YOUTH EMPLOYMENT ACTIVITY PLAN

Opportunities for young people who are 16+

Aberdeenshire Employability Partnership
INTRODUCTION

A local picture

Performance Indicators
Local Employability Partnership will continue to develop the performance indicators that we will apply to the local area, at present the following information sources are used to inform Employability Provision.

1. SDS Community Planning Partnership reports which are published twice yearly including SLDR and Employability Fund information
   http://skillsdevelopmentscotland.co.uk/statistics/community-planning-partnership-reports/

2. SDS briefings for Aberdeenshire, which gives regular updates on activities to support the Local Authority Area
   http://skillsdevelopmentscotland.co.uk/media/1219530/Summer%20Stakeholder%20Briefing%20Aberdeenshire.pdf

3. NOMIS Official Labour Market Statistics
   http://www.nomisweb.co.uk/reports/lmp/la/1946157406/report.aspx

4. Regular updates using Datahub reports and SDS CSS reports

Key Statistics
Summary—Unemployment rates in Aberdeenshire are amongst the lowest in Scotland, however in 2015, unemployment is slowly rising due to large-scale redundancies in both oil and gas sector and fishing industries.

Unemployment rates for 16 -18 year olds, in first transition are 93.7% moving to 94.1% as collated by Skills Development Scotland, SDS during their SLDR follow-up report.
YOUTH EMPLOYMENT ACTIVITY PLAN

The Youth Employment Activity Plan for Aberdeenshire sets out local opportunities for young people against a 5 stage employability pipeline where stage 1 provision supports young people furthest from learning (such as Activity Agreements) up to Stage 5 which support young people who are in work.

The plan profiles the range of different partner organisations which have developed provision to support young people in their journey towards securing employment. Working alongside the Aberdeenshire Employability partnership we have a combined commitment to providing learning, training and work opportunities to all 14-25 and 25+ year olds. The partnership will offer the collective efforts of the public, private and third sector in assisting and enabling young people to progress towards employment.

The Aberdeenshire YEAP is a working live document and will be updated, monitored and evaluated on a regular basis. Lead responsibility for the regular review of the YEAP is jointly co-ordinated by Strategy Development Officer—OfA, SDS Team Leader and JCP Employer Engagement Co-ordinator.

This will complement the national Skills Development Scotland My World of Work website www.myworldofwork.co.uk which supports young people in choosing a career, learning and training, applying for jobs and making a career change.

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<tr>
<th>Stage 1</th>
<th>Initial Engagement with those Furthest from the Labour Market</th>
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<tr>
<th>Stage 2</th>
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<th>Mainstream Post-16 Education and Training</th>
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<td>At this stage young people are supported to develop the skills and knowledge they will need to compete in the labour market. - College (entry level/ intro courses) - Employability courses</td>
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<tr>
<th>Stage 4</th>
<th>Workplace Based Pre-Employment Training/ Job Matching</th>
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<td>Pre-employment support for job ready individuals. For those young people who already have many of the skills and qualifications necessary to move into work, the main barrier is often the absence of meaningful work experience. This is highly valued by employers and for many is the final step on the journey into work. This could also include job clubs and full employability courses with work experience depending on skills gaps.</td>
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<tr>
<th>Stage 5</th>
<th>In Work Support / Upskilling / Aftercare</th>
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<td></td>
<td>At this stage of the skills and employability pipeline, support often takes the form of training directly related to the sector and occupations in which young people are employed. The effectiveness of this support requires employer commitment and input to the training. The Modern Apprenticeship programme is central to this stage of the pipeline. Apprenticeships offer occupationally specific training to participants while they are employed. In addition, through a range of local authority and government funded programmes such as Community Jobs Scotland and the Work Programme, young people are supported to develop their skills and long term employability through publicly subsidised employment at this stage.</td>
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<tr>
<td>Stage 1</td>
<td>Stage 2</td>
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<tr>
<td>Initial Engagement with those furthest from the Labour Market</td>
<td>Engagement in Structured Education and Training</td>
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<td>Aberdeen Foyer - Early Intervention (14-19)</td>
<td>Aberdeen Foyer - EF Programme/AA</td>
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<td>Provider</td>
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<td>Aberdeen Foyer</td>
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<td>Kickstart with SQA Qualification</td>
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<td>Construction CSCS</td>
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<td>Construction SBWA CSCS</td>
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<td>Tanksman Slinger Certification (OPITO approved)</td>
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<td>Foyer Non EF</td>
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<td>Job Parent Stage1/2</td>
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<td>Prince’s Trust Team Programme</td>
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<td>Prince’s Trust Team Programme Fraserburgh</td>
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<td>Barnardos</td>
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<td>Barnardos Works. Provision for 13 weeks</td>
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<td>Enable</td>
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<td>ITCA</td>
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<td>Entry To Apprenticeship - E2A</td>
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<td>Realise</td>
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<td>Care Certificate of Work Readiness. Rolling Programme through Aberdeenshire</td>
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<td>Possible CNC Course delivered in Fraserburgh</td>
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<td>CSCS/Cert of Work Readiness/Placement.</td>
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<td>NESCOL</td>
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<td>Core Skills Through Football</td>
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<td>Enable</td>
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<td>Life Skills</td>
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<td>Overall Total</td>
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**Note:** The table above is a summary of various employment and training programmes provided by different organizations in Aberdeenshire for the years 2015/2016. Each column represents a different stage (Stage 1, Stage 2, Stage 3, Stage 4) of the programmes, and the rows list the names of the providers and the details of the programmes they offer.
Skills Development Scotland can assist unemployed young people develop their career management and employability skills, and support them into employment.

We offer different contact options:
Web: www. myworldofwork.co.uk contains a lot of information that will assist young people with understanding their self, strengths, opportunities and who can support them
Phone: By dialing 0800 917 8000 young people can now receive expert, locally focused advice on the opportunities available in the area to ensure they benefit from Opportunities for all and young people will be put in contact with their local centre.

Face to face: young people who are not in education, employment or training will continue to work with their Careers Adviser from school until they have progressed into a positive destination or are transferred to a Work Coach to offer more intensive coaching support. Personal Advisers are available to assist with employability coaching e.g. CVs, Interview techniques etc.

Programmes: Employability Fund

The Employability Fund aims to support activity that will help people to develop the skills needed to secure a job or progress to more advanced forms of training. While Skills Development Scotland administers the Fund, services are being developed and delivered at a local level to ensure they meet the specific needs of the individual and to complement, rather than duplicate existing locally-funded offers.

Training and work experience on offer is designed to suit individual need while the employer-assessed Certificate of Work Readiness can also be delivered through the Fund.

Local Employability Partners have been given the role of determining how needs should be met from the Fund based on knowledge of their area. The Employability Fund is offered to 3 age ranges 16/17, 18-24 and 25+ and at 3 levels, stage 2,3 and4.

Has a strong focus on work experience;
Responds to differing participant needs
Adapts to local employer demand
Complements other funded training at a local level; and
Enables learners to demonstrate achievements to employers through certification.
Scotland's Best is the second part of the Scottish Government’s £5m Legacy 2014 Young Persons’ Fund. It will provide unemployed young people with the chance to gain valuable skills and experience to help their move into education, further training or employment and will offer 1,000 places over two years.

Modern Apprenticeships: Our Services
An enthusiastic and trained workforce underpins Scotland’s ambition for economic success. Modern Apprenticeships support this goal by providing individuals with the opportunity to secure industry recognised qualifications while earning a wage. Employers benefit from a skilled and productive workforce, and from financial assistance for training through Skills Development Scotland.

