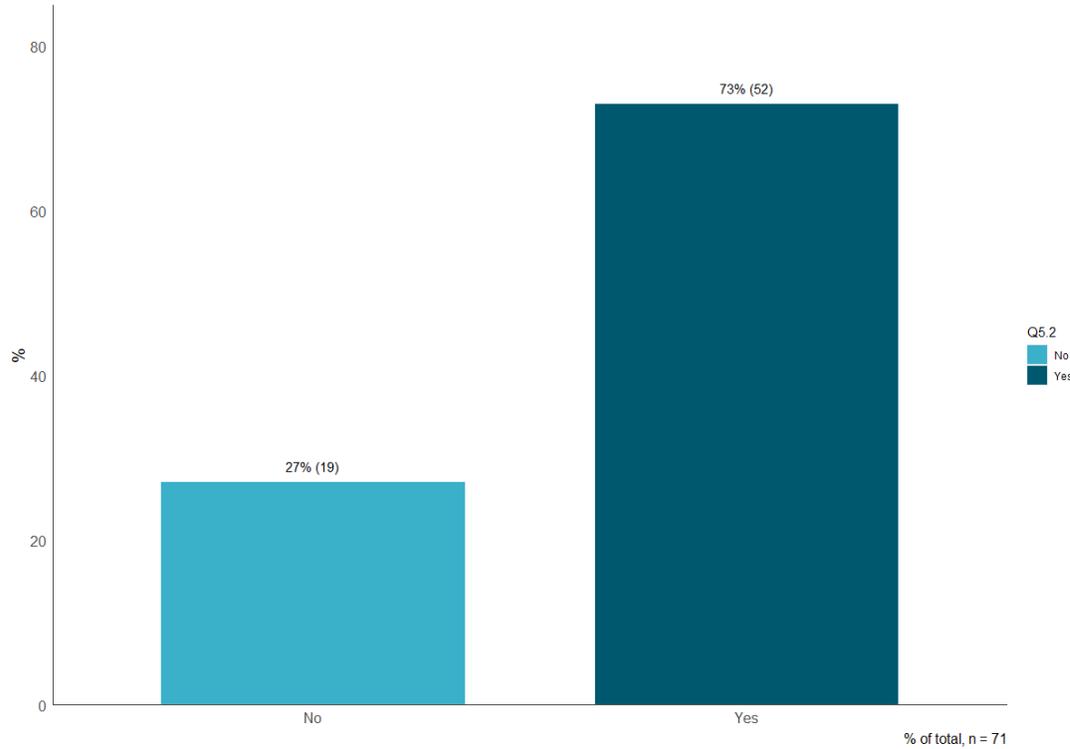
The most common types of training arranged in the year prior to the survey were job-specific training and induction for new staff.

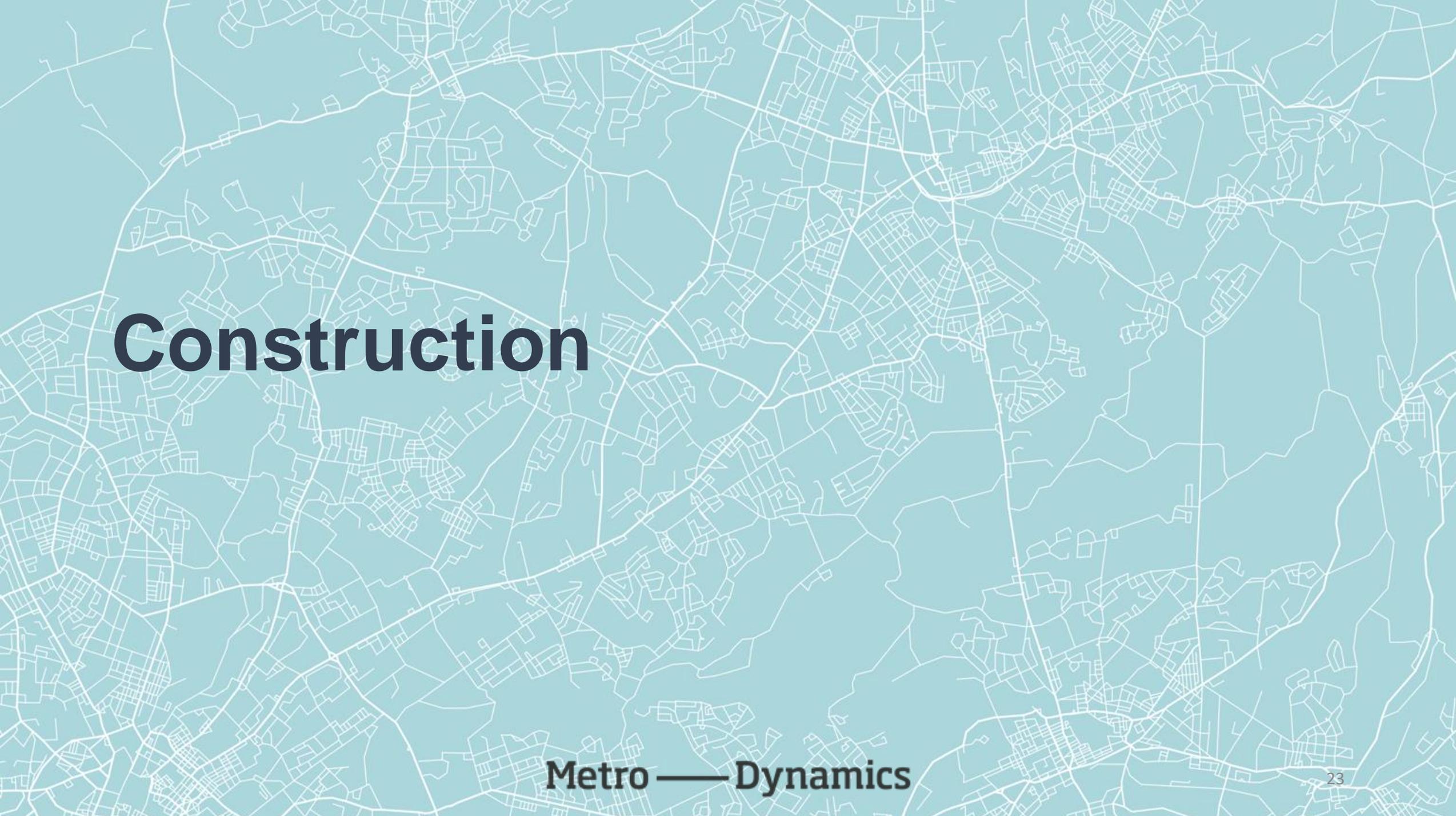
73% of businesses have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





Construction

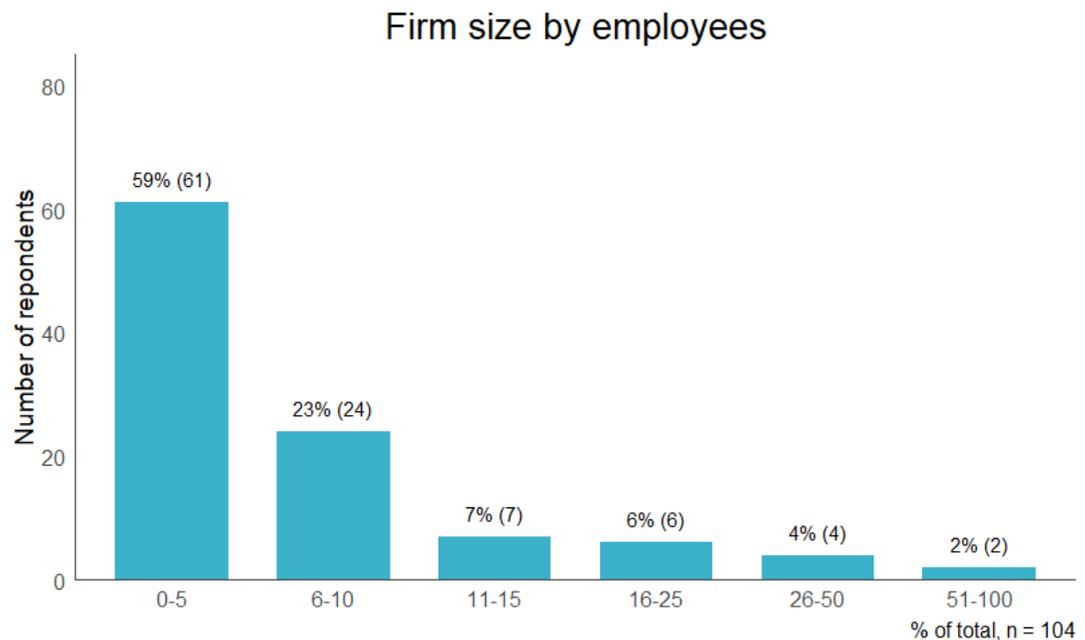
Metro — Dynamics

Businesses Surveyed

Business Location	Count
Cannock Chase	12
East Staffordshire	13
Lichfield	3
Newcastle-under-Lyme	3
South Staffordshire	3
Stafford	13
Staffordshire Moorlands	6
Stoke-on-Trent	32
Tamworth	5
Somewhere else	14

Note: businesses based 'somewhere else' work across boundaries.

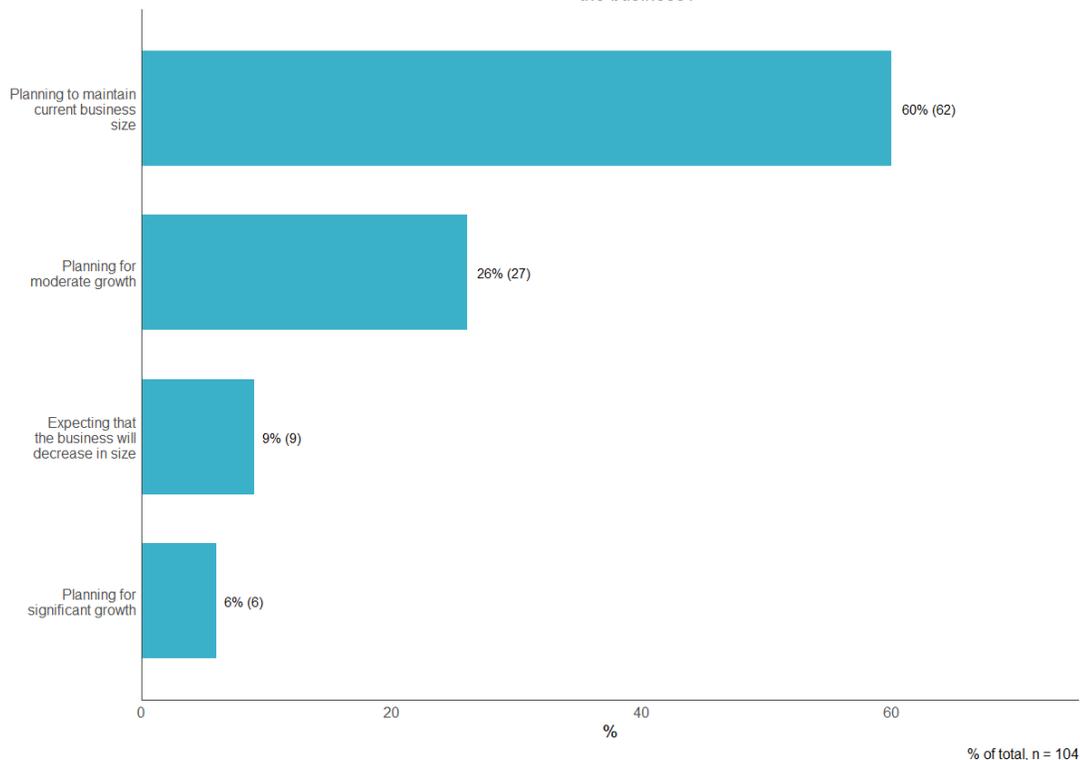
The Construction businesses surveyed are spread across the LEP area. Around 82% of respondents were micro businesses (0-9 employees) compared with 88.9% in the business base. There were no businesses with more than 100 employees in the survey sample.



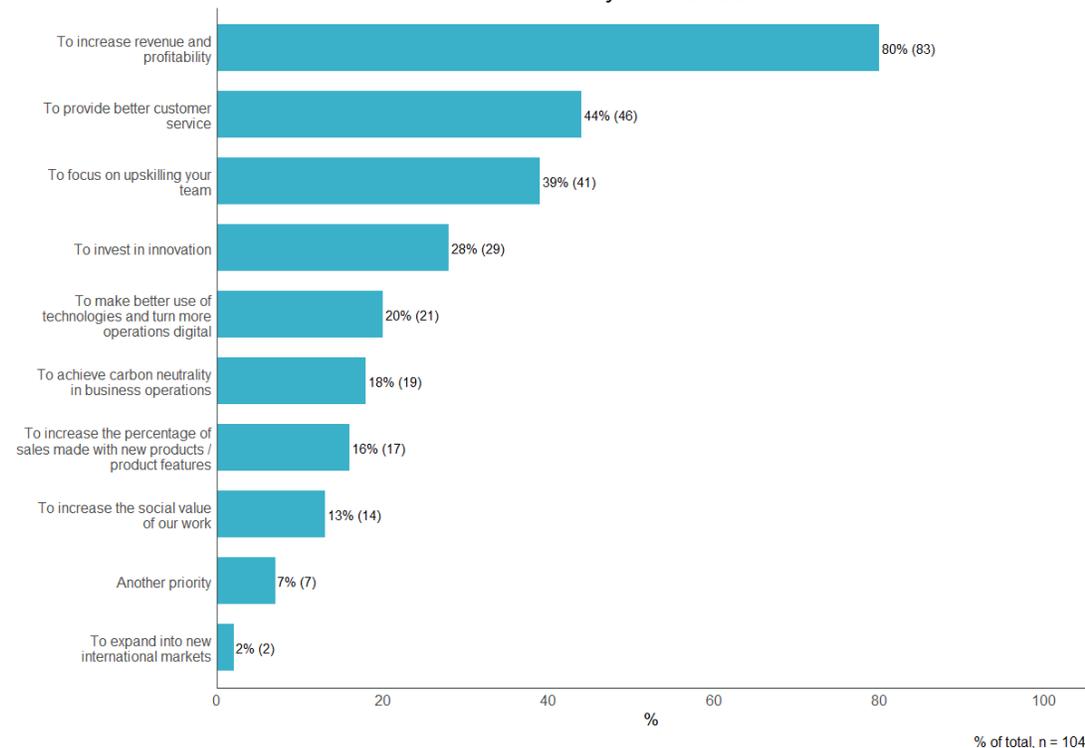
Growth Priorities

The modal answer on future growth aspirations is planning to stay at current size (60%), with a significant percentage planning for some level of growth (35% in total). Increasing revenue and profitability is a priority for 80% of respondents, followed by better customer service, upskilling teams, and investing in innovation.

Q1.13 What are the future growth aspirations for the business?



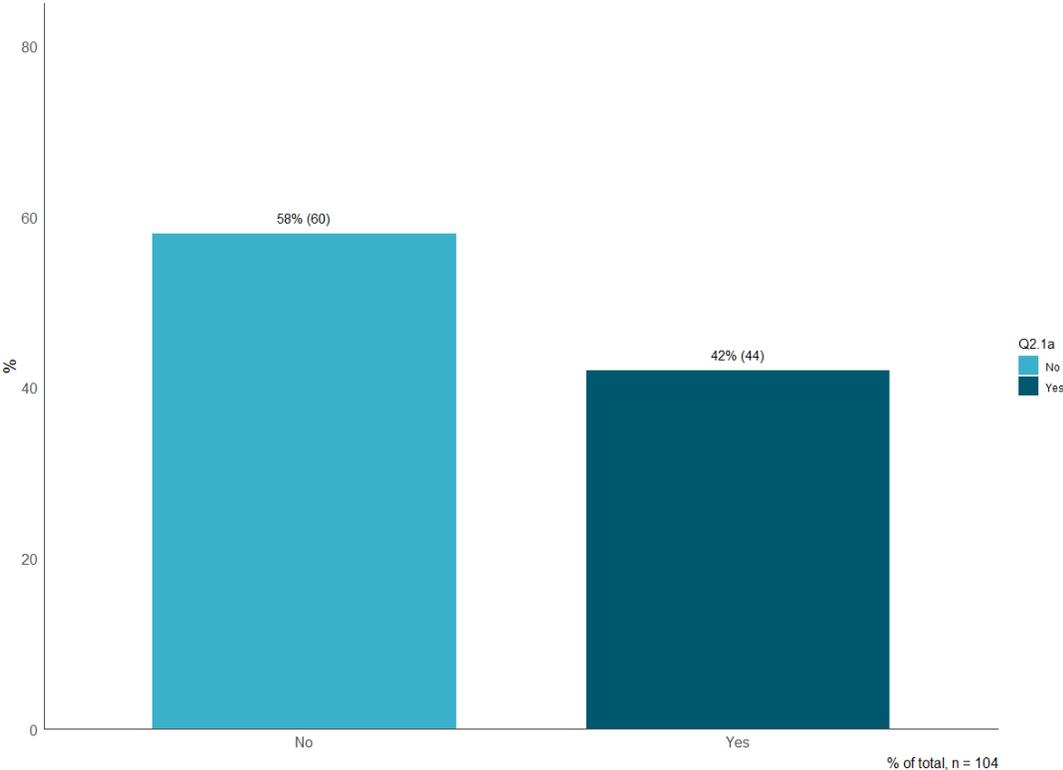
Q1.14 Which of the following are priorities for your business?



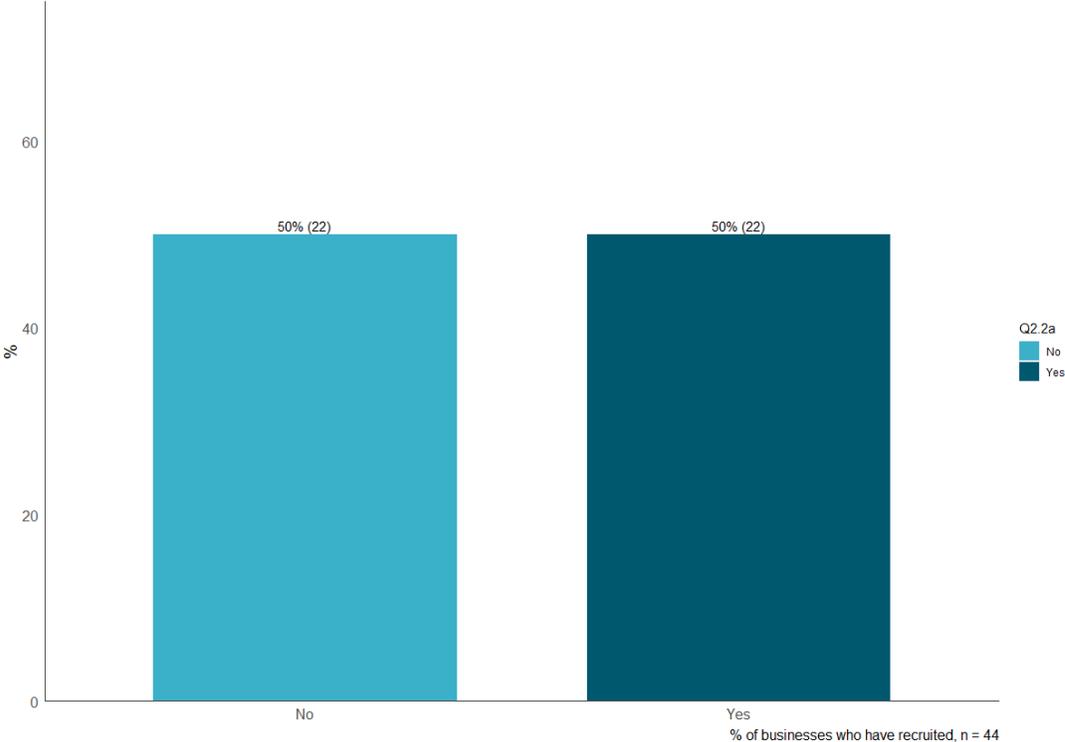
Recruitment

42% of businesses have recruited in the 12 months prior to taking the survey. Of the 44 businesses who had recruited, 50% reported finding it difficult.

Q2.1a: Have you recruited in the last 12 months?

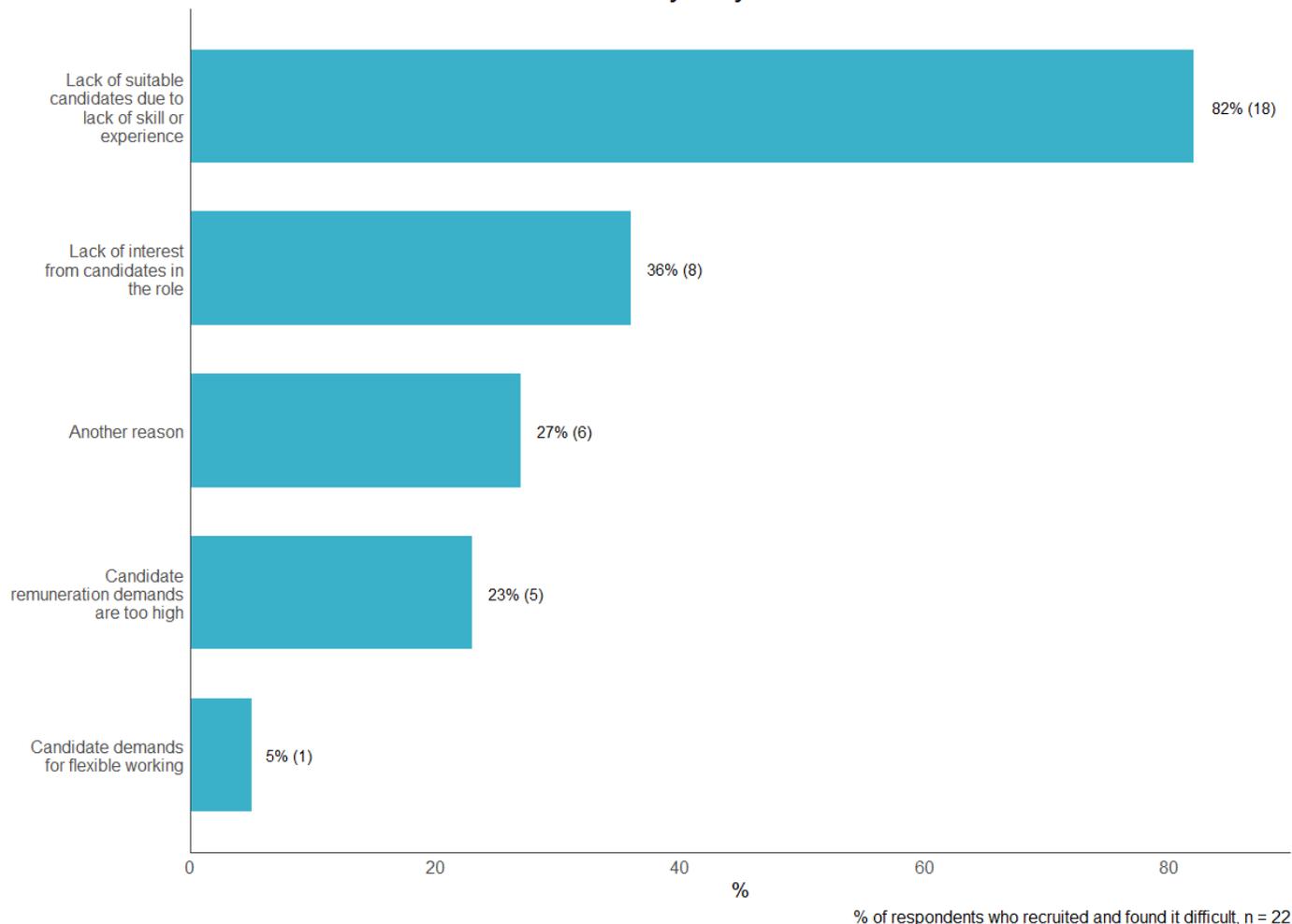


Q2.2a: If you have recruited in the last 12 months did you find it difficult?



Reasons for recruitment challenges

Q2.2b: Why do you think that is?

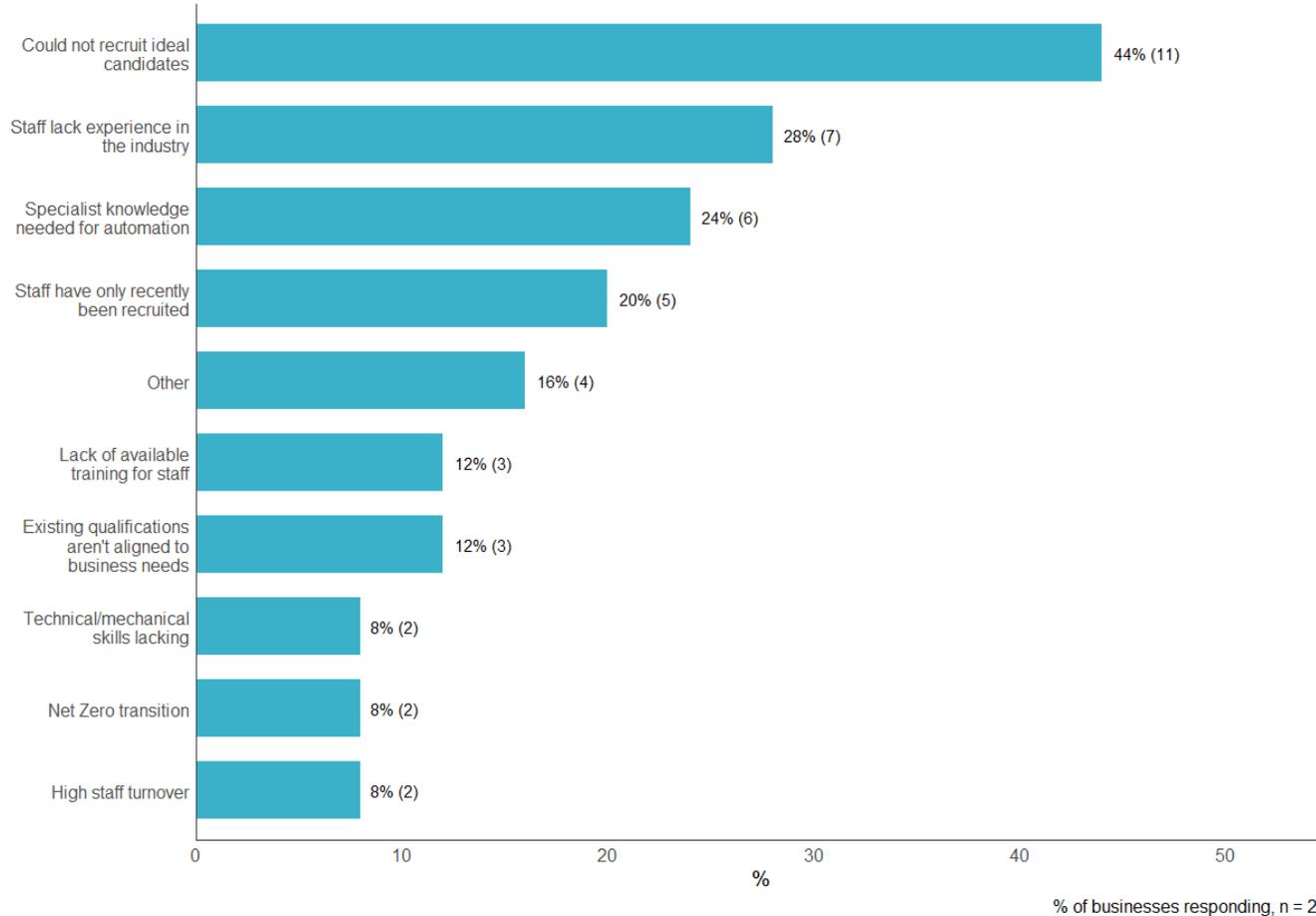


Businesses believe that the main reason for recruitment challenges is a lack of suitable candidates due to a lack of skills/experiences, with 82% of businesses who found it difficult to recruit citing this.

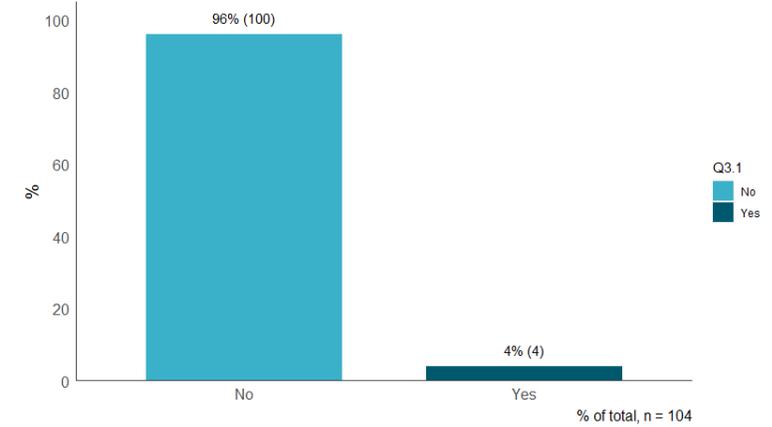
A lack of candidate interest was also cited by over a third of these businesses.

Skills gaps in existing workforce

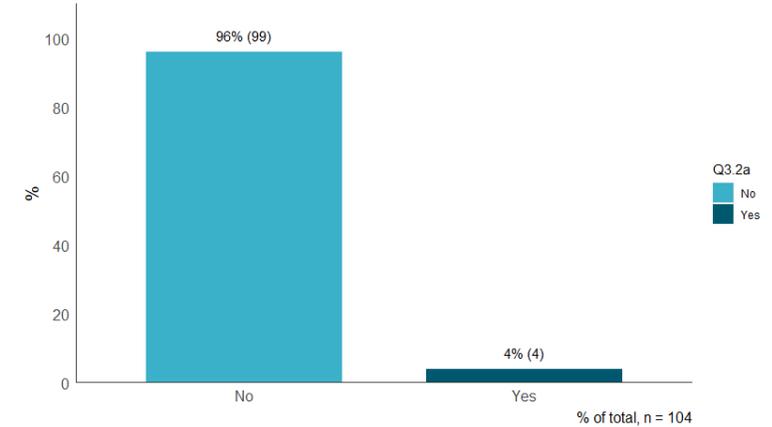
Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?



Q3.1: Are there digital skills gaps in your existing workforce?

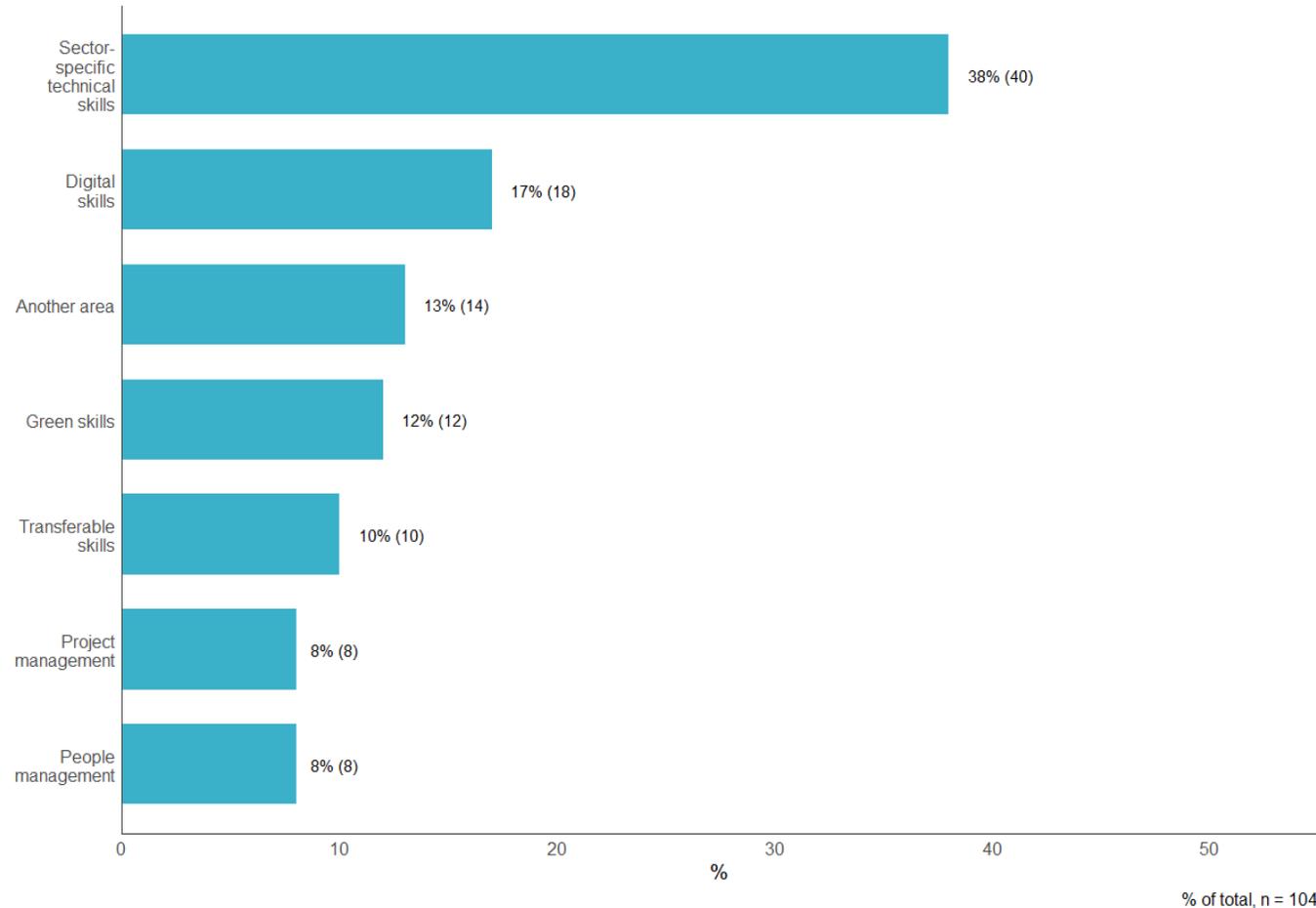


Q3.2: Are there green skills gaps in your existing workforce?



Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



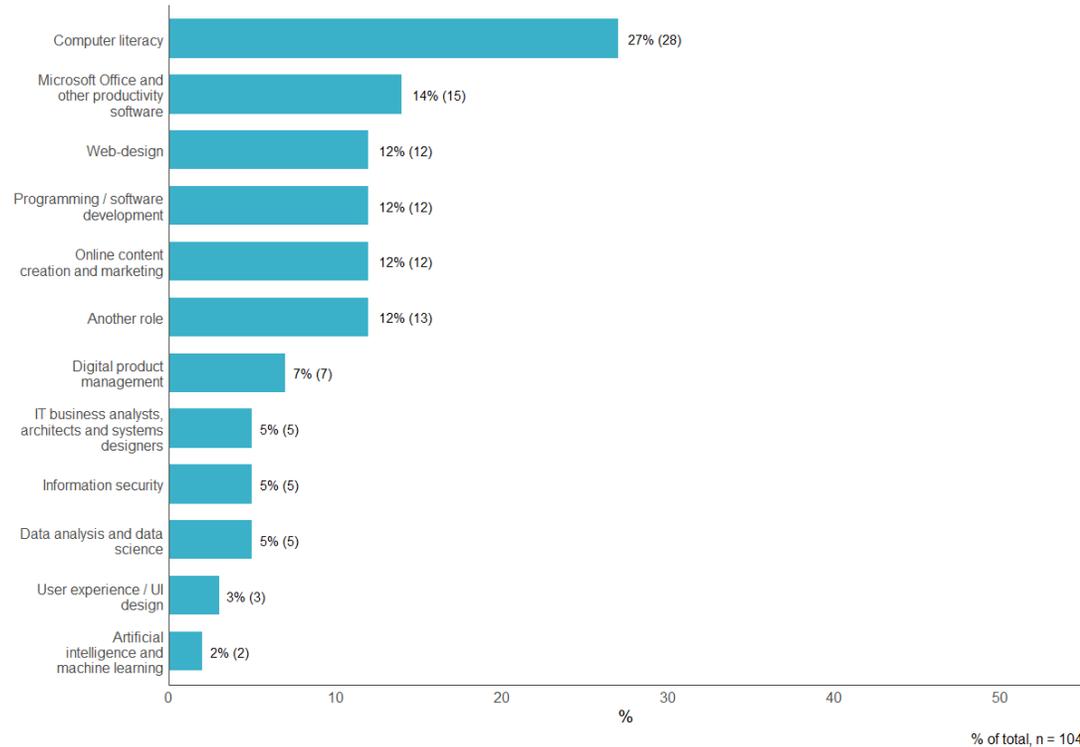
The main skills that business anticipate they will need in the future are sector specific technical skills, which 38% expect will be a key need.

This is followed by digital skills which 17% of businesses said will be key.

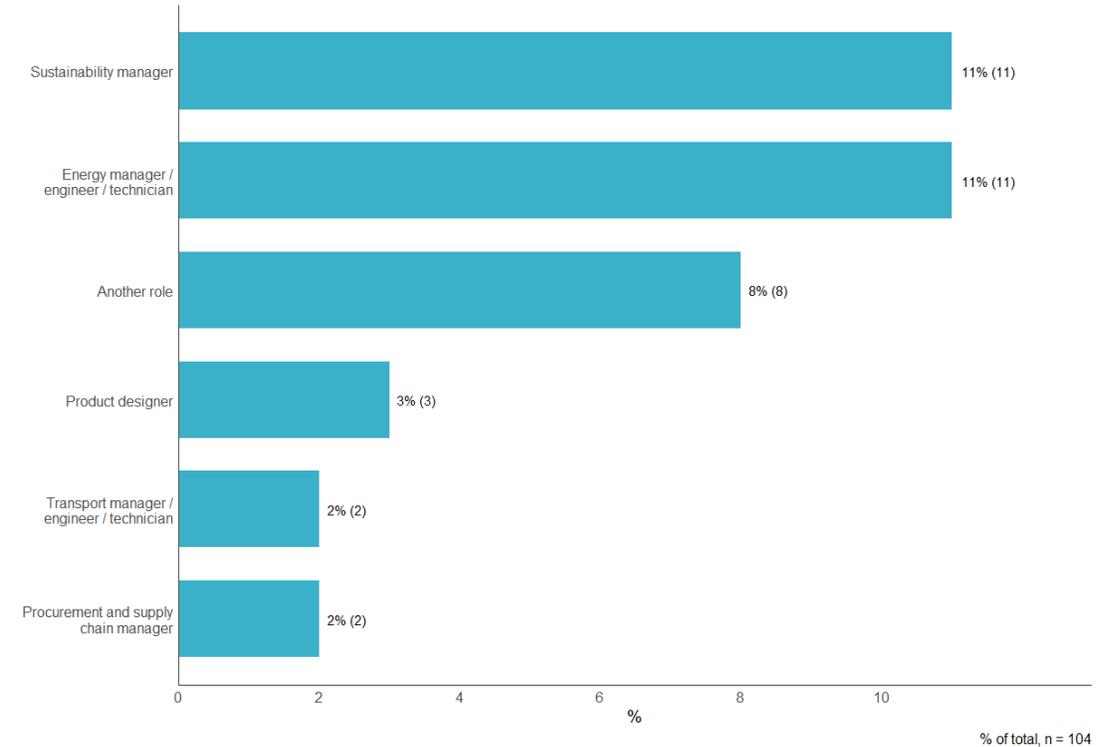
Future skills needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

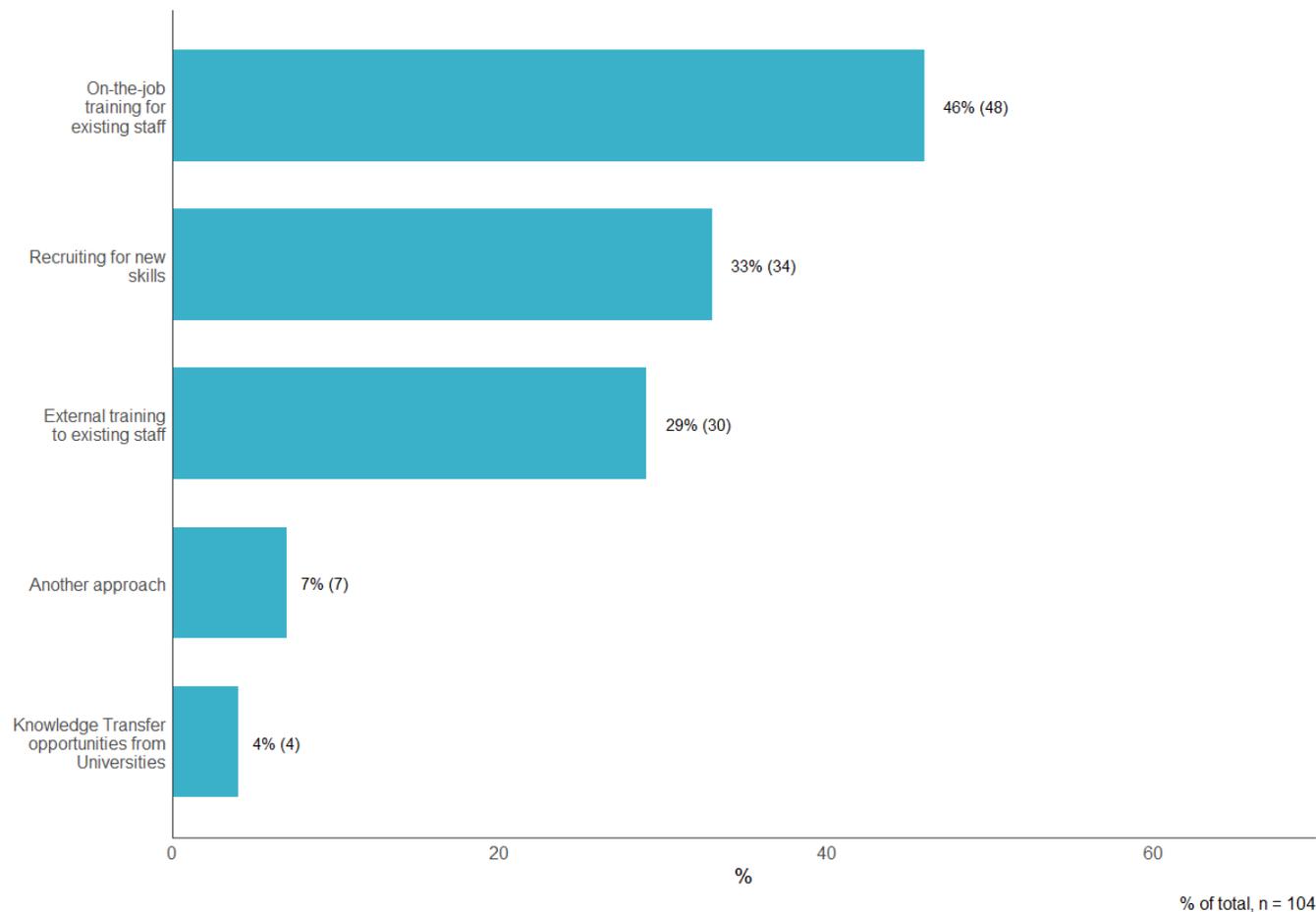


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



Close to half of businesses surveyed expect that their workforces will obtain these skills through on-the-job training.

Recruitment will also play a role, with 33% anticipating that they will recruit for new skills.

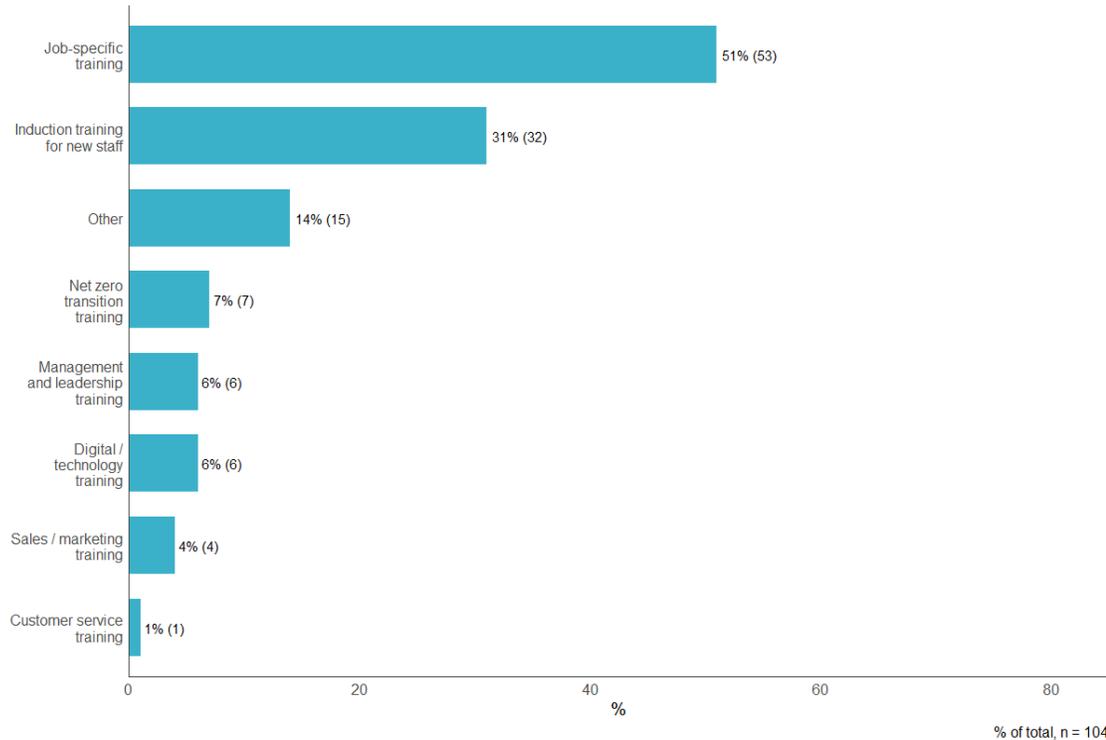
29% plan to have staff receive external training to obtain skills needed.

Training

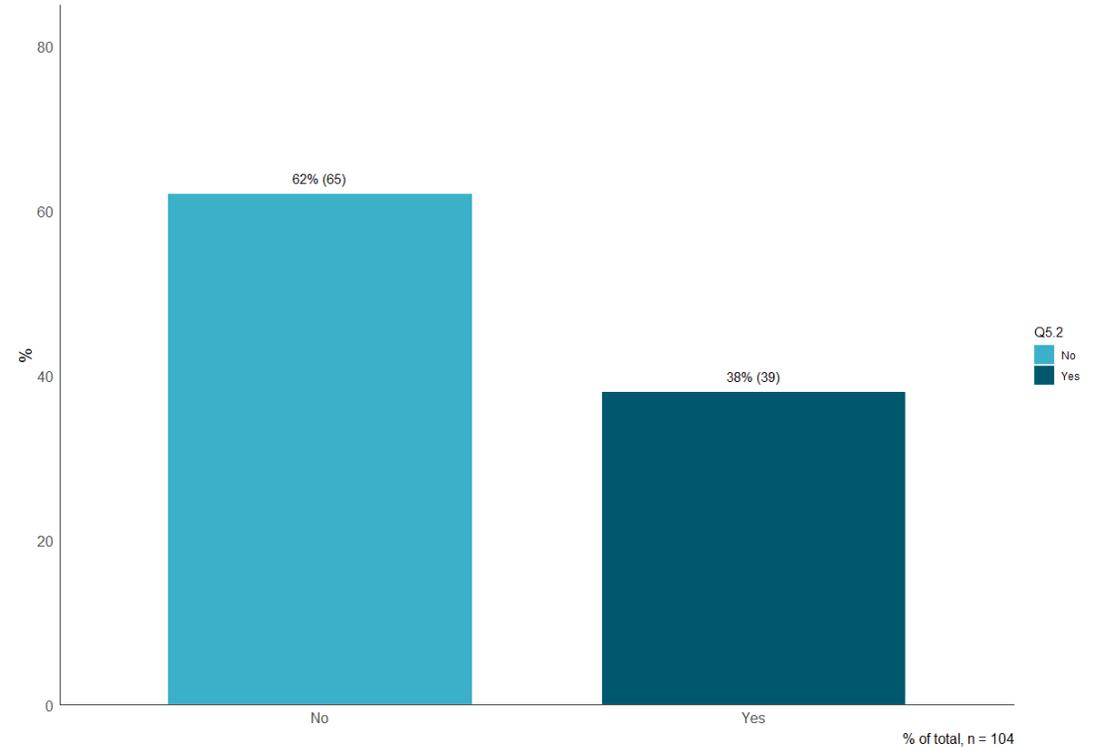
The most common types of training arranged in the year prior to the survey were job-specific training and induction for new staff.

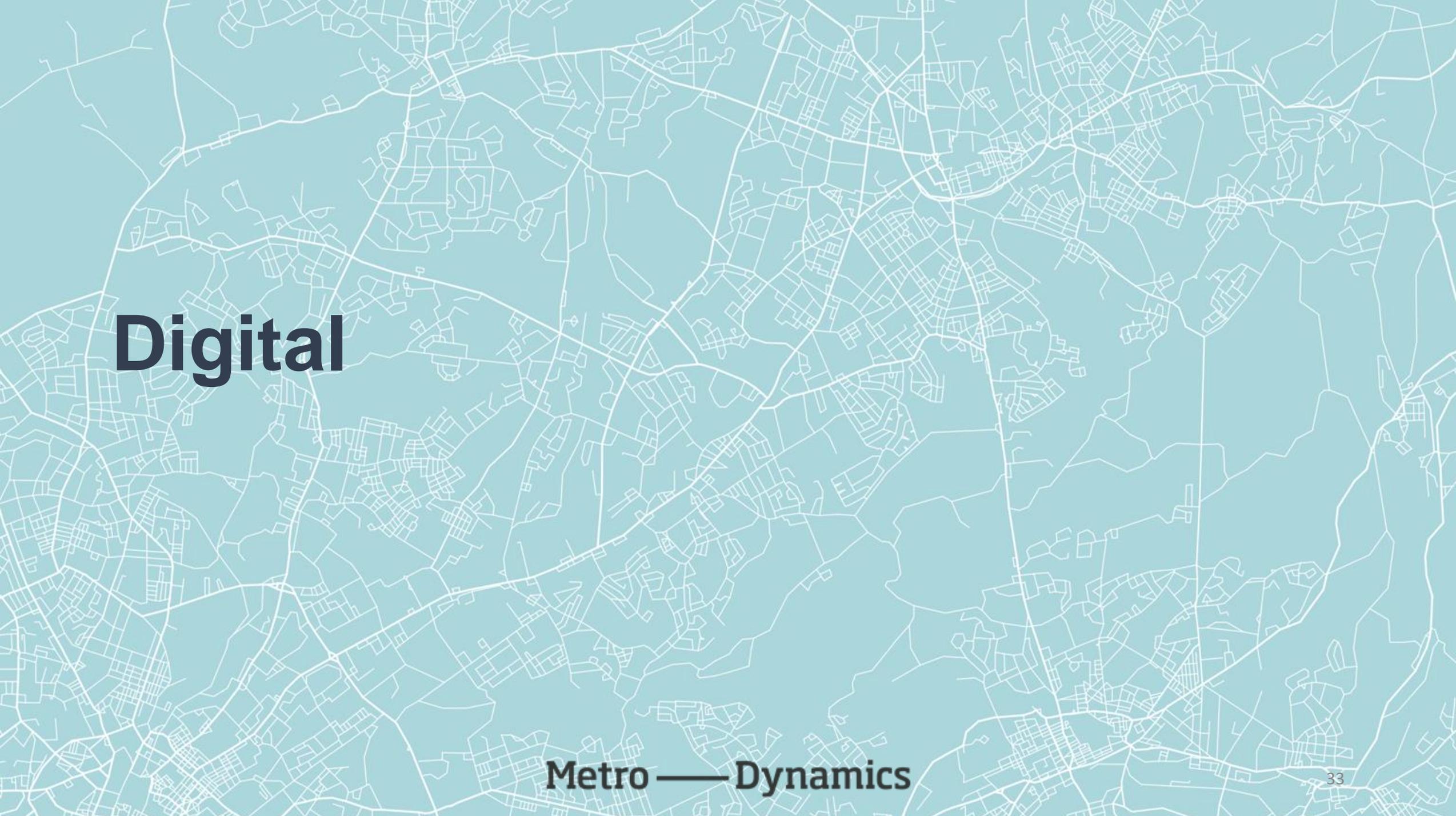
62% of businesses did not have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





Digital

Metro — Dynamics

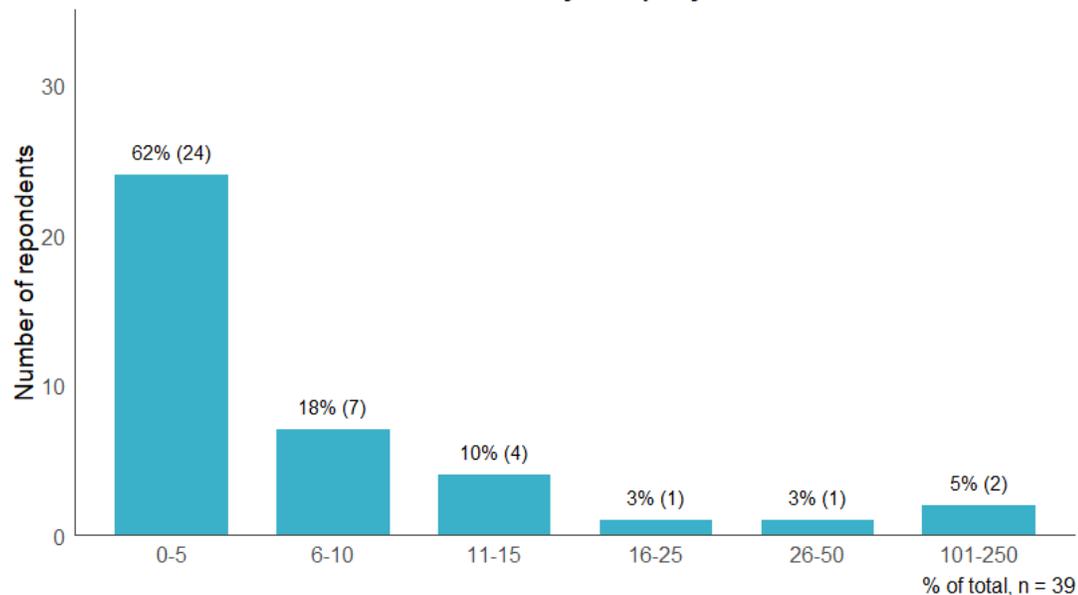
Businesses Surveyed

Business Location	Count
Cannock Chase	3
East Staffordshire	4
Lichfield	2
Newcastle-under-Lyme	2
South Staffordshire	3
Stafford	5
Staffordshire Moorlands	2
Stoke-on-Trent	11
Somewhere else	7

Note: businesses based 'somewhere else' work across boundaries.

The Digital businesses surveyed are spread across the LEP area. Around 80% of respondents were micro businesses (0-9 employees) compared with 88.9% in the business base. 96% of respondents had fewer than 50 employees, with two businesses with between 101 and 250 employees completing the sample.

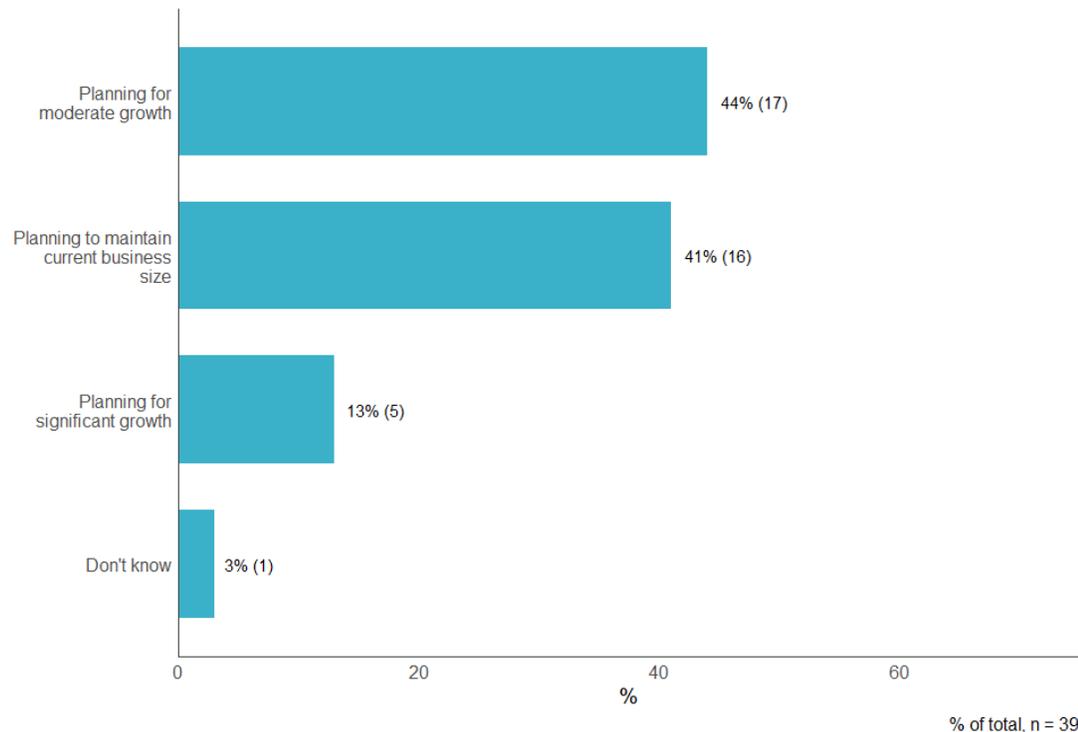
Firm size by employees



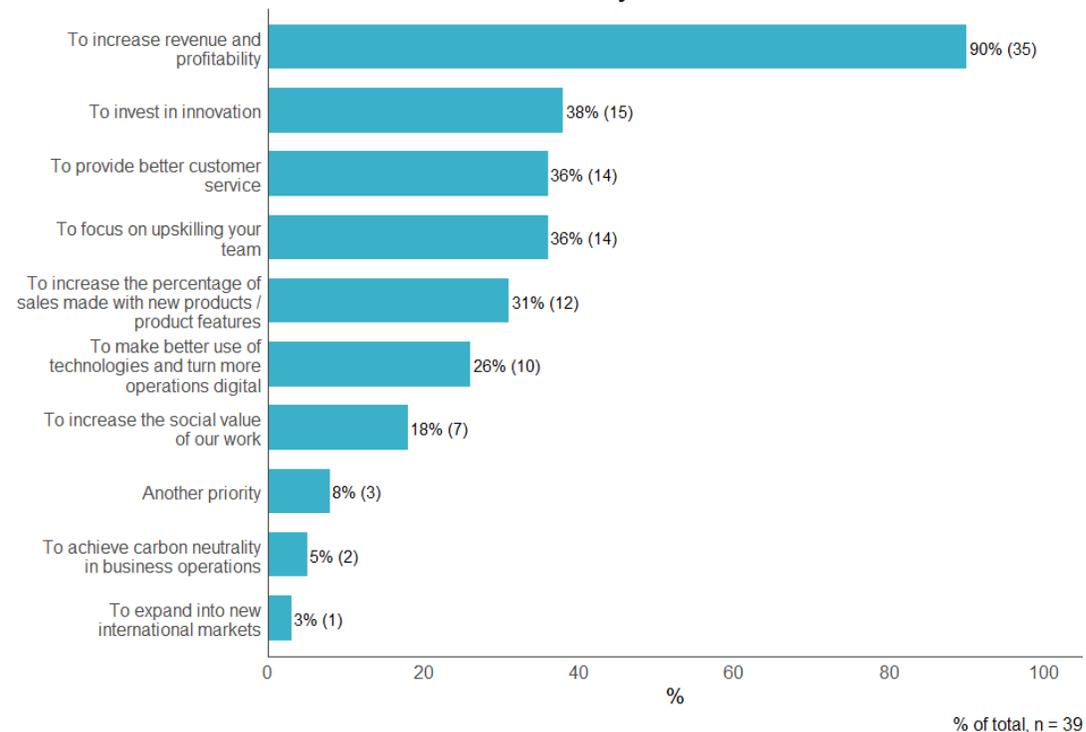
Growth Priorities

The modal answer on future growth aspirations is planning for moderate growth, with a further 13% planning for significant growth. Increasing revenue and profitability is a priority for 90% of respondents, followed by investing in innovation, better customer service and upskilling teams.

Q1.13 What are the future growth aspirations for the business?

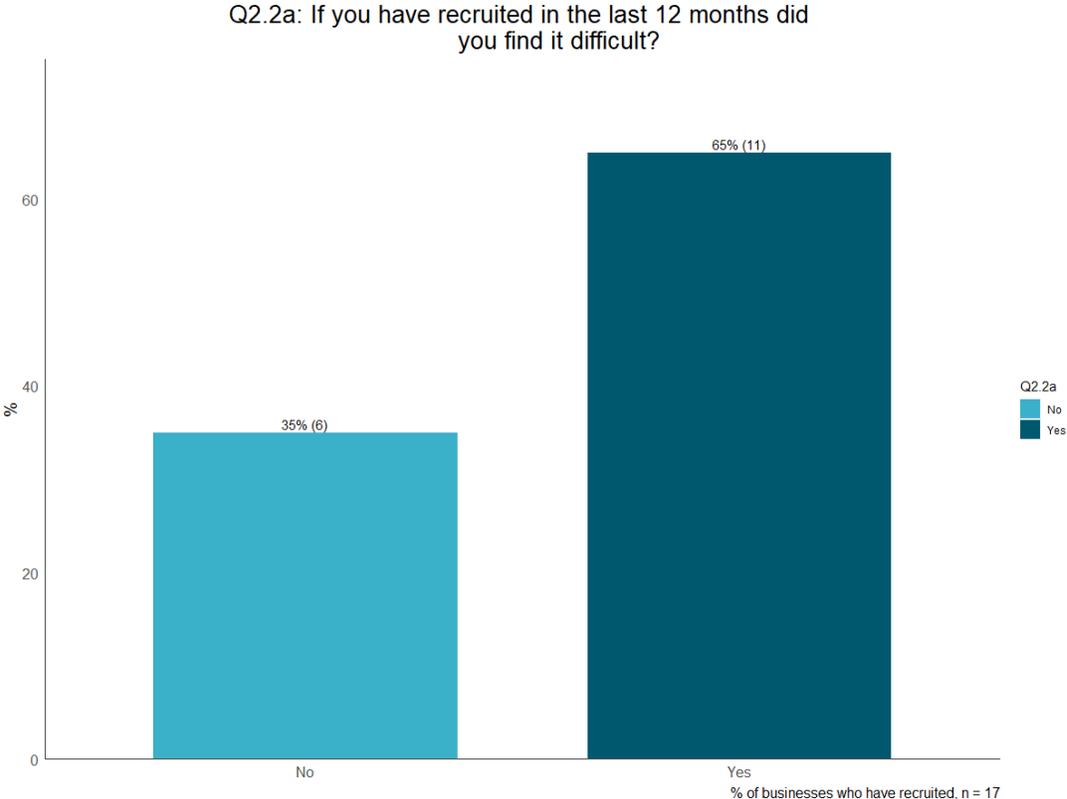
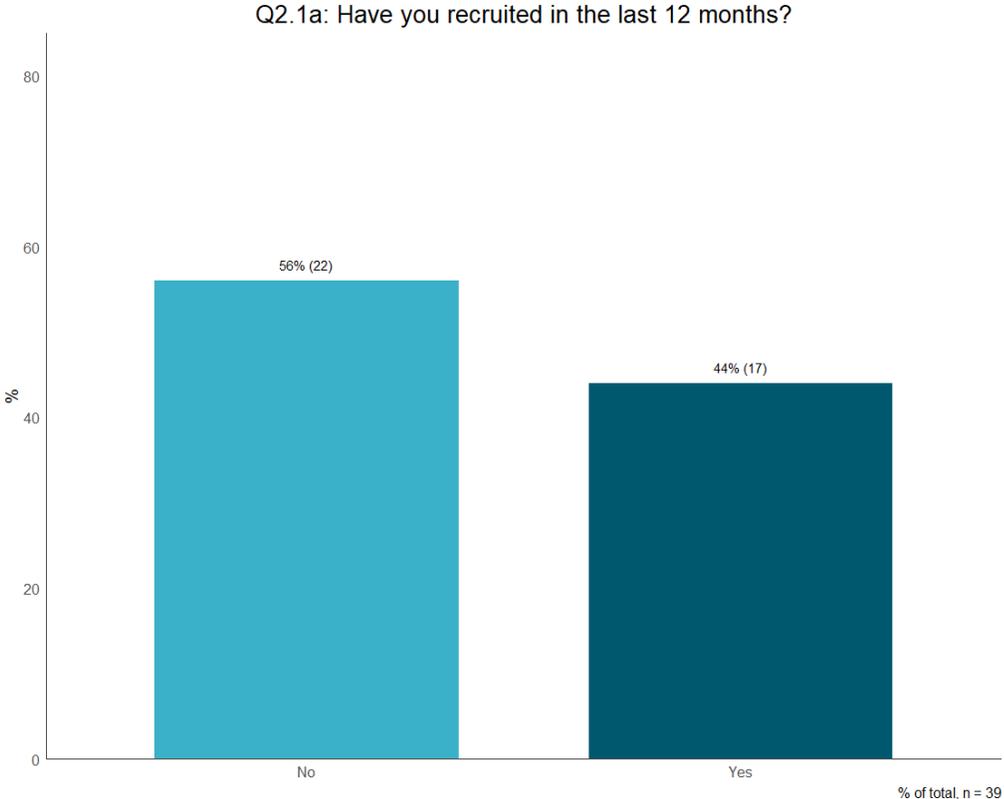


Q1.14 Which of the following are priorities for your business?



