

refugee disability project

This project, which is one of the biggest minority ethnic disability projects in the UK, seeks to improve the overall quality of life for its members, who struggle against multiple difficulties and barriers. Much of the work is about enabling those able to work to access sustainable paid employment. This includes equipping clients with the right skills and also working with potential employers to change attitudes and to encourage them to see the project's clients as employable. Often a first step needed is to improve English language skills. When combined with computer training, this helps people gain skills that make them more attractive to potential employers.

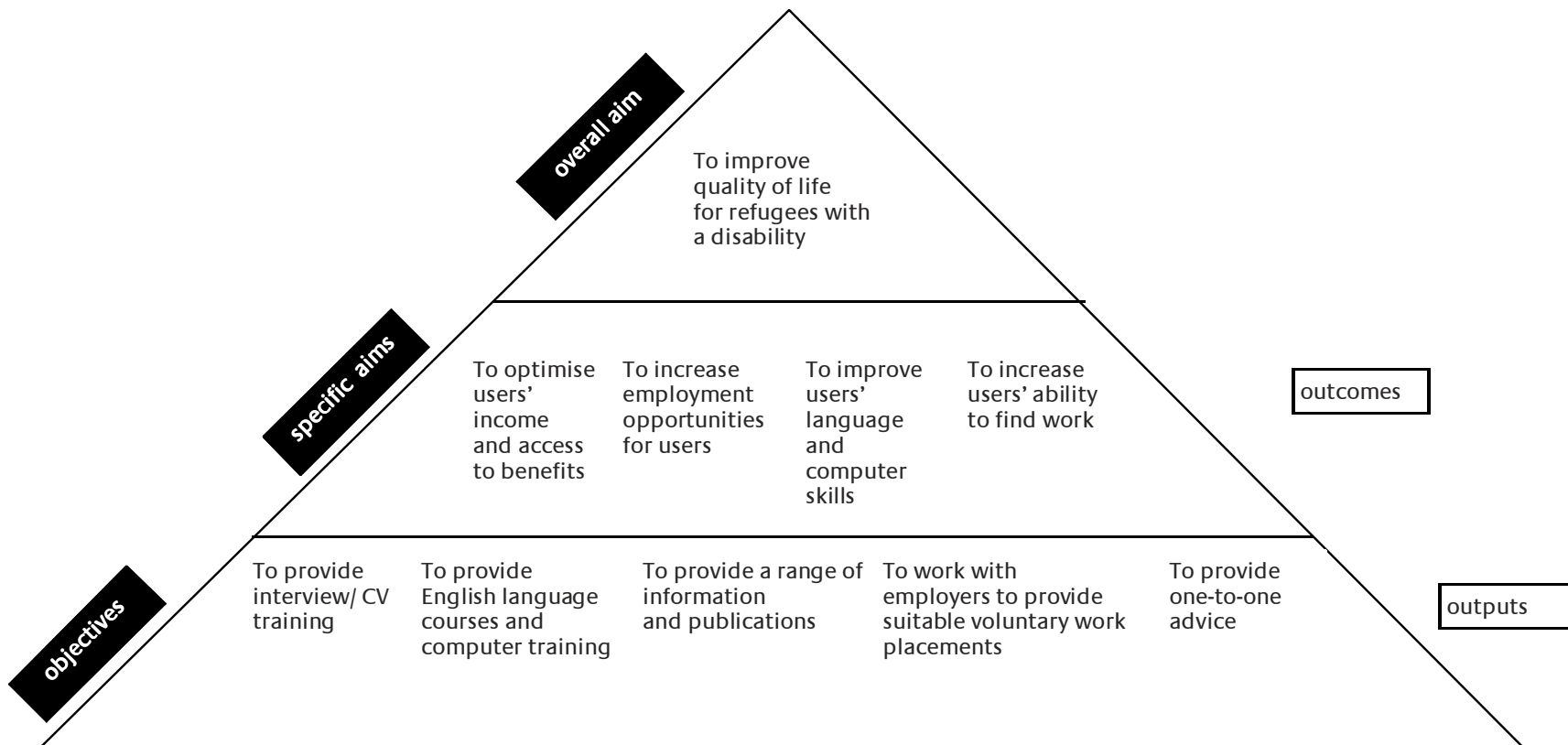
Overcoming or reducing employer prejudices can be difficult. One effective way of doing this has been to set up volunteer placements for a limited period of time. Successful placements give employers a sense of what is possible, and give the employee a track record for continued

work after the placement either in the same place or with another employer. The work placements are offered alongside training in how to write a CV, one-to-one assistance, and interview training, so that people have more idea of what to expect from an interview. Not everyone will be able to get a paid job, so ensuring people have full information about their pension and disability benefits rights is very important.

Recently the project produced bilingual phrase books designed to help people cope with their first benefit interviews and other situations.

The project has a team of eight paid staff, supported by a range of volunteers. In addition to the activities described above, it also offers one-to-one advice sessions and produces a range of information leaflets in the language of the client group.

refugee disability project using the CES planning triangle©



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Outcomes

Specific aims	Outcomes
To increase employment opportunities for users	<ul style="list-style-type: none">• Employers become more aware of the value of disabled people• More placement opportunities• More work opportunities
To optimise users' income and access to benefits	<ul style="list-style-type: none">• Increased knowledge of benefits system• Greater benefit take-up by those eligible• Users' income from benefits is maximised
To increase users' ability to find work	<ul style="list-style-type: none">• Increased knowledge of job market• Increased employability• Users get jobs
To improve users' language and computer skills	<ul style="list-style-type: none">• Improved English language skills• Improved communication skills• Improved computer skills

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Outcomes and indicators

Outcomes	Indicators
Employers become more aware of the value of disabled people	<ul style="list-style-type: none">• Number of employers asking for a volunteer• Number of employers asking about requirements of the disabled person• Level of awareness of Disability Acts
More placement opportunities	<ul style="list-style-type: none">• Number of employers offering placements• Number of users taking up placement opportunities
Increased knowledge of job market	<ul style="list-style-type: none">• Level of knowledge of job opportunities• Range of places used to seek work
Increased employability	<ul style="list-style-type: none">• Level of interview skills• Number of CVs written• Quality of CVs written
Improved English language skills	<ul style="list-style-type: none">• Level of English language skills• Whether users can complete job applications on own

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Objectives, outputs and output indicators

Objectives	Outputs	Indicators
To provide English language courses and computer training	<ul style="list-style-type: none"> • English language courses • Computer training 	<ul style="list-style-type: none"> • Number and type of courses provided • Number and profile of young people attending courses • User satisfaction with courses
To provide a range of information and publications	<ul style="list-style-type: none"> • Information leaflets • Publications 	<ul style="list-style-type: none"> • Number of leaflets and publications distributed • Profile of people receiving leaflets and publications • Type of leaflets and publications distributed
To work with employers to provide suitable voluntary work placements	<ul style="list-style-type: none"> • Support to employers • Placements supported 	<ul style="list-style-type: none"> • How often support provided • Range of placements offered • Type of organisations offering placements
To provide one-to-one advice	<ul style="list-style-type: none"> • One-to-one advice sessions 	<ul style="list-style-type: none"> • Number of people attending the sessions • Profile of people attending the sessions • Type of advice offered

notes