A Modern Apprentice could be a new team member or an existing employee seeking to increase their capability. Apprentices receive training to match your business growth needs. As an employer, you can pass on your experience, supporting your apprentice’s development. With 25,000 Modern Apprenticeships available this year, fantastic opportunities exist whether you plan to enter the world of work or introduce new enthusiasm and capability to your workforce.

Employer Incentives

From 1st July a new employer recruitment incentive, backed by up to £10m funding from the Scottish Government, will aim to help over two thousand young people into work.

The new incentive offers employers around £4,000 to offset the additional costs of recruiting and employing a young person including equipment and staff time for training and induction.

This new initiative will specifically target young people who face the biggest barriers to employment and also responds to the demands of employers by delivering a consistent and simple recruitment incentive to ensure that employing a young person remains an attractive proposition.

Adopt an Apprentice ensures that businesses not only benefit from a skilled trainee, but also receive a one-off financial incentive. The financial incentive helps cover the wage and recruitment costs of taking on a Modern Apprentice who has been made redundant from another employer. For employers willing to take on a redundant apprentice a payment of £2,000 will be awarded. Employers in the oil and gas industry will receive £5,000.

Skills for Growth
If you have fewer than 250 employees, SDS can help create a plan matching your skills needs with your business goals and to identify any relevant public sector support.

Flexible Training Opportunities
If you employ fewer than 100 people, you can get up to 50% funding of training costs up to £5000-this can improve the skills of your workforce through training and you can reap the benefits of improved productivity and a stronger, more confident workforce.
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The Big Plus is an awareness raising campaign on adult literacy and numeracy funded and managed by Skills Development Scotland. The objective of The Big Plus campaign is to attract adults who need support with reading, writing or number skills.

Individual Learning Accounts (ILAs) are for people who are 16 or over and living in Scotland and are for the individuals who will benefit most from this support.

People can apply for an ILA if they: are not undertaking any secondary, further or higher education; do not have a degree or above; are not training through the Employability Fund or Modern Apprenticeships, or participating in the Community Jobs Scotland programme; and have an income of £22,000 a year or less or are on benefits. (The Employability Fund replaces Get Ready for Work and Training for Work from 1 April 2013.)

Please Note: If your application for ILA funding is successful, you will be unable to apply for a Student Awards Agency For Scotland (SAAS) Part-Time Fee Grant for the duration of your ILA learner year. Find out more about funding on My World of Work.

Redundancy support in Scotland
PACE redundancy support

Redundancy is a stressful and challenging thing for anyone to face. You may feel daunted and unsure of what to do next. We help with advice and support for people and businesses facing redundancy.

The Partnership Action for Continuing Employment (PACE) is the Scottish Government's initiative dedicated to providing support to people facing redundancy.

The PACE partnership is made up of several organisations including the Scottish Government, Skills Development Scotland, Business Gateway and Jobcentre Plus.

http://www.myworldofwork.co.uk/section/funding

Redundancy support in Scotland
Ally Allen
Team Leader

Email: ally.allen@sds.co.uk
Phone: 07799 343504
01779 479345

Skills Development Scotland Centre, 9 Marischal Street, Peterhead AB42 1BS
Work Placement Unit
In close partnership with schools and employers the Work Placement Unit has endeavoured to increase the number of opportunities for school pupils and therewith the number of pupils taking part in a work placement during their S4-S6 years.

Over the past 10 years the numbers have increased from 500 to 2,000. As well as continuing to provide pupils with a varied choice of placements, the unit has introduced 3 pathways to a work placement.
1. The traditional 1 week placement chosen from a database of approved providers.
2. A 1 week placement but sourced by the pupil themselves, a Self Found placement.
3. An Extended Placement which is sourced by the pupil or Guidance Teacher. This is a 1 or 2 day per week placement over a period of 8 weeks and is best suited to pupils with ASN, LACs and senior pupils who have space in their timetables.

These pathways have been introduced with GIRFEC in mind. All placements must be visited and approved by the Health & Safety Workplace Assessor. Taking part in the work placement programme is an entitlement for school pupils but not obligatory.

Referral Process
School pupils are given the opportunity to engage in the work placement programme through their Guidance Teacher. The Guidance Teacher then passes all requests to a Coordinator in the Unit who ensures that the required paperwork is in place. The unit also works closely with Social Workers to ensure equity of opportunity for LACs and with the Opportunities for All Coordinator to set up Activity Agreements before the vulnerable young person leaves school.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
S4 – S6 In session 2013-14, over 1800 pupils throughout 17 academies and 4 special schools took part in a work placement.
**Working For Families Project**

**DESCRIPTION**
Track individual young people progression, engage with employer, provide Key worker support, and deliver personalised training packages to increase employability skills. Deliver courses to address the needs of employers, develop sector academies, work clubs and allocate the discretionary personal development fund for those who require additional support to secure employment.

**Referral Process**
Referrals can be made from council services, NHS, SDS as well as self referrals.

**AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR**
16-24 short and longterm unemployed. Assisting new employees sustain employment. 100 per annum.

**START & FINISH DATE**
Ongoing

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**Main Contact**

Ewen Allardyce
Working For Families - Aberdeenshire Council
Thainstone Business Centre
Inverurie
AB51 5TB
Tel: 01467 629278
Aberdeenshire Council through the Business Gateway contract - Economic Development

DESCRIPTION
1. As part of the business start-up support many young people are assisted in starting their own enterprise.
2. First Employee Grant Scheme Businesses are assisted in taking on their first employee with a grant of £1,000.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
50 young persons (under 30.)

Main Contact
Morna Harper
01224 665218
In partnership with the young person, CLD aims to create opportunities for young people and young adults, to further develop skills, capacities & confidence, in particular ‘softer’ employability skills identified as important by Employers. Equipping young people with essential skills to prepare them for learning, work and life, focussing on making positive transitions.

‘Move on Up’ - Senior Phase and beyond
Delivery of focussed opportunities for young people at risk of negative destinations. For instance, engagement in Senior Phase curriculum and involvement in ‘flexible learning’ packages.
CLD is key co-ordinator of ‘wider achievement’ and accreditation agenda, including DofE, Youth Achievement Awards, Saltire Awards.
Also, in partnership with SDS and key agencies, delivery of ‘Employability Groups’ within School.

REFERRAL PROCESS
In partnership, work with targeted young people identified by CLD and Partners. Also, self-refer via engagement with youth groups/projects.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
11-25, but focus on key transition phases

CONTACTS
Details of CLD centres and contact details -
http://www.aberdeenshire.gov.uk/cld/centres/index.asp
Aberdeenshire Council EL&L Service Senior Phase

DESCRIPTION
CfE Senior Phase - the combining of fourth, fifth and sixth year courses in the Senior Phase, allows senior pupils greater personalisation and choice in terms of subjects and levels available for study. To enrich the provision, Schools are working with a range of external providers to provide skills for life, work and learning e.g. employer engagement, business visits, pilot scheme - CV and interview skills involving mentors. Work placements and if appropriate, extended work placements are available for School Pupils as well. Also, continuing agreement with colleges and universities to provide a flexible curricula to support pathways beyond School. Guidance Teachers ensure completion of 16+ learning choice offer forms by School Pupils and help identify young people requiring transition support including completion of ‘interim’ Activity Agreements. Via IAF process and using ‘Flexible Learning Pathway of support’ this will ensure School Pupils have a learner-centred programme of support whilst at school and enhanced transition planning for pupils with ASN.

