

Accessible Employment

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BASE Annual Conference 2019

www.cornwall.gov.uk



What is 'Accessible Employment'?

Employment that anyone can find,
consider and apply for regardless of
their circumstances, health, disabilities,
condition or background

Its about what you can do
not what you can't

Why 'Accessible'?

- SICIOS
- Beacon Project
- Cornwall Council vacancies website
- Experience of HR processes
- Investigation and analysis
- Apprentice recruitment team
- Corserve

Must along people
 Transport Fully able
 experienced English
 communicator
Excellent Maths get
 Skills Outstanding service
 levels Essential Friendly
 GCSEs customer
 grade



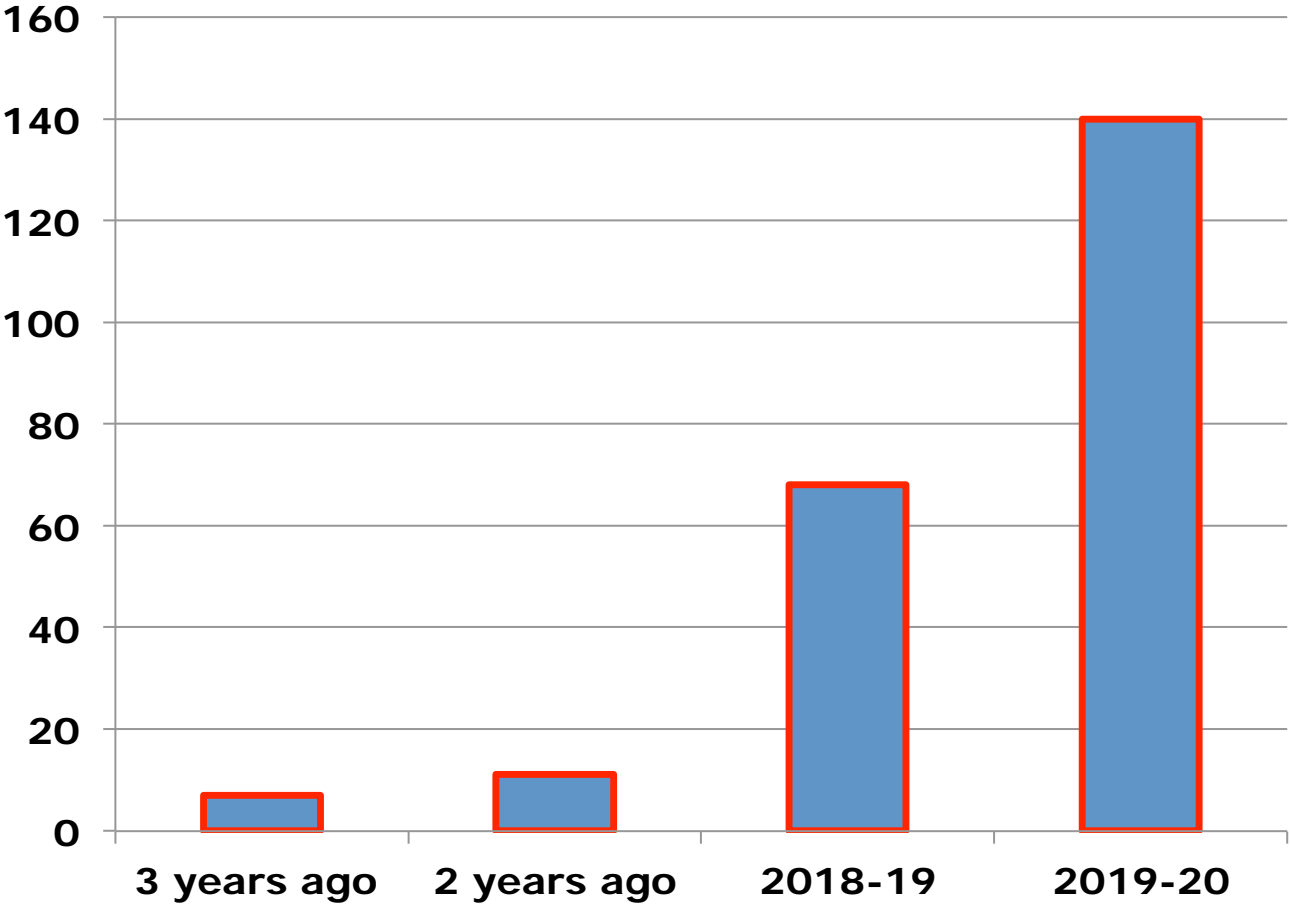
European Union
 European
 Social Fund

steps taken

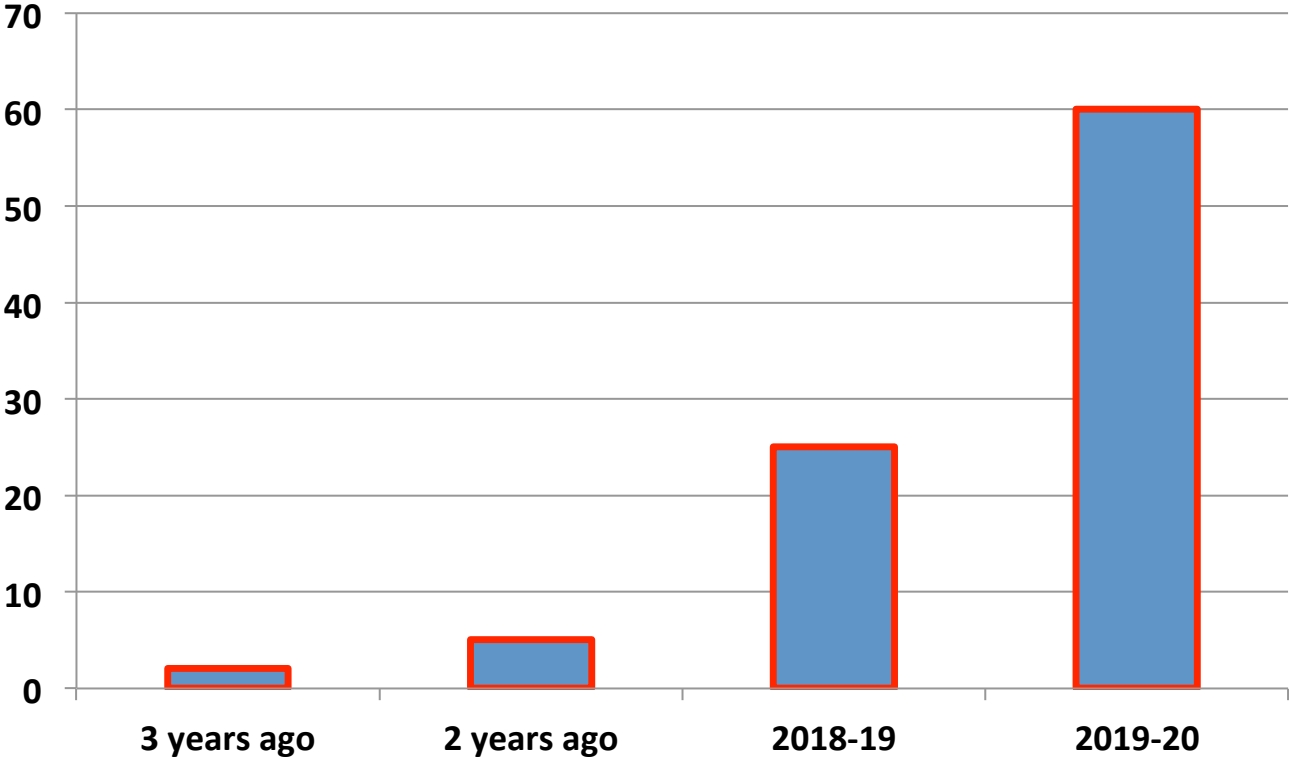
Level 2 Apprentices – Entry Level Recruitment

- Multiple vacancies rather than specific (commissioned) single job advert and process
- Work ‘safaris’ and manager ‘speed dating’
- Work placements – prior to making an application
- Candidate’s support worker details on application form
- Supported Internships promoted as a ‘working interview’
- Website and software update

