

Yellow Submarine Traineeship CASE STUDIES



We believe people with learning disabilities and autism deserve to live life to the full! #WeCan



10 LIFE CHANGING YEARS



2013

2009

Yellow Submarine Charity is founded, providing holidays and respite for adults with learning disabilities



OXFORD

Yellow Submarine open a cafe to provide opportunities in a real-life work environment



2014

The first group of Yellow Submarine apprentices start working in the cafe

2015

WITNEY

Yellow Submarine open a second cafe in Witney to provide opportunities to a larger group of individuals

Rated number 1 out of 48 places to visit for tea + coffee in Oxford
TRIPADVISOR
#1



Yellow Submarine start their own Traineeship programme



2016

The first 'Cafe Awards' ceremony is held, celebrating the achievements of the cafe trainees and apprentices



Yellow Submarine start working with Abingdon + Witney college

2017

CATERING

orders delivered across Oxford



Trainees have their very first Christmas Party at Yellow Submarine!



2019

LIFE CHANGING BAKES

Yellow Submarine start baking our own cookies and cakes, and add baking skills lessons to our traineeship



2020

LOCKDOWN

National lockdown closes both cafes, all trainee lessons and socialising moves online



Yellow Submarine's online shop is created, delivering Life Changing Bakes nationwide



Yellow Submarine Traineeship reaches a record number of 13 Trainees in one intake

2022

2023

10 YEARS

Yellow Submarine celebrate 10 years of social enterprise and training



Yellow Submarine win 'High Street Shop of the Year' in the national Independent awards



Introduction

by

Sophie Bradley

Head of Enterprise

Sophie has been with Yellow Submarine since 2013 when the cafés first opened. She oversees the charity's enterprise projects, including our Oxford and Witney cafés and 'Life Changing Bakes.' Witnessing trainees transform over their time within the social enterprise cafés is the best part of her job!

Yellow Submarine's social enterprise cafés have a mission to demonstrate and promote employment for people with learning disabilities.

70,000 customers visit our life changing cafés each year because of the quality of the coffee and food - it just so happens they may leave with a different perception of disability too.

Since we opened our first café in Oxford's Park End Street in 2013, and our second in Witney in 2015, Yellow Submarine has proudly flown the flag of equality, diversity and sustainability.

Our cafes are our classrooms, and the home of Yellow Submarine's in-house traineeship programme which has

supported over 50 individuals with learning disabilities and/or autism since 2013. Trainees learn every aspect of cafe work, from serving on the till to stacking the dishwasher and emptying the bins! Just as importantly, we enable them to achieve transferable qualifications, and, as well as café-specific skills, they learn the life skills necessary to find and keep a job.

Here are just a few examples of the inspiring stories of individuals who have been through our traineeship and a snapshot of how we have been a part of their 'Life Changing' journey towards independence...

Ben's Story - Making the impossible, possible



“Ben joined Yellow Submarine as a trainee in March 2021 fresh from the last Covid-lockdown. As a result of this isolation, his already low confidence was further impacted and Ben was not able to make eye contact or interact with staff and customers without support. When he was referred to Yellow Submarine Ben thought that he would never be able to serve customers and having a job was impossible” says Traineeship Programmes Manager, Becs.

Soon after he began, lessons started online via zoom, where Ben slowly built up confidence to engage in tutorials and workshops as well as interact with his peers. This was followed by Ben's first few shifts in our cafés which were challenging for him; he was so quiet it was difficult for customers to hear him – especially with masks and social distancing as an added obstacle. Ben is a keen Oxford United fan so was encouraged

to use his football voice to make himself heard! Working in a team and building relationships with his peers, Ben soon began to see small steps of progress, such as a happy customer or positive feedback and in his turn confidence was boosted. Nonetheless, Ben admits it was “hard work, but the patience of the staff team made it possible, staff would do jobs with me until I understood the task and could do it on my own. I also learnt to ask for help if I wasn't sure”. The combination of practical work experience in the cafe alongside classroom based learning worked well for Ben as he was able to consolidate his learning with a new found confidence. “ It was great to be able to see Ben give things a go in the café and then be able to talk about what he was learning in order to apply it to his Employability Qualification, which was accredited at Level 1 by ASDAN” says Becs.

