

Public First Poll for Phoenix (business count)

Fieldwork: 13th Jul - 21st Jul 2022
Interview method: Online Survey
Population represented: UK Senior Business Decision Makers
Sample size: 502

Methodology:

All results are weighted using Iterative Proportional Fitting, or 'Raking'. The results are weighted by business size and region to Nationally Representative Proportions

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

List of Tables

1	In the last 12 months, how easy or difficult has it been for your business to find staff with the skills your company needs?	4
2	In the last three years, has your company found it easier or harder to find staff with the skills your company needs?	5
3	You said that you have found it harder to find staff with the skills your company needs. Which of the following best explains why this is?	6
4	Have you heard about Local Skills Improvement plans (LSIPs) before?	7
5	For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Data science/Statistics	8
6	For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: IT Literacy	9
7	For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Writing and written communication	10
8	For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Leadership	11
9	For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Management	12
10	How confident or unconfident are you that your employees will be able to stay in employment at your company without returning to formal education? .	13
11	Has your company offered its employees any formal training in the last 12 months?By this, we mean a day or more of training delivered by an external party and paid for by the company.	14
12	You said your company has not offered its employees any formal training in the last 12 months. Why is this?Please select all that apply.	15
13	And when was the last time, if ever, your company offered formal training to its staff?	16
14	And when was the last time, if ever, you personally received formal training for your job?	17
15	In your view, what types of training would be most useful for the staff at your company to take part in during the time they work at your company?Please select up to three of the following.	18
16	And which of those same types of training would be least useful for the staff at your company to take part in during the time they work at your company?Please select up to three of the following.	19
17	To what extent do you agree or disagree with the following statements?: Offering formal training beyond the basic functions of a job has a positive effect on people’s performance at work	20
18	To what extent do you agree or disagree with the following statements?: Getting formal training can greatly increase the chances of finding a job for those who are unemployed or at risk of redundancy	21
19	To what extent do you agree or disagree with the following statements?: Employers today are not doing enough to provide on-the-job training	22
20	To what extent do you agree or disagree with the following statements?: The Government is not doing enough to support on-the-job training	23
21	To what extent do you agree or disagree with the following statements?: Generally, employees are interested in on-the-job training	24
22	Which of the following comes closest to your view?	25
23	Which of the following should be most responsible for funding retraining courses so workers can gain new qualifications?	26
24	Which of the following should be most responsible for promoting access to retraining courses so workers can gain new qualifications?	27
25	In your view, has it become more or less important for people to upskill/retrain in the last few years?	28
26	You said it has become more important for people to upskill/retrain. Why do you say this?	29
27	In your view, how important or unimportant is upskilling (updating skills or professional knowledge) for someone hoping to do the following?: Move to a better paid job in the same sector	30

28 In your view, how important or unimportant is upskilling (updating skills or professional knowledge) for someone hoping to do the following?: Move to a job in a different sector 31

29 In your view, how important or unimportant is upskilling (updating skills or professional knowledge) for someone hoping to do the following?: Get a promotion 32

30 Do any of the following make you more or less likely to invest in upskilling for your business?: Brexit 33

31 Do any of the following make you more or less likely to invest in upskilling for your business?: The current labour market / Great Resignation 34

32 Do any of the following make you more or less likely to invest in upskilling for your business?: Wage inflation 35

33 To what extent would you say you understand what the following levels of qualification mean? : A-level 36

34 To what extent would you say you understand what the following levels of qualification mean? : T-level 37

35 To what extent would you say you understand what the following levels of qualification mean? : H-level 38

36 To what extent would you say you understand what the following levels of qualification mean? : BTEC 39

37 To what extent would you say you understand what the following levels of qualification mean? : Apprenticeship 40

38 To what extent would you say you understand what the following levels of qualification mean? : Bachelor’s degree 41

39 To what extent would you say you understand what the following levels of qualification mean? : Foundation degree 42

40 To what extent would you say you understand what the following levels of qualification mean? : Higher National Diploma 43

41 To what extent would you say you understand what the following levels of qualification mean? : Diploma of Higher Education 44

42 To what extent would you say you understand what the following levels of qualification mean? : National Vocational Qualification 45

43 Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : University undergraduate (bachelors) degrees 46

44 Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : University postgraduate (masters and PhD) degrees 47

45 Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : Level 4 and 5 qualifications (e.g. Higher National Certificate and Higher National Diploma respectively) 48

46 Do you think there are too many, too few, or the right amount of people pursuing the following types of qualification in the UK? : Apprenticeships 49

47 Which of the following comes closest to your view? 50

48 Imagine that an employee of yours was at risk of losing their job. How likely or unlikely would you be to suggest they retrain by pursuing a degree, certificate, or diploma? 51

49 Imagine that an employee of yours felt secure in their current job, but knew that they could get a promotion if they undertook further formal education (such as completing a course, qualification or certificate). How likely or unlikely would you be to suggest that they upskill by pursuing a degree, certificate or diploma? 52

50 To what extent do you agree or disagree with the following?: The Government should do more to help people retrain throughout their career 53

51 To what extent do you agree or disagree with the following?: It is the responsibility of an employer to help their employees build on their skills throughout their career 54

52 To what extent do you agree or disagree with the following?: We should put more emphasis on people who are in the middle of their career when talking about education 55

53 To what extent do you agree or disagree with the following?: We should put more emphasis on people who are in the end of their career when talking about education 56

54 To what extent do you agree or disagree with the following?: We place too much emphasis on university degrees when many jobs could be done without one 57

55 To what extent do you agree or disagree with the following?: There is too much stigma around technical qualifications like apprenticeships 58

56 In your view, which of the following age groups are the most important to be retraining or upskilling? 59

57 Some argue that it’s more important to support younger people seeking to gain new skills in work, as they have longer to make use of those skills. Others argue that it’s more important to support older people seeking to gain new skills, as there is a risk they leave the workforce otherwise. With these in mind, which of the following comes closest to your view? 60

58 Have you heard of a mid-life MOT? 61

59 The mid-life MOT is a review that enables employees in their 50s and 60s to assess their health, skills and finances, so they can better prepare and plan for the future they want. For employers, mid-life MOTs help retain older employees, keeping crucial knowledge and skills within the organisation. Does your company offer mid-life MOT reviews to its employees? 62

60 How willing or unwilling would you be to have mid-life MOT reviews with your older employees to discuss retraining/upskilling? 63

61 You said that you are unwilling to have mid-life MOT reviews with your older employees. Why is this?Please select all that apply. 64

62 Which of the following statements comes closest to your view? 65

63 When you think of the term “older workers”, what age group or groups do you instinctively think of?Please select all that apply. 66

64 The Government is considering a new way of managing student loans in the UK, called the Lifelong Loan Entitlement scheme. Under this new system, everyone in the UK would be entitled to the equivalent of four years worth of student loans, which could be used at any point in their life to cover the costs of a wide range of courses, such as university degrees, but also shorter qualifications. In general do you support or oppose this proposal? 67

65 Thinking about the particular scenario we gave you earlier, imagine that an employee of yours was at risk of losing their job. How likely or unlikely would you be to suggest they retrain by pursuing a degree, certificate or diploma if they had access to a loan from the Government like this? 68

66 Thinking about the particular scenario we gave you earlier, imagine that an employee of yours felt secure in their current job, but knew that they could get a promotion if they undertook further formal education (such as completing a course, qualification or certificate). How likely or unlikely would you be to suggest they upskill by pursuing a degree, certificate or diploma if they had access to a loan from the Government like this? 69

67 Do you think that the Lifelong Loan Entitlement scheme would help you retrain/upskill your employees? 70

68 You said that you believe the Lifelong Loan Entitlement scheme would not help you retrain/upskill your employees. Why is this?Please select all that apply. 71

69 If an employee at your company wanted to use the Lifelong Learning Entitlement scheme for retraining, which of the following would you be willing to do to help them, if any?Please select all that apply. 72

70 Imagine that you decided to go ahead with retraining your employees. Would you prefer to do this by having them pursue a long-term full course or certificate, or would you rather have them only complete short and specific modules from a course? 73

71 What pieces of information would be most useful in deciding whether or not you would like to retrain or upskill your employees under the new Lifelong Loan Entitlement scheme?Please select all that apply. 74

72 And thinking about the name “Lifelong Loan Entitlement scheme”, do you find it attractive / easily understandable? 75

Public First Poll for Phoenix (business count)

(1.A) In the last 12 months, how easy or difficult has it been for your business to find staff with the skills your company needs?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Very easy	15%	19%	7%	0%	19%	16%	27%	12%	0%	13%	14%	0%	15%	16%	11%	7%	10%	15%	10%
Somewhat easy	19%	17%	19%	53%	20%	14%	18%	32%	8%	13%	8%	36%	30%	20%	12%	25%	20%	19%	20%
Neither easy nor difficult	35%	34%	41%	12%	37%	50%	20%	23%	41%	6%	43%	53%	38%	35%	37%	22%	12%	35%	12%
Somewhat difficult	21%	20%	21%	32%	16%	13%	36%	23%	26%	43%	21%	5%	9%	20%	27%	36%	43%	21%	43%
Very difficult	5%	4%	8%	4%	2%	6%	0%	0%	17%	12%	7%	7%	1%	4%	12%	11%	14%	5%	14%
Don't know	6%	6%	5%	0%	6%	0%	0%	11%	8%	12%	7%	0%	7%	6%	0%	0%	2%	6%	2%
Total Easy:	34%	36%	25%	53%	39%	30%	44%	43%	8%	26%	22%	36%	46%	35%	23%	32%	30%	34%	30%
Total Difficult:	26%	24%	29%	36%	18%	20%	36%	23%	42%	56%	28%	11%	10%	24%	39%	47%	56%	26%	56%
Net:	9%	12%	-4%	17%	21%	10%	9%	21%	-34%	-30%	-6%	25%	36%	11%	-16%	-15%	-27%	9%	-27%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
A lot easier	6%	8%	0%	0%	12%	12%	0%	1%	0%	0%	1%	0%	8%	6%	4%	5%	5%	6%	5%
Somewhat easier	10%	11%	4%	34%	27%	9%	9%	0%	8%	0%	7%	3%	2%	9%	14%	18%	17%	10%	17%
Stayed the same	57%	57%	63%	31%	45%	59%	73%	67%	42%	29%	71%	86%	73%	59%	43%	34%	19%	57%	19%
Somewhat harder	17%	16%	19%	31%	9%	11%	18%	22%	33%	46%	15%	4%	9%	16%	29%	32%	41%	17%	41%
A lot harder	3%	1%	9%	4%	2%	9%	0%	0%	9%	0%	0%	7%	1%	2%	10%	11%	16%	3%	16%
Don't know	7%	8%	5%	0%	6%	0%	0%	11%	8%	25%	7%	0%	7%	7%	0%	1%	2%	7%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(3.A) You said that you have found it harder to find staff with the skills your company needs. Which of the following best explains why this is?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	215	89	86	40	59	44	19	15	13	22	14	7	22	20	37	43	115	100	115
Weighted	102	59	36	7	12	18	9	12	16	21	6	2	6	83	16	3	1	102	1
The skills needed to succeed in our company have changed and become harder to find	42%	46%	45%	0%	12%	42%	2%	49%	40%	58%	94%	5%	71%	48%	17%	23%	32%	42%	32%
The skills needed in our company have stayed the same but fewer people with those skills are looking for work	45%	32%	55%	99%	34%	56%	98%	51%	60%	15%	6%	63%	29%	37%	78%	74%	61%	45%	61%
None of the above	13%	22%	0%	0%	54%	2%	0%	0%	0%	27%	0%	31%	0%	15%	5%	3%	7%	13%	7%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Note:

