

# all in glasgow



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# Contents

Welcome  
04



Progress for Parents  
24-29



All in Glasgow  
06



- 24 Service introduction
- 26 Enable Works
- 27 Families in Trauma and Recovery
- 28 One Parent Families Scotland
- 29 Parent Network Scotland

Training for Work  
08-23



- 08 Service introduction
- 10 Enable Works
- 11 Action for Children
- 12 Apex Scotland
- 13 Barnardo's
- 14 FARE Scotland
- 15 First Steps Future Training
- 16 Generation Scotland
- 17 Hi People
- 18 Move On
- 19 Prince's Trust
- 20 Right Track
- 21 Street League
- 22 SWAMP
- 23 Wheatley Foundation

Supported  
Employment  
30



# Welcome



For people looking to access Scotland's employability services, it can be difficult to know where to begin. There are multiple providers and points of entry which often makes it hard for people to reach the help and support they require.

**All in Glasgow is designed to make things better. Based on a model which Enable Works has been delivering successfully across Scotland, it brings together a partnership of the best third-sector employability providers in the city, delivering a high-quality service to the people of Glasgow.**

All in Glasgow promotes ease of access and a single point of entry with the aim of simplifying the employability landscape and delivering well-paid, sustainable work for our clients. They will be provided with the skills and experience they need to thrive in the labour market. Fully aligned to the principles of No One Left Behind, All in Glasgow also supports the ambitions of Glasgow City Council by delivering a service that will increase opportunities and prosperity for Glasgow residents, reduce poverty and inequality in our communities and deliver a service that is sustainable, innovative and efficient.

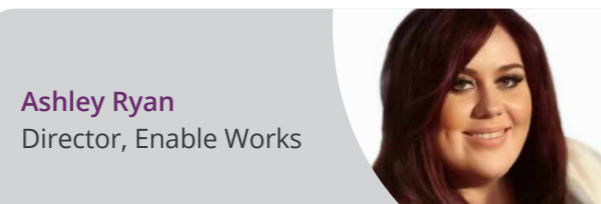
All in Glasgow delivers three distinct services: Training for Work, Progress for Parents and Supported Employment. One of the keys to the success of All in Glasgow is that it is an end-to-end provision that hides the "wiring" of the commissioning process, making the process easier for both stakeholders and clients alike and putting people truly at the heart of the service.

By providing a menu of options and providers all under one banner, people can access the right

support based on their ambitions, interests, and support needs. This stops clients having to engage with multiple providers and retelling their story over and over to find the right fit. It also allows greater co-ordination of services, rather than competition between them, and freer movement between services for the clients accessing support. It means there is no such thing as a "wrong door" – regardless of how someone accesses All in Glasgow, we can ensure they are guided to the right place to get the support they need.

All in Glasgow is also about showcasing the best the third sector has to offer in the city, bringing together a partnership of likeminded values-driven organisations who put people first, without fail. Our collective values are more than a mission statement; we practise them every day.

Together we are committed to delivering lasting change for the people of Glasgow.



**Ashley Ryan**  
Director, Enable Works



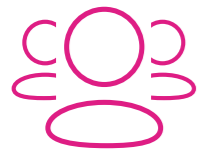
# Overview



All in Glasgow is a partnership of 17 specialist employability organisations, working together to provide an innovative and varied employment support offer to the people of Glasgow.

**All in Glasgow recognises that people seeking support to access employment often face a wide range of barriers. The service brings together many specialist organisations, so regardless of the specific barrier someone is facing, they can be assured of the right support for them.**

As partners, we all share the same goal – to help people enter and thrive in the world of work. The aim is to make it as simple as possible for people to engage with us. No matter what age people are, or where they live in the city, they will be able to access support.



We will support more than **1500 people** across the three **All in Glasgow** services.

Delivered through three specific services – Training for Work, Progress for Parents and Supported Employment – All in Glasgow provides support in multiple ways including action-planning, barrier-removal, accredited qualifications, access to higher or further education, and sustainable, fair-paid jobs.

Supporting more than 1500 people across the three services, All in Glasgow is committed to supporting people into work and giving them the right support to help them be successful. The aim is to improve employment rates in Glasgow and improve job retention rates, focusing on sustainable employment for the long term.

The service is based on the principles of fair work and we offer specialist welfare rights and guidance to ensure people are able to make informed choices about work and are better-off financially. We work with employers to avoid inappropriate use of zero-hours contracts and promote diversity and inclusion in the workplace.

All in Glasgow is entirely voluntary – our clients choose to work with us because they trust us to find the right job for them.





# Training for Work

Training for Work is an innovative service delivering specialist, high-quality support to the people of Glasgow. The partnership has been developed to ensure it covers all the barriers a client may face when trying to enter employment and offers accredited training in a wide range of employment sectors. It combines the power of Glasgow's third sector, removes competition and enhances co-working for the benefit of our clients.

**All in Glasgow delivery partners together have extensive experience of delivering successful, high quality employability programmes across Scotland. Led by Enable Works, Training for Work is delivered by 14 partners including Action for Children, Apex, Barnardo's, FARE Scotland, First Steps Future Training, Generation Scotland, Hi People, Move On, The Prince's Trust, Right Track, Street League, SWAMP and Wheatley Foundation.**

Collectively, we will support more than 820 people in the city to gain qualifications and employment in a variety of sectors including Administration, Childcare, Construction, Customer Service, Digital Technology, Health and Social Care, Hospitality, Hairdressing and Beauty, Environmental, Media and Transport.

Training for Work is for people of any age looking for work and can also support those in work who are at risk of redundancy. They may be disengaged from education or mainstream services, have a disability or mental health condition, have caring responsibilities, or be impacted by poverty. They may also have experience of loneliness, homelessness, offending behaviours, and substance misuse.

