

# ENTRY LEVEL HIRING AN INDUSTRY VIEW

The People Matters Entry Level Hiring Survey 2012 reflects inputs shared by 174 HR and business professionals from a spectrum of industries and sectors

Entry-level talent is critical in business competitiveness

Why is it critical for business?

61% says "YES"

Do companies prefer to hire freshers with vocational skills?

84% says "YES"

How do companies train entry level hires?



Training is most to make entry level hires productive

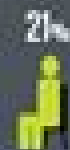
57% says "YES"



More structured training programs



More in-house training facility



Outsource entry level training

83%

61%

49%

42%

37%

82% say that mainstream plus vocational training help in reducing training time & cost. Here's why?

83%

61%

49%

42%

37%

4 Top problems in today's education system

76%



Curriculum is not aligned to industry requirements

85%



Educational institutions are not able to give practical knowledge

85%



Educational institutions lack exposure to workplace skills

54%



Educational institutions lack proper technology infrastructure

Where does the problem lie when hiring for entry level?

Is it the quantity of candidates?



Is it the quality of candidates?



Are educational institutes helping candidates become employable?

79% says "YES"

# Entry Level Hiring Report 2009

**World Bank**



## Entry Level Hiring Report 2009:

*Energy and Water Development Appropriations for 2009* United States. Congress. House. Committee on Appropriations. Subcommittee on Energy and Water Development, 2008      *U. S. Employment in the United Nations* Thomas Melito, 2011 This is a print on demand edition of a hard to find publication The U S Congress has continuing concerns about U S under representation in United Nations U N organizations Some U N organizations establish targets for member state representation and such positions are classified as geographic positions A 2006 report found that the State Department could take additional steps to increase U S representation This report examines 1 U S representation at five U N organizations 2 issues affecting the employment of professional staff including Americans at these organizations and 3 efforts State has undertaken to increase U S representation Includes recommendations Charts and tables      *Common Core Dilemma* Who Owns Our Schools? Mercedes K. Schneider, 2015-06-15 Nothing provided      Employment and Training Administration George A. Scott, 2011-08 To help guide the nation s workforce development system the Department of Labor s Labor Employment and Training Administration ETA conducts research in areas related to job training and employment Building upon earlier work this report examined the following 1 To what extent do ETA s research priorities reflect key national employment and training issues and how useful were the studies funded under them 2 What steps has ETA taken to improve its research program 3 How has ETA improved the availability of its research since the last review in January 2010 Charts and tables This is a print on demand edition of an important hard to find publication      **Green Jobs for Sustainable Development** Ana-Maria Boromisa, Sanja Tišma, Anastasya Ležaić, 2015-06-26 A green economy must be built on green jobs the kind of employment that is low carbon intended to reduce energy use and expected to restore environmental quality But attempts to define exactly what a green job is have led to varied and often contradictory answers There are many unresolved questions including whether we consider jobs in the nuclear fuel industry to be green jobs Or is a worker at a glass making company which supplies the glass for the solar photovoltaic industry doing a green job given that glass making is a dirty industry This book deals with the relationship between green concepts green jobs green economy green growth and sustainable development It examines to which extent creation of green jobs supports overall economic development as opposed to creation of elitist jobs and greenwashing In order to do so general conceptual frameworks for green jobs green economy green growth and green policy are presented as well as their implementation in ten countries selected among the Group of Twenty The selection includes advanced the European Union the United States of America Australia Canada Republic of Korea Japan and developing countries Mexico China Turkey and Brazil The analysis presented in this book shows that although green concept is well intentioned its implementation depends on local circumstances economic political and social Developed countries perceive green growth as a way to create new markets and demand while developing countries rely more on labor intensive growth and less expensive green jobs Thus greening the economy does not diminish differences

