

2024
AMS D&I
Alliance
Roadshow

Key Insights
& Takeaways

A|M|S



AMS D&I Alliance

AMS has formed a collaboration hub of DEI focused partners to improve diverse representation across our clients' total workforces, and bring market leading DEI expertise and insight to inform talent strategies. We aim to deliver Return on Inclusion.

Did you know?

By 2030,

1/2 of ALL

workers will be over 50, but more than two thirds feel that the job market is closed to them

46%

of military spouses/ partners reported discrimination when applying for roles

Only

16%

of autistic people are in full-time employment

One third

of LGBTQ+ professionals worldwide are actively looking for a new job with a more inclusive employer

Only

9%

of tech workers come from working-class backgrounds, compared to 39% of the UK workforce. Black women account for only **0.7%** of all IT roles



The Alliance Roadshow

To introduce our partners to our clients across the UK, we held an Alliance roadshow in autumn 2024, taking our Alliance on an in-person tour across the UK holding networking events to share DEIB insight. We were also joined by AMS Talent Lab to share how they are driving change through Social Mobility and creating opportunities for underrepresented talent, including their work with The King's Trust.



A|M|S

4

locations

Nearly

150

client delegates



Edinburgh

(hosted by NatWest Group)

Manchester

Birmingham

London

Attended by:

Over 100 client stakeholders attended from the likes of...



Cabinet Office



ARUP



Deloitte.



TESCO Bank



WEIR



DIAGEO



Key themes

The roadshow provided an invaluable platform to discuss key trends and best practices, offering a unique opportunity for clients to engage with our partners and gain insights from the AMS DEIB Centre of Excellence.

Addressing the DEIB backlash

In a challenging climate, we discussed the current backlash against DEIB with learnings on how our clients are learning to navigate – from focusing on DEIB as part of their ESG agenda, to storytelling through data, to reskilling approaches to enhance social mobility. The Josh Bersin Company estimate that **92%** of companies haven't reduced their DEIB spend despite decreases in DEIB roles.

Empowering young adults

A key segment focused on AMS Talent Lab's work to advance social mobility and provide opportunities to underrepresented communities through talent creation and reskilling, having trained 2,500 learners in the past two years. Through collaborating with The King's Trust and their Million Maker's initiative, they will be providing virtual client career insight events across 5 of the most deprived regions in the UK; reach out if you'd like to learn more.

Collaboration and intersectionality

We discussed the importance of looking across all areas of DEIB, rather than ticking off characteristics in a box ticking way, and the importance of intersectionality in addressing shared challenges. Many of our partners are working collaboratively to create holistic impact.

ROI = Return on Inclusion

In an environment where DEIB efforts are coming under increased scrutiny, we aim to deliver 'Return On Inclusion' and will further explore platforms such as Thrive to illustrate Social and ESG Value in commercial and other outputs. AMS's Public Sector Resourcing (PSR) businesses, who are actively engaging with the Alliance, delivered over £57 million in Social Value over FY23-24.

Our Partners

auticon

 BRIDGE OF HOPE CAREERS

[BYP]
NETWORK

 Evenbreak


mygwork


RECRUIT FOR
SPOUSES

55/REDEFINED

Partner

55/REDEFINED

Accessing, recruiting and retaining over-50s talent

55/Redefined is the only company in the world that focuses on the commercial impact of age. It helps organisations attract, grow and engage over 50s talent. It also helps businesses understand what makes over 50s tick, not just from a colleague point of view, but also from a customer and consumer perspective.

Today, there are about **1.5 billion people** over the age of 50 globally. By 2050, this will be nearer **2.7 billion**. That's an **80% increase** over the next 20 years. Businesses can't afford to ignore this demographic.

With over **126,000 users**, 55/Redefined is helping organisations tap into this often-overlooked talent pool.

The 55/Redefined jobs board is for companies that are expressly interested in unlocking over 50s talent.

