

Appendix 2

Pre-Employment Support and Interventions	Post-Programme Support
Individual assessments undertaken in non-threatening environments.	Employer designed training programmes in vacancy-rich industries, with high levels of demand for staff at entry-level (e.g. construction, retrofitting, care, early years education, logistics, manufacturing, hospitality, business administration) delivered by specialist providers.
Tailored support for communities/individuals with specific barriers (e.g. qualification recognition/ English as a Second Language (ESOL) for non-UK nationals).	Funded access to tickets and licences (e.g. CSCS Card, Fork-Lift Truck licence) – making provision for sector specific training where AEB cannot be accessed.
Confidence-building.	Employability and industry familiarisation – individual and/or tutor-led group activity to prepare jobseekers for roles employers are looking to recruit to. This might cover employer expectations (e.g. attitude, timekeeping, reliability), role specific and transferrable skills, or health and safety
Barrier-busting wraparound support (e.g. debt/benefits advice, therapy, interview support, childcare, transport, ESOL).	Work experience placements – short placements with employers who are hiring, to cement participants’ understanding of job roles and give employers the confidence that the individual is reliable and committed.
Volunteering placements.	Employer engagement, including individualised job brokerage – to include advocacy with employers, matching candidates to suitable roles, circulation of available vacancies and, where required, interview support (e.g. reasonable adjustments)
Funded training for those ineligible for Adult Skills Fund (formally AEB).	
For some participants, direct progression into employment through job opportunity brokerage.	