



Minstead Trust

Employability

Work placements that benefit your business

People with learning disabilities like Louisa who have graduated from our training Work placements that benefit your business:

- Being ready and willing to work
- Using their training in workplace skills and etiquette
- Being far more likely to stay in a job long term
- Improving the neurodiversity of your workforce
- Taking on roles that you find hard to fill



**Expert support
guarantee**

Feel reassured with our guarantee of support for you and your employee for the entire duration they are with you.

How we can help your business to offer a placement

Employing someone with a learning disability can bring real benefits to your company, but we know the process can seem daunting.

That is why we have an extensive employer benefits package to help you:

- An on-site appointment to offer practical advice on taking on a trainee
- A booked phone call with our Head of Employability, to answer any initial questions you might have
- Structured training programmes and tailored support for your trainees
- Peace of mind knowing that we have given work training to your trainees to help them thrive
- Staff disability awareness training
- Discounted mental health first aider training
- Disability Confident Level 2 and 3 support
- Discounted hire of Hanger Farm Arts Centre
- Introduction to other employers and networking opportunities



'Having a clear and demonstrable social value helps a company to win contracts, as they are able to better differentiate themselves against their competitors. Increasingly, contracts are won not just on price and quality but on the ability to demonstrate a positive social impact.'

Charlie Green, Milestone Infrastructure

Interested in finding out more?

Email enrolment@minsteadtrust.org.uk

Your questions answered



Do the people you are placing have high disability needs?

No – the candidates have a range of disabilities and in most cases they are extremely capable and just require a few minor adjustments for them to be able to do a good job.

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.

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.

I'm a living wage employer – can I host training placements?

Yes, there are clear rules around the living wage, which includes having unpaid staff on site. However, we will support you to transition the training placement into a paid living wage role

What is in it for my company?

A committed employee, statistically likely to stay in post for 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. 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.

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

Our employability 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.



We would like to thank all businesses currently supporting this project, including:

- LUSH
- Beaulieu NMM
- Spinnaker Tower
- Mountjoy
- Nviro
- Maincoms
- Paultons Park
- Portsmouth Libraries

What is Minstead Trust's pedigree in learning disability employment?

Our Step Up For Work programme has run for several years and placed people in paid employment with employees as diverse as Paulton's Park, Milestone Infrastructure and Greene King pubs.

We run several social businesses that provide employment and training placements to dozens of people with learning disabilities each week. Our businesses include an arts centre, wedding venues, cafés and even a jam and chutney company.

Our employment programmes are tightly structured to help people learn the key skills and work experience they need before finding employment. We prepare them for the world of work to ensure they can have the best possible impact for your business.

Do you have any video examples of placements?

Bob was on ITV Meridian talking about his job with Milestone Infrastructure:

www.youtube.com/watch?v=8sBuM1t7awg

BBC South Today at the opening of our new café that offers work experience:

www.youtube.com/watch?v=aVWze6wJods&t

Testimonial

'Since welcoming Rhianne on board in February 2020 she has consistently achieved a good standard of work and continues to work hard. Where any areas of improvement have been identified we have worked with Rhianne to support her development. Feedback from her management team and colleagues has been really positive.'

'We are also really proud to be working with the Minstead Trust. Normalising conversations around employing people with different needs is something that can only benefit businesses, and the opportunities available through the Minstead Trust mean a diverse and committed workforce can feel confident when they emerge into the world of work.'

Zack Maynard, Human Resources at Paulton's Park



Five steps to employment success

Step 1

Express your interest by emailing

enrolment@minsteadtrust.org.uk

Step 2

Meet with one of our employment mentors to ask any questions you might have, discuss what roles you might have available and find out the support available.

Step 3

Agree the role specification and work with us to choose somebody suitable to take on the job

Step 4

Your new employee starts and we help you to get them up to speed

Step 5

Regular catch ups ensure we can help you to make your new employee's time with you as successful as possible.

Contact us:

enrolment@minsteadtrust.org.uk

023 8081 2297

www.minsteadtrust.org.uk/employability



MinsteadTrust
Employability



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