The partnership has been formed in direct response to the barriers we know our clients face and offers access to the specialist partners and support they need.

The ultimate aim of the partnership is to help our clients into employment, supporting the individual through the experience. We will provide bespoke employability support, including job taster sessions, work experience and in-work support.

The partners operate city-wide and have offices which are easily accessed by public transport. We deliver services to people in the communities in which they live and focus on maintaining a presence in areas of deprivation.

All partners of Training for Work are committed to delivering on Glasgow City Council's priorities on equality, fair work, ending poverty in the city and supporting people in recovery from the pandemic. It has foundations in fairness, equality and continuous improvement and treats people with dignity and respect.

# Enable Works



Enable Works is the largest specialist provider of employability, skills, and training services in Scotland, supporting people with disabilities, health conditions and other barriers to employment obtain and sustain high-quality and rewarding careers.

We believe that everyone deserves the chance to develop their skills, discover their talents and achieve their aspirations.

Established more than 30 years ago, Enable Works has grown to become the dynamic organisation it is today, with a long-standing reputation for excellence. Our programmes are all about getting people ready for work and supporting their individual needs every step of the way. Our services challenge perceptions and release potential.

Our Training for Work offer includes our award-winning Breaking Barriers programme, offering young people who have learning disabilities the opportunity to attend one of the leading business schools in the UK, Strathclyde University, achieve an accredited qualification in Business or

Science and gain real work experience with some of the country's largest employers.

**“ Enable Works has grown to become a dynamic organisation with a long-standing reputation for excellence.**

As one of the largest Health and Social Care organisations in Scotland, we will also deliver Care Academies covering a range of accredited training and guaranteeing interviews.

Enable Works also supports hundreds of employers every year, promoting the diversity of Scotland's workforce. Our dedicated team of qualified staff specialises in helping employers understand disability issues and recognises the business benefits of having a diverse workforce. We support employers to adopt accessible recruitment practices and create inclusive work cultures.



# Action for Children



Action for Children delivers crucial services across Scotland, providing practical and emotional care to young people. Working towards a vision that every child and young person should have a safe and happy childhood, the charity helps around 20,000 of the most disadvantaged young people in Scotland every year.

Action for Children will realise the ambitions of the Glasgow Training for Work programme through tangible opportunities that help develop their industry skills leading to employment.

We will support young people at the greatest risk of disadvantage in the labour market through our **Youth Action Skills Academies**, and introduction programmes in a range of sectors, providing career choices and support.

**“ We will develop the young person's aspirations, skills, and their capacity for the world of work in a holistic, person-centred way.**

Our key sectors are construction, social and health care, and customer service. But we will also offer bespoke provision aligned to the young person's skills gaps, job opportunities and vacancies. This will provide young people with the widest possible choice – for example, bespoke opportunities in **retail, hospitality, logistics and leisure.**

Action for Children has a strong track record in delivering sector-based training. For example, our construction sector-based skills programme in Glasgow (Youthbuild) has been supporting young people into the sector for over 15 years.

Our provision will provide a clear pathway into real opportunities and jobs. Each young person will have a key worker, providing consistent one-to-one support and encouragement. Workers undertake assessment, action planning and review to meet an individual's needs and resolve their personal barriers. We will develop the young person's aspirations, skills, and their capacity for the world of work in a holistic, person-centred way. In this way, we can unleash a young person's potential.



# Apex Scotland



Apex Scotland provides specialist employability support to those furthest from the labour market, specifically those with a criminal conviction. These are often the people left behind even though many have valuable skills employers require. Many employers are also missing out on a potential pool of talent, most often due to misconceptions regarding employing people with convictions.

Build It allows people interested in working in construction to gain valuable qualifications and information direct from employers on what they are looking for and the skills and behaviours needed.

One recent success story is John who had thought about construction but had no idea how to break into the industry. He had been recently released after a lengthy custodial sentence. It was his second prison sentence and he had reached a point in his life where he didn't want to return to crime. He was 29 with a young daughter and partner and wanted to get into work to help support them.



**In 2022, 65% of those we worked with had a criminal conviction.**

He passed his H&S Construction qualification with flying colours and gained his CSCS card. The last day of the course was a visit to a live construction site with Kier construction. During the tour and induction, John made a great impression and was given good advice from the site manager on employer expectations. A position became available and John was put forward and he attended his first ever interview. He did brilliantly and was offered the job.



# Barnardo's

**Barnardo's Works**  
engage ■ train ■ qualify ■ employ

Barnardo's Works West supports young people aged 15-24 to enter employment, education or training. Using our Engage, Train, Qualify, Employ strategy, we have a proven track record of working with young people who are furthest removed from the labour market and are often the provider of choice for partners looking to refer young people with multiple barriers.

This includes, but is not limited to care experienced young people, young people with criminal convictions, mental health issues or substance misuse as well as those who are long-term unemployed or economically inactive. Partners in education and in other referring agencies are telling us there is a real need for this support as young people post-pandemic continue to present to services with a high level of need, including poor school engagement and low qualifications as well as continuing anxiety and poor mental health.

**“ Young people post-pandemic continue to present to services with a high level of need.**

In Glasgow, we will deliver sector-specific programmes designed to remove barriers and prepare young people for the world of work. These sectors include construction, business administration, and early years. We aim to provide young people with a person-centred programme which will include both individual and group work and will also include a tailored six-week work experience.

The work experience will encourage young people to build on the skills learned earlier in the course, improve their routine, and learn the real-life skills required to secure meaningful employment. We will also ensure each young person can gain at least one sector-specific qualification and take part in workplace visits to employers including the UK Cabinet Office, McTaggart Construction, Scottish Power, Body Shop and many others.

