



Q1 HR BULLETIN

MAKEuk **INSIGHT:**

Our first 2023 HR Bulletin show high levels of recruitment activity and continued pressure on pay.

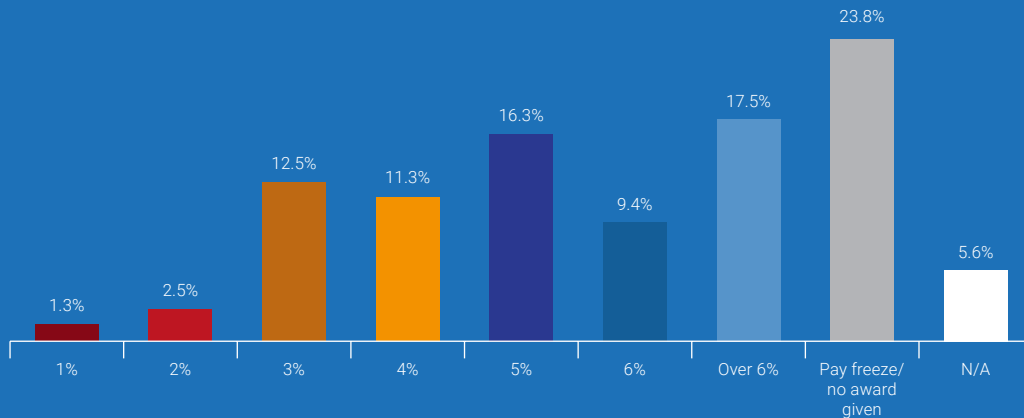
For those who have agreed a pay settlement in the last three months, the highest proportion of companies settled at over 6%, showing the continuing impact of inflation, employees' cost of living and a tight labour market on pay across the sector.

The broad outlook on recruitment of new staff in the last three months is a mostly positive one with one in four firms successfully filling all of their vacancies and almost 40% filling most of their available roles, although it is clear that in some areas of manufacturing and for specific technical roles in particular, it remains a difficult environment to recruit and retain talent.

For each quarter of 2023, we will examine a key HR topic in focus. In Q1, we look at employer investment in training. Against a difficult economic backdrop, this remains extremely high as competition for talent and firms' determination to keep hold of their people intensify; 43% of manufacturers have increased their investment in skills training in the last 12 months. Investment in areas such as health and safety make up a significant portion of this investment, but technical skills across the board – whether through apprenticeships or other forms of training – are unsurprisingly close to the top of the list.

LATEST PAY SETTLEMENT DATA

IF YOU HAVE AGREED A PAY SETTLEMENT IN THE LAST 3 MONTHS, AT WHAT LEVEL HAVE YOU SETTLED?



LATEST PAY SETTLEMENT DATA BY SECTOR



BASIC METALS



METAL PRODUCTS



MECHANICAL EQUIPMENT



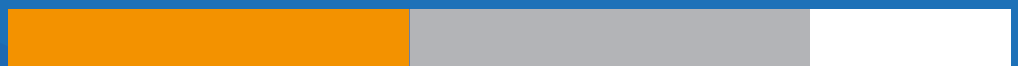
ELECTRONICS



ELECTRICAL EQUIPMENT



MOTOR VEHICLES



OTHER TRANSPORT



FOOD AND DRINK



CHEMICALS



PHARMACEUTICALS



RUBBER & PLASTICS



NON-METALLIC MINERALS



PAPER & PRINTING



TEXTILES, LEATHER PRODUCTS



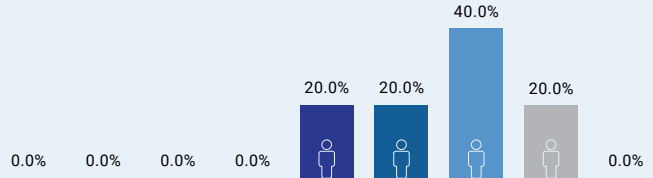
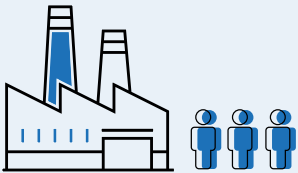
OTHER MANUFACTURING



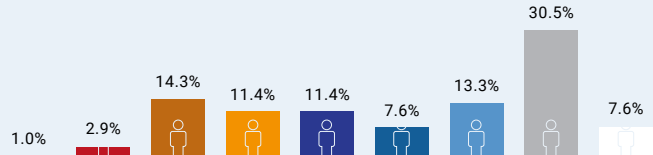
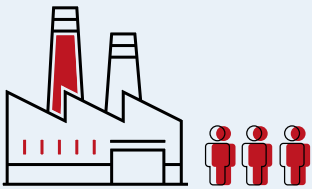
NON-MANUFACTURING



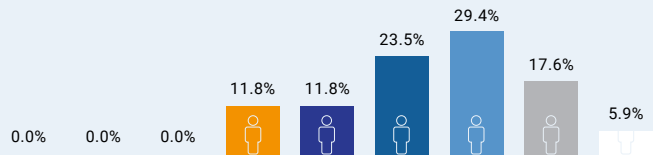
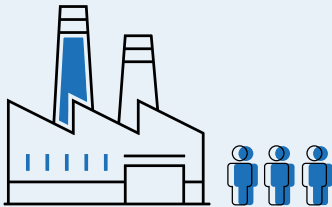
LATEST PAY SETTLEMENT DATA BY COMPANY SIZE (BY EMPLOYEE NUMBER)



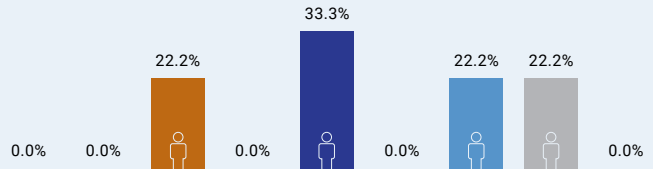
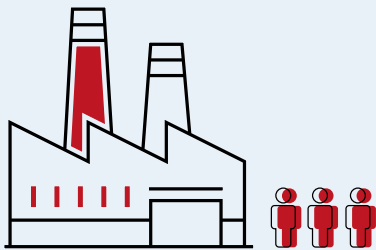
1-9 EMPLOYEES



