Tech Talent Charter (TTC) Signatory Spotlight: LexisNexis Risk Solutions
Open Playbook Chapter: Diversity and Inclusion Enablers > Tech apprenticeships

The Problem

Only a very limited number of diverse candidates were being attracted when hiring, particularly when seeking 'experienced technical hires'.

Overview

'We tackled the problem via two changes of approach:

1 - We introduced an industrial placement scheme within our team, targeting computing students at local universities looking for 12 months placements as part of their degrees. This included attending university career fairs and doing so with a welcoming and diverse delegation to represent our team, alongside provision of materials that promoted our team and placement to appeal to all with emphasis on personal development and support that would be provided.

2 - We placed greater emphasis on hiring of junior level engineers with potential and introducing them within teams that could support their personal development and progression. This included ensuring that teams were suitably balanced, workload shared within the team in a way that would challenge and develop team members but with suitable training plans provided to support their personal development'.

Method:

'To introduce the industrial placement scheme, we:

- Initially converted a vacant junior development role into a 12 month fixed term placement, intended to be re-used every year for a new intern at the point that the previous intern returns to university to complete their course. This was a mechanism to prove the value and trial the approach.
- Presented the potential benefits and value these students would provide to our leadership team and provided regular updates on progress.
- Contacted local university employer teams and began working with them, all were incredibly helpful. - Through these connections, we began attending career fairs (with a suitably welcoming delegation and with attractive handouts) to promote the placement.
- Recruitment launches in November for an intern to join the following summer for 12 months. - The intern joined an established development team, completing some initial training before gradually being introduced to the team's workflow and development activity.
- After a year and having proven the value, we introduced a second placement opportunity and have now repeated this for a third year.

To place greater emphasis on hiring of junior level engineers with potential (and making their time with us a success), we:

- Reviewed resources within each team to identify teams that could accommodate (and sufficiently support) entry level team members.
- We accepted that there would be initial impact to the team's throughput but with a view to having a stronger team in the long term.
- Adjusted certain roles (and where possible introduced new ones) to allow us to introduce entry-level team members regularly.
- Promoted entry level roles on LinkedIn, across job portals, at local universities and career fairs.
- For all junior team members hired, placed emphasis on provision of a suitable development plan and training materials, along with mentorship from experienced team members'

Result

'Diversity within our Technology team is increasing year on year. Since 2019, female representation within our team has increased 6%, which is substantial given the scale of our team. We are seeing a significant increase in the number of female technologists applying for our positions, particularly at entry level but also recently experienced hires. Development teams appear more balanced and with a great variety of backgrounds, leading to increased creativity and a fantastic culture. There is further work to be done and we will continue to evolve our efforts but are already excited by the progress made'.

Shared by Adam Jordan, LexisNexis Risk Solutions