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Department for
**Employment
and Learning**
www.delni.gov.uk

REVIEW OF YOUTH TRAINING:

Employer Survey

Preliminary Results

Contents

	Page
<u>Introduction</u>	3
<u>Executive Summary</u>	5
<u>Analysis of results</u>	7
<u>Section 1: Your business</u>	7
<u>Section 2: Engagement with DEL services</u>	11
<u>Section 3: Employers not currently offering work placements or government funded training for employees</u>	12
<u>Section 4: Employers offering work placements</u>	15
<u>Section 5: Employers offering government funded training at Level 2 for employees</u>	23
<u>Appendix 1: Overview of most important improvements for employers</u>	30
<u>Appendix 2: A focus on micro-businesses and small companies</u>	31
<u>Appendix 3: Responses to open-ended questions</u>	35

Introduction

Background

The review of apprenticeships and youth training was launched in February 2013, with the aim of ensuring that youth training reflects the changing needs of the Northern Ireland economy and offers a progression pathway for young people into an apprenticeship at Level 3, a further education programme at Level 3, or a sustainable job.

The review's focus is on training provision at Level 2 for young people aged between 16 and 18 years old. This includes training currently delivered for young people who are not in employment through work placements as part of Training for Success, and government-funded training for employees in this age group as part of ApprenticeshipsNI. The review will also seek to simplify the range of options currently available at Level 2.

The Department for Employment and Learning (DEL) administered an Employer Survey in August 2014 to help inform the review of youth training. The survey sought to explore structured work-based learning to find out what the experience of employers has been in engaging with DEL to date, and what DEL can do to improve its provision going forward. The survey was intended for:

- Employers offering work placements to school leavers aged between 16 and 18;
- Employers offering government funded training to employees in this age group; and
- Employers who do not currently offer either work placements or government funded training for employees in this age group.

Methodology

The survey utilised an online methodology and was distributed to employers through the following channels:

- Mailshot to Youth Training Expert Panel for distribution to their contacts;
- Mailshot to a spreadsheet of employers provided by the Employment Service's Employer Engagement Team;
- DEL website, NI Direct, NI Business info, LinkedIn;
- CBI e-zine;
- NI Chamber of Commerce website;
- Colleges NI website; and
- Belfast Skills group (training providers in Belfast, circulating to their contacts).

Attempts to boost response were made by issuing reminder emails via the Youth Training Expert Panel, the Employment Service's Employer Engagement Team and the Belfast Skills group. The survey was also extended for a week to boost responses.

A total of 139 employers responded to the survey. Due to the convenience sampling method utilised in this survey (whereby the researcher uses subjects that are readily available to participate in the research study, e.g. via passing web traffic), the sample is not representative of the entire population of employers in Northern Ireland and therefore the results of this study may differ significantly with the results from the entire population. Readers should therefore avoid making generalisations and inferences about the entire population of employers.

This paper is structured according to the survey, with the questions written in bold at the start of the analysis.

[Points to note](#)

Only questions 1 and 2 in the survey were mandatory. As respondents could skip questions the number of responses (or the 'base' size) for some questions may fluctuate. The base size for each question is presented alongside the data and readers should exercise caution when interpreting the results.

Executive Summary

Level 2 roles

Over three quarters (77%) of employers who responded to the survey have recruited between 1 and 20 employees in the past two years for roles for which the highest qualification required is at Level 2. Over a third of employers did not yet know how many employees they plan to recruit over the next year for Level 2 roles; whilst only 10% plan on recruiting more than 20 employees over the next year for such roles.

In terms of the relevance of vocational qualifications, NVQs were deemed the most relevant qualification to the business needs of employers.

Engagement with DEL services

A third of employers who responded to the survey have offered both work placements and government funded training within the last two years for young people aged 16-18; 29% have offered only work placements; 4% have offered only government funded training and 32% have offered neither provision in the last two years.

The main factors influencing employers' decisions not to offer work placements or government funded training were identified as the time costs of supervision by full-time staff and the view that better quality staff are available through other routes. More work-ready participants emerged as the most important factor in encouraging employers who do not currently offer either provision to engage with DEL-funded programmes.

Age of participants

Over a quarter (27%) of employers do not have a preference with regards to the age of a work placement participant; however of those who do have a preference, the largest proportion would prefer participants to be 16-18 years old when they start a work placement. For those employers who currently offer government funded training, there was equal preference between the 16-18 and 19-24 age groups.

Factors encouraging employers' participation

For employers currently offering work placements, the most important factor in encouraging their participation was social responsibility. For employers currently offering government funded training, the most important factor in encouraging their participation was the up-skilling of existing staff, with social responsibility identified as the second most important factor.

Duration of training

Participants are more likely to be engaged for more than one year on government funded training than on work placements. The majority of employers rated the duration of work placements and government funded training as 'about right'.

Making structured work-based learning more attractive to employers

The following factors were identified as the most important to employers in either encouraging their participation or making work placements and government funded training more attractive:

- Improved financial incentives (e.g. subsidies)
- More work-ready participants
- Improved assistance to source and match participants to relevant opportunities
- More relevant training
- Simplified funding mechanisms
- Reduced bureaucracy/red tape

Employers' capacity for work placements and government funded training

The majority of employers who currently offer work placements could accommodate 1-5 long-term work placements in a given year. Only 7% of employers could accommodate more than 10 long-term work placements in a given year. The majority of employers who currently offer work placements could accommodate 1-5 short work tasters in a given year, while only 9% could accommodate more than 10 short work tasters in a given year.

The majority of employers who currently offer government funded training could accommodate 1-5 employees in government funded training in a given year, whilst only 7% could accommodate more than 10 employees in government funded training in a given year.

Work placements and employment opportunities

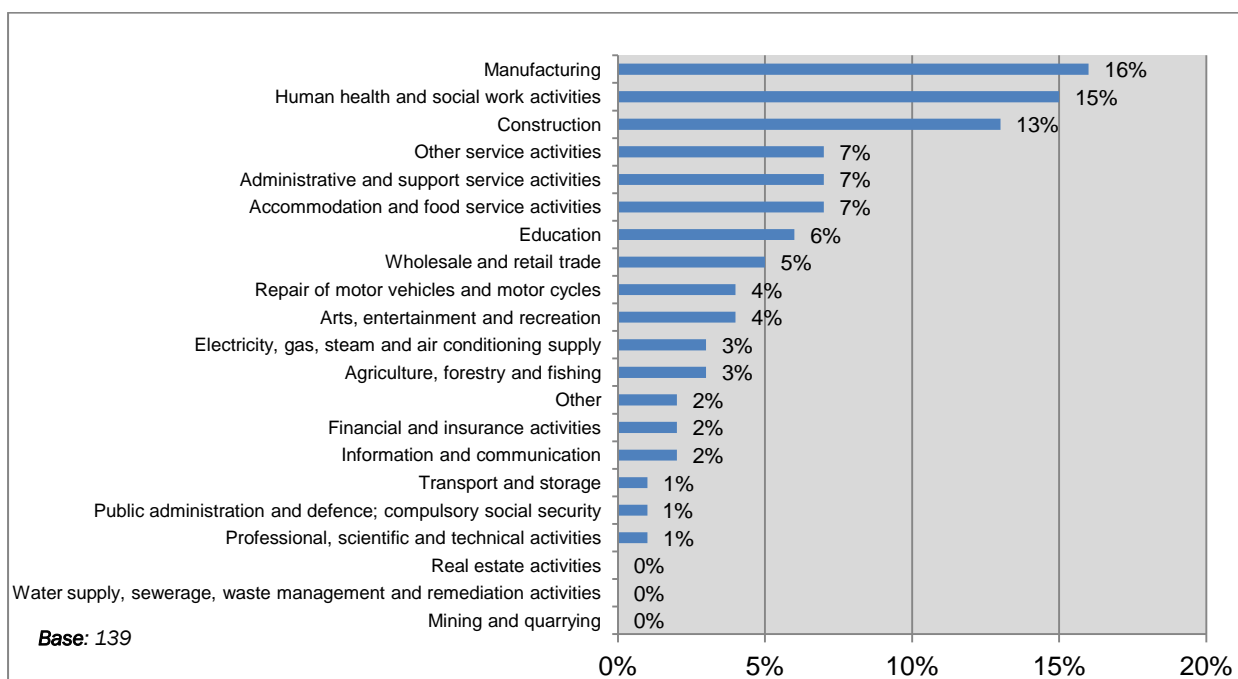
Only 4% of employers who currently offer work placements said they would not consider offering a permanent role to a young person aged 16-18 on a work placement, even if they were suitable.

Improving the quality of work placements and government funded training

The most important factors in improving the quality of a work placement were improved support for employers to engage with the programme and more relevant training. More relevant training was also highlighted as the most important factor in improving the quality of government funded training in work.

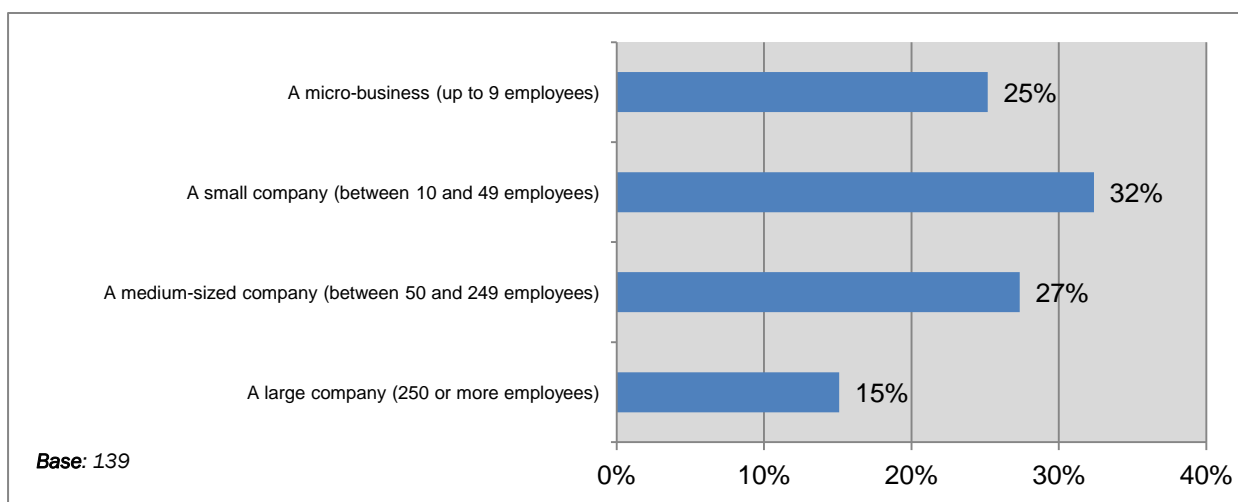
Section 1: Your business

1. What is the nature of your business?



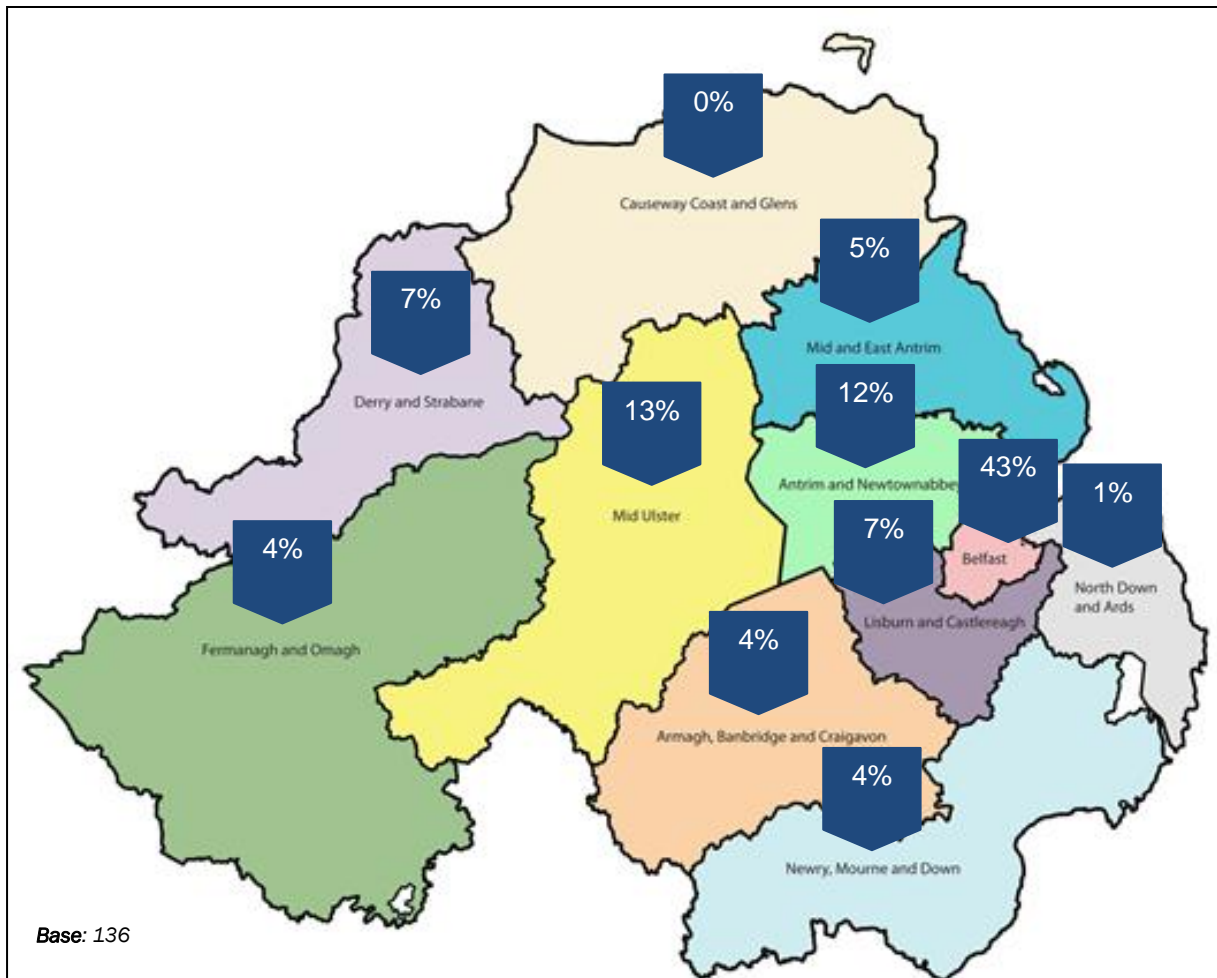
The highest proportion of responses came from employers in the Manufacturing industry (16%). No responses were received from employers in the real estates activities; water supply, sewerage, waste management and remediation activities or mining and quarrying industries.

2. What size is your business?



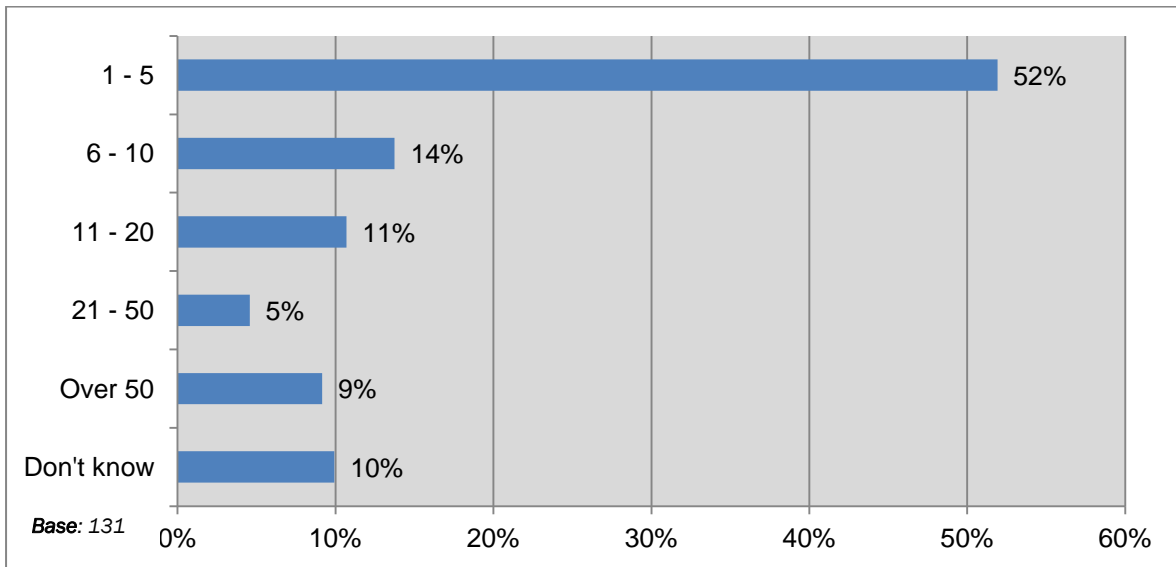
The highest proportion of responses came from employers in small companies (32%). Large companies accounted for 15% of the total responses. [Appendix 2](#) of this report contains a special feature on how the experiences and views of employers in micro-businesses and small companies differ from the overall survey results.

