



Making Pre-
employability
Training Work

Darren Coppin
Managing Director
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CG's Approach

Why am I here?

- Policy Research Institute - 2006 Review of research evidence on “what works?”
- David Freud - “Reducing dependency, increasing opportunity: options for the future of welfare to work” – 2007
- “World Class Skills: Implementing the Leitch Review of Skills” - 2007

Policy Research Institute

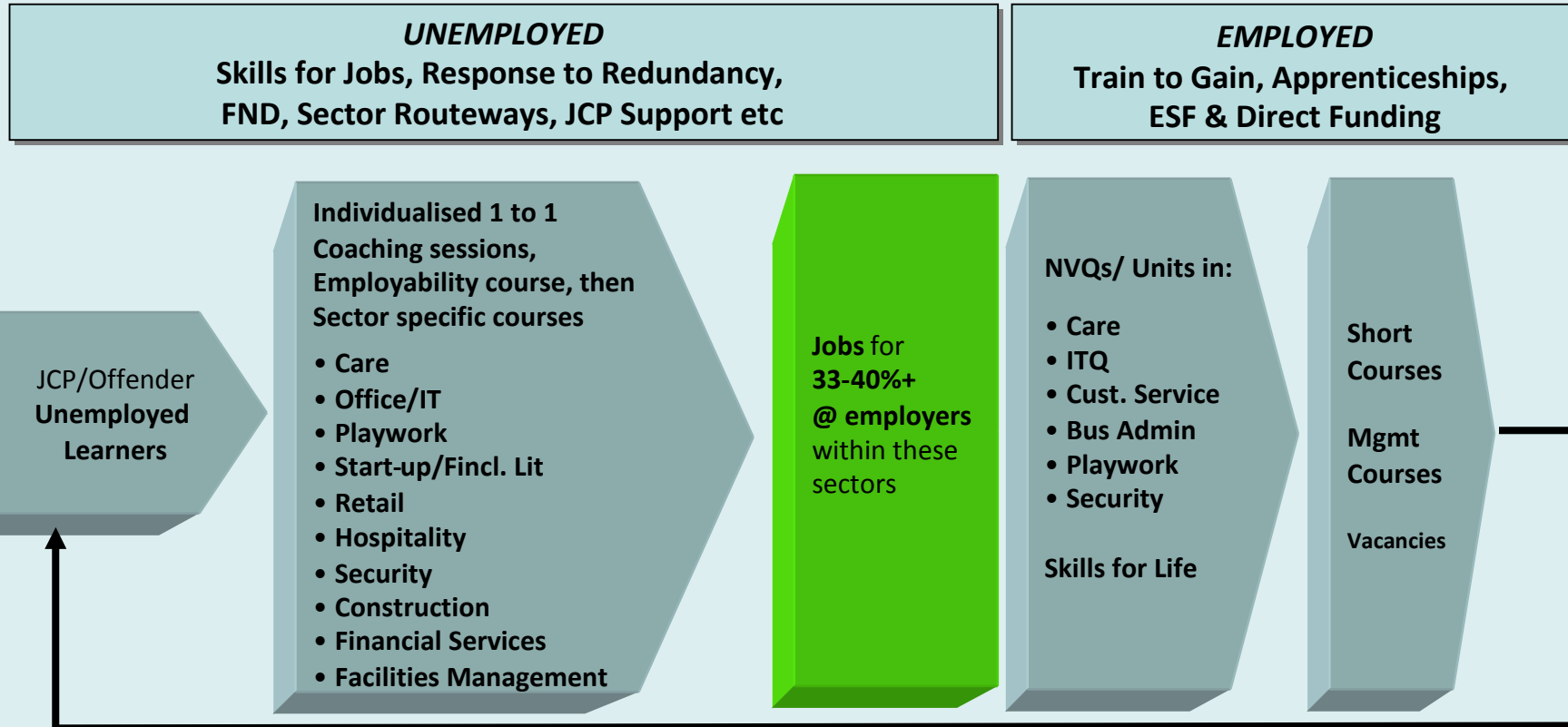
Review of Excellence: “What Works?”



