

## Stakeholder Manager Case Study

### Supporting Inclusive Recruitment

#### The Issue?

68% of employers struggling to recruit the right staff (EMC QES Q2 2018)

Employment inequality means too many people are missing the opportunity to develop their talents and connect with the world of work, and the range of positive impacts that come with doing so – including good health and social outcomes. The world of work should be open to all who want and have the capacity to work.

- The numbers of working-age people on health related benefits has increased enormously (1,860 ESA claimants in 2008 to just over 90,000 in 2016)
- We want to work with employers to realise the competitive advantage of a diverse workplace and help reduce the costs of ill-health that prevents people from working – an estimated cost to the economy of £100 billion a year.

#### What did we do?

**We raised the profile of Inclusive Recruitment and the benefits to people, employers and economies.**

**We established an Employer focussed Steering Group, bringing together key stakeholders across D2N2 to focus on Inclusive Recruitment**

**We enabled the sharing of best practice**

**We developed a plan to tackle the issues, starting with a launch event #Recruiting Talent to highlight the issues and work collectively to address the issue with employers**

**We have secured a venue and costs to run the event which is likely to take place in March 2019**

#### What has changed as a result?

Created an opportunity to work collaboratively with employers across D2N2, joint aim: to boost the local economy through inclusive growth, which did not previously exist.

Created a discussion forum to develop employer pledges, building on equality initiatives: Disability Confident and Ban the Box

## How has this changed relationship and practice?

HR departments considering “job carving” to enable a more inclusive workplace, bridging their skill gaps.

Employers have greater awareness of mental health support tools to help employees to remain in work.

Employers, Local Authorities and the Growth Hub have embraced the brand and committed to positive change to recruitment via Pledges.

Improved relationships between Job Centre Plus and Employers due to greater awareness of Disability Confident initiatives / Building Better Opportunities and Better Working Futures

Employers are talking to community organisations to help find candidates through Employ Local Sector Based Academies

## How have we changed / influenced policy?

Recruitment Policy of major employers is starting to change to develop an Inclusive workforce.

Employer facing organisations starting to sing for the same sheet!

Local Authority Health & Employment Steering Groups are building employer work into plans.

## Future / further work in this area

Our first event is planned for spring 2019. People with lived experience of health conditions will help steer this event. Commitment from local colleges to host this #Recruiting Talent springboard event.

For more information more about the work of your stakeholder manager in Derby City contact

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