

# Presentation by Charlotte Mullen

## July 2008

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# Agenda

- Welcome and apologies
- Minutes
- Chair's Report
- Lucy Geldard – new way forward for Sectors
- Claire Flower – REC Inspection Team
- Microsite introduction
- General discussion – how is the market?
- AOB – next meetings

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# Minutes – matters arising

- Plan for sector groups – Lucy
- Diversity questionnaire – online
- Working group
- Internal promotional activity
- Professional standards
- Sector group questionnaire

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# Chair's Report

- REC Update
- New Members
- Diversity – latest results
- Sector group questionnaire

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# REC Update Oct 2007

Total no of Head Offices	<b>3617</b>
Total no of branches	<b>7635</b>
Total no of complaints to REC	<b>158</b>
Total no of complaints of REC R2R	<b>0</b>

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# Membership report

- R2R membership – 30 members
- 2 new members:
  - Abit Recruitment
  - Aprion Recruitment

**APRION**  
SALES RECRUITMENT



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# Diversity Sept 07-Feb 08

- 428 placements
  - 58% male
  - 42% female
- Salary:
  - 44% earn between £15-25k
  - 47% earn between £25-50k
  - 9% earn over £50k

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# Diversity Sept 07-Feb 08

- Age
  - 61% aged 21-30
  - 8% aged 41+
- Ethnicity
  - 73% white British
  - 10% white other
  - 12% all other ethnicities
- Sector
  - 21% IT
  - 19% Finance
  - 11% Commercial
  - 9% Media
- 19% got a degree
- 12% graduated in last year
- 15% new to recruitment

# Diversity since March 2005

- Placed 2,260 = 75 people per month
- Male Female split – shifted to more male
- Still predominately White British
- 91% of people aged between 21-40!
- Salaries
  - Shift 44% earn between £20-£30k
  - 18% £30-£45k

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# Sector Changes

	Sept 06 – Feb 07	March 07 – Aug 07	Sept 07 – March 08
1 <sup>st</sup>	IT	Commerc'l	IT
2 <sup>nd</sup>	Finance	Finance	Finance
3 <sup>rd</sup>	Commerc'l	IT	Commerc'l
4 <sup>th</sup>	Construct'n	Indus/Tech	Media

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# Sector Group questionnaire

- 24 respondents – 83%
- 133 recruitment consultants
- 8 questions

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# Why become a member?

- Raising standards
- Stand out from the rest
- Professionalism
- Networking
- Shows follows rules and standards

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# What does membership mean?

- Stamp of approval
- Share best practice
- Integrity
- Quality
- Benchmark

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# Why come to meetings?

- 38% Networking
- 32% Topical Guests
- 30% REC Information
- Meetings should be split 3ways?

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# Buddy system?

- Not really working
- Re think
- Shall we bother?

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# How promote sector group?

- 29% on business cards and stationery
- 26% website
- 24% tell candidates and clients verbally
- 15% on signature
- 6% on ads
- Many use a mixture
- How can we help further?

# How many work in R2R?

- Varied 1-27
- Average about 5
- 133 in total

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# Other points?

- Not clear on buddy system
- Meetings are too far away
- Don't know about diversity
- What changes should we make?

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# Lucy Geldard

New way forward for Sectors

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# Claire Flower

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# Lucy Geldard

**Microsite introduction –**  
New REC R2R Webpages and sector group activities

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# AOB

- How's the market?
- More focus on clients?
- Next meeting
  - 9<sup>th</sup> September – Manchester
  - 9<sup>th</sup> December – London

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