



Successful Collaboration with a Global Business in a Growth Employment Sector

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Introductions

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Successful Collaboration with a Global Business in a Growth Employment Sector Work Shop

- Overview of Marriott and DFN Project SEARCH Collaboration
- Discussion and feedback session focusing on the key points of collaborative working from our experience
- Successful Outcomes



Success Rate 2016 - 2018

September 2016 to August 2017

Interns: 10

Employed: 7

September 2017 to August 2018

Interns: 8

Employed: 8

September 2018 to July 2019

Interns: 9

Employed: 6









Group Discussion

1. What are the myths and fears for an organization to take on a person with learning difficulties / disabilities?
2. What assurances does a business need before agreeing to host a supported internship?
3. What important factors are there to consider when setting up a programme from both perspectives?
4. How do you ensure standards in the work place are not compromised?
5. What do you think a supported internship partnership could bring to a business?



What are the myths and fears for an organization to take on a person with learning difficulties / disabilities?

- Adjustments in the work place
- Getting Management and Work Force on board
- Lack of appreciation from Management and Work Force
- Productivity will suffer
- Added Cost to the Business
- Time Consuming
- Lack of Communication
- Not being able to perform the job to standard



What assurances does a business need before agreeing to host a supported internship?

- Respectful to the business
- Costs
- Time
- Productivity
- Clarity on roles and responsibilities of all partners
- Collaboration is key



What important factors are there to consider when setting up a programme from both perspectives?

- Collaboration
- All on-board to attend meetings etc.
- The right amount of support and training on site and pre work done prior to the start of the internship
- Planning ahead
- Consistency of staff
- Building relationships with the managers
- Working within the business values, culture, policies and/or mission statements



How do you ensure standards in the work place are not compromised?

- Planning Ahead
- Training Management and work force prior to the Rotation
- Training the Young People



What do you think a supported internship partnership could bring to a business?

- Enhance Culture
- Links with Local Authority/Community
- Other Partners
- Corporate Social Responsibility
- Nominated for Awards
- Able to look at a different job stream
- Creating more opportunities
- Expanding the programme
- Developing SOP's and making Reasonable adjustments
- Individual Satisfaction for all involved
- Impact on Guest/Customers
- Disability Confident Employer



Outcomes

- Benefits for the Partners/Stakeholders
- Positive impact on the Young Peoples Lives
- Quality assurance of working collaboratively with a global business
- Recognition, awards and publicity for the supported internship and business as a whole. Win! Win!



Contact

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