3. Where in Northern Ireland is your business primarily located?



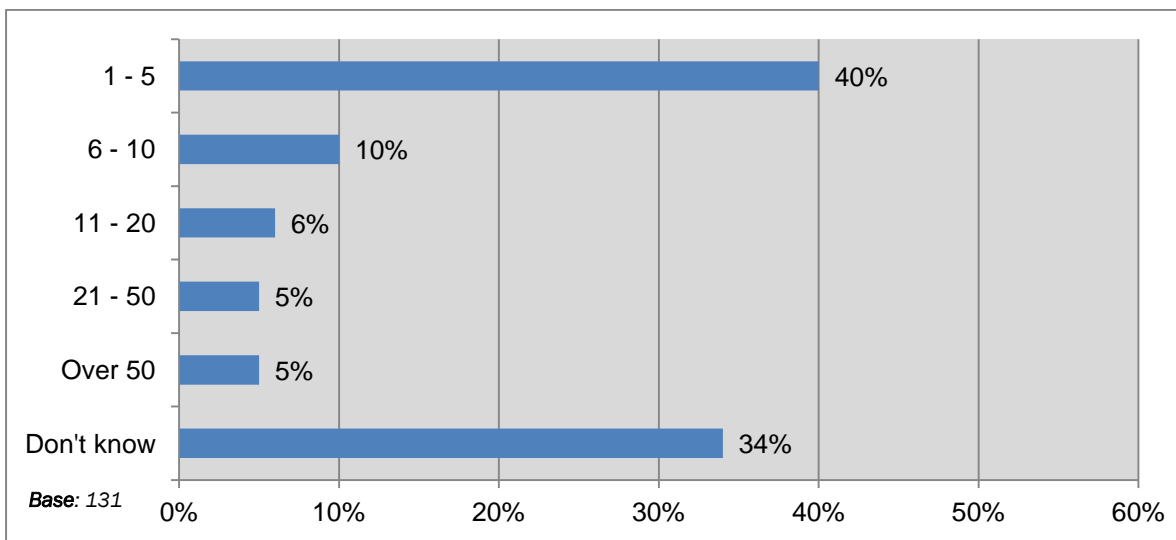
The highest proportion of responses was received from employers in the Belfast district (43%). Responses were received from employers in all districts in Northern Ireland with the exception of the Causeway Coast and Glens district.

4. In the past two years, how many employees have you recruited for roles for which the highest qualification required is at Level 2 (qualifications at Level 2 include GCSEs at grades A*-C, NVQs at Level 2 and BTEC Firsts)?



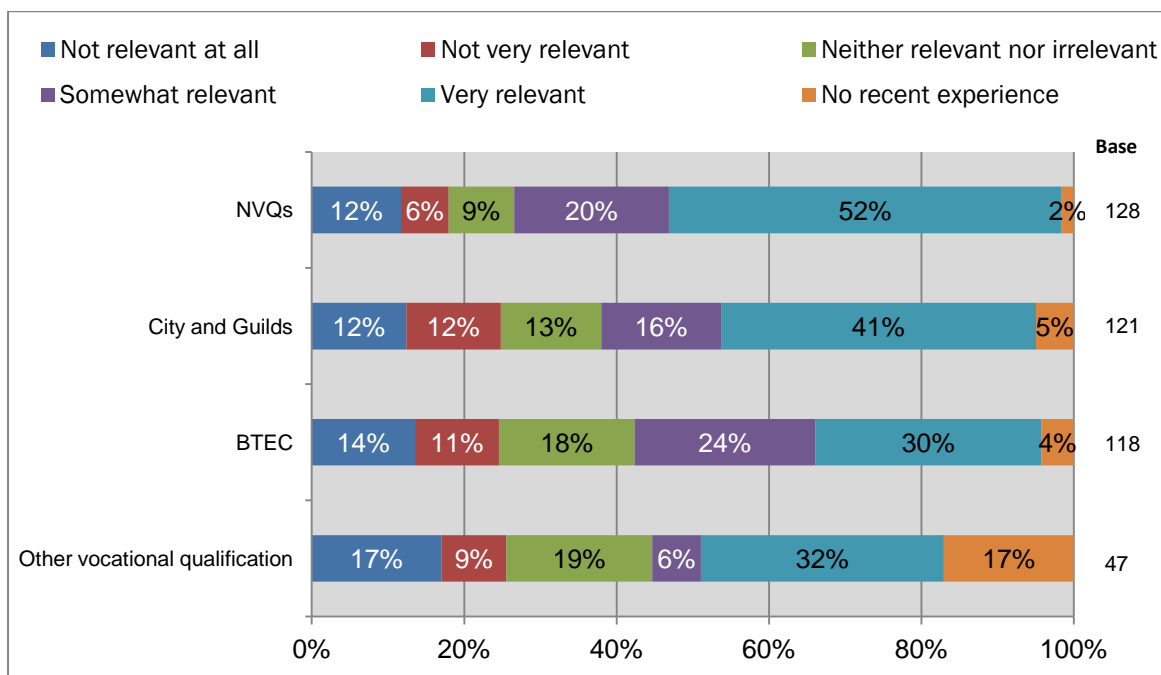
Over half (52%) of employers who responded to this question have recruited 1-5 employees in the past two years for roles for which the highest qualification required is at Level 2. Almost a tenth (9%) of employers who responded have recruited more than 50 employees in the past two years for roles for which the highest qualification required is at Level 2. A further tenth of employers did not know how many employees they have recruited for such roles in the past two years.

5. Over the next year, how many employees do you plan to recruit for roles for which the highest qualification required is at Level 2?



Over a third (34%) of employers who responded to this question don't know how many employees they plan to recruit over the next year for roles for which the highest qualification required is at Level 2. Over the next year, 40% of employers plan to recruit 1-5 employees for Level 2 roles, whilst only 5% plan to recruit more than 50 employees for such roles.

6. Below are examples of types of vocational qualifications available at Level 2. Based on your experience, how relevant are these qualifications to your business needs?

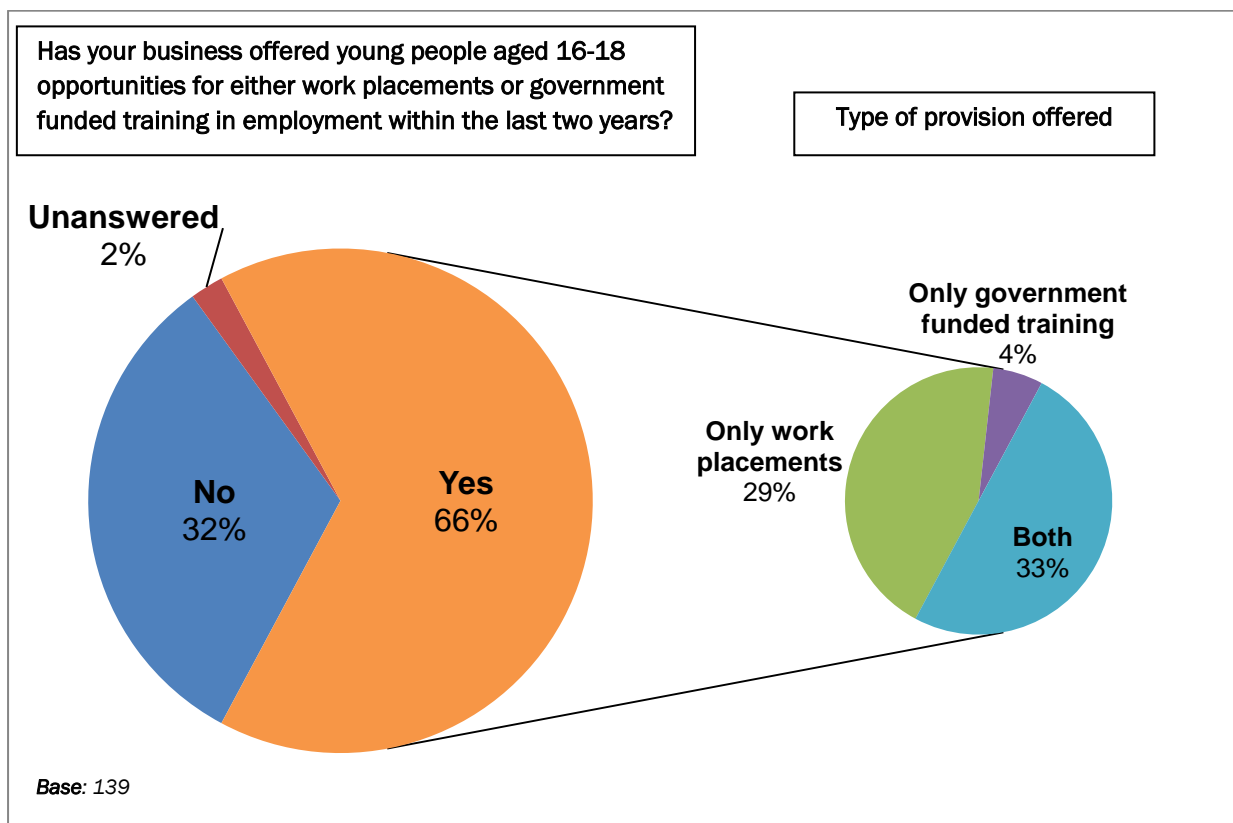


NVQs were deemed the most relevant qualification to the business needs of employers who responded to this question, with almost three quarters (72%) stating that NVQs are somewhat relevant or very relevant to their business needs.

Out of the 47 employers who rated an 'other vocational qualification', 11 employers specified the nature of this 'other' vocational qualification – with 36% stating 'GCSEs' and 64% stating other industry specific qualifications. A list of the 'other' comments provided can be found in [Appendix 3 - Table 1](#).

Section 2: Engagement with DEL services

7. Training for young people aged 16-18 can be delivered through structured work placements or government funded training for young people in employment. Has your business offered young people aged 16-18 opportunities for either work placements or government funded training in employment within the last two years?

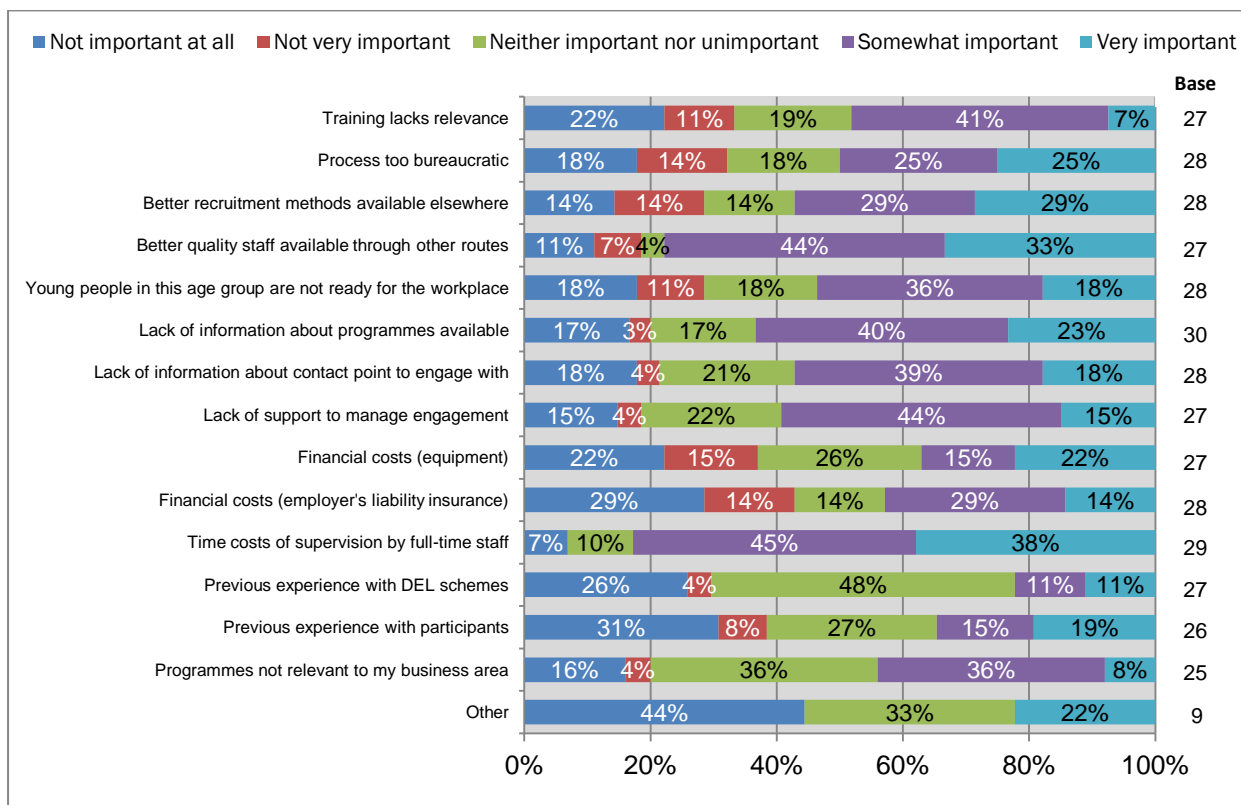


Two thirds (66%) of employers who responded to the survey have offered either work placements or government funded training in employment within the last two years. Within the last two years, 33% of employers have offered both work placements and government funded training, whilst 29% have offered only work placements and 4% have offered only government funded training for employees.

Of employers who responded to the survey, 32% have offered neither work placements or government funded training for employees within the last two years. The next section of the survey sought to investigate the reasons for this, and whether improvements may encourage future participation from these employers.

Section 3: Employers not currently offering work placements or government funded training for employees

8. How important were the following factors in influencing your decision not to offer work placements or government funded training for employees aged 16-18?

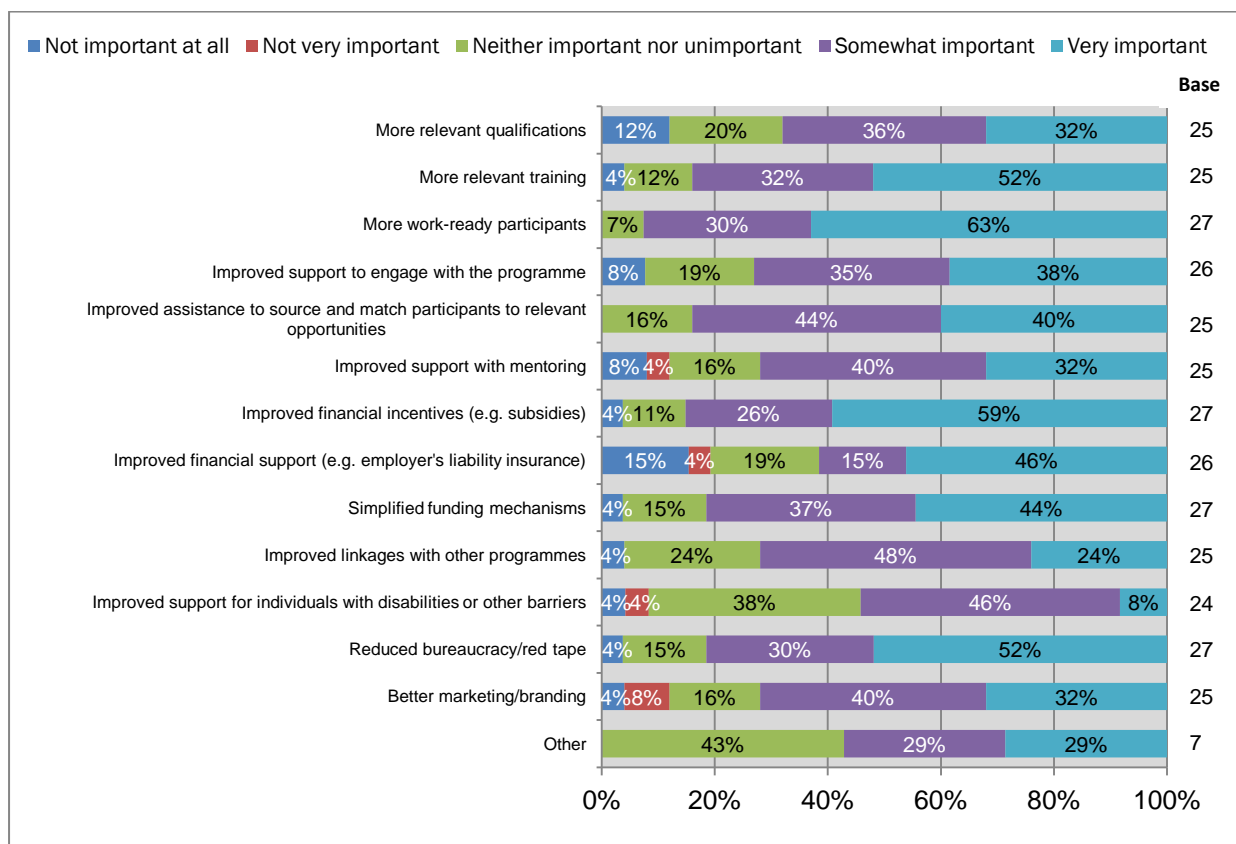


The factors arising as the most important in influencing employers' decisions not to offer work placements or government funded training were the time costs of supervision by full-time staff and that better quality staff are available through other routes, with 83% and 77% respectively stating that these factors were either somewhat or very important.

Only 22% stated that previous experience with DEL schemes was a somewhat or very important factor in influencing their decision not to offer work placements or government funded training for employees aged 16-18.

Of the 9 employers who rated an 'other' factor, 5 employers provided a specific comment in relation to this 'other' factor - a full list of the comments can be found in [Appendix 3 – Table 2](#).

9. How important would the following improvements be in encouraging you to engage with DEL-funded programmes to offer work placements or government funded training for employees?



The most important improvement in encouraging employers' engagement with DEL-funded programmes to offer work placements or government funded training for employees was more work-ready participants, with 93% of employers stating that this improvement was either somewhat or very important.

