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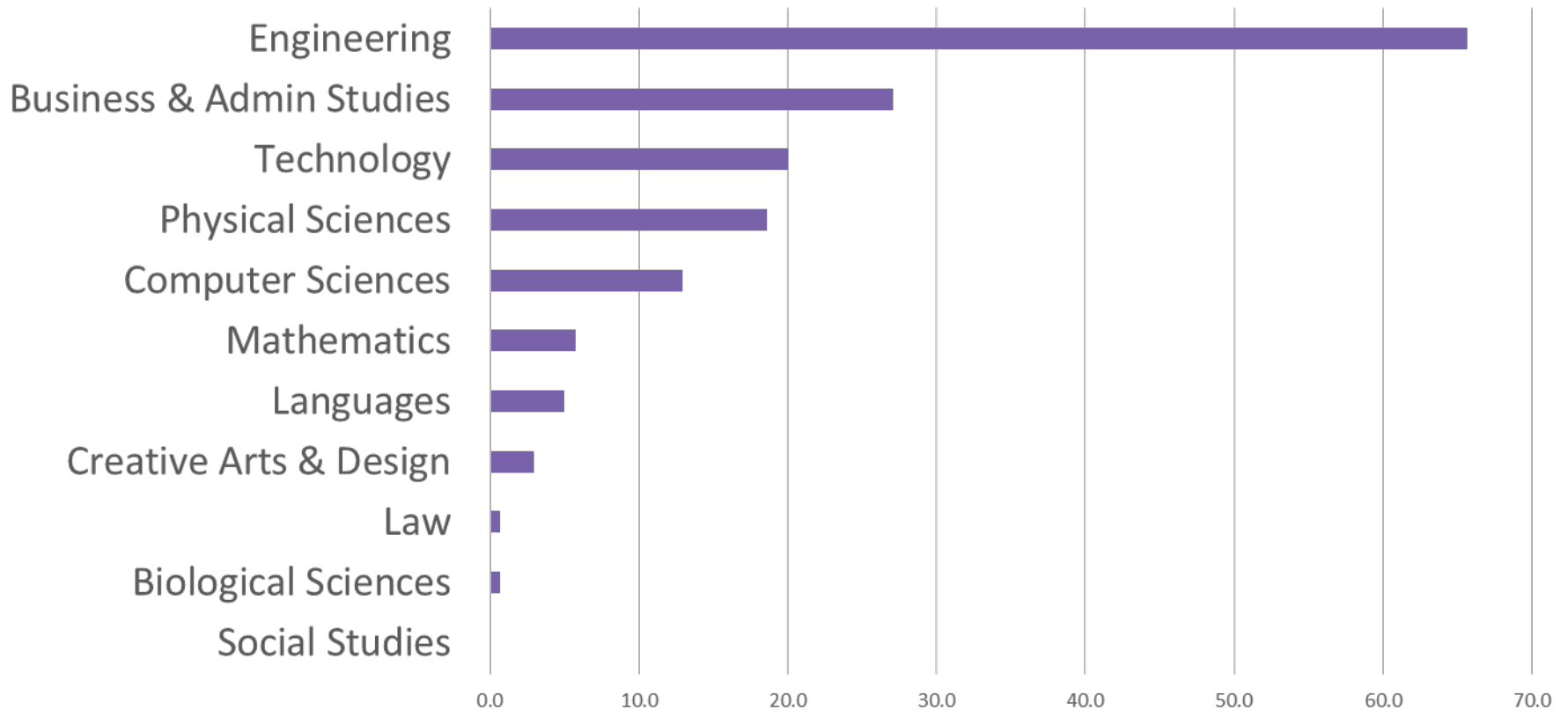
# Overview

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- Access to the right people with the right skills is a key piece of the ‘productivity puzzle.’
- However, the lack of supply of such skills is holding back manufacturers’ plans to innovate, export and grow.
- The manufacturing industry has strong ambitions to recruit entry-level talent, both through apprentices and graduates.
- But employers continue to raise concerns around the quality and quantity of graduates.
- Industry and higher education have roles to play and must work together.

