

# Scottish Employer Skills Survey 2020

**Slide pack**



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# Introduction



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Figure A: Definitions for key incidence, volume and density measures used in the report

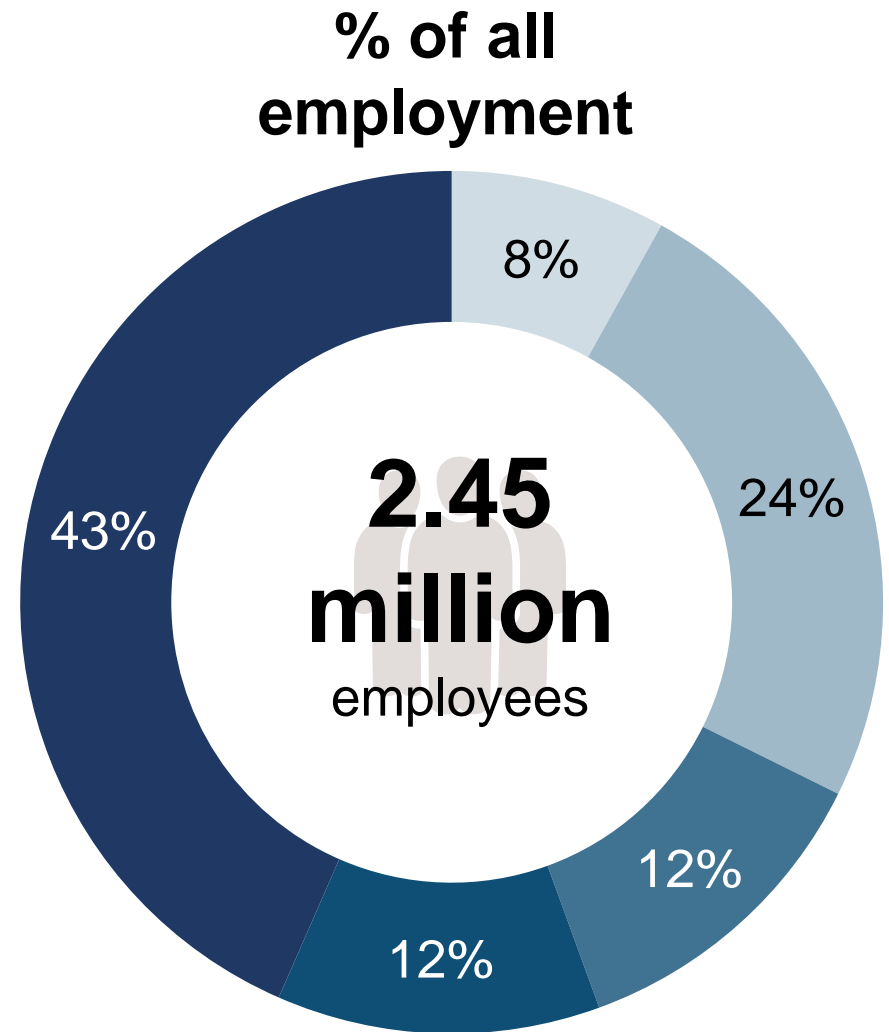
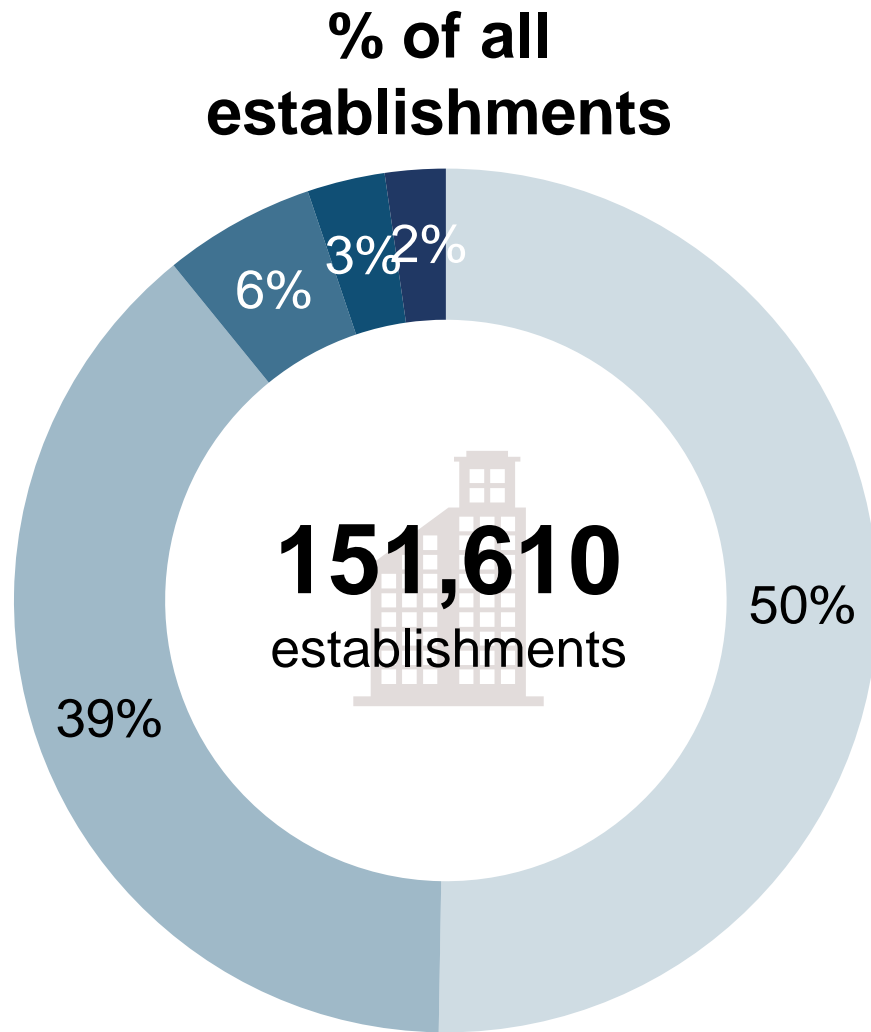
	Vacancies	Skill-shortage vacancies	Skills gaps
Incidence	The number of establishments reporting at least one vacancy	The number of establishments that reported at least one skill-shortage vacancy	The number of establishments that reported any of their staff lacked full proficiency
Volume	The total number of vacancies	The total number of vacancies that are hard to fill as a result of skill shortages	The total number of employees that lack full proficiency
Density	The total number of vacancies as a proportion of all employment	The total number of skill-shortage vacancies as a proportion of all vacancies	The total number of employees that lack full proficiency as a proportion of all employment

# Employer Characteristics



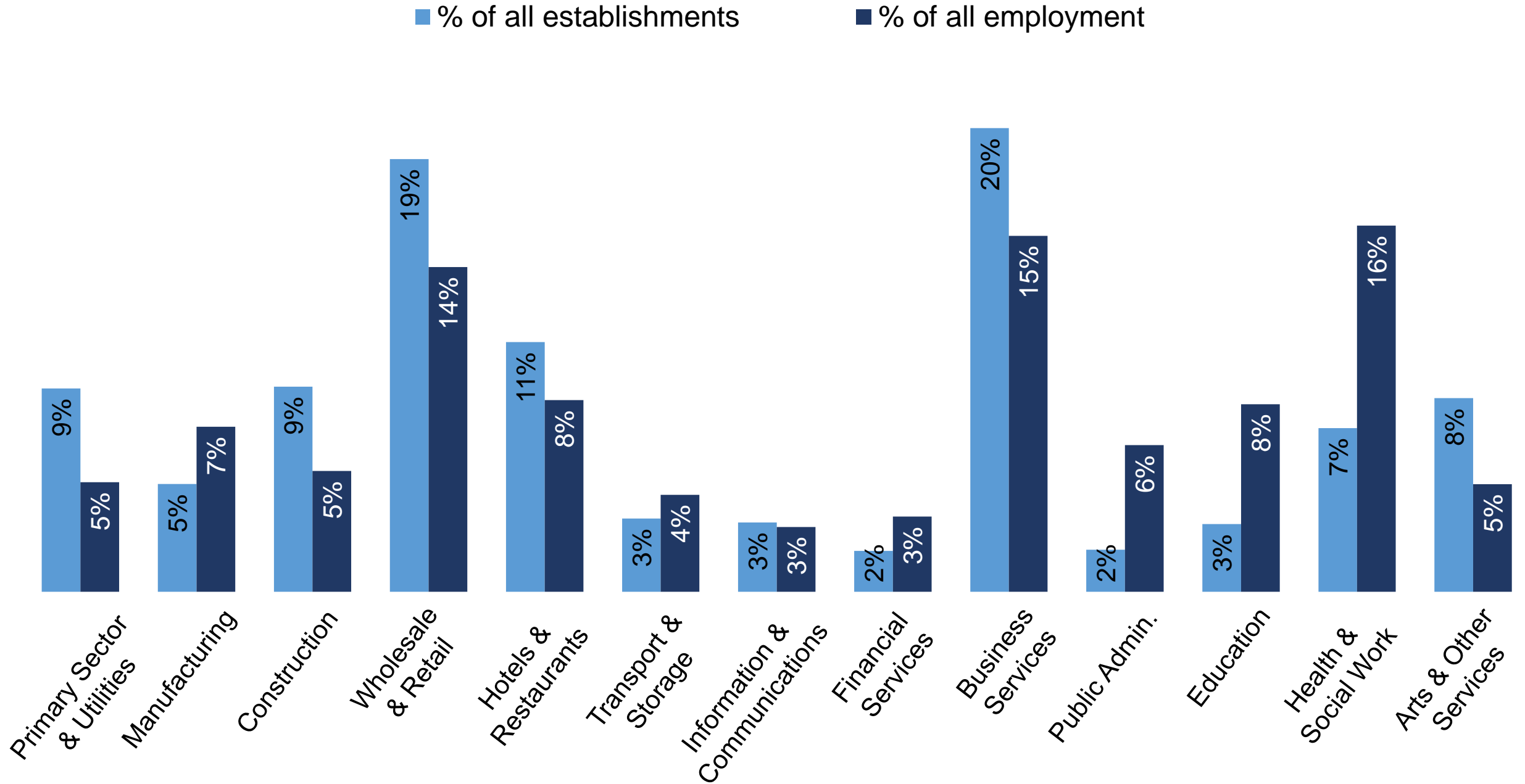
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Figure 1: Employer and employment profile by establishment size



