Likewise

Sandwich Year Placements Information Pack

All subject areas







About Likewise

Likewise is an innovative charity working at the heart of the Camden community to create social inclusion and wellbeing support. Our culture is all about being human together.

At Likewise, we imagine a vibrant, welcoming community where everyone feels at home. A place where people from all walks of life come together building real connections, sharing support, and growing alongside one another. We support often isolated or excluded people by building authentic relationships and community together.

Through these connections, we nurture wellbeing and inspire systemic change toward a more human, empathetic, and inclusive health and social care system with people at the heart.

Together, we rediscover what it means to belong, connect and be there for each other.

CORNERSTONES OF OUR WORK

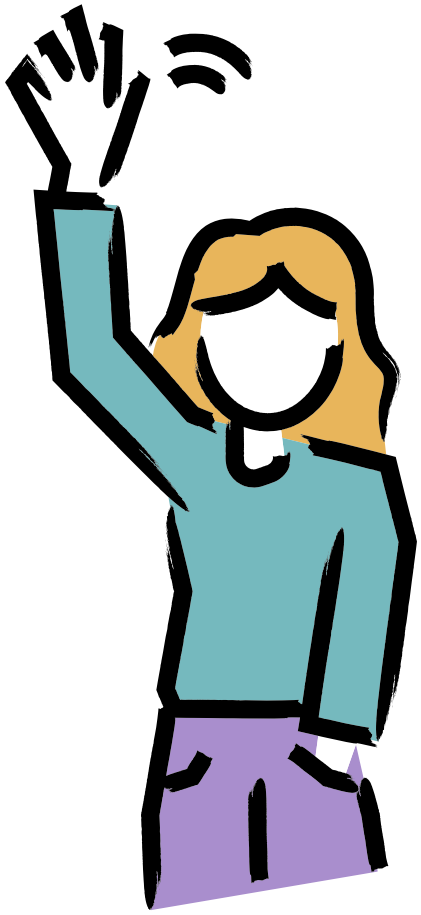


- Providing one-to-one support through human centred relationships where we're alongside people as they navigate life, cultivate wellbeing and learn.
- Evolving and building community spaces, places and relationships, focussed on belonging, learning together and wellbeing.
- Collaborating and working in partnerships where we learn, act together and model human centred services for greater impact, influence and sustainable change.
- Being a human, relationship centred organisation where we take good care of each other. We're adaptable, responsive, dynamic and always learning.

About our placements

At Likewise, we see ourselves as a learning organisation - always exploring, reflecting, and sharing what we discover. We feel strongly about creating change in the world for better collective wellbeing - becoming more accepting, more human, and more there for each other. One of the ways we do this is by inviting students to work with us on placement, gaining experience working directly with a very real, diverse, human community.

This placement is for you if you want to build your understanding of a human-centred approach to working with people, take a dual approach of learning and leading, and challenge yourself to get right out of your comfort zone. Our hope is that each and every person that joins the Likewise team as part of our placement programme will leave our organisation with:



- **A picture of wellbeing:** What that means, how it looks for different people, and ways we can paint even the smallest picture of wellbeing in each other's lives. This is most present through the client and community work, but we also hope you can better encourage collective wellbeing for yourself, your personal network, and people you're yet to meet.

- **A story of community:** Who you are, who we are, and who the people you'll meet are will all tell a story about community. We think community is important, and people contribute to their community by simply being there, so it's crucial to us that there is space for everyone to contribute or be heard. We know that can look anything from warm and welcoming, to chaotic and uncertain. So, we'd like you to leave us with the tools to navigate these complexities, and to foster belonging in your own communities now or in the future.

- **A vision of change:** We want the work you do and relationships you build to feel meaningful and empowering - for others, each other and yourself. Empowerment inspires growth through reflection and/or action, so it helps us as individuals better steward the effort towards people-centred systems change. We hope your learnings can help you experience and create positive visions of change wherever you go next.

Key information

PLACEMENT TYPE

This is an unpaid, voluntary placement in the third sector. We offer travel reimbursement to cover work-related costs, such as travel to and between visits; however, it does not cover your initial journey to the workplace or your final journey home.

HOURS

22.5–30.0 hours per week (3 or 4 days)

START/END DATES

We offer placements starting either at the end of July or at the end of October, and applications are open year-round. We may consider some adjustments to these dates, usually due to university requirements, but cannot guarantee that all requests can be met.

