

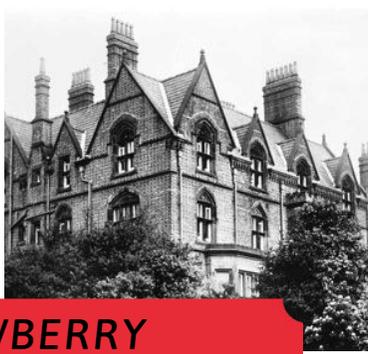
STRAWBERRY FIELD



Steps to Work

"The Steps to Work programme reaches out to young adults aged 18 – 25 with learning difficulties or other barriers to employment"





STRAWBERRY FIELD HISTORY

The Strawberry Field Origins

Strawberry Field and the original Victorian house were gifted to The Salvation Army in 1934. In 1936 it was opened as a children's home for girls, later accepting boys. From then on, for nearly 70 years, it gave some of Liverpool's most vulnerable children a refuge from turmoil and unhappiness – a safe, calm and spiritual home.

The site was immortalised by John Lennon in The Beatles hit, 'Strawberry Fields Forever' after the young John Lennon played in the grounds and was inspired by the 'paradise' that he found. It has since become a 'must see' for Beatles fans from around the world, with over 60,000 visiting every year just to take a photo at the iconic red gates.

Continuing the Legacy

The new site opened its iconic red gates to the public for the first time in 2019 and will now serve as a unique addition to Beatles tourism, with visitors welcomed inside for the very first time. Complete with a visitor exhibition, café, shop, gardens and - at its heart - a Steps to Work programme, the new site continues the legacy of caring for young people in the local community. It promotes responsible tourism through the Steps to Work programme, which is fully-funded by the exhibition, café and shop sales.

Through the exhibition, visitors can learn more about the history of the site; including stories from the former children's home and about how John came to write the famous song. The 'Imagine More' Café is a place to socialise and enjoy delicious dishes, sourced locally. The shop stocks a wide range of authentic merchandise from handpicked suppliers and the gardens offer a calm space for reflection and a place to explore spirituality.

ABOUT STEPS TO WORK

What Do We Offer?

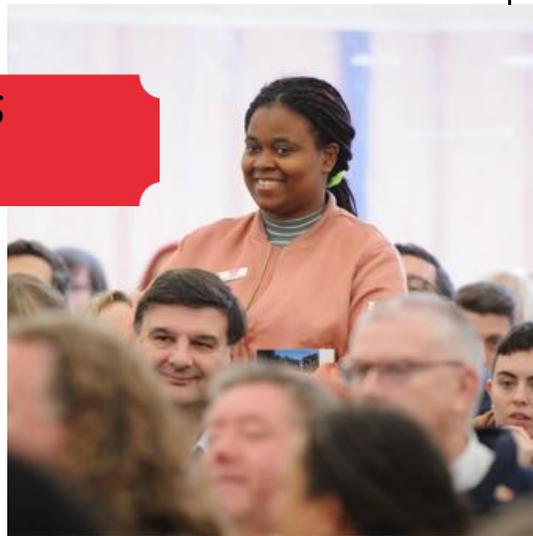
The Strawberry Field Steps to Work Programme is the first of its kind in the UK. With core values of generosity, inclusivity, compassion and integrity, we will call on the open hearts of businesses and individuals in Liverpool to see the value in diversity.

The Steps to Work Programme operates a truly person centred approach with the trainee at the centre of everything we do.

Who Should Apply?

The Steps to Work programme reaches out to young adults aged 18-25 with learning difficulties or other barriers to employment through a training hub in the new Strawberry Field centre. Thanks to partnerships with local education providers including The City of Liverpool College and the investment of local businesses and organisations, Steps to Work can offer a 12-18 month programme that combines education and work placements to ensure trainees are truly work ready.

Trainees may come to the programme through referrals from schools, colleges, Job Centres and other organisations or by applying directly through the website. They will then attend an informal recruitment process before being invited to join.





STEPS TO WORK STRUCTURE

8 Week Work Readiness Programme

Once they have joined the programme trainees will attend an 8 week “Work Readiness” programme. This will run for 3 and a half days a week at Strawberry Field. The Work Readiness programme provides the opportunity for trainees to develop many life and independence skills such as communication, team working, planning and organisation and relationship skills. There is also a heavy focus on employability and ensuring the trainee is ready to start their work placement.

Trainees are fully supported by a team of Work Coaches throughout the programme. Towards the end of the 8 weeks trainees will plan and deliver an event of their choice to bring all these skills together and welcome family and friends.