Understanding age, ageism and the impact of both on business

55/Redefined works with 75 blue-chip clients, mostly FTSE 250s in the UK and overseas, to help them understand age and its impact on business. They want to help individuals and organisations think differently about this talent group and see its untapped potential. And it all starts with data.

With their diversity diagnostic, 55/Redefined look at an organisation across all age groups. From entry point to customer viewpoint, employee lifecycle, hiring changes, job opportunities, career changes – everything to help organisations determine a path to becoming an age diverse employer.

The company also provides inclusive accreditation for businesses to help them become an age-inclusive brand. This includes training and assessment programmes for better diversity know-how, as well as jobs board to showcase jobs for over 50s.



Partner

auticon

The destination for neurodivergent talent

auticon are a social enterprise providing Tech Consultancy and Neuroinclusion services for Neuro-Confidence, Neuro-Acceptance and Neuroinclusion. We are also an autistic-majority company.

auticon's team members bring new perspectives to problems. The organisations they work in discover how to tap into the specialist skills of their autistic employees, while providing long-term careers in which they can thrive.

It's all part of auticon's mission to address the inequalities and employment for neurodivergent adults, as well as showcase the strengths of neurodiversity (an umbrella term covering conditions such as autism, ADHD, dyslexia and dyspraxia) in society.

Helping businesses reap the benefits of neuro-inclusion

Currently, **only 16%** of autistic people are in full-time employment. Compare this to **48%** of disabled people in the workforce. There's a clear case for better inclusivity and representation.

Research by auticon shows that organisations with inclusive cultures are two times as likely to meet or exceed financial targets. They're also six times more likely to be innovative and agile, and eight times more likely to achieve better business outcomes.

To help organisations reap the business benefits of neuroinclusion, and to encourage a culture of openness and respect, value and belonging, auticon outlines three benefits of recruiting neurodivergent people:

1. **They bring new perspectives into an organisation**, offering fresh insights that lead to increased innovation, creativity, and more efficient problem solving. Neurodivergent employees typically have above-average cognitive abilities compared with their neurotypical counterparts.
2. **They help with talent attraction**. Inclusive practices benefit all employees, creating a diverse company culture that's welcoming to potential candidates from the neurodivergent community.
3. **They bolster brand perception**. Consumers and investors gravitate towards companies that are authentically diverse and have a reputation for social responsibility. ESG performance increases brand equity and has become fundamental to investment decisions.



Partner



The home of inclusive recruitment

The Bridge of Hope careers portal is a social enterprise founded and led by people with experience of marginalisation and discrimination in the workplace.

Candidates come from a variety of backgrounds. Right now, they have **23,000** candidates a day looking for jobs, with a further **79,000** candidates registered.

Bridge of Hope works with **over 100** charities and social enterprises, as well as 24 non-Russell Group universities. It brings in passive candidates from local housing associations and the Department for Work and Pensions through their 'social boost' system.

The organisation has relationships with **58** blue chip employers and agency partners, with a goal to reach £100 million in social value.

