



Top stories this month..



Fife Business Diversity Awards 2021 Nominations



New Pathways Through Employability Services



Employability Client, Connor Powers Through Pandemic



UPCOMING EVENTS

FIFE BUSINESS DIVERSITY AWARDS 2021



Last year's FBDA 2020 event was a celebration of commitment and community spirit in facing the challenges of finding and staying in work during the COVID 19 restrictions. You can find out about last years winners on Fife Council's Supported Employment Service Facebook page.



This years FBDA 21 digital event will help us to reach a wider audience, reduce event costs and provide a lasting account of the Award winners and their achievements.

Join us this year for FBDA 2021 on December 3rd 2021 at 10:00am through the Supported Employment Service Facebook page. You can watch the event at:



www.facebook.com/FifeCouncilSES

Last year's winners:

- Achiever: Youth Award**—Jamie Donnelly
- Achiever: Adult Award**—Kirstie Behrens
- Achiever: Health & Disabilities Award**— Chelsea Kilpatrick
- Employer Award**—Fife Butchers
- Innovation:** SES Autism Profile

PATHWAYS THROUGH EMPLOYABILITY



Fife Council are offering Pathways programmes for people of all ages. We provide digital assessment and training with 121 support to help people access and use digital resources to participate in our programmes:

Positive Pathways for Parents: For parents of dependent children of all ages, including adult children. We support parents facing difficulties finding, staying and progressing in work due to financial, family or personal circumstances. We are keen to hear from parents who might have a health condition or disability, lack work experience or the confidence to move towards their work goals, and parents who have been negatively affected by COVID 19. We also support parent returners to work.



We know many parents find it difficult to juggle the responsibility of providing support for their family and finding the time to prioritise their own work ambitions. Worries about finances and caring responsibilities for children or grandchildren, can have a significant impact on parents' success in finding and staying in work. We are offering parents a six-week employability programme tailored to a suit their current circumstances, skills, abilities, work experience and in-work support needs.

During the programme, people will design their own personal back to work, or in work action plan. This might include developing an up to date CV, skills training, personal development, gaining qualifications and interview skills... and any other actions to help build the confidence to find, and progress, their future in work.

If you are unemployed or struggling to stay in work or want to make progress in your current job, we can help. Phone: 01592 583142 | Email: sw.ses@fife.gov.uk



Employability Pathways for Young People with Fife Council



Pathway Apprenticeships

Employers:

- ➔ Create a pipeline for recruitment to apprenticeships and benefit from early access to young talent with no direct cost to you.
- ➔ Support young people in challenging times and develop your staff as coaches or mentors

Young people:

- ➔ Build confidence in your skills and knowledge and gain real work experience in specific sectors
- ➔ Develop your skills and increase your options for the next steps in your career journey
- ➔ Receive £100 weekly allowance
- ➔ Progress to Modern or Graduate apprenticeship or open employment by developing key skills and experience that employers are looking for.

For more information please contact: Lisa Devine—lisa.devine@fife.gov.uk



Employability Access Support for Young People (EASYP)

Employability Access Support for Young People (EASYP) is a No-one Left Behind funded employability programme for 16-18 year olds.

EASYP supports young people who experience challenges in finding work such as young people who are disengaged from education, who have disabilities, health condition or poor mental health, are living in poverty, lack of work experience, are parents or care experienced.

EASYP supports young people to identify their skills and abilities; and encourages them to build an action plan that helps them achieve their work ambitions.

We offer a range of employability training and opportunities to suit people's skills and work goals; and also engage with local employers to source paid jobs.

EASYP is a partnership with Fife Council's Supported Employment Service, Education 16+ learning Choices and Communities and Neighbourhood Services.

For more information or to make a referral for support contact: Cheryl Morgan, Senior Employment Coordinator, on 01592 583142 or cheryl.morgan@fife.gov.uk



Positive Pathways

Do you have a disability or health issue?

Do you want to find a job?

Are you worried that you won't cope in a job?

What are you going to say to an employer about your condition?



Fife Council's Supported Employment Service delivers the Positive Pathways programme. This helps people with disabilities, health problems, mental health issues and disabling conditions to find and keep a job of 8 hours or more.

Phone: 01592 583142

Email: sw.ses@fife.gov.uk

Find us on Facebook!



Employability Journeys During Lockdown: Connor



Connor has overcome personal and COVID challenges to find a paid “Kickstart” job at Zest Café in St Andrews. Kickstart is a Government DWP funded incentive that helps employers provide six month paid placements at national minimum wage for young people age 16-24 on Universal Credit.



Connor's journey to work began just before COVID restrictions. Despite the lockdown, Connor was determined to find work. He referred himself to Fife Council's Supported Employment Service and took part in the Bridge to Success online programme to build his confidence and skills in job searching, applying for work and interview techniques. His determination paid off when he applied for a Kickstart funded Barista job with Zest Café and started this role in April 2021. Connor has fitted in well with the team and is thriving with the day-to-day challenges and opportunities that arise in the workplace.



Stuart Don, who leads Fife Council's Kickstart programme for Employers says, “We are working with over 150 employers in Fife who are using the Kickstart programme to create paid opportunities for young people. Kickstart does what it says- it kickstarts a young person's career by funding paid placements in local businesses like Zest Café, at a time when they may be struggling to take on new recruits.” Connor says, “The overall experience of Supported Employment Service and the Kickstart offer has been great in helping me to find a job.”

George Orr



George Orr was part of Fife Council's Employment Fund Construction Academy in March this year. He joined the **Employability Fund** programme learning about employability skills required in the construction sector, the importance of a trade and understanding the steps he needed to take to find a job.



He took part in a work placement on June 11th 2021 with ScotStar Resin Ltd a Glenrothes based company. George started his work placement the following week. George was motivated from the beginning in gaining employment and he demonstrated this through hard work, paying attention to detail and anticipating the needs of his fellow workers. George is keen to learn and through good questioning and observation skills, has gained a better understanding of the job role.



Mark Allen from ScotStar Resin said, “George interacts well with his colleagues and his willingness to find out more about the process has increased his speed in learning new skills. He shows respect to his colleagues but enjoys a joke at break times. George has 100% attendance and has quickly integrated into our team. We are delighted to offer George a full-time position at the end of his placement and welcome him to the company. It has been a great experience working with Fife Council, we plan in the future to give another job opportunity to a young person using the same programme.”

UPCOMING EVENTS FOR YOUR CALENDAR

EVENT	DATE	CONTACT INFO
Step In/ Step Up Courses	Various	David.manderson@fife.gov.uk
7 Habits for Adults	7th October 1:30pm—3:00pm	CLD.development@fife.gov.uk
Fife Business Diversity Awards	3rd December	www.facebook.com/ FifeCouncilSES
Bridge To Success	Ongoing	Sandra.sharp@fife.gov.uk

To find out more about anything in this edition of E Factor for Fife Council's Employment Service, please send any enquiries to:

shirley.reise@fife.gov.uk