

Employability in Scotland



Case Study

Lanarkshire Association for Mental Health - World of Work

BACKGROUND

The World of Work is a service provided by Lanarkshire Association for Mental Health to support people with mental ill health to pursue work related opportunities and help promote recovery from their illness.

WHAT WERE THE AIMS AND OBJECTIVES OF THE PROJECT?

To support people and develop their employment aspirations through voluntary work, training or education and into paid work.

All of which improves their quality of life and helps them become more confident and independent.

WHAT HELP DID THE CLIENT RECEIVE ALONG THEIR EMPLOYABILITY JOURNEY?

The client received one to one support by the World of Work to look at personal employment options, setting realistic goals and planning how to achieve them.

He and his support worker discussed his interests, skills achievements, experiences, values, where he would like to work, what was important to him and what was he enthusiastic about.

Gathering all this information enabled World of Work to compile a new CV for him. The support also covered interview techniques and application form filling.

The benefits were huge. The client found a new self confidence in group situations chatting to people with ease, and he committed to all arranged appointments.



WHAT STAKEHOLDERS WERE INVOLVED IN THIS PROJECT?

Other stakeholders included:

- South Lanarkshire College
- South Lanarkshire Council ; Connect 2 project
- Salus
- Job Centre
- Substance Misuse

WHAT WERE THE KEY OUTCOMES FOR THE CLIENT?

The key outcome was to work closely with the client to find work related opportunities. This was achieved and he is now on off benefits and on a six month course SVQ Level 3 in Social Care with a paid work placement.

This journey has previously included many disappointments for the client due to not being able to secure a place on the Social Care course at South Lanarkshire College as they thought he wasn't job ready. He then moved on to the University West of Scotland summer courses, securing a place, however the course did in the end not take place due to a shortage of applications. Feeling like a failure with no motivation World of Work had to encourage him to look at other options and not give up. The client started to volunteer in the charity shop taking the opportunity of training such as Mental Health First Aid, Mindfulness, Wrap, and Safe talk. All this training gave him a new self-worth with confidence for on-going learning.

WERE THERE ANY CHALLENGES THROUGHOUT THE PROJECT?

The client attended an employability course and on completion he would successfully gain a place on the SVQ 3 Social Care course. He had anxiety about this course, and was in denial about his coping mechanisms by consuming alcohol, which was evident to others within the group. Sharing good practice and having built relationships with Connect 2 the World of Work also brought in Salus for support around alcohol. They also suggested that he spoke with his Substance Misuse worker whom he hadn't seen in a while. At this time the client was so relieved to talk, as he had been suffering in silence, not giving any thought to the consequences of losing his place on this course that he had wanted for such a long time.

WAS THERE ANYTHING UNIQUE OR INNOVATIVE ABOUT THE PROJECT?

World of Work are the only dedicated provider to support adults with long term mental ill health problems into training, education and employment in South Lanarkshire. The offer is not time limited.



WHAT LESSONS HAVE BEEN LEARNED FROM THE PROJECT?

Always try to discuss and resolve for a positive outcome. This is when people need that extra support to fulfil their dreams, as it can be too easy for them to walk away from difficult situations.

PROJECT SUPPORTING STATEMENT

World of Work are committed to developing and providing quality support services in partnership with people who experienced mental health difficulties, their carers and other agencies.

If you would like further information about this Project please contact Sandra Smith:

Organisation: Lanarkshire Association For Mental Health

Phone: 01698 826 111

Email: wow@lamh.org.uk

Weblink: <http://www.lamh.org.uk>

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The views expressed in case study are those of the participants and are not necessarily shared by their employers or the Scottish Government



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Government**