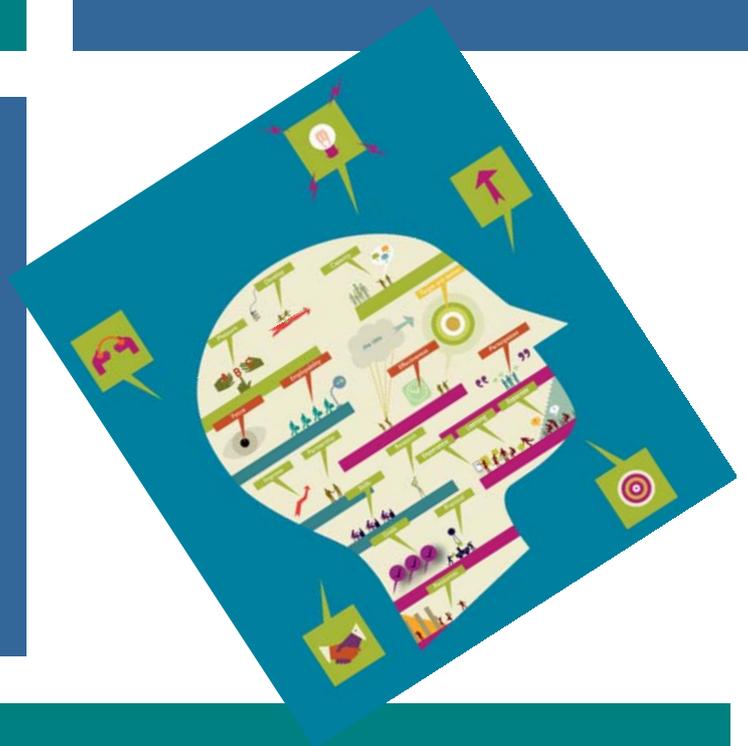


Employability & Tackling Poverty Learning Network



North Ayrshire Council Youth Employment Support

Contact: Andy Lee

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&
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Network



Employment Support An Innovative Programme

The **North Ayrshire Youth Employment Support** has been designed to provide opportunities for the unemployed young people (16-24) of North Ayrshire and support business growth for local employers. The innovative programme will work with employers to ensure that the young people accessing employment opportunities have the attitude and skills required to sustain employment. A six month wage subsidy will remove the risk element in employing the young person and enable the company to create a new position in their business.

For the young person, the programme will offer them the chance to gain new skills, confidence and the experience to compete in the jobs market. We are hoping that this initiative will unlock latent demand in the local labour market and provide new employment opportunities for our young people.

We are targeting the support on key sectors in the local economy, beginning with hospitality and moving onto engineering/manufacturing, care and retail.

Offers and expectations

What we can offer the young people:

- Pre-employment support through the STRIVE project. This simulates a workplace and ensures clients are prepared to make the transition from unemployment into employment. This aspect focuses on the softer skills, such as communication, teamwork, following instructions, etc.
- Pre-vocational training. This is defined by the employers of the sector being supported and ensures the client have any training required prior to beginning their period of supported employment. Examples of this are REHIS, First Aid, CSCS card, etc. The training can also be carried out within the placement employer's workplace. Up to £350 per person is available.
- 6 months of supported employment. We will cover 75% of wage costs – based on the rate for the job up to £7.11 for 35 hours per week. Contract of employment will be with the placement employer and the young person will be treated as a full member of staff.
- At the end of the placement period we will assist the individual sustain their employment if the placement opportunity does not become permanent.

What we expect from the young people recruited:

- Commitment to the programme to make the most of the opportunity that this project offers.
- That you will do your best to convince your placement employer that you would be an asset to their company.



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The offer to companies

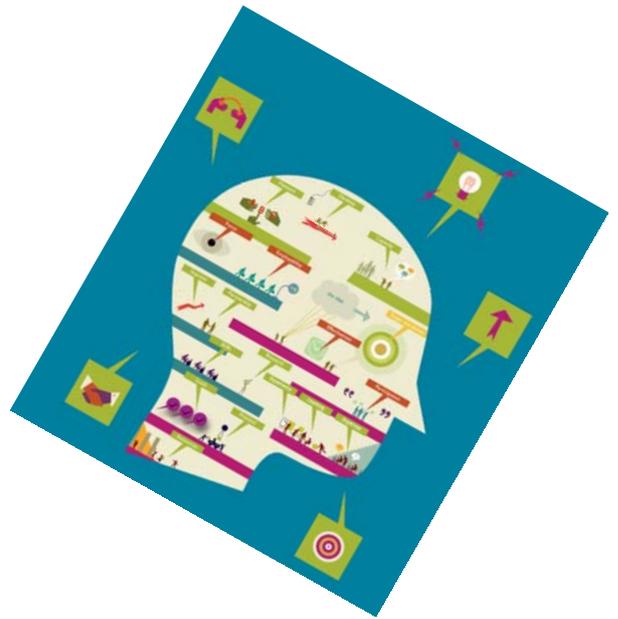
The **company** offer:

- We will ensure that the young people will be job ready when they move into employment within your company.
- You will be able to identify the training that the young person will need to be a productive staff member.
- We will cover 75% of the costs of employing the young person, up to £7.11, for 35 hours a week for 6 months.
- We will provide ongoing support throughout the young person's placement.

What we ask of the **company**:

- You engage with our employability team to assist in identifying the pre-vocational training required.
- You create a new position in your company for 35 hours a week for a minimum of 6 months.
- Work with our employability team to match a young person with your newly created vacancy.
- Employ the young person for the 6 months, with the intention of making the post permanent.
- Invoice North Ayrshire Council 3 monthly in arrears for 75% of the cost of employing the young person. More flexible payment options may be available depending on your company's specific circumstances.
- Pay 100% of any cost over and above the 35 hours agreed.

If you would like any more information about this project please contact our employability team on 01294 225169 or imclaughlan@north-ayrshire.gov.uk



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The views expressed in case studies are those of the participants and are not necessarily shared by their employers or the Scottish Government