PLACEMENT DURATION

Our placements typically run part-time for 9 months, with some running for 6 months. There may be an opportunity to extend placements if needed to meet your course requirements.

This is for a number of reasons:

- Some of the work you will do will really benefit from the consistency of the same individual working over a longer period of time
- We have a lot to offer through this placement and this is how we can squeeze it in!
- We want to be able to give you an annual leave allocation and account for any unexpected time off, while still making sure you meet your university requirements
- We recognise that as an unpaid placement, many of our students balance this opportunity with part time work alongside, so we offer part-time hours over a longer time period to facilitate this.

LOCATION

A mixture of being based at our Hub in Swiss Cottage (8 Fairhazel Gardens,NW6 3SG) and travelling around the local area

LEAVE

You will receive a pro-rata leave entitlement, inclusive of Bank Holidays, in line with Likewise's standard leave allowance for staff. Please note that any sickness or additional leave may affect the total hours completed toward your placement requirement.

SUPPORT

You'll have both a dedicated supervisor as well as a 'Pod Leader' - supervisors support your well-being and professional development journey, while Pod Leaders oversee the clients you and other students in your 'Pod' will be working with. Our placement structures are person-centred and adaptable - if you need an adjustment that we can reasonably make work, we will be really happy to accommodate it.



The role

Likewise has been offering placements to students for many years, and we're very proud of our programme! We believe the best way to learn is by doing - by being hands-on, front-line, and experiencing the work for yourself. That's exactly what you'll be doing on a placement with us.

This is a hands-on, frontline placement in which you will have the opportunity to provide non-specialist, community-rooted support to a diverse client group. This is an opportunity to experience real-life work in the sector, and it won't always be easy. People are complex, and the work we do is too. You'll need to step outside your comfort zone, stay curious, be open to learning, and work hard. Bring all of that, and we'll give you the experience and skills you need to kick-start your career.

WHAT WILL YOUR PLACEMENT LOOK LIKE DAY-TO-DAY?



Your placement will be just as varied and diverse as the people you'll be working with. When we develop your timetable, we aim to give you the chance to experience as many of the services as possible, so you can develop a broad range of skills. Your responsibilities will grow as you build confidence and expertise, and every placement will be unique. Some of the roles you might take on are listed over the next few pages.

Please note: aspects of our placement programme are constantly evolving depending on the work we are doing and how your placement fits within it. As a result, no element of the placement can be guaranteed.

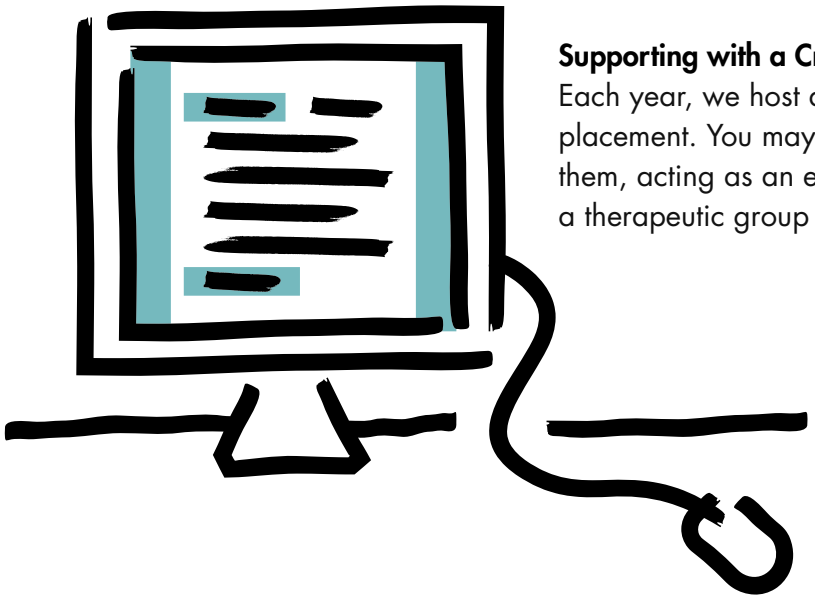
Leading One-to-One Visits with Long-Term Clients

Our 'Floating Support' model allows us to work long-term with clients, each of whom has a key worker or "pod leader" at Likewise that will support you through the work. These one-to-one sessions take place at the client's home or in the community, providing emotional and practical support, helping to combat isolation, and offering a holistic, listening ear.

