

Scottish Borders Youth Employment Activity Plan 2016-17



*Information on learning, training and support for the journey into
work: A guide for young people and those who support them*

Youth Employment Activity Plan 2016-17 – Scottish Borders

Introduction

Addressing youth unemployment is a priority of the Scottish Government and this was demonstrated in December 2011 with the appointment of Angela Constance, the Minister for Youth Employment. This was the first appointment of its kind in the UK.

Ms Constance launched *Opportunities for All* in April 2012 which is an explicit commitment to young people in Scotland that offers a place in learning or training to every 16-19 year old not currently in employment, education or training. This unprecedented commitment ensures that all young people have the opportunity to improve their chances of sustainable employment through learning or training. It also ensures that the post-16 system focuses on supporting those at risk of disengaging and those who have already done so.

The current Minister for Youth and Women's Employment Annabelle Ewing has reinforced "a number of cultural issues which we all need to work together to address. As a society we will do better if we can benefit from the skills, talents and innovation of all our people, which is why we are committed to enabling everyone to participate fully in the workforce, especially groups that are currently underrepresented."

Youth Employment Strategy

Following the launch of Opportunities for All, the Scottish Government published Scotland's Youth Employment Strategy in June 2012 detailing their commitment to providing more opportunities for young people. The Strategy describes ways in which those working with young people can contribute to increasing youth employment: <http://www.scotland.gov.uk/Resource/0039/00396371.pdf>.

Developing Scotland's Young Workforce (DSYW)

The Commission for Developing Scotland's Young Workforce was set up in January 2013 to provide recommendations to Scottish Ministers on how Scotland's approach to vocational education and training could be improved, and how the Scottish Government could get more employers involved in all aspects of education and employing more young people. In June 2014, the Commission published its final report 'Education Working for All', which sets out 39 recommendations with a clear focus on driving the creation of a world class vocational education system to reduce youth unemployment by 40% by 2021 <http://www.gov.scot/Publications/2014/12/7750/downloads>

The Scottish Borders Youth Employment Activity Plan (YEAP)

The Scottish Borders Youth Employment Activity Plan (YEAP) reflects local partnership delivery arrangements and details referral routes for 16+ opportunities. The YEAP provides a simple route map highlighting local provision to support young people into employment through a staged process, at the core of which is the identification of individual need. This provision is mapped against the employability pipeline stages 1- 5 and gives practitioners throughout the Scottish Borders key information to help them in their day to day contact with young people (aged 16 – 24) providing a clear picture of the range of services available.

Lead responsibility for the regular review of the YEAP sits with the Opportunities For All Group. The current membership is as follows:

- Skills Development Scotland
- Scottish Borders Council
- Job Centre Plus (DWP)
- Borders College

The Scottish Borders YEAP is a living document and will be updated, monitored and evaluated on a regular basis to ensure that it supports the work of Opportunities for All in the local area..

Performance Indicators

We will continue to develop the performance indicators that we will apply to the local area and we will use the following information sources to inform our work: -

- 16+Dat Hub Reports and analysis
- Skills Development Scotland Community Planning Partnership reports which are published twice yearly and include School Leaver Destination Results and Employability Fund information <http://www.skillsdevelopmentscotland.co.uk/statistics/community-planning-partnership-reports/>
- Skills Development Scotland briefings for the Scottish Borders which give regular updates on activities to support the Local Authority area <http://www.skillsdevelopmentscotland.co.uk/resources/sds-briefings/>
- Skills Development Scotland Labour Market Information for regular comprehensive information on the Scottish Borders

In addition [LMI across Scotland](#) provides an overview of:

- Employment rates
- Claimant count unemployment
- Top 10 vacancies by occupation
- Youth unemployment

Our Skillsforce – SDS resource which pulls together information on skills related support from local authorities, colleges and national and business t organisations

[Skills support for employers in Scotland | Our Skillsforce](#)

[My World of Work](#) is Skill's Development Scotland's web service for individuals, offering valuable information and resources to people in Scotland looking for jobs or developing their careers.

Scottish Borders Employability Pipeline

The guide is arranged to correspond with the pipeline approach to skills and employability as referenced in Scottish Government's [Youth Employment Strategy](#). This model is characterised by five stages which is useful when considering the range of support required for different groups of young people on the journey toward and into sustained employment. However, it is important to be aware that people progress at different rates and it is not always essential to move through every stage of the pipeline. It is vital that each young person starts at the stage of the pipeline that is suitable for them and that they are supported to progress through a route toward an outcome which works for them as individuals.

The Pipeline Stages

- **Stage 1 – Referral / Initial Engagement**

Stage 1 interventions are designed for our most vulnerable young people. Many young people experience disrupted school education for a wide range of reasons. This may result in poor educational outcomes; a significant disadvantage in the labour market, irrespective of economic conditions. Re-engagement with education and training for this group is a critical step in the route to sustained employment. Such re-engagement often requires a wide ranging package of intensive, often prolonged, support tailored to the needs of the individual.

- **Stage 2 – Barrier Removal**

At this stage, young people still require a significant level of support to help them to remain engaged and move forward in terms of meeting their educational, skills, personal and social development needs.

- **Stage 3 – Vocational Activity / Non-Advanced Further Education**

Stage 3 programmes have a specific employability focus and are usually designed for young people who are close to the labour market but require to brush up on their general employability skills, develop some sector specific skills and potentially gain some work experience of the workplace.

- **Stage 4 – Employment / Advanced Further Education**

Programmes at this stage are designed for young people who are job ready and require support to access appropriate employment.

- **Stage 5 – In Work Support / Aftercare**

After a young person has found a job, continued support for them and their employer can be critical to ensure they sustain employment.

