Tech Nation 2017

Status:	**Closed**
Start date:	**2016-11-16**
End date:	**2016-12-06**
Live:	**21 days**
Questions:	**22**
Partial completes:	**10 (16.1%)**
Screened out:	**0 (0%)**
Reached end:	**52 (83.9%)**
Total responded:	**62**

Filter

Responded

2. Oxford

Remaining respondents: **62 (100%)**

Welcome to Tech Nation 2017!

Tech Nation is the most comprehensive guide to the UK's digital tech ecosystem.

We know that ecosystems are driven by people like you and you are what make companies and communities thrive. This is why we want to hear directly from you. Specifically about your ecosystem; what's great, what's not so great, how could it be improved?

Whether you're part of a tech company or the local ecosystem (eg. accelerator, co-working space, university), we'd love to represent your views in Tech Nation 2017!

- One survey
- 10-20 questions (depending on your answers)
- 7 minutes (we've tested it)

Click here to start and be part of Tech Nation.

1. What is your role in the tech community?

Response	Total	% of responses	%
Founder/CEO of a tech business	33		53%
Work in a tech business	8		13%
Other, please specify	8		13%
Startup incubator or accelerator	5		8%
Service provider (Consulting, Accounting, Legal, etc.)	4		6%
Academic/educator	4		6%
Investor	0		0%
Co-working space	0		0%
Total respondents: 62 **Skipped question: 0**		0% 20% 40% 60% 80%	

2. Where is your company/organisation headquartered?

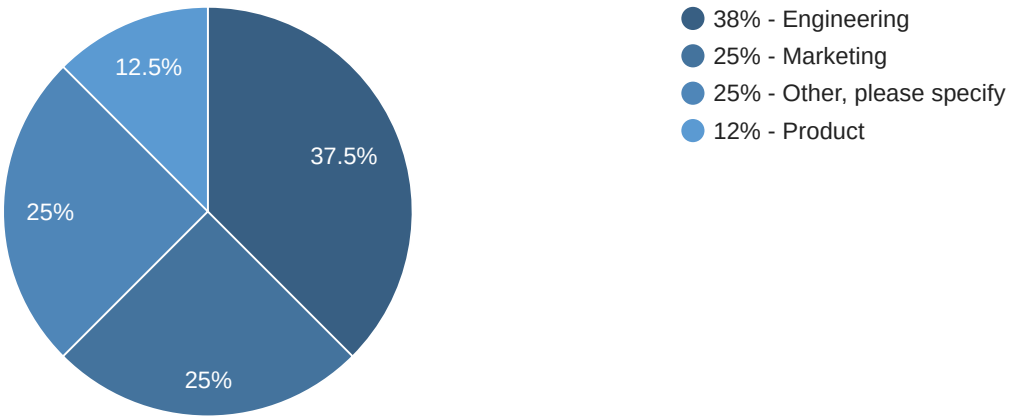
Response	Total	% of responses	%
Oxford	62		100%
Other, please specify	0		0%
Wakefield	0		0%
South Gloucestershire	0		0%
Birmingham	0		0%
Lincoln	0		0%
Bolton	0		0%
Redruth	0		0%
Bournemouth & Poole	0		0%
Stoke-on-Trent	0		0%
Bradford	0		0%
Worcester & Malvern	0		0%
Brighton	0		0%
Oldham	0		0%
Bristol & Bath	0		0%
Plymouth	0		0%
Camborne	0		0%
Sefton	0		0%
Cambridge	0		0%
Southampton	0		0%
Cardiff	0		0%
Swansea	0		0%
Coventry	0		0%
Wirral	0		0%
Derby	0		0%
Colchester	0		0%
Doncaster	0		0%
Middlesbrough	0		0%
Dudley	0		0%
Warrington	0		0%
Dundee	0		0%
Belfast	0		0%
Nottingham	0		0%
East Riding	0		0%
Reading & Bracknell	0		0%
Edinburgh	0		0%
Rotherham	0		0%
Exeter & Newton Abbot	0		0%
Sheffield	0		0%
Fife	0		0%

South Lanarkshire	0	0%
Glasgow	0	0%
Stockport	0	0%
Hull	0	0%
Sunderland	0	0%
Ipswich	0	0%
Truro	0	0%
Kingston-upon-Hull	0	0%
Wigan	0	0%
Kirklees	0	0%
Wolverhampton	0	0%
Leeds	0	0%
Barnsley	0	0%
Leicester	0	0%
Derry	0	0%
Liverpool	0	0%
Loughborough	0	0%
London	0	0%
Newport	0	0%
Manchester	0	0%
Peterborough	0	0%
Durham	0	0%
York	0	0%
Newcastle-upon-Tyne	0	0%
Aberdeen	0	0%
Norwich	0	0%

