EVERYTHING YOU NEED TO KNOW ABOUT JOBS, TRAINING AND OPPORTUNITIES IN EAST RENFREWSHIRE.

JOB SEEKERS
Need help finding a job? We can help with access to local and national jobs.

TRAINING
We offer a range of training courses to help you into the job that’s right for you.

BUSINESS
We support businesses in the area with a range of services.

Call on 0141 577 8438 Email at worker@eastrenfrewshire.gov.uk Visit at www.workeastren.co.uk

This project is part financed by the European Social Fund
Work EastRen is the name of East Renfrewshire Council’s employability and skills team. We provide advice and support to East Renfrewshire residents who are searching for a job or work placement, looking to progress their career or needing training support. We also offer a full recruitment service to employers that will help businesses to manage their recruitment process from start to finish.

We work closely with a wide range of employability partners in the area to ensure that the employability and training needs of our clients are met.

If you are interested in registering with the team or want to know more please contact the team on 0141 577 8438, email worker@eastrenfrewshire.gov.uk or visit our website www.workeastren.co.uk

You can also follow us on Facebook or Twitter @workEastRen for the latest news on our services.

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HELP TO FIND JOBS

Welcome to the second edition of the Work EastRen newsletter. This issue is filled with news, insights and details of support available for local residents and employers across East Renfrewshire.

The Work EastRen team continues to be committed to helping our people into work through a coordinated package of advice and support. We can also offer financial support to those eligible residents access a wide range of accredited training.

In a constantly changing economic environment, the importance attached to supporting employability remains high on all of our agendas. The Council and its partners continue to help our local residents to move into jobs and training, improve our excellent record of positively progressing young people from school into a positive destination, and ensure East Renfrewshire sustains its reputation as a great place to live, work and grow businesses.

Investment in skills and planning for the future are critical to economic success, both at local and regional levels, and we must work with our local businesses to help them grow. In doing so, they will be stronger and more likely to need additional employees. Building relationships with local and regional partners is imperative in order to ensure effective joined-up provision. We also acknowledge the increased link between employability and learning, and the importance of developing our young workforce through investing in skills for the future.

Further job and economic growth is predicted over the coming years within East Renfrewshire and the surrounding areas through the Glasgow City Region City Deal and other Local Development Plans. All employability partners have a responsibility is to ensure that the residents of East Renfrewshire are given the tools and support to succeed and take advantage of those upcoming employment opportunities.

In this issue we will take a look at how our team have successfully moved clients into the workplace.

We also showcase our recent employability awards event which took place on 23 November and celebrated the success of our local people who have been supported through the wide range of employability programmes being delivered in the area. The Employability Awards feature can be found on pages 6-7.

IN THE LAST 18 MONTHS WORK EASTREN HAVE ACHIEVED:

<table>
<thead>
<tr>
<th>Numbers</th>
<th>Registrations</th>
<th>Employment Outcomes</th>
<th>Training Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>892</td>
<td>270</td>
<td>614</td>
<td>900</td>
</tr>
</tbody>
</table>

Key
- Registrations
- Employment Outcomes
- Training Outcomes

2016/17
WHAT DO WE OFFER?

If you live in the East Renfrewshire area and need support looking for a job, training or education then the Work EastRen team can help you. We are based at the Barrhead Foundry with additional outreach services in Neilston, Clarkston, Giffnock and Newton Mearns libraries. Our dedicated team are on hand to support and guide you into a job. We offer a wide range of FREE support services to East Renfrewshire residents to help you in your journey into employment including:

• Assistance to overcome barriers and issues to entering employment.
• Improve your job skills.
• Job searching and employment events.
• CV, job application and interview preparation.
• Identifying relevant training opportunities.
• In-work support to sustain your job.
• Access to job alerts, job matching and job brokerage.

BUSINESS SUPPORT FROM WORK EASTREN

Work EastRen is also committed to helping new and existing businesses grow and prosper through a coordinated package of advice, recruitment and training support. We offer the following free services to local businesses:

• **Recruitment and aftercare service** - we can provide you with a full recruitment service to help you find your new employee. Once we have helped you recruit the right person for your team, we will also provide a full aftercare service to ensure that your new recruit settles into their role.

