

Impact Report

2021-22

Creating futures
for young people
with learning
disabilities



www.teamdomenica.com

Registered charity no: 1165494





“I am very happy to now have paid work at The Grand Brighton. I like working at the hotel, the hours are great and I think my colleagues are funny!”

Bradley, Team Domenica candidate,
on the day he was offered paid employment.

We create futures

Based in Brighton & Hove, Team Domenica supports young people with learning disabilities, our candidates, to acquire the skills, confidence and independence they need to gain paid employment, to reach their full potential and find their place in society.

At a time when the number of people with learning disabilities in paid employment has fallen to 5.1% in England (Mencap 2021), we are delighted to say that we are bucking that trend. We are making huge changes within our community, for the young people we support, their parents and carers, and our employer partners.

At the end of our academic year, in June and July, we collate information from across our programmes; we survey our candidates, their families, and our employer partners. We combine all of this information into a report to show the impact we are having on our community, the difference we make to the lives of our candidates and their parents and carers.

Lauren, Team Domenica candidate, taking a break from working in one of our cafés.

Our proudest achievement since opening in 2016, is that

84%

of candidates have now achieved paid employment through our Supported Internship Programme.



We build skills and confidence



“I have enjoyed working with new people and I am very proud of the new café skills I am learning. I can do anything now.”

Jasmine, Team Domenica candidate, working on her skills with support from training mentor Lily.

Our candidates

This year, we supported 82 young people with learning disabilities to build a brighter future for themselves. In 2022-23, that number will rise to 100 candidates.

In their first year, **24** of our candidates completed our Supported Employment Programme. This is our highest ever number of people in a single year. In addition to completing their employment qualifications, they have also started numeracy and English qualifications in the classroom.

In their second year, six candidates restarted our Supported Internship Programme after COVID-19, and nine started it afresh. In total, in the last year **15** candidates were offered paid employment through this programme.

This means that **29** candidates are now currently in paid employment and supported by our Wrap Around Programme. This programme ensures that both candidate and employer stay supported long after a candidate first moves into employment.

Next year we hope to see over 50 candidates in paid work.

Ella (top) and **Keiren** (bottom), Team Domenica candidates, working on their employment qualification in our Training Centre.



24

of our candidates completed their Supported Employment Programme this year



We are having a huge impact

Team Domenica works towards five transformative objectives. Here's how we are making a difference.

1 Young people with learning disabilities have improved workplace knowledge and employability skills.

- **100%** of our candidates have passed their employment qualifications.
- Every one of our candidates is demonstrating new employability behaviours and skills, tracked in their café passports.
- **98%** of our candidates believe they are more skilled, and their parents and carers agree.

2 Young people with learning disabilities have increased opportunities to gain and sustain work.

- Since opening in 2016, **84%** of candidates have now achieved paid employment through our Supported Internship Programme.
- **90%** of those candidates who have had the chance to work for over one year are still in employment. Of those that have left employment, the primary reason has been due to the pressures of COVID-19.
- **96%** of our candidates tell us they have more hope for the future.



“Team Domenica has helped me build my confidence and learn new skills, but it was really working at the coffee roastery that was the final stepping stone to finding paid work. After three years I have been offered paid work which makes me feel good and independent. Team Domenica has given me hope for the future, it's a nice feeling to think I don't always have to rely on other people.”

Michael, Team Domenica candidate, in paid work at The Edge Tea & Coffee.

We are building a network of employers

3

Partnered employers report feeling more confident in providing work experience, supported internships and paid employment to young people with learning disabilities.

“We’ve had so much support, expertise and spirit from Team Domenica that it made me feel like we could give it our all and make it a success. And it has been; for the company, for Team Domenica and particularly for [Team Domenica candidate] Michael. I would absolutely recommend working with them.”

Alice Edgcumbe-Rendle,
Director at The Edge Tea & Coffee



50 ↗

employer partners work with us across Sussex, with 17 added in the last year.

4

Young people with learning disabilities have increased independence, confidence and wellbeing.

- ↗ All of our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports) and **98%** report feeling more independent.
- ↗ **93%** of candidates said they are happier.
- ↗ **100%** of candidates said they felt more confident.
- ↗ **90%** of candidates feel that Team Domenica has helped them manage their anxiety.

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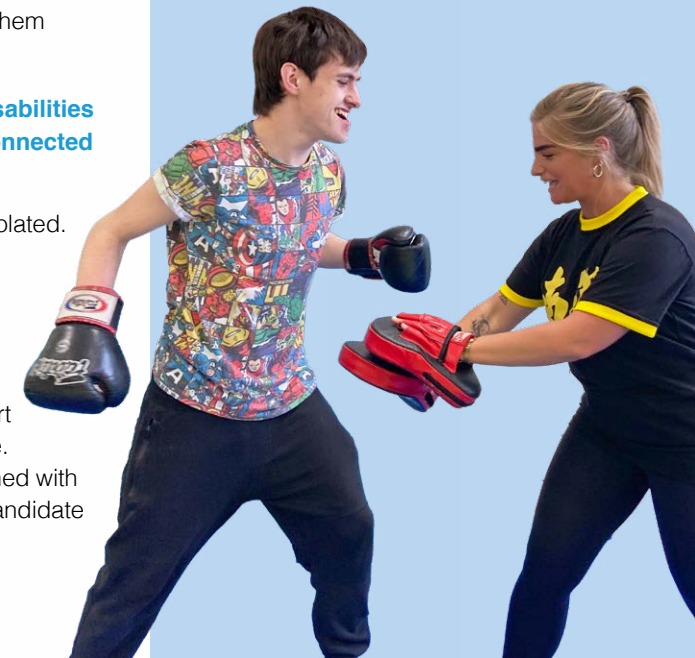
Young people with learning disabilities feel less isolated and better connected to their local community.

