

ANNUAL REPORT of the BOARD OF TRUSTEES 2022



Chair's Statement

Helen Ruelle, chair of the Board of Trustees



*"If it wasn't for JET, my employer willing to give me a chance in life,
and a sprinkling of my own determination, I wouldn't be where I am today.
JET gave me the best chance of a lifetime."*

It was so heartening to hear great testimonials like this in 2022, the Jersey Employment Trust's 20th anniversary year. And what a year it has been for JET with some fond farewells to those who have played key roles in the Trust's development and welcoming our new Executive Officer. We continue to focus on supporting our clients in preparing for, finding and retaining work as well as meeting the challenges that the current world crises are presenting for our clients and us as a charity. We have continued to look for new ways to evolve and work together with all our stakeholders in close partnership to ensure the best possible outcomes for our clients and staff.

A highlight of our year was our conference at the L'Horizon Beach Hotel in April, where the BBC's Security Correspondent Frank Gardner was a truly inspirational keynote speaker. The flagship event in front of 150 delegates provided the chance to reflect on our beginnings, celebrate the achievements of the past couple of years and look forward to what JET and Acorn Enterprises can achieve in the next 20 years. It was also an opportunity for us to recognise some of the inspirational work of the employers who support JET and our clients in what is one of the Board's favourite jobs – presenting awards to our Employers of the Year and other organisations who partner with us. We are grateful to our conference sponsors Ogier and NatWest International.

The conference provided the perfect opportunity to say goodbye publicly to Jocelyn Jacques who retired as Executive Officer having been at the helm of JET for 17 years. Jocelyn was a truly remarkable and inspirational leader. It is extremely difficult to describe the long-lasting impact which Jocelyn has had on our organisation, its staff and clients. She will be remembered in particular for her unwavering service and her transformational leadership.



Left: The new Acorn Reuse donations centre built thanks to Fiscal Stimulus funding
Above: Penny Shurmer, Executive Officer of JET

Chair's Statement

She has been succeeded as Executive Officer by Penny Shurmer, who brings considerable knowledge and expertise of the labour market, employment and skills issues. For 12 years Penny worked in the Government of Jersey developing and leading Trackers, the apprentice programme, and then bringing together Skills Jersey as Head of Service. We are delighted to have Penny on board and we know that she is going to do a fantastic job in taking JET forward as we meet the challenges of the next 20 years.

One of the most immediate challenges is the cost-of-living crisis, which affects us as a charity as well as our clients. With our clients also presenting with a greater complexity of needs, our staff are faced with more pastoral problem-solving due to the pressures in budgeting, housing and wellbeing.

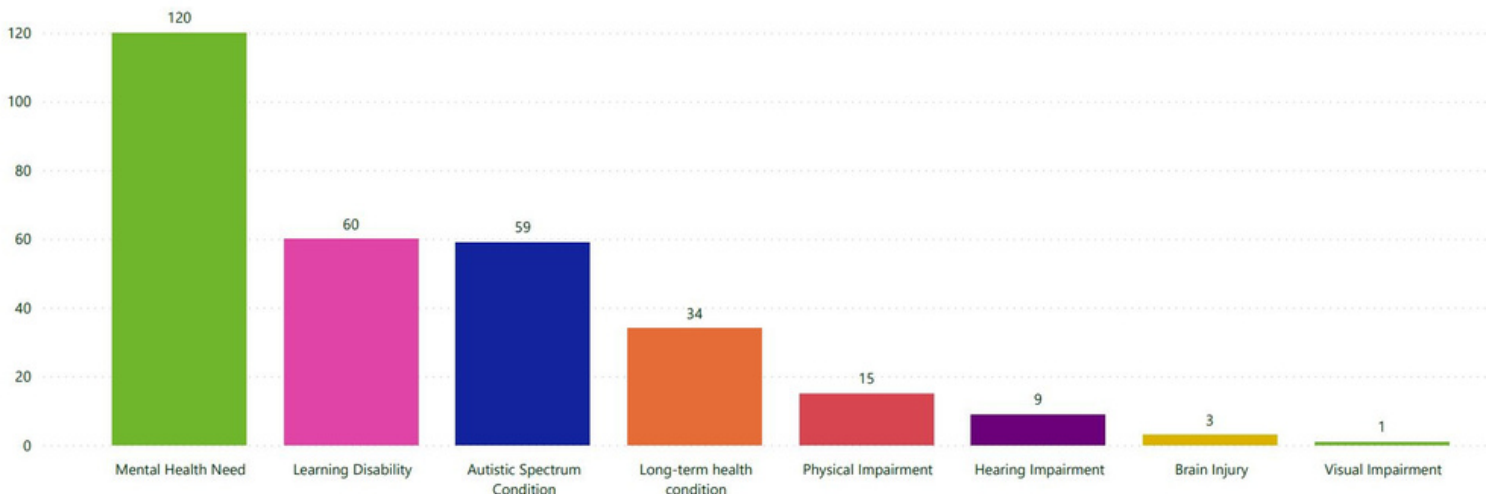
In 2022, the Employment Service placed 143 new jobs across all industries, the top being retail and hospitality; supported 253 work placements and 66 work experience placements; and supported 183 people under the age of 25, 50% of whom have a mental health need.

A significant milestone for Acorn was the opening of the new purpose-built Reuse donations centre, thanks to Government of Jersey Fiscal Stimulus funding. Officially opened by the then Treasury Minister Susie Pinel, the building now provides an undercover area for donations of items from the public, as well as a storage and sorting area. This in turn freed up 25% more retail space in the main Acorn Reuse store, which has led to a 20% increase in sales in 2022. The project has also created more jobs and training opportunities for people who have a disability or long-term health condition.