• **Work placement** - we can provide individuals with a placement within your business, at an agreed frequency each week, at no cost, to help them gain work experience and improve their chances of finding employment.

• **Work experience** - if you are considering taking someone on permanently but want to see how they fit in, if eligible you can take them on through work experience, sometimes for up to 8 weeks.

• Information and advice on employer recruitment incentives
• Access to funding and support.
NEWS

WORK EASTREN TEAM NEWS

Over the past 4 years the team at Work EastRen has been working with East Renfrewshire residents to provide a range of services to help and support them into work or training. Over 2000 people have benefited from this service.

Give the team a call to see how we could help you 0141 577 8438 or email worker@eastrenfrewshire.gov.uk

YOUTH EMPLOYMENT ACTIVITY PLAN (YEAP)

In East Renfrewshire, Work EastRen, East Renfrewshire Council Education Department, Skills Development Scotland, Job Centre Plus and other partners work closely together in order to help young people through all stages to get into work, education or training.

https://www.workeastren.co.uk/support/youth-employability-support/

Key

- Registrations
- Outcomes*
- Sustained Outcomes
- Qualifications

*Includes Training & Employment

TOTAL

- 2004
- 1295
- 1353
- 760

Give the team a call on 0141 577 8438 to find out more.
EAST RENFREWSHIRE EMPLOYABILITY AWARDS 2017

WORK EASTREN BEST TRAINEE AWARD
WINNER - NAOMI GRAY
Naomi was offered a place on the Work EastRen ‘Prepare to Care’ programme in October 2016. Once her PVG was processed, Naomi began a 3 week work experience placement at Applecross Nursing Home. After 1 week on placement Naomi was offered a position as a Care Assistant with Applecross. One year on and Naomi is still working and studying towards her SVQ Level J in Social Sciences and Health Care.

FAMILY FIRM SPECIAL RECOGNITION AWARD
WINNER - JODIE TURNER
In June 2016, Jodie joined the Family Firm pre-employment course. After the programme, she completed a work experience opportunity with a local nursery and really enjoyed the experience. From this, she realised that she wanted to pursue a career in childcare and applied for the apprenticeship at ERC. She is now in the second year of her apprenticeship and excelling in the role. Her progression highlights the importance of partnership working as Jodie has moved from Family Firm to Work EastRen Apprenticeship.

WORKING MATTERS SPECIAL RECOGNITION AWARD
WINNER - ANNE MARIE MILLER
Anne Marie was introduced to Joyce Gallagher at Working Matters to help her become a self-employed counsellor. Anne Marie attended a number of Business Gateway workshops. Working Matters helped Anne Marie by paying for her business insurance and 12 hours’ initial counselling supervision. Joyce contacted Jobcentre Plus and through their Flexible Support Fund they paid for her BACP membership and marketing costs. Anne Marie launched her business in February and was supported financially by the New Enterprise Allowance scheme for the first 26 weeks.

SPECIAL RECOGNITION AWARDS
Caroline Brocklehurst & Thomas Boyle

DEVELOPING THE YOUNG WORKFORCE AWARD
WINNER - IAIN HENDERSON
After 4 years of unemployment, Iain joined the ERC Adult Learning Team’s Flexible Support Project where he was supported by the project to undertake a volunteering role within ERC’s Housing Services Environment Department. After completing his 13-week placement, Iain was employed on a temporary basis by the HIT Squad. In August 2017 his hard work and commitment paid off when he secured a full time post with The Hit Squad.

SPECIAL RECOGNITION AWARDS
- Emma Gallacher & Niamh McInnes

EAST RENFREWSHIRE COUNCIL MODERN APPRENTICESHIP OF THE YEAR AWARD
WINNER - MURAD MURAD
Murad is from the Syrian community and is currently on a two year Catering Modern Apprenticeship with Barrhead High School working towards Professional Cookery Level 2. He was nominated by his Line Manager June Cormie, who spoke highly of his work and his ability to overcome the language barrier. June has hopes that he will gain full time employment at the end of his modern apprenticeship.

