

GET's Strategic Plan

July 2024 to December 2027

Our Vision

For all disabled people who have the desire to work to be given an opportunity in which to thrive.

Our Purpose

To provide disabled and neurodivergent individuals an opportunity for inclusion through meaningful work. To achieve inclusion at work, we facilitate connecting, matching and supporting talent.

Our Values



Collaboration



Growth



Respect



Community

Alignment to Sustainability Development Goals (SDGs)



The UN's 17 SDGs seek to address social, economic, and environmental challenges by 2030. GET helps towards the work of the following SDGs:

- Decent Work and Economic Growth - By providing employment opportunities, we promote sustained and inclusive employment, which encourages economic growth
- Reduced Inequalities - We help reduce inequalities by ensuring that marginalised and disadvantaged individuals have access to employment opportunities
- Good Health and Wellbeing - Employment positively impacts mental and physical health, leading to healthier and happier lives for those we support

What problem does GET address?

There are 29% fewer disabled people in work than non-disabled people. We aim to reduce this gap. In 2023, half of the people referred to us for support were under 25, many with mental health or autism-related disabilities. Demand for our services is rising, with record referrals received in 2023 and 2024.

Our Services

Supported Employment Services

- Supported Employment Team
- Job Club, IT Workshops and Client Resources
- Work Experience Placements
- The Dressing Room
- Additional ad hoc opportunities, subject to funding

Employers' Service

- Employers' Disability Charter
- Employers' Disability and Inclusion Training
- Job Matching
- General support, advice and guidance

Effectiveness

Whilst focusing on our core activities we shall also explore donation led opportunities and explore other ways of managing the waiting list and caseloads. We will encourage feedback and strive for improvements, ensuring that our structure, processes and premises are optimal for staff, clients, and employers.

Strategic Priorities

July 2024 to December 2027

Reduce Waiting List Times

- Aim to reduce waiting times from eight months to 1-2 months by Dec 2026 through strategic recruitment, team expansion, and staff professional development
- Invest in technology to increase efficiency and agility

Nurture Employer Relationships

- Strengthen ties with our employer partners, aiming for quarterly engagement by 2027 and using our 10th anniversary to maximise community impact
- Revisit and refine our Employers' Disability Charter with input from GET's supporters to launch a second edition

Enhance Educational Transitions

- Integrate Supported Employment in post-16 and post-18 education planning by engaging with secondary schools
- Support collaborative pathways for people age 19-25 with SEND, aiming to support up to 12 young people per year by Dec 2026. Promote the scheme with the SEND leadership alliance
- Ensure all staff are trained in Mental Health First Aid and trauma training

Increase Brand Awareness

- Raise our profile using press/media releases
- Calculate and promote our social value
- Demonstrate our impact by focusing on our purpose and values, and utilising storytelling
- Review website analytics and make adjustments to improve site performance; aim for 50% more users by 2027

Secure Future Funding and Strengthen Our Board

- Aim to have ongoing SLA and funding agreements in place by Q2 2026; whilst ensuring sufficient reserves by 2027. Source additional funding and seek new sponsorships
- Ensure transparent reporting and stakeholder updates, with regular reports and updates to the Committee for Employment & Social Security
- At board level, fill key vacancies and explore future-proofing strategies, including new roles for corporate relationship building and lived experience
- Conduct financial forecasting and engage funders early to secure future SLA term funding aligned with long-term goals