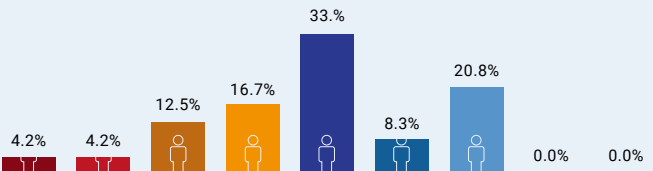
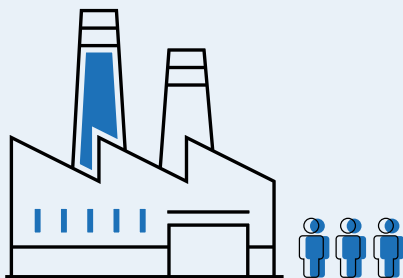
10-249 EMPLOYEES



250-499 EMPLOYEES

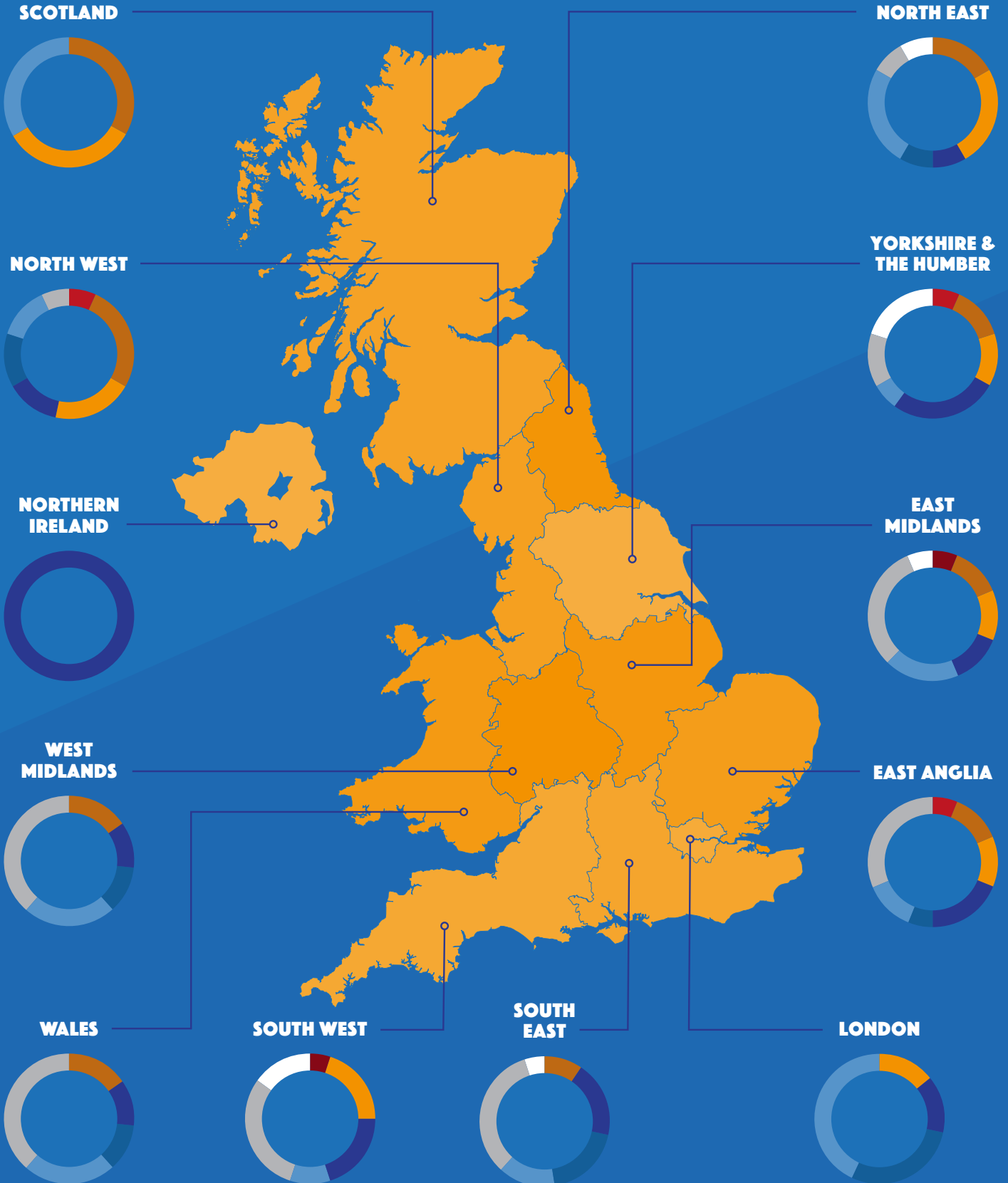


500-999 EMPLOYEES



1000+ EMPLOYEES

LATEST PAY SETTLEMENT DATA BY REGION



RECRUITMENT OUTLOOK



**MORE THAN
80%**

**OF MANUFACTURERS
HAVE TRIED TO
RECRUIT NEW STAFF IN
THE LAST 3 MONTHS**



**NEARLY
1/4**

**(24%) SUCCESSFULLY
FILLED ALL JOB ROLES**



34.8%

**OF THOSE RECRUITING
IN THE LAST 3 MONTHS
FILLED NEARLY
ALL ROLES, AND A
FURTHER**

31%

**FILLED SOME OF
THEIR ROLES**

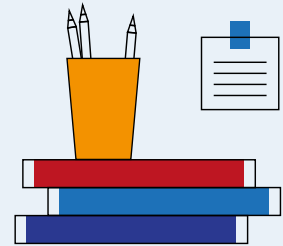


**LESS THAN
1%**

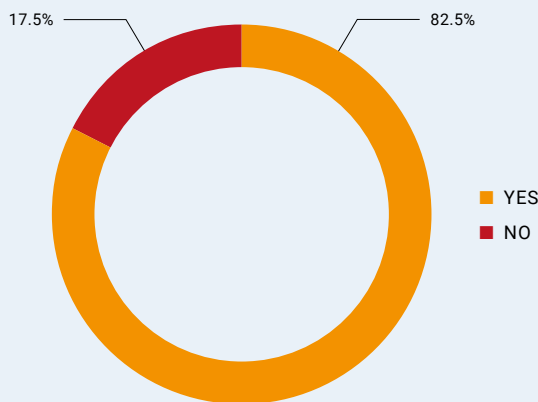
**DID NOT MANAGE TO
FILL ANY OF THEIR
AVAILABLE VACANCIES
IN THE LAST 3 MONTHS**