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**Background**

David from Barrhead had originally worked in IT but felt that his knowledge and skills had become out of date in recent years. He had attended various IT upgrading courses but even though he had applied for many positions he had been unsuccessful and felt that his age was a real barrier for him, since he was 59. He had carried out some volunteering work and taken various administrative roles in the care sector and education, with zero hours contracts, but didn’t feel like he fitted in within any sector.

**The Course**

David heard about the Specialise in Security course run by Work EastRen and felt that the security industry could offer him a new career. David had tried to get onto other security training courses in the past but was unsuccessful so he was delighted to be offered a place on this course. The course gave David the skills and experience to succeed in the industry along with an SIA (Security in Industry) license, which is a pre-requisite for anyone wanting to work in the security industry.

**The Future**

Following successful completion of the course and gaining his SIA license, the team at Work EastRen arranged an interview for David with a local employer, which resulted in him getting a job. He is absolutely delighted to be starting in his new career and has ambitions to work in security within museums or art galleries.

“The training and introduction to an employer were, for me, essential.”
Adam MacMillan is an experienced chef who has worked abroad and in the UK but had to give up his career 12 years ago to come home and look after his mother. Prior to joining Working Matters, Adam had struggled to secure job interviews.

A number of obstacles required to be overcome, which included health problems, no current food hygiene certification or chef’s workwear and out of date references. Although Adam comes across well at job interviews he needed support to put his thoughts in writing when completing application forms.

Through Working Matters, Adam received funding to attend a food and hygiene course which he passed with flying colours and also received funding for appropriate workwear.

He is also about to start communication classes for support with his writing skills. Adam is hoping to start voluntary work soon so that he can utilise his cooking skills and get current references.

Adam attends weekly sessions with the Working Matters case manager who helps him to apply for jobs. He has since had three job interviews and secured some days of work with a company.

He has also attended a two-week STRIVE course which helps participants to improve confidence and self-esteem, enhance employability skills and embrace change.
Work EastRen Support
Tommy had been out of work on and off for 6 years after he returned to Scotland following working in South Africa for 34 years. In September 2017 he successfully completed Work EastRen’s Specialise in Security training course in Barrhead, which included a SIA license (Security Industry Authority).

The Journey
A large security company interviewed the course candidates in the initial stages of the training and had guaranteed jobs for those who successfully passed the SIA training. Tommy passed and within a fortnight Tommy started working for Mitie on a minimum 36 hours per week as a security guard for a well-known retailer.

In Employment
Nearing the end of his second month of employment, Tommy works across a variety of shifts and locations in Glasgow. He believes that without the training and access to jobs that Work EastRen’s course provided, he would not be working now. He had found it very difficult to secure anything up to then. His said his new job has given him confidence and is a reason to get up and out every day. He stated,

“I’m delighted to be back in a steady job with money in my pocket.”

“ I’m delighted to be back in a steady job with money in my pocket. “
Anne Marie Miller

Anne Marie Miller worked as a Home Support Worker for 18 years but after a long period of ill health was unable to continue in the role. During her previous employment, Anne Marie achieved a qualification in person-centred counselling and with her health now improved has decided to become a self-employed counsellor.

Mum-of-three Anne Marie joined Working Matters and was supported to set up her own business through a number of Business Gateway workshops and funding to cover start-up costs, including purchasing a new laptop.

Anne Marie launched her business in February 2017 and for the first 26 weeks received an allowance through the New Enterprise Allowance scheme to support her whilst building up her clients.

Now working part-time as a telephone counsellor, whilst still focusing on developing her own business, Anne Marie’s hard work was recognised when she received a Working Matters Special Recognition Award at the East Renfrewshire Employability Awards 2017.
Background
Caroline had complex health issues that had previously prevented her from working. Over time she had lost confidence in herself and her ability to work, and had almost given up. She was introduced to the team at Work EastRen and they recommended the STRIVE into Employability course as a way to help her re-build her confidence and identify her skills and strengths.

The Journey
The course helped her to identify and polish up her skills and gave her a toolkit of ideas that she could use to help her take the next steps. Caroline said: “The course really helped me to identify the skills that I hadn’t recognised. It built up my confidence. I started to believe in myself again and that I could do it”. After the course she was assigned a support worker for three months and together they looked for suitable vacancies, worked on her CV and helped Caroline to prepare for her first interview in almost 20 years.

