Key Issue Seminar 15.30 – 16.30

A View from London Employers

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London First

- Business-led membership organisation

- 260 organisation members including 20 London universities

- Campaigns for changes in public policy and investment to ensure that London is the best city in the world to work, study and do business

- Runs practical networks, programmes and start-up projects, where we see a need and a niche

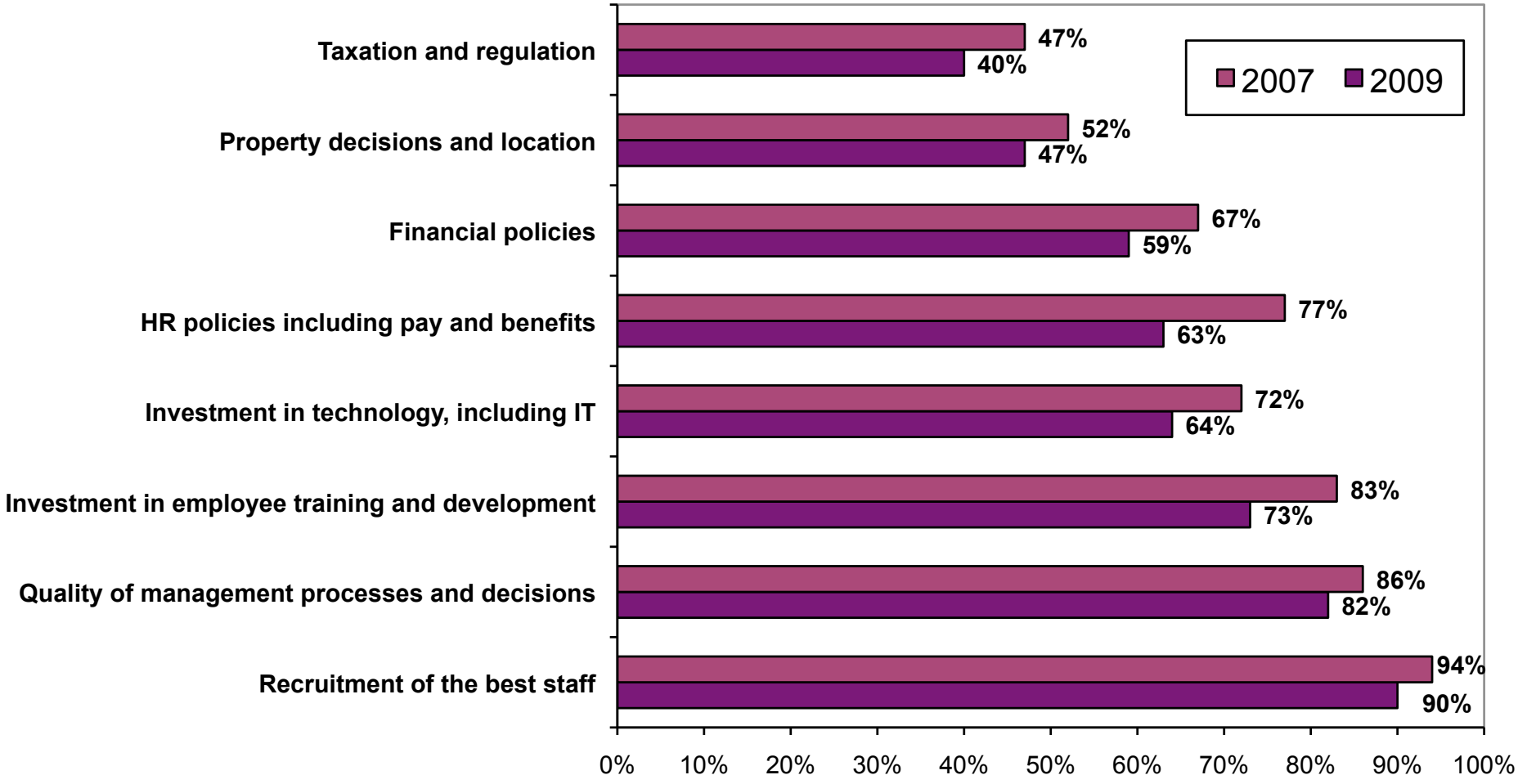
Voice of London Employers (VoLE) 2010

-Surveyed 2048 London Employers – all sectors and sizes

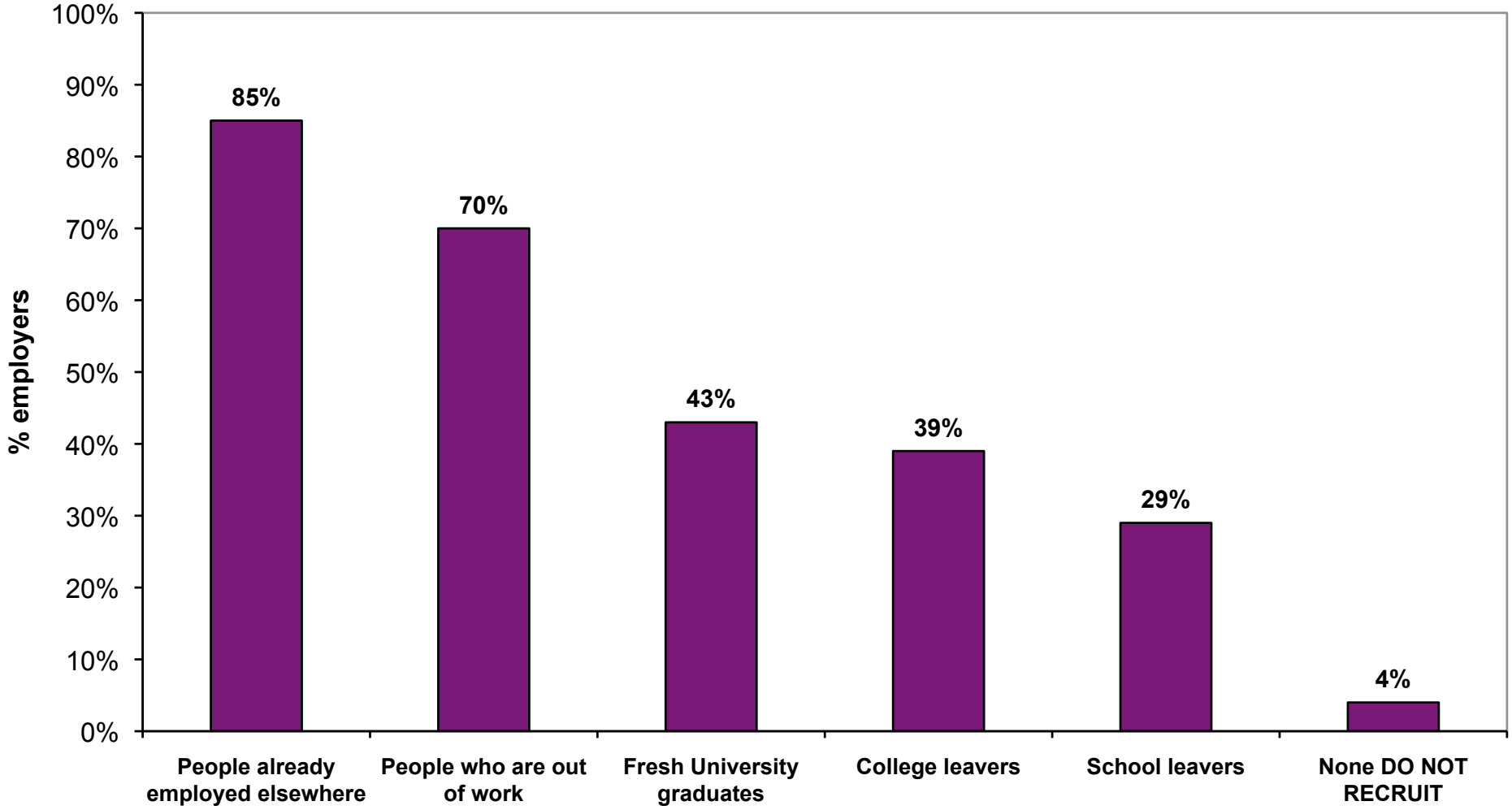
- 20 Minute interviews with decision makers
  - Head of HR (Large organisations)
  - CEO/Owner (SMEs)
- Follows VoLE 2007, commissioned for the London Skills and Employment Board
  - See http://www.londonfirst.co.uk/documents/VoLE_report_Aug_07.pdf
- Full report to be published in April

Can you rate the following factors according to their importance in contributing to your organisation's productivity or competitveness with other organisations?

