

ALFIE Employability Scheme

In the UK in 2020-21, only 5.1% of adults with learning disabilities aged 18-64 were in paid employment and employment rates for these adults have been on a downward trend year on year. (<https://www.base-uk.org/employment-rates>)

At BCA we provide a range of job coaching opportunities and courses for our adult learners with additional needs, who are seeking employment and we work alongside a number of employers looking to benefit from having a more diverse and inclusive workforce.

Our aspiration is to be able to coach adults with learning disabilities in order for them to gain work experience or a voluntary role which may then lead to paid employment. Everyone has the right to aspire to work and to gain the opportunities that come with having a job such as better mental, emotional and physical health, a more diverse social network and the development of independence and the feeling that they are valued members of the community.

We aim to deliver a work skills based training programme and support service within the area local to BCA and our students so they are work ready. (Berkshire, Buckinghamshire, parts of Oxfordshire and Hampshire).

Students will receive the following with the aim of getting them ready for paid employment:

- Workplace knowledge through experience in the College shop
- Classroom based work skills training or one to one coaching
- Support to develop skills such as communication, IT and social skills
- Welfare support

As each individual person brings their own qualities and skills to a role, there are many benefits to hiring a diverse workforce which include but are not limited to:

- Resilience and determination
- Excellent attention to detail
- Methodical and logical thinking
- Offering a new perspective on things
- Creative thinking
- Improve reliability and job retention
- Improve diversity in the workplace

If you are an employer and would like to get involved with this initiative then please contact Rebecca Vaughan via email at rvaughan@bca.ac.uk.

We are pleased to announce our partnership with the following organisations:



Thames hospice



WHITBREAD

River & Rowing Museum, Henley
Cliveden House, National Trust

These are some of the adults we have coached into volunteering or employment at work.