“
he was a shy, timid young man
and now he is a confident adult
”

At home, Mum Keri-Anne was amazed by the transformation in Ben, “Before becoming a trainee at Yellow Submarine, he was a shy, timid young man and now he is a confident adult.

During the traineeship Ben relied less and less on us, his parents and began organising himself so he no longer needed reminding of his morning routine such as eating breakfast, putting on the right uniform and he also started getting to work independently through travel training. He grew in independence so much that he is now able to do a job and social activities that that two years ago we would not have imagined possible!”

When the time came to think about leaving Yellow Submarine, Ben worked with Transition Manager, Rachael to explore what he would like to do next in order to build on his developing skills. Ben was keen to work outdoors, but with people still, so with the support of Rachael he successfully applied for a gardening role at Cogges Farm. “At Yellow Submarine we believe that everyone can make a valuable contribution to

quiet in a in hospitality setting, I wanted Ben to see that this can be used to his advantage to do a job he loves.”

Ben continues to grow from strength to strength and uses the skills he learnt in the traineeship in his everyday life, from talking to people on the phone, to travelling independently and understanding the value of purchases. He also still enjoys being part of Yellow Submarine socially, regularly attending an

“everyone can make a valuable contribution to the work force”

evening club for young adults where he can meet and socialise with people his own age as well as going on an annual residential holiday. When asked what he would tell people if they were thinking about the traineeship, he said “I would tell people to do the traineeship and give it a go, you will love it.”



the work force and we use the time spent with trainees to identify what skills they have and how these can be matched to different roles. Ben is very conscientious and works hard to do a job well, whilst he may be considered



Katie's Story - Finding Fulfilling Employment

An anxious Katie embarked on Yellow Submarine's Traineeship to help develop her ability to work with others; a skill that she struggled with as a result of her Autism. Katie wanted a job but "the thought of not knowing who I might be working with made me feel really worried, and the thought of filling out an application form and having an interview made me feel really nervous".

The traineeship offers a combination of real life work experience in Yellow Submarine's social enterprise cafes, with classroom based learning where trainees gain an accredited employability qualification. Becs Lay, Traineeship Manager says "Trainees receive supportive, individualised training with a focus on increasing life skills, confidence and independence



professional relationships with her colleagues. She began to understand that when working in a team everyone has a different way of working meaning you have to be flexible to be a team player" says Becs. "Katie also built her resilience to working with different trainees and café staff so that by the time she came to move on she was ready to work with others". Katie feels that her time with on the traineeship equipped her to move into a paid job "Staff at Yellow Submarine helped me overcome my nerves and realise I had the skills and confidence needed for entering the world of work."

this includes how to build appropriate relationships in a work environment which was fundamental for Katie to be able to sustain employment".

"Katie developed her people skills during her time on the traineeship, she worked on her relationship with staff and built the skills to form

As part of Katie's learning, she visited Witney Sainsbury's with her fellow trainees and undertook a short external work placement there. Katie impressed managers so much that she was offered a part time paid role in the café which she happily accepted and worked in the role for 4

“
I had the skills and confidence
needed for the world of work
”

½ years until the café closed, post Covid. Katie now works 20 hours a week at Greggs and in her role she serves customers, restocks the store and prepares hot drinks.

The shop is based next to a college so it is often busy with a queue of customers meaning Katie is kept on her feet all day, something the traineeship prepared her for. “At Gregg’s I use my knowledge of allergens, food safety and hygiene to use the correct tongs according to the ingredients in various items. Being aware of possible allergies and food intolerances allows me to give good service to Gregg’s customers.” Katie prides herself on her customer service and it is a skill that has been praised during her time at both Sainsbury’s and Greggs.

“I also feel like I have a fulfilling work/life balance; on Wednesdays I go to Wednesday Night Club at Yellow Submarine where I catch up with friends and I love treating my parents to a takeaway or meal out after payday. It’s great to have independence and an income. I would recommend the traineeship to others as I had such a lovely time, I would advise people to enjoy every day of it.”

