

The Work Inclusion Project

Specialist in-work support for disabled academics and professionals



Disabled academics and professionals often find their career derailed by inaccessible workplaces and inflexible working practices; TWIP can help navigate and remove disabling barriers that hold disabled professionals back from reaching their potential.

We understand the day-to-day practicalities that need to be considered when making workplaces accessible; we don't just preach impractical goals, we work to build and maintain the kind of inclusive and supportive working environments that our staff and clients need, while operating a remote team of almost 50 staff across the whole of the UK.

TWIP specialises in supporting disabled professionals in senior, complex, and / or autonomous roles, where management-led adjustments and support are less relevant and less available. We have particular expertise in supporting academic, legal professionals, and those in leadership & management positions in business / social enterprise, & entrepreneurs.

**The Work Inclusion
Project Ltd**

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**Registered Office:
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**VAT number: 387410580
Registered in England and Wales
#13010211**

www.TheWorkInclusionProject.co.uk

Price List



Job Coach	<p>Up to 26 weeks of reducing support for new roles, new disabilities, stress or dispute in work, or return from long term disability sick leave.</p> <p>Delivered by qualified Job Coaches.</p>	<p>£32.50/hr + VAT</p> <p>Typically, 300-500 hours</p> <p>Higher hours for more complex roles or where the disabled person has anxiety / trauma.</p>
Specialist Job Coach	<p>Up to 26 weeks of reducing support for new roles, new disabilities, stress or dispute in work, or return from long term disability sick leave. For those in senior, autonomous, or complex roles.</p> <p>Delivered by qualified Job Coaches with experience in academia / law / finance & accounting / senior leadership / entrepreneur as relevant for the client's role.</p>	<p>£39.00/hr + VAT</p> <p>Typically, 300-500 hours</p> <p>Higher hours for more complex roles or where the disabled person has anxiety / trauma.</p>
Coaching –	<p>Coaching programme for those with physical & limiting</p>	<p>10 x 2hr Sessions</p>

<p>Managing Disability at Work</p>	<p>disabilities in senior, complex, or autonomous roles.</p> <p>Delivered by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma.</p>	<p>£1,800 + VAT</p>
<p>Coaching – Managing Neurodivergence & Mental Ill Health at Work</p>	<p>Coaching programme for those with neurodivergent and / or mental ill health disabilities in senior, complex, or autonomous roles.</p> <p>Delivered by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma</p>	<p>10 x 2hr Sessions</p> <p>£1,800 + VAT</p>
<p>Coaching – Coping strategies for new roles & promotions</p>	<p>Coaching programme for those changing roles or starting with new employers, in senior, complex, and / or autonomous roles.</p> <p>Delivered by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma</p>	<p>10 x 2hr Sessions</p> <p>£1,800 + VAT</p>
<p>Coaching – Group Coaching</p>	<p>Monthly group coaching sessions for disabled and neurodivergent people in senior, complex, or autonomous roles.</p> <p>This can also be useful following one of the other more structured 1:1 coaching</p>	<p>12 monthly group coaching sessions</p> <p>£1,800 + VAT per year</p>

	<p>programmes for on-going support, problem-solving, and stress management.</p> <p>Facilitated by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma</p>	
<p>Training –</p> <p>Disability Coaching Skills for Managers & HR</p>	<p>Short course in disability work coaching skills for line managers & HR personnel, to build effective communication and relational support for disabled workers.</p> <p>Delivered by Chartered Fellow CIPD & Fellow of Association for Coaching</p>	<p>4 x 2hr Sessions £750 + VAT – per seat</p> <p>£4,500 + VAT group training up to 8 participants</p>
<p>Training –</p> <p>Neurodivergence & Mental Ill Health Coaching Skills for Managers & HR</p>	<p>Short course in neurodivergence & mental ill health work coaching skills for line managers & HR personnel, to build effective communication and relational support for disabled workers who are neurodivergent or experiencing mental ill health.</p> <p>Delivered by Chartered Fellow CIPD & Fellow of Association for Coaching</p>	<p>4 x 2hr Sessions £750 + VAT for individual learner in online group sessions</p> <p>£4,500 + VAT group training up to 8 participants</p>
<p>Training –</p> <p>Introduction to Disability & Chronic Illness in the Workplace</p>	<p>Basic introduction to social model of disability, the different forms of disability & fluctuating chronic illnesses, and what that means for disability inclusion in</p>	<p>2hr webinar</p> <p>£1,200 + VAT for up to 18 participants delivered online.</p>

