



Facilities Sector – Labour Market Intelligence Digest

Background

Labour market data provided by the Office for National Statistics (ONS) do not provide the sectoral detail required by the Creative Media Industry and Skillset to identify and fill skills gaps and shortages¹. As a result the industry charged Skillset in 1999 with generating Labour Market Intelligence (LMI) to a sectoral level throughout the four nations, where possible.

The LMI presented in this profile have been generated through Skillset's comprehensive research programme, details of which can be found by visiting www.skillset.org/research.

Size of Facilities Sector²

The Facilities sector includes more than **3,900** employers. This comprises: other services for film and television e.g. make-up, set building, location services and archives (2,584), post production (546), studio & equipment hire (490), manufacture of Creative Media equipment (122), special physical effects (90), outside broadcast (53), processing laboratories (9) and transmission (8).

Over half (54%) of employers in the Facilities sector have just 1-5 staff. A further fifth (21%) have 6-10 employees, 11% have 11-20 employees and 8% have 21-50 employees. The remaining 5% have 51 or more staff (including just 1% with 200+).

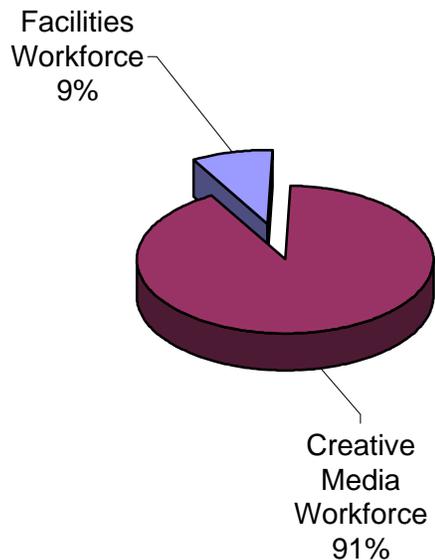
A total of **45,050** people are employed in the Facilities sector, and this is estimated to be around one tenth (9%) of the entire Creative Media workforce (**Figure 1**).³

¹ This is in part due to the way in which industries in the UK's economy are classified e.g. TV and radio are combined and cannot be disaggregated, and freelancers are systematically excluded.

² Until otherwise specified, data are taken from the Skillset 2006 Employment Census, which excludes film production, performers, photo imaging and freelancers not working on Census Day. Facilities sub-sectors included are: post production, studio & equipment hire, special physical effects, outside broadcast, processing laboratories, transmission, manufacture of Creative Media equipment and other services for film and television.

³ Until otherwise specified data for the Creative Media industry as a whole are taken from the following sources: Skillset Employment Census 2006, Joint Skillset/UK Film Council Feature Film Production Workforce Survey 2008, Experian 2007, Skillset/Equity Performing Arts Industry Survey 2005 and Labour Force Survey 2005-2007.

Figure 1 Proportion of Creative Media Workforce in Facilities



The Facilities workforce comprises: other services for film and television (22,550), post production (7,800), studio & equipment hire (7,000), manufacture of Creative Media equipment (3,600), transmission (1,750), special physical effects (1,450), outside broadcast (600) and processing laboratories (300) (**Figure 2**).

It is not possible to make comparisons over time between the size of the workforce in the Facilities sector as a whole due to changes in the way the sub-sectors have been categorised since 2002. However, all three categories that remain unchanged over this period (post production, studio & equipment hire and special physical effects) have grown substantially since 2002.

Figure 2 Size of Facilities Workforce

Sub-sector	2006	2004	2003	2002	2001	2000
Post Production	7,800	6,000	4,800	4,600	-	-
Studio & Equipment Hire	7,000	4,700	2,900	3,300	-	-
Special Physical Effects	1,450	-	300	300	-	-
Digital Special Effects	-	700	-	-	-	-
Outside Broadcast	600	-	-	-	-	-
Processing Laboratories	300	600	-	-	-	-
Transmission	1,750	-	-	-	-	-
Manufacture of AV Equipment	3,600	-	-	-	-	-

Other Services for Film and TV	22,550	-	-	-	-	-
<i>ALL Facilities</i>	<i>45,050</i>	<i>12,000</i>	<i>8,000</i>	<i>8,200</i>	<i>9,000</i>	<i>13,000</i>

The largest occupational groups within the Facilities sector are: other occupational groups e.g. finance, HR, IT, sales and general management (8,300), post production (7,900), lighting (5,100), library/archives (4,000), broadcast engineering (2,700) and art & design (2,100).

Shape of Facilities Sector

One third (32%) of those employed across the Facilities sector are freelancers, compared to 29%⁴ across the wider Creative Media industries.

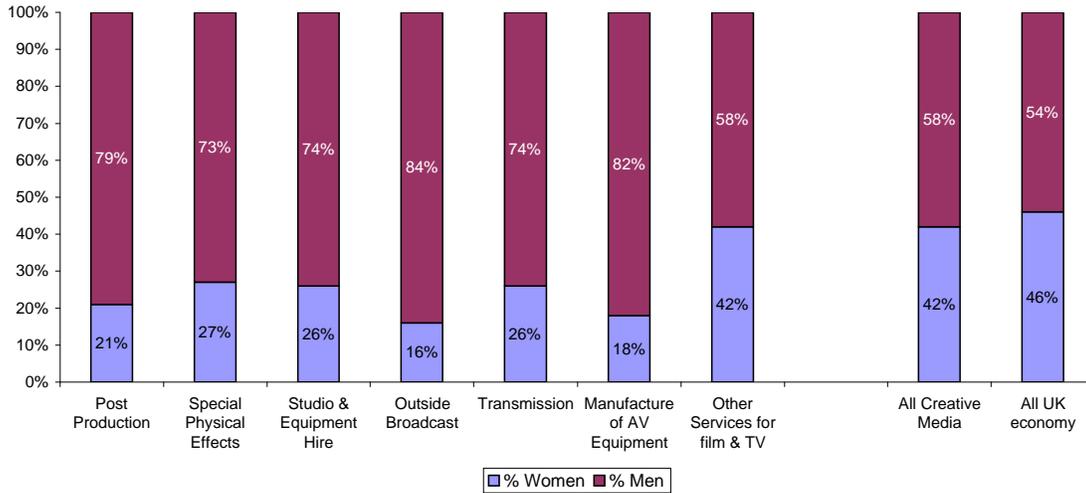
The proportion of freelancers in the Facilities sub-sectors vary accordingly: special physical effects (39%), outside broadcast (38%), other services for film and television (37%), post production (37%), studio & equipment hire (32%), manufacture of Creative Media equipment (11%), transmission (2%) and processing laboratories (0%).

