

# Upskill Shropshire

## Kickstart Case Study

Zoe Lewis

A previous **Kickstart**  
**Schools Library Assistant**  
in our Schools Library  
team



Zoe was 20 when she was under the Kickstart scheme, and is now in a **Library Information and Archive Services Assistant apprenticeship** at Shropshire Council.

### What was your role on the Kickstart Scheme?

My job was to support the more senior library staff. I helped with most things that were going on in the library and I would support with shelving books and issuing. I started to put together projects for our teachers, helped with the artifact boxes, answered emails and talked to our customers. It was a very wide range of jobs that I was doing, and a lot of physical work. We had the library itself where we'd interact with the public and our area with our desks where we answered online queries.

*\* If you're currently looking for work and are concerned about financial responsibilities, please ensure you speak to your work coach at Job Centre Plus for further advice.*

### Do you recommend the Kickstart Scheme?

It has its pros and cons.

I recommend it to certain people, but not to people who have financial responsibilities. The Kickstart Scheme paid National Minimum Wage to participants and could be challenging to those who have to pay rent or live independently\*. I think it's a great way to get some experience. It did give me a great way into getting the apprenticeship I'm in and it gave me some experience I would have needed even if I hadn't got the apprenticeship.



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### What attracted you to a Kickstart position and one within Shropshire Council?

It was suggested to me by my job coach. At the time. It was quite a different job from all the factory jobs or office jobs being offered. This one really stood out to me as something different and nice. Working with libraries was something I was always open to, too. I've always been interested in reading. So, my attraction to this role was more personal than anything.

### Has the Kickstart Scheme helped you develop?

Yeah.

It was a good chance to build my confidence in this specific role. I think it's a good way to go into other roles from there, too.

### Where are you now?

I was enjoying the work I was doing so I saw it as something I would like to continue.

The main difference from my Kickstart role is that I'm fully in charge of our artifacts box service and I do more hours. There is also additional learning I've been given by the training provider delivering my apprenticeship.

### How was the work environment?

I felt very supported. The team I was working with were really lovely; very small and cosy. We've always been very supportive of each other. Now, if anyone needed help there would always be someone there to pick the other up. It wouldn't just be me.

We didn't have the option to work at home since there was so much hands-on stuff to do. So, it wasn't really an option.

### Do you have any advice for future Kickstarters or those in similar schemes?

Always be aiming higher for yourself.

Even though you're on a Kickstart role, don't forget what you wanted to do before it. Don't get too comfortable in the role because it is six months and it goes very quickly. It's a very useful six months but it is easy to become complacent and forget where you were heading.

*If you're currently looking for a new role or opportunity, here are some useful links which could help....* [Apprenticeships at Shropshire Council](#) | [Shropshire Council](#)