

# PEMBROKESHIRE SUPPORTED EMPLOYMENT PROGRAMME

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Karen Davies and the team from  
Pembrokeshire County Council



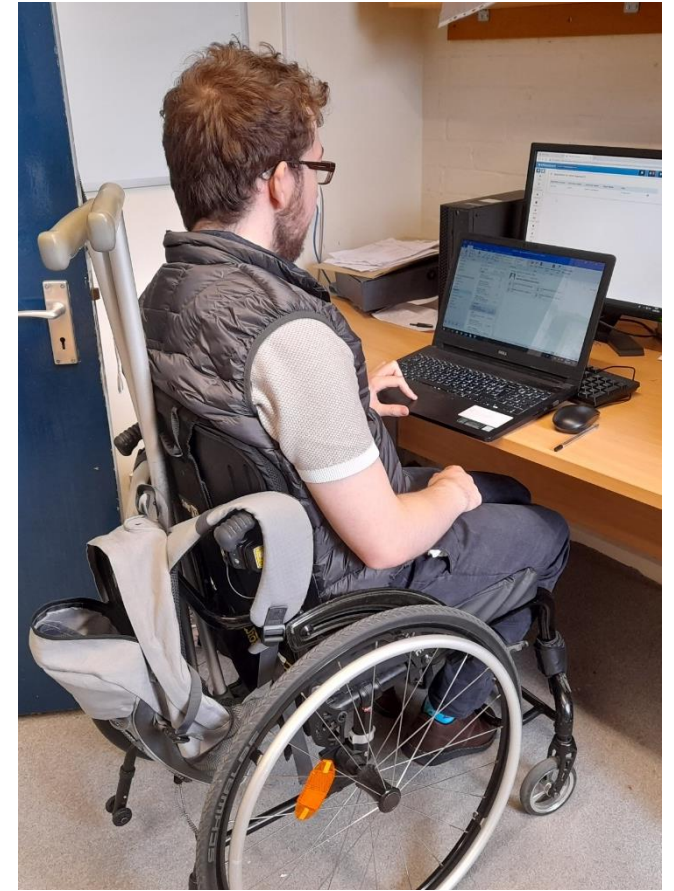
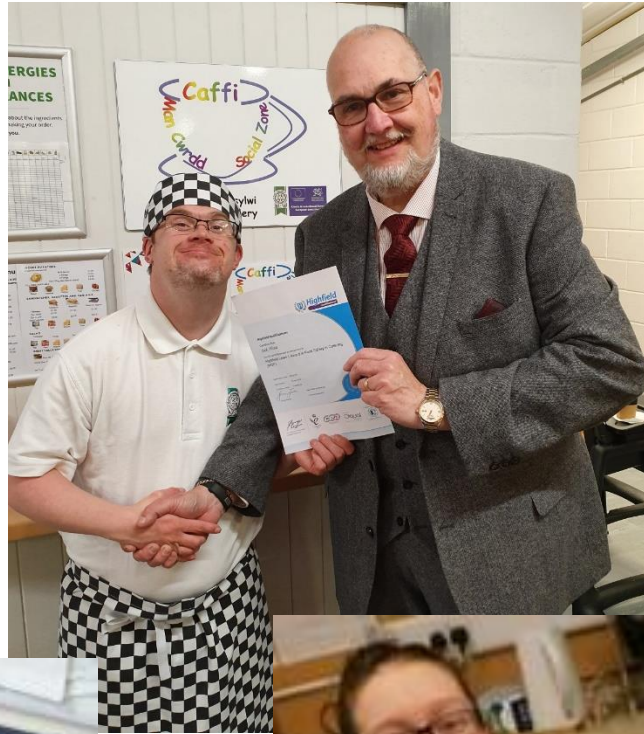
# What is Supported Employment?

