

Supported employment from Aldingbourne WorkAid

Looking for loyal, trustworthy employees?

Aldingbourne WorkAid is the perfect way to make your business more productive and inclusive.



"WorkAid enables us to employ people who are very willing to learn and have had training to prepare for the working world. Give them a try. WorkAid works for us, it can work for you too!"

Caroline Adams, Dor-2-Dor



**Aldingbourne
Trust**

Support Change · Live Life · Change Lives

How WorkAid works

The WorkAid scheme empowers individuals with learning disabilities and / or autism by matching them to suitable paid employment and supports employers to ensure they get the most from their new recruits. We prepare candidates for the workplace with a tailored programme of skills training, assistance with job applications and supported inductions.

WorkAid facilitates life-changing employment and benefits businesses by boosting productivity, diversity and workforce engagement.



More independence for employees

WorkAid gives independence and confidence to people who might otherwise struggle to secure paid employment. Besides the financial benefits, working as part of a team with defined responsibilities gives them a sense of purpose, enhances social skills and helps to build much-valued friendships. WorkAid makes a positive difference to businesses too:

Benefits to Employers

- **Higher Productivity:** Research proves that workforces with a broad range of abilities are more productive and creative. WorkAid employees are proven to be more reliable than the average worker, with lower rates of sickness, greater punctuality and higher retention.
- **New Source of Recruits:** When the employment climate is challenging and competitive, WorkAid opens up a new channel of enthusiastic job candidates.
- **Stronger Workforce Engagement:** Experience shows that most non-WorkAid employees respond very positively to the scheme and feel proud to work for a business that welcomes diversity. Senior stakeholders are seen to derive great satisfaction and motivation from managing WorkAid employees.
- **Achieve Your CSR Goals:** The scheme improves inclusivity and diversity, makes a positive contribution to society and enhances business reputation.
- **FREE Expert Help:** WorkAid experts are always on hand to offer free help with placing recruits in their roles, managing HR issues and supporting ongoing training needs.

FREE employer support

As well as giving your WorkAid employees one-to-one support in their new roles, we provide employers a FREE package of services too. Our experienced, highly qualified staff are with you every step of the way to guide you through recruitment, onboarding and beyond. We help to scope job descriptions, create personal action plans, manage health and safety issues, and even secure funding for ongoing vocational training.



Help for as long as you need it

Post-recruitment, we continue to support employers and employees for as long as needed. We take responsibility for everything from travel-to-work issues to acquiring new skills. And, if the job proves too much of a challenge for your WorkAid employee, we step in with extra support for further training or expert help to find a more suitable role.

"The Team at Aldingbourne Trust are wonderful. We receive lots of support from them, they are a fantastic resource for businesses. They have been able to provide us with tailored advice, support and guidance."

Emily Darnell, People Manager PVL



About Aldingbourne Trust

Started by three parents in 1978, the Aldingbourne Trust is dedicated to helping local businesses, communities and people with learning disabilities and / or autism to enjoy life, together. Today, the Trust provides a range of services for more than 1000 people with learning disabilities including autism, Asperger's Syndrome, Down's Syndrome and people who live with physical disabilities.

The Aldingbourne Trust operates more than a dozen social enterprises as part of a forward-thinking approach to providing opportunities alongside supported living, outreach, advice and day services for people in their local communities.

"WorkAid took the time to understand the role and ensure I understood the applicant's needs and abilities to ensure a great fit. What was really reassuring was the continuing support that I received. I would happily recommend The Aldingbourne Trust to all employers who are considering employing individuals with learning disabilities and / or autism."

Gary Rollison, Financial Associates



Find out more at:

supportedemploymentwestsussex.org/workaid.html

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