



23-085423-17 - AMAZON UPSKILLING - THE UK

T1	Table 1	QEDUCAT - Just to check, which of the following, if any, do you have?	BASE: ALL ADULTS AGED 16-75 IN THE UK
T2	Table 2	Q1 - Approximately how long have you been working in your current role?	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T3	Table 3	Q2 - What is your current level?	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T5	Table 5	Q3 - How long do you plan to continue working in your current role?	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T6	Table 6	Q4 - Now thinking about factors that influence people to look for a new job, which, if any, of the following	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T7	Table 7	Q5A - Please rank the following in order of how important they are to you personally when looking for a ne	BASE: ALL ADULTS AGED 16-75 IN THE UK
T8	Table 8	Q5A - Please rank the following in order of how important they are to you personally when looking for a ne	BASE: ALL ADULTS AGED 16-75 IN THE UK
T9	Table 9	Q5A 1 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T10	Table 10	Q5A 2 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T11	Table 11	Q5A 3 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T12	Table 12	Q5A 4 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T13	Table 13	Q5A 5 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T14	Table 14	Q5A 6 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T15	Table 15	Q5A 7 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T16	Table 16	Q5A 8 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T17	Table 17	Q5A 9 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T18	Table 18	Q5A 10 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T19	Table 19	Q5A 11 - Please rank the following in order of how important they are to you personally when looking for a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T20	Table 20	Q5B - And how important, or not, are each of the following to you personally when looking for a new job or	BASE: ALL ADULTS AGED 16-75 IN THE UK
T21	Table 21	Q5B 1 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T22	Table 22	Q5B 2 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T23	Table 23	Q5B 3 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T24	Table 24	Q5B 4 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T25	Table 25	Q5B 5 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T26	Table 26	Q5B 6 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T27	Table 27	Q5B 7 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T28	Table 28	Q5B 8 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T29	Table 29	Q5B 9 - And how important, or not, are each of the following to you personally when looking for a new job	BASE: ALL ADULTS AGED 16-75 IN THE UK
T30	Table 30	Q5B 10 - And how important, or not, are each of the following to you personally when looking for a new jo	BASE: ALL ADULTS AGED 16-75 IN THE UK
T31	Table 31	Q5B 11 - And how important, or not, are each of the following to you personally when looking for a new jo	BASE: ALL ADULTS AGED 16-75 IN THE UK
T32	Table 32	Q6 - Thinking about your job over the next 12 months, how important, or not, will each of the following be	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T33	Table 33	Q6 1 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T34	Table 34	Q6 2 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T35	Table 35	Q6 3 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T36	Table 36	Q6 4 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T37	Table 37	Q6 5 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T38	Table 38	Q6 6 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T39	Table 39	Q6 7 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T40	Table 40	Q6 8 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T41	Table 41	Q6 9 - Thinking about your job over the next 12 months, how important, or not, will each of the following t	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T42	Table 42	Q7 - Thinking about training programmes that your current employer may provide, which, if any, of the foll	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T43	Table 43	Q10 - What, if anything, would prevent you from enrolling into a training programme to advance or change	BASE: ALL ADULTS AGED 16-75 IN THE UK
T44	Table 44	QFEEL - Which, if any, of the following best describes how you would feel working for a company that provi	BASE: ALL ADULTS AGED 16-75 IN THE UK
T45	Table 45	Q11 - Thinking about career goals, which, if any, of the following describes your career situation?	BASE: ALL ADULTS AGED 16-75 IN THE UK
T46	Table 46	Q13 - To what extent do you agree or disagree with each of the following statements? - Summary table	BASE: ALL ADULTS AGED 16-75 IN THE UK

T47	Table 47	Q13_1 - To what extent do you agree or disagree with each of the following statements? Nowadays, appre	BASE: ALL ADULTS AGED 16-75 IN THE UK
T48	Table 48	Q13_2 - To what extent do you agree or disagree with each of the following statements? A traditional unive	BASE: ALL ADULTS AGED 16-75 IN THE UK
T49	Table 49	Q13_3 - To what extent do you agree or disagree with each of the following statements? People with unive	BASE: ALL ADULTS AGED 16-75 IN THE UK
T50	Table 50	Q13_4 - To what extent do you agree or disagree with each of the following statements? Universities do no	BASE: ALL ADULTS AGED 16-75 IN THE UK
T51	Table 51	Q13_5 - To what extent do you agree or disagree with each of the following statements? There needs to be	BASE: ALL ADULTS AGED 16-75 IN THE UK
T52	Table 52	Q13_6 - To what extent do you agree or disagree with each of the following statements? Young people sho	BASE: ALL ADULTS AGED 16-75 IN THE UK
T53	Table 53	Q13_7 - To what extent do you agree or disagree with each of the following statements? People with unive	BASE: ALL ADULTS AGED 16-75 IN THE UK
T54	Table 54	Q13_8 - To what extent do you agree or disagree with each of the following statements? Vocational qualific	BASE: ALL ADULTS AGED 16-75 IN THE UK
T55	Table 55	Q13_9 - To what extent do you agree or disagree with each of the following statements? People with vocat	BASE: ALL ADULTS AGED 16-75 IN THE UK
T56	Table 56	Q13_10 - To what extent do you agree or disagree with each of the following statements? Someone with a	BASE: ALL ADULTS AGED 16-75 IN THE UK
T57	Table 57	Q16 - To what extent, if at all, do you agree or disagree with each of the following statements? - Summary t	BASE: ALL ADULTS AGED 16-75 IN THE UK
T58	Table 58	Q16_1 - To what extent, if at all, do you agree or disagree with each of the following statements? People in	BASE: ALL ADULTS AGED 16-75 IN THE UK
T59	Table 59	Q16_2 - To what extent, if at all, do you agree or disagree with each of the following statements? I expect fi	BASE: ALL ADULTS AGED 16-75 IN THE UK
T60	Table 60	Q16_3 - To what extent, if at all, do you agree or disagree with each of the following statements? I'm worri	BASE: ALL ADULTS AGED 16-75 IN THE UK
T61	Table 61	Q16_4 - To what extent, if at all, do you agree or disagree with each of the following statements? I'm conce	BASE: ALL ADULTS AGED 16-75 IN THE UK
T62	Table 62	Q16_5 - To what extent, if at all, do you agree or disagree with each of the following statements? It's impor	BASE: ALL ADULTS AGED 16-75 IN THE UK
T98	Table 98	QUK1 - Are you currently working in the field in which you want to develop your career?	BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT
T99	Table 99	QUK3 - Taking in to consideration everything you have experienced, as well as everything you have seen, re	BASE: ALL ADULTS AGED 16-75 IN THE UK WITH A UNIVERSITY DEGREE OR A VOCATIONAL QUALIFICATION
T100	Table 100	QUK4 - You mentioned that you would do a university degree over a Vocational qualification. Which of the	BASE: ALL ADULTS AGED 16-75 IN THE UK WHO WOULD DO A UNIVERSITY DEGREE
T101	Table 101	QUK5 - You mentioned that you would do a Vocational qualification over a university degree. Which of the	BASE: ALL ADULTS AGED 16-75 IN THE UK WHO WOULD DO A VOCATIONAL QUALIFICATION
T102	Table 102	QUK6 - Thinking about the job market currently. In general, which of the following options, if any, would yo	BASE: ALL ADULTS AGED 16-75 IN THE UK
T103	Table 103	Sample profile	BASE: ALL ADULTS AGED 16-75 IN THE UK



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Table 1
QEDUCAT - Just to check, which of the following, if any, do you have?

BASE: ALL ADULTS AGED 16-75 IN THE UK

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION												
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)	
UNWEIGHTED BASE WEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57	
	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*	
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*	
Vocational qualification	916	456	457	96	160	163	195	161	140	611	305	46	102	70	96	62	86	76	137	102	48	70	20	
	43%	43%	43%	32%	41%	44%	51%	43%	43%	43%	42%	53%	44%	40%	51%	40%	43%	43%	47%	34%	48%	40%	34%	
				c	c	c	cdeg	c	c			sv	s		suv	s			s		s			
University degree	616	301	307	76	186	143	90	60	62	494	122	18	64	48	52	36	48	46	76	133	21	57	15	
	29%	29%	29%	25%	48%	38%	24%	16%	19%	35%	17%	21%	28%	27%	28%	24%	24%	26%	26%	45%	21%	32%	25%	
				g	cefg h	cfgh	g	16%	19%	j									klmn opqrtuv					
Both	94	45	50	3	29	23	11	11	15	74	20	3	9	6	8	5	14	4	12	18	3	9	2	
	4%	4%	5%	1%	7%	6%	3%	3%	5%	5%	3%	3%	4%	3%	4%	3%	7%	2%	4%	6%	3%	5%	4%	
				cf	cf	cf	cf	c		j							q							
Neither	661	320	336	120	70	80	104	153	133	367	294	24	71	60	45	56	76	57	86	74	33	52	27	
	31%	30%	31%	40%	18%	22%	27%	41%	41%	26%	41%	28%	31%	34%	24%	36%	38%	32%	30%	25%	33%	29%	45%	
				def		d	def	def		i						ns	ns						nrs	
Don't know	40	18	22	12	3	11	2	8	4	22	18	1	4	3	1	5	4	3	4	7	2	7	-	
	2%	2%	2%	4%	1%	3%	*	2%	1%	2%	2%	1%	2%	2%	*	3%	2%	2%	1%	2%	2%	4%	-	
				df	f	f	f	f														n		

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 2
Q1 - Approximately how long have you been working in your current role?

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
More than 20 years	140 11%	70 10%	70 11%	-	-	19 6%	51 19%	53 26%	17 30%	140 11%	-	10 21%	11 9%	8 8%	13 11%	12 13%	16 14%	22 19%	16 9%	14 7%	2 4%	13 12%	5 15%
						cd	cde	cde	cde			mrst						lmrst					
16-20 years	76 6%	36 5%	39 6%	-	1 *	28 9%	18 7%	20 10%	10 18%	76 6%	-	2 4%	12 9%	12 11%	4 3%	6 6%	5 4%	10 9%	9 5%	3 2%	5 11%	6 6%	2 5%
						cd	cd	cd	cdf			s		ns				s			s		
11-15 years	128 10%	73 11%	54 9%	1 *	25 8%	44 15%	29 11%	23 11%	5 9%	128 10%	-	7 15%	10 8%	13 13%	18 16%	16 rs	9 rs	8 7%	13 7%	15 7%	3 6%	11 10%	4 11%
						c	cd	c	c						rs								
6-10 years	304 24%	150 23%	152 24%	6 4%	102 33%	79 26%	66 25%	41 20%	11 20%	304 24%	-	11 23%	27 21%	22 21%	33 28%	14 15%	23 20%	17 16%	37 21%	79 37%	8 16%	21 19%	13 37%
						c	c	c	c						oq				lmop	qrtu			
3-5 years	291 22%	167 25%	122 20%	54 32%	99 32%	64 21%	40 15%	28 14%	7 12%	291 22%	-	5 11%	30 24%	17 16%	17 15%	23 24%	29 25%	26 23%	46 26%	50 24%	14 27%	26 24%	9 25%
						efgh	efgh	g											kn				
1-2 years	235 18%	122 18%	112 18%	71 42%	53 17%	44 15%	37 14%	25 13%	5 8%	235 18%	-	9 19%	27 22%	20 19%	23 20%	18 19%	20 17%	15 13%	32 18%	37 18%	12 24%	19 17%	2 5%
						defg	h																
Less than 1 year	121 9%	49 7%	71 11%	36 21%	29 9%	21 7%	22 8%	12 6%	1 2%	121 9%	-	3 7%	9 7%	13 12%	9 7%	6 6%	13 11%	14 13%	23 13%	13 6%	6 11%	13 12%	1 2%
						defgh												s					
More than 10 years (NET)	344 27%	180 27%	164 26%	1 *	26 8%	91 31%	99 37%	96 47%	31 57%	344 27%	-	19 40%	33 26%	33 31%	35 30%	34 36%	29 26%	40 36%	38 22%	32 15%	10 21%	30 28%	11 31%
						c	cd	cdef	cdef			rs	s	s	s	rs	s	rs					
10 years or less (NET)	952 73%	488 73%	457 74%	167 100%	283 92%	207 69%	165 63%	106 53%	24 43%	952 73%	-	28 60%	94 74%	72 69%	81 70%	61 64%	84 74%	72 64%	138 78%	180 85%	39 79%	78 72%	24 69%
						defg	gh	gh										koq	klmn	opqu			
5 years or less (NET)	647 50%	338 51%	305 49%	161 96%	181 59%	128 43%	99 38%	65 32%	13 23%	647 50%	-	17 37%	66 52%	50 48%	49 42%	47 50%	61 54%	55 49%	102 58%	100 47%	31 63%	57 53%	11 32%
						defg	h											kn	kn				

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 3
Q2 - What is your current level?

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%*	100%	-**	4%*	10%	8%*	9%*	7%*	9%*	9%*	14%	16%	4%*	8%*	3%**
Business owner / C-Suite executive/Entrepreneur	26	20	6	6	6	7	2	2	2	26	-	-	2	2	6	1	1	-	3	6	-	3	1
	2%	3% b	1%	3%	2%	2%	1%	1%	4%	2%	-	-	2%	2%	5% q	1%	*	-	2%	3%	-	2%	4%
Director / Head of Function (not board level)	24	16	8	4	9	5	4	2	-	24	-	1	1	4	3	2	1	1	1	7	-	2	1
	2%	2%	1%	2%	3%	2%	1%	1%	-	2%	-	1%	1%	4%	2%	2%	1%	1%	1%	3%	-	2%	2%
Senior manager	95	63	32	8	38	30	11	5	2	95	-	1	8	7	8	7	10	4	8	27	5	10	1
	7%	9% b	5%	5%	12% cfg	10% fg	4%	3%	4%	7%	-	3%	6%	7%	7%	7%	9%	3%	4%	13% qr	9%	9%	2%
Middle manager	184	100	83	16	54	55	40	12	7	184	-	6	15	10	10	7	21	13	30	50	7	12	3
	14%	15%	13%	10%	17% g	18% cg	15% g	6%	12%	14%	-	12%	12%	9%	9%	8%	19% o	12%	17%	24% lmno qu	14%	11%	8%
Supervisor/Team leader	266	143	122	32	71	57	52	42	13	266	-	3	25	19	18	23	19	21	39	51	14	22	11
	21%	21%	20%	19%	23%	19%	20%	21%	23%	21%	-	7%	20%	18%	16%	24% k	17%	19%	22% k	24% k	28% k	20%	31%
Other non-manager / individual contributor	548	249	296	47	102	116	138	118	27	548	-	28	60	50	53	39	52	50	79	52	20	50	13
	42%	37% a	48% a	28%	33%	39% c	52% cde	58% cde	49% c	42%	-	60% s	47% s	48% s	46% s	41% s	46% s	44% s	45% s	25%	41% s	46% s	38%
Entry level (e.g. graduate / apprentice, etc.)	153	78	74	55	29	28	18	20	4	153	-	7	15	13	17	15	8	24	16	18	4	10	5
	12%	12%	12%	33% defgh	9%	9%	7%	10%	8%	12%	-	16%	12%	12%	15%	16%	7%	21% prsu	9%	8%	8%	9%	15%
Executives and Senior Leaders (NET)	144	98	46	18	53	43	16	10	4	144	-	2	11	13	17	11	12	5	12	40	5	14	3
	11%	15% b	7%	11%	17% fg	14% fg	6%	5%	8%	11%	-	4%	9%	13% q	15% qr	11%	10%	4%	7%	19% klqr	9%	13% q	8%
Mid-level management (NET)	450	243	206	48	125	112	92	54	19	450	-	9	40	29	28	31	40	34	69	101	21	34	14
	35%	36%	33%	29%	40% cg	37% g	35%	27%	35%	35%	-	20%	32%	27%	24%	32%	36%	30%	39% kn	48% klmn oqu	42% k	31%	39%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 5
Q3 - How long do you plan to continue working in your current role?

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Less than a year	110 8%	54 8%	55 9%	15 9%	29 9%	22 7%	24 9%	9 4%	12 22%	110 8%	-	5 10%	3 3%	6 6%	13 11%	7 7%	10 9%	13 12%	15 8%	16 8%	5 9%	16 15%	1 3%
					g				cdefg						l			l				lm	
1-2 years	246 19%	126 19%	119 19%	63 38%	67 22%	41 14%	19 7%	33 17%	23 41%	246 19%	-	5 11%	19 15%	24 23%	20 17%	13 14%	19 17%	21 19%	39 22%	44 21%	11 22%	27 25%	4 11%
				defg	ef	f		f	defg														
3-5 years	303 23%	154 23%	148 24%	40 24%	96 31%	63 21%	39 15%	51 25%	15 26%	303 23%	-	13 27%	30 23%	27 26%	28 24%	29 30%	25 22%	21 19%	37 21%	58 27%	9 18%	18 17%	8 22%
				f	ef			f								u							
6-10 years	208 16%	113 17%	95 15%	18 11%	35 11%	48 16%	62 23%	42 21%	3 6%	208 16%	-	9 20%	26 21%	12 11%	19 16%	19 20%	14 13%	15 14%	32 18%	31 15%	11 23%	11 10%	8 23%
							cdeh	cdh															
More than 10 years	186 14%	110 16%	74 12%	12 7%	38 12%	56 19%	56 21%	21 11%	2 3%	186 14%	-	7 16%	20 16%	13 12%	19 17%	12 13%	19 17%	17 15%	22 12%	28 13%	10 21%	12 11%	6 16%
		b				cgh	cdgh																
5 years or less (NET)	659 51%	333 50%	323 52%	117 70%	193 62%	126 42%	82 31%	93 46%	49 90%	659 51%	-	22 48%	52 41%	58 55%	61 52%	49 52%	54 48%	56 50%	91 52%	117 55%	24 49%	62 57%	13 36%
				efg	efg	f		f	cdef										l			l	
Don't know	242 19%	113 17%	130 21%	20 12%	42 14%	69 23%	64 24%	46 23%	1 1%	242 19%	-	7 16%	29 23%	23 22%	17 15%	14 15%	26 23%	23 21%	32 18%	35 17%	4 7%	23 21%	9 25%
				h		cdh	cdh	cdh					t				t						

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

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Table 6

Q4 - Now thinking about factors that influence people to look for a new job, which, if any, of the following would encourage you personally to look for a new job in the next 2-3 years?

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%*	100%	-**	4%*	10%	8%*	9%*	7%*	9%*	9%*	14%	16%	4%*	8%*	3%**
Better pay/salary in another job	650	352	297	86	168	179	136	68	14	650	-	22	58	62	58	49	64	53	91	94	26	54	19
	50%	53%	48%	gh	54%	60%	51%	34%	26%	50%	-	48%	45%	59%	50%	52%	57%	47%	52%	45%	51%	50%	54%
Better opportunities for flexible, hybrid or remote working in another job	345	172	172	50	103	84	67	32	8	345	-	10	29	32	32	28	25	23	47	64	12	28	14
	27%	26%	28%	30%	33%	28%	25%	16%	15%	27%	-	22%	23%	31%	28%	29%	23%	20%	27%	30%	24%	26%	41%
A promotion to a better position in another job	313	177	136	53	102	86	44	23	4	313	-	7	28	20	22	19	37	22	50	56	18	29	7
	24%	26%	22%	31%	33%	29%	17%	12%	8%	24%	-	14%	22%	19%	19%	20%	33%	19%	28%	27%	36%	26%	20%
Looking for more/better opportunities to develop a new skill which could expand my career opportunities	293	148	142	53	102	77	46	12	3	293	-	15	32	24	23	14	28	20	43	49	8	25	12
	23%	22%	23%	32%	33%	26%	18%	6%	5%	23%	-	32%	25%	23%	20%	14%	25%	18%	24%	23%	16%	24%	34%
Feeling burned out in my current job	263	126	136	37	70	72	60	23	1	263	-	10	20	17	38	22	27	24	34	26	11	26	10
	20%	19%	22%	22%	23%	24%	23%	11%	2%	20%	-	21%	16%	16%	33%	23%	24%	21%	19%	12%	21%	24%	27%
Looking to change career	249	123	126	49	67	70	50	10	3	249	-	11	19	20	20	18	30	12	33	43	12	25	7
	19%	18%	20%	30%	22%	23%	19%	5%	5%	19%	-	23%	15%	19%	17%	19%	27%	10%	18%	20%	25%	23%	20%
Looking for better wellbeing benefits	210	113	94	36	75	59	31	7	1	210	-	9	22	24	15	17	17	13	27	33	6	18	9
	16%	17%	15%	22%	24%	20%	12%	4%	1%	16%	-	19%	17%	23%	13%	18%	15%	12%	15%	16%	12%	16%	26%
Being able to take more control over my career	193	116	74	51	60	54	16	10	1	193	-	4	20	15	14	12	15	16	31	33	8	19	6
	15%	17%	12%	30%	20%	18%	6%	5%	2%	15%	-	8%	16%	14%	12%	12%	14%	15%	18%	16%	16%	17%	16%
Looking for more/better training programmes to support me in my current role	152	99	52	33	54	40	15	6	4	152	-	8	13	13	16	13	11	14	17	24	4	13	6
	12%	15%	8%	20%	18%	14%	6%	3%	7%	12%	-	16%	10%	13%	14%	13%	10%	13%	9%	12%	9%	12%	18%
Looking for better employee pensions schemes	148	88	60	23	35	40	30	17	4	148	-	2	17	16	8	10	12	17	23	20	5	13	5
	11%	13%	10%	14%	11%	13%	11%	8%	8%	11%	-	5%	14%	16%	7%	10%	10%	15%	13%	9%	10%	12%	15%
Looking for supplemented employee policies	125	65	60	20	39	33	15	14	5	125	-	7	15	10	9	12	13	11	13	15	6	9	5
	10%	10%	10%	12%	13%	11%	6%	7%	8%	10%	-	14%	12%	9%	8%	13%	11%	10%	7%	7%	12%	8%	13%
Plan to further my education	113	69	44	35	40	23	13	1	1	113	-	3	12	3	8	6	6	10	14	16	8	21	5
	9%	10%	7%	21%	13%	8%	5%	*	2%	9%	-	6%	9%	3%	7%	6%	5%	9%	8%	8%	16%	19%	13%
Looking for supplementary health, life or disability insurance cover through work	83	57	27	14	27	25	14	4	-	83	-	1	10	8	7	3	7	11	12	11	1	6	5
	6%	8%	4%	8%	9%	9%	5%	2%	-	6%	-	2%	8%	8%	6%	3%	6%	10%	7%	5%	3%	6%	13%
Something else	29	15	14	-	3	5	7	11	3	29	-	-	1	4	3	4	1	4	4	1	1	2	3
	2%	2%	2%	-	1%	2%	3%	5%	6%	2%	-	-	1%	3%	3%	5%	1%	4%	2%	1%	1%	2%	8%

Career development and growth (NET)	679	367	309	133	207	177	108	44	11	679	-	28	63	52	54	42	63	59	95	119	31	57	16
	52%	55%	50%	80% defg h	67% fgh	59% fgh	41% gh	22%	20%	52%	-	59%	50%	50%	47%	44%	56%	53%	54%	56%	63%	52%	46%
Compensation and benefits (NET)	773	424	346	117	216	203	149	73	15	773	-	25	71	67	70	63	74	64	108	122	30	58	19
	60%	64% b	56%	70% fgh	70% fgh	68% fgh	57% gh	36%	27%	60%	-	54%	56%	63%	61%	66%	65%	57%	61%	58%	61%	54%	56%
Job satisfaction and control (NET)	574	297	273	94	158	148	111	53	11	574	-	20	51	44	59	48	48	48	76	87	27	49	17
	44%	44%	44%	56% fgh	51% gh	49% gh	42% gh	26%	20%	44%	-	42%	40%	42%	51%	50%	42%	43%	43%	41%	54%	45%	49%
I do not intend to look for a new job in the next 2-3 years	244	110	134	6	32	24	59	89	34	244	-	12	26	25	20	18	19	18	29	40	8	23	7
	19%	16%	22% a	4%	10% c	8%	22% cde	44% cdef	61% cdef	19%	-	26%	21%	23%	17%	18%	17%	16%	16%	19%	17%	21%	21%
Don't know	30	11	19	3	6	9	4	8	-	30	-	-	2	1	2	1	4	6	4	10	-	1	-
	2%	2%	3%	2%	2%	3%	2%	4%	-	2%	-	-	2%	1%	2%	1%	3%	5%	2%	5%	-	1%	-

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 7
Q5A - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Summary table

BASE: ALL ADULTS AGED 16-75 IN THE UK

	Pay/Salary (including any bonuses)	Supplementary health, life or disability insurance	Office/worksites location	Flexible, hybrid or remote working	On the job training to support me in the role	Career development training	Supplemented employee policies	Paid childcare	Wellbeing benefits	Transportation or parking permit/vouchers	Company culture
UNWEIGHTED BASE	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139
WEIGHTED BASE	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139
Ranked 1st	927	32	221	234	103	101	56	28	79	36	96
	43%	2%	10%	11%	5%	5%	3%	1%	4%	2%	4%
Ranked 2nd	353	76	340	292	148	189	126	51	135	71	132
	16%	4%	16%	14%	7%	9%	6%	2%	6%	3%	6%
Ranked 3rd	207	115	236	232	203	205	198	46	191	91	189
	10%	5%	11%	11%	9%	10%	9%	2%	9%	4%	9%
Ranked 4th	127	149	206	165	258	206	206	45	217	149	184
	6%	7%	10%	8%	12%	10%	10%	2%	10%	7%	9%
Ranked 5th	77	190	151	150	265	206	223	57	223	161	209
	4%	9%	7%	7%	12%	10%	10%	3%	10%	8%	10%
Ranked 6th	56	203	148	139	206	229	242	85	235	157	211
	3%	9%	7%	7%	10%	11%	11%	4%	11%	7%	10%
Ranked 7th	45	219	145	141	173	198	246	92	234	226	193
	2%	10%	7%	7%	8%	9%	11%	4%	11%	11%	9%
Ranked 8th	33	280	149	139	196	161	230	113	201	224	187
	2%	13%	7%	6%	9%	8%	11%	5%	9%	10%	9%
Ranked 9th	31	257	127	139	160	191	173	153	189	284	209
	1%	12%	6%	7%	7%	9%	8%	7%	9%	13%	10%
Ranked 10th	30	248	118	169	112	161	131	273	149	336	186
	1%	12%	6%	8%	5%	8%	6%	13%	7%	16%	9%
Ranked 11th	26	144	72	112	89	64	81	969	61	178	116
	1%	7%	3%	5%	4%	3%	4%	45%	3%	8%	5%
MEAN	2.58	7.02	4.91	5.25	5.71	5.77	6.08	9.18	5.97	7.34	6.19
STANDARD ERROR	0.05	0.06	0.07	0.07	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*
Ranked 1st or 2nd	1280	108	561	526	251	290	182	78	214	107	228
	60%	5%	26%	25%	12%	14%	8%	4%	10%	5%	11%
Ranked 3rd or 4th	334	264	441	397	461	411	404	91	408	239	373
	16%	12%	21%	19%	22%	19%	19%	4%	19%	11%	17%
Ranked 5th - 7th	178	612	444	430	643	634	712	235	692	544	613
	8%	29%	21%	20%	30%	30%	33%	11%	32%	25%	29%
Ranked 8th - 11th	120	928	466	559	557	577	615	1508	598	1022	698
	6%	43%	22%	26%	26%	27%	29%	71%	28%	48%	33%
Don't know	227	227	227	227	227	227	227	227	227	227	227
	11%	11%	11%	11%	11%	11%	11%	11%	11%	11%	11%

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Table 8
Q5A - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Mean score summary

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
100%	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Pay/Salary (including any bonuses)	2.58	2.61	2.55	3.07	3.12	2.55	2.42	2.06	2.17	2.65	2.42	1.97	2.74	2.45	2.74	2.23	2.13	2.54	2.67	3.15	2.42	2.67	1.85
				efg h	efg h	g	g						kpv		kpv				kpv	kmo pqv		kpv	
Supplementary health, life or disability insurance	7.02	6.83	7.21	7.29	7.19	7.24	7	6.76	6.57	7.06	6.95	7.28	7.04	6.85	7.21	7.08	6.87	7.16	7.01	7.13	6.26	7.13	6.96
			a	gh	gh	gh						t			t	t		t	t		t		
Office/worksite location	4.91	5.09	4.72	5.52	5.82	4.95	4.63	4.1	4.29	5.06	4.58	4.75	4.93	4.5	5.22 m	5.13	4.79	4.58	4.71	5.4 mqr u	5.24	4.59	5.05
		b		efg h	efg h	gh	g			j													
Flexible, hybrid or remote working	5.25	5.51	5.01	5.37	5.03	4.91	4.94	5.18	6.31	5.02	5.75	5.23	5.28	5.17	4.61	5.2	5.6	5.24	5.43	5.09	6.24	5.29	4.38
		b							cde fg		i						nv		n		lmn oqsv		
On the job training to support me in the role	5.71	5.88	5.56	5.62	5.94	6.12	5.69	5.75	4.93	6.03	5	5.14	5.67	5.68	6.17	5.36	5.54	5.69	5.74	5.78	6.1	5.58	6.07
		b		h	h	h	h	h		j					ko						k		
Career development training	5.77	5.74	5.8	5.51	5.43	5.72	6.03 cdh	6.44 cde h	5.48	5.94 j	5.4	5.34	5.57	5.7	5.89 s	5.82	5.92 s	6.04 s	6.08 s	5.21	5.79	5.94 s	6.56 kls
Supplemented employee policies	6.08	5.94	6.2	6.17	6.03	6.19	5.94	5.98	6.16	6.01	6.21	6.38	6.29	5.82	6.09	6.04	6.32	6.22	6.08	6.17	5.61	5.77	5.52
Paid childcare	9.18	9.05	9.31	8.47	8.13	8.56	9.93 cd e	10.26 cde f	9.96 cde	8.98	9.63 i	9.74 st	9.05	9.38	8.94	9.49 st	9.4 st	9.39	9.02	8.82	8.62	9.64 lnr st	9.16
Wellbeing benefits	5.97	5.88	6.05	5.44	5.76	5.82	6.03 c	6.23 cd	6.6 cde f	5.8	6.34 i	6.04	5.83	6.31	5.77	6.15	6.07	6.05	5.91	6.04	5.82	5.86	5.39
Transportation or parking permit/vouchers	7.34	7.44	7.24	6.89	7.4	7.69	7.53	7.15	7.28	7.42	7.17	7.47	6.94	7.82	7.54	7.18	7.46	6.88	7.34	7.21	7.44	7.66	7.64
						cg	c							lq	q						lq		
Company culture	6.19	6.03	6.35 a	6.64 fg	6.15	6.25	5.85	6.09	6.26	6.03	6.54 i	6.66	6.66 npr su	6.32	5.83	6.31	5.89	6.2	6	6	6.45	5.87	7.41 mnopqrsu

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 9

QSA_1 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Pay/Salary (including any bonuses)