Women make up 33% of those employed across the Facilities sector, compared to 38% across the wider Creative Media industries and 46% in the whole UK economy (Labour Force Survey, summer 2004). This is higher than the proportion in 2002, 2003 and 2004, when women accounted for nearly one quarter (23%) of the workforce,

The Facilities sub-sectors vary considerably: other services for film and television (42%), special physical effects (27%), studio & equipment hire (26%), transmission (26%), post production (21%), manufacture of AV equipment (18%), outside broadcast (16%) and processing laboratories (5%) (**Figure 3**).

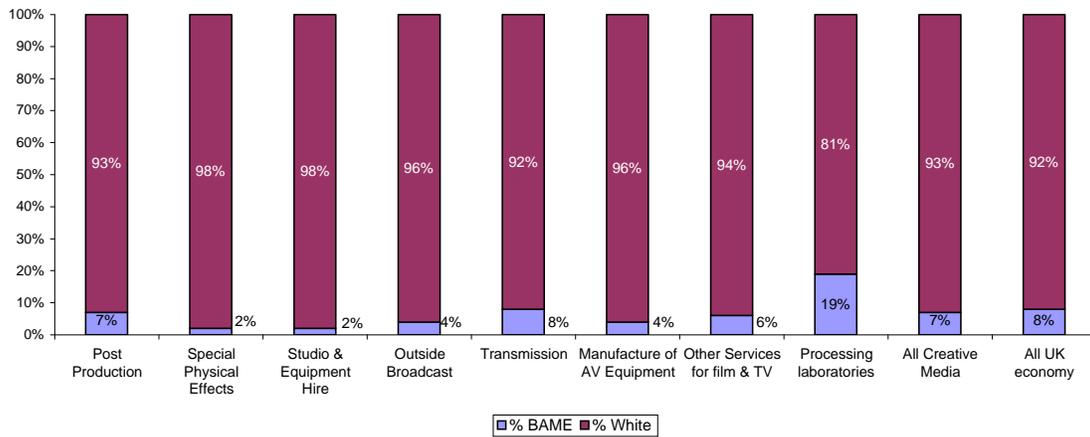
⁴ This increases to 36% when freelancers available to but are not working are included.

Figure 3 Gender of the Creative Media Workforce in the UK



Black, Asian and Minority Ethnic (BAME) people make up 5% of those employed across the Facilities sector, compared to 7% across the wider Creative Media industries, a figure that has remained largely unchanged since 2002. Representation within the Facilities sub-sectors (for which data is available) varies, with the highest proportion of BAME people found in processing laboratories (19%), post production (7%), transmission (8%) and other services for film and television (6%), while the proportions found in manufacture of AV equipment (4%), outside broadcast (4%), studio & equipment hire (2%) and special physical effects (2%) fall below the sector average (Figure 4).

Figure 4 Ethnic Background of the Creative Media Workforce in the UK

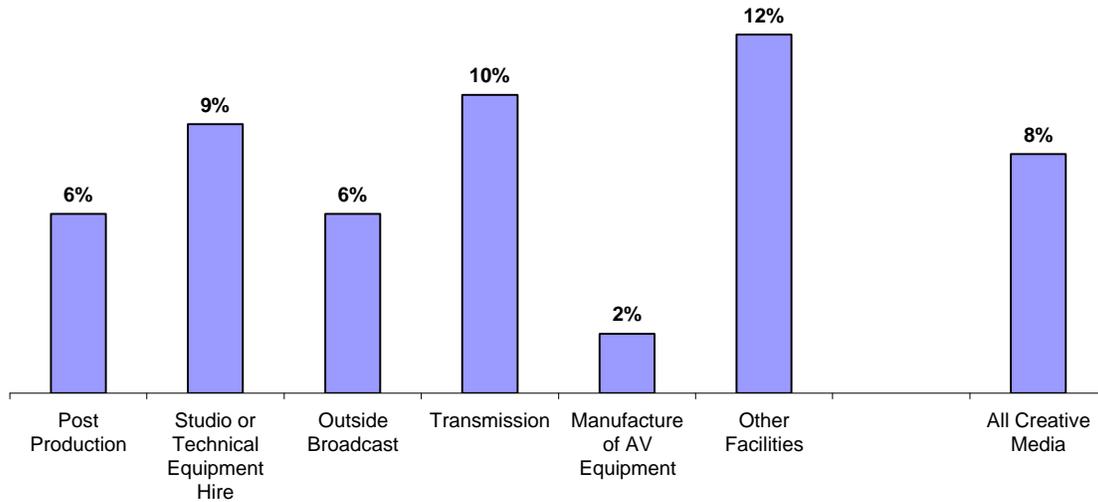


Disabled people make up 7% of the workforce in the Facilities sector, compared to 8% across the wider Creative Media industries' workforce⁵. This marks a slight increase

⁵ All figures are from Skillset's Creative Media Workforce Survey 2008. Comparative data is taken from Skillset's Survey of Audio Visual Industries' Workforce 2005.

from the level found in 2005. **Figure 5** shows that 12% of the workforce are disabled other Facilities, 10% in transmission, and 9% in studio & equipment hire:

