# Public First Poll for QA

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| **Fieldwork:** | 15th Jun - 20th Jun 2022 |
| **Interview method:** | Online Survey |
| **Population represented:** | Senior Financial Decision Makers in England |
| **Sample size:** | 515 |

**Methodology:**

All results are weighted using Iterative Proportional Fitting, or 'Raking'. The results are unweighted

Public First is a member of the BPC and abides by its rules. For more information please contact Seb Wride (seb@publicfirst.co.uk)

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(1.A) How easy or difficult has it been for your business to find staff with the skills needed to succeed in your company in the last 12 months?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Very easy | 12% | 9% | 11% | 4% | 20% | 9% | 11% | 20% | 12% | 14% | 33% | 12% | 11% | 10% | 14% |
| Somewhat easy | 30% | 28% | 22% | 40% | 28% | 26% | 25% | 34% | 42% | 34% | 0% | 23% | 40% | 37% | 23% |
| Neither easy nor difficult | 24% | 28% | 28% | 16% | 20% | 29% | 25% | 18% | 19% | 21% | 0% | 15% | 20% | 21% | 27% |
| Somewhat difficult | 28% | 23% | 32% | 38% | 26% | 34% | 34% | 25% | 19% | 22% | 67% | 35% | 26% | 25% | 29% |
| Very difficult | 6% | 12% | 4% | 2% | 4% | 3% | 5% | 2% | 4% | 8% | 0% | 12% | 3% | 6% | 7% |
| Don't know | 1% | 0% | 2% | 0% | 2% | 0% | 0% | 0% | 4% | 0% | 0% | 4% | 0% | 1% | 1% |
| Total Easy: | 42% | 37% | 33% | 44% | 48% | 34% | 36% | 55% | 54% | 49% | 33% | 35% | 51% | 47% | 37% |
| Total Difficult: | 34% | 34% | 36% | 40% | 30% | 37% | 39% | 27% | 23% | 30% | 67% | 46% | 29% | 31% | 35% |
| Net: | 8% | 3% | -2% | 4% | 18% | -3% | -4% | 27% | 31% | 18% | -33% | -12% | 22% | 16% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(1.B) How easy or difficult has it been for your business to find staff with the skills needed to succeed in your company in the last 12 months?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Very easy | 12% | 13% | 7% | 12% | 14% | 15% | 6% | 14% | 12% | 13% | 19% | 10% | 9% | 10% | 7% |
| Somewhat easy | 30% | 20% | 29% | 37% | 35% | 30% | 31% | 21% | 27% | 35% | 37% | 45% | 34% | 24% | 23% |
| Neither easy nor difficult | 24% | 39% | 20% | 13% | 19% | 25% | 21% | 14% | 23% | 25% | 17% | 10% | 14% | 34% | 18% |
| Somewhat difficult | 28% | 20% | 37% | 32% | 26% | 24% | 36% | 14% | 30% | 23% | 20% | 35% | 32% | 27% | 41% |
| Very difficult | 6% | 5% | 7% | 6% | 6% | 6% | 5% | 14% | 7% | 4% | 7% | 0% | 11% | 3% | 9% |
| Don't know | 1% | 3% | 0% | 0% | 0% | 0% | 0% | 21% | 1% | 1% | 0% | 0% | 0% | 1% | 2% |
| Total Easy: | 42% | 33% | 36% | 49% | 49% | 44% | 37% | 36% | 39% | 48% | 56% | 55% | 43% | 33% | 30% |
| Total Difficult: | 34% | 25% | 44% | 38% | 32% | 30% | 41% | 29% | 37% | 27% | 28% | 35% | 43% | 31% | 50% |
| Net: | 8% | 8% | -7% | 12% | 17% | 14% | -4% | 7% | 2% | 21% | 28% | 19% | 0% | 3% | -20% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(2.A) In the last three years, has your company found it easier or harder to find staff with the necessary skills to succeed in your company than before?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| A lot easier | 8% | 6% | 4% | 13% | 14% | 9% | 2% | 9% | 15% | 11% | 0% | 8% | 7% | 10% | 8% |
| Somewhat easier | 19% | 18% | 15% | 20% | 14% | 20% | 21% | 20% | 42% | 18% | 0% | 12% | 27% | 23% | 15% |
| Stayed the same | 37% | 30% | 47% | 36% | 34% | 46% | 30% | 45% | 23% | 41% | 67% | 46% | 37% | 36% | 37% |
| Somewhat harder | 28% | 35% | 28% | 24% | 28% | 23% | 34% | 23% | 12% | 25% | 33% | 23% | 25% | 24% | 31% |
| A lot harder | 7% | 11% | 5% | 7% | 8% | 3% | 11% | 2% | 4% | 5% | 0% | 8% | 5% | 6% | 8% |
| Don't know | 1% | 0% | 1% | 0% | 2% | 0% | 2% | 0% | 4% | 0% | 0% | 4% | 0% | 1% | 1% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(2.B) In the last three years, has your company found it easier or harder to find staff with the necessary skills to succeed in your company than before?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| A lot easier | 8% | 3% | 8% | 8% | 13% | 10% | 6% | 0% | 7% | 9% | 18% | 13% | 3% | 5% | 0% |
| Somewhat easier | 19% | 10% | 16% | 23% | 28% | 22% | 15% | 0% | 18% | 23% | 30% | 19% | 23% | 14% | 9% |
| Stayed the same | 37% | 59% | 36% | 34% | 21% | 37% | 37% | 50% | 37% | 38% | 17% | 23% | 28% | 50% | 57% |
| Somewhat harder | 28% | 19% | 36% | 28% | 30% | 24% | 36% | 14% | 30% | 24% | 26% | 45% | 35% | 25% | 23% |
| A lot harder | 7% | 6% | 4% | 8% | 9% | 7% | 6% | 14% | 8% | 4% | 9% | 0% | 11% | 4% | 9% |
| Don't know | 1% | 3% | 0% | 0% | 0% | 0% | 0% | 21% | 1% | 1% | 0% | 0% | 0% | 1% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(3.A) Has your company offered any of its employees any formal training beyond the basic functions of the job in the last 12 months?This would include courses delivered internally or externally, paid for by the company.

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Yes | 72% | 72% | 64% | 80% | 74% | 60% | 79% | 68% | 85% | 75% | 0% | 46% | 77% | 80% | 70% |
| No | 26% | 27% | 33% | 20% | 22% | 40% | 21% | 32% | 8% | 25% | 100% | 50% | 21% | 19% | 29% |
| Don't know | 1% | 1% | 2% | 0% | 4% | 0% | 0% | 0% | 8% | 0% | 0% | 4% | 2% | 1% | 1% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(3.B) Has your company offered any of its employees any formal training beyond the basic functions of the job in the last 12 months?This would include courses delivered internally or externally, paid for by the company.

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Yes | 72% | 42% | 72% | 83% | 93% | 72% | 76% | 36% | 74% | 68% | 92% | 90% | 85% | 57% | 52% |
| No | 26% | 55% | 27% | 17% | 6% | 27% | 23% | 50% | 25% | 31% | 8% | 6% | 14% | 42% | 45% |
| Don't know | 1% | 3% | 1% | 0% | 1% | 1% | 1% | 14% | 2% | 1% | 0% | 3% | 1% | 2% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(4.A) What types of formal training has your company offered its employees in the last 12 months?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 372 | 73 | 52 | 36 | 37 | 21 | 44 | 30 | 22 | 57 | 0 | 12 | 80 | 101 | 179 |
| Long-term courses (a day or more) | 54% | 47% | 56% | 50% | 54% | 38% | 48% | 53% | 82% | 63% | * | 58% | 49% | 50% | 58% |
| Training delivered by an external party | 53% | 51% | 48% | 58% | 43% | 48% | 61% | 57% | 55% | 60% | * | 42% | 40% | 54% | 60% |
| Short-term courses (less than a day) | 52% | 49% | 54% | 64% | 49% | 52% | 50% | 57% | 27% | 58% | * | 33% | 45% | 58% | 53% |
| Training delivered by an internal party | 51% | 53% | 48% | 53% | 51% | 48% | 59% | 40% | 55% | 49% | * | 42% | 45% | 47% | 57% |
| Other (please specify) | 1% | 3% | 0% | 0% | 0% | 5% | 0% | 0% | 0% | 2% | * | 0% | 1% | 2% | 1% |

*Note:*

BASE: Has offered formal training in the last 12 months

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(4.B) What types of formal training has your company offered its employees in the last 12 months?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 372 | 61 | 77 | 86 | 148 | 243 | 124 | 5 | 267 | 102 | 117 | 28 | 79 | 120 | 23 |
| Long-term courses (a day or more) | 54% | 33% | 51% | 53% | 64% | 56% | 50% | 20% | 55% | 50% | 68% | 46% | 53% | 48% | 30% |
| Training delivered by an external party | 53% | 36% | 43% | 60% | 62% | 55% | 52% | 20% | 55% | 51% | 67% | 43% | 52% | 50% | 35% |
| Short-term courses (less than a day) | 52% | 46% | 48% | 57% | 54% | 50% | 57% | 40% | 53% | 50% | 49% | 79% | 56% | 50% | 43% |
| Training delivered by an internal party | 51% | 44% | 31% | 58% | 60% | 49% | 56% | 40% | 52% | 49% | 56% | 64% | 52% | 45% | 26% |
| Other (please specify) | 1% | 2% | 1% | 1% | 1% | 0% | 2% | 0% | 1% | 2% | 0% | 0% | 0% | 2% | 9% |

*Note:*

BASE: Has offered formal training in the last 12 months

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(5.A) You said you have not offered your employees any formal training in the last 12 months. Why is this?Please select all that apply.

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 136 | 28 | 27 | 9 | 11 | 14 | 12 | 14 | 2 | 19 | 3 | 13 | 22 | 24 | 74 |
| Our staff do not need any formal training | 48% | 50% | 44% | 56% | 73% | 36% | 25% | 57% | 100% | 42% | 67% | 46% | 45% | 38% | 51% |
| Formal training is not applicable in our industry or sector | 24% | 29% | 22% | 44% | 27% | 21% | 25% | 7% | 50% | 16% | 0% | 31% | 14% | 25% | 26% |
| We cannot afford formal training | 21% | 21% | 26% | 33% | 18% | 14% | 8% | 14% | 0% | 26% | 0% | 31% | 23% | 25% | 18% |
| Our staff do not have the spare capacity to undergo formal training | 14% | 18% | 7% | 11% | 9% | 21% | 33% | 14% | 0% | 5% | 0% | 15% | 23% | 8% | 14% |
| Don't know where to go to receive formal training | 1% | 0% | 0% | 0% | 0% | 0% | 8% | 0% | 0% | 5% | 0% | 0% | 5% | 4% | 0% |
| Other (Please specify) | 5% | 4% | 7% | 0% | 0% | 14% | 0% | 14% | 0% | 0% | 0% | 0% | 5% | 8% | 5% |
| None of the above | 5% | 4% | 7% | 0% | 0% | 7% | 8% | 0% | 0% | 11% | 33% | 0% | 0% | 4% | 7% |

*Note:*

BASE: Has not offered formal training in the last 12 months

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(5.B) You said you have not offered your employees any formal training in the last 12 months. Why is this?Please select all that apply.

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 136 | 80 | 29 | 18 | 9 | 91 | 38 | 7 | 89 | 47 | 10 | 2 | 13 | 88 | 20 |
| Our staff do not need any formal training | 48% | 54% | 34% | 50% | 33% | 46% | 50% | 57% | 52% | 40% | 50% | 50% | 23% | 51% | 50% |
| Formal training is not applicable in our industry or sector | 24% | 25% | 21% | 11% | 44% | 25% | 21% | 14% | 18% | 34% | 20% | 0% | 31% | 24% | 20% |
| We cannot afford formal training | 21% | 20% | 24% | 17% | 22% | 26% | 11% | 0% | 20% | 21% | 30% | 50% | 23% | 20% | 15% |
| Our staff do not have the spare capacity to undergo formal training | 14% | 8% | 14% | 44% | 11% | 11% | 21% | 14% | 12% | 17% | 10% | 50% | 46% | 9% | 15% |
| Don't know where to go to receive formal training | 1% | 0% | 3% | 6% | 0% | 1% | 3% | 0% | 2% | 0% | 0% | 0% | 8% | 1% | 0% |
| Other (Please specify) | 5% | 8% | 3% | 0% | 0% | 4% | 5% | 14% | 4% | 6% | 0% | 0% | 8% | 5% | 10% |
| None of the above | 5% | 4% | 14% | 0% | 0% | 4% | 8% | 0% | 6% | 4% | 0% | 0% | 0% | 6% | 5% |

*Note:*

BASE: Has not offered formal training in the last 12 months

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(6.A) And when was the last time, if ever, your company offered formal training to its staff?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Less than 6 months ago | 42% | 37% | 42% | 49% | 50% | 43% | 36% | 34% | 58% | 43% | 0% | 31% | 47% | 45% | 40% |
| 6-12 months ago | 21% | 28% | 14% | 22% | 22% | 6% | 30% | 14% | 23% | 18% | 0% | 15% | 22% | 25% | 18% |
| 1-2 years ago | 11% | 12% | 16% | 7% | 6% | 3% | 18% | 18% | 8% | 9% | 0% | 15% | 15% | 10% | 11% |
| 2-3 years ago | 7% | 6% | 5% | 9% | 4% | 14% | 5% | 11% | 0% | 12% | 0% | 8% | 4% | 9% | 8% |
| 3-5 years ago | 3% | 2% | 9% | 0% | 0% | 3% | 2% | 5% | 8% | 3% | 0% | 0% | 2% | 2% | 5% |
| Over 5 years ago | 2% | 2% | 2% | 0% | 2% | 0% | 2% | 2% | 0% | 1% | 0% | 0% | 0% | 0% | 3% |
| Never | 13% | 12% | 12% | 11% | 16% | 31% | 5% | 14% | 0% | 13% | 100% | 31% | 10% | 7% | 14% |
| Don't know | 1% | 1% | 0% | 2% | 0% | 0% | 2% | 2% | 4% | 0% | 0% | 0% | 0% | 2% | 1% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(6.B) And when was the last time, if ever, your company offered formal training to its staff?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Less than 6 months ago | 42% | 23% | 37% | 54% | 55% | 39% | 50% | 29% | 43% | 40% | 44% | 55% | 58% | 35% | 30% |
| 6-12 months ago | 21% | 16% | 24% | 20% | 23% | 20% | 23% | 14% | 21% | 20% | 29% | 16% | 22% | 17% | 18% |
| 1-2 years ago | 11% | 11% | 16% | 11% | 9% | 12% | 11% | 7% | 11% | 12% | 12% | 19% | 6% | 12% | 11% |
| 2-3 years ago | 7% | 6% | 6% | 8% | 10% | 9% | 4% | 0% | 7% | 9% | 10% | 10% | 8% | 6% | 7% |
| 3-5 years ago | 3% | 5% | 4% | 3% | 2% | 4% | 2% | 0% | 4% | 1% | 2% | 0% | 4% | 4% | 2% |
| Over 5 years ago | 2% | 3% | 2% | 0% | 1% | 1% | 2% | 0% | 1% | 2% | 1% | 0% | 1% | 2% | 5% |
| Never | 13% | 35% | 8% | 5% | 0% | 14% | 9% | 36% | 12% | 15% | 1% | 0% | 1% | 23% | 25% |
| Don't know | 1% | 1% | 3% | 0% | 0% | 1% | 0% | 14% | 1% | 1% | 1% | 0% | 0% | 1% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(7.A) In your view, what types of training would be most useful for the staff at your company to take part in during the time they work at your company?Please select up to three of the following

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Don't know | 5% | 6% | 2% | 4% | 10% | 0% | 2% | 11% | 4% | 5% | 0% | 8% | 4% | 4% | 6% |
| Short training sessions (i.e. one or two days) | 49% | 48% | 52% | 51% | 38% | 49% | 52% | 50% | 46% | 49% | 33% | 46% | 46% | 48% | 50% |
| Online training courses/certificate related to their role | 44% | 49% | 44% | 36% | 48% | 43% | 36% | 36% | 46% | 47% | 67% | 42% | 43% | 48% | 41% |
| Higher technical qualifications | 27% | 30% | 23% | 27% | 18% | 14% | 30% | 25% | 42% | 29% | 0% | 12% | 31% | 26% | 27% |
| Longer training sessions (i.e. over a period of 3 - 12 months) | 26% | 26% | 23% | 24% | 38% | 23% | 27% | 20% | 38% | 24% | 0% | 27% | 20% | 31% | 27% |
| Apprenticeships | 24% | 20% | 23% | 27% | 16% | 20% | 32% | 25% | 35% | 24% | 0% | 31% | 23% | 22% | 24% |
| Traineeships | 17% | 17% | 17% | 24% | 8% | 11% | 21% | 14% | 19% | 22% | 0% | 15% | 20% | 18% | 16% |
| Other (please specify) | 2% | 1% | 2% | 4% | 0% | 9% | 0% | 2% | 0% | 1% | 0% | 4% | 0% | 2% | 3% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(7.B) In your view, what types of training would be most useful for the staff at your company to take part in during the time they work at your company?Please select up to three of the following

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Don't know | 5% | 12% | 3% | 3% | 1% | 5% | 3% | 29% | 6% | 4% | 2% | 0% | 0% | 8% | 11% |
| Short training sessions (i.e. one or two days) | 49% | 45% | 53% | 56% | 44% | 46% | 56% | 29% | 48% | 51% | 41% | 52% | 56% | 51% | 41% |
| Online training courses/certificate related to their role | 44% | 36% | 36% | 43% | 57% | 44% | 45% | 29% | 40% | 51% | 49% | 61% | 45% | 41% | 32% |
| Higher technical qualifications | 27% | 14% | 26% | 30% | 36% | 25% | 30% | 14% | 28% | 23% | 40% | 29% | 34% | 18% | 14% |
| Longer training sessions (i.e. over a period of 3 - 12 months) | 26% | 9% | 22% | 29% | 43% | 25% | 31% | 7% | 26% | 27% | 39% | 39% | 35% | 16% | 11% |
| Apprenticeships | 24% | 14% | 22% | 29% | 30% | 24% | 25% | 14% | 24% | 23% | 31% | 26% | 25% | 21% | 11% |
| Traineeships | 17% | 6% | 17% | 24% | 24% | 20% | 13% | 14% | 20% | 12% | 32% | 16% | 14% | 12% | 9% |
| Other (please specify) | 2% | 7% | 0% | 0% | 0% | 2% | 2% | 0% | 2% | 3% | 0% | 0% | 1% | 2% | 7% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(8.A) And, what types of training would be least useful for the staff at your company to take part in during the time they work at your company?Please select up to three of the following

