

Homefield College Collaboration

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Welcome to Homefield College

- We are a charity that provides education, training and support to people aged 16+ with learning difficulties and disabilities. We have a particular emphasis on autistic people and those with communication difficulties.
- In 2021-22, we had 125 students across a number of pathways. Some students had goals of becoming more independent, some had aspirations of going to work.
- As a vocational college, our students can study horticulture, hospitality, motor vehicle, woodland and construction, performing arts, art and design, and much, much more!



Our Ethos



Our vision:

A society where people with learning & communication difficulties are valued as equal citizens. They have choices, opportunities and independence.



Our mission:

To provide learning & living experiences that empower the Homefield community to recognise their potential as active citizens.



Our values:

Equality, empowerment, respect, sustainability.



Who am I?



- Careers Lead since July 2021
- Responsible for careers strategy, meeting statutory guidelines, building relationships with other education providers, employers and services to improve outcomes for our students
- Qualified to deliver careers guidance
- A Leicester City fan and avid cricket follower
- Manage a team of dedicated professionals who help me to deliver my vision of making careers applicable to all



Careers means 'living your best life'

- Volunteering
 - Supported Living
 - Paid employment
 - Self employment
- Skills development
 - Independence
 - Hobbies and interests
 - **SUPPORTED INTERNSHIP**



The current picture

- **1 in 50** people have a learning disability
- **Less than 6%** of those who are able to work are actually in paid employment
- People with learning disabilities generally **stay in work longer, take less sick days** and are **reliable timekeepers**
- In the right role, with the **right support**, people with learning disabilities can **perform exceptionally well** and have a significant impact on **staff morale**.
- Usual recruitment practices **do not** play to the strengths of people with learning disabilities so **creativity is required** e.g. supported internships, working interviews.



The current picture cont.

- Employing people with learning disabilities **promotes diversity** in the workplace and builds / maintains a fantastic reputation for **corporate social responsibility**.
- Is it risky to have people with learning disabilities in the workplace?
Research suggests there is **no significant difference** in the number of health and safety accidents between those with learning disabilities and those without.
- You can become a '**Disability Confident**' employer and have a badge for your literature and website
- **Reasonable adjustments** may be required.
Can you guess the average cost to an organisation?

Reference: Mencap 'Good for business'

<https://www.mencap.org.uk/sites/default/files/2017-06/Good%20for%20business%20LDW%202017%20guide.pdf>



What reasonable adjustments may be put in place?

- **Job carving**
Give our students the repetitive, lower-skilled elements of roles and enable your higher-paid employees to focus on other elements of their roles.
- **Changes to work policies**
Students may require longer / extra breaks.
They may require somewhere quiet to go if they feel overwhelmed.
- **In work support**
Homefield will be providing Job Coaches to help the students to settle in and learn the jobs.



There are lots of ways to get involved!

- **Volunteer to talk to students** about the world of work. Be creative! Students benefit from these encounters – they make work a ‘real’ possibility and give them the chance to ask questions and dispel myths.
- **Conduct mock interviews**
- **Hold careers fairs**
- **Offer job shadowing, work experience**
- Join our **careers stakeholder group** and tell us how we can support you and other organisations better
- Tag us in **social media** posts. Or follow us and drop us a ‘like’ from time to time. We’re on Instagram, Facebook and LinkedIn.
- Talk to your **supply chain and partners** about what we are doing. Can I meet with them too? Pretty please?!
- Partner with us for **awards and celebrations** e.g. community impact or education and business partnership awards.
- Invite me or my colleagues to **team meetings** to enable you to ask more questions or find out more.



Student voice

We had a number of students on work placements last year. Feedback we captured:

- The team were supportive
- They helped me to be more confident
- The breakroom had a great atmosphere and I was included in conversations
- I felt part of the team
- I really liked my placement and recommend it to others



Student voice cont.

- By the end of my employer encounter, my eyes were well and truly opened
- I learnt so much in my placement and gained a lot of transferable skills e.g. time management, talking to customers and working with others
- I never had someone tell me I am normal, I am good, I am clever. Now I know I am normal with my superpowers.
- I feel confident that I understand my full potential



Thank you!

We look forward to working with you.

