



Rhondda Cynon Taf County Borough Council

Employment Routes



What are Employment Routes ?

- Delivery of bespoke programmes to upskill the unemployed and economically inactive
- Linked directly to Labour Market needs
- Jointly funded through Adult Education and Communities First





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Why are these programmes needed ?

- RCT has a population of 234,410, of which 149,100 are aged 16 – 64.
- Just over 24% of the working age population are economically inactive (36,300)
- 9,700 of these have identified as wanting to gain paid employment
- In addition 3,853 people within RCT are claiming Jobseekers/Universal Credit



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How do these programmes Work?

- Source new Employers and meet to discuss needs
- Develop individual tailored programme to suit both employer and potential participants' needs
- Work with partners to ensure suitable candidates are referred into programme



Partners

- DWP/JCP
- Communities First
- Communities 4 Work
- Lift Project
- 3rd Sector



Delivery of programme

Induction

- ESA Assessment
- Overview of what is expected by Employer
- Pre Interview for eligibility for training
- In depth discussion of what is expected of the participant
- Completion of paperwork and evidence of eligibility

Training

- Up to two full weeks of Sector Specific training

Guaranteed Interview with Employer



What do we deliver?

Sector Specific Employment Routes

- Care – Cwm Taf NHS
- Employment Route to Cardiff Bus
- Care – Domiciliary
- Call Centre/Admin
- Retail
- Hospitality & Catering
- Construction
- Security
- PTS - Railways



Benefits to local Businesses

- Prepare local people for local jobs
- Support local businesses in addressing skills deficit
- Provide recognized Sector Specific training/qualifications (reducing the cost to employers?)



Benefits to Participants

- Understanding of the sector before committing in full to the training
- Relevant qualifications
- Guaranteed interview, work experience
- Opportunity to change career direction



The George Restaurant Local Business

- Involved prior to opening
- Worked closely with DWP to assist in sourcing 12 local people
 - 12 trained
 - 12 interview
 - 12 offered work trials
 - 7 employed
 - 6 still employed after 6 months
- Provided relevant training:
 - Bar Licence
 - Food Hygiene
 - First Aid
 - Health and Safety
 - Interview Preparation skills



Individual Case Study

Trevor Nash

- 53 years old
- Worked in Manufacturing
- Made Redundant
- Started Employment Route with NHS
- Now Employed Full Time as HCA



Outcomes

May 16 - Present

- **201** - Overall number of Participants
- **173** - Number gaining 1 or more qualification
- **48** - Number currently on training
- **82** - Number who attended interview
- **25** - Number who attended work placement/job trial
- **62** - Number gone into paid employment so far



Partner talk

Mr Ian Hargreaves

Employer & Partnership Manager for Rhondda
Cynon Taf



jobcentreplus

Part of the Department
for Work and Pensions



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Employer Talk

Bev Pritchard
Pathways to Employment Project Manager



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Employer Talk



Patrick Riley
Human Resources Advisor



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Question & Answer Session



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