

Work First
Scotland

 **Shaw Trust**
Scotland

Employer Services

Helping you recruit the best people



Scottish Government
Riaghaltas na h-Alba
gov.scot

Employer Services

Why us?

Shaw Trust is a national charity working to create brighter futures for the people and communities we serve. As a leading employment services organisation, we've got over 35 years' experience in helping employers source and retain the right talent.

Our values are:

- To be people-centred
- To act with integrity
- To be innovative
- To be best-in-class
- To be accountable

These values underpin everything we do.

“Knowing there is always someone to contact for support is reassuring.”

B&M

How can we help you?

No matter what industry you are in, or how big or small your business is, we can help. We'll work closely with you to understand what's important and the challenges you face, so that we can help you find the right staff for your business. By using our services, you will gain access to a diverse and dedicated workforce, all living within your local community. Working with us will help you fulfil your corporate social responsibility (CSR) commitments.

“ Shaw Trust adds a personal touch and is in tune with our business. They are all about the right person in the right job. ”

Alpha Flight



How does it work?



1 Consult 2 Source 3 Assess



Getting inside your business

Attracting the right candidate for your business is key. That's why we take the time to get a real understanding of your needs, culture and the specific role.



Selecting the right people

We then source candidates from our unique talent pool. We save employers time by organising and hosting recruitment days.



Ensuring the right fit

You'll save money and resources because we pre-screen candidates on your behalf based on the job criteria. We will assess each person's competencies, abilities, experience and attitude to ensure a good fit for you.





4 Develop

Supporting needs and shaping skills

To make sure our candidates are ready, we develop their skills through a programme of support including:

- Pre-employment training to prepare people to work in your business by giving them the skills, knowledge and confidence to ensure that new employees make an impact from day one.
- Placements – an opportunity for candidates to work with you to gain experience within a real work environment.
- Work trials – where candidates complete a working interview within the role for up to five days so you can assess their skills, capabilities, attitude and suitability for the job.

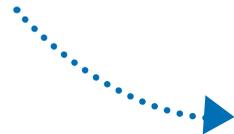


5 Start

Coming on board

We work closely with both you and your new employee to ensure you are fully briefed.

This way new employees will enter the workplace more confident and aware of expectations.





6 Retain

 Helping you keep your staff

Don't worry, you won't be on your own after your new employee starts - we'll continue to support you. Our in-work support service includes mentoring, buddying and ongoing specialist advice, boosting success, productivity and retention.

7 Review

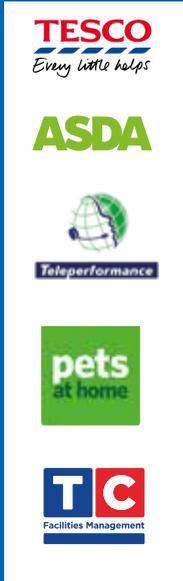
 Meeting your expectations

Our team will keep in touch with you at agreed intervals. You'll also have the opportunity to give us feedback to continually improve what we do for you.

And the best thing is, our service is completely free.

And you'll get an opportunity to learn about and take advantage of our other services, which include: accessibility services, disability equality training and volunteering.

We support thousands of businesses each year to diversify their workforce



“ Whether they’re writing CVs, filling out application forms or having an interview, some people face barriers when applying for a job. But at Asda, we want to give everyone an equal chance. Which is why we’ve teamed up with Shaw Trust. It means we can now offer people the support that’s right for them. In fact, the charity helps in many different ways - from practical guidance on writing applications to ongoing support while you’re at work. Not only that, their training will boost your confidence so you can focus on getting the Asda job you want. ”

Asda

“ Shaw Trust helped me through group sessions on things like cover letter writing and application support. My confidence grew and I started to apply for roles online and contacting employers by telephone which I would never have done at the beginning. I wanted to prove to others that I can do it. I ended up having two roles to consider and I now have a full time job as a care assistant. ”

Hayley



Jobs
change lives

Get in touch

Email: **employers@shaw-trust.org.uk**
to find out more about the service.

Shaw Trust is a national charity working to create brighter futures for the people and communities we serve. Last year we supported thousands of people on their journey into work. To find out more about Shaw Trust please visit our website: **www.shaw-trust.org.uk**

 **@shawtrust** |  **facebook.com/shawtrust**

Shaw Trust Registered Charity No. Scotland: SC039856

Alternative formats

Please call **0300 123 3030** or email
studio@shaw-trust.org.uk to receive this
information in a different format.



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