



# Inclusive recruitment

Changing workforce demographics mean that an inclusive approach to recruitment is not only right from an ethical standpoint but crucial for maintaining competitive advantage. In this course, delegates will explore how to create a compelling candidate experience, enabling a diverse talent pool to engage with their organisation and demonstrate their future potential.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

## Key course elements

### Why diverse talent matters

- The make up of future talent
- The benefits of engaging a diverse workforce

### The impact of unconscious bias on recruitment

- Mental shortcuts and how they can impact recruitment decisions
- The risks and costs of unconscious bias within recruitment

### Creating an inclusive selection process

- Candidate attraction to a diverse audience
- Creating a robust and inclusive approach to selection
- Using reasonable adjustments to create equity within recruitment

## Participants will learn to...

- Understand how the working population is estimated to change
- State the business case for attracting a diverse talent pool
- Recognise the types of unconscious biases which may influence recruitment decisions and how to overcome them
- Develop ways to maximise diverse candidate attraction
- Implement tools and techniques for enabling inclusive selection methods
- Create adjustments to the process to enable candidates with diverse needs to demonstrate their potential