REFERRAL PROCESS
Aberdeenshire operates an integrated assessment framework which identifies young people who may benefit from additional support. Engaging post-school with those not ready for mainstream options. Named contact within each School.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
S4-S6

START & FINISH DATE
Every academic year
Aberdeenshire Council Employability Service

DESCRIPTION
The Service supports people with disabilities, special needs and other health related conditions - this includes a person with a learning disability, mental health or substance misuse issue or physical disability.

Barrier removal: eg. Assess skills, Create CVs, Travel Training, Support to attend training and employability groups/job clubs, Job searching

Vocational activity: eg Set up Sheltered work placements, Assessing skills during this time, Signpost to appropriate training/jobclubs/work with partners

Employer support/engagement and job matching e.g. Sourcing an appropriate job, Liaising with local employers, Raising disability awareness with employers, Working through adjustments in the workplace.

In work/aftercare/ skills development
Working with employers Support worker can advise or guide in workplace as required. Support can be maintained for a period of time once person is in a job.

Career change
Mediation with employers

Workchoice Programme
This is a specific JCP programme for 16+ who have a disability and wish to get a 16+hrs job within 6 months.

REFERRAL PROCESS
Referrals can be made by:
• JCP
• Schools
• Self referral
• Social Work care teams
• Health Professionals
• Skills Development Scotland
• Other third sector organisations who receive a referral they find challenging with regard to special needs. A referral form can be obtained from the service.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
16+ to 65
If appropriate the service will work with young people before they leave school.

http://www.aberdeenshire.gov.uk/care/help/living/training_employment/employability_service.asp
Arkle Training

**DESCRIPTION**
We are a training company that aims to offer soft skills training and work placements for various client groups to help them gain valuable experience. It is our aim that with more experience and skills these individuals will have a better chance at finding permanent employment. We will work together with employers to help support and monitor clients whilst on placement. The courses will include but will not be limited to—confidence building, Basic IT, Numeracy, Literacy, Interview Techniques, etc. Arkle Training already help unemployed people develop employability skills and support individuals move from unemployment to employment. The two client groups we aim to work with are customers in receipt of JSA and also ESA claimants. Our course for clients on ESA would not aim at finishing employment but building skills and motivation.

**REFERRAL PROCESS**

**AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR**

18 - 24
25+

**START & FINISH DATE**
Ongoing

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**Main Contact**

Maureen Buchan
Arkle Training
20 Robertson Road
Fraserburgh
Aberdeenshire
AB43 9BF
01346 519411
DESCRIPTION

Life Skills Central offers employability provision to various groups under many contracts each supporting the clients needs throughout their journey.

**Work Program:** provides personalised support for unemployed claimants who need help and support in looking for and staying in work. Our performance in Moray is amongst the highest in the UK.

**Employability Fund:** brings together a number of national training programmes (Get Ready for Work and Training for Work) and provides flexible training support which responds to the needs of employers and local labour markets.

**Modern Apprenticeships:** aimed at new or existing employees seeking to increase their capability and achieve a recognised qualification. Candidates are fully supported and all tasks are conducted in their place of work. Opportunities currently exist for individuals working in the Retail sector and for those in Business and Administration both at SVQ level 2 and 3.

**Learn Direct:** short intermediary employability courses are offered to claimants and cover modules in CV writing, Finding and Getting Jobs and Job Search Support.

**ILA:** Individual Learning Accounts are for people aged 16 or over and living in Scotland and for individuals who will benefit most from this support. People can apply for an ILA if they are not undertaking any secondary, further or higher education; do not have a degree or above; are not training through the Employability Fund or Modern Apprenticeships, or participating in the Community Jobs Scotland programme; and have an income of £22,000 a year or less or are on benefits. Life Skills are an approved Learning Provider and offer a wide range of certified courses including First Aid at Work, CSCS cards, Food Hygiene and Security Industry Authority training (SIA)

**New Enterprise Allowance Scheme:** funds and a business mentor are available to provide support for unemployed people wanting to start a business. For the first 3 months, successful applicants will receive payment of £65 per week (equivalent to typical Jobseeker’s Allowance) and for the next 3 months this amount is halved. Applicants will be provided with a business mentor to nurture their ideas and further develop them into viable business proposals with the intention of ultimately guiding them to profitability. A loan of up to £2,500 is also available to go towards start-up costs associated with their business, bringing the total sum to over £3,500.

Main Contact

Ali Mullins - 07984192857
Peterhead - 01779 480504
ali.mullins@lifeskillscentres.com
Stage 1 – Lifeskills operates an extensive and comprehensive outreach engagement.

Stage 2 – Having undertaken robust customer assessment, Lifeskills delivers an extensive range of accredited and non-accredited core skills, key skills, pre-vocational and vocational skills. Work experience is a key feature of our service design and delivery.

Stage 3 – Lifeskills has relationships with 15000 employers in Scotland, supporting over 6000 unemployed customers per annum. Sustainable employment is the ultimate aim of our provision, which includes open employment, supported employment, MA’s and extensive employer/employee aftercare support.

Stage 4 – Our Employer facing advisers continually upgrade their knowledge of local labour markets, providing an effective link between employers and jobseekers. We often provide bespoke training for specific employers; offering a full prerecruitment, recruitment and in-work support menu for employers. Our WP performance in Moray is amongst the highest in the UK.

Stage 5 – We deliver extensive aftercare to ensure sustainability of opportunity – a key part of the Lifeskills ethos and vision. We provide telephone and personal aftercare, relevant to the employee and the employer. We provide a 24/7 helpline for customers and employers, ensuring that we support employers and employees as quickly and effectively as possible.

Main Contact
Ali Mullins - 07984192857
Peterhead - 01779 480504
ali.mullins@lifeskillscentres.com
The Hotspot, Peterhead

DESCRIPTION

Community Regeneration Project in Peterhead - working with young people to develop social skills and improve employability skills - work experience/volunteering.

REFERRAL PROCESS

Referrals can be made from council services, NHS, JCP, SDS as well as self referrals. Sign post to other agencies/services.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

60

Main Contact

Margo Paterson
Senior CLD Worker
Hot Spot
01779 871450
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<td>Even after young people have found a job, continued support can be critical to ensure they sustain employment and progress in</td>
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STAGE 1

FOYER FUTURES
Foyer Futures provides a range of learning experiences (accredited where possible) that engage and support young people in their personal development, education, training and employment journey. We offer these on a 1:1 basis, through group work and supported work experience opportunities.

REFERRAL PROCESS
Referral form on request. Courses run in Aberdeen.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
Secondary age children up to 19 years
Numbers vary

START & FINISH DATE
N/A

ACTIVITY AGREEMENTS
Foyer are commissioned by OfA team to deliver Activity Agreements to young people who can access FOYER premises in Peterhead and Fraserburgh and also for young people within their supported accommodation in Inverurie.

REFERRAL PROCESS
Please complete AA referral form and return to OfA team—please see page 21.

Activity Agreement contact:
Rebecca Neil
Development Coach
Foyer Learning
Email: rebeccan@aberdeenfoyer.com
DESCRIPTION

CircoModo Programme
Modo uses circus to engage young people across Aberdeenshire in an exciting and safe environment. Through learning new skills, circus gives young people a real sense of achievement as well as pride in their own accomplishments. It allows young people to perform to their community, reach their potential and gain accreditation, experiences and opportunities. It change lives through the passion it brings, raising aspirations and perseverance. Circus is fun, requires teamwork and has within it clearly defined achievements. Participants learn a variety of circus skills and are supported by trained Workshop Leaders. Modo will support participants through YA-VA, Saltire, Dynamic Youth and Youth Achievement Awards.