% employers who responded important or very important (rated 1 or 2)

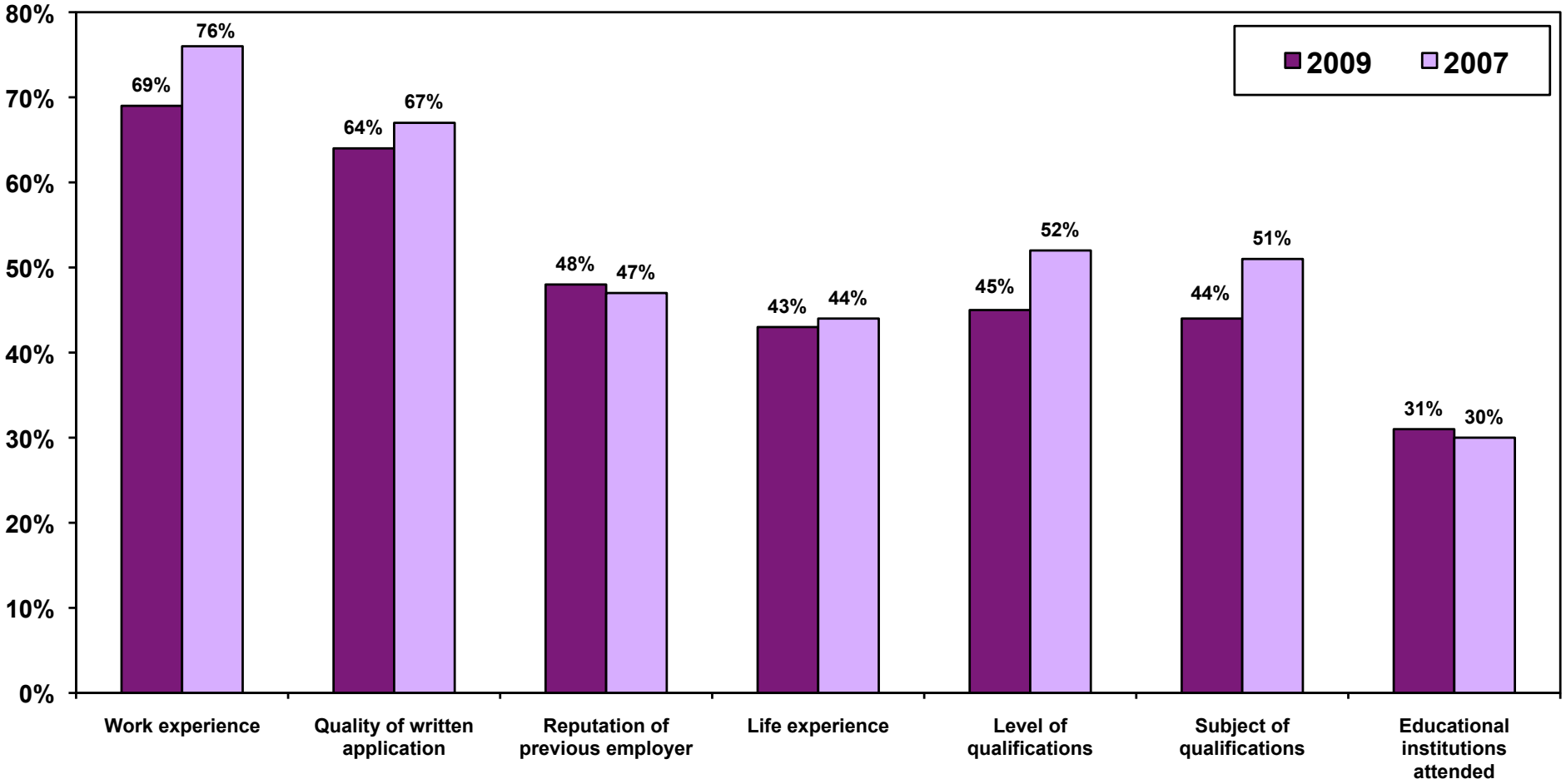


From which of the following groups does your organisation recruit for its London operations?



Importance of factors in deciding which applicants to interview

% employers who responded important or very important (rated 1 or 2)



