

YOUR QUESTIONS ANSWERED

What is a Learning Disability?

The causes of a Learning Disability are often unknown but are sometimes due to a specific illness or condition e.g. Downs Syndrome. People with a Learning Disability will be slower to learn than their peers and may need more time to master certain tasks. It does not mean they cannot learn.

What will it cost the business if I offer a work placement?

There are no financial costs. The work placement is for training purposes and the Orchardville Society will pay expenses toward travel, lunch etc. However if you wish to offer the person a paid position staff will be pleased to advise you.

What support is available?

The Orchardville Society employ professionally trained staff who will support both the person and the employer throughout the work placement. A high level of support is available initially and will be reduced as appropriate. Support from co-workers is also invaluable.

But I have no experience of working with people who have a Learning Disability.

Disability awareness training can be provided and staff will answer any queries you may have. On going support and advice are available throughout the work placement.

Will it reduce the overall efficiency?

If the correct person is matched to the job and given the correct level of support they will make a valuable contribution to the business.

What if I want to offer the person a job?

Many employers are realising the valuable contribution people with a disability make to an organisation. Should you wish to offer a job staff can discuss the various employment options that are available.

The success of the employment service is not possible without the support from an increasingly large bank of employers who work successfully with the Orchardville Society.

Some of these include:

Sainsbury's	Marks & Spencer
Safeway	Dept. Agriculture
Royal Mail	First Trust Bank
S&EBHSST	Bombardier Aerospace
Belfast City Council	Beechill Nursing Home
Tesco's	McDonalds
HMV	Tasty Options
XtraVision	Somewhere Different
Homebase	Business in the Community
Boots	Over the Rainbow Nursery
Mace	Greenpark Healthcare Trust
NIE	Queens University
	Clanmill Housing Association

For further information on how you can become involved please contact:

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the Orchardville
SOCIETY

HELP IS
AT HAND



Employment
Service

Information Leaflet

THE ORCHARDVILLE SOCIETY

The Orchardville Society is a voluntary organisation working in Belfast, assisting people with Learning Disabilities realise their full potential and ambitions. An integral part of the work involves preparing people for employment by providing vocational training opportunities and work experience.

Within Northern Ireland **201,000** people are disabled representing 17.5% of the general population. Disabled people are four times more likely to be unemployed and find it more difficult to remain in employment.

Therefore employing a person with a disability means your business fully reflects the community.

Employment is an important aspect of everyone's life and is a basic human right. As well as giving people financial independence and a feeling of self worth it also builds confidence and self esteem and allows people to play a full role within their community.

THE EMPLOYMENT SERVICE

The Orchardville Society offers a specialist employment service to people with a Learning Disability and employers in the Belfast area. The Employment Service has developed over a period of years, working with people who have different skills and abilities from school age through to retirement.

Partnerships have been formed with a wide variety of employers, both large and small, offering valuable work experience and employment opportunities.

The Orchardville Society can offer your business a range of free of charge services to ensure a successful experience.

These include:

- A flexible approach that is tailored to meet your business needs;
- A detailed job analysis to ensure you get the right person for the job;
- A job coach to train the person when they start;
- **Disability awareness** training for your staff;
- Support throughout the placement to ensure it is successful;
- Advice and guidance on accessing relevant Government incentives you may be eligible for.

BENEFITS TO YOUR ORGANISATION

- Practical means to implement **equal opportunities** policies.
- Assistance with a variety of tasks to help meet deadlines.
- A **committed**, motivated and reliable worker.
- Personal development opportunity for existing staff.
- Improvement in communication, morale and teamwork.
- Opportunity to raise your company profile as an **exemplar of good practice**.

BENEFITS TO THE PERSON

- Gain valuable **experience** of a working environment.
- Develop new skills.
- Participate in training within the organisation.
- **Independence**, self confidence and sense of achievement.
- Social inclusion.