REFERRAL PROCESS
Referrals via Social Work, Community Learning, School Guidance Staff, Volunteer Centre Aberdeenshire, Colleges, self-referral or through other participants/friends and publicity.

Rescue Hall, Prince Street, Peterhead – Thursdays 7.00pm – 9.00pm
Mintlaw Academy, Gym Hall – Tuesdays 3.30pm – 5.30pm (Free transport for rural pupils)
Fraserburgh Academy, Gym Halls (Boys and Girls) – 7.00pm – 9.00pm

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
10-25 years
120 young people weekly
3 Workshops weekly

START & FINISH DATE
Ongoing
STAGE 1

DESCRIPTION

Peer mentoring and volunteer training programmes will run throughout the year and there will be opportunities created for progression. Modo will help peer mentors and volunteer workshop assistants through their Dynamic Youth and Youth Achievement Awards. Modo will support and encourage young people on Activity Agreements and CJS Posts. There will be opportunities at times for paid employment with Modo.

REFERRAL PROCESS

Referrals via Social Work, Community Learning, School Guidance Staff, Volunteer Centre Aberdeenshire, Colleges, self-referral or through other participants/friends and publicity. Rescue Hall, Prince Street, Peterhead – Thursdays 7.00pm – 9.00pm
Mintlaw Academy, Gym Hall – Tuesdays 3.30pm – 5.30pm (Free transport for rural pupils)
Fraserburgh Academy, Gym Halls (Boys and Girls) – 7.00pm – 9.00pm
Additional Venues for Training Programmes/Weekends

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16-25 years
30 young people weekly
3 Workshops weekly
Additional Training Weekends

START & FINISH DATE

Ongoing
STAGE 1

DESCRIPTION

Stage 1 - Activity Agreements

Activity Agreements aim to engage young people who are furthest away from learning and have not been able to find a suitable offer via 16+ Learning Choices. AA is the first step, which aims to re-engage young people in learning and to equip young people to make positive transition to further Stages along the Employability Pipeline or directly into employment or training.

AAs are individual packages of support designed in conjunction with the young person, delivered by a range of partners.

For an AA information pack, please contact:

Opportunitiesforall@aberdeenshire.gov.uk

REFERRAL PROCESS

Referrals can be made from Council services, partners and via self-referrals. Please note, all interim AA and Activity Agreements, must be sanctioned by the OfA team. prior to commencing.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

For young people aged 16-19 (up to 20th birthday)

Normally receive approx. 20-30 referrals per quarter, aimed at those young people are unable to sustain a positive destination and require specialist interventions, Numbers can vary.

START & FINISH DATE

Individual package for each individual young person but max. Average AA timescale is up to 4-6 months but can be extended if young people have multiple barriers, if deemed appropriate.
ACTIVITY AGREEMENTS

Our service supports young people across Central and South Aberdeenshire to participate in an Activity Agreements. Our service offers an Individually tailored package of support that aims to support young people to make a positive progression.

REFERRAL PROCESS

All referrals should initially be made to the Opportunities for All Team within Aberdeenshire Council.

opportunitiesforall@aberdeenshire.gov.uk

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16-17 Years Old — 10-12 YP.

START & FINISH DATE

Rolling Intake
Lead Scotland, www.lead.org.uk, is:
An organisation that is focused on learning. Lead Scotland embraces the ‘Social model of disability’ and works with the learner to find solutions to overcome barriers. Learners are supported to progress towards their aspirations whether it be work, volunteering, learning or training.

Lead Scotland exists to:
- Empower disabled people and carers of disabled people to make well informed choices and engage confidently in learning
- Provide person centred, individualised support for learning

Combat exclusion from learning, Inform and influence the development of policy and learning pr vision

In Aberdeenshire Lead Scotland has 3 part time staff members who offer 3 different services:

Stage 1
Activity Agreements: Val Smith delivers this service throughout Aberdeenshire. Activity Agreements are for those aged 16-19 who are ready to engage with a provider on a 1-1 basis to enable them to be supported to reach their positive destination or be prepared for stage 2 of the employability pipeline.

Contact details: e-mail: Suzi Hughes, shughes@lead.org.uk mobile: 07768917504

REFERRAL PROCESS
All referrals should initially be made to the Opportunities for All Team within Aberdeenshire Council.
opportunitiesforall@aberdeenshire.gov.uk

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
16-19 year olds (up to 20th birthday) LEAD supports young people with Additional Supports Needs (ASN) including young people on autistic spectrum.

Stage 1A
SCOPE: Sarah Ball delivers this service in Inverurie & Fraserburgh. SCOPE is a pre-employability non accredited programme delivered in the community, in small groups, supported by volunteers and is aimed at those aged 16 – 24. The aim of this provision is to develop the skills required to move into employment or further education by offering group support and aiding the transition from stage 1 to stage 2. The maximum time allowed for this programme is 12 months.
Grampian Opportunities believes that having a job is part of having an ordinary life. As well as a wage, employment can bring friends, relationships, a sense of worth and the opportunity to be part of a community. **Go Dynamix** is a mixed ability LIFE SKILLS group where people learn independent living and social skills.

**GO Dynamix Group 2015**
GO Dynamix offers a flexible learning programme designed around 12 key themes.

**Places are now available!**
GO Dynamix will meet on Tuesdays from 10 am - 2 pm at the Grampian Opportunities base in Kintore.

Participants build their confidence by working through key themes & by carrying out practical activities. By taking part, those attending learn to take personal responsibility as best they can. The course gives people the opportunity to set their own goals and work at their own pace.

Overall the programme is designed to meet the needs of attendees. Therefore before joining, each participant will meet with the GO facilitators to help them decide if the group is for them.

**Feedback from group members 2014**
“We have a good banter and get to spend time with our friends. We work as a team; we carry out lots of projects and go on trips. I have learnt about budgeting, cooking and I like the social activities.” JB

“We support each other at GO Dynamix.” GL

“My Confidence has been built up by going to. We looked at employment and getting jobs. This helped me get my own full time job” MB

“GO Dynamix gets me out my bed in the morning which is good. It is something I look forward to every week.” CW

**GO Dynamix Programme Themes**
1: Who are we?
Theme 2: 1 page profiles
Theme 3: Relationships
Theme 4: Where do I fit in?
Theme 5: SocialEYES
Theme 6: Confidence to cook
Theme 7: Having fun exercising – personal fitness
Theme 8: Independent living skills
Theme 9: Looking after our money:
Theme 10: Community work – Practical skills & Gardening
Theme 11: The World of Work
Theme 12: Planning and budgeting – Activities
Aberdeenshire Council—CLD

‘Move on Up’ - Employability

In partnership with the young person, CLD aims to create opportunities for young people and young adults, to further develop skills, capacities & confidence, in particular ‘softer’ employability skills identified as important by Employers. Equipping young people with essential skills to prepare them for learning, work and life, focussing

Stage 1/2

Delivery of opportunities for targeted young people focussed on, delivery of Core Skills including SQA Awards e.g. basic IT Skills, literacy and numeracy. In partnership, deliver programmes to increase resilience, skills and Knowledge. If appropriate, a CLD Worker can be the named contact in supporting a young person via an Activity Agreement. Also, provide work experience and work placement opportunities for young people, primarily for those already engaged in CLD activities

REFERRAL PROCESS

In partnership, work with targeted young people identified by CLD and Partners. Also, self-refer via engagement with youth groups/projects.