**A LACK OF CANDIDATES
WITH THE RIGHT
TECHNICAL SKILLS AND
INSUFFICIENT NUMBER
OF APPLICANTS WERE
CITED AS THE MAIN
BARRIERS TO FILLING
VACANCIES**



HAVE YOU TRIED TO RECRUIT STAFF IN THE LAST 3 MONTHS

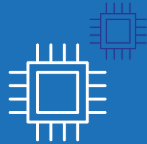


RECRUITMENT ATTEMPTS BY SECTOR



BASIC METALS

Yes 50.0%
No 50.0%



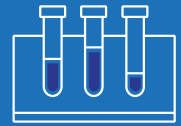
ELECTRONICS

Yes 87.5%
No 12.5%



TEXTILES

Yes 100.0%
No 0.0%



CHEMICALS

Yes 100.0%
No 0.0%



RUBBER & PLASTICS

Yes 100.0%
No 0.0%



ELECTRICAL EQUIPMENT

Yes 66.7%
No 33.3%



OTHER MANUFACTURING

Yes 84.6%
No 15.4%



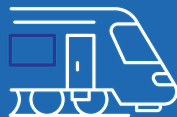
NON- MANUFACTURING

Yes 85.7%
No 14.3%



PAPER & PRINTING

Yes 100.0%
No 0.0%



OTHER TRANSPORT

Yes 100.0%
No 0.0%



MECHANICAL EQUIPMENT

Yes 83.3%
No 16.7%



NON-METALLIC MINERALS

Yes 25.0%
No 75.0%



METAL PRODUCTS

Yes 79.5%
No 20.5%



FOOD AND DRINK

Yes 100.0%
No 0.0%



MOTOR VEHICLES

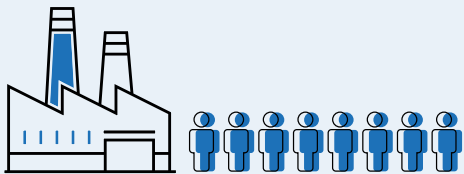
Yes 100.0%
No 0.0%



PHARMA- CEUTICALS

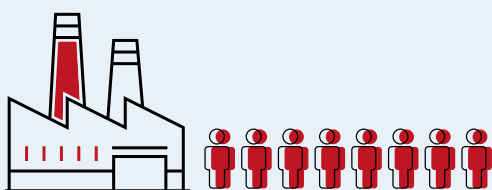
Yes 0.0%
No 0.0%

RECRUITMENT ATTEMPTS BY COMPANY SIZE (BY EMPLOYEE NUMBER)



