

Into Employment Workshop

Friday 26th April 2024

Agenda

Time	Item
9:30	Welcome and Introductions Natasha Edmunds Director of Corporate Services and John Attrill Learning Disability Champion
9:40	What is a learning disability and Portsmouth services Ruth Kuil Assistant Team Manager Social Work
09:50	<u>Local support, Perspectives and Aspirations</u> Supported internships Amanda Percy Post 16 Skills and Campaign Manager. Presentation title to be confirmed Christopher Hilman and Eliot Jackson The Minstead Trust. Experiences, Barriers and Ambitions for Work Becky Warren Employment Worker and Phil Freed Director of Operations and Business Development The You Trust. Presentation title to be confirmed Jan Thomas Estate Operations Manager, Stephanie Goodman Neighbourhood Services Manager Internal Agency Overview Tess Cooper Agency Manager and Sophie Lennard Agency Assistant
11:00	Coffee Break
11:15	Round Table Discussion
12:00	feedback
12:30	Action Plan
12:55	Close and thank you

Welcome and Introduction

Natasha
Edmunds

Director of Corporate
Services

John Attrill

Learning Disability
Champion



The PCC Supported Internships Programme

Could you offer a placement?



Supported Internships

A programme to help young people with SEND prepare for the world of work / secure paid employment



What are Supported Internships?



A **National UK programme** - initially launched 2013



A structured, **work-based study programme** for 16 to 24-year-olds with SEND - who have an Education, Health and Care Plan



Offered by FE / Sixth Form Colleges - in partnership with local employers



The aim of a Supported Internships is to help a young person with SEND to secure **paid employment**



A “**stepping-stone**” into paid work

How does it work?



A work trial with local employer - 2-3 days per week



A '**Job Coach**' to help Interns to settle into the work-place / learn new skills and support the employer



Travel training



Personalised study programme – functional Maths, English & Employability Skills



College Tutors



Helps towards the end with job searching, CV's, job applications, interviews, etc.

THE ROLE OF THE JOB COACH

- Accompanies each Interns at their workplace
- Help Interns to build self-confidence, develop new skills, travel training, etc.
- Support gradually tapers off as the intern develops self-confidence / skills
- Help Interns with job searching / CV's / applications
- Job coaches also support employers to help increase their confidence employing individuals with additional needs

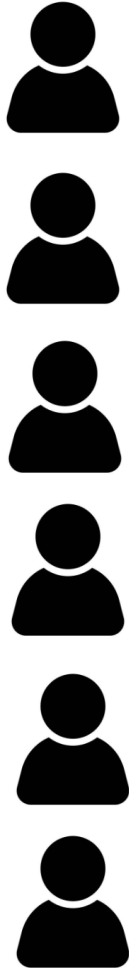
THE CURRENT 23/24 PORTSMOUTH CITY COUNCIL SIP PROGRAMME

A Partnership formed between.....



The current 23/24 Portsmouth City Council SIP Programme

x6 Interns:



x4 Employers:



**Buckland
Community
Centre**

THE INTERN'S BASE ROOM AT PCC

- **2 Days a week**
- **Work-like / corporate feel**
- **Maths, English & Employability Skills**
- **Review / Reflection**
- **Job Search Activities, etc.**



James



Trainee 'Scooter Repair Technician'....





Dom...



comserv
property services



**Warehouse
Assistant**



CATERING -

Daniel...



**Food Prep / Café /
Customer Service /
Barista....**





Buckland Community Centre



**Painting, Decorating,
Maintenance &
Gardening**



Leon...

PORTSMOUTH CITY COUNCIL SUPPORTED INTERNSHIP PROGRAMME' 24/25 -

STARTS SEPT / OCTOBER THIS YEAR

WILL BE EXPANDED FROM 6 TO BETWEEN 10 –
12 PLACES

WILL AIM TO OFFER INTERNS A WIDER CHOICE
OF PLACEMENTS - BUSINESS ADMIN, LIBRARIES,
MUSEUMS, CUSTOMER SERVICE, WAREHOUSE,
PROPERTY, GARDENING, CHILDCARE, ETC.

