

# Job Coach Support Provider List

## Introduction

This list of Job Coach Providers has been identified to help support you find the right Job Coach for you. All providers on this list have applied through a Tendering Process which is carried out several times a year, and have passed quality control measures set by the Council.

A Job Coach provides support for people facing barriers to employment. They will be able to help you obtain sustainable work in the open labour market where you will be paid the going rate for the job you are carrying out. Support from your Job Coach can be through many ways including:

- Help to find you a job that suits your skills
- Support when you start a new job
- Support with any induction or training programmes
- Support to break down the role into step to support your learning in the new role
- Help you colleagues to understand your needs
- Support you to adapt to any changes at work that may happen – even if you have been there for a while

### Assessment for support from South Gloucestershire Council

The cost of a Job Coach varies by provider, however you may be eligible for a Personal Budget to pay for the support you need.

If you are under 18, you or your parent/carer can request an assessment of need via the South Gloucestershire [Access and Response Team](#) or on 01454 868 007.

If you are over 18 you can request a Care Act assessment. To request this you need to contact the customer service desk on 01454 868 007 or [online](#).

Job Coach Support Providers have been listed in alphabetical order. Please read through the list before deciding on who to contact, as each provider will be able to offer a bespoke package for you.

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## Incusol Services

**Telephone:** 01242 697 647 / 07412 246 766

**Email:** [david@incusolservices.co.uk](mailto:david@incusolservices.co.uk)

**Website:**

Incusol Services Limited have over six years' experience working with people who have additional needs and helping them find and sustain paid employment.

Services include:

- Pre-Employment
  - Engaging with people who have additional needs (Learning and Physical Disabilities, Mental Health), their families, and circle of support to identify their employment options.
- Transition to employment
  - Using person-centered employment planning, develop individually tailored strategies and pathways into employment.
  - This includes job-matching techniques to identify suitable jobs for individuals, risk assessments to ensure their health, safety and wellbeing, benefit advice, and funding application support for Job Coaching whilst in work.
- In-employment
  - Providing 1 to 1 in-work support to individuals, support for their families, carers, employers and co-workers during and subsequent to employment.

Cost: £26.75 per hour (inc. VAT and travel expenses)

## LD Awareness

**Telephone:** 07855 944 829

**Email:** [enquiries@LDAwareness.co.uk](mailto:enquiries@LDAwareness.co.uk)

**Website:** [www.ldawareness.co.uk](http://www.ldawareness.co.uk)

LD Awareness are an award winning, family run local business that offers person centred supported employment services for people who have a disability and/or learning disability.

Services include:

- Pre-employment support
  - By working in a person centred way through regular contact with the job seeker to build a trusting professional relationship, exploring their options, identify appropriate training (if required) to develop skills in order to get a job and realise aspirations.
  - LD Awareness will create a Vocational Profile for the job seeker and LD Awareness staff will work through this as the person develops.
  - Work trials and work placements can be used to offer experience in a real work environment and allow LD Awareness to assess any specific areas that the job seeker may need more support with.
  - Risk assessments will be written for each job seeker and will also be tailored to individual circumstance
- Transition into employment
  - Support to find work by way of job searching, using local knowledge and contacts with employers, CV preparation & writing and interview support. Furthermore we can support the job seeker to access a “better off” calculation if they are in receipt of any benefits
- In-employment support
  - Work with employers and employees to provide assistance during the “settling in” period when starting a new job.
  - Support for a new starter to develop routines through Systematic Instruction Training that can aid the learning of any tasks involved in their new role.
  - Experienced job coaches to work alongside the new starter while they learn their new role.
  - Support with applications to the Governments ‘Access to Work’ scheme to fund any adaptations in the workplace or to fund a job coach if one is required

Cost: £25 per hour

## learndirect Limited

**Telephone:** 01452 981 883

**Email:** [job.coach@learndirect.com](mailto:job.coach@learndirect.com)

**Website:** www.???

learndirect have been providing Job Coach support since 1983 and support around 10,000 people a year, who have learning disabilities, physical disabilities/impairments or mental health needs.

