Successful Collaboration with a Global Business in a Growth Employment Sector
Introductions

Gemma Gallagher
Human Resources Manager
London Heathrow Marriott Hotel

Maureen McHugh
Programme Specialist
DFN Project SEARCH
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

Gemma Gallagher
Human Resources Manager
London Heathrow Marriott Hotel
Gemma.Gallagher@marriotthotels.com

Maureen McHugh
Programme Specialist
DFN Project SEARCH
maureen.mchugh@dfnprojectsearch.org