

CASE STUDY

From Hairdresser to HR: "I feel so confident and have found a job I love"



Roxanne on placement in June 2021 at Dorothy House Hospice Care

Former hairdresser Roxanne joined the Women's Work Lab in May 2021 after losing her job due to the pandemic.

"I was keen to get back into the workplace and find a fulfilling career that I could be proud of," she says.

As a single parent, she didn't want to go back into hairdressing due to the incompatible hours with family life. Her work coach referred her to the Women's Work Lab, which offers programmes in Bath in partnership with B&NES Council, for some specialist support.

"I'm most passionate about helping others and that's how I'm fulfilled. I'm driven and determined to succeed," she says.

"But my confidence was at an all time low and I felt I needed the support of the Women's Work Lab to give me direction and help me find a job I loved. I was feeling at a bit of a loss as to next steps."

Roxanne thrived in the training environment and became a key part of the group, also offering peer support and encouragement to others.

The specialist training helped her to identify her strengths and also consider the importance of self limiting beliefs in moving her forward. Particular highlights included working on her Career Wheel, Achievement Wall and the Elevator Interview pitch.

All Women's Work Lab participants were asked to give three placement preferences from organisations including Curo, Buro Happold, the University of Bath, Dorothy House Hospice Care, the Art Cohort, Citizens Advice Bureau, Voices, Newton Farm Foods and the Nest Project.

"I wanted an admin based placement in a caring environment so Dorothy House felt like it would be the perfect fit. I felt nervous going to the pre-placement interview but they couldn't have been more welcoming!"

The 4 week placement was rotational so Roxanne spent time in HR, finance, health and safety and on reception. Feedback from the HR manager was exceptional with her commenting that Roxanne took on every task with enthusiasm, was a quick learner and became integral to the team in the short time she was there.

"Everyone was so welcoming and I really enjoyed the variety of work and also found it such a fulfilling environment to be part of."

In fact it went so well Roxanne was offered a part time role in HR Administration at Dorothy House last July and has been working there ever since.

"I couldn't be more thrilled. It is a wonderful place and the team is so supportive. The Women's Work Lab training and then placement was the perfect opportunity for me to build up my confidence and see that I had a lot to offer different organisations, not to mention plenty of transferable skills."

At the end of placement all Women's Work Lab participants come back into classroom training for two weeks to focus on hard skills such as CV writing and interview technique. Each participant is then matched with a female mentor for 6 months who will support them to work through their bespoke career plan and into work.

"I'm really happy I will have a mentor as a sounding board as I navigate working life again," says Roxanne. "The Women's Work Lab experience has been fantastic and it has given me the confidence to find a new career. Before I wouldn't consider that I could do anything other than hairdressing but I feel so differently now. I am excited about what the future holds!"