

## Let's work in partnership. . . . . to make a difference



### I am eager to prove myself

I have potential and would like the opportunity to prove to you that I can be a valued employee.

Although I have a learning disability, I want to realise the full extent of my **abilities**, in work and in the community.

Did you know that there are around 120,000 people in Scotland with a learning disability? i

**Perhaps you know someone like me!**

People, like me, face additional challenges in society and the world all the time and this makes us particularly adept at meeting challenges on the job.

I am eager to work and there are many examples of people like me who are successful and excel in their field of work. All I ask for is a **chance to prove to you that I can do the job.**

If you are an employer or can influence your employer's recruitment policy then please consider working in partnership to make a difference . . . . and **give me a chance.**

### What is the business case?

The business case for hiring people with learning disabilities can positively impact a company's bottom line. ii  
Here's why:

- **dependable employees**  
Employers of disabled workers consistently report that, as a group, people with disabilities perform on par or better than their non-disabled peers on measures such as productivity, safety and attendance.
- **stay on the job**  
The costs of job turnover, such as lost productivity and expenses related to recruitment and training, are well known to most employers. People with disabilities are more likely to stay on the job.
- **increased workforce morale**  
Many employers report that teamwork and morale improves when disabled workers become part of the staff.
- **untapped resource of skills and talents**  
People with disabilities have skills that

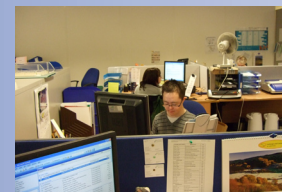
businesses need, both technical job skills and transferable problem-solving skills developed in daily life.

- **an overlooked and huge market segment**  
That market is disabled persons and their families and friends. Ignoring this market may mean losing not only the disabled consumer but his or her family and friends. It makes sense to have employees who know first-hand about the product and service needs of this consumer segment.

### Real jobs

- If real disability equality is to be achieved, work needs no longer to be seen as optional for most people with moderate and severe learning disabilities. Our challenge to East Renfrewshire residents and employers is that **everyone will have the chance to get a job.** But there should be choice about what work people do, just as for non-disabled people. iii

By 'work', we mean real jobs in the open labour market that are paid the prevailing wage, or self-employment. We do not mean volunteering or work experience, unless this is part of a genuine pathway to real work. This is about doing a good job that the employer and the employee value.



Here are some examples of 'good news' stories relating to young people who have proved their worth with employers.

"My name is Denise and I work for East Renfrewshire Council as a clerical assistant in the Barrhead Centre. I love my job and feel very fortunate to be doing the work that I always knew that I was capable of doing. I was really excited to be given a chance to prove that I was a competent person, and employable. It is my wish that all people with difficulties of every nature, should be given the same opportunity that I received."

Elaine says, "I am enjoying the experience of working in an office, learning all the skills and improving the qualities and skills I need to apply for a paid job."

I like working with and getting to know new people, and learning all aspects of office work, building my confidence and being in a working environment."

People with learning disabilities have a significant, lifelong condition that started before adulthood, that affected their development and which means they need help to:

- understand information;
- learn skills; and
- cope independently

### What is available to support employers?

- Customised training to meet your specific needs
- Assistance in drafting job descriptions, person specifications, etc.
- Assistance with the whole interview process
- Job matching suitable candidates
- Availability of work trials
- Appropriate, financial support
- Ongoing support from our dedicated employment staff

### Can you help? Then, please contact:

John Bergin  
Employability Co-ordinator  
Tel: 0141 577 4052

email: [john.bergin@eastrenfrewshire.gov.uk](mailto:john.bergin@eastrenfrewshire.gov.uk)  
website: [www.eastrenfrewshire.gov.uk/worker](http://www.eastrenfrewshire.gov.uk/worker)

This leaflet has been produced by the Employability Reference Group of the Local Area Co-ordination Team of Enable in East Renfrewshire in partnership with East Renfrewshire Council



- Scottish Government © Crown copyright 2009
  - International Labour Organization 2007
  - Department of Health © Crown Copyright 2009
- Graphic Design by: UA Graphics

