**Case study; Mount St Joseph’s**

Mount St Joseph’s a long standing establishment under The Little Sister’s Of The Poor Group has graced Leeds for 158 years. However as of January 2024 it was declared that the Leeds site will close impacting the 100+ dedicated staff members with impending redundancies.

**Challenges:**

The staff, having served the home for many years were suddenly confronted with the need to seek new employment. Despite possessing valuable transferable skills, many lacked confidence and experience in digital job searching, online application and interview skills.

The closure also meant the loss of a workplace where they were able to practice their faith, a unique aspect of this care home.

**Interventions:**

A multi-faceted support approach was adopted to assist the affected staff.

* Employment and Skills staff met with the HR Manager to discuss support strategies.
* A coffee morning was organised to engage directly with the staff, providing the staff with a platform to discuss their concerns and needs.
* The Employment and Skills team and the We Care Academy offered guidance on job opportunities, CV writing, interview preparation, online job searching and signposting to relevant services and resources.
* Direct referrals were made to the other care providers and live vacancies were shared with the staff, ensuring a proactive approach to their employment situation.

**Outcomes:**

* A significant number of staff secured alternative employment shortly after the intervention.
* Ongoing support on a 1-1 basis keeping them up to date with careers events, jobs fairs and sharing vacancies and details of our weekly opportunities.
* The staff were empowered with the necessary tools and knowledge to navigate the job market confidently.

**Conclusion:**

The redundancy support provided to Mount St Jospeh’s Nursing Home staff exemplifies a comprehensive and empathetic approach to workforce transitions.

This is an example of how, with the right support, individuals can navigate the challenges of redundancy with confidence and dignity.

**Employer quote, Julia Kielty former Training Officer at Mount St Joseph’s.**

The team offered information, advice, guidance and practical support to help the staff find suitable and future career options.