



MARLIN
S E L E C T I O N

ARE COMPANIES REALLY ENCOURAGING DIVERSITY?



A few months ago, I wrote an article that I didn't post. The subject was the barriers to hiring a diverse workforce.

My particular focus was on the employers only hiring if you had a degree despite being qualified by experience.

My motivation for the post was my own experience. Out of 50 jobs I applied for in 2019 I got 2 interviews. The reason? Because I didn't finish my degree. In that time, I have been a director, MD, board member of successful companies but that seemed not to amount to much.

At that time only Deloitte and Accenture were welcoming applications from experienced people who may not have degrees. I then took 2 years out to go through cancer treatment.

Fast forward to 2021 and there has been a big, big step change that has developed within progressive organisations that are putting their money where their mouth is (to coin a phrase).

To be truly diverse and inclusive we must attract all types of applicants: BAME, LGBT, disabled, careers, responsibilities, return to work, regardless of age and non-degree applicants.



The organisation that is helping to lead the way in this field is the Bank of England. They have an established return-to-work programme that is structured and supportive seeking out people who want to return to work. Their role is complete with structured training to upskill and update their experience and skills whilst giving them a good salary and flexible, family friendly working.

In most roles that they advertise, they do not list qualifications as needed (or even experience); all individuals are encouraged to apply. The only positions that they still require specific qualifications for are economists etc.

There is also Prudential who offer a return to work programme for people wanting to get back working after a career break.

At the time of writing this the companies mentioned in this article are the only ones who publicise their schemes. If you are a company out there not on the list, change this! Get it out there you are!

Fidelity International offers women in tech a six-month returnship (a professionally paid placement with the strong possibility of being hired long-term at the end). It includes virtual coaching support from Women Returners, a professional mentor and a buddy, plus flexible working options during and after the programme.



Cummins RePower programme is a six-month paid returnship for candidates in STEM, Information Technology and Supply who have been out of the workforce for at least two years.

Moody's RE-IGNITE offers returners either a 16-week returnship or the chance to be hired as a permanent employee from day one under the supported hiring model. Both groups receive coaching, mentoring, leadership development and networking opportunities during their first 16 weeks.



Johnson & Johnson's programme is also called Re-Ignite and offers a four to six-month returnship for experienced STEM, manufacturing, or design professionals.

Avanade offers yet another Reignite programme, which consists of a six-month returnship with coaching by Women Returners, training, and a mentor and buddy.

FDM has launched a new Tech Returners programme that includes training in their virtual Academies, a foot in the door with prestigious clients, flexible training hours, fast-track career progression and a competitive starting salary from day one.

dunnhumby is offering a six-month returnship, including flexible and part-time options, and adds:

“dunnhumby celebrates talent from all areas – so they are looking beyond the traditional CV... dunnhumby believes that you will do your best at work if you have a work/life balance so dunnhumby requests you include these preferences in your application if they are important to you, along with any reasonable adjustments required.”

Similarly, Capco are keen to recruit diverse returners through supported hiring:

“they'd love to know what makes you different. Such differences may mean they need to make changes to their process to allow you the best possible platform to succeed, and they are happy to cater to any reasonable adjustments you may require.”

The Skanska Costain STRABAG joint venture offers a flexible six-month returnship including the opportunity to work on the new HS2 railway.

Still on the railways, Govia Thameslink has launched a supported hiring programme for returners who want to become train drivers. They require no previous experience or qualifications.

Lloyds Bank's Returners Programme runs on the supported hiring model and has already hired 120 returners into technical and leadership roles.

Fitch Group's CreditPath is a ten-week returnship for financial services professionals looking to re-enter the workforce in credit analysis, macro research and technical related fields.

LSEG (London Stock Exchange Group) has launched its first supported hiring programme, with both permanent and contract roles.

Amazon is offering 16-week virtual returnships with a chance of permanent employment, including relocation assistance to help you move to the hiring location.

Vodafone's supported hiring programme, called ReConnect, applies to most roles in the company. In the first six months of your joining, you will get five days' pay for four days' work per week to support your transition back into work.

And Allianz was the first UK insurer to create a specific route to success for returners with its supported hiring programme.

In the immortal words of the 60's movement: If you are not part of the solution, you are part of the problem. It is good that some companies are being solution providers and evolving to embrace being diverse...but just too few.



Get in touch

The Hoxton
32 Blackfriars Road
London
SE1 8PB

+44 20 8142 3925
mary.milgate@marlinselection.com