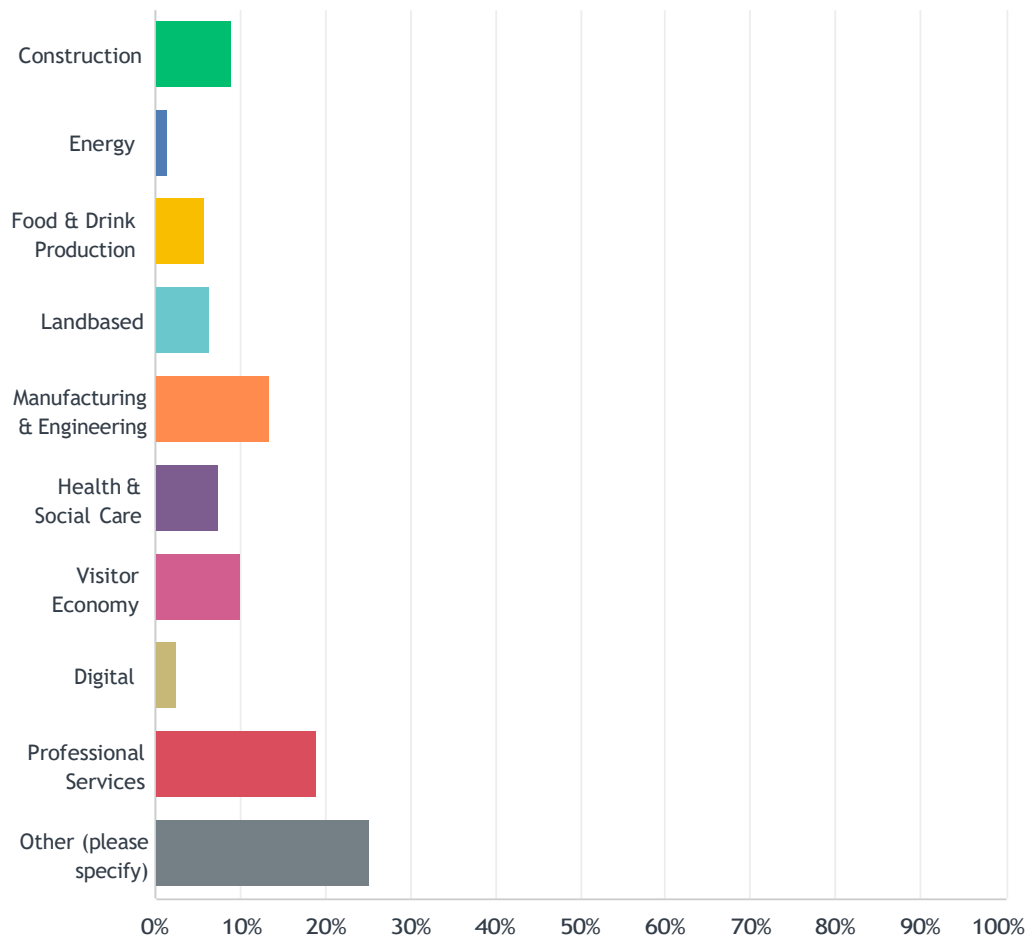


Q1 What is your business activity?

Answered: 349 Skipped: 1



ANSWER CHOICES		RESPONSES	
Construction		8.88%	31
Energy		1.43%	5
Food & Drink Production		5.73%	20
Landbased		6.30%	22
Manufacturing & Engineering		13.47%	47
Health & Social Care		7.45%	26
Visitor Economy		10.03%	35
Digital		2.58%	9
Professional Services		18.91%	66
Other (please specify)		25.21%	88
TOTAL			349

#	OTHER (PLEASE SPECIFY)	DATE
1	Arts and Heritage	5/5/2025 2:14 PM

Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

2	Wellness	5/3/2025 8:10 AM
3	Arts and education	5/1/2025 1:33 PM
4	Wedding supplier	5/1/2025 1:32 PM
5	Pet crematorium and holiday lets	5/1/2025 1:31 PM
6	Communications VoIP Telecoms & Business Broadband	5/1/2025 12:56 PM
7	Education	5/1/2025 12:29 PM
8	Housing	4/29/2025 8:11 AM
9	FARMING	4/29/2025 7:14 AM
10	Distribution	4/28/2025 10:17 AM
11	charity	4/28/2025 9:06 AM
12	Business Support	4/26/2025 8:14 PM
13	Personal health services (nutritionist, health coaching and personal training)	4/26/2025 12:55 PM
14	Motor Trade	4/25/2025 4:41 PM
15	My main business venture is Eco friendly houses focused on land base/nature	4/25/2025 1:57 PM
16	Property development	4/25/2025 12:56 PM
17	STEM Education	4/25/2025 11:59 AM
18	Leisure & Hospitality	4/25/2025 9:47 AM
19	Church Hall	4/25/2025 9:21 AM
20	Charity	4/25/2025 8:50 AM
21	Bespoke training	4/25/2025 6:26 AM
22	dairy farming	4/24/2025 11:42 PM
23	Golf club	4/24/2025 9:26 PM
24	horticultural services	4/24/2025 7:30 PM
25	Psychotherapy	4/24/2025 5:10 PM
26	hospitality	4/24/2025 4:32 PM
27	Guided fishing trips	4/24/2025 4:11 PM
28	Training	4/24/2025 3:46 PM
29	Letting agent	4/24/2025 2:46 PM
30	third sector support organisation	4/24/2025 2:28 PM
31	Sustainability and carbon reduction	4/24/2025 1:44 PM
32	Fitness Studio	4/24/2025 1:35 PM
33	Retail	4/24/2025 1:15 PM
34	Retail	4/24/2025 12:59 PM
35	Education	4/24/2025 12:44 PM
36	housing	4/24/2025 12:40 PM
37	Motor Vehicle	4/24/2025 12:16 PM
38	Quality Assurance Consultancy (mainly educational, however can crossover into other disciplines)	4/24/2025 11:20 AM
39	now retired	4/24/2025 11:19 AM
40	Trade Sales, Warehousing & Distribution	4/24/2025 11:10 AM
41	Education	4/24/2025 10:55 AM

Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

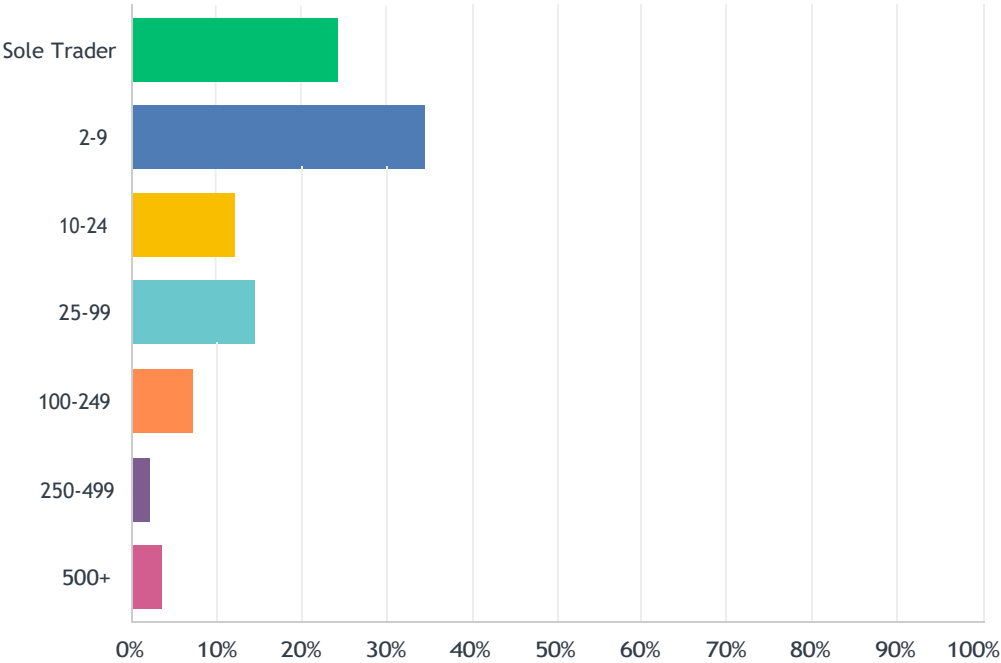
42	Auto Electricians	4/24/2025 10:22 AM
43	Facilitation of organisation collaboration, connections & empowering the supply chain	4/24/2025 10:09 AM
44	Media	4/24/2025 10:07 AM
45	Health & Fitness	4/24/2025 9:56 AM
46	Hospitality	4/24/2025 9:53 AM
47	Artist	4/24/2025 9:47 AM
48	Tourism	4/24/2025 9:46 AM
49	Education	4/24/2025 9:42 AM
50	clothing manufacturer & retailing	4/24/2025 9:31 AM
51	Training	4/24/2025 9:30 AM
52	Tailors	4/24/2025 9:23 AM
53	Education	4/24/2025 9:18 AM
54	electrical engineers	4/24/2025 9:15 AM
55	Motor Trade	4/24/2025 9:14 AM
56	Wellbeing	4/24/2025 9:13 AM
57	Outside Catering	4/24/2025 9:13 AM
58	Graphic Design Agency	4/22/2025 11:42 PM
59	Charity	4/22/2025 9:36 AM
60	Photographer	4/22/2025 9:31 AM
61	Plant hire	4/22/2025 7:04 AM
62	retail	4/19/2025 1:43 PM
63	Housing Association	4/18/2025 8:17 AM
64	Logistics	4/17/2025 2:16 PM
65	Dog boarding and doggy day care	4/17/2025 2:10 PM
66	retail and wholesale	4/17/2025 12:19 PM
67	Theatre	4/17/2025 11:36 AM
68	Fire Safety	4/17/2025 10:23 AM
69	Wholesale	4/17/2025 10:18 AM
70	Handcrafted gifts	4/17/2025 10:14 AM
71	Leisure	4/17/2025 10:02 AM
72	Livestock auctioneers, Insurance Brokers, Land Agency & Estate Agency	4/17/2025 9:54 AM
73	Animal by product	3/13/2025 1:35 PM
74	Auto Electrical service and sales	3/13/2025 11:23 AM
75	Public House	3/10/2025 8:28 AM
76	Leisure	3/7/2025 5:11 PM
77	Retail	3/7/2025 3:40 PM
78	jewellery manufacture and retail	3/6/2025 2:37 PM
79	Local government	2/2/2025 7:16 AM
80	Real estate	2/1/2025 9:15 AM
81	Retail	1/31/2025 4:00 PM
82	farmer support services	1/31/2025 2:21 PM

Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

83	Network	1/31/2025 2:06 PM
84	Scaffolding	1/31/2025 11:36 AM
85	Housing Association	1/31/2025 11:06 AM
86	Education/CAMH	1/31/2025 11:01 AM
87	Wholesale	1/31/2025 10:57 AM
88	retail and wholesale	1/31/2025 9:50 AM

Q2 Number of employees?

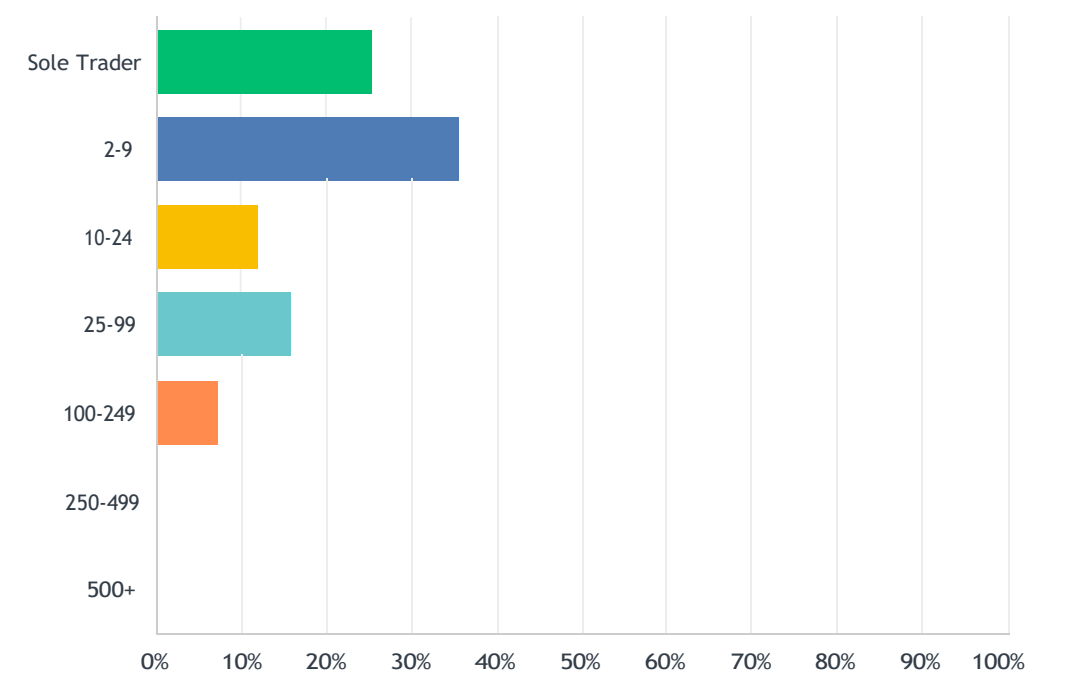
Answered: 346 Skipped: 4



ANSWER CHOICES	RESPONSES	
Sole Trader	24.57%	85
2-9	34.68%	120
10-24	12.43%	43
25-99	14.74%	51
100-249	7.51%	26
250-499	2.31%	8
500+	3.76%	13
TOTAL		346

Q3 Number of employees in Cumbria?

