

The background features a dark blue field with abstract geometric shapes in bright yellow and orange. A large orange circle is positioned in the upper left quadrant, partially overlapping a yellow shape. The Ingeus logo, consisting of a small orange dot above the lowercase word 'ingeus' in white, is located in the top right corner.

ingeus

Better People, Better Business

Recruitment and Retention
Internships and Early Careers
Inclusive Workforce Planning
Disability Confident
Mental Health and Wellbeing



What we do

**Better People,
Better Business.**

We support employers to overcome today's toughest talent challenges – from finding the right people, to supporting them to stay well, productive and long-term in your workforce.

**We're a people
business, helping
organisations create
purpose-led impact,
social mobility and
social value.**

Our services address:

- Rising costs of recruitment and training
- Skills shortages
- Workforce diversity
- Workforce retention issues
- Wellbeing and inclusion

by providing solutions that:

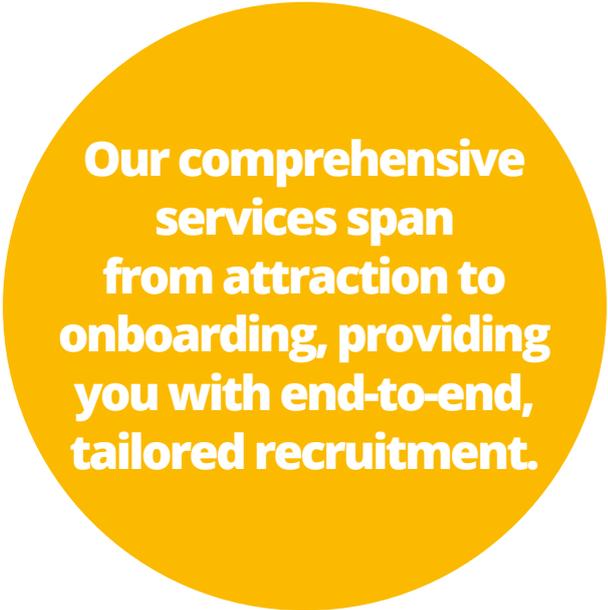
- Help you access a broad, diverse talent pool and reduce the time, risk and expense of hiring
- Help you build inclusive practices that improve diversity and social mobility
- Help you to improve productivity, strengthen retention, reduce absence and support employee mental health and resilience



The programme has helped me and us as a football club massively in hiring and recruitment. When Mark came along he was a good fit, he was a good communicator and was keen to progress with his continuous working development. I've got no hesitation in saying other businesses should do exactly the same.

Rickie - Ground Safety Officer and Stadium Manager,
Barrow AFC



A large yellow circle containing white text.

Our comprehensive services span from attraction to onboarding, providing you with end-to-end, tailored recruitment.

Recruitment and Retention

We help businesses fill permanent, temporary and contract roles, as well as work placements and internships.

Whatever your talent needs, we will help fill them with diverse talent and early careers from our employability, justice, and Change 100 programmes.

We offer:

- Advertising and candidate search tailored to your vacancies
- Sourcing, short-listing and presenting quality candidates
- Candidate screening, assessment and interview facilitation
- Assessment centres and work trials
- Pre-employment training and preparation
- Guidance on training pathways and skills funding
- Mentoring and in-work support for placements and your managers
- A range of mental health services, including Employee Assistance Programmes, to support employee wellbeing and retention

Benefit from:

- Faster recruitment
- Reduced cost-to-hire
- Access to diverse talent, including under-represented groups ready to work
- Access to funding to upskill employees
- Sector specific expertise
- Access to government-funding for fee-free services depending on location



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"If we took Ingeus out of the equation, we'd put adverts out and only 40% may turn up. Ingeus is screening, speaking to them, raising any queries. Our conversion rates are far higher than if we recruited externally. We start with the right people. We trust Ingeus' judgement."

Damion
Director, Crowd Master

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Inclusion and Diversity Support

As businesses compete for talent, inclusive recruitment and workplace practices help attract skilled candidates and create environments where people stay and succeed.

Wherever you are on your inclusion journey, we can help you with practical advice, guidance and training that strengthens performance and elevates your brand.

Advice and Training

We support businesses embed and improve inclusion in their recruitment processes. From practical advice on how to attract, assess and retain candidates with disabilities and/or health conditions, to supporting with reasonable adjustments and inclusive workplace design. All our training can be tailored to your company's specific needs.

Benefit from:

- Expert insight and practical solutions
- Improved recruitment outcomes
- Access to untapped talent pools

Disability Confident

We guide businesses through all stages of the Disability Confident scheme, helping you build inclusive recruitment and retention practices, attract diverse talent, and become recognised as a Disability Confident employer.

