

Person-centred approach to employability at Bromley by Bow

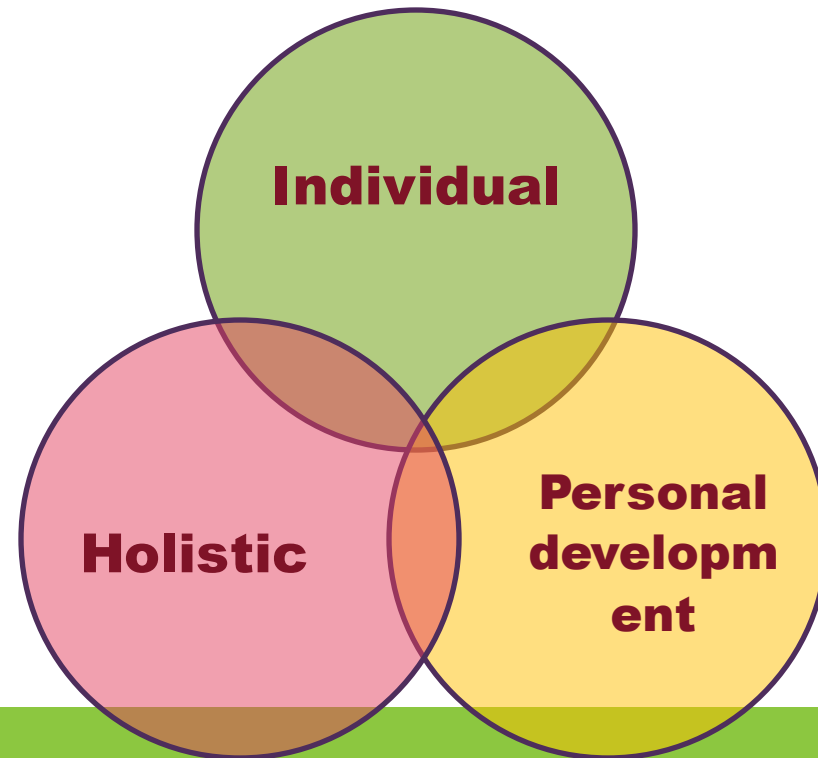


**Bromley
by Bow
Centre**

Underlying assumptions

- Many residents in Tower Hamlets face multiple and intersecting barriers
- Employment is a distant or unimagined prospect for many
- Addressing issues in isolation does not deliver sustainable employment outcomes

So our approach



Delivery Principles

- A social prescribing approach, with dedicated case workers
- Early identification of what may inspire the participant
- Trust building
- Co-creation
- Flexible and adaptable programme
 - ✓ Personal resource development;
 - ✓ Basic, life and employability skills;
 - ✓ Sector application skills and progression
- Wide range of partners to allow individualised programmes
- Activities contextualised in, but not limited to, key sectors



Outcomes

Outcome

- Wellbeing
- Basic needs met
- Strengthening personal resources
- Built knowledge and skills
- Connected to others
- Contributing to the community

Indicators could be:

- Improved mental health
- Housing issue resolved
- Increased confidence
- Skills to progress to FE, training
- Contributing to team activity
- Volunteering

Indicators tailored to programmes and individual



Programme Elements

- Outreach and referral
- Welcome and engagement
- Diagnostic activities
- Individual plan
- Individual programme including:
 - ✓ 1:1s with case worker
 - ✓ personal pathway
 - ✓ progression
 - ✓ embedded and wraparound support
- Follow up post programme