



This month's edition will cover some useful tips for employers in their ED&I recruitment strategy and also the top ten most applied for positions in the UK. Our Customer Spotlight Feature this month is Canon UK & EMEA and our Community Group Feature is Graft

Mini Feature
Metropolitan Thames Valley Housing



Date: February 7th 2025

Time: 10am – 1pm

Location: Motorpoint Arena Nottingham, Bolero Square, Nottingham NG1 1LA Join us at the Motorpoint Arena in Nottingham on February 7th for an exciting opportunity to meet Metropolitan Thames Valley Housing!

Discover a range of rewarding job openings in the Nottingham area, where you can make a difference in your community. Whether you are looking to kickstart your career or take the next step, our team will be on hand to share insights about life at MTVH and the impact of our work.

Don't miss this chance to explore fulfilling roles and connect with passionate professionals dedicated to providing quality housing!



Customer Spotlight

Canon



Over the past six months, teams and individuals across our region have actively engaged in a variety of activities. These have helped to raise awareness of a variety of topics, at the same time promoting an environment where we all know how to act as allies, supporting one another in the workplace.

This article serves as a celebration of these accomplishments, highlighting just a handful of key activities and initiatives that are supporting us in reaching our DE&I goals.

Here's what has been going on...

Gender

Canon France held a WoMen@Canon workshop on gender equity, managed by an employee-led group with 150 male and female members.

Canon Switzerland created a Female Network Series for all, covering topics such as minding money for pensions, co-habiting, part-time working hours, mortgages and investments.

Canon Europe Women in Business network held a Women in Service networking webinar. All: Our International Women's Day campaign [took place on LinkedIn to celebrate women across EMEA.](#)



Social Platforms

·<https://www.instagram.com/canonuk/?hl=en>
·<https://www.linkedin.com/company/canon-emea/>
·<https://x.com/CanonEMEA>
·<https://www.youtube.com/user/canoneurope>
·<https://www.facebook.com/CanonUKLtd/>
·<https://uk.pinterest.com/CanonEMEA/>
·<https://www.tiktok.com/@canonemea?lang=en>



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Customer Spotlight

Canon



We are also currently working on the projects below which you may want to share.

Reviewing our full recruitment processes and policies to encourage and enable applications from a more diverse slate

A mentoring framework to support retention

Local DE&I project recognition awards to recognise inclusive behaviour.

OUR REGION

This article serves as a celebration of these accomplishments, highlighting just a handful of key activities and initiatives that are supporting us in reaching our DE&I goals.

We have been in business in EMEA for over 60 years and have two head offices - in London, UK and Amstelveen in The Netherlands.

Both are supported by national and regional sales offices: 22,214 employees Active in over 120 markets 102 nationalities 11 research & manufacturing facilities ¥1,034B net sales in 2022

OUR SUSTAINABILITY GOALS, & SOCIAL IMPACT GOALS FOR THE FUTURE OF THE PEOPLE

Continue to grow our social education programmes across EMEA through Young People Programme and Miraisha, delivering measured positive social impacts. Through these programmes build a diverse community of young people to share their creative skills, knowledge and experience Support and amplify the impacts of our education programmes through long term partnerships with local and international organisations(charities, NGOs, UNDP). Through our national and regional sales offices, seek opportunities to provide support for local initiatives and programmes which deliver positive social and environmental benefits for our local communities.

OUR SUSTAINABILITY GOALS REDUCING ENVIRONMENTAL IMPACT GOALS FOR THE FUTURE OF THE PLANET

Cumulative 50% reduction in CO2 emissions per product (vs 2008) Use innovative manufacturing to design out waste and use materials responsibly Keep all of our products and materials in use for longer Strive towards making both B2C and B2B consumables 100% recyclable/reusable Seek to eliminate single-use plastic and polystyrene from packaging.



Top 10 Most Applied for Roles in UK

In the UK, several positions consistently attract a high number of applications due to their demand and appeal.

Customer Service Reps:

These roles are popular due to the variety of industries that require them. These roles can see 100's of applications per role. They typically attract a diverse age group, including students, graduates and part-time job seekers.

Sales Executives:

These roles can attract between 50 & 100 applications per role. Commonly filled by younger professionals and experienced individuals with varied backgrounds.

Project Managers:

There is a steady demand for project manager roles with an average of 30-70 applications per role. Typically applicants have around 5-10yrs experience with a mix of genders and age groups.

Healthcare:

Nursing roles can receive hundreds of applications due to high demand. Primarily female dominated, with a wide age range, many applicants are young professionals and seasoned workers.

IT & Tech Roles:

Highly competitive roles can garner 50+ applications, especially for software developers. Generally younger professionals (between 20 & 40yrs old) with a high % of males, though diversity is increasing.

Marketing Specialists:

Marketing roles typically see between 30-80 applications and are often filled by younger demographics with a slight gender divide favoring females in certain roles.

Administrative Assistants:

These roles can attract 50-100 applications and are often filled by a diverse age group, heavily dominated by females, with many returning to work after a break.

Teaching and Education:

Teaching positions can receive numerous applications between 30 & 100 applications particularly for primary schools. Predominately female, with a mix of younger individuals fresh from university and experienced teachers.

Skilled Trades:

Skilled positions see fewer applications, often around 20-50 applications per role. Typically male dominated, ages can range widely, with many experienced tradespeople.

