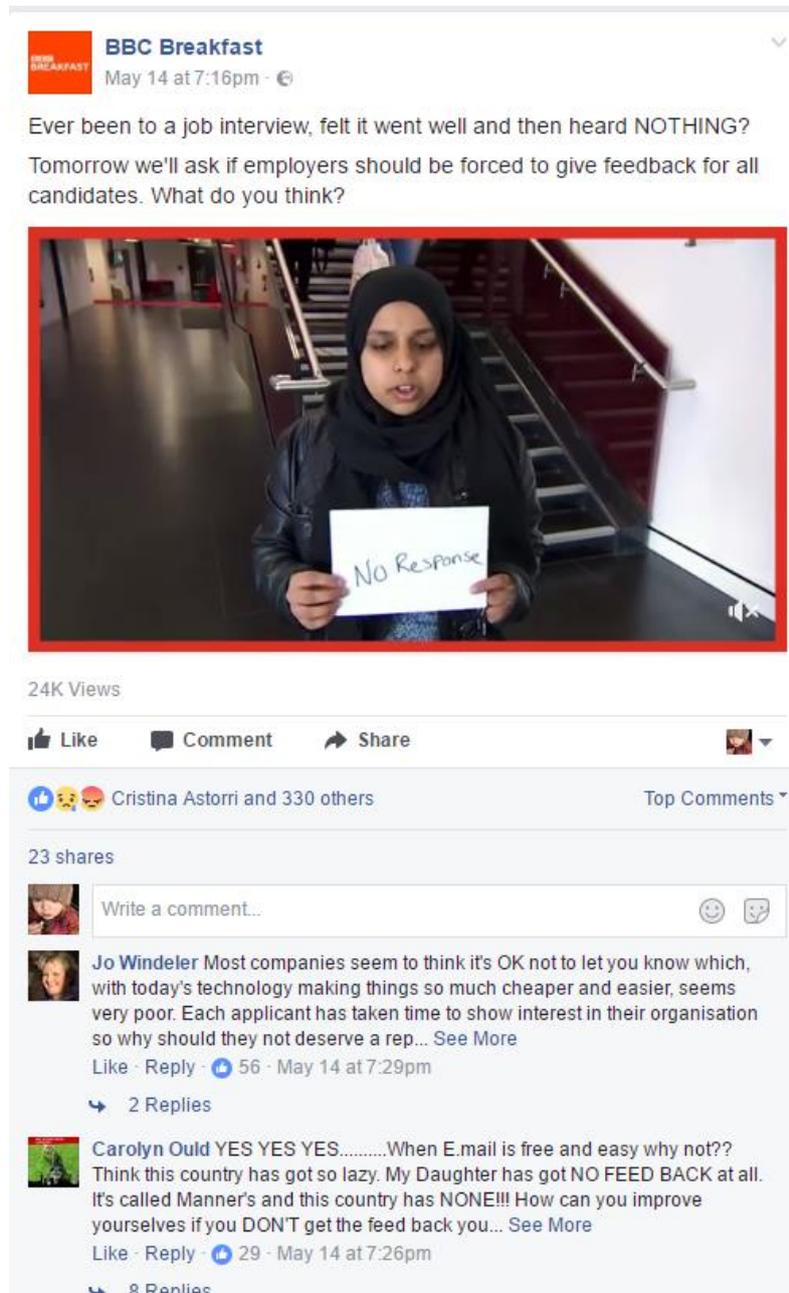


Fight for Feedback Campaign A Summary

This document aims to summarise the full contents of the Fight for Feedback research paper.

The issue

In the UK, 83% of people claim to have never received feedback after attending a face-to-face interview. 77% of people aged 18-23 would like to see feedback after a face-to-face interview become a legal requirement as they think it would speed up the process by giving them confidence and helping them focus on development areas.



The image is a screenshot of a Facebook post from the 'BBC Breakfast' page, dated May 14 at 7:16pm. The post text asks: 'Ever been to a job interview, felt it went well and then heard NOTHING? Tomorrow we'll ask if employers should be forced to give feedback for all candidates. What do you think?'. Below the text is a video thumbnail showing a woman in a hijab holding a sign that says 'No Response'. The post has 24K views and engagement icons for Like, Comment, and Share. It shows 23 shares and two comments. The first comment is from Jo Windeler, who says: 'Most companies seem to think it's OK not to let you know which, with today's technology making things so much cheaper and easier, seems very poor. Each applicant has taken time to show interest in their organisation so why should they not deserve a rep... See More'. The second comment is from Carolyn Ould, who says: 'YES YES YES.....When E.mail is free and easy why not?? Think this country has got so lazy. My Daughter has got NO FEED BACK at all. It's called Manner's and this country has NONE!!! How can you improve yourselves if you DONT get the feed back you... See More'.

What are the benefits of sharing feedback?

- For employers = prepared candidates, reputation, returning candidates.
- For candidates = personal development, personal confidence, efficiency.
- For the labour force = Lower rates of unemployment, prepared, more successful candidates, cost reduction.

Industry stakeholders backing the campaign and recommendations include:

- Paul Devoy, Chief Executive, Investors in People (IIP)
- Jemeela Quraishi, Development Manager, Chartered Institute of Personnel and Development (CIPD)
- Alex Metcalfe, UK Policy Lead for Employment and Pensions, Federation of Small Businesses (FSB)
- Grace Mehanna, Campaign Director of Youth Employment, Business in the Community (BITC)
- Stephen Isherwood, CEO of Association of Graduate Recruiters (AGR)

The Fight for Feedback Campaign

The Fight for Feedback campaign was launched in the interest of candidates who are trying to secure employment. The campaign has since attracted the support of all human resources stakeholders who attended the dedicated industry roundtable discussion, and all believe that encouraging employers to give feedback will have a positive impact on the UK economy.

The Solution

All stakeholders listed agree that a list of guiding principles should be made available on a new 'feedback friendly' website (funded for by the stakeholders backing the campaign), which will become the dedicated resource for employers and candidates.

Employers will be invited to tick a box to pledge their promise to follow the principles as part of their recruitment and selection process. At this point they will receive the 'feedback friendly' accreditation, which they can display using the dedicated logo on their website.

The website will promote a range of best practice employer / candidate case studies to demonstrate positive and time-effective ways to share feedback.

How Government can support

We request that the Department for Work and Pensions considers the following activities, in the interest of having a positive impact on the UK labour force:

- Provide a quote of support, which will be used in media materials and on the website
- Provide approval of the accreditation scheme, and encourage the UK workforce to actively seek out the logo, to ensure they have the best possible experience when job-seeking
- Publicise the web URL on Department for Work and Pensions webpage: <https://www.gov.uk/jobsearch>
- Agree to include the Department for Work and Pensions logo on the website as a supporting stakeholder
- Collaborate to do further research into the tools and training required by employers

Request to meet

The Fight for Feedback campaign team would like to meet with the relevant members of the Department for Work and Pensions team to discuss the opportunity in more detail. The lead campaigner is Lisa@sensecommunications.co.uk.