	<p>the workplace.</p> <p>Delivered by disabled trainers with HR and management expertise.</p>	<p>Recording and learning resources included</p>
<p>Training –</p> <p>Introduction to Neurodivergence & Mental Ill Health in the Workplace</p>	<p>Basic introduction to social model of cognition, the different forms of neurodivergence and mental ill-health, including trauma-informed approach, and what that means for neuro-inclusion in the workplace</p> <p>Delivered by neurodivergent trainers with HR and management expertise.</p>	<p>2hr webinar</p> <p>£1,200 + VAT for up to 18 participants delivered online.</p> <p>Recording and learning resources included</p>
<p>Training –</p> <p>Neurodivergent Communication</p>	<p>Intermediate course on communication differences in neurodivergence, common barriers, and practical strategies for inclusive communication.</p> <p>Delivered by neurodivergent trainers with HR & management expertise.</p>	<p>2hr webinar</p> <p>£1,200 + VAT for up to 12 participants delivered online.</p> <p>Recording and learning resources included</p>
<p>Training –</p> <p>Understanding Management & HR as a disabled person</p>	<p>This course helps disabled & neurodivergent employees to understand normative standards, concepts, & processes, to improve pragmatic self-advocacy with management & HR and minimise the risk of entrenched conflict or dispute.</p>	<p>2 x 2hr sessions</p> <p>£350 + VAT for individual learner in online group sessions</p> <p>£3,500 + VAT for up to 12 participants</p>

	<p>This course is run for 2 different cohorts:</p> <ul style="list-style-type: none"> a. for those in senior, complex, or autonomous roles, and b. for those in more junior roles with closer line management involvement in day-to-day work. 	<p>delivered online.</p> <p>Recording and learning resources included</p>
<p>TWIP Coaching Platform</p>	<p>Online platform with on-demand micro coaching & support 8.30am – 6pm weekdays (excluding bank holidays and Christmas break)</p> <p>Micro-coaching can be for managing difficult communications, planning & prioritisation, task initiation, verbal processing, anxiety & confidence building ‘pep’ talks. Clients are introduced to a small team of qualified Disability Work Coaches who staff the on-demand coaching platform. There are also themed individual and group coaching and advice sessions scheduled throughout the week.</p> <p>Includes access to a library of resources, strategy advice and peer support groups.</p>	<p>£4,950 + VAT annual subscription</p> <p>Free for those with specialist Support Workers at the rate above for 500 or more hours per year.</p>
<p>Disability Work Coach Training</p>	<p>Accredited training leading to Disability Executive Coach credential with Association for Coaching</p>	<p>Pathway 1 – £1,000 Pathway 2 – £2,750 Pathway 3 – £4,500 + VAT</p>

Price Summary

Service	Price exc. VAT	Price + VAT
Specialist Job Coach	£39.00/hr	£46.80/hr
Coaching – Managing Disability at Work	£1,800	£2,160
Coaching – Managing Neurodivergence & Mental Ill Health at Work	£1,800	£2,160
Coaching – Coping strategies for new roles & promotions	£1,800	£2,160
Coaching – Group Coaching	£1,800	£2,160
Training – Disability Coaching Skills for Managers & HR	£750 – per seat £4,500 – group training up to 8 participants	£900 £5,400
Training – Neurodivergence & Mental Ill Health Coaching Skills for	£750 £4,500 – group training up to 8 participants	£900 £5,400

Training – Introduction to Disability & Chronic Illness in the Workplace	£1,200 for up to 18 participants delivered online	£1,440
Training – Introduction to Neurodivergence & Mental Ill Health in the Workplace	£1,200 for up to 18 participants delivered online.	£1,440
Training – Neurodivergent Communication	£1,200 for up to 12 participants delivered online.	£1,440
Training – Understanding Management & HR as a disabled person	£350 £3,500 for up to 12 participants delivered online	£420 £4,200
TWIP Coaching Platform	£4,950 annual subscription Free for those with specialist Support Workers at the rate above for 500 or more hours per year.	£5,940
Disability Work Coach Training	Pathway 1 – £1,000 Pathway 2 – £2,750 Pathway 3 – £4,500	£1,200 £3,300 £5,400