Recently, we have supported young people into excellent employment opportunities in MA childcare, administration, hairdressing, horticulture and construction. These are all young people who have completed a Barnardo's programme and accessed a quality work placement and training.





# FARE Scotland

FARE Scotland, based in Easterhouse, is delighted to be a part of All in Glasgow. Our aim is for every participant in our training to successfully achieve an outcome by the end of the course. We ensure the outcomes are challenging yet achievable for everyone who takes part.

According to the Scottish Government Scottish Index of Multiple Deprivation (SIMD) for 2020, 24% of people in Greater Easterhouse are excluded from the jobs market compared to 13% in the city's overall population. As such, our primary objective is to help young people and adults gain and sustain well-paid employment and assist them out of poverty.

To provide support for the Easterhouse community in 2022, our FARE Scotland Skills Centre, in partnership with British Land, opened at Glasgow Fort. From May 2022 to March 2023, our employability team supported 695 people, with 126 accessing training and 116 moving into employment. We also supported individuals with interview techniques, confidence building and work experience.

Throughout our partnership with the hospitality venues and retailers at Glasgow Fort, we also developed our customer service programme. We are working with over 30 employers supporting them with their recruitment and ensuring the participants are equipped with the skills and qualifications to secure employment.

FARE Scotland has several social enterprises, including our own FAREplay nursery. In partnership with our own and other local nurseries, people taking part in our childcare programmes gain real-life experience of working in an early years environment.

 **24% of people in Greater Easterhouse are excluded from the jobs market.**

It is envisaged these relationships will increase the opportunity for people on placements to be exposed to potential employment opportunities. Throughout the in-house training, they are able to acquire a range of industry-specific qualifications that will support them on their placement and help them in their search for employment.



# First Steps Future Training



First Steps Future Training is an innovative organisation supporting young people and adults across Glasgow, South Lanarkshire, North Lanarkshire and the surrounding areas. Established in 2012, our training centre prides itself on supporting learners who face barriers to employment to progress on to positive destinations.

We differ from our competitors by helping learners to build confidence, wellbeing and employability skills to support and encourage their development in moving towards the labour market. By providing practical taster sessions and SQA qualifications within practical areas of the building trade, it allows the learner to gain skills, knowledge and the choice to concentrate within a particular field and follow their own aspirations.

**“ We have strong links with the construction industry and are aware of what employers are looking for.**

Our staff have over 30 years' experience in the construction industry and/or training and development, and have a wealth of knowledge which is continuously passed onto our learners. They encourage learners to be ambitious and successful in everything they do and strive to prepare and equip them for what is expected in the world

of work. Our staff are experienced in assessing the needs of the learner and we are fortunate enough to be able to offer additional support, if needed, by working in smaller groups or on a one-to-one basis.

We have strong links with companies in the construction industry and are aware of what employers are looking for. On completion of the course learners will not only gain practical experience in construction they will gain skills that are transferrable into other areas such as improved communication and numeracy and being able to work independently or as part of a team.





# Generation Scotland



There are acute skill shortages in Glasgow’s rapidly growing tech and green sectors, with employers calling out for more diverse, skilled talent as they struggle to hire. Simultaneously, there are more than 15,000 unemployed people in the city facing persistent challenges in looking for work, damaging individuals and community wealth, wellbeing and happiness. Talent is equally distributed yet opportunity, though wide, is not.

It is our mission at Generation to bridge the gap by supporting those facing barriers to employment into life-changing careers.

We do this via a “train-and-place” model of free, full-time, profession-specific bootcamps teaching technical, mindset, behavioural and employability skills, extensive ongoing mentorship and coaching, and active matchmaking to interviews for real, live vacancies with our employer partners.

“**The bootcamp has changed my life completely.**”

We are running two bootcamps – Cloud Computing and Retrofit (Sustainability) Advisor – supporting people with no sector experience into thriving sustainable careers. We delivered our first cloud bootcamp in Scotland last year with 70% moving into employment, earning average salaries of more than £22,000 at great companies including Global Logic, Iomart and Technology Services Group.

### Case study

Ben joined the programme having left school at 15 and had never worked or gained any educational qualifications.

“When I applied for the course I didn’t think I would be given a place due to my background but was happy I was accepted,” he said. “It was the first time I had actually enjoyed an educational environment.

“Lack of a degree means nothing in a generation bootcamp. If you believe in yourself, you will go far and Generation has opportunities if you apply yourself.

“The bootcamp has changed my life completely – not only am I confident in a professional environment, I’m also in a job I never thought I would be able to get.”

Ben is now an associate consultant analyst at GlobalLogic.



# Hi People



At Hub International, we are hospitality and tourism experts who are passionate about sharing our skills with the next generation and showcasing careers in the sector.

Whether people are looking for insight and inspiration, new skills and qualifications, confidence-building techniques or want experience with our local employer-partners, Hi! can help.

employer’s premises. This makes it easy for them to gain daily insight and inspiration in a whole host of jobs, and benefit from quick access to vacancies and employment.

Over the six-week course, participants are supported every step of the way by their Hi! Employment coach and provided with everything they need to build their confidence and get ready for work. Those on the course benefit from hands-on training, qualifications, opportunities to meet with employers, industry visits, work placements and support with job interviews – giving them the skills and experience they need to succeed.

“**We deliver sector-based and interactive work academy programmes which are fully-funded and give people the opportunity to train onsite in the employer’s premises.**”

From our training centre at the Grand Central Hotel in the heart of Glasgow, we deliver sector-based and interactive work academy programmes which are fully-funded and give people the opportunity to train onsite in the



# Move On

Move On is a specialist provider delivering qualifications in the automotive industry, transport and logistics, and warehousing in Glasgow. We have a unique partnership with FareShare, a national organisation that works with suppliers to redistribute surplus food to community organisations.

