

Cookies on Explore Education Statistics

We use some essential cookies to make this service work.

We'd also like to use analytics cookies so we can understand how you use the service and make improvements.

Accept analytics cookies

Reject analytics cookies

[View cookies](#)



Explore education statistics

Shape the future of Explore education statistics

[Close](#)

[Share your feedback to help us improve this service \(opens in new tab\)](#)

Beta This is a new service – your [feedback \(opens in new tab\)](#) will help us to improve it.

New release page

You are viewing the new design of the Release page - if you would like to provide feedback, please complete [our feedback form \(opens in new window\)](#)

[Home](#) ▾ [Find statistics and data](#) ▾ [Employer Skills Survey](#)



Department for Education



Skills England

Calendar year 2024

Employer Skills Survey

Official statistics on vacancies, skills gaps and training, from the Employer Skills Survey.

[Latest release](#) [All releases in this series](#) [Download all data \(ZIP\)](#) [Create your own tables](#)

 [Get email alerts](#)

Official statistics 

[Department for Education and Skills England](#)

Published

24 July 2025

Last updated

1 August 2025

[1 update](#)

On this page

**Background
information**

[Headline facts and figures](#)

[Vacancies](#)

[Hard-to-fill vacancies](#)

[Skill-shortage vacancies](#)

[Skills gaps](#)

[Training and workforce development](#)

[Investment in training](#)

[Contact us](#)

[Back to top](#)

Background information

This Official Statistics release covers the key statistics from the Employer Skills Survey 2024 (ESS 2024), a large-scale telephone survey of 22,712 employers across the UK, providing labour market information on the skills challenges faced by employers. This comprised 8,639 interviews with employers in England, 3,388 interviews in Northern Ireland, 5,605 in Wales, and 5,080 in Scotland. It also covers findings from the follow-up Investment in Training survey of 5,935 employers, comprised of 2,150 employers in England, 883 in Northern Ireland, 1,507 in Wales and 1,395 in Scotland. In 2022, a pattern of alternating between large and small sample sizes was adopted, starting with a large sample in 2022 and a smaller sample in 2024 aimed at updating key metrics. This means that sub-group analysis will be more limited in 2024 than previously.

This report focuses on findings about:

- Recruitment and skill-shortage vacancies
- Skills gaps
- Training and workforce development
- Investment in training

ESS 2024 was commissioned by the Department for Education (DfE), with funding from DfE, the Department for Economy in Northern Ireland, the Welsh Government, and the Scottish Government. The survey was undertaken by IFF Research.

The sample of employers was drawn at random from Market Location, a commercial sample provider, and supplemented with sample from the Inter-Departmental Business Register for subsectors where Market Location coverage was low. Results from the survey are representative of employers across the UK. As in 2022, ESS 2024 used a Random

Probability Sampling (RPS) approach, where all sample issued is processed according to agreed protocols until all leads are exhausted, meaning that units from a given population cell have an equal and known probability of being sampled.

ESS 2024 is the latest in a longstanding UK-wide ESS series. ESS has focused on assessing the current skills position and skills needs of employers. As well as collecting consistent data on key skills and training issues over time, the ESS also provides insight on new areas. The UK-wide ESS was initially conducted biennially from 2011 to 2017. In 2019 ESS only covered England, with Northern Ireland, Wales, and Scotland undertaking their own national ESS in 2020. ESS 2022 was again UK-wide. From 2011 to 2017, it ran in alternate years with its sister survey, the Employer Perspectives Survey (EPS) which was primarily outward looking, covering engagement with the wider skills system. Since 2019, the EPS has been incorporated into ESS as one survey. Scotland ran its own national EPS in 2019 and 2021. 2022 was the first ESS which incorporated EPS and was conducted UK-wide.

Because of the methodological changes in the ESS series, discussed above, different time series comparisons are used in the report depending on the data being discussed. In addition, for presentational reasons it is not possible to show a full time series going back to ESS 2011 for every measure in this report. However, further data is available in this publication for users if they wish to undertake their own analysis.

ESS 2024 was the first in the series to categorise occupational data according to the updated Standard Occupational Classification (SOC) 2020. In previous waves SOC 2010 was used. The key changes between these two classifications are discussed further in [SOC 2020 Volume 1 \(opens in new tab\)](#). To provide a point of comparison for the 2024 results, the 2022 data have been retrospectively coded to SOC 2020, which may mean that the occupational results for vacancy data from 2022 in this publication differ from the ESS 2022 Official Statistics data publication and from UK and nation reports from 2022.

Fieldwork for the 2024 survey was conducted between June 2024 and January 2025, while fieldwork for the follow-up Investment in Training survey took place between July 2024 and February 2025. More information about the ESS methodology can be found in the accompanying Technical Report. Further findings from ESS 2024 will be available in the full research report that will be published at a later date.

The terms “site” and “employer” are used interchangeably throughout to avoid repetition. At the UK level for all sites, the sampling error is $\pm 0.65\%$, meaning that for a survey result of 50% based on all sites, we can be 95% confident that the true figure lies within the

range of 49.35% to 50.65%. The population covered by the survey was sites (rather than organisations) with at least two staff on their payroll.

All differences referred to in the report commentary are statistically significant at the 95% level of confidence. This applies to differences between survey subgroups, such as region, size, sector and occupation, and also to differences over time.

We welcome feedback on this release to our dedicated Employer Skills Survey mailbox: employer.surveys@education.gov.uk.

[Back to top](#)

Headline facts and figures

Percentage of sites with at least one vacancy

17%

a decrease since 2022 when almost a quarter (23%) had vacancies.

Percentage of sites with at least one skill-shortage vacancy

6%

a decrease from 10% in 2022.

Skill-shortage vacancy density (SSVs as a share of vacancies)

27%

a decrease from 36% in 2022 but higher than in 2017 (22%).

Percentage of sites with at least one skill gap (i.e. 1+ employee not fully proficient)

12%

a decrease from 15% in 2022.

Skill gap density (the proportion of employees judged not fully proficient)

4.0%

a decrease from 5.7% in 2022.

Percentage of sites that have funded or arranged any training for staff over the past 12 months

59%

a decrease from 60% in 2022, continuing a downward trend from 66% in 2017.

Total employer investment through all training, adjusted for 2024 prices

£53,003m

a decrease from £58,995m in 2022.

Investment in training per employee, adjusted for 2024 prices

£1,700

a decrease from £1,960 in 2022.

Around one in six (17%) employers in the UK had a vacancy at the time of the survey, representing a decrease from 2022 (23%) and 2017 (20%). Vacancies as a proportion of all employment has also decreased, from 5.0% in 2022 to 3.0% in 2024. This is the first time in the ESS series that the incidence and density of vacancies have decreased from the previous survey.

A skill-shortage vacancy is a vacancy that is hard to fill due to a lack of skills, qualifications or experience among applicants. Overall, 6% of employers had a skill-shortage vacancy; this was a decrease from 10% in 2022, though the same proportion as in 2017.

Just over a quarter (27%) of all vacancies in 2024 were skill-shortage vacancies, down from over a third (36%) in 2022, but higher than in 2017 (22%).

Skills gap measures capture employees that are judged by their employer to lack full proficiency. 12% of employers had at least 1 member of staff who was not fully proficient (i.e. a skills gap), lower than in 2022 (15%), but similar to 2017 (13%).

Overall, 4.0% of the workforce had a skills gap, down from 5.7% in 2022 and 4.4% in 2017.

