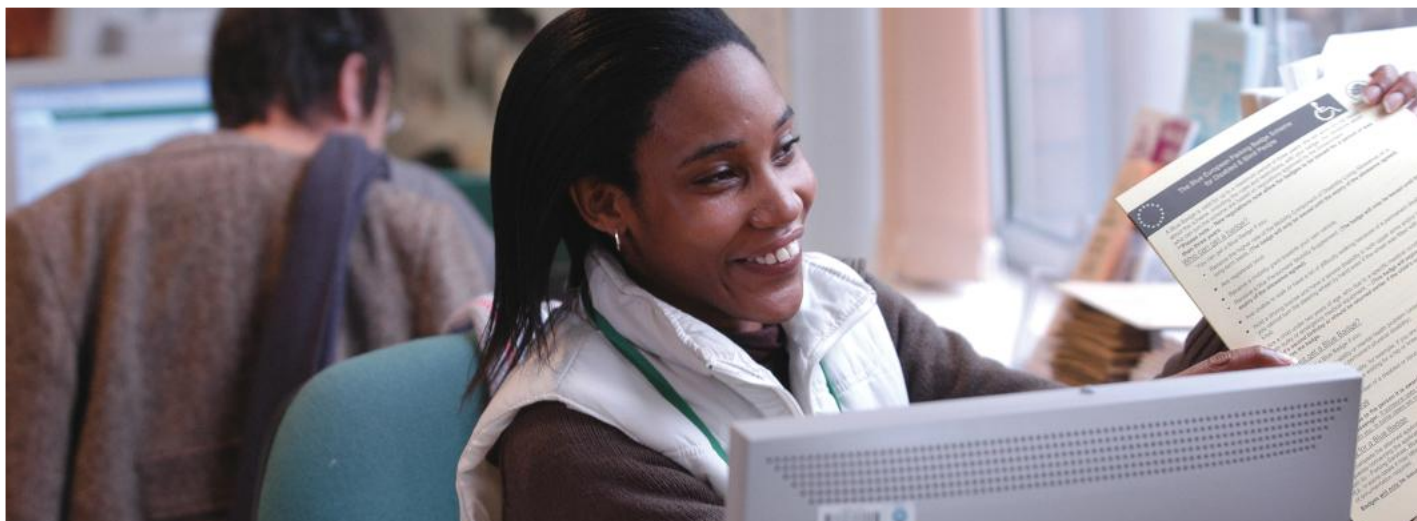




Employ Me

Mencap's employment services





What is **Employ Me**?

Employ Me is Mencap's specialist programme of support to help people with a learning disability get a job. We have proven success rates getting people into employment, combined with a high quality person-centred approach that makes us the leader in this field.

Mencap is the largest learning disability charity in the UK and we pride ourselves on being the voice of learning disability. We have over 35 years of experience in providing a 'one-stop' simple approach for all support needs, ranging from housing, employment, advocacy, education, support, development and leisure. This means that everything we do is about valuing and supporting people with a learning disability, and their families and carers.

We are a well-established and reputable service provider of a wide range of high quality and flexible personal support services. We have a national network but also the ability to provide local and personalised services that allow those using our service to live as independently as possible in a place they choose. In July 2010, Mencap was awarded an overall Grade 2 by Ofsted, showing good development of employability skills and good job coaching to help participants towards unsupported employment.

Our employment services support people with a learning disability to get a job or undertake practical learning opportunities. We provide day and leisure opportunities that are important to so many people with a learning disability, and their families and supporters. We also support people with a learning disability to be part of their local communities, to be empowered and speak up.

How does **Employ Me** work?

We believe the best way to support people with a learning disability into paid employment is through practical support. We will help those that use our service to identify vacancies and provide on the job support, while identifying training needs where appropriate.

We will arrange an initial meeting to discuss what job those using our service would like to do. During this meeting we will determine what level of support and training may be required to make sure we get the right match.

We will provide a coordinator who will work to create and agree an individual **Employ Me** programme of activities, and who are on hand to offer support and advice right throughout the process.

Our package of support is made up of:

Pre-employment support

We can provide the appropriate training, either individually or in small groups, to support and develop the skills needed to get a paid job.

Work trials and placements

We can offer work trials and placements to provide an opportunity of experiencing and developing skills in a real work environment. A work trial will also give the employer an opportunity to make sure that they have the right person in the right role.

Support to finding paid work

Our team will help to search for a paid job with a large number of employers that we have agreements and relationships with, including The Co-operative and Sainsbury's. During this time we will provide support in CV writing and interview preparation. We also hold job clubs locally, which assist in developing IT and interview techniques.

Job coaching and in-work support

We provide high quality and specialist support either in a work placement, work trial or in a paid job to learn new tasks and get used to any changes. This can also involve travel to work training.

Starting work

When commencing paid employment we will offer ongoing support in all of the things needed during this time. We will support individuals to understand any changes to their benefits, help to settle in, understand their wages and holidays. We will also tell employers about any changes they can make to help provide the right support. For example, providing a buddy to work with.

Working with employers

Our employment services team have a great deal of expertise in employer engagement and have strong links with national employers. We ensure there is a smooth journey into a vacancy with the employers that we work with.





David's story

David had been unemployed for over a year and was looking to gain some work experience to find a paid job.

Mencap provided one-to-one support through his job trainer who helped him learn how to search for jobs more effectively. David's job trainer helped him fill in application forms.

David and his job trainer successfully applied to take part in a four-week work trial at the retail store in Derby. David teamed up with a member of the store staff team who worked alongside him. He also received on-the-job support to learn the various tasks and routines from his job trainer.

Following this work trail and with the continued help of his job trainer, David gradually learned to fill in application forms independently by using a few sample personal statements he had previously worked on.

One of the roles David applied for was a cleaning post at Mecca Bingo in Beeston, where he got invited along for an interview.

David was supported at this interview by his job trainer, where he performed brilliantly at the interview and was offered the job.

With the support of his job trainer to learn the job and with all of David's hard work, reliability and willingness to cover other shifts at short notice, he was soon offered plenty of overtime and was eventually offered an improved 16-hour contract. This meant David had achieved his target and could sign off his Job Seekers Allowance.

David continues to progress - he moved onto a full-time post as a waiter at Mecca Bingo and has just started the staff training course.

Contact

To find out more about services in your area contact Mencap Direct on 0300 333 1111 quoting 'Employ Me', email mencapdirect@mencap.org.uk or visit www.mencapdirect.org.uk