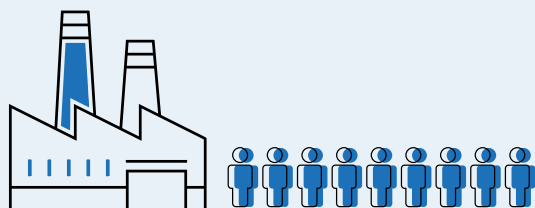
Yes **80.0%**
No **20.0%**

1-9 EMPLOYEES



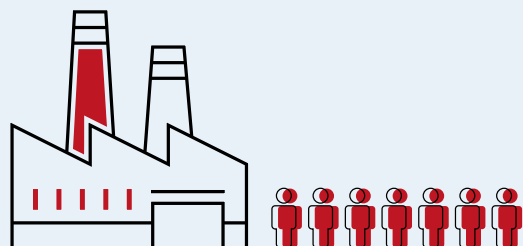
Yes **83.8%**
No **16.2%**

10-249 EMPLOYEES



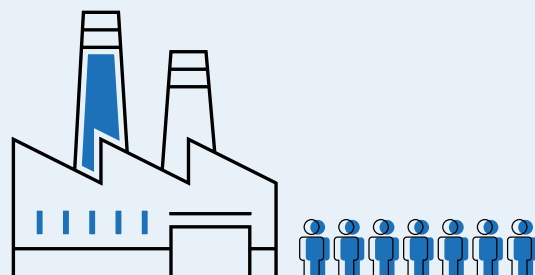
Yes **88.8%**
No **11.8%**

250-499 EMPLOYEES



Yes **77.8%**
No **22.2%**

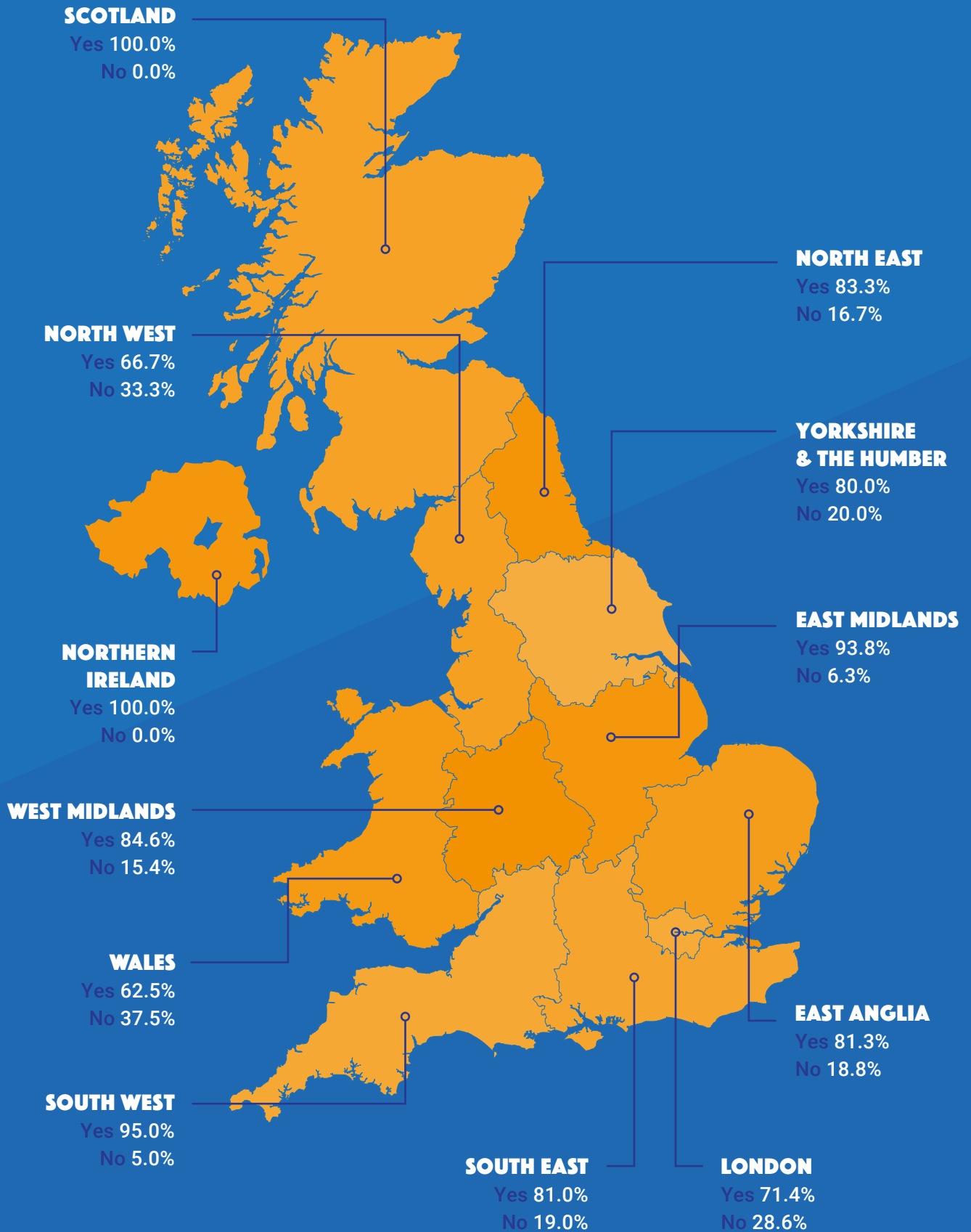
500-999 EMPLOYEES



Yes **75.0%**
No **25.0%**

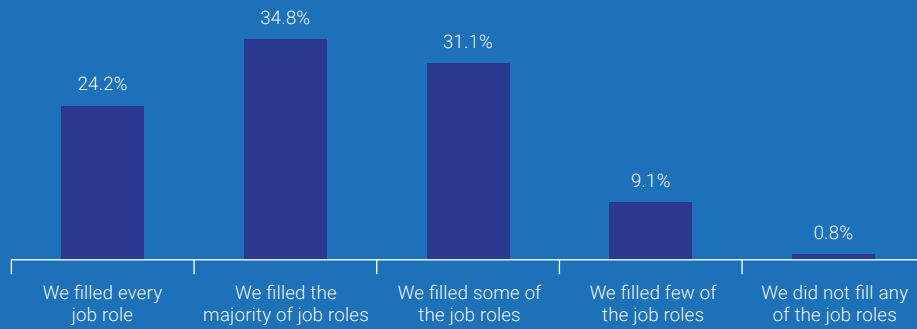
1000+ EMPLOYEES

RECRUITMENT ATTEMPTS BY REGION



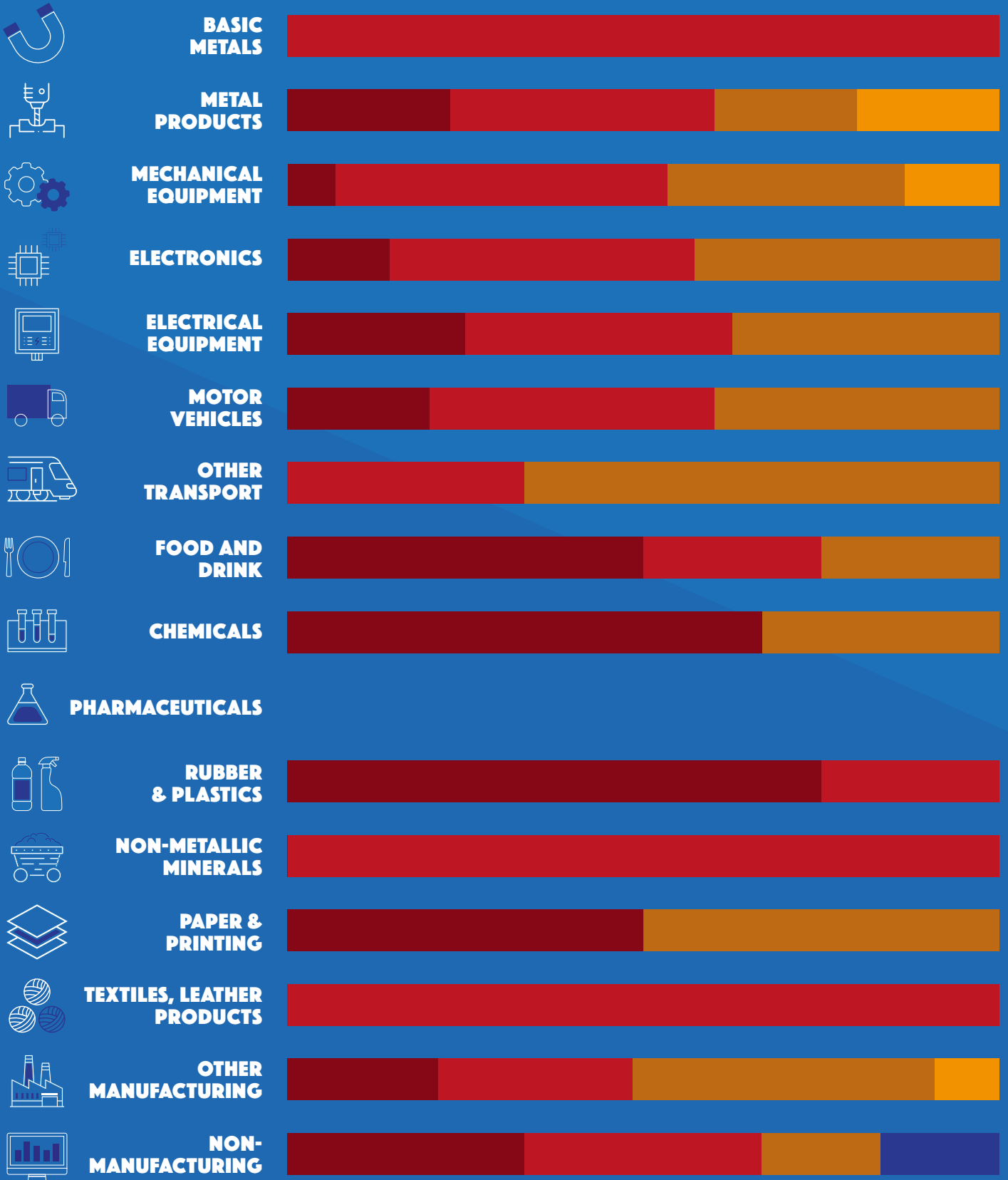
RECRUITMENT SUCCESS

TO WHAT EXTENT WERE YOU SUCCESSFUL IN RECRUITING FOR THESE ROLES?