BASE: Have found it harder to find staff with the skills their company needs

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(4.A) Have you heard about Local Skills Improvement plans (LSIPs) before?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I've heard of them and I know what they are	8%	10%	5%	0%	13%	1%	1%	0%	8%	39%	8%	1%	2%	8%	9%	26%	23%	8%	23%
I've heard of them but I don't know what they are	26%	27%	25%	3%	27%	26%	44%	12%	34%	17%	29%	7%	24%	25%	30%	30%	35%	26%	35%
I've never heard of them before	66%	63%	70%	96%	60%	72%	54%	88%	57%	43%	64%	92%	74%	67%	61%	42%	41%	66%	41%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	2%	0%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(5.A) For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Data science/Statistics

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too few people in the UK with these skills	45%	40%	54%	93%	48%	44%	61%	36%	42%	46%	22%	14%	66%	45%	49%	57%	67%	45%	67%
There is the right number of people in the UK with these skills	31%	35%	25%	3%	33%	23%	37%	42%	50%	27%	37%	37%	10%	32%	27%	33%	21%	31%	21%
There are too many people in the UK with these skills	11%	14%	5%	0%	12%	24%	1%	12%	0%	14%	7%	0%	8%	11%	8%	5%	7%	11%	7%
Don't know	12%	12%	16%	4%	7%	9%	1%	11%	8%	14%	34%	49%	15%	12%	16%	5%	5%	12%	5%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(6.A) For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: IT Literacy

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too few people in the UK with these skills	43%	47%	38%	10%	30%	51%	62%	54%	58%	18%	36%	15%	54%	43%	47%	45%	46%	43%	46%
There is the right number of people in the UK with these skills	37%	33%	40%	89%	50%	28%	29%	34%	33%	31%	37%	79%	31%	37%	37%	47%	41%	37%	41%
There are too many people in the UK with these skills	9%	9%	8%	1%	1%	9%	9%	11%	9%	26%	7%	3%	8%	8%	10%	4%	10%	8%	10%
Don't know	11%	11%	14%	0%	19%	12%	0%	1%	0%	25%	20%	3%	7%	12%	6%	4%	4%	11%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(7.A) For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Writing and written communication

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too few people in the UK with these skills	54%	53%	54%	55%	35%	54%	55%	67%	75%	45%	49%	46%	74%	54%	47%	41%	36%	54%	36%
There is the right number of people in the UK with these skills	33%	33%	34%	44%	45%	33%	36%	32%	25%	28%	30%	47%	17%	33%	35%	52%	52%	33%	52%
There are too many people in the UK with these skills	6%	8%	3%	1%	13%	5%	9%	1%	0%	14%	1%	0%	1%	6%	11%	5%	8%	6%	8%
Don't know	7%	6%	9%	0%	7%	8%	0%	0%	0%	12%	20%	7%	8%	7%	7%	2%	4%	7%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(8.A) For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Leadership

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too few people in the UK with these skills	42%	43%	46%	14%	29%	54%	62%	23%	59%	33%	43%	8%	59%	43%	41%	49%	43%	42%	43%
There is the right number of people in the UK with these skills	42%	38%	46%	83%	52%	29%	36%	54%	32%	51%	23%	82%	39%	43%	36%	43%	41%	42%	41%
There are too many people in the UK with these skills	7%	8%	3%	0%	0%	14%	2%	11%	9%	3%	20%	3%	1%	6%	12%	6%	12%	7%	12%
Don't know	9%	10%	6%	3%	19%	4%	0%	13%	0%	14%	13%	7%	1%	9%	11%	2%	4%	9%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(9.A) For each of the following skills, please indicate if you believe there are too many, too few, or the right number of people in the UK with these skills to meet the demand for them from employers.: Management

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too few people in the UK with these skills	35%	36%	36%	6%	24%	34%	35%	44%	57%	41%	22%	8%	46%	35%	33%	45%	35%	35%	35%
There is the right number of people in the UK with these skills	45%	42%	52%	59%	56%	44%	53%	45%	25%	43%	29%	82%	32%	45%	40%	40%	47%	45%	47%
There are too many people in the UK with these skills	13%	15%	3%	29%	7%	14%	11%	11%	18%	1%	35%	3%	15%	12%	18%	14%	14%	13%	14%
Don't know	8%	7%	9%	5%	13%	8%	1%	1%	0%	14%	13%	7%	7%	8%	9%	1%	4%	8%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(10.A) How confident or unconfident are you that your employees will be able to stay in employment at your company without returning to formal education?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Very confident	52%	50%	58%	37%	58%	49%	37%	67%	41%	52%	56%	53%	45%	52%	49%	24%	33%	52%	33%
Somewhat confident	34%	35%	26%	59%	34%	45%	54%	22%	35%	20%	37%	8%	26%	33%	36%	53%	44%	34%	44%
Neither confident or unconfident	12%	12%	12%	4%	8%	5%	0%	11%	24%	26%	7%	39%	15%	12%	11%	14%	13%	12%	13%
Somewhat unconfident	3%	2%	3%	0%	0%	0%	9%	0%	0%	1%	0%	0%	14%	3%	1%	6%	8%	3%	8%
Very unconfident	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	1%	0%	2%	2%	2%	0%	2%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	1%
Total Confident:	86%	85%	85%	96%	92%	94%	91%	89%	76%	71%	93%	61%	70%	86%	85%	77%	76%	86%	76%
Total Unconfident:	3%	3%	3%	0%	0%	0%	9%	0%	0%	2%	0%	0%	15%	3%	4%	9%	10%	3%	10%
Net:	83%	83%	81%	96%	92%	94%	82%	89%	76%	69%	93%	61%	56%	83%	81%	68%	67%	83%	67%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(11.A) Has your company offered its employees any formal training in the last 12 months? By this, we mean a day or more of training delivered by an external party and paid for by the company.

	Responsibility for decisions				Region									Employee Number				Grouped Employee Number	
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Yes	31%	32%	30%	13%	31%	22%	44%	22%	35%	47%	30%	22%	27%	28%	58%	71%	86%	31%	86%
No	69%	68%	70%	87%	69%	78%	56%	78%	65%	53%	70%	78%	73%	72%	42%	27%	11%	69%	11%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	4%	0%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	165	103	45	17	38	38	17	14	12	8	16	4	18	77	40	26	22	143	22
Weighted	347	242	87	18	77	68	27	44	26	24	28	12	41	328	17	2	0	347	0
Don't know where to go to receive formal training	8%	8%	11%	1%	0%	5%	16%	13%	12%	24%	0%	46%	0%	8%	2%	10%	3%	8%	3%
Our staff do not need any formal training	44%	50%	20%	69%	54%	37%	67%	30%	39%	26%	71%	46%	31%	44%	52%	12%	24%	44%	24%
We prefer informal training	31%	32%	33%	4%	35%	27%	16%	28%	49%	24%	40%	50%	20%	31%	23%	36%	37%	31%	37%
Formal training is not applicable in our industry or sector	21%	15%	34%	36%	18%	32%	18%	16%	12%	24%	19%	50%	10%	20%	25%	19%	7%	21%	7%
We cannot afford formal training	16%	17%	10%	37%	17%	16%	2%	15%	25%	26%	19%	0%	20%	17%	15%	16%	6%	16%	6%
Our company does not have the spare capacity to undergo formal training	13%	9%	24%	2%	18%	1%	16%	13%	12%	0%	0%	0%	39%	13%	8%	28%	17%	13%	17%
We support our employees training in their own time	11%	11%	9%	22%	1%	5%	31%	13%	25%	26%	11%	0%	10%	11%	10%	18%	33%	11%	33%
Other (please specify)	3%	1%	7%	0%	0%	5%	0%	0%	0%	24%	0%	0%	0%	3%	0%	5%	6%	3%	6%
None of the above	6%	5%	8%	3%	9%	5%	0%	0%	0%	24%	0%	0%	10%	6%	4%	5%	12%	6%	12%

Note:

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

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

Public First Poll for Phoenix (business count)

