



Supporting people with energy-limiting conditions at work

Data, insights and solutions from Astriid's *Invisible Talent Pool*

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Our mission

Connecting people with long-term health conditions with meaningful work since 2017

Our Partners



Our Invisible Talent Pool

73% educated to degree level or above

77% have 10 or more years' work experience

88% have an energy-limiting health condition

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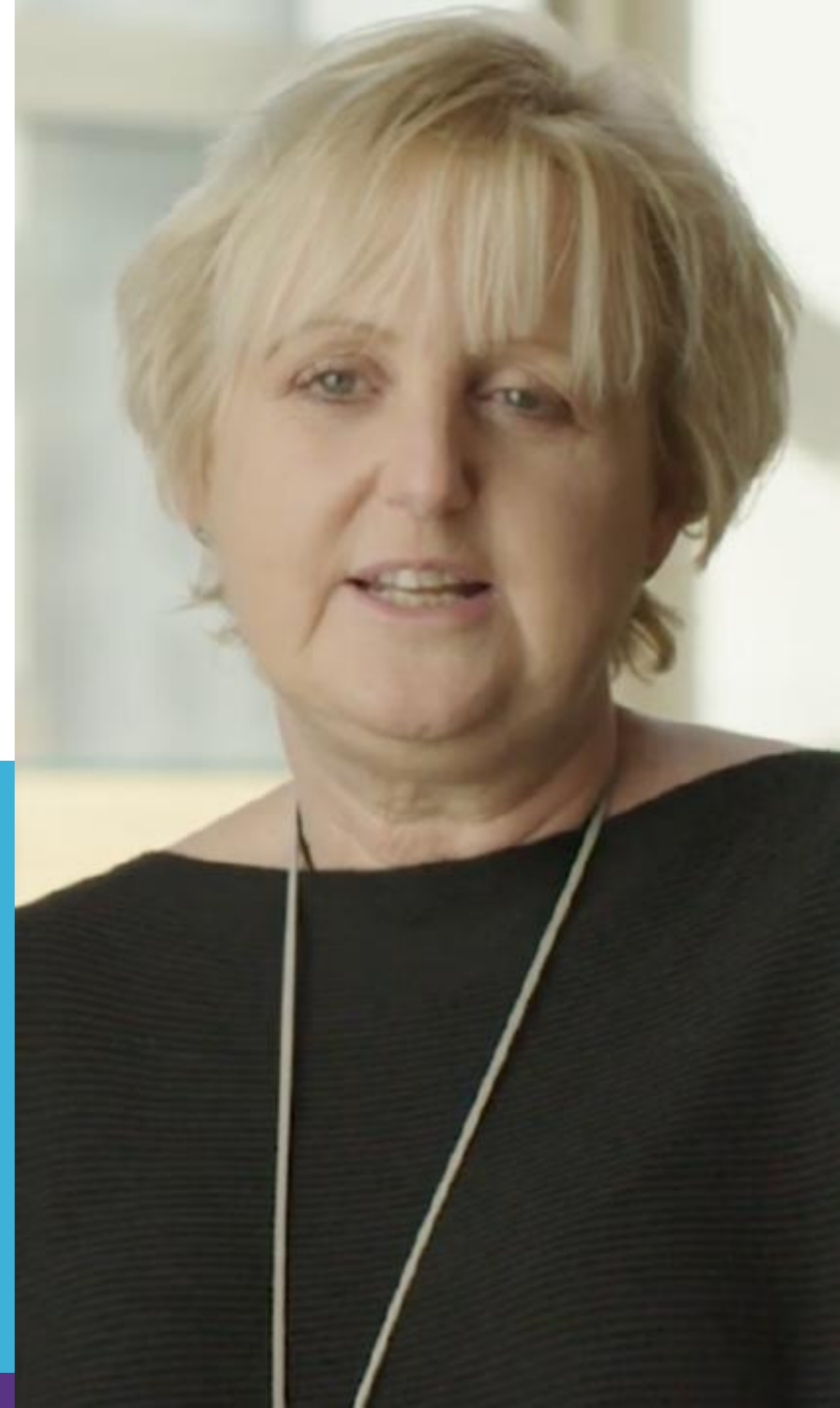
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Why Do We Do It?

Addressing a major social issue in the UK today, that was made worse by the pandemic

“The diagnosis of a long-term health condition makes it difficult, or impossible to carry on your role. You still have the skills and experience that you have spent your life building, but you cannot apply through the normal channels.”