Scottish Borders Strategic Skills Pipeline – Young People 16 – 24 years

Stage 1 Referral/Engagement Activity Life and Personal Skills	Stage 2 Barrier Removal and Development Activity Core Skills	Stage 3 Vocational Skills and Work Focused Training	Stage 4 Employer Engagement and Support - Job Matching/Broking	Stage 5 In-Work/Skills Development Aftercare
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SDS Careers Information, Advice and Guidance

<p>Activity Agreements</p> <p>SDS</p> <p>My World of Work</p> <p>Partners DEA Specialist Agencies eg Housing Services Health Professionals Social Services Criminal Justice Drug & Alcohol Support</p> <p>Borders College Skills for Independence</p> <p>Learning Disabilities Service</p> <p>Volunteering</p>	<p>Activity Agreements</p> <p>SBC Employment Support Service</p> <p>CLDS Adult literacy/numeracy CLDS ESOL</p> <p>SDS Work Coach</p> <p>My World of Work</p> <p>Momentum Scotland (EF)</p> <p>Borders College Skills for Learning and Work 1 Skills for Learning and Work 2 Prepare to Care</p> <p>Tomorrows People – Galashiels Works!</p> <p>LGBT Youth</p> <p>The Food Foundation</p> <p>Jobcentre Plus</p> <p>Volunteering</p> <p>Young Adult Carers Service</p>	<p>SBC Employment Support Service SDS Employer Recruitment Incentive ILA IES My World of Work</p> <p>Lifeskills Central (EF)</p> <p>Momentum Scotland (EF)</p> <p>Borders College CofWR(EF) Borders College Work Placements</p> <p>Community Jobs Scotland</p> <p>SBHA – Go4It</p> <p>Jobcentre Plus</p> <p>Working Together Social Enterprises</p> <p>YouthBorders</p> <p>VOMO</p> <p>Borders Youth Theatre</p> <p>Practical Space Solutions</p> <p>Volunteering</p>	<p>SBC Employment Support Service Internships/Modern Apprenticeships</p> <p>SDS Adopt an Apprentice Our Skillsforce Contact Centre My World of Work</p> <p>Lifeskills Central (EF) Industry Specific Training</p> <p>Business Gateway</p> <p>Borders College(EF) Train to Care Train to Gain Customised Training for Employment</p> <p>Jobcentre Plus Work Placements Work Club Flexible Support Fund</p> <p>Volunteering</p>	<p>SDS Modern Apprenticeships My World of Work Our Skillsforce</p> <p>Borders College</p> <p>Local Modern Apprenticeship Providers for Example BETA Borders College CITB Construction Skills Cardonald College Lifskills Central Ltd Macdonald Hotels PA Training Peebles Hydro Scottish Bakers Scottish Meat Training Scottish Rugby Union SNIPEF Thomas Cook Group Jobcentre Plus Work Club Flexible Support Fund</p> <p>Volunteering</p>
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Referral/Engagement Activity Life and Personal Skills				
<u>Project Name</u> Activity Agreements		<u>Main contact details</u> Emma Fairley – Opportunities for All Coordinator Emma.fairley@scotborders.gov.uk or 07500087483		
<u>Target Group</u> 16-19 Year Olds who have left school and are: <ul style="list-style-type: none"> • Unable to sustain full time training or employment • Looked after/Care leavers • Young parents • People with ASN or disabilities/Young carers • Young offenders/Young people with poor mental health 		<u>How to make a referral</u> Anyone can make a referral, referral form obtainable from Opportunities for All Coordinator		
<u>Delivery Locations</u> Borders Wide – Bespoke service delivered in young person's area		<u>Likely progression routes</u> Modern Apprenticeship, Employability Fund, college, employment, volunteering		
<u>No. of places per year</u> Variable		<u>Programme start dates (please note if restricted)</u> Continuous		
<u>Programme outline</u> It has been accepted that some young people may not be ready to successfully progress to one of the formal options available directly on leaving school and would benefit instead from a period of non-formal learning including personal and social development activity. Activity Agreements is a Scottish Government funded project. It is an agreement between a young person and a trusted professional/transition support worker that the young person will take part in a programme of learning and activity which helps them to become ready for formal learning, training or employment. The vision is that young people should be able to have their needs, abilities and aspirations recognised, understood and met within a supportive environment, which encourages them to make progress.				

