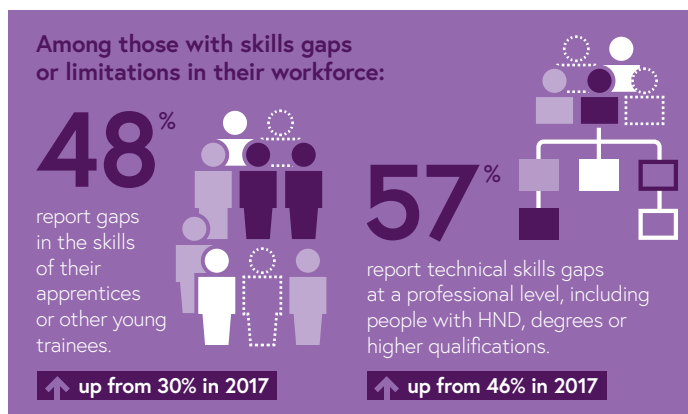
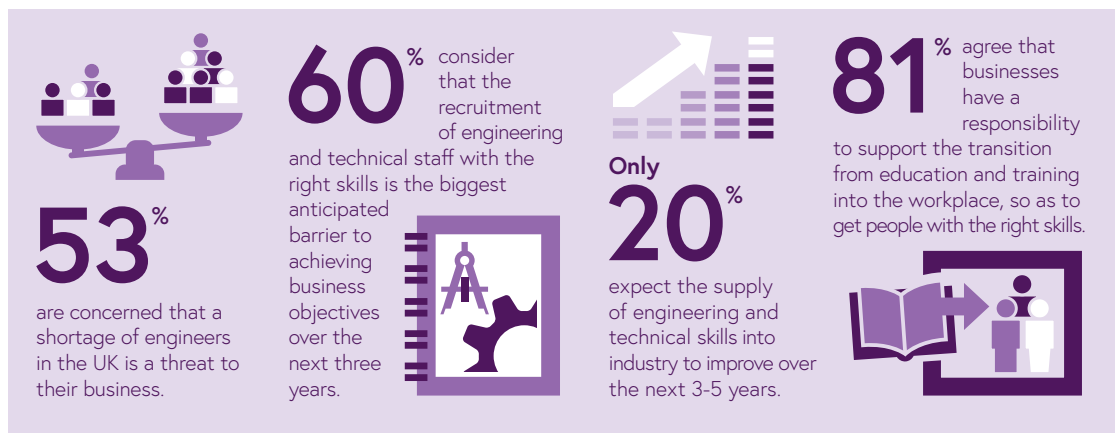


# Skills and demand in industry: 2019 survey

## Key facts, themes and recommendations

The 2019 IET Skills Survey is the thirteenth in an ongoing series since 2006 that has assessed the evolving state of engineering and technical skills in the UK and the challenges faced by industry. This year's research is based on insights gathered from over 700 telephone interviews with employers of engineering and technology staff, representing a range of sectors and company sizes from across the UK.

### Key employer facts





## Key recommendations

To meet the UK's increasing engineering and technology skills needs, and to counter skills shortages and gaps, education, industry and government need joined up approaches at strategic, tactical and local levels.

### The skills challenge: IET recommendations

To improve potential recruits' workplace readiness and employability, more employers should commit to delivering high quality apprenticeship schemes, T Level work placements and other work experience opportunities. Systemic liaison with education partners is essential to ensure fitness for purpose and benefits for all parties.

To raise awareness of the range of engineering and technology opportunities and to improve the supply of more diverse recruits, education, industry and professional engineering institutions (PEIs) should strategically work together and engage with under-represented groups.

### Apprenticeship Levy: IET recommendations

The Government should give employers greater flexibility on spending for skills development, relaxing apprenticeship levy restrictions and supporting alternative, high-quality training options.

### T Levels: IET recommendations

The Government should do more to raise awareness and take-up of T Levels as a valued, attractive qualification, equivalent to A Levels, that offers wide-ranging vocational and higher-level study opportunities. Engagement with students at an early age is an essential element, together with targeted approaches to parents, teachers and businesses.

The Government should commit to ensuring the ongoing financial and staffing capability of the education sector to deliver T Levels effectively and keep pace with technological advances.

### Employer approaches to training: IET recommendations

Employers should take advantage of the growing range and network of flexible, individually tailored and innovative approaches to upskilling technical staff. This is particularly beneficial for SMEs where resourcing pressures, capabilities, size or location may preclude traditional training routes.

All employers should formally adopt ongoing workforce development and upskilling initiatives as a means of enhancing competitive advantage and commercial success.

For further information and to read the full report, visit

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