

Employability in Scotland



Third Sector Challenge Fund Case Study

Routes to Work South: South Lanarkshire Youth Challenge

BACKGROUND

The Programme was developed to provide customised training and a tailored pathway to employment for participants and was delivered exclusively in South Lanarkshire to 16-24 year olds in receipt of Job Seekers Allowance and unemployed for less than 6 months.

WHAT WERE THE AIMS AND OBJECTIVES OF THE PROJECT?

By undertaking the relevant key stages below participants were able to develop the skills necessary for them to compete effectively in the labour market and sustain employment in the future.

Key Stages

- Personal Development to develop a personal inventory, generate and assess ideas, plan and review.
- Internship which involves a work experience or mentoring opportunity aligned to career goal(s).
- Skills Development to further enhance skills and undertake customised job related training.

WHAT HELP DID THE CLIENT RECEIVE ALONG THEIR EMPLOYABILITY JOURNEY?

The service is tailored to best suit individual needs. The client received group personal development sessions, employability training consisting of assistance with CV preparation, completion of application forms and interview techniques along with confidence building exercises and employer expectation awareness sessions. An element of work experience and vocational training was also appropriate for the client.

The client found assistance with application forms and interview techniques most helpful as it gave them a better understanding of what was required from employers and managed their expectations of interview/assessment centres.

WHAT STAKEHOLDERS WERE INVOLVED IN THIS PROJECT?

- Routes to Work South
- Skills Development Scotland
- Shawston
- Employment Enterprise
- High Flyers
- Ace Healthcare
- MI Technologies
- Motherwell College
- Enviroclean

WERE THERE ANY CHALLENGES THROUGHOUT THE PROJECT?

The main challenge that Routes to Work South encountered was that many of the clients presented with very little barriers. However through the various one to one and group interventions that took place, further more complex barriers such as low self-esteem were discovered. As a result of this, further support was put in place to allow the clients to progress and incorporated steps to excellence to build confidence.

WAS THERE ANYTHING UNIQUE ABOUT THE PROJECT?

The project brought together three different components to provide a bespoke package of support.

PROJECT SUPPORTING STATEMENTS

"I went to Routes to Work South to help me find a job. The course helped me with where to look for work, how to apply for jobs and what employers are looking for. I went on work experience with a local employer and really enjoyed it. This let me see exactly what working life was like and the importance of being on time as people would be relying on me. I completed customer service training to help my confidence in speaking to other people. I have now moved into work and really enjoying it and having money in my pocket!" – AC

"Routes to Work South helped me build my confidence and move out into employment. I made good friends and learned a lot from them and Routes to Work. I didn't have a CV and felt uncomfortable at interviews. Through practice and group work I was able to apply for jobs, secure interviews and perform well at them. I've now been working for 2 months and have started my SVQ level 3 which I hope to complete this year." – DM

"When I joined the course I knew I was interested in construction work. I had no experience in this industry and no qualifications and didn't really know where to start with applying for jobs. Routes to Work South helped me gain my CSCS card and work experience with a drainage company. After the work experience the employer decided to offer me a job as I had performed really well. I have now been working for 6 months and feel I have grown in confidence and really enjoy my job." – GL

"I joined the course with Routes to Work South to help me find a job. I gained one standard grade from school after returning to Scotland from Spain and was finding it difficult looking for work. I had previously been on GRfW and not moved into work. Routes to Work South helped me with job searching, applying for jobs and going for interviews. I felt the group work was good as I was able to get help and advice from the other people. I have now moved into a college course and feel more confident about securing employment once it's finished." - MQ

**If you would like further information about this Project
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For more case studies please visit the Employability Learning Network at

www.employabilityinscotland.com

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



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Government**