

By providing people from all groups with access to formal training opportunities and increasing the awareness of our clients about the available labour pool – we are seeking to close the skills gap in the employment market place and get more people into work.

David Carlin talks about Gi Group UK's award winning 'Employability' programme.



Name

DAVID CARLIN

Job Title

GROUP TRAINING & COMPLIANCE MANAGER AND HEAD OF CSR

Employer

Gi GROUP UK

Location

CHESTERFIELD HEAD OFFICE

Q1 How well placed is Gi Group UK as a recruitment company to drive employability?

We are in a very strong position to drive employability and do so through our focus on these particular areas: increasing our clients' awareness of the available candidate pool, removing barriers to entry for groups who traditionally find it difficult to find meaningful employment and improving a candidate's employability through formal training opportunities

Q2 What activities does Gi Group UK carry out to contribute in this area?

Gi Group UK invests both time and money in people and utilises our core skills as recruiters – we help develop the workforce of the future and close the current skills gap in the employment market place.

One example of a Gi Group UK activity is our nationwide Apprenticeship Programme available to both our own permanent employees and our flexible employees assigned to work at client sites.

By not limiting applications due to age, race, health or gender and providing people from these groups with access to all of our qualification programmes, we can only increase their employability prospects.

Also, our work with schools aims to prevent a student's social background from restricting their success, both in school and in the world of work.

Q3 What have been the notable successes?

Our award winning Apprenticeship Programme and work with schools was recently recognised at the REC's annual award ceremony where Gi Group UK was the winner of the Best CSR Practitioners category – for the second time.

A new internal working party has been set up this year to review 'Diversity and Inclusion' as part of the 2017 Gi Group UK initiative - Project CARE, which aims to improve the all-round experience of candidates engaging with Gi Group UK.

Q4 What impact have you seen on your own employee engagement?

We have recently expanded our Apprenticeship offering to include internal employees.

In 2017 we have started programmes for leadership and management, recruitment consultancy and business improvement techniques.

The introduction of the programmes as an addition to our existing core operations schedule has been very positively received.

The involvement of our own permanent employees in volunteering events and the 'working with schools' projects is increasing and the feedback we consistently receive from our staff clarifies that firstly all of those taking part valued the opportunity to do so, appreciated the opportunity to utilise their core skills in a different environment and returned to work with renewed motivation and additional skills to perform to their maximum.

Q5 What recommendations would you make to an organisation which is looking to implement any type of employability programme?

Have absolute clarity about what you want the initiative to achieve. Develop and implement a clear plan that engages all stakeholders. Communicate updates of progress and the impact that the initiative is having. Celebrate the plan's success and then start all over again!

Q6 What does a responsible business mean to you?

Being successful while committing to your core values and setting the standard within your market place.