

Tom's Return to Work

A Covid success story:



Forwards is gaining a good reputation for supporting people with barriers into paid employment, so how can they help when someone has been furloughed and is returning after a break?

Tom Larsen was already a Forwards Success Story.

Originally supported in application and gaining a paid job at The Range in Cheltenham, Tom faced some enforced time-out when the Covid pandemic took hold. He temporarily lost the routine of going in to work regularly, missed his colleagues and had more time on his hands than he was used to. When the request for Tom to return to work came, it generated some understandable concerns and anxiety.

While the country was still coming to terms with the effects of the pandemic, and dealing with its consequences, a new normality was being installed. So Tom's return to work was just like going in for the first time in many aspects, the route around the store was now governed, new procedures were in place, and PPE and social distancing were being deployed to maintain a safe environment.

Forwards stepped in to help. By gathering the concerns and understanding the new rules, they supported Tom's return with on-site supportive Job Coaching, agreeing a schedule with Tom, and liaising with store management to ensure an effective return. Being there with him when he returned, discussing the new arrangements before entering the building and establishing what to do if anxiety was present; we had a plan.

Upon entering the building, new processes and some recognition of the familiar aspects of work were obvious to Tom. He applied himself with the care and attention he had previously demonstrated and soon found his feet. He did so well, that after only 2 sessions with his Job Coaches he didn't need any further support. That's a really good result.

Tom, we are proud to have supported you back to work, and even more proud of your achievements, well done! You are a shining example of why we go to work, and from all the team at Forwards we wish you every future success.