Just under three-fifths (59%) of employers had provided training for their staff in the last 12 months, a decrease from 60% in 2022 and from 66% in 2017. Almost half of all employers (48%) provided on-the-job training (similar to 49% in 2022, but lower than the 53% in 2017) and two-fifths (40%) provided off-the-job training (again similar to the 2022 result of 39%, but lower than 48% in 2017).

Overall, 63% of all employees received training in 2024, higher than in 2022 (60%) but similar to the level seen in 2017 (62%).

The total UK training expenditure in 2024 was £53.0bn, down from £59.0bn in 2022 (in 2024 prices) and a 18.5% decrease since 2011. This equated to a spend of £1,700 per

employee, down from £1,960 in 2022 and a 29.5% decrease since 2011.

[Back to top](#)

Vacancies

ESS provides detailed information on the level and nature of employer demand for new staff and the ability of the labour market to meet this demand, particularly in relation to applicants having the skills and qualifications employers require.

This section covers all vacancies, hard-to-fill vacancies and skill-shortage vacancies.

The key measures reported in this section are as follows:

Table 3-1 Key definitions for ESS vacancy measure

Term	Definition
Hard-to-fill vacancy	A vacancy that an employer is finding hard to fill
Skill-shortage vacancy	A vacancy that is hard to fill due to a lack of skills, qualifications or experience among applicants
The volume of vacancies, hard-to-fill vacancies and skill-shortage vacancies	The number of each type of vacancy experienced by employers at the time of the interview
The incidence of vacancies, hard-to-fill vacancies and skill-shortage vacancies	The proportion of employers experiencing each type of vacancy at the time of the interview
The density of vacancies	The volume of vacancies as a proportion of employment

The density of hard-to-fill and skill-shortage vacancies

The volume of hard-to-fill and skill-shortage vacancies as a proportion of the volume of vacancies

Incidence, density and volume of vacancies

Around one in six (17%) employers had at least one vacancy at the time of the survey, a decrease from 23% in 2022. As shown in Figure 3-1, vacancies as a proportion of all employment (vacancy density) has also decreased, from 5.0% in 2022 to 3.0% in 2024. This is the first time in the ESS series that the incidence and density of vacancies have decreased from the previous survey.

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

**Incidence and density of vacancies at UK level
(2011-2024)**

	2011	2013	2015	2017	2022	2024
Percentage of sites with at least one vacancy	14%	15%	19%	20%	23%	17%
Vacancy density (vacancies as a proportion of employment)	2.2%	2.4%	3.3%	3.5%	5.0%	3.0%

[Show full screen table](#)

[Data symbols](#)

Source: Base: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites)

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Employers reported 938,800 current vacancies at the time of the 2024 survey. This is a decrease of more than 550,000 vacancies compared to 2022 (1,495,000), and similar to the number of vacancies reported in 2015. As shown in Table 3-2, the 2022 vacancy figure represents a peak in the ESS series, and the 2024 figure represents the first decrease from one survey to the next.



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 3-2 Volume of UK vacancies (2011-2024)

	2011	2013	2015	2017	2022	2024
Number of vacancies	586,500	655,000	927,200	1,007,500	1,495,000	938,800

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites). Volume data is rounded to the nearest hundred.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

There was little variation by nation in the proportion of employers with at least one vacancy at the time of the survey in 2024 (19% in Scotland, 17% in the other nations). As shown in Figure 3-2, in all nations the incidence of vacancies in 2024 was lower than in 2022 (when the figures ranged from 21% in Northern Ireland to 25% in Scotland) but was similar to 2017 (when the figures ranged from 16% in Northern Ireland to 20% in Scotland). The exception here is in England, where the incidence in 2024 (17%) was also lower than in 2017 (20%). Vacancy density (i.e. vacancies as a proportion of employment) in 2024 was also lower among each nation than in 2022 (see Table 3-3).

[Chart](#)[Table](#)

Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Proportion of sites with vacancies (incidence) by nation (2017-2024)

	2017	2019	2022	2024
England	20%	17%	23%	17%
Northern Ireland	16%	14%	21%	17%
Wales	17%	15%	22%	17%
Scotland	20%	no data	25%	19%

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: England: 8,639; Northern Ireland: 3,388; Wales: 5,605; Scotland: 5,080 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 3-3 Vacancies as a proportion of employment (vacancy density) by nation (2017-2024)

	2017	2019	2022	2024
England	3.6%	3.2%	5.0%	3.0%
Northern Ireland	3.1%	3.1%	5.0%	3.6%
Wales	3.0%	3.2%	4.7%	2.8%
Scotland	3.1%	no data	4.8%	3.0%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: England: 8,639; Northern Ireland: 3,388; Wales: 5,605; Scotland: 5,080 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

The sectors with the highest density of vacancies in 2024 were Health and Social Work (4.2%) and Construction (3.9%), as shown in Figure 3-3. However, in all sectors the density of vacancies was lower than in 2022, with the decrease particularly marked in Hotels and

Restaurants (3.5% in 2024 compared with 7.7% in 2022).

[Chart](#)

[Table](#)

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

▶ [Export options](#)

Vacancies as a proportion of employment (vacancy density) by sector (2017-2024)

	2017	2022	2024
Health & Social Work	3.8%	6.6%	4.2%
Construction	3.2%	5.2%	3.9%
Hotels & Restaurants	5.7%	7.7%	3.5%
Business Services	3.9%	4.9%	3.1%
Transport & Storage	2.9%	4.9%	3.0%
Primary Sector & Utilities	2.3%	4.3%	3.0%
Information & Communications	4.4%	4.7%	2.9%
Arts & Other Services	4.1%	5.2%	2.8%
Public admin.	3.5%	4.5%	2.6%
Wholesale & Retail	3.1%	4.1%	2.5%
Financial Services	3.4%	5.2%	2.3%
Manufacturing	2.4%	3.8%	2.3%
Education	2.0%	3.0%	2.1%

[Show full screen table](#)

[Data symbols](#) 

[Back to top](#)

Source: Employer Skills Survey. Base: 2024 range: Public Administration 251 to Wholesale & Retail 4,440 (all sites in each sector).

Explore and edit this data online

Use our table tool to explore this data.

By English Government Office Region (GOR), in 2024 vacancy incidence was highest in the North West, South East and South West (each 18%), while being lowest in the North East (14%). Vacancy density in 2024 was highest in London and the South West (both 3.5%), while being lowest in Yorkshire and The Humber (2.1%).

As has been the case throughout the ESS series, the proportion of sites reporting vacancies increased with size, ranging from 9% of sites with 2 to 4 employees to 73% of sites with 250 or more employees. However, vacancy density tended to decrease with size, ranging from 4.4% among sites with 2 to 4 employees and 3.2% among those with 5 to 24 employees to 2.8% among sites with 25 or more employees.

[Back to top](#)

Hard-to-fill vacancies

Incidence and volumes of hard-to-fill vacancies

Hard-to-fill vacancies are a subset of current vacancies, where employers report difficulties filling roles. There was a total of 345,300 hard-to-fill vacancies in 2024, a large decrease from the 2022 figure of 850,000, but similar to the figure in 2017 (336,800). In 2024, 8% of employers had at least one vacancy proving hard-to-fill at the time of the survey, far fewer than found in 2022 (15%), though again returning to levels seen in 2017 and 2015.

Likelihood of having a hard-to-fill vacancy generally increased with size, ranging from just 5% of sites with 2 to 4 employees to 27% of sites with 100 or more employees.