Debra Montague

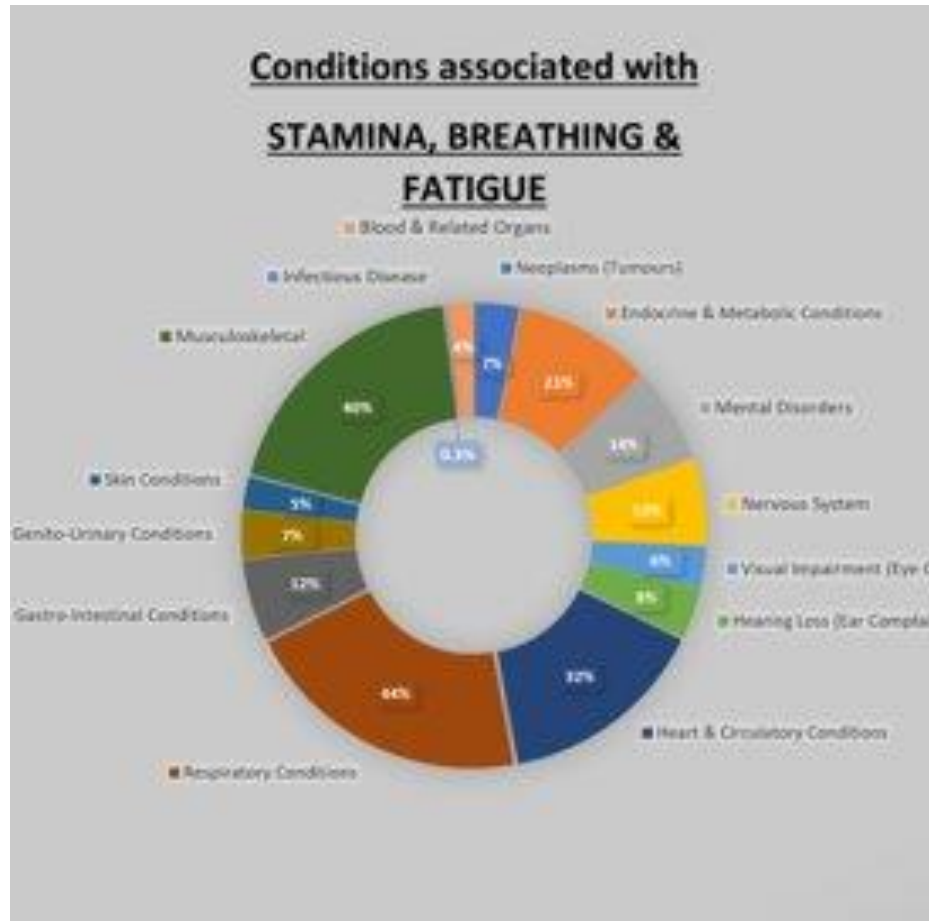


Who is affected by an energy-limiting condition?

1 in 3 disabled people of working age in the UK has 'impairment of stamina, breathing or fatigue'. DWP Family Resources Survey.

4.7 million people in the UK

Conditions include: **fibromyalgia, Long Covid, ME/CFS, lupus**, as well as respiratory conditions; musculoskeletal conditions; heart and circulatory conditions; endocrine and metabolic disorders; neurological disorders; gastrointestinal disorders, and **more**. Health Survey for England 2014.



Source: Health Survey for England 2014

Barriers to getting and staying in work for people with energy-limiting conditions

Early findings from
Astriid's survey 2023

Lack of flexible working opportunities

84% need to work from home

80% need flexible start and finish times

75% need autonomy over working times

Flexible working must be built into job design at the point of hire, not granted as a perk once in a role.

Poor awareness and understanding

88% of our candidates are looking for an employer who understands the impact of long-term conditions at work

Energy-limiting conditions must be recognised as a type of disability requiring awareness-raising and training for managers and staff

Stigma of disbelief inhibits disclosure and support

70% frequently told "You don't look disabled".

69% say identifying as disabled brings risk of hostility (*Chronic Illness Inclusion Project*)

Employees with ELCs must be empowered to identify as disabled and seek workplace adjustments

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**Experts on long-term
conditions at work**

Training and e-learning

Develop managers' confidence and skills and raise awareness of energy-limiting conditions at work

Assessment and accreditation

Supporting you to become an employer of choice for people with long-term and energy-limiting conditions

Research

Gain insights into employee experience and workplace culture with our survey framework and focus group service

Our training and consultancy program

Inclusive Recruitment

Helping you reach and attract an invisible talent pool and remove the barriers to success

Empowering performance

Through effective workplace adjustments, confident communications and enabling trust

Managing long-term sickness absence

Enabling you to avoid talent loss through best practice in sickness absence management and return to work

Training workshop

Inclusive recruitment for people with energy-limiting conditions

- Learn about the value of people with ELCs in the workforce.
- Understand the barriers faced by candidates with invisible disabilities and ill-health career breaks in the recruitment process.
- Respond appropriately to disclosures of health and disability during recruitment
- Ensure your job ads, platforms and processes are accessible and inclusive.
- Develop creative employment solutions that level the playing field for people with energy-limiting conditions

