



Supporting Disadvantaged Groups

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**Resilience and
Employability Conference**
Unlocking the Hidden Labour Force



A group of people, including a woman on the left and a man on the right, are laughing and talking in a meeting. The image is overlaid with a dark green diagonal filter.

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Resilience and Employability Conference

8th March 2024

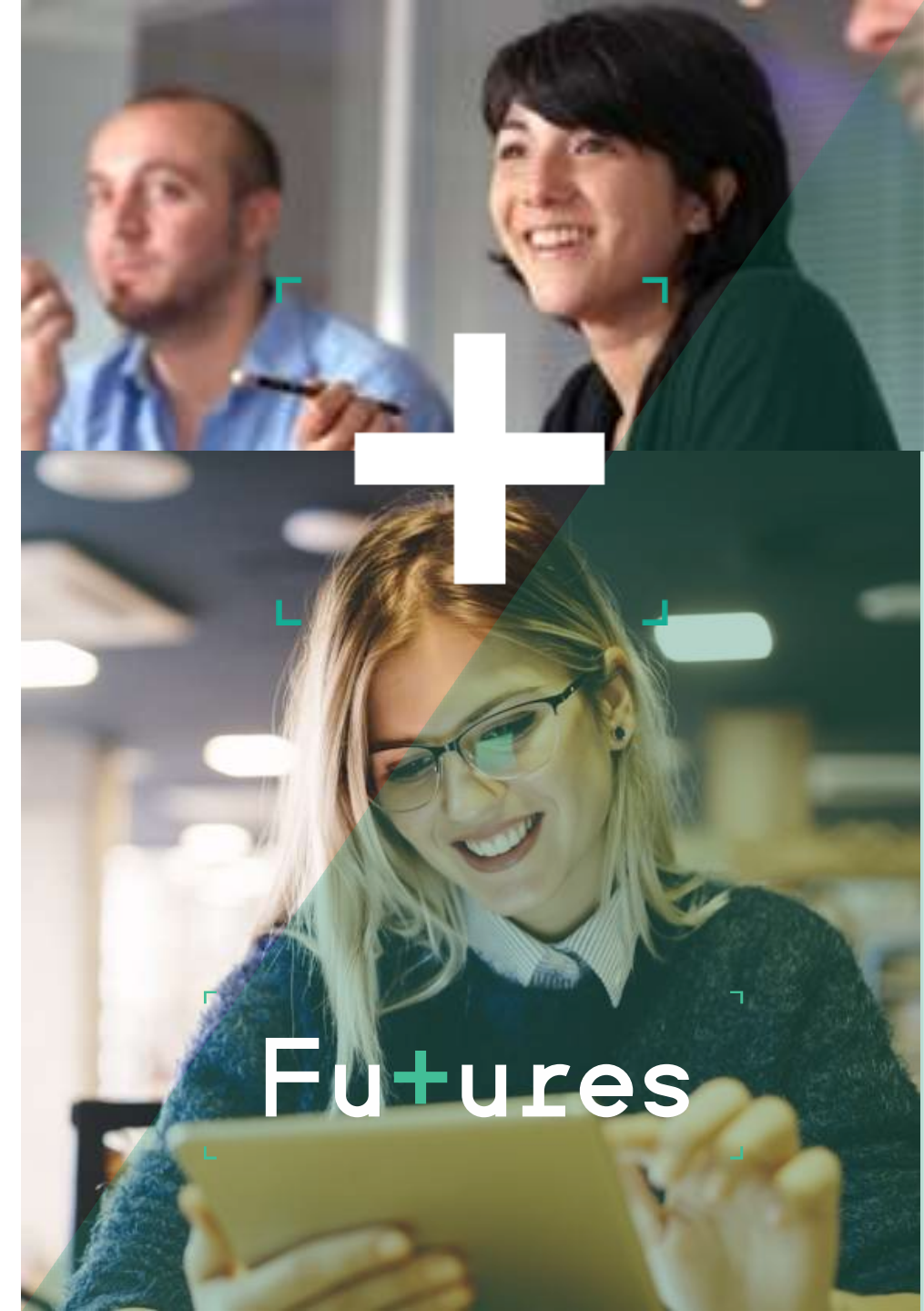


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We blend nationally commissioned programmes with local initiatives to create a customised path for our customers.

This path includes unbiased information, job help, and learning that sets all customers up with the right skills and tools for life and work.

Our ambition is to empower disadvantaged individuals and communities, helping them improve their education and job prospects in collaboration with our local partners.