AGES, CRITERIA & NO. of YOUNG PEOPLE PER YEAR

Working with young people at key transition points.
**Aberdeenshire Council—CLD**

Jan-Mar 2015—Specific CLD Employability Provision/Programmes

**HUNTLY JOB CLUB**

6 week programme, delivered to Adults aged over 18

Comprising, IT tuition, CV’s, Online applications, Housing and Health Advice, Literacy Support to suit needs of individuals attending

Range of partners involved e.g. JobCentre Plus, NESCU etc in HUNTLY EMPLOYABILITY GROUP, CHAIRED BY CLD

Location: Clashmach Centre

Key Contact: Natalie Hutcheson, Senior CLD Worker, 01466 792502

**KEMNAY YOUTH CAFÉ JOB CLUB**

At present, due to low numbers, no specific date and time, but employability support provided to young people on a 1 to 1 basis.

Young People can walk-in or phone 01467 642504 to request a meeting.

Location: Kemnay Youth Cafe

Key Contact: Donna Fairley, CLD Worker, 01467 642504

**BANCHORY JOB CLUB**

Job Club is run in partnership with SDS, meets every Tuesday afternoon, 1.30-3.30

Aimed at young people considering leaving school or those young people who have already left but require support e.g. those who left School but no longer have a positive destination

Location: Banchory Community Centre

Key contact: Nicola Kenyon, Senior CLD Worker, 01330 825966

Main Contact CONTACTS

Details of CLD centres and contact details -

http://www.aberdeenshire.gov.uk/cld/centres/index.asp
STAGE 2

FM SQUARED PROGRAMME

DESCRIPTION

This is an North East Scotland accredited 12 week course delivered at Aberdeen Foyer with outcomes aimed at direct employment or further education. The accredited elements are Problem Solving, Working with Others, Communication and IT skills. The course is 3 hours per day Monday to Friday. It offers clients/students the opportunity to lay a solid foundation on which to build a future career through supported research and practical development. At the core of each clients course work will be their individual career choice. This is supplemented by general activities such as Art and Design, Physical Activities and Music/sound technology and production.

REFERRAL PROCESS

Referrals can be made by partner organisations or by self referral to the course tutor, Michael Molden. Email michaelm@aberdeenfoyer.com or phone: 01224 252894

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16 years up to no limit. There must be a minimum intake per course of 8 people with a limit of up to 14 people.

START & FINISH DATE

Programme starts in February 2015.

Main Contact

Anne Kain

S54 Slains Court, Peterhead, AB42 2YF

Email; annek@aberdeenfoyer.com

Tel; 01779 473 520
STAGE 2

16+ KICKSTART IN THE COMMUNITY PROGRAMME

DESCRIPTION

Individuals will participate in a series of group and work based activities. We will support participants to gain certificated qualifications i.e. Working with Others, Problem Solving and Communication are delivered at SCQF Level 3

REFERRAL PROCESS

Referral via SDS, JCP, Training Provider, OfA Staff. Please see section on Employability Fund in Skills Development Scotland insert above for further referral details.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

4 PLACES AVAILABLE FOR 16/17 YEAR OLDS.

START & FINISH DATE

FEBRUARY 2015 FOR 12 WEEKS

SDS Employability Fund programme

Main Contact

Anne Kain

54 Slains Court, Peterhead, AB42 2YF

Email;
annek@aberdeenfoyer.com

Tel;
01779 473 520
STAGE 2

DESCRIPTION
Our service delivers the Employability Fund across Central and South Aberdeenshire.

As part of this programme young people undertake an Induction Programme that helps develop their understanding of the workplace. In order to assist their awareness young people will be also undertake a flexible work experience to help develop their employability skills. At this stage we focus on supporting young people to remove the barriers they face in making a progression to employment.

During this process Young people are supported to undertake a Steps to Work SCQF level 3 Qualification which focuses on personal development.

REFERRAL PROCESS
Referrals are via Skills Development Scotland. Please see section on Employability Fund in Skills Development Scotland insert above for further referral details.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
16-17 YEARS OLD – 25 PLACES IN 2014/2015

START & FINISH DATE
Rolling programme, Dependant on young persons needs and abilities
**Scotland’s Best**

**DESCRIPTION**

Barnardo’s Works will support ten young people to participate in the Scotland’s Best programme.

This programme is targeted at promoting volunteering in a sporting or cultural setting.

Participants will complete 20 Hour volunteering and undertake an SQA level 4 Employability Award.

**REFERRAL PROCESS**

Referrals should be discussed with Jane Gibson- 07919 396438 Or Cliff Graham/ 07920 087951 Children's Services Manager Barnardo’s Works.

**AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR**

SCOTLAND’S BEST/ 10 YOUNG PEOPLE /16-24 YEARS OLD

[http://www.skillsdevelopmentscotland.co.uk/our-services/scotlands-best](http://www.skillsdevelopmentscotland.co.uk/our-services/scotlands-best)

**Main Contact**

Jane Gibson
07919396438
Project Worker
Or
Cliff Graham
07920 087951
Children's Services Manager

Barnardo's Works

**Start & Finish date**

Please enquire.
STAGE 2

PERSONAL DEVELOPMENT TOWARDS EMPLOYMENT

DESCRIPTION

Vocational course covering general employability skills including CV Skills, applications, job searching and work experience. Students will work towards Personal Development Award (level 4) or Certificate of Work Readiness.

REFERRAL PROCESS

Via SDS or JCP

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

8 PLACES FOR 16/17’S AND 2 PLACES FOR 18-24’S.

START & FINISH DATE

CATRIONA MCCARLE, CATRIONA.MCCARLE@ENABLE.ORG.UK, 07889 456 495

SDS Employability Fund programme

This programme provides specialised support for young people with additional support needs

Main Contact

CATRIONA MCCARLE, CATRIONA.MCCARLE@ENABLE.ORG.UK, MOB: 07889 456 495
STAGE 2

DESCRIPTION

The Prince’s Trust Team supports young people aged 16 to 25 to develop their confidence, motivation and skills and to get into education, training and employment. The 12 week programmes offer personal development opportunities that bring tangible and lasting benefits to both young people and the communities in which they live. Team members can also obtain nationally recognised qualifications.

REFERRAL PROCESS

Programmes are delivered in Peterhead and Fraserburgh premises.

Young people can apply and submit applications and would then be invited for an interview to assess suitability.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16-25 year olds
Minimum group size 12
Maximum group size 16

START & FINISH DATE

Aberdeen (Central and South Aberdeenshire) 12th January 2015
Fraserburgh (Ellon, Banff and Surrounding Area) 26th January 2015
Peterhead (Ellon, Cruden Bay) 19th January 2015

Main Contact

Anne Kain
54 Slains Court, Peterhead, AB42 2YF

Email; annek@aberdeenfoyer.com

Tel; 01779 473 520
CAFÉ ACADEMY

DESCRIPTION

Café Academy is a unique training for employment programme designed to support individuals with learning disabilities and additional support needs to engage in work experience, hospitality specific training, and hospitality based qualifications i.e. City and Guilds Level 1 in Hospitality, and Food Hygiene Certificates.