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	927 43%	476 45%	443 41%	130 43%	155 40%	159 43%	174 46%	171 46%	138 43%	644 45%	283 39%	40 47%	82 35%	77 44%	79 43%	78 51%	95 47%	74 41%	120 41%	129 43%	43 43%	75 42%	35 59%
Ranked 2nd	353 16%	159 15%	191 18%	39 13%	52 13%	75 20%	68 18%	65 18%	53 17%	233 16%	120 17%	20 23%	45 20%	33 19%	21 12%	24 16%	39 19%	29 16%	49 17%	35 12%	19 19%	29 17%	9 15%
Ranked 3rd	207 10%	90 9%	115 11%	22 7%	42 11%	48 13%	31 8%	31 8%	33 10%	132 9%	75 10%	11 12%	28 12%	11 6%	19 10%	20 13%	15 8%	24 14%	25 9%	25 8%	8 8%	17 10%	4 7%
Ranked 4th	127 6%	57 5%	67 6%	24 8%	28 7%	16 4%	27 7%	12 3%	20 6%	88 6%	39 5%	4 5%	15 6%	12 7%	12 7%	7 5%	9 4%	10 6%	25 9%	14 5%	5 5%	11 6%	2 4%
Ranked 5th	77 4%	40 4%	37 3%	13 4%	18 5%	14 4%	10 3%	13 3%	8 3%	50 3%	28 4%	1 1%	15 7%	8 5%	13 7%	1 *	8 4%	3 1%	9 3%	13 4%	1 1%	5 3%	2 3%
Ranked 6th	56 3%	25 2%	31 3%	11 4%	20 5%	5 1%	7 2%	7 2%	6 2%	42 3%	15 2%	2 2%	4 2%	10 6%	3 2%	* *	7 3%	6 4%	2 1%	13 4%	4 4%	5 3%	- -
Ranked 7th	45 2%	27 3%	18 2%	9 3%	15 4%	6 2%	6 2%	4 1%	4 1%	31 2%	14 2%	- -	3 1%	3 2%	5 3%	- -	2 1%	- -	6 2%	15 5%	2 2%	8 4%	1 1%
Ranked 8th	33 2%	24 2%	8 1%	7 2%	7 2%	7 2%	6 2%	2 1%	4 1%	23 2%	10 1%	- -	3 1%	- -	4 2%	4 3%	- -	2 1%	6 2%	7 2%	4 4%	3 1%	1 1%
Ranked 9th	31 1%	11 1%	19 2%	9 3%	6 2%	3 1%	9 2%	1 *	2 1%	21 1%	10 1%	1 1%	3 1%	2 1%	3 2%	1 1%	3 1%	2 1%	5 2%	8 3%	1 1%	3 1%	- -
Ranked 10th	30 1%	16 2%	14 1%	4 1%	14 4%	8 2%	2 1%	2 1%	- -	27 2%	3 *	1 1%	5 2%	2 1%	* *	1 1%	1 *	3 2%	3 1%	10 3%	* *	3 2%	- -
Ranked 11th	26 1%	16 1%	10 1%	10 3%	6 2%	5 1%	3 1%	1 *	- -	24 2%	2 *	- -	3 1%	- -	4 2%	3 2%	- -	4 2%	6 2%	5 2%	- -	1 1%	1 1%
MEAN	2.58	2.61	2.55	3.07 efg h	3.12 efg h	2.55 g	2.42 g	2.06	2.17	2.65	2.42	1.97	2.74 kp v	2.45	2.74 kp v	2.23	2.13	2.54	2.67 kp v	3.15 kmo pqv	2.42	2.67 kp v	1.85
STANDARD ERROR	0.05	0.08	0.07	0.19	0.14	0.12	0.11	0.09	0.11	0.07	0.08	0.17	0.16	0.16	0.19	0.19	0.13	0.19	0.15	0.18	0.24	0.19	0.24
ERROR VARIANCE	*	0.01	0.01	0.03	0.02	0.02	0.01	0.01	0.01	*	0.01	0.03	0.03	0.03	0.04	0.04	0.02	0.03	0.02	0.03	0.06	0.03	0.06
Ranked 1st or 2nd	1280 60%	635 60%	635 59%	169 56%	208 53%	234 63%	241 64%	236 64%	191 59%	877 62%	403 56%	60 69%	128 55%	110 63%	101 54%	102 66%	133 67%	103 58%	169 58%	164 55%	62 62%	104 59%	44 74%
Ranked 3rd or 4th	334 16%	147 14%	182 17%	46 15%	70 18%	64 17%	58 15%	43 11%	53 16%	221 16%	114 16%	15 17%	43 18%	23 13%	31 17%	27 18%	24 12%	35 20%	51 17%	38 13%	13 13%	28 16%	6 10%
Ranked 5th - 7th	178 8%	92 9%	86 8%	33 11%	53 14%	25 7%	24 6%	24 6%	19 6%	122 9%	56 8%	3 3%	22 10%	21 12%	21 11%	1 1%	16 8%	9 5%	17 6%	41 14%	6 6%	17 10%	2 4%
Ranked 8th - 11th	120 6%	67 6%	52 5%	30 fgh	34 9%	23 6%	20 5%	6 2%	6 2%	96 7%	25 3%	1 1%	13 6%	4 2%	11 6%	10 6%	3 2%	10 6%	20 7%	30 10%	5 5%	10 6%	1 2%
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 10

Q5A_2 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Supplementary health, life or disability insurance

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	32 2%	18 2%	15 1%	7 2%	12 3%	4 1%	3 1%	3 1%	3 1%	22 2%	11 1%	1 1%	4 2%	2 1%	1 *	1 *	4 2%	2 1%	2 1%	9 3%	4 4%	3 2%	- -
Ranked 2nd	76 4%	45 4%	30 3%	11 4%	9 2%	11 3%	14 4%	7 2%	24 7%	49 3%	27 4%	4 4%	8 3%	11 7%	8 4%	5 3%	6 3%	2 1%	13 5%	8 3%	4 4%	5 3%	3 6%
Ranked 3rd	115 5%	59 6%	56 5%	23 8%	15 4%	19 5%	15 4%	24 6%	20 6%	71 5%	44 6%	3 3%	11 5%	10 6%	10 5%	8 5%	12 6%	7 4%	16 6%	19 6%	6 6%	10 6%	4 7%
Ranked 4th	149 7%	79 7%	68 6%	13 4%	34 9%	23 6%	30 8%	33 9%	17 5%	110 8%	39 5%	2 2%	16 7%	15 9%	8 4%	11 7%	20 10%	20 11%	23 8%	17 6%	9 9%	6 3%	3 5%
Ranked 5th	190 9%	111 11%	79 7%	21 7%	33 8%	38 10%	39 10%	35 10%	23 7%	134 9%	56 8%	7 8%	20 8%	16 9%	17 9%	16 10%	19 10%	16 9%	17 6%	24 8%	16 16%	17 9%	6 9%
Ranked 6th	203 9%	103 10%	97 9%	21 7%	30 8%	45 12%	31 8%	34 9%	41 13%	130 9%	73 10%	12 14%	24 10%	15 9%	20 11%	10 7%	16 8%	15 8%	28 10%	27 9%	12 12%	17 10%	6 10%
Ranked 7th	219 10%	102 10%	114 11%	26 9%	45 11%	31 8%	44 12%	39 10%	34 10%	152 11%	67 9%	10 12%	26 11%	10 6%	14 7%	22 15%	21 11%	20 11%	31 11%	32 11%	6 6%	17 9%	9 15%
Ranked 8th	280 13%	127 12%	152 14%	47 16%	48 12%	43 12%	67 18%	46 12%	28 9%	209 15%	70 10%	16 19%	29 12%	21 12%	26 14%	20 13%	21 10%	19 11%	41 14%	32 11%	10 10%	38 21%	7 12%
Ranked 9th	257 12%	118 11%	137 13%	32 11%	52 13%	48 13%	42 11%	39 11%	44 14%	167 12%	90 12%	7 8%	28 12%	30 17%	25 14%	20 13%	19 10%	28 16%	35 12%	40 13%	4 4%	17 10%	4 7%
Ranked 10th	248 12%	112 11%	131 12%	51 17%	51 13%	42 11%	42 11%	40 11%	22 7%	171 12%	77 11%	10 11%	23 10%	16 9%	23 12%	24 16%	25 13%	14 8%	30 10%	42 14%	12 12%	22 12%	6 10%
Ranked 11th	144 7%	67 6%	76 7%	26 9%	36 9%	42 11%	18 5%	8 2%	14 4%	101 7%	43 6%	7 8%	17 7%	13 7%	13 7%	3 2%	14 7%	16 9%	19 7%	24 8%	5 5%	8 5%	6 10%
MEAN	7.02	6.83	7.21	7.29	7.19	7.24	7	6.76	6.57	7.06	6.95	7.28	7.04	6.85	7.21	7.08	6.87	7.16	7.01	7.13	6.26	7.13	6.96
STANDARD ERROR	0.06	0.09	0.08	0.18	0.14	0.14	0.13	0.13	0.18	0.07	0.11	0.27	0.18	0.22	0.2	0.2	0.2	0.2	0.16	0.17	0.31	0.19	0.37
ERROR VARIANCE	*	0.01	0.01	0.03	0.02	0.02	0.02	0.02	0.03	0.01	0.01	0.07	0.03	0.05	0.04	0.04	0.04	0.04	0.03	0.03	0.09	0.04	0.13
Ranked 1st or 2nd	108 5%	63 6%	44 4%	18 6%	21 5%	16 4%	17 4%	10 3%	26 8%	70 5%	38 5%	4 5%	11 5%	14 8%	8 4%	6 4%	10 5%	4 2%	15 5%	17 6%	8 8%	7 4%	3 6%
Ranked 3rd or 4th	264 12%	137 13%	124 12%	35 12%	49 13%	42 11%	44 12%	56 15%	37 12%	181 13%	84 12%	5 6%	27 12%	25 14%	18 10%	18 12%	32 16%	26 15%	39 14%	36 12%	14 14%	16 9%	7 11%
Ranked 5th - 7th	612 29%	316 30%	290 27%	69 23%	108 28%	114 31%	115 30%	109 29%	97 30%	416 29%	196 27%	29 34%	70 30%	41 23%	51 27%	48 32%	57 28%	51 26%	77 26%	83 28%	35 35%	50 29%	21 35%
Ranked 8th - 11th	928 43%	424 40%	496 46%	157 52%	186 48%	175 47%	168 44%	134 36%	108 33%	648 46%	280 39%	40 47%	98 42%	79 45%	87 46%	67 44%	79 40%	77 43%	125 43%	138 46%	31 31%	85 48%	23 39%
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 11

Q5A_3 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Office/worksite location

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	221 10%	86 8%	132 12% a	28 9%	24 6%	33 9%	32 8%	57 15% cdef	48 15% def	120 8%	101 14% i	10 11%	31 13% s	21 12% s	16 9%	17 11%	24 12% s	23 13% s	34 12% s	14 5%	9 9%	17 10%	4 6%
Ranked 2nd	340 16%	169 16%	169 16%	26 9%	53 14%	57 15% c	75 20% cd	71 19% c	58 18% c	231 16%	109 15%	16 19%	24 10%	31 18% i	27 15%	26 17%	29 15%	31 18% i	55 19% i	43 15%	13 13%	34 19% i	11 18%
Ranked 3rd	236 11%	109 10%	125 12%	35 11%	38 10%	48 13%	52 14% h	38 10% h	26 8%	179 13%	57 8%	8 10%	36 15% mt	11 7%	17 9%	12 8%	24 12% m	26 15% m	27 9%	36 12%	6 6%	23 13%	8 14%
Ranked 4th	206 10%	101 10%	104 10%	32 11%	34 9%	38 10%	36 9%	34 9%	31 10%	141 10%	65 9%	8 10%	17 7%	24 14% r	13 7%	16 11%	20 10%	17 9%	19 6%	26 9%	18 18% Inrs	22 12% r	6 9%
Ranked 5th	151 7%	77 7%	73 7%	28 9%	24 6%	36 10%	21 6%	21 6%	21 6%	106 7%	45 6%	5 6%	20 9%	16 9%	16 9%	7 5%	10 5%	4 2%	20 7%	33 11% opqtu	3 3%	7 4%	8 13% qtu
Ranked 6th	148 7%	79 8%	65 6%	17 6%	32 8% g	32 9% g	29 8% h	17 5% h	20 6%	105 7%	44 6%	7 8%	13 6%	15 9%	11 6%	12 8%	14 7%	9 5%	24 8%	22 7%	7 7%	12 7%	2 3%
Ranked 7th	145 7%	76 7%	67 6%	25 8%	31 8%	25 7%	31 8% h	21 6% h	12 4%	95 7%	50 7%	8 10%	9 4%	17 10% lv	22 12% lsv	8 5%	13 7%	12 7%	22 7%	15 5%	8 8%	11 6%	* 1%
Ranked 8th	149 7%	77 7%	70 6%	29 9% g	34 9% g	26 7%	26 7% h	16 4% h	18 6%	102 7%	46 6%	7 8%	17 7%	6 3%	14 8%	13 9%	14 7%	10 5%	18 6%	33 11% mu	6 6%	7 4%	3 6%
Ranked 9th	127 6%	64 6%	63 6%	24 8% e	39 10% efgh	14 4%	20 5%	16 4%	15 5%	95 7%	32 4%	1 1%	15 6%	7 4%	7 4%	13 8% k	11 5%	10 6%	17 6%	22 7% k	7 7%	13 6% k	5 8%
Ranked 10th	118 6%	67 6%	50 5%	23 8% f	32 8% fg	21 6%	13 3%	14 4%	15 5%	80 6%	39 5%	6 6%	12 5%	4 2%	15 8% m	7 4%	13 6%	8 5%	15 5%	19 6%	3 3%	10 6%	6 10% m
Ranked 11th	72 3%	35 3%	36 3%	12 4% g	25 6% fgh	17 5% gh	9 2%	5 1%	4 1%	62 4%	10 1%	3 3%	11 5%	5 3%	5 3%	9 6%	5 2%	7 4%	6 2%	10 3%	7 7%	3 2%	2 3%
MEAN	4.91	5.09 b	4.72	5.52 efg h	5.82 efg h	4.95 gh	4.63 g	4.1	4.29	5.06 j	4.58	4.75	4.93	4.5	5.22 m	5.13	4.79	4.58	4.71	5.4 mqr u	5.24	4.59	5.05
STANDARD ERROR	0.07	0.1	0.1	0.2	0.17	0.15	0.15	0.15	0.2	0.08	0.12	0.33	0.22	0.22	0.23	0.27	0.23	0.25	0.19	0.18	0.35	0.23	0.43
ERROR VARIANCE	*	0.01	0.01	0.04	0.03	0.02	0.02	0.02	0.04	0.01	0.01	0.11	0.05	0.05	0.05	0.07	0.05	0.06	0.03	0.03	0.12	0.05	0.19
Ranked 1st or 2nd	561 26%	256 24%	302 28%	54 18%	77 20%	90 24%	107 28% cd	128 34% cde	106 33% cde	351 25%	211 29% i	26 30%	55 24%	52 30% s	44 23%	43 28%	54 27%	54 30% s	89 30% s	58 19%	22 22%	51 29% s	14 24%
Ranked 3rd or 4th	441 21%	210 20%	229 21%	67 22%	71 18%	86 23%	88 23%	72 19%	57 18%	320 23% j	122 17%	16 19%	53 23%	35 20%	30 16%	28 19%	44 22%	43 24% r	46 16%	62 21%	24 24%	45 25% r	14 23%
Ranked 5th - 7th	444 21%	232 22%	205 19%	70 23% g	87 22% g	93 25% gh	82 22%	59 16%	53 17%	306 22% j	138 19%	20 23%	43 18%	49 28% lqu	49 26% q	27 18%	37 19%	25 14%	66 23% q	70 23% q	18 18%	30 17%	10 17%
Ranked 8th - 11th	466 22%	243 23%	219 20%	88 29% efgh	130 33% efgh	78 21% g	67 18% g	51 14%	52 16%	339 24% j	127 18%	16 19%	56 24% m	22 13%	41 22% m	41 27% m	42 21% m	36 20%	56 19%	84 28% mru	23 23%	33 19%	16 26% m
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17% cdef	55 17% cdef	105 7%	122 17% i	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 12
Q5A_4 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Flexible, hybrid or remote working

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	234 11%	99 9%	130 12%	27 9%	49 12%	56 15%	58 15%	34 9%	11 3%	177 12%	57 8%	10 11%	29 12%	21 12%	24 13%	16 10%	22 11%	19 10%	30 10%	34 11%	6 6%	17 10%	8 13%
Ranked 2nd	292 14%	130 12%	158 15%	54 18%	54 14%	60 16%	49 13%	53 14%	22 7%	209 15%	84 12%	10 12%	36 16%	23 13%	29 15%	24 16%	27 14%	24 13%	22 7%	51 17%	9 9%	23 13%	14 24%
Ranked 3rd	232 11%	116 11%	115 11%	27 9%	49 13%	44 12%	46 12%	37 10%	28 9%	176 12%	55 8%	9 10%	17 7%	22 12%	23 12%	14 9%	16 8%	19 11%	44 15%	32 11%	6 6%	27 15%	4 7%
Ranked 4th	165 8%	84 8%	80 7%	21 7%	36 9%	31 8%	26 7%	22 6%	28 9%	119 8%	46 6%	10 12%	14 6%	7 4%	26 14%	13 9%	12 6%	12 7%	23 8%	25 9%	8 8%	8 4%	7 12%
Ranked 5th	150 7%	70 7%	78 7%	23 8%	32 8%	17 5%	21 5%	29 8%	28 9%	109 8%	41 6%	6 7%	9 4%	16 9%	6 3%	12 8%	13 7%	15 8%	23 8%	18 6%	12 12%	17 10%	2 4%
Ranked 6th	139 7%	70 7%	69 6%	19 6%	20 5%	17 4%	29 8%	27 7%	28 9%	84 6%	55 8%	5 6%	21 9%	12 7%	10 5%	13 8%	12 6%	14 8%	19 7%	17 6%	2 2%	9 5%	5 8%
Ranked 7th	141 7%	60 6%	79 7%	29 10%	30 8%	31 8%	22 6%	13 3%	17 5%	89 6%	52 7%	6 7%	17 7%	10 6%	10 5%	7 5%	11 6%	12 7%	22 7%	25 8%	8 8%	9 5%	5 8%
Ranked 8th	139 6%	68 6%	70 7%	13 4%	24 6%	26 7%	18 5%	26 7%	32 10%	84 6%	54 8%	7 8%	13 6%	14 8%	9 5%	14 9%	19 9%	10 6%	12 4%	17 6%	10 10%	13 8%	1 1%
Ranked 9th	139 7%	87 8%	53 5%	24 8%	22 6%	18 5%	31 8%	29 8%	16 5%	90 6%	49 7%	4 5%	22 9%	20 12%	8 4%	5 3%	17 8%	9 5%	22 8%	13 4%	6 6%	12 7%	2 3%
Ranked 10th	169 8%	96 9%	74 7%	24 8%	26 7%	23 6%	33 9%	30 8%	32 10%	112 8%	58 8%	11 13%	18 8%	10 6%	14 8%	16 10%	12 6%	16 9%	21 7%	25 8%	9 9%	16 9%	2 4%
Ranked 11th	112 5%	61 6%	49 5%	19 6%	22 6%	24 7%	10 3%	8 2%	27 8%	66 5%	46 6%	1 1%	10 4%	4 3%	5 3%	7 4%	17 8%	8 5%	19 7%	18 6%	10 10%	9 5%	4 6%
MEAN	5.25	5.51 b	5.01	5.37	5.03	4.91	4.94	5.18	6.31 cde fg	5.02	5.75 i	5.23	5.28	5.17	4.61	5.2	5.6 nv	5.24	5.43 n	5.09	6.24 lmn oqsv	5.29	4.38
STANDARD ERROR	0.07	0.11	0.1	0.21	0.17	0.17	0.17	0.16	0.2	0.09	0.13	0.35	0.23	0.25	0.24	0.27	0.25	0.25	0.2	0.2	0.36	0.25	0.43
ERROR VARIANCE	0.01	0.01	0.01	0.05	0.03	0.03	0.03	0.03	0.04	0.01	0.02	0.12	0.05	0.06	0.06	0.07	0.06	0.06	0.04	0.04	0.13	0.06	0.18
Ranked 1st or 2nd	526 25%	230 22%	288 27%	80 27%	103 26%	116 31%	107 28%	87 24%	33 10%	386 27%	140 20%	20 23%	65 28%	44 25%	53 28%	40 26%	49 24%	43 24%	51 18%	85 28%	15 15%	40 22%	22 37%
Ranked 3rd or 4th	397 19%	199 19%	195 18%	48 16%	86 22%	75 20%	72 19%	60 16%	56 17%	295 21%	101 14%	19 22%	30 13%	28 16%	49 26%	27 18%	28 14%	31 17%	67 23%	57 19%	14 14%	35 20%	12 19%
Ranked 5th - 7th	430 20%	200 19%	226 21%	71 24%	81 21%	64 17%	71 19%	68 18%	73 23%	281 20%	149 21%	17 20%	48 21%	38 21%	26 14%	32 21%	36 18%	41 22%	64 22%	59 20%	22 22%	35 20%	12 20%
Ranked 8th - 11th	559 26%	311 30%	246 23%	80 26%	95 24%	92 25%	92 24%	94 25%	107 33%	352 25%	207 29%	23 26%	63 27%	48 28%	36 19%	41 27%	64 32%	44 24%	74 25%	73 24%	36 36%	49 28%	8 14%
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 13

Q5A_5 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - On the job training to support me in the role

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	103	52	50	17	21	13	18	10	23	65	39	5	15	7	5	11	6	8	11	19	3	12	1
	5%	5%	5%	6%	5%	3%	5%	3%	7%	5%	5%	5%	6%	4%	3%	8%	3%	4%	4%	6%	3%	7%	1%
Ranked 2nd	148	73	73	21	36	17	26	26	22	87	61	7	17	12	13	4	19	13	22	16	8	15	4
	7%	7%	7%	7%	9%	5%	7%	7%	7%	6%	8%	8%	7%	7%	7%	2%	9%	7%	7%	5%	8%	8%	7%
Ranked 3rd	203	100	100	43	24	31	32	30	42	113	90	14	21	18	18	17	18	24	19	25	7	13	7
	9%	10%	9%	14%	6%	8%	8%	8%	13%	11%	12%	16%	9%	10%	10%	11%	9%	13%	6%	8%	7%	7%	12%
Ranked 4th	258	120	135	30	43	55	48	42	40	162	97	11	23	20	21	27	19	23	41	36	7	24	7
	12%	11%	13%	10%	11%	15%	13%	11%	12%	11%	13%	13%	10%	11%	11%	18%	10%	13%	14%	12%	7%	14%	11%
Ranked 5th	265	105	157	36	52	44	49	39	44	176	90	11	25	25	17	17	33	19	33	44	12	22	8
	12%	10%	15%	12%	13%	12%	13%	11%	14%	12%	12%	13%	11%	14%	9%	11%	16%	11%	11%	15%	12%	13%	14%
Ranked 6th	206	97	107	34	37	35	34	42	24	150	55	6	23	15	15	19	20	14	30	34	10	18	3
	10%	9%	10%	11%	9%	9%	9%	11%	7%	11%	8%	7%	10%	8%	8%	12%	10%	8%	10%	11%	10%	10%	5%
Ranked 7th	173	85	84	21	27	42	33	32	17	128	44	6	23	14	11	12	19	9	30	19	11	13	7
	8%	8%	8%	7%	7%	11%	9%	9%	5%	9%	6%	7%	10%	8%	6%	8%	9%	5%	10%	6%	11%	7%	11%
Ranked 8th	196	112	84	21	42	25	42	36	31	135	62	9	21	24	24	14	19	9	27	22	11	10	5
	9%	11%	8%	7%	11%	7%	11%	10%	10%	9%	9%	11%	9%	14%	13%	9%	10%	5%	9%	7%	11%	6%	8%
Ranked 9th	160	77	82	19	32	31	35	30	13	131	29	6	18	11	18	11	11	15	19	26	5	12	8
	7%	7%	8%	6%	8%	8%	9%	8%	4%	9%	4%	7%	8%	6%	10%	7%	5%	9%	7%	9%	5%	7%	13%
Ranked 10th	112	58	53	16	28	34	16	8	9	94	18	2	14	5	8	4	6	15	17	24	7	7	2
	5%	6%	5%	5%	7%	9%	4%	2%	3%	7%	2%	2%	6%	3%	4%	3%	3%	9%	6%	8%	7%	4%	4%
Ranked 11th	89	62	27	21	24	20	9	13	3	75	14	1	7	8	15	4	7	8	7	10	5	13	4
	4%	6%	3%	7%	6%	5%	2%	4%	1%	5%	2%	2%	3%	4%	8%	2%	4%	5%	3%	3%	5%	7%	6%
MEAN	5.71	5.88	5.56	5.62	5.94	6.12	5.69	5.75	4.93	6.03	5	5.14	5.67	5.68	6.17	5.36	5.54	5.69	5.74	5.78	6.1	5.58	6.07
		b		h	h	h	h	h		j					ko						k		
STANDARD ERROR	0.06	0.09	0.08	0.19	0.15	0.14	0.14	0.13	0.17	0.08	0.1	0.28	0.19	0.21	0.22	0.21	0.19	0.23	0.16	0.17	0.31	0.23	0.38
ERROR VARIANCE	*	0.01	0.01	0.04	0.02	0.02	0.02	0.02	0.03	0.01	0.01	0.08	0.04	0.04	0.05	0.05	0.04	0.05	0.03	0.03	0.1	0.05	0.14
Ranked 1st or 2nd	251	125	123	38	57	30	45	36	46	151	100	11	32	19	18	15	25	21	33	34	11	27	5
	12%	12%	12%	12%	14%	8%	12%	10%	14%	11%	14%	13%	14%	11%	10%	10%	12%	12%	11%	12%	11%	15%	8%
Ranked 3rd or 4th	461	220	236	73	67	86	80	72	82	275	186	25	45	38	39	45	37	47	60	61	14	37	14
	22%	21%	22%	24%	17%	23%	21%	20%	25%	19%	26%	29%	19%	22%	21%	29%	19%	26%	20%	20%	14%	21%	23%
Ranked 5th - 7th	643	287	348	92	116	121	116	114	85	454	189	23	70	54	43	47	72	42	93	96	32	52	17
	30%	27%	33%	30%	30%	32%	31%	31%	26%	32%	26%	27%	30%	31%	23%	31%	36%	24%	32%	32%	32%	30%	29%
Ranked 8th - 11th	557	309	247	77	125	110	102	87	56	435	122	19	60	48	64	32	43	48	71	82	29	42	18
	26%	29%	23%	25%	32%	29%	27%	23%	17%	31%	17%	22%	26%	27%	34%	21%	22%	24%	24%	28%	29%	24%	31%
Don't know	227	110	117	23	25	26	36	62	55	105	122	8	26	16	23	13	23	21	35	24	13	18	6
	11%	10%	11%	8%	7%	7%	9%	17%	17%	7%	17%	9%	11%	9%	12%	9%	11%	12%	12%	8%	13%	10%	10%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 14

QSA_6 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Career development training

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	101	49	51	15	25	23	11	7	18	67	34	6	14	9	6	6	9	11	10	18	4	6	1
	5%	5%	5%	5%	6%	6%	3%	2%	6%	5%	5%	7%	6%	5%	3%	4%	5%	6%	3%	6%	4%	3%	1%
					fg	fg			g														
Ranked 2nd	189	93	96	40	42	32	28	16	32	123	66	13	16	12	21	17	14	15	26	34	7	12	2
	9%	9%	9%	13%	11%	9%	7%	4%	10%	9%	9%	15%	7%	7%	12%	11%	7%	9%	9%	12%	7%	7%	3%
					fg	g			g			lpv											
Ranked 3rd	205	115	88	29	46	34	41	27	28	134	71	6	26	23	16	13	14	11	29	29	14	18	5
	10%	11%	8%	10%	12%	9%	11%	7%	9%	9%	10%	7%	11%	13%	9%	8%	7%	6%	10%	10%	14%	10%	9%
			b											q									
Ranked 4th	206	99	105	40	41	38	32	30	26	128	78	4	16	14	12	15	22	15	21	50	8	21	7
	10%	9%	10%	13%	10%	10%	8%	8%	8%	9%	11%	5%	7%	8%	7%	10%	11%	8%	7%	klmnq	8%	12%	12%
																			r				
Ranked 5th	206	90	112	21	43	38	39	34	31	138	68	9	31	16	16	16	27	14	24	27	4	17	5
	10%	9%	10%	7%	11%	10%	10%	9%	9%	10%	9%	11%	13%	9%	8%	10%	13%	8%	8%	9%	4%	10%	8%
													t				t						
Ranked 6th	229	111	118	27	37	45	48	43	29	152	78	14	28	19	20	17	18	17	33	29	11	15	8
	11%	11%	11%	9%	10%	12%	13%	12%	9%	11%	11%	16%	12%	11%	11%	11%	9%	10%	11%	10%	11%	8%	13%
Ranked 7th	198	95	102	23	37	32	31	35	41	134	64	12	22	16	23	13	11	22	20	25	12	18	4
	9%	9%	10%	8%	9%	9%	8%	10%	13%	9%	9%	13%	10%	9%	12%	9%	5%	13%	7%	8%	12%	10%	6%
												p			p			p					
Ranked 8th	161	85	74	34	26	33	23	29	15	125	37	1	19	15	8	13	24	11	26	17	8	13	6
	8%	8%	7%	11%	7%	9%	6%	8%	5%	9%	5%	2%	8%	8%	4%	8%	12%	6%	9%	6%	8%	7%	11%
				fh						j							kns		k				k
Ranked 9th	191	96	93	23	37	37	40	32	21	145	46	4	13	14	19	12	17	17	31	17	13	22	11
	9%	9%	9%	8%	10%	10%	11%	9%	7%	10%	6%	5%	6%	8%	10%	8%	8%	10%	11%	6%	13%	12%	19%
										j								s			s	ls	kimops
Ranked 10th	161	71	89	16	15	22	34	46	27	118	44	4	12	15	16	11	19	19	26	18	5	13	3
	8%	7%	8%	5%	4%	6%	9%	12%	8%	8%	6%	5%	5%	8%	9%	7%	9%	10%	9%	6%	5%	7%	5%
							d	cde	d														
Ranked 11th	64	35	29	12	17	13	14	8	1	52	13	4	7	3	5	7	3	6	11	9	1	4	3
	3%	3%	3%	4%	4%	4%	4%	2%	*	4%	2%	5%	3%	2%	3%	5%	2%	3%	4%	3%	1%	2%	5%
				h	h	h	h	h		j													
MEAN	5.77	5.74	5.8	5.51	5.43	5.72	6.03	6.44	5.48	5.94	5.4	5.34	5.57	5.7	5.89	5.82	5.92	6.04	6.08	5.21	5.79	5.94	6.56
							cdh	cde	h	j		s			s	s	s	s	s		s	kl	
STANDARD ERROR	0.06	0.09	0.09	0.19	0.15	0.15	0.14	0.14	0.18	0.08	0.11	0.32	0.19	0.22	0.22	0.24	0.21	0.23	0.18	0.17	0.31	0.21	0.36
ERROR VARIANCE	*	0.01	0.01	0.04	0.02	0.02	0.02	0.02	0.03	0.01	0.01	0.1	0.03	0.05	0.05	0.06	0.04	0.05	0.03	0.03	0.09	0.05	0.13
Ranked 1st or 2nd	290	143	146	54	67	55	40	23	50	190	100	19	30	22	28	23	23	27	36	53	11	18	2
	14%	14%	14%	18%	17%	15%	10%	6%	16%	13%	14%	22%	13%	12%	15%	15%	11%	15%	12%	18%	11%	10%	4%
				fg	fg	g	g		g			pruv			v	v		v	uv				
Ranked 3rd or 4th	411	215	192	69	86	72	73	57	54	262	149	10	42	38	29	27	37	25	50	79	22	39	13
	19%	20%	18%	23%	22%	19%	19%	15%	17%	18%	21%	12%	18%	22%	15%	18%	18%	14%	17%	27%	22%	22%	21%
				g	g														klng	r			
Ranked 5th - 7th	634	296	332	71	117	114	119	113	100	424	210	35	82	52	58	46	55	53	77	81	28	50	16
	30%	28%	31%	23%	30%	31%	31%	30%	31%	30%	29%	40%	35%	30%	31%	30%	28%	30%	26%	27%	28%	28%	27%
						c						rs	r										
Ranked 8th - 11th	577	287	284	85	95	105	112	116	64	439	138	14	52	47	49	43	63	52	94	61	27	52	23
	27%	27%	27%	28%	24%	28%	29%	31%	20%	31%	19%	17%	22%	27%	26%	28%	31%	29%	32%	20%	27%	29%	39%
				h	h	h	h	dh		j							ks	k	kl		k	kl	kl
Don't know	227	110	117	23	25	26	36	62	55	105	122	8	26	16	23	13	23	21	35	24	13	18	6
	11%	10%	11%	8%	7%	7%	9%	17%	17%	7%	17%	9%	11%	9%	12%	9%	11%	12%	12%	8%	13%	10%	10%
							cdef		cdef		i												

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 15
Q5A_7 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Supplemented employee policies