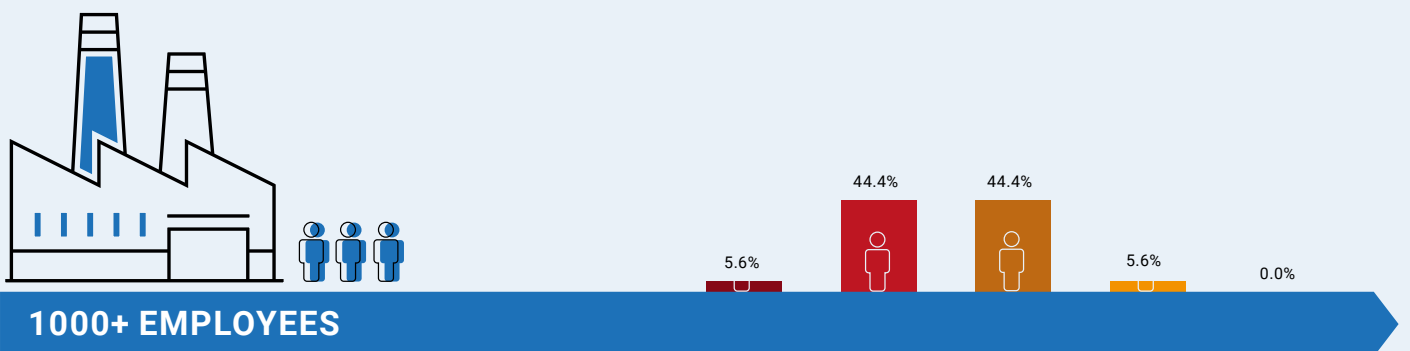
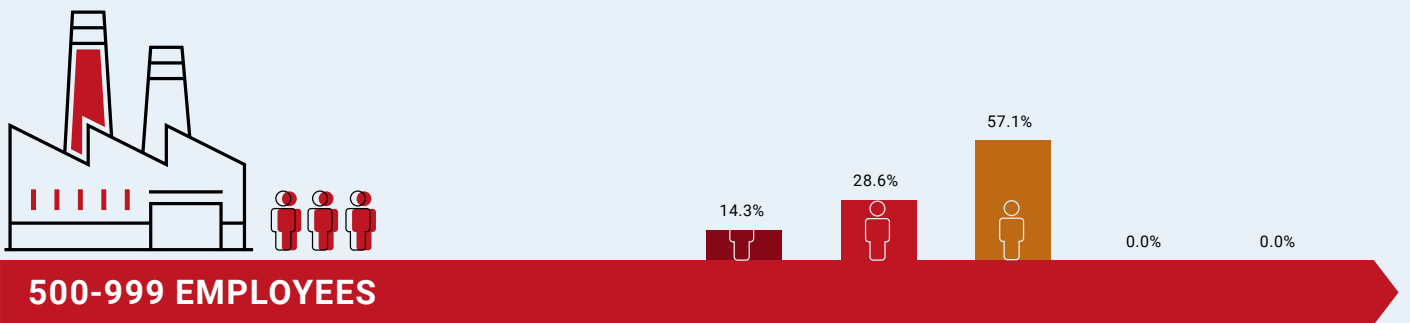
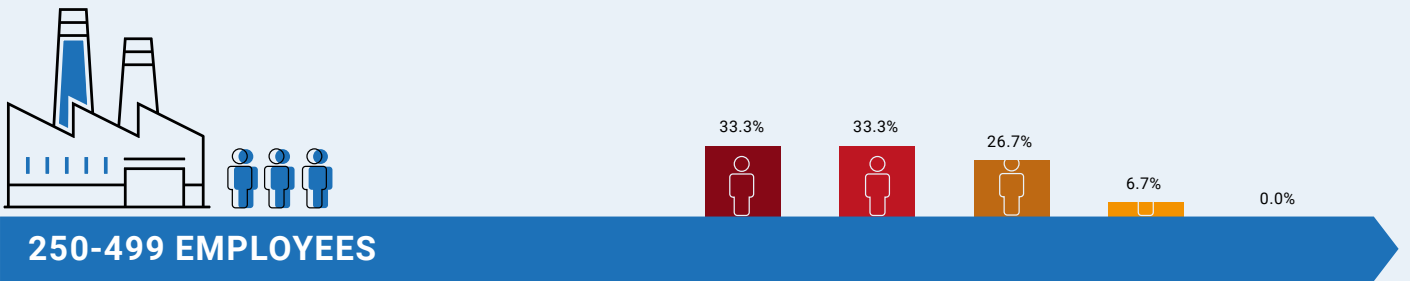
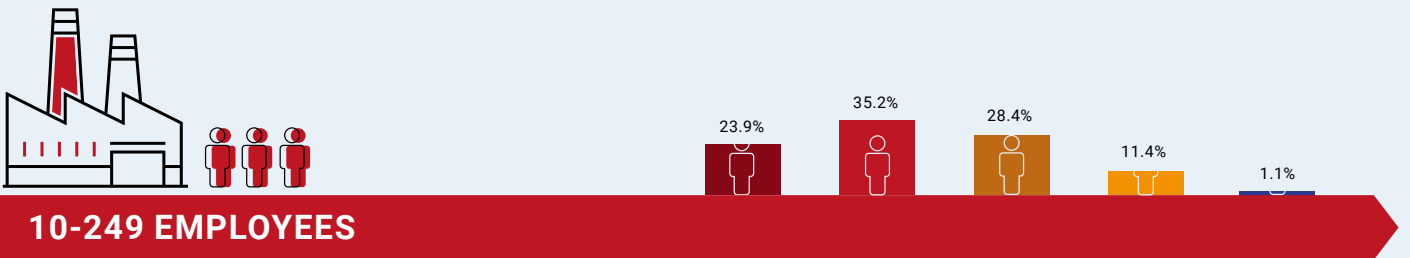
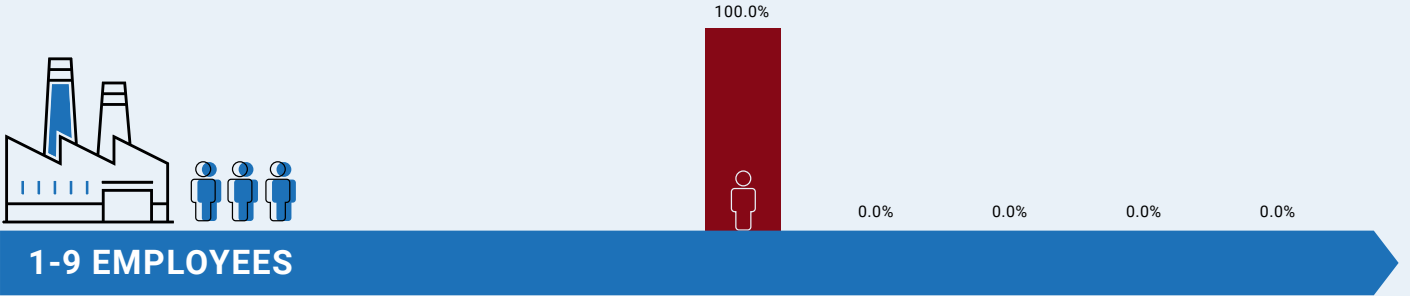
RECRUITMENT SUCCESS BY SECTOR