REFERRAL PROCESS

Referral can be made via SDS, JCP, Training Provider, OfA Staff and we also accept self referrals. Referrals to be made directly to the main contact.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16—25 WITH A HEALTH RELATED BARRIER TO EMPLOYMENT

START & FINISH DATE

Rolling programme, 4 intakes per year.
**STAGE 2**

**TRANSITION EXTREME**

The Alternative Academy is an innovative voluntary training programme for young people aged between 15 and 18 who are currently, or at risk of becoming, disengaged from traditional education. Using participants' passion for sport, we increase their confidence, motivation, personal and employability skills and assisting them in moving on to a positive destination. We do so through providing coaching in one of our sports (i.e. climbing, BMX and skateboarding), as well as assisting participants in developing skills and gaining qualifications, such as the DYA and the John Muir award, through a range of modules.

**CURRENTLY ONLY DELIVERED IN PETERHEAD FOR YOUNG PEOPLE WHO ATTEND PETERHEAD ACADEMY**

Main Contact

Bridget Hepburn
Youth Work Manager

Transition Extreme
Sports Limited
Links Road
Aberdeen
AB24 5NN

Email: B.Hepburn@transition-extreme.com

Tel: +44 (0)1224 626279 Switchboard

www.transition-extreme.com
ROSIE’S SOCIAL ENTERPRISES

DESCRIPTION

Rosie’s Social Enterprises provides supported person-centred work placements for people recovering from mental health issues and/or acquired brain injury.

People supported at Rosie’s are offered placements within our enterprises:
Rosie’s Café (137 Rosemount Place, Aberdeen)
Rosie’s Framers and Crafts (45-49 Holburn St. Aberdeen)
Rosie’s Gift Shop (45-49 Holburn St. Aberdeen)
Rosie’s Wedding Stationery (45-49 Holburn St. Aberdeen)

The placements provide:
- a supported person centered working environment
- real work skills training in a professional and friendly working environment
- encouragement to increase independence and social inclusion through work and leisure activities
- experienced and qualified workplace coordinators
- well equipped workshops and kitchens
- support to use individual strengths and skills

REFERRAL PROCESS

Potential clients can phone to arrange for a ‘Look See’ at their chosen enterprise/s (crafts, framing or café) on 01224 575196. A ‘Look See’ involves an informal tour of the enterprise with a staff member and gives potential clients the opportunity to ask questions about a placement.

The referral process involves completion of our referral forms – which can be obtained during the ‘Look See’ or via email/post. Once referral forms are returned to us, we will arrange for an assessment at the chosen enterprise.

Main Contact

For enquiries or referrals:

Rosie’s Crafts/Framers - Natalie Aracena
01224 575196

Rosie’s Café – Nicky Bramley
01224 626214

Minimum 16 years of age
Must have diagnosed mental health issue and/or acquired brain injury

Please see our website for more information:
www.turningpointscotland.com/what-we-do/mental-health/rosies-social-enterprises
PROJECT SEARCH

DESCRIPTION

Project SEARCH is a one year transition programme which provides training and education aimed at employment for young people with disabilities. The programme is led by the University of Aberdeen who act as the host business, providing full time internships in a wide range of working environments. Inspire provide on site job coaching, and North East Scotland College provide an onsite tutor to support the students in gaining soft skills, and a City and Guilds Level 1 Certificate in Employability Skills.

REFERRAL PROCESS

Young people are recruited onto the programme between February and March every year. Referrals can come from a range of sources, including Social Work services, SDS and Jobcentre Plus. Individuals can also apply themselves.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16—25 WITH A LEARNING DISABILITY AND/OR ASD.

START & FINISH DATE

Beginning of September to End of June every year — in accordance with the College Academic Calendar.
STAGE 2

WEA POSITIVE FUTURES PROGRAMME

DESCRIPTION

The provision is aimed at those who have multiple barriers and require intensive support to address these issues and gain self confidence in order to be able to engage in the activity of looking for work. These candidate will have no qualifications or have been out of education for a considerable time therefore by gaining the SCQF qualification in Employability Award, Communication and ICT this will equip them with the basic skills and underpinning knowledge to enable them to look for work in a particular work sector, or move onto FE / MA provision. WEA provision will prepare attendees for employment by providing a foundation upon which individuals can build their employability skills, personal development and core skills.

The stage 2 course will be delivered in a group setting covering all 3 units (Employability Award, Communication & ICT). By working with a small group tutors will be able to build close relations with individuals and ensure that they are comfortable and able to work in a group setting. Once the learners needs are individually identified and addressed they will engage in exercises which cover the unit standards for communication ICT and Employability Award. Within the course timetable visits from employers will be factored in and appropriate visits to workplaces may be arranged or other educational establishments depending on the needs of the member of the particular group. No set work experience element is set within our provision. Each individual is supported throughout the course one to one and progress review meetings are conducted at key points within the programme.

Referral Process

JCP/SDS/ and other referral partners should refer clients by telephoning WEA office on 01224 642725 for an interview date and time for each candidate. Stage 2 referrals for 16-17 year olds case managed by SDS should come through SDS. Referral organisations should also fully complete the eligibility form (and Initial Assessment where appropriate) and post to 163 King Street, Aberdeen, AB24 5AE.

SDS EF Stage 2 programme

Main Contact
Angus Williamson
a.williamson@weascotland.org.uk

163 King Street
Aberdeen, AB24 5AE 01224 642725

Start & Finish date
Monday / Tuesday / Wednesday 10am - 4pm by 8 - 10 weeks
North East Scotland College

North East Scotland College (NESCol) offers help and support to those that are having difficulty finding work. The College’s vision is to “transform lives and support regional development” and, with campuses across Aberdeenshire and Aberdeen City, we are well placed to offer local courses to meet local needs.

Our courses are designed to develop the practical skills needed to secure a job, acquire certification and which allow progression to advanced forms of training if desired.

Training is available for young people who are at different stages of their journey towards paid employment, otherwise referred to as the employability pipeline. NESCol courses include those that: overcome barriers and provide support (stage 2 – employability pipeline) provide vocational and employability training (stage 3 – employability pipeline) deliver pre-employment training and upskilling for those that are job ready (stage 4 – employability pipeline)

Typically the courses are a mix of College based teaching followed by a placement in a relevant working environment. The Certification of Work Readiness is awarded at stage 3.

Courses have been run across the region in response to local employer needs within the Construction, Customer Care, Engineering, Hospitality and Sport and Leisure sectors.

Up and coming courses

Get into Construction – 15th June – Aberdeenshire (Stage 3)
Core Skills through Football – 31st August – Aberdeenshire (Stage 2)

Main Contact

Duncan Abernethy
Head of Business and Community Development
Telephone: 01346 586140 Fraserburgh/ 01244 612333 Aberdeen
Email: dabenethy@nescol.ac.uk
Aberdeen City Campus, Gallowgate, Aberdeen AB25 1BN
Fraserburgh Campus, Henderson Road, Fraserburgh, AB43 9GA
REALISE Support and Learning Services

Stage 3 – Care Certificate of Work readiness

DESCRIPTION
REALISE Support and Learning Services delivers a Care Certificate of Work readiness (SCQF 4) across Aberdeenshire. We support and develop skills for people who have identified that they would like to work in Health and Social Care Sector. We support people to identify job matching, CV’s, sector specific tasks, PVG funding, interview skills and a 3 week supported placement opportunity with local employers.

