



Youth Pledge for Employers: Disability Confident

Pledge your support to become a Disability Confident Employer



European Union
European
Social Fund

Youth Pledge for Employers



Youth Pledge for Employers (YPfE) is:

- An ESF funded project running across Norfolk and Suffolk until December 2023
- Delivered by Norfolk County Council in partnership with Suffolk County Council and The Mason Trust, with NALEP as a key stakeholder
- Collaborating with other stakeholders to engage with employers to collectively support young people across the region

Youth Pledge for Employers (YPfE) aims to:

- Engage with SMEs across Norfolk and Suffolk to generate work inspiration, experience and/or employment opportunities for 16-24-year-olds
- Be accessible by providing services that are directly available to young people using www.icanbea.org.uk site to promote appropriate opportunities
- Connect 420 organisations to Youth Pledge activities across the duration of the programme
- Create sustainability for when the programme ends by creating a legacy of employers committed to supporting young people

Results



Business Connectors will work with you to determine the best way for your business to engage with Youth Pledge. It's all about building a bespoke offer to you.

The programme is designed to be flexible and example opportunities that may be created include:

- Work experience
- Employer talks, tours or taster days
- Apprenticeships
- Work Trials
- Employment



Disability Confident



Disability Confident is a Government scheme created to reduce the employment gap between those with disabilities and those without.

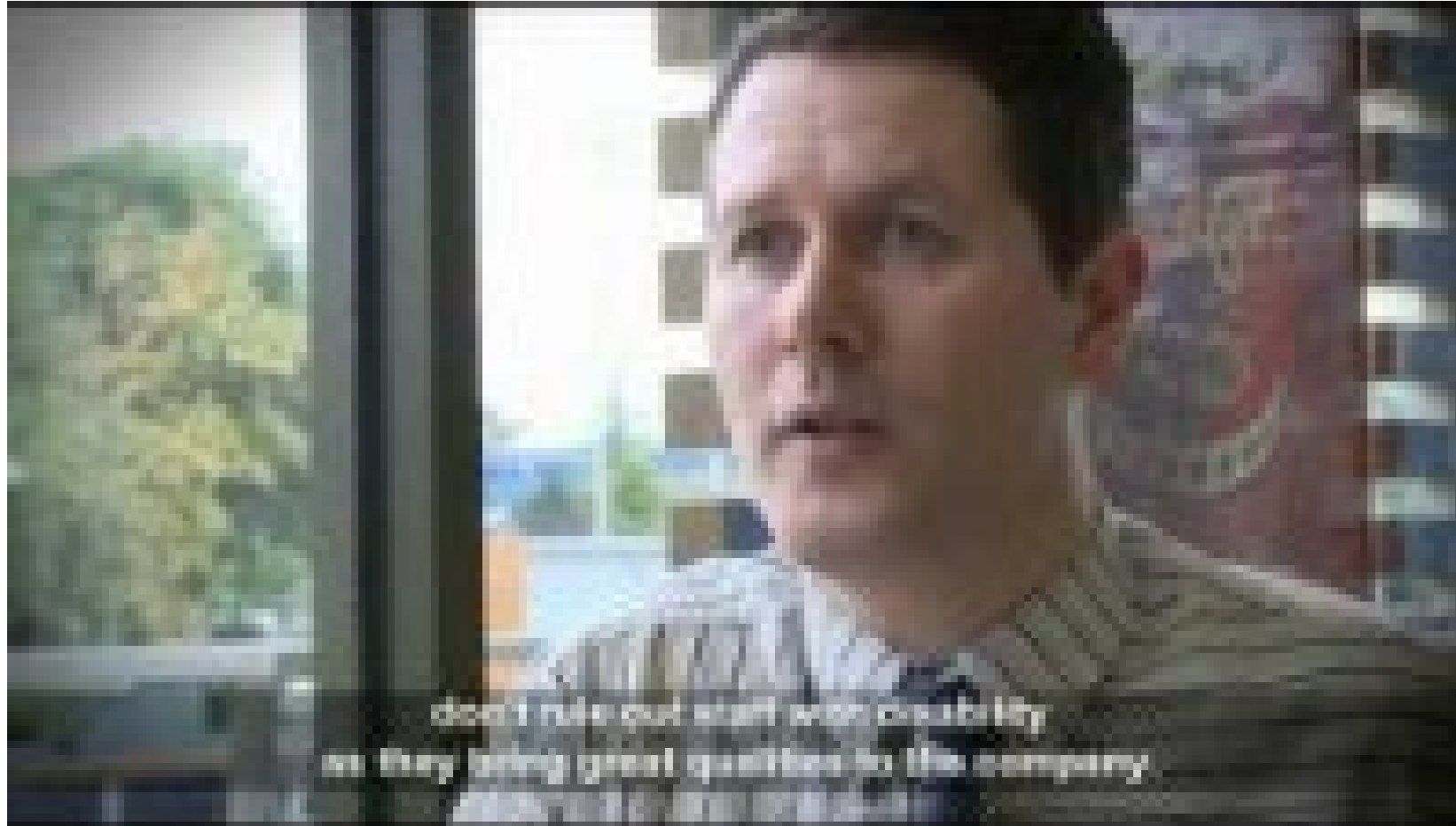
- By pledging that you are a Disability Confident Committed you are taking the first steps to being a Disability Confident Employer and Leader.
- There are 3 levels to Disability Confident – **Level 1 – Committed**, **Level 2 – Employer**, **Level 3 – Leader**.
- All employers join the scheme at level 1(Disability Confident Committed), and progress through the levels as their confidence increases.

