

## **Case Study**

### **How Norfolk and Norwich approached Project Search**

In Norwich we had developed a good working relationship between the City College and Norfolk County Council, when we decided to develop a Project Search programme.

We knew that Remploy had an interest in developing the programme and we had already made contact with them at an initial meeting about Project Search in London hosted by the Employers Forum on Disability.

We followed up that contact and Remploy agreed to support us, along with Erin and Susie from the US Project Search team, to hold a workshop to identify a host employer. As a result we secured the Norfolk and Norwich University Hospital as host employers. We then agreed the resources that partners could provide for the programme. City College completed a business case to secure a tutor from the LSC; Norfolk County Council provided start up funding.

The Norfolk and Norwich University Hospital agreed to provide a business liaison officer, classroom base within the hospital and work rotation opportunities.

Remploy produced a business case to fund the job coach from their Workstep funding. The funding for the Job coach is in line with Remploy funding agreements until 2012. We think this is important: if the funding was short term we might have become too focussed on securing funding for future years. Remploy ran an internal recruitment exercise and appointed a local employment advisor who had been through the job coach training that Norfolk County Council offered.

It is also good for the job coach to have the support of a large organisation behind them to help provide continued support for students who do not secure employment in the hospital.

In Norfolk we run an annual training programme in systematic instruction. We use a six-day introductory course for up to 16 staff

from internal and external organisations. We have also had family carers attend this training. It costs about £8,000 to the host organisation to put on the training which works out at £500 per participant. This does not include travel/subsistence or any other staff costs.

We recognise the importance of following up this training with mentoring and ongoing support to develop and use new skills and we have done this on Project Search. Our Project Search tutor has also been through the job-coach training. The tutor and job-coach work closely together and share roles in order to support the programme.

We have explored other funding streams that may be useful for further Project Search sites, including local authority funding for employment services or in-house employment services.

We know that Workstep will only be in existence until October 2010, when it will be replaced by DWP's new Specialist Disability Employment Programme.

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