

# Seeing potential

See the person, value the difference

## Did you know?

### 3 million people

combine caring for a loved one with paid work<sup>1</sup>. The majority (90%) are aged over 30. This group have the potential to make a valuable contribution towards a career in care as they will have gained a wide range of experience, skills and knowledge.

### Over 95%

of people recovering from addictions hold down a job and have good attendance records<sup>2</sup> and high levels of productivity.<sup>3</sup>

At any one time,

### 1 in 6 adults



in Great Britain are experiencing a mental health problem. With the right support, employees can continue to make a valuable contribution to the workplace.<sup>4</sup>

Nearly  $\frac{2}{3}$  of small business owners think military veterans bring valuable skills and knowledge to business.<sup>5</sup>

**Homelessness doesn't just refer to people sleeping rough, it also applies to people who are at risk of homelessness, including living in temporary or unstable accommodation and those who've had to leave home for safety reasons.**

### 55% of families living in temporary accommodation work.

This represents over 33,000 families who had a job despite having nowhere stable to live.<sup>6</sup>



### 3.8 million disabled people are out of work.

Small changes make a real difference to the employment prospects of disabled people, and a big difference to the positive contributions they can make.<sup>7</sup>



A 10% rise in employment of disabled adults below pension age would boost the economy by £45 billion.<sup>8</sup>

<sup>1</sup> Carers UK, Facts about Carers, August 2015

<sup>2</sup> The UK Life in Recovery Survey 2015, Sheffield Hallam University, September 2015

<sup>3</sup> Recovery from drug use: opportunities for your business, 2009

<sup>4</sup> University of Bristol - Supporting mental health at work guidance, Nov 2012

<sup>5</sup> Federation of Small Businesses, 2016

<sup>6</sup> Shelter briefing: In work but out of a home, July 2018

<sup>7</sup> Employing disabled workers in adult social care and health: A guide for employers, Skills for Care 2017

<sup>8</sup> Enabling work: disabled people, employment and the UK economy, Scope 2015

Evidence shows that if placed in the right job, people with a learning disability have less sick days than people without.<sup>9</sup>



11 million people in the UK have a criminal record but not all have been to prison.

Fines are the most common sentence given with only a small proportion (less than 8%) sent to prison.<sup>10</sup>



Organisations that actively employ ex-offenders find them to be reliable and hard working and benefit from good retention rates.<sup>11</sup>



Employers who hire candidates from different backgrounds report a wide variety of benefits by becoming more inclusive.

#### Open recruitment can help businesses:

- resolve skills shortages
- be cost-effective
- increase staff retention
- reduce staff absence
- improve client relationships
- up-skill existing workforce to boost morale
- demonstrate a social conscience.

'Strengthening your workforce with talent from different backgrounds – A simple step by step guide'  
Department for Work and Pensions (DWP)

For more information visit  
[www.skillsforcare.org.uk/seeingpotential](http://www.skillsforcare.org.uk/seeingpotential)

<sup>9</sup> Mencap FAQs

<sup>10</sup> Who are 'ex-offenders'? Myth-busting sheet, Business in the Community

<sup>11</sup> Business in the Community

