



The 1998 People Skills Scoreboard for the Engineering Industry





Introduction

- From concept to reality
- Developing a sector skills benchmarking tool
- Identify training investment in engineering





The concept

Aims:

- Establish an industry training benchmarking tool
- Promote training and human resource development in engineering





Methodology

- Develop scoreboard indicators
- Survey design
- Data collection instrument





Methodology

13 Scoreboard indicators covering:

- Sales and training spend.
- Training investment:
% of sales, training cost per employee.
- Commitment to investment in training:
off-the-job training days, trainee intake.
- Output indicators:
value added per employee, employee turnover.





Methodology

Data collection instrument:

- Postal questionnaire - 11 questions
- Disclosure





Methodology

Data collection standards and verification:

- Use fully completed questionnaires
- Check data for anomalies
- Telephone support





Results

- 178 participating companies
- Covering 114,580 employees, 6% of UK engineering workforce





Results

Data analysis and reporting:

- Average annual off-the-job training days are 2.9
- Average annual training spend is £417,000
- Annual average training investment per employee is £700





Review of 1998 scoreboard

Experience of producing the first scoreboard:

- Market project prior to survey
- Ensure telephone follow-up
- Target key individuals





Feedback from engineering companies

“ we’ll take the Scoreboard into consideration when setting training budgets ”

“ the Scoreboard has provided useful inter-company comparisons ”





The future

- Publish a UK 1999 and 2000 industry scoreboard.
- In 1999, pilot an international People Skills Scoreboard for engineering.
- In 2000 establish an international industry People Skills Scoreboard.

