ANGUILLA LABOUR MARKET SURVEY

European Union

The Anguilla Statistics Department (ASD) and the Ministry of Education – Education Planning Unit (MOE-EPU) with the support of the European Union, agreed to conduct Anguilla's first Labour Market Survey 2021 (ALMS) and design a methodology to collect data on the informal sector, while building the capacity for the ASD for continued production of such data.

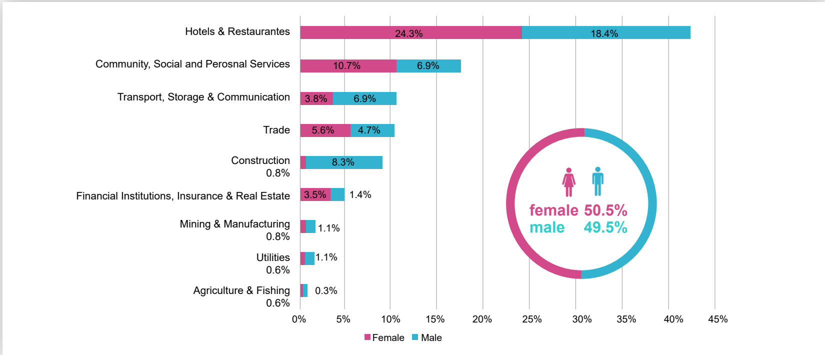
The main objective of this survey was to effectively contribute to future employment strategies in Anguilla by providing the necessary, relevant information.

The target population aimed by the ALMS comprised Anguilla's establishment level employers (rather than at an organisational level) with, at least, one staff on the payroll. The profile of this target population was established through Anguilla Statistics Department data from the 2020 Statistical Business Register (SBR), the most up to date business population figures available at the time of the survey. Establishments with five or more employees were fully covered, while a stratified sampling was applied to smaller establishments with less than five employees.

RESPONSE RATE

Data collection was managed through the sampling list of establishments. A team of local data collectors was recruited and trained by the Technical Assistance Team a week before the implementation of data collection. 488 employers were selected out of 1,062 establishments, and their response rate was of 65.8%: a total of 321 employers. Consequently, 53.7% of Anguilla's employees were represented in the Anguila Labour Market Survey (ALMS). On average, interviews lasted around 20 minutes.

Figure 1 – Employment structure by gender

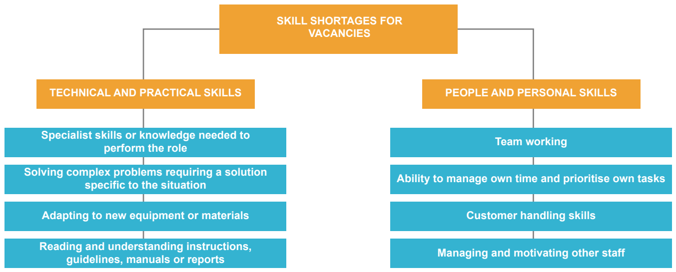


EMPLOYMENT BY GENDER

Figure 1: Anguilla has a gender-balanced employment structure. However, economic activities have their own nature in terms of distribution of employment. According to ALMS results, the Hotels and Restaurant industry employs the largest number of people in Anguilla. It is followed by the Community, Social and Personal Services and the Transportation, Storage and Communication Industries.

The main findings of the ALMS can be divided in three groups:

Skill shortages for vacancies, Skill shortages amongst available staff, and Skills that need improving



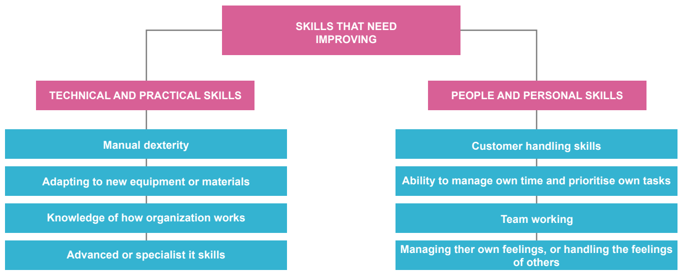
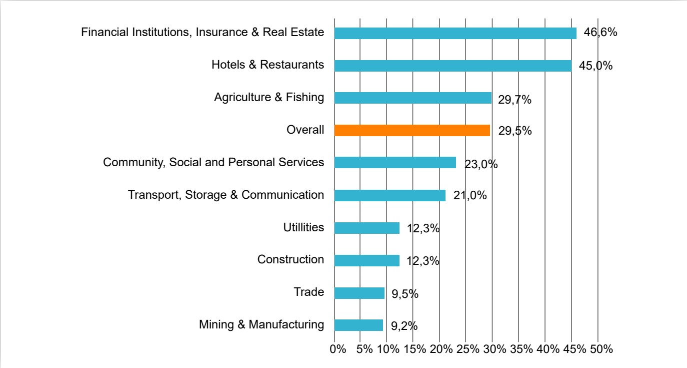


