



Information for Employers

Whether you're looking to employ or retain someone with a health or disability issue or to find out what support is available. This document offers a range of information to help you.

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Recruiting Staff

<u>Adopt an Apprentice</u>	<p>Adopt an Apprentice and not only will your business benefit from a skilled trainee, but you will also receive a financial incentive.</p>
<u>Community Jobs Scotland</u>	<p>Community Jobs Scotland (CJS) is a partnership between the Scottish Government and SCVO that creates work opportunities for young unemployed people within third sector organisations across Scotland.</p>
<u>Fife Employment Access Trust (FEAT)</u>	<p>FEAT work with partners to reduce the stigma of mental health in the workplace.</p>
<u>Fife Jobs Contract</u>	<p>The Fife Job Contract (FJC) is an employer recruitment incentive designed to create additional employment opportunities for people who are unemployed.</p>
<u>Individual Placement and Support (IPS) Service</u>	<p>This is a ‘work first’ model where someone with a mental health condition who wants to work, is found work as quickly as possible and then a range of support is brought in to help this person stay in work. This is an excellent model for both employers and employees as the support is long-term. With several partners involved in this service including NHS Fife, support is found quickly to ensure people can stay in work.</p>
<u>Scotland’s Employer Recruitment Incentive (SERI)</u>	<p>Fife Council continues to deliver the SERI - the Scottish Government’s commitment to help unemployed young people who are facing significant challenges. The aim is to encourage employers to recruit young people aged 16-29 into sustainable employment, including Modern Apprenticeships.</p>
<u>Supported Employment Service</u>	<p>Works with you to provide meaningful employment opportunities for someone with a health problem or disability.</p>

Advice and Support

Access to Work	<p>An Access to Work grant can pay for a whole range of practical support if an employee has a disability, health or mental health condition to help them start or stay in work. Examples include transport to work or equipment required.</p>
Aspiro Project	<p>The Aspiro Project provides information, tools and resources for blind and visually impaired people, their friends and family, service providers and employers around the globe, with the ultimate goal of improving the overall quality of life of those living with loss of vision.</p> <p>Note: This information is international and not specific to the UK or Fife.</p>
Autism Network Scotland	<p>Autism Network Scotland have developed an online tool to provide information to employers on supporting and hiring employees with autism. The website has a section for employers which includes information about making reasonable adjustments for employees on the autism spectrum.</p>
Breathing Space	<p>Sometimes thoughts and feelings can overwhelm us and it helps to get some Breathing Space – a free, confidential, phone service for anyone in Scotland experiencing low mood, depression or anxiety.</p>
Capability Scotland	<p>Capability Scotland works with employers throughout Scotland to help them recruit and support disabled people into sustainable employment. Your Employer Engagement Officer will work with you to deliver a free, bespoke service.</p>
Disability Confident	<p>Through the Disability Confident campaign, the government is working with employers to remove barriers, increase understanding and ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations.</p>
Enable Scotland	<p>ENABLE Works has been supporting employers for more than 20 years. By partnering with hundreds of employers each year, they deliver work experience and employment opportunities to people who have learning disabilities.</p>
Fife Centre for Equalities	<p>Provide information, advice and training to individuals and groups about equality, diversity and social justice matters.</p>
Fit for Work Scotland	<p>A free confidential NHS advice and assessment service for employed people who are been absent (or expected to be) from work for four weeks.</p>
Healthy Working Lives	<p>Works with employers, employees and workers to help improve workplace health, safety and wellbeing by providing specialist free and confidential services. Healthy Working Lives offer bespoke training through the Health Improvement Training Programme, Fife Health and Wellbeing Alliance.</p>
Momentum Skills	<p>Work Choice Retention is a program designed to support employers and employees. This program works to prevent the loss of an employee due to ill health and absence from work. We support both employer and employee to maximise staff retention.</p>

<u>Scottish Association for Mental Health (SAMH)</u>	<p>SAMH is a leading mental health charity. They believe there is no health without mental health and can provide help, information and support through a range of local and national programmes.</p>
<u>Supported Employment Service</u>	<p>Fife's Supported Employment Service supports people with disabilities and health issues who can work and want to work. They also offer support to Fife employers to provide successful and meaningful employment opportunities for people with disabilities and health issues.</p>
<u>Unique Dyslexia</u>	<p>The objective of Unique Dyslexic Get Creative is to support, promote and celebrate the creative talents of dyslexic individuals across the full range of creative spectrum. We invite anyone who is dyslexic, or thinks they are dyslexic, to join the project and share their creative ideas.</p>
<u>Working Health Services Fife</u>	<p>If you are a business with less than 50 employees or have staff who are self-employed then you may be able to access Working Health Services. They help employees struggling with a health issue (back pain, muscle and joint problems, stress and other mental health problems) and who want to stay in work, Working Health Services can support you and your member of staff with a range of services.</p>

Training and Equipment

AAC Scotland	<p>The Augmentative and Alternative Communication (AAC) Scotland website offers straightforward advice on accessible information technologies.</p>
Adult Basic Education (ABE)	<p>Provides free tuition for adults wanting to improve their basic skills in reading, writing, spelling, arithmetic, basic maths, grammar and punctuation. They also offer free advice and help to those who are dyslexic, a condition which affects one in ten of the population.</p>
Fife Society for the Blind	<p>Fife Society for the Blind is for anyone in Fife concerned about their eye sight. Support includes:</p> <ul style="list-style-type: none"> • Fife Society Optician; • Sight Support Team; • Access Technology Team; and • The Karten Network which is a network of IT centres for disabled people.
Flexible Training Opportunities Fund	<p>Businesses with fewer than 100 employees can apply for up to £3,000 towards employee training costs. Skills Development Scotland will refund up to 50% of employee training activities, up to a maximum of £1000 per employee. This fund can be used for qualifications, masterclasses, workshops and more.</p>
Humanware	<p>Offers assistive technology for people with visual and learning disabilities.</p>
RNIB Shop	<p>RNIB is a charity for visually impaired people. They offer a wide range of support including their shop which specialises in assistive technology for those with visual impairments.</p>
Scottish Autism (one-stop-shop, Dunfermline)	<p>Training for staff teams if an employee has Autism Spectrum Disorder (ASD). Employers can speak to an advisor for a one to one appointment if they would like support if they have an employee with ASD and would like advice or support on reasonable adjustments.</p>
Sight and Sound	<p>Sight and Sound Technology strive to provide the best solution and support to improve the lives of those who have a sensory or age related disability. They offer the latest technology to support those with a visual impairment and provide lifetime support on products purchased through them.</p>
The Big Plus	<p>The Big Plus encourages adults to improve their reading, writing and number skills.</p>
Vision Aid	<p>Offer a wide range of vision aids for people affected by low vision to maintain independence.</p>