

# CDI Cymru Wales Forum Career Equity

What steps do we need to take to ensure career equity for all?

IFZA SHAKOOR OCT 18, 2022 04:50PM

## In careers Wales, the most under represented is BAME

### Current Issues

Mental health and wellbeing of the future workforce.

## Pay and reward is an issue as many are put off/can't afford to work in the profession.

Flexible working a must, lots of people (women) I have worked for pull the ladder up behind them - inclusive leadership is key - role model behaviours

## Age profile is a concern, aging workforce

More links to universities needed, apprenticeship and progression routes

## Diversity: I think an issue in Wales is the scattered nature of everyone - hard then for services to match that. I funded one lady in Llanelli for example and when I asked her how she would market, she said "I'm the only black woman in Llanelli" Welsh Government policy is now to scatter refugees all over Wales - this is a challenge for service providers.

## Not just diversity within the profession, but also at different levels. Many more women in the profession but what's the balance in senior roles?

## Attracting more people

Need to have visible role models, collaborate with organisations that represent different groups, make people welcome with

network groups, listen to their experiences

## How can we attract a diverse workforce...

Positive action initiatives. Inclusive language. Role models

## Share the stories of those from diverse communities so people can see people like them - you can't be what you can't see.

## Diverse workforce

Yes, I feel an identification of skills and abilities should be carried out

There is not much information available but students who enrol are a mix, with males and females studying for roles that perhaps would have been gender specific

## Yes need more data. CDI are changing systems to support better demographic data collection.

## Is there a diversity issue...?

Yes - from what I see there are lots of white, middle aged, middle class women working in my area. We have demographics in our field but we struggle to get people to share (not disclose - hate that word) - especially around sexual orientation and disability

Yes, we do have data from staff surveys

## I would say there is an issue with diversity in the sector, lots of women not so many men, getting better on LGBT, good on disability, not so good on ethnicity

**In terms of what Purple Shoots does, our lending is roughly 50/50 men/women and BAME proportions follow roughly the percentage in the population. Quite a few people with disabilities but I don't know how that compares with people in employment. Carers and people with disabilities definitely struggle for normal employment**

**Limited data so hard to know for sure, but certainly feedback that people in communities and clients don't see enough people like them**

### **What is career equity**

It's ensuring all people have access to the same level of support and also making sure that we are able to provide extra resources where needed to ensure that equity

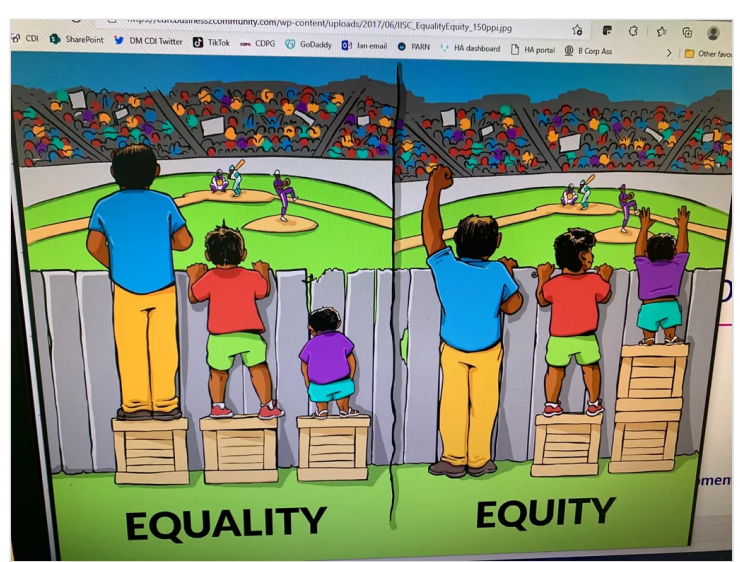
**equality of outcomes.**

### **Career equity**

providing opportunities for all

**Ensuring people can reach their potential or fulfil their aspirations**

**All people having the chance to achieve their potential, access to the services to help them.**



**Equal opportunities - ensuring people have the same ability to achieve regardless of background or situation**

### **Career equity**

**Is there a diversity issue? What are the demographics indicating? Is this information freely available?**

**Does an audit need to be done to know who the current workforce are?**

**What are the current issues? How is the current workforce future thinking? Think long-term implications**

**How can we attract a diverse workforce?**

**What is meant by career equity?**

**Is there an inclusive culture?**

**Who do you think are the most underrepresented groups within Career Wales?**