Other areas of the Acorn business benefit from the increased activity generated by the Reuse shop being so busy, not least the plant nursery, which has responded to customer demand for more herbs, vegetables and pollinators.

A new States Assembly was voted in in 2022 and we have engaged with several Ministers who have visited us to get to know JET and Acorn Enterprises better. We are a diverse organisation in so many ways with many 'strings to our bow' and it is always thrilling to see visitors to JET and Acorn, whoever they are, really get to understand what we do and the difference that the organisation can make to people's lives in a long-term, meaningful way.

Total Supported Jobs by Primary Disability in 2022
Total = 301



Chair's Statement

One of our continuing aims is to bring this awareness to more people in Jersey. If you are reading this and want to know more, please do contact either me directly or Penny. Important conversations with our new Ministers have started, and we look forward to working more closely with various government departments. Positive discussions were held with Ministers as well as contractors to prevent demolition timber ending up in the waste stream and to divert it to the Woodshack for reuse or repurposing. This is a positive development, and we look forward to building on it further.

We continue to work in collaboration and partnership with many different charities and agencies, to advocate for people with disabilities. In November we were proud to take part in the Embrace our Difference event at the Jersey Library, where the keynote speaker was Liz Johnson. Liz, who has cerebral palsy, is a three-time Paralympic medallist, businesswoman and expert on disability inclusion in the workplace and she took the time to visit Acorn Enterprises while she was here.

With lockdown fading in our memories, it was nevertheless a pleasure for the team to be reminded of and praised for the way in which they supported clients and each other through that unprecedented time. At the CIPD Jersey awards in the summer we won an award for outstanding employee engagement initiative during the Covid pandemic.

One of our longest serving trustees, Carl Howarth, stepped down from the Board after his term of office came to an end. I would like to thank him for his truly outstanding service. His passion for JET, together with his knowledge, wisdom, insight, dedication and enthusiasm has been a driving force at JET and it will be hugely missed. He has been fundamental to JET's development and success over many years.

The trustees are, as always, grateful to all the employers, funders and agencies who support us, and to our loyal customers who continue to make Acorn such a huge success. We continue to be incredibly proud of the commitment and determination shown by all staff, and by our clients. This is a truly wonderful organisation. Thank you to everyone involved and here's to the next 20 years!



Paralympian Liz Johnson (third from left) is pictured with Acorn staff Caroline Kelly and Amanda Berry, Ant Lewis and Dario Gentili from the Government of Jersey Disability & Inclusion team, and ATD Client Services Manager Fiona Scott



Frank Gardner, keynote speaker at our 20th anniversary conference (Picture by GARY GRIMSHAW)

Who We Are

The Jersey Employment Trust (JET) is an independent charitable trust that provides a specialist employment service for people who have a disability and/or long-term health condition.

We have three main service delivery areas: the Employment Service, the Acorn Training and Development Service, and the Acorn business group known as Acorn Enterprises.

Acorn Enterprises comprises Acorn Reuse, Acorn Nursery and Acorn Woodshack. As a social enterprise, Acorn's sole purpose is to provide realistic employment and an appropriate training environment for people who may require additional support.

Board of Trustees

- Helen Ruelle, chair
- Chris Leck, treasurer
- Carl Howarth (stood down in November 2022)
- Lorna Pestana
- Steph de la Cour
- Matt Tabb
- Jason Laity



Registered with the Jersey Charity Commissioner: No. 158

Member of the Association of Jersey Charities: No. 157

Member of the Reuse Network

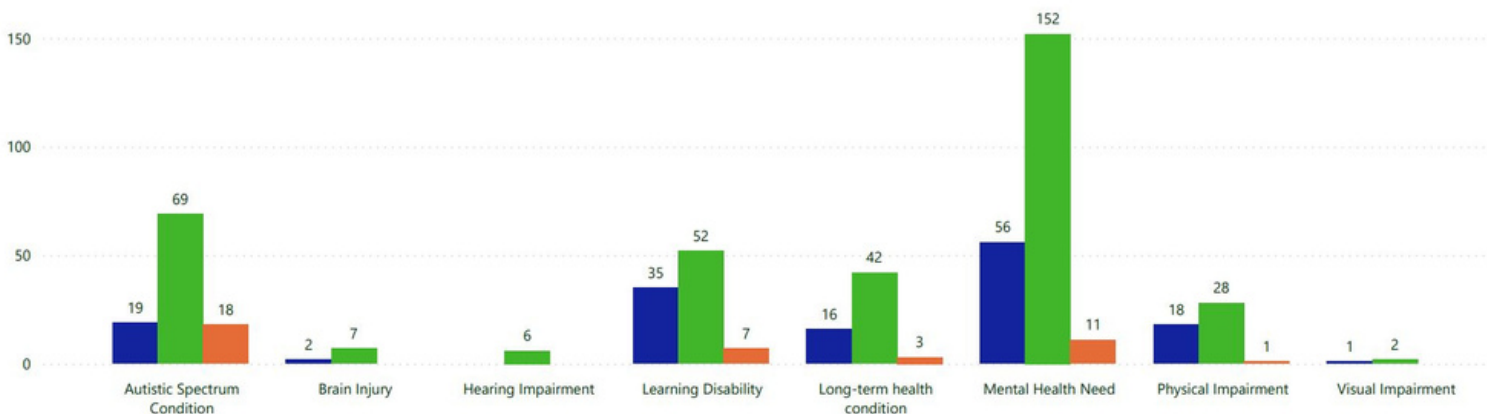
Employ Jersey and Acorn Enterprises are members of the Eco Active Business Network