- ↗ **86%** of candidates feel less isolated.
- ↗ **98%** of candidates have made friends.
- ↗ We are working with **15** different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work experiences, one candidate interacts with over 20 different segments of our community.

Enrichment is one of the key tools for building friendships, confidence, resilience and transferable employability skills such as teamwork and communication.

“I enjoy enrichment the most, it’s definitely more fun than not seeing people and being bored alone. Getting to see my friends and to use some energy just makes me happy and more smiley.”

Oskar, Team Domenica candidate,
enjoying Nam Yang martial arts with training mentor Lily.





We are making a wider impact in our community

We know that our impact goes beyond just our candidates. We are having an impact in our wider community too.

In our cafés

Since August 2022, we have opened two new cafés at Plus X and Jubilee Library in the centre of Brighton, bringing our total number of enterprises to:

- Four Café Domenicas across Brighton & Hove
- One canteen for staff and students at St John's College (Scrummies)
- One Coffee Roastery

All of our enterprises not only provide brighter futures and training for our candidates, but they also showcase their ability and talent. This challenges society's misconceptions about people with learning disabilities – something we feel very proud of.



Our two new cafés at **Plus X** (top) and **Jubilee Library**.

“It was fantastic working with my friends and giving great service at the charity ball. I'm proud of me and I think my parents will be too.”

Lara, Team Domenica candidate, working at Ditchling Charity Ball, an event organised by friends in our community.

In Policy

This year, our candidates contributed to Brighton & Hove Council's Five-Year Plan for both adults and young people with learning disabilities.

We have participated in an independent study commissioned by BBC Children In Need that is looking at the challenges faced by the SEND community and advising on policy changes.

We have advised the Centre for Social Justice on the perspective of people with learning disabilities, and their families, on several occasions.

Our team also spoke at the Henry Smith Charity National Conference in June 2022 on the challenges we faced throughout COVID-19.

With Parents

100% of parents and carers feel supported by Team Domenica. They state that Team Domenica is, 'taking the pressure off,' 'listening', 'giving freedom', 'offering hope', and 'signposting for further support.'

Left: Vivienne Drews from the Henry Smith Charity with Greg and Lisa from Team Domenica.

Right: Candidates showcase their work after Brighton & Hove Council's Five-Year Plan workshop.



“As a parent you always worry about your child's future, even more so when they have learning disabilities. Team Domenica has been fabulous for my daughter. She feels listened to, cared for and valued. Her confidence has grown and she talks more positively about her future.

I can't thank Team Domenica enough for promoting such a positive image of young people with learning disabilities, and their ability to make a massive contribution to society.”

Jan, mum of Katie,
Team Domenica candidate,
(employed at the i360 in Brighton)
preparing to run the Brighton 10k
in aid of Team Domenica.

It takes a tremendous amount of time and effort for candidates, our team and our employer partners to make our programmes a success. Here's a snapshot of how much goes in!

Classroom time

166.5 hours per candidate

Café training

462 hours per candidate

Work experience

45 hours of work experience with three separate employers for each candidate in a candidate's first year

Relationship, sex, health and economic education

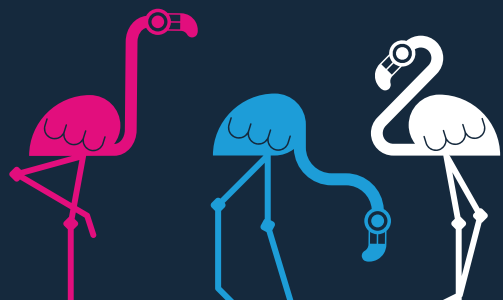
37 hours per candidate

Enrichment activities

129.5 hours per candidate

Supported internships

396 hours of 1-1 support from our job coaches in a candidate's second year



Fun Fact

As part of their training, in one year, our candidates made and served **1,258** brownies, **4,364** lattes and they roasted and packaged **5,000** kilos of coffee!



“Team Domenica is great, I really like the staff and enjoy my break times with my friends. I am enjoying learning everything about coffee and I'm learning to roast coffee.”

Emily, Team Domenica candidate, works at our coffee roastery every week.

“I would like to give Team Domenica a massive thank you! Before I started with them, my dad and I were hunting all over for a job for me and people kept turning me down. That obviously knocked my confidence. When I arrived at Team Domenica, I learnt how to make barista-style coffee, perfected my baking and preparation of food – it has been said that I make the best shortcrust pastry!

Since then, because of my training and the partnership with The Grand Brighton, I am now an apprentice chef at the hotel! Without Team Domenica this would have never happened.”

Tim, Team Domenica candidate



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