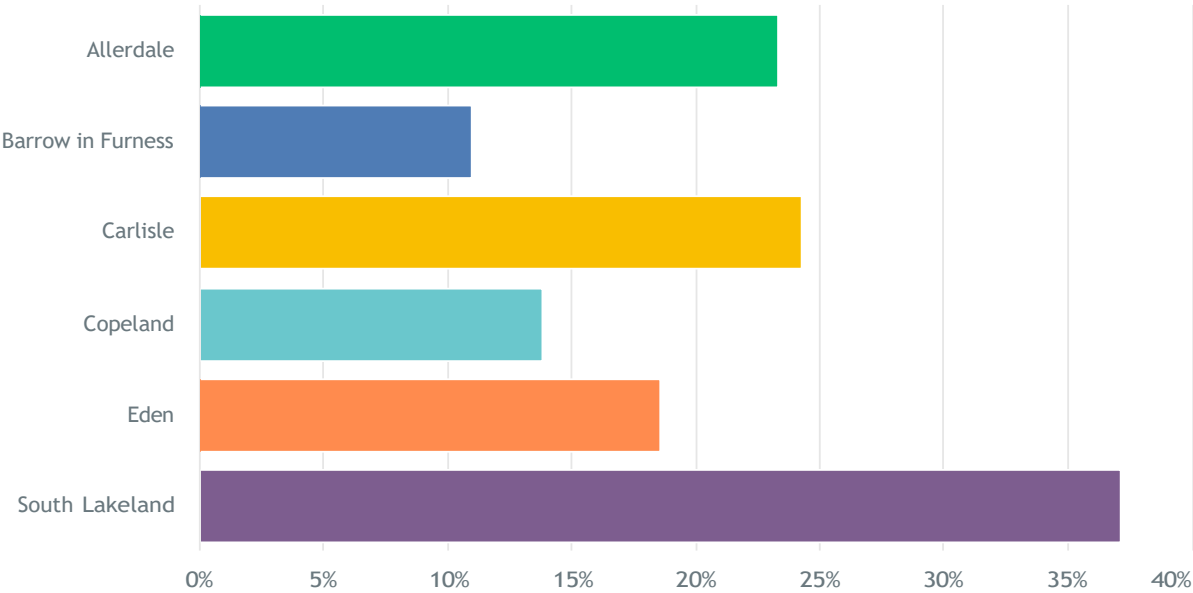


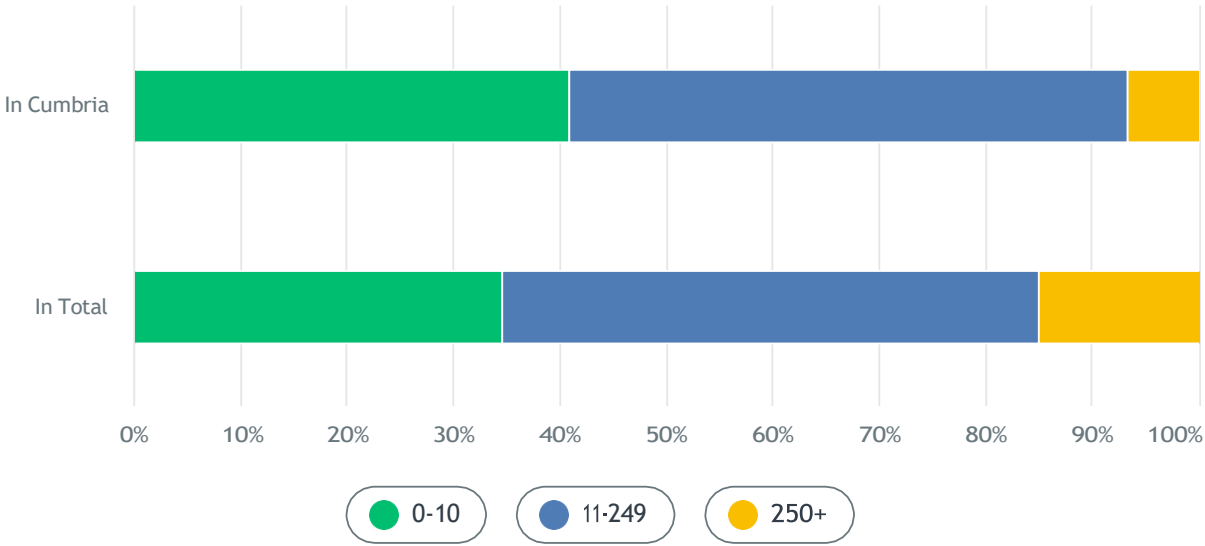
Q2 210 responses

Where in Cumbria are you based?



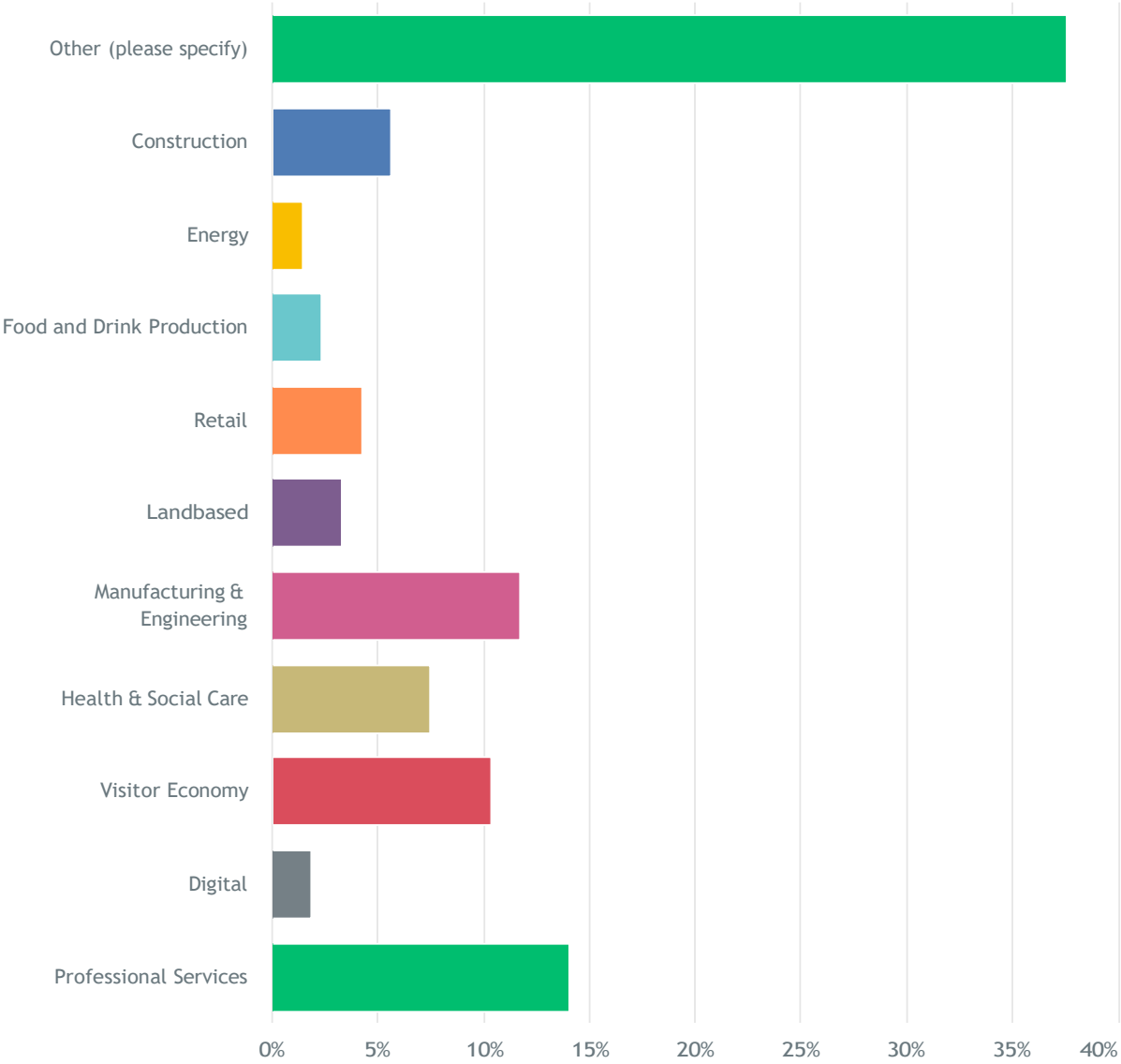
Q3 213 responses

How many employees does the business have? Firstly, in Cumbria and secondly, in total (i.e if the business has other branches elsewhere in the country)



Q4 213 responses

What is your business activity?



#	OTHER (PLEASE SPECIFY)	DATE
1	Sport and Physical Activity	1/30/2026 7:41 PM
2	Sport & Physical Education Activity	1/19/2026 12:17 PM
3	Sport and physical activity	1/19/2026 11:04 AM
4	Design and development XXXXX mobile fusion powerplants	1/5/2026 12:11 PM
5	Charity providing Early Help and Experiential Learning for Young People	1/2/2026 5:16 PM
6	Financial services	12/19/2025 9:00 AM
7	Outdoor / Cycling	12/18/2025 9:59 PM
8	Agricultural supplies including retail and engineering	12/18/2025 4:46 PM
9	Hospitality	12/18/2025 2:22 PM
10	Culture	12/18/2025 1:48 PM
11	pottery	12/18/2025 1:35 PM

Cumbria Employer Skills Survey 2025

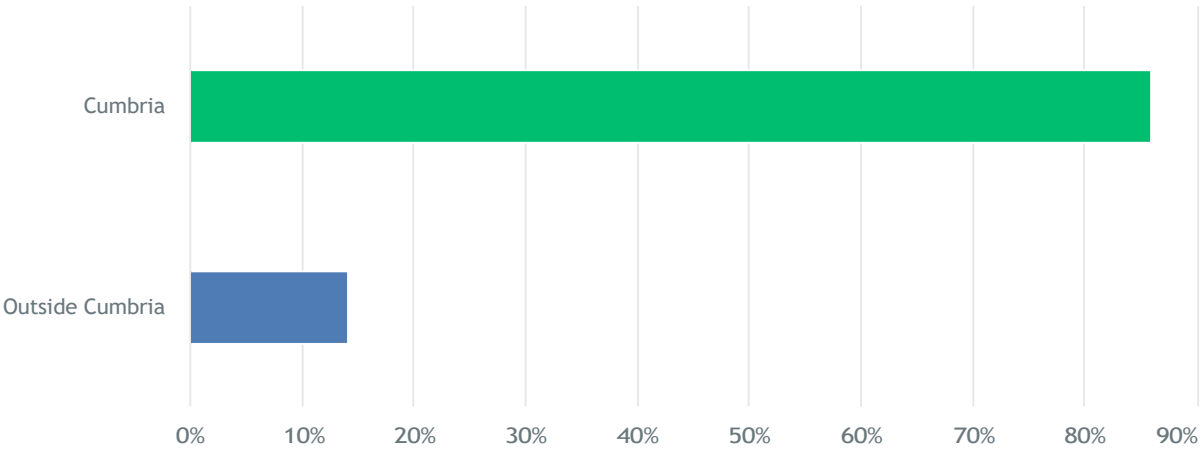
12	Banking	12/17/2025 7:58 PM
13	Leisure	12/16/2025 2:33 PM
14	Sport and Physical Activity	12/10/2025 3:24 PM
15	Outdoor activities	12/9/2025 3:16 PM
16	EDUCATION	12/8/2025 4:28 PM
17	Health & Leisure	12/8/2025 2:21 PM
18	Sport and physical literacy	12/8/2025 12:45 PM
19	Gym	12/8/2025 12:40 PM
20	Health & Wellbeing / Education /Inclusion	12/8/2025 12:32 PM
21	Civil Service Organisation	12/5/2025 7:40 AM
22	Agriculture	12/4/2025 2:55 PM
23	Housing Association	12/4/2025 1:13 PM
24	Bespoke interior refit and repair.	12/4/2025 12:37 PM
25	Training Provider	12/3/2025 11:10 AM
26	Training Provider	12/3/2025 8:40 AM
27	Contract Cleaning Services	11/28/2025 11:10 AM
28	Social Care	11/26/2025 2:33 PM
29	Hospitality	11/25/2025 2:07 PM
30	Events, Catering, Graduate Development	11/24/2025 11:08 AM
31	Insurance Broking	11/21/2025 10:17 AM
32	Mix of Service Stations and Visitor Economy	11/21/2025 8:09 AM
33	Caravan Park	11/20/2025 10:25 AM
34	Hospitality	11/20/2025 10:23 AM
35	Hospitality	11/19/2025 2:13 PM
36	Logistics	11/19/2025 9:16 AM
37	Horticultural services	11/18/2025 8:17 PM
38	Finance	11/18/2025 11:26 AM
39	CHARITY	11/17/2025 7:42 PM
40	utilities	11/17/2025 5:34 PM
41	transport	11/17/2025 12:41 PM
42	Holistic therapy and training	11/17/2025 12:03 PM
43	Chamber of Trade	11/17/2025 9:40 AM
44	Advice and Information service	11/17/2025 9:20 AM
45	Industrial supplies & steel stockholder	11/16/2025 4:51 PM
46	Third sector farmer business and health support	11/12/2025 9:39 AM
47	Education	11/5/2025 1:12 PM
48	education	11/3/2025 3:55 PM
49	coaching and health	11/3/2025 2:03 PM
50	Education	11/3/2025 12:55 PM
51	Electrical Contractors	10/31/2025 4:25 PM
52	Licenses restaurant/ Hospitality	10/29/2025 1:12 PM