Inclusive Recruitment

**Why should I take an
inclusive approach to
recruitment?**

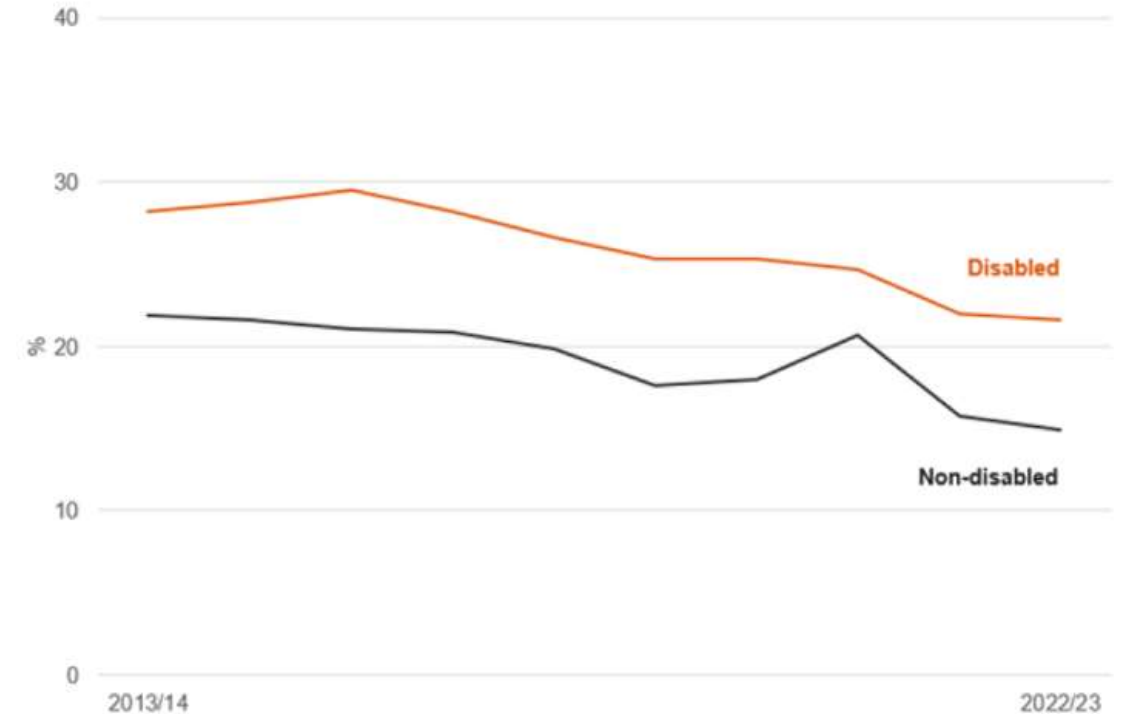
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A pool of untapped potential

- Economic inactivity is one of the biggest challenges to UK productivity
 - 25.4% of people aged 16-64 in Mansfield are economically inactive
- Nearly one in four of the working-age population are classed as disabled
- Disabled people were more likely than non-disabled people to be:
 - working in Health, Retail and Education
 - working in lower-skilled occupations
 - self-employed
 - working part-time (and subsequently less hours)
 - working in the public sector
 - working for a small employer (less than 50)
 - underemployed (looking for and available to start another job or work longer hours)
 - leaving work for health reasons
- Disabled people were more likely to be economically inactive and for those that were:
 - the majority gave long-term sickness as their main reason for being inactive
 - they were more likely (than non-disabled people) to want a job
 - they were less likely (than non-disabled people) to have had a job in the last two years

Economically inactive people are more likely to want a job if they are disabled

Figure 29: Proportion of economically inactive people who want a job by disability status, economically inactive people aged 16 to 64, UK, 2013/2014 to 2022/2023



Source: Annual Population Survey – data and definitions can be found in [supplementary data table EIA002](#)



The business case

- Diversity can enhance your overall revenue.
- Greater creativity and innovation
- You can attract and retain talent.
- You'll empower and motivate your employees.

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How to approach inclusive recruitment

- Strong EDI policy
- Understand the demographics of your local community and potential workforce
- Think hard about the skills and attributes you need in the role
 - Review the job description and person spec
 - Are you ruling talented people out by asking for a degree qualification when its not essential for the role
 - Think about what essential transferable skills you need rather than specifying a number of years experience or experience in a specific sector

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Inclusive advertising

- Think about your use of language in adverts
 - Overly masculine words
 - Recent graduate
 - 3-5 years experience
 - Young and energetic
- Think about where you advertise

Research has shown that the following words have a masculine denotation.

Dominant	Boasting	Determined	Lead	Challenging
Competition	Superior	Decisive	Independently	Competitive

Research has identified the following words as feminine. Make sure job descriptions have a mix of both.

Committed	Connected	Cooperative	Dependable	Interpersonal
Loyal	Responsible	Supportive	Trust	Considerate

The interview process

- Does it need to be a face-to-face interview
- Offer a range of days / times
- Could you send the questions in advance
- Competency based interviews are not the be all and end all
 - Work trials
 - Assessment days



Being an inclusive employer



- Be overt about making reasonable adjustments
- Be open to discussion and conversation
- Think about your wider employment policies and benefits
 - Flexible working
 - Buying additional leave
 - Mental health days
 - Job share

Being and inclusive employer

Job Design

- Job design is used to create specialist job roles thus freeing up the time of other staff.

Job Carving

- Job carving is used to analyse tasks in a job role and swap an element of the job duties to make the most of individual skills



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Unlimited Possibilities

