

Sussex Employment Support Directory

Directory of organisations, programmes, and projects in Sussex that support people into employment and/or raise aspirations to work and train in health and care. This list has been created for reference by NHS organisations in Sussex to inform future Widening Participation and Inclusive Recruitment work and partnerships.

East Sussex Organisations

CXK Youth Employability Service

Website: www.cxk.org/services/youth-employability-service-yes/

YES supports people in East Sussex aged 16 – 18 who are not in education, employment or training (NEET), or at risk of becoming NEET. The service is also available to young people up to the age of 25 with an Education and Health Care Plan. YES provides careers advice, support and guidance. YES advisors support young people on a 1:1 basis, exploring college options, other training opportunities, apprenticeships, work experience, employment and job searching, completing application forms, practicing interview skills, and creating or updating a CV.

ESCG Pre-Employment Courses

Website: www.adult.escg.ac.uk/adult-courses/pre-employment-courses/

East Sussex College Group offer a range of pre-employment courses for people aged 19+ in receipt of Universal Credit or on a low wage. The courses allow people to gain a qualification, learn employability skills, receive advice from guest speakers, and interview for live vacancies. Courses include Customer Service, Introduction to Microsoft Office, and Hospitality.

iRock

Website: www.irocksussex.com

iRock is a drop-in or by-appointment service run by Sussex Partnership NHS Foundation Trust for young people aged 14 – 25 who live in East Sussex. The service is to support young people with mental health worries, housing issues, employment, studying concerns, or anything else that may be on their mind. iRock is primarily a signposting service, albeit follow-up sessions are available with Peer Support Workers.

Little Gate Supported Employment

Website: www.littlegate.org.uk

Little Gate supports people with learning disabilities and autism into paid work. They do this through their Supported Work Training Programme, finding Supported Employment and Supported Apprenticeship opportunities, and continuing to support trainers and employers throughout the candidates' careers. Their Supported Work Training Programme is based on their farm site in East Sussex, offering a variety of activity groups that allow adults with autism and learning disabilities to improve work skills, such as communication, teamwork and confidence. Their Young People's Programme offers supported apprenticeships to young people with EHCP plans, and a job coach to assist young people in the workplace.

Moving On Up

Website: www.sctp.org.uk/moving-on-up-programme

Moving On Up supports jobseekers in East Sussex who are living in temporary accommodation or at risk of homelessness, to secure employment or an apprenticeship with a living wage. Candidates receive pre-employment training, job matching, and in-work mentoring support to aid retention. Moving On Up also provide practical help to secure permanent accommodation including access to a bursary for a rental deposit. There are incentives for employers that join the Moving On Up scheme, including claiming up to £1,500 per candidate for help with salary or training costs, full impartial guidance and support to take on your apprentice or employee, and an allocated mentor for you and your apprentice or employee.

Steps To Work

Website: www.eastsussex.gov.uk/jobs/help-applying-for-jobs-wuth-the-county-council/learning-disability

Steps To Work is a Supported Employment service within East Sussex. The service is specifically designed to help and support people with a learning disability and/or autism into work. They offer routes into employment via work placements with local employers and have a team of job coaches to support applicants throughout the application process. They can offer support at interviews, inductions, and during the first few weeks of work including regular onsite visits. Trainees are given opportunities to expand their skills and knowledge by completing accredited qualifications, such as Level 1 Employability Skills Award, to enhance their CV.

Support into Work

Website: www.careerseastsussex.co.uk/careers-hub/estar/support-into-work

Support into Work is a project that provides support to migrants in East Sussex. Following an assessment of employability needs, Support into Work aims to help people to develop the skills needed to access the right employment opportunities. The project works closely

with local employers to match skills to job vacancies and offers information, advice and support to access interpreters if needed, UK work culture training, CV writing skills, benefits and work advice, potential funding for childcare or travel. The service is open to any migrant including refugees or Ukrainian guests, residing in East Sussex, who are age 18+.