REFERRAL PROCESS
Referrals can be made via SDS & JCP

AGES/CRITERIA
18 – 24 – 4 places
25+ - 8 places

START/FINISH
This is a rolling programme dependant on need and ability

CONTACT
Libby McAinsh – libby@carecentreofexcellence.com
01224 804504

Main Contact
Libby McAinsh
Development Worker
Tel: 01224 804504
libby@carecentreofexcellence.com

Care Centre of Excellence
3rd Floor, Ebury House
12-14 Dee Street
Aberdeen
AB11 6DR
STAGE 3

DESCRIPTION

KICKSTART INTO LANDSCAPING

Work placement based stage. We have a large bank of employers who are experienced and willing to offer work placements. We see this stage as focusing on a move to employment at the goal and will support participants to gain certificated qualifications i.e. Working with Others, Problem Solving, Communication at SCQF 4

REFERRAL PROCESS

Referral via SDS, JCP, Training Provider, OfA Staff. Please see section on Employability Fund in Skills Development Scotland insert above for further referral details.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

3 PLACES FOR 16/17 YEAR OLDS.

START & FINISH DATE

FEBRUARY 2015 FOR 12 WEEKS
Mon – Fri 9am – 4pm although hours may vary while on work placement.
STAGE 3

**DESCRIPTION**

Our service delivers the Employability Fund across Central and South Aberdeenshire.

At this Stage the focus of our work is to develop young peoples skills in the workplace in order to support them to progress into work. Barnardo’s Works offers Work Experience Opportunities in a wide range of employment sectors across South and Central Aberdeenshire. Young people are supported to undertake the “Certificate of Work Readiness” SCQF level 4 which is a nationally recognized employer endorsed award.

**REFERRAL PROCESS**

Referral via SDS, JCP, Training Provider, OfA Staff. Please see section on Employability Fund in Skills Development Scotland insert above for further referral details.

**AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR**

16-17 20 PLACES FOR 2014/2015
18-24 7 PLACES FOR 2014/2015

**START & FINISH DATE**

Our service delivers regular intakes across south and central Aberdeenshire throughout the Calendar year. Contact Jane Gibson for more information.

**SDS Employability Fund programme**

**Main Contacts**

Jane Gibson
07919396438
Project Worker
Or
Cliff Graham
07920 087951
Children's Services Manager

Barnardo's Works

**Start Date**

**Proposed stage 3 Intake**

August 2014
STAGE 3

GET INTO ENGINEERING WITH GLOBAL ENERGY

DESCRIPTION

The Prince’s Trust, Global Energy and Tullos Training are offering an exciting opportunity to thirteen young people in February 2015 on our Get into Engineering with Global Energy Course. This course will give the young people 6 weeks vocational training with progression into employment in Caledonian Petroleum Services for the right candidates, covering the following areas.

- Computer Aided Design (CAD) - using CAD equipment, and understanding drawings
- Pipefitting—working with and assembling pipes and fittings
- Platework—burning and cutting plate metal in different situations
- MIG and TIG Welding—developing a practical understanding of two most common welding types.

REFERRAL PROCESS

For a young person to be successfully make it through the recruitment process and on to the course, they must;

- Be aged 16-25
- Be unemployed and not in education
- Have a real interest in working in the oil and gas engineering sector
- Be available for the full 6 weeks starting on the 16th February (i.e no holidays booked etc) and be able to commit to 100% attendance
- Be able to travel to Aberdeen for 7:30am
- Be ready, willing and able to work

Referral forms available from and completed forms to be sent to lynne.martin@enetrust.com Young people can also self refer.

START & FINISH DATE

16th February—27th March 2015
STAGE 3

Vocational course covering general employability skills including CV Skills, applications, job searching and work experience. Students will work towards Personal Development Award (level 4) or Certificate of Work Readiness.

REFERRAL PROCESS
Via SDS or JCP

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR
3 PLACES FOR 16/17’S AND 2 PLACES FOR 18-24’S.

CATRIONA MCCARLE, CATRIONA.MCCARLE@ENABLE.ORG.UK, 07889 456 495

SDS Employability Fund Programme

This programme provides specialised support for young people with additional support needs

Main Contact
CATRIONA MCCARLE, CATRIONA.MCCARLE@ENABLE.ORG.UK, MOB: 07889 456 495
STAGE 3

HEALTH AND SOCIAL CARE

DESCRIPTION

A 4 week programme where selected young people will experience high quality Health and Social Care training within Bon Accord Care locations across Aberdeen. Successful trainees will progress into employment within the company.

REFERRAL PROCESS

Referral forms available from and completed forms to be sent to lynne.martin@enetrust.com Young people can also self refer.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

Ages 16-25, NEET, 12-15 young people on the programme

START & FINISH DATE

2nd—27th March 2015

Main Contact
Lynne Martin
Project Manager

Lynne.martin@enetrust.com

01224 289729
ENTRY TO APPRENTICESHIP – E2A – COURSES 2015/16

DESCRIPTION

Vocational course delivered in a workshop environment. Our participants will be health and safety aware gaining practical experience in either Mechanical Engineering or Fabrication Welding while also working on their communication, problem solving, working with others and numeracy skills. We will prepare a CV and carry out job search activities, interview techniques and general preparation for the world of work. Exemplary attendance and timekeeping are essential to progress to the work placement element of the course. The highly practical nature of the course is the key to success. Completion of an SVQ Level 1 Performing Engineering Operations qualification in Engineering (47 SCQF points) or Fabrication Welding (43 SCQF points) with a minimum of 4 weeks work placement experience. We hope that progression to a Modern Apprenticeship or job will be the outcome of this course. Progress review every 28 days to ensure participants are:

Meeting their potential – gaining skills that employers require – improving their skills and learning – achieving excellence.

REFERRAL PROCESS

Applications can be submitted online or referral made via a partner agency. Review our web site www.itca-training.com for the application form and eligibility criteria for our program.

AGES, CRITERIA AND NUMBER OF YOUNG PEOPLE PER YEAR

16-17 (10 places) and very limited places at 18+. Applicants must have certificated Maths at Standard Grade or National 4 or above. Please note that Lifeskills Maths at National 4 is not a sufficient qualification for entry to this course.

Applicants must not have an open college or HE place and must not have completed an Engineering qualification at this or a higher level previously.

START AND FINISH DATES—20 week course – 26.75 hours per week –

Tuesday, Wednesday – 0800 – 1615 hours
Thursday – 0800 – 1445 hours and Friday 0800 – 1300 hours

Work placements are Monday to Friday.

Start dates for 2015/16 are:

June 2015
August 2015
November 2015
February 2016

These dates may be subject to change and at any time we are only re-
STAGE 4

DESCRIPTION

This stage is run as Sector Based Work Academies lasting generally 5 weeks which will include 2 weeks of employability related and sector related training followed by a work placement of either 2 or 3 weeks. We will be targeting in general – the construction industry, oil and gas, social care sector and service sector.

REFERRAL PROCESS

Referral via SDS, JCP, Training Provider, OfA Staff. Please see section on Employability Fund in Skills Development Scotland insert above for further referral details.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16+

START & FINISH DATE

Rolling programme, Dependent on young persons needs and abilities

Main Contact

Anne Kain

54 Slains Court, Peterhead, AB42 2YF

Email; annek@aberdeenfoyer.com

Tel; 01779 473 520
REALISE Support and Learning Services
Stage 4 – REALISE Support and Learning Service Care Centre

DESCRIPTION
REALISE Support and Learning Services delivers a short programme for people who have identified that they want to work in Health and Social Care. Support will include job profiling and matching, 2 learning activities designed to meet sector requirements, CV, application and interview support, 3 week placement and project tasks.

