DFN Project Search Partnership at Nottingham University Hospitals NHS Trust

Giles Matsell

Head of Equality, Diversity and Inclusion

Host Sponsor

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History of Project SEARCH at NUH

NHS
Nottingham University Hospitals
NHS Trust

- Programme began in 1996 at Cincinnati Children's Hospital and Medical Centre

- Developed to:
  - Meet entry level employment needs
  - Support their Diversity Initiative

- Using the skills and talents of supported employment agencies

- Started a programme at Nottingham University Hospitals in 2011 based in Estates and Facilities

- Partnered with Foxwood Academy (SEND School)

- Relaunched in 2021; as DFN Project Search (DFN is a charitable foundation) with a new education provider (Nottingham College) through Nottingham County Council.

The Goal:
Full Time Paid Jobs for Project SEARCH Graduates

Over 80% Employment for interns

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Nottingham University Hospitals NHS Trust

DFN Project SEARCH UK, Ireland and Iberia

Ambitious and to Scale

- 72 Programmes
- 42 Hospitals
- 10 Local Authorities
- 3 Housing Associations
- 10 Private Businesses
- 6 Universities
- 1 National Trust
- 60% Move into Full Time Paid Jobs
- 70% Gain Employment
- Average Hours 24
- Average Salary £8.71

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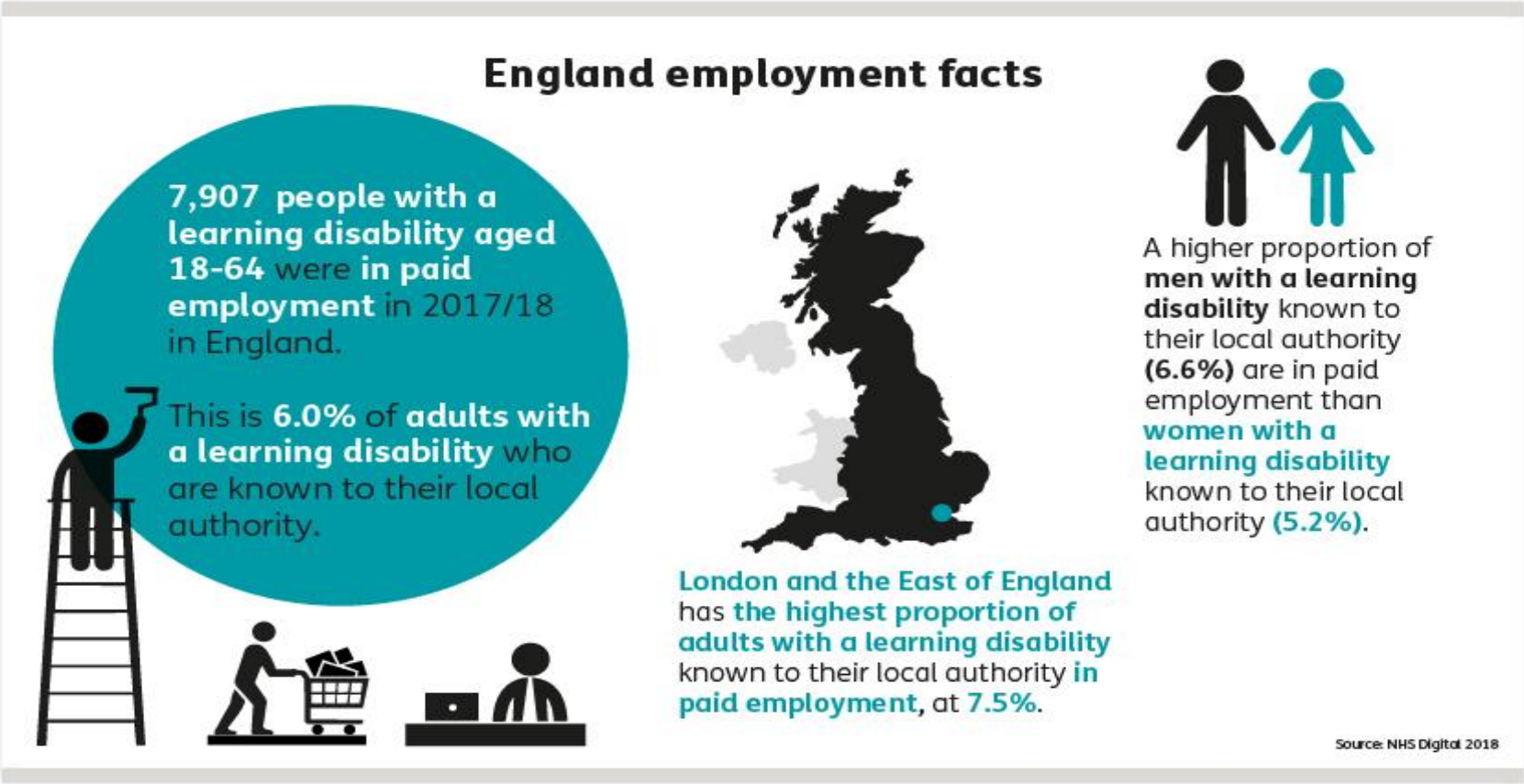
National employment rate LD – less than 6% for many years



