



Case Study - Lewis Brady

Names and locations have been changed to protect the identity of the participant.

ChoiceWorks engage with participants who may be furthest from the labour market due to multiple barriers. Through the intervention sessions, support is offered that provides assistance in many aspects of their life. The following case study illustrate how engagement and support is provided to participants who engaged in the programme.

Background

Lewis, aged 22 years was referred to **ChoiceWorks** by Criminal Justice Social Work.

Lewis resides in the Balornock area of Glasgow and had been both referred to the programme before and visited previously by staff to see if he would like to engage. He did engage briefly however did not fully commit. On the second occasion, however, he spoke about being in a 'different headspace' and 'more ready to commit and move on with his life. He had worked previously, but had no recent work experience and was on Universal Credit at the time of starting **ChoiceWorks**.

Lewis lived with his father, his mother having passed away. His gran, who was suffering from dementia, lived with him and his father and Lewis helped cared for her prior to her passing away. He had a mixture of friends, some of whom were involved in offending behaviour and some who had now moved on from this and held down jobs.

Lewis admitted to having alcohol issues in the past and at his worst he drank on a daily basis. He had cut this down to only drinking at the weekends and recognised the role that alcohol had played in his offending behaviour. Lewis smoked cannabis on a daily basis and had previously been admitted to hospital with lung issues. He showed a desire to reduce his intake and felt that gaining employment and structure would go a long way to assist in this. Lewis took full responsibility for mistakes he had made in the past and was keen to get started with **ChoiceWorks** and progress towards a more positive future.

Lewis' offences include: One pending case (threatening behaviour) and nine previous convictions (Breach/Vandalism/Racial breach/Vandalism/ Breach bail/Road traffic/Street Drinking)

Response to programme

When he was initially approached for the programme, he appeared keen to engage and motivated to make positive changes in his life. Throughout the programme Lewis's engagement and contact with staff was excellent, and he made great efforts to attend every session and additional sessions or training. Lewis displayed high levels of motivation throughout the programme. It was clear he was taking on board all of the main themes of the group work and engaged in good discussions. He often reflected on his own experiences and was able to relate situations to himself.

Key issues & challenges

Lewis lacked a lot of confidence and spoke about his fear of falling away from the programme, as he has done in the past. Staff assured him he would be encouraged and supported throughout the programme, even if he felt his motivation was lacking at times.

He found it difficult to say anything positive about himself or recognise good qualities. In addition to reflecting on his past negative behaviour, staff put a big focus on positive self-talk and situations where he made a positive influence in other people's lives. His confidence visibly grew when he was challenged to remember situations where he helped people or was able to provide some sort of assistance to them.

Lewis had a daily cannabis habit, along with health issues with his lungs. Throughout sessions, staff focused on the positives of reducing his cannabis use. He was of the opinion securing further training and full time employment would give him a more structured routine and have a positive influence in him moving away from offending behaviour.

Employability

Although Lewis had worked in the past, he had no recent work history so was quite anxious about getting back into work. He was put forward for a temporary position with the Council as an Environmental Operative. He was successfully interviewed and started his employment. During the first few weeks in addition to on the job training, he achieved in house training and certificates in using Land based Machinery and Laying Modular paving.

Lewis was monitored and supported and reviews were carried out with both Lewis and his supervisor at the depot. The feedback he received for his work ethic and attitude was excellent and he completed the full 6 month contract without issue. He worked hard to get routine and removed himself from situations where he was at risk of further offending. Lewis was offered further support at the end of his contract, however advised staff that he was going to go on holiday and was awaiting the outcome of a few applications he had submitted.

As his progress is monitored on a 3, 6, 9 and 12 month basis, staff got back in touch with Lewis. Lewis advised he was still not working and was keen to re-engage with service as he felt he needed further support. Since re-engaging he has successfully gained his CSCS card, and certificates in PASMA and Abrasive Wheels. Staff continued to support him in achieving further employment opportunities and helped him to gain interviews with several companies. Lewis has now gained employment as an Environmental operative for the Council; he is currently still in this employment and is hopeful of working towards a drivers post in the near future.

Participant feedback

Lewis's feedback about the programme has been extremely positive. He has said that he has found all of it beneficial and spoke highly of the support he was given all the way through the process. Lewis engaged well through the whole programme. He talks of having an increased awareness of his behaviour and the impact this can have on others.

Lewis is aware of how far he has come and recognises the main difference this time is in his own attitude and his continued motivation and commitment.

He commented that to receive positive encouragement and feedback from his father, rather than usual arguments, has made him very proud. Lewis has noticed a visible change in himself and his attitude.

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