Total respondents: 62
Skipped question: 0

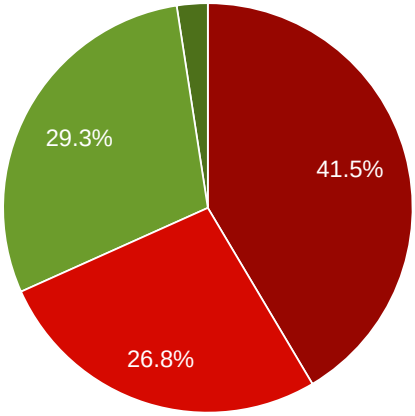
0% 20% 40% 60% 80%

3. What is your current role?



n=8

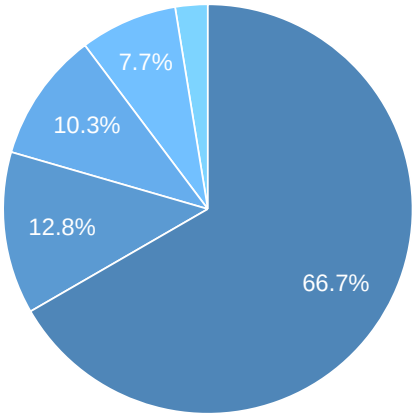
4. When was your company founded?



41% - Less than two years ago
27% - 2 – 4 years ago
29% - Five or more years ago
2% - Don't know

n=41

5. How many employees does your company have?



67% - 1 - 10
13% - 21 - 50
10% - 11 - 20
8% - Over 100
3% - 51 - 100

n=39

6. How much of a challenge are the following to your company?

Sub-questions	Resp.	% of responses	avg	med	SD
Lack of supply of highly skilled workers	38	24 21 11 26 18	2.95	3	1.47
Limited supply of appropriate property on competitive terms	38	26 16 24 26 8	2.74	3	1.31
Limited opportunities to access finance	38	34 16 21 18 11	2.55	2	1.39
Poor transport infrastructure (e.g. roads, rail and air)	38	32 24 13 24 8	2.53	2	1.35
Poor digital infrastructure e.g. broadband	38	34 18 18 24 5	2.47	2	1.31
Retention of skilled workers	38	29 42 13 8 8	2.24	2	1.18
Lack of formal advice and mentoring (e.g. business, legal, accounting)	38	37 24 24 13 3	2.21	2	1.15
Regulation (e.g. data protection, employment law)	38	45 29 16 8 3	1.95	2	1.07
Low levels of awareness of a local digital industry	38	47 29 16 8	1.84	2	0.96

Average: 2.39 — Median: 2 — Standard Deviation: 1.3(

1. Not a challenge
2.
3.
4.
5. A major challenge

7. To what extent are the following challenges for tech companies in your area?

Sub-questions	Resp.	% of responses	avg	med	SD
Limited supply of appropriate property on competitive terms	19	11 11 47 32	3.89	4	1.17
Limited opportunities to access finance	19	11 16 26 32 16	3.26	3	1.21
Lack of supply of highly skilled workers	19	16 21 11 26 26	3.26	3.5	1.45
Retention of skilled workers	19	16 16 16 42 11	3.16	3.5	1.27
Poor transport infrastructure (e.g. roads, rail and air)	19	16 21 21 32 11	3	3	1.26
Lack of formal advice and mentoring (e.g. business, legal, accounting)	19	11 32 21 26 11	2.95	3	1.19
Low levels of awareness of a local digital industry	19	11 26 32 26 5	2.89	3	1.07
Regulation (e.g. data protection, employment law)	19	5 32 47 16	2.74	3	0.78
Poor digital infrastructure e.g. broadband	19	26 11 53 11	2.47	3	0.99

Average: 3.07 — Median: 3 — Standard Deviation: 1.23

1. Not a challenge
2.
3.
4.
5. A major challenge

8. Approximately what percentage of the employees in your company ....

Sub-questions	Resp.	% of responses	avg	med	SD
Are female	38	58 / 26 / 5 / 11	1.68	1	0.98
Are female in senior management/leadership roles	38	61 / 24 / 13	1.68	1	1.03
UK residents by virtue of a visa	38	68 / 8 / 8 / 11 / 5	1.76	1	1.27
Are UK residents by virtue of a (non-UK) EU passport	38	53 / 8 / 18 / 21	2.08	1	1.24