“
I feel like I have a fulfilling
work/life balance
”



Aisling's Story - A New Direction



Aisling left school without the right support to enter the world of employment despite having the ambition to work. “When I left school, I wasn’t really sure what to do but I knew that I wanted to learn skills to be more independent and get a job in the future.” Aisling knew that she didn’t want her confidence or lack of direction to hold her back so decided to start her journey to employment through attending Compass, a sheltered work experience project hosted by Yellow Submarine which was a “brilliant opportunity to get some employability skills in a real life setting”. Aisling “didn’t just like” Compass, she “loved it” and soon felt ready to move onto the Traineeship! “Aisling worked hard over the 18 months on the traineeship broadening her skill set and confidence in the work place” says Becs Lay, Traineeship Manager. “There were key skills that Aisling needed to learn

before she was able to think about what direction she wanted her career to take such as giving good and consistent customer service as well as time-keeping”. This was a particular skill that Aisling was proud to gain whilst being a trainee. “Before the traineeship I struggled with timekeeping and sticking to a schedule. With the support of Yellow Submarine staff, I began to feel confident to travel independently. I

“ I wanted to learn skills to be more independent and get a job in the future ”

was proud to have learnt the bus timetables very quickly and was able to make all by bus connections independently, this helped me make sure I always got to work on time and is a skill I use every day even now!”



Upon finishing the traineeship Aisling was keen to get a paid job as soon as possible and “saw a job for Café Customer Assistant in Marks and Spencer’s” where she had visited with other trainees as part of her work experience. “It felt like a good fit as the skills I learnt during my time at the Yellow Submarine café would give me a great starting point” the team there also now knew Aisling and that she could do a good job. Aisling navigated the interview process by referencing things she “had learnt at Yellow Submarine like good customer service, timekeeping, attention to detail by keeping the café clean” she also said that she “was eager to continue learning new skills. They obviously liked me as they offered me a job!” Aisling’s Marks and Spencer’s career has gone from strength to strength since starting in 2018. From starting in their café she has carried

on growing her skills through working in different departments. She has become a real asset to the Marks and Spencer’s team and now works full time!

“I am more confident, more independent, more sociable and more employable!”

When she is not at work Aisling can be found spending time with her family or hanging out with her friends at Yellow Submarine during Monday Night Club and at various parties throughout the year. “Yellow Submarine has made me a happier person. I am now more confident, more independent, more sociable and more employable!”



Kieran's Story - Gaining Confidence

"I joined the Yellow Submarine traineeship after 5 years of college. The reason I stayed in education for so long was entirely because I didn't have the confidence to go out into the work place. We had tried before but didn't find the right opportunity where I felt comfortable. I carried on education until I found Yellow Submarine!" Kieran came to Yellow Submarine with the skills he needed to achieve his goal of working in technology but his lack of confidence stopped him progressing from



quickly recognised Kieran had the skills needed to progress to the traineeship. "For me the traineeship was all about confidence. During my first couple of weeks I couldn't even leave the kitchen or say a full sentence to someone. The staff were great at helping me take small steps. I started doing the shopping for the Witney cafe with a staff member and one day they gave me a task; to buy a loaf of bread on my own. Whilst at the shop I realised how far I had come as independent shopping was something I could never have done before Yellow Submarine."

Rachael, Work Experience Manager, says "Like many of our trainees the mental hurdles were the hardest part of the traineeship for Kieran. He had the skills there already, we just needed to show him that he was capable of achieving his goals. Overcoming a lack of confidence can be really difficult which is why our team work really hard to personalise our support and make sure all our

"I had the skills to do the job. My confidence held me back"

education to employment. In the past he had applied to companies but didn't have the right support in place for a successful application, on applying for jobs Kieran says "I wanted to work with technology and I applied for companies I was interested in and knew I had the skills to do the tasks required in the job. My confidence just held me back."

After hearing about Yellow Submarine through a family member Kieran joined the Compass project which was all about learning basic life skills in structured sessions. The staff team

trainees needs are being met so they can do their job. Making accommodations for someone in a workplace doesn't mean they do a job badly, in fact it just means you are levelling the playing field so they can do a job really well."

