Employment FM

An introduction to the opportunities employability training can offer <u>YOUR</u> station

Employment FM

- 3 year project
- Funded by Paul Hamlyn Foundation
- Community radio stations plus...
  - Employability providers
  - Specialist schools (SEN, PRU)
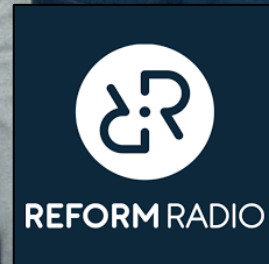 - Council services (Looked After Children)

Why Employability?

1: Sustainable
revenue

Payment Model (Scotland)

Skills Development Scotland

EF Funding Model 2017-18

Appendix 1

For all new starts, from 1st April 2017, EF funding model will be as follows:

Stage	Funded element	Rate
	Recruitment payment	
All	Recruitment payment (Lowlands and Uplands)	£850
All	Recruitment payment (Highlands & Islands, Scottish Borders and Dumfries & Galloway)	£950
	Output payment	
2	Employability/ core skills/ personal development provision SCQF L3 and minimum of 18 SCQF credits	£709
3	Employability and/or vocational provision SCQF L4 and minimum of 18 SCQF credits or	£709
3	Employability certification of at least 34 SCQF credit points at SCQF level 4 or above where employer opinion is integral to attainment of the credit rated group award	£850
4	Qualification/Certification from published list - Group A	£200
4	Qualification/Certification from published list - Group B	£400
4	Qualification/Certification from published list - Group C	£709
	Outcome payment	
All	Modern Apprenticeship	£1,000
All	Job @ 4 weeks	£600
All	Sustained job @ 26 weeks	£400
2 and 3	Higher stage of SSP	£100
All	More advanced form of learning	£100

2: Social Impact

- Personal stories
  - Audio, video, text
- Statistics
  - How many into jobs
- Reinforce social gain
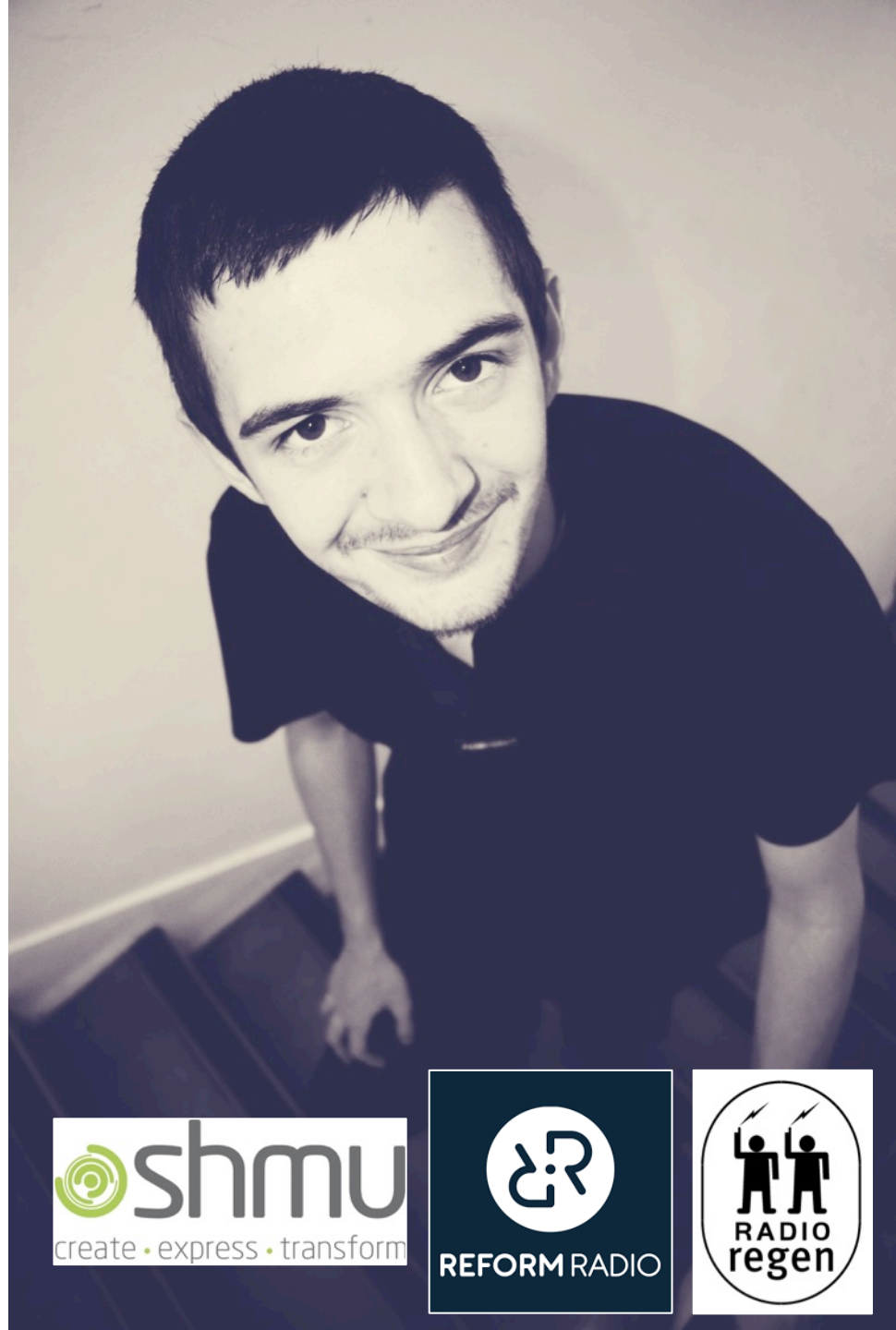
3: Give employers what they want

