

Summary of supported and mainstream employment opportunities in Guernsey

<p style="text-align: center;">Employment & Social Security Job Centre</p> <p>The Job Centre provides support to improve people’s chances of starting work or increasing their hours of work. Clients are either supported by an Employment Advisor, Work Rehabilitation Officer or Case Worker. Support is also available to people who have been away from the workplace for some time.</p> <p>Contact details Job Centre Support - States of Guernsey (gov.gg) 01481 222516</p> <p>Support available</p> <ul style="list-style-type: none"> • Vacancy service • Job service • Redundancy support • Job placement • Recruitment grant • Work trial • Work experience • Unemployment review meetings • Job start expense • Voluntary work • Work2Benefit (mandatory work) to assist in: <ul style="list-style-type: none"> ○ re-establishing a work ethic ○ re-introducing a work routine ○ developing team work ○ reinforcing appropriate workplace behaviour ○ establishing aptitude and skill sets ○ increasing basic skills and employability by taking account of employers needs ○ building self-confidence ○ developing confidence in the ability to learn • 1-2-1 support <ul style="list-style-type: none"> - Incapacity - Unemployment - Barriers • Information and advice • Referrals to Supported Employment • Referrals to other agency schemes • Employer engagement 	<p style="text-align: center;">Careers Guernsey</p> <p>Careers Guernsey provide free, impartial career information, advice and guidance to all ages including education leavers entering the job market, returners to work, career changers and unemployed. Careers Guernsey provide reliable careers information and work related learning resources to help inform decision making and increase awareness of opportunity. Any person can access Careers Guernsey services for support with their career and skills development and any additional needs and individual circumstances are factored in. Visit www.careers.gg to find out more.</p> <p>Referral pathway Self – referral or Parent/Carer referral You can contact Careers Guernsey yourself for any careers advice and guidance you might need to help you make progress with your employment, learning and training plans. Parents/Carers can also make a referral for careers support for their child.</p> <p>Education referral Teachers and education staff can refer students for careers support by contacting Careers Guernsey. Education services such as School Attendance Service and Education Psychology Service can also refer students for careers support.</p> <p>Agency/Support Service referral Agencies and support services can refer anyone they may be working with who would benefit from some careers support to help them move into employment, learning and training.</p> <p>Contact details careersguernsey@gov.gg 01481 226565 07781 106401 or 07781 106403</p> <p>Support available</p> <ul style="list-style-type: none"> • Careers information and resources on www.careers.gg • Individual career guidance interviews with a qualified Careers Adviser. Find out more about how career guidance can help • Co-ordinating work experience placements and work-related learning for students in education • Groupworks in schools/Post-16 • Reviewing CV’s, job applications and interview techniques
<p style="text-align: center;">Ron Short Centre LBG</p> <p>Ron Short Centre LBG (the Centre) assists people of all ages with physical or sensory disabilities to access to open employment, or otherwise to participate in a supported social enterprise, as well as to maintain and where possible improve health and well-being.</p> <p>Referral pathway Agency/Support Service referral Referrals are received from a number of different agencies and organisations, including ESS (work rehabilitation, W2B), HSC (unfit to access mainstream employment) the College of Further Education (students on the Access Programme or in transition to adult services), the Adult Disability Team, the Community Outreach Team, Supported Living, the Autism Hub, the Cheshire Home and various residential homes.</p> <p>Contact details Ron Short Centre - Home Facebook 01481 724333</p> <p>Support available In brief, the Centre provides a variety of supported employment opportunities:</p> <ul style="list-style-type: none"> • The Centre is committed to reducing any gaps that would make it impossible for a person with a physical or sensory disability to experience the dignity of work by <ul style="list-style-type: none"> • providing opportunities for those whose support needs currently make it impossible for them to fit the mainstream employment opportunities available, as well as those who need to develop more skill or confidence before accessing such employment (the Social Enterprise Programme or SEP); and • providing work opportunities for those in transition to mainstream employment (or temporarily unable to access 	<p style="text-align: center;">Guernsey Employment Trust</p> <p>Guernsey Employment Trust provides guidance and support for any clients over the age of 16 who may need extra help to prepare for, find, and retain work. The service is primarily for disabled people or for those who struggle with work due to their mental health or other long-term health conditions. GET can work with clients who have a criminal record in addition to their disability. This is decided on a case by case basis.</p> <p>Referral pathway Self – referral Individuals can self-refer by calling the office or by applying online.</p> <p>Agency/Support Service referral They can also be referred by other organisations.</p> <p>Contact details Guernsey Employment Trust 01481 247999</p> <p>Support available</p> <ul style="list-style-type: none"> • Regular progress reviews and ongoing on-the-job support for both the employee and employer, while the client settles in and learns their new job. Ad hoc support is then offered throughout the client’s career. • Job club for those who are unemployed or seeking to change jobs. • Workshops on mental and physical wellbeing, CV writing, interview skill and work preparation. • Access to resource library, online courses and computers. • Developing a vocational profile and personal action plan. • Advice and guidance on goal-setting. Assistance to compile a CV, search for jobs, and apply for suitable roles. • Support with employment negotiations. • Mock interview practice.

