



Diversity in Tech Recruitment



Why did we produce this report and who is it for?



The tech industry has a diversity problem

Just 29% of tech workers are women, 6% are disabled, and 9% are from lower socioeconomic backgrounds. Yet the UK is fighting a painful digital skills gap, whereby growth is throttled due to a lack of skilled tech talent.

Diverse and inclusive recruitment can solve the UK's tech talent shortage

According to the BCS, if gender representation in IT were equal to the workforce 'norm', there would be an additional **527,000** IT specialists; if age representation in IT was equal to the workforce 'norm', there would be an additional **141,000** IT specialists; and if disability representation in IT were equal to the workforce 'norm' there would be an additional **88,000** disabled IT specialists.

Tech recruiters are a key actors in the diversity of the tech workforce

In order to make change happen, we need both employers and the recruiters who support them, to focus on diversity in all parts of the tech talent funnel, including external candidate pools.

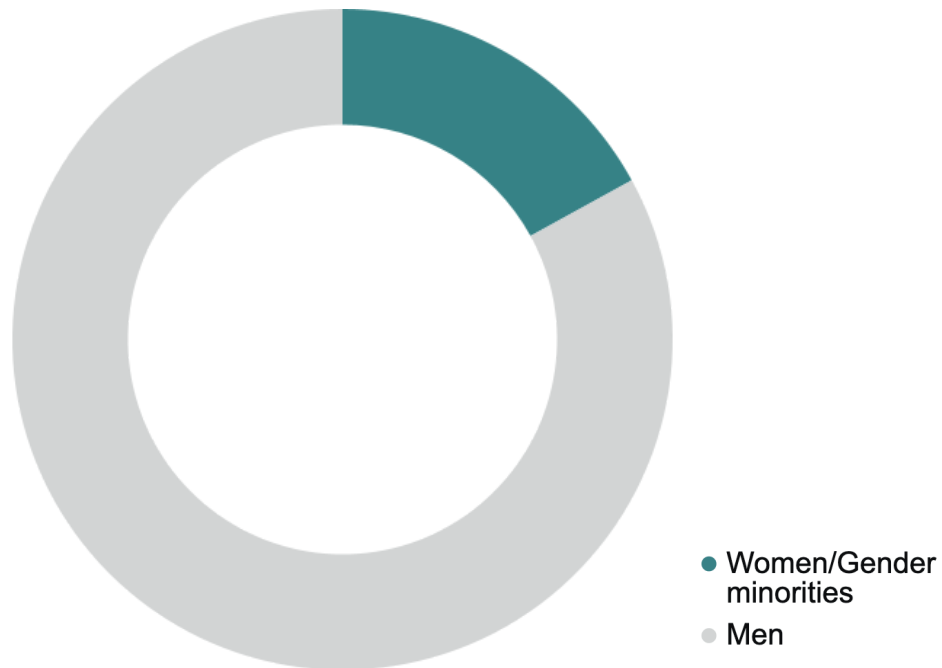
Diversity benchmarks and strategy insights for recruitment agencies

This report lays out what tech recruiters and talent businesses are doing to further diversity and inclusion in tech, and shares strategies to improve the diversity in the tech talent pipeline. It also provides diversity benchmarks for recruiters to contextualise how well they are delivering diversity for their clients. The data used was collected by the Tech Talent Charter (TTC) as part of the TTC's annual Diversity in Tech survey 2023.

Where are recruiters falling short?

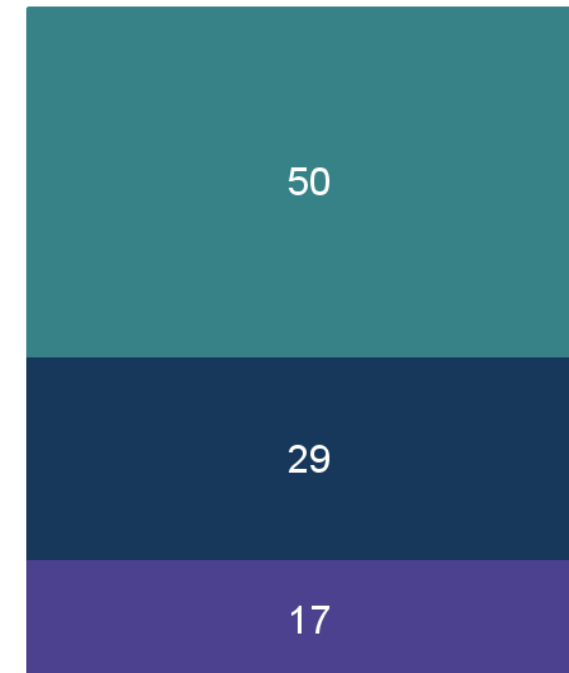
Just 17% of candidates put forward for technical roles by recruiters in the last year were women or gender minorities.

