



ADDITIONAL SUPPORT TO SUSTAIN EMPLOYMENT

A package of tailored 'In-Work Support' is available to complement and enhance Scotland's Employer Recruitment Incentive (SERI). This support is being delivered nationally by a partnership made up of Scotland's leading specialist employment providers. This includes ENABLE Scotland, Action for Children Scotland, Action on Hearing Loss Scotland, Barnardo's, Capability Scotland, the Carers Trust, Concept Northern, Kibble, the Lennox Partnership, Remploy, RNIB Scotland, SAMH, the Shirlie Project, VERG Ltd and WEA.

The In-Work Support is tailored to the needs of the individual and offers specialist employer services, which can include mentoring, job coaching, training, orientation visits and providing training to the employers' staff. Help towards essential equipment or work clothes can also be provided. The support package can be accessed at any point within the first 52 weeks of employment.

Eligibility

The first group of young people who can access this support are those participating in SERI - eligibility list can be found [here](#). In addition to SERI participants, the In-Work Support package is also available to the following groups:

- Those who are about to be recruited but who may not be able to receive SERI (e.g. where a Local Authority no longer has SERI places available or where other issues preclude engagement);
- Those young people already in employment (since 1 July 2015) where additional support is required to sustain their first 52 weeks of employment.

The following providers deliver specialist support in the following local authority area.

Action for Children

Action for Children Scotland is a charity that supports the most vulnerable and neglected children and young people and we've been doing so for 60 years. With 85 services we are at the heart of local communities - where you live and work.

We deliver employability support through a cluster of services in

- 1 Glasgow
- 2 Edinburgh
- 3 East Lothian
- 4 East Ayrshire
- 5 Inverclyde
- 6 West Dunbartonshire
- 7 South Lanarkshire

8 North Lanarkshire

We also deliver some aspect of employability support within our youth services. These areas are: Borders, Western Isles, Inverness, Aberdeen, Aberdeenshire, Dundee, Perth, Moray and Renfrewshire.

Action on Hearing Loss

Action on Hearing Loss Scotland is a registered charity, previously known as RNID. We deliver a range of information and support services, which includes training for organisations and businesses to ensure their services and employees do not discriminate against employees or customers who are deaf or have hearing loss.

Local Authority (LA) areas we work in

- 1 Inverclyde
- 2 Renfrewshire
- 3 West Dunbartonshire
- 8 Falkirk
- 9 West Lothian
- 10 Edinburgh
- 11 Midlothian
- 12 East Lothian
- 13 Clackmannanshire
- 14 Dundee
- 15 Stirling
- 16 North Ayrshire
- 17 East Ayrshire
- 18 South Ayrshire
- 19 South Lanarkshire

Barnardos

Barnardo's Works is a successful and well established programme that equips disaffected young people with the skills, experience and opportunities to access independent, sustainable employment. The programme partners with employers to provide a supported path to employment in areas that have a specific skills shortage.

Barnardo's Works effectively addresses issues at the root of social exclusion and assists young people to overcome disadvantage and the impact of poverty. Barnardo's Works is aimed at young people who require additional support to access and maintain employment and training. This would include young people who have experience of disadvantage such as leaving care, mental health issues and chaotic lifestyles, history of offending, low levels of literacy and numeracy skills or history of inactivity during the year since leaving school.

Currently we deliver out programmes across the following Local Authority areas:

- 1 East Renfrewshire
- 2 Renfrewshire

- 3 Glasgow
- 4 Angus
- 5 Edinburgh
- 6 East Lothian
- 7 Perth and Kinross
- 8 Dundee
- 9 Aberdeen
- 10 Aberdeenshire
- 11 Moray and Highlands

Outwith that we would have the capacity to support requests for Inverclyde, South Lanarkshire, West Lothian, Midlothian, Borders and Fife.

Capability Scotland

Capability Scotland was created in 1946 and currently delivers 40 services which directly support disabled people across 29 of the 32 Scottish Local Authority Areas. Capability Scotland campaigns with, and provides education, employment and care services for, disabled children and adults across Scotland

We would look to deliver ERI in our existing areas which mirror that of our existing Employment Contracts allowing us to use our current infrastructure as appropriate. Those Local Authority are:

- 1 Glasgow
- 2 Edinburgh
- 3 North Lanarkshire
- 4 West Lothian
- 5 Falkirk
- 6 Fife
- 7 Perth & Kinross
- 8 Renfrewshire

Carers Trust

Carers Trust Scotland works to improve support, services and recognition for anyone of any age living with the challenges of caring for someone who is ill, frail, disabled or has mental health or addiction problems. We do this with Network Partners and our own on-line support. Working together we aim to make sure that information, advice and practical support are available to all carers.

