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| The EMPLOYER PERSPECTIVES Survey 2014guidance on use of UK data TABLES This guidance is designed to help you interpret the information found in the XTML data tables published alongside the 2014 Employer Perspectives (EPS) Main Report on the [www.gov.uk](http://www.gov.uk) website. Please read this guidance carefully and contact UKCES if you have further queries on [employersurveys@ukces.org.uk](mailto:employersurveys@ukces.org.uk).   finding the information you need The XTML Data tables can be downloaded directly from the [www.gov.uk](http://www.gov.uk) website. Upon opening the file, ensure you first access the contents tab, at the far left hand of the workbook. This tab lists all of the tables that can be found in this set. Each table listed on the contents page has a hyperlink direct to the data. Note that for some key variables there are multiple tables with different bases (e.g. some tables illustrate a proportion of all employers; others show a proportion of all employers that train). The base being used is noted underneath the name of each table on the contents tab. NAVIGATING A DATA TABLE Each table is set out in the same way. The title of the table and a reminder of the base being used are set out in the top left hand corner. Underneath these are rows that indicate the unweighted base for each column (this is the raw number of employers who were asked the question) and the weighted total (i.e. the number of employers in the entire population that the figure is representative of). There is also a column marked significance level 95%. This row assigns a letter of the alphabet to each column in the table. Underneath each percentage is another row which indicates which columns in each collection of sub-groups are significant from each other. What this means and how to interpret it is outlined later in this guidance.  Title and base description are here    The letters underneath the figures show whether or not the finding is significant  Rows showing  unweighted count and total can be found here.  Working from left to right across each table, it first presents the headline information for the entire UK, before breaking down the figures to represent various sub-groups (e.g. sector, size band, whether training has been undertaken or not). The sub-group divisions or “crossbreaks” used are standard across all the tables. suppression of small base sizes, symbols and other notations used Figures based on fewer than 25 employer interviews are not reported (with a double asterisk, ‘\*\*’ displayed instead), and figures with a base size of 25 to 49 are italicised to indicate a note of caution in how they should be interpreted.  In tables findings of ‘zero’ are denoted by a dash ‘-’; an asterisk ‘\*’ is used if the figure is larger than zero but smaller than 0.5. interpreting statistical significance Significance testing is used to calculate whether the difference between two numbers is a real difference or purely a chance occurrence, which is a consequence of a sample of the employer population being asked a question, not the whole population, and which would not be repeated again if other samples were drawn.  In these data tables a t-test at the 95% confidence level has been performed to test the results. It has been applied based on the actual (unweighted) base sizes and is not adjusted for design effects or finite population adjustments. If two figures are judged significantly different this means that we can be 95% sure that a real difference exists in the population.  Significance testing has been applied between the different columns within each crossbreak in the tables. So, for example, the "England" column within the "Country" crossbreak is tested against "NI", "Scotland" and "Wales" only. It is not tested against the total, or against columns in any other breaks.  Each column within each break has been assigned a letter (on the row labelled ‘significance level 95%) which can be seen just below the column title. Within the "Country" crossbreak columns are labelled "a", "b", "c" and "d" respectively: | | | | | | |
|  |  |  |  |  |  |
| **Country** | | | |  |  |
| **England** | **Northern Ireland** | **Scotland** | **Wales** |  |  |
| a | b | c | d |  |  |
|  |  |  |  |  |  |
| These letters are used further down in the rows beneath each figure to denote which column(s), if any, the percentage value is significantly higher/lower than. So, if the figure for England is significantly different to the figure in Northern Ireland, it will appear with the letter "b" beneath it. If the figure is also significantly higher the figure in Scotland, but not the figure in Wales, the letters "bc" will appear beneath it (and so on, listing all the columns within that break that the figure is significantly higher than)  See the example below for the country crossbreak: | | | | | | |
|  |  |  |  |  |  |
| **Country** | | | |  |  |
| **England** | **Northern Ireland** | **Scotland** | **Wales** |  |  |
| a | b | c | d |  |  |
| … |  |  |  |  |  |
| 3% | 2% | 2% | 2% |  |  |
| bc |  |  |  |  |  |
|  |  |  |  |  |  |
| It is worth noting (as in this example) that sometimes a percentage figure may be significantly higher than one column but not another, even if the percentage figure being compared is the same (as in the example above, where 3% in England is significantly higher than 2% in NI and Scotland, but not significantly higher than 2% in Wales). This can be due to two factors: firstly the percentage figures shown are rounded (typically to 0 decimal places), and the comparison may be 3% versus 1.6% for one set of columns and 3% versus 2.4% for the other; secondly, the larger the unweighted base size the smaller the difference required to get a "significant" result. | | | | | | |
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#### using the data tables alongside other outputs

Alongside the UK Data tables, we have published the Employer Perspectives Survey main report. This provides context and interpretation of the data included in the tables.

Although the data tables contain comprehensive data covering all variables and over 20 crossbreaks, if you find that the information you need is not available in the tables, email [employersurveys@ukces.org.uk](mailto:employersurveys@ukces.org.uk) to find out about accessing our full dataset. This will be available from the UK data archive in early 2015.