between rich and poor This book is suitable for those who study and work in Ecological Economics Sustainable Development and Labor Economics *World Development Report 2013* World Bank,2012-10-15 Jobs provide higher earnings and better benefits as countries grow but they are also a driver of development Poverty falls as people work their way out of hardship and as jobs empowering women lead to greater investments in children Efficiency increases as workers get better at what they do as more productive jobs appear and less productive ones disappear Societies flourish as jobs bring together people from different ethnic and social backgrounds and provide alternatives to conflict Jobs are thus more than a byproduct of economic growth They are transformational they are what we earn what we do and even who we are High unemployment and unmet job expectations among youth are the most immediate concerns But in many developing countries where farming and self employment are prevalent and safety nets are modest are best unemployment rates can be low In these countries growth is seldom jobless Most of their poor work long hours but simply cannot make ends meet And the violation of basic rights is not uncommon Therefore the number of jobs is not all that matters jobs with high development payoffs are needed Confronted with these challenges policy makers ask difficult questions Should countries build their development strategies around growth or should they focus on jobs Can entrepreneurship be fostered especially among the many microenterprises in developing countries or are entrepreneurs born Are greater investments in education and training a prerequisite for employability or can skills be built through jobs In times of major crises and structural shifts should jobs not just workers be protected And is there a risk that policies supporting job creation in one country will come at the expense of jobs in other countries The World Development Report 2013 Jobs offers answers to these and other difficult questions by looking at jobs as drivers of development not as derived labor demand and by considering all types of jobs not just formal wage employment The Report provides a framework that cuts across sectors and shows that the best policy responses vary across countries depending on their levels of development endowments demography and institutions Policy fundamentals matter in all cases as they enable a vibrant private sector the source of most jobs in the world Labor policies can help as well even if they are less critical than is often assumed Development policies from making smallholder farming viable to fostering functional cities to engaging in global markets hold the key to success *Annual Report* United States. Farm Credit Administration,2003

**Educating Generation Next** Lucas Walsh,2016-01-26 Is the current industrial model of schooling capable of preparing young people for modern working life This book provides an unsettling picture of the challenges young people face following the uncertainty of the Global Financial Crisis It asks whether teachers and schooling are able to provide the skills needed in a contemporary global economy **Human Resources Report** ,2009-07 **Department of Homeland Security Appropriations for 2011, Part 1A, 111-2 Hearings** ,2010 *Department of Homeland Security Appropriations for 2011* United States. Congress. House. Committee on Appropriations. Subcommittee on Homeland Security,2010 *Report of the Committee of Experts on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution)*

International Labour Conference, International Labour Office. Committee of Experts on the Application of Conventions and Recommendations, 2010      Financial Services and General Government Appropriations for 2011, Part 4, February 2010, 111-2 Hearings, 2010      *Green Careers in Energy: Energy-Related Jobs in Policy, Analysis, Advocacy, and Regulatory Affairs* Peterson's, 2010-10-01 Looking for a green job in the field of policy analysis advocacy regulatory affairs As part of Peterson's Green Careers in Energy this eBook offers detailed information on careers like Compliance Manager Construction and Building Inspector Paralegal Planning Technician Public Relations Specialist and Urban and Regional Planner You'll find up to date information on job trends work environment career paths earning potential education licensure requirements and contact information for additional resources This eBook also features interviews with individuals who work in this field tips for reducing your carbon travel footprint and green tidbits about making sense of green labels the new urbanism the Irish plastic bag tax and more Bonus sections include What Does Being Green Mean which examines the current interest in sustainability and the New Energy for America program and Essays on the Importance of Sustainability which offers insightful articles by individuals at the forefront of environmental organizations university sustainability efforts and college training programs      **Uncle Sam Wants You!** United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia, 2010      **Public Personnel Management** Norma M. Riccucci, 2015-07-14 Updated in a new 5th edition Public Personnel Management by Norma M Riccucci is a concise and accessible reader containing all original articles addressing the most current issues in public personnel management Written expressly for the text by leading scholars all of the articles are either new to this edition or substantially revised Each article focuses on specific often controversial issues in public personnel management such as comparative personnel management pensions sexuality health succession planning unions and the multi generational workforce      **Offender Reentry** Matthew S Crow, Crow, John Ortiz Smykla, 2013-04-24 An Innovative New Text That Addresses a Critical Issue Nearly 2 000 people are released from prison every day in the United States many of whom face significant barriers to re entry into the civilian population Within three years two thirds of them will be rearrested and nearly half will return to prison for a new crime or parole violation Offender Reentry Rethinking Criminology and Criminal Justice is the first text of its kind to address this major issue in criminology and criminal justice Bringing together cutting edge and never before published research and authored by the most critically recognized experts in the field this text offers students extraordinary insight into the experiences of both offenders in reentry and the practitioners who work within the legal system Real world stories from criminal justice professionals and offenders themselves are integrated with up to the minute research and thought provoking analysis Student oriented pedagogical features including critical thinking and discussion questions for every chapter push students to engage deeply with the text and synthesize their own innovative solutions to contemporary problems The text addresses all of the societal factors that affect offender reentry as

