

Deliver



10 top things the online survey showed

1. Businesses are employing;
2. Businesses want experienced staff
3. Many reasons why people leave vary, but “poor attitude” accounts for almost 1 in every 2 employees who have left
4. Employers have identified gaps in certain sectors
5. The skills that employers identify as lacking in new recruits might be able to be taught, or might not.



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6. All parties have a part to play in employability
7. Respondee's felt role of parents/guardians/influencers – acting as role models
8. Employers see benefit of work placements but the majority don't offer
9. The top employability skills - self management; self skills; communication skills
10. Main attributes – Honesty, Integrity, Reliability, Enthusiasm, Timekeeping



Hospitality & Tourism



- Knowledge of culture and heritage of Scotland
- Passion and enthusiasm for travel
- Creative person
- Excellent administration and organisational skills
- Good social skills and be a people person
- Need initiative and able to think out of the box
- Sound commercial awareness
- Tact
- Need to be a team player – play their part
- Reliability
- Language Skills



Finance Sector



- Communication and interaction
- Literacy and numeracy
- Confidence (some youngsters have very high confidence)
- Accuracy
- Diligence
- Timekeeping
- Not paying lip service/ticking boxes
- Respect for employer
- Team working
- Knowing the consequences of actions
- Knowing where you fit in
- Knowing what your responsibilities are
- Being customer focused
- Knowing who your customer is



Childcare Sector



- Honesty
- Integrity
- Reliable/Good timekeeping skills
- Common sense
- Ability to organise
- Good negotiation skills
- Problem solving skills
- Work well with children
- Work well with others
- Life skills

Retail Sector



- Honesty (esp. money handling)
- Work well with public
- Integrity
- Reliable/Good timekeeping skills
- Common sense
- Ability to organise
- Good negotiation skills
- Problem solving skills
- Work well with others
- Life skills
- Work unsocial hours

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