This is down 2% compared to last year, meaning that fewer women are being put forward by recruiters for tech roles.



So what?

Currently, just 29% of tech employees are women, so this means that recruiters are currently not putting forward anywhere near enough women candidates for tech roles to maintain the gender diversity of the tech workforce, let alone improve it.



■ Desired gender diversity ■ Current gender diversity ■ Candidate gender diversity

Diversity = success for hiring and teams

Focusing on diverse candidates for tech roles is a smart business decision. We know that diverse teams lead to better innovation and improved problem-solving, which in turn leads to increased profitability.

The business advantage of a diverse team is apparent in our candidate data: across medium and large sized recruiters, **women were 4% more likely to be successful in securing a role than men.**

So it makes business sense for recruiters and employers to focus on diverse candidates.

Across medium and large sized recruiters, women were 4% more likely to be successful in securing a role than men.

4%



Are recruiters bought into the importance of diversity and inclusion?



Measuring diversity data is a key pillar for improving diversity and inclusion, so it's a good proxy for understanding which recruiters are invested in increasing diversity.

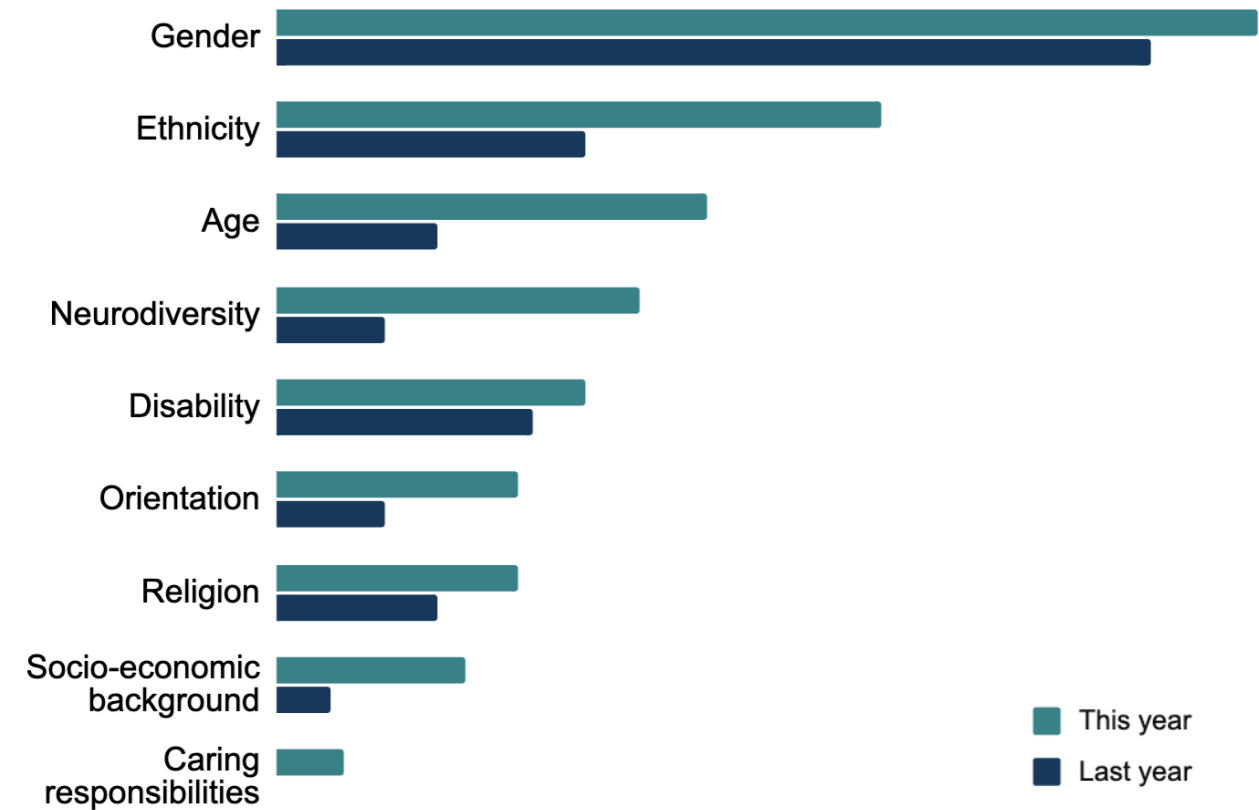
- **64% of recruiters are currently tracking gender diversity** in their candidate pool. This is an increase of 6 percentage points on last year.
- A further 9% of recruiters plan to start tracking gender in the near future, meaning that in total, **73% of recruiters are invested in understanding and reporting on the diversity of their talent pool.**
- Unfortunately, not all recruiters are bought into the idea. **27% of recruiters say they don't have plans to start tracking the gender diversity** of their candidates any time soon. And even worse, this is up 4 points compared to last year.
- In particular large recruiters are also more likely to lag behind: **only 50% of large recruiters (those with over 10,000 candidates) are tracking gender.**



What are recruiters planning to focus on in their diversity data?