After completing the traineeship Kieran has continued his employment journey at Yellow Submarine! "There was a broken interactive white board and no one knew how to fix it so I did. They realised they needed someone with knowledge in technology and also someone who could do design work so it was the perfect fit. I love my job as I am doing things that I really enjoy; working with technology and also doing design work for the cafes. It is also lots of variety which is what I wanted. I feel like I have made an impact on the charity as I have

working at a radio station, starting as technician support before being given an opportunity to present his own show! "I used to play songs back to back but now I have the confidence to talk between songs and interact with other radio hosts."

It was not only Kieran's employability that improved from the confidence he built during the traineeship but also his social life and independence. Prior to the traineeship Kieran was unable to take public transport and would

“ I never thought I would have the confidence to interact with people ”



worked hard on the branding and hearing the team's compliments is amazing." Alongside his work at Yellow Submarine Kieran has been

cycle everywhere to avoid having contact with anyone. He now travels by public transport to get to work and to his social activities "without even thinking" about it. He also now pursues his hobbies. "Every Wednesday and Friday I go to a gaming shop and game with people who have similar interests to me. I never thought I would have the confidence to interact with people and form friendships." Kieran is keen to grow his independence even more and his next goal is living independently!

Leigh's Story - Journey to Independence



Leigh began her traineeship with Yellow Submarine in 2019, having not had a job before. Yellow Submarine's traineeship offers dynamic and ambitious training through real life work-experience in our social enterprise cafes alongside classroom based learning with peers. The programme is also designed to help trainees overcome specific barriers they might have to employment because of their disability; in Leigh's case her ability to understand the boundaries at work in terms of behaviour and managing stress due to her autism.

On the traineeship Leigh says "I have worked my way up. I started as the little girl at school who didn't want to do anything and now here I am doing a job that I am good at. Before I started at Yellow Submarine I used to be so lazy, lying in bed every day and I had nothing, now I have got a routine and it feels great".

Yellow Submarine also works with trainees to support them onto the next step of their work journey as they approach the end of their traineeship. Leigh's dream is to be a Karate coach but she does not have the qualifications to do this... yet! Yellow Submarine supported her to access a funding pot and find a supported course to gain a coaching qualification. Rachael, Yellow Submarine's Work Experience Manager says "I wanted Leigh to be able to work in her dream job, but as we all know our first job isn't always our forever job and I knew that with support to learn how to be an effective Coach, Leigh can realise her potential in this area. However, in the meantime Leigh wanted to earn some money, and we applied for a part-time cleaning role at The Oxford Hub that she would be able to do alongside her qualification".

“
I used to be so lazy, now I have
got a routine and it's great
”

Leigh says that “at Yellow Submarine I learnt how to respect boundaries, for example personal boundaries. I don't get too close to people now, I give them space and if they are

working I wait till they are finished before I speak to them or ask a question This helps me in my job as the office I clean can be very busy. I can also cope better with my stress than I used to. I have learnt that it's ok to keep my stress with me when I am working and let it out when I get home. I have a balance between my Karate coaching and cleaning which is good because it helps with my stress. I think finding a job that is only a few hours at a time helps me with this as I don't have to hold on to the stress for too long".

Line Manager, Jade from the Oxford Hub thinks "it's an excellent idea" for other organisations to work with someone like Leigh. Jade says that working with Leigh "has confirmed to me even more that people with autism often bring unique talents, skills and qualities to the workplace.

people with autism bring unique talents, skills and qualities to the workplace

Leigh is extremely perceptive and picks up small details - a really vital skill when cleaning a small but messy office! Leigh is very methodical also in the way she cleans and always makes sure the job is done properly. As a

person, Leigh is down to earth, funny and often asks direct and very relevant questions - all great qualities of someone on your team. Leigh has also made a brilliant addition to the women's football team. It's been a great way for us to spend time with each other outside of work and get to know Leigh more, and as Leigh has said, it means we are now 'work friends' instead of just colleagues!

The support that Yellow Submarine gave Leigh starting the role was very helpful in establishing Leigh into her role and learning her tasks as well as getting to know her support needs."