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	56 3%	35 3%	21 2%	9 3%	21 5%	8 2%	9 2%	3 1%	5 2%	43 3%	13 2%	-	3 1%	5 3%	2 1%	2 1%	2 1%	4 2%	16 6%	12 4%	5 5%	5 3%	-
Ranked 2nd	126 6%	75 7%	49 5%	19 6%	24 6%	21 6%	20 5%	25 7%	17 5%	91 6%	34 5%	2 3%	13 6%	13 7%	12 7%	10 7%	8 4%	9 5%	16 5%	18 6%	7 7%	14 8%	3 6%
Ranked 3rd	198 9%	92 9%	103 10%	20 7%	37 10%	33 9%	39 10%	40 11%	28 9%	132 9%	66 9%	10 11%	13 6%	19 11%	19 10%	21 14%	17 9%	11 6%	26 9%	29 10%	12 12%	10 6%	11 18%
Ranked 4th	206 10%	110 10%	96 9%	32 11%	35 9%	41 11%	39 10%	35 9%	24 8%	150 11%	56 8%	12 14%	33 14%	19 11%	15 8%	10 6%	24 12%	13 7%	19 6%	32 11%	6 6%	15 9%	7 12%
Ranked 5th	223 10%	106 10%	116 11%	32 11%	40 10%	43 11%	48 13%	26 7%	34 11%	155 11%	68 9%	8 9%	19 8%	18 10%	21 11%	13 9%	24 12%	23 13%	29 10%	20 7%	14 14%	24 14%	10 17%
Ranked 6th	242 11%	113 11%	129 12%	37 12%	44 11%	43 11%	48 13%	41 11%	30 9%	169 12%	73 10%	6 7%	22 9%	19 11%	21 12%	22 14%	17 9%	22 12%	34 12%	31 10%	11 11%	30 17%	8 13%
Ranked 7th	246 11%	116 11%	129 12%	35 12%	45 11%	39 10%	44 12%	42 11%	41 13%	166 12%	80 11%	13 15%	27 12%	22 13%	16 9%	16 10%	26 13%	23 13%	31 11%	32 11%	10 10%	26 15%	2 4%
Ranked 8th	230 11%	119 11%	107 10%	36 12%	35 9%	40 11%	36 10%	44 12%	40 12%	147 10%	83 12%	11 13%	35 15%	13 7%	18 10%	20 13%	17 9%	26 15%	30 10%	30 10%	7 7%	18 10%	4 6%
Ranked 9th	173 8%	75 7%	97 9%	26 9%	37 9%	38 10%	26 7%	29 8%	17 5%	113 8%	60 8%	4 4%	16 7%	12 7%	23 13%	10 7%	18 9%	15 8%	23 8%	34 11%	9 9%	7 4%	1 2%
Ranked 10th	131 6%	61 6%	66 6%	16 5%	25 6%	27 7%	23 6%	18 5%	22 7%	88 6%	43 6%	8 10%	13 5%	14 8%	12 7%	12 8%	19 9%	9 5%	13 4%	17 6%	4 4%	7 4%	4 6%
Ranked 11th	81 4%	40 4%	41 4%	16 5%	22 6%	15 4%	12 3%	7 2%	9 3%	59 4%	22 3%	4 5%	11 5%	4 2%	2 1%	3 2%	6 3%	2 1%	19 7%	18 6%	3 3%	3 2%	3 6%
MEAN	6.08	5.94	6.2	6.17	6.03	6.19	5.94	5.98	6.16	6.01	6.21	6.38	6.29	5.82	6.09	6.04	6.32	6.22	6.08	6.17	5.61	5.77	5.52
STANDARD ERROR	0.06	0.09	0.08	0.17	0.15	0.14	0.13	0.13	0.17	0.07	0.1	0.28	0.18	0.21	0.2	0.22	0.19	0.19	0.18	0.17	0.3	0.18	0.36
ERROR VARIANCE	*	0.01	0.01	0.03	0.02	0.02	0.02	0.02	0.03	0.01	0.01	0.08	0.03	0.04	0.04	0.05	0.04	0.03	0.03	0.03	0.09	0.03	0.13
Ranked 1st or 2nd	182 8%	110 10%	70 6%	28 9%	45 12%	29 8%	29 8%	27 7%	22 7%	135 9%	47 7%	2 3%	16 7%	18 10%	14 8%	12 8%	10 5%	12 7%	32 11%	31 10%	12 12%	18 10%	3 6%
Ranked 3rd or 4th	404 19%	202 19%	199 19%	52 17%	73 19%	73 20%	78 20%	75 20%	53 16%	282 20%	122 17%	22 25%	46 20%	38 22%	34 18%	31 20%	41 21%	25 14%	44 15%	61 20%	18 18%	25 14%	18 31%
Ranked 5th - 7th	712 33%	334 32%	374 35%	105 35%	128 33%	124 33%	140 37%	109 29%	105 33%	491 35%	221 31%	27 31%	68 29%	59 34%	59 32%	51 33%	67 33%	68 38%	95 32%	83 28%	34 34%	80 45%	20 34%
Ranked 8th - 11th	615 29%	295 28%	312 29%	94 31%	119 30%	119 32%	98 26%	98 26%	88 27%	408 29%	208 29%	27 32%	75 32%	43 25%	56 30%	46 30%	60 30%	53 30%	86 29%	99 33%	23 23%	35 20%	12 20%
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 16

Q5A_8 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Paid childcare

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	28 1%	13 1%	15 1%	8 3%	8 2%	8 2%	4 1%	- -	- -	24 2%	4 1%	1 2%	2 1%	2 1%	3 2%	1 1%	2 1%	1 *	9 3%	5 2%	1 1%	- -	2 3%
				gh	gh	gh												u					u
Ranked 2nd	51 2%	23 2%	26 2%	14 5%	17 4%	16 4%	1 *	3 1%	1 *	36 3%	15 2%	2 3%	5 2%	4 2%	4 2%	3 2%	1 *	6 3%	8 3%	8 3%	8 8%	2 1%	- -
				fgh	fgh	fgh															lpu		
Ranked 3rd	46 2%	25 2%	21 2%	10 3%	21 5%	5 1%	8 2%	1 *	2 1%	38 3%	9 1%	- -	7 3%	2 1%	8 4%	4 3%	5 3%	2 1%	8 3%	4 1%	1 1%	3 2%	- -
				gh	efgh		g																
Ranked 4th	45 2%	23 2%	22 2%	8 3%	17 4%	6 2%	3 1%	2 1%	9 3%	34 2%	11 2%	3 3%	10 4%	3 1%	3 2%	4 3%	- -	1 1%	7 2%	9 3%	2 2%	2 1%	1 1%
				fg					fg			p	pq			p				p			
Ranked 5th	57 3%	38 4%	19 2%	11 4%	20 5%	15 4%	3 1%	3 1%	5 1%	44 3%	12 2%	1 1%	3 1%	6 3%	5 3%	3 2%	2 1%	5 3%	8 3%	12 4%	4 4%	6 3%	3 5%
		b		fg	fgh	fg																	
Ranked 6th	85 4%	48 5%	38 4%	13 4%	23 6%	34 9%	8 2%	5 1%	4 1%	71 5%	15 2%	1 1%	15 6%	2 1%	9 5%	3 2%	14 7%	6 4%	9 3%	13 4%	5 5%	3 2%	3 6%
				gh	fgh	cfgh				j			mu				kmu						
Ranked 7th	92 4%	56 5%	37 3%	21 7%	28 7%	22 6%	10 3%	7 2%	6 2%	74 5%	19 3%	- -	6 3%	10 6%	9 5%	7 4%	11 5%	7 4%	8 3%	19 6%	4 4%	8 5%	3 5%
				fgh	fgh	fgh				j				k			k			k			
Ranked 8th	113 5%	47 4%	65 6%	14 5%	30 8%	28 7%	17 5%	9 2%	15 5%	81 6%	32 4%	1 2%	6 3%	8 5%	16 8%	2 1%	11 5%	7 4%	14 5%	24 8%	6 5%	14 8%	2 3%
				g	g	g								klo					lo		lo		
Ranked 9th	153 7%	84 8%	68 6%	30 10%	31 8%	36 10%	23 6%	19 5%	16 5%	111 8%	42 6%	11 13%	24 11%	14 8%	2 1%	11 7%	17 9%	14 8%	14 9%	27 9%	7 7%	7 4%	4 7%
				gh		gh						nru	nru			n	n	n	n	n	n		n
Ranked 10th	273 13%	140 13%	129 12%	42 14%	44 11%	39 10%	50 13%	50 13%	47 15%	175 12%	97 14%	13 15%	31 13%	21 12%	19 10%	23 15%	18 9%	33 18%	40 14%	35 12%	10 10%	17 10%	13 22%
																	npu					npu	
Ranked 11th	969 45%	445 42%	516 48%	107 36%	128 33%	139 37%	218 58%	212 57%	165 51%	627 44%	342 48%	46 53%	97 42%	85 49%	85 46%	78 51%	96 48%	76 43%	132 45%	116 39%	40 40%	96 54%	23 38%
		a					cde	cde	cde			s				s					ls		
MEAN	9.18	9.05	9.31	8.47	8.13	8.56	9.93 cd e	10.26 cde f	9.96 cde	8.98	9.63 i	9.74 st	9.05	9.38	8.94	9.49 st	9.4 st	9.39	9.02	8.82	8.62	9.64 lnr st	9.16
STANDARD ERROR	0.06	0.09	0.08	0.2	0.16	0.15	0.1	0.08	0.13	0.08	0.09	0.26	0.19	0.2	0.22	0.21	0.17	0.19	0.18	0.17	0.34	0.17	0.35
ERROR VARIANCE	*	0.01	0.01	0.04	0.03	0.02	0.01	0.01	0.02	0.01	0.01	0.07	0.03	0.04	0.05	0.04	0.03	0.04	0.03	0.03	0.12	0.03	0.12
Ranked 1st or 2nd	78 4%	36 3%	41 4%	22 7%	24 6%	24 6%	4 1%	3 1%	1 *	60 4%	19 3%	4 4%	6 3%	6 4%	7 4%	4 3%	3 1%	6 3%	17 6%	13 4%	8 8%	2 1%	2 3%
				fgh	fgh	fgh													pu		pu		
Ranked 3rd or 4th	91 4%	48 5%	43 4%	18 6%	37 10%	11 3%	10 3%	3 1%	11 4%	72 5%	20 3%	3 3%	17 7%	5 3%	11 6%	8 5%	5 3%	4 2%	15 5%	13 5%	3 3%	6 3%	1 1%
				g	efgh	g	g		g				pq										
Ranked 5th - 7th	235 11%	141 13%	94 9%	45 15%	71 18%	71 19%	21 5%	14 4%	14 4%	189 13%	46 6%	1 1%	24 10%	18 11%	24 13%	13 8%	28 14%	18 10%	25 9%	44 15%	13 13%	17 9%	10 16%
		b		fgh	fgh	fgh				j			k	k	k	k	k	k	k	kr	k	k	k
Ranked 8th - 11th	1508 71%	715 68%	777 72%	194 64%	233 60%	241 65%	308 81%	289 78%	243 75%	995 70%	513 71%	71 82%	159 68%	129 74%	122 65%	114 75%	142 71%	130 73%	200 69%	203 68%	62 62%	134 76%	42 70%
		a					cde	cde	cde			lnrs	t								nt		
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%
								cdef	cdef		i												

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 17
Q5A_9 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Wellbeing benefits

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	79 4%	37 4%	42 4%	17 gh	15 4%	22 gh	12 3%	7 2%	6 2%	60 4%	19 3%	5 6%	8 3%	4 2%	9 5%	4 3%	5 3%	5 3%	12 4%	13 4%	1 1%	8 4%	3 6%
Ranked 2nd	135 6%	69 7%	65 6%	25 8%	33 8%	18 5%	28 7%	16 4%	15 5%	101 7%	34 5%	3 3%	21 9%	9 5%	14 7%	8 5%	11 5%	11 6%	10 3%	28 9%	7 7%	11 6%	4 7%
Ranked 3rd	191 9%	98 9%	91 8%	30 10%	39 10%	43 11%	28 7%	30 8%	20 6%	138 10%	53 7%	8 10%	21 9%	14 8%	12 7%	10 6%	22 11%	13 7%	24 8%	29 10%	16 16%	16 9%	5 8%
Ranked 4th	217 10%	120 11%	94 9%	29 10%	44 11%	45 12%	37 10%	35 10%	28 9%	164 12%	53 7%	11 13%	18 8%	21 12%	23 12%	16 11%	24 12%	17 9%	27 9%	22 7%	10 10%	18 10%	11 18%
Ranked 5th	223 10%	115 11%	106 10%	47 16%	42 11%	35 9%	38 10%	32 9%	30 9%	153 11%	70 10%	9 10%	27 12%	15 9%	18 10%	23 15%	16 8%	19 11%	40 14%	23 8%	7 7%	18 10%	8 13%
Ranked 6th	235 11%	108 10%	124 12%	38 13%	45 12%	37 10%	52 14%	32 9%	29 9%	162 11%	73 10%	5 6%	26 11%	17 9%	23 12%	16 11%	21 10%	26 15%	35 12%	24 8%	12 12%	21 12%	8 13%
Ranked 7th	234 11%	113 11%	120 11%	32 10%	39 10%	38 10%	47 12%	47 13%	31 10%	155 11%	79 11%	8 10%	26 11%	23 13%	19 10%	19 12%	17 9%	16 9%	40 14%	36 12%	7 7%	20 11%	3 5%
Ranked 8th	201 9%	89 8%	111 10%	21 7%	44 11%	43 11%	28 7%	45 12%	20 6%	135 10%	65 9%	8 9%	23 10%	19 11%	12 6%	10 7%	19 9%	23 13%	25 9%	37 12%	9 9%	13 7%	4 7%
Ranked 9th	189 9%	91 9%	94 9%	16 5%	28 7%	32 9%	36 9%	36 10%	41 13%	123 9%	66 9%	12 14%	17 7%	12 7%	16 9%	13 9%	22 11%	14 8%	22 7%	28 9%	5 5%	24 13%	4 6%
Ranked 10th	149 7%	67 6%	80 7%	17 5%	23 6%	20 5%	26 7%	24 6%	39 12%	86 6%	62 9%	5 6%	11 5%	18 10%	12 6%	15 10%	11 6%	12 7%	20 7%	23 8%	13 13%	7 4%	2 3%
Ranked 11th	61 3%	32 3%	28 3%	7 2%	13 3%	14 4%	13 3%	5 1%	10 3%	38 3%	22 3%	4 4%	9 4%	7 4%	5 3%	4 3%	9 5%	3 2%	1 *	11 4%	- -	4 2%	3 5%
MEAN	5.97	5.88	6.05	5.44	5.76	5.82	6.03	6.23	6.6	5.8	6.34	6.04	5.83	6.31	5.77	6.15	6.07	6.05	5.91	6.04	5.82	5.86	5.39
STANDARD ERROR	0.06	0.09	0.08	0.17	0.14	0.14	0.14	0.13	0.18	0.07	0.11	0.32	0.19	0.21	0.21	0.22	0.21	0.2	0.15	0.17	0.3	0.2	0.37
ERROR VARIANCE	*	0.01	0.01	0.03	0.02	0.02	0.02	0.02	0.03	0.01	0.01	0.1	0.03	0.04	0.04	0.05	0.04	0.04	0.02	0.03	0.09	0.04	0.14
Ranked 1st or 2nd	214 10%	105 10%	107 10%	42 14%	48 12%	40 11%	40 11%	23 6%	21 7%	161 11%	53 7%	8 10%	28 12%	13 7%	23 12%	12 8%	16 8%	15 9%	22 7%	41 14%	8 8%	19 11%	7 12%
Ranked 3rd or 4th	408 19%	218 21%	185 17%	gh 20%	gh 21%	g 23%	g 17%	g 18%	48 15%	302 21%	106 15%	19 22%	39 17%	35 20%	35 19%	26 17%	46 23%	30 17%	51 17%	51 17%	26 26%	34 19%	16 26%
Ranked 5th - 7th	692 32%	337 32%	349 33%	117 39%	126 32%	110 30%	136 36%	112 30%	90 28%	470 33%	223 31%	22 26%	79 34%	55 31%	60 32%	59 38%	54 27%	61 34%	116 40%	83 28%	27 26%	59 33%	18 31%
Ranked 8th - 11th	598 28%	280 27%	314 29%	61 20%	108 28%	109 29%	102 27%	109 29%	109 34%	383 27%	216 30%	28 33%	60 26%	56 32%	46 24%	43 28%	61 31%	51 29%	68 23%	99 33%	27 27%	47 26%	13 21%
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 10%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 18
Q5A_10 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Transportation or parking permit/vouchers

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%	11%	8%	9%	7%	9%	8%	14%	14%	5%	8%	3%*
Ranked 1st	36	17	19	9	14	5	5	1	2	29	7	1	7	2	3	-	1	5	2	10	4	1	-
	2%	2%	2%	3%	4%	1%	1%	*	1%	2%	1%	1%	3%	1%	2%	-	1%	3%	1%	3%	4%	1%	-
				g	gh														o	o			
Ranked 2nd	71	37	32	17	20	10	7	8	8	51	20	-	10	3	5	10	9	8	9	9	2	3	2
	3%	4%	3%	6%	5%	3%	2%	2%	2%	4%	3%	-	4%	2%	3%	7%	4%	5%	3%	3%	2%	2%	3%
				fg	fg											ku							
Ranked 3rd	91	30	61	15	17	14	17	15	12	61	29	6	11	9	5	3	10	6	15	13	2	9	2
	4%	3%	6%	5%	4%	4%	5%	4%	4%	4%	4%	7%	5%	5%	3%	2%	5%	3%	5%	4%	2%	5%	4%
			a																				
Ranked 4th	149	66	81	28	25	21	22	29	23	93	55	4	23	10	11	14	12	10	22	24	7	11	1
	7%	6%	8%	9%	6%	6%	6%	8%	7%	7%	8%	5%	10%	6%	6%	9%	6%	6%	7%	8%	7%	6%	2%
Ranked 5th	161	82	79	20	21	26	30	39	25	98	63	10	21	10	9	14	10	22	25	23	8	8	2
	8%	8%	7%	7%	5%	7%	8%	11%	8%	7%	9%	11%	9%	6%	5%	9%	5%	12%	8%	8%	8%	5%	4%
								d										npu					
Ranked 6th	157	79	77	26	31	21	23	27	30	101	55	8	16	12	14	12	16	15	14	27	7	15	2
	7%	8%	7%	8%	8%	6%	6%	7%	9%	7%	8%	10%	7%	7%	7%	8%	8%	8%	5%	9%	7%	8%	4%
Ranked 7th	226	114	108	34	35	44	42	41	30	164	62	5	18	17	27	18	21	19	30	27	12	18	13
	11%	11%	10%	11%	9%	12%	11%	11%	9%	12%	9%	5%	8%	10%	14%	12%	10%	11%	10%	9%	12%	10%	22%
																						klmpqrsu	
Ranked 8th	224	112	110	29	33	38	52	32	41	144	80	8	18	15	20	17	19	26	34	30	7	19	12
	10%	11%	10%	10%	8%	10%	14%	9%	13%	10%	11%	9%	8%	9%	11%	11%	10%	15%	12%	10%	7%	11%	19%
							dg											l					lmt
Ranked 9th	284	154	126	44	46	57	44	53	38	192	92	20	33	18	24	24	26	18	40	35	14	24	9
	13%	15%	12%	15%	12%	15%	12%	14%	12%	13%	13%	23%	14%	10%	13%	15%	13%	10%	14%	12%	14%	13%	14%
												mqs											
Ranked 10th	336	160	175	30	75	72	76	42	40	248	89	12	33	40	35	15	39	17	42	44	15	39	6
	16%	15%	16%	10%	19%	19%	20%	11%	12%	17%	12%	14%	14%	23%	19%	10%	20%	9%	14%	15%	15%	22%	10%
					cgh	cgh	cgh			j				loqr	oq		oq					oq	
Ranked 11th	178	89	86	27	48	37	24	22	20	134	44	5	17	21	12	14	14	12	24	33	10	11	4
	8%	8%	8%	9%	12%	10%	6%	6%	6%	9%	6%	6%	7%	12%	6%	9%	7%	7%	8%	11%	10%	6%	7%
					fgh					j													
MEAN	7.34	7.44	7.24	6.89	7.4	7.69	7.53	7.15	7.28	7.42	7.17	7.47	6.94	7.82	7.54	7.18	7.46	6.88	7.34	7.21	7.44	7.66	7.64
					cg	c								lq	q						lq		
STANDARD ERROR	0.06	0.09	0.09	0.19	0.16	0.14	0.13	0.13	0.17	0.07	0.11	0.27	0.2	0.21	0.2	0.22	0.2	0.21	0.16	0.17	0.31	0.19	0.3
ERROR VARIANCE	*	0.01	0.01	0.03	0.02	0.02	0.02	0.02	0.03	0.01	0.01	0.07	0.04	0.04	0.04	0.05	0.04	0.04	0.03	0.03	0.09	0.04	0.09
Ranked 1st or 2nd	107	54	51	25	34	16	13	9	9	79	27	1	17	5	8	10	10	13	12	19	6	4	2
	5%	5%	5%	8%	9%	4%	3%	3%	3%	6%	4%	1%	7%	3%	5%	7%	5%	7%	4%	6%	6%	2%	3%
				fgh	efgh									ku				ku					
Ranked 3rd or 4th	239	96	142	43	42	36	40	45	35	155	85	10	34	20	16	16	21	16	36	37	9	21	4
	11%	9%	13%	14%	11%	10%	10%	12%	11%	11%	12%	11%	14%	11%	9%	11%	11%	9%	12%	12%	9%	12%	6%
			a																				
Ranked 5th - 7th	544	275	264	80	86	91	95	107	85	363	180	23	55	39	49	43	47	56	68	76	27	41	18
	25%	26%	25%	27%	22%	24%	25%	29%	26%	26%	25%	27%	24%	23%	26%	28%	24%	31%	23%	26%	27%	23%	30%
								d															
Ranked 8th - 11th	1022	516	497	130	203	205	197	148	140	717	305	45	100	94	90	70	99	73	140	141	47	93	31
	48%	49%	46%	43%	52%	55%	52%	40%	43%	51%	42%	52%	43%	54%	48%	46%	49%	41%	48%	47%	47%	52%	51%
				g	cgh	cgh	cgh			j				q									
Don't know	227	110	117	23	25	26	36	62	55	105	122	8	26	16	23	13	23	21	35	24	13	18	6
	11%	10%	11%	8%	7%	7%	9%	17%	17%	7%	17%	9%	11%	9%	12%	9%	11%	12%	12%	8%	13%	10%	10%
								cdef	cdef		i												

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 19
Q5A_11 - Please rank the following in order of how important they are to you personally when looking for a new job or role? - Company culture

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Ranked 1st	96 4%	58 6%	37 3%	13 4%	21 5%	15 4%	17 4%	16 4%	14 4%	66 5%	30 4%	* 5%	12 5%	7 4%	15 8%	3 2%	7 4%	8 4%	12 4%	10 3%	7 7%	15 8%	1 1%
Ranked 2nd	132 6%	67 6%	64 6%	14 5%	25 6%	29 8%	28 7%	19 5%	17 5%	104 7%	28 4%	1 2%	11 5%	7 4%	9 5%	10 6%	16 8%	10 5%	27 9%	23 8%	4 4%	12 7%	2 3%
Ranked 3rd	189 9%	106 10%	81 8%	24 8%	38 10%	27 7%	35 9%	36 10%	29 9%	142 10%	47 7%	4 5%	14 6%	19 11%	16 9%	18 12%	24 12%	14 8%	23 8%	32 11%	9 9%	12 7%	3 5%
Ranked 4th	184 9%	82 8%	102 10%	22 7%	28 7%	33 9%	44 12%	34 9%	23 7%	125 9%	59 8%	9 10%	21 9%	13 8%	19 10%	6 4%	15 8%	20 11%	31 11%	20 7%	7 7%	21 12%	2 3%
Ranked 5th	209 10%	107 10%	98 9%	24 8%	41 11%	41 11%	45 12%	38 10%	20 6%	153 11%	57 8%	13 15%	16 7%	12 7%	26 14%	19 13%	15 7%	19 11%	27 9%	38 13%	6 6%	17 10%	* 1%
Ranked 6th	211 10%	108 10%	101 9%	36 12%	45 12%	34 9%	35 9%	33 9%	28 9%	150 11%	61 8%	12 14%	14 6%	22 13%	18 10%	14 9%	22 11%	13 7%	27 9%	37 12%	6 6%	15 9%	10 16%
Ranked 7th	193 9%	96 9%	96 9%	24 8%	34 9%	37 10%	33 9%	29 8%	36 11%	127 9%	66 9%	10 12%	28 12%	15 9%	8 4%	18 12%	25 13%	16 9%	17 6%	30 10%	7 7%	12 7%	7 12%
Ranked 8th	187 9%	80 8%	103 10%	30 10%	42 11%	38 10%	29 8%	24 6%	26 8%	129 9%	58 8%	9 10%	21 9%	24 14%	13 7%	13 8%	15 8%	15 8%	23 8%	24 8%	10 10%	11 6%	9 16%
Ranked 9th	209 10%	84 8%	122 11%	31 10%	35 9%	33 9%	38 10%	25 7%	146 4%	127 9%	82 11%	9 10%	17 8%	18 10%	17 9%	20 13%	17 8%	15 8%	28 10%	25 8%	17 17%	19 11%	7 12%
Ranked 10th	186 9%	92 9%	94 9%	40 13%	30 8%	38 10%	28 7%	34 9%	15 5%	117 8%	69 10%	8 9%	34 14%	14 8%	10 5%	11 7%	15 8%	12 7%	30 10%	17 6%	8 8%	18 10%	10 16%
Ranked 11th	116 5%	60 6%	56 5%	21 7%	25 6%	21 6%	13 3%	21 6%	15 5%	76 5%	40 6%	3 4%	17 7%	8 4%	13 7%	7 5%	6 3%	15 8%	11 4%	19 6%	6 6%	7 4%	3 5%
MEAN	6.19	6.03	6.35 a	6.64 fg	6.15	6.25	5.85	6.09	6.26	6.03	6.54 i	6.66	6.66 npr su	6.32	5.83	6.31	5.89	6.2	6	6	6.45	5.87	7.41 mnoqrsu
STANDARD ERROR	0.07	0.1	0.09	0.19	0.15	0.15	0.14	0.15	0.19	0.08	0.12	0.26	0.21	0.22	0.23	0.23	0.21	0.23	0.18	0.17	0.34	0.24	0.34
ERROR VARIANCE	*	0.01	0.01	0.04	0.02	0.02	0.02	0.02	0.04	0.01	0.01	0.07	0.04	0.05	0.05	0.05	0.04	0.05	0.03	0.03	0.12	0.06	0.11
Ranked 1st or 2nd	228 11%	125 12%	101 9%	27 9%	46 12%	44 12%	45 12%	35 9%	31 10%	170 12%	58 8%	2 2%	24 10%	14 8%	24 13%	13 8%	23 11%	17 10%	39 13%	33 11%	11 11%	27 15%	3 5%
Ranked 3rd or 4th	373 17%	188 18%	183 17%	46 15%	66 17%	61 16%	79 21%	70 19%	51 16%	266 19%	107 15%	13 15%	35 15%	32 18%	35 19%	24 16%	39 19%	35 19%	54 18%	52 17%	16 16%	32 18%	5 8%
Ranked 5th - 7th	613 29%	312 30%	295 28%	84 28%	120 31%	113 30%	112 30%	100 27%	84 26%	429 30%	184 26%	35 40%	58 25%	49 28%	51 28%	51 33%	63 31%	49 27%	71 24%	105 35%	20 20%	44 25%	17 28%
Ranked 8th - 11th	698 33%	316 30%	375 35%	122 40%	133 34%	130 35%	108 28%	104 28%	102 32%	449 32%	249 35%	29 34%	90 39%	63 36%	54 29%	51 34%	53 27%	57 32%	93 32%	84 28%	40 40%	55 31%	29 49%
Don't know	227 11%	110 10%	117 11%	23 8%	25 7%	26 7%	36 9%	62 17%	55 17%	105 7%	122 17%	8 9%	26 11%	16 9%	23 12%	13 9%	23 11%	21 12%	35 12%	24 8%	13 13%	18 10%	6 16%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 20
Q5B - And how important, or not, are each of the following to you personally when looking for a new job or role? - Summary table

BASE: ALL ADULTS AGED 16-75 IN THE UK

	Pay/Salary (including any bonuses)	Supplementary health, life or disability insurance	Office/worksite location	Flexible, hybrid or remote working	On the job training to support me in the role	Career development training	Supplemented employee policies	Paid childcare	Wellbeing benefits	Transportation or parking permit/vouchers	Company culture
UNWEIGHTED BASE	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139
WEIGHTED BASE	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139
Essential (5)	1035	160	429	379	378	302	218	98	176	162	302
	48%	7%	20%	18%	18%	14%	10%	5%	8%	8%	14%
Very important (4)	712	495	843	589	862	758	675	253	520	459	717
	33%	23%	39%	28%	40%	35%	32%	12%	24%	21%	34%
Fairly important (3)	280	864	632	633	670	769	862	385	798	705	770
	13%	40%	30%	30%	31%	36%	40%	18%	37%	33%	36%
Not very important (2)	61	441	141	331	144	193	269	388	459	532	217
	3%	21%	7%	15%	7%	9%	13%	18%	21%	25%	10%
Not at all important (1)	19	125	56	148	41	63	69	931	139	217	70
	1%	6%	3%	7%	2%	3%	3%	44%	7%	10%	3%
MEAN	4.27	3.06	3.69	3.35	3.67	3.5	3.34	2.12	3.06	2.91	3.46
STANDARD ERROR	0.02	0.02	0.02	0.03	0.02	0.02	0.02	0.03	0.02	0.02	0.02
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*
Essential/ very/ fairly important	2026	1518	1903	1601	1910	1829	1755	737	1495	1326	1789
	95%	71%	89%	75%	89%	86%	82%	34%	70%	62%	84%
Not very/ at all important	79	567	197	479	185	256	338	1319	598	748	287
	4%	26%	9%	22%	9%	12%	16%	62%	28%	35%	13%
Don't know	33	54	39	59	44	53	45	83	46	65	63
	2%	3%	2%	3%	2%	2%	2%	4%	2%	3%	3%

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Table 21
Q5B_1 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Pay/Salary (including any bonuses)

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	1035 48%	518 49%	511 48%	150 50%	187 48%	178 48%	185 49%	185 50%	151 47%	697 49%	338 47%	48 55%	106 46%	83 47%	88 47%	75 49%	102 51%	88 49%	137 47%	143 48%	41 41%	87 49%	37 62%
Very important (4)	712 33%	325 31%	380 35%	82 27%	121 31%	132 35%	132 35%	133 36%	112 35%	463 33%	249 35%	28 32%	79 34%	64 37%	67 36%	59 38%	61 31%	53 30%	106 36%	82 28%	38 38%	57 32%	18 29%
Fairly important (3)	280 13%	147 14%	131 12%	41 14%	56 14%	46 12%	48 13%	40 11%	48 15%	189 13%	91 13%	5 6%	34 15%	22 13%	24 13%	15 10%	26 13%	26 14%	38 13%	50 17%	17 17%	19 11%	4 7%
Not very important (2)	61 3%	31 3%	28 3%	22 7%	19 5%	8 2%	5 1%	6 2%	1 *	45 3%	16 2%	3 3%	7 3%	2 1%	4 2%	4 3%	4 2%	6 3%	5 2%	16 5%	3 3%	7 4%	- -
Not at all important (1)	19 1%	12 1%	6 1%	4 1%	3 1%	3 1%	3 1%	2 *	4 1%	8 1%	11 2%	1 1%	3 1%	2 1%	3 1%	1 *	4 2%	3 2%	1 *	1 *	- .	1 *	- .
MEAN	4.27	4.26	4.29	4.18	4.22	4.29	4.31	4.35	4.28	4.28	4.26	4.41	4.21	4.3	4.26	4.33	4.28	4.24	4.3	4.2	4.19	4.3	4.56
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.04	0.04	0.04	0.05	0.02	0.03	0.09	0.06	0.06	0.06	0.06	0.07	0.07	0.05	0.06	0.09	0.06	0.08
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	*	*	*	*	*	*	0.01	*	0.01
Essential/ very/ fairly important	2026 95%	989 94%	1022 95%	273 90%	364 93%	356 95%	366 96%	357 96%	311 96%	1349 95%	677 94%	81 94%	218 94%	168 96%	180 96%	148 97%	189 94%	167 93%	281 96%	276 93%	95 95%	164 93%	59 98%
Not very/ at all important	79 4%	43 4%	34 3%	26 9%	22 6%	11 3%	8 2%	7 2%	5 2%	53 4%	27 4%	4 4%	11 5%	4 2%	7 4%	5 3%	9 4%	9 5%	6 2%	17 6%	3 3%	8 5%	- -
Don't know	33 2%	18 2%	16 1%	3 1%	5 1%	6 2%	6 1%	6 2%	7 2%	18 1%	15 2%	2 2%	3 1%	3 2%	- .	- .	3 1%	3 2%	5 2%	6 2%	2 2%	5 3%	1 2%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 22
Q5B_2 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Supplementary health, life or disability insurance

