Sustainability Guidance for Employers

The Student Skills and Employability team is working to put sustainability at the heart of everything we do- from the promotion of vacancies to careers events. We aim to work with organisations who share the same sustainability values.

Students Skills and Employability and the Careers Service have signed the [Sustainable Recruitment Alliance Pledge](https://sralliance.co.uk/) to promise the following:

* We will review our early talent recruitment, identifying opportunities to cut waste and make carbon savings.
* We will reduce accordingly, taking real and measurable action to ensure the sustainability of anything we do in the early talent space.
* We will report our activities annually to the Sustainable Recruitment Alliance allowing the Alliance to build an impact report.

Whilst we will not exclude any organisation from promoting their opportunity, as long as the organisation and the vacancy is approved in line with all other requirements outlined in the [vacancy handling policy](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.stir.ac.uk%2Fmedia%2Fstirling%2Fservices%2Finternal%2Fcareers-and-employability%2Fcareers%2Fdocuments%2FVacancy-Handling-Policy.docx&wdOrigin=BROWSELINK), the Student Skills and Employability team will:

* seek ways to showcase and champion organisations and vacancies that promote sustainability.
* support students and graduates to make values-driven career decisions.

Employer Events and Workshops

Tops tips and things to consider when attending our events:

* More sustainable ways of travelling to events/workshops – car sharing, public transport, walking or cycling significantly reduces your organisations carbon footprint.
* Reduce or eliminate paper from your marketing materials – sourcing more eco-friendly suppliers or using QR codes to direct students to your organisation’s web/careers page.
* Reduce the amount of promotional merchandise purchased for events. Phase out merchandise made from textiles and favour products manufactured from recycled rather than virgin materials.
* Recent data shows that around 42% of students/graduates are not influenced by free merchandise and 67% (Cybil Research) have said it’s not needed as they already have enough. This will not only save you money but also increase your brand awareness of sustainability impact.
* Promote your Mission, Vision, and Values as well as sustainable company benefits at events.

Further information and guidance- [Resources | Sustainable Recruitment Alliance (sralliance.co.uk)](https://sralliance.co.uk/resources/)