ETS Technical Selection

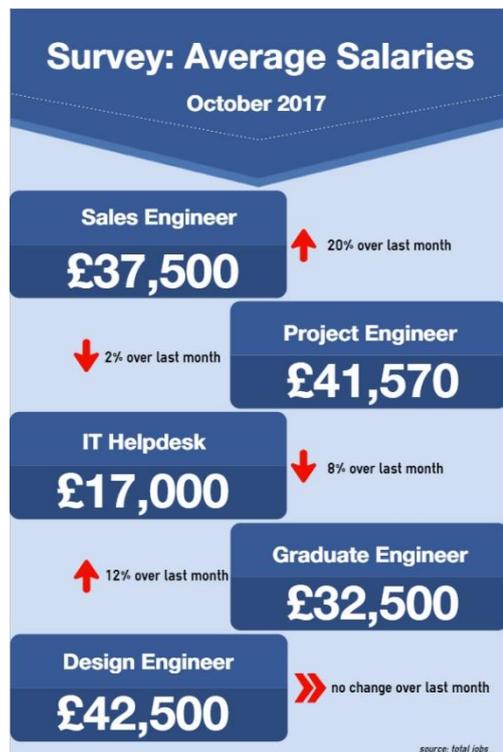# It's surely an interesting time to be a SME

Interesting may not be the word that springs to your mind.... but we're sure you'll be feeling the impact of Brexit, political unrest and huge skills gaps within your company. There is so much uncertainty in our industry right now - it's hard to keep ahead of the game. That's why we'd like to welcome you to the first edition of ETS News, your monthly round up of the latest information that impacts SMEs in engineering, IT, Scientific and Technical Sales. If there's an area you'd like to see us cover, please drop us a line.

Warm regards
The Team at ETS

Employ EU Citizens?

Then make sure you sign up for email updates from this Government website to find out how Brexit will impact on your company.

SME Confidence

Forget Brexit and political turmoil, finding and retaining the best people is a major concern of SMEs. When UK SME leaders were asked about the challenges they face in the next 12 months, half cited talent management as one of the biggest. Find out more

Survey: Average Salaries
October 2017

Sales Engineer
£37,500
↑ 20% over last month

Project Engineer
£41,570
↓ 2% over last month

IT Helpdesk
£17,000
↓ 8% over last month

Graduate Engineer
£32,500
↑ 12% over last month

Design Engineer
£42,500
» no change over last month

source: total jobs

Spotlight on the IT industry

In a recent IDG survey, the number of execs worried about a skills gap in IT grew from 49% in 2016 to 60% this year. Other surveys shore up this finding as well: a Cloud Foundry Foundation survey from late 2016 had 64% of respondents worried about getting the skilled staff needed.

Around the globe

There's a new salary privacy law prohibiting California employers from seeking or relying on salary history information about an applicant for employment. Furthermore employers must provide an applicant with the pay scale for the position for which they are applying. This law applies to all public and private-sector California employers of any size and comes into effect January 1st, 2018.

[Find out more](#)

We've been getting reports from companies in the industry that the turnover rate for IT Help Desk staff is going from bad to worse. Some of the statistics are shocking: some companies are experiencing between a 55% and 100% turnover per year! If you compare this to the UK average employee turnover rate of 15%, you start to see the scale of the problem. It's a big one. Since so

many companies are facing this challenge, here at ETS we've decided to run our own short survey and would appreciate a few minutes of your time to fill it in.

[Take survey](#)

UK Labour Market

Here are some key points from ONS on the state of the UK Labour Market-

- 32.10 million people in work
- employment rate - 75.1%
- 1.44 million unemployed people
- unemployment rate - 4.3%
- average weekly earnings increased by 2.2% in nominal terms

[Read the latest release from ONS](#)

Free White Paper

Do you find interviewing sales people difficult? Then you are not alone. There are many good reasons for this. So if you want to find out what they are, and learn the 6 golden rules we adhere to, plus find out what we really think about psychometric testing....download our free white paper. [Download now](#)

News In Brief

In 1984 34% of all computer science jobs were held by women. In 2017 that figure has fallen to just 18%. [Read more](#) Automation will affect one in five jobs across the UK, says study. [Read more](#)

ETS Technical Selection are specialist recruiters of Engineering, IT, Scientific and Technical Sales staff.