

Building Better Opportunities

Free, expert support to keep your business working well

If you'd like to know more:

Call 0114 290 0200

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**Building
Better
Opportunities**

**SHEFFIELD
CITY REGION**

**Recruit great people
Keep them well
Work Better**



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Let's work together



Every year, 1 in 4 of us experiences a mental health problem.

(Source: Mind)

7 million working age people in the UK have a disability or health condition.

(Source: UK Government)

People with disabilities and health conditions are already among your company's best and most resilient employees. You may be one of them.

They're also some of your most important customers, a growing market of 1.43 billion people worldwide (Source: BBC News).

Building Better Opportunities (BBO) is a new employment support programme, financed by the Big Lottery and European Social Fund. We're working with talented people who want to find jobs and who have the potential to thrive in employment.

BBO will help you to recruit and retain these brilliant candidates. We also offer specialist training and advice on workplace health.

Our free service can work with you to...

- Fill vacancies quicker, bringing new talent and diversity to your business.
- Access 13 weeks of on-the-job training and support for these new employees, including expert advice from occupational therapists and counsellors.
- Improve workplace wellbeing for all your staff. This includes free training in mental health awareness and stress reduction.
- Tap into government-backed schemes, like Access to Work, that provide practical and financial support for people with a disability or long-term physical or mental health condition.

Let's get started

Employing a Building Better Opportunities customer

A member of our team will work with you to understand how your business operates, what you expect from your employees, and what you offer in return. We'll then be able to find the most suitable candidate for your vacancies.

If you recruit a Building Better Opportunities customer, we'll offer a range of support to ensure that they contribute to the growth and success of your business.

For up to 13 weeks after they start work with you, BBO customers will access free training, peer support, coaching and counselling so that they flourish in their new role.

Working with you

We'll be on hand to make sure that you're happy, too. We tailor our service to your business, so you get all the information and support you need.

You'll be able to access training courses on topics such as Mental Health First Aid, Managing Stress at Work, and Making Reasonable Adjustments. We also offer free advice from our team of occupational therapists, counsellors and employment specialists.

Investing in your employees' health and wellbeing is proven to reduce sickness absence and to improve productivity. So, we'll help you support your existing employees to feel and perform well.

This includes:

- **Workplace Wellbeing assessment**

We'll work with you to recognise the positive things you already do to retain your best staff and keep them well. We'll also identify areas for improvement and give you advice on next steps. We use National Institute for Health and Care Excellence (NICE) guidelines on workplace health, so you'll benefit from the latest and best evidence on what keeps staff engaged and performing at their best.

- **Training for line managers**

Our BBO coaches will equip line managers with the knowledge and confidence to identify signs of ill health among their team members and offer appropriate support. We teach skills and strategies that are proven to increase staff retention and decrease sickness-related absence.

- **Peer Ambassador programme**

Our volunteer Peer Ambassadors have experienced barriers to getting a job and are now thriving in work. They're all individuals that are in employment, or running their own business, while managing health conditions and/or living with disabilities. They can share their inspiring stories with your staff. They'll also provide mentoring and peer support for your new BBO employees.

Want to volunteer as a Peer Ambassador?

Contact Caroline Muddimer at c.muddimer@syha.co.uk or call 07393 015276

How is Building Better Opportunities different?

- Building Better Opportunities is based on Individual Placement Support, a place-then-train approach that's proven to be twice as effective as traditional methods (source: Centre for Mental Health). It means getting people into competitive employment first, with training, support, and opportunities for development on the job.
- We only work with people who have voluntarily participated in BBO – all of our customers are motivated to find work, and to excel in their new role.
- We support customers to find job roles that interest and inspire them. By tailoring job search around individual preferences, we can find candidates that will thrive in your business.
- We offer expert advice from occupational therapists, counsellors and employment specialists.
- All our support is free: we can show you where to access free online resources to manage employee wellbeing and how to access government-backed funding schemes, such as Access to Work.
- BBO is led by South Yorkshire Housing Association, a not-for-profit social landlord and award-winning provider of health and wellbeing services. Our partnership includes trusted names from the public, private and voluntary sectors within the Sheffield City Region. We aim to create genuine partnerships with business, providing outstanding customer service to firms that share our ethos and values.
- We've co-designed the programme with more than 400 people who have disabilities and health conditions; our support works because it provides what our customers want, when they want it.





What does this mean for your business?

By providing employment to a Building Better Opportunities customer, your business will benefit from:

- Reduced recruitment and advertising costs by filling vacancies with people that have a desire to work, and the skills and ambition to do their role well.
- Increased workforce diversity and resilience. We'll widen your talent pool and provide the staff you need to tap into a growing disability market, estimated at £6.4 trillion worldwide (source: BBC News).
- Free in-work training and support for new and existing employees, to ensure that they're flourishing and realising their full potential.
- A better-engaged workforce who see that you're investing in their health and wellbeing.
- Increased staff retention and productivity: if your employees are happy and engaged, they're more likely to remain committed to your organisation.
- Lower rates of sickness-related absence: we follow NICE guidelines for workplace health. They're evidence-based steps that are proven to reduce sickness-related absence, and mitigate the risk of employee grievances.



"I employed staff with disabilities in a previous job. We thought it was the right thing to do, but expected it to involve a lot of extra work and support. We were wrong. The staff we employed were among our hardest working and most reliable staff. They were a huge asset to our business"

Paul Blomfield, MP for Sheffield Central



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