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# ‘Engaging with Employers’

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# Know your intern

- Find out what skills has your intern gained whilst on the supported internship program
- Speak to the intern and find out what their aspirations are, what kind of paid employment would suit them and what set of skills they have, before engaging with employers
- Location – It's important to know how far the intern is willing to travel to work or are they seeking employment locally.
- Research on LMI– Labour Market Information in their local areas
- Now your **READY** to Job Match and begin Employment Engagement Process



# BACK TO THE BASICS



- DOOR TO DOOR KNOCKING
- ATTENDING JOB FAIRS
- NETWORKING WITH FRIENDS / FAMILY/ ORGANISATIONS
- KEEP A LOOK OUT FOR EMPLOYERS WHO HAVE SIGNED UP WITH THE DISABILITY CONFIDENT SCHEME

**IN EVERY 10 POTENTIAL EMPLOYERS YOU MAY MAKE CONTACT WITH, YOU MAY JUST RECEIVE 1 WHO HAS SHOWN AN INTEREST IN WHAT YOU HAVE TO SAY.....**

**SO BEING RESILIENT AND PERSISTENCE IS PART OF THE JOB!!!!**



## Speaking to the Employers

**It's really important that you have a generic letter prepared informing and highlighting any potential employers the purpose of your supported internship program, set of skills interns gain and the benefits of having employed a SEN/Disability young adult working for their organisation**



# IN GROUPS – CAN YOU DISCUSS THE BENEFITS OF EMPLOYING PEOPLE WITH DISABILITY?



# Highlighting the Benefits to an employer

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- Develops efficiency and cultural change
- Access to a new talent stream
- Creates a positive local reputation for your company
- Improved performance within high -turnover, entry -level positions
- Job evaluations identifying efficiencies
- Improve staff attitudes towards working with people with a learning disability
- Managers develop skills in recognising individual's capabilities

**SAMPLE**

# Letter to Potential Employers for paid work



Dear HR (Recruitment) Team

Re: Supported Internship Programme

We are writing to inform you about the 'Supported Internship' Programme currently held at \_\_\_\_\_ in partnership with \_\_\_\_\_ Borough.

The aim of the project is to provide young people between the ages of 18 -24 years with learning difficulties, onto a one year supported internship program. This will enable and benefit them with transferable skills through doing different job roles as well as training in employability skills.

At \_\_\_\_\_ we have been working with a group of young intern's within various different retailers where they have been learning a variety of skills to enable them to secure fulltime employment relevant to the expertise and abilities they have gained. Our interns have proven to be effective and productive members of the workforce.

Our interns are now at a stage where they are seeking to secure full time employment with potential employers, we are writing to you to find out if you have any relevant vacancies which our intern(s) could apply for and may be a very good match to the role?

If you consider appropriate, we can arrange for our intern(s) to have a 1 -week unpaid trial to demonstrate to you their skills and attributes.

Please rest assured that it really can benefit an employer to recruit a young person who has been on the programme as followed with a few examples:

- Improvements in efficiency and cultural change within organisations
- Access to a new, diverse, talent stream with skills that match labour needs
- Dramatically improved performance and retention in some typically high -turnover, entry -level positions
- A young person with learning difficulty are able to happily and willing take up more routine tasks and can continue to maintain in the role with enthusiasm.

We really hope there is a valuable opportunity available within your organisation and would really look forward to hearing from you.

To find out more or if you have any queries, please do not hesitate to contact \_\_\_\_\_on\_\_\_\_\_

Yours faithfully



**OFFER  
THE EMPLOYER**

**UNPAID TRIAL FOR YOUR  
INTERN  
TO SHOWCASE THEIR SKILLS**



# FOLLOW UP

REMEMBER PREVIOUS SLIDE !!!!!  
BEING RESILIENT AND PERSISTENT

FOLLOW UP WITH AN EMAIL

**BE PATIENT – WAIT FOR 1 WEEK**

NOTHING !!!OKAY FOLLOW UP WITH A PHONE CALL

**BE PATIENT**

IF NOTHING !!!TIME FOR ANOTHER EMPLOYER VISIT

**TRY THE WHOLE PROCESS AGAIN**

ONCE THE EMPLOYER KEEPS ON SEEING YOU,  
AND IF THEY ARE NICE PEOPLE, THEY WILL INVITE YOU IN

**CEASE THE OPPORTUNITY**



**‘thank you’**

**Any questions ?**