Total number of Referrals supported in 2022 = 550

Employment = 362, ATD = 148,

14 - 21 (transition) service = 40

Referral Type ● Acorn Training & Development ● Employment ● Transition



Objectives 2020-2023

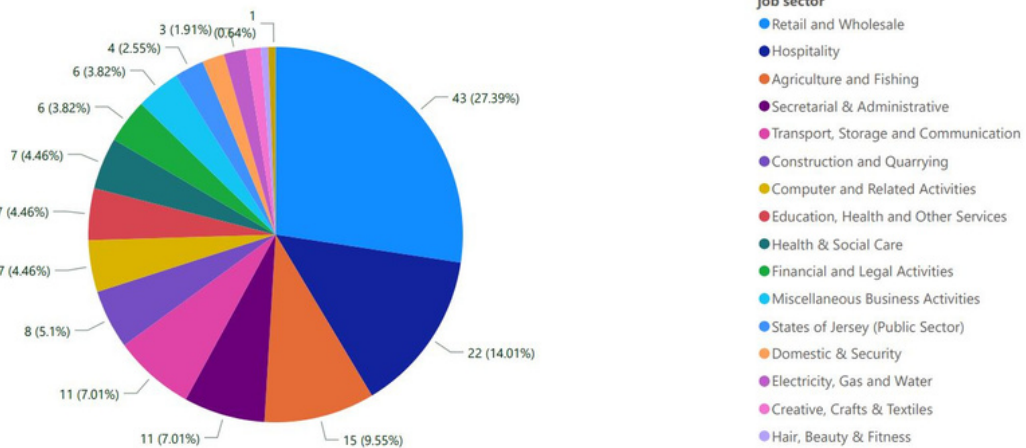
Employment Service

1. Maximise and promote our clients' potential capacity to move towards employment.
2. Provide a quality, professional recruitment and information service for employers.
3. Contribute to the wider Jersey community and develop sustainable environmental projects for our clients.
4. Maintain effective governance, quality premises and resources which are fit for purpose whilst strengthening our financial position.
5. Enhance our working environment to ensure that staff feel valued and have rewarding careers.

Acorn Enterprises

1. Improve the employability of people who have a disability or long-term health condition and develop working partnerships with other charities and community organisations to achieve greater social good.
2. Assist in the protection and preservation of the environment and promote the concept of reduce, reuse and recycle waste.
3. Ensure there are more jobs and opportunities by increasing the financial viability of Acorn Enterprises.

New Jobs by Sector



The award-winners at our 20th anniversary conference: Faye Camp (Aquasplash Jersey), Carrina O'Connor, Sandra Teixeira (The Lounge for Macmillan Jersey), Jo Dove (Prince's Trust), Robyn Pestana (Jersey Post), Claire Reynard (Seymour Hotels of Jersey), Lily Whitchurch (Spoor & Fisher), Sue Gill (NatWest International NatWest). The Shelter Trust also won an award (Picture by GARY GRIMSHAW)
 Right: Philip Le Claire of SGB Hire Channel Islands, who won Employer of the Year

Employment Service

The Employment Service supports individuals with every aspect of finding and sustaining paid employment. The service is tailored to meet a person's unique requirements and can vary from developing an employment action plan, interview coaching, arranging work experience or internships, to intensive one-to-one on-the-job support. The range of people who come to us has become much more diverse, as are the types of employment opportunities they seek.

Job retention is a large part of our work, supporting both the individual and the employer to overcome any barriers in the workplace.

Employment Co-ordinator Dean Lowe was appointed Employer Engagement Manager to engage with more employers. We needed someone to be a central point of contact to develop and maintain existing relationships we have with employers and bring new ones on board. He has also forged relationships with Digital Jersey, Finance Jersey and the Jersey Retail Association.

The labour crisis caused by Brexit and the Covid pandemic has affected all sectors. As they struggle to recruit, it can mean that they lack the time and resources to accommodate inexperienced clients. That said, we know from research with recruitment agencies that many more employers are casting their net wider and are more open to taking on our clients than previously. They are recognising that there is an untapped market and that there is value to be had in diversity and inclusion.

Job starts were down slightly in 2022 but the complexity of clients' needs has increased. There is more pastoral problem-solving as people face pressures in housing, wellbeing and the cost of living. We have always taken a holistic view, but this is a trend that we are seeing more than before.

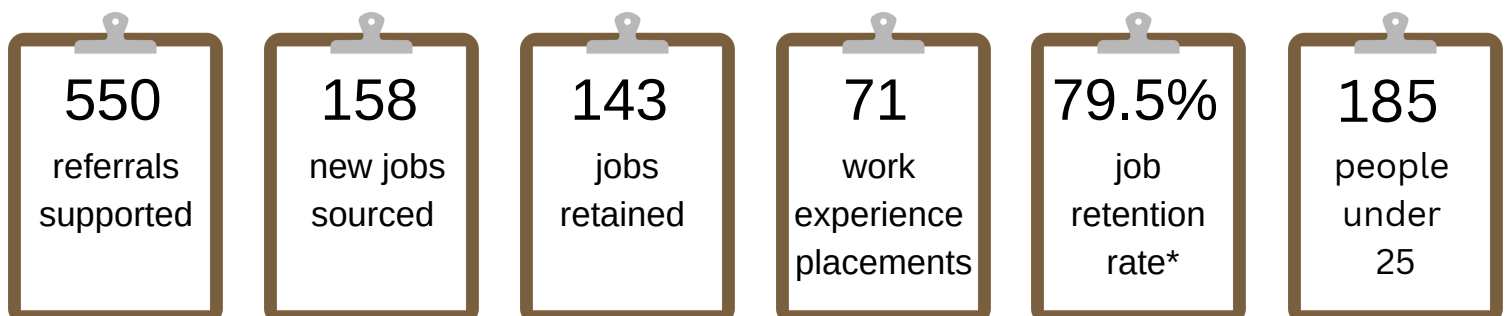
Our internships programme continues to be successful, and in the last quarter all three secured paid work.