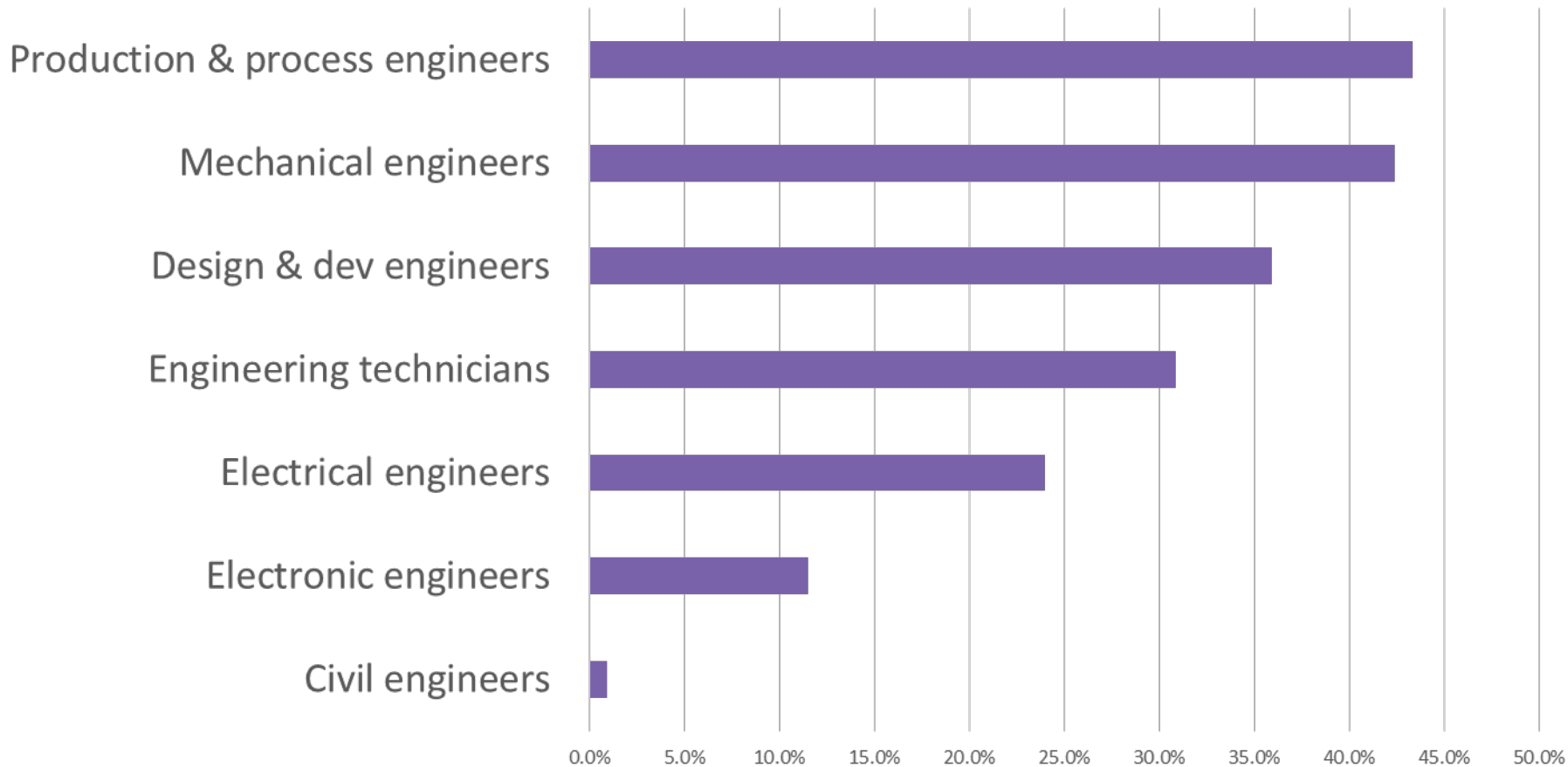
# MANUFACTURERS DEMAND GRADUATES TO MEET SKILLS NEEDS,

%companies that plan to recruit a graduate by subject

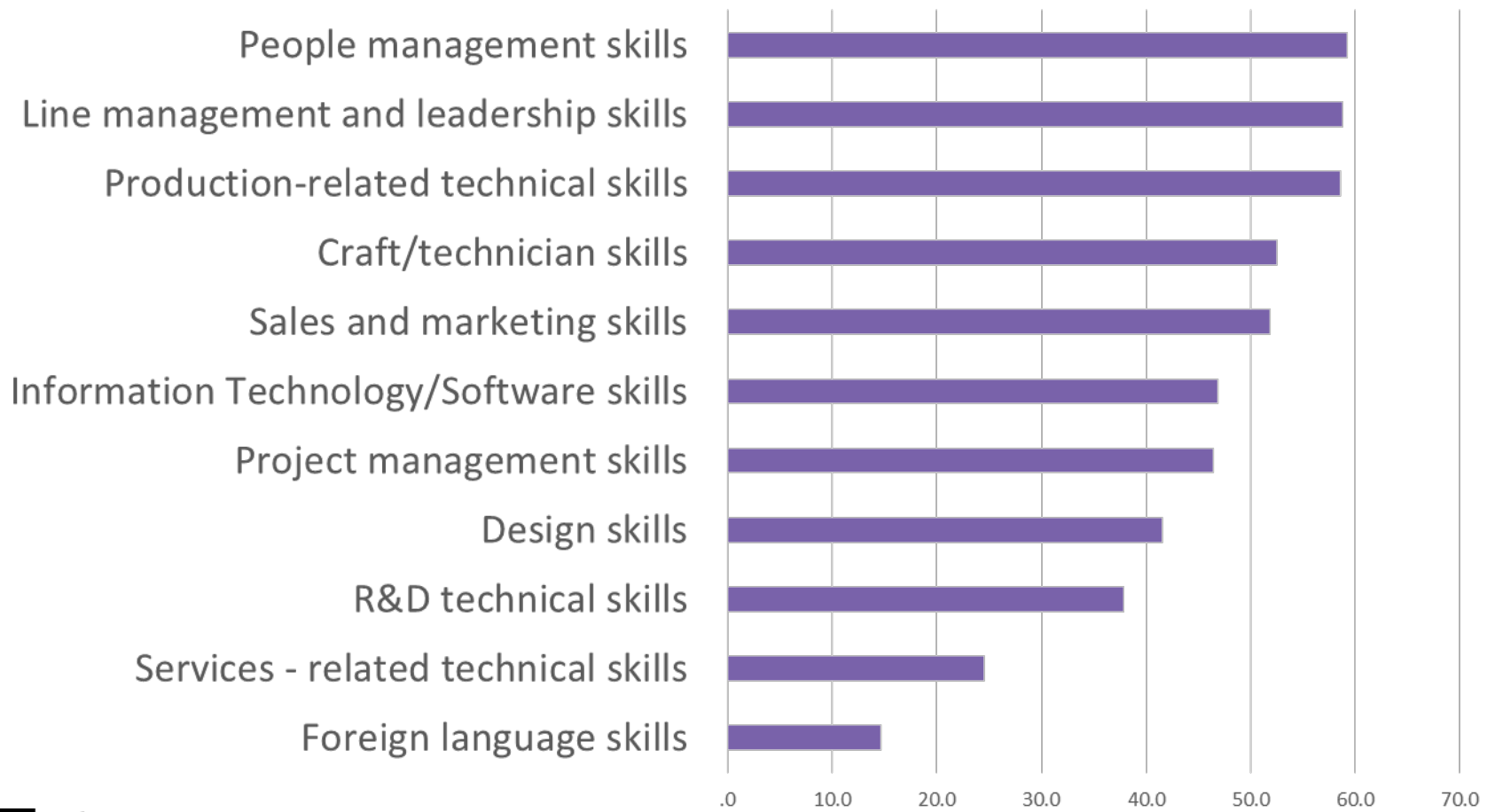


# DEMAND FOR ENGINEERS CONTINUES,

% companies reporting planned recruitment for engineering posts



# EMPLOYERS ARE DEMANDING AN ARRAY OF SKILLS, %manufacturers reporting increase in demand for skills