Cumbria Employer Skills Survey 2025

53	Arts and Heritage	10/28/2025 8:50 PM
54	Financial Services	10/27/2025 6:54 PM
55	Public Transport	10/27/2025 2:37 PM
56	Leisure & Hospitality	10/27/2025 2:18 PM
57	Art Gallery (retail) + cafe	10/27/2025 1:47 PM
58	Entertainment	10/27/2025 12:22 PM
59	Motorsport Engineering / Rally Team	10/27/2025 11:44 AM
60	Hospitality	10/27/2025 11:37 AM
61	Agricultural supplies and service to the dairy industry	10/27/2025 11:34 AM
62	Freshwater Charity	10/27/2025 11:27 AM
63	Motor trade	10/27/2025 11:13 AM
64	Training/education and leisure	10/27/2025 10:57 AM
65	Wholesale	10/27/2025 10:47 AM
66	farm consultrancy	10/27/2025 10:09 AM
67	Farming	10/27/2025 9:56 AM
68	Hospitality	10/27/2025 9:43 AM
69	Charity	10/27/2025 9:42 AM
70	charity	10/27/2025 9:36 AM
71	Nuclear	10/24/2025 12:39 PM
72	Veterinary	10/24/2025 11:51 AM
73	Catering and Food production	10/24/2025 11:13 AM
74	Church hall	10/24/2025 10:57 AM
75	Transport	10/23/2025 2:40 PM
76	Outside Catering	10/23/2025 12:51 PM
77	Sign Makers	10/23/2025 12:01 PM
78	Manufacturing	10/23/2025 10:33 AM
79	Charity supporting rural venues access professional art and cultural events	10/23/2025 10:08 AM
80	Sports coaching & event management	10/22/2025 10:10 AM

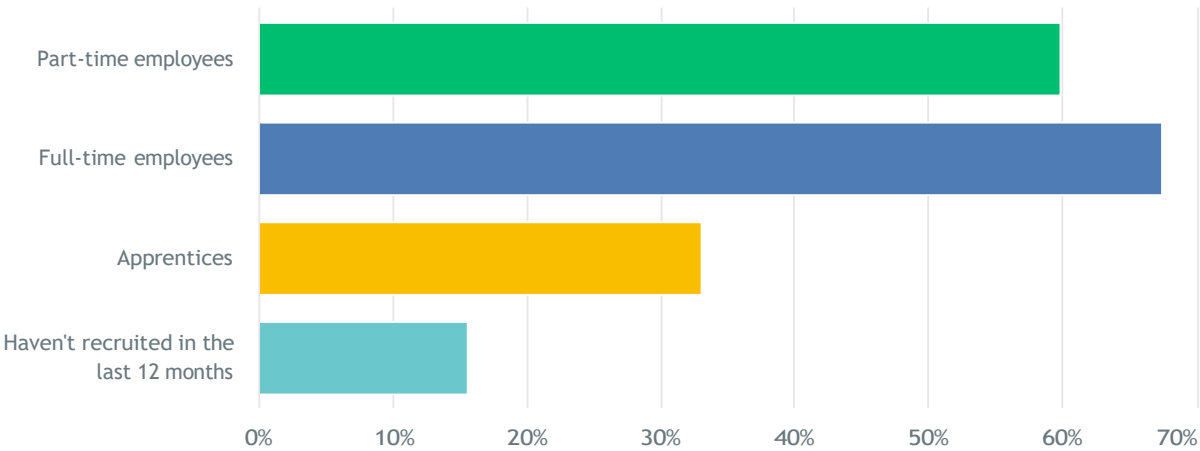
Q5 213 responses

Where is your business HQ located?



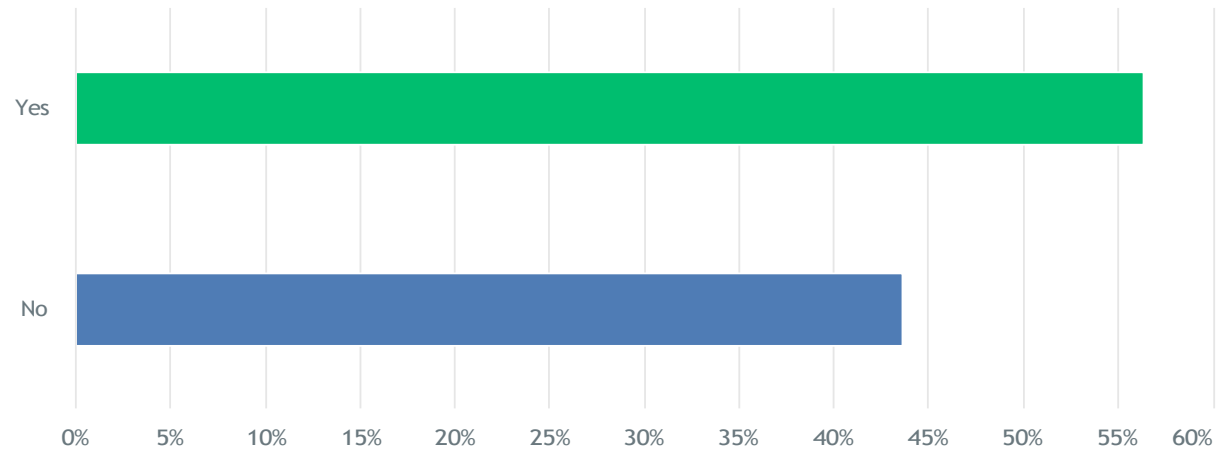
Q6 212 responses

Have you recruited the following to your business in the last 12 months (whether or not they are still employed by you)?



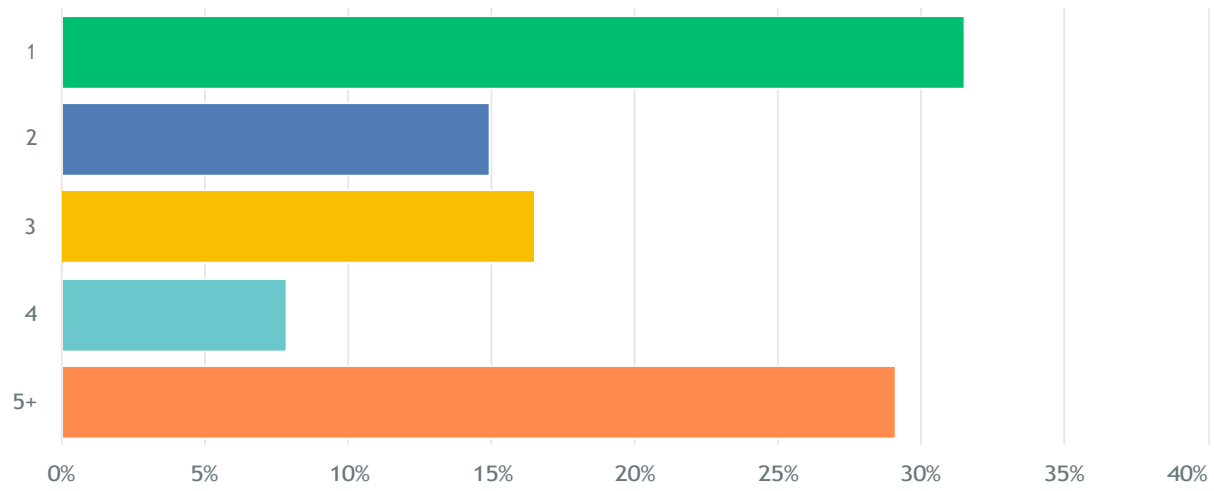
Q7 213 responses

Does your business currently have any job vacancies?



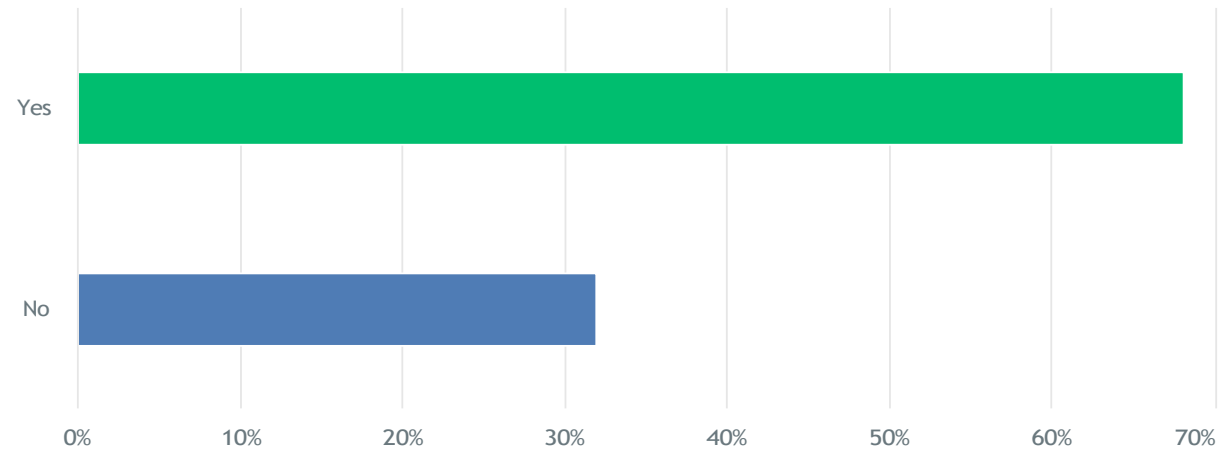
Q8 127 responses

How many vacancies are you currently trying to fill?



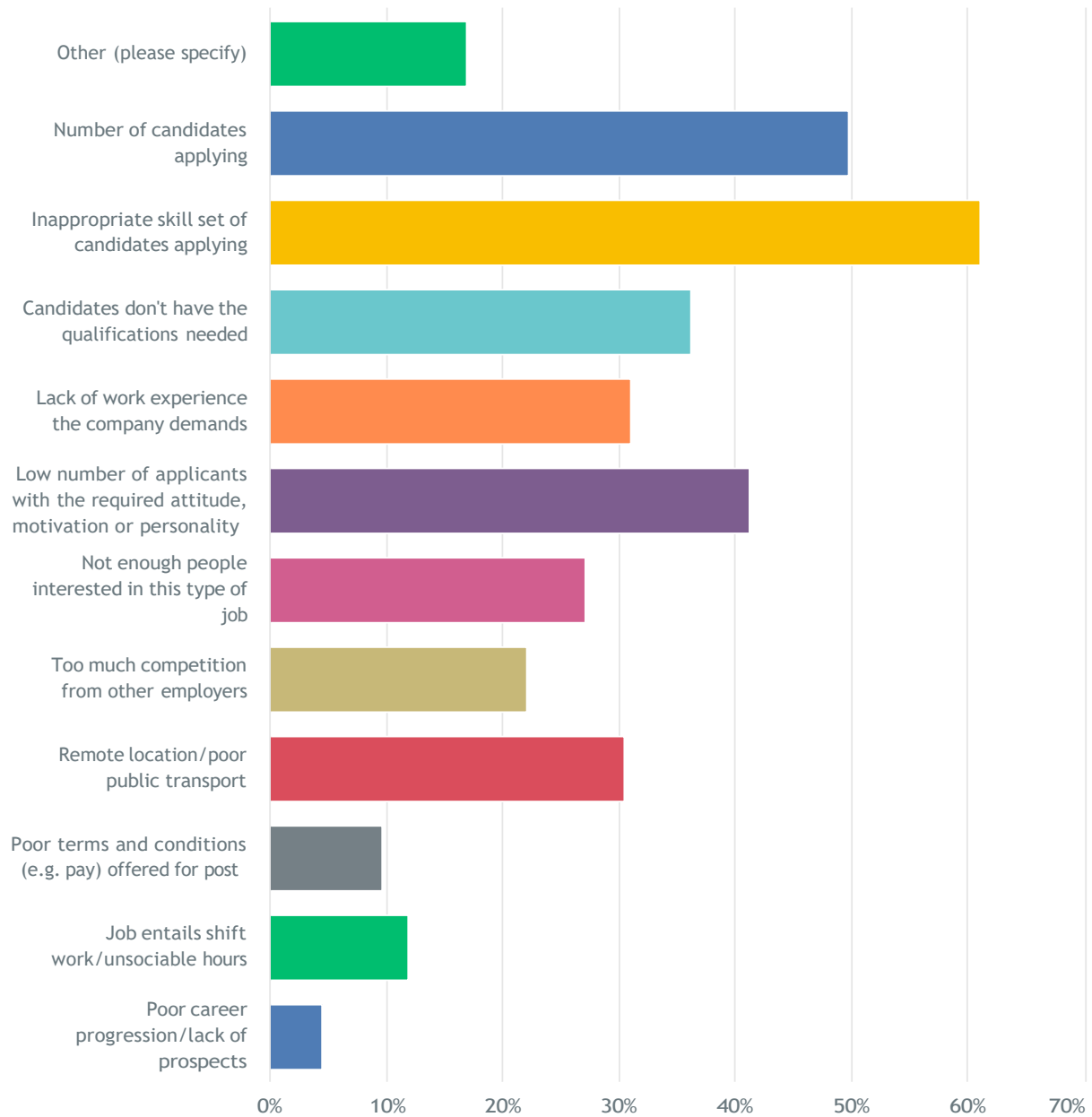
Q9 163 responses

Are you experiencing difficulties filling these vacancies?



Q10 177 responses

What difficulties do you have with filling vacancies?



