

Disrupting the recruitment norm



# OUR FORMULA

## MOVING FROM UNEMPLOYMENT TO PERMANENT WORK

[www.growing-talent.co.uk](http://www.growing-talent.co.uk)



I devised Growing Talent over 10 years ago, based on my own lived experience of trying to get a job with labels like - unemployed, homeless, single parent, abusive relationship - and my professional expertise of coaching over 1,000 people into work from similar backgrounds.

Normal rules of recruitment don't work when one, or a combination, of these labels are present.

Already low confidence drops lower.  
Invisibility increases

Growing Talent nurtures you start to finish. It enables you to personally grow and make decisions that are right for you.

We do things differently - are you ready to do the same?

No need to leave your house for this step



# 1. Virtual Info

By the powers of Zoom, from the comfort of your home or favourite coffee shop, join the virtual session to learn everything including:

- The process and schedule
- Employers and roles
- Benefits to you
- Opportunity if you don't get a permanent job
- Support you receive

Into London you must go!



## 2. Getting to know you

No cvs. No job interviews. No pressure. Instead you and the employers get to know each other **BEFORE** the selection stage. This event includes:

1. Spotlight on employers – each shares their journey to their current role, how they overcome blips etc.
2. Employers leave. Discussion – what’s missing for you? why don’t you feel you already have a job?
3. London Challenge – brainstorm ideas to improve your London. In teams devise an idea to present to the employers when they return.
4. Networking – chatting with employers over refreshments building connections.

At the end of the event, you decide if you want to go forward to the next stage.

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# 3. Personal profile sheet

Bespoke to you, composed in collaboration with Growing Talent ahead of the 'Slow dating event'.

This showcases you to the employers – what you like and dislike in the workplace.

Your ultimate goals.

Existing skills you have which employers need

The hidden talent you hold within

## 4. Slow dating!

Back in London for the 1<sup>st</sup> stage selection by employers who have received your personal profile sheets..

You spend 20 minutes at each employer table as part of a small group discussing roles available in-depth.

This process delivers much more confident conversations.

There is always a lot of laughter in the room.

***How often do you laugh with employers in traditional job interviews?***

## 5. 1-2-1 meetings

If an employer invites you to this stage, it will be to decide a specific role they have in mind for you.

It will be based on the site which has the vacancy or at the employer's London head office.

If you are offered and accept a role, you will go forward to step 6.

If you are not offered or decline a role you will be invited to join the Talent Hub - shown on step 7.

Alternatively, you may choose to return to job searching alone.

The important thing is you have choices and control.

# 6. Orientation

Congratulations on joining Growing Talent! You have a permanent job ring-fenced for you.

Our Orientation and Holistic week prepares you for the new employment chapter ahead.

We focus on workplace skills including effective communication, conflict management, building strong connections. Life skills also features. We teach you how to build your resilience to deal with everything, knowledge on finance and nutrition on a budget and so much more.

We also put you through a global mental health and wellbeing course. Accreditation last 3 years.

Our content and delivery has been assessed and certified by CPD – meeting their standards for professional learning.



## 7. Talent Hub

The Talent Hub takes a specific work/life topic each week.

Slides, discussion and tasks are used to hone and develop knowledge.

E-workbook enables reflection and knowledge absorption. There is a review and action plan at the end of each week to work on.

In addition, group discussion on any pressure points being experienced.

The content and delivery for Talent Hub has been assessed and certified by CPD as meeting their professional level of learning requirement.



I want to apply – when does it open?



## 8. Open to applications

Growing Talent is open for applications from 8<sup>th</sup> to 22<sup>nd</sup> September.

Make a diary note to apply during that period by sending an email to [jane@thejjc.net](mailto:jane@thejjc.net) asking for details.

Your email should state:

- Your first and last name
- Area you live in
- Confirm you are over 18 and hold Right to Work documents (proof of your ID, proof of where you currently live and your NI number)

You will then be sent the Zoom details for 23<sup>rd</sup> September.

## 9. Jane's credentials

- Lived experience
- Coached and mentored over 1,000 into employment – (ongoing)
- Run my own business for over 10 years (ongoing) focus on moving vulnerable people into employment and workplace resilience, cohesion and inclusion.
- I-Act Instructor – delivered to global workplaces – 5 years (current) across diverse sectors – manufacturing, engineering, academia, corporate
- ADHD Certified Coach – current – 1:1 coaching to enable neurodivergent people to thrive at work.
- Composed workplace ADHD awareness courses for managers and colleagues – both courses are certified by CPD – delivered to multiple sectors including manufacturing, corporates and academia.
- Commissioned to devise and deliver bespoke workplace solutions for team inclusion and resilience building – current.
- MHFAEngland Board member for 2 years, Instructor for 10 years
- Genos International – EI Practitioner