

Step The By Employment Model Step

SBS Shed Community

Interreg 
EUROPEAN UNION
2 Seas Mers Zeeën
SBS
European Regional Development Fund



The Step By Step Employment Model

Background

Our health is impacted by where we live and work, and good work can make it easier to live a healthier life. Combined with active participation in the community, being part of an SBS Shed provides a holistic approach to health and work.

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Unemployment and under-employment isn't restricted to areas of deprivation and debt: redundancy and unemployment can affect individuals anywhere. International research has produced comprehensive scientific evidence on increased health risks resulting from long-term unemployment, precarious employment and chronic exposure to occupational hazards and stressful working environments.¹ Men are particularly affected by poor mental health associated with unemployment and debt and redundancy are common adverse life events associated with suicide among men.²

The SBS Model

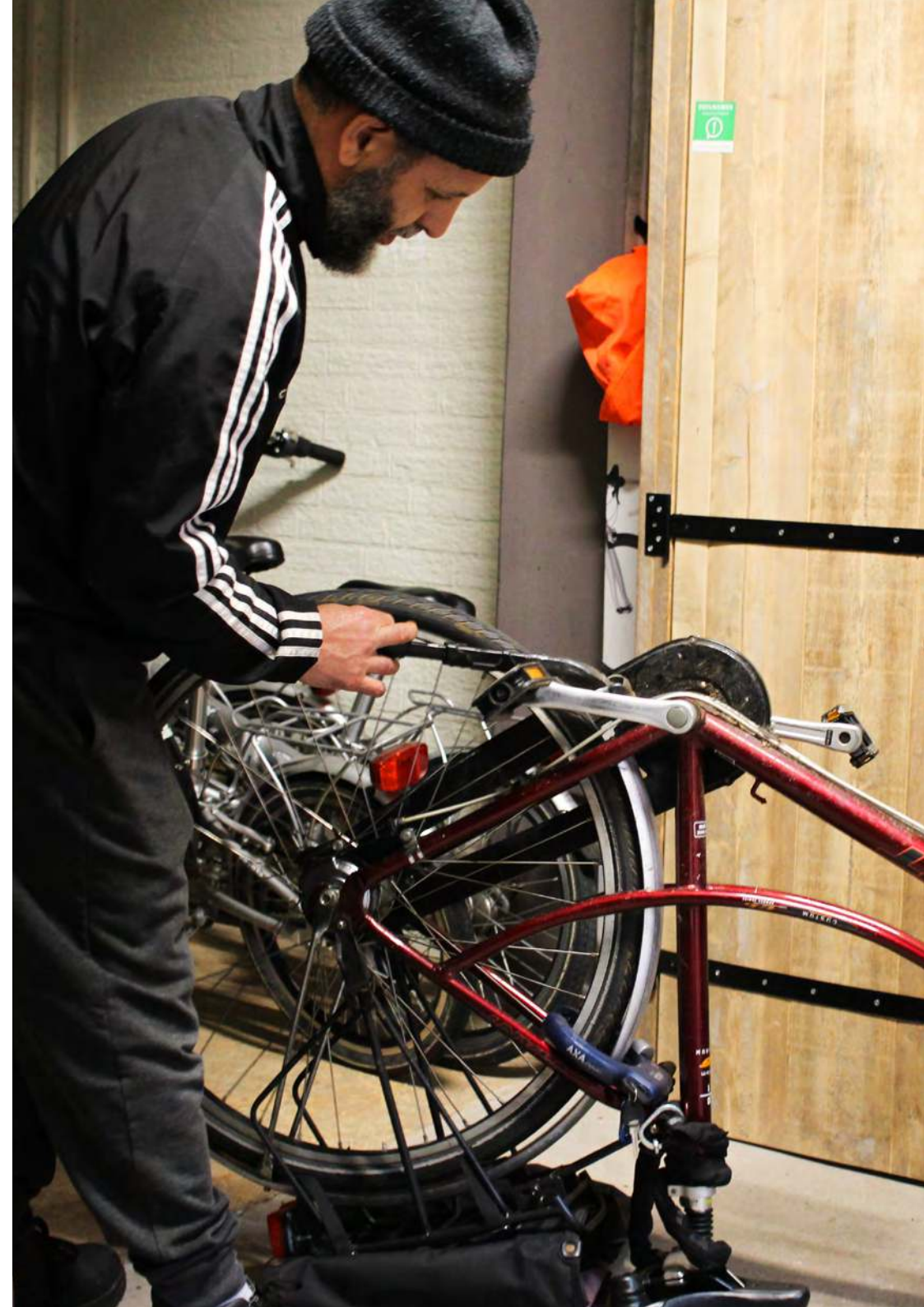
The SBS Model was inspired by the social connectivity obtained through Men's Sheds. The model is based around a new type of Shed which aims to improve the health, wellbeing and employment prospects of men within a community or social setting.

