

Welcome to our newsletter - keeping staff informed of all the latest developments happening across the various amazing projects we have running in Pembrokeshire.



TIMBER 2 & SCOLTON MAINTENANCE

Dai Brock, Site Manager

Time has flown past so quickly since our last newsletter, however the Timber 2 and Garden Maintenance teams have been hard at work with on-going projects.

Some excellent news!!! The farm shop is now 99% completed and open for business. This is a fantastic achievement by all participants and completed on time for the summer season. See more on this in the next article.

Railway and Platform Renovation Project

The Scolton railway and platform is now complete and open to the general public to enjoy the experience and history of the railway.

I'd personally like to thank each and everyone in the team for their hard work and dedication to this



project. They have gone above and beyond many times to ensure this successful outcome.

They have worked through every weather imaginable throughout the project; we've had rain, sleet, snow, thunder, lightning and a little bit of sunshine on the odd occasion.



It's not been easy at times but you all should be so proud of yourselves with what you have achieved.

Scolton Village

The grounds of Scolton Manor are now in full summer bloom and looking amazing. This again is thanks to all the hard work by all involved. I'm sure you'll all agree the team should give themselves a well-deserved pat on the back.

As we recover from COVID-19 and return to some sort of normality, we will be opening up even more opportunities for employment or voluntary positions on our projects to people who may have an impairment or difference that creates a barrier to employment.

The Timber Mill



August will see the start of our next exciting adventure. With the groundwork now complete on the new Talog Coed Timber Mill, the team will now start to process lumber from the Ash Die Back programme. Training on the safe use of these machines has already started and on-going training and development will continue throughout the summer months.

Talog Coed has been funded by a Welsh Government grant with the aim to create and provide sustainable jobs for anyone that has a work limiting health conditions or a barrier to employment.



Make, Grow & Eat! Gwneud, Tyfu & Bwyt!.

SCOLTON MANOR MAKE, GROW & EAT SHOP

Nigel Bevans

The Farm Shop (Make, Grow and Eat) opened its doors at the end of May and has seen a busy few weeks with lots of positive feedback coming our way. Located opposite the signal box and old steam train in Scolton Manor, we are anticipating a lot of footfall over the summer months, especially when more of the attractions open up and word spreads of our location. The shop was built by Dai Brock and his team in the earlier part of this year. Despite the cold unpredictable weather we saw in the early part of 2021 they carried on regardless so a massive thank you to Dai and his team.

The shop is manned by our support workers, we have staff on supported employment as well as volunteers who have all worked hard since the opening setting things up and getting use to the new larger area. A big thank you again to all involved.

We stock a range of crafts that have been made by some of our team at Norman industries. We stock some of Scolton Manors own produce from the walled garden as well as their very own Scolton

Manor Honey. You will also find a range of items produced by local Pembrokeshire small businesses, pebble art, canvas, mugs and much more. We serve a variety of snacks and beverages also as well as a range of freshly baked good from Edie's tearoom. We also sell the Scolton Manor season tickets which are a good deal if you are a regular visitor on the estate.



We will be hosting a variety of different events to keep you busy over summer, even on those rainy days! We recently held our pirate themed day as part of the Treasure Island theatre show held up near the Manor House. The event was a great day out for all with many more similar events planned over the forthcoming months. Keep an eye on the Norman Industries and Scolton Manor Facebook pages for more information.

We are looking at an official opening over the summer which will see the shop get its new name, the 'Station Shop' so watch this space...



SOCIAL ZONE CAFÉ

Marty Andrews

The Social Zone Café has launched an exciting new summer menu including homemade lemonade, smoothies, fruity rice salad, and family meal deals. A new menu and 'groovy' menu layout was designed by Dan & Steff with Aaron taking photographs to illustrate the dishes prepared by Steff and the team. Dan provided social media support and the new menu launched in June.

Customer feedback is excellent with lots of repeat visits helping to build sales.



(photo: our summer menu)

We have also welcomed three new volunteers to the Social Zone, and Melissa, Cameron and Shannon have settled in and have started to develop their cooking and customer service skills with a view to moving on to Caffi Cyfle in Haverfordwest when it opens.

(photo: Cameron putting the finishing touches to his first cheesecake).





EDIE'S TEA ROOM

Marty Andrews

Edie's Tea Room had a very busy Whitsun half term and has launched a new function planning service to help customers build bespoke catering for their functions and gatherings. Scolton Manor is now licenced to carry out civil marriage ceremonies and we anticipate that there will be lots of opportunities to cater for these and other events.

At the recent performance of Treasure Island, Edie's hosted a barbeque for those visiting to enjoy. Thankfully the weather was kind!

We plan to make the barbeques a regular feature during the summer.



(photo: Cerys restocks the barbeque for the shows interval).



