

POTENTIAL EXISTS EVERYWHERE. OPPORTUNITY DOES NOT.

A workforce strategy for the future of work

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PEOPLE-FIRST FM



ISS: One of the world's largest employers

350,000 colleagues worldwide

ISS is one of the world's largest employers —larger than many globally recognised organisations.

As this scale, we are not just filling roles.

We are shaping careers, labour markets, and access to opportunity.

And that has implications for the workplace.

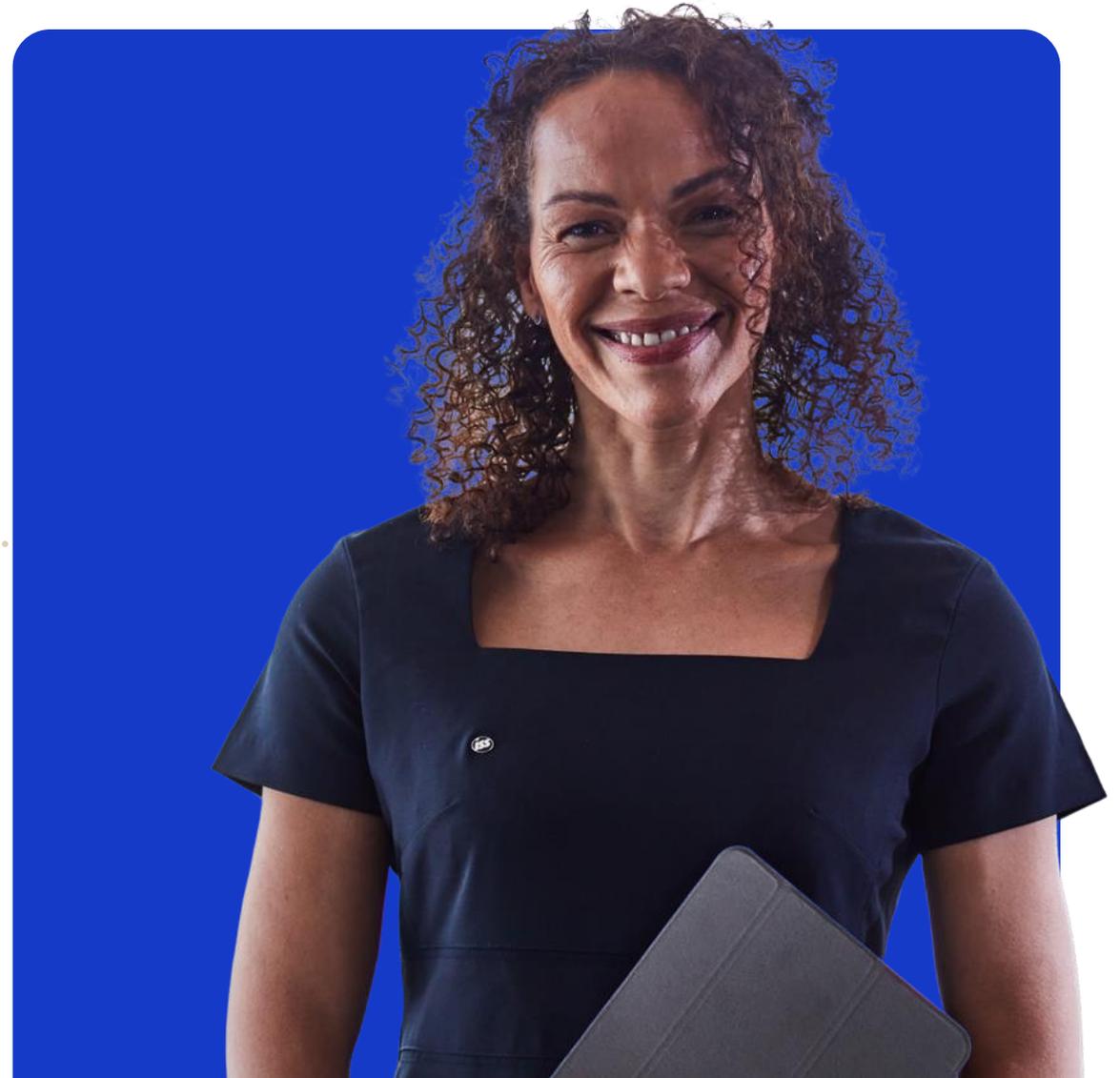


Potential exists everywhere. Opportunity does not.

Social Mobility is about widening access to opportunity —particularly for those who face barriers to it.

For organisations operating at scale, this is not CSR.

It is workforce strategy.



Our Vision

Build futures by widening access to opportunity – through ISS and beyond ISS.



Our Mission

Our mission is to make progress possible for people who face barriers to opportunity.

Not as a programme.

As a principle.



What this looks like in practice

Building skilled futures at scale

500+ apprentices at any time

50:50 gender split

Addressing talent challenges through Apprenticeships – Engineering, Data, Leadership Diversity

Opening doors others close

300+ hires from disadvantaged backgrounds in 2025

130 refugees

Challenged accommodation-based vetting barriers

80% conversion from supported placements

Investing beyond our walls

£1.6m apprenticeship levy gifted annually

Targeted at disadvantaged young people, disability and mental health support

This is not philanthropy. It's building the workforce the future needs.

Why this matters for workplace futures

When access to opportunity widens:

- Engagement increases
- Retention strengthens
- Skills shortages reduce
- Leadership better reflects the workforce
- Innovation improves
- Workforce resilience increases

And ultimately:

You create a workforce ready for the future.

