# BRC call for evidence: IN WORK PROGRESSION

**Please complete questions below and submit your responses to** **tamara.hill@brc.org.uk**

**Deadline for return 30th October 2020**

We are currently seeking input on the following questions:

What are the specific barriers to progression in the areas of retail in different regions of the UK?

Are transparent pathways to progression in place in these sectors in different regions, and if not, why not?

What constraints, business or otherwise, hold employers back from prioritising progression in their business models?

How has the impact of COVID-19 changed attitudes to progression, if at all?

Where progression pathways and other initiatives have been instituted, what impact has this had on a business, its productivity and the locality in which it is situated? (We would particularly welcome case studies and examples)

What are the benefits to business of identifying and nurturing existing talent?

What approaches [or methods] do business use to achieve this and which are the most effective?

How important for progression is enabling and empowering people to change jobs compared to ensuring established progression pathways within specific employers/sectors?

What are the barriers to people in low pay from progressing by changing jobs and/or sectors?

What interventions would best empower people to overcome these?

What role does transport and connectivity play in workers in low pay not taking up higher paid jobs and other opportunities for progression such as training and apprenticeships?

Similarly, do other considerations, such as childcare, play a role in not taking up higher paid jobs and opportunities that could be vital to progression?

Women, younger workers, older workers, ethnic minority background workers, and disabled workers are identified as most at risk of staying in low pay. What are the reasons for this?

At what stages would interventions help each of these types of workers seek out and avail progression opportunities?

Do positive role models and mentorships offer those in persistently low pay the confidence and support to seek a way out of low quality, low pay jobs? (please provide case studies and examples if available)

How can we embed a culture of lifelong learning in our workforce?

On the role of Jobcentres:

1. Could Jobcentres, in partnership with local authorities and other local agencies, play an enhanced role in supporting progression?
2. How could they/partners build trusted relationships and high engagement with low paid workers?
3. How could they support workers to have the confidence needed to pursue progression opportunities?
4. IV. How could they work with employers to share progression good practice?

Are there employers, think tanks, third sector organisations, community organisations, or even individuals working on progression who you feel we should be speaking to as we look in closer detail at the barriers to in work progression?

To note that through this specific piece of work we are focused on how best to affect progression for those already in the labour market.