



# Recruitment Case Study

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**Remploy**

Putting ability first

## McDonald's is just the place for Len

Leonard Danbury doesn't have to travel far to his new job with McDonald's, it's just a quick stroll from his house to the New Oscott branch, where he helps with tasks including, cleaning, restocking and making drinks.

It's a new challenge for 54 year old Len who has a learning disability and worked in supported employment for 26 years. He's benefitted from Project Dynamo which is an innovative new programme provided by Remploy, the specialists in disability employment.

Project Dynamo aims to increase the employment rate of people with learning disabilities, which at just 6 per cent is the lowest rate of employment among all disabled people.

Len's learning disability means he sometimes struggles to multi-task and he describes himself as being 'slower to pick things up and understand complex words and sentences'.

Len said: “I always wanted to find a proper job of my own. I just couldn't do interviews, so this programme really helped as I got to show McDonald's what I can do and how I can help them. I used to be quite shy but having a job has helped me to be more confident and I now feel comfortable talking to people, and asking for help if I need it.”

Through Project Dynamo, Remploy experts deliver specialist learning disability training to existing McDonald's staff, developing their skills and enabling them to take on a job coach role to support individuals with a learning disability.

As well as offering candidates support from Remploy Employment Advisers, Project Dynamo also provides support from a job coach within the business, which enables the person with a learning disability to settle quicker and also adds new skills to the workforce, creating a more inclusive working environment.

Natalie, Len's Job Coach at McDonald's New Oscott said: "He's come such a long way since starting work with us. We went through the training to see what support he needed and put adjustments in place. It's been really lovely to see him grow as a person. He is understanding of people's needs which is great for the restaurant too."

Remploy Employment Advisor Beth Kimberley said: "Len has been a pleasure to work with. As someone considered to have multiple barriers to work, he has settled into his role really well. I have supported him by visiting on a weekly basis during the first two months and ensuring his job coach and McDonald's have a full understanding of his abilities."

She added: "I have also been providing weekly coaching on the McDonald's online system, which he uses to check his weekly shifts. Using the computer is something Len finds difficult, however he is improving each week and will soon be independent with this. Len has worked with most advisors at Remploy in Birmingham and we're all very proud of him and everything he has achieved."

For more information go to [www.remploy.co.uk](http://www.remploy.co.uk) or call 0300 456 8113

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