

PATHWAYS TO POTENTIAL

EMPLOYMENT, EDUCATION AND TRAINING TEAM NEWSLETTER

COVID-19 EDITION

During these uncertain times of COVID-19, the Employment, Education and Training Team have been exploring different ways of working to ensure we continue to keep in touch with all the people we work with and continue to deliver all our programmes.

APPRENTICESHIP AND GRADUATE RECRUITMENT

This year our recruitment is going to look a little bit different as the Council is still prioritising its ongoing COVID operations. We're advertising our scheme in three phases over the remainder of the calendar year. **We have opportunities available! Apply now on our website www.rctcbc.gov.uk.**

Please click below to see an informative video on our three-phase recruitment process and detailed information on completing our competency based application forms:



SUCCESS DURING ADVERSITY

Despite the uncertainty faced during COVID-19, we've maintained our training frameworks by adapting procedures to support remote learning which has enabled all our apprentices and graduates to continue working towards their qualifications. Training and workshops have been conducted via Teams, with both training providers and the Employment, Education and Training Team on hand to support. Those due to complete this year and achieve their qualifications are on track to do so, despite the difficult times we're facing.

RCT APPRENTICE SUPPORTING THE COUNCIL'S PRIORITY RESPONSES TO COVID – 19 PANDEMIC

Katie Ennis joined RCT Apprenticeship Scheme in September 2019 as a Community Service Business Support Apprentice. This year she has played a crucial role within her team responding to the needs of our communities during Storm Dennis and most recently the Covid-19 pandemic.

In February RCT was hit by Storm Dennis causing widespread damage and disruption. Katie was tasked with dealing with email queries from the public wanting to volunteer, donate food and clothing. She also filtered calls and emails dealing with applications for grants. She liaised with a number of large supermarkets who donated generous amount of food and other items to the flood appeal, providing a much valued point of contact, support and general guidance for residents.

More recently, Katie found herself tasked with supporting during Covid-19. Katie has been liaising with over a 100 staff members daily who have been helping to contact residents in RCT who are currently shielding. These staff have been offering vital support and assistance to our most vulnerable residents and Katie has been key to the success of this work. She has been busy collating the details for each and every household who require Welsh Government food parcels and reporting this back to Welsh Government daily. Once the food parcel has been delivered, Katie has been making sure that any resident who has indicated a need, has a phone call

to check they have received it. This is another mammoth task.

[Feedback from the RCT Call centre included;](#)

"My wife and I would like to thank RCT services for providing us with a point of contact and the offer of help during this coronavirus pandemic. What a fantastic service you are providing during this time. Weekly calls, food parcels and offers of help with prescriptions etc. Having someone call at this time makes such a difference and to people who are on their own I should imagine it's a lifeline. Makes you proud to be Welsh and living in RCT. Thank you again."

Well done Katie, fantastic work - which hasn't gone unnoticed!



Katie Ennis, Community Service Business Support Apprentice

GATSBY UPDATE

With pupils now learning from home due to the Covid 19 pandemic it was important to develop a version of the Gatsby Benchmarks that supports the way that pupils are currently learning. The Gatsby Benchmark Manager Kate Owen has collaborated with the Education team to firstly share a “Lockdown” version of the benchmarks and then to provide a range of resources that schools can use to support pupils curiosity and career plan while they are learning at home.

The Gatsby benchmarks are a set of 8 guidelines that develop pupil's personal career plans. They ensure that pupils from Year 7 to Year 13 have the opportunity to learn from employers and employees and understand the full range of options available to them post 16. The lockdown benchmarks cannot replace face to face interactions with employers and training providers however they can ensure that pupils are still learning and developing their knowledge of the choices and opportunities they may choose in the future.

There are a wide range of virtual experiences and opportunities for pupils to learn about the world of work while they learn at home. It is important that we ensure that these are focused on the elements of the benchmarks that will help pupils to understand the significant changes to the labour market and the impact the Covid 19 crisis may potentially have on their future career plans.

The Gatsby Benchmark Manager Kate Owen met Kirsty Williams, Minister for Education, to share the work of The Gatsby Benchmark pilot in Rhondda Cynon Taf on the 28th April. The Minister praised the work of the pilot and in particular the continuation of the work during the Covid 19 crisis.

Our “Lockdown” version of the Gatsby Benchmarks is to be shared with other local authorities and an outline of our recent work is to be outlined in an article written for the national Career Development Institute monthly magazine in June.

CAREERS AND THE WORKING WORLD EDUCATION PROGRAMME

The Education Team have been busy producing digital content to ensure that pupils, parents and teachers across RCT are able to continue to access and deliver career related education.