REPAIR CAFE

Marty Andrews

Since launching at Scolton Manor in May we have now held three events repairing over thirty items ranging from garden rakes and electric hedge trimmers, to tablecloths and vax machines. We have established a skilled crew of 'fixers' and the word is now spreading in the community.



The Repair Cafe at Scolton Manor Park takes place every second Thursday of the month 1pm -4pm. At the moment we offer appointments in order to manage social distancing but as restrictions ease these will become 'drop in' events.

Other parts of the Pembrokeshire Circle have hosted events in Crymych, Letterston, St Davids, and Fishguard with more events in Milford Haven, Pembroke Dock and Haverfordwest planned in the next few months. Check pembrokeshirecircle.org for repair cafe details.





Gill Nunnery

We have seen a massive increase in referrals over last few weeks which is fantastic for the project – a mix of participants who are looking for training, to upskill and support back into employment. Training courses are running more frequent now we are slowly coming out of the lockdown and training providers are able to provide training but at reduced numbers in order to comply with COVID rules.

We continue working alongside other employability projects within PCC, DWP and Careers Wales to encourage new referrals, mentors have started working out of Haverfordwest JCP+ every other Wednesday to allow more support to job coaches to showcase what workways can do, and engage with participants who are attending there, to offer advice and support in helping them move forward.

Mentors and ELOs now have the facility to start meeting participants face to face again, using our COVID secure desk provision at the office which is working well. We are benefitting from seeing people again, however we are still carrying out calls via phone, WhatsApp and virtual platforms to engage. All new referrals are to be emailed to the employability@pembrokeshire.gov.uk address where they will continue to be triaged for the relevant project support.

We also would like to welcome our three new members of staff to the team Kath (admin), Penny and Nirvana (mentors) who have started within the last few weeks and wish them the best in joining the team.



NORMAN INDUSTRIES: TRAINING, ARTS & CRAFTS

Lee Adams

Training is slowly opening its doors, meeting the current COVID guidelines. The team have been working really hard supplying items for many of our projects including bug boxes and bird houses for the Station Shop and refurbishing furniture for our Paul Sartori project. Paul Sartori is now open and we are now working towards a degree of normality. We are planning to take on more volunteers over the coming months, depending on the COVID guidelines.

Maths and English classes have now wrapped up for the summer holidays and certificates were recently given out. Well done to all who attend these classes (see photo) – you have worked really hard.



Under the fantastic support from Sue, everyone in Arts & Crafts have been busy, producing some beautiful hand painted glassware which is now available from the Station Shop in Scolton Manor. Also available are wonderful fabric items made by Jane. Keep your eyes peeled for more of Jane's work in the coming weeks.

Our CNC machine is under repair at the moment, however our new laser machine has been producing some fantastic signs while we explore other exciting possibilities for our future creations.



LIBRARY OF THINGS (LEND, MEND, EXTEND)

Nigel Bevans

Our Library of Things launched digitally in early April of this year. We hold a variety of items which you can borrow out at a reasonable rate. Items such as grass strimmer's, wheelbarrows, children's games to gazebos! Most of our items have been donated by the general public, items that they have owned but do not use very often or not at all.

If you have any item that is not used very often or not at all then you can donate it to the Library of Things, you can contact us on 01437763650 (Norman Industries). To make an account so that you can loan an item, simply visit

www.pembrokehirecircle.org and sign up free of charge.

Our warehouse is located in Norman Industries but our click & collect service will be located at our new premises which is opening this summer, No5 Riverside in Haverfordwest. This location will also be the site of Café Cyfle (see Catering news). So all exciting things happening... watch this space...



NORMAN INDUSTRIES – PPE DELIVERIES

Lee Adams/Nigel Bevans

Since September 2020 we have been delivered PPE (Personal Protective Equipment) to care homes and social activity centres throughout the entire Pembrokeshire area.

A lot of work was put in at the beginning of this enormous task as we had to map out how to deliver all this PPE from location to location in a time efficient way.

Our delivery drivers Mark & Pete have been doing an amazing job keeping them all stocked up in what have been difficult months. Also special thanks to the team in the Provider Supply Hub for working closely with us to ensure the service is met effectively and to a high standard.



TACKLING IN-WORK POVERTY IN PEMBROKESHIRE

Mark Chesterton

July was the twelve month anniversary for the Tackling in - Work Poverty Pembrokeshire Project, and it has been an extremely busy quarter with a wave of new referrals and positive outcomes throughout the months. Mary Howes the projects Performance and Quality Supervisor said

"I am delighted with the progress of the project as in July we received our 100th referral, which was fantastic milestone for such a new supportive project."

The team have achieved positive outcomes with two participants who were working at Norman Industries on limited hour contracts. The team were able to identify further opportunities for both participants within Norman Industries as the COVID

restrictions started to ease and the company were able to continue their fantastic work engaging in local projects and services.

