

# Employability Pipeline

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## What is the Employability Pipeline?

Most organisations in Scotland now recognise the Employability Pipeline model, which has been developed as a framework to support the effective delivery of employability services. The pipeline is made up of 5 key stages, whereby the needs of the individual are considered in relation to existing soft skills, employability skills and skills requiring development.

## How Do I Know Which Stage is Right for Me?

Each stage has a guidance description and status of either not job ready, job ready or in work. There are a number of informal assessments that training providers and partners referring you to the programme can do with you, before deciding which stage is best to meet your needs. Here is an overview of each stage, but further information can be found on the [Employability in Scotland](#) website.



## Stage 1: Referral, Engagement and Assessment **Status: Not Job Ready**

This pipeline stage is about reaching out to individuals, supporting people into regular activity and positive routines, and helping them to connect with others.

Examples of activities at stage 1 include:

- Outreach Activities
- Self-Referral
- Identification and Assessment of Needs
- Development of Personalised Action Plan
- Re-engagement in learning via an Activity Agreement



Depending on each individual's circumstances, an activity may apply to other Stages.

## **Stage 2: Barrier Removal** Status: Not Job Ready

This stage sees a range of partners assessing the initial needs of clients and agreeing key activities to be undertaken with them in order to address any barriers to employment or training.

Examples of Activities at Stage 2 include:

- Confidence Building
- Vocational Rehabilitation
- Careers Information Advice and Guidance
- Financial Advice and Support
- Improving Health and Wellbeing
- Peer Support & Mentoring



## **Stage 3: Vocational Activity** Status: Job Ready

Stage 3 activities include delivering a range of accredited training, employability training for core skills, job search advice and activities to raise awareness of enterprise and entrepreneurship in order to meet the needs of individuals.

Examples of Activities at Stage 3 include:

- Employability Skills Development
- Vocational Training
- Work Experience
- Volunteering
- Self-Employment and Enterprise Support



## **Stage 4: Employer engagement and job matching** Status: Job Ready

This stage includes activities such as arranging work or volunteer placements with employer, assisting individuals to secure job vacancies and matching job-ready clients to jobs.

Examples of Activities at Stage 4 include:

- Careers Information Advice and Guidance
- Employer Engagement
- Job Search Support
- Job Matching and Brokering
- Self-Employment and Enterprise Support



## **Stage 5: In work support and aftercare** Status: In Work

Stage 5 activities include supporting individuals to maintain and progress within the workplace.

Examples of Activities at Stage 5 include:

- Careers Information Advice and Guidance
- Supported Employment
- Occupational Health and Wellbeing Support
- Vocational Rehabilitation
- Skills Development
- Redundancy Support
- Self-Employment and Enterprise Support