In Employment
As a result, Caroline secured a new role in the retail sector. Her employer has been encouraging, supportive and has provided in-work training to help develop her customer service skills, and ongoing training on operational tasks and job-related activities. She has a new found confidence and self-belief in her ability to be successful in her new job.
SERI GRANT CASE STUDY

Employers in East Renfrewshire may use this programme as an incentive to help young people, who may be facing significant challenges, into work.

Employer Recruitment Incentive (ERI)
Payments of £4,000 can be made available to employers who recruit a targeted young person (TYP) as a Modern Apprentice (MA) or into employment of 16 hours or more per week. An additional £500 is available to those employers who commit to paying a Living Wage.

CASE STUDY: PEAKY WINDOW BLINDS

BACKGROUND
Based in Barrhead, Peaky Window Blinds have been manufacturing, supplying and fitting all types of blinds from vertical, venetian, roller and wooden since July 2016. We are suppliers of domestic and commercial blinds and have a 3-5 day turnaround. We have a 5 star rating on our social media sites as a result of our customer satisfaction, quality and price.

SERI GRANT
We were hoping to employ a new member of staff and we asked East Renfrewshire Council if there was any support that they could provide. They told us about the SERI Grant and this enabled us to employ Lauren McMillan.

THE PROCESS
The process of applying for the grant was straightforward and the help and support has been provided by East Renfrewshire Council.

THE WORK EASTREN TEAM SUPPORT
We have had great support from East Renfrewshire Council in the past and from Michael and Gillian since applying for the SERI Grant. This has been provided by e-mails, phone calls and visits to our premises. I don’t think that we could have got through the process without their expertise.

HOW THE GRANT HELPED THE BUSINESS
The grant has made a great difference to the business as it has helped to pay Lauren’s wages and has enabled Lauren to gain experience in:

• Dealing with customers
• Cash handling
• Working with cash flow
• Helping to manufacture the blinds

A new member of staff has given the management more time to pursue leads and sales and concentrate on building the business.
Modern Apprentice Case Study:
Marion Cunningham – Senior Child Development Officer, Education

Marion’s career journey so far:
When I left school in 2003, I wasn’t really sure what to do with my life. I applied to an advert for Modern Apprenticeships and have been working for the council ever since. Since completing my apprenticeship, I have progressed from gaining a temporary post as a Child Development Officer (CDO), to my current post as senior CDO. I am currently studying for a BA Childhood Practice at the University of Glasgow on a day release programme.

What made you choose a Modern Apprenticeship?
I chose the Modern Apprentice (MA) programme as I knew I didn’t want to go to college but would need a qualification to start a career. I wanted the feeling of working and learning, with hands on experience. Being a MA gave me the first step into the working world. I had the feeling of working along with gaining a recognisable qualification that could start a career for me, not just a job.

I gained some of the best experiences of my whole career when I was an MA; I still to this day refer to good practice that I witnessed. The relationships I built with colleagues in various establishments are still there, and I will often use contacts that I made in my post at present if I need advice or to share good practice.

What would you say to employers thinking about recruiting Modern Apprentices?
You gain a recognisable qualification while earning a wage. This allowed me freedom and independence compared to attending a college course and having a part time job along with studying. You learn and gain invaluable first hand real experiences from knowlegable professionals who are there to lead and support you. You build relationships with the workforce, you are part of the team. Your knowledge and experience of the workplace start before you have the qualification.

What would you say to employers thinking about recruiting Modern Apprentices?
I would say it can produce an invaluable member of staff. They start in your business as a blank slate and learn from the minute they begin. By the time they have their qualification they are working to the high standards that you set.
Modern Apprentice Case Study:
Donna Kenanoglu - Client Advisor with Work EastRen Employability Services, Environment

Donna’s career journey so far:
I started my Business Admin Modern Apprenticeship in 2004 and have worked in the Council’s employability services ever since. Just before I completed my Modern Apprenticeship I progressed to a Clerical Assistant. I then progressed to an Advice and Information Assistant and then to a Client Advisor in 2009 which was my goal.