- Training delivered in non-standard locations in a client-centred, flexible way
- Individualised mentoring with advisor relationship key
- Not woolly, but a professional results-focused approach
- Use of MIS & close team working
- The single most important factor is proximity to the client or Jobcentre
- Outreach-based Provision works
- Flexible collaborations that break down the walls between different providers
- Short, sharp vocational courses for confidence & employers



CG's End to End Model



Specific Activities

Individualised 1 to 1
Coaching sessions,
Employability course, then
Sector specific courses

- Care
- Office/IT
- Playwork
- Start-up/Fincl. Lit
- Retail
- Hospitality
- Security
- Construction
- Financial Services
- Facilities Management

1 to 1 sessions

Matrix Accredited coaching, advice & guidance

Employability Sessions (10 GLH)

CV-writing, interview skills, job search etc

Sector-Specific Short Courses (9-45 GLH)

Health & Safety in the Workplace (CIEH)

Health & Safety L1 (BSC)

IOSH & NEBOSH (City & Guilds)

First Aid (HSE)

ECDL/Clait L1 (BCS)

Award in Food Safety (CIEH)

Manual Handling (CIEH)

Retail Certificate (Edexcel)

Doorpersons Certificate (Edexcel) SIA

Skills for Life & dyslexia screening & ASDAN modules

Responsible Alcohol Retailing (BIIAB)

Contact Centre Skills (BTEC Units)

Business Start-up

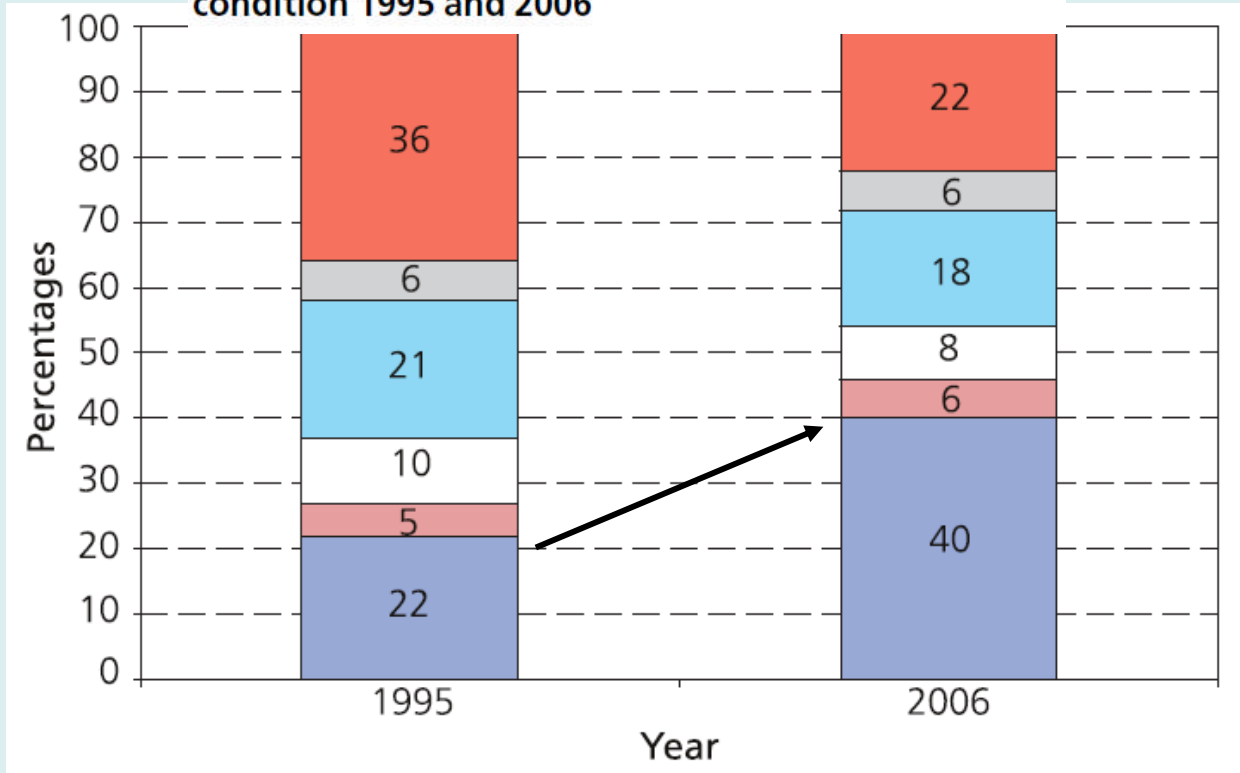
Ongoing mentoring, support & tracking

Stepping-up a gear

- Recognition of the three staff motivators:
 - Financial
 - Internal
 - Social
- New MIS system introduced
- Regular contact – with learners & employers
- New locations close to JCP & housing estates
- “Layering” of different employability initiatives
- Preparation for Lone Parents
- Demand-side: focus on employers, not just supply
- Mixing unemployed & employed classes
- Initial training focusing upon *changing attitudes*