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Longer training sessions (i.e. over a period of 3 - 12 months) | 32% | 28% | 36% | 22% | 26% | 46% | 39% | 25% | 38% | 34% | 33% | 31% | 37% | 37% | 28% |
| Apprenticeships | 27% | 26% | 30% | 33% | 28% | 9% | 32% | 20% | 38% | 26% | 0% | 23% | 25% | 27% | 29% |
| Short training sessions (i.e. one or two days) | 27% | 32% | 22% | 36% | 18% | 26% | 21% | 27% | 19% | 32% | 33% | 23% | 29% | 28% | 26% |
| Online training courses/certificate related to their role | 24% | 25% | 23% | 16% | 26% | 23% | 29% | 16% | 35% | 25% | 33% | 15% | 28% | 21% | 24% |
| Higher technical qualifications | 23% | 18% | 23% | 31% | 28% | 29% | 21% | 18% | 31% | 21% | 67% | 23% | 13% | 25% | 26% |
| Traineeships | 22% | 21% | 31% | 24% | 28% | 14% | 14% | 20% | 19% | 18% | 0% | 19% | 16% | 21% | 25% |
| Don't know | 10% | 12% | 6% | 13% | 10% | 3% | 9% | 18% | 8% | 13% | 33% | 15% | 2% | 10% | 14% |
| Other (please specify) | 1% | 0% | 1% | 2% | 0% | 6% | 2% | 2% | 0% | 1% | 0% | 0% | 0% | 2% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(8.B) And, what types of training would be least useful for the staff at your company to take part in during the time they work at your company?Please select up to three of the following

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Longer training sessions (i.e. over a period of 3 - 12 months) | 32% | 23% | 37% | 35% | 35% | 33% | 33% | 7% | 31% | 34% | 40% | 32% | 33% | 30% | 23% |
| Apprenticeships | 27% | 21% | 32% | 30% | 28% | 28% | 26% | 29% | 26% | 28% | 32% | 35% | 25% | 26% | 18% |
| Short training sessions (i.e. one or two days) | 27% | 19% | 34% | 28% | 29% | 28% | 26% | 14% | 27% | 27% | 31% | 32% | 26% | 25% | 25% |
| Online training courses/certificate related to their role | 24% | 21% | 15% | 31% | 28% | 23% | 25% | 21% | 25% | 23% | 31% | 32% | 20% | 21% | 23% |
| Higher technical qualifications | 23% | 23% | 24% | 19% | 25% | 24% | 23% | 14% | 25% | 19% | 23% | 32% | 25% | 22% | 14% |
| Traineeships | 22% | 17% | 24% | 22% | 25% | 23% | 20% | 21% | 20% | 25% | 24% | 29% | 20% | 21% | 11% |
| Don't know | 10% | 15% | 5% | 11% | 10% | 9% | 12% | 29% | 11% | 9% | 8% | 10% | 6% | 13% | 14% |
| Other (please specify) | 1% | 5% | 0% | 0% | 0% | 1% | 1% | 0% | 1% | 3% | 0% | 0% | 1% | 1% | 7% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(9.A) Has your company ever offered apprenticeships (either through hiring an apprentice or enrolling existing employees on an apprenticeship)?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Yes, we currently offer them | 33% | 28% | 31% | 36% | 30% | 31% | 39% | 34% | 46% | 36% | 0% | 23% | 30% | 40% | 33% |
| Yes, we have offered them in the past but not currently | 22% | 24% | 22% | 22% | 20% | 26% | 30% | 18% | 12% | 17% | 0% | 12% | 19% | 19% | 25% |
| No, we have never offered apprenticeships | 43% | 45% | 47% | 42% | 50% | 43% | 30% | 43% | 38% | 46% | 100% | 65% | 50% | 40% | 40% |
| Don't know | 1% | 3% | 0% | 0% | 0% | 0% | 0% | 5% | 4% | 1% | 0% | 0% | 1% | 2% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(9.B) Has your company ever offered apprenticeships (either through hiring an apprentice or enrolling existing employees on an apprenticeship)?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Yes, we currently offer them | 33% | 12% | 27% | 41% | 52% | 34% | 34% | 7% | 33% | 33% | 54% | 42% | 41% | 23% | 7% |
| Yes, we have offered them in the past but not currently | 22% | 8% | 27% | 26% | 28% | 19% | 28% | 14% | 23% | 18% | 28% | 42% | 28% | 15% | 14% |
| No, we have never offered apprenticeships | 43% | 79% | 44% | 33% | 18% | 45% | 38% | 64% | 41% | 48% | 17% | 16% | 31% | 60% | 77% |
| Don't know | 1% | 1% | 2% | 0% | 2% | 1% | 0% | 14% | 2% | 1% | 2% | 0% | 0% | 2% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(10.A) How important or unimportant would you say apprenticeships are to your company?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Very important | 25% | 24% | 20% | 22% | 20% | 17% | 39% | 23% | 42% | 26% | 0% | 27% | 21% | 26% | 26% |
| Somewhat important | 28% | 29% | 27% | 31% | 18% | 31% | 29% | 25% | 27% | 32% | 33% | 15% | 28% | 33% | 27% |
| Neither important nor unimportant | 18% | 18% | 23% | 13% | 20% | 20% | 12% | 23% | 4% | 20% | 67% | 12% | 19% | 19% | 17% |
| Somewhat unimportant | 10% | 10% | 6% | 13% | 16% | 11% | 9% | 14% | 8% | 9% | 0% | 19% | 14% | 9% | 9% |
| Very unimportant | 17% | 18% | 23% | 20% | 26% | 20% | 9% | 11% | 15% | 13% | 0% | 27% | 16% | 11% | 20% |
| Don't know | 1% | 2% | 0% | 0% | 0% | 0% | 2% | 5% | 4% | 0% | 0% | 0% | 1% | 2% | 1% |
| Total Important: | 53% | 53% | 47% | 53% | 38% | 49% | 68% | 48% | 69% | 58% | 33% | 42% | 49% | 59% | 53% |
| Total Unimportant: | 28% | 27% | 30% | 33% | 42% | 31% | 18% | 25% | 23% | 22% | 0% | 46% | 31% | 20% | 29% |
| Net: | 25% | 25% | 17% | 20% | -4% | 17% | 50% | 23% | 46% | 36% | 33% | -4% | 18% | 39% | 24% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(10.B) How important or unimportant would you say apprenticeships are to your company?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Very important | 25% | 10% | 26% | 31% | 35% | 28% | 20% | 7% | 25% | 24% | 44% | 26% | 25% | 18% | 9% |
| Somewhat important | 28% | 15% | 25% | 33% | 38% | 23% | 38% | 21% | 28% | 28% | 35% | 42% | 41% | 18% | 18% |
| Neither important nor unimportant | 18% | 19% | 17% | 20% | 16% | 18% | 18% | 7% | 18% | 19% | 14% | 16% | 16% | 23% | 16% |
| Somewhat unimportant | 10% | 17% | 13% | 6% | 6% | 11% | 7% | 29% | 10% | 10% | 3% | 3% | 9% | 15% | 16% |
| Very unimportant | 17% | 37% | 16% | 11% | 5% | 18% | 15% | 29% | 17% | 18% | 3% | 13% | 9% | 25% | 39% |
| Don't know | 1% | 2% | 3% | 0% | 0% | 1% | 1% | 7% | 1% | 1% | 0% | 0% | 1% | 2% | 2% |
| Total Important: | 53% | 25% | 51% | 63% | 73% | 51% | 58% | 29% | 54% | 52% | 80% | 68% | 66% | 36% | 27% |
| Total Unimportant: | 28% | 54% | 29% | 16% | 11% | 29% | 23% | 57% | 27% | 28% | 6% | 16% | 17% | 40% | 55% |
| Net: | 25% | -29% | 22% | 47% | 62% | 22% | 36% | -29% | 26% | 24% | 73% | 52% | 48% | -4% | -27% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(11.A) To what extent do you agree or disagree with the following statements?: Offering formal training beyond the basic functions of a job has a positive effect on people's performance at work

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 40% | 36% | 21% | 42% | 50% | 40% | 54% | 39% | 42% | 47% | 33% | 38% | 36% | 44% | 40% |
| Somewhat agree | 43% | 45% | 59% | 47% | 30% | 37% | 34% | 48% | 42% | 36% | 67% | 46% | 52% | 37% | 42% |
| Neither agree nor disagree | 13% | 14% | 17% | 7% | 12% | 17% | 12% | 7% | 4% | 16% | 0% | 8% | 11% | 12% | 15% |
| Somewhat disagree | 3% | 4% | 1% | 2% | 4% | 6% | 0% | 2% | 4% | 1% | 0% | 4% | 2% | 3% | 2% |
| Strongly disagree | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 1% | 0% |
| Don't know | 1% | 1% | 1% | 0% | 4% | 0% | 0% | 5% | 4% | 0% | 0% | 4% | 0% | 3% | 1% |
| Total Agree: | 83% | 81% | 80% | 89% | 80% | 77% | 88% | 86% | 85% | 83% | 100% | 85% | 88% | 81% | 82% |
| Total Disagree: | 3% | 4% | 1% | 4% | 4% | 6% | 0% | 2% | 8% | 1% | 0% | 4% | 2% | 4% | 3% |
| Net: | 80% | 77% | 79% | 84% | 76% | 71% | 88% | 84% | 77% | 82% | 100% | 81% | 86% | 77% | 79% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(11.B) To what extent do you agree or disagree with the following statements?: Offering formal training beyond the basic functions of a job has a positive effect on people's performance at work

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 40% | 31% | 41% | 37% | 50% | 42% | 38% | 14% | 37% | 47% | 50% | 39% | 44% | 35% | 32% |
| Somewhat agree | 43% | 50% | 37% | 51% | 35% | 41% | 47% | 36% | 44% | 39% | 35% | 48% | 43% | 46% | 48% |
| Neither agree nor disagree | 13% | 10% | 18% | 12% | 13% | 12% | 13% | 36% | 14% | 10% | 13% | 10% | 12% | 14% | 14% |
| Somewhat disagree | 3% | 4% | 2% | 1% | 3% | 4% | 1% | 0% | 3% | 1% | 2% | 3% | 0% | 3% | 2% |
| Strongly disagree | 0% | 1% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| Don't know | 1% | 3% | 2% | 0% | 0% | 1% | 1% | 14% | 1% | 2% | 0% | 0% | 1% | 1% | 5% |
| Total Agree: | 83% | 81% | 79% | 88% | 85% | 83% | 85% | 50% | 81% | 86% | 85% | 87% | 87% | 81% | 80% |
| Total Disagree: | 3% | 6% | 2% | 1% | 3% | 4% | 1% | 0% | 3% | 2% | 2% | 3% | 0% | 4% | 2% |
| Net: | 80% | 75% | 77% | 87% | 82% | 79% | 85% | 50% | 78% | 84% | 83% | 84% | 87% | 77% | 77% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(12.A) To what extent do you agree or disagree with the following statements?: Getting formal training can greatly increase the chances of finding a job for those who are unemployed or at risk of redundancy

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 40% | 38% | 30% | 44% | 50% | 40% | 46% | 30% | 38% | 49% | 67% | 31% | 40% | 41% | 41% |
| Somewhat agree | 42% | 45% | 47% | 44% | 34% | 49% | 41% | 55% | 42% | 29% | 33% | 42% | 42% | 43% | 42% |
| Neither agree nor disagree | 14% | 14% | 21% | 11% | 8% | 6% | 11% | 9% | 12% | 21% | 0% | 19% | 14% | 11% | 14% |
| Somewhat disagree | 1% | 0% | 1% | 0% | 4% | 0% | 2% | 2% | 4% | 1% | 0% | 0% | 2% | 2% | 1% |
| Strongly disagree | 1% | 2% | 0% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 1% |
| Don't know | 2% | 1% | 1% | 0% | 4% | 3% | 0% | 5% | 4% | 0% | 0% | 4% | 1% | 2% | 1% |
| Total Agree: | 83% | 83% | 77% | 89% | 84% | 89% | 88% | 84% | 81% | 78% | 100% | 73% | 83% | 84% | 83% |
| Total Disagree: | 2% | 2% | 1% | 0% | 4% | 3% | 2% | 2% | 4% | 1% | 0% | 4% | 2% | 2% | 2% |
| Net: | 81% | 81% | 75% | 89% | 80% | 86% | 86% | 82% | 77% | 76% | 100% | 69% | 81% | 82% | 81% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(12.B) To what extent do you agree or disagree with the following statements?: Getting formal training can greatly increase the chances of finding a job for those who are unemployed or at risk of redundancy

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 40% | 32% | 39% | 39% | 49% | 44% | 36% | 14% | 40% | 41% | 55% | 45% | 43% | 32% | 32% |
| Somewhat agree | 42% | 46% | 46% | 44% | 36% | 38% | 50% | 43% | 42% | 44% | 33% | 39% | 39% | 49% | 50% |
| Neither agree nor disagree | 14% | 17% | 12% | 14% | 12% | 14% | 12% | 29% | 15% | 11% | 10% | 13% | 16% | 16% | 11% |
| Somewhat disagree | 1% | 2% | 0% | 1% | 2% | 1% | 2% | 0% | 1% | 2% | 1% | 3% | 1% | 1% | 0% |
| Strongly disagree | 1% | 1% | 0% | 0% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 0% | 0% | 1% | 0% |
| Don't know | 2% | 3% | 3% | 1% | 0% | 1% | 1% | 14% | 1% | 2% | 0% | 0% | 1% | 1% | 7% |
| Total Agree: | 83% | 78% | 85% | 84% | 85% | 82% | 86% | 57% | 82% | 85% | 88% | 84% | 82% | 81% | 82% |
| Total Disagree: | 2% | 3% | 0% | 1% | 3% | 2% | 2% | 0% | 1% | 3% | 2% | 3% | 1% | 2% | 0% |
| Net: | 81% | 75% | 85% | 83% | 82% | 80% | 84% | 57% | 81% | 82% | 87% | 81% | 81% | 78% | 82% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(13.A) To what extent do you agree or disagree with the following statements?: Employers today are not doing enough to provide on-the-job training

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 19% | 17% | 14% | 29% | 16% | 26% | 20% | 25% | 19% | 17% | 33% | 31% | 19% | 20% | 17% |
| Somewhat agree | 35% | 33% | 32% | 31% | 32% | 31% | 43% | 34% | 27% | 43% | 67% | 23% | 39% | 34% | 34% |
| Neither agree nor disagree | 23% | 25% | 33% | 16% | 28% | 14% | 18% | 18% | 27% | 24% | 0% | 19% | 21% | 22% | 26% |
| Somewhat disagree | 14% | 16% | 10% | 18% | 16% | 20% | 14% | 11% | 12% | 12% | 0% | 23% | 12% | 15% | 13% |
| Strongly disagree | 4% | 7% | 6% | 2% | 6% | 3% | 4% | 0% | 12% | 1% | 0% | 0% | 6% | 5% | 4% |
| Don't know | 4% | 3% | 5% | 4% | 2% | 6% | 2% | 11% | 4% | 3% | 0% | 4% | 2% | 4% | 5% |
| Total Agree: | 54% | 50% | 46% | 60% | 48% | 57% | 62% | 59% | 46% | 61% | 100% | 54% | 59% | 54% | 52% |
| Total Disagree: | 18% | 23% | 16% | 20% | 22% | 23% | 18% | 11% | 23% | 13% | 0% | 23% | 18% | 20% | 18% |
| Net: | 36% | 27% | 30% | 40% | 26% | 34% | 45% | 48% | 23% | 47% | 100% | 31% | 40% | 34% | 34% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(13.B) To what extent do you agree or disagree with the following statements?: Employers today are not doing enough to provide on-the-job training

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 19% | 14% | 20% | 21% | 21% | 20% | 17% | 14% | 19% | 21% | 28% | 26% | 13% | 16% | 16% |
| Somewhat agree | 35% | 29% | 38% | 39% | 35% | 33% | 39% | 29% | 36% | 33% | 35% | 32% | 45% | 32% | 32% |
| Neither agree nor disagree | 23% | 27% | 21% | 23% | 22% | 22% | 25% | 29% | 23% | 23% | 20% | 19% | 24% | 25% | 23% |
| Somewhat disagree | 14% | 14% | 14% | 12% | 14% | 15% | 13% | 7% | 14% | 15% | 10% | 16% | 11% | 17% | 14% |
| Strongly disagree | 4% | 4% | 4% | 2% | 7% | 5% | 4% | 7% | 4% | 4% | 6% | 6% | 5% | 2% | 9% |
| Don't know | 4% | 11% | 3% | 2% | 0% | 4% | 2% | 14% | 4% | 5% | 0% | 0% | 2% | 7% | 7% |
| Total Agree: | 54% | 43% | 58% | 61% | 57% | 54% | 56% | 43% | 55% | 53% | 64% | 58% | 58% | 48% | 48% |
| Total Disagree: | 18% | 19% | 18% | 14% | 21% | 20% | 17% | 14% | 18% | 19% | 16% | 23% | 16% | 20% | 23% |
| Net: | 36% | 25% | 40% | 46% | 35% | 34% | 39% | 29% | 37% | 34% | 48% | 35% | 42% | 28% | 25% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(14.A) To what extent do you agree or disagree with the following statements?: The Government is not doing enough to support on-the-job training

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 26% | 27% | 21% | 38% | 28% | 23% | 16% | 23% | 31% | 32% | 33% | 19% | 30% | 29% | 24% |
| Somewhat agree | 37% | 26% | 44% | 29% | 36% | 40% | 45% | 45% | 23% | 41% | 67% | 50% | 43% | 35% | 34% |
| Neither agree nor disagree | 24% | 29% | 23% | 20% | 22% | 23% | 27% | 23% | 27% | 21% | 0% | 23% | 19% | 22% | 28% |
| Somewhat disagree | 7% | 7% | 7% | 7% | 8% | 9% | 12% | 2% | 8% | 3% | 0% | 0% | 5% | 9% | 7% |
| Strongly disagree | 3% | 7% | 0% | 2% | 4% | 0% | 0% | 0% | 12% | 3% | 0% | 8% | 2% | 2% | 4% |
| Don't know | 3% | 3% | 4% | 4% | 2% | 6% | 0% | 7% | 0% | 1% | 0% | 0% | 1% | 4% | 4% |
| Total Agree: | 63% | 54% | 65% | 67% | 64% | 63% | 61% | 68% | 54% | 72% | 100% | 69% | 73% | 63% | 58% |
| Total Disagree: | 10% | 14% | 7% | 9% | 12% | 9% | 12% | 2% | 19% | 5% | 0% | 8% | 7% | 10% | 11% |
| Net: | 53% | 40% | 58% | 58% | 52% | 54% | 48% | 66% | 35% | 67% | 100% | 62% | 66% | 53% | 47% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(14.B) To what extent do you agree or disagree with the following statements?: The Government is not doing enough to support on-the-job training