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# TWO FUNDAMENTAL CHALLENGES

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1) How to increase the **quality** of supply

2) How to increase the **quantity** of supply

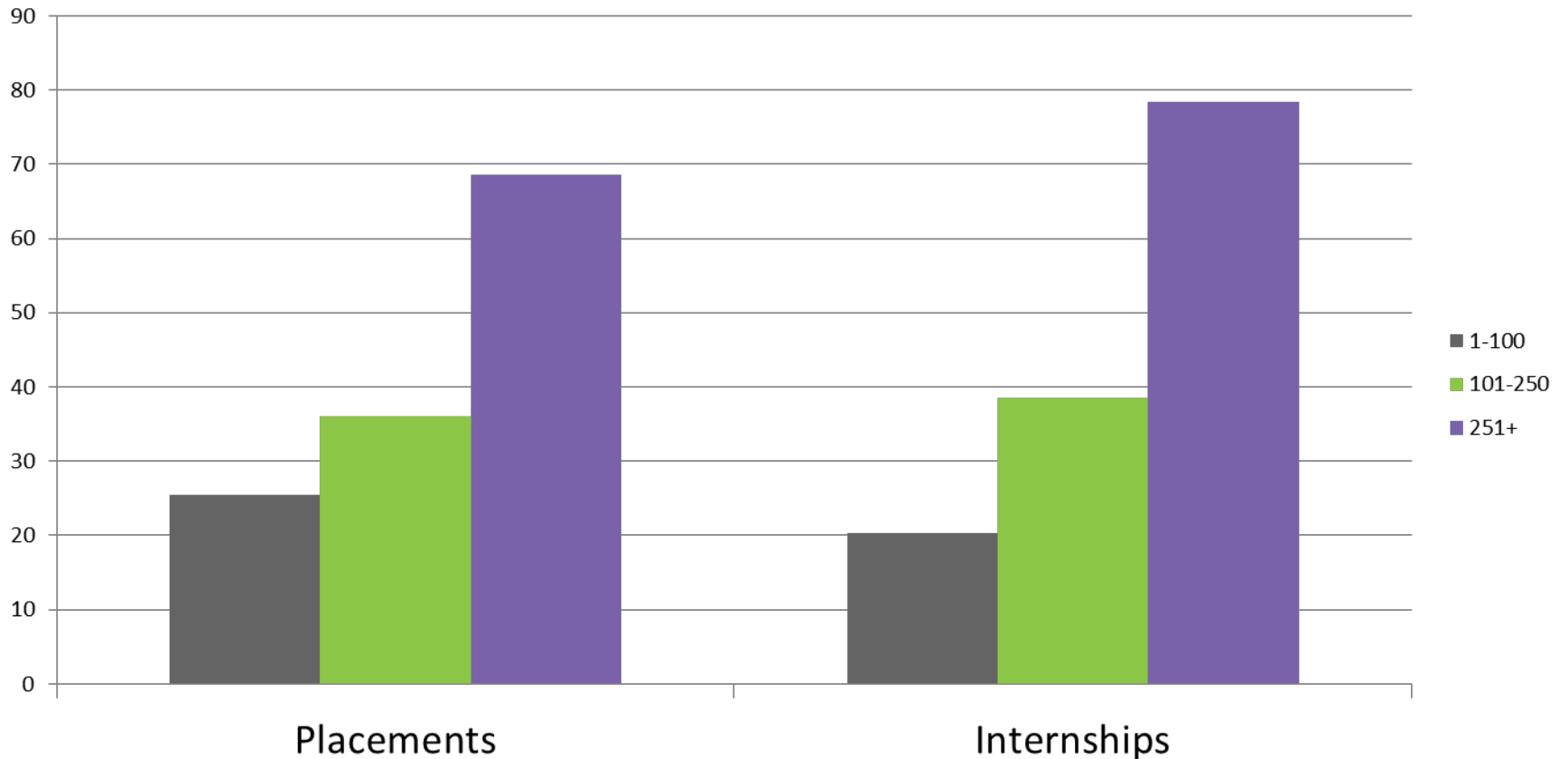
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# INCREASING THE QUALITY OF CURRENT SUPPLY, the challenges of recruiting graduates