Having a diverse and inclusive workforce has many benefits:

- Improve employee morale and commitment by demonstrating that you treat all employees fairly.
- Increase your staff retention rates.
- Take Positive Action and expand the profile of your workforce.
- Save time and money on the costs of recruitment and training by reducing staff turnover.
- Purple Pound- Attract new customers and harness their spending power - [The power of the 'purple pound' explained - BBC News](#)



Disability Confident : Case Study



Signing up to be Disability Confident



- To be recognised as Disability Confident Committed, you must agree to the Disability Confident commitments and identify at least one action that you'll carry out to make a difference for disabled people. Your business may be doing these things already.
- The commitments are: inclusive and accessible recruitment, communicating vacancies, offering an interview to disabled people, providing reasonable adjustments, supporting existing employees
- The activities include (*you must identify at least one*): work experience , work trials, paid employment, apprenticeships, job shadowing, traineeships, internships, student placements, sector-based work academy placements
- Sign up to be Disability Confident Committed here: <https://disabilityconfident.campaign.gov.uk/>
- Once you've signed up as Disability Confident Committed you'll receive: confirmation of your membership and a Disability Confident certificate in recognition of your achievement, a Disability Confident Committed (level 1) badge that you can use on your business stationery, social media and communications for 3 years & information to help you continue your journey to becoming a Disability Confident Employer



Access to Work



Access to Work is a publicly funded employment support programme that aims to help more disabled people start or stay in work.

- It can provide practical and financial support to an employee with a disability or long term physical or mental health condition.
- An Access to Work grant can pay for practical support to help someone: start working, stay in work, move into self-employment or start a business - <https://www.gov.uk/access-to-work>

Access to Work can help pay towards support, for example:

- Adaptive equipment and accessible aids to make it easier for employees to help support someone to stay in post
- Money towards any extra travel costs to and from work if an employee can't use available public transport, or if an employee needs help to adapt a vehicle
- An interpreter if they have difficulty communicating

Contact Us:



Business Connectors – Suffolk

West Suffolk, Mid Suffolk, Babergh and Forest Heath

Lisa Gilson

Lisa.Gilson@suffolk.gov.uk

01473 264414

Ipswich, East Coastal and Waveney

Suzanne Couszins

Suzanne.Couszins@suffolk.gov.uk

01473 264408

Business Connectors – Norfolk

Kings Lynn & West Norfolk, North Norfolk, Breckland

Zina Mohn

Zina.mohn@norfolk.gov.uk

01603 638321

Broadland, South Norfolk, Norwich & Great Yarmouth

Janet Cockburn

Janet.cockburn@norfolk.gov.uk

01603 307768

Opportunities Connector -

Norfolk and Suffolk

(Supporting Colleges, Sixth Forms, Young Person-facing Organisations)

Chris Adlem

Christopher.adlem2@norfolk.gov.uk

01603638592



Project Manager ruth.royle@norfolk.gov.uk

Team Mailbox youthpledgeforemployers@Norfolk.gov.uk

Website [Youth Pledge for Employers project - Norfolk County Council](#)