



## Empower UPDATE

Knowsley's Empower Job Carving Programme is now working with 13 local businesses and organisations that can all see the benefits of job carving to offer supported employment opportunities for local residents with a learning difficulty and/or disability.

Job carving takes less skilled tasks from a role or roles and combines them into a single job ideally suited for a person with a learning difficulty and/or disability. The hours of work depends on the business need and can range from a few hours a week up to a full-time position.

Potential candidates complete a work placement to see if the role is right for them and if the employer and candidate are happy with the role created, the placement moves to a paid position.

Knowsley Council produces job specifications in easy read and video format and provides a range of support including free disability awareness training for colleagues, a free analysis of tasks within the workplace and job coaching support.

We now want to hear from more businesses who would like to get involved.

## Sharing best practice

Knowsley Council's Supported Employment Co-ordinator, Sue Temple-Fielding, is working in partnership with colleagues, Chloe Foran (Employment Support Officer) and Nathan Fernyhough (Employment Support Coach) from Liverpool Council to replicate Knowsley's Empower Job Carving Programme in Liverpool.

Chloe and Nathan are currently working with two organisations that can see the benefits of job carving and one of these roles has already moved into paid employment. Dowhigh Limited offered a job carved work placement for an Assistant Yard Operative, which successfully moved into a paid role on 6 January 2020.

Chloe Foran said ***"Job carving is a brilliant way for organisations to create sustainable employment opportunities for people with learning disabilities. It also leads to a more diverse workforce and adds value to the organisation by freeing up other staff to concentrate on the more skilled aspects of their roles."***

## Michael's story

"I'm Michael and I'm 25 years old. I work as a Grounds' Maintenance Assistant at St Joseph the Worker Catholic Primary School in Kirkby and got the role through the Empower Job Carving Programme in October 2019. I really enjoy my job as the tasks are varied, hands on, and it is always busy. I get on really well with my mentor Mike Perry (Site Manager) - we always have something to talk about and we have a laugh and a joke together. I love coming into work every day and seeing the children's faces and chatting with all the other staff.

I also started volunteering with Incredible Edible Knowsley, a charity that plant and grows food for the community. I get on really well with the other volunteers and like being part of the team. I was delighted when they also offered me a paid position in December around the hours that I work at St Joseph's.

Before getting these jobs, I had been unemployed for around four years. I was very quiet and did not have much confidence but I have changed a lot since October. I am much more confident and not as shy as I used to be. Even my dad has said he can see such a difference in me - he can see how much I have moved on and how happy I am."

Mike Perry, Site Manager, added

***"Michael has taken to the role really well and is keen to get involved in all aspects of the job. He has grown in confidence and will now use his initiative and do things independently. We have a great working relationship and get on well."***