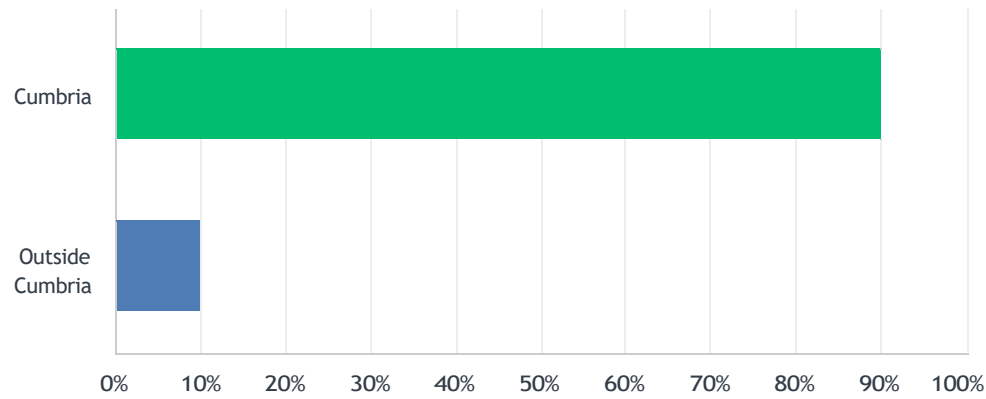
Answered: 344 Skipped: 6



ANSWER CHOICES		RESPONSES	
Sole Trader		25.58%	88
2-9		35.76%	123
10-24		12.21%	42
25-99		15.99%	55
100-249		7.56%	26
250-499		1.45%	5
500+		1.45%	5
TOTAL			344

Q4 Where is your business HQ located?

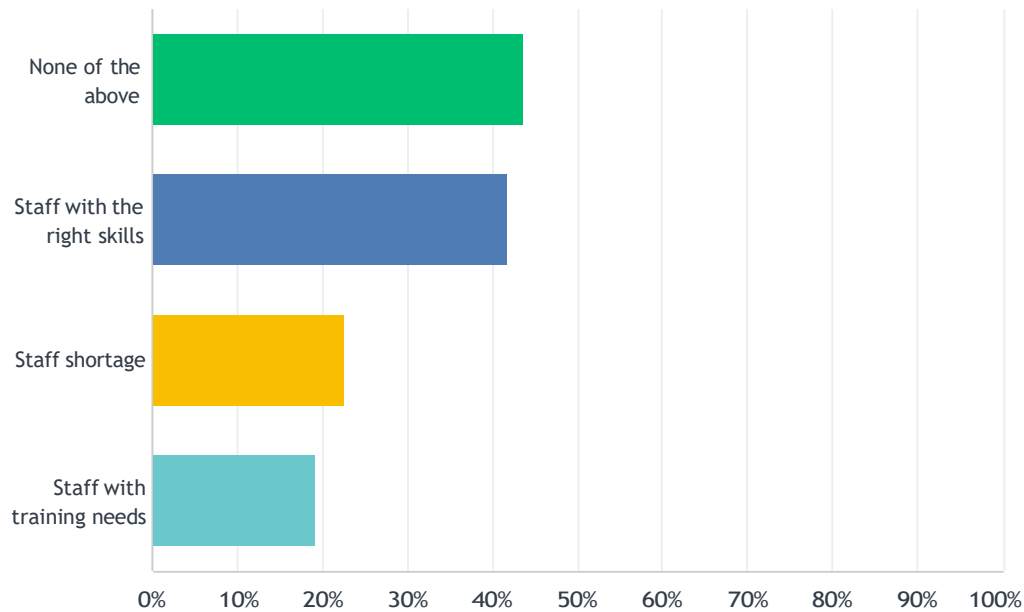
Answered: 349 Skipped: 1



ANSWER CHOICES		RESPONSES	
Cumbria		90.26%	315
Outside Cumbria		9.74%	34
TOTAL			349

Q5 Are you currently experiencing any of the following shortages? Please tick all that apply

Answered: 306 Skipped: 44



ANSWER CHOICES	RESPONSES	
None of the above	43.79%	134
Staff with the right skills	41.83%	128
Staff shortage	22.55%	69
Staff with training needs	19.28%	59
Total Respondents: 306		

Q6 If you are experiencing skills shortages, please provide further detail (include levels needed and number of employees to be trained).

Answered: 128 Skipped: 222

#	RESPONSES	DATE
1	We find it challenging to recruit skilled engineers. From our experience working with Carlisle College, over the last 15 years there has been a shortage of in the number of employers that are investing apprenticeships.	5/6/2025 3:09 PM
2	100	5/6/2025 6:46 AM
3	I need staff who are trained in advanced therapies and also to use wellness equipment	5/3/2025 8:11 AM
4	We struggle to recruit qualified construction tradespeople, site supervisors, estimators and quantity surveyor roles.	5/1/2025 3:15 PM
5	There is a shortage of all trades in the construction industry so recruiting qualified operatives is very difficult and costly. As a company we are training apprentices in joinery and quantity surveying and may look to add a bricklayer to our team this year.	5/1/2025 3:13 PM
6	1 or 2 people with a decent exposure to home renovation and repair, who want to develop their skills in a more specialist direction. Open to all sorts of ideas about whether that's trade specific i.e. joinery, plumbing, tiling etc; or installation specific i.e. bathrooms, kitchens, windows, wardrobes etc. Age 35 plus, no specific industry experience necessary but must have a flexible mind and a real passion for old houses - it's a lifestyle and it's tough.	5/1/2025 1:39 PM
7	As a sole trader, I could do with training on accounts, marketing and DEI. I know that these are also required by many in the wedding supply industry	5/1/2025 1:32 PM
8	Looking at the current Health crisis especially with chronic conditions, I feel there is a significant shortage of trained Nutrition practitioners up to degree level to support the community to improve their health.	5/1/2025 1:28 PM
9	finding Electronics Engineers and Test Technicians in the South Cumbria/Furness area is proving difficult. We require a Production Engineer with HNC minimum - but experience from a transferable sector is the biggest hurdle. For talented Embedded Software and Firmware Engineers we have to source outside of the county and pay travel expenses to attend Ulverston on a monthly basis.	5/1/2025 1:23 PM
10	Looking for specific telecoms experience	4/30/2025 9:48 AM
11	Junior management / supervisor roles, IT / social media skills	4/29/2025 9:25 AM
12	NVQ level 3 trained pipefitters, welders, platers, mech fitters. Weld inspectors to CSWIP 3.1	4/29/2025 8:49 AM
13	Building Surveyor	4/29/2025 8:11 AM
14	N/A	4/28/2025 9:57 PM
15	1	4/28/2025 10:18 AM
16	chef/cook with reasonable capability	4/26/2025 4:36 PM
17	N/A	4/26/2025 12:55 PM
18	4 Vehicle Technicians	4/25/2025 4:43 PM
19	Chefs specifically to our trade	4/25/2025 3:15 PM
20	Require 2 JIB Approved Electricians	4/25/2025 2:14 PM
21	Qualified Architect, Planning Consultant etc	4/25/2025 1:35 PM
22	Leadership and management	4/25/2025 12:42 PM
23	Difficulty to recruit correct candidate	4/25/2025 12:00 PM
24	Chefs at all levels / Electricians / Plumbers / Snr Managers / Therapists / Occupational	4/25/2025 9:50 AM

Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

	Health	
25	Poor life skills, lack of motivation and zero practical skills.	4/25/2025 8:53 AM
26	The closure of the Cumbrian agricultural college in Cumbria is now having an effect when trying to recruit any staff	4/24/2025 11:44 PM
27	Green keeper qualifications. Two need training.	4/24/2025 9:27 PM
28	N/a	4/24/2025 9:19 PM
29	data handling, analysis and integration of artificial intelligence	4/24/2025 9:15 PM
30	Leadership and Management Training	4/24/2025 6:17 PM
31	Can no longer afford to employ staff.	4/24/2025 6:12 PM
32	We do employ young people to train them, but things like turning up on time, with a smile on their faces. Interacting with customers seems to be issues.	4/24/2025 4:35 PM
33	Na	4/24/2025 4:11 PM
34	Specific skills in additive manufacturing to pass these on as trainers	4/24/2025 3:47 PM
35	Admin skills, and social media skills level 2. Mental Health training stage 2 5 staff need training	4/24/2025 2:29 PM
36	Finding skilled farm hands and managers is increasingly difficult. Many young farmers have limited working knowledge of animals and land use and only seem to have an interest in machinery...which equally many are untrained with.	4/24/2025 2:27 PM
37	2 qualified beauty therapists. Ideally competent in lashes, makeup and massage	4/24/2025 2:19 PM
38	Social Media and content creators	4/24/2025 1:49 PM
39	We struggle to employ staff that have food and drink manufacturing level 3 standard and food and hygiene standard level 2/3.	4/24/2025 1:44 PM
40	Mechanical and Electrical tutor assessors @ level 4 and above.	4/24/2025 1:26 PM
41	Na	4/24/2025 1:15 PM
42	Post-graduate level positions = 3 full time vacancies Senior admin support = 1 to 2 full time vacancies	4/24/2025 1:15 PM
43	Technical asset roles are difficult to fill	4/24/2025 12:42 PM
44	Vehicle Technician	4/24/2025 12:17 PM
45	Skills are mainly "soft skills" - in particular a good working mindset e.g. motivated, willing to learn, willing to get stuck in.	4/24/2025 11:34 AM
46	Qualified engineers or trades people e.g. joiners, electricians.	4/24/2025 11:33 AM
47	N/A	4/24/2025 11:21 AM
48	Sales Training - 30	4/24/2025 11:11 AM
49	0	4/24/2025 10:31 AM
50	Fully Trained Auto Electricians Stores and Parts Person	4/24/2025 10:23 AM
51	1 or 2	4/24/2025 10:20 AM
52	trained journalists	4/24/2025 10:08 AM
53	cleaning, cooking	4/24/2025 10:04 AM
54	4 2 Apprentice positions that require equine skills 2 experienced instructors with educational skills to teach students and clients	4/24/2025 10:00 AM
55	Food safety course Allergen course first aid	4/24/2025 9:29 AM
56	Bespoke to the stone cutting industry	4/24/2025 9:26 AM
57	level 2 & 3 staff care trained courses. Difficulty in finding skills for senior care assistants	4/24/2025 9:24 AM
58	Well trained coat makers (able to make jackets by hand, like Savile Row) there is no training facilities or courses catering to this north of Maccelsfield.	4/24/2025 9:24 AM

Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

59	Currently have 10 vacancies, from chefs, housekeepers, food staff, marketing etc. Little to no interest	4/24/2025 9:17 AM
60	Management training - within Cumbria around 10 - some beginners and others have been in management for some time but never received adequate training. Basic IT skills for operatives - 10+ Health and safety / hazard reporting and understanding their own responsibilities -	4/24/2025 9:17 AM
61	Food Handler level 2	4/24/2025 9:16 AM
62	I would like to employ staff with catering and kitchen experience who have skills in food production. Doesn't have to be a fully qualified chef just solid training in the basic principles of cooking.	4/24/2025 9:15 AM
63	We recruit apprentices - train them up only for them to move on to larger companies which then means we have to start the whole process again	4/24/2025 9:15 AM
64	General manufacturing experience. Specific skills in sewing.	4/23/2025 11:47 AM
65	Engineering & digital development skills. Plus some basic use and application of AI would be beneficial. Only need approx 2 - 3 ongoing development around Engineering and 2 - 3 around data/digitisation skills. Basic AI for 10 - 20 staff.	4/23/2025 10:05 AM
66	Mechanical Design Engineer - unable to recruit - not sure on the number of employees to be trained.	4/23/2025 9:43 AM
67	Project Managers Engineers Specialisms inc Welders; joiners and spray painters	4/22/2025 3:02 PM
68	Digital technical skills, robotics, industry 4.0, 3D printing, 3D CAD (Levels 3 - 5)	4/22/2025 1:34 PM
69	Behaviour change, digital development, leadership development	4/22/2025 11:23 AM
70	As a commissioning engineering SME serving competitive industries we need to compete with larger organisations via enhanced employee value propositioning. Also, with an ageing demographic talent pipelining is essential. We currently have circa 50% of staff looking at upskilling, whether on 1 day 'top-up' courses, through to degree apprenticeships.	4/22/2025 9:37 AM
71	I've recently signed up with Rebecca Smith to her business skills development programme from 7th May	4/21/2025 1:47 PM
72	Mid-senior based technical development (web) and marketing.	4/19/2025 6:39 PM
73	Construction skills - 10 people Repairs Team Leaders - 2 people	4/18/2025 8:18 AM
74	Specialist skills difficult to source locally	4/17/2025 5:11 PM
75	Nursing roles - particularly daytime primary care nurses	4/17/2025 4:16 PM
76	front of house staff required who possess a high level of service skills	4/17/2025 2:42 PM
77	LGV Drivers	4/17/2025 2:16 PM
78	Staff with animal welfare training	4/17/2025 2:10 PM
79	Customer service and sales training 2	4/17/2025 12:20 PM
80	Marketing mangement Business knowledge	4/17/2025 12:06 PM
81	Just the basics of people who want to work	4/17/2025 12:06 PM
82	Social media assistant, website host and security, sales calls for commission only.	4/17/2025 11:41 AM
83	Degree level experience with teaching experience	4/17/2025 11:39 AM
84	Lack of experienced applicants	4/17/2025 11:24 AM
85	basic maths customer service	4/17/2025 11:22 AM
86	Online marketing skills	4/17/2025 11:01 AM
87	No skills shortage just a shortage of people that want to work	4/17/2025 10:33 AM
88	Lack of apprenticeship level persons with common sense and aptitude to be able,	4/17/2025 10:27 AM
89	fire compliance knowledge needed for new staff.	4/17/2025 10:23 AM
90	N/A	4/17/2025 10:12 AM
91	We generally find that the quality of candidates in west Cumbria is poor, particularly the	4/17/2025 10:09 AM

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quality of education and basic skills. In the past we have required candidates to support our ICT consulting services, but despite interviewing scores of candidates, very few are found suitable. due to the issues above. Work ethic is also poor among local candidates. Finally, our biggest problem is that sellafield takes all the best candidates, offering terms and conditions local companies cannot hope to match, which creates a skewed workforce, and leaves the supply chain with the rejected pickings.

