***Barnardo’s Works Employability courses***

*Barnardo’s Works supports young people aged 15 – 29 who might normally face barriers when looking for a job or applying for college. Our variety of group and individual programmes help you to gain valuable life and work skills, qualifications, and practical work experience. Everyone is supported during their programme by a Project Worker to complete employability training to get you ready for the world of work, college, or training*.

**Explore**

Explore is aimed at young people aged 15-18 who are struggling to engage with school. The group programme aims to support young people to transition from school to their next step and will cover:

* Career research
* Goal setting
* Future plans
* Skills analysis
* Motivation
* Confidence building
* Employment expectations
* Employer talks
* Practical support (e.g to open bank account)

A £5 reimbursement payment for each session is made to cover lunch costs.

**Community Animation Team**

The Community Animation Team is a new and unique service within Barnardo’s Works North Ayrshire. The aim of the team is to encourage and support those young people furthest away from the labour market to engage in services which will help them take steps towards employment and training. The CAT visits young people in their own homes or community and will take them to the services which can help them. The service can support any young person but focusses mainly on those in the 5% Scottish Index of Multiple Deprivation areas.

**Barnardo’s Works Best**

Barnardo’s Best is a very flexible programme which is aimed at young people who are furthest away from the job market. Initially an individual weekly appointment is arranged and this can be increased or decreased to meet the needs of the young person.

Whilst on course, the young person will be supported in

* CV and cover letter writing
* increasing confidence in applying for jobs
* skills analysis
* confidence building
* career research
* Weekly social activity

The participant may also choose to undertake additional activities matched to their needs to prepare for the workplace;

* complete a first aid certificate
* complete a sector-specific qualification such as a CSCS card for working in construction.
* do a work experience or volunteer placement.

The programme also aims to develop a young person’s soft skills.

A £17.50 training allowance payment is made for each session.

**Head 2 Work**

Head 2 Work is an 8 week bespoke group programme that aims to get young people fit for work; physically, mentally and financially. The sessions run every Tuesday and Thursday.

One day provides sessions on a variety of topics including:

* mental health
* sex and relationships
* drugs and alcohol
* money/finance advice
* employability workshops

The second day is a fitness or social activity. In the past these have included:

* laser quest
* graffiti art sessions
* country parks
* football games
* trips to the zoo
* other outdoor activities
* group volunteering activity

£5 reimbursement is given for each session attended to cover lunch for the day.

**Step2Work (stage 2)**

A 12 week employability group programme designed to support individuals (aged 16-19) to explore different career options and gain a vocational qualification. Young people will meet 4-days a week and participate in a range of different activities, including;

* completing a ‘Steps to Work’ SCQF level 3 qualification
* employer talks & visits
* prep for placement
* 6 weeks of individual work placements (in line with individual’s career area of interest)
* 1-2-1 support (e.g. college applications, short courses & certificates)
* Reflection, celebration & next steps

A weekly training allowance of £60 is payable

**Stride2Work (stage 3)**

A 8 week employability group programme for individuals (aged 16-24) who are close to entering the job market. Young people will receive targeted support to pursue their chosen career path while working towards a vocational qualification. Young people will meet 3 days per week to work as part of a group and participate in the following;

* completing a work related qualification
* employer talks & visits
* preparation for their work placement
* 4 weeks of individual work placements (in line with individual’s career area of interest)
* 1-2-1 support (e.g. job & apprenticeship applications, certificates)
* Reflection, celebration & next steps

A weekly training allowance of £60 is payable

**Discovering your Potential**

Discovering Your Potential is an extra support system offered to care experienced young people. The programme is reactive, as opposed to a prescribed course, and aims to meet the needs of services and young people, as opposed to suggesting a new service which may not necessarily be needed.

There are no minimum times per week that a young person must be seen, but simply an aim to provide support with an employability focus. This could include supporting young people in

* attending interviews
* completing work trial days
* referring to other programmes
* help with CVs and job searches
* continued support once a positive destination is reached

It aims to take a holistic and all-encompassing approach to employability, with a focus on the world of work. It also incorporates an awareness for other aspects of a young person’s life which have an impact upon their ability to work.

**Training 4 Work** (Glasgow)

A 12 week employability group programme designed to support individuals (aged 16-24) to build their employability skills, gain a relevant vocational qualification and take the step into employment. Each course is framed around a specific vocation (childcare, construction, digital & admin etc) Young people will meet 3-days a week and participate in a range of different activities, including;

* completing a qualification
* employer talks & visits
* prep for placement
* 6 weeks of individual work placements
* 1-2-1 support (e.g. college applications, short courses & certificates)
* Reflection, celebration & next steps

A weekly training allowance of £55 is payable

**Wellbeing Groups** (North Ayrshire)

A 4 week course designed for those furthest removed from work. This course is aimed at increasing the wellbeing and confidence of participants.

* 2 sessions per week
* Increasing confidence
* Learning new skills
* Guest speakers
* Social activites
* Volunteering opportunities

£5 reimbursement is given for each session attended to cover lunch for the day.