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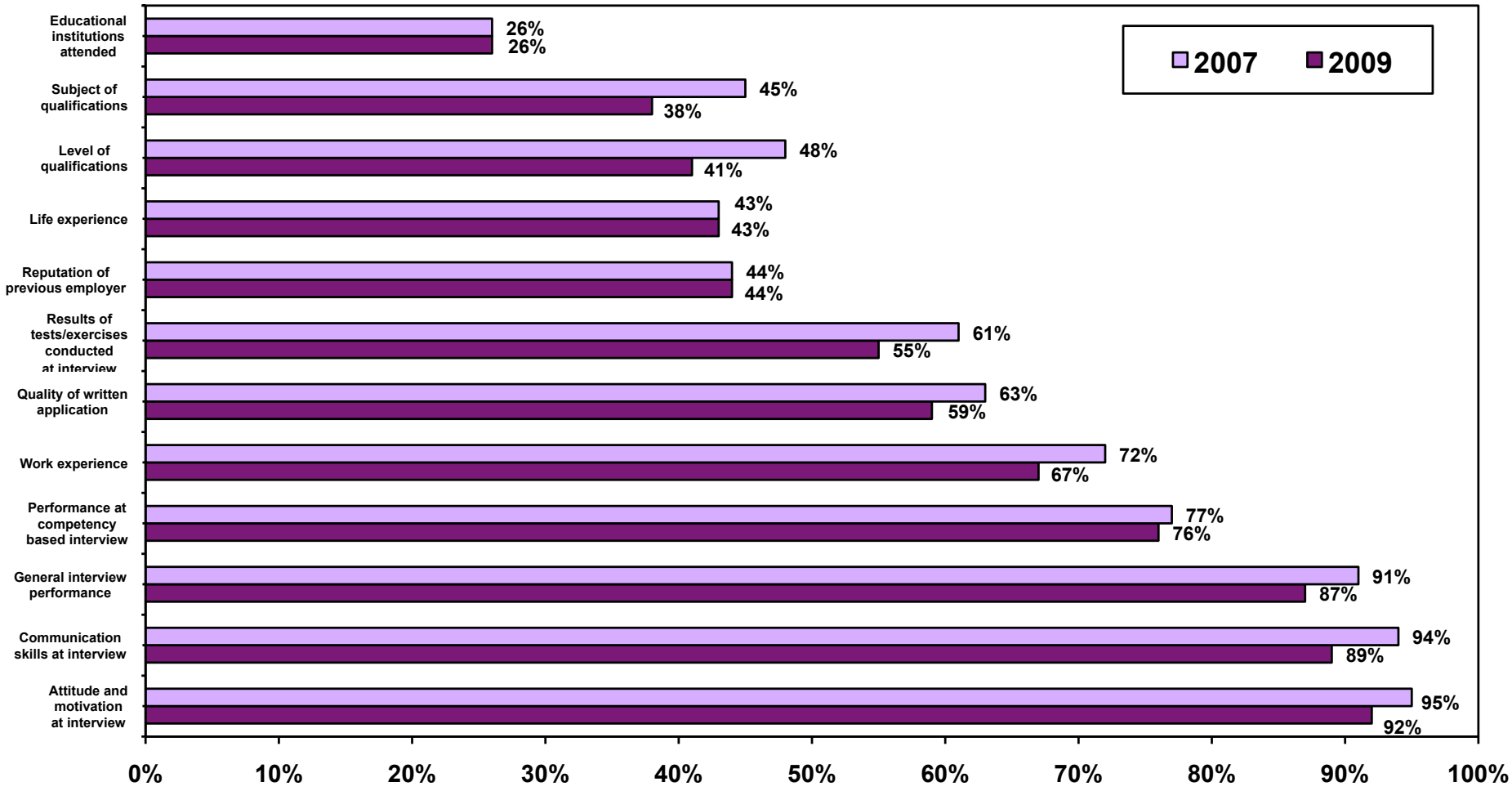
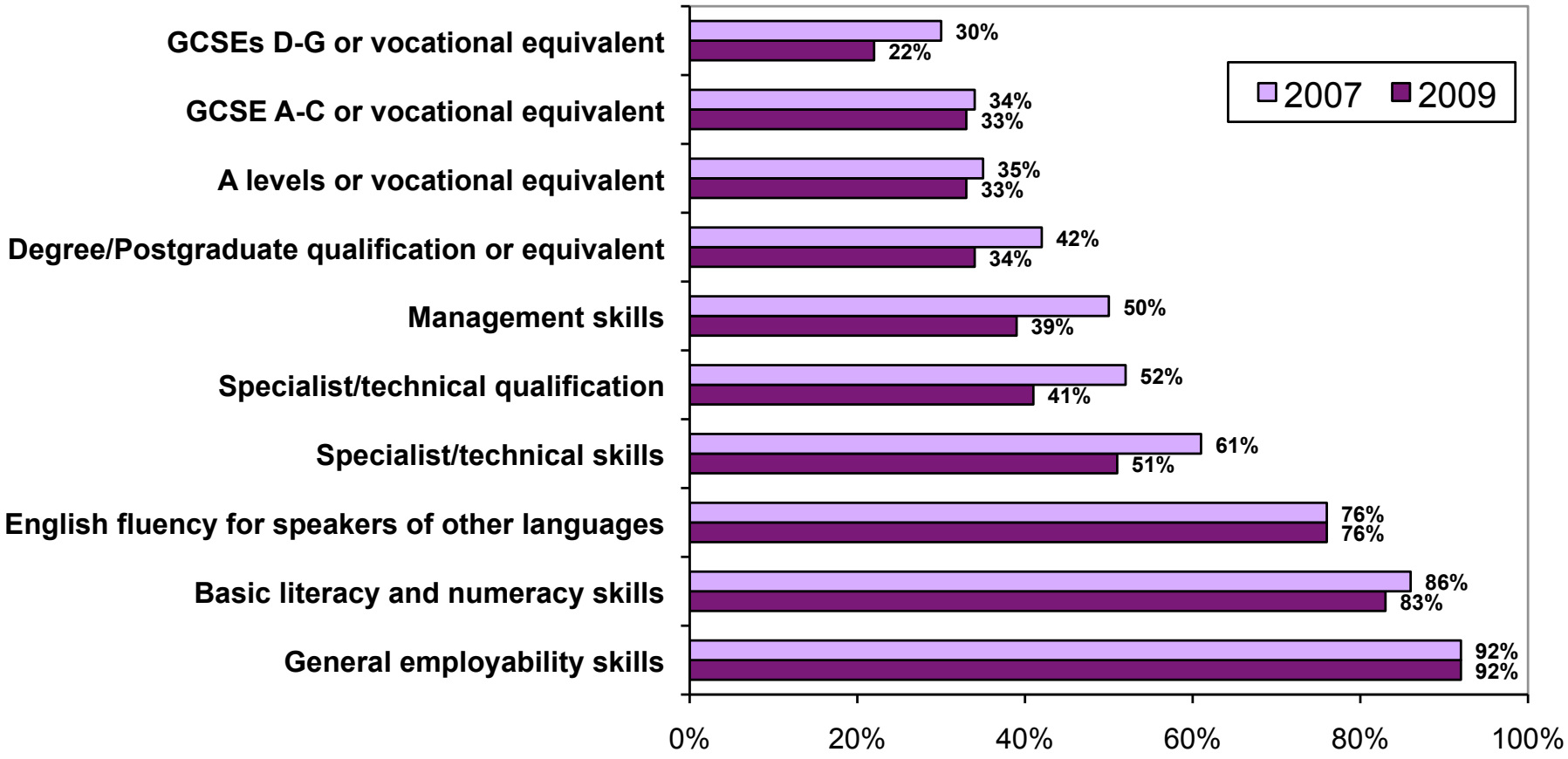
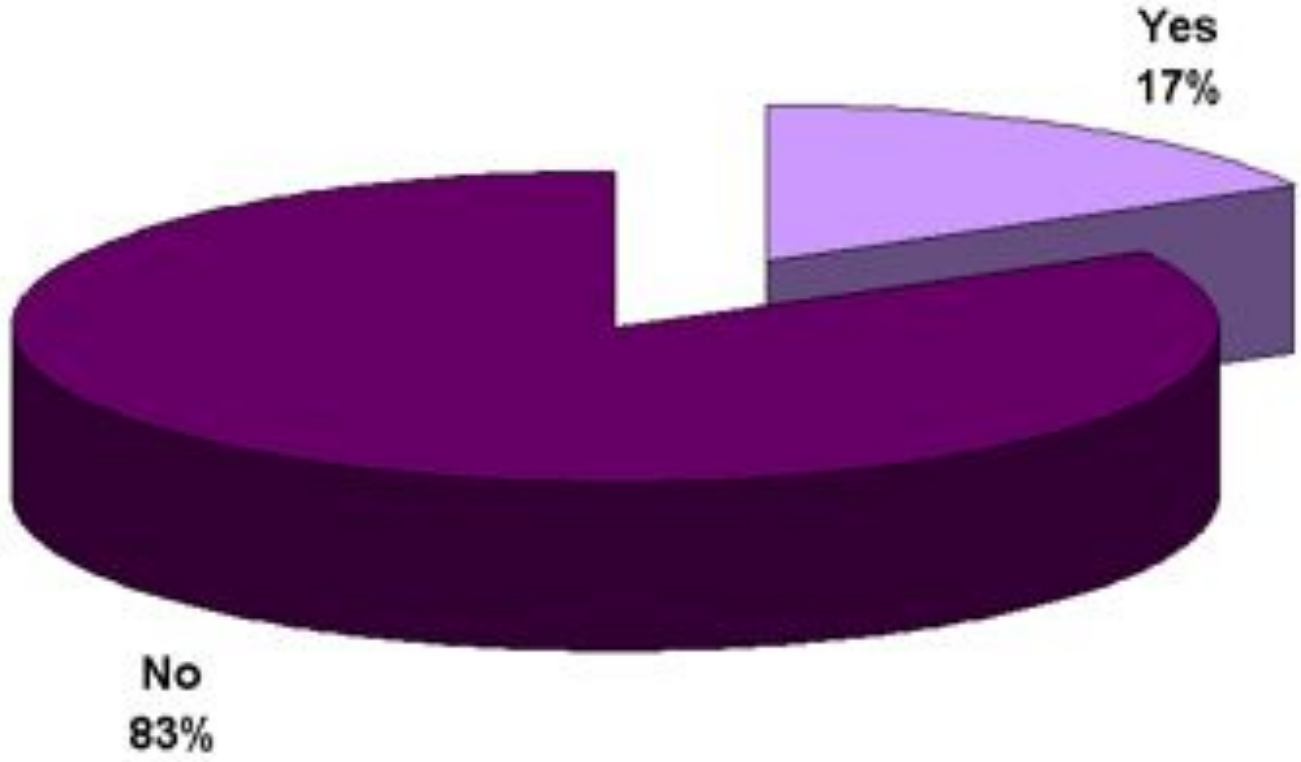


How important is each of the following types of qualification or skill for your organisation?

% employers who responded important or very important (rated 1 or 2)



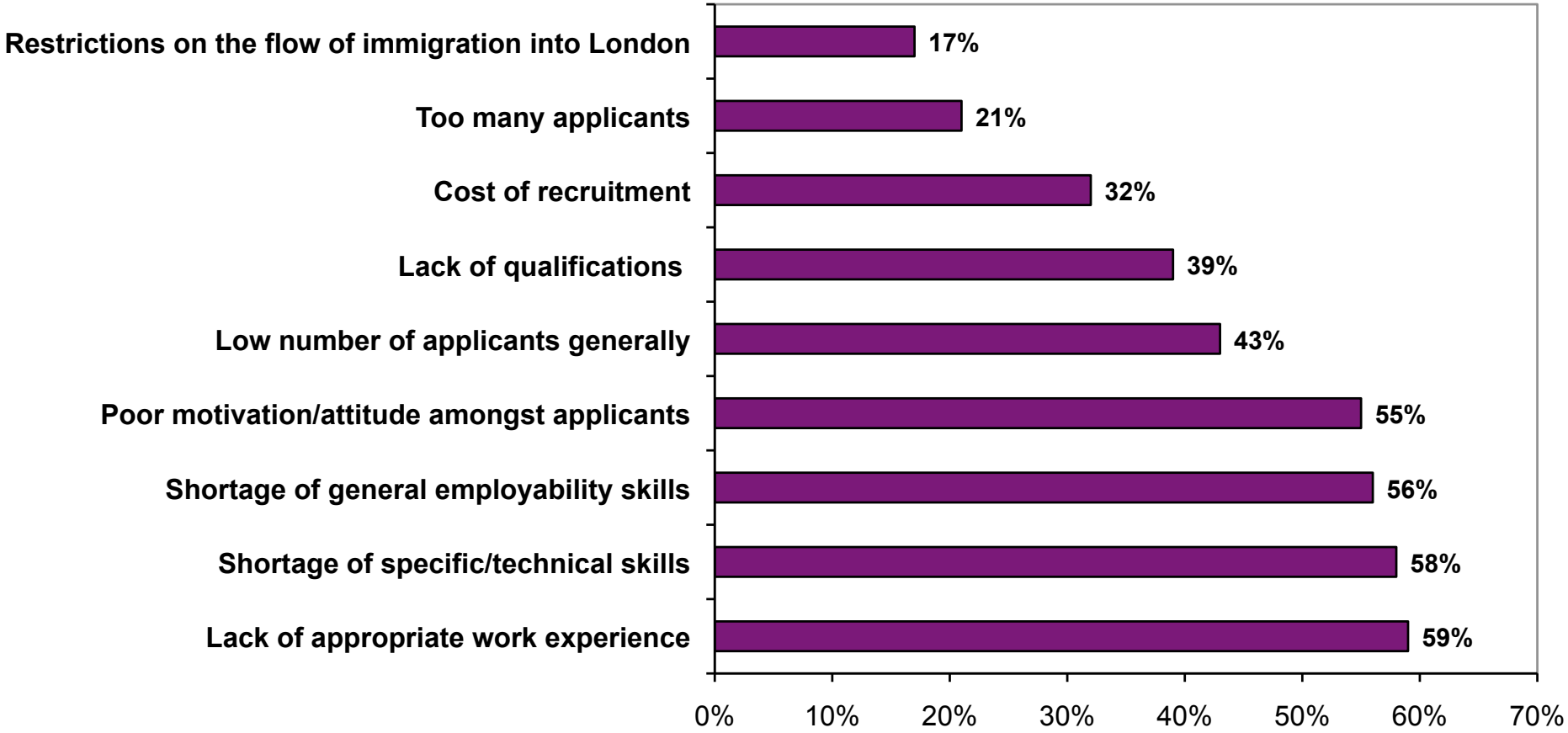
Do you currently have significant difficulties in recruiting suitable staff for your organisation?