The following factors have all been rated as somewhat or very important by at least 80% of employers who responded to this question:

- More work-ready participants (93%)
- Improved financial incentives (85%)
- More relevant training (84%)
- Improved assistance to source and match participants to relevant opportunities (84%)
- Reduced bureaucracy/red tape (82%)
- Simplified funding mechanisms (81%)

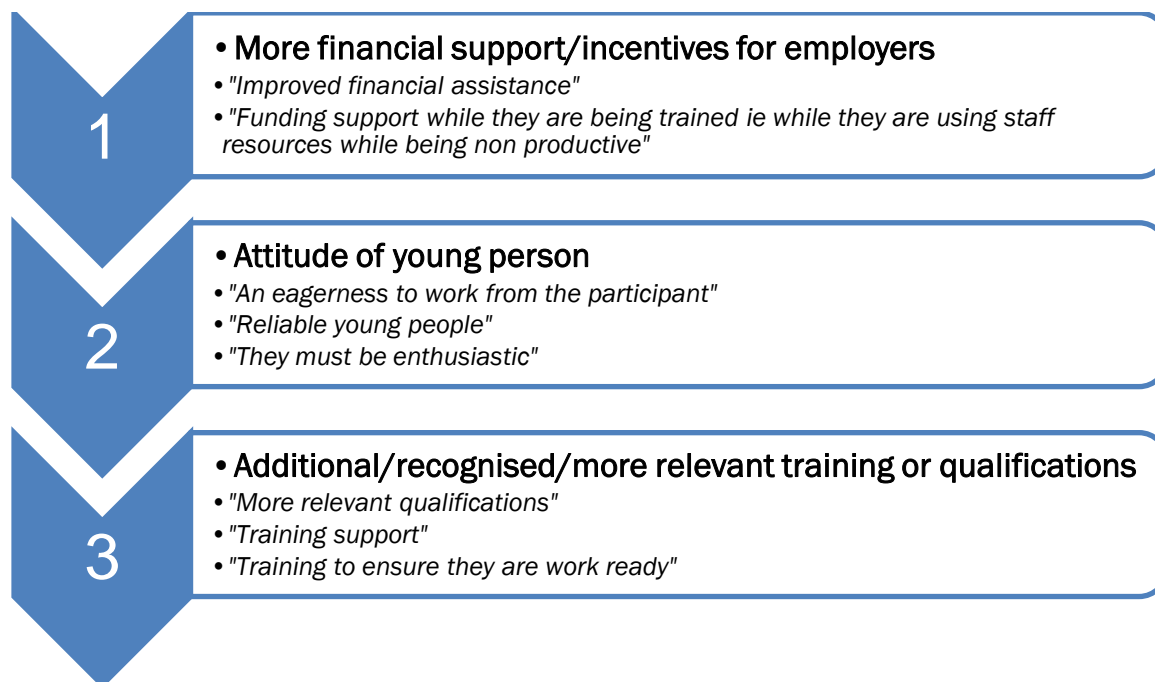
Of the 7 employers who rated an 'other' improvement, only 1 employer provided a specific comment – this can be found in [Appendix 3 – Table 3](#).

Employers were also asked to rate the above improvements in questions 19 and 33 of the survey in order to investigate the most important improvements that would make work placements and government funded training more attractive to employers. An overview of the most important improvements from all three survey questions can be found in [Appendix 1](#).

10. What would be the three most important factors that would encourage you to offer opportunities for young people aged 16-18?

A total of 71 factors were provided by 24 employers (note that not all employers provided 3 factors) – a full list of these can be found in [Appendix 3 – Table 4](#).

The top three most frequent themes arising from the comments are shown below, along with some examples of the comments provided by employers.



11. Please use the space below for any further comments related to work placements or government funded training for employees.

A total of 7 comments were received in response to this question. A full list of comments can be found in [Appendix 3 – Table 5](#).

12. Thank you for your time in completing this survey. Please click Continue to submit your responses and finish the survey.

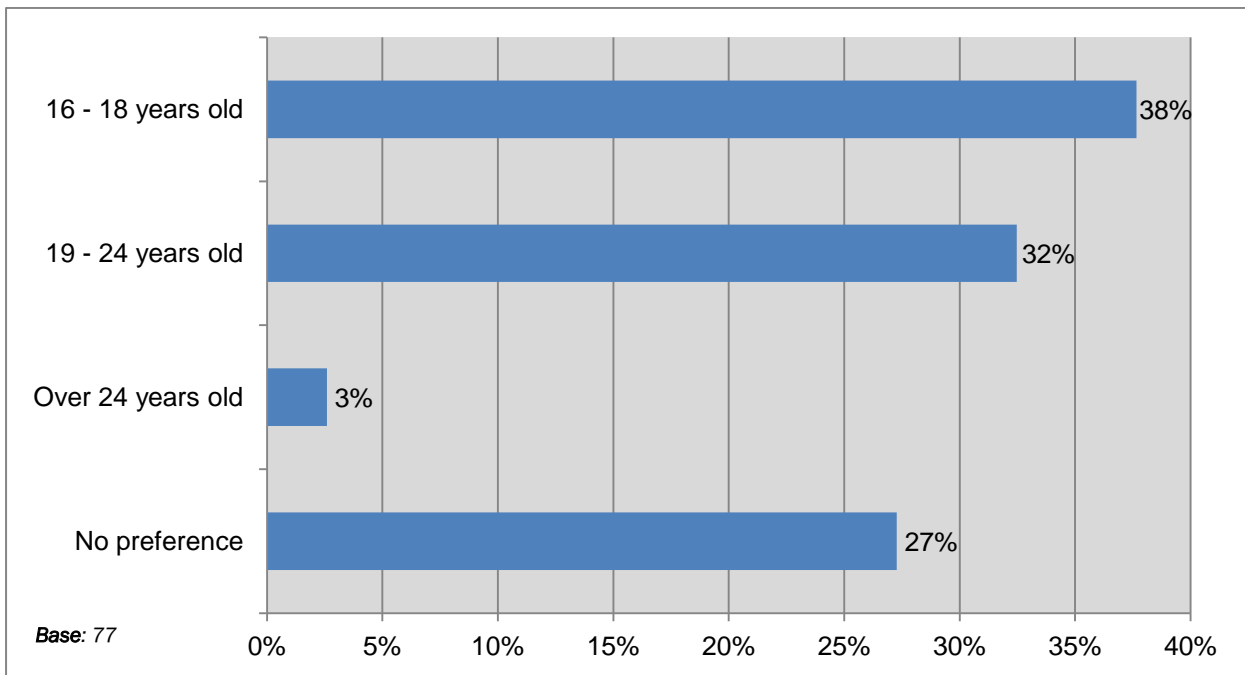
Note: Analysis of this question will not be provided as this question was only included for routing purposes, i.e. to allow employers not currently offering work placements or government funded training to skip to the end of the survey as the remaining questions were not applicable.

Section 4: Employers offering work placements

13. Has your business offered work placements for 16-18 year olds within the last two years?

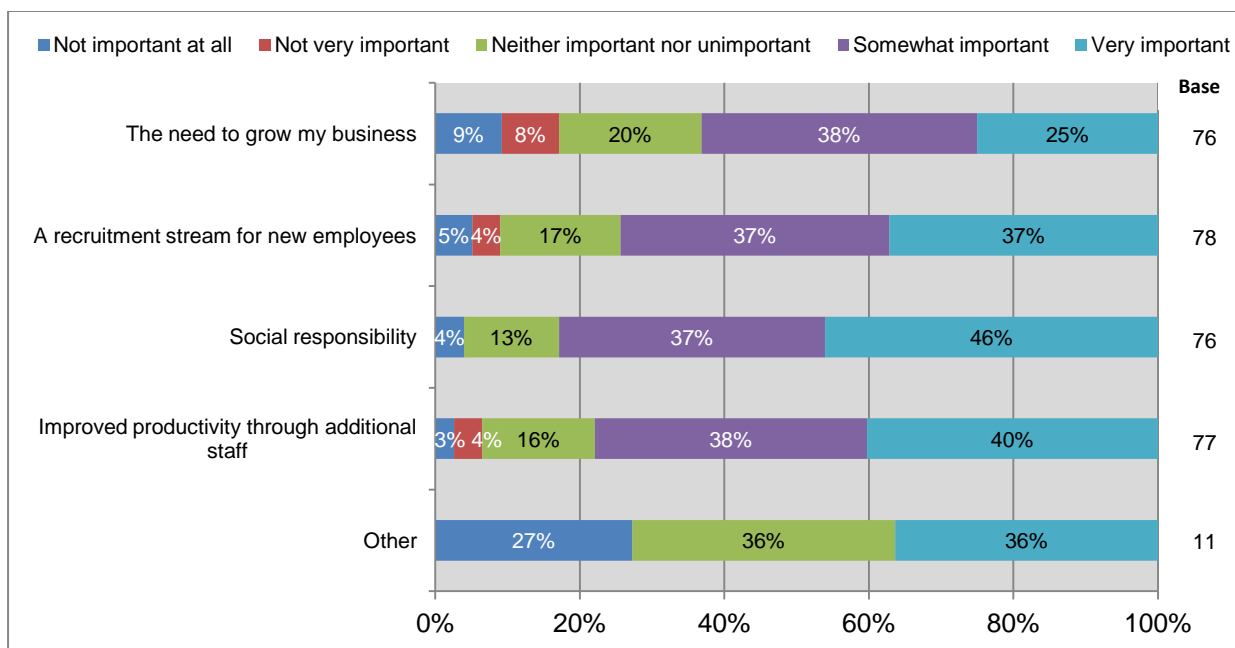
Of employers who responded to the survey, **62%** have offered work placements for 16-18 year olds within the last two years.

14. What age would you prefer participants to be when they start a work placement with your business?



Over a quarter (27%) of employers who responded to this question have no preference with regards to the age of a work placement participant. Of those employers who do have a preference, most would prefer participants to be 16-18 years old when they start a work placement with their business.

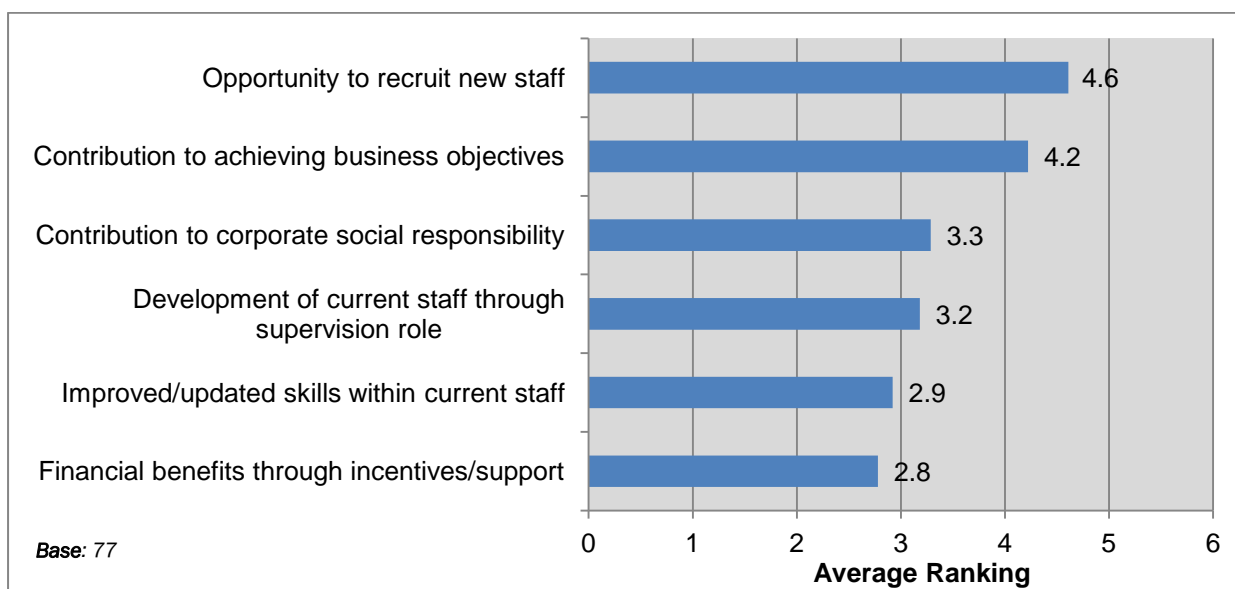
15. How important were the following factors in encouraging you to offer a work placement?



Social responsibility was deemed the most important factor in encouraging employers to offer a work placement, with 83% of employers who responded to this question stating that this factor was somewhat or very important.

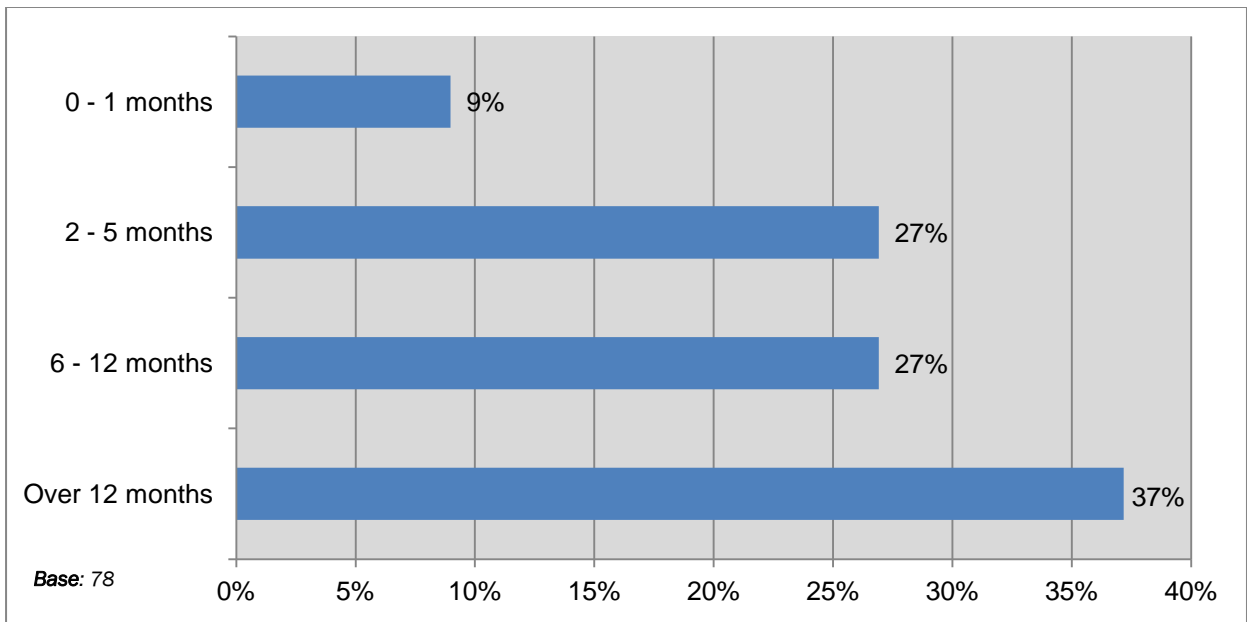
Of the 11 employers who rated an 'other' factor, 5 employers provided a specific comment – these can be found in [Appendix 3 – Table 6](#).

**16. What were the most important benefits for your business in providing work placements?
Please rank the options from 1-6, where 1 is the most important.**



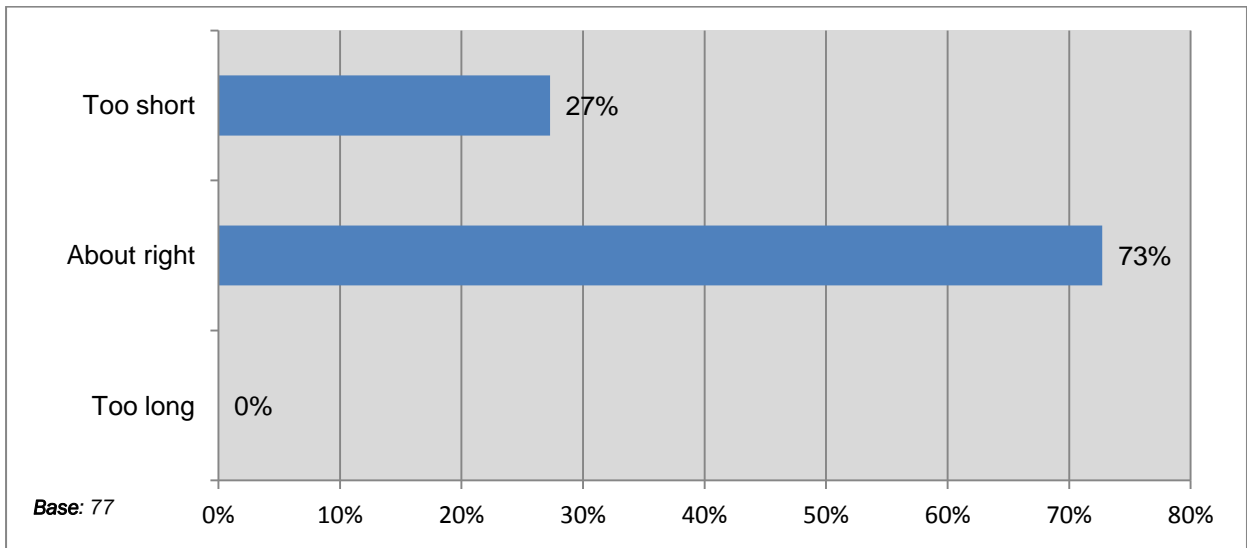
The opportunity to recruit new staff received the highest average ranking, scoring 4.6 out of a possible 6. Financial benefits through incentives/support received the lowest average ranking score, with an average ranking of 2.8 out of 6.