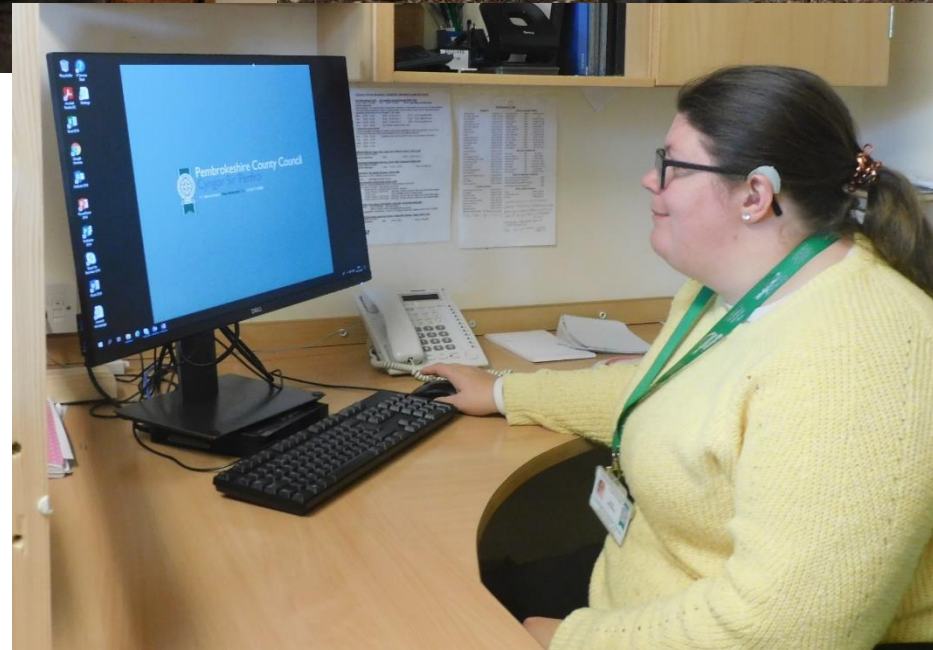
**A way of providing assistance to people with a disability who need extra support to move towards, into work and to remain in work.**

# Our Supported Employment Programme



Why do we do it?....





# Employability Support



**Profiad am Ddiwydiant**  
**Experience 4 Industry**

- Mentoring
- Training and work experience
- Volunteering
- Employer liaison
- Access to Work support
- Getting a job

At first, I felt nervous about starting a new job.

**I was nervous about having to ask for help, worried that people would be annoyed and think that I should know how to do things.**



Over the last 2 years, my  
confidence has grown  
and I am really enjoying  
my job.

The other staff are really  
nice and helpful.



I'm not afraid to ask for help because....  
**I know that they understand my disabilities and focus on my abilities.**



The advice I would give to someone with a learning disability who is thinking about work...

**“Don’t be afraid to ask for help and talk about your disability.”**



**I know it's difficult...**

"I found that if you are honest about what you struggle with, talk about how you cope with situations and how you do things, your employer will help you."



**Hi. My name is Sian Andrews  
and I have Autism.**

I am an administrator with  
Pembrokeshire County  
Council, at Norman Industries  
and in the Business Support  
Unit.

I am also a web developer  
working on the Access  
Pembrokeshire website.



I was very excited to go into work and into Norman Industries in particular.