Hard-to-fill vacancies were most prevalent among employers in Education (17%, though down from 26% in 2022), Health and Social Work (12%, down from 26% in 2022), and Manufacturing (12%, down from 17%). In nearly all sectors the proportion of employers

with hard-to-fill vacancies was significantly lower in 2024 than in 2022 (the exceptions were Primary Sector and Utilities and Financial Services where the figures were not significantly lower).

By English region, the South East (10%) and the East of England (9%) had the highest proportion of sites with hard-to-fill vacancies (incidence) while the West Midlands (6%), London (7%) and Yorkshire and the Humber (also 7%) had the lowest.



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 3-4 Hard-to-fill vacancy volume and incidence in UK (2011-2024)

	2011	2013	2015	2017	2022	2024
Number of hard-to-fill vacancies	127,800	189,300	303,200	336,800	850,000	345,300
Percentage of sites with at least one hard-to-fill vacancy	4%	5%	8%	8%	15%	8%

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites). Volume data is rounded to the nearest hundred.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Skill-shortage vacancies

Incidence, density and volume of skill-shortage vacancies (SSVs)

Skill-shortage vacancies are a subset of hard-to-fill vacancies that employers struggle to fill due to a lack of skills, qualifications or experience among applicants. Overall, there were 250,500 skill-shortage vacancies (SSVs) in 2024, less than half the number in 2022 (531,200) though broadly similar to 2017 (226,500), as shown in Table 3-5.

Overall, 6% of employers had a SSV at the time of interview. This is a decrease from 2022 (10%) and a return to 2017 levels (6%). As with a number of other vacancy measures, this is the first decrease in this figure in the ESS series. The proportion of vacancies that were skill-shortage vacancies (i.e. the SSV density) was lower in 2024 (27%) than in 2022 (36%) but, as shown in Figure 3-4, remained higher than in the 2011 to 2017 period.

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Incidence and density of skill-shortage vacancies at UK level (2011-2024)

	2011	2013	2015	2017	2022	2024
Percentage of sites with at least one skill-shortage vacancy	3%	4%	6%	6%	10%	6%
Skill-shortage vacancy density (SSVs as a share of vacancies)	16%	22%	23%	22%	36%	27%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Table 3-5 Volume of UK skill-shortage vacancies (2011-2024)

	2011	2013	2015	2017	2022	2024
Number of skill-shortage vacancies	91,500	146,200	209,500	226,500	531,200	250,500

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites). Volume data is rounded to the nearest hundred.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

There were no differences by nation in terms of the proportion of employers that had SSVs (incidence). SSVs as a proportion of all vacancies (density) was similar across nations, ranging from 25% in Northern Ireland to 28% in Wales.

[Chart](#)

[Table](#)



! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Incidence and density of skill-shortage vacancies by nation (2017-2024)

		2017	2019	2022	2024
England	Percentage of sites with at least one skill-shortage vacancy	6%	6%	10%	6%
	Skill-shortage vacancy density (SSVs as a share of vacancies)	22%	25%	36%	27%
Northern Ireland	Percentage of sites with at least one skill-shortage vacancy	5%	4%	9%	7%
	Skill-shortage vacancy density (SSVs as a share of vacancies)	21%	22%	35%	25%
Wales	Percentage of sites with at least one skill-shortage vacancy	6%	5%	10%	6%
	Skill-shortage vacancy density (SSVs as a share of vacancies)	27%	24%	35%	28%
Scotland	Percentage of sites with at least one skill-shortage vacancy	6%	no data	10%	7%
	Skill-shortage vacancy density (SSVs as a share of vacancies)	24%	no data	31%	27%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: England: 8,639; Northern Ireland: 3,388; Wales: 5,605;

Scotland: 5,080 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

Explore data

As in 2022, the sector with the highest SSV density was Construction (45% in 2024, though down from 52% in 2022). In Education (36%), Manufacturing (34%), Primary Sector and Utilities (34%) and Arts and Other Services (33%), around a third of vacancies were SSVs. There was a large decrease in SSV density in Information and Communications (from 43% in 2022 to 17% in 2024). SSV density was lowest in Public Administration (7%, a large decrease from the 27% in 2022). The only sector to see an increase in SSV density in 2024 was Primary Sector and Utilities (34% vs. 28% in 2022).

The sectors with the highest volume of SSVs were Business Services (58,000), Health and Social Work (39,100) and Wholesale and Retail (27,400). Together these three sectors account for half (50%) of all SSVs, slightly higher than their combined share of all employment (47%). These three sectors also had the highest number of SSVs in 2022, though at much higher levels in that year than in 2024 (102,400, 110,200 and 56,000 respectively in 2022).

[Chart](#)

[Table](#)

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Density of skill-shortage vacancies (SSVs as a proportion of all vacancies) by sector (2017-2024)

	2017	2022	2024
Construction	36%	52%	45%
Education	22%	38%	36%
Manufacturing	29%	42%	34%
Primary Sector & Utilities	33%	28%	34%
Arts & Other Services	25%	37%	33%
Business Services	24%	36%	31%
Wholesale & Retail	18%	30%	25%
Transport & Storage	29%	33%	22%
Hotels & Restaurants	17%	29%	22%
Health & Social Work	22%	40%	21%
Information & Communications	25%	43%	17%
Financial Services	18%	24%	17%
Public admin.	14%	27%	7%

[Show full screen table](#)

[Data symbols](#) 

[Back to top](#)

Source: Employer Skills Survey. Base: 2024 range: Financial Services 71 to Health & Social Work 914 (all sites with vacancies).

Explore and edit this data online

Use our table tool to explore this data.

By English region, the South East had the highest incidence of SSVs in 2024 (8%), while the West Midlands had the lowest (4%). In terms of SSV density, this was highest in the South West in 2024 (40%), while being lowest in the West Midlands and the East of England (both 19%). The region with the highest volume of SSVs in 2024 was London (45,600), while the North East had the lowest (7,400).

By size, the highest SSV density was found among sites with 2 to 4 employees. This was also the case in 2017 and 2022. SSV density among sites with 2 to 4 employees in 2024 was unchanged from 2022 (42%). In other size bands SSV density was lower in 2024 than in 2022, with the particularly marked decrease among employers with 100 or more employees, from 34% in 2022 to 19% in 2024, much closer to the 2017 result (16%).



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 3-6 Skill-shortage vacancies as a proportion of all vacancies (SSV density) by size (2017-2024)

	2017	2022	2024
2 to 4	31%	42%	42%
5 to 24	26%	37%	32%
25 to 49	22%	34%	24%
50 to 99	20%	32%	28%
100 or more	16%	34%	19%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 2 to 4 employees: 518; 5 to 24 employees: 2,415; 25 to 49 employees: 1,235; 50 to 99 employees: 855; 100 or more employees: 707 (all sites with vacancies).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Employers were most likely to have experienced skills-related difficulties when recruiting for Skilled Trades positions (48% of all vacancies in this occupation were SSVs). This was

followed by Caring and Leisure (30%), Professional (29%) and Machine Operative roles (29%). SSV density has decreased among all occupation types since 2022, with the largest decreases occurring for Administrative and Secretarial occupations (36% to 19%), Sales and Customer Service occupations (32% to 16%) and Associate Professionals (35% to 24%). More details of the specific types of role that fall into each of the 1 digit SOC categories can be found in [SOC 2020 \(opens in new tab\)](#).

