

# Barnardo's Works Programme Offer:

➤ **Fit for work through CashBack**

➤ **Barnardo's Works "Best"**

➤ **Employability Fund**

➤ **Care Experienced Employment Programme**

# Fit for Work through CashBack:



## Summary of programme offer

We offer an 8 week interactive and bespoke employability programme for up to 20 young people per year in each of the 5 local authority areas: Aberdeen, Dundee, Highland, Edinburgh and Renfrewshire.

The programme provides intensive 1:1 mentoring and group work to unemployed young people (stages 1 and 2 of the employability pipeline). To ensure our young people stay committed and focused, we provide essential follow up support.

## Target group

Young people who are:

- Living in areas of deprivation
- Unemployed, and not in education or training
- At risk of being involved in antisocial behaviour, offending/re-offending

## Age range

15 – 24

## Number of young people supported

100 young people per year

## Geographical area covered

- Aberdeen
- Dundee
- Highland
- Edinburgh
- Renfrewshire





### **The project will include:**

**Employability support:** Each young person will be assigned an employability mentor who will assess them and provide guidance and consistent support throughout the programme delivery. The mentor will establish a relationship with the young person, and oversee their progress and outcomes.

**Health/wellbeing fitness:** Barnardo's will deliver activities that improve young people's mental/ physical health, e.g. mountain biking, and up to 20 hours community volunteering. We understand the importance of a healthy mind and body, and how it can have a positive impact on the young person's ability to achieve.

**Financial fitness:** We will support young people to better understand their personal finances to: maximise income, recognise the benefits of work, and how to budget for household costs. They can also undertake a Personal Finance Award (SQA).

**Fit to compete for work:** We will create bespoke employability activities to build young people's soft, core and vocational skills, including:

- Work placements
- CV/ interview techniques
- Exploring further education
- Employer visits and presentations

It will include recognised/accredited awards such as: Youth Achievement or Employability Awards.

**Graduation/post-programme support:** Recognising achievements and rewarding success are vital to build the confidence and self esteem of our young people.

To ensure that they stay on track and continue to grow their careers, we offer additional guidance and support, including in-work support for those who progress into work.

# Barnardo's Works “Best” programme:

## Summary of programme offer

We offer up to 8 weeks of informal support during the early stages of the Strategic Skills Pipeline, this can also include support for some young people at Stage 3 of the Pipeline.

Each young person will have tailored support at early stages of understanding the world of work. They will achieve qualifications and certificates at non-advanced stages of learning to recognise their achievements and build their self confidence. The awards include: Youth Achievement Award and Steps to Work and Dynamic Youth Award. Young people also have access to short periods of volunteering, work tasters and personal social development activities including First Aid training. Activity at Stage 3 of the Pipeline is focussed on achieving the Certificate of Work Readiness and extending the period of work placement.



**Key Outcomes for young people include progression to later stages of the Pipeline by accessing other appropriate local provision and also entry into employment or further education.**

## Target group

Young people who:

- Are unemployed and not in education or training
- Are homeless
- Have substance abuse problems
- Lack, or have low level qualifications
- Have experienced the care system
- Are young carers
- Have a history of offending



## Age range

16 – 29

## Number of young people supported

160 young people per year

## Geographical area covered

- Aberdeen
- Dundee
- Highland
- Edinburgh
- Renfrewshire
- East Renfrewshire
- Glasgow
- East Lothian
- Perth and Kinross
- Angus
- Aberdeenshire and Moray

# Employability Fund:

## Summary of programme offer

### Stage 2 provision

Our delivery model is fairly flexible to meet the needs of young people. The induction stage is likely to involve 3 or 4 days commitment per week. This then builds up towards a full-time commitment by the end of the stage 2. The EF provision is likely to last around 13 weeks with some flexibility to extend if the young person is still progressing but is not quite ready for stage 3.

**Engage** – Our aim is to engage with young people and assist them in deciding if the programme is right for them.

**Train** – We help young people to understand how to conduct themselves within the workplace and develop good routines that will ensure they make the most of their placement opportunity.

**Qualify** – We support young people to gain a Steps to Work qualification.

**Employ** – We support young people to move into work or further training.

NB. All trainees will undertake “Steps to Work” during the induction stage to improve their personal development and build their knowledge of the basic skills that employers are looking for.

They will then join a work placement to gain practical skills in a real work environment. During this period the young people will receive 1-1 support as well as attending weekly group sessions to help develop their portfolio and improve their employability skills.