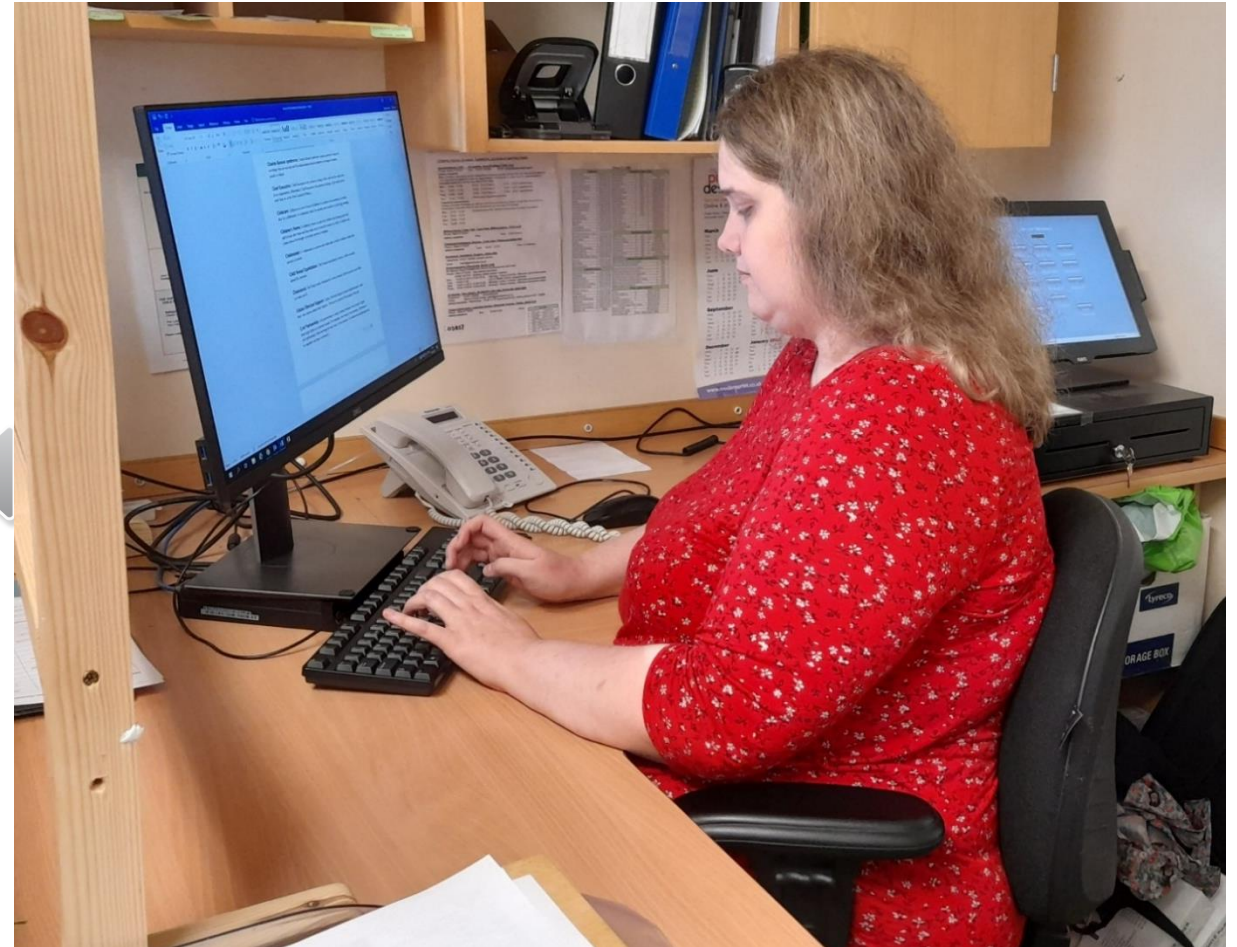
I was really looking forward to trying something I hadn't done before.

I really like admin work and I continue to learn new things.



**One thing that helps me in work, is knowing who to ask for help.** Sometimes the computer doesn't work, but I don't let this stop me.

I keep calm, switch the computer off and on again and get back to work. If this doesn't work, I always ask for help.



If I could give one bit of advice to someone with learning difficulties thinking about work, it would be to **show what you can do and never give up.**





# Leadership

- Pembrokeshire County Council is the only local authority in Wales to be a Disability Confident Leader.
- This was a bold move for a local authority with so many diverse departments.



# Partnerships





# Scolton Manor – Cultural Services

## Scolton Manor Park and the Supported Employment Programme



Scolton Manor House

Scolton Manor Park in Bethlehem, Haverfordwest is leading a small revolution in disability employment. Working in partnership with Pembrokeshire's Supported Employment Programme, a number of new and updated attractions and services have appeared all supporting people who would otherwise find employment difficult.

These will work alongside the established grounds maintenance service that is run by Norman Industries on site.

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## A “quiet revolution”



Thank you for listening

Karen Davies

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