



Aberdeen Youth Employment Activity Plan

Aberdeen Guarantees
learn : train : work



**Opportunities
for young
people who are
16+**

III
Skills
Development
Scotland

The Youth Employment Activity Plan



The Aberdeen City Youth Employment Activity Plan sets out local opportunities for young people against a 5 stage employability pipeline where stage 1 provision supports young people furthest from learning 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.

Although Youth unemployment rates have increased in the last 6 months, rates within Aberdeen are still amongst the lowest in Scotland with 1.6% of 18-24 year olds claiming Job Seekers Allowance compared to 3.4% nationally (March 2016). This is despite the current downturn within the oil and gas sector at present but it is expected that there will be a continued knock on effect in 2016 on employment opportunities that are available which are indirectly related to the success of the sector, including related professional, scientific and technical sector jobs and services sustained by oil and gas sector worker expenditure. Expected growth areas for the city in the next 10 years are expected to be in information technology and health and social work (SDS Regional Skills Assessment Report – January 2016).

Organisations in Aberdeen have agreed that all activity which currently supports young people into positive destinations in Aberdeen will now be promoted through Aberdeen Guarantees.

Aberdeen Guarantees represents a partnership commitment to providing learning, training and work opportunities to all 14-25 year olds. The brand profiles the collective efforts of the public, private and third sector in assisting and enabling young people to progress towards employment. Opportunities are also promoted through www.aberdeenguarantees.com, www.facebook.com/aberdeenguarantees & www.twitter.com/abguarantees .

The Aberdeen Guarantees website complements 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.

Stage 1	Proactive early engagement with young people including marketing, outreach, initial guidance and signposting to services	Stage 1
1		

Stage 2	In-depth support to address issues and overcome barriers to employment through the implementation of individual action plans	Stage 2
2		

Stage 3	At this stage young people are supported to develop the skills and knowledge they will need to compete in the labour market.	Stage 3
3		

Stage 4	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.	Stage 4
4		

Stage 5	Even after young people have found a job, continued support can be critical to ensure they sustain employment and progress in the workplace.	Stage 5
5		

Aberdeen City – Youth Employment Activity Plan 2015 - 2016

Provider	Age Group	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
		Initial engagement for those furthest from the labour market	Engagement in structured education & training	Mainstream post 19 education & training	Workplace based pre-employment training	In work support
Aberdeen City Council – Keen4Work	16-24			Keen4Work		
Aberdeen City Council – Work Placements & Youth Work services	12-16	Aberdeen City Council – Work Placements & Youth Work services				
Aberdeen City Libraries	14+	Aberdeen City Libraries				
Aberdeen Foyer	14-19	Foyer Futures programme				
	16+	Aberdeen Foyer – Developing Talent				
	16-25			Aberdeen Foyer – Princes Trust TEAM programme		
	16-17			Aberdeen Foyer – SDS Employability Fund		
	18+	Aberdeen Foyer SDS Employability Fund				
Aberdeen Sports Village	14+			ASV – Sports Volunteers programme		

Provider	Age Group	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
		Initial engagement for those furthest from the labour market	Engagement in structured education & training	Mainstream post 19 education & training	Workplace based pre-employment training	In work support
Aberlour Futures					Aberlour Futures - Skills for Work in Early Education and Childcare	
						Aberlour Futures - Modern Apprenticeship Programme Early Learning and Childcare
Activity Agreements	16-19	Activity Agreements				
Barnardos	16-17		Barnardos – SDS Employability Fund	Barnardos – SDS Employability Fund		
	18+			Barnardos – SDS Employability Fund		

Provider	Age Group	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
		Initial engagement for those furthest from the labour market	Engagement in structured education & training	Mainstream post 19 education & training	Workplace based pre-employment training	In work support
Elevator/Princes Trust	16-25				Enterprise North East Trust – Princes Trust – Get Into Engineering with Tullos Training	
	16-25				Enterprise North East Trust – Princes Trust – Get Into Retail with Marks & Spencer	
	16-18				Enterprise North East Trust –The Recruit Programme	
Enable	16-17		Enable –SDS Employability Fund			
	18+		Enable – SDS Employability Fund			
Inspire	16+		Inspire Academy programme			
	16-25		Inspire/ University of Aberdeen /North East Scotland College – Project Search			
ITCA	16 -17			ITCA - SDS Employability Fund		
	18+			ITCA - SDS Employability Fund		

Provider	Age Group	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
		Initial engagement for those furthest from the labour market	Engagement in structured education & training	Mainstream post 19 education & training	Workplace based pre-employment training	In work support
Job Centre Plus	16-17					Community Jobs Scotland
	18-24					Community Jobs Scotland
	18+				Work Experience Placements	
	18+				Work Programme	
Momentum	16-17		Momentum – SDS Employability Fund			
	18+		Momentum – SDS Employability Fund			
North East Scotland College	16-17				NESCOL courses	
	18+				NESCOL course	
North East Sensory Service	16+	NESS				NESS
Realise Support & Learning	18+			Realise Support & Learning- SDS Employability Fund		

Provider	Age Group	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
		Initial engagement for those furthest from the labour market	Engagement in structured education & training	Mainstream post 19 education & training	Workplace based pre-employment training	In work support
Scotland's Employer Recruitment Incentive	16-29					SERI funding
StreetSports– Denis Law Legacy trust	5-19	Streetsports @ Transition Extreme				
	16-18		Streetsports programme			
Station House Media Unit	16-17		Station House Media Unit – SDS Employabil-			
	18+		Station House Media Unit – SDS Employability Fund			
Transition Extreme	12-15	Transition Extreme – Youth Club				
	0-18	Transition Extreme – Community Activity Fund				
	15-18		Transition Extreme – Extreme & Alternative Academy			
	15-21		Transition Extreme – Extreme Art School			

Provider	Age Group	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
		Initial engagement for those furthest from the labour market	Engagement in structured education & training	Mainstream post 19 education & training	Workplace based pre-employment training	In work support
Turning Point – Rosies Social Enterprises	16-17		Placements at Rosies Social Enterprises			
	18+		Placements at Rosies Social Enterprises			
WEA reach out	16-17	Dynamics programme				
	18-24	Dynamics programme				
Working Rite	16 -21			Working Rite programme		



Skills Development Scotland can assist unemployed young people develop their confidence, 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 what they're good at (strengths), who they are and what matters to them (self), what opportunities are out there (horizons) and who can support them to achieve their goals (networks).

Phone: 01224 285200 for the local Centre or 0800 917 8000

Face to Face: Young people who need more support will work with a Work Coach, Careers Coach or Personal Adviser.

My World of Work for Parents <https://parents.myworldofwork.co.uk>

Programmes:

Career Essentials – delivered in our Union Street Centre, this is a Stage 1 course that consists of 10 modules covering a range of employability topics. It is delivered over 2-3 weeks. The course focuses on soft skills e.g. working with others, attending on time.

Employability Fund – working with partners to make sure that the right training courses are in place to help young people develop world of work skills and move into employment or college.

Employability Fund programmes are available at stages 2, 3 and 4 and to 3 age ranges: 16/17, 18-+

The programme consists of 3 stages:

Stage 2 – young people who need some support before moving into full-time programmes. Qualifications in employability are built into this strand at SCQF level 3.

Stage 3 – this is for young people who are generally working at SCQF level 4 and who may need some work experience to help them prepare for the world of work. Work placements are a key part of this stage.