[Chart](#)

[Table](#)

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

▶ [Export options](#)

Skill-shortage vacancy density (as a percentage of vacancies for the SOC code) by one digit Standard Occupational Classification (SOC) (2022-2024)

[Release home](#)

[Explore and download data](#)

[Methodology](#)

1 - Managers, directors and senior officials	29%	21%
2 - Professional occupations	38%	29%
3 - Associate professional occupations	35%	24%
4 - Administrative and secretarial occupations	36%	19%
5 - Skilled trades occupations	51%	48%
6 - Caring, leisure and other service occupations	39%	30%
7 - Sales and customer service occupations	32%	16%
8 - Process, plant and machine operatives	35%	29%
9 - Elementary occupations	26%	18%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024 range: Managers 368 to Professionals 1,135; 2022 range: Managers 1,234 – Elementary occupations 5,286 (all sites with vacancies in each type of occupation). Note, 2022 figures have changed since the ESS 2022 Official Statistics publication, as data has been retrospectively reclassified to SOC 2020 to provide comparability with the 2024 results.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Skills gaps

The Employer Skills Survey (ESS) measures the incidence, volume, density of skills gaps, overall and at a national, sectoral and occupational level.

- Skills gap **incidence** is the proportion of sites judging at least one employee not fully proficient.
- Skills gap **density** is the number of employees that were judged not fully proficient as a proportion of all employees.
- Skills gap **volume** is the number of employees that were judged not fully proficient.

Incidence, density and volume of skills gaps

In 2024, 12% of employers reported skills gaps (at least one member of staff judged to lack full proficiency), lower than in 2022 (15%). In total 1.26 million employees in the UK workforce were judged by employers to have a skills gap, a decrease compared with 2022 (1.72 million) but very similar to 2017 (1.27 million). Results in 2024 are equivalent to 4.0% of employees being considered by their employer to have a skills gap, lower than the proportion found in 2022 (5.7%) and in 2017 (4.4%).

The incidence, density and volume of skills gaps in 2024 was lower than at any other time in the ESS series.



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 4-1 Number of employees considered not to be fully proficient in their job (volume of skills gaps) (2011-2024)

	2011	2013	2015	2017	2022	2024
Number of skill gaps (employees not fully proficient)	1,485,500	1,409,900	1,380,200	1,267,500	1,723,700	1,256,000

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites). Volume data is rounded to the nearest hundred.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Incidence and density of skills gaps at UK level (2011-2024)

	2011	2013	2015	2017	2022	2024
Percentage of sites with at least one skill gap (i.e. 1+ employee not fully proficient)	17%	15%	14%	13%	15%	12%
Skill gap density (the proportion of employees judged not fully proficient)	5.5%	5.2%	5.0%	4.4%	5.7%	4.0%

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

The volume of skills gaps decreased across all nations compared with 2022, particularly in England and Scotland. There were around 1,078,300 employees with skills gaps in England in 2024 (down from 1,516,500 in 2022), 33,400 in Northern Ireland (down from

36,700 in 2022), 50,400 in Wales (down from 51,500 in 2022) and 94,500 in Scotland (down from 118,900 in 2022).

Employers in Scotland were more likely than the rest of the UK to have any skills gaps (14%, compared with 12% in England and Wales, and 11% in Northern Ireland). The proportion of employers with skills gaps decreased from 2022 levels in Scotland, England and Wales (when figures were 15%, 15% and 14% respectively), but were unchanged in Northern Ireland (11%).

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Percentage of sites with skills gaps by nation (2017-2024)

	2017	2019	2022	2024
England	13%	13%	15%	12%
Northern Ireland	12%	10%	11%	11%
Wales	13%	13%	14%	12%
Scotland	16%	no data	15%	14%

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: England: 8,639; Northern Ireland: 3,388; Wales: 5,605; Scotland: 5,080 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Skills gap density was broadly similar across nations, ranging from 4.1% in England to 3.8% in Scotland. Skills gaps density in each nation was lower than in 2022, particularly in England (4.1%, down from 5.9% in 2022), Scotland (3.8%, down from 4.8%) and Northern

Ireland (4.0%, down from 4.6%).

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 4-2 Percentage of employees with skills gaps (skills gaps density) by nation (2017-2024)

	2017	2019	2022	2024
England	4.3%	4.6%	5.9%	4.1%
Northern Ireland	3.8%	3.3%	4.6%	4.0%
Wales	4.7%	4.0%	4.1%	3.9%
Scotland	5.0%	no data	4.8%	3.8%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: England: 8,639; Northern Ireland: 3,388; Wales: 5,605; Scotland: 5,080 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

By sector, employers in Education (17%) and Hotels and Restaurants (15%) were the most likely to have any skills gaps. However, the two sectors were very different in terms of the

proportion of employees with a skills gap (skills gap density). In Education this was much lower than average (2.2%, only Information and Communications was lower at 2.0%), while in Hotels and Restaurants the proportion was higher than any other sector (6.2%; this was also the case in 2022 and 2017). Overall, in three sectors employers indicated that at least one in twenty employees had a skills gap: Hotels and Restaurants (6.2%), Wholesale and Retail (5.3%) and Primary Sector and Utilities (5.2%). The proportion of employees described as having a skills gap in 2024 was lower in every sector than in 2022 except for Primary Sector and Utilities employers (5.2% compared with 4.6% in 2022) and Health and Social Work (4.3% compared with 3.7% in 2022).

By English region, Yorkshire and The Humber had the highest incidence of skills gaps (14%). In all other regions, 11% or 12% of employers reported having any skills gap within their workforce. In terms of skills gap density, London had the highest proportion of staff with skills gaps (5.6%) while the East of England had the lowest (2.7%).

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Density of skills gaps by sector (2017-2024)

	2017	2022	2024
Hotels & Restaurants	6.7%	8.6%	6.2%
Wholesale & Retail	5.1%	6.2%	5.3%
Primary Sector & Utilities	4.7%	4.6%	5.2%
Manufacturing	5.8%	7.5%	4.4%
Arts & Other Services	3.9%	5.2%	4.4%
Health & Social Work	3.3%	3.7%	4.3%
Financial Services	5.0%	7.7%	4.0%
Construction	4.0%	5.4%	3.7%
Business Services	4.3%	6.9%	3.6%
Public admin.	3.9%	4.2%	3.0%
Transport & Storage	3.2%	3.7%	2.9%
Education	2.9%	3.4%	2.2%
Information & Communications	4.4%	5.8%	2.0%

[Show full screen table](#)

[Data symbols](#) 

[Back to top](#)

Source: Employer Skills Survey. Base: 2024 range: Public Administration 251 to Wholesale & Retail 4,440 (all sites in each sector).

Explore and edit this data online

Use our table tool to explore this data.

The incidence of skills gaps generally increased with site size, ranging from 4% among the smallest sites with 2 to 4 employees to 38% among those with 100 or more employees. Skills gap density followed a similar trend, increasing from 1.8% among employers with 2 to 4 employees, to 3.7% for employers with 5 to 24 employees, up to 4.6% among those with 100 or more employees.

[Back to top](#)

Training and workforce development

Incidence of training and workforce development

Almost three-fifths (59%) of UK employers in 2024 had funded or arranged training over the previous 12 months for their employees. This is lower than the proportion in 2022 (60%), and in the 2011 to 2019 period (65% to 66%).

By nation, as in 2022, the proportion of employers providing training was highest in Scotland (63%) and lowest in Northern Ireland (56%). In each nation, there was no statistically significant change from 2022 to 2024 in the proportion of employers providing training. However, it was also the case that in England, Northern Ireland and Scotland the proportion of employers providing training in 2024 was at the lowest level in the ESS series, and in Wales it was at the lowest equal level (60%, unchanged from 2022).