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	160 7%	86 8%	72 7%	46 15% efgh	41 10% gh	27 7% gh	27 7% gh	9 2%	10 3%	110 8%	50 7%	2 2%	14 6%	16 9%	7 4%	12 8%	11 6%	13 7%	19 6%	36 12% klmnp r	10 10%	15 9%	4 7%
Very important (4)	495 23%	260 25%	228 21%	71 23%	95 24%	100 27% fg	74 19%	70 19%	86 27% g	317 22%	178 25%	17 20%	57 25%	40 23%	53 28% oq	27 18%	49 24%	30 17%	60 21%	76 26%	25 25%	41 23%	18 30% q
Fairly important (3)	864 40%	406 39%	453 42%	112 37%	156 40%	161 43%	157 41%	141 38%	136 42%	579 41%	285 40%	39 45%	93 40%	69 40%	71 38%	83 54% lmnp qrst	84 42%	61 34%	123 42%	108 36%	39 39%	64 36%	30 50%
Not very important (2)	441 21%	204 19%	235 22%	63 21%	74 19%	60 16%	82 22%	106 29% cdef h	56 17%	308 22%	133 19%	19 22%	39 17%	39 22%	46 25% v	23 15%	37 18%	56 31% lops tuv	73 25% lov	55 19%	18 18%	32 18%	6 10%
Not at all important (1)	125 6%	70 7%	55 5%	8 3%	18 5%	15 4%	25 7% c	32 9% cde	27 8% ce	80 6%	46 6%	6 7%	18 8% rv	9 5%	9 5%	7 5%	14 7% r	13 7%	8 3%	17 6%	8 8%	17 9% rv	- -
MEAN	3.06	3.09	3.03	3.28 fgh	3.17 fgh	3.17 fgh	2.99 g	2.77 g	2.99 g	3.05	3.08	2.88	3.05	3.09 q	3.02	3.08	3.03	2.85	3.03	3.21 kq	3.13	3.04	3.35 knppqr
STANDARD ERROR	0.02	0.03	0.03	0.07	0.05	0.05	0.05	0.05	0.06	0.03	0.04	0.1	0.07	0.08	0.07	0.07	0.07	0.08	0.05	0.06	0.11	0.08	0.1
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	0.01	*	0.01	*	0.01	*	*	0.01	0.01	0.01
Essential/ very/ fairly important	1518 71%	752 72%	754 70%	229 76% g	291 75% g	288 77% fg	258 68% g	220 59% g	233 72% g	1005 71%	513 71%	58 67% q	164 71% q	125 72% q	131 70% q	122 79% qr	144 72% q	104 58% q	202 69% q	220 74% q	75 75% q	121 68% q	52 87% klmnpqr
Not very/ at all important	567 26%	273 26%	289 27%	71 23%	92 24%	76 20% e	107 28% e	138 37% cdef h	83 26%	388 27%	179 25%	25 29% v	57 24% v	47 27% v	55 30% v	30 20%	51 25% v	69 38% lmop rs	81 28% v	72 24% v	25 25% v	49 28% v	6 10% n
Don't know	54 3%	25 2%	28 3%	3 1%	7 2%	9 2%	14 4% c	13 3% c	8 2%	27 2%	27 4% i	3 4% n	12 5% no	2 1%	-	1 1%	6 3% n	6 4% n	9 3% n	6 2%	-	7 4% n	2 3% n

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 23
Q5B_3 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Office/worksite location

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	429	182	243	55	68	77	73	96	59	277	151	17	41	35	30	33	34	40	60	62	19	45	13
	20%	17%	23%	18%	17%	21%	19%	26%	18%	20%	21%	20%	17%	20%	16%	21%	17%	23%	21%	21%	19%	25%	22%
			a					cdh															
Very important (4)	843	397	442	104	154	138	158	155	133	565	277	35	103	75	79	57	85	69	109	105	35	63	27
	39%	38%	41%	35%	39%	37%	42%	42%	41%	40%	39%	40%	44%	43%	42%	37%	42%	39%	37%	35%	35%	36%	45%
Fairly important (3)	632	327	297	99	123	118	99	92	101	416	216	27	63	53	55	50	61	48	92	90	32	49	12
	30%	31%	28%	33%	31%	32%	26%	25%	31%	29%	30%	31%	27%	30%	29%	32%	30%	27%	32%	30%	32%	28%	20%
			g																				
Not very important (2)	141	87	53	27	32	25	27	15	16	104	37	5	16	5	11	11	11	10	19	26	11	13	3
	7%	8%	5%	9%	8%	7%	7%	4%	5%	7%	5%	6%	7%	3%	6%	7%	5%	6%	6%	9%	11%	7%	5%
		b		g	g														m	m			
Not at all important (1)	56	34	20	11	11	10	11	6	7	35	20	-	7	4	10	2	6	7	7	4	3	4	3
	3%	3%	2%	4%	3%	3%	3%	2%	2%	2%	3%	-	3%	2%	5%	1%	3%	4%	2%	1%	3%	2%	5%
														s									
MEAN	3.69	3.59	3.79	3.56	3.61	3.67	3.7	3.88	3.7	3.68	3.72	3.77	3.67	3.77	3.59	3.71	3.66	3.71	3.68	3.68	3.56	3.75	3.77
		a						cde															
				fh																			
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.05	0.05	0.04	0.06	0.03	0.04	0.09	0.06	0.07	0.07	0.07	0.07	0.08	0.06	0.06	0.11	0.07	0.14
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	0.01	0.01	*	0.01	*	*	0.01	0.01	0.02
Essential/ very/ fairly important	1903	906	982	258	345	333	330	344	293	1259	644	79	207	163	164	139	180	158	261	257	86	157	52
	89%	86%	92%	85%	88%	89%	87%	93%	91%	89%	90%	91%	89%	93%	88%	91%	90%	88%	90%	86%	86%	89%	87%
			a					cf															
Not very/ at all important	197	122	73	38	43	35	37	20	23	139	58	5	23	9	20	13	17	18	26	30	14	17	6
	9%	12%	7%	13%	11%	9%	10%	6%	7%	10%	8%	6%	10%	5%	11%	9%	8%	10%	9%	10%	14%	10%	10%
		b		g	g		g													m			
Don't know	39	23	17	6	3	5	12	7	7	22	17	3	3	3	2	*	4	3	4	11	-	3	2
	2%	2%	2%	2%	1%	1%	3%	2%	2%	2%	2%	3%	1%	2%	1%	*	2%	2%	2%	4%	-	2%	4%
							d																

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 24
Q5B_4 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Flexible, hybrid or remote working

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	379	184	192	69	83	87	69	52	20	288	91	13	50	34	25	25	27	29	53	70	11	28	13
	18%	18%	18%	23%	21%	23%	18%	14%	6%	20%	13%	15%	21%	20%	14%	16%	13%	16%	18%	24%	11%	16%	22%
Very important (4)	589	270	315	86	133	123	100	81	65	421	168	33	55	48	55	42	41	45	79	89	29	53	20
	28%	26%	29%	28%	34%	33%	26%	28%	20%	30%	23%	38%	24%	28%	29%	27%	20%	25%	27%	30%	28%	30%	33%
Fairly important (3)	633	299	325	81	106	97	112	125	112	381	252	21	65	49	61	54	79	48	71	80	29	59	17
	30%	28%	30%	27%	27%	26%	30%	34%	35%	27%	35%	24%	28%	28%	33%	35%	39%	27%	24%	27%	29%	33%	29%
Not very important (2)	331	177	154	53	43	43	54	65	72	210	120	11	38	26	33	19	29	33	47	42	23	22	7
	15%	17%	14%	17%	11%	12%	14%	18%	22%	15%	17%	13%	17%	15%	18%	12%	14%	18%	16%	14%	23%	12%	11%
Not at all important (1)	148	93	53	11	21	14	32	30	41	95	53	6	16	13	9	10	18	16	34	7	7	10	1
	7%	9%	5%	4%	5%	4%	8%	8%	13%	7%	7%	7%	7%	7%	5%	6%	9%	9%	12%	2%	7%	6%	1%
MEAN	3.35	3.27	3.42	3.5	3.56	3.62	3.33	3.17	2.84	3.43	3.18	3.41	3.37	3.39	3.29	3.36	3.15	3.23	3.24	3.6	3.13	3.38	3.67
		gh	a	gh	fgh	fgh	h	h		j										lnp			npqrt
STANDARD ERROR	0.03	0.04	0.03	0.07	0.06	0.06	0.06	0.06	0.07	0.03	0.04	0.12	0.08	0.09	0.08	0.09	0.08	0.09	0.08	0.07	0.12	0.08	0.13
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	*	0.01	0.01	0.02
Essential/ very/ fairly important	1601	754	833	236	323	306	281	258	197	1090	511	67	170	132	142	121	146	122	204	240	69	139	51
	75%	72%	78%	78%	83%	82%	74%	70%	61%	77%	71%	77%	73%	75%	78%	79%	73%	68%	70%	81%	68%	79%	84%
Not very/ at all important	479	269	207	63	64	57	86	96	113	305	174	18	55	39	43	28	48	48	82	49	30	32	7
	22%	26%	19%	21%	16%	15%	23%	26%	35%	21%	24%	21%	23%	22%	23%	19%	24%	27%	28%	17%	30%	18%	12%
Don't know	59	27	32	3	4	10	12	17	13	25	34	2	8	4	2	4	7	8	6	9	1	5	2
	3%	3%	3%	1%	1%	3%	3%	5%	4%	2%	5%	2%	3%	3%	1%	3%	3%	4%	2%	3%	1%	3%	4%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 25
Q5B_5 - And how important, or not, are each of the following to you personally when looking for a new job or role? - On the job training to support me in the role

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	378 18%	168 16%	206 19%	63 21%	75 19%	65 18%	67 18%	62 17%	46 14%	232 16%	147 20%	16 18%	40 17%	35 20%	30 16%	22 15%	39 20%	29 16%	32 11%	63 21%	19 19%	44 25%	9 16%
											i			r			r		r		or		
Very important (4)	862 40%	400 38%	456 43%	128 43%	148 38%	153 41%	137 36%	139 37%	158 49%	534 38%	329 46%	38 44%	106 46%	72 41%	76 41%	55 36%	77 38%	69 38%	123 42%	107 36%	46 46%	64 36%	29 48%
									dfg		i		s										
Fairly important (3)	670 31%	343 33%	321 30%	84 28%	124 32%	122 33%	124 33%	124 33%	92 29%	477 34%	193 27%	25 29%	67 29%	52 30%	59 31%	64 42%	62 31%	58 32%	99 34%	99 33%	27 27%	42 23%	17 29%
										j						lmtu		u	u				
Not very important (2)	144 7%	89 8%	55 5%	18 6%	30 8%	23 6%	35 9%	25 7%	13 4%	123 9%	21 3%	2 2%	10 4%	9 5%	12 6%	10 6%	17 8%	17 9%	29 10%	16 5%	4 4%	19 10%	2 3%
							h			j									kl			kl	
Not at all important (1)	41 2%	27 3%	14 1%	5 2%	3 1%	4 1%	5 1%	15 4%	8 2%	26 2%	15 2%	2 3%	6 2%	4 2%	7 4%	1 1%	3 1%	2 1%	3 1%	6 2%	2 2%	5 3%	- -
							def																
MEAN	3.67	3.58	3.75 a	3.76 g	3.69	3.68	3.61	3.57	3.7	3.59	3.81 i	3.76	3.72 r	3.72	3.6	3.57	3.68	3.6	3.54	3.71 r	3.77 r	3.71	3.8
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.05	0.05	0.05	0.05	0.02	0.03	0.09	0.06	0.07	0.07	0.07	0.07	0.07	0.05	0.06	0.09	0.08	0.1
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	0.01	*	*	*	*	*	0.01	0.01	0.01
Essential/ very/ fairly important	1910 89%	911 87%	983 92%	275 91%	348 89%	340 91%	328 86%	324 87%	296 92%	1243 88%	668 93%	79 91%	213 92%	159 91%	165 88%	141 92%	178 89%	155 87%	254 87%	269 90%	92 92%	149 84%	56 93%
			a							i			u			u							
Not very/ at all important	185 9%	115 11%	69 6%	22 7%	34 9%	28 7%	40 11%	40 11%	20 6%	149 10%	36 5%	4 5%	15 6%	13 8%	19 10%	11 7%	19 10%	19 11%	31 11%	22 7%	6 6%	23 13%	2 3%
			b							j											lv		
Don't know	44 2%	24 2%	20 2%	4 1%	9 2%	5 1%	12 3%	6 2%	7 2%	29 2%	15 2%	3 4%	4 2%	3 2%	3 2%	1 *	3 1%	4 2%	7 2%	7 2%	2 2%	4 3%	3 4%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 26
Q5B_6 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Career development training

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	302	146	153	63	71	61	43	31	32	198	104	9	35	39	22	16	24	20	33	50	18	31	5
	14%	14%	14%	21%	18%	16%	11%	8%	10%	14%	14%	11%	15%	22%	12%	10%	12%	11%	11%	17%	18%	17%	9%
				fgh	fgh	gh								knop qrv									
Very important (4)	758	376	376	131	159	147	104	90	128	478	280	37	82	57	62	62	76	61	114	106	27	55	20
	35%	36%	35%	43%	41%	39%	27%	24%	40%	34%	39%	43%	35%	33%	34%	41%	38%	34%	39%	36%	27%	31%	33%
				fg	fg	fg					i												
Fairly important (3)	769	373	389	76	134	124	158	152	124	512	257	34	91	56	77	54	70	60	99	100	41	61	27
	36%	36%	36%	25%	34%	33%	42%	41%	38%	36%	36%	39%	39%	32%	41%	35%	35%	33%	34%	34%	41%	34%	45%
				c		ce	ce	c															
Not very important (2)	193	97	94	21	16	29	46	65	15	157	36	3	10	16	17	16	17	22	27	27	14	18	5
	9%	9%	9%	7%	4%	8%	12%	18%	5%	11%	5%	3%	4%	9%	9%	11%	9%	12%	9%	9%	14%	10%	9%
				cdh			cdefh			j						l		kl	l	kl			
Not at all important (1)	63	34	29	4	6	5	16	18	14	44	19	2	10	2	7	3	8	9	8	5	1	8	-
	3%	3%	3%	1%	2%	1%	4%	5%	4%	3%	3%	3%	4%	1%	4%	2%	4%	5%	3%	2%	1%	5%	-
				e			cde	e															
MEAN	3.5	3.49	3.51	3.77	3.7	3.63	3.31	3.15	3.47	3.45	3.59	3.57	3.54	3.67	3.42	3.47	3.46	3.35	3.49	3.58	3.48	3.47	3.44
				fgh	fgh	fg	g	fg			i			nq				q					
STANDARD ERROR	0.02	0.03	0.03	0.06	0.04	0.05	0.05	0.05	0.06	0.03	0.03	0.09	0.06	0.07	0.07	0.07	0.07	0.08	0.05	0.06	0.1	0.08	0.11
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	0.01	*	0.01	*	0.01	*	*	0.01	0.01	0.01
Essential/ very/ fairly important	1829	896	919	270	364	332	305	274	285	1189	641	80	208	152	161	132	170	141	246	255	86	146	52
	86%	85%	86%	89%	93%	89%	80%	74%	88%	84%	89%	92%	89%	87%	87%	86%	85%	79%	84%	86%	86%	83%	87%
				fg	fgh	fg	g	fg			i		q										
Not very/ at all important	256	132	123	25	23	34	62	83	30	201	55	5	20	18	23	20	25	32	35	32	14	26	5
	12%	13%	11%	8%	6%	9%	16%	22%	9%	14%	8%	6%	8%	11%	13%	13%	13%	18%	12%	11%	14%	15%	9%
				cdefh			cdefh			j								kl					
Don't know	53	23	31	7	4	7	13	14	9	30	23	2	5	4	2	1	5	6	11	10	-	4	3
	2%	2%	3%	2%	1%	2%	3%	4%	3%	2%	3%	2%	2%	2%	1%	1%	3%	3%	4%	3%	-	2%	4%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 27
Q5B_7 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Supplemented employee policies

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	218 10%	102 10%	114 11%	52 dfgh	43 h	48 fgh	31 8%	27 7%	17 5%	137 10%	81 11%	6 7%	27 12%	20 12%	20 11%	13 8%	17 8%	24 13%	21 7%	40 13%	6 6%	17 10%	7 11%
Very important (4)	675 32%	318 30%	351 33%	102 34%	143 37%	125 33%	120 32%	82 22%	104 32%	447 31%	228 32%	16 18%	66 28%	55 31%	67 36%	48 31%	60 30%	46 26%	91 31%	96 32%	39 39%	63 35%	28 46%
Fairly important (3)	862 40%	443 42%	412 38%	107 35%	150 38%	155 42%	157 41%	168 45%	125 39%	604 43%	258 36%	42 49%	89 38%	70 40%	64 34%	69 45%	84 42%	71 40%	119 41%	126 42%	39 39%	69 39%	20 33%
Not very important (2)	269 13%	140 13%	129 12%	33 11%	42 11%	35 9%	50 13%	62 17%	47 15%	165 12%	104 14%	14 16%	37 16%	24 14%	25 14%	19 12%	26 13%	25 14%	43 15%	22 7%	12 12%	17 10%	5 9%
Not at all important (1)	69 3%	28 3%	41 4%	3 1%	10 3%	5 1%	12 3%	20 5%	20 6%	45 3%	24 3%	4 5%	8 3%	3 2%	8 4%	4 3%	9 5%	7 4%	10 3%	9 3%	2 2%	5 3%	- -
MEAN	3.34	3.32	3.35	3.56 fgh	3.43 gh	3.48 fgh	3.29 g	3.1 ce	3.17 ce	3.33	3.34	3.09	3.3	3.37 k	3.36	3.3	3.25	3.32	3.25	3.46 kpr	3.36	3.4 k	3.6 koppr
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.05	0.05	0.05	0.06	0.02	0.04	0.1	0.06	0.07	0.07	0.07	0.07	0.08	0.05	0.06	0.09	0.07	0.11
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	0.01	0.01	*	0.01	*	*	0.01	*	0.01
Essential/ very/ fairly important	1755 82%	863 82%	877 82%	260 86%	336 86%	328 88%	307 81%	277 75%	247 76%	1188 84%	568 79%	64 75%	182 78%	145 83%	151 81%	129 85%	162 81%	141 79%	231 79%	261 88%	85 85%	149 84%	54 91%
Not very/ at all important	338 16%	167 16%	170 16%	37 12%	53 13%	40 11%	62 16%	81 22%	67 21%	210 15%	128 18%	17 20%	44 19%	27 16%	34 18%	23 15%	35 18%	32 18%	53 18%	31 11%	14 14%	23 13%	5 9%
Don't know	45 2%	20 2%	24 2%	5 2%	2 1%	5 1%	11 3%	12 3%	10 3%	22 2%	23 3%	5 5%	6 3%	3 2%	2 1%	* *	4 2%	6 3%	8 3%	5 2%	1 1%	5 3%	* 1%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 28
Q5B_8 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Paid childcare

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	98 5%	49 5%	49 5%	18 fgh	44 11% cefgh	21 6% fgh	7 2%	7 2%	1 *	80 6%	18 3%	3 4%	11 5%	7 4%	7 4%	10 7%	4 2%	8 5%	10 3%	22 8%	4 4%	9 5%	2 3%
Very important (4)	253 12%	141 13%	110 10%	50 16%	81 21% fgh	59 16% fgh	28 7%	13 4%	22 7%	186 13%	67 9%	8 10%	31 13%	18 10%	28 15%	10 7%	21 10%	8 4%	37 13%	52 17%	12 12%	19 11%	9 15%
Fairly important (3)	385 18%	179 17%	203 19%	87 29%	96 25% fgh	84 23% fgh	45 12%	23 6%	50 15%	250 18%	135 19%	7 8%	32 14%	32 19%	38 21%	24 16%	38 19%	27 15%	55 19%	72 24%	22 22%	27 15%	9 15%
Not very important (2)	388 18%	203 19%	184 17%	60 20%	78 20% g	82 22% g	69 18%	40 11%	59 18%	269 19%	119 17%	6 8%	46 20%	43 k knru	28 15%	36 24%	33 k	30 17%	43 15%	57 19%	18 18%	27 15%	21 35%
Not at all important (1)	931 44%	440 42%	482 45%	69 23%	84 21% d	109 29% d	212 56% cde	280 75% cdef	178 55% cde	578 41%	353 49% i	56 64% lmno rstuv	104 45% sv	68 39% s	80 43% s	69 45% s	101 50% msv	95 53% msv	136 46% sv	80 27%	41 41% s	85 48% sv	17 28%
MEAN	2.12	2.16	2.09	2.6 fgh	2.8 efg h	2.44 fgh	1.75 g	1.42	1.74 g	2.21 j	1.96	1.73	2.1 k	2.13 kq	2.2 kq	2.05	1.95	1.84	2.08 k	2.58 klm nopqrstu	2.17 k	2.04	2.28 kq
STANDARD ERROR	0.03	0.04	0.04	0.08	0.07	0.07	0.05	0.04	0.06	0.03	0.04	0.13	0.08	0.09	0.09	0.1	0.08	0.09	0.07	0.08	0.13	0.1	0.16
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.02
Essential/ very/ fairly important	737 34%	368 35%	363 34%	154 51% fgh	221 57% efgh	164 44% fgh	80 21% g	43 12%	74 23% g	516 36% j	220 31%	19 22%	74 32%	57 33%	74 40% kq	45 29%	62 31%	43 24%	102 35% kq	147 49% klmo pqr	38 38% kq	55 31% s	20 34%
Not very/ at all important	1319 62%	643 61%	666 62%	128 43%	161 41% d	191 51% d	281 74% cde	319 86% cdef	238 74% cde	847 60% i	472 66% i	62 72% ns	150 65% s	112 64% s	108 58% s	105 69% s	134 67% s	125 70% ns	178 61% s	137 46% s	59 59% s	112 63% s	38 63% s
Don't know	83 4%	39 4%	42 4%	19 6% dg	8 2%	18 5%	18 5%	8 2%	12 4%	57 4%	27 4%	6 7%	8 4%	6 3%	5 2%	3 2%	4 2%	10 6%	11 4%	14 5%	4 4%	10 6%	2 3%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 29
Q5B_9 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Wellbeing benefits

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%
Essential (5)	176	82	93	37	46	43	33	10	8	130	47	4	26	11	16	9	6	18	19	37	6	18	6
	8%	8%	9%	12%	12%	12%	9%	3%	2%	9%	7%	5%	11%	6%	9%	6%	3%	10%	7%	12%	6%	10%	10%
				gh	gh	gh	gh						p		p			p	mpr		p		
Very important (4)	520	261	252	105	127	100	68	64	56	360	161	17	62	46	44	44	53	28	68	78	30	34	16
	24%	25%	24%	35%	33%	27%	18%	17%	17%	25%	22%	20%	27%	26%	24%	29%	27%	16%	23%	26%	29%	19%	27%
				fgh	fgh	fgh						q		q		q	q		q		q		
Fairly important (3)	798	390	404	96	140	163	157	138	104	562	236	46	69	64	72	56	79	71	111	108	35	65	22
	37%	37%	38%	32%	36%	44%	41%	37%	32%	40%	33%	53%	30%	37%	38%	36%	39%	40%	38%	36%	35%	37%	37%
						cdh	ch			j		lmno rstu											
Not very important (2)	459	223	233	44	64	56	88	101	108	272	187	12	55	43	35	32	43	46	71	55	20	36	12
	21%	21%	22%	14%	16%	15%	23%	27%	33%	19%	26%	14%	24%	24%	19%	21%	21%	26%	24%	18%	20%	20%	21%
							cde	cde	cdef		i							k					
Not at all important (1)	139	73	65	16	12	5	23	47	37	77	62	4	14	7	18	12	15	10	17	15	9	16	1
	7%	7%	6%	5%	3%	1%	6%	13%	11%	5%	9%	5%	6%	4%	10%	8%	8%	6%	6%	5%	9%	9%	2%
				e			e	cdef	cdef		i												
MEAN	3.06	3.05	3.07	3.35	3.34	3.33	3	2.69	2.65	3.14	2.92	3.07	3.13	3.06	3.02	3.04	2.96	2.98	3	3.23	3.04	3.01	3.23
				fgh	fgh	fgh	gh			j								par					
STANDARD ERROR	0.02	0.03	0.03	0.07	0.05	0.05	0.05	0.05	0.06	0.03	0.04	0.09	0.07	0.07	0.08	0.08	0.07	0.08	0.06	0.11	0.08	0.13	
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	0.01	0.01	0.01	0.01	*	0.01	*	0.01	0.01	0.02	
Essential/ very/ fairly important	1495	733	749	238	313	306	258	211	168	1051	444	67	157	121	132	109	138	117	198	223	71	117	45
	70%	70%	70%	79%	80%	82%	68%	57%	52%	74%	62%	78%	67%	69%	71%	71%	69%	65%	68%	75%	70%	66%	74%
				fgh	fgh	fgh	gh			j													
Not very/ at all important	598	296	298	60	75	61	110	148	144	349	250	16	69	50	54	44	58	57	88	69	29	52	14
	28%	28%	28%	20%	19%	16%	29%	40%	45%	25%	35%	19%	30%	28%	29%	29%	29%	32%	30%	23%	29	29%	23%
							cde	cdef	cdef		i							k					
Don't know	46	21	24	5	2	6	11	11	11	20	26	3	7	4	1	-	4	5	5	6	1	8	2
	2%	2%	2%	2%	1%	1%	3%	3%	3%	1%	4%	3%	3%	2%	1%	-	2%	3%	2%	2%	1%	4%	3%
							d	d	d		i	o										no	

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 30
Q5B_10 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Transportation or parking permit/vouchers

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBUR (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	162 8%	77 7%	85 8%	31 10%	38 10%	34 9%	27 7%	17 5%	16 5%	104 7%	58 8%	6 7%	20 9%	12 7%	15 8%	9 6%	10 5%	16 9%	18 6%	33 11%	5 5%	17 10%	2 3%
				gh	gh	g													p				
Very important (4)	459 21%	214 20%	241 23%	77 26%	99 25%	80 22%	63 17%	73 20%	67 21%	310 22%	150 21%	18 21%	54 23%	33 19%	41 22%	34 22%	42 21%	33 18%	70 24%	70 24%	27 27%	20 12%	16 27%
				f	f								u		u	u	u		u	u	u	u	u
Fairly important (3)	705 33%	336 32%	362 34%	100 33%	127 32%	123 33%	121 32%	119 32%	115 36%	445 31%	259 36%	24 28%	81 35%	61 35%	78 42%	59 39%	56 28%	57 32%	90 31%	89 30%	35 35%	56 32%	18 31%
														kprs		p							
Not very important (2)	532 25%	272 26%	256 24%	70 23%	87 22%	93 25%	100 26%	96 26%	84 26%	366 26%	165 23%	22 26%	46 20%	53 30%	30 16%	36 24%	62 31%	49 27%	80 27%	70 23%	19 19%	46 26%	18 30%
														ln			ln	n	n		n	n	n
Not at all important (1)	217 10%	117 11%	98 9%	17 5%	31 8%	31 8%	54 14%	52 14%	33 10%	157 11%	59 8%	14 16%	22 10%	11 6%	19 10%	14 9%	25 13%	17 10%	25 9%	26 9%	12 12%	27 16%	3 5%
							cde	cde				m									mrs		
MEAN	2.91	2.87	2.96	3.12 fgh	3.07 fgh	2.98 fg	2.75	2.74	2.84	2.88	2.98	2.76	3.01 pu	2.9	3.01 pu	2.91	2.74	2.89	2.92	3.05 pu	2.93	2.73	2.92
STANDARD ERROR	0.02	0.04	0.03	0.07	0.06	0.06	0.06	0.05	0.06	0.03	0.04	0.13	0.07	0.08	0.08	0.08	0.08	0.08	0.06	0.07	0.11	0.09	0.13
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.02	0.01	0.01	0.01	0.01	0.01	0.01	*	*	0.01	0.01	0.02
Essential/ very/ fairly important	1326 62%	627 60%	688 64%	208 69%	263 67%	237 64%	212 56%	209 56%	197 61%	859 60%	468 65%	48 55%	155 67%	106 61%	134 72%	102 67%	108 54%	106 59%	179 61%	192 64%	67 67%	94 53%	36 60%
				fg	fg	f							pu		kmpq ru	pu			pu				
Not very/ at all important	748 35%	389 37%	354 33%	87 29%	118 30%	124 33%	154 41%	148 40%	117 36%	524 37%	224 31%	36 42%	69 30%	64 37%	49 26%	51 33%	87 43%	66 37%	105 36%	95 32%	32 32%	74 42%	21 35%
							cd	cd	j			n	9	4	3	1	6 lns	7	9	11	1	9 o	4
Don't know	65 3%	34 3%	29 3%	7 2%	9 2%	12 3%	14 4%	14 4%	9 3%	37 3%	27 4%	3 3%	9 4%	4 2%	3 2%	*	3%	4%	3%	4%	1%	5%	4%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 31
Q5B_11 - And how important, or not, are each of the following to you personally when looking for a new job or role? - Company culture

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Essential (5)	302 14%	148 14%	154 14%	44 15%	68 17%	57 15%	62 16%	44 12%	27 8%	224 16%	78 11%	7 8%	29 13%	29 16%	24 13%	19 12%	33 17%	19 11%	45 16%	45 15%	10 10%	33 19%	9 15%
Very important (4)	717 34%	337 32%	372 35%	89 30%	147 38%	127 34%	127 34%	112 30%	116 36%	497 35%	220 31%	28 33%	75 32%	57 33%	62 33%	53 35%	59 29%	62 35%	117 40%	94 32%	32 32%	59 33%	19 32%
Fairly important (3)	770 36%	386 37%	377 35%	118 39%	119 30%	133 36%	132 35%	146 39%	121 38%	493 35%	277 39%	36 41%	75 32%	71 41%	80 43%	67 44%	68 34%	63 35%	85 29%	113 38%	38 38%	55 31%	21 36%
Not very important (2)	217 10%	102 10%	113 11%	37 12%	35 9%	36 10%	33 9%	41 11%	35 11%	131 9%	85 12%	8 10%	33 14%	7 4%	6 3%	8 5%	31 15%	22 12%	29 10%	33 11%	15 15%	16 9%	9 14%
Not at all important (1)	70 3%	47 4%	23 2%	9 3%	14 4%	8 2%	9 2%	20 5%	10 3%	45 3%	25 3%	4 4%	8 4%	8 4%	9 5%	5 3%	4 2%	6 3%	9 3%	7 2%	4 4%	7 4%	-
MEAN	3.46	3.43	3.5	3.41	3.57	3.52	3.56	3.33	3.37	3.52	3.35	3.33	3.38	3.53	3.48	3.48	3.44	3.39	3.57	3.47	3.3	3.56	3.49
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.05	0.05	0.05	0.06	0.03	0.04	0.1	0.07	0.07	0.07	0.07	0.07	0.07	0.06	0.06	0.1	0.08	0.13
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	0.01	*	0.01	0.01	0.01	*	*	0.01	0.01	0.02
Essential/ very/ fairly important	1789 84%	872 83%	902 84%	252 83%	333 85%	317 85%	322 85%	301 81%	264 82%	1214 86%	575 80%	71 82%	179 77%	157 90%	165 88%	138 90%	160 80%	144 81%	247 85%	251 84%	80 80%	147 83%	49 82%
Not very/ at all important	287 13%	149 14%	137 13%	46 15%	49 12%	44 12%	41 11%	61 16%	45 14%	176 12%	110 15%	12 14%	42 18%	15 9%	15 8%	13 8%	35 18%	28 16%	37 13%	40 13%	19 19%	23 13%	9 14%
Don't know	63 3%	29 3%	33 3%	4 1%	9 2%	11 3%	16 4%	9 2%	14 4%	29 2%	34 5%	3 4%	12 5%	3 2%	7 4%	2 1%	5 3%	7 4%	7 2%	6 2%	1 1%	7 4%	2 4%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

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Table 32

Q6 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Summary table

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	Learning a new skill that could change my career path	Learning a new skill that could improve my career path	Improving the job skills I already have	Taking on a new challenge	Receiving a pay increase	Taking on new job responsibilities	Receiving a promotion	Receiving positive performance review from my manager	Receiving recognition for a job well done
UNWEIGHTED BASE	1294	1294	1294	1294	1294	1294	1294	1294	1294
WEIGHTED BASE	1295	1295	1295	1295	1295	1295	1295	1295	1295
Essential (5)	157	186	203	131	408	118	150	237	266
	12%	14%	16%	10%	31%	9%	12%	18%	21%
Very important (4)	357	381	431	349	473	337	364	465	489
	28%	29%	33%	27%	37%	26%	28%	36%	38%
Fairly important (3)	422	456	466	496	317	457	354	408	392
	33%	35%	36%	38%	25%	35%	27%	31%	30%
Not very important (2)	233	172	132	217	67	243	277	112	98
	18%	13%	10%	17%	5%	19%	21%	9%	8%
Not at all important (1)	92	79	43	78	12	108	113	44	28
	7%	6%	3%	6%	1%	8%	9%	3%	2%
MEAN	3.2	3.33	3.49	3.19	3.94	3.09	3.13	3.59	3.68
STANDARD ERROR	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03
ERROR VARIANCE	*	*	*	*	*	*	*	*	*
Essential/ very/ fairly important	935	1024	1100	975	1198	911	868	1110	1147
	72%	79%	85%	75%	93%	70%	67%	86%	89%
Not very/ at all important	326	250	175	295	79	351	390	155	126
	25%	19%	14%	23%	6%	27%	30%	12%	10%
Don't know	35	21	20	25	18	33	37	30	22
	3%	2%	2%	2%	1%	3%	3%	2%	2%

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Table 33
Q6_1 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Learning a new skill that could change my career path

