

Learning Works Wonders

Local Jobs, Local People,
Local Solution

Learning Works Wonders

Definitely not rocket science

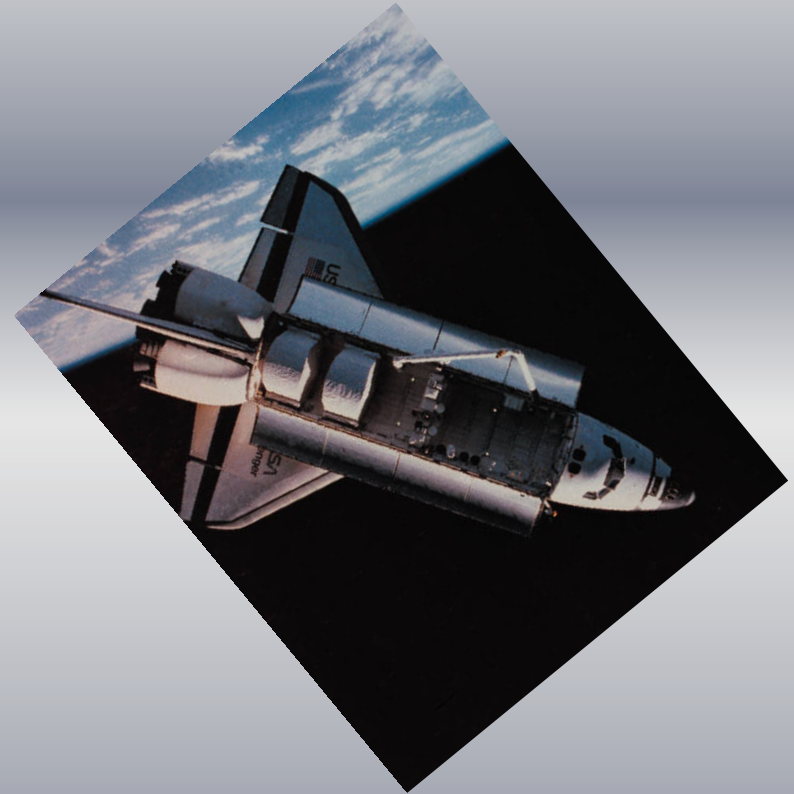
Links learning and work

Preparation with guaranteed

Job

But

Requires the will to make it work



What we did

- Local (unemployed) people for local jobs (social care)
- Recruited differently
 - Joint selection & interview
 - Skills scan not paper based
 - Commitment (employer and trainee)
- **VERY SHORT TIMESCALE**

Result

- 16 started – 16 finished – 16 went into jobs guaranteed for 6/12
- At end of 6/12
 - 8 went into permanent jobs – 1 in NHS
 - 7 onto Council 'bank'
 - 1 failed enhanced CRB

Some Critical Outcomes

- Initially, unrealistic expectations of work
- 69% thought wouldn't have got job via traditional route
- 95% satisfied with interview process
- Self-confidence increased with the programme - 85% by 2nd month of job
- 90% financially better off

Health Gains

- 77% personal life better
- 85% happier than before programme
- 70% reported +ive effect on family
- Mental and physical well-being
- Profoundly +ive effect on outlook on life
- Growing social and financial independence

Recruitment a key to success

- Wouldn't have made it through traditional recruitment avenues
- Managers agree
- Must mean that excellent, potential employees not getting fair crack of the whip

Organisational Considerations

- Challenges structures, processes and people
- Less bureaucratic recruitment can generate bureaucratic resistance
- Need to sell concept to the whole food chain
- Sustainability

What makes LWW different?

- Not pay
- Guaranteed work
- Career/skills escalator
- Worthwhile work
- People feel valued
- Releases latent talent and skills
- Gives people vision

Lessons for Government

- Benefit changes are only one option
- Linking learning and earning is likely to prove more successful and longer lasting
- Public sector has a duty to lead by example –
Corporate Social Responsibility embedded
- Public sector has to work in concert

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