- Confidence
- Communication Skills
- Planning
- Organisational skills
- Time – keeping

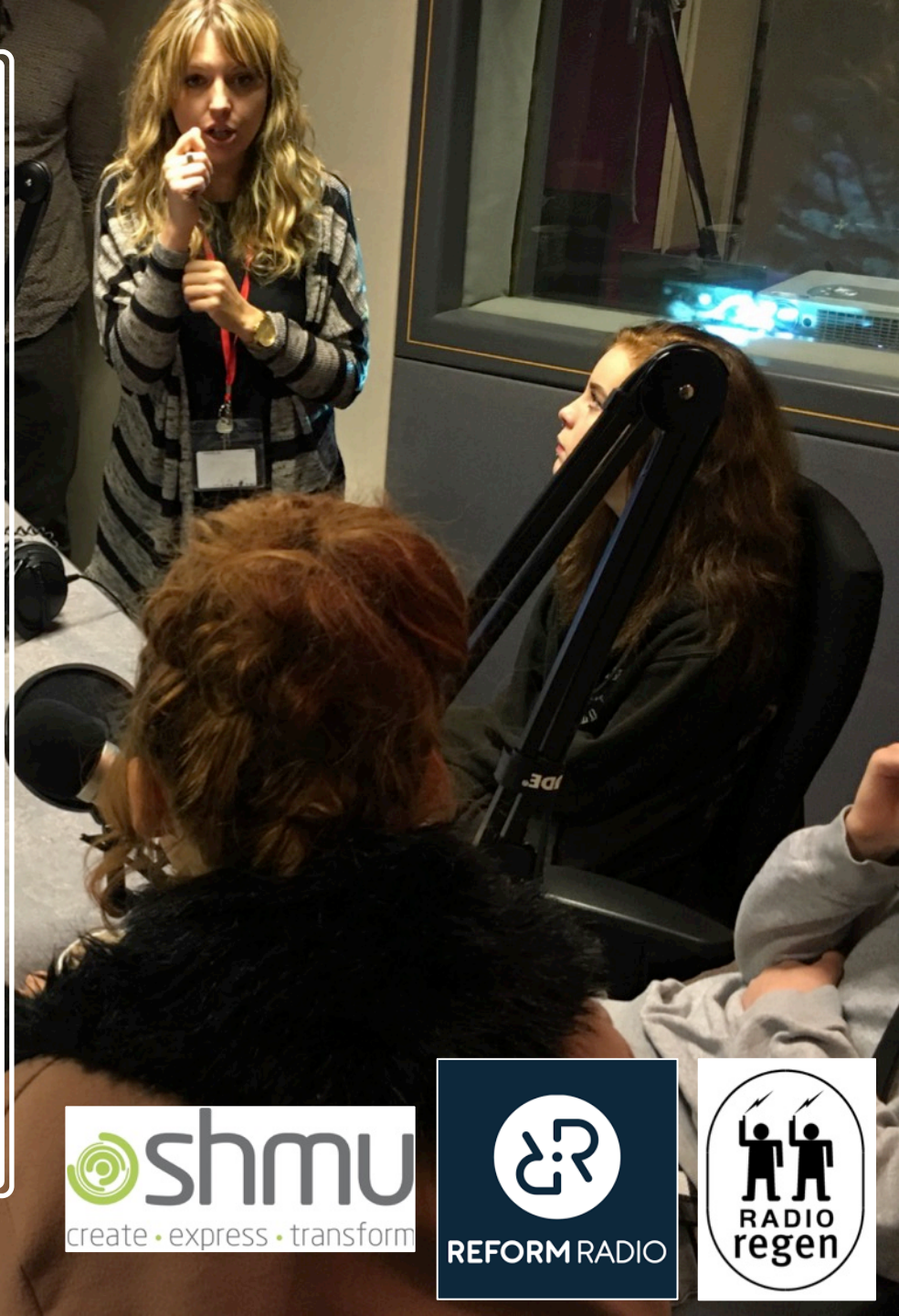**What does this have to do with radio?**

