



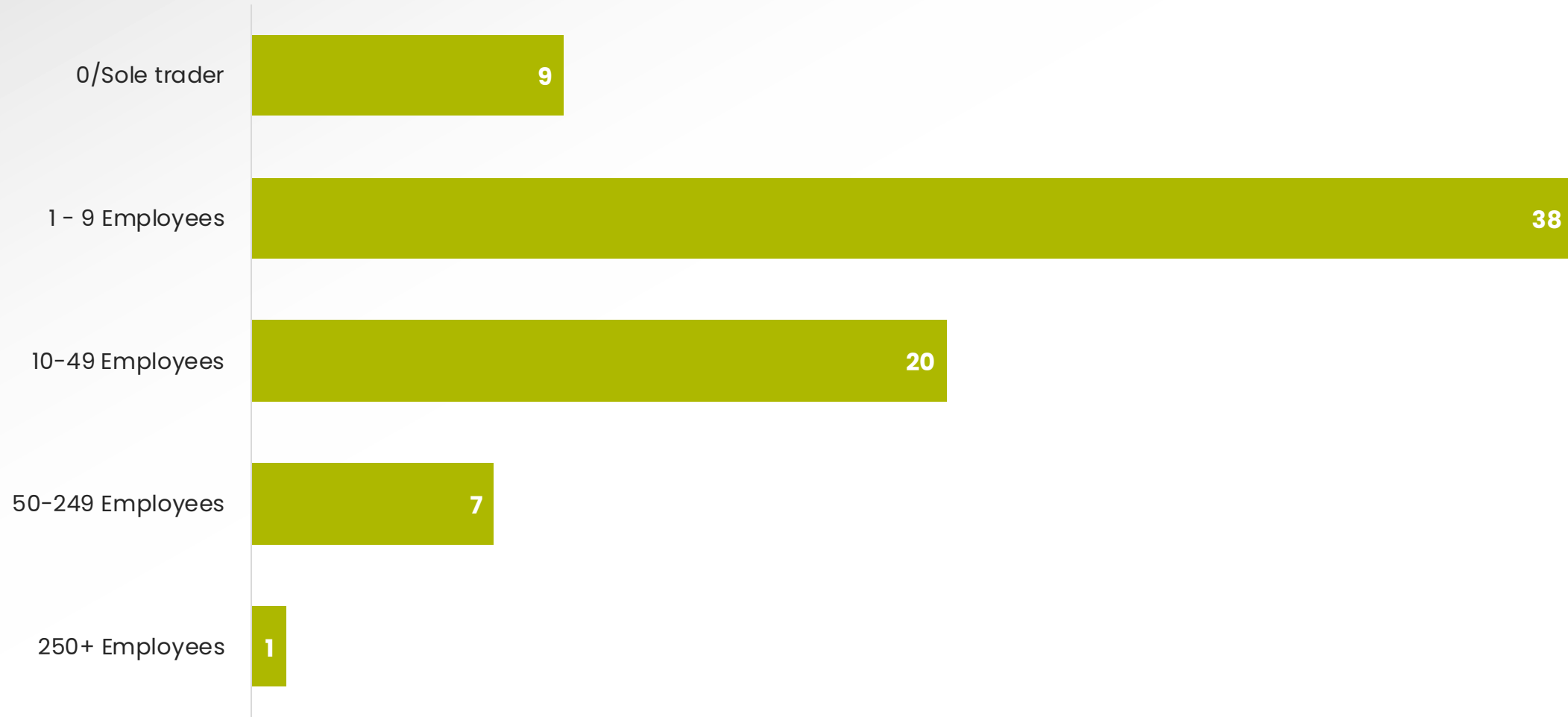
Cheshire and Warrington Business diagnostic insight

Created by CIMSPA for the Cheshire and Warrington
Local Skills Accountability Board