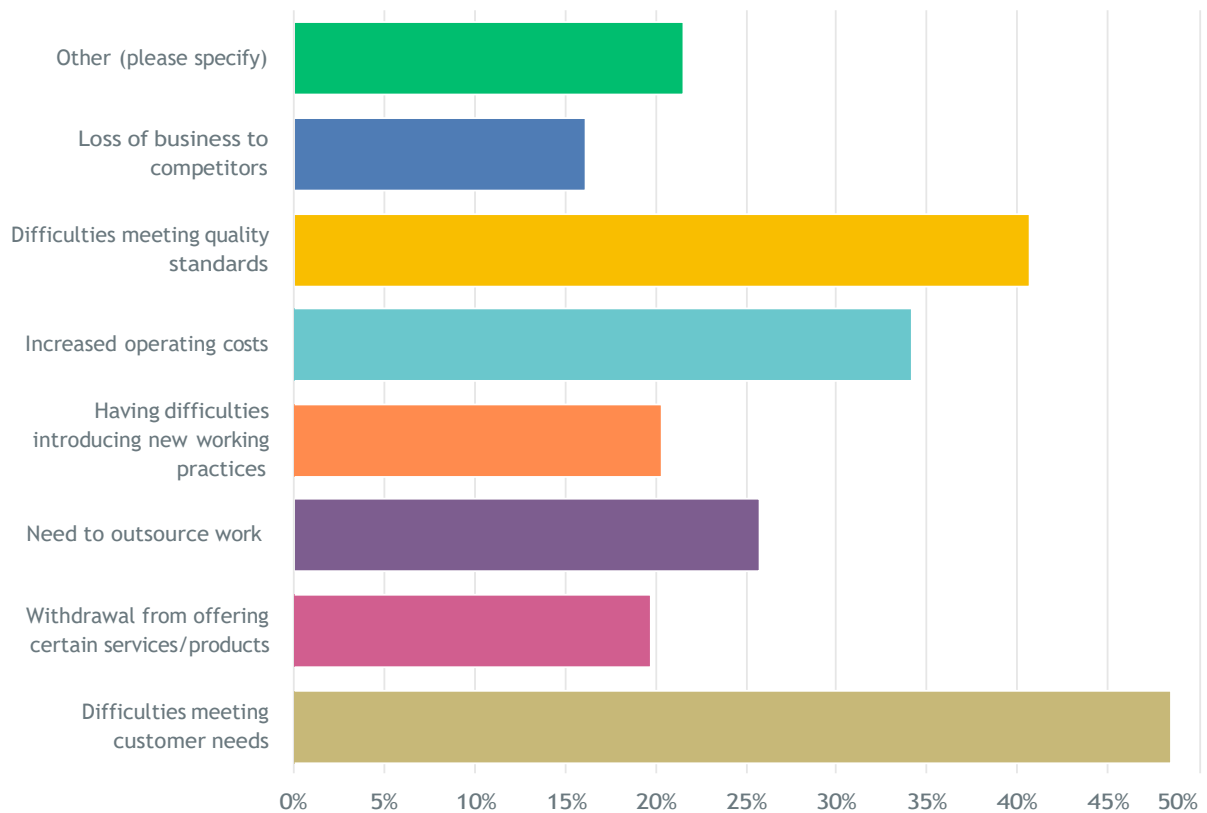
#	OTHER (PLEASE SPECIFY)	DATE
1	Lack of funds	12/18/2025 9:59 PM
2	N/A	12/18/2025 2:32 PM
3	N/A	12/18/2025 1:35 PM
4	No candidates from within the UK with relevant skills	12/15/2025 2:11 PM
5	Specialist qualifications.	12/9/2025 3:16 PM
6	We are looking for volunteer trustees.	12/8/2025 12:45 PM
7	Also feel time of the year doesn't help - often find a downturn in volume on the run up to Christmas	12/5/2025 9:25 AM
8	Pay in comparison to the big employers	12/4/2025 1:13 PM

Cumbria Employer Skills Survey 2025

9	BAE swallowing up all candidates	12/4/2025 1:00 PM
10	people not wanting to move to Cumbria? other RT in the north east get far more applications for the same jobs	12/3/2025 4:02 PM
11	n/a	12/3/2025 1:44 PM
12	Lecturer/Assessors can be paid more doing less elsewhere	12/3/2025 8:40 AM
13	WE recruit staff into Education and many are leaving the profession	12/1/2025 6:53 AM
14	N/A	11/28/2025 9:11 AM
15	We need seasonal part-time housekeeping staff starting from March to November	11/20/2025 10:25 AM
16	Salary expectations are high due to BAE Systems structure, therefore difficult to attract talent to a local SME	11/17/2025 2:35 PM
17	N/A	11/17/2025 9:40 AM
18	Pay is NLW, but we are restricted due to LA funding - poor for the work responsibility required	11/17/2025 9:14 AM
19	As we advertise a variety of different roles, we see varying response rates to adverts. For some we received a large number of quality applications (ie our academic roles), whereas other roles the volume and calibre are low (ie for example we have been out to advert several time for HR colleagues).	11/3/2025 3:55 PM
20	People don't want to work! Government makes it impossible to employ !! Lose lose !	10/29/2025 1:12 PM
21	we have given up on employees and use self employed agricultural contractors who turn up with their own equipment and skill sets.	10/27/2025 7:30 PM
22	We don't have an issue filling the vacancies.	10/27/2025 11:40 AM
23	Need an Optometrist which is a very specific qualification	10/27/2025 11:24 AM
24	Incomplete training/ insufficient knowledge of their industry requirements	10/27/2025 10:57 AM
25	Swamped by a huge number of overseas graduates applying	10/27/2025 10:47 AM
26	I need to consider who, among all my contacts, might be interested	10/27/2025 9:48 AM
27	Pay levels for small local company are hard to compete with pay levels offered from the likes of Sellafield Ltd	10/27/2025 9:43 AM
28	The advert hasn't gone live yet, but we advertised the same position last year on LinkedIn, social media and our website and all applicants were from overseas and over qualified.	10/27/2025 9:40 AM
29	None	10/24/2025 10:57 AM
30	Charities are unable to pay competitive commercial rates of pay which limits our field of candidates	10/23/2025 10:08 AM

Q11 167 responses

Thinking now about all occupations in which you have hard-to-fill vacancies, are hard-to-fill vacancies causing any of the following?



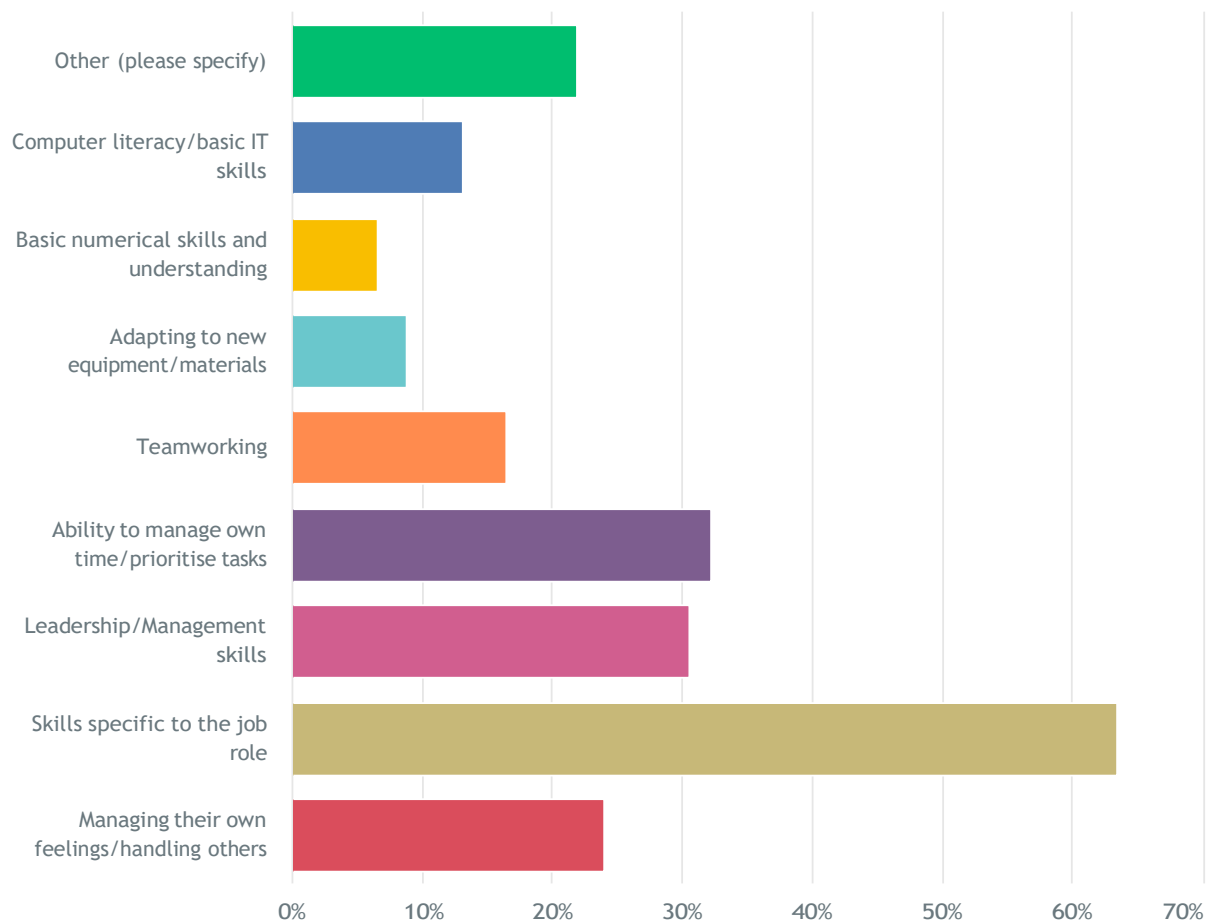
#	OTHER (PLEASE SPECIFY)	DATE
1	I have a chap lined up for the single job vacancy, so the above options do not apply	1/5/2026 12:11 PM
2	Additional strain on existing team	12/19/2025 3:49 PM
3	Difficulty meeting safety requirements. Shortfall in providing technical support for existing staff.	12/19/2025 11:37 AM
4	lack of turnover	12/18/2025 9:59 PM
5	N/A	12/18/2025 2:32 PM
6	N/A	12/18/2025 1:35 PM
7	reduced growth potential	12/16/2025 3:23 PM
8	Potential cancelling delivery/not able to fill the bookings.	12/9/2025 3:16 PM
9	Management consistency on site	12/4/2025 3:57 PM
10	School kids are just programmed to work at Sellafield without exploring other options	12/3/2025 4:02 PM
11	n/a	12/3/2025 1:44 PM
12	N/A	11/28/2025 9:11 AM
13	Restricting our ability to increase our capacities	11/17/2025 4:14 PM
14	Stress and wasted time for my management team	11/17/2025 12:11 PM
15	Not Applicable	11/17/2025 9:40 AM
16	lack of workforce wanting to work before 9am and after 4pm, evenings & weekends	11/17/2025 9:14 AM

Cumbria Employer Skills Survey 2025

17	Closure of branch	11/12/2025 9:38 AM
18	Our business is not delivering what we want to deliver. We feel it is impacting our ability to grow and develop.	10/30/2025 12:01 PM
19	Lack of capacity for growth	10/29/2025 4:07 PM
20	Too high outgoings- scrap rates- lower VAT, reduce NI costs- Scrap government pensions !	10/29/2025 1:12 PM
21	Our method above means we have none of these problems	10/27/2025 7:30 PM
22	Affecting expansion	10/27/2025 3:52 PM
23	PUTS EXTRA DEMAND ON THE EXSISITING EMPLOYEES AND MYSELF AS THE OWNER	10/27/2025 2:11 PM
24	Other staff having to work more than they want	10/27/2025 11:24 AM
25	Extra measures needed to meet safety standards	10/27/2025 10:57 AM
26	None	10/27/2025 10:07 AM
27	Long hours for the Business Partners	10/27/2025 9:56 AM
28	Making time to approach a number who possess the skills, to find out their level of interest	10/27/2025 9:48 AM
29	Reduced opening hours to address staff shortages	10/24/2025 2:55 PM
30	None	10/24/2025 10:57 AM
31	Only operating at 60% capacity	10/23/2025 6:04 PM
32	Loss of productivity	10/23/2025 3:44 PM
33	Unable to grow business	10/23/2025 2:40 PM
34	Turning away work	10/23/2025 11:28 AM
35	Reduced capacity	10/23/2025 10:33 AM
36	FINDING THE RIGHT SKILL SETS	10/23/2025 9:50 AM

Q12 183 responses

Which skills have you found difficult obtaining from applicants?