2 to 4 5 to 24 25 to 49 50 to 99 100+  
employees

**Figure 2: Employer and employment profile by sector**



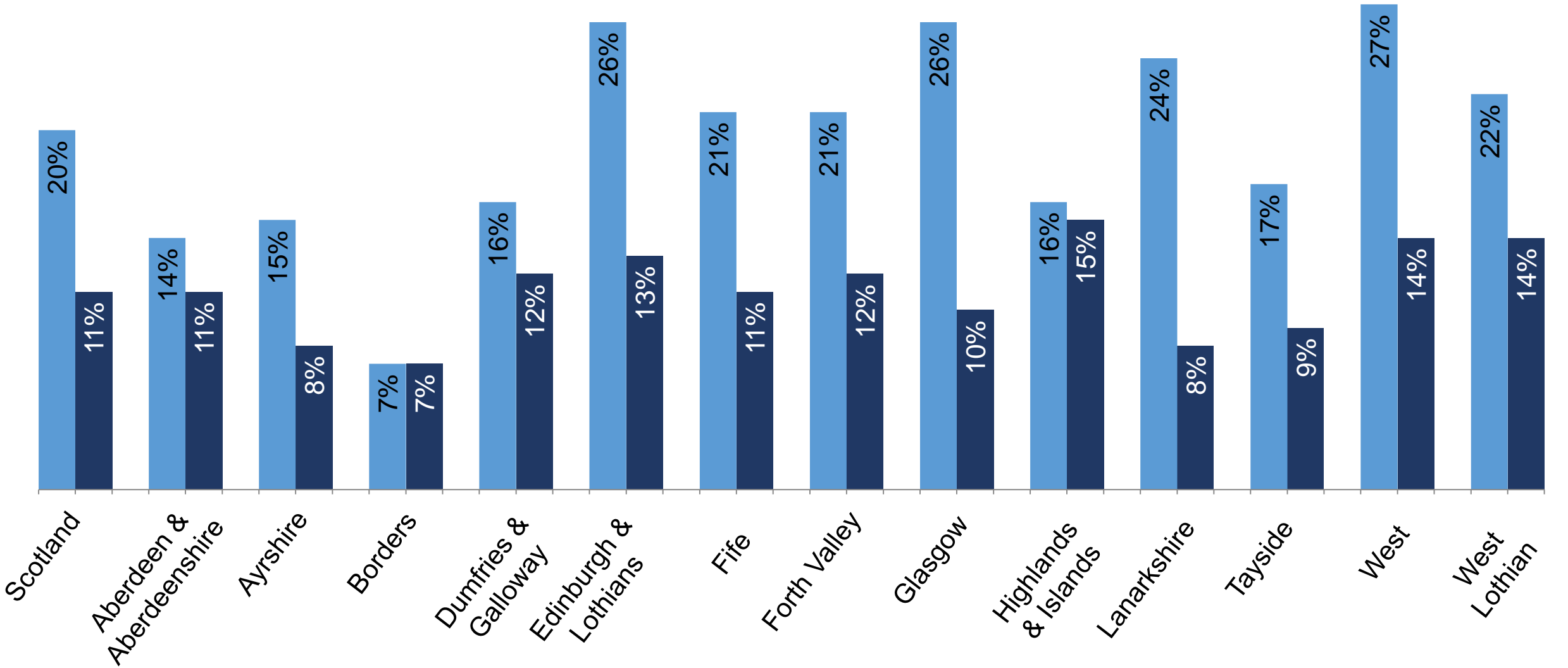
# Recruitment and skill-shortage vacancies



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**Figure 3: Incidence and density of vacancies by ROA Region**

■ 2017 incidence      ■ 2020 incidence



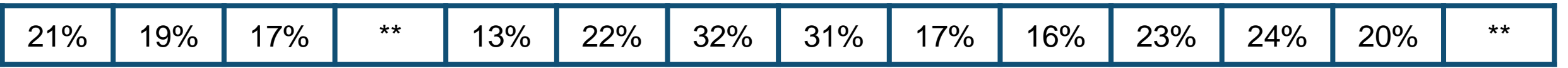
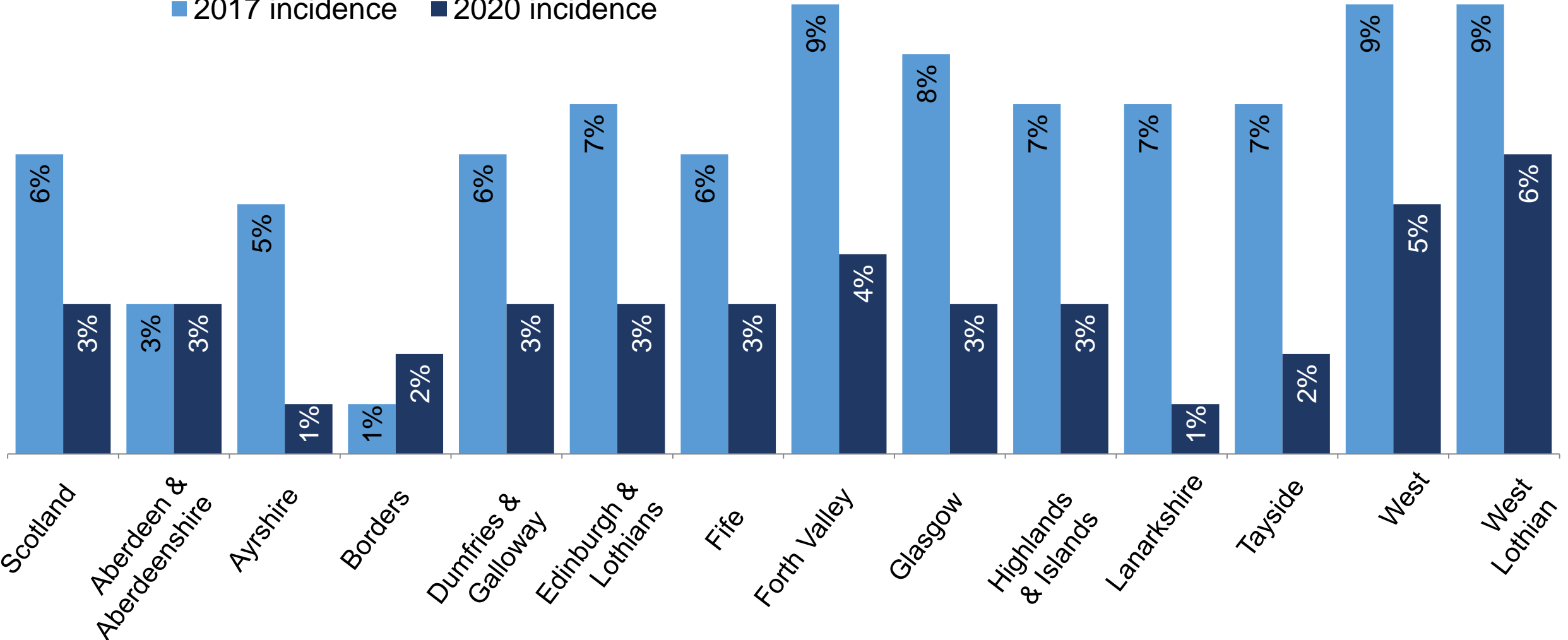
1.9%	1.3%	1.2%	1.8%	2.2%	2.4%	1.7%	1.9%	1.6%	2.7%	1.2%	2.6%	2.7%	2.7%
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2020 Density (vacancies as % of employment)



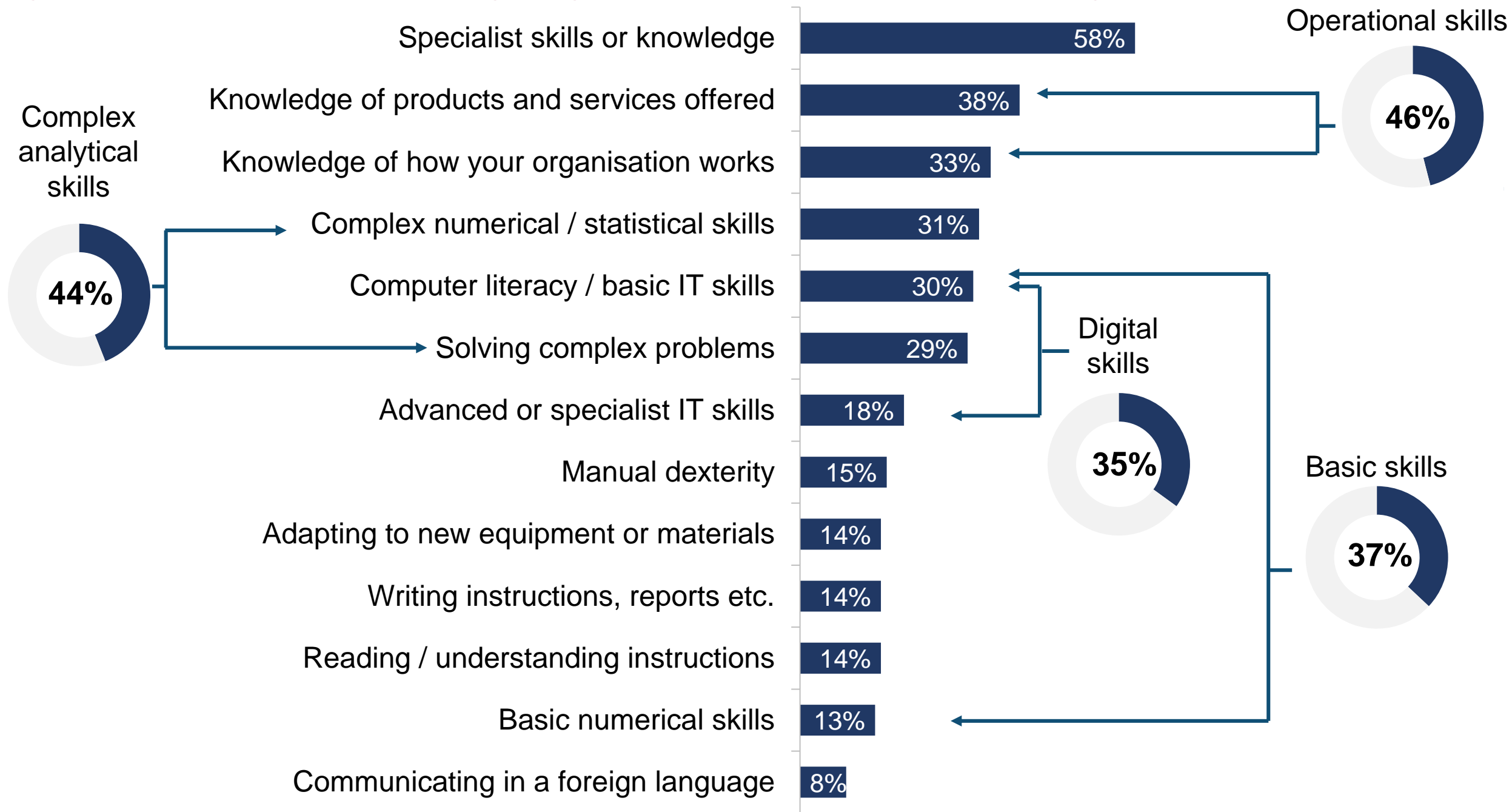
**Figure 4: Incidence and density of skill-shortage vacancies by ROA region**