BENEFITS TO EMPLOYERS:

Interns make a real contribution to the workplace

Creates a diverse positive atmosphere

The work coach will support the interns and staff to make this a success.

Enables businesses to be more Disability
Confident

Opportunities to recruit

**Could you offer a young person a work
experience opportunity?**

Amanda Percy

amanda.percy@portsmouthcc.gov.uk

INTO WORK SERVICE THE YOU TRUST

'Experiences, Barriers and Ambitions for Work'

Becky Warren and Phil Freed



<https://youtu.be/LhdxOGQMV4E>

PLAY ME

<https://youtu.be/LhdxOGQMV4E>



“Seeing Potential: Employment pathways”

Sophie Enright – Service & Hospitality Manager : Lily & Lime Cafes

Elliot Jackson – Employability Mentor & Supported Internship Lead
Coach



What is Minstead Trust?



Minstead Trust supports over 350 people with learning disabilities to develop skills that allow them to gain greater independence and lead fulfilled lives. They operate from Poole to Portsmouth

- We provide residential living, supported living and outreach as well as day service provisions
- We also operate social enterprises across the south coast:
 - Furzey Gardens – 8 Acre Site in the New Forest
 - Hanger Farm Arts Centre
 - The Real Jam & Chutney Co
 - Minstead Lodge – Wedding and Events
 - Lily & Lime Café's – Portsmouth



What is Lily&Lime?



In 2021 Minstead Trust were given the opportunity to operate cafes under the successful Lily&Lime name in Portsmouth.

Lily and Lime is a combination of adult social care and social enterprise which has created 13 supported apprenticeship roles since 2019. We also have a staff team of 6 paid staff, all who have graduated from the programme and have been employed afterwards

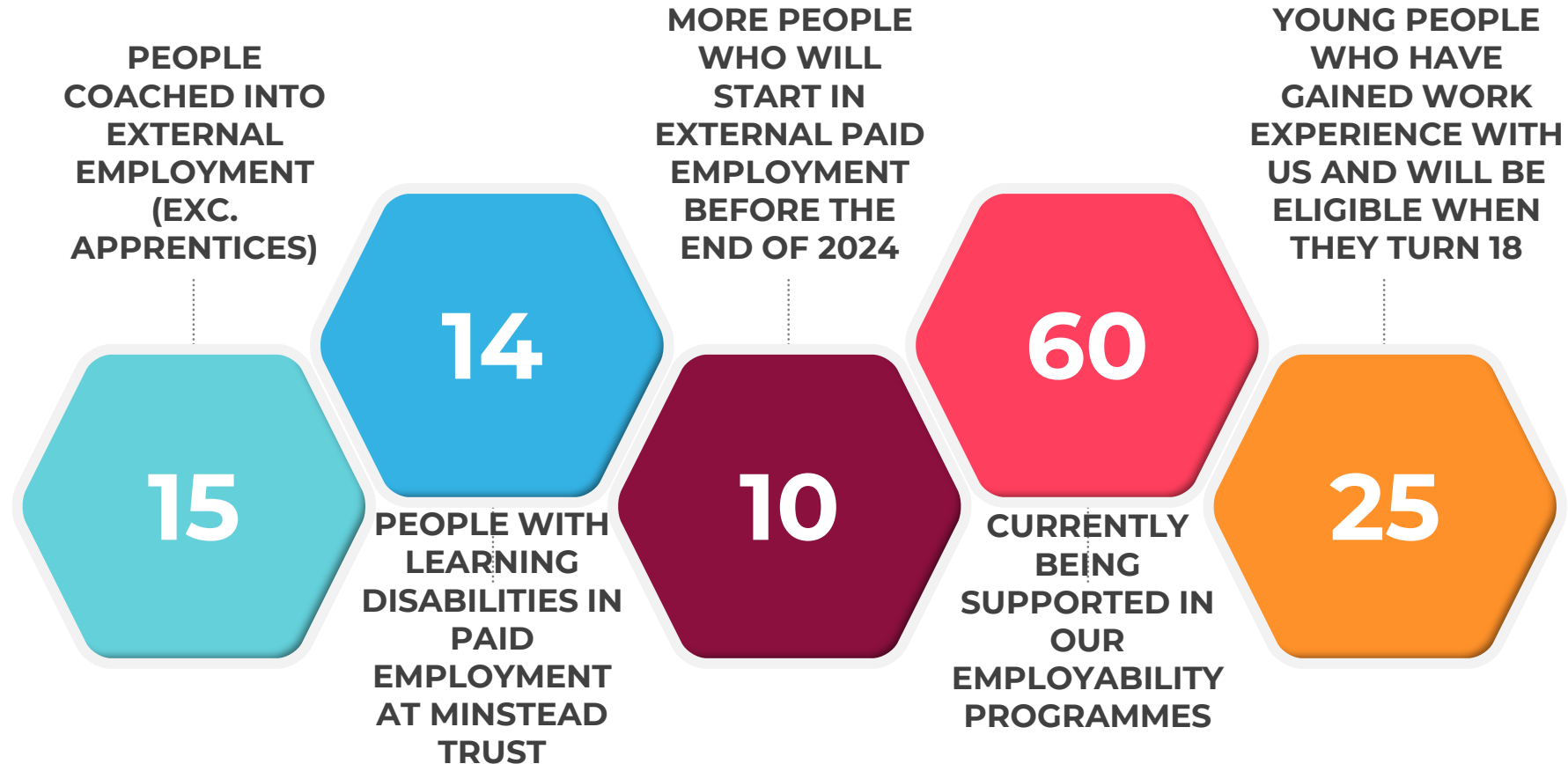
The Lily&Lime café & The View Cafe are run solely by the people we support, supervised by our graduated apprentices. Our support staff are on hand to help them in busy periods!