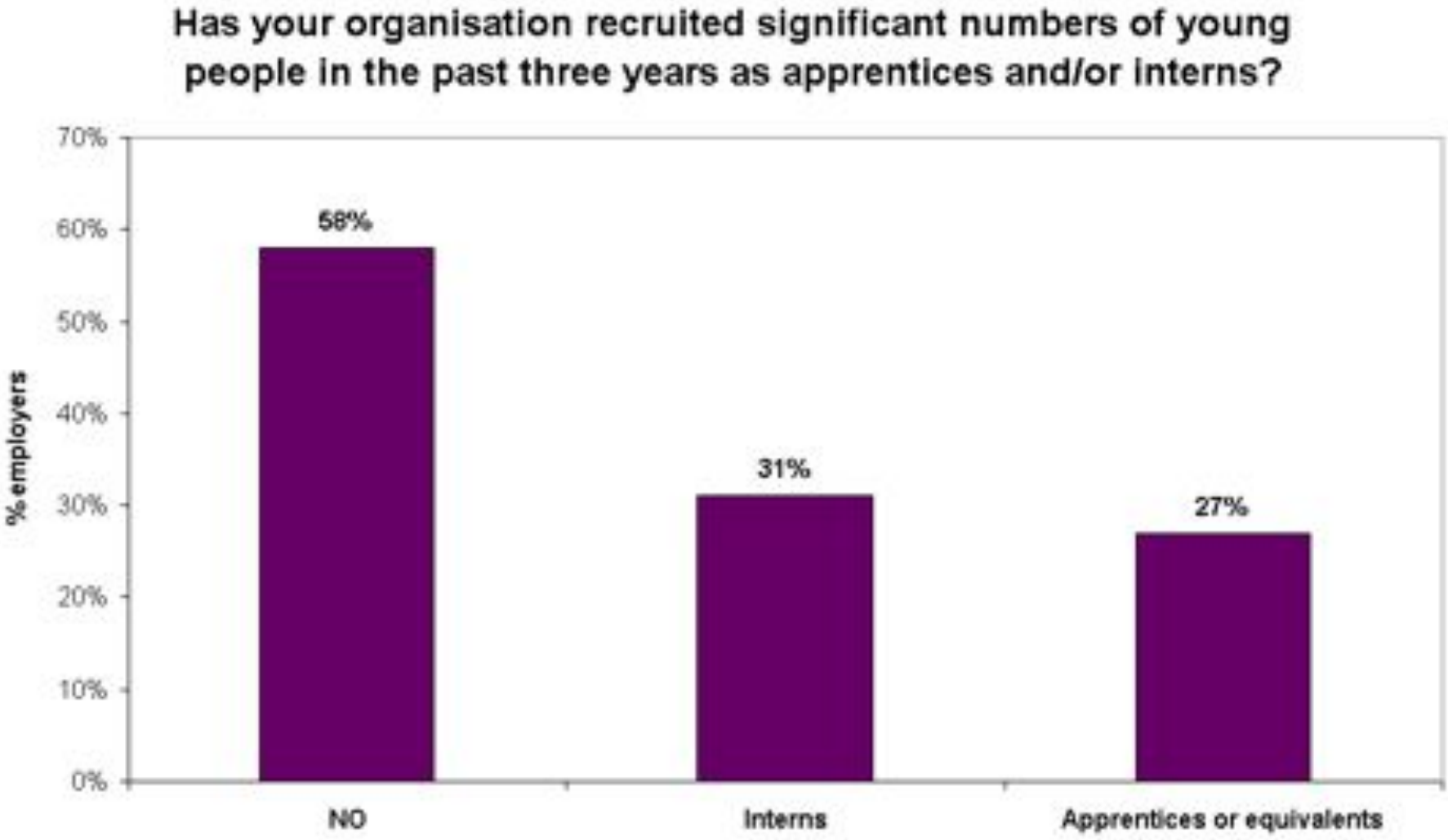


How important is each of the following factors in contributing to the significant difficulties that you encounter in recruiting suitable staff for your organisation?

% employers who responded important or very important (rated 1 or 2)

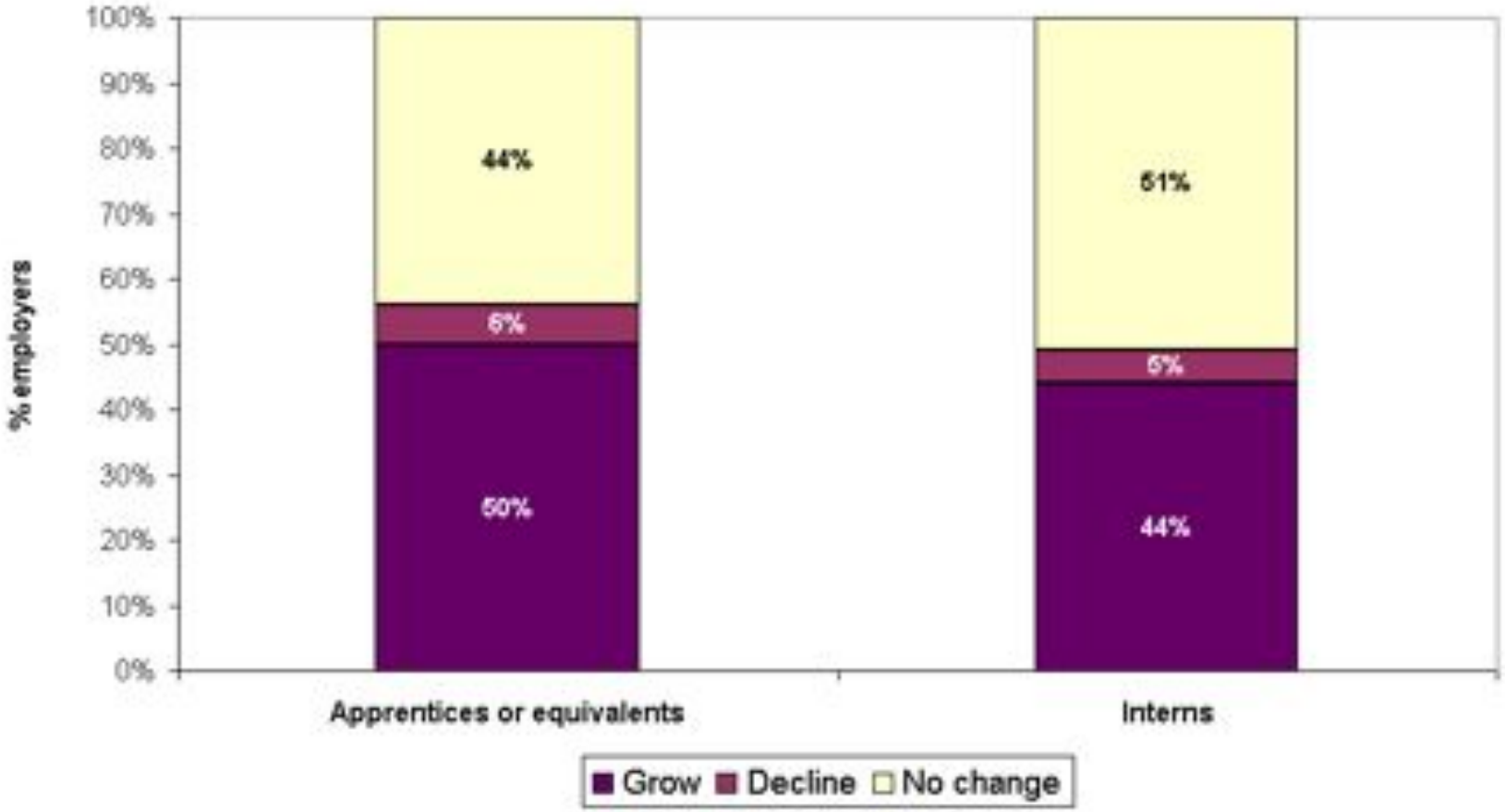
Base: All employers that currently have significant diffculties in recruiting suitable staff for their organisation




