



Remploy Ltd – Realising Potential Programme

Remploy, in partnership with its Trade Unions, has established an employee learning centre in every one of its 81 manufacturing and service sites. Initially the learning centres were just on offer to Remploy's 5,700 disabled employees. Now the company encourages unemployed disabled people in the community to come and have a go at some of the courses on offer. These include a range of development programmes from numeracy, literacy and IT to NVQ and trade skills relevant to the local labour market.

The success of its learning strategy helped lead to a new approach being adopted by Remploy's fastest growing business – the specialist recruitment agency for disabled people, Remploy Interwork.

Skills development has seen massive increases in personal confidence and morale across the organisation. Stuart Knowles, Remploy's Executive Director Interwork Services said, *"By giving our employees the opportunity to learn new skills and qualifications we also gave them a tremendous boost of confidence and self-esteem, which in turn has led to employees wanting to learn more and take on more responsibility."*

"From our experiences we understood the key to encouraging aspirations amongst disabled people was through providing learning & development opportunities. Therefore, to support our recruitment business we had to develop the right kind of training programmes that would meet both employer skill needs and individual aspirations"

Over the last twelve months Remploy has launched a range of vocational development programmes, offering unemployed disabled people the opportunity to undertake training and development for jobs in sectors where employers have skills shortages. Specifically, Remploy is establishing development programmes for;

- Warehousing & Logistics
- Contact centres
- Retail
- Administration

"Over the next 3 years we aim to increase the numbers of disabled people moving into employment to 10,000 per year, benefiting from the skills and development opportunities offered through our Learning Centres across the UK." Said Stuart Knowles, Remploy's Executive Director Interwork Services

Impact:

Between September 2004 and June 2005

- Over 5,500 employees have Personal Development Plans
- Over 1,400 Employees attained a nationally recognised Skills for Life accredited course
- Over 300 employees completed a Learn Direct programme
- Over 400 employees attained a Management, Professional or Vocational qualification – benefiting the individual and the business
- 3,500 unemployed disabled people took advantage of Remploy's vocational development programmes and found employment last year