
WHAT EMPLOYERS WANT

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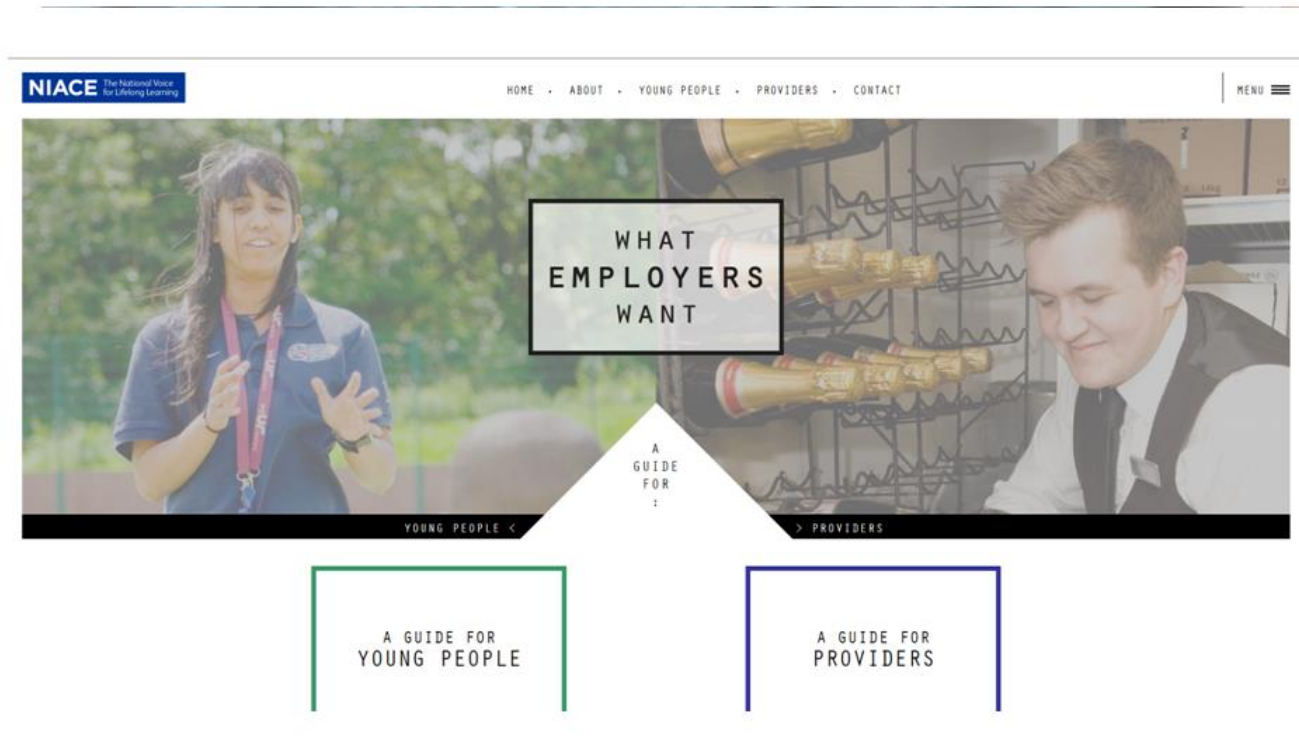


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NIACE The National Voice
for Lifelong Learning

A NEW WEBSITE



WHY?

Employers are from Mars.
Young people are from
Venus.

Research report by CIPD, 2013

What are the skills and attributes that employers are looking for when they recruit a young person?

FINDINGS



FINDINGS

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.

‘I like to see a young person with spark and personality. Somebody who is determined and tries to do their best everyday.’

'Young people need to be good team players. They need to be able to get on with their colleagues, give and accept help.'

'HARD SKILLS'

'The young people that we employ use ICT as part of their everyday lives. One of our apprentices has set up a Facebook page and Twitter account for the business.

Skilled use of ICT is an important attribute that many young people have and that employers value.'

QUALIFICATIONS

‘Many of the young people that we employ didn’t leave school with good GCSE’s, but they have completed qualifications or short courses once they left school to improve on this. Doing short courses and signing up for government training programmes shows me that the young person wants to develop good skills and that they are committed to getting a job.’

EXPERIENCE

‘Even though it is easy to view work experience and volunteering as doing something for nothing, the long term benefits are much greater than they might first appear – experience, training, references, networking. Grasp every opportunity!’

What Employers Want