



Supporting employers to recruit disabled people and people with health conditions

Lessons from the evidence

This information sheet is for Active Labour Market Policy (ALMP) staff in employer-facing roles, such as those delivering Connect to Work, WorkWell and Trailblazer programmes. It provides recommendations on how delivery staff can support employers to make recruitment practices more inclusive for disabled people and people with health conditions, as well as improve employment outcomes for this group.

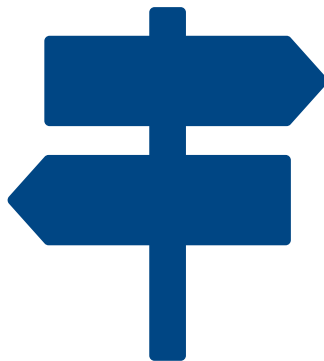
The recommendations are informed by a rapid evidence assessment (REA) of high and moderate quality evidence, conducted in 2026.



How delivery staff can use these recommendations

These recommendations are intended to support employer-facing delivery staff. Delivery staff can play an important role in brokering conversations, building employer confidence and signposting employers to practical tools and schemes. The evidence from the review primarily identified employer practices associated with more inclusive recruitment. The following recommendations reflect ways in which delivery staff might support employers to consider and implement those practices.

Recommended actions for staff



Signpost employers to schemes, resources and support:

ALMP delivery staff can provide a trusted and clear source of guidance for employers on relevant schemes and tools, such as Access to Work, Disability Confident and Health Adjustment Passports. Employers may need help understanding when to use these schemes and tools, and how they can support recruitment.*

See the [Useful links for employers: Recruiting disabled people and people with health conditions](#) signposting sheet for links to further information that may be helpful to employers.



Recommended actions for staff (continued)



Help build employer capability and confidence where needed:

Evidence suggests some employers, particularly Small and Medium Enterprises, may benefit from practical advice on disability inclusion, reasonable adjustments and recruitment of disabled people and people with health conditions. This could include simple guidance, checklists and examples of reasonable adjustments.* Delivery staff may be able to tailor this advice and guidance to individual employer needs.

See the Labour Market Evidence Programme's [Recommendations for employers: Recruiting disabled people and people with health conditions](#) for practical actions that can be built into recruitment systems, hiring practice and organisational leadership to support inclusive recruitment practices.



Act as brokers:

Evidence suggests that ALMP delivery staff have a role as active matchmakers between their employer network and the participants they support. To enable this, delivery staff can broker opportunities for their participants with an understanding of individual employer contexts, including employer size, industry and skill needs. This provides employers with confidence that the referral aligns with their needs, and an offer of ongoing support from ALMP delivery staff can help alleviate employer concerns.*

These recommendations are based on evaluation evidence identified through a rapid evidence assessment (REA) on how to support employers to recruit disabled people and people with health conditions. To indicate the strength of the evidence, each recommendation has been given one of the following confidence ratings:

- * *Indicative* – moderate. The evidence these recommendations are based on is suggestive and cannot be directly linked to outcomes. It is of moderate quality.
- ** *Influence* – high. The evidence these recommendations are based on suggests the activity influences the outcome, but cannot be said to directly cause the outcome. It is of high quality.
- *** *Causal* – moderate or high. The evidence these recommendations are based on suggest a causal link to outcomes such as mitigating negative disability bias. It is of moderate or high quality.