Lucy's Story - "Being who I am"



"I was out with my Mum and we noticed a car with a Yellow Submarine bumper sticker on it. When we got home we did some research and found that Yellow Submarine worked with people just like me! It wasn't long before I was on my first day out with a group of young people; we went Christmas shopping and it was lots of fun! Since then I have had so many new experiences like going to a music festival and visiting Barry Island."

As Lucy developed a full a social life, she wanted to find paid work so that she could have an income to pay for activities and treats while she was out! Lucy had always wanted to work in a cafe but felt she didn't have the skills or confidence to apply for this

type of job. The next natural step at Yellow Submarine was for her to join the traineeship. Yellow Submarine's traineeship offers dynamic and ambitious training through real life work-experience in our social enterprise cafes alongside classroom based learning with peers. The programme is also designed to support trainees to learn life skills such as traveling and budgeting, as well as communication so that they are ready to enter the world of work.

“

Since joining Yellow
Submarine I have had so many
new experiences!

”

"Lucy had to work particularly hard on her physical stamina as she wasn't used to being on her feet all day, she also learnt to travel independently" says Becs Lay, Traineeship Programmes Manager "During her time in the café Lucy learnt to use the till, how to give great customer service and helped with food preparation."

Lucy loved her new found independence whilst being a trainee and her favourite part of the job was

making customers happy, ensuring she was a perfect fit for her dream job in hospitality.” Lucy was supported by Yellow Submarine in successfully getting a job at Mark’s and Spencer’s in the café and she has now been

“My new colleagues might not have met someone with a disability before but they make me feel like a part of the team and it is amazing how they treat me. I enjoy wearing my uniform, serving coffee and keeping the café tidy...”

there over four years! Lucy values being part of the café team “I like to get to know everyone and what they are like. They might not have met someone with a disability before but they make me feel like a part of the team and it is amazing how they treat

me. I enjoy wearing my uniform, serving coffee and keeping the café tidy” Using the skills she learnt in the traineeship, Lucy often goes the extra mile for customers and thinks of their needs for example helping “someone with mobility issues carry their tray to their table.”

“I still enjoy seeing my Yellow Submarine friends but now I have the money to buy a coffee when I am out too!” says Lucy. “Yellow Submarine is part of my family, they have supported me very well and it makes me really happy” Her advice for anyone thinking of getting involved with Yellow Submarine is “don’t be worried or afraid, be yourself and confident. There will be someone there to support you when you feel nervous.”



Parent's Perspective: The Open Door

Lucy's Mum, Kay fondly remembers the first ever Yellow Submarine trip that Lucy attended being Christmas shopping! "I remember Yellow Submarine picking up Lucy for the trip because it was so lovely for her to go and do something by herself and make her own choices of what she wanted to buy for presents!". Before joining Yellow Submarine Lucy spent most of her time at home and was not bothered about going out. Since joining "she has so many options and really enjoys meeting up with her friends. When she first started coming she enjoyed meeting new people with disabilities and realised she wasn't the only one!" 12 years later, Lucy still enjoys attending Yellow Submarine social clubs and has enjoyed many of the other projects available to adults and young people that Yellow Submarine offer, including the traineeship!

Kay describes Lucy becoming a trainee "like opening a door" for her. "The amount of confidence she gained was fantastic! She had a small job before the traineeship for just a couple of hours a week and was fine at following instructions. After a month of the traineeship her employees noticed her performance completely changed. She began doing things without prompt as she had the confidence to see what needed to be

done and knew she had the skills to do it." The traineeship pushed Lucy to reach her full potential and Kay loved how "her disability was not used as an excuse to do work poorly. The staff knew what she was capable of and taught her the correct way of doing things."

With the support of Yellow Submarine, Lucy applied for a job at Marks and Spencer's. Using the skills and confidence she gained during the traineeship she is still there today and

“
Lucy becoming a trainee was
like a door opening... the
amount of confidence she
gained was fantastic!