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	157 12%	85 13%	71 11%	36 efgh	55 18%	32 efgh	29 g	4 g	1 1%	157 12%	-	5 12%	13 10%	15 14%	14 12%	10 10%	15 13%	10 9%	19 11%	29 13%	3 7%	22 20%	2 5%
Very important (4)	357 28%	193 29%	160 26%	64 39%	111 36%	94 31%	60 23%	23 11%	5 8%	357 28%	-	11 23%	37 29%	28 27%	43 37%	30 32%	31 28%	19 17%	40 23%	69 33%	18 36%	21 20%	8 24%
Fairly important (3)	422 33%	219 33%	201 32%	41 fgh	95 31%	115 38%	88 34%	66 33%	16 29%	422 33%	-	18 39%	41 32%	30 28%	35 30%	31 32%	33 29%	32 28%	66 37%	62 29%	21 42%	39 36%	15 42%
Not very important (2)	233 18%	108 16%	125 20%	18 11%	34 11%	41 14%	50 19%	71 35%	19 34%	233 18%	-	7 14%	23 18%	18 18%	18 16%	14 14%	26 23%	27 25%	41 23%	34 16%	5 11%	14 13%	6 16%
Not at all important (1)	92 7%	51 8%	42 7%	4 2%	7 2%	13 4%	23 9%	30 15%	15 28%	92 7%	-	4 9%	10 8%	9 8%	4 4%	11 11%	3 2%	16 14%	9 5%	11 5%	2 5%	10 9%	4 11%
MEAN	3.2	3.23	3.16	3.68 efg	3.57 efg	3.31 fgh	3.09 gh	2.49 cdef	2.21 cdef	3.2	-	3.14	3.16 q	3.22 q	3.39 q	3.15	3.27 q	2.8 nprs	3.11 q	3.35 q	3.3 q	3.29 q	2.97 q
STANDARD ERROR	0.03	0.04	0.04	0.09	0.06	0.06	0.07	0.07	0.16	0.03	-	0.17	0.1	0.12	0.1	0.12	0.1	0.12	0.08	0.08	0.14	0.11	0.18
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.02	*	-	0.03	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.03
Essential/ very/ fairly important	935 72%	497 74%	432 70%	141 85%	261 84%	241 81%	178 67%	94 46%	21 38%	935 72%	-	34 74%	91 72%	73 70%	92 79%	71 74%	79 70%	61 54%	125 71%	159 75%	42 85%	83 76%	25 71%
Not very/ at all important	326 25%	159 24%	167 27%	22 13%	41 13%	54 18%	73 28%	101 50%	34 62%	326 25%	-	11 24%	33 26%	27 26%	22 19%	24 26%	29 25%	43 39%	50 28%	45 21%	8 15%	24 22%	9 26%
Don't know	35 3%	12 2%	23 4%	4 2%	7 2%	3 1%	13 5%	8 4%	- -	35 3%	-	1 3%	2 2%	4 4%	2 1%	- -	6 5%	8 7%	2 1%	8 4%	- -	2 1%	1 2%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 34

Q6_2 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Learning a new skill that could improve my career path

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	186 14%	105 16%	80 13%	48 defg h	55 18% gh	41 14% gh	38 14% gh	3 2%	1 1%	186 14%	-	6 12%	16 13%	10 9%	16 14%	13 13%	17 15%	16 15%	15 9%	48 23% lmrt	3 7%	20 18% r	6 17%
Very important (4)	381 29%	202 30%	177 28%	59 35% fgh	112 36% fgh	105 35% fgh	65 24%	34 17%	7 13%	381 29%	-	8 17%	36 29%	28 27%	36 31%	30 32%	32 28%	30 27%	61 35% k	64 30%	12 24%	36 33%	8 22%
Fairly important (3)	456 35%	226 34%	229 37%	46 28%	102 33%	115 38%	94 36%	82 40% c	17 30%	456 35%	-	20 44% q	42 33%	40 38%	43 37%	38 39% q	39 35%	27 24%	68 38% q	64 30%	29 59% lmnp qrsu	35 33%	10 28%
Not very important (2)	172 13%	82 12%	89 14%	8 5%	29 9%	18 6%	46 18% cde	52 26% cdef	18 33% cdef	172 13%	-	9 20% u	19 15%	21 20% ostu	16 14%	7 8%	18 16%	19 17%	23 13%	21 10%	3 5%	8 8%	7 20%
Not at all important (1)	79 6%	42 6%	36 6%	2 1%	6 2%	14 5%	17 6% cd	27 13% cdef	12 22% cdef	79 6%	-	3 7%	11 9%	4 4%	3 3%	7 8%	6 5%	13 11% nr	7 4%	11 5%	2 5%	7 7%	4 11%
MEAN	3.33	3.37	3.29	3.87 def gh	3.59 fgh	3.48 fgh	3.23 gh	2.67	2.37	3.33	-	3.08	3.23	3.18	3.4	3.35	3.31	3.18	3.31	3.57 klm qr	3.24	3.49	3.15
STANDARD ERROR	0.03	0.04	0.04	0.08	0.05	0.06	0.07	0.07	0.16	0.03	-	0.16	0.1	0.1	0.09	0.11	0.1	0.12	0.07	0.08	0.12	0.1	0.21
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.03	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.05
Essential/ very/ fairly important	1024 79%	532 80%	486 78%	154 92% fgh	269 87% fgh	260 87% fgh	196 74% gh	120 59%	24 44%	1024 79%	-	34 73%	95 75%	78 74%	95 82%	80 84% q	88 78% q	74 66% q	144 82% q	177 84% q	45 90% lmq	91 84% q	23 67%
Not very/ at all important	250 19%	125 19%	126 20%	10 6%	35 11%	32 11%	63 24% cde	79 39% cdef	31 56% cdef	250 19%	-	12 27%	30 23%	25 24%	19 17%	15 16%	24 21%	32 28% stu	31 17%	32 15%	5 10%	16 14%	11 31%
Don't know	21 2%	11 2%	10 2%	3 2%	4 1%	6 2%	4 2%	4 2%	-	21 2%	-	-	3 2%	2 2%	2 2%	-	1 1%	7 6% ors	2 1%	3 1%	-	2 1%	1 2%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



Table 35
Q6_3 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Improving the job skills I already have

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	203	104	99	44	58	54	36	8	2	203	-	4	14	20	16	13	16	16	29	39	6	24	5
	16%	16%	16%	26%	19%	18%	14%	4%	4%	16%	-	8%	11%	19%	14%	13%	15%	14%	17%	19%	12%	22%	15%
Very important (4)	431	236	193	64	128	107	73	46	12	431	-	20	36	32	39	34	35	26	68	79	15	37	11
	33%	35%	31%	38%	41%	36%	28%	23%	22%	33%	-	42%	28%	30%	34%	36%	31%	23%	38%	37%	31%	34%	31%
Fairly important (3)	466	229	237	42	102	96	100	100	27	466	-	15	53	34	43	35	43	42	62	68	22	33	16
	36%	34%	38%	25%	33%	32%	38%	49%	49%	36%	-	31%	42%	33%	37%	37%	38%	38%	35%	32%	45%	30%	46%
Not very important (2)	132	66	65	10	15	32	33	33	9	132	-	4	22	13	12	11	12	16	15	15	4	6	1
	10%	10%	10%	6%	5%	11%	12%	16%	17%	10%	-	9%	17%	13%	10%	12%	11%	15%	8%	7%	8%	6%	2%
Not at all important (1)	43	25	17	4	4	4	14	14	4	43	-	3	2	3	5	2	7	6	2	6	2	5	1
	3%	4%	3%	2%	1%	1%	5%	7%	8%	3%	-	7%	1%	3%	4%	2%	6%	5%	1%	3%	5%	4%	3%
MEAN	3.49	3.5	3.48	3.83 efg h	3.72 fgh	3.6 fgh	3.34 g	3	2.99	3.49	-	3.38	3.3	3.51	3.43	3.46	3.38	3.62 lq	3.64 lpq	3.36	3.66 lq	3.54	
STANDARD ERROR	0.03	0.04	0.04	0.08	0.05	0.06	0.06	0.06	0.15	0.03	-	0.15	0.08	0.1	0.1	0.1	0.1	0.1	0.07	0.07	0.14	0.1	0.15
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.02	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	*	*	0.02	0.01	0.02
Essential/ very/ fairly important	1100 85%	568 85%	528 85%	150 90%	287 93%	258 86%	210 80%	154 76%	41 75%	1100 85%	-	38 82%	103 81%	86 82%	99 85%	81 85%	94 83%	84 75%	159 90%	186 88%	43 87%	94 86%	32 92%
Not very/ at all important	175	91	82	13	19	36	46	47	14	175	-	7	24	17	17	13	19	22	17	21	6	11	2
	14%	14%	13%	8%	6%	12%	17%	23%	25%	14%	-	15%	19%	16%	15%	14%	17%	20%	9%	10%	13%	10%	5%
Don't know	20	9	11	4	2	4	8	2	-	20	-	1	*	2	-	1	-	6	1	5	-	4	1
	2%	1%	2%	2%	1%	1%	3%	1%	-	2%	-	3%	*	2%	-	1%	-	5%	1%	2%	-	3%	2%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 36

Q6_4 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Taking on a new challenge

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	131	76	54	35	40	28	21	6	1	131	-	3	9	5	5	13	10	10	17	35	4	16	3
	10%	11%	9%	21%	13%	10%	8%	3%	1%	10%	-	6%	7%	4%	5%	14%	9%	9%	9%	17%	8%	15%	10%
Very important (4)	349	186	162	57	103	94	56	29	9	349	-	15	31	31	42	31	26	22	56	51	11	25	8
	27%	28%	26%	34%	33%	32%	21%	14%	17%	27%	-	32%	24%	29%	36%	33%	23%	20%	32%	24%	23%	23%	24%
Fairly important (3)	496	247	245	52	115	117	112	79	20	496	-	18	51	36	39	29	57	35	71	81	23	40	16
	38%	37%	39%	31%	37%	39%	42%	39%	37%	38%	-	40%	40%	34%	34%	30%	51%	31%	40%	38%	47%	37%	44%
Not very important (2)	217	105	112	16	35	41	47	62	16	217	-	6	25	25	20	15	12	28	25	30	9	19	4
	17%	16%	18%	9%	11%	14%	18%	30%	30%	17%	-	13%	20%	24%	18%	16%	10%	25%	14%	14%	17%	18%	12%
Not at all important (1)	78	42	36	3	12	9	23	23	8	78	-	3	9	5	4	7	6	13	7	13	2	6	3
	6%	6%	6%	2%	4%	3%	9%	11%	15%	6%	-	7%	7%	5%	3%	7%	6%	12%	4%	6%	5%	6%	8%
MEAN	3.19	3.23	3.14	3.64 def gh	3.4 fgh	3.32 fgh	3.02 gh	2.66 cde	2.59 cde	3.19	-	3.19	3.05	3.05	3.21 q	3.31 q	3.2	2.89	3.29 q	3.31 lq	3.12	3.24 q	3.17
STANDARD ERROR	0.03	0.04	0.04	0.08	0.06	0.05	0.06	0.07	0.16	0.03	-	0.15	0.09	0.1	0.09	0.11	0.09	0.11	0.07	0.08	0.14	0.1	0.18
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.02	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.03
Essential/ very/ fairly important	975	509	461	145	258	239	189	114	30	975	-	36	90	71	86	73	94	67	144	167	39	80	27
	75%	76%	74%	86%	84%	80%	71%	56%	55%	75%	-	78%	71%	68%	74%	77%	83%	60%	81%	79%	78%	74%	78%
Not very/ at all important	295	147	148	19	47	50	70	85	25	295	-	9	34	30	24	22	18	41	32	43	11	25	7
	23%	22%	24%	11%	15%	17%	26%	42%	45%	23%	-	19%	26%	28%	21%	23%	16%	36%	18%	20%	22%	23%	20%
Don't know	25	12	13	4	3	9	5	4	-	25	-	1	3	4	5	-	1	4	1	2	-	3	1
	2%	2%	2%	2%	1%	3%	2%	2%	-	2%	-	3%	3%	4%	5%	-	1%	4%	1%	1%	-	2%	2%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 37
Q6_5 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Receiving a pay increase

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	408 31%	217 32%	189 30%	67 40%	108 35%	84 28%	80 30%	57 28%	13 23%	408 31%	-	14 31%	36 28%	28 26%	24 21%	21 22%	40 36%	41 36%	66 37%	70 33%	13 26%	36 34%	18 52%
Very important (4)	473 37%	245 37%	225 36%	45 27%	113 37%	119 40%	100 38%	81 40%	14 26%	473 37%	-	17 37%	41 32%	43 41%	53 45%	42 44%	39 34%	36 32%	64 36%	62 30%	23 47%	44 41%	9 26%
Fairly important (3)	317 25%	148 22%	169 27%	41 24%	72 23%	70 23%	56 21%	52 25%	27 49%	317 25%	-	13 27%	40 31%	24 23%	31 27%	23 24%	30 27%	24 22%	40 22%	62 29%	8 17%	17 16%	5 15%
Not very important (2)	67 5%	43 6%	24 4%	9 5%	14 4%	16 5%	19 7%	9 4%	1 1%	67 5%	-	1 1%	8 6%	7 7%	5 4%	7 7%	3 2%	5 4%	6 4%	13 6%	5 10%	8 7%	1 2%
Not at all important (1)	12 1%	7 1%	5 1%	- -	1 *	4 1%	4 1%	4 2%	- -	12 1%	-	- -	1 1%	2 2%	2 1%	2 2%	- -	- -	- -	3 1%	- -	3 2%	- -
MEAN	3.94	3.94	3.93	4.05	4.02	3.89	3.9	3.89	3.72	3.94	-	4	3.81	3.84	3.82	3.78	4.04	4.07 o	4.08 lno	3.88	3.9	3.96	4.35
STANDARD ERROR	0.03	0.04	0.04	0.08	0.05	0.05	0.06	0.06	0.13	0.03	-	0.12	0.09	0.1	0.08	0.1	0.08	0.09	0.06	0.07	0.13	0.09	0.14
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.02	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	*	*	0.02	0.01	0.02
Essential/ very/ fairly important	1198 93%	609 91%	583 94%	153 91%	292 95%	273 92%	236 90%	190 94%	54 99%	1198 93%	-	44 95%	117 92%	94 90%	108 93%	86 91%	109 97%	101 90%	169 96%	195 92%	45 90%	98 90%	33 93%
Not very/ at all important	79 6%	50 8%	29 5%	9 5%	14 5%	20 7%	23 9%	12 6%	1 1%	79 6%	-	1 1%	9 7%	9 9%	6 5%	9 9%	3 2%	5 4%	6 4%	16 7%	5 10%	11 10%	1 2%
Don't know	18 1%	8 1%	9 1%	5 3%	2 1%	5 2%	5 2%	* *	- -	18 1%	-	2 4%	1 1%	2 2%	2 1%	- -	1 1%	6 1%	1 1%	1 1%	- -	- -	2 5%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 38
Q6_6 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Taking on new job responsibilities

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%*	100%	-**	4%*	10%	8%*	9%*	7%*	9%*	9%*	14%	16%	4%*	8%*	3%**
Essential (5)	118 9%	75 11% b	42 7%	33 20% defg h	32 11% g	29 10% g	21 8% g	1 1%	2 3%	118 9%	-	3 6%	8 6%	12 11%	6 5%	10 11%	8 7%	10 9%	14 8%	27 13% n	6 12%	11 11%	2 6%
Very important (4)	337 26%	179 27%	157 25%	56 33% fgh	120 39% efgh	80 27% g	53 20% g	23 11%	6 11%	337 26%	-	11 24%	34 27%	27 26%	31 26%	18 19%	34 30% q	18 16% oq	61 35% q	59 28% q	12 25%	25 23%	6 19%
Fairly important (3)	457 35%	226 34%	229 37%	57 34% fgh	100 33% efgh	117 39% g	91 34% g	76 38%	14 26%	457 35%	-	17 36%	39 31%	33 32%	41 35%	42 44%	45 40%	39 34%	67 38% oq	72 34% q	20 40%	33 30%	10 29%
Not very important (2)	243 19%	120 18%	121 19%	11 6% c	35 11% c	45 15% c	66 25% cde	67 33% cde	19 35% cde	243 19%	-	11 24%	27 21%	19 18%	30 26% pr	16 17% pr	15 13%	23 20%	26 15% rs	34 16% rs	9 18%	21 19%	13 36%
Not at all important (1)	108 8%	53 8%	55 9%	5 3% cd	14 5% cd	18 6% cd	25 9% cde	33 16% cdef	13 24% cdef	108 8%	-	3 7%	16 13% rs	10 10% rs	7 6%	9 10%	8 7%	14 5% rs	8 5% rs	11 5% rs	2 5%	15 14% rs	3 8%
MEAN	3.09 b	3.16 b	3.01	3.62 efg h	3.4 efg h	3.2 fgh	2.91 gh	2.46	2.33	3.09	-	2.98	2.92	3.11	2.99	3.05	3.17	2.88	3.27 lnq u	3.28 lnq u	3.22	2.97	2.79
STANDARD ERROR	0.03	0.04	0.04	0.08	0.06	0.06	0.07	0.06	0.17	0.03	-	0.15	0.1	0.11	0.09	0.11	0.1	0.11	0.07	0.08	0.15	0.11	0.18
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.03	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.03
Essential/ very/ fairly important	911 70%	480 72%	427 69%	146 87% efgh	253 82% fgh	226 76% fgh	164 62% gh	100 50%	22 40%	911 70%	-	31 66%	81 64%	72 69%	77 67%	70 74%	87 77% lq	67 60% lq	142 80% lmnq u	158 75% q	38 77%	69 64%	19 54%
Not very/ at all important	351 27%	173 26%	177 28%	16 10% c	49 16% c	63 21% c	91 35% cde	100 49% cdef	33 60% cdef	351 27%	-	15 31%	43 34% prs	29 28% r	37 32% r	25 26%	23 21%	37 33% rs	34 19% rs	45 21% rs	11 23%	36 33% rs	15 44%
Don't know	33 3%	15 2%	18 3%	5 3%	7 2%	10 3%	8 3%	2 1%	-	33 3%	-	1 3%	3 2%	4 4%	2 2%	-	3 2%	8 7% or	* 7% or	8 4% r	-	4 3%	1 2%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 39
Q6_7 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Receiving a promotion

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	150	92	58	41	50	35	19	4	1	150	-	4	11	10	10	10	12	11	27	30	4	16	5
	12%	14%	9%	25%	16%	12%	7%	2%	1%	12%	-	8%	8%	9%	9%	10%	11%	10%	16%	14%	8%	14%	15%
		b		efgh	fgh	g	g																
Very important (4)	364	213	148	57	129	96	57	22	3	364	-	10	36	24	30	26	34	27	51	72	19	26	10
	28%	32%	24%	34%	42%	32%	21%	11%	5%	28%	-	22%	28%	23%	26%	27%	30%	24%	29%	34%	38%	24%	28%
		b		fgh	efgh	fgh	gh																
Fairly important (3)	354	171	181	48	73	95	63	63	12	354	-	19	41	22	30	25	35	23	44	57	19	30	10
	27%	26%	29%	29%	24%	32%	24%	31%	22%	27%	-	41%	32%	21%	26%	27%	31%	21%	25%	27%	38%	27%	28%
				d		d						mq											
Not very important (2)	277	132	145	12	41	45	87	68	24	277	-	9	22	34	30	26	20	28	39	33	8	24	5
	21%	20%	23%	7%	13%	15%	33%	34%	44%	21%	-	19%	18%	32%	26%	27%	18%	25%	22%	15%	16%	22%	14%
				c		c	cde	cde	cde					lps	s	s							
Not at all important (1)	113	48	65	5	10	13	30	41	13	113	-	3	14	12	9	8	7	17	11	14	*	11	5
	9%	7%	10%	3%	3%	5%	12%	20%	24%	9%	-	7%	11%	12%	8%	9%	6%	15%	6%	7%	1%	10%	15%
						cde	cde	cdef	cde									rst					
MEAN	3.13	3.26	2.98	3.72	3.56	3.32	2.79	2.39	2.13	3.13	-	3.04	3.05	2.85	3.02	3.03	3.22	2.88	3.27	3.34	3.35	3.1	3.14
		b		efg	efg	fgh	gh										m		mq	lmn	mq		
		h		h	h													oq					
STANDARD ERROR	0.03	0.05	0.05	0.09	0.06	0.06	0.07	0.07	0.14	0.03	-	0.16	0.1	0.12	0.11	0.12	0.1	0.12	0.09	0.08	0.13	0.11	0.22
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.02	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.05
Essential/ very/ fairly important	868	475	387	146	253	226	139	89	16	868	-	33	87	56	70	61	81	62	123	159	41	71	25
	67%	71%	62%	87%	82%	76%	53%	44%	28%	67%	-	70%	69%	53%	61%	64%	71%	55%	69%	75%	83%	66%	71%
		b		efgh	fgh	fgh	h					m					mq		mnq		mnoq		
Not very/ at all important	390	180	210	17	51	59	117	109	37	390	-	12	37	46	39	34	27	45	49	47	8	35	10
	30%	27%	34%	10%	17%	20%	45%	54%	67%	30%	-	26%	29%	44%	34%	36%	24%	40%	28%	22%	17%	32%	29%
		a		c		c	cde	cde	cdef			lprs	t	s	s	st	pst						
Don't know	37	12	25	5	5	13	7	4	2	37	-	2	3	3	6	-	5	5	5	6	-	2	-
	3%	2%	4%	3%	2%	5%	3%	2%	4%	3%	-	4%	3%	3%	5%	-	5%	5%	3%	3%	-	2%	-
		a													o								

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 40

Q6_8 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Receiving positive performance review from my manager

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%**	100%	-**	4%**	10%	8%**	9%**	7%**	9%**	9%**	14%	16%	4%**	8%**	3%**
Essential (5)	237	109	128	44	62	58	44	21	8	237	-	8	18	19	24	15	23	17	33	39	10	25	6
	18%	16%	21%	26%	20%	19%	17%	11%	15%	18%	-	18%	14%	18%	20%	15%	20%	15%	19%	19%	19%	23%	17%
		fg	g		g	g																	
Very important (4)	465	242	220	56	109	115	102	70	13	465	-	19	45	42	37	33	39	37	69	78	14	35	19
	36%	36%	35%	34%	35%	39%	38%	35%	24%	36%	-	40%	36%	40%	32%	35%	35%	33%	39%	37%	27%	32%	53%
Fairly important (3)	408	209	199	46	103	89	76	73	21	408	-	11	47	35	44	31	36	40	47	63	20	30	4
	31%	31%	32%	27%	33%	30%	29%	36%	39%	31%	-	24%	37%	33%	38%	33%	32%	36%	27%	30%	39%	28%	11%
Not very important (2)	112	71	40	13	27	22	20	24	5	112	-	6	13	2	8	9	6	24	17	7	8	5	
	9%	11%	6%	8%	9%	7%	8%	12%	9%	9%	-	12%	10%	2%	6%	9%	8%	5%	14%	8%	13%	7%	15%
		b										m	m			m			mq	m	m		
Not at all important (1)	44	24	18	5	5	8	9	9	7	44	-	1	2	5	4	5	4	8	1	9	+	4	-
	3%	4%	3%	3%	2%	3%	4%	5%	13% cdef	3%	-	3%	1%	4%	3%	6%	4%	7%	1%	4%	1%	4%	-
														r		r		lr	r				
MEAN	3.59	3.52	3.66	3.74	3.65	3.66	3.6	3.35	3.2	3.59	-	3.59	3.52	3.67	3.59	3.46	3.61	3.46	3.62	3.59	3.51	3.69	3.76
		a		gh	gh	gh	gh																
STANDARD ERROR	0.03	0.04	0.04	0.09	0.05	0.06	0.06	0.07	0.19	0.03	-	0.15	0.08	0.09	0.09	0.11	0.1	0.1	0.07	0.07	0.14	0.1	0.16
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.04	*	-	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.03
Essential/ very/ fairly important	1110	559	547	145	275	262	221	164	43	1110	-	38	110	95	105	79	98	94	150	180	43	90	28
	86%	84%	88%	87%	89%	88%	84%	81%	78%	86%	-	82%	87%	91%	90%	83%	87%	84%	85%	85%	86%	83%	81%
		a			g																		
Not very/ at all important	155	95	58	18	32	30	29	34	12	155	-	7	15	6	11	14	13	14	25	26	7	12	5
	12%	14%	9%	11%	10%	10%	11%	17%	22%	12%	-	15%	11%	6%	10%	15%	12%	12%	14%	12%	14%	11%	5%
		b					e																
Don't know	30	13	16	4	2	6	13	5	-	30	-	1	2	3	-	2	1	5	1	5	-	7	1
	2%	2%	3%	2%	1%	2%	5%	2%	-	2%	-	3%	2%	3%	-	2%	1%	4%	1%	2%	-	6%	4%
							d															nr	

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 41
Q6_9 - Thinking about your job over the next 12 months, how important, or not, will each of the following be to you personally? - Receiving recognition for a job well done

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION												
		TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE WEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35	
	1295	668	621	167	309	298	264	203	55*	1295	..**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**	
	100%	52%	48%	13%	24%	23%	20%	16%	4%*	100%	..**	4%*	10%	8%*	9%*	7%*	9%*	9%*	14%	16%	4%*	8%*	3%**	
Essential (5)	266	119	145	42	77	53	57	25	13	266	-	12	27	30	17	15	26	17	38	36	11	30	6	
	21%	18%	23%	25%	25%	18%	21%	12%	23%	21%	-	26%	22%	29%	15%	16%	23%	15%	21%	17%	21%	28%	19%	
			a	g	g		g								nqs							nqs		
Very important (4)	489	249	239	59	127	113	96	78	18	489	-	17	40	34	60	44	43	35	69	78	15	36	18	
	38%	37%	39%	35%	41%	38%	36%	38%	32%	38%	-	36%	31%	32%	52%	47%	38%	31%	39%	37%	31%	33%	53%	
															lmqs tu	lq								
Fairly important (3)	392	213	178	41	77	105	76	72	22	392	-	8	44	32	27	29	32	45	53	69	20	25	8	
	30%	32%	29%	25%	25%	35%	29%	35%	39%	30%	-	18%	35%	31%	23%	31%	29%	40%	30%	33%	39%	23%	22%	
						cd		cd										knu			k			
Not very important (2)	98	59	39	17	22	19	22	16	3	98	-	10	11	5	11	3	10	6	9	21	4	8	1	
	8%	9%	6%	10%	7%	6%	8%	8%	5%	8%	-	20%	8%	4%	9%	3%	9%	6%	5%	10%	8%	7%	3%	
												moqr												
Not at all important (1)	28	17	9	1	4	4	11	9	-	28	-	-	3	3	2	3	1	2	3	5	-	6	-	
	2%	3%	2%	*	1%	1%	4%	4%	-	2%	-	-	2%	2%	1%	3%	1%	2%	2%	2%	-	6%	-	
							d	cd																
MEAN	3.68	3.6	3.77 a	3.78 g	3.82 efg	3.65	3.64	3.47	3.75	3.68	-	3.67	3.62	3.82	3.69	3.69	3.73	3.55	3.75	3.58	3.66	3.72	3.9	
STANDARD ERROR	0.03	0.04	0.04	0.08	0.05	0.05	0.06	0.07	0.14	0.03	-	0.16	0.09	0.1	0.08	0.09	0.09	0.09	0.07	0.07	0.13	0.11	0.13	
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.02	*	-	0.03	0.01	0.01	0.01	0.01	0.01	0.01	*	*	0.02	0.01	0.02	
Essential/ very/ fairly important	1147	581	562	142	280	270	229	175	52	1147	-	37	112	96	104	89	101	97	159	183	46	92	33	
	89%	87%	90%	85%	91%	91%	87%	86%	95%	89%	-	80%	88%	92%	89%	93%	89%	86%	90%	87%	92%	85%	93%	
																k								
Not very/ at all important	126	76	48	18	26	23	32	25	3	126	-	10	14	7	12	6	11	9	12	25	4	14	1	
	10%	11%	8%	11%	8%	8%	12%	12%	5%	10%	-	20%	11%	7%	11%	7%	10%	8%	7%	12%	8%	13%	3%	
												moqr												
Don't know	22	11	11	7	3	5	3	3	-	22	-	-	2	1	-	-	1	7	5	3	-	3	1	
	2%	2%	2%	4%	1%	2%	1%	2%	-	2%	-	-	1%	1%	-	-	1%	6%	3%	1%	-	3%	4%	
				d														nos						

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 42
Q7 - Thinking about training programmes that your current employer may provide, which, if any, of the following types of training do you have access to?

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**
	100%	52%	48%	13%	24%	23%	20%	16%	4%*	100%	-**	4%*	10%	8%*	9%*	7%*	9%*	9%*	14%	16%	4%*	8%*	3%**
Training to improve the job skills in my current role	622	324	297	77	154	147	128	87	29	622	-	25	64	57	53	46	51	44	92	84	28	56	22
	48%	48%	48%	46%	50%	49%	48%	43%	53%	48%	-	53%	50%	55% qs	46%	48%	45%	39%	52% qs	40%	56%	52%	64%
Training to teach me new job skills in my current role	489	276	209	76	113	104	98	73	25	489	-	15	45	49	40	40	39	41	67	80	15	39	17
	38%	41% b	34%	46%	37%	35%	37%	36%	45%	38%	-	33%	36%	47%	34%	42%	35%	37%	38%	38%	31%	36%	49%
Training to develop my career	451	253	194	59	135	108	86	51	10	451	-	15	44	48	36	31	35	37	65	77	20	32	11
	35%	38% b	31%	35%	44% fgh	36% g	33%	25%	19%	35%	-	31%	35%	46% pu	31%	33%	31%	33%	37%	36%	41%	29%	31%
Training to teach me jobs skills to take on more responsibilities	414	225	189	64	122	93	76	41	18	414	-	22	37	34	41	32	31	32	60	64	14	35	12
	32%	34%	30%	39% g	39% fg	31% g	29%	20%	33%	32%	-	46% p	29%	33%	35%	34%	28%	29%	34%	30%	27%	33%	35%
Training to help me change my career path	179	99	79	37	51	44	30	12	4	179	-	6	20	9	19	14	18	12	32	24	6	14	4
	14%	15%	13%	22% fg	17% g	15% g	12%	6%	7%	14%	-	13%	16%	9%	16%	15%	16%	11%	18%	11%	12%	13%	11%
Something else	41	22	19	4	7	17	4	7	1	41	-	1	3	4	2	5	3	6	4	8	1	4	1
	3%	3%	3%	3%	2%	6% f	1%	4%	3%	3%	-	3%	2%	3%	2%	5%	2%	5%	2%	4%	3%	4%	2%
Training for current role (NET)	849	459	386	126	221	201	160	105	36	849	-	30	79	79	76	65	65	62	123	138	35	71	25
	66%	69% b	62%	75% fg	71% fg	67% g	61%	52%	66%	66%	-	65%	62%	76% pq	65%	68%	58%	56%	70% q	65%	71%	65%	72%
I do not have access to any training with my current employer	229	114	113	13	40	38	63	60	14	229	-	8	26	11	29	13	27	22	31	21	8	25	8
	18%	17%	18%	8%	13%	13%	24% cde	30% cde	26% cde	18%	-	17%	21% ms	10%	25% ms	13%	24% ms	19% s	18% s	10%	16%	23% ms	23%
Don't know	107	42	65	9	21	34	23	18	2	107	-	4	10	10	6	5	11	15	11	28	1	7	-
	8%	6%	10% a	6%	7%	11%	9%	9%	4%	8%	-	9%	8%	9%	5%	5%	10%	14% nt	6%	13% nrt	2%	6%	-

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

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26TH - 29TH APRIL 2024
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Table 43
Q10 - What, if anything, would prevent you from enrolling into a training programme to advance or change your career?

