

WORK matters

ISSUE 11 Supported Enterprise Newsletter



BELAC - Toni Molloy

Pictured with Toni from back left to right
Lyndsey Pavlovic, Job Coach and Jamie Mowat,
Construction Director Belac

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Welcome



Welcome to the 11th Edition of Work Matters and my first since being appointed to lead the team as Business Manager for Employment Support and Skills Development in April 2021.

To say I have been bowled over by the commitment and hard work the team demonstrate every day in their role, and the success for our clients that this brings, would not be an understatement. I hope to contribute to that continued success, and I believe the wider links that have been created by us joining together to promote employment for every single person who needs our service across North Lanarkshire's communities will benefit us and, most importantly, our clients.

I know the team has adapted in the last 18 months to the personal and professional challenges of working through the pandemic and demonstrated flexibility and innovation in their work.

This adaptability the team has shown and their continued investment of time and dedication to the service they provide has ensured that, even in the most challenging circumstances, they are still supporting people with disabilities into fair and sustained employment. I have also seen first-hand the way that North Lanarkshire Industries has quickly adapted its business model to deal with the challenges and opportunities the pandemic has thrown at it. It has played a key role in the delivery of medicines and PPE to our residents and front-line staff across North Lanarkshire, all while moving premises and supporting its employees to access work in a healthy and safe environment.

And of course, none of this could have been achieved without the support we have had from Council colleagues and services, partners and the many stakeholders who recognise the value of our work in contributing to meeting the aims of The Plan for North Lanarkshire. In addition, local and national employers who work with the team have played a vital role in

listening to us and putting measures in place to work with us and our clients. The feedback we have received from employers has been overwhelmingly positive and points to the value to their business of employing our clients and I am grateful to them for their commitment.

Looking forward and while there will be future challenges, I believe we are all moving steadily to a more stable and less unpredictable environment than the one we have recently encountered, and this will benefit us in planning our future work and goals across the team.

So, I hope you enjoy reading our newsletter and hearing of the team's achievements and the successes of our clients. The staff work with people who show real courage and determination to achieve their goal of securing a job and I know you will be impressed by their stories and accomplishments.

Paul Kane
Business Manager for Employment Support and Skills Development

DFN Project SEARCH

It has been a tough 18 months for everyone with us all having to adjust to an unusual way of life, including a new way of learning, as was the case with our DFN Project SEARCH graduates of 2020/2021.

Unfortunately, due to Covid 19 restrictions we were unable to carry out DFN Project SEARCH on any of our hospital sites, however, not to be deterred, we decided to carry on online giving those students who wanted to the opportunity to learn as much as possible about gaining employment and the steps involved to make this a reality.

We all adapted to the new way of learning all the students demonstrated their desire to succeed, logging in each day showing a real commitment to the experience. They completed lots of training, including North Lanarkshire Councils online learning modules which are specifically targeted to the workplace. We watched lots of videos showing different work environments and videos of how to present at interviews. It wasn't all work, we did have some fun as well, with our quizzes which they all enjoyed.

Seven people graduated from our 2020/2021 class, and we are thrilled that four of the graduates who wanted to secure employment have found employment and that they are all enjoying their jobs.

We are delighted that we have been able to return to our sites in University Hospitals Monklands and Wishaw for our class of 2021/2022 and are excited for the 16 students who will be attending. This would not have been achieved if it had not been for

the fantastic support, we have from all the partners involved.

Top: University Hospital Wishaw - The student names from left to right - Jamie Moffat, Mark Reid, Ross Reid & Victoria Hope.

Below: University Hospital Monklands - left to right - Daniella Lynch, Ryan Bryce, Dominic Gallacher (at rear), Ross Hendry



Belac delivers supported employment pledge



Belac Group is one step ahead in their Disability Confident Employer journey as they welcome their newest recruit, Toni Molloy from Bellshill.

With the support of her job coach from the council's Supported Enterprise Service, Toni was delighted to start her new job earlier this month as an office administrator with the company.

The Supported Enterprise Service assists people who require additional support to get a job and delivers various programmes to help young people and disabled parents start their employment journey.

Before starting her employment with Belac, Toni had a place on the council's Project Ability scheme which offers a paid placement and training opportunity for young people with varying abilities. Toni's placement was within our Employee Service Centre where she worked in HR.

Toni (24), said, "I would not be where I am today without Project Ability and

I am delighted to now be part of the team at Belac. Project Ability has been one of the best decisions I've made. It's not only helped me get into the workplace but it has given me the opportunity to boost my confidence and let people see my capabilities."

Prior to Covid, Jamie Mowat, Construction Director for Belac, attended a council run event last year where he signed Belac up to the Disability Confident Scheme. Jamie ensured he was committed to this pledge and engaged further with our service to discuss an employment opportunity for an office administrator to join his Bellshill team. This is just one aspect of the community benefits Belac is delivering as part of its contract with the council.