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 26% | 25% | 22% | 24% | 31% | 28% | 21% | 29% | 24% | 31% | 25% | 19% | 44% | 22% | 18% |
| Somewhat agree | 37% | 33% | 42% | 42% | 33% | 33% | 45% | 29% | 37% | 37% | 37% | 35% | 37% | 37% | 39% |
| Neither agree nor disagree | 24% | 26% | 21% | 27% | 23% | 25% | 23% | 29% | 25% | 22% | 24% | 32% | 15% | 27% | 25% |
| Somewhat disagree | 7% | 5% | 9% | 4% | 9% | 7% | 7% | 7% | 8% | 4% | 9% | 10% | 2% | 7% | 9% |
| Strongly disagree | 3% | 5% | 1% | 1% | 4% | 4% | 1% | 7% | 3% | 2% | 5% | 3% | 0% | 3% | 2% |
| Don't know | 3% | 6% | 4% | 2% | 0% | 4% | 2% | 0% | 3% | 3% | 0% | 0% | 2% | 4% | 7% |
| Total Agree: | 63% | 58% | 64% | 66% | 65% | 62% | 67% | 57% | 61% | 69% | 62% | 55% | 81% | 59% | 57% |
| Total Disagree: | 10% | 10% | 10% | 5% | 13% | 10% | 8% | 14% | 11% | 6% | 14% | 13% | 2% | 9% | 11% |
| Net: | 53% | 48% | 54% | 62% | 52% | 51% | 59% | 43% | 49% | 63% | 48% | 42% | 78% | 50% | 45% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(15.A) Which of the following comes closest to your view?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| People will only seek upskill/reskill training if it leads to guaranteed employment afterwards | 54% | 53% | 56% | 47% | 54% | 49% | 55% | 52% | 50% | 59% | 67% | 62% | 52% | 59% | 51% |
| People will seek upskill/reskill training even if it does not lead to guaranteed employment afterwards | 42% | 40% | 42% | 44% | 42% | 43% | 43% | 39% | 50% | 38% | 33% | 35% | 46% | 39% | 42% |
| Don't know | 5% | 7% | 2% | 9% | 4% | 9% | 2% | 9% | 0% | 3% | 0% | 4% | 2% | 2% | 7% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(15.B) Which of the following comes closest to your view?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| People will only seek upskill/reskill training if it leads to guaranteed employment afterwards | 54% | 59% | 54% | 53% | 48% | 54% | 52% | 79% | 53% | 55% | 46% | 48% | 66% | 51% | 66% |
| People will seek upskill/reskill training even if it does not lead to guaranteed employment afterwards | 42% | 34% | 40% | 44% | 48% | 41% | 44% | 14% | 42% | 39% | 51% | 48% | 32% | 42% | 32% |
| Don't know | 5% | 7% | 6% | 3% | 4% | 5% | 4% | 7% | 5% | 5% | 3% | 3% | 2% | 8% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(16.A) Which of the following should be most responsible for ensuring people who are working "upskill" and gain new qualifications?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Employers / businesses | 43% | 38% | 49% | 47% | 30% | 51% | 55% | 34% | 50% | 37% | 0% | 46% | 40% | 43% | 44% |
| The people themselves | 40% | 39% | 41% | 42% | 54% | 23% | 36% | 50% | 38% | 37% | 33% | 38% | 39% | 37% | 42% |
| The Government | 14% | 19% | 7% | 11% | 12% | 20% | 9% | 11% | 12% | 22% | 33% | 15% | 16% | 17% | 12% |
| Don't know | 3% | 4% | 2% | 0% | 4% | 6% | 0% | 5% | 0% | 4% | 33% | 0% | 4% | 3% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(16.B) Which of the following should be most responsible for ensuring people who are working "upskill" and gain new qualifications?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Employers / businesses | 43% | 32% | 38% | 50% | 51% | 44% | 41% | 21% | 41% | 47% | 57% | 29% | 40% | 40% | 32% |
| The people themselves | 40% | 54% | 41% | 34% | 31% | 39% | 42% | 50% | 43% | 34% | 26% | 52% | 42% | 44% | 50% |
| The Government | 14% | 12% | 16% | 12% | 16% | 14% | 14% | 14% | 13% | 17% | 15% | 19% | 17% | 12% | 14% |
| Don't know | 3% | 3% | 5% | 4% | 1% | 3% | 2% | 14% | 3% | 3% | 2% | 0% | 1% | 4% | 5% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(17.A) In your view, has it become more or less important for people to upskill/reskill in the last few years?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Much more important | 27% | 33% | 19% | 27% | 32% | 20% | 34% | 18% | 19% | 33% | 0% | 23% | 24% | 29% | 29% |
| More important | 50% | 43% | 59% | 38% | 42% | 49% | 52% | 50% | 77% | 49% | 100% | 50% | 60% | 52% | 44% |
| As important as it was before | 19% | 20% | 17% | 33% | 14% | 23% | 12% | 27% | 4% | 16% | 0% | 12% | 15% | 13% | 23% |
| Less important | 2% | 1% | 4% | 0% | 6% | 6% | 2% | 0% | 0% | 3% | 0% | 8% | 0% | 4% | 2% |
| Much less important | 1% | 0% | 0% | 0% | 0% | 3% | 0% | 5% | 0% | 0% | 0% | 4% | 0% | 1% | 0% |
| Don't know | 2% | 3% | 1% | 2% | 6% | 0% | 0% | 0% | 0% | 0% | 0% | 4% | 1% | 1% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(17.B) In your view, has it become more or less important for people to upskill/reskill in the last few years?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Much more important | 27% | 21% | 23% | 33% | 33% | 30% | 25% | 7% | 27% | 28% | 38% | 23% | 31% | 19% | 34% |
| More important | 50% | 44% | 53% | 49% | 52% | 45% | 59% | 43% | 49% | 49% | 48% | 61% | 52% | 51% | 34% |
| As important as it was before | 19% | 28% | 19% | 15% | 12% | 21% | 13% | 29% | 19% | 17% | 13% | 10% | 15% | 24% | 18% |
| Less important | 2% | 3% | 3% | 1% | 3% | 3% | 2% | 0% | 2% | 3% | 1% | 6% | 0% | 3% | 7% |
| Much less important | 1% | 1% | 0% | 0% | 1% | 0% | 0% | 14% | 1% | 0% | 0% | 0% | 1% | 0% | 5% |
| Don't know | 2% | 3% | 2% | 2% | 0% | 1% | 2% | 7% | 1% | 3% | 0% | 0% | 1% | 2% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(18.A) You said it has become more important for people to upskill/reskill. Why do you say this?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 396 | 78 | 63 | 29 | 37 | 24 | 48 | 30 | 25 | 62 | 3 | 19 | 87 | 102 | 185 |
| People in the workforce need to keep up with new technologies | 50% | 55% | 44% | 52% | 57% | 46% | 50% | 47% | 48% | 48% | 0% | 37% | 46% | 46% | 56% |
| Shortages in certain sectors and professions in the UK | 48% | 54% | 51% | 62% | 49% | 42% | 46% | 50% | 36% | 37% | 67% | 47% | 40% | 45% | 52% |
| The pandemic has changed the sorts of jobs we need people to do | 46% | 45% | 43% | 52% | 32% | 58% | 58% | 40% | 44% | 45% | 67% | 32% | 44% | 52% | 45% |
| The current state of the economy has changed the sorts of jobs we need people to do | 45% | 46% | 49% | 45% | 43% | 33% | 52% | 40% | 28% | 47% | 33% | 47% | 49% | 43% | 43% |
| More jobs are being automated | 37% | 46% | 29% | 34% | 41% | 46% | 33% | 27% | 48% | 35% | 67% | 42% | 37% | 31% | 40% |
| Leaving the EU has changed the sorts of jobs we need people to do | 33% | 37% | 22% | 28% | 38% | 46% | 27% | 43% | 24% | 35% | 33% | 42% | 30% | 38% | 30% |
| People enter the workforce with the wrong sets of skills | 29% | 27% | 33% | 28% | 35% | 54% | 8% | 30% | 24% | 34% | 33% | 42% | 23% | 28% | 31% |
| Certain industries are over-subscribed | 20% | 24% | 19% | 34% | 14% | 12% | 25% | 17% | 20% | 16% | 0% | 16% | 22% | 20% | 21% |
| Don't know | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 1% | 0% |
| Other (please specify) | 1% | 0% | 0% | 3% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 1% |

*Note:*

BASE: Think it has become more important for people to upskill/reskill in the last few years

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(18.B) You said it has become more important for people to upskill/reskill. Why do you say this?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 396 | 94 | 82 | 85 | 135 | 253 | 136 | 7 | 278 | 115 | 109 | 26 | 77 | 150 | 30 |
| People in the workforce need to keep up with new technologies | 50% | 54% | 52% | 42% | 50% | 47% | 55% | 57% | 50% | 50% | 46% | 54% | 40% | 57% | 53% |
| Shortages in certain sectors and professions in the UK | 48% | 60% | 44% | 40% | 47% | 44% | 54% | 57% | 50% | 43% | 45% | 42% | 47% | 49% | 53% |
| The pandemic has changed the sorts of jobs we need people to do | 46% | 44% | 50% | 44% | 47% | 45% | 48% | 57% | 41% | 57% | 48% | 46% | 47% | 45% | 47% |
| The current state of the economy has changed the sorts of jobs we need people to do | 45% | 44% | 43% | 46% | 46% | 45% | 44% | 43% | 44% | 48% | 50% | 42% | 49% | 37% | 57% |
| More jobs are being automated | 37% | 30% | 30% | 39% | 46% | 35% | 43% | 14% | 41% | 27% | 47% | 35% | 38% | 31% | 33% |
| Leaving the EU has changed the sorts of jobs we need people to do | 33% | 23% | 38% | 38% | 33% | 33% | 33% | 29% | 33% | 33% | 33% | 54% | 34% | 31% | 23% |
| People enter the workforce with the wrong sets of skills | 29% | 31% | 24% | 32% | 30% | 30% | 29% | 14% | 27% | 33% | 26% | 38% | 34% | 30% | 23% |
| Certain industries are over-subscribed | 20% | 14% | 24% | 22% | 21% | 23% | 17% | 14% | 19% | 23% | 22% | 35% | 21% | 18% | 17% |
| Don't know | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% |
| Other (please specify) | 1% | 2% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |

*Note:*

BASE: Think it has become more important for people to upskill/reskill in the last few years



Fieldwork: 15th Jun - 20th Jun 2022

(19.A) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : University undergraduate (bachelors) degrees

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| There are too many people pursuing these | 35% | 40% | 36% | 38% | 36% | 37% | 36% | 25% | 35% | 30% | 33% | 31% | 38% | 26% | 39% |
| There are the right amount of people pursuing these | 40% | 40% | 44% | 31% | 32% | 40% | 43% | 36% | 38% | 45% | 0% | 38% | 41% | 43% | 38% |
| There are not enough people pursuing these | 17% | 13% | 14% | 27% | 22% | 11% | 20% | 18% | 12% | 20% | 33% | 23% | 14% | 22% | 15% |
| Don't know | 8% | 7% | 6% | 4% | 10% | 11% | 2% | 20% | 15% | 5% | 33% | 8% | 7% | 9% | 8% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(19.B) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : University undergraduate (bachelors) degrees

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| There are too many people pursuing these | 35% | 46% | 30% | 33% | 31% | 35% | 35% | 43% | 35% | 35% | 26% | 48% | 29% | 41% | 36% |
| There are the right amount of people pursuing these | 40% | 34% | 36% | 42% | 46% | 40% | 40% | 43% | 40% | 41% | 48% | 32% | 40% | 39% | 30% |
| There are not enough people pursuing these | 17% | 10% | 21% | 19% | 20% | 17% | 17% | 7% | 17% | 16% | 23% | 16% | 26% | 11% | 14% |
| Don't know | 8% | 10% | 14% | 6% | 3% | 8% | 8% | 7% | 8% | 9% | 3% | 3% | 5% | 9% | 20% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(20.A) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : University postgraduate (masters and PhD) degrees

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| There are too many people pursuing these | 26% | 17% | 36% | 36% | 26% | 20% | 29% | 25% | 42% | 21% | 33% | 23% | 28% | 21% | 29% |
| There are the right amount of people pursuing these | 41% | 51% | 37% | 33% | 38% | 51% | 43% | 30% | 38% | 38% | 0% | 31% | 38% | 37% | 45% |
| There are not enough people pursuing these | 23% | 25% | 17% | 24% | 26% | 11% | 23% | 30% | 8% | 32% | 33% | 31% | 24% | 35% | 16% |
| Don't know | 10% | 7% | 10% | 7% | 10% | 17% | 5% | 16% | 12% | 9% | 33% | 15% | 10% | 7% | 10% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(20.B) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : University postgraduate (masters and PhD) degrees

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| There are too many people pursuing these | 26% | 32% | 24% | 27% | 23% | 28% | 22% | 43% | 28% | 21% | 22% | 26% | 23% | 30% | 25% |
| There are the right amount of people pursuing these | 41% | 33% | 40% | 40% | 48% | 41% | 40% | 29% | 42% | 39% | 52% | 48% | 40% | 36% | 32% |
| There are not enough people pursuing these | 23% | 20% | 21% | 25% | 26% | 22% | 25% | 21% | 22% | 28% | 22% | 19% | 31% | 23% | 20% |
| Don't know | 10% | 15% | 14% | 8% | 3% | 8% | 12% | 7% | 8% | 13% | 4% | 6% | 6% | 11% | 23% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(21.A) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : Level 4 and 5 qualifications (e.g. Higher National Certificate and Higher National Diploma respectively)

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| There are too many people pursuing these | 14% | 11% | 9% | 22% | 18% | 14% | 12% | 7% | 38% | 13% | 0% | 15% | 15% | 16% | 12% |
| There are the right amount of people pursuing these | 44% | 48% | 44% | 33% | 44% | 54% | 46% | 43% | 31% | 43% | 0% | 42% | 44% | 41% | 46% |
| There are not enough people pursuing these | 30% | 32% | 36% | 36% | 18% | 20% | 29% | 25% | 15% | 38% | 67% | 31% | 31% | 33% | 27% |
| Don't know | 12% | 9% | 11% | 9% | 20% | 11% | 12% | 25% | 15% | 5% | 33% | 12% | 10% | 10% | 14% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(21.B) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : Level 4 and 5 qualifications (e.g. Higher National Certificate and Higher National Diploma respectively)

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| There are too many people pursuing these | 14% | 11% | 15% | 15% | 15% | 14% | 13% | 14% | 13% | 17% | 18% | 10% | 15% | 13% | 2% |
| There are the right amount of people pursuing these | 44% | 38% | 37% | 40% | 57% | 46% | 42% | 29% | 46% | 41% | 54% | 55% | 46% | 38% | 36% |
| There are not enough people pursuing these | 30% | 28% | 33% | 38% | 25% | 28% | 34% | 29% | 31% | 27% | 25% | 26% | 31% | 31% | 41% |
| Don't know | 12% | 23% | 15% | 7% | 3% | 12% | 11% | 29% | 10% | 16% | 2% | 10% | 8% | 18% | 20% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(22.A) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : Apprenticeships

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| There are too many people pursuing these | 9% | 8% | 5% | 11% | 8% | 6% | 9% | 5% | 12% | 14% | 0% | 4% | 12% | 11% | 6% |
| There are the right amount of people pursuing these | 36% | 39% | 42% | 31% | 26% | 37% | 38% | 39% | 35% | 34% | 0% | 35% | 40% | 38% | 34% |
| There are not enough people pursuing these | 47% | 45% | 44% | 51% | 52% | 51% | 50% | 36% | 42% | 49% | 67% | 54% | 43% | 41% | 50% |
| Don't know | 8% | 8% | 9% | 7% | 14% | 6% | 4% | 20% | 12% | 3% | 33% | 8% | 4% | 10% | 9% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(22.B) Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : Apprenticeships