Training for Work will be delivered from Move On's FareShare Glasgow and the West of Scotland (FSGWS) social enterprise, a 12,000 square foot operational warehouse in Scotstoun.

A unique training environment, FSGWS offers participants the chance to be part of a supportive team of staff and volunteers in a live working environment. The service is suitable for people who face a range of barriers to work, including poor mental health, isolation, and lack of confidence. Move On's skilled and experienced employability team deliver the service through a combination of one-to-one and group work. The topics covered include workplace expectations, dealing with difficult situations, and interview techniques. Support is put in place to address the individual barriers to employment and create bespoke training plans.

Participants will have the opportunity to achieve a range of SQA and other accredited qualifications, as well as in-work skills and knowledge of the warehouse sector through practical work experience. Move On's services offer everyone an equal chance to gain experience, skills and confidence, achieve their personal goals and reach a brighter future. For one person it could be building the self-confidence to use public transport alone, for someone else it could be earning the qualifications they need to secure their first job.

**“ We helped 140 young people into employment, education and further training last year.**

In 2022/23, Move On supported 150 young people across their different services, 140 young people were supported to access employment, education and further training, 78 gained accredited qualifications, and 104 reported improved mental health and wellbeing. As an accredited training centre, 16 young people also completed forklift licence training and four passed their practical driving tests.

# MOVE ON

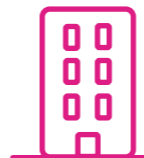


# Prince's Trust



The Prince's Trust is delighted to be part of Enable's Training for Work partnership, a sector-leading approach to employability in Scotland.

The Prince's Trust is proud to have supported over one million young people over the course of its 46-year history, in pursuit of the mission that every young person has the chance to succeed.



**Of the 6,000 young people in Scotland supported last year, over 30% lived in the top 20% most deprived areas.**

Our delivery model combines the dedicated support of a youth worker with a suite of structured employability programmes. On referral, young people are supported to identify their strengths and development areas. The length of their journey with the Prince's Trust is driven by their individual needs and goals.

Our structured employability programmes combine classroom-based training and work placements, removing the "no work experience" barrier, allowing young people to progress.

We are well versed in translating the requirements of employers into accessible, youth-friendly learning modules that engage and motivate young people.

The Prince's Trust is committed to supporting young people from disadvantaged communities and who face the greatest adversity. In 2022/23, of the 6,000 young people we supported in Scotland, over a third lived in the top 20% most deprived areas and 50% faced one or more barrier to success – for example, experience of care, a disability, a mental health need or few/no qualifications.

Three in four of the young people we supported moved into a positive outcome in education, training, employment, or self-employment.



# Right Track



Right Track was established in 1983 in the East End of Glasgow. We were set up to support unemployed young people aged 16-18 years to develop the skills required to fill local vacancies.

Annually, as part of the partnership, the project will support over 40 young people aged 15-19 years. All the young people we work with will have a range of social, emotional, behavioural and learning issues that could affect their life chances. Often, the young people we see are characterised by expectations of failure and low self-esteem, and in reality are at greatest risk of prolonged benefit dependency, often through no fault of their own.

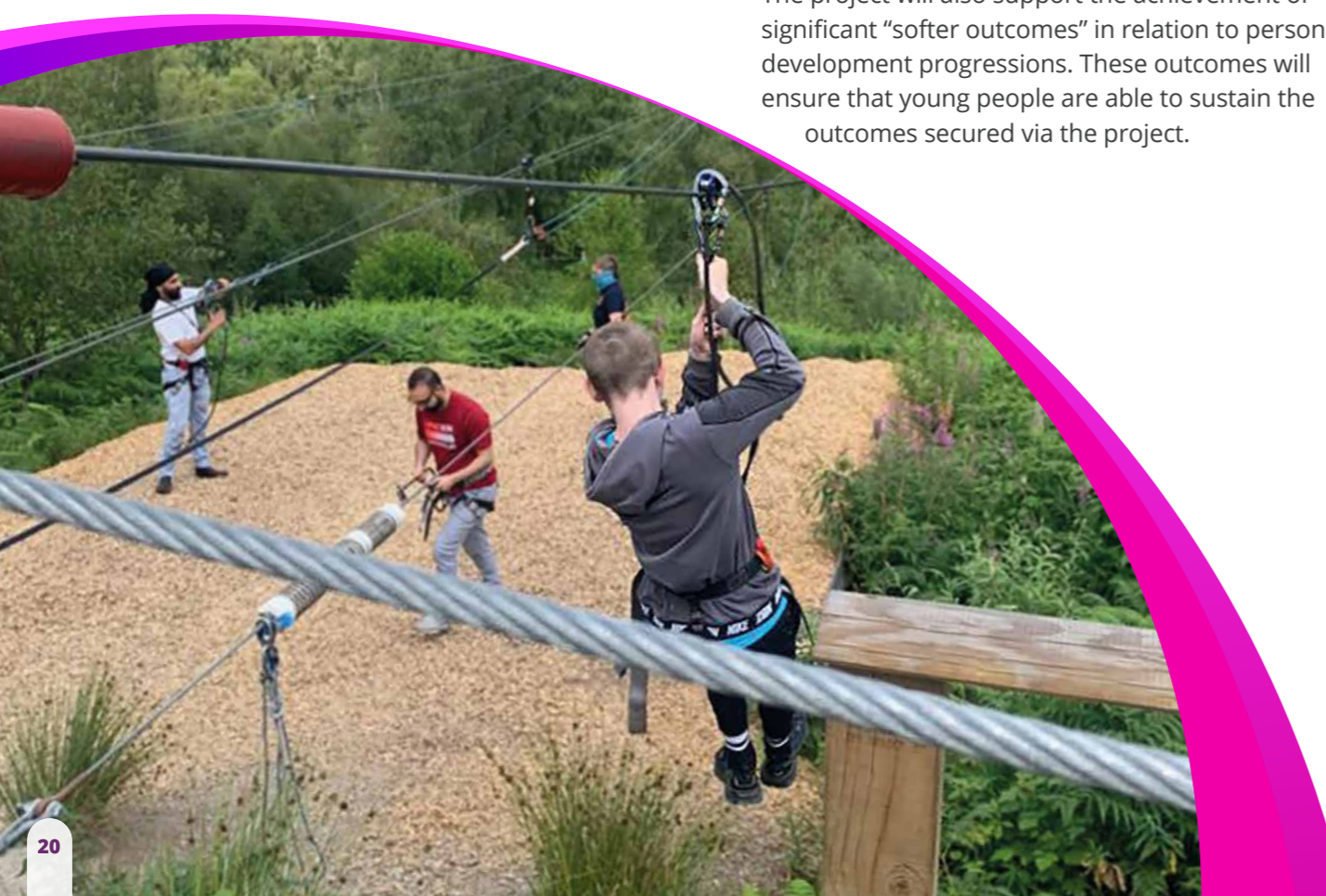
**“ 40 young people aged 15 - 19 will be supported each year.**