Benefit from:

- UK Government kitemark
- Enhanced employer brand
- Stronger inclusion outcomes





Enterprise Rent-A-Car is passionate about providing a workplace where everyone can thrive. We recognise that diverse talent drives more and better ideas. Our commitment to embracing diversity, equity, and inclusion is at the heart of our business – and this Disability Confident Leader status helps us to showcase it better.

Marcus - Talent Acquisition Specialist,
Enterprise Rent-a-car



Mental Health and Wellbeing

Over 22 million working days were lost in Britain due to work-related stress, depression or anxiety in 2024/25
(HSE)

With stress, anxiety and burnout affecting many workplaces, mental health support helps employees stay well, engaged and productive.

Our services are designed to create healthier, more resilient workplaces – where people are more likely to stay.

Able Futures

Able Futures is the name of our Access to Work Mental Health Support Service. It's a government-funded programme providing up to nine months of mental health advice and vocational support for employees and apprentices experiencing mental health challenges at work – at no cost to you or your employee.

It provides:

- Support for stress, anxiety, depression or other work-related wellbeing barriers
- Advice for employees and managers on workplace strategies and adjustments

Benefit from:

- A free mental health support programme for employees
- Improved wellbeing and productivity
- Lower absence and stronger retention

CiC Wellbeing

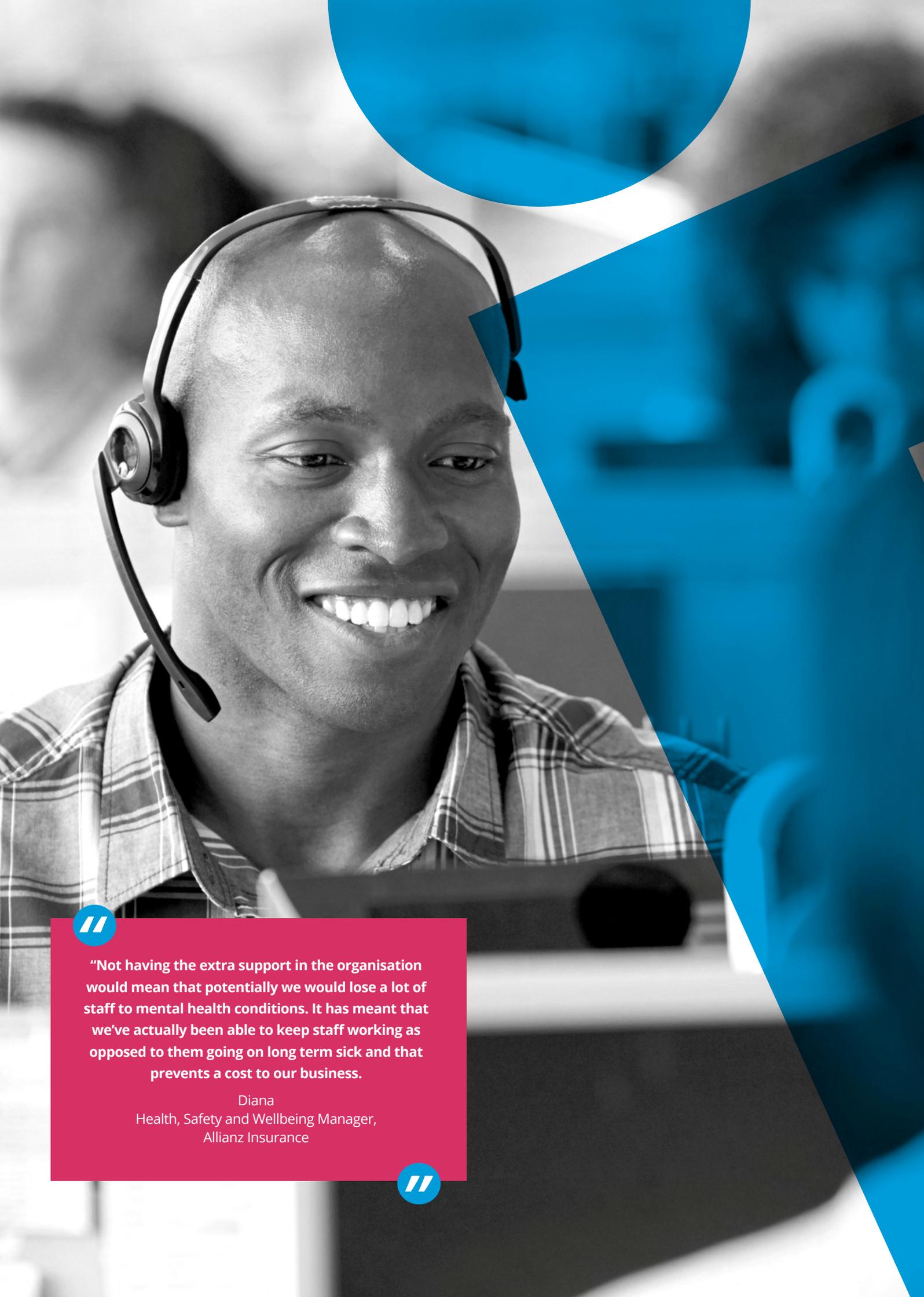
CiC Wellbeing is our expert mental health business with other 30 years' clinical experience supporting businesses in all sectors around the world.