92	CSCS Level 3 Mechanical Fitter x 6	4/17/2025 10:06 AM
93	It's very niche and sector specific, we do pilot training, that's not a locally solvable issue	4/17/2025 10:03 AM
94	Commitment to work ethic, ability to speak to customers as the younger end of the market are not comfortable talking, they only want to email and text, general ability, lack of interest in driving, admin skills.	4/17/2025 10:01 AM
95	Tradesman & Professionals	4/17/2025 9:59 AM
96	Severe shortage of mechanical and electrical design engineers and CNC machinists	4/17/2025 9:55 AM
97	Qualified Land Agents; Staff with livestock handling skills	4/17/2025 9:54 AM
98	xyz	4/17/2025 9:08 AM
99	Customer Service, leadership	3/19/2025 3:21 PM
100	We are recruiting for 2 waiter/housekeeper roles. We are able to train applicants without previous experience.	3/13/2025 2:34 PM
101	Entry level staff - we provide in house training, paid time and Tuition fees for NVQ levels 2 - 5 however, many staff do not have the basic numeracy or literacy skills to complete. We surveyed staff and found that over 35% of our entry grade staff had left school in Cumbria feeling unable to read or write properly. Again not a problem (we can support and adapt internal record keeping systems) if they have the softer work skills of required for regular work attendance, and discipline or commitment to being in paid work - especially when the summer months come round. We will require 25 additional carers / domestic staff over 2025 - 26, across Carlisle, Kendal and Keswick to cover current annual staff turnover rates and than an additional 10 staff to replace Certificate of Sponsorship personnel when current visa's expire. Professional / Graduate level entry - eg chefs, maintenance middle management / senior admin roles (trade professionals - electrical, plumbing and chefs) are difficult to find in the area. We are competing with other significant employers for these skills.	3/13/2025 12:56 PM
102	We are lacking applicates for the stores department. There is no course in Cumbria to train to become an Auto Electrician, this means that the trade is not very well known	3/13/2025 11:27 AM
103	Hospitality interaction skills, cooking skills	3/12/2025 8:57 AM
104	Skills around partnership working, managing in complexity	3/10/2025 3:25 PM
105	We are recruiting for the following and struggling across the board. Site Joiners Senior Estimator Bench Joiner Finance Assistant Joinery Administration Assistant Pre-Contracts Administrator Senior Quantity Surveyor Quantity Surveyor Contracts Manager	3/10/2025 9:30 AM
106	Very niche and sector specific, avation flight instructor	3/7/2025 5:13 PM
107	Cannot find people to fill cleaning vacancies. Rate of pay is above industry standard for this area - £20 an hour.	3/7/2025 5:06 PM
108	Architectural Technologists trained/Passive House designers/timber construction - graduates perhaps, but don't find Cumbria/Carlisle exciting enough compared to other cities. Also general shortages of personnel for warehousing and administration.	3/7/2025 3:09 PM
109	Website developers/designers, Graphic designers, Marketing and communications professionals	3/7/2025 2:24 PM
110	Engineering, project controls, chemists	3/5/2025 10:35 PM
111	NEBOSH Safety and Health General Certificate	2/13/2025 9:49 AM
112	Site Management skills - we are committed to upskilling the workforce but hard to find suitable replacements at this level if we expand current workforce	2/6/2025 4:14 PM
113	Software, Quality, Electronics, leadership, project management etc	2/3/2025 5:04 PM
114	Qualified Accountants needing further training	2/3/2025 8:42 AM
115	Skills and staff shortages in planning, building control, highways, ICT and digital, financial	2/2/2025 7:20 AM

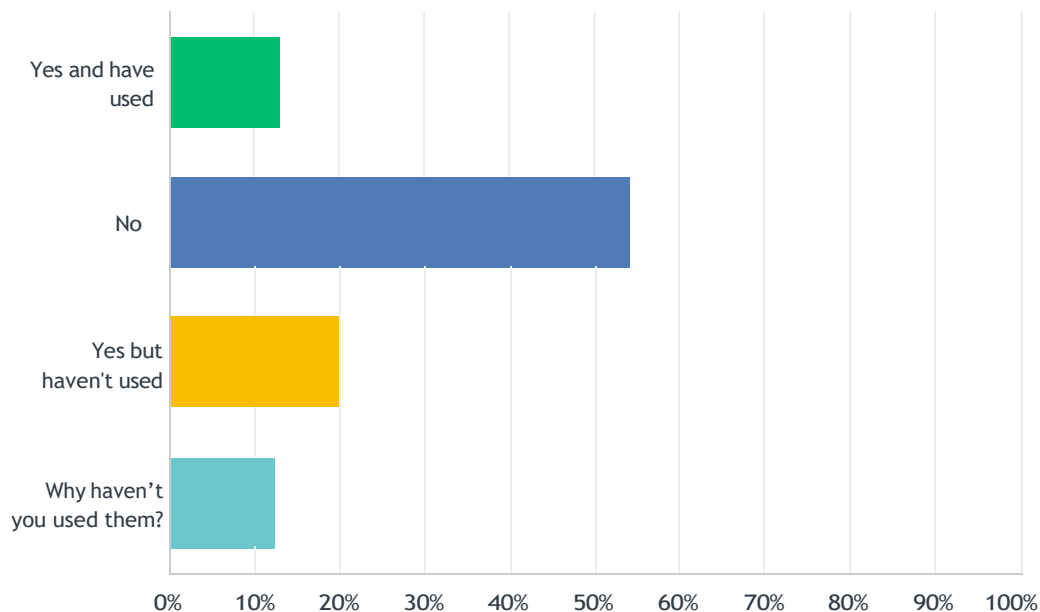
Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

management, children's services.

116	We have been advertising for skilled roofers probably 6 months and had zero response	2/1/2025 4:50 AM
117	We would benefit from courses to enhance our staffs deliverance of customer service and also some ongoing leadership training.	1/31/2025 4:01 PM
118	writing skills, creating PR content, social media skills (any level), dealing with farmers requiring health and wellbeing support. Also time-management training.	1/31/2025 2:25 PM
119	Procurement staff	1/31/2025 2:07 PM
120	Gas Engineers (4), Plumbers (2), Painters (4), Decorators (4), Electricians (4), Retail Staff (1), Administration Staff (1), Design Engineers (8), Design Technicians (4)	1/31/2025 11:44 AM
121	Construction trades Financial & accounting IT & Data	1/31/2025 11:06 AM
122	1 x graduate 1 x apprentice 1 x driver	1/31/2025 10:58 AM
123	We have lost several speically skilled employees (alloy/steelwelders) and our buyer work at BAE Systems in the past year systems since their employment drive.	1/31/2025 10:37 AM
124	it would be great if there were refresher courses for FOH regarding best service practices	1/31/2025 10:11 AM
125	Lack of local ecologists and landscape architects	1/31/2025 10:10 AM
126	Skilled construction trainers are in short supply in Cumbria meaning we have to recruit from outside of Cumbria	1/31/2025 9:57 AM
127	Level 3 food hygiene and training in basic catering skills	1/31/2025 9:54 AM
128	Professionally qualified architects, chartered surveyors and architectural technicians	1/31/2025 9:39 AM

Q7 Are you aware of Skills Bootcamps?

Answered: 304 Skipped: 46



ANSWER CHOICES	RESPONSES	
Yes and have used	13.16%	40
No	54.28%	165
Yes but haven't used	20.07%	61
Why haven't you used them?	12.50%	38
TOTAL		304

#	WHY HAVEN'T YOU USED THEM?	DATE
1	Because we don't have the people with the right base level of skill to use them.	5/1/2025 1:23 PM
2	Not our thing	5/1/2025 1:20 PM
3	No Need	4/28/2025 9:57 PM
4	not relevant to what we need and not enough staff to cover absence from workplace	4/26/2025 4:36 PM
5	Because they don't cater for our trade	4/25/2025 4:44 PM
6	Other business priorities	4/25/2025 12:43 PM
7	Time out of business, and generally run by people who haven't had their own business (apart from the training company), theoretical rather than experienced	4/24/2025 4:11 PM
8	We run skills bootcamps in Lancashire, Greater Manchester, Merseyside, Cheshire & Warrington and soon to launch Electric Vehicle skills bootcamps in Cumbria	4/24/2025 3:48 PM
9	lack of resources within our organisation	4/24/2025 2:30 PM
10	Didn't know/think they covered the topics we need	4/24/2025 1:49 PM
11	Cannot release staff to attend	4/24/2025 1:00 PM
12	Not required at the moment.	4/24/2025 11:22 AM
13	I'm personally not looking for training however, they require a big commitment of time with	4/24/2025 10:14 AM

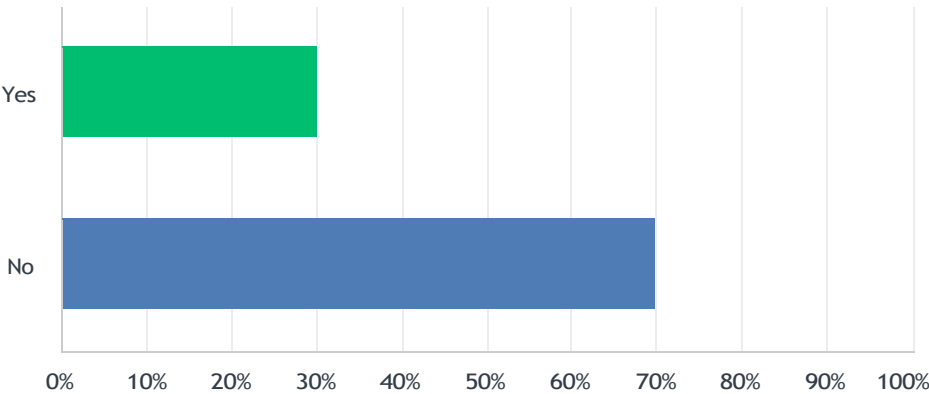
Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

conditions that would be difficult for a small/ micro business to implement such as salary rise and promotion on completion.

14	not needed	4/24/2025 10:05 AM
15	Lack of spare time	4/24/2025 9:31 AM
16	thought they were for people who hadn't worked in a long time who government were trying to get off benefits	4/24/2025 9:25 AM
17	There aren't many relevant to what we actually do day to day. All the bootcamps are geared up for other industries.	4/24/2025 9:12 AM
18	Recently found out	4/22/2025 11:35 AM
19	May do in the future	4/22/2025 9:31 AM
20	I don't think I need them & can't spare staff for long periods of time	4/18/2025 3:26 PM
21	Not relevant to skills needed (but they are good!)	4/17/2025 5:11 PM
22	doesn't work to our business model	4/17/2025 2:14 PM
23	Very new business and still working everything out!	4/17/2025 12:51 PM
24	I have used them pre-Covid	4/17/2025 12:24 PM
25	did n't know they existed	4/17/2025 11:22 AM
26	We are ourselves a training company, and we are looking for a minimum standard of employee as we are not in a position to train up people to a level we require	4/17/2025 10:10 AM
27	Good idea to get people into work but low level of skill can be created in 6 weeks	4/17/2025 9:56 AM
28	Not really sure - timing and location have been the main reason.	3/13/2025 12:58 PM
29	Not needed to	3/13/2025 9:51 AM
30	Time	3/12/2025 8:57 AM
31	The subjects haven't been relevant to me.	3/11/2025 10:15 AM
32	Haven't felt the need to attend them	3/10/2025 11:52 AM
33	We don't need them.	3/7/2025 3:41 PM
34	no need	3/7/2025 3:27 PM
35	we don't feel the need	3/7/2025 3:11 PM
36	We don't employ trades direct and only Bootcamp involved in so far was construction trades; I reviewed and short listed CV's on behalf of Kendal College and then assisted suitable candidates to seek employment with relevant sub-contractors	2/6/2025 4:16 PM
37	Not necessarily what we need and one that has been a lack of communication from the team. Maybe a focus on bitesize rather than 2 week long	1/31/2025 4:13 PM
38	Not appropriate for our business or needs	1/31/2025 9:39 AM

Q8 Do you employ apprentices?