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
I can't afford to pay for training	537 25%	253 24%	277 26%	89 29%	113 29%	109 29%	108 28%	83 22%	35 11%	336 24%	201 28%	20 23%	58 25%	45 26%	47 25%	27 17%	51 25%	45 25%	72 25%	76 25%	28 28%	46 26%	23 38%
I'm too old to do that	531 25%	243 23%	286 27%	14 4%	23 6%	55 15%	109 29%	158 43%	173 53%	265 19%	265 37%	38 44%	61 26%	37 21%	48 26%	37 24%	56 28%	51 28%	71 24%	50 17%	29 29%	38 22%	15 24%
I'm not sure whether it is worth doing	364 17%	198 19%	160 15%	59 19%	67 17%	69 18%	61 16%	68 18%	41 13%	235 17%	129 18%	14 16%	38 16%	38 22%	29 16%	23 15%	37 19%	25 14%	46 16%	50 17%	13 13%	40 23%	11 18%
I don't have time	339 16%	170 16%	166 15%	63 21%	92 24%	81 22%	53 14%	33 9%	16 5%	263 19%	76 11%	6 7%	27 12%	27 16%	33 18%	19 12%	35 18%	41 23%	43 15%	55 18%	17 17%	22 12%	14 23%
I don't want to change career paths	297 14%	149 14%	145 13%	42 14%	45 11%	39 10%	55 14%	70 19%	46 14%	227 16%	70 10%	11 13%	32 14%	25 14%	14 8%	17 11%	28 14%	38 21%	49 17%	27 9%	17 17%	23 13%	15 25%
I don't have the confidence to take it up	245 11%	106 10%	137 13%	46 15%	49 13%	51 14%	45 12%	33 9%	20 6%	144 10%	101 14%	3 3%	23 10%	16 9%	22 12%	20 13%	25 12%	27 15%	27 9%	38 13%	18 18%	19 11%	8 13%
I'd rather spend money on something else	239 11%	111 11%	126 12%	37 12%	50 13%	47 12%	39 10%	40 11%	27 8%	172 12%	68 9%	9 11%	26 11%	20 11%	16 9%	17 11%	18 9%	24 13%	36 12%	29 10%	16 16%	17 10%	11 18%
My company doesn't offer this	217 10%	113 11%	102 10%	24 8%	54 14%	50 13%	52 14%	31 8%	7 2%	217 15%	- -	9 10%	17 7%	17 9%	19 10%	13 9%	17 8%	14 8%	32 11%	37 13%	7 7%	25 14%	10 17%
I don't think I will be successful	173 8%	94 9%	77 7%	39 13%	43 11%	40 11%	24 6%	16 4%	11 3%	93 7%	79 11%	- -	18 8%	11 6%	18 10%	8 5%	18 9%	12 7%	23 8%	22 7%	12 12%	20 11%	9 14%
I'd be embarrassed or self-conscious	169 8%	79 7%	89 8%	33 11%	36 9%	40 11%	30 8%	18 5%	12 4%	101 7%	68 9%	6 7%	13 6%	16 9%	15 8%	16 11%	16 8%	15 8%	18 6%	20 7%	10 10%	16 9%	7 11%
I'm not sure my employer will support it	162 8%	88 8%	74 7%	31 10%	48 12%	38 10%	27 7%	14 4%	3 1%	162 11%	- -	4 5%	16 7%	12 7%	14 7%	9 6%	17 8%	16 9%	23 8%	23 8%	8 8%	15 9%	5 9%
I'm worried about how the training will impact on my job	114 5%	60 6%	54 5%	23 7%	35 9%	32 9%	16 4%	6 2%	3 1%	114 8%	- -	6 6%	17 7%	8 5%	10 5%	7 5%	8 4%	5 3%	11 4%	26 9%	4 4%	10 6%	1 1%
I don't have any childcare	104 5%	46 4%	58 5%	13 4%	40 10%	29 8%	12 3%	4 1%	5 2%	76 5%	28 4%	2 3%	16 7%	13 8%	7 4%	4 3%	14 7%	8 4%	14 5%	9 3%	4 4%	5 3%	7 11%
I'm too young to do that	55 3%	30 3%	24 2%	32 defgh	14 4%	4 1%	3 1%	1 *	- -	28 2%	27 4%	* 1%	4 2%	3 2%	12 7%	6 4%	3 2%	2 1%	5 2%	13 4%	2 2%	4 2%	- -
Something else	58 3%	32 3%	25 2%	3 1%	3 1%	7 2%	8 2%	21 6%	16 5%	19 1%	39 5%	2 2%	3 1%	5 3%	5 3%	5 3%	5 3%	4 2%	15 5%	3 1%	1 1%	9 5%	1 2%
Situational barriers (NET)	889 42%	446 42%	436 41%	147 49%	217 55%	180 48%	162 43%	122 33%	61 19%	619 44%	270 38%	32 37%	95 41%	77 44%	81 44%	53 35%	76 38%	82 46%	119 41%	131 44%	43 43%	67 38%	34 56%
Personal barriers (NET)	430 20%	218 21%	209 20%	92 30%	88 22%	102 27%	70 18%	46 12%	32 10%	263 18%	168 23%	7 8%	43 18%	38 22%	39 21%	37 24%	37 18%	43 24%	49 17%	63 21%	26 26%	35 20%	15 25%

				dfgh	gh	fgh	gh			i		k	k	k	k	k	k	k	k	k	k	k	
Organizational barriers (NET)	376 18%	200 19%	174 16%	61 20%	99 25%	89 24%	76 20%	41 11%	10 3%	376 26%	- -	14 16%	39 17%	24 14%	30 16%	24 16%	27 13%	35 19%	52 18%	63 21%	16 16%	38 22%	13 21%
Apathy (NET)	590 28%	307 29%	275 26%	gh 30%	gh 25%	gh 26%	gh 28%	h 33%	77 24%	413 29%	176 24%	24 28%	60 26%	53 30%	38 21%	38 25%	62 31%	58 33%	81 28%	71 24%	29 29%	53 30%	23 38%
Age concerns (NET)	582 27%	270 26%	310 29%	45 15%	35 9%	57 15%	112 29%	160 43%	173 53%	291 20%	291 41%	38 44%	64 28%	40 23%	60 32%	43 28%	59 29%	52 29%	75 26%	64 21%	30 30%	42 24%	15 24%
Nothing would prevent me from enrolling into a training programme to advance or change my career	391	197	189	43	72	78	72	62	65	279	111	12	39	33	35	41	37	20	47	65	12	37	11
	18%	19%	18%	14%	18%	21%	19%	17%	20%	20%	15%	14%	17%	19%	19%	27% klqr t	18%	11%	16%	22% q	12%	21% q	19%
Don't know	113 5%	47 5%	64 6%	18 6%	26 7%	17 5%	15 4%	16 4%	20 6%	68 5%	45 6%	5 6%	8 4%	9 5%	11 6%	1 1%	14 7%	12 7%	14 5%	21 7%	5 5%	9 5%	2 4%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 44
QFEEL - Which, if any, of the following best describes how you would feel working for a company that provides access to career development training?

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Supported	927 43%	407 39%	516 48% a	135 45%	146 37%	168 45%	155 41%	161 43%	162 50%	575 41%	352 49%	41 48%	103 44%	84 48%	83 44%	62 40%	96 48%	78 44%	121 41%	115 39%	40 40%	80 45%	25 41%
Encouraged	851 40%	401 38%	442 41%	113 37%	159 41%	140 37%	152 40%	145 39%	142 44%	540 38%	311 43%	43 50% rs	93 40%	64 37%	86 46% s	73 48% rs	82 41%	66 37%	107 37%	105 35%	35 35%	72 41%	25 42%
Motivated	845 39%	424 40%	417 39%	128 42%	156 40%	155 41%	136 36%	137 37%	132 41%	546 38%	299 42%	32 37%	95 41%	74 42%	70 38%	64 42%	83 41%	66 37%	119 41%	115 39%	35 35%	72 41%	20 33%
Valued	815 38%	380 36%	430 40%	98 33%	141 36%	149 40%	134 35%	154 42%	139 43%	532 37%	282 39%	38 44%	83 36%	72 41%	72 39%	55 36%	84 42%	60 34%	111 38%	113 38%	40 39%	68 39%	20 34%
Optimistic	661 31%	336 32%	321 30%	102 34%	145 37% efg	107 29%	107 28%	99 27%	102 32%	434 31%	227 32%	24 27%	74 32%	50 28%	59 32%	51 33%	54 27%	59 33%	98 34%	98 33%	24 24%	51 29%	20 34%
Happy	592 28%	302 29%	285 27%	89 27%	114 29% g	127 34% fg	96 25%	78 21%	87 27%	412 29%	180 25%	31 36% q	59 25%	45 26%	51 27%	45 29%	58 29%	40 22%	83 28%	84 28%	27 27%	48 27%	20 34%
Inspired	527 25%	262 25%	261 24%	82 27%	119 31% fgh	97 26%	75 20%	81 22%	73 23%	359 25%	168 23%	31 36% mqtu	65 28% u	40 23%	54 29% u	37 24%	49 24%	40 22%	71 24%	75 25% u	20 20%	29 16%	17 28%
Confident	499 23%	275 26% b	219 20%	81 27% g	98 25% g	102 27% gh	86 23%	67 18%	64 20%	356 25% j	142 20%	21 24%	63 27% q	37 21%	41 22%	29 19%	62 31% oqtu	28 15%	66 23%	79 27% q	18 18%	36 20%	18 31% q
Proud	355 17%	177 17%	175 16%	76 25% fgh	73 19% fgh	83 22% fgh	49 13%	35 10%	39 12%	251 18%	104 14%	13 14%	49 21% u	25 15%	39 21%	26 17%	34 17%	28 16%	43 15%	47 16%	16 16%	22 12%	13 22%
Nervous	134 6%	56 5%	73 7%	29 10% gh	29 8% g	23 6% gh	24 6%	15 4%	14 4%	66 5%	68 9% i	7 8% r	13 5% r	12 7%	18 9%	9 6%	11 5%	12 7%	14 5%	14 5%	6 6%	11 6%	8 13% rs
Anxious	116 5%	55 5%	58 5%	23 8% gh	22 6% g	30 8% gh	21 6%	9 2%	10 3%	64 5%	51 7% i	5 5%	14 6%	8 4%	9 5%	14 9%	6 3%	6 3%	23 8%	14 5%	7 7%	6 3%	5 8%
Apprehensive	108 5%	49 5%	58 5%	21 7%	22 6%	16 4%	19 5%	14 4%	16 5%	62 4%	46 6%	5 6%	15 7% r	9 5%	7 4%	6 4%	9 4%	8 5%	8 3%	18 6%	3 3%	15 9% r	4 6%
Indifferent	96 4%	63 6% b	31 3%	19 6% h	15 4%	17 4%	18 5%	20 5%	8 2%	67 5%	29 4%	3 4%	7 3%	6 4%	9 5%	8 5%	3 2%	9 5%	12 4%	12 4%	8 8% p	13 7% p	6 10% p
Sceptical	84 4%	39 4%	44 4%	19 6% eg	24 6% eg	10 3%	12 3%	9 2%	10 3%	59 4%	26 4%	5 6%	14 6% m	3 2%	14 8% mrst	6 4%	8 4%	7 4%	9 3%	9 3%	1 1%	8 4%	2 3%
Overwhelmed	82 4%	43 4%	37 3%	16 5% gh	24 6% gh	23 6% gh	13 4% gh	3 1%	2 1%	53 4%	29 4%	6 6%	7 3%	9 5%	14 8% or	2 2%	6 3%	5 2%	6 2%	13 4%	6 6%	6 4%	2 3%
Concerned	68 3%	43 4% b	25 2%	21 7% efgh	15 4% g	11 3%	9 2%	4 1%	8 2%	50 4%	18 2%	5 6%	7 3%	8 5%	5 2%	3 2%	3 2%	5 3%	10 3%	11 4%	1 1%	9 5%	1 1%
Incapable	52 2%	36 3% b	15 1%	17 5% fgh	16 4% gh	11 3% g	6 2% g	1 *	3 1%	37 3%	15 2%	* 3%	7 4%	3 2%	4 3%	1 1%	2 1%	2 1%	8 3%	10 3%	2 2%	6 4%	7 12% klmnoparstu
Frustrated	51 2%	37 4% b	13 1%	9 3% gh	19 5% gh	11 3% gh	9 2% g	1 *	1 *	39 3%	12 2%	- 3%	8 4%	3 2%	6 3%	1 1%	4 2%	3 1%	8 3%	12 4%	1 1%	2 1%	3 5%
Positive feelings (NET)	1710 80%	833 79%	863 81%	273 90% defgh	319 82% g	300 81% g	288 76%	272 73%	257 80%	1157 82% j	553 77%	69 80%	198 85% q	135 77%	151 81%	126 83%	157 79%	130 73%	229 78%	245 82% q	76 76%	146 82%	46 76%
Negative feelings (NET)	461 22%	242 23%	210 20%	104 34%	109 28%	86 23%	75 20%	50 14%	37 11%	302 21%	160 22%	18 21%	52 22%	30 17%	47 25%	30 20%	32 16%	38 21%	57 20%	68 23%	22 22%	48 27%	19 31%

				e f g h	f g h	g h	g h					p										mp	mp
None of these	103 5%	60 6%	43 4%	1 *	8 2%	7 2%	24 6%	35 9%	27 8%	64 4%	39 5%	1 1%	6 3%	11 7%	9 5%	3 2%	17 8%	10 5%	23 8%	9 3%	4 4%	7 4%	1 2%
Don't know	144 7%	53 5%	90 8% a	16 5%	21 5%	26 7%	26 7%	32 9%	22 7%	91 6%	53 7%	8 10% l	7 3%	16 9% l	11 6%	8 5%	16 8% l	19 11% lu	20 7%	21 7%	8 8%	8 5%	3 5%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 45
Q11 - Thinking about career goals, which, if any, of the following describes your career situation?

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
I am happy with my current career situation	444	225	219	48	70	77	96	121	32	393	50	19	52	41	34	42	36	32	68	56	12	32	20
	21%	21%	20%	16%	18%	21%	25%	33%	10%	28%	7%	21%	22%	24%	18%	27%	18%	18%	23%	19%	12%	18%	33%
					h	h	cdh	cdef		j				t		t			t				npqstu
I want to gain new skills to help develop my career in my current field	440	268	170	104	119	104	70	34	9	383	57	11	45	38	37	29	40	34	65	77	20	34	9
	21%	26%	16%	34%	30%	28%	19%	9%	3%	27%	8%	13%	19%	22%	20%	19%	20%	19%	22%	26%	20%	19%	15%
		b		fgh	fgh	fgh	gh	h		j									k				
I want to gain new skills to help develop my career in a different field	289	148	138	67	93	74	40	13	2	233	56	6	40	23	24	15	20	24	38	55	12	26	7
	14%	14%	13%	22%	24%	20%	10%	4%	1%	16%	8%	7%	17%	13%	13%	10%	10%	13%	13%	18%	12%	15%	12%
				fgh	fgh	fgh	gh	h		j			kp						kop				
I have no career goals	275	141	131	24	28	52	79	75	18	198	76	10	35	26	33	24	23	21	34	27	12	26	5
	13%	13%	12%	8%	7%	14%	21%	20%	6%	14%	11%	12%	15%	15%	18%	16%	11%	12%	12%	9%	11%	15%	9%
				cdh		cdeh	cdeh	cdeh						s									
I want to get promoted/ take on a more senior role at work	249	151	98	50	87	69	31	10	2	249	-	6	23	20	13	14	26	17	45	49	13	17	6
	12%	14%	9%	16%	22%	18%	8%	3%	*	18%	-	7%	10%	11%	7%	9%	13%	10%	15%	16%	13%	10%	10%
		b		fgh	fgh	fgh	gh	h		j									n	n			
I am already retired	237	108	128	-	-	-	6	50	181	-	237	16	31	18	16	17	24	23	32	16	12	22	10
	11%	10%	12%	-	-	-	1%	14%	56%	-	33%	19%	13%	10%	9%	11%	12%	13%	11%	5%	12%	12%	16%
							de	cdef	cdefg	i		ns	s				s	s	s			s	s
I'm ready to retire	197	87	110	8	20	8	26	77	59	142	55	8	20	18	20	12	19	19	25	12	9	25	8
	9%	8%	10%	3%	5%	2%	7%	21%	18%	10%	8%	10%	9%	10%	11%	8%	10%	11%	9%	4%	9%	14%	13%
							ce	cdef	cdef					s	s		s	s	s			s	s
I want to take on more responsibility at work	197	124	73	45	70	46	26	10	1	197	-	7	17	11	22	15	17	15	24	43	7	15	3
	9%	12%	7%	15%	18%	12%	7%	3%	*	14%	-	8%	7%	6%	12%	10%	9%	8%	8%	14%	7%	9%	4%
		b		fgh	efgh	fgh	gh			j									lmr				
I don't know what I want from my career	189	90	96	46	53	40	37	13	-	135	54	6	26	11	17	14	24	18	20	19	5	19	9
	9%	9%	9%	15%	14%	11%	10%	4%	-	10%	7%	6%	11%	6%	9%	9%	12%	10%	7%	7%	5%	11%	15%
				gh	gh	gh	gh	h														s	
I want to change my career	187	99	85	36	52	52	34	10	2	158	29	5	16	14	18	14	14	15	22	31	6	25	6
	9%	9%	8%	12%	13%	14%	9%	3%	1%	11%	4%	6%	7%	8%	10%	9%	7%	8%	8%	10%	6%	14%	9%
				gh	gh	gh	gh			j												lpr	
I want to start my career	158	70	83	92	40	19	6	2	-	72	86	4	27	14	13	10	7	10	28	21	6	17	1
	7%	7%	8%	30%	10%	5%	1%	*	-	5%	12%	5%	11%	8%	7%	6%	4%	5%	10%	7%	6%	9%	2%
				defg	efgh	fgh				i			p						p			p	
I want to take a career break	71	43	26	15	25	14	11	6	-	58	13	1	11	6	10	4	4	4	7	11	3	3	6
	3%	4%	2%	5%	6%	4%	3%	2%	-	4%	2%	1%	5%	4%	6%	3%	2%	2%	2%	4%	3%	2%	10%
		b		gh	fgh	h	h	h		j													kopqru
I am ready to return to work but don't know what career to get into	52	16	36	9	8	8	13	9	4	-	52	2	4	8	6	5	6	2	1	7	10	3	-
	2%	2%	3%	3%	2%	2%	4%	3%	1%	-	7%	2%	2%	4%	3%	3%	3%	1%	*	2%	10%	2%	-
		a								i				r	r	r	r				lpqrs		
Something else	31	10	19	3	6	4	7	4	7	8	23	-	2	5	2	4	2	5	5	1	2	3	-
	1%	1%	2%	1%	2%	1%	2%	1%	2%	1%	3%	-	1%	3%	1%	2%	1%	3%	2%	*	2%	2%	-
										i				s									
Growth (NET)	619	372	245	143	184	149	96	38	9	562	57	18	62	50	54	43	53	41	104	110	27	45	12
	29%	35%	23%	47%	47%	40%	25%	10%	3%	40%	8%	21%	27%	28%	29%	28%	27%	23%	36%	37%	27%	25%	19%
		b		fgh	fgh	fgh	gh	h		j									kquv	klpq	uv		

Exploration/ Change (NET)	400 19%	210 20%	185 17%	89 29% fgh	122 31% fgh	104 28% fgh	63 17% gh	18 5% h	4 1%	329 23% j	71 10%	9 11%	51 22% k	30 17%	40 21%	26 17%	29 14%	31 17%	52 18%	70 23% kp	15 15%	39 22% k	9 15%
Retirement/ Break (NET)	494 23%	233 22%	258 24%	23 8% e	39 10% e	19 5%	43 11% e	130 35% cdef	240 74% cdef g	190 13%	305 42% i	26 30% s	60 26% s	43 24% s	45 24% s	32 21%	47 24% s	47 26% s	62 21% s	38 13%	24 24% s	51 29% s	21 35% rs
Undecided (NET)	478 22%	226 22%	247 23%	73 24% h	81 21% h	91 24% h	119 31% degh	91 25% h	22 7%	313 22%	165 23%	18 20%	59 25% rs	41 23%	52 28% rs	39 26% rs	48 24%	39 22%	49 17%	49 17%	26 26% rs	45 25% rs	13 22%
None of these	145 7%	66 6%	79 7%	4 1%	16 4%	22 6% c	38 10% cd	35 9% cd	30 9% cd	79 6%	66 9% i	7 9%	15 7%	6 4%	9 5%	4 3%	15 8%	18 10% mou	20 7%	33 11% mnou	9 9%	5 3%	2 3%
Don't know	71 3%	26 2%	45 4%	7 2%	19 5%	14 4%	13 4%	9 3%	7 2%	39 3%	32 4%	3 3%	6 2%	2 1%	6 3%	3 2%	14 7% lmor	4 2%	6 2%	18 6% mr	4 4%	6 4%	1 2%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 46
Q13 - To what extent do you agree or disagree with each of the following statements? - Summary table

BASE: ALL ADULTS AGED 16-75 IN THE UK

	Nowadays, apprenticeships or job training programmes are more valuable for preparing people for work than a university degree	A traditional university degree is as essential for a good career as it was 10 years ago	People with university degrees can command a higher salary later on in their career than people who completed an apprenticeship	Universities do not equip graduates with the skills they need to be successful in a career	There needs to be a wider range of apprenticeship / internship opportunities available to young people	Young people should have more opportunities to experience the workplace before they decide whether they pursue an apprenticeship or university degree	People with university degrees have more career opportunities than those with apprenticeships	Vocational qualifications are not as valuable nowadays as they were 10 years ago	People with vocational qualifications have more career opportunities than those with a university degree	Someone with a university degree will gain a more diverse range of skills than someone with a vocational qualification
UNWEIGHTED BASE	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139
WEIGHTED BASE	2139	2139	2139	2139	2139	2139	2139	2139	2139	2139
Strongly agree (2)	421	179	253	306	796	595	201	155	157	162
	20%	8%	12%	14%	37%	28%	9%	7%	7%	8%
Tend to agree (1)	891	472	726	780	799	939	584	446	514	424
	42%	22%	34%	36%	37%	44%	27%	21%	24%	20%
Neither agree nor disagree (0)	569	640	647	627	370	400	706	644	913	685
	27%	30%	30%	29%	17%	19%	33%	30%	43%	32%
Tend to disagree (-1)	108	480	244	199	54	76	361	487	301	548
	5%	22%	11%	9%	3%	4%	17%	23%	14%	26%
Strongly disagree (-2)	28	203	105	54	18	31	117	189	57	180
	1%	10%	5%	3%	1%	1%	5%	9%	3%	8%
MEAN	0.78	-0.03	0.39	0.55	1.13	0.98	0.2	-0.06	0.21	-0.08
STANDARD ERROR	0.02	0.03	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*
Agree (NET)	1312	651	979	1086	1595	1534	785	602	670	586
	61%	30%	46%	51%	75%	72%	37%	28%	31%	27%
Disagree (NET)	136	683	349	252	71	107	479	675	358	728
	6%	32%	16%	12%	3%	5%	22%	32%	17%	34%
Don't know	123	165	164	173	102	98	170	218	198	140
	6%	8%	8%	8%	5%	5%	8%	10%	9%	7%

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Table 47
Q13_1 - To what extent do you agree or disagree with each of the following statements? Nowadays, apprenticeships or job training programmes are more valuable for preparing people for work than a university degree

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	421 20%	199 19%	218 20%	58 19%	75 19%	77 21%	74 20%	69 19%	68 21%	257 18%	164 23%	23 27%	43 19%	43 24%	37 20%	33 22%	39 19%	46 26%	51 18%	50 17%	15 15%	31 18%	10 16%
Tend to agree (1)	891 42%	445 42%	440 41%	117 39%	153 39%	167 45%	156 41%	155 42%	141 44%	603 42%	288 40%	37 42%	94 41%	67 39%	85 45%	69 45%	81 40%	70 39%	116 40%	112 38%	50 50%	77 43%	34 56%
Neither agree nor disagree (0)	569 27%	274 26%	292 27%	83 27%	100 26%	96 26%	104 27%	92 25%	93 29%	373 26%	195 27%	20 24%	57 24%	46 26%	49 26%	42 27%	53 26%	36 20%	92 32%	89 30%	30 30%	43 24%	12 20%
Tend to disagree (-1)	108 5%	60 6%	47 4%	24 8%	26 7%	15 4%	15 4%	21 6%	7 2%	83 6%	25 3%	3 3%	12 5%	8 4%	11 6%	6 4%	10 5%	11 6%	17 6%	15 5%	4 4%	8 5%	3 5%
Strongly disagree (-2)	28 1%	23 2%	4 *	7 h	8 2%	3 1%	3 1%	6 2%	1 *	18 1%	10 1%	1 1%	6 3%	1 *	1 1%	1 1%	3 1%	2 1%	3 1%	9 3%	- -	1 1%	- -
MEAN	0.78	0.74	0.82	0.67	0.72	0.84	0.81	0.75	0.87	0.75	0.84	0.94 rs	0.73	0.88 s	0.8	0.83	0.77	0.9 rs	0.7	0.65	0.77	0.8	0.86
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.04	0.04	0.04	0.05	0.02	0.03	0.09	0.06	0.07	0.06	0.07	0.07	0.07	0.05	0.06	0.08	0.06	0.1
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	*	*	*	0.01	*	*	0.01	*	0.01
Agree (NET)	1312 61%	644 61%	659 61%	175 58%	228 58%	244 65%	231 61%	224 60%	210 65%	859 61%	452 63%	60 69%	138 59%	110 63%	122 65%	103 67%	119 59%	116 65%	167 57%	161 54%	65 65%	108 61%	44 73%
Disagree (NET)	136 6%	83 8%	52 5%	31 10%	34 9%	18 5%	18 5%	28 7%	7 2%	101 7%	35 5%	4 4%	18 8%	8 5%	12 6%	8 5%	13 7%	13 7%	20 7%	24 8%	4 4%	9 5%	3 5%
Don't know	123 6%	50 5%	70 7%	13 4%	29 7%	15 4%	27 7%	27 7%	13 4%	86 6%	36 5%	3 3%	20 8%	11 6%	4 2%	1 1%	15 8%	14 8%	12 4%	24 8%	* *	17 10%	1 2%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 48

Q13_2 - To what extent do you agree or disagree with each of the following statements? A traditional university degree is as essential for a good career as it was 10 years ago

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	179 8%	97 9%	80 7%	39 13%	41 11%	29 8%	22 6%	22 6%	24 8%	133 9%	46 6%	8 9%	14 6%	12 7%	19 10%	11 7%	14 7%	9 5%	35 12%	31 11%	8 8%	14 8%	3 5%
				fg	fg					j								iq					
Tend to agree (1)	472 22%	256 24%	216 20%	79 26%	98 25%	84 22%	76 20%	71 19%	65 20%	313 22%	159 22%	14 17%	66 28%	37 21%	36 19%	42 27%	41 20%	32 18%	64 22%	61 20%	25 25%	42 24%	13 21%
		b										q											
Neither agree nor disagree (0)	640 30%	328 31%	307 29%	77 25%	111 28%	121 32%	130 34%	107 29%	95 29%	419 30%	221 31%	28 32%	67 29%	52 30%	63 34%	46 30%	51 25%	53 30%	74 25%	105 35%	37 37%	49 28%	15 25%
						c												pr		r			
Tend to disagree (-1)	480 22%	204 19%	272 25%	57 19%	77 20%	86 23%	86 23%	87 23%	88 27%	315 22%	165 23%	26 30%	44 19%	41 23%	39 21%	34 22%	54 27%	44 25%	71 24%	55 19%	24 24%	32 18%	17 29%
		a							cd			s											
Strongly disagree (-2)	203 10%	98 9%	100 9%	31 10%	37 9%	25 7%	31 8%	51 14%	29 9%	135 9%	69 10%	8 10%	19 8%	23 13%	16 9%	12 8%	18 9%	22 13%	30 10%	23 8%	4 4%	17 10%	10 16%
						ef								t				t					t
MEAN	-0.03	0.05 b	-0.1	0.14 fgh	0.08 g	0.02 g	-0.08	-0.22	-0.1	*	-0.08	-0.15	0.05 qv	-0.15	0.01	0.05 q	-0.12	-0.24	0.01	0.08 qv	0.1	0.02	-0.31
STANDARD ERROR	0.03	0.04	0.03	0.08	0.06	0.06	0.05	0.06	0.07	0.03	0.04	0.12	0.07	0.09	0.08	0.09	0.08	0.09	0.07	0.07	0.11	0.09	0.16
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	*	0.01	0.01	0.02
Agree (NET)	651 30%	353 34%	296 28%	118 39%	139 36%	113 30%	99 26%	93 25%	90 28%	446 31%	205 29%	22 26%	80 34%	49 28%	55 29%	53 35%	55 27%	41 23%	99 34%	92 31%	33 32%	56 32%	16 26%
		b		efgh	fg							q				q		q					
Disagree (NET)	683 32%	302 29%	372 35%	88 29%	114 29%	110 30%	117 31%	138 37%	116 36%	450 32%	234 32%	34 39%	63 27%	64 36%	55 30%	46 30%	72 36%	66 37%	101 35%	78 26%	27 27%	50 28%	27 45%
		a						de				s		s			s	s				lsu	
Don't know	165 8%	67 6%	96 9%	20 7%	26 7%	28 8%	34 9%	34 9%	22 7%	105 7%	59 8%	2 3%	22 10%	10 6%	14 7%	8 5%	23 11%	18 10%	18 6%	23 8%	3 3%	22 12%	2 4%
		a															kt				kort		

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 49

Q13_3 - To what extent do you agree or disagree with each of the following statements? People with university degrees can command a higher salary later on in their career than people who completed an apprenticeship

BASE: ALL ADULTS AGED 16-75 IN THE UK

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (-2)	253 12%	134 13%	117 11%	44 g	54 g	48 g	44 g	32 g	32 g	167 12%	86 12%	14 16%	23 10%	20 11%	21 11%	12 8%	21 11%	16 9%	42 14%	45 15%	12 12%	19 11%	8 13%
Tend to agree (-1)	726 34%	388 37%	336 31%	116 f	128 33%	127 34%	104 27%	130 35%	121 37%	478 34%	248 34%	24 27%	84 36%	67 39%	65 35%	52 34%	54 27%	67 37%	98 34%	107 36%	34 34%	53 30%	19 32%
Neither agree nor disagree (0)	647 30%	324 31%	317 30%	84 28%	123 31%	102 27%	127 33%	113 30%	98 30%	420 30%	227 32%	29 33%	64 27%	51 29%	65 35%	42 28%	72 36%	46 26%	91 31%	79 26%	43 43%	50 28%	15 26%
Tend to disagree (-1)	244 11%	86 8%	155 14%	22 7%	33 8%	53 14%	54 14%	41 11%	42 13%	174 12%	70 10%	8 10%	31 13%	18 10%	18 10%	25 16%	17 9%	21 12%	33 11%	32 11%	6 6%	27 15%	8 13%
Strongly disagree (-2)	105 5%	53 5%	50 5%	14 5%	21 5%	15 4%	22 6%	21 6%	11 3%	71 5%	34 5%	6 7%	6 3%	7 4%	7 4%	13 8%	15 8%	12 7%	14 5%	9 3%	1 1%	7 4%	6 11%
MEAN	0.39	0.47 b	0.32	0.55 fg	0.45 f	0.41	0.27	0.33	0.4	0.38	0.42	0.38	0.42 o	0.46 o	0.43	0.17	0.28	0.33	0.44 o	0.54 op	0.51 o	0.32	0.26
STANDARD ERROR	0.02	0.03	0.03	0.07	0.06	0.06	0.05	0.05	0.06	0.03	0.04	0.12	0.07	0.08	0.07	0.09	0.08	0.08	0.06	0.06	0.09	0.08	0.16
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	0.01	0.01	0.01	0.01	0.01	*	*	0.01	0.01	0.03
Agree (NET)	979 46%	522 50%	453 42%	160 53%	182 46%	176 47%	148 39%	162 44%	152 47%	645 45%	334 46%	37 43%	107 46%	87 50%	86 46%	64 42%	76 38%	83 47%	140 48%	152 51%	46 46%	73 41%	27 45%
Disagree (NET)	349 16%	139 13%	204 19%	36 12%	53 14%	68 18%	76 20%	62 17%	53 16%	244 17%	104 14%	14 17%	37 16%	25 14%	25 13%	38 25%	32 16%	33 19%	47 16%	41 14%	7 7%	34 19%	14 23%
Don't know	164 8%	64 6%	98 9%	22 7%	33 8%	27 7%	29 8%	34 9%	20 6%	110 8%	54 8%	6 7%	25 11%	12 7%	10 5%	9 6%	21 10%	16 9%	14 5%	26 9%	4 4%	20 11%	4 6%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 50
Q13_4 - To what extent do you agree or disagree with each of the following statements? Universities do not equip graduates with the skills they need to be successful in a career

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	306 14%	165 16%	137 13%	51 17%	55 14%	53 14%	45 12%	55 15%	47 15%	201 14%	105 15%	16 18%	23 10%	26 15%	30 16%	35 23% lprs u	24 12%	32 18% l	34 12%	43 14%	14 14%	17 10%	13 21% lu
Tend to agree (1)	780 36%	372 35%	406 38%	90 30%	148 38%	145 39% c	133 35%	140 38%	125 39%	532 37%	248 34%	32 37%	86 37%	67 38%	66 35%	54 36%	74 37%	66 37%	115 39%	102 34%	40 40%	55 31%	22 37%
Neither agree nor disagree (0)	627 29%	298 28%	322 30%	86 28%	103 26%	104 28%	129 34% d	104 28%	102 32%	403 28%	224 31%	27 31%	80 35%	46 26%	56 30%	37 24%	59 30%	47 26%	85 29%	85 28%	28 28%	57 32%	19 31%
Tend to disagree (-1)	199 9%	110 10%	89 8%	48 16% efgh	41 10% f	35 9%	23 6%	26 7%	26 8%	126 9%	72 10%	8 9%	19 8%	17 10%	17 9%	18 12%	20 10%	13 7%	26 9%	25 8%	8 8%	25 14%	3 5%
Strongly disagree (-2)	54 3%	29 3%	23 2%	11 4% fh	15 4% fh	12 3%	4 1%	9 3%	3 1%	38 3%	16 2%	1 1%	5 2%	4 3%	3 2%	2 1%	2 1%	5 3%	12 4%	14 5% u	2 2%	1 1%	1 1%
MEAN	0.55	0.55	0.56	0.43	0.52	0.55	0.57	0.62 c	0.62	0.56	0.53	0.65	0.48	0.58	0.59	0.69 u	0.54	0.65 u	0.49	0.5	0.62	0.39	0.76 u
STANDARD ERROR	0.02	0.03	0.03	0.07	0.05	0.05	0.04	0.05	0.06	0.03	0.04	0.1	0.06	0.08	0.07	0.08	0.07	0.08	0.06	0.06	0.1	0.07	0.12
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	0.01	0.01	0.01	*	0.01	*	*	0.01	0.01	0.02
Agree (NET)	1086 51%	537 51%	543 51%	140 46%	203 52%	199 53%	178 47%	195 53%	172 53%	733 52%	353 49%	48 55% u	109 47%	93 53% u	96 51%	89 58% lu	98 49%	98 55% u	149 51%	145 49%	55 54%	72 41%	35 59% u
Disagree (NET)	252 12%	139 13%	112 10%	58 19% efgh	56 14% f	47 13% f	27 7%	35 10%	29 9%	164 12%	88 12%	9 10%	25 11%	22 12%	20 11%	20 13%	22 11%	18 10%	38 13%	39 13%	10 10%	26 15%	4 6%
Don't know	173 8%	76 7%	95 9%	18 6%	29 7%	24 6%	45 12% ceh	37 10%	20 6%	119 8%	53 7%	3 3%	19 8%	14 8%	14 8%	6 4%	21 11% o	16 9%	20 7%	29 10%	8 8%	21 12% ko	2 4%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 51
Q13_5 - To what extent do you agree or disagree with each of the following statements? There needs to be a wider range of apprenticeship / internship opportunities available to young people