Figure 5 Incidence of disability in the Creative Media Workforce in the UK



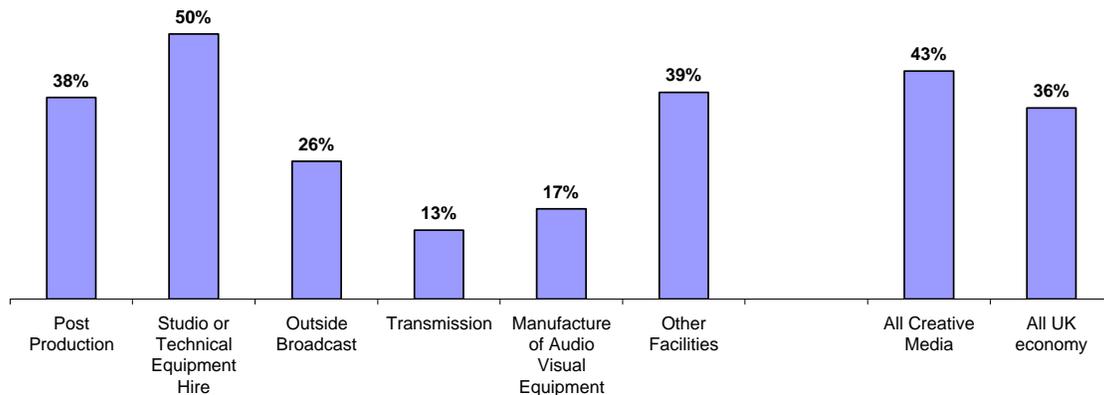
The age profile of the workforce in the Facilities sector is slightly older than across the economy as a whole; **36%** of the Facilities workforce are aged under 35 years compared with 43% across the wider Creative Media industries' workforce and 36% of the wider economy. This varies by sub-sector, as shown in **Figure 6**.

Since 2005 there has been an increase in the age of the Facilities workforce when a higher proportion (47%) were aged under 35 years old.

As is typical of the wider Creative Media industry, the age profile of women working in the Facilities sector is much younger than the age profile of men. Over half (54%) of women working in Facilities are aged under 35 years, compared to just a third (32%) of men.

The age profile of freelancers working in Facilities is younger than those on a permanent contract. Two fifths (41%) of freelancers are aged under 35 years, compared to 35% on a permanent contract.

Figure 6 % of Creative Media Workforce Aged Under 35 Years



Almost two thirds (**65%**) of the workforce in the Facilities sector is married or in a long term relationship, which is higher than for the wider Creative Media industries' workforce (60%), and an increase on the proportion found in 2005 (58%), corresponding with the older age profile of the workforce. Despite the difference in age profile, there is no variation by contract type.

The Facilities sector workforce are more likely than average to have one or more dependent child aged under 16. **31%** of the workforce have dependents, compared to 27% across the wider Creative Media industries' workforce and 62% across the whole economy.

This proportion varies by sub sector: 26% of those in post production have dependents under 16, compared with 27% in transmission and other facilities, 29% in studio or technical equipment hire, 33% in outside broadcast and 50% of the manufacture of audio visual equipment workforce.

Working Patterns and Career Development of Facilities Sector⁶

Exactly half (**50%**) of the Facilities workforce surveyed in 2008 entered the Creative Media industries after 1999. This varies by sub-sector, with 60% of the studio or technical equipment hire workforce having started since 1999, compared to 48% in post production and 38% in manufacture of audio visual equipment.

Much like the wider Creative Media workforce, the Facilities sector relies heavily on informal approaches to gaining employment. Just over one in five (22%) of the Facilities workforce said they had heard of their first Creative Media job via an advertisement, compared to 27% of the Creative Media workforce as a whole. Over one quarter (26%) heard about the role from a friend or relative and 23% made contact directly with the company.

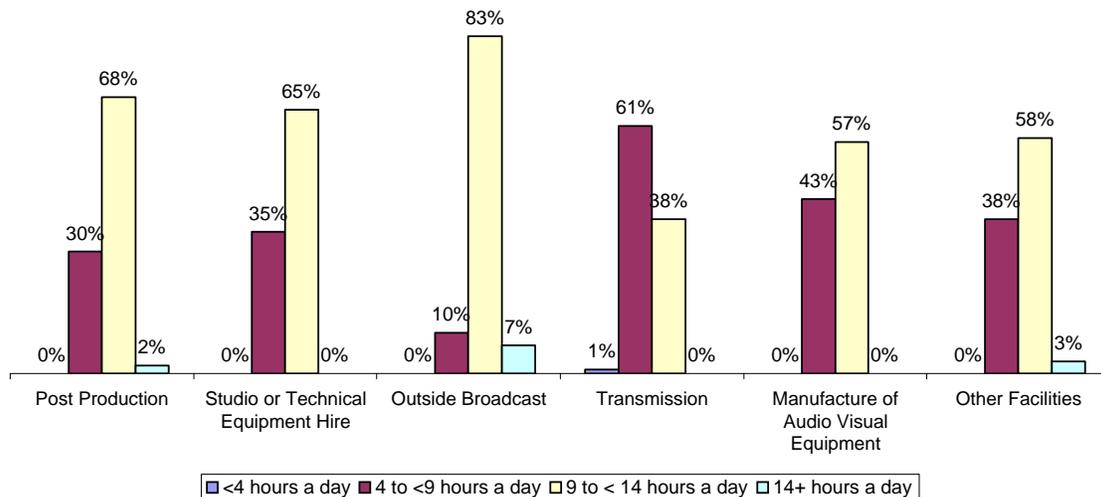
⁶ Ibid.

There are considerable variations between sub-sectors: nearly half (47%) of those working in transmission and outside broadcast responded to an advertisement for their first Creative Media job, compared to 21% in post production and 16% in studio or technical equipment hire.

There is even greater reliance on informal approaches when focussing on how the workforce heard about their current or most recent job. 15% of the Facilities workforce replied to an advertisement, while one third (33%) heard directly from an employer and one in five (22%) were referred by someone they had previously worked with. Those working in transmission are most likely to have responded to an advertisement (41%), while the post production workforce are most likely to have been directly approached by their employer (40%).