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| There are too many people pursuing these | 9% | 4% | 11% | 11% | 9% | 9% | 9% | 0% | 9% | 7% | 9% | 3% | 16% | 5% | 9% |
| There are the right amount of people pursuing these | 36% | 27% | 26% | 38% | 50% | 38% | 34% | 29% | 35% | 39% | 48% | 42% | 35% | 31% | 25% |
| There are not enough people pursuing these | 47% | 58% | 49% | 41% | 39% | 46% | 48% | 50% | 47% | 47% | 41% | 52% | 42% | 50% | 61% |
| Don't know | 8% | 11% | 14% | 10% | 1% | 8% | 9% | 21% | 9% | 7% | 2% | 3% | 6% | 14% | 5% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(23.A) To the best of your knowledge, does your company pay the Apprenticeship Levy?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Yes - we definitely do | 22% | 20% | 11% | 33% | 24% | 20% | 18% | 16% | 31% | 30% | 0% | 23% | 15% | 25% | 22% |
| Yes - I think we do | 24% | 19% | 33% | 22% | 14% | 14% | 36% | 23% | 27% | 22% | 0% | 23% | 25% | 24% | 23% |
| No - I don't think we do | 16% | 22% | 19% | 13% | 14% | 14% | 11% | 16% | 12% | 16% | 33% | 8% | 21% | 17% | 14% |
| No - we definitely do not | 31% | 32% | 32% | 29% | 36% | 43% | 27% | 39% | 19% | 26% | 67% | 42% | 28% | 26% | 34% |
| Don't know | 7% | 8% | 5% | 2% | 12% | 9% | 9% | 7% | 12% | 5% | 0% | 4% | 11% | 7% | 6% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(23.B) To the best of your knowledge, does your company pay the Apprenticeship Levy?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Yes - we definitely do | 22% | 6% | 19% | 23% | 37% | 22% | 22% | 7% | 22% | 20% | 36% | 29% | 23% | 15% | 9% |
| Yes - I think we do | 24% | 11% | 20% | 27% | 36% | 22% | 29% | 7% | 23% | 25% | 36% | 29% | 38% | 13% | 9% |
| No - I don't think we do | 16% | 10% | 22% | 25% | 11% | 16% | 14% | 36% | 15% | 18% | 12% | 19% | 17% | 18% | 14% |
| No - we definitely do not | 31% | 66% | 34% | 16% | 9% | 35% | 25% | 36% | 31% | 32% | 10% | 10% | 15% | 47% | 59% |
| Don't know | 7% | 8% | 6% | 9% | 7% | 6% | 10% | 14% | 8% | 5% | 6% | 13% | 8% | 7% | 9% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(24.A) Companies pay an Apprenticeship Levy at a rate of 0.5% of their annual pay bill if... They have an annual pay bill of more than £3 million OR They are connected to any companies or charities for Employment Allowance purposes and have a combined annual pay bill of more than £3 million Knowing this, does your company qualify for paying an Apprenticeship Levy this year?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Yes | 37% | 43% | 28% | 36% | 32% | 34% | 41% | 30% | 38% | 43% | 0% | 23% | 28% | 35% | 43% |
| No | 54% | 44% | 62% | 60% | 58% | 57% | 54% | 61% | 50% | 49% | 100% | 62% | 58% | 59% | 49% |
| Don't know | 9% | 13% | 10% | 4% | 10% | 9% | 5% | 9% | 12% | 8% | 0% | 15% | 14% | 6% | 8% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(24.B) Companies pay an Apprenticeship Levy at a rate of 0.5% of their annual pay bill if... They have an annual pay bill of more than £3 million OR They are connected to any companies or charities for Employment Allowance purposes and have a combined annual pay bill of more than £3 million Knowing this, does your company qualify for paying an Apprenticeship Levy this year?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Yes | 37% | 6% | 29% | 44% | 65% | 35% | 44% | 0% | 38% | 34% | 65% | 65% | 52% | 17% | 5% |
| No | 54% | 85% | 64% | 44% | 26% | 58% | 44% | 79% | 55% | 51% | 31% | 19% | 38% | 71% | 86% |
| Don't know | 9% | 9% | 7% | 12% | 9% | 7% | 12% | 21% | 7% | 15% | 3% | 16% | 11% | 11% | 9% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(25.A) As a company who pays the Apprenticeship Levy, you are entitled to use a portion of the funds to spend on training. Has your company ever used these funds to pay for training?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 190 | 44 | 23 | 16 | 16 | 12 | 23 | 13 | 10 | 33 | 0 | 6 | 29 | 44 | 111 |
| Yes, we have used this fund multiple times for apprenticeship training | 53% | 32% | 35% | 81% | 69% | 50% | 61% | 77% | 60% | 58% | * | 67% | 45% | 66% | 50% |
| Yes, we have used this fund once for apprenticeship training | 26% | 34% | 39% | 6% | 6% | 33% | 26% | 15% | 30% | 27% | * | 17% | 38% | 23% | 25% |
| No, we have never used this fund before | 19% | 32% | 22% | 12% | 25% | 17% | 13% | 8% | 10% | 15% | * | 17% | 17% | 9% | 24% |
| Don't know | 1% | 2% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | * | 0% | 0% | 2% | 1% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(25.B) As a company who pays the Apprenticeship Levy, you are entitled to use a portion of the funds to spend on training. Has your company ever used these funds to pay for training?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 190 | 9 | 31 | 46 | 104 | 118 | 72 | 0 | 138 | 51 | 83 | 20 | 48 | 37 | 2 |
| Yes, we have used this fund multiple times for apprenticeship training | 53% | 67% | 52% | 46% | 56% | 56% | 49% | * | 53% | 55% | 51% | 35% | 65% | 54% | 50% |
| Yes, we have used this fund once for apprenticeship training | 26% | 0% | 29% | 30% | 26% | 27% | 25% | * | 25% | 27% | 28% | 30% | 23% | 24% | 50% |
| No, we have never used this fund before | 19% | 33% | 16% | 22% | 18% | 17% | 24% | * | 20% | 18% | 22% | 35% | 10% | 19% | 0% |
| Don't know | 1% | 0% | 3% | 2% | 0% | 0% | 3% | * | 1% | 0% | 0% | 0% | 2% | 3% | 0% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(26.A) What percentage of your levy funds do you expect to spend this year?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 190 | 44 | 23 | 16 | 16 | 12 | 23 | 13 | 10 | 33 | 0 | 6 | 29 | 44 | 111 |
| I don't expect to spend any of the levy funds this year | 11% | 20% | 13% | 6% | 12% | 17% | 9% | 8% | 10% | 0% | * | 17% | 7% | 7% | 14% |
| Under 10% | 16% | 9% | 13% | 19% | 6% | 8% | 17% | 15% | 30% | 30% | * | 0% | 24% | 16% | 15% |
| 10%-25% | 28% | 23% | 39% | 25% | 6% | 42% | 30% | 54% | 20% | 27% | * | 67% | 34% | 27% | 25% |
| 26%-50% | 27% | 34% | 13% | 31% | 38% | 25% | 39% | 15% | 10% | 21% | * | 17% | 24% | 32% | 26% |
| 51%-75% | 13% | 7% | 13% | 19% | 19% | 8% | 4% | 0% | 30% | 21% | * | 0% | 7% | 11% | 15% |
| 76%-100% | 2% | 2% | 0% | 0% | 12% | 0% | 0% | 8% | 0% | 0% | * | 0% | 3% | 0% | 3% |
| Don't know | 3% | 5% | 9% | 0% | 6% | 0% | 0% | 0% | 0% | 0% | * | 0% | 0% | 7% | 2% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(26.B) What percentage of your levy funds do you expect to spend this year?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 190 | 9 | 31 | 46 | 104 | 118 | 72 | 0 | 138 | 51 | 83 | 20 | 48 | 37 | 2 |
| I don't expect to spend any of the levy funds this year | 11% | 22% | 13% | 9% | 11% | 6% | 19% | * | 11% | 12% | 11% | 15% | 4% | 19% | 0% |
| Under 10% | 16% | 11% | 29% | 15% | 13% | 19% | 11% | * | 16% | 18% | 17% | 30% | 8% | 14% | 100% |
| 10%-25% | 28% | 11% | 26% | 28% | 31% | 31% | 24% | * | 31% | 20% | 25% | 35% | 29% | 32% | 0% |
| 26%-50% | 27% | 22% | 23% | 30% | 27% | 30% | 22% | * | 27% | 27% | 28% | 15% | 42% | 14% | 0% |
| 51%-75% | 13% | 22% | 3% | 13% | 14% | 9% | 18% | * | 12% | 14% | 16% | 0% | 10% | 16% | 0% |
| 76%-100% | 2% | 0% | 3% | 0% | 3% | 2% | 3% | * | 1% | 4% | 2% | 5% | 2% | 0% | 0% |
| Don't know | 3% | 11% | 3% | 4% | 1% | 3% | 3% | * | 1% | 6% | 1% | 0% | 4% | 5% | 0% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(27.A) In 2021, how easy or difficult did you find it to spend all of your levy funds within the year?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 190 | 44 | 23 | 16 | 16 | 12 | 23 | 13 | 10 | 33 | 0 | 6 | 29 | 44 | 111 |
| Very easy | 11% | 5% | 9% | 6% | 19% | 17% | 9% | 23% | 20% | 12% | * | 50% | 7% | 14% | 9% |
| Somewhat easy | 38% | 30% | 39% | 44% | 31% | 25% | 39% | 38% | 60% | 48% | * | 33% | 45% | 43% | 35% |
| Neither easy nor difficult | 22% | 27% | 22% | 25% | 6% | 42% | 22% | 23% | 10% | 18% | * | 17% | 24% | 9% | 27% |
| Somewhat difficult | 15% | 18% | 13% | 12% | 12% | 17% | 13% | 15% | 0% | 18% | * | 0% | 14% | 20% | 14% |
| Very difficult | 7% | 9% | 13% | 6% | 12% | 0% | 9% | 0% | 10% | 0% | * | 0% | 7% | 7% | 7% |
| Don't know | 3% | 2% | 4% | 6% | 12% | 0% | 4% | 0% | 0% | 0% | * | 0% | 3% | 2% | 4% |
| N/A - my company did not qualify to pay the apprenticeship levy in 2021 | 4% | 9% | 0% | 0% | 6% | 0% | 4% | 0% | 0% | 3% | * | 0% | 0% | 5% | 5% |
| Total Easy: | 49% | 34% | 48% | 50% | 50% | 42% | 48% | 62% | 80% | 61% | * | 83% | 52% | 57% | 44% |
| Total Difficult: | 22% | 27% | 26% | 19% | 25% | 17% | 22% | 15% | 10% | 18% | * | 0% | 21% | 27% | 21% |
| Net: | 28% | 7% | 22% | 31% | 25% | 25% | 26% | 46% | 70% | 42% | * | 83% | 31% | 30% | 23% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(27.B) In 2021, how easy or difficult did you find it to spend all of your levy funds within the year?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 190 | 9 | 31 | 46 | 104 | 118 | 72 | 0 | 138 | 51 | 83 | 20 | 48 | 37 | 2 |
| Very easy | 11% | 33% | 16% | 7% | 10% | 15% | 4% | * | 9% | 14% | 14% | 10% | 6% | 11% | 0% |
| Somewhat easy | 38% | 33% | 32% | 41% | 39% | 38% | 39% | * | 40% | 35% | 42% | 35% | 35% | 38% | 0% |
| Neither easy nor difficult | 22% | 22% | 16% | 37% | 17% | 23% | 21% | * | 22% | 24% | 18% | 10% | 27% | 27% | 100% |
| Somewhat difficult | 15% | 0% | 23% | 7% | 17% | 16% | 12% | * | 18% | 6% | 11% | 25% | 17% | 16% | 0% |
| Very difficult | 7% | 0% | 3% | 2% | 11% | 3% | 12% | * | 5% | 12% | 8% | 5% | 8% | 3% | 0% |
| Don't know | 3% | 0% | 10% | 2% | 2% | 1% | 7% | * | 3% | 4% | 1% | 10% | 4% | 3% | 0% |
| N/A - my company did not qualify to pay the apprenticeship levy in 2021 | 4% | 11% | 0% | 4% | 4% | 3% | 4% | * | 3% | 6% | 5% | 5% | 2% | 3% | 0% |
| Total Easy: | 49% | 67% | 48% | 48% | 49% | 53% | 43% | * | 49% | 49% | 57% | 45% | 42% | 49% | 0% |
| Total Difficult: | 22% | 0% | 26% | 9% | 28% | 19% | 25% | * | 23% | 18% | 19% | 30% | 25% | 19% | 0% |
| Net: | 28% | 67% | 23% | 39% | 21% | 34% | 18% | * | 26% | 31% | 37% | 15% | 17% | 30% | 0% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(28.A) Which of the following comes closest to your view?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 190 | 44 | 23 | 16 | 16 | 12 | 23 | 13 | 10 | 33 | 0 | 6 | 29 | 44 | 111 |
| The levy benefits my company more than it benefits the Government | 19% | 20% | 13% | 12% | 19% | 25% | 17% | 0% | 20% | 30% | * | 33% | 21% | 14% | 20% |
| The levy benefits the Government more than it benefits my company | 26% | 20% | 26% | 12% | 31% | 33% | 52% | 31% | 20% | 18% | * | 33% | 38% | 27% | 23% |
| The levy is mutually beneficial for my company and the Government | 52% | 52% | 61% | 75% | 44% | 42% | 30% | 69% | 50% | 52% | * | 33% | 41% | 59% | 53% |
| Don't know | 3% | 7% | 0% | 0% | 6% | 0% | 0% | 0% | 10% | 0% | * | 0% | 0% | 0% | 5% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(28.B) Which of the following comes closest to your view?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 190 | 9 | 31 | 46 | 104 | 118 | 72 | 0 | 138 | 51 | 83 | 20 | 48 | 37 | 2 |
| The levy benefits my company more than it benefits the Government | 19% | 22% | 13% | 22% | 19% | 21% | 15% | * | 20% | 16% | 20% | 15% | 15% | 22% | 50% |
| The levy benefits the Government more than it benefits my company | 26% | 22% | 32% | 26% | 25% | 25% | 28% | * | 26% | 27% | 33% | 20% | 19% | 24% | 50% |
| The levy is mutually beneficial for my company and the Government | 52% | 44% | 55% | 50% | 53% | 52% | 53% | * | 51% | 55% | 46% | 55% | 65% | 51% | 0% |
| Don't know | 3% | 11% | 0% | 2% | 3% | 2% | 4% | * | 3% | 2% | 1% | 10% | 2% | 3% | 0% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(29.A) Regardless of if your company pays into the Apprenticeship Levy or not, any company can draw from government funds to cover the majority (up to 95%) of their apprenticeship training fees.Does your company utilise this fund to pay for apprenticeship training?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 325 | 58 | 58 | 29 | 34 | 23 | 33 | 31 | 16 | 43 | 3 | 20 | 75 | 82 | 145 |
| Yes, we have used this fund multiple times for apprenticeship training | 7% | 7% | 10% | 3% | 3% | 4% | 15% | 3% | 12% | 2% | 0% | 15% | 8% | 7% | 5% |
| Yes, we have used this fund once for apprenticeship training | 14% | 7% | 5% | 24% | 15% | 13% | 12% | 19% | 31% | 16% | 0% | 10% | 19% | 16% | 10% |
| No, we have never used this fund before | 74% | 81% | 79% | 69% | 71% | 74% | 61% | 77% | 50% | 79% | 100% | 65% | 68% | 72% | 79% |
| Don't know | 6% | 5% | 5% | 3% | 12% | 9% | 12% | 0% | 6% | 2% | 0% | 10% | 5% | 5% | 6% |

*Note:*

BASE: Do not qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(29.B) Regardless of if your company pays into the Apprenticeship Levy or not, any company can draw from government funds to cover the majority (up to 95%) of their apprenticeship training fees.Does your company utilise this fund to pay for apprenticeship training?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 325 | 136 | 76 | 58 | 55 | 220 | 91 | 14 | 224 | 99 | 44 | 11 | 45 | 175 | 42 |
| Yes, we have used this fund multiple times for apprenticeship training | 7% | 1% | 7% | 7% | 20% | 7% | 7% | 7% | 8% | 4% | 18% | 0% | 13% | 3% | 5% |
| Yes, we have used this fund once for apprenticeship training | 14% | 6% | 13% | 21% | 25% | 11% | 21% | 7% | 12% | 16% | 23% | 45% | 22% | 10% | 2% |
| No, we have never used this fund before | 74% | 89% | 76% | 64% | 44% | 78% | 64% | 79% | 75% | 71% | 50% | 27% | 60% | 82% | 90% |
| Don't know | 6% | 4% | 4% | 9% | 11% | 5% | 9% | 7% | 4% | 9% | 9% | 27% | 4% | 5% | 2% |

*Note:*

BASE: Do not qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(30.A) You said that you have used the Apprenticeship Levy fund before to pay for apprenticeship training. Why do you choose to use the Levy funds?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 217 | 37 | 26 | 22 | 18 | 14 | 29 | 19 | 16 | 36 | 0 | 10 | 44 | 58 | 105 |
| The levy allows us to acquire new talent | 44% | 35% | 42% | 45% | 33% | 57% | 55% | 37% | 56% | 42% | * | 40% | 30% | 53% | 45% |
| The levy allows us to upskill/reskill our current workforce | 43% | 54% | 42% | 45% | 33% | 43% | 45% | 21% | 62% | 36% | * | 40% | 41% | 40% | 46% |
| The levy helps improve the social mobility of people in our industry | 37% | 32% | 50% | 59% | 39% | 43% | 34% | 26% | 44% | 22% | * | 40% | 41% | 38% | 35% |
| It allows us to expand the functions of our company to meet changes in demand (i.e. digital/tech skills) | 35% | 32% | 23% | 32% | 28% | 29% | 41% | 37% | 31% | 53% | * | 30% | 32% | 31% | 40% |
| The levy helps us increase the diversity of our workforce | 35% | 46% | 31% | 23% | 56% | 29% | 24% | 47% | 31% | 33% | * | 40% | 41% | 41% | 30% |
| The levy allows more people access to apprenticeships in my field | 34% | 32% | 46% | 36% | 33% | 29% | 45% | 11% | 38% | 31% | * | 30% | 39% | 31% | 34% |
| We are already paying for the Apprenticeship Levy so we should use it | 30% | 22% | 42% | 32% | 28% | 36% | 24% | 26% | 38% | 33% | * | 50% | 34% | 21% | 32% |
| Don't know | 1% | 3% | 0% | 0% | 0% | 7% | 0% | 0% | 0% | 0% | * | 0% | 2% | 0% | 1% |

*Note:*

BASE: Have used the Apprenticeship Levy funds to pay for training

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(30.B) You said that you have used the Apprenticeship Levy fund before to pay for apprenticeship training. Why do you choose to use the Levy funds?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 217 | 16 | 40 | 51 | 110 | 137 | 78 | 2 | 154 | 62 | 83 | 18 | 58 | 52 | 5 |
| The levy allows us to acquire new talent | 44% | 50% | 35% | 47% | 45% | 39% | 53% | 50% | 45% | 42% | 46% | 61% | 40% | 42% | 20% |
| The levy allows us to upskill/reskill our current workforce | 43% | 44% | 32% | 37% | 49% | 41% | 46% | 50% | 44% | 40% | 43% | 39% | 52% | 33% | 60% |
| The levy helps improve the social mobility of people in our industry | 37% | 31% | 30% | 35% | 42% | 44% | 27% | 0% | 37% | 37% | 41% | 39% | 38% | 35% | 0% |
| It allows us to expand the functions of our company to meet changes in demand (i.e. digital/tech skills) | 35% | 25% | 32% | 31% | 40% | 36% | 35% | 0% | 36% | 32% | 41% | 50% | 28% | 31% | 40% |
| The levy helps us increase the diversity of our workforce | 35% | 44% | 32% | 29% | 38% | 32% | 42% | 0% | 32% | 42% | 35% | 50% | 34% | 33% | 20% |
| The levy allows more people access to apprenticeships in my field | 34% | 6% | 42% | 39% | 33% | 32% | 37% | 50% | 37% | 26% | 31% | 22% | 43% | 35% | 20% |
| We are already paying for the Apprenticeship Levy so we should use it | 30% | 12% | 38% | 35% | 28% | 31% | 29% | 50% | 32% | 27% | 33% | 22% | 24% | 35% | 60% |
| Don't know | 1% | 0% | 2% | 0% | 1% | 1% | 1% | 0% | 1% | 0% | 1% | 0% | 0% | 2% | 0% |