We faced our own staffing issues in 2022 due to long-term sickness but the whole team has pulled together really well.

The Employment Service operates from the Oakfield Building on the Highlands College campus and the Job Club premises in Kensington Place.



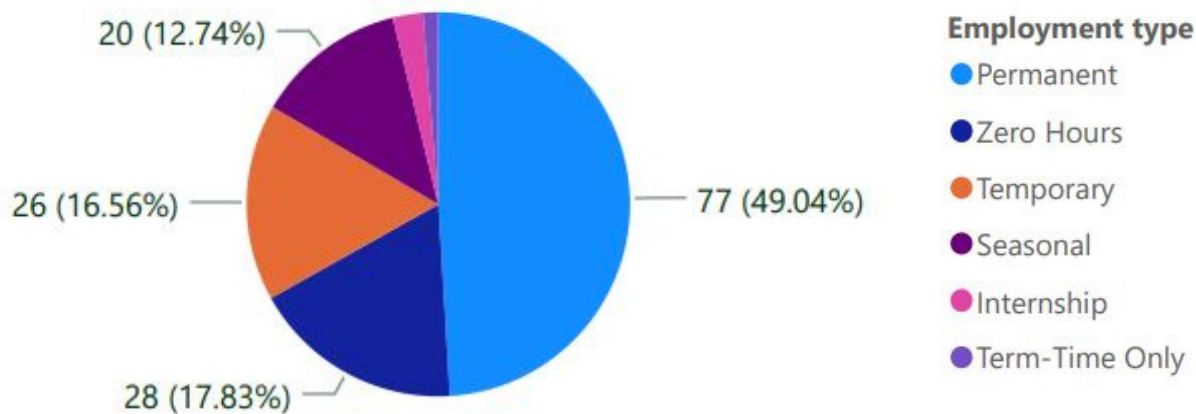
Dean Lowe



*Job retained for more than six months

Employment Service

New jobs by Contract Type



A lot of employers would have written me off. I want to be treated the same as everyone else and get the same opportunities.

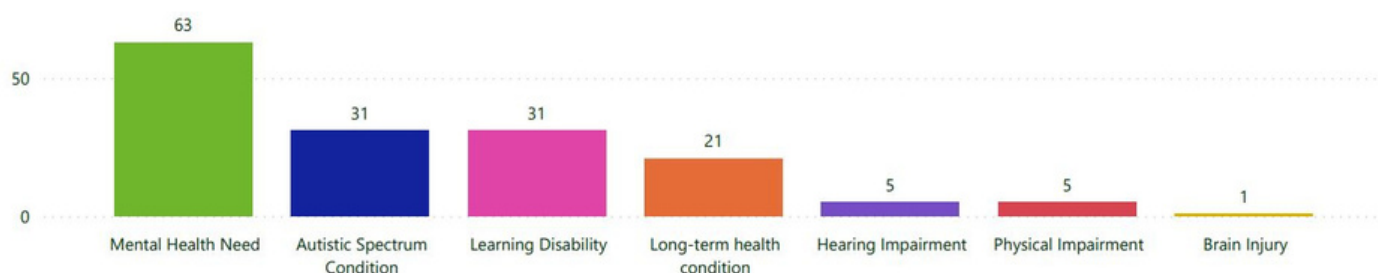
If it hadn't been for JET, I would probably still be jobless and in a halfway house. I can't thank them enough.

The Jersey Employment Trust has given me absolutely 100% support for about eight years now. It's made a huge difference, helped me gain experience and confidence, and it's made a difference in myself, my behaviour, my life.

JET was a godsend. Without their help I don't think I would have reached where I am now. I'll forever be indebted to my employment co-ordinator. She's an angel in disguise. Thank you for everything you do and making my life worth living.

New Jobs in 2022 = 158

New jobs by Primary Disability



14-21 Service

The 14-21 Service works with young people who have a Record of Need or identified additional requirements before they leave full-time education. We attend school reviews, offer employability/work awareness training, and we ensure that young people have a smooth transition into JET when they leave education through joint working with schools and coordination with other services.

In 2022, the 14-21 Service supported 183 people under the age of 25, 50% of whom had a mental health need. We placed more clients than ever before, with the team securing 35 jobs in a wide range of sectors including retail, care, IT and gardening.

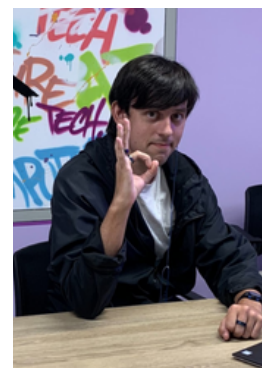
Four internships were supported, with a 100% success rate of the person securing employment. We had particular success with digital internships. Thanks to funding from RBC, and support from Digital Jersey, two clients further developed their skills, enabling them to achieve paid work in the digital industry.