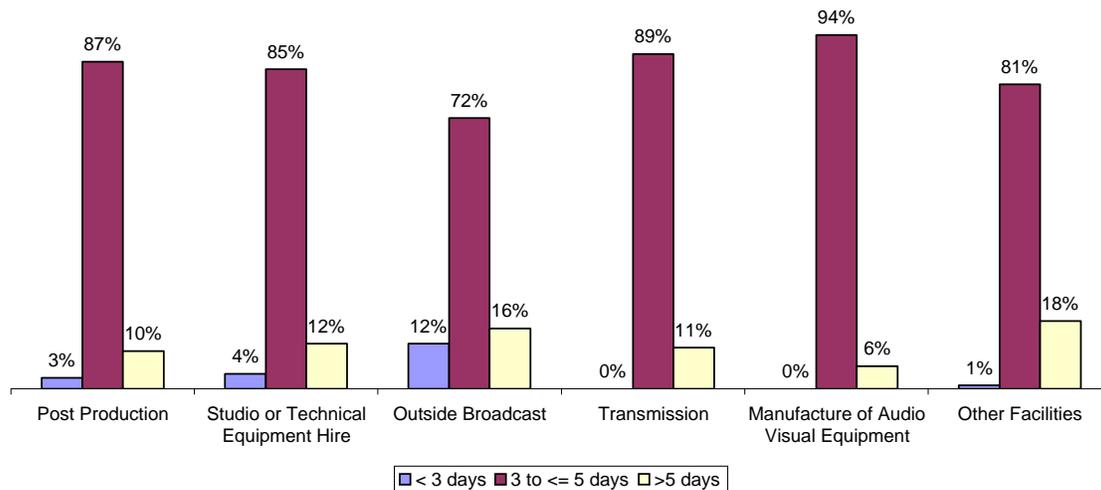
The average working day consists of 9.3 hours for the Facilities workforce, the same as for the wider Creative Media workforce. Nearly two thirds (63%) of the Facilities workforce work an average day of between 9 and 14 hours and a further 36% work between 4 and 9 hours a day on average. Those working in outside broadcast work the longest days on average: 90% work at least 9 hours a day, of which 7% work 14 or more hours on average. In contrast, 61% of the transmission workforce work on average for between 4 and 9 hours a day (Figure 7).

Figure 7 Average Working Day in Facilities



The average working week consists of 4.8 days for the Facilities workforce, the same as for the wider Creative Media workforce. The majority (87%) of the Facilities workforce work an average of 3 to 5 days a week, while 11% work for more than 5 days on average. There are some variations by sub-sector: the other facilities workforce are more likely than other sub-sectors to work on average for more than five days a week (18%), while those in outside broadcast are more likely to work for fewer than 3 days a week on average (12%) (Figure 8).

Figure 8 Average Working Week in Facilities



The average income received by the Facilities workforce in 2008 stands at £36,476. It is highest within manufacture of audio visual equipment (£52,065) and lowest in studio or technical equipment hire (£29,414). The transmission workforce has an average income of £36,808, and the average for post production stands at £36,365. Those working in outside broadcast earn on average £35,952 and the other facilities workforce earns an average of £32,849.

Freelancers in the Facilities industry have a higher average income than permanent employees (averages of £39,500 and £28,100 respectively).

Over two fifths (43%) of the Facilities sector workforce have undertaken unpaid work at some point during their career. Those working in studio or technical equipment hire are most likely to have done so (54%), while the transmission workforce are least likely to have undertaken unpaid work (13%). These figures compare to 38% across the wider Creative Media industries.

Just over one in five (22%) of the workforce have ever received structured careers advice or guidance during their career, and there is some variation between sub-sectors: post production (20%), manufacture of audio visual equipment (21%), studio or technical equipment hire (23%), outside broadcast (24%), other facilities (25%) and transmission (29%).

Experiences of Freelancers in Facilities Sector

Just under half (48%) of those working as freelancers in the Facilities sector have always been employed in this way. This was the case for 47% of the wider Creative Media workforce in 2005.⁷ Those working in studio or technical equipment hire (73%)

⁷ Skillset 2005 Survey of the Audio Visual Industries' Workforce. NB: Excludes film production, performers, photo imaging and publishing.

and other facilities (69%) are the most likely to have always worked in this way, compared to 33% of those in post production and 23% in outside broadcast. No freelancers working in transmission have always worked in this way.

Freelancers who have not always worked this way give a variety of reasons for the change to the nature of their employment (**Figure 9**). Approaching half (46%) said they became freelance because they wanted greater freedom, and this was particularly apparent among those working in other facilities (54%) and post production (50%). Over two fifths (42%) said they expected to gain better earning power (this reason was given by all those working in studio or technical equipment hire), 36% said they were made redundant or expected to be (all of those working in transmission gave this as a reason), and just under one third (32%) said they became freelance to do better quality work or gain valuable experience.

Figure 9 Reasons for Becoming Freelance in the Facilities Sector

Reason for becoming freelance	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Greater freedom	46%	50%	33%	38%	33%	54%
Better earning power	42%	33%	100%	16%	33%	31%
Made redundant/expected to be from previous job	36%	35%	33%	59%	100%	15%
Better quality work/valuable experience	32%	33%	33%	25%	0%	39%
Only work available	19%	15%	33%	9%	0%	39%
Promotion depended on becoming freelance	13%	10%	33%	3%	0%	0%
Other domestic/personal reasons	10%	13%	0%	3%	0%	15%
To care for dependants	4%	5%	0%	9%	0%	0%
More convenient location	2%	3%	0%	3%	0%	8%
Other	7%	10%	0%	0%	0%	0%

Facilities freelancers work an average of 150 days a year, and there is some variation by sub-sector (**Figure 10**). The workforce in other facilities worked on average the greatest number of days a year (187) while those in transmission worked the least (80 on average).

Figure 10 Average Number of Days Worked a Year by Freelancers in the Facilities Sector

Sub sector	Average days worked a year
Other facilities	187
Post production	181

Outside broadcast	156
Studio or technical equipment hire	147
Transmission	80

In 2008, freelancers in Facilities report an average working week of 41 hours. The average working week is longest for those in other facilities (48 hours), and shortest for the studio or technical equipment hire workforce (35 hours) (**Figure 11**).