Carers Trust Scotland works in most local authority areas in Scotland.

- 1 Aberdeen City
- 2 Aberdeenshire
- 3 Angus
- 4 Argyle and Bute
- 5 Clackmannanshire
- 6 Dumfries & Galloway
- 7 East Ayrshire
- 8 East Lothian

- 9 East Renfrewshire
- 10 Falkirk
- 11 Fife
- 12 Glasgow
- 13 Highland
- 14 Midlothian
- 15 North Ayrshire
- 16 North Lanarkshire
- 17 Orkney
- 18 Perth & Kinross
- 19 Renfrewshire
- 20 Scottish Borders
- 21 South Ayrshire
- 22 South Lanarkshire

However, on the last ERI Programme if a young adult carer came forward and was supported by a local service then we supported them on the programme.

Concept Northern

Concept Northern provide Assistive Technology, needs assessments, training and coaching to persons with dyslexia and learning difficulties across Scotland.

Our experience allows to effectively support Learners on Employability programmes, Modern Apprenticeships and employees through specialist training and equipment.

By working closely with our partners we will also signpost individuals to our partner organisations to provide the best support available.

Our services include:

- In Work support for Employees with dyslexia and ASN
- Employability Support for learners with dyslexia and ASN
- Bespoke Needs Assessments
- Assistive Technology Solutions
- Assistive Technology Training
- Neurological Coaching and Mentoring
- Dyslexia and Neurological Awareness Training
- Access to Work support
- Reasonable Adjustments Implementation
- SCQF Level 5 Dyslexia Specific Qualification

We provide our services across Scotland.

ENABLE Works

ENABLE Works are Scotland's leading supported employment service for people who have learning disabilities and additional support needs.

Through a process of routine monitoring and support, our team of Employment Coordinators offer a comprehensive support package to each employer and young

person, consisting of (but not restricted to):

- Independent travel training
- Systematic job coaching and workplace reviews
- Financial inclusion and welfare advice
- Advice on accredited vocational training and support for access
- Purchase of basic workplace clothing and equipment
- Supporting Access to Work applications
- Mentoring employers and their staff in support strategies
- Advising on specific health and safety issues in the workplace
- Guidance on modifications to organisational policy and practice

We deliver employability support in the following areas:

- 1 Aberdeenshire
- 2 Aberdeen City
- 3 Angus
- 4 Dundee
- 5 Perth and Kinross
- 6 Fife
- 7 Edinburgh
- 8 West Lothian
- 9 Mid Lothian
- 10 East Lothian
- 11 South Lanarkshire
- 12 North Lanarkshire
- 13 Stirling
- 14 Falkirk
- 15 Clackmannanshire
- 16 East Dunbartonshire
- 17 West Dunbartonshire
- 18 Glasgow
- 19 East Renfrewshire
- 20 Renfrewshire
- 21 Inverclyde
- 22 North Ayrshire
- 23 East Ayrshire
- 24 South Ayrshire

KibbleWorks

KibbleWorks is the employment and training arm of Renfrewshire-based youth charity Kibble Education and Care Centre. It operates a portfolio of social enterprises which offer supported employment and training to at-risk young people (16-29) who are facing barriers to employment.

Kibble accepts referrals from all 32 Scottish local authorities, and we have social enterprises in the following council areas:

- 1 Renfrewshire
- 2 Glasgow

The Lennox Partnership

TLP is a "Social Enterprise", providing specialist intermediary support services on behalf of key public sector agencies across Scotland. The organisation has two main strands of activity which are reflected in its purpose statement : "The Lennox Partnership delivers services to enable people to find lasting work and to make organisations more sustainable"

We are currently in the following Local Authority Areas:

- 1 West Dunbartonshire Council
- 2 South Lanarkshire Council
- 3 Renfrewshire Council (all provided ERI starts)

We also deliver programmes and have strong links in East Dunbartonshire and North Ayrshire that we would hope to utilise

Remploy Scotland

Remploy exists to improve the lives of disabled people and those with complex needs through the power of work. We believe that everyone has something to offer. So we work to find their strengths. Once we know their skills, we match them to proper jobs with carefully chosen employers who help them achieve.

