

**Action
beyond
words**



Employability Service

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Project Manager



- Deaf-led organisation established in 1835
- Supporting deaf and hard of hearing people across Scotland
- Delivering holistic services including wellbeing, youth, and employability
- Rooted in lived experience and community trust

We exist to create equal opportunities for deaf people.

About Deaf Action

The reality for many deaf people

- Communication barriers in recruitment
- English often a second language for BSL users
- Limited accessible mainstream support
- Reduced confidence after repeated rejection
- Underemployment despite ability

The issue is not capability, it's access.

Employability challenge

What we deliver:

Led by a BSL-fluent Employability
Adviser

- 1:1 career coaching
- CV & application support
- Interview preparation
- Access to Work guidance
- Volunteering & training pathways
- In-work support
- Digital skills development
- Confidence building

Delivered in the client's preferred communication method

Our Employability Service

Specialist. Deaf-Aware. Holistic

- Delivered in BSL and accessible formats
- Culturally competent from the outset
- Relationship-based approach
- Bridging into mainstream services
- Connected to wellbeing & family support

Not employability with interpreters — specialist employability.

What Makes Us Different

We support employers to:

- Access skilled deaf candidates
- Create accessible interview processes
- Understand workplace adjustments
- Build confidence in inclusive practice
- Improve diversity and representation

Why This Matters to Employers

Let's work together. We are looking to build:

- Referral pathways
- Employer partnerships
- Work placements & volunteering opportunities
- Collaborative delivery with mainstream providers
- Deaf awareness engagement

We strengthen services, we don't duplicate them.

Partnership Opportunities

A city where:

- Deaf people are visible across all sectors
- Communication is never a career barrier
- Employers feel confident recruiting deaf talent
- Opportunity is genuinely equal

Together, we can build a more inclusive space

Our Vision

If you:

- Support deaf clients
- Represent an inclusive employer
- Deliver employability services
- Want to improve accessibility

Contact us after the session.

Let's Connect



Thank you

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