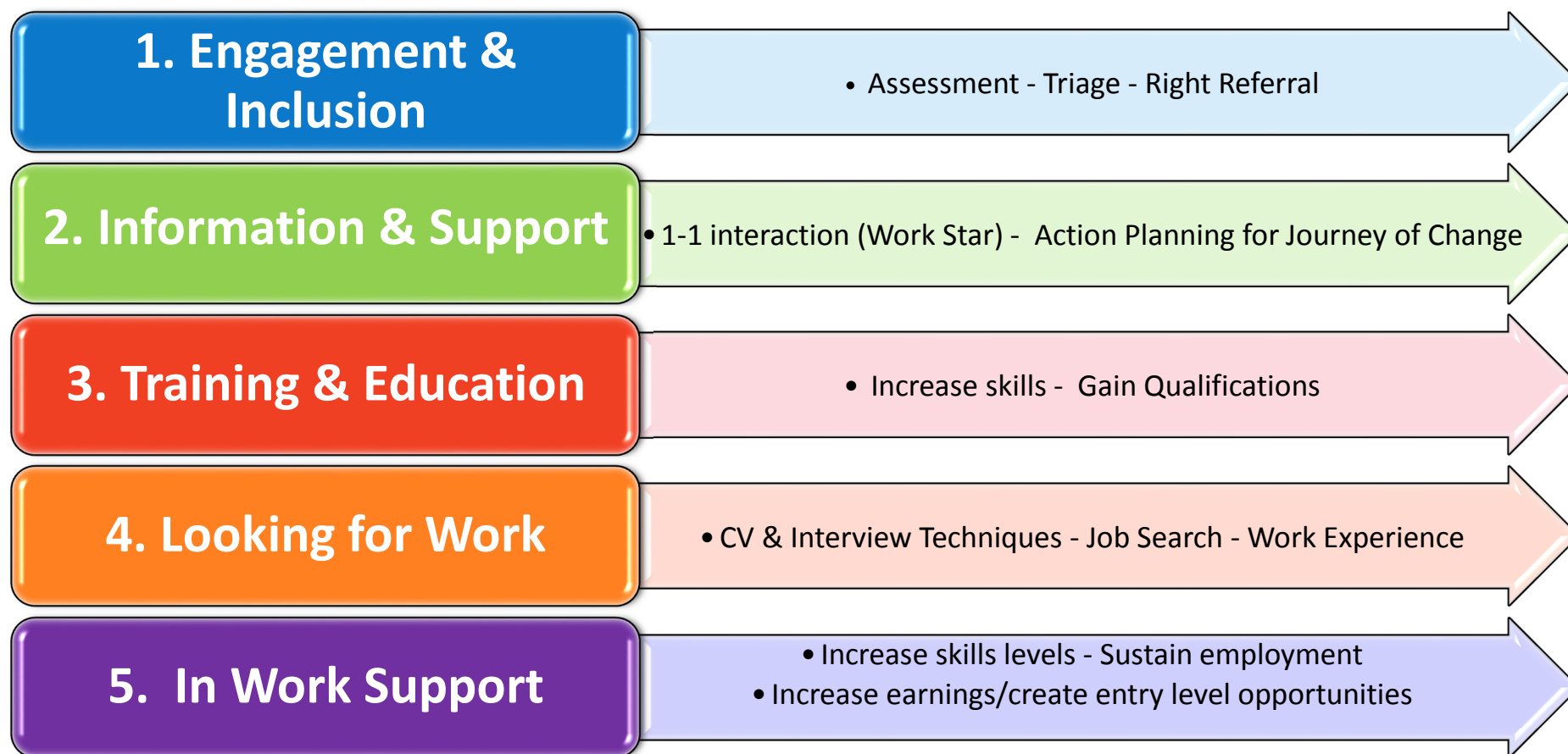


Prosperity for All

Working Denbighshire Prosperity for All



Credit to Triange Consulting Social Enterprise 2017 – for use (under licence) of their Work Star (the outcomes star for finding work) – an evidence-based tool for supporting and measuring change.

