



306: Empowering people with lived experience to work in social services

Mandy Ashton
Alejandra Ruiz Vargas



Introductions

- Mandy Ashton, Change Toronto Coordinator
 - Will provide details on the implementation of the Traineeship program
- Alejandra Ruiz Vargas, Streets to Homes Follow-up Worker
 - Will speak about her experience as a Social Service Trainee



Fred Victor

- Providing services in Toronto since 1894
- Diverse group of service users
- Wide range of services
- Leadership and innovation in programming



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Background on Need for Traineeships

- Trusting Potential report



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What are Social Service Traineeships?

- Based on a model from England
- Paid on-the-job training



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Goals of the Traineeship Program

- Address barriers for PWLE
- Increase representation of PWLE in Social Service agencies
- Prove it can be done
- Encourage other organizations to take on similar programming



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Preparing for the Traineeships

- Getting buy-in
- Determining which areas of the organization would host Trainees



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Staff Survey

- Why?
- Findings



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Implementation

- Roles
 - Trainees
 - Supervisors
 - Program Coordinator
 - Employment Counsellors
- Budget



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Implementation

- Format
 - Recruitment, selection, training month, placement, on-going employment supports
- Selection
 - Job posting
 - Information sessions
 - Application
 - Interviews



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Training Month

- Gain a clear understanding of roles and responsibilities
- Visit sites
- Sector-specific training
- Making the Leap



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Placements

- Different areas of the organization
- 11 month placements
- Goal is to learn the skills of full time staff in these areas



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Employment Supports

- Connected with staff from Fred Victor's Employment and Training Services
- Supervisors are encouraged to pass on job postings



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Performance Evaluations

- Mid-way through and at the end to reflect on accomplishments, progress and areas for improvement



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Outcomes

- Participants in 2012 and 2013



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Program Evaluation

- Successes
- Areas for improvement
- Things to consider



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Introduction

- Who I am
- Where I come from
- The work I did
- The work I do



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Importance Of The Program

- Why the program is important
- Open doors (volunteer)
- Self confidence
- Rock, Hold on to it



Frings Road in Rosneath, near Largs, Co. Argy. The view is towards the sea. The lower part of the cliff is the remnant of an old beach. The upper part is of local Portland Rock (see note 1) and is dipping to the north (right). The cliff is 100m high and is 100m long.



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Tips to a successful Traineeship

- Integration
- Training
- Assimilation of the job
- Communication
- Strengths and Assets



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Where I am now

Fred Victor, Follow up support S2H



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