

LSI SE02

Advise employers about the benefits, processes and practices to recruit and retain a diverse workforce

Performance criteria

- You must be able to:*
- P1 identify local, regional and national sources of labour market intelligence
 - P2 access and interpret statistics on the nature of businesses operating on a local, regional and national basis
 - P3 develop and articulate the business case for a diverse workforce to employers in the local area
 - P4 make initial contact with employers across sectors to promote the business case for a diverse workforce
 - P5 provide support to employers to overcome perceived and actual barriers to employing and retaining a diverse workforce
 - P6 secure the employer's commitment to engage in the supported employment process
 - P7 enable employers to maintain productivity whilst customising jobs to meet the needs of individual job seekers
 - P8 propose reasonable adjustments that employers could make to facilitate the recruitment and selection, support, mentoring and management of a diverse workforce
 - P9 support employers to meet current national and European employment and equality legislation requirements for the workforce

LSI SE02

Advise employers about the benefits, processes and practices to recruit and retain a diverse workforce

Knowledge and understanding

You need to know and understand:

- K1 local, regional and national sources of market intelligence and how to access them
- K2 key employers locally, regionally and nationally and their interest and engagement in supported employment
- K3 the business case for employers recruiting and retaining a diverse workforce
- K4 how to make initial contact with employers across different sectors in a way that engages and interests them
- K5 the main concerns and perceived barriers for employers in recruiting and retaining a diverse workforce and how to address them
- K6 how to secure the employer's commitment to engage in the supported employment process
- K7 the types of advice and awareness training employers may require to understand the support requirements of job seekers
- K8 ways in which jobs and recruitment and selection processes can be adapted to meet employer and job seeker needs
- K9 processes that employers may adopt to support employees who become sick, disabled or stressed while at work
- K10 how to support employers in developing their organisational culture to embrace diversity and inclusion
- K11 the type of reasonable adjustments that employers can be encouraged to make to attract, support, mentor and manage a diverse workforce
- K12 current national and European employment and equality legislation requirements for the workforce