Has your organisation recruited significant numbers of young people in the past three years as apprentices and/or interns?
% employers
70%
60%
50%
40%
30%
20%
10%
0%
58%
31%
27%
NO
Interns
Apprentices or equivalents

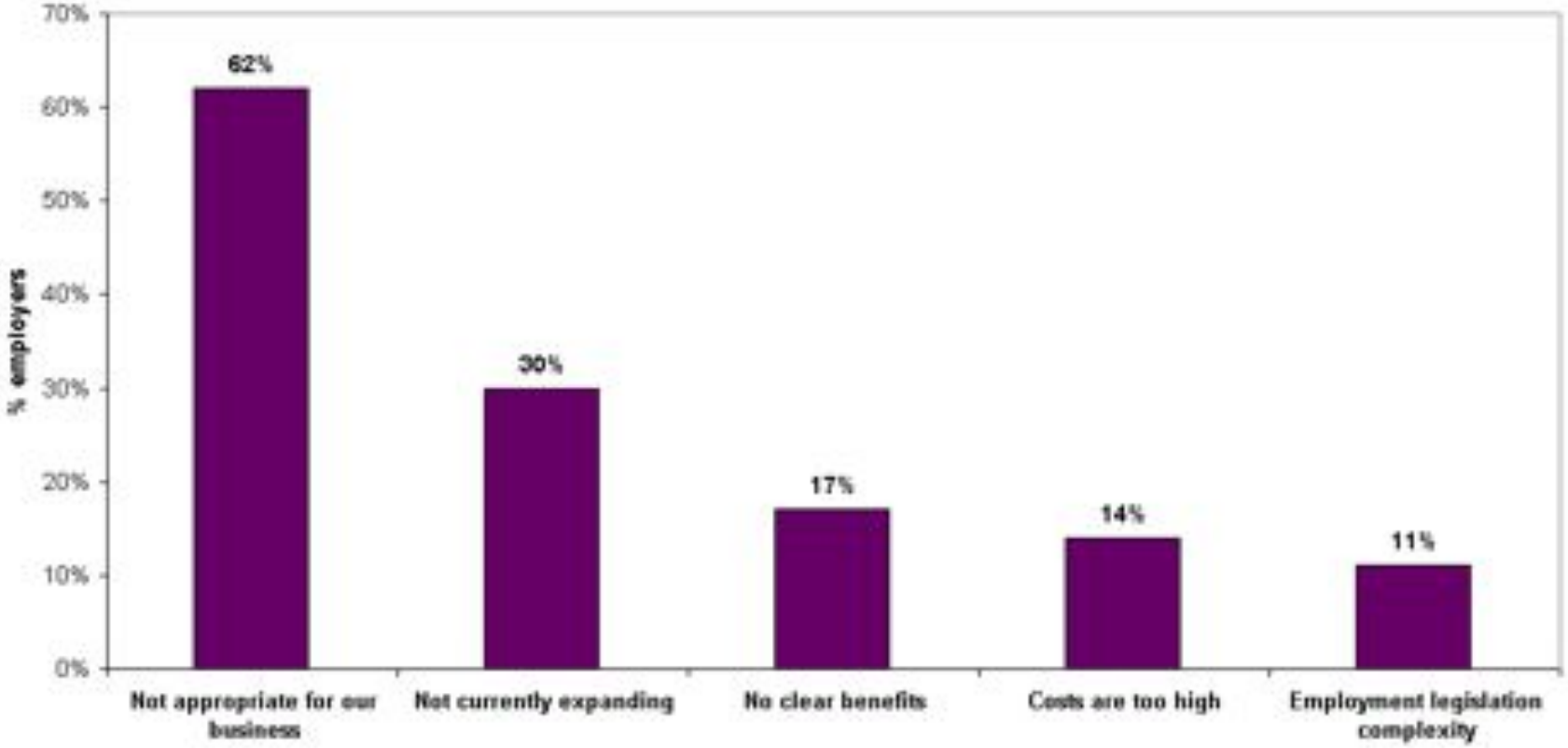
How would expect these programmes to develop in the coming years?

Base: All employers that have recruited siginificant numbers of young people in the past three years as apprentices and/or interns

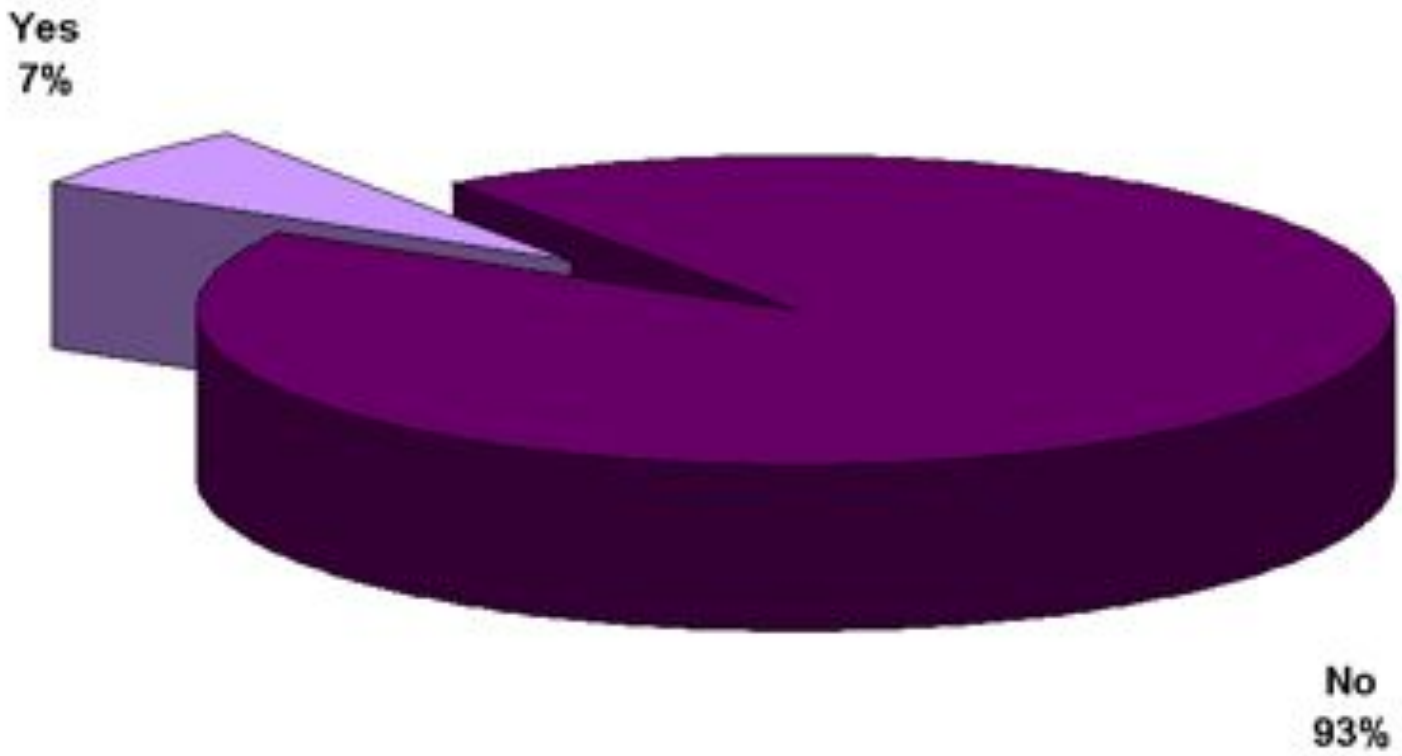


What are the main factors that inhibit you from recruiting apprentices and interns?

