



# **ACCESSIBLE RECRUITMENT**

Building an Inclusive workforce

Accessible solutions for the world we live and work in



## MICROLINK & ACCESSIBILITY

Microlink has been helping people living with disabilities in education and the workplace since 1992. We are the UK's leading supplier of assistive technology, accessibility solutions and workplace adjustments. From our three decades of helping improve the lives of disabled people, we have developed an unrivalled understanding of their needs and how to meet them. As a result, we also have a unique insight into the obstacles faced by disabled people looking for employment.

Our Recruitment service has provided effective, long-lasting help to countless organisations looking to develop more inclusive and diverse workforces. Led by our hugely experienced Access Consultant, Tracey Abbott, our Recruitment department will use all their knowledge and skill to ensure that your organisation's recruitment practices become truly inclusive and accessible practice, whilst, at the same time, reaching a wealth of often-overlooked talent.





## **WHAT IS ACCESSIBLE RECRUITMENT?**

For a workforce to become diverse an organisation first needs to have a recruitment practice which is truly inclusive and accessible. Inclusive recruitment is that which creates a diverse workforce by removing barriers to people based upon their race, gender, religious beliefs, sexual orientation or their physical or mental condition.

Microlink's primary expertise lies in helping people with disabilities, we champion a holistic, intersectional approach which acknowledges that truly equitable recruitment is impossible without a level playing field for all. An accessible recruitment process involves many different factors. These include but are not limited to:

**Specialist training for recruitment staff**

**Clear and accessible language in job advertisements**

**Sensitive and fair interview practices**

**Fair Assessment Centres**

**Inclusive onboarding**

Underlining all these factors is a need for clear communication and transparency. A truly accessible recruitment process attempts to understand the specific needs of potential employees. It gives all candidates who might have come into the process at a disadvantage an opportunity to request and receive any help or adjustment they need, thereby guaranteeing a level playing field for all.





## WHO IS HELPED BY ACCESSIBLE RECRUITMENT?

People living with disabilities of all kinds face barriers entering employment. Whether affected by reduced mobility, sensory impairments, neurological and cognitive conditions, chronic illness or any other form of disability, there is a strong likelihood that a disabled person will face or have faced discrimination or challenges when applying for jobs.

No matter if it is a candidate applying for their very first role or high-profile applicant for a Managing Director position, anybody with a disability or long-term health condition deserves a fair chance when applying for a role.





## WHY IS ACCESSIBLE RECRUITMENT IMPORTANT FOR YOUR ORGANISATION?

The COVID-19 pandemic has dramatically altered the landscape of employment and recruitment. With a dynamic, moving employment market it is more important than ever that companies seize the opportunity to create inclusive and accessible recruitment processes.

There are several reasons as to why all organisations, both public and private, should be making inclusive recruitment an immediate priority, including, for example the need for legal compliance. However, the best reason is that by doing so you can access a far larger pool of talent than competitors who do not. Overwhelming data supports the fact that diverse workforces are more productive, boast a wider set of strengths and display increased employee satisfaction. It follows then, that if your recruitment process presents barriers to certain individuals, whole swathes of talented people will be blocked from applying to work for your organisation.

Conversely, by making recruitment accessible your organisation will increase the chance of finding the perfect candidate for a role while increasing the happiness and productivity of the staff you already have.





## WHAT MAKES MICROLINK ACCESSIBLE RECRUITMENT SOLUTIONS UNIQUE?

Accessible and Inclusive Recruitment is a significant issue in the world of recruitment and at Microlink we know it is a crowded field. However, we undoubtedly offer a unique expertise and understanding of the needs of disabled people in the workplace.

From our many, many years' experience helping disabled people and the organisations who hire them we have developed an accessible Recruitment Service which is unrivalled. We know that the requirements of every company are different. That is why, unlike off-the-shelf solutions offered by competitors, Microlink's solutions are tailored to the individual needs of every client.

We offer audits on your entire recruitment process from job descriptions and advertising to applicant tracking systems and assessment centres all the way through to interviews and onboarding. From there, we can work to resolve any obstacles we find along the way and fashion an accessible recruitment operation that is bespoke to your organisation and its needs. Be it a need to introduce assistive technology or to improve physical or digital accessibility, we will identify and provide the correct fix to any issues we encounter. What's more, as the UK's leading supplier of assistive technology and accessibility solutions, Microlink can offer all these holistic solutions at the most competitive, affordable prices.

It is reported that there are currently over one million open job posts in the UK today. By using Microlink's Accessible Recruitment solutions, we can help to make sure that yours stand out for its accessibility and inclusivity and attract the very best talent available.





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