Figure 11 Average Number of Hours Worked in a Week by Freelancers in the Facilities Sector

Sub sector	Average hours worked in a week
Other facilities	48
Outside broadcast	44
Post production	42
Transmission	36
Studio or technical equipment hire	35

Over half (56%) of freelancers working in Facilities have a written contract in their current or most recent employment. In 2008, nearly two thirds (65%) of those working in transmission have a contract, compared to 62% in post production, 58% in outside broadcast, 51% in other facilities and 46% in studio or technical equipment hire.

Two fifths (40%) of freelancers working in Facilities have a contract of a month or less in length. A further three in ten (29%) of those under contract have a contract length of between one and three months. Around one in ten (12%) have a contract of between three and six months, and one in five (20%) have a contract length of over six months. No freelancers working in Facilities have an open ended or indefinite period contract.

In terms of contract entitlements, fewer than half (46%) of freelancers in the Facilities workforce are entitled to holiday credits or leave (**Figure 12**). This is less than the proportion in the wider Creative Media workforce as a whole (62%). Those working in post production, transmission and other facilities are most likely to have this entitlement (50%), while those in outside broadcast are least likely (25%).

A smaller proportion of freelancers with contracts are entitled to sick leave (19%), and once again this is lower than the proportion in the wider Creative Media workforce (31%). Those in studio or technical equipment hire are most likely to enjoy this contractual benefit (40%).

Around one in ten (9%) freelancers with contracts in Facilities are entitled to maternity or paternity leave, and there is some variation by sub-sector. This proportion rises to one in five (20%) for those working in studio or technical equipment hire, while none of those working in transmission or other facilities have this entitlement.

Figure 12 Contractual Entitlements in the Creative Media Industry

	% entitled to holiday credits/	% entitled to sick leave	% entitled to maternity/

	leave		paternity leave
Post production	50%	11%	5%
Studio or technical equipment hire	40%	40%	20%
Outside broadcast	25%	8%	8%
Transmission	50%	0%	0%
Other facilities	50%	24%	0%
All Facilities	46%	19%	9%
All Creative Media (2005)⁸	62%	31%	-

Qualifications in Facilities Sector⁹

Perspective of Workforce

Two thirds (66%) of the Facilities workforce have a graduate or post graduate qualification. This is high relative to the whole UK population of working age, 24% of whom are graduates (Labour Force Survey, Autumn 2008), and compared with the wider Creative Media workforce, 56% of which is a graduate.¹⁰

There is only minor variation between the proportion of graduates in post production (70%), manufacture of audio visual equipment (68%), other facilities (66%) and studio or technical equipment hire (65%). However, smaller proportions of graduates are found in transmission (57%) and outside broadcast (39%).

There is no difference between freelancers working in the Facilities industry and permanent employees in terms of holding a graduate qualification.

Over two-fifths (44%) of the degrees held by those working in Facilities are media related, and there is some variation by sub-sector: outside broadcast (58%), post production (56%), studio or technical equipment hire (55%), other facilities (44%), transmission (21%) and manufacture of audio visual equipment (7%).

One quarter (25%) of those working in Facilities have a technical or vocational qualification relevant to work in the industry. Those working in outside broadcast (51%)

⁸ Skillset 2005 Survey of the Audio Visual Industries' Workforce. NB: Excludes film production, performers, photo imaging and publishing.

⁹ In the following sections, all figures for the perspective of the workforce are from Skillset's 2008 Creative Media Workforce Survey unless stated otherwise. Figures for the employers' perspective are from Skillset's Employers Survey 2006 which excludes film production, cinema exhibition, performers and photo imaging. A total of 474 interviews were carried out with employers in the Facilities sector (comprising post production, studio & equipment hire, special physical effects, outside broadcast, processing laboratories, transmission and manufacture of Creative Media equipment).

¹⁰ Skillset 2005 Survey of the Audio Visual Industries' Workforce, Joint Skillset/UK Film Council Feature Film Production Workforce Survey 2008, Experian 2007, Skillset/Equity Performing Arts Industry Survey 2005 and Labour Force Survey 2005-2007

are more likely to have such a qualification than those in other sub-sectors, while those in post production are least likely to have a technical qualification (18%).

Of the other qualifications about which Skillset collects information, 16% of the Facilities workforce hold an A level or GNVQ in Media Studies or a related subject. Just 3% hold a National/Scottish Vocational Qualification (N/SVQ) and 3% hold a Modern Apprenticeship/Apprenticeship. 16% of the Facilities workforce hold none of the qualifications covered in the survey.

The most popular subjects of study for media specific postgraduate qualifications and media specific undergraduate degrees and diplomas are listed in **Figures 13 and 14**.

Subjects falling within the category of Cross Sector Study/Production/Design (combination of TV/Radio/Film/Video/Theatre) or Media Production or Broadcasting are the most commonly held by those with a postgraduate qualification in the Facilities workforce (45%), particularly by those in studio or technical equipment hire (70%).

In contrast, the most commonly held media specific undergraduate degree or diploma is in the field of Communication/Media Studies (including Cultural Studies) (26%), followed by Cross Sector Study/Production/Design (combination of TV/Radio/Film/Video/Theatre) or Media Production or Broadcasting (21%). A media-specific degree or diploma in Engineering (inc. Audio, Broadcast, Electrical, Sound)/Electronics is held by only 6% of the Facilities workforce with an undergraduate qualification, but it is particularly common among the other facilities workforce (67%).

