

## Some of the people Return to Work Solutions has helped...

### Louise...

A car accident left Louise, who worked in sales, physically disabled and unable to carry on with her full-time job. Following her initial assessment with an HCS adviser her employer was contacted to see if she could be offered alternative work in a different capacity on a part-time basis.

Psychometric testing and skills analysis were used to identify her transferable skills. The adviser worked closely with Louise to help her re-think personal expectations and identify necessary adjustments. HCS were also able to support her employer so they could effectively apply the Disability Discrimination Act and introduced both parties to Access to Work, so relevant modifications could be made. HCS advised on other benefits and support that Louise was entitled to claim. In work support offered to both parties ensured a successful transition.

### Jack...

Jack had to sell his successful hairdressing business after suffering a severe stroke. The stroke left him with mobility and language problems, which he overcame. During his physical rehabilitation he decided he wanted to re-train and qualify as a network engineer.

His HCS adviser agreed a Return to Work programme with him that included work experience and support with training. His adviser offered him regular mentoring sessions during which he was coached to complete a CV. Mock interviews also enabled him to develop the practical skills that led to him securing a part-time permanent job in IT.

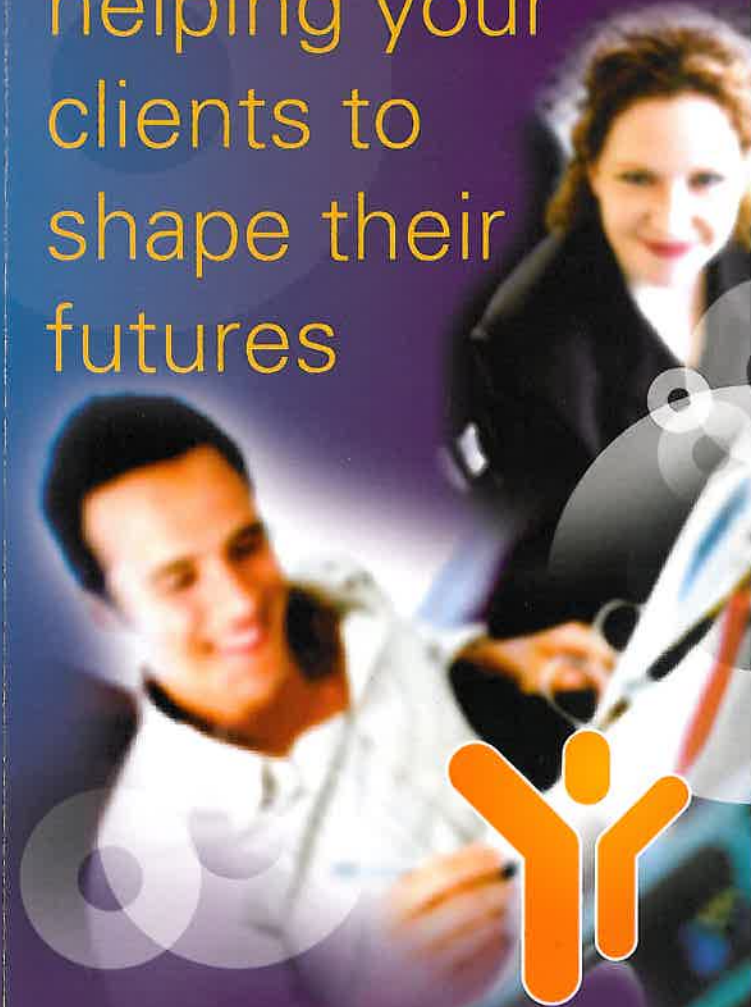
Return to Work  
Solutions...  
helping your  
clients to  
shape their  
futures



The HCS Return to Work Solutions team would like to hear from you. Call today and talk with our advisers about how your clients can get back into the world of work.

t 01462 705006 or 07786 854570  
e: [returntowork@herts-careers.co.uk](mailto:returntowork@herts-careers.co.uk)  
w: [www.herts-careers.co.uk](http://www.herts-careers.co.uk)

Return to Work  
Solutions...  
helping your  
clients to  
shape their  
futures





## Return to Work

Solutions can help your clients who are recovering from an accident, injury or illness get back into the workplace.

Whether they want to return to their job after a period of absence and need help to negotiate changes to their role, or want to make a complete career change and need advice about where to start, our advisers can support them through the whole process.



## What your clients can expect from Return to Work Solutions...

Each client you refer to HCS will be offered an initial assessment. At this assessment an adviser will work with them to agree a Return to Work programme, tailored to their individual needs. This may include:

- Career guidance and retraining options
- Transferable skills analysis
- Psychometric testing
- CV development and workshops
- Mentoring
- Confidence and self-esteem workshops
- Interview technique training
- Job search and application support
- Presentation skills coaching
- Advice on approaching employers and the Disability Discrimination Act
- Work rehabilitation programmes
- Work experience
- Benefit advice and referral

All of these programmes, workshops and sessions have been designed to enable your clients to access all of the information and support needed for them to Return to Work successfully.

Return to Work Solutions ensures that your client has the support of an adviser, who will consult with other professionals involved in their rehabilitation, to ensure that their programme is both manageable and achievable.



## Our skills and experience...

HCS has a national reputation for the excellence of its services for people with disabilities. All of our advisers have extensive experience in this field and have:

- A post graduate level qualification in careers guidance
- Considerable knowledge and understanding of different occupational areas and the needs of the labour market
- Access to a wide career and job information database
- Developed a range of techniques and strategies to help people identify the barriers preventing them from re-entering employment

HCS works with a range of partners, enabling cost effective and innovative solutions to be provided to your clients.