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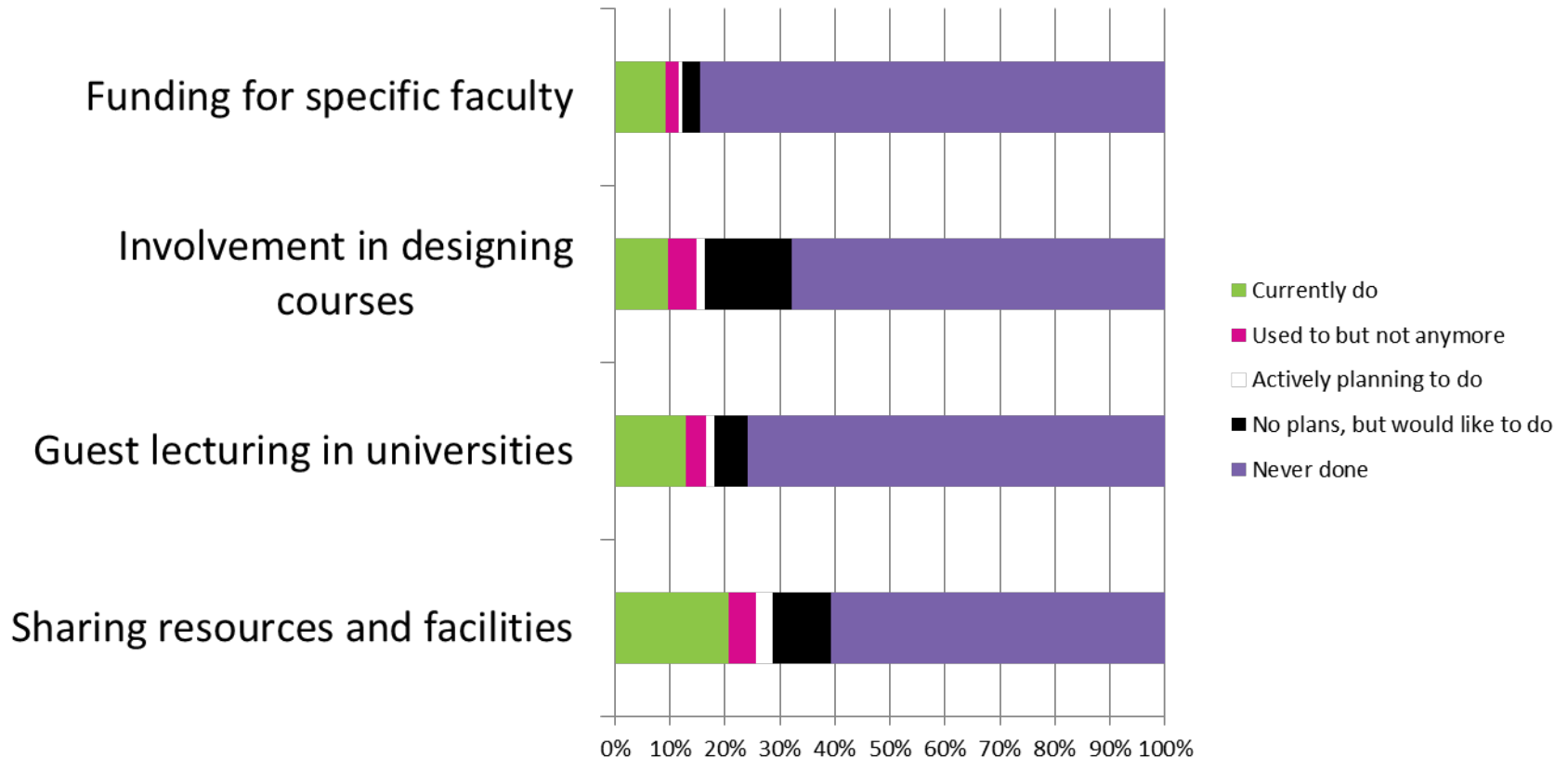
- 1) Graduates lacking industry experience
- 2) Graduates lacking manufacturing and engineering knowledge
- 3) Difficulties retaining graduates and the impacts of location
- 4) Low awareness of manufacturing opportunities amongst graduates
- 5) Difficulties making contact with higher education institutions

# CHALLENGE 1: Graduates lacking industry experience, %manufacturers offering internships and placements to HE learners



# CHALLENGE 2: Graduates lacking manufacturing knowledge

%companies reporting activities to influence HE provision





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# CHALLENGE 3: Retaining graduates and the impacts of location

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- Forthcoming EEF report has found that more than 80% of manufacturers offer competitive salaries to attract and retain employees
- Yet, the same employers say that applicants to their vacancies have expectations above what it is on offer.
- This is true for graduates. An assumed starting salary and managerial responsibilities
- Do we manage graduates' expectations or should employers be paying more?
- Location is also difficult, particular for SMEs.
- How do manufacturers attract graduates to less known locations?

