



THE SKILLED CANDIDATE SHORTAGE – IS YOUR COMPANY A WINNER

To compete in the war for talent - businesses need an effective strategy for overcoming the growing skills gap across their company

[Recent research from the Open University found](#) “Talented workers with strong skill sets are in high demand, and are now able to command a higher salary. More than half (56%) of businesses had to increase the salary on offer for a role well above market rate to get the skills they required in the last 12 months, with the average increase amounting to a hefty £4,150 per hire for SMEs and £5,575 per higher for larger organisations “ and “90 per cent of employers have found it difficult to recruit workers with the required skills, and some have had to inflate salaries to attract talent above market rate, costing at least £527 million alone.”

[Kevin Green, REC Chief Executive says](#) “Demand for staff is growing within all sector and all regions of the UK, but there are fewer people available to fill the vacancies” he says “We have the lowest unemployment rate since 2005 and people already in work are becoming hesitant about moving jobs amid Brexit uncertainty”

Savvier companies are already aware of the threat to growth if they are unable to attract skilled employees. Attention to the following will be advantageous.....

REVIEW YOUR CANDIDATE ATTRACTION STRATEGY

Although salaries are on the rise also consider other aspects of a competitive attractive benefits package

- ❖ Clearly indicate all employee perks; flexible working, bonuses, training, internal promotions, and each incentive
- ❖ Well defined career path
- ❖ Motivation projects to develop skills that add to their CV

REVIEW YOUR RECRUITMENT STRATEGY

Efficient Recruitment Strategy

- ❖ Ensure your Recruitment Strategy is efficient and pro-active from interview to job offer with prompt decision making being fundamental. *I have written on LinkedIn "[Candidates are Customers too](#)" with my thoughts on this.*
- ❖ **Develop Industry Relationships.**
Partnering with a professional recruitment firm who have strong Industry relationships will take the pressure off your company.

At Whitehall Recruitment, our knowledge, understanding and long standing relationships within the Pharmaceutical, Polymer and Chemical industries mitigates the skills gaps. We have established long term relationship with our clients and successfully support them in the search for candidates with hard to find experience and skills.

Without consideration on these matters even the most forward-thinking companies will inevitably struggle to attract and retain the skilled employees needed to help elevate toward the future.

Addressing these issues now is crucial for long term growth.

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