is thriving! Kay remembers that "Lucy was nervous on the first day as she didn't know what to expect, the staff at Marks and Spencer's turned out to be equally as nervous as they didn't know what she was capable of doing and what jobs they could task her with. In her very first shift she proved herself, she was as capable as any other member of the team and they

were amazed by her hard work.” Happily settled at work, Lucy continues to access Yellow Submarine’s services, creating a good work life balance. It gives Kay “peace of mind” to know that Lucy can “meet people in a safe space and be part of a sociable community. It is fantastic that when out with Yellow Submarine I know she is safe and can focus on having fun without worrying.” As well as enjoying social activities Lucy has become a regular on Yellow Submarine holidays. “The holidays are a great chance for Lucy to go away with her friends and be independent. As a parent I can relax and know she is in the safe hands of friendly and supportive staff, who will always let me know if something is wrong. Kay often recommends Yellow Submarine to other parents and carers. “Families of people with disabilities often feel a little daunted by the prospect of school ending as they are not sure what opportunities are beyond it. Yellow Submarine offers opportunities for adults in the daytime that give individuals a safe space to be with friends and learn new skills. People with all different needs go to Yellow Submarine and aren’t turned away. It’s not just the staff who are supportive, the members look out for each other and are so accepting of each other for who they are.”



Employer's Perspective: Building a Team

The Oxford Playhouse and Yellow Submarine began their partnership in 2021, when the Playhouse's Beth ran a workshop for the trainees via Zoom to support their communication skills in the midst of lockdowns and life online. As life slowly got back to normal, the Playhouse was able to offer trainees the opportunity to build upon these skills and experience work in a different environment to the Yellow Submarine cafés. "This was so successful that one of the first visiting trainees is still volunteering as an usher with over a year later. We are proud to see the increase in his confidence and his interactions with those around him" states Beth.

Usher, Julie says "I did not expect the young people to be as positive or as articulate as they were. This was

Due to the success of the first visit, a programme of work experience has been developed so all trainees are given a similar opportunity during the second phase of the Traineeship. "We have been able to work with Yellow



“
leave all expectations behind
and embrace the positive
abilities of all those working

”

my error but has challenged me to leave all expectations behind and embrace the positive abilities of all those working at the Playhouse.”

Submarine to offer personalised support for trainees, they have assisted at every step by communicating what Trainees would like to get experience in, letting us know the need-to-know information to their support their learning and providing in-person support the first time trainees visit us. It made the process very easy and smooth and we have found their staff very easy to work with” says Beth of the partnership.

Supporting the trainees has increased the job satisfaction of the Playhouse team, with Julie describing herself as “proud to work alongside them”. She goes on to say that “individuals who teach others are more likely to do their job better. A broad and balanced team is likely to bring out the best in everyone. I'm very impressed with the eagerness of the trainees to learn and to impress the team at the Playhouse. Without complaint, the trainees completed all the tasks set them with willingness and enthusiasm.”

Deputy Front of House Manager, Fran reinforces this by saying “Knowing you're contributing to the personal development of an individual is so rewarding and satisfying. It helps build up the success of the work force, encourages staff diversity and teamwork, and brings different people together with a combined focus and

goal. It also enables management to think of alternative ways to reach the same outcome, suitable for a range of people, and means that in future there won't be as many steps when individual join the organisation with different learning difficulties.

Overall the Playhouse would recommend working with people with disabilities, because, as Beth states “it diversifies the work force, enriches the lives of colleagues and customers alike, and brings a new energy and different creative perspectives to the workplace. It also increases the overall social consciousness of an organization and demonstrates values in action.” Fran finishes by sharing the benefits to customers “It shows to our customers we prioritise fair and equal treatment in all, and hopefully helps customers with similar needs feel at home and welcomed, in a safe and caring environment” .



Employer's Perspective: Investment & Reward

“Working with Jordan and Yellow Submarine has made us more inclusive and diverse as an organisation” says The Oxford Trust’s Chief Operations Officer, Richard Khosla-Stevens.

In the summer of 2022, trainee Jordan embarked on his new job as a Café Assistant at the Trust’s café, Emira’s Kitchen that serves the Wood Centre for Innovation and the Science Oxford Centre in Headington. Based in the foyer that links the two centres, the café is the hub for the employees of the science and tech start-ups working in the innovation centre, but is also busy with families visiting the Science Oxford Centre on Saturdays. Jordan was employed to work part-time in the café alongside other support staff and under the supervision of the Café Manager and Richard.

