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(since November 2013, before Team Manager Provider  
Services Learning Disabilities and Mental Health)  
Powys County Council



# Beacons Creatives Ltd

Before 2009 Beacons Candles was a day service which manufactured candles and traded on a small scale .

Fulfilling the Promises Service Principles and Responses from Welsh Government – required us to re-evaluate services and support for people with Learning Disabilities

Supported Employment – was a key area of focus for Powys County Council.

A couple of people who used the candle workshop for their services requested to have paid employment at the candles.



# How did we resolve it ?

- Hold the dreams of people ,Workshops , talking, honesty, hard work, commitment .....
- Good working relationships with Social Firms Wales and an externalisation model developed
- Lead in the changes needed to Transform Beacons Candles into a commercial business over a five year period and follow on with Y Gegin Fach & Beacons Wholefoods
- Work closely and support PCC to manage the transfer safely. This is to include budgets, staff, assets and liabilities – we created an externalisation team “ The “E” Team  
Negotiate in partnership transparently and fairly whilst holding the dream for service users to have career opportunities .
- Consult and inform all stakeholders regarding the process and progress
- to have new Social Enterprises that will create a business model that provides paid employment for people furthest from the labour market and opportunities to participate and be valued in a civil society
- Employ a good Business manager !



# Impact of changes

4 people now employed via interview process

Winners at Powys Business awards twice 2009+2013, runners up twice

Commercially competing with the market place

Shift in working relationships within workshop

New businesses with little financial input

Saturday working opportunities for young adult with learning disabilities between 14 and 19

Board members

Green Man Festival , NEC, Royal Welsh show amongst many others

People have pride and a valued role

Bring people together to achieve positive social change

Team increased from 3 to 14 staff in 5 years



# Next steps

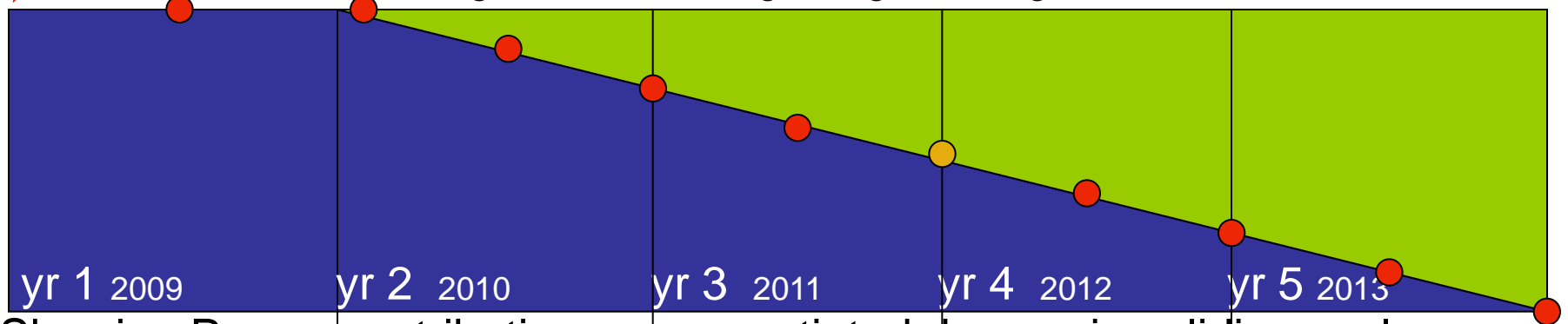
- Sales to continue and profit reinvested into the company for more paid jobs
- Company restructured to accommodate changes – new roles started this month
- Partnership matured to change the contractual relationship for the service hours delivered
- Board members roles and responsibilities to mature and induction packs to be developed
- To develop mechanisms for clearer outcomes and move on to stop bottle neck and limited opportunities
- New Beacons Skin care to become successful
- Trade and Internet sales to increase
- Social Networking to be used efficiently



# Five Year plan

externalisation happens here. Board of Directors (including PCC staff) takes over and manages growth and development of business

showing the businesses growing income given the economic climate



Showing Powys contribution on a negotiated decreasing sliding scale

- Indicating 6 monthly development Scrutiny to assess growth and potential
- Indicating point at which decision is made to carry on or not, after which PCC contribution decreases rapidly if successful, or a decision to dissolve the company and provide duty of care to those not able to find work

# Powys Business Awards 2009



**Powys**

# Proud moment and well deserved !



**Powys**