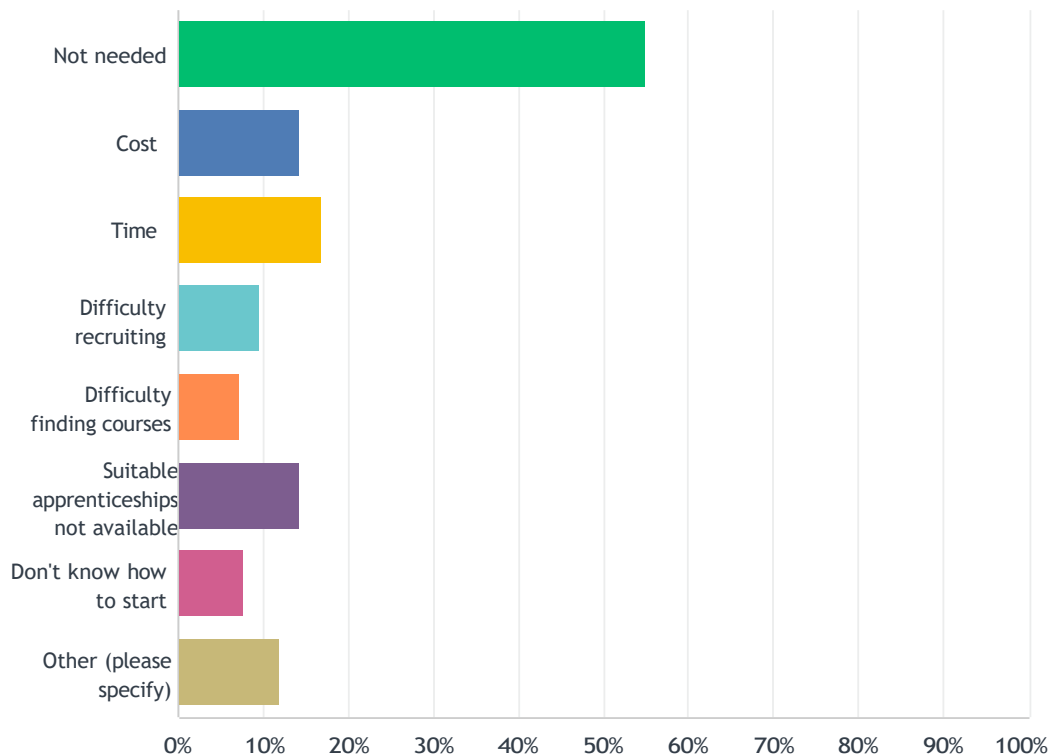
Answered: 303 Skipped: 47



ANSWER CHOICES		RESPONSES	
Yes		30.36%	92
No		69.64%	211
TOTAL			303

Q9 If not, why not? Please tick all that apply

Answered: 209 Skipped: 141



ANSWER CHOICES	RESPONSES	
Not needed	55.02%	115
Cost	14.35%	30
Time	16.75%	35
Difficulty recruiting	9.57%	20
Difficulty finding courses	7.18%	15
Suitable apprenticeships not available	14.35%	30
Don't know how to start	7.66%	16
Other (please specify)	11.96%	25

Total Respondents: 209

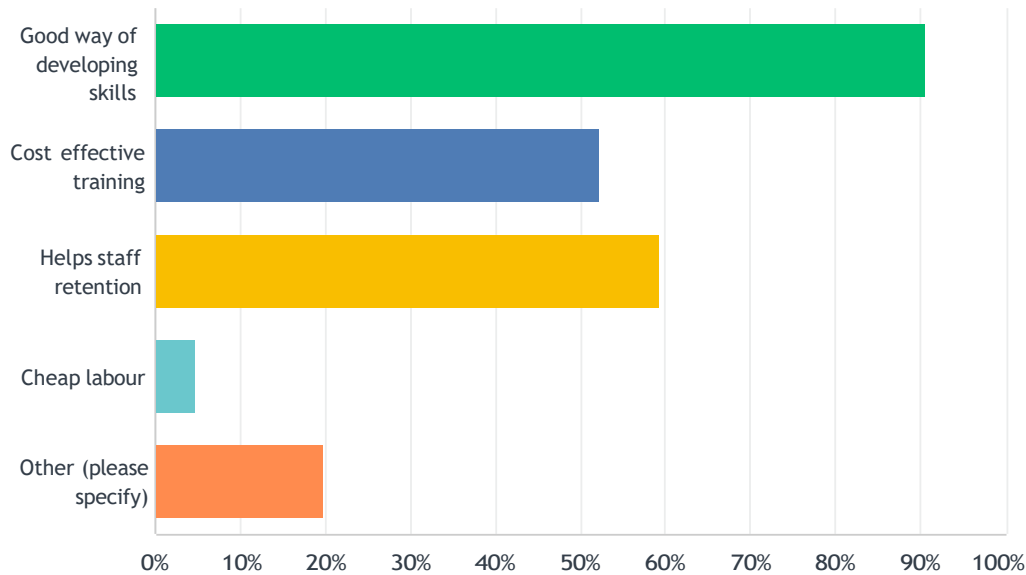
#	OTHER (PLEASE SPECIFY)	DATE
1	Because XXXXX were terrible with the one we had, we lost a lot of money on their advice and the level of skills was shocking along with the level of entitlement thats came with the apprentice was shocking - really not worth the hassle	5/1/2025 1:21 PM
2	Could not provide fulltime - year round employment	4/24/2025 6:13 PM
3	Mobility issues make supervision complicated.	4/24/2025 11:51 AM
4	My Business will be closing at the end of September if I cannot find alternative premises	4/24/2025 10:21 AM
5	I work from home so mainly due to safeguarding	4/24/2025 9:47 AM

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6	No premises as we work from home	4/24/2025 9:39 AM
7	Seasonal business and location is remote	4/24/2025 9:16 AM
8	We have created the relevant pipeline methodology following 1x person trialling, with our first apprenticeships begin in September 2026.	4/22/2025 9:38 AM
9	not applicable	4/22/2025 9:32 AM
10	Work from home so no office to share with apprentice	4/20/2025 12:00 PM
11	Not helped to develop as a business in the first place, so unfortunately not considered worthy enough to pass my skills on. what a waste of talent	4/17/2025 12:59 PM
12	Poor experience with XXX has put us off. Also we are tight on staff to be able to train them	4/17/2025 12:22 PM
13	We are not on a public transport route so Apprentices are unable to get to work.	4/17/2025 10:46 AM
14	I work from home and irregular hours around my family, so hard to commit to an apprentice	4/17/2025 9:59 AM
15	We don't have a big enough team to have the internal resource to train an apprentice	3/13/2025 2:36 PM
16	We havent looked into it as yet	3/13/2025 1:36 PM
17	A mix - funding challenges (don't always have guaranteed funding to commit to an apprenticeship), but also hard to find suitable apprenticeship for many of our roles	3/10/2025 3:26 PM
18	Something interested in the future	3/10/2025 8:29 AM
19	Teenagers are leaving education not very well prepared for life in the real world	3/7/2025 5:16 PM
20	Would be happy to train - but not sure there is an apprenticeship for cleaners?	3/7/2025 5:07 PM
21	With being a volunteer organisation and only operating weekends.	3/7/2025 2:10 PM
22	Im not sure that there is an Appprentice route into being a designer	3/7/2025 2:07 PM
23	we have only had people for our garage dept	1/31/2025 11:53 AM
24	We are a seasonal business and difficult to keep busy in winter	1/31/2025 9:54 AM
25	not yet fully established with the business	1/31/2025 9:45 AM

Q10 If yes, why? Please tick all that apply

Answered: 86 Skipped: 264



ANSWER CHOICES	RESPONSES	
Good way of developing skills	90.70%	78
Cost effective training	52.33%	45
Helps staff retention	59.30%	51
Cheap labour	4.65%	4
Other (please specify)	19.77%	17

Total Respondents: 86

#	OTHER (PLEASE SPECIFY)	DATE
1	5/6/2025 6:48 AM
2	to meet ongoing succession plans	5/1/2025 3:15 PM
3	Actually, I have no capacity for apprentices. Sorry!	5/1/2025 1:39 PM
4	Seems to be the most effective way to overcome a skill shortage. Though academic level of candidate is poor these days.	4/25/2025 2:19 PM
5	Gives opportunities to local people	4/24/2025 9:42 AM
6	Its the only way to get the specific skills we need	4/24/2025 9:25 AM
7	To satisfy our staffing needs	4/24/2025 9:17 AM
8	Our industry needs new blood and all employers are responsible for the continuation of training	4/24/2025 9:13 AM
9	Unable to find experienced equivalents.	4/23/2025 11:49 AM
10	Unable to to attract skilled workers and also like to offer development	4/22/2025 3:04 PM
11	Invested in their development.	4/17/2025 2:18 PM
12	We take on capable university students who add real value to our business	4/17/2025 12:25 PM

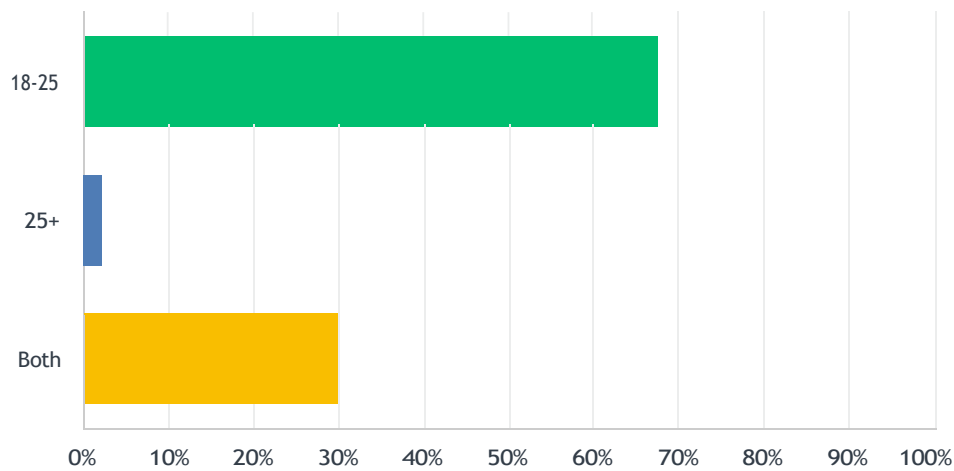
Cumbria LSIP (Local Skills Improvement Plan) 2025 Survey

expensive to keep them, we still have one as he is very close to being qualified

14	Future workforce	3/5/2025 10:36 PM
15	bring energy and new skills into the business	2/3/2025 5:05 PM
16	Only reliable option due to BAE recruitment.	1/31/2025 11:46 AM
17	We are hoping to employ apprentices going forward.	1/31/2025 10:39 AM

Q11 What age group of apprentices have you employed?

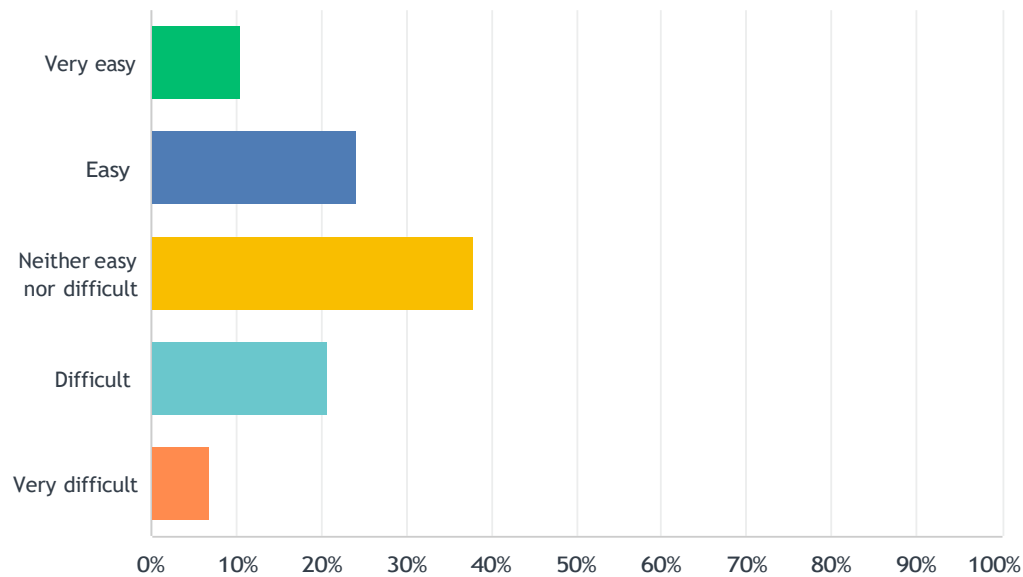
Answered: 87 Skipped: 263



ANSWER CHOICES	RESPONSES	
18-25	67.82%	59
25+	2.30%	2
Both	29.89%	26
TOTAL		87

Q12 How do you find recruiting apprentices?

