

# Untapped Talent



## Supporting Employers to be Disability Confident

03330 135 438  
[www.ecl.org/inclusive-employers](http://www.ecl.org/inclusive-employers)



**ecl**  
Person-centred care

## Inclusive Employment What is it? Who is it for?

ECL and Essex County Council are collaborating on a ground-breaking project to help adults with learning disabilities and autism to achieve their aspirations of paid employment.

Our specialist Inclusive Employment team carefully select talented candidates to meet the needs of your

business, whilst enabling them to develop their skills and achieve their goal of becoming more independent.

We support our candidates throughout the interview process and induction period, and provide on-the-job coaching and mentoring at no cost to our employers.

Lower  
sickness  
levels

Stay in  
entry level  
jobs longer

Enhance  
employer  
reputation

Loyal  
and  
reliable



## Become a Proud Inclusive Employer

In less than two years of launching the Inclusive Employment programme we have successfully supported over 120 individuals into paid employment.

Reputable employers all over Essex are realising the benefits of offering work opportunities to candidates with learning disabilities, so why not join them and enhance your employer reputation?

Families of  
disabled people  
with an estimated  
spending power of

# £249 Billion p.a

in the UK will  
become your  
customers

Dept for Work and Pensions,  
2014/2015

Our partners include:



## Benefits of becoming an Inclusive Employer

- Inclusive Employment candidates often thrive on routine and repetitive tasks that other employees cannot sustain or find mundane.
- Increased job loyalty and reduced staff turnover, saving you recruitment costs.
- Boost to workplace morale and productivity – the enthusiasm of our inclusive employees can be infectious, and they will wear their uniform with pride.
- Become Disability Confident and enhance your employer reputation.
- Diversify your workforce.
- Shout out loud and proud that you're an Inclusive Employer in your marketing.
- What can be more rewarding than giving someone an opportunity they deserve and empowering them to be more independent?



**77%**  
of the public think  
more highly of  
companies that  
employ people  
with a disability

Charity Awareness Monitor,  
September 2004

## Supporting you every step of the way

We understand that while your organisation may be keen to recruit a candidate with a learning disability, you might have anxieties around the additional support that may be required in the workplace.

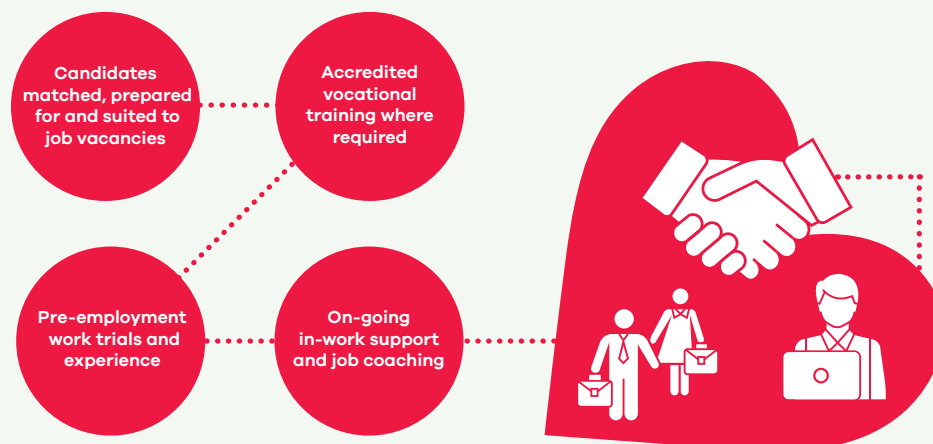
You can be rest assured that ECL will be there to support you every step of the way, from supporting the candidate through the induction process to providing on the job training and continued mentoring for as long as you need us.

We can also signpost you to Government programmes to support employers to recruit and retain disabled workers. These include:

**Work Choice** - a national programme that supports people with disabilities and long-term health conditions into employment.