■ 2017 incidence ■ 2020 incidence



Density of SSVs (as a proportion of vacancies) 2020

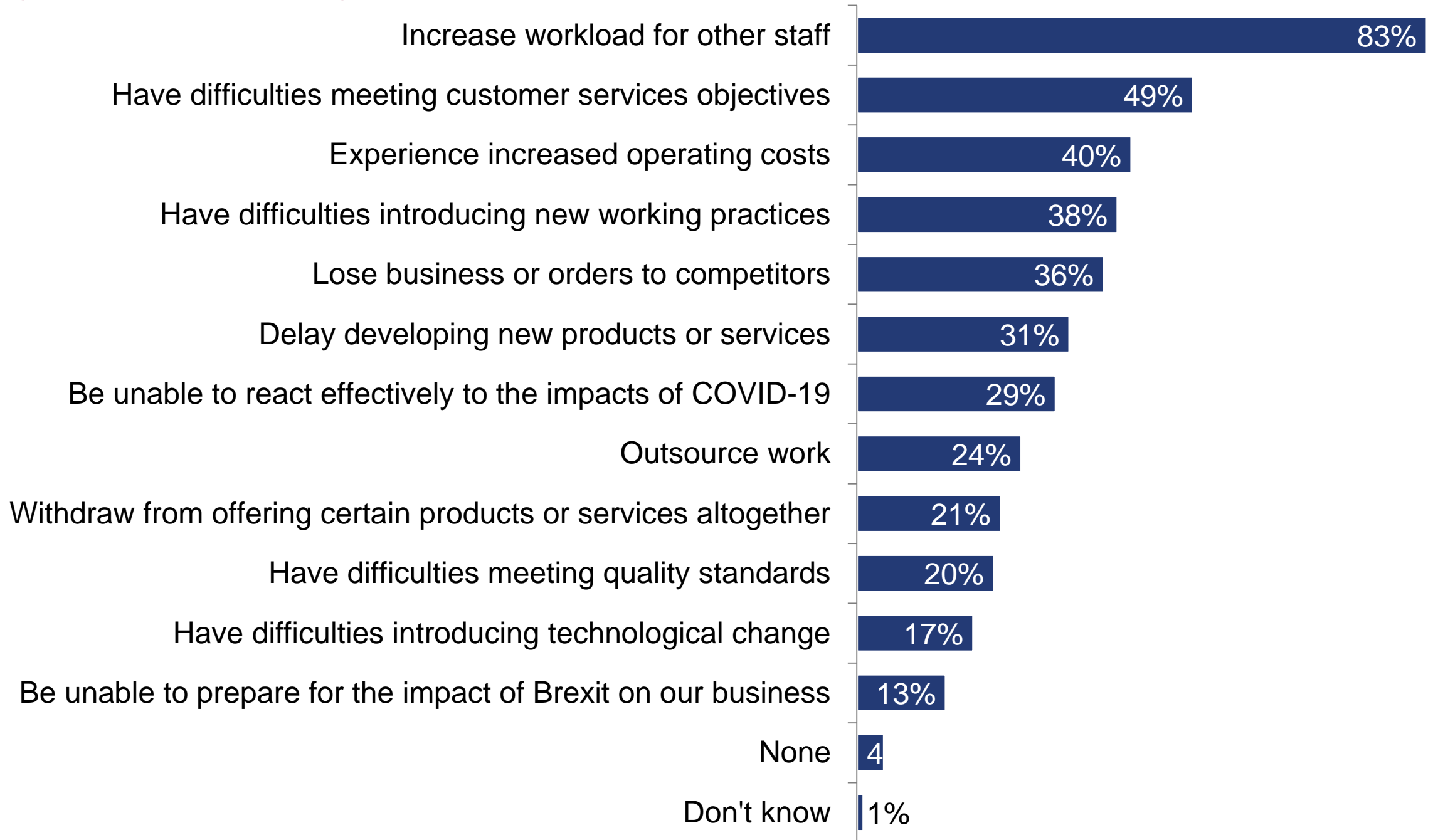
**Figure 5: Technical and practical skills lacking among applicants to vacancies classed as skill-shortage vacancies**



**Figure 6: People and personal skills lacking among applicants to vacancies classed as skill-shortage vacancies**



**Figure 7: Impact of skill-shortage vacancies (prompted)**



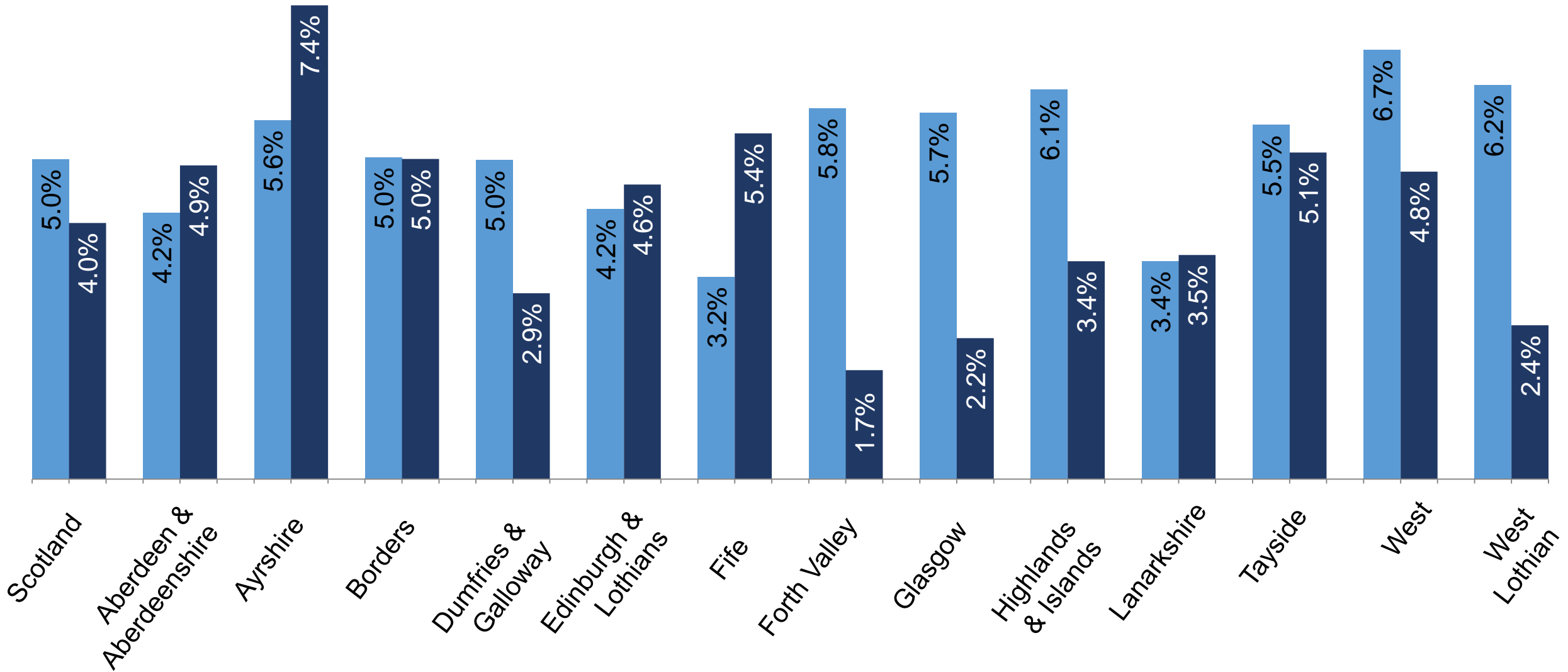
# The internal skills challenge



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**Figure 8: Incidence and density of skills gaps by ROA region**