We provide:

- Employee Assistance Programmes (EAP)
- Counselling, peer support and management coaching
- Mental health training and workshops
- Specialist psychological services including trauma support

Benefit from:

- Comprehensive mental health and wellbeing support for employees
- Improved psychological safety at work
- Reduced absence and turnover due to mental ill-health



“Not having the extra support in the organisation would mean that potentially we would lose a lot of staff to mental health conditions. It has meant that we’ve actually been able to keep staff working as opposed to them going on long term sick and that prevents a cost to our business.

Diana
Health, Safety and Wellbeing Manager,
Allianz Insurance





Why partners choose Ingeus

Business benefits

- **Access wider talent pools and job-ready candidates**

We connect employers with motivated, work-ready candidates from diverse backgrounds, including individuals with disabilities and/or health conditions, from disadvantaged backgrounds, or leaving the criminal justice system.

- **Reduce recruitment costs and time-to-hire**

Our support identifies suitable candidates quickly, helping employers fill vacancies efficiently and reduce reliance on traditional recruitment agencies.

- **Improve retention and workforce stability**

With in-work support, training, and wellbeing services, we help employees succeed and remain in their roles for longer.

- **Strengthen workplace wellbeing**

Our mental health and wellbeing services help employers support their staff, reduce absence and create healthier, more productive workplaces.

- **Local, regional or national services**

Whether you're a local business or operate across the UK, our services are scalable to your needs.

- **Create social impact**

By recruiting and building a more inclusive workforce, you create diversity and support social mobility. Which helps you achieve your social value commitments and boosts your brand.

- **Access government funding**

Many of our services are also government-funded and free to employers, so you can save time and cost while driving social and economic value.



Local, regional and national coverage



Ingeus has been an important part of expanding our social outreach into the community, putting jobseekers that are economically inactive into sustainable employment. With the exposure and guidance that Ingeus provides, we're able to break barriers and make our roles and opportunities as accessible as they can be to potential future employees.

Manpreet – Recruiter, EE



We make it simple for you to access the support you need. It starts with hello...

How it works



1. Understanding your needs

We start by learning about your business, vacancies, hiring plans and workforce challenges.



2. Tailoring the right support

We match the most appropriate services to your needs. All our services are designed to be tailored to specific business and industry needs. Choose what you need – from single-service support to fully integrated workforce solutions.



3. Connect you with talent and services

We provide the work-ready candidates, training or mental health programmes you need to help your organisation and workforce succeed.



4. Ongoing support and partnership

We continue to support your organisation, managers and employees, helping ensure successful onboarding and embedding of your new talent and services. You'll have a dedicated point of contact to coordinate and look after your needs.

Contact us for a no-obligation chat »



Ingeus recently helped us find a candidate who started work within a matter of days and we're thrilled to have them on-board. The communication and support we've received has been great.

Charlotte - The Bike Club





About Ingeus

Our mission is to enable better lives and we work in partnership with government, industry and communities to drive social change.

We are part of the international human services provider, APM Group, and have been delivering employment, youth, health and justice programmes across the UK since 1997.

Read about our story at [ingeus.co.uk](https://www.ingeus.co.uk)

Ingeus provides services to create and improve employment, skills, health and wellbeing.

Our joined-up offer is delivered through our expert brands and services, including our government-funded programmes. Your partnership with Ingeus will ensure you're connected to the most appropriate support while keeping your experience simple and coordinated.

Here's an at-a-glance view of some of the teams ready to support your business.

Recruitment and Retention:



Careers
information
Advice and
guidance



Mental Health and Wellbeing:

_able
futures



Inclusion and Diversity Support:

InclusionWorks



ingeus

Get in touch today

Visit us at: www.ingeus.com/employerservices

Email us at: employerservices@ingeus.co.uk

Telephone us on: 0207 265 3000



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