*Note:*

BASE: Have used the Apprenticeship Levy funds to pay for training

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(31.A) You said that you have never drawn from the Apprenticeship Levy fund to pay for training. Why is this?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 277 | 61 | 51 | 22 | 28 | 19 | 23 | 25 | 9 | 39 | 3 | 14 | 56 | 63 | 141 |
| We do not need an apprentice | 47% | 43% | 49% | 59% | 64% | 42% | 57% | 40% | 44% | 36% | 0% | 57% | 55% | 37% | 49% |
| Don't know | 4% | 2% | 2% | 0% | 7% | 5% | 0% | 8% | 0% | 10% | 33% | 0% | 2% | 5% | 4% |
| I did not know this funding existed | 25% | 21% | 31% | 14% | 21% | 21% | 22% | 32% | 33% | 31% | 33% | 36% | 34% | 29% | 19% |
| There is a lack of suitable apprentices | 16% | 25% | 20% | 14% | 14% | 16% | 13% | 12% | 0% | 5% | 0% | 7% | 14% | 11% | 19% |
| My workers are too old for apprenticeships | 15% | 15% | 16% | 9% | 18% | 11% | 13% | 32% | 11% | 10% | 0% | 0% | 7% | 17% | 19% |
| Apprenticeships are inflexible and do not pay for the training that people need in my company | 12% | 16% | 14% | 14% | 7% | 5% | 9% | 12% | 11% | 10% | 0% | 7% | 5% | 16% | 13% |
| Training providers do not provide the training we need for apprenticeships | 12% | 20% | 14% | 5% | 4% | 5% | 13% | 16% | 22% | 3% | 33% | 0% | 2% | 21% | 12% |
| We do not have the funds to cover the remaining costs of hiring an apprentice | 11% | 13% | 14% | 9% | 7% | 5% | 22% | 8% | 0% | 10% | 0% | 14% | 12% | 11% | 11% |
| The process to take advantage of this funding is too complicated | 10% | 16% | 10% | 14% | 0% | 11% | 9% | 8% | 11% | 5% | 0% | 0% | 7% | 11% | 11% |
| Other (please specify) | 3% | 3% | 2% | 9% | 0% | 11% | 0% | 4% | 0% | 3% | 0% | 7% | 0% | 5% | 4% |

*Note:*

BASE: Have not used the Apprenticeship Levy funds to pay for training

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(31.B) You said that you have never drawn from the Apprenticeship Levy fund to pay for training. Why is this?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 277 | 124 | 63 | 47 | 43 | 191 | 75 | 11 | 196 | 79 | 40 | 10 | 32 | 150 | 38 |
| We do not need an apprentice | 47% | 56% | 43% | 47% | 28% | 46% | 51% | 55% | 48% | 44% | 30% | 50% | 31% | 55% | 45% |
| Don't know | 4% | 2% | 8% | 4% | 2% | 4% | 4% | 0% | 5% | 1% | 2% | 0% | 0% | 6% | 0% |
| I did not know this funding existed | 25% | 27% | 25% | 21% | 26% | 27% | 20% | 36% | 19% | 41% | 22% | 0% | 38% | 25% | 32% |
| There is a lack of suitable apprentices | 16% | 10% | 24% | 17% | 16% | 15% | 17% | 9% | 17% | 13% | 15% | 20% | 25% | 13% | 18% |
| My workers are too old for apprenticeships | 15% | 16% | 11% | 17% | 16% | 15% | 16% | 18% | 16% | 13% | 15% | 40% | 19% | 15% | 11% |
| Apprenticeships are inflexible and do not pay for the training that people need in my company | 12% | 6% | 14% | 9% | 28% | 10% | 19% | 0% | 12% | 11% | 22% | 10% | 16% | 12% | 0% |
| Training providers do not provide the training we need for apprenticeships | 12% | 8% | 10% | 11% | 26% | 10% | 16% | 0% | 12% | 11% | 25% | 30% | 9% | 8% | 11% |
| We do not have the funds to cover the remaining costs of hiring an apprentice | 11% | 14% | 13% | 6% | 7% | 13% | 7% | 18% | 9% | 16% | 5% | 20% | 12% | 12% | 13% |
| The process to take advantage of this funding is too complicated | 10% | 4% | 10% | 13% | 23% | 7% | 19% | 0% | 10% | 9% | 25% | 20% | 9% | 7% | 3% |
| Other (please specify) | 3% | 4% | 3% | 2% | 2% | 4% | 3% | 0% | 2% | 6% | 2% | 10% | 0% | 3% | 5% |

*Note:*

BASE: Have not used the Apprenticeship Levy funds to pay for training

Fieldwork: 15th Jun - 20th Jun 2022

(32.A) The Government provides cash incentives to both employers and providers who hire certain types of apprentices, such as those aged 16 to 18 or those aged 19 to 25 and on a Education, Health and Care plan (EHCP). Were you aware of these incentives?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Yes | 53% | 52% | 60% | 58% | 54% | 34% | 62% | 45% | 62% | 46% | 33% | 58% | 51% | 59% | 51% |
| No | 44% | 44% | 38% | 40% | 42% | 66% | 36% | 43% | 38% | 53% | 67% | 42% | 45% | 38% | 46% |
| Don't know | 3% | 4% | 1% | 2% | 4% | 0% | 2% | 11% | 0% | 1% | 0% | 0% | 4% | 3% | 3% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(32.B) The Government provides cash incentives to both employers and providers who hire certain types of apprentices, such as those aged 16 to 18 or those aged 19 to 25 and on a Education, Health and Care plan (EHCP). Were you aware of these incentives?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Yes | 53% | 37% | 52% | 60% | 64% | 53% | 54% | 50% | 53% | 52% | 69% | 55% | 62% | 43% | 36% |
| No | 44% | 61% | 43% | 39% | 32% | 45% | 42% | 50% | 43% | 46% | 29% | 42% | 35% | 53% | 61% |
| Don't know | 3% | 2% | 5% | 1% | 4% | 2% | 4% | 0% | 3% | 2% | 2% | 3% | 2% | 3% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(33.A) Levy-paying employers can transfer up to 25% of the annual value of their fund to SMEs or into a communal fund. Did you know that this was possible as part of the Apprenticeship Levy?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Yes | 40% | 37% | 42% | 40% | 42% | 37% | 39% | 41% | 50% | 38% | 33% | 38% | 44% | 40% | 39% |
| No | 60% | 63% | 58% | 60% | 58% | 63% | 61% | 59% | 50% | 62% | 67% | 62% | 56% | 60% | 61% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(33.B) Levy-paying employers can transfer up to 25% of the annual value of their fund to SMEs or into a communal fund. Did you know that this was possible as part of the Apprenticeship Levy?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Yes | 40% | 17% | 38% | 53% | 54% | 41% | 37% | 36% | 39% | 42% | 60% | 45% | 52% | 27% | 25% |
| No | 60% | 83% | 62% | 47% | 46% | 59% | 63% | 64% | 61% | 58% | 40% | 55% | 48% | 73% | 75% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(34.A) Have you ever transferred part of your Apprenticeship Levy fund to another business or into a communal fund?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 190 | 44 | 23 | 16 | 16 | 12 | 23 | 13 | 10 | 33 | 0 | 6 | 29 | 44 | 111 |
| Yes, we have in the past but do not do this currently | 19% | 20% | 9% | 12% | 38% | 17% | 17% | 23% | 40% | 15% | * | 17% | 21% | 27% | 16% |
| Yes, we currently do this | 41% | 36% | 43% | 50% | 19% | 58% | 39% | 46% | 40% | 45% | * | 67% | 52% | 45% | 35% |
| No, we have never done this | 37% | 41% | 48% | 25% | 44% | 25% | 43% | 23% | 20% | 36% | * | 17% | 24% | 23% | 47% |
| Don't know | 3% | 2% | 0% | 12% | 0% | 0% | 0% | 8% | 0% | 3% | * | 0% | 3% | 5% | 2% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(34.B) Have you ever transferred part of your Apprenticeship Levy fund to another business or into a communal fund?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 190 | 9 | 31 | 46 | 104 | 118 | 72 | 0 | 138 | 51 | 83 | 20 | 48 | 37 | 2 |
| Yes, we have in the past but do not do this currently | 19% | 33% | 26% | 17% | 17% | 25% | 11% | * | 19% | 22% | 23% | 15% | 17% | 19% | 0% |
| Yes, we currently do this | 41% | 22% | 39% | 52% | 38% | 47% | 31% | * | 41% | 39% | 43% | 35% | 42% | 38% | 50% |
| No, we have never done this | 37% | 33% | 32% | 26% | 43% | 25% | 56% | * | 37% | 37% | 31% | 50% | 40% | 41% | 0% |
| Don't know | 3% | 11% | 3% | 4% | 1% | 3% | 3% | * | 3% | 2% | 2% | 0% | 2% | 3% | 50% |

*Note:*

BASE: Do qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(35.A) Have you ever used funds given directly by a levy-paying employer or through a communal fund to pay for your apprenticeship training?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 278 | 45 | 50 | 27 | 29 | 20 | 30 | 27 | 13 | 37 | 3 | 16 | 60 | 74 | 125 |
| Yes | 9% | 4% | 16% | 7% | 3% | 5% | 10% | 7% | 23% | 11% | 0% | 19% | 18% | 8% | 5% |
| No | 87% | 89% | 84% | 89% | 97% | 90% | 80% | 89% | 77% | 86% | 100% | 81% | 80% | 86% | 91% |
| Don't know | 4% | 7% | 0% | 4% | 0% | 5% | 10% | 4% | 0% | 3% | 0% | 0% | 2% | 5% | 4% |

*Note:*

BASE: Do not qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(35.B) Have you ever used funds given directly by a levy-paying employer or through a communal fund to pay for your apprenticeship training?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 278 | 123 | 68 | 46 | 41 | 196 | 71 | 11 | 200 | 76 | 40 | 6 | 35 | 151 | 38 |
| Yes | 9% | 2% | 12% | 15% | 22% | 7% | 15% | 9% | 10% | 8% | 32% | 0% | 14% | 5% | 3% |
| No | 87% | 96% | 85% | 83% | 68% | 88% | 83% | 91% | 86% | 88% | 57% | 83% | 80% | 93% | 97% |
| Don't know | 4% | 2% | 3% | 2% | 10% | 5% | 1% | 0% | 4% | 4% | 10% | 17% | 6% | 2% | 0% |

*Note:*

BASE: Do not qualify to pay the Apprenticeship Levy

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(36.A) Apprenticeships are offered at different levels, depending on their level of difficulty. What level of apprenticeship, if any, do you think might be most useful for your business?Please select up to three

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Don't know | 5% | 6% | 1% | 0% | 4% | 3% | 2% | 18% | 4% | 5% | 67% | 4% | 4% | 4% | 5% |
| Level 3 (equivalent to A-Level) | 37% | 33% | 43% | 33% | 32% | 29% | 48% | 34% | 42% | 39% | 0% | 42% | 37% | 43% | 35% |
| Level 4 (equivalent to a foundation degree or the first year of an undergraduate degree) | 37% | 35% | 48% | 44% | 22% | 46% | 41% | 25% | 46% | 30% | 0% | 35% | 36% | 43% | 36% |
| Level 5 (equivalent to the first two years of an undergraduate degree) | 28% | 33% | 26% | 40% | 18% | 23% | 45% | 18% | 27% | 20% | 0% | 15% | 29% | 36% | 26% |
| Level 6 (equivalent to a Bachelor's degree) | 23% | 25% | 16% | 27% | 32% | 23% | 29% | 11% | 19% | 22% | 0% | 19% | 25% | 24% | 22% |
| Level 2 (equivalent to GCSE) | 18% | 10% | 14% | 31% | 10% | 20% | 18% | 27% | 19% | 26% | 33% | 35% | 14% | 21% | 17% |
| None of the above would be useful for my business | 16% | 13% | 21% | 16% | 20% | 23% | 7% | 16% | 15% | 13% | 0% | 15% | 15% | 7% | 20% |
| Level 7 (equivalent to a Master's degree) | 12% | 15% | 5% | 9% | 24% | 11% | 7% | 14% | 8% | 14% | 0% | 15% | 12% | 11% | 12% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(36.B) Apprenticeships are offered at different levels, depending on their level of difficulty. What level of apprenticeship, if any, do you think might be most useful for your business?Please select up to three

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Don't know | 5% | 7% | 6% | 3% | 3% | 5% | 3% | 14% | 5% | 3% | 2% | 3% | 5% | 6% | 5% |
| Level 3 (equivalent to A-Level) | 37% | 23% | 46% | 46% | 39% | 37% | 39% | 29% | 38% | 37% | 40% | 42% | 42% | 36% | 27% |
| Level 4 (equivalent to a foundation degree or the first year of an undergraduate degree) | 37% | 23% | 28% | 42% | 52% | 35% | 42% | 36% | 34% | 45% | 51% | 42% | 45% | 27% | 30% |
| Level 5 (equivalent to the first two years of an undergraduate degree) | 28% | 12% | 20% | 30% | 47% | 27% | 32% | 14% | 27% | 30% | 44% | 29% | 38% | 18% | 14% |
| Level 6 (equivalent to a Bachelor's degree) | 23% | 11% | 19% | 22% | 37% | 22% | 26% | 0% | 26% | 16% | 36% | 29% | 31% | 15% | 7% |
| Level 2 (equivalent to GCSE) | 18% | 18% | 23% | 24% | 11% | 21% | 13% | 14% | 15% | 25% | 20% | 6% | 15% | 19% | 25% |
| None of the above would be useful for my business | 16% | 35% | 12% | 11% | 3% | 15% | 14% | 36% | 15% | 15% | 5% | 10% | 4% | 23% | 32% |
| Level 7 (equivalent to a Master's degree) | 12% | 6% | 12% | 13% | 17% | 11% | 16% | 0% | 13% | 10% | 13% | 23% | 15% | 9% | 11% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(37.A) And of those levels that you just chose, which do you think is the most useful for your business?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Level 2 (equivalent to GCSE) | 8% | 4% | 5% | 11% | 6% | 6% | 7% | 11% | 4% | 14% | 33% | 4% | 6% | 10% | 7% |
| Level 3 (equivalent to A-Level) | 19% | 17% | 20% | 20% | 16% | 14% | 25% | 20% | 19% | 22% | 0% | 31% | 21% | 21% | 17% |
| Level 4 (equivalent to a foundation degree or the first year of an undergraduate degree) | 19% | 18% | 32% | 18% | 10% | 26% | 16% | 9% | 31% | 16% | 0% | 23% | 16% | 21% | 20% |
| Level 5 (equivalent to the first two years of an undergraduate degree) | 12% | 19% | 7% | 16% | 6% | 9% | 21% | 16% | 8% | 7% | 0% | 8% | 14% | 14% | 11% |
| Level 6 (equivalent to a Bachelor's degree) | 13% | 14% | 9% | 13% | 16% | 14% | 20% | 5% | 15% | 12% | 0% | 12% | 12% | 14% | 12% |
| Level 7 (equivalent to a Master's degree) | 7% | 9% | 4% | 7% | 18% | 6% | 0% | 5% | 4% | 8% | 0% | 4% | 9% | 6% | 7% |
| Don't know | 22% | 21% | 23% | 16% | 28% | 26% | 11% | 34% | 19% | 21% | 67% | 19% | 21% | 13% | 26% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(37.B) And of those levels that you just chose, which do you think is the most useful for your business?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Level 2 (equivalent to GCSE) | 8% | 9% | 13% | 8% | 3% | 10% | 2% | 0% | 6% | 11% | 7% | 0% | 6% | 10% | 7% |
| Level 3 (equivalent to A-Level) | 19% | 15% | 23% | 29% | 14% | 19% | 20% | 21% | 20% | 19% | 17% | 16% | 20% | 20% | 23% |
| Level 4 (equivalent to a foundation degree or the first year of an undergraduate degree) | 19% | 17% | 14% | 18% | 26% | 19% | 20% | 7% | 18% | 22% | 24% | 32% | 19% | 15% | 18% |
| Level 5 (equivalent to the first two years of an undergraduate degree) | 12% | 6% | 8% | 13% | 20% | 11% | 15% | 14% | 11% | 17% | 19% | 13% | 17% | 8% | 5% |
| Level 6 (equivalent to a Bachelor's degree) | 13% | 7% | 12% | 8% | 22% | 12% | 17% | 0% | 15% | 6% | 22% | 10% | 17% | 9% | 0% |
| Level 7 (equivalent to a Master's degree) | 7% | 3% | 9% | 7% | 8% | 7% | 7% | 0% | 7% | 5% | 4% | 16% | 8% | 7% | 9% |
| Don't know | 22% | 43% | 20% | 17% | 7% | 21% | 20% | 57% | 22% | 20% | 6% | 13% | 12% | 31% | 39% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(38.A) Do you agree or disagree with the following statements?: There are too many barriers to offering apprenticeships (i.e. costs, regulations, administrative burdens, etc)

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 18% | 23% | 14% | 18% | 20% | 14% | 16% | 18% | 19% | 16% | 0% | 35% | 13% | 21% | 16% |
| Somewhat agree | 36% | 34% | 47% | 40% | 30% | 46% | 30% | 39% | 23% | 30% | 33% | 27% | 34% | 38% | 37% |
| Neither agree nor disagree | 24% | 26% | 19% | 20% | 24% | 9% | 30% | 32% | 27% | 29% | 67% | 19% | 32% | 23% | 22% |
| Somewhat disagree | 12% | 9% | 11% | 13% | 16% | 14% | 18% | 5% | 8% | 14% | 0% | 12% | 13% | 9% | 13% |
| Strongly disagree | 5% | 5% | 4% | 2% | 4% | 9% | 5% | 0% | 15% | 7% | 0% | 0% | 5% | 6% | 5% |
| Don't know | 5% | 3% | 6% | 7% | 6% | 9% | 0% | 7% | 8% | 4% | 0% | 8% | 3% | 3% | 6% |
| Total Agree: | 54% | 57% | 60% | 58% | 50% | 60% | 46% | 57% | 42% | 46% | 33% | 62% | 47% | 60% | 53% |
| Total Disagree: | 17% | 14% | 15% | 16% | 20% | 23% | 23% | 5% | 23% | 21% | 0% | 12% | 18% | 14% | 19% |
| Net: | 37% | 43% | 46% | 42% | 30% | 37% | 23% | 52% | 19% | 25% | 33% | 50% | 29% | 45% | 34% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(38.B) Do you agree or disagree with the following statements?: There are too many barriers to offering apprenticeships (i.e. costs, regulations, administrative burdens, etc)

