

Transcript: DurhamEnable Promotional Video

[Text: DurhamEnable, a brighter future for inclusive employment.]

[Image: DurhamEnable logo, ESF Fund logo, Durham County Council logo.]

[Soundtrack: Upbeat acoustic music plays throughout the clip.]

[Video: External shot of Durham County Council building, two men walk into the building.]

[Text: Ramsay Taylor, DurhamEnable Manager]

[Ramsay Taylor] DurhamEnable's goal is to see more disabled people and those with serve mental health gain long time sustainable employment throughout County Durham.

We also want to see more employers, business, and organisations diversify their workforces and make changes to the way they recruit enabling fair, inclusive and equal opportunities for disabled people.

[Text: Marty Donaghy, Job Coach]

[Marty Donaghy] Employer engagements at the heart of a job's coaches day-to-day activities. Bering locality based allows us to use our knowledge of the local labour market, employers, and opportunities.

[Video: Two men standing and talking.]

[Text: Carole Williamson, In Work Training and Support Officer]

[Carole Williamson] When I work with a jobseeker and match them to an employment opportunity I would work with the employer and the jobseeker together and form a partnership.

[Video: A woman and a man sitting having a conversation.]

[Text: Marty Donaghy, Job Coach]

[Marty Donaghy] By working with us employers can be certain they're getting the right candidate and the right support for their business.

[Video: A woman and a man sitting having a conversation.]

[Text: Carole Williamson, In Work Training and Support Officer]

[Carole Williamson] A lot of what we would do would be to try and help them understand the disability that the job seeker has with the permission of the jobseeker.

[Video: A young man sitting at a desk using a computer.]

[Carole Williamson] What we need to do is understand the workplace. We would go into the workplace and talk to the employer about what their business does. Then we would try and find out how they do it.

We'd undertake something called job analysis where we would look at how people in that industry work and how they would undertake their job as a whole. Then we would go down even further and look at the individual tasks that they do normally on a daily basis.

[Video: A man in a meeting on the screen of a laptop computer. The other participant in the meeting is a woman sitting at a desk, who is expressively talking.]

[Text: Barabara Brown, Durham County Council, IT Manager]

[Barabara Brown] I first met DurhamEnable when we were recruiting for an ICT apprentice.

[Video: A man sitting at a desk working on a laptop computer.]

[Barabara Brown] And from the applications we had a candidate that declared he had a disability and his support manager contacted me and asked would he be able to have a copy of the questions prior to the interview to assist him.

[Video: A man sitting at a desk working on a laptop computer.]

[Text: Marty Donaghy, Job Coach]

[Marty Donaghy] Quite often our job seekers have little or no experience of employment. As a job coach I try to use steppingstones to build gradually towards applying for paid work. The man then walks onto a train station platform.

[Video: A man walking into a travel centre. The man buys a ticket from a young male member of staff.]

[Marty Donaghy] This might be in the form of travel training for example supporting a job seeker to learn a new bus routes and journeys, possibly even using public transport for the first time. Undertaking activities for the first time such as shopping or a new social experience, can be valuable in taking that first step towards employment.

[Video: A woman and a man sitting having a conversation.]

[Marty Donaghy] The recruitment process in particular to job interviews can be a barrier for some of our job seekers. They are almost a test of comprehension rather than identifying their skills.

[Video: A man sitting at a desk working on a laptop computer.]

[Marty Donaghy] DurhamEnable get set up work trails or work in interviews so job seekers can show their potential employers their ability to do a job removing some of the formality of the interview process. This could be a great way to gain confidence and skills and get to know other staff before starting work. Employers can also be more confident that they are getting the right person the first time.

[Text: Helen Richardson Stanley Town Council Clerk]

[Helen Richardson] So initially the support that they provided was that we provided the job description and the person spec.

[Video: A man standing at a counter serving customers and performing reception and job duties.]

[Helen Richardson] And we had a long chat with our support from DurhamEnable. They then came in and actually undertook that job they didn't just do it for a day they came in a couple of times to make sure that they understood what was required for that job.

They have been brilliant they come in and they did the job role, they learned the job role. Since we have had our, since we have had Mathew they continue to support us, we do reviews, we do one to

ones they are just on the other end of the phone if we have any concerns or queries and vice versa for them.

[Video: A man standing at a counter serving customers and performing reception and job duties.]

[Helen Richardson] They organised some access to work funding to help us with the job role, so we have never felt unsupported by them they are always just at the end of the phone.

[Text: Marty Donaghy, Job Coach]

[Marty Donaghy] The recruitment service provided here is free and we tailor our support to employees in the same way that we do for our job seekers

[Ramsay Taylor] Our jobseekers voices are really important to us, and that's why we have the user forum that meets every month to talk all of these issues that are faced by disabled people locally and nationally.

[Text: Julia Smith and Ben Newton Information Assistants]

[Video: A room full of people, some are sitting around tables, other people are standing. A woman putting up a Christmas tree. Groups of people doing craft activities.]

[Julia Smith] The service user community forum is a group of members who actually voice their opinions about different aspects of employment either paid, voluntary, unpaid.

[Video: A room full of people, some are sitting around tables. Three women sitting on a sofa talking. Two men and a woman standing and talking.]

[Text: Ben Newton, Employee Bridge Creative]

[Two men and a woman sitting and talking.]

[Text: Ben Newton, Employee Bridge Creative]

[Ben Newton] Well how they can take part is they can approach us we can leave them our contact details such as email address and if they are interested we can send a link over to them.

[Lee Brown] The best thing about the support from DurhamEnable is that it's enabled to give me opportunities that I probably wouldn't have had. Like they give me self-confidence as well.

[Text: John Paul Booth, Employee, Woodhouse Close Leisure Centre]

[John Paul Booth] Biggest win, all the support I have had from DurhamEnable and Bridge Creative and I've achieved what I wanted to achieve and now my next goal is to get me PT qualification.

[Lee Brown] Being brought to bridge, the workshops on a Thursday off the back of doing one of the workshops I've ended up becoming a in work support worker.

[Video: A man writing in a notebook.]

[Text: John Paul Booth, Employee, Woodhouse Close Leisure Centre]

[Video: A man presenting in front of a large screen to a group of seated people.]

[John Paul Booth] Because they support you not only into employment, but they support you when you are in employment.

[Text: Carole Williamson, In Work Training and Support Officer]

[Carole Williamson] I absolutely love the fact that my work has an incredibly positive impact on people that you can see the difference from appointment to appointment when people have spent time thinking about what they can do, where they can be and the increase in confidence.

[Text: Ramsay Taylor, DurhamEnable Manager]

[Ramsay Taylor] So, my message to employers is to reach out and talk to us about what you need so we can design a package of support bespoke to you and your business need.

[Text: Produced for DurhamEnable by Bradburn Films. Follow us on social media @DurhamEnable, www.durhamenable.info]

[Images: DurhamEnable logo, ESF logo, Durham County Council logo]