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Less than 6 months ago	20%	21%	19%	6%	22%	15%	27%	11%	25%	28%	21%	18%	11%	18%	33%	38%	56%	19%	56%
6-12 months ago	10%	10%	10%	6%	7%	9%	0%	11%	9%	19%	7%	1%	22%	9%	15%	19%	16%	10%	16%
1-2 years ago	9%	7%	12%	19%	7%	9%	17%	0%	9%	12%	1%	7%	15%	8%	11%	9%	8%	9%	8%
2-3 years ago	12%	9%	16%	31%	12%	9%	18%	33%	0%	0%	0%	3%	15%	12%	7%	15%	10%	12%	10%
3-5 years ago	4%	4%	4%	0%	1%	12%	1%	0%	0%	0%	7%	0%	8%	4%	6%	8%	4%	4%	4%
Over 5 years ago	7%	8%	5%	0%	17%	9%	9%	0%	0%	0%	7%	0%	0%	7%	3%	1%	1%	7%	1%
Never	37%	40%	26%	37%	32%	36%	28%	45%	48%	39%	56%	36%	22%	38%	22%	6%	3%	37%	3%
Don't know	3%	1%	8%	0%	0%	0%	0%	0%	8%	1%	0%	36%	7%	3%	2%	3%	2%	3%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(14.A) And when was the last time, if ever, you personally received formal training for your job?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Less than 6 months ago	13%	13%	18%	3%	14%	6%	27%	0%	24%	27%	7%	3%	15%	13%	13%	18%	35%	13%	35%
6-12 months ago	7%	8%	4%	1%	12%	9%	0%	0%	1%	3%	0%	4%	16%	6%	9%	23%	18%	7%	18%
1-2 years ago	10%	9%	9%	23%	2%	17%	17%	11%	16%	3%	7%	11%	8%	9%	16%	19%	14%	10%	14%
2-3 years ago	4%	4%	1%	32%	1%	9%	9%	11%	0%	2%	2%	0%	1%	4%	7%	12%	14%	4%	14%
3-5 years ago	8%	6%	16%	0%	1%	16%	0%	21%	2%	12%	7%	0%	7%	8%	4%	5%	5%	8%	5%
Over 5 years ago	23%	22%	24%	35%	32%	21%	10%	12%	25%	29%	21%	42%	24%	23%	26%	13%	6%	23%	6%
Never	33%	38%	24%	7%	38%	22%	36%	45%	25%	25%	56%	39%	22%	35%	26%	10%	6%	33%	6%
Don't know	1%	1%	3%	0%	0%	0%	0%	0%	8%	0%	0%	0%	7%	2%	0%	0%	1%	1%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Longer training sessions (i.e. over a period of 3 - 12 months)	9%	8%	10%	4%	11%	9%	17%	0%	0%	13%	7%	4%	9%	8%	17%	28%	27%	9%	27%
Short training sessions (i.e. one or two days)	45%	47%	45%	15%	36%	40%	55%	54%	42%	57%	37%	56%	48%	44%	54%	55%	54%	45%	54%
Online training courses/certificate related to their role	29%	25%	40%	39%	23%	35%	28%	53%	18%	18%	9%	46%	35%	28%	32%	41%	48%	29%	48%
Don't know	16%	13%	20%	32%	18%	12%	9%	2%	16%	25%	20%	36%	21%	17%	5%	3%	2%	16%	2%
Apprenticeships	14%	14%	15%	4%	14%	14%	9%	33%	18%	4%	21%	4%	2%	13%	21%	17%	21%	14%	21%
Higher technical qualifications	13%	16%	7%	4%	18%	13%	43%	1%	25%	6%	0%	1%	2%	13%	11%	31%	33%	13%	33%
Degree qualifications	13%	15%	7%	22%	19%	9%	18%	0%	16%	16%	15%	4%	15%	13%	15%	17%	19%	13%	19%
Traineeships	10%	12%	6%	2%	13%	5%	0%	22%	24%	14%	0%	0%	1%	10%	11%	9%	15%	10%	15%
Other (please specify)	5%	7%	1%	0%	6%	0%	2%	0%	1%	0%	20%	0%	14%	5%	5%	2%	2%	5%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Degree qualifications	36%	34%	46%	12%	40%	40%	20%	33%	50%	27%	37%	53%	32%	35%	42%	36%	34%	36%	34%
Apprenticeships	30%	30%	26%	38%	29%	33%	44%	22%	25%	40%	28%	7%	22%	30%	27%	28%	28%	30%	28%
Longer training sessions (i.e. over a period of 3 - 12 months)	21%	21%	20%	21%	20%	37%	11%	1%	25%	14%	14%	46%	30%	21%	21%	19%	25%	21%	25%
Higher technical qualifications	20%	21%	18%	21%	21%	21%	36%	21%	10%	0%	28%	36%	19%	20%	21%	18%	22%	20%	22%
Online training courses/certificate related to their role	16%	15%	21%	1%	7%	10%	18%	12%	25%	39%	7%	36%	22%	16%	11%	16%	18%	16%	18%
Don't know	16%	16%	14%	34%	24%	16%	9%	1%	16%	29%	14%	4%	15%	16%	12%	6%	9%	16%	9%
Traineeships	13%	13%	11%	22%	2%	9%	17%	0%	32%	26%	14%	3%	29%	13%	9%	28%	23%	13%	23%
Short training sessions (i.e. one or two days)	11%	11%	11%	1%	2%	9%	9%	33%	8%	15%	0%	39%	8%	10%	14%	14%	23%	11%	23%
Other (please specify)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%	0%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	28%	28%	25%	43%	28%	19%	45%	55%	17%	17%	14%	5%	32%	27%	33%	41%	39%	28%	39%
Somewhat agree	39%	34%	49%	54%	22%	47%	19%	43%	50%	57%	36%	56%	46%	38%	42%	37%	49%	39%	49%
Neither agree nor disagree	24%	26%	25%	3%	38%	30%	26%	1%	32%	1%	34%	36%	15%	25%	16%	19%	9%	24%	9%
Somewhat disagree	2%	3%	0%	0%	0%	4%	0%	0%	0%	0%	14%	0%	0%	2%	1%	3%	2%	2%	2%
Strongly disagree	2%	2%	0%	0%	6%	0%	1%	0%	0%	0%	1%	0%	0%	1%	3%	0%	1%	2%	1%
Don't know	6%	8%	0%	0%	6%	0%	9%	1%	1%	25%	0%	3%	7%	6%	5%	0%	0%	6%	0%
Total Agree:	67%	62%	74%	97%	50%	66%	64%	98%	67%	74%	51%	61%	78%	66%	75%	78%	88%	66%	88%
Total Disagree:	3%	5%	0%	0%	6%	5%	1%	0%	0%	0%	15%	0%	0%	3%	4%	3%	3%	3%	3%
Net:	63%	57%	74%	97%	44%	61%	64%	98%	67%	74%	35%	61%	78%	62%	70%	75%	85%	63%	85%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

Public First Poll for Phoenix (business count)

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	37%	40%	31%	26%	32%	30%	46%	54%	26%	54%	29%	12%	39%	38%	33%	35%	37%	37%	37%
Somewhat agree	42%	41%	42%	71%	35%	47%	35%	44%	58%	45%	43%	17%	46%	42%	47%	47%	49%	42%	49%
Neither agree nor disagree	16%	14%	26%	2%	26%	18%	18%	1%	8%	1%	14%	71%	15%	17%	16%	13%	11%	16%	11%
Somewhat disagree	2%	2%	0%	0%	0%	0%	0%	0%	8%	0%	13%	0%	0%	2%	0%	4%	3%	2%	3%
Strongly disagree	1%	1%	0%	0%	1%	4%	1%	0%	0%	0%	1%	0%	0%	1%	3%	1%	0%	1%	0%
Don't know	1%	2%	0%	0%	6%	0%	0%	1%	0%	0%	0%	0%	0%	1%	1%	0%	0%	1%	0%
Total Agree:	79%	80%	74%	97%	68%	78%	82%	98%	84%	99%	71%	29%	85%	79%	80%	81%	86%	79%	86%
Total Disagree:	3%	4%	0%	0%	1%	4%	1%	0%	8%	0%	14%	0%	0%	3%	3%	5%	3%	3%	3%
Net:	77%	77%	73%	97%	67%	74%	81%	98%	76%	99%	57%	29%	85%	77%	77%	76%	83%	77%	83%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	5%	6%	1%	5%	2%	9%	1%	1%	0%	14%	0%	1%	8%	4%	13%	11%	13%	5%	13%
Somewhat agree	27%	30%	23%	7%	24%	20%	26%	43%	34%	41%	22%	4%	22%	26%	30%	53%	37%	27%	37%
Neither agree nor disagree	43%	40%	49%	53%	50%	37%	54%	43%	33%	18%	43%	53%	53%	44%	36%	27%	31%	43%	31%
Somewhat disagree	17%	16%	21%	3%	12%	16%	18%	11%	32%	15%	28%	39%	9%	18%	11%	6%	13%	17%	13%
Strongly disagree	4%	3%	0%	31%	6%	4%	1%	0%	0%	0%	7%	3%	7%	4%	4%	2%	5%	4%	5%
Don't know	5%	5%	6%	0%	6%	12%	0%	2%	0%	12%	0%	0%	1%	5%	6%	1%	1%	5%	1%
Total Agree:	32%	35%	24%	13%	25%	30%	27%	44%	34%	55%	22%	5%	30%	30%	43%	64%	50%	32%	50%
Total Disagree:	20%	19%	21%	34%	18%	21%	19%	11%	32%	15%	35%	42%	16%	21%	15%	7%	18%	20%	18%
Net:	11%	16%	2%	-21%	7%	9%	8%	33%	2%	40%	-13%	-38%	15%	9%	28%	57%	32%	11%	32%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	19%	21%	16%	8%	15%	18%	26%	13%	18%	41%	9%	4%	22%	18%	23%	24%	21%	19%	21%
Somewhat agree	34%	31%	42%	38%	33%	28%	44%	42%	41%	19%	15%	47%	45%	34%	33%	40%	30%	34%	30%
Neither agree nor disagree	26%	30%	20%	4%	37%	26%	20%	21%	33%	26%	34%	10%	11%	27%	23%	23%	27%	26%	27%
Somewhat disagree	11%	10%	12%	19%	1%	16%	9%	11%	9%	1%	28%	39%	15%	11%	10%	9%	13%	11%	13%
Strongly disagree	3%	2%	2%	32%	7%	4%	1%	1%	0%	0%	7%	0%	0%	3%	5%	3%	5%	3%	5%
Don't know	7%	7%	8%	0%	7%	8%	0%	12%	0%	12%	7%	0%	8%	7%	5%	1%	4%	7%	4%
Total Agree:	53%	51%	58%	45%	48%	46%	70%	55%	58%	60%	24%	51%	66%	52%	56%	64%	51%	53%	51%
Total Disagree:	14%	12%	14%	51%	8%	21%	10%	12%	9%	1%	35%	39%	15%	14%	16%	12%	18%	14%	18%
Net:	39%	40%	43%	-5%	40%	25%	61%	43%	49%	59%	-11%	12%	51%	38%	41%	52%	34%	39%	34%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(21.A) To what extent do you agree or disagree with the following statements?: Generally, employees are interested in on-the-job training