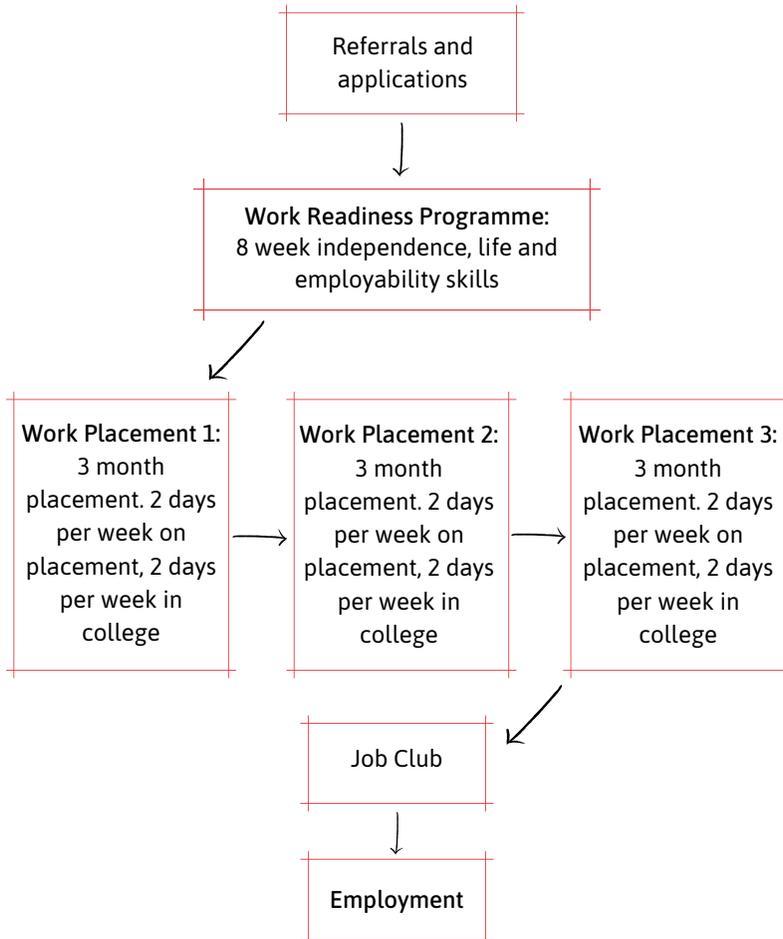
Three 3-month Work Placements

Once the 8 week Work Readiness course is complete trainees will start the first of three work placements. Each placement will last for 12 weeks and for a maximum of 12 hours per week. Placements are arranged based on the skills, interests and career aspirations of the individual trainee. In addition to work placements we encourage trainees to study for a vocational qualification at a local college. Each placement will give trainees the opportunity to practice and consolidate skills learned by attending two days a week at the college.

What Happens Next?

After each placement, trainees come back to Strawberry Field for a 3 day reflection and consolidation workshop. Here, we identify progression in skills and capability as well as share best practices and showcase talent. Trainees then repeat the process two more times in different work placements, which may be in the same or different sectors depending on what the trainee wants to try.

Towards the end of their third work placement, trainees will attend the Steps to Work Job Club, which supports them in building their CV's, coaches them in job search activity and encourages them to practice interview skills. Throughout the whole process, our Work Coaches will support trainees in realising their long term goal of paid employment. Once trainees secure a paid job, Work Coaches will continue to support trainees into their permanent role for the first three months.



WHAT DO OUR TRAINEES SAY?

"The Steps to Work programme has really helped to build on my confidence and the support that I have been given throughout the programme has made everything so easy. I wouldn't be able to do it without the support.

World Museum, Liverpool, was my first placement where I had to hand out leaflets and floor maps to visitors and check in the schools. My work coach stayed with me the whole of the first day and then slowly backed away to allow me to be independent once again. I already had a level of independence and confidence but needed a bit of reassuring; not now!"

- Lizzie, joined Steps to Work in March 2019



"The Steps to Work programme is brilliant. I love it and I really enjoy taking part; it has helped me 100%. I'm a lot happier and more confident in myself now and that is all thanks to the programme and the support that the work coaches have given me.

The work coaches were so easy to work with and it was clear to see from the start that they really cared and wanted to see people improve and the whole plan and work placements are tailored to the individual's needs."

- Chris, joined Steps to Work in October 2019



"When I first started looking into what I wanted to do with the help of the work coaches, I remembered from college that I was good at working with children and that I enjoyed it! The work coaches listened and helped me get into that area and arranged for placements at primary schools for me. I worked as a year one teaching assistant and carried out group work, supported with guided reading and helped the teachers on lunch duty.

I really feel that I have grown up within the work placements and the programme has helped me in learning what I want to become in the future. I don't know where I'd be without the programme, The Salvation Army saved my life. In college I fell into the wrong crowd and I couldn't wait to leave but at Strawberry Field I just clicked with the team and made friends so easily, we're still in touch now and our friendships are getting stronger and stronger.

I'd never heard of The Salvation Army before but I think they're amazing! Seeing the work that they put in to helping us is fantastic. They really are allowing us to fulfil our dreams!"

- Vicky, joined Steps to Work in October 2018



MEET OUR TEAM



Alan Triggs: Steps to Work Programme Manager

Alan has overall responsibility for managing and implementing the Steps to Work programme. His previous experience includes working on an employability programme for the DWP (Department for Work and Pensions) and providing training in the pharmaceutical industry. Away from work, Alan enjoys walking and loves to spend time in North Wales.



Andie Mason: Employment & Engagement Co-ordinator

Andie is responsible for developing relationships with local employers to find suitable work placement opportunities for trainees. Previously, Andie worked as a learning mentor in a school for children and young people with autistic spectrum disorder. Outside of work, Andie enjoys family time with her husband, their two boys and the dog. She also likes to swim and is very active within her church; where she is part of the worship team, as well as being a youth leader.



Adele Murphy: Work Coach

Adele is a Work Coach on the Steps to Work programme. Adele previously gained over ten years' experience in the commercial employability sector and has also worked on other supportive employability programmes in the charity sector before beginning her vocation at Strawberry Field. Outside of work, she is currently qualifying as a Person Centred counsellor, seeing that these additional skills will add to her pastoral experience of helping others.



Vickie Yavuz: Work Coach

Vickie supports trainees on the Steps to Work Programme; within the classroom based setting, whilst trainees are on placement and through the delivery of 'job club'. Vickie has worked with disabled people for over 20 years and has recently completed a MA in Disability Studies at Liverpool Hope University. She enjoys spending time with her daughter and their dog Flash.

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Beaconsfield Road, Liverpool, L25 6EJ
Tel: 0151 252 6130
Email: info@strawberryfieldliverpool.com
Website: www.strawberryfieldliverpool.com

 @strawberryfieldliverpooluk

 @strawberryfieldliverpool

 @strawberryfield



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