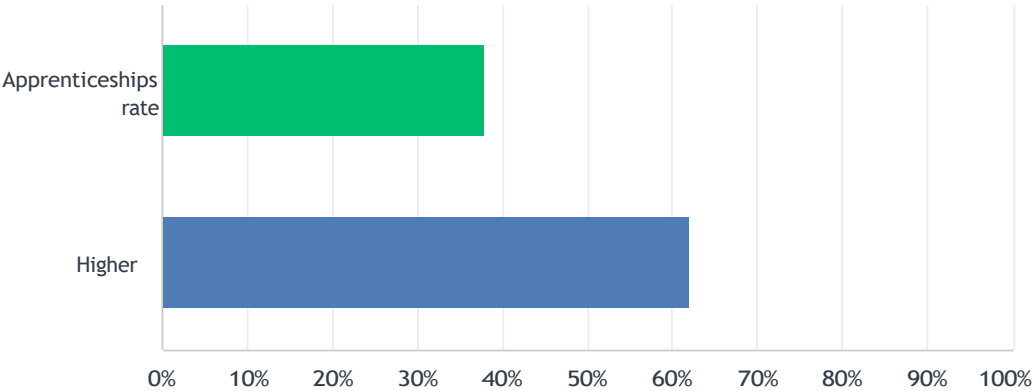
Answered: 87 Skipped: 263



ANSWER CHOICES	RESPONSES	
Very easy	10.34%	9
Easy	24.14%	21
Neither easy nor difficult	37.93%	33
Difficult	20.69%	18
Very difficult	6.90%	6
TOTAL		87

Q13 How much do you pay apprentices?

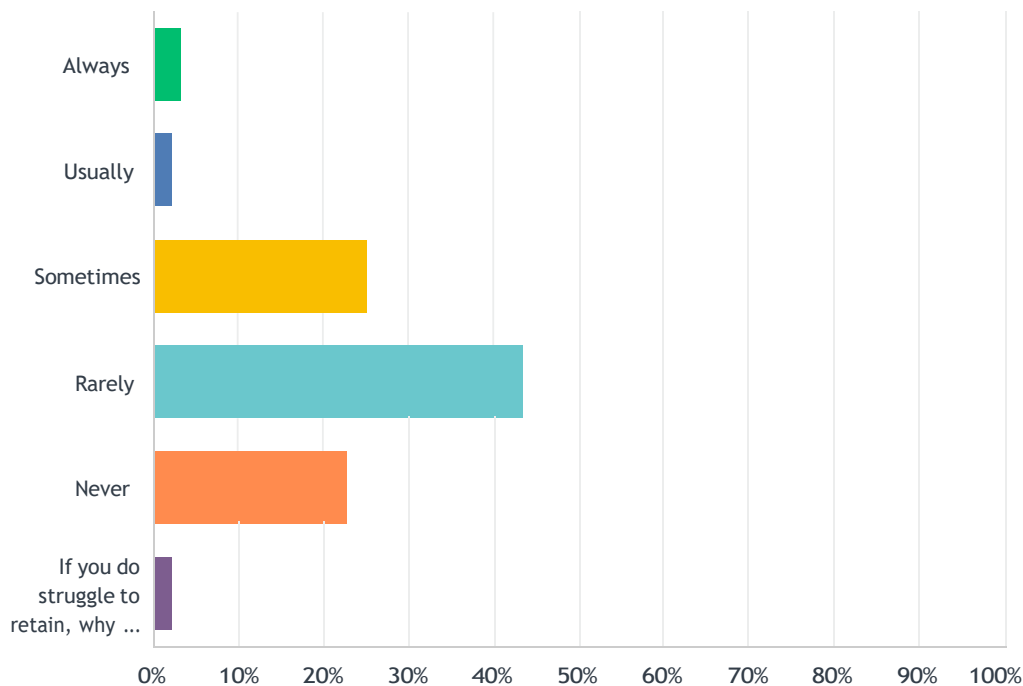
Answered: 87 Skipped: 263



ANSWER CHOICES		RESPONSES	
Apprenticeships rate		37.93%	33
Higher		62.07%	54
TOTAL			87

Q14 Do you struggle to retain apprentices during their training?

Answered: 87 Skipped: 263

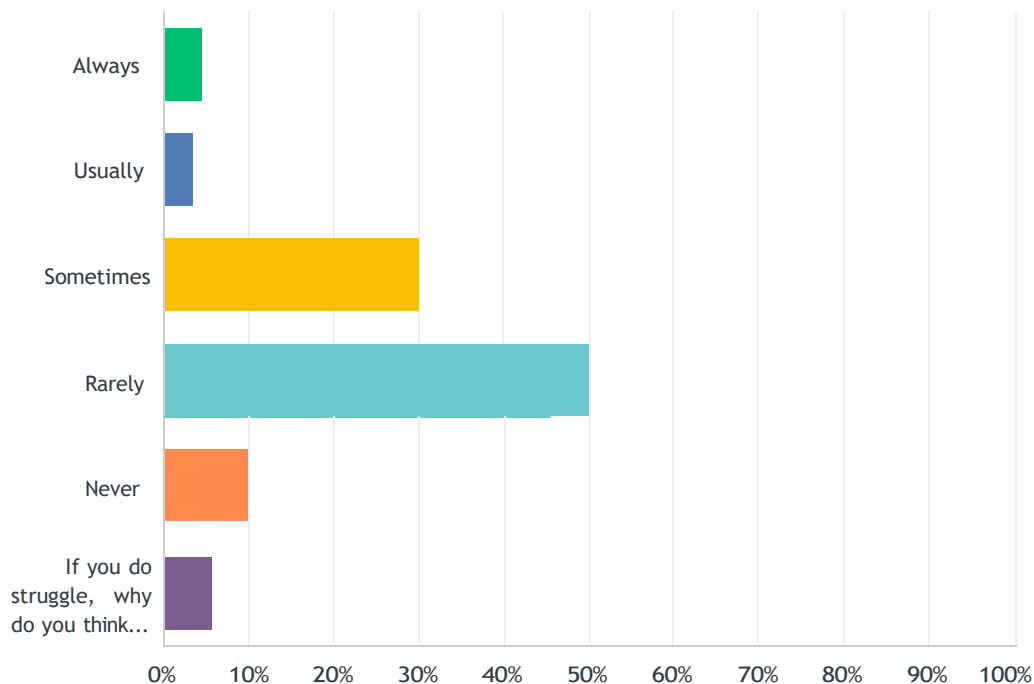


ANSWER CHOICES	RESPONSES	
Always	3.45%	3
Usually	2.30%	2
Sometimes	25.29%	22
Rarely	43.68%	38
Never	22.99%	20
If you do struggle to retain, why do you think this is?	2.30%	2
TOTAL		87

#	IF YOU DO STRUGGLE TO RETAIN, WHY DO YOU THINK THIS IS?	DATE
1	We experience roughly a 50% failure rate with apprentices - Lack of motivation and very poor work ethic	4/25/2025 8:57 AM
2	Sellafield wages distort the employment market	4/23/2025 11:49 AM

Q15 Do you struggle to retain apprentices after they complete their apprenticeships?

Answered: 85 Skipped: 265

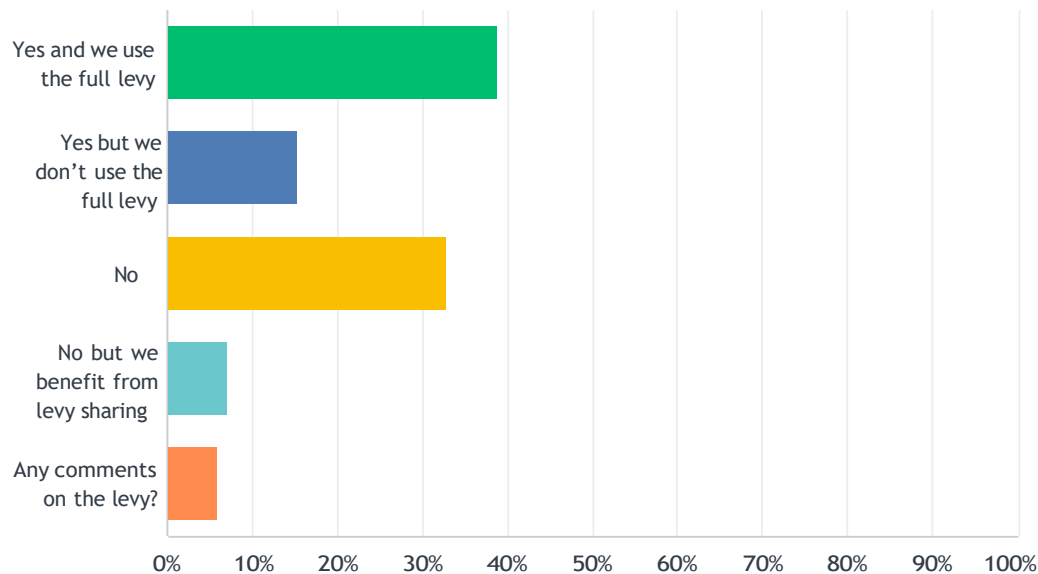


ANSWER CHOICES	RESPONSES	
Always	4.71%	4
Usually	3.53%	3
Sometimes	30.59%	26
Rarely	45.88%	39
Never	9.41%	8
If you do struggle, why do you think this is?	5.88%	5
TOTAL		85

#	IF YOU DO STRUGGLE, WHY DO YOU THINK THIS IS?	DATE
1	Not so far	5/1/2025 3:13 PM
2	Highter rate of pay in big companies like Sellafield and BAE.	4/24/2025 1:30 PM
3	Sellafield wages distort the employment market	4/23/2025 11:49 AM
4	With our west cumbria based office we loose engineers to sellafield	4/22/2025 3:04 PM
5	Our apprentice's haven't completed there course yet	2/1/2025 4:52 AM

Q16 Are you an apprenticeship levy payer?

Answered: 85 Skipped: 265

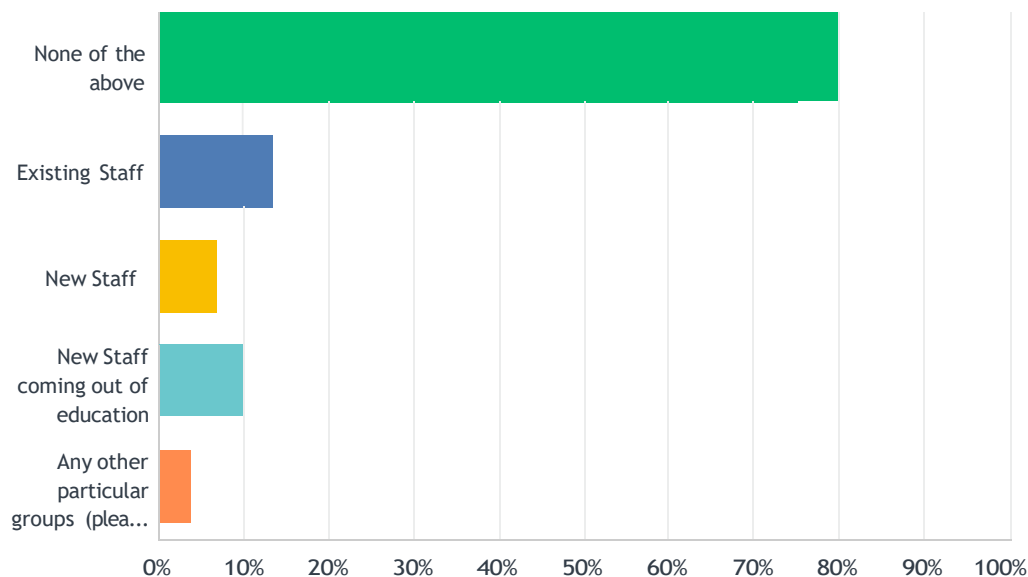


ANSWER CHOICES		RESPONSES	
Yes and we use the full levy		38.82%	33
Yes but we don't use the full levy		15.29%	13
No		32.94%	28
No but we benefit from levy sharing		7.06%	6
Any comments on the levy?		5.88%	5
TOTAL			85

#	ANY COMMENTS ON THE LEVY?	DATE
1	Hard to access for the sorts of people we would like to take on, primarily due to the lack of quality relevant degree apprenticeships.	4/25/2025 12:44 PM
2	Unsure	4/24/2025 3:52 PM
3	Be good to understand how the chamber could support with pooling the levy from larger employers to SME's	4/22/2025 3:04 PM
4	Would be good if the levy could support other training as opposed to being lost if not used	4/22/2025 1:35 PM
5	My assistants are overseas and get 200 a month only	4/17/2025 11:42 AM

Q17 Do you have issues with any basic/functional skills such as Maths, English, basic IT? Please tick all that apply

Answered: 294 Skipped: 56



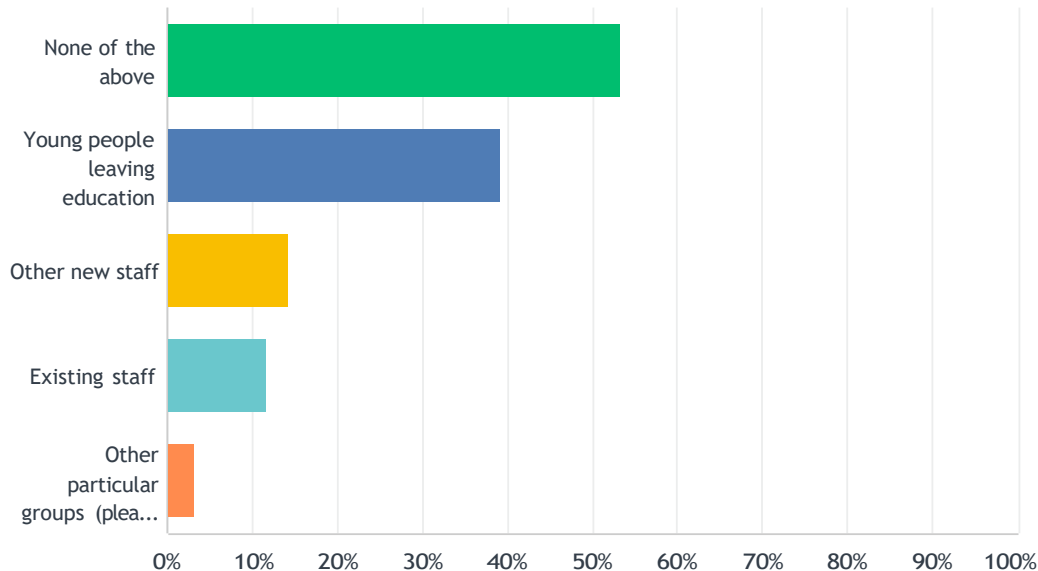
ANSWER CHOICES	RESPONSES	
None of the above	75.51%	222
Existing Staff	13.61%	40
New Staff	7.14%	21
New Staff coming out of education	9.86%	29
Any other particular groups (please specify)	4.08%	12
Total Respondents: 294		