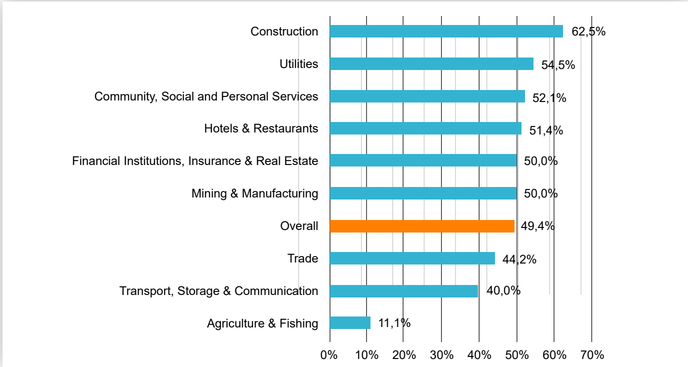
Figure 2 – Occupational certificates by sector (%)



OCCUPATIONAL CERTIFICATES

Figure 2: Overall, employers stated that close to a third of their employees (29.7%) have occupational certificates through their educational attainments. Employees in the Financial Institutions, Insurance and Real Estate, and Hotels and Restaurants industries were more likely to have occupational certificates 46.6% and 45.0% respectively.

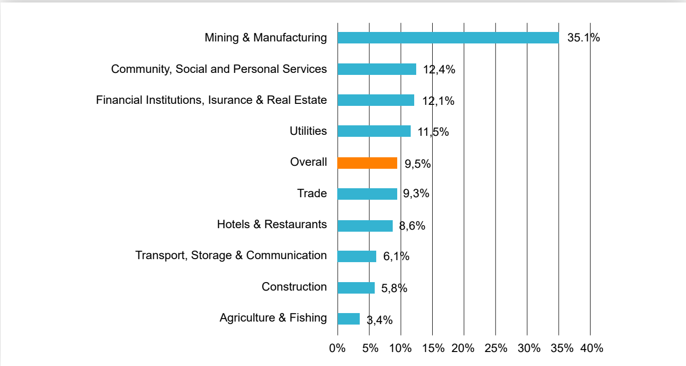
Figure 3 – Recruitment in the past two years (%)



RECRUITMENT

Figure 3: Almost half of the establishments (49.4%) reported having recruited at least one person over the past two years, with establishments in the Construction industry (62.5%) and the Utilities industry (54.5%) being more likely to recruit people than those in other industries.

Figure 4 – Density of vacancies by industry (%)



VACANCIES

Figure 4: Just over one in fourteen establishments (7.2%) had at least one vacancy at the time of the Anguilla Labour Market Survey. In volume terms, there were 290 vacancies, equivalent to 9.5% of total employment. A minimum of a 9.5% employment increase is estimated upon finalisation of the COVID-19 pandemic.

Vacancies in Hotels and Restaurants (38.6%), and Community, Social and Personal Services (23.4%), amount to 62.0% of total vacancies.

It was noted that job-creation capacity is higher among micro establishments with 4 or less employees. The vacancy density for these establishment is currently of 25.8%.

SKILL SHORTAGES AMONGST AVAILABLE STAFF

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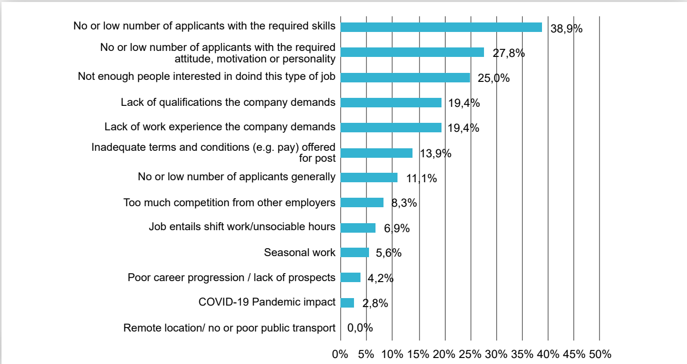
Figure 5 – Reasons for hard-to-fill (%)



HARD TO FILL POSITIONS

In terms of vacancies caused by skill-shortages, the overall density amounts to 37.9%, being highest in both the trade, hotels and restaurants sector and the manufacturing sector.

Figure 5: Vacancies in establishments were proving hard-to-fill due to difficulties in finding applicants with appropriate skills, qualifications or experience (38.9%). This reason was followed by a lack of compliance with the required attitudes, motivation, and personality (27.8%).

