

WELCOME



Moray Pathways
Employability
Pipeline
Breakfast

Moray Pathways Your Local Employability Partnership

Amy Cruickshank
Employability Team Manager &
Partnership Lead
Moray Council

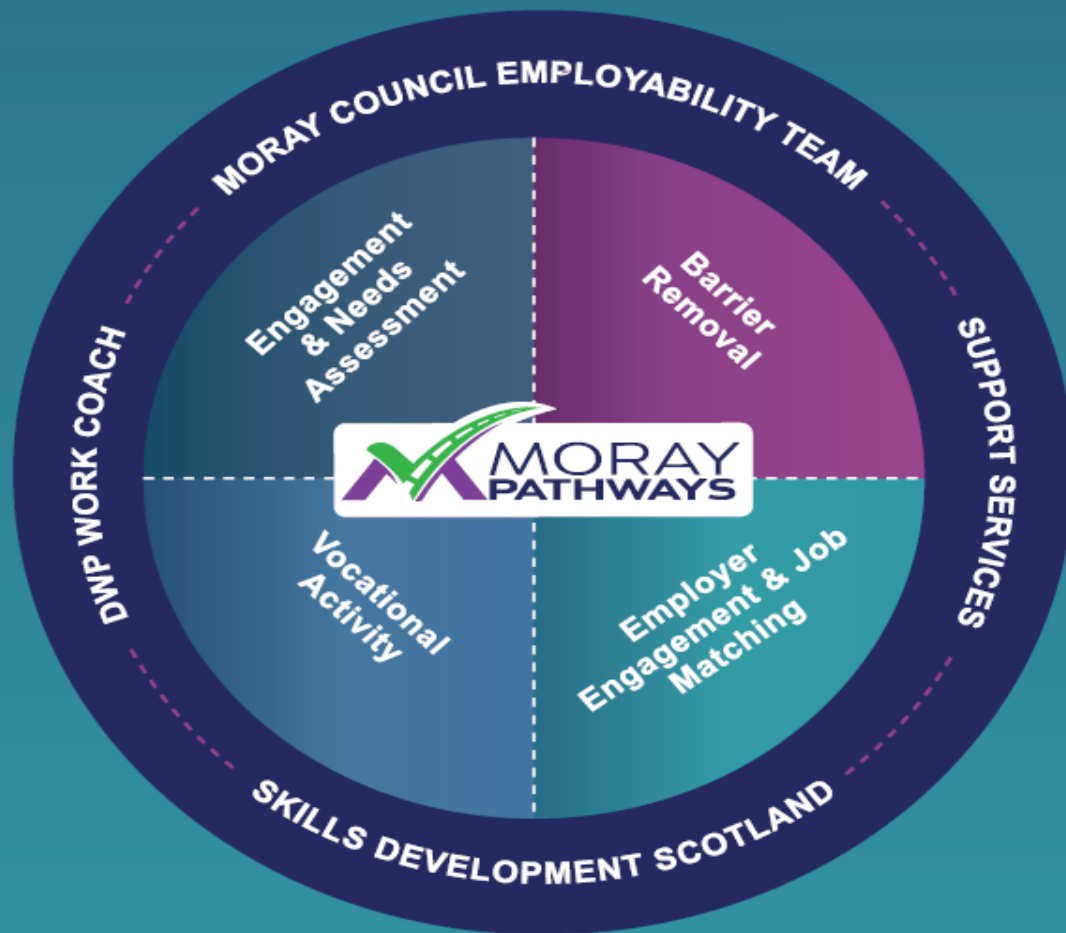
Hidden Talent

Moray Pathways Delivery Plan 2022-2025



MORAY PATHWAYS

YOUR LOCAL EMPLOYABILITY PARTNERSHIP



Engagement & Needs Assessment

Keyworker relationship building
Matched to a mentor from Mentoring Young Talent
Person centred action planning
Career advice, information and guidance
Needs assessment

Barrier Removal

Life skills Outdoor learning
Volunteering Digital skills
Health & Wellbeing
Creative learning
Personal Development
Money management
Housing support
Substance misuse support
Offending support

Vocational Activity

Industry visits
Placement preparation
Work tasters & short placements
Sector specific training and accreditation
Sector linked short courses

Employer Engagement & Job Matching

Job placement with training
Sector specific training and support
Mock interview







EUROPEAN SOCIAL FUND



Fully funded training and support through 1-1 support and sector based work academies



Who are we?