Jamie said: "As a contractor working on behalf of the council, we were given the opportunity to attend a

Disability Confident event. We found this really beneficial and it highlighted the support available to employers like us to make the most of the talents disabled people can bring to the workplace. We were fully onboard and became a Disability Confident Employer soon after.

"After a successful interview, Toni took up her post in June and has settled in great. At this early stage I can see that she will be a valuable member of our team.

"We've always been committed to equality in the workplace by having an inclusive recruitment policy but without the support of the council's Supported Enterprise Service it may have taken us longer to gain access to the right candidate.

"We're extremely proud of being a Disability Confident Employer and are grateful for being given the opportunity to be involved in the scheme - I would encourage other employers to get involved."



Congratulations to the people who have successfully obtained a new job since the last issue of **Work Matters**



Aidan McNally
Porter
Serco



Charlie Bruce
No Limits Trainee
The Conservation Project, Seven Lochs



Lauren Bradshaw
Catering Assistant
Serco



Andrew Mitchell
No Limits Trainee
NLC Catering



Declan Quinn
No Limits Trainee
ACS Clothing



Louise Reid
Cleaning Assistant
NLC



Ben Melrose
No Limits Trainee
Amey



Garry Talbot
No Limits Trainee
Glenboig Development Trust



Martin Johnson
No Limits Trainee
ACS Clothing



Cameron Mitchell
Porter
Serco



Holly Brown
Clerical Assistant
NLC



Michael Tong
Clerical Assistant
Serco



Raymond Walker
Grounds Maintenance
Serco



Reiss Moore
Lab Assistant
University Hospital Monklands Pathology



Shelbay Stewart
No Limits Trainee
Absinthe 6 Clothing



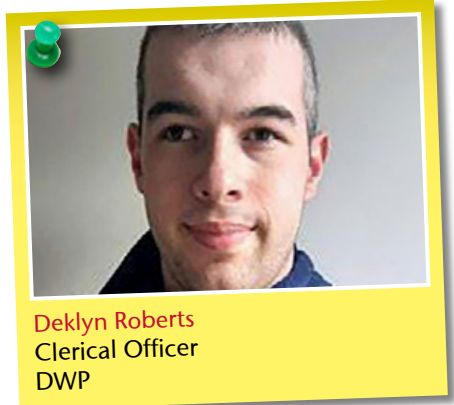
Reece Will
No Limits Trainee
The Beauty Kitchen UK



Rhys Dingwall
No Limits Trainee
Volvo Motherwell



William Davidson
Labourer
Haddens Group



Deklyn Roberts
Clerical Officer
DWP

Other individuals who went into work (no pictures available):

Caroline Robertson
Kitchen Porter, Motherwell Football Club
(Centenary Suite)

Liam Conlon
Factory Assistant, Valneva Scotland Ltd

Kandy Robertson
Sales Assistant,
Salvation Army Charity Shop

Cong Le
Gym Assistant, Ferri Fit Gym

Chloe Paton
Pharmacy Robot Assistant,
First Stop Pharmacy

Catrina Bryce
NLC Apprenticeship,
Early Learning & Child Care

Other supported employees who do not want their photos or names included are employed by the following companies:

- GIST

NLC SUPPORTED ENTERPRISE SERVICE

- Are you a parent with a disability?
- Are you looking for work?
- We can help you

To find out more contact Joan McAleavy:
Tel: 01698 274500 / Email: mcaleavj@northlan.gov.uk

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PROJECT UPDATES - What else have we been up to

No Limits - Rhys Dingwall

North Lanarkshire Council were delighted last year to be awarded money from the Young Persons Guarantee fund to introduce the 'No Limits' project. We strongly believe there are no limits to what young people with varying abilities can achieve and that no one should be left behind. 'No Limits' is a program which provides paid work experience placements for young persons with a disability to give them the support they need to start their journey into the world of work.

During lockdown last year, staff from North Lanarkshire Council Supported Enterprise arranged several meetings remotely using Teams with school and college leavers with additional support needs to raise awareness and discuss this new project.

At these meetings, the young people found out about the "No Limits" Work Placements and were encouraged to talk about their dream jobs.

Rhys, until June of this year, was a pupil at Buchanan High School Coatbridge. His dream has always been to have a job working in the motor industry. Last year was very difficult for everyone and he thought his chances of landing his dream job was an impossible task.

Rhys said, "I was over the moon when my Job Coach told me that he had arranged a site visit for me with Volvo Motherwell. This site visit resulted in me being offered a work placement at Volvo Motherwell. I have now started my work placement and I look forward daily to what I will learn that day. The work I do each day ranges from valeting truck cabins preparing materials to be painted, transferring stock in the paint



shop and sweeping floors. All of these tasks are essential to the smooth running of the paint-shop and I feel proud to be part of it."

