

Sunemployment

Jobspot
LAW firm BROWNE JACOBSON has been named the UK's No1 employer for social mobility. Find out more on their work experience and apprenticeships schemes at brownejacobson.com/careers

Edited by Jane Hamilton

The section that helps you find work

thesun.co.uk/sunemployment
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WILL FOUR DAY WEEK WORK?

THOUSANDS of UK workers are taking part in the world's biggest four-day week trial.

The pilot, which will last for six months, involves 70 companies, from providers of financial services to a fish and chip shop.

Some experts have claimed four-day weeks can help social mobility by allowing workers to fit other responsibilities around their jobs. So how can your firm make the same pay for

fewer days work? Here Dr Rita Fontinha, Associate Professor of International Business and Strategy at Henley Business School, explains how to get started.

- 1 Plan ahead. Any four-day programme must have clear guidelines and management processes to maintain workplace harmony.
- 2 Start small. Starting with a particular department or subsidiary for a limited time can be a good way to test the water and assess the impact of the four-day week.
- 3 Get staff on board. Communicate the change well in advance and explain why you are doing it. Ensure managers and employees are all on the same page.
- 4 Start slow. Don't rush the decision or implementation. Each firm's needs will be different and what works for one company may not work for yours.
- 5 Keep track of outcomes. Carefully collate results to illustrate benefits. This will help the wider roll-out and demonstrate if it works for your firm and staff.

Jobspot
BARCLAYS has teamed up with charity SEO LONDON to help 400 graduates from black and ethnically diverse communities across the UK to get into top jobs. Head to seo-london.org/beyond-barriers for more

CHANNEL 4 CHANCE

BOX off a career in TV with a new social mobility scheme from Channel 4.

The network is offering more than 200 paid entry-level placements including on internships, apprenticeships and production training schemes.

There are also 3,000 places on fast-track schemes. Channel 4

chief executive Alex Mahon said: "Everyone should have an equal chance to follow their dreams and have a job in the creative industries."

"It shouldn't be about having certain qualifications but about passion and potential."

Read more about the openings at careers.channel4.com/4skills.



INSIGHT... Sarah

A COURSE THAT COUNTS

COUNT on a new career with BDO. The accounting giant is offering a new week-long virtual insight programme, allowing youngsters to access work experience from anywhere in the UK.

The course is designed for pupils in years 11 to 13 who attend a state school and whose parents are in working-class jobs or are long-term unemployed.

Students completing the course will

also get a chance to secure a spot on BDO's 2023 summer school or school leaver apprenticeship programmes.

Sarah Hillary, partner at BDO, says: "We know the UK has low social mobility and this needs to change."

"Explore BDO gives those involved a taster of what a career in accountancy might look like."

Find out more at <http://bitly.ws/s7ey>.

Britain's got talent... in every community

LUKE ALSFORD grew up in a working class family in Islington, North London.

Now studying History and German at Durham University, he is President of the 93% Club Durham.

Luke, 20, said: "Social mobility is the foundation of innovation and ambition in this country."

"Where there is the potential to work your way to the top from humble beginnings; to hold a career that your parents could not have dreamed of; to be the first in your family to attend university, there will be driven individuals, who are propelled by their own aspirations and in turn propel society forward with them."

"By fostering an environment that supports the progression of these individuals in the development of their career, businesses can only reap the benefits of greater productivity and creativity in their organisation."

"With social mobility comes motivated, resilient and insightful workers who are shaped by their paths to overcome social hurdles and advance their careers."

Social mobility special

A CLASS ACT... Luke is president of the 93% Club at Durham Uni

WILL you need to make a move to climb up the career ladder?

A new report from the Co-op reveals half of under-25s believe they'll have to quit their hometown for better work opportunities, while a third don't feel the Government's levelling up agenda will have a positive impact on their lives.

Shirine Khoury-Haq, Interim CEO of the Co-op, said: "Talent is spread across every community, opportunity is not."

"Now more than ever, we need to take urgent action to tackle inequality of opportunity, levelling up for young people."

To help young people fulfil their promise, June 16 is Social Mobility Awareness Day, where companies and charities come together to promote better work opportunities for working class and minority youngsters.

Organised by charity Makingtheleap.org.uk, this year the event focuses on the question "what is social mobility?"

Internships and work placements are being shared on social media with the hashtag #socialmobilityday. Find out more at socialmobilityday.com

To get you started, here are

Sun Employment's pick of the top Social Mobility Stars.

MAKING THE LEAP: This charity focuses on equipping schoolchildren with the soft skills they need to succeed at work. They also run mock interview days and careers fairs. See Makingtheleap.org.uk.

THE 93 PER CENT CLUB: Named after the 93 per cent of pupils who attend state schools, the organisation aims to close the gap between independent and state school-educated people in top jobs. They offer seminars, networking opportunities and workshops. 93percent.club.

THE TALENT TAP: Focusing on the UK's main social mobility "coldspots" including rural and coastal areas, The Talent Tap offers residential work experience at leading firms for promising working class youngsters. It is backed up by high-level networking and support. See thetalenttap.com.

THE SOCIAL MOBILITY FOUNDATION: A charity that offers an Aspiring Professionals Programme for young people from disadvantaged backgrounds across 11 key career sectors, including architecture, medicine, and law. socialmobility.org.uk.

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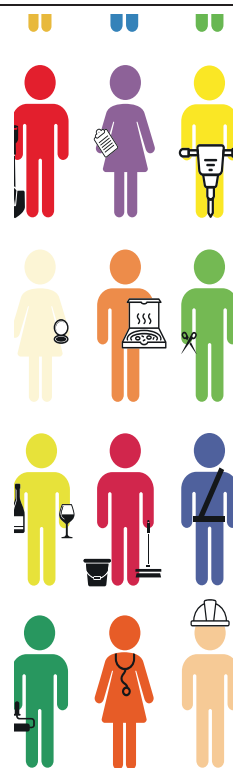
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