

SKILLS AND EMPLOYMENT SURVEY 2024:

SKILLS AND SKILLS UTILISATION



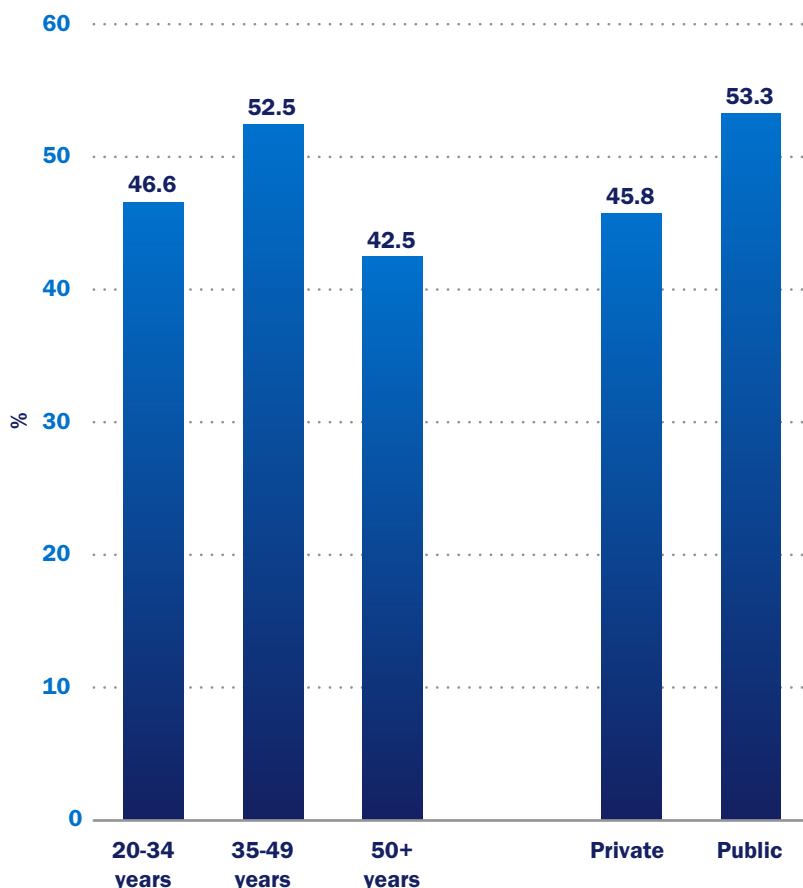
Department for the
Economy
An Roinn
Geilleagair
www.economy-ni.gov.uk

The SES is a national study of adults aged 20-65 years old in paid employment and focuses on the work that people do and how working life has changed over time. The survey offers a unique worker-level assessment on a number of themes such as work conditions, trade union activity, pay, job security, flexibility, work intensity, artificial intelligence and meaningful work.

This infographic focuses on Skills and Skills Utilisation.

QUALIFICATIONS HELD

NI LEVEL 4+ QUALIFICATIONS BY AGE AND SECTOR



Workers in NI hold lower levels of qualifications compared to workers elsewhere in the UK.



In NI approximately 48% of workers are qualified to Level 4 or above, compared with 55% nationally. The highest rates are amongst those aged 35-49 (52.5%) and the lowest among workers aged 50+ (42.5%).