UHI Moray Employability Team

- Local college and university
- Courses across further and higher education
- Commercial training
- Employability services
- Modern apprenticeships
- Flexible workforce development fund

Meet the team

- Jacqui Taylor – Head of Marketing and External Relations
- Leigh Miele – Training Co-ordinator
- Kristy Jones – ESF Co-ordinator
- Amie McWilliam – ESF Trainer
- Marc Luxon – ESF Support Worker



What we offer

Community Outreach (unstructured)

- Short light touch provision focused on health and wellbeing
- Personal growth/soft skills, and employability tools delivered within communities. In some cases, this will be in partnership with other specialist agencies.

Bespoke Tailored Training (1-1 support)

- BTT can be delivered at any stage on an intense approach with a lot of 1-1 support or light touch dependent on the clients needs. Training can include accredited training, personal growth/soft skills, and employability tools.

Sector Based Work Academy in partnership with local businesses

- Structured courses including accredited training, personal growth/soft skills and employability tools that will run for a minimum of 2 weeks (Mon-Fri). All courses have employer involvement, a work placement and a guaranteed interview.

In-work and in-education support

Employment tools:

CV writing
Applications for employment or education
Education/College preparation
Interview preparation
Job search and match
Travel/accompany clients to interviews etc
Digital skills
Benefits of employment and sustaining employment
Business planning
Volunteering opportunities

Accredited training and qualifications:

First Aid/Child First Aid
Food Hygiene
CSCS Health and Safety
Manual Handling, Banksman, COSH, IOSH
PA1
Mental Health Awareness
Personal License Holder
Creative Arts
Customer Service/ Bullying and Harassment/ Workplace Diversity
ESOL
Health care

Personal growth and soft skills training:

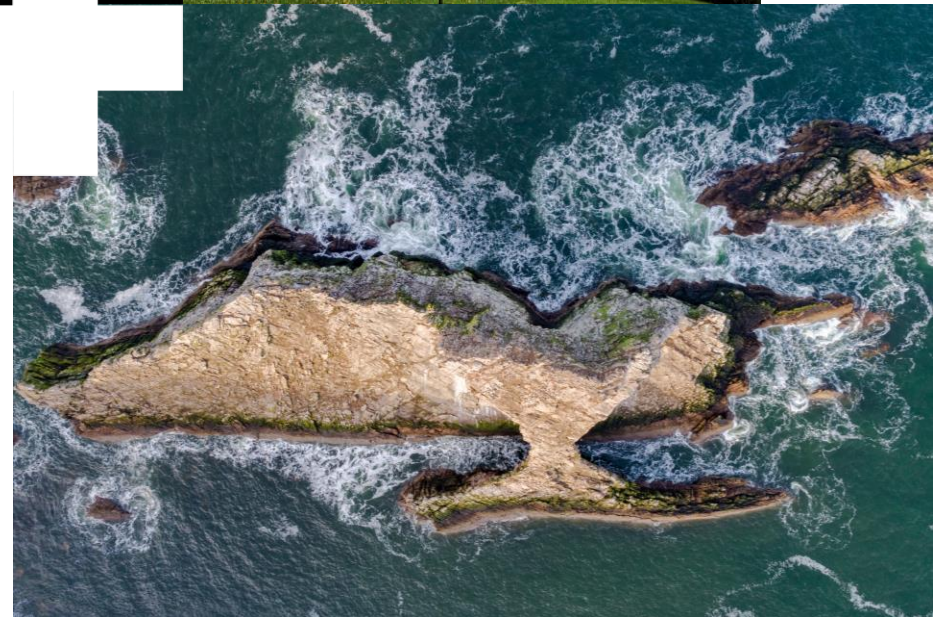
Confidence building
Assertiveness and Resilience
Conflict Resolution
Time management
Mental Health and Wellbeing
Action planning
Communication