You want to offer training?
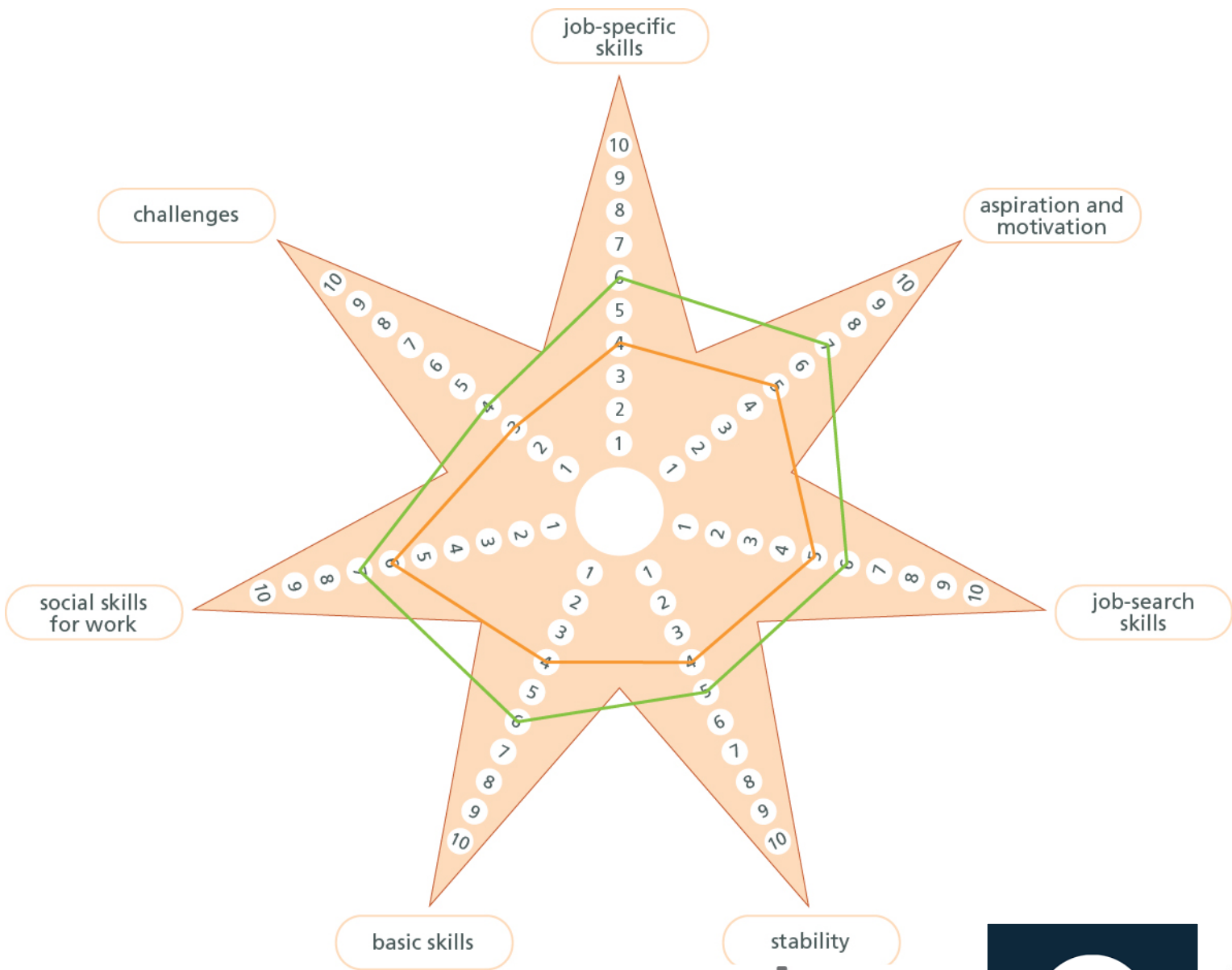## Some key questions to ask yourself, and some options