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Percentage of sites training by nation (2017-2024)

	2017	2019	2022	2024
England	66%	61%	60%	59%
Northern Ireland	63%	59%	58%	56%
Wales	62%	62%	60%	60%
Scotland	71%	no data	64%	63%

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: England: 8,639; Northern Ireland: 3,388; Wales: 5,605; Scotland: 5,080 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

By sector, employers in the Education (88%), Health and Social Work (83%) and Public Administration sectors (77%) were most likely to have provided training to staff in the last 12 months. This was also the case in 2022. However, the proportion of Public Administration employers providing training in 2024 (77%) had decreased compared with

2022 (87%).

Employers were least likely to have provided training in Primary Sector and Utilities (48%), Construction (50%) and Manufacturing (51%). In the first two of these sectors the proportion was similar to 2022 (47% and 52% respectively), but in Manufacturing the proportion of employers that provided training in 2024 was lower than in 2022 (54%). There was also a decrease in the proportion of employers providing training in 2024 compared with 2022 in Wholesale and Retail (53% from 55%). In Transport and Storage, there was an increase in the proportion of employers providing training in 2024 compared with 2022 (from 57% to 62%).

In 2024, the South East (62%) and the South West (60%) were the English regions where employers were most likely to be providing training to their employees. This was least likely in the West Midlands (55%) and East Midlands (57%).

Likelihood of training being provided to staff increased with site size; less than half (44%) of employers with 2 to 4 employees had provided training in the last 12 months, increasing sharply to 73% among employers with 5 to 24 employees, and reaching as high as 96% among those with 250 or more employees.

The survey captures two main types of training employers may provide:

- Off-the-job training: training beyond that which takes place on-the-job or as part of an individual's normal work duties. This can be undertaken at an employer's premises, at a provider, at home or elsewhere.
- On-the-job training: training undertaken at the individual's work position and covering activities that would be recognised as training by staff, rather than learning by experience which can take place all the time.

Employers may provide one or both of these types of training.

In 2024, approaching half (48%) of UK employers had provided on-the-job training to their staff over the past 12 months. This was lower than the 49% figure in 2022, and continues a downward trend from 52% to 53% in the 2011 to 2017 period. The proportion of employers providing off-the-job training in 2024 (40%) was higher than in 2022 (39%) but still far lower than in the 2011 to 2017 period (when the proportion was in the 47% to 49% range).

Around one in five (19%) UK employers offered on-the-job training only, a decrease from 21% in 2022.

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Percentage of sites in the UK providing on-the-job, off-the-job, on-the-job only and training in general (2011-2024)

	2011	2013	2015	2017	2022	2024
Percentage of sites that have funded or arranged any training for staff over the past 12 months	65%	66%	66%	66%	60%	59%
Percentage of sites that have funded or arranged only on-the-job training for staff over the past 12 months	19%	17%	17%	18%	21%	19%
Percentage of sites that have funded or arranged any off-the-job training for staff over the past 12 months	47%	49%	49%	48%	39%	40%
Percentage of sites that have funded or arranged any on-the-job training for staff over the past 12 months	53%	52%	53%	53%	49%	48%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Proportion of staff trained

Employers in the UK had trained a total of 19.6 million staff over the previous 12 months, an increase from 18.2 million in 2022 and 17.9 million in 2017, and the highest the figure has been in the ESS series (Table 5-1). The proportion of the workforce trained over the last 12 months was higher in 2024 (63%) than in 2022 (60%), but similar to the figures found from 2013 to 2017 (62%-63%), as shown in Figure 5-3.

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Percentage of staff trained over the last 12 months at UK level (2011-2024)

	2011	2013	2015	2017	2022	2024
Percentage of employees that received any training in the past 12 months	55%	62%	63%	62%	60%	63%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 5-1 Number of staff trained at UK level (2011-2024)

	2011	2013	2015	2017	2022
Number of employees trained in the past 12 months	14,732,800	16,793,100	17,405,400	17,908,600	18,162,500

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 22,712; 2022: 72,918; 2017: 87,430; 2015: 91,210; 2013: 91,279; 2011: 86,522 (all sites). Volume data is rounded to the nearest hundred.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

As shown in Figure 5-4, the proportion of staff trained over the previous 12 months was highest in Wales (64%) and England (63%); a lower proportion of staff received training in Northern Ireland (61%) and Scotland (60%). The only statistically significant change in the proportion of staff trained compared with 2022 was the increase in England from 60% to

63% in 2024.

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Percentage of staff trained over the last 12 months by nation (2017-2024)

	2017	2019	2022	2024
England	62%	60%	60%	63%
Northern Ireland	60%	62%	64%	61%
Wales	58%	65%	63%	64%
Scotland	62%	no data	59%	60%

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: England: 6,087; Northern Ireland: 2,388; Wales: 4,014; Scotland: 3,672 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

The highest proportion of staff receiving training was seen in Financial Services (82%), Education (81%), and Health and Social Work (80%), and the lowest proportion was seen in Manufacturing (48%), Construction (49%) and Wholesale and Retail (50%). In a number of sectors the proportion of staff trained over the last 12 months had increased compared with 2022. These increases were largest in Transport and Storage (62%, up from 50%), Primary Services and Utilities (54%, up from 46%), Arts and Other Services (62%, up from 55%) and Financial Services (82%, up from 75%). The reverse was true in Public Administration, where the proportion of staff trained in the previous 12 months was lower in 2024 (55%) than in 2022 (75%).

In terms of English region, staff in Yorkshire and The Humber (68%) and London (67%) were most likely to have received any training delivered by their employer in 2024, while those in the South West (56%) and the East of England (57%) were the least likely.

As in previous years, larger employers tended to train a greater proportion of their staff. Among sites with 2 to 4 employees, 37% of staff had received training in the previous 12 months, rising to 55% among sites with 5 to 24 employees and to 69% among those with 25 or more employees.

Types of training provided

The most common type of training provided by employers that had trained was job specific training (85%); this was consistent with 2022 (84%). Health and safety training was the next most common form of training provided (74%, up from 71% in 2022), as shown in Figure 5-5. There were also increases in the proportion of training employers that had provided training in new technology (50%, up from 46% in 2022) and management training (34% from 32% in 2022).

[Chart](#) [Table](#)

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Types of training provided over the last 12 months by UK sites that train (2017-2024) (prompted)

	2017	2022	2024
Percentage of sites providing job specific training	84%	84%	85%
Percentage of sites providing health and safety or first aid training	74%	71%	74%
Percentage of sites providing basic induction training	65%	64%	64%
Percentage of sites providing new technology training	48%	46%	50%
Percentage of sites providing extensive induction training	36%	37%	37%
Percentage of sites providing management training	35%	32%	34%
Percentage of sites providing supervisory training	35%	33%	34%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024:16,161; 2022: 51,077; 2017: 67,950 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

As in previous waves of ESS, small sites with 2 to 4 staff were not only less likely to train than larger employers, but those that did train were less likely to provide each type of training. For example, only a fifth of employers in this category (21%) provided supervisory training in 2024.

Online or e-learning training

Seven in ten (70%) employers that provided training had funded or arranged online training or e-learning for their staff in the previous 12 months, up from 67% in 2022 and 51% in 2017. As shown in Figure 5-6, mirroring previous years, the likelihood of training employers providing online training or e-learning was lowest in Northern Ireland (61%). Compared with 2022 there has been an increase in the proportion of training employers providing online training or e-learning in England (71%, up from 67%) and in Scotland (69%, up from 66%).

