

WORKING TOGETHER FOR A BRIGHT FUTURE

Annual Report 2016

CAFE WITH A CONSCIENCE

Creating opportunities for meaningful work experience, mainstream qualifications and the strengthening of life and social skills for 16-25 year olds with moderate to severe learning disabilities.



MESSAGE FROM THE CHAIRPERSON

Mary Cartwright

Windmills Lanarkshire's commitment to the development of the young workforce has been enshrined since the commencement of the organisation. In 2006, a group of pupils from Firpark School, Motherwell formed a committee determined that young people with learning disabilities should have equal access to meaningful work experience opportunities, and so Windmills was born.

Over these years Windmills has developed award winning teaching resources which allow young people with learning disabilities, including low literacy groups, to achieve main stream qualifications and 'hands on' experience. In addition to this, we recognise that many young people with learning disabilities enter adulthood with limited life skills and as a result poor life chances, often leading to isolation and being marginalised. Windmills Lanarkshire are dedicated to playing their part in supporting these young people to build life and social skills, confidence, independence and ultimately employability. In addition to the opportunities we provide for work placements and traineeships, in 2016, we were pleased to launch our Modern Apprenticeship Scheme which we look forward to developing further in 2017 and beyond.

The Scottish Government's, Opportunities for All and Post 16 Transitions Data Practice Framework have made an explicit commitment to offer a place in learning or training to every 16-19 year old in Scotland.

Windmills is aware that transitions are difficult for all young people but particularly for those with learning disabilities and are therefore delighted to be working with Additional Support Need Schools and Units in North and South Lanarkshire to support young people in preparation for and during their post school transition.

It is widely recognised that some young people have particularly complex additional support needs and may not, therefore, be able to take up employment. For this group, volunteering can be a positive option and research suggests that people with learning disabilities approach volunteering as they would, formal, paid employment and offer a significant amount of time to voluntary organisations. Windmills offers trained, meaningful and valued volunteering roles which are stimulating and rewarding. In 2016, we were delighted to be awarded the Investors in Young People award reflecting our commitment to good practice.

We believe that young people with learning disabilities deserve to live life to the full and we are working together for that bright future in 2017 and the years ahead.

"Today in Scotland we have...
young people, not in work, not in
education, waking up each
morning wondering if their
community has any need for
them."

Sir Ian Wood



OUR PROGRAMMES

- Modern Apprenticeships
- Traineeships
- School/Transition Work Experience
- Volunteering & Mentoring
- Employment

OUR QUALIFICATIONS

- REHIS Safe Working Practices Award
(Equiv. to REHIS Food Hygiene Elementary +)
- First Steps to Employment SCQF Level 3
- SVQ2 Hospitality Services
- Modern Apprenticeship SVQ Hospitality



‘I WAS SO IMPRESSED BY WINDMILLS: THE PEOPLE, THE ENTHUSIASM, THE FOOD, THEIR ‘WINDMILLS WAY’ WAS JUST FANTASTIC. I LEFT FEELING VERY UPLIFTED’.

Networking Partner

Trainees

15

acheived
REHIS
qualification

80%

3
Modern
Apprenticeships

more hopeful
about life

80%

feel more confident

98%

more confident
handling
money

98%

Windmills
2016

17
work
experience
placements

50%
been able to cook
independently
at home

OUR DISTINCTIVES

At Windmills we set challenging and high standards for our trainees. Our experience shows that with good support most young people with learning disabilities not only achieve but go much further than we ever imagined, taking on responsibility and moving towards independence.

Governance

Windmills ensure that trainees views are at the heart of all decision meeting. They meet regularly to discuss and approve decisions on the running and strategic development of the organisation and are involved in all staff and trainee recruitment.

Training & Mentoring

Windmills is committed to providing 'hands on' experience leading to mainstream qualifications in Catering and Hospitality. Our awarding winning training materials have been uniquely adapted to be accessible for low literacy groups and their excellence widely acknowledged.

Peer leadership and mentoring is another hallmark of Windmills unique model. We support young people to take responsibility and become leaders. Our trainees mentor their peers and manage many elements of the Cafe functions.



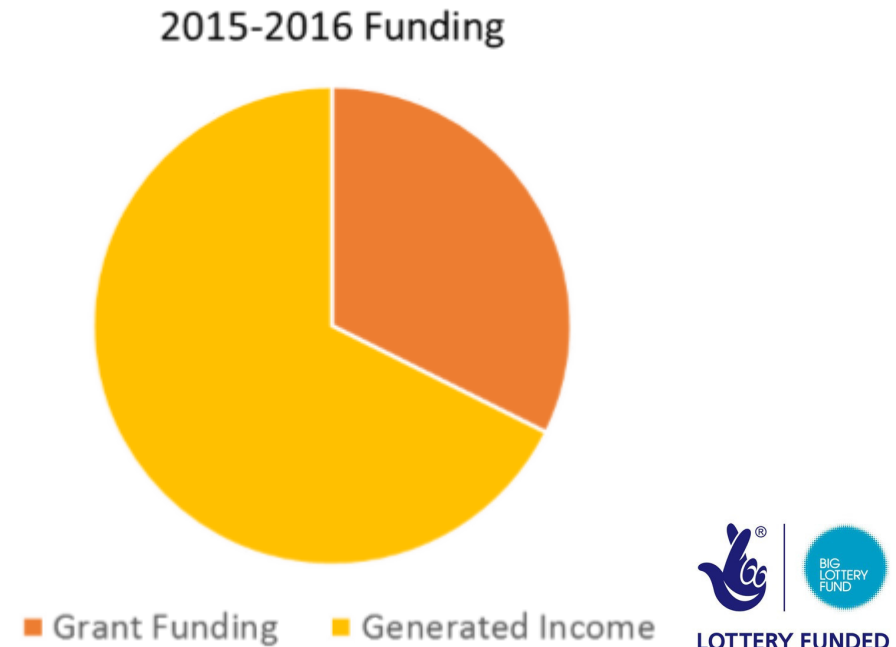
WINDMILLS HAS GIVEN ME THE
CHANCE TO BE PART OF A TEAM.
IT'S BEEN IMPORTANT TO ME,
IT'S MADE ME MORE CONFIDENT
IN MYSELF IN GETTING ME OUT
AND ABOUT.
I FEEL MORE INDEPENDENT AND
AM BUILDING UP NEW SKILLS.'

Windmills Trainee

FUNDING & AWARDS

Windmills Lanarkshire is grateful to all the customers and local businesses who have given their support during 2015-2016.

Thank you also to the grant funders who have provided essential funds and advice.



Windmills Lanarkshire has consistently won awards for best practice as they work towards improving their training facilities and materials. In 2016, Investors in People awarded them the Investors in Young People Award for commitment to young people in the workforce. This Award recognises strengths in recruitment, retention and development of young people all of which are hallmarks of Windmills.





NEXT STEPS

Windmills Lanarkshire has ambitious plans for 2017 including:

- Strengthening financial sustainability
- Developing successful partnerships
- Expanding the Windmills online training provision
- Extending our Modern Apprenticeship scheme
- Upgrading of Cafe facilities

HOW TO PLAY YOUR PART

- *Visit us for coffee and more*
- *Volunteer – whatever your skills or hobbies we're sure they will be helpful*
- *Follow us on Facebook & Twitter*
- *Donate via Just Giving*
- *Sign up for our Windmill Events.*



A stylized, light blue illustration of a windmill is positioned on the right side of the page. The windmill has a square body with a grid of small squares, and four sails. The sails are also square with a grid pattern. The entire illustration is rendered in a light blue color against a white background.

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