Data collected: June 2023 – January 2024

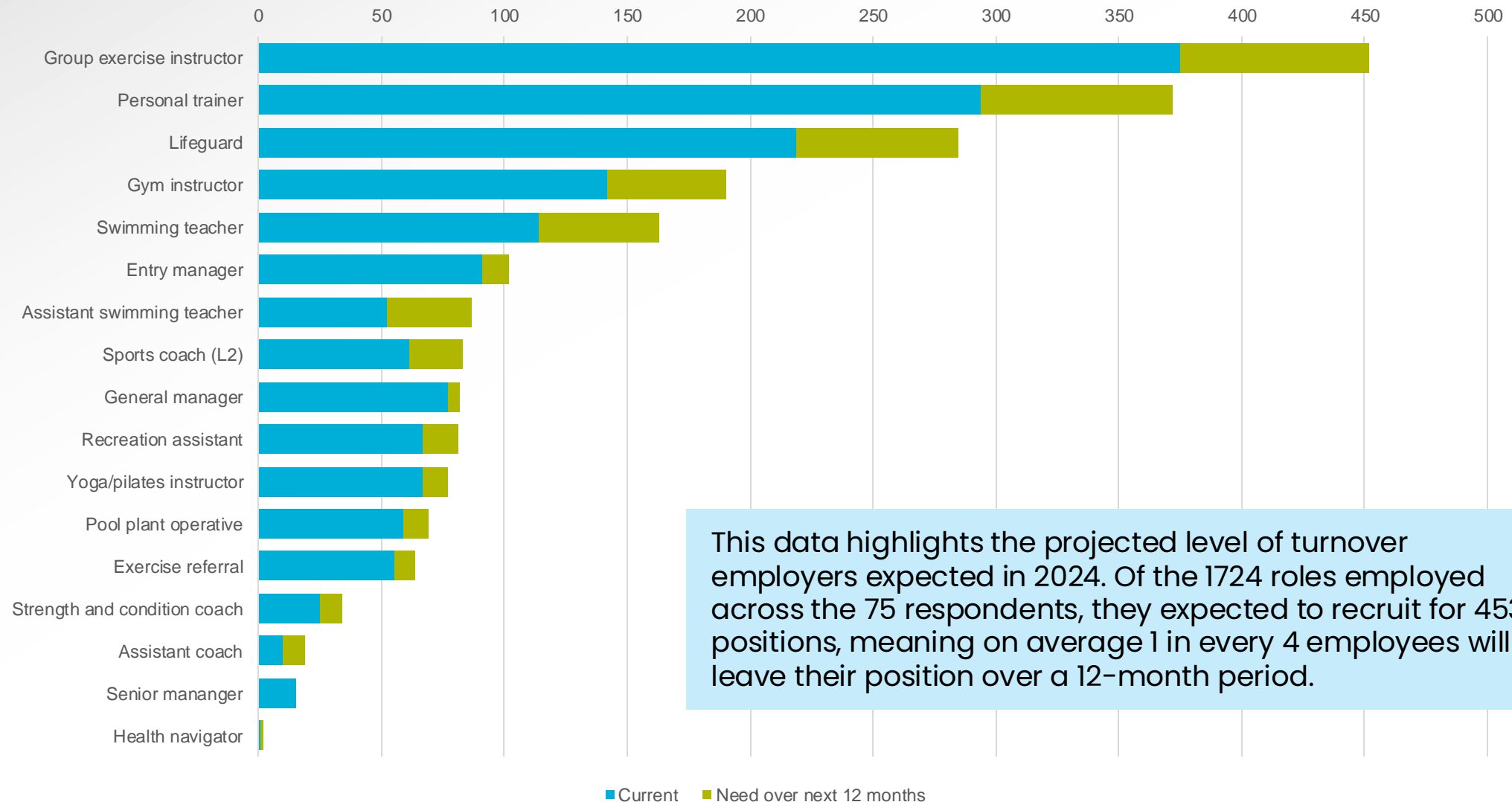


How many individuals do you employ?



(75 employer responses)

Recruitment needs – Cheshire



This data highlights the projected level of turnover employers expected in 2024. Of the 1724 roles employed across the 75 respondents, they expected to recruit for 453 positions, meaning on average 1 in every 4 employees will leave their position over a 12-month period.

Are you able / willing to host any placements / industry experience for 16–23 year olds?

Yes – 37% (28 responses)

No – 63% (47 responses)

This data highlights a challenge which must be addressed. We need more employers to offer placements and industry experience to young people to challenge any unrealistic expectations about working in our sector and to improve the image of entry-level roles.

(75 employer responses)



Do you currently use apprenticeships as part of your recruitment / staff development strategy?

