

Miles Leonard Employer Liaison Officer



Ellingham Employment Services



Who are Ellingham Employment Services?

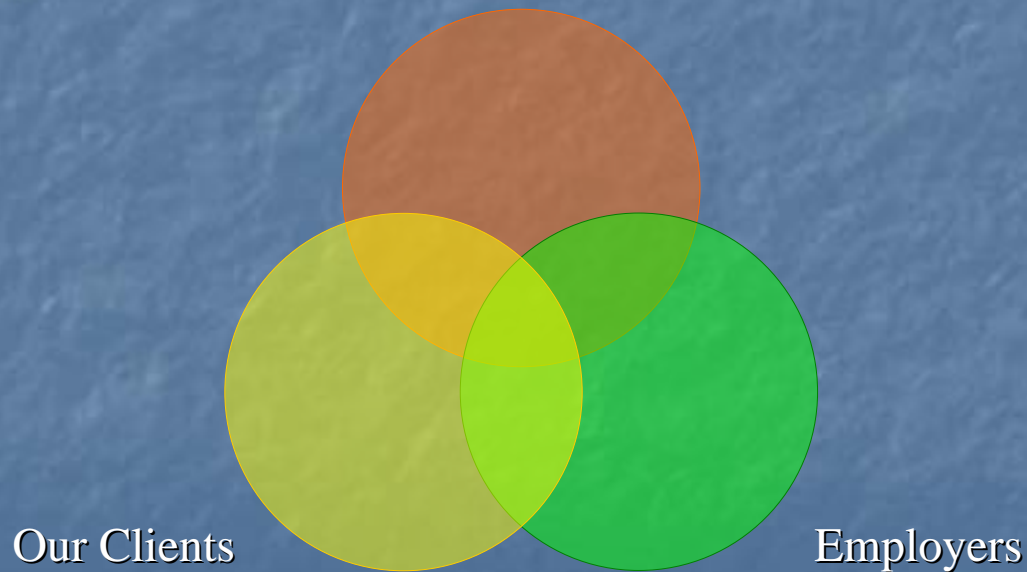
- Ellingham provides a wide range of programmes for adults with learning disabilities.
- Vocational guidance and employment service within East London.
- Assist people with learning disabilities into paid employment.
- Maximise potential of people with disabilities in the workplace.
- We have been established for 20 years.



Who are Ellingham Employment Services?

A Special Working Partnership

Ellingham Employment Services



What do we do?

- Prepare clients for a realistic work environment.
- Individually tailored vocational evaluation and assessment of clients.
- Provide comprehensive work experience, employment placement and support service.
- Promote individuals into part time/full time short or long term employment.
- Work with local businesses to overcome the perceived barriers to employing people with disabilities and help employers enjoy the very real benefits.
- Provide practical advice on recruitment and retention.



Methods and Practice

Vocational Guidance

- Set realistic and suitable job goals.
- Increase understanding of what specific jobs involve.

Training

- Individually tailored to client's needs.
- Equip clients with the skills they need in order to reach work readiness.

Job Searching

- Assist clients throughout the process.
- Provide support at interview.



Methods and Practice

Work Experience

- Provides experience within a real work environment.
- Confidence building.
- Allows employers to assess clients in the workplace.
- Can avoid the traditional methods of recruitment which can disadvantage our clients.

Educating Employers

- Tackle misconceptions regarding cost and inconvenience.
- Encourage employers to appreciate what our clients have to offer.



Methods and Practice

Supported Employment

Development Planning

- Carry out detailed job profiling.
- Agree support package.
- Set objectives.
- Measure progress.

Regular Monitoring

- Development Plan review.
- Feedback from client and employer.

Methods and Practice

Supported Employment

Job Coaching

- Ellingham provides a professional job coach where required.
- One to one on the job support, in the workplace.
- Reinforcement of tasks and work routines.
- Gradually phasing out as client progresses in their role.
- Employers may not have the resources to provide this extra support themselves.



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