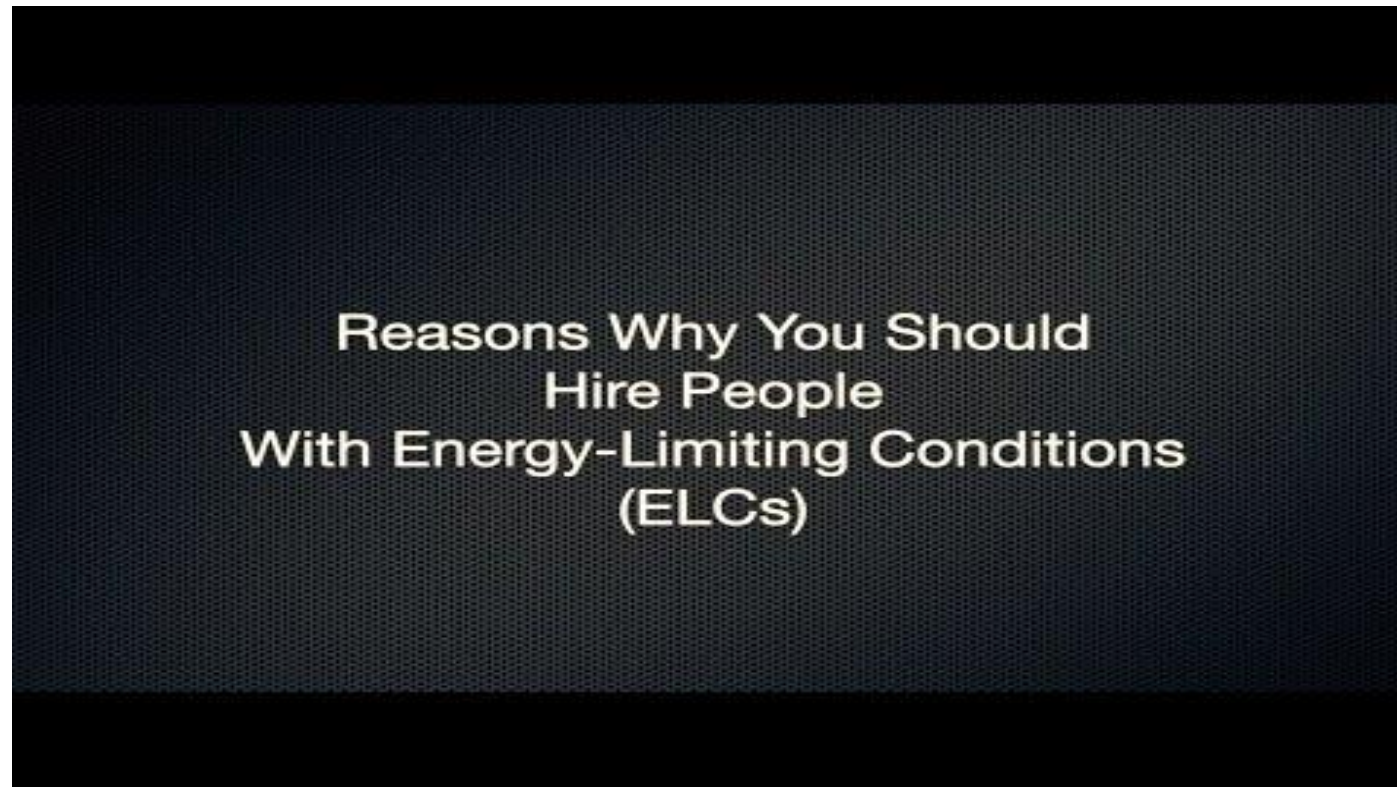
A 2-3 hour online workshop for up to 30 people

Cost: from £2,700



The value of people with energy-limiting conditions to business

Video: Reasons why you should hire people with energy limiting conditions



<https://youtu.be/IEyJPAShUvw>

Contact us

"The time to include
**energy-limiting
conditions** in your
**Diversity, Equality and
Inclusion** strategy is now"

Catherine Hale, Head of Astriid
Consulting

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Further reading

With the growth in home-working, everyone seems to be saying the future of work is flexible, with the Government pushing new legislation. But Catherine Hale, FRSA, says that for disabled people, proposed laws don't go nearly far enough.

Royal Society of Arts, 2022. Comment piece. <https://www.thersa.org/comment/2022/04/flexible-working-disability>

Chronic illness is an increasing problem in the workforce. 1 in 2 prime age workers is 'exhausted'. University of Melbourne, 2023 **State of the Future of Work** <https://www.work-futures.org/publications>

Employment and long-term illness: The Invisible Talent Pool. Astriid research report 2021. <https://www.astriid.org/reports/astriid-report-employment-and-long-term-illness/>