

# STRAWBERRY FIELD



## Steps to Work

The Steps to Work programme reaches out to young adults aged 18 - 25 with learning difficulties or other barriers to employment.





# Steps at Strawberry Field

## The Strawberry Field origins

Strawberry Field, the iconic site immortalised by John Lennon in The Beatles hit, 'Strawberry Fields Forever', opened its iconic red gates to the public for the first time in 2019. Previously the site of a Salvation Army children's home where the young John Lennon played in the grounds, Strawberry Field now serves as a unique addition to Beatles tourism.

The new site continues the legacy of caring for young people in the local community. It promotes responsible tourism through the Steps at Strawberry Field programme, which is part-funded by the exhibition, café and shop sales. The programme also receives part-funding from ESF.

## Continuing the Legacy

Steps at Strawberry Field comprises of four programmes, offering employment, work experience, training and volunteering opportunities.

### Steps to Work

A 12-18 month programme for 18-25s with learning difficulties or barriers to employment, which combines education and work placements.

### Steps to Work lite

A shorter, more condensed version of our Steps to Work programme.

### Steps to Volunteer

For those who want to take the next step in their volunteering journey, the programme leads to a formal qualification in volunteering.

### Recycles

A hands on programme based at our Recycles project in Liverpool City Centre.

# About Steps to Work

## What Do We Offer?

The Strawberry Field Steps to Work Programme is the first of its kind in the UK. With core values of generosity, inclusivity, compassion and integrity, we will call on the open hearts of businesses and individuals in Liverpool to see the value in diversity.

The Steps to Work Programme operates a truly person centred approach with the trainee at the centre of everything we do.

## Who Should Apply?

The Steps to Work programme reaches out to young adults aged 18-25 with learning difficulties or other barriers to employment through a training hub in the new Strawberry Field centre. Thanks to partnerships with local education providers including The City of Liverpool College and the investment of local businesses and organisations, Steps to Work can offer a 12-18 month programme that combines education and work placements to ensure trainees are truly work ready.

Trainees may come to the programme through referrals from schools, colleges, Job Centres and other organisations or by applying directly through the website. They will then attend an informal recruitment process before being invited to join.





## Steps to Work Structure

### 8 Week Work Readiness Programme

Once they have joined the programme trainees will attend an 8 week “Work Readiness” programme. This will run for 3 and a half days a week at Strawberry Field. The Work Readiness programme provides the opportunity for trainees to develop many life and independence skills such as communication, team working, planning and organisation and relationship skills. There is also a heavy focus on employability and ensuring the trainee is ready to start their work placement.

Trainees are fully supported by a team of Work Coaches throughout the programme. Towards the end of the 8 weeks trainees will plan and deliver an event of their choice to bring all these skills together and welcome family and friends.

### Three 3-month Work Placements

Once the 8 week Work Readiness course is complete trainees will start the first of three work placements. Each placement will last for 12 weeks and for a maximum of 12 hours per week. Placements are arranged based on the skills, interests and career aspirations of the individual trainee. In addition to work placements we encourage trainees to study for a vocational qualification at a local college. Each placement will give trainees the opportunity to practice and consolidate skills learned by attending two days a week at the college.

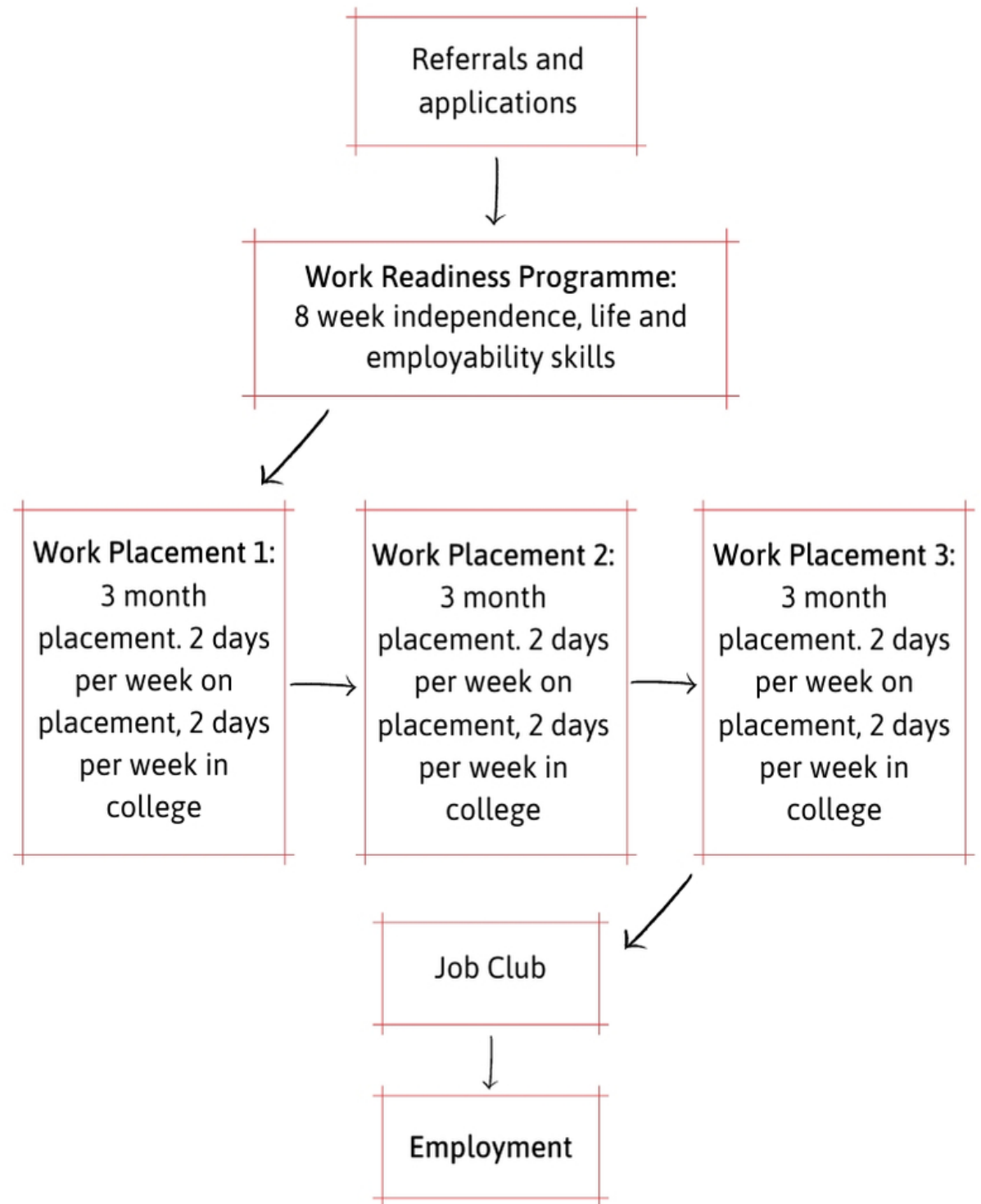
# What happens next?