Leading One-to-One Visits with Short-Term Clients
In addition to our long-term 'Floating Support' service, we also work with some clients on a short-term basis through our 6-8 Sessions Service. Depending on your skills and confidence, you may have the opportunity to support these clients, always with guidance from your pod leader. Short-term one-to-one sessions take place at the client's home or in the community and focus on goals set by the client. This work requires a higher level of independence, initiative, confidence and accountability, as you will be the primary person supporting the client, with the pod leader providing oversight.

Supporting already established and ongoing community activities
You will have the opportunity to co-host one of our existing community spaces alongside other students and members of the community. This involves co-facilitating activities, supporting relational dynamics, and engaging in meaningful conversations with attendees. It may also include holding challenging conversations and, with appropriate training and support, helping implement our restorative practices if there is a breach of community agreements. Examples of our community spaces include the Community Café, Walking Group, and Garden Guardians, among many others.

Supporting in Our Front Office Space
Our front office is a lively and organic space - it's the first point of contact for anyone visiting Likewise, and where we answer incoming calls. Time spent supporting in the front office involves welcoming people as they arrive, handling pop-up queries and unexpected situations, answering the phone, and being the friendly face of our community. It's a great way to meet people and get a feel for the atmosphere at Likewise.



Supporting with a Creative Therapy Group
Each year, we host a number of Creative Therapy students on placement. You may have the opportunity to work alongside them, acting as an extra pair of hands, eyes, and ears within a therapeutic group setting.

Designing and Delivering Your Own Community Project
If you're passionate about an idea - or hear a need from a client - you can co-produce a short-term community project during your placement. It's a chance to develop project management and leadership skills, exercise your creativity, and make a real impact in the community.

Record-Keeping and Administration
Keeping accurate records and communicating effectively is a key part of our work, and you'll play a role in this too. Examples of tasks you may be involved in include:

- Managing communications within the community and team
- Recording notes from client and community work
- Auditing records
- Researching support options
- Planning or reviewing sessions.

You may also be asked to assist staff with ad-hoc administrative tasks when time allows.

Leading and sharing learning
There are opportunities during your placement to create and deliver training, and share insights and things you've learned with other placement students and staff at Likewise.



Support & benefits

We recognise that a voluntary placement year is a big commitment, so here are some of the benefits of our placement programme and a wide range of support structures you can tap into

THE LIKEWISE CULTURE

Our culture at Likewise is rooted in how we show up with one another. Here are the qualities and ways of being we practice together and encourage in one another:



Honest
It's important that we are straightforward and honest with each other, our clients and funders. We don't gossip, denigrate or exclude.

Authentic
We bring our humanity to work, we try to be open and truly see each other beyond our roles, professional identity or labels. We're inclusive, accepting of difference and do our best to listen with presence and communicate in straightforward ways.

Optimistic
We see opportunity in challenge, trust each other and know that we will learn from our mistakes.

Supportive
We recognise that we impact each other and seek to create an environment that energises. We're conscious that maintaining energy requires good self-care and regenerative practices as part of our culture.

Playful
We take our work seriously, but we don't take ourselves too seriously. Lightness, humour and humanity mean we enjoy our work and stay grounded.