Work experience is a great way for our younger clients to get a feel for the different work environments and to develop skills for employment. In 2022 we organised 26 work placements. We also supported 13 clients with 15 volunteering placements. The benefit to the young person is massive, helping them gain confidence and build skills as well as helping the community.

Some intensive work with 12 students at La Passerelle School resulted in them securing work experiences at Acorn Reuse. The students came back later in the year as part of their community social responsibility. The 14-21 team work closely with all secondary schools, identifying students that need our support, building relationships and supporting young people on their journey.

In building relationships to support people coming out of college, we undertook a week of learning and activities with WetWheels and Valley Adventure Centre. We are always looking at developing our service and we held a young client focus group to review many aspects of the 14-21 Service. As a thank you we took the group for a session with Absolute Adventures, getting everyone out of their comfort zone by going coasteering. Both of these experiences were funded through donations from NatWest International and Ogier in lieu of merchandise being provided at our conference.

We also supported 10 clients as they went through training with the Prince's Trust including the Get Started programme and the Team programme.



Left: The 14-21 team: Melissa Oxenham, Lydia Ward and Simon Jones

Above: Team-building on a WetWheels outing in the summer
Above right: Connor, who got a job at Fusion

Difference we make

'It's made a huge difference in my life'

Simon Perdigao, admin assistant at Ogier

'I am quite ambitious and in the past I have tended to put pressure on myself to perform, but that stress could make me anxious. I feel I have settled in really well at Ogier. I learn something new every day. I've just loved every second of it. I have also been joining in with the social events like walks and team lunches. JET have given me absolutely 100% support for about eight years now. It's made a huge difference, helped me gain experience and confidence, and it's made a difference in myself, my behaviour, my life.'

'We just see Emily'

Emily Perestrelo undertook a JET internship with Busy Beans nursery

Although she had childcare qualifications from Highlands College, she found it difficult to hear the children properly in her first job in a nursery. 'I tried going into business instead but it was hard to get into and I didn't have any qualifications in it,' she said. 'It was only when I got new hearing aids that I thought of coming back to childcare.'

Emily's challenge was having no experience or employment history, so initially she was offered a zero-hours contract. After a three-month JET internship, with wages paid by JET, Emily was offered a full-time post as a nursery assistant. Now, she is hoping to take further qualifications to become a qualified early years practitioner.

Busy Beans Nursery operational manager Cheryl Findlay said: 'Employers need to include disability when talking about diversity. If you're not working with JET, you're missing out. People like Emily are often overlooked just because the interviews might be challenging but if you look past the disability, there are a lot of qualities to be offered.'

'Emily is amazing with the children. She has shown what she can do and the kids absolutely love her. We don't see the disability. We just see Emily.'

'The best chance of a lifetime'

JET helped Mikey Page get a job at Romerils 13 years ago

He has been working at Romerils as a scanner / administrator ever since. In 2008 he was made a member of permanent staff after a period of work experience.

'JET made a huge difference because they were the ones that actually gave me a reason to go out, to go to Oakfield where I could see different people and practise my computer skills, otherwise I would have been at home doing nothing.'

'I was born with cerebral palsy, and a brain injury also led on to epilepsy when I was about two. I've had numerous different operations to keep me mobile.'

'The team at Romerils are absolutely fantastic. It's my second home for 15 hours a week. If it wasn't for JET and Romerils willing to give me a chance in life, which I'm still very grateful for 13 years later, and a sprinkling of my own determination, I wouldn't be where I am today. JET gave me the best chance of a lifetime.'



Acorn Training & Development

The Acorn Training & Development Service (ATD) provides pre-employment services for people who are at varying stages of their work journey. We support individuals to develop the skills and confidence required for progression onto independent volunteering or onto JET's Employment Service.

The ATD team are experienced in supporting individuals with complex health issues, engaging in a very person-centred way. Through creating a supportive and positive working environment where people can learn new skills, clients build confidence and self-esteem, enabling them to reach their full potential.

ATD often works with people with complex needs who are furthest away from the labour market and who can be unsure what, or even if, paid employment is right for them. Training projects include textiles, wooden gifts, furniture upcycling, hand tools, and sorting and pricing items in Acorn Reuse. Our allotment at the back of our site in Trinity provides a therapeutic environment and is extremely beneficial to those who struggle with their mental health.

In 2022 ATD also focused on developing bespoke work experience opportunities for clients within the three Acorn business units, which has been extremely beneficial to assess an individual's skill set. A metal recycling project has been set up in Acorn Reuse, which is not only good for the environment but also develops a client's skills in using hand tools, problem solving and promoting employability. Our bikes refurbishment project is also providing valuable client training opportunities. Both projects are generating an income for Acorn too.

The Community Volunteering Service, also run by ATD, enables people to volunteer with charities and not-for-profit organisations. In 2022 we supported 64 individuals in bespoke community placements, with a view to people volunteering independently or progressing to the employment team.

The waiting list has been an ongoing issue for the ATD service over the past few years and early in 2022 the waiting list was more than 50 people, with over a year's wait. At the end of the year there were 18 people waiting for our service, with a wait time of approximately four to six months. The focus in 2023 will be to reduce waiting times for the ATD service even further.