After each placement, trainees come back to Strawberry Field for a 3 day reflection and consolidation workshop. Here, we identify progression in skills and capability as well as share best practices and showcase talent. Trainees then repeat the process two more times in different work placements, which may be in the same or different sectors depending on what the trainee wants to try.

Towards the end of their third work placement, trainees will attend the Steps to Work Job Club, which supports them in building their CV's, coaches them in job search activity and encourages them to practice interview skills. Throughout the whole process, our Work Coaches will support trainees in realising their long term goal of paid employment. Once trainees secure a paid job, Work Coaches will continue to support trainees into their permanent role for the first three months.

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## What do our trainees say?

### Vicky

Joined Steps to Work in 2018



“When I first started looking into what I wanted to do, I remembered from college that I was good at working with children and that I enjoyed it! The work coaches listened and helped me get into that area and arranged for placements at primary schools for me, where I worked as a teaching assistant.

I really feel that I have grown up and the programme has helped me in learning what I want to become in the future. I don't know where I'd be without the programme, The Salvation Army saved my life. In college I fell into the wrong crowd and I couldn't wait to leave but at Strawberry Field I just clicked with the team and made friends so easily.

I'd never heard of The Salvation Army before but I think they're amazing! Seeing the work that they put in to helping us is fantastic. They really are allowing us to fulfil our dreams!”

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### Lizzie

Joined Steps to Work in 2019



“The Steps to Work programme has really helped to build on my confidence and the support that I have been given throughout the programme has made everything so easy. I wouldn't be able to do it without the support.

World Museum, Liverpool, was my first placement where I had to hand out leaflets and floor maps to visitors and check in the schools. My work coach stayed with me the whole of the first day and then slowly backed away to allow me to be independent once again. I already had a level of independence and confidence but needed a bit of reassuring; not now!”

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### Chris

Joined Steps to Work in 2019



“The Steps to Work programme is brilliant. I love it and I really enjoy taking part; it has helped me 100%. I'm a lot happier and more confident in myself now and that is all thanks to the programme and the support that the work coaches have given me.

The work coaches were so easy to work with and it was clear to see from the start that they really cared and wanted to see people improve and the whole plan and work placements are tailored to the individual's needs.”

## Meet our team



### Alan Triggs: Steps at Strawberry Field Programme Manager

Alan has overall responsibility for managing and implementing the Steps to Work programme. His previous experience includes working on an employability programme for the DWP (Department for Work and Pensions) and providing training in the pharmaceutical industry. Away from work, Alan enjoys walking and loves to spend time in North Wales.



### Andie Mason: Employment Development Co-ordinator

Andie is responsible for developing relationships with local employers to find suitable work placement opportunities for trainees. Previously, Andie worked as a learning mentor in a school for children and young people with autistic spectrum disorder. Outside of work, Andie enjoys family time with her husband, their two boys and the dog. She also likes to swim and is very active within her church; where she is part of the worship team, as well as being a youth leader.



### Adele Murphy: Employment Development Co-ordinator

Adele is a Work Coach on the Steps to Work programme. Adele previously gained over ten years' experience in the commercial employability sector and has also worked on other supportive employability programmes in the charity sector before beginning her vocation at Strawberry Field. Outside of work, she is currently qualifying as a Person Centred counsellor, seeing that these additional skills will add to her pastoral experience of helping others.



### Sarah See: Employment Development Co-ordinator

Sarah was previously an Employability Coach at a further education college, working with at risk learners. She has over ten years' experience within youth work in a variety of settings from youth services to formal education. Outside of work, Sarah enjoys spending time with her family, walking their rescue greyhound on the beach.



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