[Chart](#)

[Table](#)



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Percentage of sites offering any online training or e-learning over the last 12 months by nation (2017-2024)

	2017	2019	2022	2024
England	52%	56%	67%	71%
Northern Ireland	38%	42%	60%	61%
Wales	50%	54%	69%	70%
Scotland	51%	no data	66%	69%

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: England: 6,087; Northern Ireland: 2,388; Wales: 4,014; Scotland: 3,672 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

As in previous years, the proportion of training providers providing online training or e-learning varied widely by sector, from 48% among Primary Sector and Utilities employers

(up from 43% in 2022, when it was also the sector least likely to provide this type of training), to 86% among Health and Social Work employers and 90% among Education sector employers. There were four sectors where training employers were more likely to have used online training or e-learning compared with 2022: Construction (60%, up from 53%), Wholesale and Retail (69%, up from 63%), Financial Services (83%, up from 78%), and Business Services (76%, up from 71%).

By English region, the West Midlands (75%), the North East (74%) and the East of England (also 74%) had the highest proportion of employers funding or arranging online training or e-learning for their staff, while the East Midlands had the lowest (62%).

Similar to previous years, the likelihood of providing online training or e-learning increased with site size, from 62% of sites with 2 to 4 employees that trained (up from 57% in 2022), to 92% of sites with 100 or more employees.

Training days

Employers had provided 111 million training days over the last 12 months, equivalent to 5.7 days per year per person trained ('per trainee'), and 3.6 days per employee. By comparison, in 2022 108 million training days had been provided, equivalent to 6.0 days per trainee and 3.6 days per employee. The total number of training days in England (c.93.6 million) was 3.6% higher than in 2022 (c.90.3 million), while the figure in Scotland (c.9.0 million) was 6.7% lower than in 2022 (c.9.6 million).



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 5-2 Total training and development days by nation (2017-2024)

	2017	2019	2022	2024
England	97,581,000	91,883,000	90,343,000	93,629,000
Northern Ireland	2,572,000	2,654,000	2,908,000	2,948,000
Wales	4,357,000	4,205,000	5,316,000	5,411,000
Scotland	9,958,000	no data	9,635,000	8,987,000
United Kingdom	114,470,000	no data	108,201,000	110,974,000

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 16,161; 2022: 51,077; 2019 (excluding Scotland): 59,049; 2017: 67,950 (all sites providing training). Volume data is rounded to the nearest thousand.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

When looking at English region in 2024, employers in London provided the highest number of training days (18.2 million) while those in the North East (3.5 million days) and the East

Midlands (6.4 million days) provided the lowest.

By employer size, the most notable changes in total number of training days compared with 2022 were a decrease among those with 5 to 24 employees from 30.2 million days to 25.8 million (a decrease of 14.6%), and an increase among sites with 100 or more employees from 36.7 million to 43.4 million (an increase of 18.3%).



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

Table 5-3 Total training and development days by site size (2017-2024)

	2017	2022	2024
2 to 4	9,947,000	9,049,000	8,343,000
5 to 24	28,481,000	30,193,000	25,792,000
25 to 49	17,037,000	16,475,000	16,518,000
50 to 99	16,278,000	15,818,000	16,961,000
100 or more	42,727,000	36,667,000	43,361,000

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 16,161; 2022: 51,077; 2017: 67,950 (all sites providing training). Volume data is rounded to the nearest thousand.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

The number of training days per trainee was lower in 2024 (5.7 days) than in either 2022 (6.0 days) or 2017 (6.4 days). Training days per employee in 2024 was unchanged from

2022 (3.6 days), but lower than in 2017 (4.0 days).

By nation, training days per trainee in 2024 ranged from 5.6 days in England to 6.6 days in Wales. In Northern Ireland training days per trainee was unchanged from 2022 (5.8 days per year), but had decreased slightly in the other nations, with the decrease most pronounced in Scotland (from 6.7 days in 2022 to 6.0 days in 2024).

By English region, training days per trainee were highest in the East of England (7.2 days), South West (6.9 days) and North West (6.8 days). The regions with the lowest training days per trainee were Yorkshire and The Humber (4.8 days), the South East (4.9 days) and the East Midlands (also 4.9 days).

By size, it remained the case in 2024 that training days per trainee was highest in the smallest sites with 2 to 4 employees (8.2 days). Training days per trainee was lower in 2024 than in 2022 across all size bands except the largest employers with 100 or more employees (4.5 days vs. 4.3 days in 2022).



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 5-4 Average training and development days per trainee by nation (2017-2024)

	2017	2019	2022	2024
England	6.4	6.0	5.9	5.6
Northern Ireland	5.7	5.4	5.8	5.8
Wales	6.2	5.1	6.8	6.6
Scotland	6.5	no data	6.7	6.0
United Kingdom	6.4	no data	6.0	5.7

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 16,161; 2022: 51,077; 2017: 67,950 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

Explore data



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 5-5 Average training and development days per trainee by site size (2017-2024)

	2017	2022	2024
2 to 4	8.9	8.8	8.2
5 to 24	7.5	7.7	6.6
25 to 49	7.4	7.2	6.7
50 to 99	6.9	6.6	6.4
100 or more	5.1	4.3	4.5

[Show full screen table](#)

[Data symbols](#)

Source: Employer Skills Survey. Base: 2024: 16,161; 2022: 51,077; 2017: 67,950 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

Explore data

While training days per employee in 2024 was unchanged from 2022 across the UK (3.6 days) and England (3.5 days) or Wales (4.2 days), it was lower in Scotland (3.6 days from

3.9 days in 2022) and in Northern Ireland (3.5 days from 3.7 days). By size, training days per employee had decreased compared to 2022 for sites with fewer than 50 staff but had increased for those with 50 or more employees (see Table 5-7).



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 5-6 Average training and development days per employee by nation (2017-2024)

	2017	2019	2022	2024
England	4.0	3.6	3.5	3.5
Northern Ireland	3.5	3.4	3.7	3.5
Wales	3.6	3.3	4.2	4.2
Scotland	4.1	no data	3.9	3.6
United Kingdom	4.0	no data	3.6	3.6

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 16,161; 2022: 51,077; 2017: 67,950 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

Explore data



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 5-7 Average training and development days per employee by site size (2017-2024)

	2017	2022	2024
2 to 4	3.8	3.2	3.0
5 to 24	4.2	4.3	3.7
25 to 49	4.8	4.5	4.3
50 to 99	4.5	4.3	4.5
100 or more	3.5	2.8	3.1

[Show full screen table](#)

[Data symbols](#) 

Source: Employer Skills Survey. Base: 2024: 16,161; 2022: 51,077; 2017: 67,950 (all sites providing training).

Explore and edit this data online

Use our table tool to explore this data.

Explore data

By English region, the North West (4.3 days) and the East of England (4.1 days) had the highest number of training days per employee, while the East Midlands (3.0 days) and

South East (3.2 days) had the lowest.

[Back to top](#)

Investment in training

Total training expenditure

Total employer expenditure on training and development over the previous 12 months was £53.0 billion. Spend was relatively evenly divided between off-the-job training and on-the-job training (£26.9bn and £26.1bn respectively).

The 2024 training expenditure of £53.0 billion represents a 10.2% decrease in real terms on the 2022 figure of £59.0 billion, a 17.1% decrease in real terms since 2017 when total training expenditure stood at £63.9 billion and an 18.5% decrease in real terms since 2011, when total training expenditure stood at £65.1 billion. For figures from earlier years, inflation has been taken into account.