1				
Referral/Engagement Activity Life and Personal Skills				
<u>Project Name</u>		<u>Main contact details</u>		
Skills for Independence (SCQF Level 1/2)		Joan Cairney Borders College – 0870 050 5152		
<u>Target Group</u>		<u>How to make a referral</u>		
16-19 years old students who have complex learning needs/ learning disability who are leaving school and progressing onto adult services/supported employment and full employment		Secondary schools in Scottish Borders including Howdenburn School and specialist schools from outwith Scottish Borders.		
<u>Delivery Locations</u>		<u>Likely progression routes</u>		
Borders College Scottish Borders Campus Galashiels		Onto year 2 of the programme and further progression onto SCQF 2/3 programmes e.g. Skills for Learning and Work.		
<u>No. of places per year</u>		<u>Programme start dates (please note if restricted)</u>		
Variable		August of each year.		
<u>Programme outline</u>				
The programme is an assessed award that focuses on learning new and maintaining skills for independence and future life. This includes money management, shopping, cooking, workplace experience, personal development and personal presentation, social use of language, thinking skills and ICT				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Scottish Borders Stage 2		<u>Main contact details</u> Wendy Cameron <i>Mobile: 07815709411</i> <i>Email: wendy.cameron@scotborders.gov.uk</i>		
<u>Target Group</u> Age 16/17 and 18+		<u>How to make a referral</u> Wendy Cameron - SBC to check availability of places		
<u>Delivery Locations</u> Scottish Borders Council, 1 st Floor, Paton Street, Galashiels, TD1 3AS		<u>Likely progression routes</u> obtaining employment		
<u>No. of places per year</u> Age 16/17 – 10 Places, Age 18+ - 2 places		<u>Programme start dates (please note if restricted)</u> April 2016, September 2016 and January 2017		
<u>Programme outline</u> <p>Proving personal development and employability training opportunities to enable candidates to maximize their full potential in reaching their career goals, through identifying skills and attributes necessary for employment and develop job seeking skills which will enable them to access Training, Further Education or Employment.</p> <p>Induction session will focus on candidates skills, qualifications and experience</p> <ul style="list-style-type: none"> • Candidates will be paid a weekly training allowance of £55 per week • Candidate will receive travel expenses over and above the first £3 • Candidates will sign a Training Agreement and work towards achieving their agreed individual career goals • Candidates will build confidence, self esteem, motivation, communication skills and employability skills • Candidates will be supported throughout the course by Employment Development Advisors and 1-1 reviews will be carries out ever 3 weeks <p>work experience will be offered to enhance the learning</p>				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Skills for Learning and Work 1 (SCQF 2/3)		<u>Main contact details</u> Joan Cairney Borders College – 0870 050 515		
<u>Target Group</u> 16-19 years old students who may have a learning difficulty/disability and have been identified as requiring additional support whilst learning either through the school transition process or either as a direct referral.		<u>How to make a referral</u> Secondary schools in Scottish Borders, SDS, direct entry students and self-referrals.		
<u>Delivery Locations</u> Borders College Scottish Borders Campus Galashiels		<u>Likely progression routes</u> Onto mainstream curriculum areas e.g. care, catering, construction, administration and IT etc, supported employment or open employment		
<u>No. of places per year</u> Variable		<u>Programme start dates (please note if restricted)</u> August of each year.		
<u>Programme outline</u> The programme is an assessed award that includes core skills, employability skills, workplace experience, money management, catering, outdoor skills and some construction activities				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Skills for Learning and Work 2 (SCQF 3/4)		<u>Main contact details</u> Joan Cairney - Borders College – 0870 050 515		
<u>Target Group</u> 16-19 years old students who may have a learning difficulty/disability and have been identified as requiring additional support whilst learning either through the school transition process or either as a direct referral.		<u>How to make a referral</u> Secondary schools in Scottish Borders, SDS, direct entry students and self-referrals.		
<u>Delivery Locations</u> Borders College Scottish Borders Campus Galashiels		<u>Likely progression routes</u> Onto mainstream curriculum areas e.g. care, catering, construction, administration and IT etc, supported employment or open employment		
<u>No. of places per year</u> Variable		<u>Programme start dates (please note if restricted)</u> August of each year.		
<u>Programme outline</u> The programme is an assessed award that includes core skills, employability skills, workplace experience, money management, catering, outdoor skills and some construction activities.				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Prepare to Care		<u>Main contact details</u> Jayne Gracie at jgrac@borderscollege.ac.uk or Emma Fairley at Emma.Fairley@scotborders.gov.uk		
<u>Target Group</u> People who are interested in a career in Care		<u>How to make a referral</u> Applications on-line at Borders College web site		
<u>Delivery Locations</u> Hawick, Kelso and / or Galashiels		<u>Likely progression routes</u> Employment, training, education full and part time basis		
<u>No. of places per year</u> 2 x groups with 12 x students per group		<u>Programme start dates (please note if restricted)</u> Various date throughout the year		
<u>Programme outline</u>				
<p>The Prepare to Care course has been delivered in the Scottish Borders since 2006 and is a partnership between Scottish Borders Council Social Work Department, Community Learning and Development, Skills Development Scotland and Borders College.</p> <p>The 10 x week programme (1 x day per week) covers subjects such as preparing people to work in the social care sector, awareness of anti-discriminatory practice, skills and values relevant for the care sector, communication skills . It also covers registration requirements with the Scottish Social Services Council including the Codes of Practice that all care students have to abide by.</p> <p>The students are assessed on their learning and can achieve 1 x SQA units in Values and principles at SCQF Level 4. Students also complete a PVG Disclosure form in preparation for 6 x day work place experience.</p> <p>The support for students comes from the different partner providers and includes building a CV, preparation for interviews. The student success is measured in overall achievement of the SQA unit as well as successful outcomes for moving onto education, training and employment.</p>				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> LGBT Youth Scotland (Borders)		<u>Main contact details</u> David Shields Youth & Community Development Officer LGBT Youth Scotland Langlee Complex, Marigold Drive, Galashiels, TD1 2LP Tel: 01896 753 873 07912 759 837		
<u>Target Group</u> 13-25 year old young LGBT people		<u>How to make a referral</u> Email, phone, text		
<u>Delivery Locations</u> Rowland's, Selkirk; Eyemouth Community Centre, Eyemouth.		<u>Likely progression routes</u> Initial contact and introduction in way best suiting young person/referrer, typically phone call or email. Options for support presented to young person to choose what best suits their needs/capacity: 1-2-1 face-to-face or online using Facebook; phone call or drop-in to meet at group, or attend entire group session.		
<u>No. of places per year</u> N/A		<u>Programme start dates (please note if restricted)</u> Rolling.		
<u>Programme outline</u> The youth group offers support, informal learning and social opportunities for young LGBT people or young people who may be experiencing challenges around their sexual orientation and gender identity. My work includes outreach within communities and across partnership networks to support colleagues through training and referral. Support is also extended to schools and all environments where young people are, with a focus on equality, diversity and inclusion.				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Tomorrows People - Galashiels Works!		<u>Main contact details</u> Mark Timmins Project leader mtimmins@tomorrows-people.co.uk 01896 754014		
<u>Target Group</u> 16-24 years old, not in education, employment or training, from across the Scottish Borders		<u>How to make a referral</u> Just pick up the phone or email us to arrange an initial meeting		
<u>Delivery Locations</u> Galashiels		<u>Likely progression routes</u> We have 3 main progression routes: employment, education or training		
<u>No. of places per year</u> Maximum 60 per year, the course runs 4 times a year with a maximum of 15 participants per course.		<u>Programme start dates (please note if restricted)</u> Various dates throughout the year		
<u>Programme outline</u> Galashiels Works runs 4 programmes a year and over the 10 weeks of each course, the emphasis is on personal confidence building, skills analysis and employability skills including; CV writing, job search, application writing and interview skills. The young people undertake a series of community challenges and undertake the John Muir award to build their self-confidence and add new skills and qualifications to their CV's. The programme operates 5 days a week over the 10 weeks from 9.00 in the morning to 1.00 pm, allowing the young people to develop a clear working ethos, which is critical to their ability to gain and maintain a job. The project maintains a 65-75% success rate in getting young people into employment, education or training.				