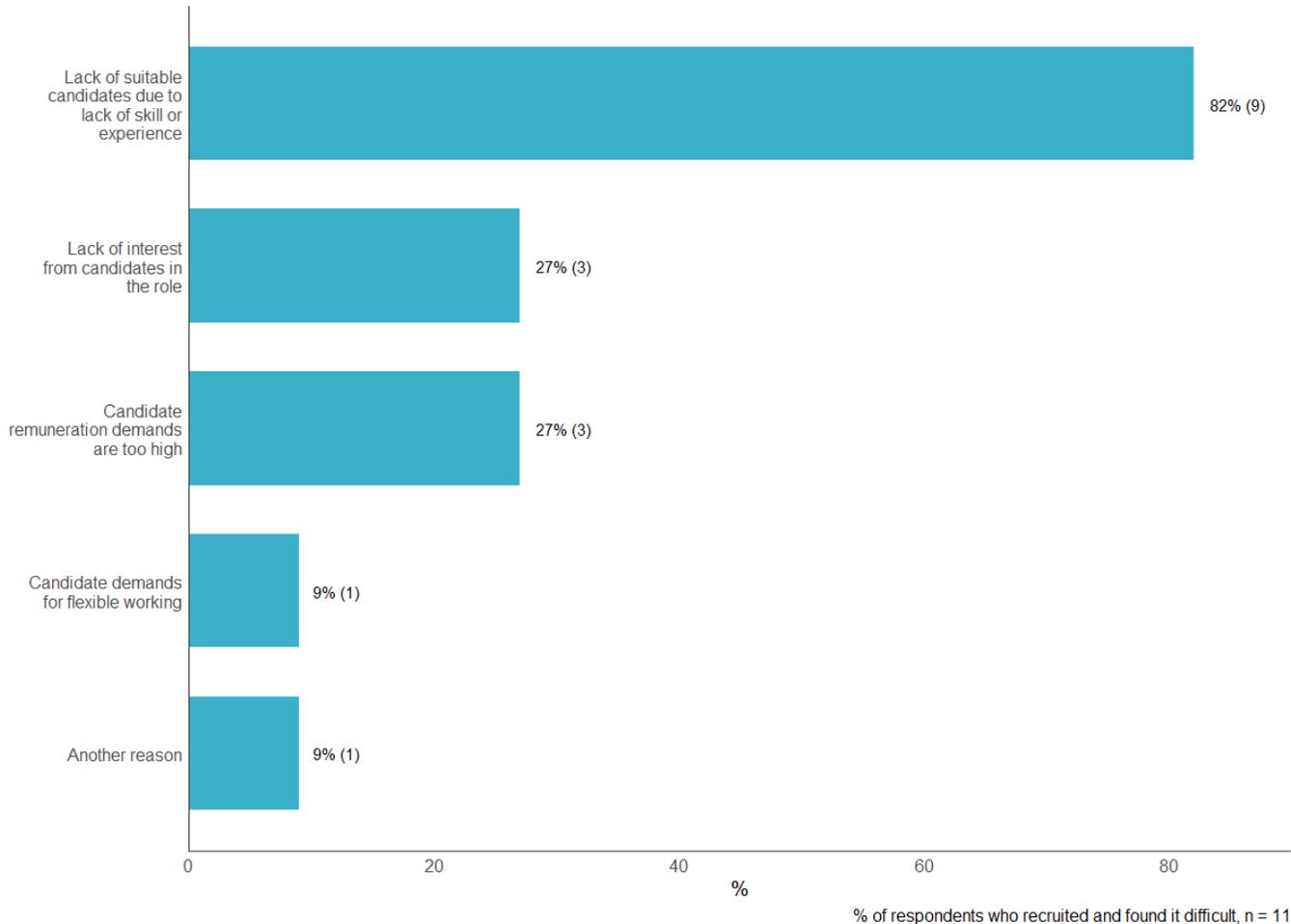
Recruitment

44% of businesses have recruited in the 12 months prior to taking the survey. Of the 17 businesses who had recruited, 65% reported finding it difficult.



Reasons for recruitment challenges

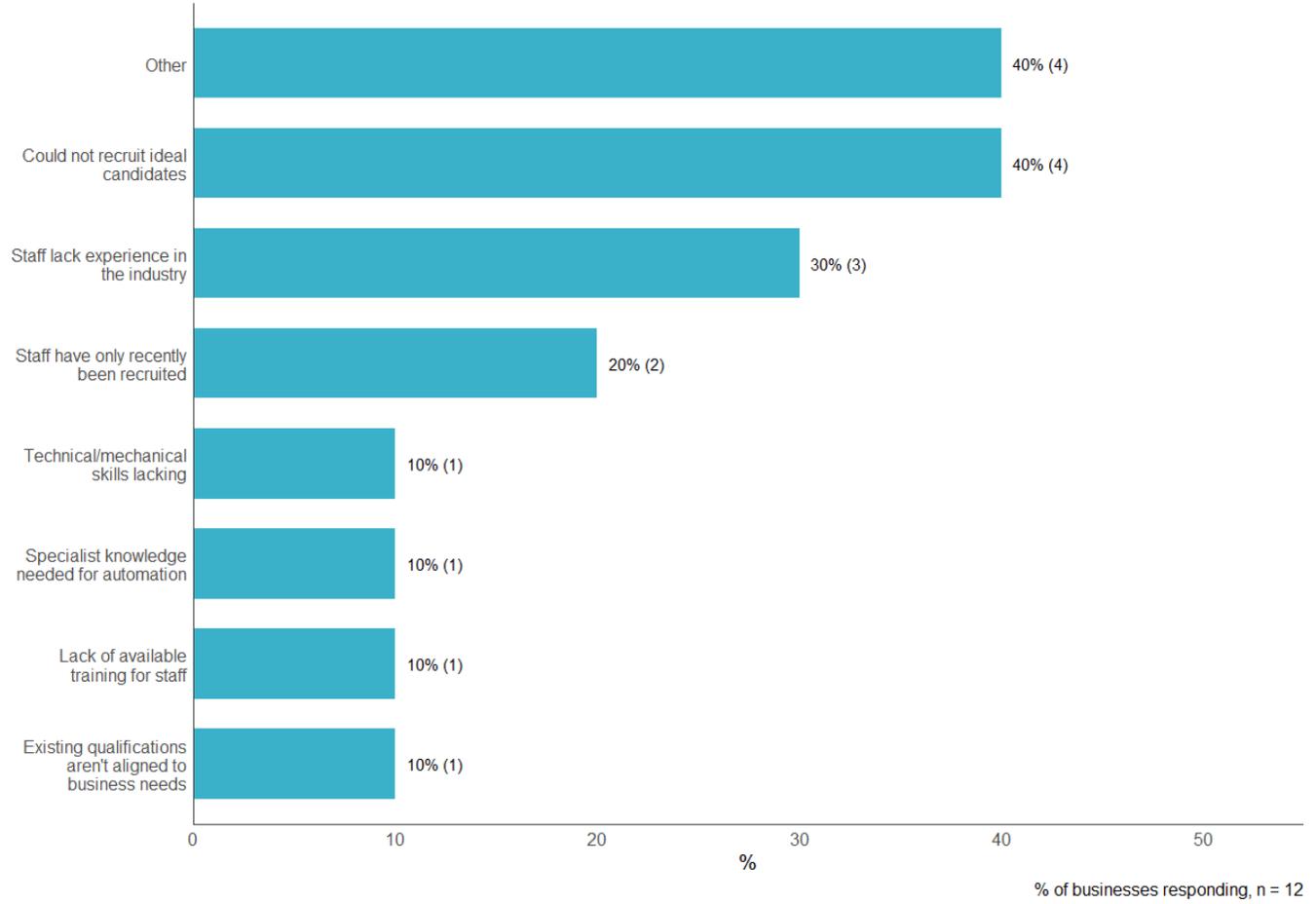
Q2.2b: Why do you think that is?



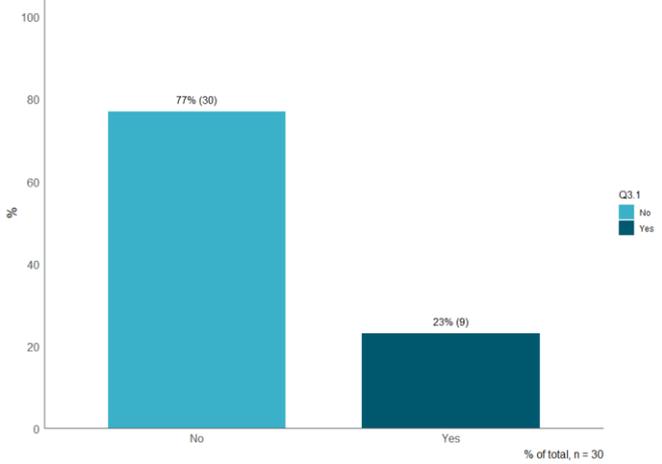
Businesses believe that the main reason for recruitment challenges is a lack of suitable candidates due to a lack of skills/experiences, with 82% of businesses who found it difficult to recruit citing this reason.

Skills gaps in existing workforce

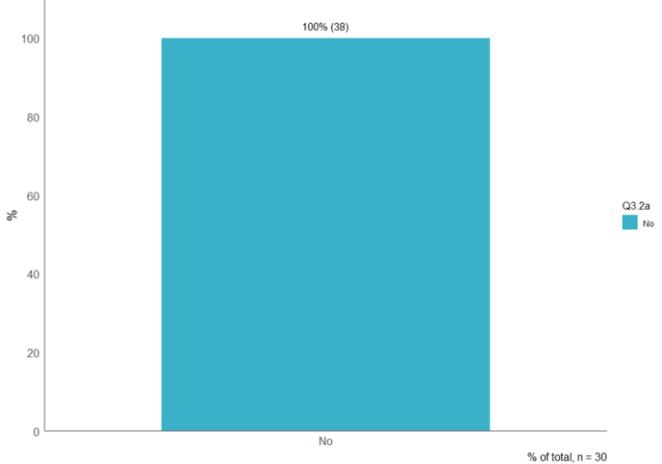
Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?



Q3.1: Are there digital skills gaps in your existing workforce?

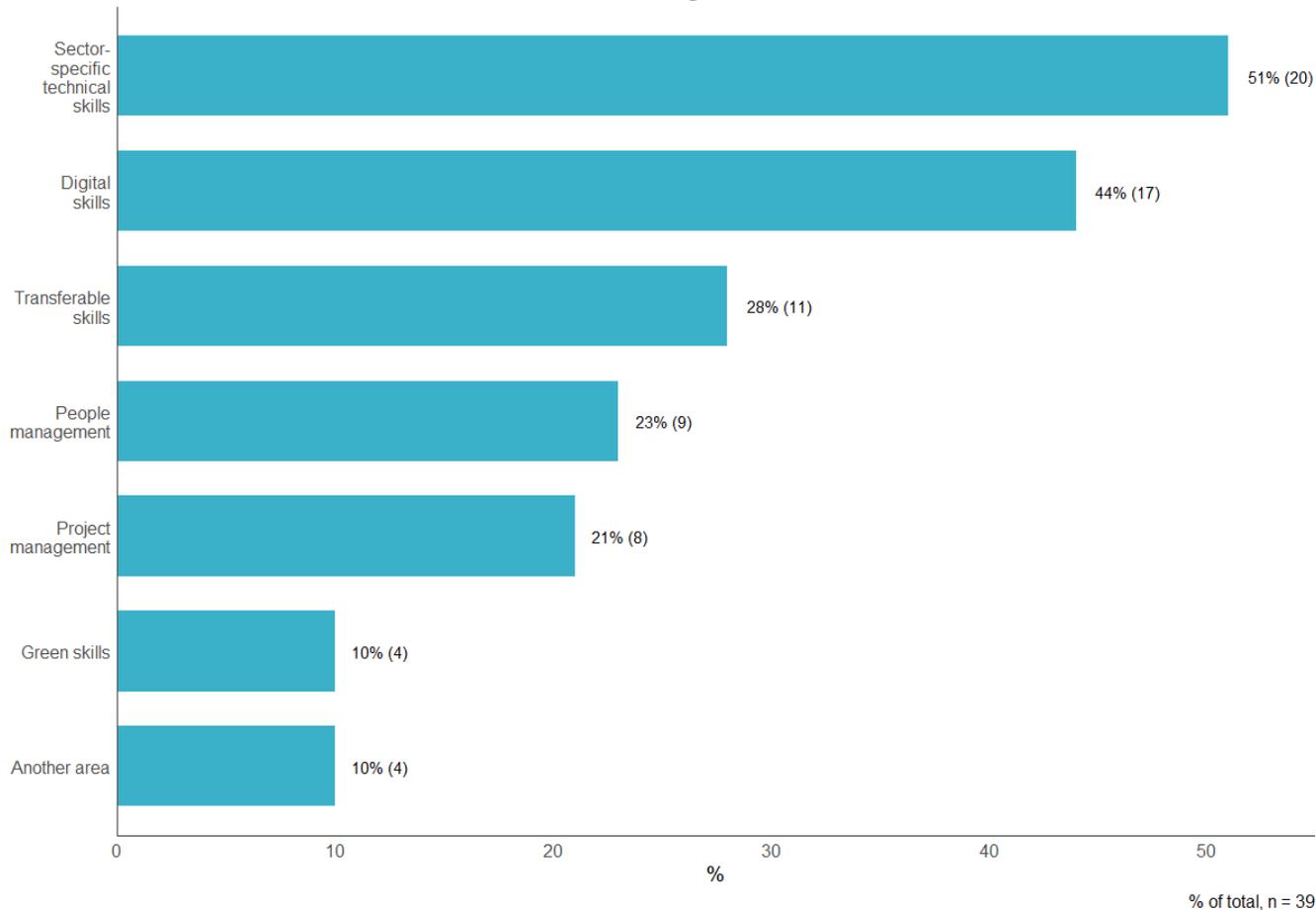


Q3.2: Are there green skills gaps in your existing workforce?



Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



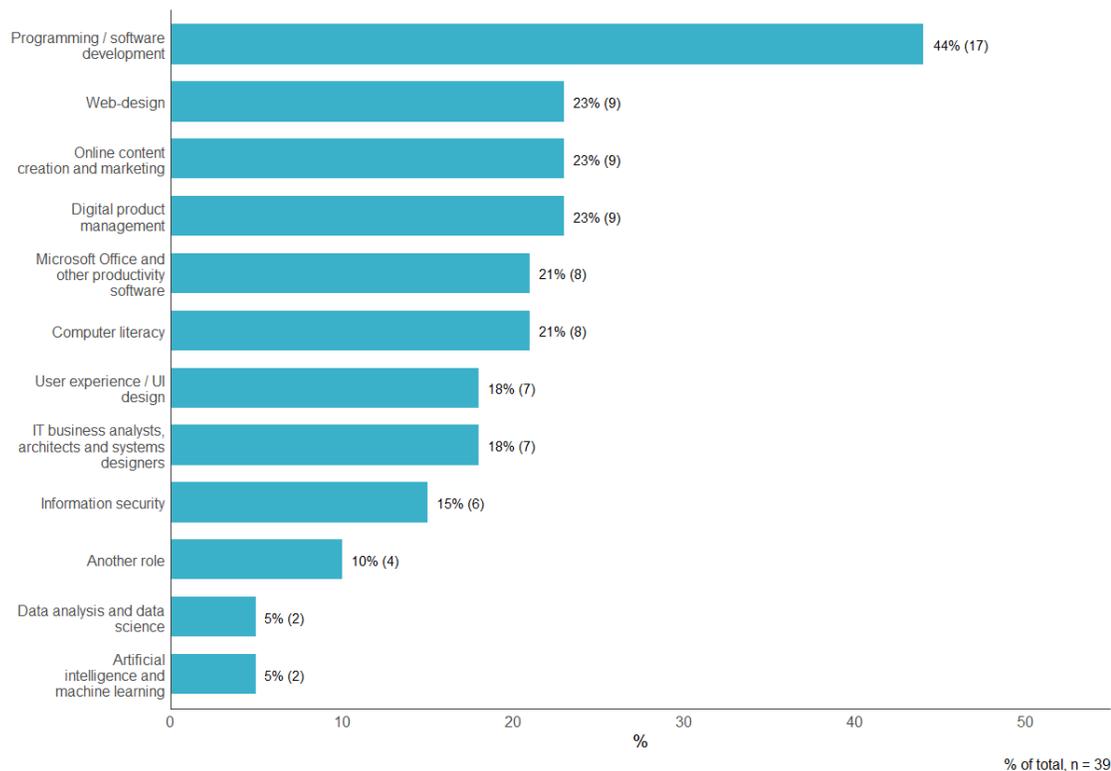
The main skills that business anticipate they will need in the future are sector specific technical skills, which 51% expect will be a key need.

This is followed by digital skills, which 44% of businesses said will be key and transferable skills (such as communications and customer service), which were cited by 28% of businesses.

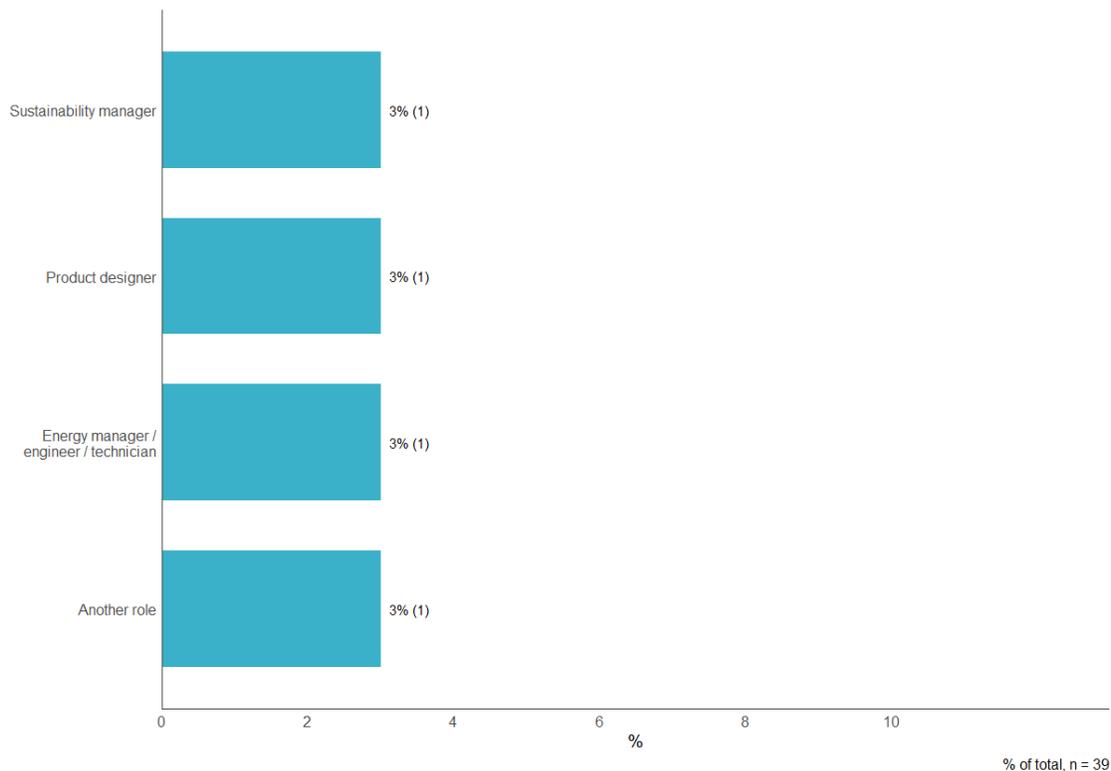
Future skills needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

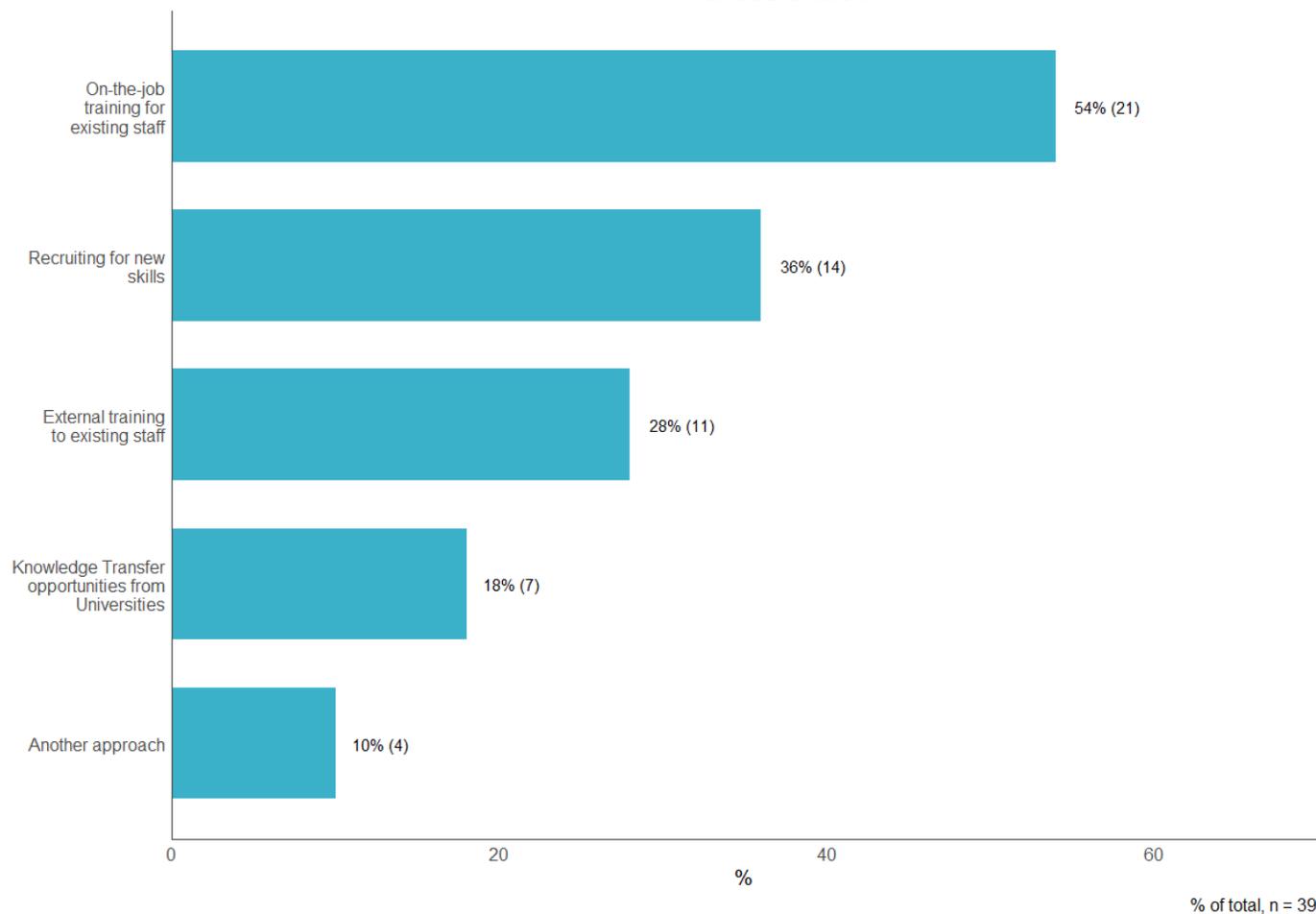


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



Over half of businesses surveyed expect that their workforces will obtain these skills through on-the-job training.

Recruitment will also play a role, with 36% anticipating that they will recruit for new skills.

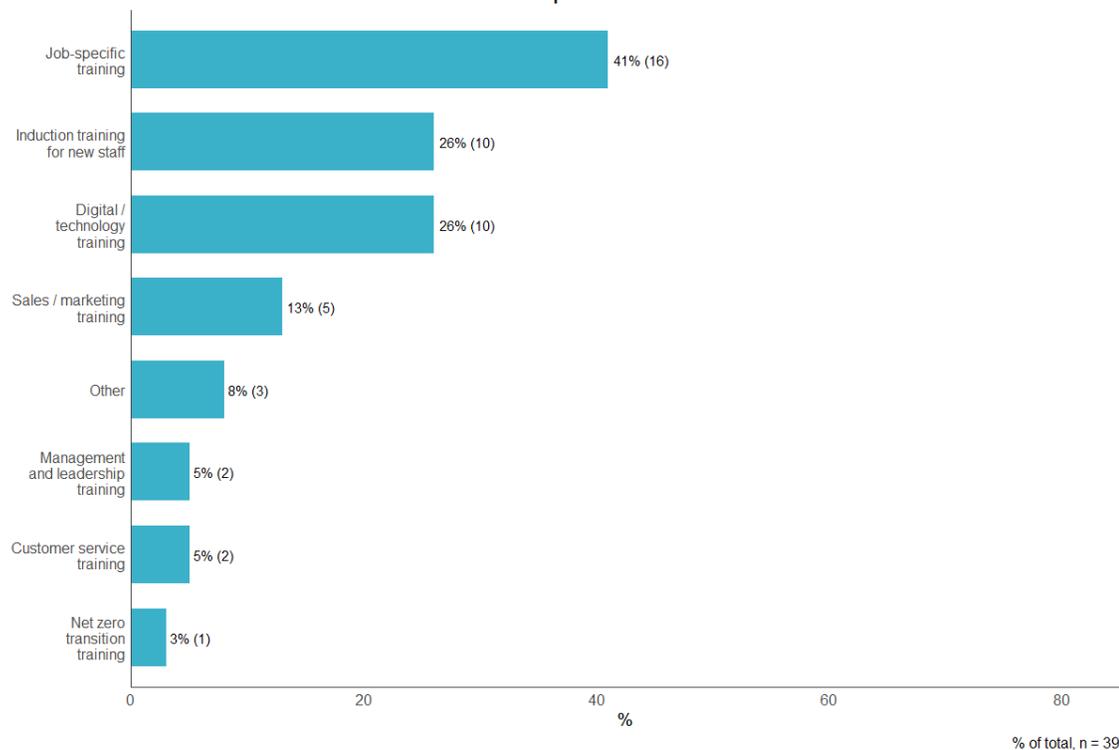
28% plan to have staff receive external training to obtain skills needed.

Training

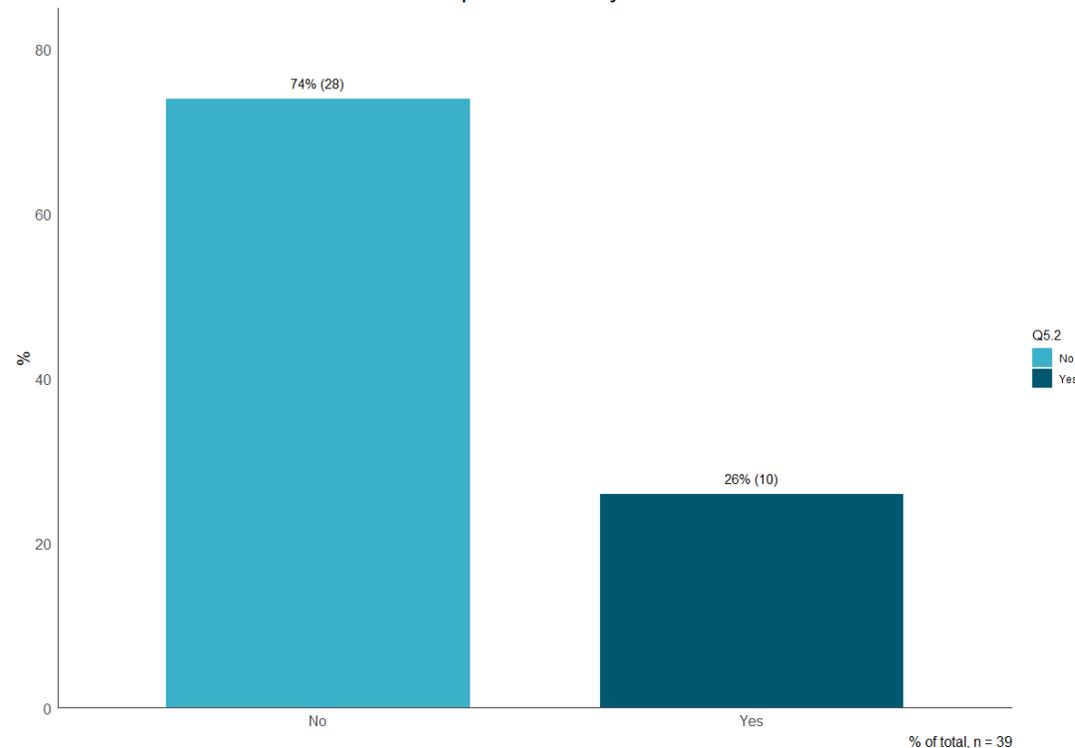
The most common types of training arranged in the year prior to the survey were job-specific training and induction for new staff.

74% of businesses did not have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





Logistics

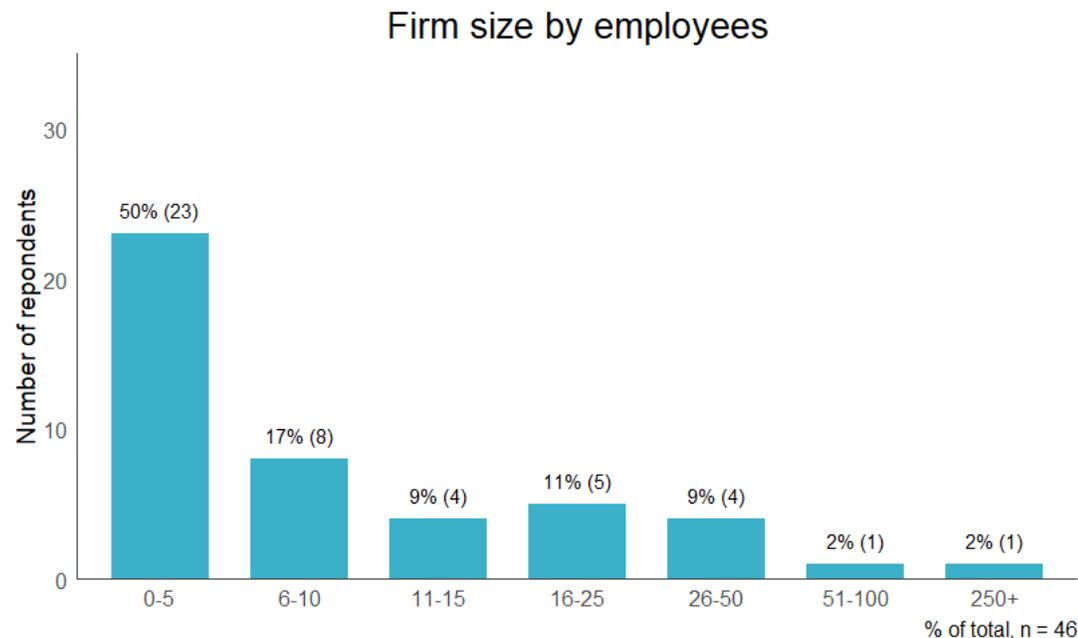
Metro — Dynamics

Businesses Surveyed

Business Location	Count
Cannock Chase	5
East Staffordshire	6
Newcastle-under-Lyme	2
South Staffordshire	1
Stafford	7
Stoke-on-Trent	14
Tamworth	7
Somewhere else	4

Note: businesses based 'somewhere else' work across boundaries.

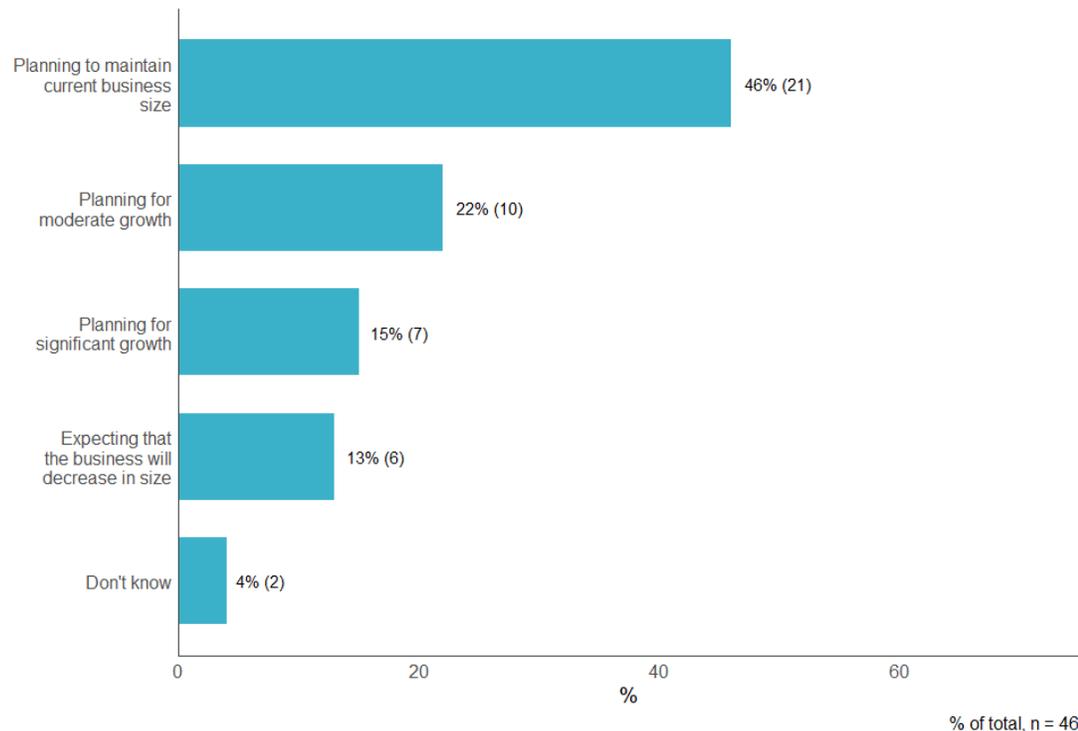
The Logistics businesses surveyed are spread across the LEP area. Around 67% of respondents were micro businesses (0-9 employees) compared with 88.9% in the business base. 96% of respondents had fewer than 50 employees, with two larger businesses completing the sample.