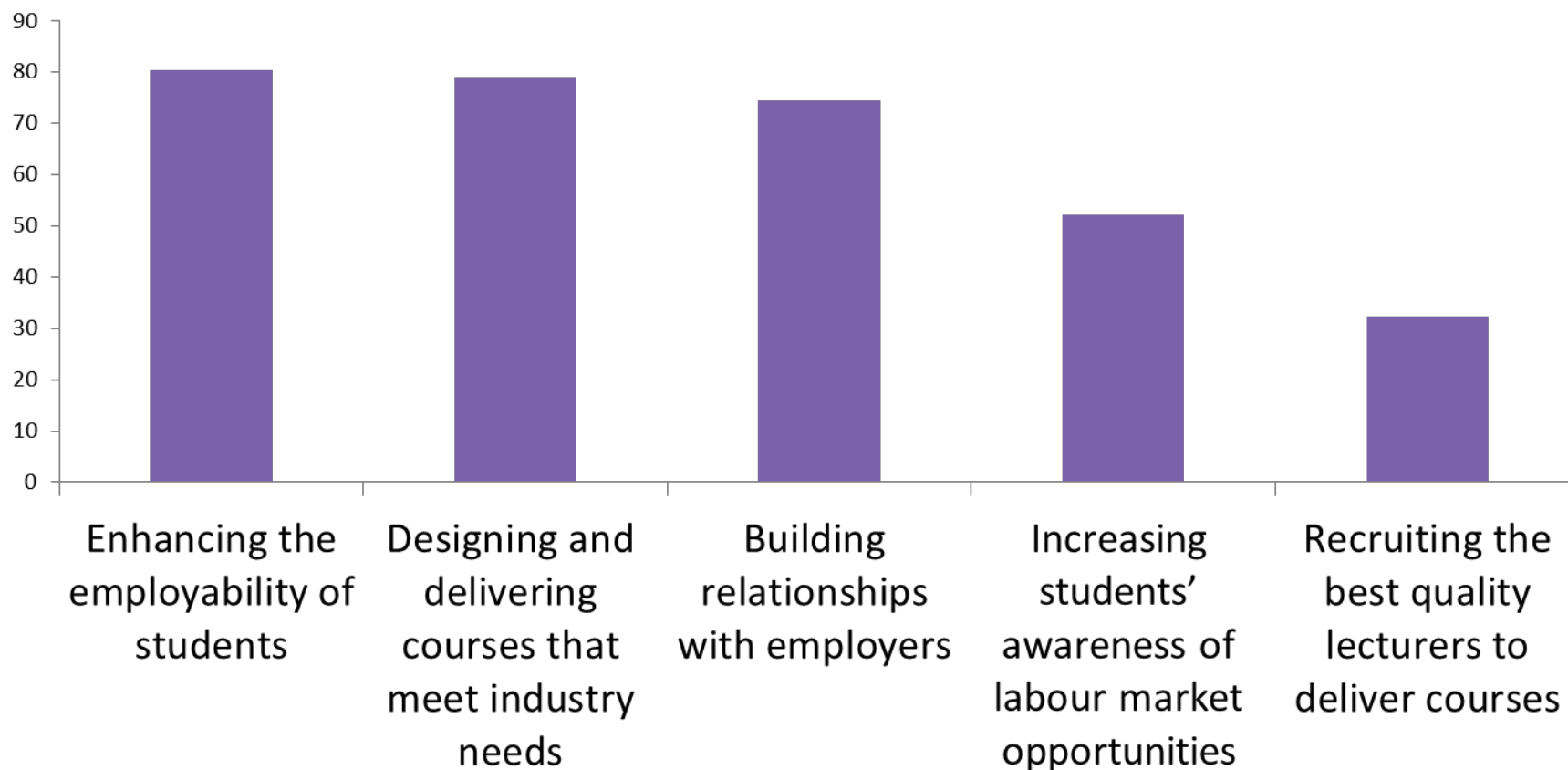
# CHALLENGE 4: Low awareness of opportunities

%companies citing barriers to attracting graduates by size



# CHALLENGE 5: Difficulties making contacts with universities

%companies citing priorities for higher education institutions



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# INCREASE VOLUMES – A NUMBERS GAME

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- Long term:

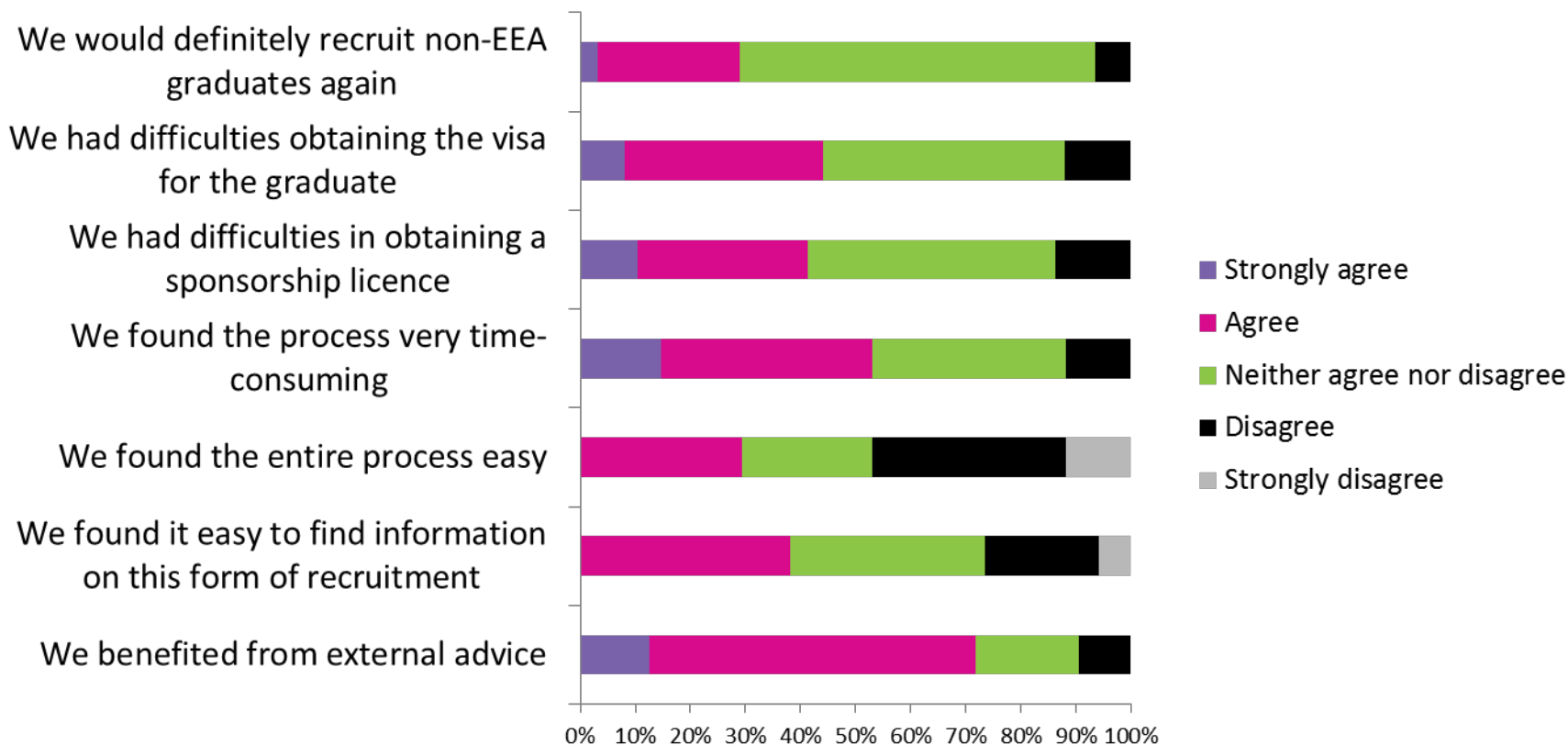
- Boosting the pipeline of STEM learners

Immediate term:

- Recruiting graduates from other domiciles
- Supporting existing employees through universities,
- Exploring opportunities of offering Higher Apprenticeships

# IMMEDIATE TERM – Manufacturers recruit non-EEA graduates but face challenges,

%companies citing difficulties of recruiting non-EEA graduates



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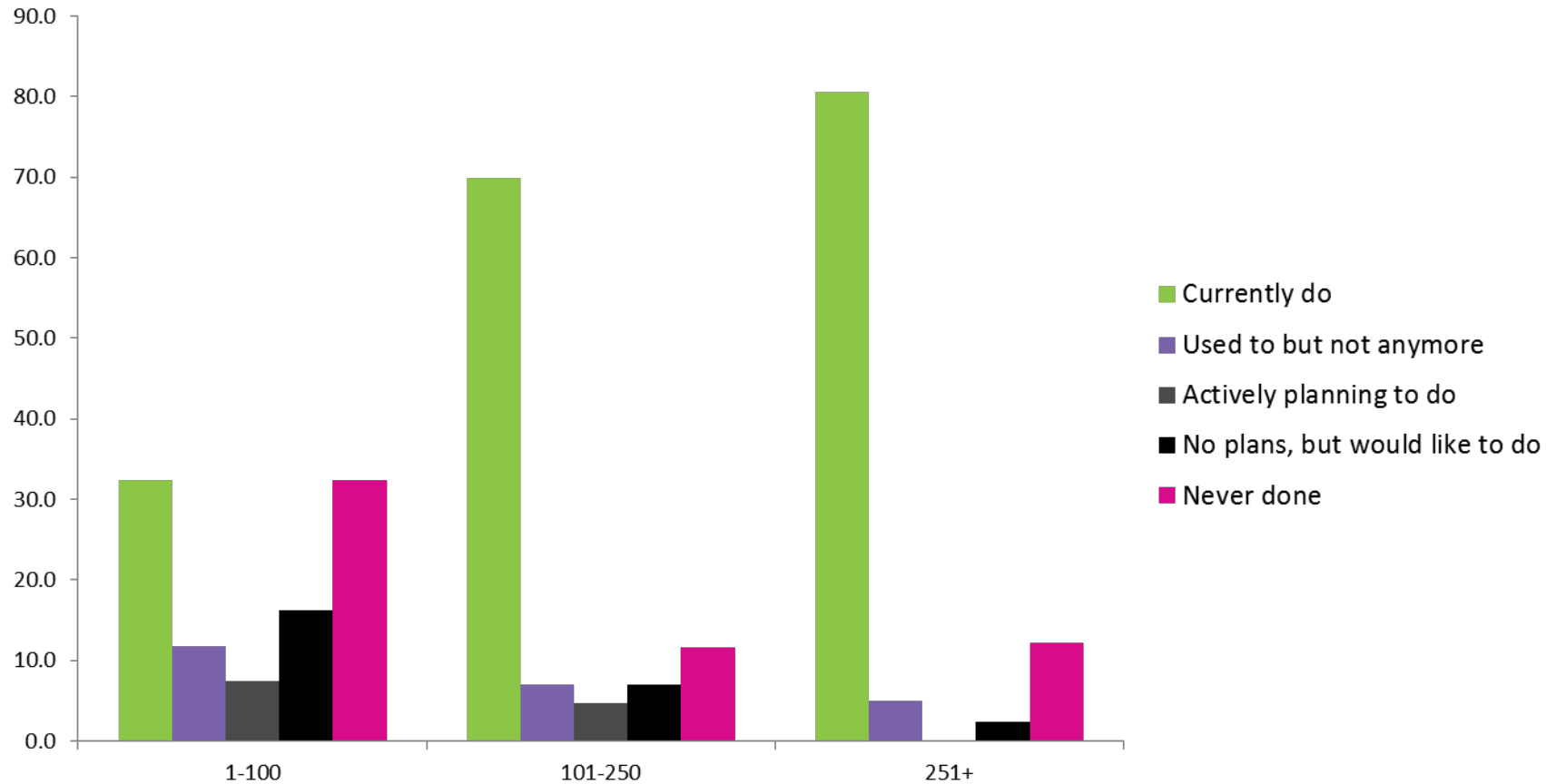
# What would manufacturers like to see happen?