Yes – 20% (15 responses)

No – 80% (60 responses)

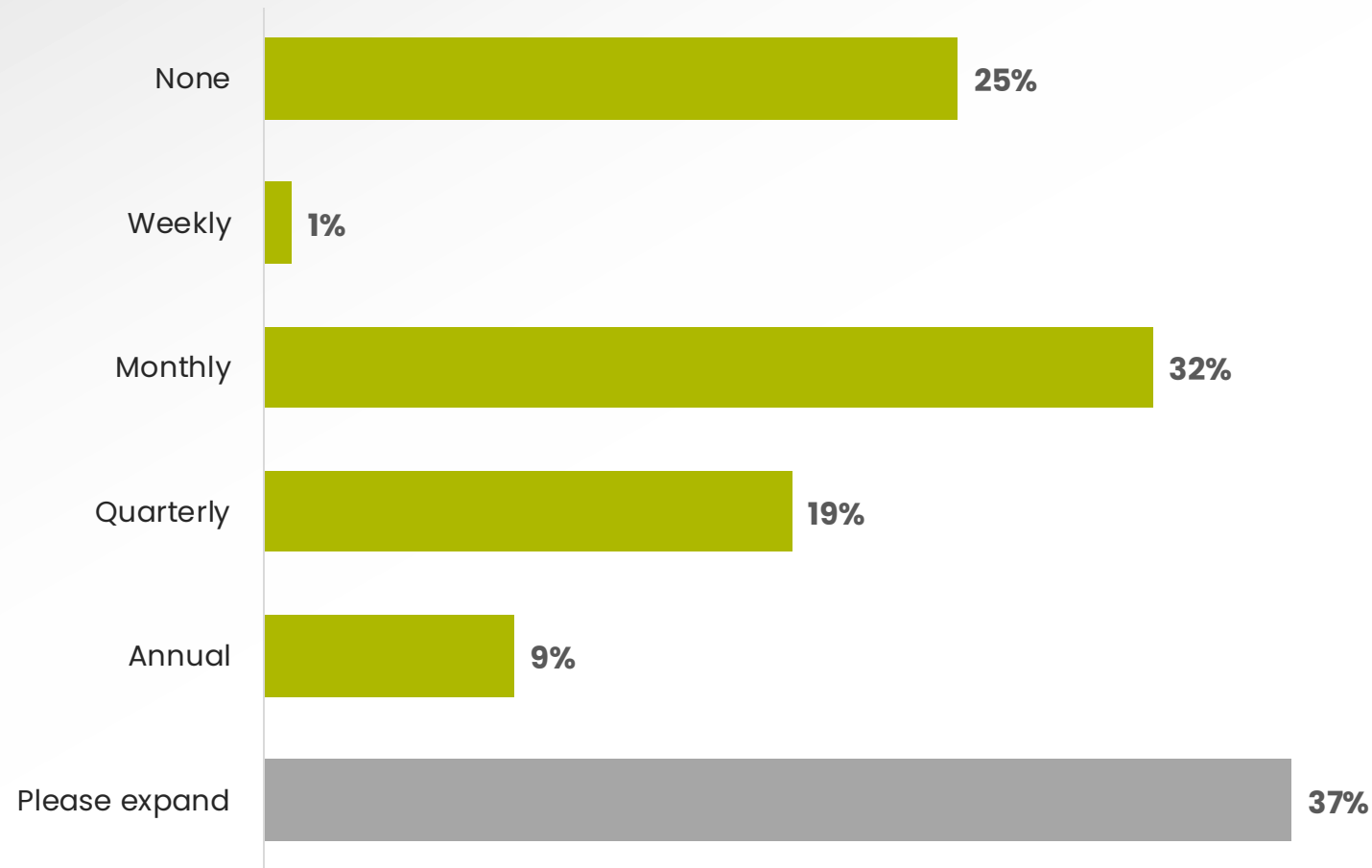
This data demonstrates a gap in the pathway for entering into our sector's workforce locally. Further anecdotal feedback as to the reasons for these responses highlighted a lack of understanding about how to utilise apprenticeships.

One of this local skills plan's goals is to build better connectivity between employers and training providers to maximise apprenticeship take-up. This will create a clearer route into employment, which will increase the diversity of our workforce.

