



Adapting the Rickter® Scale Process to improve and monitor the journey of marginalized groups towards employability

The Rickter Company History

The Rickter Company is the partner offering the innovation to be transferred from the UK to Germany, Greece and Italy. After the initial training period with the Lifeboard the Rickter Company will develop key indicators with each partner, a Frame of Reference appropriate to each partners clients and a set of cue questions to best achieve their aims and objectives. The Frames of Reference will reflect the specific vocational, cultural and language needs of each partners chosen beneficiaries group. The Rickter Company will then train and support all practitioners selected to use the Rickter Scale® Process and work with their own beneficiary group, the families and their communities where unemployment is affecting two or more generations. This builds on a previous Jobcentre Plus initiative, where the Rickter Scale® Process has already been used with unemployed family members.

The Rickter Scale® Process came into being in 1993 as a response to the need for recognition to be given to clients, the majority of whom found themselves socially excluded, and those working with them, for their efforts in overcoming barriers to progress, and re-engaging with education, training and employment. This required the measurement of the genuine movement being made by clients, e.g. from chaotic lifestyle to stability, from static state to responsibility, focus and a sense of direction. The co-developers of the Rickter Scale® Process, Rick Hutchinson and Keith Stead worked together as necessary over the next few years to create a product that was fully functional, based on what worked, and was robust enough to be produced commercially and be offered with a quality training and support package. The Rickter Company Ltd was formed in January 2001 and their main aim for setting up remains the same to this day.

Evaluation



Funded by



They believe the work that they do significantly counteracts the culture of labelling, blame and negative expectation. The company adopted the mission of awakening individuals to ownership and choice and responsibility.

This mission implies a wish to awaken both individuals and groups to:

- new perspectives, perceptions and beginnings
- take opportunities
- connections to all things
- accept what is in the moment
- be who we really are
- responsibility that comes when we make choices

The company has an on-going commitment to its original focus on social inclusion. However, over the past 17 years both the political and social landscapes have changed significantly. For example, the emphasis of much of the current work in Northern Ireland is both regeneration and restorative practice. More recently the company has been involved in European Social Fund projects encouraging enterprise and entrepreneurship. Enterprise has now taken its place in the UK schools' National Curriculum and Government Offices are keen to fund enterprise projects working with a wide range of target groups.

The Rickter Company Ltd would like to offer a way forward to individuals who for whatever reason are disadvantaged/vulnerable, to emerging businesses, to communities and those willing to embrace change and explore opportunity. They also want to offer vital resources to those professionals, authorities and organisations that will facilitate such regeneration, development and transformation. It is believed that the powerful Rickter Scale® Process will successfully improve their journeys towards opportunity readiness or employability, whilst providing significant evidence to practitioners and their organisations that will contribute significantly to improved Quality Assurance Systems.