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- Students removed from the UK's net migration target
- A post-study work route
- A simpler, and less costly migration system

# IMMEDIATE TERM – Manufacturers support employees through university

%companies reporting support for existing employees



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# What do manufacturers want to see happen?

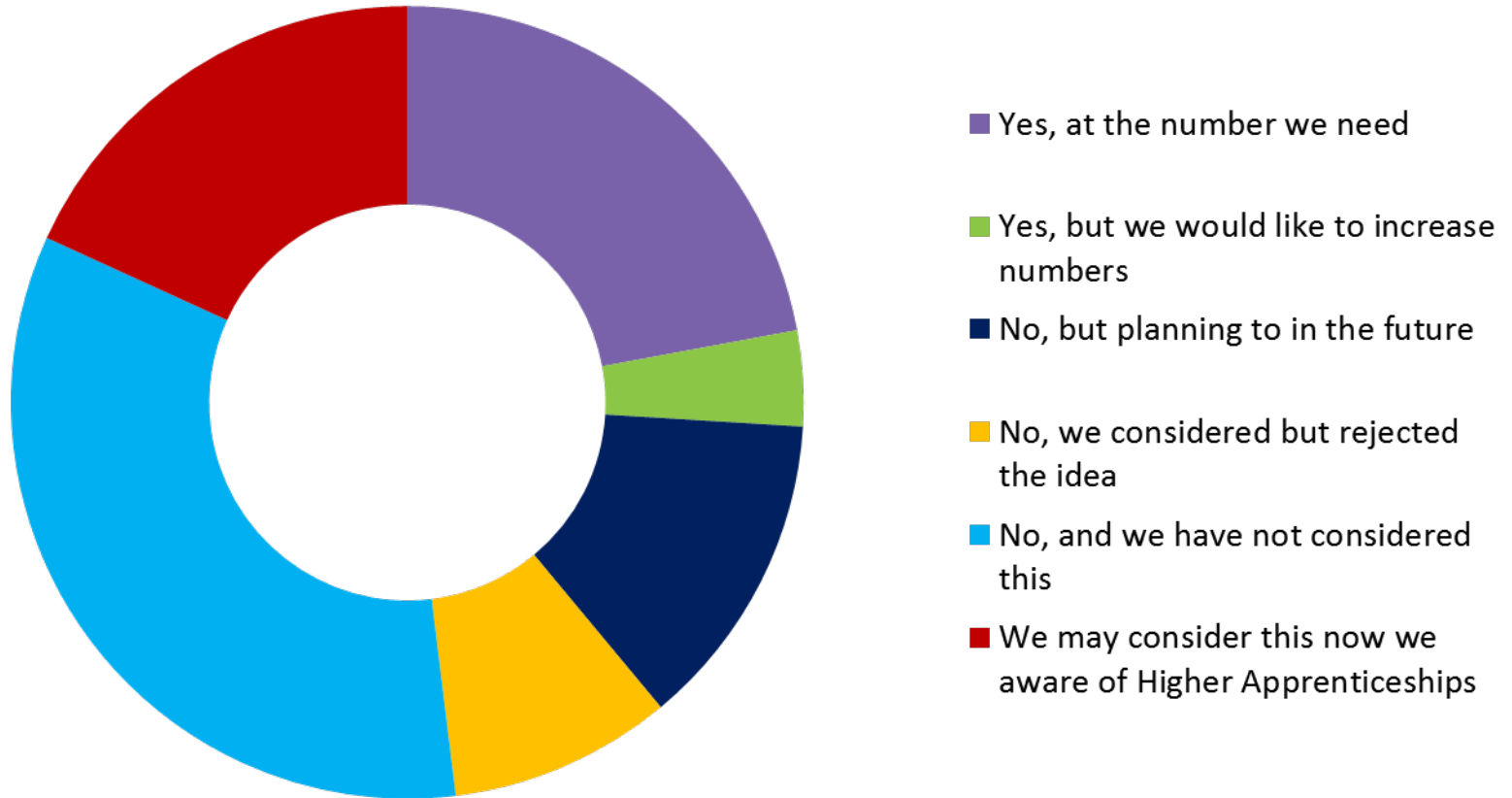
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- More flexible higher education provision
- More part-time courses
- More modular approaches