A "Human Nature" Perspective

Working age Incapacity Benefit caseload by medical condition 1995 and 2006



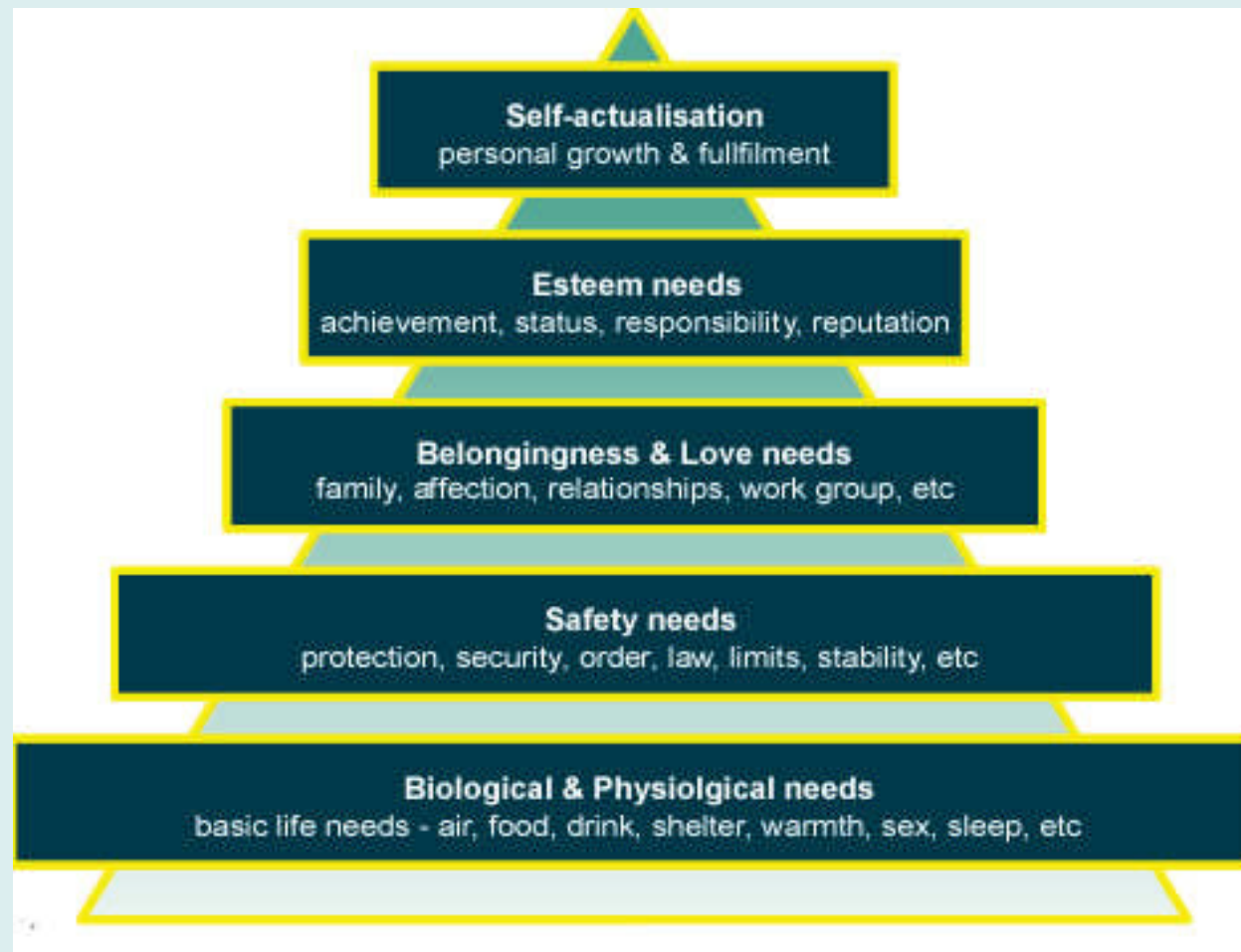
- Other
- Injury and poisoning
- Musculoskeletal
- Circulatory and respiratory
- Diseases of the nervous system
- Mental and behavioural













“There is a strong evidence base showing that work is generally good for physical and mental well-being.

Worklessness is associated with poorer physical and mental health and well-being. Work can be therapeutic and can reverse the adverse health effects of unemployment.

Overall, the beneficial effects of work outweigh the risks of work, and are greater than the harmful effects of long term unemployment or prolonged sickness absence.”

“Is Work Good for your Health and Well-Being”, Gordon Waddell & Kim Burton





Many thanks

