

2019 TRUSTEES ANNUAL REPORT



Chairman's Statement

Geoff Cook, Chairman of the Board of Trustees

The events of the first few months of 2020 have been so dramatic and tumultuous that it is all too easy for 2019 to recede quickly into the past.

2019 was another tremendous year for the Jersey Employment Trust (JET), both in terms of professional support for our clients and commercial success at Acorn Enterprises.



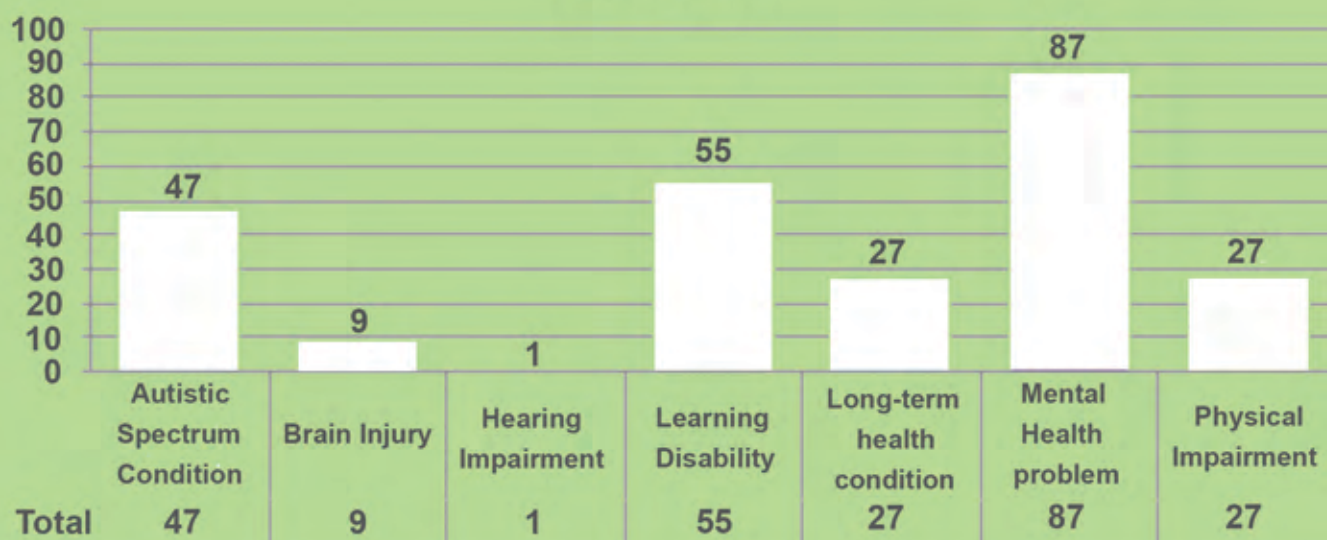
This year we supported 525 people with disabilities and long term health conditions move towards their employment goals, with 328 people accessing the employment service and 197 being supported through our training and development service based at Acorn.

Retaining people in their jobs has been an increasingly important part of the role of the Employment Service in 2019 and we have also in particular observed an increase with the growing number of people with mental health conditions that we support. Of the 253 jobs supported in 2019, 118 were newly sourced and 135 were jobs retained and maintained through job retention.

Total Supported Placements by Primary

Disability in 2019

Total = 253



Chairman's Statement

Acorn Enterprises, our business arm surpassed all our expectations. The support from the Jersey community has been phenomenal particularly in relation to Acorn Reuse, our newest business venture. The amount of donations we have received has increased by 86.2% over the last 12 months.



ACORN
Reuse

TOTAL Donations Year on Year in Kg

Month	2018	2019
January	9,320	44,659
February	8,368	43,829
March	11,553	46,119
April	15,307	38,596
May	14,339	44,512
June	18,896	45,112
July	18,315	46,076
August	22,505	50,926
September	21,542	41,461
October	45,603	49,337
November	54,181	43,193
December	42,050	31,418
Total	281,978	525,238

The public's appetite for buying reusable goods has grown with the increasing awareness of environmental issues and sustainability. This has increased our footfall across all business areas and the increase in sales has meant that we achieved our long term goal of becoming self-financing.

