

# Recruiting disabled talent...

**The need to attract, retain and develop an inclusive workforce that reflects the communities you serve has never been so important.**

Disabled people make great employees, bring the skills, motivation and dedication any successful business needs. But, how do you make sure you are able to attract and develop the very best people for your business?

**We will help you every step of the way**

Rest assured that what may seem daunting and complicated at first, will become much easier with our help.

For more than 70 years, we have supported over 2,500 employers in every sector to realise the benefits of recruiting disabled people. So, we know a thing or two about how you can access an often forgotten pool of talent.

By working with your business to fully understand your recruitment needs, we can bring you the right individuals for the right roles - saving you both time and money.

We have developed a range of services to help employers like you, these include:

## Direct hire

Standard recruitment processes can be a barrier for disabled people and those with health conditions. A structured, simple approach, providing visibility and access to your job opportunities, creates a level playing field to succeed in gaining employment.

This may include simple adjustments to the recruitment process at application stage, or conducting interviews in a different way - such as working

interviews and work trials. Working directly with your business, we can ensure individuals understand your business, job expectations and are fully prepared for the role, leading to higher success rates in recruiting the right person for each role. This also helps reduce staff turnover, therefore saving you both time and money.



## Pre-employment

This programme offers a bespoke and structured approach to work placements, incorporating pre-placement and workplace learning. The programme enables you to build disability confidence across your organisation by establishing a buddying and mentoring network, and offers disabled people valuable work experience and a proven routeway into employment.

Designed in partnership with you, we will create a programme that gives individuals a clear understanding of your culture, values and expectations. It also provides them with structured work experience in a live environment with agreed learning outcomes - with the opportunity to access job vacancies on successful completion of the work placement.

Pre-employ programmes can create a talent pool ready to move into employment when roles become available. New recruits that have participated in a Pre-employ programme can have accelerated levels of productivity and better retention rates as they are already familiar with the role.

## Supported internships

The percentage of people with learning disabilities in work is shockingly low, with less than seven per cent currently in employment.

Supported internships give people with learning disabilities valuable vocational experience and aid in the transition from education to employment. This programme is designed to equip young learners with the necessary skills they need to gain employment through learning in the workplace.

We provide a dedicated Job Coach for the duration of the programme and the participants continue their learning, gaining accreditation where appropriate.

You not only have the opportunity to employ successful interns, but also benefit from a positive change in your working environment, with colleagues having a key role to play in shaping the future of this under-represented group.

Whilst these are some of our existing routeways our current employer partners use, we can of course; design and deliver a programme that meets your needs and helps you achieve your goals.

## Contact us:

If you would like further information on how we can help your business, please get in touch:

e: [employers@remploy.co.uk](mailto:employers@remploy.co.uk)  
w: [www.remploy.co.uk/employers](http://www.remploy.co.uk/employers)

## Traineeships

Aimed at 16-24 year olds.

Traineeships engage learners who are work focused but not yet work ready - needing additional support to move into an apprenticeship or sustainable employment.



People of all abilities can thrive...

All trainees participate in a structured period of preparation prior to going into the workplace, ensuring they have a clear understanding of expectations.

We provide ongoing mentoring and in-work support to the young person, their families and the employer to ensure everyone gets the most out of this experience.

Following the work placement, Remploy will provide continued support to the learner to identify suitable employment opportunities.

## Highlights and successes

“As Marks & Start’s disability partner, Remploy provide our participants with valuable experience that will improve their CV and offer them an opportunity in retail that is second-to-none.”

Marks & Spencer

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