SKILLS - WHAT DO SCALEUPS WANT

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THE BUSINESS PLAN

Scaleups employ 3.2m people and are significant engines of future employment. Yet for six in ten finding the individuals with the appropriate skill set remains a key concern. Scaleups rank access to talent as the second greatest barrier to growth after access to markets.

5 IN 10 SCALEUPS CITE ACCESS TO TALENT AS A KEY BARRIER TO GROWTH

INTERNATIONAL TALENT

Access to international talent is a vital requirement for scaleups to support their growth at home and abroad.

6 IN 10
scaleups employ staff from the EU

85%
of those say it is vital or for them to continue to to be able to access EU talent pools

4 IN 10
employ staff from the rest of the world

1 IN 3
Scaleups say it is very important or vital to have a fast track visa for hiring overseas

SCALEUPS OFFER GREAT OPPORTUNITY TO THE EMERGING WORKFORCE

6 IN 10
offer apprenticeships and/ or work experience

4 IN 10
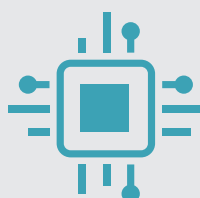employ school leavers

8 IN 10
employ graduates

1 IN 2
employ post-graduates or PhD students

LOOKING FORWARD KEY FUTURE SKILLS

Scaleups are planning to further exploit technologies for growth in the future with 4 in 10 expecting to use AI, one third planning to use big data, and one quarter dialling up the use of robotics (24%).

4 IN 10
expecting to use AI

1 IN 3
planning to use big data

1 IN 4
dialling up the use of robotics

Source: ScaleUp Institute Annual Scaleup Survey 2020

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SKILLS - WHAT DO SCALEUPS WANT

Scaleups rank critical thinking, technical skills and social skills the most important abilities for graduates and school leavers.

70%
critical thinking

yet fewer than 1 in 3 confident about sourcing

69%
technical skills

66%
social skills
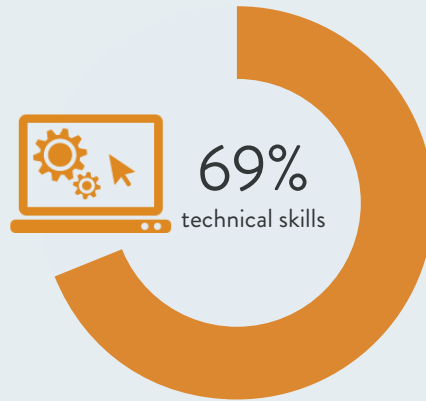
51%
of scaleups look for service orientation, indicating that they want employees who can anticipate, recognise and meet the needs of others.

OTHER KEY SKILLS SOUGHT BY SCALEUPS ARE:

cognitive flexibility
44%

emotional intelligence
42%

ability to make effective judgement calls and decisions
42%

SCALEUPS WANT TO DO MORE TO HELP THE UPCOMING GENERATION AND LIST THE FOLLOWING AS KEY TO ENABLE THEM TO DO SO

value funding schemes (55%) that support that end

careers advice (44%)

the need to improve entrepreneurial education (42%)

(37%) want more proactive engagement with schools and scaleups via employer encounters

TO MEET THEIR LEADERSHIP REQUIREMENTS SCALEUPS WOULD VALUE GREATER ACCESS TO NEDS, PEER NETWORKS AND MENTORS

56%
NEDs

46%
mentors

46%
Peer networks

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