Figure 13 Top 5 Subjects of Media Related Postgraduate Qualifications in the Facilities Sector

Subject of Study	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Cross Sector Study/Production/Design (combination of TV/Radio/Film/Video/Theatre) or Media Production or Broadcasting	45%	37%	70%	19%	0%	31%
Film Studies/Film Production/Film History/Film Design/Cinematography	15%	8%	30%	0%	0%	0%
Engineering (inc. Audio, Broadcast, Electrical, Sound)/Electronics	7%	8%	0%	0%	50%	0%
Animation/Computer Animation/3D/Electronic Imaging	6%	7%	0%	0%	0%	38%

Art & Design/Graphic Design	6%	8%	0%	0%	0%	31%
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Figure 14 Top 5 Subjects of Media Related Undergraduate Degrees/Diplomas in the Facilities Sector

Subject of Study	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Communication/Media Studies (inc. Cultural Studies)	26%	26%	29%	35%	0%	34%
Cross Sector Study/Production/Design (combination of TV/Radio/Film/Video/Theatre) or Media Production or Broadcasting	21%	25%	18%	17%	0%	0%
Drama/acting/dance	9%	2%	21%	0%	0%	0%
Engineering (inc. Audio, Broadcast, Electrical, Sound)/Electronics	6%	5%	0%	4%	25%	67%
Camera/Lighting/Editing/Other Occupation Specific Production Role	5%	0%	13%	0%	0%	0%

The most popular subjects of study for *other* postgraduate qualifications and *other* undergraduate degrees or diplomas are listed in **Figures 15 and 16**. A quarter (24%) of the Facilities workforce with a non-Media postgraduate qualification studied Engineering, while nearly one in five (17%) hold a Marketing and sales qualification.

Engineering and manufacturing is also the most common subject areas of non-Media undergraduate degrees or diplomas held by the Facilities workforce (28%), particularly among those working in transmission (52%).

Figure 15 Top 5 Subjects of Other Postgraduate Qualifications in the Facilities Sector

Subject of Study	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Engineering	24%	10%	0%	22%	20%	45%
Marketing and sales	17%	0%	61%	0%	0%	18%
Science	6%	0%	0%	0%	20%	9%
Sociology and social policy	6%	0%	39%	0%	0%	0%
Business management	6%	0%	0%	57%	0%	9%

Figure 16 Top 5 Subjects of Other Undergraduate Degrees/Diplomas in the Facilities Sector

Subject of Study	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Engineering and Manufacturing Technologies	28%	27%	13%	36%	52%	39%
Arts, Media and Publishing	23%	29%	29%	22%	1%	9%
Science and mathematics	17%	15%	16%	27%	6%	30%
Languages, Literature and Culture	12%	12%	22%	0%	6%	4%
Health, Public Services and Care	7%	6%	20%	0%	0%	0%

With such a wide variety of subjects specified it is no surprise that the institutions of study are also numerous. For those holding a media specific postgraduate qualification, the most common places of study are: St Martins College (14%), The University of Leeds (11%), The Surrey Institute of Art and Design University College (10%) and The University of Sunderland (7%).

For those holding a media specific undergraduate degree or diploma, the most common institutions of study are: The University of Hertfordshire (8%), The University of Westminster (5%), The University of Hull (4%), Leeds Metropolitan University (4%), and The University of East London (4%).

In terms of qualifications in other subjects, the most common institutions of study for postgraduate qualifications are: The Chartered Institute of Marketing (19%), Nottingham Trent University (6%), The Open University (6%) and The University of Leeds (5%). For undergraduate degrees or diplomas in other subjects, the most common places of study are: Kingston University, The University of Leicester, The University of London and The University of Nottingham (all 4%).

Perspective of Employers

Half (51%) of all Facilities employers have links with schools, colleges, universities and/or private training providers, compared to an average of 55% across all Creative Media sectors. These links most commonly take the form of work placements, provision of teaching support and providing information about the industry.

56% of Facilities employers would encourage permanent employees to work towards qualifications. This figure is higher than an average of 51%. Degrees and postgraduate qualifications and specialist and specific vocational qualifications such as health & safety are the most popular.

A quarter (24%) of Facilities employers already recruit recent FE college leavers aged 18-19, with an additional 33% who would consider doing so. The first figure being much higher than average (11% and 41% respectively amongst all Creative Media employers).

Training Delivery in Facilities Sector

Perspective of Workforce

Around half (49%) of the Facilities workforce had received some training in the twelve month period between 2007 and 2008, compared to 66% of the wider Creative Media workforce¹¹ in a twelve month period between 2004 and 2005. In 2008, this varied from 61% of the transmission workforce, to 53% of those working in outside broadcast, 51% in post production, 48% in manufacture of audio visual equipment, 46% in studio or technical equipment hire, and 43% of the other Facilities workforce. Freelancers working in Facilities are just as likely to have received training than permanent employees (47% and 50% respectively).

On average the Facilities workforce received 16.5 days training in the twelve month period between 2007 and 2008, although there is considerable variation between sub-sectors: studio or technical equipment hire (37.1 days), other facilities (18 days), post production (13.1 days), transmission (12.9 days), outside broadcast, (8.9 days) and manufacture of audio visual equipment (8.7 days).

Freelancers in receipt of training during the twelve month period between 2007 and 2008 received an average of 25.4 days, compared to 17.6 days received by permanent employees.

Figure 17 shows the most common areas in which training had been received in the twelve month period between 2007 and 2008. The Facilities workforce were most likely

¹¹ Skillset 2005 Survey of the Audio Visual Industries' Workforce. NB: Excludes film production, performers, photo imaging and publishing.

to have received training in health & safety (26%), specific software applications (20%), other industry specific topics (17%), new/digital technology (11%), engineering (10%) and editing (10%).

Training received varies by Facilities sub-sector. The most common training topics amongst the post production workforce are specific software applications (37%), editing (26%) and post production (19%). For those working in studio or technical equipment hire, the most common topics are health & safety (45%), other industry specific topics (26%) and new/digital technology (21%). For the outside broadcast workforce, the most common training topics are health & safety (17%) and sound (16%), while those working in transmission are most likely to have received training in health & safety (51%), engineering (32%) and specific software applications (21%). Individuals in other facilities are most likely to have received training in health & safety (30%), other industry specific topics (30%) and IT (26%).