As an organisation, we believe every young person deserves the chance to realise their full potential despite their start in life.

The FOCUS Programme will help young people who require vocational support and wish to enter specific occupational areas including health and beauty, administration and IT, and warehousing and distribution, but do not have the work experience, qualifications, core skills, confidence, references or jobsearch skills to secure a job in these sectors

The project will offer intense core and personal development support in an attempt to help young people to recognise the need for core and personal skills in carrying out specific occupational tasks. We will also work with local employers to offer short-term occupational “tasters” to young people or longer-term work experience and work trial placements.

The project will also support the achievement of significant “softer outcomes” in relation to personal development progressions. These outcomes will ensure that young people are able to sustain the outcomes secured via the project.



# Street League

Street League is dedicated to empowering young people in Glasgow and across the UK to own their future. It’s a mission that is more important than ever, as young people continue to face significant challenges in accessing employment and education.

Recent statistics show youth unemployment and poverty rates in Glasgow are higher than the national average. In 2020/21, Glasgow City had the highest poverty rate across Scotland at 28% and the unemployment rate rose by 5.2% for 16-24-year-olds against an overall unemployment rate increase of 0.9%.

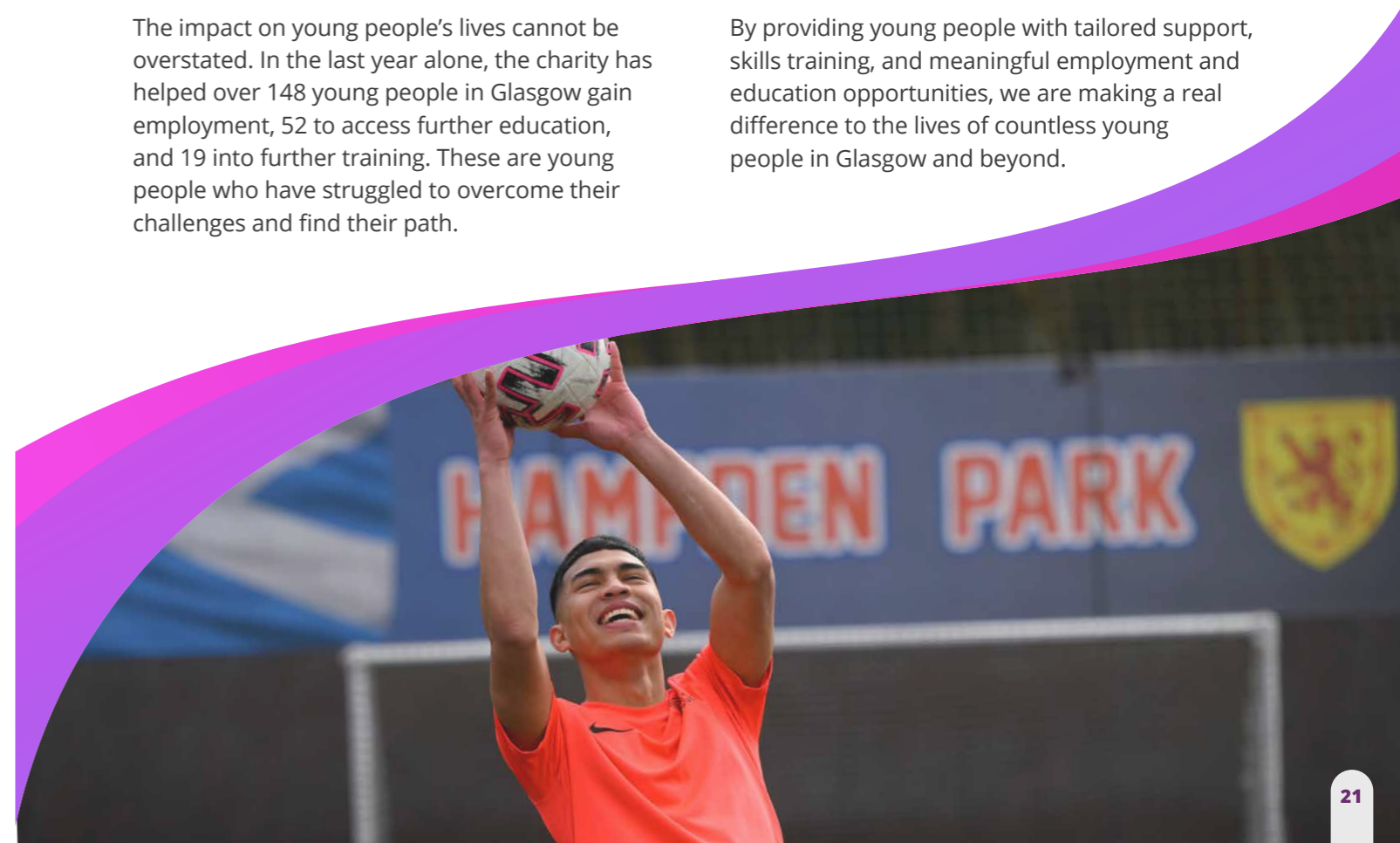
These are alarming figures that Street League is working tirelessly to change. Through our innovative programmes, which combine sport, mentoring, qualifications and employability skills training, we provide young people with the support and resources they need to achieve their goals and thrive. Everyone gets a truly personalised experience, designed to meet their unique challenges and help them reach their potential.

