

A door to opportunity for the long-term unemployed

More than a hundred companies try to improve their hiring processes so as not to underestimate trained workers

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The long-term unemployed have many barriers when it comes to taking advantage of employment opportunities. /Shutterstock

The long-term unemployed, the under-employed, veterans and people with disabilities, as well as many young people, tend to stay away from employment opportunities in the first filters of the processes of recruitment of companies. Your occupation search is very complicated. In fact, job opportunities often leave them out even though their training and work experience is very similar to that of people who end up getting the job.

To try to end this situation and make the improvement of the labor market do not overlook large groups of people, several hundred corporations representing various industries such as Aetna, The Gap, Viacom,

Prudential, Wells Fargo or The Rockefeller Foundation They have committed to re-examining their hiring and recruitment practices to be more inclusive in the search for labor.

Now, a non-partisan employers' organization has responded to the White House's call for solutions to the problem of long-term unemployment and has launched the Ready To Work Business Collaborative (RTWBC).

"We want new hiring practices," Beverly Riddick, executive director of RTWBC, told this newspaper. "We want employers to see the value these workers bring," she explains. "Many of them have been out of work for more than six months but they have skills, they have updated and improved their preparation, there are people who are very prepared but continue to be ignored by employers and carrying a stigma on them," lamented Riddick.

One of the ways to open the doors to these potential employees is to make changes in the automated systems that make the first curriculum revisions. The reality is that, consciously or unconsciously, these review procedures leave disadvantaged people looking for work only because of their status as an employee.

Additionally, we must ensure that job advertisements do not deter anyone from presenting their CV or, of course, discriminate against anyone who is not currently active. Riddick explains that even the descriptions of employment, the language used, the nomenclature and definition of tasks is something that does not help to make the market more inclusive. "Many people do not even receive answers to their proposals," she explains.

Riddick suggests that when looking for people with experience is not based on a current job but on the experience they have on the job and admits that it is going to have to take a turn "in how recruiting is done now".

This organization wants to elaborate a series of keys to improve the processes and that these are more inclusive and open the competition in the work, especially at a time when there are still lacking workers with certain capacities to cover job demands. On March 15 at a round table the RTWBC will have a [round table](#) to start analyzing the improvement of hiring practices.