■ WE FILLED EVERY JOB ROLE
 ■ WE FILLED THE MAJORITY OF JOB ROLES
 ■ WE FILLED SOME OF JOB ROLES
 ■ WE FILLED FEW OF THE JOB ROLES
 ■ WE DID NOT FILL ANY OF THE JOB ROLES



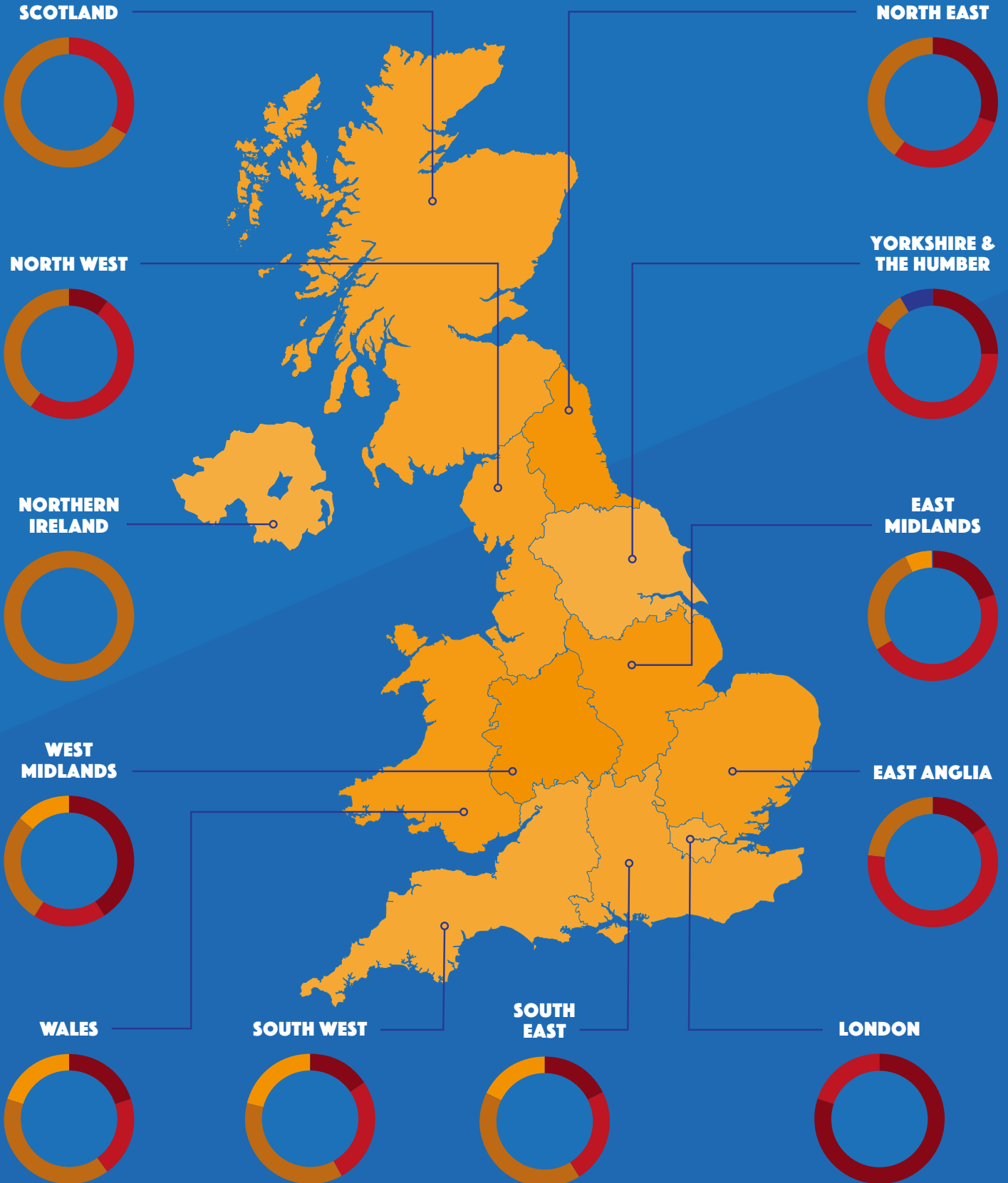
RECRUITMENT SUCCESS BY COMPANY SIZE (BY EMPLOYEE NUMBER)

■ WE FILLED EVERY JOB ROLE
 ■ WE FILLED THE MAJORITY OF JOB ROLES
 ■ WE FILLED SOME OF JOB ROLES
 ■ WE FILLED FEW OF THE JOB ROLES
 ■ WE DID NOT FILL ANY OF THE JOB ROLES