Opportunities and advice for overlooked candidates

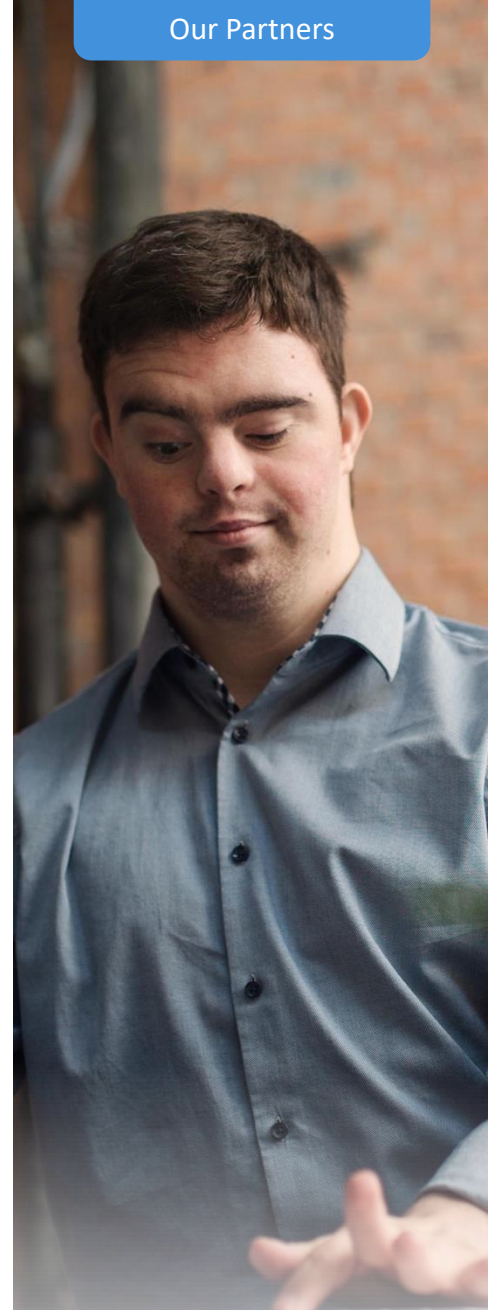
Bridge of Hope's core offering is an inclusive hiring subscription. There are two elements to this:

1. **Unlimited job posting.** Organisations can post as many jobs as they like and contact as many candidates as possible.
2. **Unlimited talent pools.** There are **24,000** live jobs every day, and organisations can curate their own untapped talent pools and pipeline, which evolve in real time.

The organisation's 'social boost' targeted media campaign searches for passive candidates and directly engages with them on social media and in chatrooms.

Many potential candidates from this talent group are overlooked because of challenges with organisations' hiring and application systems. That's why Bridge of Hope also offers an advisory service to business to help improve accessibility. It can audit the entire candidate pathway – from sourcing and job descriptions, to interview process and selection – and provide simple recommendations to help businesses become truly inclusive.

Bridge of Hope has discovered that the quickest way of driving scalable and systemic social value is simple – putting untapped talent into work. And the team won't rest until no business in the UK can say that inclusive employment is 'too difficult'.



Partner



Advancing the careers of Black Professionals

BYP Network, our newest Alliance partner, brings together Black professionals from all over the world, to provide mutual support and growth. These worldwide connections bridge internal and external divisions in the Black community.

BYP Network collaborate with corporations for real change and accountability in developing and empowering the Black community. They also welcome Allies who value equity and equality.

Their Mission:

1. To serve the Black community and ensure that every life matters
2. To create and uplift Black leaders in the world of work, business and community
3. To focus the Black narrative to one of aspirations, attainability and achievement
4. To enhance Black lives through providing new opportunities and connections
5. To be the go-to platform for all things Black professionals
6. To uphold the highest standards when serving and representing the community
7. To be a bridge between the community and corporations, institutions and establishments
8. To one day be the voice of the Black professional global community

Employer branding services:

- **Webinars** - We ideate webinar ideas focused on up-skilling content whilst soft selling your organisation
- **In-person events** - Host targeted Black professionals at your office for a meet and greet or host a CV/ Interview workshop or intimate dinner
- **Careers festivals** - We host online and hybrid career fests to further enhance your employer brand whilst attracting a large number of applicants from across the world.
- **Javelin job board** - Post all your roles to our job board so our members organically apply for vacancies
- **Targeted campaigns** - We promote your jobs and events to our community via newsletter and social media to grow applications
- **Black Experience Course** - Understand the Black experience and gain a CPD accreditation course or welcome our CEO for a fireside chat



Partner



Helping disabled candidates find jobs with inclusive employers

Evenbreak is a social enterprise run by, and for, disabled people. It helps businesses attract and retain talented disabled candidates and gain recognition as inclusive employers. Jobs are promoted on Evenbreak's award winning jobs board.