Training spend decreased compared with 2022 in each nation, with the percentage decrease most pronounced in England, which saw a decrease of 11.1% in real terms. Total training expenditure in England was at its lowest level since the series began in 2011. There was a 6.4% decrease in Wales compared with 2022, a 4.2% decrease in Northern Ireland and a decrease of 3.4% in Scotland (Table 6-1).



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► [Export options](#)

**Table 6-1 Total training expenditure in 2024 prices
by nation (2011-2024)**

	2011	2013	2015	2017	2019	2021
England	£55,360m	£51,498m	£53,276m	£54,328m	£49,375m	£50,445m
Northern Ireland	£1,811m	£1,583m	£1,297m	£1,495m	£1,353m	£1,457m
Wales	£2,442m	£2,747m	£2,863m	£2,817m	£2,198m	£2,532m
Scotland	£5,447m	£4,936m	£4,647m	£5,304m	no data	£4,561m
United Kingdom	£65,061m	£60,764m	£62,083m	£63,943m	no data	£58,995m

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.
2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2019 (excluding Scotland): 10,255; 2017: 12,466; 2015: 12,614; 2013: 12,522; 2011: 11,027 (sites completing the Investment in Training study). Total spend rounded to the nearest £1,000,000.

Explore and edit this data online

Use our table tool to explore this data.

Training expenditure decreased compared to 2022 in each size category (Table 6-2). Across all sizes of employer, total training expenditure was at its lowest level in real terms in the ESS series. This decrease is most marked when looking at large employers with 100 or more employees, which have seen a 32.3% decrease in total training spend in real terms since 2011.

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

► [Export options](#)

**Table 6-2 Total training expenditure in 2024 prices
by site size (2011-2024)**

	2011	2013	2015	2017	2022	2024
2 to 4	£8,085m	£7,850m	£8,030m	£8,868m	£7,720m	£6,347m
5 to 24	£17,856m	£17,986m	£19,206m	£19,934m	£18,325m	£16,057m
25 to 49	£9,110m	£9,110m	£8,664m	£9,709m	£8,470m	£8,289m
50 to 99	£8,191m	£7,839m	£8,870m	£7,800m	£8,325m	£7,542m
100 or more	£21,819m	£17,979m	£17,312m	£17,632m	£16,156m	£14,767m

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.
2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2017: 12,466; 2015: 12,614; 2013: 12,522; 2011: 11,027 (sites completing the Investment in Training study). Total spend rounded to the nearest £1,000,000.

Explore and edit this data online

Use our table tool to explore this data.

Explore data

In 2024, total training expenditure increased in four sectors when compared with 2022: Primary Sector and Utilities, Wholesale and Retail, Transport and Storage, and Education (Table 6-3). The Public Administration sector saw total training spend decrease by more than half in real terms since 2017.



Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

**Table 6-3 Total training expenditure in 2024 prices
by sector (2017-2024)**

	2017	2022	2024
Business Services	£14,032m	£14,421m	£13,419m
Wholesale & Retail	£9,364m	£6,064m	£6,839m
Health & Social Work	£7,980m	£7,867m	£6,071m
Education	£5,436m	£5,402m	£5,566m
Construction	£3,942m	£4,277m	£3,695m
Hotels & Restaurants	£4,555m	£4,120m	£3,302m
Manufacturing	£4,346m	£4,083m	£3,292m
Arts & Other Services	£3,367m	£2,431m	£2,386m
Information & Communications	£2,045m	£2,367m	£2,115m
Transport & Storage	£2,260m	£1,942m	£1,993m
Primary Sector & Utilities	£1,537m	£1,346m	£1,565m
Financial Services	£1,818m	£1,999m	£1,381m
Public admin.	£3,260m	£2,676m	£1,379m

[Show full screen table](#)

[Data symbols](#) 

[Back to top](#)

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.

2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2017: 12,466 (sites completing the Investment in Training study). Total spend rounded to the nearest £1,000,000.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

Within English regions, training expenditure decreased across most regions since 2022 but increased in three: Yorkshire and the Humber, the North East and the West Midlands (Table 6-4). In 2024, training expenditure in real terms was lower among all English regions when compared with 2011. This was particularly noticeable in the South East, where training expenditure fell in real terms from £10.4 billion in 2011 to £6.8 billion in 2024, a decrease of 34.5%.

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

► [Export options](#)

Table 6-4 Total training expenditure in 2024 prices by English region (2011-2024)

	2011	2013	2015	2017	2019	20
East Midlands	£3,354m	£3,884m	£3,968m	£3,534m	£4,051m	£4,701
East of England	£5,798m	£5,602m	£5,062m	£6,037m	£4,646m	£5,541
London	£11,897m	£10,137m	£13,086m	£12,079m	£10,055m	£12,071
North East	£1,812m	£1,954m	£2,650m	£1,479m	£1,455m	£1,361
North West	£7,532m	£5,541m	£5,579m	£7,072m	£7,260m	£6,271
South East	£10,359m	£10,320m	£10,204m	£9,341m	£7,613m	£8,531
South West	£5,727m	£4,374m	£4,181m	£5,444m	£4,468m	£4,271
West Midlands	£4,744m	£4,861m	£4,480m	£4,824m	£5,651m	£4,431
Yorkshire and The Humber	£4,138m	£4,827m	£4,065m	£4,518m	£4,175m	£3,241

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.

2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 2,150; 2022: 7,801; 2019: 8,068; 2017: 8,872; 2015: 9,616; 2013: 8,704; 2011: 11,027 (sites completing the Investment in Training study in England). Total spend rounded to the nearest £1,000,000.

Explore and edit this data online

Use our table tool to explore this data.

Explore data

Spend per trainee

Employers' total investment in training over the previous 12 months was equivalent to around £2,710 per person trained, down from £3,250 in 2022. This represents a 38.7% decrease in real terms since 2011 and is at its lowest level since the series began. By nation, training spend per person trained was highest in Scotland (£2,940) and lowest in England (£2,680) (Table 6-5).

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

► Export options

Table 6-5 Investment in training per trainee in 2024 prices by nation (2011-2024)

	2011	2013	2015	2017	2019	2022	2024
England	£4,510	£3,640	£3,620	£3,570	£3,240	£3,270	£2,680
Northern Ireland	£4,180	£3,710	£2,800	£3,330	£2,770	£2,900	£2,730
Wales	£3,730	£3,800	£3,770	£4,000	£2,680	£3,220	£2,880
Scotland	£4,010	£3,300	£3,150	£3,480	no data	£3,160	£2,940
United Kingdom	£4,420	£3,620	£3,570	£3,570	no data	£3,250	£2,710

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.
2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2019 (excluding Scotland): 10,255; 2017: 12,466; 2015: 12,614; 2013: 12,522; 2011: 11,027 (sites completing the Investment in Training study). Spend rounded to the nearest £10.

Explore and edit this data online

Use our table tool to explore this data.

Within each site size analysed in the report training spend per person trained in 2024 was at its lowest point in the series. As in previous years, training spend per person trained decreased as site size increased, from £6,260 in sites with 2 to 4 employees to £1,550 in sites with 100 or more employees (Table 6-6).

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 6-6 Investment in training per trainee in 2024 prices by site size (2011-2024)

	2011	2013	2015	2017	2022	2024
2 to 4	£8,450	£7,970	£7,920	£7,920	£7,490	£6,260
5 to 24	£5,300	£5,130	£5,130	£5,240	£4,660	£4,130
25 to 49	£4,600	£4,350	£3,840	£4,230	£3,680	£3,340
50 to 99	£4,080	£3,470	£3,860	£3,310	£3,490	£2,840
100 or more	£3,400	£2,260	£2,140	£2,120	£1,900	£1,550

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they

may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.

