

## **Clarification Questions – Good Recruitment for Older Workers: Understanding the recruitment landscape and system in the context of older applicants**

- 1. The bid materials allude to a potential second phase. Could you share more information about that phase? How does participation in the first phase affect the likelihood of participating in the second phase?**

There will be a second phase, but we cannot provide too much detail at this point. It will broadly comprise of an iterative process of designing, prototyping and testing a new approach/new approaches directly with employers and/or recruiters. Bidding for any work at this stage will not affect your ability to bid for the next stage.

- 2. Will data used in connection to this project need to be stored on servers in the UK?**

If data is intended to be stored outside the UK then additional consent will be required from each participant to do so.

- 3. Is there a minimum number of focus groups/interviews that Centre for Ageing Better would like conducted?**

No. We are looking for bidders to balance cost with robustness of approach and appropriateness of sampling.

- 4. Is there a particular deadline the project is working towards, and if so, what is it? Are the proposed timelines flexible, and if so, to what extent?**

We would prefer this project to be completed in the 3 months stated but would be willing to extend this slightly if the reason for doing so is clearly justified within your bid. It is important that this project is finished in time to feed into the early stages of the second phase of GROW, described in question 1.

- 5. Our costings are commercially sensitive. Can it be clarified that any costings information included in our ITT response will remain confidential?**

Costings will remain completely confidential and will only be seen by those reviewing the ITTs as part of the shortlisting process.

- 6. Will Centre for Ageing Better help provide access to / recruit sample populations for primary research?**

Generally speaking, Centre for Ageing Better has no direct access to sample populations for primary research and we will be expecting bidders to outline clearly how they intend to recruit for any fieldwork.

- 7. Do you have some existing links into employers and recruiters that you could share with the successful supplier?**

We have existing links with some employers and recruiters and will be able to share them with the successful supplier. However, bidders should not be reliant upon this as a method of recruitment for fieldwork.

**8. Aside from considerations about specific activities, is Centre for Ageing Better agnostic to what type of approach is taken and what field of research the work is grounded in?**

We are open to a wide range of suggested approaches as long as bidders explain and justify how the approaches will answer the research questions set out in the ITT.

**9. Is there any additional guidance or limit on what level of rates are deemed acceptable?**

We have no guidance on what level of rates are acceptable, but as per the criteria set out in the ITT will be looking at the cost of bids alongside the skills and experience of the team and appropriateness of methods.

**10. Are you interested in targeting particular sectors, industries and/or occupations with this project?**

We are looking for bidders to suggest sectors and/or occupations in their sampling approach, giving an indication as to why they have chosen them.

**11. When you refer to age bias, do you mean specifically towards those aged 50 – 64?**

In the context of this ITT when we refer to age bias we mean bias directed at those aged between 50-69. However, we appreciate that ageism can manifest differently in different contexts (i.e. the perception of who is 'old' may vary from workplace to workplace, sector to sector etc.) and so are open to ways of capturing this.

**12. When you refer to age-related recruitment trends changing in the future, what are your expectations of what this would include?**

Our expectation is that it would involve interrogating emerging trends in recruitment in the context of age bias and what these trends might mean for older workers in the future.

**13. What is meant by 'Primary' Quantitative data to fill any gaps?**

By "primary quantitative data to fill any gaps" we mean that if bidders think that it would be useful to directly collect quantitative data alongside collection of qualitative data and analysis of secondary data then we are open to that suggestion.