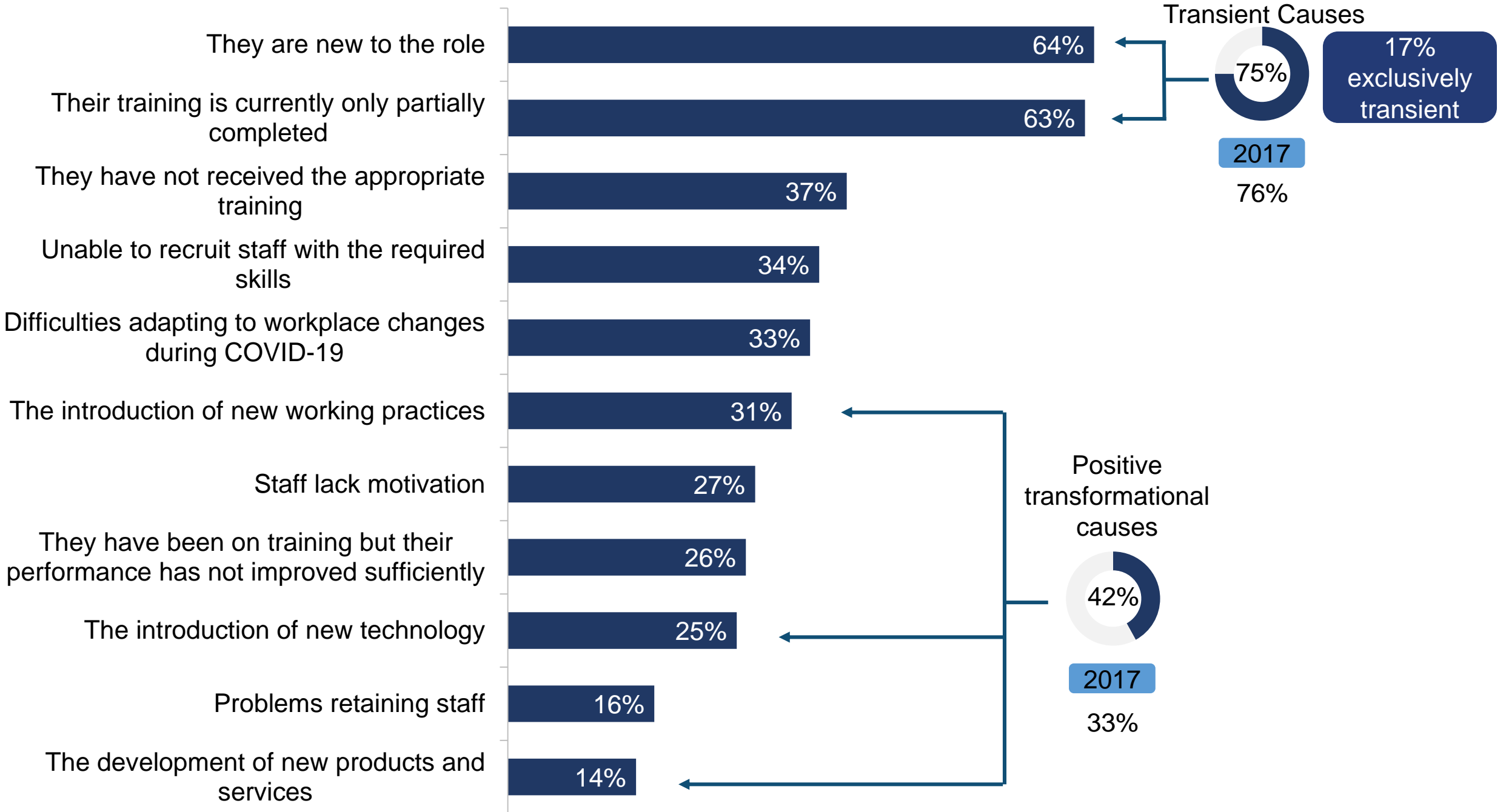
2017 density    2020 density



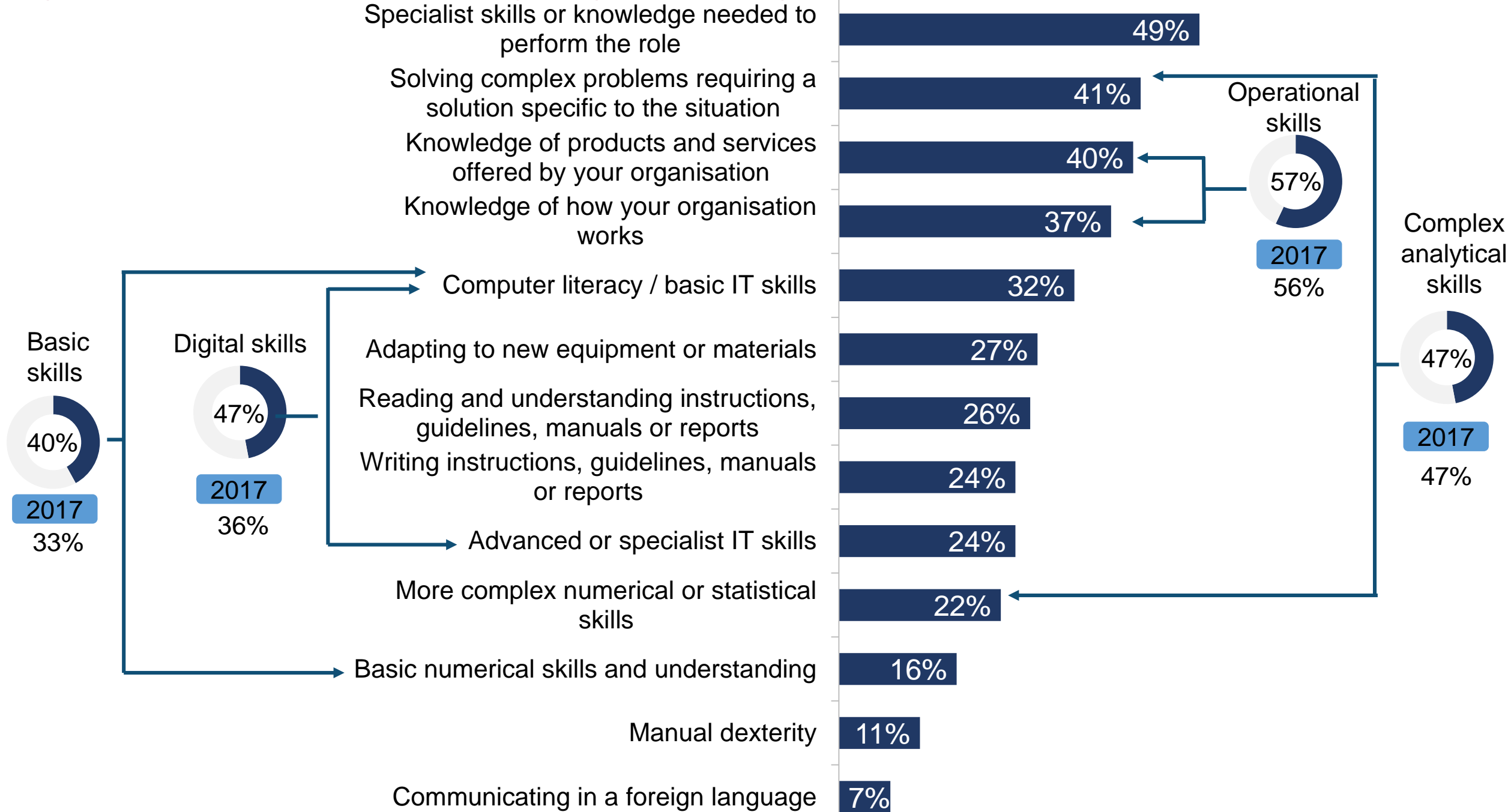
12%	12%	10%	9%	11%	14%	14%	8%	12%	15%	11%	14%	10%	13%
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Incidence of skills gaps by establishment (2020)

**Figure 9: Causes of skills gaps in occupations followed up (prompted)**



**Figure 10: Technical and practical skills lacking among staff with skills gaps**

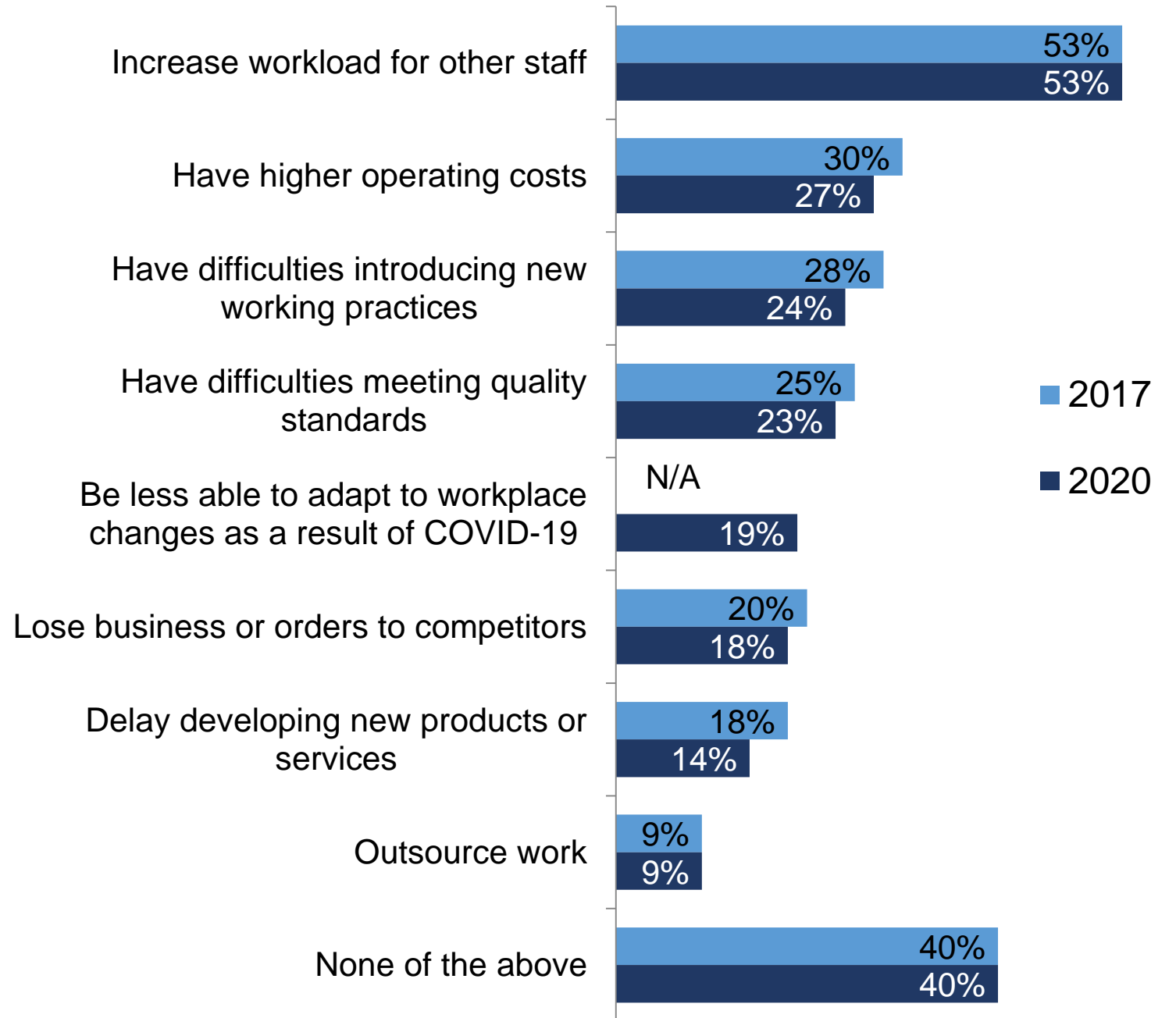
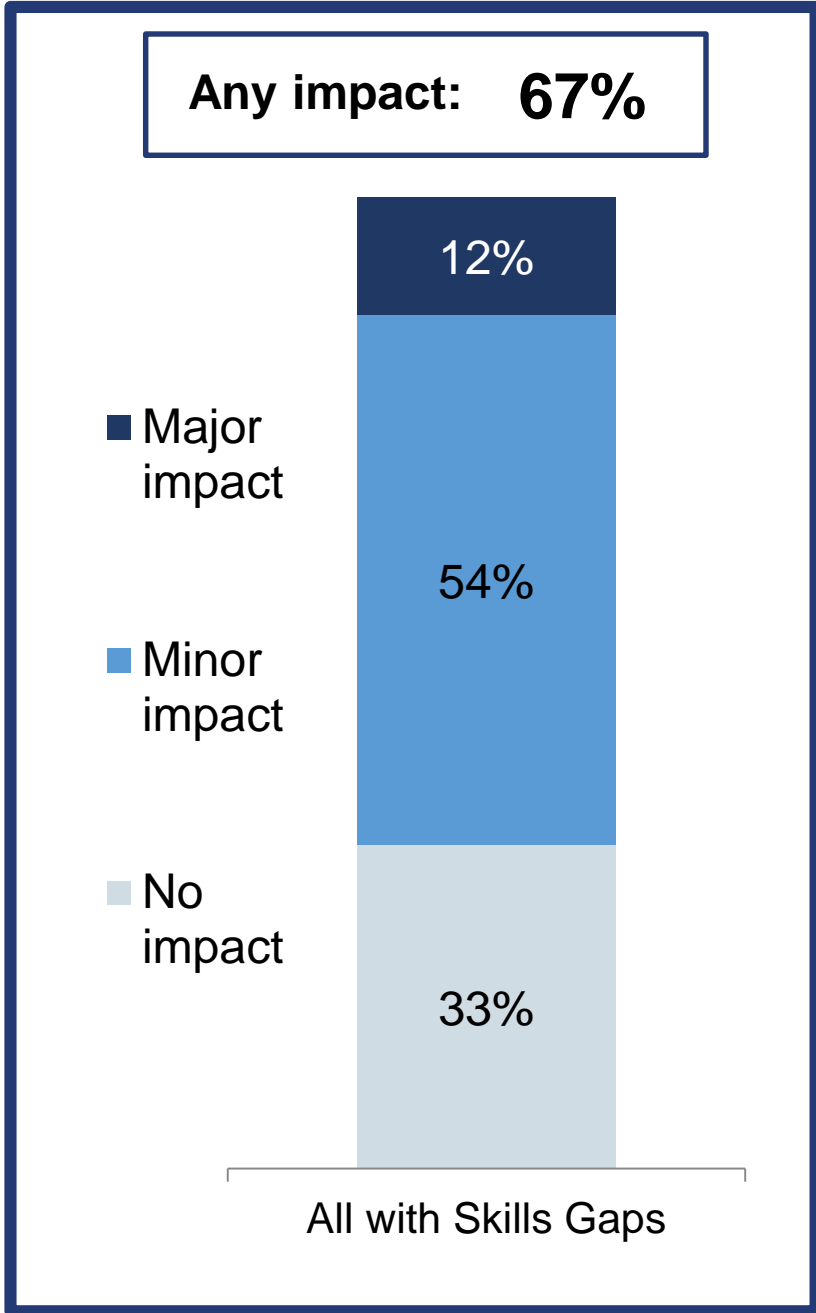




