Workshop notes: Work for ready!

We discussed looking at how we provide support for people to be ready to enter or return to employment.

**What are the barriers?**

* Access and financial means to get into work
* Upskilling and getting opportunities from the role
* Sense of purpose and being valued
* Sense of purpose
* Motivation
* Self-belief
* Identify strengths
* Appearance
* Digital inclusion
* Life skills
* Literacy – do they have needs/what are they
* Personality tests and reasons for them
* Is lived experience becoming a tick box exercise

**How do we provide support to reduce barriers?**

Being person centred:

* Recognising the things people need
  + Sleep
  + Understanding need for reasonable adjustments
  + Constant revisiting support needs
  + Check space
* Mentors:
  + External and internal support
  + Advocacy and how this may help not only determining work readiness but also sustaining work
* Long term investment in people
  + Transparency and accountability
  + Progression and training
  + Work with to provide support not at/to/for
  + Nurture people with lived experience
  + People being able to say they are work ready

Changing the balance of power

* Try out the employer: how can the employee interview the organisation and find out they are right for them
* Trial periods: opportunity to see how the workplace feels
* Duty of care: making sure there is a duty of care in place, and this is fully understood through expectations and boundaries
* Enable people to demonstrate productivity
* Improving recruitment process: recruiter vs applicant who should be interviewing who?

**What needs to be in place to support people once in employment to sustain employment?**

Relationships

* Feedback on the role
* Relationships between employment, employer and setting expectations, open conversations
* Setting expectations of work culture and connect with colleagues

Support

* Debriefing with staff: pro-active support
* Support, training and well being
* Organisations to understand to their advantage employing trained workers
* Supportive of people with lived experience, understand the support, the support they get - co-production approach

Miscellaneous

* Structured and planned approach
* Person centred support
* Matching interests to job roles
* Not assuming knowledge people have of the workplace
* Improve onboarding and induction processes
* When are people expected to preform
* Ensuring that people are getting 121 support meetings
* Building confidence, self-esteem in new environment
* Progress to support further
* How to best sell experience that relates
* Are employers ready to employ
* Will good employment charter enable/empower poor employers to improve
* How do we sell benefits of working with lived experience
* People seeing employment as improving their lives
* What about periods when people are not able to work