Sectors can include:

Construction and Renewables
Childcare, Childminding and Education
Care and Social Services
Manufacturing
Hospitality and Customer Service
Creative Industries
Horticulture
Retail, Sports and Leisure

Where we deliver

- We are based at UHI Moray
- We can travel across Moray for referral meetings and appointments
- We can deliver courses in the community across Moray



Eligibility

Participants must meet one or more barriers and be:

- Unemployed
- 16 years old or over
- UK resident
- Live in Moray

Barriers include:

At risk of becoming NEET

Disability

Homeless

Jobless household

Mental health issues

Long term physical illness

Limited or no work experience

Criminal convictions

Substance related conditions

Low skilled

Primary carer of a child/children/adult/old person

Young people under 25 impacted by Covid-19

Courses

Wellbeing and Employment (Buckie and Keith)

2-day short course focusing on wellbeing, personal growth and employability tools.

- Buckie: 17th & 18th Jan
- Keith: 8th & 9th Feb

Construction (Elgin)

Sector based work academy, 2-week intense course with accredited qualifications, employability skills, interview and work placement.

- Starting Monday 30 January (Info Session – Thurs 19 Jan)



Our clients tell us:

"After talking with my key worker, I was referred to pathways training. I am now a full-time student at UHI Moray and receiving support when I need it"

"My friend told me about some employability courses I could take at UHI Moray. I looked into referring myself and have now gained my CSCS card"



What would you say to others who might be considering employability or training support?

I have never had so much positivity in my life before. I have the support from my family and friends who have noticed a positive difference in me since this programme. If this blog will help someone say yes to getting help and yes to joining this programme, then that is great. The information is all out there, you just need to go out and get it!



How to refer

memployability@uhi.ac.uk

- Leigh - 07385 945725
- Kristy – 07385 945725
- Amie – 07385 945726
- Marc – 07385 945724

Email or phone us for a chat to see how we can help!

Elgin Youth Development Group



ENABLE WORKS

Mark Mackenzie
Operations Manager, All in Moray

ENABLE Group



ENABLE
WORKS





All in
Moray

Moray Resident

**Right to Work
in the UK**

**Not already in
work,
education or
training**

**ASN / Disability
or Long-term
Health
Condition***

**Ready for
vocational
training**

Employability Skills

- CV Building
- Interview Skills
- Job Searching
- Core Skills
- Short Courses / Workshops
- Benefits Advice

Vocational Training

- Job Matching
- Work Placements
- Workplace visits
- Accredited qualifications
- Job Applications
- Meeting Employers

In-Work Support

- Reasonable Adjustments
- Employer Training (*Diversity & Inclusion*)
- Job Retention and Progression
- Employer mediation

1:1 Support



- Assigned an Employment coordinator
- In-person meetings (or blended)
- Community based meetings

- Access to online portal 'Prospects'
- Access to ENABLE Me app (Travel Training)
- Access to Welfare Rights Advisor

- Training Allowance for under 25s not on UC*

Qualifications



- Employability Award (L4)
- Personal Development Award (L3 & 4)
- Core Skills – Numeracy & Literacy (L4 & 5)
- Sector based qualifications:
Hospitality, Food & Drink Manufacturing,
Administration, Health & Social Care and
more.
- Non-accredited courses through Prospects