Stage 4 – young people who are job ready but need a qualification or certificate to be able to gain a job e.g. CSCS card to work on a building site, Food Hygiene.



Telephone

0800 917 8000

Or

01224 285200

[www.facebook.com/
SDSAberdeen](https://www.facebook.com/SDSAberdeen)

381 Union St
Aberdeen
AB11 6BT

Modern Apprenticeships

Skills Development Scotland funds Modern Apprenticeships. Various training providers provide the training for modern apprentices in full-time employment. Employers who are interested in modern apprenticeships and want to find out more about more can get more information from www.ourskillsforce.co.uk or any SDS Centre.

Information on Modern apprenticeships can also be found on a new national SDS website—www.apprenticeships.scot

Employer Incentives

The Employer Recruitment Incentive for Targeted Young People offers employers the opportunity to provide sustainable employment, including Modern Apprenticeships, to young people who are facing significant challenges.

A payment of £1,500 is available to employers who take on a young person aged 16-29* who meets at least one of the following criteria:

- has a disability
- is a care leaver
- is an ex-offender
- is a young carer.

In order for the payment to be made, the young person must continue in the job. Employers of any size and from any sector can be eligible.

Employers can also access additional tailored support worth up to £500 from an expert organisation to help the young person sustain this employment. This could include mentoring.

Adopt an Apprentice

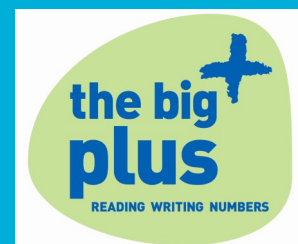
Employers who “adopt” any apprentices who have been made redundant by another employer will not only benefit from a skilled trainee, but they will receive a £2000 incentive (employers in the oil and gas industry will receive £5000). A training provider must make the application for the employer.

Our Skillsforce

www.ourskillsforce.co.uk



Individual Learning Accounts - 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. Find out more about funding on My World of Work.



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,

STAGE 1



Aberdeen City Libraries

Aberdeen City Libraries provides a range of resources, services and learning opportunities supporting young people across a wide range of areas to gain life skills and skills for work.

This includes

- supported work experience
- volunteering opportunities (including participation in award programmes e.g. Saltire Awards)
- free PC and internet access
- free access to online databases such as Theory Test Pro and Atomic Learning

Referral Process

Varies depending on needs of the young person and whether by direct arrangement or via partners.

Ages, Criteria & Number of Young people per year

Young people aged 14+

Numbers vary

Main Contact

Ian Lumsden

Email:

ILumsden@aberdeencity.gov.uk

Telephone: 01224 652559

Mobile: 07584347472

Aberdeen City Council

Central Library

Rosemount Viaduct

Aberdeen

AB25 1GW

[www.aberdeencity.gov.uk/
libraries](http://www.aberdeencity.gov.uk/libraries)

STAGE 1



FOYER FUTURE programme

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

Ages, Criteria & Number of Young people per year

Secondary age children up to 19 years

Numbers vary

Start & Finish date

N/A

For further information—please visit;

www.aberdeenguarantees.com/learning/early-interventions

Main Contact

Kathleen Singer

Marywell Center
reception: 01224
212924

Email:

kathleens@aberdeenfoyer.com

STAGE 1



DEVELOPING TALENT

We offer 90 hours over 6 weeks of favoured activities, workshops and tuition arranged through individual appraisal and promotion incorporating SQA accreditation in core life skills (Communication, working with others and problem solving) at Access level 3

Referral Process

Open referral

Ages, Criteria & Number of Young people per year

16+ - 6 per block - 48 per year (split between city and Shire)

Start & Finish date

Runs in 6 week blocks, first block (city) of this year commencing 18th January

Main Contact

David Birnie
Programme Coordinator
01224 224264 /
07971786009

davidb@aberdeenfoyer.com

STAGE 1



Activity Agreements seek to engage young people who have left formal education and are furthest away from learning, with activity agreement's potentially being the first step for many onto a positive destination. Young people can access a range of activities based on their interests which includes Creative Arts, Outdoor Education, Extreme Sports, Digital Media, Music, cooking, literacy, hair & beauty as well as a range of other activities.

Sessions are often delivered by key local providers such as Aberdeen Foyer, SHMU, Transitions Extreme as well as services within the local authority including Adventure Aberdeen, Creative Learning & the Lifelong learning team

Referral Process

Young people can be referred for an activity agreement by their 'Trusted professional' or can self-refer onto the programme. A referral form should be completed for each young person. An information pack on Activity Agreements can be requested by contacting

activityagreements@aberdeencity.gov.uk or by visiting www.aberdeenguarantees.com/training/activity-agreements

Ages, Criteria & Number of Young people per year

Estimated 60-80 per year

Young people 16-19 year olds can start an activity agreement as long as they have officially left formal education and are currently seeking employment, further education or training opportunities.

The target group for activity agreements is young people who are furthest away from learning, mainly 16/17 year olds who may have left school with no qualifications, looked after children or young people who have mild/moderate additional support needs.

START & FINISH DATE

Activity Agreements can start at any point in the year

Average activity agreement duration in 2015/16 is 4-5 months

Activity Agreements are based on young people's interests

Sessions are

delivered by a range of partner agencies

Sessions may be one to one or in small groups

Main Contact

John Cairns
Opportunities for All
Manager

01224 764787

07917 326668

jocairns@aberdeencity.gov.uk

STAGE 1



The Work Experience Service which forms part of the Sports and Communities Team, Education, Culture & Support Aberdeen City Council provides support to schools to source, arrange, and Risk Assess employer placements for young people. With in excess of 1500 placements arranged in the academic year 2012/2013 the Team work with the business community and partners, to negotiate placement opportunities for young people which will develop their employment skills and their awareness of the world of work

The work of the **Youth Work in Schools Team** includes training and support for young people to develop skills that enable taking on responsibilities that will increase confidence and enhance abilities to communicate and work well with others.

Opportunities for young people at risk of a negative destination after leaving full time education is be part of our work with schools. Life skills and skills for work are offered to enable capacities necessary to successfully make the transition to adult life and achieve their full potential.

Current programmes delivered in schools

- Personal Development courses e.g. Bucksburn
- Youth Achievement Awards
- Youth Information sessions
- Peer Support training
- SQA Employability Awards

For further information related to work experience provision via Aberdeen City Council please contact;

schoolsworkexperience@aberdeencity.gov.uk

Colin Lemmon
Development Officer
Lifelong Learning - Youth
Development Team
Aberdeen City Council

Phone: 01224 878927

Fax: 01224 249860

Email: Lifelonglearning@aberdeencity.gov.uk

STAGE 1



North East Sensory Service

Support is available to people living in Aberdeen City who are blind, partially sighted, hearing impaired or Deaf and who are willing to make the commitment to work towards an employment related positive outcome.

Education/ Volunteering Support

Sometimes you may need additional skills, qualifications, confidence and experience to get back into the job market and for many, volunteering and further training can be a first step. We will support you to explore opportunities if interest.

Jobseeker Support

We offer help with:

Completing application forms effectively

Compiling/ updating CV's

Interview skills & techniques

Support to look for work using IT and assistive technology

Referral and signposting to other relevant agencies

Support for young people to participate and sustain placements within Stage 2-4 provision within the city.