17. In general, how long is a young person engaged on a work placement with your business?



Almost a tenth (9%) of employers who responded to this question stated that a young person is generally engaged on a work placement with their business for 0-1 months. The majority (63%) said that a young person is generally engaged on a work placement with their business for less than one year.

18. How would you rate the duration of work placements?

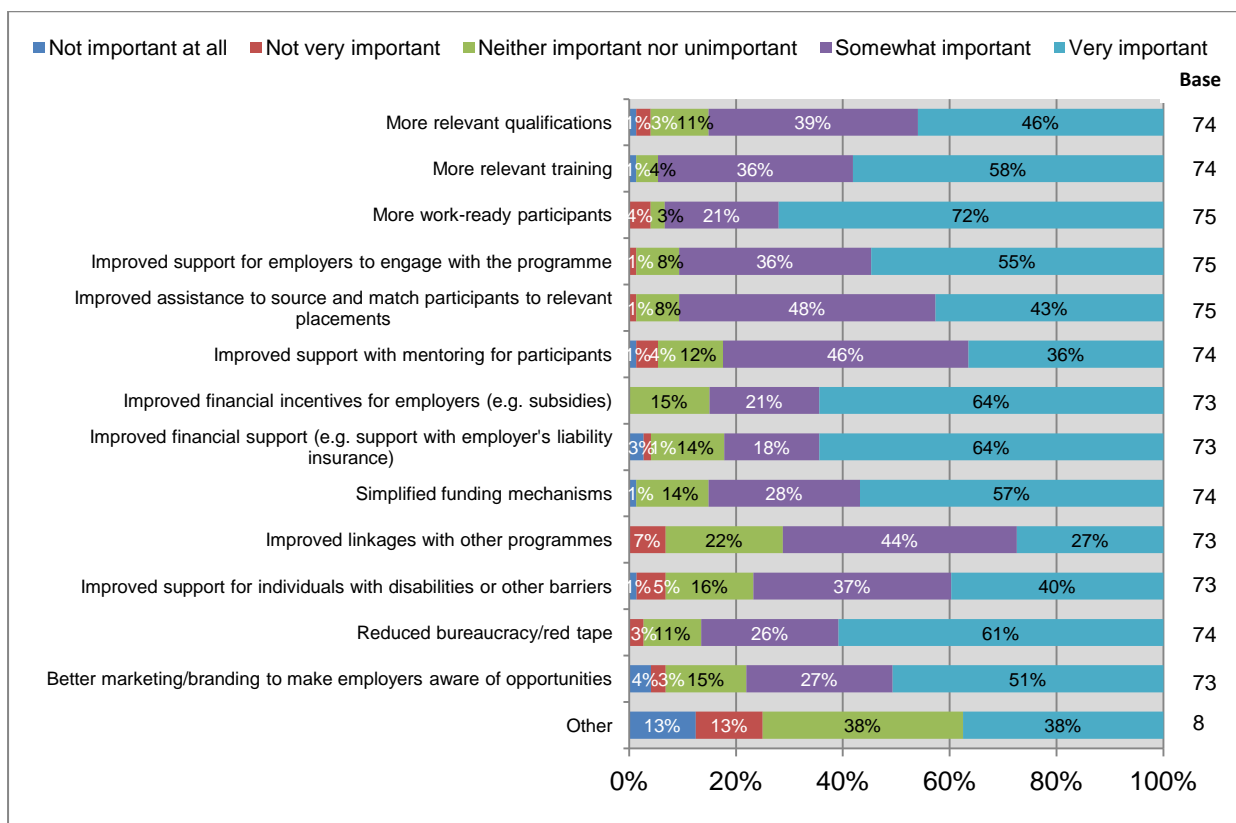


Almost three quarters (73%) of employers who responded to this question rated the duration of work placements as 'about right'.

Of those who felt that the duration of the work placement was too short (21 employers), 52% stated that their work placements generally lasted over 12 months (question 17).

None of the employers who responded rated the duration of work placements as too long.

19. In your view, how can Government best help to make work placements more attractive to employers? Please rate the following factors in terms of importance.



The factors emerging as the most important in helping to make work placements more attractive to employers were more relevant training and more work-ready participants, with 94% and 93% respectively rating these factors as somewhat or very important.

The following factors have all been rated as somewhat or very important by at least 80% of employers who responded to this question:

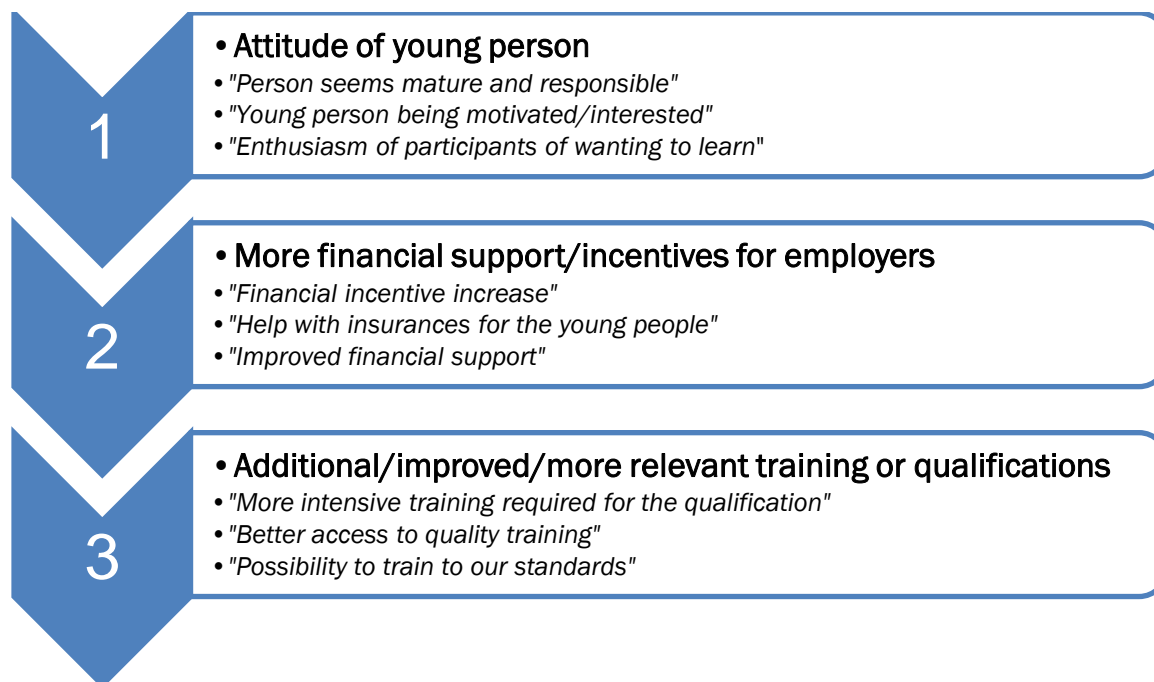
- More relevant training (94%)
- More work-ready participants (93%)
- Improved support for employers to engage with the programme (91%)
- Improved assistance to source and match participants to relevant placements (91%)
- Reduced bureaucracy/red tape (87%)
- Improved financial incentives for employers (85%)
- Simplified funding mechanisms (85%)
- More relevant qualifications (85%)
- Improved financial support (82%)
- Improved support with mentoring for participants (82%)

Of the 8 employers who rated an 'other' factor, 4 employers provided a specific comment as to the nature of this 'other' factor – a list of these comments can be found in [Appendix 3 – Table 7](#).

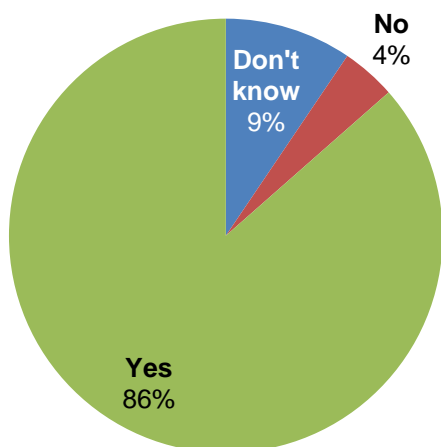
20. What would be the three most important factors that would encourage you to offer work placements for young people aged 16-18?

A total of 188 factors were provided by 65 employers (note that not all employers provided 3 factors) – a full list of these can be found in [Appendix 3 – Table 8](#).

The top three most frequent themes arising from the comments are shown below, along with some examples of the comments provided by employers.



21. If a young person aged 16-18 on a work placement was suitable, would you consider offering them a permanent role within your business?

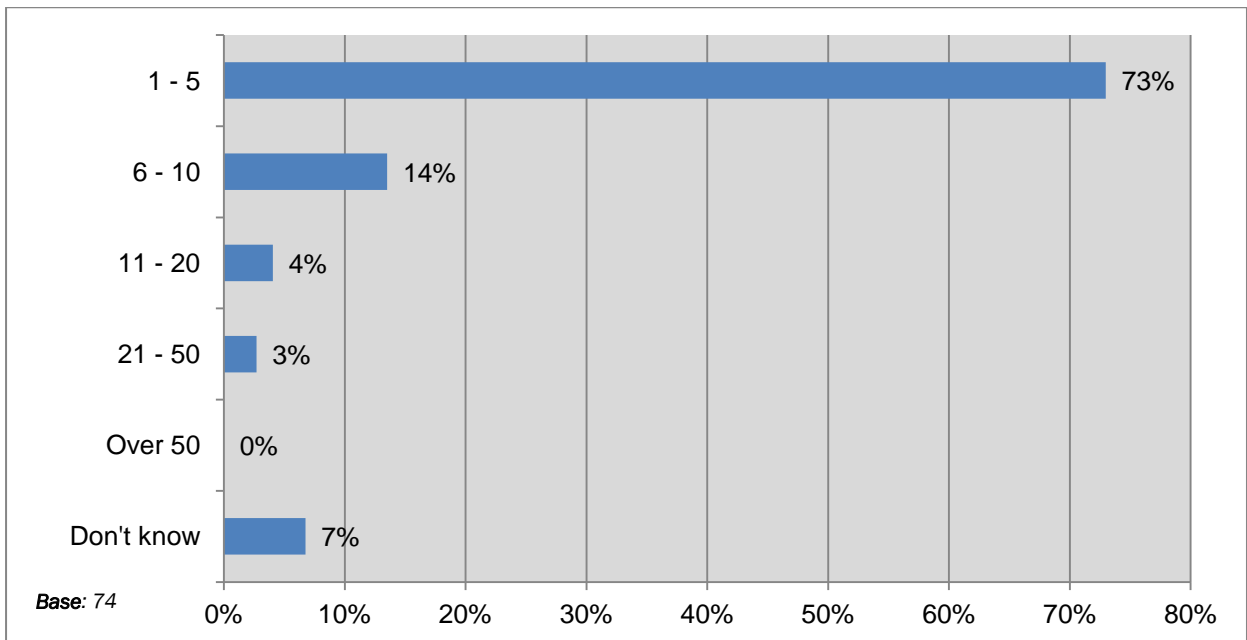


Base: 74

The majority (86%) of employers who responded to this question would consider offering a permanent role to a young person aged 16-18 on a work placement if they were suitable.

Only 4% (3 employers) said they would not consider offering a permanent role to a young person aged 16-18 on a work placement, even if they were suitable.

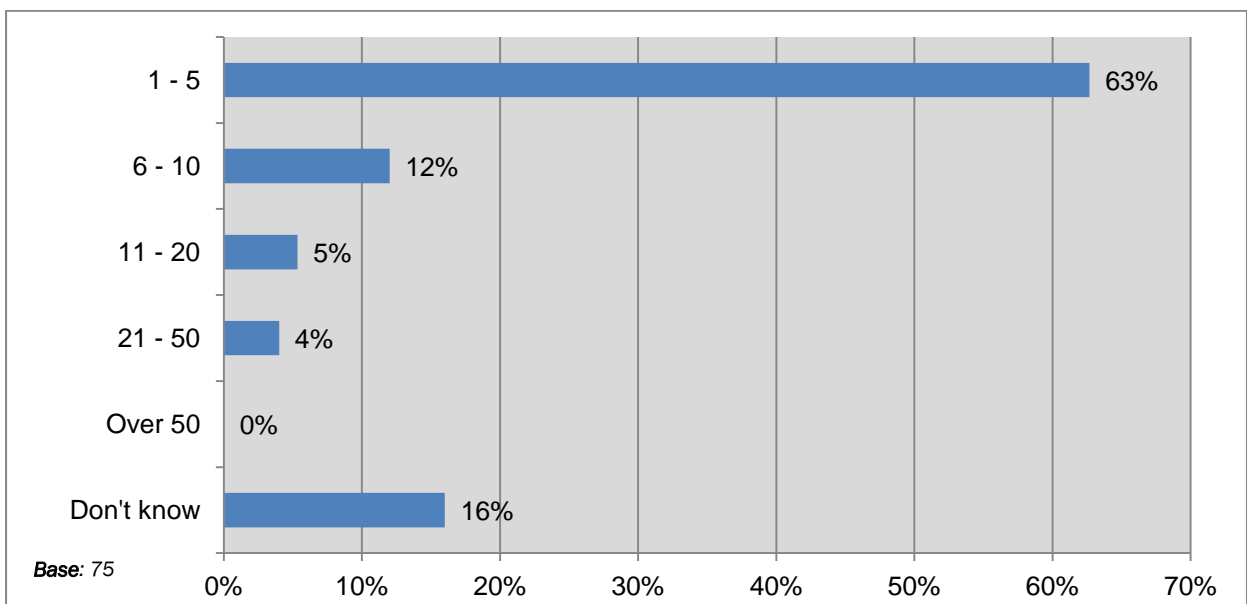
22. How many long-term work placements (e.g. 3-6 months) could your business accommodate in a given year?



Almost three quarters (73%) of employers who responded to this question could accommodate 1-5 long-term work placements in their business in a given year.

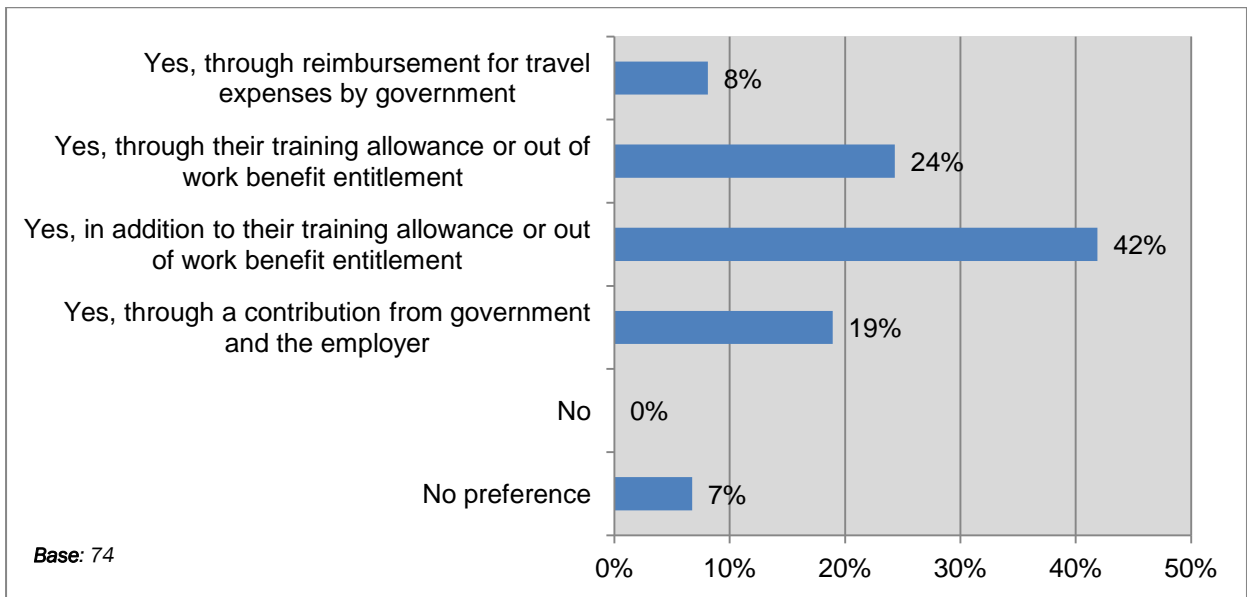
None of the employers said they could accommodate over 50 long-term work placements in a given year, and only 7% could accommodate more than 10 long-term placements in a given year.

