

# Adam's Journey to Employment

September 2019

September 2019  
– December 2019

October 2019  
- March 2020

January 2020 -  
March 2020

September 2020 -  
December 2020

Adam started  
his first day of  
paid work 5<sup>th</sup>  
January 2021

Adam enrolled  
on The  
Springboard  
Project

Astbury Mere

Asda

What's  
Happening on  
North Street Café

Thermmark Ltd



# Adam's Journey

*Adam started his journey to paid employment when he joined the Springboard Project in September 2019. The supported Internship programme offers an intensive work-based programme in conjunction with Safe Opportunities and Grow and Achieve together to help young people secure employment. When Adam started on the programme it was clear that he enjoyed being busy and having a list of jobs to complete. During his time at the Hub, Adam was always busy completing tasks such as washing up, stripping and making the beds, hoovering and laminating work for the school teams. Adam is a very capable young man, he is completely non verbal and struggles to understand language but fully embraces work by repeating tasks shown to him visually.*

*Adam's first work placement was at Astbury Mere where he assisted the ranger in any outdoor jobs he needed support with. During this role, Adam enjoyed being busy, he was aware of his surroundings and worked safely and diligently in this role. Unfortunately, Cheshire East and Astbury Mere were unable to offer Adam any longer-term opportunities.*

*Safe Opportunities then arranged for Adam to work at Asda in Northwich; Adam knew the layout of the shop floor as he would occasionally shop there with Mum. Adam always arrived punctually with his job coach and flourished with this routine and was soon using colour-coordination to identify specific boxes to the corresponding aisle to be put out on stock, recycling the waste correctly, turning over stock and ensuring it is in the right place and looks neat and tidy. Adam progressed well in Asda and was soon working independently, developing his awareness of health and safety. Unfortunately, Adam's placement at Asda came to an unexpected end due to the Covid 19 outbreak.*

*Alongside work at Asda, Safe Opportunities organised a placement for Adam at What's Happening on North Street Café where Adam was responsible for collecting the empty pots from the tables, ensuring each table was clean with the correct labels and menus on, washing the dirty pots and then putting them away, taking the food and drink orders out to the customers, helping to prepare the food, cleaning down the equipment and fridges and restocking the drinks and cakes. However, after only two months, this placement also came to an end due to the national lockdown.*

*Adam's work history showed he enjoyed routine and repetitive tasks, so when Zoe from Cheshire East supported internship team became aware of an opportunity at Thermmark Ltd in Congleton working in their Warehouse it was decided that this would be a fantastic opportunity for Adam. Adam started this placement three days a week in September 2020 and quickly settled well into the team. Thermmark adapted their systems to ensure Adam was fully supported and put basic sign language around the warehouse so other staff members were able to communicate with*

Adam. Adam had the support of a job coach to learn the main tasks of assembling markings, pressing, stacking, stripping plastic sheets and packing.

Thermmark Ltd were extremely impressed with Adam and were creative and innovative in their thinking to ensure Adam was able to settle and complete the tasks to the best of his ability. Adam was soon offered a job after only four months of work experience! Adam will still have the support from the Springboard project and the Safe Opportunities team to ensure that his transition into paid work goes smoothly.

***I was able to observe Adam at work today! It was fantastic to see Adam working alongside his colleagues on the factory floor. You would never know he has a disability. Adam was busy working on his own and knew exactly what he was doing. To me it looked quite involved and I was really impressed watching him prepare the different coloured shapes and stack them all neatly. Adam at one point noticed one of the shapes had moved a little bit so he went back to that tray and corrected it! Then Adam moved up and started covering other trays for packing. One of the sheets split so he knew not to use it and got a new sheet. All this on his own in half an hour! No support, no prompting, just amazing. So so proud of him! The only prompt was for Adam to stop work for his tea break! – Adam’s mum (Zoe Davenport)***

***Initially Adam required prompts from his job coach, however through focussed systematic training his skills strengthened each week. Adam appears to be comfortable in the working environment displaying lots of smiles throughout the day. Adams confidence and independence has grown greatly throughout his time at Thermmark and is demonstrated through the his attitude to work and use of his own initiative. – Laura Jackson (Adam’s Job Coach)***

Adam started his paid work position in January 2021, he still has the support from a follow along job coach funded by access to work fund to help him with the induction process but this support will be withdrawn over the next few months as Adam settles and works independently.

Adam truly deserves the opportunity he has been given by Thermmark and it is evident that his hard work, motivation and enthusiasm has been justly rewarded. We wish Adam all the success in the future. We would like to thank the Thermmark team for challenging their recruitment processes and creating the opportunity which allows Adam the opportunity to flourish as an active employee of Thermmark Ltd.

# *Safe Opportunities - January 2021*



Grow &  
Achieve  
Together