All income generated through the business entities has been reinvested to create more jobs and training opportunities with 78 paid jobs being supported purely through income generation.

The success across all our service areas which is detailed in section 2 of this report, has helped us formulate our long term vision for the future. Throughout the latter part of 2019, we developed our business plans for both JET as a whole and Acorn Enterprises laying out our goals and aspirations for the future.

Chairman's Statement

Whilst convention dictates that the commentary accompanying this report covers 2019, the exceptional events of the first quarter of 2020 and the outlook for JET are worthy of mention. We have all been living through a remarkable and challenging time that has changed the way we live and work, out of all recognition.

This change came rapidly with little time for us to adjust to these new realities, and right across JET/Acorn the ability to maintain service to clients has only been possible due to the team working tirelessly to design and adopt flexible working arrangements, at speed, and within the social distancing and safety standards now in place.

Our government quickly moved to allocate considerable resources to fighting the Covid19 pandemic, including equipping front line key workers, boosting our health services and ensuring rapid economic support to the most affected businesses, including showing their very early support, when we made the decision to close Acorn for normal operations, in order to safeguard our team, our clients and our customers.



Others across the team not able to continue their normal work have volunteered, some have worked with the Salvation Army in order to get essential supplies to the most vulnerable, putting themselves in the front line of the fight to combat this dreadful disease, supporting those most in need in our Society. A small group have been making face masks from home to provide essential PPE at this time not just for our own staff but for other organisations. Other team members have volunteered for other charities such as MIND and St Johns Ambulance.

Chairman's Statement

Some team members found themselves in a high risk category or caring for dependents and as a result were required to follow the guidance and stay at home. We have a duty of care for all of our staff and are thankful to those who took responsibility for their own health and for the health of those around them.

As trustees we are incredibly proud of the courage, resourcefulness and determination shown by the entire team in finding ways to support one another, and to safely serve our clients. We hope there will be a time in the future when we can come together and recognise the achievements of 2019 and the unprecedented period that has followed. In the meantime we extend our sincere thanks and appreciation to our sponsors and supporters without whom we could not deliver for our clients and our community. As we develop our plans for a full resumption of services we will need this support more than ever.

Below is a summary of our commitments of what we aim to achieve over the next 4 years, 2020 - 2023.

JET objectives:

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 in the future whilst strengthening our financial position to
5. Enhance our working environment to ensure staff feel valued and have rewarding careers meet growing demand for our services



Objectives 2020 - 2023



Chairman's Statement



Acorn Enterprises business objectives

1. Improve the employability of people with a disability or along-term health condition and develop working partnerships 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 increased numbers of jobs and opportunities by increasing the financial viability of Acorn Enterprises

Section two of this report provides you with an overview of JET and Acorn services and a summary of our achievements over the last 12 months. We hope you will find it both interesting and informative.

Who we are

The Jersey Employment Trust (JET) is an independent charitable trust that provides a specialist employment service for people with a disability and/or a long-term health condition. We have three main service delivery areas: the Employment Service, the Acorn Training and Development and the Acorn Business Group.

525 PEOPLE SUPPORTED



Jersey Employment Trust Structure

The Employment Service

This service supports individuals with every aspect of finding paid employment. The service is individually 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 is becoming much more diverse, as are the types of employment they seek.

**328 PEOPLE
SUPPORTED**

253 JOBS SUPPORTED

**118
NEW JOBS SOURCED**

+

**135 RETAINED
& MAINTAINED**



Job retention is a large part of our work, supporting both the individual and the employer to overcome barriers that may be present when a person has developed a long-term health condition or is recovering from a significant trauma.

The Employment Service

The Transition Service (which is based within the Employment Service) works with young people who have a Record of Need or identified additional requirements prior to them leaving full-time education (starting in Year 10). We attend school reviews, offer employability / work awareness training, and provide the young person with a thorough introduction into JET. We ensure that young people have a smooth transition into JET when they leave education.