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	22%	26%	14%	7%	8%	19%	28%	45%	25%	17%	34%	4%	24%	21%	29%	27%	37%	22%	37%
Somewhat agree	50%	49%	52%	61%	59%	47%	62%	43%	66%	43%	37%	50%	39%	51%	48%	44%	44%	50%	44%
Neither agree nor disagree	17%	15%	22%	32%	26%	25%	0%	11%	9%	1%	28%	46%	15%	18%	16%	22%	13%	17%	13%
Somewhat disagree	4%	1%	11%	0%	0%	4%	9%	0%	0%	13%	0%	0%	8%	4%	2%	2%	6%	4%	6%
Strongly disagree	2%	2%	0%	0%	0%	4%	1%	0%	0%	1%	1%	0%	7%	2%	3%	3%	1%	2%	1%
Don't know	5%	6%	0%	0%	6%	0%	0%	1%	0%	25%	0%	0%	7%	5%	3%	1%	0%	5%	0%
Total Agree:	73%	75%	66%	68%	68%	66%	90%	88%	91%	60%	71%	54%	64%	72%	77%	71%	81%	73%	81%
Total Disagree:	5%	4%	11%	0%	0%	8%	10%	0%	0%	14%	1%	0%	15%	5%	5%	5%	6%	5%	6%
Net:	67%	71%	55%	67%	68%	58%	80%	88%	91%	46%	71%	54%	49%	67%	72%	66%	74%	67%	74%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
People will only seek upskill/reskill training if it leads to guaranteed employment/promotion afterwards	55%	53%	55%	86%	63%	48%	72%	47%	41%	58%	31%	89%	58%	56%	50%	52%	44%	55%	44%
People will seek upskill/reskill training even if it does not lead to guaranteed employment/promotion afterwards	35%	37%	34%	11%	24%	35%	28%	43%	43%	42%	62%	11%	34%	34%	42%	42%	52%	35%	52%
Don't know	10%	10%	11%	3%	13%	17%	0%	11%	16%	0%	7%	0%	8%	10%	8%	6%	4%	10%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(23.A) Which of the following should be most responsible for funding retraining courses so workers can gain new qualifications?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Employers / businesses	50%	46%	64%	36%	29%	60%	46%	56%	58%	59%	48%	54%	61%	50%	53%	61%	74%	50%	74%
The Government	27%	30%	23%	3%	31%	19%	45%	23%	32%	28%	16%	46%	17%	27%	28%	21%	13%	27%	13%
Workers themselves	14%	17%	6%	1%	22%	13%	9%	11%	1%	13%	21%	0%	14%	14%	14%	13%	9%	14%	9%
Don't know	9%	7%	7%	60%	18%	8%	0%	11%	9%	0%	14%	0%	8%	10%	5%	5%	3%	9%	3%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(24.A) Which of the following should be most responsible for promoting access to retraining courses so workers can gain new qualifications?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Employers / businesses	46%	45%	51%	44%	29%	59%	63%	45%	50%	33%	56%	47%	48%	46%	47%	53%	59%	46%	59%
The Government	41%	44%	32%	55%	62%	22%	28%	44%	34%	54%	31%	53%	37%	42%	36%	33%	26%	41%	26%
Workers themselves	10%	9%	13%	1%	9%	14%	9%	11%	8%	13%	7%	0%	7%	9%	13%	12%	11%	10%	11%
Don't know	3%	3%	4%	0%	1%	4%	0%	0%	8%	0%	7%	0%	8%	3%	3%	3%	3%	3%	3%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Much more important	16%	16%	18%	7%	14%	10%	44%	12%	8%	40%	8%	1%	9%	16%	15%	29%	30%	16%	30%
More important	43%	40%	45%	87%	39%	43%	19%	54%	43%	43%	49%	20%	66%	44%	40%	40%	51%	43%	51%
As important as it was before	37%	40%	37%	1%	46%	43%	29%	33%	41%	15%	43%	78%	25%	38%	39%	22%	18%	37%	18%
Less important	3%	3%	0%	4%	1%	4%	9%	0%	8%	1%	0%	0%	1%	2%	4%	8%	1%	3%	1%
Much less important	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%
Don't know	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(26.A) You said it has become more important for people to upskill/retrain. Why do you say this?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	348	179	115	54	89	61	29	27	21	35	28	14	44	63	53	69	163	185	163
Weighted	300	201	79	20	59	46	31	38	20	38	23	3	42	272	23	5	1	300	1
Shortages in certain sectors and professions in the UK	19%	17%	25%	20%	24%	8%	29%	2%	34%	31%	12%	31%	19%	19%	20%	15%	19%	19%	19%
The current state of the economy has changed the sorts of jobs we need people to do	19%	13%	31%	36%	14%	32%	28%	16%	17%	17%	25%	3%	10%	19%	16%	16%	15%	19%	15%
Leaving the EU has changed the sorts of jobs we need people to do	9%	11%	5%	2%	3%	9%	0%	0%	0%	15%	12%	3%	29%	9%	10%	15%	8%	9%	8%
Certain industries are oversaturated	2%	4%	0%	0%	0%	7%	0%	0%	0%	2%	12%	0%	0%	2%	2%	9%	5%	2%	5%
More jobs are being automated	4%	5%	1%	0%	0%	9%	0%	16%	0%	0%	0%	16%	0%	3%	5%	5%	6%	4%	6%
The pandemic has changed the sorts of jobs we need people to do	8%	10%	5%	1%	1%	1%	14%	16%	1%	1%	13%	32%	20%	8%	14%	13%	16%	8%	16%
People enter the workforce with the wrong sets of skills	8%	6%	13%	4%	12%	8%	0%	0%	31%	16%	0%	0%	1%	8%	8%	8%	10%	8%	10%
Workers need to keep up with latest technologies	26%	28%	20%	36%	35%	26%	29%	50%	17%	2%	25%	16%	21%	27%	25%	20%	20%	26%	20%
Other (please specify)	2%	3%	0%	0%	11%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	1%	2%	1%
Don't know	2%	3%	0%	0%	0%	0%	0%	0%	0%	15%	0%	0%	0%	2%	0%	0%	0%	2%	0%

Note:

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

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(27.A) In your view, how important or unimportant is upskilling (updating skills or professional knowledge) for someone hoping to do the following?: Move to a better paid job in the same sector

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Essential	14%	18%	4%	3%	7%	14%	18%	32%	8%	14%	8%	0%	17%	14%	11%	26%	23%	14%	23%
Very important	49%	49%	51%	33%	47%	47%	64%	45%	66%	47%	34%	50%	46%	49%	50%	42%	48%	49%	48%
Somewhat important	33%	29%	41%	63%	39%	35%	18%	23%	26%	39%	51%	46%	29%	34%	32%	24%	24%	34%	24%
Somewhat unimportant	2%	3%	0%	0%	6%	4%	0%	0%	0%	0%	0%	3%	1%	2%	4%	5%	4%	2%	4%
Very unimportant	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	0%	0%	2%	1%	1%	0%	1%
Don't know	1%	1%	3%	0%	0%	0%	0%	0%	0%	0%	7%	0%	8%	1%	1%	1%	1%	1%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(28.A) In your view, how important or unimportant is upskilling (updating skills or professional knowledge) for someone hoping to do the following?: Move to a job in a different sector

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Essential	17%	21%	4%	26%	14%	12%	36%	22%	24%	15%	8%	1%	17%	17%	14%	22%	27%	17%	27%
Very important	38%	40%	40%	4%	40%	47%	27%	24%	34%	56%	41%	18%	39%	38%	40%	46%	40%	38%	40%
Somewhat important	33%	29%	38%	69%	34%	32%	27%	33%	42%	15%	43%	81%	29%	33%	34%	23%	26%	33%	26%
Somewhat unimportant	6%	4%	12%	1%	6%	5%	10%	11%	0%	1%	7%	0%	8%	6%	7%	8%	6%	6%	6%
Very unimportant	1%	2%	0%	0%	0%	0%	1%	11%	0%	0%	1%	0%	1%	1%	3%	0%	1%	1%	1%
Don't know	4%	4%	6%	0%	6%	4%	0%	0%	0%	12%	0%	0%	8%	4%	3%	2%	1%	4%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(29.A) In your view, how important or unimportant is upskilling (updating skills or professional knowledge) for someone hoping to do the following?: Get a promotion

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Essential	13%	15%	7%	23%	13%	17%	18%	11%	16%	16%	7%	0%	9%	13%	11%	20%	18%	13%	18%
Very important	40%	42%	34%	40%	35%	31%	36%	67%	57%	29%	27%	18%	53%	40%	40%	46%	42%	40%	42%
Somewhat important	38%	35%	45%	37%	44%	36%	27%	11%	27%	55%	57%	82%	31%	38%	37%	33%	36%	38%	36%
Somewhat unimportant	5%	5%	6%	0%	7%	17%	0%	0%	0%	0%	7%	0%	0%	5%	6%	0%	2%	5%	2%
Very unimportant	1%	0%	5%	0%	0%	0%	1%	11%	0%	0%	1%	0%	0%	1%	2%	2%	0%	1%	0%
Don't know	3%	3%	3%	0%	1%	0%	17%	1%	0%	0%	0%	0%	8%	3%	4%	0%	1%	3%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(30.A) Do any of the following make you more or less likely to invest in upskilling for your business?: Brexit

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Much more likely	4%	5%	0%	0%	2%	12%	0%	0%	0%	13%	0%	1%	0%	4%	4%	15%	12%	4%	12%
Somewhat more likely	11%	12%	7%	23%	9%	2%	9%	12%	26%	14%	15%	4%	15%	10%	16%	33%	30%	11%	30%
Neither likely nor unlikely	68%	66%	76%	73%	64%	74%	64%	75%	65%	59%	70%	88%	69%	70%	62%	30%	44%	68%	44%
Somewhat less likely	11%	10%	13%	3%	25%	4%	18%	1%	1%	0%	8%	7%	15%	11%	12%	13%	6%	11%	6%
Much less likely	4%	5%	3%	1%	0%	8%	9%	11%	8%	0%	0%	0%	0%	4%	1%	6%	6%	4%	6%
Don't know	2%	3%	0%	0%	0%	0%	0%	1%	1%	14%	7%	0%	1%	2%	4%	4%	2%	2%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(31.A) Do any of the following make you more or less likely to invest in upskilling for your business?: The current labour market / Great Resignation

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Much more likely	6%	7%	5%	0%	1%	4%	0%	11%	0%	26%	7%	1%	8%	6%	5%	14%	20%	6%	20%
Somewhat more likely	21%	19%	22%	35%	10%	24%	28%	22%	50%	8%	21%	47%	11%	19%	38%	40%	47%	21%	47%
Neither likely nor unlikely	58%	53%	71%	64%	64%	63%	55%	55%	33%	53%	58%	49%	71%	60%	42%	33%	24%	58%	24%
Somewhat less likely	8%	11%	1%	1%	13%	9%	9%	1%	17%	0%	7%	3%	8%	8%	10%	8%	6%	8%	6%
Much less likely	3%	4%	0%	1%	6%	0%	0%	11%	0%	0%	0%	0%	0%	3%	0%	3%	2%	3%	2%
Don't know	4%	6%	1%	0%	6%	0%	9%	1%	1%	12%	7%	0%	1%	4%	5%	3%	0%	4%	0%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(32.A) Do any of the following make you more or less likely to invest in upskilling for your business?: Wage inflation

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Much more likely	4%	5%	1%	2%	2%	5%	0%	11%	0%	13%	0%	1%	1%	3%	9%	11%	9%	4%	9%
Somewhat more likely	27%	28%	22%	22%	21%	23%	44%	11%	42%	19%	35%	43%	30%	26%	28%	32%	40%	27%	40%
Neither likely nor unlikely	50%	43%	65%	74%	58%	59%	38%	46%	17%	54%	51%	53%	53%	50%	51%	35%	36%	50%	36%
Somewhat less likely	15%	17%	11%	1%	18%	9%	17%	21%	32%	2%	7%	3%	15%	15%	7%	14%	12%	15%	12%
Much less likely	3%	4%	0%	1%	0%	4%	0%	11%	8%	0%	0%	0%	0%	3%	0%	6%	3%	3%	3%
Don't know	2%	3%	0%	0%	0%	0%	0%	1%	1%	12%	7%	0%	1%	2%	4%	3%	2%	2%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(33.A) To what extent would you say you understand what the following levels of qualification mean? : A-level

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	88%	88%	86%	99%	98%	87%	64%	99%	92%	62%	93%	93%	92%	88%	88%	70%	82%	88%	82%
I have a rough idea of what this is	12%	12%	14%	1%	2%	13%	36%	1%	8%	38%	7%	7%	8%	12%	12%	25%	14%	12%	14%
I don't really know what this is	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	4%	0%	4%
I have never heard of this	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(34.A) To what extent would you say you understand what the following levels of qualification mean? : T-level