Arnold Clark

Capgemini 

DIAGEO

sportscotland



BOSCH



Premier Inn

subsea 7



Mark Mackenzie

Operations Manager, All in Moray

mark.mackenzie@enable.org.uk

07753497936

Barnardo's Works

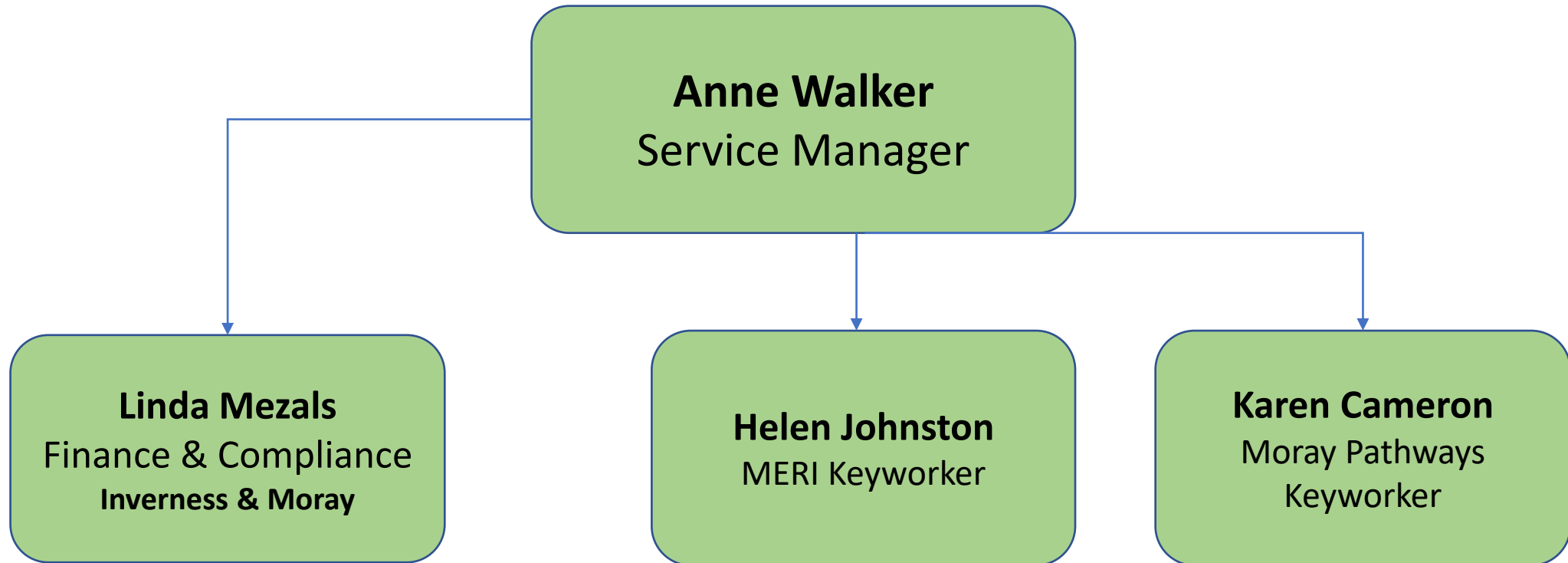
engage ■ train ■ qualify ■ employ

ALL IN MORAY

Meet the Team



Barnardo's Works Moray



ALL in MORAY

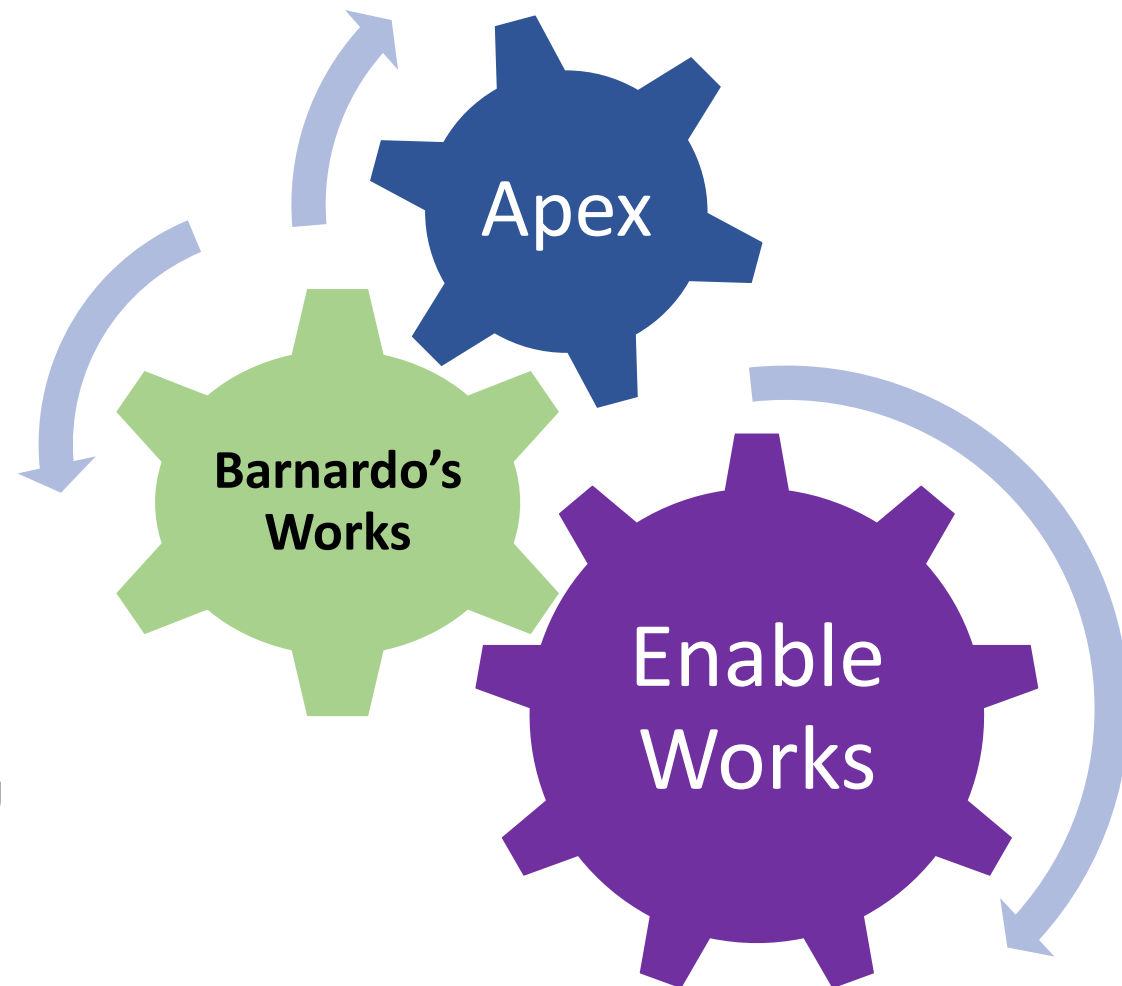
Where do we fit?

Barnardo's Works MERI Keyworker Support

- ❑ Consistent person centred 1:1 Support for young people age 16-29 who are on a MERI placement
- ❑ Provide and facilitate in work support
- ❑ Promote and maintain efficient working relationships with local employers
- ❑ Evaluate progress, conduct regular reviews and maintain accurate recording on Hanlon for Moray Pathways and LEP reporting.

Barnardo's Works/Moray Pathways Keyworking

- ❑ End to End Keyworker support to young people across Moray Pathways
- ❑ Engage with providers in the partnership to establish good working relationships and an understanding of provision across the pipeline
- ❑ Refer candidate to suitable provision, supporting progress and engagement through regular reviews



Contacts



OFFICE: Barnardo's Works Moray – 10 Victoria Crescent, Elgin, IV30 1RG
Telephone 01343 545154

- Anne Walker (Service Manager) Anne.walker@barnardos.org.uk 07738 262843
- Linda Mezals (Finance and Compliance) linda.mezals@barnardos.org.uk
01463 717597
- Helen Johnson (Project Worker/Keyworker) helen.Johnston@barnardos.org.uk
07825 388092
- Karen Cameron (Project Worker/Keyworker) karen.Cameron@barnardos.org.uk
07934 953389

APEX Scotland





SOCIAL ENTERPRISE ACADEMY

**Wide Horizons: A stepping stone into the world
of work.**

Delivered by



Funded by



SocEntAcademy



www.socialenterprise.academy

Mark Hutchison – Project Manager

MarkHutchison@socialenterprise.academy

Who is this for?

- Open to anyone aged 16+ living in Moray not currently in full time employment.
- **Individuals who are not quite work ready and need a stepping stone in to the world of work**
 - We can work with them to do confidence building, develop practical experiences and skills as well as mentoring tailored to the learner
 - Volunteering allows a flexible way of building up individuals
- **Individuals who are work ready but they want a job that is making a difference.**
 - Post lockdown we are seeing more and more that people want a job that is giving back to their communities.
 - Third sector can fill this role.