#	ANY OTHER PARTICULAR GROUPS (PLEASE SPECIFY)	DATE
1	apprentices on occasions	5/1/2025 3:15 PM
2	One of my apprentices had to take maths and English but achieved a distinction at level 2	5/1/2025 3:13 PM
3	Apprentices	4/24/2025 1:30 PM
4	IT skills with some older recruits, as our work is predominantly on computers and involves multiple platforms	4/24/2025 1:17 PM
5	Older staff members are reluctant	4/24/2025 9:13 AM
6	Existing staff some with basic IT/Apprentices if they don't pass their GCSEs or struggle with this	4/23/2025 9:44 AM
7	We employ a mix of nationalities and age groups	4/22/2025 3:05 PM
8	Early careers	4/22/2025 1:36 PM
9	Volunteers	4/22/2025 9:37 AM
10	Volunteers moving into employment	3/10/2025 3:27 PM
11	Under 25s are awful with basic numeracy and literacy	3/7/2025 5:17 PM

systems

Q18 Do you find essential (employability) skills (employee behaviours and emotional intelligence) to be an issue with any of the following? (tick all that apply)

Answered: 280 Skipped: 70



ANSWER CHOICES	RESPONSES	
None of the above	53.21%	149
Young people leaving education	39.29%	110
Other new staff	14.29%	40
Existing staff	11.79%	33
Other particular groups (please specify)	3.21%	9
Total Respondents: 280		

#	OTHER PARTICULAR GROUPS (PLEASE SPECIFY)	DATE
1	5/6/2025 6:49 AM
2	Previous staff formed a group and began bullying behaviour	4/24/2025 2:21 PM
3	I used to employ staff but due to lack of suitable candidates I now use an agency which is far more expensive but I don't have to spend hours recruiting, training and managing them. This was due to two issues (in my view) 1. lack of affordable housing for lower paid workers locally meaning they move away 2. attitudes to work and effort making potential candidates unsuitable - because they its hard to find people who are prepared to work for their earnings.	4/24/2025 12:48 PM
4	Young people throughout education	4/24/2025 12:45 PM
5	Adults - soft skills is a problem County-wide and it stems back to customer service skills, awareness of verbal/non-verbal communication, and expected behaviours.	4/24/2025 11:29 AM
6	We try and recruit to avoid issues around lack of skills but occasionally get it wrong	4/23/2025 10:09 AM
7	Some older staff	4/22/2025 1:36 PM

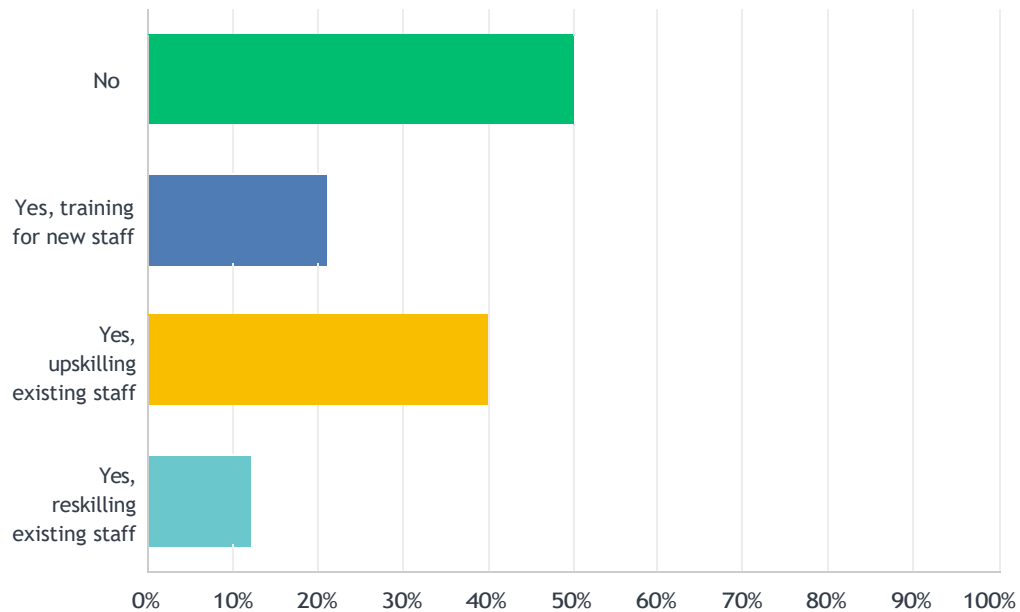
8 Companies trust recruitment agencies far too much to recruit on their behalf, they have no

knowledge of skills

9	Most of the applicants for jobs who we do not actualg know	4/17/2025 12:09 PM
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Q19 Do you have any other current training needs?

Answered: 276 Skipped: 74



ANSWER CHOICES	RESPONSES	
No	50.72%	140
Yes, training for new staff	21.38%	59
Yes, upskilling existing staff	39.86%	110
Yes, reskilling existing staff	12.32%	34
Total Respondents: 276		

Q20 If you answered yes to the above question please summarise topics, levels (Level 2,3, etc) and approximate volumes.

Answered: 93 Skipped: 257

#	RESPONSES	DATE
1	Business Admin, Management, Procurement.	5/6/2025 3:16 PM
2	Level 3 for 1/2 staff	5/3/2025 8:13 AM
3	some gaps at all levels	5/1/2025 3:15 PM
4	We will be looking to train a site manager so I can spend more time developing business	5/1/2025 3:13 PM
5	I need some basic trading in accounting for sole traders, marketing and DEI	5/1/2025 1:32 PM
6	General ongoing training on Telecoms new products New CRM AI training Marketing & Social Media Marketing technical Skills	4/30/2025 9:55 AM
7	We could do with assistance in training existing staff to use social media and IT systems to benefit the business	4/29/2025 9:30 AM
8	Upskilling of Labourers through adult apprenticeships to achieve NVQ level 3. Further education needs for reskilling of craft apprentices through HNC/HND/Degree apprenticeships	4/29/2025 8:54 AM
9	Sketch up - Revit	4/29/2025 8:14 AM
10	Social media/marketing/advertising skills for small business Elementor (website builder) skills 2 people (business owners) Not sure of levels available	4/28/2025 2:33 PM
11	no interior design apprenticeships in the UK	4/28/2025 1:57 PM
12	Food Hygiene, Health and Safety, Barista Training	4/26/2025 4:40 PM
13	Health and Wellbeing Management skills Social skills	4/25/2025 11:55 AM
14	Land based courses NPTC/LANTRA eg quad bike use, pesticides, chainsaw refresher, outdoor first aid, Strimmer tickets etc	4/25/2025 8:25 AM
15	Don't understand the question	4/24/2025 9:31 PM
16	Some Excel training is needed, up to level 3.	4/24/2025 3:53 PM
17	New staff still wants to progress her skills as does one who is still in college. New beauty skills. I'd like to learn new skills to a teaching level	4/24/2025 2:24 PM
18	We have a couple senior members that would benefit from a level 3 standard management or mentoring course. Customer interaction courses as we deal with more new customers would benefit our public interacting customers. Further qualifications for higher levelled staff.	4/24/2025 1:49 PM
19	Just me the sole trader, I've been on a marketing course and am still learning!	4/24/2025 12:48 PM
20	AI training	4/24/2025 12:45 PM
21	Level 3	4/24/2025 12:19 PM
22	Time constraints are a major problem.	4/24/2025 11:54 AM
23	IT Skills	4/24/2025 11:34 AM
24	Marketing	4/24/2025 11:24 AM
25	Product Knowledge Training Power Tool Repairs Training (formal qualification)	4/24/2025 11:13 AM
26	We would like a Trainee/ Apprentice in the stores department	4/24/2025 10:29 AM
27	I require help to improve my MS365 skills to make my use of office IT more efficient.	4/24/2025 10:18 AM
28	Marketing skills	4/24/2025 10:10 AM
29	first aid, safeguarding L1	4/24/2025 10:06 AM
30	level 3 safeguarding safeguarding It	4/24/2025 10:01 AM

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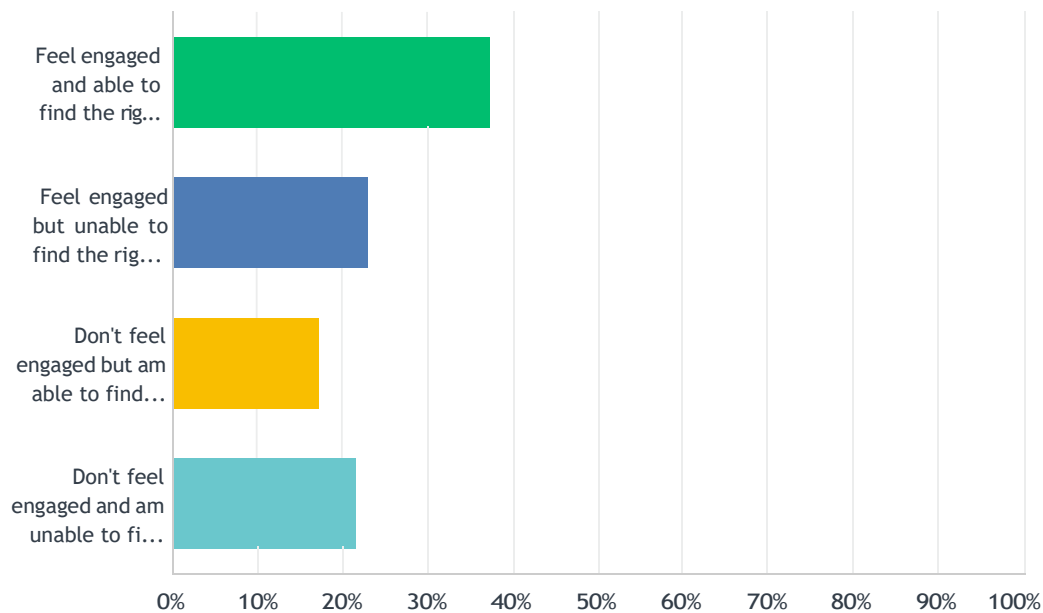
31	Search Engine optimisation	4/24/2025 9:48 AM
32	IT literacy	4/24/2025 9:39 AM
33	We are currently looking at more training for our senior leadership team in management and leadership	4/24/2025 9:37 AM
34	New pattern cutting diploma level 3 or above (city and guilds are potentially offering a course in this) I would consider becoming a training site to aid this and other tailoring skills being available in the county. level three coat making, trouser making, waistcoat making course. Again not available in this county.	4/24/2025 9:33 AM
35	level 2 hygiene level 2 health and safety	4/24/2025 9:31 AM
36	Once level 2 and 3 in care quals have been done, there is nothing else out there. All further quals are care based. Alternatively there are university diplomas which aren't very accessible. There is nothing suitable for senior care assistants.	4/24/2025 9:28 AM
37	Various CrossFit and weightlifting quals/certs are an ongoing item that ensures we are all kept up to date and expand our knowledge	4/24/2025 9:27 AM
38	Specific dairy and cheese technology level 3 and above	4/24/2025 9:20 AM
39	Engineering and administrative skills to minimum of Level 3	4/24/2025 9:20 AM
40	suitable training for office based like excel, word etc	4/24/2025 9:17 AM
41	Cookery skills to Level 2 at least	4/24/2025 9:17 AM
42	Sewing skills, level 2 & 3	4/23/2025 11:51 AM
43	Some basic AI skills would be useful and general digitisation.	4/23/2025 10:11 AM
44	Project Management skills Continuous Improvement skills CIPD level 5	4/22/2025 3:09 PM
45	Approx x3 Level 3-5 in Industry 4.0 topics	4/22/2025 1:37 PM
46	Level 2 - circa 4-5 people in different disciplines eg core pathway such as resourcing, into IT and maths for business roles. Level 3 - circa 2-3 people in core pathways eg finance and resourcing Levels 4-6 circa 2-3 people in leadership/management. All courses must be accredited (business strategy) to further enhance the professional/personal CV(s).	4/22/2025 9:44 AM
47	Basic marketing skills and sales	4/22/2025 9:42 AM
48	Management / people management. Office management.	4/22/2025 9:23 AM
49	Building safety act	4/20/2025 12:02 PM
50	Leadership and management.	4/19/2025 6:42 PM
51	it skills	4/19/2025 1:45 PM
52	customer service experience & training	4/18/2025 3:28 PM
53	Managerial skills	4/18/2025 8:20 AM
54	wide variety of training needs, including customer care, project management, leadership, clinical skills, etc.	4/17/2025 4:19 PM
55	Level 2 and 3	4/17/2025 2:46 PM
56	General business operating such as advertising and using digital media	4/17/2025 1:07 PM
57	excel training	4/17/2025 12:27 PM
58	Social.media finance are topics	4/17/2025 12:11 PM
59	Level 4 agriculture	4/17/2025 11:43 AM
60	We are always trying to upskill existing staff members	4/17/2025 11:27 AM
61	Online SEO and Marketing skills	4/17/2025 11:04 AM
62	IT excel and webdesign	4/17/2025 11:01 AM
63	xxxxxx	4/17/2025 10:51 AM
64	Digital Skills for themselves and to support others e.g. customers	4/17/2025 10:34 AM

