

Joined up for Business Initiative

Fort Kinnaird Recruitment and Skills Centre



The recruitment and skills centre is a unique initiative led by a joint public / private partnership between Joined up for Business, Edinburgh's Business Support Service and Fort Kinnaird Management.

Launched in September 2013, the centre supports businesses in the retail park and surrounding areas with recruitment, staff training needs, workforce development, business growth support and funding advice to make it easier for these businesses to develop and grow. Through dedicated marketing campaigns and on the ground employer engagement visits, over 150 local employers have been able to take advantage of the services on offer from the centre.

Supported by partners from Joined up for Jobs the centre is also able to offer jobseekers assistance in securing employment and training. As of May 2014, over 1000 jobseekers have used the training and job search services of the centre.

Case Study – Rebecca Darge

Rebecca came to the centre on a 6 week work experience placement from DWP Jobcentre Plus, she had been unemployed for 3 months and was looking for experience in administration. Rebecca worked on the Christmas recruitment programme assisting jobseekers, inputting data, running the reception desk and phone lines, advertising vacancies and liaising with employers and partners. During this time Rebecca was able to improve her CV and was offered a number of interviews and with the support of the Youth Employment Scotland fund, secured employment within the centre itself. Rebecca is now an integral member of the team and is successfully supporting the employer engagement team with their activities.

Rebecca has since been offered a place on the Civil Service Fast Stream starting in September.

“The RSC has been an extremely supportive environment and helped me grow in confidence and believe in myself. I am grateful for the opportunities that have arisen through my time with the Recruitment and Skills Centre. When I came for my initial 6-week placement I was just out of university and wasn't sure what direction my career would go. The time I've spent here, both as an intern and then an employee has definitely helped me gain confidence, experience and confirmed that this type of career would suit me. I'm excited about starting at the Civil Service, and having this experience at the RSC gave me valuable examples to cite during my interview which I'm sure was helpful in getting me the job.”



(L-R) Richard Thorniley-Walker, Sandi McGeoch, Wilma Whitson, Rebecca Darge

Joined up for Business partners were proud to manage the Christmas Recruitment programme for the 9th year at Fort Kinnaird. For the first time being held in the recruitment and skills centre and extending the annual offering to the employers for a full 6 weeks. The services to the retailers included creating job specifications, advertising the vacancies, assisting job seekers in applying for suitable roles, short listing and matching applications and offering aftercare and on the job support. Over 600 jobseekers visited the centre over the 6 week period, resulting in 380 people securing jobs within the retail park, 34% of these seasonal workers were retained by the employers following the Christmas contracts.

Feedback from the employers has been extremely positive;

“The staff and service at the recruitment and skills centre was great, thank you. When taking on a lot of new staff the matching service and interview facilities offered by the RSC made my job much easier and saved me a considerable amount of time. I could not have done this without this service.”

Store Manager, Mothercare

“The quality of the applications coming from the RSC for this year’s Christmas Recruitment is even better than in previous years.”

Lorraine Blackie, Toys R Us

“The Recruitment and Skills Centre asked me my requirements and sifted through them to ensure the right people got an interview. I recruited 12 people from the CVs I received. Only some will get kept on but I want them all...”

Suzanne Coyle, JD Sports

Joined up for Business partners that are delivering this initiative are; City of Edinburgh Council, DWP Jobcentre Plus, Skills Development Scotland, Business Gateway, Edinburgh College and Joined up for jobs providers, led by Edinburgh Cyrenians and co-ordinated by Capital City Partnership. The partnership at Fort Kinnaird recruitment and skills centre offers the following services;

Employer / Business Support Services

- Facilities for interviews, meetings & training
- Free vacancy advertising
- Application & CV Matching
- In-work training
- Access to business growth support; start up advice & financial guidance
- Access to HR advice & support
- Networking & Information events
- Company specific pre-employment training
- Wage incentives & funding opportunities

Jobseeker Services

- Access to current vacancies across Edinburgh
- Support creating / updating CVs
- Support and advice in completing job applications
- Access to job fairs & information events
- Use of computers for job search & applications
- Pre-employment training
- Access to employability support by partner organisations
- Advice for interviews

For more information on the services of Joined up for Business or the Fort Kinnaird Recruitment and Skills Centre please get in touch.

Joined up for Business

0131 270 6030 - Rhona McLinden or Ellen Munro

www.joinedupforjobs.org.uk/employers



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Fort Kinnaird Recruitment and Skills Centre

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