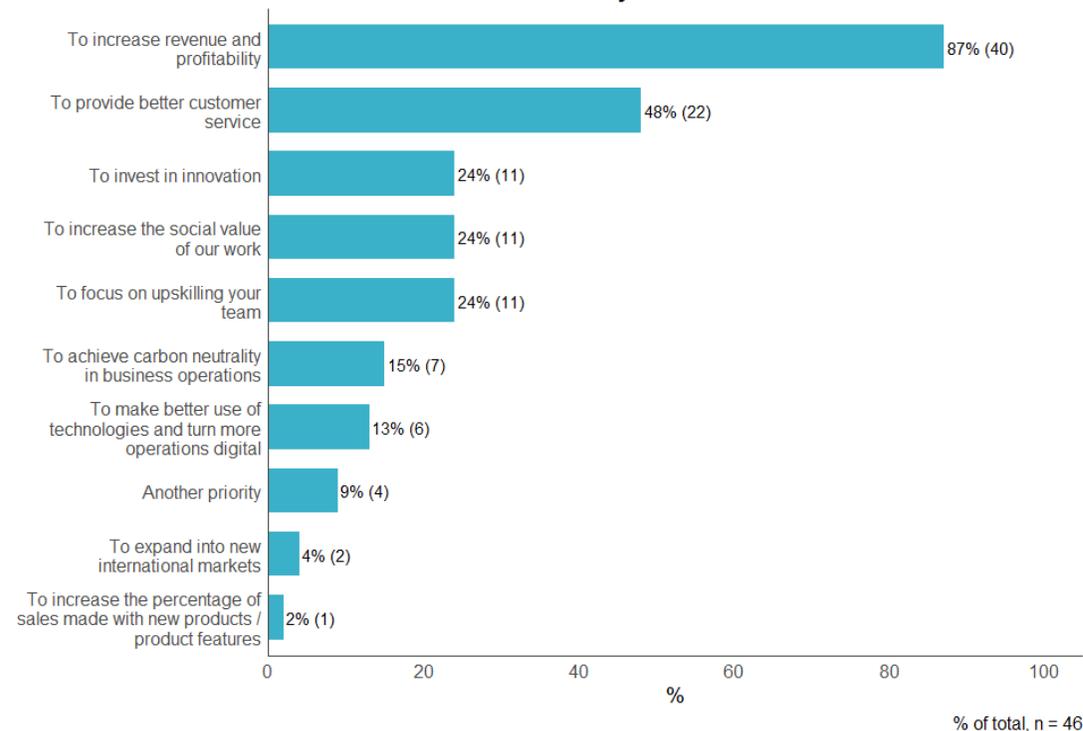
Growth Priorities

The modal answer on future growth aspirations is planning to stay at current size (46%), with a significant percentage planning for some level of growth (37% in total). Increasing revenue and profitability is a priority for 87% of respondents, followed by better customer service, investing in innovation and increasing the social value of their work.

Q1.13 What are the future growth aspirations for the business?

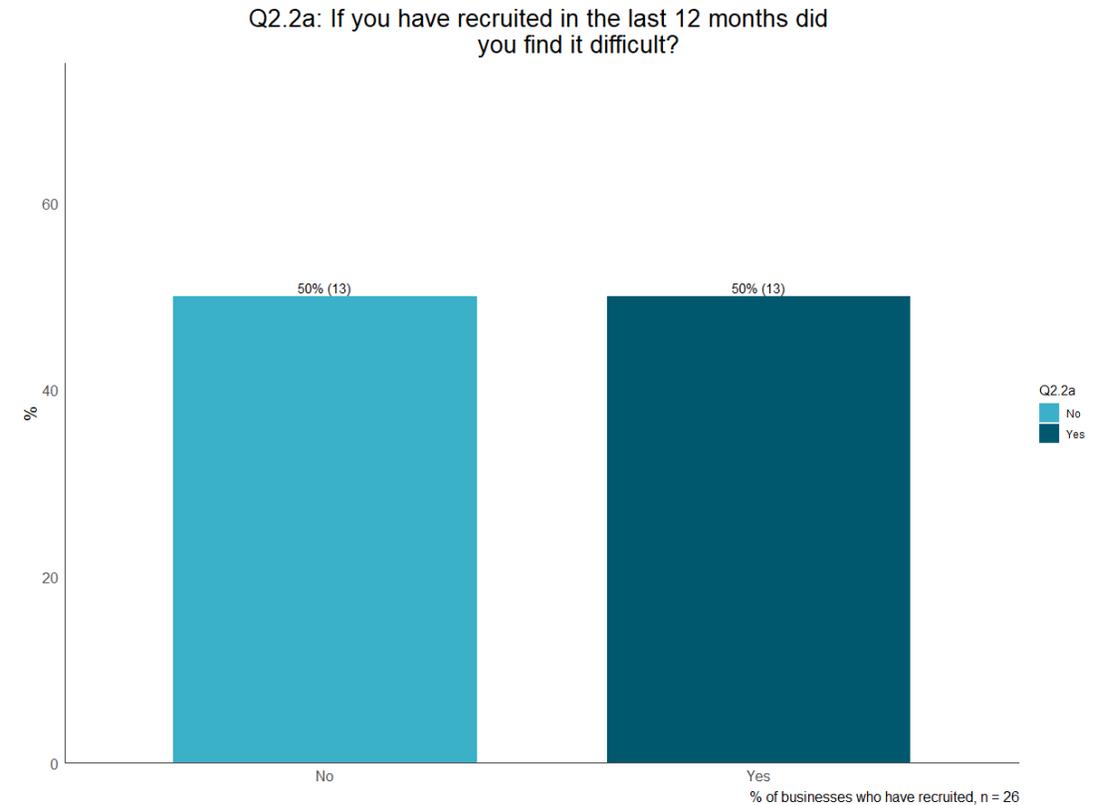
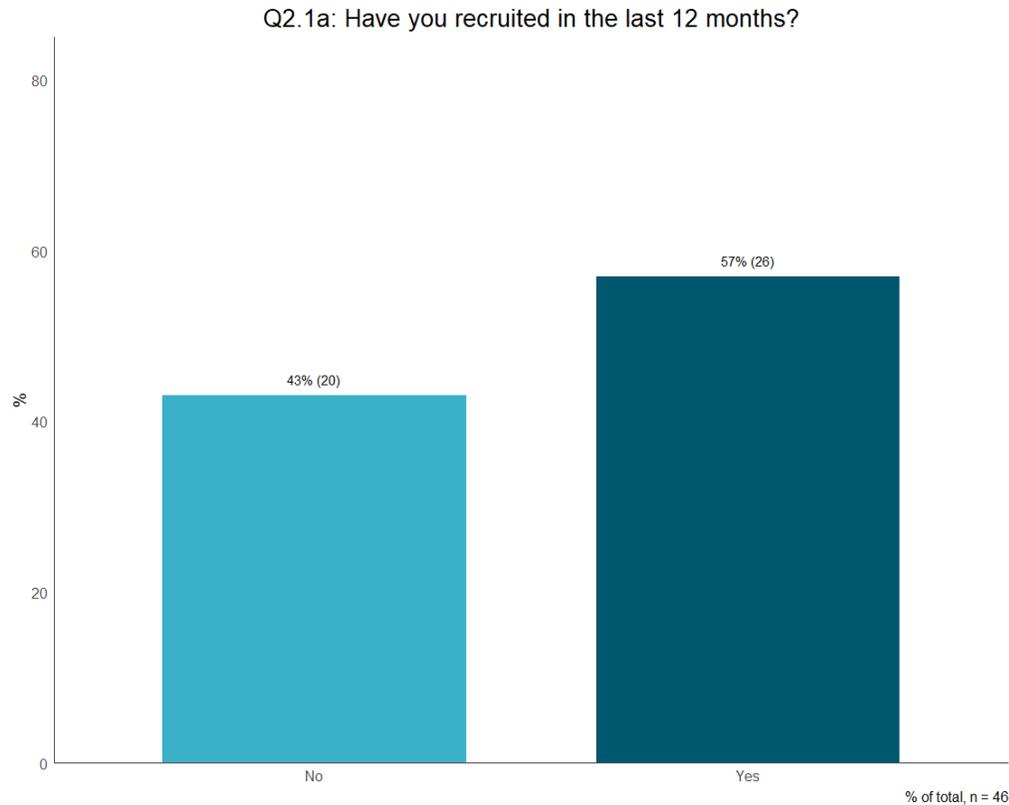


Q1.14 Which of the following are priorities for your business?



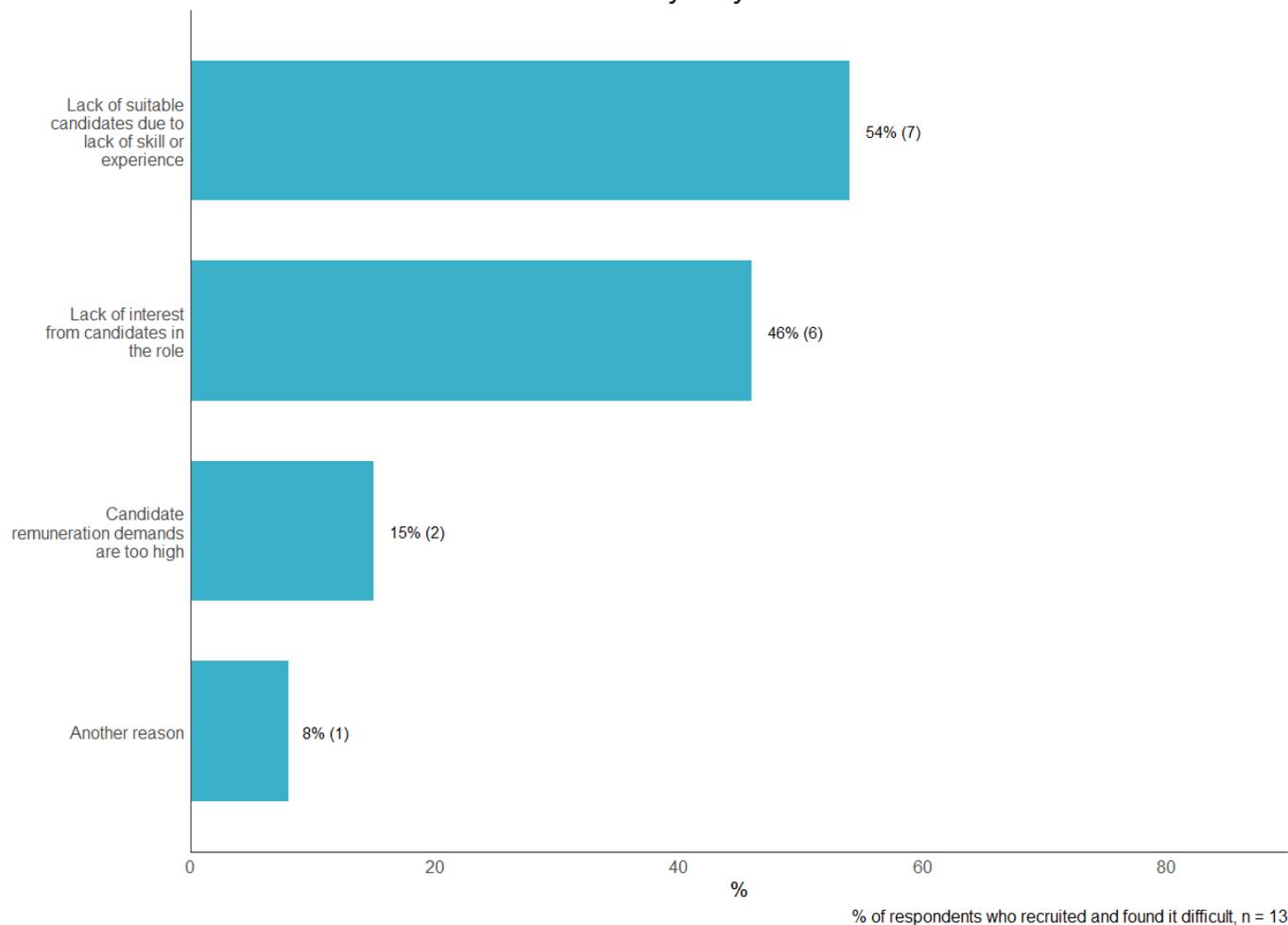
Recruitment

57% of businesses have recruited in the 12 months prior to taking the survey. Of the 26 businesses who had recruited, 50% reported finding it difficult.



Reasons for recruitment challenges

Q2.2b: Why do you think that is?

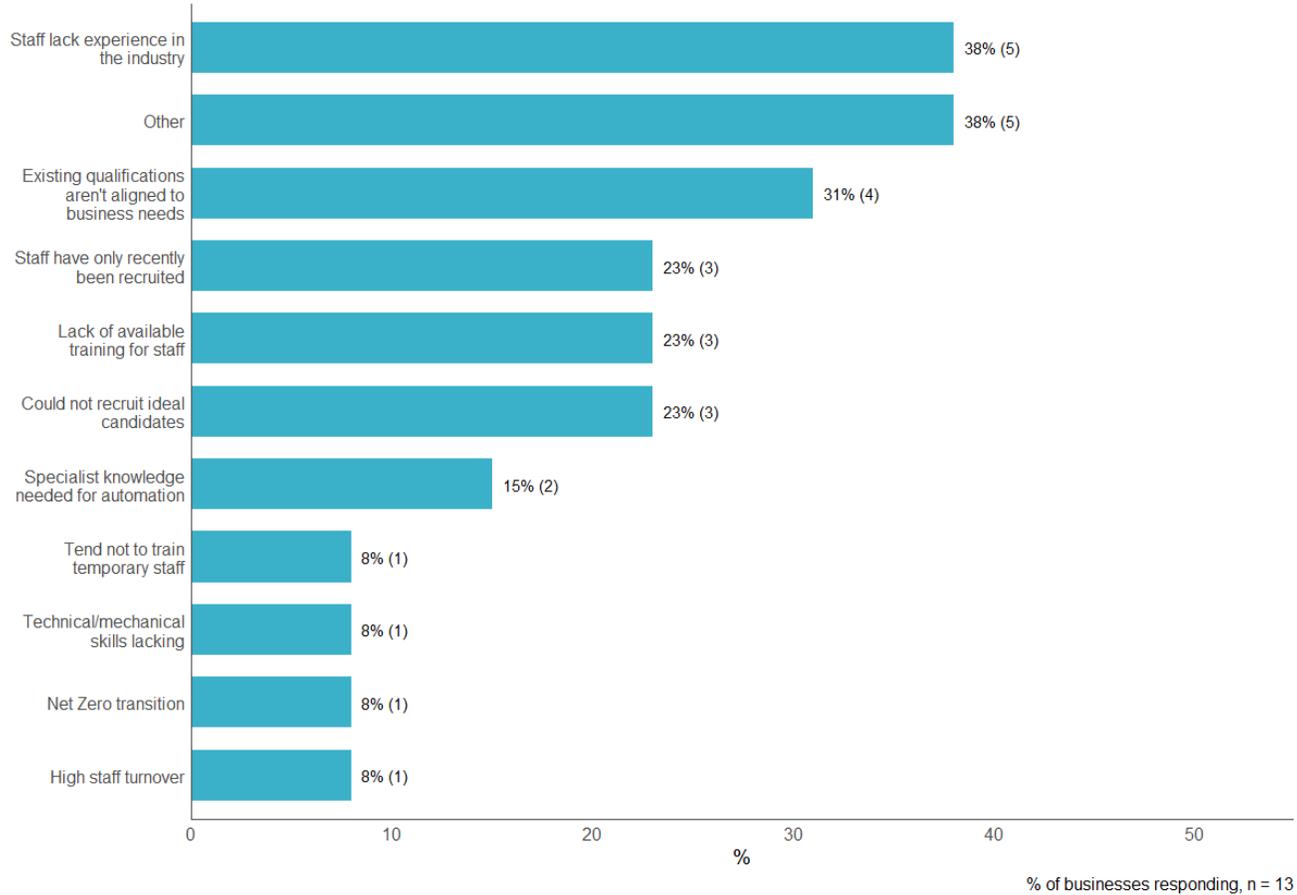


Businesses believe that the main reason for recruitment challenges is a lack of suitable candidates due to a lack of skills/experiences, with 54% of businesses who found it difficult to recruit citing this.

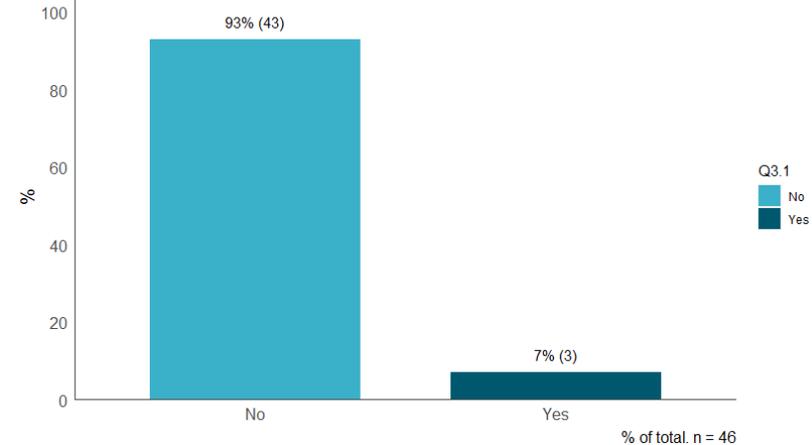
A lack of candidate interest was also cited by almost half of these businesses.

Skills gaps in existing workforce

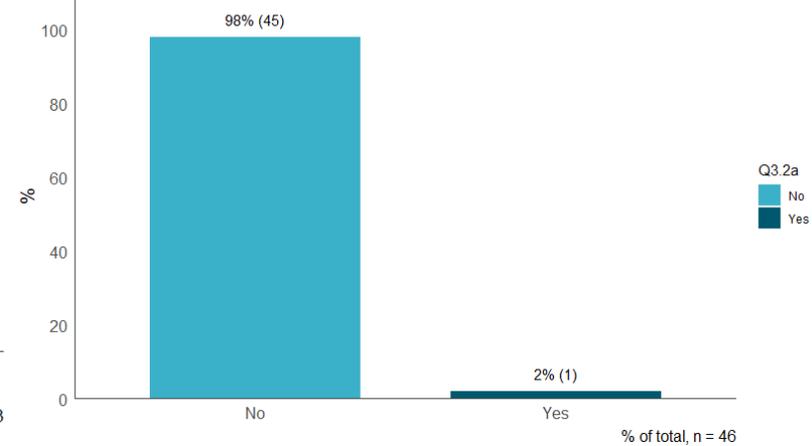
Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?



Q3.1: Are there digital skills gaps in your existing workforce?

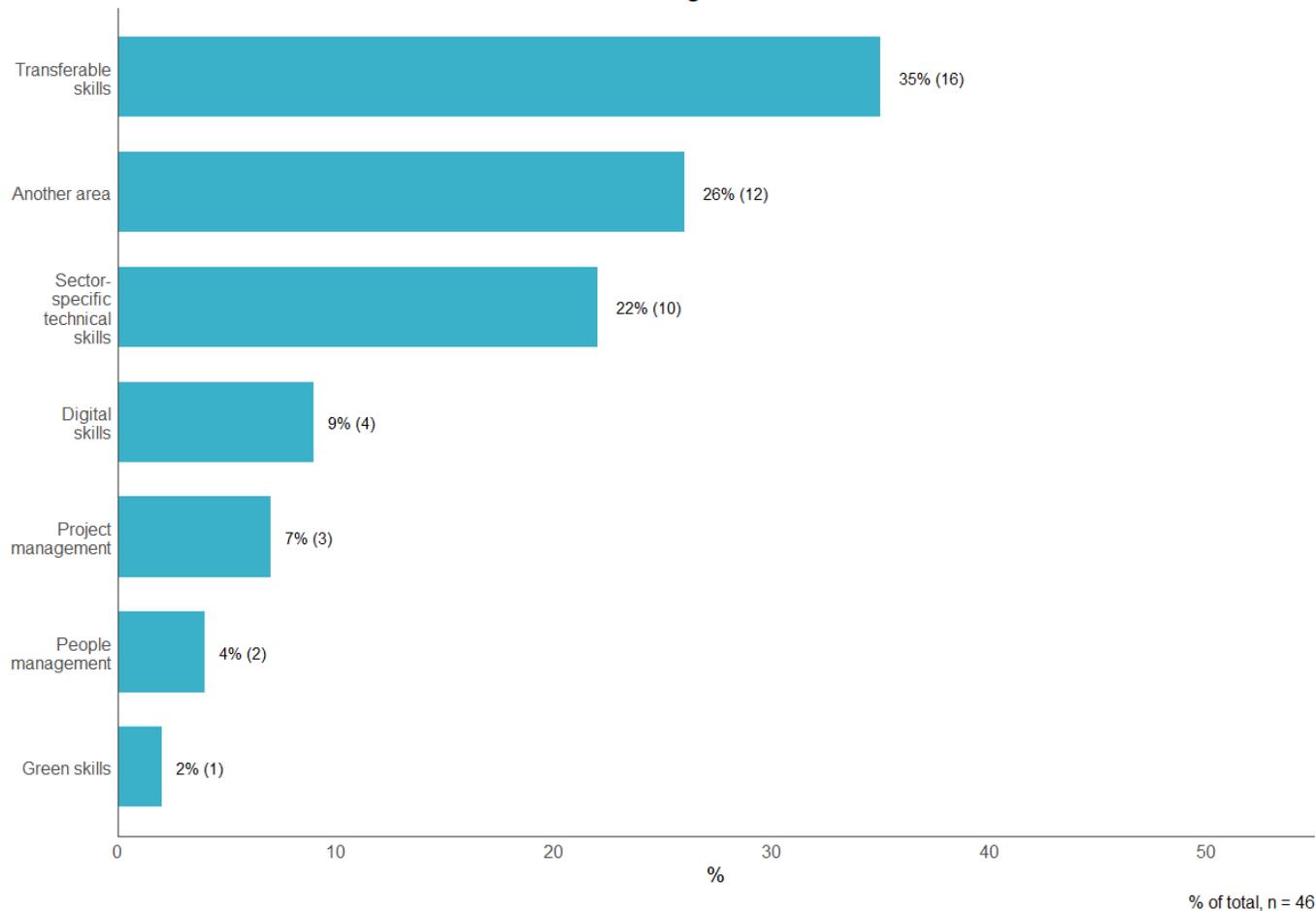


Q3.2: Are there green skills gaps in your existing workforce?



Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



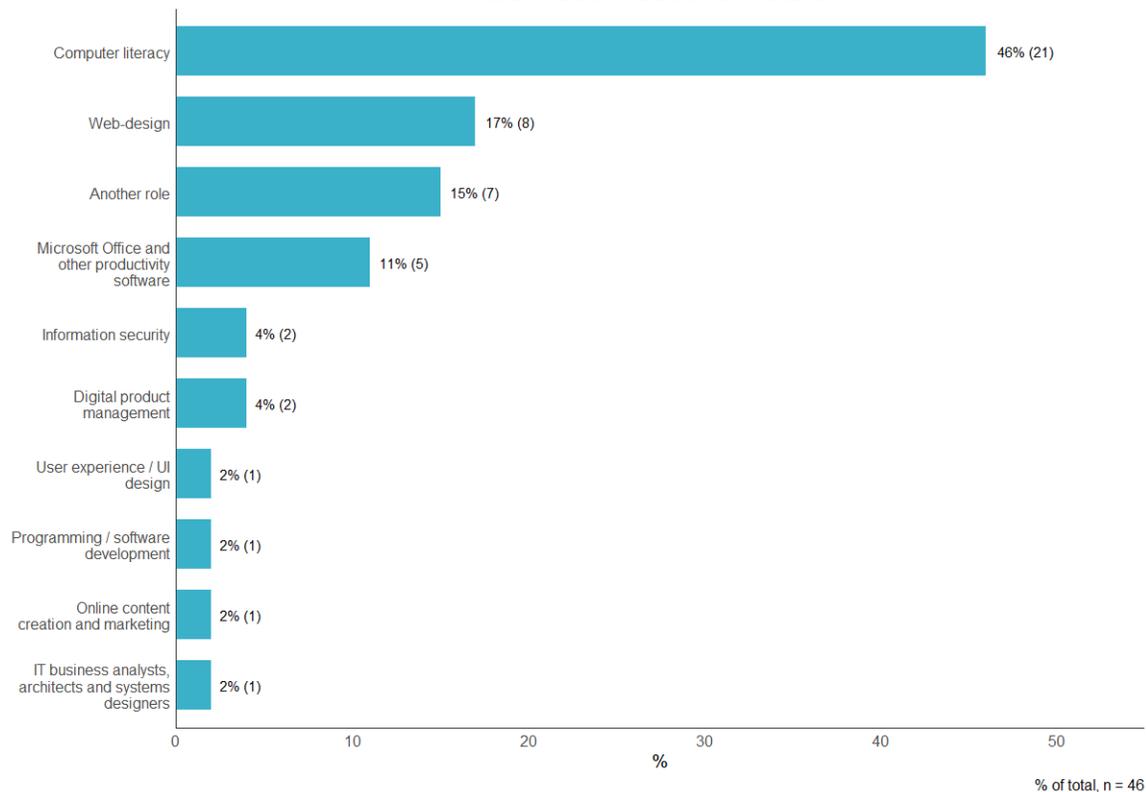
The main skills that business anticipate they will need in the future are transferable skills (such as communications and customer service), which 35% expect will be a key need.

Sector specific technical skills were cited by 22% of businesses while 9% believe digital skills will be key.

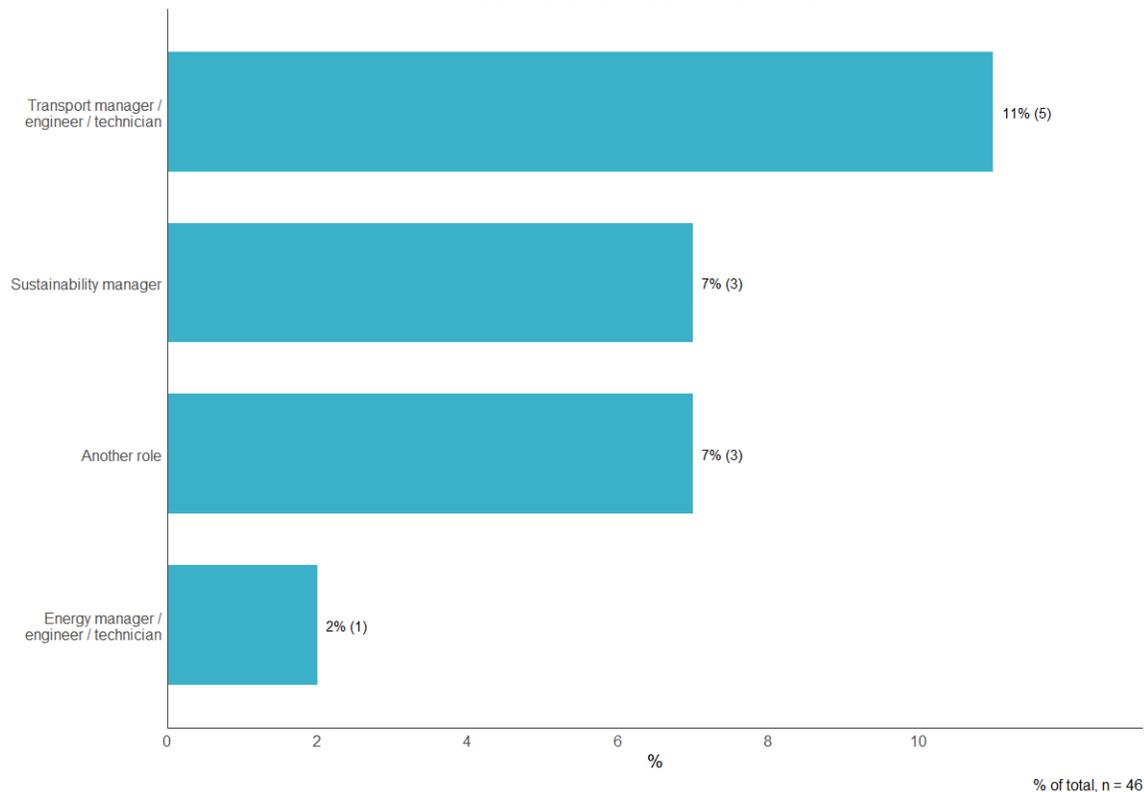
Future skills needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

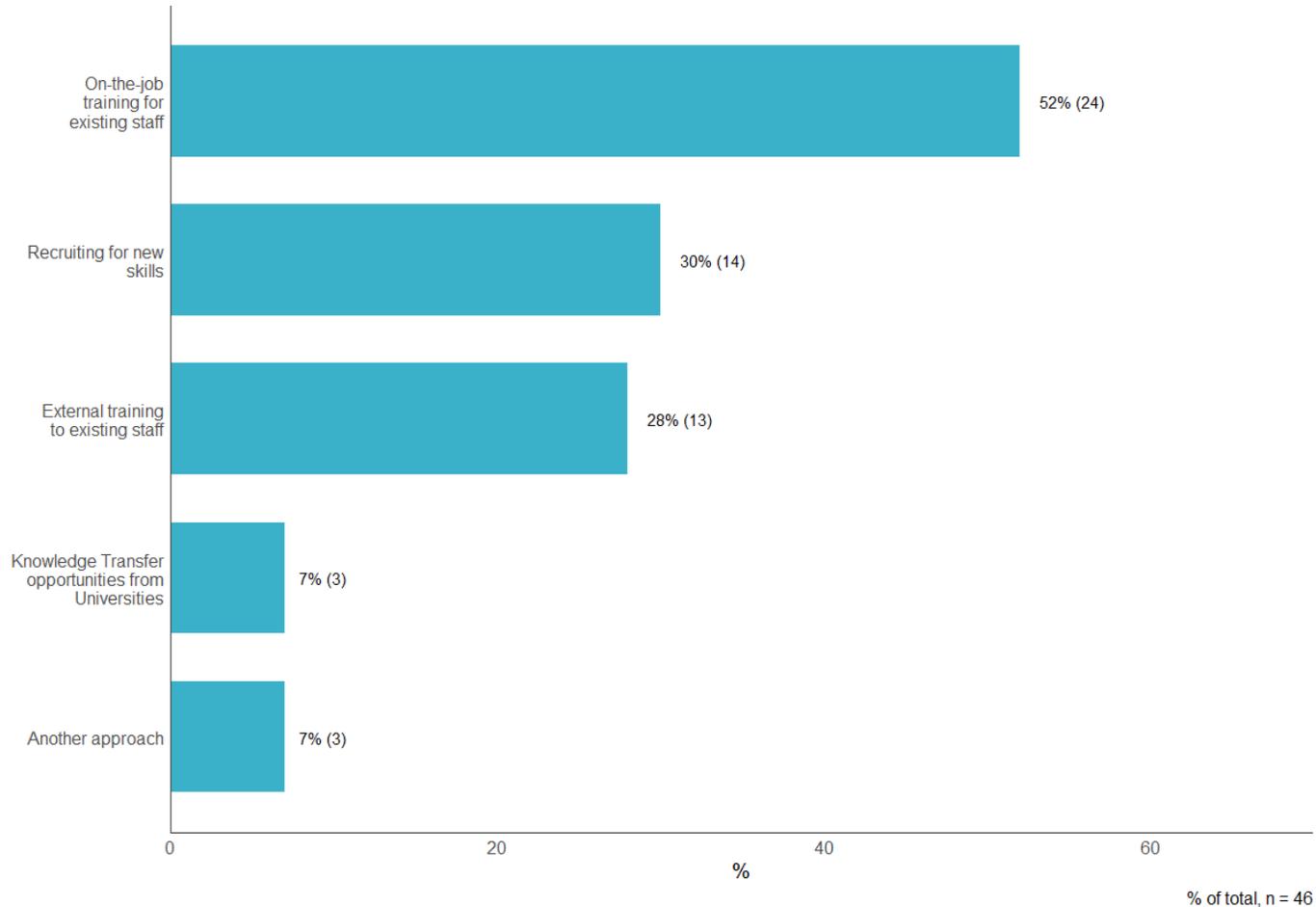


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



Over half of businesses surveyed expect that their workforces will obtain these skills through on-the-job training.

Recruitment will also play a role, with 30% anticipating that they will recruit for new skills.