They are responsible for the delicious cakes that are available in the café as well providing events catering like the one you are experiencing today.



“Empowering Employment”

Employability at Minstead Trust





- In 2021, Minstead Trust created an Employability Team to tackle the dropping rates of LD Employment – Just 4.7%!
- We support people who need supported opportunities, including those with hidden disabilities who are not always supported by social care.
- We are delighted to be working with our partners on this, they include: The DWP / Smart Training / Portsmouth City Council / City of Portsmouth College / Totton College
- We use a variety of methods, Including: Paid Work, Supported Apprenticeships, 18-25 Futures Programmes, Adult Into-Work Programmes, Supported Internships, Short Term Work Trials
- This year, our Employability Programmes have supported 25 people with various diagnoses into paid employment or an Apprenticeship & we have worked with over 30 businesses to help with their inclusive hiring practices



- We have a team of qualified Employability Mentors who are available for Access to Work Job Coaching to help people maintain their paid role and add additional support!
- These Mentors have been part of the successful Supported Internship Trial with Portsmouth City Council and City of Portsmouth College
- Organisations across Hampshire and Dorset have been working with our mentors to help maintain employment for people with LD, adapt working conditions and provide training for existing staff



Three Stories, Three Cities

Portsmouth

Liam



Southampton

Henry



Bournemouth

Greg





Social Value & Minstead Trust



- Opportunities and time are more valuable than you think
- The people we support can benefit from your experience, being involved in what you do, or even helping support you in your day to day routines!
- Even if you aren't in a position to create paid roles... Work trials, tours of workplaces, interactive job descriptions all help us grow ambition!



- We are here to help you!
- Through our work at Lily & Lime and “Empowering Employment” we can support you to improve your social value outcomes
- For example, did you know every person that we help into employment equates to about £14,500 in social value?



What's next?



- As one of only three Disability Confident Leaders based in the city, we are always available to provide support to grow your inclusive hiring practices & level up your disability confident status
- This is a service that does not come with a requirement to hire anyone from our programmes, but is instead linked to our charity wide strategy to improve accessibility for all.



