

# ROOTS-

# OPPORTUNITIES

# FOR

# GROWTH



**WORK HERE**



## ROOTS- OPPORTUNITIES FOR GROWTH

**The Roots: opportunities for growth programme is a placement and learning programme for looked after and care experienced young people. Our Vision is to work alongside young people in North Lanarkshire to help them to make informed and positive choices. We strive to support young people to improve their chances of gaining and sustaining employment.**

Many looked after and care experienced young people will have the skills and confidence to gain employment independently or with minimal support. However, some may need the support of the Roots programme to develop their skills and confidence and to understand the expectations on them when in employment.

"The Roots programme has definitely changed my life for the better. I'm more confident when talking to members of the public, I can make eye contact and show that I'm listening, even when I'm not at work. I can work better as part of a team and find it enjoyable, when before I would have preferred to work alone."

**MEGAN, ROOTS TRAINEE, AGE 17**

## WHAT DOES THE PROGRAMME OFFER YOUNG PEOPLE?

Roots will provide looked after young people and care leavers with relevant and appropriate work placements where they'll get the opportunity to find their strengths and develop the skills they'll need to succeed in the world of work.

The work placements on offer are anticipated to last for 12 months and during that time the young person will be supported to apply for and gain employment.

Young people who are, or have been, looked after and are ready for work can be referred to the programme by their social worker, school or other agency. They will then be assigned a job coach from the Supported Enterprise Service.

"It feels good to be out of the house and doing something and I enjoy getting paid. It makes me feel happier"

**CONNOR, AGE 19**

## HOW DOES IT WORK?

The job coach will work with the young person to complete a vocational profile to identify the types of roles they might be suited to, or are interested in.

A suitable work placement will then be sought for the young person, which will match their interests and needs and a formal placement offer will be given.

Work placements will vary in nature and the arrangements will be discussed individually with each trainee.

Trainee allowance will be paid in accordance with the Scottish Government guidance.

Work placements do not guarantee a permanent job offer with the council.



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