



### Case study: Groundwork

Rhys Elliott (RE) age 20 from Clapham was unemployed for 12 months before joining the Groundwork London Central London Forward programme. Having previously worked in the construction industry, he felt the need to consider more suitable career options to widen his career prospects.

RE's long term ambition was to start his own business in sound production and knew that he could achieve this with the help of Groundwork London. They would support him getting a job he enjoys and where he could learn new skills to further his development to reach his goal.

Vacancies were available in the Groundwork Green Doctors department, who were seeking a trainee to support the existing energy advisers. They asked the CLF employment team to facilitate an active recruitment process where they could identify suitable candidates through a work trial and interview. RE learned about the Assistant Green Doctor role through the Job centre and was put forward by his Groundwork advisor for the position, via the CLF flexible pathway.

As part of his preparation RE completed all stages of the CLF pre-employment pathway and attended role focused sessions specific to Energy saving, Reuse and Repurpose. With the support of his adviser RE was able to gain the 6 month trainee post and begin his role as Green Doctor Assistant in March 2016

#### Outcome

The role involved a combination of office based tasks including customer calling, visiting residents in their home, giving advice on energy saving measures alongside the 'Green Doctor' advisers. The role required trainees to be very flexible which was initially challenging for RE who needed travel expenses reimbursed and clarification of shifts.

RE quickly adapted to his new role and became a key member of the team. He showed a keen interest in wanting to learn new measures and performed over and above expectations which gained him a job at Green Doctors. His line manager recently commended him as being, "the most reliable and committed worker" of his team at an event they had worked at.

RE said "I am really grateful to Groundwork for the opportunity particularly to my advisor for mentoring me right through the programme, his coaching skills has helped me develop greatly. The project has made me obtain new skills and has pushed me to an advanced level in the role I have today. I am now a full time green doctor and thanks to the project I was able to receive help and guidance when needed most".