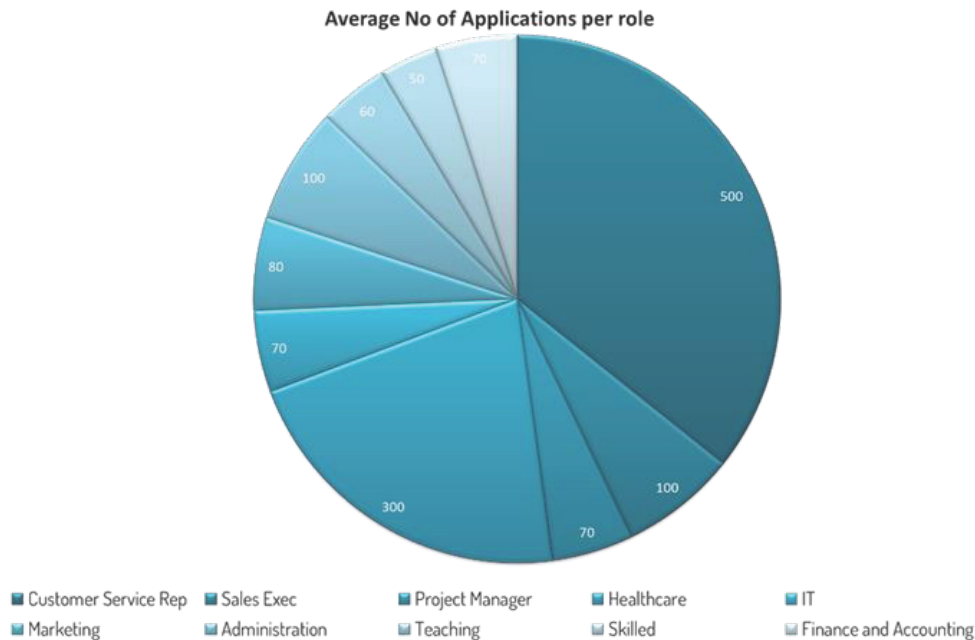
Finance and Accounting:

Applications are competitive, often receiving between 30 & 70 applications. Typically it is younger professionals between 20 & 35 years old with a mix of genders, often possessing relevant degrees.

The pie chart below demonstrates the average number of applications for each of these roles



Most applied for Job Role Statistics



Job Section

Intellectual Property Office

The Intellectual Property Office (IPO) is the official government body responsible for intellectual property (IP) rights in the United Kingdom.

The IPO are seeking passionate individuals to join their diverse team dedicated to protecting and promoting intellectual property rights.

Associate Patent Examiner: Physics, Engineering, Math or other similar STEM subjects:

<https://diversityjobsgroup.com/job/associate-patent-examiner-physics-engineering-maths-or-other-similar-stem-subjects-newport/>

Associate Patent Examiner: Chemistry

<https://diversityjobsgroup.com/job/associate-patent-examiner-chemistry-newport/>

Associate Patent Examiner: Computing & Telecoms

<https://diversityjobsgroup.com/job/associate-patent-examiner-computing-telecoms-newport/>



Community Spotlight



Bridging Horizons Work Experience Programme

About Graft

Graft is a charity committed to supporting disabled/disadvantaged/marginalised individuals in their journey to find and secure meaningful employment. Founded on the principles of inclusivity and empowerment, we have been actively engaged in providing crucial assistance to marginalized groups within our community for 20 years. To give our service users an equal chance in the 'jobs' market, we provide a full range of soft and hard skills training, work experience and volunteering opportunities and support to transition into employment. We also work with them to identify any workplace adjustments they will require to be able to compete fairly in selection and recruitment processes, focusing on their strengths and providing strategies to overcome any weaknesses. We also work with employers to ensure reasonable adjustments are in place and that accessible on-boarding processes are available.

About our Service Users...

We support disabled/disadvantaged individuals who are facing barriers to accessing employment. Bridging Horizons is specifically aimed at service users with Autism. Just 30% of autistic adults in the UK were in some form of paid work in 2021, according to the Office for National Statistics, compared with 52.1% disabled and 81.3% non-disabled.

<https://www.gov.uk/government/publications/the-buckland-review-of-autism-employment-report-and-recommendations>

They experience unfair recruitment and selection processes, stigma & stereotyping - leading to conflict and restricted career progression opportunities – inequalities which our project tackles. Our service users are people with Autism that want to work and not rely on benefits to secure a basic income. They require our tailored help to get ready for and find work and to address issues linked to their condition, such as low self-confidence, social isolation and anxiety.



Community Spotlight



...And How We Include Them

We ask our service users what they need and how we can best deliver it. We do this through feedback activities, interviews, user groups and surveys. We encourage service users to leave feedback after each contact with us and these are analysed and fed into future planning activities via our business development plans. We include service users in the planning of new projects, and we encourage them to be pro-active in supporting projects – eg. with volunteering, skills development or external communications.

Bridging Horizons

This project works in partnership with mainstream employers who are able to offer our service users an insight into life in their company. For our service users, this has a number of benefits, all of which will help them to improve their employability skills and will bridge the gap between unemployment and state dependency, and employment, financial & social independence and ongoing career and life chances. Bridging Horizons also provides an opportunity for companies to access quality staff who may be excluded from the recruitment and onboarding processes due to their neurodivergence.

- Overcoming the fear of the unknown - seeing what a particular workplace looks like from an employee's point of view.
- Testing their ability to perform basic functions such as time management or team working. Many people with Autism have been undiagnosed throughout their education and have 'learned' that they are "not capable". With reasonable adjustments in place, they are extremely capable.
- Testing their work skills. Many autistic people are highly intelligent and capable of great things. Work Experience placements help them to identify their strengths and to build their confidence to work in a specific sector.
- Testing their social skills. Some autistic people struggle with social interactions. Work Experience placements help to improve their social skills and also to recognise the limits of their social skills.
- Identifying problems and reasonable workplace adjustments to overcome them.

If your company is interested, please
contact Clare Hepburn at Graft on 07483
341353 www.graft.org.uk

