

# Organisations and resources to help and support employers with open recruitment

- **Jobcentre Plus** provides employers with expert advice and support for recruitment campaigns via the [local jobcentre](#). **JCP Employer Services Line** offers practical advice and support including aftercare support once a person has been recruited. Tel: 0800 169 0178, Textphone: 0800 169 0172.
- **Access to work** can provide extra support for employees who are disabled or have a physical or mental health condition that makes it hard for them to do a job which isn't covered by an employer's reasonable adjustments.
- **The See Potential [step-by-step guide to open recruitment](#)** developed by the Department for Work and Pensions (DWP) in partnership with [Business in the Community \(BITC\)](#) is a practical toolkit that gives employers the framework needed to make their workplace a more inclusive environment.
- **NHS employers** provides information on engaging with and recruiting from your local community.

## People recovering from addiction

- **Business in the Community (BITC)** is a business-community outreach charity that's one of the Prince's Charities. It offers programmes and support for employers to become more inclusive and benefit from access to a wider talent pool.  
**BITC** has worked with Public Health England to develop a '[Drugs, alcohol and tobacco toolkit for employers](#)'.
- **Drug Wise** guidance on [recovery from drug use: Opportunities for your business](#).

## Carers/people with caring responsibilities

- **Carers Trust Professionals** offers guidance for employers on engaging with carers and supporting them in employment.

## Care leavers/from a looked-after background

- **Barnardo's** is a charity dedicated to caring for vulnerable children and young people. It provides employment, training and skills services for young people, to equip them to find work and pursue a career.
- **Become** offers affordable training and consultancy to organisations that hire those who have grown up in care.
- **Catch 22** is a social business that supports people who have grown up in care to obtain employment. They work with employers across a range of sectors.
- **Learning and Work Institute** is an independent research and development organisation dedicated to promoting lifelong learning, full employment and inclusion. It has developed a '[practical guide on supporting care leavers in the workplace](#)'.
- **Spectra First** is the delivery partner with the Department of Education to deliver the [Care Leaver Covenant](#) which aims to improve care leavers (aged 16-25) access to education, employment and training opportunities. For further information on how to support the Covenant email: [thecovenant@spectrafirst.com](mailto:thecovenant@spectrafirst.com)

## Disabled people

- **NHS Employers** has developed a range of resources to support [employing people in the NHS with learning disabilities](#).
- **Business disability forum** provide advice for employers.
- **Mencap** the charity for people with a learning disability has produced a range of [practical resources](#) to support employers recruit and retain people with learning disabilities.
- **Equality and Human Rights Commission (EHRC)** has useful advice on making reasonable adjustments in the workplace which is available [here](#).
- **DWP** [Disability Confident Employer](#) guidance.
- **Skills for Care** has developed a [guide for employers](#) and [busting the myths](#) resource to support providers employ disabled workers in adult social care and health.

## People who are homeless or have experienced/are at risk of homelessness

- **Crisis** is the national charity for homeless people. It supports homeless people into meaningful, sustainable employment, by building partnerships with organisations and through its [recruitment service](#).

## Single parents

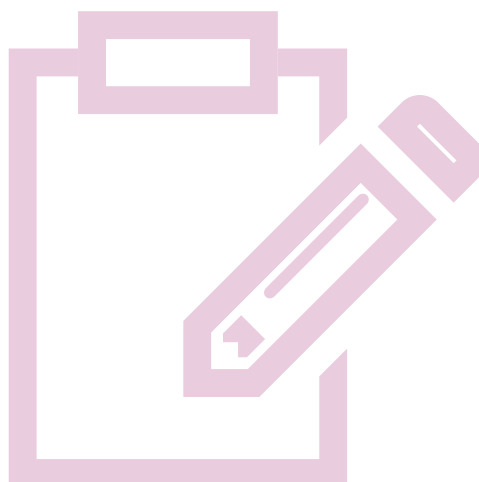
- **NHS Employers** [A-Z of flexible working guide details the different flexible working options that employers can offer](#).
- **Gingerbread** is the leading single parent charity. It can help to match employers with skilled workers.

## People with mental health needs

- **Business in The Community (BITC)** has worked with Public Health England to develop a [Mental health toolkit for employers](#).
- **Mind** the mental health charity provides a range of resources for employers on supporting staff who are suffering from mental health issues. They have also worked with the **Chartered Institute of Personnel and Development (CIPD)** to develop a useful [toolkit](#) for employers on supporting mental health at work.
- **Time to Change** is an initiative led by the charities **Mind** and **Rethink Mental Illness** that provides advice, support and training for employers on dealing with mental health in the workplace.

## Military veterans

- **The Armed Forces Covenant** provides a range of support to serving members of the armed forces, veterans and their families. Employers can support the Covenant and [become force friendly employers](#).
- **Business in The Community (BITC)** has worked in partnership with [SaluteMyJob](#) to develop the [Capitalising on military talent toolkit](#) which supports employers develop an accessible armed forces friendly recruitment policy.
- **Career Transition Partnership (CTP)** is the official provider of Armed Forces resettlement, offering resettlement support, career transition advice and training opportunities.
- **The Forces Employment Charity** offers employers of all sizes a no-cost, high-quality recruitment service. It works with motivated, highly qualified Armed Forces leavers and Ex-forces.
- **The Poppy Factory** is a charity that supports veterans with health conditions access employment. It has developed an [employer toolkit](#) which provides information and advice for employers who are recruiting and supporting sick, wounded or injured veterans.
- **Step into Health** is a programme that connects employers in the NHS to people from the Armed Forces community, by offering an access route into employment and career development opportunities.
- **Veterans Employment Transition Support** is a social enterprise that brings together charities, businesses and the MOD to improve employment outcomes for veterans, employers and the UK economy.



## Have we missed anything?

We'd like to build on this resource and keep it up to date with relevant links to support organisations across England.

If you notice a link which doesn't work, or would like to suggest an organisation to include in this resource, please contact [marketing@skillsforcare.org.uk](mailto:marketing@skillsforcare.org.uk) with 'Seeing potential' in the email title.

(Last updated: November 2018).

