

4b10

Carving

Do

Work with the host community to create a role that has not existed before, perhaps by blending aspects of existing roles.

Story

Fire Officers at our local fire station used to spend time cleaning their vehicles instead of undertaking additional fire safety inspection. The Supported Employment Services helped them create a new role of vehicle valet which

they offered to a person with a learning disability who had always wanted to work for the Fire Service. This helped the person achieve their dream, made more efficient use of all the skills of all the staff and increased the fire safety inspection rate.

One local authority has employed a 'job carver' whose role is actively to seek out and develop opportunities within the authority. An early success has been employing someone to undertake all the paper shredding work.

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Hints & Hazards

The role might be created for the 'wrong' reasons – inventing unnecessary activities rather than rearranging vital duties into a new pattern.

As the role has been specially carved out, it may not connect with progression or promotion routes, training or a natural selection of work colleagues. If this is the case, try to build these things in or arrange for the person to swap tasks with colleagues to give an occasional change of routine.

This is sometimes called 'shaping' rather than carving.