Average: 1.80 — Median: 1 — Standard Deviation: 1.15

- 1. 0-25%
- 2. 26-50%
- 3. 51-75%
- 4. Over 75%
- 5. Don't know

9. When recruiting talent what are the primary challenges you face?

Response	Total	% of responses	%
Lack of relevant industry experience	16		43%
Looking for more pay than you can offer	14		38%
Relocation/immigration difficulties	12		32%
Difficulty targeting the right people	12		32%
Lack of time	8		22%
Looking for a better package than you can offer	8		22%
Other, please specify	5		14%
Lack of a top tier investor	4		11%
Lack of cultural fit	3		8%

Total respondents: 37
Skipped question: 19

0% 20% 40% 60% 80%

10. Which are the most effective methods for attracting talent to your organisation?

Response	Total	% of responses	%
Word of mouth	23		62%
Search/recruitment consultants	10		27%
Online professional networks (e.g. Hackerrank, LinkedIn)	9		24%
Links with colleges / universities	8		22%
Job search engines (e.g. Indeed, SimplyHired)	8		22%
Your company website	7		19%
Employee referrals	6		16%
Job boards (CareerBuilder, Monster, Glassdoor)	6		16%
Social media (e.g. Facebook, Twitter)	4		11%
Advertising in national or specialist press	3		8%
Other, please specify	2		5%
Through investors	1		3%
Careers fairs	1		3%
Total respondents: 37 **Skipped question: 19**		0% 20% 40% 60% 80%	

11. Do you offer any specific perks to motivate and retain employees (e.g. day off on birthday, free beer on Friday, a ping pong table, annual staff trip abroad)?

Respondents	37		60%
Skipped question: 19		0% 20% 40% 60% 80%	

12. How long do staff tend to stay with your company?

Sub-questions	Resp.	% of responses	avg	med	SD
In management/leadership roles	37	3 5 11 35 46	4.16	4	1
In junior or mid-level roles	37	5 14 22 14 46	3.81	4	1.29

Average: 3.99 — Median: 4 — Standard Deviation: 1.17

- 1. Less than a year
- 2. 1 – 2 years
- 3. 3 - 4 years
- 4. More than 5 years
- 5. Don't know

13. How would you rate your local area on the following?

Sub-questions	Resp.	% of responses	avg	med	SD
Tech sector growth potential	56	5 16 23 54	4.21	5	1.01
Overall quality of life	56	13 48 36	4.14	4	0.83
Talent supply	56	7 16 23 23 30	3.54	4	1.27
Strength of the digital economy	56	4 16 21 41 18	3.54	4	1.07
Transport infrastructure (e.g. public transportation, traffic congestion)	56	27 23 27 18 5	2.52	2	1.21
Cost of living	56	48 30 16 4	1.8	2	0.95

Average: 3.29 — Median: 4 — Standard Deviation: 1.38

- 1. Very poor
- 2.
- 3.
- 4.
- 5. Very good

14. Has your company ever taken advantage of any of the following support locally?

Response	Total	% of responses	%
Mentoring from experienced entrepreneurs	20		56%
Business or marketing skills training	17		47%
Financial support/funding	15		42%
Place in an incubator	14		39%
Space in a co-working space	13		36%
Brand building activities (e.g. awards, media coverage)	13		36%
Apprenticeship/ internship programmes	10		28%
Technical/research support from local universities	9		25%
Place in an accelerator	7		19%
Technical skills training	7		19%
None of the above	4		11%
Tech Nation Visa	2		6%

Total respondents: 36
Skipped question: 19

0% 20% 40% 60% 80%

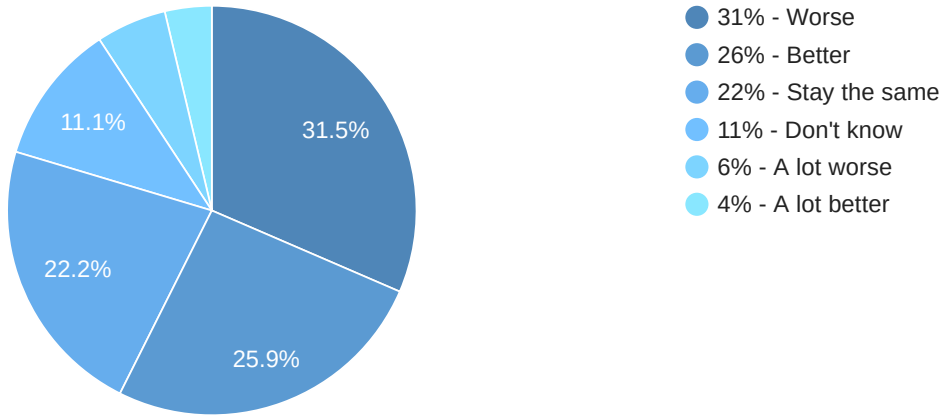
15. How useful have you found the following local support?

