



Enhancing wellbeing through employment or volunteering

After an extended time out of work



Benefits of work/ volunteering

- Benefits of work
 - Sense of achievement
 - Feeling productive and useful, build confidence
 - Social interaction and connection
 - Physical fitness and mental stimulation
 - Routine and structure
 - Income (paid work)
 - Identity and role

Building up to going back to work

- Use pain management strategies for activity management
- Consider current daily/weekly activities, use a weekly diary
- Consider adding a new activity in a couple of days a week

Building up to work

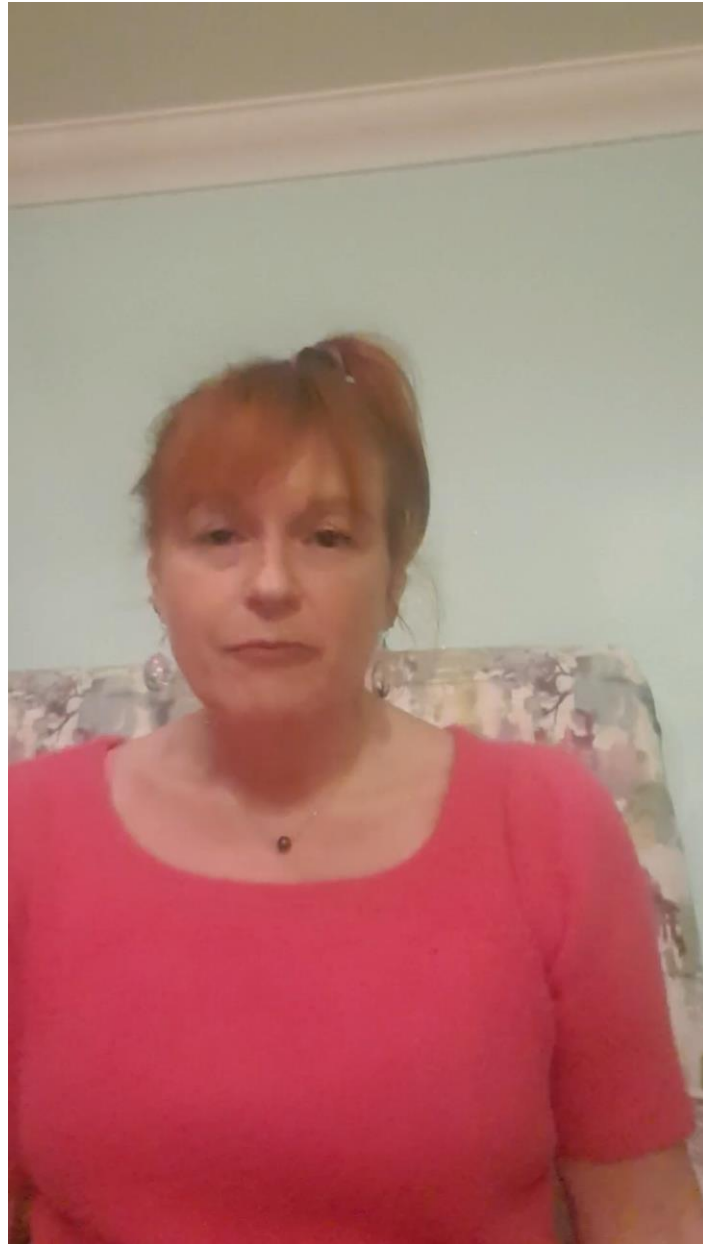
- Work or volunteering? Volunteering can be a great first step
 - Build confidence
 - Slowly introduce a new routine
 - Less pressure
 - Can be a “foot in the door”, leading to employment
 - Looks great on CV
 - www.can100.org volunteering hub, 1:1 support



Jody

- Our expert by experience Jody is going to tell us a bit about her experience with volunteering





Building up to work

- Free courses online [Where to find free online learning | National Careers Service](#)
- Skills and learning [Skills & Learning ACE | Adult Learning & Education Courses \(skillsandlearningace.com\)](#)
- Jobcentre plus- job specific training
- Grants towards learning [Apply for Grants | Turn2us](#)



