



International
Labour
Organization

Digital in Demand

Leveraging the collective influence of business to the mutual benefit of business, people with disabilities and the local economy



Introduction to Digital in Demand and Business Talent Compacts





**Introducing
Business Talent
Compacts and
Digital in
Demand**

Digital in Demand: Leveraging the collective influence of business to the mutual benefit of business, people with disabilities and the local economy

Digital in Demand: tackling the digital skills shortage by designing more efficient and more disability confident job markets

Digital in Demand is a coordinated set of practical, employment focused, demand-led interventions that help achieve a more efficient balance between the *supply of disabled talent* and the *demand for talent* in any job market

The process enables people with disabilities to acquire the digital qualifications that are in demand by local employers, in a structured partnership with employers and mainstream digital training providers.

Significantly greater numbers of disabled people will gain meaningful jobs and careers as they come into the Talent Pipelines that routinely bring people into jobs requiring in-demand digital skills.

While this demand-led system for designing better job markets focuses initially on meeting the demand for digital skills these ‘job market re-design’ principles apply regardless of the skill set that is ‘in demand’ by local employers.

‘Making it easier for employers to say “YES” always makes it easier for job seekers with disabilities’

What is a Business Talent Compact?

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A resourced, coordinated collaboration of employers, motivated by enlightened self-interest, that leverages the collective influence of its business members to create the more efficient job markets

which bring significantly more disabled job seekers with 'in-demand' skills routinely into the talent pipelines managed by its members.

Members nurture relationships with disabled students as 'employers of choice' and gain privileged access to disabled talent





so that it becomes much easier to fill hard to fill vacancies from this untapped labour pool,

while enabling the learning & skills sector and the job market more generally, to better meet the needs of business *and* the aspirations of persons with disabilities.





The Talent Compact Membership Commitment



Compact members commit to offering guaranteed interviews, plus internships, mentoring or similar opportunities, to those students with disabilities who meet the performance standards which the Compact has formally agreed with its training partners.

The Talent Compact Membership Commitment

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- **Compact members will:**
- Share information regarding their anticipated need for digital and other in-demand skills.
- Share experience relating to improving Talent Pipeline Management processes to attract a wider pool of suitable candidates.
- Empower the Compact team to negotiate on their behalf with designated training providers.
- Enable colleagues interacting with disabled trainees to undertake disability confidence training as recommended by the Compact management team,
- Make reasonable adjustments for students, as needed, at interviews, internships, on boarding and in employment.
- Proactively help the Compact to maximise its impact to the benefit of business, disabled people and the wider economy.

Talent Compacts drive the 6 steps which bring pre-qualified disabled talent routinely into talent pipelines leading to jobs requiring in demand digital skills



1. Map employer demand for skills & the talent pipelines that typically bring these skilled people into hard to fill jobs.



2. Set up managed Business Talent Compacts that systematically tackle shared skill shortages: connect employers directly to suitable disabled talent.



3. Leverage the influence of business as Compacts persuade mainstream training providers to also serve persons with disabilities.



4. Audit core processes of digital trainers & recruiters.
Remove barriers preventing disabled people from entering valued talent pipelines.



5. Build the disability confidence of both mainstream training providers & Compact employers: support managers & disabled trainees/interns over time.



6. Compact businesses as allies, advocate for public policy reforms that benefit persons with disabilities and their families, business and local economies.

Business Talent Compacts systematically facilitate 6 steps addressing shared skills shortages

Employers need more efficient job markets

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- **Disabled people remain largely excluded** from the mainstream training that provides the skills and certifications employers require.
- **Employers struggle to access candidates** with in-demand digital skills. It is particularly difficult to find suitable candidates with disabilities, who remain a significant untapped pool of talent.
- **Many recruiters are moving** from reliance on often arbitrary educational requirements and automated processes, to looking for more accurate predictors of future performance such as individual skills, attitude, potential and determination.
- **Talent pipeline management enables proactive recruitment:** not just reactively filling current roles but planning to quickly fill future vacancies with known and interested quality candidates.
- **We see higher retention rates among new hires** when employers nurture relationships with potential candidates and carefully match their skills and aspirations to job and company requirements.
- **The cost of upskilling new hires will reduce** as employers collectively help the learning & skills sector to become more demand led, i.e., as Compacts communicate their skills requirements more effectively.
- **Talent Compacts are designed** to bring disabled talent into the member talent pipelines that lead to meaningful jobs and careers.

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Any job market which makes it needlessly difficult to recruit from the widest possible pool of talent is, by definition, inefficient

Susan Scott-Parker OBE


Business Disability International

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Talent Compacts enable the learning & skills sector to better meet the needs of employers-creating a better balance in the 'supply & demand' of talent




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Compacts help members to better describe and predict both their immediate and their ongoing 'skill and critical competency' requirements and to determine where they see and/or anticipate shared skill shortages.

The Compact management team negotiate with selected training providers, on behalf of their membership:

- To ensure they provide the skills that Compact members truly require.
- To agree the standards of performance which qualify a disabled trainee for the guaranteed interviews and other transition opportunities offered by Compact companies.
- To help match trainees with internship opportunities, and to connect training providers, job seekers and members with 'disability confident' support as needed.



The Learning & Skills sector needs to understand that systems that work for extreme users, work better for everyone



Talent Compacts seeking to bring persons with disabilities – and other marginalized talent -routinely into their talent pipelines, will need to encourage training providers:

- To learn how to equitably provide a much wider population of talent with the skills and qualifications that they, local employers, require.
- To quickly modify their training curriculum to meet the changing skill requirements of local employers.
- To enhance the employability of needlessly disadvantaged populations, including disabled talent.
- To be seen by their funders and public policy makers to maximise their return on investment, as these training providers amplify their economic and societal impact by serving a much wider pool of talent – and the local economy.

Talent Compact members gain

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- **Stronger employer brand recognition**– joining a Talent Compact can improve your visibility to talent, training providers, student bodies, employees, public policy makers and other key stakeholders.
 - **Privileged access to ‘Compact Pre-Qualified’ disabled talent.**
 - **Greater leverage on the job market** -Working collectively, businesses are better equipped to influence training providers and public partners to better meet the needs of business, with clear positive messages.
 - **Clearer communications regarding talent needs** -as collaborating employers share their job projections and talent requirements- including competencies and certifications – with trusted provider partners and wider audiences.

Talent Compact members gain

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- **Shared capacity building** as employers cost effectively become more disability confident and begin to access this untapped pool of talent.
 - **Exclusive access to the Compact's expert 'business & disability' support service, networking events and resources**, tailored to facilitate relationships with potential applicants while expediting the best corporate practice called 'disability confidence'- in partnership with people with disabilities.
 - **A better balance of talent 'supply and demand' in the local labour market** that benefits individual Compact members, as well as the wider economy.
 - **Easier access to diverse candidates with in-demand skills, as the Compact encourages and enables the learning and skills sector to become more inclusive and equitable and aligned with market needs.**

Talent Compact members gain

- **Brand reputation as responsible thought leaders** collaborating to the benefit of business and the communities in which you operate.
- **Potential influence on public policy that benefits business and persons with disabilities**, as the Compact promotes those essential job market reforms which are in the control of the public sector.
- **Greater Return on Investment from your ESG or CSR related donor, and/or community investment strategies** as you encourage mainstream community programmes to make it easier to recruit people with the skills you require, from the widest possible talent pool.





**For further
information
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