

How do you support employers to recruit disabled people and people with health conditions?

The [Labour Market Evidence Programme](#) (LMEP) recently completed a [Rapid Evidence Assessment](#) exploring how employers can be supported to improve and increase their recruitment of disabled people and people with health conditions.

Staff delivering Active Labour Market Policy (ALMP) programmes have a key role in providing support to employers to help them make recruitment practices more inclusive. Recognising this, the LMEP produced evidence-based [recommendations for ALMP programme delivery staff supporting employers in their recruitment](#), as well as [employers seeking to improve their recruitment practices](#). We suggest reading these before using this resource.

Questions to support peer learning

This resource is aimed at ALMP programme employer engagement and delivery staff working with employers. It provides a set of questions to guide peer learning sessions related to supporting employers to recruit inclusively, based on evidenced effective practice. This will equip staff with the confidence and skills to effectively influence and support recruitment practices.

We recommend using this resource in dedicated sessions organised to share insights into experiences of supporting employers to recruit inclusively. We suggest groups of between 6-8 ALMP practitioners in sessions lasting around one hour to ensure everyone can ask questions and share their experiences.

Feedback on this resource

We would love to hear your feedback on this resource, and your experience using it in practice. If you would like to share, please get in touch at labourmarketevidence@employment-studies.co.uk

Providing guidance on schemes and tools such as Access to Work, Disability Confident and Health Adjustment Passports

- How would you describe employers' awareness of the schemes and tools available to them to support inclusive recruitment?
- What have you found to be the best approaches to communicating schemes and tools to employers?
- What resources have you found helpful to guide conversations?
- How have you overcome resistance or hesitancy from employers related to inclusive recruitment practices?

Advising on how to make job adverts and recruitment processes inclusive

- How do you initiate conversations with employers about improving the accessibility of their job adverts and recruitment processes?
- How do you communicate the benefits of more accessible recruitment processes?
- Generally, have you found that employers are open to feedback on their recruitment processes?
- How do you collect and share participant feedback on job adverts and recruitment processes?

Acting as intermediaries between employers and participants to broker sustainable employment opportunities

- How do you manage expectations among both employers and your participants?
- What works to build employers' confidence to employ disabled people and people with health conditions?
- What role do you play in negotiations once an individual has moved into employment to aid sustained employment?
- How do you maintain engagement with employers after they have filled their available position(s)?