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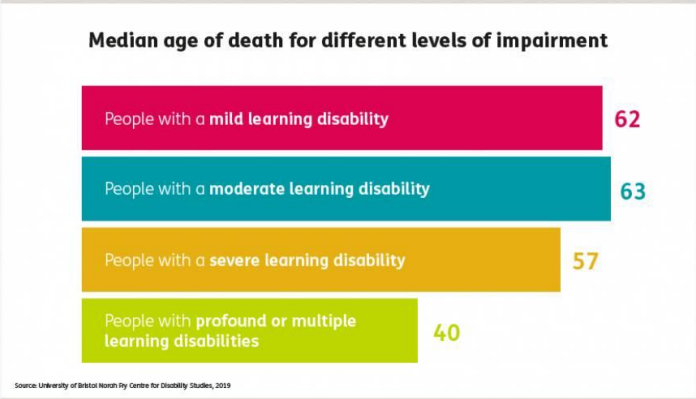
Work is good for you

Life Expectancy for people with Learning Disabilities



Median Age of Death General Population

Men- 82
Women 85

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Programme Design

Nottingham University Hospitals NHS Trust

- One-year programme
- 8 - 12 young adults
- Usually Aged 17 – 24
- Have an EHCP or another form of Assessment of Need
- College Students
- Appropriate for the Business
- Pass Necessary Employment Checks
- Variety of learning disabilities and autism spectrum conditions
- Rotate through three skill building opportunities with continual feedback
- Outcome of employment

Desire to Work!

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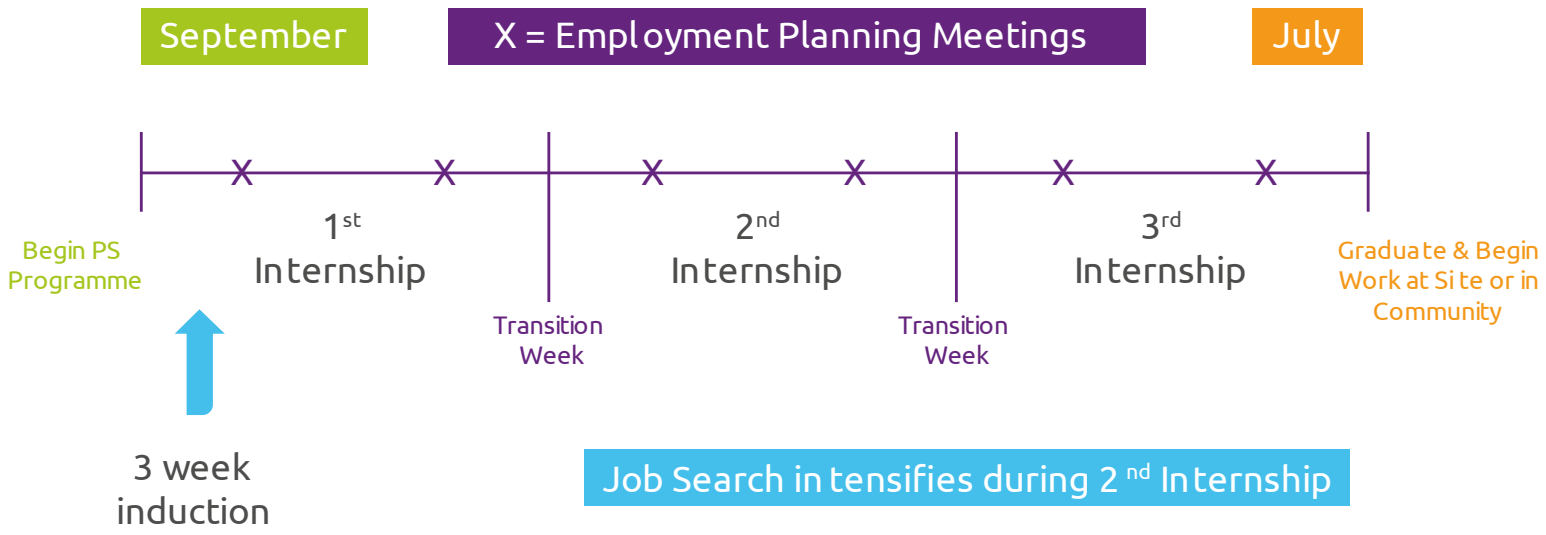
Annual Project SEARCH Schedule



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Typical Project SEARCH Day

NHS
Nottingham University Hospitals
NHS Trust

- **9:00** - Employability Skills
- **10:00 -** Worksites
- **12:30 -** Lunch
- **1:15** - Worksites
- **3:30 -** Review, Plan Communication
- **4:00** - Depart

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What we have got out of it at NUH? Why has it been so good for us?

