

Organisations Supporting Disabled People into Employment 2012 Winner – TDR Training Ltd

TDR Training Ltd is a private work based learning training provider

TDR encourages all staff to widen their awareness of equality and diversity practices via staff and team meetings, participating in programmes with Percy Hedley Foundation (PHF) and have them complete the NCFE Level 2 Award in Equality & Diversity. Staff are also actively involved in developing awareness of equality of opportunity practices for all learners on all programmes.

TDR has been involved with PHF for a number of years through partnership and a project to assist young people with disabilities develop skills to enable them live a more productive life.

Having done so much work with the PHF the management team decided that they needed to do something more sustainable to assist a student and the most appropriate course of action was to

offer a secondment which would provide PHF student with paid real work and give them the opportunity to experience real work and not just a placement.

Partnership work includes offering work placements for PHF business administration students on an annual basis. In conjunction with this, Young Apprenticeship's (YA's) on the Engineering programme have visited PHF students in order to understand the need for reasonable adjustments and accessibility in the workplace. The YA's worked with PHF students to adapt equipment which would help them carry out work activities.

The results are that PHF students are now better able to carry out work activities which increases their confidence and skills. In turn, the YA's have developed their awareness of disability and also increased their skills and knowledge in the process.



equality north east

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NORTH EAST EQUALITY



Further partnership work between PHF and Durham County Council's Supported Work have developed a project which involves the development of accessible applications form, job description and interview assessment form.

These documents are now being used as templates by the Metro Centre who have followed the progress of this project with interest and intend to introduce a similar project themselves.

Following completion of the initial project they have agreed to restart the process in subsequent years and will continue to work with PHF to provide a young person with the opportunity for fixed term employment on an annual basis.

Agreement has been reached with all parties with regard to the length of secondment and work will continue with the Supported Employment Officer to ensure that the young person will have the opportunity to apply for other positions as they become available.

TDR offer apprenticeships in business administration and have now taken on a PHF student as a trainee administrator and will help ensure the sustainability of the work.

Judges of the Awards said of TDR,

'It is the ethos of the Company to support people with disabilities into training but they recognised they needed to go a step further in order to give the students real work experience. Positive steps leading to clear sustainable opportunities.'

For more information about the North East Equality Awards, please visit our website, www.equality-ne.co.uk/awards or contact Equality North East on 0191 426 4399 or email info@equality-ne.co.uk.

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