Only **50%** of disabled people are in paid employment, compared with 80% of non-disabled people – that's a **30%** disability employment gap in the UK. According to our research, the top barriers disabled people face in recruitment are:

1. Not knowing which employers to trust – despite most employers publishing commitments to DEI
2. Confidence in recruitment processes – where employers focus on a candidate's talent rather than their disability
3. Lack of self-confidence and how employers perceive them – which can put disabled candidates off submitting their application

A|M|S

Evenbreak's MO is to look at disability differently from others. They aim to identify disabling barriers in the workplace and find ways to remove them.

Evenbreak has many highly skilled candidates in its talent pool. And with **93% of employers** citing skills shortages over the last 12 months, those living with a disability are an underrepresented talent group that could help to fill the gaps. However, many employers don't know how to attract and retain disabled candidates, and many disabled people feel that finding a trustworthy organisation is difficult. That's where Evenbreak can help.

Providing a job board for disabled people looking for better work

Evenbreak offers the only job board of its kind for disabled people in the world. It provides access to candidates across the globe and vacancies are posted automatically, so that businesses can avoid manual entry.

Evenbreak works closely with AMS clients to help them achieve their inclusion goals, providing training, consultancy and online resource platforms. Advertising a role with Evenbreak shows that a business is an inclusive employer of choice to disabled job-seekers.



Partner



mygwork

The global networking and job board for LGBTQ+ candidates

myGwork is the leading global talent platform and professional network for the LGBTQ+ community. Operating as a 'Pink LinkedIn,' we help organisations increase applications from LGBTQ+ candidates, build brand awareness within the LGBTQ+ community, and increase employee engagement and retention. Corporate members pay an annual membership fee, while use of the platform for individuals is 100% free.

A|M|S

We have over **350** organisational members and one million monthly users, with over **100,000** live jobs. myGwork also offers employer branding events, including large national-awareness campaigns or bespoke campaigns, depending on the community businesses want to engage with.

As well as growing the talent pool, myGwork also supports businesses with D&I best practice so they can build a more inclusive and diverse workforce. It provides D&I learning through a suite of over 30 different courses, each delivered by specialists, on a spectrum of topics, from psychological safety to LGBTQ+ 101.

myGwork's in-house team produces a news feed over LinkedIn that reaches over **3.5 million** people, as well as articles and thought leadership pieces for the D&I space.



Partner



Returning military spouse talent to the workplace

Recruit for Spouses (RFS) is an award-winning accredited B Corp business with a social purpose: enabling the spouses, partners, and veterans of the military community to thrive in their work.

Created by military spouses, the organisation supports those wanting to re-enter the workforce, helping them to find meaningful employment that fits around their lifestyle, so they can have the careers they studied for. RFS aims to make businesses aware of the vast untapped pool of talent within the military community.

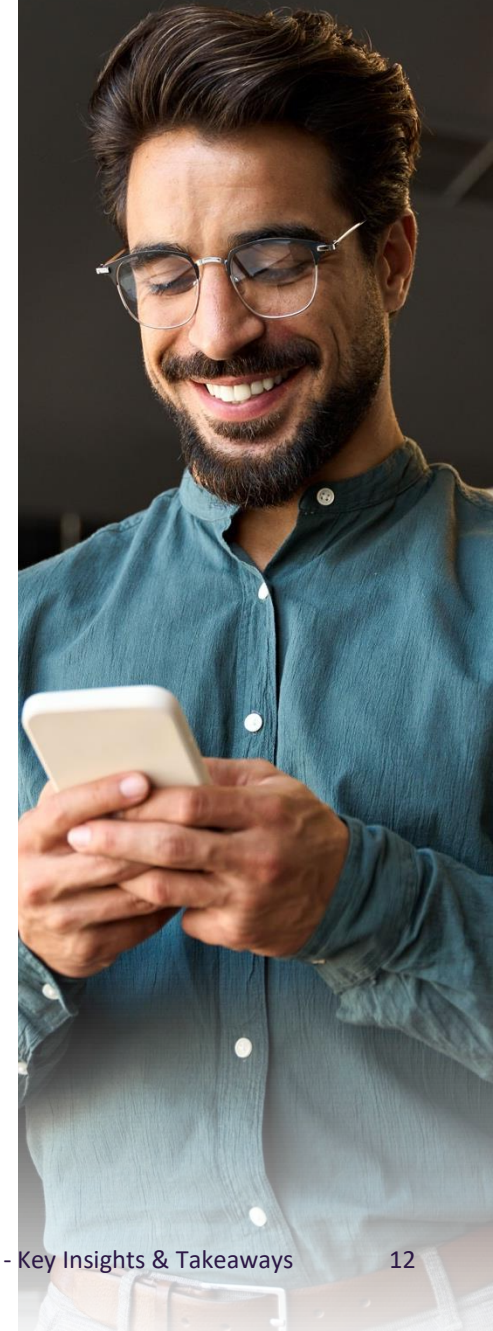
RFS also supports widowers, college and university graduates and women who have been posted overseas and not allowed to work.