All three aspects impact on each other, with improved employment linked to improved mental wellbeing and physical health, which in turn have a positive effect on employability. The SBS Employment Model brings these three key themes together.



¹World Health Organisation (2016). *Work and worklessness, Final report of the Task group on employment and working conditions, including occupation, unemployment and migrant workers, Review of social determinants of health and the health divide in the WHO European Region.*

²Hampshire County Council Suicide Audit (2014)



The Shedder experience

Shed Leaders are the catalyst within each SBS Shed and work with their members to identify their local needs and priorities.

The Employment Model consists of three interconnected elements that work together to improve employability for SBS Sheddars. As the Employment Model focuses on the development and sharing of skills, the benefits can be experienced by all members of the Shed community whether they are retired, employed or seeking work.

The Shed as an employer

SBS Sheds operate in a similar way to other small businesses, offer many of the key components of 'good work', and in many ways acts as an employer for Sheddars. Unemployed Sheddars benefit from a work-like environment, building vital soft skills such as timekeeping and communication.

Sheddars can contribute to the Employment Model Shed, either through providing training and support to newer members, or through taking on a management role within their Shed.



SBS provides opportunities for all Sheddars to become Skill Builders, people who can recognise the potential of their Shed, in themselves and in their fellow Sheddars.

Shedders come with a wealth of experience and skills, and often a desire to share knowledge with others. Inter-generational skill exchange is enabled by the supportive environment created by the Shed Leaders, Health Champions and Skill Builders.

Informal education and skill exchange

Informal education is a way to learn skills and enhance knowledge outside of formal training. This includes sharing of skills that can help Shedders on their employment journey. Shed Leaders support members to share their specialist skills or experience to share their skills with other members in an informal way, building confidence and motivation among Shedders. Skills are utilised from within the group where available, or from other SBS Sheds as part of inter-Shed skill exchange, or through involvement in general SBS Shed activities. This is a crucial first step on the SBS Employment Model journey.

With a focus on informal skill exchange, men will be able to build their skills at their own pace, ensuring confidence grows at a sustainable rate, leading to more confidence and better mental health when re-entering the workforce.

Holistic coaching

Sheds have members who naturally take on the role of coach or mentor based on their desire to help others. The SBS Model provides these coaches, known as 'Skill Builders', with additional training to help them better support people to develop their skills.

Trainees learn how to recognise the different ways to coach and support others based on their personal style, and how the SBS Employment Model can support those furthest from employment.

Skill Builders will be linked into local employment resources to help build connections between the Shed, Shedders and local employers.

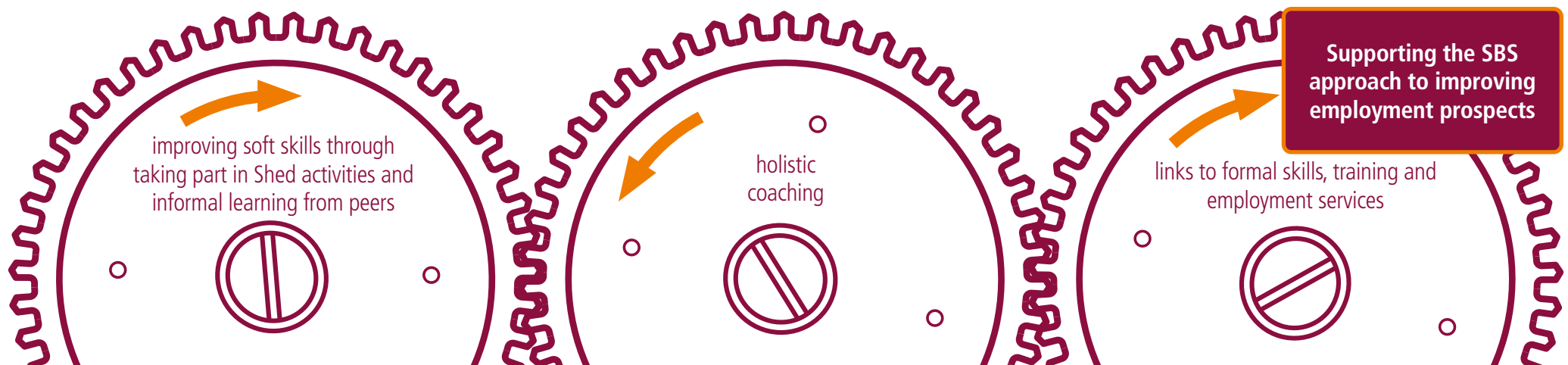
Further information on Skill Builders is available later in this document.

