

Doing good, is good for business

An information sheet about supported employment

Supported employment is part of the Work Live Leicestershire (WiLL) project. The WiLL project, which is being led by sight-loss charity Vista, and funded by the European Social Fund and The National Lottery Community Fund, aims to help over 500 people into work, training or learning opportunities in rural areas.

What is supported employment?

The project helped young people with hidden conditions, who had never been employed before, transition into work. The Prince's Trust, a partner in the WiLL project, were determined to give young people furthest from work a chance. Working with Neovia, a logistics company, and Siamo, a recruitment agency, the Prince's Trust created a recruitment process for 12 young people who were supported in work by mentors.

Key facts that challenge perceptions

- Absence: under 2% (versus target of 5%)
- Staff turnover under 5% (versus national averages of 10-15%)
- Current Average Length of Service: 85 weeks
- Performance: All the young people have remained within target, with 0 disciplinary sanctions/counselling sessions given for underperformance up to present date
- Permanent contracts offered: 1

Business benefits of a supported employment model

- **Loyal employees** – the young people on this project had 100% attendance and timekeeping records over a 15 week period
- **Corporate social responsibility** – this project provided evidence that supported PR activity that promoted the business as an employer that cares
- **Customer engagement** – two of Neovia's major customers appreciated and attributed value to this project and this has led to the introduction of a second and third onboarding at Neovia's sister site in Northampton.



Young people's views

“I struggled to find work before this project and I’m so grateful for the opportunity.”

“I’ve made new friends and even socialise with colleagues after work too.”

“The best bit about this job is getting paid so I don’t have to rely on my parents.”

If you would like to explore the option of a supported employment at your workplace then get in touch.

chris.tarry@accessgeneration.co.uk

