



EMPLOYER ENGAGEMENT EVENT

Recruitment Challenges in 2022

Monday 23 May 2022 1pm - 3pm, Jury's Inn Cheltenham



Marketing
Cheltenham



CHEL TENHAM
BOROUGH COUNCIL

way to
WORK



Department
for Work &
Pensions

Welcome

Val Baker and Steve Olczak DWP Gloucestershire Partnership
Managers

Domestics

Dee Ritchie

Department for Work and Pensions Integrated District Operations
Manager for Gloucestershire

Employment challenges 2022

DWP is committed to supporting local businesses with their recruitment Challenges

A couple of Headlines:-

- Unemployment stands at 3.7%, the lowest level since 1974.
- There are now fewer people out of work than there are job offers for the first time on record.

A few interesting facts:-

- Various data sources show that 20 to 50% of scheduled job interviews result with the applicant not appearing.
- Hourly and lower paid jobs show the highest rate of failed to attend interviews.
- Indeed Recruitment Agency estimate of 28% people on their register fail to attend employer job interviews.
- An average of 6 people are interviewed for each job.
- Average recruitment process takes approximately 28 days.
- 79% of employers now conduct interviews via video link.
- 7% of people fail to start when offered a job.

So what can we do to help.....

Elaine Townshend

Department for Work and Pensions, Senior National
Account Manager

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The Jobcentre Offer

- A named Employer Adviser who will work with you to fill your vacancies
- Advice on job descriptions to make them attractive to candidates
- Work with you to streamline and speed up your recruitment process
- Actively promote your vacancies within local jobcentres
- Match, pre-screen and book guaranteed interviews. If you agree, our short listed candidates have priority access to your vacancies

The Jobcentre Offer

- Provide access to Jobcentre Plus offices to conduct interviews
- Invitations to attend local employer recruitment events and sector job fairs to promote your vacancies
- Networking opportunities to connect with other local businesses
- Post recruitment reviews, to discuss on-going support and future recruitment campaigns
- [Advertise your jobs](#) through our online services that are used by thousands of jobseekers every week.

Supporting Jobcentre Initiatives

- SWAP's
- Work Experience/ Work Trials
- Apprenticeships/Traineeships

Jodie Ransom

Social Media Executive, Department for Work and Pensions
Social Media Team

JODIE.RANSOM@DWP.GOV.UK

Jobcentre Plus on Twitter

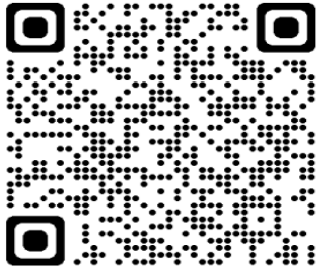
Search @JCPinGloucester

Covering the whole of Gloucestershire:

- *Gloucester
- *Stroud
- *Cirencester
- *Cinderford
- *Cheltenham
- *Tewkesbury
- *Coleford

Scan the QR code

To access the Twitter account on your device



Using a laptop or desktop?

Visit www.twitter.com/JCPinGloucester

job
centre
plus

Andy Lewis MBE

Paralympian Gold Medallist

Why being “Disability Confident” is important

Vikki Walters

Strategic Lead for Inclusive Employment
Gloucestershire County Council



Outcomes for Disabled People in the UK 2021

- There are **14.1m** disabled people in the UK
- **19%** of working age adults in the UK are disabled
- In Gloucestershire this equates to **68,000** people
- **¼ (24.9%)** of disabled people aged 21 to 64 have a degree compared to 47.2% of non-disabled people
- **13.3%** of disabled people have no qualifications compared to 4.6% of non-disabled people
- **53.5%** of disabled people aged 16 to 64 are in employment compared to 81.6% of non-disabled people
- The disability employment gap is greatest between those aged 45 to 49 and 55 to 59
- Disabled people with severe/specific learning disabilities, autism and mental health have the lowest employment rates

Disability and Employment – The Myths

- Disabled people will have more time off sick – there is no evidence to suggest this to be the case. Most disabled people are adjusted to their condition and we have experience of disabled employees being loyal and hardworking
- Disabled people cannot do the jobs I can offer – let's think creatively, job carving is a good way to open up opportunities for disabled people and Job Coaches can help someone learn a task
- I can't employ someone with a disability due to health and safety – you have to be responsible for the health and safety for all of your staff, Job Brokers can help with any additional risk assessments
- The cost of reasonable adjustments is prohibitive – sometimes a reasonable adjustment can cost nothing and where there is a cost DWP's Access to Work scheme can help
- I don't understand anything about disability – we can help you learn with training and ongoing support