The impact on young people’s lives cannot be overstated. In the last year alone, the charity has helped over 148 young people in Glasgow gain employment, 52 to access further education, and 19 into further training. These are young people who have struggled to overcome their challenges and find their path.

Street League has been providing employability services in Glasgow for 20 years and we are privileged to be part of an all-third-sector partnership for the city moving forward. As part of this, we are running eight of our award-winning Academy programmes for 16-24-year-olds throughout 2023/24 in Glasgow North (Maryhill) and Glasgow South (Shawlands), with a focus on employability skills workshops, customer service qualifications, employer site visits and talks, and modern apprenticeship taster sessions.

**“ In the last year alone, we helped 148 young people in Glasgow gain employment, 52 access education, and 19 into further training.**

By providing young people with tailored support, skills training, and meaningful employment and education opportunities, we are making a real difference to the lives of countless young people in Glasgow and beyond.



# SWAMP Community Development Trust



SWAMP Community Development Trust has over 20 years of experience in delivering high-quality training and employment support for people who struggle to engage with or sustain mainstream training.

Greater Pollok and many of the surrounding communities struggle from high levels of poverty and deprivation, with many people experiencing numerous barriers to engaging in or sustaining employment.

For many, confidence and low self-esteem are real barriers to employment whilst others feel their educational background or health is an obstacle to success.

At SWAMP, we understand how these issues can have a significant effect and have designed our training and state-of-the-art community hub to better meet the needs of those who engage in our service. We provide a friendly learning environment that enables people to work at their own pace whilst developing the skills required for people to secure employment, succeed in the workplace and excel in their chosen area of interest.

The hub has various opportunities for people to build the skills they need. It includes a fully equipped commercial kitchen and café, a pantry shop, a kids shop, 15 computer workstations, woodwork shop, recording studio and arts space.

There is a chance to take part in various activities, including customer care and admin support, all designed to build employment skills. In addition, the participants will also have the opportunity to gain SQA qualifications in a number of areas including the responsibilities of employment, dealing with work situations and building employability skills.

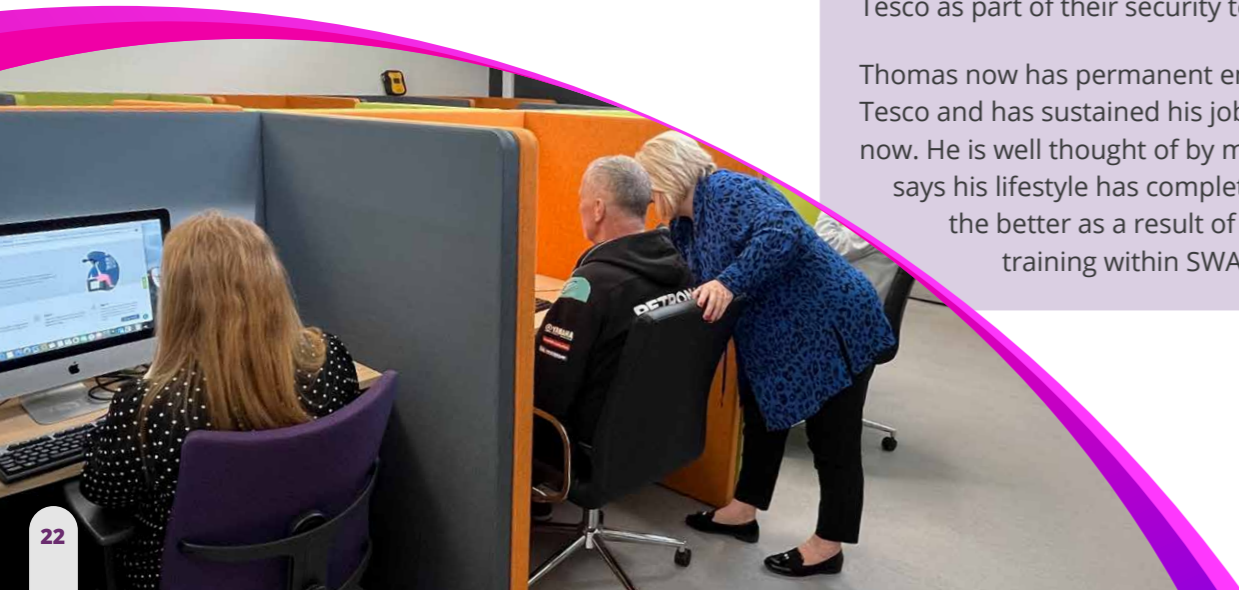
### Case study

Thomas is a young man who had significant barriers to securing employment. He was long-term unemployed, was involved in criminal activity and had an addiction to soft drugs. He also had no qualifications from school and struggled to sustain any form of structured activity.