Additional skills training community links

As Shedders explore new opportunities and build their confidence and motivation, they may want to expand their skills through more formal training, specific to their own personal goals.

There is a range of employment resources already in existence which may be under-utilised by Shedders for several reasons. Organisations hosting SBS Sheds, in collaboration with the Shed leadership, can facilitate links with local training organisations and reduce barriers to taking up their offer.

Specific skill training needs, including qualifications, are decided by the Shedders as a result of their involvement in informal skill sharing and coaching. These options will be presented as a 'modular' programme where SBS Shedders can easily access the training they want/need.

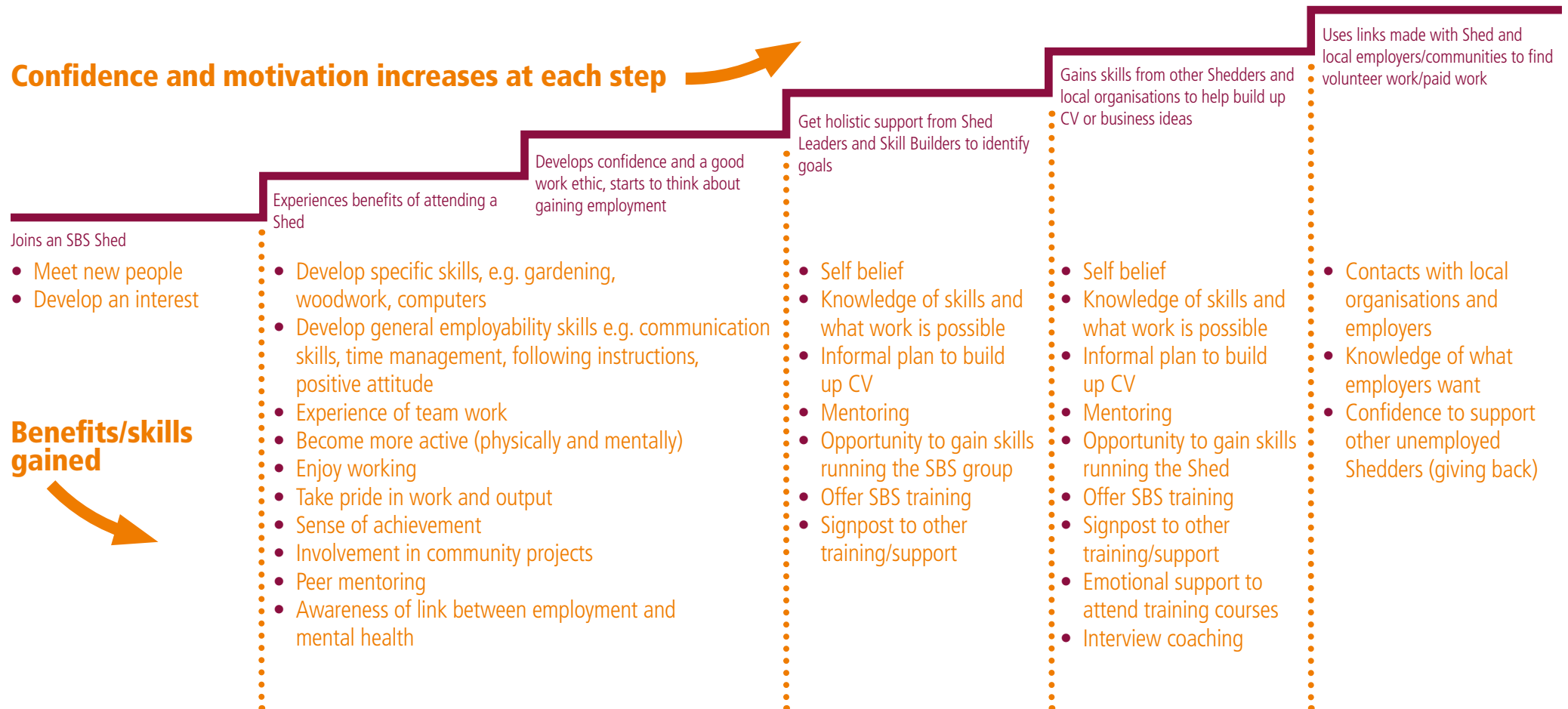


The SBS approach

The SBS Shedder journey is based on a participation ladder, a stepped approach to gaining employment skills and is built into the SBS Model. Shedders can start their journey by taking part in activities and feeling connected to their fellow Shedders, which is one of the core philosophies within the SBS Model.

Each Shedder's experience will be unique to them, but all Shedders will be able to progress through the Model step by step.

Men are able to start with an idea and are given the space and encouragement to develop ideas into goals. These goals will have practical steps that men can do for themselves as well as accessing specific courses to upskill at a pace that builds confidence rather than causing stress.





Skills

An SBS Shed utilises a wide range of skills providing opportunities for Shedders to get involved at a level that suits them.



Developing employability

The SBS Employment Model recognises that men will be at different stages of the employability journey, and that there are a vast range of skills, both technical and life skills, that can support this journey.

SBS Sheds are aware of the range of skills and activities that Shedders can learn to improve their own prospects, and coaching will encourage Shedders who are furthest from employment towards a formal job or volunteering role.

Life skills can be developed by taking part in activities within the Shed, forming connections with people with similar interests and dealing more challenging situations. These can then be developed into performing a task for others, such as helping out the Shed Leader or helping a neighbour.

Specific skill development could include taking a course or learning from another Shedder. This could lead to informal or formal volunteer work or applying for paid work, or even starting a business.

The Participation Ladder

The SBS Participation Ladder is a way for Shedders to measure how far they have improved their participation in community activities and is integral to the step by step approach to building confidence and motivation, improving health, and reducing isolation. Skill Builders and Shed Leaders can use The Participation Ladder with their Shedders to help guide individual skills development and are trained in how to use the Participation Ladder to measure employability progress.