What made you choose a Modern Apprenticeship?
I enjoyed Administration and Business Management subjects and thought they provided an opportunity to build knowledge and gain skills that could lead to a variety of employment opportunities.

I was particularly drawn to a Modern Apprenticeship as I would get to gain work experience and a recognised qualification whilst getting paid.

What do you feel are the key benefits of the Modern Apprenticeship programme?
The programme allows you to gain a qualification and real work experience at the same time.

There are also opportunities for progression within the organisation as your experience and knowledge expand as well as opportunities for further training and personal development.

What would you say to employers thinking about recruiting Modern Apprentices?
It’s a great opportunity to train individuals the way they would like them to be trained. The qualification is planned around the job role so the MA learns what they need to know to do the job and complete the qualification.

Do you have any words of advice for young people considering a Modern Apprenticeship?
It’s a fantastic opportunity to earn while you learn! It opens doors for a range of opportunities and forms a solid skill base that is useful in other areas. By taking up this opportunity I have been able to progress to a great job in employability which I love!
FEATURED PARTNER

Enable Scotland

Scotland’s ‘Employment Academy for Supported Training (EAST)’ Project is a Big Lottery funded, supported employment project operating in East Renfrewshire and East Dunbartonshire.

The EAST project aims to support young people affected by a learning disability, significant learning difficulty or a social or communication need, who want to work and need help to access employment. Individuals will be assisted in developing an individually tailored employment pathway based on their own unique needs and work ambitions and will be supported, through a programme lasting up to 18 months, to work towards their goals by developing skills and overcoming barriers.

EAST staff will design training that builds skills and confidence, and can involve anything from developing travel skills, creating CVs and cover letters to accredited training.

We strive to partner with local employers to develop real work experience opportunities, with on-site support from our staff. Once the young person has developed the skills and motivation, we will support them to become independent jobseekers and find paid employment. What’s more, once they have a job we will continue to offer support to both them and their employer.

CONTACT INFO

If you have any queries contact our EAST Coordinator Emma Martin on 07889456523 or email Emma.Martin@enable.org.uk
FAMILY FIRM

Family Firm is about getting the best from the range of opportunities available locally to support improved learning, training and employment for Looked After young people and care leavers.

WHY GET INVOLVED WITH FAMILY FIRM?

A number of young people (16-25) in East Renfrewshire are in, or have left care. As a result their long term outcomes and job prospects tend to be below that of their peers nationally.

The Family Firm programme brings together a range of Corporate Parents to create and ring-fence work placements and training to help our care experienced young people with their next steps and provide bespoke, holistic support. By joining Family Firm, you have an opportunity to really make a difference to the life of a young person: building confidence, growing their skills and helping them get on the first rung of the career ladder.

WHAT’S REQUIRED?

Offer a work experience placement to an amazing care experienced young person and give them the opportunity to spend time in a particular working environment they are interested in. Emma Aeppli, dedicated Family Firm Coordinator is on hand to facilitate opportunities and provide support to all parties.

INTERESTED?

Get in touch with Emma Aeppli, Family Firm Coordinator on 0739 300 3851 or email emma.aeppli@eastrenfrewshire.gov.uk.

Or alternatively visit our website: www.eastrenfrewshire.gov.uk/familyfirm
CITY DEAL

CITY DEAL PROJECTS PUT PUPILS ON THE ROAD TO SUCCESS

Geography students in East Renfrewshire took their learning on the road to see first-hand what is involved in creating a new stretch of road, bridge and boardwalk.

Ground investigations were carried out at Aurs Road – the main route between Barrhead and Newton Mearns – ahead of Glasgow City Region City Deal funded plans to improve the road, with work set to start next year.

The work will include two sections of realignment, creation of a new roundabout, replacement of a road bridge and the addition of a boardwalk alongside Balgray Reservoir within Dams to Darnley Country Park.

Woodfarm High pupils joined the Council’s appointed contractors BAM Ritchies, Mott MacDonald and ERZ working on the site to get an insight into how engineers, planners and architects all work together to deliver projects and the types of skills and work related to these careers.

They also had a presentation from Martin Heath from ERC City Deal team and Calum Bisset from BAM Ritchies on the process of drilling cores to test the condition of the ground.