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65	We are a small business, so the upskilling tends to be closely related to the role, e.g. project management skills. We are only talking about a handful of people	4/17/2025 10:13 AM
66	We do internal training and find general that is more relevant to the industry we work in. We have a very low take up on external training for some reason and I don't now why, nobody seems to want to commit to anything.	4/17/2025 10:07 AM
67	Training for mechanical and electrical craft/ technicians to move over into design. A cohort of young machinists coming through college every year	4/17/2025 9:59 AM
68	xyz	4/17/2025 9:10 AM
69	We promote a lot from within, leadership training is important for us	3/19/2025 3:23 PM
70	We need training available for developing team members into managers	3/13/2025 2:39 PM
71	Chefs / food safety - NVQ3 or above; apprenticeships on offer (4 posts) Facilities / building safety - NVQ 3 or above; (2 posts) Senior carers - NVQ or above; (10 posts)	3/13/2025 1:09 PM
72	Train the trainer skills would be useful	3/12/2025 9:00 AM
73	It's difficult to know when issues are related to soft skills/employee behaviors and emotional intelligence	3/11/2025 10:16 AM
74	No opportunities to upskill in trades areas	3/10/2025 11:55 AM
75	Level 3 x2	3/7/2025 8:39 PM
76	All new volunteers are given training on specialised subjects when they start, also we learn from them and their experiences.	3/7/2025 3:26 PM
77	Levels for staff in training. Re-training for H&S etc	3/7/2025 3:23 PM
78	sales, customer care, IT, social media, CRM, telephone skills, time management, workload management, stress, building related topics, but wouldn't expect these to be met here perhaps.	3/7/2025 3:13 PM
79	Change management, Leading culture change	3/7/2025 2:28 PM
80	There is a serious lack of apprenticeship providers in the area	3/7/2025 2:08 PM
81	.	3/5/2025 10:37 PM
82	IOSH Re validation, NEBOSH Next steps. IT Skills, Cyber essentials	2/13/2025 9:55 AM
83	Requalifying existing Site Management staff and upskilling less experienced construction staff	2/6/2025 4:19 PM
84	The gaps (in basic and higher level skills) we witness are broadly felt across the organisation and we are addressing these through internal training programmes.	2/2/2025 7:24 AM
85	We have one employee going through an NVQ Level 2, the 2 apprentice's are also gaining the level 2 on completion of the course, we need to be looking at getting people trained at more of a managerial status to gain skills at leadership and also performing better duties to benefit the company.	2/1/2025 5:00 AM
86	Customer service and ongoing leadership development	1/31/2025 4:05 PM
87	Procurement	1/31/2025 2:09 PM
88	We have programmed skills development for apprentices and continual staff development programs in place.	1/31/2025 11:48 AM
89	Levels 2 and 3	1/31/2025 11:08 AM
90	first aid/fork lift	1/31/2025 11:00 AM
91	Level 2 & 3	1/31/2025 10:41 AM
92	patisserie for chefs event planning/management for admin and FOH	1/31/2025 10:16 AM
93	I am seeking business management, accounting and marketing skills.	1/31/2025 9:47 AM

Q21 Do you feel engaged with providers and able to find the right training for your needs?

Answered: 120 Skipped: 230



ANSWER CHOICES		RESPONSES	
Feel engaged and able to find the right training		37.50%	45
Feel engaged but unable to find the right training		23.33%	28
Don't feel engaged but am able to find the right training		17.50%	21
Don't feel engaged and am unable to find the right training		21.67%	26
TOTAL			120

Q22 If you are unable to find the right training, what are you unable to find? Please highlight topic and level (L2, 3, etc) and whether the training is not available or is available but is not fit for purpose. If it's not fit for purpose please summarise the issue.

Answered: 48 Skipped: 302

#	RESPONSES	DATE
1	Training providers can not always provide the right courses due to their limited resources and the lack of interest from other employers. An example would be L2 & L3 Fabrication and Sheet Metal Work.	5/6/2025 3:16 PM
2	I'm good at navigating the internet and finding what I need there. Not everyone has this ability	5/1/2025 1:32 PM
3	??	4/29/2025 9:30 AM
4	Not sure if training is available in West Cumbria	4/26/2025 4:40 PM
5	Training is expensive and not enough course dates to choose from. There used to be more grants to support attending these courses	4/25/2025 8:25 AM
6	Not aware of how to get the training sessions or advice on how to get it	4/24/2025 10:01 PM
7	No local training for green keepers.	4/24/2025 9:31 PM
8	They dont want to do hospitality NVQs despite some encouragement. I dont have enough income to pay them full time wages. This does help.	4/24/2025 4:39 PM
9	IT skills beyond microsoft	4/24/2025 2:50 PM
10	I can see training courses on line but it's all expense and I can't afford to pay for staff and they can't afford to self fund.	4/24/2025 2:24 PM
11	Level 3+ in multiple courses. We rely on the virtual college for majority of our level 2 training courses.	4/24/2025 1:49 PM
12	very bespoke training - we go outside of the area and pay for people to attend our offices	4/24/2025 12:45 PM
13	N/a	4/24/2025 11:54 AM
14	Power Tool Training - appears not to be a specific course to allow them to fault trace, repair on a variety of power tools	4/24/2025 11:13 AM
15	Marketing skills	4/24/2025 10:10 AM
16	Office 365 training, public speaking, maintain key stakeholders	4/24/2025 9:39 AM
17	See above answers. No courses fitting our needs either outside of London or the furthest north training available in Macclesfield. Nothign in the country which would allow them to train and work with us on an appropriate apprenticeship.	4/24/2025 9:33 AM
18	level 2 hygiene course	4/24/2025 9:31 AM
19	level 4 non management based. It doesn't exist. Inventing it is difficult for a small business	4/24/2025 9:28 AM
20	Specific dairy so out of County	4/24/2025 9:20 AM
21	The constantly changing training environment means that the consistency of standards is not always there	4/24/2025 9:20 AM
22	As above	4/24/2025 9:17 AM
23	Sewing skills not available. Lack of engagement with Lakes college.	4/23/2025 11:51 AM
24	CIPD level 5 - no longer offered in Carlisle and Lakes college just lost their tutor so unsure if they are able to finish course or re offer next year. CMI or ILM L3 and L5 and L7	4/22/2025 3:09 PM
25	Accredited cyber degree apprenticeships have been a difficulty sourcing.	4/22/2025 9:44 AM

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26	Unable to find suitable options through lack of engagement = unsure of where to look.	4/19/2025 6:42 PM
27	Organisations are only offering paid commercial training, no provision is provided for new start-ups or struggling small businesses. anyone who can afford a £300 to £500 course probable doesn't need the training.	4/17/2025 1:07 PM
28	We actually need more staff first then the time off for one membef of staff to upskill	4/17/2025 12:11 PM
29	Digital skills for Sole Traders	4/17/2025 11:04 AM
30	xxxxxxxxxx	4/17/2025 10:51 AM
31	The local training we have sourced to date has, in our view, been quite poor, so we tend to look outside the county for training offerings	4/17/2025 10:13 AM
32	I don't know what's available so don't feel I can answer that sensibly.	4/17/2025 10:07 AM
33	There is no provision for Project controls in the county and apprentices are travelling the country for training	4/17/2025 9:59 AM
34	xyz	4/17/2025 9:10 AM
35	Our managers are not interested in the local degree on offer - I think that they didn't enjoy school. They would do best with smaller topic specific modules to fill their skills gaps	3/13/2025 2:39 PM
36	Independent training providers, usually offer significant support / hand holding / price incentives to get staff to join up. this is to qualify for government funding / grants however, as soon as staff committed they never hear from or see trainers again. The previous training provided by the likes of Kendal College; Carlisle FE; Cockermouth FE worked really well and resulted in more staff completing training programmes.	3/13/2025 1:09 PM
37	Looked for plumbing training for existing staff. Only full time apprenticeship training available which was beyond what was needed.	3/10/2025 11:55 AM
38	Level 4 food hygiene and HACCP and City and Guilds Commercial catering	3/7/2025 8:39 PM
39	Serious lack of apprenticeship training providers	3/7/2025 2:08 PM
40	.	3/5/2025 10:37 PM
41	Quite a few courses I have found and looked into run over school half terms and other holidays. This makes it logistically very difficult to manage between my wife and I with child cover of 3 children. Normal school hours work but holidays don't. We have provision in place.	2/13/2025 9:55 AM
42	We are members of the North West roofing training group and they help us, but find the CITB and card system a shambles and is making it harder to get people into construction, we can spend money on training then the employee leaves.	2/1/2025 5:00 AM
43	health and safety	1/31/2025 4:16 PM
44	I have been engaged and found training to assist with leadership training recently. I would love to develop the rest of our team with ongoing customer service training however it's difficult to find something that is conducted at a time we can get the team there. A short 2hr evening session locally would be ideal.	1/31/2025 4:05 PM
45	Provurement	1/31/2025 2:09 PM
46	Training for Alloy welders as an example Electirians/electronics	1/31/2025 10:41 AM
47	Training not available for basic cooking/baking skills for staff older than college years	1/31/2025 9:58 AM
48	Again, early stages of my business so I am still finding a way forward.	1/31/2025 9:47 AM

Q23 Anything else you would like to add?

Answered: 70 Skipped: 280

#	RESPONSES	DATE
1	For our site based in Cumbria the key is finding employees who ideally have experience of working in a factory and working shift patterns. We are willing to train on-the-job but we need the quantity of people willing to work shifts in a drinks manufacturing enviroment.	5/1/2025 4:25 PM
2	Nothing	5/1/2025 1:32 PM
3	The recent skills bootcamp course I followed with Rebecca Smith on Strategic management training has been a very meaningful support that has enabled me to see how I can upscale my business, with a practical plan laid out for the next two years. I am optimistic that with the skills I have learned I could become an employer rather than stay a sole trader.	5/1/2025 1:29 PM
4	We need to get the message out that there are other options for school leavers other than University or the shipyard - a careers meeting at a local school with a parent witnessed the teacher giving these 2 options only. What about all the opportunities to gain skills in Ulverston's Advanced Manufacturing businesses.	5/1/2025 1:24 PM
5	no	4/30/2025 9:56 AM
6	No	4/29/2025 9:30 AM
7	N/A	4/28/2025 9:58 PM
8	no	4/28/2025 8:56 AM
9	Encourage school leavers into trade apprenticeships, instead of directing them to university.	4/25/2025 2:23 PM
10	I accept I am generalizing however I believe there needs to be a wholesale change in how young people are taught and what values they should have. There is a lack of respect and little concept of consequences for actions or inactions. The is also an apparent expectation that everything comes easy with little to no effort.	4/25/2025 11:09 AM
11	Training grants very useful for keeping land based courses uptodate for safety in land based businesses eg quad bike use, chainsaw use	4/25/2025 8:26 AM
12	We offer a range of bespoke training and have dealt with 1000s of apprentices but we are unable to find work in Cumbria. There is no provision for small companies so we are unable to grow as a business.	4/25/2025 6:32 AM
13	We find that there is a distinct desire to not work hard and to play the system, where we work to keep them in the manner to which they wish to become accustomed	4/24/2025 11:49 PM
14	It very difficult in isolated places for some of the youngsters to get transport to college , then to get payments to help, employers find it costly to employ people. You take a risk with them and most of the time it does not work out until they are older.	4/24/2025 4:42 PM
15	Cumbria is a huge county with woefully inadequate infrastructure a course held in Carlisle is as remote for me as a course in barrow, and Whitehaven is a non starter	4/24/2025 4:15 PM
16	Nothing thanks	4/24/2025 4:12 PM
17	No	4/24/2025 2:50 PM
18	No	4/24/2025 2:31 PM
19	I'd love a social media course for business, although I've been offered they are through the day which I can't make	4/24/2025 2:24 PM
20	If there is AI training we'd be interested to learn more	4/24/2025 1:51 PM
21	No	4/24/2025 1:37 PM
22	I have no idea what the answer is, but every professional firm that I speak to in the area is struggling to recruit qualified professionals. There is a real brain-drain occurring within our county, which is making the provision of professional services unviable in an area where we are subject to price sensitivities that businesses outside of the county are not.	4/24/2025 1:19 PM