well as the political and economic effects on the community and issues of public safety Ideally suited for upper level undergraduate and graduate courses in criminal justice and criminology Offender Reentry is an invaluable new addition to the field

**Exceptional People** Ian Goldin,Geoffrey Cameron,Meera Balarajan,2012-09-16 The past present and future role of global migration Throughout history migrants have fueled the engine of human progress Their movement has sparked innovation spread ideas relieved poverty and laid the foundations for a global economy In a world more interconnected than ever before the number of people with the means and motivation to migrate will only increase Exceptional People provides a long term and global perspective on the implications and policy options for societies the world over Challenging the received wisdom that a dramatic growth in migration is undesirable the book proposes new approaches for governance that will embrace this international mobility The authors explore the critical role of human migration since humans first departed Africa some fifty thousand years ago how the circulation of ideas and technologies has benefited communities and how the movement of people across oceans and continents has fueled economies They show that migrants in today s world connect markets fill labor gaps and enrich social diversity Migration also allows individuals to escape destitution human rights abuses and repressive regimes However the authors indicate that most current migration policies are based on misconceptions and fears about migration s long term contributions and social dynamics Future policies for good or ill will dramatically determine whether societies can effectively reap migration s opportunities while managing the risks of the twenty first century A guide to vigorous debate and action Exceptional People charts the past and present of international migration and makes practical recommendations that will allow everyone to benefit from its unstoppable future growth

**Workbook for News Reporting and Writing** Brian S. Brooks,Missouri Group,George Kennedy,Daryl R. Moen,Don Ranly,2010-11-10 It s a tumultuous time in journalism as media forms evolve and new models emerge There are few clear answers but no one is more prepared than The Missouri Group to tackle these issues head on and to teach students the core enduring journalism skills they need to succeed whether they write for the local paper a professional blog cable news or even work in public relations

**Motivate Yourself to Impress How to Make 'Em Love Ya' and Pick Ya'!** Katrika Sterling-Hamilton,2016-03-04 Motivate Yourself to Impress Have you ever felt lost about what to say on a job interview Have you thought you knew what to say but had a nervous breakdown during the interview process Studies show that one out of two individuals on job interviews made poor mistakes that cost them the position Another 19 percent of applicants felt they slipped up when writing their resumes and cover letters Look no further If you are one of the millions of individuals that struggle with interviewing skills this book is for you How would you like to know the secrets to getting hired the first time on a job interview This volume is packed with real world examples from a range of clinical settings and sample interactions to help you land your dream career This book teaches you the following How to sharpen your interviewing skills How to write strong resumes and cover letters How to improve your communication skill productivity by 500 percent with how and what to

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## Decoding **Entry Level Hiring Report 2009**: Revealing the Captivating Potential of Verbal Expression

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