



Scottish Charity SC040666 www.inspiralba.org.uk
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SPARK YOUR PURPOSE **Pre-Employment Support**



InspirAlba are an Argyll based social enterprise with considerable experience in providing support to social and community enterprises across Argyll, islands and rural Scotland. This includes 13 years of employability support, involving a network of third sector organisations. Through this network we have established Spark Your Purpose - Pre Employment Support for young people age 16 – 24 and those age 25+.

www.inspiralba.org.uk/employability-pages/spark-your-purpose

Support Process

Each participant will have the opportunity to meet with a local coordinator (from one of the Support Organisations) either in person, virtually or by phone depending on what they are initially comfortable with. This will include time to explain what the support programme can offer as well as getting to know them and by means of gentle nudging, finding out what interests and aspirations they may have. Some of this kind of information may have been gleaned in advance from referring organisation to assist when discussing potential opportunities.

We will consider everything and anything (within the scope of the law and health and safety) considered to ignite a spark of interest and inspire engagement in the programme. This could be anything from:

Improving Health and Wellbeing; such as sessions of therapy or Reiki, support to engage in exercise, or purchase equipment to encourage exercise or outdoor activity. We also work with Argyll and Bute TSI who coordinate mentor support for the programme.

Develop New Skills; gain a provisional driving licence and learning to drive, time to learn how to build something, take up a new hobby, or become involved in a local project.

Achieve Accredited Training; undertaking training, such as; CSCS Card, Food Hygiene Certificate, Chainsaw Certificate, Nail Technician, Plant and Machinery certificates.

Improving Confidence and Self Esteem; working one to one to understand barriers and look at opportunities in a positive way.

The list is limitless as we aim to tailor a programme of activity which can be adapted as the participant learns what they are interested in, or are good at, to take them on a progression to be more ready for future opportunities (ie volunteer programme, further education or employability opportunities).

Ethos of approach

The focus of the programme will be very much in getting participants engaged, tailoring support that meets their needs as individuals and building trust with locally based organisations who are there to assist them to make positive choices and build confidence. We recognise the focus is on building levels of Confidence; Resilience; Aspirations and Belonging. We are working from a starting point of a greater need due to lockdown restrictions over the past 2 years which has seen many people's confidence fall even lower and mental health challenges escalate.

As part of this approach we will develop a formal **Activity Agreement** for participants with **activities and eligible costs including:**

- Providing appropriate opportunities, provision and support to eligible participants through resources to cover activities which meet individual needs.
- Participant expenses, including travelling expenses or equipment for attending activities.
- Specialist support, including coaching and mentoring.
- An expenses allowance (£30 per week) for participants whilst undertaking pre employability activity, to cover costs such as lunch for attending sessions.

Delivery Partner Contacts:

Kintyre, Oban, Lorn and Islands (16-24 & 25+):

Mid Argyll & Islay (25+)

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Bute: Fyne Futures (16-24):

Bute & Cowal: (25+):

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Cowal: HELP (16-24):

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Mid Argyll and Islay: Mid Argyll Youth Development Service (16-24):

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Helensburgh and Lomond - Centre 81 (16-24 & 25+):

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