

# **Inclusive Talent Brokerage Employer Briefing**

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**CONTENTS**

<b>Executive summary</b>	<b>2</b>
<b>ITB employer benefits</b>	<b>3</b>
<b>ITB principles and actions</b>	<b>4</b>
<b>Intended employer journey</b>	<b>6</b>

## Executive summary

The Inclusive Talent Brokerage (ITB) aims to provide a one-stop solution to access job-ready candidates from underrepresented communities – helping you fill vacancies, future-proof your workforce, and lead on inclusive growth.

London's talent system is currently missing out on a significant pool of capable candidates. This is due to fragmented hiring pathways, and limited employer access to the full range of London's talent. At the same time, many employers face challenges in reaching diverse talent through traditional recruitment channels, resulting in unfilled roles and missed opportunities.

The ITB will connect employers with a diverse talent pool of pre-screened and skilled candidates that have completed wraparound employability programmes delivered by trusted community-based organisations (CBOs). You will access a complimentary brokerage service that simplifies recruitment; reduces skills mismatches; and provides access to talent aligned with your business needs.

Through the work of a lead commercial broker, the ITB will bridge the gap to candidates from across London's communities. It will do so by coordinating large-scale employer engagement activities; aligning CBO candidates with vacancies in London's growth sectors; and giving employers guidance on inclusive recruitment practices.

The programme will run from September 2025 to August 2026; it aims to support 700 individuals into quality employment by December 2026. Employers will benefit from connections with up to 12 funded CBOs, who will also provide in-work support for new hires and help employers remove hiring barriers.

The Workforce Integration Network (WIN) welcomes participation from employers in all sectors, particularly energy; experiential economy; green economy; international education; life sciences; finance, professional sector, business services and technology.

Further details about GLA priority sectors can be found in the [London Growth Plan](#) and [London Skills Improvement Plan](#).

**Express your interest by completing our [webform](#).**

For any queries, please get in touch with the team at: [workforceintegrationnetwork@london.gov.uk](mailto:workforceintegrationnetwork@london.gov.uk).

Join a network of forward-thinking London employers championing inclusive growth!

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## ITB employer benefits

- The ITB programme is designed to meet the recruitment needs of London employers, by expanding CBOs' capacity to connect skilled, job-ready candidates with vacancies, facilitated by a commercial recruitment firm.
- The service will demonstrate how coordinated employer engagement and targeted candidate support can help fill roles more effectively; diversify recruitment pipelines; and improve access to talent across London's key growth sectors.
- Employers that successfully participate in this service will obtain the following benefits:
  - **Free service:** This entire service is delivered free of charge to employers. This frees up resources they might have spent on costly recruitment and outreach processes, so that these resources can be used elsewhere.
  - **Access to job-ready candidates:** All candidates are screened, supported and assessed by our grant-funded CBOs to ensure they are ready to enter and succeed in the labour market. Job readiness refers to the skills, behaviours, and attributes required to transition effectively into employment.
  - **Access to diverse talent:** Employers will gain access to a pipeline of skilled, diverse and job-ready candidates who are often underrepresented in traditional recruitment channels. This supports employers to meet current and future workforce needs; reduce skills gaps; and build a more inclusive talent base.
  - **Collaborative recruitment support:** Employers will have the opportunity to build relationships with CBOs. This will help them to strengthen their inclusive recruitment practices; and establish longer-term partnerships that support sustained access to suitable candidates.
  - **Association with the Mayor of London:** Participation in the programme offers reputational value through alignment with the Mayor of London's inclusive growth agenda. It enhances public visibility, and demonstrates leadership in equitable employment. WIN will list all participating businesses on our website.

## ITB principles and actions

By joining this free service, employers can streamline access to a diverse range of skilled candidates, while demonstrating leadership in inclusive recruitment.

To ensure the programme delivers high-quality outcomes for employers and candidates, the GLA has set out principles and actions around recruitment, culture and good work. This helps ensure that roles offered are meaningful, fairly paid and accessible, contributing to a more equitable London.

### Principles

- Committed to addressing equity, diversity and inclusion (EDI) in their recruitment practices (e.g. having EDI workforce strategies or action plans in place).
- Committed to considering candidates provided by CBOs for recruitment vacancies.
- Committed to offering good work opportunities as part of their recruitment. This includes: all posts paying at least the London Living Wage; no zero-hours contracts; at least three months' employment per post; and at least 16 hours of employment week. See the GLA's [Good Work Standard \(GWS\) guidance](#) for further information. (Note: employers do not need to sign up to the GWS as a prerequisite to participate in this service).
- Committed to sharing relevant data with the WIN team to enable us to monitor the delivery and evaluation of the service.

### Actions

- Designating one individual that will serve as a point of contact with the broker and CBOs.
- Recruiting from September 2025 to December 2026.
- Advertising vacancies based in London.
- Advertising remote vacancies for which Londoners can realistically submit applications (defined as within one hour of multi-modal travel time from London).
- Offer the following recruitment types:
  - internships (minimum three months)

- apprenticeships
- temporary contracts (minimum six months)
- permanent contracts
- full-time
- part-time.

All temporary contracts and internships offered are expected to lead to sustained employment.

## Intended employer journey

We have created this step-by-step illustration to better illustrate how employers will interact with the ITB and obtain its benefits:

### INTENDED EMPLOYER JOURNEY

Employer completes the Expression of Interest (EOI) form on GLA's webpages

Employer joins the ITB and submits vacancies they wish to fill to the broker

Broker collates employer vacancies and sends them to CBOs for candidate screening

Broker collaborates with CBOs to identify suitable candidates, and CBOs support them to apply for given vacancies

Employer commences recruitment stages, including with CBO shortlisted candidates

Employer hires candidate(s)



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