	2 Barrier Removal and Development Activity Core Skills			
Project Name CLDS Adult literacy/numeracy		Main contact details CLD Workers (adult learning) across the Borders		
Target Group Adults 16+ who have left school who wish to improve their literacy/numeracy skills		How to make a referral Contact the local CLDS Worker (adult learning): Eyemouth Sandra Millar 07787766893 smillar@scotborders.gov.uk Duns, Earliston Catherine Hadshar 07787845406 chadshar@scotborders.gov.uk Selkirk Amanda Dempsey 07788194778 amanda.dempsey@scotborders.gov.uk Peebles Margaret Smail 07788410378 mssmail@scotborders.gov.uk Kelso, Jedburgh Lesley Anne Nevins 07792381746 lesleyanne.nevins@scotborders.gov.uk Hawick Kenny Harrow 07929362964 kenny.harrow@scotborders.gov.uk Galashiels Claire Stewart 07920190572 cstewart@scotborders.gov.uk		
Delivery Locations Community based across the Borders		Likely progression routes Borders College, CLD service and partner community based learning opportunities, volunteering, employment		
No. of places per year Provision is planned in response to demand. Waiting lists operate on occasion if demand outstrips capacity. Currently no waiting lists in operation.		Programme start dates (please note if restricted) Rolling provision. Learners are interviewed as soon as possible after referral and signposted into appropriate provision. There may occasionally be a wait for a suitable provision to start.		
Programme outline Each learner negotiates an Individual Learning Plan (ILP) with their tutor. This ILP details learning goals and steps required to achieve these. We work to a social practice model which builds on skills each learner already has, and uses the motivations and interests of each learner to promote independent learning and successful achievement of learning goals. Learning takes place in small groups. On occasions individual learning can take place to meet particular needs, when required. Note, there is more likely to be a waiting list for individual learning. Accreditation up to SCQF level 4 (communication, numeracy, employability, Personal Development) may be included in the learning programme.				

	2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Momentum Scotland		<u>Main contact details</u> Momentum Skills - 01896 754 517		
<u>Target Group</u> 16-17 and 18+		<u>How to make a referral</u> Peter Cockburn		
<u>Delivery Locations</u> Enterprise House, Galabank Business Park, Galashiels, TD1 1PR		<u>Likely progression routes</u> gain employment		
<u>No. of places per year</u> Age 16/17 – 18 places Age 18+ - 3 places		<u>Programme start dates (please note if restricted)</u> Rolling programme from April 2016 – 31 March 2017		
<u>Programme outline</u> <p>The aim of the provision at stage 2 is the removal of barriers, whatever they may be, to the individual gaining employment and for individuals to build their employability skills. The Personal Development Course aims to help learners become employable, contributing and independent members of society through the development of transferable life skills. The course encourages candidates to build a range of personal, social and vocational skills such as evaluating, planning, reviewing, managing tasks and working with others.</p> <p>The content of provision at stage 2 is the SQA Personal Development award, consisting of 3 units, Practical Abilities, Self & Work and Self & Community. Each of the units is project based with the individual or group selecting the appropriate topic for their project. Individual and group project topics can consist of CV building, career planning, interview skills and prep, applying for college, work sector investigation, work attitudes investigation, moving on after training, health and well being, budgeting, work placement investigation and preparation for placement. Young people will be supported to find appropriate work taster/shadowing/voluntary positions, as the provider we will make the initial contact with the potential placement provider and set up a pre-placement visit. Industry sectors for placements include but are not limited to retail, administration, call centre, hair & beauty, youth work, sport & leisure, care, gardening and the service industry. Placements are a mix of public and private sector.</p> <p>Any job search activities on stage 2 will be at the request of the individual and will be full supported by staff through project based work on CV building, work sector exploration, work attitudes and skills, health & safety training, job search, interview prep and mock interview.</p>				

	2 Barrier Removal and Development Activity Core Skills			
Project Name SBC CLDS English for Speakers of Other Languages (ESOL)		Main contact details Veronica Blackwood esol@borderscollege.ac.uk Margaret Smail 07788410378 mssmail@scotborders.gov.uk		
Target Group Adults 16+ who have left school and who wish to improve their English language skills		How to make a referral Contact Veronica Blackwood in the first instance		
Delivery Locations Community based across the Borders		Likely progression routes Borders College, CLD service and partner community based learning opportunities, volunteering, employment		
No. of places per year Provision is planned in response to demand in communities where there is sufficient demand for a class to be viable. Waiting lists may operate.		Programme start dates (please note if restricted) Learners are interviewed as soon as possible after referral and signposted into appropriate provision. There may occasionally be a wait for a suitable group to start.		
Programme outline <p>Literacies: if a learner has a literacy need in their first language please refer directly to the local CLD Worker (see literacy/numeracy provision). If you are not sure whether this is the case, please refer to Margaret Smail.</p> <p>Beginners: 6 week (plus) course takes learners through the basic English required to get by living in Scotland. Contact Margaret Smail.</p> <p>Conversation: 8 week mixed level group gives learners the opportunity to develop and use English speaking and listening skills. Contact Margaret Smail.</p> <p>Certificated classes SCQF levels 2-4: support learners to further develop English skills for employment. Contact Veronica Blackwood.</p>				

	2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u> Young Adult Carers Service		<u>Main contact details</u> Border Carers Centre		
<u>Target Group</u> 18-25 year old (approximately)		<u>How to make a referral</u> Tel: 01896 752431		
<u>Delivery Locations</u> Borders Wide		<u>Likely progression routes</u> Education, Training or employment		
<u>No. of places per year</u> Variable		<u>Programme start dates (please note if restricted)</u> On-going		
<u>Programme outline</u> We support those caring for someone who has a longer term illness, disability, drug or alcohol issue. A Carers Assessment/ Support Plan can be requested for a carer through Border Carers to help ease the caring role to allow the carer to make the most of their own time, this would include them considering entering education or employment.				

	Stage 2 Barrier Removal and Development Activity Core Skills			
<u>Project Name</u>		<u>Main contact details</u>		
The Food Foundation		placements@thefoodfoundation.scot		
<u>Target Group</u>		<u>How to make a referral</u>		
Learning Disability / Mental Health		Request Application Form		
<u>Delivery Locations</u>		<u>Likely progression routes</u>		
Victoria Park centre / Peebles		CV & Job search opportunities		
<u>No. of places per year</u>		<u>Programme start dates (please note if restricted)</u>		
24		Staggered start dates		
<u>Programme outline</u>				
<p>The Food foundation has a new Flow training E learning program where people can gain up to 6 certificate and then go on to gain experience working in our busy professional kitchen.</p> <p>We offer a chance for Students to gain SQA Certification in = Customer Care/First aid Awareness/Allergen awareness/Health & Safety/Food safety and working in the Kitchen (all transferable)</p> <p>The course runs Monday Tuesday and Wednesday mornings</p> <p>The aim is to provide personal and vocational development to people in the community who are disadvantaged due to age, illness, mental or physical disability, through our blended learning program.</p> <p>Our aim is to boost people's confidence and give them a platform that will hopefully lead onto opening other doors for the individual and possibly employment. Each student leaves with their own personal portfolio</p> <p>We generate income from our catering business and also rely on grants and funding.</p> <p>We are developing our webpage where people can follow sign posts and we also have a very active Facebook page if you would like to see us in action.</p> <p>We try to make our course as enjoyable as possible for everyone and try to have lots of fun as well.</p>				

