

SCALEUPS BUILDING INCLUSIVE WORKFORCES - WHAT MORE DO THEY NEED?



Scaleups help create high-quality jobs – employing 3.1m workers. Over half describe themselves as being a social business, operating in the green economy or meeting ESG goals.

They employ a diverse group of individuals, 70% of scaleups offer opportunities to young people through work experience, internships or apprenticeships. They offer apprenticeships at twice the rate of typical firms.

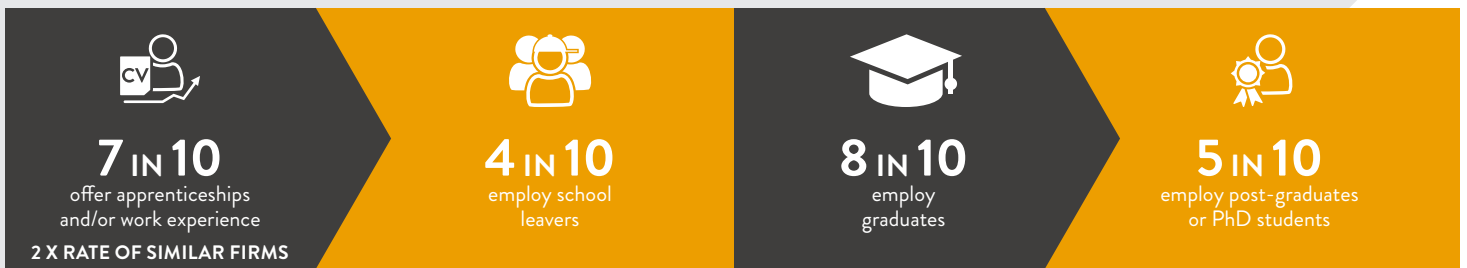
Yet for 7 in 10 finding the individuals with the appropriate skill sets remains a key concern with 6 in 10 ranking Access to Talent as one of their top 3 issues for further growth and 3 in 10 as their number one issue.



7 IN 10 SCALEUPS CITE ACCESS TO TALENT A KEY BARRIER TO GROWTH



SCALEUPS EMPLOY A BLEND OF TALENT FROM SCHOOL LEAVERS TO GRADUATES AND POST-GRADUATES - and are keen to do more on work experience, internships and see even greater connection with education partners



SCALEUP TALENT DRIVERS

In detailed analysis Scaleup Institute has found the following key drivers that evolve scaleups approach to talent needs, recruitment and training.

<p>INNOVATION Operating in a completely new space offers almost limitless opportunity, although it also represents challenges both with regards to securing adequate funding and finding people with the right skills, or at least the willingness and aptitude to develop the necessary skills.</p>	<p>A COMPELLING BUSINESS MIX Creating a unique proposition for their target market(s) and/or offering a comprehensive blend of skills and service that makes scaling firms attractive, comes with the need for multidisciplinary individuals which can be harder to source.</p>
<p>SECTOR SPECIALISM There is virtue in becoming the 'go to' expert. However, specialism in a highly competitive market also means that retention strategies become as important as recruitment access and brand awareness.</p>	<p>OPPORTUNITIES BROUGHT ABOUT BY ENVIRONMENTAL FACTORS For example, <i>Regulation and Digital Transformation</i> drives talent requirements in responding to these challenges and a need to adapt ways of working, including business structures and skills portfolios.</p>
<p>EXTERNAL INVESTMENT Investors providing smart and patient capital can open doors to pools of talent (especially at senior levels), new markets and opportunities as well as strategic support. They can also be drivers of talent changes e.g. Boards.</p>	<p>PACE OF GROWTH As growth accelerates, leaders think more about the future, long-term plans and strategies. This often includes the need to bring in a new senior team member or NED with fresh ideas.</p>

SCALEUP TALENT NEEDS AND SKILLS GAP

Scaleups have skills gaps at all levels from junior to senior management and for both generic business skills and specialist /technical skills for their sector. Scaleups have their own specific combination of skills however some general themes emerge.

