



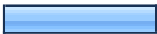




1. Which of the following best describes your current employment?

		Response Percent	Response Count
Education		34.5%	10
Business		3.4%	1
Services		62.1%	18
answered question			29
skipped question			0

2. 1. Young people are prepared for employment in your business/service when they leave school.

		Response Percent	Response Count
Strongly agree		0.0%	0
Agree		27.6%	8
Don't know / not applicable		24.1%	7
Disagree		41.4%	12
Strongly disagree		6.9%	2
Please comment			11
answered question			29
skipped question			0

3. 2. Young people are as well prepared for employment on leaving school at present as they were in the past.

	Response Percent	Response Count
Strongly agree	0.0%	0
Agree	37.0%	10
Don't know / not applicable	29.6%	8
Disagree	25.9%	7
Strongly disagree	7.4%	2
Please comment		10
answered question		27
skipped question		2

4. 3. There are no gaps in the skills set of our current school leavers.

	Response Percent	Response Count
Strongly agree	0.0%	0
Agree	3.4%	1
Don't know / not applicable	37.9%	11
Disagree	55.2%	16
Strongly disagree	3.4%	1
Please comment		14
answered question		29
skipped question		0

5. 4. The skill set required of young people has changed over the last 5 years.

	Response Percent	Response Count
Strongly agree	3.4%	1
Agree	75.9%	22
Don't know / not applicable	13.8%	4
Disagree	6.9%	2
Strongly disagree	0.0%	0
Please comment		12
answered question		29
skipped question		0

6. 5. Please note 3 core skills which you have identified as a requirement to be effective in the different roles within your service/business?

	Response Percent	Response Count
Un-promoted	96.0%	24
Supervisor/Manager	72.0%	18
answered question		25
skipped question		4

**7. 6) On a scale of 1-5, how do you rate the employability of our current school leavers?
(1 poor- 5 excellent)**

		Response Percent	Response Count
5		3.8%	1
4		34.6%	9
3		46.2%	12
2		15.4%	4
1		0.0%	0

Please comment	10
answered question	26
skipped question	3

8. Name

	Response Count
	2
answered question	2
skipped question	27

9. Role

	Response Count
	4
answered question	4
skipped question	25

10. Company

	Response Count
	3
answered question	3
skipped question	26

Page 1, Q2. 1. Young people are prepared for employment in your business/service when they leave school.

1	Literacy and professional communication skills can be poor. Work ethic sometimes leaves a lot to be desired. When interviewing young people in the region often leaves me wondering whether they actually want the job and if they are going to be motivated enough to apply themselves when they start.	Feb 5, 2014 6:31 PM
2	In my field of practice, staff are required to be registered health professionals and must have successfully completed undergraduate or postgraduate training	Feb 5, 2014 12:26 PM
3	The majority of our vacancies require formal additional verifiable qualifications or training in order to fulfil the minimum essential person specification of the job description	Feb 5, 2014 9:50 AM
4	Our profession requires Honours degree entry only and the degree must be accredited by the Institute of Biomedical Sciences The biomedical support worker route is accessible to school leavers but my feelings are that the majority interviewed to date tend to be lacking in life experience and not mature enough for the post responsibilities. This is a generalisation through experience in interviewing as there is the occasional applicant that does interview well.	Feb 5, 2014 9:15 AM
5	In my view some young people do not understand the basics of being in employment such as the importance of reliability. The notion that someone is depending upon them	Feb 5, 2014 9:09 AM
6	In my view some young people do not understand the basics of being in employment such as the importance of reliability. The notion that someone is depending upon them	Feb 5, 2014 9:04 AM
7	Because standards of behaviour have dropped in schools young people are badly prepared for the discipline of the work environment.	Feb 5, 2014 8:49 AM
8	Variable - dependent on the individual	Feb 5, 2014 8:32 AM
9	Generally speaking, as long as a solid, broad general education has been provided and skills based learning offered to those pupils who may not wish to enter into further education.	Feb 4, 2014 2:57 PM
10	Primary School - they leave at 11 or 12 years old. We do try to prepare them for the world of work and skills.	Feb 4, 2014 2:01 PM
11	Depends on their choices at about 4th year. We have pupils for work experience on a regular basis.	Feb 4, 2014 1:26 PM

Page 1, Q3. 2. Young people are as well prepared for employment on leaving school at present as they were in the past.