Step 1

"I have little or no contact with others outside of my home. When I do, it's limited to daily living contacts"

Examples: speaking to cashiers in shops or talking to healthcare staff.

Step 2

"I socialise outside the home and I meet up with others who are not my family at least once a week."

Examples: going to work, meeting with neighbours or friends, going to an exercise class, going to a place of worship, attending social gatherings.

Step 3

"I participate in regular organised activities or groups."

Examples: being a member of a sports team or activity group.

Step 4

"I participate in regular activities or groups and volunteer or help others from time to time"

Examples: doing tasks for neighbours, helping out at a community event, fundraising for a local organisation.

Step 5

"I regularly volunteer or do some unpaid work for others outside of my family, with support from a government scheme, social service or charitable organisation."

Examples: volunteering as part of a course, on an internship or work experience placement, sharing my skills with others, regular volunteering with a formal role.

Step 6

"I'm employed, self-employed or retired, and contribute to the community in a paid or unpaid capacity and am able to continue to improve my situation without any additional support from government agencies, social services or charitable organisations."

Examples: running a volunteer group, organising community events, running a social enterprise company, being a member of a charity committee.



Holistic coaching through Skill Builders

Role of Skill Builders

Skill Builders are the skills, development and employment coaches within SBS. They provide additional support to Shedders who need a helping hand to get on the employment ladder and form a key part of the SBS Employment Model. They are not expected to give employment advice, but rather to use holistic coaching to support Shedders on an employment journey. Coaching is a style of support that builds on an individual's aspirations and enables that individual to take actions to achieve their own goals.

The SBS Employment Model is based on building skills in an informal way and holistic coaching is a key element of this. While all men can benefit from the Employment Model by taking part in Shed activities, some may need a bit of extra support to get onto the first step, or some encouragement to make or achieve their employment goals. This is where trained SBS Sheddors will step up and provide that extra support.



Their role is to empower the Shedder to pursue employment and improve their employability skills, not to provide them with a job or help them to complete application forms..

Support provided from a peer, rather than a formal work programme, allows the Shedder to slowly build skills in a practical, self-driven way. Working at their own pace, they can also improve their mental health and confidence.

Skill Builders also use their awareness of employability to improve their relationship with unemployed Sheddors, and tailor their coaching support.

