

Changing Lives Together With Your Business



At the heart of change

We believe that our Host Businesses are at the heart of what we do. Together we can change lives!

DFN Project SEARCH was designed by business and for business. It was developed in 1996 by a senior nurse manager in the emergency department in Cincinnati Children's hospital to meet their recruitment needs whilst supporting their desire to have a more diverse workforce. It provides support and structure and allows young people with a learning disability and autism spectrum

conditions to learn valuable marketable skills for employment inside your prestigious organisation.

We believe that Business can lead social change and that organisations like yours who promote social value are also high aiming and aspirational for the people who live in the community. With your leadership and our evidence based programme we can change the lives of people who are the most marginalised in the jobs market.

What is DFN Project SEARCH?

It is a one-year transition to work programme for students on a school or college roll that takes place entirely within your business.

Using your business as a skills development laboratory, the interns rotate through three terms of ten to twelve-week internships and learn marketable skills for employment.



We create a partnership which includes:

- You as the Host Business: Providing an on-site base and a variety of internships that teach competitive marketable skills.
- A local School or College who provide an on-site teacher based in your business and will enroll students from the local area onto our full-time course of study.
- A Supported Employment Agency who provide an onsite professional job coach to support your managers and mentors and the young people on the internships.
- A Local Authority who provide education funding, individual life planning guidance, care management and individual budgets for job coaching and other support.

Who do we work with?

We currently work with

114 employers –
and many from the
private sector

Our Prestigious Host Businesses include NHS Hospitals, Local Authorities, Universities, Housing Associations, The National Trust, and many Private sector, which corresponds to about 20% of all host business.

Organisations in sectors such as Hotels, Distribution, Pharmaceuticals, Chemicals, Estates Management, and Facilities.

Across the world we have an amazing list of fantastic host businesses, when you join the **DFN Project SEARCH** team you will be in great company!

“ We are important, we can do things, we can talk to employers what we are capable of... We shouldn't call it disability but ability. We might think differently but we can share wonderful ideas. ”

Mohammed Hamza,
A graduate, now an apprentice mechanic and a member of the Youth Advisory Group



Why choose DFN Project SEARCH for your business?

It is an evidence-based model developed with input from our business partners.

- We offer you a full package of support that gives you a specialist onsite teacher and job coach to enable your managers and mentors to feel fully supported.
- On average 70% of the young people graduate from our programme into work and 60% of them go on to full-time paid employment! (This is set against a backdrop of less than 5% of people with a learning disability known to local authorities in work!).

70%

**DFN Project SEARCH
interns move into
paid work**

- We do not require host businesses to employ the young people on our programme, we want you to help us grow and develop their skills - but of course as they develop and are trained to your standards they may apply for jobs working for you and on average 43% of the job outcomes fill host business vacancies.
- We involve you in the selection of the right students who will pass your recruitment checks and are keen to learn the skills that your business can teach.

- You will benefit by improving performance and retention rates in some high-turnover or hard-to-fill posts.
- You are part of an international social value movement with more than 700 programmes across the world and a national vehicle for change with currently 114 programmes across the UK, Ireland and Iberia.
- We enable you to gain access to a new, diverse, talent stream with skills that allows you to develop a workforce that is representative of your community and demonstrates that you are a fair and inclusive employer.
- Our programmes report that by hosting or employing an intern, departments achieve improved communication, learning and teamwork.
- You will experience increased local, regional, national and international recognition through marketing this unique programme.

“ Year after year DFN Project SEARCH provides us with glowing examples that serve a reminder as to why we continue to drive this partnership forward. ”

**Ron Vos, General Manager for
London Heathrow Marriott
& Heathrow Windsor Marriott**

What do our host businesses say?

It is a one-year transition to work programme for students on a school or college that takes place entirely within businesses. Students have a unique opportunity to learn marketable skills for employment. And businesses can benefit from the talent pool created.

To find out more or to partner with DFN Project SEARCH, please get in touch.

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“ They say you should never judge a book by its cover, and personally DFN Project SEARCH has served as a gentle reminder as to why. Culzean Castle & Country Park is beautiful – and so is the impact that it is now having on others to bring a more inclusive and fair society. ”

Ian Cornforth, Head Ranger & DFN Project SEARCH business liaison officer at Culzean Castle & Country Park

“ I would urge and encourage other Trusts to get involved in DFN Project SEARCH. The results speak for themselves, both for the Trust and for the participants, as we all reap the rewards. ”

Mark Jackson, Deputy Director of Estates, Facilities & IT for The Mid Yorkshire Hospitals NHS Trust

“ As someone who has worked in Personnel Management and Human Resources for nearly forty-six years now, I can truly say that my involvement in Project SEARCH has been one of the most inspiring and rewarding things I have ever done. The scheme doesn't just impact on the Interns, it changes the lives of their families and the people they work with! ”

Gordon Smith, Head of Equalities & Diversity at the Mid Yorkshire NHS Trust