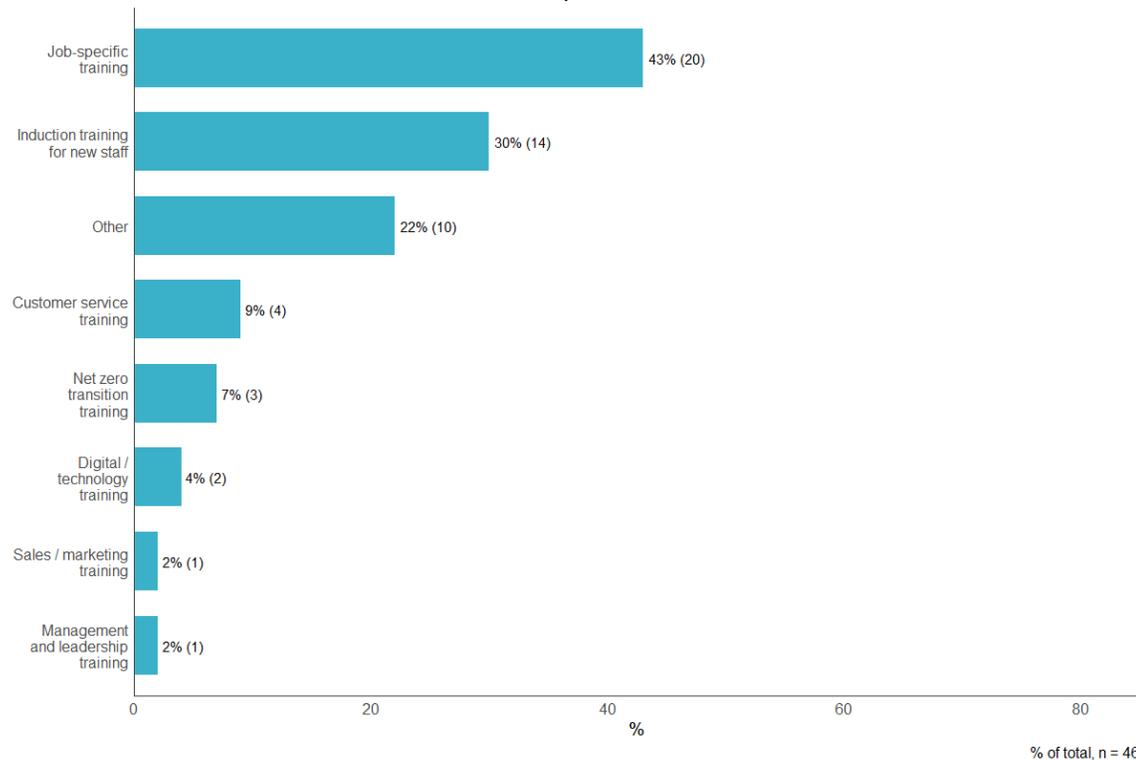
28% plan to have staff receive external training to obtain skills needed.

Training

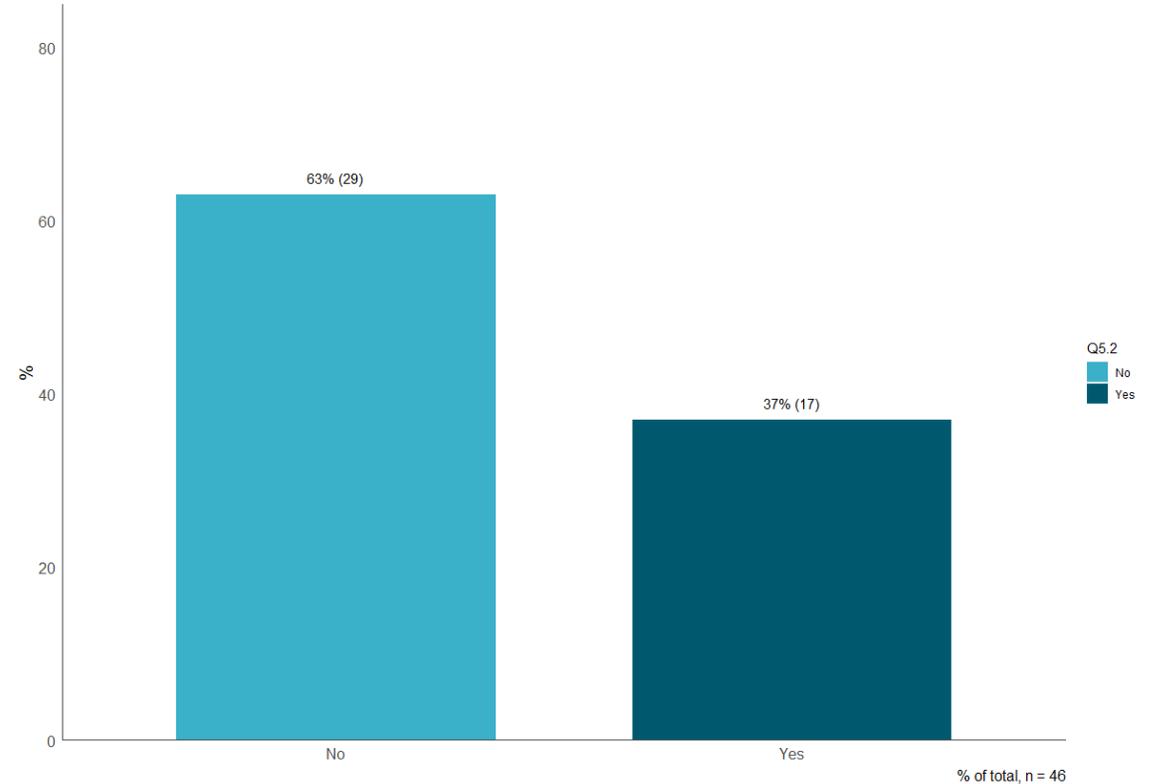
The most common types of training arranged in the year prior to the survey were job-specific training and induction for new staff.

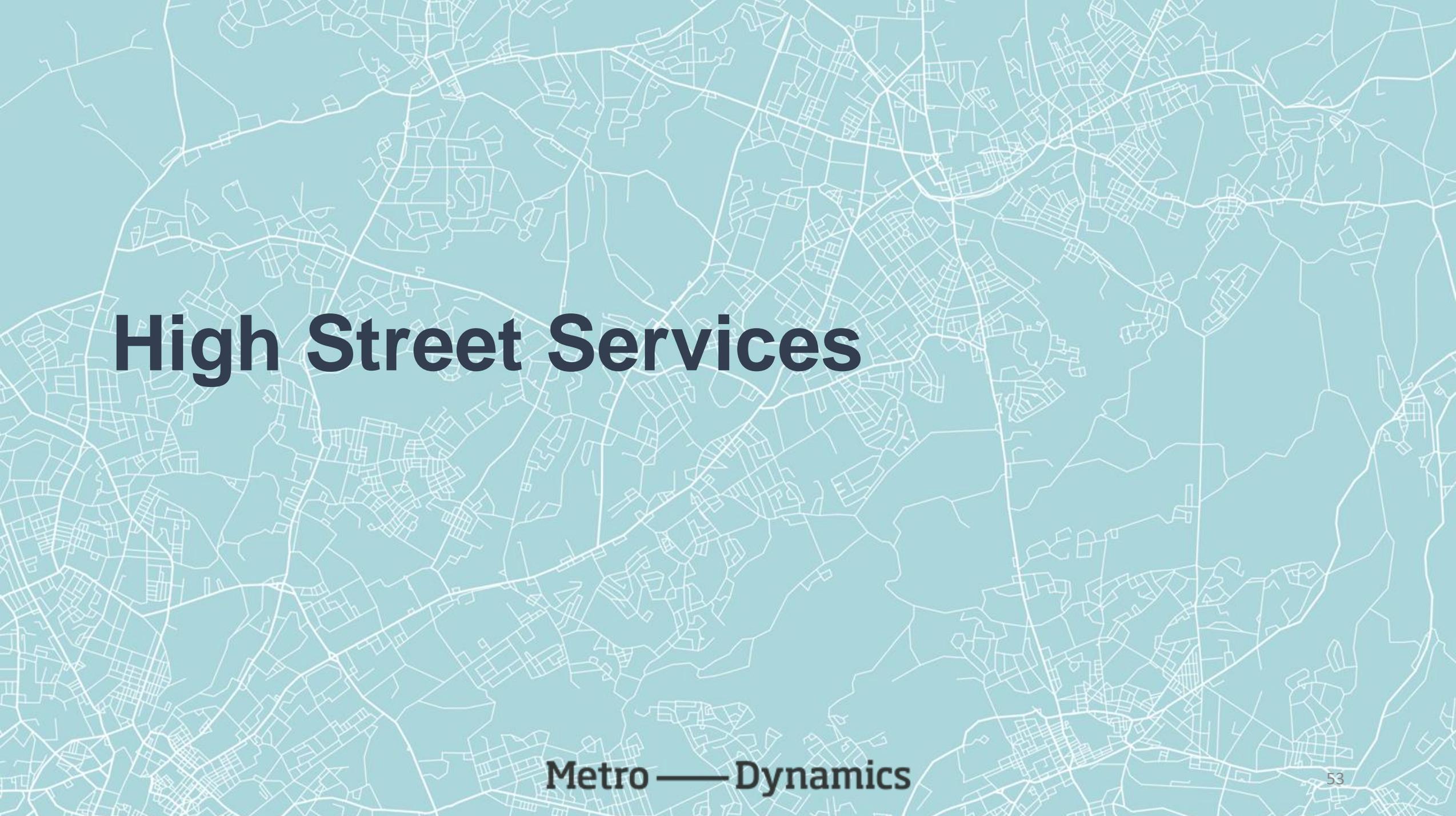
63% of businesses did not have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





High Street Services

Metro — Dynamics

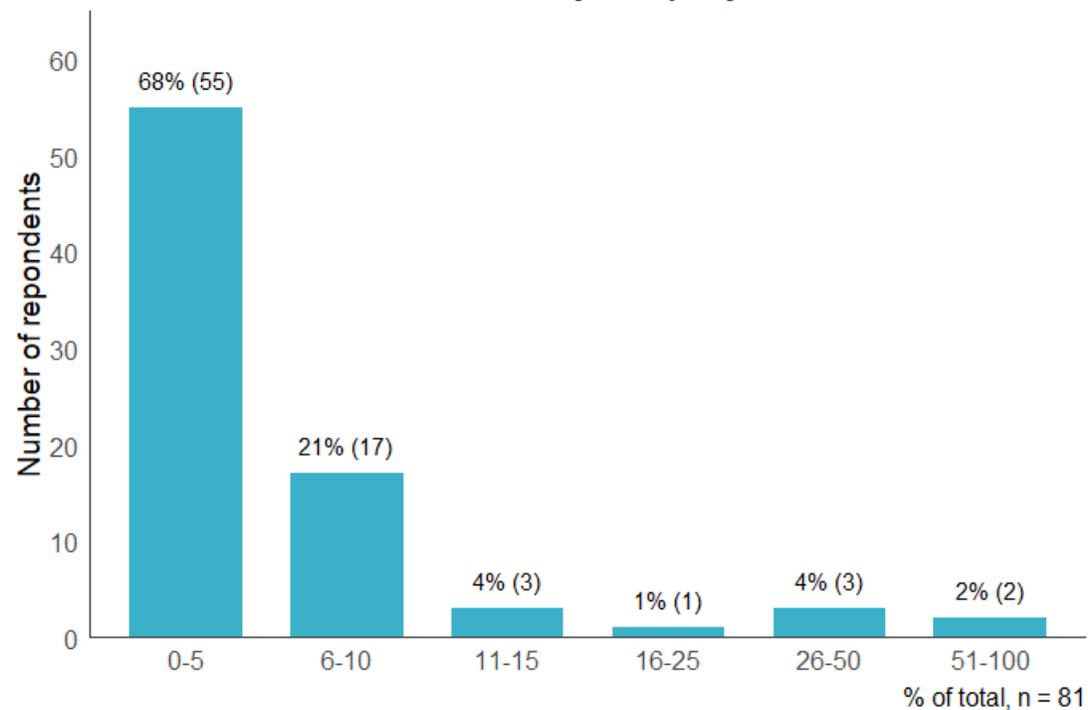
Businesses Surveyed

Business Location	Count
Cannock Chase	6
East Staffordshire	8
Lichfield	8
Newcastle-under-Lyme	8
South Staffordshire	2
Stafford	9
Staffordshire Moorlands	4
Stoke-on-Trent	21
Tamworth	8
Somewhere else	7

Note: businesses based 'somewhere else' work across boundaries.

The High Street Services businesses surveyed are spread across the LEP area. Around 89% of respondents were micro businesses with 10 or fewer employees.

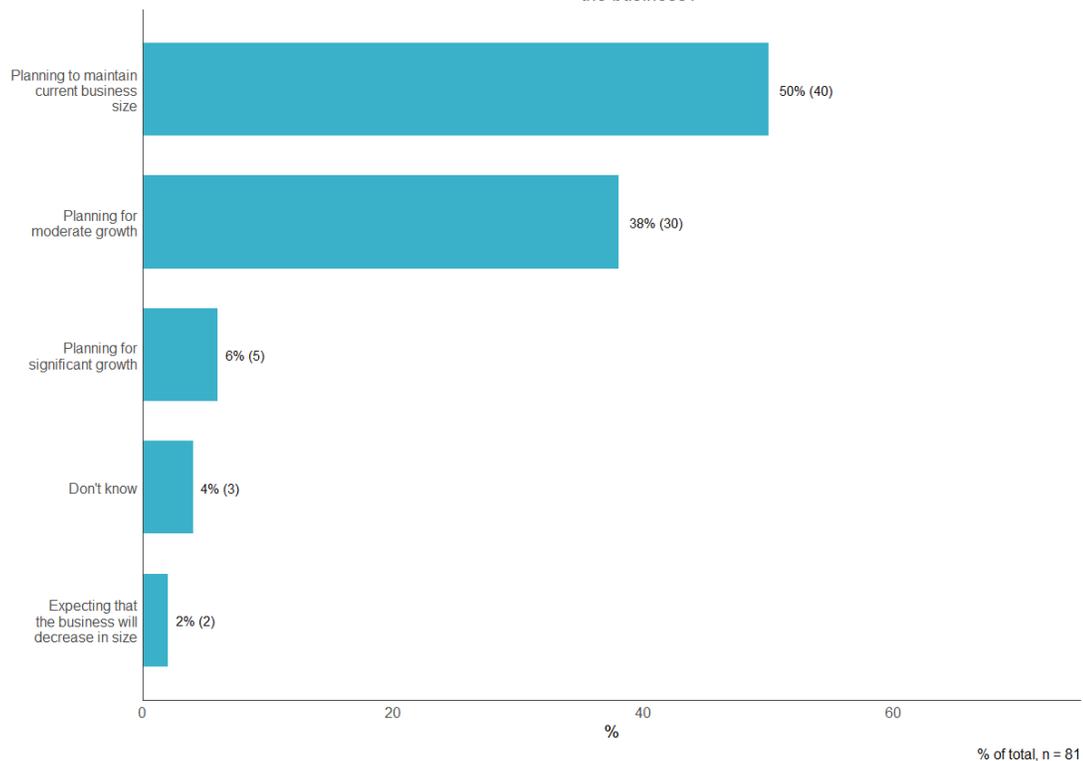
Firm size by employees



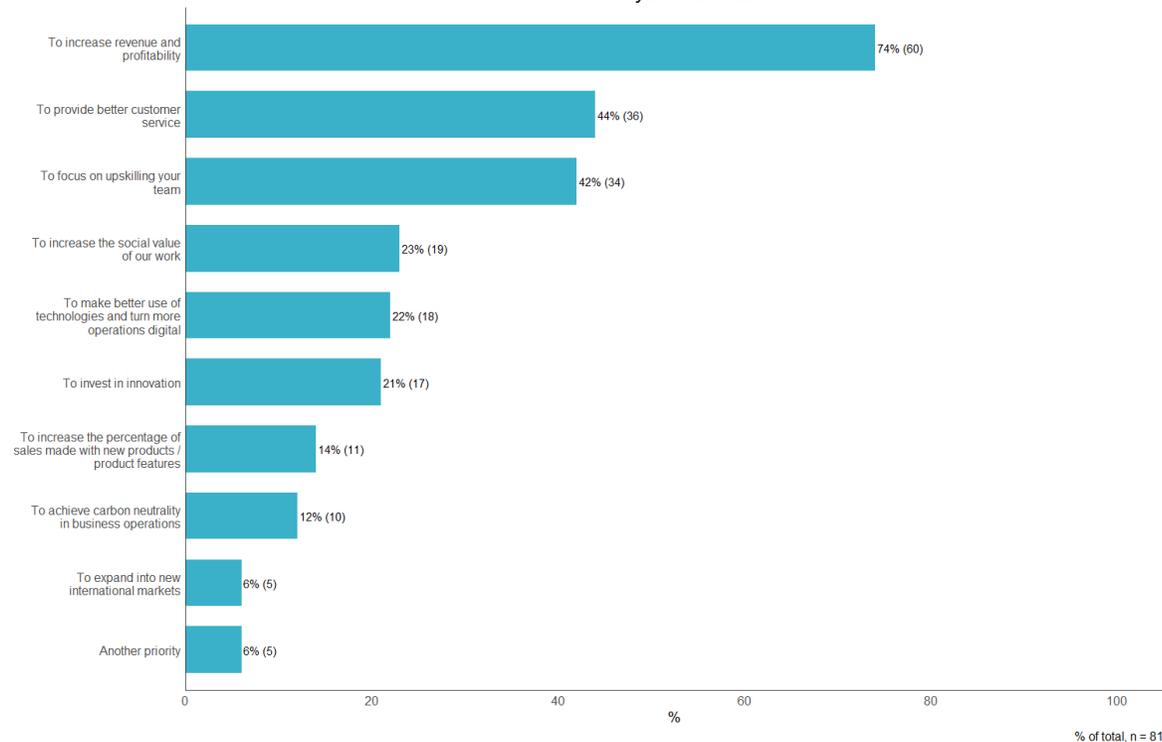
Growth priorities

The modal answer on future growth aspirations is planning to maintain the current size, with 44% planning for some level growth. Increasing revenue and profitability are a priority for 74% of respondents, followed by providing better customer service, upskilling teams, and increasing the social value of their work.

Q1.13 What are the future growth aspirations for the business?



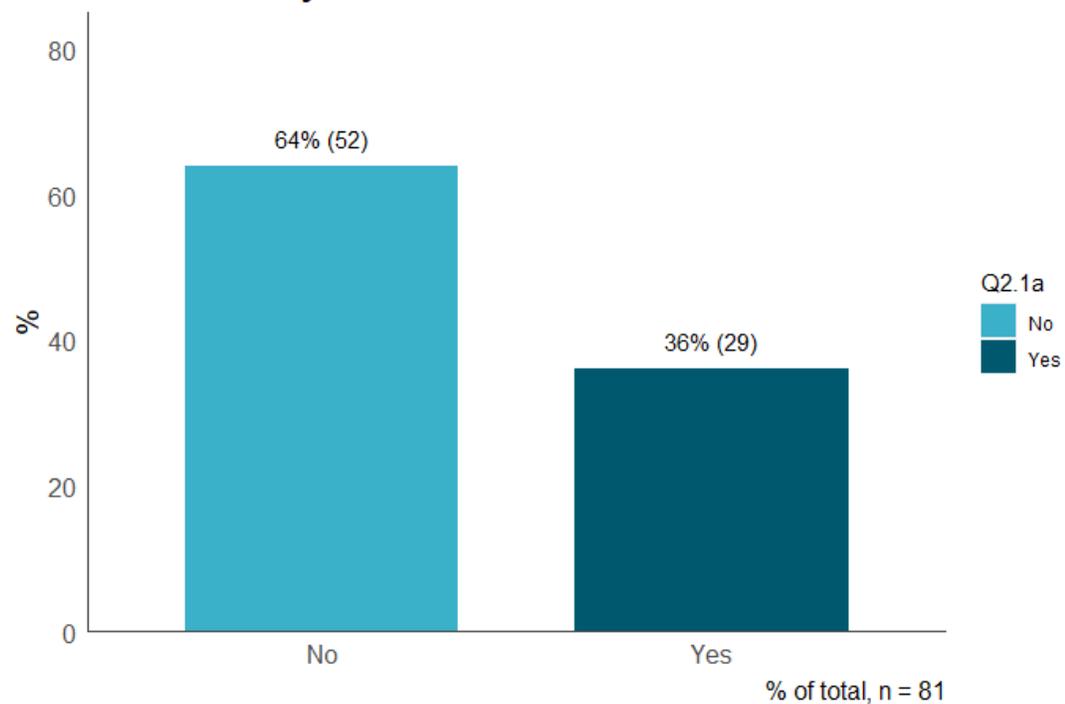
Q1.14 Which of the following are priorities for your business?



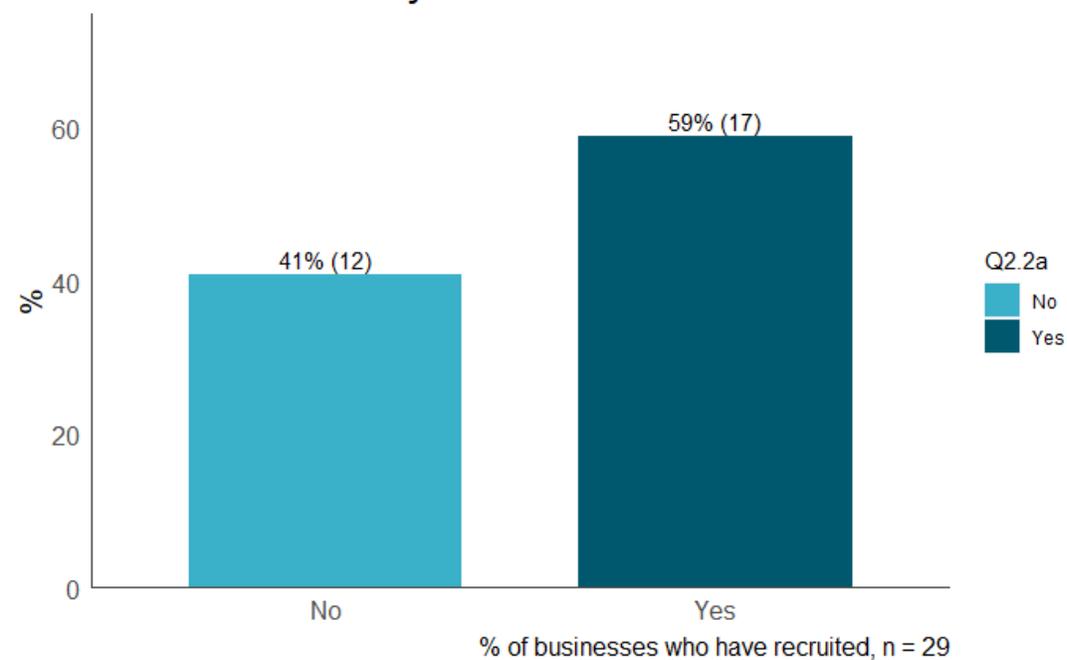
Recruitment

36% of businesses have recruited in the 12 months prior to taking the survey. Of the 29 businesses who had recruited, 59% reported finding it difficult.

Q2.1a: Have you recruited in the last 12 months?

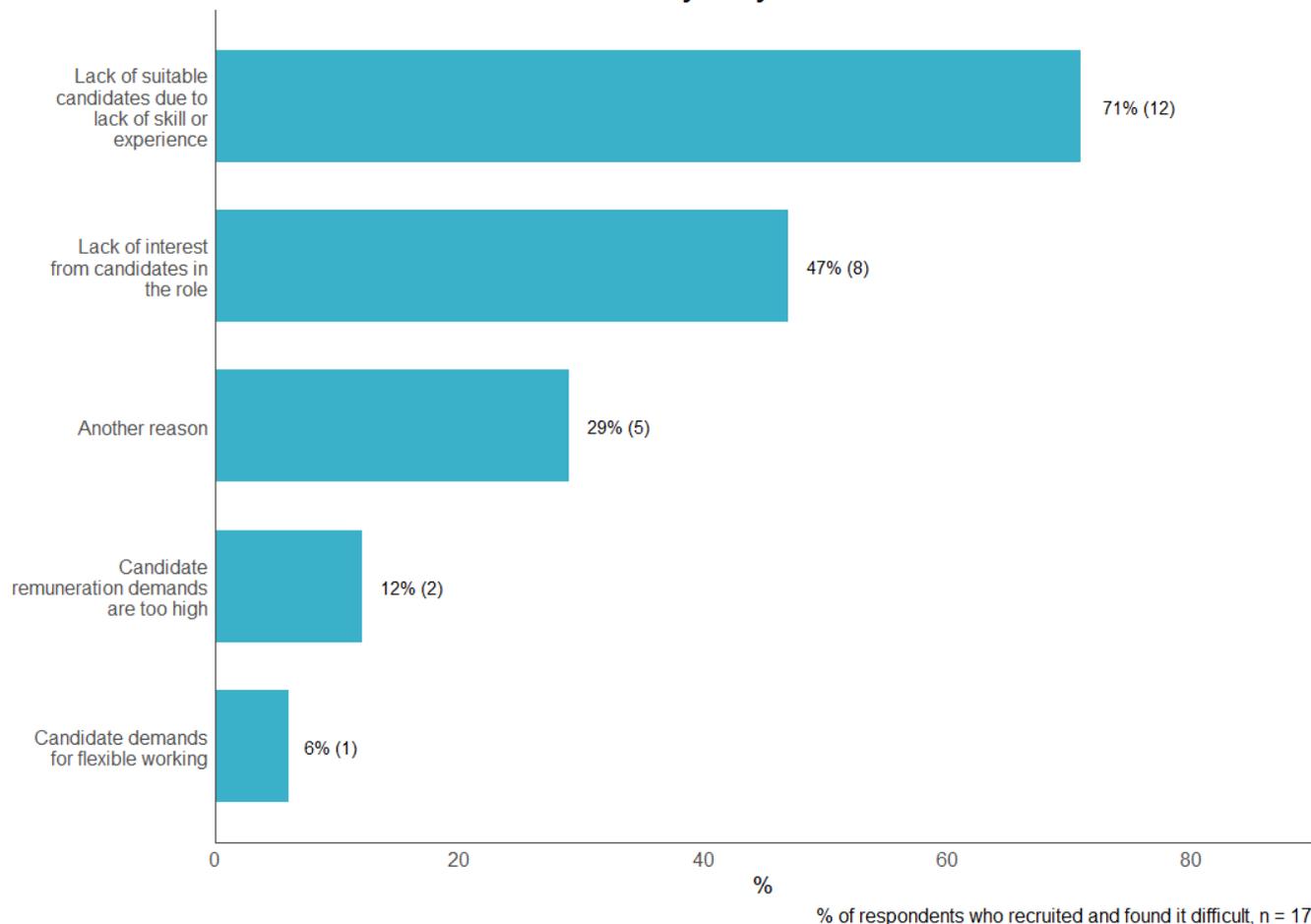


Q2.2a: If you have recruited in the last 12 months did you find it difficult?



Reason for recruitment challenges

Q2.2b: Why do you think that is?

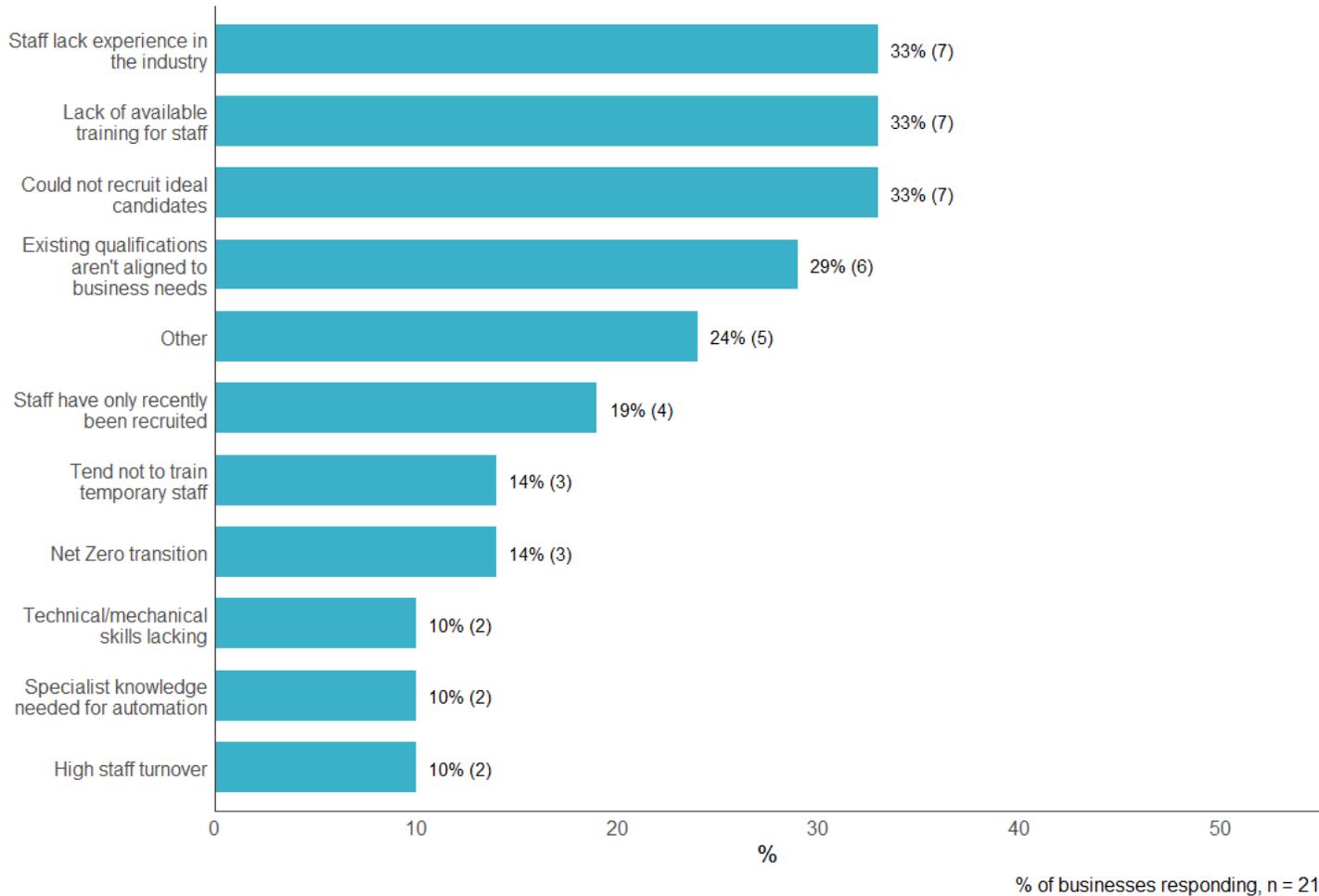


Businesses believe that the main reason for recruitment challenges is a lack of suitable candidates due to lack of skill or experience, with 71% of businesses who found it difficult to recruit citing this.

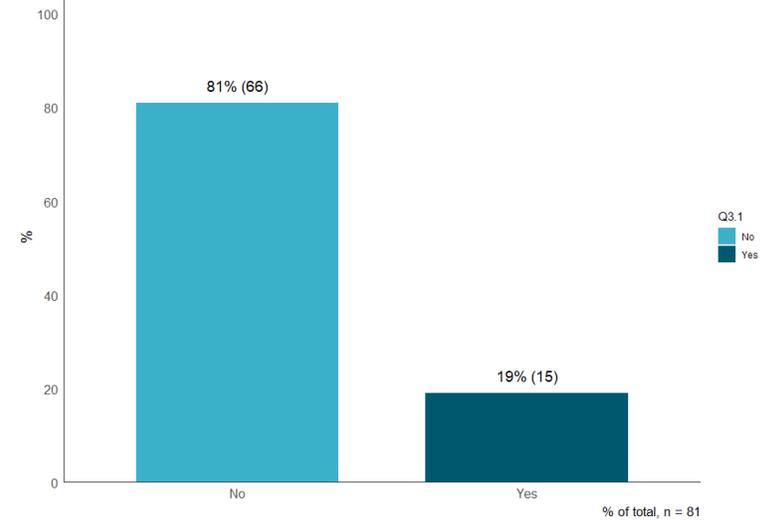
A lack of interest in the role was also cited by 47% of those who struggled to recruit.

Skills gaps in existing workforce

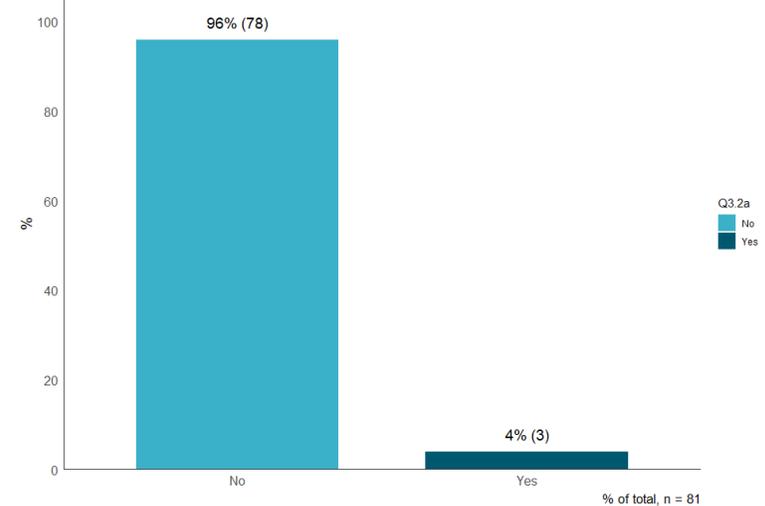
Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?



Q3.1: Are there digital skills gaps in your existing workforce?