**Figure 11: People and personal skills lacking among staff with skills gaps**



Figure 12: Impacts of skills gaps and implications of skills gaps (prompted)

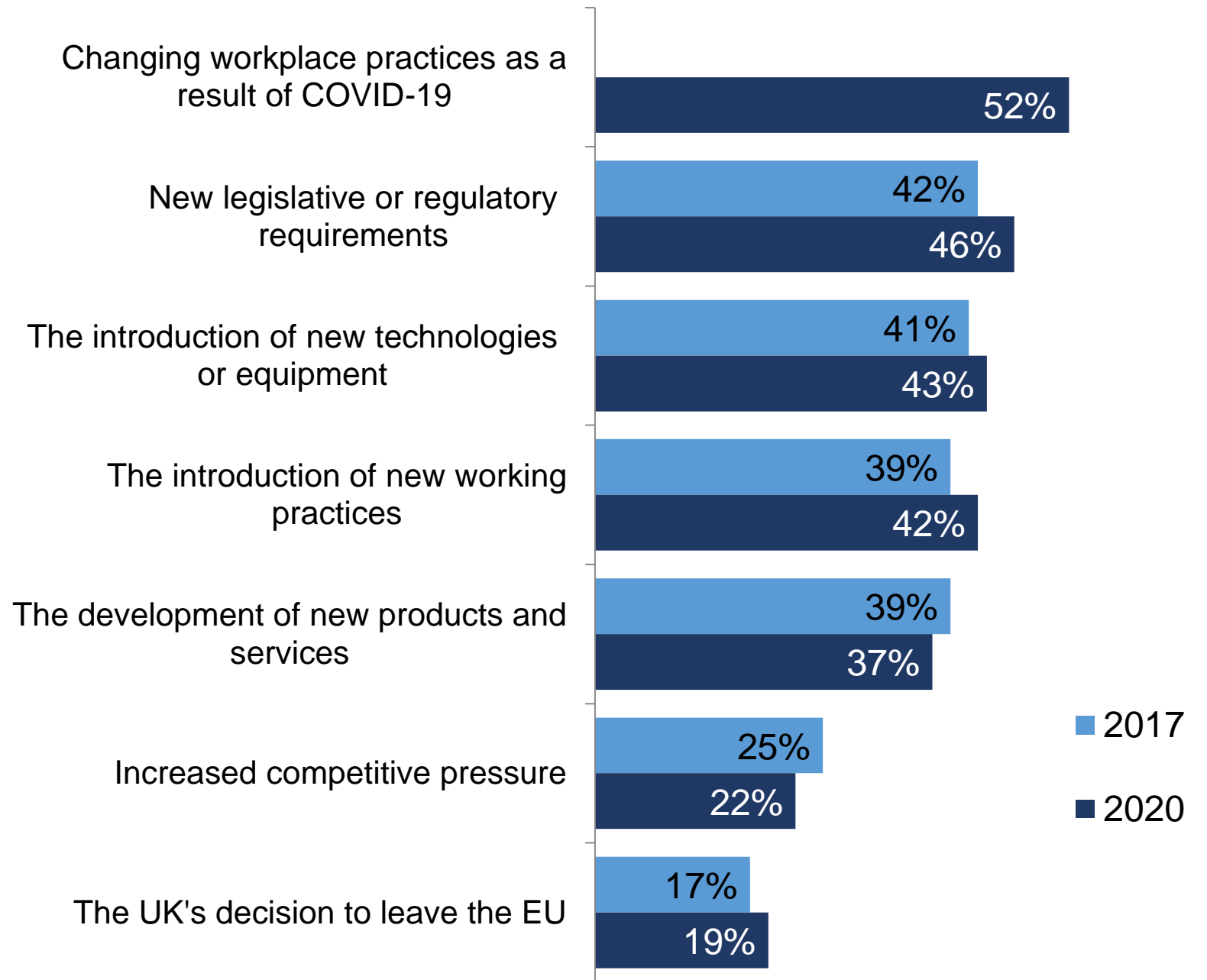
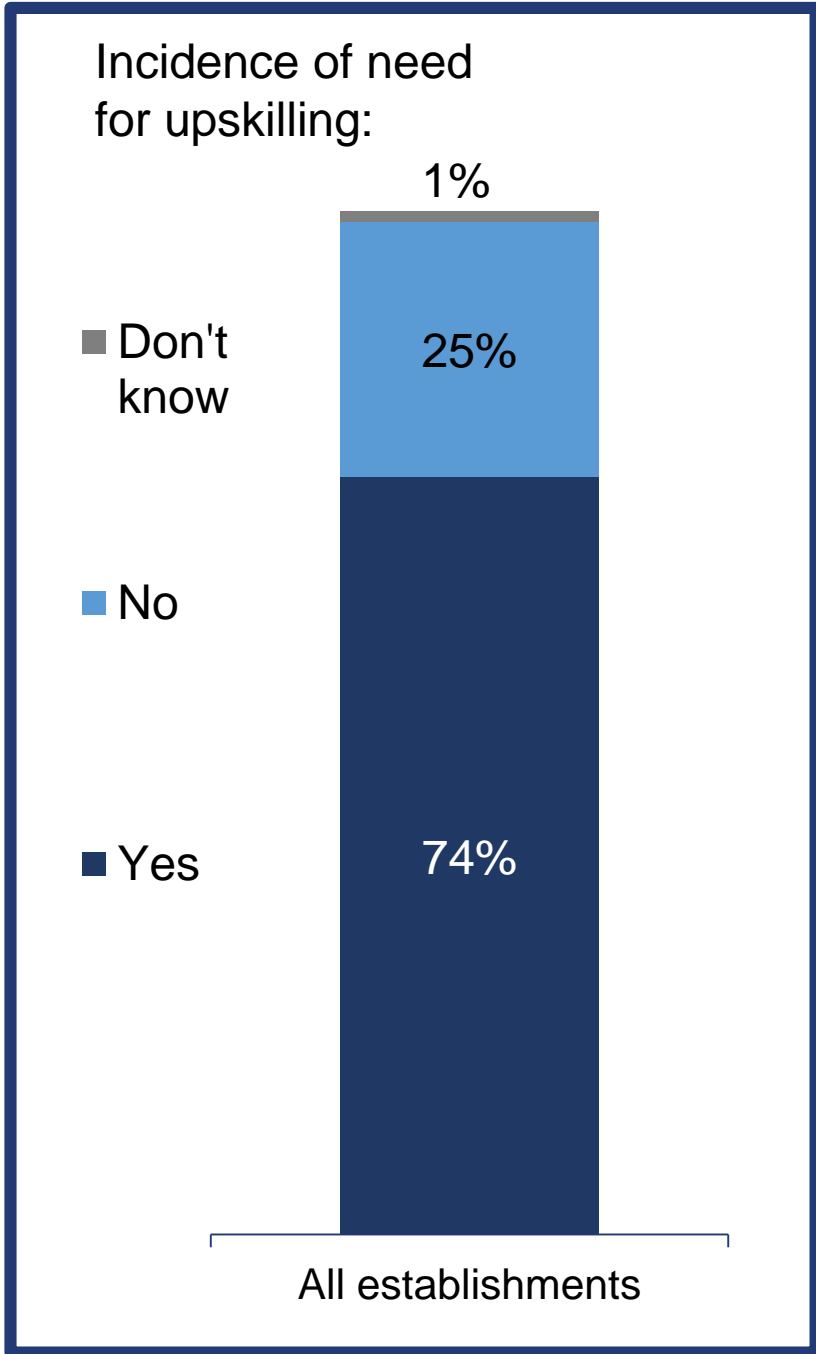


# Upskilling

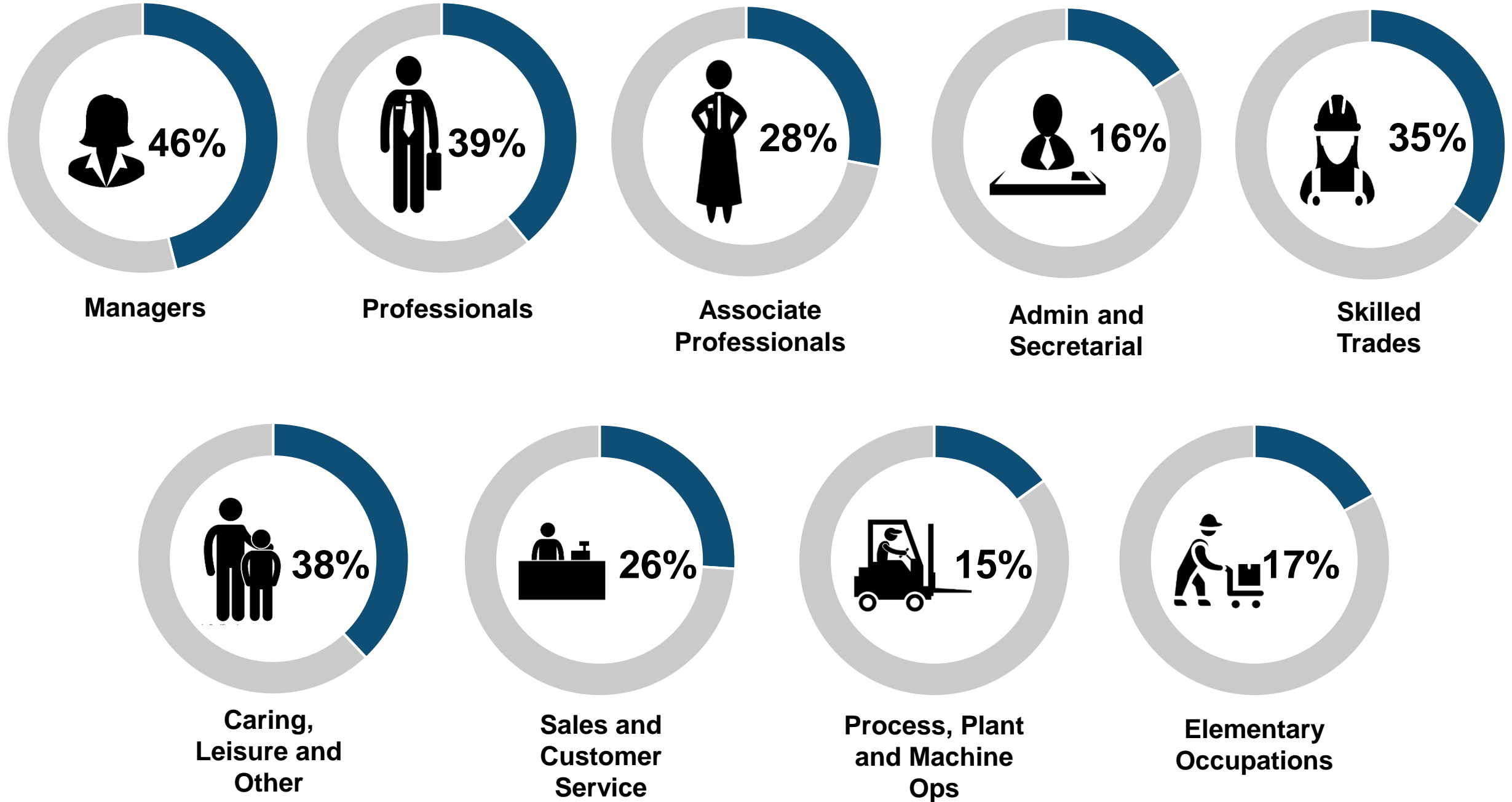


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**Figure 13: Proportion of employers with a need for upskilling and the reasons for needing to upskill**



