

Table 2.3 Critical skills required in recruitment, by occupation (per cent)

	Elementary*	Operative*	Sales*	Personal services*	Skilled trades* and secretarial Associate professionals	Professional Managers	Mean
Verbal communications	35	24	66	58	25	59	51
Motivation and flexibility	38	40	49	55	41	58	50
Interpersonal skills and team work	42	25	53	65	36	50	50
Job specific	11	30	12	26	45	25	34
Written communications	7	11	22	26	13	52	31
Self-presentation	34	14	37	39	16	25	30
Basic skills	23	20	44	33	-	-	30
Problem solving	11	11	14	18	31	24	29
Management and leadership	-	-	-	-	-	13	26
Academic/professional qualifications	-	3	4	23	15	30	21
Vocational qualifications	-	14	3	24	20	17	16
N	1,822	758	1,410	586	632	1,075	277
Mean demand in occupation %	25	19	30	37	27	33	55

Source: Bunt et al. (2005) Joccentre Plus Employer (Market View) Survey 2004. *denotes Jobcentre Plus target occupations