- We have a wide range of experienced, work ready young people. They are at varying stages of their employment journey and we would welcome your support!
- We can provide support to help you meet your Social Value targets and Corporate Social Responsibility Aims, we regularly support businesses with testimonials for applications
- We also provide consultation to support you in creating your own programmes if this is something you are interested in



- If you would like support with inclusive hiring at your business, please reach out for a free consultation
 - Contact Chris – chris.Hillman@minsteadtrust.org.uk
- If you would like to employ one of our graduates or create an apprenticeship role
 - Contact Elliot – Elliot.Jackson@minsteadtrust.org.uk
- If you would like to support Lily&Lime, find out more about their work or are interested in Events Catering
 - Contact Sophie – Sophie.Enright@minsteadtrust.org.uk

Help finding temporary work: Gardening & Cleaning assignments

Our focus is assisting hiring managers with their cleaning & gardening (Green & Clean) needs by providing capable candidates. We pride ourselves on supporting candidates registering with the agency and matching their abilities to future potential temporary assignments.

Are you:

- Self-motivated to work on your own
- Able to work as part of a team
- Able to work in a safe manner and follow health and safety policy
- Able to work flexible hours

What we can offer you:



Enhance your skills and experience
through interesting and varying
assignments



Work in an inclusive and diverse
environment that supports your wellbeing



We pay our Workers a competitive hourly
pay rate



Accrue paid leave every hour you work

Registering with our Recruitment Agency: Tips and tricks

Head over to PCC's homepage to register your interest in joining our Green and Clean team!

The screenshot shows the PCC homepage with three main sections. The 'Top tasks' section has a grid of links: 'Cost of living hub', 'Make a payment', 'View and comment on planning applications', 'School applications', 'Find bin collection dates', 'Find a job at the council' (circled), 'Apply for or renew parking permit', and 'View parking zones'. The middle section has a grid: 'Schools and teaching jobs', 'Casual work', 'Join our planning team', 'Join our temp agency' (circled), and 'Apprenticeships'. The 'Register for assignments' section has a grid: 'Temporary admin assignments (Portsmouth)', 'Temporary admin assignments (Havant)', 'Temporary cleaning assignments' (circled), and 'Temporary gardening assignments'.

Top tasks

- £ Cost of living hub
- Make a payment
- View and comment on planning applications
- School applications
- Find bin collection dates
- Find a job at the council
- Apply for or renew parking permit
- View parking zones

Schools and teaching jobs

Casual work

Join our planning team

Join our temp agency

Apprenticeships

Register for assignments

- Temporary admin assignments (Portsmouth)
- Temporary admin assignments (Havant)
- Temporary cleaning assignments
- Temporary gardening assignments

Application tips

Having the following ready will support your application:

- A CV
- Personal information
- Details of referees

A CV will automatically populate the fields, saving you time!

We also have the option to download an application form

Invite to Registration!

Once we have received your application, we will send an email inviting the candidate to meet with us at a registration meeting.

The purpose is this is so we can get to know the candidate and answer any questions the candidate may have.

We also ask our candidates to provide proof of their right to work in the UK and proof of their address. This is a legal requirement for any employer to obtain.

What you will need:

- Passport or UK Birth Certificate. If you have a Biometric Residence permit or card, you will need to provide your share code and date of birth on the day of your registration.
- Proof of National Insurance. This can include P45, P60 or a letter from HMRC or DWP.
- Proof of address. This needs to be in your name and dated within the last 3 months. We can accept utility bills or bank statements. We will also accept Council Tax bills dated within the last 12 months.

Welcome to Portsmouth City Council's Temp Recruitment Agency!

Reference - Once the candidate is registered with us we will send out for their references.

CV - When their reference is received, we can then send their CV to the hiring managers.

Interview - An interview is then arranged between the candidate and the hiring manager. These are very informal!

Start date - Once the interview has been completed, a start date can be agreed.

What is a learning disability and the Portsmouth Integrated Learning Disability Team.

Ruth Kuil

“Learning Disability is not a precise definition but a term used to describe a reduced ability to understand new or complex information, to learn new skills and a reduced ability to cope independently” **The World Health Organisation’s (2004)**

A learning disability is a reduced intellectual ability and difficulty with everyday activities – for example household tasks, socializing or managing money – which affects someone for their whole life.

People with a learning disability tend to take longer to learn and may need support to develop new skills, understand complicated information and interact with other people.
(Mencap 2024)

There are approximately 1.5 million people with a learning disability in the UK.