Employed work

- Consider past experience, want to return or do something different
- Transferable skills
- Strengths
- What do you enjoy?
- Talk to friends and family
- National careers service – skills questionnaires, 1:1 advisors
- Job centre – disability coaches, disability friendly employers



Employed work

- Consider your current activity levels and set goals accordingly
- Great to have long term goal, but start with small goals, be realistic
- Consider what challenges may arise with pain/health conditions in mind



Writing a CV

- Templates on word
- 1-2 pages max
- Most recent/relevant experience at the top
- Can help to explain career gaps – don't need to go into great detail “Career break to focus on improving health and wellbeing”
- [How to Write a CV: Tips, Template and Example | Indeed.com](#)
- [CV advice | National Careers Service](#)
- [Support, training and advice on finding your next opportunity - JobHelp](#)



Finding paid employment

- [Find job vacancies | National Careers Service](#)
- [Best ways to find a job: 10 step guide to start your career | Indeed.com UK](#)
- [Contact Jobcentre Plus: How to contact Jobcentre Plus - GOV.UK \(www.gov.uk\)](#)

Preparing for interview

Top tips:

- Research the company you are applying for
- Prepare answers to commonly asked questions
- Dress appropriately
- Arrive on time (early)
- Stay calm – breathing exercises
- Be interested and prepare a question to ask them!



Preparing for interview

- [Top Interview Advice](#)
- [UCAS](#)
- [Most common interview questions](#)
- [20 Common interview questions and how to answer them](#)
- [Common Interview Mistakes](#)



Disclosing a disability

- The Equality Act 2010 limits questions a potential employer can ask about health during recruitment process. You should not be asked any general questions about health on an application form or at interview.
- No obligation for you to disclose a health condition and a potential employer can only ask you about any health issues you have before they offer you a job, to:
 - Offer any reasonable adjustments within the recruitment process
 - Decide whether you can carry out a function that is essential to the job
- Under Health and Safety rules, you do have a legal obligation to tell your employer about any health condition that might cause an accident or other health and safety problem



Disclosing a disability

- Potential Risks
 - not getting the job
 - being teased or harassed by other employees
 - being assumed to be a less productive member of the team
 - having fewer opportunities for career development
 - being treated as more vulnerable than other employees, or having everything (anger, excitement, time off sick, or a grievance) associated with your illness
 - coming under closer scrutiny than other employees, and having to work harder to gain the same respect



Disclosing a disability

Benefits:

- Being open can encourage others in similar situations
- Keeping it secret may cause stress
- It gives you a stronger basis for requesting adjustments to your job or work environment
- It could lead to support from an outside adviser who could see you at work or speak directly with your employer
- It could make it easier to go into work at times when your symptoms are greater
- It enables you to enlist the support of colleagues



Positive health statements

- In application you can say “happy to discuss at interview”
- Formulate what you want to put across to employer about your health in a positive way – written or verbal – advisable to wait until interview
- This can help gain the benefits of disclosing health condition, whilst drawing on the positives of your experience

Positive health Statements

- Describe your health condition/ disability
 - Think about wording, avoiding words like chronic, can be helpful to name diagnoses, not always
- Explain how you manage symptoms/what you have learnt
 - They aren't expert in your condition – you are!
- What have you gained
 - Empathy, good at listening etc.
- Explain gaps on employment history

Further Support

- Discuss with your pain clinician
- Vocational services [Dorset HealthCare :: Vocational Services](#)
- Recovery education centre – work session [Dorset HealthCare :: Courses](#)
- Steps2 wellbeing employment advice practitioner
- Social prescribers in GP surgeries, help and care.



Summary

- Working/ volunteering can have great health and wellbeing benefits
- Use pain management strategies to build up to working/volunteering
- Volunteering can be a great stepping stone or vocation in its own right!
- Use resources for CV and interview tips
- Consider risks/ benefits of disclosing a disability
- Use handout to help write a positive health statement

