

INCLUDE YOUTH BRIEFING

Promoting Employability for Marginalised Young People



Despite the current economic downturn and job losses, the Commission remains committed to encouraging employers to promote employability initiatives for those marginalised groups less able to access employment in Northern Ireland. The Commission's strategy on employability has two dimensions.

Firstly we work with employers to encourage them to provide training and employability opportunities for marginalised people and we make them aware of the employability support measures offered by voluntary and statutory bodies. Secondly we work with voluntary and statutory organisations to facilitate them in developing links with employers that are potentially in a position to promote employability opportunities for marginalised groups.

One aspect of our overall strategy is to work with Include Youth which is an organisation that works to secure training and employment opportunities for marginalised young people including those who have special needs, those who have a poor educational experience and those from a care background.

We are realistic about the short and medium term training and employment opportunities available, however we view the increased employability of those from marginalised groups, including the young people that Include Youth works with, as a longer term strategy which will play a key role in addressing inequality in Northern Ireland.

If you would like more information on the Commission's employability work please contact Paul Oakes, Manager, Employment Development Division on 02890 500694 or at poakes@equalityni.org.



'TURNING YOUNG LIVES AROUND'

By Paula Rodgers, Policy Advisor, Include Youth

None of us likes to feel as if we are invisible and have no worthwhile role in life. But sadly, that is exactly how many of our young people feel. Include Youth works with young people who have been dealt a rough hand by life - who have been in care, suffered neglect or abuse within their families, have had negative school experiences, physical or mental ill-health issues and known what it is like to struggle financially.

With over 30 years experience, Include Youth is committed to representing those young people who have too often been pushed to the side and labelled as no-hopers. They have been let down by a system which has failed to meet their complex needs as children and through no fault of their own they now face numerous obstacles to accessing education, employment and training opportunities.

All these young people need, and want, is a supportive hand and a chance to show that they have something to offer. Include Youth provides the training and back-up needed to give disadvantaged young people that much deserved opportunity to show their potential. As a recognised and respected independent rights based organisation working with young people in need or at risk we have developed many key partnerships over the years and none more important than the relationships we have with those employers who share our vision.

Would you like to join the growing number of employers who are realising the many business benefits to be gained from giving these young people their first chance to prove themselves in the workplace?

Ultimately your intervention could contribute to turning a young person's life around and building the self confidence and self worth they need to move on in life.



'BUILD YOUR REPUTATION BY HELPING OTHERS TO BUILD THEIRS'

By Jacinta Totten, Employment Liaison Co-ordinator, Give and Take Scheme, Include Youth

Employers, would you like to...

- Improve corporate reputation and image?
- Develop your staff and improve staff morale?
- Improve your Equality and Corporate Social Responsibility outcomes?
- Share your experience?
- Help vulnerable young people in your community?
- Change lives?
- Challenge possible pre-conceptions?
- Access potential recruits?
- Avail of free accredited Mentoring Skills training?
- ...and incur no financial cost?

In partnering with Include Youth's Give and Take Scheme to provide on-site work experiences or to promote our Mentoring Matters scheme you can improve the lives of disadvantaged young people in your area while further developing your employees' skills of mentoring, training, leading, guiding, supervising and developing others.

GIVE AND TAKE SCHEME

Since 1989 the Give and Take Scheme run by Include Youth has provided specialised support throughout the whole of Northern Ireland for disadvantaged and care-experienced young people (aged 16-21) who are not ready to participate in mainstream training, employment and education.



The main aim of the Give and Take scheme is to improve the long term employability of these young people & enhance their self-esteem and confidence in order to better meet employers' needs. We do this through tailored programmes of personal development, training and work experience.

PARTNERSHIP OPPORTUNITIES

1. Work experience

We agree with the Confederation of British Industry's definition of 'employability' and its focus on Positive Attitude.