**Figure 14: Occupations most affected by the need for upskilling**



# Training and workforce development



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**Figure 15: Proportion of employers providing training in the last 12 months (overall, on-the-job and off-the-job) over time**

■ Train   ■ Train on-the-job   ■ Train off-the-job

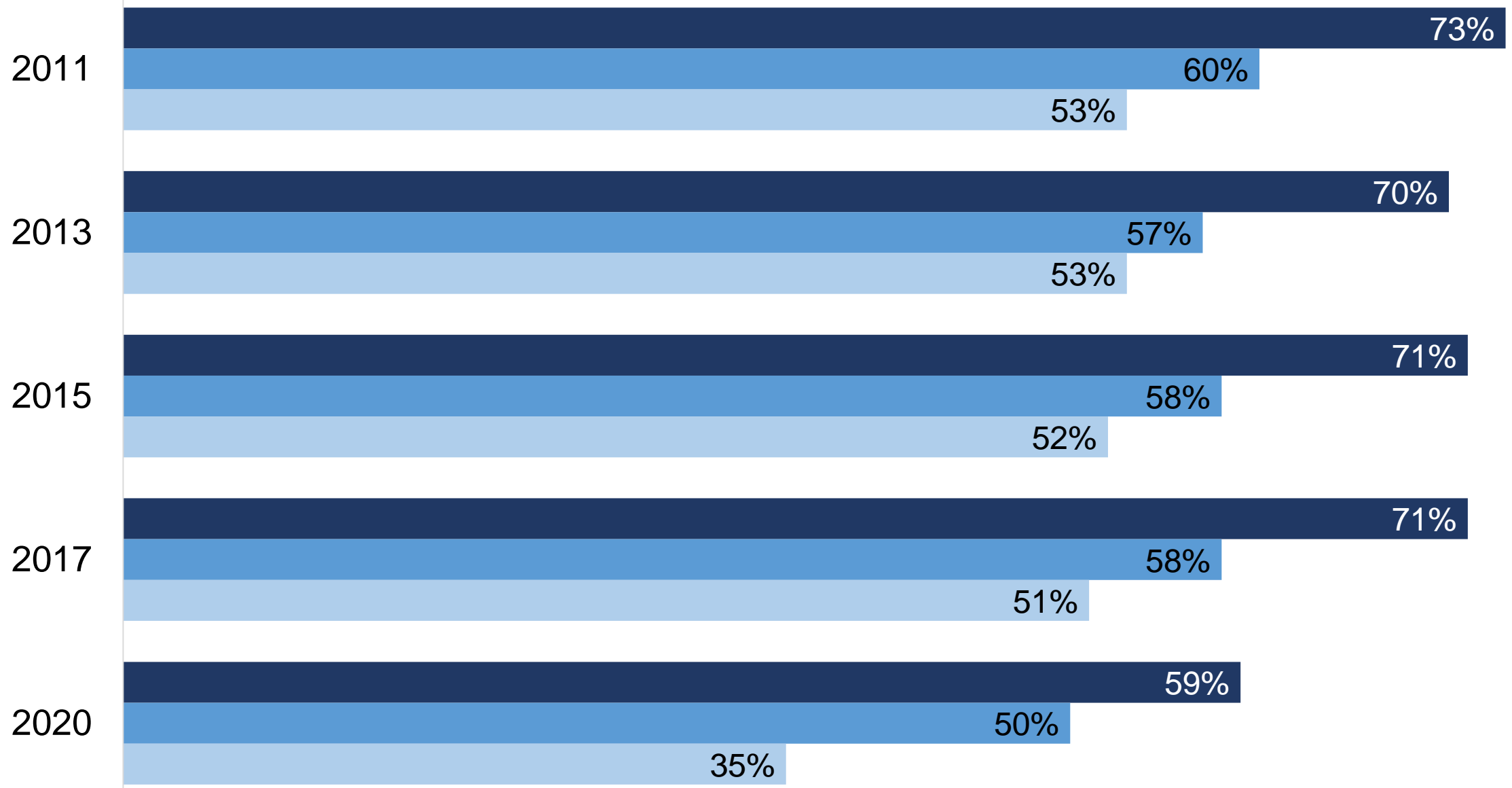
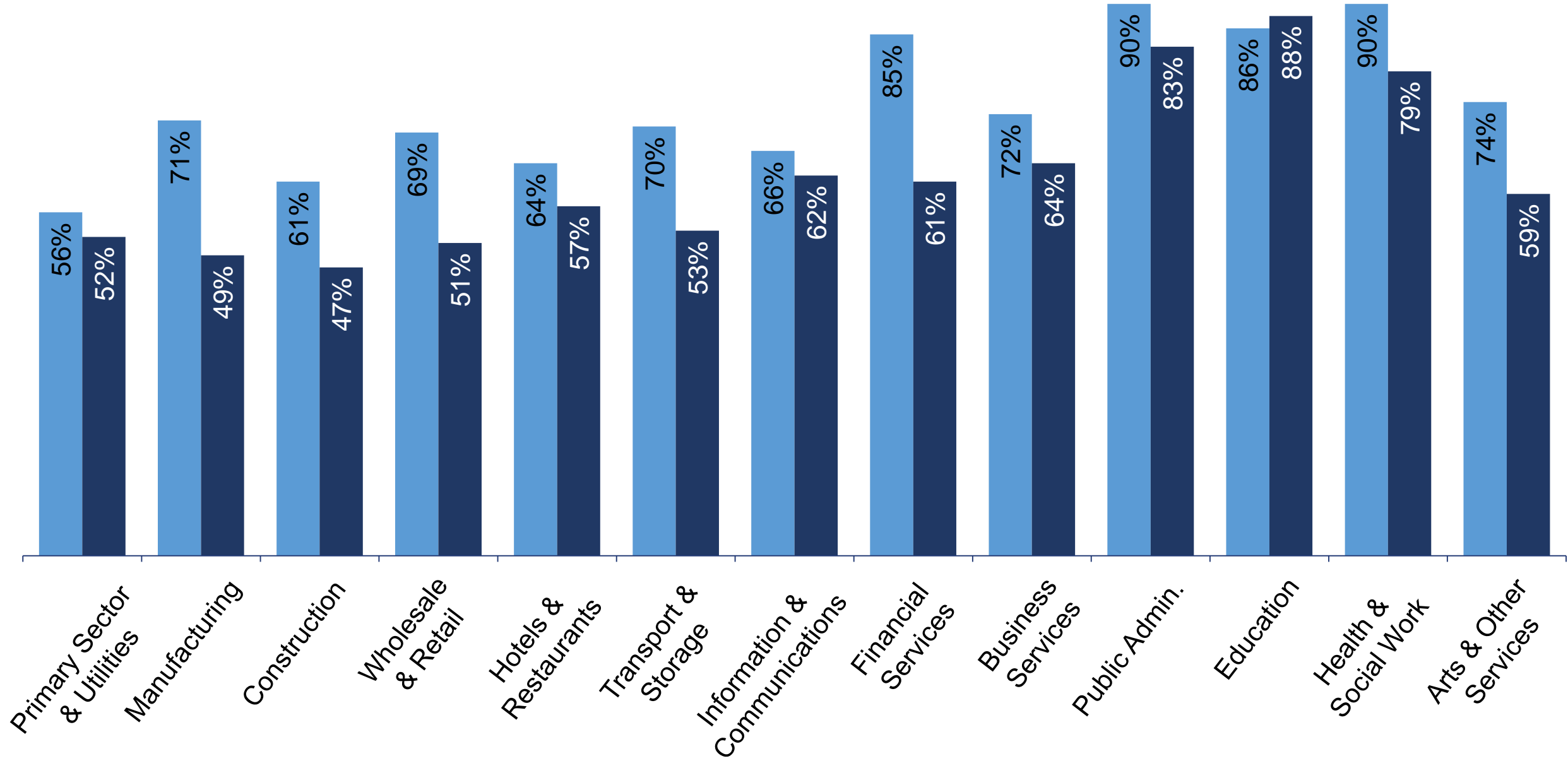


