

PROJECT SEARCH

Information for employers/line managers



Introduction

Project Search is a partnership between business, education and vocational guidance. The goal is to provide on-site work experiences leading to employment for young adults with learning disabilities.

A partnership arrangement exists between NHS Greater Glasgow and Clyde, Cardonald College and Glasgow City Council Supported Employment Service to establish a Project Search site in The Victoria Hospitals' Campus, Glasgow.

What is Project Search?

Is it a programme for people with learning disabilities, whose main goal is competitive employment. It offers the opportunity to experience total immersion in the workplace, to learn new skills and develop an understanding of the demands of the working world.

The model was established in the USA where it has been running for 14 years. It runs in several large American organisations including hospitals and banks. Many of the participants secure and retain full employment with the host organisation; others leave the programme ready for work and generally secure employment elsewhere.

How does it work?

It is an employment focussed education programme. It is designed to give students, with learning disabilities, the opportunity to develop employability skills and gain real work experience. Students will work 5 days per week at the employer's premises, combined with on-site classroom sessions.

Throughout the year students will complete 2 or 3 work placements (called rotations). Each rotation will last 10 weeks and can include domestic, catering, portering and much more.

Students will work alongside, and learn their tasks from hospital service colleagues and managers. Project Search staff will also offer support: this will be in the form of regular monitoring, daily classroom sessions and job coaching.

What are the roles and responsibilities of Project Search and partners?

NHS Greater Glasgow and Clyde is the host organisation and has a responsibility for:

- Leading the initiative
- Chairing the Steering Group
- Design and approval of programme applications
- Nomination of lead officer
- Identifying prospective placements
- Ensuring active involvement of managers
- Providing constructive feedback to students
- Evaluation of programme

Cardonald College Glasgow will provide educational input and has responsibility for:

- Identifying a lecturer who is responsible for delivering classroom-based instruction to students
- Joint assessment and approval of programme applications
- Liaison with managers and/ or mentors to complete job analysis improve disability awareness
- Development of curriculum
- Preparation and induction for work in healthcare setting
- Curriculum delivery
- Job coaching
- Joint progress tracking

Glasgow City Council, Supported Employment Service provides 'on the job' support to students and managers and has responsibilities for:

- Joint assessment and approval of programme applications
- Liaison with managers to complete task analysis and job descriptions
- Support and development for managers to improve disability awareness
- Provision of job coaching and monitoring
- Support of job preparation and searching
- Post Project Search employment support if required

Where will Project Search take place?

Victoria Hospitals' Campus has been selected as the pilot site for Project Search in Glasgow. The programme will run from August/September 2013 to June 2014.

How can I take this forward?

If you are interested in Project Search please contact:

Glasgow City Council
Supported Employment Services
T: 0141 287 6713

Cardonald College, Glasgow
T: 0141 272 3250