Figure 17 Topic of Training Received in Facilities

Topic of Training Received	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Industry Specific						
Specific software applications	20%	37%	4%	9%	21%	17%
Other industry specific	17%	6%	26%	9%	8%	30%
New/digital technology	11%	10%	21%	10%	12%	0%
Editing	10%	26%	0%	6%	1%	0%
Post production	9%	19%	6%	0%	0%	0%
Sound	8%	12%	11%	16%	0%	0%
Generic						
Health & Safety	26%	4%	45%	17%	51%	30%
Engineering	10%	6%	9%	3%	32%	9%
Driving/Operating lifts & vehicles	7%	1%	17%	6%	16%	0%
IT	7%	1%	4%	6%	8%	26%
Business skills	7%	5%	4%	0%	4%	17%

Of the training received by the Facilities workforce in the twelve month period between 2007 and 2008, 63% was delivered in the classroom. Just under half (46%) of the Facilities workforce received on the job training, while around two fifths (37%) used books and other printed materials. Three in ten (31%) of the Facilities workforce received training via courses delivered using a combination of classroom and technologies.

Those working in the manufacture of audio visual equipment are most likely to have received training delivered in a classroom (91%), while those working in post production are particularly likely to receive on the job training (57%).

Permanent employees working in Facilities (65%) were more likely than freelancers (56%) to have received training in the classroom. However, freelancers were more likely than employees to receive on the job training (56% and 42% respectively), courses delivered using technology (26% and 26% respectively), online support reference material (31% and 18% respectively) and through books and other printed materials (53% and 32% respectively).

Of the training received by the Facilities workforce in the twelve month period between 2007 and 2008, over half (54%) was provided by a private company, and 47% was provided by an employer. A quarter (24%) of the training received in this period was provided by the individual themselves, while 15% was provided by a public education body. Less than one in ten of the training received was provided by a trade association or membership organisation or a friend, colleague or other individual (8%).

There was some variation by sub-sector: those working in transmission (70%), manufacture of audio visual equipment (65%) and studio or technical equipment hire (61%) are most likely to have received training provided by a private company. Individuals in other facilities (44%), studio or technical equipment hire (32%) and post production (28%) are most likely to have provided training for themselves.

Permanent employees working in Facilities (55%) were more likely than freelancers (26%) to have training provided by their employer, and by a private company (56% and 50% respectively). Conversely, freelancers were more likely than employees to have provided the training themselves (48% and 16% respectively), or via a public education body (19% and 14% respectively). There was no difference in the proportion of each group receiving training from a trade association.

The most common source of payment of training fees for the Facilities workforce is an employer (58%). Two fifths (39%) of individuals in Facilities said there were no fees for their training, and one in five (21%) paid the fees themselves (or their family paid). Those working in studio or technical equipment hire (43%) were least likely to have their fees paid by an employer, and they were also most likely to have paid the fees themselves (34%).

Permanent employees working in Facilities (74%) were more likely than freelancers (8%) to have training paid for by their employer. Conversely, freelancers were more likely than employees to have paid for the training themselves (47% and 12% respectively). There is little difference in the proportion of freelancers and permanent employees working in Facilities that had no fees to pay for training.

Perspective of Employers

54% of Facilities employers carry out some form of training or development for permanent employees (including both on and off the job training), compared to 60% of all Creative Media employers.

In-house training sessions carried out by another member of staff (88%) and structured support on the job by another member of staff (87%) are the most popular types of training carried out for permanent employees.

44% of Facilities employers carry out some form of training or development for freelancers (including both on and off the job training), compared to 26% of all Creative Media employers.

As with permanent employees, freelancers were most commonly trained through in-house training sessions carried out by another member of staff (96%).

Half (49%) of Facilities employers said that they were prevented from undertaking training/development more often. Of this group, the main reasons given for the problems faced with training was that they do not have enough time (68%) and that it is too costly (64%).

All employers were asked to state which types of provision offered the most appropriate ways of delivering up-to-date skills and knowledge to the business. Virtually all employers in the Facilities sector (96%) favoured on the job training. Around half of employers favour technology based training, online forums, books and classroom based training.

Pre-entry FE and post-entry technical training are the most popular type of provision amongst large Facilities employers (88% rating both as important), with other types of post-entry training also popular and favoured by around eight in ten employers. As with employers in other sectors, pre-entry degrees and postgraduate qualifications in media subjects were much less popular than those in other subjects.

The most common source of training information for Facilities employers is the internet (22% said that this would be their first port of call for training information, compared to 37% of all employers). Trade associations/industry organisations and personal contacts/colleagues (both 8%) are the next most popular sources.

Two in ten (21%) Facilities employers already take on apprentices, with an additional 25% who would consider doing so. The former figure is much higher than average (9% and 28% respectively amongst all employers).

68% offer work experience or work placement posts (compared to 67% of all Creative Media employers).

Training Needs in the Facilities Sector

Perspective of Workforce

The majority (57%) of the Facilities workforce cited a training need in 2008. This varies somewhat by sub-sector, with two thirds (67%) of those working in studio or technical equipment hire citing a training need compared with 64% in post production, 58% in outside broadcast, 46% in other facilities, 44% in transmission and 38% working in the manufacture of audio visual equipment.

Freelancers working in Facilities (72%) are more likely than permanent employees (50%) to cite a training need.

Figure 18 lists the most common areas of training need in Facilities. Training in specific software applications (18%) and engineering (18%) are most commonly cited, followed by new/digital technology (17%), post production (11%) and management/leadership skills (11%).

Individuals working in post production are most likely to identify the need for training in specific software applications (38%) and post production (19%). Those working in other facilities are least likely to identify the need for training in new/digital technology (12%) but are most likely to cite a need for management/leadership skills training (24%).

