

Business Survey for The Royal Foundation for Early Years

Fieldwork dates: 21-31 October

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help businesses:

For "Personal insight and self-direction"

Base: All Base: All who chose th

Total	48	27%	100%
1 - Most important	5	3%	10%
2	8	5%	17%
3	6	3%	13%
4	16	9%	33%
5 - Least important	13	7%	27%
None of these skills/other	1		
Don't know	3		
Top 2	13	8%	27%
Bottom 2	29	16%	60%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help businesses:

For "Emotional self-management"

Base: All Base: All who chose th

Total	51	29%	100%
1 - Most important	14	8%	27%
2	11	6%	22%
3	6	3%	12%
4	8	5%	16%
5 - Least important	12	7%	24%
None of these skills/other	1		
Don't know	3		
Top 2	25	14%	49%
Bottom 2	20	12%	39%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help businesses:

For "Complex problem-solving and critical thinking"

Base: All Base: All who chose th

Total	104	59%	100%
1 - Most important	18	10%	17%
2	20	11%	19%
3	28	16%	27%
4	20	11%	19%
5 - Least important	18	10%	17%
None of these skills/other	1		
Don't know	3		
Top 2	38	21%	37%
Bottom 2	38	21%	37%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help businesses:

For "Adaptability and resilience"

Base: All Base: All who chose th

Total	99	56%	100%
1 - Most important	23	13%	23%
2	25	14%	25%
3	17	10%	17%

	4	23	13%	23%
5 - Least important		11	6%	11%
None of these skills/other		1		
Don't know		3		
Top 2		48	27%	48%
Bottom 2		34	19%	34%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:
For "Communication and influence"

Base: All Base: All who chose th

Total		109	62%	100%
1 - Most important		19	11%	17%
	2	27	15%	25%
	3	20	11%	18%
	4	14	8%	13%
5 - Least important		29	16%	27%
None of these skills/other		1		
Don't know		3		
Top 2		46	26%	42%
Bottom 2		43	24%	39%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:
For "Relationship building"

Base: All Base: All who chose th

Total		71	40%	100%
1 - Most important		10	6%	14%
	2	11	6%	15%
	3	19	11%	27%
	4	17	10%	24%
5 - Least important		14	8%	20%
None of these skills/other		1		
Don't know		3		
Top 2		21	12%	30%
Bottom 2		31	18%	44%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:
For "Collaboration and conflict management"

Base: All Base: All who chose th

Total		71	40%	100%
1 - Most important		8	5%	11%
	2	10	6%	14%
	3	19	11%	27%
	4	18	10%	25%
5 - Least important		16	9%	23%
None of these skills/other		1		
Don't know		3		
Top 2		18	11%	25%
Bottom 2		34	19%	48%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:
For "Curiosity and innovation"

Base: All Base: All who chose th

Total		64	36%	100%
1 - Most important		12	7%	19%
	2	9	5%	14%
	3	15	9%	23%
	4	7	4%	11%
5 - Least important		21	12%	33%
None of these skills/other		1		
Don't know		3		
Top 2		21	12%	33%
Bottom 2		28	16%	44%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:

For "Literacy"

Base: All Base: All who chose th

Total		33	19%	100%
1 - Most important		8	5%	24%
	2	2	1%	6%
	3	8	5%	24%
	4	5	3%	15%
5 - Least important		10	6%	30%
None of these skills/other		1		
Don't know		3		
Top 2		10	6%	30%
Bottom 2		15	9%	45%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:

For "Numeracy"

Base: All Base: All who chose th

Total		35	20%	100%
1 - Most important		8	5%	23%
	2	10	6%	29%
	3	7	4%	20%
	4	7	4%	20%
5 - Least important		3	2%	9%
None of these skills/other		1		
Don't know		3		
Top 2		18	11%	51%
Bottom 2		10	6%	29%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:

For "Manual skills (e.g. craftsmanship, machine operating)"

Base: All Base: All who chose th

Total		35	20%	100%
1 - Most important		6	3%	17%
	2	9	5%	26%
	3	7	4%	20%
	4	10	6%	29%
5 - Least important		3	2%	9%
None of these skills/other		1		
Don't know		3		
Top 2		15	8%	43%

Bottom 2	13	8%	37%
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[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:
For "Digital and technological skills (e.g. design or use of digital tools)" *Base: All* *Base: All who chose th*

Total	103	59%	100%
1 - Most important	40	23%	39%
2	24	14%	23%
3	15	9%	15%
4	14	8%	14%
5 - Least important	10	6%	10%
None of these skills/other	1		
Don't know	3		
Top 2	64	37%	62%
Bottom 2	24	14%	23%

[Q1] Which of these skills, if any, do you think will become more important for the workforce to help business:
For "Other technical skills (e.g. engineering, scientific analysis)" *Base: All* *Base: All who chose th*