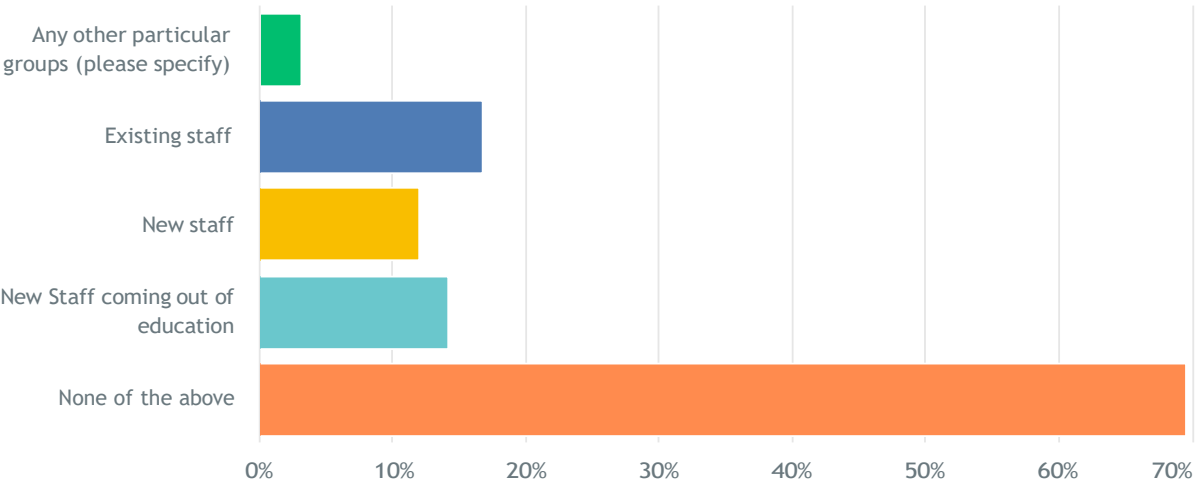
#	OTHER (PLEASE SPECIFY)	DATE
1	varies in each of the roles	1/19/2026 12:17 PM
2	I have a chap lined up for the single job vacancy, so the above options do not apply	1/5/2026 12:11 PM
3	N/A	12/18/2025 2:32 PM
4	Finance/budgeting skills in non-finance roles (department leads etc.)	12/18/2025 1:48 PM
5	N/A	12/18/2025 1:35 PM
6	specialist skills - National governing Body Awards for the outdoors.	12/9/2025 3:16 PM
7	Data Analytical Skills	12/5/2025 7:40 AM
8	We desperately need to recruit carers	12/4/2025 11:13 AM
9	farm advice and environmental education officers	12/3/2025 4:02 PM
10	n/a	12/3/2025 1:44 PM
11	Teachers and TA's are in short supply in Cumbria	12/1/2025 6:53 AM
12	N/A	11/28/2025 9:11 AM
13	Sometimes we need candidates who can drive but struggle to attract applicants for these roles	11/27/2025 8:40 AM
14	HGV drivers/ Transport managers	11/19/2025 9:16 AM
15	Advanced mechanical engineering and physics knowledge and expertise	11/18/2025 1:23 PM

Cumbria Employer Skills Survey 2025

16	Relevant professional skills	11/18/2025 8:20 AM
17	we have the skills and the opportunities but have found applicants lack the confidence to reach high	11/17/2025 5:34 PM
18	W	11/17/2025 3:31 PM
19	Addiction and anxiety have been an issue in most of our hires	11/17/2025 12:11 PM
20	N/A	11/17/2025 9:40 AM
21	role specific skills and experience	11/3/2025 3:55 PM
22	applicants in general. Also we have had a disatorious experiences with the Job centre.  	10/30/2025 12:01 PM
23	Technical skills	10/29/2025 4:07 PM
24	Experience of the arts, community engagement, marketing and comms, customer service	10/28/2025 8:50 PM
25	Skilled with livestock, heavy machinery, and self starters	10/27/2025 7:30 PM
26	WORKING WEEKENDS	10/27/2025 2:11 PM
27	Video production/youtube	10/27/2025 1:11 PM
28	I don't have an answer for this as it's outwith my knowledge.	10/27/2025 11:40 AM
29	Chefs with basic kitchen skills and experience	10/27/2025 11:37 AM
30	Application to customer requirements, insufficient knowledge in their disciplines, misunderstanding of current legislation/regulation	10/27/2025 10:57 AM
31	Not being local or having knowledge of the locality	10/27/2025 10:39 AM
32	None	10/27/2025 10:07 AM
33	We need someone to work early in the morning ie 5:00am - 8am (Milking)	10/27/2025 9:56 AM
34	Not skilled positions	10/27/2025 9:43 AM
35	Ability to work on own initiative and understand deadlines and priorities- employees tend to need micromanaged	10/27/2025 9:43 AM
36	Would like to take on apprentices, but there is no where local enough for them to train.	10/27/2025 9:40 AM
37	none	10/27/2025 9:36 AM
38	None	10/24/2025 10:57 AM
39	Qualifications	10/23/2025 11:28 AM
40	We get comments that it's "easier to work minimum hours and claim UC"!!	10/23/2025 9:46 AM

Q13 191 responses

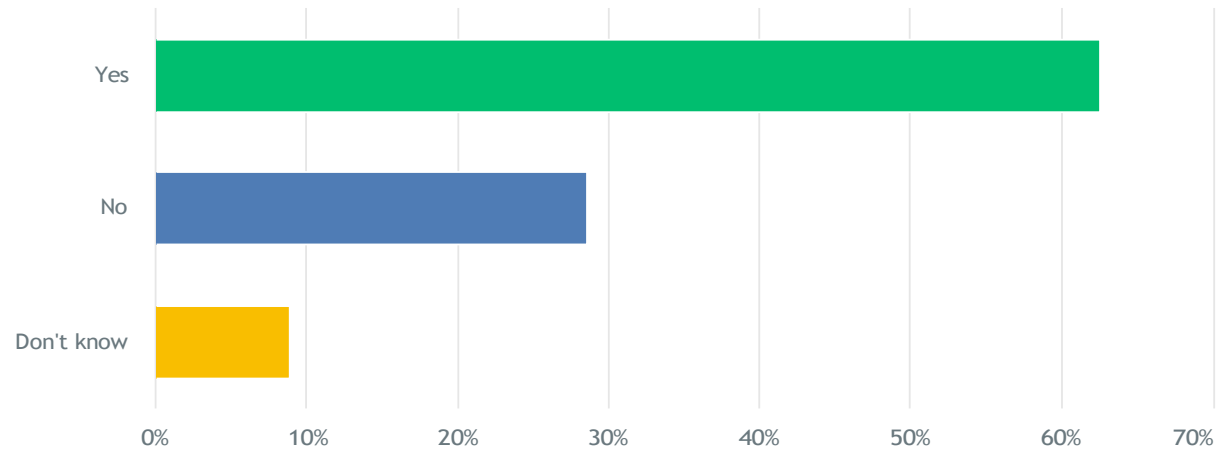
Do you have issues with any basic/functional skills such as Maths, English, basic IT? Please tick all that apply



#	ANY OTHER PARTICULAR GROUPS (PLEASE SPECIFY)	DATE
1	Construction Site Staff moving to office based role requiring PC / IT skills	12/11/2025 3:35 PM
2	in our apprentices we have had 2 candidates	12/3/2025 4:02 PM
3	Basic IT skills when moving from site based to a supervisory or management role which requires lap top (IT) usage	11/17/2025 10:54 AM
4	IT skills mainly	11/17/2025 9:51 AM
5	Some mature members we have found to have a distinct lack of skills in IT.	10/30/2025 12:01 PM
6	Some apprentices	10/24/2025 10:19 AM

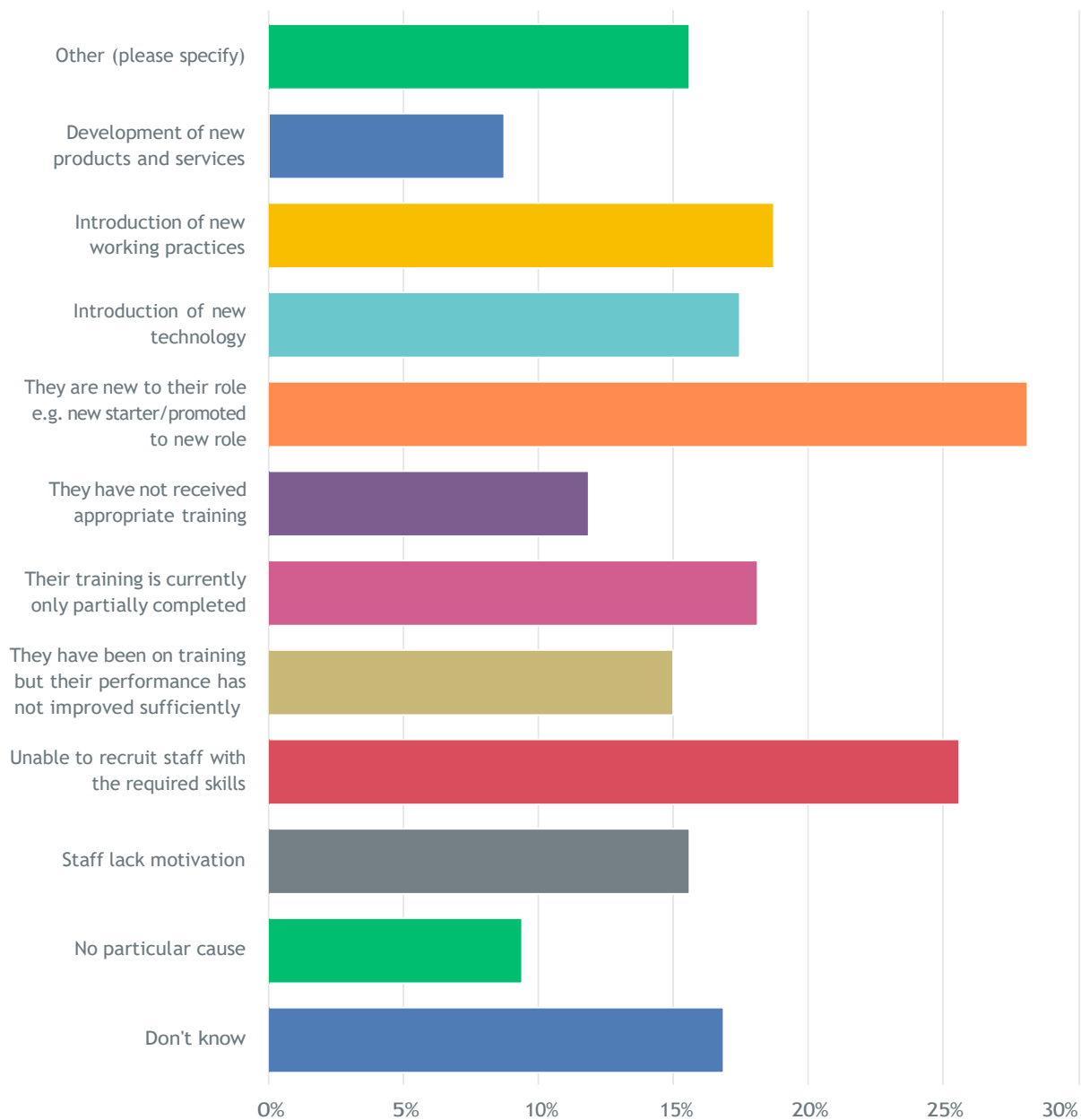
Q14 203 responses

Would you consider all of your staff proficient at their job?



Q15 160 responses

What are the main causes for this?



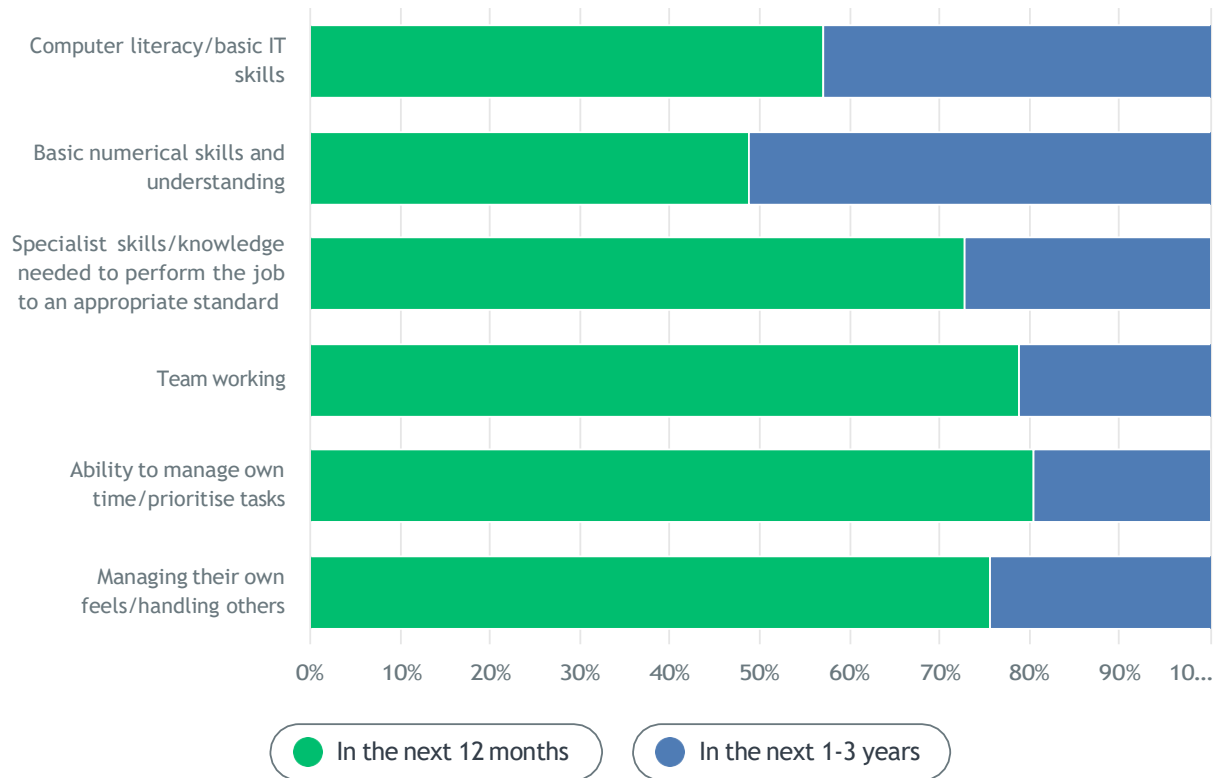
#	OTHER (PLEASE SPECIFY)	DATE
1	I recruit staff with the right skills	1/30/2026 7:41 PM
2	N/A for existing staff	12/19/2025 11:37 AM
3	No money	12/18/2025 10:00 PM
4	Hired into roles that they have limited experience in due to lack of options - small organisation means limited internal training/shadowing capacity, specificity of the sector limits options for third-party training even if budget wasn't a factor.	12/18/2025 1:48 PM
5	N/A	12/18/2025 1:35 PM
6	Not Applicable	12/16/2025 2:34 PM
7	staff ignore importance of standards being upheld	12/4/2025 12:45 PM