# IMMEDIATE TERM – Manufacturers are making use of Higher Apprenticeships

%companies offering Higher Apprenticeships



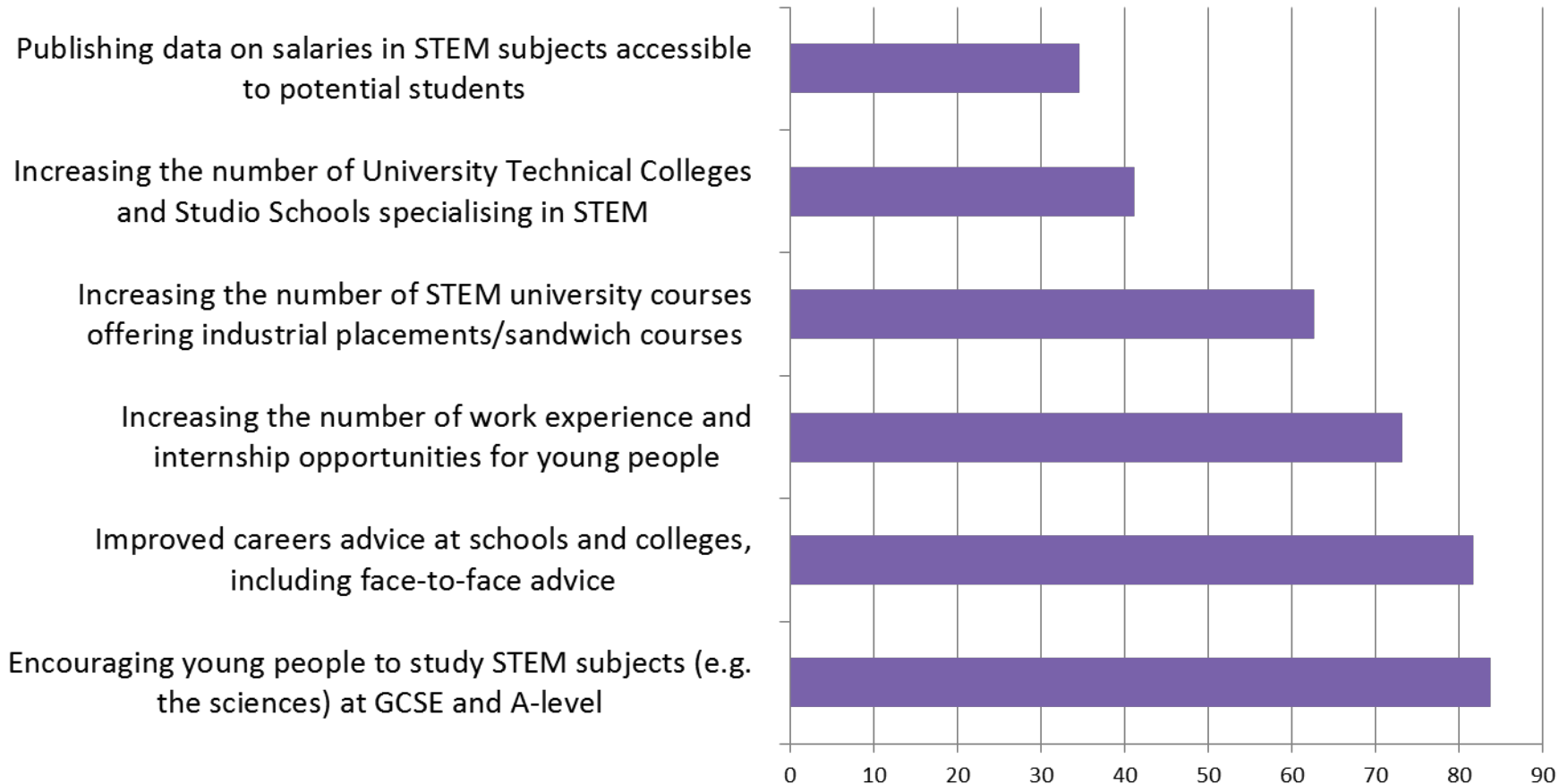
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# What do manufacturer want to see happen?

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- A greater focus on Higher Apprenticeships
- To get involved in the design and development of Higher Apprenticeships
- To roll out Degree Apprenticeships
- To get involved in the design and development of Degree Apprenticeships
- To understand, and have certainty of, how the apprenticeship levy will work with Higher and Degree Apprenticeships

# LONG-TERM: Boosting the pipeline of STEM learners, %companies citing ways to increase STEM learners at HE level



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# What do manufacturers want to see happen?

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## **A LOT!**

### **Starting in the early years....**

- Better careers advice in schools
- A greater focus on work experience in schools
- More students studying STEM from Key Stage 4 onwards
- A greater focus from government on recruiting more, quality STEM teachers in Secondary School

### **And then...**

- Ensuring that universities have the capacity and capability (including funding) to continue to deliver high quality STEM courses

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# THANK YOU

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