

Youth Worker – Employability

Job Type: Full-time, Permanent

Hours: 35hrs per week

Salary: c. £24,333 P.A

Work Base: RUTS, 58 Queensway, Penicuik, Midlothian EH26 0JJ

Inspired to make a positive impact on young people's lives? Do you have the skills to engage, inspire and progress young people aged 16-24 towards a positive destination? If the answer to these questions is yes...Then read on – we may just be the perfect fit!

We are an innovative and exciting organisation who INSPIRE young people across Scotland to realise their potential and we are looking for someone who shares our passion and commitment to achieve this through delivery of a variety of vocational and employability themed programmes. The successful applicant will have experience in delivering training and supporting individuals into a positive destination.

Context and Purpose

RUTS is committed to providing vocational training and other support of the highest quality to young people using innovative solutions. The successful candidate will support the achievement of RUTS employability targets and outcomes by delivering focused employability training that will assist participants to secure progression opportunities. These will include but are not limited to employment, education, and further training opportunities. They will deliver group employability and personal development workshops and qualifications, establish, and maintain partnerships with referral agencies and develop links with the colleges and employers to secure suitable opportunities for our young people.

There is scope to further develop this post creatively with young people. This is not an exhaustive list; you will be required to contribute to the development of this exciting role in collaboration with the Senior Employability Worker and wider staff team.

The Individual

The individual will be enthusiastic and committed to working with young people, supporting them to identify and remove barriers and helping them to successfully move into positive destinations and achieve better outcomes.

Essential tasks:

- Work with young people to identify barriers to positive destinations and empower them to achieve
- Assist in the development of activities which support young people to develop work-based skills, life skills and enhance communication
- Deliver and facilitate a range of employability and vocational programmes and qualifications
- Support young people who may have had a poor experience of education and consequently have difficulties with literacy, self-esteem and communication.

- Maintain knowledge of opportunities available to young people who wish to pursue a career in a related field.
- Develop and maintain employer relationships to facilitate work experience and/or employment opportunities
- Expand networks with other training and education providers
- Maintain written records of the work undertaken for the purposes of evaluation.
- Obtain evidence to support progression outcomes and achievement
- Manage own time and support the delivery of objectives and targets ensuring the development of professional practice and updating personal knowledge of local and national employability initiatives.
- Continuously demonstrate and develop better understanding of ethical issues in relation to working with young people. (eg. Confidentiality, Child Protection and equal opportunities, etc.)

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and its overall objectives.

Person Specification

Required skills and experience:

Essential:

- Able to demonstrate coaching/mentoring experience and persuasion/influencing skills through previous work or social activities
- Experience or knowledge of local and national employability initiatives
- Excellent communication, planning and organisational skills and the ability to manage your own time effectively
- Any relevant vocational and/or training qualification e.g. CIAG, Assessor/Verifier – Or willing to work towards this
- Proficient IT literacy (use of Microsoft applications such as Word, Excel, Teams and Zoom)
- Flexible can-do attitude
- Commitment to Continued Personal Development (through both in-house, external, and self-guided learning/training)
- Current full UK car driving licence
- Membership of PVG scheme (upon appointment)

Desirable:

- Experience of working in a performance target driven environment
- Experience or understanding of SQA/SCQF qualifications structure or development
- Occasional out of hours working

The above is not an exhaustive list of duties, and you will be expected to perform different tasks as necessitated by the organisation and its overall objectives

TO APPLY PLEASE SEND AN UP-TO-DATE CV AND COVER LETTER DETAILING WHY YOU BELIEVE YOU FIT THE REQUIREMENTS OF THE ROLE TO RECRUITMENT@RUTS.ORG.UK