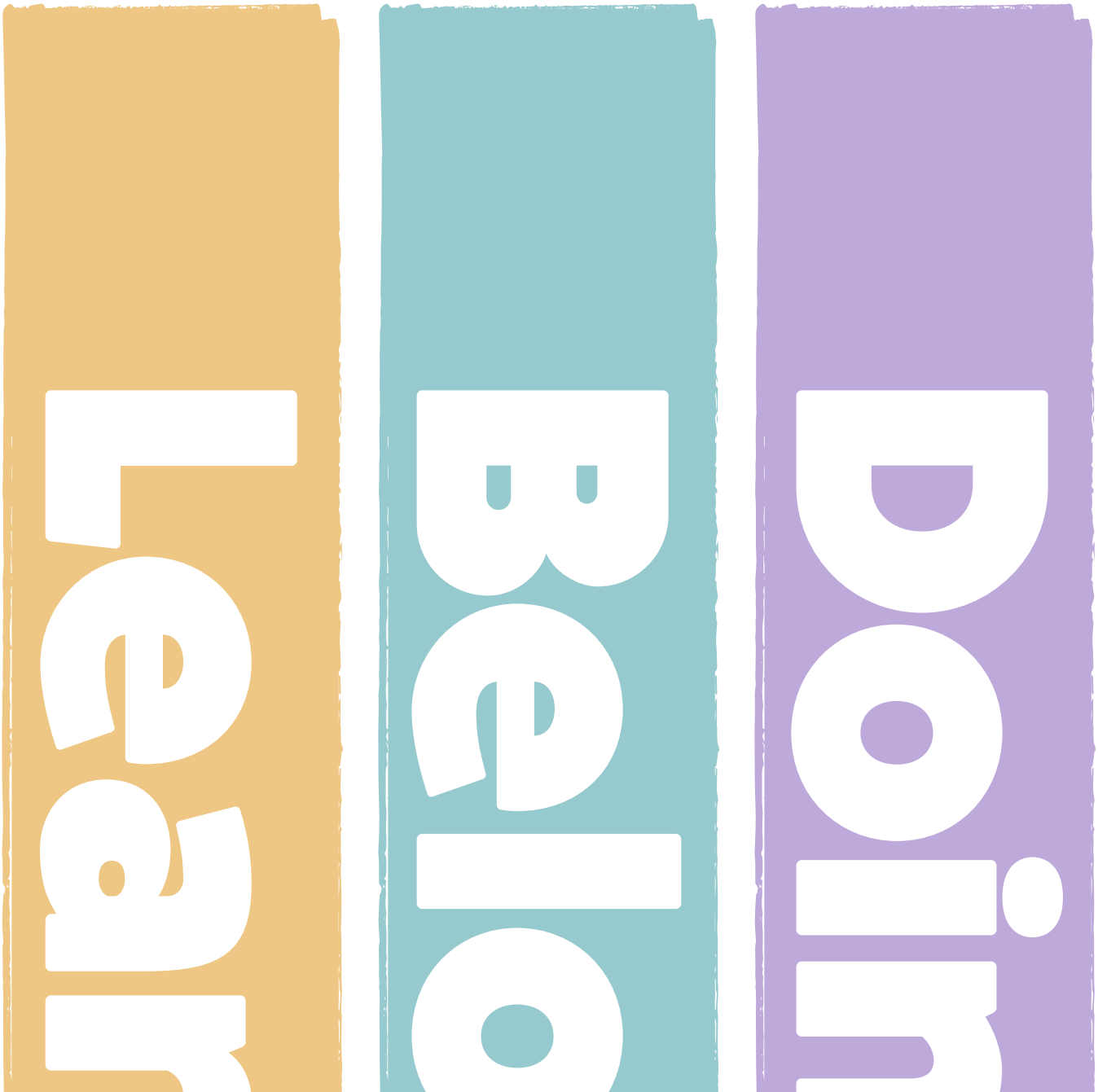
Open
We don't bury thoughts and feelings about each other or our work. We seek to be non-judgemental and accepting of ourselves and each other, listening and responding in service of an open culture. We love supporting each other's enquiries, helping to dig deeper, see and understand more.

PILLARS OF THE LIKEWISE APPROACH

To keep us grounded and oriented in the work we do, we keep coming back to the pillars of the Likewise approach:

Learning

Learning summarises our entire approach to the work. We believe everyone - staff and clients alike – are engaged in a constant process of learning. The learning frame of mind is an open one – for staff, it means we are always open to our clients and community members rather than fitting them into our pre–conceived notions. It also means we can be open about mistakes – a learner is not tied to the expectation of expertise, and is more inclined to accept and build on their mistakes rather than hide or dismiss them.



Belonging
At Likewise, we aim to create a real sense of belonging: people feeling genuinely valued as they are so that they can better and more sustainably engage with learning, discovery, and opportunity. We practice acceptance of ourselves and others, making space for difference, noticing when we are judging or excluding.

Doing
Doing refers to the active role our clients and community members play – not as passive recipients, but as doers themselves. We recognise our community and clients for what they can do rather than framing them by their problems. This doing is vital for change – we only learn and discover our capacity to feel and act differently through doing.

INDUCTION

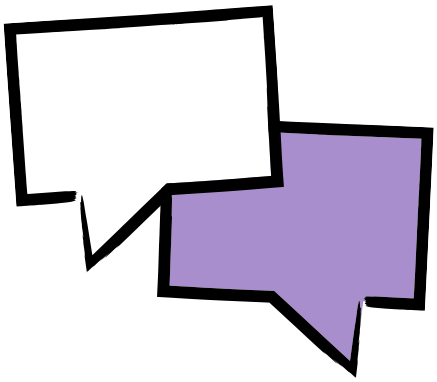
On your first day, you'll join an in-depth group induction covering everything you need to know about your placement.