**Outcomes achieved: Young people will be assisted with acquiring employment, Modern Apprenticeship or Stage 3 progression/ FE opportunities with our Pipeline partners as well as receiving support when applying for local job opportunities and apprenticeships.**

### Stage 3 provision

At this stage our delivery remains fairly flexible to meet the needs of young people. At Stage 3 it is likely to involve a 5 day commitment within a 2 week induction and then up to 11 weeks work placement. The EF provision is likely to last around 13 weeks.

**Engage** – Our aim is to engage with young people and assist them in deciding if the programme is right for them.

**Train** – We help young people understand the rules of the workplace and develop good routines that will assist them to make the most of their placement opportunity.







**Qualify** – We support young people to gain a Certificate Of Work Readiness (COWR) Award.

**Employ** – Support young people to move into work or further training.

All trainees will undertake the COWR during the induction stage to improve their personal development and build their knowledge of the basic skills that employers are looking for.

They will then be placed in a work placement on a full-time basis in order to gain practical skills in a real work environment. During this period the young people will receive 1-1 support as well as attending weekly group sessions to help develop their portfolio and improve their employability skills.



**Outcomes achieved: Support with securing Modern Apprenticeship or employment, or where appropriate assistance with progressing to Stage 4 or FE opportunities with our Pipeline partners.**

### **Target group**

Young people who are:

- Unemployed
- Not in education or training

### **Age range**

16 – 24

### **Number of young people supported**

523 young people per year

### **Geographical area covered**

- Aberdeen
- Aberdeenshire
- Angus
- Dundee
- Perth and Kinross
- Glasgow
- Edinburgh
- East Lothian
- Highland
- Moray
- Renfrewshire

# Discovering Your Potential – Care Experienced Employment Programme

**Barnardo's Works**  
engage ■ train ■ qualify ■ employ

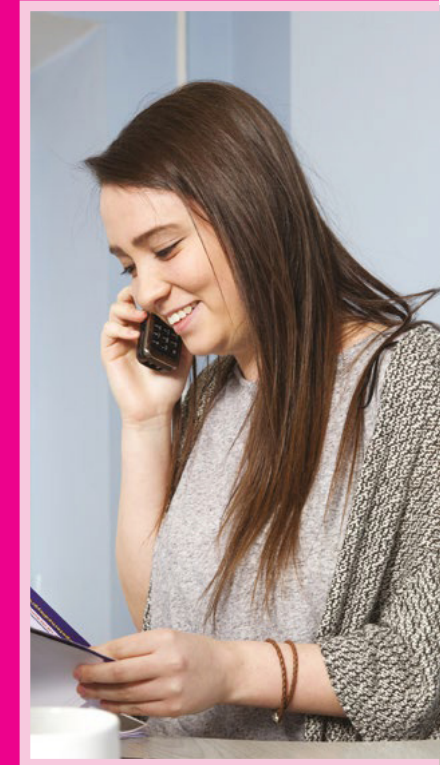


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Riaghaltas na h-Alba  
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## Summary of programme offer

A flexible programme of support to meet the needs of Care experienced young people who are looking for employment, and want to grow and develop a career or sustain participation in further education. Through our case worker support role we will provide broad range of support including:

- Personal support – delivered by trusted professionals through a 1:1 case management approach
- Holistic support – identifying, assessing and overcoming wider barriers to employment, such as housing, health and finances. Supporting the young person to develop and grow their capacity for work
- Strong engagement and continuity of support to build trust and understanding of the individual's needs
- Genuine outcomes – Learning and development to meet the requirements of the world of work, including access to industry related and employability related qualifications, work tasters, flexible work placements and offering real and sustainable modern apprenticeships or jobs through our private and public sector employer partners; and access to further education and learning
- In work support – training and support for employer mentors, and ongoing learning and development in the work place for the young person. Ensuring the young person has opportunities to continue to grow their career and increase their earnings capacity
- Continuity of support – We provide additional and timely support to ensure young people stay on track to sustain their achievements and where required, participants are welcome to return to our programme





### Target group

Young Care experienced people:

- Looked after at home
- Residential Care experienced
- Fostering or adoption Care experienced

### Age range

16 – 29

### Number of young people supported

75 young people per year

### Geographical area covered

- Aberdeen
- Dundee
- Highland
- Edinburgh
- Renfrewshire
- East Renfrewshire
- Glasgow
- East Lothian
- Perth and Kinross
- Angus
- Aberdeenshire and Moray



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Highland and Moray