1 **Is the training accredited?**
- [ ] Yes? Need accrediting body
- [ ] No? In-house certificate

2 **Delivered yourself or in partnership?**
- [ ] You are the learning provider
- [ ] Delivered in partnership with FE College, or other learning provider

3 **What training will you be offering?**
- [ ] Radio skills
- [ ] Employability
- [ ] IT skills
- [ ] ESOL
- [ ] Media skills

4 **How is it to be funded?**
- [ ] Government
- [ ] Local authority
- [ ] Grant
- [ ] Learner / organisation pays

5 **Who are the learners?**
- [ ] NEET
- [ ] Young people
- [ ] Your volunteers
- [ ] From another organisation

6 **What capacity do you need to offer this training?**
- [ ] Trained tutors
- [ ] Resources (space, equipment)
- [ ] Policies & processes
- [ ] Learning materials

What do YOU need?

- The organisational will!
- Relevant policies & procedures
- Staff & relevant training
- Course materials
- Evaluation tools

job-specific
skills

challenges

aspiration and
motivation

social skills
for work

job-search
skills

basic skills

stability

Work Star © Triangle Consulting Social Enterprise ltd
Authors: Joy MacKeith and Sara Burns
www.outcomesstar.org.uk

shmu
create · express · transform

REFORM RADIO

RADIO
regen

What I would like to achieve. 09/05/2016

- **Career:** To create a Platform for music, Poetry, spoken word, sharing ... from the local community of Artists.

- **Personal Development:** Achieve artistic mastery with Poetry and guitar.

- **Skills:** Editing, writing, Guitar, Social, organisation and autonomy.

Employability Pipeline

Journey of Change (Work Star)

Stepping stones

- What you could be doing in 3-5 years time:
  - Contract provision
  - Sustainable outcome payments
- What you can do now:
  - Pitch to local employers
  - …or specialist schools
  - Who are the key orgs in your area?