WHEN LOOKING TO FUTURE EMPLOYEES SCALEUP LEADERS EMPHASISE THE IMPORTANCE OF:



75%
SOCIAL SKILLS



66%
TECHNICAL SKILLS



KEY TRANSFERABLE SKILLS:

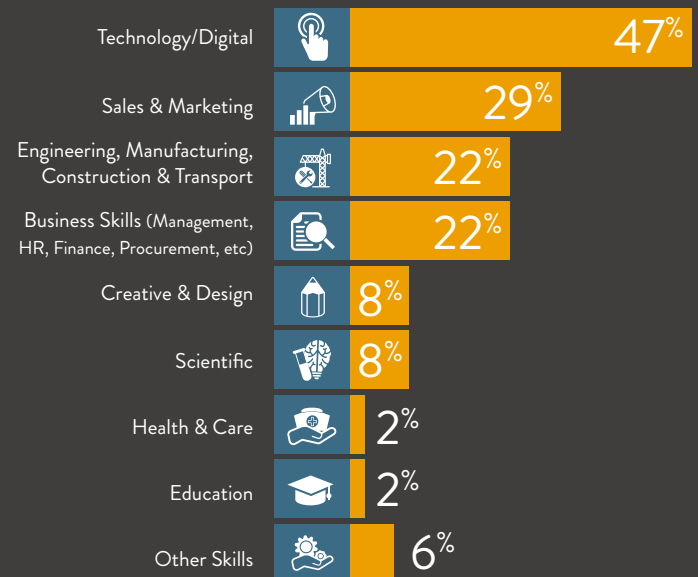


70%
CRITICAL THINKING



44%
COGNITIVE FLEXIBILITY

SCALEUP LEADERS ARE CITING A RANGE OF GAPS/ ISSUES WHEN LOOKING FOR PARTICULAR SKILLS/ ROLES IN THEIR BUSINESS



THE SKILLS DIVIDE

All scaleups cite access to talent as a key priority, though for some regions and sectors this is disproportionately high, presenting a need to scaleup talent across the UK. Demand for tech skills also varies significantly by location.

Access to the talent you can hire / Technical skills



TALENT AS A BARRIER BY SECTOR

Access to talent as a key barrier to future growth by sector



SCIENTIFIC & TECHNICAL



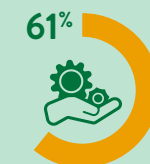
FINANCE / PROFESSIONAL SERVICES



HUMAN HEALTH / LIFE SCIENCES



MANUFACTURING AND ENGINEERING



OTHER SERVICE ACTIVITIES
(incl admin & support services, real estate, personal services, etc.)



CREATIVE INDUSTRIES

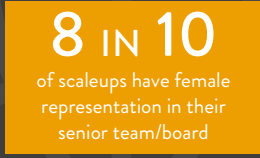


WHOLESALE AND RETAIL TRADE

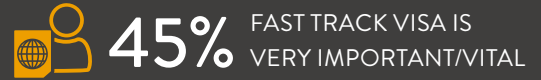
DIVERSITY AND INTERNATIONALISATION



Scaleups consider themselves equal opportunity employers with a diverse workforce.



Access to international talent also key. 1 in 5 scaleups (21%) say that a quarter or more of their staff come from outside the UK.



FOLLOWING CONCERTED EFFORTS SINCE THE ESTABLISHMENT OF THE SCALEUP INSTITUTE, WE HAVE WORKED WITH UK GOVERNMENT ON THE DEVELOPMENT AND RECENT LAUNCH OF THE **SCALEUP VISA** - FIND OUT MORE HERE: [HTTPS://WWW.GOV.UK/GOVERNMENT/NEWS/SCALE-UP-VISA-WILL-PROPEL-HIGH-GROWTH-BUSINESSES](https://www.gov.uk/government/news/scale-up-visa-will-propel-high-growth-businesses)



LEADERSHIP CAPACITY BUILDING IS KEY FOR SCALEUP GROWTH

Scaleups are seeking support to access, and develop, the right talent and skills needed to continue their growth. Scaleups seek different kinds of support from a range of sources, including Innovate UK, with access to NEDs and peer networks noted among the most valuable types.



