

# FifeBusiness Diversity Awards 2015

Fife Business Diversity Awards 2015 recognises Businesses, Organisations and Individuals in Fife who excel in promoting the employment of people who face disadvantages in the labour market.



Nomination Deadline July 13th 2015

# Fife Business Diversity Awards 2015

**Fife Business Diversity Awards 2015 will celebrate the success of:**

- People who overcome disadvantage in the pursuit of their work aspirations
- Employers who implement inclusive recruitment, selection and training processes
- Innovative and inclusive work practice

**People may experience disadvantage in finding and keeping a job due to:**

- Significant personal issues
- Disability or health conditions
- Lack of work experience
- Lack of skills or qualifications

**FBDA 2015 is now open to receive nominations in the following categories:**

1. Employer and Employee of the Year (Health and Disabilities)
2. Employer and Employee of the Year (Young People 16-24)
3. Employer and Employee of the Year (Adults 25+)
4. Achiever of the year
5. Innovation Award

Short-listed nominations will be invited to attend Fife Business Diversity Awards event on 8th October 2015 at Fife Renewables Innovation Centre at Leven from 12.00pm to 2.30pm.



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## Employer of the year:

We are looking for nominations from employers who have shown positive engagement and have provided paid work for people with disadvantages who fit within categories 1, 2 and 3.

These nominations will evidence that the employer has gone above and beyond that which would be expected during standard recruitment, selection and training practice. One employer can be nominated for every category providing they have offered paid employment for people who fit within the category groups.



## Employee of the year:

We are looking for nominations for people who fit within categories 1, 2 and 3, who have overcome significant disadvantages or personal, physical or social barriers to achieve paid employment. Winning nominees will have applied exceptional determination and undergone significant progression in overcoming their difficulties to achieve their goals.



## Achiever of the Year:

We are looking for nominations for people of working age who face disadvantage in the labour market and who are on their journey towards paid work.

Winning nominees may be taking part in a range of activities such as attending personal development courses, undergoing work training or offering their time to do voluntary work and will have shown exceptional determination in the pursuit of their work goals.



## Innovation Award of the year:

We are looking for nominations from businesses, organisation or individuals who have introduced and developed a new idea or practice that has significantly benefited people disadvantaged in the labour market e.g. engagement project with local employers, publicity events, information leaflets, work placement schemes, empowerment training. These new ideas or practices will have been developed in the past year.



**All nominations should focus on the achievements of the individual, business or organisation and the positive impact generated by their success.**

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## **Nominations can include specific information related to:**

- Overcoming difficulties or barriers
- Support provided to move people into employment
- Specific training
- Positive action taken
- Accommodations and adaptations made
- Rehabilitation and /or redeployment
- Inclusive practice
- Innovation
- Flexibility
- Personal motivation

**Entries must be submitted by July 13th 2015.**

## **FBDA History**

The first Fife Business Diversity Awards event was held in the European Year of Disabled People 2003 and since then has been hosted by Fife Council's Supported Employment Service, to showcase the benefits of employment for people with disabilities and health issues.

## **A New Direction**

This year, begins a new era with The Opportunities Fife Partnership accepting the host position for Fife Business Diversity Awards and in recognition of the success of people who face a range of disadvantages in finding and keeping a job.



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Opportunities Fife are instrumental in developing Fife's Employability and Skills strategy. The partnership has made significant progress in helping people overcoming the barriers to employment as a consequence of disadvantage by providing a range of support programmes and training opportunities. These opportunities ensure people facing disadvantage are able to achieve their work ambitions.

Opportunities Fife actively engage with Fife's Businesses, providing an Employer Offer that is customised to meet recruitment, selection and training needs, helping them to find and keep the right people for the job.

The Employer Offer provides:

- Consultation to find out the business development needs
- Support to identify skills gaps and address recruitment needs
- Involvement of partner organisations to tailor employer specific funding packages
- After-care to increase employment retention

The benefits of the Employer Offer are:

- Reduced costs in recruitment, selection and training
- A pool of applicants who are motivated to work
- Candidates from a diverse pool with pre-requisite transferable work skills and experiences suited to the business

Employers who engage with Opportunities Fife through the Employer Offer receive:

- Free resources and office space to deliver training and hold interviews
- Employee training and induction
- Job specific accredited training and certification
- Advice and training on the recruitment, selection and retention of people with disabilities and health issues
- Support for employees experiencing disability or health issues

Opportunities Fife works with all employers regardless of size. We support national and local businesses, start-up employers and long established companies.

Opportunities Fife is represented by the following organisations:

- Jobcentre Plus
- Skills Development Scotland
- NHS Fife
- Fife College
- Fife Voluntary Action
- Fife Council Community Learning and Development
- Fife Council Education Service
- Fife Council Economy, Planning and Employability Services
- Private sector representation

Further information can be found on [www.opportunitiesfife.org.uk](http://www.opportunitiesfife.org.uk)

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