Wealden Works

Website: www.wealdenworks.co.uk/

Wealden Works is a 10-week annual rural employability programme for young people aged 16 to 24 who live in the Wealden area, who do not benefit from contacts with the business world and other support networks. The programme is intended to bridge the gap between education and work. The programme involves a mix of life and work skills where participants can achieve accredited qualifications, access employment opportunities, and get help with CV writing and introductions to local employers.

Work and Health Programme

Website: www.sussexcommunity.org.uk/our-services/employment-support/work-health-programme/

The Work and Health Programme by Sussex Community Development Association is designed to support people in East Sussex start employment and be retained within their role. The programme supports participants who have a health condition or disability or people who have been out of work for over two years.

Work in Mind

Website: www.healthinmind.org.uk/work-in-mind

Work in Mind is a free service providing employment-related support for adults accessing East Sussex Health in Mind's mental health services. Employment specialists provide tailored support and guidance to help people progress towards their work aspirations and overcome any barriers to employment.

Brighton and Hove Organisations

Amaze Sussex

Website: www.amazesussex.org.uk/amazing-futures/careers/

Amazing Futures Careers is a future planning service for young people aged 14 to 25 with additional needs in Brighton and Hove. This includes autistic people, people with learning disabilities, mental health difficulties or physical disabilities. The service aims to increase young people's confidence in themselves and their futures through 1:1 sessions and occasional workshops on work-related skills, creating an action plan for future work and/or study.

Get Set Opening Doors

Website: www.possabilitypeople.org.uk/communityemployment/get-set-opening-doors-brighton-and-hove/

Get Set Opening Doors empowers and enables people to overcome the barriers they might face to getting a job. The project runs across Brighton and Hove and East Sussex. It works with anyone with a long-term health condition or impairment, including mental health conditions, who want to return to work. The service provides ongoing coaching and long-term support alongside a range of courses. The programme builds practical skills such as writing a good CV, acing interviews, using the internet, filling in job application forms. It also covers subjects such as building confidence and self-esteem, managing anxiety, building self-management toolkits, how to talk to your employer about your health condition or impairment, and how to request reasonable adjustments at work.

Mind

Website: www.mindcharity.co.uk/brighton-and-hove/employment-advice

Mind in Brighton and Hove provide an employment service with a range of support, advice and information to help people with mental health difficulties manage their work and learning needs. The service supports people currently working or who are off sick from work who may want help to manage their health issues in the workplace. Mind also support people who are interested in starting work or who want to identify opportunities for volunteering or undertaking learning or skills-based activities. The Employment Advice Service is available for clients who are receiving treatment and care by the Brighton and Hove Wellbeing Service.

Supported Employment Team

Website: www.brighton-hove.gov.uk/social-care/health-and-wellbeing/supported-employment

Brighton and Hove City Council's Supported Employment Team provides employment support for autistic adults or adults with learning disabilities who live in Brighton and Hove and whose needs are not met by other local employment services. The Supported Employment Team work with candidates to identify skills and aspirations, provide induction and training support on-site when needed, and assist with job searching. An Employment Officer helps candidates understand which jobs suit them, and support with CV writing and interview preparation as needed.

Team Domenica

Website: www.teamdomenica.com

Team Domenica provides innovative employment programmes to support young people with learning disabilities using a holistic approach aimed to develop candidates' independence, confidence, communication, and work skills ready for employment. Team Domenica is a three-tier operation comprised of the Training Centre, Training Cafes, and Employment Centre.

The Spear Programme

Website: www.spearbrighton.org

The Spear Programme supports young people aged 16 – 24 who are facing significant barriers to education, employment or training and who live in Brighton and Hove. The programme supports young people who are care leavers, have a criminal record, have no qualifications, experience mental ill health, or have experienced homelessness. Spear have a six-week programme with coaching to overcome learning barriers and in-work challenges and practical training such as CV writing and mock interviews. The programme is followed by a year of in-work support.