SCALEUP LEADERS WANT BETTER ACCESS TO



55%

of scaleups has a Board or similar governance structure in place



12%

planned to establish one in future

SKILLS MOST NEEDED AT SENIOR LEVELS OF SCALEUP LEADERSHIP



Scaleups with female or **BAME** founders/CEOs were slightly more likely than their peers to be seeking skills around finance and fundraising (36% vs 29%), however they were less likely to be looking for innovation and product development skills (31% vs 43%) compared to non female or BAME founded/CEO run scaleups.

SCALEUP TALENT LEVERS

Scaleups adopt a range of ways in which they can respond to their talent challenges; from international hires to offering training and development to current employees, or from increasing their connectivity with pools of talent in the education system and other areas of specialism.

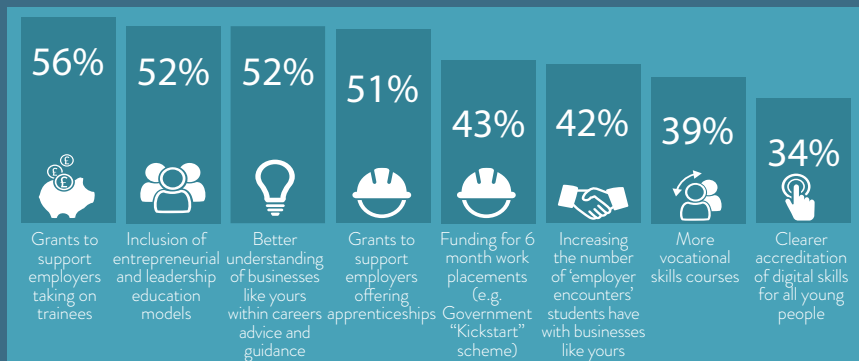
Internally, scaleups seek to develop skills through a range of support

TRAINING FOR STAFF IS SUPPORTED BY:



WHAT SCALEUPS WANT FROM THE EDUCATION SYSTEM

The role of the education system is recognised as important. However, despite some areas of collaboration, scaleups are keen to do more and gain greater access to future employees, including through employer encounters, work experience and apprenticeships.



WE HAVE TO HARNESS AND ALIGN RESOURCES TO ADDRESS OUR SCALEUP CHALLENGES ACROSS THE ECOSYSTEM



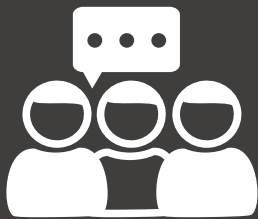
CONNECT TALENT

Develop the Scaleup Visa and Ensure Talent Schemes (such as apprenticeships/work experience) are dialled up and aligned to Scaleup Needs. Ensure enhanced connections between scaleups and educators leveraging Careers hubs. Bring entrepreneurship and knowledge of scaleups closer into education. Mandate examination of, or develop appropriate accreditation for, Computing (including digital skills) in Computing in Secondary Education. Continue to foster lifelong learning.



CHAMPION SUCCESS

Deploy local scaleup champions. Knowledge share. Scaleup and coordinate interventions that work.



PEER TO PEER

Enhance scaleup opportunities to engage in peer to peer networks.

SCALEUP ECOSYSTEM	ENTREPRENEURS	GOVERNMENT	EDUCATORS
	LARGE CORPORATES	MEDIA	INVESTORS
SUPPORT	TALENT	CUSTOMERS	INFRASTRUCTURE
	LEADERSHIP	FINANCE	

