The Goldilocks Effect

Supporting young school leavers to find what's "just right" for them

Fairy Tales, Fable and Facts: ARC NI Conference Sept 2016

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Workshop Overview

- About Orchardville
- Transition Process
- Orchardville Transition Programme
- Perspectives from Young people, parents and teachers
- Questions
- Close

To achieve an inclusive society
where equal opportunities
are enjoyed by everyone

Orchardville is committed to be the leading provider of opportunities to **EQUIP** people with a Learning Disability and/or Autism, to achieve their individual ambitions.

Empowerment
Orchardville, Families, Employers and Funders work together to enable all users to achieve their goals and aspirations.

Quality
Through creativity and innovation we are committed to providing excellent services to meet the changing needs of all users.

User
We place the service user at the centre of what we do.

Integrity
We place high value on the reliable and honest way we conduct our business, and will ensure everyone is treated equally and respectfully.

Passion
At the heart of our team we are passionate to energise, engage, and aspire everyone.

About Orchardville

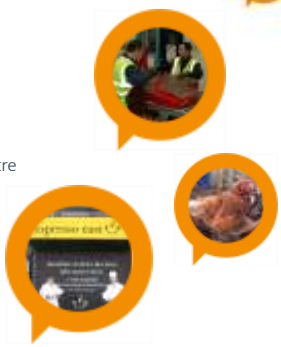
- Registered Charity established in 1981
- 350 service users per annum
- Employ over 60 staff including 12 with learning disabilities.
- Turnover 1.36 million per annum
- Funded by ESF, Dept. of Communities and HSCTs

Who we work with

- People with mild, moderate or severe Learning Difficulties
- People with ASC across spectrum (approx. 50% with LD)
- Young people preparing to leave special education or college
- Age range 16 – 65. Average age 28
- Referrals from Social Services, Education, Careers Service, Employment Office, self

Social Enterprises

- Espresso East
- Orchard Café
- Orchardville Company
- Orchardville Business Centre
- Echo Deco
- Allotments



Employment & Skills

Assist people to:

- Develop a career pathway during transition from school.
- Increase independence, confidence and social skills.
- Prepare for employment.
- Secure and retain employment.
- Improve quality of life.

Employment & Skills Services

- ESF - Project Ignite
- Transition Service – Project Connect
- Community Inclusion programmes
- Workable NI
- Training programmes

Training Programmes

All our training is designed to enhance employability.

90% accredited by various awarding bodies.

Statistics 2015/16

- **280** Number of Service Users
- **205** Number of SU attending Work Experience
- **250** Total number of Placements supported.
- **60** Number of people Supported in Employment
- **15** Number of SU who secured a job.
- **90+** Number of people achieving Qualifications
- **110** Actual Qualifications

VIDEO CLIP

TRANSITION SERVICE

AT ORCHARDVILLE

Committee for Employment and Learning Enquiry into Post SEN Provision

In Spring 2014 the committee produced a report into post SEN provision in NI. Points raised included;

- While there is no issue with the actual transitions **process** it identified a lack of suitable **provision** to transition to.
- Lack of information sharing hampers a smooth transition
- Concerns raised over the lack of work experience provision while at school.
- Concerns raised over the sustainability of funding streams.

Overview of Transition Process

- Statutory process commencing age 14 for young people with Statements of Special Educational Needs
- Review triggered by education and involves the following:

Young person, Parents, School personnel, Transitions Co-Ordinator (Education authority), Careers Service (Dept for the Economy), Health and Voluntary Organisations.

- Results in development of formal Transitions action plan which is reviewed annually, identifies potential options.

Special Educational Needs (SEN) Statistics

Year	Total no. of post primary pupils	SEN Pupils (1-5)	% SEN pupils
2012	145,660	28,695	19.7%
2011	146,745	26,710	18.2%
2010	147,900	24,765	16.7%
2007	147,940	21,060	14.2%

Figures based on SEN code of practice stages 1-5

Development of Orchardville Transition Service

1995	Project Career (Horizon funding) commences working with two special schools in South and East Belfast, supported 18 Young People.
2000	Transition programme embedded into main ESF employment service, match funding from a local school, 25 places available annually
2009	Project Able, Autism focussed project for school leavers and young adults (ended 2014), 90+ people supported to prepare for employment.
2015	Young people in fulltime education no longer eligible for ESF programmes
2016	successful application made to the Big Lottery Fund. Project Connect starts, 150 places available over the next 4 years.

Overview of Transition Service

Practical approach needed to:

- Aid decision making and assist with planning
- Focus on developing key areas of independence
- Enhance employability skills
- Confidence building
- Develop Social and Communication Skills
- Work with parents/carers to reassurance and provide support

Project Connect

- Will support 150 young people to prepare for leaving special and mainstream education over next 4 years.
- Focus on transition to FE, training and employment options.
- Available during last 2 years of school (year 11 – 15)
- Delivered during school hours as an enrichment activity
- Wide geographic area (North Down, Belfast, Castlereagh, Antrim/Newtownabbey)
- Referrals from schools, transitions Co-Ord, Careers Service
- Menu of options available.

Social Enterprise placement

- Supportive and safe environment for young people
- High level of supervision using job coaches
- Develop skills e.g. vocational, independence, social and confidence.
- Springboard to other options e.g. Qualifications, external placements and employment.
- Offers extended period of assessment to assist transitioning.

Work Experience

- Time Limited
- Structured and purposeful
- Task Analysis to effectively job match
- Opportunity to sample range of vocational areas
- Use employer networks in public, private and voluntary sectors
- Supported by school and parents/carers

Training Programmes

- Getting Ready for Work
- Money Management
- Independent Travel
- Independent Living Skills (Cookery and Nutrition)
- Staying Safe including E-safety

Transition Workshops

Getting to FE/training Employment	Planning journeys Developing independent travel skills Personal safety
Student Life	Expectations Knowing your rights Personal capability skills
Safety (personal and on line)	Staying safe Positive relationships Dealing with challenges eg bullying
Course Information	Subject areas Portfolio building Timetables/ structure
Familiarisation	Building: canteen, library , tutors, support staff
What college need to know about me	Support needs, medical needs etc

Perspectives

- Young People
- Parents
- Teachers

Benefits to approach

- Supportive, individualised approach
- Identifies skills, abilities and talents
- Identifies support needs
- Allows more time to make decisions
- Job sampling opportunities with 1-1 support and guidance
- Develop personal capability skills
- Realistic action plan
- Relationship building with young person and family

Finally, success depends on....

- Involving young people and families in a meaningful way.
- Variety of realistic options for young people
- Regular contact with teachers, social workers etc
- Attendance at school reviews and HSCT panel meetings to ensure planning and implementation.
- Personalised transition resource (linked to workshops)
- Support post leaving education
- Offer consistency and stability

we are
Orchardville
For more information contact: info@orchardville.com
Or visit our website: www.orchardville.com