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## Why is inclusive recruitment important to a successful CR&S apprenticeship?

Social mobility is at the heart of the CR&S apprenticeship standard, providing opportunities to individuals who otherwise would not have a chance to establish a career in the sector. The ideal candidate likely won't be found in the usual recruitment hotspots, providing a challenge to employers to re-think their standard recruitment practices.



### What are some inclusive recruitment blockers?

- Low awareness of CR&S careers in schools, early career mentoring and job centres.
- Ideal candidates not likely to be present on LinkedIn or other professional job sites.
- Businesses not connected to community-based charities or organisations who provide candidate introductions.



### What to avoid

"I heard about the CR&S apprenticeship but I had no idea what it meant or how to find out more information about the sector."

APPRENTICE, MID-SIZE ENTERPRISE

## Industry expert tips from The Warrior Group Network



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Dr Padmini Iyer is a social researcher with over 12 years of experience, Padmini's current work focuses on synthesising evidence on best practice to promote social mobility through employment, and partnering with employers on bespoke social mobility and DEI research.

### What are three top-tips for employers to ensure they are providing an inclusive recruitment:

- 01 Target your recruitment** by using the Social Mobility Commission's Data Explorer Tool to focus on social mobility 'cold spots', and/or by using the Commission's Employer Toolkit to support positive action for candidates from less advantaged socio-economic backgrounds (LSEBs) during the recruitment process.
- 02 Partner with charities or groups** that work with communities facing specific socio-economic disadvantages, such as school leavers, care leavers, prison leavers, or refugee and asylum seekers, to focus your recruitment efforts on these groups.
- 03 Help candidates to shine** through your recruitment process. Candidates from less advantaged groups may be less familiar with job applications and interviews in your sector, so you can level the playing field by being transparent. Tell candidates how many application stages there are, what is expected of them, and likely timings of each stage. You can even share your interview questions beforehand, to give all candidates an equal chance to prepare.

Get in touch with [Karla@warriorgrp.com](mailto:Karla@warriorgrp.com) to connect to the best inclusive practice experts for your needs.