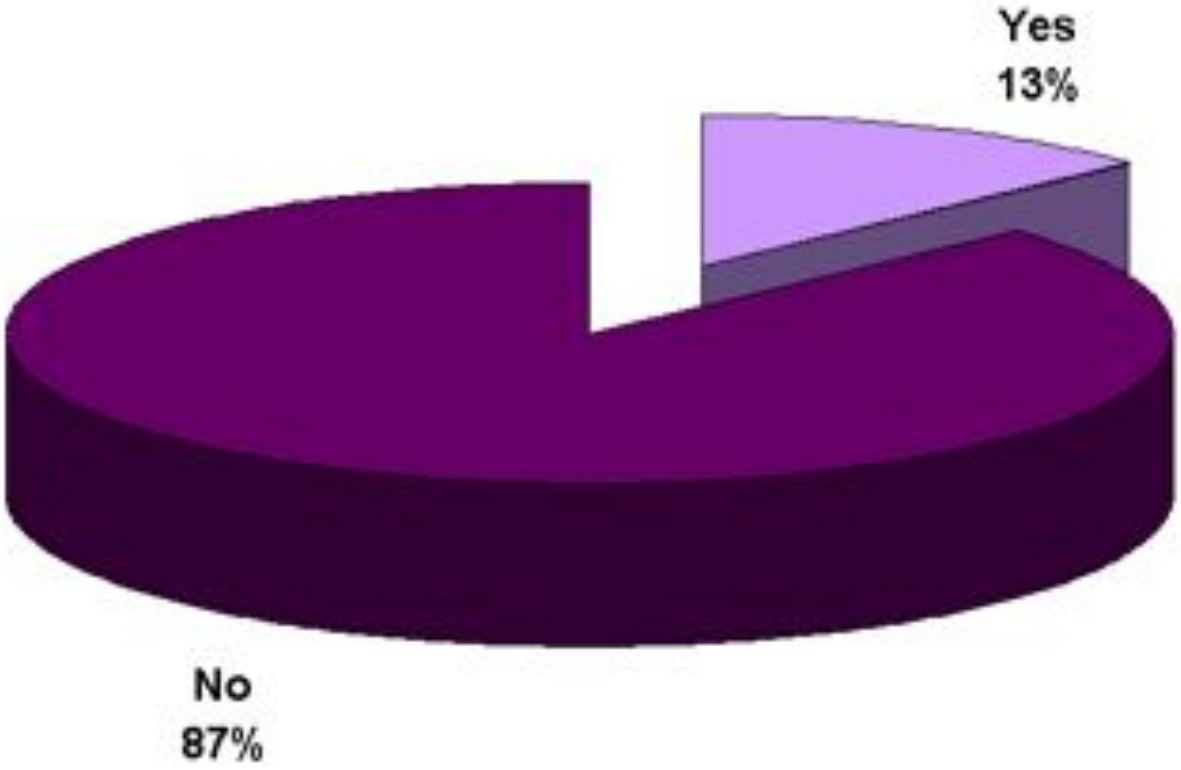
Base: All employers that have not recruited significant numbers of young people in the past three years as apprentices and/or interns

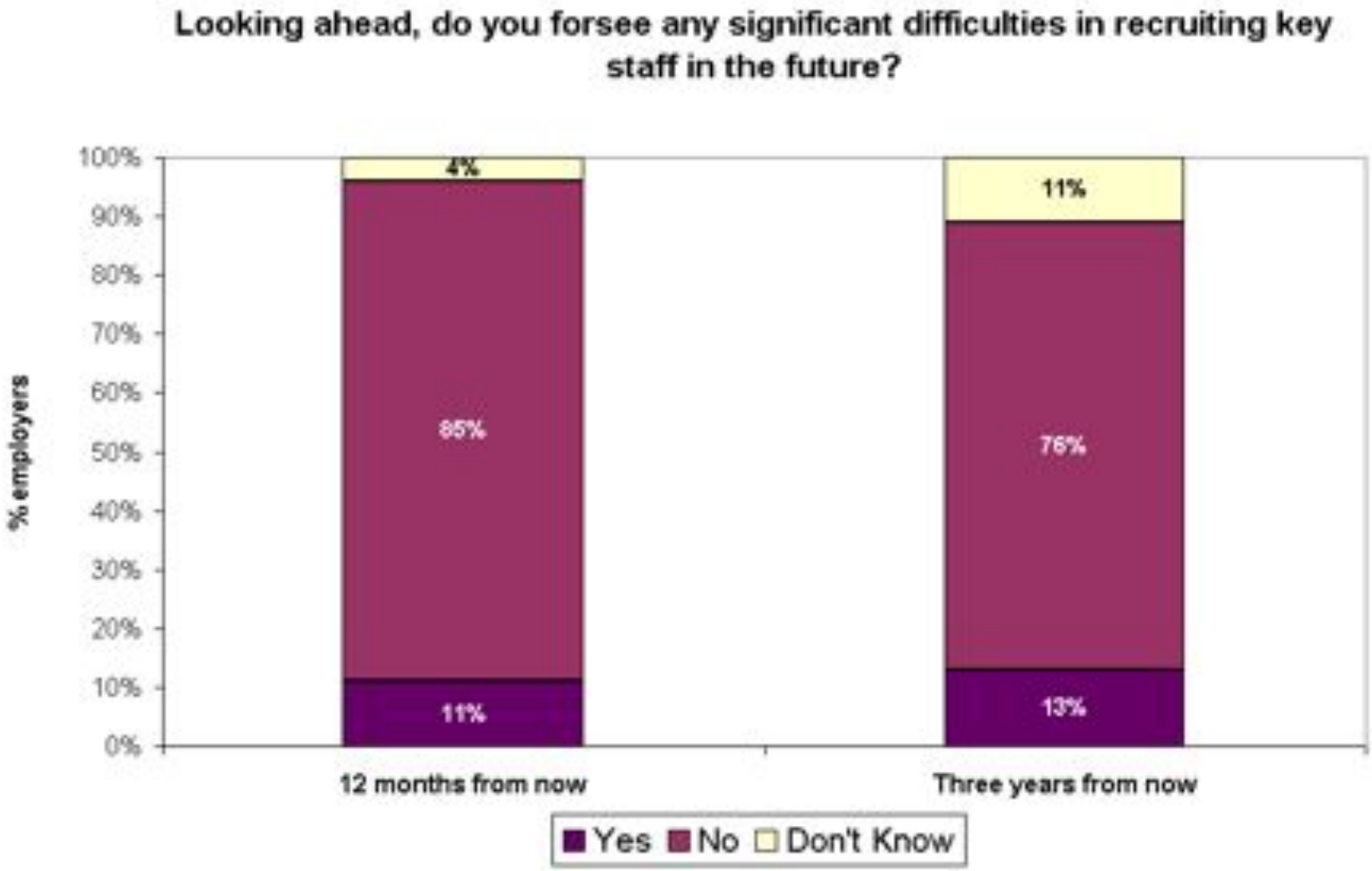


Do you currently have significant difficulties in retaining staff within your organisation?



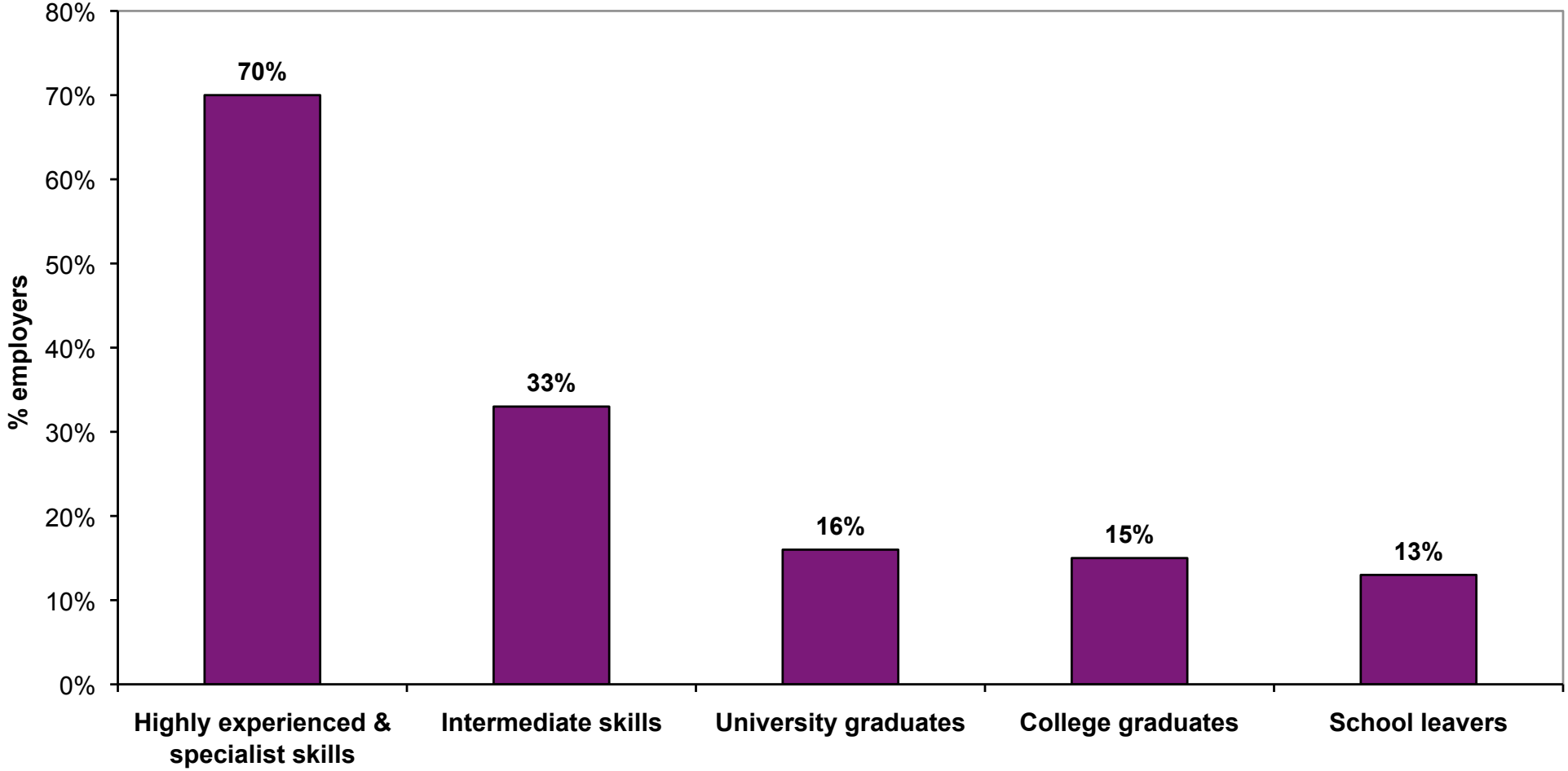
Are you expecting to see a fall in your staffing numbers over the next year?

