



# Employability Fund Programmes

**move ON**

# 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 250 young people through the Employability Fund Project.



# 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.



# Aim of the Project

## What we tell referrers and organisations

- 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.

## What we tell young people

- You will meet new friends
- You will learn new skills
- You will gain qualifications
- You will be supported to learn real working skills
- You get out what you put in
- We will work as hard as you to help you achieve your goals
- You have the skills that employers want let us help you showcase them
- You can decide what you learn



# 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

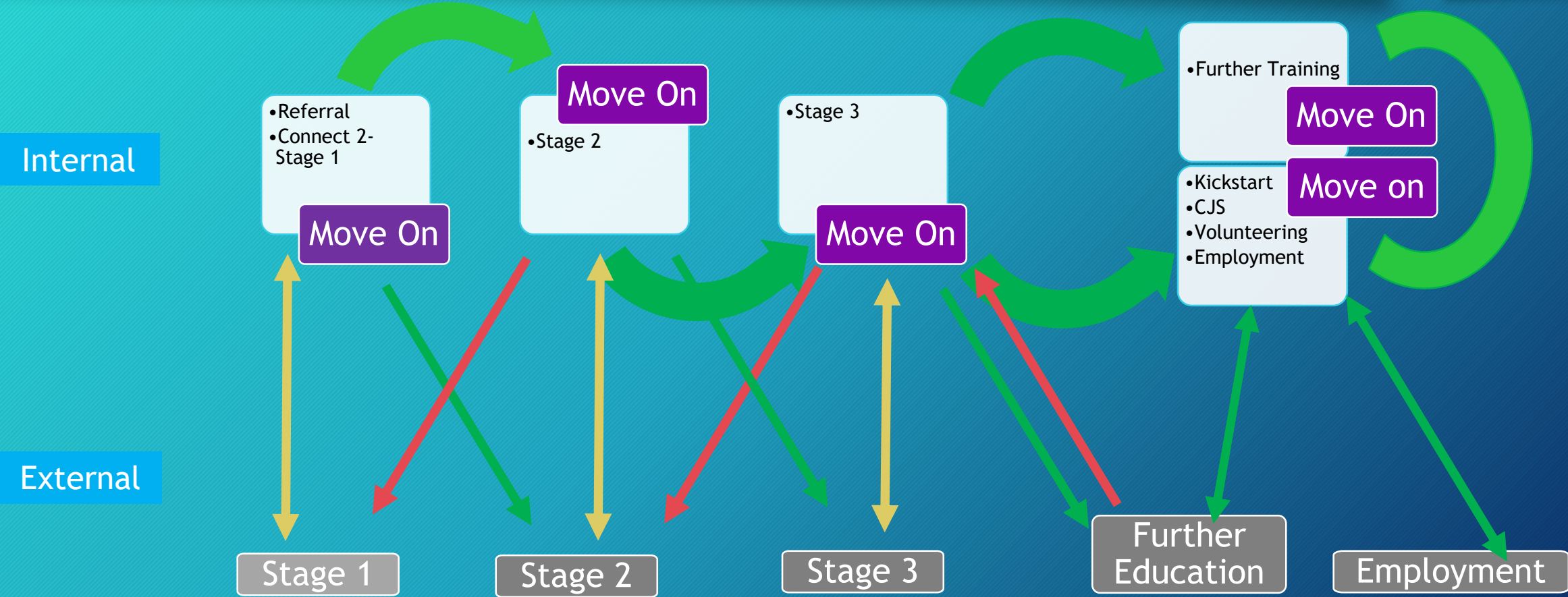
## Stage 3

- 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.

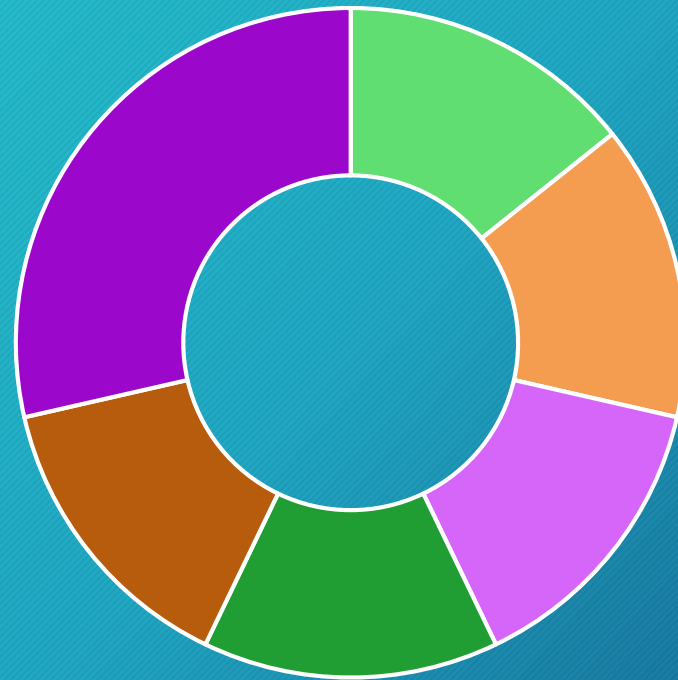


# How it works





# Why it works?



Quality Work Experience

Listen and learn from the young people

Make Learning fun

Treat Young people as Individuals

Qualifications

Positive Reinforcement (Praise Achievement)

# 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 SCQF Level 5	Forklift Training
Core Skills Communication SCQF Level 3	Personal Development Award SCQF Level 4	Mentoring	Health and Safety SCQF Level 5
Manual Handling Awareness	Manual Handling Awareness	Literacy and Numeracy	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



# 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
- Do not tick boxes - If someone need to complete a CV for an SQA award make sure it is a CV that is of good quality and not just a paper exercise.
- Work Experience is important, work with the provider closely to devise a proper learning plan - our young people are not there free labour they are there to develop



# Issues we have faced

- 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 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 2 years we have had to deal with more and more mental health challenges this is why we set up a health and well being group
- Breaking down the stereotypes around warehouse work and warehouse workers

# What Next?

- DETS (Driver Employability Training Scheme)
  - Accredited RTITB Forklift Training Site
  - Increase our SQA Portfolio
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- Build on our success and learn from our mistakes