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	11%	14%	3%	1%	20%	8%	17%	1%	17%	0%	21%	4%	2%	11%	12%	25%	20%	11%	20%
I have a rough idea of what this is	25%	21%	43%	2%	20%	39%	36%	11%	33%	30%	16%	4%	25%	25%	26%	32%	25%	25%	25%
I don't really know what this is	34%	33%	37%	27%	16%	36%	21%	64%	34%	42%	41%	53%	29%	33%	37%	28%	29%	34%	29%
I have never heard of this	30%	32%	17%	70%	44%	17%	26%	24%	16%	29%	22%	39%	44%	31%	26%	14%	26%	30%	26%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(35.A) To what extent would you say you understand what the following levels of qualification mean? : H-level

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	9%	12%	2%	1%	32%	6%	0%	0%	0%	2%	7%	4%	1%	9%	13%	22%	22%	9%	22%
I have a rough idea of what this is	18%	17%	22%	3%	14%	13%	18%	12%	33%	32%	22%	7%	16%	17%	25%	29%	26%	18%	26%
I don't really know what this is	37%	35%	38%	53%	15%	51%	54%	65%	26%	26%	35%	49%	29%	38%	28%	29%	27%	37%	27%
I have never heard of this	36%	35%	39%	43%	39%	30%	28%	23%	41%	41%	36%	39%	53%	37%	34%	19%	25%	36%	25%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(36.A) To what extent would you say you understand what the following levels of qualification mean? : BTEC

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	44%	45%	38%	56%	46%	44%	37%	44%	34%	69%	56%	47%	20%	43%	45%	52%	45%	44%	45%
I have a rough idea of what this is	41%	36%	52%	41%	34%	40%	54%	34%	58%	31%	29%	53%	51%	40%	43%	30%	41%	41%	41%
I don't really know what this is	9%	9%	10%	3%	7%	16%	10%	0%	9%	0%	14%	0%	15%	9%	8%	14%	10%	9%	10%
I have never heard of this	7%	10%	1%	0%	12%	0%	0%	22%	0%	0%	1%	0%	14%	7%	4%	4%	4%	7%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(37.A) To what extent would you say you understand what the following levels of qualification mean? : Apprenticeship

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	67%	66%	66%	87%	76%	70%	55%	89%	75%	58%	63%	93%	29%	67%	67%	61%	68%	67%	68%
I have a rough idea of what this is	32%	32%	34%	13%	23%	26%	45%	11%	17%	42%	36%	7%	70%	32%	31%	32%	30%	32%	30%
I don't really know what this is	1%	2%	0%	0%	0%	4%	0%	0%	8%	0%	0%	0%	1%	1%	1%	8%	2%	1%	2%
I have never heard of this	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	1%	0%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(38.A) To what extent would you say you understand what the following levels of qualification mean? : Bachelor's degree

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	73%	72%	71%	93%	81%	62%	63%	78%	83%	61%	78%	86%	70%	72%	78%	77%	81%	73%	81%
I have a rough idea of what this is	24%	26%	21%	7%	18%	26%	36%	22%	17%	39%	13%	14%	22%	24%	19%	16%	16%	24%	16%
I don't really know what this is	4%	2%	8%	0%	0%	12%	0%	0%	0%	0%	7%	0%	8%	4%	2%	4%	3%	4%	3%
I have never heard of this	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%	3%	0%	0%	0%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(39.A) To what extent would you say you understand what the following levels of qualification mean? : Foundation degree

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	40%	44%	24%	85%	52%	39%	45%	23%	57%	58%	29%	5%	26%	40%	38%	53%	49%	40%	49%
I have a rough idea of what this is	38%	37%	44%	14%	23%	24%	37%	55%	42%	29%	56%	92%	45%	37%	49%	34%	36%	38%	36%
I don't really know what this is	20%	17%	32%	1%	25%	37%	17%	22%	1%	0%	15%	0%	21%	21%	10%	7%	8%	20%	8%
I have never heard of this	2%	3%	0%	0%	0%	0%	0%	0%	0%	13%	1%	3%	8%	2%	3%	5%	7%	2%	7%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(40.A) To what extent would you say you understand what the following levels of qualification mean? : Higher National Diploma

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	48%	50%	45%	24%	49%	48%	37%	44%	59%	60%	49%	47%	40%	47%	56%	55%	55%	48%	55%
I have a rough idea of what this is	38%	37%	42%	44%	27%	32%	63%	55%	41%	40%	37%	18%	36%	39%	36%	35%	32%	38%	32%
I don't really know what this is	13%	12%	13%	31%	23%	20%	0%	0%	0%	0%	14%	36%	17%	14%	5%	8%	8%	13%	8%
I have never heard of this	1%	1%	0%	0%	0%	0%	0%	1%	0%	0%	1%	0%	8%	1%	3%	1%	5%	1%	5%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(41.A) To what extent would you say you understand what the following levels of qualification mean? : Diploma of Higher Education

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	47%	47%	42%	65%	49%	35%	45%	57%	41%	69%	56%	8%	42%	46%	51%	62%	53%	47%	53%
I have a rough idea of what this is	38%	42%	28%	31%	44%	32%	37%	32%	59%	30%	30%	53%	36%	38%	37%	31%	35%	38%	35%
I don't really know what this is	13%	10%	22%	3%	7%	33%	18%	0%	0%	1%	14%	39%	15%	13%	12%	6%	9%	13%	9%
I have never heard of this	2%	0%	8%	0%	0%	0%	0%	12%	0%	0%	0%	0%	7%	2%	1%	1%	4%	2%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(42.A) To what extent would you say you understand what the following levels of qualification mean? : National Vocational Qualification

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I know exactly what this is	53%	55%	45%	54%	62%	56%	46%	66%	58%	57%	56%	18%	19%	53%	47%	49%	54%	53%	54%
I have a rough idea of what this is	37%	34%	43%	45%	30%	31%	45%	34%	34%	31%	36%	43%	59%	36%	44%	41%	32%	37%	32%
I don't really know what this is	9%	9%	12%	1%	7%	12%	9%	0%	0%	12%	7%	39%	15%	9%	7%	6%	10%	9%	10%
I have never heard of this	2%	2%	0%	0%	0%	0%	0%	0%	8%	0%	1%	0%	8%	2%	2%	4%	4%	2%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too many people pursuing these	51%	50%	51%	72%	47%	73%	46%	45%	34%	58%	50%	43%	47%	51%	54%	50%	55%	51%	55%
There are the right amount of people pursuing these	33%	30%	43%	25%	33%	22%	27%	33%	57%	41%	29%	50%	31%	33%	30%	39%	33%	33%	33%
There are not enough people pursuing these	11%	13%	5%	0%	18%	0%	17%	22%	0%	1%	14%	3%	8%	11%	8%	9%	10%	11%	10%
Don't know	5%	6%	2%	2%	2%	4%	9%	0%	8%	0%	7%	3%	15%	5%	8%	2%	2%	5%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too many people pursuing these	32%	31%	40%	3%	21%	59%	28%	23%	33%	43%	28%	40%	17%	32%	30%	35%	28%	32%	28%
There are the right amount of people pursuing these	41%	33%	54%	92%	41%	21%	37%	43%	50%	42%	44%	50%	60%	40%	46%	38%	47%	41%	47%
There are not enough people pursuing these	20%	28%	3%	2%	36%	12%	17%	34%	17%	2%	22%	0%	15%	22%	8%	23%	19%	20%	19%
Don't know	7%	9%	3%	3%	3%	8%	18%	0%	0%	14%	7%	10%	8%	6%	16%	3%	5%	7%	5%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too many people pursuing these	4%	5%	2%	0%	1%	5%	1%	11%	1%	14%	1%	3%	1%	3%	12%	12%	12%	4%	12%
There are the right amount of people pursuing these	36%	37%	39%	10%	28%	36%	36%	33%	58%	44%	64%	10%	24%	36%	40%	46%	44%	36%	44%
There are not enough people pursuing these	37%	34%	41%	84%	31%	38%	53%	45%	41%	28%	0%	41%	60%	39%	24%	30%	27%	38%	27%
Don't know	22%	24%	18%	6%	39%	21%	10%	12%	1%	14%	35%	46%	15%	22%	25%	12%	16%	22%	16%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
There are too many people pursuing these	5%	6%	1%	0%	7%	1%	9%	1%	0%	13%	7%	7%	1%	4%	10%	7%	10%	5%	10%
There are the right amount of people pursuing these	22%	22%	21%	22%	10%	29%	9%	21%	42%	27%	22%	39%	22%	22%	17%	36%	29%	22%	29%
There are not enough people pursuing these	58%	55%	68%	47%	52%	62%	71%	57%	50%	58%	56%	54%	62%	58%	59%	50%	53%	58%	53%
Don't know	16%	17%	10%	31%	32%	9%	10%	21%	8%	2%	14%	0%	15%	16%	14%	7%	8%	16%	8%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
The Government should try to incentivise people to pursue degrees and qualifications where we currently lack skills in the country	73%	69%	87%	60%	77%	73%	64%	57%	90%	83%	71%	92%	68%	74%	65%	63%	63%	73%	63%
The Government should enable people to pursue whatever degrees and qualifications they want, irrespective of whether or not we lack the skills in the country	23%	26%	12%	39%	22%	19%	36%	42%	10%	16%	22%	8%	24%	23%	27%	34%	33%	23%	33%
Don't know	3%	5%	1%	0%	1%	8%	0%	1%	0%	1%	7%	0%	8%	3%	8%	3%	4%	3%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(48.A) Imagine that an employee of yours was at risk of losing their job. How likely or unlikely would you be to suggest they retrain by pursuing a degree, certificate, or diploma?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	246	132	74	40	72	46	19	20	16	21	18	8	26	50	47	48	101	145	101
Weighted	243	179	56	7	65	39	18	38	26	9	18	12	18	218	20	3	1	242	1
Very likely	7%	9%	1%	2%	11%	0%	0%	0%	13%	71%	2%	1%	0%	7%	5%	21%	26%	7%	26%
Somewhat likely	27%	28%	27%	3%	3%	25%	50%	65%	26%	10%	17%	4%	50%	26%	38%	44%	44%	27%	44%
Neither likely nor unlikely	43%	42%	42%	93%	62%	47%	50%	17%	48%	19%	49%	52%	7%	44%	37%	24%	20%	43%	20%
Somewhat unlikely	10%	5%	27%	2%	1%	9%	0%	16%	12%	0%	32%	43%	0%	11%	4%	11%	4%	10%	4%
Very unlikely	8%	10%	2%	0%	12%	19%	0%	0%	0%	0%	0%	0%	22%	8%	9%	0%	3%	8%	3%
Don't know	5%	6%	1%	0%	11%	0%	0%	2%	0%	0%	0%	0%	22%	5%	6%	0%	3%	5%	3%
Total Likely:	34%	37%	28%	5%	14%	25%	50%	65%	39%	81%	19%	5%	50%	33%	43%	65%	70%	34%	70%
Total Unlikely:	18%	15%	29%	2%	13%	28%	0%	16%	12%	0%	32%	43%	22%	19%	14%	11%	7%	18%	7%
Net:	16%	22%	-1%	3%	1%	-3%	50%	49%	27%	81%	-13%	-39%	28%	14%	29%	55%	62%	16%	62%