SKILL GROUPS

Figure 6: The specific skills that employers perceive to be lacking among applicants can be broadly grouped into two categories.

On the technical side, employers reported a lack of specialist skills or knowledge needed to perform the role (25.0%), solving complex problems requiring a solution specific to the situation (21.4%) and adapting to new equipment or materials (19.6%).

On the human side, the main skills lacking are predominantly related to team working (44.6%) and self-management skills, especially the ability to manage own time and prioritise own tasks (42.9%) and customer handling skills (39.3%).

Figure 6 – Skill groups

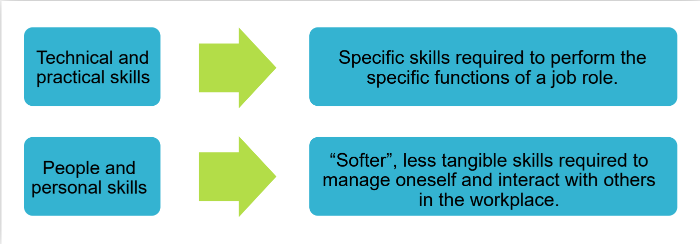
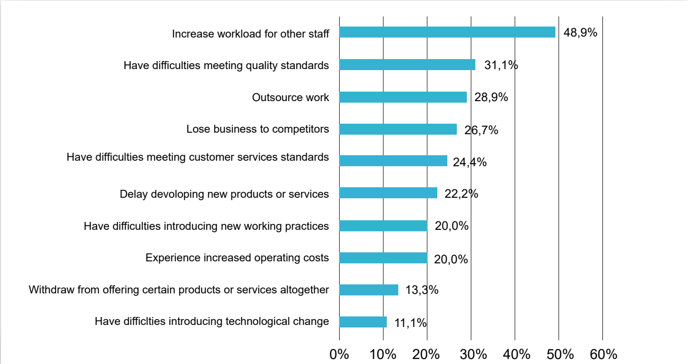


Figure 7 – Impact of hard-to-fill positions to the business (%)



IMPACT

Figure 7: The impact of skill-shortage vacancies is most felt through an increase workload for others in the workforce (48.9%). Employers also reported having difficulties to meet quality standards (31.1%), as well as relying on outsourcing work (28.9%).

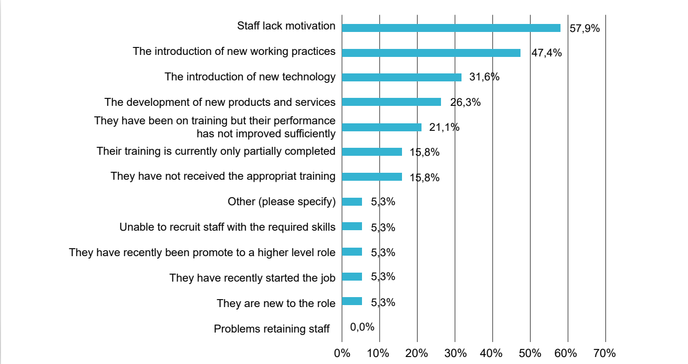
More than a third (36.1%) of employers with hard-to-fill vacancies reported that they had attempted to recruit non-BOTC Anguilla nationals to help overcome their recruitment difficulties.

CAUSES

Figura 8: In terms of technical and practical skills lacking amongst staff, the majority were a consequence of the staff's lack of motivation (57.9%). Employers also reported the introduction of new working practices (47.4%), the introduction of new technologies (31.6%) and the development of new products and services (26.3%) as other main causes for skill gaps.

Most establishments with skill gaps (87.5%) reported these as having an impact on their organisation's performance (25% reporting a 'major' impact).

Figure 8 – Causes of skill gaps of available employess (%)



SKILLS THAT NEED IMPROVING

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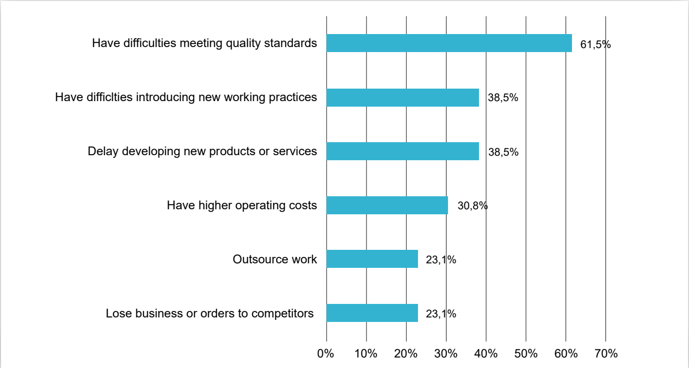
Figure 9 – Skill lacking impact on business (%)



IMPACT

Figure 9: In terms of skill gaps' specific implications for businesses, difficulties meeting quality standards was a common impact (61,5%). One third of establishments with skill gaps (38.5%) had difficulty introducing new working practices as a result of these, and the same percentage (38.5%) had experienced delays in developing new products or services as a consequence.