Business without Barriers

A report by the Federation of Small Businesses;

- 25% of small business owners are disabled or have a health condition
- 24% say they have a mental health condition
- 34% say their mental health has declined in general over the course of the Covid-19 pandemic
- The TUC report that 1 in 8 workers will leave the workforce before retirement age due to ill-health or disability
- Cost of sickness for small businesses in the last year was £5billion

<https://www.fsb.org.uk/resource-report/business-without-barriers.html>

Reasonable Adjustment

What is a “Reasonable Adjustment”?

“Where someone meets the definition of a disabled person in the Equalities Act 2010 employers are required to make reasonable adjustments to any elements of the job which place a disabled person at a substantial disadvantage compared to a non-disabled person. Employers are only required to make adjustments that are reasonable” Equalities Act 2010

A disabled person is defined by the Act as “someone who has a physical or mental impairment that has a substantial and long-term negative effect on their ability to do normal daily activities”.

Access to Work



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Introduction

- Access to Work (ATW) is a grant that supports people with a health condition or disability
- It provides individual practical support and advice to overcome barriers at work
- It helps people with all types of disabilities including those with mental health conditions
- Access to Work grants may help with additional costs beyond “reasonable adjustments”
- Employers may be asked to contribute towards the cost of one-off support

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What can Access to Work pay for?

- Special equipment or adaptations
- A support worker or job coach to help in the work place
- Disability awareness training for colleagues
- Communication support at a job interview or in the work place
- The cost of moving equipment following a change in location/job
- Travel support to work for those who cannot use public transport or drive which may include taxis
- An Access to Work Mental Health Support Service for people who are absent from work or experiencing difficulties with their wellbeing

Customers may be asked to source three quotes and grants would be determined based on the most cost effective solution.

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Who can get help?

To be eligible for Access to Work, people can apply who:

- Have a disability or health condition that affects their ability to work
- Mean they have to pay work-related costs e.g. specialist equipment/travel costs
- Are aged 16 or over
- Are in or about to start paid work in England, Scotland or Wales

One of the following must apply:

- Have a paid job
- Be self-employed
- Have a job interview
- About to start a job or work trial
- Starting work experience

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Employer Cost Share

For special aids and equipment there can be an employer cost share:

- Small Employer (0-49): Zero Cost Share
- Medium Employer (50 to 249): First £500 and 20%
- Large Employer (250+): First £1000 and 20%
- Any costs above £10,000 met by Access to Work

There will be no cost share if the application to Access to Work is made within 6 weeks of a customer starting employment.

Mental Health Support



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- Provided through Access to Work
- Individually tailored support for up to 9 months
- No formal diagnosis required – available for anyone experiencing mental health issues
- A range of practical interventions to support people who are about to start work or already in employment
- Individuals or their employer can apply
- Access via contact directly to the provider
- No charge to the employer or individual

[Case-UK | Mental Health Support](#)

Access to Work



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How to Apply

Apply for Access to Work online or by phone;

<https://www.get-disability-work-support.service.gov.uk/apply/condition>

Access to Work helpline

Telephone: 0800 121 7479

Textphone: 0800 121 7579

Relay UK(for customers who cannot hear or speak on the phone):

18001 then 0800 121 7479

Monday to Friday, 9am to 5pm

British Sign Language (BSL) video relay service

To use this, first check you can use the service

go to the video relay service

For more information visit [Access to Work: get support if you have a disability or health condition: What Access to Work is - GOV.UK \(www.gov.uk\)](https://www.gov.uk/access-to-work)

You can also contact your local JCP office, JCP Employment Adviser, Disability Employment Adviser or Forwards Employment Service forwards@gloucestershire.gov.uk for support

Chris Powell

Director, Bespoke Mentoring
chris@bespokementoring.org

- Purpose & Culture
- Building healthy relationships
- Gauging underlying needs
- Our 50/50 approach
- What does success look like?

We are here to help and support businesses looking to offer employment to a wider range of people - share our approaches and offer mentoring alongside your inductions

www.bespokementoring.org to book in an initial conversation

Jamie

Bespoke Mentoring

Panel Questions

Dee Ritchie

Elaine Townshend

Jodie Ransom

Vikki Walters

Robin Hall

Thank you for coming and
safe journey home

Useful Contact Details

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