<p>mainstream employment), regardless of whether or not they have physical or sensory disabilities;</p> <ul style="list-style-type: none"> • The Centre respects the capacity of all it's members and seeks to promote and support increased personal autonomy. • The Centre has adopted a holistic approach to developing the confidence and creativity; it runs a Welfare Programme (using a wide variety of strategies; e.g. art therapy, music therapy, pet therapy, and cooking) specifically aimed at enhancing the wellbeing and social skills of members. • Participants in the SEP engage in various activities, including the production of craft items sold at the in-house charity shop and other local retail sites, the provision of Disability Confidence Training, and engagement in various other administrative tasks, maintenance activities and/or care support roles. • The SEP tries to ensure that all members can experience the dignity of work by making a purposeful contribution to meaningful tasks. • The SEP is based on Asset Based Community Development (ABCD) model, which focuses on peoples' existing skills and abilities in order to provide them with tailored opportunities and responsibilities. • Where a referral does not match existing programmes of work, the specified needs are accommodated wherever possible. • Members can try out a variety of different options while seeking to discover what they most enjoy. 	<ul style="list-style-type: none"> • Access to work experience placements and voluntary work or working closely with other charities to facilitate supported placements. • Work Preparation sessions for individuals on the Waiting List. • GET has partnered with the Accidental Zoo as part of their Wellbeing Matters programme to provide opportunities to develop skills whilst preparing for work. <p>Support for employers</p> <ul style="list-style-type: none"> • Work with businesses to match people with the right position. • Vacancy matching • Advice to employers on recruiting and retaining disabled staff. • Supported and time limited work experience and placements. • Employer's Disability Charter which encourages the employer towards good practice.
<p style="text-align: center;">GROW</p> <p>GROW provides training and work experience for people with learning difficulties and/ or disabilities.</p> <p>Referral pathway Referrals from Adult Disability Service, Autism Hub, GET, GP's Health Commission, College of Further Education, and Les Murier school. GROW offers work experience placements to students from the College of Further Education and Le Murier School and has linked with Guernsey Alzheimer's and provide sessions for their members from spring to autumn.</p> <p>GROW does not work with ex-offenders.</p> <p>Contact details Grow Limited Guernsey's Rural Occupational Workshopt 01481 721865</p> <p>Support available</p> <ul style="list-style-type: none"> • Training is given within a sheltered environment for tasks related to horticulture. • Service users also learn about <ul style="list-style-type: none"> ○ Customer service ○ Wood working skills ○ Craft ○ Retail experience • GROW provides opportunities that build confidence and skills, encourage social interaction, an active lifestyle, which helps with future potential employability. 	<p style="text-align: center;">Giving Opportunities</p> <p>Giving Opportunities provides opportunities for young people in supported work and training.</p> <p>Referral pathway Self – referral Individual can refer themselves. Agency/Support Service referral Referrals are accepted from agencies i.e. Job Centre, GET, and Probation Service.</p> <p>Contact details 01481 242715</p> <p>Support available</p> <ul style="list-style-type: none"> • The opportunity for the individual to learn new skills and get a range of experience due to the variety of work available. • The chance to try different tasks and develop at their own pace. • For someone in receipt of benefits, a training programme can be developed for a trial period. • Assistance for young people to: <ul style="list-style-type: none"> ○ set up bank accounts ○ learn customer service skills ○ find accommodation • The opportunity for individuals to conduct community service hours • provides opportunities for those on probation
<p style="text-align: center;">Mill Street Community cafe</p> <p>The Mill Street Community cafe is a place for acceptance and belonging, discovery and possibilities, making and meeting new friends. The cafe works with people who have different life experiences and offers an opportunity to learn, volunteer and work together for the benefit for the community.</p> <p>Referral pathway Individuals can refer themselves.</p> <p>Agency/Support Service referral Referrals are through the Job Centre, Guernsey Prison, Probation Service, Guernsey Employment Trust (GET), Guernsey Caring for Ex-Offenders.</p> <p>Contact details hello@millstreet.cafe 01481 712138</p> <p>Support available Workers and volunteers are accepted on placements, teaching them work and life skills including:</p>	<p style="text-align: center;">Guernsey Caring for Ex-Offenders</p> <p>Guernsey Caring for Ex-Offenders assist ex-offenders to resettle into society by providing mentoring and support. Signposting to resources that can help achieve accommodation, community and employment.</p> <p>Referral pathway Referrals from the prison's Offender Management Unit and the Probation Service. Ex-offenders may also self-refer to GCFO.</p> <p>Contact details Caring for Ex-Offenders Holy Trinity Guernsey 07781 124052</p> <p>Support available</p> <ul style="list-style-type: none"> • Community and Wellbeing Keyworker provides opportunities for craft, gardening and other meaningful activities to build positive routines, self-confidence, self-esteem and develop practical skills. • Employment Keyworker works with ESS and local employers to facilitate meaningful employment, work experience, and back to work schemes.

