

# Newsletter

## Discover Work Challenge Fund 2024-2029 Awarded



All in Dundee's logo

Discover Work are delighted to announce the outcome of our Challenge Fund 2024 - 2029.

All in Dundee have been successful and will continue their transformational role alongside Dundee City Council as Providers of our Employability Pathway programme. All in Dundee consists of ENABLE, Barnardo's, Helm Training, Street League, One Parent Families Scotland, Volunteering Matters and Alexander Community Development with ongoing links to Hillcrest Futures, Dundee International Women's Centre, Penumbra, Salvation Army and Showcase the Street. Each of the partners bring their own specialisms and unique added value, and all share a common goal of supporting people to find the right opportunities and support in a way that suits them.

Operations Manager for ENABLE Works, Gemma Falconer told us: "All in Dundee are excited to continue our work as part of the new Employability Pathway programme and work together with Discover Work partners to continue improving positive destinations across the city. We are committed to providing services that are easy to access, based within local communities across Dundee, offering support that is tailored to each individual's needs and provides pathways into fair, sustainable work."

You can follow All in Dundee on Facebook, Instagram, X and LinkedIn.

To tell us how we can help people in your area of work or community, please contact [partnership@discoverworkdundee.co.uk](mailto:partnership@discoverworkdundee.co.uk)

# Dundee and Angus College Empowers Inclusion at Parliament Reception



A lecturer and two students from Dundee and Angus College have taken part in celebrations in Westminster to spotlight the transformative impact of supported internship for young adults with learning disabilities.

Lecturer, Leanne Macdonald, alongside two previous interns, Amy Brown and Claire Haliday, attended an important Parliamentary Reception to showcase the significant impact of DFN Project SEARCH.

Amy and Claire both joined DFN Project SEARCH after facing barriers into employment and their journeys showcase the transformative power of supported internships.

Amy struggled with mental health challenges before enrolling on the Prepare for DFN Project SEARCH course where she found her confidence through resilience and determination. Although her journey was not seamless and despite some setbacks Amy was able to overcome social anxiety to develop her essential skills and is now employed as a Support Worker at Dundee and Angus College. Her story of overcoming adversity continues to inspire others to find their pathway into the workplace.

Amy said: "Before Project SEARCH I was doing absolutely nothing, I was house bound. The project has benefited me in a way that I couldn't have imagined. It actually gets me out of bed and on the bus to work every day. My proudest moment was coming to work at Dundee and Angus College, and I cannot imagine not being here doing this."

To read the full story, [click here](#).

# Jim embarks on his next expedition after redundancy



Jim in his role as Maintenance Operator on RRS  
Discovery for Dundee Heritage Trust

"I was made redundant after working for 25 years. I found it difficult to find out where and how to search and apply for jobs. After a friend recommended the Adult Employability Service, I was supported by them in my search for work and attended the job shop every Friday.

After a few unsuccessful interviews I was encouraged by Molly and Gregor to persevere. They helped by giving me invaluable advice and even forwarded my CV to potential employers.

Molly, Gregor, and the rest of the team were always supportive and were confident I would find the right job for me. I have now started with Dundee Heritage Trust as a maintenance operator on the RRS Discovery.

I thank you all for your advice, patience, and encouragement, I also thank you for your friendship." – Jim

# Healthcare Academy



**Are you interested in a career in health and social care? The Healthcare Academy could be the perfect opportunity for you!**

- Join **D&A College & NHS Tayside** for a 6 week training course in partnership with **Discover Work**
- **Gain the skills, knowledge and confidence** you need to start a rewarding career in health & social care
- Experience working in various NHS departments during **work placements**
- **Guaranteed interviews** for up to 6 months after satisfactory completion of course

## **Information Day:**

11am, Tuesday 23rd April 2024 @ Lecture Theatre 1, D&A College, Gardyne Road, Dundee, DD5 1NY

## **Course dates:**

Monday 13th May to Friday 21st June 2024

## **To get involved email:**

[contact@discoverworkdundee.co.uk](mailto:contact@discoverworkdundee.co.uk)



# Jan refuses to settle and strives for a better future



Jan in his new role as Refuse Collector at Dundee City Council

“Hello. I've been given help by **Parental Employment Support** team, this is something that every parent who is looking for a better job should get. From the very beginning to the very end, every meeting, every phone call was like winning the lottery. It's so wonderful to get so much support and help from people who are so open and helpful to people. In addition to helping me with my case, I also got help with various Benefits for me and my family.