Skill Builder types

There are different ways Sheddors can support others based on their personal style. Skill Builder training helps individuals to recognise what they can do already, and develop new skills drawing on the Skill Builder styles.

The Guide

This type typically has expertise in a particular skill to the extent that they feel comfortable to guide another to learn that skill. They might demonstrate a technique to a group or one-to-one. Alternatively, they might have an experience that they can retell in order to inspire or empower others. The guide is someone who has a passion for their skill or strength and enjoys seeing others develop that skill for themselves. Guides are good at explaining things, patient and accepting of their "students" skill level. A guide does not force information on people but gives their knowledge freely for others to use or not. The guide is often heard saying "I can show you if you like."



The Connector

This type excels at connecting people with others that have a skill, knowledge or experience that could help them. The connectors often know many people inside and outside the group. They have an amazing capacity for connecting people who will enjoy helping each other. The connector can often be heard saying "I have a friend, Bob, who...Shall I introduce you?"

The Resourcer

This type is adept at finding resources for the group or an individual looking to expand their activities or skills. This type is often skilled at using IT to collect data and loves to be able to share what they have found, such as bargain materials, how-to videos or training courses. This type tests out their resources so they can recommend them to others. The Resourcer is often heard saying "I found this great.."

The Encourager

This type has a knack for seeing the positive in other people's efforts to develop new skills. The Encourager can sense when a few words of encouragement would help the other person break free of anxiety or feeling "stuck." Encouragers are often heard expressing their appreciation for other people's skills and strengths.



The Clarifier

This type of Skill builder is great at cutting through static to the heart of an issue. The clarifier uses questions to dig deeper and discover what the other person's goals are, where they are with those goals and helps them identify for themselves what the next step could be. A clarifier likes to help people discover their own solutions. Clarifiers are often heard asking questions.

Master Skill Builder

This person demonstrates all the Skill Builder types. He is the person who people often seek out to ask advice or watch how they are doing something. This person supports others as they learn using a variety of approaches. This person is often heard saying "How can I help?"

Delivering a coaching training package

Training follows a core skills framework and can be tailored to complement local employment and training offers. The core programme introduces the Employment Model and teaches practical skills to help unlock others' potential.

- Overview of the SBS Employment Model and the benefits to Sheds and Shedders
- How the SBS approach can help people to develop their employability
- The link between good work and good health
- An introduction to Skill Builder types
- Informal coaching skills
- Local employment resources

Training should be delivered in a group setting to allow attendees to practice with their peers and learn from each others' experience.

Following training, participants will be provided with a completion certificate and ongoing support from their local SBS host organisations.

Skill Builders will be available within their Sheds to provide coaching to their peers. Most conversations will be informal, and it will be up to the Shedders how much support they need and how they want to receive it.

Learning from the Pilot

The Employment Model is an essential part of the SBS Model and should not be seen as an add on - in fact, many Shedders may not even realise the employability elements of a Shed unless it is pointed out.

Skill Builders should not be seen as replacements for fully trained, employed employment advisors. They should be a complementary part of the wider employment support offer available locally.

It is also important to make it clear that coaching is not the same as counselling so if the term 'coaching' may be confusing, choose a term which is more useful in your local context.

Overall, the role of a Skill Builder within an SBS Shed should be kept simple and delivered in a 'light touch' way - the Employment Model is not a formal job programme as these already exist. The SBS Employment Model takes a step back, allowing motivation and confidence to grow organically so that individuals are empowered to take further action themselves.

About Step by Step (SBS)

Step by Step (SBS) is a collaboration between 10 organisations to develop and test a new model of community mental and physical health improvement for men.

The model has been designed to

- Empower men to move from poor health and/or isolation to healthy social participation or active engagement in the labour market.
- Promote a culture in which all citizens in all regions will have the confidence to make sustainable positive changes in their lives benefitting themselves & society.
- Contribute to healthier individuals, families, communities & workforces

The SBS model's primary aim is to engage with men in their local communities, particularly those who may be socially isolated and suffering from poor mental health or poor wellbeing.

For more information and to find your local partner visit www.sbs-wellbeing.eu

About Interreg

Interreg 2 Seas 2014 -2020 is an EU programme facilitating cross-border cooperation between England, France, the Netherlands and Belgium.

SBS has been funded as part of the programme's technological and social innovation priority. SBS's specific objective is to increase the development of social innovation applications to make more efficient and effective local services.

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