The Tackling in - Work Poverty Team were able to identify an opportunity for much needed funding through the Access to Work Scheme. This valuable service allowed the participants to increase their working hours with in work support.



This has led to both participants increasing their hours through the working week, which has not only impacted on helping their financial situation but has also allowed them more time in the work place which has had a positive effect on their mental health and wellbeing.

Adam pictured above at Scolton Manor went on to say

"I am really looking forward to the additional working hours, not only will I earn more money but it will also allow me to meet new people".



Paul is pictured outside the Norman Industries facilities in Haverfordwest (bottom left). He said,

"It's wonderful, I am so looking forward to working over five days a week which gives me more responsibility and more independence".

Both participants engaged in the Tackling in - Work Poverty Pembrokeshire Project extremely well, and we are all absolutely delighted at these positive outcomes.



**Profiad am Ddiwydiant
Experience 4 Industry**

Hayley Aspinall

E4I has had a very busy couple of months supporting young adults into various job opportunities. We have also been working with other agencies to help visit work experience on the Kickstart scheme.

We have has some of our participants being offered supported employment which they are delighted with. We are also waiting for start dates for a few more.

A young man named Iestyn joined Norman Industries in 2018 on an apprenticeship scheme through Futureworks. He has successfully learnt to use some modern machinery which is a CNC cutter and a 3D printer and is now fully capable of making fabulous items.

We are now at the point that we are able to offer Iestyn paid work, with a view to him teaching others how to use the machinery. We at E4I would like to wish you future success, helping others learn from you.

If you know of anyone who needs our support, feel free to contact Hayley on 07824522471.

Good News Story: Richard



Richard was referred to Workways+ by the Job Centre after a long-term absence from the world of work, this had affected his confidence. He started working with Andrea, to get enrolled on the project and to identify barriers to work. Andrea and Richard spent several initial conversations talking about how Richard felt about going back into the world of work after many years caring for his parents.

Richard was very enthusiastic to try as many different opportunities as we could offer him. He had discussed with his Job Centre coach the possibility of completing his IOSH qualification as a good first step, as this would give him a good background in Health and Safety covering many different working environments.

Richard completed his IOSH qualification in April. Following this very positive first experience of training Richard and his mentor worked together on a list of training that would enable him to move forward in both his working life and volunteering life. This led to him completing his Food Safety Level 2 qualification. Richard is now looking forward to extending his skills and complete courses in First Aid and Customer Care.

As Richard was unsure how he could work and claim Universal Credit Andrea contacted Citizens Advice who carried out a 'Better-Off Calculation' for him.

In order to put these skills into practice and focus support on job search, Richard was referred to

Employer Liaison Officer (ELO), TJ. Together, they worked on highlighting transferable skills and to apply for work sectors of interest. Richard received support with understanding the local job market, creating an up-to-date CV and applying for vacancies.

Richard lacked in confidence when using IT, so he enrolled on a digital literacy course which helped him to increase his job-searching skills and feel more confident when adding notes to his UC journal for his job coach.

Soon after starting his job search, Richard gained employment at a busy setting within the hospitality sector. Richard is very happy to be in work and has discussed further in-work support with his employer and ELO.

This is what Richard has to say about the support he has received:-

“ *Workways has been really helpful, I've started to think more about my future. Working with Andrea has helped keep my mind off other things. They've been helping me with the courses, and have helped with my UC, my work coaches know that I'm working with Workways and they really like that.* ”

Richard is fitting in well in his job, and Karen at the New Overlander had positive things to say about their new employee:-

“ *Richard has been working with us for a few weeks now and has fitted in with the team very well. He is prompt and reliable and works well at the tasks we need him to do. I hadn't been aware of Workways until we employed Richard, but will certainly be keeping in touch with the view to recruiting more staff.* ”



Celebrating Success!

We are really proud to announce that the Pembrokeshire County Council Supported Employment Programme has been shortlisted for the LGC Awards 2021 in the Diversity and Inclusion category. Our entry celebrates the fantastic work that everyone has been doing to promote and support people's right to paid employment and to find innovative ways to overcome the barriers that society puts in the way of people with impairment or difference getting a job.

The programme is innovative not because individual elements are new or untried but because it has brought together a number of tried and tested methods into a strategic programme that aligns objectives across a number of agendas. The programme is a partnership between the local authority, not just social care but our regeneration, education and leisure departments, our local health board and key third sector partners.



The programme is a key component of our equality action plan, driving an increase in disability employment across the local authority not just in the programme itself.

When you think about like that – you all deserve this nomination and success so well done!!

The LGC Awards recognise the achievement of 1500 local government councils throughout the UK so being 1 of 8 councils shortlisted for this award is an amazing achievement in itself. Next stage is a visit to London to present our project on the 24th September. So wish me luck.

The winners will be announced at an award ceremony in November.

Supported Employment Opportunities