SUPERVISION

You will have regular one-to-one supervision, which serves a few important purposes. It's a dedicated space for your learning - where you can ask questions, reflect, think critically about your practice, explore your career, and receive guidance and feedback. It's also a space for your wellbeing, allowing you to check in and ensure you feel supported in the work. Think of your supervision as your landing space, a space to ask questions, to connect to the Likewise values and approach, and to reflect on the work you'll be doing, but most importantly, it's about your personal development.

While supervision is a key time for reflection and discussion, we also encourage curiosity and open questioning throughout your placement. You can reflect in the office between visits, ask questions, or share what's on your mind with colleagues at any time. And remember: supervision isn't the only time you can ask for support!



POD SPACE

You will take part in regular group supervision with other students in your pod and your pod leader, who is also your clients' key worker. This is a space to check in on your clients - sharing updates about how they're doing, reviewing the work you've been doing with them, and planning next steps with your pod leader. It's also the time to raise any concerns or worries. Beyond client-focused discussions, Pod Space is an opportunity for connection, learning, and collaboration.

LIKELEARNING

LikeLearning is a space for placement students to come together, reflect, and learn from one another. It can take many forms - regular peer discussions, exploration of themes and challenges that arise in the work, updates from across the organisation, or guest sessions where staff, external facilitators, or students share learning and insights. It's all about collaboration, curiosity, and fostering a culture of openness, trust, and shared learning.

FORMAL TRAINING

You will complete the Care Certificate training - the national induction for workers in the social care sector, ensuring practice meets the national standards for high-quality and safe care in the UK. This course will teach a wide array of skills and knowledge that will be essential to your work in the sector and leave you with nationally recognised certificate.

OTHER TRAINING OPPORTUNITIES

Additional training sessions and workshops may be offered throughout the year, depending on availability and team needs. As a placement student, you will have the opportunity to suggest topics you're interested in.

REFERENCES

Once you complete your placement with us, we'll be able to provide you with a personalised reference for future opportunities. If you're unable to complete your placement as originally agreed, we may not be able to offer a reference; this will be considered on a case-by-case basis.

BEYOND YOUR PLACEMENT

Once you complete a placement with us, you'll have the opportunity to join our newly developing Graduate Network. This is a great way to stay connected, share your future learning with us, and access ongoing Likewise support as you take your next steps. You'll also be among the first to hear about any new roles or opportunities that arise within the organisation.

SKILLS DEVELOPMENT

Our placement students have told us that their time with us helped them develop their skills in:

- ✔ Understanding of mental health
- ✔ Communication
- ✔ Reflection
- ✔ Emotional Intelligence
- ✔ Self-awareness
- ✔ Understanding of physical health
- ✔ Teamwork
- ✔ Ability to support those with mental health needs
- ✔ Project management and planning
- ✔ Leadership
- ✔ Relationship building skills
- ✔ Managing challenging behaviour
- ✔ Understanding of safeguarding and professional boundaries
- ✔ Dealing with conflict
- ✔ Ability to support those with physical health needs

Feedback from previous students

> I really love Likewise's sense of inclusivity and positivity. A really warm and welcoming environment to work in.

> I'm just a lot more comfortable with myself now which I find pleasant but also surprising considering my role was to explore the dimensions of personalities of my clients. However, that led me to find more about myself/check in on myself.

> Something I've really picked up on is the idea that it's okay to make mistakes, as well as to not know (or even seem like you know) exactly where you went wrong or how to fix it, and definitely not straight away. That just opening up that conversation in itself is extremely useful and encourages progress in all aspects of your work life (even personal life?).

> At the start if there was something that I was uncomfortable with I would be like okay and then step away, but now I find myself digging deeper and I feel more inquisitive and I feel more curious about where they have been. Mentally I feel stronger, more built up.

Who are we looking for?

This is fundamentally a learning opportunity – so we do not expect you to have any kind of previous experience. We're much more interested in what you have yet to learn and unlearn than what you might already know. So, in your application, as tempting as it may be, resist the urge to put on what you think is a 'professional façade' because we're much more interested in the real, authentic you and your potential to learn whilst with us.

