

Appendix 2

Case Study

'D' always attended every appointment he made with his Community Personal Advisor. However he came in walking slowly with the weight of the world on his shoulders. 'D' had no motivation and was only passionate about playing football and computer games. He was always tired and lacking in energy. 'D' was scared of working and unsure what it really entailed.

Throughout 'D's' meeting with his Community Personal Advisor he remained disinterested. His Personal Advisor continued to meet with him on a weekly basis to search relevant, local opportunities. Despite going through several job vacancies 'D' wasn't interested in any. His Advisor encouraged him to look at Football Coaching roles but he was adamant he wanted to play football rather than coach it. 'D' Personal Advisor tried to get him to understand why he didn't like the sound of any of the roles. She discovered 'D' associated working with boredom and a clear end to his childhood. 'D' Advisor told him about Work Pairing, a gentle introduction into work, where he would gain relevant experience and a real insight into what working would be like. 'D', with the help of his Advisor, identified Virtual Games as a place he would like to work. 'D' filled in an application form, self-awareness and opportunity awareness form and submitted it to Virtual Games. He successfully secured an interview where Virtual Games agreed to take him on a voluntary basis twice a week for 3 months.

The first few weeks of 'D's' Work Pairing, whilst he always attended he was lethargic and worked at a very slow pace. We worked with Virtual Games to support 'D' through this time and help him make positive changes to his diet and sleeping routine. After 6 weeks of excellent attendance and incremental improvements 'D' became more comfortable with his role and colleagues. Even though the Work Pairing was intended to last a further 6 weeks Virtual Games decided to offer 'D' a full time apprenticeship. Virtual Games said 'D' had really proved himself and if they were totally honest they would have never taken him on if it was only based on his initial interview. 'D' has now been in his apprenticeship for 3 weeks and is more alive, confident and positive than we have ever seen him. He's really enjoying the role and said he never realised having a job could be this good.