The service is available for anyone with a sensory impairment aged 16+

This provider offers specialised support for people with sight and/or hearing difficulties

Main Contact

Janice Gray,
Employment Officer
North East Sensory
Services

21 John Street
Aberdeen
AB25 1BT
Tel: 0345 27 12345

Email:

janice.gray@nesensoryservices.org

STAGE 1



Sacro Youth Intensive Support Service

Working with 8-18 year olds to support engagement and or re-engagement with identified and appropriate services.

Referral Process

Direct referral to Sacro

Ages, Criteria & Number of Young people per year

Ages 8 to 18 years, number determined by service capacity and demand needed for open cases

Main Contact

Telephone:
01224 560550

Email:
infoaberdeen@sacro.org.uk

STAGE 1



shmuTRAIN Early Interventions Programme

The shmuTRAIN Early Intervention programme works with pupils in the Senior Phase (S4, S5 & S6) who have been identified as being unlikely to secure a positive destination when leaving school. The course is delivered in Northfield, Harlaw, St Machar, Torry and Kincorth Academies.

The course is embedded within the curriculum of these schools and encompasses a range of community media modules which have been developed by SHMU, with a strong focus on employability. The course is SQA accredited and offers an opportunity to direct young people in the Senior Phase away from disengagement with education by providing engagement in motivating and inspiring activities which appeal to the participants.

The Employability component of the course focuses on fully preparing the pupils to move on to and sustain employment, education or further training on leaving school. This is achieved through developing a range of skills including, confidence, communication, team work, Job Search, CV writing, interview skills, industry sector awareness and employer visits. The component is SQA accredited with pupils securing an Employability Award SCQF Level 3 or 4.

Community Media (including radio, film and digital music) is used to engage and motivate participants, as well as developing their core skills. Media is used as a key tool for self - exploration and discovery, with pupils exploring their personal journey, while also exploring their aspirations for the future.

In addition to encouraging a positive learning experience and skills development, the media component of the course also provides visual and audio evidence of the progress made by the pupils participating in the programme. These components are also SQA accredited with pupils securing qualifications in Radio Broadcasting SCQF Level 5, Television Production SCQF level 5 and Music Technology SCQF Level 3.

REFERRAL PROCESS

This is a targeted course aimed at supporting Senior Phase pupils (S4, S5 & S6) who are likely to leave school without securing a positive destination.

This subject is a referred choice with pupils being referred by Guidance staff within the school, although pupils who meet the criteria may be able to self-refer. Pupils will then be interviewed by a member of staff from shmu and Guidance staff prior to being accepted on to the course. (further information on referral criteria will be supplied to guidance staff from participating schools).

START & FINISH DATE

Term time: August 2016– June 2017

Main Contact

Brian Webb
shmuTRAIN
Coordinator
Station House Media
Unit,
Station Road
Woodside,
Aberdeen, AB24 2WB

Tel : 01224 515013

Email:

Brian@shmu.org.uk

Ages, Criteria & Number of Young people per year

Pupils in senior phase (S4,
S5 & S6), 12 young people
per class per school

STAGE 1



Main Contact

Mark Williams
Development Officer
RGU Streetsports

m.williams2@rgu.ac.uk

Streetsports @ Transition Extreme

Streetsport is a non-profit 'prevention, intervention and diversionary tactics initiative' based at RGU SPORT Robert Gordon University in Aberdeen that actively reduces instances of youth crime and anti-social behaviour. Transition Extreme is now hosting a Streetsport session as a fixed our fixed Transition Extreme location from 730-900 every Tuesday night. A Transition Extreme Youth Worker is also supporting the Thursday Night Catherine Street Streetsport session.

REFERRAL PROCESS

Please check the Streetsport website and Facebook page to see all the Streetsport locations

Ages, Criteria & Number of Young people per year

Young people 5-19.

START & FINISH DATE

Transition Extreme Streetsports every Tuesday from 730-900pm (dependant on funding)

Streetsports runs 50 weeks per year throughout various locations in Aberdeen.

STAGE 1



»»» The Adrenaline Enterprise

Transition Extreme—Community Activity Fund

This was a grant of money donated to the centre by Sport Scotland and Sub-sea 7 in order to provide sessions for young people with additional support needs. Should an application be successful this will entitle the participant/s to at least one session in the Climbing Wall or Skatepark. Any additional sessions can be considered subject to the advisement of our instructors and the remaining availability of the funding.

REFERRAL PROCESS

Please contact Sean Marnoch at s.marnoch@transition-extreme.com or Amber Clarkson at a.clarkson@transition-extreme.com

Ages, Criteria & Number of Young people per year

Young people with additional support needs.

START & FINISH DATE

Ongoing until fund is completed

Funding for young people with additional support needs

Main Contact

Sean Marnoch

s.marnoch@transition-extreme.com

Amber Clarkson

a.clarkson@transition-extreme.com

STAGE 1



»»» The Adrenaline Enterprise

Transition Extreme—Extreme Summer

Extreme Summer is an outreach initiative that brings skilled skateboard coaches into identified local communities to support the young people of that area while providing activities supporting local authorities in the summer month evenings.

REFERRAL PROCESS

Please check the Transition Extreme Facebook page during the Summer to see where and what communities the Extreme Summer will be surfacing!!

Ages, Criteria & Number of Young people per year

Young people 5-19. The Extreme Summer can engage with an upwards of 80 young people during the duration of the project.

START & FINISH DATE

6-12 weeks during the summer dependant on secured funding.

Main Contact

Amber Clarkson

a.clarkson@transition-extreme.com

Linzi Harrow

l.harrow@transition-extreme.com

STAGE 1



>>> The Adrenaline Enterprise

Transition Extreme—Youth Club

Friday Night Youth Club for up to 12 young people ages 12-15

REFERRAL PROCESS

Contact Andy Buchan at a.buch@transition-extreme.com or Linzi Harrow at l.harrow@transition-extreme.com

Ages, Criteria & Number of Young people per year

Ages 12-15 referral basis

START & FINISH DATE

Ongoing

Main Contact

Andy Buchan

a.buch@transition-extreme.com

Linzi Harrow

l.harrow@transition-extreme.com

STAGE 1



Main Contact

Ross Weatherby
Reach Out Project
Worker
163 King Street
Aberdeen
01224 640811

reachout@weascotland.org.uk

WEA reach Out

Dynamics programme

WEA facilitate 3 terms per year and each term lasts up to 10 weeks. Over the course of a ten week programme young people will work on life skills, budgeting skills, confidence and self-esteem building, cooking skills, IT skills, days out, where to look for work, telephone manner, body language and general health and well-being, both physical and mental. The group is student centred and the content is designed by the learners with help from project staff.

REFERRAL PROCESS

Potential participants are required to undertake an initial interview with project staff. This is informal and allows the potential learner to meet the staff, find out if the project is for them and for staff to determine whether the individual is appropriate for the course

Ages, Criteria & Number of Young people per year

16-25 years old

18-20 participant each year

START & FINISH DATE

Ongoing



STAGE 2

FOYER REACH PROGRAMME

Foyer REACH is a 14 week employability course in Aberdeen. The course follows a weekly structure based on community involvement, personal development, wellbeing and employability learning.

Participants will gain a City & Guilds Level 1 Extended Award in Employability Skills, a REHIS Food Hygiene Certificate, First Aid at Work Certificate and ASDAN Volunteering Award.

