

EMPLOYER GUIDE



Find your next great hire
- it's simpler than you think.

www.empoweremploy.org.uk

Real results for your business:

- Research shows that employees with learning disabilities are more likely to stay in their roles long-term, bringing loyalty and stability to your team
- Inclusive hiring builds trust. 87% of consumers prefer to support businesses that employ people with disabilities, helping you better reflect the community you serve
- Hiring people with learning disabilities has been shown to improve team morale, collaboration, and performance
- Support, advice and access to trainees to help solve your recruitment challenges and improve workplace diversity - [find out more.](#)

How does it work?

1

Fill out a contact form to express your interest in finding out more about inclusive hiring

2

Have an informal chat with our Head of Empowering Employment about how we might help

3

We will come and visit you, meet your managers and leaders and help carve roles and help with recruitment challenges

4

We will create bespoke packages of support for each role, working in partnership with you and your employees

5

Regular catch ups ensure we can help you to make your experience of inclusive hiring as successful as possible

'Try it - you'll be pleasantly surprised by the work ethic and the support you receive.'

Luke, Mechanic Mentor at Voi Scooters



voi.

Our impact

The last year has been a transformative one for our work creating inclusive work opportunities for people with learning disabilities.

We have worked tirelessly alongside employers to foster workplaces that embrace inclusivity. We have seen first-hand the transformative power of employment, not just in providing financial independence, but in building confidence, self-worth, and a sense of belonging.

This is just a snapshot of our progress so far over the past year.



FAQs

What are the benefits for my company?

A committed employee with a learning disability is statistically likely to stay in post much longer than someone without a learning disability. You will also be illustrating your company's social impact, which can help when tendering for contracts. Through Minstead Trust we also have a full marketing team who will help publicise your role in the scheme to local press and to our 35,000 strong digital audience.

Due to grant funding we are currently able to offer some areas of support without charge at the moment, just get in touch for more information.

I don't know if I have a suitable role to offer, how can you help?

Our Empowering Employment team will work with you and your business to scope and carve a potential role. Very often our graduates have unique interests and talents that can improve operations.

Is this a big commitment?

It does not need to be. Hosting a training placements can start from as little as one day a week and employing someone with a learning disability displays its benefits straight away, also we are here to support you and your new employee throughout.

What if we haven't had any experience of working with someone with a learning disability before?

Our Empowering Employment team can provide a range of support to help you, in many cases the people on our programmes have work experience and want to experience a real employment opportunity.

Do you offer advice on how to best interact with people with learning disabilities?

We are available to give advice and support from initial contact all the way through the placement or employment. We can also help with access to disability awareness training for you and your staff. We also provide mentors on-site to help new starters transition into their new role.

I am a small business, that currently cannot employ anyone else? Can I still help?

Yes! Many of our participants need real -world experience to back up their classroom learning. We are always looking for businesses to host volunteer training placements, we encourage you to let them learn from you and help grow your business, hopefully to a point where you can offer them paid work in the future.

What is your experience in learning disability employment?

Empowering Employment is part of Minstead Trust – a charity that supports more than 600 people with learning disabilities along the south coast of England.

The Trust has been supporting people for almost 40 years, but began its employability work in earnest in 2017. Its successful Step Up For Work programme offered learners a structured work skills training pathway with work experience opportunities at the end.

In the last five years our employment work has expanded significantly to work in partnership with other organisations to offer supported internships, apprenticeships and job coaching.

In 2024 Empowering Employment was born, to give even more prominence to this crucial employment support work and ensure we can help even more people into rewarding and life-enhancing employment.

Let us fix your recruitment problems - with people who want to work:

hello@empoweremploy.org.uk