



Understanding and Addressing Barriers to Employment within Anchor Organisations – Focus Group Guide

Introduction

This focus group has been designed by the Bay Anchor Network to understand and address barriers to employment within our anchor organisations. The Bay Anchor Network aim to use this information to develop practical recommendations for large organisations in the local area to improve their recruitment from target population groups and support underrepresented communities into their workforce.

Anchor organisations are rooted in their communities, they have strong ties to the area in which they operate and are large enough to make a significant contribution to the local economy. Examples of local Anchor organisations include; NHS, Council, Police, Siemens, Universities, Colleges, BAE Systems etc.

This engagement activity is kindly sponsored by Siemens Energy Connectors Business.

Submitting Participant Responses

Please scan in a copy of the complete focus group table and return this to the team compiling responses: charlotte.moul@nhs.net

All participants will be given the opportunity to be entered into a random prize draw with a chance to win a £50 amazon gift card kindly provided by Siemens Energy Connectors Business.

If you would like to be entered into the random prize draw please include your contact details in the table below. By providing your contact details, the information you provide will no longer be anonymous, however please be aware that the administration team processing the survey results will not use these details for any purposes other than to identify and contact a winner at random. Once the winner has been identified all contact details will be deleted.

Name	Contact details

Population Group

Please include the name of the group and the number of participants present for the focus group.

Which of the below categories best describes the current situation of the group participants? (Tick all that apply)

- Not in Employment, Education or Training (Aged 18-30)*
- Not in Employment, Education or Training (Aged 30 +)*
- Young Person with an EHCP (up to the age of 25)*
- Aged 50-64 years old*
- Unpaid Carer*
- Care leaver*
- Living with a long-term condition/chronic illness/ physical disability*
- Living with a mental health condition*
- Unemployed parent (child under 18 years old)*
- Most affected by the rising cost of living*
- Individual with a learning disability*
- From a minority Ethnic group*
- LGBTQ+ and/or transgender*
- Homeless*
- Ex military worker*
- Individual with drug and/or alcohol dependence*
- Asylum seeker and/or refugee*
- Ex-offender*

Barriers to Anchor Employment

What are the barriers to working within a large organisation within the local community?

Please consider:

- *What would prevent individuals from wanting to work in a large organisation based within the local community e.g., confidence, ability to travel, childcare, illness etc.*
- *Barriers that group members have experienced when applying to work within a large organisation within the local community e.g., application forms, qualifications, language skills etc.*
- *Reasons for leaving a large organisation (if applicable) e.g., work life balance, lack of progression, workplace conflict etc.*

Responses:

- Please note down any key points from the discussion

Breaking down barriers to Anchor Employment

What could large organisations do differently to make their jobs more accessible?

Please consider:

- *Factors members view as important from an employer e.g. working patterns, pay, relationships etc.*
- *Opinions of the large organisations within the local area.*
- *Anything large organisations could do differently to improve local opinions.*

Responses:

- Please note down any key points from the discussion

Seeking work within Anchor Organisations

What would help individuals to find and apply for jobs with large organisations locally?

Please consider:

- *Where individuals would like to hear about upcoming jobs e.g. social media, community groups, job fairs etc.*
- *What large organisations could do to make applying for their jobs more accessible e.g. alternative options to interviews, support with application forms/ CV writing, work experience days etc.*

Responses:

- Please note down any key points from the discussion

Any additional comments

Empty comment box area.