

Employment Support Team

Working Together for Everyone's Future...



Perth & Kinross Council
Employment Support Team
Working in Partnership with
Employers who Embrace Diversity



PERTH AND KINROSS
employability
network
it's working for me

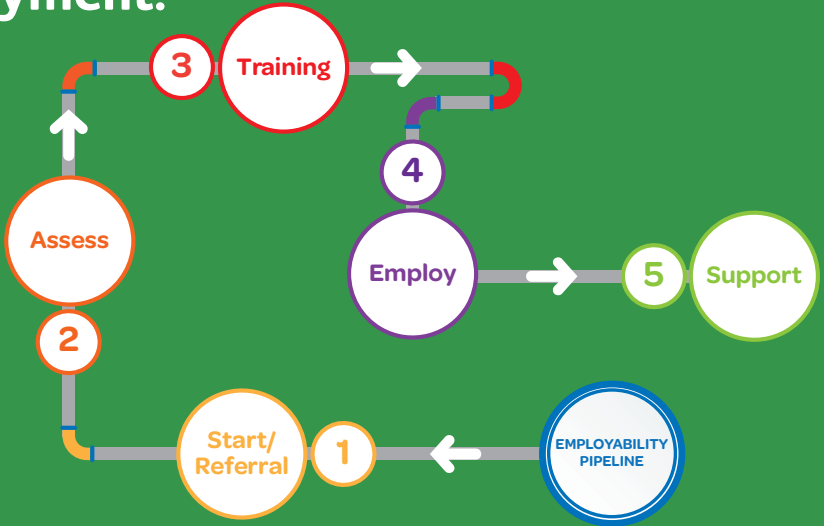


What Do We Offer?

The Employment Support Team offers employability-related support to people facing additional challenges, to prepare for, find and maintain employment.



There are 5 stages on the path to employment.



Stage 1

Referral, Engagement and Assessment

The Employment Support Team provide a service to people with additional challenges such as mental ill health, learning disabilities, acquired brain injury and autistic spectrum disorders who are in or are seeking employment.

Stage 2

Needs Assessment

A trained Employment Support Team member will meet with you to talk about any support or training needs that they can help you with. You may be in work already, but changes in your health or ability to do your job mean you need help to stay in work. Either way, we will help you with a personal plan that you are happy with. This is called a vocational profile.

Stage 3



Vocational Activity

Your employment support worker will ensure you know how to access any specialist services that could help you, such as the Welfare Rights Team, who can give you money advice, or 'back to work' benefits calculations.

The Employment Support Team provide advice on where to find training courses to meet your employability requirements. We also run a Work Skills Course that can help you to complete a CV, prepare for interviews and have an understanding of what is expected of an employee. We may also be able to assist with independent travel training if necessary to ensure that you get to and from work safely.

Stage 4



If it is right for you, we can help you to find a suitable work experience or voluntary placement with an employer. This can give you valuable experience to enhance your CV and gain an up-to-date reference.

Employer Engagement and Job Matching

We can assist you with job matching, applying for jobs, preparing for and attending interviews.

Stage 5



In Work Support

Once in work, we can support you and the employer to maintain your employment. We can work alongside you for an agreed period of time if necessary, and we will monitor and review the employment for its duration.



Welfare and Wellbeing in the Workplace



Under the Equality Act 2010, it is unlawful for employers to discriminate against disabled people. Employers must also make reasonable changes to applications, interviews and work so that you are not disadvantaged. These are known as ‘reasonable adjustments’.



We can offer advice to individuals and employers on these adjustments. More information can be found at:

www.pcs.org.uk/equality

We ensure that all employers have current liability insurance in place prior to any person undertaking employment. We can also carry out any necessary individualised risk assessments in conjunction with the employer’s existing ones.

Who can Access the Service?

People with mental health difficulties, acquired brain injury, learning disability, and/or autistic spectrum conditions.

People can be referred by various professionals including:

- *Employability Network Members*
- *Perth & Kinross Council Services (eg Social Worker, Day Opportunities)*
- *NHS Tayside Services (eg Community Mental Health Teams)*
- *General Practitioners*
- *Schools and Colleges*
- *Job Centre Plus*
- *Support Provider Agencies (eg advocates)*
- *Self-Referrals (from individuals with mental health difficulties/acquired brain injury)*



Employment Support Team



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services fitting people