

# Our Impact

2022-23

Creating futures  
for young people  
with learning  
disabilities



[www.teamdomenica.com](http://www.teamdomenica.com)





*“I feel happy to be in the workplace and look forward to starting my job. I’m really happy Team Domenica helped me get paid work.”*

**Ella**, Team Domenica candidate, in paid work at Sodexo in the Amex Stadium

# 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, 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 (NHS Digital, 2021), we continue to show that it doesn't need to be that way.

At the end of each academic year, we survey our candidates, their families, and our employer partners. We combine this information with other data collected throughout the year, and produce this report to show the impact of our work.

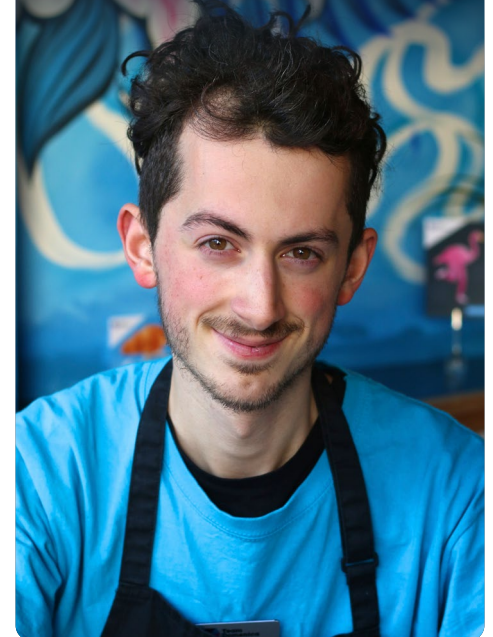
2022-23 has been another successful year as we strive to make huge changes within our community, for the young people we support, their parents and carers, and our employer partners.

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

Our proudest achievement since opening in 2016, is that

# 81%

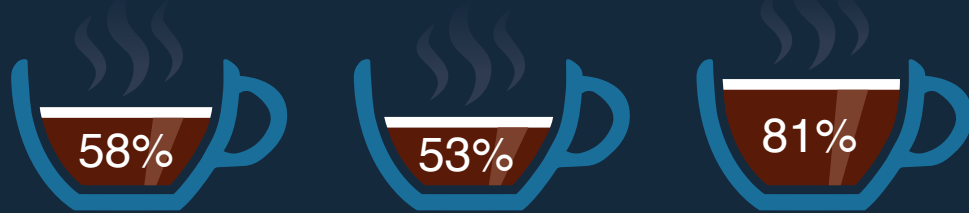
of candidates have achieved paid employment through our Supported Internship Programme.





# Employment is a pathway to inclusion and independence

Getting paid work is important to **9/10** of our candidates. Why? Because...



paid work gives me independence

paid work makes me feel good about myself

paid work helps me meet new people



paid work builds my confidence

paid work is an opportunity to learn new skills

paid work means I can make money for myself

*“Team Domenica is great, it feels like one big team. You learn while you work so you feel more confident and have more skills. Everyone deserves a paid job so they can earn their own money, keep busy and make friends.”*

**Issie**, Team Domenica candidate, receiving training at Café Domenica



## Our candidates

**This year, we supported 90 young people with learning disabilities to build a brighter future for themselves.**

In their first year, **14** candidates finished their Supported Employment Programme, each passing their employment qualifications in the classroom, completing over **40** hours of work experience and over **400** hours of training in our cafés.

After graduating from their supported internships, a further **15** have been offered paid work across Sussex.

This means that, since opening, we have supported over **50** young people with learning disabilities to find paid employment, with over **40** currently supported by our Wrap Around Programme (WAP). This programme ensures that both candidate and employer stay supported long after a candidate first moves into employment.

The number of applications to join our programmes rose by **26%** and in 2023-24 we will be supporting over **100** candidates.

Team Domenica candidates, **Harvey** (top), completing his supported internship at The Grand Brighton, and **Abigail** (bottom), working on her employment qualification in our Training Centre.



**100+**  
candidates will be supported by our programmes in 2023-24, a 26% increase from the previous year.



# We are creating skills and opportunities

Team Domenica works towards five transformative objectives. Here's how we're 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.
- All our candidates are able to demonstrate new employability behaviours and skills at home, in our training cafés and at work.
- **95%** of our young people believe they are more skilled, and their parents and carers agree.

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

- Since opening in 2016, **81%** of candidates have now achieved paid employment through our Supported Internship Programme.
- When our candidates find paid work, they stick with it. **95%** of our candidates are still in employment after a year, and two thirds of our candidates are still in their original job over three years on. Some have found additional work and each year we see more young people become independent.
- **91%** of our candidates tell us they feel good about their future.



*“Team Domenica is a place that welcomes you with open arms. The staff really want you to achieve success and move on to the next stage of life. I feel like I have consistently learnt new things and gained new knowledge.*

*I now have a paid job and being in the workplace feels really rewarding. I get a lot out of being employed, I feel like I have potential.”*

**Sam, Team Domenica candidate,**  
*in paid work at Pizza Pilgrims*

Just **25%** of people completing supported internships in the UK are still in work after one year.  
*(FE weekly, 2023)*

At Team Domenica it's

**95%**



# We are founding a network of disability-confident employers

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

**50** 

employer partners work with us across Sussex.