Cumbria Employer Skills Survey 2025

8	Lack of aptitude. Lack of discipline.	12/4/2025 12:37 PM
9	Poorly worded question	12/3/2025 1:44 PM
10	we don't find this	11/26/2025 12:15 PM
11	Refusal to upskill in certain areas	11/17/2025 11:10 AM
12	N/A	11/17/2025 9:40 AM
13	sickness, mental health, childcare difficulties	11/17/2025 9:14 AM
14	We would like to build colleagues digital skills and use of AI where appropriate.	11/3/2025 3:56 PM
15	no staff other than the contractors. If they're not competent we don't hire them twice	10/27/2025 7:31 PM
16	N/A	10/27/2025 2:18 PM
17	Common sense + healthy attitude to work	10/27/2025 1:47 PM
18	We are trying to train our people as much as possible for their roles and progression in the future	10/27/2025 11:37 AM
19	We can only recruit people who are proficient	10/27/2025 10:57 AM
20	Difficulty finding training that turns individuals into a team	10/27/2025 10:09 AM
21	None	10/27/2025 10:07 AM
22	Skill sets for the pay offered can be limited	10/27/2025 9:43 AM
23	Staff have all got good work experience that meets the needs of the business	10/24/2025 2:55 PM
24	dont have any staff now other than family due to being unable to compete with BAE ststems	10/23/2025 12:01 PM
25	Our Training is specific	10/23/2025 10:33 AM

Q16 175 responses

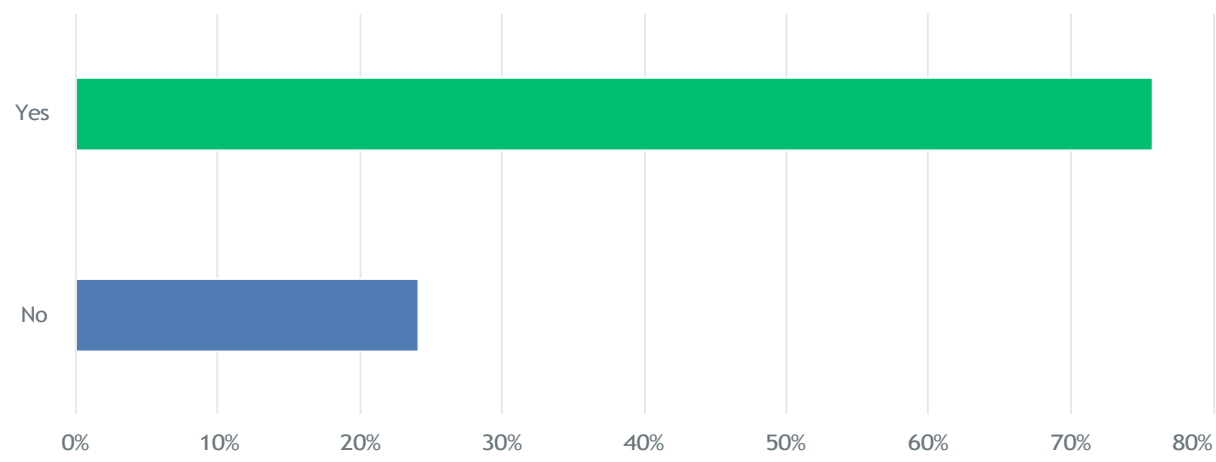
What skills do you believe need improving among your workforce?



#	OTHER (PLEASE SPECIFY)	DATE
1	N/A	12/18/2025 1:35 PM
2	Tax	12/17/2025 5:16 PM
3	Our internal training is exemplary, we employ our own functional skills teacher. we simply cannot recruit enough carers	12/4/2025 11:13 AM
4	I believe it is a set of behaviours that are missing rather than skills.	11/21/2025 8:09 AM
5	confidence and inspiration	11/17/2025 5:34 PM
6	N/A	11/17/2025 9:40 AM
7	we just hire self employed contractors on a daily basis, who fetch their own machinery and have the skills we need	10/27/2025 7:31 PM
8	Employees are very sensitive to others opinions and don't always know how to take constructive criticism	10/27/2025 11:37 AM
9	None	10/27/2025 10:07 AM
10	NA	10/27/2025 9:49 AM
11	Cyber; Advanced Manufacturing; Robotics; Digital	10/24/2025 12:39 PM
12	None	10/24/2025 10:57 AM

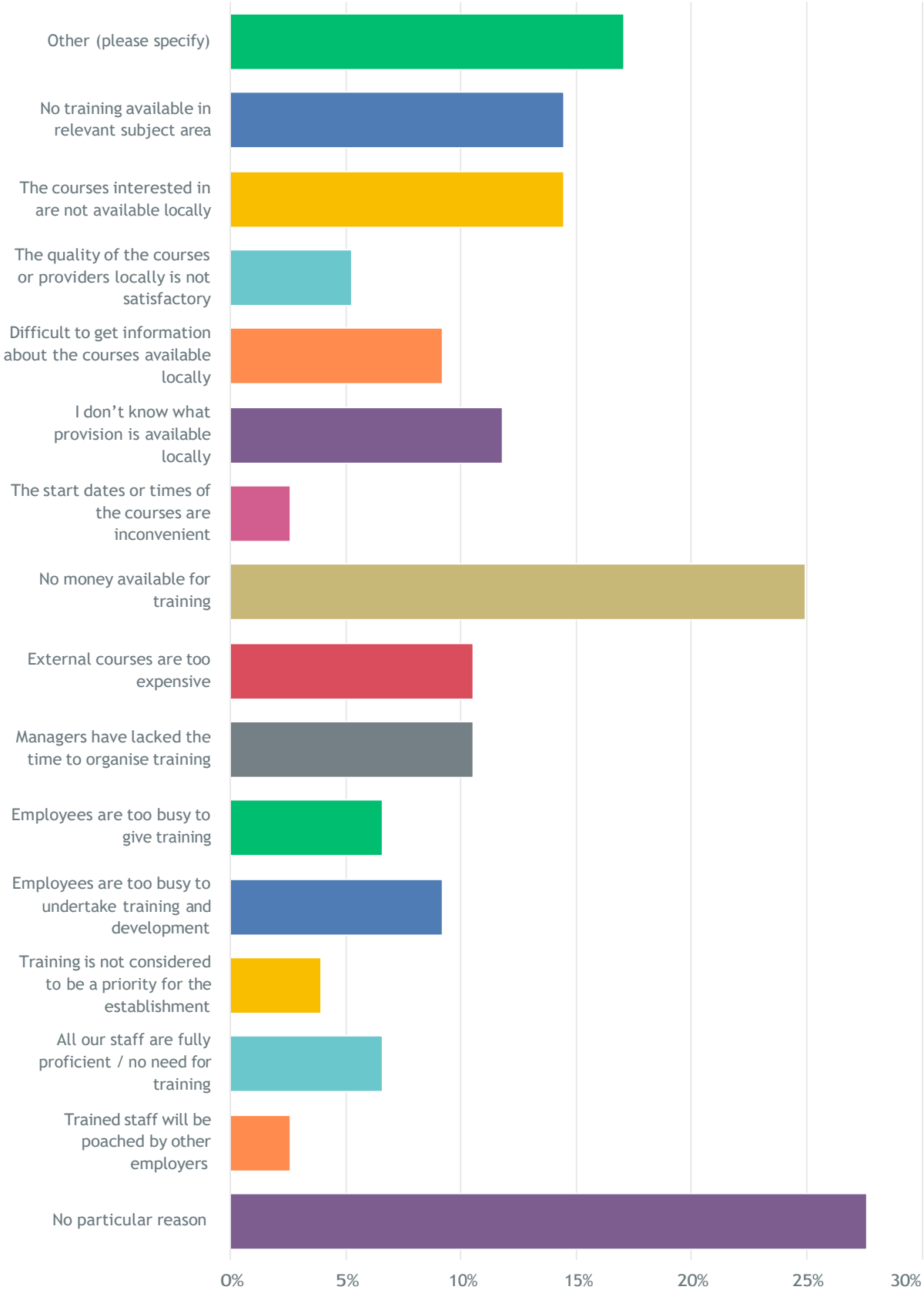
Q17 207 responses

Have you arranged or funded any form of training or development over the past 12 months?



Q18 76 responses

If no, what are the reasons for this?

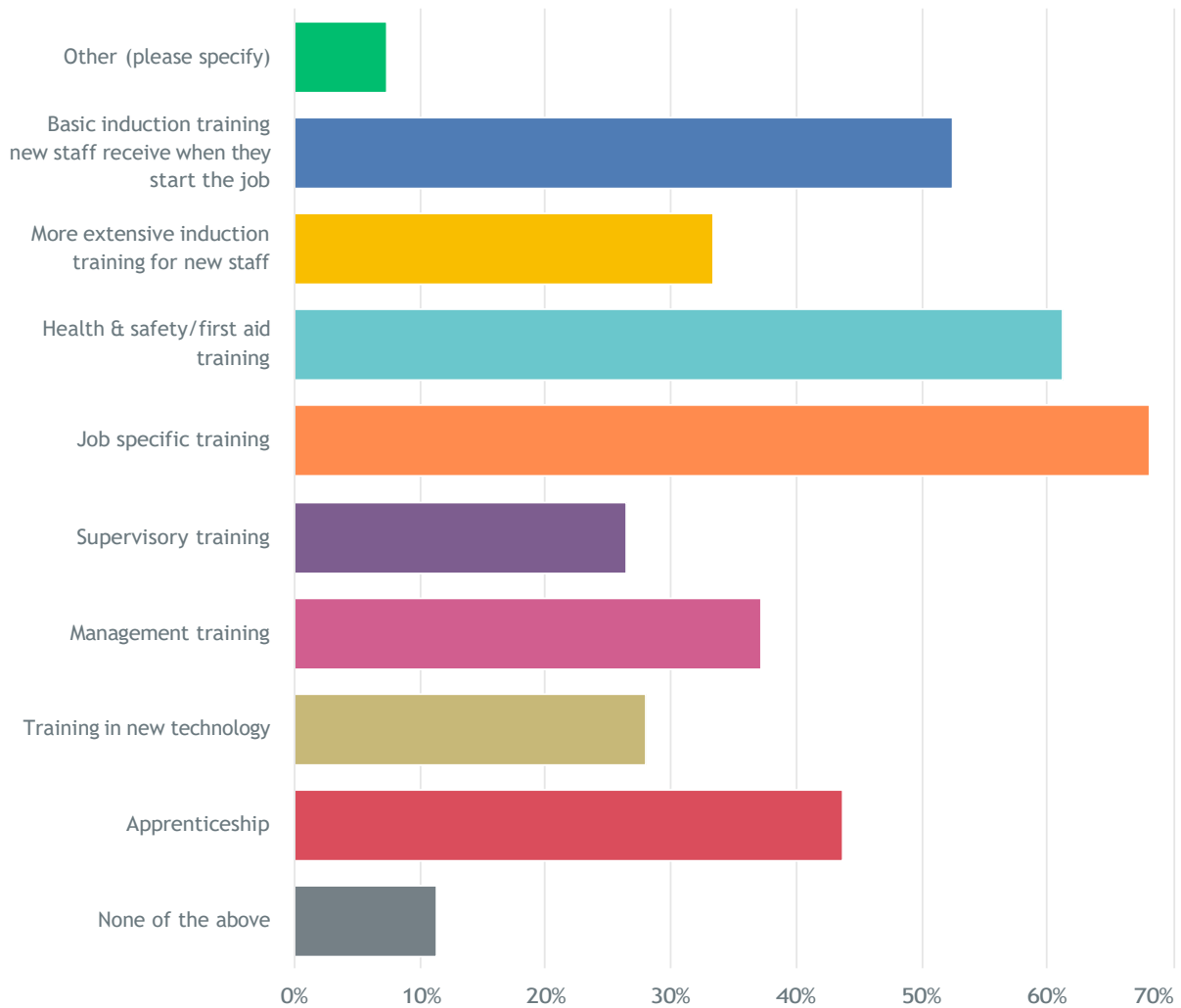


Cumbria Employer Skills Survey 2025

1	Not applicable	12/19/2025 11:37 AM
2	I train on site	12/18/2025 1:39 PM
3	N/A	12/18/2025 1:35 PM
4	We have an apprentice on a chartered management. We also run a leadership program for 12 to 18 years. With external training offered through CYA embrace modules.	12/8/2025 12:45 PM
5	Lack of a forward looking training calendar, to allow time to plan	12/4/2025 1:14 PM
6	NO FLOORING COURSES NEAR US	11/28/2025 9:12 AM
7	N/A	11/17/2025 9:42 AM
8	We have employed a full time trainer in the last year to improve SOPs and help train / check with our teams. We bring in external speakers for training for our managers & supervisors	11/16/2025 4:51 PM
9	no staff just self employed contractors who organise their own training	10/27/2025 7:32 PM
10	N/A	10/27/2025 2:18 PM
11	We're highly specialised and only in-house training is appropriate	10/27/2025 10:07 AM
12	I participated in strategic business management course funded via The Chambers	10/27/2025 9:48 AM
13	None required	10/24/2025 10:57 AM

Q19 204 responses

Which of the following training types have you arranged/funded?



