

# Wiltshire Council Information Item

## Employment and Community Skills

Wiltshire Employment Support Team & Wiltshire Supported Internships

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### Wiltshire Employment Support Team

Better known as WEST is a supported employment service for young people and adults with special educational needs and disabilities, including autism spectrum conditions. We aim to support our customers to find and keep a job.

We are part of the Special Educational Needs and Disabilities Service at Wiltshire Council. We also provide support to Adult Care customers, so we support people from 14+.

### What is Supported Employment?

A well defined approach to helping people with disabilities participate in the competitive labour market, helping them to find meaningful job and providing ongoing support from a team of professionals.

### Where do we work?

All over Wiltshire, if you meet eligibility and have a Wiltshire post-code, we can work with you.

Working with employers local to Wiltshire or within reasonable travelling distance, that could be in Hampshire, Swindon or other neighboring towns or counties.

### What do we want?

For as many people to know of our service and that there is a pool of untapped talent and willing workforce in Wiltshire that could be of great benefit to employers.

We want the opportunity to meet with local employers to talk about their business and recruitment needs and negotiate positive employment opportunities for our customers.

Most of all we want to do what we can to level the playing field for people with higher support needs so they can compete to get jobs.

Research shows that only **6%** of people with a **learning disability** and **15%** of people with **autism**, are in **paid employment**, yet most **want to work** (Mencap).



### The Team

We choose our Job Coaches for lots of different skills. Most of all their work ethic and what they can do to negotiate work opportunities with local employers. We know our stuff. We don't know everything, but we have a strong reputation.

The team are supportive, but they are not support workers.

Job Coaches specialise in employment, with the added bonus of previous backgrounds ranging from education to business.

### Our priorities

#### Everyone has the right to work

and we are committed to helping people with higher support needs do that.

#### Getting a job is the top priority

supporting applications, interviews and on the job support. Speaking to employers and negotiating opportunities

**The right support** supporting customers in a person centred, but realistic way

**Employer relationships** employers in Wiltshire are our customers too and we value how pro-active and inclusive they can be. We work to maintain positive relationships and are on hand to provide support to them in making employing someone through our service smooth.

### We only deal in paid work

*If a paid job isn't what you are looking for then we are not the right service for you*

We can signpost you to other places if you need it but we cannot support you with anything that isn't paid work. We don't want to lose our focus.

**Community Connecting** is another part of our wider team and they specialise in supporting people with inclusion to their local community, including joining a club, travel training and volunteer work.



## Wiltshire Supported Internships

Supported Internships are designed for young people who really want to move into employment from education.

A study programme for a young person with learning disabilities or autism that want to move into employment and need extra support to do so. An important element is the opportunity for an extended work placement with the potential for a job offer at the end. We call these 'Working Interviews'.

'Aim to equip young people with the skills needed for work so they can achieve sustainable paid employment. The programme includes on-the-job training, backed by expert job coaches and college based learning'

**Department for Education**

## What do we want from employers in Wiltshire?

**a job vacancy** that you are prepared to offer as a working interview with a view to becoming a paid job, **or**

**a carved position** that matches the intern where a paid position can be given when they display the skills required consistently

**regular feedback** that includes gaps in knowledge (support can then be put in place for this learning)

✚ Working interviews will ideally be 16 hours a week for an agreed length of time. Normally between 6-12 weeks

✚ hours can be flexible and could start on lower hours gradually increasing

We are asking for your involvement in the process and to consider reasonable adjustments to level the playing field for your intern



We are asking for a commitment to work with us, using a flexible approach to recruitment

**Real job vacancies that have a real chance of becoming a paid job!**

## Who have we worked with?

We have successfully worked with many employers over the years, who have employed our customers, these include:

Morrisons	Warminster
NHS	Salisbury
Castle & Ball	Marlborough
Foxhangers	Devizes
Drove Primary	Swindon
Tool Station	Chippenham
Royal Oak	Corsham
Green Dragon	Market Lavington
MOD	Lyneham
Order of St Johns	Wooten Bassett
EMCOR	Porton Down
Bath Aquaglass	Bath
McDonalds	Trowbridge
Leekes	Melksham
Honey's Dog Food	Pewsey



**We would love the opportunity to talk to you more about our team(s).**

Please watch our video and we welcome any comments or queries

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**Samantha Buchanan**