Having engaged Thomas in our training, we worked together with him to co-produce a plan that met his needs and used the plan as a way to remove barriers whilst also recording his achievements. Over time, we worked together to better prepare him for the world of work.

Having completed his SQA qualifications he then went on to complete his Security Industry Authority badge and secured employment with Tesco as part of their security team.

Thomas now has permanent employment with Tesco and has sustained his job for over a year now. He is well thought of by management and says his lifestyle has completely changed for the better as a result of undertaking the training within SWAMP.



# Wheatley Foundation



Wheatley Foundation has more than 40,000 affordable housing properties across Glasgow and is responsible for supporting over 100,000 customers.

Around 70% of our homes are within the most deprived areas of Scotland and only 25% of our customers who are working age are in employment. Welfare reforms and the cost-of-living crisis is pushing thousands of our customers further into poverty, including children.

Wheatley Foundation has committed to supporting our customers to progress into training and job opportunities as a route out of poverty. As part of our five-year strategy, Your Home, Your Community, Your Future (2021 – 2026), we have committed to creating 4,000 training, apprenticeship and job opportunities to improve access to sustainable and fair-pay work for our customers. As part of our commitment, we have developed Wheatley Works, our employability support offer for customers that delivers a holistic, one-stop-shop service so our customers receive the right support at the right time. This person-centred service will be enhanced through the new partnership for Glasgow, led by Enable Works, opening more opportunities for our customers and communities.

**Welfare reforms and the cost-of-living crisis is pushing thousands of our customers, including children, further into poverty.**

Wheatley Foundation will deliver environmental roots employability training workshops preparing candidates for work in the neighbourhood environmental sector. Candidates will gain a mixture of accredited qualifications, followed by practical work experience that can lead to apprenticeship and job opportunities within Wheatley Group's Neighbourhood Environmental Teams (NETS).

In addition, our Routes into Care programme will deliver training in health and social care that we hope will lead to job opportunities within our Wheatley Care services for Glasgow.

The highlights of our work in 2022/23 include creating 802 training and apprenticeship opportunities. We also supported 108 customers through Environmental Roots and recruited 91 apprentices.





## Progress for Parents

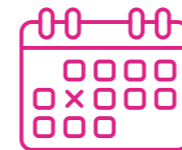
Progress for Parents is a service specifically designed to help and support disabled parents who have children under 16 and who are not currently engaged with employment services.

**Our partner organisations, who bring a wealth of experience and are experts in this field, are Families in Trauma and Recovery, One Parent Families Scotland, Parent Network Scotland, Enable Works and Wheatley Foundation.**

Progress for Parents will deliver a city-wide provision, meeting clients in community venues or in offices that are well accessed by public transport. As a collective our experience has shown us that parents face very specific barriers, and they prefer to engage with specialist organisations that understand their individual obstacles and circumstances and who can offer tailored, person-centred support.

A key to success is the partnership's flexible operation. Parents are not always looking for support in the traditional Monday to Friday 9-5, so it is important that our services are there when parents need them, which may be in the evenings or weekends. A network of parents is also important because we recognise that parents like to get support from other parents.

Working together, Progress for Parents will support 285 parents across the 18-month period to October 2024. We are proud of our collective ability to help disabled parents towards well-paid, sustainable work whilst also supporting the reduction of child poverty in the city.



**Supporting 285 disabled parents across an 18-month period to October 2024.**

Our partners are not only leading specialists in their fields, but collectively they bring individual expertise that will support the removal of long-term barriers and progression towards the world of work.

# Enable Works



Enable Works provides support to parents who are unemployed and looking to enter employment. As the leading specialist employability provider in Scotland, we succeed in supporting parents who experience health conditions or have a disability, or care for a child with a health condition or disability.

We understand the challenges that parents can face when balancing a career with family life and we provide support to help overcome the barriers a parent might come across on their journey towards employment. From childcare advice to welfare rights and money advice, our Employment Co-ordinators provide one-to-one, person-centred support at each step of the way to ensure that parents can achieve their goals.

Enable Works are committed to ensuring that we improve the lives of the people we serve and through our Progress for Parents programme, we aim to improve the lives of not only the parents who participate in our programmes but their families, too.

Delivering a lasting impact to the parents we support is a key driver of our work. We are committed to upskilling parents by providing support to access accredited training and qualifications, increasing employability skills through both one-to-one and group training sessions. In addition, we provide work tasters and introductions into new sectors to help parents explore career options and progress into sustainable, lasting employment.

### Case study

“The team at Enable Works took on board everything that I had told them about my likes and dislikes and my aspirations. I’m now in a role for which I never thought I would have been suitable before working with them. I’m now working within a large company in the customer service department with regular hours and an opportunity to learn every day.

“The difference that this new role has given me is indescribable. I’ll never regret reaching out and asking for help. If I could sit with every parent who is either worried about their job prospects or has money worries and tell them my story then I would. I’m urging people to reach out, get help and accept the support that is being offered – you won’t regret it.”



# Families in Trauma and Recovery

Families in Trauma and Recovery is a values driven organisation made up of those with lived experience who have reached out to others to support them as peers.

Our approach is to connect with others first and foremost on a human level, helping individuals to feel less alone and isolated. We connect through our own lived experience and deliver what we would most have liked when we were facing difficulties.

“If you had told me three months ago that I would be doing this, I would not have believed you.”

We know that especially in the employability field, building relationships is key to walking alongside others on their journey and we do this through the use of face-to-face contact, as well as digital methods such as telephone and social media apps, eLearning and other ways that the client feels comfortable using. So even when the client cannot face people, we can still communicate through digital methods.

