

HISTORY OF ELITE SUPPORTED EMPLOYMENT AGENCY LTD



What We Do:

The Agency operates within the Model of Supported Employment, which commences with the referral to the Agency of individuals interested in paid employment. Individuals can be referred by staff at their Day Centre, Social Worker, Support Worker, teachers or lecturer or the Disability Employment Adviser at their local job centre. The initial stage of Supported Employment involves the correct job matching of individuals to vacancies, based on their choices, abilities and circumstances. It is therefore necessary for the Agency to work closely with individuals, their support system and family, carers or friends prior to employment to obtain this knowledge through a carefully structured assessment procedure. When an appropriate job has been identified individuals are given one to one support from the Agency's training staff. This support includes counselling and support prior to interviews, accompanying individuals to interviews, specially tailored one to one training within a workplace and support with the social aspects of a job. This support is maintained until a person is able to work independently. However, to ensure that a job remains successful, withdrawal of our training staff is very gradual and is gauged over a period of time, via structured evaluation and consultation with their employer. All training is tailored to the individual's needs and is based on the principle of systematic instruction.



Founded:

ELITE Supported Employment Agency Ltd was set up in Mid Glamorgan during 1994 to help adults with learning disabilities access and maintain paid employment in their area. Over time, this has expanded to meet the needs of anyone with a disability or those who are disadvantaged.

Funded by:

The Agency is currently funded by a range of sources, including the Social Services Departments of Rhondda Cynon Taff, Merthyr and Bridgend, and the European Social Fund and Jobcentre Plus Programmes due to the sub-contracting of the Work Choice programme through Shaw Trust. We offer paid employment, job tasters and work experience.

Vision: to enable vocational experiences and / or paid employment opportunities for people with disabilities or those at disadvantage of all ages.

Mission: to enable individuals with disabilities or those at disadvantage, to access, obtain and maintain paid employment via appropriate support.



Working with Employers:

The Agency needs to work closely with employers negotiating the individual's hours, pay, responsibilities and rights, to name but a few. Our training staff enter the place of work prior to an individual commencing employment to learn the job for themselves, understand the culture of the workplace and to allay concerns staff may have with regards to the individual entering their workplace. The Agency will also work with the specialised sections within the Department for Work and Pensions to obtain any help an individual may need, ranging from equipment, transport assistance to work or adaptations at a workplace.

Work choices cover a whole range of employment, illustrated by the current jobs ELITE deals with including production, cleaning, animal care, retail and catering. Individuals work a variety of hours ranging from one hour per week to forty four hours per week. This employment includes weekends, evenings and rota system or shift work. When an individual obtains paid employment, they are treated as any other employee, working the same hours, paid the same rate of pay and working to the same quality standards.

Governed by:

The Agency is currently governed by a Management Committee consisting of individuals from Voluntary Organisations, Local Employers, Independents and Parents.

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