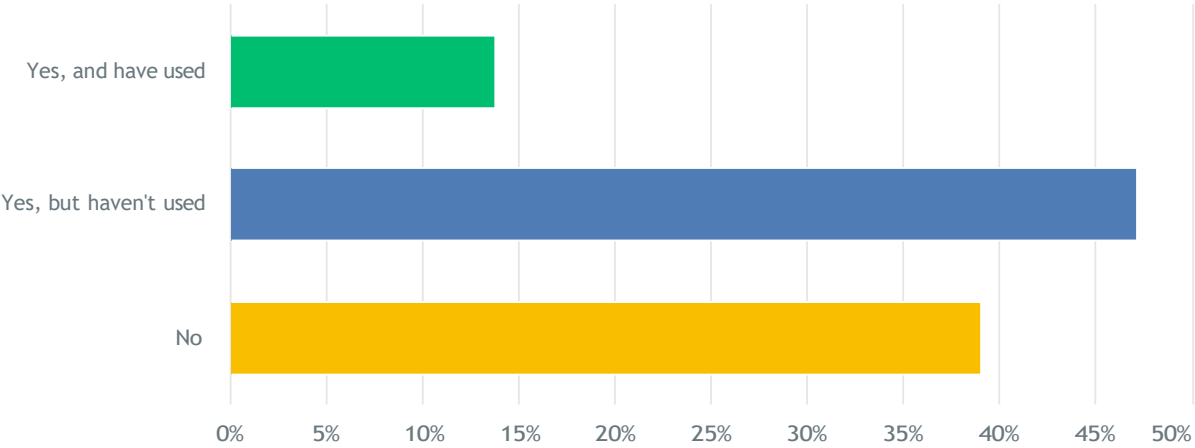
#	OTHER (PLEASE SPECIFY)	DATE
1	Safeguarding training	1/19/2026 11:52 AM
2	We train volunteers. Mostly seasoned participants.	12/8/2025 12:45 PM
3	Registered nursing degree apprenticeship. Masters modules.	12/4/2025 11:13 AM
4	N/A	11/17/2025 9:42 AM
5	Mental Health	11/17/2025 9:21 AM
6	Architectural	11/11/2025 2:43 PM
7	Specialist role related training (often sourced from outside the county)	10/28/2025 8:52 PM
8	no staff	10/27/2025 7:32 PM
9	Sustainable Work Practices	10/27/2025 6:27 PM
10	Lone worker, cyber security	10/27/2025 11:47 AM
11	Specialist software	10/27/2025 10:39 AM
12	Coaching	10/27/2025 10:10 AM
13	corporate fundraising	10/27/2025 9:43 AM

Cumbria Employer Skills Survey 2025

14	Neurodiversity training	10/24/2025 11:22 AM
15	None	10/24/2025 10:57 AM

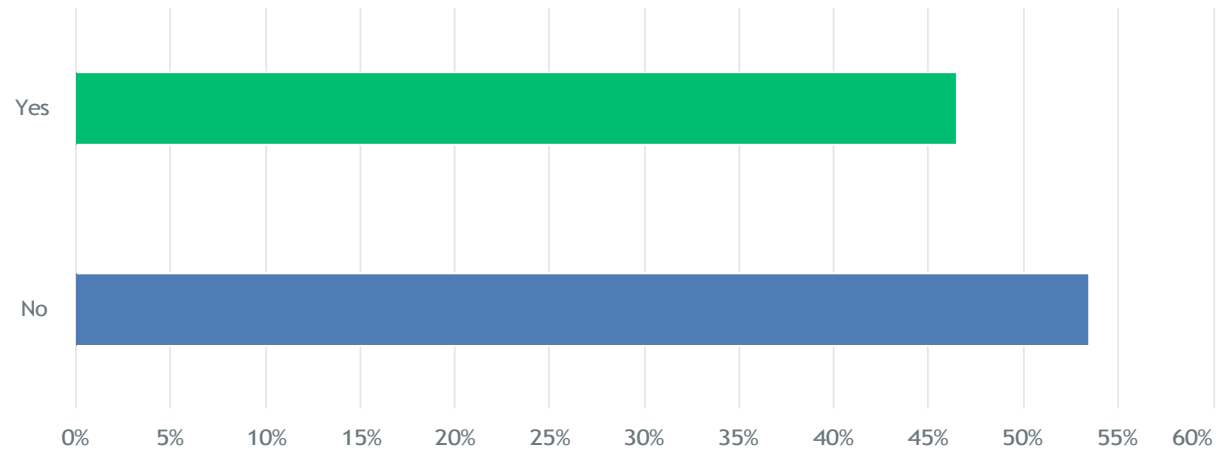
Q20 210 responses

Are you aware of Skills Bootcamps?



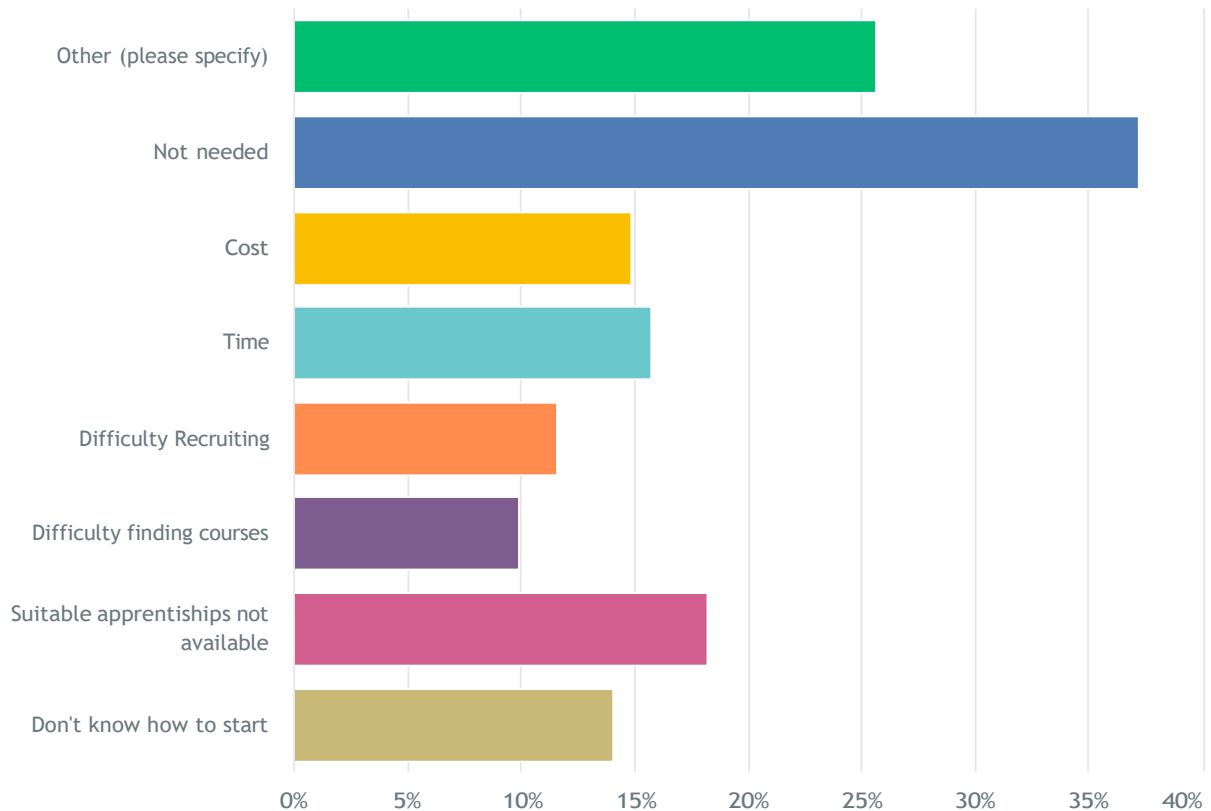
Q21 213 responses

Do you employ apprentices?



Q22 121 responses

If not, why not? Please tick all that apply



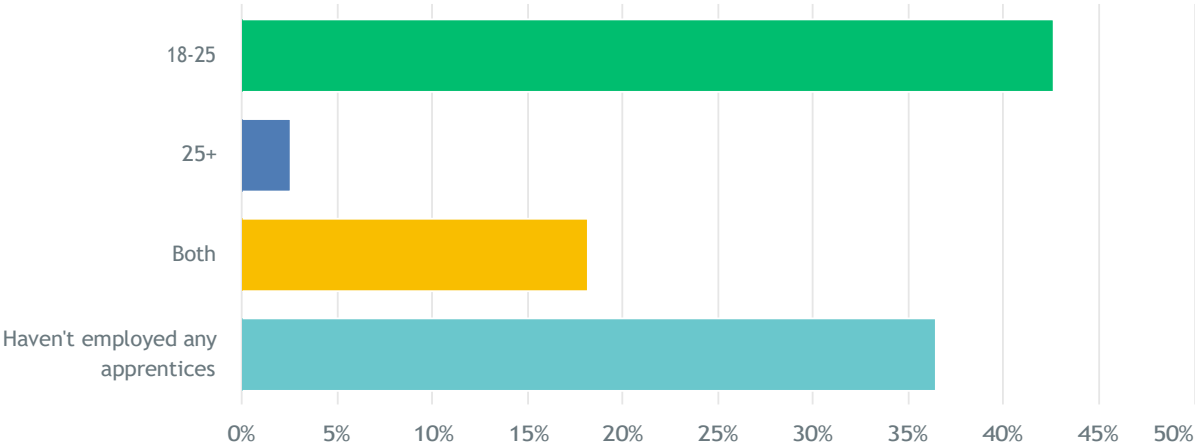
#	OTHER (PLEASE SPECIFY)	DATE
1	We're not able to use trainees; we must have proficient workers	1/19/2026 11:53 AM
2	I would really like to employ many apprecentices in the future in order to establish a Cumbria-based apprenticeship scheme that actively attracts youngsters into the rapidly growing and strategically important fusion industry.	1/5/2026 12:11 PM
3	N/A	12/19/2025 11:37 AM
4	N/A	12/18/2025 1:35 PM
5	Hard to recruit them.	12/9/2025 3:16 PM
6	not sure if Apprenticeships are available for the creative sector - entry is usually post-grad	12/5/2025 4:43 PM
7	XX	12/4/2025 8:47 PM
8	Had not considered an apprentice but also, there are no local Nutritionist students in the area	12/4/2025 3:27 PM
9	Unsuitable work environment	12/3/2025 1:44 PM
10	The company is growing. HQ bring in new young staff to fill specific roles and provide 1-2-1 in-house training	12/2/2025 7:19 PM
11	N/A	11/28/2025 9:14 AM
12	Have Apprentices rotated into the business	11/24/2025 11:08 AM
13	Not applicable to our Profession	11/21/2025 10:18 AM
14	Need more skilled people	11/19/2025 10:18 PM

Cumbria Employer Skills Survey 2025

15	-	11/18/2025 11:27 AM
16	Pressure on management resource when they are already managing high levels of staff turnover due to addiction and anxiety of recruits	11/17/2025 12:12 PM
17	we are putting current staff through apprenticeships - at the Charity's expense	11/17/2025 9:14 AM
18	Probably don't fully understand and have developed some internal now	11/16/2025 4:51 PM
19	We find it difficult to train at that level and contribution to the business is negative after salary costs	10/29/2025 12:14 PM
20	We offer apprenticeships but there is an unwilling to commit or turn up to external training days or complete learning modules - even though we pay NLW to all apprentices to apprenticeships, unable to	10/27/2025 9:39 PM
21	N/A	10/27/2025 2:19 PM
22	Our location makes it difficult to employ someone who does not have their own transport.	10/27/2025 11:30 AM
23	Confidentiality	10/27/2025 11:24 AM
24	bad experience with ██████████	10/27/2025 9:56 AM
25	We need experienced business people who have worked at senior levels	10/27/2025 9:51 AM
26	Haven't been able to employ apprentices for a few years and there is no suitable course available locally	10/27/2025 9:41 AM
27	Can't afford a full time apprentice on top of existing staffing costs	10/24/2025 2:55 PM
28	unable to find appropriate training and support	10/24/2025 11:17 AM
29	We do	10/23/2025 11:36 AM
30	Limited staff available to support an apprentice as most are part time	10/23/2025 10:09 AM
31	H&S perceived risk for new entrants. Unable to comprehend the basic around recognising risk.	10/23/2025 9:47 AM

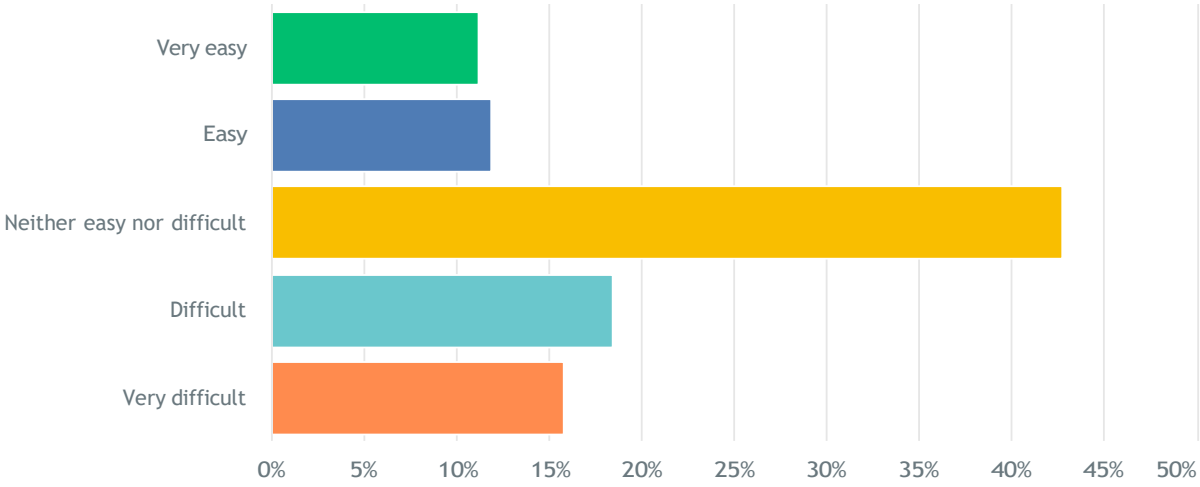
Q23 192 responses

What age group of apprentices have you employed?