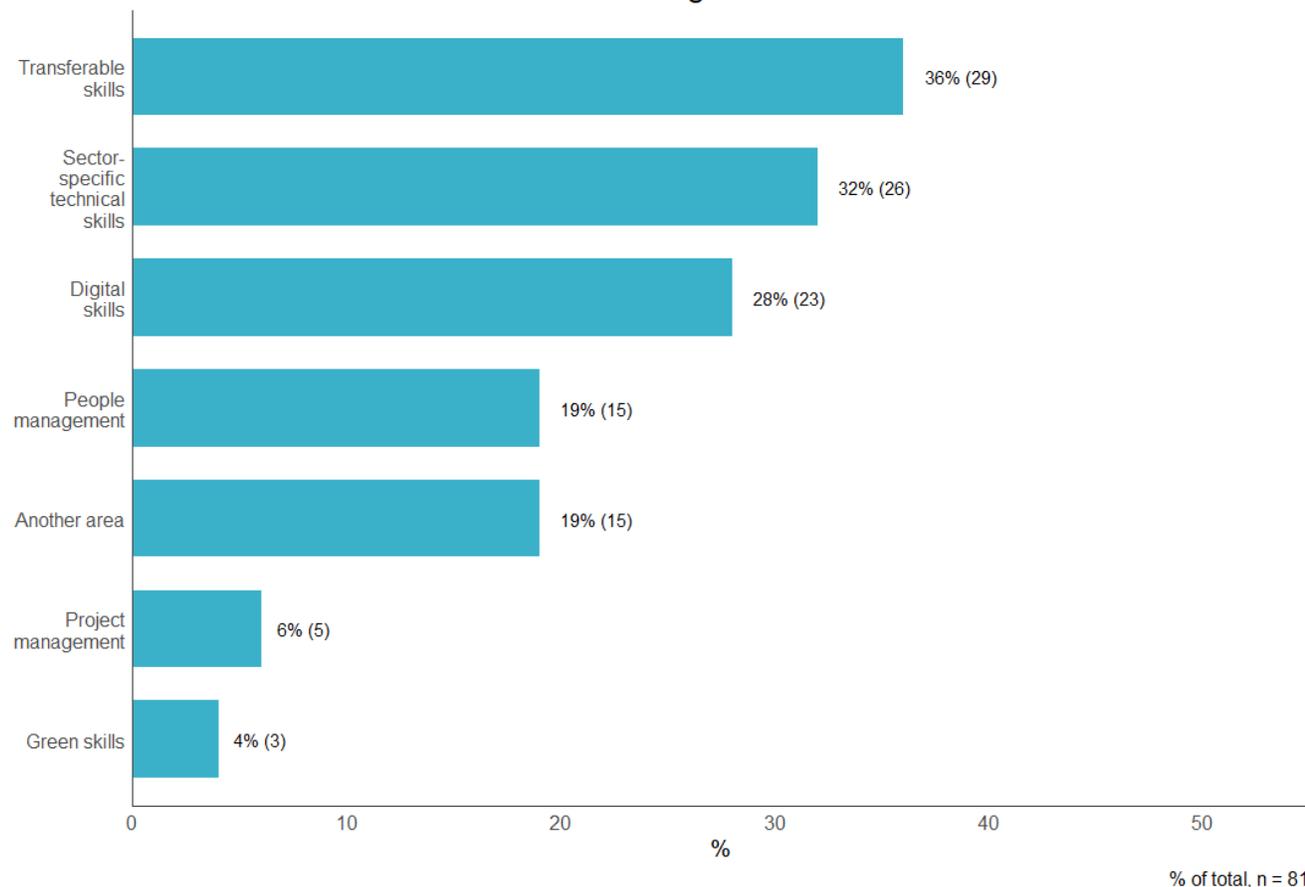


Q3.2: Are there green skills gaps in your existing workforce?



Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



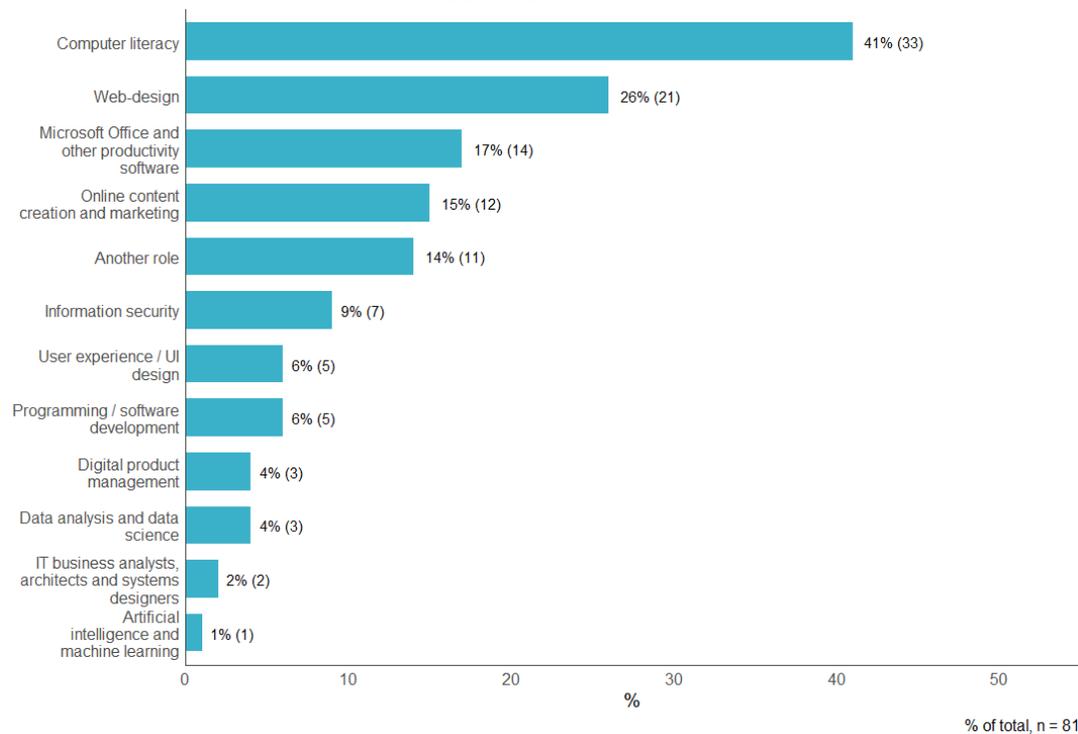
The main skills that business anticipate they will need in the future are transferable skills (such as communications and customer service), which 36% expect will be a key need.

This is followed by sector-specific technical skills, which 32% of businesses said will be key.

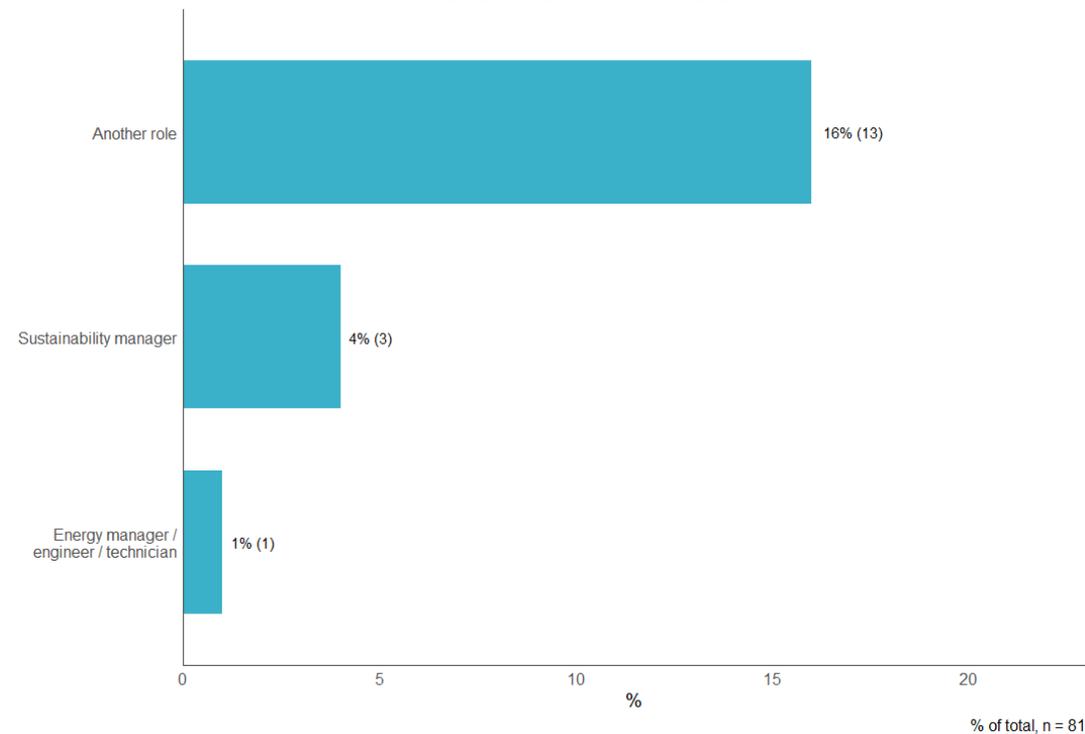
Future Skills Needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

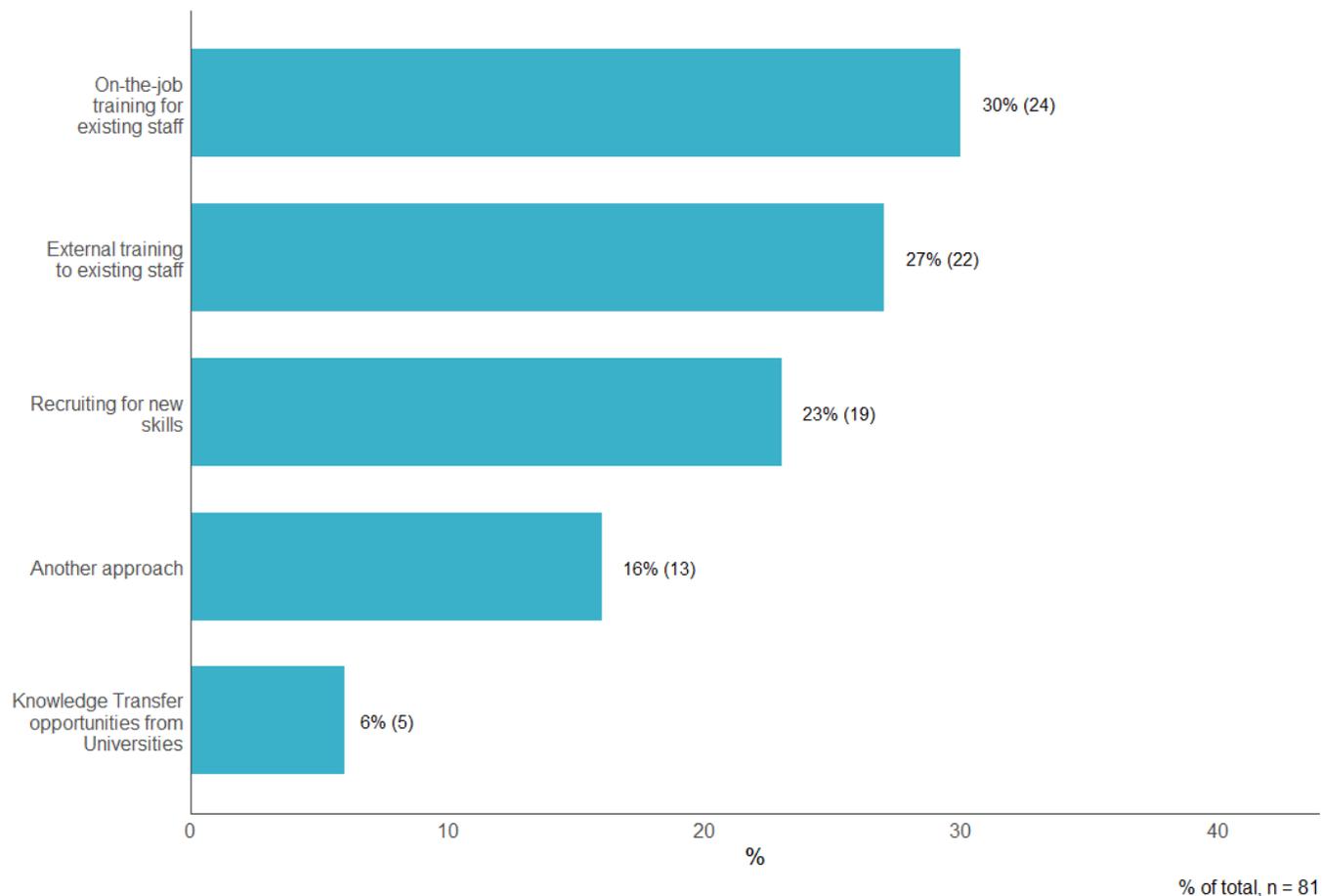


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



30% of businesses surveyed expect that their workforces will obtain these skills through on-the-job training to existing staff.

Recruitment will also play a role, with 23% anticipating that they will recruit for new skills.

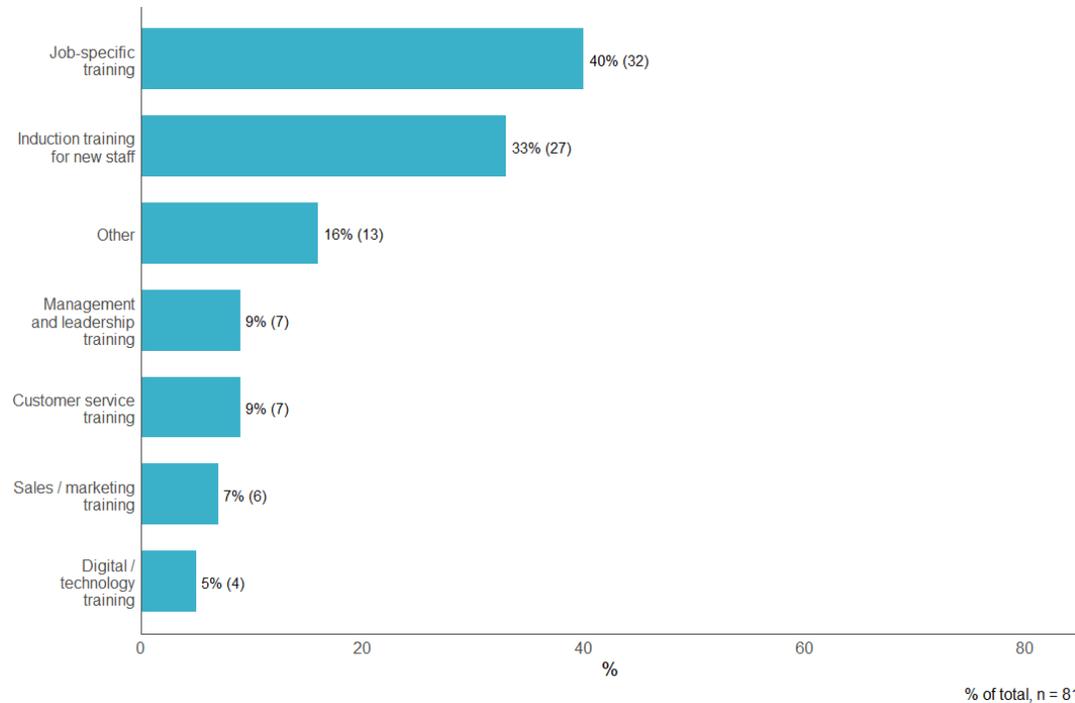
27% plan to have staff receive external training to obtain skills needed.

Training

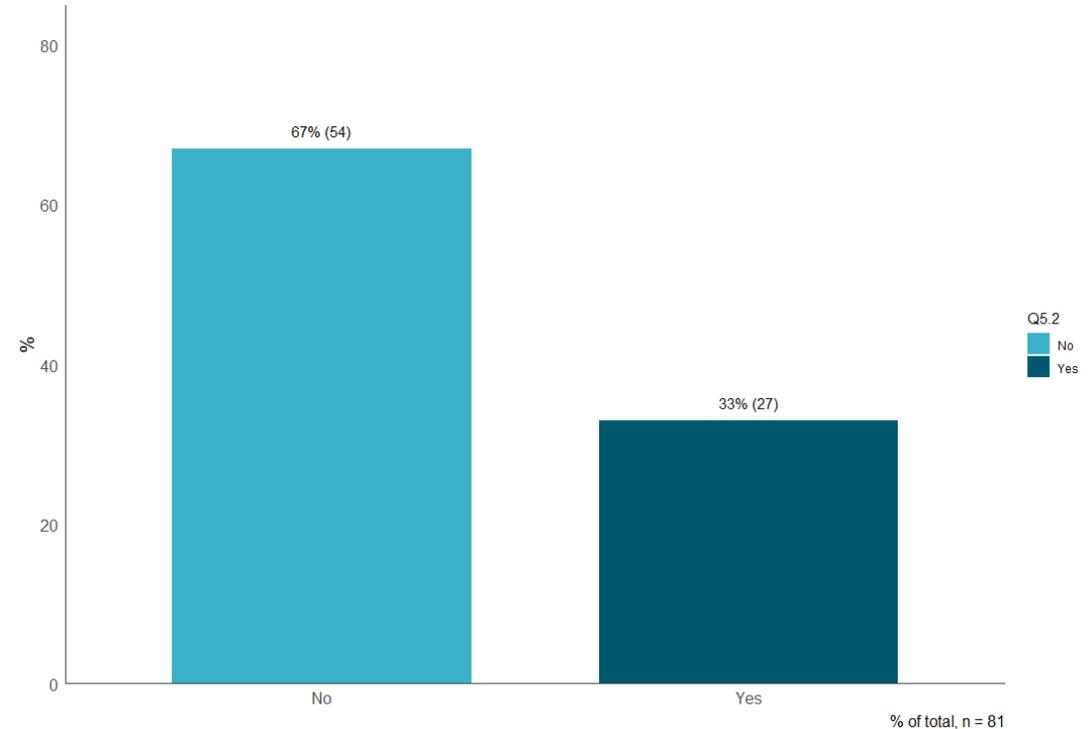
The most common types of training arranged in the year prior to the survey were job specific training and induction training for new staff.

67% of businesses did not have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





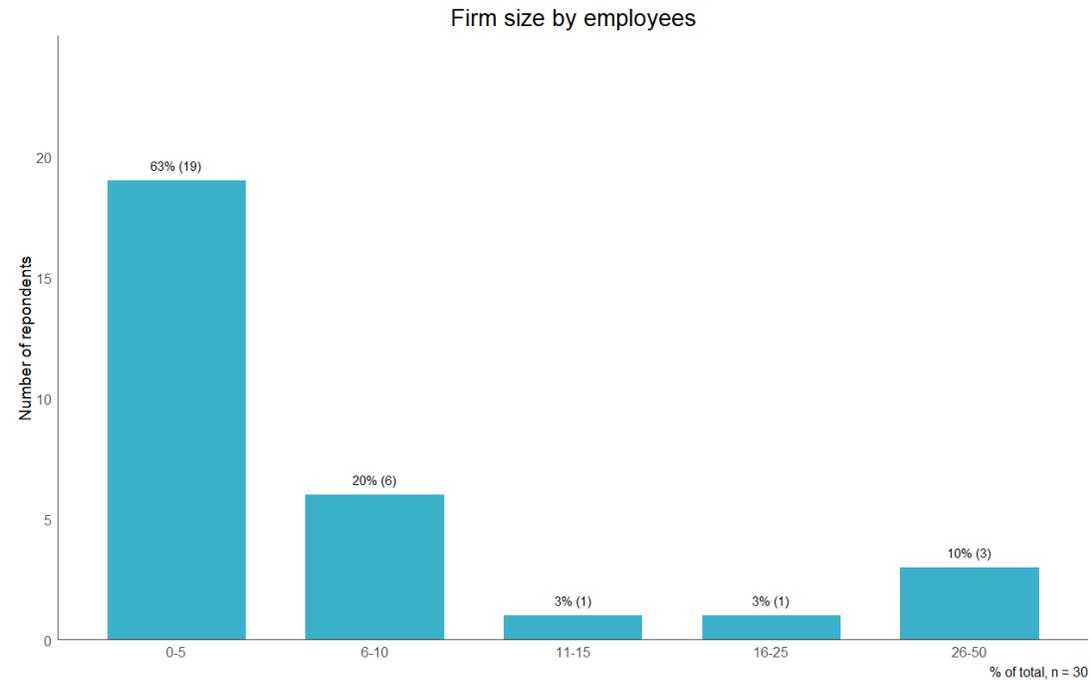
Accommodation/Food & Drink

Businesses Surveyed

Business Location	Count
Cannock Chase	1
East Staffordshire	2
Lichfield	5
Newcastle-under-Lyme	2
South Staffordshire	2
Stafford	6
Staffordshire Moorlands	5
Stoke-on-Trent	4
Tamworth	1
Somewhere else	2

Note: businesses based 'somewhere else' work across boundaries.

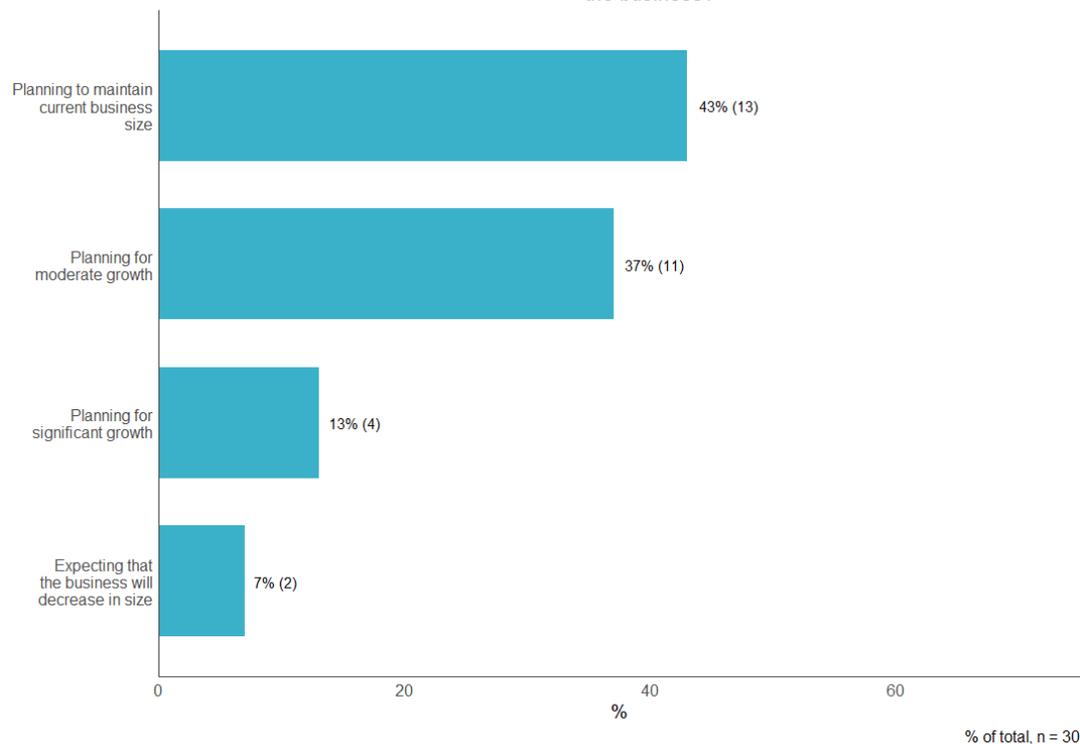
The 30 accommodation/food and drink businesses surveyed are spread across the LEP area.
 Around 38% of respondents were micro businesses (0-9 employees) compared with 88.9% in the business base.



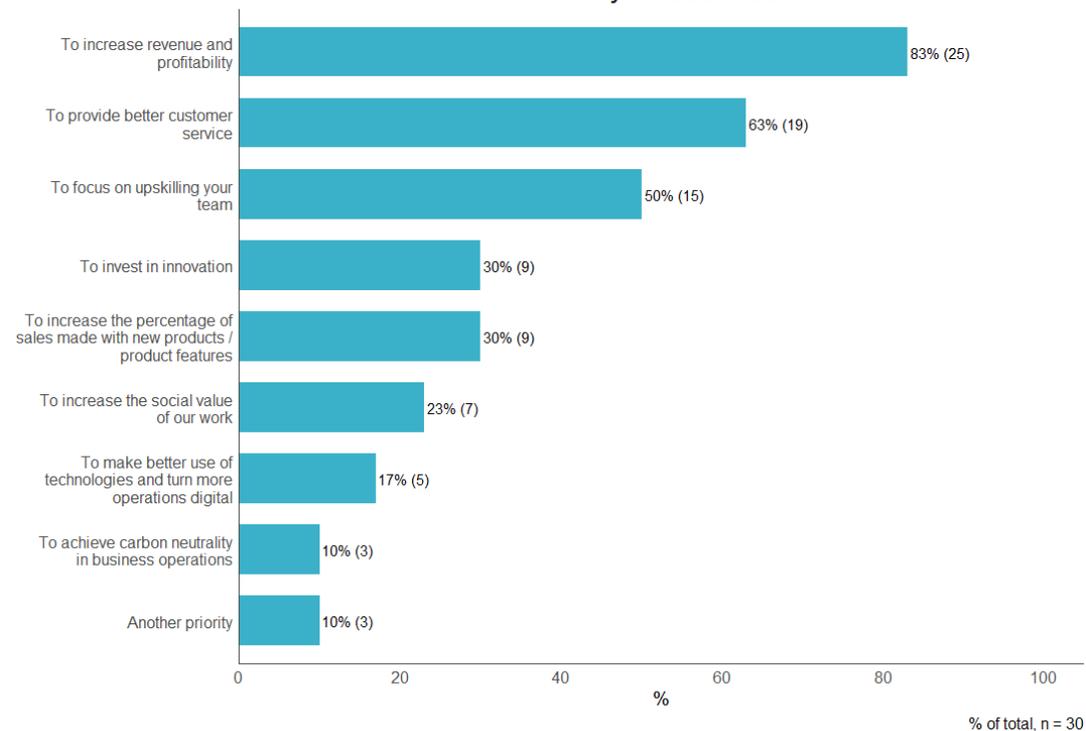
Growth priorities

The modal answer on future growth aspirations is planning to maintain current business size. 50% of the businesses surveyed are planning for some level of growth. Increasing revenue and profitability are a priority for 83% of respondents, followed by providing better customer service, upskilling teams, and investing in innovation.

Q1.13 What are the future growth aspirations for the business?



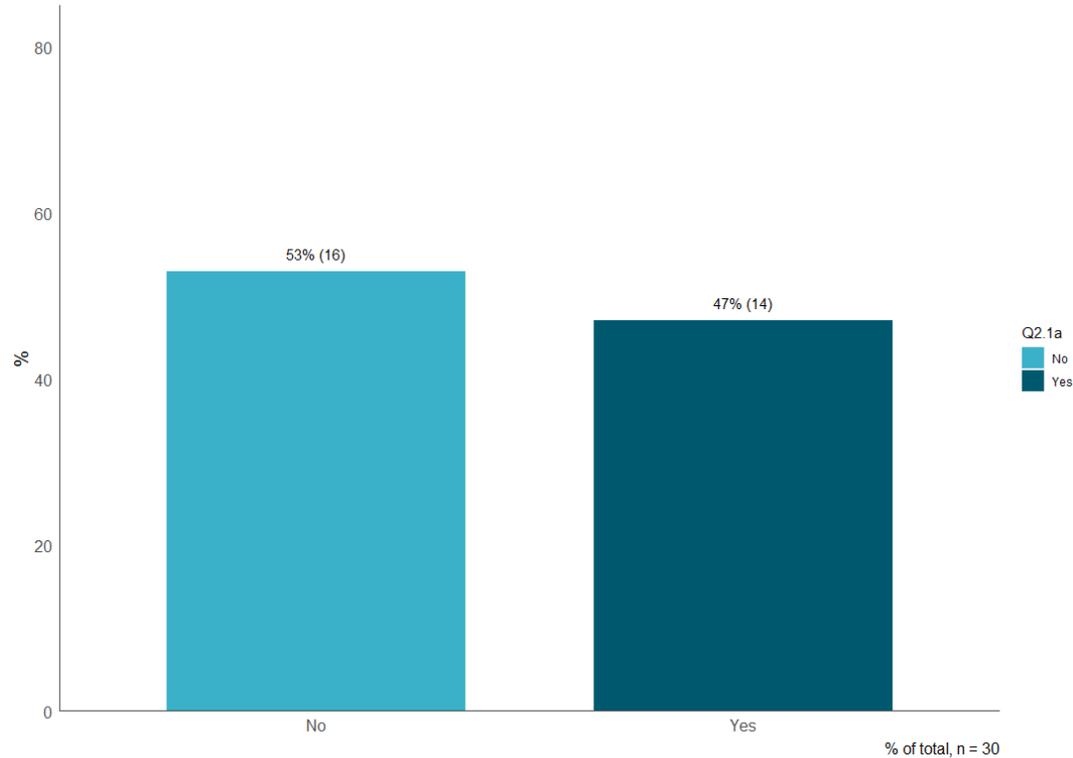
Q1.14 Which of the following are priorities for your business?



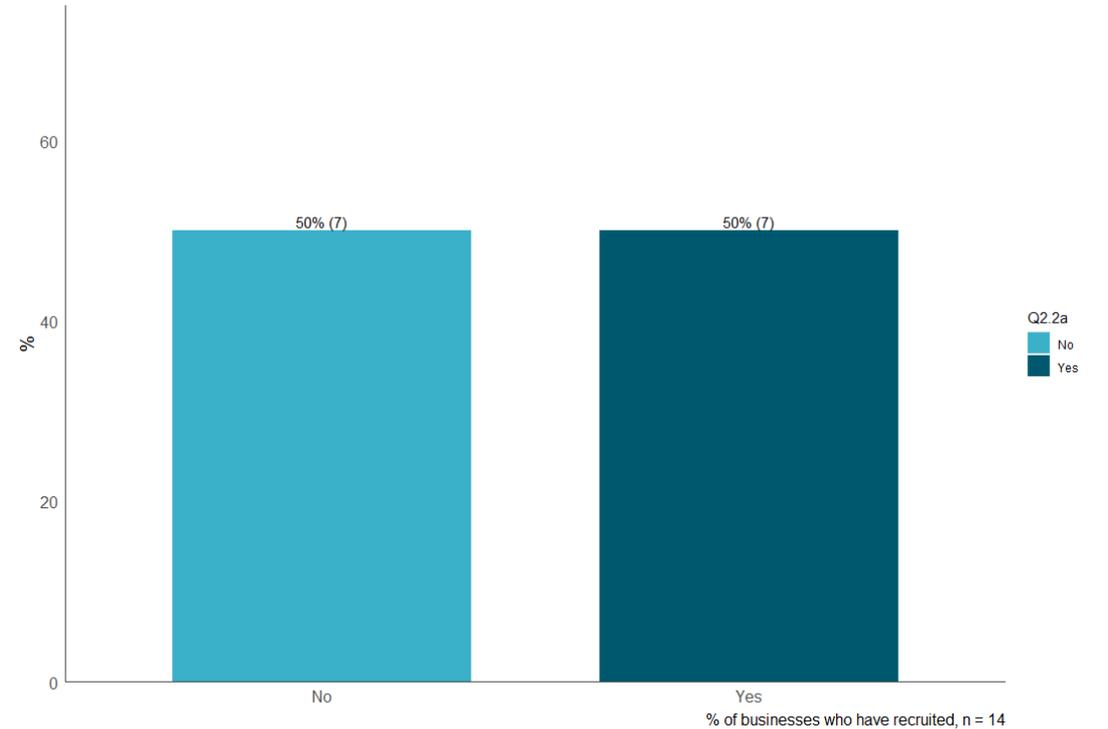
Recruitment

47% of businesses have recruited in the 12 months prior to taking the survey. Of the 14 businesses who had recruited, 50% reported finding it difficult.

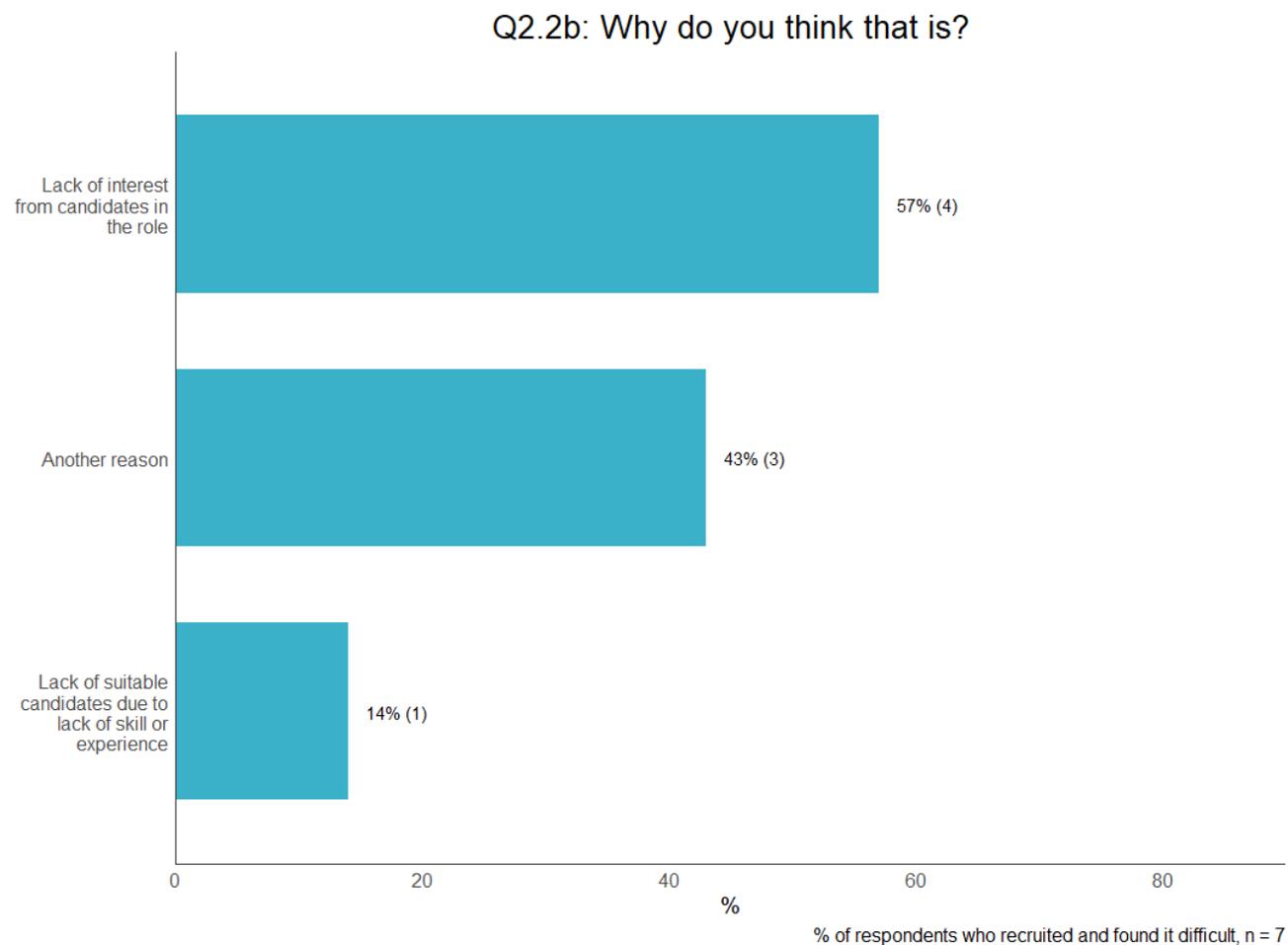
Q2.1a: Have you recruited in the last 12 months?



