

LINKS

Very few people have 'jobs for life' now but face what is known as a portfolio career although this may not be by choice. LINKS helps men and women to develop their career, plan a career change or return to work. The lead adviser, Ann Swain, has had a portfolio career herself, worked part-time, returned to work after a break and changed career, so knows at first hand many of the challenges faced by clients.

LINKS can provide different levels of support, whether it is word processing CVs, or working with clients to develop an effective CV, especially for those wanting to return after a break. In this situation it is important to recognise the skills and experience gained in any voluntary work as well as previous employment.

More in-depth career guidance is also available for those seeking help after redundancy or wanting to change career. This may involve the use of a computer-based assessment of interests as well as discussions leading to the development of an action plan involving CV preparation, job search, job applications, and interview techniques.

LINKS can also work with employers who are having to make some staff redundant and wish to provide a support package for those affected.

LINKS is also the local contact point for FairPlay SE/Seequality and provides advice to individuals affected by possible discrimination issues as well as workshops or consultancy to businesses and organisations on good practice in recruitment, discrimination in employment and service delivery. With the new legislation on race, disability and gender equality, as well as age discrimination, there are many risk areas which we can help individuals and organisations to avoid.



As a result, some of the information that traditionally has been included on a CV, such as date of birth, should no longer be included and should not be requested in the main body of an application form.

For more information or for an informal chat on how LINKS can help, please call 01403 739373 or email links@horsham.co.uk