



Essex Partnership University
NHS Foundation Trust

Employers Guide To Inclusive Recruitment

Free Recruitment and Well-Being Support for your Business

Essex IPS Employment Services has proven success supporting individuals into sustainable employment by skills matching directly to employer vacancies. For more than a decade we have been providing a free recruitment and employee well-being service to Businesses.

Working in partnership with the NHS and health commissioners has enabled us to share free, tailored support for employers across Essex.

With no employment introduction fees or expensive agency margins, our unique vocational support and employment service supports individuals who are accessing help with their mental health and have identified they wish to work. We can provide exceptional value and flexibility to your business, supporting you to confidently become an inclusive employer.

What do we provide?

Dedicated & motivated employees - we ensure that we only introduce you to candidates who have had their skills matched to your organisation and are ready and willing to work.

Flexible recruitment possibilities – we are open to exploring job opportunities in your organisation including full time/ part time, time limited work trials or apprenticeships.

A free and confidential service and a dedicated Employment Specialist at every step-providing employment liaison, and if needed, mental health in the workplace training for managers and ongoing in work support for placed employees, including health adjustments advice.

Through our services we empower individuals to reach their potential and recognise their strengths.

What are the benefits of using our service?

Our service will save you money and time!

- Support your business to demonstrate commitment in providing equal opportunities
- Reduces staff turnover through our matching service and ongoing in work support
- Improved employee well-being and satisfaction
- Staff whose skills and expertise match the requirements of your vacancies
- Improved retention of workers, higher productivity and better employee relations
- We complement your existing recruitment practices and processes
- Link to our Employment Retention Service

The IPS approach involves following a set of evidence-based principles when working with employers and job seekers. These principles have been proven to be successful assisting people to gain employment, and retain that employment.

Competitive employment is primary goal

You will receive self-motivated candidates seeking sustainable paid work.

Zero exclusion - It's open to all who want to work

You gain access to employees from diverse backgrounds bringing individual talents and experiences.

Job search and recommendations are based on individual preferences

You obtain staff whose ambitions, skills and expertise match your needs.

Rapid solutions

You obtain dedicated and motivated staff who are willing and able to start work quickly.

Employment Specialists are based within clinical teams

We are fully integrated into health support services so we know our clients well and can confidently match them to your needs.

Employer engagement is based on the individual's work preferences

Experienced and locally based Employment Specialist on hand at every step of the recruitment and induction process.

Time unlimited, individualised support for the person and their employer

We are here for as long as you need us.

The value added to the economy by people who are at work and have had mental health problems is as high as **£225 billion** per year, which represents 12.1% of the UK's total GDP

With **1 in 6** employees currently experiencing mental health problems, mental health is an essential business concern

Investing in wellbeing creates opportunities increases staff engagements and generates **long term value**

Addressing wellbeing at work **increases** productivity by as much as **12%**

Better Mental Health support in the workplace can save UK business up to **£8 billion** per year

There is a strong relationship between levels of staff wellbeing and **motivation** and **performance**

Only **58%** of employees believe their manager is concerned about their wellbeing

91% of managers agree that good mental health at work and good management go hand in hand

We can make a real difference to your business

Get in touch: **Essex IPS Employment Services**

Tel: **0300 7900 573** Email: **epunft.employmentservices@nhs.net**