Youth Employability Service

Website: www.brighton-hove.gov.uk/youth-employment-hub/find-service/youth-employability-service

YES can provide careers information, advice and guidance for young people aged 16 to 19 who are living in Brighton and Hove who are not in education, employment or training. Young people with an additional learning need or disability, young carers, and care leavers, can also access the service up to the age of 25. YES Employability Advisors provide free, impartial careers IAG to help young people find the right college course, apprenticeship, training or job. 1:1 appointments offer help with career and course decisions, college applications, job and apprenticeship searches, CVs, job applications, interview preparation, and access to personal development programmes. YES has strong relationships with employers to offer young people employment or volunteering opportunities.

West Sussex Organisations

Choose Work Programme

Website: www.chichester.gov.uk/article/26325/Choose-Work-Programme

Choose Work supports Chichester District residents through coaching, mentoring, providing IAG, to help them identify where they want to get to, and work out an action plan to help them get there. Choose Work Coordinators help local jobseekers break down the barriers to employment. 1:1 mentorship is offered following an initial assessment, and free workshops are available to meet other jobseekers, share experiences, and develop job-related skills. Choose Work an help jobseekers and local employers with job-matching.

Employ Junction

Website: www.adur-worthing.westsussexwellbeing.org.uk/topics/more-topics/employ-junction

Employ Junction is a service supporting adults at risk of homelessness, people who are long-term unemployed, and people who have significant barriers to working (health, caring responsibilities, etc). Employ Junction offers free appointments and drop-ins across West Sussex for local jobseekers to gain computer skills, work tasters, short courses, support with CV writing, interview skills, and access to work or volunteering opportunities.

FEDCAP Restart Scheme

Website: www.fedcap.org.uk/employment/offices/chichester

FEDCAP offers a 12-month employment scheme to jobseekers in Chichester which includes: a dedicated employment advisor, specialist recruitment advice, access to local employment opportunities, ongoing assessments to understand jobseeker needs, budgeting advice, skills support and training, and access to wellbeing services.

Grace Eyre Employability and Skills Courses

Website: www.grace-eyre.org/what-we-do/employability-and-skills/

The Grace Eyre Employability and Skills Team support people with a learning disability and/or autistic people on their journey to paid work, further training or volunteering. The Learning for Work course increases people's skills for employment by covering health and safety, worker rights, work standards, customer service, team work, CVs and interviews. The Learning for Life course enhances people's daily life by covering wellbeing, IT, communication, socialising, travelling, budgeting, and how to get support. These courses are for people with a learning disability and/or autism aged 19+ living in West Sussex.

Springboard

Website: www.springboardsupport.org

The Springboard Project is for children, young people, and young adults with SEND. Springboard offers supportive youth hubs, volunteering and employability sessions, life skills to increase independence and confidence, as well as support during periods of transition or family crisis in Horsham, Crawley and Worthing.

The Aldingbourne Trust

Website: www.aldingbournetrust.org

The Aldingbourne Trust with Supported Employment West Sussex supports people aged 18+ with learning disabilities, physical disabilities, sensory impairment, autism and/or acquired brain injury in West Sussex to access employment and training opportunities. They offer WorkAid and Workability skills development programmes, work placements, and tailored support to help individuals gain confidence and succeed in the workplace. Other services include housing support, transition service with Chichester College, outreach, and day services.

West Sussex Talking Therapies

Website: www.westsussexalkingtherapies.nhs.uk/what-we-offer/employment-support

West Sussex Talking Therapies offer employment support to service users on their waiting list or in treatment. Specialist and bespoke employment advice can be offered either face-to-face or over the phone, including interview skills, job searching advice, benefits signposting and CV support. The service can also support with a range of workplace issues including return to work and workplace stress.

