

Edinburgh Project SEARCH Information for employers

Edinburgh Project SEARCH is an employability programme for young people aged 16-24 with a recognised disability who want to move into employment. It's a partnership between:

- a host employer (the City of Edinburgh Council and NHS Lothian)
- an educational provider (Edinburgh College)
- a supported employment specialist (IntoWork).

The young people are immersed in a large business and complete three different work placements, each lasting around ten weeks. Gaining over 800 hours of work practice the young people:

- learn employability skills on the job and within a classroom based environment
- gain an employability qualification
- improve skills and confidence.



Job coaches and a tutor are based within the business at all times and provide on-going support to the young person and staff. The programme results in 60 to 100% of young people gaining paid employment within a variety of organisations throughout the city.

How Edinburgh Project SEARCH can benefit your business

Organisations that employ employ and support disabled people see:

- increased employee satisfaction, reduced staff turnover and increased productivity
- enhanced ability to spot and nurture talent and to identify the strengths and skills of your employees
- greater access to different perspectives and sources of information
- greater awareness of the Equality Act 2010.

How can Edinburgh Project SEARCH support you?

We can provide you with quality candidates and support at all points of the recruitment process, without the fees of a traditional recruitment agency.' to 'We can provide you with free support at all points of the recruitment process and supply quality candidates, ready to work. Our free support continues beyond the recruitment stage if required and can link you and your employee to sources of ongoing practical or financial help.

Select – Traditional interviews are not always the best way to spot a successful candidate. We can advise on alternatives like work trials that allow you to see your candidates at their best, demonstrating the exact skills you need.

Induct – On-going, personal support to train your employee in their new role, and practical help to make any reasonable adjustments.

Retain – Specialist advice and practical support when you and your employee need help, including role change and adaptations.

If you would like to recruit one of your young people or would like to get involved with the programme, please contact us 0131 5293139 or email project.search@edinburgh.gov.uk