**4-day team
working skills &
accreditation**

**Fortnightly Hands on
visits to social
enterprises**

**Ongoing
Coaching & mentoring
support**



Key Elements...

- **Accreditation:** 4 days. Weekly sessions beginning in September. Clients can gain an award for their CV (Effective Team Skills, RQF Level 2). Achievable to all.
- **Work Experience:** Fortnightly visits to local social enterprises in Moray (Moray Reachout, ReBoot, Moray Wastebusters).
- **Mentoring:** Tailored to suit client circumstances and needs. We will work with clients to establish aims & goals then work with them to get them to secure a positive destination.

Example visits

Moray Reachout

Projects include:

- Recycling
- Thrift shop
- Arts and craft
- Upcycling
- Embroidery



ReBoot

Projects include:

- IT Recycling
- Data sanitation
- Repairs





Developing practical team working skills, and having fun



Accredited learning at RQF Level 2



Learning into practice...

ReBoot ... Moray Reachout... Moray Wastebuseters....
Outfit Moray... Wild Things... Wild Things...
Nature4Health...Naturally Useful... Cullen Sea School

- 150 Social Enterprises in Moray
- Great connections between the sector and the Academy
- 14 years of working together



SOCIAL ENTERPRISE ACADEMY

Mark Hutchison – Project Manager

MarkHutchison@socialenterprise.academy

www.socialenterprise.academy

Employability Project and Forres Online

Presentation by:
Michelle Gillibrand, Employability Project Officer
Janice Cooper, Forres Online Project Coordinator



Background Information



- Both Projects are managed by FACT based at Forres Town Hall
- FACT is an anchor organisation which aims to create a better place to live, work and visit in the Forres catchment area
- We help individuals improve their digital skills for work and to overcome any other barriers preventing employment either directly or sign posting to other support organisations

What are the Barriers?



Improving Digital skills helps people move forward in all aspects of their lives and in the direction of employment & volunteering opportunities. However, we have found that there are numerous barriers affecting people preventing them in finding a fulfilling, enjoyable job that pays the bills. These include:

- Mental Health Issues, Anxiety, Depression
- Lack of Confidence and Self Esteem
- Lack of Affordable Training
- Money worries, Where is the Next Meal Coming From?
- Will I Lose My House?
- Lack of Transport and Good Affordable Public Transport

What Do We Offer?



2x weekly digital drop-in sessions

communicating, transacting, managing data, safety & security, problem solving, learning how to use devices-tablets, laptops, mobile phones.

1x weekly Basic Digital skills session for Long Term Unemployed
group sessions- Google Workspace, Word Processing, Spreadsheets,
Canva & Digital Communication via Email & Video Calls.

What Do We Offer?



Outreach Drop-ins and Partnership Events e.g.
Forres Marketplace & Mince Pies and Money!

1 -1 employability support sessions. Activities include:

- Help writing CV, Job Searching, & Job Applications
- Interview Practice
- Universal Credit Claims & Journal Updates
- Life Coaching Sessions, Sign Posting and Supporting Attendance to Other Trainings and Health and Wellbeing Activities

Results to Date Since April 2022!

- 406 attendances at our Sessions
- 24 Individuals Signed Up to the Employability Project
- 2 Individual Entering Training or Education
- 4 Individuals Gaining a Qualification
- 9 Individuals Gaining Employment
- 11 Digital Course Certificate Awarded

Celebrating Digital Success and Job Success!



The Team!



Janice Cooper
Forres Online
Coordinator



Euan Kershaw
ESF Employability
Project Assistant



Michelle Gillibrand
ESF Employability
Project Officer



Joseph Kelly
Forres Online
Volunteer



Jamie Nicol
Forres Online
Volunteer

Volunteers



Lossie Entertainment Academy



WORKSHOP QUESTIONS

- ▶ Q1. What barriers do your clients face which is stopping them progress towards training, education or employment?
- ▶ Q2. What interventions would benefit your clients and are these available?