1	See above	Feb 5, 2014 6:31 PM
2	Skill sets and competencies are different now than they were in the past	Feb 5, 2014 9:50 AM
3	There are not many oppertunities for young people to go into meaningful employment. Are they given the skills of managing their money, time keeping etc which are basic for employment?	Feb 5, 2014 9:23 AM
4	My feelings are that school leavers do not research the jobs they are applying for and this has certainly been highlighted by the applications that we have received for support worker jobs. Generally speaking I feel applicants have no idea what the jobs entail. I have not seen any difference in applications or shortlisted applicants over the last 5 years	Feb 5, 2014 9:15 AM
5	Whilst acknowledging that it is a generalisation and certainly not true for all young people, the literacy and verbal skills of young people seem to have declined over the years resulting in a lower level of overall communication/interpersonal skill. This ofcourse will be more important for some areas of work than others however is relevant to a greater or lesser degree in most jobs.	Feb 5, 2014 9:09 AM
6	Whilst acknowledging that it is a generalisation and certainly not true for all young people, the literacy and verbal skills of young people seem to have declined over the years resulting in a lower level of overall communication/interpersonal skill. This ofcourse will be more important for some areas of work than others however is relevant to a greater or lesser degree in most jobs.	Feb 5, 2014 9:04 AM
7	In the final 2 years of school young people should be making preparations for the workplace, learning about interview skills and people skills.	Feb 5, 2014 8:49 AM
8	I generally agree. We are trying to prepare pupils for a future that is not as clearly mapped out as employment was in the past. Pupils are encouraged to show initiative, be intuitive and adaptable, demonstrate resilience and commitment. They are aware that some jobs are no longer for life and so being able to transfer learned skills is an important requirement sought out by employers.	Feb 4, 2014 2:57 PM
9	Complicated - Education spends a lot of time on traditional skills / values. The modern world of work moves quickly and requires adaptability. Not sure if pupils are ready for that or not.	Feb 4, 2014 2:01 PM
10	This is the first time I have worked with a school leaver.	Jan 31, 2014 1:48 PM

Page 1, Q4. 3. There are no gaps in the skills set of our current school leavers.

1	Young people should receive more workplace education - customer service, personal finance management etc	Feb 6, 2014 10:13 AM
2	Careers advice is poor. Work commitment, appropriate behaviour at work and attitude are definite gaps.	Feb 5, 2014 6:31 PM
3	My perception is that numeracy and literacy skills are less well developed, especially spelling and grammar however IT skills are better developed which compensates.	Feb 5, 2014 12:26 PM
4	The basic social skills are lacking	Feb 5, 2014 10:25 AM
5	I am sure there are huge gaps in the skills of current skill leavers. Some can't read or write and have no aspirations	Feb 5, 2014 9:23 AM
6	Inteviewing skills are very poor - I understand that these skills get better by experience but even taking into account nerves and age I do feel that this area should be addressed in school. Research prior to application and even interview (if successfully shortlisted) is poor Obviously there is the occasional applicant that has researched the post	Feb 5, 2014 9:15 AM
7	As Above	Feb 5, 2014 9:09 AM
8	As Above	Feb 5, 2014 9:04 AM
9	Standards of English language, spelling and grammar are generally lower in the past 10 years.	Feb 5, 2014 8:49 AM
10	Inexperience always means that there will be certain gaps.	Feb 5, 2014 8:32 AM
11	Depends what job they are undertaking.	Feb 4, 2014 2:02 PM
12	What skills are needed for employment in the future ??	Feb 4, 2014 2:01 PM
13	Lack of presentation and letter writing/communication skills for many young people is still a major issue.	Feb 3, 2014 9:53 AM
14	This is very difficult to answer as all school leavers are very different and it is always a huge step from school to the world of work.	Jan 31, 2014 1:48 PM

Page 1, Q5. 4. The skill set required of young people has changed over the last 5 years.

