

solid foundations

Olmec is a social enterprise that acts as a catalyst for change, focused on race equality through economic and social justice.

We have delivered Solid Foundations to majority BAMER communities, focused on the area specific needs of a housing catchment area in Lambeth, to BAMER beneficiaries in London and have a specific Refugee Engineer project. We have provided employment support, employer brokerage, work experience positions and tailored training. Olmec has experience of successfully organising Jobs Fairs and smaller scale “Meet the employer” events targeted to locality and demographic demand.

How the service works

The process is supported by a skilled and experienced team, qualified IAG (Information, Advice and Guidance) and training delivery (PTLLS).

Stage 1: Registration with the service

Stage 2: Registration assessment

Stage 3: Interview preparation and arrangement

Stage 4: One to one initial assessment focused on identifying aspirations and support needs.

Stage 5: Personalised support package designed to support individuals into work.

Once on the programme, one to one support will cover:

- Diagnosis of equalities dimensions in employment
- Individual learning plan
- Job search
- Training search
- Interview preparation
- Mock interviews
- Feedback sessions following unsuccessful job applications
- Feedback sessions following successful applications
- Invitations to events such as, Jobs Fairs and “Meet the Employer”
- Regular live job updates
- Monitoring progress once candidates are placed in employment
- Aftercare package
- Career progression support
- Signposting to other services including Olmec’s programme, third and statutory sector provision available to individuals
- Exit interviews.



Solid Foundations, our employment and training programme, achieved beacon status in a Home Office Star Rating Assessment.

Training

We provide a range of one day courses including:

- Confidence building
- Applying for jobs
- Interview techniques
- Preparation for work
- Effective job searching
- CV and cover letter writing
- Communication and personal presentation.

"I had 22 year work experience in engineering in Syria, however, I found it very difficult finding a job in the UK.

Solid Foundations provided me with a work experience position within a large railway organisation. They also provided me with courses such as job searching and interview techniques, which helped me secure a permanent position as a civil engineer."

Ismail

Employer engagement

Benefits to the employer

- Cost effective service
- Approach employer
- Assess their recruitment needs vacancies and training programmes
- Gain an insight into the employer, the Internal dynamic of the organisation
- Build trust with the employer and develop an on-going relationships
- Offer imaginative solutions to employers recruit-

ment needs

- Tap into vetted and prepared job candidates
- Tap into network of employment services that provide candidates for the market
- Connect employers to the communities
- Provide a transparent service
- Adaptable to the needs of the employer
- Aftercare element to the employer service.

Benefits to employer of a diverse workforce

- Putting a business or organisation in touch with the market place
- Turning diversity into an asset to the business by enriching and releasing skills into a team
- Team that reflects the complex makeup of communities in London
- Bringing cultural, political, social historical knowledge and perspectives and inter cultural communication synonymous with diversity.

"Solid Foundations is great as it provides us with high-calibre, dedicated candidates who show a willingness which is essential for developing a career within the construction industry."

Higgins Construction

For more information, please contact:

Bryn Parker

Employment Co-ordinator

T: 0207 688 8016

E: bryn.parker@olmec-ec.org.uk