

Into Employment Programme



The Into Employment Programme is provided by the School of Rock and Media in partnership with Bradford Council.

It is a 12 month programme for young adults with disabilities and aims to provide relevant training, skills, qualifications and work experience to lead to permanent employment.

Bradford has one of the youngest populations in the UK, and young adults, specifically those with disabilities, are massively underrepresented in workforces across the District.

The Into Employment Programme aims to tackle this lack of representation by working closely with employers to prepare a young person to achieve permanent employment.

Work Placements

We are now working with teams across the Council and businesses across the District to prepare as many work placement opportunities as possible.

Work placements are expected to start October/November 2022 and run through to September 2023.

Placements are for 2 days per week, 10am-3pm. Work days would ideally be on a Wednesday and Thursday, but this could be flexible.

Flexibility is really important – we want to give our young people the option to choose their work placement and to change it if it doesn't work out for them. It may be that an intern is ready to join your team in October and it is a successful placement, or intern may join your team in the new year as they have had a change in placement, or you may not receive a placement at all.

Throughout the course and leading up to a young person joining your team, you would receive support from myself and other dedicated staff members to ensure the young person is settled and that your team feel supported too.



Bursary

Whilst on placement the young person would receive a bursary every 4 weeks directly from SORM, so there is no financial obligation from the business.

Job Carving

Some work placements from our current cohort have taken a job carving approach. Job carving is where you take multiple job profiles and tailor it to the skills and strengths of an individual to create a role for them – this is a common method for employing people with disabilities.



Outcome

The end goal of the work placement is for the intern to apply for a position within the team – so there is a long term commitment.

There is a culture we are trying to change being that adults with learning disabilities are often expected to be okay with volunteering in a role their able-bodied peers are paid to do.



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Have a watch of our video on Bradford Council's YouTube page – this shows 3 of our young adults in their roles whilst on Programme.

For more information and any queries please contact:

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