We have teams in the following locations across Scotland:

- 1 Aberdeen
- 2 Dundee
- 3 Edinburgh
- 4 Stirling
- 5 Airdrie
- 6 Hamilton
- 7 Glasgow
- 8 Ayrshire

RNIB

There is an estimated 8,500 people of working age in Scotland who are blind or partially sighted. RNIB Scotland's Employment and Learning Services supports blind and partially sighted people to find work, develop in employment and support those already in work to retain their jobs

We have services in the following Local Authority Areas:

- 1 City of Edinburgh
- 2 Glasgow City
- 3 Aberdeenshire
- 4 Falkirk
- 5 Fife
- 6 Moray

SAMH

SAMH is a national charity; supporting 2000 people every week in their recovery from mental health, addictions and homelessness issues.

We assist people in identifying their needs and ways of meeting these needs, supporting them to reclaim their independence and take control over their lives. Using a person centered approach; we develop structured plans of support around individuals' personal goals and wishes.

We are currently in the following Local Authority Areas:

- 1 Inverclyde
- 2 North Ayrshire
- 3 Renfrewshire
- 4 East Dunbartonshire
- 5 West Dunbartonshire
- 6 Glasgow
- 7 North Lanarkshire
- 8 South Lanarkshire
- 9 West Lothian
- 10 Edinburgh
- 11 The Borders

The Shirlie Project

The Shirlie Project deliver Supported Employment across the Highlands representing a wide range of people looking to moving forward in their lives.

Our Job Coaches spend a considerable time getting to know people and explore opportunities that match their aspirations and potential. Our service covers a wide range of Employability focussed services and includes:

- Support with interviews, job searching, job matching and applications
- Specialist induction and support for a successful start to a job
- Specialist In- work Support packages
- Independent travel training
- Financial inclusion and welfare advice
- Purchase of basic workplace clothing and equipment
- A wide range of advice and support to employers

We currently deliver employability support across the Highlands

VERG Ltd

VERG Ltd are a training and employability provider delivering services to unemployed individuals looking to enter employment.

Our approach is to centre on the identification and removal of participant barriers,

training needs and employability skills required for each participant to enter their chosen career before job matching participants when to suitable employers. We offer the following support package to employers and individuals:

- Orientation Visits
- Travel support in the early stages
- Job Coaching and Workplace Reviews
- Aftercare
- In Work Benefit Calculations
- Advice and access to Accredited Training
- Funding for PPE and other workplace equipment

We deliver employability support in the following areas:

- 1 North Lanarkshire
- 2 South Lanarkshire
- 3 Glasgow
- 4 East Renfrewshire
- 5 Edinburgh
- 6 North Ayrshire
- 7 West Dunbartonshire
- 8 East Dunbartonshire
- 9 Renfrewshire
- 10 East Ayrshire
- 11 South Ayrshire

WEA

WEA are able to provide additional in work support for all 4 targeted groups. Working with the young person & the employer WEA will develop an action plan to address specific support needs / training and development requirements e.g. dealing with new situations, career planning, time management skills, confidence & assertiveness, literacy and numeracy, personal & social development.

Local Authority Areas WEA work in:

- 1 Aberdeen City
- 2 Aberdeenshire
- 3 City of Edinburgh
- 4 Clackmannanshire
- 5 Dumfries & Galloway
- 6 Dundee
- 7 East Ayrshire
- 8 East Dunbartonshire
- 9 East Lothian
- 10 East Renfrewshire
- 11 Falkirk
- 12 Fife
- 13 Glasgow
- 14 Highland
- 15 Inverclyde

16 Midlothian
17 North Ayrshire
18 Perth & Kinross
19 Renfrewshire
20 Scottish Borders
21 South Ayrshire
22 South Lanarkshire
23 Stirling
24 West Dunbartonshire
25 West Lothian

In order to access Additional Support, please review this list and choose a provider as appropriate. Once chosen, please contact Kirsty Robertson.

If you would like further guidance on the support available, please contact us and we will support possible options across all the providers.

TELEPHONE

Administrator: 01698 737110 (direct dial)

ENABLE Scotland reception: 01698 737 000,

Email: opendoors@enable.org.uk