



Fife EmployAbility Team



celebrating diversity in the workplace

**AN ANSWER
TO YOUR
RECRUITMENT
AND SELECTION**

We're SAYing to Fife Employers -

The SAY It's Workable team have launched their new publication—'Employing People with Learning Disabilities—A Guide to Recruitment and Selection' to coincide with Learning Disability Awareness Week.

The launch held at the Rothes Halls was sponsored by Scottish Enterprise Fife and was attended by over 80

The booklet is the latest in a series of publications targeted towards employers and aimed at improving employment opportunities for people with learning disabilities. The booklets offer practical advice on implementing inclusive employment practices in line with the Disability Discrimination Act. Fife EmployAbility Team who manage SAY It's Workable provide a range of services to employers including Disability Awareness Training and access to financial



Our picture shows Cllr Henry Blyth, Alexander Sawyers, D I Ross Bennet, Cllr Tom Dair, Callum MacGregor,

Celebrating Success



Our picture shows: Ian Harley, David Shaw, David Seivewright, Gemma Dowds, Firemaster Daniel O'Donnell, Angela Crone, Councillor Irene Connelly, and Callum MacGregor

Fife EmployAbility Team celebrated their employment good news stories at the 'Celebrating Success' event at the Rothes Halls, Glenrothes. The event was attended by over 100 people, including many of the people Fife EmployAbility Team have successfully supported into employment. 'Celebrating Success' highlights how people with disabilities, employers and Fife

The Disability Debate



The Disability Rights Commission has launched a major new initiative to help shape the future of equality. Register for the Disability Debate at: www.drc-gb.org/disabilitydebate/registration/ to ensure you get regular updates and news alerts. Over the summer the website will host a series of debates and provide opportunities for you to discuss the issues directly with those with the power to bring about change.

Care Accolades



Some members of the One to One project attended the Care Accolades awards held at the Radisson Hotel in Glasgow. The Awards recognise Social Work organisations throughout Scotland who are offering excellent and innovative services to their customers. The team had been short-listed for one of the awards. Whilst not coming home with the main prize the team sought consolation in the three course meal and free wine! Congratulations

FACET update

Woodside Weaver Beverly Raitt (right) has been awarded a Certificate of Appreciation in recognition of her work with the British Heart



Foundation. Beverly has been working as a volunteer for the Glenrothes shop for 5 years. She told us "I'm so excited at being awarded this. It's just great."

FACET's Computer Access Point continues to attract new applicants and 3 of the participants have completed an NC module in computing.

FACET's Cycle Maintenance Project has secured funding from the Scottish Enterprise Challenge Fund and now employs a bike expert to work with participants. The project now plans to establish itself as a social enterprise.

Learning to be a winner!

Karen Finnegan has been named Fife Adult Learner of the Year having been chosen from 152 nominees throughout Fife. Karen is supported in employment at Tesco in Dalgety Bay by Fife EmployAbility Team.

Initially Karen started as a work placement, with job coaching support from Ann Wilson, Disability Employment Co-ordinator. Karen is very much part of the team at Tesco, and



Courses for People on Incapacity Benefits

Goals



The Goals course raises self esteem and independence, helping people to decide what they want and how to get it. "GOALS taught me that you have to believe in yourself and it helped me to develop a positive attitude". "GOALS helped me prioritise what I really want and it made me think about what I have to do." Goals is a 2 day course. Venue and dates to be arranged.

Ki for Life (Working for You)



Ki for Life (Working for You) gives people the chance to improve confidence, self esteem, motivation and concentration and focus on positive energy through movement and meditation techniques. Ki for Life is 7 x 2 hour sessions. Venue and dates to be arranged.

Success in the West!

Woodlands Day Centre closed in August 2002 and became community based—changing their name to West Fife Community Support Service (WFCSS). The two

Disability Employment Co-ordinators assigned to the project - Jodie Loudon and

Claire Fraser help and support any client of WFCSS who is interested in finding

employment. Since the project started, Jodie and Claire have worked with

over 90 people from WFCSS. There are currently 33

clients in paid employment, 32 on a work placement or

Brian Haggart (right) contacted WFCSS Project over two years ago. Brian had never worked before but had learnt woodwork, painting and gardening skills at Shaw Trust in Dunfermline. A placement was then set up at Keavil House Hotel, assisting the gardener. At the end of his placement the manager offered him 4 hours paid employment and last



The Granary in Dalgety Bay have been very supportive of the WFCSS Project. Managers Mark and Kirsty have recently taken on 2 WFCSS clients. Leanne Dryburgh (right) started at The Granary as a domestic assistant. She has 4 hours paid work each week and is doing extremely well.



Mathew Robertson had never worked since leaving college. Work tasters were set up for him at The Granary to get an idea of the kind of work he would like to do. Mathew enjoys work that involves tidying and picking up litter. He is now on a placement in the car park, 2 mornings each week. Mathew loves his new role, learning his new routine and what is expected of him.



Shirley Brown has been working at Seasons Coffee Shop in Kincardine for 3 years. Shirley started off working 2 hours a week, cleaning tables, wrapping cutlery and folding napkins.

Shirley now works 4 hours each week over 2 days. She told us "I like working here. I like getting my wages—it's made a difference to me."

Lesley Mitch, Shirley's employer told us, "Shirley has progressed a great deal in her time here. It's been a rewarding experience and it's been

Welcome to the team!



Wake up 2 SAY

Wake up 2 Say project recently became part of Fife EmployAbility team.

Wake up 2 SAY is a good example of

inclusive employment practice and currently employs 12 people with learning disabilities who are actively involved in all the areas of the project. Wake up 2 SAY supports a variety of Council Services by producing easy to read leaflets and brochures, promotional items, assists in Conference registration, and sets up required multimedia equipment. They also offer their services to external customers. Services offered include the duplication, printing and packaging of CD's, DVD's and videos and the production of videos and interactive cd's. "Wake up 2 SAY shows a positive image of how people with learning disabilities can contribute within the workplace, as well as offering excellent

New Service Manager

multimedia services" said Callum MacGregor.

For further information contact: John Wilson on 01592 414280 or email: John.Wilson-sw@fife.gov.uk

Fife EmployAbility Team also welcomes Jayne Kemp, who has taken over from Louise Bell as Service Manager. Jayne

Marketing

We would also like to welcome Emilia Barrero to the team at Matrix Fife. Emilia is employed as Marketing Co-ordinator. She told us "I first came to work in Scotland over 5 years ago as my town is twinned with Dunfermline.

After completing my degree I decided to pursue my career in Scotland. After working with local businesses I progressed to a marketing executive position with an international engineering company in Rosyth.

At the moment I am looking forward to bringing my knowledge and experience to Matrix and help to achieve the commercial



SamH success

SAMH's Pantry is a catering service within Matrix Fife in Dalgety Bay and is organised and managed by the Scottish Association for Mental Health.

The project enables people who have experienced mental health problems or stress, to gain experience, skills and training in the catering industry, within a

Michael Kerr (above) told us: "I first learned about SamH and Matrix from Lisa Mulligan, my Disability Employment Co-ordinator. We had regular meetings at the Jobcentre. Lisa then asked if I would be interested in volunteering for SamH's Pantry.

My first impression when I arrived at Matrix was good—it gave me a great feeling. I was really happy after my first day and I could not wait until the next week when I would return. Matrix has helped me to get



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