

No Barriers

Employment Support



We're working in the community

No Barriers

No Barriers is run as part of the Isle of Wight Council's Community Wellbeing and Social Care Directorate. It was established in 1996 with European Social Fund Money and is now one of the core direct services in the Isle of Wight Council.

Our aim is to empower people with a disability to achieve their goals in achieving meaningful work related activities.

For some people that may be a few hours each week working as a volunteer and for others it means a part or full time job with a mainstream employer.

What do we do?

Whatever their aims and objectives, we are here to offer guidance and support to people with a learning disability and enable them to find and sustain a job.

We also work in partnership with other supported employment agencies and the department of work and pensions.

We support people on a one to one basis when they first begin their job. We work with employers to make sure we get the balance right, as well as to help with inductions, health and safety and learning the ropes and will continue to support whenever we are needed.

We will keep in regular contact with the employer and work with them and the employee for every ones benefit.

We will put together a development plan with the person and their employer and arrange regular reviews to make sure people are working towards achieving their full potential.

Many people with a learning disability have been denied the opportunity to work and to gain the self-esteem and confidence that having a job can bring; to that end No Barriers organises a skills group three times a year that enables people to learn a range of work related skills before they start work.

Often people with a learning disability are receiving benefits; this can be a barrier to them getting a job without having their benefits affected. No Barriers support people to work within the 'Permitted Work' Rules, for those who would like to earn a small amount of money without affecting their benefits.

Whilst some people will take part in work experience and are able to move forward into a part time or full time job, this usually depends on their own personal circumstances as well as their ability to do the job.

Training

We offer employment skills training before people start a work experience. These sessions cover health and safety, customer service skills, personal presentation and other basic employment skills.

These groups have proven invaluable in covering the basics, which most of us who have a job take for granted.

We are able to advise about what other training may be needed and help organise it or sign post people to the training providers available locally. We will always support people who wish to take part in training.

School and college leavers

We work with the special needs schools on the Island and the Isle of Wight College to provide a work experience service, which enables the students to try work situations in a variety of settings. This gives us an opportunity to assess their skills at first hand and see their potential for success in employment.

We rely on local employers to assist us by offering opportunities for students to experience a working environment. These sessions are always supervised by our own trained support workers and are an excellent way for students to show their abilities to the employer.

No Barriers works with all sizes and types of employer's on the Island in Tourism, Retail, Catering, Healthcare, Hospitality, Manufacturing, Childcare, Horticulture, Charities, Animal Care, and environmental groups.

We are grateful to the following employers who have offered opportunities for work experience and employment past and present. Amongst the many organisations that we work closely with are the following:

St. Mary's N.H.S. Trust

Wroxall Playgroup

B&Q

Co-op plc

Whitecliff Bay Holiday Centre

Harbors Lake Nursery

Moreys Timber yard

Needles Pleasure Park

Thorntons

St. Mary's Playgroup

BCTV Green Gym

British Red Cross

British Heart Foundation

PGL Adventure centre

The Bus Museum

Riverside Centre

Riverside Restaurant

Furzebrake Residential Home

Fallowfield Nursing Home

Oxfam

Age Concern

Earl Mountbatten Hospice shop
Pound stretcher
Southern Vectis
Cats Protection League
Ventnor Botanical Gardens
Berry Hill Playgroup
Dimbola Lodge Freshwater
West Wight Sports Centre
Tops Nursery

Easthill home for the deaf
Haylands Farm
Isle of Wight Community Club
Mottistone National Trust
Newport Football Club
Odessa boat yard
Perks of Ventnor
Sainsburys (local in Cowes)
Thorness Bay Holiday Park
YMCA

Some of the No Barriers 'employees' enjoying their sense of purpose that having a job can bring.



Mark has worked as an assistant grounds man at IOW Community Club in Cowes since 1997 as part of the councils WORKSTEP scheme. He helps keep the bowling greens, football and cricket pitches in good order and tends the flowerbeds and shrubs.

Paul works at the B&Q Warehouse in Newport, helping customers to carry heavy purchases to their cars and he makes sure the trolleys are returned to the trolley park so they are ready for customers to use. Previous recipient of B&Q employee of the month.





Ed works for perks of ventnor and enjoys his morning's work that includes shopping for supplies and helping to clean and prepare the tables ready for the customers.

Tom who is chief porter in the kitchens at St Mary's is responsible for several staff in ensuring that the meals for all the wards are delivered quickly and accurately, providing the correct dietary requirements for the patients.



Alex learnt some valuable skills during his work experience as a kitchen porter at the riverside restaurant.

Stuart is a play school volunteer at the tops day nursery where he helps amuse the children.



These are just some of the 200+ clients that we are currently supporting in employment around the island.

We have helped, with the assistance of caring employers throughout the island, many people over the years.

With the support to learn and encourage themselves in some form of employment, the No Barriers team see on a daily basis a growing level of confidence in the people that we and 'our employers' collaborate to provide.

The value to a persons self worth is perhaps no where more evident than in their ability to become a worthwhile member of society by offering their service through employment.

Could your company offer a work opportunity?

For more information about **No Barriers** please contact any member of the team

**Alix, Ian, John, Leonie
or Marion**

The Flat, Adelaide Resource Centre
Adelaide Place, RYDE, Isle of Wight, PO33 3DQ

Email: adultnobarriers@iow.gov.uk
Telephone (01983) 810923