



# Resident Employment

The Y Theatre at YMCA Leicestershire

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## The Y Theatre



- Originally the Association Hall
- Leicester's Oldest Theatre
- Vibrant, award-winning venue
- Representative of our community
- Well-known names and local artists



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## Goals and Opportunity

- Aim to become the learning hub
  - Team
  - Facilities and Equipment
  - Funding
  - Training - Advantaged Thinking and Trauma Informed Practice
- Casual contracts for Usher and Bar roles allow for flexibility around personal needs

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## Criteria

- Up to date with rent
- No conflict issues for a minimum of 6 months
- Are regularly engaged with their Transition Coach
- No substance misuse issues, or actively engaging in support
- 18+ for licensing reasons

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## Process

- Recommended by Transition Coach
- Complete the application form with support
- Interview for skills practice
- Safer recruitment – one reference from Housing Team
- Induction and additional training
- Regular check-ins and additional support

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## Challenges

- Costs of additional training
- Barriers to engagement and communication
- Informed vs “meet you where you are”
- Safeguarding – staff vs resident

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## Successes



- 50% of the Front of House team are current or former residents
- Star Award Winners
- One in training for supervisor responsibilities
- Developing a technical training programme

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