



**THE  
POPPY  
FACTORY**

getting you back to work



**Supporting ex-Forces men and women with physical or mental health challenges back into meaningful work.**

## What we do, who we help and why?

There are estimated to be nearly 20,000 unemployed veterans of working age with a disability or impairment across England, Wales and Northern Ireland. Even more individuals might be struggling in a job that is unsuitable or unfulfilling.

We believe that every veteran has unique skills and abilities that employers will value and benefit from. Our specialist employability team work tirelessly to find paid, meaningful work for veterans who have given so much to protect our country. These are people who have left the Services and have disabilities ranging from physical injuries to mental health conditions.

Support is available to anyone who has served at least a day in the Armed Forces or the Reserves and who consider themselves to have any kind of health impairment that could be a barrier to employment. This could be anything from chronic illness, hearing or visual impairments, musculoskeletal issues, circulatory and limb loss to mental health conditions, such as depression, anxiety, or PTSD.



# How we help veterans

The Poppy Factory's employability team provide highly-personalised employability support based on the "IPS" method. Our team can be found all across the country; having a local presence enables us to understand the jobs market within each community. Following an initial phone call with the team, a meeting will be arranged at a convenient location so that the Employability Consultant (EC) can get to know the aspirations and experiences of the veteran. The EC will help to identify career preferences and create a plan to achieve the veteran's goals.

## The EC's support will often involve:

- Developing employability skills and awareness
- Creating or enhancing CVs
- Job search support
- Contact with potential employers to explore opportunities
- Identification of training needs and sourcing external funding
- Assistance with job applications
- Interview preparation and coaching
- Planning and preparation for job start
- In-Work Support for up to 12 months
- Guidance on if, when and how to share information with employers about a disability or a criminal conviction
- Help to consider what adjustments might be helpful in the work place
- Suggestions on accessing welfare support or benefits information in relation to work

It doesn't stop once the veteran is in a job: We can work with employers for 12 months to ensure a smooth transition, helping them to explore any workplace adjustments or role changes that a veteran with a health condition might need to succeed at work.



## What is IPS?

Individual Placement and Support ("IPS") is an evidence-based method of supporting people with health conditions back into work. Essentially, IPS is finding out what people love doing, helping find them a job in that field, and accessing training and development on the job (as opposed to before the job). This means a happy and more engaged employee, which leads to more veterans staying in work and even better health outcomes (DWP report, 2006).

## Our six steps to getting veterans back to work:

1

### A simple call

Veterans can speak to our friendly staff or register online to kick the process off.

2

### Let's plan

We build upon our veterans' ambitions to develop bespoke, tailored career plans.

3

### Getting veterans ready

We'll build confidence in existing skills, and enhance CV and interview skills.

4

### The job search

Our team are dedicated to helping veterans find great local opportunities with supportive employers.

5

### Application

We guide our veterans through the application process and work with employers to explore any necessary workplace or role adjustments.

6

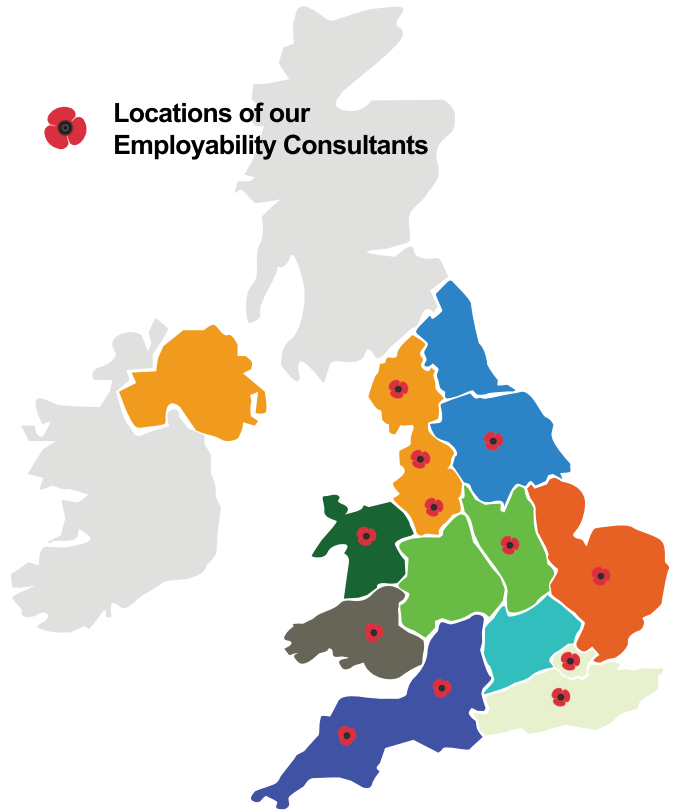
### Ongoing support

12 months' of in-work support to both veterans and employers helps to overcome any obstacles that arise.

## Where do we work?



### Locations of our Employability Consultants



The Poppy Factory's employability team work all across England, Wales and Northern Ireland. We get to know the particular challenges and opportunities within the local labour market, and – being community based – we engage with veterans in a mutually-convenient or familiar location, ensuring an effective and personalised service.



**VETERANS'**  
GATEWAY



Registered with  
**FUNDRAISING**  
REGULATOR





## Who can we help?

To be eligible for our support, veterans need to have proof of Service and evidence of a health barrier to employment (such as a physical or mental health condition). Also, veterans should no longer be supported by the Career Transition Partnership (CTP) as part of their resettlement.

## How you can help!

If you think that you or someone you know might benefit from our support, don't hesitate to register online or call our friendly team. Our contact details are overleaf.

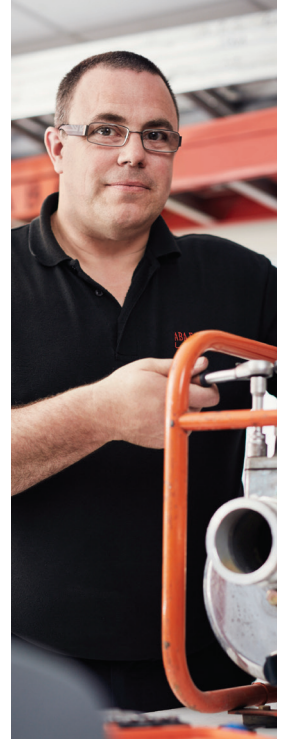
If you belong to an organisation that also works with veterans, give us a call so that we can talk about how we can work better together.

We rely on generous donations to carry out our work. Every single donation is used to help veterans find and maintain their new career paths. If you would like to help, then please get in touch by visiting [www.poppyfactory.org](http://www.poppyfactory.org)

**“The Poppy Factory never turned me away. The help I received from my Employability Consultant really boosted my confidence.”**

Joe left the Forces in 2012 after aggravating an old injury during a tour in Iraq. He was facing unemployment for the first time in decades.

Joe found The Poppy Factory at an employment fair and an Employability Consultant was soon helping him with CV assistance and interview coaching. *“After interview knockbacks, The Poppy Factory gave me feedback and reassurance”*. Joe is now employed as an engineer.



## Register today!

- **Visit**  
[www.poppyfactory.org/register](http://www.poppyfactory.org/register)
- **Call**  
020 8939 1837  
or 020 8939 1877
- **Email**  
[shaunjohnson@poppyfactory.org](mailto:shaunjohnson@poppyfactory.org)  
or [michaela@poppyfactory.org](mailto:michaela@poppyfactory.org)