

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

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

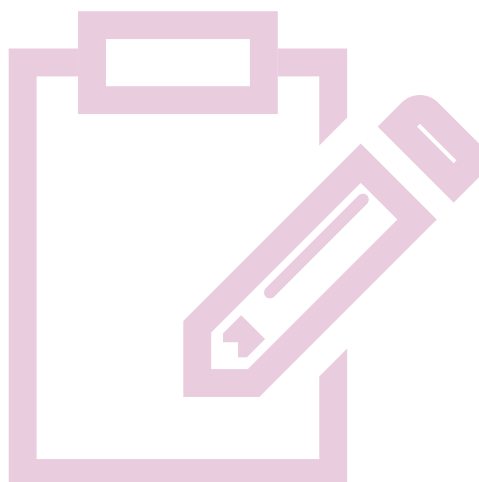
- **NHS Employers** [A-Z of flexible working guide details the different flexible working options that employers can offer](#).
- **Gingerbread** is the leading single parent charity. It can help to match employers with skilled workers.

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 with 'Seeing potential' in the email title.

(Last updated: November 2018).