Pan-Sussex Organisations

BHT Sussex

Website: www.bht.org.uk

BHT offers employability support for people who are homeless, at risk of homelessness, or facing multiple disadvantages. They provide tailored employment services, including job coaching, CV and application support, interview preparation, and further signposting to training opportunities. BHT also offers specialist support for rough sleepers, addiction services, housing advice, benefits and legal advice, as well as operating the First Base day centre in Brighton.

Bright Med

Website: www.bsms.ac.uk/about/info-for-schools-teachers-parents/widening-participation-to-medicine.aspx

Bright Med identifies and supports young people from across Sussex who have the potential to become tomorrow's Doctors. The programme will increase awareness of what it takes to study medicine and healthcare subjects through fun, inspiring and interactive teaching focused on medicine, health and science. Bright Med works with students from Year 9 to Year 13. Young people take part in regular events that include knowledge sessions, lectures, and seminars. There is also the opportunity for young people to experience life as a medical student with a Summer School at the end of Year 12. Sixth form students that are part of the Bright Med programme may be eligible for a guaranteed interview for the Medicine (A100) Undergraduate programme at Brighton and Sussex Medical School.

Change Grow Live Employment Support

Website: www.changegrowlive.org/drug-alcohol-wellbeing-network-west-sussex/employment-support-ips

CGL is a free and confidential service open to anyone experiencing difficulties with alcohol and drugs. People accessing structured treatment at Change Grow Live who are age 18+ and interested in securing paid employment can access IPS employment support. This involves 1:1 support with searching, applying and interviewing for jobs, up to 9 months support to find a job and up to 4 months of in-work support, as well as opportunities for candidates to meet with employers, help to produce a professional CV, and support to maintain work alongside treatment. Training and support are available to ensure the employers' workforce can work well with employees who may have faced adversities.

Clarion Futures Charitable Foundation

Website: www.clarionhg.com/about-us/what-we-do/clarion-futures-charitable-foundation

Clarion Futures supports housing association tenants living in Clarion homes and communities to find jobs and training, to develop digital skills, and to manage their money.

DWP and Jobcentre Plus

Website: www.find-your-nearest-jobcentre.dwp.gov.uk/search.php and www.jobhelp.campaign.gov.uk/skills-sector-based-work-academies-swaps/

Jobcentre Plus provides a range of employment support services including job search assistant, skills training, help with benefits claims, and financial support for those seeking work. They offer specialised services for vulnerable groups, including disabled individuals, young people, and long-term unemployed people. A sector-based work academy programme (SWAP) gives jobseekers who are age 16+ and claiming benefits, the opportunity to apply for jobs. The programme can last up to 6 weeks and includes sector-specific pre-employment training, a short work placement, and a guaranteed job interview and/or help with the application process. A SWAP is a partnership between an employer, Jobcentre Plus, and a training provider. Responsibility for delivery of this programme is shared between these partners.

Routes Into Employment

Website: www.chigroup.ac.uk/routes

Chichester College Group work in partnership with Jobcentre Plus and West Sussex County Council to deliver sector-specific Routes Into Employment programmes. These currently include construction, digital skills, early years, the green sector, and health and social care. Courses can lead to nationally recognised qualifications to help boost career prospects. Courses involve practical elements, based at Chichester, Crawley and Worthing colleges. The courses are open to adults across Sussex and Hampshire.

Southdown Work and Wellbeing

Website: www.southdown.org/services/work-and-wellbeing-sussex

Employment support available for adults aged 16+ living in Sussex who are using a mental health service and are motivated about exploring their employment goals. The service supports people to achieve their vocational aspirations but also explores other issues that may affect applicants abilities to secure or sustain employment.

Sussex Learning Network

Website: www.sussexlearningnetwork.org.uk

The Sussex Learning Network is a partnership of further education colleges, universities, local authorities, and local enterprise agencies. The network provides a variety of services to improve employability, including adult learning opportunities, career advice, skills development, and support for those seeking retraining. The network is particularly focused on helping people with no or few qualifications, people returning to work after a career break, and people from diverse backgrounds. Projects include support for care experience

students, young carers, LGBTQ+ students, gypsy, traveller, roma, showmen, and boater students, refugee background students, and black, Asian, and minority ethnic students.