Sub-questions	Resp.	% of responses	avg	med	SD
Tech Nation Visa	2	100	5	5	0
Apprenticeship/ internship programmes	10	10 30 60	4.5	5	0.67
Financial support/funding	15	27 33 40	4.13	4	0.81
Place in an accelerator	7	14 14 29 43	4	4	1.07
Space in a co-working space	13	15 8 46 31	3.92	4	1
Mentoring from experienced entrepreneurs	20	5 5 10 55 25	3.9	4	0.99
Brand building activities (e.g. awards, media coverage)	13	8 23 46 23	3.85	4	0.86
Technical/research support from local universities	9	11 22 44 22	3.78	4	0.92
Place in an incubator	14	21 29 21 29	3.57	3	1.12
Technical skills training	7	57 29 14	3.57	3	0.73
Business or marketing skills training	17	12 41 29 18	3.53	3	0.92

Average: 3.88 — Median: 4 — Standard Deviation: 0.97

1. Very bad
2.
3.
4.
5. Very good

16. Over the next twelve months do you think the business environment for UK tech businesses will get better, get worse, or stay the same?



n=54

17. As a result of Brexit, to what extent do you agree or disagree with the following?

Sub-questions	Resp.	% of responses	avg	med	SD
We will find it harder to attract talent	35	14 9 23 20 34	3.51	4	1.4
We will find it hard to retain talent	35	20 9 37 17 17	3.03	3	1.32
We expect to grow our operations in the UK	35	26 3 46 17 9	2.8	3	1.24
We are likely to move at least some of our operations out of the UK	35	34 11 29 14 11	2.57	3	1.38
We anticipate improved access to new markets	35	49 26 20 3 3	1.86	1.5	1.02
We anticipate improved access to non-EU talent (India, US ...)	35	57 11 20 11	1.86	1	1.1

Average: 2.60 — Median: 3 — Standard Deviation: 1.39

1. Disagree strongly
2.
3.
4.
5. Agree strongly

18. To what extent do you agree or disagree with the following statements?

Sub-questions	Resp.	% of responses	avg	med	SD
Apprenticeships are an effective way for tech businesses to find new, tailor-made talent	30	7 23 23 37 10	3.2	3	1.11
I'm familiar with the changes being made by Government to the apprenticeship offer.	30	27 27 27 17 3	2.43	2	1.15

Average: 2.82 — Median: 3 — Standard Deviation: 1.19

1. Disagree strongly
2.
3.
4.
5. Agree strongly

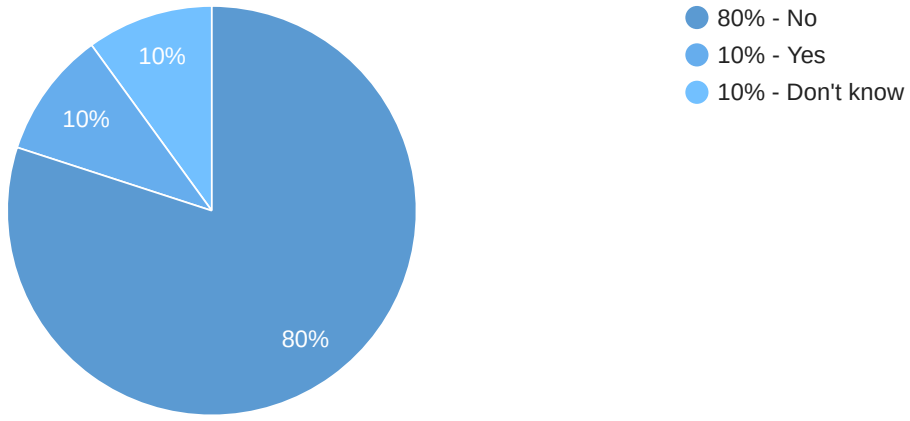
19. To what extent do you agree or disagree with the following statements?

Sub-questions	Resp.	% of responses	avg	med	SD
The Government's new apprenticeship offer brings many new potential benefits to businesses.	14	57 / 36 / 7	3.5	3	0.63

Average: 3.50 — Median: 3 — Standard Deviation: 0.63

1. Disagree strongly
2.
3.
4.
5. Agree strongly

20. Does your organisation currently offer apprenticeships?



n=30

21. We appreciate you helping us with this survey. If you would like to receive the Tech Nation 2017 Report, please enter your email address below before submitting your survey, otherwise type 'REF'.

Respondents	52	84%

Skipped question: 0