Broadly speaking recruiters are taking positive steps to increase their understanding of diversity in their candidate pools. There has been a 13% increase in candidate diversity data collection across all the different lenses of diversity and inclusion information that recruiters measure.

Gender is still the most widely tracked characteristic but there have been marked increases in ethnicity, age, neurodiversity, sexual orientation and socioeconomic background data too.



What are recruiters doing to improve diversity in tech?

Top ten most common tactics that recruiters are using to improve diversity in tech:

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| 1. | Working with D&I organisations | 6. | Re-writing job descriptions to be more inclusive |
| 2. | Remove unnecessary qualifications from job specs/hiring process | 7. | Diversity, Equity and Inclusion Strategy |
| 3. | Assist clients with their recruitment strategy with a D&I lens | 8. | Assessors undergo mandatory training on equal opportunities and unconscious bias |
| 4. | Female tech mentoring | 9. | “Blind” CV reviews |
| 5. | Job adverts with diverse images | 10. | Offer unconscious bias training |

Female tech mentoring

Assessors undergo mandatory training on equal opportunities and unconscious bias

Re-writing job descriptions to be more inclusive

Reviewing current processes to identify any areas of potential bias

Working with D&I organisations

Offer unconscious bias training

Sponsorship (overseas)

Diversity, Equity and Inclusion Strategy

Upskilling sessions for candidates without technical background

Remove unnecessary qualifications from job specs/hiring process

Strength based interviews

CV blind

Assist clients with their recruitment strategy with a D&I lens

Working on D&I initiatives

Networking events for women

Diversity coaching sessions

Job adverts with diverse images

Review current process to find ways we can widen our available talent pools

Webpage dedicated to ED&I with information for candidates and clients

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“Our focus is to identify the candidates’ potential rather than their existing experience. All our interviews are strength-based, which assess for potential rather than previous work experience or academic history. Our entire selection process is CV blind and all assessors undergo mandatory training on equal opportunities and unconscious bias.”

FDM Group

The logo for FDM Group, featuring the letters 'FDM' in a bold, green, sans-serif font.

“When we craft our job ads, we make sure to remove discriminatory language and unnecessary qualifications that could inadvertently discourage diverse candidates.”

Adria Solutions

The logo for Adria Solutions, featuring the word 'adria' in a lowercase, sans-serif font with a yellow and orange circle above the 'i', and the word 'SOLUTIONS' in a smaller, uppercase, sans-serif font below it.

“Forward-thinking employers should seek to work in closer conjunction with key strategic talent and consulting partners to drive positive change and level the playing field for all workers regardless of their worker classification, whether employee or contractor. At Outsource UK, we are working with CIOs and HR leaders to review and challenge existing processes for hiring Technology contractors, before making adaptations that can give more people the opportunity to be the best person for the job.”

Outsource UK

The logo for Outsource UK, featuring the word 'outsource' in a lowercase, sans-serif font with the 'o' in orange, and the tagline 'Curating specialist talent' in a smaller, orange, sans-serif font below it.

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What you need to do now

Tech recruiters play a crucial role in driving diversity and inclusion within the tech industry. If current trends continue, it will take another 283 years for the percentage of women working in the UK's tech sector to match the 48% of women there are in the wider workforce (BCS). Despite the dire warning, only 17% of candidates put forward by recruiters are women or gender minorities, and this is a decrease from last year.

Building a diverse tech workforce is both a moral choice and a strategic advantage. If we are to turn the situation around, recruiters must be part of the solution, along with the employers that use them.

Use the data in this report to identify whether you, or recruiters you work with, are ahead of the curve or lagging behind on:

- **measuring candidate gender diversity - 64%**
- **gender diversity of candidates put forward to clients - 17%**
- **success of diverse candidates in securing roles - +4%**
- **how many of the 9 diversity lenses you are tracking**

Action starts with awareness, so share these benchmarks and use them internally to inform your D&I efforts.