<ul style="list-style-type: none"> • Front of house- customer service • Cooking • Cleaning 	<ul style="list-style-type: none"> • GCCEO staff and volunteers work with individuals to offer one-to-one support for social inclusion, helping to find accommodation, opening bank accounts, advocacy with mental and physical health services and assistance with the challenges of adjusting to life outside of Prison. • Offender Deposit Assistance Scheme (ODAS) provides loans and deposits to ex-offenders.
<p style="text-align: center;">Action for Children</p> <p>Action for Children provides support for young people with issues that are linked to employability, including emotional resilience, setting realistic goals, building confidence, budgeting, and life skills.</p> <p>Referral pathway Self – referral Families and individuals can refer.</p> <p>Agency/Support Service referral</p> <p>Referrals are accepted from statutory and voluntary services. AFC interacts with ESS, Guernsey Employment Trust (GET), GROW and any other relevant agencies.</p> <p>Contact details Action For Children 01481 700218</p> <p>Support available</p> <ul style="list-style-type: none"> • Support to enable young people to access and attend learning and training events. • The development broad action plans for young people. • Help the young person to prepare for and remain in employment, helping those who aren't yet ready for employment, as well as those who have found work. • conducts employability preparation training and workshops. • assists young people with communication and presentation skills, writing CVs and applications, and preparing for interviews. • assist with career plans and job searches. • advise on vocational training and volunteering. • Continuing support, as required, when a young person finds employment. • Assistance with accommodation when this might be a barrier to employment. • Identifying with service users their needs, barriers, and issues including attitudinal, health, or financial problems. <p>Substance misuse workers provide support for anyone with drug or alcohol issues</p>	<p style="text-align: center;">Youth Commission</p> <p>The Youth Commission provides holistic support and wellbeing, as well as early intervention, and as such is not directly related to achieving employment.</p> <p>Contact details HOME youthcommission 01481 226099</p> <p>Support available</p> <ul style="list-style-type: none"> • youth clubs and outreach groups providing a space to connect with others and learn new skills. • Get projects • Support services, residential getaways, mentoring, outdoor activities, physical activities, groups for young women, domestic abuse lessons, Child Sexual Exploitation support and awareness, Young Carers and bereavement support • Facilitation of the Duke of Edinburgh awards scheme • ASDAN qualification which aims to support young people who struggle with their mainstream education in order for them to develop personally, as well as improve their life and employability skills. • Youth Forum which allows young people to be representatives of the youth voice in strategic decision-making.
<p style="text-align: center;">Guernsey Prison/Probation Services</p> <p>The Rehabilitation & Resettlement Strategy (revised in February 2020) is a joint Probation/Prison operating model for the management of offenders.</p> <p>The Probation and Prison Services are the main agencies involved in the management of offenders but other agencies are also often involved, most specifically the Mental Health Services, Housing and Social Security and a range of voluntary agencies.</p> <ul style="list-style-type: none"> • People who offend tend to have a higher incidence of issues in certain areas than the general population. Research shows that Employment, Education, and Training is a key factors that influence reoffending <p>Contact details Probation Service - States of Guernsey (gov.gg) 01481 224337</p> <p>Support available</p> <p>Being in employment reduces the risk of reoffending. The Probation & Prison Services need to assist in providing skills to help offenders to enter employment, training or education to establish legitimate earning capacity and self-support. The key partner in the prison is the Learning and Skills Department, and in the community the services offered by third sector agencies such as GCfEO and the Department of Employment & Social Security.</p> <p>The Prison offer the following support:</p>	<p style="text-align: center;">Guernsey Society for the Protection of Cruelty to Animals</p> <p>The GSPCA's mission is to prevent cruelty to all animals; to rescue animals in distress; to provide shelter for strays; to foster and encourage kindness and consideration in the treatment of animals and birds, whether domestic or wild. They can provide work placements to support those getting back into employment.</p> <p>Referral pathway Self – referral Individual can refer themselves.</p> <p>Agency/Support Service referral Referrals are accepted from agencies such as GET, GROW Ltd., Job Centre, schools, and medical professionals.</p> <p>Contact details Home GSPCA Guernsey 01481 257261</p> <p>Support available</p> <ul style="list-style-type: none"> • Enable an individual to undertake work which will help them improve their CV and be able to access greater employment opportunities. • Supports people who carry out unpaid work as part of the ESS Work2Benefit scheme. • Volunteers outside of the scheme are also accepted • Work with young people undertaking their Duke of Edinburgh award. • Support people who require prison placements or need to do community service. • Volunteers are given support by shadowing staff as needed. • A qualified counsellor can refer individuals to other services if required.