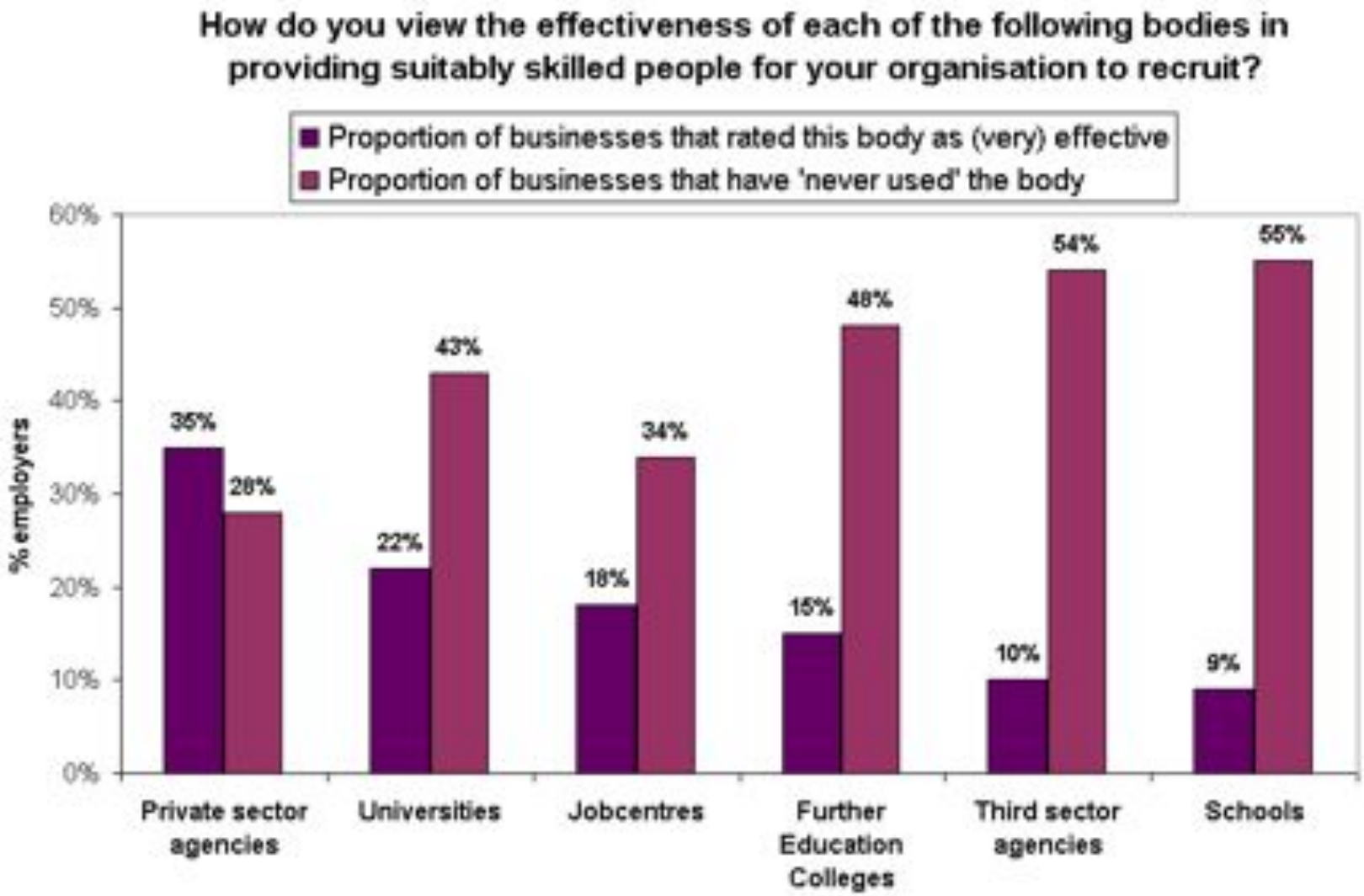



Looking ahead, do you forsee any significant difficulties in recruiting key staff in the future?
% employers
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
4%
85%
11%
11%
76%
13%
12 months from now
Three years from now
Yes
No
Don't Know

Where do think that the shortages will lie, that may cause significant difficulties in recruiting key staff in the future?

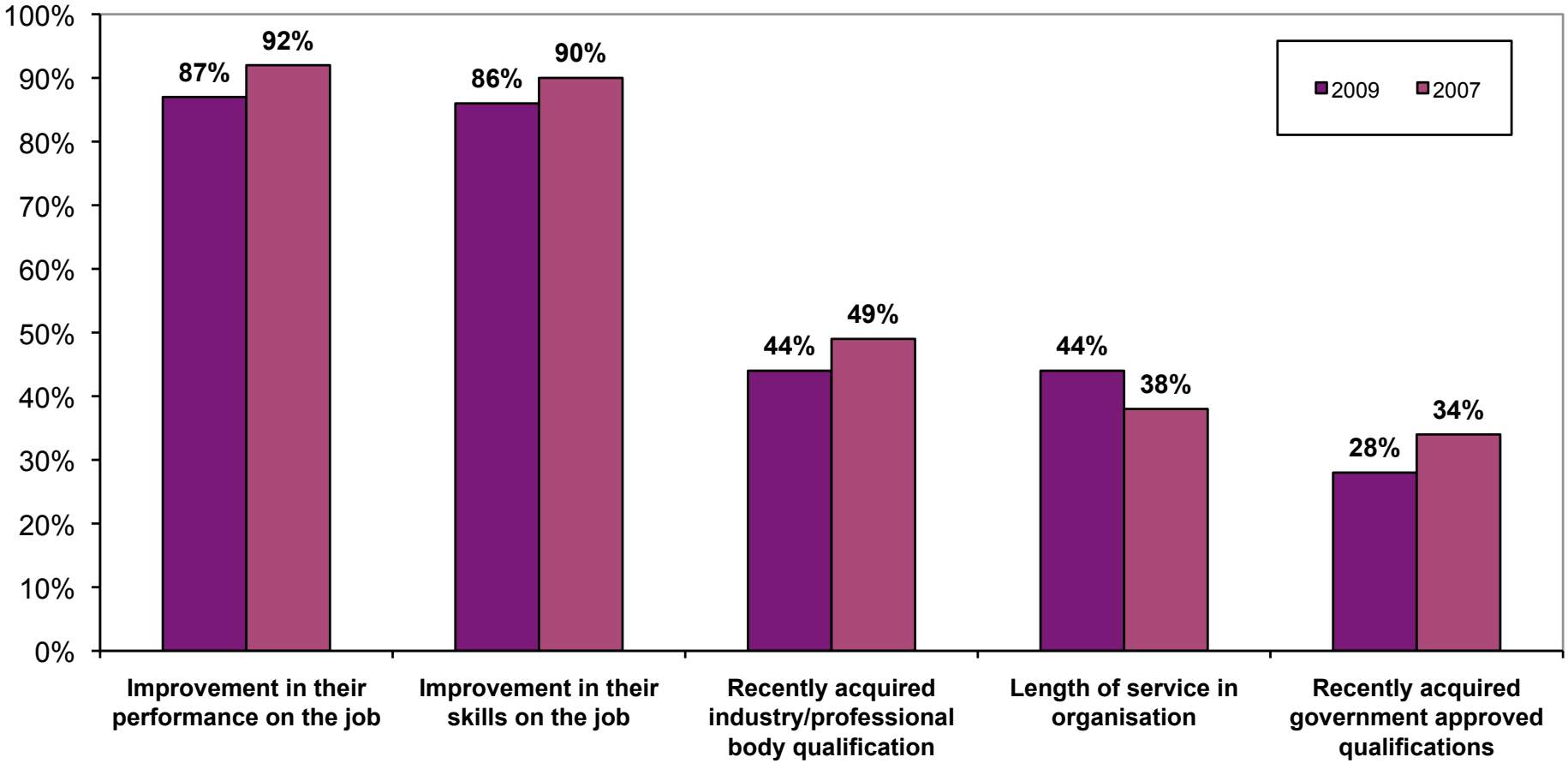
Base: All employers that forsee siginificant difficulties in recruiting key staff in the future (12 months from now and/or 3 years from now)

