

# Growth of NEETs will lead to a whole new era of assessments

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The rise in the number of NEETs - people aged 16 to 24 who are not in education, employment or training - means employers must reevaluate assessment processes sooner rather than later, according to global talent acquisition and management firm, Alexander Mann Solutions.

Responding to the latest data from the ONS which revealed a significant increase in NEETs, the firm has urged businesses to utilise this knowledge, as they will soon need to re-consider the type of assessment criteria and processes they employ.

According to the ONS, around 857,000 young people in the UK are now NEET, up 14,000 from statistics released between April and June this year. Alexander Mann Solutions has highlighted that this growth of the NEET means employers will need to consider much more than education, training and experience when recruiting.

Jeremy Tipper, Director of Consulting & Innovation, at Alexander Mann Solutions explains:

“It’s common to see organisations seeking a candidate with a specific education or prior experience, meaning that assessment criteria and subsequent processes are very much tailored to identifying such individuals. However, with more people now falling under the NEET category, companies will find it much harder to identify these very specific traits. Instead, assessments will need to be much more geared towards identifying the ‘softer’ attributes of an applicant, such as cultural fit, adaptability, resilience or learning ability.”

“This, however, isn’t a negative shift in behaviour, given that we are operating in such a globalised environment. Having a workforce that is built of individuals not only able to work succinctly, but also adapt and thrive during change, will certainly help organisations become increasingly competitive.”

ENDS

About Alexander Mann Solutions

We are Alexander Mann Solutions and we’re passionate about helping companies and individuals fulfil their potential through talent acquisition and management. Today, over 3,000 of our talent acquisition and management experts are partnering with our blue-chip clients across multiple sectors and in more than 80 countries. Delivering a distinctive blend of outsourcing and consulting services, our unrivalled experience, capability and thought leadership helps our clients attract, engage and retain the talent they need for business success.