

Our employer led programmes...

Remploy recognises the need to equip people with the right skills in order for them to progress into work, meet their career aspirations, and match the business requirements of our employer partners. We take pride in our partnerships co-designing targeted skills and employability programmes for disabled people and those with health conditions to aid in their successful journey into work. Below are a few examples:

Lloyds Banking Group - Disability Work Experience Programme (DWEP)



Lloyds' Disability Work Experience Programme (DWEP), now in its fourth year, is designed to offer individuals with a disability or health condition, a structured work placement within the banking group. To date, over 270 participants have benefited from this structured programme.

This national programme operates throughout the whole of the banking group, in all divisions and departments so the experiences are diverse.

Lloyds has responded to feedback from Remploy and individuals, and have incorporated changes to the programme, which has resulted in it being accessible to wider groups of individuals than before. It is designed to offer 'work readiness' to individuals that may not have current or any experience of the workplace.

In recognition of the needs of Remploy, managers who take placements are encouraged to incorporate employability skills training, so that individuals get the additional benefit of workshops such as CV building, interview techniques and mock interviews during the placement.

Lloyds recognise that the programme raises disability confidence within the group and feedback from the teams is overwhelmingly positive, Lloyds have committed to funding throughout 2017/18.

MITIE - Think Differently



In partnership with Mitie Property Management, Geasons and the National Autistic Society, Remploy was awarded a contract through the Construction Industry Training Board (CITB). Collectively we have designed a 12 week bespoke training programme which aims to support disabled individuals and improve their prospects of securing employment within the construction industry. This could include entering further education, training or gaining employment upon completion of the programme.

The programme aims to provide 60 disabled individuals across England, Scotland and Wales, with the opportunity to pursue a career within the construction industry through a programme which involves two weeks pre-placement learning, eight weeks work experience and on-the-job training followed by two weeks of pre-employability skills to improve the participant's prospects of employment.

To supplement the placement programme, Remploy is creating a network of Disability Champions across MITIE Property Services to offer job coaching support to programme participants, building internal capability and capacity and assisting MITIE in their journey towards disability confidence.

Premier Inn - Supported Internships, Gloucester

In partnership with Gloucestershire College and Premier Inn, Remploy has been delivering a Supported Internship Programme to develop the employability skills and work experience of young people with a learning disability between the ages of 16-24 years. The programme is full-time for one year, with the young people gaining a mixture of hands-on practical work experience and classroom-based employability skills.

The programme commenced in 2015 (with 12 young people) and is now moving into its third year. Remploy worked with seven Premier Inn hotel sites during the first year of the internship and their commitment helped make the programme a resounding success. Remploy Job Coaches are embedded in each hotel to help interns learn skills and also to provide assistance to Premier Inn staff on how they can help the interns develop their skills and work ethic. At the end of the programme, the Job Coaches support the interns to find permanent employment, either with Premier Inn or wider employers.

The Gloucestershire programme received a stamp of approval from a joint inspection by Ofsted and the Care Quality Commission which described it as 'highly effective'. The inspection letter said "The 'supported internship' pilot has resulted in a marked increase in young people who have special educational needs and/or disabilities finding paid employment in their local community."

Remploy is the supported employment partner in a number of Supported Internships and advocates these as the most successful way of moving young people with learning disabilities into permanent employment and sustainable work.



Costa Coffee - Whitbread Investing In Skills and Employment Programme (WISE)



Whitbread Investing in Skills and Employment (WISE) - is a ground-breaking programme that is focused on educating, engaging and employing people, often from difficult backgrounds and supporting them into the world of work.

Remploy's relationship with Costa gives participants access to a four week full time training programme, providing the key knowledge and skills needed to work in the coffee industry and comprises a mix of classroom-based and on the job training - delivered by Costa.

Alongside this there is the opportunity, for participants to:

- Improve and develop the skills to work as part of a team
- Develop communication skills
- Sculpt and shape CV writing
- Learn and practice interview skills.

Participants also have the opportunity to achieve a Level 1 Award in introduction to employment in the hospitality industry.

Successful participants have the guarantee of an interview, and the potential for permanent employment with Costa and receive up to six months support after the programme if required. They are treated as an employed member of the team throughout the programme.

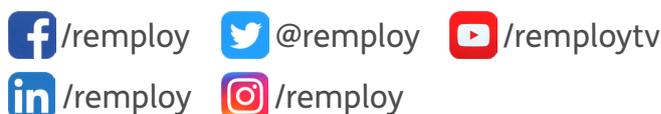
The current programme has been successfully piloted in several sites in the North of England and Scotland, and has rolled out nationally.

Contact us:

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

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