Q2.2a: If you have recruited in the last 12 months did you find it difficult?



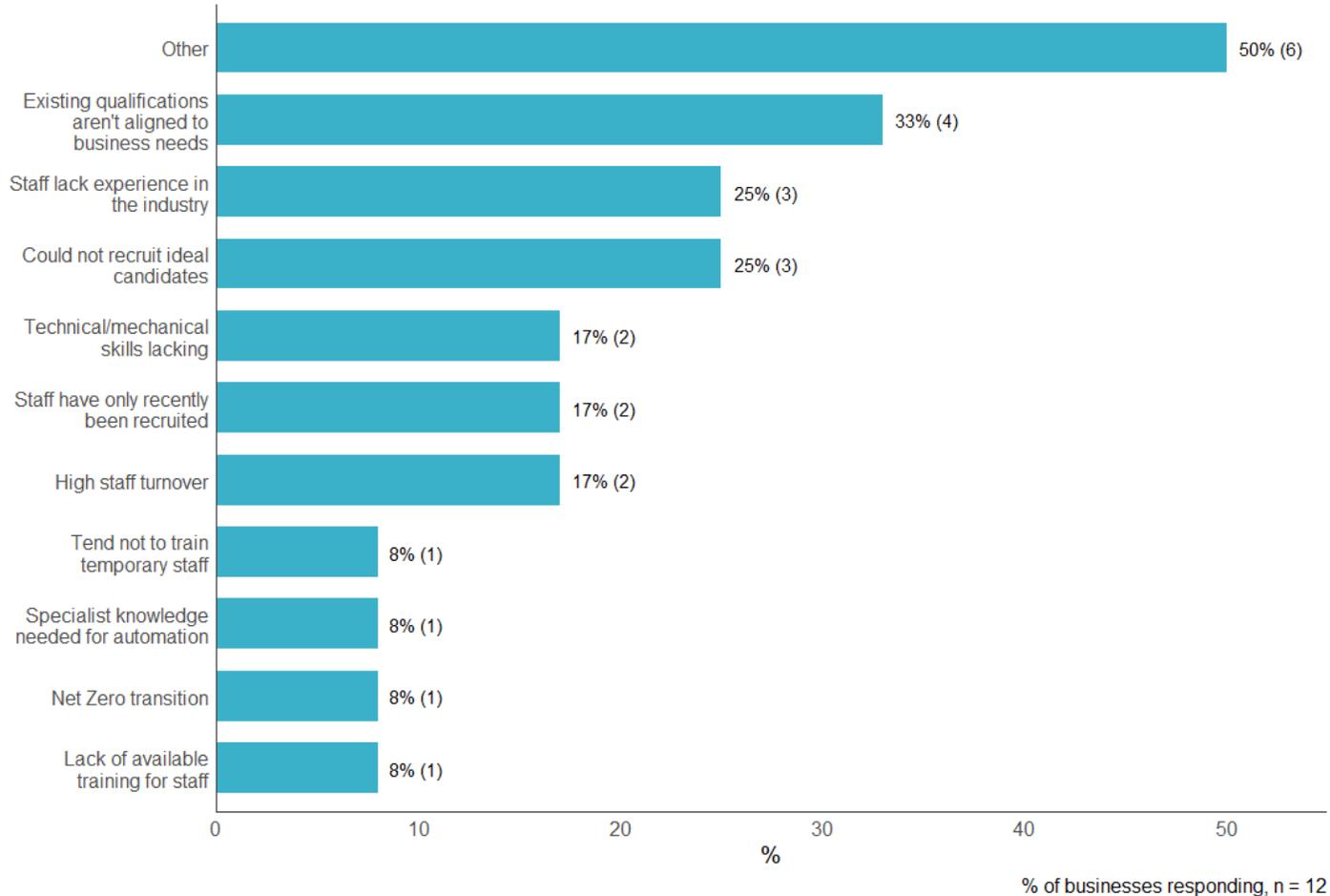
Reason for recruitment challenges



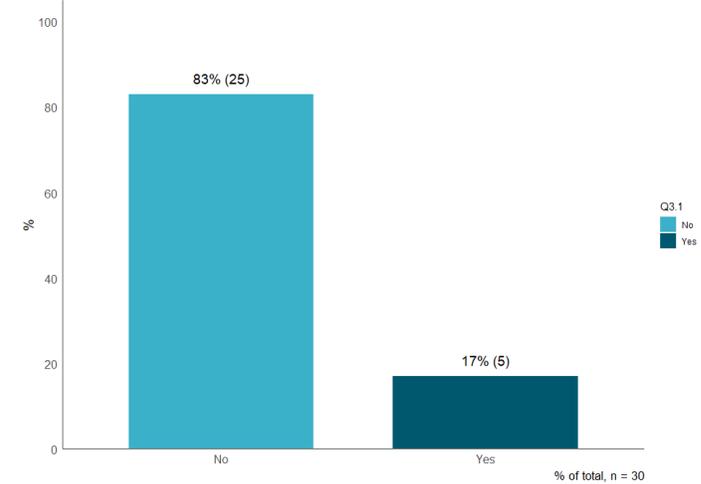
Businesses believe that the main reason for recruitment challenges is lack of interest in the role, with 57% of businesses who found it difficult to recruit citing this.

Skills gaps in existing workforce

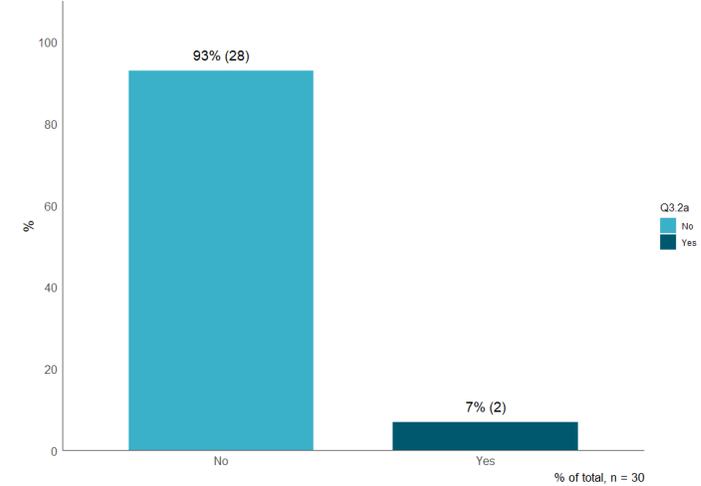
Q3.4 Which of the following reasons do you associate with your EXISTING workforce skills gaps?



Q3.1: Are there digital skills gaps in your existing workforce?

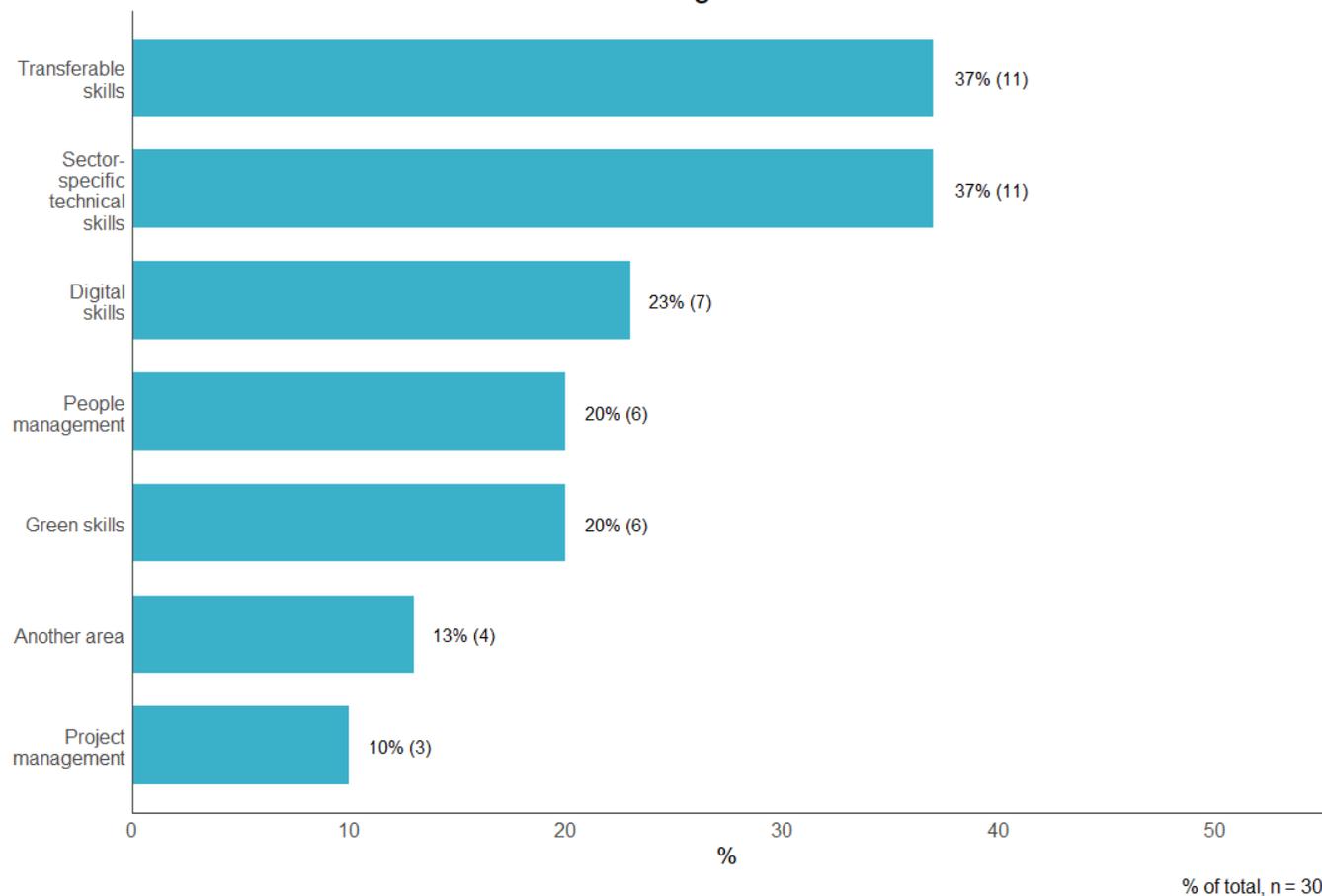


Q3.2: Are there green skills gaps in your existing workforce?



Future skills needs

Q4.1 What are the key future skills needs for your business in the long term?



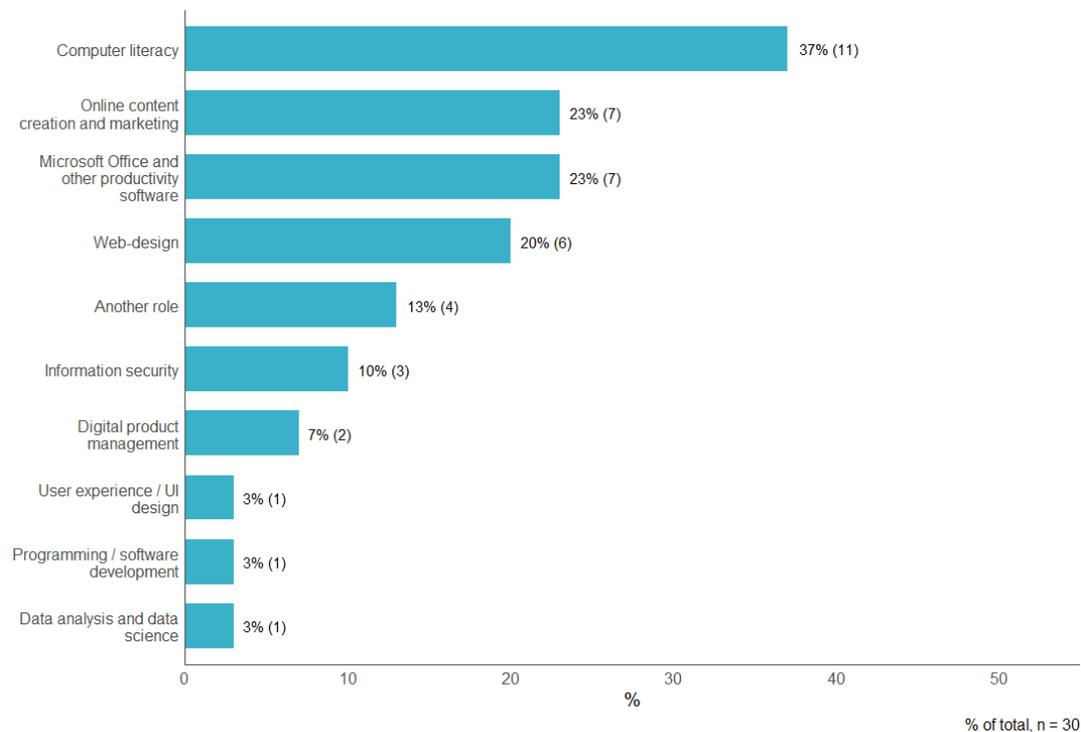
The main skills that business anticipate they will need in the future are transferable skills (such as communications and customer service) and sector specific technical skills, both of which 37% expect will be a key need.

This is followed by digital skills, which 23% of businesses said will be key.

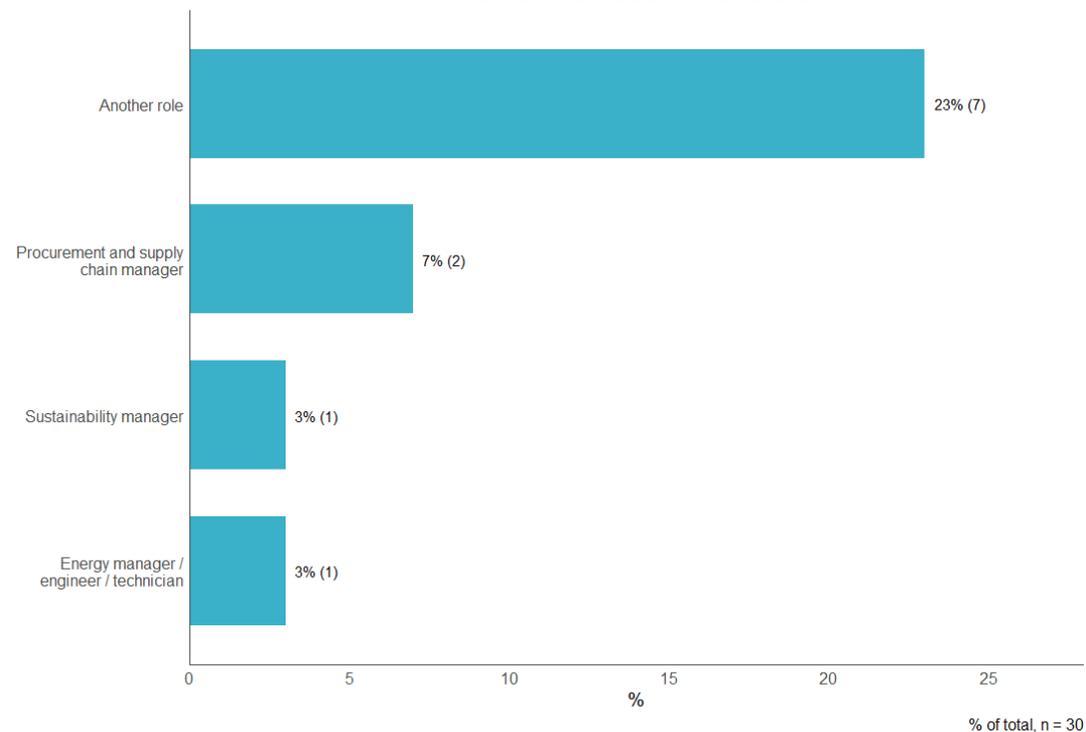
Future Skills Needs: digital and green

Businesses were asked specifically about digital and green skills that they will need in the future, the low percentage of businesses who expect to need green skills in the future is notable.

Q4.3 Which digital roles or skills needs do you expect your business to need in the future?

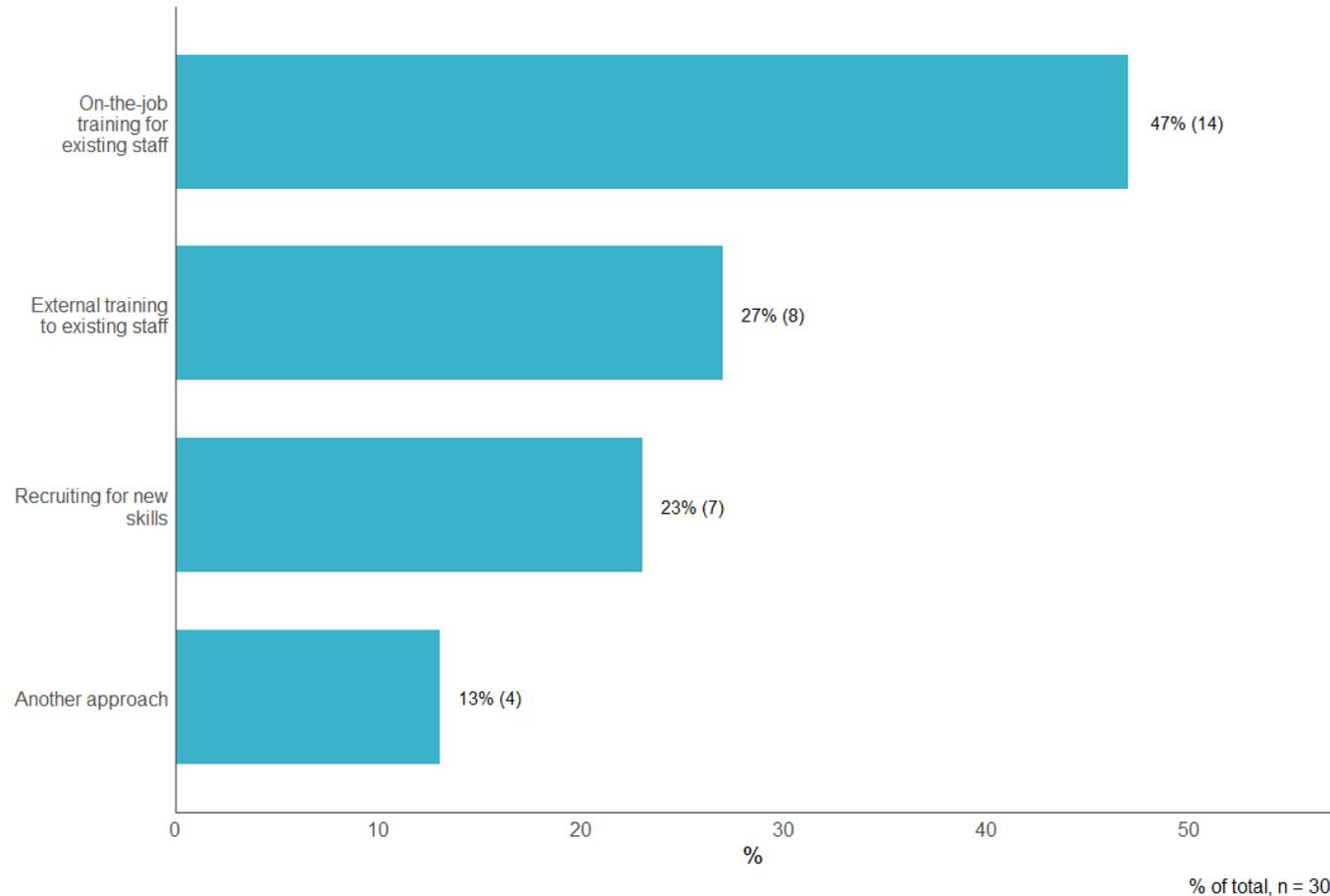


Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Upskilling the workforce

Q4.5 How do you anticipate your workforce will obtain these skills?



47% of businesses surveyed expect that their workforces will obtain these skills through on-the-job training.

27% plan to have staff receive external training to obtain skills needed.

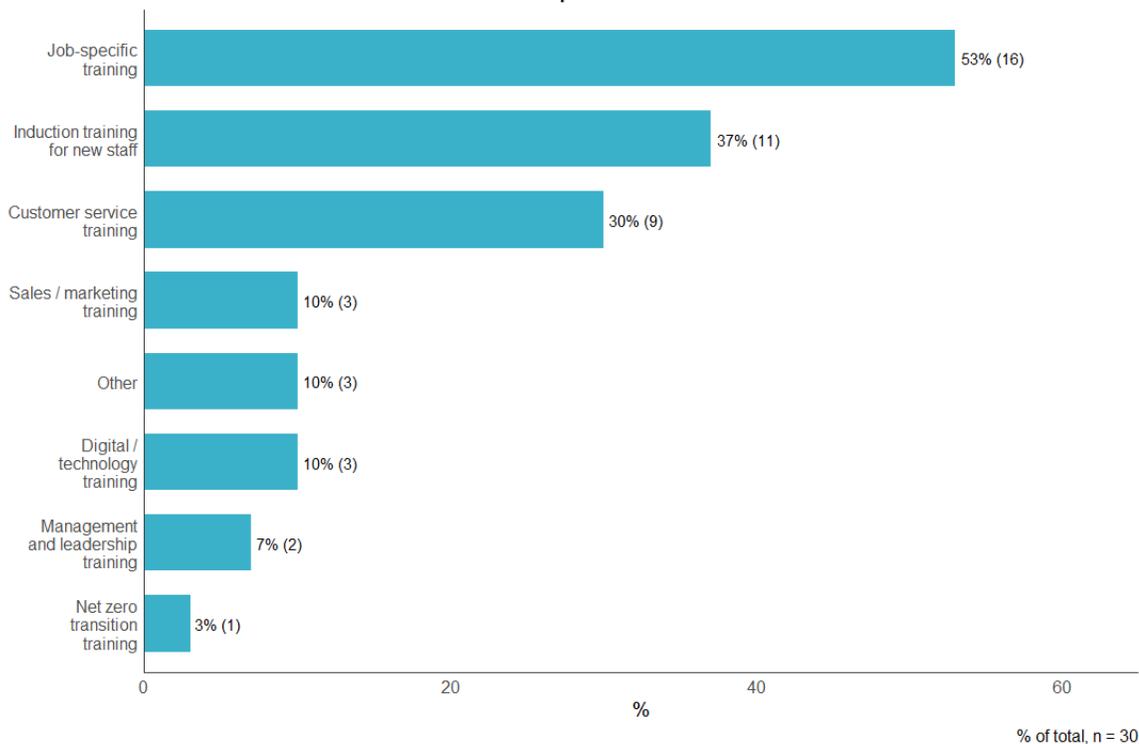
Recruitment will also play a role, with 23% anticipating that they will recruit for new skills.

Training

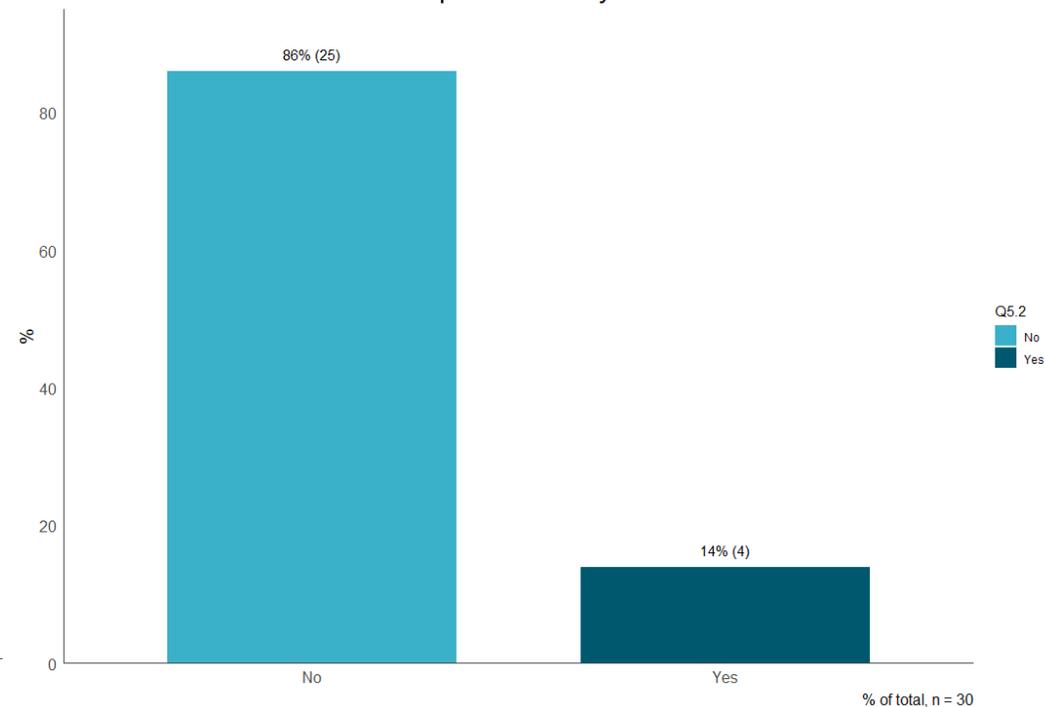
The most common types of training arranged in the year prior to the survey were job specific training and induction training for new staff.

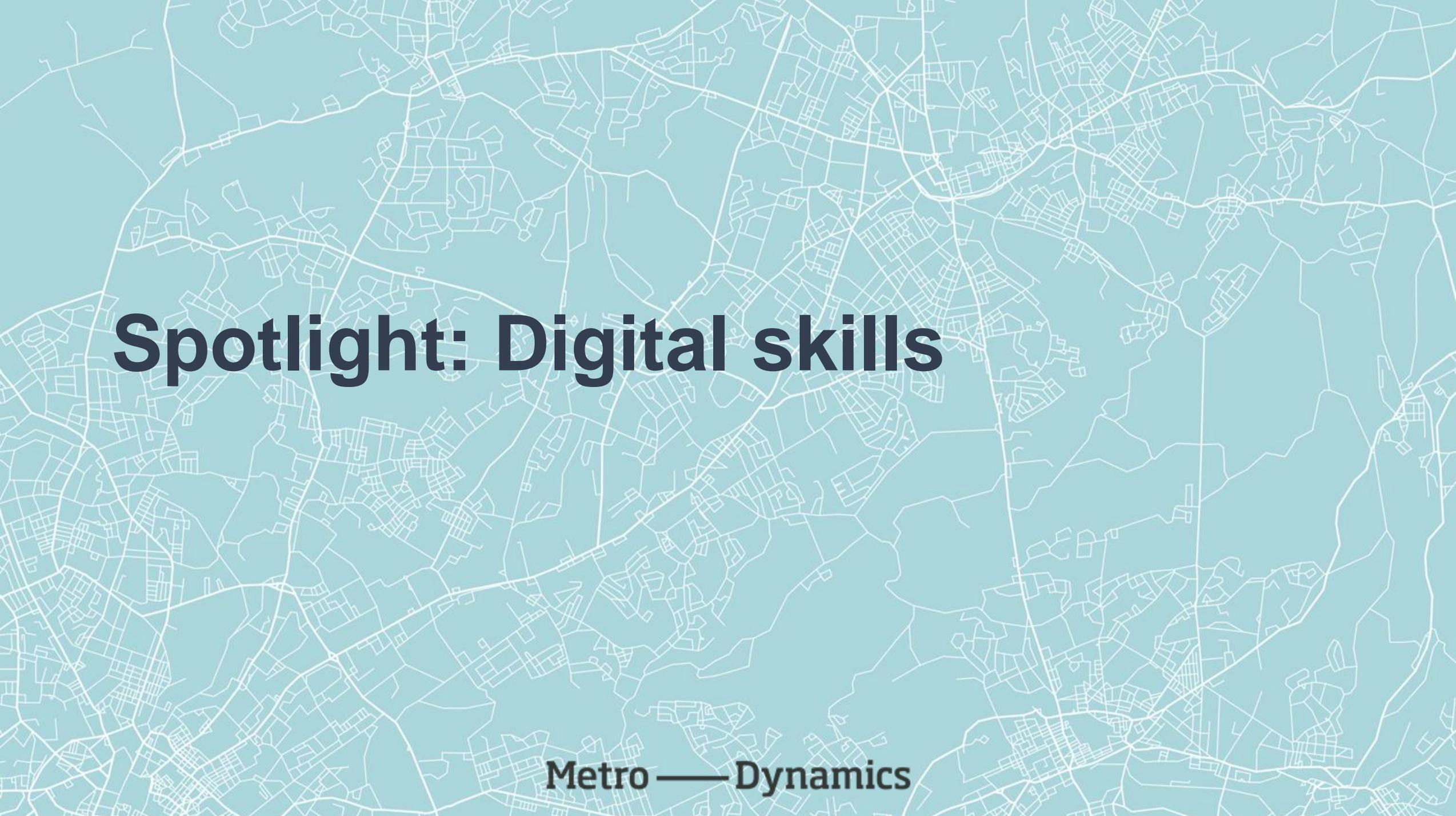
86% of businesses did not have a training plan or budget in place.

Q5.1 Which of the following types of training have you arranged or funded for your employees within your business in the past 12 months?



Q5.2: Do you have any training plans / budgets or workforce strategies in place currently?