23. How many short work tasters (e.g. 1-2 weeks) could your business accommodate in a given year?



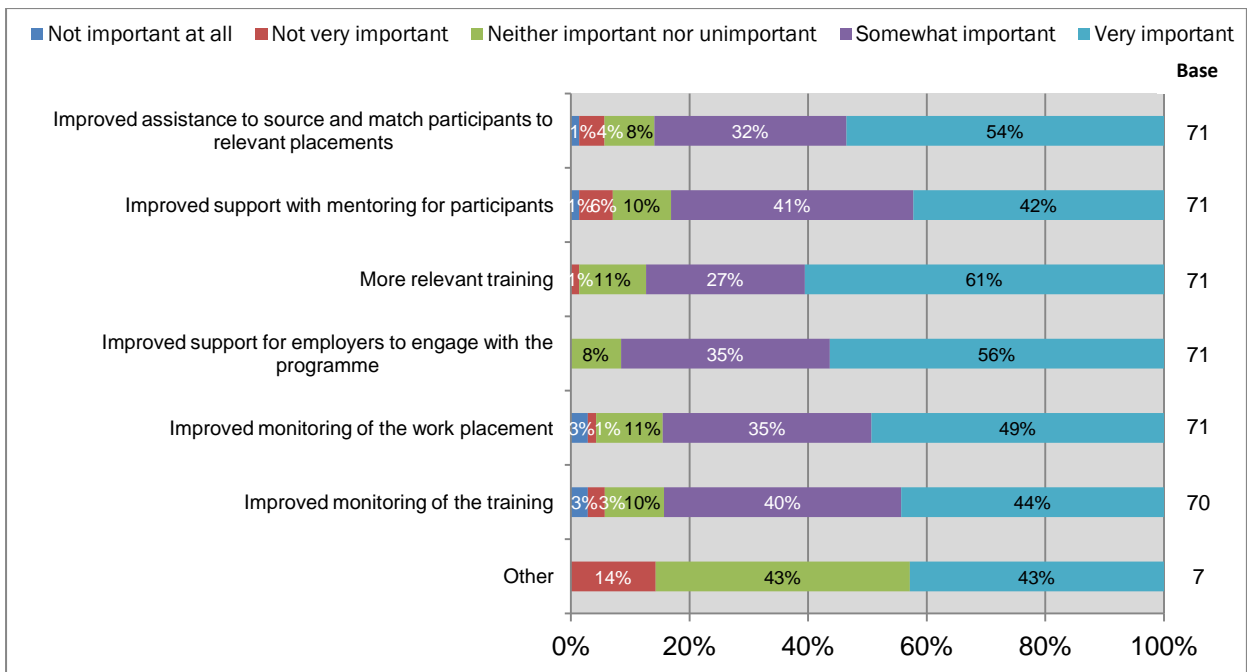
The majority (63%) of employers who responded to this question could accommodate 1-5 short work tasters in a given year. None of the employers said they could accommodate over 50 short work tasters in a given year.

24. Do you feel young people on work placements should be paid while on a placement? If so, how?



Whilst 7% of the employers who responded to this question said they have no preference as to whether young people are paid whilst on placement, the remaining 93% feel that young people on work placements should be paid, with the largest proportion feeling that payment should be in addition to training allowances or out of work benefit entitlements.

25. In your view, how important would the following factors be in improving the quality of a work placement?



Improved support for employers to engage with the programme emerged as the most important factor in improving the quality of a work placement, with 91% of employers who responded to this question rating this factor as somewhat or very important.

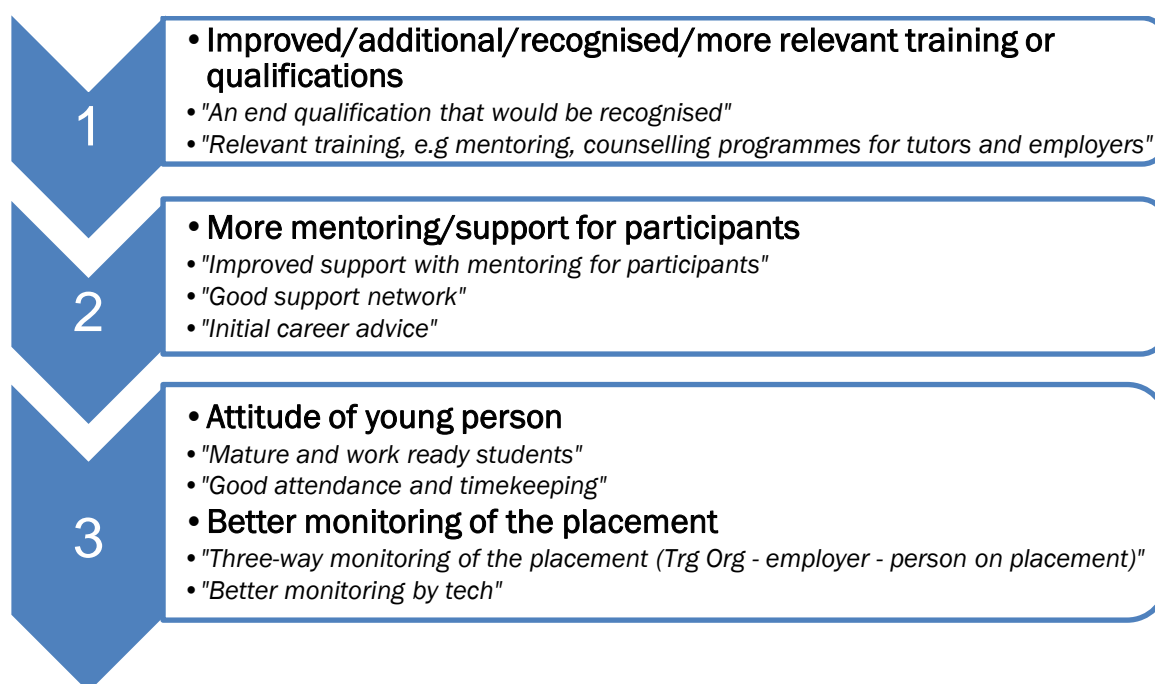
With the exception of the 'other' option, at least 80% of employers rated all of the factors as somewhat or very important.

Of the 7 employers who rated an 'other' factor, 3 employers provided a specific comment as to the nature of this 'other' factor – a list of these comments can be found in [Appendix 3 – Table 9](#).

26. What would be the three most important factors that would improve the quality of a work placement?

A total of 165 factors were provided by 57 employers (note that not all employers provided 3 factors) – a full list of these can be found in [Appendix 3 – Table 10](#).

The top three most frequent themes arising from the comments are shown below, along with some examples of the comments provided by employers.



27. Please use the space below for any further comments related to work placements.

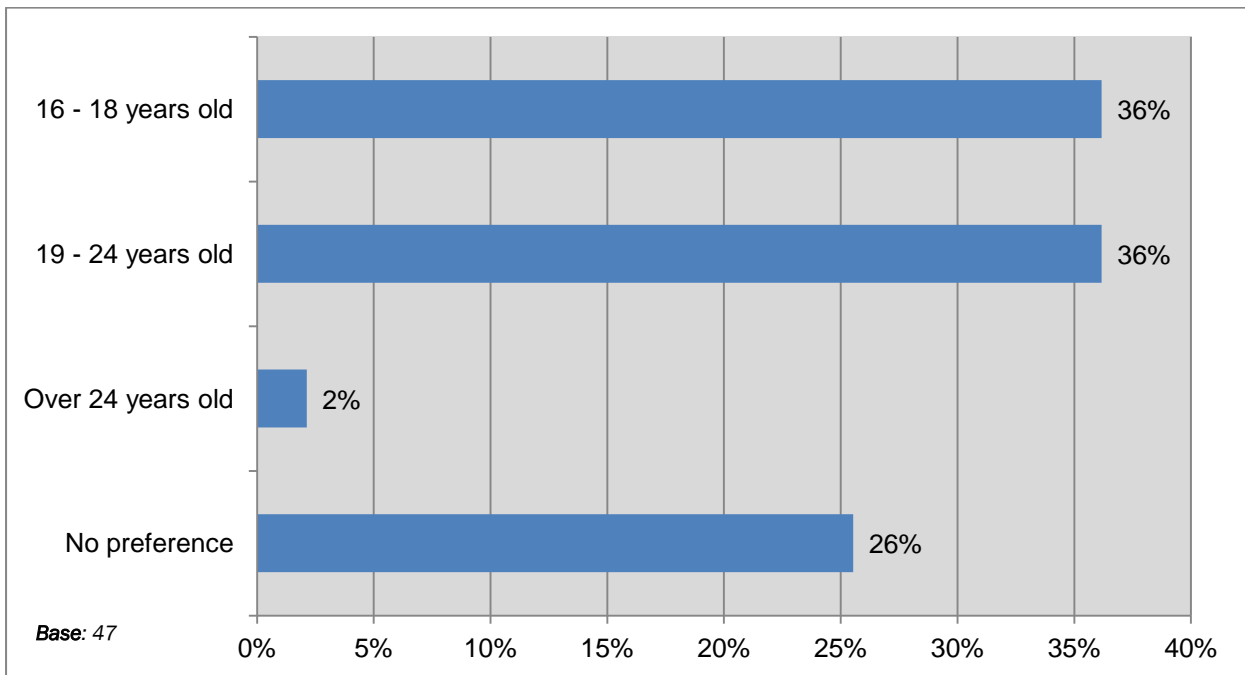
A total of 13 comments were received in response to this question. A full list of comments can be found in [Appendix 3 – Table 11](#).

Section 5: Employers offering government funded training at Level 2 for employees

28. Has your business offered opportunities for government funded training at Level 2 for existing employees aged 16-18 within the last two years?

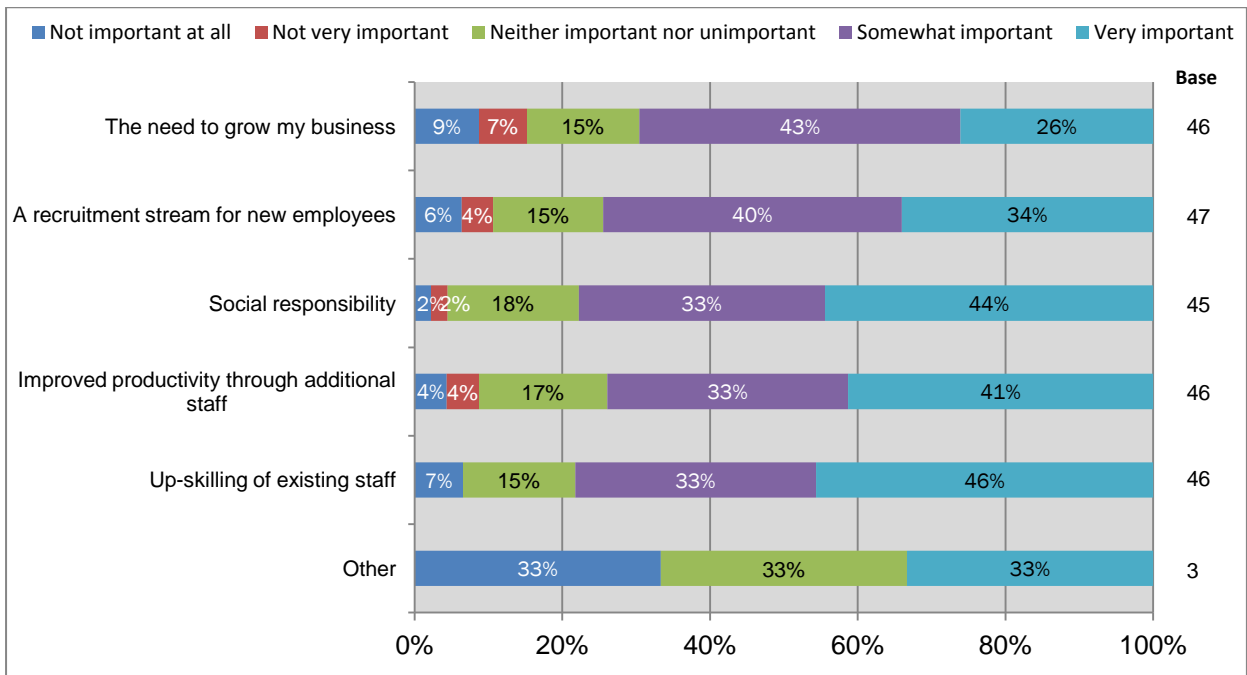
Of employers who responded to the survey, **37%** have offered government funded training at Level 2 for employees aged 16-18 within the last two years.

29. What age would you prefer employees to be when they start government funded training?



Over a quarter (26%) of employers who responded to this question have no preference with regards to the age of employees when they start government funded training. There is equal preference between the 16-18 and 19-24 age groups (both 36%).

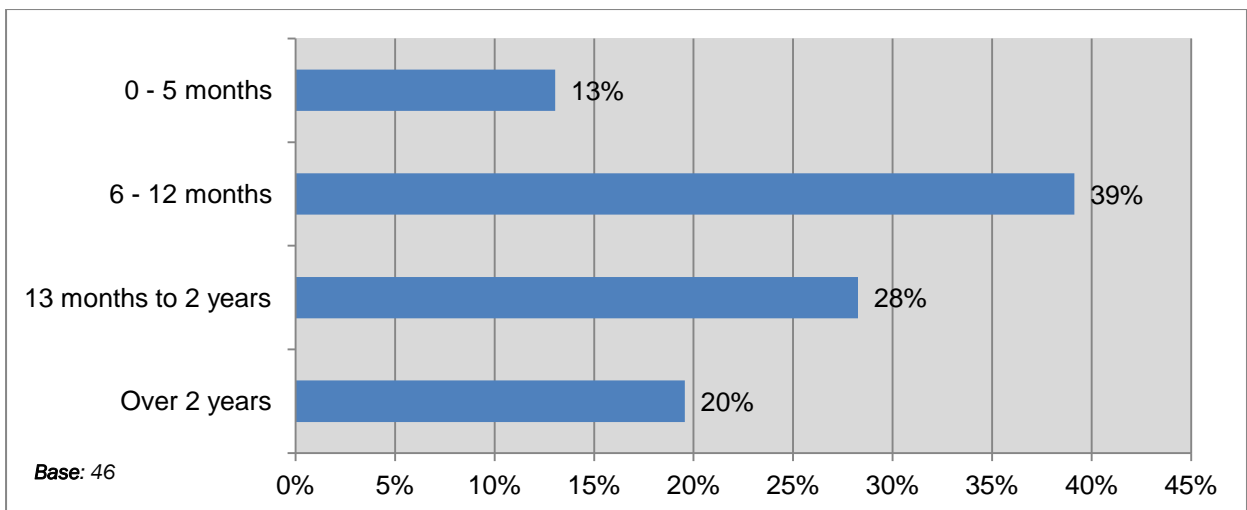
30. How important were the following factors in encouraging you to offer government funded training for employees?



The up-skilling of existing staff and social responsibility emerged as the most important factors in encouraging employers to offer government funded training, with 79% and 77% respectively rating these factors as somewhat or very important.

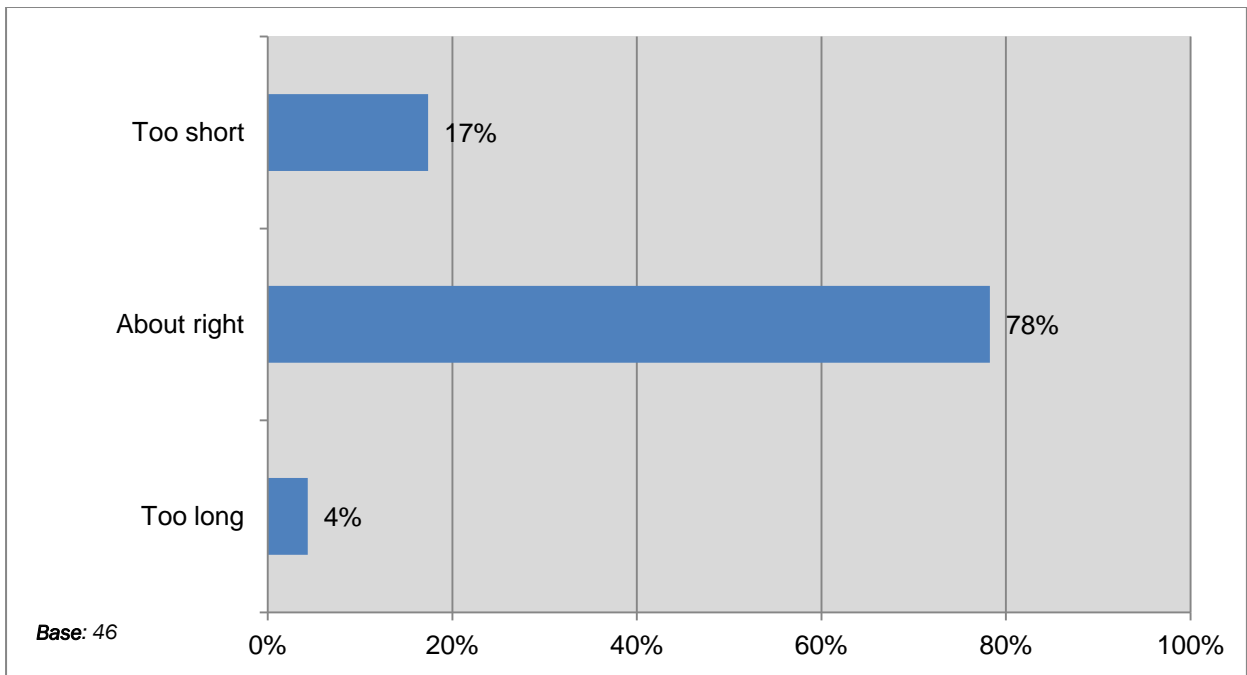
Of the 3 employers who rated an 'other' factor, only 1 employer provided a specific comment – this can be found in [Appendix 3 – Table 12](#).