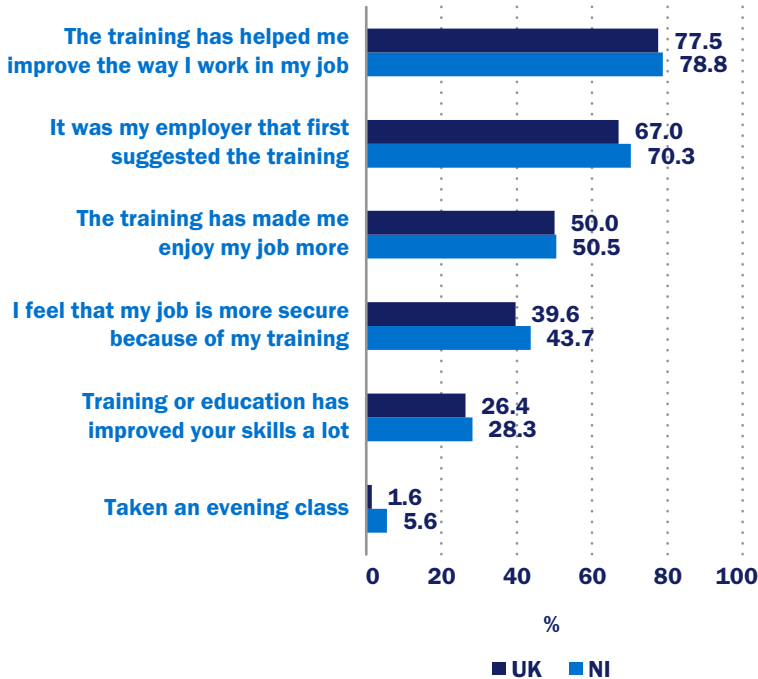
In NI, 53.3% of those working in the public sector and 45.8% in the private sector have level 4+ qualifications, mirroring UK-wide patterns.



There is also noteworthy qualification differences by gender, hours of work, firm size, location of work, health status and occupation.

TRAINING

WORK-RELATED TRAINING, UK AND NI



76% of workers in NI have received training in the past year.



Most workers (69.9%) had up to three months or no training, while 13.8% undertook more than two years of training. Employers initiated training for 70.3% of employees in NI – 3.3 percentage points above the UK average.

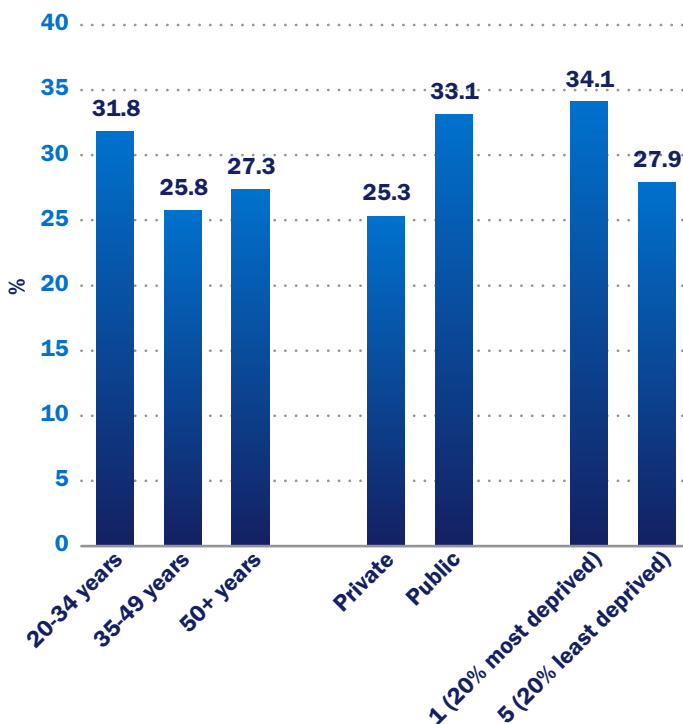


Of those trained, 43.7% feel greater job security and 28.3% report significant skill improvement, both higher than UK averages.



Evening class participation is also higher in NI (5.6%) compared to the UK (1.5%).

SKILL IMPROVEMENT FROM TRAINING BY WORK GROUP



Younger workers (20-34 years) were most likely to feel that education or training enhanced their skills (31.8%).



Public sector employees (33.1%) agreed more about skill improvement than those in the private sector (25.3%).



Those in deprived areas reported greater skill improvement from training.