A|M|S

Right now, **85% of military spouses** have not worked for five years because they've been unable to find flexible work. And against the national average, military spouses are **24% less employed**. What's more, **63% of spouses and partners** were required to change their career to adjust to the military lifestyle.

RFS has diverse talent pools made up of individuals with varying backgrounds and skills who it then connects with organisations. The company also provides guidance for fair and inclusive recruitment practices, tailored training and development courses specifically for military spouses, as well as cultural-sensitivity support and resources to foster a more inclusive working environment.

RFS helps businesses, too. Its Social Mobility Calculator measures organisations' current practices in this space and pinpoints any gaps in process. It then helps organisations improve in these areas to make sure their social mobility model is as inclusive and effective as possible.



Also featuring

AIMS

Talent Lab

Impacting Social Value and giving opportunity to untapped talent

Social Mobility underpins the ethos of AMS Talent Lab. Through our Recruit Train Deploy service, to the extensive Skills for Life campaigns that we run, we have given opportunity, support and care to over **2,500** individuals through in the last 2 years. The skills gaps across many businesses continues and we work with clients to build their talent and future leaders through our solutions, while positively impacting their social value propositions.

Through our network of Social Mobility partners, including The King's Trust, and our extensive client network we can offer opportunity to those most needing support.

Our tailor-made campaigns target, attract, and support the most deprived regions and demographics in the UK. This, coupled with our ethical skilling practices, dedicated Talent Lab Care support and Talent Lab Associate Community maximises our social value impact at every opportunity.

A|M|S

Creating equity of opportunity for all

55/Listen to our former [Skills for Life learner](#) who trained for free on one of our Skills for Life bootcamps:

Hear about the work that our Talent Lab Career Coaches do to create our inclusive culture, based on belonging, striving to support all our Associates and Alumni in achieving their potential:

<https://youtu.be/ETZFCR8BcAo> | <https://youtu.be/DnbU0eC8FKU>

The impact - hear from our current associates and clients!

Listen to the feedback on our end to-end solution directly from our Talent Lab Associates, [Christy](#), [Akber](#) and [Farah](#) currently deployed across RTD clients.

[Nikki Reid](#), Head of Business Operations Management at The Home Office shares her thoughts on the AMS Talent Lab solution. Nikki has hired her last two cohorts from us, with all candidates having previously completed our Skills for Life training pathways.



We work with clients to:



Provide Market Leading DEIB Expertise



Access Untapped Talent Pools



Boost Innovation with Diversity



Enhance Brand & ESG Performance



Create Tailored DEIB Strategies & Training



Generate Social Value and Return on Inclusion

How we support

If you'd like to connect with our partners to learn more about how the Alliance can support your DEIB challenges, or if you'd like to host a future Alliance roadshow event, contact us here.

Contact us



If you'd like to connect with our partners or learn more about how the Alliance can support your DEIB challenges, reach out

Email us

Document Control

Copyright Statement

Copyright © 2025 Alexander Mann Solutions Limited hereafter referred to as AMS. All rights reserved.

This is a copyright document and AMS reserve all rights to both the form and content of this document.

A|M|S