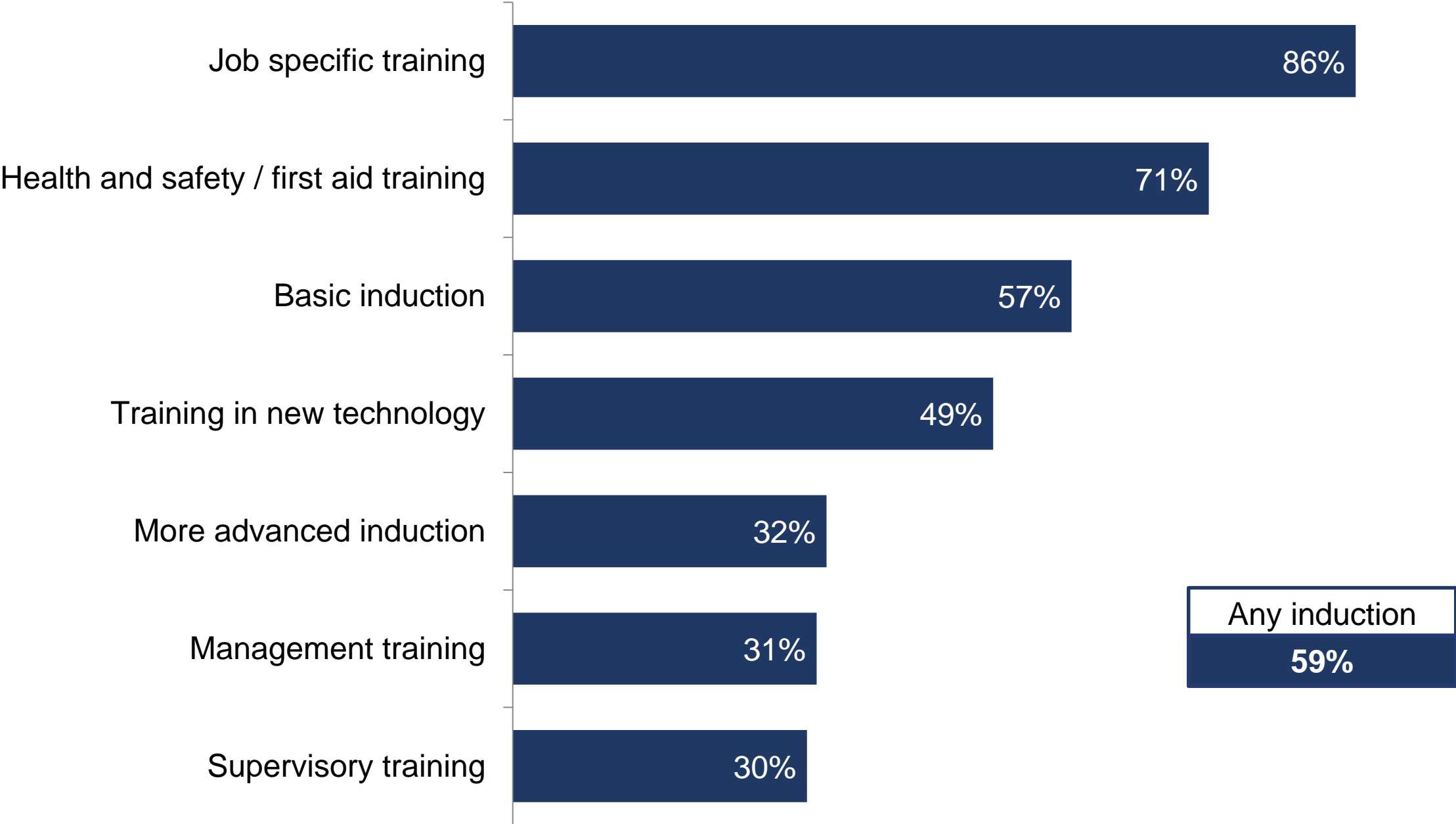
Figure 16: Proportion of employers providing any training in the last 12 months by sector compared to 2017

■ 2017      ■ 2020





**Figure 17: Types of training provided**



**Figure 18: Reasons for not providing training to staff**

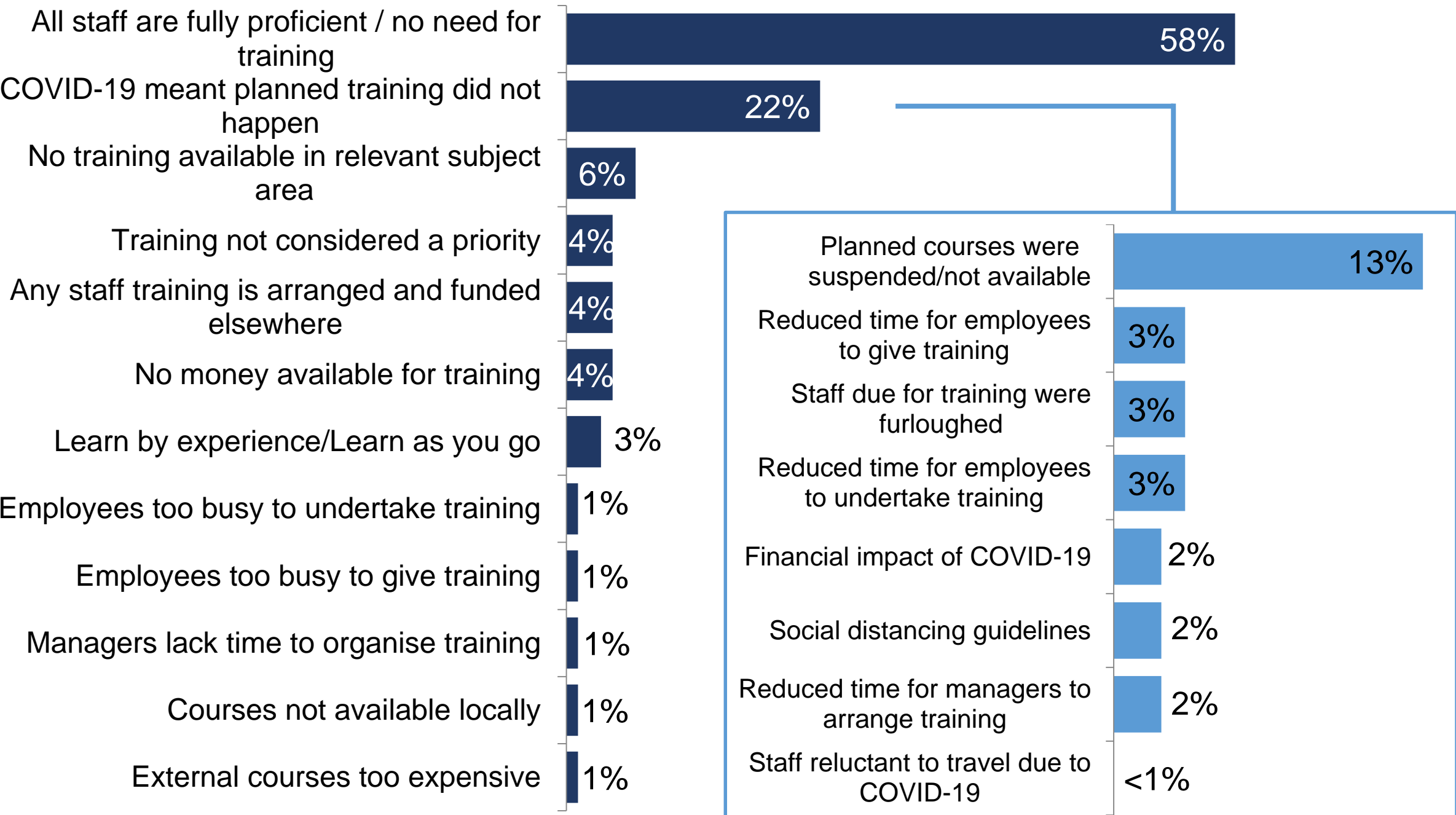
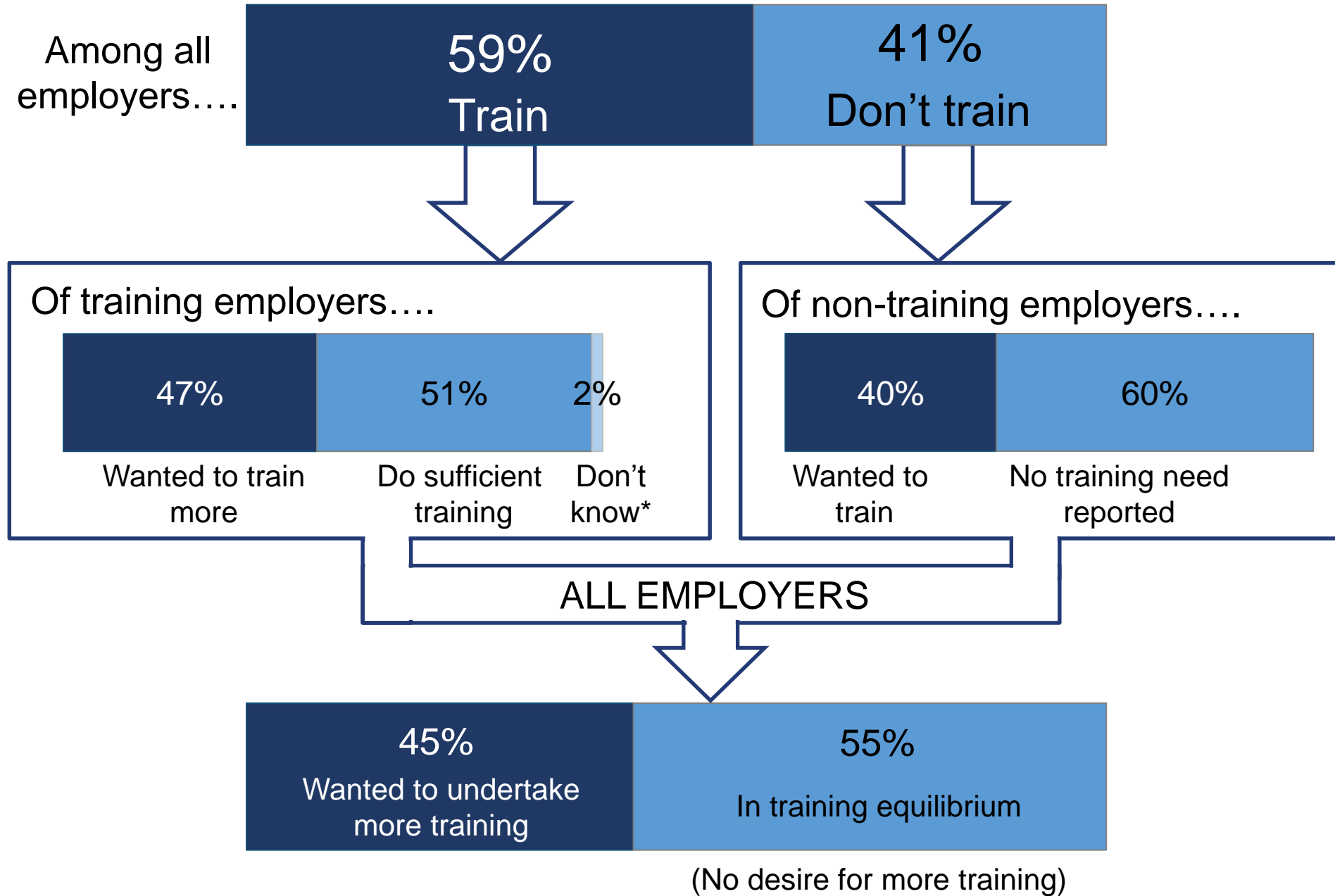


Figure 19: Training equilibrium status of employers



# Response to COVID-19



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**Figure 20: Use of furlough scheme by sector**

