



# JOBS FIRST

*real jobs, with dedicated support*



**Through Social Bite's knowledge and expertise in employing people who have experienced homelessness, we know that support offered during employment is key.**

The Jobs First programme centres on relational support for both the employer and the Jobs First employee, to achieve successful outcomes throughout the process.

## WHAT is Jobs First?

Social Bite's Jobs First programme works with some of the UK's largest employers to provide real job opportunities to people who have experienced homelessness. Both the employer and the employee work with a dedicated Social Bite Support Worker throughout the process to achieve success in the role, as well as providing candidates with physical and emotional support towards personal goals.

## WHY does Jobs First work?

Social Bite focuses on creating trusting relationships and real opportunities which empower a person to make positive change. Jobs First centres on the idea of trust. People who have experienced homelessness often face barriers, like a lack of confidence or trust; therefore Jobs First uses a trauma informed approach to meet a candidate where they're at.

## WHERE do candidates work?

Social Bite partners with companies across several industries, nationwide to secure a wide range of employment opportunities to suit individual backgrounds, interests, and experiences. Social Bite provides training and support to all employer partners, and then works with employers to provide dedicated support once a candidate has been recruited.

**If you're interested in finding out more about JOBS FIRST, email [emma.colgan-blair@social-bite.co.uk](mailto:emma.colgan-blair@social-bite.co.uk)**



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## WHO is eligible to be a candidate for a Jobs First role?

- The candidate must be committed to making positive changes in their life and engaging in support.
- Share Social Bite's ethos of wanting to work hard, be safe in the workplace and respect others.
- Have a background of homelessness.
- Be proactively tackling historic substance misuse problems or mental health conditions.
  - If substance use is in their recent history they must be in active treatment or recovery that will not affect the workplace (willingness to share information, so the workplace can be reasonably adjusted).
  - If diagnosed with a mental health condition - already engaging and/or willing to engage with appropriate mental health support (willingness to share information regarding treatment including medication, so the workplace and/or workload can be reasonably adjusted).
- If currently experiencing homelessness, living in temporary/emergency accommodation, and not sleeping rough (the first steps here would be to support the person off the streets into a more stable environment).
- Eligible to work in the UK and eligible in connection with the benefits that person is currently receiving.

## WHEN are candidates supported?

The Jobs First Programme is a 15-month process. Candidates and employers have access to a dedicated Support Worker throughout the programme. Planning to support a person beyond the programme starts right at the beginning of the process. 3-monthly reviews are planned during induction to help define expectations and milestones for both the employer and the employee.

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