148
people
supported

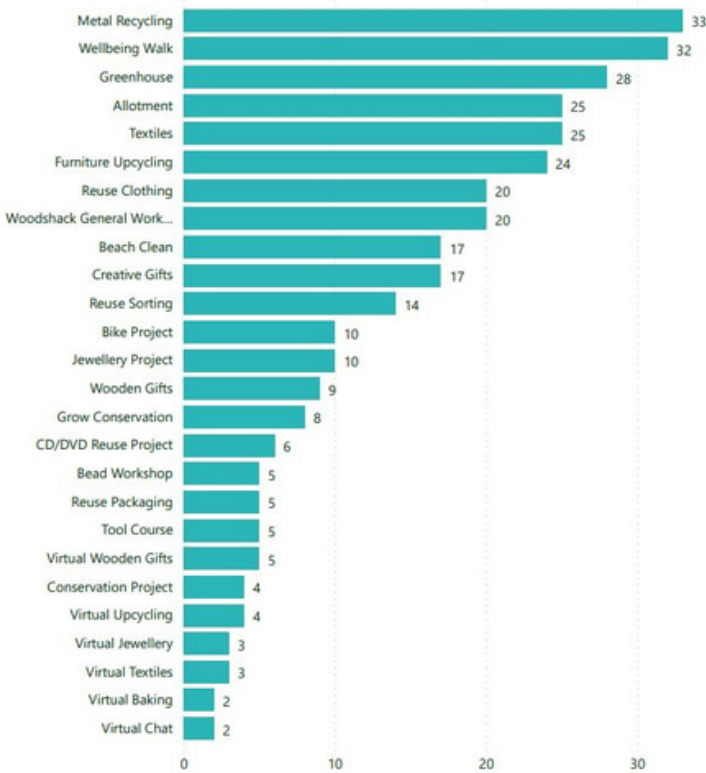
336
vocational
training
placements

64
supported
community
volunteers



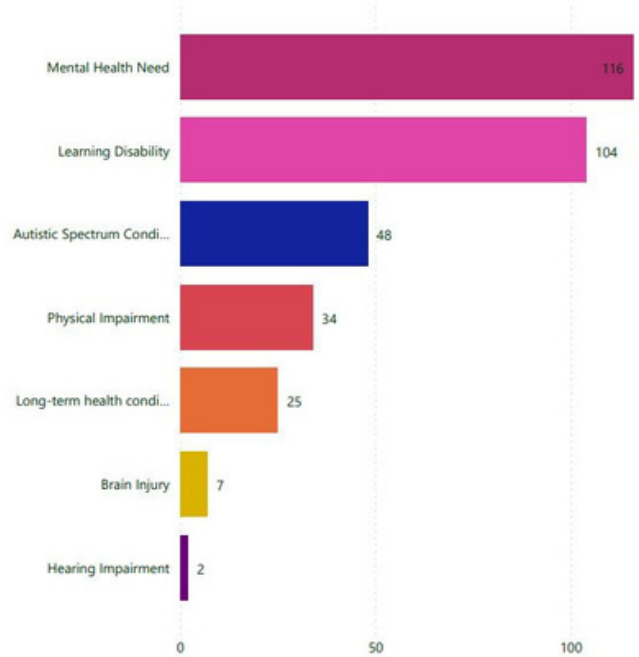
Acorn Training & Development

By Project Type



Project Placements in 2022 = 336

By Primary Disability

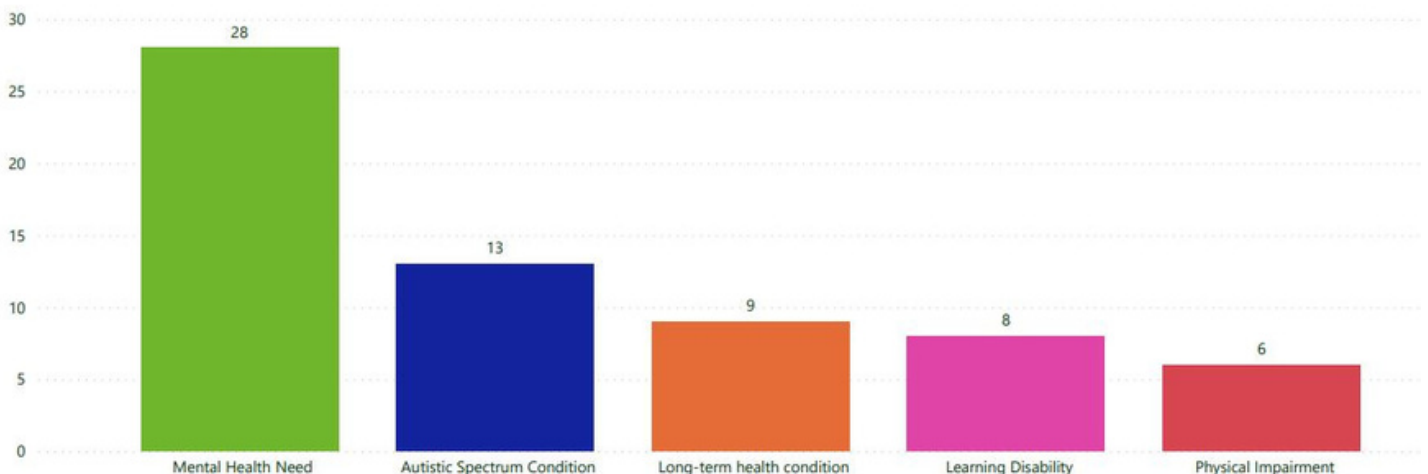


My life has become a lot more interesting, and it has helped me to meet and talk to so many new people that I found hard to do before.

It helped me leave the house and my life has become a lot more interesting.

Projects give me a purpose, help me meet people and I go home with a smile.