In every meeting they taught me something new, I got help on how to write a CV, how to go prepared for an interview, how to best apply for a job that you want to do and that makes you happy. Together with Daga, I pursued a goal that was very important to me and that I managed to achieve. I recommend it to anyone who wants to change their life and work for the better.

My life and work have changed for the better and I'm not going to give it up. The moral and spiritual support I received gave me a lot of strength. I'm grateful for Daga's help. And thank you so much for everything you have done for me and my family.

**Greetings from the happy employee of Dundee City Council!!**



Funded by  
UK Government

**LEVELLING  
— UP —**

**discover**  
WORK



# SELF-EMPLOYMENT SUCCESS PROGRAMME FOR PARENTS

Are you an unemployed or under-employed parent?  
Have you considered becoming self employed?  
Do you need support to start up on your own?

## What is Included?

- ✓ Employability Skills
- ✓ Financial Advice
- ✓ Business Gateway Support
- ✓ Access to Upskill Funding

**Upon completion you will receive funded support to gain relevant skills/qualifications to be able to run your business!**

## Information Session

Tuesday 7th May  
10:30am

## Course Dates

21st - 30th May  
Tue - Thurs

## Where

The Shore  
15 Shore Terrace  
Dundee

**To Get Involved Contact:**

**[contact@discoverworkdundee.co.uk](mailto:contact@discoverworkdundee.co.uk)**



## Partner Showcase:



Department  
for Work &  
Pensions

The Jobcentreplus logo, which consists of the word "jobcentreplus" in a white, lowercase, sans-serif font. The word "job" is in white, "centre" is in yellow, and "plus" is in white. The logo is set against a green rounded rectangular background.

jobcentreplus

## Mission Statement

We want to deliver effective, efficient, and innovative services to the millions of customers who rely on us every day, including the most vulnerable in society, improving their experience of our services while maximising value for money for the taxpayer.

At Dundee Jobcentre every customers who is looking for work will be given a dedicated work coach, working together they will assist them move into work, looking at the customers skills, the local job market working with them to enable them to achieve their goals, removing barriers to work whether its help with Interview clothes, fares to get them to and from work until they get paid, providing training, help getting certificates from fork lift licences to first aid, the work coaches will consider the needs of the customers to accelerate them into work and increasing their earnings.

# Key Contact:

## Jobcentre Plus Dundee



### **Jennifer McKenna**

*External Relationship Lead*

Jennifer McKenna is the Leader of External Relationships for Dundee Jobcentre Plus, working with local businesses to drive new opportunities for customers.

Jennifer is supported by an experienced team of **Employer Advisers** – Susan Hart, Fiona Cochrane, Anita Collins, Kyall Lackie and Allan Tennant.

**Phone:** 07721722271

**Direct Email:** [jennifer.mckenna@dwp.gov.uk](mailto:jennifer.mckenna@dwp.gov.uk)

**Team Email:** [dundee.labourmarketteam@dwp.gov.uk](mailto:dundee.labourmarketteam@dwp.gov.uk)



# Jobcentre Plus & Employability

## Employer Advisers – your local experts



- Knowledgeable about the local labour market
- Provide information about local services and initiatives to help employers recruit
- Speed up your recruitment process
- information about recruitment events in the area
- Arrange interview facilities in local Jobcentres where available
- Work with you to publicise and fill your vacancies
- Develop bespoke solutions

## Jobcentre Plus facilities and events



- Dundee Jobcentre offers interview rooms and desks free of charge
- Run regular Recruitment Events
- Dundee Jobcentre take part in local Recruitment Events where they promote local vacancies on behalf of employers

## What we do at Jobcentre Plus



- We work with employers to understand their requirements and fill their vacancies
- We provide opportunities for customers to access, compete for, succeed and progress in work
- We support people looking for work, additional hours or second jobs. Helping people with barriers to finding employment is a priority
- We support employees so they can progress in their career
- We help people gain the skills they need to open up work and progression opportunities

## Sector-based Work Academy Programmes



Delivered by Jobcentre Plus alongside colleges and training providers.