■ % using furlough scheme

■ % of staff furloughed

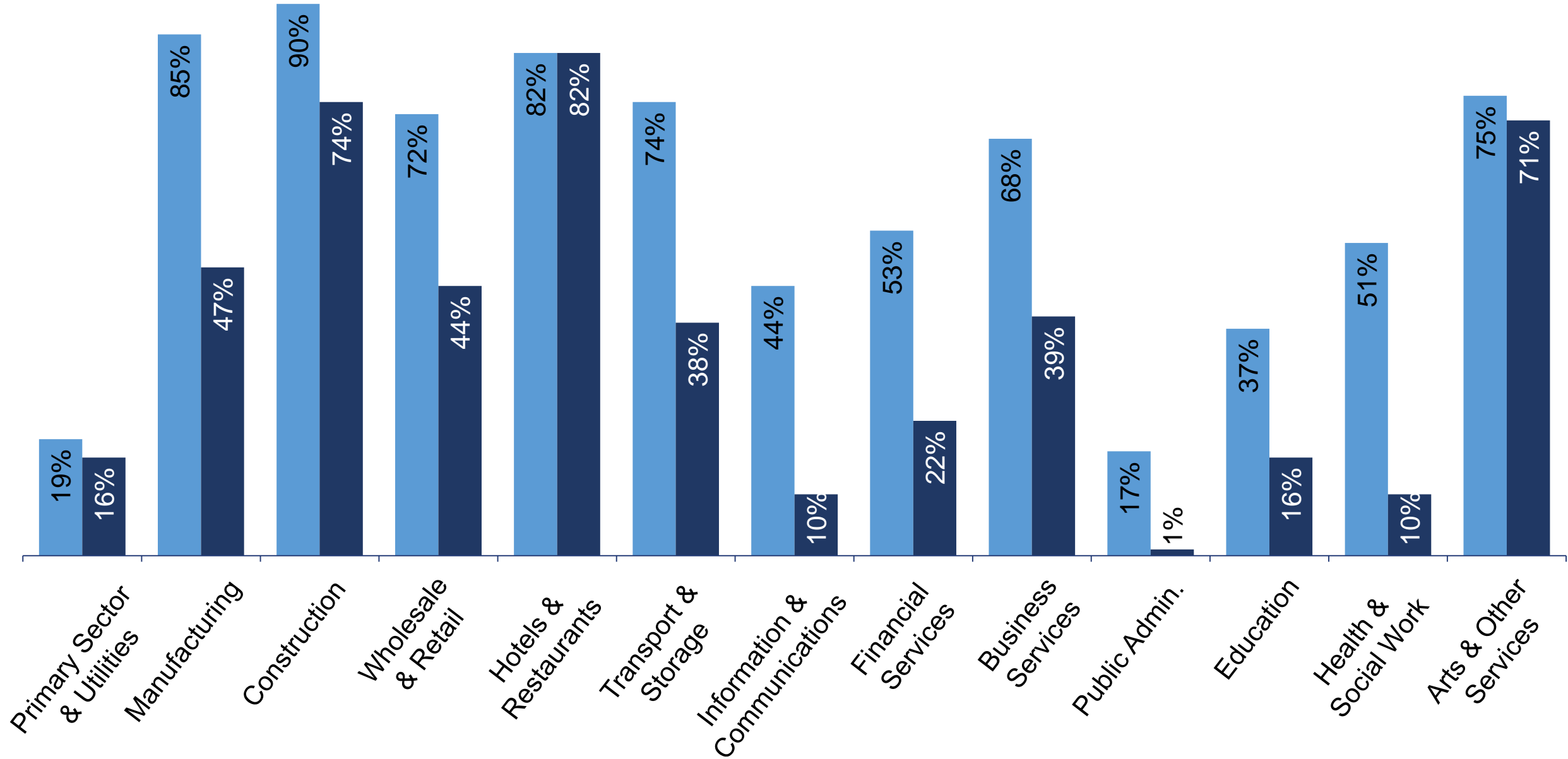
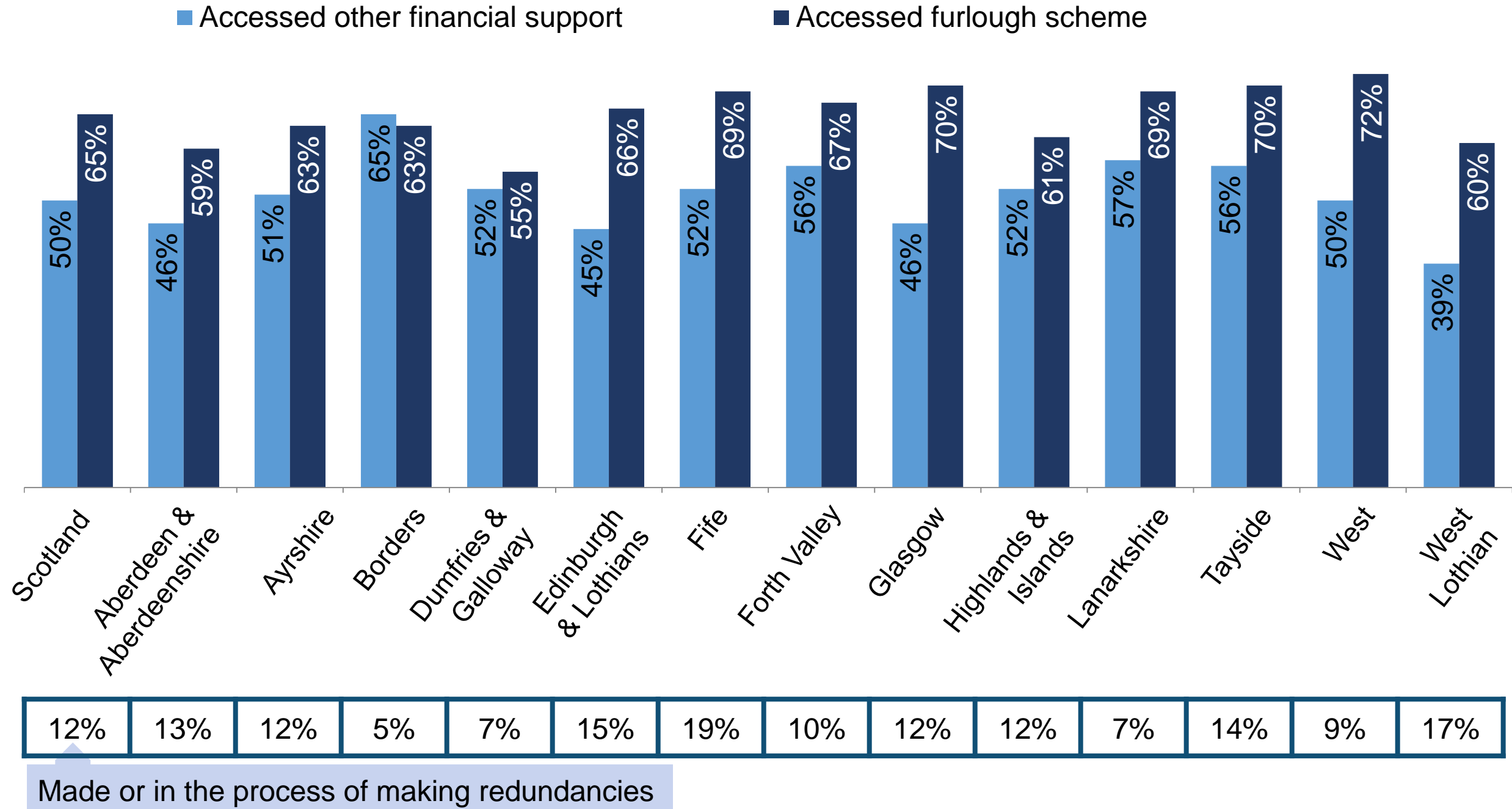
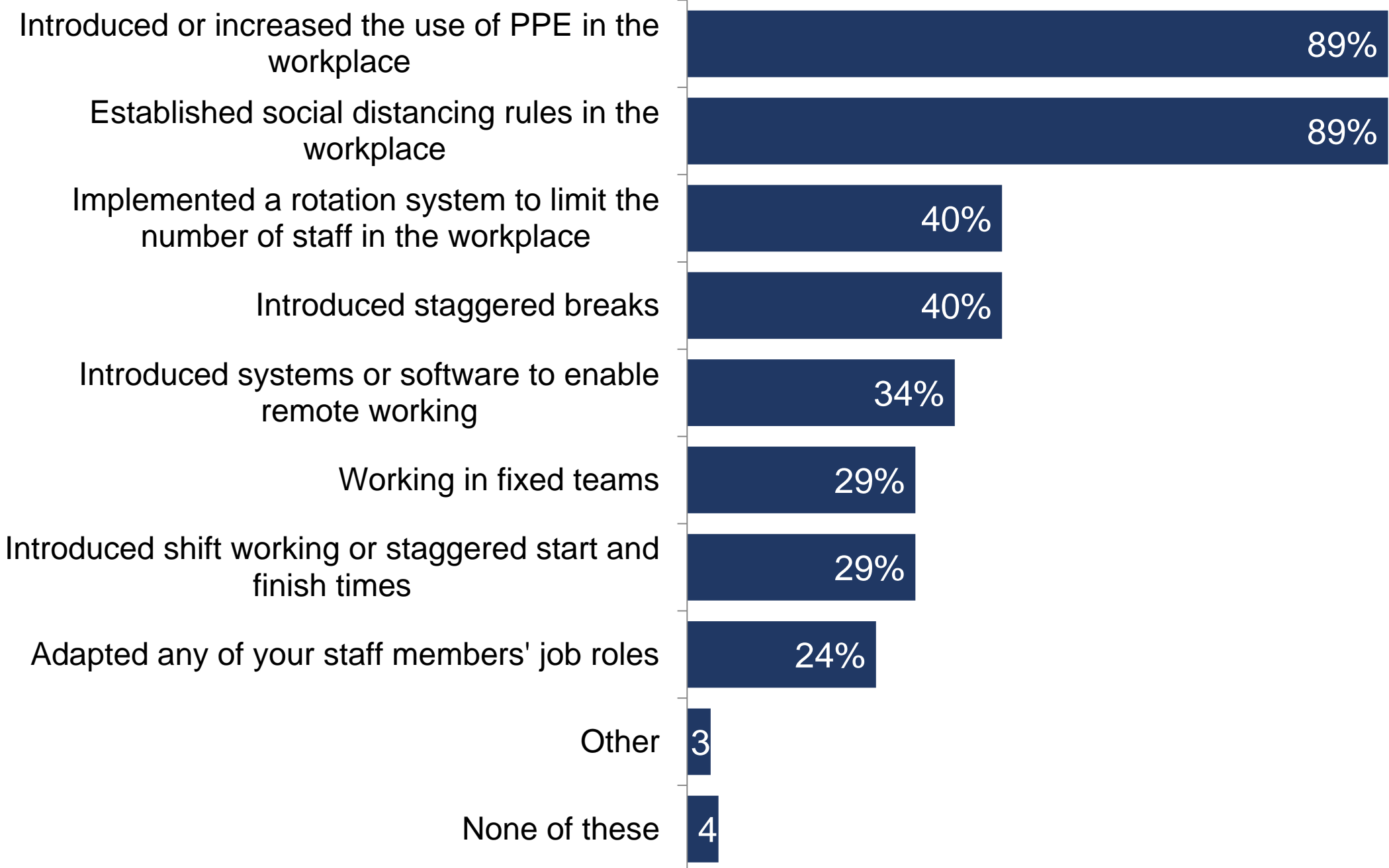


Figure 21: Impact of COVID-19 pandemic by ROA region



**Figure 22: Working practices adopted by establishments in response to the pandemic**



# High Performance Working



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**Figure 23: Prevalence of High Performance Working Practices**