Example Schedule

Week 1/2 - Getting to Know You: A chance for participants to get to know each other and start working as a team, through team games and creativity sessions. A First Aid at Work Certificate will be gained.

Week 3/4/5 -Personal Development: Workshops in personal development skills, budgeting, planning, health and well-being and activities to broaden confidence, such as REHIS Food Hygiene Certificate will be gained.

Week 6: Outdoor Adventures: A chance for the group to try out new activities, using their new team-working skills and gaining self-confidence. Activities will be suited to team member's physical abilities.

Week 7/8: Community Projects: The group will plan and carry out projects to benefit the community, giving them a sense of purpose and learning essential planning and project management skills.

Week 9: Next Steps: A range of future options will be explored including volunteering, further education and employment. The group will be introduced to all the different agencies that can help them on their way.

Week 10/11: Community Challenge: This is the group's chance to put into action all the new skills they have learned through the course, when they will plan activities to make a difference in their community. All planning and work will be done by team members, giving a fantastic sense of accomplishment at the end. ASDAN Volunteering Award will be gained.

Week 12: Moving On / Graduation: The group will plan a graduation ceremony, taking stock of all they have achieved and inviting their friends and loved ones to share in their success.

Week 13/14: Employability Extra: Participants will be supported to attend a suitable 2 week work placement to gain experience, or do other employability activities such as I.T. courses.

REFERRAL PROCESS

Referrals can be emailed to: cath.munro@aberdeenfoyer.com
Or posted to: Cath Munro, Marywell Centre, Marywell Street, Aberdeen AB11 6JF.

Main Contact

Cath Munro, Marywell Centre,
Marywell Street, Aberdeen AB11
6JF.

cath.munro@aberdeenfoyer.com
01224 252368

07971 730620.

Ages, Criteria & Number of Young people per year

Open to anyone of any age and there is an emphasis on recovery

Start & Finish date

REACH will be delivered 3 times a year (June, September and January)

STAGE 2



16+ KICKSTART PROGRAMME

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

18+

Start & Finish date

Rolling programme, Dependant on young persons needs and abilities

SDS Employability Fund programme

Main Contact

David Birnie
Aberdeen Foyer
Marywell Centre
Marywell Street
Aberdeen
AB11 6JF

01224 212924

davidb@aberdeenfoyer.com

STAGE 2



Barnardos Works: Employability Fund

3 weeks induction/training followed by up to ten weeks on work placement with a charity or supportive employer, weekly catch up whilst on work experience, complete Steps to Work SCQF level 3 qualification

Referral Process

Stage 2 (16-17) referrals must be made through Skills Development Scotland

Stage 2 (18-24) referrals can be made by Skills Development Scotland, Training Providers, Local Authority, DWP

Ages, Criteria & Number of Young people per year

Stage 2 (16-17) = 18 places

Stage 2 (18- 24) = 5 places (total 23)

Start & Finish date

Stage 2 :

31st May – 8 places

29th August – 8 places

17th October - 7 places

(All dates are subject to change depending on referrals)

SDS Employability Fund programme

Main Contact details

Clifford Graham

Service Manager

clifford.graham@barnardos.org.uk

07920 087 951

Jane Gibson

Project Worker

jane.gibson@barnardos.org.uk

07919 396 438

STAGE 2



WORKS 4 U PROGRAMME

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

Stage 2 (16-17 & 18+) with additional support needs/disabilities

Start & Finish date

Courses for 2016 tbc and run for up to 13 weeks

SDS Employability Fund programme

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

Main Contact

Rachel Nixseaman
Transition Coordinator
Enable Works East
t: 01224 612370 m:
07552277400
North East Scotland College, Gallowgate, Aberdeen,
AB25 1BN
www.enable.org.uk

rachel.nixseaman@enable.org.uk

STAGE 2



SDS/ENERGISER PROGRAMME

The aim of the Momentum Skills programme 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.

The Momentum Skills Programme at Stage 3 offers a Flexible approach to learning about employment, obtaining new skills in employment research and the practical ability to be able to apply for work. The opportunity to find suitable work experience and gain a qualification

Referral Process

SDS, Job Centre Plus, Local Authority

Ages, Criteria & Number of Young people per year

16/17 & 18+

Start & Finish date

Rolling referral process

SDS Employability Fund
programme

Main Contact

Email:
ahunter@momentumskills.org
Mob: 07807 059636

STAGE 2



shmuTRAIN Positive Transitions Programme - DESCRIPTION

For the period April 2016 to March 2017 we aim to work with thirty two 16 -19 year olds who are designated as Stage 2 in the Employability Pipeline. We will run four 18 - week courses over the year, consisting of a 12 - week full-time course with an option of 6 weeks of additional targeted support if a positive destination has not been secured within the initial 12- week period. The course is unique in that alongside a well - established employability strand, it uses active participation in media production as a key tool to motivate, support and explore personal narrative, which in turn brings about evidenced transformational change.

The course delivers an SQA accredited programme in the following; Employability Award SCQF Level 3 & 4, Radio Broadcasting SCQF Level 5, Television Production SCQF level 5 and Music Technology Level 3.

The **Employability** component of the course focusses on fully preparing and skilling trainees to move on to a sustainable positive destination. This is achieved through delivering a needs led personal development programme which builds a trainees core and life skills, while also building their employability skills; including team building, CV writing, job searching, interview skills, industry sector awareness, and employer visits. Person centred Individual Learning Plans are developed for each trainee in order to identify baseline information, explore aspirations and to monitor and measure the journey travelled.

Work experience placements are built into the programme to offer trainees the practical experience and understanding of a work based environment, which complement and enhance the learning gained during the SQA Employability award. We have built partnerships with a number of businesses/providers who have guaranteed work experience placements for trainees and we will continue to build on this portfolio in the coming year.

Media is used as a key tool for self- exploration and discovery, with trainees exploring their personal journey, while also exploring their aspirations for the future. In addition to encouraging a positive learning experience and skills development, the media component of the course also provides visual and audio evidence of the progress made by the young people participating in the programme. Core skills development underpins all the course work, including improved communication skills, confidence, presentation skills, improved literacy and numeracy, raised academic achievement and increased readiness for the world of work.

SDS Employability Fund programme

Main Contact

Brian Webb
shmuTRAIN
Coordinator
Station House Media Unit
Station Road
Woodside, Aberdeen
AB24 2WB
Tel : 01224 515013
Email:
Brian@shmu.org.uk

REFERRAL PROCESS

Positive Transitions:
Referrals can be made through SDS, Job Centre + advisors, self-referral, Social Work, education or a family member

AGES, CRITERIA & NUMBER OF YOUNG PEOPLE PER YEAR

16 - 19 year olds not currently in education, employment or training, identified as at Stage 2 of the Employability Pipeline. Each course is based on 8/10 young people attending. (32/40 in total per year)

START & FINISH DATE

Positive Transitions: runs 4 times per year, with intakes in January, April, June and October.