shmu
create · express · transform

REFORM RADIO

RADIO regen
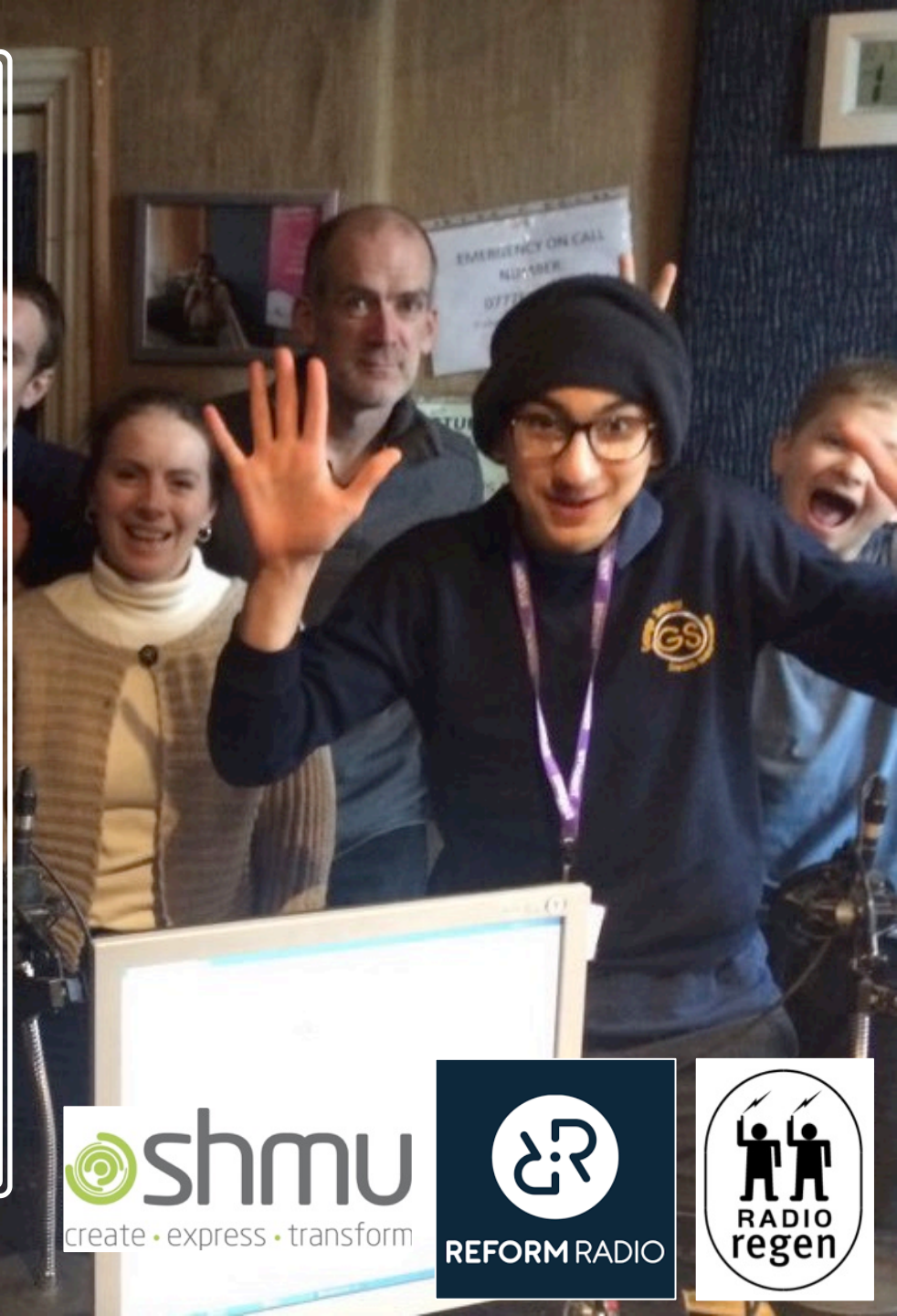
Partnership working

- Integration with other services

- Who do you need to work with?

- Who could help recruit?

Identifying and supporting learners

- What are your learners' needs (& how do you know)?

- One size doesn't fit all

- Not all <u>staff</u> are able to work with all groups

- Learner journeys - how do they come to you and where do they go after?

Implications for your station

- Ethos of change – aligns with mission?

- Development needed to get staff & systems in place – takes time.

- Not simply a way to make money - need to take your role as youth support org seriously – eg:

  – safeguarding

  – how you link with other support services.

- How to integrate with existing radio output.

Your USP?

- Radio as referral route for young people interested in media

- You are an employability provider, who happens to use media to develop skills.

Further support:

- One to one
- Webinars

Other resources:

- Training Handbook
- Training materials
- Evaluation tools
- Video
- Podcasts

Employment FM Training Handbook

Developing young people's employability and communication skills through community radio

www.communityradiotoolkit.com/ EmploymentFM