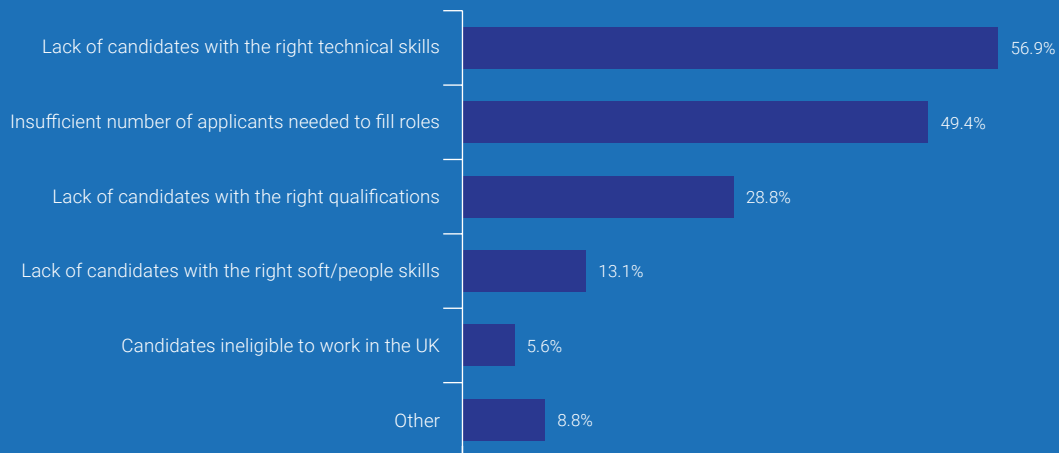
RECRUITMENT SUCCESS BY REGION

WE FILLED EVERY JOB ROLE **WE FILLED THE MAJORITY OF JOB ROLES** **WE FILLED SOME OF JOB ROLES** **WE FILLED FEW OF THE JOB ROLES** **WE DID NOT FILL ANY OF THE JOB ROLES**



RECRUITMENT BARRIERS

WHAT HAVE BEEN THE BIGGEST BARRIERS TO RECRUITMENT OVER THE LAST 3 MONTHS?

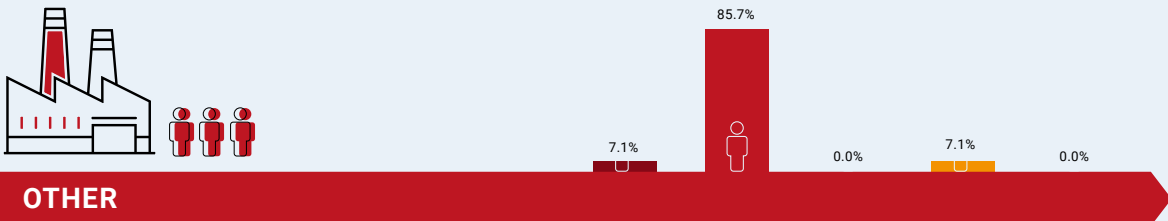
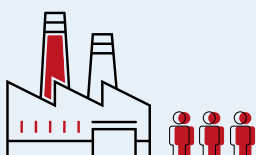
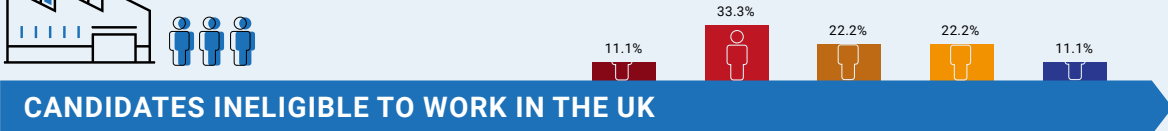
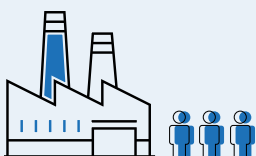
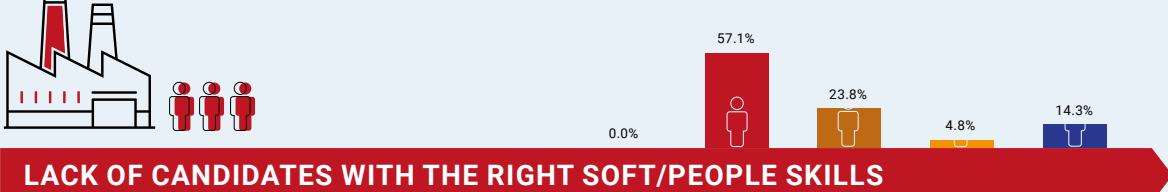
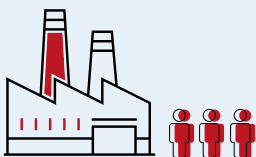
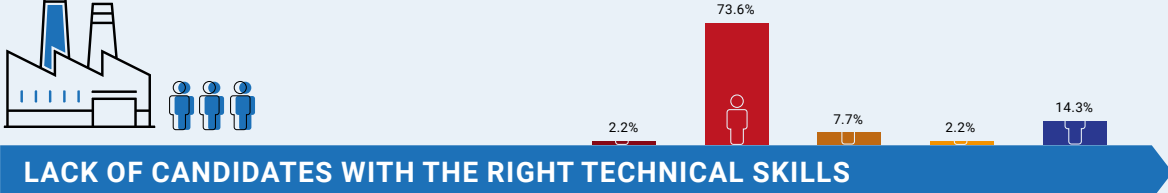
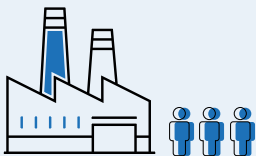
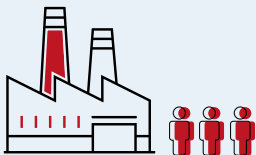
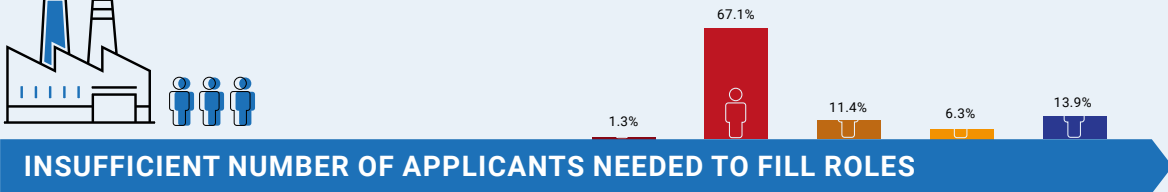
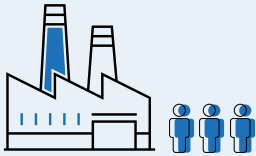