Contractors appointed via a competitive procurement exercise are now required to provide community benefits as part of their contract. These benefits include providing job opportunities for local residents, offering training and learning link-ups and support for schools and community causes.

The school group then joined an interactive walk with the architects who are delivering the project to discover ideas for the planned new boardwalk relating to art, environment and functionality.

Council Leader Tony Buchanan said:

“A range of ambitious projects will be made possible thanks to our £44 million Glasgow City Region City Deal investment – improving transport links, enhancing the country park and supporting business growth. Through field trips such as this, where we are able to share real-time examples of projects in development, we hope to inspire our young people’s learning and help them consider future career options. The long-term benefits achieved through road improvements will be of significant benefit to our residents and we thank them for their patience whilst this work is undertaken.”

Pupil Akshath Khandelwal, 14, said:

“I was interested to learn how they are considering the eco-system when developing the road. More people will be able to discover and enjoy the reservoirs and Dams to Darnley Country Park in the future.”

Funded by Glasgow City Region City Deal and Sustrans Community Links, the boardwalk will join existing paths to create a continuous 3km walking and cycling circuit around Balgray Reservoir at Dams to Darnley Country Park as well as improving walking and cycling connections between Barrhead, Newton Mearns and the country park.

The next phase of the Council’s City Deal programme of infrastructure improvements will be realignment of Balgraystone Road, opposite St Luke’s High School, in Spring 2018. This will facilitate the development of the first 200 of around 1,000 houses in Barhead South, provide better access to the country park and create an entrance to the planned new railway station and bus interchange, which is expected to be in place by 2021.

As part of the £44 million Glasgow City Region City Deal Investment in East Renfrewshire, plans are under way to improve the road network between Barhead, Newton Mearns and the M77, create a new train station in Barhead, transform Dams to Darnley Country Park into a must-visit leisure destination and create a new business centre in Newton Mearns.

The Glasgow City Region City Deal is a £1.13 billion agreement between the UK Government, the Scottish Government and eight local authorities across Glasgow and the Clyde Valley. It will fund major infrastructure projects, create thousands of new jobs and assist thousands of unemployed people back to work, as well as improving public transport and connectivity, driving business innovation and growth and generating billions of pounds of private sector investment.
COMMUNITY BENEFITS

Sustainable procurement is aimed at securing the maximum economic, social and environmental benefit for the area’s residents and businesses from investment into East Renfrewshire.

In this financial year so far Community Benefit (CB) clauses have been written into 8 East Renfrewshire Council contracts for works and services. Voluntary community benefits were offered by 12 additional companies operating in the area. CBs achieved since April include 15 work experience placements for East Renfrewshire schools, Family Firm and Street League clients and 13 companies took part in 4 events aimed at the local SME supply chain, Third Sector and Supported Businesses.

Matrix Control Solutions Ltd won a contract to install energy conservation to East Renfrewshire Council buildings. Their CB agreement includes 4 work experience placements, 3 education engagements, 1 year business mentoring for a local SME and a financial donation to Young Enterprise Scotland.

Barrhead based Complete Cleaning is a sub-contractor for a number of construction companies operating in the area. They voluntarily agreed to 3 work experience placements for Street League clients, they engaged with Work EastRen for recruitment and they have become the 1st company to agree a Developing the Young Workforce partnership with East Renfrewshire schools, this involves a long term commitment to a series of activities with schools. They also addressed the East Renfrewshire Chamber of Commerce SME Supply Chain Showcase event with a talk on their experience of becoming an approved supplier to the construction sector.

A Community Benefits Support Information Pack is available to give you as much information as possible to help you develop your approach to CB during the pre-tender stage. The department’s lead CB Officer will be available to liaise with you after successful tender appointment, to finalise your method statement and support you through the delivery of requirements.

For more information please contact lorna.wallace@eastrenfrewshire.gov.uk
TRAINING

Work EastRen run a variety of courses throughout the year to meet the demands of local residents and employers. Examples of previous training courses delivered by Work EastRen are:

**PREPARE TO CARE**

The Prepare to Care programme is designed for individuals who are looking to move into a job within the Care sector. You will gain a First Aid Certification, Manual Handling Certificate and a PVG Registration. No qualifications or experience is required. The course has real job opportunities and includes 3 Weeks Care Sector and Employability Training followed by a 3 Week Work Experience Placement.