Volunteering placements by Primary Disability in 2022, Total = 64



Acorn Reuse

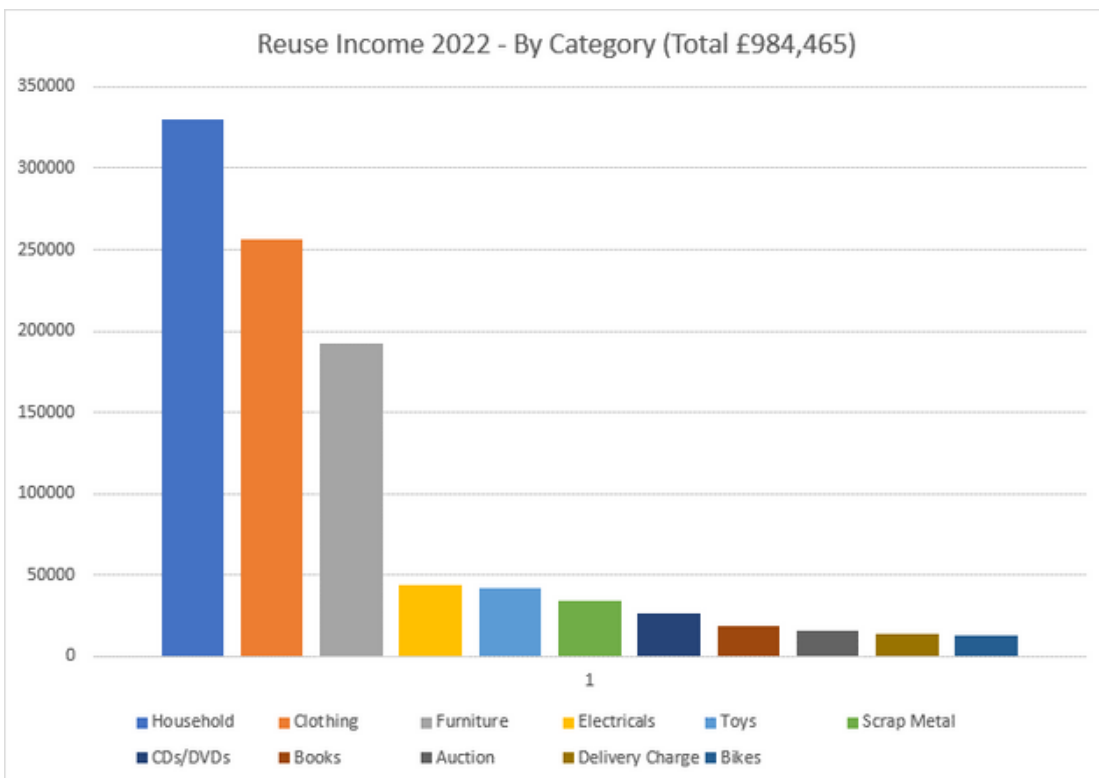


Acorn Reuse had another successful and busy year. In April 2022, we opened a new purpose-built donations centre thanks to Fiscal Stimulus funding which was offered by the Government of Jersey to boost the economy following the Covid pandemic. This has not only provided more work and training opportunities for people who have a disability or long-term health condition, but also has resulted in a more streamlined sorting and pricing area.

We have seen an increase in the number of donations of unwanted goods from the public. The new building has really motivated the Reuse staff, they now have a lovely staff kitchen and break area where we are able to hold team meetings, which has brought everyone together.

It also freed up 25% more retail space in the shop, which meant that we could display more furniture and sell more stock, leading to a 20 per cent increase in sales overall. Top sellers are still furniture, clothing, and household items such as kitchenware, household furnishings and bric a brac.

Our pricing strategy has remained unchanged. Acorn deliberately sets its prices low, so that low-income families benefit. We believe that one of the reasons behind the higher footfall that we have seen is likely to be because of the cost-of-living crisis.



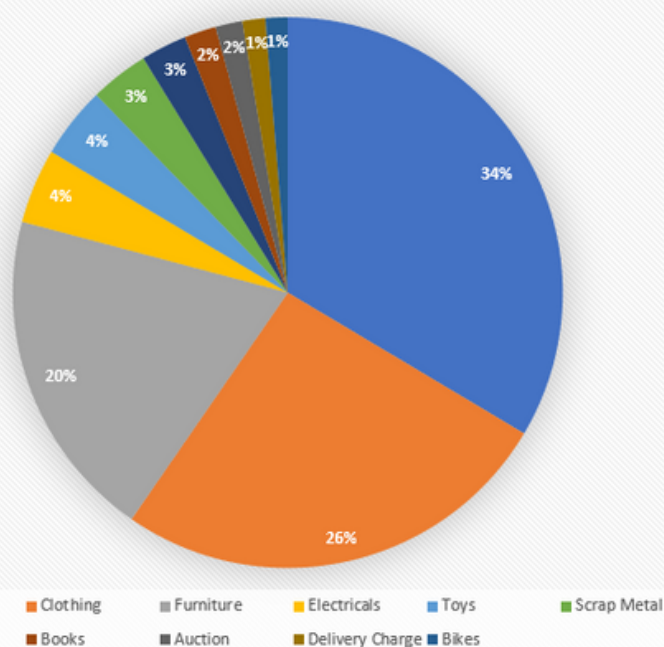
Acorn Reuse

Islanders are also more aware of the environmental benefits of reuse and generally Acorn is becoming more of a household name, a destination to come to for affordable prices, helpful staff and always a warm welcome.

The scrap metal recycling project continues to be very popular with our clients. It is generating a further income stream as well as having environmental benefits. We are also launching a project to refurbish bicycles.

We continue to welcome dozens of corporate volunteers to Acorn through the year. The CSR teams are valued for the work they do on site and the morale boost they bring.

