

My Life

My Life Legacy developed the Pathways to Employment (P2E) model to support more people into the PA role.

It invites potential PAs to attend five sessions to explore more about the role, the values you need to work in social care and gives them the opportunity to meet potential employers.

At the end suitable candidates are 'matched' to paid jobs or voluntary work.

Following My Life's success with the model, they delivered a Train the Trainer session to other organisations across England, to support them to run their own P2E.

What is the Pathways to Employment model?

P2E is a model that supports the recruitment of PAs with the right attitude and skills.

My Life developed it to meet the challenge of individual employment of finding suitable PAs who would fit in the role.

It takes an evidence-based approach to finding good quality PAs. It uses the concept of connection and connection, and building and confidence to match the community with individual who are looking for support.

The P2E eBook outlines how it works in the context of a community.

[Download the Pathways to Employment workbook](#)

Finding local people and recruitment

The model starts off by finding local people.

My Life goes into the community and asks individuals about being a PA and their attitude and skills they need.

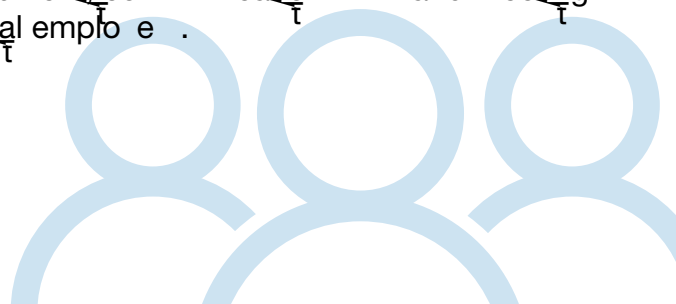
The offer in the community of people who are interested, which clearly are their specialities.

Suitable candidates then go through a 'positive attitude' application process which is for people who are interested, not a right to be involved.

The five day course

Successful candidates then go on a 5 day course, all on a Friday or Saturday evening consecutively. People must attend all the sessions to complete the course.

It's based on self-confidence, teamwork, evidence-based community development, communication skills and meeting potential employers.



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Session one: Why things are like they are

Session two: Person-centred practice

Session three: Asset-based community development, combined with team building

Session four: Understanding the service system

Session five: Bringing everything together

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he [full ec i men model](#).

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Sometimes the job of PA employer feels isolating, burdensome - today was a real relief, humorous - light at the end of the tunnel type of thing. Thank you.

Support PAs into employment

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Train the Trainer session

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Download the full recruitment model

Contact Caroline Tomlinson from My Life on:
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Skills for Care recommends

We have lots of resources to help individual employers and organisations who employ people with learning and mental health issues.

Information hub for individual employers and PAs

This hub has links to resources to support people who employ their own care and support staff or have a section for supporting organisations and PAs.

www.skillsforcare.org.uk/iepahub

Individual employer funding

Skills for Care has funding available for individual employers to employ their own care and support staff.

www.skillsforcare.org.uk/iefunding

Finding and keeping workers

This online toolkit has lots of resources to support and local care employers, including individual employers, in their recruitment and retention.

www.skillsforcare.org.uk/finderskeepers