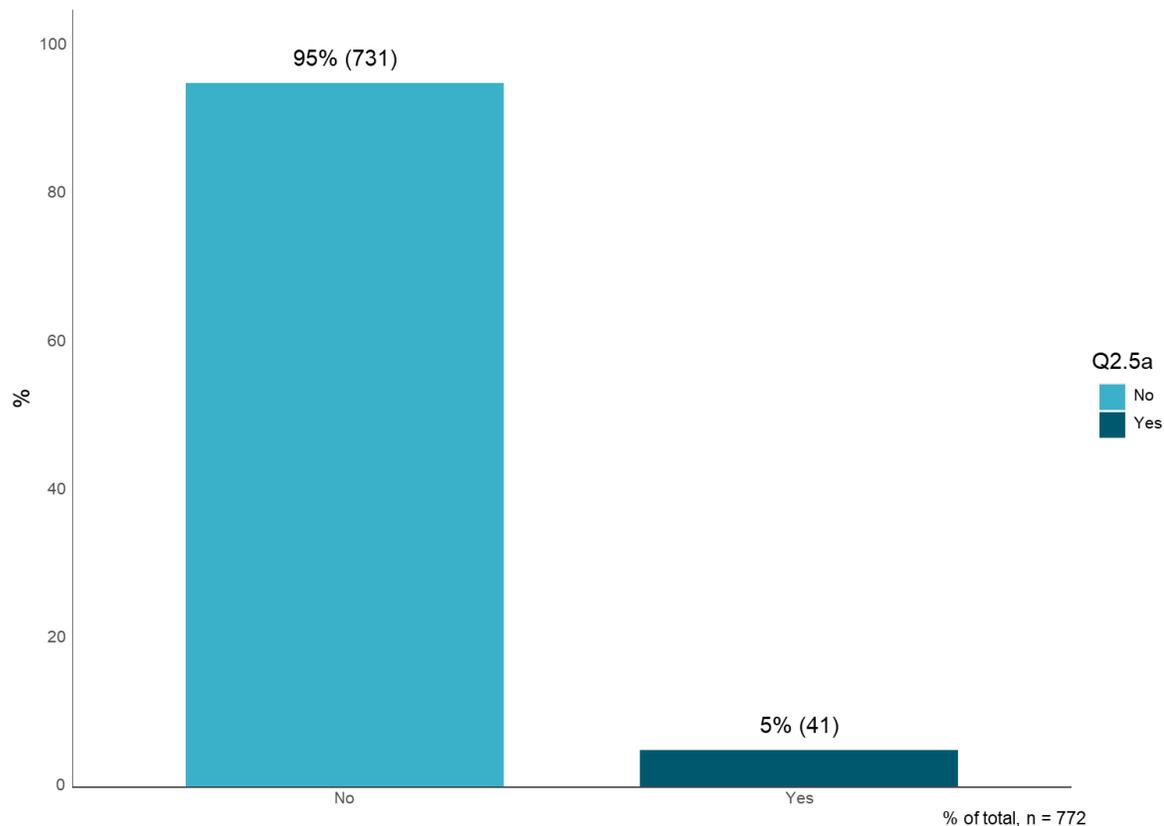
Spotlight: Digital skills

Metro — Dynamics

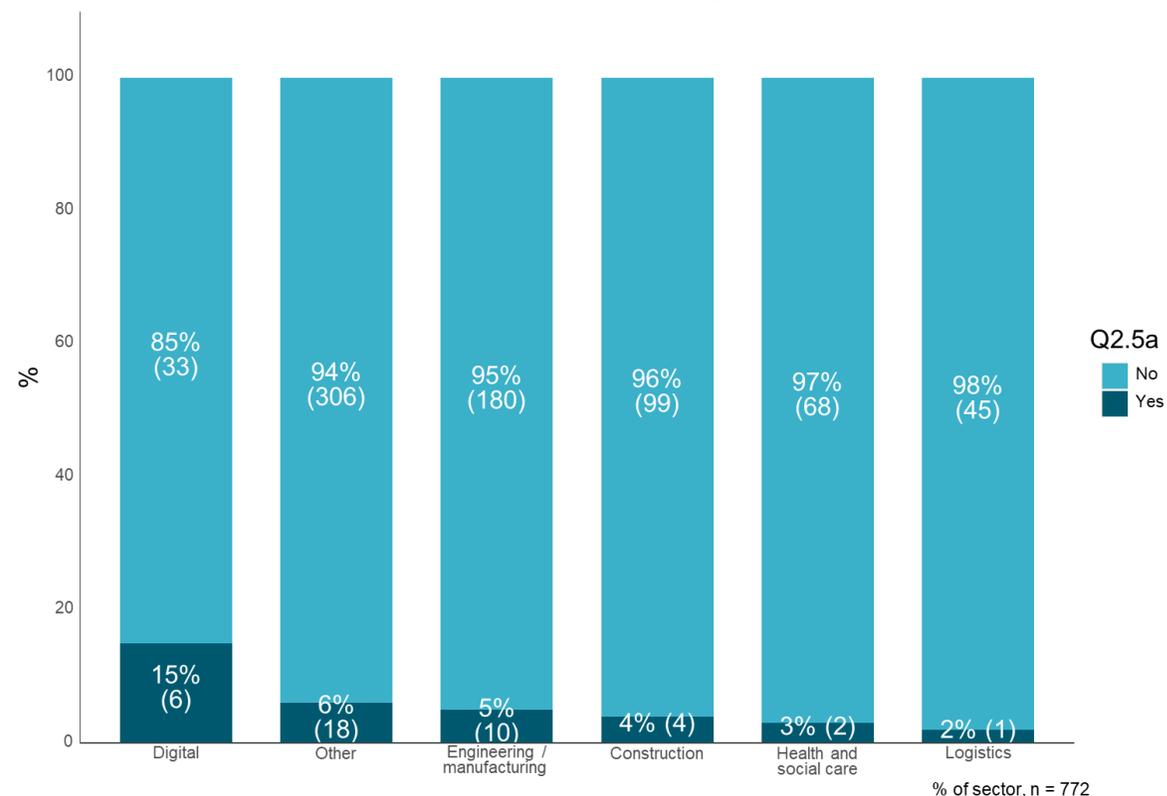
Recruitment of digital skills

A very small % of respondents are struggling to recruit the digital skills that they need. This is more pronounced in digital businesses.

Q2.5a: Are you struggling to recruit staff with the digital skills that you need?



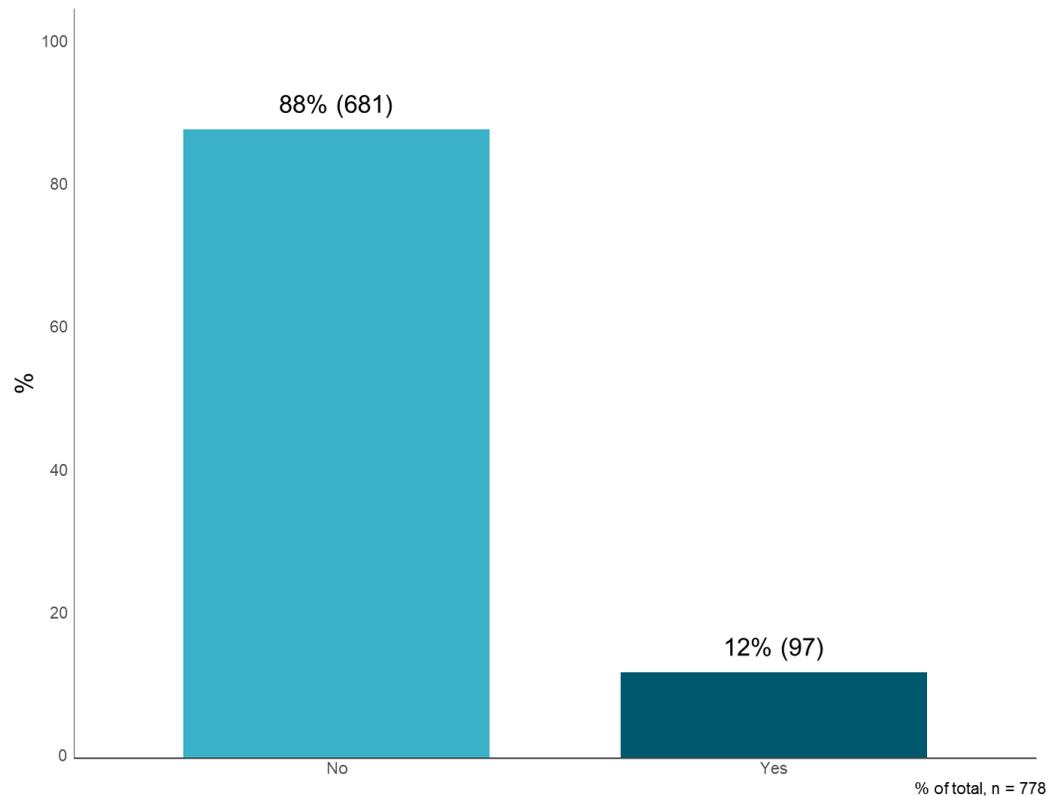
Q2.5a: Are you struggling to recruit staff with the digital skills that you need?



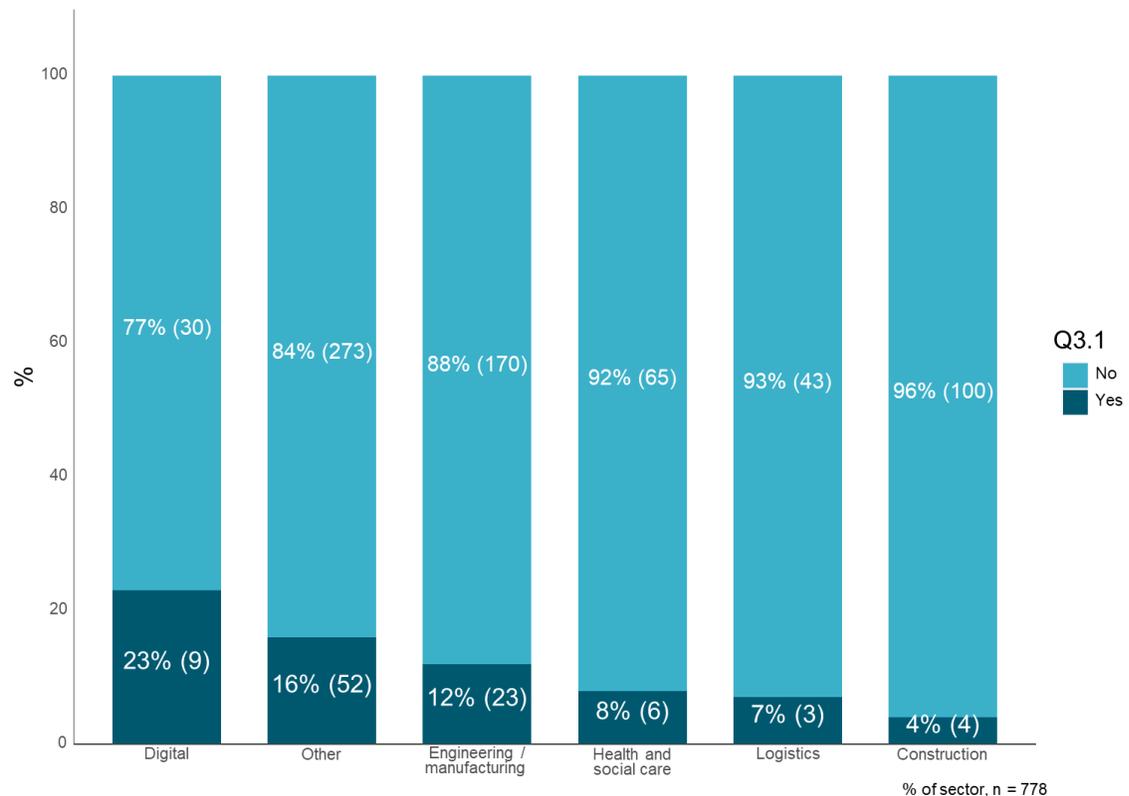
Digital skills gaps in the workforce

12% of all respondents report digital skills gaps in their existing workforce. Of the key sectors, digital skills gaps are most prevalent in the digital and engineering and manufacturing sectors.

Q3.1: Are there digital skills gaps in your existing workforce?



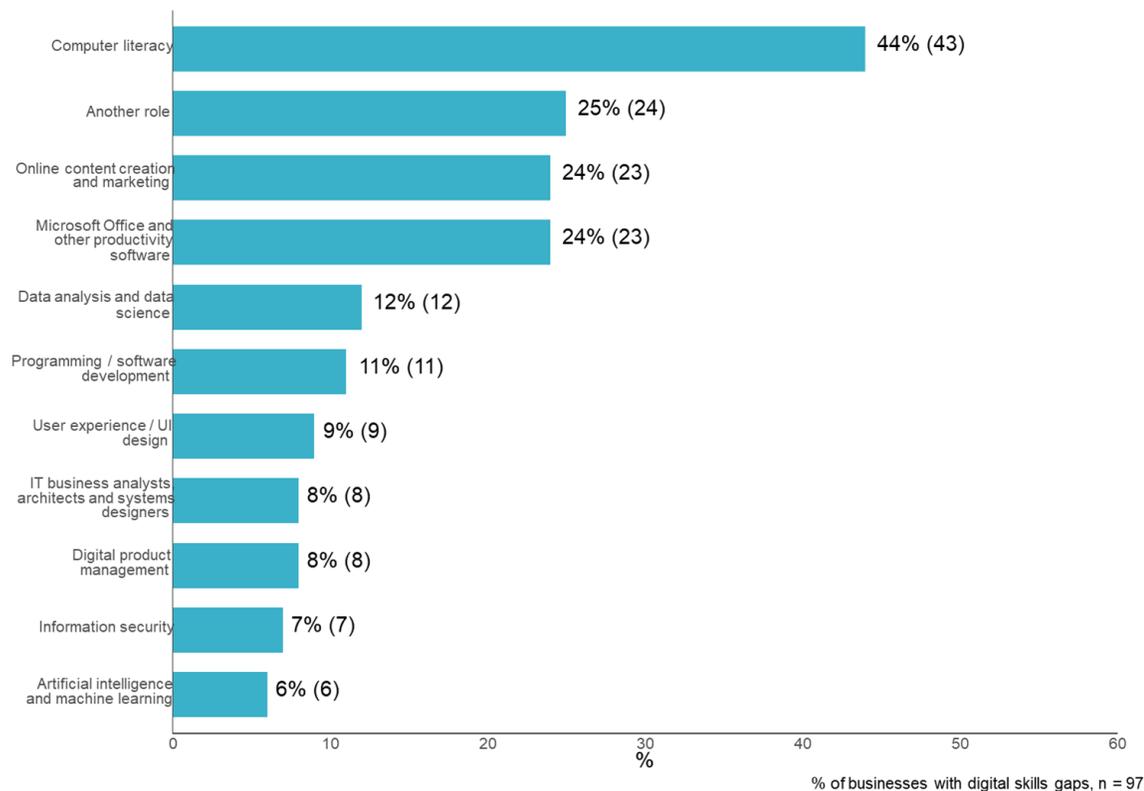
Q3.1: Are there digital skills gaps in your existing workforce?



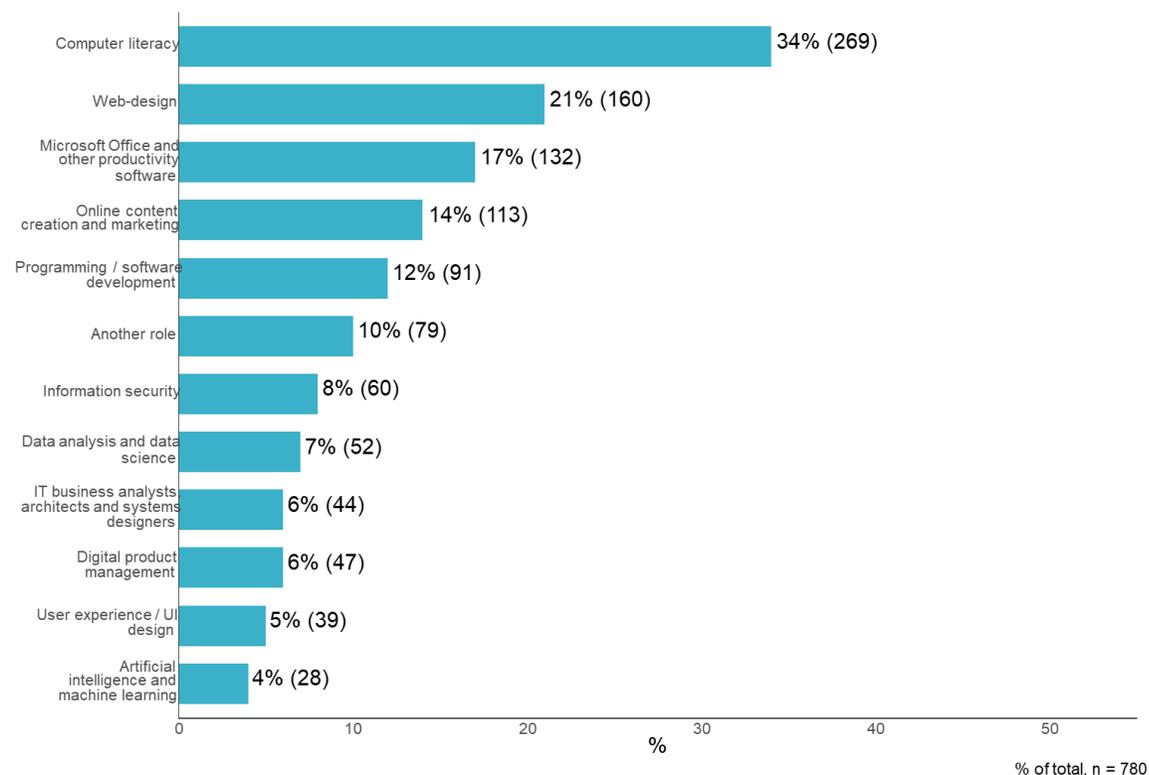
Current and expected future needs

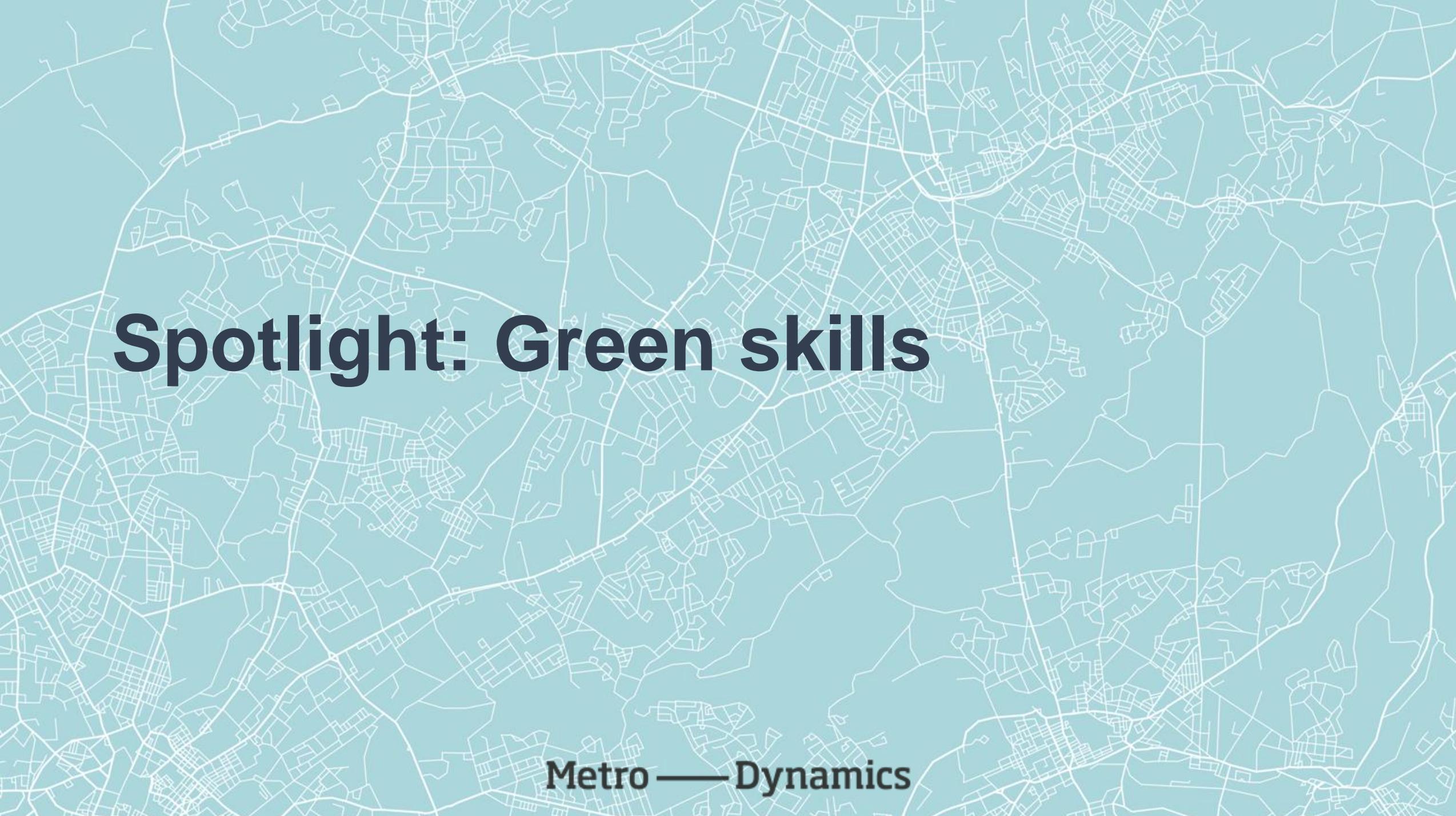
- Business expectations of future (*next 5-10 years*) digital needs are much greater than those at present.
- From **deep dive conversations**, we also heard that issues around basic digital skills are seen to persist, along with concerns that lack of basic skills would hold back technology adoption.

Q3.1b: What type of digital roles are the gaps in?



Q4.3 Which digital roles or skills needs do you expect your business to need in the future?



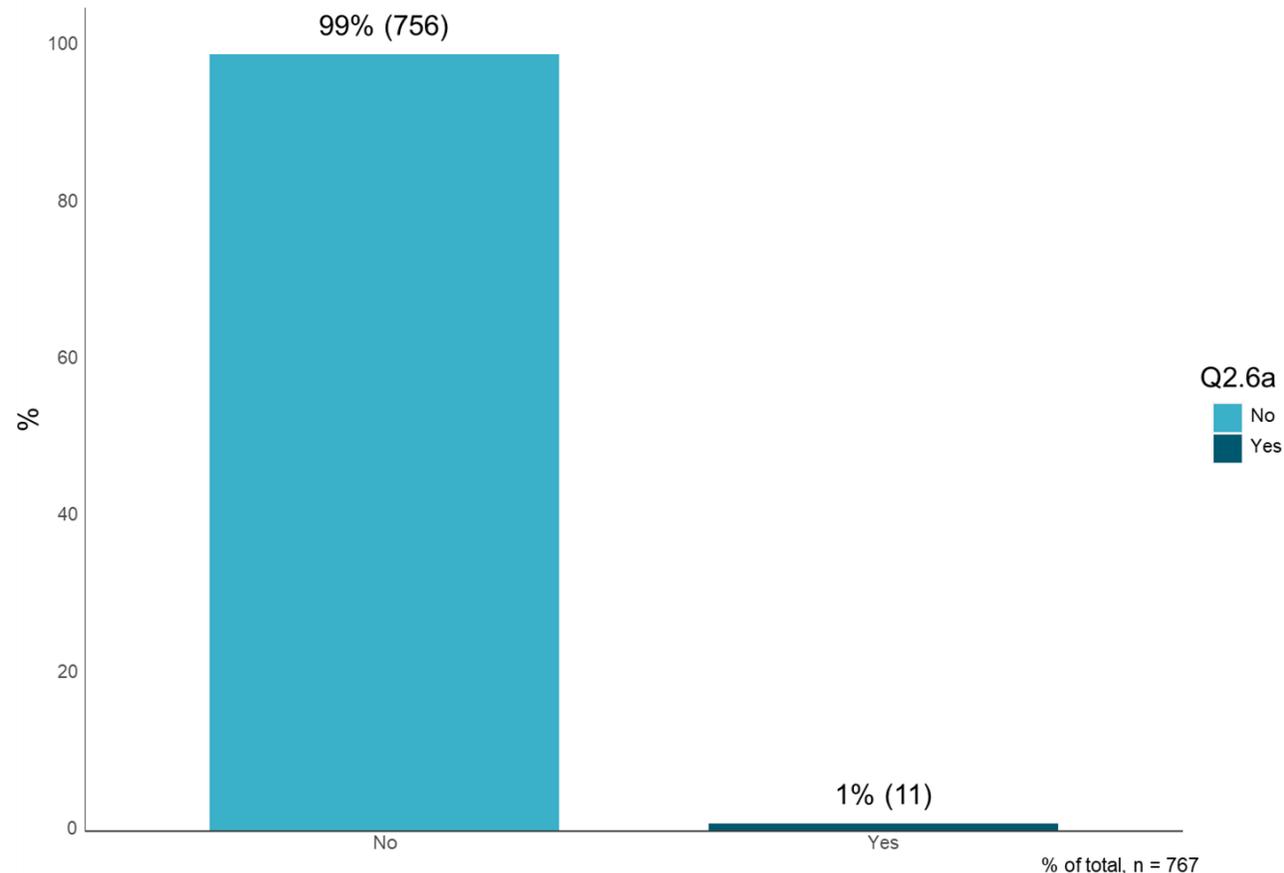


Spotlight: Green skills

Metro — Dynamics

Challenges recruiting green skills

Q2.6a: Are you struggling to recruit staff with the green skills that you need?

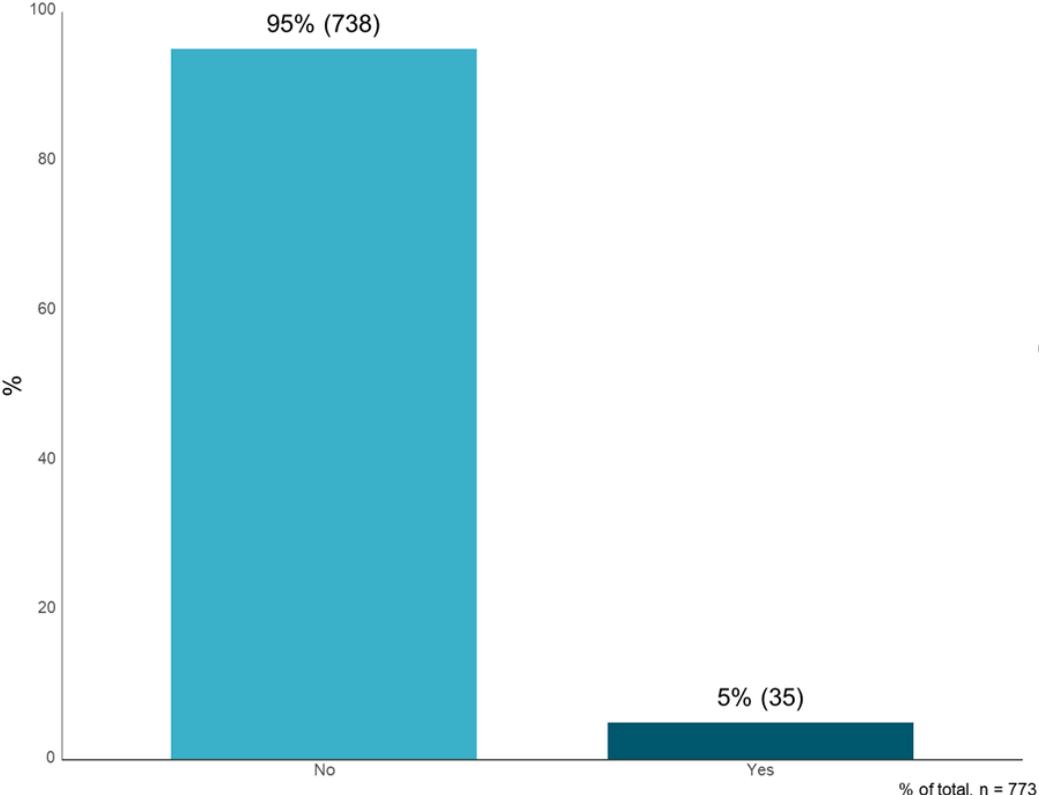


- Just 1% of the respondents are struggling to recruit staff with skills related to net zero / the energy transition/green practices.
- This seems low given the sectoral composition of the sample but this may be due to the size of the businesses surveyed, with small businesses probably unlikely to be seeking these skills at present.
- We heard in **deep dive conversations** that specific green skills needed and future business demand remains unknown, as much of the strategy for net zero delivery will follow Government policy.

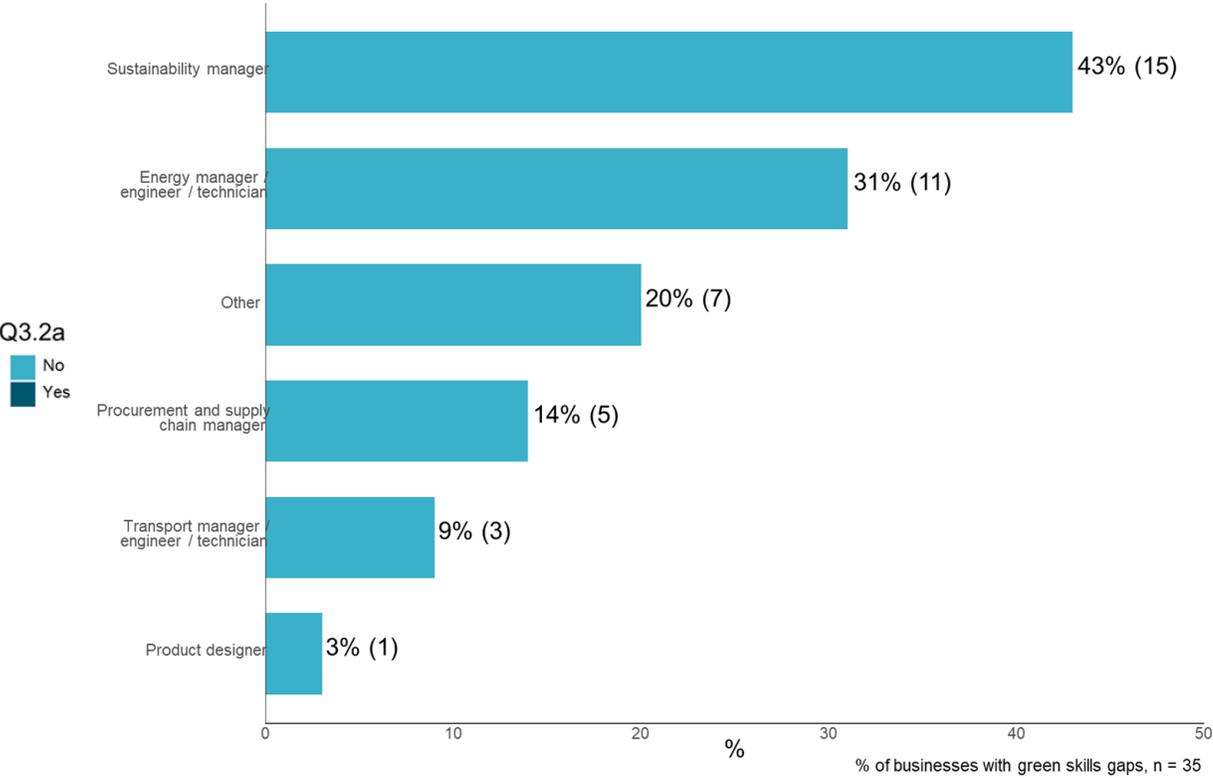
Green skills gaps in the workforce

5% of businesses surveyed reported having green skills gaps in their workforces, with sustainability manager the most frequently cited role where gaps exist. It is hard to draw any conclusions from such a small sample but fewer than 4% of construction firms and 6% of engineering/manufacturing businesses reported having green skills gaps.

Q3.2: Are there green skills gaps in your existing workforce?

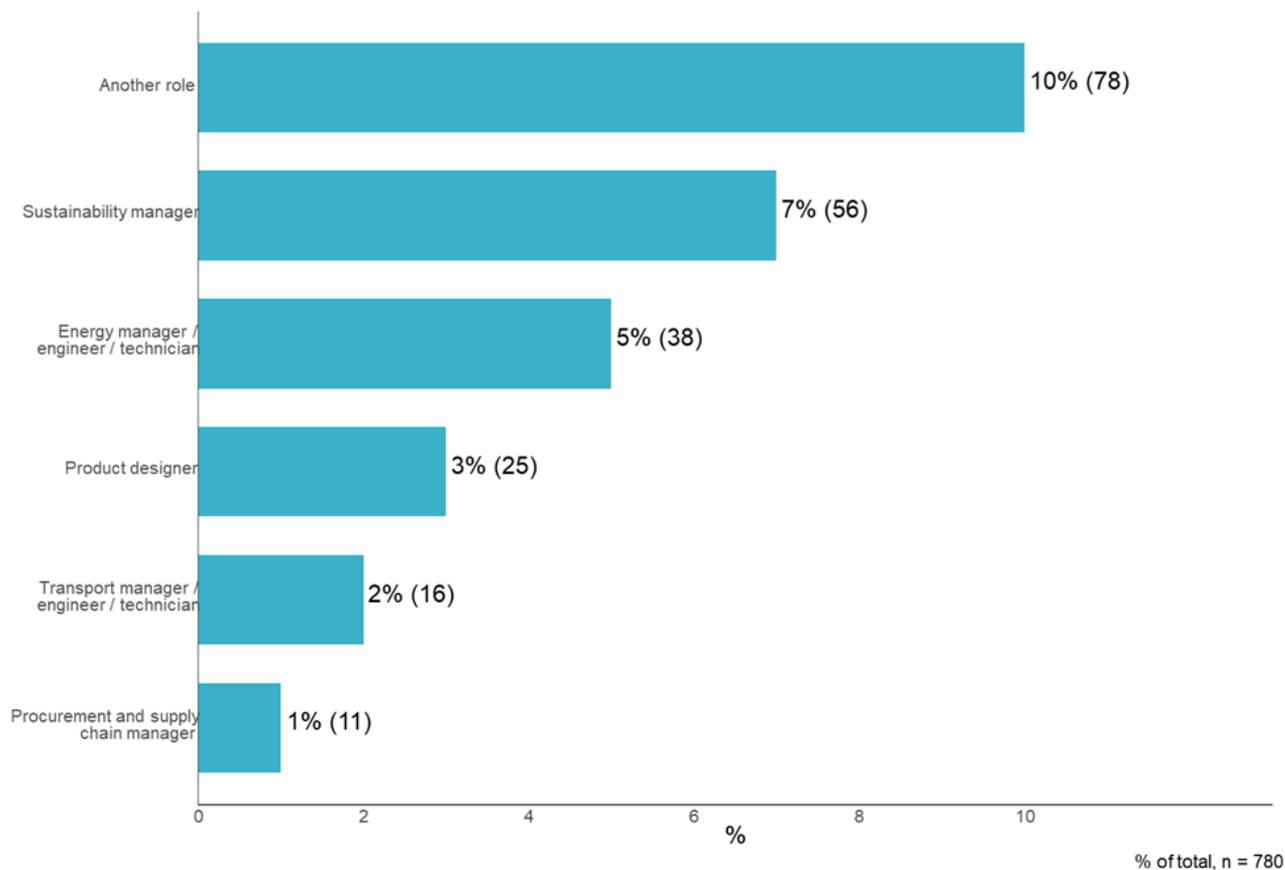


Q3.2b: What type of green roles are the gaps in?



Long term (5-10 years) green skills needs

Q4.4 Which Green roles or skills needs do you expect your business to need in the future?



Looking at future skills needs, sustainability manager is again the most common response.

Some examples of other roles/skills which businesses expect to need:

- Carbon calculation
- Electric vehicle repairs

A number of businesses indicated that they will rely on external consultancy for future needs around net zero/the energy transition/green practices.