



Successful Collaboration with a Global Business in a Growth Employment Sector

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Introductions

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Successful Collaboration with a Global Business in a Growth Employment Sector Work Shop

Overview of Marriott and DFN Project SEARCH Collaboration

 Discussion and feedback session focusing on the key points of collaborative working from our experience

Successful Outcomes



Success Rate 2016 - 2018

September 2016 to August 2017

Interns: 10 Employed: 7 September 2017 to August 2018

Interns: 8 Employed: 8

September 2018 to July 2019

Interns: 9

Employed: 6

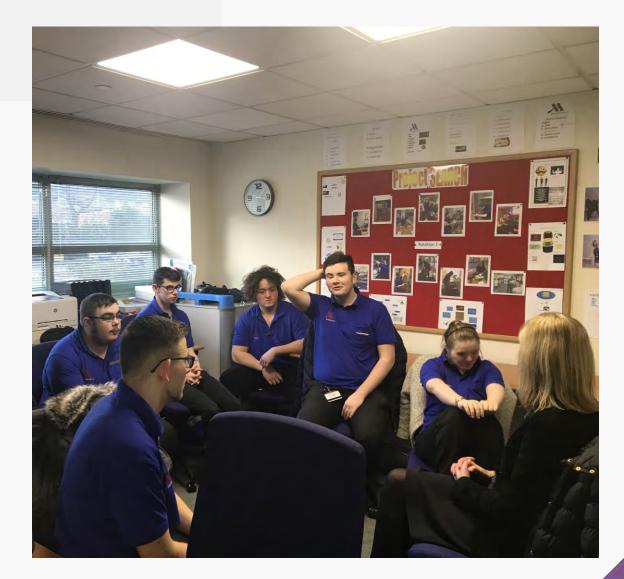


















Group Discussion

- 1. What are the myths and fears for an organization to take on a person with learning difficulties / disabilities?
- 2. What assurances does a business need before agreeing to host a supported internship?
- 3. What important factors are there to consider when setting up a programme from both perspectives?
- 4. How do you ensure standards in the work place are not compromised?
- 5. What do you think a supported internship partnership could bring to a business?



What are the myths and fears for an organization to take on a person with learning difficulties / disabilities?

- Adjustments in the work place
- Getting Management and Work Force on board
- Lack of appreciation from Management and Work Force
- Productivity will suffer
- Added Cost to the Business
- Time Consuming
- Lack of Communication
- Not being able to perform the job to standard



What assurances does a business need before agreeing to host a supported internship?

- Respectful to the business
- Costs
- Time
- Productivity
- Clarity on roles and responsibilities of all partners
- Collaboration is key



What important factors are there to consider when setting up a programme from both perspectives?

- Collaboration
- All on-board to attend meetings etc.
- The right amount of support and training on site and pre work done prior to the start of the internship
- Planning ahead
- Consistency of staff
- Building relationships with the managers
- Working within the business values, culture, policies and/or mission statements

How do you ensure standards in the work place are not compromised?

- Planning Ahead
- Training Management and work force prior to the Rotation
- Training the Young People



What do you think a supported internship partnership could bring to a business?

- Enhance Culture
- Links with Local Authority/Community
- Other Partners
- Corporate Social Responsibility
- Nominated for Awards
- Able to look at a different job stream
- Creating more opportunities

- Expanding the programme
- Developing SOP's and making Reasonable adjustments
- Individual Satisfaction for all involved
- Impact on Guest/Customers
- Disability Confident Employer



Outcomes

- Benefits for the Partners/Stakeholders
- Positive impact on the Young Peoples Lives
- Quality assurance of working collaboratively with a global business
- Recognition, awards and publicity for the supported internship and business as a whole. Win! Win!



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