31. In general, how long is an employee engaged on government funded training with your business?



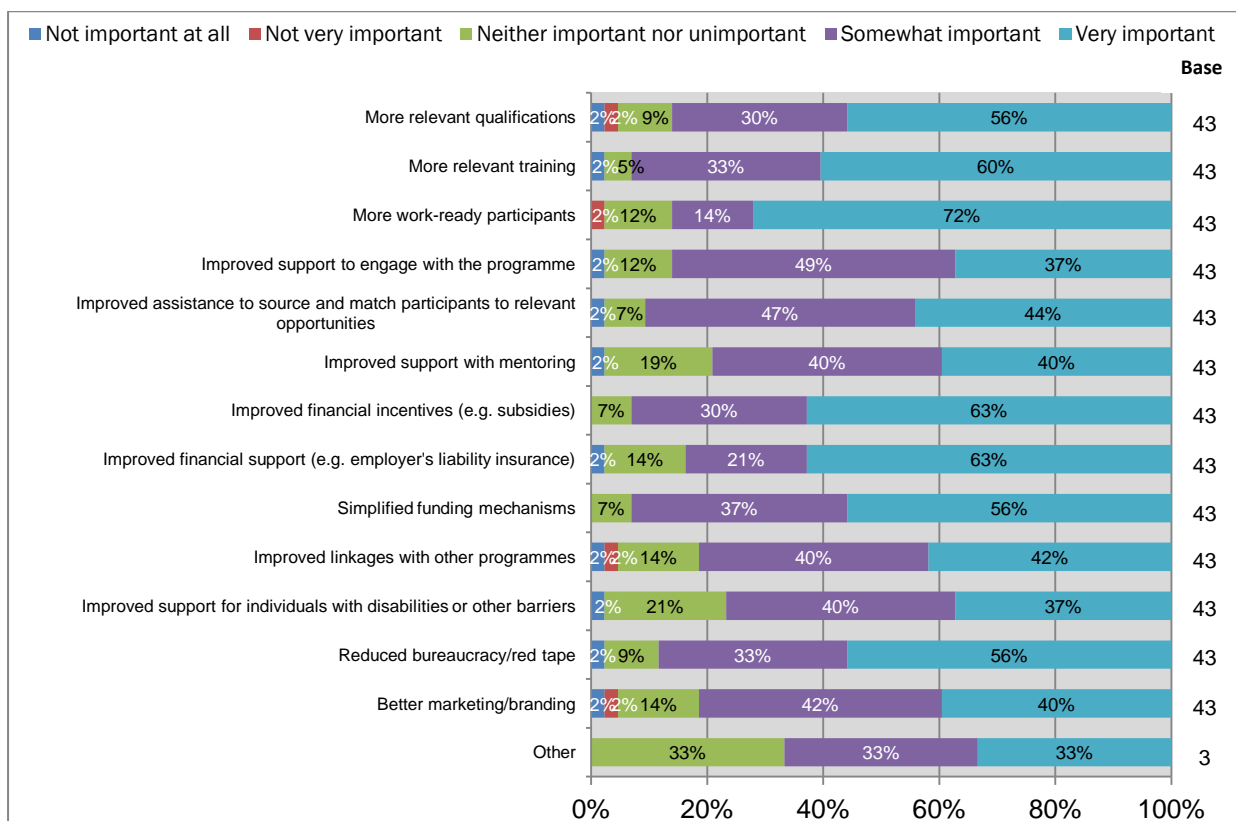
A fifth of employers who responded to this question stated that an employee is generally engaged on government funded training with their business for over 2 years. The highest proportion of responses to this question was received in the 6-12 months category (39%).

32. How would you rate the duration of the government funded training?



The majority (78%) of employers who responded to this question rated the duration of government funded training as 'about right'. Of the employers that responded to this question, 4% felt that the duration of government funded training was too long – these were employers who said that an employee is generally engaged on government funded training in their business for more than one year (question 31).

33. In your view, how important would the following improvements be in making government funded training for employees more attractive?



More relevant training, improved financial incentives and simplified funding mechanisms emerged as the most important improvements in making government funded training for employees more attractive, with 93% of employers rating these three factors as somewhat or very important.

The following factors have all been rated as somewhat or very important by at least 80% of employers who responded to this question:

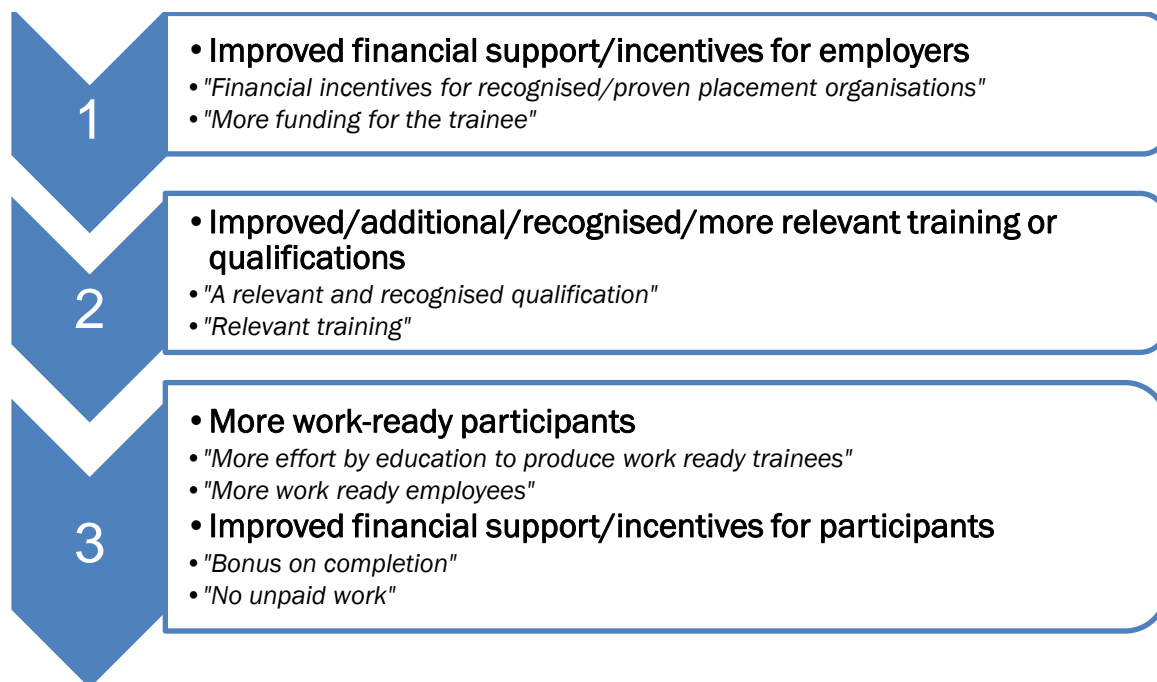
- More relevant training (93%)
- Improved financial incentives (93%)
- Simplified funding mechanisms (93%)
- Improved assistance to source and match participants to relevant opportunities (91%)
- Reduced bureaucracy/red tape (89%)
- More relevant qualifications (86%)
- More work-ready participants (86%)
- Improved support to engage with the programme (86%)
- Improved financial support (84%)
- Improved linkages with other programmes (82%)
- Better marketing/branding (82%)
- Improved support with mentoring (80%)

Of the 3 employers who rated an 'other' improvement, only 1 employer provided a specific comment – this can be found in [Appendix 3 – Table 13](#).

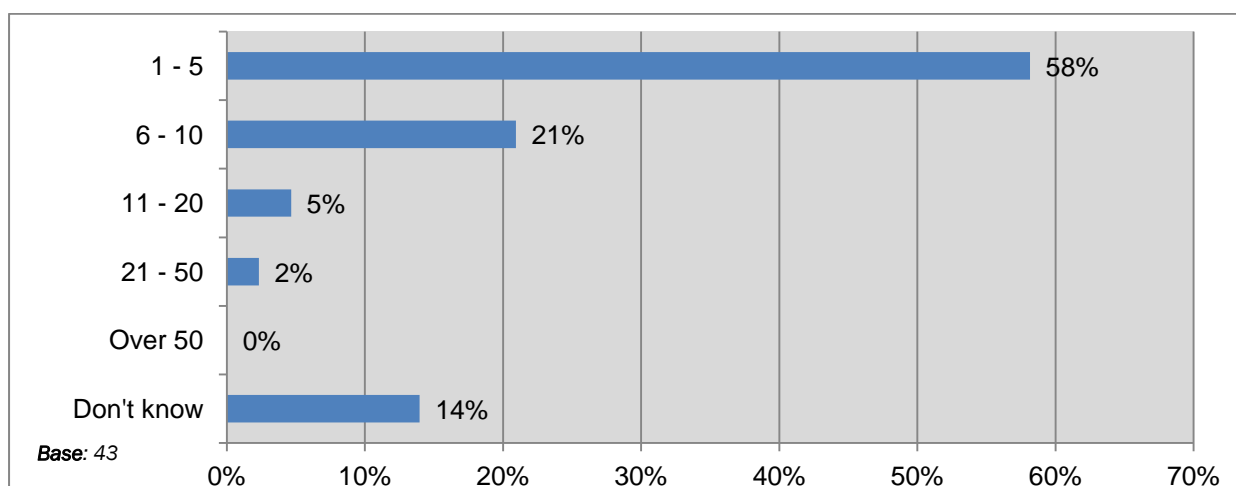
34. What would be the three most important factors that would make government funded training for employees more attractive?

A total of 53 factors were provided by 19 employers (note that not all employers provided 3 factors) – a full list of these can be found in [Appendix 3 – Table 14](#).

The top three most frequent themes arising from the comments are shown below, along with some examples of the comments provided by employers.

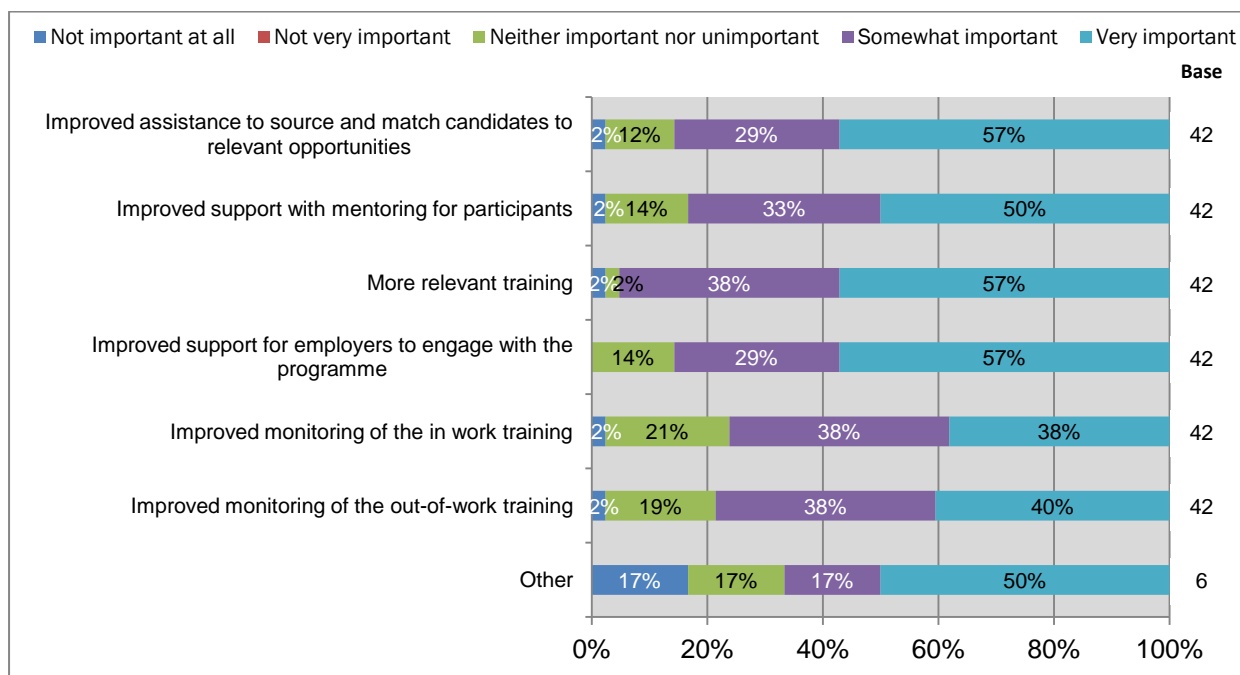


35. How many employees aged 16-18 in government funded training could your business accommodate in a given year?



The majority (58%) of employers who responded to this question could accommodate 1-5 employees aged 16-18 in government funded training in a given year. Over a fifth (21%) could accommodate 6-10 employees, whilst only 7% could accommodate more than 10 employees aged 16-18 in government funded training in a given year.

36. In your view, how important would the following factors be in improving the quality of government funded training in work? Please rate the following factors in terms of importance.



More relevant training was rated as a somewhat or very important factor in improving the quality of government funded training by 95% of employers.

The following factors have all been rated as somewhat or very important by at least 80% of employers who responded to this question:

- More relevant training (95%)
- Improved assistance to source and match candidates to relevant opportunities (86%)
- Improved support for employers to engage with the programme (86%)
- Improved support with mentoring for participants (83%)

Of the 6 employers who rated an 'other' factor, only 1 employer provided a specific comment – this can be found in [Appendix 3 – Table 15](#).

37. What would be the three most important factors that would improve the quality of government funded training?

A total of 38 factors were provided by 14 employers (note that not all employers provided 3 factors) – a full list of these can be found in [Appendix 3 – Table 16](#).

The top three most frequent themes arising from the comments are shown below, along with some examples of the comments provided by employers.



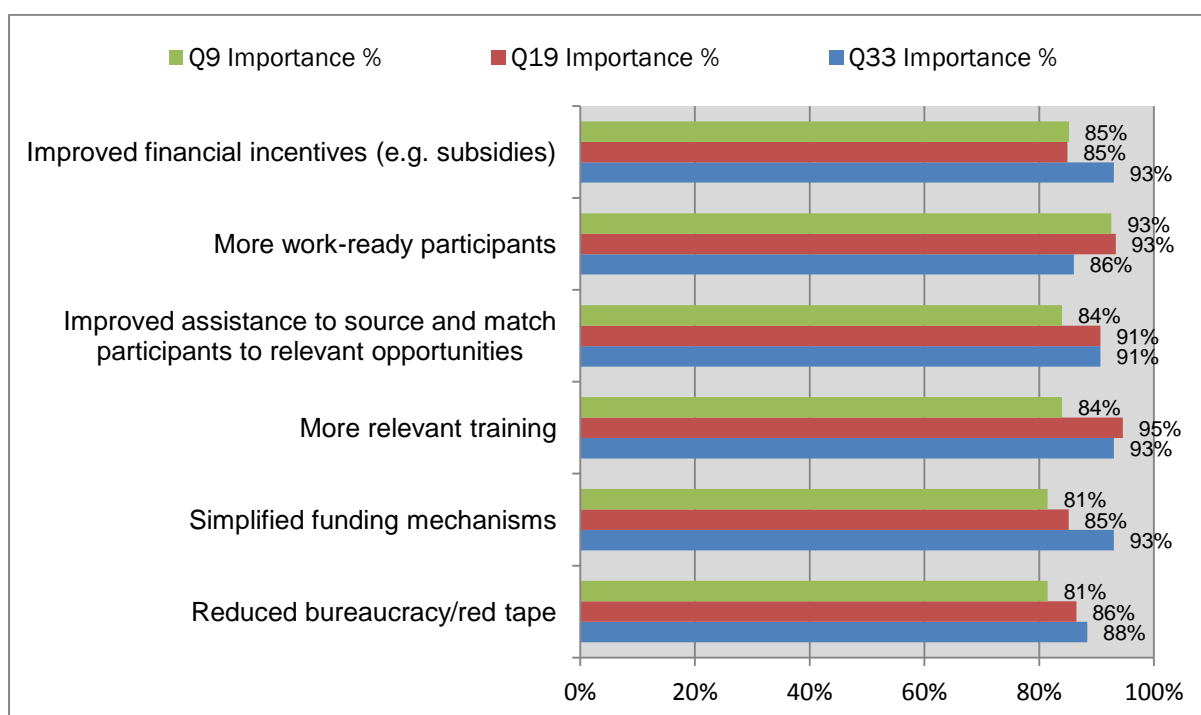
38. Please use the space below for any further comments related to government funded training for employees.

A total of 7 comments were received in response to this question. A full list of comments can be found in [Appendix 3 – Table 17](#).