STAGE 2



Denis Law's Positive Destination Torry (DLPDT)

Everyone's "POSITIVE DESTINATION" is different. For some its college or university, for others it's full time employment...examples are endless whether you want to be an Engineer, a Nurse, Sports Coach or Chef this programme can help you take the first steps. Successful applicants or 'Streetsport Trainees' will be placed on a two year pathway. Working closely with the organisation, individuals will be guided in reaching their positive destination. Streetsport are interested in recruiting anyone who has an interest in not only increasing their own employability and confidence but those around them- namely our Streetsport participants. As well as being provided with relevant skills and qualifications Trainees will take on the full responsibility of being a Streetsport volunteer: helping to provide and deliver PHYSICAL ACTIVITY, promote MENTAL WELLBEING and INCREASE SOCIAL RESPONSIBILITY within Aberdeen's communities. Below is an example of potential courses Trainee's will be provided with in each year of the pathway.

Example courses year 1:

National Governing Body Coaching Certificate (Sport of your choice)
European Computer Driving Licence (2 year course)
First Aid
Child Protection
"Positive Destination" Course for chosen career

Example courses for year 2:

National Governing Body Coaching Certificate (next level up from year 1)
Theory Driving test
CV Workshops
Interview Practice



Main Contact

Hannah Clews
(Assistant Streetsport
Development Officer)
h.c.clews2@rgu.ac.uk

tel01224 263681
mobile 07866791922
www.streetsport.org

Referral Process

Direct arrangement
with ASDO followed by
application and consul-
tation

Ages, Criteria & Num- ber of Young people per year

Must be between 16-
19 years old and live
within the boundaries
of Torry, Aberdeen.

Start & Finish date

Intakes all year round.

STAGE 2

TRANSITION EXTREME

»»» The Adrenaline Enterprise

Extreme & Alternative Academy

Full time personal development programme that utilise Extreme Sport ie: Indoor Climbing, Bmxing, Skateboarding and Inline as a way to engage with young people while supporting them in developing their soft and core transferable skills. The Alternative Academy utilises the Aberdeen Community, Community Partners, Additional sporting activities and encourages Mindfulness techniques.

Referral Process

Contact - Linzi Harrow at l.harrow@transition-extreme.com for application and referral form.

Ages, Criteria & Number of Young people per year

Ages 15 (school leavers) – 18, not currently involved in employment, education or at risk of disengaging from current educational activities. The Extreme Academy is able to support up to 24 young people per year. Two programme will run annually dependent on funding.

Start & Finish date

April – June and September - December

Main Contact

Linzi Harrow

Transition Extreme
Sports Limited
Links Road
Aberdeen
AB24 5NN

Email:

l.harrow@transition-extreme.com

www.transition-extreme.com

STAGE 2

TRANSITION EXTREME

>>> The Adrenaline Enterprise

Extreme Art Academy

Transition Extreme will be piloting an Extreme Art School this year. The Extreme Arts School is a proposed initiative for young people aged 15-21 years. This is a ten-week full time programme running Monday-Friday 10am to 3.30pm with the occasional weekend or evening. The programme will support and provide young people with strong artistic skills through offering the opportunity to work under guidance of professional artists, work collaboratively on projects, and exhibit their artwork. Throughout the programme participants will work in small groups to ensure they receive high quality, individualised technical arts instruction. There will be various medium sessions offered, including; Visual Arts, Mixed Media, Photography, Film Drawing, Painting, Dance, Sculpture, 3D design, Textile Design and Printmaking.

Referral Process

Contact - l.harrow@transition-extreme.com for application and referral form.

Ages, Criteria & Number of Young people per year

TX is looking to set up a focus group of twelve young people who would be interested in this programme. We would like to speak to the young people and get them involved in the organising and planning of The Extreme Art School. If you know any young people who would be interested in this programme could you please provide me with their details and/or pass on my details to them.

Start & Finish date

Usual start dates are September and March of each year.

Main Contact

Linzi Harrow
Youth worker

Transition Extreme
Sports Limited
Links Road
Aberdeen
AB24 5NN

Email: l.harrow@transition-extreme.com

Tel: +44 (0)1224
626279 Switchboard
Web:

www.transition-extreme.com

STAGE 2



ROSIE'S SOCIAL ENTERPRISES

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)
Graphic Design

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

STAGE 3



KEEN 4 WORK PROGRAMME

Young people who are or have been looked after can do meaningful work experience in the Council for 3 full days per week for 12 weeks. There are a variety of programmes available. This work experience is often paid. In addition to the work experience young people will do the SVQ Certificate of Work Readiness (an additional 1 hour portfolio session per week).

Eligibility

The 12 week work experience programmes are for young people who are or have been looked after or are care leavers. Young people taking part in the work experience programmes need to be at level 3 on the Employability Pipeline so that they have the skills to succeed at the work experience programme.

Types of Opportunities/What's involved in programme

We currently have a growing pool of opportunities within the Council. Some of the opportunities are within IT, Building Services, Children's Services Admin team, Environment and Infrastructure, Finance, Family Information Service, Childcare, Libraries and much more. If a young person has a specific department or idea of where they would like to work we can investigate to see if that would be a possibility.

Referral process

If you think the 12 week work experience programme would be suitable for a young person please talk to them and complete the referral form with them. In order to ensure the young person is ready to take on the work experience we ask that you look at the Checklist for Employability Pipeline Level 3 and evidence the skills required for the programme

Targeted provision

Looked After Children

Main Contact

Margaret Cruickshank
'Keen4Work' Co-ordinator

Children's Social Work
Education and Children's Services
Aberdeen City Council
Business Hub 8, 1st Floor North
Marischal College
Broad Street
Aberdeen
AB10 1FY

Tel: 01224 522077

e-mail:

[macruick-
shank@aberdeencity.gov.uk](mailto:macruick-shank@aberdeencity.gov.uk)

STAGE 3



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

16-17 & 18+

Start & Finish date

Mon – Fri 9am – 4pm although hours may vary while on work placement.

SDS Employability Fund
programme

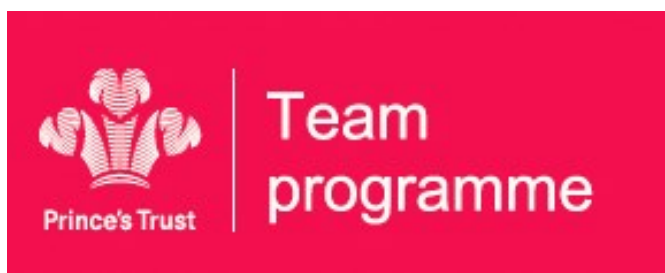
Main Contact

David Birnie
Aberdeen Foyer
Marywell Centre
Marywell Street
Aberdeen
AB11 6JF

01224 212924

davidb@aberdeenfoyer.com

STAGE 3



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

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

3 programmes run a year—scheduled programmes for 2016/17 are:

6.6.16
12.9.16



Main Contact

Nicky Donelan

Princes Trust Team Leader

Aberdeen Foyer

Marywell Training Centre

Marywell Street Aberdeen

AB16 6JF

nickyd@aberdeenfoyer.com

Telephone: 07971 932840

STAGE 3



Aberdeen Sports Village—Village Volunteers

ASV's Village Volunteers programme provides short and long-term volunteering opportunities where applicants with a sporting interest assist in the delivery of various sport & activity sessions under the supervision & guidance of the lead coach. Volunteers can use their logged volunteering hours to access recognised coaching & CPD qualifications & awards.

Referral Process

Referrals can be made directly by young people or the organisations that support them. The young people would complete application paperwork & attend an informal interview to determine suitability for the programme.