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 18% | 20% | 21% | 11% | 18% | 19% | 14% | 21% | 17% | 20% | 20% | 6% | 23% | 18% | 9% |
| Somewhat agree | 36% | 33% | 42% | 39% | 32% | 32% | 45% | 29% | 35% | 37% | 32% | 48% | 33% | 40% | 27% |
| Neither agree nor disagree | 24% | 27% | 18% | 30% | 23% | 24% | 24% | 36% | 26% | 21% | 28% | 29% | 20% | 21% | 34% |
| Somewhat disagree | 12% | 6% | 10% | 12% | 19% | 12% | 12% | 7% | 11% | 14% | 11% | 13% | 19% | 9% | 14% |
| Strongly disagree | 5% | 2% | 6% | 6% | 7% | 7% | 2% | 0% | 6% | 2% | 7% | 3% | 4% | 4% | 5% |
| Don't know | 5% | 12% | 4% | 3% | 1% | 6% | 3% | 7% | 4% | 6% | 1% | 0% | 0% | 8% | 11% |
| Total Agree: | 54% | 53% | 63% | 50% | 50% | 51% | 60% | 50% | 52% | 57% | 53% | 55% | 56% | 58% | 36% |
| Total Disagree: | 17% | 8% | 16% | 17% | 26% | 19% | 13% | 7% | 17% | 16% | 18% | 16% | 24% | 14% | 18% |
| Net: | 37% | 45% | 47% | 33% | 25% | 32% | 46% | 43% | 35% | 41% | 35% | 39% | 32% | 44% | 18% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(39.A) Do you agree or disagree with the following statements?: My company is only able to offer technical-based apprenticeships

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 13% | 15% | 7% | 20% | 22% | 0% | 14% | 11% | 12% | 14% | 0% | 12% | 11% | 13% | 14% |
| Somewhat agree | 31% | 38% | 35% | 20% | 30% | 17% | 38% | 32% | 31% | 29% | 33% | 15% | 34% | 34% | 31% |
| Neither agree nor disagree | 25% | 23% | 23% | 22% | 14% | 43% | 20% | 34% | 31% | 26% | 33% | 35% | 29% | 25% | 22% |
| Somewhat disagree | 14% | 11% | 20% | 24% | 12% | 14% | 12% | 7% | 12% | 11% | 33% | 23% | 14% | 10% | 14% |
| Strongly disagree | 14% | 11% | 12% | 11% | 18% | 20% | 14% | 9% | 12% | 20% | 0% | 8% | 12% | 13% | 16% |
| Don't know | 3% | 3% | 2% | 2% | 4% | 6% | 2% | 7% | 4% | 0% | 0% | 8% | 0% | 3% | 4% |
| Total Agree: | 45% | 53% | 42% | 40% | 52% | 17% | 52% | 43% | 42% | 43% | 33% | 27% | 44% | 48% | 45% |
| Total Disagree: | 28% | 22% | 32% | 36% | 30% | 34% | 27% | 16% | 23% | 30% | 33% | 31% | 27% | 24% | 29% |
| Net: | 17% | 31% | 10% | 4% | 22% | -17% | 25% | 27% | 19% | 13% | 0% | -4% | 17% | 24% | 16% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(39.B) Do you agree or disagree with the following statements?: My company is only able to offer technical-based apprenticeships

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 13% | 6% | 16% | 14% | 17% | 13% | 13% | 14% | 12% | 16% | 18% | 16% | 17% | 9% | 7% |
| Somewhat agree | 31% | 20% | 32% | 35% | 40% | 28% | 41% | 14% | 32% | 30% | 36% | 42% | 43% | 23% | 30% |
| Neither agree nor disagree | 25% | 31% | 22% | 17% | 26% | 28% | 18% | 36% | 26% | 22% | 24% | 13% | 19% | 31% | 23% |
| Somewhat disagree | 14% | 13% | 12% | 19% | 11% | 13% | 16% | 7% | 14% | 12% | 14% | 19% | 11% | 14% | 14% |
| Strongly disagree | 14% | 22% | 16% | 12% | 6% | 15% | 12% | 21% | 12% | 17% | 6% | 6% | 9% | 17% | 25% |
| Don't know | 3% | 8% | 2% | 2% | 0% | 4% | 1% | 7% | 3% | 3% | 1% | 3% | 1% | 5% | 2% |
| Total Agree: | 45% | 26% | 48% | 49% | 57% | 41% | 54% | 29% | 44% | 46% | 54% | 58% | 60% | 33% | 36% |
| Total Disagree: | 28% | 35% | 28% | 32% | 18% | 28% | 28% | 29% | 27% | 29% | 20% | 26% | 19% | 32% | 39% |
| Net: | 17% | -9% | 20% | 17% | 39% | 13% | 26% | 0% | 17% | 17% | 34% | 32% | 41% | 1% | -2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(40.A) Do you agree or disagree with the following statements?: Even if there were fewer barriers to offering apprenticeships, my company would still be unlikely to offer them

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 21% | 17% | 22% | 22% | 26% | 17% | 21% | 16% | 19% | 25% | 0% | 19% | 15% | 22% | 23% |
| Somewhat agree | 31% | 30% | 33% | 24% | 30% | 34% | 30% | 39% | 19% | 30% | 0% | 27% | 36% | 31% | 29% |
| Neither agree nor disagree | 23% | 26% | 21% | 20% | 24% | 20% | 16% | 27% | 23% | 25% | 100% | 31% | 22% | 21% | 23% |
| Somewhat disagree | 13% | 16% | 16% | 13% | 12% | 11% | 14% | 9% | 19% | 8% | 0% | 12% | 12% | 13% | 14% |
| Strongly disagree | 11% | 10% | 6% | 18% | 8% | 17% | 18% | 5% | 19% | 12% | 0% | 12% | 13% | 11% | 11% |
| Don't know | 1% | 1% | 1% | 2% | 0% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 1% | 2% | 1% |
| Total Agree: | 51% | 47% | 56% | 47% | 56% | 51% | 52% | 55% | 38% | 55% | 0% | 46% | 51% | 53% | 52% |
| Total Disagree: | 25% | 25% | 22% | 31% | 20% | 29% | 32% | 14% | 38% | 20% | 0% | 23% | 26% | 25% | 25% |
| Net: | 27% | 22% | 33% | 16% | 36% | 23% | 20% | 41% | 0% | 36% | 0% | 23% | 25% | 29% | 27% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(40.B) Do you agree or disagree with the following statements?: Even if there were fewer barriers to offering apprenticeships, my company would still be unlikely to offer them

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 21% | 34% | 20% | 13% | 14% | 24% | 15% | 14% | 19% | 25% | 18% | 23% | 13% | 24% | 25% |
| Somewhat agree | 31% | 25% | 35% | 35% | 31% | 32% | 29% | 14% | 30% | 33% | 38% | 32% | 27% | 27% | 34% |
| Neither agree nor disagree | 23% | 28% | 21% | 20% | 21% | 22% | 26% | 14% | 25% | 19% | 16% | 26% | 24% | 25% | 30% |
| Somewhat disagree | 13% | 7% | 12% | 15% | 18% | 11% | 16% | 36% | 15% | 10% | 14% | 19% | 18% | 11% | 7% |
| Strongly disagree | 11% | 5% | 11% | 15% | 15% | 10% | 13% | 14% | 11% | 11% | 14% | 0% | 17% | 11% | 2% |
| Don't know | 1% | 2% | 1% | 1% | 0% | 1% | 0% | 7% | 1% | 1% | 0% | 0% | 1% | 1% | 2% |
| Total Agree: | 51% | 59% | 54% | 48% | 45% | 56% | 44% | 29% | 49% | 59% | 56% | 55% | 40% | 51% | 59% |
| Total Disagree: | 25% | 12% | 23% | 31% | 33% | 21% | 29% | 50% | 26% | 21% | 28% | 19% | 35% | 22% | 9% |
| Net: | 27% | 47% | 31% | 17% | 12% | 35% | 15% | -21% | 23% | 37% | 28% | 35% | 4% | 29% | 50% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(41.A) Do you agree or disagree with the following statements?: More companies should offer apprenticeship programs

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 32% | 33% | 20% | 38% | 26% | 40% | 36% | 25% | 42% | 37% | 67% | 35% | 29% | 33% | 32% |
| Somewhat agree | 41% | 39% | 51% | 29% | 48% | 34% | 50% | 50% | 38% | 29% | 33% | 38% | 41% | 42% | 41% |
| Neither agree nor disagree | 17% | 15% | 22% | 29% | 18% | 11% | 7% | 14% | 15% | 21% | 0% | 12% | 22% | 21% | 14% |
| Somewhat disagree | 4% | 4% | 5% | 2% | 2% | 9% | 4% | 5% | 0% | 7% | 0% | 4% | 5% | 1% | 6% |
| Strongly disagree | 3% | 4% | 2% | 0% | 2% | 6% | 4% | 0% | 4% | 5% | 0% | 4% | 3% | 2% | 4% |
| Don't know | 2% | 5% | 0% | 2% | 4% | 0% | 0% | 7% | 0% | 1% | 0% | 8% | 0% | 2% | 3% |
| Total Agree: | 73% | 73% | 70% | 67% | 74% | 74% | 86% | 75% | 81% | 66% | 100% | 73% | 70% | 75% | 73% |
| Total Disagree: | 7% | 8% | 7% | 2% | 4% | 14% | 7% | 5% | 4% | 12% | 0% | 8% | 8% | 3% | 9% |
| Net: | 66% | 65% | 63% | 64% | 70% | 60% | 79% | 70% | 77% | 54% | 100% | 65% | 62% | 71% | 64% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(41.B) Do you agree or disagree with the following statements?: More companies should offer apprenticeship programs

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 32% | 20% | 36% | 34% | 38% | 32% | 33% | 14% | 32% | 31% | 37% | 35% | 37% | 28% | 27% |
| Somewhat agree | 41% | 46% | 41% | 36% | 41% | 40% | 45% | 36% | 38% | 47% | 41% | 32% | 42% | 42% | 43% |
| Neither agree nor disagree | 17% | 20% | 16% | 18% | 15% | 18% | 13% | 43% | 20% | 12% | 17% | 23% | 13% | 16% | 25% |
| Somewhat disagree | 4% | 6% | 3% | 6% | 3% | 4% | 6% | 0% | 4% | 5% | 3% | 6% | 3% | 6% | 2% |
| Strongly disagree | 3% | 3% | 3% | 5% | 3% | 3% | 3% | 0% | 3% | 3% | 2% | 3% | 3% | 3% | 0% |
| Don't know | 2% | 6% | 1% | 2% | 0% | 3% | 1% | 7% | 3% | 1% | 0% | 0% | 2% | 4% | 2% |
| Total Agree: | 73% | 66% | 78% | 69% | 79% | 72% | 78% | 50% | 70% | 79% | 78% | 68% | 78% | 71% | 70% |
| Total Disagree: | 7% | 8% | 6% | 11% | 6% | 7% | 9% | 0% | 7% | 8% | 5% | 10% | 6% | 9% | 2% |
| Net: | 66% | 57% | 72% | 59% | 74% | 64% | 69% | 50% | 63% | 71% | 73% | 58% | 72% | 62% | 68% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(42.A) Do you agree or disagree with the following statements?: The Government should encourage more people leaving education to do apprenticeships

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Strongly agree | 35% | 38% | 33% | 33% | 46% | 23% | 34% | 36% | 31% | 36% | 67% | 42% | 29% | 34% | 38% |
| Somewhat agree | 39% | 37% | 43% | 40% | 24% | 43% | 46% | 39% | 31% | 41% | 0% | 23% | 46% | 38% | 38% |
| Neither agree nor disagree | 17% | 18% | 21% | 11% | 18% | 23% | 12% | 14% | 27% | 17% | 33% | 8% | 19% | 19% | 17% |
| Somewhat disagree | 3% | 2% | 1% | 2% | 6% | 9% | 2% | 2% | 8% | 5% | 0% | 15% | 3% | 3% | 3% |
| Strongly disagree | 2% | 3% | 0% | 7% | 0% | 0% | 5% | 2% | 0% | 1% | 0% | 4% | 3% | 2% | 2% |
| Don't know | 3% | 2% | 1% | 7% | 6% | 3% | 0% | 7% | 4% | 0% | 0% | 8% | 0% | 3% | 3% |
| Total Agree: | 74% | 75% | 77% | 73% | 70% | 66% | 80% | 75% | 62% | 76% | 67% | 65% | 75% | 72% | 76% |
| Total Disagree: | 6% | 5% | 1% | 9% | 6% | 9% | 7% | 5% | 8% | 7% | 0% | 19% | 6% | 6% | 4% |
| Net: | 69% | 71% | 75% | 64% | 64% | 57% | 73% | 70% | 54% | 70% | 67% | 46% | 69% | 67% | 71% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(42.B) Do you agree or disagree with the following statements?: The Government should encourage more people leaving education to do apprenticeships

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Strongly agree | 35% | 34% | 34% | 32% | 40% | 36% | 34% | 36% | 35% | 37% | 38% | 35% | 34% | 35% | 36% |
| Somewhat agree | 39% | 36% | 39% | 46% | 36% | 38% | 41% | 29% | 38% | 41% | 39% | 48% | 42% | 35% | 45% |
| Neither agree nor disagree | 17% | 19% | 19% | 15% | 16% | 18% | 15% | 36% | 19% | 13% | 17% | 10% | 17% | 20% | 14% |
| Somewhat disagree | 3% | 3% | 2% | 3% | 5% | 3% | 5% | 0% | 3% | 5% | 3% | 6% | 3% | 3% | 2% |
| Strongly disagree | 2% | 1% | 4% | 2% | 2% | 2% | 2% | 0% | 2% | 2% | 3% | 0% | 2% | 2% | 0% |
| Don't know | 3% | 6% | 3% | 2% | 1% | 3% | 2% | 0% | 3% | 3% | 1% | 0% | 1% | 5% | 2% |
| Total Agree: | 74% | 70% | 73% | 78% | 76% | 74% | 75% | 64% | 73% | 77% | 76% | 84% | 76% | 70% | 82% |
| Total Disagree: | 6% | 5% | 6% | 5% | 7% | 5% | 7% | 0% | 5% | 7% | 6% | 6% | 5% | 5% | 2% |
| Net: | 69% | 66% | 67% | 73% | 69% | 69% | 69% | 64% | 67% | 71% | 70% | 77% | 71% | 65% | 80% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(43.A) Which of the following would your company prefer to do?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Offer an apprenticeship to a new recruit | 38% | 39% | 35% | 44% | 34% | 37% | 48% | 34% | 35% | 37% | 33% | 19% | 38% | 46% | 37% |
| Offer an apprenticeship to existing employees | 25% | 23% | 28% | 22% | 16% | 23% | 23% | 32% | 42% | 26% | 67% | 31% | 30% | 24% | 23% |
| Not offer an apprenticeship | 22% | 17% | 23% | 24% | 34% | 26% | 14% | 20% | 19% | 21% | 0% | 19% | 20% | 19% | 24% |
| No preference | 12% | 17% | 12% | 9% | 16% | 14% | 12% | 9% | 0% | 12% | 0% | 15% | 11% | 10% | 14% |
| Don't know | 3% | 5% | 1% | 0% | 0% | 0% | 2% | 5% | 4% | 4% | 0% | 15% | 2% | 1% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(43.B) Which of the following would your company prefer to do?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Offer an apprenticeship to a new recruit | 38% | 25% | 37% | 50% | 43% | 36% | 43% | 29% | 38% | 39% | 47% | 29% | 53% | 33% | 18% |
| Offer an apprenticeship to existing employees | 25% | 17% | 23% | 26% | 33% | 26% | 24% | 14% | 27% | 23% | 35% | 39% | 25% | 18% | 30% |
| Not offer an apprenticeship | 22% | 40% | 19% | 17% | 9% | 23% | 17% | 43% | 20% | 24% | 6% | 23% | 16% | 27% | 39% |
| No preference | 12% | 12% | 21% | 5% | 13% | 11% | 15% | 14% | 13% | 10% | 9% | 10% | 6% | 18% | 9% |
| Don't know | 3% | 6% | 0% | 2% | 1% | 4% | 1% | 0% | 2% | 4% | 2% | 0% | 0% | 4% | 5% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(44.A) In your view, is the University graduate pool or Apprenticeship graduate pool more reliable to recruit from?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| The University graduate pool is more reliable than the Apprenticeship graduate pool | 17% | 17% | 11% | 20% | 26% | 17% | 18% | 20% | 19% | 13% | 0% | 23% | 19% | 21% | 14% |
| The University graduate pool and the Apprenticeship graduate pool are equally reliable | 41% | 41% | 49% | 31% | 30% | 43% | 55% | 30% | 46% | 38% | 0% | 35% | 45% | 44% | 39% |
| The Apprenticeship graduate pool is more reliable than the University graduate pool | 24% | 24% | 23% | 24% | 26% | 23% | 21% | 20% | 23% | 29% | 33% | 19% | 20% | 21% | 28% |
| Don't know | 18% | 19% | 16% | 24% | 18% | 17% | 5% | 30% | 12% | 20% | 67% | 23% | 15% | 13% | 20% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(44.B) In your view, is the University graduate pool or Apprenticeship graduate pool more reliable to recruit from?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| The University graduate pool is more reliable than the Apprenticeship graduate pool | 17% | 17% | 20% | 16% | 16% | 17% | 18% | 0% | 15% | 22% | 17% | 6% | 18% | 18% | 16% |
| The University graduate pool and the Apprenticeship graduate pool are equally reliable | 41% | 31% | 29% | 51% | 52% | 40% | 42% | 57% | 43% | 36% | 50% | 65% | 53% | 29% | 39% |
| The Apprenticeship graduate pool is more reliable than the University graduate pool | 24% | 20% | 29% | 23% | 25% | 24% | 25% | 21% | 25% | 23% | 25% | 26% | 19% | 28% | 11% |
| Don't know | 18% | 32% | 22% | 10% | 7% | 20% | 14% | 21% | 17% | 19% | 9% | 3% | 10% | 25% | 34% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(45.A) What are the three most important changes the Government could make to encourage your company to take full advantage of the Apprenticeship Levy?Please select up to three of the following

