



move on
unlocking your potential 


**Skills
Development
Scotland**

 **FareShare**
Glasgow & the
West of Scotland

MOVE ON

EMPLOYABILITY FUND PROGRAMMES

HISTORY

- Move on has delivered employability provision since the inception on the organisation
- In 2015 we were awarded an Employability Fund contract for the first time.
- Year on year we have looked to develop the project and build on our successes we are always looking to be adaptive and innovative in the way that we deliver training and support young people.
- Since 2015 we have helped support over 200 young people through the Employability Fund Project.

AIM OF THE PROJECT

- The aim of the Stage 2 provision is to break down individual barriers to accessing employment, by building confidence and introducing participants to workplace expectations.
- This provision is particularly suitable for young people who would like to improve their employment skills and gain real life work experience.
- The aim of the Stage 3 provision is to better prepare participants for the world of work, this is done through ensuring that all participants are confident in applying for employment. Participants gain an underpinning knowledge of the warehouse sector through completing work experience at the Fareshare Glasgow and West of Scotland Depot. This better prepares them for moving into employment in this sector but the experience and knowledge gained is transferable to a multitude of employment sectors.

HOW IT WORKS

Stage 2

- 8 Week Programme
- 3 Days per week
- 6 Weeks of classroom based training
- 2 weeks of Work Shadowing at FareShare

When work shadowing the participants are overseen by the training staff and are taught the basics needed in the workplace e.g. timekeeping, attendance, work ethic, team working etc

Stage 3

- 12 Week Programme
- 4 Days per week
- 2 Weeks of classroom based training
- 10 weeks of Work Experience at FareShare

When completing work experience at FareShare the participants are supervised by the Depot Staff and are given more responsibility such as leading teams, overseeing specific areas and jobs, they are expected to show initiative and develop problem solving techniques.



TRAINING AND QUALIFICATIONS

Mandatory		Needs Assessed	
Stage 2	Stage 3	Stage 2	Stage 3
Employability Award SCQF Level 3	Certificate OF Work Readiness SCQF Level 4	IT Literacy	IT Literacy
Personal Development Award SCQF Level 3	Employability Award SCQF Level 4	Health and Safety Awareness	Forklift Training
Core Skills Communication SCQF Level 3	Personal Development Award SCQF Level 4	Mentoring	Health and Safety Awareness
Manual Handling Awareness	Manual Handling Awareness		Peer Mentoring
Food Safety Awareness	Food Safety Awareness	Other training identified through Individual Training Plan	Other training identified through Individual Training Plan

EXTRA SUPPORT

- Dedicated Literacy and Numeracy Team
- Money Debt and Advice
- Mentoring
- Work Coaches (Move On)
- Work Coaches (External Partners)
- Trauma informed Training



PROGRESSIONS

- All participants are assigned a one to one worker who is tasked with ensuring the best possible outcome for the individual.
- Suitable Stage 2 candidates may be progressed internally to Move On's Stage 3, this option will only be used when appropriate.
- Over the years we have also built up good relationships with colleges and look to use these relationships to improve the chances of candidates being accepted into college if this is the route they would like to follow.
- This year opportunities for employment will be available at the Fareshare depot as well as through some of our partner organisations, as each year we have an allocation of Community Job Scotland positions based at Fareshare which will be utilised as progression routes There are a number of positions available through the UK Government Kickstart scheme that will be spread out throughout the year.

FARESHARE

- Fareshare is a national organisation that works with some of the largest food suppliers in the UK, to redistribute fit for purpose surplus food to community organisations who help some of the most vulnerable people in their local communities.
- Participants not only gain work skills but feel that they are making a difference in a lot of the communities that they come from - we have found this to be a great motivator.
- By having our own work placement opportunity at FareShare we are able to develop workplace skills and have a more in depth knowledge of how participants react and conduct themselves in different workplace scenarios, this is a real benefit to not only the young people but allows staff to make adjustments to training plans and goal setting.



REMEMBER - ITS NOT ALL ABOUT STATS

- Jobs are great for those that are ready but we always have to remember what is best for the young person
- Getting young people enthused about something/anything can be an achievement
- Building confidence
- Creating friendships
- How to talk to someone over the age of 20 can be a challenge
- Setting short term and long term goals (professional and personal)



DIFFICULTIES

- Trying to engage young people in classroom based training can be difficult especially as a lot of the participants have just left School. This is why it is extremely important to make training fun and interactive
- Covid – 19. We have introduced remote learning to different degrees of success, we find on site learning is still the most productive but we have to ensure safety in relation to the pandemic.
- Mental Health. We have found that over the last year we have had to deal with more and more mental health
- Breaking down the stereotypes around warehouse work and warehouse workers

SUCCESS STORY

Rebekah first joined the Stage 2 Employability Fund project and had always shown a willingness to learn and wanted to develop but she was unsure of what she wanted to do in the future and felt lost.

When Rebekah first started with us she was working through a number of personal problems and suffered from anxiety that at times was crippling and quite upsetting.

We worked hard with Rebekah to support her through some of her issues and after 8 weeks on Stage 2 she had shown enough progress that both parties felt confident that moving onto Stage 3 was appropriate and the best option.

Whilst attending the Stage 3 programme Rebekah developed a real love for the work that she was doing at FareShare and decided that a job in warehousing is something that she would like to pursue.

On completion of the Stage 3 programme, Rebekah had the opportunity to move onto further training or employment but felt that this was not the best option for her, so started volunteering at FareShare aware that she would still receive support to help in her development.

Rebekah is now employed as a Trainee Depot Development Worker at FareShare and is one of the real leaders and the go-to person to help train and encourage other young people.



Personal Development Award
Employability Award
Manual Handling Certificate
Forklift Driving Licence
Peer Mentoring Training
Certificate of Work Readiness
Food Safety Certificate
Community Achievement Award
Over 300 hours volunteering
Registered for College