

Shortlisting to interview timescales

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45 per cent of the sample started in role within eight weeks (about two months) of them being shortlisted for interview. This has declined from 58 per cent in the first survey, however the question responses were slightly different for this question.

Five individuals commented that their start date was much quicker:

“I went on bank straight away then got a job offer for September.”

“I was offered a job the same day once I had completed my interview, then the process began.”

“One day.”

“Within a week.”

“Two weeks.”

Many participants commented that they waited a long time between being offered the job and the point when they started in post. However, waiting for DBS clearance to come through or for references from a previous employer are often cited as reasons for these delays.

“Got the job in May, started in September (DBS took a long time).”

“Four months (DBS check).”

“Nearly three months due to the length of time it took for my DBS to go through.”

“I can't pinpoint the exact number of weeks however I got the job in April/May but did not start until September due to long DBS wait and supervisor annual leave in August.”

“Got offered the job in the January and took until June to start.”