

Hidden Talent Survey

Thank you for taking the time to fill in this survey. This survey aims to understand the barriers faced by underrepresented groups when accessing employment opportunities, and what can be done to address these barriers. We hope to understand your needs and aspirations when it comes to employment, training and further education. In particular, we are really interested to hear from those with additional support needs, who do not have an EHCP, or do not qualify for support from Adult Social Care.

All responses are strictly confidential, and your data will be used in-line with our data protection policy which can be found [here](#).

Accessibility Statement

This survey is compatible with speech recognition software and screen readers. Screen Reader Accessible, Large Print and Easy Read versions of this survey can be found at the bottom of this page under 'related documents'.

For those with a hearing impairment, please feel free to use our alternative SMS mobile number: 07917 087560.

If you require this survey in an alternative format, please email the contact centre at the following address:

contactcentre.adminhub@surreycc.gov.uk For more information on the accessibility of Surrey Says, please see the [Delib Accessibility Policy](#).

About you

1. What age group are you in?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75-84
- 85+

2. Which district or borough do you live in?

- Elmbridge Borough
- Epsom and Ewell Borough
- Guildford Borough
- Mole Valley District
- Reigate and Banstead Borough
- Runnymede Borough
- Spelthorne Borough
- Surrey Heath Borough
- Tandridge District
- Waverley Borough
- Woking Borough

3. Which of the following apply to you? If you are completing this survey on someone's behalf, please choose which of the below applies to them.

Please select as many of the below options as you wish.

- I have Autism
- I have a long-term health condition(s)
- I am a carer
- I have special educational needs
- I have a learning disability
- I am ex-service personnel
- I have a sensory or physical impairment(s)
- Prefer not to say
- Other

If other, please specify here:

4. Are you employed or in education/training at the moment or have you been employed or in education/training in the past?

By 'education/training' we mean study or training after secondary school education.

- I am employed currently
- I am in education/training currently
- I am unemployed however have been employed in the past
- I am unemployed however have been in education/training in the past
- I have never been employed or in education/training
- Prefer not to say

Your previous experiences in employment

5. What type of employment is or was your current or most recent employment, training or education role? If you have never been employed or in training/education, please skip to question 7.

- Short-term employment
- Long-term employment
- Full-time employment
- Part-time employment
- Free-lance work
- Self-employed
- Apprenticeship/internship opportunities
- Full-time education/study
- Part-time education/study

6. In your current or most recent employment, training or education role, do you feel the right support is/was in place?

Answer 'Yes', 'No', or 'Not sure'. Please state answer here:

If you selected yes, please describe what support was in place. If you selected no, please describe what support you wish was in place.

Barriers to accessing employment, training and further education

7. What is currently stopping you from accessing employment, training or further education?

If you are comfortable to, please describe what these barriers mean for you in practice e.g unable to work 9am-5pm'.

8. How would you categorise what is stopping you from accessing employment, training or further education?

Please select as many of the below options as you wish.

- The application process (including CV writing, cover letters, interviews etc.)
- Transport
- Working hours / patterns
- The right job opportunities do not exist
- Confidence
- Fear of losing benefits
- Social skills
- Organisation

- Motivation
 - Stress
 - Mental health
 - Anxiety
 - Lack of support to get a job
 - Lack of support to maintain a job
 - Lack of understanding of what I can achieve
 - Employers attitudes
 - Digital skills or accessibility
 - Lack of educational qualifications
 - Workplace is not accessible
 - None
 - Other
 - Prefer not to say
- If other, please specify here:**

[Support to access employment, training, and further education.](#)

9. Do you know where to go for help in accessing employment, training, or further education?

Answer 'Yes', 'No', or 'Not sure'. Please state answer here:

10. Are you currently accessing any services to help you access employment, training or further education?

Answer 'Yes', 'No', or 'Not sure'. Please state answer here:

Please feel free to tell us what support services you are accessing currently:

11. Please tell us what type of support would help you to overcome barriers to accessing employment.

12. Please rank the support options below on a scale of 1-5 - 1 being Not at all important and 5 being very important. Please write the number 1-5 next to the option.

- Assistance with necessary digital skills
- More employers showing a commitment to hiring from underrepresented groups

- Assistance with finding job opportunities and the recruitment process
- Accessible recruitment processes, e.g knowing the questions in advance
- Access to professionals such as mentors, advocates and specialist advisers
- Assurance that a workplace will be accessible
- Assurance that technology will be accessible
- Equipment and support to work from home
- Guidance on asking for reasonable adjustments in the workplace
- Flexible working hours
- Advice to help me understand my legal rights at work
- Advice and guidance on how employment will impact universal credit (PIP, benefits, etc)
- I don't know

13. What support would help you overcome barriers to accessing training/further education? Please rank the support options below on a scale of 1-5, 1 being Not at all important and 5 being very important.

Please write the number 1-5 next to the option.

- Advice of how doing training courses or further education courses will help me progress into a chosen career
- Assistance with necessary digital skills
- More adult learning courses/classes
- More education providers showing inclusivity of those from underrepresented groups

- Assistance with finding training and education opportunities
- Assistance with application processes
- Assurance that a workplace will be accessible
- Assurance that technology will be accessible
- Guidance on asking for reasonable adjustments in education/training settings
- Being able to complete training and education virtually from home
- Advice to help me understand my legal rights at work
- I don't know

If there is another type of support which would help you to overcome barriers to accessing education/training which isn't listed above, please tell us about this here:

14. Have you tried to access employment services but not been able to?

Answer 'Yes', 'No', or 'Not sure'. Please state answer here:

If you were unable to access employment support services, please tell us why you were unable to.

Your future employment preferences

15. What type of employment are you interested in?

Please select as many of the below options as you wish.

- Short-term
- Long-term
- Full-time
- Part-time
- Free-lance work
- Self-employed
- Apprenticeship/internship opportunities
- None
- Other

If other, please specify here:

16. If applicable, what type of education or training are you interested in?

17. What type of job or area of work interests you most? Please list up to three jobs or areas below:

18. Have you found these job opportunities exist and are they accessible to you?

Answer 'Yes', 'No', or 'Not sure'. Please state answer here:

19. Finally, if you are happy for us to contact you about further research in this area please input your email here.

Thank you for taking the time to complete this survey.