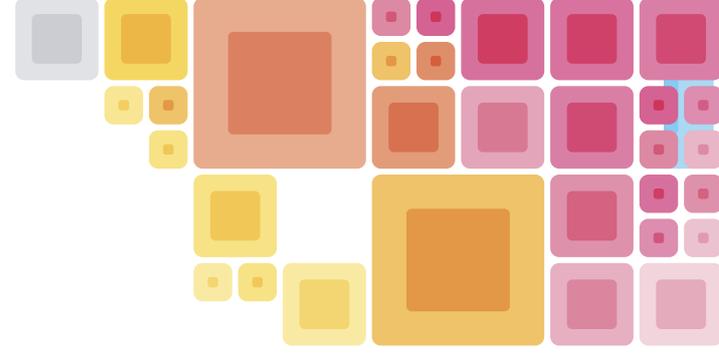
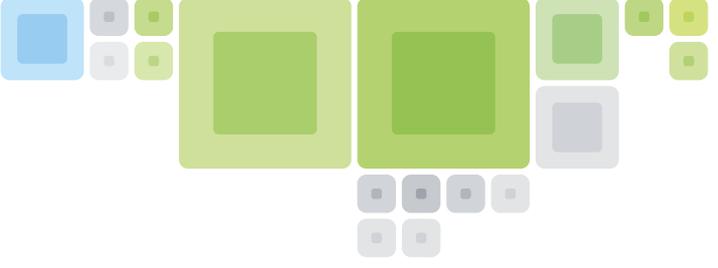
Working closely with our YEPS and Wicid Teams, we have created a designated area on the Wicid.tv website for Employment, Education and Training topics. The first video has gone live and offers advice on answering competency-based questions during applications and interviews using the STAR Method, which will be particularly useful for anyone looking to apply for any of RCTCBC's apprenticeship positions.

The team have also been busy preparing and distributing a fortnightly set of resources for pupils from KS2 all the way to Post-16 as well as for teachers, parents and our SEND pupils. These resource packs have included virtual work experiences, virtual workplace visits, social stories and a range of ideas to support parents and teachers during these stressful and unprecedented times.

We are also very pleased to announce that our Positive Achievement Award will be going ahead for this academic year despite the lockdown and the challenges that this has presented to our schools and their pupils. Due to the circumstances, pupils' attendance figures will be considered up until the week ending 14th of February 2020. This will include our Bronze award for Year 6 pupils which is in its inaugural year.

To access all our resources and the team's videos, please click below





STEP IN THE RIGHT DIRECTION

SARAH HITCHINGS

Step in the Right Direction Trainee



Trainee Sarah Hitchings working throughout Covid-19 pandemic.

Sarah has been on placement at Ystrad Fechan Care Home since September and has been working throughout the Covid19 pandemic alongside her colleagues at the care home. Sarah completed her Social Care Induction training and will be commencing her CORE qualification framework soon. Sarah has built positive working relationships with the residents and staff and is passionate about pursuing a career within Social Care.

Thank you Sarah, we all appreciate your dedication and hard work during these difficult times!

Care2Work

During the current lockdown, the Care2work team have sought to identify ways of continuing to offer support to those Young people who wish to access the Care2work Programme.

Care2work want young people to know that although we can't actually see them right now we can still support them. Care2work, in partnership with the EET Careers and the World of Work programme, have put a number of videos together which provides information, advice and guidance around applying for Jobs.

These can be found on the RCT Wicid Website <https://www.wicid.tv> which is the youth information and media website designed by young people in RCT and will be available in both English and Welsh.

Please click below.

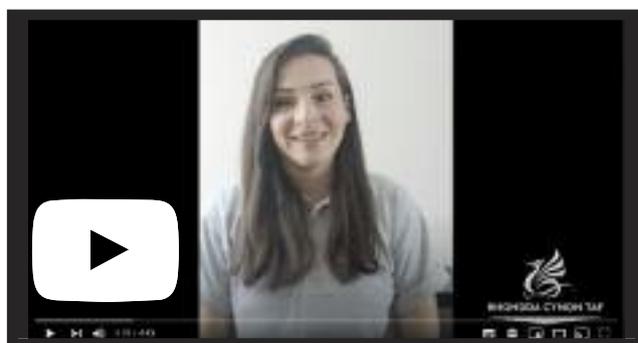


Please see Care2Work video links below:

Keeping in touch video. Please click below.