**Access to Work** - a scheme that funds support for disabled workers and can contribute to the cost of reasonable adjustments in the workplace. Information about these schemes is available through the disability employment advisor at local Jobcentres.

**Inclusive Employment Consultants will guide you through the complete process:**





## Inclusive Employment – an employer's perspective

### Geek Retreat

Geek Retreat is a vibrant cafe venue in Chelmsford, where you can meet, eat, trade, and game in all things geeky.

Richard, the owner of Geek Retreat Chelmsford, explains "I wanted to create an inclusive venue where everyone would feel safe and comfortable to come along and have fun.

I was open to the idea of employing someone with a learning disability as it fitted in well with our inclusive ethos. I did have some concerns about the level of support that the individual would need, but Caroline the Inclusive Employment Consultant at ECL assured me that Ellen, the candidate she had in mind, would be capable of the job and that she would be on hand to give Ellen all the support she would need, for as long as needed.



“

**It has been great to give Ellen the opportunity of employment, she is more than capable of doing the job and it's reassuring to know that both Ellen and myself have the back-up from ECL if needed, I would definitely recommend inclusive employment to other employers.**

**Richard Trower,**  
Owner  
Geek Retreat

”

I had over 200 applications, but I could see that Ellen had the relevant skills having previously worked in a café at ECL Greenacres. Ellen gave some exceptionally good answers in the interview, better than many of the other candidates – it was apparent

that she was well prepared, and most importantly, she showed she really wanted the job.

Ellen has fitted into the Geek Retreat team very well; the other staff have commented that she makes their jobs much easier."

For more information, please contact:  
[Inclusive.Employment@essexcares.org](mailto:Inclusive.Employment@essexcares.org)  
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## Inclusive Employment – an employer's perspective



### Rollerworld

Rollerworld is an entertainment and leisure venue based in Colchester.

Anne Khan, director of operations explained "at Rollerworld we do not see disabilities as a hindrance to employment, our staff just need a keenness to work hard and as part of a team. We feel that everyone should be given a chance to prove themselves."

Inclusive Employment candidate, Billy did a one-month work trial at Rollerworld, closely supported by Inclusive Employment consultant, Beth Durling.

“

**We employ several employees with additional needs and are committed to supporting them in any way we can to be successful in their roles. Employing Billy has certainly been a huge success and he has received some very positive reviews from our customers.**

**Anne Khan,**  
Director of Operations  
Rollerworld

”

Anne explained, "in the very early days there were a few teething problems as Billy was initially very shy and struggled to get to grips with certain tasks, but Beth was always there to help both Billy and us.

Billy has now settled into his role very well and is able to run our skate hire and deli counter without supervision, he has even started to support and train new employees to do the same role as himself!"

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## Inclusive Employment – an employer's perspective

### Langdon Hills

One Essex employer to have embraced the Inclusive Employment scheme is Langdon Hills Golf Club.

Already employing 60 people the Course Director Tony Dunstan and his team took the decision to become more inclusive and after consultation with ECL, they interviewed and offered a job to ECL candidate, Joshua.

Tony explained "ECL's Inclusive Employment Consultants have been very supportive throughout the recruitment and induction process, they created simplified versions of our risk assessments and working practices to make them easier for Joshua to understand – something I wouldn't have considered without their guidance."



“

**Joshua has settled in as a ground's maintenance operative exceptionally well, his timekeeping is excellent and his commitment to work is 100%.**

**Tony Dunstan,**  
Course Director  
Langdon Hills

I must admit that initially we were concerned on how Joshua would integrate into the team and how we could adjust our working practices to accommodate his needs. But after the first few days it was enlightening to see how employing Joshua has bought the team closer together.

The future at Langdon Hills is promising, we hope to offer more inclusive employment opportunities to people in our community and it's heartening that the response from the membership at the club has been 100% supportive."

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To register your interest in becoming  
an inclusive employer visit:  
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**[Inclusive.Employment@essexcares.org](mailto:Inclusive.Employment@essexcares.org)**

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