Total	57	32%	100%
1 - Most important	5	3%	9%
2	10	6%	18%
3	9	5%	16%
4	17	10%	30%
5 - Least important	16	9%	28%
None of these skills/other	1		
Don't know	3		
Top 2	15	9%	26%
Bottom 2	33	19%	58%

[Q2] To what extent do you agree or disagree with the following statement: "There will be an increasing need f

Base

All

Total	180	100%
Strongly agree	68	38%
Agree	78	43%
Neither agree nor disagree	16	9%
Disagree	12	7%
Strongly disagree	4	2%
Don't know	2	1%
Top 2	146	81%
Bottom 2	28	16%

[Q3] How easy or difficult is it to find employees with strong human skills (e.g., self-direction, emotional self-

Base

All

Total	180	100%
Very difficult	9	5%
Difficult	72	40%
Neither easy nor difficult	46	26%
Easy	34	19%
Very easy	17	9%

Don't know	2	1%
Top 2	81	45%
Bottom 2	51	28%

[Q4] In your opinion, in which of these groups do you think it is easiest to develop human skills? Human skills

Base

All

Total	180	100%
Young children up to the age of 5	10	6%
Young children aged 6-12	30	17%
Adolescents aged 13-18	56	31%
Adults (over 18)	59	33%
The same for all age groups	21	12%
Don't know	4	2%

[DEM1] Please can you confirm the region your business is based in?

Base size:

All

Total	180	100%
East (of England)	18	10%
East Midlands	9	5%
London	58	32%
North East	6	3%
North West	23	13%
Northern Ireland	2	1%
Scotland	5	3%
South East (excluding London)	13	7%
South West	15	8%
Wales	6	3%
West Midlands	16	9%
Yorkshire / Humberside	9	5%

[DEM2] Which of the following best describes the total numbers of employees, including yourself?

Base

All

Total	180	100%
10-24	12	7%
25-49	18	10%
50-249	57	32%
250-999	44	24%
"1,000 or more"	49	27%

[DEM3] Which of the following best describes your organisation's sector?

Base

All

Total	180	100%
Advertising	1	1%
Aerospace / Aviation	0	0%
Agriculture / Fishing	0	0%
Armed Services	0	0%
Automotive	0	0%
Banking / Financial Services	11	6%

"Business Services (Staffing, Printing, etc.)"	3	2%
Chemicals / Plastics	0	0%
Civil Service / Local Government / Social Services	5	3%
Communications and Information	5	3%
Computer Hardware	2	1%
Computer Services	9	5%
Computer Software	21	12%
Construction / Building Materials	7	4%
Consulting	5	3%
Cosmetic Products	2	1%
Defense / Military Services	0	0%
Education	14	8%
Electronics	1	1%
Engineering	4	2%
Entertainment / Leisure / Recreation	0	0%
Fashion / Luxury Goods	2	1%
Film / TV / Radio	0	0%
Food / Beverage / Restaurant	6	3%
Government	4	2%
Healthcare / Medical	14	8%
Insurance	2	1%
Internet / Web Development	7	4%
Law / Legal Services	4	2%
Manufacturing	10	6%
Market Research	0	0%
Marketing	0	0%
Media	0	0%
Mining / Quarrying	0	0%
Petroleum / Petrochemicals	0	0%
Pharmaceutical / Chemical	1	1%
Printing / Publishing	0	0%
Property / Real Estate	3	2%
Public Relations	0	0%
Recruitment / Staffing	2	1%
Religious / Not-For-Profit	2	1%
Retail / Wholesale Trade	15	8%
Telecommunications Equipment	2	1%
Telecommunications Services	4	2%
Telesales / Telemarketing	0	0%
Textiles	0	0%
Training / Development	1	1%
Transportation / Distribution	6	3%
Travel / Tourism / Hospitality	2	1%
"Utilities (Electricity, Gas, Water)"	3	2%

[DEM4] Which of the following best describes your role within your organisation?

Base

All

Total	180	100%
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Chairman / Board Member	4	2%
Chief Executive Officer	10	6%
Chief Financial Officer	8	4%
Chief HR Officer	16	9%
Chief Information Officer / Chief Technology Officer	22	12%
Chief Information Security Officer (CISO)	5	3%
Chief Manufacturing Officer	3	2%
Chief Marketing Officer	1	1%
Chief Operations Officer	8	4%
Chief Purchasing Officer	5	3%
Chief R&D Officer	0	0%
Executive Vice President	1	1%
General Manager	65	36%
Company Owner / Founder	1	1%
Partner / Principal	9	5%
President	0	0%
Senior Vice President	3	2%
Vice President / Assistant Vice President	3	2%
Managing Director	16	9%

for human skills amongst employees and job applicants in the next 5-10 years.”Human skills include things lil

ke self-direction, emotional self-management, adaptability, creativity, etc