

### How the Embracing Diversity Project helped Claire:

Claire recognised her difficulties and sought help. She wanted to work and met with a member of the Stockport Employment Services Youth Transitions Project (YTP) and developed a “life map” to help determine what was important to her and where she wanted to be. It soon became clear that Claire’s passion lay in working with people with learning disabilities.

As Claire was only 17 years old at the time, her age was a major barrier to achieving this goal. She was offered employment as an Assistant Cook which enabled her to work alongside people with learning disabilities. The placement did not last as Claire still had many unresolved issues that needed addressing.

Claire knew from the support she received on the Embracing Diversity project that she wasn’t alone. She knew that when she was ready to start again, there would be somebody to offer extra support. Claire recognised the need to make use of this support to help achieve her goal of working with people with learning disabilities.

### Claire Today:

Whilst Claire was receiving support from the YTP team, she became heavily involved with the successful “**Year 11 Pilot Project**”. Claire achieved a lot as a “**Year 11 Project**” volunteer. This helped Claire to reassess her life and she decided to start again. She was offered casual work at a catering outlet where she is still employed today. She still receives support from our YTP and remains close with her worker.

Claire has been able to see her way through to a positive, healthy future with the support of the Embracing Diversity project’s YTP team.

Claire has been a client of the Embracing Diversity project since February 2003. Her life up to this point lacked any steady guidance and she had spent her youth in a succession of children’s homes and hostels.



**Best Practice:**

Throughout our many years of experience of working with our clients and employers we have learnt a lot. The summary below shows what we feel is our 'Best Practice' for working with someone from this particular client group.

**Apply reasonable adjustments and a flexible approach to recruitment practices:** Ensure that qualifications/work experience required to do a job are not a barrier to suitable candidates applying for a position. Focus on abilities to do a job rather than qualifications or work experience by using 'working interviews' and work trials.

**Provide vocationally based basic skills training:** to enhance a young person's chances of finding a job and developing their employment prospects.

**Provide young people with mentoring support into employment:** which empowers them to determine the type and amount of support they require and the pace at which they want to progress at.

**Develop community based partnerships and networks:** between key supporting statutory and voluntary agencies (for example leaving care services, Connexions, Job Centre plus and supported employment services).

**Develop early intervention initiatives:** with Connexions and the local Education department to support school children in care access work placements and then support progression into paid employment once they leave school.

Adopt an 'open door policy' to enable clients with fluctuating commitment and motivation levels to access service provision in the future

**Support local authorities to develop 'corporate parenting' initiatives:** which provide vocational training pathways into employment for young people.

**Consult young people:** by facilitating a focus group which utilises their experiences and provides user - led solutions to supporting young people into work as well as providing feedback on the quality of service provision.

Harness a young person's enthusiasm to find work by providing 'ready-to-go' work placements and tasters.

Provide financial incentives to encourage young care leavers to engage in employment initiatives.

**Factsheet 03** ◀

# Embracing Diversity

is a funded project working to get disadvantaged people into employment and achieve greater diversity in our workplaces to reflect the communities in which we live.

If you are an employer or potential client who would like further details about what we could do for you please contact us.

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**0161 761 4662**