Figure 18 Areas of Training Need in Facilities

Topic of Training Received	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
Industry specific						
Specific software applications	18%	38%	4%	7%	7%	0%
New/digital technology	17%	16%	21%	22%	16%	12%
Post production	11%	19%	8%	1%	0%	6%
Sound	9%	13%	9%	25%	0%	0%
Editing	8%	15%	4%	8%	1%	0%
Generic						
Engineering	18%	6%	24%	32%	43%	24%
Management/leadership skills	11%	10%	10%	0%	22%	24%
Driving/Operating lifts & vehicles	10%	1%	24%	3%	11%	0%

Figure 19 shows that nearly two thirds (64%) of the Facilities workforce who had tried to obtain training had experienced barriers to receiving it. In 2005, 86% of the wider Creative Media workforce had experienced barriers.¹²

The most common obstacle to training cited by individuals was that the fees are too high (52%), followed by employers' lack of willingness to pay for training (44%) and difficulties in assessing the quality of training (37%).

Those working in transmission (27%) and outside broadcast (29%) are least likely to cite the fees as being too high, while this was an obstacle for the majority of those in other facilities (60%) and post production (56%). Individuals working in transmission are also most likely to identify as a barrier the fact that their employers are unwilling to pay for training (89%), whereas those in other facilities are least likely to face this obstacle (30%).

¹² Skillset 2005 Survey of the Audio Visual Industries' Workforce. NB: Excludes film production, performers, photo imaging and publishing.

Figure 19 Barriers to Training in Facilities

Barrier to Training	ALL FACILITIES	Post production	Studio or technical equipment hire	Outside broadcast	Transmission	Other facilities
<i>Any barriers or obstacles</i>	64%	66%	63%	72%	67%	56%
Fees are too high	52%	56%	51%	29%	27%	60%
Employers not willing to pay for training	44%	39%	47%	52%	89%	30%
Difficult to assess the quality of courses	37%	42%	41%	17%	18%	30%
Employers not willing to give time off for training	33%	26%	35%	22%	71%	40%
Lack of information about available training	32%	31%	43%	19%	27%	20%
Lack of suitable courses/training in UK	31%	31%	43%	35%	18%	0%
Training is in inconvenient times	26%	30%	23%	26%	18%	20%
Lack of suitable courses/training in the region/nation I live/work	25%	28%	31%	17%	9%	10%
Training is in inconvenient places	23%	16%	28%	8%	20%	40%
Fear of losing work through committing time in advance	22%	22%	28%	33%	0%	10%
Possible loss of earnings too high a risk	19%	15%	27%	15%	9%	10%
Domestic/personal arrangements	11%	5%	16%	10%	9%	20%
I don't have enough time	2%	1%	0%	0%	0%	10%
Lack of employment support	2%	1%	0%	12%	0%	10%
Other	3%	6%	0%	2%	2%	0%

As shown in **Figure 20**, the difference in barriers faced by freelancers and employees within the Facilities sector is vast (as found in the wider Creative Media industries). Freelancers (69%) are more likely than permanent employees (45%) to find that fees are too high, training is in inconvenient places (35% and 17% respectively), and a lack of suitable courses/training in the region/nation they live or work (38% and 20% respectively). Freelancers (46%) are also more likely than employees (12%) to cite a fear of losing work through committing time in advance to training, and the possible loss of earnings too high a risk (28% and 15% respectively).

Figure 20 Barriers to Training by Contract Type within Facilities

Barrier to Training	ALL FACILITIES	Facilities freelancers	Facilities employees
<i>Any barriers or obstacles</i>	97%	98%	97%

Fees are too high	52%	69%	45%
Employers not willing to pay for training	44%	17%	56%
Difficult to assess the quality of courses	37%	30%	40%
Employers not willing to give time off for training	33%	14%	41%
Lack of information about available training	32%	31%	33%
Lack of suitable courses/training in UK	31%	36%	30%
Training is in inconvenient times	26%	25%	26%
Lack of suitable courses/training in the region/nation I live/work	25%	38%	20%
Training is in inconvenient places	23%	35%	17%
Fear of losing work through committing time in advance	22%	46%	12%
Possible loss of earnings too high a risk	19%	28%	15%
Domestic/personal arrangements	11%	12%	11%
Lack of employment support	2%	-	3%
I don't have enough time	2%	2%	1%
Other	3%	4%	3%

Perspective of Employers

27% of employers in the Facilities sector said that there is a gap between existing skills and those needed to meet business objectives. This is similar to the average figure of 26% across all sectors.

Those reporting a skills gap mentioned a variety of skills that needed improving. The most common are: broadcast engineering, editing, technical equipment skills, motion capture, Macintosh IT skills, general industry experience and general business skills.

Seven in ten (68%) large employers in the Facilities sector anticipate future skills gaps in their workforce, higher than an average of 36% across all Creative Media sectors. Specific skills mentioned related to broadcast engineering, vision engineering, technical skills and high-definition programming.

Over a quarter (27%) of SMEs in the Facilities sector reported that they find it difficult to obtain some skills from applicants for permanent positions, compared to 25% of all Creative Media employers. The most common type of skills difficulties are industry specific in nature (mentioned by 17% of employers), followed by IT skills (7%) and business skills (6%). Specific skills mentioned most frequently include: broadcast engineering, sound engineering, editing, electricians, general industry experience, technical equipment skills, interpersonal/communication skills and general business skills.

With respect to freelancers, 44% of employers in the Facilities sector reported problems with obtaining skills from applicants (higher than the 25% of all Creative Media employers). Four in ten (40%) of employers said that these skills difficulties are faced in industry specific areas. Just 4% mentioned problems with business skills and 1% with IT

skills. Specific skills mentioned most frequently include: motion graphic designers, broadcast engineering, editing, general industry experience and general business skills.

All employers were asked to what extent new employees come readily equipped with the skills needed. Facilities employers tended to be less positive than average, with 21% stating that new employees were 'fully equipped' and a further 32% stating that they 'have most of the skills but have some need for development' (compared to an average of 30% and 43% respectively). One in ten (10%) Facilities employers felt that employees had 'few of the skills and need significant development' and 1% 'none of the skills' required.

Future Research

Labour market data from Skillset's regular cycle of research will continually update this profile. This includes data gathered on the size and shape of the industry, the demands of individuals and employers in terms of training experiences, skill gaps and shortages.

Skillset, 2009