



Effectively engaging employers within your local area

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Aims and objectives

Increase your organisation's reputation and corporate social responsibility status

Generic tips and strategies to effectively engage with employers

Help businesses and organisations diversify their workforce and transform their culture

Keeping up the momentum

How Employment Forums can successfully support your organisation

How to begin

- Identify your stakeholders
- Make contact with those who have corporate responsibility and start the dialogue
- Ask if there is any scope through those services to enable young people with SEND
- Consideration of stipulating a clause for all new major contracts
- Make a connection with the Social Value Officer/Community engagement Officers in other organisations and facilitate new opportunities
- Ask for an invitation to meet with Directors/Heads of Service or Senior Management Teams
- Share information about SEND learners facing complex barriers
- Provide factual information and be clear about the responsibility we all have

Continued

- Include strategic implications in your discussions/presentation
- Underpin your organisations priorities
 - Successful people priority
 - Reducing poverty
 - Investing to save
- Create new roles that could be offered to low level learners that struggle academically however thrive practically
- Offer a consistent work experience placement
- Could lead to the Organisation recognising the value of a young person with SEND within their business

Tips and Strategies:

Effective ways to engage employers

Preparation

Knowledge

- Local economy, Industries, Employability programme focus, Organisation

Communication

Information

Job carving

Networking

Trust your instincts!

**Tips and
strategies
Keeping
people at
different
levels
engaged**

Tailored offers – remember all employers cannot offer the same

Share successes

Positive marketing

Transforming the culture

Offer awareness training to teams across the business



Tips and strategies From engagement to building relationships with employers

Set clear goals and objectives to keep focus

Clear communication between all parties

Supporting the employer to make successful connections with the young person and staff working alongside

Equality and inclusion

Be transparent and consistent

Always share Vocational Profiles of the young people



**Tips and
strategies
Keeping up
momentum**

NETWORKING!!

Consistent and open communication

Maintain contact every so often

Cultivate the relationship

Regularly review the progress

Feedback and follow up

Benefits of setting up an Employment Forum

All multi-disciplinary practitioners are in one place, modern and operative

SEND Leads, YOT, Children in Care, Care Leavers, Employers, DWP, Employment Hub, Career Leads from across the district, CAMHS, CCG, SENCo's and more

Opportunities are reaching all groups of young people

Peer networking

Springboard for young people to achieve their aspirations through specialist support

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