

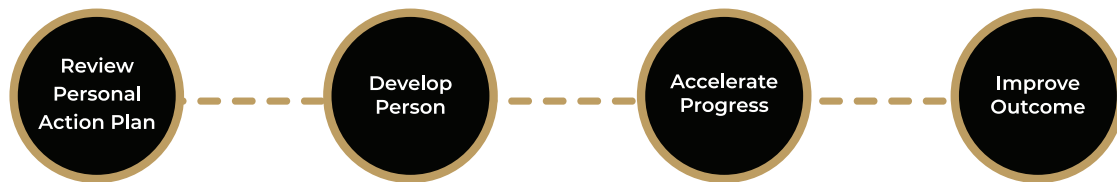
# case 2024 study



HUMANISE SOLUTIONS

## Work Ready and Wellbeing Programme 18-19 year olds

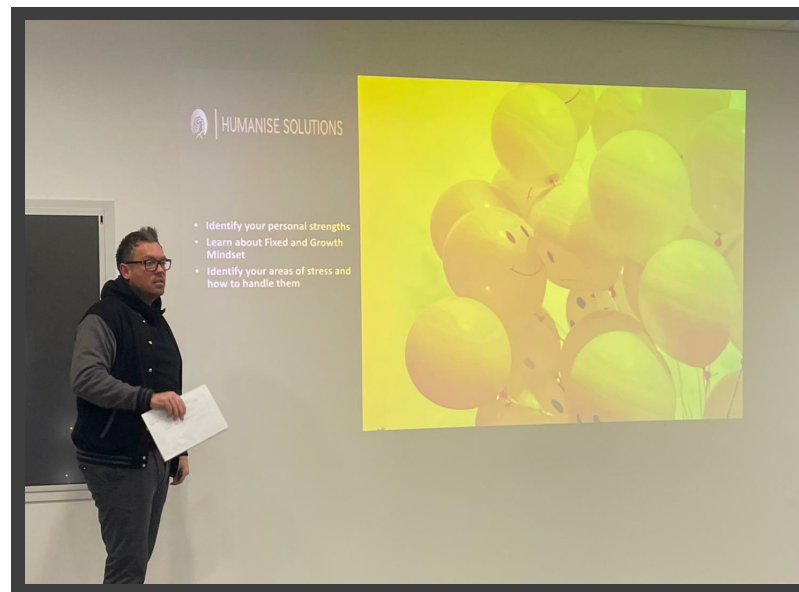
Humanise Solutions worked with The Department for Working Pensions and The Job Centre Brownhills to create a work ready programme aimed towards combatting the current challenges on personal motivation, skill awareness and the focus of becoming “work ready” as part of a 12-week approach.



Alongside Brownhills Job Centre key personnel and work coaches, Humanise Solutions designed a programme focused on supporting and developing 18-19 year olds for the purpose of increasing their confidence, work readiness and potentially employment. We devised a 32-touch point intervention to create a greater self-esteem, mental health and self-awareness to become more personally accountable for their job search, subsequent career and ambitions.

Our programme and teams approach allowed the participants to progress through their current challenges in a safe environment whilst gaining continuous access to personal coaching and skills development. Through these methods we established a coalition of positive influence and psychological safety to enhance the potential outcomes for all.

“Very clearly, Humanise Solutions have a strong understanding of working with young people from varying backgrounds. A big thank you to Scott and his team who have seen these young people not for what they were but what they could become and has encouraged them every step of the way. When we came together as team to create what we wanted from this programme our vision was one of progression, yes in the form of work/training but to bring about confidence, bring together young people who may have been struggling with social environments, building relationships and friendships. This programme has delivered all of that and more. When you see that they have built those friendships and connections together that has seen them motivate one another to move on in to work, gain interviews, pursue their options, it is inspiring”



### WHAT WE DID

Alongside The Department for Working Pensions and Brownhills Job Centre key personnel, Humanise Solutions designed a programme focused on supporting and developing 18-19 year olds for the purpose of increasing their confidence and work readiness.

#### » Humanise Solutions Academy

Our academy holds an extensive library of learning content and certified learning modules to support the development of our participants. In this instance, we included 16 modules to support the personal discovery, development and workplace readiness for each of our learners. This covered everything from self-awareness to interview preparation. Each module provided an in-person facilitation that encouraged discussions whilst alleviating any learning vulnerabilities and previously

preventative barriers. With a group of learners that included many neurodiverse participants, a varied approach that encouraged participation was paramount for the success of the programme.

Alongside our modules, Humanise Solutions delivered various immersive learning methods during the total period of 32-day workshops to support the development of personal confidence and teamwork. Activities were self-led to team engagement whilst being coached through their own personal journeys.

Our team supported job searching as a group and 1-1 to ensure everyone had targeted methods and ambitions in line with their own job search journey.

## » Evaluating Effectiveness

The programme presented a significant investment for The Department for Working Pensions and The Job Centre Brownhills. The methods being presented are truly unique and therefore data capture and feedback methods were introduced weekly to ensure both stakeholders and participants expectations were being met continuously.

## » Personal Reflection for Personal Progress

To monitor the impact of our interventions, we asked the participants to complete personal action plans, SWOB (Strength, Weaknesses, Opportunities and Barriers) assessments for themselves to understand what they can affect and how. This also offered our coaches the opportunity to study their choice of language and perspective on describing themselves and their current positions.

As mentioned, our unique approach includes utilising our business and people coaches to enhance the learning curve and self-discovery of our participants dramatically. Through various methods, we can deepen key learning point objectives and establish the most effective way for each learner to improve and support one another for collective success.

## » Feedback

9.98/10 average from all participants for the duration of our programme.

“ Working with Humanise Solutions exceeded all expectations

“ I now have my dream job because of this programme

“ I met new people and enjoyed the programme.

“ This programme is what I needed to work out what I want to do and who I want to be moving forward to change my life

“ Humanise Solutions evidently know how to work with and support young adults

“ I have got more confidence. I am far more confident in presenting my skills

“ Thank you for helping me during this programme. I will miss the people and the things we learned

## » Proactive Change

Throughout the programme, we obtained feedback allowing the Humanise Solutions team to restructure or delve deeper into certain topics to accelerate the learners' outcomes. The positive disruptive nature of our learning activity challenged the learners to think about their personal approach towards job searching and personal well-being. This method offers both personal and professional acceleration.

## » Outcomes

Each participant completed their assigned modules and attended their workshop sessions to complete our programme. In turn, they have received a Digital Badge and certificate assured by Humanise Solutions and City & Guilds.

Humanise Solutions gained 100% completion for all participants for the programme which has not been achieved previously in the region. 4 weeks post completion, Humanise Solutions have also achieved a 700% increase in job outcomes supporting the participants into work.

In conjunction with Department For Work & Pensions and The Job Centre Brownhills

NEED MORE INFO

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