1	Some of the usual - courtesy, integrity, honesty, willing to work, team work, communication - are core skills and yet sometimes do not seem apparant.	Feb 6, 2014 1:58 PM
2	Skill sets need to develop in line with business developments	Feb 5, 2014 6:31 PM
3	Computer literacy is now a required skill in all areas of business	Feb 5, 2014 12:26 PM
4	The increasing use of online reference material, including via Local Access Networks, now requires young people to know when they should seek and refer to factual information elsewhere, and where to find it, rather than relying on printed reference material.	Feb 5, 2014 9:50 AM
5	Family values have changed over 5 years which in turn has had a knock on effect on young people's skills	Feb 5, 2014 9:23 AM
6	I have not seen any changes	Feb 5, 2014 9:15 AM
7	Advanced technology skills are more relevant. People need equipped with the resilience for rapid transformational levels of change in the workplace	Feb 5, 2014 9:09 AM
8	Advanced technology skills are more relevant. People need equipped with the resilience for rapid transformational levels of change in the workplace	Feb 5, 2014 9:04 AM
9	Their technology skills are generally good and of quite a high standard. General knowledge and day to day workplace knowledge is poor.	Feb 5, 2014 8:49 AM
10	Technology has taken over!	Feb 5, 2014 8:32 AM
11	More IT skills generally required.	Feb 4, 2014 2:02 PM
12	Constantly changing and the jobs for tomorrow don't exist at the moment.	Feb 4, 2014 2:01 PM

Page 1, Q6. 5. Please note 3 core skills which you have identified as a requirement to be effective in the different roles within your service/business?

Un-promoted

1	courtesy, put in to practice what is learnt / taught, unflustered	Feb 6, 2014 1:58 PM
2	excellent ICT skills, Communication/Customer service, excellent Literacy/Numeracy	Feb 6, 2014 10:13 AM
3	time keeping, attention to detail, accuracy	Feb 6, 2014 9:26 AM
4	IT literate, English, maths	Feb 6, 2014 8:41 AM
5	Customer service, work ethic, initiative	Feb 5, 2014 6:31 PM
6	good interpersonal skills, time management, record keeping	Feb 5, 2014 12:26 PM
7	reading & writing, people skills, IT skills	Feb 5, 2014 10:51 AM
8	ability to converse, social skills and awareness,	Feb 5, 2014 10:25 AM
9	Communication skills	Feb 5, 2014 10:03 AM
10	communication skills, information management,initiative,	Feb 5, 2014 9:50 AM
11	Time keeping, using own initiative, showing a keenness to learn	Feb 5, 2014 9:23 AM
13	Good attitude to work, meticulous to duties and reliability	Feb 5, 2014 9:15 AM
14	Communication, Initiative, Reliability,	Feb 5, 2014 9:09 AM
15	Dealing with people; listening and learning; basic spelling and grammar	Feb 5, 2014 8:49 AM
16	motivational, listening, fairness	Feb 5, 2014 8:47 AM
17	Communication, ICT, Multi-tasking	Feb 5, 2014 8:32 AM
18	Pleasant manner, good communication skills and good ICT skills	Feb 4, 2014 4:32 PM
19	literacy, numeracy and communication	Feb 4, 2014 2:02 PM
20	Classroom Assistant	Feb 4, 2014 2:01 PM
21	Working with others, Standard grade in english, communicator	Feb 4, 2014 1:26 PM
22	confidence, written english, spoken english	Feb 4, 2014 1:21 PM
23	Communication, Literacy, Numeracy	Feb 3, 2014 10:07 AM
24	Literacy, Numeracy, personal confidence	Feb 3, 2014 9:53 AM
25	communication skills, literate and adaptable	Jan 31, 2014 1:48 PM
Supervisor/Manager		
1	Diligence, going teh extra mile, thinking for how they can influence more than themselves.	Feb 6, 2014 1:58 PM
2	excellent ICT skills, time management, general knowledge	Feb 6, 2014 10:13 AM

Page 1, Q6. 5. Please note 3 core skills which you have identified as a requirement to be effective in the different roles within your service/business?