- **Openness to learning:** Are you curious, inquisitive, hungry to learn more, willing to unlearn? This is often uncomfortable so can you resist the urge to armour up or shut down when you're challenged?

- **Willingness to step outside your comfort zone:** We've said so already but let's say it again, this is a hard placement. Being able to challenge yourself and step right outside your comfort zone is a must.

- **People skills:** Are your communication and inter-personal skills at a good starting level? How will you interact with clients/ other students/staff? How do you communicate things?

- **Authenticity:** Can you show us a bit of you? We're not expecting you to be anyone else. Authenticity is really important in the work for us, so we want to see a bit of your personality and who you really are.



- **Interest in and curiosity about our values:** Do our values resonate with you? Do they seem like an approach that you want to be part of? Can you engage critically with them and what they mean to you?

- **The basics:** We're also looking for a certain level of basic "work skills": commitment, being on time, self-motivation, reliability, planning, enthusiasm, etc. We're not expecting you to have everything 100%, but we want to know what your strengths are and for you to be up front about where you need to develop.

Things to check before applying for this placement

- ✔ **Are you eligible for the placement you're applying for?**
  You must be studying for a course that will include your placement – e.g. a university degree where the placement year is included as a module.

- ✔ **Does it meet your university or course requirements/expectations?**
  This is for you to determine through looking at the information available and in communication with your course providers. Please note our sandwich year placements are non-clinical.

- ✔ **Is this placement financially sustainable for you?**
  This placement is unpaid and unfortunately as a small charity, we can't afford to pay travel expenses. The role will involve travelling into our Hub in Swiss Cottage (NW6 3SG), so it is important you're realistic about whether you can financially sustain this.

- ✔ **Have you thought about your commute time/distance from home?**
  Is this going to be an okay time/distance or is it too far?

- ✔ **Have you considered that this is a front-line role?**
  This role involves front-line working as we are classed as essential workers – this has been the case even in the national lockdowns. If you or anyone you live with has any health concerns that make them particularly vulnerable, please get in touch with us so we can decide together whether this is manageable. It is worth noting that you will have access to relevant PPE and training in the use of PPE.

- ✔ **Are there any elements of the work that you could not fulfil based on your protected characteristics e.g. disability or religion?**
  We're committed to this role being as inclusive as possible, so please let us know if this applies to you in your application. We will discuss with you to understand what reasonable adjustments can be made.



Your application

Our placements are very popular, and we have a limited number of places we can offer, so it's worth getting in there early!

The competitive nature of this placement also means you will only move onto the next stage if you have been successful in the preceding stage – but we'll always let you know if you will not be moving onto the next stage.

STEP 1: WRITTEN APPLICATION

The first stage involves submitting your written application on our website. You'll be asked to answer a series of questions about you, your placement requirements and to provide a personal statement about why you'd like to undertake a placement with us. We want to see as much of you through your personal statement as possible, so give it the same attention and thought you would a cover letter. A page (ish) is usually a good guide.

STEP 2: GROUP SELECTION WORKSHOP

The workshop will include a range of activities designed to get you thinking, applying our values to real-life scenarios, having fun, and learning more about us along the way.

STEP 3: THE INTERVIEW

If successful after the Group Selection Workshop, you'll be asked to attend an individual interview, which you'll be given the details to book into. This is your final chance to impress us and ask any outstanding questions you have. Our aim for these interviews is to find out more about you, your values and motivations and how ready you are to take on the challenges of our placement. Remember: we want to see the authentic you. Furthermore, this is a 2-way process, so this is also an opportunity for you to decide if Likewise is a good fit for you!

What's our selection process for?

There's a couple of purposes to our selection process.

Firstly, we want to give you enough information so that you can make an informed decision to choose us, or not - that's fine too! You're looking to make a big commitment to a placement experience, you're investing a lot of time into one place, and you'll be investing a whole lot of physical and emotional energy into your placement. This means you've got to know what you're in for – we want you to have all the information up front.

Secondly, we want to make sure you're the right fit for us, and this is where our interview process might differ from other interview processes. At Likewise we primarily see ourselves as Learners and actively try to dismantle a dynamic of expert and client, so we are not expecting you to have all the answers, or present only your "polished" self. There is a reality that this placement is extremely hands-on and does involve client facing work, so we need to check there is a good enough starting place, but this is in relation to how you can embody our values, rather than checking any knowledge or specific skills.

We look forward to seeing your application - good luck!



Likewise

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