Appendix 1: Overview of most important improvements for employers

Employers were asked to rate the same 13 factors in questions 9, 19 and 33 of the survey in order to investigate the most important improvements that would encourage employers to engage with DEL-funded programmes and that would make work placements and government funded training more attractive to employers. Over 80% of employers rated the following factors as somewhat/very important for all three questions:

- Improved financial incentives (e.g. subsidies)
- More work-ready participants
- Improved assistance to source and match participants to relevant opportunities
- More relevant training
- Simplified funding mechanisms
- Reduced bureaucracy/red tape

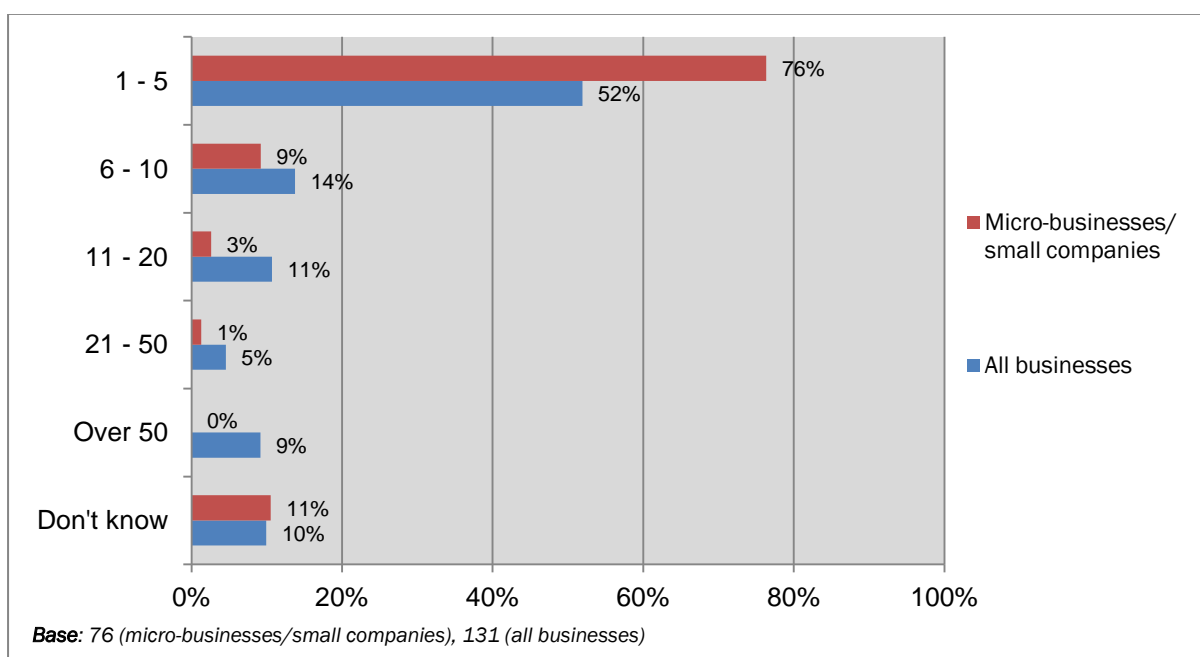


Appendix 2: A focus on micro-businesses and small companies

A total of 80 employers in micro-businesses and small companies (i.e. businesses who employ less than 50 employees) responded to the survey. This corresponds to 58% of the total responses received. This section of the report investigates how the experiences and views of employers in micro-businesses and small companies differ from the overall survey results in terms of their capacity in offering work placements and government funded training, and the improvements which micro-businesses and small companies feel are most important.

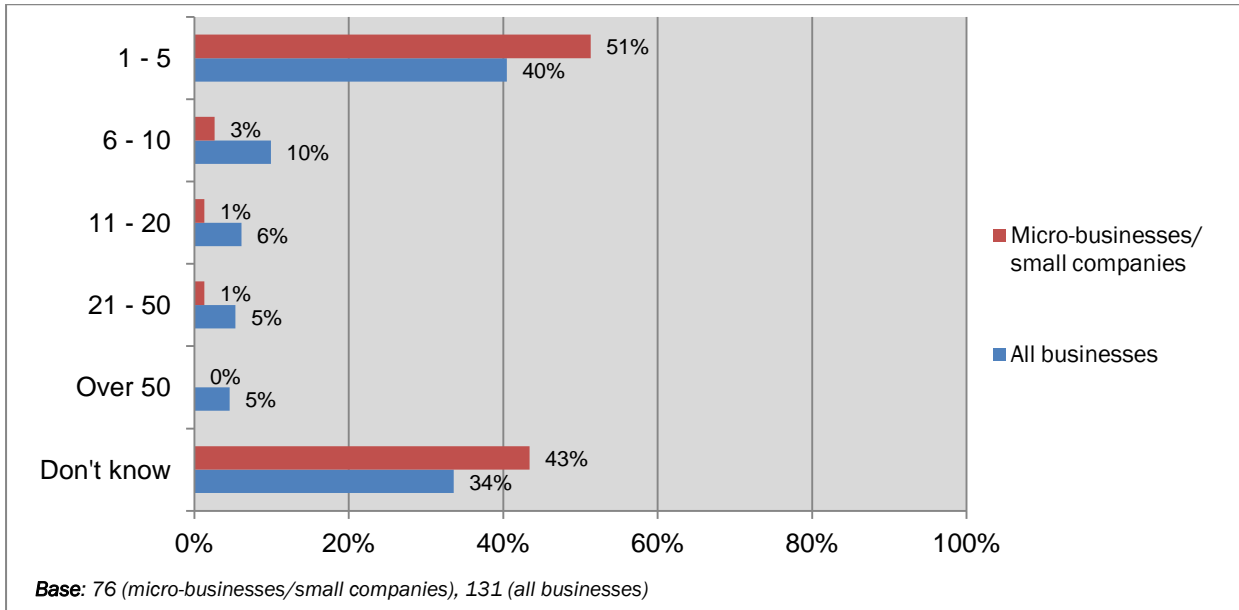
Capacity for work placements and government funded training in micro-businesses and small companies

4. In the past two years, how many employees have you recruited for roles for which the highest qualification required is at Level 2 (qualifications at Level 2 include GCSEs at grades A*-C, NVQs at Level 2 and BTEC Firsts)?



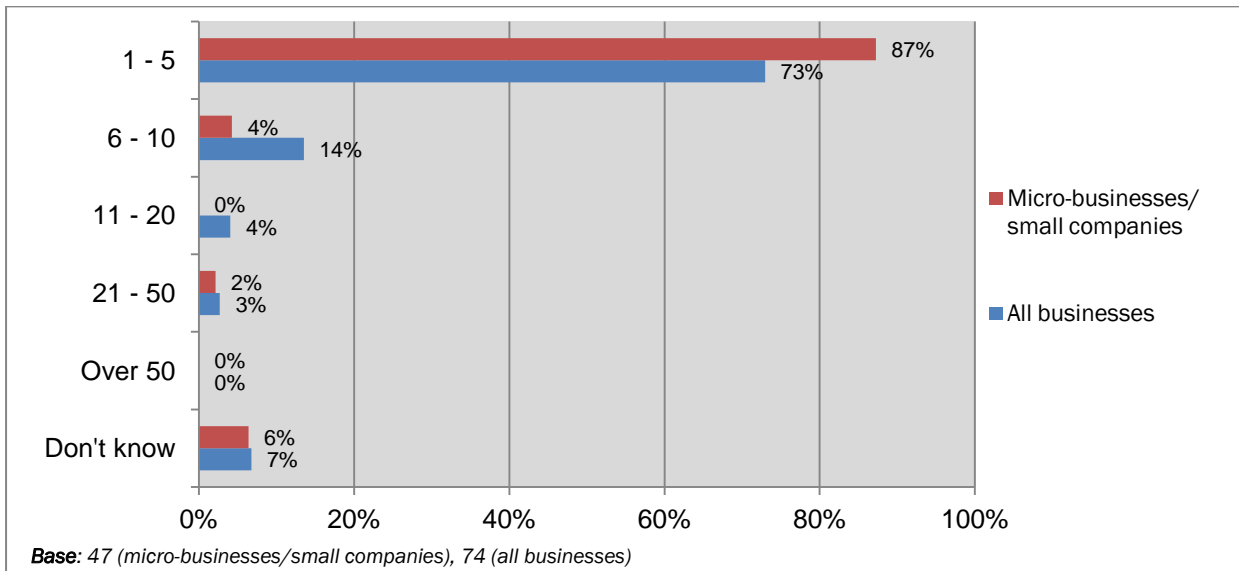
Just over half (52%) of all employers who responded to the survey have recruited 1-5 employees in the past two years for Level 2 roles, however this proportion rose to 76% when considering only micro-businesses/small companies. Only 13% of the micro-businesses/small companies who responded have recruited more than 5 employees in the past two years for Level 2 roles; whereas the proportion is 39% when considering all employers who responded to the survey.

5. Over the next year, how many employees do you plan to recruit for roles for which the highest qualification required is at Level 2?



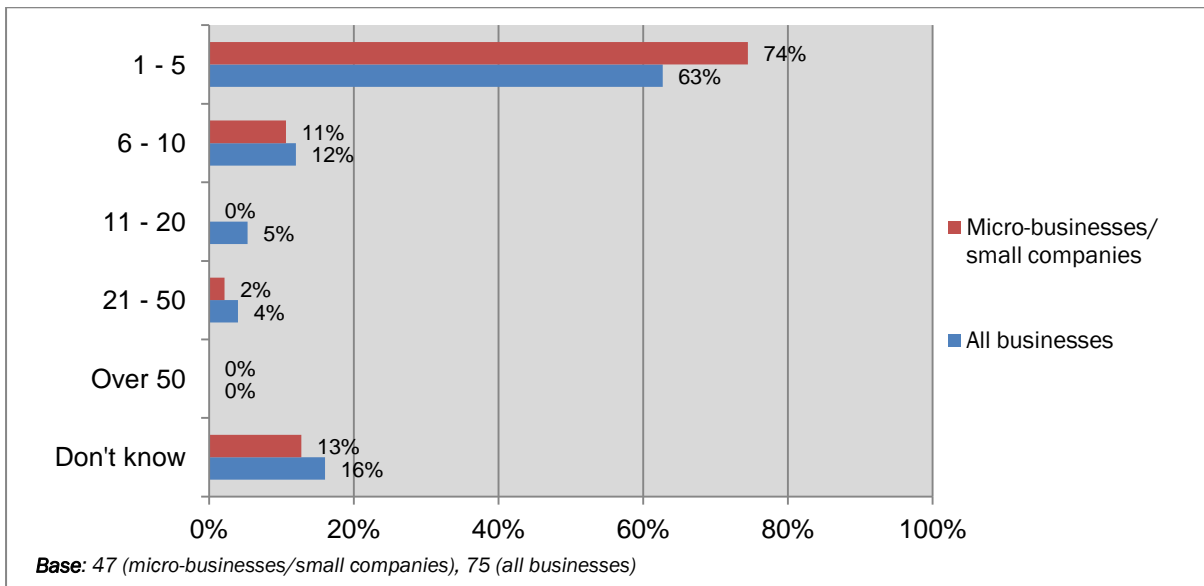
Just over half (51%) of the micro-businesses/small companies who responded plan to recruit 1-5 employees over the next year for Level 2 roles, whereas the proportion is 40% when considering all employers who responded to the survey. Only 5% of the micro-businesses/small companies who responded plan on recruiting more than 5 employees over the next year for Level 2 roles (26% when considering all employers).

22. How many long-term work placements (e.g. 3-6 months) could your business accommodate in a given year?



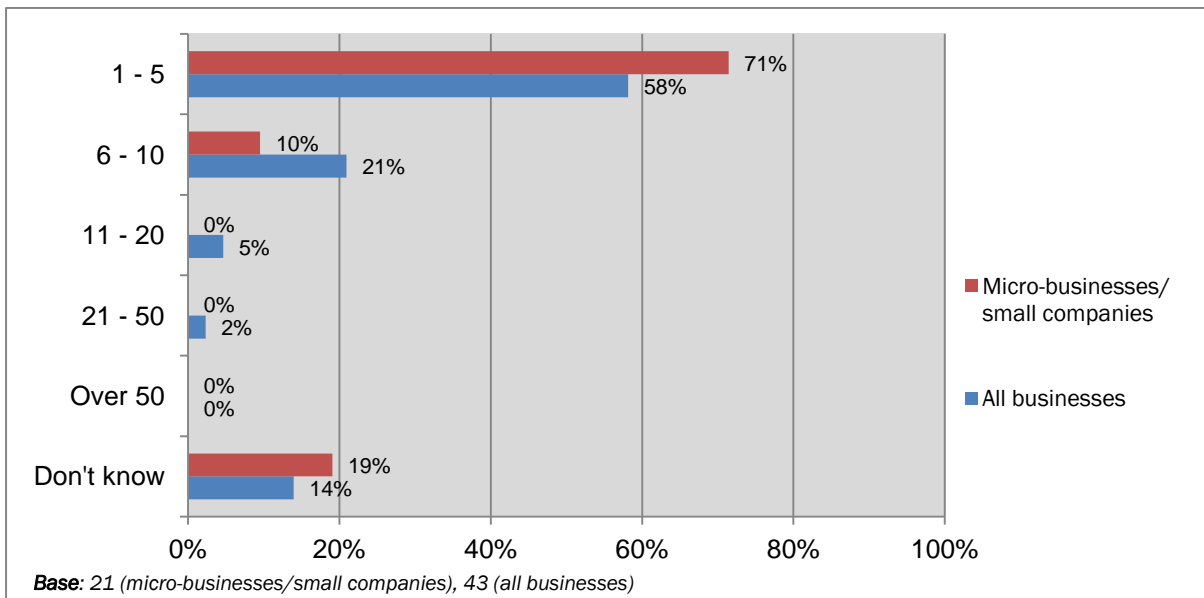
Of the micro-businesses/small companies that responded to the survey, 87% could accommodate only 1-5 long-term work placements in a given year. Only 6% of micro-businesses/small companies could accommodate more than 5 long-term work placements in a given year, whereas this proportion is 21% when taking into account all businesses that responded.

23. How many short work tasters (e.g. 1-2 weeks) could your business accommodate in a given year?



Almost three quarters (74%) of the micro-businesses/small companies who responded could accommodate only 1-5 short work tasters in a given year (63% when considering all businesses that responded). Only 13% of micro-businesses/small companies could accommodate more than 5 short work tasters in a given year, whereas this proportion is 21% when considering all businesses.

35. How many employees aged 16-18 in government funded training could your business accommodate in a given year?



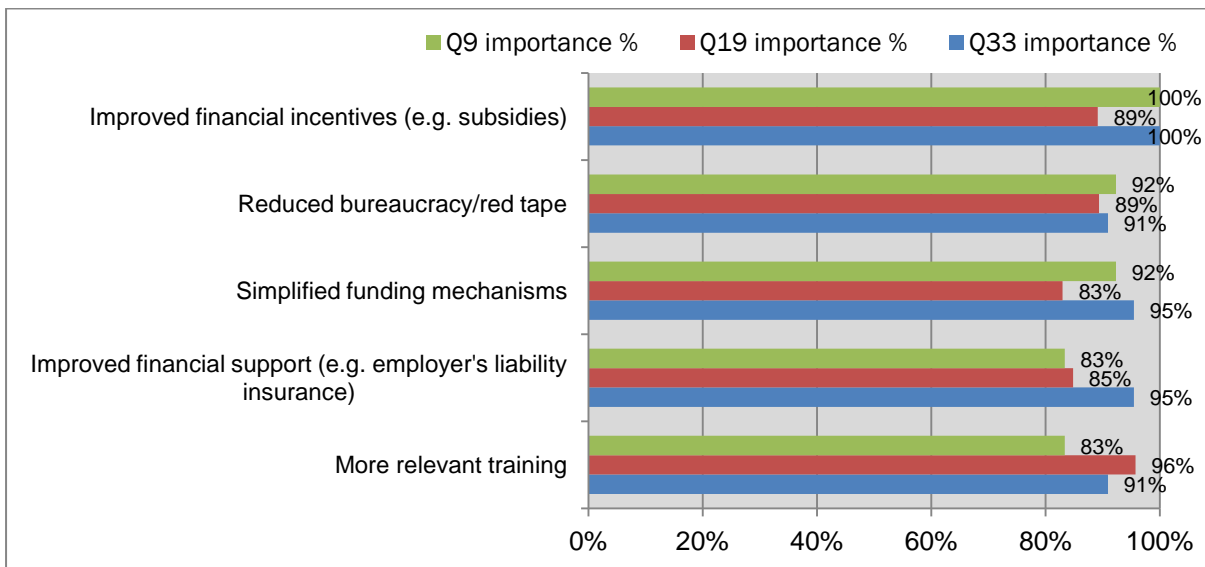
Of the micro-businesses/small companies who responded, 71% could accommodate only 1-5 employees aged 16-18 in government funded training in a given year (58% when considering all businesses that responded). None of the micro-businesses/small companies who responded to the survey could accommodate more than 10 employees in government funded training in a given year.

Overview of most important improvements for micro-businesses and small companies

Employers were asked to rate the same 13 factors in questions 9, 19 and 33 of the survey in order to investigate the most important improvements that would encourage employers to engage with DEL-funded programmes and that would make work placements and government funded training more attractive to employers.