3	listening skills, be able to give clear instructions, honesty	Feb 6, 2014 9:26 AM
4	IT, communication, psychology	Feb 6, 2014 8:41 AM
5	Professionalism, management skills, leadership	Feb 5, 2014 6:31 PM
6	good interpersonal and communication skills, record keeping, stress management	Feb 5, 2014 12:26 PM
7	leadership, people skills, organisation skills	Feb 5, 2014 10:51 AM
8	literacy, numeracy, social skills	Feb 5, 2014 10:25 AM
9	Leadership skills	Feb 5, 2014 10:03 AM
10	leadership,people management	Feb 5, 2014 9:50 AM
12	Attitude, Loyalty & Ability	Feb 5, 2014 9:19 AM
13	Focused, Technical knowledge, leadership	Feb 5, 2014 9:15 AM
14	Communication, Resilience, Drive	Feb 5, 2014 9:09 AM
15	Developing people skills; learning about the wider workplace; developing training skills	Feb 5, 2014 8:49 AM
16	people, empathy, objective	Feb 5, 2014 8:47 AM
20	N/a	Feb 4, 2014 2:01 PM
23	Communication, People Skills, Organisational Skills	Feb 3, 2014 10:07 AM
24	N/A	Feb 3, 2014 9:53 AM

Page 1, Q7. 6) On a scale of 1-5, how do you rate the employability of our current school leavers? (1 poor- 5 excellent)

1	I recently sought to help someone in interview skills and after 4 run throughs all I got was a shoulder shrug and a dunnoe. A highly capable person who had no concept of how to present herself.	Feb 6, 2014 1:58 PM
2	don't know	Feb 6, 2014 9:26 AM
3	Each person is different but this has not changed over the years. We have not employed school leavers so far but would if they had the correct skills and were willing to learn.	Feb 5, 2014 10:51 AM
4	Not in a position to comment, for reasons stated above	Feb 5, 2014 9:50 AM
5	This is difficult to score as not all young people are the same. Some are very good even excellent and some are poor and you wonder if they will ever gain employment	Feb 5, 2014 9:23 AM
6	See comments above	Feb 5, 2014 9:15 AM
7	I have indicated the middle score because, as stated previously, my comments are generalisations and there are some young school leavers that would definately fall into the 'excellent' category however this needs to be more consistent across the board.	Feb 5, 2014 9:09 AM
8	Many young people are more confident than in the past which is a really good thing however they are sometimes reluctant to listen and learn and try to achieve things too quickly. I admire their enthusiasm but not everything in the workplace is a quick learning process and sometimes they have to listen, learn and develop skills. Some young people unfortunately have	Feb 5, 2014 8:49 AM
9	Difficult to comment - again down to individuals and their skills	Feb 5, 2014 8:32 AM
10	Both have proved to be valuable assets, if supported in the correct environment.	Feb 3, 2014 10:07 AM

Page 2, Q1. Name

1	Adele Hannah	Feb 5, 2014 9:24 AM
2	Vicky Freeman	Feb 5, 2014 9:10 AM

Page 2, Q2. Role

1	Clinical lead	Feb 6, 2014 1:58 PM
2	Young People's Sexual Health Co-ordinator	Feb 5, 2014 9:24 AM
3	Senior Health Planning Manager	Feb 5, 2014 9:10 AM
4	Acting Head Teacher	Feb 4, 2014 2:57 PM

Page 2, Q3. Company

1	NHS	Feb 6, 2014 1:58 PM
2	NHS Dumfries & Galloway	Feb 5, 2014 9:24 AM
3	NHS D&G	Feb 5, 2014 9:10 AM