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# What Employers Want

17<sup>th</sup> May 2016

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- What does an 'employable' young person look like?
- What are the skills and attributes that employers are looking for when they recruit a young person?
- L&W recruited and worked with four delivery partners across England, Scotland, Wales and Northern Ireland, who work directly with unemployed young people

- Around 50 young people took part in a series of training sessions.
- They conducted interviews with local employers.
- They discussed and reviewed the interview responses, agreed key messages and fed them back to L&W.
- Findings informed our ‘Guide for Young People...’ and the ‘What Employers Want’ website.

# Employers like young people...

“I never look at a young person and say no. Young people have a lot to offer. We like to give them a chance to prove themselves and do well. They often surprise you with what they have to offer!”

## Employers want...



### A positive attitude

Show enthusiasm, commitment and energy.



### 'Soft skills'

Including **communication, problem-solving, time management, teamwork** and **working well under pressure**.



### 'Hard skills'

Sometimes specific to certain jobs but almost all employers highly value **literacy, numeracy** and **digital skills**.



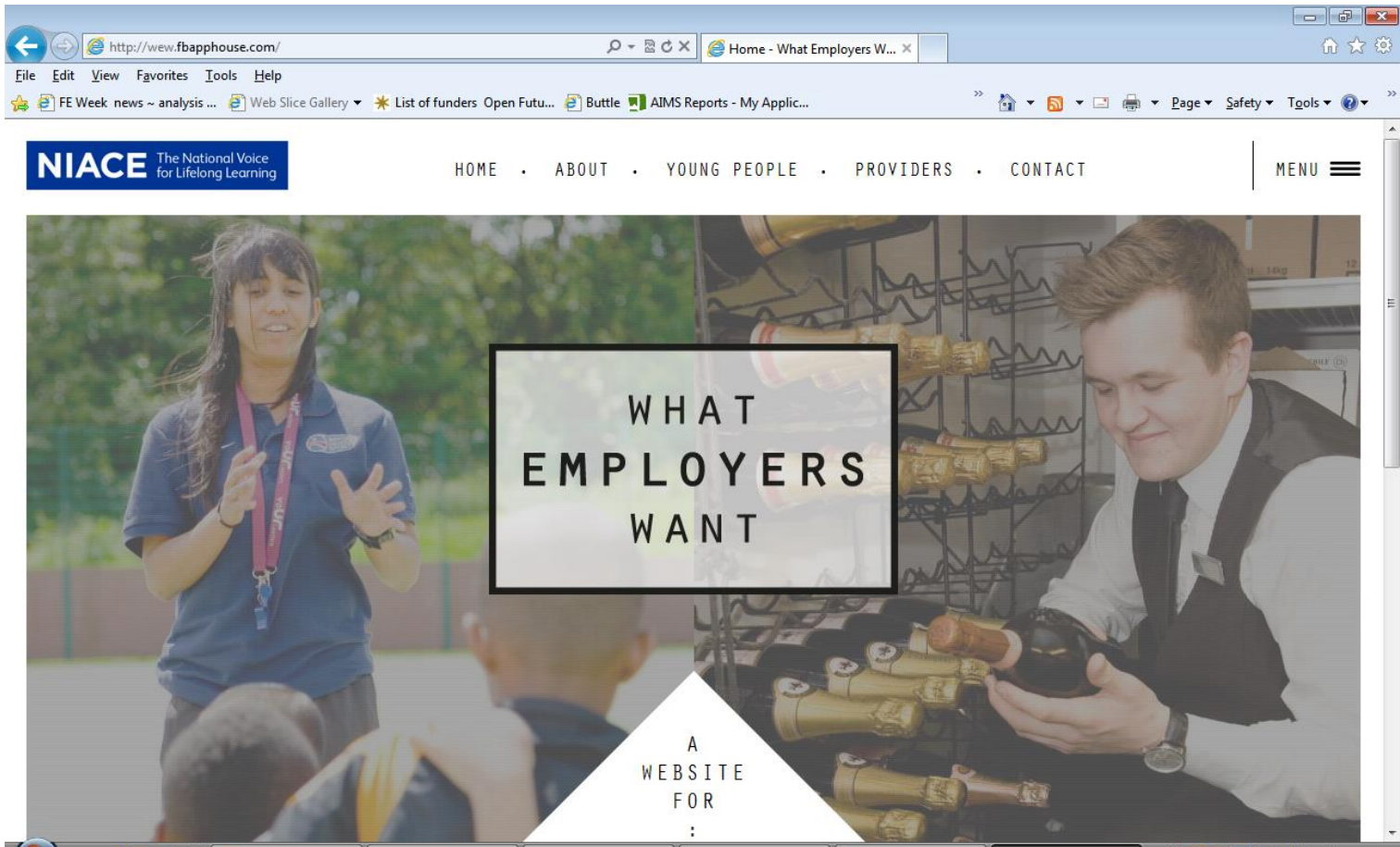
### Experience

A range of different types of experience, particularly work experience and volunteering.



### Qualifications

Even though not all the qualities they are looking for can be measured through qualifications, qualifications are valued by employers.



# Impact on young people:

- Practical skills
- Breaking down barriers with employers.
- Improved understanding of what employers are looking for.
- Confidence in interviews.
- Links with employers – work experience.
- Jobs!

To find out more about What Employers  
Want, please visit our website –  
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Thank you!