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Simplify the process of accessing the levy funds | 35% | 33% | 37% | 47% | 26% | 31% | 32% | 34% | 31% | 38% | 0% | 38% | 34% | 41% | 32% |
| Make levy funds more flexible so they can cover other training my company requires | 35% | 28% | 38% | 44% | 30% | 31% | 39% | 39% | 46% | 30% | 33% | 42% | 37% | 40% | 31% |
| Improve the quality of training apprentices receive from providers | 35% | 35% | 33% | 33% | 30% | 46% | 43% | 25% | 35% | 34% | 33% | 38% | 35% | 34% | 35% |
| Allow the Apprenticeship Levy to be spent on additional costs outside training (wages, administration, etc) | 33% | 33% | 36% | 40% | 32% | 26% | 34% | 25% | 42% | 28% | 33% | 42% | 38% | 31% | 30% |
| Increase the number of suitable apprenticeship standards | 30% | 30% | 28% | 29% | 30% | 31% | 29% | 25% | 35% | 30% | 33% | 15% | 28% | 33% | 30% |
| Change from a monthly levy calculation to an annual levy calculation | 18% | 17% | 17% | 22% | 10% | 11% | 30% | 9% | 15% | 21% | 0% | 27% | 14% | 26% | 14% |
| Reduce disincentives to overspend the levy pot in-year | 16% | 22% | 14% | 11% | 14% | 17% | 16% | 14% | 19% | 13% | 0% | 12% | 17% | 16% | 16% |
| Don't know | 14% | 17% | 20% | 7% | 18% | 6% | 5% | 20% | 15% | 13% | 33% | 8% | 9% | 10% | 19% |
| Other (please specify) | 2% | 0% | 0% | 4% | 4% | 6% | 2% | 5% | 0% | 3% | 0% | 4% | 1% | 2% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(45.B) What are the three most important changes the Government could make to encourage your company to take full advantage of the Apprenticeship Levy?Please select up to three of the following

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Simplify the process of accessing the levy funds | 35% | 29% | 33% | 40% | 38% | 33% | 38% | 29% | 33% | 38% | 35% | 35% | 41% | 32% | 34% |
| Make levy funds more flexible so they can cover other training my company requires | 35% | 32% | 33% | 38% | 38% | 34% | 39% | 21% | 34% | 38% | 36% | 39% | 45% | 29% | 41% |
| Improve the quality of training apprentices receive from providers | 35% | 28% | 30% | 35% | 44% | 32% | 40% | 36% | 37% | 30% | 43% | 32% | 41% | 30% | 23% |
| Allow the Apprenticeship Levy to be spent on additional costs outside training (wages, administration, etc) | 33% | 24% | 29% | 37% | 40% | 31% | 36% | 29% | 31% | 37% | 37% | 48% | 33% | 28% | 36% |
| Increase the number of suitable apprenticeship standards | 30% | 15% | 32% | 24% | 45% | 30% | 31% | 7% | 31% | 27% | 39% | 29% | 34% | 27% | 7% |
| Change from a monthly levy calculation to an annual levy calculation | 18% | 11% | 17% | 22% | 21% | 18% | 18% | 14% | 18% | 17% | 23% | 23% | 22% | 15% | 5% |
| Reduce disincentives to overspend the levy pot in-year | 16% | 6% | 16% | 22% | 21% | 16% | 15% | 7% | 14% | 21% | 25% | 23% | 17% | 10% | 7% |
| Don't know | 14% | 28% | 16% | 10% | 4% | 15% | 10% | 29% | 15% | 13% | 5% | 10% | 4% | 21% | 27% |
| Other (please specify) | 2% | 6% | 1% | 1% | 0% | 2% | 1% | 7% | 2% | 2% | 0% | 0% | 2% | 3% | 5% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

(46.A) Now of those top three, please choose the one change the Government could make to most encourage your company can take full advantage of the Apprenticeship Levy

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Allow the Apprenticeship Levy to be spent on additional costs outside training (wages, administration, etc) | 16% | 11% | 17% | 22% | 20% | 11% | 23% | 9% | 19% | 14% | 33% | 19% | 19% | 17% | 14% |
| Simplify the process of accessing the levy funds | 14% | 15% | 14% | 24% | 16% | 11% | 7% | 9% | 4% | 17% | 0% | 15% | 12% | 13% | 15% |
| Make levy funds more flexible so they can cover other training my company requires | 18% | 16% | 16% | 24% | 18% | 23% | 11% | 25% | 27% | 16% | 33% | 23% | 20% | 16% | 18% |
| Increase the number of suitable apprenticeship standards | 12% | 15% | 10% | 7% | 12% | 17% | 11% | 9% | 12% | 14% | 0% | 4% | 12% | 14% | 12% |
| Improve the quality of training apprentices receive from providers | 12% | 16% | 14% | 4% | 2% | 17% | 21% | 9% | 12% | 12% | 0% | 8% | 12% | 16% | 12% |
| Reduce disincentives to overspend the levy pot in-year | 5% | 6% | 4% | 0% | 6% | 9% | 9% | 2% | 8% | 3% | 0% | 8% | 9% | 4% | 4% |
| Change from a monthly levy calculation to an annual levy calculation | 4% | 2% | 5% | 2% | 4% | 0% | 11% | 2% | 0% | 7% | 0% | 8% | 3% | 6% | 3% |
| Other (please specify) | 2% | 0% | 0% | 4% | 4% | 6% | 2% | 5% | 0% | 3% | 0% | 4% | 1% | 2% | 2% |
| Don't know | 17% | 21% | 21% | 11% | 18% | 6% | 5% | 30% | 19% | 14% | 33% | 12% | 12% | 12% | 21% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(46.B) Now of those top three, please choose the one change the Government could make to most encourage your company can take full advantage of the Apprenticeship Levy

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Allow the Apprenticeship Levy to be spent on additional costs outside training (wages, administration, etc) | 16% | 10% | 13% | 18% | 21% | 17% | 15% | 0% | 14% | 20% | 21% | 19% | 18% | 11% | 18% |
| Simplify the process of accessing the levy funds | 14% | 19% | 14% | 13% | 9% | 14% | 13% | 21% | 13% | 15% | 11% | 10% | 9% | 17% | 20% |
| Make levy funds more flexible so they can cover other training my company requires | 18% | 14% | 19% | 18% | 21% | 16% | 22% | 14% | 19% | 16% | 17% | 26% | 26% | 15% | 18% |
| Increase the number of suitable apprenticeship standards | 12% | 6% | 20% | 11% | 14% | 12% | 13% | 7% | 14% | 9% | 17% | 6% | 15% | 11% | 2% |
| Improve the quality of training apprentices receive from providers | 12% | 10% | 7% | 12% | 18% | 12% | 14% | 7% | 13% | 11% | 15% | 16% | 13% | 11% | 9% |
| Reduce disincentives to overspend the levy pot in-year | 5% | 2% | 8% | 7% | 4% | 5% | 5% | 0% | 4% | 7% | 6% | 6% | 3% | 5% | 0% |
| Change from a monthly levy calculation to an annual levy calculation | 4% | 3% | 2% | 7% | 5% | 4% | 5% | 7% | 4% | 5% | 6% | 3% | 6% | 3% | 0% |
| Other (please specify) | 2% | 6% | 1% | 1% | 0% | 2% | 1% | 7% | 2% | 2% | 0% | 0% | 2% | 3% | 5% |
| Don't know | 17% | 30% | 17% | 12% | 8% | 19% | 11% | 36% | 17% | 15% | 8% | 13% | 8% | 23% | 27% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(47.A) Which of the following comes closest to your view?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Spending money on reskilling/upskilling employees costs more money than it is worth | 31% | 31% | 33% | 31% | 36% | 43% | 20% | 30% | 15% | 32% | 0% | 58% | 23% | 32% | 31% |
| Spending money on reskilling/upskilling employees is worth the money it costs | 63% | 64% | 63% | 64% | 52% | 51% | 79% | 59% | 73% | 61% | 33% | 38% | 72% | 63% | 62% |
| Don't know | 6% | 5% | 4% | 4% | 12% | 6% | 2% | 11% | 12% | 8% | 67% | 4% | 5% | 5% | 7% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(47.B) Which of the following comes closest to your view?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Spending money on reskilling/upskilling employees costs more money than it is worth | 31% | 35% | 24% | 33% | 30% | 33% | 26% | 29% | 30% | 33% | 34% | 32% | 31% | 29% | 30% |
| Spending money on reskilling/upskilling employees is worth the money it costs | 63% | 53% | 72% | 62% | 67% | 61% | 69% | 43% | 63% | 62% | 62% | 65% | 65% | 64% | 59% |
| Don't know | 6% | 12% | 4% | 6% | 4% | 6% | 5% | 29% | 7% | 5% | 4% | 3% | 4% | 8% | 11% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(48.A) Many businesses are eligible for a wide range of tax incentives and reliefs. To the best of your knowledge, which of the following tax credits/reliefs was your company eligible for in 2021, if any?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Don't know | 9% | 8% | 7% | 7% | 14% | 11% | 4% | 14% | 8% | 9% | 67% | 12% | 9% | 6% | 9% |
| Capital allowances (if you buy assets that you keep to use in your business such as equipment or machinery) | 31% | 30% | 36% | 42% | 34% | 20% | 36% | 18% | 31% | 30% | 33% | 31% | 25% | 32% | 34% |
| We were not eligible for any tax credits/reliefs in 2021 | 26% | 25% | 19% | 33% | 26% | 34% | 20% | 39% | 19% | 25% | 0% | 35% | 21% | 22% | 29% |
| Research & Development Relief | 23% | 28% | 31% | 16% | 12% | 17% | 23% | 23% | 15% | 25% | 33% | 23% | 19% | 23% | 25% |
| Loss reliefs (e.g. trading losses, capital losses, or property income losses) | 22% | 24% | 22% | 18% | 22% | 17% | 30% | 9% | 38% | 21% | 0% | 23% | 28% | 26% | 18% |
| Reliefs for creative industries (i.e. theatre, film, video games, etc) | 18% | 22% | 15% | 20% | 8% | 20% | 18% | 14% | 27% | 20% | 0% | 23% | 23% | 21% | 14% |
| Relief on goodwill and other relevant assets (i.e. unregistered trademarks) | 17% | 15% | 25% | 24% | 10% | 6% | 21% | 14% | 19% | 18% | 0% | 15% | 21% | 17% | 16% |
| Venture capital schemes/reliefs (EIS, SEIS, SITR, or VCT) | 17% | 18% | 15% | 11% | 16% | 11% | 21% | 18% | 27% | 16% | 0% | 0% | 17% | 22% | 16% |
| The Patent Box (for patented invention profits) | 10% | 8% | 10% | 13% | 10% | 14% | 11% | 5% | 19% | 11% | 0% | 12% | 8% | 12% | 11% |
| Other (please specify) | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

*Note:*

BASE: All Respondents

(48.B) Many businesses are eligible for a wide range of tax incentives and reliefs. To the best of your knowledge, which of the following tax credits/reliefs was your company eligible for in 2021, if any?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Don't know | 9% | 12% | 9% | 7% | 6% | 9% | 9% | 7% | 8% | 10% | 5% | 6% | 8% | 12% | 7% |
| Capital allowances (if you buy assets that you keep to use in your business such as equipment or machinery) | 31% | 17% | 24% | 37% | 46% | 28% | 40% | 7% | 33% | 25% | 44% | 52% | 34% | 24% | 14% |
| We were not eligible for any tax credits/reliefs in 2021 | 26% | 50% | 28% | 14% | 9% | 27% | 19% | 64% | 24% | 29% | 11% | 16% | 12% | 35% | 57% |
| Research & Development Relief | 23% | 12% | 22% | 24% | 33% | 21% | 29% | 7% | 24% | 21% | 35% | 29% | 28% | 15% | 20% |
| Loss reliefs (e.g. trading losses, capital losses, or property income losses) | 22% | 12% | 21% | 27% | 29% | 23% | 21% | 21% | 23% | 19% | 26% | 23% | 27% | 20% | 11% |
| Reliefs for creative industries (i.e. theatre, film, video games, etc) | 18% | 7% | 19% | 25% | 23% | 18% | 18% | 14% | 17% | 21% | 24% | 16% | 27% | 13% | 7% |
| Relief on goodwill and other relevant assets (i.e. unregistered trademarks) | 17% | 9% | 15% | 29% | 19% | 19% | 14% | 14% | 19% | 15% | 22% | 26% | 29% | 10% | 11% |
| Venture capital schemes/reliefs (EIS, SEIS, SITR, or VCT) | 17% | 2% | 12% | 23% | 29% | 17% | 17% | 0% | 17% | 17% | 28% | 13% | 27% | 10% | 0% |
| The Patent Box (for patented invention profits) | 10% | 3% | 6% | 17% | 16% | 11% | 9% | 0% | 10% | 11% | 17% | 23% | 17% | 4% | 0% |
| Other (please specify) | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% |



Note:

(49.A) You said that your company was eligible for tax credits/reliefs in 2021. Did your company make use of any of the tax credit incentives they were eligible for?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 338 | 69 | 60 | 27 | 30 | 19 | 43 | 21 | 19 | 50 | 1 | 14 | 73 | 90 | 160 |
| Yes, we made use of all the tax credits/reliefs we were eligible for | 47% | 39% | 38% | 63% | 40% | 53% | 51% | 57% | 47% | 54% | 0% | 29% | 49% | 48% | 48% |
| Yes, we made use of some of the tax credits/reliefs we were eligible for | 40% | 48% | 47% | 19% | 47% | 42% | 40% | 29% | 42% | 32% | 0% | 64% | 41% | 41% | 37% |
| No | 11% | 9% | 15% | 11% | 13% | 5% | 9% | 5% | 11% | 14% | 100% | 7% | 8% | 11% | 12% |
| Don't know | 2% | 4% | 0% | 7% | 0% | 0% | 0% | 10% | 0% | 0% | 0% | 0% | 1% | 0% | 4% |

*Note:*

BASE: Were eligible for tax credits/reliefs in 2021")

*Note:*

BASE: Were eligible for tax credits/reliefs in 2021

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(49.B) You said that your company was eligible for tax credits/reliefs in 2021. Did your company make use of any of the tax credit incentives they were eligible for?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 338 | 55 | 67 | 82 | 134 | 217 | 117 | 4 | 244 | 91 | 107 | 24 | 75 | 113 | 16 |
| Yes, we made use of all the tax credits/reliefs we were eligible for | 47% | 47% | 49% | 34% | 54% | 49% | 44% | 25% | 46% | 48% | 56% | 38% | 44% | 44% | 31% |
| Yes, we made use of some of the tax credits/reliefs we were eligible for | 40% | 22% | 43% | 52% | 38% | 37% | 45% | 50% | 39% | 43% | 35% | 58% | 49% | 35% | 44% |
| No | 11% | 27% | 7% | 11% | 6% | 12% | 9% | 25% | 13% | 5% | 6% | 4% | 7% | 19% | 25% |
| Don't know | 2% | 4% | 0% | 2% | 2% | 2% | 2% | 0% | 2% | 3% | 4% | 0% | 0% | 3% | 0% |

*Note:*

BASE:Were eligible for tax credits/reliefs in 2021")

*Note:*

BASE: Were eligible for tax credits/reliefs in 2021

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(50.A) When filing your company's tax returns, do you...

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Complete your tax calculations in-house | 36% | 34% | 36% | 40% | 42% | 40% | 34% | 32% | 35% | 37% | 33% | 31% | 49% | 38% | 31% |
| Work with a tax advisor or a tax advisory company | 60% | 62% | 63% | 56% | 52% | 60% | 64% | 59% | 62% | 59% | 67% | 58% | 49% | 60% | 65% |
| Other (please specify) | 1% | 0% | 1% | 2% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| Don't know | 3% | 4% | 0% | 2% | 6% | 0% | 2% | 7% | 4% | 4% | 0% | 12% | 2% | 2% | 3% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(50.B) When filing your company's tax returns, do you...

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Complete your tax calculations in-house | 36% | 38% | 42% | 35% | 32% | 38% | 33% | 29% | 36% | 37% | 35% | 26% | 40% | 35% | 45% |
| Work with a tax advisor or a tax advisory company | 60% | 58% | 54% | 63% | 64% | 58% | 63% | 64% | 60% | 61% | 61% | 71% | 59% | 60% | 55% |
| Other (please specify) | 1% | 1% | 2% | 0% | 0% | 0% | 1% | 0% | 1% | 1% | 0% | 0% | 0% | 1% | 0% |
| Don't know | 3% | 3% | 2% | 2% | 4% | 3% | 2% | 7% | 4% | 2% | 3% | 3% | 1% | 4% | 0% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(51.A) What would you say are barriers to claiming tax benefits, if anything?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| The process is too cumbersome | 29% | 33% | 30% | 36% | 36% | 34% | 23% | 25% | 23% | 21% | 0% | 35% | 25% | 30% | 30% |
| It requires knowledge from outside of our business | 27% | 25% | 27% | 27% | 18% | 29% | 39% | 20% | 42% | 24% | 0% | 23% | 34% | 25% | 26% |
| It is not worth the risk of making a mistake on this | 25% | 27% | 20% | 33% | 16% | 23% | 27% | 32% | 15% | 26% | 67% | 35% | 26% | 21% | 25% |
| My company is too small to do this ourselves | 21% | 21% | 23% | 24% | 10% | 29% | 27% | 16% | 23% | 21% | 0% | 38% | 29% | 19% | 18% |
| I don't think there are any barriers to claiming tax benefits | 20% | 21% | 15% | 16% | 24% | 23% | 9% | 32% | 23% | 24% | 0% | 8% | 16% | 18% | 24% |
| It is not worth the time it takes | 18% | 18% | 16% | 24% | 22% | 14% | 16% | 14% | 15% | 18% | 0% | 27% | 15% | 16% | 19% |
| It is not a large enough task to have someone internal who does it | 17% | 20% | 20% | 18% | 14% | 23% | 23% | 9% | 15% | 9% | 33% | 15% | 13% | 28% | 13% |
| Other (please specify) | 1% | 1% | 1% | 0% | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 0% | 1% | 0% | 1% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(51.B) What would you say are barriers to claiming tax benefits, if anything?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| The process is too cumbersome | 29% | 22% | 25% | 27% | 40% | 26% | 36% | 21% | 30% | 28% | 34% | 32% | 34% | 27% | 11% |
| It requires knowledge from outside of our business | 27% | 21% | 26% | 30% | 31% | 26% | 29% | 14% | 27% | 27% | 31% | 29% | 31% | 25% | 14% |
| It is not worth the risk of making a mistake on this | 25% | 28% | 21% | 25% | 25% | 26% | 21% | 29% | 26% | 23% | 28% | 29% | 29% | 22% | 25% |
| My company is too small to do this ourselves | 21% | 36% | 26% | 9% | 13% | 23% | 16% | 50% | 18% | 29% | 18% | 26% | 13% | 24% | 32% |
| I don't think there are any barriers to claiming tax benefits | 20% | 19% | 25% | 20% | 17% | 18% | 21% | 43% | 22% | 15% | 17% | 16% | 17% | 22% | 30% |
| It is not worth the time it takes | 18% | 16% | 13% | 22% | 19% | 19% | 16% | 7% | 18% | 17% | 20% | 23% | 17% | 17% | 18% |
| It is not a large enough task to have someone internal who does it | 17% | 10% | 18% | 20% | 21% | 18% | 16% | 0% | 17% | 18% | 22% | 23% | 22% | 13% | 11% |
| Other (please specify) | 1% | 1% | 0% | 1% | 0% | 1% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 2% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(52.A) Imagine that the Government sets up a programme where a company receives 50% of the money they spend on formal training back as either a reduction from the annual CT liability or a cash repayment for loss making businesses. For example, if a company spends £200,000 a year on formal training, they receive a £100,000 reduction/repayment. What is the likelihood of your company taking part in this program?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 168 | 33 | 33 | 15 | 19 | 7 | 16 | 15 | 5 | 25 | 0 | 8 | 41 | 46 | 73 |
| Very likely | 30% | 27% | 30% | 33% | 21% | 14% | 50% | 27% | 20% | 36% | * | 12% | 32% | 37% | 27% |
| Somewhat likely | 32% | 30% | 33% | 7% | 42% | 43% | 38% | 20% | 20% | 40% | * | 25% | 46% | 20% | 32% |
| Neither likely nor unlikely | 17% | 12% | 21% | 33% | 16% | 0% | 6% | 20% | 40% | 16% | * | 25% | 5% | 28% | 16% |
| Somewhat unlikely | 8% | 9% | 12% | 13% | 0% | 29% | 0% | 13% | 0% | 0% | * | 25% | 10% | 4% | 7% |
| Very unlikely | 12% | 18% | 3% | 13% | 21% | 14% | 6% | 13% | 20% | 8% | * | 12% | 7% | 7% | 18% |
| Don't know | 1% | 3% | 0% | 0% | 0% | 0% | 0% | 7% | 0% | 0% | * | 0% | 0% | 4% | 0% |
| Total Likely: | 62% | 58% | 64% | 40% | 63% | 57% | 88% | 47% | 40% | 76% | * | 38% | 78% | 57% | 59% |
| Total Unlikely: | 20% | 27% | 15% | 27% | 21% | 43% | 6% | 27% | 20% | 8% | * | 38% | 17% | 11% | 25% |
| Net: | 42% | 30% | 48% | 13% | 42% | 14% | 81% | 20% | 20% | 68% | * | 0% | 61% | 46% | 34% |