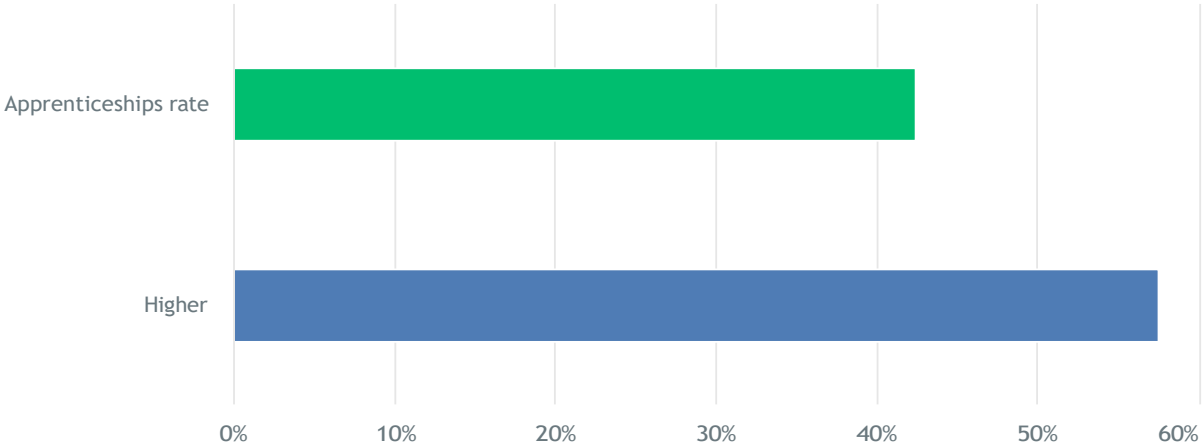
Q24 152 responses

How easy do you find recruiting apprentices?



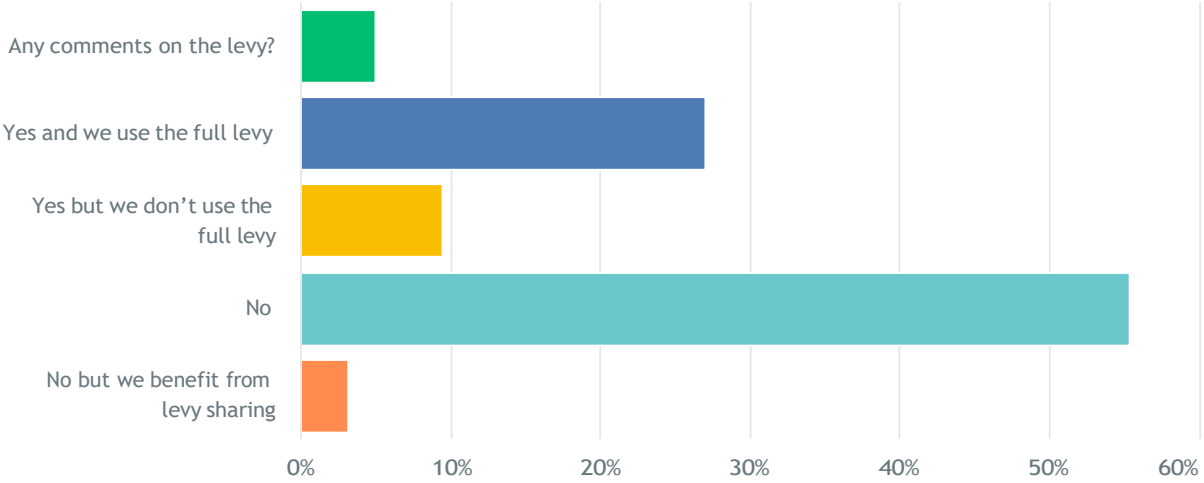
Q25 139 responses

How much do you pay your apprentices?



Q26 159 responses

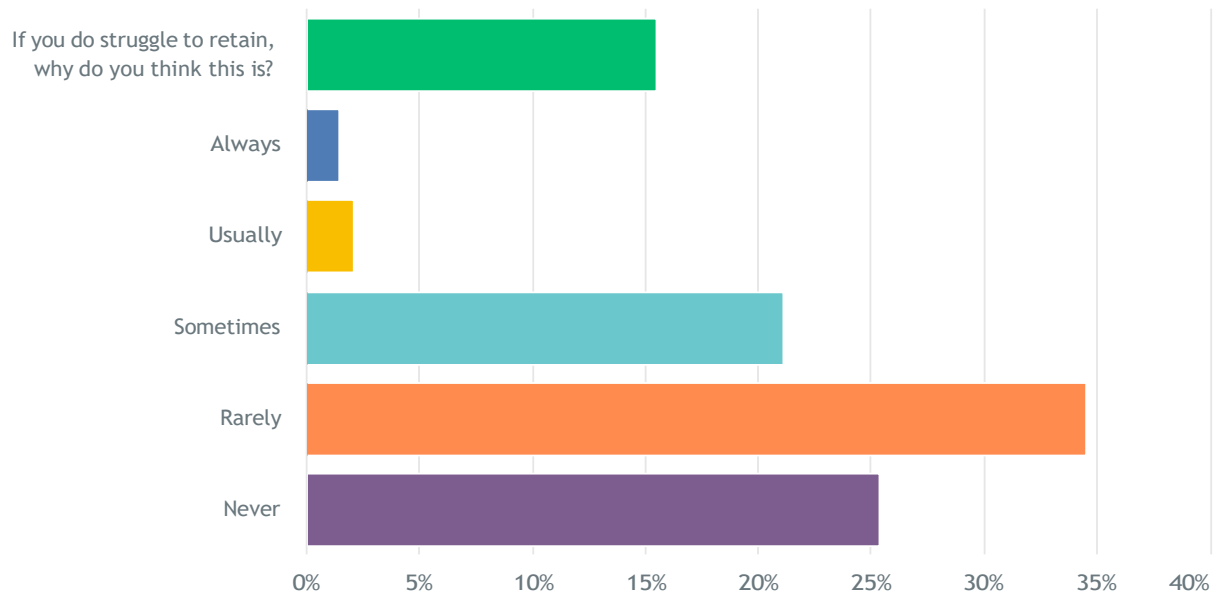
Are you an apprenticeship levy payer?



#	ANY COMMENTS ON THE LEVY?	DATE
1	N/A	12/18/2025 1:35 PM
2	Not sure	12/8/2025 4:31 PM
3	we also attract levy transfer and very worried about NHSE stopping their transfer service	12/4/2025 11:13 AM
4	N/A	11/28/2025 9:14 AM
5	WE DO NOT HAVE ANY APPRENTICES	11/28/2025 9:12 AM
6	-	11/18/2025 11:27 AM
7	N/A	10/27/2025 11:41 AM
8	Not sure what that is	10/27/2025 9:41 AM

Q27 142 responses

Do you struggle to retain apprentices during their training?



#	IF YOU DO STRUGGLE TO RETAIN, WHY DO YOU THINK THIS IS?	DATE
1	We have a 50% failure rate with apprentices - No idea of work ethic and little pride in their work. There seems to be an expectation of getting everything for little or no effort.	12/18/2025 2:06 PM
2	N/A	12/18/2025 1:35 PM
3	Mostly factors outside our control. pregnancy and family issues but also apprentice wage.	12/10/2025 3:27 PM
4	All have left to BAE	12/4/2025 1:00 PM
5	16 to 18 sometimes not ready for the world of work	12/4/2025 11:13 AM
6	Normally school leavers who don't actually what they want to do, try joinery for example then dislike or find they want to do something else and then leave	12/4/2025 10:13 AM
7	N/A	11/28/2025 9:14 AM
8	N/A	11/28/2025 9:12 AM
9	Behaviours of Apprentices	11/24/2025 11:08 AM
10	quality of candidate	11/20/2025 9:07 PM
11	Due to competition; they go self employed;	11/17/2025 10:54 AM
12	N/A	11/17/2025 9:42 AM
13	Very few apprentices seem to have a commitment to the academic side of courses, fall pregnant and drop out of paid employment - despite efforts to support in workplace; general lack of motivation / inability to get out of bed or turn up constantly Monday to Friday amongst school leavers who lack qualifications to go onto Uni. The situation is worse after Covid.	10/27/2025 9:39 PM
14	They don't want to do hands on care	10/27/2025 10:10 AM
15	We have employed apprentices straight from school & been very flexible with hours/ability, once trained and they have obtained their driving licence the apprentice then looks for a better paid job, usually more specific to their interests. For example, we will employ an apprentice to do general farm work, train them in all aspects, tractor driving, animal handling, milking, fencing, stone walling, hedging, calf rearing, taking a lot of time... for them to decide to head off to New Zealand or Australia OR to go and work for an Agricultural	10/27/2025 9:56 AM

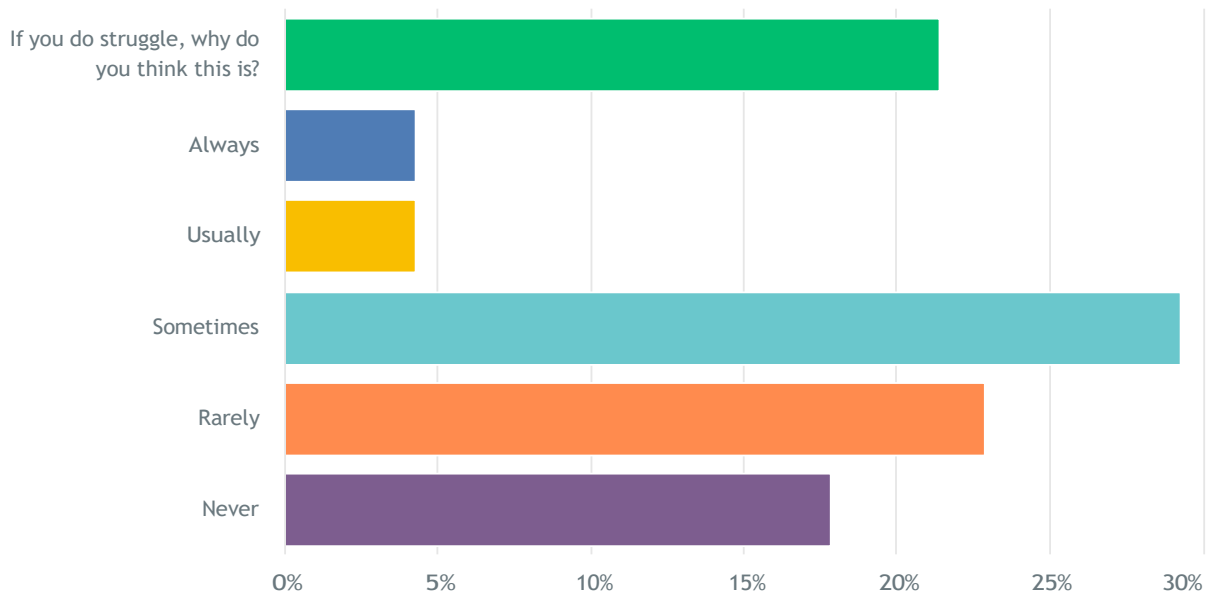
Cumbria Employer Skills Survey 2025

Contractor over the summer. This is great experience for the apprentice, but it means we need to start again each year.

16	I have taken on my first since September so I do not have the data to comment here	10/27/2025 9:43 AM
17	n/a	10/24/2025 11:17 AM
18	Don't have any	10/24/2025 10:57 AM
19	This questionnaire is asking about apprentices, we can't have one ? Maybe you need to support businesses that offer traineeships because our colleges are not going to help the Transport sector	10/23/2025 2:41 PM
20	do not have any	10/23/2025 12:01 PM
21	Not the job for them. Haven't left school ready for the workplace.	10/23/2025 11:29 AM
22	00	10/23/2025 9:47 AM

Q28 140 responses

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



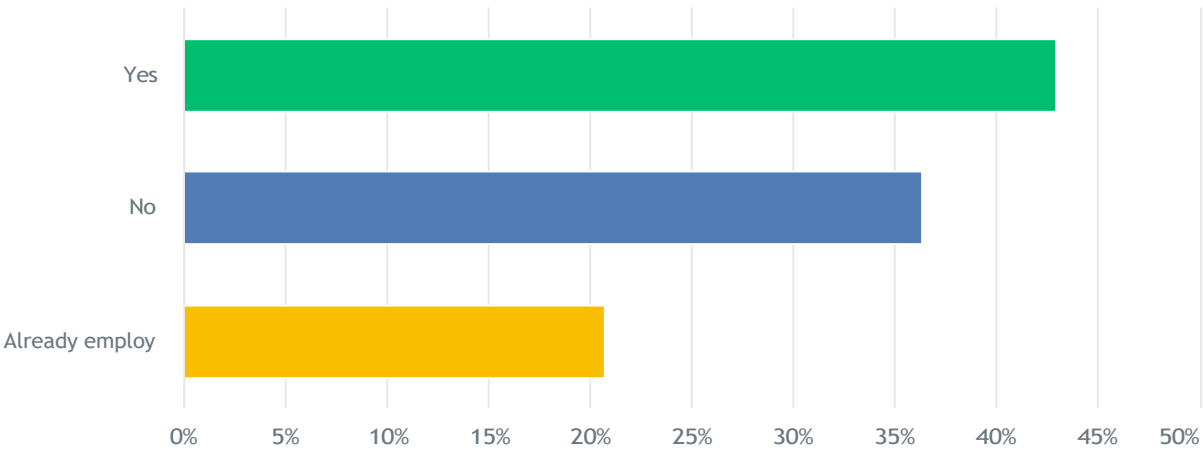
#	IF YOU DO STRUGGLE, WHY DO YOU THINK THIS IS?	DATE
1	Low resources	12/18/2025 10:04 PM
2	Bigger companies can pay more than we can afford and 'pinch' staff.	12/18/2025 2:06 PM
3	N/A	12/18/2025 1:35 PM
4	Competition from other employers and not being able to compete with the wages being offered.	12/10/2025 3:27 PM
5	We are in the second year of a 3 year degree, so cannot comment yet.	12/8/2025 12:45 PM
6	n/a	12/4/2025 5:21 PM
7	sometimes as we cannot afford to keep all apprentices on, or they gain jobs elsewhere	12/4/2025 1:14 PM
8	They go to BAE	12/4/2025 1:00 PM
9	BAE in Barrow!!!	12/4/2025 11:13 AM
10	Never had a apprentice finish full apprenticeship	12/4/2025 10:13 AM
11	we only had jobs within the trust for 2 out of the 4 apprentices. 2 of them were young (18) and got disheartened by not getting a job with a conservation organisation at the end of the apprenticeship. one really struggle with his mental health because of it.	12/3/2025 4:03 PM
12	Competition from Sellafield etc	12/2/2025 9:37 AM
13	N/A	11/28/2025 9:14 AM
14	N/A	11/28/2025 9:12 AM
15	Opportunities elsewhere in a non rural location	11/19/2025 3:54 PM
16	-	11/18/2025 11:27 AM
17	N/A	11/17/2025 9:42 AM
18	It is a difficult challenge at times to move to full time work	11/16/2025 4:51 PM
19	Candidates may be looking for further progression, which we may not be able to offer at the given time.	11/3/2025 3:56 PM

