

Employment and Community Skills

Wiltshire Employment Support Team (WEST)

Wiltshire Employment Support Team, better known as WEST, is a supported employment service for young people and adults with special educational needs and disabilities, including autism. We aim to support our customers to find and keep various levels of paid employment.

To do this we look at the different types of job options and what is realistic, including things like:



- what jobs are available
- travel implications
- work ethic
- skills and interests
- working hours
- previous experience.

WEST forms part of a wider team called Employment and Community Skills.

WEST applies a person-centred, yet realistic approach, working with people to enable stability in the job with the planned aspiration for you to do this independently.

We can help you:

- identify your skills and strengths
- look at jobs that are realistic for you
- identify your training needs and signpost you to where you can get help with that
- look for jobs, fill in application forms, put together a CV
- prepare for and support you at interviews
- with appropriate job coaching that will help you start work and become part of the team
- by regularly reviewing progress with you and your employer for up to 18 months after starting your job.

When WEST receives a suitable referral, you will be allocated to a job coach who will meet with you to register you to our service. They will ask you about your experience and expertise to help highlight further skills you may need for work, we call this profiling.

Your job coach will then support you to begin applying for jobs and prepare for interview, as well as approach employers on your behalf. We hope that you get offered a job and will do everything we can to support that.

You will actively look for paid work and need to be committed to your job searching. There will be responsibilities expected of you and the job coach, these will be reviewed regularly.

We cannot take responsibility for any decisions relating to benefits, but we can advise you on how to get information of how working could affect any benefits.

Should a job be found, you will be supported on the job if you need it. This will be until you and your new employer feel confident in the workplace and are being supported by them. We will continue to review how you are getting on and support you in sustaining your job.

Who is eligible

You can be referred to WEST if you;

- live in Wiltshire (local authority boundary area)
- are motivated and committed to moving into work
- are not supported by another employment agency
- provide your National Insurance Number and have the required documents to prove you can work in the UK

It then depends on who is referring you;

SEND Service referrals;

- young people 14 to 25 years of age with a My Plan or Statement of Special Education Need (SEN) or previously held a statement.
- young people with ASC not meeting the above criteria;
 - 16 to 25 years of age

In most cases we are funded to provide services via social care or SEND services provided by Wiltshire Council.

If you are 16 to 25 years old, depending on the circumstances, we can, on occasion take a self-referral if you are on the autistic spectrum, including Asperger's and do not access any services from Wiltshire Council.

This is on a case by case discretionary basis, and not always possible.

It is important to note that once the customer is sustaining the job role, support will fade to file closure. If the customer in the future wants to move roles or look at alternative job roles, a new referral is required. The demand for our services is high and as such priority is given to those people who have not yet obtained employment. Your job coach can advise you on suitable alternatives of how to make a new referral.

Who can refer?

- Community co-ordinator at ECS (inter team referrals)
- Special educational needs or disabilities (SEND) Worker
- EHCP co-ordinator at colleges in Wiltshire
- Wiltshire college tutor
- Wiltshire specialist school or college tutor
- Social worker or customer co-ordinator
- Adult care teams subject to QWAM, for example LDAS or Moving On team
- Adult autism diagnostic service
- Looked after children (LAC), for young people with an EHCP

Contact details

Wiltshire Employment Support Team
Employment & Community Skills

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 @wiltshireEST

Adult Social Care Referrals

- 18 years of age and above
- Has an assessed eligible need for this service (Care Act 2014)
- Identified under the following Reported Health Conditions
 - Learning Disability
 - Autistic Spectrum - Autism, Asperger's Syndrome, High functioning Autism
 - Physical Impairment Acquired physical injury
 - Neurological - Stroke, Parkinson's, Motor Neurone's, Acquired brain injury
 - Sensory Impairment Visually impaired – Hearing impaired