		Stage 3 Vocational Skills and Work Focused Training		
Project Name SBC Employment Support Service		Main contact details Lisa Scott		
Target Group Age 16/17yrs and 18+yrs		How to make a referral Lisa Scott		
Delivery Locations Scottish Borders Council, 1 st Floor, Paton Street, Galashiels, TD1 3AS		Likely progression routes Gain employment		
No. of places per year Age 16/17 – 15 Places, Age 18+ - 8 Places		Programme start dates (please note if restricted) Continual Rolling Programme		
<p>Programme outline</p> <p>The focus is on a local work experience opportunity to develop the young person's employability skills, increase confidence and motivation levels. One to one support offered throughout the programme will enable the young person to progress to an MA, employment or further or higher education options.</p> <p>On first meeting we will assess your skills, qualifications and experience.</p> <ul style="list-style-type: none"> • If you are accepted onto the programme we will work with you to find a suitable work placement. • You will be based with an employer rather than a training centre. • You will be paid a weekly training allowance of £55 per week. • You will receive travel expenses over and above the first £3. • You will sign a Training Agreement and work towards building your existing skills and experience in a 'real life' work placement • You will build your confidence, self-esteem, motivation, communication skills and employability skills. • You will be supported in the workplace by the Employability Co-ordinator on a weekly/ fortnightly basis dependent on your needs. 				

		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name</u> Momentum Scotland		<u>Main contact details</u> Peter Cockburn - 01896 754 517		
<u>Target Group</u> Age 16/17 and 18+		<u>How to make a referral</u> Peter Cockburn - Momentum		
<u>Delivery Locations</u> Enterprise House, Galabank Business Park, Galashiels, TD1 1PR		<u>Likely progression routes</u> work towards and SCQF qualification		
<u>No. of places per year</u> Age 16/17 – 3 places Age 18+ - 3 places		<u>Programme start dates (please note if restricted)</u> Rolling programme from April 2016 to 31 March 2017		
<u>Programme outline</u>				
<p>Provide an understanding of all elements of vocational exploration, practical skills in preparing and applying for employment, core skills and elements of personal development Work experience and the opportunity to work towards an SCQF qualification. The course encourages candidates to build a range of personal, social and vocational skills such as evaluating, planning, reviewing, managing tasks and working with others.</p> <p>The content of provision on Stage 3 is the SQA Personal Development Award at SCQF level 4, consisting of 4 units, Practical Abilities, Self & Work, Self-Awareness and Self & Community. We also aim to deliver an in house health and safety certificate and an in house admin/call centre qualification. As in stage 2 the units for the SQA qualification are project based and both individual and group projects are decided by the candidates, and can include job search and application process, marrying CV to job description, interview preparation skills and mock interview, career planning, goal setting, group work and communication skills, role play of ASDA magic type sessions and projects based around an individual's work placement. Gaining a work placement is a joint effort between the candidate and the staff, once a work placement has been identified we as the provider make the initial contact and set up a work placement meeting, we would also help the young person with figuring out travel arrangements, any PPI and provide weekly support visits. Industry sectors for placements include but are not limited to retail, administration, call centre, hair & beauty, youth work, sport & leisure, care, gardening and the service industry. Placements are a mix of public and private sector.</p>				

Stage 3 Vocational Skills and Work Focused Training	
<p><u>Project Name</u> VOMO (Voice Of My Own) Upper Floor Volunteer Hall Gala Park (side door) Galashiels TD1 3JX</p>	<p><u>Main contact details</u> Robert Sproul-Cran (Project Manager) – robert.sproul-cran@liveborders1.org.uk Lisa Cowan (Project Co-ordinator) – lisa.cowan@liveborders1.org.uk Tel: 01896 755738 Web: www.vomo.tv Facebook: www.facebook.com/vomotv</p>
<p><u>Target Group</u> Young people aged 8 to 25 years of age with an interest in media particularly television, film and radio production.</p>	<p><u>How to make a referral</u> Please contact Robert Sproul-Cran or</p>
<p><u>Delivery Locations</u> Borders wide delivery but based in central Galashiels.</p>	<p><u>Likely progression routes</u> As well as successfully supporting young people towards careers in the media VOMO activities cultivate a range of transferable skills which aid progression in other key industries. Media activities create the ideal environment to build confidence and self-esteem and the development of a range of skills including decision making, communication, leadership, responsibility and team work.</p>
<p><u>No. of places per year</u> VOMO is externally funded so the number of places available depends on our current funding status. We also take commissions and can work in partnership with community organisations for an arranged fee.</p>	<p><u>Programme start dates (please note if restricted)</u> Please contact VOMO for more information.</p>
<p><u>Programme outline</u> VOMO is one of the leading youth media projects in Scotland with links across the industry where we support young people’s progression in a variety of ways. We offer young people a unique chance to explore subjects of interest to them by running their own media centre where they can create their own TV and radio programmes. This includes a weekly news bulletin on VOMO tv but there is also the chance to take part in a variety of other genres including short films, comedy, drama and documentary. The VOMO studio makes use of cutting-edge virtual studio technology to enable young people to create their own studios and special effects. There is the opportunity to use specialist broadcasting equipment under the guidance of our team of industry professionals whose backgrounds include: television, film, radio, publishing, online media, theatre and animation. VOMO also supports young people to develop their own radio output, with a new online channel to be launched soon. This introduction to high production value TV, web and radio production is a stepping stone for some to employment in the industry. For others it builds confidence, communication and team-working skills, and allows them to raise their ambitions regardless of what direction they wish their lives to develop.</p>	

		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name:</u> Go4It		<u>Main contact details:</u> Lita McHale – Employability Adviser SBHA		
<u>Target Group</u> SBHA tenants aged 18 – 24, looking for work and tenants of any age facing redundancy.		<u>How to make a referral</u> Contact Lita – Employability Adviser with tenants details or ask tenant to get in touch with the service.		
<u>Delivery Locations</u> Spanning communities throughout the Scottish Borders over the 5666 property housing stock.		<u>Likely progression routes:</u> Paid employment, Modern Apprenticeships and further training or volunteering.		
<u>No. of places per year</u> 15 places on the Keys to Employment course. No limit to the number of tenants who can engage with the Go4It SBHA employability service.		<u>Programme start dates (please note if restricted)</u> Funding in place until March 2017		
<u>Programme outline</u> The Go4It service supports SBHA tenants aged 18 – 24 and tenants of any age facing redundancy to gain employment. Opportunities such as volunteering, Modern Apprenticeships and further training can be highlighted too depending on the person’s circumstances and aspirations. The service is able to support tenants on an individual basis and the Employability Adviser frequently meets with tenants in their home. There are 15 places on the Keys to Employment course available through this service, in conjunction with Borders College. This is an 8 week course and includes a 2 week work placement as well as a host of numeracy and money management units, CV writing and interview training.				