REFERRAL PROCESS
Referrals can be made via SDS & JCP

AGES/Criteria
18 – 24 – 4 places
25+ - 6 places

START/FINISH
This is a rolling programme dependant on need and ability

CONTACT
Libby McAinsh – libby@carecentreofexcellence.com
01224 804504

Main Contact
Libby McAinsh
Development Worker
Tel: 01224 804504
libby@carecentreofexcellence.com

Care Centre of Excellence
3rd Floor, Ebury House
12-14 Dee Street
Aberdeen
AB11 6DR
STAGE 4

DESCRIPTION

2 week sector specific training then work placement of 2-4 weeks.

REFERRAL PROCESS

Referral via SDS, JCP, Training Provider, OfA Staff. Please see section on Employability Fund in Skills Development Scotland insert above for further referral details.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16+

START & FINISH DATE

9.30am – 4pm with half hour break Monday – Friday (specific hours agreed with customer)

SDS Employability Fund programme

Main Contact

Ali Mullins - 07984192857
Peterhead - 01779 480504
ali.mullins@lifeskillscentres.com
STAGE 4

DESCRIPTION

We match trainees to SME’s in our local area, where they will learn the occupation of their choice by way of vocational training via a full-time based vocational training placement. The trainee as part of their training will also attend the centre to complete their SQA training in Certificate of Work Readiness. Young people will receive an extra £35 per week from the employer in addition to their trainee allowance.

REFERRAL PROCESS

Employability Fund referral form by email to kirstie@workingrite.co.uk

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

8 PLACES

START & FINISH DATE

13 weeks (approx),

5 days per week Monday – Friday (dependent on work placement)
0800 – 1700 (dependent on work placement).

No more than 40 hours per week.

Main Contact

Kirstie Golightly
kirstie@workingrite.co.uk

680 King Street
Aberdeen AB24 1SL

Tel no: 07730 533 743
Community Jobs Scotland

Community Jobs Scotland (CJS) is a partnership between the Scottish Government, SCVO and Social Enterprise Scotland that creates work opportunities for unemployed individuals within a wide range of third sector organisations across Scotland.

The key purpose of Community Jobs Scotland is to support young people into sustainable employment through providing meaningful paid work experience in the third sector. However, it also has the dual purpose of increasing the capacity of third sector organisations at a time of increasing demand for support services.

What is on offer?

All opportunities must offer a minimum of 25 hours of paid work each week, paid at a minimum of the National Minimum Wage, although offering more hours and/or a higher wage rate is encouraged. Opportunities must last a minimum of 26 weeks for 18-19 year olds, or 39 weeks for 16-17 year olds and will be created in all 32 Scottish Local Authority areas. Each job created must be ‘additional’ and generate demonstrable community benefit.

CJS employers must commit to providing a high quality package of support to the individual. This includes provision of an induction, on-the-job training, support and supervision, jobsearch support, and an ongoing focus on assisting the individual into lasting employment.
STAGE 5

YOUTH EMPLOYMENT SCOTLAND FUND

DESCRIPTION

The Scottish Government have launched Youth Employment Scotland which is an Employer Recruitment Incentive (ERI) targeted at young unemployed people age 16 – 24. It will fund 50% of the cost of employing a young person on National Minimum Wage for up to 26 weeks. Jobs must be between 25 hours and 40 hours. No other costs can be claimed eg NI, travel, training or management fees.

YES-ERI

The Employer Recruitment Initiative Programme has been designed to provide opportunities for unemployed young people and to support business growth for local employers.

REFERRAL PROCESS

Register an interest in receiving Youth Employment Scotland funding at JobCentre Plus Peterhead on 01779 428424.

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16-29 YEAR OLDS

START & FINISH DATE

Ongoing

Main Contact

Kristeen Barrie YES Programme Administrator Aberdeenshire.

Kristeen.Barrie@aberdeenshire.gcsx.gov.uk

Thainstone Business Centre Thainstone Inverurie AB51 5TB
**Jobcentre Plus Youth Contract**

The Youth Contract is a package of support worth almost £1bn to help young unemployed people to prepare for work and find a job.

Over three years from April 2012 the Youth Contract will provide nearly half a million new opportunities for young people and will enhance the Get Britain Working measures with an increased focus on young people. The scheme aims to build on the fantastic support many employers have already offered.

What the Youth Contract means to young people in Aberdeenshire

**Work Experience**

More Work Experience placements are now available to give a young unemployed person the chance to gain valuable voluntary work experience, improve their CV and skills. Work Experience also provides young unemployed people with a new potential route onto an Apprenticeship.

More about Work Experience places can be found in the work experience guide.

**Find a job with Universal Jobmatch**

www.gov.uk/jobsearch

0845 604 3719

Peterhead Job Centre Plus
63 St Peter Street
Peterhead AB42 1UX
Modern Apprenticeships

Information on Apprenticeships in Scotland
(www.apprenticeshipsinscotland.com)

To view local business’s who are currently recruiting for Apprenticeships in Aberdeenshire, please visit
www.apprenticeshipsinscotland.com
Further and Higher Education in Aberdeen

University of Aberdeen
King's College, Aberdeen AB24 3FX
01224 272000

http://www.abdn.ac.uk

RGU
Garthdee House, Garthdee Rd, Aberdeen, Aberdeen City AB10 7AQ
01224 262000

http://www.rgu.ac.uk

North East Scotland College
Gallowgate, Aberdeen AB25 1BN
01224 612000

http://www.abcol.ac.uk
Volunteer Opportunities in Aberdeen

Facilitate local Saltire Awards Saltire up to 200 Volunteer Support - helping young people to engage in volunteering Volunteer support – varies. Skills Fit for Volunteering & Employment – Learning Project – a programme of accredited and nonaccredited learning activities all with the aim of improving individual confidence and levels of skills.

www.volunteeraberdeen.org.uk

**REFERRAL PROCESS**

Referrals can be made from council services, support agencies, NHS, SDS as well as self referrals.

**Accreditation for volunteering**

Saltire awards recognise the volunteering efforts of young people aged between 12 and 25. Young people receive certificates and Young Scot Award points for their volunteering with organisations around Aberdeen.

Young people register themselves at www.saltireawards.org.uk
Fly Cup Catering provides adults with learning difficulties training and employment opportunities in the catering industry, recognising the social, economic and personal benefits that can be gained as part of a supportive work and training environment.

Each trainee is provided with a personalised training programme which leads to Fly Cup Catering certificates. Many of the trainees are also able to work towards completing food and hospitality NVQ units which are delivered in conjunction with the local college.

Fly Cup Catering works closely with statutory bodies and local employers to develop temporary, part-time and full time work placements for the trainees. Fly Cup has a fully functioning kitchen and bakery where we produce tray bakes which are sent to local shops and other coffee houses for retail, we also provide outside catering such as sandwiches for business meetings, and hot lunches for older peoples. Fly Cup Catering has a 30 seat coffee shop which is open six days per week where customers are served by trainees, supported by staff.

Fly Cup has two premises available to trainees, Inverurie and within the Axis Centre based in Newmachar. In Inverurie we accommodate up to twelve trainees per day and at Newmachar three per day.

For further details contact Denise Belshaw, Business Manager, Fly Cup Catering, Advertising House, Burghmuir Circle, Blackhall Industrial Estate, Inverurie.

Telephone 01467 625645,
Email Manager:@flycup.org
Facebook flycup-catering
Www.flycup.org
**Updating the Aberdeenshire Youth Employment Activity Plan**

If you would like to amend any of the details which is contained within this document or recommend that new provision should be represented in this plan, please contact;

Gabrielle Beattie  
Employer Engagement Coordinator  
Aberdeenshire Employability Partnership  
Tel: 01779 428404  
Peterhead Job Centre Plus  
63 St Peters Street  
Peterhead  
Ab42 1UX