

Cheshire West & Chester Council

Gateway to Work

Introducing an innovative in-house programme: Opening up employment opportunities within Cheshire West and Chester Council for people with a learning disability



Breaking down the barriers faced by people with a learning disability in gaining employment

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Cheshire West
and Chester

Cheshire West and Chester Council, as one of the largest employers in the borough, is determined to become an exemplar employer in recognising the benefits of employing people with disabilities, in particular those with a learning disability

Gateway to Work is aiming to support the development of 30 additional posts throughout the Council of 3 hours per week at Grade 1. Each post will be a fixed term contract for up to 45 weeks.

How can we make this Project a success for everybody involved?

- ✓ Managers and their teams to identify tasks within their department and commit to 3 hours paid work per week for up to 45 weeks for every Gateway to Work employee
- ✓ The Supported Employment team can assist in identifying roles
- ✓ The Supported Employment team will match people from their caseload to the vacancies and provide "in work" ongoing support to everybody involved
- ✓ Managers and their teams need to commit to this process, valuing the individual's contribution that they can bring to the organisation

The aim of the Project is to create a wide range of real employment opportunities for people with a learning disability.

We fully understand how challenging this will be in the current climate, however we are confident we have the vision and the commitment within the Council to meet this challenge and make a real difference.

As a "two ticks" employer, CWaC are keen to see the benefits that Gateway to Work will bring to the Council and to local residents who have a learning disability. Steve Robinson and the Corporate Management Team have endorsed the Project and are fully behind it.

The CWaC Supported Employment team have extensive experience in supporting people with a learning disability to find and maintain employment, however due to the economic downturn and complex recruitment procedures, employment opportunities for people with a learning disability have become increasingly difficult to secure, particularly if the person has no experience of work.

We need a willingness from your department to work with the Supported Employment team and in return, you will receive the support to ensure the success of Gateway to Work in your own team, whilst securing a new employee!

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