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23	Recruiting staff with the necessary skills is not a problem, the problem is affording to employ staff.	4/24/2025 1:03 PM
24	This survey is an excellent idea!	4/24/2025 12:46 PM
25	no thanks!	4/24/2025 12:45 PM
26	The business is a small family run farm. Expansion is constrained by size of holding.	4/24/2025 11:56 AM
27	1. Digital skills & artificial intelligence is definitely a 'skills-gap' across Cumbria. Unfortunately digital skills in schools does not go far enough in terms of developing knowledge and skills that will support their personal, academic and professional career in the future. Simple tasks, such as using Microsoft 365 (Word, Excel, OneDrive etc.) and being able to identify how digital skills can develop and enhance a business, small or large. 2. Customer Service and the 'expectations' that any employer would, and should want has gotten lost over the last 5-7yrs across a number sectors. Employers' need to be clear as to what they want and be consistent.	4/24/2025 11:44 AM
28	No	4/24/2025 10:32 AM
29	Yes I think that our business needs more support. CAES Limited is keep the industry alive and training Auto Electricians but we receive no support and we can't but them on an apprentice wage	4/24/2025 10:31 AM
30	The RSCN would like to increase the knowledge and awareness of the benefits Procurement and Supply training could bring to their organisation i.e. how do they spend their money wisely, ensuring Value fo Money.	4/24/2025 10:20 AM
31	Specifically website	4/24/2025 10:10 AM
32	no	4/24/2025 10:06 AM
33	There is a need to educate employers on supporting employees who are neurodivergent	4/24/2025 9:54 AM
34	support for sole trader with admin, book keeping, marketing	4/24/2025 9:53 AM
35	Would appreciate short courses on Wordpress and SEO	4/24/2025 9:49 AM
36	No	4/24/2025 9:45 AM
37	No	4/24/2025 9:32 AM
38	We feel that we should be compensated for staff that are 'poached' from us by larger companies as it seems that we are being used as the training school for the bigger companies	4/24/2025 9:22 AM
39	No thank you	4/24/2025 9:21 AM
40	no	4/24/2025 9:17 AM
41	No	4/23/2025 10:11 AM
42	We have aligned to the LSIP and have become members of Skills Builder. We are in the process of gaining L3/4 accreditation for our work experience programmes and talent pipeline recruitment/interview methodology taking us to Bronze/Silver level status.	4/22/2025 9:46 AM
43	For the Chamber to check out the development of digital skills programmes and work opportunities being developed in Lancashire by Northern Reach/Barclays Eagle Labs/ Burnley Tech Network via Cat Mawdsley and Dan Knowles.	4/21/2025 1:57 PM
44	NO	4/18/2025 11:48 AM
45	If employers really want to recruit skilled people they need to understand that they need to start looking in the right places instead of giving it lip service. Open house events to explain what they do, what they offer and who they are looking for. businesses need to get more involved with schools, they have talked about it for 40 years now and they are still only scratching the surface.	4/17/2025 1:10 PM
46	There are not enough apprenticeships for kids leaving school in Cumbria. My son can't find anything.	4/17/2025 11:44 AM
47	Young people seem to be impossible to employ now as they are so expensive and they do t seem to want to work. Because they are so expensive to employ customers don't want to pay for them which usually means we can't charge for them, which makes them pointless to employ. Why would I employ a young person when for £5ph more I could get an older more experienced worker who customers are happy to pay for? Young people are coming out of	school expecting to be overnight millionaires without having to

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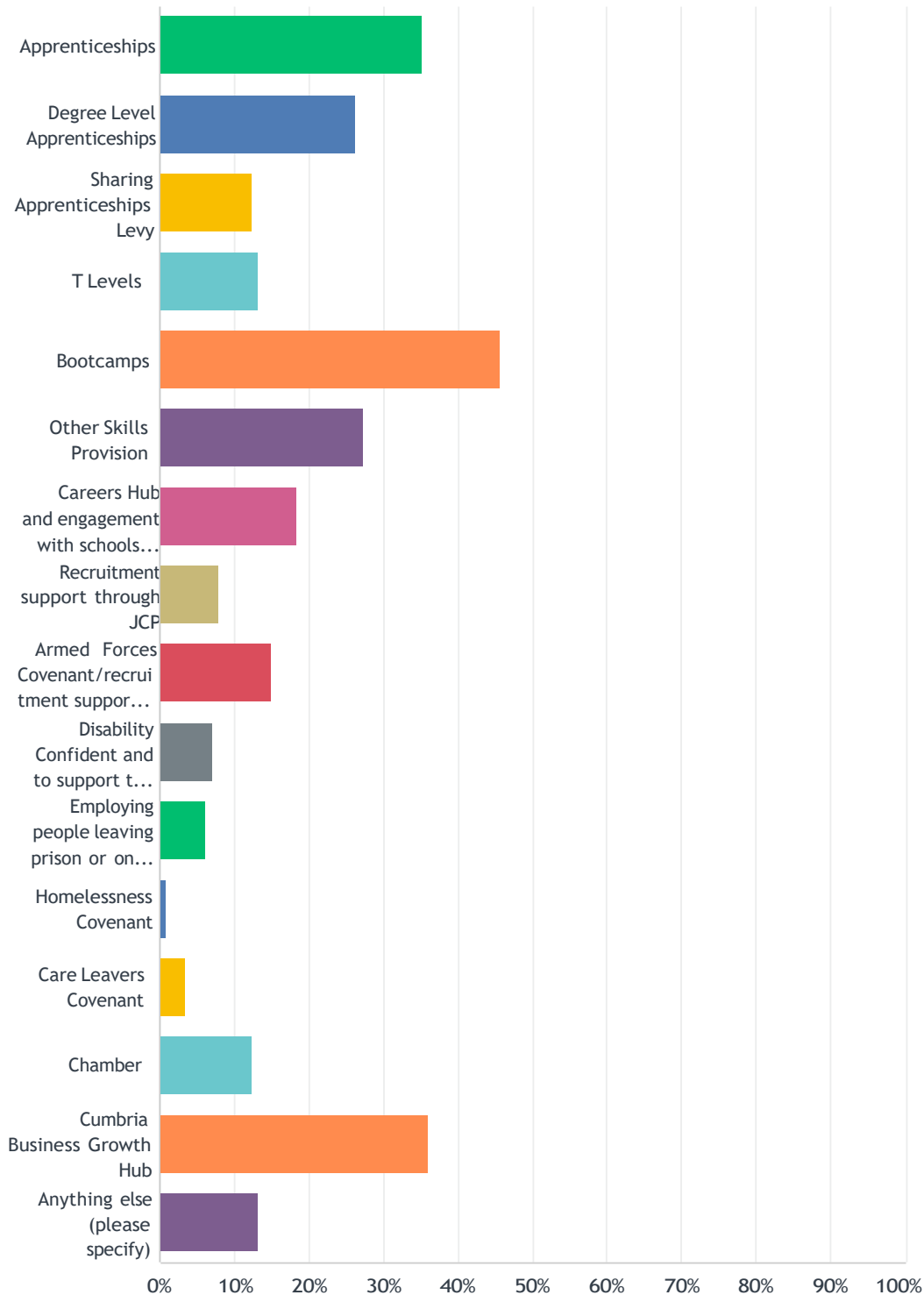
48	No	4/17/2025 10:53 AM
49	We are finding more and more people apply for jobs but just don't turn up for interview, they don't let us know and it is now expected that they don't come and a surprise when they do !	4/17/2025 10:48 AM
50	As previously mentioned our issue has nothing to do with skills as we can train people its just finding people that actually want to work.	4/17/2025 10:38 AM
51	Digital Unite provide elearning and resources for organisations to train up their own Digital Champions to support their staff internally and their customers/community	4/17/2025 10:35 AM
52	Our key issues with recruiting suitable people lie in: (a) poor quality education (especially post-GCSE vocational training); (b) general lack of motivation and aspiration amongst candidates; (c) 'brain drain' of best candidates to Sellafield and their supply chain.	4/17/2025 10:15 AM
53	Bringing back a community apprenticeship scheme like Sellafield used to support could bring 50 to 100 sixteen year old into the workforce, giving them a viable option to wasting 5 years getting a degree they'll never use and leaving the county for good.	4/17/2025 10:01 AM
54	xyz	4/17/2025 9:10 AM
55	The big problem for us is finding applicants. Our job ads have few responses, and many of them are not suitable. When we do find someone we would like to interview, they often don't log on or turn up for the interview. Often when they start they have underlying problems like alcoholism, drugs problems or behavioural problems which makes them unsuitable for the role and gives us high staff turnover with constant training. It is the lack of suitable applicants that is causing us difficulty, not their literacy or numeracy.	3/13/2025 2:41 PM
56	New skills required for all staff in our sector- even though we deliver care packages to older people, we need staff to have computer systems and key board skills. (and I do not mean an ability to type in text speak)	3/13/2025 1:12 PM
57	no thanks	3/12/2025 4:29 PM
58	As a parent, we have found it very difficult for firms to engage and offer any type of work experience. As a result school leavers are not aware of many of the jobs available in the area, and the skills they might need for them. Businesses of all sizes need to engage more with younger people if they want to be able to recruit them at a later stage.	3/10/2025 11:57 AM
59	Access to teaching in lifelong learning sector and assessor training	3/7/2025 8:39 PM
60	no	3/7/2025 5:18 PM
61	Our difficulty is in recruiting staff for cleaning - they all have to work within constraints of either: 1. Hours for childcare, and or 2. Hours they are allowed to work before benefits affected.	3/7/2025 5:09 PM
62	Please bare in mind that we are an unpaid volunteer charity	3/7/2025 3:27 PM
63	I would like to see more courses in Cumbria offering training for creative and digital roles. There are a lot of creative start ups, micro businesses and creative agencies in Cumbria and we're all struggling to staff them. We need courses here that offering further and higher education in Marketing, Communications, Design, Website/app/tech development. Also, have you noticed that the UK does very little in terms of leading the way in tech? We have no British version of Google, Apple, Meta, Open AI - why is that? Why aren't we trying? Why don't we have our own version Silicon Valley? Is that something Cumbria could become? We should be looking for gaps where we can lead so let's create some expertise in the area, starting with our young people.	3/7/2025 2:34 PM
64	No	2/13/2025 9:55 AM
65	Don't think so.....	2/6/2025 4:19 PM
66	Poor provision of further education in Cumbria. Significant issues with XXX	2/3/2025 5:07 PM
67	We feel that younger recruits are only interested in using us as a stepping stone to the next job and we feel that the strong loyalty of the existing team is not reflected in new recruits	2/3/2025 8:46 AM
68	There is a massive shortage of skilled labour throughout the industry and within 5-10 years I can see this been catastrophic to the industry unless something changes, I firmly believe a lot of basic construction skills should be taught in schools to encourage youngsters to step into a placement straight after leaving education, we have found it difficult on some sites to get our apprentice's on due to there age 17 and having to explain that they need site experience to grow in there profession, this part of the industry needs looking at.	2/1/2025 5:06 AM

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69	no	1/31/2025 2:26 PM
70	As with all sectors we as a professional firm are finding it difficult to find appropriately qualified and motivated staff within Cumbria. Whilst we do not struggle with retention, it is a worry for the future that we appear unable to attract staff into Cumbria and that the education routes within the County do not accommodate / provide training for our sector.	1/31/2025 9:46 AM

Q24 Would you like any more information listed below (you will need to provide contact details on the next question to be able to pass on the information you have ticked below)

Answered: 114 Skipped: 236



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ANSWER CHOICES	RESPONSES	
Apprenticeships	35.09%	40
Degree Level Apprenticeships	26.32%	30
Sharing Apprenticeships Levy	12.28%	14
T Levels	13.16%	15
Bootcamps	45.61%	52
Other Skills Provision	27.19%	31
Careers Hub and engagement with schools etc	18.42%	21
Recruitment support through JCP	7.89%	9
Armed Forces Covenant/recruitment support through armed forces (leavers, veterans and families)	14.91%	17
Disability Confident and to support to employ people with disabilities	7.02%	8
Employing people leaving prison or on day release	6.14%	7
Homelessness Covenant	0.88%	1
Care Leavers Covenant	3.51%	4
Chamber	12.28%	14
Cumbria Business Growth Hub	35.96%	41

Anything else (please specify)

13.16% 15

Total Respondents: 114

#	ANYTHING ELSE (PLEASE SPECIFY)	DATE
1	Funding opportunities for property business and housing requirements within cumbria	4/25/2025 1:01 PM
2	We would like it to be less easy to live on benefits. Everyone should work if they are physically able.	4/24/2025 11:50 PM
3	No	4/24/2025 4:13 PM
4	Not at the moment. Thank you.	4/24/2025 11:46 AM
5	If there's any Procurement or Supply skills provision in Cumbria	4/24/2025 10:22 AM
6	No information needed	4/24/2025 9:34 AM
7	Information regarding retention of existing staff	4/24/2025 9:24 AM
8	Does this training only apply to Cumbrian employees/employees working in Cumbria, or can it apply to other employees who live and work elsewhere in the UK?	4/24/2025 9:21 AM
9	Funding and small business support	4/24/2025 9:17 AM
10	Shared help with providing accommodation for new staff	4/17/2025 12:13 PM
11	Where can my children find apprenticeship and/or holiday jobs?	4/17/2025 11:46 AM
12	Digital skills	4/17/2025 10:36 AM
13	It's not really clear what these are - homelessness covenant, T Levels, etc???? But I have ticked some.	3/7/2025 3:16 PM
14	None of the above	3/7/2025 3:02 PM
15	Any training courses on Construction Site Management	2/6/2025 4:24 P