Many employers also mentioned facing financial challenges because of their staff not being fully proficient, and around a third of establishments (30.8%) said that their operating costs had increased as a result.

UPSKILLING NEEDS

Figure 10: Overall, four in ten employers (40.4%) expect that some of their staff will need to acquire new skills or knowledge over the next twelve months. Figure 10 shows the results of employers being asked which occupations would be most affected in terms of the need for staff to acquire new skills or knowledge.

The three main reasons for upskilling were the introduction of new working practices (61.7%), the introduction of new technologies and equipment (59.4%), and the development of new products and services (50.0%).

The most common technical and practical skills that employers felt needed developing were manual dexterity (52.4%) and adapting to new equipment or materials (42.9%).

Figure 10 – Upskilling needs by ocupation groups (%)

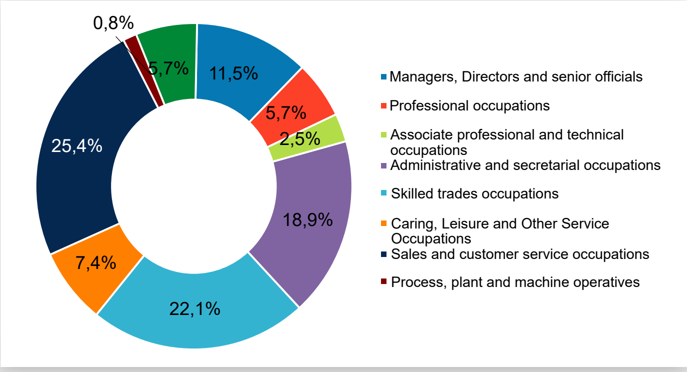
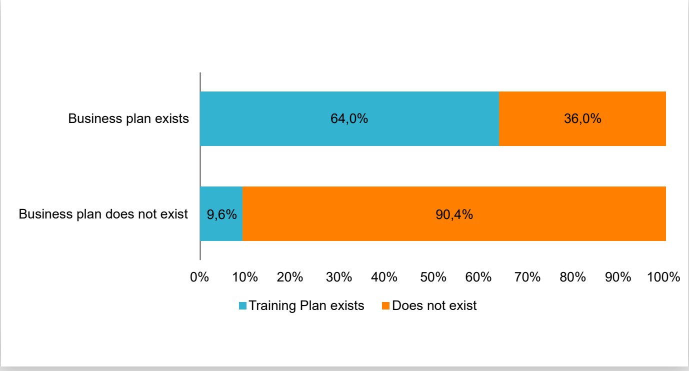


Figure 11 – Training plans in the business plans (%)

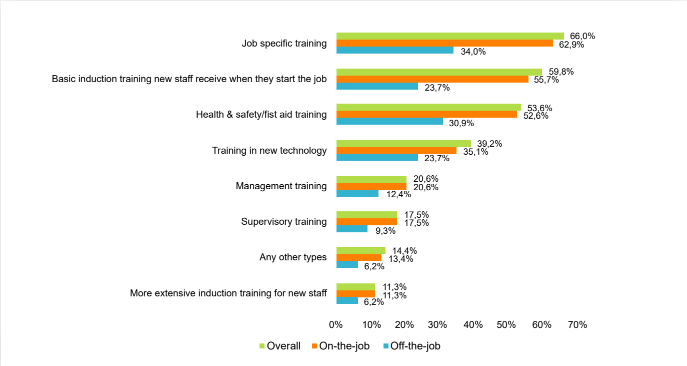


TRAINING PLANS

Figure 11: Almost two-thirds of employers (64.0%) who had made business plans also made training plans. However, only one in ten of employers (9.6%) reported having prepared training plans without the support of a business plan.

The majority (71.8%) of employers had provided training over the last 2 years, with around half providing any off-the-job training (68.1%) and/or on-the-job training (34.1%).

Figure 12 – Training provided by employers (%)



TYPES OF TRAINING

Figure 12: It shows the type of training provided by employers.

The most common type of training provided was job-specific training (66.0%). Employers stated that they prioritize on-the-job training for all types of training. However, a third of employers also reported having provided off-the job trainings mostly for job-specific (34.0%) and health and safety (30.9%) trainings.