Note:

BASE: Question randomly assigned to respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

Public First Poll for Phoenix (business count)

(49.A) Imagine that an employee of yours felt secure in their current job, but knew that they could get a promotion if they undertook further formal education (such as completing a course, qualification or certificate). How likely or unlikely would you be to suggest that they upskill by pursuing a degree, certificate or diploma?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	257	139	86	32	58	49	23	17	13	26	23	11	37	56	48	51	102	155	102
Weighted	259	176	70	13	47	49	31	19	13	37	22	3	38	234	21	4	0	259	0
Very likely	24%	26%	23%	11%	39%	22%	29%	3%	2%	32%	13%	3%	25%	23%	41%	29%	38%	24%	38%
Somewhat likely	40%	42%	37%	38%	31%	46%	29%	64%	96%	37%	26%	78%	32%	40%	37%	54%	46%	40%	46%
Neither likely nor unlikely	24%	19%	33%	51%	16%	31%	15%	1%	2%	31%	48%	19%	32%	25%	18%	18%	13%	24%	13%
Somewhat unlikely	9%	10%	7%	0%	14%	1%	27%	0%	0%	0%	12%	0%	11%	9%	3%	0%	1%	9%	1%
Very unlikely	2%	3%	0%	0%	0%	0%	0%	32%	0%	0%	0%	0%	0%	3%	0%	0%	1%	2%	1%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Likely:	65%	68%	60%	49%	70%	68%	57%	67%	98%	69%	40%	81%	57%	63%	78%	82%	84%	65%	84%
Total Unlikely:	11%	13%	7%	0%	14%	1%	27%	32%	0%	0%	12%	0%	11%	12%	3%	0%	3%	11%	3%
Net:	54%	55%	52%	49%	56%	67%	30%	35%	98%	69%	28%	81%	46%	52%	75%	82%	81%	54%	81%

Note:

BASE: Question randomly assigned to respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(50.A) To what extent do you agree or disagree with the following?: The Government should do more to help people retrain throughout their career

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	26%	30%	21%	6%	39%	27%	18%	34%	17%	31%	8%	4%	23%	26%	30%	31%	25%	26%	25%
Somewhat Agree	47%	45%	50%	60%	34%	38%	71%	44%	58%	67%	36%	57%	46%	47%	40%	46%	44%	47%	44%
Neither agree nor disagree	19%	16%	26%	34%	20%	18%	10%	21%	16%	2%	48%	39%	17%	19%	21%	17%	18%	19%	18%
Somewhat Disagree	4%	5%	3%	0%	7%	9%	0%	0%	8%	0%	8%	0%	0%	4%	6%	6%	8%	4%	8%
Strongly disagree	2%	2%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	14%	2%	3%	0%	4%	2%	4%
Don't know	1%	2%	0%	0%	0%	8%	0%	0%	1%	0%	0%	0%	0%	2%	1%	0%	1%	1%	1%
Total Agree:	73%	74%	70%	66%	73%	64%	89%	78%	75%	98%	44%	61%	69%	73%	69%	77%	69%	73%	69%
Total Disagree:	6%	7%	4%	0%	7%	10%	1%	1%	8%	0%	8%	0%	14%	6%	9%	6%	12%	6%	12%
Net:	67%	67%	67%	65%	67%	54%	88%	76%	67%	97%	36%	61%	55%	67%	60%	70%	57%	67%	57%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(51.A) To what extent do you agree or disagree with the following?: It is the responsibility of an employer to help their employees build on their skills throughout their career

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	21%	22%	19%	5%	26%	18%	10%	33%	18%	13%	21%	8%	23%	21%	20%	30%	35%	21%	35%
Somewhat Agree	53%	51%	60%	45%	53%	51%	62%	33%	66%	61%	42%	92%	47%	53%	57%	42%	42%	53%	42%
Neither agree nor disagree	19%	18%	17%	49%	14%	18%	18%	33%	8%	13%	36%	0%	23%	19%	18%	21%	16%	19%	16%
Somewhat Disagree	4%	5%	3%	0%	6%	9%	0%	1%	8%	0%	1%	0%	7%	4%	4%	6%	4%	4%	4%
Strongly disagree	1%	1%	0%	0%	0%	0%	9%	0%	0%	0%	0%	0%	0%	1%	1%	1%	2%	1%	2%
Don't know	2%	3%	0%	0%	0%	4%	0%	0%	0%	12%	0%	0%	0%	2%	0%	0%	1%	2%	1%
Total Agree:	74%	73%	80%	51%	80%	69%	72%	66%	84%	75%	64%	100%	70%	73%	78%	72%	77%	74%	77%
Total Disagree:	5%	7%	3%	0%	6%	9%	9%	1%	8%	0%	1%	0%	7%	5%	5%	7%	6%	5%	6%
Net:	68%	66%	77%	50%	73%	61%	63%	65%	76%	75%	63%	100%	63%	68%	73%	64%	71%	68%	71%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(52.A) To what extent do you agree or disagree with the following?: We should put more emphasis on people who are in the middle of their career when talking about education

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	11%	13%	4%	3%	14%	9%	0%	11%	9%	29%	14%	3%	1%	10%	15%	22%	17%	11%	17%
Somewhat Agree	32%	30%	34%	58%	23%	39%	55%	11%	42%	18%	22%	8%	58%	31%	37%	41%	46%	32%	46%
Neither agree nor disagree	48%	48%	52%	38%	50%	39%	35%	77%	42%	40%	63%	85%	33%	50%	38%	29%	31%	48%	31%
Somewhat Disagree	7%	6%	9%	0%	7%	9%	9%	0%	8%	12%	1%	3%	8%	7%	6%	6%	4%	7%	4%
Strongly disagree	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%	0%	2%	0%	2%
Don't know	2%	3%	0%	0%	6%	4%	0%	1%	0%	0%	0%	0%	0%	2%	3%	1%	1%	2%	1%
Total Agree:	43%	43%	38%	61%	37%	48%	55%	22%	50%	47%	36%	12%	59%	41%	52%	63%	62%	43%	62%
Total Disagree:	7%	6%	9%	0%	7%	9%	10%	0%	8%	12%	1%	3%	8%	7%	7%	6%	6%	7%	6%
Net:	36%	37%	29%	61%	31%	40%	46%	22%	43%	35%	35%	9%	51%	35%	45%	57%	57%	36%	57%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(53.A) To what extent do you agree or disagree with the following?: We should put more emphasis on people who are in the end of their career when talking about education

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	7%	7%	7%	2%	7%	9%	0%	1%	1%	27%	1%	1%	8%	6%	12%	6%	14%	7%	14%
Somewhat Agree	19%	15%	27%	24%	4%	29%	26%	11%	34%	14%	15%	7%	30%	18%	21%	38%	34%	19%	34%
Neither agree nor disagree	49%	56%	31%	42%	62%	37%	63%	54%	24%	43%	70%	18%	38%	50%	43%	37%	31%	49%	31%
Somewhat Disagree	16%	12%	25%	32%	7%	17%	11%	22%	40%	15%	14%	39%	8%	16%	15%	16%	15%	16%	15%
Strongly disagree	6%	5%	10%	0%	12%	0%	1%	12%	0%	0%	0%	36%	8%	6%	6%	2%	5%	6%	5%
Don't know	4%	5%	1%	0%	7%	8%	0%	0%	1%	0%	0%	0%	7%	4%	4%	2%	1%	4%	1%
Total Agree:	25%	22%	34%	25%	11%	38%	26%	12%	35%	42%	15%	8%	38%	24%	33%	44%	48%	25%	48%
Total Disagree:	22%	17%	34%	33%	20%	17%	12%	34%	40%	15%	14%	74%	17%	22%	21%	18%	20%	22%	20%
Net:	3%	5%	0%	-7%	-8%	21%	14%	-21%	-5%	26%	1%	-67%	21%	2%	12%	26%	29%	3%	29%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(54.A) To what extent do you agree or disagree with the following?: We place too much emphasis on university degrees when many jobs could be done without one

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	38%	39%	33%	36%	32%	44%	29%	56%	42%	19%	49%	40%	31%	38%	38%	29%	26%	38%	26%
Somewhat Agree	37%	32%	50%	60%	35%	34%	54%	12%	42%	66%	16%	49%	46%	37%	36%	46%	43%	37%	43%
Neither agree nor disagree	15%	16%	15%	3%	19%	7%	9%	21%	16%	2%	27%	8%	22%	15%	16%	13%	15%	15%	15%
Somewhat Disagree	5%	7%	1%	1%	13%	4%	9%	0%	0%	0%	8%	3%	1%	5%	7%	9%	10%	5%	10%
Strongly disagree	3%	4%	1%	0%	1%	4%	0%	11%	0%	12%	0%	0%	0%	3%	2%	3%	5%	3%	5%
Don't know	1%	2%	0%	0%	1%	8%	0%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	1%	0%
Total Agree:	75%	71%	83%	96%	67%	78%	83%	68%	84%	85%	65%	89%	77%	75%	74%	75%	70%	75%	70%
Total Disagree:	9%	12%	1%	1%	14%	8%	9%	11%	0%	13%	8%	3%	1%	8%	9%	12%	15%	9%	15%
Net:	66%	59%	82%	95%	53%	70%	74%	58%	84%	73%	57%	85%	75%	67%	65%	64%	54%	66%	54%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(55.A) To what extent do you agree or disagree with the following?: There is too much stigma around technical qualifications like apprenticeships

