ukgovcamp

Session: 5
Room: Committee Room 6A

Session title : Inclusive Recruitment

Session leader : Clare Hussey

Volunteer to continue conversation after :

Notes taken by : Kat Quatermass

Notes

Passion project that starts from a personal diagnosis
Commonalities in conditions - eg dyslexia and adhd likelihood
Created a map of conditions and potential strengths and challenges commonly associated with them
From this map people looked at how it might be useful in the creation of interactive guidance
'Interactive guidance' (which to start with is a call centre script used in HMRC)
Then this evolves to q&a branching questions available to the public
Becomes a way of exploring how role applicants might need adjustments by using the original map to design an interactive guidance flow for requesting adjustments
Exists as a prototype with a walkthrough video in 2022 and tested but its not been adopted; pilot widened to more disabilities and stopped

Goal: build a microservice so more people could use this flow and make recruitment more accessible by making the adjustments more available - sending through requests and sparking conversations
How could we take it to something that could be used

Conversation about the recruitment process in general and how it was initially designed - by the people who got through that way!

Public Digital application process is held up as a good example of non STAR based recruitment

How to retain people in security (women and ethnic minority candidates drop out during vetting process, more than male candidates do - so added in briefing and update sessions)

Broadening discussion to civil servant recruitment in general - challenge of success profiles and STAR method

Discussion - does fear of being put on a rejection pile stop people mentioning those conditions - both on current forms, but even with this tool.

Interesting challenges around dyslexia in police - the job perception suggests little writing needed, but job does require it - so they universally screen and then move people into dyslexia support programmes

Example of soldiers in Iraq - moved from 8 page patrol reports to 3 sentences - what do you expect, what happened, what does that make you conclude (led to better intelligence)

Different ways to recruit - not a deadline date and sift anymore - could you change it again

Ashby's law - law of requisite variety - solve the recruitment access problem in lots of different ways

Can we separate out the application and the request for adjustments - but very challenging to follow through

Open days as a way of recruiting digital professions in different geographical locations

Issue with overloaded senior roles in UCD almost no roles lower down the pyramid