A comprehensive assessment of needs and aspirations is carried out to ensure the service is person-centred. Job Coaches will use the service user's preferred communication/learning style and will involve their family and carers to help them achieve their full potential.

Service user's will be supported to work towards their chosen job goal at a pace they are comfortable with. Support includes:

- Creation of a tailored/adaptable CV
- Skills development – computers, timekeeping, communication and jobsearching
- Interview practice/techniques
- Ensuring safety at work
- Access to specialist support for personal/health issues
- Development of coping strategies
- Sourcing work placements
- Developing business plans for those interested in self-employment
- Sourcing relevant/local job opportunities
- An In-employment Sustainability Assessment to establish what support the service user will require
- Material support e.g. ergonomically designed desk space, software to enlarge text, dyslexia-friendly materials
- An In-employment Support service e.g. weekly contact/daily check-ups
- Meet and greet sessions with new colleagues/managers
- Building confidence, independence and motivation
- Job Survival Coaching to help service users overcome challenges and think positively
- Support with travel arrangements and work clothing
- Good Morning calls as required
- Accompanied travel to the workplace if required
- Employer mediation to address workplace issues
- Information, advice and guidance on work/life balance, debt and personal/household budgeting.
- Regular progress reviews
- Access to our SFA-funded Adult Skills development courses (in English, Maths, ICT and Employability).
- Access to vocational qualifications and learndirect Apprenticeships

Cost: £24.99 per hour

## Pluss

**Telephone:** 0800 334 5525

**Email:** [employment.bureau@pluss.org.uk](mailto:employment.bureau@pluss.org.uk)

**Website:** [www.pluss.org.uk](http://www.pluss.org.uk)

Pluss has many years' experience of delivering Supported Employment and other Employment Support services for people with disabilities and other disadvantaged individuals.

Supported Employment services will all be tailored to the aspirations and support needs of each client as far as is reasonably practical.

A Person Centred Approach will be adopted throughout the Job Coaching delivery in order to maximise the suitability and success for each job seeker (and employers).

Vocational Profiling along with other techniques will be used with each service user as is deemed suitable to help identify needs and get to know the individual.

Individual employment action planning will be deployed – alongside regular reviewing and monitoring of progress. The service will encourage a team approach that includes the individual along with relevant others – and will be open to feedback at all times in order to ensure that a needs led approach is delivered – and that the maximisation of paid employment is achieved

Cost: £20 per hour

## Remploy

**Telephone:** 0300 456 8052

**Email:**

**Website:**

Remploy have over 70 years' experience of delivering Employability Support to people with Disabilities and Health Conditions.

Remploy's use employer links to provide clients with placements appropriate to their goals, and ensure employers are matched with suitable candidates.

Candidates participate in preparation programmes prior to beginning placements to ensure they experience maximum benefit. Placements give a real flavour of the world of work, helping develop the skills and attributes employers require.

Before job start there is a review of the Action Plan carried out which sets agreements for in-work engagement and frequency of contact to ensure support is personalised, sensitive and consistent. This may include Job Coaching, advice around reasonable adjustments and mentoring support.

The Job Coaching provided uses TSI (Training in Systematic Instruction) to ensure that individuals gain new skills and grow in confidence in order to succeed.

Cost: £28 per hour

Employment Support in South Gloucestershire

## Sixteen Co-operative Ltd

**Telephone:** 07796 053 847

**Email:** [info@sixteencoop.co.uk](mailto:info@sixteencoop.co.uk)

**Website:** [www.sixteencoop.co.uk](http://www.sixteencoop.co.uk)

Sixteen Co-operative Ltd offers evidence based Supported Employment Services to help people with a disability get a job by matching the skills, interests and aspirations of the individual with the needs of local employers; providing the right support by the right person at the right time.

Cost of service: From £18.55 per hour