Reuse Income 2022 - By Category (Total £984,465)



Acorn Nursery

The nursery at Acorn traditionally focussed on the production of summer bedding plants for the public, but over the last few years has diversified into other areas. Although the majority of the 475,000 plants we produced in 2022 were summer bedding plants, we also grew a wide range of herbs, vegetables and herbaceous perennials. We also produced an extensive range of grasses, lavenders, and shrubs, all of which sold very well.

As well as selling plants to the public, Acorn supplied plants for contractors such as the Merton Hotel, St Brelade's Bay Hotel, and some private residences. We also grew 100,000 plants for the Government of Jersey, which could be enjoyed in Coronation Park, Sir Winston Churchill Memorial Park and Howard Davis Park.

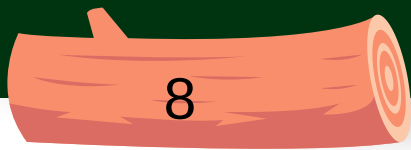
Every day we run training sessions for Acorn Training & Development clients and we employ four clients year-round. We employed five clients to help in the bedding season and will be looking to recruit the same number in 2023. The main tasks in the greenhouse are pricking out the plug plants, potting on plants, labelling and watering, and pruning/dead-heading plants when necessary. The aim is to teach rudimentary horticultural skills and other work-related skills. As well as this we aim to foster a sense of self-worth, boost self-confidence and aid the wellbeing of every client who comes to work in the greenhouse.

We aim to recycle as many trays and labels as possible and continue to use biological control to combat any pests. We use biodegradable pots for the entire herb and vegetable range, which will be extended in 2023. The herbs and vegetables sold out in record time and all the perennial plants sold really well.

As always with growing plants, there were certain challenges, but we managed to sell most of the plants grown. There has certainly been a trend towards people moving away from bedding plants to perennial plants, especially pollinators. We have adjusted what we will be growing in 2023 to mirror this.



Acorn Woodshack



8 jobs year-round



30 training sessions every week



7,000 bags of kindling

The Acorn Woodshack timber recycling project benefits a wide cross-section of the community and supports the local environment in the process. We reuse demolition timber, which we de-nail and sell to the public for a third of the cost of buying new. We create bespoke items for the home, such as tables and bookcases, and an array of items such as planters and picnic benches for the garden.

The Woodshack prides itself not only on utilising the Island's waste timber but also in being a zero-waste operation. Any unusable timber is put into our industrial woodburner which heats our workshop. The only waste product, sawdust, is turned into briquettes, which are a great alternative to burning fossil fuels and in turn generate an income and are sold to the public, alongside our other firewood products.

The Woodshack makes up to 7,000 bags of kindling every year which are supplied to local supermarkets. In 2021 we trialled compostable cardboard boxes with the intention of phasing out plastic packaging. In 2022 we sold 700 of these boxes from our store in Trinity, with 50% of customers returning to refill them at a discounted price.

The Acorn Woodshack has been operational for eight years now and has firmly established itself within Acorn's training and development. It has created eight posts as well as training and work experience opportunities for 30 clients per week.

In 2022 we have been involved in projects for Ports of Jersey, the Jersey Evening Post and ArtHouse Jersey to name a few and have completed more than 100 customer orders, all made from reused timber waste.

Although we have great support from companies such as AAL Recycling and from the Energy Recovery Facility at La Collette, we believe that there is so much more that can be done to reduce the amount of demolition timber ending up in the waste stream. At the end of the year, we were involved in positive discussions with government ministers, departments and building contractors to find ways of reducing this waste. It is hoped that this will lead to a joined-up approach to timber waste, which in turn will further benefit the local environment and community.



The Woodshack made newspaper stands from reclaimed timber for the Jersey Evening Post

Thank you

The Jersey Employment Trust is a registered charity. Although the Employment Service receives a government grant, we need to source additional funding to cover our internships programme and client training.

With rising prices and the cost-of-living crisis, we need to raise additional funds now more than ever. We are grateful for the trusts, businesses and foundations which support us so well as well as for the growing number of individuals who take up challenges to raise our profile as well as funding.

In 2022 fundraisers included Mo Jevtic and his wife Irena who raised more than £1,700 for Acorn by trekking to Everest Base Camp. Mr Jevtic, who runs Nightingales care, supports Jake, a young man who works in the plant nursery and who inspired the challenge.

Born with only one fully formed limb, Stuart Penn, the acting head of Skills Jersey, walked the 26.2 miles of the Virtual London Marathon and raised £1,360. We would also like to thank our other marathon runners, Salem Karadsheh, Alex Smyth and Nikki Fryer.

We also thank all the people who took the time to volunteer at Acorn. We ran 15 sessions through the year. CSR days are increasingly popular and there is always work to be done!

We would like to acknowledge and thank all our supporters, funders and volunteers in 2022, including:

Association of Jersey Charities (CI Lottery funds); Barclays; Co-op Community Fund; Howard Davis Farm Trust; Jersey Community Foundation (with funds from Dormant Bank Accounts); Lions Club of Jersey; Lloyds Bank Foundation for the Channel Islands; Magellan Consultancy; NatWest International; Ogier; PWC; RBC; Robert Hall Foundation; Rotary Club of Jersey; Roy Overland Charitable Trust; Sir James Knott Trust.



A team from RBC enjoyed their CSR day at Acorn



Left: Mo Jevtic with Jake, who he supports in the nursery



Right: Stuart Penn at the finish line at Acorn after walking 26 miles for the Virtual London Marathon