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly agree	11%	12%	9%	10%	14%	18%	1%	1%	8%	18%	2%	37%	7%	10%	20%	18%	16%	11%	16%
Somewhat Agree	38%	38%	34%	62%	34%	43%	44%	42%	42%	40%	35%	39%	23%	39%	29%	30%	32%	38%	32%
Neither agree nor disagree	20%	20%	23%	3%	26%	18%	18%	12%	0%	2%	35%	17%	44%	20%	21%	30%	21%	20%	21%
Somewhat Disagree	18%	17%	20%	23%	13%	13%	35%	22%	41%	15%	14%	7%	11%	18%	18%	18%	21%	18%	21%
Strongly disagree	8%	7%	10%	0%	0%	1%	1%	22%	9%	25%	13%	0%	8%	8%	6%	2%	8%	8%	8%
Don't know	5%	6%	3%	2%	13%	8%	1%	1%	0%	0%	0%	0%	7%	5%	5%	1%	2%	5%	2%
Total Agree:	49%	49%	43%	72%	48%	61%	45%	43%	50%	58%	37%	76%	30%	49%	49%	49%	48%	49%	48%
Total Disagree:	26%	24%	30%	23%	13%	14%	36%	44%	49%	40%	28%	7%	19%	26%	24%	20%	29%	26%	29%
Net:	23%	25%	13%	49%	35%	47%	9%	0%	1%	18%	9%	69%	12%	22%	25%	29%	18%	23%	18%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(56.A) In your view, which of the following age groups are the most important to be retraining or upskilling?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
People aged under 30	23%	25%	20%	7%	23%	18%	9%	33%	33%	29%	28%	54%	10%	22%	36%	21%	15%	23%	15%
People aged 30 to 55	55%	55%	53%	61%	34%	65%	64%	66%	65%	71%	51%	11%	54%	55%	49%	62%	70%	55%	70%
People aged over 55	11%	9%	18%	1%	13%	13%	26%	1%	1%	0%	7%	0%	22%	11%	8%	13%	8%	11%	8%
Don't know	12%	12%	8%	31%	30%	4%	2%	0%	2%	0%	14%	36%	14%	12%	8%	4%	7%	12%	7%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(57.A) Some argue that it's more important to support younger people seeking to gain new skills in work, as they have longer to make use of those skills. Others argue that it's more important to support older people seeking to gain new skills, as there is a risk they leave the workforce otherwise. With these in mind, which of the following comes closest to your view?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Schemes to upskill working people should prioritise people under 30	22%	25%	18%	9%	18%	27%	17%	23%	25%	18%	41%	50%	10%	21%	39%	26%	27%	22%	27%
Scheme to upskill working people should prioritise people over 55	15%	15%	14%	22%	19%	15%	35%	3%	8%	14%	1%	3%	23%	15%	19%	23%	25%	15%	25%
Schemes to upskill working people should not prioritise people of any age	53%	51%	61%	37%	39%	54%	39%	74%	67%	68%	51%	44%	52%	55%	36%	50%	45%	53%	45%
Don't know	9%	9%	7%	31%	24%	4%	9%	0%	0%	0%	7%	3%	15%	10%	6%	1%	4%	9%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

Public First Poll for Phoenix (business count)

(58.A) Have you heard of a mid-life MOT?

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Yes, I have heard of this and I know what it is	4%	4%	5%	0%	1%	9%	10%	0%	8%	0%	8%	4%	1%	4%	8%	20%	17%	4%	17%
Yes, I have heard of this, but I don't know what it is	17%	18%	13%	21%	14%	14%	43%	11%	33%	3%	14%	4%	17%	17%	17%	29%	27%	17%	27%
No	77%	74%	83%	77%	79%	73%	47%	89%	59%	96%	78%	92%	82%	77%	74%	48%	54%	77%	54%
Don't know	2%	3%	0%	3%	6%	4%	0%	0%	0%	1%	0%	0%	0%	2%	1%	3%	1%	2%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(59.A) The mid-life MOT is a review that enables employees in their 50s and 60s to assess their health, skills and finances, so they can better prepare and plan for the future they want. For employers, mid-life MOTs help retain older employees, keeping crucial knowledge and skills within the organisation. Does your company offer mid-life MOT reviews to its employees?

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Yes	5%	4%	8%	1%	2%	5%	17%	11%	8%	0%	1%	4%	0%	5%	7%	19%	18%	5%	18%
No	92%	92%	89%	97%	91%	95%	74%	89%	84%	99%	99%	96%	100%	92%	89%	77%	74%	92%	74%
Don't know	3%	3%	4%	3%	7%	0%	9%	0%	8%	1%	0%	0%	0%	3%	4%	3%	8%	3%	8%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(60.A) How willing or unwilling would you be to have mid-life MOT reviews with your older employees to discuss retraining/upskilling?

	Responsibility for decisions				Region								Employee Number				Grouped Employee Number		
	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Very willing	15%	18%	8%	5%	8%	21%	18%	32%	9%	14%	2%	1%	18%	15%	17%	22%	27%	15%	27%
Somewhat willing	42%	39%	43%	88%	46%	27%	29%	54%	35%	58%	42%	57%	45%	42%	45%	38%	46%	42%	46%
Neither willing nor unwilling	18%	17%	25%	4%	32%	18%	35%	4%	24%	2%	15%	3%	8%	18%	19%	29%	16%	18%	16%
Somewhat unwilling	11%	13%	9%	0%	7%	17%	9%	11%	32%	0%	28%	3%	1%	12%	7%	7%	4%	11%	4%
Very unwilling	4%	4%	5%	3%	1%	4%	1%	0%	0%	0%	14%	36%	8%	4%	4%	2%	5%	4%	5%
Don't know	9%	10%	10%	0%	8%	12%	9%	0%	0%	26%	1%	0%	21%	10%	8%	1%	2%	9%	2%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(61.A) You said that you are unwilling to have mid-life MOT reviews with your older employees. Why is this? Please select all that apply.

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	60	36	19	5	10	16	5	2	5	6	8	2	6	20	12	10	18	42	18
Weighted	77	59	17	1	8	19	5	6	12	0	16	6	5	72	5	1	0	77	0
Mid-life MOT reviews don't make sense for my company	64%	71%	43%	1%	83%	81%	0%	0%	100%	91%	83%	9%	17%	64%	66%	47%	53%	64%	53%
People in my company might be offended if we offered it to them	35%	29%	56%	1%	0%	2%	100%	99%	25%	6%	18%	100%	84%	35%	31%	14%	32%	35%	32%
Costs too much	21%	17%	35%	0%	0%	2%	0%	0%	50%	0%	0%	91%	91%	22%	15%	0%	18%	21%	18%
I don't know if it is effective to increase retention rates	16%	19%	6%	1%	8%	24%	0%	0%	0%	6%	16%	0%	91%	14%	41%	14%	21%	16%	21%
Don't have the time for it	14%	12%	20%	0%	9%	2%	0%	1%	75%	3%	0%	0%	0%	13%	20%	34%	18%	14%	18%
Don't know	0%	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	5%	0%	5%
Other (please specify)	1%	0%	0%	97%	8%	0%	0%	0%	0%	3%	0%	0%	0%	0%	13%	0%	6%	1%	6%

Note:

BASE: Are unwilling to have mid-life MOT reviews

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

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

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Older workers provide essential experience that is an asset to my business	93%	92%	94%	93%	96%	92%	100%	88%	84%	97%	79%	100%	98%	94%	83%	75%	84%	93%	84%
Older workers lack of current skills is a hindrance to my business	3%	4%	1%	3%	3%	0%	0%	0%	8%	3%	14%	0%	1%	2%	11%	21%	12%	3%	12%
Don't know	4%	4%	5%	3%	1%	8%	0%	12%	8%	0%	7%	0%	1%	4%	6%	4%	4%	4%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(63.A) When you think of the term “older workers”, what age group or groups do you instinctively think of? Please select all that apply.

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
55 - 59	68%	66%	75%	64%	71%	49%	74%	78%	82%	69%	71%	54%	67%	69%	62%	53%	64%	68%	64%
60 - 65	63%	59%	74%	76%	71%	50%	74%	55%	59%	70%	71%	85%	54%	64%	63%	49%	60%	63%	60%
40 - 44	6%	6%	7%	1%	8%	10%	9%	0%	0%	2%	20%	3%	1%	6%	12%	13%	10%	6%	10%
50 - 54	45%	44%	51%	39%	46%	32%	47%	33%	42%	56%	76%	46%	47%	45%	45%	45%	48%	45%	48%
Over 65	39%	37%	44%	40%	41%	36%	47%	34%	26%	55%	23%	50%	39%	38%	51%	32%	39%	39%	39%
30 - 34	2%	2%	0%	0%	1%	4%	0%	0%	1%	0%	7%	0%	0%	1%	2%	10%	3%	2%	3%
35 - 39	2%	3%	0%	0%	1%	4%	0%	0%	0%	1%	7%	0%	1%	1%	5%	11%	4%	2%	4%
45 - 49	14%	15%	12%	2%	8%	22%	10%	12%	18%	5%	34%	7%	10%	13%	25%	21%	17%	14%	17%
Under 25	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%
25 - 29	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	0%	0%	0%	0%	2%	5%	1%	0%	1%
Don't know	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%	1%	0%	1%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(64.A) The Government is considering a new way of managing student loans in the UK, called the Lifelong Loan Entitlement scheme. Under this new system, everyone in the UK would be entitled to the equivalent of four years worth of student loans, which could be used at any point in their life to cover the costs of a wide range of courses, such as university degrees, but also shorter qualifications. In general do you support or oppose this proposal?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Strongly support	27%	32%	17%	8%	21%	15%	44%	43%	26%	54%	9%	11%	25%	27%	31%	30%	25%	27%	25%
Somewhat support	35%	33%	37%	58%	29%	40%	27%	33%	40%	29%	43%	46%	44%	35%	36%	40%	45%	35%	45%
Neither support nor oppose	21%	18%	28%	33%	43%	18%	9%	1%	10%	17%	27%	39%	16%	21%	20%	22%	17%	21%	17%
Somewhat oppose	5%	5%	6%	0%	0%	8%	9%	11%	16%	0%	7%	1%	1%	6%	2%	4%	6%	5%	6%
Strongly oppose	5%	5%	6%	0%	1%	8%	1%	12%	8%	0%	13%	3%	0%	5%	7%	2%	6%	5%	6%
Don't know	6%	6%	7%	0%	6%	12%	10%	0%	1%	0%	1%	0%	14%	6%	4%	2%	2%	6%	2%
Total Support:	63%	65%	54%	67%	49%	54%	71%	77%	66%	83%	52%	57%	69%	62%	67%	70%	70%	62%	70%
Total Oppose:	10%	10%	12%	1%	1%	16%	10%	22%	24%	0%	20%	4%	1%	10%	9%	6%	12%	10%	12%
Net:	52%	55%	43%	66%	48%	38%	62%	55%	42%	83%	32%	53%	69%	52%	58%	63%	59%	52%	59%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

Public First Poll for Phoenix (business count)

(65.A) Thinking about the particular scenario we gave you earlier, imagine that an employee of yours was at risk of losing their job. How likely or unlikely would you be to suggest they retrain by pursuing a degree, certificate or diploma if they had access to a loan from the Government like this?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	246	132	74	40	72	46	19	20	16	21	18	8	26	50	47	48	101	145	101
Weighted	243	179	56	7	65	39	18	38	26	9	18	12	18	218	20	3	1	242	1
Very likely	18%	18%	19%	5%	12%	3%	0%	49%	13%	77%	3%	5%	24%	17%	25%	32%	17%	18%	17%
Somewhat likely	25%	25%	29%	10%	14%	41%	50%	16%	49%	9%	33%	8%	5%	24%	37%	33%	47%	25%	47%
Neither likely nor unlikely	42%	37%	50%	83%	62%	19%	26%	33%	36%	13%	34%	87%	48%	44%	24%	24%	14%	42%	14%
Somewhat unlikely	6%	8%	2%	1%	1%	18%	24%	0%	1%	0%	15%	0%	0%	6%	5%	4%	11%	6%	11%
Very unlikely	3%	4%	1%	1%	0%	11%	0%	2%	0%	0%	15%	0%	2%	3%	10%	4%	10%	3%	10%
Don't know	6%	8%	0%	0%	10%	9%	0%	0%	0%	0%	0%	0%	22%	6%	0%	3%	1%	6%	1%
Total Likely:	43%	43%	48%	15%	26%	43%	50%	65%	62%	86%	36%	13%	29%	41%	62%	65%	65%	43%	65%
Total Unlikely:	10%	12%	2%	2%	1%	29%	24%	2%	1%	0%	31%	0%	2%	9%	14%	8%	20%	10%	20%
Net:	34%	31%	45%	12%	25%	14%	27%	64%	61%	86%	5%	13%	27%	32%	47%	57%	44%	34%	44%

Note:

BASE: Where shown the scenario previously

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

Public First Poll for Phoenix (business count)

(66.A) Thinking about the particular scenario we gave you earlier, imagine that an employee of yours felt secure in their current job, but knew that they could get a promotion if they undertook further formal education (such as completing a course, qualification or certificate). How likely or unlikely would you be to suggest they upskill by pursuing a degree, certificate or diploma if they had access to a loan from the Government like this?