RECRUITMENT BARRIERS BY SECTOR

	Insufficient number of applicants needed to fill roles	Lack of candidates with the right qualifications	Lack of candidates with the right technical skills	Lack of candidates with the right soft/people skills	Candidates ineligible to work in the UK	Other
Basic metals	1.3%	0.0%	0.0%	9.5%	0.0%	0.0%
Metal products	29.1%	26.1%	27.5%	14.3%	22.2%	28.6%
Mechanical equipment	13.9%	15.2%	9.9%	0.0%	0.0%	14.3%
Electronics	0.0%	13.0%	6.6%	4.8%	0.0%	0.0%
Electrical equipment	8.9%	4.3%	8.8%	4.8%	0.0%	7.1%
Motor vehicles	2.5%	2.2%	5.5%	4.8%	0.0%	0.0%
Other transport	2.5%	0.0%	3.3%	4.8%	0.0%	0.0%
Food and drink	6.3%	4.3%	2.2%	9.5%	33.3%	0.0%
Chemicals	1.3%	0.0%	2.2%	0.0%	0.0%	7.1%
Pharmaceuticals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rubber & Plastics	2.5%	2.2%	2.2%	4.8%	0.0%	7.1%
Non-metallic minerals	1.3%	0.0%	3.3%	0.0%	0.0%	0.0%
Paper & Printing	1.3%	0.0%	2.2%	4.8%	0.0%	0.0%
Textiles, Leather products	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%
Other manufacturing	25.3%	26.1%	23.1%	28.6%	33.3%	35.7%
Non-manufacturing	3.8%	4.3%	3.3%	9.5%	11.1%	0.0%

RECRUITMENT BARRIERS BY COMPANY SIZE (BY EMPLOYEE NUMBER)

0-9 10-249 250-499 500-999 1000+



RECRUITMENT BARRIERS BY REGION

	Insufficient number of applicants needed to fill roles	Lack of candidates with the right qualifications	Lack of candidates with the right technical skills	Lack of candidates with the right soft/people skills	Candidates ineligible to work in the UK	Other
North East	10.1%	6.5%	8.8%	4.8%	11.1%	0.0%
North West	3.8%	13.0%	9.9%	0.0%	11.1%	21.4%
Yorkshire & the Humber	10.1%	10.9%	6.6%	14.3%	0.0%	7.1%
East Midlands	11.4%	8.7%	8.8%	9.5%	11.1%	28.6%
West Midlands	13.9%	10.9%	15.4%	19.0%	22.2%	14.3%
East Anglia	10.1%	10.9%	12.1%	0.0%	11.1%	7.1%
London	5.1%	2.2%	1.1%	4.8%	33.3%	0.0%
South East	11.4%	13.0%	17.6%	23.8%	0.0%	7.1%
South West	16.5%	8.7%	14.3%	14.3%	0.0%	7.1%
Wales	5.1%	8.7%	3.3%	4.8%	0.0%	7.1%
Scotland	2.5%	4.3%	1.1%	4.8%	0.0%	0.0%
Northern Ireland	0.0%	2.2%	1.1%	0.0%	0.0%	0.0%

Q1 TOPIC IN FOCUS: INVESTMENT IN TRAINING



**ON AVERAGE,
MANUFACTURERS
INVESTED
£2,125
PER HEAD ON
TRAINING OVER THE
LAST 12 MONTHS**

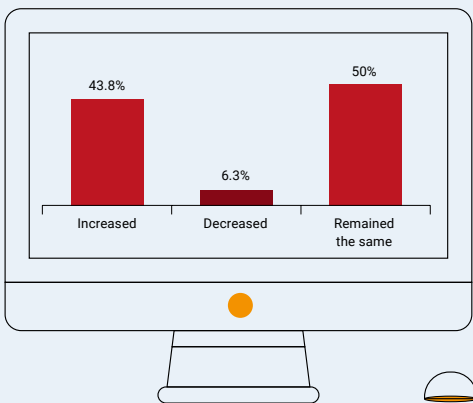


**43.8%
OF COMPANIES HAVE
INCREASED THEIR
INVESTMENT IN
TRAINING IN THE LAST
12 MONTHS**



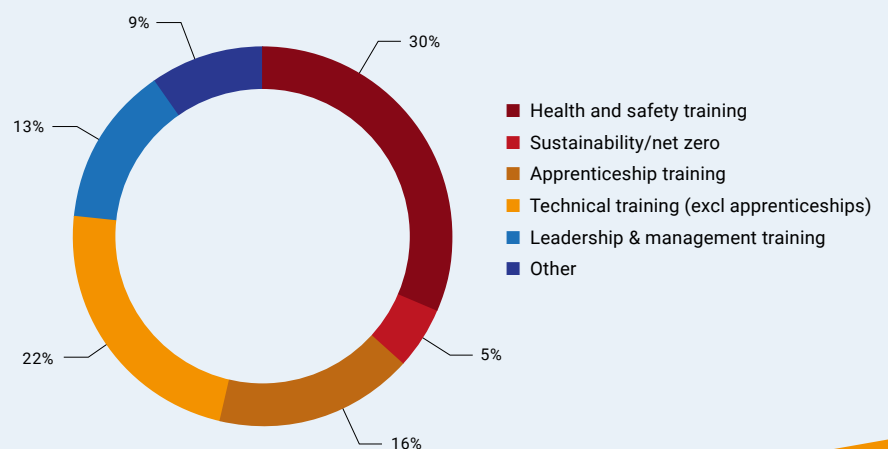
**ONLY
6.3%
HAVE REDUCED THEIR
INVESTMENT IN
TRAINING IN THE
LAST YEAR**

**HEALTH & SAFETY AND NON-APPRENTICESHIP
TECHNICAL TRAINING ARE THE AREAS WHERE
COMPANIES HAVE INVESTED THE MOST IN THE LAST YEAR**



**HOW HAS YOUR
INVESTMENT IN
TRAINING CHANGED
IN THE LAST
12 MONTHS?**

**APPROXIMATELY, WHAT PROPORTION
OF YOUR ANNUAL TRAINING BUDGET
IS SPENT ON THE FOLLOWING FORMS
OF TRAINING**





Make UK is a powerful voice at local, national and international level for all companies from small to large in the manufacturing and engineering sector.

We create the most supportive environment for UK manufacturing growth and success, and we represent the issues that are most important to our members, working hard to ensure UK manufacturing remains in the government and media spotlight.

Our services help manufacturers increase efficiency, productivity, and capability across areas such as HR & legal support; health, safety & sustainability; compliance; and training & skills.

Our HR experts are on hand to support you through the entire employment cycle, from challenges around recruitment, retention and employee engagement to broader strategic issues involving your workforce.

MakeUK.org

To find out how we can support you, speak to one of our HR consultants by calling **0808 168 5874** or email **enquiries@MakeUK.org**



Twitter @MakeUKCampaigns



linkedin.com/company/makeuk

#BackingManufacturing
#FutureMakers



makeuk.org

