



# Resources to support the recruitment and retention of disabled people

## Update for employers and representative groups

Skills for Care is currently undertaking a project to establish how we can best support social care employers to fully utilise the skills, knowledge and experiences of disabled people within their workforce. This project is part of the “I Care....” recruitment and retention programme of work. It links to the both Recruitment and Retention Strategy developed by employers for employers, and the Strategy’s implementation plan.

In the first phase of this work, Skills for Care worked with a variety of partner organisations and individuals. We asked disabled people about their experiences of trying to access employment, and then to progress within that employment. This was done via electronic survey, postal questionnaires (with Easy Read versions) and via group and one-to-one submissions.

As part of this project, Disability Rights UK ran a number of focus groups on behalf of Skills for Care. Although the survey was generic across industries, a significant number of respondents described themselves as having experience of recruitment into social care.

Analysis of the information received has shown that the respondents highlighted the following as factors that can hinder or effectively block their recruitment, retention and progression opportunities.

This list is arranged in order of the barriers that the respondents felt were most significant:

1. Prejudiced or assumptive attitude of employer
2. Poor understanding of disability rights and employment law
3. Poor support and supervision programmes
4. Poor employer awareness of funding and support systems available to help disabled people into work
5. Lack of suitable training and development opportunities
6. unsuitable/inflexible shift lengths
7. No supported induction
8. Difficulties in getting assistive technology needs met

9. Transport difficulties
10. Poor information
11. Poor recruitment adverts
12. Poor access to the workplace

Messages from the survey and a copy of the report from the focus groups will be published in July on the Skills for Care website at [www.skillsforcare.org.uk/recruitment](http://www.skillsforcare.org.uk/recruitment).

While some of these findings may seem predictable, they highlight issues which remain central to every employer's agenda when planning and implementing their recruitment and retention strategies.

## What next?

We have consulted with disabled people to gather their experiences and now would like to hear from social care employers and representative groups. We're looking for examples of good practice and any resources that have been developed to attract, retain and progress disabled people within the social care workforce.

A range of partner organisations and individuals have already expressed an interest in having a role in the next development phase of this project. Skills for Care has arranged a meeting on 17 July 2012 to discuss the findings to date and seek views on how best to develop practical resources to support social care employers.

We will also ensure that findings from this work are used to update and enhance existing Skills for Care, 'I Care... resources'. It is not our aim to duplicate resources already in existence. We will ensure that anything produced signposts to other materials and resources already available where appropriate.

## Get involved

If you are a social care employer or representative group and would like to be involved in this project please contact [marketing@skillsforcare.org.uk](mailto:marketing@skillsforcare.org.uk).