		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name</u> Practical Space Solutions Community Interest Company		<u>Main contact details</u> Dominic Brookes – 07709514170 dominic.brookes@practicalspacesolutions.co.uk		
<u>Target Group</u> No preference		<u>How to make a referral</u> Contact the above to set up a meeting		
<u>Delivery Locations</u> Various locations		<u>Likely progression routes</u> F.E or assisted to employment or a suitable work program		
<u>No. of places per year</u> Variable		<u>Programme start dates (please note if restricted)</u> All year		
<u>Programme outline</u> <p>Practical Space Solutions C.I.C aims to provide experience and training to people from disadvantaged backgrounds in construction working on a variety of projects. The individuals will be supervised and monitored on site to ensure they work safely and in a positive manner both for themselves and the Company. They will be allowed to get hands on with various hand tools and other equipment necessary to carry out the task.</p>				

		Stage 3 Vocational Skills and Work Focused Training		
Project Name Working Together Social Enterprises		Main contact details Mandy Lowrie workingtogether@bocscot.org 01896 758381		
Target Group Adults 18+ with learning disabilities		How to make a referral Contact above for application form and further information		
Delivery Locations Delivery in the enterprise building in Tweedbank and customer locations but is open to all within the Scottish Borders area		Likely progression routes Referred to job seeking services to enable beneficiary to access employment opportunities		
No. of places per year 14		Programme start dates (please note if restricted) Not applicable		
Programme outline <p>Working Together consists of 2 social enterprises. Bread Works is an Organic bakery producing artisan breads. Green Works is a garden maintenance and woodwork service. Beneficiaries are asked to complete an application form and attend an informal interview to access a 6 week taster session. The taster gives the individual the opportunity to learn about the programme and make an informed choice if it is something they wish to progress with. It also gives the enterprises the opportunity to ensure the person will benefit from the programme.</p> <p>On successful completion of the taster the person will be invited to commence on a 6 month training programme. This programme consists of 3 skills accreditation units delivered in conjunction with Borders college as well as our own in-house training. Practical tasks are carried out daily within both enterprises which enables the person to learn skills in their chosen enterprises and develop skills. Work ethics are also covered which included: team work, working independently, work protocol etc.</p> <p>On completion of the training programme individuals can continue in their chosen enterprises as a volunteer if this is required, ensuring they are confident in the work place. We engage with local job seeking services 6-9 months of the person moving on from the enterprise to ensure they have the opportunity to develop relationships with those who will help them seek and sustain meaningful employment within their local community.</p> <p>Trainees are expected to be able to make their own travel arrangements to the workplace however, if required, we can refer them to LAC who will work with individuals to develop independent travel skills. Opportunities are between 2-4 days per week. Bakery trainees work on a shift basis.</p>				

		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name</u> Community Jobs Scotland		<u>Main contact details</u> Margaret Simpson M.B.E, Scottish Borders Social Enterprise Chamber, 1 Orchard Park, St.Boswells, TD6 0DA		
<u>Target Group</u> 16 to 24 years 16 to 24 years with a disability or long term health condition (CJS part-time) 16 to 24 years care leavers 16 to 24 years young offenders who have recently completed their sentence Individuals must be currently unemployed and not accessing alternative Government support such as Work Programme or Work Choice		<u>How to make a referral</u> All referrals made through either Jobcentre Plus or Skills Development Scotland where all CJS jobs are advertised		
<u>Delivery Locations</u> Through Social Enterprise Chamber members organisations across the Borders		<u>Likely progression routes</u> CJS employees can be retained for an additional term through Employer Recruitment Incentives such as Youth Employment Scotland.		
<u>No. of places per year</u> 10 placements on average in each phase of the programme.		<u>Programme start dates (please note if restricted)</u> Start in August 2015		
<u>Programme outline</u> Full and part time job training opportunities for vulnerable and disadvantaged young people, including care leavers and those with a disability or long term health condition, aged 16-24. Eligibility from day 1 of unemployment with opportunities lasting between 6 and 18 months for a minimum of 16 or 25 hours per week. Availability of opportunities across all 32 local authority areas. Participants are paid at least the National Minimum Wage (NMW) with the possibility of earning the higher Living Wage depending on the third sector organisations circumstances. Extended employability support and job experience with the option of additional training to enhancing longer term job prospects and overall employability skills. Employees cannot access their ILA whilst on Community Jobs but have an allocated training allowance of £200 which can be accessed via SCVO				
<ul style="list-style-type: none"> • Increases the capacity of the Third Sector by providing financial support to host employers who deliver services to communities across Scotland; • Gives young people the opportunity to contribute to their local communities 				

		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name</u>		<u>Main contact details</u>		
LifeSkills - Preparing for and sustaining employment		Michelle Mitchell e-mail :- michelle.mitchell@lifeskillscentres.com Tel :- 01896 758964		
<u>Target Group</u>		<u>How to make a referral</u>		
16 – 17 year old and 18 – 24 year olds		Michelle Mitchell		
<u>Delivery Locations</u>		<u>Likely progression routes</u>		
Galashiels		Stage 4 of E.F Pipeline, College, Job or Modern Apprenticeship		
<u>No. of places per year</u>		<u>Programme start dates (please note if restricted)</u>		
3		Januray 2017		
<u>Programme outline</u>				
<p>To provide employability and vocational training, support and guidance across various sectors, aligning Training Plans to individual client needs and career aspirations. Advising clients on employer expectations and requirements, preparing them for work experience and developing their core skills where required such as communication, numeracy, information & computer technology, working with others and problem solving. Identifying placements where there are potential job vacancies, assisting active job searching and working on speculative enquiries that can lead to job opportunities. Mentoring clients during their time in the Centre and on placement to maximise their potential and enable them to be more prepared for and to sustain employment in due course.</p> <p>Pre-employability training which includes developing a C.V, letter writing, paper and online applications, job searching, My World of Work, Universal Job Match, interview questions and preparation, confidence building, self-presentation and body language, plus group activities to develop team work and interactive skills.</p> <p>The delivery of the full Certificate of Work Readiness is the key qualification to be delivered at this stage. There may also be options to gain vocational qualifications relevant to various sectors including Retail, Hospitality, Care and Construction.</p> <p>The Work Experience will develop skills and knowledge, improve confidence and further enhance the client's employability. This combined with the qualifications/training gained will increase prospects for sustainable employment</p>				