2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2017: 12,466; 2015: 12,614; 2013: 12,522; 2011: 11,027 (sites completing the Investment in Training study). Spend rounded to the nearest £10.

Explore and edit this data online

Use our table tool to explore this data.

Explore data

By sector, training spend per person trained was highest in Construction (£5,350) and lowest in Financial Services, Public Administration and Health and Social Work (each around £1,700). Training spend per person trained was lower in 2024 than 2022 in real terms in every sector except for Wholesale and Retail (increasing from £2,570 per trainee in 2022 to £3,120 in 2024) (Table 6-7).

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

► Export options

Table 6-7 Investment in training per trainee in 2024 prices by sector (2017-2024)

	2017	2022	2024
Construction	£6,520	£6,510	£5,350
Business Services	£4,330	£4,500	£3,710
Primary Sector & Utilities	£3,830	£3,640	£3,400
Wholesale & Retail	£3,500	£2,570	£3,120
Manufacturing	£3,720	£3,390	£2,920
Information & Communications	£3,790	£4,210	£2,820
Arts & Other Services	£4,200	£3,450	£2,790
Education	£2,750	£2,590	£2,540
Transport & Storage	£3,350	£2,630	£2,140
Hotels & Restaurants	£3,420	£2,740	£2,030
Health & Social Work	£2,600	£2,510	£1,730
Financial Services	£2,680	£3,550	£1,720
Public admin.	£4,300	£2,480	£1,690

[Show full screen table](#)

[Data symbols](#) 

[Back to top](#)

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.

2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Base: 2024: 5,935; 2022: 11,832; 2017: 12,466 (sites completing the Investment in Training study). Spend rounded to the nearest £10.

Explore and edit this data online

Use our table tool to explore this data.

Explore data

Spend per employee

Employers' total investment in training over the previous 12 months was equivalent to around £1,700 per person employed, down from around £1,960 in 2022. This represents a 29.5% decrease in real terms since 2011 and is at its lowest level since the series began. Training spend per person employed was highest in Wales (£1,850) compared with figures of £1,670 in Northern Ireland, £1,690 in England and £1,770 in Scotland (Table 6-8).

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

► Export options

Table 6-8 Investment in training per employee in 2024 prices by nation (2011-2024)

	2011	2013	2015	2017	2019	2022	2024
England	£2,440	£2,260	£2,270	£2,220	£1,940	£1,970	£1,690
Northern Ireland	£2,330	£2,180	£1,800	£2,010	£1,720	£1,840	£1,670
Wales	£2,100	£2,350	£2,400	£2,310	£1,740	£2,010	£1,850
Scotland	£2,320	£2,140	£1,970	£2,170	no data	£1,850	£1,770
United Kingdom	£2,410	£2,250	£2,240	£2,220	no data	£1,960	£1,700

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.
2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2019 (excluding Scotland): 10,255; 2017: 12,466; 2015: 12,614; 2013: 12,522; 2011: 11,027 (sites completing the Investment in Training study). Total spend rounded to the nearest £10.

Explore and edit this data online

Use our table tool to explore this data.

As with spend per person trained, within each site size analysed in the report training spend per person employed in 2024 was at its lowest point in the series. This was particularly notable for the largest employers (with 100 or more employees), where training spend per employee decreased by 44% in real terms in the series.

! Some rows and columns are not shown in this table as the data does not exist in the underlying file.

► Export options

Table 6-9 Investment in training per employee in 2024 prices by site size (2011-2024)

	2011	2013	2015	2017	2022	2024
2 to 4	£3,390	£3,280	£3,370	£3,350	£2,730	£2,300
5 to 24	£2,790	£2,790	£2,870	£2,910	£2,590	£2,280
25 to 49	£2,690	£2,730	£2,490	£2,710	£2,310	£2,180
50 to 99	£2,400	£2,280	£2,540	£2,160	£2,280	£2,010
100 or more	£1,910	£1,580	£1,480	£1,450	£1,250	£1,070

[Show full screen table](#)

[Data symbols](#) 

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they

may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.

2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2017: 12,466; 2015: 12,614; 2013: 12,522; 2011: 11,027 (sites completing the Investment in Training study). Total spend rounded to the nearest £10.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

By sector, training spend per person employed in 2024 was highest in the Construction sector (£2,630 per employee) and lowest in the Public Administration sector (£920 per employee). Looking at the longer-term trend in training spend per person employed, training spend per person employed was lower across all sectors in 2024 when compared with 2017.

 **Some rows and columns are not shown in this table as the data does not exist in the underlying file.**

► [Export options](#)

Table 6-10 Investment in training per employee in 2024 prices by sector (2017-2024)

	2017	2022	2024
Construction	£3,260	£3,180	£2,630
Business Services	£2,620	£2,470	£2,240
Education	£2,100	£2,000	£2,050
Primary Sector & Utilities	£1,980	£1,660	£1,850
Arts & Other Services	£2,500	£1,880	£1,730
Information & Communications	£2,010	£2,320	£1,630
Wholesale & Retail	£2,050	£1,340	£1,570
Financial Services	£1,930	£2,660	£1,420
Manufacturing	£1,810	£1,680	£1,410
Health & Social Work	£2,050	£1,870	£1,390
Hotels & Restaurants	£2,130	£1,760	£1,330
Transport & Storage	£1,710	£1,310	£1,320
Public admin.	£2,530	£1,850	£920

[Show full screen table](#)

[Data symbols](#) 

[Back to top](#)

Footnotes

1. Where Investment in Training figures for years preceding 2022 are presented, they may differ from those presented in earlier reports due to a change in the methodology used for calculating the labour cost up-weight. Please see Chapter 3 of the accompanying technical report for further detail.

2. 2011 to 2022 training expenditure figures have been adjusted to reflect inflation, so that in effect they are presented in '2024 prices.' The adjustments used were an uplift of 43.4% for 2011; 35.9% for 2013; 33.9% for 2015; 29.5% for 2017; 24.2% for 2019; and 10.0% for 2022. Source: [ONS, Consumer price inflation tables 2025 \(2025\), Table 38 \(opens in new tab\)](#)

Source: Employer Skills Survey. Base: 2024: 5,935; 2022: 11,832; 2017: 12,466 (sites completing the Investment in Training study). Total spend rounded to the nearest £10.

Explore and edit this data online

Use our table tool to explore this data.

[Explore data](#)

[Back to top](#)

Contact us

If you have a specific enquiry about Employer Skills Survey statistics and data:

Surveys and Research Team

Email: Employer.SURVEYS@education.gov.uk

Contact name: Amy Clay

Press office

If you have a media enquiry:

Email: skills.england@education.gov.uk

Public enquiries

If you have a general enquiry about Skills England:

Email: skills.England@education.gov.uk

[Back to top](#)

Is this page useful?

Yes

No

[Report a problem with this page](#)



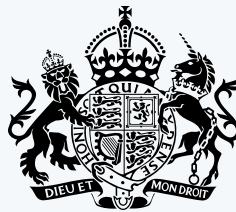
[Cookies](#) [Privacy notice](#) [Contact us](#) [Accessibility statement](#) [Glossary](#) [Help and support](#)

This service is maintained by the [Department for Education](#)

Our statistical practice is regulated by the [Office for Statistics Regulation \(OSR\)](#)

OGI All content is available under the [Open Government Licence v3.0](#), except where otherwise stated

Build: 20260602.26



© [Crown copyright](#)