Yellow Submarine’s Work Experience Manager, Rachael, worked with The Oxford Trust to support Jordan in his new role. “Yellow Submarine has been amazingly supportive by helping us find that fine balance between being a caring, supportive employer that also looks to maximise the effort and opportunity to grow of all our staff” says Richard. He adds “They were great at guiding us to help make the most of the dynamics of the wider team, and supporting senior staff to a

greater understanding of how to maximise the contribution of someone that needs extra support or a different approach.”

Richard goes on to say that working with Jordan has impressed him in many ways, “particularly on how he has responded to feedback. As a small café team it’s crucial that during the busy lunchtime rush, the team works seamlessly together. With the help of Rachael we were able to feed

“ .. helping us find that fine balance between being a caring, supportive employer that also looks to maximise the effort and opportunity to grow all our staff.. ”

back and work with Jordan on some refinements that were needed and, to Jordan’s complete credit, he really took what was said on board and put in extra effort that has really paid off.” This is music to the ears of the Yellow

Submarine Café team who work hard with their trainees to help them learn how to receive feedback positively and learn from it in their roles.

Richard and the team have enjoyed seeing Jordan's confidence grow further over the last 6 months: "It's often the smaller things that makes the difference to a team working well together, like sharing what people got up to over the weekend and finding out more about likes and dislikes. We're lucky in that we have a regular customer base and it's great to see Jordan starting to have the confidence to chat to the customers and remembering people's names. What's more, with the support of Yellow Submarine, he nailed his Level 2 Food Hygiene Certificate which has further boosted his confidence in the kitchen. We are keen for him to develop his role by helping with food prep and we now all know he is able to!"

Richard says that working with Jordan has "made us think very carefully about our processes and question how we can improve each step, in order to make the reasonable adjustments required. Overall, it probably brought out better management skills of the team and made processes more efficient ... it might even be a net benefit to the business if I was being really honest! Hopefully it goes some small way to helping challenge the impressions

that some can have about the contribution people with learning disabilities make to society".

"On a personal note, it was so wonderful to hear that Jordan was excited to be earning his own money in the run up to Christmas 2022 and was for this first time in the position to be able to buy gifts for this family independently ... I hope his family got something nice!"

Of course, it has not all been plain-sailing for Jordan and Richard observed that it did "take time and effort on all parts for him to settle in", however he also comments "that as an organisation willing to make the investment, we have been amply rewarded!"





Working with our Trainees

by

**Rachael Blakey,
Work Experience
Manager**

Rachael works closely with our trainees to help them transition from our traineeship to employment. She also helps employers create an inclusive work environment.

Our success in supporting trainees into sustainable employment is getting to know the trainee's strengths and weaknesses to ensure that the jobs they pursue are realistic and achievable. This is combined with providing robust support to employers to ensure they have the best processes in place for their organisation to support individuals with learning disabilities or autism.

At Yellow Submarine we believe that everyone can make a valuable contribution to the workforce, furthermore people with a learning disability are proven to be a more sustainable recruitment pool for employers, as they are committed and hardworking employees. We work with our trainees to identify what skills they have and how these can be matched to the different roles they

aspire to, this happens through a mixture of internal and external work experience facilitated by Yellow Submarine.

We communicate the benefits of working with our trainees to employers and support them through the process of both providing work experience and employment. During their time on the traineeship each trainee develops an "Employment Passport" which they can take to employers that describes their support need and what adjustment would be needed so that the process for employers is less daunting. Less than 5% of people with a learning disability are currently in paid employment this is something that needs to change and we are proud that our trainees are challenging this statistic!

Want to become a trainee?

Yellow Submarine traineeship is perfect for those who are ready to think about transitioning from education to employment.

For more information contact Becks Lay, Work Experience Manager
E: becks@yellowsubmarine.org.uk | T: 01993 357020

Want to provide work experience?

If you are an employer that would like to diversify your team, learn how to become an inclusive work place or simply would like to support someone achieve their goals then working with our trainees is a great opportunity.

For more information contact Rachael Blakey, Work Experience Manager
E: rachael.blakey@yellowsubmarine.org.uk | T: 01865 236119





**Find out more about Yellow Submarine's
Life Changing Cafes and Traineeship**



www.yellowsubmarineshop.org