



HUMANISE SOLUTIONS



HUMANISE SOLUTIONS

- Identify your personal strengths
- Learn about Fixed and Growth Mindset
- Identify your areas of stress and how to handle them



case study

January – March

2025

Work Ready and Wellbeing Programme 18–19 year olds

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

jobcentrepplus



Department
for Work &
Pensions



Review Personal Action Plan

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.

Develop Person

We devised a 23-touch point strategy to create a greater self-esteem, improve mental health and self-awareness to become more personally accountable for their job search, subsequent career and ambitions.

Accelerate Progress

Our programme and teams approach allows the participants to progress through their current challenges in a safe environment whilst gaining continuous access to personal coaching and skill development. Establishing a coalition of positive influence and psychological safety, to enhance the potential outcomes for all. Whilst we have a formatted programme, content and elements, we enable the participants to support the decisions on topics for the day to enhance their thought process towards personal improvement and empathy for the collective group.

Improve Outcomes

“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”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

From over 15 years of research, design and delivery, Humanise Solution approach each programme with a refreshing ambition of building the structure to suit the participants in aid of accelerating them towards their life goals.

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 12 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 23-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. Born from the world of elite sport and over a decade of research, our unique methods enable each participant to evaluate their own choices, opportunities and the understanding that anything is possible.

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.



» 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.

"Humanise Solution's ability to amend the delivery methods to suit our participants whilst getting the results they are is fantastic. They are one of a kind and we have loved working with them again"



» 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 and personality profiles 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.

» 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.





» Feedback

9.9/10 average from all participants for the duration of our programme.



Working with Humanise Solutions exceeded all expectations



Humanise Solutions really understand how to establish the correct relationship with our participants to support them in their own journey



"I have loved making new friends and taking part in a programme that has changed my life



I have got more confidence. I can now speak in front of people and really want to



The team really supported me during difficult times where others haven't. I have loved every moment"



Thank you for helping me with my confidence and wellbeing. I truly believe I can achieve my dreams

NEED MORE INFO

Get in touch today

T: +44 (0) 1926 754 164

E: contact@humanisesolutions.com

W: www.humanisesolutions.com