We use soft skills and seek to build confidence in clients, helping them to believe in themselves again, focus on a strengths-based approach, build relationships and also encourage a self-management style of peer-based support. This helps the client really focus on the future with confidence and become much clearer about what they want to do, knowing that they created their own plan and path.

Individuals who have worked with us have said “This has transformed my life!”, “I cannot believe that I have been able to achieve this much!”, “I believed that I was completely broken and could never do anything ever again”, and “If you had told me three months ago that I would be doing this, I would not have believed you”.



# One Parent Families Scotland



One Parent Families Scotland (OPFS) is the leading charity working with single parent families in Scotland. Building on 75 years of advocacy and service-delivery, it provides expert information, advice and support for one parent families.

Our vision is of a Scotland in which single parents and their children are valued and treated equally and fairly. Our mission is to work with and for single parent families, providing support services that enable them to achieve their potential and help create lasting solutions to the poverty and barriers facing many single parents and their children.

OPFS Glasgow worked with over 1,000 single parent families in communities across the city during 2022/23. The majority of households we work with are in receipt of state benefits as their main source of income. Many of the parents have experienced domestic abuse, are raising their children in areas of high deprivation, struggle to manage their mental health, live with a disability, are raising a child living with a disability, have English as their second language and face the daily challenges of trying to manage low levels of family income.

Our overarching aim is to help improve the lives of single parents and their families and help them fulfil their potential. OPFS Glasgow delivers an integrated package of support, tailored to meet the needs of single parent families. Our specialist services include crisis interventions, debt and money advice, and employability support.

**“ Last year, we worked with over 1,000 single parent families across Glasgow.**

Within the Unemployed Disabled Parents Service, OPFS will work to support single parents living with a disability, across Glasgow. This service will focus on single parents living with complex needs and multiple barriers to employment, education, and further training and will deliver a specialised employability service through one-to-one meetings, well-being courses, skills development, volunteering and work placements.



# Parent Network Scotland



Parent Network Scotland (PNS) has over 25 years of experience building collaborative solutions for parents. Recently, our members have faced the additional challenges that followed the covid pandemic, including increased stress, reduced confidence, and the cost of living.

PNS parents talk to us about the difference that can be made by our programmes, such as Parenting Boost, which was created through feedback from parents and is designed to reduce the negative impact of life challenges, including disability, long-time health conditions, isolation, and loneliness.

One parent said: “This course has helped me and my child immensely. I’ve also learnt to look after myself more, meaning I’m better placed to look after my child too. I also have tools I can always use in the future as my children grow. There is no manual for parenthood, but I feel that every parent should at least have the skills and tools offered on this course.”

Our Progress for Parents Partnership Programme, with Enable, has been created for parents living with disability in the Glasgow local authority area. Through one-to-one and group activities, parents gain invaluable tools to support relationships, build connections, improve communication, and introduce the value of self-care.

**“ This course has helped me and my child immensely.**

Our person-centred approach helps parents to identify areas of development and build a pathway into areas such as further education, employment, and volunteering, and build new connections through our family hubs.

### Case study

As a single parent who was away from her family and had yet to build a new friendship network, Alvina Tamara Chibhamu was missing valuable practical support. PNS supported her to navigate parenthood and her mental health.

“I have absolutely loved learning the different toolkits and am so much calmer in my approach,” said Alvina. “I’ve noticed my child is much happier and I get so many cuddles. When we’re both getting worked up over little things, I take a step back, which helps me reset and be calm enough to deal with whatever it is that’s going on.

“I’m now volunteering as a doula with a charity, providing post-natal support and continuing my learning in courses, such as first aid and confidence building. In the future I’d like to go to college or university, build on my skills and gain employment.”



# Supported Employment

Our Supported Employment service is delivered exclusively by Enable Works and supports more than 400 people each year. Delivered with fidelity to the 5-stage Scottish Supported Employment Framework, Enable Works has successfully delivered this service for more than two years in Glasgow and is delighted to bring it under the All in Glasgow partnership, strengthening our offer for residents in the city.

**Our delivery has a “no wrong door” approach and promote empowerment, social inclusion, dignity, and respect. We deliver an end-to-end personalised service for as long as required. Support is individual, consistent and high-quality, and we work with employers to gain a better understanding of issues affecting disabled people, building their capacity to recruit from all sections of the community.**

Our model is delivered using a person-centred approach, reflecting the changing needs of clients and the flexibility this requires. Our service is delivered by staff with the training, experience, qualifications, values and creativity to support clients with varying needs. We also offer opportunities for those who are already in work or are underemployed to access all the training and support received by clients searching for work.

We use Vocational Profiling to allow us to develop insights into the individual's skills, abilities, interests, and aspirations. We provide support with job applications including researching appropriate sectors and job roles. We support clients with their skills, CV development and

preparation for interviews. If adjustments are needed, we work with the employer and support them to make their recruitment practice more suitable and accessible for our client.

## // Supported Employment benefits 400 people each year.

Once an employment opportunity is identified, we undertake an in-depth job analysis using the information outlined in the job description. This helps highlight any reasonable adjustments. We then engage with the client and employer to define and agree the job role. Time is spent on-site with the employer to ensure that they are confident instructing the client in specific tasks during the job coaching process.

Once the client is settled in their role, our support withdraws gradually to allow natural in-work support to develop, but we remain in the background, ensuring that support continues to sustain the job.





# Contact us

If you are a potential client, employer or know someone who would benefit from support, please get in touch with All in Glasgow.

We will work with each individual to understand their interests, personal circumstances and goals, to make sure they are provided with tailored support that meets their needs. We will work at a pace that suits them to help unleash potential, offering a service that will provide a lasting impact.

Get in touch today:

E: [allinglasgow@enable.org.uk](mailto:allinglasgow@enable.org.uk)

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