

MAP
your future

mencap
Employ Me



Mencap Apprenticeship Programme

Did you know that employing people with a learning disability can be good for business? Our research tells us that 97% of employers would hire from this group again.¹

What are the biggest challenges for your organisation? We know high staff turnover rates and sickness days are a common issue for many. Employing people with a learning disability is an opportunity to alleviate problems like this and enjoy a wide range of benefits.

If you're an employer that is keen to be involved in an innovative apprenticeship programme, then we want to hear from you.

Why Mencap?

Mencap have an excellent track record of supporting people with a learning disability into work. What's more, we make the entire process as easy as possible and put everything in place to guarantee the greatest chances of success – here's how:

Meeting your needs: a bespoke apprenticeship programme

We invest time to understand your business needs and offer in-house training.

Matching the best people for the job: skilled, enthusiastic and committed

Our highly trained staff match people with the most suitable jobs through vocational profiling.



We have supported over 1,200 people with a learning disability into work over the past 3 years.

Dedicated support, every step of the way: making life easier for you

We provide job coaches who deliver a high level of in-work support to ensure there is little additional time resource or cost required by the employer.

Going further: additional support

Additional support will also be available for 19-24 year olds who have previously been in care or who have a Local Authority Education Health and Care (EHC) plan.



The benefits of employing people with a learning disability

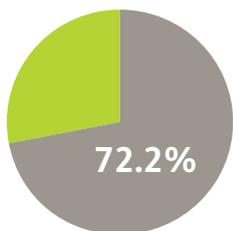
Economic benefits

Reduced turnover: one study from our research revealed that people with a learning disability stayed in their job 3.5 times longer than their non-disabled co-workers.² That means a significant saving in recruitment costs.

Work performance

In one study, when asked to compare the overall work performance of workers with a learning disability with their non-disabled co-workers, supervisors scored on average as that there was no significant difference.³

Champion inclusion and boost staff moral



72.2% of employers in one study regarded the impact on company morale as an "important factor" in deciding to employ people with a learning disability.⁴

1. Beyer and Beyer (2017). Economic benefits, p.18
2. Beyer and Beyer (2017). Reliability of workers, p.20
3. Beyer and Beyer (2017). Economic benefits, p.14
4. Beyer and Beyer (2017). Productivity and workforce cohesion benefits, p.23
5. Beyer and Beyer (2017). Reputation and customer reaction benefits, p.24

Enhance your organisation's reputation



87% in one study specifically agreed that they would prefer to give their business to companies that hire people with disabilities.⁵

Did you know that apprentices with a learning disability are entitled to Access to Work funding? This will pay towards any extra employment costs that result from that person's disability.

Take a chance, reap the rewards

We're ready and eager to work with employers like you to create apprenticeship opportunities for people with a learning disability that not only benefit them enormously, but also add huge value to your organisation too - it's a win-win!

Find out more about learning disability and Mencap:

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