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	257	139	86	32	58	49	23	17	13	26	23	11	37	56	48	51	102	155	102
Weighted	259	176	70	13	47	49	31	19	13	37	22	3	38	234	21	4	0	259	0
Very likely	25%	28%	18%	36%	47%	10%	29%	32%	3%	48%	2%	19%	14%	25%	31%	27%	29%	25%	29%
Somewhat likely	40%	38%	51%	14%	22%	45%	56%	35%	72%	19%	61%	60%	43%	40%	43%	38%	52%	40%	52%
Neither likely nor unlikely	24%	21%	27%	49%	29%	38%	14%	1%	23%	33%	12%	0%	23%	25%	12%	27%	12%	24%	12%
Somewhat unlikely	4%	6%	0%	0%	1%	1%	0%	32%	0%	0%	0%	3%	10%	4%	5%	8%	1%	4%	1%
Very unlikely	3%	4%	0%	0%	1%	7%	1%	0%	0%	0%	12%	19%	0%	3%	7%	0%	3%	3%	3%
Don't know	3%	2%	4%	0%	0%	0%	0%	0%	2%	0%	12%	0%	10%	3%	1%	0%	2%	3%	2%
Total Likely:	66%	66%	69%	51%	69%	55%	85%	68%	75%	67%	63%	78%	57%	65%	74%	65%	81%	66%	81%
Total Unlikely:	7%	11%	0%	0%	3%	8%	1%	32%	0%	0%	12%	22%	10%	7%	12%	8%	5%	7%	5%
Net:	59%	55%	69%	51%	66%	47%	83%	36%	75%	67%	51%	57%	47%	58%	63%	57%	76%	59%	76%

Note:

BASE: Where shown the scenario previously

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(67.A) Do you think that the Lifelong Loan Entitlement scheme would help you retrain/upskill your employees?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Yes	42%	44%	33%	61%	22%	40%	53%	75%	58%	58%	17%	54%	33%	42%	44%	58%	57%	42%	57%
No	32%	28%	47%	5%	17%	42%	37%	23%	40%	27%	54%	43%	31%	32%	32%	27%	26%	32%	26%
Don't know	26%	27%	20%	34%	60%	18%	10%	1%	3%	15%	28%	3%	36%	26%	23%	14%	17%	26%	17%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(68.A) You said that you believe the Lifelong Loan Entitlement scheme would not help you retrain/upskill your employees. Why is this? Please select all that apply.

	Total	Responsibility for decisions			Region								Employee Number				Grouped Employee Number		
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	141	70	48	23	43	30	12	8	6	10	12	7	13	38	28	27	48	93	48
Weighted	161	101	59	1	20	37	18	13	16	12	22	6	17	146	13	2	0	161	0
I don't see the value in having my employees learn something new	8%	12%	1%	0%	1%	10%	26%	0%	0%	0%	0%	0%	24%	8%	8%	5%	4%	8%	4%
I don't think my employees would want to take on new debt	57%	73%	31%	5%	81%	41%	74%	5%	100%	48%	50%	84%	51%	58%	44%	38%	48%	57%	48%
My employees are too old to retrain	5%	7%	1%	0%	1%	10%	0%	0%	0%	0%	0%	0%	22%	5%	2%	5%	6%	5%	6%
I don't think my employees would be interested in this scheme	47%	42%	57%	6%	7%	59%	50%	0%	40%	1%	87%	92%	71%	49%	29%	28%	16%	47%	16%
My company cannot offer new jobs or promotions for employees who retrain	27%	31%	23%	7%	37%	11%	28%	94%	0%	0%	50%	0%	24%	28%	23%	20%	14%	28%	14%
I do not trust government schemes to be good quality/effective	20%	22%	16%	13%	4%	31%	26%	0%	20%	0%	0%	0%	69%	20%	18%	21%	31%	20%	31%
I would need more information	13%	16%	9%	11%	10%	9%	24%	1%	20%	5%	12%	8%	27%	12%	28%	17%	31%	13%	31%
I am not interested in having my employees retrain	12%	18%	1%	0%	4%	11%	26%	0%	0%	0%	25%	0%	22%	12%	13%	13%	6%	12%	6%
There is an inability to combine studies with employment at my company	11%	8%	17%	1%	2%	19%	0%	45%	0%	0%	0%	0%	27%	11%	6%	22%	10%	11%	10%
Don't know	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	4%	0%	2%	0%	2%
Other (please specify)	10%	3%	21%	65%	3%	20%	0%	0%	0%	48%	12%	0%	0%	10%	7%	7%	6%	10%	6%

Note:

BASE: Do not think the LLE scheme would help retrain/upskill their employees

(69.A) If an employee at your company wanted to use the Lifelong Learning Entitlement scheme for retraining, which of the following would you be willing to do to help them, if any? Please select all that apply.

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Guarantee them a promotion or new position on completion of the course	7%	7%	8%	2%	8%	6%	1%	1%	2%	28%	7%	7%	7%	6%	16%	28%	20%	7%	20%
Don't know	7%	7%	6%	3%	19%	4%	10%	0%	0%	0%	7%	0%	1%	7%	7%	5%	5%	7%	5%
Offer flex working while they are attending courses	61%	60%	63%	60%	52%	60%	79%	77%	50%	84%	38%	22%	62%	61%	56%	58%	58%	61%	58%
Give them time off work to attend courses	38%	41%	28%	57%	41%	40%	44%	22%	28%	43%	43%	47%	38%	38%	46%	40%	56%	38%	56%
My company would not be willing to do any of the above	17%	17%	19%	4%	8%	16%	2%	23%	32%	2%	34%	42%	28%	17%	16%	8%	6%	17%	6%
Subsidise all or part of the loan so they do not take on new debt	11%	12%	9%	2%	8%	14%	1%	11%	24%	15%	1%	8%	17%	10%	18%	32%	36%	11%	36%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(70.A) Imagine that you decided to go ahead with retraining your employees. Would you prefer to do this by having them pursue a long-term full course or certificate, or would you rather have them only complete short and specific modules from a course?

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
I would much prefer committing to a full course or certificate	14%	19%	1%	2%	19%	14%	17%	11%	2%	28%	1%	8%	15%	14%	14%	23%	17%	14%	17%
I would somewhat prefer committing a full course or certificate	13%	11%	20%	7%	9%	22%	0%	2%	24%	18%	15%	46%	10%	12%	27%	22%	31%	13%	31%
No preference either way	34%	32%	39%	40%	22%	31%	54%	43%	42%	17%	50%	36%	37%	35%	27%	37%	28%	34%	28%
I would somewhat prefer completing specific modules only	18%	17%	22%	19%	25%	21%	18%	12%	17%	13%	14%	0%	22%	19%	12%	10%	13%	18%	13%
I would much prefer completing specific modules only	6%	4%	11%	1%	0%	5%	9%	11%	16%	0%	7%	3%	9%	6%	6%	7%	8%	6%	8%
Don't know	14%	16%	7%	31%	25%	8%	2%	23%	0%	25%	14%	7%	8%	14%	15%	1%	4%	14%	4%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

Data weighted by business size and region to Nationally Representative Proportions

(71.A) What pieces of information would be most useful in deciding whether or not you would like to retrain or upskill your employees under the new Lifelong Loan Entitlement scheme? Please select all that apply.

	Total	Responsibility for decisions			Region									Employee Number				Grouped Employee Number	
		I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
How much time commitment the various courses and modules on offer require	50%	49%	51%	62%	51%	55%	62%	43%	42%	58%	44%	54%	40%	51%	45%	37%	41%	50%	41%
If courses can be completed while in full-time employment (e.g. at night)	47%	47%	47%	58%	46%	26%	63%	86%	43%	46%	37%	44%	44%	48%	37%	44%	41%	47%	41%
Resources to find courses matching to my business' needs	42%	43%	36%	59%	34%	55%	54%	43%	50%	30%	36%	18%	40%	42%	47%	33%	35%	42%	35%
Information on the sort of organisations offering the courses and modules	33%	32%	38%	6%	38%	27%	45%	32%	51%	40%	21%	5%	19%	33%	28%	35%	31%	33%	31%
The kind of jobs that people who take these courses tend to do	18%	17%	24%	6%	17%	15%	19%	35%	41%	14%	7%	4%	10%	17%	31%	29%	29%	18%	29%
Resources for identifying and calculating skills gaps in your organisation	17%	17%	19%	3%	21%	15%	18%	21%	10%	15%	8%	43%	9%	16%	25%	30%	36%	17%	36%
Whether the qualification would be recognised internationally	17%	16%	12%	55%	32%	13%	18%	11%	10%	30%	1%	4%	9%	17%	18%	29%	24%	17%	24%
Resources on measuring and/or forecasting ROI (return on investment) from training	14%	14%	15%	2%	12%	14%	27%	12%	10%	27%	7%	7%	9%	14%	14%	19%	27%	14%	27%
The employment statistics for the courses and modules on offer	14%	13%	13%	32%	19%	10%	27%	2%	34%	4%	14%	7%	9%	13%	21%	19%	22%	14%	22%

(72.A) And thinking about the name “Lifelong Loan Entitlement scheme”, do you find it attractive / easily understandable?

	Responsibility for decisions				Region									Employee Number				Grouped Employee Number	
	Total	I am the primary decision maker for my company	I share decision-making responsibilities with a few others at my company	I have influence on business decisions that are made at my company, but do not make the final decisions	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	2-9	10-49	50-249	250+	Under 250 employees	Over 250 employees
Unweighted	502	271	160	71	130	95	42	37	29	47	40	19	63	106	95	99	202	300	202
Weighted	502	355	126	21	112	88	49	57	39	46	40	15	56	453	41	7	1	501	1
Yes	56%	57%	51%	66%	46%	53%	73%	65%	50%	62%	51%	57%	55%	55%	61%	64%	64%	56%	64%
No	34%	35%	31%	33%	34%	34%	19%	24%	49%	38%	41%	40%	37%	35%	26%	25%	29%	34%	29%
Don't know	11%	8%	18%	1%	20%	13%	9%	11%	1%	0%	8%	3%	8%	10%	13%	11%	7%	11%	7%

Note:

BASE: All Respondents

Fieldwork: 13th Jul - 21st Jul 2022

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