

Interim results from skills survey:

Q1. Please mark all the sectors that you work in and for each sector mark how difficult you find it to recruit staff with the right skills

Responses were received from the following sectors:

Construction
Energy and Water
Digital and Creative
Manufacturing
Retail
Public sector
Professional services

Q2. In your business or sector, how difficult do you think it will be in the future to recruit staff with the right skills?

	N/A	Not difficult	Moderately Difficult	Very Difficult	Impossible to recruit
1 year ahead	7%	20%	53%	20%	
1 – 3 years		20%	60%	20%	
3 – 5 years		7%	73%	20%	
5 or more years		17%	58%	17%	8%

Q3. What skills do you look for when you are recruiting staff? (tick all that apply)

	Literacy	Numeracy	ICT	Specific job skills	Foreign Language	Confidence	Customer facing skills	Time Keeping
School Leavers	100%	100%	55%	9%	9%	64%	64%	100%
College Leavers	80%	80%	50%	50%	10%	80%	60%	100%
University graduates	70%	70%	70%	70%		80%	70%	90%
Older recruits	64%	64%	64%	64%		82%	55%	73%

Q4. What skills do you think will be most important for the local economy and your business over the coming three years?

Local Economy	My Business
Technical	Construction & Demolition;
Collaboration - working together with other like-minded businesses	Analytical
Motivation and adaptability	Leadership and managing staff; time management
Customer facing skills - confidence and motivation	Motivation and adaptability
High end Science and Engineering to drive sustainable growth	High end Scientific - Chemistry, Medicine and Biology
Selling; entrepreneurial	ICT
Literacy Numeracy	Literacy Numeracy

Q5. How do you think businesses can support schools and colleges in preparing young people for the work of work?

- Graduate Schemes, with better Work Experience.
- Provide meaningful work-based projects, which they can include in their CVs, personal statements etc.
- Businesses should recognise that young people, if suitably motivated and managed, and contribute a lot to businesses.
- Work placements and apprenticeships
- By schools establishing stronger relationships with their local business community (all sectors). However, we want this as a coordinated approach - as it was some years ago through the Chamber/Education Business Partnership.
- Better understanding of how a business works. An understanding that they need to start at an appropriate level in a business then work hard to get where they want to go.
- Briefing teachers so that they are more aware of the importance and value of business, how it works and how it thinks.

Q6. Career advice, work experience and apprenticeships are all used to prepare young people for the world of work. Have these services helped your business to find and recruit good staff?

	Don't Know	No experience	Very unhelpful	Unhelpful	Neither	Helpful	Very Helpful
Careers advice	27%	18%	18%		9%	18%	9%
Work Experience		18%			18%	37%	27%
Apprenticeships		45%	9%		18%	18%	9%

Q7. How do you think these services can be improved?

- Work experience is helpful at the university level - not school
- We have recruited staff via University scheme last year. This was fully funded and extremely helpful.
- The young people also benefited hugely from much improved CVs
- A more coordinated approach is needed 'locally' (district-wide) rather than lots of different providers descending on us weekly - who have no idea who the businesses are or what they do .
- Move availability.

Q8. What emerging skills priorities do you consider critical for Kent to address over the coming 3 years?

Service skills
 Technical
 Online
 Data scientists
 Innovators

Customer Service
 Science and engineering
 ICT
 Concentrate on literacy & numeracy.
 Design & Technology

These results will be updated as more responses are received, if you wish to take part you can at: <http://svy.mk/s83RjE>