**101
WORK
EXPERIENCE
PLACEMENTS
SUPPORTED**

*Right,
to work...*

**83 PEOPLE SUPPORTED BY
TRANSITION IN 2019**

The Transition Service worked with over 80 young people at various stages of this process. These figures are in addition to the JET active caseload as the majority of young people are not formally referred to the service until they leave full-time education.



Acorn Training & Development

Acorn Training and Development Service (ATDS) provides pre-employment services for people who are at varying stages of their development. This service often works with people with complex needs who are furthest away from the labour market and are often unsure what, or even if, paid employment is the right pathway for them. The service provides a range of experiences that enables people to make informed choices about their future career.

197
PEOPLE
SUPPORTED



410
PROJECT PLACEMENTS
TRAINING
OPPORTUNITIES

ATDS runs numerous pre-employment courses at various levels that differ according to need. ATDS also offers one-to-one support to people who require more intensive skills development. This can range from confidence building to independent life skills that are fundamental to a person's employability.

Acorn Training & Development

The Community Volunteering Service (within ATDS), enables people to gain confidence and develop new skills in a supported environment. We provide individually supported placements, with a view to people volunteering independently, and small project-based activities for people who require more intensive long-term support.



86
SUPPORTED
VOLUNTEERING
OPPORTUNITIES



The main aim of ATDS is to give people the required skills and confidence to progress to JET's Employment Service. However, it is not uncommon that people access ATDS to acquire specific bespoke skills.

Acorn Enterprises

Amongst other activities, JET operates a number of business units collectively known as Acorn Enterprises. As a social enterprise Acorn's sole purpose is to provide realistic employment and an appropriate training environment for people who are accessing the other services within JET but may require additional support and training to attain their employment goals. Acorn is made up of Acorn Nursery (horticultural training), Acorn Woodshack (recycled timber, timber products and kindling) and recently established Acorn Reuse Centre.



**78
PAID
JOBS**

ACORN
Woodshack

ACORN
Reuse

ACORN
Nursery



213 TRAINING OPPORTUNITIES

Acorn Nursery

The Acorn Nursery specialises in the production of bedding plants but also sells a small range of perennials and shrubs. Sales are year-round but the peak seasons are April, May and June for the summer bedding and September, October and November for the winter bedding.

In addition, hanging baskets, pots and window boxes are available to order and knowledgeable staff are on hand to provide advice and assistance to customers.



As well as selling directly to the public, Acorn also services a number of contracts including Andium Homes (social housing group) and the Government of Jersey (Department for Growth, Housing & Environment), who are responsible for many of the planters, parks and flower borders around the Island.



19 PAID JOBS

ACORN
Nursery

Acorn Woodshack

The Woodshack timber-recycling project benefits a wide cross-section of the community. Perfectly good serviceable timber is sourced from the Energy from Waste Plant at La Collette as well as building sites. At Acorn, it is de-nailed, cleaned, cut to size and racked for sale to the general public. Woodshack staff also upcycle and reuse wooden furniture, and create bespoke items, such as tables and bookshelves.



8
PAID
JOBS



In 2019, the Woodshack became a zero-waste operation, with the purchase of a wood burner and a machine to make briquettes out of sawdust. Wood that cannot be upcycled or reused is processed to make kindling, which is sold at Acorn and around the Island. The Woodshack helps to conserve natural resources while also reducing local waste, carbon emissions, and the amount of material imported into the Island.

Acorn Reuse Centre

Acorn Reuse is the newest addition to Acorn's portfolio. Reuse is one of the three essential components of environmentally-responsible consumer behaviour (the others being Reduce and Recycle and collectively known as R3). The concept behind the Reuse is that the community should reuse items as much as possible before replacing them. Items that would have historically gone into the waste stream are redirected to Acorn and are then resold to the public. This enables employment and training opportunities to be created whilst helping the environment.

DONATIONS

UP BY
86.2%

51
PAID JOBS



SUPPORTED



**OVER 9,000 BIN BAGS OF CLOTHES
DONATED & SORTED**

The primary reason for Acorn Reuse is to provide employment and training opportunities for our clients. The Reuse service provides a fantastic array of opportunities, enabling us to find prospects for almost everyone who accesses the service.

**525 TONNES
OF GOODS
RESOLD**

