

INVESTMENT AND SAVING INDUSTRY EARLY CAREERS: LEVEL 1 FRAMEWORK



- One of this year's actions for the Diversity Project's Early Careers Workstream was to create and implement a list of 'Level 1' pledges for member firms to commit to with respect to promoting diversity, equity and inclusion in early careers.
- This specific list of pledges is called 'Level 1' as we believe they are highlighting only lower-cost and lower resource commitments that should be accessible for all businesses across the investment and savings industry to implement in a short time period.
- We are asking member firms to review, commit and share the below pledges by completing the [link here](#). Our response should provide The Diversity Project with a plan of action/response on each action. Ideally member firms should be able to commit to all 8 pledges.

Level 1 Framework for Early Careers

- **Remove** grade requirements for entry level roles.
- **Remove** graduate requirements for entry level roles.
- **Remove** requirements and address biases for particular universities from your early careers recruitment process.
- **Ensure** you have a clear early careers application process that is available for applicants to access.
- As part of your application process, **provide** links to publicly available videos/podcasts/material on different parts of the application process. For example, podcast links on how to best present yourself in an interview.
- As part of your application process, **provide** links to publicly available videos/podcasts/material relating to your business or relevant investment market information.
- **Implement** starting bonuses or early access to salaries for early career positions to allow employees to meet costs associated with travel into work or lunch at work.
- **Incorporate** training on behaviour expectations/how to act in different work scenarios (in-person meeting/virtual meeting etc.) within your early careers training programme sessions.

Other short-term actions to consider:

- Internally collect and compare demographic data (examples of factors to track include ethnicity, gender, disability and socioeconomic metrics) for both applicants to and those offered roles in early careers positions.
 - Where possible, report to the Diversity Project on applicant vs job offer diversity statistics.

- Seek to provide clear feedback to applicants.
- Ensure all individuals involved in early careers recruitment are trained to do so.
- Regularly review and challenge your early careers assessment process.
- Implement culture awareness training to employees.

Please respond via [this link](#) (same as above)