Ages, Criteria & Number of Young people per year

Applicants aged 14+ are accepted

Start & Finish date

Ongoing

Main Contact

Alison Shaw
Sports Development Executive
Aberdeen Sports Village
Linkfield Road
Aberdeen
AB24 5RU
Tel: 01224 438 907

Email:

alison.s@aberdeensportsvillage.com

STAGE 3



Barnados Works: Employability Fund

2 week induction/training followed on by up to 12 weeks on work placement with a local employer, weekly catch up whilst on work experience, complete Certificate of Work Readiness SCQF level 4 qualification

Referral Process

Stage 3 (16-24) referrals can be made by Skills Development Scotland, Training Providers, Local Authority, DWP

Ages, Criteria & Number of Young people per year

Stage 3 (16-17) = 8 places

Stage 3 (18-24) = 3 places (total 11)

Start & Finish date

13th June - a progression group from existing EF stage 2 Young People

15th August - a group with the remainder of EF stage 3 places

(All dates are subject to change depending on referrals)

SDS Employability Fund programme

Main Contact details

Clifford Graham

Service Manager

clifford.graham@barnardos.org.uk

07920 087 951

Jane Gibson

Project Worker

jane.gibson@barnardos.org.uk

07919 396 438

STAGE 3



Inspire Academy programme

The Inspire Academy programme works with people with all variety of additional support needs with an age range from 16+. Places are limited only 10 each block

Inspire Academy will be 10 weeks and will focus on many industries subject to availability and will focus on employability, There will still be the opportunity to have employment experience in Café Coast.

Referral Process

Completed referral forms should be returned to

Peter Wood— peter.wood@inspiremail.org.uk

Ages, Criteria & Number of Young people per year

16-24 year olds

4 courses per year – Estimated 4 x 10 young people

Start & Finish date

10 week programme

Next Inspire Academy is 27th June -1st September 2016

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

Main Contact

Peter Wood
Employment Officer
(Inspire Academy)
Beach Boulevard
Aberdeen
AB24 5HP
T: 01224 280005 D: 01224
289019 M: 07768008631
peter.wood@inspiremail.org.uk

www.inspireptl.org.uk

STAGE 3



The Momentum Skills Programme at Stage 3 offers a Flexible approach to learning about employment, obtaining new skills in employment research and the practical ability to be able to apply for work. The opportunity to find suitable work experience and gain a qualification

Referral Process

SDS, Job Centre Plus, Local Authority

Ages, Criteria & Number of Young people per year

16/17 year olds

18+

Start & Finish date

Rolling referral process

SDS Employability Fund
programme

Main Contact

Frank Lorimer
Job Coach
Momentum Skills

Mob: 07725208334

Email:
florimer@momentumskills.org

STAGE 3



Project | SEARCH

Project SEARCH is an employment focused education programme based on The University of Aberdeen campus and designed to give “interns” who are people with learning disabilities the opportunity to develop employability skills and to get hands on experience in the workplace, combined with classroom sessions.

Project SEARCH programs are backed by the Scottish Government and locally operates as a business led partnership between Inspire, the supported employment provider, The University of Aberdeen, the host employer, and North East Scotland College, the educator, with support by Aberdeen City and Aberdeenshire Councils

The course will run with 12 students at The University of Aberdeen, running for one academic year. The course will take place in various departments, on an unpaid work experience basis. Through the course you will gain over 800 hours of practical experience, and will be supported through on the job coaching.

Ages, Criteria & Number of Young people per year

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

To gain a place on the course individuals must live in Aberdeen City or Aberdeenshire and have:

- A desire to work with the aim of open employment
- Basic communication skills (verbal or supported by technology)
- Ability to take direction
- Willing to work with others
- 16 to 25 year olds
- Independent personal care
- A willingness to access independent transport options and undertake travel training if necessary
- If you live in Aberdeenshire, be involved with the Aberdeenshire Council Supported Employment service

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



**NORTH EAST
SCOTLAND
COLLEGE**

Main Contact

Andrew Thomson

Email

an.thomson@nescol.ac.uk

Call 07786336761

Referral Process

If you are interested in Project SEARCH please contact:

**Project SEARCH Classroom,
Kings Pavilion, The University
of Aberdeen,
King's College, Aberdeen,
AB24 3FX
07763008631
an.thomson@nescol.ac.uk**

Start & Finish date

**Year long programme
(September to June)**

STAGE 3



Realise Support and Learning Services

Introduction to Health and Social Care

To support people who are interested in a career in Health and Social Care to research, gain knowledge and support to remove barriers that prevent them entering the Health and Social Care Sector (including PVG funding). There is an opportunity to meet sector employer, complete 3week work placement and an opportunity to complete the Certificate of Workreadiness.

Referral process

Referral through SDS, JCP or by emailing

libby@carecentreofexcellence.com or
kate@carecentreofexcellence.com

Ages, Criteria & Number of Young people per year

18yr +, 19 places split over 3 courses

Start & Finish date

Group 1 – 26th May, Group 2 – 25th August, Group 3 – 27th October

Main Contact

libby@carecentreofexcellence.com

Welfare Hub, 12-14 Dee
Street, Aberdeen, AB11
6DR, 01224 804504 or
07908490900

STAGE 3



SKILLS FOR ENGINEERS (S4E)

We will deliver a multi skilled general engineering course which will give the participant experience in a variety of practical skills that will allow them to access work placement and hopefully employment. We will prepare them for employment by CV writing, discussing interview skills, making contact with placement providers and giving them practical hands on workshop experience and health and safety awareness ensuring they are an all round asset to any prospective employer. We feel that the participant will have a better set of competencies that will make them more attractive to a potential employer due to the diversity in this course delivery. We intend to concentrate on making components using hand tools, assembling mechanical components, carrying out pipe-fitting activities, assembling fluid power equipment, carrying out routine servicing of mechanical equipment and using oxy-fuel gas cutting equipment which will give our participants skills that are transferable into growth sector industries. The training is workshop based with a variety of modules being undertaken by the participant but a minimum of 5 will be achieved. Work experience will be planned from our database of employers and the skills of the individual participants will gain the skills that the employers require and achieve excellence to allow them to meet their potential while on their training at ITCA. We carefully monitor attendance and timekeeping and only those who are exemplary will go forward to the work placement stage of the program.

REFERRAL PROCESS

Submit completed application form which can be downloaded from www.itca-training.com or we can post out a form if required

AGES, CRITERIA AND NUMBER OF YOUNG PEOPLE PER YEAR

All applicants must have National 4 Mathematics (not Lifeskills Maths) to be eligible.

Age 16-17 = 5 places, Age 18 = 2 places giving a total of 7 for 2016-2017.

START AND FINISH DATES

30 August 2016 for 16 weeks

SDS Employability Fund
programme

Main Contact

June Jones
Telephone 01224 772709

info@itca-training.com

STAGE 4



SKILLS FOR WORK IN EARLY EDUCATION AND CHILDCARE (NATIONAL 5)

Aberlour works in partnership with Secondary Schools to deliver a school based vocational education programme. Founded on a clear Partnership Agreement highlighting Aberlour; School; and Shared Responsibilities.

Programme is delivered in school – within school timetable.

Aberlour has effective partnerships with local childcare employers and other professionals offering work experience and placements; leading to employment opportunities.

Young People participate in a programme that supports development of employability skills and the learning of key life skills in parenting and child development.

The qualification consists of 4 Units: Working in Early Education and Childcare, Play, Parenting, and Child Development.

