Employers Road Map
Supported Employment

Review Your Recruitment and Selection Process
1. Sign up to the Learning Disability Employment Programme
2. Disability awareness training for staff
3. Consider offering supported internships and traineeships
4. Consider employing an apprentice with a mental health condition, learning disability and / or autism

Job Specification
1. Use a strength based approach to capitalise on staff skills to meet your business needs
2. Promote the Guaranteed Interview Scheme
3. Adverts represent diverse staff
4. Easy Read Job Applications
5. Advertised are Online
6. Advertised are for in Post roles

Advertising
1. Demonstrate your Disability Confident Commitment
2. Include an ‘expert by experience’ in the process
3. Consider the Guaranteed Interview process
4. Ensure expert by experience is on the interview panel
5. Introduce inclusive application practices
6. Establish Applicant Mentors
7. Develop a network for disabled staff
8. Consider in-work reasonable adjustments

Interviewing
1. In Post
2. Work with others to develop an action plan which clearly identifies the steps to retain and support the progression of the new recruit
3. Consider Job Carving and Job Design
4. Use the Access to Work scheme
5. Work in partnership with supported employment, job coaches and / or IPS services
6. Consider employing an apprentice with a mental health condition, learning disability and / or autism
7. Consider supported internships and traineeships

It’s good for business...
- Increased productivity
- Reduced staff turnover
- Increased staff morale
- Small costs, big benefits
- Demonstrates your Corporate Social Responsibility

It’s good for the individual...
- Improved health and well-being
- Increased social inclusion
- Contributes to financial independance

Following this roadmap ensures good communication and positive interaction with disabled people in your employment.