Karen Anne Duffy, Health and Safety and Sustainability Manager at Volvo Motherwell said, "The 'No Limits programme' is excellent, having worked with Supported Employment previously it's great to see the level of support that is now being offered to school leavers. At Volvo we believe people can change the world and programmes like 'No

Limits' help young people realise their potential.

The support from Supported Employment and the job coaches is invaluable and helps the young people settle in and find their voice at work.

Our newest recruit has a huge smile on his face whenever we see him which is just incredible to see."



Project Ability

Project Ability is a 52 week paid and supported placement and training programme for young people with a disability to help them get experience in the world of work and a step forward in their employment journey.

We were delighted to have secured five placements with Serco in University Hospital Wishaw.

All placements started in April 2021 and all the individuals have settled in well.

Cathy Hendry, Business Support Manager, Serco said "We continue to support the Project Ability placements working in Partnership with North Lanarkshire Council.

The 5 young adults in our Project Ability Team at University Hospital Wishaw continue to work hard and develop in their new roles to achieve their goals and aspirations for the future.

The placements include Catering, Portering, Grounds Person and Administration and will afford each individual the opportunity to gain transferable skills for their future."

WILLIAM'S STORY



William was a 6th year pupil at Buchanan High School when he was referred to NLC Supported Enterprise Service and his job coach started to work with him in October 2019. Part of our service supports senior pupils from additional support needs school to help them on their journey into the world of work.

William's job coach supported him on a weekly basis, while he was still at school, undertaking a variety of different job trials in various work settings. It became obvious that William's interests lay in one area only which was Construction, having a keen interest in becoming a labourer. With backing from Routes to Work, the school and his job coach, William commenced training to complete his CSCS Training and gain his Green Card through the challenging times that Covid brought. On the 17th May 2021, William passed his CSCS Green Card after his first attempt.

With support from NLC Community Benefits Team, William attended an interview with Hadden Group in June 2021 for the post of a Labourer. William was successful in gaining the position and started work on 14th July 2021 and has now passed his 3-month probationary period.

William is involved in the day to day running of the site, undertaking lots of physical work. His employer has stated that he has excellent communication skills and has shown that he can work well as part of a team. He also has proven his knowledge, in his ability to maintain a clean and safe working environment on the construction site.

William who is now 18 years old, stated "I felt great when I got offered the job. I look forward to getting up early in the morning to go to work. It's good to learn new and interesting facts.

Getting my wages feels rewarding as I can now treat myself to the things I want. It's amazing to be working as part of a team rather than being stuck at home all day, feeling bored".

Catriona Gibbons, Depute Head Teacher at Buchanan High School said: "Working with the Job Coach really helped William to increase his confidence in both his abilities and his practical skills. William would have had great difficulty going straight into work without the additional support.

The opportunity for William to take time to build a relationship with his Job Coach and know that someone would be there for him if he was uncertain of moving forward was a crucial element in his success. I really wish him well - I'm delighted!"

ROOTS

This programme is designed to support care experienced young people into a paid work placement to gain the knowledge and skills required to progress onto the world of work.

See below quotes from some of the trainees:

Dylan, 18, CMS, Cumbernauld says that "The Roots programme has worked really well for me, it has given me the opportunity to find a job which I love and

has given me a sense of purpose and allowed me to learn new skills. I feel like a part of a team and I have built good relationships with other staff"

Rachel, 18, NLC Innerleithen FLC, says "My placement has given me a reason to get up in the morning."

Cong, 18, Ferri Fit Gym says "This programme was great. They were so helpful and supportive in helping me find work. The coaches at the Roots Programme explained the lessons and questions well and I gained a lot more experience whilst at this programme."



Supported Business (NL Industries)

NL Industries are the manufacturing arm of our enterprise service and they continue to secure and complete orders for a range of public and private companies. Specialising in furniture manufacturing, re-upholstery and up-cycling they provide a range of best value services, high quality furniture items and are able to deliver bespoke manufacturing requirements to suit and meet customer demands.

From its roots as a supported factory, NL industries is today committed to providing opportunities for disabled

people and those facing barriers to gaining employment.

At NLI everyone has something unique to offer and given the opportunity can transform their lives through the power of work.

NL Industries have developed a range of products suitable for Schools and Nursery early learning environments. The products have been designed in a range of natural textured fabrics based on the principles of biophillic design to create natural learning environments.

The product range includes: Tee Pee's, Bunny Bean bags, small, medium, large bean bags and floor cushions. Small cuddle sofas, cosy seating, work benches and bunting,

To find out more about our products and services please contact Donella Duff on 01698 524844 or email: nlindustries@northlan.gov.uk



Our contact details are...



If you would like any more information on our service please don't hesitate to contact us:

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