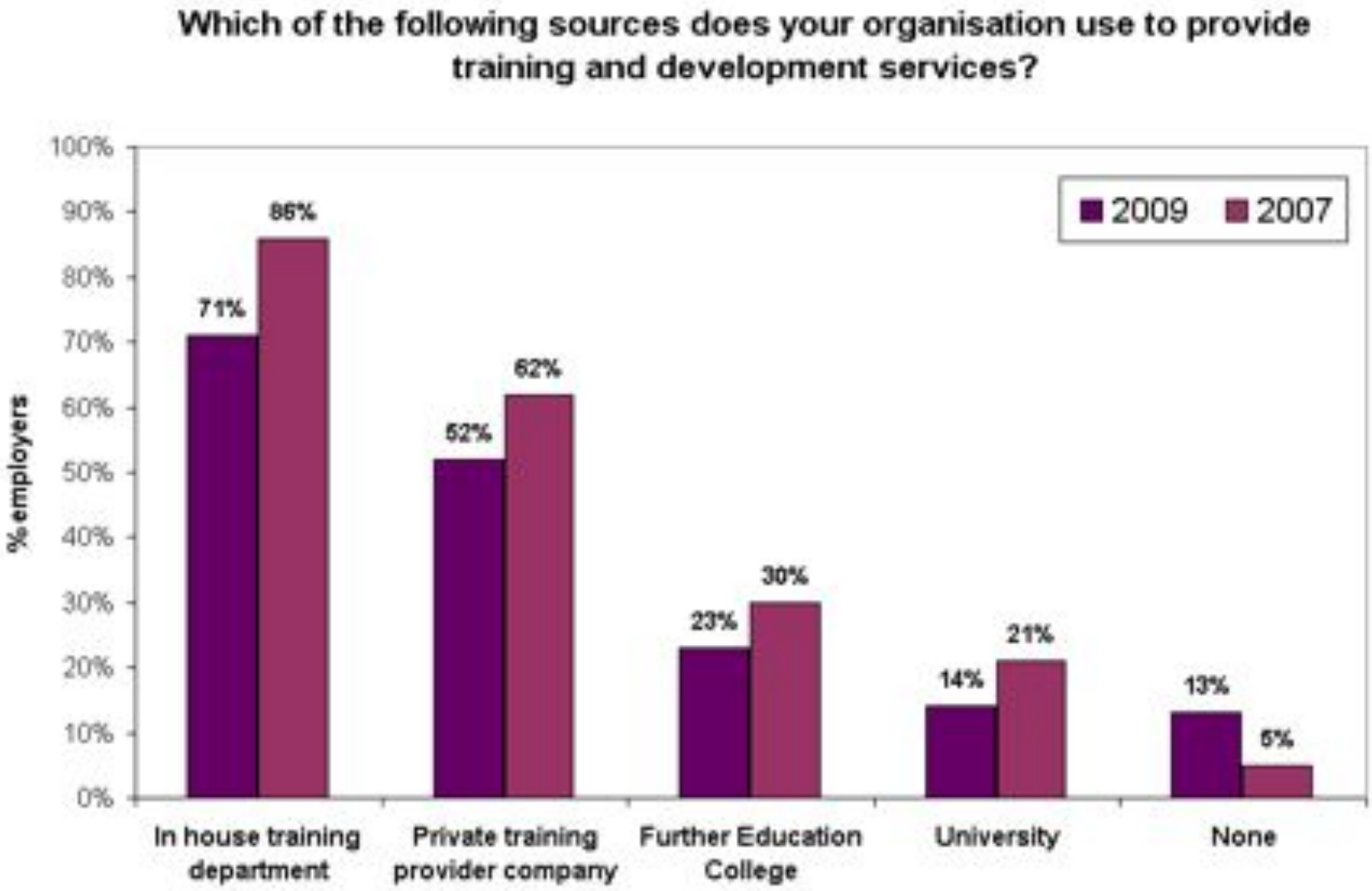


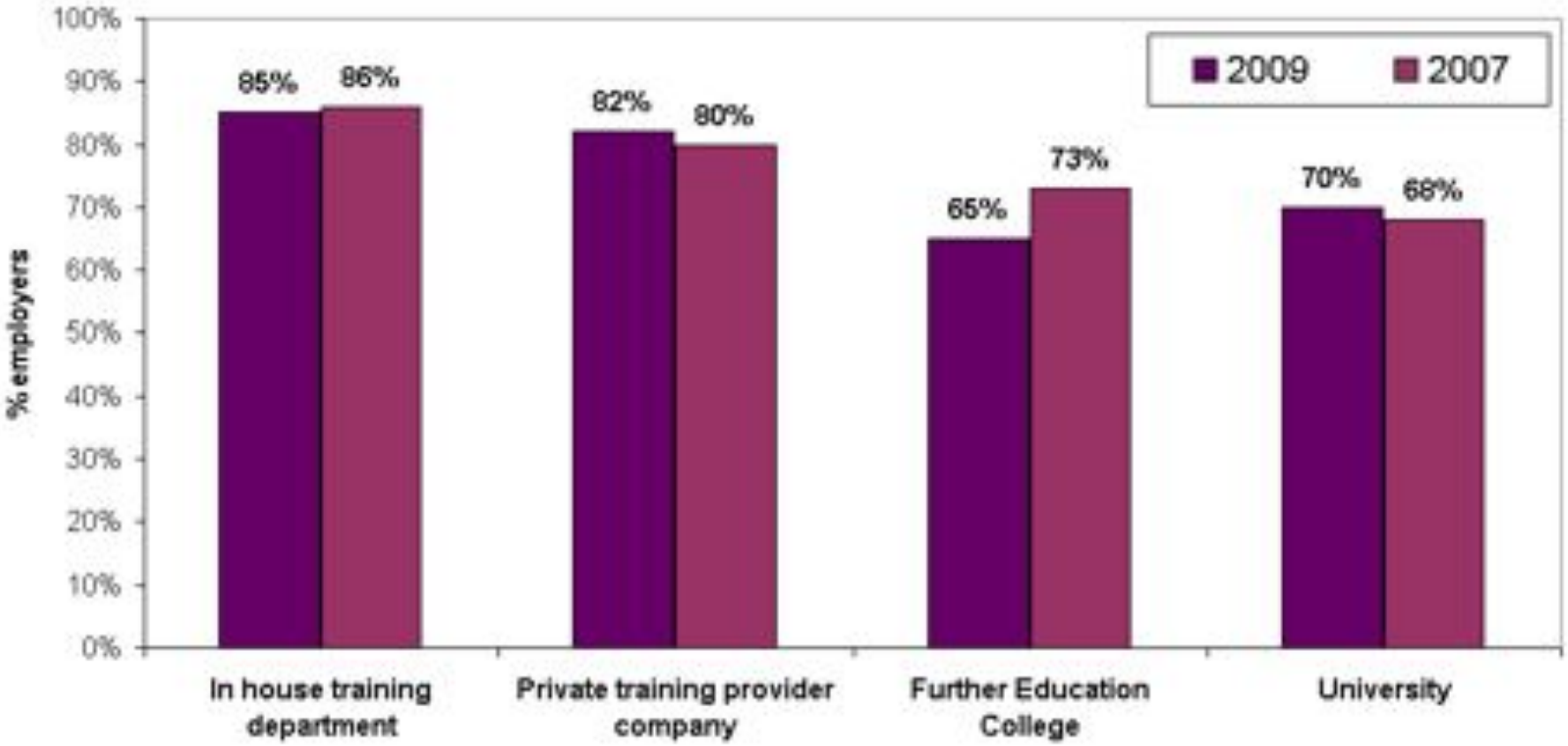

How do you view the effectiveness of each of the following bodies in providing suitably skilled people for your organisation to recruit?
Proportion of businesses that rated this body as (very) effective
Proportion of businesses that have 'never used' the body
% employers
60%
50%
40%
30%
20%
10%
0%
35%
28%
22%
43%
18%
34%
15%
48%
10%
54%
9%
55%
Private sector agencies
Universities
Jobcentres
Further Education Colleges
Third sector agencies
Schools

How important are the following factors when deciding whether an employee has progressed in their role and should be considered for further responsibility, or promotion?

% employers who responded important or very important (rated 1 or 2)




Which of the following sources does your organisation use to provide training and development services?
% employers
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
2009
2007
71%
86%
52%
62%
23%
30%
14%
21%
13%
5%
In house training department
Private training provider company
Further Education College
University
None

How satisfied were you with the quality of the following sources used to provide training and development services?

Base: All employers that use these sources to provide training and development services