

Family Firm: Work Placement Case Study

Background

Alan joined the Family Firm programme in June 2017. The school environment just wasn't for Alan so when he enrolled with Family Firm, his main aim was to find a job. Alan participated in a pre-employment programme which targets care experienced school leavers and he really impressed the training providers with his focus and maturity despite being an early school leaver. Following this programme, Alan completed two short term placements with local joiners, which were both very successful. Alan enjoyed both work experience opportunities so decided to apply for his CSCS card so that he could enter the construction industry, which he successfully achieved.

New Job

In addition, CQ Services were offered a SERI (Scottish Employer Recruitment Incentive) grant to contribute to the cost of recruiting Alan. The owner of the company has been a fantastic mentor to the young person by being incredibly supportive to his development and has witnessed Alan grow and develop already, in terms of his confidence and ability.

Alan loves his new job and has gained a unique insight into both the management and the physical side of the construction industry. He is already thinking about his future and how he would like to progress his career. The transformation in Alan over the last few months has been a joy to watch!

Outcome

Family Firm conducted a marketing campaign later in the year which attracted a local business from the construction industry called CQ Services who were specifically looking to recruit a young person to the company. Through job matching, Alan completed a work trial with the company. The company were really impressed with Alan's work ethic and attitude during his trial and offered him full time employment with the company as a Trainee Sealant Applicator.

“We've witnessed Alan grow and develop already, in terms of his confidence and ability... participating in the Family Firm initiative has been fantastic for us, and we are likely to use it again in future.” Owner, CQ Services