Workability

Website: www.impact-initiatives.org.uk/services/workability/

Workability helps people with disabilities who live in Brighton and Hove and West Sussex, and carers in West Sussex only, to find the right employment for them. Workability helps individuals to identify their skills and helps match these to employment opportunities jobs people are interested in. Workability then supports candidates throughout the application, interview and induction process.

National Organisations

Care Leaver Covenant

Website: www.mycovenant.org.uk

This national organisation partners with local councils and businesses in Sussex to provide tailored employment, education and training opportunities for care leavers, and to offer roles specifically aimed at care-experienced young people.

Choices College (formerly known as Project Choice)

Website: www.hee.nhs.uk/our-work/choices-college-supported-internships

Choices College is a specialist college providing tailored educational support and a supported internship course for young adults aged 16 to 24 with learning difficulties and/or disabilities and/or autistic people. Choices College partners with NHS organisations to create supported work environments in order to provide real work experience for interns. Support is tailored to each intern based on their skills and interests. Interns spend one year learning maths, English, and employability skills, and attend up to three 12-week placements with a Choices College partner.

DFN Project SEARCH

Website: www.dfnprojectsearch.org

DFN Project SEARCH is a transition to work programme committed to transforming the lives of young adults with a learning disability and autism or both. DFN Project SEARCH is a potential partner for developing support internship programmes for young people with SEND. An existing programme runs in East Sussex with East Sussex Healthcare NHS Trust, with interest by DFN Project SEARCH to develop programmes in other areas of Sussex.

National Careers Service

Website: www.nationalcareers.service.gov.uk/

The National Careers Service provides free 1:1 confidential and impartial careers information, advice and guidance to assist people aged 18+ make decisions on learning, training and work opportunities. This includes skills assessments, CV development, interview skills, digital skills, and sector-specific webinars. The National Careers Service have recently been hosting local webinars on working in the NHS.

National Network for the Education of Care Leavers

Website: www.nnecl.org

NNECL is a charity dedicated to improving educational outcomes for care-experienced young people. They collaborate with educational institutions, care teams, and local authorities to help care leavers progress through further and higher education. Thrive also

provide training for practitioners, and resources for care leavers to thrive in educational settings.

Royal British Legion Lifeworks

Website: www.wearelifeworks.org.uk/

Lifeworks offers free tailored employment support which equips veterans and family members of those currently serving with the tools needed to find meaningful employment outside the armed forces. The Lifeworks Hub provides those in need with resources, course information, and access to job vacancies provided by partnering employers. The Forward Assist programme offers Lifeworks attendees the opportunity to have continued support when finding employment, further education or training.

Royal College of Nursing

Website: www.rcn.org.uk/Professional-Development/Nursing-cadet-scheme

The Prince of Wales Royal College of Nursing Cadet Scheme helps young people aged 16 – 25 develop their skills and support them towards a career in health and care. The scheme runs at selected locations across Wales, England, Scotland, and Northern Island. A PoW RCN Cadets cohort was supported in Sussex in partnership with Chichester College Group in 2024. The programme includes skills training, careers support, and a work experience placement with a local NHS employer.

The King's Trust (formerly The Prince's Trust)

Website: www.princes-trust.org.uk

The King's Trust provide 16- to 30-year-olds with free training courses, mentoring, and funding to help them find a job in health and care. They offer: one-hour overviews of the health and social care sector, 2 – 5-day courses to help with job applications, help to arrange work placements, 1:1 mentorship, financial support up to £500 to eligible applicants, as well as access to MyndUp, a mental wellbeing platform. Courses are run in-person or online. The King's Trust are seeking NHS employers to partner with them for their Get Started programmes, where upon completion young people can access a guaranteed interview.