		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name</u> Borders College -Certificate of Work Readiness		<u>Main contact details</u> Greig Forrest Tel 01896 662673 email gforrest@borderscollege.ac.uk		
<u>Target Group</u> 16-18+ years		<u>How to make a referral</u> Please e-mail referral documentation to Greig Forrest, in Greig's absence please contact Fiona Turnbull on Tel 01896 662573 or email fturnbull@borderscollege.ac.uk		
<u>Delivery Locations</u> Scottish Borders Campus, Nether Road, Galashiels		<u>Likely progression routes</u> There may be opportunities to progress to Stage 4 of the pipeline if a placement opportunity leads to a job vacancy.		
<u>No. of places per year</u> 20 16/17yrs – 15 18+yrs - 5		<u>Programme start dates (please note if restricted)</u> September 2016 and January 2017		
<u>Programme outline</u> To prepare participants for employment by providing training and development to build their knowledge and skills of what is expected in the workplace. To offer a meaningful and relevant period of work experience in a vocational setting suitable for their career aims. The content is generic in nature as it covers the skills, behaviours and personal attributes required to be successful in any workplace. Examples include, good team working skills, good time keeping, individual research, personal projects, role play, assessments, following class/work rules. Participants will take part in group and individual tasks and work towards gaining SQA accredited units and a Group Award. An appropriate workplace will be agreed with each participant and a supervisor will be appointed to oversee the tasks undertaken with the employer. A key element of the award is the measurement of the participant's commitment and performance in the workplace. Areas of placement include; Business Admin/Care/Catering/Construction/Engineering/Leisure/Retail//Textile/Warehouse So there is a wide range of vocational destinations and the course tutor will try and place the candidate in an area where they desire to gain experience depending on the opportunities available				

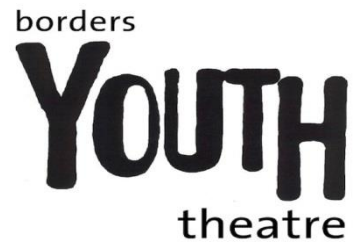
		Stage 3 Vocational Skills and Work Focused Training		
<u>Project Name</u> Borders College Work Placements – Rolling Programme (Stage 3)		<u>Main contact details</u> Greig Forrest Tel 01896 662673 email gforrest@borderscollege.ac.uk		
<u>Target Group</u> 16yrs – 18+ years		<u>How to make a referral</u> Greig Forrest/SDS		
<u>Delivery Locations</u> Scottish Borders Campus Nether Road, Galashiels, TD1 3HE		<u>Likely progression routes</u> Employment, progression to stage 4, progression to full time college course		
<u>No. of places per year</u> Age16-17years - 2 places Age18+ - 3 places		<u>Programme start dates (please note if restricted)</u> This is offered on a rolling programme basis throughout the contract year.		
<u>Programme outline</u> <p>This programme is aimed at those who are not ready for employment but wish to gain immediate work experience and consider themselves to be motivated to demonstrate work readiness. The programme will also provide participants with the opportunity to gain certificated short courses which are relevant to their placement. During work experience the candidate will be assigned a course tutor who will be the main point of contact for the candidate and employer. They will carry out in progress reviews and also be there to provide support to the candidate if required.</p> <p>Areas of placement include; Business Admin/Care/Catering/Construction/Engineering/Leisure/Retail//Textile/Warehouse So there is a wide range of vocational destinations and the course tutor will try and place the candidate in an area where they desire to gain experience depending on the opportunities available</p> <p>This is an individually tailored programme to suit the participant's career goals and the placement is arranged by Borders College. In addition to carrying out duties alongside colleagues a participant will be offered suitable short courses eg Food Hygiene, First Aid, World Host.</p>				

			Stage 4 Employer Engagement and Support - Job Matching/Broking	
<u>Project Name</u> Lifeskills - Industry Specific Training		<u>Main contact details</u> Michelle Mitchell e-mail :- michelle.mitchell@lifeskillscentres.com Tel :- 01896 758964		
<u>Target Group</u> 18 – 24 year olds		<u>How to make a referral</u> Local Jobcentre Plus Office		
<u>Delivery Locations</u> Galashiels		<u>Likely progression routes</u> Job or Modern Apprenticeship		
<u>No. of places per year</u> 32		<u>Programme start dates (please note if restricted)</u> June 2016 August 2016 October 2016		
<u>Programme outline</u> To provide employability and industry specific training, guidance and support across various sectors; aligning Training Plans to individual client needs and career aspirations. Advising clients on employer expectations and requirements and where appropriate preparing them for work experience. Identifying placements where there are potential job vacancies, assisting active job searching and working on speculative enquiries that can lead to job opportunities and sustainable employment. Employability training where required, which can include updating C.V, letter writing, paper & online applications, job searching, My World of Work, Universal Job Match, interview questions & preparation, self-presentation & body language, plus group activities to build on team work and interactive skills. Work experience will be organised for any agreed Sector Based Work Academy training, but may also be arranged for other Stage 4 delivery depending on the length of the programme. Access to vocational qualifications for sectors including hospitality, retail, customer service, care, construction and security. Qualifications offered include World Host, CSCS Labourer Card, REHIS Elementary Food Hygiene, Retail Skillsmart (Peoples 1st) and SIA (BIIAB).				

