

GLASGOW WORKS EMPLOYABILITY PATHWAY

	PRE-WORK STAGES				IN WORK	POST –WORK STAGES			
Employability Pathway Stage	Initial Assessment/ Engagement	Positive Activity	Early Work prep	Later Work Prep	Job Outcome	Early work support (13 weeks)	Later Work support (26 weeks)	In work training	Career progression
Examples of typical Activity	Assessment of where client should move to on pathway; Registration; Completion of Individual Action Plan identifying client specific barriers and agreeing action to address these	Referral to specialist intervention to tackle barriers identified in Action Plan; Evidence of attendance at first session of specialist intervention; Examples of interventions - ESOL; Literacy/ Numeracy; Money/Debt advice; Confidence building; Motivation	Clients will not be 'job ready', but will be ready to begin looking at the skills required to jobsearch. Activities likely to be employed at this step are: CV preparation; Mock Applications; ILM applications and general Careers Guidance	Clients will be considered Work-Ready and may also explore activities which will increase their chances of employment eg college/ training. Examples of activity at this step are: Jobsearching; Completing formal applications; Mock Interviews	Client must achieve a job outcome which is 16+ Hours Per Week	Clients will be settling into the world of work. Examples of assistance which may be required at this step are: Financial assistance until the first wage (for travel/ clothing etc); Childcare assistance; General guidance and support in acclimatising to the world of work	Clients will have reached the 26 week stage of their employment and may require assistance in overcoming a specific barrier which was identified further back on the pathway	Clients who achieve this stage will have been supported to undertake training whilst in work. The training must be additional to the job requirements - not purely part of the induction or essential to the job; Training should be Certificated (in-house certificate will suffice). Also acceptable are modules which make up part of a more in-depth qualification	Clients will have been supported in considering and achieving some kind of progression within their employment. For example, moving from a Part/Time to Full/Time contract; Gaining promotion; temporary to permanent contract