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- Addresses Health inequalities
- Recognises and values the contribution of young people with LD/Autism.
- Fosters good relations between different people.
- Changes lives.
- Long-term employment outcomes
- Inclusive Culture
- Consistently positive feedback from patients and staff

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NHS
Nottingham
University Hospitals
NHS Trust

Collaborative Partners

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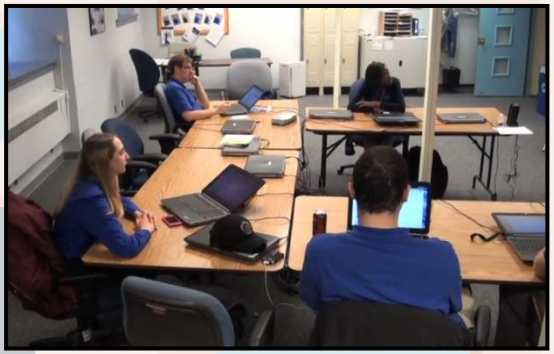
Host Business Partner

Nottingham University Hospitals NHS Trust

The Host Business will Provide:

- **Employer Liaison Leaders**
- **Classroom Base**
- **Access to Internship Opportunities**
- **Business Leadership in the community**



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The Education Partner

Nottingham University Hospitals NHS Trust

The Education partner will Provide:

- **Full time Instructor/Tutor**
- **Curriculum**
- **Student Conduit**
- **Student Funding**
- **On-Site Co-ordination**

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Supported Employment Agency Provides: (In the DFN Project SEARCH Year):

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- Full time job coaching support
- Job search and job development support
- Employer liaison

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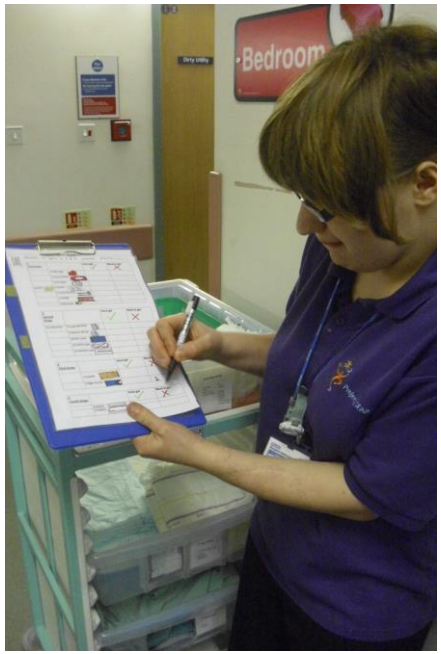
Supported Employment Agency Provides : After the DFN Project SEARCH year

Nottingham University Hospitals NHS Trust

- Supporting those who do not move straight into Work.
- Ongoing long term support for those who are in work
- Ongoing liaison with employers
- Advice regarding reasonable adjustments



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Local Authority Provides:

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- Champions the voice of the young people and their families in the community.
- An overview and understanding of the needs of young people in the community
- Creating a broad and fair recruitment pool
- Support with funding where needed

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Interns Provide a Commitment to:

Nottingham University Hospitals NHS Trust

- Follows the rules of the host business
- Attends daily skills class and internship ready to learn!
- Shows up each day in the proper clothes with good hygiene and personal care
- Willingness to develop communication skills
- Learn and demonstrates skills that meet the expectation of the managers
- Develop self-advocacy skills (this includes leading employment planning meetings)
- Apply for jobs that match the skills learned in DFN Project SEARCH

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Family Members or Carers Commit to:

Nottingham University Hospitals NHS Trust

- Actively participate in their intern's progress towards a full-time, paid job in their community
- Complete steps needed for the intern to become eligible for support
- Support their intern with attendance, hygiene, personal care, and other related skills and to become as independent as possible in these areas
- Take part in employment planning meetings to discuss progress, job goals, issues, etc. and complete any agreed actions
- Supports their graduate employee with the ongoing development of employment skills as needed

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Debbie Brown

DFN Project Search

Work Coach

Nottingham College

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Lets hear from our Interns!

Nottingham University Hospitals NHS Trust

Link: https://youtu.be/L-dtIa6Y5kc

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High Aiming - Changing Lives

Nottingham University Hospitals NHS Trust

Questions?

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To get involved – contact:

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