

# Get in touch with us



Contact [Anne.Tinker@hertfordshire.gov.uk](mailto:Anne.Tinker@hertfordshire.gov.uk)  
07812 322088

If you are based in Broxbourne, East Herts,  
North Herts, Stevenage, Welwyn/Hatfield



Contact [Georgina.De-Allie@hertfordshire.gov.uk](mailto:Georgina.De-Allie@hertfordshire.gov.uk)  
07580 744827

If you are based in Dacorum, Hertsmere,  
St Albans, Three Rivers, Watford



## Who are we?

Part of Hertfordshire County Council, the Step2Skills service strives to support employment and education opportunities for all Hertfordshire residents. Our Inclusive Employment Project (IEP) is part-funded by the European Social Fund. Its main aim is to create a more inclusive and diverse workforce in Hertfordshire.

We offer a free service to businesses and organisations to help attract and retain staff with diverse abilities.

IEP participants may include those with neurodiversity (e.g. ADHD or Autism), sensory needs, learning disabilities (e.g. dyslexia), mental health conditions or physical disabilities.

[www.step2skills.org.uk/InclusiveEmployment](http://www.step2skills.org.uk/InclusiveEmployment)



## The Inclusive Employment Project

# Guiding you and your business to be more inclusive





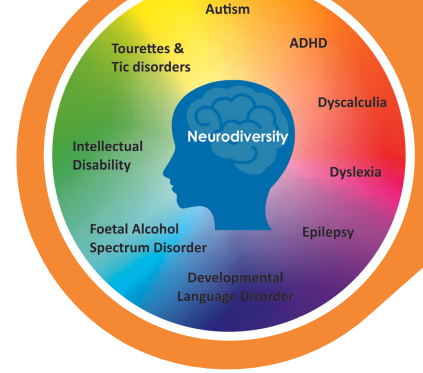
## We can support your business to

- ✔ Tap into a wider and diverse pool of candidates
- ✔ Match suitable participants to your recruitment needs
- ✔ Provide you with a bespoke package including information, a job coach and resources
- ✔ Apply for grants to support any adaptations through DWP Access to Work Fund
- ✔ Make reasonable adjustments for staff with additional needs
- ✔ Achieve Disability Confident Scheme recognition ([disabilityconfident.campaign.gov.uk](https://disabilityconfident.campaign.gov.uk))



## Did you know?

- 1 in 5 of the UK working age population are disabled  
(Source: ONS 2022)
- The employment rate for disabled people is over 28% lower than non-disabled people (which is 81%)  
(Source: ONS 2022)
- It is estimated 70% of disabilities are invisible/hidden  
(Source: Post-Parliament UK 2021)
- 80% of reasonable adjustments at work have little or no cost  
(Source: <https://www.base-uk.org/>)



## How can you help?

- ✔ Share your company's opportunities and jobs with us for recruitment of staff
- ✔ Offer our participants work tasters, job trials and working interviews
- ✔ Be open to redesigning or job-carving roles to suit participants' strengths and increase efficiency



## Benefits of a diverse workforce

- ✔ Increases staff loyalty, morale and productivity
- ✔ Lowers staff turnover
- ✔ Has a positive impact on your customer base
- ✔ Creates a positive reputation for your company and enhances your social value agenda  
(Source: British Association of Supported Employment)