

“By undertaking a six month paid placement provided me an opportunity that has changed my life. I have been given a chance to prove myself and feel motivated to succeed in my career.”

**Nicola Begum,**  
Programme participant

“This programme has affected our business in such a positive manner. It has enabled our business to grow without increasing our overheads. It also allowed us to have a positive impact on the community by offering opportunities and developing the skills of local people.”

**Rakesh Patel,**  
Director, Elite Mailing and Distribution Ltd

“As a new business, growing within a recession comes with its difficulties. Being provided with extra staff at no cost supported our growth and allowed me to train staff to progress into permanent employees with no disbursement involved.”

**Martha Smith, CPU Fix it!**

## Interested?

To find out more about taking your first steps towards being part of this exciting programme, please contact the Working Start Project Manager.

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A pocket guide to the

# Working Start

Programme

for employers



## What is the Working Start Programme?

- It aims to help unemployed young people and other unemployed local people who face disadvantage in the job market to gain valuable paid work experience
- It provides work placements of 3 or 5 months depending on the previous experience of the participants
- There will be a selection process for candidates led by Skillsmatch, the Council's job brokerage service
- Each participant will be provided with support and encouragement, including being taken through motivational training sessions



## How will the Working Start Programme add value to your company?

- It will help your company to achieve its Corporate Social Responsibility outcomes by helping local people on their journey into work
- You will have the services of an employee working 25 hours per week for 5 months, with no cost to your company
- This will provide you with potential future employees from our highly diverse local population
- You will have access to additional resources to fill any short term staff shortages
- Your existing teams can gain valuable supervisory skills by providing mentoring and management support to our placements
- We will provide you with access to our experienced placement advice and support team
- Our placements will bring with them new ideas and insights that will be invaluable to your company
- A variety of sectors are being targeted for this initiative – including admin, catering, construction, hospitality
- Your recruitment and training costs can be reduced by considering the employment of our participants at the successful completion of their placement.



## What will my company be required to do?

- Develop job specifications and descriptions for all placement opportunities, working with the working start team
- You will be invited to attend the recruitment sessions and help to select the right candidates for your roles
- Provide additional support with regard to induction into the position, on the job training required and access to any other training opportunities available in the company.
- Consider Working Start participants for any suitable positions that may become available within the company