

Hft's Follow-On Employability Coach

Supported Employment



Having a job isn't just about earning an income - it can help to build confidence, develop skills and widen social networks. However, finding and sustaining employment can be tough for people with learning disabilities. Our aim is to support people with learning disabilities to find employment, achieve their career aspirations, and become fully active employees within their organisation.



In Employment

Your employee, and your organisation will have access to a dedicated Hft Employability Coach. Our coach will have completed a Vocational Profile with your employee - this is an assessment of skills, preferences and experiences to help to make sure that we provide the right type of help and support.



Our Employability Coaches will help your employee when they start their job by providing support:

- To your employee to ensure they provide information needed for pre-employment checks
- For your employee to take part in and successfully complete induction training
- With Systematic Instruction for your employee, to help them to learn the routines and tasks of the job
- For your employee to work to a high standard and at the speed your organisation expects
- With adaptations to the work place, such as putting in place colour coding systems, visual aids, checklists or using assistive technology
- For your employee with communication in the workplace, for example to book annual leave, in supervisions/appraisals, or around understanding changing processes
- For your employee to learn new tasks and routines as they change, for example, learning how to use a new piece of equipment or software package
- For your employee to take part in and complete ongoing training
- For your employee to you understand and comply with your organisation's policies and procedures
- For you and your employee during an appraisal or supervision
- For your employee to understand processes, such as booking Annual Leave
- With training for your organisation around learning disability awareness



Employability coaches initially provide tailored 1:1 support. They work both with your employee and your organisation, to help your employee have the best support possible. This support will fade over time as your employee learns the role and becomes more confident in the workplace. Employability Coaches will continue to provide support as detailed above after this initial 1:1 support fades, but will be able to increase the support given if needed by your employee/your organisation.

Our support is funded by Access to Work, which is money that comes from the government in order to provide adaptations and reasonable adjustments to help people who are in work. Funding for Employability Coach support will come at no cost to your organisation. Our team can explain this funding stream in more detail, and will navigate this process. If adaptive equipment is required by someone with a disability, Access to Work funding may also provide funding for some or all of these reasonable adjustments.

www.hft.org.uk/supported-employment