1. Engagement & Inclusion (‘Stuck’)

- Engagement with individuals 1-1 and group/events (organised and ‘piggy back’) etc.
- Referral to Single Point of Triage (single access point)
- Initial Assessment
- Referral to most appropriate support service

Examples of Activities:

- Engagement through Community Navigators/Officers/Partners/Self Referrals
- Identification of needs and strengths
- Single Point of Triage (MDT – reps from all support services)
- Referral and sign up to relevant support based on eligibility criteria’s and support available

Employment Status

Not thinking about work and/or not job ready – too many impossible barriers

Logos of partners/projects/stakeholders etc.

I can’t work because of problems with my health or well-being.

I can’t work because my life is too chaotic

I don’t know where or how to start looking for work.

I don’t have any relevant skills or experience for work.

I don’t have any help or won’t accept it

I can’t do anything because I have to care for my elderly mum/dad/children

2. Information & Support (Accepting Help, Believing and Trying)

- 1-1 interaction - Identify what needs to change to make progress
- Assessment - Work Star
- Identify goals and achievable/realistic actions for the Journey of Change

Examples of Activities:

- Confidence and motivation building
- Support to overcome barriers (financial issues, risk of losing tenancy/home, family/relationship problems, drug & alcohol affects ability to work etc.)
- Stability to hold down a job
- Raising ambitions and aspirations
- Importance /improvement of health & well-being
- Expectations of a work environment/Social skills

Employment Status

Not job ready – taking steps to address this

I don't believe that I will find suitable work but I am starting to feel hopeful

I realise that there is an art to finding a job and am trying to be more effective

I want to address issues that stop me working and I'm ready to make changes, I just don't know how/what to do

I don't have any relevant skills or experience but want to address that

I want to build the social and other skills I need for work

I know I need to get things under control and I am willing to try

Logos of partners/projects/stakeholders etc.

3. Training & Education (Learning)

- Increase employability skills and experiences
- Gain Qualifications
- Closer to labour market

Examples of Activities:

- Develop/gain basic skills e.g. IT, literacy and numeracy, communication, team working, problem solving, dealing with customers etc.
- Job specific and transferable skills
- Work Experience
- Volunteering
- Preparing for work through training

Employment Status

Almost Job ready – learning and gaining new skills or experience with support

Logos of partners/projects/stakeholders etc.

I am gaining confidence and aspiration for the future, with support

I don't have any relevant skills or experience but want to address that with support

I am learning some effective approaches but it is still early days for me

I am building the social skills I need for work and improving my basic skills

I am trying to get things under control and finding ways to manage but it is difficult and I still need support to maintain this

I am motivated enough to make my life stable, with support so I have the space and time for work

4. Looking for Work (Self-reliance)

- Confident in ability
- Clear goals for the future
- Taking steps to achieve them
- Support into employment

Examples of Activities:

- Job Search/matching
- Careers advice
- CV writing
- Interview Techniques
- Job clubs
- Careers fayres
- Employment events

Employment Status

Job ready – increasingly self-reliant; confident in ability to find and keep a job with clear goals for the future

I can identify appropriate jobs and apply for them effectively

I have the skills that are in demand and am confident that I can learn new skills if required

I can manage my health and well-being well enough to be in work

I have good enough job skills and experience for the area of work I am interested in

My life is stable enough and I can deal with the challenges by myself and my weekday routine supports me in working

I have the confidence and motivation I need to work

Logos of partners/projects/stakeholders etc.

5. In Work Support

- Sustain/maintain employment
- Increase earnings
- Achieve long term goals
- Create entry level opportunities

Examples of Activities:

- Increase skills levels, including work relevant skills, of those in the workforce with no or low skills.
- Occupational Health support to prevent absence and speed up recovery
- Plans for supported employment
- Apprenticeships
- Support with redundancy and getting back into work

Employment Status

In work – support to retain/sustain employment

I want to carry on learning and developing new skills so that I am able and confident in my ability to progress further

I enjoy my job and I am supported by my employer and that makes me feel valued and motivated

I felt stuck, trapped and unable to move forward but I now have the confidence and ability to actively seek better employment opportunities

I have achieved my short term goals but now I am ready to move towards my longer term aspirations

At times I still need some support with my health and well-being

Logos of partners/projects/stakeholders etc.