

A Job Well Done

Social enterprises and the learning and skills sector: a partnership for the education, training and employment of disabled people

September 2010

Easy-read summary



Further information

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For information

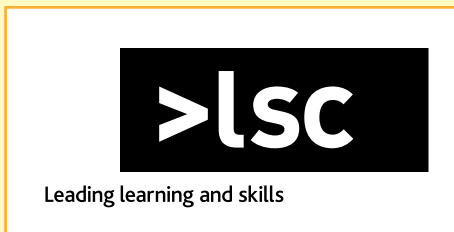
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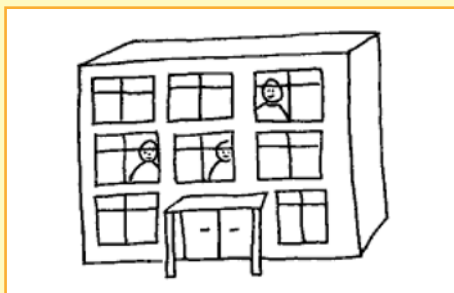


Introduction

This is the easy-read report for a project called 'A Job Well Done'.



An organisation called the Learning and Skills Council (LSC) paid for this project. It used to plan and pay for further education in England. This is now done by the Young People's Learning Agency, the Skills Funding Agency and local authorities.



This report will tell you about how...

- **social enterprises** work with



- **colleges and other providers** to help



- **disabled people** in college or at work.



The National Institute of Adult Continuing Education (NIACE) wrote this report.

What is a social enterprise?



A social enterprise is a business that works to help people, communities or the environment.



The business has to earn money to stay open and pay its staff. Any extra money (profit) does not go to the people who own the business. Instead, the business uses the money to help make the business better.

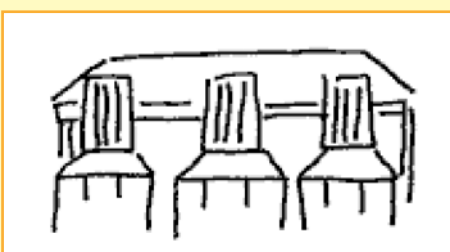
Here are some examples of social enterprises...



- A business where disabled people have paid jobs. Their job is to grow fruit and vegetables and sell them. So this business helps disabled people to do a job and get paid for it.



- A business that recycles paper. This business cuts down on waste and helps the environment.



- A business that sells low-cost furniture to families who do not have much money. This helps families in the community.

What does the government say about disabled people and jobs?



The government would like disabled people who want to work to find and keep jobs.

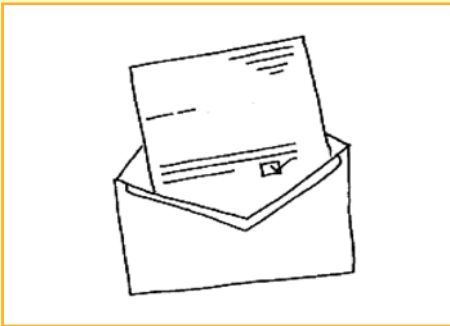


The government wants to make sure disabled people can get a job and that they are treated well at work.



The government has made some plans about how to help disabled people to find jobs. One of these is called Valuing Employment Now. This is about helping people with learning difficulties and disabilities to find paid jobs.

How did NIACE do the project?



NIACE sent a list of questions to social enterprises, colleges and other organisations.

Lots of organisations answered the questions and sent them back to NIACE.



NIACE rang up and spoke to lots of social enterprises about their work. NIACE talked to some experts who know a lot about social enterprises.



NIACE went to visit lots of social enterprises.



NIACE ran some workshops to tell people what it had found out about social enterprises. NIACE asked people in the workshops what they knew about social enterprises.

What did we find out?



What social enterprises do

Some social enterprises run courses for disabled people. For example, one social enterprise called Breakthrough UK trains disabled people to use computers and helps them find jobs.



Some social enterprises employ disabled people as staff. For example, one social enterprise called Concept employs visually impaired people. They run conferences for other organisations.

Good things about social enterprises



Social enterprises know about other businesses nearby. This means they know what skills people need to get jobs with those local businesses. And they can help people find jobs with local businesses as well.



Lots of social enterprises think it is really important to help disabled people train or find jobs. For example, they might have someone called a 'job coach' who helps disabled people get used to their new job.



The law says that colleges and employers have to make sure disabled people can learn or work in the best way for them. This might be doing things like...