Young People may progress into employment and participate in Aberlour Futures' Modern Apprenticeship Programme achieving a Modern Apprenticeship in Social Services (Children & Young People) or Play-work Level 3, that enables Registration with the Scottish Social Services Council as a Practitioner.

Referral Process

Programme is promoted in school; young people note interest and are interviewed by Aberlour/School staff, in school, as part of the selection process.

Ages, Criteria & Number of Young people per year

Young people in S4/5

Start & Finish date

In accordance with School Timetables.

Main Contact

Susan Greig
Assistant Service
Manager (Employability)
Aberlour Futures
Frederick Street Centre
Frederick Street
Aberdeen
AB24 5HY

susan.greig@aberlour.org.uk

Telephone 01224 7645400.

STAGE 4



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

18+

Start & Finish date

Rolling programme, Dependent on young persons needs and abilities

SDS Employability
Funded programme

Main Contact

David Birnie
Aberdeen Foyer
Marywell Centre
Marywell Street
Aberdeen
AB11 6JF

01224 212924

davidb@aberdeenfoyer.com

STAGE 4



A 6 week programme where selected young people will experience high quality basic engineering training over a variety of disciplines at Tullos Training Centre in Altens. Trainees will undertake work placements where there are progression opportunities available.

Referral Process

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

Ages, Criteria & Number of Young people per year

Ages 16-25, NEET, 13 young people on the programme

Start & Finish date

TBC



Main Contact

Lynne Martin

[Lynne@elevatoruk.com](mailto:lynne@elevatoruk.com)

Tel 07787 518 392

STAGE 4



A 4 week programme where selected young people will experience high quality customer service training within Marks and Spencer 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@elevatoruk.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

TBC



Get into

MARKS &
SPENCER



Main Contact

Lynne Martin

lynne@elevatoruk.com

Tel 07787 518 392

STAGE 4



The Recruit Programme
(City Campus—Senior Phase)

The aims and objectives of the programme are to get the participants more work ready, help them understand the world of work, recognise their skills and abilities, develop them as young people and introduce them to business sectors and local companies.

As well as classroom based activities the programme relies heavily on our relationships with local businesses. Guest speakers share experiences, local business people set the group challenges and tasks related to specific sectors, areas of work etc and the group will also explore enterprise and entrepreneurship. The participants reflect on their strength and weaknesses, core skills and their understanding of the world or work throughout the programme.

Referral Process

The Recruit is part of the City Campus programme

Ages, Criteria & Number of Young people per year

Ages 16-18, 12 young people

Start & Finish date

TBC

Main Contact

Lynne Martin

Lynne@elevatoruk.com

Tel 07787 518 392

STAGE 4



Main Contact

email

ewan@workingrite.co.uk

07900 742 014

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 ewan@workingrite.co.uk

Ages, Criteria & Number of Young people per year

16-21 year olds

Start & Finish date

TBC

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

No more than 40 hours per week.

STAGE 5



Modern Apprenticeship Programme Early Learning and Childcare

Modern Apprenticeship in Social Services (Children & Young People) SVQ Level 3; SCQF Level 7

Modern Apprenticeship in Active Leisure & Learning: (Playwork) SVQ Level 3; SCQF Level 7.

The Modern Apprenticeship programme is funded by Skills Development Scotland. Young People participate in a structured Modern Apprenticeship Programme which is designed to take them through the skills and competencies to meet the requirements of the National Occupational Standards. Along the way there are objectives and goals to achieve, ensuring young people are learning and progressing; with continual support from an SVQ Assessor in the workplace and participating in relevant training and skills workshops, also supported by their employer.

Referral process

Young People may access an MA once in employment. Aberlour Futures works in partnership with childcare employers, and enable young people to participate in a programme of Preparation for Assessment which supports workplace induction. Using initial assessment we identify the key aspects of Core Training and workplace experience required during a period of 6 months before starting the formal accredited training.

Ages, Criteria & Number of Young people per year

Young people aged 16 – 19.

Start & Finish date

Ongoing Programme.

Main Contact Details

Susan Greig, Assistant
Service Manager
(Employability)
Aberlour Futures
Frederick Street Centre
Frederick Street
Aberdeen
AB24 5HY

01224 7645400.

susan.greig@aberlour.org.uk

STAGE 5



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.



Who is eligible?

Community Job Placements are available to 16-19 year olds and to 20-24 year olds who have additional barriers which may prevent them from entering employment.

The CJS vacancies are only open to unemployed young people who are not accessing alternative Government support (e.g. Work Programme). Any individuals wishing to apply for a CJS opportunity must first be referred by a Jobcentre Plus or Skills Development Scotland Advisor who will determine eligibility.

If you require more information on Community Jobs Scotland, please email communityjobsscotland@scvo.org.uk and we will respond to you as soon as possible.

To search for current local Community Jobs Scotland vacancies in Aberdeen, please visit

www.scvo.net/home/findyourjob.aspx

STAGE 5



North East Sensory Service

Support is available to people living in Aberdeen City who are blind, partially sighted, hearing impaired or Deaf and who are willing to make the commitment to work towards an employment related positive outcome.

In-work support (Stage 5)

We provide support to people to sustain their employment, education, volunteer or training opportunity through:
Continued support, advice guidance and signposting
Liaising with employer/education/training providers
Supporting people to apply for funding re: adaptations and equipment that may be required in the workplace
We also provide employers with support to address and issues that may arise when employing someone with sensory loss

The service is available for anyone with a sensory impairment aged 16+

This provider offers specialised support for young people with additional support needs

Main Contact

Janice Gray,
Employment Officer
North East Sensory
Services

21 John Street
Aberdeen
AB25 1BT
Tel: 0345 27 12345

Email:

janice.gray@nesensoryservices.org

STAGE 5



SCOTLAND'S SERI EMPLOYER RECRUITMENT INCENTIVE



- Are you between 16 - 29 years old and facing Barriers to Employment*?
**for information on what a "barrier to employment" is – please contact us.*
- Currently unemployed and looking for employment opportunities?
or:
- Are you a local company looking to take on young person for a job role or Modern Apprenticeship?
- Would you like funding to help develop your young workforce?

Scotland's Employer Recruitment Incentive is aimed at helping unemployed young people who are facing significant challenges. The aim is to encourage employers to recruit young people aged 16-29 into sustainable employment, including Modern Apprenticeships.

Employers can receive a maximum grant of £4,500 when employing a young person for minimum of 1 year!
The incentive will be available to use as a contribution to the additional costs of recruiting and sustaining a young person in employment for up to 52 weeks.

For more Information, or for any queries; Get in touch!

Laura Penny: SERI Programme Co-ordinator

✉: SERI@aberdeencity.gcsx.gov.uk

☎: 01224 522 506

📍: *SERI Team, Level 2 West, Hub 11 - Marischal Colleg
Broad Street, Aberdeen, AB10 1AB*



The incentive is funded by the Scottish Government and managed and administered by Skills Development Scotland and Local Authorities.



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 Aberdeen:

Wage Incentive

Employers can take advantage of 160,000 wage incentives. These are worth up to £2,275 per employer when they employ an 18 to 24-year-old from the Work Programme for at least 26 weeks (in Great Britain).

The wage incentive is only available when employers hire someone 16 hours or more per week. There is a part-time rate (£1,137.50) between 16 and 29 hours and a full-time rate (£2,275) for 30 hours or more.

