

## The Better Hiring Institute 10 Point Plan

Getting people into jobs is crucial to growing the economy and helping to fix key industries such as adult social care and the health service. The UK's Future of Work needs a Future of Hiring. To drive economic growth, reduce workloads and waiting lists, hiring needs to be modernised and be liberated from antiquated red tape and bureaucracy to become fit for purpose for the digital age.

The 10-point plan will result in **200,000** more people into work and help at least **260,000** economically inactive citizens return to the labour market. It will move the UK from having one of the slowest hiring processes (averaging **27 days**) to having the **fastest** hiring process out of developed nations, improving this by at least **two thirds**. Combined, this will have a significant impact on improving waiting lists, backlogs, and shortages. The impact would begin to be seen within 3 months, with the full benefits realised within 12.

The 10-point plan is aimed at maximising available UK talent. The Better Hiring Institute, working with over **5,000** UK employers, have identified an achievable 10-point plan. The Better Hiring Institute advocates for a joint industry, cross-government taskforce to deliver the necessary change.

### **1. Solving Digital Identity for Jobs**

Building on the digital identity scheme to speed up hiring and remove red tape by developing a "digital identity scheme for jobs", working with DCMS. This would modernise onboarding by creating work passports for the next generation, proving more credentials about work seekers such as where they live, something that is currently manual and time consuming.

### **2. Modernising Hiring with Online Credentials**

Many work seekers and **100%** of those working in healthcare must provide proof of address with original, hard copy documents, which is a significant barrier to fast recruitment when digital options are available. It is essential the latest technology is accounted for in rules and standards to drive faster hiring.

### **3. Enable Remote Hiring by Making Digital Right to Work (DRTW) Available to All**

The current digital scheme implemented on 1<sup>st</sup> Oct 2022 has resulted in a reported fall in job applications by **20%** and a rise in applicants dropping out of the hiring process due to **1 in 5** job seekers not having the required documents for the digital scheme. The Institute held a productive meeting with the Minister of State for Home Office and proposals for change have been accepted, it is imperative these are now implemented.

### **4. Align DBS Digital Identity and Digital Right to Work Schemes**

At present, the digital right to work and DBS digital identity schemes do not align causing real friction in the process and slowing recruitment down for work seekers and employers. These schemes must find frictionless alignment so the benefits of fast hiring can be realised.

### **5. Introducing Criminal Record Check Transferability**

Rules requiring the repeating of criminal record checks between employers are vastly slowing down the hiring process, even where a check was very recently carried out by a previous employer. The

take up of the DBS Update Service is low, something which, if addressed, would vastly speed up the hiring process. Industry should work with the DBS to resolve this issue as soon as possible.

## **6. Breaking Free from Red Tape to Improve Safeguarding and Speed in Supply Chains**

In many sectors such as adult social care, healthcare, and education, supply chains are bogged down with unnecessary red tape. This slows the hiring process down considerably and results in organisations, such as hospitals, going “off framework” to use recruitment agencies not in the formal supply chains at a much higher cost and with greater safeguarding risks. Supply chain hiring rules under NHS supply frameworks should be updated and modernised. Some do not even follow Home Office digital right to work rules as they mandate NHS Employer Check standards for face-to-face recruitment in a remote context.

## **7. Releasing UK Hiring from the Burden of Basic Referencing**

Obtaining references is a significant challenge for business and for many industries is a regulatory or industry requirement, for example a recent survey of over **150** social care employers revealed that two thirds see referencing as the main barrier to fast hiring. Employers who refuse to provide a reference pose a significant barrier for work-seekers. A survey of **100,000** references found only **61%** were returned. In 2019, proposals were put forward by Government to make referencing compulsory. More efficient alternatives currently exist, such as HMRC Gateway data and Open Banking. These should be recognised as best practice in hiring.

## **8. Free Hiring Companies from a Straitjacket of Bureaucracy**

Many companies face complex and conflicting hiring rules from regulators and industry bodies. Scope creep has resulted in hiring becoming mired in complexity and unnecessary requirements, alongside rules not keeping pace with technology. There needs to be a reset of industry and regulatory requirements and interpretations to ensure they are fit for purpose, something a joint taskforce could achieve. Additionally, many companies have created barriers to people getting work, such as unnecessarily insisting on qualifications as a prerequisite to applying for a role – something that John Spellar MP’s Private Member’s Bill (currently going through Parliament) aims to address.

## **9. Job Transparency**

The UK needs better job advert transparency. Data shows that the number of applications for jobs that contain limited information in the advert are significantly lower, meaning UK hiring is not as efficient as it could be. According to a recent study, the response rates for job adverts containing salary information were **67%** higher than adverts without. Taking the lead from recent legislation introduced in the US, the UK needs standardised requirements for the content of job adverts.

## **10. Creating a Demand-led Workforce Strategy**

The UK requires a strategic workforce strategy to address consistent staff shortages in sectors, such as adult social care, to include matched training roles, a demand-led visa system, and return to work strategies. This will create a future pipeline of sufficient staff levels to grow the economy and eventually rely less on international workers to fill vacant jobs. A joint taskforce could achieve this.