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	796 37%	368 35%	422 39%	124 df	109 28%	129 35%	123 32%	134 36%	178 55%	474 33%	322 45%	35 40%	95 41%	68 39%	53 28%	56 36%	69 34%	71 40%	105 36%	104 35%	47 47%	71 40%	22 37%
Tend to agree (1)	799 37%	415 39%	379 35%	97 32%	159 41%	142 38%	157 41%	141 38%	103 32%	543 38%	257 36%	30 35%	91 39%	59 34%	77 41%	67 44%	75 38%	65 37%	114 39%	98 33%	36 36%	62 35%	24 40%
Neither agree nor disagree (0)	370 17%	181 17%	185 17%	54 18%	87 22%	77 21%	63 17%	57 15%	32 10%	271 19%	99 14%	18 21%	29 12%	32 18%	43 23%	21 14%	36 18%	24 14%	59 20%	63 21%	11 11%	27 15%	8 13%
Tend to disagree (-1)	54 3%	27 3%	25 2%	17 5%	8 2%	11 3%	9 2%	6 2%	4 1%	39 3%	15 2%	1 1%	3 1%	5 3%	2 1%	7 4%	11 6%	4 2%	6 2%	4 1%	4 4%	4 2%	2 4%
Strongly disagree (-2)	18 1%	12 1%	5 *	2 1%	5 1%	2 1%	1 *	7 2%	- -	15 1%	2 *	- -	2 1%	- -	4 2%	1 *	- -	1 1%	2 1%	4 1%	- -	3 1%	- -
MEAN	1.13	1.1	1.17	1.1	0.97	1.07	1.11	1.13	1.44	1.06	1.27	1.18	1.24	1.16	0.96	1.13	1.05	1.21	1.09	1.08	1.29	1.17	1.17
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.04	0.04	0.04	0.04	0.02	0.03	0.09	0.05	0.07	0.07	0.07	0.06	0.06	0.05	0.06	0.09	0.07	0.11
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	*	*	*	*	*	*	0.01	*	0.01
Agree (NET)	1595 75%	783 75%	801 75%	221 73%	268 69%	271 73%	280 74%	275 74%	281 87%	1017 72%	578 80%	65 75%	186 80%	127 73%	130 70%	123 80%	145 72%	136 76%	218 75%	203 68%	83 83%	134 76%	46 77%
Disagree (NET)	71 3%	40 4%	31 3%	19 6%	13 3%	13 3%	10 3%	13 3%	4 1%	54 4%	18 2%	1 1%	6 2%	5 3%	7 3%	7 5%	11 6%	5 3%	8 3%	8 3%	4 4%	6 4%	2 4%
Don't know	102 5%	47 4%	56 5%	9 3%	22 6%	13 3%	26 7%	26 7%	6 2%	78 5%	24 3%	3 3%	12 5%	11 6%	8 4%	2 1%	8 4%	14 8%	6 2%	24 8%	2 2%	10 6%	4 6%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 52
Q13_6 - To what extent do you agree or disagree with each of the following statements? Young people should have more opportunities to experience the workplace before they decide whether they pursue an apprenticeship or university degree

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
100%		49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	595	265	323	114	96	106	96	94	89	360	235	30	64	49	56	42	50	57	72	74	26	49	26
	28%	25%	30%	38% defg h	25%	28%	25%	25%	28%	25%	33% i	34%	28%	28%	30%	27%	25%	32%	25%	25%	26%	28%	44% lpsru
Tend to agree (1)	939	460	474	109	163	152	176	175	164	619	320	40	100	79	82	69	92	74	143	116	41	77	25
	44%	44%	44%	36% c	42% c	41% c	46% c	47% c	51% cde	44%	44%	47%	43%	45%	44%	45%	46%	42%	49% s	39%	41%	44%	42%
Neither agree nor disagree (0)	400	216	181	49	90	81	75	59	47	285	115	12	44	31	33	27	38	32	49	72	21	35	6
	19%	21%	17%	16% gh	23% h	22% h	20% h	16% h	15% h	20% j	16% j	14%	19%	18%	18%	18%	19%	18%	17% rv	24% rv	21%	20%	10%
Tend to disagree (-1)	76	47	29	17	12	14	12	14	8	63	13	1	7	5	9	5	9	1	15	12	5	7	1
	4%	4%	3%	6% j	3% j	4% j	3% j	4% j	2% j	4% j	2% j	1% j	3% j	3% j	5% q	3% q	5% q	1% q	5% q	4% q	5% q	4% q	1% q
Strongly disagree (-2)	31	19	11	5	10	2	5	8	1	23	8	1	2	3	3	4	-	4	4	4	3	1	1
	1%	2%	1%	2% h	3% h	1% h	1% h	2% h	* h	2% h	1% h	1% h	1% h	2% h	2% h	3% p	- p	2% p	1% p	1% p	3% p	* p	2% p
MEAN	0.98	0.9	1.05 a	1.05 d	0.87	0.97	0.96	0.96	1.08 d	0.91	1.1 i	1.16 rst	1	0.99	0.97	0.95	0.96	1.06	0.94	0.88	0.85	0.99	1.26 oprst
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.05	0.04	0.04	0.05	0.02	0.03	0.08	0.06	0.07	0.07	0.08	0.06	0.07	0.05	0.06	0.11	0.06	0.11
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	*	*	*	*	*	*	0.01	*	0.01
Agree (NET)	1534	725	796	223	259	257	272	269	254	979	555	70	164	129	138	110	142	131	215	190	67	126	51
	72%	69%	74% a	74% a	66% a	69% a	72% a	72% a	78% de	69% i	77% i	81% s	71% s	74% s	74% s	72% s	71% s	73% s	74% s	64% s	67% s	71% s	86% lpstu
Disagree (NET)	107	66	40	23	22	16	16	21	9	86	21	2	9	9	12	9	9	5	19	16	8	7	2
	5%	6% b	4% h	7% h	6% h	4% h	4% h	6% h	3% h	6% j	3% j	2% j	4% j	5% j	6% j	6% j	5% j	3% j	6% j	5% j	8% j	4% j	3% j
Don't know	98	44	55	8	20	18	17	22	14	70	28	3	16	7	3	6	11	10	10	20	3	8	1
	5%	4%	5%	3% n	5% n	5% n	4% n	6% n	4% n	5% n	4% n	3% n	7% n	4% n	2% n	4% n	6% n	6% n	3% n	7% n	3% n	5% n	1% n

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 53
Q13_7 - To what extent do you agree or disagree with each of the following statements? People with university degrees have more career opportunities than those with apprenticeships

BASE: ALL ADULTS AGED 16-75 IN THE UK

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
100%		49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%
Strongly agree (2)	201	102	98	33	52	36	21	38	21	137	64	10	19	12	20	15	17	16	27	36	10	15	5
	9%	10%	9%	11%	13%	10%	5%	10%	7%	10%	9%	11%	8%	7%	11%	10%	8%	9%	9%	12%	10%	8%	8%
Tend to agree (1)	584	315	266	99	108	104	104	83	85	397	187	12	66	45	58	30	45	49	90	96	29	51	14
	27%	30%	25%	33%	28%	28%		22%	26%	28%	26%	14%	28%	26%	31%	20%	22%	29%	31%	32%	29%	29%	23%
Neither agree nor disagree (0)	706	348	350	76	117	144	130	116	122	452	254	40	74	57	52	54	79	52	95	78	41	61	23
	33%	33%	33%	25%	30%	39%	34%	31%	38%	32%	35%	46%	32%	32%	28%	35%	40%	29%	32%	26%	41%	35%	38%
Tend to disagree (-1)	361	163	195	52	59	57	62	67	65	242	119	16	41	35	34	37	30	37	46	34	15	26	11
	17%	15%	18%	17%	15%	15%	16%	18%	20%	17%	17%	19%	18%	20%	18%	24%	15%	21%	16%	11%	15%	15%	18%
Strongly disagree (-2)	117	51	66	19	23	10	26	30	9	72	45	3	9	10	7	9	16	12	16	20	4	8	3
	5%	5%	6%	6%	6%	3%	7%	8%	3%	5%	6%	4%	4%	5%	4%	6%	8%	7%	6%	7%	4%	5%	5%
MEAN	0.2	0.26	0.14	0.27	0.3	0.28	0.1	0.1	0.14	0.22	0.16	0.11	0.21	0.09	0.29	0.04	0.08	0.12	0.24	0.36	0.27	0.23	0.13
STANDARD ERROR		b		fg	fg	fg		eh	eh											mop			
ERROR VARIANCE	0.02	0.03	0.03	0.07	0.06	0.05	0.05	0.06	0.06	0.03	0.04	0.11	0.07	0.08	0.08	0.09	0.08	0.08	0.06	0.07	0.1	0.08	0.14
*	*	*	*	0.01	*	*	*	*	*	0.01	*	0.01	*	0.01	0.01	0.01	0.01	0.01	*	*	0.01	0.01	0.02
Agree (NET)	785	417	364	132	160	140	125	121	106	534	251	22	85	57	78	46	61	65	117	132	39	65	18
	37%	40%	34%	44%	41%	38%	33%	33%	33%	38%	35%	26%	36%	33%	42%	30%	31%	36%	40%	44%	39%	37%	31%
Disagree (NET)	479	214	260	71	82	67	88	97	74	315	164	19	51	45	41	46	46	49	63	54	18	34	14
	22%	20%	24%	24%	21%	18%	23%	26%	23%	22%	23%	22%	22%	26%	22%	30%	23%	27%	21%	18%	18%	19%	23%
Don't know	170	71	98	23	31	22	36	37	20	120	50	5	23	16	15	8	14	13	18	34	2	16	5
	8%	7%	9%	8%	8%	6%	10%	10%	6%	8%	7%	6%	10%	9%	8%	5%	7%	7%	6%	12%	2%	9%	8%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 54
Q13_8 - To what extent do you agree or disagree with each of the following statements? Vocational qualifications are not as valuable nowadays as they were 10 years ago

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (-2)	155 7%	83 8%	72 7%	32 11%	35 9%	25 7%	25 7%	19 5%	19 6%	113 8%	43 6%	7 9%	15 7%	9 5%	14 8%	8 6%	11 6%	9 5%	19 7%	33 11%	8 8%	14 8%	7 11%
Tend to agree (-1)	446 21%	224 21%	220 21%	72 24%	101 26%	69 19%	78 21%	69 19%	57 18%	295 21%	152 21%	17 19%	63 27%	40 23%	32 17%	38 25%	41 21%	27 15%	59 20%	63 21%	23 23%	29 17%	13 22%
Neither agree nor disagree (0)	644 30%	319 30%	321 30%	77 26%	121 31%	133 36%	117 31%	103 28%	92 29%	436 31%	208 29%	33 39%	61 26%	44 25%	64 34%	42 28%	66 33%	47 26%	94 32%	94 31%	31 31%	53 30%	15 24%
Tend to disagree (-1)	487 23%	234 22%	248 23%	63 21%	64 16%	80 21%	87 23%	96 26%	97 30%	300 21%	187 26%	18 20%	48 21%	47 27%	44 24%	37 24%	40 20%	52 29%	74 25%	36 12%	32 32%	44 25%	14 24%
Strongly disagree (-2)	189 9%	98 9%	87 8%	28 9%	29 7%	21 6%	36 9%	42 11%	34 11%	123 9%	66 9%	6 7%	19 8%	18 10%	14 7%	19 12%	16 8%	19 11%	27 9%	27 9%	2 2%	15 8%	8 13%
MEAN	-0.06	-0.04	-0.06	0.06 gh	0.14 fg h	-0.01 gh	-0.09	-0.22	-0.23	-0.02	-0.12	0.02	0.03 q	-0.15	-0.07	-0.14	-0.05	-0.3	-0.11	0.15 moq r	0.05 q	-0.1	-0.06
STANDARD ERROR	0.02	0.04	0.03	0.08	0.06	0.05	0.06	0.06	0.07	0.03	0.04	0.11	0.07	0.09	0.08	0.09	0.08	0.09	0.06	0.07	0.11	0.09	0.17
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*	0.01	0.01	0.01	0.01	0.01	0.01	0.01	*	0.01	0.01	0.01	0.03
Agree (NET)	602 28%	307 29%	293 27%	104 34%	136 35%	94 25%	103 27%	88 24%	77 24%	407 29%	194 27%	24 28%	78 34%	49 28%	46 25%	47 31%	52 26%	36 20%	78 27%	96 32%	32 31%	44 25%	20 33%
Disagree (NET)	675 32%	332 32%	335 31%	90 30%	93 24%	101 27%	122 32%	138 37%	131 41%	423 30%	252 35%	24 28%	68 29%	64 37%	58 31%	57 37%	56 28%	71 40%	100 34%	64 21%	34 33%	58 33%	22 37%
Don't know	218 10%	92 9%	123 11%	31 10%	41 10%	45 12%	37 10%	41 11%	23 7%	153 11%	65 9%	5 6%	25 11%	18 10%	18 10%	8 5%	26 13%	26 14%	19 7%	44 15%	4 4%	22 12%	4 6%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 55
Q13_9 - To what extent do you agree or disagree with each of the following statements? People with vocational qualifications have more career opportunities than those with a university degree

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	157 7%	93 9%	63 6%	29 9%	39 10%	32 9%	22 6%	18 5%	17 5%	116 8%	41 6%	8 9%	11 5%	18 10%	20 11%	11 7%	12 6%	18 10%	19 6%	20 7%	7 7%	10 6%	3 5%
Tend to agree (1)	514 24%	247 24%	263 24%	81 27%	103 26%	88 24%	99 26%	76 20%	67 21%	357 25%	156 22%	20 23%	68 29%	33 19%	39 21%	49 32%	49 25%	31 17%	82 28%	73 24%	16 16%	40 22%	14 24%
Neither agree nor disagree (0)	913 43%	447 43%	461 43%	104 34%	142 36%	160 43%	166 44%	170 46%	171 53%	565 40%	348 48%	37 43%	83 36%	76 43%	78 42%	63 41%	88 44%	81 45%	120 41%	120 40%	55 55%	82 46%	31 52%
Tend to disagree (-1)	301 14%	141 13%	155 15%	46 15%	58 15%	54 14%	51 14%	51 14%	40 12%	209 15%	92 13%	13 15%	37 16%	23 13%	34 18%	19 12%	29 15%	24 13%	40 14%	40 13%	12 12%	23 13%	9 14%
Strongly disagree (-2)	57 3%	34 3%	22 2%	8 3%	10 2%	5 1%	9 2%	18 5%	7 2%	38 3%	19 3%	- -	5 2%	5 3%	3 2%	1 1%	8 4%	4 2%	10 3%	11 4%	5 5%	3 1%	2 3%
MEAN	0.21	0.23	0.2	0.29 g	0.29 g	0.26 g	0.21 g	0.07 g	0.16 g	0.24	0.17	0.29	0.22	0.23	0.22	0.35	0.15	0.22	0.22	0.19	0.1	0.21	0.14
STANDARD ERROR	0.02	0.03	0.03	0.06	0.05	0.05	0.04	0.05	0.05	0.03	0.03	0.1	0.06	0.08	0.07	0.07	0.07	0.07	0.05	0.06	0.1	0.06	0.11
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	0.01	0.01	*	*	0.01	*	*	0.01	*	0.01
Agree (NET)	670 31%	340 32%	326 30%	109 gh	142 gh	120 32%	121 32%	94 25%	85 26%	473 33%	197 27%	27 32%	79 34%	51 29%	59 31%	60 39%	62 31%	49 27%	100 34%	93 31%	23 23%	50 28%	17 29%
Disagree (NET)	358 17%	174 17%	177 17%	54 18%	68 17%	59 16%	60 16%	70 19%	47 14%	247 17%	111 15%	13 15%	41 18%	29 16%	37 20%	20 13%	38 19%	28 16%	50 17%	51 17%	16 16%	25 14%	10 17%
Don't know	198 9%	88 8%	108 10%	35 12%	39 10%	34 9%	33 9%	37 10%	20 6%	135 9%	63 9%	10 11%	29 12%	19 11%	13 7%	10 6%	14 7%	22 12%	22 8%	34 12%	6 6%	20 11%	1 2%

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 56
Q13_10 - To what extent do you agree or disagree with each of the following statements? Someone with a university degree will gain a more diverse range of skills than someone with a vocational qualification

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	162 8%	104 10% b	59 5%	41 14% efgh	47 12% fgh	28 7% h	23 6%	15 4%	9 3%	114 8%	49 7%	9 10% o	22 9% ou	11 6% o	12 6% o	1 1%	13 6% o	11 6% o	31 11% ouv	37 13% mopqu v	9 9% o	6 4%	1 1%
Tend to agree (1)	424 20%	232 22% b	189 18%	76 25% gh	95 24% gh	81 22% gh	72 19%	56 15%	43 13%	299 21%	125 17%	11 13%	46 20%	28 16%	42 23%	34 22%	43 21%	28 16%	55 19%	59 20%	22 22%	42 24%	13 22%
Neither agree nor disagree (0)	685 32%	331 32%	348 32%	90 30%	131 33%	126 34%	108 28%	110 30%	121 37% f	436 31%	248 35%	31 36%	72 31%	59 34%	60 32%	41 27%	66 33%	52 29%	104 36%	96 32%	30 30%	59 34%	15 25%
Tend to disagree (-1)	548 26%	227 22% a	314 29% a	58 19%	67 17%	82 22%	108 28% cd	119 32% cde	114 35% cde	349 25%	199 28%	23 26%	52 22%	50 29%	53 28%	48 31% rs	48 24% rs	47 26%	64 22%	63 21%	34 34% rs	46 26%	20 33%
Strongly disagree (-2)	180 8%	90 9%	89 8%	17 6%	24 6%	30 8%	41 11% cd	45 12% cd	23 7%	123 9%	57 8%	10 12% nt	15 7% n	18 10% n	7 4%	21 14% Instu	18 9% n	22 12% nt	28 10% n	20 7%	3 3%	11 6%	8 13% nt
MEAN	-0.08	0.03 b	-0.18	0.23 efg h	0.2 ef gh	-0.02 fg h	-0.21 cd	-0.36 cd	-0.32 cde	-0.05	-0.13	-0.17	0.03 mo qv	-0.22 oq v	*	-0.37	-0.08 o	-0.26 oq	-0.01 oqv	0.11 moqv	*	-0.08 o	-0.38
STANDARD ERROR	0.02	0.04	0.03	0.07	0.06	0.06	0.06	0.05	0.06	0.03	0.04	0.12	0.07	0.08	0.08	0.08	0.08	0.09	0.07	0.07	0.11	0.07	0.14
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*	0.01	0.01	0.01	0.01	0.01	0.01	0.01	*	*	0.01	0.01	0.02
Agree (NET)	586 27%	336 32% b	248 23%	118 39% efgh	142 36% fgh	108 29% gh	94 25% h	71 19%	53 16%	412 29% j	174 24%	20 23%	68 29%	38 22%	55 29%	35 23%	55 28%	39 22%	86 30%	96 32% mq	31 31%	49 28%	14 23%
Disagree (NET)	728 34%	317 30%	403 38% a	75 25%	92 23%	112 30%	149 39% cde	164 44% cde	137 42% cde	472 33%	256 36%	33 38%	67 29%	68 39% s	59 32%	69 45% Inpr su	66 33%	69 39% s	92 31%	83 28%	37 37%	57 32%	28 46% ls
Don't know	140 7%	67 6%	73 7%	19 6%	26 7%	27 7%	28 7%	26 7%	13 4%	99 7%	41 6%	3 3%	26 11% kort	9 5%	13 7%	7 5%	13 7%	19 11% rt	10 3%	23 8%	2 2%	12 7%	4 6%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 57

Q16 - To what extent, if at all, do you agree or disagree with each of the following statements? - Summary table

BASE: ALL ADULTS AGED 16-75 IN THE UK

	People in the workforce today will need to continue to retrain and update their skills to continue working in the future	I expect future technology advancements and innovation to have a positive impact on my career development	I'm worried I won't have the training and skills to be relevant in my job in the coming years	I'm concerned about how Gen AI will impact my job	It's important for companies to offer training programmes which help advance their employees skills and careers
UNWEIGHTED BASE	2139	2139	2139	2139	2139
WEIGHTED BASE	2139	2139	2139	2139	2139
Strongly agree (2)	512 24%	246 11%	173 8%	251 12%	736 34%
Tend to agree (1)	1073 50%	609 28%	472 22%	471 22%	956 45%
Neither agree nor disagree (0)	378 18%	732 34%	661 31%	581 27%	312 15%
Tend to disagree (-1)	62 3%	238 11%	406 19%	371 17%	32 1%
Strongly disagree (-2)	27 1%	131 6%	277 13%	266 12%	28 1%
MEAN	0.97	0.31	-0.07	0.04	1.13
STANDARD ERROR	0.02	0.02	0.03	0.03	0.02

ERROR VARIANCE	*	*	*	*	*
Agree (NET)	1586 74%	855 40%	645 30%	723 34%	1692 79%
Disagree (NET)	89 4%	369 17%	683 32%	638 30%	59 3%
Don't know	87 4%	183 9%	150 7%	198 9%	76 4%

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Table 58
Q16_1 - To what extent, if at all, do you agree or disagree with each of the following statements? People in the workforce today will need to continue to retrain and update their skills to continue working in the future

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	512 24%	265 25%	243 23%	64 21%	108 28%	87 23%	87 23%	71 19%	95 29%	321 23%	191 27%	27 32%	67 29%	41 23%	39 21%	35 23%	45 22%	47 26%	67 23%	70 24%	20 20%	39 22%	14 24%
Tend to agree (1)	1073 50%	526 50%	537 50%	146 48%	171 44%	176 47%	193 51%	213 57%	175 54%	694 49%	380 53%	38 44%	106 45%	100 57%	86 46%	79 52%	106 53%	85 48%	151 52%	139 47%	52 52%	105 59%	29 48%
Neither agree nor disagree (0)	378 18%	175 17%	203 19%	61 20%	81 21%	81 22%	66 17%	58 16%	30 9%	283 20%	94 13%	14 16%	39 17%	24 14%	40 22%	31 20%	38 19%	27 15%	58 20%	54 18%	20 20%	19 11%	14 23%
Tend to disagree (-1)	62 3%	38 4%	23 2%	22 7%	9 2%	8 2%	12 3%	8 2%	3 1%	49 3%	13 2%	2 3%	3 1%	6 3%	7 4%	6 4%	8 4%	6 4%	7 2%	9 3%	2 2%	3 2%	1 1%
Strongly disagree (-2)	27 1%	17 2%	11 1%	- -	8 2%	4 1%	3 1%	6 2%	7 2%	16 1%	12 2%	- -	9 4%	- -	4 2%	- -	2 1%	1 1%	2 1%	3 1%	2 2%	4 2%	1 2%
MEAN	0.97	0.96	0.96	0.86	0.96	0.94	0.97	0.94	1.12	0.92	1.05	1.1 n	0.98	1.03	0.84	0.94	0.92	1.03	0.96	0.96	0.9	1.01	0.92
STANDARD ERROR	0.02	0.03	0.02	0.05	0.05	0.04	0.04	0.04	0.05	0.02	0.03	0.09	0.06	0.06	0.07	0.06	0.06	0.06	0.05	0.05	0.09	0.06	0.11
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	*	*	*	*	*	*	0.01	*	0.01
Agree (NET)	1586 74%	791 75%	780 73%	210 70%	279 71%	262 70%	280 74%	284 77%	270 84%	1015 71%	571 79%	65 76%	173 74%	140 80%	125 67%	114 74%	150 75%	133 74%	218 75%	209 70%	72 72%	143 81%	43 72%
Disagree (NET)	89 4%	55 5%	33 3%	22 7%	17 4%	12 3%	15 4%	14 4%	10 3%	65 5%	24 3%	2 3%	12 5%	6 3%	11 6%	6 4%	10 5%	7 4%	9 3%	12 4%	4 4%	7 4%	2 3%
Don't know	87 4%	29 3%	55 5%	9 3%	14 4%	18 5%	18 5%	15 4%	13 4%	57 4%	30 4%	5 5%	9 4%	4 3%	9 5%	2 1%	2 1%	12 7%	7 2%	23 8%	4 4%	8 4%	1 2%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 59
Q16_2 - To what extent, if at all, do you agree or disagree with each of the following statements? I expect future technology advancements and innovation to have a positive impact on my career development

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	246 11%	137 13% b	103 10%	63 21% efgh	67 17% fgh	51 14% gh	37 10% gh	15 4%	12 4%	173 12%	73 10%	12 14%	31 13%	20 12%	18 9%	24 15% u	22 11%	17 10%	27 9%	47 16% ru	7 7%	12 7%	10 16%
Tend to agree (1)	609 28%	299 28%	306 29%	95 32% gh	140 36% gh	123 33% gh	110 29% gh	77 21%	62 19%	435 31% j	174 24%	20 23%	66 28%	56 32% p	58 31%	54 35% pq	44 22%	41 23%	84 29%	81 27%	32 32%	54 31%	20 33%
Neither agree nor disagree (0)	732 34%	339 32%	391 36%	88 29%	119 31%	128 34%	124 33%	140 38%	132 41%	476 33% c	256 36% cd	33 38%	65 28%	59 34%	70 37%	45 29%	82 41% loq	52 29%	99 34%	111 37% l	42 42% l	57 32%	18 30%
Tend to disagree (-1)	238 11%	139 13% b	95 9%	41 14%	32 8%	34 9%	35 9%	63 17% defh	32 10%	176 12% j	62 9%	11 13%	30 13%	21 12%	22 12%	13 9%	20 10%	24 14%	37 13%	24 8%	10 10%	20 11%	5 9%
Strongly disagree (-2)	131 6%	72 7%	58 5%	4 1%	7 2%	6 2%	29 8% cde	44 12% cde	41 13% cde	63 4% i	68 9%	4 5%	19 8% s	7 4%	7 4%	7 4%	13 6% mns	19 10% s	22 8% s	10 3%	5 5%	15 8% s	3 5%
MEAN	0.31	0.29	0.31	0.59 fgh	0.62 fgh	0.52 fgh	0.27 gh	-0.13	-0.1	0.36 j	0.19	0.31	0.28	0.38 q	0.32	0.52 pqr u	0.23	0.09	0.21	0.49 pqr u	0.27	0.18	0.49
STANDARD ERROR	0.02	0.04	0.03	0.07	0.05	0.05	0.06	0.05	0.07	0.03	0.04	0.12	0.08	0.08	0.07	0.09	0.08	0.09	0.06	0.06	0.1	0.08	0.15
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	0.01	0.01	0.01	0.01	0.01	0.01	*	*	0.01	0.01	0.02
Agree (NET)	855 40%	436 42%	409 38%	159 53% fgh	208 53% fgh	175 47% fgh	147 39% gh	92 25%	75 23%	608 43% j	247 34%	32 37%	96 41%	77 44% pq	75 40%	77 50% pqr	66 33%	58 32%	111 38%	128 43% pq	39 39%	66 37%	29 49% pq
Disagree (NET)	369 17%	211 20% b	154 14%	45 15%	40 10%	40 11%	64 17% de	107 29% cdef	73 23% cde	239 17% i	130 18%	15 18%	50 21% s	28 16%	29 16%	20 13%	33 17% os	43 24% s	59 20% s	33 11% mnrt	15 15%	35 20% s	9 14%
Don't know	183 9%	64 6%	118 11% a	10 3%	24 6%	30 8% c	44 12% cd	32 8% c	43 13% cd	98 7%	86 12% i	7 8%	21 9%	11 6%	12 7%	11 7%	20 10%	26 14% mnrt	22 7%	26 9%	5 5%	19 11% s	4 7%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 60
Q16_3 - To what extent, if at all, do you agree or disagree with each of the following statements? I'm worried I won't have the training and skills to be relevant in my job in the coming years

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (-2)	173 8%	89 9%	81 8%	38 12%	43 11%	46 12%	28 7%	9 2%	10 3%	109 8%	64 9%	5 6%	26 11%	9 5%	15 8%	12 8%	10 5%	15 8%	18 6%	32 11%	15 15%	14 8%	3 5%
				fg	gh	gh	gh						p							p	mpr		
Tend to agree (-1)	472 22%	240 23%	225 21%	95 32%	113 29%	86 23%	79 21%	59 16%	40 12%	318 22%	154 21%	27 31%	50 22%	41 24%	40 21%	37 24%	40 20%	38 21%	67 23%	57 19%	27 27%	37 21%	12 20%
				efgh	gh	gh	h					s											
Neither agree nor disagree (0)	661 31%	312 30%	348 32%	87 29%	115 30%	110 29%	105 28%	113 30%	131 41%	413 29%	247 34%	26 30%	59 25%	52 30%	71 38%	42 28%	66 33%	46 26%	94 32%	99 33%	30 30%	55 31%	20 33%
									g						lq								
Tend to disagree (-1)	406 19%	199 19%	205 19%	43 14%	74 19%	78 21%	91 24%	80 22%	40 12%	333 23%	73 10%	12 14%	41 18%	39 22%	29 15%	42 27%	42 21%	33 19%	57 19%	53 18%	12 12%	30 17%	16 27%
					h	h	ch	ch		j						klms tu							t
Strongly disagree (-2)	277 13%	153 15%	120 11%	29 9%	31 8%	37 10%	41 11%	78 21%	62 19%	179 13%	98 14%	13 15%	37 16%	25 15%	23 13%	11 7%	29 14%	29 16%	44 15%	26 9%	11 11%	24 14%	5 8%
		b						cdef	cdef				os				os	os					
MEAN	-0.07	-0.09	-0.06	0.24 fgh	0.17 fgh	0.07 gh	-0.11 gh	-0.47	-0.36	-0.11	0.02 i	-0.01	-0.05	-0.18	-0.04	-0.02	-0.21	-0.15	-0.15	0.06 p	0.22 mp qr	-0.08	-0.16
STANDARD ERROR	0.03	0.04	0.04	0.07	0.06	0.06	0.06	0.06	0.07	0.03	0.05	0.13	0.09	0.09	0.08	0.09	0.08	0.1	0.07	0.07	0.13	0.09	0.14
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	*	*	*	0.02	0.01	0.01	0.01	0.01	0.01	0.01	*	0.01	0.02	0.01	0.02
Agree (NET)	645 30%	330 31%	306 29%	133 44%	156 40%	132 35%	107 28%	67 18%	51 16%	427 30%	218 30%	32 37%	77 33%	50 29%	54 29%	49 32%	50 25%	52 29%	84 29%	89 30%	42 42%	51 29%	15 24%
				fg	fg	gh	gh													pr			
Disagree (NET)	683 32%	351 33%	326 30%	71 24%	105 27%	115 31%	132 35%	158 43%	102 32%	512 36%	171 24%	25 29%	78 34%	64 37%	52 28%	53 35%	71 35%	62 35%	101 35%	79 27%	24 24%	54 30%	21 35%
							cd	cdef h						s						r	r		
Don't know	150 7%	57 5%	92 9%	11 4%	15 4%	17 5%	36 10%	33 9%	39 12%	67 5%	83 12%	4 4%	19 8%	9 5%	9 5%	8 5%	14 7%	19 10%	13 5%	31 10%	5 5%	17 9%	4 7%
			a				cde	cde	cde	i								r		r			

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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Table 61
Q16_4 - To what extent, if at all, do you agree or disagree with each of the following statements? I'm concerned about how Gen AI will impact my job

