

Selecting the Best



Demographics

- Since 2010, only 20% of the UK's full-time workforce have been white, able-bodied men under 45
- by 2020 8% of the workforce will be from an ethnic minority (compared with around 6% today).
- By 2030 the number of people aged 50 and over will have reached 46% of the total UK population, rising from 33% in 2002
- But, large employment penalties – Disability penalty rate of 29%
- Companies becoming savvy to this

Demographics

Generation X

- Born in 60s and 70s
- Independent, resilient and adaptable

Generation Y

- Unwilling to wait for opportunities and promotion
- Willing to blend work and personal life
- Demand autonomy and freedom but willing to work for it
- Work hard – Play hard



Demographics

Generation Z

- Born 1990s
- Have grown up in a diverse world
- Social conscience very important
- Very tech savvy and know their value
- Don't feel limited to any particular employer
- Demand good pay, conditions and challenge

So, how do you attract and manage them?

What we give them

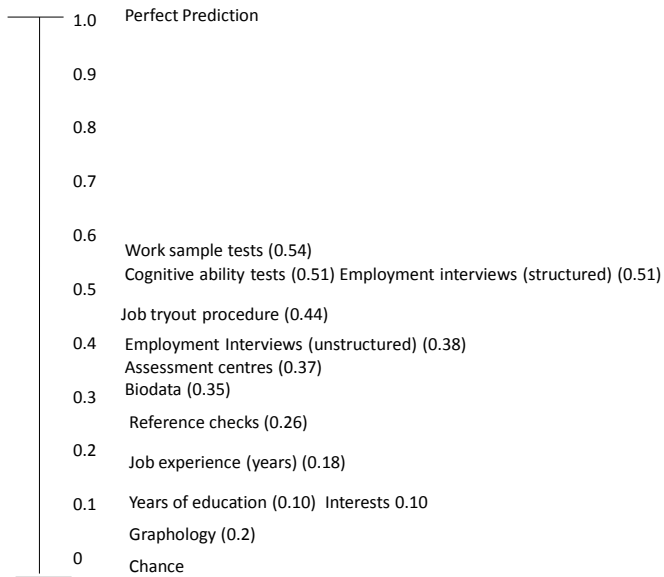
Workthing Study:-

- Only* 37% of companies refer to financial performance
- 29% discuss career progression
- 43% cover employee benefits

? What about the level you set for entry ?



Selection Methods



Notes

Laddering



Business objectives

Objectives of the role

Tasks and challenges

Knowledge, skills and abilities

Underlying behaviours and characteristics



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