

# THE IEP TALENT ACADEMY



Attract • Develop • Retain

## INTRODUCING THE IEP TALENT ACADEMY

The IEP Talent Academy will attract, develop and retain talent and set new standards for applicants entering the employability and skills sector.

Working collaboratively we bring quality labour market intelligence and a joined up engagement, attraction and on-boarding service alongside relevant learning support to make sure that we, as a sector, get the right people first time.



## THE RECRUITMENT PARTNERS

The three lead partners bring a wealth of sector experience, a commitment to service excellence and the desire to work as strategic partners with delivery organisations.



## TRAINING



The learning and development element of the Talent Academy has been built by the sector, for the sector. All recruitment partners will arrange for candidates to complete the first three modules of the IEP Accredited Sector Induction prior to engagement by their employer.

They will receive a 'passport' to prove that they have achieved the required standard from the IEP. This creates an effective onboarding tool for providers who can be more confident in their recruitment choices.



## INTELLIGENCE-LED

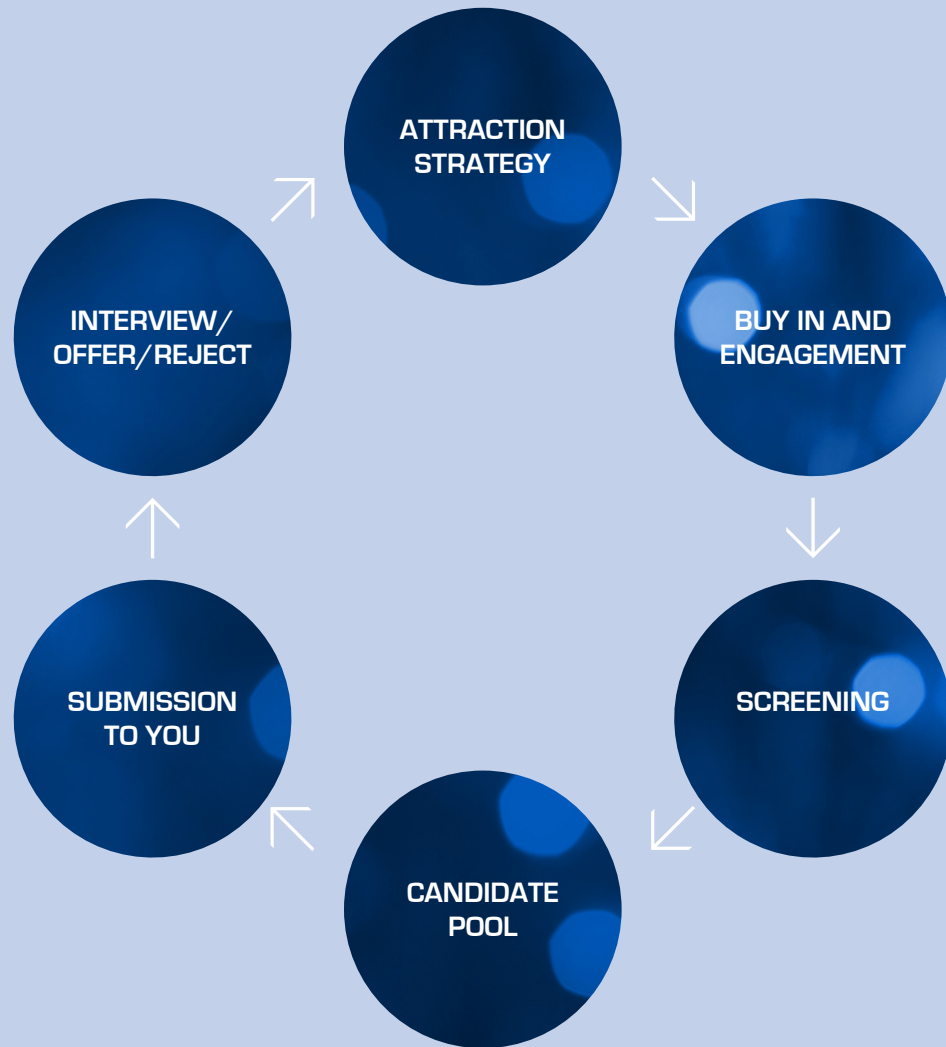


We know that there are not enough people currently in the sector with the right skills, knowledge and experience to fulfil the expected demand.

Using the expertise of our statistical partners Emsi, we will use labour market intelligence to target our search as effectively as possible.



# OUR RESOURCE STRATEGY



## STAGE 1: ATTRACTION STRATEGY

We use a number of traditional and innovative methods to attract, engage and source candidates from both inside and outside the sector.



## STAGE 2: BUY IN AND ENGAGEMENT

For all candidates we showcase your organisation as an employer of choice and highlight the employability sector as an exciting, innovative, rewarding career opportunity.



## STAGE 3: SCREENING

We use a range of assessment methods to shortlist candidates, including CVs, application forms, testing and registration calls.



## STAGE 4: CANDIDATE POOLING

At this stage we record video introductions with each candidate and invite them to assessment centres. We screen each candidate on suitability to the role and your organisation. Candidates start their IEP accredited learning.



## STAGE 5: SUBMISSION TO YOU

We submit candidate CV's and video introductions to you and arrange a convenient time for face to face interviews.



## STAGE 6: INTERVIEW/OFFER/REJECT

The interview takes place. When the decision has been made, we will manage feedback to candidates and make the necessary arrangements.



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In light of the demands on our sector we need to quickly build capacity and the IEP Talent Academy helps to support that aim by creating a pool of people that can be rapidly engaged into businesses. Providers can be reassured that their candidates are ready-vetted and trained, able to step into a role where they can make a positive impact from day one.

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Scott Parkin FIEP  
Chief Executive  
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