

Employers' FAQ

"There's a good team working here and we're always on the look out for younger recruits to come in and inject some fresh blood into that"

Robert Ritchie, Site Supervisor Oran Environmental Solutions.

What is Backing Falkirk's Future?

Currently within Falkirk, unemployment has reached a 12 year high, with 30 per cent of those under 24 years old affected. Moving forward it is essential that public, private and voluntary sectors work together to harness the potential of these young people. Backing Falkirk's Future is an initiative aimed at highlighting the various ways local employers can provide opportunities to young people aged 16 to 24 who are seeking employment, work experience or to further develop their skills within the workplace.

Who is behind Backing Falkirk's Future?

Backing Falkirk's Future is being led by Falkirk Council's Employment & Training Unit on behalf of the Local Workforce Plus Partnership, comprising, Jobcentre Plus, Forth Valley College, Skills Development Scotland, NHS Forth Valley and CVS Falkirk.

What is the Employer Pledge?

The pledge is a way of local employers demonstrating their commitment based on a whole range of activities which can be supported within their organisation. Involvement varies from providing quality work experience right through to enabling the achievement of nationally recognised work based qualifications, for example, through Skillseekers and Modern Apprenticeship opportunities.

Skillseeker & Apprenticeship Opportunities

Modern Apprenticeships (MAs) offer people aged over 16 the chance of paid employment combined with the opportunity to train for jobs at different levels. They're an exciting way of gaining skills and nationally recognised qualifications aimed at helping kickstart a career without the need to study full-time. MAs are available across a wide range of industries.

Skillseekers has been specially designed for young people between 16 and 19 who have left school and aren't in further or higher education. Skillseekers enables young people to train to nationally recognised standards at SVQ Level 2.

Guarantee Interview

As and when vacancies arise within your business, we would ask you to consider interviewing those trainees who have completed a Gateway to Employment programme and achieved the Falkirk Employability Award. Importantly, we would only put forward the trainees who clearly meet the essential criteria for the vacancy.

Work Experience

From the provision of short term work experience through to extended work placements which may be linked to a job opportunity, a period of work experience with an employer is an excellent method for improving a young person's knowledge of working within a particular sector, provides an opportunity to gain new skills and is also a good introduction to the world of work.

Mock Interviews

Constructive feedback in a supportive environment is essential for a young person applying for their first job. Setting aside time to undertake mock interviews is an excellent way of simulating the real event and provides the young person with the opportunity to gain constructive feedback from employers. Mock interviews can take place onsite at your own location, or alternative premises can be arranged.

Tailored Gateway to Employment Programmes

From Business Administration through to Motor Vehicle and Warehousing, we can work jointly with you to identify sector specific programmes which will increase the number of sustainable job opportunities for a young person. Gateway to Employment Programmes allow a trainee to progress from an agreed period of work experience to employment whilst undertaking a nationally recognised qualification.

"We met with the Employer Engagement team to look at where it might be possible to support a young person within our business, and the warehousing programme provided an ideal opportunity. This is a busy parts department, within a garage environment, so the tailored training aspect really fits our needs".

Robert Kitchin,
Regional Manager-Scotland, Fleet Factors

“We thought this could add an extra dimension to what we do; helping young people gain work experience, as well as potential permanent employment”

Scott Henderson, Director, Xtreme Karting

What kind of organisation can sign the pledge?

Quite simply, the pledge can be signed by any organisation regardless of size or sector, provided you are able to participate in one or more of the opportunities listed in the pledge. All we ask is that you recognise the value a young person can bring to any organisation and help us help them make the transition into the workplace.

What support is on offer to help me pledge my support?

Once you have identified those activities in the pledge you can best support within your organisation, a member of the Employer Engagement Team from Falkirk Council's Employment & Training Unit will arrange to speak with you in more detail, at a time and location convenient to you. Thereafter, you will be appointed a single point of contact who will support and assist you in implementing any actions.

Will it cost me anything to be involved?

There is no direct financial cost to your business. In fact, in the case of recruiting a Skillseeker or Modern Apprentice, there is financial assistance available to you to assist with the young person's training plan.

What are the benefits to my business?

Benefits vary from business to business, however research from employers already engaged in recruiting young people has highlighted the following:

- Opportunity for businesses to enhance their reputation for community involvement
- Recruit from a pool of candidates not previously considered
- Increased commitment from young people
- An opportunity to grow your own workforce of the future
- Provide internal staff development opportunities for existing staff to mentor or buddy a young person new to the workplace
- Cost effective recruitment and job brokering support, saving your organisation both time and money
- Ongoing aftercare support for the individual to ensure their continued progression and development

Next Steps

To further discuss how you can become involved; please contact our team to find out more about how we can work together.
Employer Engagement Team 01324 504400
www.falkirk.gov.uk/backingfalkirkfuture