

PROVIDING QUALITY PEOPLE

Older Workers = Most Talented Employees?

We all had one in our class at school, didn't we? The person who was born with a natural talent for sport; any game they played, they made it look easy. And usually they were the most popular person as well, much to the chagrin of the also-rans. The accolade of 'talented' was gently draped across their shoulders as they wended what was a sure and certain path to future fame and fortune. It was easy for us to pick them out then.

Fast forward to the workplace years and the constant use of the new mantra of 'talent management', chanted by HR consultants as the must-have process in your hiring portfolio, hides a very patchy approach to what actually constitutes 'talent'. According to a recent CIPD report, Attitudes to Employability and Talent, only 8% of SMEs actually have a definition of 'talent' and only a third of larger organisations have bothered to define what they mean by the term. Even then, the criteria



used are subjective both to the assessor and their organisation.

Top four attributes were a positive attitude to work, good work ethic, bringing innovation and reliability. It would therefore appear pretty difficult to measure these attributes except subjectively, so the report explores attempts to classify demographic groups, using criteria similar to the attributes mentioned, into a scale of 'talentedness'. Surprisingly for some, the Over 55s scored highest for their employability, com-

fortably beating 'young people' into fifth place. Individuals with disabilities came a close second, followed by migrant workers and parents. Worryingly, the long-term unemployed, ex-servicemen & women and ex-offenders fared very unfavourably.

It would appear then that managing an organisation's talent, as opposed to that of individual workers, would be made easier by ensuring a good mix of all these categories in the workforce. People are rarely as productive working in their peer groups as they are when diversity is represented in the work team. Few large employers have yet to achieve this ideal mix, although some are heading in the right direction. Given that pension reform will inevitably keep workers longer in the job market, it makes perfect sense. Read the report in full at: <http://bit.ly/2crZVC0>

Big Tick for C22 IT System Security

**CYBER
ESSENTIALS**



Catch 22 is pleased to announce that we have recently been recertified by the Cyber Essentials scheme.

This scheme has been developed by Government and industry to fulfil two functions. It provides a clear statement of the basic controls all organisations should implement to mitigate the risk from common internet based threats, within the context of the Government's 10 Steps to Cyber Security.

And through the Assurance Framework it offers a mecha-

nism for organisations to demonstrate to customers, investors, insurers and others that they have taken these essential precautions.

From October 2014, all suppliers bidding for certain sensitive and personal information handling contracts have had to be certified against the Cyber Essentials scheme.

We are happy to be able to assure our customers and workers that Catch 22's systems are keeping their data safe and our communications secure.

Providing Quality People

catch 22

we supply quality temporary staff



www.c22.co.uk

Jobs *transform* lives, which is why we are building the best recruitment industry in the world.

**Need a Van & Man?
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Postroom Staff | Caretakers
Labourers with CSCS and PPE
Helpdesk Staff | Supervisors
Handypersons | Caretakers
Concierges and many, many more disciplines

FM Charity Golf Day

With the 41st Ryder Cup teeing off at the end of September, you can get your swing in the groove at our FM Charity Golf event on Friday 23rd September to be staged at Highgate GC in North London. Entry is open to teams and indi-

viduals and will feature a Texas Scramble and an 18 hole Stableford competition plus excellent catering and prizes. Don't miss a great networking day out! For full details, email don@c22.co.uk or call 020 7220 8900 as soon as possible.

C22 at the Facilities Show

Representatives from Catch 22 manned our stand in the BIFM Career Zone recently at this year's Facilities Show at ExCel. Pictured left are Nick Moore and Sean Clancy from Catch 22's London branch who met with dozens of FM professionals looking for that next career move and likewise with hiring managers and HR executives looking to broaden their access to the FM talent

pool. In what is increasingly becoming a talent-driven market, Catch 22 has a real advantage because of its history within the FM recruitment industry and the experience of its consultants.

The show attracts over 11,000 visitors and 300 exhibitors from across the FM spectrum and is the premier showcase for goods and services in the industry.

Jobs Transform Lives

Here at Catch 22 we are helping to promote the REC's latest recruitment campaign, 'Jobs Transform Lives'. We're here because good people can transform business. and the right jobs, transform lives. We work with you to deliver a good recruitment process so you can get the people you need. We recognise the daily challenges

you face and are here to help and provide solutions. We are committed with the REC and its members to building the best recruitment industry in the world. We know that attracting the talent to succeed you need isn't easy and getting recruitment right equals business success. Get involved #jobstransform

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Compiled and Edited by Don Searle © Catch 22 September 2016

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