*Note:*

BASE: Question randomly assigned to respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(52.B) Imagine that the Government sets up a programme where a company receives 50% of the money they spend on formal training back as either a reduction from the annual CT liability or a cash repayment for loss making businesses. For example, if a company spends £200,000 a year on formal training, they receive a £100,000 reduction/repayment. What is the likelihood of your company taking part in this program?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 168 | 54 | 29 | 33 | 52 | 109 | 53 | 6 | 122 | 44 | 48 | 6 | 27 | 67 | 17 |
| Very likely | 30% | 22% | 24% | 33% | 40% | 30% | 32% | 17% | 27% | 39% | 44% | 33% | 37% | 24% | 6% |
| Somewhat likely | 32% | 17% | 38% | 39% | 38% | 30% | 36% | 17% | 30% | 34% | 35% | 50% | 44% | 22% | 35% |
| Neither likely nor unlikely | 17% | 17% | 24% | 12% | 17% | 17% | 19% | 17% | 21% | 7% | 19% | 17% | 11% | 21% | 12% |
| Somewhat unlikely | 8% | 17% | 7% | 6% | 0% | 8% | 6% | 17% | 8% | 7% | 0% | 0% | 4% | 13% | 18% |
| Very unlikely | 12% | 28% | 0% | 9% | 4% | 13% | 8% | 33% | 12% | 11% | 2% | 0% | 4% | 18% | 24% |
| Don't know | 1% | 0% | 7% | 0% | 0% | 2% | 0% | 0% | 1% | 2% | 0% | 0% | 0% | 1% | 6% |
| Total Likely: | 62% | 39% | 62% | 73% | 79% | 61% | 68% | 33% | 57% | 73% | 79% | 83% | 81% | 46% | 41% |
| Total Unlikely: | 20% | 44% | 7% | 15% | 4% | 21% | 13% | 50% | 20% | 18% | 2% | 0% | 7% | 31% | 41% |
| Net: | 42% | -6% | 55% | 58% | 75% | 39% | 55% | -17% | 37% | 55% | 77% | 83% | 74% | 15% | 0% |

*Note:*

BASE: Question randomly assigned to respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(53.A) Imagine that the Government sets up a programme where a company receives 100% of the money they spend on formal training back as either a reduction from the annual CT liability or a cash repayment for loss making businesses. For example, if a company spends £200,000 a year on formal training, they receive a £200,000 reduction/repayment. What is the likelihood of your company taking part in this program?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 166 | 35 | 18 | 17 | 18 | 13 | 26 | 9 | 10 | 20 | 2 | 11 | 32 | 35 | 86 |
| Very likely | 40% | 40% | 22% | 35% | 56% | 23% | 58% | 11% | 60% | 35% | 50% | 36% | 44% | 57% | 31% |
| Somewhat likely | 33% | 31% | 39% | 41% | 28% | 38% | 27% | 56% | 0% | 35% | 50% | 9% | 31% | 23% | 40% |
| Neither likely nor unlikely | 14% | 17% | 6% | 6% | 17% | 23% | 15% | 0% | 30% | 10% | 0% | 36% | 9% | 14% | 13% |
| Somewhat unlikely | 7% | 9% | 17% | 18% | 0% | 8% | 0% | 0% | 10% | 5% | 0% | 9% | 9% | 6% | 7% |
| Very unlikely | 7% | 3% | 17% | 0% | 0% | 8% | 0% | 33% | 0% | 15% | 0% | 9% | 6% | 0% | 9% |
| Don't know | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Total Likely: | 72% | 71% | 61% | 76% | 83% | 62% | 85% | 67% | 60% | 70% | 100% | 45% | 75% | 80% | 71% |
| Total Unlikely: | 14% | 11% | 33% | 18% | 0% | 15% | 0% | 33% | 10% | 20% | 0% | 18% | 16% | 6% | 16% |
| Net: | 58% | 60% | 28% | 59% | 83% | 46% | 85% | 33% | 50% | 50% | 100% | 27% | 59% | 74% | 55% |

*Note:*

BASE: Question randomly assigned to respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(53.B) Imagine that the Government sets up a programme where a company receives 100% of the money they spend on formal training back as either a reduction from the annual CT liability or a cash repayment for loss making businesses. For example, if a company spends £200,000 a year on formal training, they receive a £200,000 reduction/repayment. What is the likelihood of your company taking part in this program?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 166 | 47 | 33 | 30 | 56 | 115 | 47 | 4 | 109 | 56 | 43 | 10 | 28 | 70 | 13 |
| Very likely | 40% | 13% | 39% | 40% | 62% | 41% | 40% | 0% | 38% | 43% | 49% | 60% | 50% | 31% | 15% |
| Somewhat likely | 33% | 28% | 33% | 43% | 30% | 32% | 32% | 50% | 36% | 27% | 42% | 30% | 36% | 26% | 38% |
| Neither likely nor unlikely | 14% | 21% | 18% | 13% | 5% | 15% | 13% | 0% | 13% | 16% | 9% | 10% | 11% | 19% | 8% |
| Somewhat unlikely | 7% | 21% | 3% | 0% | 2% | 7% | 6% | 25% | 7% | 7% | 0% | 0% | 0% | 13% | 23% |
| Very unlikely | 7% | 17% | 6% | 3% | 0% | 5% | 9% | 25% | 6% | 7% | 0% | 0% | 4% | 11% | 15% |
| Don't know | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Total Likely: | 72% | 40% | 73% | 83% | 93% | 73% | 72% | 50% | 73% | 70% | 91% | 90% | 86% | 57% | 54% |
| Total Unlikely: | 14% | 38% | 9% | 3% | 2% | 12% | 15% | 50% | 14% | 14% | 0% | 0% | 4% | 24% | 38% |
| Net: | 58% | 2% | 64% | 80% | 91% | 61% | 57% | 0% | 60% | 55% | 91% | 90% | 82% | 33% | 15% |

*Note:*

BASE: Question randomly assigned to respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(54.A) Imagine that the Government sets up a programme where a company receives 150% of the money they spend on formal training back as either a reduction from the annual CT liability or a cash repayment for loss making businesses. For example, if a company spends £200,000 a year on formal training, they receive a £300,000 reduction/repayment. What is the likelihood of your company taking part in this program?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 181 | 34 | 30 | 13 | 13 | 15 | 14 | 20 | 11 | 31 | 1 | 7 | 31 | 45 | 97 |
| Very likely | 29% | 32% | 23% | 8% | 31% | 27% | 36% | 25% | 36% | 39% | 0% | 29% | 29% | 27% | 31% |
| Somewhat likely | 39% | 32% | 37% | 54% | 54% | 33% | 36% | 40% | 55% | 32% | 0% | 43% | 48% | 38% | 36% |
| Neither likely nor unlikely | 19% | 24% | 13% | 15% | 8% | 27% | 21% | 30% | 0% | 19% | 100% | 29% | 19% | 18% | 18% |
| Somewhat unlikely | 4% | 0% | 10% | 8% | 0% | 7% | 0% | 0% | 9% | 6% | 0% | 0% | 3% | 13% | 1% |
| Very unlikely | 8% | 9% | 17% | 8% | 8% | 7% | 7% | 5% | 0% | 3% | 0% | 0% | 0% | 4% | 12% |
| Don't know | 1% | 3% | 0% | 8% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% |
| Total Likely: | 68% | 65% | 60% | 62% | 85% | 60% | 71% | 65% | 91% | 71% | 0% | 71% | 77% | 64% | 67% |
| Total Unlikely: | 12% | 9% | 27% | 15% | 8% | 13% | 7% | 5% | 9% | 10% | 0% | 0% | 3% | 18% | 13% |
| Net: | 56% | 56% | 33% | 46% | 77% | 47% | 64% | 60% | 82% | 61% | 0% | 71% | 74% | 47% | 54% |

*Note:*

BASE: Question randomly assigned to respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(54.B) Imagine that the Government sets up a programme where a company receives 150% of the money they spend on formal training back as either a reduction from the annual CT liability or a cash repayment for loss making businesses. For example, if a company spends £200,000 a year on formal training, they receive a £300,000 reduction/repayment. What is the likelihood of your company taking part in this program?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 181 | 44 | 45 | 41 | 51 | 114 | 63 | 4 | 131 | 50 | 36 | 15 | 38 | 75 | 14 |
| Very likely | 29% | 23% | 33% | 29% | 31% | 30% | 27% | 50% | 29% | 30% | 39% | 33% | 29% | 25% | 29% |
| Somewhat likely | 39% | 18% | 40% | 49% | 47% | 37% | 44% | 0% | 38% | 40% | 50% | 40% | 47% | 35% | 14% |
| Neither likely nor unlikely | 19% | 23% | 20% | 15% | 18% | 19% | 17% | 25% | 20% | 16% | 11% | 20% | 18% | 21% | 29% |
| Somewhat unlikely | 4% | 11% | 0% | 2% | 4% | 4% | 3% | 25% | 4% | 6% | 0% | 7% | 3% | 5% | 14% |
| Very unlikely | 8% | 23% | 4% | 5% | 0% | 8% | 8% | 0% | 8% | 6% | 0% | 0% | 0% | 12% | 14% |
| Don't know | 1% | 2% | 2% | 0% | 0% | 2% | 0% | 0% | 1% | 2% | 0% | 0% | 3% | 1% | 0% |
| Total Likely: | 68% | 41% | 73% | 78% | 78% | 67% | 71% | 50% | 67% | 70% | 89% | 73% | 76% | 60% | 43% |
| Total Unlikely: | 12% | 34% | 4% | 7% | 4% | 12% | 11% | 25% | 12% | 12% | 0% | 7% | 3% | 17% | 29% |
| Net: | 56% | 7% | 69% | 71% | 75% | 54% | 60% | 25% | 55% | 58% | 89% | 67% | 74% | 43% | 14% |

*Note:*

BASE: Question randomly assigned to respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(55.A) If a new tax incentive scheme aimed at formal training were to be introduced, what method of accounting for that relief do you think would best reflect the impact formal training can have on a business?

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Accounted for "below the line" e.g. a corporate tax reduction or an increased tax deduction | 37% | 35% | 38% | 31% | 48% | 34% | 34% | 27% | 38% | 39% | 0% | 46% | 41% | 32% | 36% |
| Accounted for "above the line" – included within operating profit similar to government grants or R&D for large companies | 43% | 45% | 47% | 42% | 34% | 43% | 52% | 36% | 46% | 42% | 33% | 38% | 39% | 52% | 42% |
| Other (please specify) | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% |
| Don't know | 20% | 19% | 15% | 27% | 18% | 23% | 14% | 36% | 15% | 17% | 67% | 15% | 18% | 17% | 21% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(55.B) If a new tax incentive scheme aimed at formal training were to be introduced, what method of accounting for that relief do you think would best reflect the impact formal training can have on a business?

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Accounted for "below the line" e.g. a corporate tax reduction or an increased tax deduction | 37% | 36% | 33% | 38% | 38% | 35% | 39% | 50% | 39% | 31% | 38% | 39% | 42% | 33% | 36% |
| Accounted for "above the line" – included within operating profit similar to government grants or R&D for large companies | 43% | 24% | 50% | 47% | 55% | 44% | 45% | 14% | 43% | 44% | 52% | 48% | 48% | 41% | 27% |
| Other (please specify) | 0% | 1% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Don't know | 20% | 39% | 18% | 13% | 7% | 21% | 15% | 36% | 18% | 24% | 10% | 13% | 10% | 26% | 36% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(56.A) Which of the following things the Government could do would encourage your company to spend more on training, if any?Please select all that apply

| | | Region | | | | | | | | | Company Age | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | London | South East | South West | East of England | East Midlands | West Midlands | Yorkshire and the Humber | North East | North West | Less than 1 year | 1-2 years | 2-5 years | 5-10 years | 10+ years |
| Unweighted | 515 | 102 | 81 | 45 | 50 | 35 | 56 | 44 | 26 | 76 | 3 | 26 | 104 | 126 | 256 |
| Make training courses more financially attractive (i.e. through tax deductions/exemptions) | 43% | 42% | 46% | 40% | 42% | 40% | 50% | 43% | 35% | 42% | 33% | 27% | 47% | 40% | 44% |
| Simplify the current system so it is easier to access training funds | 42% | 50% | 38% | 44% | 30% | 46% | 39% | 36% | 42% | 47% | 0% | 38% | 40% | 43% | 44% |
| Increase the quality of training courses | 35% | 40% | 30% | 36% | 34% | 37% | 43% | 25% | 42% | 29% | 0% | 23% | 39% | 38% | 33% |
| Start a match funding program (i.e. the Government will match whatever funds you spend on training up to a certain amount) | 34% | 31% | 38% | 40% | 30% | 26% | 36% | 30% | 38% | 34% | 0% | 31% | 34% | 34% | 34% |
| Increase the availability of training courses | 30% | 36% | 28% | 31% | 28% | 29% | 29% | 16% | 31% | 30% | 0% | 23% | 30% | 29% | 30% |
| Provide loans that fund the full amount of training courses if they have proven outcomes | 24% | 15% | 17% | 27% | 16% | 14% | 30% | 43% | 38% | 29% | 0% | 19% | 26% | 29% | 21% |
| Don't know | 2% | 2% | 0% | 2% | 6% | 3% | 2% | 2% | 4% | 3% | 67% | 4% | 0% | 2% | 2% |
| None of the above would encourage my company to spend more on training | 12% | 11% | 14% | 20% | 16% | 11% | 5% | 16% | 8% | 12% | 0% | 19% | 9% | 9% | 15% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted

(56.B) Which of the following things the Government could do would encourage your company to spend more on training, if any?Please select all that apply

| | | Employee Number | | | | Responsibility in Hiring Decisions | | | Gender of CEO | | Type of Company | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | 2-9 | 10-49 | 50-249 | 250+ | Yes - full responsibility | Yes - one of the main decision makers | No - no responsibility | Male | Female | Global multinational company, headquartered in England | Global multinational company, headquartered in another country | National company with many branches or offices | Local company with one primary branch or office | Fully distributed or remote working only company |
| Unweighted | 515 | 145 | 107 | 104 | 159 | 338 | 163 | 14 | 362 | 150 | 127 | 31 | 93 | 212 | 44 |
| Make training courses more financially attractive (i.e. through tax deductions/exemptions) | 43% | 36% | 41% | 47% | 48% | 42% | 47% | 21% | 45% | 37% | 47% | 42% | 54% | 40% | 27% |
| Simplify the current system so it is easier to access training funds | 42% | 37% | 37% | 48% | 47% | 42% | 43% | 36% | 42% | 42% | 46% | 39% | 48% | 40% | 39% |
| Increase the quality of training courses | 35% | 18% | 33% | 38% | 49% | 33% | 40% | 14% | 36% | 33% | 46% | 55% | 35% | 29% | 18% |
| Start a match funding program (i.e. the Government will match whatever funds you spend on training up to a certain amount) | 34% | 20% | 30% | 38% | 47% | 32% | 39% | 21% | 34% | 32% | 49% | 39% | 42% | 24% | 23% |
| Increase the availability of training courses | 30% | 20% | 31% | 24% | 41% | 28% | 35% | 7% | 28% | 34% | 38% | 39% | 29% | 27% | 16% |
| Provide loans that fund the full amount of training courses if they have proven outcomes | 24% | 17% | 23% | 25% | 30% | 25% | 21% | 14% | 24% | 23% | 34% | 32% | 24% | 18% | 18% |
| Don't know | 2% | 2% | 3% | 2% | 3% | 3% | 2% | 0% | 2% | 3% | 2% | 0% | 1% | 4% | 0% |
| None of the above would encourage my company to spend more on training | 12% | 32% | 8% | 6% | 2% | 13% | 9% | 29% | 12% | 13% | 2% | 6% | 4% | 18% | 34% |

*Note:*

BASE: All Respondents

Fieldwork: 15th Jun - 20th Jun 2022

Data unweighted