(75 employer responses)



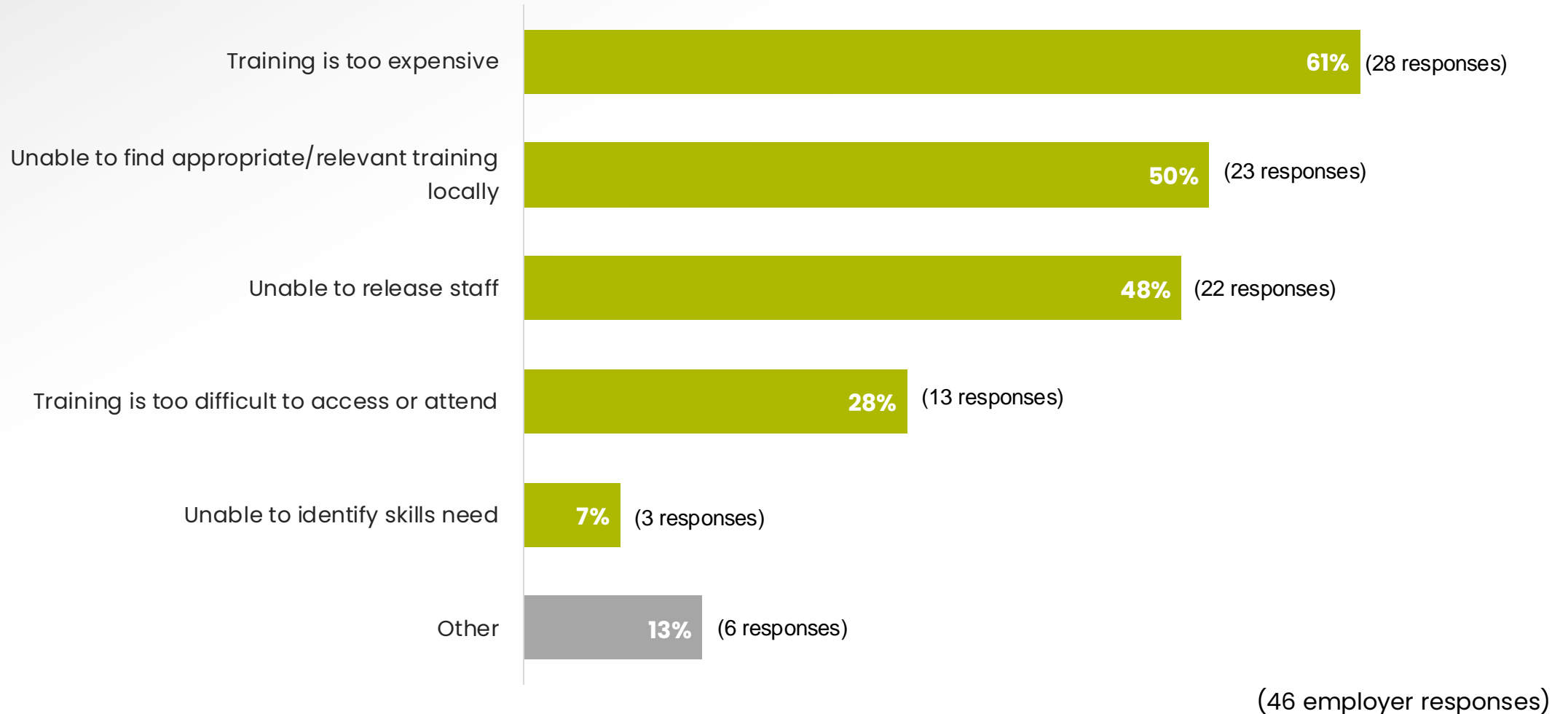
How frequently do you offer training for your employees?



Note – these percentages total more than 100% (122%). This is because respondents were able to select 'Please expand' as well as another option, which some did to select an accurate frequency and also to explain what training they provide at that frequency.

(75 employer responses)

What barriers are preventing you from offering more training?





Shaping a recognised, valued and inclusive sport and physical activity sector that everyone can be a part of.

The Chartered Institute for the Management of Sport and Physical Activity

Incorporated by Royal Charter

Charity Registration No. 1144545

www.cimspa.co.uk