The level of support someone will need depends on the individual and their level of learning disability which can be:

Mild
Moderate
Severe

The Portsmouth Integrated Learning Disability Service currently support 900 individuals with a learning Disability.

Journey from a bad place

Lunacy Act 1845 - no clear distinction between learning disability and mental illness. Large asylums.

Idiots Act 1886 – distinction made between lunatics and idiots/imbeciles

Mental Deficiency Act 1913 refers to people with LD as idiot, imbecile, feeble-minded, moral defective.

There is a lot of outdated terminology for learning disabled people. In the UK, and globally, we do not have a positive history with learning disabled people. We traditionally used to treat learning disabled people as outcasts, and they were often housed in what was referred to at the time as asylums. Like many marginalized people, the way we spoke about learning disabled people was derogatory, negative and gave the message that they were not equal to non-disabled people.

Key Developments and Policy 2000 to present day

2001 Valuing People – DoH white paper outlining strategy for learning disability services for 21st Century

(2007 Valuing People Now- update adding new policies)

Key Principles: Rights, Independence ,Choice and Inclusion

‘all people with a learning disability are people first with the right to lead their lives like any others, with the same opportunities and responsibilities, and to be treated with the same dignity and respect. They and their families and carers are entitled to the same aspirations and life chances as other citizens.’

Criteria for eligibility

To be eligible for a statutory service from the Local Authority's Learning Disability Service, a learning disability is defined as:

“those with an IQ of less than 70 AND a significant impairment in social functioning arising from a cognitive impairment that was present before the age of 18”

Support may be required with independent living skills (including budgeting), personal care, accessing the community, employment/education, communication, socialising and keeping safe.

The Learning Disability Service in Portsmouth

The Kestrel Centre

We are an integrated team of Portsmouth city Council and Solent NHS Trust

- Social workers
- Independent Support Assistants
- Community nurses
- Speech and Language therapists
- Occupational Therapists
- Intensive Outreach/Complex Health specialists
- Psychology and psychiatry

What support does the Kestrel Centre offer?

Support transition from children's services into adulthood. Working closely with local schools and children's social care.

Commissioning of services – Housing and day service provision/ specialist services

Specialist health and behaviour support.

Named Worker

Aspirations

Employment – adults with a learning disability

Measure 1E



The proportion of adults with a learning disability in paid employment:

4.8%

Proportion of adults with learning disabilities in paid employment score is highest in the South East region, and the lowest in the East Midlands region.



The proportion of males with a learning disability in paid employment is higher than the proportion of females.



Males:
5.2%



Females:
4.0%

Portsmouth City Council's Estates Service operates at the heart of our Housing Estates supporting the Housing, Neighbourhoods and Buildings directorate in delivering our service purpose:

'To help keep the city safe, clean and tidy and to provide support and advice when needed'.

Estates Services is made up of 4 main areas:

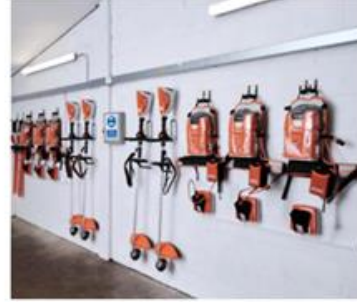
- Green and Clean - responsible for all communal cleaning and grounds maintenance within PCC's housing stock / land.
- Estate Wardens - responsible for estate-based functions such as fire alarm checks, block checks, investigations of ASB or fly tipping etc. within PCC's Housing stock / land.
- Housing depot - responsible for bulky collections, high reach window cleaning, jet washing, green waste collection etc. within PCC's Housing stock / land.
- Landport Community Garden - A free space designed to connect community through nature, by taking part in gardening and learning related skills Whilst open to everyone there is a focus on PCC housing tenants.

Estate Services have agreed with The You Trust that the Green & Clean and Housing Depot Operatives roles would be the most suitable for their clients.

These make up a large percentage of our staff with over 200 workers at any one time. The nature of the roles and demographics means that we experience a high level of turn over, so we are often recruiting for roles across the service.

If and when The You Trust has a suitable candidate Estate Services will make every effort to offer them a suitable role depending on Estate Services' service needs at that time.