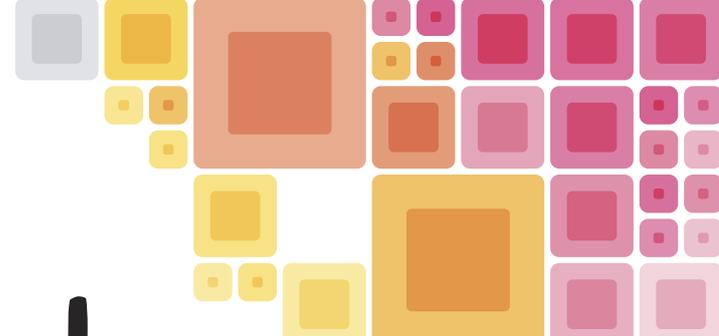
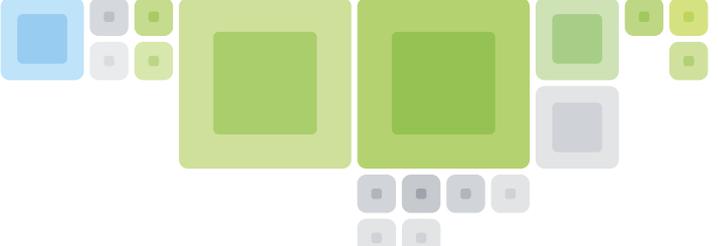


Virtual Interview Video. Please click below.



Care2work continue to operate and accept referrals for young people who wish to develop their confidence and skills in line with their employment, education and training needs.

Care2work are currently in the process of developing their weekly job Club via a virtual platform so that on-going support around CV writing, job applications and job interviews continues to reach and meet the expectations of young people wanting this support during these unprecedented times.



Care2Work

ABBY EVANS

Abby Evans found work during COVID-19



Abby Evans, Adult Social Care

Abby Evans has been engaged with the Care2work programme since September 2019. During the recent lockdown she has been keen to seek employment and following her submitting a job application followed by a phone interview, successfully secured a Social Care post in a Care setting in Cardiff with Care2work happily providing Abby with a personal reference. The commute to her workplace involves catching two buses which takes her over an hour from her home in RCT. Abby is happy to do this as she is thoroughly enjoying her new role within Adult Social Care which has increased her confidence.

Alongside her employment, Abby has returned to her studies and is currently undertaking a training Course with Llamau where her long-term goal is to achieve her Childcare qualifications and work in a Nursery Setting. Well done Abby and Thank you for your dedication and hard work during these difficult times!

Engage to Change Gateway to Employment Supported Internship Programme



Engage to Change Gateway to Employment Supported Interns

The programme is a multi-agency partnership between RCT Council, Coleg y Cymoedd, Learning Disability Wales Engage to Change and Elite Supported Employment. The supported internship has provided individuals with work experience across a variety of RCT Council departments to develop work related skills to help them towards securing paid employment.

TOMOS CHURCHILL

Gateway to employment Supported Intern



Tomos Churchill Supported Intern

Tomos Churchill is one of our supported interns based at Ynysharad Park in Pontypridd and has kindly shared his experience with us - 'I have learnt so much from the team I've been working with, learning about all the different types of flowers, plants and wildlife. I've also felt part of the team and had the opportunity to use a variety of equipment such as leaf blowers to keep the park clean and tidy. Unfortunately, due to flood damage then COVID-19 I was unable to complete my placement as the park had to close, but looking forward to returning there when things get back to normal'.

BREAKING THE CYCLE

Working in partnership with South Wales Police, Ian Davies is the Local Authority's first placement for the "Breaking The Cycle" scheme. After reforming from an offending background, Ian was recognised by South Wales Police Integrated Offender Management Officer as an eligible candidate for this scheme. Ian has been placed at Ty Glantaf within the Waste Management Service since March this year.

This has been a multi partnership approach involving the authorities Communities for Work Plus, Employment Education and Training Team, Waste Management Services and South Wales Police's Integrated Offender Management Team.

As Ian's time on "Breaking The Cycle" comes to an end in June, due to his commitment and fantastic work ethic, working throughout the Covid 19 pandemic, he has been successful in securing agency work at Ty Glantaf.

Congratulations Ian and thank you!

WHAT'S COMING UP?

The team are continuously looking at innovative ways to keep delivering all our programmes during these unprecedented times.

Please look out for the following, which will be accessible soon:

- Virtual Work Experience
- Virtual Jobs Fair
- Virtual Care2Work Job Club

 For further information or any questions you have about any of our programmes please email ✉ eett@rctcbc.gov.uk

Available in other languages and formats on request

Mae croeso i chi gyfathrebu â ni yn y Gymraeg. / You are welcome to communicate with us in Welsh.