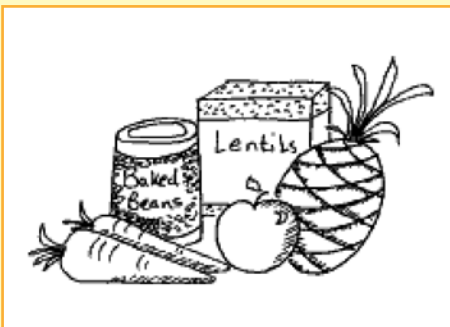
- letting people work the hours that are best for them
- giving people large-print writing with pictures
- giving people equipment like screen readers, Dictaphones or text telephones.



Lots of social enterprises have good training, so people can get better at their jobs.



Social enterprises can offer people work experience. This can help them learn about working in a real job and help them feel more confident about working. This can help them get a different job later on.

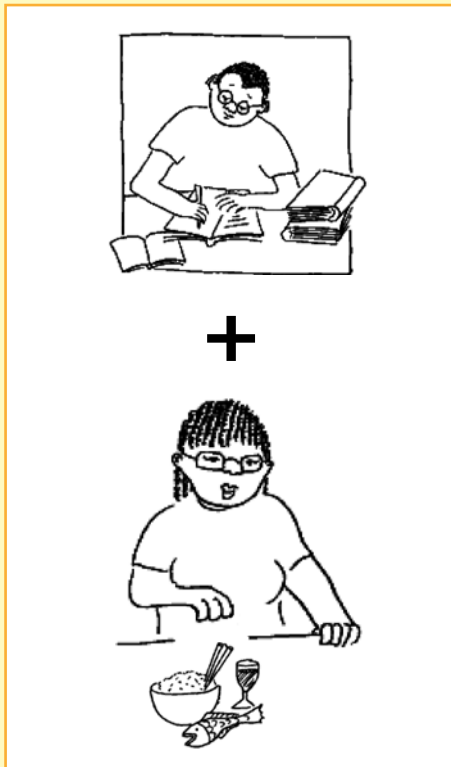


Some social enterprises have lots of different businesses. For example, one social enterprise called Stable Trading Company does lots of things. It...

- makes bread
- runs a food shop
- takes vegetables to people's houses.

This is good because it means the people who work there can try out lots of different jobs.

Social enterprises and colleges work together



There are lots of different ways social enterprises and colleges work together.

Sometimes disabled people can get training from...

- a college and
- the social enterprise where they work.

This means disabled people do some lessons in a classroom, and also learn things at work.

For example, a person might learn about...

- catering and food hygiene at college and
- catering and preparing food in their job at a social enterprise.



Sometimes colleges help disabled people find another job when they leave a social enterprise.



Staff at college sometimes help set up social enterprises, like cafés or shops. And sometimes staff from college go to meetings at the social enterprise to help them with their business.

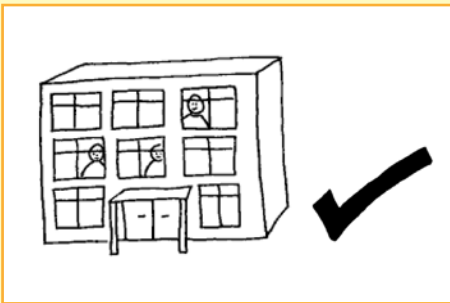


Sometimes disabled people can get jobs at social enterprises after they leave college. Or social enterprises give disabled people work experience while they are at college.



Staff at college sometimes help set up social enterprises, like cafés or shops. And sometimes staff from college go to meetings at the social enterprise to help them with their business.

Social enterprises are important



Social enterprises do lots to support disabled people in learning or in jobs. They are really important.



The government wants to do more to help disabled people to find jobs.

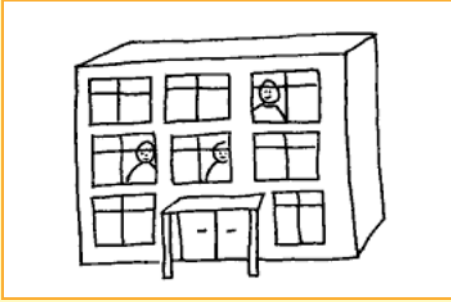


Colleges want to do more to help disabled people find jobs too. Colleges are now running courses called 'foundation learning'. A big part of these courses is about making sure disabled people can...

- learn skills to help them do a job
- do work experience
- get a good job at the end of the course.



Social enterprises can work with the government and colleges to help more disabled people find jobs.



They could do even more to help if...

- there were more social enterprises
- small social enterprises grew into big social enterprises
- colleges and social enterprises worked together more.



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