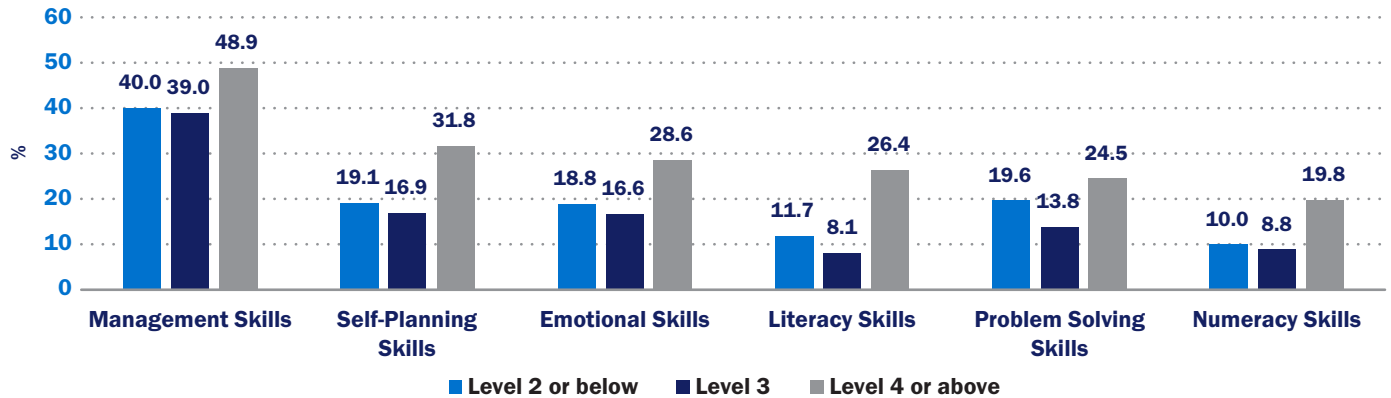


In NI, 37.3% of public sector workers think their jobs demand ongoing learning, compared to 30.3% in the private sector.

SKILLS



NI PERCEIVED IMPORTANCE OF SKILLS BY QUALIFICATION LEVEL

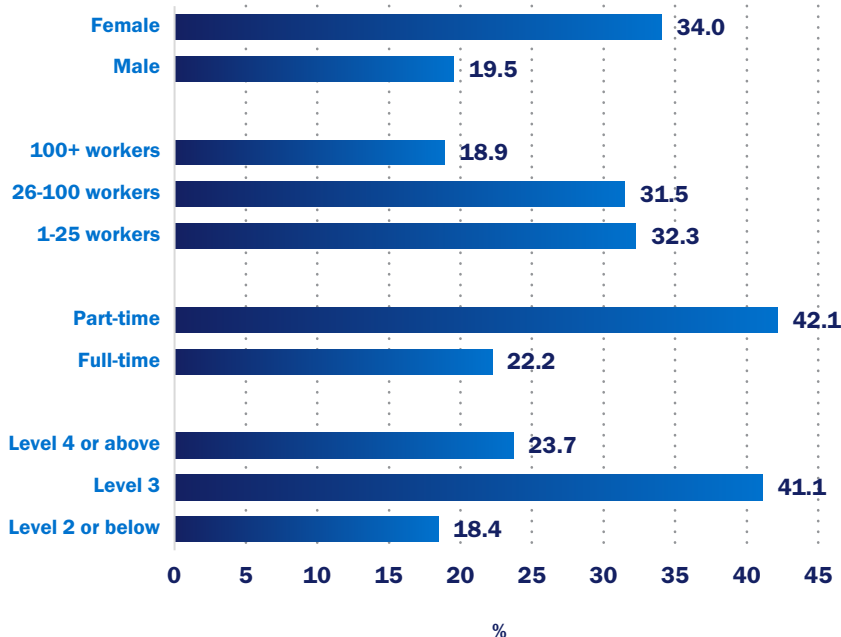


Highly qualified workers place greater importance on management, self-planning and emotional skills for their jobs, while those with Level 2 qualifications or below prioritise aesthetic skills (how they are perceived), as well as physical skills.

QUALIFICATIONS & SKILLS MISMATCH



OVER-EDUCATION BY WORK CHARACTERISTIC



In NI, 26.5% of employees believe they are over-educated for their jobs and 10.1% feel under-educated.



A gender gap exists: 34% of women and 19.5% of men report being over-educated, while 13.1% of men and 6.8% of women feel under-educated.



Over-education is more frequent in smaller workplaces.



A significantly higher share of part-time workers (42.1%) believe they are over-educated for their role, compared to 22.2% of full-time workers.