

## Information sheet for employer recruitment practices study

### Information for focus group participants

#### What is the research and why is it taking place?

The National Foundation for Educational Research (NFER) is undertaking research to investigate the representation of technical and vocational qualifications in job advertisements and to explore the recruitment process and understand employer motivations and decision-making around the use of qualifications during recruitment. The research will take place between January 2024 and July 2024. This research is funded by The Gatsby Foundation.

Focus groups with staff representing employers with a range of views and experiences in using qualifications within the recruitment process will be invaluable for helping us understand employers' motivations and decision-making when hiring, awareness and perceptions of the use of qualifications and barriers to the inclusion of qualifications in the recruitment process.

We would very much appreciate your participation in the research.

#### What activities will the research involve for my organisation?

The research will involve taking part in two online focus groups. Each focus group sessions will take approximately 90 minutes to complete.

The first round of focus groups will explore:

- how, if at all, qualifications are incorporated within recruitment practices
- employers motivations and decision-making around hiring
- employers perceptions of qualifications and their use within the recruitment process

The second round of focus groups will discuss:

- ideas generated during the first round of focus groups on how employers might go about incorporating qualifications into their recruitment processes in future.

#### Data protection

NFER is the data controller for the research. Participation in all research activities is entirely voluntary. Research participants will be fully briefed on the purposes of the study and how the information they provide will be used before consenting to take part. We operate fully in-line with data protection legislation (including GDPR) and we will not use the information we receive for anything other than this research. If participants consent to be contacted again for follow up research, contact details will be retained and would only be used for this purpose.

At the end of the study, NFER will produce a publishable report. No individual or organisation will be identifiable from the report, unless permission has explicitly been given by the data subject.

### **Who is NFER?**

NFER is an independent research organisation with many years' experience of undertaking research and evaluation with schools, colleges, businesses and the public sector. For more information please visit: <http://www.nfer.ac.uk/>.

### **Where can I go for more information?**

More details about the research including a link to this information sheet and an associated privacy notice can be found [here](#):

In addition, Megan Lucas, the project leader, and Suzanne Straw, the project director are very happy to answer any questions. Please contact Megan on [m.lucas@nfer.ac.uk](mailto:m.lucas@nfer.ac.uk) or Suzanne on [s.straw@nfer.ac.uk](mailto:s.straw@nfer.ac.uk).

**Thank you very much for your support with this research.**