- Initial educational assessment/screening of new receptions
- Provision of Basic skills classes (maths and literacy)
- 1:1 tuition for those with additional support needs
- Academic courses ranging from basic skills certification to degree level
- Access to Open University provision
- Employability Skills
- Introductory Level vocational skills training
- Links with the College of FE
- Referral routes to the Guernsey Operatives Apprenticeship Scheme
- Links with the Red Carnation Group hospitality focused training

Prison based employment opportunities in the following areas:

- Kitchen – including access to City & Guilds catering qualifications
- Horticultural Site – including access to City & Guilds qualifications
- Workshop – recycling & carpentry
- Cleaning & laundry

Release on Temporary Licence Scheme

Provides the opportunity for suitably risk assessed prisoners to undertake employment in the community prior to release with a view to maintaining this routine, stability and legitimate financial income through the gate. This is a three stage programme which can commence 6 months prior to release for those who meet the eligibility criteria:

Stage 1 –Supervised Community Work Parties

- General maintenance and gardening duties in the grounds of the prison but outside of the perimeter fence.
- Under staff supervision
- Opportunity to prove trust, work ethic, reliability
- minimum of 4 week period

Stage 2 - Voluntary work placement

- The Prison have established links with a number of voluntary / charitable organisations and will make arrangements for a suitable placement to be found (based on availability and individual risk assessments).
- minimum 2 week period
- Voluntary placements can be extended if prisoners are unable to secure paid employment or are assessed as requiring further time in a supportive voluntary placement before being ready for paid employment.

Stage 3 - Paid employment

- Paid work release enables people who have previously struggled to secure and maintain jobs, the chance to get used to a routine and become a reliable employee before release.
- Paid work release also enables people to earn a legitimate wage, which can be used for things such as a deposit to secure accommodation on release.
- Employers are required to pay prisoner’s wages directly to the prison; ⅓ of the wage is retained by the prison for “Board & Lodgings” plus a contribution to Victim Support. The remainder is the prisoner’s, but is kept in a prison saving account until time of release.

Resettlement Officer – Uniformed Prison Officer dedicated to undertake the following tasks with Prisoners approaching their release date:

- CV preparation
- Job seeking
- Accompanied community visits for the purpose of job interviews, introductory visits at the College of FE
- Liaison with Department of Employment & Social Security job centre, work rehabilitation team.

- Work and volunteering experience in different types of tasks, including:
 - Manual work
 - Dog walking
 - Animal care (staff not on a Job Centre scheme can work towards an NVQ)
 - Gardening
- The nature of the work and the site mean it is harder to support people with some physical disabilities but where possible people with some physical impairments are also supported.
- Opportunities are also now available for placements in the Smith street shop. This might include:
 - working on reception
 - Administration work,
 - Deliveries
 - Fund raising
 - Helping with events

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| <ul style="list-style-type: none">• Partnership working with voluntary sector organisations eg. Guernsey caring for Ex-Offenders, Guernsey Employment Trust to establish networks of throughcare support. | |
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