BASE: ALL ADULTS AGED 16-75 IN THE UK

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	251 12%	122 12%	122 11%	70 defg h	50 13% gh	59 16% fgh	35 9% h	25 7%	12 4%	171 12%	80 11%	11 13%	31 13%	13 8%	24 13%	19 13%	21 11%	15 9%	35 12%	49 17% mq	10 10%	17 9%	5 9%
Tend to agree (1)	471 22%	235 22%	233 22%	82 27% gh	122 31% efgh	81 22%	79 21%	59 16%	49 15%	340 24% j	131 18%	18 21%	51 22%	49 28% p	46 24%	29 19%	35 17%	41 23%	74 25%	59 20%	19 19%	38 22%	12 20%
Neither agree nor disagree (0)	581 27%	294 28%	284 26%	72 24%	87 22%	97 26%	108 28%	103 28%	113 35% cde	357 25%	224 31% i	29 34%	59 25%	47 27%	51 27%	40 26%	53 26%	40 22%	87 30%	78 26%	36 36% q	46 26%	15 25%
Tend to disagree (-1)	371 17%	177 17%	194 18%	41 13%	72 19% h	80 21% ch	73 19% h	73 20% h	32 10%	296 21% j	75 10%	13 15%	30 13%	31 18%	34 18%	38 25%	42 21% lt	35 20% l	47 16%	50 17%	12 12%	32 18%	8 13%
Strongly disagree (-2)	266 12%	154 15% b	109 10%	20 7%	30 8%	32 9%	43 11%	78 21% cdef	64 20% cdef	153 11%	113 16% i	10 11%	35 15%	21 12%	18 10%	13 9%	28 14%	29 16%	35 12%	31 10%	10 10%	22 13%	14 24% norst
MEAN	0.04	-0.01	0.07	0.5 def gh	0.25 fgh	0.16 gh	-0.03 gh	-0.36	-0.32	0.06	-0.02	0.1	0.07	0.02	0.14	0.03	-0.12	-0.14	0.1	0.17 pq	0.07	-0.03	-0.24
STANDARD ERROR	0.03	0.04	0.04	0.08	0.06	0.06	0.06	0.06	0.08	0.03	0.05	0.13	0.09	0.09	0.09	0.1	0.09	0.1	0.07	0.08	0.13	0.1	0.18
ERROR VARIANCE	*	*	*	0.01	*	*	*	*	0.01	*	*	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.03
Agree (NET)	723 34%	357 34%	355 33%	151 50% efgh	172 44% fgh	140 38% gh	115 30% gh	84 23%	61 19%	511 36% j	212 29%	29 34%	82 35%	62 36%	70 38%	49 32%	56 28%	56 31%	109 37%	108 36%	29 28%	55 31%	18 29%
Disagree (NET)	638 30%	331 32%	303 28%	60 20%	102 26%	112 30% c	116 31% c	151 41% cdef h	96 30% c	449 32% j	189 26%	23 26%	65 28%	52 30%	52 28%	51 33%	70 35%	64 36% t	82 28%	81 27%	22 22%	54 31%	22 37%
Don't know	198 9%	68 6%	130 12% a	18 6%	30 8%	24 7%	41 11%	33 9%	53 16% cdeg	103 7%	95 13% i	5 6%	27 12% r	14 8%	14 8%	13 9%	21 11% r	18 10% r	14 5%	31 10% r	13 13% r	22 12% r	6 9%

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 62
Q16_5 - To what extent, if at all, do you agree or disagree with each of the following statements? It's important for companies to offer training programmes which help advance their employees skills and careers

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Strongly agree (2)	736 34%	373 35%	354 33%	103 34%	132 34%	117 31%	121 32%	121 33%	142 44%	432 30%	304 42%	35 40%	100 43%	64 37%	62 33%	45 30%	65 33%	60 33%	92 32%	104 35%	33 33%	59 34%	15 26%
Tend to agree (1)	956 45%	449 43%	502 47%	133 44%	157 40%	170 46%	180 48%	186 50%	131 40%	648 46%	308 43%	33 39%	91 39%	85 49%	73 39%	75 49%	99 49%	86 48%	138 47%	108 36%	54 54%	78 44%	36 60%
Neither agree nor disagree (0)	312 15%	169 16%	141 13%	49 16%	75 19%	61 16%	51 13%	48 13%	28 9%	246 17%	65 9%	12 13%	29 13%	16 9%	33 18%	26 17%	28 14%	19 11%	49 17%	54 18%	11 11%	27 15%	7 11%
Tend to disagree (-1)	32 1%	16 1%	16 1%	4 1%	12 3%	9 2%	5 1%	2 *	- -	30 2%	2 *	- -	3 1%	3 2%	4 2%	1 *	2 1%	2 1%	3 1%	9 3%	1 1%	3 2%	2 3%
Strongly disagree (-2)	28 1%	17 2%	11 1%	4 1%	4 1%	5 1%	2 *	8 2%	4 1%	19 1%	8 1%	- -	5 2%	- -	5 3%	3 2%	3 2%	1 1%	4 2%	5 2%	- -	1 1%	- -
MEAN	1.13	1.12	1.14	1.11	1.06	1.06	1.15	1.13	1.33	1.05	1.3	1.29 n	1.22	1.25 ns	1.03	1.06	1.12	1.2	1.09	1.06	1.2	1.14	1.08
STANDARD ERROR	0.02	0.03	0.02	0.05	0.05	0.04	0.04	0.04	0.05	0.02	0.03	0.08	0.06	0.05	0.07	0.07	0.06	0.06	0.05	0.06	0.07	0.06	0.09
ERROR VARIANCE	*	*	*	*	*	*	*	*	*	*	*	0.01	*	*	*	*	*	*	*	*	*	*	0.01
Agree (NET)	1692 79%	821 78%	856 80%	236 78%	289 74%	287 77%	301 79%	307 83%	273 84%	1080 76%	612 85%	68 79%	191 82%	149 85%	135 73%	120 78%	165 82%	146 82%	231 79%	212 71%	87 86%	138 78%	51 86%
Disagree (NET)	59 3%	32 3%	27 3%	8 3%	16 4%	14 4%	7 2%	10 3%	4 1%	49 3%	10 1%	- -	8 3%	3 2%	9 5%	3 2%	5 2%	3 2%	7 2%	14 5%	1 1%	4 2%	2 3%
Don't know	76 4%	28 3%	48 4%	9 3%	11 3%	10 3%	21 6%	7 2%	18 5%	44 3%	32 4%	7 8%	4 2%	7 4%	9 5%	4 2%	3 1%	10 6%	5 2%	18 6%	2 1%	8 5%	- -

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 98
QUK1 - Are you currently working in the field in which you want to develop your career?

BASE: ALL ADULTS AGED 16-75 IN THE UK IN EMPLOYMENT

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION												
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)	
UNWEIGHTED BASE	1294	652	636	144	311	300	284	215	40	1294	-	46	128	105	111	96	114	110	183	205	46	115	35	
WEIGHTED BASE	1295	668	621	167	309	298	264	203	55*	1295	-.**	47*	127	105*	116*	95*	113*	112*	176	212	50*	108*	35**	
	100%	52%	48%	13%	24%	23%	20%	16%	4%*	100%	-.**	4%*	10%	8%*	9%*	7%*	9%*	9%*	14%	16%	4%*	8%*	3%**	
Yes	656	364	290	103	197	160	121	63	12	656	-	20	55	52	49	50	53	46	104	130	29	48	21	
	51%	55% b	47%	62% fgh	64% efgh	54% gh	46% gh	31%	22%	51%	-	43%	44%	49%	42%	53%	47%	41% Inqu	59% Inqu	61% klnp qu	58%	44%	60%	
No	467	243	219	54	74	86	97	116	40	467	-	19	56	36	54	32	30	52	51	63	11	49	13	
	36%	36%	35%	32%	24%	29%	37% d	57% cdef	74% cdef	36%	-	41%	44% prst	34%	47% prst	34%	26% prst	47% prst	29%	30%	22%	46% prst	37%	
Don't know	172	60	112	10	38	51	46	23	2	172	-	7	15	17	13	12	30	14	21	19	10	11	1	
	13%	9% a	18%	6%	12%	17% c	18% c	12%	4%	13%	-	16%	12%	16%	11%	13%	26% Inoq rsu	12%	12%	9%	20%	10%	3%	

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 99
QUK3 - Taking in to consideration everything you have experienced, as well as everything you have seen, read or heard, would you do a university degree/Vocational qualification, or neither?

BASE: ALL ADULTS AGED 16-75 IN THE UK WITH A UNIVERSITY DEGREE OR A VOCATIONAL QUALIFICATION

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	1653	798	844	174	340	321	337	294	187	1165	488	70	184	133	153	111	144	138	228	238	69	146	39
WEIGHTED BASE	1438	713	714	169	317	282	274	209	186	1031	407	62*	157	112	141	93*	120	119	201	217	65*	118	33*
	100%	50%	50%	12%	22%	20%	19%	15%	13%	72%	28%	4%*	11%	8%	10%	6%*	8%	8%	14%	15%	5%*	8%	2%*
Vocational qualification	626 44%	315 44%	303 42%	62 37%	118 37%	123 44%	121 44%	101 48%	101 54%	425 41%	200 49%	26 42%	73 47%	51 45%	56 40%	51 55%	58 48%	53 44%	103 51%	63 29%	29 44%	49 42%	14 41%
								cd	cde		i		s	s	s	ns	s	s	s		s	s	
University degree	514 36%	256 36%	256 36%	78 46% efgh	136 43% fgh	99 35%	85 31%	59 28%	57 31%	384 37%	130 32%	21 33%	55 35%	43 39%	46 33%	26 28%	36 30%	39 33%	65 33%	113 52% klmn opqrtuv	21 33%	41 35%	8 24%
Neither	111 8%	58 8%	52 7%	13 8%	30 9%	18 6%	26 9%	17 8%	8 4%	92 9%	20 5%	4 7%	12 8%	7 6%	18 13%	8 9%	9 7%	8 7%	7 3%	17 8%	7 10%	13 11%	2 7%
										j					r					r	r		
Don't know	186 13%	83 12%	103 14%	16 9%	33 10%	43 15%	42 15%	33 16%	20 11%	129 13%	57 14%	11 17%	18 11%	11 10%	20 14%	8 8%	18 15%	19 16%	26 13%	24 11%	8 13%	15 13%	9 27% lmors

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 100
QUIK4 - You mentioned that you would do a university degree over a Vocational qualification. Which of the following reasons, if any, best describe why you say that?

BASE: ALL ADULTS AGED 16-75 IN THE UK WHO WOULD DO A UNIVERSITY DEGREE

	TOTAL	GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
		MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	699	355	342	92	165	136	124	106	76	515	184	27	74	60	60	43	52	60	91	133	30	57	12
WEIGHTED BASE	514	256	256	78*	136	99	85*	59*	57*	384	130	21**	55*	43*	46*	26*	36*	39*	65*	113	21**	41*	8**
	100%	50%	50%	15%*	27%	19%	17%*	11%*	11%*	75%	25%	4%**	11%*	8%*	9%*	5%*	7%*	8%*	13%*	22%	4%**	8%*	2%**
Better career opportunities	197 38%	101 39%	96 38%	28 36%	52 38%	43 43%	26 31%	26 44%	22 39%	142 37%	55 42%	5 26%	21 39%	18 43%	18 40%	12 47%	14 40%	16 42%	18 27%	39 35%	11 51%	18 44%	5 59%
Higher long-term salary	189 37%	103 40%	86 34%	25 32%	50 37%	35 35%	31 36%	28 48%	20 35%	135 35%	54 41%	11 55%	16 30%	19 44%	17 36%	9 36%	15 41%	12 31%	19 29%	43 38%	7 33%	16 39%	4 43%
Higher starting salary	168 33%	94 37%	74 29%	22 28%	55 40%	31 32%	26 30%	16 27%	18 32%	127 33%	41 31%	8 37%	19 35%	12 28%	12 25%	9 36%	14 39%	9 24%	20 30%	39 34%	6 27%	16 40%	4 43%
Necessary for pursuing a career in my field	153 30%	75 29%	78 30%	19 24%	43 32%	31 32%	20 24%	17 30%	22 39%	114 30%	39 30%	7 33%	17 31%	15 34%	11 25%	10 37%	7 20%	13 32%	20 30%	36 32%	6 29%	11 27%	1 17%
Faster career progression	140 27%	78 31%	61 24%	24 31%	43 31%	28 28%	18 22%	12 20%	15 26%	106 28%	34 26%	6 31%	20 36%	13 29%	12 27%	4 16%	7 21%	10 26%	14 21%	29 26%	5 25%	14 35%	4 52%
More diverse career opportunities	138 27%	70 27%	67 26%	17 21%	40 29%	29 29%	18 21%	19 32%	16 28%	103 27%	34 26%	5 23%	14 27%	11 25%	16 34%	7 26%	10 27%	7 17%	17 27%	31 28%	3 14%	12 30%	5 64%
Allows for more independence	135 26%	72 28%	62 24%	22 29%	37 27%	24 25%	17 20%	19 33%	14 25%	97 25%	38 29%	5 25%	14 25%	12 29%	16 35%	6 24%	10 29%	11 29%	14 22%	27 24%	4 20%	11 28%	2 30%
More prestigious	130 25%	69 27%	61 24%	19 24%	30 22%	22 22%	22 26%	21 36%	15 26%	92 24%	38 29%	5 25%	13 24%	13 29%	11 25%	5 19%	10 28%	10 27%	15 23%	30 27%	5 25%	9 22%	3 33%
Better networking opportunities	118 23%	66 26%	52 20%	22 29%	33 24%	20 21%	12 14%	15 26%	16 27%	81 21%	37 29%	5 22%	14 25%	11 24%	11 24%	5 19%	8 22%	9 23%	7 11%	29 25%	7 33%	12 29%	2 26%
Better industry connections	102 20%	57 22%	45 17%	19 24%	38 28%	15 15%	11 13%	9 15%	9 17%	77 20%	24 19%	3 13%	9 17%	9 21%	9 19%	6 22%	9 24%	7 18%	7 11%	26 23%	5 26%	11 26%	2 19%
More accessible senior positions	100 19%	57 22%	42 16%	14 18%	34 25%	17 18%	7 8%	14 23%	14 25%	75 20%	25 19%	6 31%	12 22%	9 21%	7 14%	4 16%	8 22%	7 18%	9 14%	22 19%	2 7%	14 35%	1 7%
More accessible junior positions	71 14%	43 17%	28 11%	20 26%	22 16%	14 14%	6 7%	6 10%	3 6%	58 15%	13 10%	1 6%	5 9%	3 7%	8 18%	4 15%	4 10%	3 9%	15 23%	21 18%	5 21%	3 6%	- -
More affordable	41 8%	25 10%	16 6%	9 12%	17 12%	6 6%	7 9%	1 2%	1 1%	36 9%	5 4%	- -	3 6%	3 7%	2 5%	1 5%	5 15%	1 2%	6 9%	13 11%	1 3%	6 15%	- -
Another reason	39 8%	16 6%	22 8%	4 5%	5 4%	7 7%	9 11%	7 11%	6 11%	27 7%	11 9%	1 2%	2 3%	5 12%	3 7%	1 4%	4 11%	3 9%	8 12%	5 4%	1 4%	4 11%	2 23%
Financial reasons (NET)	281 55%	153 60%	128 50%	39 50%	87 64%	53 54%	44 52%	32 54%	27 47%	215 56%	67 51%	13 62%	28 52%	24 55%	24 53%	15 58%	21 59%	17 44%	32 49%	71 62%	9 41%	24 59%	4 43%
Personal preference reasons (NET)	220 43%	117 46%	102 40%	36 46%	58 43%	39 40%	33 39%	31 52%	23 41%	159 41%	61 47%	9 44%	22 40%	20 47%	23 51%	9 35%	16 45%	18 47%	24 36%	50 44%	7 35%	16 40%	5 62%
Networking (NET)	171 33%	96 37%	75 29%	33 41%	53 39%	30 30%	21 24%	18 30%	17 30%	125 32%	46 35%	5 25%	18 33%	16 36%	17 37%	9 34%	11 32%	12 30%	12 18%	43 38%	10 46%	15 36%	4 45%
Career attainment and support (NET)	362 70%	174 68%	187 73%	59 75%	99 73%	74 75%	49 57%	39 67%	42 73%	274 71%	88 68%	13 62%	40 74%	31 71%	34 73%	21 81%	25 70%	27 69%	46 70%	80 70%	16 77%	23 56%	6 73%
Career progression (NET)	192 37%	108 42%	83 33%	31 40%	62 46%	37 38%	20 24%	22 37%	19 34%	146 38%	46 36%	11 52%	23 42%	17 40%	16 36%	7 26%	13 37%	13 34%	20 31%	41 36%	5 25%	20 49%	4 52%

Don't know	6	3	3	-	2	1	2	1	-	4	1	1	-	-	-	1	1	1	1	1	*	1	-
	1%	1%	1%	-	1%	1%	3%	2%	-	1%	1%	4%	-	-	-	2%	1%	3%	1%	1%	2%	2%	-

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 101

QUK5 - You mentioned that you would do a Vocational qualification over a university degree. Which of the following reasons, if any, best describe why you say that?

BASE: ALL ADULTS AGED 16-75 IN THE UK WHO WOULD DO A VOCATIONAL QUALIFICATION

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	612	288	317	50	110	116	133	121	82	406	206	28	74	51	55	51	57	49	100	57	23	54	13
WEIGHTED BASE	626	315	303	62*	118*	123*	121	101*	101*	425	200	26**	73*	51*	56*	51*	58*	53*	103*	63*	29**	49*	14**
	100%	50%	48%	10%*	19%*	20%*	19%	16%*	16%*	68%	32%	4%**	12%*	8%*	9%*	8%*	9%*	8%*	16%*	10%*	5%**	8%*	2%**
Development of practical skills	305 49%	147 47%	154 51%	24 39%	43 37%	50 41%	62 52%	61 60%	64 64%	187 44%	118 59%	19 74%	37 50%	24 47%	27 48%	24 46%	29 50%	24 45%	42 41%	28 44%	17 60%	29 58%	6 43%
Faster entry into the workforce	280 45%	141 45%	134 44%	31 49%	38 32%	47 38%	58 48%	53 52%	54 53%	176 41%	105 52%	19 72%	33 45%	25 49%	22 39%	16 31%	29 50%	28 53%	35 34%	30 48%	12 43%	23 46%	9 62%
More affordable	278 44%	134 43%	141 46%	15 23%	43 37%	57 46%	67 56%	49 48%	47 47%	176 41%	102 51%	10 39%	23 31%	25 50%	25 45%	24 47%	31 54%	19 36%	50 48%	23 36%	15 53%	22 44%	11 83%
Allows for more independence	168 27%	94 30%	73 24%	17 27%	27 23%	31 25%	39 32%	27 27%	28 27%	102 24%	67 33%	10 37%	21 28%	9 18%	13 22%	12 24%	22 39%	17 32%	24 24%	12 19%	8 28%	13 26%	8 59%
Faster career progression	156 25%	89 28%	64 21%	26 42%	38 32%	33 27%	28 23%	14 14%	18 18%	112 26%	45 22%	8 30%	15 21%	11 22%	20 36%	14 27%	15 26%	12 22%	24 23%	19 31%	3 11%	12 23%	3 25%
Better career opportunities	154 25%	79 25%	71 23%	20 32%	33 28%	27 22%	23 19%	18 18%	34 34%	98 23%	57 28%	10 38%	22 30%	10 20%	10 17%	13 25%	20 35%	13 25%	23 23%	14 22%	4 13%	12 23%	4 27%
Better industry connections	144 23%	86 27%	56 18%	26 43%	20 17%	28 23%	21 18%	22 21%	27 27%	85 20%	59 29%	9 34%	13 18%	6 13%	12 21%	11 21%	23 40%	10 18%	25 25%	16 25%	6 21%	11 22%	2 14%
More diverse career opportunities	143 23%	74 23%	64 21%	12 19%	20 17%	28 23%	22 18%	20 20%	41 41%	82 19%	61 30%	7 27%	20 28%	11 22%	13 23%	12 23%	13 23%	13 26%	18 17%	13 21%	6 22%	13 27%	2 12%
Better networking opportunities	120 19%	59 19%	59 19%	17 28%	22 18%	25 21%	12 10%	16 16%	28 28%	74 17%	46 23%	11 44%	12 17%	9 17%	5 10%	9 17%	13 23%	6 11%	17 16%	20 33%	7 24%	7 15%	3 23%
Necessary for pursuing a career in my field	105 17%	54 17%	49 16%	10 16%	15 12%	16 13%	19 16%	21 21%	24 24%	55 13%	51 25%	3 11%	12 16%	6 11%	7 12%	8 15%	18 31%	13 24%	14 13%	7 12%	8 28%	7 14%	3 25%
More accessible junior positions	87 14%	44 14%	42 14%	14 23%	13 11%	17 14%	13 11%	6 5%	24 24%	52 12%	35 18%	5 19%	8 11%	7 14%	5 8%	7 15%	8 14%	8 16%	12 11%	8 13%	7 24%	8 17%	2 17%
Higher starting salary	84 13%	51 16%	31 10%	15 25%	25 21%	14 12%	11 9%	5 5%	13 13%	53 13%	31 16%	5 17%	11 15%	3 7%	7 13%	4 7%	12 20%	12 23%	10 10%	9 15%	5 17%	4 9%	2 12%
Higher long-term salary	84 13%	55 17%	28 9%	11 18%	17 14%	19 15%	14 11%	6 6%	17 17%	55 13%	28 14%	2 9%	9 12%	3 6%	2 3%	10 19%	11 19%	6 11%	17 16%	12 19%	3 12%	6 13%	3 22%
More accessible senior positions	56 9%	33 10%	22 7%	12 19%	16 14%	11 9%	8 6%	4 4%	5 5%	37 9%	19 9%	3 10%	10 13%	1 2%	6 10%	1 2%	8 14%	7 13%	7 7%	4 7%	3 10%	4 8%	2 18%
Another reason	26 4%	9 3%	17 6%	- -	1 1%	6 5%	7 6%	6 6%	6 6%	19 5%	7 4%	1 2%	4 6%	7 14%	1 2%	4 8%	2 3%	1 2%	4 4%	1 2%	- -	1 2%	- -
Financial reasons (NET)	374 60%	194 62%	176 58%	31 50%	77 65%	76 62%	73 60%	57 56%	61 60%	247 58%	127 63%	14 54%	37 51%	30 59%	31 55%	32 63%	40 68%	29 55%	66 64%	35 56%	19 67%	28 56%	12 90%
Personal preference reasons (NET)	363 58%	183 58%	176 58%	31 49%	55 47%	63 51%	77 64%	71 70%	66 65%	229 54%	134 67%	20 78%	43 58%	27 54%	33 58%	25 50%	39 68%	31 58%	53 51%	33 52%	18 62%	32 65%	10 72%
Networking (NET)	208 33%	113 36%	92 30%	34 55%	33 28%	42 34%	26 21%	30 30%	44 44%	129 30%	79 40%	15 60%	21 28%	13 26%	14 25%	17 33%	26 44%	12 24%	33 32%	28 45%	9 31%	15 30%	4 32%
Career attainment and support (NET)	428	221	202	45	73	79	82	73	77	276	152	20	54	37	30	31	43	40	63	45	21	35	9

	68%	70%	67%	73%	62%	64%	68%	72%	76%	65%	76% i	75%	74% n	73%	53%	61%	74% n	76% n	61%	72%	73%	70%	68%
Career progression (NET)	186 30%	104 33%	78 26%	31 50% fgh	49 42% fgh	40 33% g	29 24%	16 16%	21 21%	132 31%	54 27%	8 30%	21 29%	12 24%	21 38%	14 27%	22 38%	16 30%	27 26%	22 36%	5 16%	14 28%	5 38%
Don't know	27 4%	10 3%	17 6%	2 3%	4 3%	7 5%	6 5%	3 3%	5 5%	19 4%	8 4%	- -	3 4%	- -	2 4%	2 4%	- -	4 7%	5 5%	5 8%	3 11%	3 6%	- -

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 102

QUK6 - Thinking about the job market currently. In general, which of the following options, if any, would you say give you the best opportunity to start a successful career?

BASE: ALL ADULTS AGED 16-75 IN THE UK

	GENDER			AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
Working for a company that invests in your training and development	975	470	498	119	170	171	168	163	184	633	342	41	108	85	85	80	90	81	141	116	43	80	24
	46%	45%	46%	39%	44%	46%	44%	44%	57% cdefg	45%	48%	48%	46%	49%	46%	52% s	45%	45%	48% s	39%	43%	45%	40%
Choose a career that you feel passionate about	917	441	467	116	167	155	178	158	143	604	313	38	97	83	76	80	87	80	112	103	37	92	33
	43%	42%	44%	38%	43%	42%	47% c	43%	44%	43%	44%	44%	42%	47% s	41%	52% rst	43%	45%	38%	35%	37%	52% rst	54% rs
Getting on-the-job skills by starting work	733	354	373	98	125	140	140	128	101	506	227	33	81	64	66	46	72	67	116	84	27	47	29
	34%	34%	35%	33%	32%	37%	37%	35%	31%	36%	32%	38%	35%	37%	35%	30%	36%	38% u	40% su	28%	27%	27%	49% ostu
Doing an apprenticeship	583	310	266	85	77	82	101	122	116	358	225	26	78	53	43	52	52	61	69	68	25	41	15
	27%	30%	25%	28% d	20% gh	22% d	27% de	33% de	36% def	25%	31% i	31%	33% nrsu	31%	23%	34% rs	26% nrsu	34% nrsu	24%	23%	25%	23%	25%
Start your career in any field to get work experience	420	212	203	73	97	71	77	61	41	299	120	12	46	32	37	23	48	36	63	60	21	28	13
	20%	20%	19%	24% gh	25% gh	19%	20% h	16%	13%	21% j	17%	14%	20%	18%	20%	15%	24%	20%	22%	20%	21%	16%	22%
Attending training courses in your personal time	380	202	178	65	96	83	59	38	41	263	117	17	53	31	37	23	27	29	48	59	15	36	7
	18%	19%	17%	21% gh	25% fgh	22% fgh	15% g	10%	13%	19%	16%	19%	23% p	18%	20%	15%	13%	16%	16%	20%	15%	21%	11%
Going to university	379	198	179	95	68	65	50	52	49	246	133	15	40	34	33	25	21	26	56	63	12	42	11
	18%	19%	17%	32% defgh	17% h	17%	13%	14%	15%	17%	18%	17%	17%	19% p	18%	16%	11%	15%	19% p	21% p	12%	24% p	18%
Start volunteering	223	97	126	40	37	47	36	35	28	134	90	10	18	11	27	25	18	18	27	32	16	17	5
	10%	9%	12%	13% h	10%	12%	10%	9%	9%	9%	12%	12%	8%	6%	14% lm	16% lm	9%	10%	9%	11%	16% lm	10%	8%
Another route	71	31	38	7	22	10	15	11	5	60	11	1	7	5	8	5	4	4	6	20	6	5	2
	3%	3%	4%	2% h	6% h	3%	4%	3%	2%	4% j	2%	1%	3%	3%	4%	3%	2%	2%	2%	7% pr	6%	3%	3%
Don't know	287	134	151	19	43	41	54	73	58	169	118	12	29	28	24	9	31	20	41	45	18	21	8
	13%	13%	14%	6% c	11% c	11% c	14% cde	20% cde	18% cde	12% i	16% i	14% o	13% o	16% o	13% o	6% o	15% o	11% o	14% o	15% o	18% o	12% o	13% o

Proportions/Mean: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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Table 103
Sample profile

BASE: ALL ADULTS AGED 16-75 IN THE UK

		GENDER		AGE						WORKING STATUS		GOVERNMENT OFFICE REGION											
	TOTAL	MAN (a)	WOMAN (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65-75 (h)	ANY WORKING (i)	NOT WORKING (j)	NORTH EAST (k)	NORTH WEST (l)	YORKS & HUMBER (m)	WEST MIDLANDS (n)	EAST MIDLANDS (o)	EAST OF ENGLAND (p)	SOUTH WEST (q)	SOUTH EAST (r)	LONDON (s)	WALES (t)	SCOTLAND (u)	NI (v)
UNWEIGHTED BASE	2139	1025	1097	253	381	379	420	435	271	1418	721	89	239	177	186	155	201	180	294	285	91	185	57
WEIGHTED BASE	2139	1050	1072	302	391	373	380	371	323	1420	719	86*	232	175	186	153	200	179	292	298	100*	177	60*
	100%	49%	50%	14%	18%	17%	18%	17%	15%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
GENDER																							
MAN	1050 49%	1050 100% b	- -	151 50%	196 50%	184 49%	186 49%	180 49%	154 48%	740 52% j	310 43%	34 40%	118 51%	78 44%	90 48%	82 53%	90 45%	87 49%	151 52%	152 51%	49 48%	94 53%	25 42%
WOMAN	1072 50%	- -	1072 100% a	145 48%	192 49%	187 50%	192 51%	188 51%	168 52%	674 47% i	398 55%	50 58%	113 49%	96 55%	95 51%	71 47%	106 53%	90 50%	138 47%	144 48%	52 52%	83 47%	34 56%
AGE																							
&aglow-24	302 14%	151 14%	145 14%	302 100% defgh	- -	- -	- -	- -	- -	174 12%	128 18% i	4 5%	36 16% k	16 9%	23 12%	25 17% k	21 11%	28 16% k	44 15% kmp	58 19%	13 13%	27 15% k	6 11%
25-34	391 18%	196 19%	192 18%	- -	391 100% cefgh	- -	- -	- -	- -	341 24% j	49 7%	12 13%	37 16%	36 21% q	36 19%	21 14%	40 20%	21 12%	49 17%	81 27% kloq ru	22 22%	22 13%	15 25% qu
35-44	373 17%	184 17%	187 17%	- -	- -	373 100% cdfgh	- -	- -	- -	318 22% j	55 8%	19 22%	35 15%	26 15%	39 21%	28 18%	28 14%	38 21%	55 19%	55 18%	14 14%	27 15%	10 17%
45-54	380 18%	186 18%	192 18%	- -	- -	- -	380 100% cdegh	- -	- -	286 20% j	93 13%	14 16%	44 19%	40 23% qrt	39 21%	31 20%	39 19%	24 13%	44 15%	45 15%	11 11%	40 23% qt	9 15%
55-64	371 17%	180 17%	188 18%	- -	- -	- -	- -	371 100% cdefh	- -	227 16% i	144 20%	19 22%	40 17%	32 18%	25 14%	28 18%	33 17%	37 21% s	59 20% s	38 13%	15 15%	34 19%	11 19%
65-75	323 15%	154 15%	168 16%	- -	- -	- -	- -	- -	323 100% cdefg	74 5% i	249 35%	19 22% s	40 17% s	25 14% s	25 13%	20 13%	39 19% s	31 17% s	41 14% s	22 7% s	25 25% nors	28 16% s	8 14%
WORKING STATUS																							
ANY WORKING	1420 66%	740 70% b	674 63%	174 57% h	341 87% cfgh	318 85% cfgh	286 75% cgh	227 61% h	74 23%	1420 100% j	- -	49 56%	147 63%	116 66%	128 69% t	100 65%	123 61%	116 65%	205 70% kt	230 77% kimo pqtu	55 55%	111 63%	40 67%
NOT WORKING	719 34%	310 30%	398 37% a	128 43% def	49 13%	55 15%	93 25% de	144 39% def	249 77% cdefg	- -	719 100% i	38 44% rs	86 37% s	59 34% s	59 31%	53 35% s	77 39% s	63 35% s	86 30%	67 23%	45 45% nrs	65 37% s	20 33%
GOVERNMENT OFFICE REGION																							
NORTH EAST	86 4%	34 3%	50 5%	4 1%	12 3%	19 5% c	14 4%	19 5% c	19 6% c	49 3%	38 5%	86 100% lmnop qrstuv	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NORTH WEST	232 11%	118 11%	113 11%	36 12%	37 9%	35 9%	44 12%	40 11%	40 13%	147 10%	86 12%	- -	232 100% kmnop qrstuv	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
YORKS & HUMBER	175 8%	78 7%	96 9%	16 5%	36 9%	26 7%	40 11% c	32 9%	25 8%	116 8%	59 8%	- -	- -	175 100% knop qrstuv	- -	- -	- -	- -	- -	- -	- -	- -	- -
WEST MIDLANDS	186 9%	90 9%	95 9%	23 8%	36 9%	39 10%	39 10%	25 7%	25 8%	128 9%	59 8%	- -	- -	- -	186 100% kmnop qrstuv	- -	- -	- -	- -	- -	- -	- -	- -
EAST MIDLANDS	153 7%	82 8%	71 7%	25 8%	21 5%	28 7%	31 8%	28 8%	20 6%	100 7%	53 7%	- -	- -	- -	- -	153 100% klmnp qrstuv	- -	- -	- -	- -	- -	- -	- -
EAST OF ENGLAND	200 9%	90 9%	106 10%	21 7%	40 10%	28 8%	39 10%	33 9%	39 12%	123 9%	77 11%	- -	- -	- -	- -	- -	200 100% kimno	- -	- -	- -	- -	- -	- -

SOUTH WEST	179 8%	87 8%	90 8%	28 9%	21 5%	38 10% d	24 6%	37 10% d	31 9%	116 8%	63 9%	- -					
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Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g/h - i/j - k/l/m/n/o/p/q/r/s/t/u/v
Overlap formulae used. * small base

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