**STEPS TO SUCCESS**

The 2-week STEPS to Success programme was designed to support participant who wanted to move forward with their lives and get into a positive destination in employment or training or education. The course aimed to assist the participants to tackle their confidence, motivation, and self-belief to achieve their goal. The programme was open to anyone living in the East Renfrewshire area and who could make a positive commitment to completing the course. This course facilitated the participant’s development and learning through group and interactive discussions, personal reflection time, and activities utilising a wide variety of learning styles.

**SPECIALISE IN SECURITY**

The Specialise in Security programme was dedicated to jobs within the security sector. This 2-week course ran across several months in 2017. The programme was split into two parts. The first part focused on building confidence and positivity to support candidates to have the ability to succeed on the course and increase their performance at interviews. The second part of the course taught specific skills required to work within the security industry, including conflict management and learning to read body language to diffuse potentially dangerous situations. Candidates also gained the industry specific training, experience and qualifications they needed to start a career in the security industry. This included door supervision, security guard training and physical intervention and following a final exam provides candidates with an SIA (Security Industry Authority) license, which was fully funded and a must for anyone wanting to work in the industry. Training took place both in a classroom setting but also in a retail environment at many locations across the Glasgow Central Belt.

These courses were part-financed by the European Social Fund

Case studies for the training programmes listed above and the candidates personal success stories can be found on Work EastRen’s website: www.workeastren.co.uk/case-studies/
Background
Work EastRen help East Renfrewshire residents look for work, education and training in a variety of ways. Often the most crucial step is to support people to take their first steps and grow in confidence so that they feel better able to make a difference in their lives and start preparing themselves for work. This was true of those who recently took part in Work EastRen’s Steps to Success course. Each of the participants, were some of the most disengaged from local services and furthest from entering employment, training, or education opportunities, and had experienced unemployment for a variety of reasons. Some had suffered health issues, had lost their jobs, or struggled to find work. Whatever the reason they all felt that the time was right to make a change in their lives and building up their confidence to make the first step was fundamental to this.

The Course
This two-week course, based in the Barrhead Foundry, focused on personal reflection and activities that allowed participants to develop their own personal insight and ways to build their self-belief, motivation, and confidence, and make positive changes in their lives. The course looked at:

• Team Work • Employer’s Expectations & Work Ethics • Personal Presentation • Making the best of your CV • Skills Analysis • Job search Skills and Techniques • Applications • Interview tips and techniques • Telephone and Email Skills • Application & Interview Follow up

The Future
All participants have already taken positive steps to build on what they learned during the course by making a list of actions that they will complete within the first 10 weeks of leaving the course. They ranged from applying for an IT course with long terms aspirations to open a computer repair shop, to getting involved in community arts groups, and seeking counselling. Overall, they felt optimistic and better able to take the next steps in their personal journey to be successful in their lives and securing a job. One participant described the course by saying “I had to look at myself and who I really am. It was sometimes hard, but I went through with it and had a chance to think, what I am doing?”. 

“ It was a chance for me to look at myself and learn about what I need for a change. ”
FAIR START SCOTLAND

NEW EMPLOYMENT SUPPORT FROM 2018

From April 2018 the new Fair Start Scotland service will aim to help at least 38,000 people to find employment, including those facing barriers to entering the labour market.

The key focus for the service will be tailored and personalised support for all those who participate. Key elements of the service are:

• Participation will be entirely voluntary
• All participants can expect to receive in-depth action planning to ensure the support they receive is tailored for them and suits their individual needs and circumstances
• The service will offer pre-work support of 12-18 months
• The service will offer high quality in-work support for 12 months
• Those who require specialist support to help them find work can expect to receive it
• There will be national standards to ensure everyone is supported consistently across the 9 geographic contract areas across Scotland
• For disabled customers who require intensive support, Supported Employment and Individual Placement and Support will be available.

East Renfrewshire will be covered under the West of Scotland contract area. Further details on the programme will be published in our next newsletter.