Cumbria Employer Skills Survey 2025

20	Grass is Greener or they think	10/31/2025 4:26 PM
21	Higher paid jobs when they have trained.	10/30/2025 12:03 PM
22	no staff	10/27/2025 7:33 PM
23	Move onto larger organisations like Sellafield	10/27/2025 11:44 AM
24	Often we give the apprentice great ambitions, they enjoy their time with us as a small family farm, but progression is difficult here.	10/27/2025 9:56 AM
25	My first apprentice has not completed their training yet	10/27/2025 9:43 AM
26	n/a	10/24/2025 11:17 AM
27	Does not apply , we have employees that have completed their training through long service	10/23/2025 2:41 PM
28	they leave and join BAE Systems	10/23/2025 12:01 PM
29	Chase the money. Don't understand the path of a career.	10/23/2025 11:29 AM
30	OUR SKILL SETS ARE NEEDED IN ALL MAJOR MANUFACTURING SITES AND THEY GET APPROACHED IF THEY WORK THERE	10/23/2025 9:50 AM

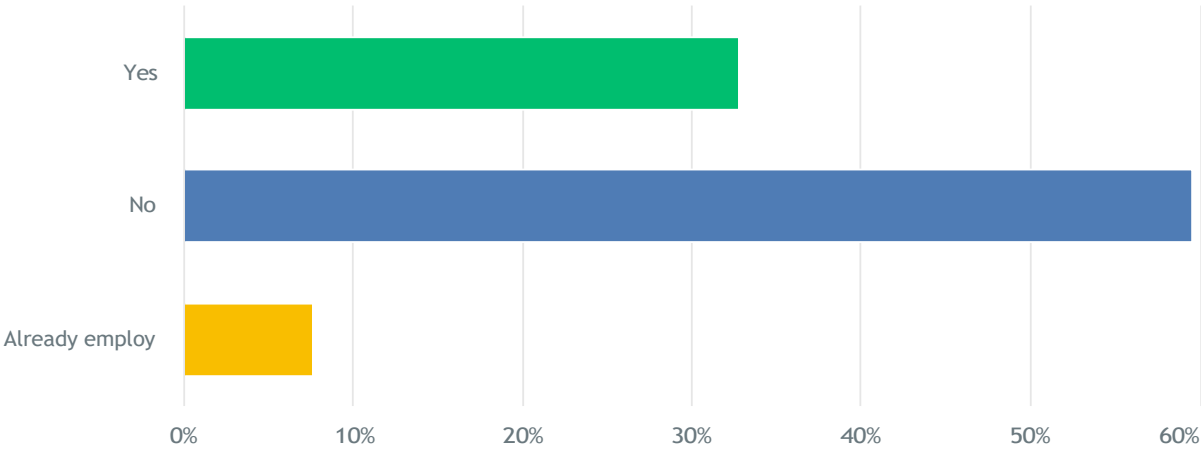
Q29 198 responses

Have you considered hiring or have you already hired employees with Special Educational Needs or Disabilities?



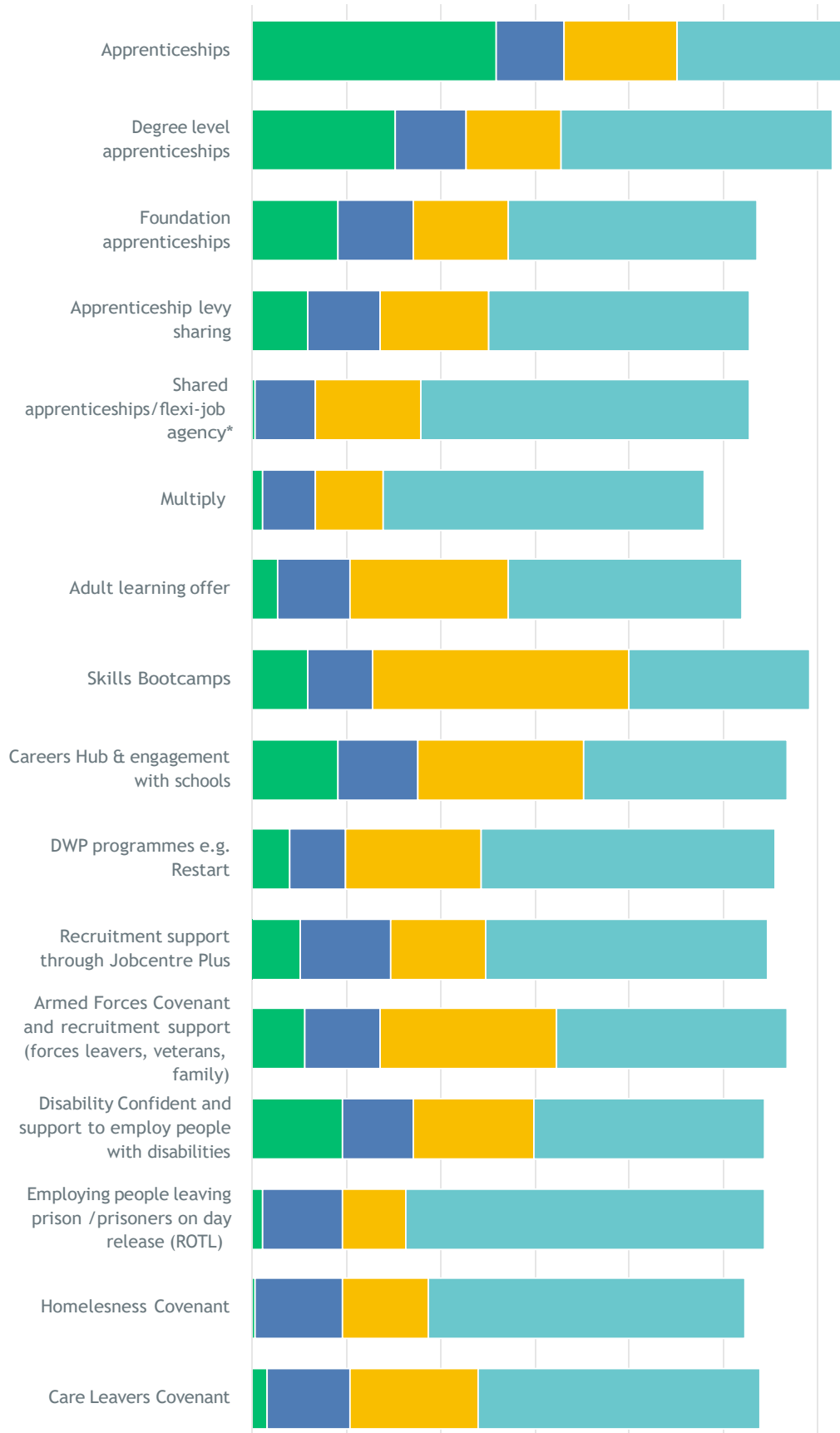
Q30 198 responses

Have you considered hiring or have you already hired employees who have previous criminal convictions?

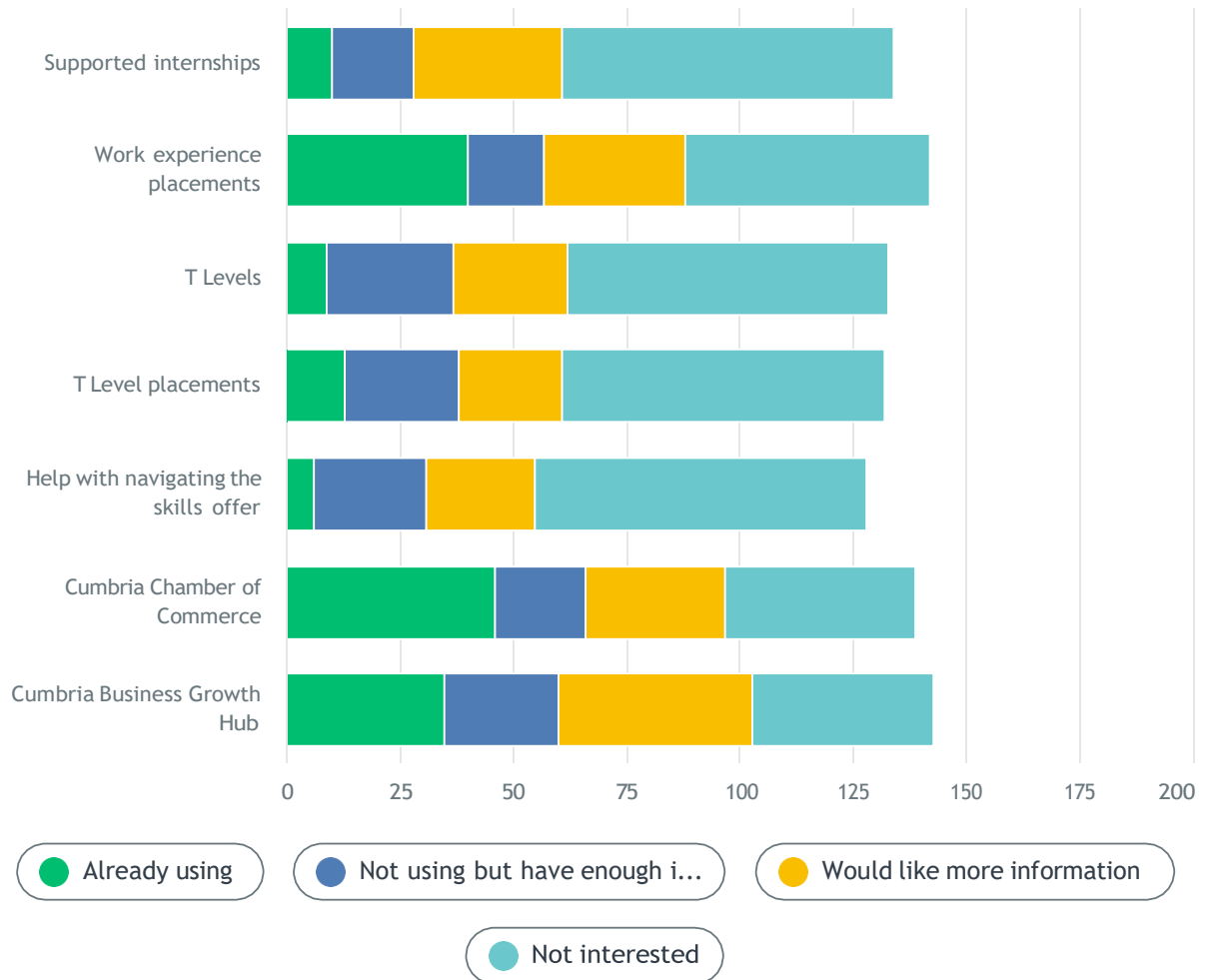


Q31 182 responses

Are you using or would you like any more information on any of the following (you will need to provide contact details on the next question if you request more information)



Cumbria Employer Skills Survey 2025



#	ANYTHING ELSE (PLEASE SPECIFY)	DATE
1	I run a tiny team of bespoke fitters. IF I was to consider an apprentice, it would need to be an adult with existing experience in at least one trade.	12/18/2025 1:39 PM
2	N/A	12/18/2025 1:35 PM
3	no	12/4/2025 1:14 PM
4	-	11/18/2025 11:27 AM
5	N/A	11/17/2025 9:42 AM
6	We used ROTL and have successfully for a couple of years now. It has been transformational for our buiness and we have really enjoyed using it. However, unfortunately the system is fraught with a few issues that can have a detrimental effect on small business owners that rely on staff turning up to do their job. I don't mean the prisoner. Its mainly the administrative side. I would love to chat with the chamber about this as I think you could have the power to work with (Haverigg for example) to better represent local employers. I feel we don't really get heard and we are stuck between a rock and a hard place.	10/30/2025 12:03 PM
7	In our sector It is a regulatory condition that all recruits complete an enhanced DBS. Most applicants do not have the money for this; don't see why they should or cannot find the correct ID evidence to support application. If DWP would pay this one off cost for applicants this would help remove this barrier to recruitment.	10/27/2025 9:40 PM
8	not really	10/27/2025 7:33 PM
9	Happy to receive information on local training courses that I could access for staff members especially low cost or free ones as our training budget is minimal	10/27/2025 9:43 AM
10	n/a	10/24/2025 11:17 AM
11	For our business the recruitment issue is finding people that want to work as we can train them or source training if needed.	10/23/2025 10:43 AM