G&C OPERATIVES

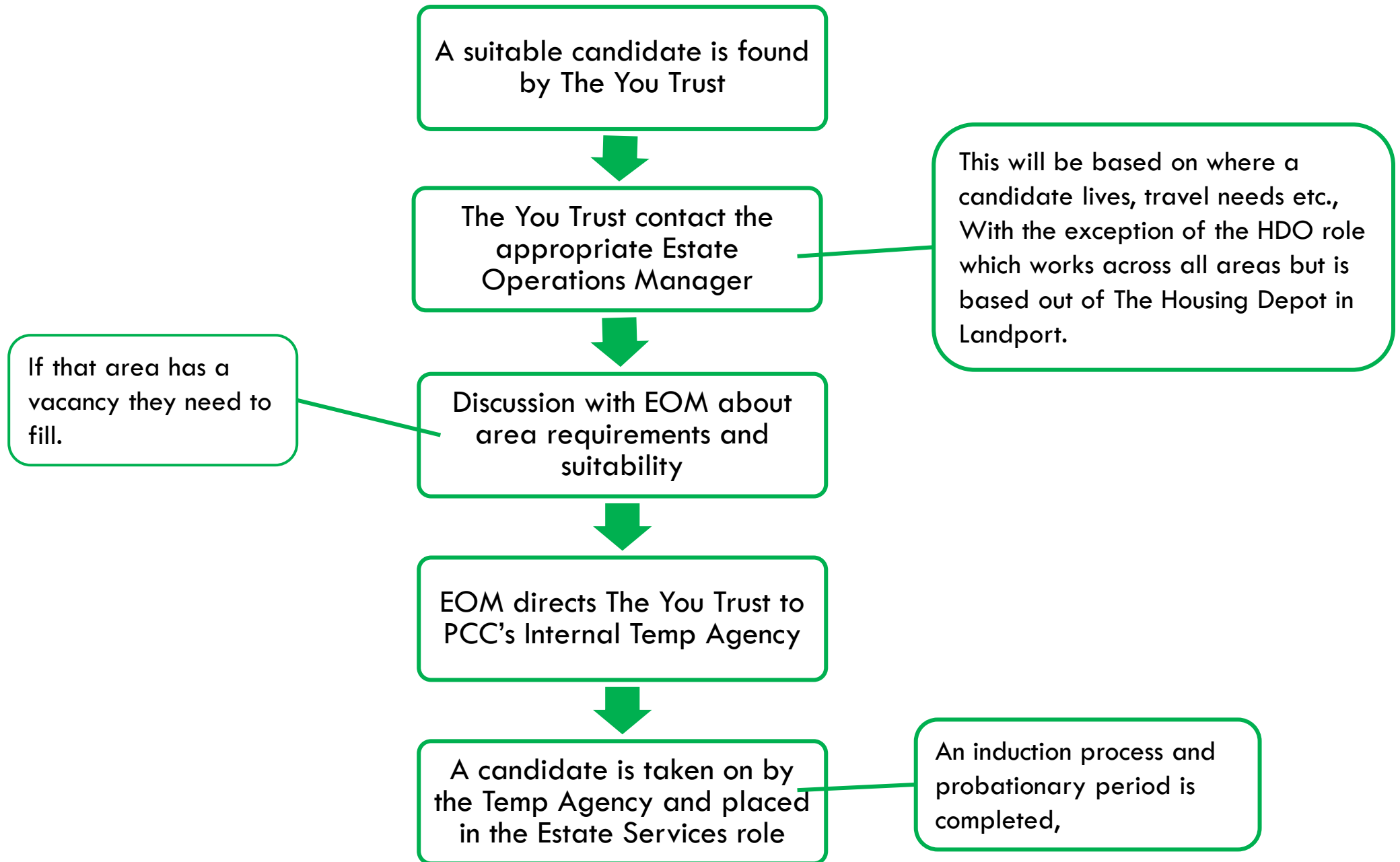


Cleaners



Housing Depot Operatives







This is Aiden Maxwell, who joined us via The You Trust, being trained on using the I-mop. Aiden works for the Buckland team and is supported by Annabelle Hayler of The You Trust.



Any questions?