

Welcome to the

DSA WorkFit Presentation: What a good Employer Looks like

by Becki Bateson, Employment Development Officer, WorkFit®



Amy



History of WorkFit

The Invisible Workforce
A Report by the Down's Syndrome Association



- WorkFit is a tailored supported employment service which **connects employers and employees who have Down's syndrome**
- WorkFit began in December 2011 and is funded by charitable donations
- We have a small team covering England and Wales
- We support a variety of employment opportunities depending on the ambitions of the candidate



Employment Information

There are 1.5 million people with a learning disability in the UK

People with a learning disability have the lowest employment rate of all disabled groups.

In 2020-2021 only **5.1%** of adults with learning disabilities aged 18-64 and known to Councils with Adult Social Services Responsibilities (CASSRs) were in paid work.

This is despite the fact that **65% of adults with learning disabilities want to work**



Values of WorkFit

- Supporting people who have Down's syndrome to fulfil their career ambitions
- Promoting the skills and abilities of people who have Down's syndrome and the positive contribution they can make in the workplace.
- Sourcing real jobs (wages are paid at the going rate for the job, same terms and conditions etc.)
- “Zero rejection” everyone can work, in the right job and with the right support - if they want to
- Full inclusion at work



WorkFit Support for Employers

- Workplace assessment
- Develop and tailor the role
- Supported recruitment process
- Bespoke Employer training session(s)
- Regular reviews and ongoing support
- Support for Buddies
- Advice and resources



Benefits for Employers

- Ability to recruit talented, motivated and dedicated employees
- Positive change to workplace culture and staff morale
- Designated Employment Development Officer
- Staff Personal Development
- Support at all stages
- Minimal additional resource



Role of Workplace Buddies

- Ensure that the new employee who has Down's syndrome becomes familiar with all aspects of the job
- Deliver on-the-job training at a suitable pace based on the learning profile of the new colleague (following WorkFit training)
- Get to really know their new colleague and be their first point of contact and support



WorkFit Employers in all 3 sectors

Private Sector:

Arts & Heritage

Business Services

Hospitality

Catering Retail

Science Sports

Utilities Health

Warehouse/Distribution

Construction/Engineering

Finance and Legal

92%* of people in paid work developed by WorkFit have retained their jobs
(*excluding redundancy)

Sector breakdown for placements: private 74%, public 14%, third 12%

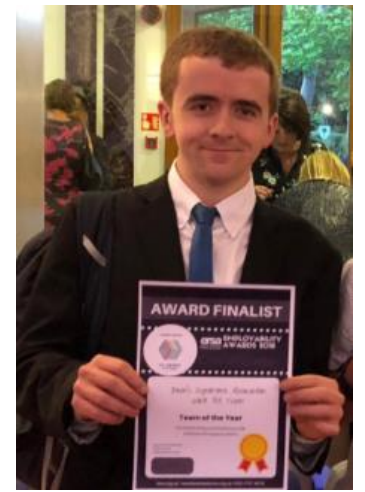
Public sector: Police, Fire and Rescue, Ministry of Justice, Dept. for Education, Environment Agency/DEFRA, NHS etc.

Charity Sector: Various





Awards and Feedback



Employer Feedback:

“WorkFit have been brilliant, I’ve never dealt with a company that’s been so straight forward. Every time we’ve had a question it’s been answered. Every time something has needed doing it’s been done straight away.

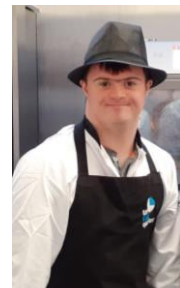
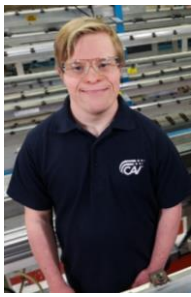
They have talked us through things step by step”





Employers
Meaningful contribution
Inclusive and diverse workforce
Improved staff morale
Development of existing staff
Good PR re E&D

Becki Bateson – WorkFit
Employment Development
Officer (EDO)



The Hiring Chain