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](http://www.gov.uk/jobsearch)**

0845 604 3719

**Ebury House,
14 Dee St, Ab-
erdeen AB11
6DR**



Pathways - Employability support

Providing access to free support to find work, counselling & learning opportunities in local communities

Pathways in Aberdeen offer one-to-one support to help people find the job they want. The team of Keyworkers can help people 16+ in all aspects of their jobsearch, building confidence and helping you get the job you want. The Team aim to help you find and secure the job that is right for you including.

- Help to identify the job or training you want
- Help you develop a plan to reach your job goal
- Help create and write a CV for you
- Help with application forms and on-line applications
- Help with motivation and interview skills
- Help you access funds to remove barriers to work e.g. training, clothing or equipment needs.

Pathways also offers a free and confidential counselling service. The team of friendly and dedicated counsellors are accredited, have many years experience and can help you with any issue.

In addition, Pathways offers a range of classes to help people build their confidence and skills. Classes are small and usually take place in community projects and centres, so they can take place near you.

To enquire about accessing support via Pathways in Aberdeen, please email

info@pathways-online.org

or telephone 01224 682 939

**26b Manor Avenue
Aberdeen
Ab16 7TJ**

Modern Apprenticeships

Information on Apprenticeships in Scotland

(www.apprenticeshipsinscotland.com)

Apprenticeships in Scotland is a social enterprise project and Scotland's national vacancy handling service for youth employment. It is run by young people with the help and support of career professionals. We started in 2009 and have built a solid reputation as **youth labour market support specialists**.

We use our networks, we use technology, we use ideas, we use **youth and experience** to deliver the right services. We are looking for young people to lead the way. It's their labour market!



We help employers and training providers to fill their vacancies through our job board, our 16-24 community and through our bespoke channels and services. We reach into schools and colleges using trusted distribution and we communicate directly with careers, education, and training professionals across Scotland.

We are based in sunny Fife but we cover the whole of the Scotland and are specialists at doing so. We know that **every area is unique** and we approach candidate attraction differently in each local area.

Direct connectivity between employers and the youth labour market is vital. Without this the Scottish training system fails to deliver for too many young people. **Specialist vacancy handling** is essential and that's what we do.

We work with organisations based on their timescales and **we can respond fast**. If you need candidates or campaigns quickly or you need to devise a longer term planned approach, we can help.

Further information on Apprenticeship vacancies within Aberdeen can be viewed at www.aberdeenguarantees.com

Aberdeen Guarantees
learn : train : work



To view local business's who are currently recruiting for Apprenticeships in Aberdeen, please visit

www.apprenticeshipsinscotland.com



Further and Higher Education in Aberdeen

1 4 9 5



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OF ABERDEEN**

www.abdn.ac.uk



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UNIVERSITY • ABERDEEN**

www.rgu.ac.uk

**NORTH EAST
SCOTLAND
COLLEGE**



www.abcol.ac.uk



www.sruc.ac.uk

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

**RGU
Garthdee House,
Garthdee Rd, Ab-
erdeen, Aberdeen
City AB10 7AQ
01224 262000**

**North East
Scotland College
Gallowgate, Aber-
deen AB25 1BN
01224 612000**

**SRUC Aberdeen
Campus,
Craibstone
Estate, Aberdeen
AB21 9YA
Telephone: 01224
711123**

Self Directed Support

**Self Directed
Support in Scotland**
Choice, control and independence

Self-directed support (SDS) allows people to choose how their support is provided to them by giving them as much ongoing control as they want over the individual budget spent on their support.

In other words, SDS is the support a person purchases or arranges to meet agreed health and social care outcomes.

SDS includes a number of options for getting support. The person's individual budget can be taken as a Direct Payment (a cash payment) allocated to a provider the person chooses (sometimes called an individual service fund, where the council holds the budget but the person is in charge of how it is spent) or the council can arrange a service for the supported person or the supported person can choose a mix of these options for different types of support.

For further information on national Self Directed support guidance, please visit

www.selfdirectedsupportscotland.org.uk

This service provides specialised support for young people with additional support needs:

For further information on Self Direct support, please contact the Aberdeen City Local Co-ordination team ;

Monday to Saturday, 9.30 to 2.30 at:
The Info Hub,
Units 8-10,
Aberdeen Indoor Market,
Market Street,
Aberdeen,
AB11 5NX
Contact - 01224 595685

www.theinfohub.org

Email:
[in-fo@theinfohub.org](mailto:info@theinfohub.org)



Volunteer Opportunities in Aberdeen



ACVO works with charitable organisations and agencies to help identify volunteer opportunities and to ensure that volunteers enjoy the best possible experience. We ask organisations to register with us and to provide details of their volunteer opportunities. This helps us provide potential volunteers with the best possible information and diversity of choice. To date, we hold a city-wide database of over 800 volunteering opportunities from over 400 organisations.

www.volunteeraberdeens.org.uk

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



ACVO, 38 Castle
Street, Aberdeen
AB11 5YU Tel:
(01224) 686058

Email:

mike.melvin@acvo.org.uk or
Alan Clark, e-mail:
Alan.Clark@acvo.org.uk

For information on
Saltire awards,
please contact;

www.saltireawards.org.uk
Alan.Clark@acvo.org.uk





Saltire Awards

FOR YOUNG PEOPLE VOLUNTEERING



The Saltire Awards are for young people between the ages of 12 to 25 years to recognise and reward people for the fantastic contribution people make volunteering.

Volunteers receive certificates-endorsed by the Scottish Government- for their volunteering contribution. The certificates are also brilliant for people's development, CV, application forms.

The Saltire Awards are split into three different levels:

- Challenge** - Helping out in a one-off event
- Approach** - For those just getting started. Awards for 10 and 25 hours of volunteering.
- Ascent** - For "hardcore" volunteers. Certificates are awarded for 50, 100, 200 and 500 hours of volunteering.

So help out your local community and gain nationally recognised certificates/awards -
For more details and to sign up today please visit:

www.volunteeraberdeen.org.uk and
www.saltireawards.org.uk !



Saltire Awards are co-ordinated in Aberdeen City by ACVO and supported and endorsed by the Scottish Government.

For further details please contact
ACVO:
visit the website
www.volunteeraberdeen.org.uk and
www.saltireawards.org.uk
or e-mail
Alan.Clark@acvo.org.uk





Aberdeen Guarantees is a partnership commitment to providing learning, training and work opportunities to all 14-25 year olds. The brand represents the collective efforts of the public, private and third sector in assisting and enabling young people to progress towards employment.



Aberdeen Guarantees profiles a range of approaches in school & post school which are already in place to support young people into positive destinations, promote good news stories and advertise new training and work opportunities for young people in Aberdeen.



Information on all Youth employment related activity is promoted through the Aberdeen Guarantees website which is a resource for young people, parents, professionals and employers:

www.aberdeenguarantees.com

www.facebook.com/aberdeenguarantees

www.twitter.com/abguarantees



Updated Aberdeen Guarantees website launches in August 2016

www.aberdeenguarantees.com



Updating the Aberdeen City 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 Skills Development Scotland:

Julie Kean

Skills Development Scotland

381 Union Street

Aberdeen

AB11 6BT

Email: julie.kean@sds.co.uk

Tel: 01224 285208

www.aberdeenguarantees.com

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www.twitter.com/abguarantees

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learn : train : work 