Over 80% of employers in micro-businesses/small companies rated the following factors as somewhat/very important for all three questions; and the factors marked with an asterisk have also been highlighted as the most important factors across all three questions when taking all sized businesses into account;

- **Improved financial incentives (e.g. subsidies)***
- **Reduced bureaucracy/red tape***
- **Simplified funding mechanisms***
- **Improved financial support**
- **More relevant training***



Appendix 3: Responses to open-ended questions

Table 1

Q6 How relevant are these qualifications to your business needs? – Other vocational qualification (please specify)
Bar staff
Construction related degrees
Electrical or Mechanical Engineering
GCSE
GCSE's
GCSE's
GSCE
Pool Lifeguard, Gym instructor awards
VRQ's
We can't get any stitchers
Youth work

Table 2

Q8 How important were the following factors in influencing your decision not to offer work placements or government funded training for employees aged 16-18? – Other (please specify)
Most employees are over 18 years and training has been given to them
Most roles are technical and not suited to short-term trainees
Qualifying periods for participants - lack of flexibility
The training organisations running the schemes are not training them to use welders or how to electrical equipment properly. It is a paper exercise and the students feel they are still at school, therefore take days off when it suits them
Tried to find out about this but was unable to get information on it

Table 3

Q9 How important would the following improvements be in encouraging you to engage with DEL-funded programmes to offer work placements or government funded training for employees? – Other (please specify)
Flexibility to employ chosen person when required without need to wait for a qualifying period of unemployment etc

Table 4

Q10 What would be the three most important factors that would encourage you to offer opportunities for young people aged 16-18?
Accurately chosen participants
An eagerness to work from the participant
Applicants want to work and learn
Arriving with good customer care skills
Available current staff to train them
Better funding
Better prepared candidates
Better training centres
Confidence

Do away with training organisations and set up one company to deliver the necessary paperwork for the Department and let the employer pay them out of the funding received from the Department.
Finance
Financial benefit
Financial funding
Financial incentive to provide training
Financial incentives
Financial incentives
Financial Support
Financial support
Financial Incentive
Funding
Funding support while they are being trained ie while they are using staff resources while being non productive
Good educational levels
Grant
Guidance and support
Help with Health & Safety clothing especially full shielded welding masks
Improved financial assistance
Improved support to engage
Information
Linkages with other programmes
Money
More mentoring support
More relevant qualifications
More relevant training
More work-ready participants
More work-ready participants
On the job training with funding to cover a supervisor
Opportunity
Outgoing
Person ready for the workplace
Personal supervisor available
Positive attitude for work
Punctual
Qualification recognition
Ready for the workplace
Red Tape
Relevancy of course / placement
Relevant qualifications
Relevant Qualifications
Relevant training
Reliable young people
Simple process
Simple processes
Simplified funding mechanisms
Simplify funding mechanism
Support based mentoring
Support from DEL staff / mentoring
Support from their mentors
Their motivation to learn to do the job

Their work readiness and practical skills
They must be enthusiastic
Time
Track record of good attendance and time keeping
Training
Training support
Training to ensure they are work ready
Well defined programmes
Willingness to work and learn
Work - ready participants
Work ready
Work ready placements
Young people wanting to work

Table 5

Q11 Please use the space below for any further comments related to work placements or government funded training for employees
Create a better training environment. Give better recognition to the trained operative sector. Does DEL understand the actual hands on training. You train operative for 3-4 years, give them a vocation with no continuous improvement programme? Why train Architects, Engineers etc in different environment than trades operatives? No Build-ability! No understanding of what each section of a Project delivers. Create a training environment that combines Architects Engineers and Builders. Seems logical. We create a training environment for Police, Fire, Emergency services or where supposed to! This was to focus on each sector's wider needs and how each section works. For and in construction we continue with a them and us approach. Trade sectors need more respect and greater assistance when a vocation is completed, i.e. continuous improvement programs
Government needs to ensure improved engagement by employers
I have not used work placement schemes as I am concerned about the level of supervision required and we would not want to take a young person unless we could invest time in the young person.
It is important to maintain relationships with College Training Departments who provide adequate participants. These relationships are critical to receiving the correct and most suitable participants.
More clients available
Only problem I see is making sure that the employer does not train the young ones so maybe an inspector liaison with the candidate. Also a 3 month period to see if the candidate is suitable to progress into full time employment.
We have found that the motivation of the young person is most important in ensuring their success. If they arrive in the workplace unprepared for the work routine as well as unskilled it is extremely time consuming for the staff who have to train and encourage them.

Table 6

Q15 How important were the following factors in encouraging you to offer a work placement? – Other (please specify)
BREAKING THE CYCLE OF BENEFIT DEPENDANCY
Financial help
Give us a chance to see quality of person and work ethic before employing
We are committed to providing job opportunities and extending employment opportunities by supporting those who are unemployed or disadvantaged in the labour market to tackle the barriers to work that they face
We find it particularly difficult to recruit engineering personnel

Table 7

Q19 In your view, how can Government best help to make work placements more attractive to employers? – Other (please specify)
Education boards and DEL need to communicate re workplace standards and requirements
ENSURE SOCIAL PARTNERSHIPS ARE IN PLACE TO ACCOMODATE CLIENT AREAS
Graduated time in placement too much of a culture shock at beginning for young people they struggle to cope.
Need 3 years with trainee before they are really employable

Table 8

Q20 What would be the three most important factors that would encourage you to offer work placements for young people aged 16-18?
A fresh positive approach
A good reference
Ability and keen to learn
Additional work force
Assistance towards insurance costs
Assistance with EL Insurance
Assistance with risk assessments
Assistance with working time regulations
Attitude
ATTITUDE
Available funding
Awareness of work placements on offer
Basic skills taught before starting placement
Better access to quality training
Better communication between Training provider and employer
Better communication with job Centres
Better publicity
Better quality of participants
Bit of knowledge
Business development
C
Capable of building relationships with children & working as part of a team
Cash incentives
Cash incentives
Commitment of young person
Commitment from young person
Confidence in trainees
Contributing to young persons development
Contribution to productivity in business
Correct Candidates
Dedicated employer advisor - answer queries, signposting
Duration of training programmes
Ease of working with training provider
Easier paperwork
Effective support
ENTHUSIASM
Enthusiasm

Enthusiasm from young persons to work in industry
Enthusiasm of participants of wanting to learn
Enthusiasm of trainee
Experience for young people
Extra assistance
Financial
Financial
Financial assessments
Financial benefit to company
Financial Benefits
Financial help
Financial incentive
Financial incentive
Financial incentive increase
Financial incentives
Financial incentives
Financial incentives
Financial incentives - tax breaks
Financial Incentives to help with overheads
Financial rewards
Financial support
Financial support for trainee
Financial incentives
Funding for the work placement
Future workforce
G
G
GCSE's
GCSE's
Genuine interest of young person
Give experience - social responsibility
GIVE YOUNG PEOPLE A START TO WORK
Giving a young person experience
Good development prog
Good manners
Good manners
Good social skills
Good standard of literacy
Good training support
Good work ethic
Good work ethic
H
Have a steady workload so that the trainee gets a proper training
HELP LOCAL COMMUNITY
Help to develop their confidence
Help with insurances for the young people
Help with liability insurance
Helping young people
High quality candidates
High quality training

I
Improved financial support
Incentives
Incentives for employer
Incentives for employers and young people on placement
Increase difficulty of vocational Quals to make them worthwhile.
Insurance being covered by the training centre
Insurance covered by tech
INTEREST
L
Less paper work
Less qualifications to be gained
Less red tape
Less red tape and cooling off periods between programmes reduced
Longer placement
Longer work placements
Manners
Match the right person to the industry
Matching participants to placements
Maturity
Maturity of trainee
More flexibility when I need the trainee in placement
More intensive training required for the qualification
More job ready clients
More qualifications
More work ready participants
No cost to us.
No criminal record
Opportunity to develop a potential employee
Opportunity to pass on skills/knowledge
People eager and willing
People with the right attitude
Person seems mature and responsible
Person seems willing to work and learn
Possibility of long term development or employment
Possibility to train to our standards.
Potential employees
PROMOTE COMPANY
Qualifications
Quality candidates
Readily available information - at present passed pillar to post
Red tape
Reduced bureaucracy
Reduced paperwork
Relevant Experience
Relevant Qualifications
Relevant qualifications
Relevant Qualifications
Relevant Qualifications
Relevant training

Reliable
Reliable and effective young people
Remuneration if placement is kept for a duration of time over 2 years on full employment
Reputation of training agency
Reputation of training agency
Resourcing business
Respect
Right Attitude
Right support network
Right timing
Simplified funding mechanisms
Skilled workers
Social
Social Partnership Agreements are needed
Social Responsibility
Social responsibility
Social responsibility
Someone who can work on their own initiative
Steady workload
Structured Programme
Suitable off site training like Health & Safety Course
Support
Support for organisation
Support for the young person from agency
Support for trainees
Support from educational establishment
Support from training organisation-mentoring
Support with mentoring
The person willing to work
The students getting more then £ 40.00 per week
The young person's enthusiasm
Their willingness
Training
Training allowance to ensure they are adequately trained for the placement
Training up future staff
TRUSTWORTHY
Trustworthy
UNDERSTANDING OF THE INDUSTRY
Well prepared candidates
Willing Participants
WILLING TO LEARN
Willingness to participate and work from placements
Willingness to work
Work ethic
Work ethic
Work ready
Work ready and willing participants
Work ready applicant
Work ready placements - we have job opportunities here. Engineering skills gap - we are trying to bring in apprentices

Young people being work ready
Young person being motivated/interested

Table 9

Q25 In your view, how important would the following factors be in improving the quality of a work placement? – Other (please specify)
Financial assistance to help cover Employer Liabilities and running costs
Monitoring staff require substantial development and training
Only those who actually want to work as a lot of time wasted on those "ticking a box"

Table 10

Q26 What would be the three most important factors that would improve the quality of a work placement?
A
A
A
A set training programme
Additional finance
Additional monitoring
Additional support from the organisation
Additional training
Additional training
Advisor available
Allowances paid to young people
An end qualification that would be recognised
Apprentice supplied with tools
APPROPRIATE CANDIDATES
Attitude of candidate
B
Better access to a wide range of employers
Better funding
Better liaison with Job centres
Better monitoring by tech
Better training either in house or out sourced
Better training with the option to enable young people to pick up on qualifications they may have started and not finished
C
C
Candidate selection
Checking of pre-requisites
Clear forms of communication
Close liaison between training provider and employer
Commitment of the young person
D
Dedication to programme
Discipline
E
E
Easy access to information of programmes

Education
Effective monitoring
Effective support
Employer knowledge of skills to be assessed
Excellent safety awareness
Expectations/requirements stated clearly
Feedback
Financial incentives to Employers and trainees
Flexibility to match my business.
Flexible hours
Flexible placements
Focus on skills based rather than paper work
Free small business insurance
Frequent visits by tutors
Funding for placement relevant qualifications
Genuine interest from candidate
Good attendance & punctuality
Good attendance & timekeeping
Good integration of training
Good liaison with training organisation
Good mentoring support
Good placement organisation
Good quality induction
Good support from tutor
Good support network
Grants for additional training courses relevant to company
Have a mentor
Health & Safety
High quality students
High standard of underpinning knowledge a
If participants could be older
If there were less red tape
Improved assistance to source & match participants
Improved assistance to source and match participants
Improved support for employers
Improved support for employers to engage with programme
Improved support for participants
Improved support with mentoring for participants
Improved support with mentoring participants
Incentives for good performance ie additional tools supplied on set targets.
Increased awareness of training content
Initial career advice
Interviews
Longer training time , i.e. 3 years
Match the right person to the employer
Matching the participant to the right role
Mature and work ready students
Mentoring
Mentoring assistance for the employer and trainee
Mentoring support

Monitoring
MONITORING
Monitoring of the work placement
More available PPE
More days at the placement
More days with employer
More flexible working hours/days for the trainee
MORE HANDS WORK BASED ACTIVITY ON IN COLLEGE
More hours at placement
More incentives for employers
More relevant training
More relevant training
MORE RESPECT GIVEN TO YOUNG TRAINEES
More time in placement
More time spent with young person
More training in house keeping
Motivated trainees
Motivated young person
No ratio used when placing students
Objective to be achieved during the placement
Offer in house training sourced from outside
On the job training
On the job training
Paid while on work experience
Place emphasis on the learner
Placement contract for trainees to simulate real time work conditions
Positive work environment
Potential job opportunity
PRE DEFINED PROJECTS
PRIOR KNOWLEDGE OF WHAT THEY WERE COMING INTO
Proper training
Qualification relevant to placement duties
Raise the standard of the Qualifications
Raise the standard of the training providers
Regular attendance
Regular contact from tech
Regular contact with tech
Regular contact with tutor
Regular meetings
Regular meetings between college and placement re progress of trainee
Regular review and assessment from provider
Regular tech visits
Relevance to Industry
Relevant qualifications
Relevant to the trainees qualification
Relevant Training
Relevant training e.g mentoring, counselling programmes for tutors & employers
Simpler access to funding to provide training and work placements
Social skills
SPEND TIME WITH THEM

Steady engagement of trainees
Steady workload
Structure
Structure
Structured lessons between employer and tech
Structured training
Structured training programme
Suitable clientele for positions
Suitable matching of candidates
Supply tools to trainees
Support
SUPPORT
Support and mentoring
Support for employers
Support for trainee
Support from training/mentor
Three-way monitoring of the placement (Trg Org - employer - person on placement)
Time allocated.. 2 years not long enough
Tool allowances that are in line with tool prices
TRAINING
Training allowance to educate and train during their placement
Training relevant to employer
Training relevant to the placement
Training relevant to work.
Trial
Tutor involvement
Visibility of the candidates
Weekend work
Willingness to participate
Young person wanting to work

Table 11

Q27 Please use the space below for any further comments related to work placements.
Difficult for a small growing business like ourselves to offer employment following training. I feel there should be more government support to support the young person and the company at the end of the 2 years.
Due to the nature of the catering industry I feel there should be more flexibility with hours so trainees can get an all round training/experience
Employer/DEL forums/workshops must continue after programme is commenced. In many programmes they are implemented in a blaze of publicity and there is no structure in place to feedback to DEL, employers, Education Boards etc
Grants for tools as joinery tools are expensive for underpaid and exploited young people
I would like to be in a position to be able to offer the apprentices full time work but being in the construction industry it depends on the work I have and unfortunately I don't know too far ahead
If we get people who are well prepared, have the right attitude and understanding we can work with them.
Need to match candidates to organisation & work needs, semi formal interview would be beneficial to see if expectations are mutual. Trainees can't be offered jobs as they all have to be advertised to ensure equality of opportunity
Our organisation is funded and therefore cannot guarantee jobs to any placement candidates
So far we have been very successful in increasing our workforce from trainees who have been introduced to us from work placements.

Tender awardees need to engage with local social partners to ensure local interests are represented. There also has to be an additional financial incentive for the placement organisations seeing that they are the front line of delivery.
The training organisation should be covering the insurance for small businesses it's too expensive for employers especially if there is a claim put in
We are keen to offer a young person an opportunity to train with us, we need more support from government in terms of finance and publicity.
Young trainees need to be willing to work and be treated properly in placement with better monitoring by their provided

Table 12

Q30 How important were the following factors in encouraging you to offer government funded training for employees? – Other (please specify)
Funding

Table 13

Q33 In your view, how important would the following improvements be in making government funded training for employees more attractive? – Other (please specify)
Extended contracts, and placement organisations working with training organisations on a partnership level to acknowledge their contribution to the final delivery

Table 14

Q34 What would be the three most important factors that would make government funded training for employees more attractive?
A above
A change in the scheme has stopped any coming to the business in the past 6months. it should be changed back to last year's scheme
A qualification that's recognised
A relevant and recognised qualification
ACCESS TO FUNDS
Better funding
Better rate of Pay
Better skill base prior to starting
Bonus on completion
C above
Career advice
Career progression
Employment prospects
Financial
Financial Assistance
Financial incentives
Financial incentives
Financial incentives for recognised/proven placement organisations
Financial support
Flexible hours
G
G above
Grants

I
Improved engagement
Improved financial incentives for participants and employers
Incentive to study
Insurance assistance
L
Lack of red tape
Longer duration
MATCHING SERVICE
Mentoring on the job
More appealing to parents (help with childcare)
More effort by education to produce work ready trainees
More employment knowledge
More flexibility in deciding what would be appropriate for clients
More funding for the trainee
More mentoring
More progression steps
More work ready employees
No unpaid work
Other ways to support eg counselling
Progression routes
Real qualifications
Relevant training
Relevant training
Relevant training
Rise in pay on completion
Shorter turn around periods for clients to engage in another programme
Simpler centralised system to source trainees
Training for employers
Work ready Participants

Table 15

Q36 In your view, how important would the following factors be in improving the quality of government funded training in work? – Other (please specify)

Extended contracts

Table 16

Q37 What would be the three most important factors that would improve the quality of government funded training?

A above

A buy in from employers to work with young people to train them and give meaningful work placements

Better grants for employers

Better incentives for the employer

Better knowledge of what's available, lots of organisations offering similar things

Better rate of pay

Better selection of candidates

Bonus for trainees

C above

Centralised facility and administration for trainees
D
D above
E
Extended contracts for clients to bed in
F
Financial support
Flexible hours
Improved career advice
Improved support for clients mentoring
Improved support for employers
Improved support for employers and out-of-work training
Insurances
Longer duration
Mentoring training for supervisors
Monitoring employee's
More funding
More information for employers
More interaction between education and employer
More relevant training
More time for trainees
Personal and development skills training
Qualification recognition
Recognised training that reflect labour market trends
Relevant qualifications
Shorter intense courses
Source and match relevant opportunities
Support and Mentoring
Support with mentoring for participants

Table 17

Q38 Please use the space below for any further comments related to government funded training for employees.
Employers should get incentives for providing quality work placements and young people should get incentives for engagement and completion of training and work placement. Funding should last longer than 6 months
I feel there should be better financial support for smaller employers as it is difficult times within construction
More employer input into programmes before they are implemented
Need a procedure to cover trainees employed by NI companies but who may be working in mainland GB or further afield.
There is no financial support to the employer if the apprentice drops of the programme early!
Too much red tape, not enough financial support for placements groups (tender winner absorb all finances not allowing for out-work costs by groups). Discretionary decisions allowed to be taken on an individual case basis to re-engage a previous recruit if its in the best interests of the individual!
Trainees need tools that cost in excess of £1000, they need help with this urgently

people:skills:jobs:



Department for
**Employment
and Learning**
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THE DEPARTMENT:

Our aim is to promote learning and skills,
to prepare people for work and to support
the economy.

This document is available in other
formats upon request.

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