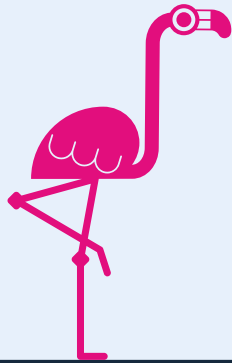
*“Alex has fitted in so well at Hoogly, we are all very fond of him and enjoy working together. Team Domenica have been so supportive and helpful throughout our journey and we would highly recommend any business to work with them.”*

**Tina**, Manager at Hoogly Tea and employer of Team Domenica Candidate **Alex**

- Before working with us, **67%** of employer partners reported low levels of confidence in employing a person with a learning disability. Now, **94%** of our partners feel confident in employing one of our candidates.
- In fact, **100%** of our partners say that working with our candidates has benefitted their business, and **88%** would consider employing more people with learning disabilities.



# We are building confidence and independence



**4** Young people with a learning disability 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 **93%** report feeling more independent.
- **92%** of candidates said that they are happier.
- **98%** of candidates said they felt more confident after joining Team Domenica.

**5** Young people with a learning disability 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 **14** different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work experience, each candidate interacts with over **20** different parts of our community.

**Jake and Charlie**, Team Domenica Day Service candidates

*“Enrichment has taught me to be considerate, tolerant and kind. I now feel a lot less lonely and isolated too – I’ve made more friends here than I ever have.”*

**Charlie**, Team Domenica candidate





# We are making our mark in the wider community

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

## In the community

This year, our candidates exploded onto the scene in Brighton, attending, delivering and participating in so many events that it's hard to keep track!

## In our cafés

Our four Café Domenica sites, as well as our coffee roasting business, not only provide brighter futures and training for our candidates, but they also showcase their ability and talent to thousands of people in Brighton & Hove; challenging societal misconceptions about people with learning disabilities – something we feel very proud of.



Above: A collage of our candidates and staff at recent community events.

This year our candidates have completed over

# 56k

café transactions and delivered catering to over 100 functions and events.



*“Being at Team Domenica is great, they’ve brought out the best of me. I’ve learnt communication and customer service; I can talk to new people really well. I feel proud of my work and training, it will help me achieve my dreams of getting a paid job!”*

Theo, Team Domenica candidate, working on his hospitality skills



# Wider influence

In October 2022, our Founder and Chair, Rosa Monckton MBE and Programme & Strategy Director Lisa Campbell Squires were keynote speakers at the Times Education Supplement SEND show, sharing our approach with the SEND community.

We are active members of Natspec, the British Association for Supported Employment (BASE), the Disability Confident Scheme and the National Supported Employment Forum. We also continue to support our local authority partners in policy.

## With parents and carers

100% of parents and carers report feeling supported by Team Domenica. They state that Team Domenica are “taking the pressure off”, “listening”, “giving freedom”, “offering hope”, and “signposting for further support”.



Below: Candidates, parents and carers celebrating at our new and inclusive swim challenge event, Great Lengths.



“The moment we walked into Team Domenica, I knew it was the place for us. The whole atmosphere oozes with positivity. The candidates are fully engaged and smiling; the staff are clearly loving it too. The path is not always smooth but when we have hit those lumps and bumps, the support has been there to guide us through. The future is bright and we look forward to all the opportunities and challenges ahead with confidence.”

**Lottie**, mother of candidates **Sam and Patrick**, with her sons and extended family after running the BM10k and the Brighton Marathon for Team Domenica (pictured below)





# Forging futures takes time and effort...

Our candidates, our team and our employer partners really have to commit to make our programmes a success. Here's a snapshot of how much time and effort goes in!

## Classroom time

**190** hours per candidate

## Café training

**400+** hours per candidate

## Work experience

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

## Relationships, sex and health education

**57** hours per candidate

## Enrichment activities

**111** hours per candidate

## Supported internships

**390** hours of 1-1 support from our Job Coaches in a candidate's second year

As part of their training, in one year our candidates made and served:

 **1,478** brownies  **15,351** coffees

and they roasted, packaged and sealed

 **11,100** kilos of coffee! 



*“Life at Team Domenica has been a great balance of background training, work experience and fun! I feel like a more well-rounded and worldly person. Being in the workplace can be stressful but also liberating. It fills me with pride and hope for the future.”*

**Jacob, Team Domenica candidate,**  
in paid work at Café Rust

# ...and funding

Team Domenica is a charity. We are absolutely reliant on funding from our generous community to change the lives of the young people we support. Without this help, we could not run our programmes to the standards that young people with disabilities deserve, and give them the best chances of success.

If you would like to speak with us about raising money towards our work, starting a partnership, or making a contribution please get in touch via **01273 681111**, [theteam@teamdomenica.com](mailto:theteam@teamdomenica.com) or [www.teamdomenica.com](http://www.teamdomenica.com).



*Thank you to all the people, businesses, trusts and foundations that have visited our cafés, taken on challenges, and donated to make sure people with learning disabilities can acquire the skills, confidence and independence they need to gain paid employment, reach their full potential and find their place in society.*

Above: A group of Team Domenica candidates after completing their first year of training.



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