SWAPs last up to 6 weeks and include:

- **pre-employment training** – matched to the needs of the sector
- **work experience placement** – an opportunity for the individual to learn about the job in the workplace
- **a guaranteed job interview** – you select the most appropriate candidates for the job

## Apprenticeships



- Apprentices earn a wage while learning job-specific skills
- Apprenticeships are for people of **all ages** – new and current employees
- Apprenticeships cover 660 jobs from entry-level to expert roles
- Available to employers of all sizes
- Employers could receive 95% funding towards apprenticeship training if the **paybill** is below £3m



## Universal Credit



- Supporting your business
- Helping your employees progress



## Universal Credit and childcare

- There is now even more help available for parents receiving Universal Credit with their childcare costs
- They may be able to get up to 85% of their childcare costs
- Upfront help may be available for people starting work or increasing their hours



Childcare  
Choices



## An age-friendly and inclusive workforce

Employing a diverse range of ages brings advantages:

- Reducing your skills gaps and staff turnover
- Mentoring and developing new recruits and apprentices
- Older workers can contribute to a productive and committed workforce
- Jobcentre Plus have a network of 50+ Champions to ensure that colleagues are well equipped to identify the most appropriate support and advice to maximise opportunities and recruitment for those aged over 50.



## Supporting veterans and the Armed Forces community



- Reservists, veterans and their families bring a range of skills and qualities to the workplace
- Jobcentre Plus has a network of Armed Forces Champions across the UK to support veterans into work
- Employers can sign the covenant and pledge their support by offering opportunities to veterans



## Unlocking potential and recruiting a diverse workforce

- Over 7.7 million people of working age in the UK are disabled or have a health condition
- There's a gap between the proportion of disabled people employed compared with non-disabled people
- Attracting and retaining disabled applicants means discovering talented people wanting to work and develop careers
- There is lots of practical help and support available to help employers recruit people with health conditions and disabilities



## Supporting people with health conditions and disabilities

### Disability Confident

- Helps you recruit and retain great people
- Provides employers with the knowledge, skills and confidence they need to attract, recruit, retain and develop disabled people
- Challenges perceptions and increase understanding of disability
- Takes positive action to address the issues disabled employees face in the workplace



## Recruiting and retaining people who need extra support - Access to Work



**Access to Work**  
Making work possible



### Access to Work

- Hire disabled people with the skills you need
- Retain employees who develop a disability or health condition
- Employees get support with costs such as
  - aids and equipment in the workplace
  - adapting equipment
  - a wide variety of support workers
  - mental health support
  - communication support

## Support with employee health and disability service

### A new online service for employers which:

- Offers free, guided information from trusted sources - all in one place
- Helps you support employees and understand any legal requirements
- Provides practical tools and guides to navigate common workplace scenarios and conversations
- Helps staff retention through help to decide on changes to help people stay in or come back to work
- Supports with managing complex situations



## For more information about support for employers

**Jobcentre Plus help for recruiters:  
Overview - GOV.UK ([www.gov.uk](http://www.gov.uk))**



**Employing disabled people and  
people with health conditions -  
GOV.UK ([www.gov.uk](http://www.gov.uk))**





# Fully Funded Training

Are you looking to **expand your customer base**? Do you want to be **reflective of the communities you serve**? Is **staff retention and development** a priority? We can help!

For a limited time, we have fully funded training available on **Disability, Autism, Mental Health Awareness** and **lots more**.

This opportunity is available to **ALL** employers across Dundee at zero cost!

To find out more,  
email: [edi@enable.org.uk](mailto:edi@enable.org.uk)

