

Manifesto Themes for Professional Recruitment 2024



The right workforce regulatory environment

APSCo proposes a series of reforms to the regulatory environment designed to protect individual workers, drive economic growth, and maximise productivity.

APSCo recommends:

- ✓ Defining self-employed status in legislation, reviewing Off Payroll and IR35.
- ✓ Regulating umbrella companies.
- ✓ Excluding highly paid contractors from the Agency Workers Regulations 2010.
- ✓ Requiring reasonable payment terms throughout supply chains.
- ✓ Developing more sustainable supply chains for the NHS workforce with a compliance focus.



Workforce access, fairness and inclusion

Following the changes to the way we live and work since the pandemic, a new policy focus is needed to ensure legislation keeps up with the speed of change in hiring and working practices and workers' rights.

APSCo recommends:

- ✓ Legislating to support the move to "skills first hiring".
- ✓ Legislating to encourage people to stay in and rejoin the workplace, including greater tax incentives on occupational health, mental health and health screening budgets.



Workforce skills, training, and talent development

More should be done to overcome the skills shortages in the economy by upskilling the workforce.

APSCo recommends:

- ✓ Broadening the scope of the Apprenticeship Levy, in particular more flexible modular training, to align with skills needs.
- ✓ Focus on regional skills hubs with more employer financial support.
- ✓ Introducing flexible short-term visas for the highly skilled including a rescoping of work permitted under the Standard Visitor Visa.
- ✓ A greater focus on services and skilled immigration in trade deals.



Harnessing technology for the skills revolution

APSCo believes that when combined with a focus on skills-based recruitment, technology can be used to enhance opportunities for good work and drive economic growth.

APSCo recommends:

- ✓ Introducing recognised, auditable standards for the use of AI in recruitment.
- ✓ Making AI developers and technology providers accountable for the transparency and fairness of their technologies, including through clear routes of redress.
- ✓ Ensuring UK Regulation is in alignment with global regulatory evolution.

What is a manifesto and does the winning party stick to it in government?

It is a document issued before a General Election by a political party and contains the set of policies a party wishes to implement. The parties decide how and when to write their manifestos, but it is generally not published until 20-30 days before polling day e.g. week of 10th June for 2024 election.

Controversially, political manifestos are not “costed” independently and the new government does not have to fulfil its manifesto commitments but there may be strong political reasons to do so.

After a general election, the winning party swiftly picks its Front Bench of ministers and publishes its policies in a King’s Speech, which opens Parliament e.g. the King’s Speech on the 17th July 2024.

Why do APSCo UK and OutSource have a manifesto?

It is an opportunity to publicise the sector and our trade body. It outlines our members’ concerns and their priorities for growth and contains our proposals for policies that government should adopt.

Running a manifesto campaign is an effective way to build relationships and to influence policy and laws.

APSCo and OutSource represent their members at multiple government committees, consultations and calls for evidence every year.

Only by being a member of APSCo UK and OutSource can recruiters know that their individual struggles and concerns are fed into our policy asks.

Read more on our 2024 Manifesto at:

<https://www.apscooutsorce.org/public-affairs-policy/2024-manifesto.html>

APSCo Influence



Weekly Political Monitor bulletin



Public Policy Representative Groups



Route to feed into consultations and politicians



Expert advice from our political advisors



Global member projects including AI and regulation of the highly skilled

APSCo Events

Expert presentations at Members’ Meetings, Sector Meetings & Forums



Member round table events and lunches



Dedicated webinars from legal recruitment specialists



Members can contact our Global Public Policy Director, Tania Bowers
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Recruiters interested in membership can contact
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