We too believe that **Positive Attitude** is the key foundation which underpins other competencies including business and customer awareness, problem solving, team working, communication and self management. In order to cement this learning it is essential that we develop relationships with local employers throughout Northern Ireland to ensure a range of flexible work experiences are co-ordinated including:



- Group tours of workplaces**
- Taster days/work sampling**
- Extended unpaid work placements**

2. Mentoring Matters

The Give & Take Scheme's Mentoring Project provides a mentoring service to young people in need or at risk between the ages of 16 – 21 years old. The mentoring relationship can be connected to the work placement as 'workplace mentoring' or external to the work placement as 'lifeskills mentoring'. Either way, it focuses on the personal development of the young person including setting and achieving goals, developing their skills and sense of self.



Mentors are volunteers from all walks of life who have the desire and motivation to help bring out the best in young people. Mentors will gain new skills, meet new people, get out-of-pocket expenses and receive free accredited training and regular support.

We would be keen to advertise our scheme within organisations and are happy to run information sessions and discuss free training for any interested groups of employees.



Mentors Matching Evening

Mentee quotes:

“I felt comfortable around my mentor and was able to talk and have a laugh with him”

“When I moved to this town I had no one. My mentor has encouraged me to get out and experience new things- we go to yoga together and go for walks”

Mentor quotes:

“I hope I’ve been able to pass on my experiences and given her encouragement to achieve her goals while I’ve gained a greater sense of who I am and met wonderful people along the way!”

“I would definitely recommend it to anyone”

TO FIND OUT MORE

We need a continual range of work experience opportunities and volunteer mentors from all areas across Northern Ireland so if you feel that you or your organisation can help in any way at all please contact your nearest Include Youth office:

Belfast

Include Youth/Give & Take Scheme
Headquarters
Alpha House
3 Rosemary Street
Belfast
BT1 1QA
Tel: 028 9031 1007

Armagh

Give & Take Scheme
19 Railway Street
Armagh
BT61 7HP
Tel: 028 3252 8899

Ballymena

Give & Take Scheme
25 Castle Street
Ballymena
BT43 7BT
Tel: 028 2563 8140

Derry

Give & Take Scheme
Tracey House
29 Clarendon Street
Derry
BT48 7ER
Tel: 028 7127 2760

Work experience required in all work areas:

admin, retail, production, IT, catering and hospitality, stores, hair and beauty, animal care, trades, painting/decorating, reception, car mechanics, sales, customer service, art, drama, writing, travel, cleaning, call centre...



Equality Commission Employability Seminars

October 2009 - March 2010

The Equality Commission will facilitate a series of free lunch time seminars to help employers develop employability strategies.

These seminars are reflective of the Commission's strategic priority to address key inequalities in employment by encouraging employers to implement training and employment opportunities for marginalised groups of people. Each seminar will promote a range of employability initiatives and provide advice for employers on how to integrate these initiatives into their business.

Anne Reid from the Northern Ireland Association for the Care and Rehabilitation of Offenders will discuss their Job Track Programme.

Laura McCartney from Disability Action will talk about positive actions to recruit people with disabilities.

Maeve McKeag will introduce employability projects set up by the Gasworks Employment Matching Service (GEMS). They work with employers via their 'Language in Work' programme.

Jacinta Totten from Include Youth will introduce the 'Give and Take Scheme' which aims to integrate young people (aged 16-21) into employment, by working with employers to provide support and learning opportunities.

Julie Cullen will discuss An Munia Tober's employability and economic development projects and share first hand experiences of Travellers trying to enter the labour market.

Each seminar will run from 12pm – 2pm and lunch will be provided.

DATE VENUE

15 October	Malone House, Belfast
11 November	The Signal Centre, Bangor
14 January	Lough Neagh Discovery Centre, Craigavon
10 February	The Dunsilly Hotel, Antrim
24 March	The Silverbirch Hotel, Omagh

To register your attendance please call 028 90 500 610 or email edtraining@equalityni.org

Further information and advice

For further information and advice on equality issues or if you would like to find out more about the Equality Commission and its work, contact us at:



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