			Stage 4 Employer Engagement and Support - Job Matching/Broking	
<u>Project Name</u> Customised Training for Employment		<u>Main contact details</u> Greig Forrest, Scottish Borders Campus, Nether Road, Galashiels, TD1 3HE. Tel 01896 662673 email gforrest@borderscollege.ac.uk		
<u>Target Group</u> Age 18+		<u>How to make a referral</u> Please e-mail referral documentation to Greig Forrest as per details above. In Greig's absence please contact Fiona Turnbull on Tel 01896 662573 or email fturnbull@borderscollege.ac.uk		
<u>Delivery Locations</u> Scottish Borders Campus Nether Road, Galashiels, TD1 3HE		<u>Likely progression routes</u> All participants are expected to gain employment following participation on the programme. Some jobs may offer a Modern Apprenticeship opportunity.		
<u>No. of places per year</u> 2		<u>Programme start dates (please note if restricted)</u> Offered on a rolling programme throughout the contract year		
<u>Programme outline</u> To provide work experience for 'job ready' candidates and also upskill them with a specific course or skill which can guarantee employment based on their performance. Opportunities can arise from any sector depending on availability. This programme is aimed at those who wish to gain immediate work experience and consider themselves to be motivated to demonstrate work readiness. The programme will also provide participants with the opportunity to gain certificated short courses to add to their list of qualifications. This is an individually tailored programme to suit the participant's career goals and the placement is arranged by Borders College in line with employer demand. All work experience and 'off the job' courses are linked to job vacancy and requirements of the job description. Placements targeted are those with vacancies where we will match candidates with the opportunity. This can be in any sector and location.				

		Stage 4 Employer Engagement and Support - Job Matching/Broking	
<u>Project Name</u> Train to Care – Sector Based Work Academy (Stage 4)		<u>Main contact details</u> Greig Forrest, Scottish Borders Campus, Nether Road, Galashiels, TD1 3HE. Tel 01896 662673 email gforrest@borderscollege.ac.uk	
<u>Target Group</u> Age 18+		<u>How to make a referral</u> Greig Forrest/SDS	
<u>Delivery Locations</u> Scottish Borders Campus Nether Road, Galashiels, TD1 3HE		<u>Likely progression routes</u> Nurse bank Work, future employment	
<u>No. of places per year</u> 10		<u>Programme start dates (please note if restricted)</u> October 2016	
<u>Programme outline</u> <p>The course provides participants with knowledge and skills required for work in the Care Sector. Certificated courses are included to enable participants to be qualified to apply for Care Assistant positions. It is the candidate's performance at placement which will also determine the outcome.</p> <p>There is the opportunity of Nurse Bank work within NHS Borders if the candidate does well in the interview. This can lead to future employment.</p> <p>If the candidate impresses at their placement within a private Care Home, then there is a great chance they will be offered employment.</p> <p>The six week programme includes training session's specific topics relating to the care sector. Certificated courses include Food Hygiene, First Aid, Client Handling, Health and Safety and World Host (customer service award). Further training includes; NHS Pre-Employment Corporate Induction, Loss and Grief, Nutrition, Infection Control and Dementia Awareness.</p> <p>A work placement is an essential element of this course and may be in the private or public sector. All placements are arranged by the Department of Work and Pensions and relate to job opportunities.</p> <p>The programme is regarded as a Sector Based Work Academy and will include a 'guaranteed interview' at the end of the course.</p>			

			Stage 4 Employer Engagement and Support - Job Matching/Broking	
<u>Project Name</u> Train to Gain (Admin and IT) – Sector Based Work Academy (Stage 4)		<u>Main contact details</u> Greig Forrest, Scottish Borders Campus, Nether Road, Galashiels, TD1 3HE. Tel 01896 662673 email gforrest@borderscollege.ac.uk		
<u>Target Group</u> Age 16-17, Age 18+		<u>How to make a referral</u> Greig Forrest/SDS		
<u>Delivery Locations</u> Scottish Borders Campus Nether Road, Galashiels, TD1 3HE		<u>Likely progression routes</u> Can lead to employment		
<u>No. of places per year</u> Age 16/17 -2 places, Age 18+ - 6 places		<u>Programme start dates (please note if restricted)</u> June 2016		
<u>Programme outline</u> <p>To provide participants with knowledge and skills required for work in an administration/IT job role. All placements are within NHS Borders and if the candidate applies themselves well then the placement can lead to employment like it has done so in the past. There are candidates still working full time at NHS Borders, who began as Train to Gain trainees.</p> <p>The four week programme includes work experience based with NHS Borders at the Borders General Hospital. All tasks are admin and IT based therefore candidates will be working mainly with office equipment. The work will include typing/photo-copying, scanning and other office duties so the candidate will require to be interested in this line of work before commencing the programme. They will be mentored by the office manager. Some attendance at Borders College is included to complete computer modules, as appropriate, provide job search, interview techniques and assistance with job applications.</p> <p>The programme is regarded as a Sector Based Work Academy and will include a 'guaranteed interview' at the end of the course.</p>				



The Youth Contract will provide nearly half-a-million new opportunities for young people, including apprenticeships and work experience placements.

It also marks a substantial increase in the support and help available to young people through the Work Programme, Jobcentre Plus and sector - based work academies.

Supporting the Youth Contract could benefit your business in many ways including financially. A wage incentive may be available if you take on a young person through Jobcentre Plus or the Work Programme.

Wage Incentives

Until April 2015 employers are able to take advantage of 160,000 wage incentives. These are worth up to £2,275 each where they employ an eligible 18 to 24 year old through Jobcentre Plus or from the Work Programme.

In addition, a wage incentive scheme is available to employers who recruit a young disabled person from Work Choice in England, Scotland and Wales – a specialist disability employment programme that provides tailored support to help disabled people who have the most complex support needs.

Work Experience

Work Experience helps young people gain the experience they need to secure a job before they become eligible for the Work Programme.

For some young people a lack of understanding of the world of work or simply not being given a chance to prove themselves can prevent them from finding a job. We work with employers to offer 16–24 year old jobseekers the opportunity to overcome these barriers through offering them a Work Experience placement lasting two to eight weeks.

Young people undertaking a Work Experience placement will continue to receive their benefit and continue to look for permanent work. We will cover the costs of travel and childcare if required.

Sector-based work academies

Sector-based work academies are designed to help those who are ready for work and receiving benefits to secure employment.

A sector-based work academy can last up to six weeks and has three key components:

- Pre-employment training – relevant to the needs of your business and sector
- A work experience placement – of great benefit to both the individual and a business
- A guaranteed job interview

The key feature of sector-based work academies is that they offer a flexible approach and can be adapted to meet the needs of your business.