## AC3.4 Evaluate the benefits of diversity in building and supporting talent pools.

Diverse workplace where there are different genders, abilities, color, backgrounds, experiences benefit a lot from the variety of talents they have in many ways (CIPD, 2022 c).

Diversity attracts talent.

Employees tend to work for an organization that has a diverse culture to be valued and respected. 67% of job seekers said that diversity in the workplace is crucial element when they evaluate the organization they are going to work for (Wessinger, 2017). In green energy industry where talent is rare, Sunenergy would benefit from a diverse workforce that could attract talents to its talent pool. Word of the mouth on job sites, glassdoor for example, helps the reputation of Sunenergy to be known as a diverse workforce.

Reaching diversity in the workplace is very tough job, though. Focusing on employing different sexual orientation and colors makes it difficulty deploying those people in different aspects of the business. The target of the organization might be reaching diversity score on the account of business needs.

Development, innovation and decision making.

Having a talent pool of different educational backgrounds, experiences, and skill sets helps the organization to have a pool of different ideas and perspectives. That pool of ideas helps the organization with more innovation and development and helps in problem solving and decision making (therecruitmentconsultancy, 2022). In addition, diversity enables Sunenergy of better understanding of the problems to make informed decisions. However, diversity is not enough to unleash the full potential of employees and get the most of their experience; they need to feel valued, empowered and feel safe to engage with Sunenergy.