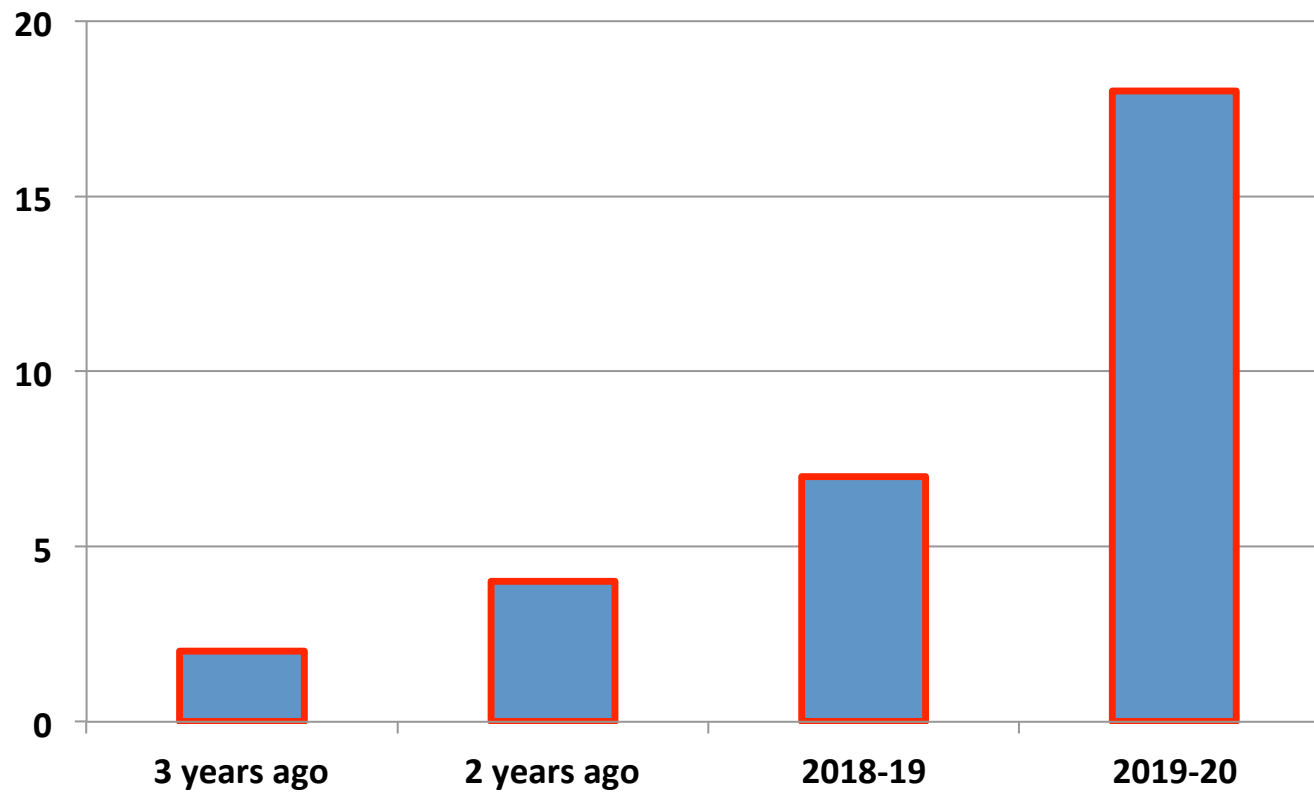
supported internships CIOS



employers engaged



specialist providers



different approaches

Software House

- open vacancies
- objective testing – software coding and testing task in a discreet application
- candidates coding, approach and aptitude evaluated
- invited to meet team and discuss their approach to the task
- employment decision based on aptitude demonstrated and team's reaction

different approaches

Corserve/Cormac/Cornwall Housing

- open vacancies for Level 2 Apprentices
- functional skills level 1 and provisional driving licence with theory test
- placements before application made
- candidate's support worker details on application
- sifting – will contact support worker to advise if the application is incomplete or insufficient so it can be resubmitted

different approaches

Coastline Housing

- all job advertisements and job descriptions/person specifications are **reading age compatible** with the level of the job/minimum qualifications expected
- advice for 'first-time' candidates about the workplace culture, dressing for interview, what to expect, timings for interview/assessment activities

different approaches

Cornwall Apprenticeship Agency (Cornwall Marine Network)

- CAA employs the apprentice
- CAA places them – many jobs are seasonal
- CAA undertakes the payroll and employment admin for the employer(s)
- most marine employers are micro businesses

different approaches



- apprenticeship vacancies now in batches
- work 'safari' approach – opportunity to try out different departments
- manager speed dating
- matching candidates to apprentice roles
- any applicant who indicates difficulty or disability is contacted to discuss how they could be helped in the selection and recruitment process

your turn

Aim of the workshop:

- for us all to get a strong understanding of what we mean by ‘accessible employment’
- recognise the barriers and ‘taken for granted’, ‘business as usual’ practices that deter and prevent many from engaging
- share practice and ideas that can overcome those barriers that employers will adopt

1. examples of less or inaccessible employment practice – why doesn't it work for everyone?
2. examples of good employment practice –
 - why is it good?
 - what are the characteristics of 'good'
 - how can it be shared and transferred to other settings?
3. what can you do as practitioners to make employment more accessible?

activity

- ✓ keep a note of your discussions
- ✓ identify 2 key points/ examples for each question
- ✓ you can answer the questions in any order – just be clear which one

there will be a short plenary but we will collect all the notes and circulate the shared wisdom

Thank you

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